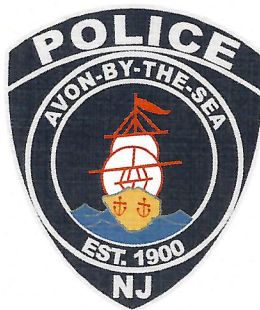


CHRISTOPHER M. GARRITY
Chief of Police

301 Main Street
AVON-BY-THE-SEA, NJ 07717



Phone (732) 502-4500
Fax (732) 775-8618

E-mail: avonpolice@avonpd.org
www.avonpd.org

To whom it may concern,

The Avon by the Sea Police Department received your records request on April 9th. Please see the coordinating responses for each requested item below.

1. *Accounting and receipt records.*

Any accounts receivable ledger entries, accounting system transaction records, receipt records, or other financial records reflecting the Borough's receipt of funds categorized, described, or coded as reimbursement, repayment, or recovery of academy training costs or expenses, including but not limited to tuition, equipment, uniforms, uniform allowances, medical examinations, psychological examinations, background investigations, fingerprinting, administrative processing, labor costs, clerical or supervisory time, and any other direct or indirect onboarding, hiring, appointment, or training-related costs, under any Special Law Enforcement Officer Class I or Class II reimbursement agreement, for the period January 1, 2024 through present.

No records exist

2. *Written repayment demands or notices.*

Any formal written demand letters, repayment notices, invoices, or written communications issued by the Borough or Borough counsel to any Special Law Enforcement Officer Class I or Class II seeking repayment pursuant to a reimbursement agreement, dated January 1, 2024 through present

No records exist

3. *Settlement or repayment agreements.*

Any final settlement agreements, repayment agreements, or written arrangements executed between the Borough and any individual relating to repayment of academy training costs or reimbursement obligations associated with Special Law Enforcement Officer Class I or Class II training, dated January 1, 2024 through present.

See attached

4. *Invoices or billing records issued to other public entities.*

Any invoices, bills, reimbursement requests, intergovernmental billing records, statements, accountings, or other written demands for payment issued by the Borough to any other public entity for reimbursement, repayment, or recovery of police academy or law enforcement training costs or expenses associated with any Special Law Enforcement Officer Class I or Class II, including but not limited to tuition, equipment, uniforms, uniform allowances, medical examinations, psychological examinations, background investigations, fingerprinting, administrative processing, labor costs, clerical or supervisory time, and any other direct or indirect onboarding, hiring, appointment, or training-related costs. This includes, but is not limited to, invoices or billing records issued to any municipality, county, institution of higher education, other state agency, interstate agency, authority, board, commission, college or university police department, sheriff's office, prosecutor's office, state police agency, or any other local, county, state, regional, bi-state, or public law enforcement or governmental entity, for the period January 1, 2024 through present.

See attached

5. *Templates, form agreements, and written policies.*
Any blank, template, model, form, or standard versions of repayment agreements, demand letters, settlement agreements, or written policies, directives, or procedures used by the Borough in connection with reimbursement of training costs for Special Law Enforcement Officer Class I or Class II positions, including any current or prior versions in use during the period January 1, 2024 through present.

See attached





Avon by the Sea Police Department

Christopher Garrity

Chief

AGREEMENT OF UNDERSTANDING

This Agreement is made this _____ day of _____, 2024, in the Borough of Avon by the Sea, County of Monmouth and State of New Jersey between the Borough of Avon by the Sea and _____ (hereinafter referred to as "Applicant").

WHEREAS, the Borough of Avon by the Sea utilizes the services of Special Law Enforcement Officers Class II within the Police Department; and,

WHEREAS, Special Law Enforcement Officers Class II must be properly trained in accordance with the regulations as promulgated by State Statute and the Administrative Code of the State of New Jersey; and,

WHEREAS, the Applicant has made application to serve the Borough of Avon by the Sea as a Special Law Enforcement Officer Class II; and,

WHEREAS, the Applicant has not previously been certified by the State of New Jersey as a Special Law Enforcement Officer Class II and must undergo the training that is a prerequisite to such certification; and,

WHEREAS, the Borough of Avon by the Sea has agreed to sponsor the Applicant's enrollment in a Police Training Commission approved Police Academy, for the Special Law Enforcement Officer Class II program which, upon successful completion, will provide the necessary certification for the Applicant to engage as a Special Law Enforcement Officer Class II in the State of New Jersey; and,

WHEREAS, the Borough of Avon by the Sea, as a prerequisite to such Applicant's admission and continuing enrollment in the program, must expend monetary sums on behalf of the Applicant for tuition, psychological examinations, ammunition, urine analysis and other equipment. Applicant is responsible for medical examination costs and purchase of all academy uniforms required for attendance; and,

WHEREAS, applicants, in the past, have voluntarily separated from employment with the Borough of Avon by the Sea once they have received their certifications to work as Special Law Enforcement Officers Class II resulting in a financial and personnel loss to the Borough of Avon by the Sea; and,

WHEREAS, it is the intention of the Borough of Avon by the Sea to establish a policy setting forth those circumstances that shall require the Applicant to reimburse the Borough of Avon by the Sea for such expenses as hereinbefore described.



