

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 Hawthorne County: Passaic
 2 Employee Organization: UPSEU White Collar Number of Employees in Unit: 16
 3 Base Year Contract Term: 1/1/2018-12/31/2018 New Contract Term: 1/1/2019-12/31/2022

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 \$ 545,592
 10 Longevity Costs in Base Year \$ 17,791
 11 Total Salary Base \$ 583,373

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>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>	
13 Cost of Salary Increments (\$)	<u>4,723</u>	<u>4,922</u>	<u>5,019</u>	<u>4,678</u>	
14 Salary Increase Above Increments (\$)	<u>26,232</u>	<u>17,093</u>	<u>17,281</u>	<u>18,323</u>	
15 Longevity Increase (\$)	<u>-17,781</u>				
16 Total \$ Increase (sum of lines 13-15)	<u>13,174</u>	<u>22,015</u>	<u>22,300</u>	<u>23,001</u>	
17 New Salary Base (\$)	<u>576,547</u>	<u>598,562</u>	<u>620,862</u>	<u>643,863</u>	
18 Percentage increase over prior year	<u>2.34</u> %	<u>3.82</u> %	<u>3.73</u> %	<u>3.7</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	\$ <u>331,297</u>	\$ <u>425,731</u>
22	Prescription Plan Cost	\$ <u>0</u>	\$ <u>0</u>
23	Dental Plan Cost	\$ <u>12,458</u>	\$ <u>12,458</u>
24	Vision Plan Cost	\$ <u>2,089</u>	\$ <u>2,108</u>
25	Total Cost of Insurance	\$ <u>345,804</u>	\$ <u>430,297</u>
26	Employee Insurance Contributions	\$ <u>25,155</u>	\$ <u>30,124</u>
27	Employee Contributions as % of Total Insurance Cost	<u>7.27</u> %	<u>7.00</u> %

Section VI: Medical Costs (continued)

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

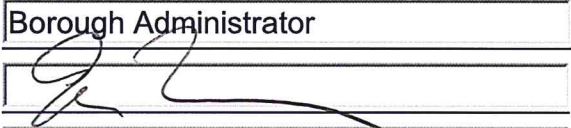
Allow health plan design change to join State Health Benefits Plan

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: 10/28/2022

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
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Phone: 609-292-9898

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