

SUMMARY FORM

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

Section I: Agreement Details

Public Employer: The Borough of Highland Park County: Middlesex
 Employee Organization: Middlesex County Council No. 7 NJ Civil Association Employees in Unit: 36
 Base Year Contract Term: 1/1/2012 12/31/2014 New Contract Term 1/1/2015 12/31/2017
 Type of Settlement: Mediated Settlement Fact-Finder Recommendation Voluntary Settlement Super Conciliation

	Column A Base Year - Total Costs <i>(Last Year of Previous agreement)</i>	Column B New Base Year - Total Costs <i>(First Year of Successor agreement)</i>
Section II: Economic		
Item 1 <u>Salary</u>	\$1,060,758	\$1,090,437
Item 2 <u>Increment</u>	\$21,215	\$14,176
Item 3 <u>Longevity</u>	\$8,100	\$8,100
Item 4 _____		
Item 5 _____		
Item 6 _____		
Item 7 _____		
Item 8 _____		
Item 9 _____		
Item 10 _____		
Item 11 _____		
Item 12 _____		
Any additional items list on separate sheet Additional Items		
Section III: Totals - Sum of costs in each column	\$1,090,073 (Total)	\$1,112,713 (Total)

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)	\$1,090,073			
Effective Date (m/d/yyyy)	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	
Percent Increase	1.3%	2.0%	2.0%	
Total cost of increase	\$14,637	\$30,188	\$49,441	
Total base salary (successor agreement)	\$1,148,912	\$1,170,500	\$1,193,910	

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

Percentage Impact (average per year over term of agreement) 1.80
 Dollar Impact (average per year over term of agreement) \$31,422.00

Section VI

Health Insurance (Indicate costs associated on each line)

	Base Year	Year 1			
Cost of Health Plan	\$178,937	\$195,862			
Employee Contributions	\$24,771	\$32,768			
Prescription	\$48,036	\$53,306			
Dental	\$8,139	\$11,000			
Vision	\$0	\$0			

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 VII

Prepared by: Leann Cosley-Richardson Title: HR Coordinator
 Print Name
 Signature: Leann Cosley-Richardson Date: 6/16/2015