New Jersey Public Employment Relations Commission POLICE AND FIRE

COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM Line # **SECTION I: Parties and Term of Contracts** Borough of Franklin Lakes Bergen 1 Public Employer: County: Number of Employees in Unit: 1 **Employee Organization:** 2 1/1/2015 to 12/31/2018 3 **Base Year Contract Term** 1/1/2019 to 12/31/2023 4 **New Contract Term: SECTION II: Type of Contract Settlement (please check only one)** Contract settled without neutral assistance 5 Contract settled with assistance of mediator 7 Contract settled with assistance of fact-finder Contract settled in Interest Arbitration 9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? **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." 151,898 10 Salary Costs in base year 11 Longevity Costs in base year 12 Other base year salary costs 1,610 **Education Stipend** Clothing Stipend 1,000 3,574 Unused Sick Days

Sum of "Other" Costs Listed in Line 12.

Total Base Salary Cost: (sum of lines 10, 11, 12):

13

6,184

158,082

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

14 Total Base Salary Cost from Line 13:

\$ 158,082

	Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15	Effective Date (month/day/year)	1/1/2019	1/1/2020	1/1/2021	1/1/2022	1/1/2023	
16	Cost of Salary Increments (\$)	3,037	3,200	4,080	4,182	3,857	
17	Salary Increase Above Increments (\$)	5,065	0	0	0	0	
18	Longevity Increase (\$)	0	0	0	0	0	
19	Total Increased Cost for "Other" Items (\$)	0	0	0	0	0	
20	Total Increase (\$) (sum of lines 16-19)	8,102	3,200	4,080	4,182	3,857	

SECTION V: Average Increase Over Term of New CNA

21	Dollar Increase Over Life of Contract \$ 23,421	[Take sum of all amounts listed on Line 20 above]
22	Percentage Increase Over Life of Contract 14.82	
23	Average Percentage Increase Per Year 2.96	
		the contract]

SECTION VI: Other Economic Items Outside Base Salary and Increases

Cost (\$) | Cost (\$)

SECTION VII: Medical Costs Base Year Year 1 **Insurance Costs** s 31,372 29,640 26 **Health Plan Cost Prescription Plan Cost** 27 **Dental Plan Cost** 28 **Vision Plan Cost** 29 s 31,372 29,640 **Total Cost of Insurance** 30

Page 3 of 4 (complete all pages)

Emplo	Borough of Franklin Lakes	Employee Organization: Franklin Lakes Police Department Lieutenants Page 4					
SECT	ON VII: Medical Costs (continued)						
31 32	Employee Insurance Contributions Contributions as % of Total Insurance Cost	\$\frac{10,374}{35} \text{\$\begin{array}{c ccccccccccccccccccccccccccccccccccc					
33	Identify any insurance changes that were	re included in this CNA.					
	· .						
34	SECTION VIII: Certification and Signature The undersigned certifies that the foregoing figures are true:						
	Print Name: Gregory C. Hart Position/Title: Borough Administrator Signature: September 18, 2020						
	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 Commi Conciliation and Arbitration PO Box 429 Trenton, NJ 08625	ission					

Revised 8/2016

Phone: 609-292-9898