

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: <input style="width: 95%;" type="text" value="Borough of Demarest"/>	County: <input style="width: 90%;" type="text" value="Bergen"/>
2	Employee Organization: <input style="width: 95%;" type="text" value="Teamsters Local # 125"/>	Number of Employees in Unit: <input style="width: 15%;" type="text" value="7"/>
3	Base Year Contract Term: <input style="width: 95%;" type="text" value="1/1/2012 - 12/31/2015"/>	New Contract Term: <input style="width: 95%;" type="text" value="1/1/2016 - 12/31/2019"/>

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	<input style="width: 98%;" type="text" value="\$462659"/>
10	Longevity Costs in Base Year	<input style="width: 98%;" type="text" value="\$10000"/>
11	Total Salary Base	<input style="width: 98%;" type="text" value="\$472659"/>

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)	<input style="width: 95%;" type="text" value="1/1/16"/>	<input style="width: 95%;" type="text" value="1/1/17"/>	<input style="width: 95%;" type="text" value="1/1/18"/>	<input style="width: 95%;" type="text" value="1/1/19"/>	<input style="width: 95%;" type="text"/>
13 Cost of Salary Increments (\$)	<input style="width: 95%;" type="text" value="10497"/>	<input style="width: 95%;" type="text" value="8566"/>	<input style="width: 95%;" type="text" value="8658"/>	<input style="width: 95%;" type="text" value="11331"/>	<input style="width: 95%;" type="text"/>
14 Salary Increase Above Increments (\$)	<input style="width: 95%;" type="text" value="1125"/>	<input style="width: 95%;" type="text" value="1700"/>	<input style="width: 95%;" type="text" value="4444"/>	<input style="width: 95%;" type="text" value="15230"/>	<input style="width: 95%;" type="text"/>
15 Longevity Increase (\$)	<input style="width: 95%;" type="text" value="224"/>	<input style="width: 95%;" type="text" value="180"/>	<input style="width: 95%;" type="text" value="182"/>	<input style="width: 95%;" type="text" value="238"/>	<input style="width: 95%;" type="text"/>
16 Total \$ Increase (sum of lines 13-15)	<input style="width: 95%;" type="text" value="11846"/>	<input style="width: 95%;" type="text" value="10446"/>	<input style="width: 95%;" type="text" value="13284"/>	<input style="width: 95%;" type="text" value="26799"/>	<input style="width: 95%;" type="text"/>
17 New Salary Base (\$)	<input style="width: 95%;" type="text" value="484505"/>	<input style="width: 95%;" type="text" value="494951"/>	<input style="width: 95%;" type="text" value="508235"/>	<input style="width: 95%;" type="text" value="535034"/>	<input style="width: 95%;" type="text"/>
18 Percentage Increase over prior year	<input style="width: 95%;" type="text" value="2.51"/> %	<input style="width: 95%;" type="text" value="2.16"/> %	<input style="width: 95%;" type="text" value="2.68"/> %	<input style="width: 95%;" type="text" value="5.27"/> %	<input style="width: 95%;" type="text"/>

**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 (\$)
	Clothing/Shoe	4200	175	175	175	175	
	Standby	26250	2625	2625	2625	2625	
	Meals	350	700	0	0	0	
20	Totals(\$):	30800	3500	2800	2800	2800	

**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	\$67224	\$72120
22	Prescription Plan Cost	\$17280	\$17880
23	Dental Plan Cost	\$4968	\$4968
24	Vision Plan Cost	\$0	\$0
25	Total Cost of Insurance	\$89472	\$94968
26	Employee Insurance Contributions	\$22158	\$23568
27	Employee Contributions as % of Total Insurance Cost	24.8 %	24.8 %

Employer: Borough of Demarest

Employee Organization: Teamsters Local # 125

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: Philip Moore
Position/Title: CFO/Tax Collector
Signature: *Philip Moore*
Date: April 20, 2017

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