

**SIDEBAR AGREEMENT
BETWEEN
COUNTY OF OCEAN & PBA 258 REGARDING THE STARTING
SALARY OF OFFICERS WHO TRANSFER FROM ANOTHER COUNTY**

This Sidebar Agreement is reached this 22 day of March, 2023, between PBA 258 ("PBA") and the County of Ocean regarding the initial starting salary and step guide placement for County Correctional Police Officers who transfer to Ocean County from another county pursuant to New Jersey Civil Service rules and regulations; and

WHEREAS, the parties entered into a collective negotiations agreement ("CNA") covering the period of July 1, 2022 through June 30, 2025; and

WHEREAS, the County of Ocean has vacancies for County Correctional Police Officers that must be filled by qualified officers; and

WHEREAS, the list of eligible candidates provided by New Jersey Civil Service has been insufficient to fill the Officer vacancies in Ocean County; and

WHEREAS, Correctional Police Officers in other counties and the State are permitted by Civil Service rules and regulations to transfer to Ocean County; and

WHEREAS, those Officers seeking to transfer into Ocean County may be disinclined to do so if they are placed at the first or second step of the CNA Salary Guide; and

WHEREAS, if the County were to have flexibility in the step placement and salaries paid to officers transferring to Ocean County, the necessary incentive to induce officers to transfer to Ocean County may be achieved; and

WHEREAS, the PBA and the County are desirous of obtaining qualified officers to fill vacancies that occur with Ocean County, as same will take pressure off existing members of the PBA:

IT is hereby agreed between the County of Ocean and the PBA 258 that during the term of the existing collective negotiations agreement the following shall apply:

1. Article 4 (Salaries) of the existing collective negotiations agreement, and any existing past practice otherwise, between the parties shall be amended to provide as follows:
 - A. Any Correctional Police Officer who transfers to Ocean County is not required to be placed at the first or second step of the CNA's salary guide;
 - B. The County has the ability and flexibility to negotiate with the transferring officer regarding the salary/step placement, and place this new Ocean County officer at any step on the salary guide, subject to the restrictions and limits set forth in paragraph C.
 - C. No new transferred officer shall be placed at a step higher than the officer would be at if the officer's years of service in the prior location were had in Ocean County, but the officer cannot be placed at a salary higher than what the officer was paid at the prior location. However, the officer can be paid up to \$750 more than the officer was paid at the prior location if the additional \$750 will equal an existing CNA guide step value.

Example #1: The Officer transfers from County X with 6 years of service and a salary of \$81,500. The officer would be placed on Step 5 of the CNA salary guide and make \$67,000.

Example #2 - The Officer transfers from County X with 8 years of service and a salary of \$71,500. The officer would be placed on Step 6 of the CNA salary guide and make \$72,000, as his former salary is within \$750 of Step 6 on PBA salary guide.

Example #3 - The Officer transfers from County X with 9 years of service and a salary of \$86,000. The officer would be placed on Step 7 of the CNA salary guide and make \$77,000.

2. This Sidebar Agreement shall have no impact upon the transferred officer's seniority within Ocean County, and all prior past practices shall continue. Thus, the incoming officer cannot transfer any seniority into Ocean County, except as otherwise permitted by past practice.
3. All other terms and conditions of the existing CNA (7/1/22 – 6/30/25) shall remain unchanged and in full force, unless otherwise modified above

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 party, acknowledges he/she has the authority to enter into this Sidebar Agreement.


Matthew G. Stillwell, President (date) 3/22/23
PBA 258


Robert Greitz, Director (date) 3/22/23
Employee Relations