

**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:  County:   
2 Employee Organization:  Number of Employees in Unit:   
3 Base Year Contract Term:   
4 New Contract Term:

**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   
11 Longevity Costs in base year   
12 Other base year salary costs  
 \$   
 \$   
 \$   
 \$   
Sum of "Other" Costs Listed in Line 12. \$   
13 Total Base Salary Cost: (sum of lines 10, 11, 12):

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

14 Total Base Salary Cost from Line 13: \$ 623,535

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>01/01/2021</u>	<u>01/01/2022</u>	<u>01/01/2023</u>	<u>01/01/2024</u>	<u></u>	<u></u>
16 Cost of Salary Increments (\$)	<u>12,470</u>	<u>12,721</u>	<u>15,098</u>	<u>15,714</u>	<u></u>	<u></u>
17 Salary Increase Above Increments (\$)	<u></u>	<u>20,996</u>	<u>15,244</u>	<u>15,546</u>	<u></u>	<u></u>
18 Longevity Increase (\$)	<u>9375</u>	<u>0</u>	<u>0</u>	<u>4,000</u>	<u></u>	<u></u>
19 Total Increased Cost for "Other" Items (\$)	<u></u>	<u></u>	<u></u>	<u></u>	<u></u>	<u></u>
20 Total Increase (\$) (sum of lines 16-19)	<u>21,845</u>	<u>33,717</u>	<u>30,342</u>	<u>35,260</u>	<u></u>	<u></u>

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

21 Dollar Increase Over Life of Contract \$ 121,164 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 19 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 4 % [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
	STD/LTD/LIFE	4,434	5,224	5,328	5,435	5,544		
	SICK	53,640	54,713	55,807	56,923	58,061		
25	Totals (\$):	58,074	59,937	61,135	62,358	63,605		

**SECTION VII: Medical Costs**

**Insurance Costs**

		Base Year	Year 1
26	Health Plan Cost	\$ 113,245	\$ 125,267
27	Prescription Plan Cost	\$ 21,447	\$ 23,004
28	Dental Plan Cost	\$ 13,480	\$ 14,648
29	Vision Plan Cost	\$ 1,709	\$ 2,279
30	Total Cost of Insurance	\$ 149,881	\$ 165,198

Employer: Borough of High Bridge

Employee Organization: PBA Local 188

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

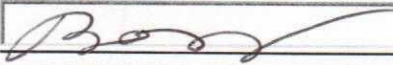
31	Employee Insurance Contributions	\$ <u>44,361</u>	\$ <u>28,156</u>
32	Contributions as % of Total Insurance Cost	<u>29</u> %	<u>17</u> %

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

Employee contribution is 20% of the premium in effect as of Dec 31, 2020 or the contribution set forth in Tier 4 of P.L. 2011, c. 78, whichever is less.

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Bonnie Fleming  
Position/Title: Administrator/CFO/CTC  
Signature:   
Date: 05/10/2021

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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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NJ Public Employment Relations Commission  
Conciliation and Arbitration  
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