


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 1/1/2024 thru 12/31/2027.

Employer: CITY OF CLIFTON
County: Passaic
Date: 1-31-2025
Name: DOUG JOHNSON
Print Name
Title: PERSONNEL OFFICER

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: <u>City of Clifton</u>	County: <u>Passaic</u>
2	Employee Organization: <u>Clifton Supervisors Association</u>	Number of Employees in Unit: <u>26</u>
3	Base Year Contract Term: <u>3</u>	New Contract Term: <u>2023-2025</u>

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 checked="" 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	\$ <u>1,896,363.74</u>
10	Longevity Costs in Base Year	\$ <u> </u>
11	Total Salary Base	\$ <u>2,267,490.22</u>

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)	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u> </u>	<u> </u>
13 Cost of Salary Increments (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
14 Salary Increase Above Increments (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
15 Longevity Increase (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
16 Total \$ Increase (sum of lines 13-15)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
17 New Salary Base (\$)	<u>2,158,952.62</u>	<u>2,212,551.42</u>	<u>2,267,490.22</u>	<u> </u>	<u> </u>
18 Percentage increase over prior year	<u>2.5</u> %	<u>2.5</u> %	<u>2.5</u> %	<u> </u> %	<u> </u> %

**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	\$ <u> </u>	\$ <u> </u>
22	Prescription Plan Cost	\$ <u> </u>	\$ <u> </u>
23	Dental Plan Cost	\$ <u> </u>	\$ <u> </u>
24	Vision Plan Cost	\$ <u> </u>	\$ <u> </u>
25	Total Cost of Insurance	\$ <u> </u>	\$ <u> </u>
26	Employee Insurance Contributions	\$ <u> </u>	\$ <u> </u>
27	Employee Contributions as % of Total Insurance Cost	<u> </u> %	<u> </u> %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.
For members that retire on or after January 1, 2023 retirees who reach age 65 or earliest Medicare eligibility age, that select Medicare primary with Direct Access or the Omnia plan as secondary insurance shall receive 10 years of benefits form the date of retirement. Employees who reach age 65, or earliest Medicare eligibility age, that select the new Braven/HBCBS Medicare Advantage Plan shall receive lifetime health benefits, subject to terms and conditions set forth below.

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