

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 Monroe</u>	County: <u>Gloucester</u>
2	Employee Organization: <u>Local 360</u>	Number of Employees in Unit: <u>73</u>
3	Base Year Contract Term: <u>Jan 2018-Dec 2021</u>	New Contract Term: <u>July 2022-Dec 2025</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>2,393,100</u>
10	Longevity Costs in Base Year	\$ <u> </u>
11	Total Salary Base	\$ <u>2,393,100</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>7/1/22</u>	<u>1/1/23</u>	<u>1/1/24</u>	<u>1/1/25</u>	<u> </u>
13 Cost of Salary Increments (\$)	<u>95,724</u>	<u>198,877</u>	<u>206,832</u>	<u>215,105</u>	<u> </u>
14 Salary Increase Above Increments (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
15 Longevity Increase (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
16 Total \$ Increase (sum of lines 13-15)	<u>95,724</u>	<u>198,877</u>	<u>206,832</u>	<u>215,105</u>	<u> </u>
17 New Salary Base (\$)	<u>2,488,824</u>	<u>5,170,802</u>	<u>5,377,634</u>	<u>5,592,739</u>	<u> </u>
18 Percentage increase over prior year	<u>4</u> %	<u>4</u> %	<u>4</u> %	<u>4</u> %	<u> </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 (\$)
	Uniform Allowance	22,920					
20	Totals(\$):	22,920					

**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	\$ 1,554,333	\$ 1,737,783
22	Prescription Plan Cost	\$ -	\$ -
23	Dental Plan Cost	\$ 96,000	\$ 96,000
24	Vision Plan Cost	\$ -	\$ -
25	Total Cost of Insurance	\$ 1,650,333	\$ 1,833,783
26	Employee Insurance Contributions	\$ 210,337	\$ 277,699
27	Employee Contributions as % of Total Insurance Cost	14 %	16 %

Section VI: Medical Costs (continued)

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

ARTICLE XVII— HEALTH AND WELFARE
 Add to Section A. 1.
 The Employer agrees to provide medical, dental, and prescription plan coverage to full-time employees and their eligible dependents whose regular work schedule is at least thirty (30) hours per week.
 Effective January 1, 2023, active employee's premium share will move from Tier 4 percentage rates to Tier 3 percentage rates. Upon retirement retiree premium share will be deducted from retiree's monthly pension at Tier 4 rates, with the Township providing an annual reimbursement for the difference between the annual Tier 4 premium share paid and the following:
 Single Plan: Tier 3 percentage+ 2%
 Member/ Spouse: Tier 3 percentage+ 2%
 Parent/ Child(ren): Tier 3 percentage+ 2%
 Family: Tier 3 percentage + 2%
 Employees may select alternative benefit plans available to Township employees; where an alternative plan has a higher premium than the base plan, the employee selecting the plan shall be required to pay the additional premium cost above the base plan in addition to any premium sharing requirement from the base plan.
 Add to Section A. 2.
 Effective 12-31-2023, the employer will not contribute to UFCW Vision Benefits.
 Delete first(1st) line of second (2nd) paragraph of Section E: Employees with twenty(20) years of service as of 6-28-2011.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:

Position/Title:

Signature:

Date:

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

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