# New Jersey Public Employment Relations Commission POLICE AND FIRE COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

### Line # SECTION I: Parties and Term of Contracts Borough of Clayton 1 Public Employer: Gloucester County: Number of Employees in Unit: 5 2 **Employee Organization:** Jan. 1, 2014 - Dec. 31, 2106 Base Year Contract Term: 3 Jan. 1, 2017 - Dec. 31, 2018 New Contract Term: 4 SECTION II: Type of Contract Settlement (please check only one) 5 Contract settled without neutral assistance Contract settled with assistance of mediator 6 7 Contract settled with assistance of fact-finder 8 Contract settled in Interest Arbitration 9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? **SECTION III: Base Salary Calculation** The "base year" refers to the final year of the expiring or expired 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." 459,657.18 10 Salary Costs in base year 11 Longevity Costs in base year 12 Other base year salary costs Holiday Pay 26,618.40 26,618.40 Sum of "Other" Costs Listed in Line 12. 486,275.58 13 Total Base Salary Cost: (sum of lines 10, 11, 12):

# SECTION IV: Increase in Base Salary Cost (for each year of New CNA)

Total Base Salary Cost from Line 13: \$\\ 486,275.58

	Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15	Effective Date (month/day/year)	01/01/2017	01/01/2018				
16	Cost of Salary Increments (\$)	9,193.14	9,377.01				
17	Salary Increase Above Increments (\$)	NATIONAL CONTRACTOR OF THE PROPERTY OF THE PRO	generation of the control of the con	A STATE OF THE PROPERTY OF THE			**************************************
18	Longevity Increase (\$)						WALL SEAL HER COMMISSION OF THE SEAL OF TH
19	Total Increased Cost for "Other" Items (\$)	532.37	543.02				
20	Total Increase (\$) (sum of lines 16-19)	9,725.51	9,920.02		Abidda abidii aayaa	***************************************	**************************************

## **SECTION V: Average Increase Over Term of New CNA**

21	Dollar Increase Over Life of Contract	\$ 19,645.53	[Take sum of all amounts listed on Line 20 above]
22	Percentage Increase Over Life of Contrac	:t 4.04	6 [Divide amount on Line 21 by amount on Line 14]
23	Average Percentage Increase Per Year	2.02	6 [Divide percentage on Line 22 by number of years of
			the contract]

# SECTION VI: Other Economic Items Outside Base Salary and Increases

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24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Shift Differential	2,400.00	2,400.00	2,400.00				
	Education	300.00	300.00	300.00				
	Uniforms Allowance	2,875.00	2,875.00	2,875.00				
	Clothing Cleaning	3,600.00	3,600.00	3,600.00	And a distribution of the contract of the cont	Marian Administration Commence of the Commence		
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25	Totals (\$):	9,175.00	9,175.00	9,175.00				

#### **SECTION VII: Medical Costs**

	Insurance Costs	Base Year	Year 1
26	Health Plan Cost	\$ 109,687.80	\$ 110,056.20
27	Prescription Plan Cost	\$ 28,686.60	\$ 28,657.80
28	Dental Plan Cost	\$ 7,501.80	\$ 7,502.40
29	Vision Plan Cost	\$ 1,330.08	<b>\$</b> 1,330.08
30	Total Cost of Insurance	\$ 147,206.28	\$ 147,546.48

Emplo	yer: Borough of Clayton	_ Employee Organization:	Clayton Superior Officers F.O.P. Lodge No. 130	Page 4
SECTI	ON VII: Medical Costs (continued)			
31 32 33	Employee Insurance Contributions  Contributions as % of Total Insurance Cost  Identify any insurance changes that were	27.65 <sub>%</sub> 28.37	66.31 7 %	
34	SECTION VIII: Certification and Signature:  Donna Nestore  Print Name: CFO  Signature: 11/30/2018			
	Send this completed and signed form a certification form to: contracts@perc.s	llong with an electronic c state.nj.us	opy of the contract and the sig	ned
	NJ Public Employment Relations Commic Conciliation and Arbitration PO Box 429	ission		

Revised 8/2016

Trenton, NJ 08625

Phone: 609-292-9898

# Certification

I declare to the best of my knowledge and beli	ef that the atta	ched docu	ument(s) are true	e electronic copies of the
executed collective negotiations agreement(s)	and the includ	ed summa	ary is an accurate	e assessment of the collective
bargaining agreement for the term beginning _	1/1/2017		12/31/2018	*

Employer: Borough of Clayton

County: Gloucester

Date: 11/30/2018

Name: Donna Nestore

Title: CFO/Asst Administrator

Signature

Print Name