



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

14 Total Base Salary Cost from Line 13: \$2,586,016

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	
16 Cost of Salary Increments and Salary Increases (\$)	<u>\$102,055</u>	<u>\$87,423</u>	<u>\$73,000</u>	<u>\$73,000</u>	<u>\$73,000</u>	
17 Salary Increase Above Increments (\$)	<u>**</u>	<u>**</u>	<u>**</u>	<u>**</u>	<u>**</u>	
18 Longevity Increase (\$)	<u>\$3,404</u>	<u>\$6,639</u>	<u>\$5,544</u>	<u>\$5,508</u>	<u>\$8,330</u>	
19 Total Increased Cost for "Other" Items (\$)	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	
20 Total Increase (\$) (sum of lines 16-19)	<u>\$105,459</u>	<u>\$94,062</u>	<u>\$78,544</u>	<u>\$78,508</u>	<u>\$81,330</u>	

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

21 Dollar Increase Over Life of Contract \$437,903 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 16.93 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 3.39 % [Divide percentage on Line 22 by number of years of the contract]

\*\*New CNA established a 15 step guide for employees hired after 1/1/2010 to replace the 11 step guide that was previously in effect. Amounts reflected on Line Item 16 represent the total increase in base salary, inclusive of salary increments.



**SECTION VI: Other Economic Items Outside Base Salary and Increases**

24	Item Description	Base Year Cost (\$)	←Increases→					
			Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Clothing Allowance	\$21,875	\$0	\$0	\$0	\$0	\$0	
	Education Incentive Pay	\$1,500	\$0	\$0	\$0	\$0	\$0	
25	<b>Totals (\$):</b>	\$23,375	\$0	\$0	\$0	\$0	\$0	

**SECTION VII: Medical Costs**

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$ 481,464	\$ 481,464
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$	\$
29	Vision Plan Cost	\$	\$
30	<b>Total Cost of Insurance</b>	\$ 481,464	\$ 481,464

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

31	Employee Insurance Contributions	\$ <u>108,225</u>	\$ <u>150,152</u>
32	Contributions as % of Total Insurance Cost	<u>22.5</u> %	<u>31.2</u> %

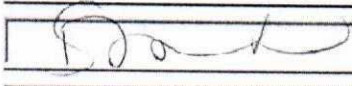
33 Identify any insurance changes that were included in this CNA.  
 N/A

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: DIANA MCLEOD

Position/Title: CFO

Signature: 

Date: 1/29/18

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  
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