

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

**Section I: Agreement Details**

Public Employer: Borough of Spotswood County: Middlesex  
 Employee Organization: PBA Local 225 Employees in Unit: 17  
 Base Year Contract Term: 1/1/2008 12/31/2010 New Contract Term: 1/1/2011 12/31/2013

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 Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
<b>Section III: Economic -</b> Costs inside base salary				
Salary .....	\$1,502,719	N/A	\$1,502,719	N/A
Increment .....	\$22,185		\$35,222	
Longevity .....	\$77,551		\$80,391	
<b>Section IV: Additional Costs</b> List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 .....				
Clothing Allowance		\$15,300		\$15,300
Item 2 .....				
Uniform Maintenance		\$5,950		\$5,950
Item 3 .....				
Overtime and Extra Duty		\$268,798		\$234,024
Item 4 .....				
Item 5 .....				
Item 6 .....				
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet				
Additional Items				
<b>Section V: Totals -</b> Sum of costs in each column	\$1,602,455 (Total Economic) Section III & IV	\$290,048 (Total Non-salary Economic)	\$1,618,332 (Total Economic) Section III & IV	\$255,274 (Total Non-salary Economic)

**Section VI: Analysis of new successor agreement**

Total Economic Base Year(previous agreement) \$1,602,455

**NEW AGREEMENT ANALYSIS**

Effective Date (m/d/yyyy)	1/1/2011	7/1/2012	1/1/2013
Percent Increase .....	0%	2%	2%
Actual dollar increase .....	\$38,062	\$64,735	\$54,548
Total Economic Costs (successor agreement) .....	\$1,618,332	\$1,683,067	\$1,737,615

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

Percentage Impact (average per year over term of agreement) 1.33%  
 Dollar Impact (average per year over term of agreement) \$52,448

**Section VIII**

Medical Costs	Base Year	Year 1
Cost of Health Plan .....	\$279,695	\$289,971
Employee Contributions .....	\$0	\$27,851
Prescription .....		
Dental .....	\$19,314	\$21,821
Vision .....	\$419	\$324
		\$115
		\$323,669
		\$41,287
		\$23,402
		\$115

*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: Barbara Petren Title: Chief Financial Officer  
 Print Name: Barbara Petren  
 Signature: [Signature]  
 Date: 7/5/2012

## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2011 thru 12/31/2013.

Employer: Borough of Spotswood  
County: Middlesex  
Date: 7/5/2012  
Name: Barbara Petren  
Print Name  
Title: Chief Financial Officer  
Barbara Petren  
Signature