

Certification

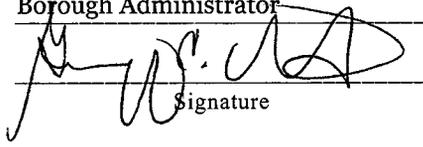
I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2015 thru 12/31/2018.

Employer: Borough of Franklin Lakes

County: Bergen 

Date: 10/24/2019

Name: Gregory C. Hart
Print Name

Title: Borough Administrator

Signature

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: Borough of Franklin Lakes County: Bergen
 2 Employee Organization: Franklin Lakes Police Department Lieutenants Number of Employees in Unit: 1
 3 Base Year Contract Term: 2014
 4 New Contract Term: 2015 - 2018

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

5 Contract settled without neutral assistance
 6 Contract settled with assistance of mediator
 7 Contract settled with assistance of fact-finder
 8 Contract settled in Interest Arbitration
 9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes 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."

10 Salary Costs in base year \$ 147,378
 11 Longevity Costs in base year \$ 0
 12 Other base year salary costs
 Detective stipend \$ 2,210
 _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 Sum of "Other" Costs Listed in Line 12. \$ 2,210
 13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$ 149,588

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

14 Total Base Salary Cost from Line 13: \$ 149,588

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>		
16 Cost of Salary Increments (\$)	<u>2,947</u>	<u>(1,292)</u>	<u>(113)</u>	<u>2,978</u>		
17 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		
18 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		
19 Total Increased Cost for "Other" Items (\$)	<u>44</u>	<u>(19)</u>	<u>(1)</u>	<u>44</u>		
20 Total Increase (\$) (sum of lines 16-19)	<u>2,991</u>	<u>(1,311)</u>	<u>(114)</u>	<u>3,022</u>		

SECTION V: Average Increase Over Term of New CNA

21 Dollar Increase Over Life of Contract \$ 4,588 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 3.07% [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 0.77% [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
	Clothing allowance	650	0	0	0			
	Uniform allowance	350	0	0	0			
25	Totals (\$):	650	0	0	0			

SECTION VII: Medical Costs

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$ 17,525	\$ 18,912
27	Prescription Plan Cost	\$ 4,997	\$ 5,286
28	Dental Plan Cost	\$ 1,110	\$ 1,068
29	Vision Plan Cost	\$ 0	\$ 0
30	Total Cost of Insurance	\$ 23,632	\$ 25,266

Employer: Borough of Franklin Lakes

Employee Organization: Franklin Lakes Police Department Lieutenants

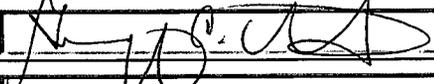
SECTION VII: Medical Costs (continued)

31	Employee Insurance Contributions	\$ <u>6,098</u>	\$ <u>8,836</u>
32	Contributions as % of Total Insurance Cost	<u>25.80</u> %	<u>34.97</u> %

33 Identify any insurance changes that were included in this CNA.
Change in base medical plan from Aetna Direct 10 Match Plan to the Aetna 20/35 PPO Plan, a lesser cost plan.

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name: Gregory C. Hart
Position/Title: Borough Administrator
Signature: 
Date: October 24, 2019

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