

## SIDEBAR AGREEMENT

The following is a negotiated Sidebar Agreement between the Township of Galloway (hereinafter, the Township) and the Mainland PBA Local 77 Rank and File (hereinafter, the "Union") entered into on the 9<sup>th</sup> of September, 2025.

### WITNESSETH

**WHEREAS**, the Township is a public employer within the meaning of the New Jersey Employee-Employer Relations Act N.J.S.A 34:13A-1 et. Seq. (hereinafter, the "Act"); and

**WHEREAS**, the Union is an employee representative within the meaning of the Act who represents certain employees of the Township; and

**WHEREAS**, on or about January 1, 2023, the Township and the Union executed a Collective Bargaining Agreement ("CBA") for the period of time which covers January 1, 2023 to December 31, 2026; and

**WHEREAS**, since the effective date of the above mentioned contract market conditions have changed rendering our agreement less competitive causing a problem with both recruitment and retention of police vacancies;

**WHEREAS**, the Township and the Union wish to address the overall compensation package of the agreement; and

**NOW THEREFORE**, in consideration of the mutual promises and representations herein contained, and intending to be legally bound, the parties understand and agree as follows:

1. Effective the first full paycheck in October 2025, the Township and the Union agree to amend Article XII Paragraph 1 of the CBA as follows:
  - A. The "Academy" step will be raised to \$50,000.
  - B. "Step 1" and "Step 2" will be eliminated.
  - C. All other Steps will be increase by \$1,500.00 (prorated for 2025).
  - D. Anyone who was hired prior to 2024 will be placed on the step which is \$1,500 above their Step prior to the execution of this Sidebar Agreement.
2. Effective 1/1/26 employees will be able to sell back up to forty (40) hours of comp. time per year. Notification must be made to the Police Chief by February 1<sup>st</sup>. Payment will be made by November 1<sup>st</sup>.
3. Paragraphs 1 and 2 of this Sidebar Agreement will expire at 12/31/2026 and will not be used as the starting point for negotiations in successor collective bargaining agreements.

waives its right to seek additional compensation for the withdraw of this benefit for those affected. The provisions in this Paragraph shall survive so long as "take home" vehicles are provided.

4. The Township and the Union agree that the terms of this Sidebar Agreement do not set a precedent or past practice for other terms set forth in the CBA.
5. The Township and the Union acknowledge and agree that the other terms and conditions contained in the CBA applicable remain in full force and effect.

**IN WITNESS WHEREOF**, the parties hereto have caused this Sidebar Agreement to be executed and signed the day and year first written above.

TOWNSHIP OF GALLOWAY



For Mainland PBA Local 77:



President

SFC N. C. #82

Shop Steward