

SIDEBAR AGREEMENT
Between
OCEAN COUNTY & CWA LOCAL 1075

COMPENSATORY TIME PILOT PROGRAM

WHEREAS, the County of Ocean ("County") and CWA Local 1075 ("Union") have conducted collective negotiations for a successor to the existing Blue Collar Unit Collective Bargaining Agreement ("Agreement") between the parties, which expired March 31, 2023; and

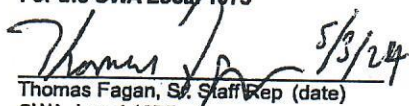
WHEREAS, during the 2023 Blue-Collar contract negotiations the parties agreed to consider the implementation of a pilot program allowing employees to accrue compensatory time in lieu of overtime payments:

IT IS HERBY AGREED that compensatory time shall be permitted in accordance with the following rules:

1. Effective the pay period that includes May 23, 2024, Employees may elect to take compensatory time in lieu of being paid for overtime hours worked. Such compensatory time shall be at the rate of time and one-half (1-1/2X) for overtime hours worked during the year. Compensatory time applies only to hours actually worked, and shall not be provided for any portion of a minimum call-in pay that was not worked.
2. Compensatory time cannot be earned during emergency events that are subject to reimbursement from FEMA or other agencies; or events that are not funded directly by the County and are subject to reimbursement from other agencies or private sponsors.
3. Employees may accumulate a non-replenishing maximum of forty (40) hours of compensatory time during the time frame set forth in paragraph 4. below. The accumulation is not a rolling bank and shall not be replenishable.
4. Compensatory time may be earned and used beginning with the pay-period that includes January 1st. No compensatory time can be earned or used following the completion of the pay-period that includes November 15th.
5. Any earned compensatory time that is not used by the conclusion of the pay-period that includes November 15th shall be paid out to the employee in the last paycheck of the calendar year.
6. Use of compensatory time shall be subject to approval in the same manner as vacation time, meaning use of compensatory time must have advance approval of the employee's supervisor. Compensatory time cannot be used without prior notice and approval.
7. Comp time used during a day does not count towards the hours worked for overtime calculation purposes.

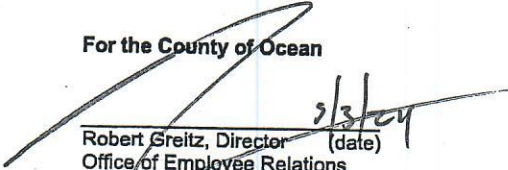
IT IS FURTHER AGREED that this Sidebar Agreement Pilot Program shall expire on December 31, 2024, unless the parties mutually agree to extend the Pilot Program for a specific term.

For the CWA Local 1075

 5/3/24
Thomas Fagan, Sr. Staff Rep (date)
CWA, Local 1075


Louis Quaglia 5/3/24

For the County of Ocean

 5/3/24
Robert Greitz, Director (date)
Office of Employee Relations