

SIDE BAR AGREEMENT

This Agreement is made this 20th day of December, 2018, by and between the Township of Neptune ("Township") and the Policeman's Benevolent Association Local 74 (herein "PBA")

WHEREAS, the Township and the PBA are parties to a collective negotiations agreement ("CNA") with a term of January 1, 2017 to December 31, 2020; and

WHEREAS, the Township and the PBA have met and negotiated a Side Bar Agreement dated November 26th, 2018 specifically to address the implementation of the Pittman Schedule for the Neptune Township Police Department and memorialized the terms of that agreement;

WHEREAS, the Township and the PBA have determined that the issues of the "underlap" scheduling and breaks were never addressed during the negotiations as both sides assumed that the ability of the Chief to assign officers to the underlap would remain unchanged;

NOW, THEREFORE, in consideration of the mutual covenants, promises and undertakings set forth herein the parties agree to clarify the Side Bar agreement as follows:

- 1) It is the mutual understanding of the parties that the ability of the Chief Police to assign officers to the underlap of a shift shall continue during the implementation of the Pittman Schedule.
- 2) The underlap shall be assigned weekly on a rotating basis. The Township shall make every effort to schedule the underlap on a quarterly basis.

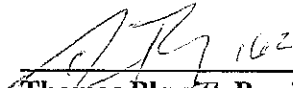
Officers shall be provided at least 72 hours' notice of their assignment to the

underlap except in the event of a bona fide emergency, in which reasonable notice under the circumstances shall be provided.

- 3) The Chief may assign no more than 2 PBA officers per shift to the underlap of any shift unless a bona fide emergency exists requiring additional manpower.
- 4) The underlap shall mean that the officers will report one hour prior to the start of their scheduled shift and shall go off-duty one hour prior to the end of their regularly scheduled shift.
- 5) All PBA Local 74 unit members working the Pitman Schedule as set forth in the November 26, 2018 side bar agreement shall receive two (2) thirty (30) minute paid breaks per day. During these breaks PBA Local 74 unit members shall remain subject to call.
- 6) Nothing in this Agreement shall change or alter any term or condition of employment contained in the CNA or the November 26, 2018 side bar agreement.
- 7) This Agreement is subject to ratification by the PBA membership and the Township of Neptune and shall be null and void if not ratified.
- 8) Any disputes regarding this Agreement shall be resolved through the grievance procedure set forth in the CNA.

IN WITNESS WHEREOF, the Parties have executed this Side Bar Agreement as
of the day and year appearing above.

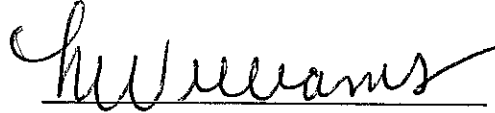
FOR PBA LOCAL 74



Thomas Blewitt, President

Date: 12/20/2018

FOR THE TOWNSHIP



Date: 12/20/18