

## 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 1/1/2018 thru 12/31/2018.

Employer: Borough of New Milford

County: Bergen

Date: 1/31/2018

Name: Christine Demiris  
Print Name

Title: Administrator/Borough Clerk

*Christine Demiris*  
Signature

**BOROUGH OF NEW MILFORD  
RWDSU, LOCAL-108, AFL-CIO-CLC COST ANALYSIS  
ANNUAL COST  
SUMMARY SCHEDULE**

**INCREASES FOR RWDSU, LOCAL-108, AFL-CIO-CLC  
2018 - 2.5%, 2019 - 2.5%, 2020 - 2.5%, 2021 - 2.5%**

RWDSU, LOCAL-108, AFL-CIO-CLC	EXISTING 12/31/2017	PROPOSED				
		2018 2.50%	2019 2.50%	2020 2.50%	2021 2.50%	
BASE SALARY PRIOR TO RAISE	566,554	566,554	586,867	602,420	618,325	
STEP INCREASES						
PAY RAISES - GUIDE		20,313	15,553	15,904	15,458	
SUBTOTAL - BASE SALARY	566,554	586,867	602,420	618,325	633,783	
LONGEVITY	19,388	20,727	21,245	21,776	22,830	
COLLEGE CREDITS	1,855	1,855	1,855	1,855	1,855	
SUBTOTAL	587,797	609,449	625,520	641,956	658,468	
ANNUAL \$ INCREASE		21,652	16,071	16,436	16,512	<b>Total</b> <b>70,671</b>
ANNUAL % INCREASE		3.55%	2.57%	2.56%	2.51%	<b>11.19%</b>

\* Cost analysis based on 35 employees of the PBA as of December 31, 2017.

**BOROUGH OF NEW MILFORD  
RWDSU, LOCAL-108, AFL-CIO-CLC COST ANALYSIS  
SCATTERGRAM**

RANK	EXISTING 12/31/2017	1/1/2018	1/1/2019	1/1/2020	1/1/2021
TECH ASSIST/BLDG	1	1	1	1	1
BUILDING CONTROL PERSON	1	1	1	1	1
DEPUTY COURT CLERK	1	1	1	1	1
PUBLIC HEALTH NURSE	1	1	1	1	1
REGISTRAR/BOH SEC.	1	1	1	1	1
RECORDS CLERK (1)	1	1	1	1	1
PAYROLL/TAX/FINANCE CLERK	1	1	1	1	1
TAX COLLECTOR CLERK	1	1	1	1	1
ASSIST TO CLERK/QPA	1	1	1	1	1
ADM ASSIST DPW/RECYCLE	1	1	1	1	1
VIOLATIONS CLERK	1	1	1	1	1
TAX ASSESSOR ASSIST	1	1	1	1	1
RECORDS CLERK (2)	1	1	1	1	1
RECEPTIONIST/CLERK'S OFF.	1	1	1	1	1
	<u>14</u>	<u>14</u>	<u>14</u>	<u>14</u>	<u>14</u>

**BOROUGH OF NEW MILFORD  
RWDSU, LOCAL-108, AFL-CIO-CLC COST ANALYSIS  
SALARY GUIDE (APPENDIX F)**

RANK	EXISTING 12/31/2017	PROPOSED			
		1/1/2018	1/1/2019	1/1/2020	1/1/2021
RWDSU,LOCAL108,AFL-CIO-CLC		2.50%	2.50%	2.50%	2.50%
TECH ASST/BLDG	36,900	37,823	38,768	39,737	40,731
BUILDING CONTROL PERSON	46,143	47,297	48,479	49,691	50,933
DEPUTY COURT CLERK	34,119	34,972	35,846	36,742	37,661
PUBLIC HEALTH NURSE	62,663	64,230	65,835	67,481	69,168
REGISTRAR/BOH SEC.	35,362	36,246	37,152	38,081	39,033
RECORDS CLERK (1)	57,103	58,531	59,994	61,494	63,031
PAYROLL/TAX/FINANCE/CLERK	46,125	47,278	48,460	49,672	50,913
TAX COLLECTOR CLERK	52,124	53,427	54,763	56,132	57,535
ASSIST TO CLERK/QPA	50,828	52,099	53,401	54,736	56,105
ADM ASST DPW/RECYCLING	41,362	42,396	43,456	44,542	45,656
VIOLATIONS CLERK		31,000	31,775	32,569	33,384
TAX ASSESSOR ASSIST	25.22	25.85	26.50	27.16	27.84
RECORDS CLERK (2)	18.29	18.75	19.22	19.70	20.19
RECEPTIONIST/CLERK'S OFFICE	16.15	16.55	16.97	17.39	17.83

