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: Borough of Haddon Heights	County: Camden				
2	Employee Organization: International Assoc of Firefighters Local #3249	Number of Employees in Unit: 2				
3	Base Year Contract Term: 1/1/13 -12/31/15					
4	New Contract Term: 1/1/16 - 12/31/19					
	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 Arbitra	tor issue an Award? Yes No				
	SECTION III: Base Salary Calculation		_			
	The "base year" refers to the final year of the expiring or \exp	ired 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	s 87,445.00				
11	Longovity Costs in base year	e 0.00				
12	Longevity Costs in base year Other base year salary costs	¥:				
	\$ <u></u>					
	\$!					
	s <u>}</u>					
	s					
	Sum of "Other" Costs Listed in Line 12.	\$ 0.00				
1.3	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$ 87,445.00				

14	Total Base Salary Cost from Line 13:	\$ <mark>.</mark> 87,445.00

	Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15	Effective Date (month/day/year)	1/1/16	1/1/17	1/1/18	1/1/19		
16	Cost of Salary Increments (\$)	6,814.00	6,829.00	6,845.00	6,862.00		
17	Salary Increase Above Increments (\$)	Charles Charle					
18	Longevity Increase (\$)						
19	Total Increased Cost for "Other" Items (\$)		**************************************				and the state of t
20	Total Increase (\$) (sum of lines 16-19)	6,814.00	6,829.00	6,845.00	6,862.00		

SECTION V: Average Increase Over Term of New CNA

21	Dollar Increase Over Life of Contract	\$ 27,350.00	[Take sum of all amounts listed on Line 20 above]
22	Percentage Increase Over Life of Contrac	t 31.28 %	[Divide amount on Line 21 by amount on Line 14]
23	Average Percentage Increase Per Year	7.82	[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 Base Year Year 1 Year 2 Year 3 Year 4 Year 5 Year 6 Description Cost (\$) 25 Totals (\$):

	SECTION VII: Medical Costs		
	Insurance Costs	Base Year	Year 1
26	Health Plan Cost	\$ 16,764.00	\$ 17,748.00
27	Prescription Plan Cost	\$ 5,865.96	\$ 5,865.96
28	Dental Plan Cost	\$ 922.32	\$ 922.32
29	Vision Plan Cost	\$ 419.28	\$ 419.28
30	Total Cost of Insurance	s 23,971.56	\$ 24,955.56

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Empl	oyer: Borough of Haddon Heights	 Employee Organizatio	International Assoc of Firefighters Local #3249	Page 4
SECT	ION VII: Medical Costs (continued)			
31 32	Employee Insurance Contributions Contributions as % of Total Insurance Cos	7	1,943.00 8 %	
33 Non	Identify any insurance changes that we	ere included in this CNA.		
34	SECTION VIII: Certification and Signate The undersigned certifies that the fore Print Name: Christie Ehret			
	Position/Title: CFO Signature: 0/10/00/00/00 Date: 5/26/17	Mod	6	
	Send this completed and signed form certification form to: contracts@perc		copy of the contract and the sig	;ned
	NJ Public Employment Relations Comm	ission		

PO Box 429

Trenton, NJ 08625

Phone: 609-292-9898

Revised 8/2016