

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: <u>Township of Middletown</u>  | County: <u>Monmouth</u>                |
| 2 | Employee Organization: <u>Supervisors Union</u> | Number of Employees in Unit: <u>15</u> |
| 3 | Base Year Contract Term: <u>Four Years</u>      | New Contract Term: <u>Five Years</u>   |

**SECTION II: Type of Contract Settlement (please check only one)**

|   |   |
|---|---|
| 4 | <input checked="" type="checkbox"/> Contract settled without neutral assistance                   |
| 5 | <input type="checkbox"/> Contract settled with assistance of mediator                             |
| 6 | <input type="checkbox"/> Contract settled with assistance of fact-finder                          |
| 7 | <input type="checkbox"/> 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 <input type="checkbox"/> No <input type="checkbox"/>  |

**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    | \$ <u>879543.07</u> |
| 10 | Longevity Costs in Base Year | \$ <u>52407.66</u>  |
| 11 | Total Salary Base            | \$ <u>931950.73</u> |

**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>12/31/2015</u> | <u>1/1/2016</u>  | <u>1/1/2017</u>  | <u>1/1/2018</u>   | <u>22776.28</u>   |
| 13 Cost of Salary Increments (\$)         | <u>0</u>          | <u>0</u>         | <u>0</u>         | <u>0</u>          | <u>0</u>          |
| 14 Salary Increase Above Increments (\$)  | <u>1140.15</u>    | <u>25661.82</u>  | <u>26367.52</u>  | <u>27092.63</u>   | <u>22776.28</u>   |
| 15 Longevity Increase (\$)                | <u>66.25</u>      | <u>1490.40</u>   | <u>1531.39</u>   | <u>1573.50</u>    | <u>1322.81</u>    |
| 16 Total \$ Increase (sum of lines 13-15) | <u>1206.40</u>    | <u>27152.22</u>  | <u>27898.91</u>  | <u>28666.16</u>   | <u>24099.09</u>   |
| 17 New Salary Base (\$)                   | <u>933157.13</u>  | <u>960309.35</u> | <u>988208.26</u> | <u>1016874.39</u> | <u>1040973.48</u> |
| 18 Percentage increase over prior year    | <u>.13</u> %      | <u>2.91</u> %    | <u>2.91</u> %    | <u>2.90</u> %     | <u>2.37</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<br>Cost (\$) | Year 1<br>Increase (\$) | Year 2<br>Increase (\$) | Year 3<br>Increase (\$) | Year 4<br>Increase (\$) | Year 5<br>Increase (\$) |
|----|-------------------|------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
|    | Uniform Allowance | 9000                   | 1500                    | 0                       | 0                       | 0                       | 0                       |
|    |                   |                        |                         |                         |                         |                         |                         |
|    |                   |                        |                         |                         |                         |                         |                         |
|    |                   |                        |                         |                         |                         |                         |                         |
|    |                   |                        |                         |                         |                         |                         |                         |
|    |                   |                        |                         |                         |                         |                         |                         |
|    |                   |                        |                         |                         |                         |                         |                         |
| 20 | Totals(\$):       | 9000                   | 1500                    | 0                       | 0                       | 0                       | 0                       |

*\*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                                    | \$ 239515.20 | \$ 197358.24 |
| 22 Prescription Plan Cost                              | \$ 105640.92 | \$ 94465.56  |
| 23 Dental Plan Cost                                    | \$ 19627.20  | \$ 15664.20  |
| 24 Vision Plan Cost                                    | \$ 0         | \$ 0         |
| 25 Total Cost of Insurance                             | \$ 364783.32 | \$ 307488.00 |
| 26 Employee Insurance Contributions                    | \$ 69014.90  | \$ 63235.65  |
| 27 Employee Contributions as % of Total Insurance Cost | 18.92 %      | 20.57 %      |

Employer: Township of Middletown

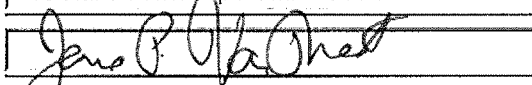
Employee Organization: Supervisors Union

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.  
All employees who were in the PPO plan were switched to the POS plan, and the Township offered a lower cost more restrictive prescription drug plan in addition to our "regular" plan.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: James P. VanNest  
Position/Title: Assistant Township Administrator  
Signature:   
Date: 9/6/2017

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

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