

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

Section I: Agreement Details

Public Employer: TOWN OF NEWTON County: SUSSEX
 Employee Organization: PBA / SOA Employees in Unit: 22
 Base Year Contract Term: 1/1/08 - 12/31/11 New Contract Term: 1/1/12 - 12/31/14
 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.

Section III: Economic - Costs inside base salary	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
Salary	1,373,545	2011	1,400,900	2012
Increment	1,890	N/A	2,200	N/A
Longevity	41,276		42,000	
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>EDUCATION</u>	8,400		9,000	
Item 2 <u>DETECTIVE</u>	10,500		10,500	
Item 3				
Item 4 <u>PENSION (PPRS)</u>	578,704 578,704	578,704		554,987
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>1,435,611</u>	<u>578,704</u>	<u>1,464,600</u>	<u>554,987</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) _____
 Effective Date (m/d/yyyy) 1/1/2012
 Percent Increase

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

Percentage Impact (average per year over term of agreement) _____
 Dollar Impact (average per year over term of agreement) _____

Section VIII

Medical Costs	Base Year	Year 1			
	1.5%	CH. 78			
Cost of Health Plan	389,970	436,763			
Employee Contributions	31,920	36,580			
Prescription (*included)					
Dental (*included)					
Vision (*included)					

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: KIRSTI COGHAN Title: HUMAN RESOURCES
 Signature: [Signature] Date: 05/03/2012