

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:	Township of Lower	County:	Cape May County
2	Employee Organization:	Policeman's Benevolent Association of NJ Local #59	Number of Employees in Unit:	44
3	Base Year Contract Term:	1/1/2016 - 12/31/2019		
4	New Contract Term:	1/1/20 - 12/31/23		

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 with assistance of super-conciliator
9 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
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	\$ 3,211,755.29
11	Longevity Costs in Base Year	\$ 122,651.78
12	Other base year salary costs	
	Uniform Allowance	\$ 6,300.00
	College Credits	\$ 14,580.00
	Sum of "Other" Costs listed in Line 12.	\$ 20,880.00
13	Total Salary Base Total Base Salary Cost: (sum of lines 10,11,12):	\$ 3,355,287.08

Employer:

Township of Lower

Employee Organization:

Policeman's Benevolent Association of NJ Local #59

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

14 Total Base Salary Cost from Line 13: \$ 3,355,287.08

Increases	Year 1	Year 2	Year 3	Year 4
15 Effective Date (month/day/year)	1/1/2020	1/1/2021	1/1/2022	1/1/2023
16 Cost of Salary Increments (\$)	\$ 129,989.29	\$ 145,880.12	\$ 121,792.34	\$ 182,799.38
17 Salary Increase Above Increments (\$)	\$ -	\$ -	\$ -	\$ -
18 Longevity Increase (\$)	\$ (83,442.99)	\$ 392.09	\$ 27,060.60	\$ (35,241.70)
19 Total Increased Cost for "Other" Item (\$)				
20 Total Increase (\$) (sum of lines 16-19)	\$ 46,546.29	\$ 146,272.21	\$ 148,852.94	\$ 147,557.68

*If contract duration is longer than five years, please add an additional page.

SECTION V: Average Increase Over Term of New CAN

21 Dollar Increase Over Life of Contract \$ 489,229.12 (Take sum of all amounts listed on Line 20 above)

22 Percentage Increase Over Life of Contract 14.58% (Divide amount on Line 21 by amount on Line 14)

23 Average Percentage Increase Per Year 3.65% (Divide percentage on Line 22 by number of years of the contract)

Employer: **Township of Lower**

Employee Organization: **Policeman's Benevolent Association of NJ
Local #59**

SECTION V: Other Economic Items Outside Base Salary and Increases

24	Item Description	Base Year Cost	Increases:			
			Year 1	Year 2	Year 3	Year 4
	Uniform Allowance	6,300.00	(900.00)	-	-	
	College Credits	14,580.00	(16.00)	580.00	-	-
25	Totals (\$):	20,880.00	(916.00)	580.00	-	-

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

	Base Year	Year 1
26 Health Plan Cost	\$ 412,182.00	\$ 460,406.00
27 Prescription Plan Cost	\$ 108,626.00	\$ 88,280.00
28 Dental Plan Cost		
29 Vision Plan Cost		
25 Total Cost of Insurance	\$ 520,808.00	\$ 548,686.00
26 Employee Insurance Contributions	\$ 123,810.00	\$ 129,352.00
27 Employee Contributions as % of Total Insurance Cost	23.77%	23.57%

SECTION VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this C.N.A.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:

Position / Title:

Signature:

Date:

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