

**POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

Section I: Agreement Details

Public Employer: Borough of Lavallette County: Ocean
 Employee Organization: Lavallette PBA Local 372 Employees in Unit: 11
 Base Year Contract Term: 1/1/2011 12/31/2013 New Contract Term 1/1/2014 12/31/2017
 Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided 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.

	Base Year - Total Costs <i>(Last Year of Previous agreement)</i>		New Base Year - Total Costs <i>(First Year of Successor agreement)</i>	
	Column A	Column B	Column C	Column D
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	\$990,755	N/A	\$990,755	N/A
Increment			\$8,846	N/A
Longevity	\$36,073		\$37,842	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 Base	\$990,775		\$990,755	
Item 2 Step Increase			\$8,846	
Item 3 Longevity	\$36,073		\$37,842	
Item 4 Clothing Allowance		\$6,050		\$6,050
Item 5 Clothing Maintenance		\$4,950		\$4,950
Item 6 Overtime		\$80,000		\$85,000
Item 7 Shift Differential		\$5,200		\$5,200
Item 8 Sick time buy back		\$45,900		\$45,900
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	\$1,026,848 <small>(Total Economic) Section III & IV</small>	\$142,100 <small>(Total Non-salary Economic)</small>	\$1,037,443 <small>(Total Economic) Section III & IV</small>	\$147,100 <small>(Total Non-salary Economic)</small>

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$1,026,848

Effective Date (m/d/yyyy)	1/1/2014	1/1/2015	1/1/2016	1/1/2017
Percent Increase	0%	2%	2%	2%
Actual dollar increase	\$10,615	\$36,990	\$27,198	\$24,100
Total Economic Costs (successor agreement)	\$1,037,443	\$1,074,433	\$1,101,631	\$1,125,731

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 1.50%
 Dollar Impact (average per year over term of agreement) \$24,726

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$173,510	\$167,127
Employee Contributions	\$20,498	\$20,908
Prescription	\$60,197	\$55,330
Dental	\$11,250	\$12,251
Vision		\$11,774

The undersigned certifies that the foregoing figures are true to the best of his/her abilities based upon the clarity of the instructions provided.

Section IX

Prepared by: Christopher Parlow Title: Borough Administrator / Clerk

 Signature: _____ Date: 8/31/2015