

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>Borough of Dumont</u>	County: <u>Bergen</u>
2	Employee Organization: <u>Dumont Public Works Employees</u>	Number of Employees in Unit: <u>19</u>
3	Base Year Contract Term: <u>2016</u>	New Contract Term: <u>Jan. 1, 2017 through Dec. 31, 2020</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>1,157,849.00</u>
10	Longevity Costs in Base Year	\$ <u>58,443.00</u>
11	Total Salary Base	\$ <u>1,216,292</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>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>n/a</u>
13 Cost of Salary Increments (\$)	<u>23,478</u>	<u>37,355</u>	<u>13,397</u>	<u>19,795</u>	
14 Salary Increase Above Increments (\$)	<u>20,811</u>	<u>24,688</u>	<u>24,116</u>	<u>25,587</u>	
15 Longevity Increase (\$)	<u>1,082</u>	<u>1,101</u>	<u>1,122</u>	<u>1,143</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>45,370</u>	<u>63,144</u>	<u>38,635</u>	<u>46,525</u>	
17 New Salary Base (\$)	<u>1,261,662</u>	<u>1,324,806</u>	<u>1,363,441</u>	<u>1,409,966</u>	
18 Percentage increase over prior year	<u>3.7</u> %	<u>5.0</u> %	<u>2.9</u> %	<u>3.4</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 (\$)
	Clothing Allowance	9,500	0	0	0	0	
20	Totals(\$):	9,500	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	\$ 350,635	\$ 351,879
22	Prescription Plan Cost	\$ incl above	\$ incl. above
23	Dental Plan Cost	\$ 17,637	\$ 18,748
24	Vision Plan Cost	\$	\$
25	Total Cost of Insurance	\$ 368,272	\$ 370,567
26	Employee Insurance Contributions	\$ 60,467	\$ 83,791
27	Employee Contributions as % of Total Insurance Cost	16.4 %	22.6 %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.
Beginning in 2018, employees shall contribute to the cost of health insurance premium and at the same percentage levels, based on salary, as they did during the period where P.L. 2011, c. 78 preempted bargaining on this issue. The maximum health insurance premium contribution paid by any employee shall be capped as follows:
1) 2017: 35%
2) 2018 20%
3) 2019: 20%
4) 2020: 35%
(as amended by MOA)

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:	<u>Susan Connelly</u>
Position/Title:	<u>Municipal Clerk</u>
Signature:	<u><i>Susan Connelly</i></u>
Date:	<u>January 18, 2018</u>

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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