Avon by the Sea Police Department

Christopher Garrity

Chief

NOW, THEREFORE, THIS AGREEMENT WITNESSETH, in consideration of the promises set forth herein, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. The Borough of Avon by the Sea shall provide sponsorship and funding for the Applicant to attend a Police Training Commission approved Police Academy in a course prescribed for certification as a Special Enforcement Officer Class II.
2. The Applicant certifies and represents:
 - (a) the information supplied in their Application and through their background investigation is true and accurate to the best of their knowledge and belief;
 - (b) he/she will, at all times, faithfully, industriously, and to the best of his/her ability perform all of the duties that may be required from him/her during the certification program including, but not limited to classroom training, practical training and physical training.
 - (c) he/she is aware that continued enrollment in the Police Training Commission approved Police Academy and possible employment are conditioned upon receiving a minimum passing score on both the Physical Training Mid-Test and the Physical Training Final Examination.
3. Notwithstanding anything stated herein to the contrary, the within Agreement is neither expressly made, nor should it be construed as any type of employment contract or promise of employment between the Borough of Avon by the Sea and the Applicant. The Applicant acknowledges that there is no entitlement to a position upon the completion of the necessary training.
4. The Applicant acknowledges and agrees that they are attending the training voluntarily for their own personal and professional enhancement and that such acknowledgement is made freely and without pressure or coercion, whether directly or indirectly, from the Borough of Avon by the Sea or any of its representatives or agents.
5. The Applicant acknowledges and agrees that no employment wage or compensation of any type is due and owing for any time spent while attending the Police Training Commission approved Police Academy.
6. During the certification program, should the Applicant voluntarily separate, or be forced to leave or resign, for any reason others than due to illness or injury, or should the Applicant voluntarily separate from employment after certification has been obtained at any time within one (1) year of his appointment with the Borough for any reason, the Applicant shall be responsible to repay those expenses incurred by the Borough of Avon by the Sea, both prior to and during the certification program. Such reimbursement for the Applicant shall be the sum of \$_____.00, which the Applicant acknowledges is fair, just and reasonable. The amount the Applicant is responsible for may be reduced to the extent that the Borough receives reimbursement of such expenses through a statutory remedy, i.e. the reimbursement provisions of N.J.S.A. 40A:14-178.1.



Avon by the Sea Police Department

Christopher Garrity

Chief

7. Reimbursement shall be made to the Borough of Avon by the Sea before an Applicant is considered resigned in good standing but, in any event shall be made no later than sixty (60) days after separation, or before December 31 of the year separation occurs, whichever is sooner, unless otherwise modified by the Borough of Avon by the Sea.

8. Should it become necessary for the Borough of Avon by the Sea, or someone on their behalf, to incur costs and expenses to retain the services of an attorney to enforce this Agreement, applicant agrees to pay those reasonable costs and attorney's fees thereby expended.

9. This Agreement constitutes the entire understanding of the parties concerning the subject matter contained herein and is entered into voluntarily. No modification of any provision shall be valid and the same may not be terminated or abandoned except by an agreement signed by the parties to this agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOROUGH OF AVON BY THE SEA

By: Christopher Garrity, Chief of Police

APPLICANT

Avon by the Sea Police Department

Christopher Garrity
Chief



AGREEMENT OF UNDERSTANDING

This Agreement is made this 8th day of December, 2025, in the Borough of Avon by the Sea, County of Monmouth and State of New Jersey between the Borough of Avon by the Sea and Trevor Hendrickson (hereinafter referred to as "Applicant").

