Certification

| I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the |
|--------------------------------------------------------------------------------------------------------------------|
| executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective |
| bargaining agreement for the term beginning $1/1/2020$ thru $12/31/2023$. |

| Employer: | Borough of Emerson | | | | |
|-----------|-----------------------|-----------------------------------------|--|--|--|
| County: | Bergen | | | | |
| Date: | 10/21/2022 | *************************************** | | | |
| Name: | | | | | |
| | Print Name | | | | |
| Title: | Borough Administrator | | | | |
| | Relet & He | | | | |
| | Signature | *************************************** | | | |

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: Bo | Public Employer: Borough of Emerson | | County: Bergen | | | |
| 2 | Employee Organizati | Employee Organization: Local 125 Teamsters Wayne, NJ | | Number of Employees in Unit: 12 | | | |
| 3 | Base Year Contract T | erm: 2016-2019 | namenter film film statistich den er en deutsche eine eine film film film film film film film film | New Contract Term: | 2020 2022 | rich matein bill Michael spin an eine der Glass der der bestellt der geschen der zu zu gezut | |
| | SECTION II: Type o | f Contract Settlen | nent (please check | only one) | | | |
| 4 | Contract set | tled without neutra | l assistance | | | | |
| 5 | Contract set | tled with assistance | of mediator | | | | |
| 6 | Contract set | tled with assistance | of fact-finder | | | | |
| 7 | | led with assistance | | | | | |
| 8 | If contract was settle | | • | a report with rocom | mandations? | | |
| | Yes No | | the fact infact 133ge | a report with recom | mendations: | | |
| *************************************** | SECTION III: Salary | Base | | | | | |
| | The salary base is the the parties negotiate | cost of salaries in th the salary increases | ne final year of the ex | xpired or expiring agr | eement. This is the l | pase cost from which | |
| 9 | Salary Costs in Base Y | ear | \$\\ 775238.00 | | | | |
| 10 | Longevity Costs in Bas | Longevity Costs in Base Year \$ 31598.0 | | | | | |
| 11 | Total Salary Base | | ş 806836.00 | | | | |
| | SECTION IV: Salary | Increases for Each | n Year of New Agre | eement* | | | |
| | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | |
| 12 | Effective Date (month/day/year) | 1/1/2020 | 1/1/2021 | 1/1/2022 | 1/1/2023 | Officer-ing a settle-investigation and analysis and analy | |
| 13 | Cost of Salary Increments (\$) | 22887.00 | 23459.17 | 33548.47 | 29515.43 | (maka) (na dananan) (da) (1804) (1804) (da) da indonendra da andra na harandri na 1904, ga da) o o | |
| 14 | Salary Increase Above Increments (\$) | 34537.18 | | 102808.64 | | grante de de la checamada e e e e e e e e e e e e e e e e e e | |
| 15 | Longevity Increase (\$) | 1705.29 | 1432.43 | 0 | 0 | | |
| 16 | Total \$ Increase (sum of lines 13-15) | 59129.47 | 24891.60 | 136357.11 | 29515.43 | | |
| 17 | New Salary Base (\$) | 865965.47 | 890857.07 | 1027214.18 | 1056729.61 | | |
| 18 | Percentage increase over prior year | 7.33 % | 2.87 % | 15.31 % | 2.87 % | % | |
| | *If contract duration is longer than five years, please add an additional page. | | | | | | |

| Empl | oyer: Borough of E | merson | Emplo | yee Organization | Local 125 Tea | amsters Wayne, | NJ Page 2 |
|---------------|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------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| | SECTION V: Incre | ases in Other Co | | | | | |
| 19 | Item Description | Base Year Cost (\$) | Year 1 Increase (\$) | Year 2 Increase (\$) | <i>Year 3</i> Increase (\$) | <i>Year 4</i> Increase (\$) | <i>Year 5</i> Increase (\$) |
| | CDL/Tanker License/Heavy Equipment | 11860 | 4290 | 180 | 740 | 238.00 | |
| | Clothing Allowance | 14964 | 636 | 2600 | 0 | 0 | ginkamekanikkomoninka kihilandonk-a-ulkakanasi kuendunud. |
| | | The second secon | | | | | |
| | | | 1 | | | | |
| | | | | | | | general minimum berney transport grade planta planta part and planta and deline |
| | | | | | | | Automorphism with 40 inches that per inches the first |
| 20 | Totals(\$): | 26824.00 | 4926.00 | 2780.00 | 740.00 | 238.00 | The Authoritement demands of control links in terms of the death of the control links in the |
| | *If contract duration | n is longer than fiv | e years, please a | ıdd an additional į | oage. | | |
| - | SECTION VI: Med | ical Costs | | | | | Marie de November (over home et al del Monda de missa par man |
| | | | | Base Year | | | |
| 1 | Health Plan Cost | | | \$ 230611 | .00 \$ 24289 | 97.00 | |
| 2 | Prescription Plan Co | st | | sN/A | sN/A | normania prima prima prima del prima del prima del pri | |

| | SECTION VI: IVIEGICAL COSTS | | |
|----|-----------------------------------------------------|--------------|----------------------|
| | | Base Year | Year 1 |
| 21 | Health Plan Cost | \$ 230611.00 | ş242897.00 |
| 22 | Prescription Plan Cost | \$N/A | \$N/A |
| 23 | Dental Plan Cost | \$ 21456.00 | \$ 18228.00 |
| 24 | Vision Plan Cost | \$N/A | \$N/A |
| 25 | Total Cost of Insurance | \$ 252067.00 | ş 261125.00 |
| 26 | Employee Insurance Contributions | \$ 56283.00 | \$59495.00 |
| 27 | Employee Contributions as % of Total Insurance Cost | 22.33 | ₆ 22.78 % |
| | | | |

| Employ | _{/er:} Borough c | of Emerson | Employee Organization: | Local 125 Teamsters Wayne, NJ | Page 3 |
|-----------|---------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------|--------------------------------------|-------------|
| Sectio | n VI: Medical C | osts (continued) | | | |
| 28 N/A | Identify any ir | nsurance changes that we | ere included in this CNA. | | |
| 29 | | Certification and Signated certifies that the forest Lauren Roehrer CMFO 10.21.22 | | | |
| | Send this comp form to: contra | pleted and signed form acts@perc.state.nj.us | along with an electronic co | py of the contract and the signed ce | rtification |
| | NJ Public Emplo Conciliation and PO Box 429 | byment Relations Comm d Arbitration | nission | | |

Trenton, NJ 08625

Phone: 609-292-9898

Revised 8/2016