BOROUGH OF NEW MILFORD  
 RWDSU, LOCAL-108, AFL-CIO-CLC COST ANALYSIS  
 2.5% INCREASE PER YEAR  
2017 - EXISTING

HIRE DATE	NAME	POSITION	2017 - EXISTING		LONGEVITY %	LONGEVITY \$	COLLEGE CREDITS	TOTAL
			BASE					
11/6/2012	BURDGE, JULIA	ADM ASST DPW/RECYCLE	\$ 41,362			0		\$ 41,362
12/16/1990	BOCHICCHIO, MARIA	TAX COLLECTOR CLERK	46,125		8.00%	3,690		49,815
8/6/2012	CONFORTI, JESSICA	VIOLATIONS CLERK-PT	24,510			0		24,510
8/21/2000	GUTSCHMIDT, LEONIA	TAX ASSESSOR ASSIT	36,065			0		36,065
1/28/2017	HARTMANN, TERESA	RECEPTIONIST/CLERK OFF	23,095			0		23,095
10/1/2007	LEPAGE, JOAN	REGISTRAR/BOH SEC	35,362		3.00%	1,061		36,423
6/1/1993	MENNELLA, MARGARET	RECORDS CLERK (1)	57,103		8.00%	4,568		61,671
6/4/1993	MICHKOWSKI, KATHLEEN	ASSIST TO CLERK/QPA	50,828		8.00%	4,066		54,894
4/4/2005	OPPELAAR, MAUREEN	BUILDING PERSON CONTROL	46,143		4.00%	1,846	655	48,644
1/1/2001	PALMA, LORRAINE	PUBLIC HEALTH NURSE	62,663		5.00%	3,133		65,796
12/1/2011	RYAN, KATHERINE	RECORDS CLERK (2)	26,155			0		26,155
3/14/2016	SERENO, LISA	TECH ASSIST/BLDG	36,900			0		36,900
3/2/2011	SUPINO, PATRICIA	DEPUTY COURT CLERK	34,119		3.00%	1,024	1,200	36,343
6/1/2016	VALCICH, MARGARET	PAYROLL/TAX/FINANCE CLERK	46,125			0		46,125
			<u>\$ 566,554</u>			<u>19,388</u>	<u>\$ 1,855</u>	<u>\$ 587,797</u>