WHEREAS, the Borough of Avon by the Sea utilizes the services of Special Law Enforcement Officers Class II within the Police Department; and,

WHEREAS, Special Law Enforcement Officers Class II must be properly trained in accordance with the regulations as promulgated by State Statute and the Administrative Code of the State of New Jersey; and,

WHEREAS, the Applicant has made application to serve the Borough of Avon by the Sea as a Special Law Enforcement Officer Class II; and,

WHEREAS, the Applicant has not previously been certified by the State of New Jersey as a Special Law Enforcement Officer Class II and must undergo the training that is a prerequisite to such certification; and,

WHEREAS, the Borough of Avon by the Sea has agreed to sponsor the Applicant's enrollment in a Police Training Commission approved Police Academy, for the Special Law Enforcement Officer Class II program which, upon successful completion, will provide the necessary certification for the Applicant to engage as a Special Law Enforcement Officer Class II in the State of New Jersey; and,

WHEREAS, the Borough of Avon by the Sea, as a prerequisite to such Applicant's admission and continuing enrollment in the program, must expend monetary sums on behalf of the Applicant for tuition, psychological examinations, ammunition, urine analysis and other equipment. Applicant is responsible for medical examination costs and purchase of all academy uniforms required for attendance; and,

WHEREAS, applicants, in the past, have voluntarily separated from employment with the Borough of Avon by the Sea once they have received their certifications to work as Special Law Enforcement Officers Class II resulting in a financial and personnel loss to the Borough of Avon by the Sea; and,

WHEREAS, it is the intention of the Borough of Avon by the Sea to establish a policy setting forth those circumstances that shall require the Applicant to reimburse the Borough of Avon by the Sea for such expenses as hereinbefore described.

Avon by the Sea Police Department

Christopher Garrity
Chief



NOW, THEREFORE, THIS AGREEMENT WITNESSETH, in consideration of the promises set forth herein, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. The Borough of Avon by the Sea shall provide sponsorship and funding for the Applicant to attend a Police Training Commission approved Police Academy in a course prescribed for certification as a Special Enforcement Officer Class II.
2. The Applicant certifies and represents:
 - (a) the information supplied in their Application and through their background investigation is true and accurate to the best of their knowledge and belief;
 - (b) he/she will, at all times, faithfully, industriously, and to the best of his/her ability perform all of the duties that may be required from him/her during the certification program including, but not limited to classroom training, practical training and physical training.
 - (c) he/she is aware that continued enrollment in the Police Training Commission approved Police Academy and possible employment are conditioned upon receiving a minimum passing score on both the Physical Training Mid-Test and the Physical Training Final Examination.
3. Notwithstanding anything stated herein to the contrary, the within Agreement is neither expressly made, nor should it be construed as any type of employment contract or promise of employment between the Borough of Avon by the Sea and the Applicant. The Applicant acknowledges that there is no entitlement to a position upon the completion of the necessary training.
4. The Applicant acknowledges and agrees that they are attending the training voluntarily for their own personal and professional enhancement and that such acknowledgement is made freely and without pressure or coercion, whether directly or indirectly, from the Borough of Avon by the Sea or any of its representatives or agents.
5. The Applicant acknowledges and agrees that no employment wage or compensation of any type is due and owing for any time spent while attending the Police Training Commission approved Police Academy.
6. During the certification program, should the Applicant voluntarily separate, or be forced to leave or resign, for any reason others than due to illness or injury, or should the Applicant voluntarily separate from employment after certification has been obtained at any time within one (1) year of his appointment with the Borough for any reason, the Applicant shall be responsible to repay those expenses incurred by the Borough of Avon by the Sea, both prior to and during the certification program. Such reimbursement for the Applicant shall be the sum of \$ 2000.00, which the Applicant acknowledges is fair, just and reasonable. The amount the Applicant is responsible for may be reduced to the extent that the Borough receives reimbursement of such expenses through a statutory remedy, i.e. the reimbursement provisions of N.J.S.A. 40A:14-178.1.

Avon by the Sea Police Department

Christopher Garrity
Chief



7. Reimbursement shall be made to the Borough of Avon by the Sea before an Applicant is considered resigned in good standing but, in any event shall be made no later than sixty (60) days after separation, or before December 31 of the year separation occurs, whichever is sooner, unless otherwise modified by the Borough of Avon by the Sea.

8. Should it become necessary for the Borough of Avon by the Sea, or someone on their behalf, to incur costs and expenses to retain the services of an attorney to enforce this Agreement, applicant agrees to pay those reasonable costs and attorney's fees thereby expended.

9. This Agreement constitutes the entire understanding of the parties concerning the subject matter contained herein and is entered into voluntarily. No modification of any provision shall be valid and the same may not be terminated or abandoned except by an agreement signed by the parties to this agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOROUGH OF AVON BY THE SEA

By: Christopher Garrity, Chief of Police

A handwritten signature in black ink, appearing to be "C. Garrity", written over a horizontal line.

A handwritten signature in black ink, appearing to be "T. Hendrickson", written over a horizontal line.

