

New Jersey Public Employment Relations Commission
POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Township of Vernon County: Sussex
 2 Employee Organization: PBA Local 285 Number of Employees in Unit: 32
 3 Base Year Contract Term: Jan 1, 2012 to Dec. 31, 2015
 4 New Contract Term: Jan 1, 2016 to Dec. 31, 2019

SECTION II: Type of Contract Settlement (please check only one)

5 Contract settled without neutral assistance
 6 Contract settled with assistance of mediator
 7 Contract settled with assistance of fact-finder
 8 Contract settled in Interest Arbitration
 9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes No

SECTION III: Base Salary Calculation

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "'Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10 Salary Costs in base year \$ 3,071,061.18
 11 Longevity Costs in base year \$ 123,305.34
 12 Other base year salary costs
Pittman Time \$ 51,422.81
 _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 Sum of "Other" Costs Listed in Line 12. \$ 51,422.81
 13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$ 3,245,789.33

SECTION IV: Increase in Base Salary Cost (for each year of New CNA)

14	Total Base Salary Cost from Line 13:	<u>\$3,245,789.33</u>					
	Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15	Effective Date (month/day/year)	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>		
16	Cost of Salary Increments (\$)	<u>100,047.11</u>	<u>171,475.13</u>	<u>91,390.86</u>	<u>89,992.30</u>		
17	Salary Increase Above Increments (\$)						
18	Longevity Increase (\$)	<u>3,755.21</u>	<u>736.85</u>	<u>12,096.61</u>	<u>4,263.90</u>		
19	Total Increased Cost for "Other" Items (\$)	<u>-26,253.37</u>	<u>1,790.40</u>	<u>921.63</u>	<u>871.90</u>		
20	Total Increase (\$) (sum of lines 16-19)	<u>77,548.95</u>	<u>174,002.38</u>	<u>104,409.11</u>	<u>95,128.10</u>		

SECTION V: Average Increase Over Term of New CNA

21	Dollar Increase Over Life of Contract	<u>\$451,088.54</u>	[Take sum of all amounts listed on Line 20 above]
22	Percentage Increase Over Life of Contract	<u>13.90</u>	% [Divide amount on Line 21 by amount on Line 14]
23	Average Percentage Increase Per Year	<u>3.475</u>	% [Divide percentage on Line 22 by number of years of the contract]

SECTION VI: Other Economic Items Outside Base Salary and Increases

←Increases→

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	College Stipend	14,500.00	0	0	0	0		
	Detective Stipend	800.00	0	0	0	0		
	Sick leave Sellback (est)	0.00	60,000.00	0	0	0		
25	Totals (\$):	15,300.00	60,000.00	0	0	0		

SECTION VII: Medical Costs

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$ 586,520.16	\$ 609,979.92
27	Prescription Plan Cost	\$ 195,769.08	\$ 203,599.68
28	Dental Plan Cost	\$ 32,003.28	\$ 32,825.28
29	Vision Plan Cost	\$ 3,928.92	\$ 4,127.52
30	Total Cost of Insurance	\$ 818,221.44	\$ 850,532.40

SECTION VII: Medical Costs (continued)

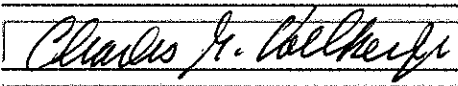
31	Employee Insurance Contributions	\$ <u>247,899.96</u>	\$ <u>265,355.97</u>
32	Contributions as % of Total Insurance Cost	<u>30.30</u> %	<u>31.20</u> %

33 Identify any insurance changes that were included in this CNA.
Added additional lower cost plans that are optional to the employee.

Employees who are hired after January 1, 2016 need to work an additional 5 years or a total of 20 years with Vernon Township to get retiree health benefits.

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name: Charles Voelker
Position/Title: Business Administrator
Signature: 
Date: 08/07/2017

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
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Revised 8/2016