BOROUGH OF NEW MILFORD  
RWDSU, LOCAL-108, AFL-CIO-CLC COST ANALYSIS  
2.5% INCREASE PER YEAR  
2018

<u>HIRE DATE</u>	<u>NAME</u>	<u>POSITION</u>	<u>2018 BASE</u>	<u>LONGEVITY %</u>	<u>LONGEVITY \$</u>	<u>COLLEGE/ STIPENDS</u>	<u>DETECTIVE ALLOWANCE</u>	<u>TOTAL</u>
11/6/2012	BURDGE, JULIA	ADM ASST DPW/RECYCLE	\$ 42,396		0			\$ 42,396
12/16/1990	BOCHICCHIO, MARIA	TAX COLLECTOR CLERK	53,427	8.00%	4,274			57,701
8/6/2012	CONFORTI, JESSICA	VIOLATIONS CLERK-PT	25,123		0			25,123
8/21/2000	GUTSCHMIDT, LEONIA	TAX ASSESSOR ASSIT	36,966		0			36,966
1/28/2017	HARTMANN, TERESA	RECEPTIONIST/CLERK OFF	23,672		0			23,672
10/1/2007	LEPAGE, JOAN	REGISTRAR/BOH SEC	36,246	4.00%	1,450			37,696
6/1/1993	MENNELLA, MARGARET	RECORDS CLERK (1)	58,531	8.00%	4,682			63,213
6/4/1993	MICHKOWSKI, KATHLEEN	ASSIST TO CLERK/QPA	52,099	8.00%	4,168			56,267
4/4/2005	OPPELAAR, MAUREEN	BUILDING PERSON CONTROL	47,297	4.00%	1,892	655		49,843
1/1/2001	PALMA, LORRAINE	PUBLIC HEALTH NURSE	64,230	5.00%	3,211			67,441
12/1/2011	RYAN, KATHERINE	RECORDS CLERK (2)	26,809		0			26,809
3/14/2016	SERENO, LISA	TECH ASSIST/BLDG	37,823		0			37,823
3/2/2011	SUPINO, PATRICIA	DEPUTY COURT CLERK	34,972	3.00%	1,049	1,200		37,221
6/1/2016	VALCICH, MARGARET	PAYROLL/TAX/FINANCE CLERK	47,278		0			47,278
			<u>\$ 586,867</u>		<u>20,727</u>	<u>\$ 1,855</u>	<u>\$ -</u>	<u>\$ 609,449</u>

BOROUGH OF NEW MILFORD  
RWDSU, LOCAL-108, AFL-CIO-CLC COST ANALYSIS  
2.5% INCREASE PER YEAR  
2019

<u>HIRE DATE</u>	<u>NAME</u>	<u>POSITION</u>	<u>2019 BASE</u>	<u>LONGEVITY %</u>	<u>LONGEVITY \$</u>	<u>COLLEGE CREDITS</u>	<u>DETECTIVE ALLOWANCE</u>	<u>TOTAL</u>
11/6/2012	BURDGE, JULIA	ADM ASST DPW/RECYCLE	\$ 43,456		0			\$ 43,456
12/16/1990	BOCHICCHIO, MARIA	TAX COLLECTOR CLERK	54,763	8.00%	4,381			59,144
8/6/2012	CONFORTI, JESSICA	VIOLATIONS CLERK-PT	26,633		0			26,633
8/21/2000	GUTSCHMIDT, LEONIA	TAX ASSESSOR ASSIT	37,890		0			37,890
1/28/2017	HARTMANN, TERESA	RECEPTIONIST/CLERK OFF	24,264		0			24,264
10/1/2007	LEPAGE, JOAN	REGISTRAR/BOH SEC	37,152	4.00%	1,486			38,638
6/1/1993	MENNELLA, MARGARET	RECORDS CLERK (1)	59,994	8.00%	4,800			64,793
6/4/1993	MICHKOWSKI, KATHLEEN	ASSIST TO CLERK/QPA	53,401	8.00%	4,272			57,673
4/4/2005	OPPELAAR, MAUREEN	BUILDING PERSON CONTROL	48,479	4.00%	1,939	655		51,073
1/1/2001	PALMA, LORRAINE	PUBLIC HEALTH NURSE	65,835	5.00%	3,292			69,127
12/1/2011	RYAN, KATHERINE	RECORDS CLERK (2)	27,479		0			27,479
3/14/2016	SERENO, LISA	TECH ASSIST/BLDG	38,768		0			38,768
3/2/2011	SUPINO, PATRICIA	DEPUTY COURT CLERK	35,846	3.00%	1,075	1,200		38,122
6/1/2016	VALCICH, MARGARET	PAYROLL/TAX/FINANCE CLERK	48,460		0			48,460
			<u>\$ 602,420</u>		<u>21,245</u>	<u>\$ 1,855</u>	<u>\$ -</u>	<u>\$ 625,520</u>

