

New Jersey Public Employment Relations Commission CNA Summary Form for the Borough of Bradley Beach Police Department (17-18 officers).

SECTION I: Parties and Term of Contracts

1. **Public Employer:** Borough of Bradley Beach, Monmouth County
 2. **Employee Organization:** Bradley Beach Police Department
Number of Employees: 17-18 sworn officers
 3. **Base Year Contract Term:** 2022
 4. **New Contract Term:** 2023-2026
-

SECTION II: Type of Contract Settlement

- Contract settled without neutral assistance
-

SECTION III: Base Salary Calculation

Salary Costs in base year:

Break down by rank and approximate distribution of officers:

- **Captain (21+ years):** \$173,502 (1 officer)
- **Lieutenant (21+ years):** \$165,833 (1 officer)
- **Sergeant (21+ years):** \$158,928 (3 officers)
- **Officer (21+ years):** \$143,233 (12-13 officers)

Base salary cost for 17-18 officers.

- **Captain:** $\$173,502 \times 1 = \$173,502$
- **Lieutenant:** $\$165,833 \times 1 = \$165,833$
- **Sergeant:** $\$158,928 \times 3 = \$476,784$
- **Officer:** $\$143,233 \times 12.5 \text{ (average)} = \$1,790,413$

Total Base Salary Cost:

Total Salary Cost= $173,502+165,833+476,784+1,790,413=2,606,532$ {Total Salary Cost} = $173,502 + 165,833 + 476,784 + 1,790,413 = 2,606,532$ Total Salary Cost= $173,502+165,833+476,784+1,790,413=2,606,532$

Longevity Costs in base year:

If longevity is an additional percentage based on years of service (let's estimate 3% for senior officers), then:

- **Captain:** 3% of \$173,502 = \$5,205
- **Lieutenant:** 3% of \$165,833 = \$4,975

- **Sergeant:** 3% of \$158,928 = \$4,768 (per sergeant) × 3 = \$14,304
- **Officer:** 3% of \$143,233 = \$4,297 (per officer) × 12.5 = \$53,713

Total Longevity Cost = \$5,205 + \$4,975 + \$14,304 + \$53,713 = \$78,197

Other base year salary costs:

- **Night differential:** \$500 × 17.5 = \$8,750
- **Special assignments:** Estimated at \$1,000 per assignment × 4 = \$4,000

Total Other Salary Costs: \$8,750 + \$4,000 = \$12,750

Total Base Salary Cost:

Total Base Salary Cost = 2,606,532 + 78,197 + 12,750 = 2,697,479
 {Total Base Salary Cost} = 2,606,532 + 78,197 + 12,750 = 2,697,479

SECTION IV: Increase in Base Salary Cost

Total Base Salary Cost:

\$2,697,479

Effective Date:

January 1 for each year (2023, 2024, 2025, 2026)

Cost of Salary Increments:

Let's assume a 4% increment in salaries for each year.

- **Captain:** \$173,502 × 1.04 = \$180,442 (2024)
- **Lieutenant:** \$165,833 × 1.04 = \$172,466 (2024)
- **Sergeant:** \$158,928 × 1.04 = \$165,285 (2024) × 3 = \$495,856
- **Officer:** \$143,233 × 1.04 = \$148,962 (2024) × 12.5 = \$1,862,025

2024 Salary Cost:

2024 Salary Cost = 180,442 + 172,466 + 495,856 + 1,862,025 = 2,710,789
 {2024 Salary Cost} = 180,442 + 172,466 + 495,856 + 1,862,025 = 2,710,789

Annual increase from 2023 to 2024:

2024 Increment = 2,710,789 - 2,606,532 = 104,257
 {2024 Increment} = 2,710,789 - 2,606,532 = 104,257

2025: 4% increase

- **Captain:** \$180,442 × 1.04 = \$187,660

- Lieutenant: $\$172,466 \times 1.04 = \$179,364$
- Sergeant: $\$495,856 \times 1.04 = \$515,690$
- Officer: $\$1,862,025 \times 1.04 = \$1,936,506$

2025 Salary Cost = $\$2,820,220$

Increase from 2024 to 2025 = $\$2,820,220 - \$2,710,789 = \$109,431$

2026: 4% increase

- Captain: $\$187,660 \times 1.04 = \$195,166$
- Lieutenant: $\$179,364 \times 1.04 = \$186,539$
- Sergeant: $\$515,690 \times 1.04 = \$536,318$
- Officer: $\$1,936,506 \times 1.04 = \$2,014,967$

2026 Salary Cost = $\$2,933,156$

Increase from 2025 to 2026 = $\$2,933,156 - \$2,820,220 = \$112,936$

Salary Increase Above Increments:

(None detailed)

Longevity Increase:

Let's assume a 3% increase in longevity benefits each year.

Longevity for 2024:

$\$78,197 \times 1.03 = \$80,543$

Total Increased Cost for Other Items:

Night differential and special assignments also increase by 4%.

Other salary cost for 2024:

$\$12,750 \times 1.04 = \$13,260$

Total Increase:

2024 increase = $\$104,257 + \$2,346$ (longevity) + $\$510$ (other) = $\$107,113$

2025 increase = $\$109,431 + \$2,416 + \$520 = \$112,367$

2026 increase = $\$112,936 + \$2,488 + \$541 = \$115,965$

SECTION V: Average Increase Over Term of New CNA

Dollar Increase Over Life of Contract:

Percentage Increase Over Life of Contract:

=12.44%

Average Percentage Increase Per Year:

=3.11%

SECTION VI: Other Economic Items Outside Base Salary and Increases

- Off-duty employment rates: \$93/hour for police officer services, \$25/day administrative fees
- Health insurance contribution rates: 32.5% in 2023, 30% in 2024
- Dental insurance: Provided under the 25-99 Group Dental Program
- Prescription drug plan and optical program: Provided through the New Jersey State Health Benefits Plan

SECTION VII: Medical Costs

Insurance Costs Base Year

Health Plan Cost \$ 309,154.80

Prescription Plan Cost \$ 53,649.36

Dental Plan Cost \$ 16,183.92

Vision Plan Cost \$ 6,634.48

Total Cost of Insurance \$ 331,973.20

SECTION VII: Medical Costs

Employee Insurance Contributions \$ 54,271.20

Contributions as % of Total Insurance Cost 16.35%

Robert J. Murphy 10/23/22 Prior B.A. until 2/2023