

**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: <input type="text" value="Borough of Hawthorne"/>	County: <input type="text" value="Passaic"/>
2	Employee Organization: <input type="text" value="UPSEU Blue Collar Unit"/>	Number of Employees in Unit: <input type="text" value="22"/>
3	Base Year Contract Term: <input type="text" value="1/1/2019-12/31/2022"/>	New Contract Term: <input type="text" value="1/1/2023-12/31/2026"/>

**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	\$ <input type="text" value="1538604"/>
10	Longevity Costs in Base Year	\$ <input type="text" value="101,230"/>
11	Total Salary Base	\$ <input type="text" value="1,639,834"/>

**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)	<input type="text" value="1/1/2023"/>	<input type="text" value="1/1/2024"/>	<input type="text" value="1/1/2025"/>	<input type="text" value="1/1/2026"/>	<input type="text"/>
13 Cost of Salary Increments (\$)	<input type="text" value="14,456"/>	<input type="text" value="13,823"/>	<input type="text" value="11,160"/>	<input type="text" value="111,56"/>	<input type="text"/>
14 Salary Increase Above Increments (\$)	<input type="text" value="61,352"/>	<input type="text" value="48,874"/>	<input type="text" value="52,412"/>	<input type="text" value="52,170"/>	<input type="text"/>
15 Longevity Increase (\$)	<input type="text" value="5,143"/>	<input type="text" value="4,893"/>	<input type="text" value="5,548"/>	<input type="text" value="6,503"/>	<input type="text"/>
16 Total \$ Increase (sum of lines 13-15)	<input type="text" value="80,951"/>	<input type="text" value="67,590"/>	<input type="text" value="69,120"/>	<input type="text" value="69,829"/>	<input type="text"/>
17 New Salary Base (\$)	<input type="text" value="1,720,85"/>	<input type="text" value="1,788,375"/>	<input type="text" value="1,857,495"/>	<input type="text" value="1,927,324"/>	<input type="text"/>
18 Percentage increase over prior year	<input type="text" value="4.94"/> %	<input type="text" value="3.93"/> %	<input type="text" value="3.86"/> %	<input type="text" value="3.76"/> %	<input type="text"/>

*\*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 (\$)
	REDUCTION in longevity for new hires	no cost	savings	until 2033			
	Double time for OT on 3 holidays			1,506			
20	Totals(\$):			1,506			

*\*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	\$428,328	\$511,978
22	Prescription Plan Cost	\$0	\$0
23	Dental Plan Cost	\$17,323	\$17,079
24	Vision Plan Cost	\$3,523	\$2,833
25	Total Cost of Insurance	\$449,174	\$531,890
26	Employee Insurance Contributions	\$113,582	\$142,085
27	Employee Contributions as % of Total Insurance Cost	25.29 %	26.71 %

Employer: Borough of Hawthorne

Employee Organization: UPSEU Blue Collar Unit

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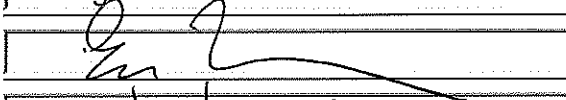
**Section VI: Medical Costs (continued)**

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

Revision to Chapter 78 provisions for employee contribution towards health and dental benefits, with increased percentages of premium for employees with lower salaries and reduced percentages for employees with higher salaries, with a cap of 32% of the premium cost.

**SECTION VII: Certification and Signature**

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

Print Name: Eric Maurer  
Position/Title: Borough Administrator  
Signature:   
Date: 4/12/2024

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)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

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