

SIDE BAR AGREEMENT

This Agreement is made by and between the Township of Neptune ("Township") and Neptune Township Department/Division Head Association on this 23 day of January, 2023.

WHEREAS, the Township and NTDDHA are parties to a collective bargaining agreement ("CBA") with a term of January 1, 2021 to December 31, 2024; and

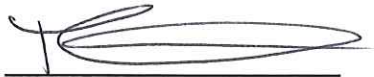
WHEREAS, the Township and NTDDHA have met to discuss restoring the ability to earn up to a total of 56 hours of compensation time per year and have memorialized those terms in this side bar agreement; and

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

1. All members of the bargaining unit shall be eligible to earn a total of 56 hours of compensation time off per calendar year effective January 1, 2023. Compensation time will be granted as straight time (hour worked, hour earned) and entered into the POSS system as straight time. Members cannot accumulate more than 56 hours of compensation time and no more than 56 hours of compensation time shall be entered into the POSS system.
2. Members of the bargaining unit must provide the Human Resources Department with a POSS "Balance Of Compensation Time Earned Report" or a "POSS Time Clock Punch Report", no later than December 31st of each year. Compensation time earned pursuant to this sidebar agreement must be the result of working before or after regular work hours and cannot be earned by working through lunch hour.

3. Employees who earn Compensation Time during the year may take said time off in accordance with the Township policies for the use of Compensation Time.
4. Any employee with a balance of compensation time earned pursuant to this sidebar agreement as of December 31st, will be paid for any accumulated, unused time as part of the January 15th payroll. All titles included in this Side Bar Agreement shall receive the same benefits and work conditions as described in the current CBA and nothing in this Agreement shall change or alter any term or condition of employment set forth herein.
5. Any disputes regarding this Agreement shall be resolved through the grievance procedure set forth in the CBA.

FOR NTDDHA



, President

Date: 1-13-22

FOR THE TOWNSHIP



Mayor Keith Cafferty

Date: 1/23/23