

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 Lower	County:	Cape May County
2	Employee Organization:	Lower Township Teamsters Union	Number of Employees in Unit:	40
3	Base Year Contract Term:	1/1/2020 - 12/31/2023	New Contract Term:	1/1/2024 - 12/31/2026

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	\$ 2,140,437.35
10	Longevity Costs in Base Year	\$ -
11	Total Salary Base	\$ 2,140,437.35

SECTION IV: Salary Increases for Each year of New Agreement*

	Year 1	Year 2	Year 3	Year 4
12 Effective Date (month/day/year)	1/1/2024	1/1/2025	1/1/2026	
13 Cost of Salary Increments (\$)	\$ 140,110.22	\$ 103,600.07	\$ 107,580.07	
14 Salary Increase Above Increments (\$)	\$ -	\$ -	\$ -	\$ -
15 Longevity Increase (\$)	\$ -	\$ -	\$ -	\$ -
16 Total \$ Increase (sum of lines 13-15)	\$ 140,110.22	\$ 103,600.07	\$ 107,580.07	\$ -
17 New Salary Base (\$)	\$ 2,280,547.57	\$ 2,384,147.64	\$ 2,491,727.71	\$ 2,491,727.71
18 Percentage increase over prior year	6.55%	4.54%	4.51%	0.00%

*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 (\$)
	Uniforms	24,600.00	8,200.00	\$ 4,100.00	\$ 4,100.00	0
20	Totals (\$):	24,600.00	8,200.00	4,100.00	4,100.00	-

*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	\$ 925,951.08	\$ 820,486.20
22	Prescription Plan Cost	\$ 160,524.84	\$ 134,488.80
23	Dental Plan Cost		
24	Vision Plan Cost		
25	Total Cost of Insurance	\$ 1,086,475.92	\$ 954,975.00
26	Employee Insurance Contributions	\$ 161,839.19	\$ 129,184.91
27	Employee Contributions as % of Total Insurance Cost	14.90%	13.53%

SECTION VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this C.N.A.

The Township authorized changing to a lower cost health care plan with higher co-pays and deductibles. The Township also authorized the usage of a difference card to cover the increased out-of-pocket costs for employees.

SECTION VII: Certification and Signature

29 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
 PO Box 429
 Trenton, NJ 08625
 Phone: 609-292-9898

Revised 8/2016

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 negotiations agreement for the term beginning 1/1/2024 through 12/31/2026

Employer: Township of Lower

County: Cape May County

Date: 8/9/2024

Name: Lauren Read
Print Name

Title: CFO, Township of Lower

Signature: 