APPLICANT Trevor Hendrickson, SLEO II

Avon by the Sea Police Department

Christopher Garrity
Chief



AGREEMENT OF UNDERSTANDING

This Agreement is made this 8th day of December, 2025, in the Borough of Avon by the Sea, County of Monmouth and State of New Jersey between the Borough of Avon by the Sea and Liam Flanigan (hereinafter referred to as "Applicant").

WHEREAS, the Borough of Avon by the Sea utilizes the services of Special Law Enforcement Officers Class II within the Police Department; and,

WHEREAS, Special Law Enforcement Officers Class II must be properly trained in accordance with the regulations as promulgated by State Statute and the Administrative Code of the State of New Jersey; and,

WHEREAS, the Applicant has made application to serve the Borough of Avon by the Sea as a Special Law Enforcement Officer Class II; and,

WHEREAS, the Applicant has not previously been certified by the State of New Jersey as a Special Law Enforcement Officer Class II and must undergo the training that is a prerequisite to such certification; and,

WHEREAS, the Borough of Avon by the Sea has agreed to sponsor the Applicant's enrollment in a Police Training Commission approved Police Academy, for the Special Law Enforcement Officer Class II program which, upon successful completion, will provide the necessary certification for the Applicant to engage as a Special Law Enforcement Officer Class II in the State of New Jersey; and,

WHEREAS, the Borough of Avon by the Sea, as a prerequisite to such Applicant's admission and continuing enrollment in the program, must expend monetary sums on behalf of the Applicant for tuition, psychological examinations, ammunition, urine analysis and other equipment. Applicant is responsible for medical examination costs and purchase of all academy uniforms required for attendance; and,

WHEREAS, applicants, in the past, have voluntarily separated from employment with the Borough of Avon by the Sea once they have received their certifications to work as Special Law Enforcement Officers Class II resulting in a financial and personnel loss to the Borough of Avon by the Sea; and,

WHEREAS, it is the intention of the Borough of Avon by the Sea to establish a policy setting forth those circumstances that shall require the Applicant to reimburse the Borough of Avon by the Sea for such expenses as hereinbefore described.

Avon by the Sea Police Department

Christopher Garrity
Chief



NOW, THEREFORE, THIS AGREEMENT WITNESSETH, in consideration of the promises set forth herein, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. The Borough of Avon by the Sea shall provide sponsorship and funding for the Applicant to attend a Police Training Commission approved Police Academy in a course prescribed for certification as a Special Enforcement Officer Class II.

2. The Applicant certifies and represents:

(a) the information supplied in their Application and through their background investigation is true and accurate to the best of their knowledge and belief;

(b) he/she will, at all times, faithfully, industriously, and to the best of his/her ability perform all of the duties that may be required from him/her during the certification program including, but not limited to classroom training, practical training and physical training.

(c) he/she is aware that continued enrollment in the Police Training Commission approved Police Academy and possible employment are conditioned upon receiving a minimum passing score on both the Physical Training Mid-Test and the Physical Training Final Examination.

3. Notwithstanding anything stated herein to the contrary, the within Agreement is neither expressly made, nor should it be construed as any type of employment contract or promise of employment between the Borough of Avon by the Sea and the Applicant. The Applicant acknowledges that there is no entitlement to a position upon the completion of the necessary training.

4. The Applicant acknowledges and agrees that they are attending the training voluntarily for their own personal and professional enhancement and that such acknowledgement is made freely and without pressure or coercion, whether directly or indirectly, from the Borough of Avon by the Sea or any of its representatives or agents.

5. The Applicant acknowledges and agrees that no employment wage or compensation of any type is due and owing for any time spent while attending the Police Training Commission approved Police Academy.

6. During the certification program, should the Applicant voluntarily separate, or be forced to leave or resign, for any reason others than due to illness or injury, or should the Applicant voluntarily separate from employment after certification has been obtained at any time within one (1) year of his appointment with the Borough for any reason, the Applicant shall be responsible to repay those expenses incurred by the Borough of Avon by the Sea, both prior to and during the certification program. Such reimbursement for the Applicant shall be the sum of \$ 2000.00, which the Applicant acknowledges is fair, just and reasonable. The amount the Applicant is responsible for may be reduced to the extent that the Borough receives reimbursement of such expenses through a statutory remedy, i.e. the reimbursement provisions of N.J.S.A. 40A:14-178.1.



