BOROUGH OF HIGH BRIDGE
COUNTY OF HUNTERDON
STATE OF NEW JERSEY

RESOLUTION APPROVING SIDEBAR AGREEMENT EXCEPTION FOR PBA TO CARRY PERSONAL LEAVE TIME TO CALENDAR YEAR 2026

RESOLUTION: 062-2026 **ADOPTED: 01/22/2026**

WHEREAS, the collective bargaining agreement between the Borough of High Bridge and the Hunterdon County PBA Local 188, High Bridge Unit ("PBA"), ARTICLE XXV PERSONAL LEAVE provides for officers receiving personal leave time; and

WHEREAS, the collective bargaining agreement further provides for unused personal days will not be paid for and may not be carried over to the next calendar year; and

WHEREAS, the staffing shortages in 2025 caused limited availability for time off for officers; and

WHEREAS, the Council of the Borough of High Bridge adopted Resolution No: 293-2025 on December 18, 2025 to provide for a one-time exception to allow unused personal time to be carried to calendar year 2026 for use by officers; and

WHEREAS, the PBA and the Borough of High Bridge desire to formalize the terms of the one-time exception through adoption of a Sidebar Agreement; and

WHEREAS, the PBA has ratified the Sidebar Agreement.

NOW THEREFORE, BE IT RESOLVED that the Mayor and Council of the Borough of High Bridge in the County of Hunterdon and State of New Jersey that:

1. The Borough Council hereby ratifies the Sidebar Agreement between the Borough and the Hunterdon County PBA Local 188; and
2. The Borough Council authorizes the Mayor, Clerk, Chief of Police and other appropriate parties to take any and all actions necessary to execute the Sidebar Agreement and effectuate the terms of this Resolution and the Sidebar Agreement, which terms shall be retroactively effective from the date of execution of the Resolution No. 293-2025 December 18, 2025.

I, Adam Young, Borough Clerk of the Borough of High Bridge, in the County of Hunterdon, State of New Jersey, do hereby certify that the foregoing is a true and correct copy of a Resolution adopted by the Borough Council of the Borough of High Bridge, County of Hunterdon, State of New Jersey at a Regular meeting of said Council held January 22, 2026

IN WITNESS WHERE OF, I have hereunto set my hand and affixed the seal of the Borough of High Bridge in the County of Hunterdon and State of New Jersey this 22nd day of January 2026.

Adam Young, Borough Clerk

ATTEST:

Adam Young
Municipal Clerk

Michele Lee
Mayor

SIDE BAR AGREEMENT 2025–1
between
High Bridge Borough
and
Hunterdon County PBA Local 188

This Sidebar Agreement ("Agreement") is entered into by and between High Bridge Borough ("Borough") and Hunterdon County PBA Local 188 ("PBA"), upon the following terms:

1. **Carry-Over of Personal Time Earned in 2025**

   Due to operational needs and by mutual agreement of the parties, PBA Local 188 unit members may carry over any and all unused accumulated personal time earned in calendar year 2025 into calendar year 2026. Such carried-over personal time will remain available for use through December 31, 2026.

2. **Expiration of Carried-Over Time**

   Any unused personal time earned in 2025 that remains unused as of December 31, 2026 shall be forfeited back to the Borough, unless otherwise provided by the current Collective Bargaining Agreement (CBA) or as mutually agreed in writing by the parties.

3. **No Precedent Established**

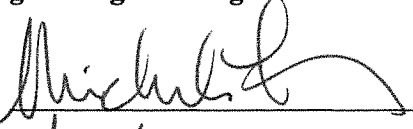
   This Agreement is made on a non-precedential and one-time basis, limited strictly to personal time earned in 2025, and shall not be interpreted as altering or amending any other terms of the CBA.

4. **Full Force and Effect of the CBA**

   Except as specifically modified by this Sidebar Agreement, all provisions of the current CBA between the Borough and PBA Local 188 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Sidebar Agreement on the dates indicated below.

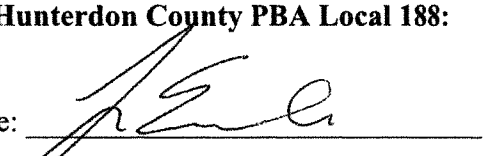
For High Bridge Borough:

Name: 

Title: Mayor

Date: 1/22/26

For Hunterdon County PBA Local 188:

Name: 

Title: President

Date: December 18th, 2025