

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: Borough of Highland Park County: Middlesex
 2 Employee Organization: Department of Public Works Number of Employees in Unit: 16
 3 Base Year Contract Term: Jan., 01, 2013- Dec. 31, 2015 New Contract Term: Jan. 01 2016-Dec. 31, 2018

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 \$ 861,890
 10 Longevity Costs in Base Year \$ 0
 11 Total Salary Base \$ 861,890

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>1/01/2016</u>	<u>01/01/2017</u>	<u>01/01/2018</u>		
13 Cost of Salary Increments (\$)	<u>22,358</u>	<u>20,188</u>	<u>22,056</u>		
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>		
15 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>22,358</u>	<u>20,188</u>	<u>22,056</u>		
17 New Salary Base (\$)	<u>884,248</u>	<u>904,436</u>	<u>926,491</u>		
18 Percentage increase over prior year	<u>1.0259</u> %	<u>1.0228</u> %	<u>1.0244</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	\$ 258,819	\$ 317,534
22	Prescription Plan Cost	\$ 66,863	\$ 74,760
23	Dental Plan Cost	\$ 12,061	\$ 12,061
24	Vision Plan Cost	\$ 0	\$
25	Total Cost of Insurance	\$ 337,743	\$ 404,355
26	Employee Insurance Contributions	\$ 52,328	\$ 60,576
27	Employee Contributions as % of Total Insurance Cost	9.271 %	14.981 %

Employer: Borough of Highland Park

Employee Organization: Department of Public Works

Section VI: Medical Costs (continued)

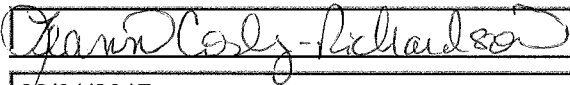
28 Identify any insurance changes that were included in this CNA.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Leann Cosley-Richardson

Position/Title: HR Coordinator

Signature: 

Date: 02/01/2017

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

Revised 8/2016