Avon by the Sea Police Department

Christopher Garrity
Chief

7. Reimbursement shall be made to the Borough of Avon by the Sea before an Applicant is considered resigned in good standing but, in any event shall be made no later than sixty (60) days after separation, or before December 31 of the year separation occurs, whichever is sooner, unless otherwise modified by the Borough of Avon by the Sea.
8. Should it become necessary for the Borough of Avon by the Sea, or someone on their behalf, to incur costs and expenses to retain the services of an attorney to enforce this Agreement, applicant agrees to pay those reasonable costs and attorney's fees thereby expended.
9. This Agreement constitutes the entire understanding of the parties concerning the subject matter contained herein and is entered into voluntarily. No modification of any provision shall be valid and the same may not be terminated or abandoned except by an agreement signed by the parties to this agreement.
- IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOROUGH OF AVON BY THE SEA

By: Christopher Garrity, Chief of Police

A handwritten signature of Christopher Garrity, the Chief of Police, written in black ink.

12/12/25

APPLICANT Liam Flanigan, SLEO II

A handwritten signature of Liam Flanigan, the Applicant, written in black ink.

12/12/2025

Avon by the Sea Police Department

Christopher Garrity
Chief



AGREEMENT OF UNDERSTANDING

This Agreement is made this 3rd day of January 2025, in the Borough of Avon by the Sea, County of Monmouth and State of New Jersey between the Borough of Avon by the Sea and Luke McGill (hereinafter referred to as "Applicant").

WHEREAS, the Borough of Avon by the Sea utilizes the services of Special Law Enforcement Officers Class II within the Police Department; and,

WHEREAS, Special Law Enforcement Officers Class II must be properly trained in accordance with the regulations as promulgated by State Statute and the Administrative Code of the State of New Jersey; and,

WHEREAS, the Applicant has made application to serve the Borough of Avon by the Sea as a Special Law Enforcement Officer Class II; and,

WHEREAS, the Applicant has not previously been certified by the State of New Jersey as a Special Law Enforcement Officer Class II and must undergo the training that is a prerequisite to such certification; and,

WHEREAS, the Borough of Avon by the Sea has agreed to sponsor the Applicant's enrollment in a Police Training Commission approved Police Academy, for the Special Law Enforcement Officer Class II program which, upon successful completion, will provide the necessary certification for the Applicant to engage as a Special Law Enforcement Officer Class II in the State of New Jersey; and,

WHEREAS, the Borough of Avon by the Sea, as a prerequisite to such Applicant's admission and continuing enrollment in the program, must expend monetary sums on behalf of the Applicant for tuition, psychological examinations, ammunition, urine analysis and other equipment. Applicant is responsible for medical examination costs and purchase of all academy uniforms required for attendance; and,

WHEREAS, applicants, in the past, have voluntarily separated from employment with the Borough of Avon by the Sea once they have received their certifications to work as Special Law Enforcement Officers Class II resulting in a financial and personnel loss to the Borough of Avon by the Sea; and,

WHEREAS, it is the intention of the Borough of Avon by the Sea to establish a policy setting forth those circumstances that shall require the Applicant to reimburse the Borough of Avon by the Sea for such expenses as hereinbefore described.

Avon by the Sea Police Department

Christopher Garrity
Chief



NOW, THEREFORE, THIS AGREEMENT WITNESSETH, in consideration of the promises set forth herein, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. The Borough of Avon by the Sea shall provide sponsorship and funding for the Applicant to attend a Police Training Commission approved Police Academy in a course prescribed for certification as a Special Enforcement Officer Class II.

2. The Applicant certifies and represents:

(a) the information supplied in their Application and through their background investigation is true and accurate to the best of their knowledge and belief;

(b) he/she will, at all times, faithfully, industriously, and to the best of his/her ability perform all of the duties that may be required from him/her during the certification program including, but not limited to classroom training, practical training and physical training.

(c) he/she is aware that continued enrollment in the Police Training Commission approved Police Academy and possible employment are conditioned upon receiving a minimum passing score on both the Physical Training Mid-Test and the Physical Training Final Examination.

3. Notwithstanding anything stated herein to the contrary, the within Agreement is neither expressly made, nor should it be construed as any type of employment contract or promise of employment between the Borough of Avon by the Sea and the Applicant. The Applicant acknowledges that there is no entitlement to a position upon the completion of the necessary training.

4. The Applicant acknowledges and agrees that they are attending the training voluntarily for their own personal and professional enhancement and that such acknowledgement is made freely and without pressure or coercion, whether directly or indirectly, from the Borough of Avon by the Sea or any of its representatives or agents.

5. The Applicant acknowledges and agrees that no employment wage or compensation of any type is due and owing for any time spent while attending the Police Training Commission approved Police Academy.

6. During the certification program, should the Applicant voluntarily separate, or be forced to leave or resign, for any reason others than due to illness or injury, or should the Applicant voluntarily separate from employment after certification has been obtained at any time within one (1) year of his appointment with the Borough for any reason, the Applicant shall be responsible to repay those expenses incurred by the Borough of Avon by the Sea, both prior to and during the certification program. Such reimbursement for the Applicant shall be the sum of \$1,800.00, which the Applicant acknowledges is fair, just and reasonable. The amount the Applicant is responsible for may be reduced to the extent that the Borough receives reimbursement of such expenses through a statutory remedy, i.e. the reimbursement provisions of N.J.S.A. 40A:14-178.1.



