

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: City of Salem County: Salem
 2 Employee Organization: City of Salem Police Dept. Number of Employees in Unit: 19
 3 Base Year Contract Term: 2017
 4 New Contract Term: 2018-2021

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 2017 \$ 1,216,417.51
 11 Longevity Costs in base year 2017 \$ 47,306.83
 12 Other base year salary costs
 _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 Sum of "Other" Costs Listed in Line 12. \$ _____
 13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$ 1,263,724.34

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

14	Total Base Salary Cost from Line 13:	\$ <u>1,263,724.34</u>					
	Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15	Effective Date (month/day/year)	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>		
16	Cost of Salary Increments (\$)	<u>609,395</u>	<u>618,715</u>	<u>629,542</u>	<u>642,131</u>		
17	Salary Increase Above Increments (\$)						
18	Longevity Increase (\$)	<u>47306.83</u>	<u>48962.57</u>	<u>50676.</u>	<u>52449.66</u>		
19	Total Increased Cost for "Other" Items (\$)						
20	Total Increase (\$) (sum of lines 16-19)	<u>656,701</u>	<u>667,677</u>	<u>680,218</u>	<u>694,580</u>		

SECTION V: Average Increase Over Term of New CNA

21	Dollar Increase Over Life of Contract	\$ <u>2,699,176</u>	[Take sum of all amounts listed on Line 20 above]
22	Percentage Increase Over Life of Contract	<u>21</u> %	[Divide amount on Line 21 by amount on Line 14]
23	Average Percentage Increase Per Year	<u>5.25</u> %	[Divide percentage on Line 22 by number of years of the contract]

Employer: City of Salem

Employee Organization: Police Department

SECTION VI: Other Economic Items Outside Base Salary and Increases

24	Item Description	Base Year Cost (\$)	←Increases→					Year 5	Year 6
			Year 1	Year 2	Year 3	Year 4	Year 5		
	Clothing Allowance	550	550	600	600	650			
25	Totals (\$):	550	550	600	600	650			

SECTION VII: Medical Costs

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$386,895	\$386,895
27	Prescription Plan Cost	\$79,882	\$79,882
28	Dental Plan Cost	\$15,932	\$15,932
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$482,709	\$482,709

SECTION VII: Medical Costs (continued)

31 Employee Insurance Contributions \$ 85843. \$ 85843
32 Contributions as % of Total Insurance Cost 17 % 17 %

33 Identify any insurance changes that were included in this CNA.
N/A

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name: Trenee Thompson
Position/Title: Payroll Clerk
Signature: Trenee Thompson
Date: 12/5/19

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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