

20.2 Off Duty Employment Restrictions

No officer shall work in any capacity in any establishment or business that sells alcoholic beverages for consumption either on or off the premises without the prior written approval of the Chief of Police or his designee, such approval not to be unreasonably withheld. Officers are prohibited from engaging, either directly or as an employer, in the business of selling or distributing alcoholic beverages or musical or amusement devices as defined and regulated by the City Code or State Statutes.

20.3 Secondary Employment Committee

There shall be a Secondary Employment Committee composed of three (3) administrators selected by the Chief of Police and three (3) officers selected by the President of the PBPA. The Committee shall review all aspects of secondary employment at the Department, including but not limited to, types of secondary employment, request and approval for secondary employment procedures and notification by the officer to the Department and make a recommendation to the Chief.

ARTICLE XXI

SAFETY ISSUES

21.1 Promoting Safe Conditions

The Employer shall take all reasonable steps for the protection and safety of officers during work hours and during the performance of their duties. (The foregoing shall not be construed to require the Employer to eliminate those risks which are inherent in the normal performance of police duties.) The Employer and the PBPA agree to cooperate to the fullest extent reasonably possible to promote the use of safe equipment and facilities.

21.2 Maintenance of Equipment

The Employer agrees that all equipment, including motor vehicles, shall be maintained so as to meet a reasonable standard of safety and to comply with generally accepted safety requirements for the protection of officers. The PBPA agrees that, in conjunction with the Employer's commitment, all officers must use their

assigned equipment consistent with applicable operating instructions or established operating procedures made known to the officers by the Employer, and the prompt reporting of any observed maintenance problems or needed repairs.

21.3 Safety Committee

Three (3) officers designated by the PBPA and three (3) Police Department management employees designated by the Employer shall comprise a safety committee for the purpose of discussing safety and health issues relating to officers and to recommend reasonable safety and health criteria relating to equipment, facilities and working conditions. The committee shall meet by mutual agreement not less than once each three months. Recommendations of the committee members shall be submitted in writing to the Chief of Police with a copy to the President of the PBPA, but shall not be binding upon the Employer or the PBPA.

21.4 Arbitrator's Authority on Safety Issues

Should the PBPA submit a grievance(s) to binding arbitration which involves a safety issue(s), the arbitrator(s)' authority shall be limited to requiring expenditures by the Employer which in the aggregate do not exceed Five Thousand Dollars (\$5,000.00) per year.

21.5 Inoculations and Immunizations

If an officer, while carrying out his duties, is exposed to a contagious disease, the Employer agrees to pay any reasonable out of pocket expenses, which are not reimbursed from any other source, for inoculation and immunization for members of the officer's immediate family. Such payment to be subject to the review and approval of the Employer on the basis of documentation and verification presented by a health care provider of the Employer's choice. It is the intent of the parties that this section applies to situations involving the more extraordinary and life threatening diseases potentially encountered because of the nature of the officer's duties (such as, but not necessarily limited to, AIDS, Hepatitis A and B, and Tuberculosis inoculations, including Hepatitis B booster shots); and is not intended to cover the routine and ordinary diseases such as common colds, influenza, or measles.