

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: County:

2 Employee Organization: Number of Employees in Unit:

3 Base Year Contract Term:

4 New Contract Term:

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

11 Longevity Costs in base year

12 Other base year salary costs

<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>

Sum of "Other" Costs Listed in Line 12.

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

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

14 Total Base Salary Cost from Line 13: \$ 292271

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>			
16 Cost of Salary Increments (\$)	<u>5845</u>	<u>5962</u>	<u>6082</u>			
17 Salary Increase Above Increments (\$)						
18 Longevity Increase (\$)						
19 Total Increased Cost for "Other" Items (\$)						
20 Total Increase (\$) (sum of lines 16-19)	<u>5845</u>	<u>5962</u>	<u>6082</u>			

SECTION V: Average Increase Over Term of New CNA

21 Dollar Increase Over Life of Contract \$ 17889 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 6 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 2 % [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
	On-Call	3000	6000	6000	6000			
	Clothing	400	400	400	400			
	Education	6000	6000	6000	6000			
	Vacation	5679	5925	6042	6162			
25	Totals (\$):	15079	18325	18442	18562			

SECTION VII: Medical Costs

		Base Year	Year 1
Insurance Costs			
26	Health Plan Cost	\$ 106572	\$ 117794
27	Prescription Plan Cost	\$ 0	\$ 0
28	Dental Plan Cost	\$ 5112	\$ 5112
29	Vision Plan Cost	\$ 0	\$ 0
30	Total Cost of Insurance	\$ 111684	\$ 122906

Employer:

Employee Organization:

SECTION VII: Medical Costs (continued)

31	Employee Insurance Contributions	\$ <input type="text" value="17949"/>	\$ <input type="text" value="28175"/>
32	Contributions as % of Total Insurance Cost	<input type="text" value="16"/> %	<input type="text" value="23"/> %

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

Any firefighter hired on or before December 31, 2011, who subsequently retires with at least 20 years of service with the Township and 25 years or more of pensionable service in a State administered retirement system shall receive retiree medical and prescription benefits as made available under the plan made available for Township employees for member, spouse and eligible dependents pursuant to law shall contribute 25% of cost of coverage or the percentage of premium cost sharing contained within the schedule under paragraphs 1(c) above or 1.5% of the retiree's monthly retirement pension allowance including cost of living adjustments, whichever is greater. Upon the retiree's eligibility for Medicare/Medicaid Part B coverage, the Township shall pay the Part B premium and provide supplemental health insurance or full insurance for the retiree and his/her spouse and dependents to provide coverage equivalent to the plan in place for current employees as specified above, subject to the required contributions as set forth above.

Any firefighter hired on or after January 1, 2012, who subsequently retires with at least 25 years of service with the Township and 25 years or more of pensionable service in a State administered retirement system shall receive retiree medical and prescription benefits as made available under the State Health Benefits Plan for the retiree only until either age 65 or the death of the retiree and shall contribute 50% of cost of coverage or the percentage of premium cost sharing contained within the schedule under paragraphs 1(c) above or 1.5% of the retiree's monthly retirement pension allowance including cost of living adjustments, whichever is greater. These benefits shall cease upon the retiree's eligibility for Medicare/Medicaid Part B coverage at which point the Township shall pay the amount required for Part B coverage for the life of the retiree. All other benefits coverage, if any, shall be at the retiree's sole cost and expense.

SECTION VIII: Certification and Signature

34 The undersigned certifies that the foregoing figures are true:

Print Name:

Position/Title:

Signature:

Date:

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
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