

Mr. Francy offered the following Resolution and moved on its adoption:

**BOROUGH OF HIGHLANDS  
COUNTY OF MONMOUTH  
R-12-192  
RESOLUTION APPROVING THE TERMS OF A MEMORANDUM  
OF AGREEMENT WITH PBA LOCAL NO. 48 FOR A  
SUCCESSOR COLLECTIVE NEGOTIATIONS AGREEMENT  
FOR THE TERM JULY 1, 2012 THROUGH DECEMBER 31, 2015**

**WHEREAS**, the Borough of Highlands (“Borough”) and PBA Local No. 48 (“Union”) are engaged in negotiations for successor Collective Negotiations Agreement (“Agreement”); and

**WHEREAS**, the Borough and the Union have agreed to the terms and conditions set forth in a Memorandum of Agreement (“MOA”); and

**WHEREAS**, the Borough and the Union have had further negotiations concerning the procedure to approve vacation subsequent to the execution of the MOA; and

**WHEREAS**, based on those subsequent negotiations, the parties have agreed to a vacation approval procedure different than that contained in the MOA; and

**WHEREAS**, the vacation approval procedure contained in the MOA shall not be included in the successor collective negotiations agreement;

**WHEREAS**, the parties agreed, generally, that union members will submit vacation requests on April 1 for the period of July 1 through December 31 and submit vacation requests on October 1 for the period of January 1 through June 30; and

**WHEREAS**, the parties agreed that the Police Department will provide a response to the vacation requests by April 15 or October 15, respectively; and

**WHEREAS**, this procedure for approving vacation shall also be incorporated into a successor collective negotiations agreement; and

**WHEREAS**, the Union has ratified the terms contained in the MOA;

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council of the Borough of Highlands, County of Monmouth, State of New Jersey, as follows:

- 1) That the Borough hereby accepts and agrees to the terms and conditions of the Memorandum of Agreement and approves incorporating those terms into a successor collective negotiations agreement, except the vacation approval procedure contained in the MOA;
- 2) The vacation approval procedure described herein shall be incorporated into the successor collective negotiations agreement;
- 3) The Borough directs labor counsel to incorporate the changes contained in the MOA and this Resolution into a successor collective negotiations agreement;
- 4) That this Resolution shall take effect immediately.

Seconded by Mr. Redmond and adopted on the following roll call vote:

**ROLL CALL**

**AYES:** Mr. Redmond, Mr. O'Neil, Mr. Francy

**NAYES:** None

**ABSENT:** Ms. Kane, Mayor Nolan

**ABSTAIN:** None

**DATE:** August 15, 2012

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Carolyn Cummins, Borough Clerk

**I hereby certify this to be a true copy of Resolution R-12-192 adopted by the Governing Body of the Borough of Highlands at a meeting held on August 15, 2012.**

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Borough Clerk/Deputy Clerk