

## 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 1/1/2021 thru 12/31/2025.

Employer: City of Northfield

County: Atlantic

Date: 9/30/2022

Name: Dawn M Stollenwerk  
Print Name

Title: Chief Financial Officer  
  
Signature

**SUMMARY FORM**  
**COLLECTIVE BARGAINING AGREEMENT**  
**PUBLIC SECTOR / NON-POLICE & FIRE**

Public Employer: City of Northfield Employee Organization GWU Local 420- Blue Collar Employees

Base Year Contract Term: 1/1/2018 12/31/2020 New Contract Term 1/1/2021 12/31/2024

Synopsis of Settlement/  
Award/Recommendation: 3% salary increase, Increase wages in steps for laborers. One-time salary market adjustments for existing employees, elimination of post-retirement health benefits for new hires.

	<u>BASE YEAR</u> <i>(previous agreement)</i>	<u>NEW BASE YEAR</u> <i>(successor agreement)</i>
Salary:	<u>\$343,565.12</u>	<u>\$425,187.12</u>
Increment:	<u></u>	<u></u>
% Increase:	<u>2.00%</u>	<u>3.00%</u>
Avg. Yield	<u></u>	<u></u>
per person in dollars:	<u></u>	<u>\$1505.00</u>
Uniforms:	<u>\$600.00</u>	<u>\$600.00</u>
Boot/Shoe:	<u>\$0.00</u>	<u>\$0.00</u>
Longevity:	<u>0</u>	<u>\$0.00</u>
Holiday Pay:	<u>\$0.00</u>	<u>\$0.00</u>
Shift Differential	<u>\$0.00</u>	<u>\$0.00</u>
Overtime:	<u></u>	<u></u>
Stipends:	<u>\$0.00</u>	<u>\$3,000.00</u>
Bonuses:	<u>\$0.00</u>	<u>\$0.00</u>
Education:	<u>\$0.00</u>	<u>\$0.00</u>
EMT:	<u>\$0.00</u>	<u>\$0.00</u>
Other*:	<u>\$0.00</u>	<u>\$0.00</u>

\* Additional Costs: *(please list on separate sheet & include in total)*

**Medical:**

Contributions:	<u>\$2,548.03 annual avg per employee</u>	<u>\$2,517.00 annual avg per employee</u>
Cost of Health	<u>\$17,214.36 annual avg per employee</u>	<u>\$21,232.95 annual avg per employee</u>
Prescription	<u>\$4,482.48 annual avg per employee</u>	<u>\$3,138.72 annual avg per employee</u>
Dental:	<u>\$799.92 annual avg per employee</u>	<u>\$865.68 annual avg per employee</u>
Vision:	<u>\$107.64 annual avg per employee</u>	<u>\$100.80 annual avg per employee</u>

**NEW AGREEMENT ANALYSIS**

Effective Date	<u>Year</u>	<u>Year</u>	<u>Year</u>	<u>Year</u>
% Increase	<u>3.00%</u>	<u>3.00%</u>	<u>3.00%</u>	<u>3.00%</u>
Avg. Yield (p/p*)	<u>1505.00</u>	<u>1549.00</u>	<u>1596.00</u>	<u>1644.00</u>
Cost of Increase/:	<u>27296.46</u>	<u>15047.00</u>	<u>15273.04</u>	<u>15608.00</u>
<b>Impact of Settlement:</b>				
Percentage Impact:	<u>6.86%</u>	<u>3.54%</u>	<u>3.47%</u>	<u>3.43%</u>
Actual dollar Impact:	<u>\$27,296.46</u>	<u>\$15,047.00</u>	<u>\$15,913.76</u>	<u>\$15,608.00</u>
<b>TOTAL BASE SALARY</b>				
<b>AT END OF EACH YEAR</b>	<u>\$425,187.12</u>	<u>\$440,234.74</u>	<u>\$455,507.78</u>	<u>\$471,116.01</u>

*The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.*

Prepared by: Dawn M Stollenwerk Title: CFO  
 Print Name  
 Signature:  Date: 9/30/2022

**SUMMARY FORM  
COLLECTIVE BARGAINING AGREEMENT  
PUBLIC SECTOR / NON-POLICE & FIRE**

Public Employer: City of Northfield Employee Organization GWU Local - Supervisory Employees

Base Year Contract Term: 1/1/2018 12/31/2020 New Contract Term 1/1/2021 12/31/2025

Synopsis of Settlement/  
Award/Recommendation: 3.5% salary increase. One-time salary market adjustments for existing employees, elimination of post-retirement health benefits for new hires.