Avon by the Sea Police Department

Christopher Garrity
Chief

7. Reimbursement shall be made to the Borough of Avon by the Sea before an Applicant is considered resigned in good standing but, in any event shall be made no later than sixty (60) days after separation, or before December 31 of the year separation occurs, whichever is sooner, unless otherwise modified by the Borough of Avon by the Sea.

8. Should it become necessary for the Borough of Avon by the Sea, or someone on their behalf, to incur costs and expenses to retain the services of an attorney to enforce this Agreement, applicant agrees to pay those reasonable costs and attorney's fees thereby expended.

9. This Agreement constitutes the entire understanding of the parties concerning the subject matter contained herein and is entered into voluntarily. No modification of any provision shall be valid and the same may not be terminated or abandoned except by an agreement signed by the parties to this agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOROUGH OF AVON BY THE SEA

By: Christopher Garrity, Chief of Police

A handwritten signature in black ink, appearing to be "C. Garrity", written over a horizontal line.

Luke McGill

APPLICANT

A handwritten signature in black ink, appearing to be "Luke McGill", written over a horizontal line.

Avon by the Sea Police Department

Christopher Garrity
Chief



AGREEMENT OF UNDERSTANDING

This Agreement is made this 3rd day of January 2025, in the Borough of Avon by the Sea, County of Monmouth and State of New Jersey between the Borough of Avon by the Sea and Steven Camacho (hereinafter referred to as "Applicant").

WHEREAS, the Borough of Avon by the Sea utilizes the services of Special Law Enforcement Officers Class II within the Police Department; and,

WHEREAS, Special Law Enforcement Officers Class II must be properly trained in accordance with the regulations as promulgated by State Statute and the Administrative Code of the State of New Jersey; and,

WHEREAS, the Applicant has made application to serve the Borough of Avon by the Sea as a Special Law Enforcement Officer Class II; and,

WHEREAS, the Applicant has not previously been certified by the State of New Jersey as a Special Law Enforcement Officer Class II and must undergo the training that is a prerequisite to such certification; and,

WHEREAS, the Borough of Avon by the Sea has agreed to sponsor the Applicant's enrollment in a Police Training Commission approved Police Academy, for the Special Law Enforcement Officer Class II program which, upon successful completion, will provide the necessary certification for the Applicant to engage as a Special Law Enforcement Officer Class II in the State of New Jersey; and,

WHEREAS, the Borough of Avon by the Sea, as a prerequisite to such Applicant's admission and continuing enrollment in the program, must expend monetary sums on behalf of the Applicant for tuition, psychological examinations, ammunition, urine analysis and other equipment. Applicant is responsible for medical examination costs and purchase of all academy uniforms required for attendance; and,

WHEREAS, applicants, in the past, have voluntarily separated from employment with the Borough of Avon by the Sea once they have received their certifications to work as Special Law Enforcement Officers Class II resulting in a financial and personnel loss to the Borough of Avon by the Sea; and,

WHEREAS, it is the intention of the Borough of Avon by the Sea to establish a policy setting forth those circumstances that shall require the Applicant to reimburse the Borough of Avon by the Sea for such expenses as hereinbefore described.

Avon by the Sea Police Department

Christopher Garrity
Chief



NOW, THEREFORE, THIS AGREEMENT WITNESSETH, in consideration of the promises set forth herein, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. The Borough of Avon by the Sea shall provide sponsorship and funding for the Applicant to attend a Police Training Commission approved Police Academy in a course prescribed for certification as a Special Enforcement Officer Class II.

2. The Applicant certifies and represents:

(a) the information supplied in their Application and through their background investigation is true and accurate to the best of their knowledge and belief;

(b) he/she will, at all times, faithfully, industriously, and to the best of his/her ability perform all of the duties that may be required from him/her during the certification program including, but not limited to classroom training, practical training and physical training.

(c) he/she is aware that continued enrollment in the Police Training Commission approved Police Academy and possible employment are conditioned upon receiving a minimum passing score on both the Physical Training Mid-Test and the Physical Training Final Examination.

3. Notwithstanding anything stated herein to the contrary, the within Agreement is neither expressly made, nor should it be construed as any type of employment contract or promise of employment between the Borough of Avon by the Sea and the Applicant. The Applicant acknowledges that there is no entitlement to a position upon the completion of the necessary training.

