

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: Township of Middletown	County: Monmouth
2	Employee Organization: Superior Officer's Association	Number of Employees in Unit: 21
3	Base Year Contract Term: Three Years	
4	New Contract Term: Three Years	

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

5	<input checked="" type="checkbox"/>	Contract settled without neutral assistance
6	<input type="checkbox"/>	Contract settled with assistance of mediator
7	<input type="checkbox"/>	Contract settled with assistance of fact-finder
8	<input type="checkbox"/>	Contract settled in Interest Arbitration
9	If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes <input type="checkbox"/> No <input type="checkbox"/>	

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	\$ 2820565.80								
11	Longevity Costs in base year	\$ 159811.60								
12	Other base year salary costs									
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%; padding: 2px;">Detective Stipend</td> <td style="width: 20%; text-align: center; padding: 2px;">\$ 1500.00</td> </tr> <tr> <td style="padding: 2px;">Education Stipend(s)</td> <td style="text-align: center; padding: 2px;">\$ 3550.00</td> </tr> <tr> <td style="padding: 2px;"> </td> <td style="text-align: center; padding: 2px;">\$ </td> </tr> <tr> <td style="padding: 2px;"> </td> <td style="text-align: center; padding: 2px;">\$ </td> </tr> </table>	Detective Stipend	\$ 1500.00	Education Stipend(s)	\$ 3550.00		\$ 		\$ 	
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	\$ 									
	\$ 									
	Sum of "Other" Costs Listed in Line 12.	\$ 5050.00								
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$ 2985427.40								

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

14 Total Base Salary Cost from Line 13: \$ 2985427.40

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>7/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>			
16 Cost of Salary Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>			
17 Salary Increase Above Increments (\$)	<u>49359.90</u>	<u>68232.02</u>	<u>62015.32</u>			
18 Longevity Increase (\$)	<u>2796.70</u>	<u>3658.69</u>	<u>3325.34</u>			
19 Total Increased Cost for "Other" Items (\$)	<u>0</u>	<u>0</u>	<u>0</u>			
20 Total Increase (\$) (sum of lines 16-19)	<u>52156.60</u>	<u>71890.70</u>	<u>65340.66</u>			

SECTION V: Average Increase Over Term of New CNA

21 Dollar Increase Over Life of Contract \$ 189387.97 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 6.34 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 2.11 % [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
	Uniform Allowance	21000	23000	23000	25000			
25	Totals (\$):	21000	23000	23000	25000			

SECTION VII: Medical Costs

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$ 388267.20	\$ 463999.08
27	Prescription Plan Cost	\$ 166374.12	\$ 216773.76
28	Dental Plan Cost	\$ 32192.16	\$ 36799.56
29	Vision Plan Cost	\$ 0	\$ 0
30	Total Cost of Insurance	\$ 586833.48	\$ 717572.40

Employer: Township of Middletown

Employee Organization: Superior Officers Association

SECTION VII: Medical Costs (continued)

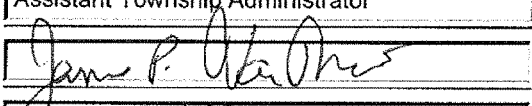
31	Employee Insurance Contributions	\$ <u>88423.30</u>	\$ <u>124732.18</u>
32	Contributions as % of Total Insurance Cost	<u>15.07</u> %	<u>17.38</u> %

33 Identify any insurance changes that were included in this CNA.
New unit members were barred from choosing the PPO and instead have to choose from either the POS or HMO plans. The Township also added an optional new, lower cost prescription benefit plan.

This contract is the first under PL 78 for this unit so that Year One is also Year One of the mandatory contributions table.

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name: James P. VanNest
Position/Title: Assistant Township Administrator
Signature: 
Date: 9/7/18

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

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016