

**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: Township of Upper County: Cape May  
 2 Employee Organization: AFSCME Council 71 Number of Employees in Unit: 31  
 3 Base Year Contract Term: 1/1/2012 to 12/31/2014 New Contract Term: 1/1/2015 to 12/31/2017

**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 \$ 1,391,690.00  
 10 Longevity Costs in Base Year \$ 12,000.00  
 11 Total Salary Base \$ 1,403,690.00

**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>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>		
13 Cost of Salary Increments (\$)	<u>0</u>	<u>21,819.00</u>	<u>34,821.00</u>		
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>7,195.00</u>	<u>8,809.00</u>		
15 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>0</u>	<u>29,014.00</u>	<u>43,630.00</u>		
17 New Salary Base (\$)	<u>0</u>	<u>1,472,793.00</u>	<u>1,589,466.00</u>		
18 Percentage increase over prior year	<u>0</u> %	<u>2</u> %	<u>2</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 (\$)
	N/A						
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	\$ 44,841.08	\$ 49,794.76
22	Prescription Plan Cost	\$ 12,488.64	\$ 12,761.64
23	Dental Plan Cost	\$ 2,712.78	\$ 2,684.96
24	Vision Plan Cost	\$ 0	\$ 0
25	Total Cost of Insurance	\$ 749,961.36	\$ 768,454.80
26	Employee Insurance Contributions	\$ 2,677.54	\$ 3,760.26
27	Employee Contributions as % of Total Insurance Cost	.16 %	.23 %

Employer: Township of Upper

Employee Organization: AFSCME Council 71

**Section VI: Medical Costs (continued)**

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

1. \$1,200 per year Health Reimbursement Account;
2. If health insurance costs increase by more than 5% over the prior year alternate plans will be reviewed. If no plan is available at less than 5% increase over the prior year, Direct 10 under SHBP (or comparable SHBP) will be offered;
3. Tier 4 contributions freeze if employee salary increased in 2016 unless employee changes type of coverage. This freeze does not apply to premium increases.

**SECTION VII: Certification and Signature**

**29** The undersigned certifies that the foregoing figures are true:

Print Name: Barbara Spiegel

Position/Title: Chief Financial Officer

Signature: Barbara Spiegel

Date: 12/6/2016

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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](mailto:contracts@perc.state.nj.us)

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NJ Public Employment Relations Commission  
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