

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: <u>Bergen County Utilities Authority</u>	County: <u>Bergen</u>
2	Employee Organization: <u>BCUA Supervisors Association</u>	Number of Employees in Unit: <u>19</u>
3	Base Year Contract Term: <u>January 1, 2016 through December 31, 2019</u>	New Contract Term: <u>January 1, 2020 through December 31, 2023</u>

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

4	<input checked="" type="checkbox"/> Contract settled without neutral assistance
5	<input type="checkbox"/> Contract settled with assistance of mediator
6	<input type="checkbox"/> Contract settled with assistance of fact-finder
7	<input type="checkbox"/> 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 <input type="checkbox"/> No <input type="checkbox"/>

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	\$ <u>2,146,161</u>
10	Longevity Costs in Base Year	\$ <u>129,218</u>
11	Total Salary Base	\$ <u>2,275,379</u>

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>72,464</u>	<u>70,745</u>	<u>110,394</u>	<u>51,861</u>	
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
15 Longevity Increase (\$)	<u>6,665</u>	<u>3,746</u>	<u>5,248</u>	<u>3,168</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>79,129</u>	<u>74,491</u>	<u>115,642</u>	<u>55,029</u>	
17 New Salary Base (\$)	<u>2,354,508</u>	<u>2,428,999</u>	<u>2,544,641</u>	<u>2,599,670</u>	
18 Percentage increase over prior year	<u>3.48</u> %	<u>3.16</u> %	<u>4.76</u> %	<u>2.16</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	\$ 443,392	\$ 432,117
22 Prescription Plan Cost	\$ 186,476	\$ 229,625
23 Dental Plan Cost	\$ 25,000	\$ 23,848
24 Vision Plan Cost	\$ 5,495	\$ 5,452
25 Total Cost of Insurance	\$ 660,363	\$ 691,042
26 Employee Insurance Contributions	\$ 224,450	\$ 130,264
27 Employee Contributions as % of Total Insurance Cost	33.99 %	18.85 %

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

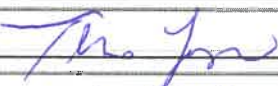
For Employees hired after January 1, 2017, the following changes have been made:

- 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>1-5-2021</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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