

**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: Borough of Dumont County: Bergen  
 2 Employee Organization: PBA Local 377 Number of Employees in Unit: 30  
 3 Base Year Contract Term: 1/1/2017 - 12/31/2021  
 4 New Contract Term: 1/1/2022 - 12/31/2024

**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 \$ 3,262,881  
 11 Longevity Costs in base year \$ 225,087  
 12 Other base year salary costs  
     Holiday Pay \$ 175,298  
     Night Differential \$ 18,000  
     \_\_\_\_\_ \$ \_\_\_\_\_  
     \_\_\_\_\_ \$ \_\_\_\_\_  
     Sum of "Other" Costs Listed in Line 12. \$ 193,298  
 13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$ 3,681,266

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

14 Total Base Salary Cost from Line 13: \$3,681,266

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>1/1/2022</u>	<u>1/1/2023</u>	<u>1/1/2024</u>			
16 Cost of Salary Increments (\$)	<u>\$57,339</u>	<u>\$106,001</u>	<u>\$96,498</u>			
17 Salary Increase Above Increments (\$)	<u>\$71,421</u>	<u>\$85,196</u>	<u>\$74,720</u>			
18 Longevity Increase (\$)	<u>\$8,810</u>	<u>\$14,694</u>	<u>\$21,644</u>			
19 Total Increased Cost for "Other" Items (\$)	<u>\$6,879</u>	<u>\$10,295</u>	<u>\$9,643</u>			
20 Total Increase (\$) (sum of lines 16-19)	<u>\$144,449</u>	<u>\$216,186</u>	<u>\$202,505</u>			

**SECTION V: Average Increase Over Term of New CNA**

21 Dollar Increase Over Life of Contract \$563,140 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 15.30 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 5.10 % [Divide percentage on Line 22 by number of years of the contract]

**SECTION VI: Other Economic Items Outside Base Salary and Increases**

←Increases→

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Uniform Allowance	\$27,000	\$0	\$0	\$0			
25	Totals (\$):	\$27,000	\$0	\$0	\$0			

**SECTION VII: Medical Costs**

	Insurance Costs	Base Year	Year 1
26	Health Plan Cost	\$ 732,162	\$ 762,055
27	Prescription Plan Cost	\$ incl. above	\$ incl. above
28	Dental Plan Cost	\$ 41,174	\$ 41,174
29	Vision Plan Cost	\$ 9,100	\$ 8,694
30	Total Cost of Insurance	\$ 782,436	\$ 811,923

Employer: Borough of Dumont

Employee Organization: PBA Local 377

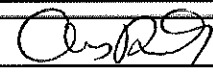
**SECTION VII: Medical Costs (continued)**

31	Employee Insurance Contributions	\$ <u>219,649</u>	\$ <u>266,719</u>
32	Contributions as % of Total Insurance Cost	<u>28.07</u> %	<u>32.85</u> %

33 Identify any insurance changes that were included in this CNA.  
Insurance contribution increased from 30% to 35%

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Christopher Rutch  
Position/Title: CFO  
Signature:   
Date: 11/02/2023

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

Revised 8/2016

**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>Borough of Dumont</u>	County: <u>Bergen</u>
2	Employee Organization: <u>Dumont Public Works Employees</u>	Number of Employees in Unit: <u>20</u>
3	Base Year Contract Term: <u>1/1/2017 - 12/31/2020</u>	New Contract Term: <u>1/1/2021 - 12/31/2023</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>1,305,376</u>
10	Longevity Costs in Base Year	\$ <u>26,654</u>
11	Total Salary Base	\$ <u>1,332,030</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>1/1/2021</u>	<u>1/1/2022</u>	<u>1/1/2023</u>		
13 Cost of Salary Increments (\$)	<u>\$6,525</u>	<u>\$35,428</u>	<u>\$34,854</u>		
14 Salary Increase Above Increments (\$)	<u>\$51,974</u>	<u>\$25,118</u>	<u>\$30,442</u>		
15 Longevity Increase (\$)	<u>\$966</u>	<u>\$484</u>	<u>\$562</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>\$59,465</u>	<u>\$61,030</u>	<u>\$65,858</u>		
17 New Salary Base (\$)	<u>\$1,391,495</u>	<u>\$1,452,525</u>	<u>\$1,518,383</u>		
18 Percentage increase over prior year	<u>4.46</u> %	<u>4.39</u> %	<u>4.53</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 (\$)
	Clothing Allowance	\$10,000	\$0	\$0	\$0		
20	Totals(\$):	\$10,000	\$0	\$0	\$0		