4. The Applicant acknowledges and agrees that they are attending the training voluntarily for their own personal and professional enhancement and that such acknowledgement is made freely and without pressure or coercion, whether directly or indirectly, from the Borough of Avon by the Sea or any of its representatives or agents.

5. The Applicant acknowledges and agrees that no employment wage or compensation of any type is due and owing for any time spent while attending the Police Training Commission approved Police Academy.

6. During the certification program, should the Applicant voluntarily separate, or be forced to leave or resign, for any reason others than due to illness or injury, or should the Applicant voluntarily separate from employment after certification has been obtained at any time within one (1) year of his appointment with the Borough for any reason, the Applicant shall be responsible to repay those expenses incurred by the Borough of Avon by the Sea, both prior to and during the certification program. Such reimbursement for the Applicant shall be the sum of \$1,800.00, which the Applicant acknowledges is fair, just and reasonable. The amount the Applicant is responsible for may be reduced to the extent that the Borough receives reimbursement of such expenses through a statutory remedy, i.e. the reimbursement provisions of N.J.S.A. 40A:14-178.1.



Avon by the Sea Police Department

Christopher Garrity
Chief

7. Reimbursement shall be made to the Borough of Avon by the Sea before an Applicant is considered resigned in good standing but, in any event shall be made no later than sixty (60) days after separation, or before December 31 of the year separation occurs, whichever is sooner, unless otherwise modified by the Borough of Avon by the Sea.

8. Should it become necessary for the Borough of Avon by the Sea, or someone on their behalf, to incur costs and expenses to retain the services of an attorney to enforce this Agreement, applicant agrees to pay those reasonable costs and attorney's fees thereby expended.

9. This Agreement constitutes the entire understanding of the parties concerning the subject matter contained herein and is entered into voluntarily. No modification of any provision shall be valid and the same may not be terminated or abandoned except by an agreement signed by the parties to this agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOROUGH OF AVON BY THE SEA

By: Christopher Garrity, Chief of Police

A handwritten signature in black ink, appearing to be "C. Garrity", written over a horizontal line.

Steven Camacho

APPLICANT

A handwritten signature in black ink, appearing to be "S. Camacho", written over a horizontal line.

Avon by the Sea Police Department

Christopher Garrity
Chief



AGREEMENT OF UNDERSTANDING

This Agreement is made this 8th day of December, 2025, in the Borough of Avon by the Sea, County of Monmouth and State of New Jersey between the Borough of Avon by the Sea and Austin Cannon (hereinafter referred to as "Applicant").

WHEREAS, the Borough of Avon by the Sea utilizes the services of Special Law Enforcement Officers Class II within the Police Department; and,

WHEREAS, Special Law Enforcement Officers Class II must be properly trained in accordance with the regulations as promulgated by State Statute and the Administrative Code of the State of New Jersey; and,

WHEREAS, the Applicant has made application to serve the Borough of Avon by the Sea as a Special Law Enforcement Officer Class II; and,

WHEREAS, the Applicant has not previously been certified by the State of New Jersey as a Special Law Enforcement Officer Class II and must undergo the training that is a prerequisite to such certification; and,

WHEREAS, the Borough of Avon by the Sea has agreed to sponsor the Applicant's enrollment in a Police Training Commission approved Police Academy, for the Special Law Enforcement Officer Class II program which, upon successful completion, will provide the necessary certification for the Applicant to engage as a Special Law Enforcement Officer Class II in the State of New Jersey; and,

WHEREAS, the Borough of Avon by the Sea, as a prerequisite to such Applicant's admission and continuing enrollment in the program, must expend monetary sums on behalf of the Applicant for tuition, psychological examinations, ammunition, urine analysis and other equipment. Applicant is responsible for medical examination costs and purchase of all academy uniforms required for attendance; and,

WHEREAS, applicants, in the past, have voluntarily separated from employment with the Borough of Avon by the Sea once they have received their certifications to work as Special Law Enforcement Officers Class II resulting in a financial and personnel loss to the Borough of Avon by the Sea; and,

WHEREAS, it is the intention of the Borough of Avon by the Sea to establish a policy setting forth those circumstances that shall require the Applicant to reimburse the Borough of Avon by the Sea for such expenses as hereinbefore described.

