

**SIDEBAR AGREEMENT BETWEEN
THE BOROUGH OF SEA BRIGHT AND PBA LOCAL NO. 48**

WHEREAS, the Borough of Sea Bright (“Borough”) and PBA Local No. 48 (“Union” or “PBA”) are parties to a collective negotiations agreement in effect from January 1, 2022 through December 31, 2025 (hereinafter referred to as the “CNA”); and

WHEREAS, since the implementation of P.L. 2011, c. 78 (Chapter 78), PBA members have contributed to the cost of health benefits pursuant thereto, including its four-year tiered phase-in, with members contributing the full Tier IV Chapter 78 contribution amounts since 2016; and

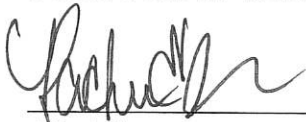
WHEREAS, the Borough and Union wish to enter into this Sidebar agreement for the purpose of providing members with temporary relief from the full implementation of Chapter 78 health care contributions; and

WHEREAS, this temporary relief shall roll back members’ Chapter 78 contribution to Tier III for calendar year 2025 only, after which, contributions shall revert back to Tier IV full implementation, unless other terms are negotiated in a successor agreement.

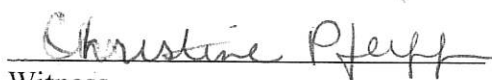
NOW, THEREFORE, in consideration of the foregoing, the Parties agree as follows:

1. Article V, “Health Benefits,” of the CNA shall be amended for calendar year 2025 only to provide that members’ health care contributions shall be three-fourths (3/4) of the amount required by the full implementation of employee health care contributions pursuant to Chapter 78;
2. The Parties expressly acknowledge that this relief shall be for one-year only, notwithstanding the expiration of the current CNA on December 31, 2025. Accordingly, the Parties expressly agree that members’ health care contributions shall be at Tier IV full one hundred percent implementation of Chapter 78 health care contributions effective January 1, 2026, unless other terms are negotiated and agreed to in that successor agreement; and
3. No other Article of the current CNA shall be affected by entering this Sidebar agreement. This Agreement shall not be precedent setting, nor establish any past practice in any manner whatsoever between the Parties.

BOROUGH OF SEA BRIGHT



Administrator



Witness

Date: 1-23-25

PBA LOCAL No. 48



President



Witness

Date: 1-23-25

RESOLUTION NO. 50-2025
AUTHORIZING SIDEBAR AGREEMENT BETWEEN
THE BOROUGH OF SEA BRIGHT AND PBA LOCAL NO. 48
TO AMEND HEALTH BENEFITS FOR 2025

Councilmember Leckstein introduced and offered the following Resolution for its adoption; seconded by Councilmember Catalano:

WHEREAS, the Borough of Sea Bright ("Borough") and PBA Local No. 48 ("Union" or "PBA") are parties to a collective negotiations agreement in effect from January 1, 2022 through December 31, 2025 (hereinafter referred to as the "CNA"); and

WHEREAS, since the implementation of P.L. 2011, c. 78 (Chapter 78), PBA members have contributed to the cost of health benefits pursuant thereto, including its four-year tiered phase-in, with members contributing the full Tier IV Chapter 78 contribution amounts since January 1, 2016; and

WHEREAS, the Borough and Union wish to enter into this Sidebar agreement for the purpose of providing members with temporary relief from the full implementation of Chapter 78 health care contributions; and

WHEREAS, this temporary relief shall roll back members' Chapter 78 contribution to Tier III for calendar year 2025 only, after which, contributions shall revert back to Tier IV full implementation, unless other terms are negotiated in a successor agreement.

NOW, THEREFORE BE IT RESOLVED, in consideration of the foregoing, the Parties agree as follows:

1. Article V, "Health Benefits," of the CNA shall be amended for calendar year 2025 only to provide that members' health care contributions shall be three-fourths (3/4) of the amount required by the full implementation of employee health care contributions pursuant to Chapter 78;
2. The Parties expressly acknowledge that this relief shall be for one-year only, notwithstanding the expiration of the current CNA on December 31, 2025. Accordingly, the Parties expressly agree that members' health care contributions shall be at Tier IV full one hundred percent implementation of Chapter 78 health care contributions effective January 1, 2026, unless other terms are negotiated and agreed to in that successor agreement; and
3. No other Article of the current CNA shall be affected by entering this Sidebar agreement. This Agreement shall not be precedent setting, nor establish any past practice in any manner whatsoever between the Parties.

BE IT FURTHER RESOLVED, the Borough Council of the Borough of Sea Bright, County of Monmouth, State of New Jersey, do hereby authorize the Borough Administrator and Clerk to execute said sidebar agreement between the Borough of Sea Bright and PBA Local No. 48 for the purpose stated herein.

BE IT FURTHER RESOLVED that a certified copy of this Resolution be forwarded to the following:

1. Finance Manager
2. PBA Local No. 48 President

Roll Call:	Bieber,	Catalano,	Gorman,	Keeler,	Lamia,	Leckstein
	Yes	Yes	Absent	Absent	Yes	Yes

January 21, 2025

CERTIFICATION

I, Christine Pfeiffer, Borough Clerk do hereby certify that the foregoing is a Resolution adopted by the Borough Council of the Borough of Sea Bright, County of Monmouth, State of New Jersey, at a Council meeting held on January 21, 2025.


Christine Pfeiffer, Borough Clerk