

**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: Town of Hammonton County: Atlantic  
 2 Employee Organization: Superior Officers Assoc. Number of Employees in Unit: 3  
 3 Base Year Contract Term: 12-31-2025  
 4 New Contract Term: 1-1-2018

**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 \$ 394,020.00  
 11 Longevity Costs in base year \$ 9,000.00  
 12 Other base year salary costs  
     Education Stipend \$ 2955.16  
     Other Stipend \$ 12,880.30  
     \_\_\_\_\_ \$ \_\_\_\_\_  
     \_\_\_\_\_ \$ \_\_\_\_\_  
 Sum of "Other" Costs Listed in Line 12. \$ 15,835.46  
 13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$ 418,855.46

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

14 Total Base Salary Cost from Line 13: \$ 418,855.46

Increases	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
<i>Amended Contract 4-1-20</i>						
15 Effective Date (month/day/year)	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>	<u>1-1-24</u>	<u>1-1-25</u>
16 Cost of Salary Increments (\$)	<u>2.75%</u>	<u>2.75%</u> <i>Correction (2.5%)</i>	<u>2.50%</u>	<u>2.50%</u>	<u>2.50%</u>	<u>2.50%</u>
17 Salary Increase Above Increments (\$)	<u>    </u>	<u>    </u>	<u>    </u>	<u>    </u>	<u>    </u>	<u>    </u>
18 Longevity Increase (\$)	<u>300.00</u>	<u>300.00</u>	<u>300.00</u>	<u>300.00</u>	<u>300.00</u>	<u>300.00</u>
19 Total Increased Cost for "Other" Items (\$)	<u>13,962.17</u>	<u>14,316.12</u>	<u>14,704.75</u>	<u>15,072.35</u>	<u>15,441.17</u>	<u>15,835.46</u>
20 Total Increase (\$) (sum of lines 16-19)	<u>30,947.17</u>	<u>10,237.12</u>	<u>9,582.74</u>	<u>9,851.35</u>	<u>10,052.17</u>	<u>10,247.46</u>

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

21 Dollar Increase Over Life of Contract \$ 70,968.01 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract .17 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year .03 % [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 (\$) <sup>8</sup>	Year 3	Year 4	Year 5	Year 6	Year 7	Year
	Education Stipend	2955.16	2605.57	2677.22	2744.15	2812.75	2883.07	
	Other Stipend	12880.30	11,756.60	11,668.90	11,960.60	12,231.60	12,566.10	
25	Totals (\$):	15,835.46	13,962.17	14,346.12	14,704.75	15,072.35	15,449.17	

**SECTION VII: Medical Costs**

		Base Year	Year 3
<b>Insurance Costs</b>			
26	Health Plan Cost	\$ 172,366.48	\$ 165,787.84
27	Prescription Plan Cost	\$ 13,454.50	\$ 12,731.36
28	Dental Plan Cost	\$ 2921.29	\$ 2655.72
29	Vision Plan Cost	\$ 1097.36	\$ 933.94
30	Total Cost of Insurance	\$ 189,719.83	\$ 181,608.88

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

31	Employee Insurance Contributions	\$ <u>34,037.66</u>	\$ <u>27,306.96</u>
32	Contributions as % of Total Insurance Cost	<u>33.5%</u>	<u>33.5%</u>

33 Identify any insurance changes that were included in this CNA.  
Negotiated to go to US Direct 20/30 Plan as soon as state was able to accommodate due to covid 19. Changed at Open Enrollment as of 1-1-21.

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Audrey Boyer  
Position/Title: Deputy Municipal Clerk  
Signature: Audrey Boyer  
Date: 1-27-21

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  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016

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**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

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 2 Employee Organization: Superior Officers Assoc Number of Employees in Unit: 3  
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**SECTION II: Type of Contract Settlement (please check only one)**

4  Contract settled without neutral assistance  
 5  Contract settled with assistance of mediator  
 6  Contract settled with assistance of fact-finder  
 7  Contract settled with assistance of super-conciliator  
 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?  
 Yes  No

**SECTION III: Salary Base**

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 349,785.00  
 10 Longevity Costs in Base Year \$ 8,600.00  
 11 Total Salary Base \$ 358,385.00

**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1-1-2018</u>	<u>1-1-2019</u>	<u>1-1-2020</u>	<u>1-1-2021</u>	
13 Cost of Salary Increments (\$) <sup>No Steps</sup>	<u>2.43%</u>	<u>2.25%</u>	<u>2.25%</u>	<u>2.50%</u>	
14 Salary Increase Above Increments (\$)					
15 Longevity Increase (\$)	<u>300.00</u>	<u>300.00</u>	<u>300.00</u>	<u>300.00</u>	
16 Total \$ Increase (sum of lines 13-15)					
17 New Salary Base (\$)	<u>325,307.00</u>	<u>332,933.00</u>	<u>349,424.00</u>	<u>349,785.00</u>	
18 Percentage increase over prior year	<u>43 %</u>	<u>2.18 %</u>	<u>0 %</u>	<u>50 %</u>	

\*If contract duration is longer than five years, please add an additional page.

Employer: Town of Employment Employee Organization: Superior Officers Assoc Page 2

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	<u>Education</u>	<u>1500.00</u>	<u>2500.00</u>	<u>1500.00</u>	<u>1500.00</u>	<u>1500.00</u>	
20	Totals(\$):						

\*If contract duration is longer than five years, please add an additional page.

**SECTION VI: Medical Costs**

		Base Year	Year 1
21	Health Plan Cost	\$ <u>69,742.29</u>	\$ <u>63,402.08</u>
22	Prescription Plan Cost	\$ <u>18,536.90</u>	\$ <u>16,760.18</u>
23	Dental Plan Cost	\$ <u>2861.10</u>	\$ <u>2601.00</u>
24	Vision Plan Cost	\$ <u>1032.37</u>	\$ <u>938.52</u>
25	Total Cost of Insurance	\$ <u>92,172.96</u>	\$ <u>83,701.78</u>
26	Employee Insurance Contributions	\$ <u>46,499.44</u>	\$ <u>21,002.31</u>
27	Employee Contributions as % of Total Insurance Cost	<u>28.75 %</u>	<u>28.75 %</u>

Corrected 11/27/25 RB

Base Year
\$ <u>111.7</u>
\$ <u>111.7</u>
\$ <u>111.7</u>
\$ <u>111.7</u>

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.  
Negotiated to go to NJ Direct 20/35 from NJ Direct 15  
as of 9-1-2018.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Audrey Bayer  
Position/Title: Deputy Municipal Clerk  
Signature: Audrey Bayer  
Date: 1/08/19

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)

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