Avon by the Sea Police Department

Christopher Garrity
Chief



NOW, THEREFORE, THIS AGREEMENT WITNESSETH, in consideration of the promises set forth herein, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. The Borough of Avon by the Sea shall provide sponsorship and funding for the Applicant to attend a Police Training Commission approved Police Academy in a course prescribed for certification as a Special Enforcement Officer Class II.
2. The Applicant certifies and represents:
 - (a) the information supplied in their Application and through their background investigation is true and accurate to the best of their knowledge and belief;
 - (b) he/she will, at all times, faithfully, industriously, and to the best of his/her ability perform all of the duties that may be required from him/her during the certification program including, but not limited to classroom training, practical training and physical training.
 - (c) he/she is aware that continued enrollment in the Police Training Commission approved Police Academy and possible employment are conditioned upon receiving a minimum passing score on both the Physical Training Mid-Test and the Physical Training Final Examination.
3. Notwithstanding anything stated herein to the contrary, the within Agreement is neither expressly made, nor should it be construed as any type of employment contract or promise of employment between the Borough of Avon by the Sea and the Applicant. The Applicant acknowledges that there is no entitlement to a position upon the completion of the necessary training.
4. The Applicant acknowledges and agrees that they are attending the training voluntarily for their own personal and professional enhancement and that such acknowledgement is made freely and without pressure or coercion, whether directly or indirectly, from the Borough of Avon by the Sea or any of its representatives or agents.
5. The Applicant acknowledges and agrees that no employment wage or compensation of any type is due and owing for any time spent while attending the Police Training Commission approved Police Academy.
6. During the certification program, should the Applicant voluntarily separate, or be forced to leave or resign, for any reason others than due to illness or injury, or should the Applicant voluntarily separate from employment after certification has been obtained at any time within one (1) year of his appointment with the Borough for any reason, the Applicant shall be responsible to repay those expenses incurred by the Borough of Avon by the Sea, both prior to and during the certification program. Such reimbursement for the Applicant shall be the sum of \$ 2000.00, which the Applicant acknowledges is fair, just and reasonable. The amount the Applicant is responsible for may be reduced to the extent that the Borough receives reimbursement of such expenses through a statutory remedy, i.e. the reimbursement provisions of N.J.S.A. 40A:14-178.1.

Avon by the Sea Police Department

Christopher Garrity
Chief



7. Reimbursement shall be made to the Borough of Avon by the Sea before an Applicant is considered resigned in good standing but, in any event shall be made no later than sixty (60) days after separation, or before December 31 of the year separation occurs, whichever is sooner, unless otherwise modified by the Borough of Avon by the Sea.

8. Should it become necessary for the Borough of Avon by the Sea, or someone on their behalf, to incur costs and expenses to retain the services of an attorney to enforce this Agreement, applicant agrees to pay those reasonable costs and attorney's fees thereby expended.

9. This Agreement constitutes the entire understanding of the parties concerning the subject matter contained herein and is entered into voluntarily. No modification of any provision shall be valid and the same may not be terminated or abandoned except by an agreement signed by the parties to this agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first above written.

BOROUGH OF AVON BY THE SEA

By: Christopher Garrity, Chief of Police

A handwritten signature in cursive script, likely belonging to Christopher Garrity, positioned above a horizontal line.

APPLICANT Austin Cannon, SLEO II

A handwritten signature in cursive script, likely belonging to Austin Cannon, positioned above a horizontal line.

CHRISTOPHER M. GARRITY
Chief of Police

301 Main Street
AVON-BY-THE-SEA, NJ 07717



Phone (732) 502-4500
Fax (732) 775-8618

E-mail: avonpolice@avonpd.org
www.avonpd.org

Chief Daniel Devito

November 18, 2024

Colts Neck Police Department

RE: Reimbursement as per NJSA 40A:14-178.1b

Special Officer Class II Robert Santoro

Appointment Date: October 23, 2023

Dear Chief Devito,

The Borough of Avon by the Sea seeks reimbursement for one-half of the total costs incurred in the examination, hiring and training of S/O II Robert Santoro. S/O Santoro was appointed a Class II Special Officer with the Borough of Avon by the Sea on October 23, 2023 and resigned from the Avon by the Sea Police Department on September 9, 2024. He was then appointed as a Class II Special Officer with the Colts Neck Police Department on September 12, 2024, which is less than the two-year threshold stipulated in NJSA 40A:14-178.

Therefore, in accordance with NJSA 40A:14-178, please find below the list of incurred costs for the examining, hiring and training of S/O II Robert Santoro.

• Monmouth County Police Academy Tuition @ 50%	\$500.00
• Psychological Evaluation @50%	\$275.00
• State Mandated Drug Tested @50%	\$22.50
• Ammunition @50%	\$287.76
• Action Uniform Co @50%	\$119.50
• Pre Academy Graduation Field Training (50hrs @50%)	\$374.00

TOTAL:

\$1,578.76

Please make check(s) payable to the Borough of Avon by the Sea. If you have any questions, feel free to reach out.

Respectfully

Christopher Garrity, Chief of Police