

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: Bergen County Utilities Authority County: Bergen
 2 Employee Organization: Utility Workers of America, AFL-CIO, Local 534 Number of Employees in Unit: 113
 3 Base Year Contract Term: January 1, 2016 through December 31, 2019 New Contract Term: January 1, 2020 through December 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 \$ 8,420,630
 10 Longevity Costs in Base Year \$ 246,064
 11 Total Salary Base \$ 8,666,694

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>1/1/2020</u>	<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>415,335</u>	<u>386,755</u>	<u>327,766</u>	<u>252,346</u>	<u>273,645</u>
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
15 Longevity Increase (\$)	<u>28,226</u>	<u>19,073</u>	<u>10,421</u>	<u>18,034</u>	<u>24,710</u>
16 Total \$ Increase (sum of lines 13-15)	<u>443,561</u>	<u>405,828</u>	<u>338,187</u>	<u>270,380</u>	<u>298,355</u>
17 New Salary Base (\$)	<u>9,110,255</u>	<u>9,516,083</u>	<u>9,854,270</u>	<u>10,124,650</u>	<u>10,423,005</u>
18 Percentage increase over prior year.	<u>5.12</u> %	<u>4.45</u> %	<u>3.55</u> %	<u>2.74</u> %	<u>2.95</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 (\$)
	Stand-by Hourly Rate	1.10	1.25				
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	\$ 1,802,128	\$ 1,789,750
22	Prescription Plan Cost	\$ 743,858	\$ 951,069
23	Dental Plan Cost	\$ 113,331	\$ 121,362
24	Vision Plan Cost	\$ 23,949	\$ 24,413
25	Total Cost of Insurance	\$ 2,683,266	\$ 2,886,594
26	Employee Insurance Contributions	\$ 690,127	\$ 347,747
27	Employee Contributions as % of Total Insurance Cost	25.72 %	12.05 %

Section VI: Medical Costs (continued)

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

The percentages of employee health care contributions based upon the employee's pensionable income have been reduced.

All employees enrolled in Plus POS Plan C shall be consolidated in Plus POS Plan D with the following changes:

- Increase in medical co-pay from \$5 to \$10
- Increase in prescription drug co-payments; Generic increased from \$5 to \$10 and Non-Preferred Name Brand increased from \$15 to \$30

For Employees hired after January 1, 2017, the following changes have been made:

- Lifetime maximum orthodontic benefit increased from \$2,000 to \$2,500 per covered person

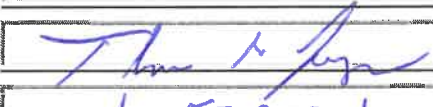
Dependent dental coverage has been extended to provide coverage through the year the dependent reaches the age of 26

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: THOMAS LOGAN

Position/Title: Personnel Administrator/Custodian of Records

Signature: 

Date: 1-5-2021

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