

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 1/1/2025 thru 12/31/2027.

Employer: Borough of Pompton Lakes

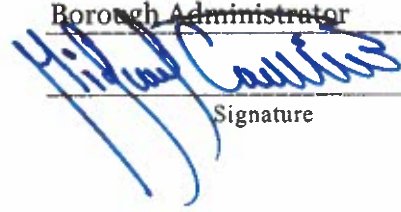
County: Passaic

Date: 1/22/2025

Name: Michael Carelli

Print Name

Title: Borough Administrator



Signature

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: Borough of Pompton Lakes	County: Passaic
2	Employee Organization: Teamsters Local 11	Number of Employees in Unit: 36
3	Base Year Contract Term: January 1, 2020 - December 31, 2024	New Contract Term: January 1 2025 - December 31, 2025

SECTION II: Type of Contract Settlement (please check only one)

4	<input checked="" type="checkbox"/> Contract settled without neutral assistance
5	<input type="checkbox"/> Contract settled with assistance of mediator
6	<input type="checkbox"/> Contract settled with assistance of fact-finder
7	<input type="checkbox"/> 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 <input type="checkbox"/> No <input type="checkbox"/>

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	\$ 1,452,524.66
10	Longevity Costs in Base Year	\$ 0
11	Total Salary Base	\$ 1,452,524.66

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)	1/1/2025	1/1/2026	1/1/2027		
13 Cost of Salary Increments (\$)	164300	94500	94500		
14 Salary Increase Above Increments (\$)	0	0	0		
15 Longevity Increase (\$)	0	0	0		
16 Total \$ Increase (sum of lines 13-15)	164300	94500	94500		
17 New Salary Base (\$)	1,616,824.66	1,711,324.66	1,805,824.66		
18 Percentage increase over prior year	10.71 %	5.68 %	5.68 %		

**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

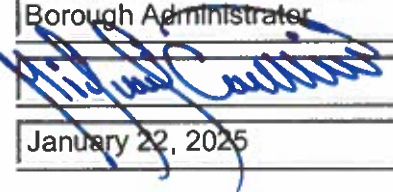
	Base Year	Year 1	
21	Health Plan Cost	\$ 620,593.00	\$ 696,596
22	Prescription Plan Cost	\$ 0	\$ 0
23	Dental Plan Cost	\$ 0	\$ 0
24	Vision Plan Cost	\$ 0	\$ 0
25	Total Cost of Insurance	\$ 620,593.00	\$ 696,596.00
26	Employee Insurance Contributions	\$ 17,886.00	\$ 20,127.00
27	Employee Contributions as % of Total Insurance Cost	1.5 %	1.5 %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.
The Borough of Pompton Lakes negotiated a voluntary switch to the State Health Benefits Plan NJ2035 plan, by supplementing the copays, coinsurances, and out of pockets by implementing the Difference Card, which is a reimbursement savings account for the employee. No changes to the minimum contribution of 1.5% of the employees salary were made this round. The Borough anticipates a change for both active and retirees for the next contract beginning on January 1, 2028.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:	<u>Michael Carelli</u>
Position/Title:	<u>Borough Administrator</u>
Signature:	
Date:	<u>January 22, 2025</u>

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