

**SIDE BAR AGREEMENT TO AVOID LAYOFFS AND
REDUCTION IN SWORN PERSONNEL
BETWEEN
LAKEWOOD PBA LOCAL 71 AND LAKEWOOD TOWNSHIP**

This Agreement constitutes a full and final agreement negotiated between PBA Local 71 and Lakewood Township, and specifically recognizes that the current economic situation has impacted on the budget of Lakewood Township as represented by Lakewood Officials to PBA Local 71, and therefore PBA Local 71 provides the following concessions and contract modifications per this AGREEMENT and Lakewood Township provides the following consideration in return; It is further agreed that this agreement resulted from negotiations between PBA Local 71 and the Representatives of Lakewood Township:

1. The parties agree as follows and where applicable same shall be incorporated as contractually agreed upon into the Collective Bargaining Agreement (CBA) and otherwise shall be incorporated in this Side Bar Agreement.
2. This Agreement comprises a series of negotiations by PBA Local 71 negotiated solely for and in consideration of Lakewood Township agreeing to use their best efforts in not exercising any of its authorities under New Jersey Law to lay off, demote, or to otherwise reduce any sworn personnel in the Lakewood Township Police Department. This Agreement shall be in full force and effect and modifies the existing Collective Bargaining Agreement as follows:
3. PBA Local 71 will accept the new medical insurance as proposed that will save the Township a substantial amount of money and will be substantially equal to or better

To: Mike

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than the current coverage per New Jersey Law. The parties agree that 1.5% of the base pay shall be paid towards healthcare beginning on January 1, 2013.

4. All minor discipline shall be arbitrated through the applicable procedures at NJPERC when permitted, upon request of any PBA member. The intent of this clause is to utilize a less time consuming and less expensive forum to fairly and equitably adjudicate employee-police discipline through the arbitration process where and whenever applicable.
5. The CBA will be extended for two years through December 31, 2014 with appropriate increases as follows:
 - A. All persons covered by this Agreement shall receive a 2.875% increase on January 1, 2013.
 - B. All persons covered by this Agreement shall receive an increase of 2.875% on January 1, 2014.
6. The pay period will be changed to every two weeks or twenty-six (26) times per calendar year. This will save the Township money in administrative expenses regarding payroll.
7. The Township has agreed to use their best efforts in not exercising its statutory right to layoff or demote per this Agreement; but if the Township should exercise its right to layoff or demote, then the Township shall call for negotiations prior to doing so.

The parties hereto affirm this Agreement as stated above.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 19 day
of January, 2011.

TOWNSHIP OF LAKEWOOD

N.J. STATE PBA, LOCAL NO. 71