*\*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	\$ 328,490	\$ 334,561
22	Prescription Plan Cost	\$ incl. above	\$ incl. above
23	Dental Plan Cost	\$ 16,533	\$ 16,533
24	Vision Plan Cost	\$ 3,567	\$ 3,567
25	Total Cost of Insurance	\$ 348,590	\$ 354,661
26	Employee Insurance Contributions	\$ 77,214	\$ 83,505
27	Employee Contributions as % of Total Insurance Cost	22.15 %	23.55 %

Employer: Borough of Dumont

Employee Organization: Dumont Public Works Employees

Page 3

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

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

Employees shall contribute in accordance with the rates established by the Tier IV grid in P.L. 2011, Ch. 78.

**SECTION VII: Certification and Signature**

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

Print Name:

Christopher Rutch

Position/Title:

CFO

Signature:

CR

Date:

11/02/2023

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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Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: Borough of Dumont County: Bergen  
 2 Employee Organization: Dumont Public Works Foremen Number of Employees in Unit: 2  
 3 Base Year Contract Term: 1/1/2017 - 12/31/2020 New Contract Term: 1/1/2021 - 12/31/2024

**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 \$ 206,972  
 10 Longevity Costs in Base Year \$ 24,837  
 11 Total Salary Base \$ 231,809

**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>1/1/2021</u>	<u>1/1/2022</u>	<u>1/1/2023</u>	<u>1/1/2024</u>	
13 Cost of Salary Increments (\$)	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	
14 Salary Increase Above Increments (\$)	<u>\$4,139</u>	<u>\$4,222</u>	<u>\$4,307</u>	<u>\$4,393</u>	
15 Longevity Increase (\$)	<u>\$496</u>	<u>\$507</u>	<u>\$517</u>	<u>\$527</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>\$4,635</u>	<u>\$4,729</u>	<u>\$4,824</u>	<u>\$4,920</u>	
17 New Salary Base (\$)	<u>\$236,444</u>	<u>\$241,173</u>	<u>\$245,997</u>	<u>\$250,917</u>	
18 Percentage increase over prior year	<u>2.00</u> %	<u>2.00</u> %	<u>2.00</u> %	<u>2.00</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 (\$)
	Clothing Allowance	\$1,000	\$0	\$0	\$0		
20	Totals(\$):	\$1,000	\$0	\$0	\$0		

*\*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	\$40,465	\$41,214
22	Prescription Plan Cost	incl. above	incl. above
23	Dental Plan Cost	\$1,676	\$1,676
24	Vision Plan Cost	\$374	\$374
25	Total Cost of Insurance	\$42,515	\$43,264
26	Employee Insurance Contributions	\$14,163	\$14,425
27	Employee Contributions as % of Total Insurance Cost	33.31 %	33.34 %

Employer: Borough of Dumont

Employee Organization: Dumont Public Works Foremen

Page 3

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

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

Employees shall contribute in accordance with the rates established by the Tier IV grid in P.L. 2011, Ch. 78.

**SECTION VII: Certification and Signature**

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

Print Name:

Christopher Rutch

Position/Title:

CFO

Signature:

[Handwritten Signature]

Date:

11/02/2023

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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