

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

Section I: Agreement Details

Public Employer: Borough of Westville County: Gloucester
 Employee Organization: PBA Local 322 (Westville Police Department) Employees in Unit: 13
 Base Year Contract Term: 1/1/2008 12/31/2011 New Contract Term 1/1/2012 12/31/2015
 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 (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	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	\$807,460		\$842,530	
Increment		N/A		N/A
Longevity				
Section IV: Additional Costs				
List economic items; indicate either inside or outside base salary as agreed to between the parties.				
	Item Description			
Item 1	Uniforms	\$15,000		\$15,000
Item 2	Holiday Pay	\$15,444		\$9,862
Item 3	Education	\$8,895		\$0
Item 4	Shift Differential	\$38,123		\$0
Item 5				
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet		Additional Items		
Section V: Totals - Sum of costs in each column	\$807,460	\$77,462	\$842,530	\$24,682
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$807,460

Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014	1/1/2015
Percent Increase	4.34%	3.28%	5.33%	4.44%
Actual dollar increase	\$35,070	\$27,697	\$46,434	\$40,764
Total Economic Costs (successor agreement)	\$842,530	\$870,227	\$916,661	\$957,425

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

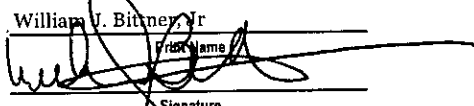
Percentage impact (average per year over term of agreement) 4.34
 Dollar Impact (average per year over term of agreement) \$37,491

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan	\$180,538	\$182,952		
Employee Contributions	\$4,209	\$8,610		
Prescription				
Dental				
Vision				

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.

Section IX

Prepared by: William J. Bitney, Jr Title: Administrator

 Signature Date: 5/22/2012