

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

Section I: Agreement Details

Public Employer: City of Linwood County: Atlantic
 Employee Organization: NJ State Policemen's Benevolent Assoc. Inc. Mainland LCC, LTD Employees in Unit: 2
 Base Year Contract Term: 1/1/2012 - 12/31/2015 New Contract Term: 1/1/2016 - 12/31/2021
 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	216,263		217,463	
Increment		N/A		N/A
Longevity	7,350		7,525	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 <u>Sick Buy Back</u>		4,746		
Item 2 <u>Uniform Maint.</u>		1,200	0	0
Item 3				
Item 4				
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	<u>223,613</u>	<u>5,946</u>	<u>224,988</u>	
	(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) 223,613

Effective Date (m/d/yyyy)	1/1/2016	1/1/2017	1/1/2018	1/1/2019	1/1/2020	1/1/2021
Percent Increase62%	.08%	1.5%	2.0%	2.0%	2.0%
Actual dollar increase	1,375	175	3,437	4,540	4,677	4,768
Total Economic Costs (successor agreement)	<u>224,988</u>	<u>225,163</u>	<u>228,600</u>	<u>233,190</u>	<u>237,867</u>	<u>242,635</u>

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

Percentage Impact (average per year over term of agreement) 1.46%
 Dollar Impact (average per year over term of agreement) 3,386

Section VIII

Medical Costs	Base Year	Year 1			
Cost of Health Plan	49,009	53,088			
Employee Contributions	19,150	22,554			
Prescription	12,598	13,164			
Dental	2,671	2,671			
Vision	374	410			

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: Anthony Strasser Title: CFO
 Signature: [Signature] Date: 8/18/16