

**SUMMARY FORM
COLLECTIVE BARGAINING AGREEMENT
PUBLIC SECTOR / NON-POLICE & FIRE**

Public Employer: Borough of River Edge Employee Organization Local 108 Public Employee Division RWDSU Blue Collar Unit

Base Year Contract Term: 1/1/07 - 12/31/10 New Contract Term 1/1/11 - 12/31/14

Synopsis of Settlement/ Award/Recommendation: No double time on Sunday. New Hire - 585 severance benefit and longevity

New Hire - New Guide 1/1/11 = 0%, 7/1/12 = 2%, 1/1/13 = 2%, 1/1/14 = 2%

Step increase for existing reduce sick/vacation leave

| | <u>BASE YEAR</u> <i>(previous agreement)</i> | <u>NEW BASE YEAR 2014</u> <i>(successor agreement)</i> |
|------------------------|---|---|
| Salary: Top Laborer | <u>51,126</u> | <u>54,256</u> |
| Increment: | <u>N/A</u> | <u>3,130</u> |
| % Increase: | <u>0.00% N/A</u> | <u>0.00% 6.12 over 4 years</u> |
| Avg. Yield | <u>N/A</u> | <u>3,130</u> |
| per person in dollars: | <u>N/A</u> | <u>See Increment</u> |
| Uniforms: | <u>Borough Provided</u> | <u>No change</u> |
| Boot/Shoe: | <u>Borough Provided</u> | <u>No change</u> |
| Longevity: | <u>2-10% or Flat \$ every 4 years</u> | <u>Plus new hires - none</u> |
| Holiday Pay: | <u>12 Holidays & 2 Personal</u> | <u>No change</u> |
| Shift Differential | <u>N/A</u> | <u>N/A</u> |
| Overtime: | <u>Rate of 1.5</u> | <u>No change</u> |
| Stipends: | <u>None</u> | <u>None</u> |
| Bonuses: | <u>None</u> | <u>None</u> |
| Education: | <u>N/A</u> | <u>N/A</u> |
| EMT: | <u>N/A</u> | <u>N/A</u> |
| Other*: | <u></u> | <u></u> |

* Additional Costs: (please list on separate sheet & include in total)

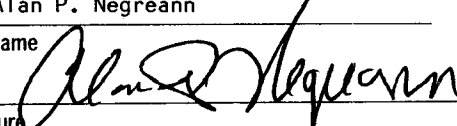
Medical:

| | | |
|----------------|----------------|----------------|
| Contributions: | <u>0</u> | <u>12,491</u> |
| Cost of Health | <u>254,178</u> | <u>245,756</u> |
| Prescription | <u>N/A</u> | <u>N/A</u> |
| Dental: | <u>N/A</u> | <u>N/A</u> |
| Vision: | <u>N/A</u> | <u>N/A</u> |

NEW AGREEMENT ANALYSIS

| Effective Date | <u>Year 1/1/11</u> | <u>Year 7/1/12</u> | <u>Year 1/1/13</u> | <u>Year 1/1/14</u> |
|--|--------------------|--------------------|--------------------|--------------------|
| % Increase | <u>0.00% 0</u> | <u>0.00% 2</u> | <u>0.00% 2</u> | <u>0.00% 2</u> |
| Avg. Yield (p/p*) | <u>0</u> | <u>1,023</u> | <u>1,043</u> | <u>1,064</u> |
| Cost of Increase/ | <u>0</u> | <u>7,161</u> | <u>7,301</u> | <u>7,448</u> |
| Impact of Settlement: | | | | |
| Percentage Impact: | <u>0.00% 0</u> | <u>0.00% 1</u> | <u>0.00% 2</u> | <u>0.00% 2</u> |
| Actual dollar Impact: | <u>0</u> | <u>7,161</u> | <u>7,301</u> | <u>7,448</u> |
| TOTAL BASE SALARY AT END OF EACH YEAR | <u>51,126</u> | <u>52,149</u> | <u>53,192</u> | <u>54,256</u> |

*The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.**

Prepared by: Alan P. Negreann
Print Name

Signature

Title: Borough Administrator/CFO
Date: 4/13/12

*To the best of my belief and knowledge and interpretation of what is requested on this form.