

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 Spatcong County: Warren
2 Employee Organization: PBA #56 Number of Employees in Unit: 15
3 Base Year Contract Term: Jan 1, 2018 - Dec 31, 2020
4 New Contract Term: Jan 1, 2021 - Dec 31, 2025

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 \$ 1,425,913
11 Longevity Costs in base year \$
12 Other base year salary costs
Holiday Pay \$ 108,491
Education Incentive \$ 3,315
 \$
 \$
Sum of "Other" Costs Listed in Line 12. \$ 111,836
13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$ 1,550,249

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

14 Total Base Salary Cost from Line 13: \$1,550,249

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<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>45,265</u>	<u>28,822</u>	<u>57,834</u>	<u>48,846</u>	<u>43,506</u>	
17 Salary Increase Above Increments (\$)						
18 Longevity Increase (\$)	<u>500</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	
19 Total Increased Cost for "Other" Items (\$)	<u>5670</u>	<u>4,615</u>	<u>4,848</u>	<u>5,136</u>	<u>5,165</u>	
20 Total Increase (\$) (sum of lines 16-19)	<u>51,435</u>	<u>33,437</u>	<u>62,682</u>	<u>53,982</u>	<u>48,671</u>	

SECTION V: Average Increase Over Term of New CNA

21 Dollar Increase Over Life of Contract \$350,217 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 16 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 3.20 % [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 Allow	9,000	—	—	—	—	—	
	Vacation/Sick							
	Self back	114,435						
	Shift Dife	17,532	150	200	300	400	500	
	Holiday Pay	24,497	500	562	571	586	533	
25	Totals (\$):	168,464	650	762	811	986	1,033	

SECTION VII: Medical Costs

Insurance Costs

		Base Year	Year 1
26	Health Plan Cost	\$211,250	\$215,211
27	Prescription Plan Cost	\$37,280	\$37,635
28	Dental Plan Cost	\$19,057	\$19,057
29	Vision Plan Cost	\$2,250	\$2,250
30	Total Cost of Insurance	\$269,837	\$274,147

SECTION VII: Medical Costs (continued)

31	Employee Insurance Contributions	<u>\$79,810</u>	<u>\$82,021</u>
32	Contributions as % of Total Insurance Cost	<u>29.6</u> %	<u>29.9</u> %

33 Identify any insurance changes that were included in this CNA.

None at this time

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name: Kimberly Browne
Position/Title: CEO, Lopatcong Twp.
Signature: Kimberly Browne
Date: 10/20/21

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

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

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