

**BOROUGH OF BRADLEY BEACH, MONMOUTH COUNTY**

**ORDINANCE 2025-18**

**ORDINANCE AMENDING CHAPTER 78: “PERSONNEL POLICIES” OF THE BOROUGH’S REVISED GENERAL ORDINANCES TO REVISE THE BOROUGH’S EMPLOYEE MILITARY LEAVE POLICY.**

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**BE IT ORDAINED** by the Mayor and Council of the Borough of Bradley Beach, County of Monmouth, State of New Jersey, as follows:

SECTION 1. Section 78-18: “Military Leave” of Article I: “Policies” of Chapter 78: “Personnel Policies” of the Revised General Ordinances of the Borough of Bradley Beach is hereby replaced in its entirety as follows:

**CHAPTER 78  
PERSONNEL POLICIES**

**ARTICLE I  
POLICIES**

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**§ 78-18 Military Leave.**

A. Members of a New Jersey’s Organized Militia

- (1) A permanent employee or a full-time temporary employee who has served for one year or more, who is a member of the national guard or other component of the organized militia of the State of New Jersey, shall be entitled to a leave of absence with pay not to exceed 90 work days in the aggregate in any one calendar year for any period of Federal active duty, and unlimited paid leave in the case of State active duty. Active duty shall not include inactive duty training such as weekend drills.
- (2) Following the expiration of the 90 day period of Federal active duty service or training, the permanent or full-time temporary employee shall be without pay. Employees may utilize their benefit time until exhaustion. Employees on orders for State active duty shall continue with no loss of pay.
- (3) The Borough will make the required pension payments for the corresponding time an employee is considered in paid status.

B. Reservist Members Other than New Jersey National Guard Members

- (1) A permanent employee or a full-time, temporary employee who has served for one year or more, who is a member of the organized reserves of the Army, Navy, Air Force, Marine Corps or Coast Guard of the United States or other affiliated organizations, including national guard units of other states, shall be entitled to a leave of absence with pay not in excess of 30 work days in the aggregate in a calendar year when they shall be engaged in any period of Federal active duty. Federal active duty shall not include inactive duty training such as weekend drills.
- (2) Following the expiration of the 30 day period of Federal active duty service or training, the permanent or full-time temporary employee shall be without pay. Employees may utilize their benefit time until exhaustion. Employees on orders for State active duty shall continue with no loss of pay.
- (3) The Borough will make the required pension payments for the corresponding time an employee is considered in paid status.

C. *Time of War or Emergency.* Employees who enter either Federal or State active military service in time of war or emergency, or for any period of training, or pursuant to any selective service system, shall be entitled to a leave of absence without pay for the period of such service and three months after discharge. However, if an employee is incapacitated by wound or illness at the time of discharge, such leave shall be extended until three months from recovery but in no event more than two years from date of discharge.

D. As enumerated above, employees on military service will continue to receive paid health insurance coverage during the period of the paid leave, plus an additional 30 calendar days after the paid leave is exhausted. After this period has expired, employees may continue coverage for themselves or their dependents under the Borough's group plan by taking advantage of the COBRA provision. Members of the state-administered retirement systems (PERS and PFRS) will continue accruing service and salary credit in the system during the period of paid leave.

SECTION 2. If any article, section, subsection, sentence, clause or phrase of this Ordinance is, for any reason, held to be unconstitutional or invalid, such decision shall not affect the remaining portions of this Ordinance and they shall remain in full force and effect.

SECTION 3. In the event of any inconsistencies between the provisions of this Ordinance and any prior ordinance of the Borough, the provisions hereof shall be determined to govern. All other parts, portions and provisions of The Revised General Ordinances of the Borough of Bradley Beach are hereby ratified and confirmed, except where inconsistent with the terms hereof.

SECTION 4. This Ordinance shall take effect upon adoption and publication in accordance with the laws of the State of New Jersey.

**SO ORDAINED** as aforesaid.

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Erica Kostyz, RMC, CMR  
Municipal Clerk

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Alan Gubitosi  
Mayor

Introduction: May 20, 2025

Date of Hearing and Adoption: June 5, 2025