

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: Town of Hammonden County: Atlantic

2 Employee Organization: Municipal Utility Dept Number of Employees in Unit: 5

3 Base Year Contract Term: 12-31-2025 New Contract Term: 1-1-2018

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

4 Contract settled without neutral assistance

5 Contract settled with assistance of mediator

6 Contract settled with assistance of fact-finder

7 Contract settled with assistance of super-conciliator

*Extended Current Contract
4 more years*

8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes No

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 \$ 361,003.00

10 Longevity Costs in Base Year \$ 6,800.00

11 Total Salary Base \$ 372,803.00

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 5	Year 6	Year 7	Year 8	Year 9
12 Effective Date (month/day/year)	<u>1-1-2022</u>	<u>1-1-2023</u>	<u>1-1-2024</u>	<u>1-1-2025</u>	
13 Cost of Salary Increments (\$)	<u>2.5%</u>	<u>2.5%</u>	<u>2.5%</u>	<u>2.5%</u>	
14 Salary Increase Above Increments (\$)					
15 Longevity Increase (\$)	<u>200.00</u>	<u>200.00</u>	<u>200.00</u>	<u>200.00</u>	
16 Total \$ Increase (sum of lines 13-15)					
17 New Salary Base (\$)	<u>339,810.00</u>	<u>348,367.00</u>	<u>357,077.00</u>	<u>366,003.00</u>	
18 Percentage increase over prior year	<u>1.25%</u>	<u>.00%</u>	<u>.00%</u>	<u>.00%</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 5 Increase (\$)	Year 6 Increase (\$)	Year 7 Increase (\$)	Year 8 Increase (\$)	Year 5 Increase (\$)	
	Education	2300.00	2300.00	2300.00	2300.00			
			Employee May Be Retiring					
20	Totals(\$):							

*If contract duration is longer than five years, please add an additional page.

Extended Current Contract 4 more years

SECTION VI: Medical Costs

	Base Year	Year 1
21 Health Plan Cost	\$ 91,460.49	\$ 93,146.08
22 Prescription Plan Cost	\$ 17,004.50	\$ 15,458.67
23 Dental Plan Cost	\$ 3,041.81	\$ 2,765.28
24 Vision Plan Cost	\$ 1,176.52	\$ 1,029.56
25 Total Cost of Insurance	\$ 112,683.52	\$ 102,439.59
26 Employee Insurance Contributions	\$ 25,170.88	\$ 25,869.40
27 Employee Contributions as % of Total Insurance Cost	23%	25%

BASE estimated at 10% increase

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.
Negotiated to go to NY Direct 20/30 as of 1-1-21.
Extended Current Contract 4 more years.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Audrey Boyes
Position/Title: Deputy Municipal Clerk
Signature: Audrey Boyes
Date: 1-22-21

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

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

original sent

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Town of Hammonden County: Atlantic
 2 Employee Organization: Municipal Utility Dept. Number of Employees in Unit: 6
 3 Base Year Contract Term: 12-31-2021 New Contract Term: 1-1-2018

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

4 Contract settled without neutral assistance
 5 Contract settled with assistance of mediator
 6 Contract settled with assistance of fact-finder
 7 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 No

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 \$ 331,476.00
 10 Longevity Costs in Base Year \$ 6,000.00
 11 Total Salary Base \$ 337,476.00

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>1-1-2018</u>	<u>1-1-2019</u>	<u>1-1-2020</u>	<u>1-1-2021</u>	
13 Cost of Salary Increments (%)	<u>2.43%</u>	<u>2.25%</u>	<u>2.25%</u>	<u>2.75%</u>	
14 Salary Increase Above Increments (\$)		<u>43,000.00</u>			
15 Longevity Increase (\$)	<u>.00</u>	<u>.00</u>	<u>.00</u>	<u>100.00</u>	
16 Total \$ Increase (sum of lines 13-15)					
17 New Salary Base (\$)	<u>335,173.00</u>	<u>315,604.00</u>	<u>322,706.00</u>	<u>331,476.00</u>	
18 Percentage increase over prior year	<u>2.43 %</u>	<u>4.187 %</u>	<u>.0 %</u>	<u>.50 %</u>	<u> %</u>

1 member retiring 1-1-19

*If contract duration is longer than five years, please add an additional page.

Original sent

Employer: Town of Hammonden Employee Organization: Municipal Utility Dept Page 2

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 (\$)
	Education	2300.00	2600.00	2300.00	2300.00	2300.00	
			1 Employee Retiring	H-19			
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	\$ 76,545.96	\$ 61,587.24
22 Prescription Plan Cost	\$ 21,346.86	\$ 19,406.24
23 Dental Plan Cost	\$ 3024.96	\$ 2765.28
24 Vision Plan Cost	\$ 1205.52	\$ 1069.56
25 Total Cost of Insurance	\$ 102,123.30	\$ 92,828.32
26 Employee Insurance Contributions	\$ 30,367.97	\$ 18,516.34
27 Employee Contributions as % of Total Insurance Cost	20 %	20 %

Base health & Rx estimated at 10% increase

Employer: Town of Hammonton Employee Organization: Municipal Utility Dept Page 3

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

Negotiated to go to NJ Direct 20/35 from NJ Direct 15 as of 9-1-2018.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Audrey Bayer

Position/Title: Deputy Municipal Clerk

Signature: Audrey Bayer

Date: 11-18-2019

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