

New Jersey Public Employment Relations Commission  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: Township of West Milford County: Passaic

2 Employee Organization: AFSCME 2275 Number of Employees in Unit: 29

3 Base Year Contract Term: 2019 New Contract Term: 2020-2022

**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 \$ 1699813

10 Longevity Costs in Base Year \$ 75002

11 Total Salary Base \$ 1774815

**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>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>		
13 Cost of Salary Increments (\$)	<u>0</u>	<u>42495</u>	<u>43558</u>		
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>		
15 Longevity Increase (\$)	<u>0</u>	<u>1875</u>	<u>1922</u>		
16 Total \$ Increase (sum of lines 13-15)		<u>44370</u>	<u>45480</u>		
17 New Salary Base (\$)		<u>1819185</u>	<u>1864665</u>		
18 Percentage increase over prior year	<u>0</u> %	<u>2.5</u> %	<u>2.5</u> %		

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

**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 (\$)
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	\$ 394436	\$ 429296
22 Prescription Plan Cost	\$ 0	\$ 0
23 Dental Plan Cost	\$ 21564	\$ 21552
24 Vision Plan Cost	\$ 9800	\$ 9800
25 Total Cost of Insurance	\$ 425800	\$ 460648
26 Employee Insurance Contributions	\$ 130099	\$ 135252
27 Employee Contributions as % of Total Insurance Cost	30.55 %	29.36 %

Employer: Township of West Milford


Employee Organization: AFSCME 2275

**Section VI: Medical Costs (continued)**

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

**SECTION VII: Certification and Signature**

29 The undersigned certifies that the foregoing figures are true:

Print Name: Ellen Mageean  
Position/Title: CFO/Director of Finance  
Signature:   
Date: 11/04/2022

---

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