	<u>BASE YEAR</u> <i>(previous agreement)</i>	<u>NEW BASE YEAR</u> <i>(successor agreement)</i>
Salary:	<u>\$116,819.00</u>	<u>\$139,520.00</u>
Increment:	<u>2.00%</u>	<u>14.70%</u>
Avg. Yield per person in dollars:	<u>5755.0</u>	<u>5755.0</u>
Uniforms:	<u>\$0.00</u>	<u>\$0.00</u>
Boot/Shoe:	<u>\$0.00</u>	<u>\$0.00</u>
Longevity:	<u>0</u>	<u>\$0.00</u>
Holiday Pay:	<u>\$0.00</u>	<u>\$0.00</u>
Shift Differential:	<u>\$0.00</u>	<u>\$0.00</u>
Overtime:	<u></u>	<u></u>
Stipends:	<u>\$0.00</u>	<u></u>
Bonuses:	<u>\$0.00</u>	<u></u>
Education:	<u>\$0.00</u>	<u>\$0.00</u>
EMT:	<u>\$0.00</u>	<u>\$0.00</u>
Other*:	<u>\$0.00</u>	<u>\$0.00</u>

\* Additional Costs: (please list on separate sheet & include in total)

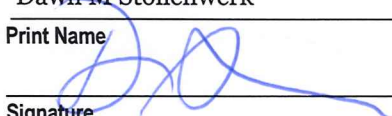
**Medical:**

Contributions:	<u>\$2,548.03 annual avg per employee</u>	<u>\$2,517.00 annual avg per employee</u>
Cost of Health	<u>\$17,214.36 annual avg per employee</u>	<u>\$21,232.95 annual avg per employee</u>
Prescription	<u>\$4,482.48 annual avg per employee</u>	<u>\$3,138.72 annual avg per employee</u>
Dental:	<u>\$799.92 annual avg per employee</u>	<u>\$865.68 annual avg per employee</u>
Vision:	<u>\$107.64 annual avg per employee</u>	<u>\$100.80 annual avg per employee</u>

**NEW AGREEMENT ANALYSIS**

Effective Date	<u>Year</u>	<u>Year</u>	<u>Year</u>	<u>Year</u>
% Increase	<u>14.70%</u>	<u>3.50%</u>	<u>3.50%</u>	<u>3.50%</u>
Avg. Yield (p/p*)	<u>5755.0</u>	<u>1569.00</u>	<u>1624.00</u>	<u>1681</u>
Cost of Increase/:	<u>25500.0</u>	<u>4800.0</u>	<u>4871.00</u>	<u>5042</u>
<b>Impact of Settlement:</b>				
Percentage Impact:	<u>14.70%</u>	<u>3.50%</u>	<u>3.50%</u>	<u>3.50%</u>
Actual dollar Impact:	<u>\$25,500.00</u>	<u>\$4,760.00</u>	<u>\$4,926.60</u>	<u>\$5,099.03</u>
<b>TOTAL BASE SALARY AT END OF EACH YEAR</b>	<u>\$139,520.00</u>	<u>\$144,403.20</u>	<u>\$149,457.00</u>	<u>\$154,688.00</u>

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**Prepared by:** Dawn M Stollenwerk  
Print Name  
  
Signature

Title: CFO  
Date: 9/30/2022

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	<u>BASE YEAR</u> <i>(previous agreement)</i>	<u>NEW BASE YEAR</u> <i>(successor agreement)</i>
Salary:	<u>\$116,819.00</u>	<u>\$136,000.00</u>
Increment:	<u></u>	<u></u>
% Increase:	<u>2.00%</u>	<u>3.50%</u>
Avg. Yield per person in dollars:	<u></u>	<u>9590.00</u>
Uniforms:	<u>\$0.00</u>	<u>\$0.00</u>
Boot/Shoe:	<u>\$0.00</u>	<u>\$0.00</u>
Longevity:	<u>0</u>	<u>\$0.00</u>
Holiday Pay:	<u>\$0.00</u>	<u>\$0.00</u>
Shift Differential:	<u>\$0.00</u>	<u>\$0.00</u>
Overtime:	<u></u>	<u></u>
Stipends:	<u>\$0.00</u>	<u></u>
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Education:	<u>\$0.00</u>	<u>\$0.00</u>
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Vision:	<u>\$107.64 annual avg per employee</u>	<u>\$100.80 annual avg per employee</u>

**NEW AGREEMENT ANALYSIS**

Effective Date	<u>Year</u>	<u>Year</u>	<u>Year</u>	<u>Year</u>
% Increase	<u>16.42%</u>	<u>3.50%</u>	<u>3.50%</u>	<u>3.50%</u>
Avg. Yield (p/p*)	<u>9590.00</u>	<u>2380.0</u>	<u>2463.30</u>	<u>2550.00</u>
Cost of Increase/:	<u>19180.31</u>	<u>4760.00</u>	<u>4926.60</u>	<u>5099.03</u>
<b>Impact of Settlement:</b>				
Percentage Impact:	<u>16.42%</u>	<u>3.50%</u>	<u>3.50%</u>	<u>3.50%</u>
Actual dollar Impact:	<u>\$19,180.31</u>	<u>\$4,760.00</u>	<u>\$4,926.60</u>	<u>\$5,099.03</u>
<b>TOTAL BASE SALARY AT END OF EACH YEAR</b>	<u>\$136,000.00</u>	<u>\$140,760.00</u>	<u>\$145,686.60</u>	<u>\$150,785.63</u>

***The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.***

Prepared by: Dawn M Stollenwerk

Print Name

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Title: CFO

Date: 9/30/2022