

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:  County:

2 Employee Organization:  Number of Employees in Unit:

3 Base Year Contract Term:  New Contract Term:

**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

10 Longevity Costs in Base Year

11 Total Salary Base

**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="1/1/2022"/>	<input type="text" value="1/1/2023"/>	<input type="text" value="1/1/2024"/>	<input type="text" value="1/1/2025"/>	<input type="text"/>
13 Cost of Salary Increments (\$)	<input type="text" value="12,740"/>	<input type="text" value="12,042"/>	<input type="text" value="12,037"/>	<input type="text" value="12,297"/>	<input type="text"/>
14 Salary Increase Above Increments (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
15 Longevity Increase (\$)	<input type="text" value="10,355"/>	<input type="text" value="11,024"/>	<input type="text" value="11,272"/>	<input type="text" value="11,526"/>	<input type="text"/>
16 Total \$ Increase (sum of lines 13-15)	<input type="text" value="23,095"/>	<input type="text" value="23,066"/>	<input type="text" value="23,309"/>	<input type="text" value="23,823"/>	<input type="text"/>
17 New Salary Base (\$)	<input type="text" value="532,239"/>	<input type="text" value="545,949"/>	<input type="text" value="558,234"/>	<input type="text" value="570,785"/>	<input type="text"/>
18 Percentage Increase over prior year	<input type="text" value="2.44"/> %	<input type="text" value="2.51"/> %	<input type="text" value="2.20"/> %	<input type="text" value="2.2"/> %	<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 (\$)
	<input type="text" value="College Credits"/>	<input type="text" value="1,855"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text" value="Stipends"/>	<input type="text" value="5,000"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
20	Totals(\$):	<input type="text" value="6,855"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

*\*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	<input type="text" value="\$191,345"/>	<input type="text" value="\$159,707"/>
22 Prescription Plan Cost	<input type="text"/>	<input type="text"/>
23 Dental Plan Cost	<input type="text" value="\$8,059"/>	<input type="text" value="\$6,553"/>
24 Vision Plan Cost	<input type="text"/>	<input type="text"/>
25 Total Cost of Insurance	<input type="text" value="\$199,404"/>	<input type="text" value="\$166,260"/>
26 Employee Insurance Contributions	<input type="text" value="\$28,546"/>	<input type="text" value="\$19,734"/>
27 Employee Contributions as % of Total Insurance Cost	<input type="text" value="14.32"/> %	<input type="text" value="11.87"/> %

Employer: Borough of New Milford

Employee Organization: RWDSU, Local 108, AFL-CIO-CLC

**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: Christine Demiris  
Position/Title: Administrator / Borough Clerk  
Signature: Christine Demiris  
Date: 11/11/22

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

**BOROUGH OF NEW MILFORD  
RWDSU PERC ANALYSIS  
ANNUAL COST  
SUMMARY SCHEDULE**

**INCREASES FOR RWDSU**

DPW	EXISTING 1/1/2021	CONTRACTED				
		2022	2023	2024	2025	
		2.50%	2.50%	2.25%	2.25%	
		0.00%	0.00%	0.00%	0.00%	
BASE SALARY PRIOR TO RAISE	509,144	509,144	521,884	534,925	546,962	
STEP INCREASES						
PAY RAISES - GUIDE		12,740	13,042	12,037	12,297	
SUBTOTAL - BASE SALARY	509,144	521,884	534,925	546,962	559,259	
LONGEVITY	10,103	10,355	11,024	11,272	11,526	
SUBTOTAL	519,246	532,239	545,949	558,234	570,785	
ANNUAL \$ INCREASE		12,993	13,710	12,285	12,551	<b>Total 51,538</b>
ANNUAL % INCREASE		2.44%	2.51%	2.20%	2.20%	<b>9.35%</b>
COLLEGE CREDITS	1,855	1,855	1,855	1,855	1,855	
STIPENDS	5,000	5,000	5,000	5,000	5,000	