# New Jersey Public Employment Relations Commission POLICE AND FIRE

## **COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

SECTION I: Parties and Term of Contracts  1	rine #		a a constant of the constant o
Employee Organization:     Prolimaratin Recordent Association Local No. 228   Number of Employees in Unit:		SECTION I: Parties and Term of Contracts	
Base Year Contract Term: 1/1/2017 - 12/31/2019  SECTION II: Type of Contract Settlement (please check only one)  SECTION II: Type of Contract settled without neutral assistance  Contract settled with assistance of mediator  Contract settled with assistance of fact-finder  Contract settled in Interest Arbitration  If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes No  No  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."  Salary Costs in base year  Other base year salary costs  Educational Incentive Pay \$ 172.483.00  Holiday Pay \$ 615,087.35  Detective Stipends \$ 2,500.00  K-9 Officer Stipend  Sum of "Other" Costs Listed in Line 12.	1	Public Employer: Township of Howell	County: Monmouth
Base Year Contract Term: 1/1/2017 - 12/31/2019  SECTION II: Type of Contract Settlement (please check only one)  SECTION II: Type of Contract settled without neutral assistance  Contract settled with assistance of mediator  Contract settled with assistance of fact-finder  Contract settled in Interest Arbitration  If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes No  No  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."  Salary Costs in base year  Other base year salary costs  Educational Incentive Pay \$ 172.483.00  Holiday Pay \$ 615,087.35  Detective Stipends \$ 2,500.00  K-9 Officer Stipend  Sum of "Other" Costs Listed in Line 12.	2	Employee Organization: Policeman's Benevolent Association Local No. 228	Number of Employees in Unit: 73
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Longevity Costs in base year  Other base year salary costs  Educational Incentive Pay  Holiday Pay  Solution Stipends  K-9 Officer Stipend  Sum of "Other" Costs Listed in Line 12.  \$\frac{145,217.00}{\$145,217.00}\$  \$\frac{145,217.00}{\$165,087.35}\$  \$\frac{145,217.00}{\$165,087.3		or table and any amount provided pursuant to a salary incre It shall also include any other item agreed to by the parties, understood by the parties in the prior contract. Base salary	ment, including any amount for longevity or length of service.  or any other item that was included in the base salary as
Other base year salary costs  Educational Incentive Pay  Holiday Pay  Solution Stipends  K-9 Officer Stipend  Sum of "Other" Costs Listed in Line 12.	10	Salary Costs in base year	\$ 6,789,976.00
Educational Incentive Pay    Solution   Foundaries	11	Longevity Costs in base year	s 145,217.00
Holiday Pay   \$   615,087.35     Detective Stipends   \$   2,500.00     K-9 Officer Stipend   \$   3,650.00     Sum of "Other" Costs Listed in Line 12.   \$   793,720.35	12	Other base year salary costs	
Detective Stipends \$\frac{1}{5} 2,500.00\$  K-9 Officer Stipend \$\frac{1}{5} 3,650.00\$  Sum of "Other" Costs Listed in Line 12.		Educational Incentive Pay \$ 172,483.00	
K-9 Officer Stipend \$\\ 3,650.00\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\		Holiday Pay \$ 615,087.35	
Sum of "Other" Costs Listed in Line 12.		Detective Stipends \$ 2,500.00	
		K-9 Officer Stipend \$ 3,650.00	
Total Base Salary Cost: (sum of lines 10, 11, 12): \$\frac{7,728,913.35}{}		Sum of "Other" Costs Listed in Line 12.	\$ 793,720.35
	13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$ 7,728,913.35

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

14 Total Base Salary Cost from Line 13:

57,728,913.35

	Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15	Effective Date (month/day/year)	1/1/2017	1/1/2018	1/1/2019			
16	Cost of Salary Increments (\$)	232,377	288,100	202,881			
17	Salary Increase Above Increments (\$)	55,315	57,532	68,670			
18	Longevity Increase (\$)	12,506	12,906	3,786			
19	Total Increased Cost for "Other" Items (\$)	25,978.67	31,027.33	23,827.24			
20	Total Increase (\$) (sum of lines 16-19)	326,176.67	389,565.33	299,164.24			

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

21	Dollar Increase Over Life of Contract \$	1,014,906.24	[Take sum of all amounts listed on Line 20 above]
22	Percentage Increase Over Life of Contract	13.131 %	[Divide amount on Line 21 by amount on Line 14]
23	Average Percentage Increase Per Year	4.377 %	[Divide percentage on Line 22 by number of years of
			the contract]

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

#### ←Increases→

Page 3

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
								.,,
25	Totals (\$):							

#### **SECTION VII: Medical Costs**

	Insurance Costs	<b>Base Year</b>	Year 1
26	Health Plan Cost	\$ 1,248,535	\$ 1,195,350
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$ 77,750	\$ 77,750
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$ 1,326,285	\$ 1,273,100

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Emplo	yer: Township o	of Howell	Employee Organia	zation:	liceman's Benevolent Association Local No.	228 Page 4
SECTI	ON VII: Medica	al Costs (continued)				
31	Employee Insur	rance Contributions	\$ 336,015	\$ 412,52	20	
32	Contributions a	s % of Total Insurance Cost	25.33 %	32.40	<b>%</b>	
33	Identify any i	nsurance changes that were	included in this CN	IA.		1
Effec	ctive 1/1/18, en	nployees shall not be eli	gible to enroll in	Direct 10	insurance coverage i	n the NJ
in Di	rect 15 or any	be replaced by Direct 15 plan that is offered by the	5 insurance cove le Township thro	rage. Al	ll employees shall elec SHBP that has a prem	t to enroll
to or	less than Dire	ct 15.				
78, F	P.L. 2011.	I contribute to their healt				
Effec	ctive 1/1/18, the	e Township shall no long	ger offer compen	sation fo	or employees who opt	out of its
meai			***			
	SECTION VIII.	Contification				
34		Certification and Signatured certifies that the forego				
	THE WHACISIBIL	ed certifies that the forego	onig rigures are tro	ue.		
	Print Name:	Louis Palazzo		AMORRANY		
		Chief Financial Officer	2	Material Section 1997		
	Position/Title:			Name of the last o		
	Signature:	Laus Jalanno		AGDARGIA:		
	Date:	12/21/2017				
	0 1.1.					
	Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: <a href="mailto:contracts@perc.state.nj.us">contracts@perc.state.nj.us</a>					
					*	

NJ Public Employment Relations Commission

**Conciliation and Arbitration** 

PO Box 429

Trenton, NJ 08625

Phone: 609-292-9898

Revised 8/2016