

**BOROUGH OF BERGENFIELD
PUBLIC NOTICE**

ORDINANCE 25-2654 - AN ORDINANCE AMENDING CHAPTER 17 OF THE CODE OF THE BOROUGH OF BERGENFIELD, ENTITLED "DEPARTMENTS"

was introduced at a Public Meeting of the Mayor and Council of the Borough of Bergenfield on Thursday, November 5, 2025 and will be further considered for final passage after public hearing at a meeting of the Mayor and Council to be held in the Council Chamber of the Bergenfield Borough Hall on the 3rd Floor, at 198 North Washington Avenue in Bergenfield on Tuesday, December 2, 2025 at 8:00 p.m. prevailing time, or as soon thereafter as the matter can be heard.

A clear and concise statement is to amend the Police Department off duty employment rates of compensation and the good and welfare fund agreement between the Borough and Police Department, as set forth in the ordinance.

A copy of this ordinance may be obtained without cost between the hours of 8:30 a.m. and 4:30 p.m. at the office of the Borough Clerk, 198 North Washington Avenue, Bergenfield, New Jersey or can be downloaded online from the Borough website at www.Bergenfieldnj.gov.

Marie Quiñones-Wilson, RMC
Borough Clerk

BOROUGH OF BERGENFIELD
Ordinance No. 25-2654

**AN ORDINANCE AMENDING CHAPTER 17 OF THE CODE OF THE BOROUGH OF BERGENFIELD, ENTITLED
"DEPARTMENTS"**

WHEREAS, Chapter 17 of the Code of the Borough of Bergenfield sets forth all regulations regarding Departments within the Borough of Bergenfield; and,

BE IT ORDAINED, by the Mayor and Council of the Borough of Bergenfield, County of Bergen and State of New Jersey that those portions of the aforesaid set forth below are hereby amended as follows and that those portions of the Ordinance not set forth below shall remain unchanged.

Chapter 17. Departments.

Article II. Police Department.

Sec. 17-17 Off Duty Employment.

(D) Rates of compensation; administrative fee; payment for services; Rates of compensation for contracting the services of off-duty police officers are established as follows:

- (1) The off-duty police services rate shall be \$115 per hour effective January 1, 2026.
- (2) The minimum amount billed for an officer working an off-duty detail shall be four (4) hours.
- (3) For an officer working more than four (4) hours, the contractor will be billed for the actual hours worked, rounded up to the nearest hour.
- (4) Fee for police vehicle and fuel per day or part thereof (a day is defined as eight (8) straight hours): \$100. Use of a vehicle beyond eight (8) hours shall be at a rate of \$10 per hour thereafter effective January 1, 2026.
- (5) A fee of 20% per hour is hereby established to cover administrative costs, overhead and out-of-pocket expenses of the Borough effective January 1, 2026.
- (6) The Borough will withhold a Good and Welfare Allocation of five (\$5.00) dollars per hour, per police officer, from the amount payable for the officer under section 1 of this ordinance and transfer said Good and Welfare Allocation to the officer's collective bargaining agent.
- (7) For events sponsored by the Borough and Board of Education such as, street festivals, parades, sporting events and the like will have a rate of compensation per hour of \$90 effective January 1, 2026. There shall be no additional monies added, subtracted, or retained by the Borough or the P.B.A. from this rate of pay.
- (8) For the members of Bergenfield PBA Local Union #309, the employee's final gross hourly wage for off-duty police services shall be \$110 per hour unless employed for events sponsored by the Borough and/or Board

of Education such as Borough funded construction projects, street festivals, parades, sporting events and the like will have an hourly pay as reflected in (7) above, excluding Borough Road construction projects.

New Letter (G) Good and Welfare Fund Agreement.

- (1) The Borough of Bergenfield and the Bergenfield PBA Local #309 mutually agree to withhold and allocate a Good and Welfare fee of \$5.00 per hour, from the off-duty hourly rate as set forth in (D)6 herein which would be disbursed in a separate check on a quarterly basis. Administration and vehicle fees collected are exempt from Good and Welfare and do not apply.
- (2) PBA Local #309 agrees that under no circumstances or capacity shall Good and Welfare funds be used for collective bargaining grievances or labor actions against the Borough or its agents. No payments or money transfers from the Good and Welfare Fund shall be utilized to directly fund any personal lawsuits against the Borough.
- (3) PBA Local #309 agrees to establish a separate financial account and record for Good and Welfare funds. At no time shall the Good and Welfare funds be comingled with the general or legal account as the standard on their acquisition and use is unique to each.
- (4) PBA Local #309 recognizes that failure to comply with said use-restrictions shall be deemed a violation of this agreement at which time the Borough reserves the right to terminate the Good and Welfare Account.
- (5) PBA Local #309 understands that the inappropriate use of Good and Welfare funds would violate this agreement and jeopardize PBA Local #309's standing as a non-profit and be grounds for termination of the Good and Welfare account.
- (6) The PBA Local #309 shall provide quarterly statements to the Borough, including but not limited to all monies collected and disbursed, in January, April, July and October of each year.

New Letter (H) Limitation on Use of Good and Welfare Allocation.

The PBA Local #309's use of Good and Welfare funds allocated to it under this ordinance shall be limited to the following uses. A minimum of Fifty (50%) percent of the funds collected shall be utilized for items (1) thru (4):

- (1) Funding scholarship programs.
- (2) Funding union involvement in Borough sponsored events and functions.
- (3) Funding union involvement in athletic leagues within the Borough.
- (4) Making donations to charitable organizations and/or charitable causes.
- (5) Making donations directly to a union member, or their family, in the event of a personal hardship, emergency or death.
- (6) Making donations directly to the union for the purpose of promoting morale, esprit de corps, and funding group events for its members (i.e. Christmas party).

(7) Sponsoring fundraising events for union purposes in order to enhance the Good and Welfare Fund.

Severability All provisions of this Ordinance are severable. If for any reason, any provision of this Ordinance is held to be invalid, the validity of the remainder of the Ordinance shall not be affected.

Effective Date. This Ordinance shall become effective upon final approval and publication, pursuant to law, and upon completion of all outstanding cases.

Introduced:

Adopted:

Attest

Approved

DRAFT