BOROUGH OF NEW MILFORD  
RWDSU, LOCAL-108, AFL-CIO-CLC COST ANALYSIS  
2.5% INCREASE PER YEAR

2020

HIRE DATE	NAME	POSITION	2020 BASE	LONGEVITY %	LONGEVITY \$	COLLEGE CREDITS	TOTAL
11/6/2012	BURDGE, JULIA	ADM ASST DPW/RECYCLE	\$ 44,542		0		\$ 44,542
12/16/1990	BOCHICCHIO, MARIA	TAX COLLECTOR CLERK	56,132	8.00%	4,491		60,622
8/6/2012	CONFORTI, JESSICA	VIOLATIONS CLERK-PT	28,142		0		28,142
8/21/2000	GUTSCHMIDT, LEONIA	TAX ASSESSOR ASSIT	38,838		0		38,838
1/28/2017	HARTMANN, TERESA	RECEPTIONIST/CLERK OFF	24,870		0		24,870
10/1/2007	LEPAGE, JOAN	REGISTRAR/BOH SEC	38,081	4.00%	1,523		39,604
6/1/1993	MENNELLA, MARGARET	RECORDS CLERK (1)	61,494	8.00%	4,919		66,413
6/4/1993	MICKOWSKI, KATHLEEN	ASSIST TO CLERK/QPA	54,736	8.00%	4,379		59,115
4/4/2005	OPPELAAR, MAUREEN	BUILDING PERSON CONTROL	49,691	4.00%	1,988	655	52,334
1/1/2001	PALMA, LORRAINE	PUBLIC HEALTH NURSE	67,481	5.00%	3,374		70,855
12/1/2011	RYAN, KATHERINE	RECORDS CLERK (2)	28,166		0		28,166
3/14/2016	SERENO, LISA	TECH ASSIST/BLDG	39,737		0		39,737
3/2/2011	SUPINO, PATRICIA	DEPUTY COURT CLERK	36,742	3.00%	1,102	1,200	39,045
6/1/2016	VALCICH, MARGARET	PAYROLL/TAX/FINANCE CLERK	49,672		0		49,672
			<u>\$ 618,325</u>		<u>21,776</u>	<u>\$ 1,855</u>	<u>\$ 641,956</u>



BOROUGH OF NEW MILFORD  
RWDSU, LOCAL-108, AFL-CIO-CLC COST ANALYSIS  
2.5% INCREASE PER YEAR

2021

<u>HIRE DATE</u>	<u>NAME</u>	<u>POSITION</u>	<u>2021 BASE</u>	<u>LONGEVITY %</u>	<u>LONGEVITY \$</u>	<u>COLLEGE CREDITS</u>	<u>TOTAL</u>
11/6/2012	BURDGE, JULIA	ADM ASST DPW/RECYCLE	\$ 45,656		0		\$ 45,656
12/16/1990	BOCHICCHIO, MARIA	TAX COLLECTOR CLERK	57,535	8.00%	4,603		62,138
8/6/2012	CONFORTI, JESSICA	VIOLATIONS CLERK-PT	28,846		0		28,846
8/21/2000	GUTSCHMIDT, LEONIA	TAX ASSESSOR ASSIT	39,809		0		39,809
1/28/2017	HARTMANN, TERESA	RECEPTIONIST/CLERK OFF	25,492		0		25,492
10/1/2007	LEPAGE, JOAN	REGISTRAR/BOH SEC	39,033	4.00%	1,561		40,594
6/1/1993	MENNELLA, MARGARET	RECORDS CLERK (1)	63,031	8.00%	5,042		68,074
6/4/1993	MICHKOWSKI, KATHLEEN	ASSIST TO CLERK/QPA	56,105	8.00%	4,488		60,593
4/4/2005	OPPELAAR, MAUREEN	BUILDING PERSON CONTROL	50,933	5.00%	2,547	655	54,135
1/1/2001	PALMA, LORRAINE	PUBLIC HEALTH NURSE	69,168	5.00%	3,458		72,627
12/1/2011	RYAN, KATHERINE	RECORDS CLERK (2)	28,870		0		28,870
3/14/2016	SERENO, LISA	TECH ASSIST/BLDG	40,731		0		40,731
3/2/2011	SUPINO, PATRICIA	DEPUTY COURT CLERK	37,661	3.00%	1,130	1,200	39,991
6/1/2016	VALCICH, MARGARET	PAYROLL/TAX/FINANCE CLERK	50,913		0		50,913
			<u>\$ 633,783</u>		<u>22,830</u>	<u>\$ 1,855</u>	<u>\$ 658,468</u>