

SIDE LETTER OF AGREEMENT

Representatives of FOP Lodge 140 (Rank & File) and the Borough of Hightstown hereby agree as follows with respect to the collective negotiations agreement with a term from May 1, 2022 through December 31, 2025 (the "Agreement"):

1. The parties agree to reopen the agreement for the limited purpose of revising the provisions regarding the starting salary for newly hired officers.
2. Effective upon execution of this side letter of agreement, the parties agree to amend Appendix A to add the following language after the Salary Guides:
New Officers will be compensated at the Academy/Probationary Step for their first year of employment only if they are required to attend the police academy at the time of hire. Officers who have completed Academy training and are ready to start as a sworn law enforcement officer will be placed at Step 1.
3. This Side Letter of Agreement will be considered part of the Agreement between the parties and enforceable as such.

BOROUGH OF HIGHTSTOWN

Susan Bluth, Mayor

DATE: _____

HIGHTSTOWN OFFICERS FOP LODGE NO. 140 (RANK AND FILE)

Name: Jerry Meccs

Scott T. Cox

DATE: 4/12/2024

4/12/2024