

**SIDEBAR AGREEMENT BETWEEN
PBA LOCAL 258 & COUNTY OF OCEAN
REGARDING ARTICLE 4 AND APPENDIX A OF THE
EXISTING COLLECTIVE NEGOTIATIONS AGREEMENT**

WHEREAS, the County of Ocean ("County") and PBA Locals 258 ("PBA") are parties to a collective negotiations agreement covering the period July 1, 2022 through July 30, 2025 (hereinafter, "Agreement"); and

WHEREAS, Article 4 and Appendix A of the Agreement address the salaries to be paid to the members of the PBA; and

WHEREAS, there is a significant number of vacancies within Ocean County for County Correctional Police Officers for which qualified candidates cannot be found; and

WHEREAS, there have been outside forces impacting the County's ability to attract and retain County Correctional Police Officers, including a recent agreement between the State and the State Corrections Officers majority representative; and

WHEREAS, the PBA and the County have discussed the difficulty in attracting new officers and retaining the existing officers, and the impact of the existing Agreement may have upon the attraction and retention of County Correctional Police Officers; and

WHEREAS, the parties believe certain changes to the existing Agreement would be of benefit to both parties in the efforts to attract and retain County Correctional Police Officers within Ocean County; and

WHEREAS, the parties concur that an adjustment to the salary guide set to take effect July 1, 2024, will provide an enhanced attraction to prospective County Correctional Police Officers; and

WHEREAS, the negotiating team of the PBA and the negotiating representative of the County have reached an agreement as set forth below; and

WHEREAS, it is expressly understood neither party is bound until ratification of this Sidebar Agreement has occurred by the Ocean County Board of Commissioners:

IT IS on this _____ day of June, 2024, agreed between the County and PBA that this Sidebar Agreement is entered regarding Article 4 (Salaries) and Appendix A of the existing 2022-2024 Collective Negotiations Agreement:

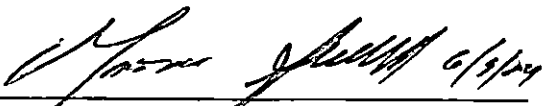
- A. Effective July 1, 2024, the salary guide set forth in Appendix A shall be amended for the year beginning July 1, 2024, to reflect the following steps and salaries:

<u>Step</u>	<u>Base</u>
1	\$ 55,000
2	\$ 60,000
3	\$ 65,000
4	\$ 70,000
5	\$ 75,000
6	\$ 80,000
7	\$ 85,000
8	\$ 90,000
9	\$ 95,000
10	\$100,000
11	\$104,000
12	\$108,000
13	\$113,000
14	\$117,576

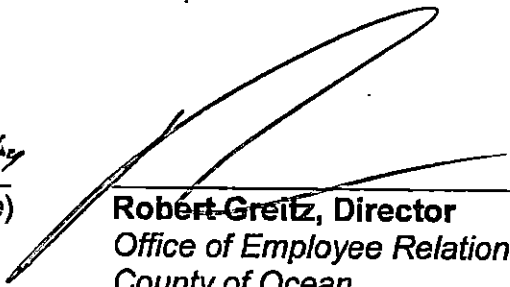
- B. All current members of the bargaining unit shall advance and/or be placed on the salary guide effective July 1, 2024, as set forth in the Advancement/Placement Chart attached hereto as Attachment A.
- C. All other provisions of the July 1, 2022, through June 30, 2025, collective negotiations agreement between the parties remains in full force and

unchanged, unless specifically charged herein, or otherwise required to be changed to comply with the intent of this Sidebar Agreement.

The undersigned hereby agree to the above terms and conditions and specifically indicated and acknowledge no other promises have been made to either party. The Undersigned, on behalf of their respective parties acknowledges he/she has the authority to enter into this Sidebar Agreement.



Matthew Stillwell, President (date)
PBA Local 258



Robert Greitz, Director (date)
Office of Employee Relations
County of Ocean

PBA 258
SIDEBAR AGREEMENT
Advancement-Placement chart

Year Two			Year Three	
July 1, 2023			July 1, 2024	
Step	Base		Step	Base
1	50,000	----->	1	55,000
2	52,000	----->	2	60,000
3	57,000	----->	3	65,000
4	62,000	----->	4	70,000
5	67,000	----->	5	75,000
6	72,000	----->	6	80,000
7	77,000	----->	7	85,000
8	82,000	----->	8	90,000
9	87,000	----->	9	95,000
10	92,000	----->	10	100,000
11	97,000	----->	11	104,000
12	102,000	----->	12	108,000
13	106,000	----->	13	113,000
14	110,000	----->	14	117,576
15	114,000	----->	14	117,576