

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

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Bergen County Utilities Authority County: Bergen County
 2 Employee Organization: Communications Workers of America Number of Employees in Unit: 14
 3 Base Year Contract Term: January 1, 2016 through December 31, 2019 New Contract Term: January 1, 2020 through December 31, 2023

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

4 Contract settled without neutral assistance
 5 Contract settled with assistance of mediator
 6 Contract settled with assistance of fact-finder
 7 Contract settled with assistance of super-conciliator
 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes No

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 1,393,391
 10 Longevity Costs in Base Year \$ 49,862
 11 Total Salary Base \$ 1,443,253

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>	<u>1/1/2023</u>	
13 Cost of Salary Increments (\$)	<u>36,958</u>	<u>45,461</u>	<u>50,320</u>	<u>33,630</u>	
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
15 Longevity Increase (\$)	<u>5,696</u>	<u>2,345</u>	<u>5,469</u>	<u>6,293</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>42,654</u>	<u>47,806</u>	<u>55,789</u>	<u>39,923</u>	
17 New Salary Base (\$)	<u>1,485,907</u>	<u>1,533,713</u>	<u>1,589,502</u>	<u>1,629,425</u>	
18 Percentage increase over prior year	<u>2.96</u> %	<u>3.22</u> %	<u>3.64</u> %	<u>2.51</u> %	

*If contract duration is longer than five years, please add an additional page.

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

**If contract duration is longer than five years, please add an additional page.*

SECTION VI: Medical Costs

		Base Year	Year 1
21	Health Plan Cost	\$ 272,471	\$ 268,415
22	Prescription Plan Cost	\$ 115,313	\$ 142,635
23	Dental Plan Cost	\$ 15,469	\$ 14,998
24	Vision Plan Cost	\$ 3,245	\$ 3,287
25	Total Cost of Insurance	\$ 406,498	\$ 429,335
26	Employee Insurance Contributions	\$ 130,900	\$ 73,544
27	Employee Contributions as % of Total Insurance Cost	32.20 %	17.13 %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

The percentages of employee health care contributions based upon the employee's pensionable income have been reduced.

All employees enrolled in Plus POS Plan C shall be consolidated in Plus POS Plan D with the following changes:

- Increase in medical co-pay from \$5 to \$10
- Increase in prescription drug co-payments; Generic increased from \$5 to \$10 and Non-Preferred Name Brand increased from \$15 to \$30


For Employees hired after January 1, 2017, the following changes have been made:

- Lifetime maximum orthodontic benefit increased from \$2,000 to \$2,500 per covered person

Dependent dental coverage has been extended to provide coverage through the year the dependent reaches the age of 26

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:	<u>Thomas Logan</u>
Position/Title:	<u>Personnel Administrator/Custodian of Records</u>
Signature:	<u></u>
Date:	<u>11/5/2021</u>

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
Trenton, NJ 08625
Phone: 609-292-9898

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