SUMMARY FORM

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

Employee Organization Base Year Contract Term: 1	/1/2010	orkers of America,	AFL/CIO Local 103		County: Sussex		
Base Year Contract Term: 1, Type of Settlement: [/1/2010	orkers of America,	AFL/CIO Local 103				
Type of Settlement:	_	Communication Workers of America, AFL/CIO Local 1032				Employees in Unit: 8	
	T Modicion Come	1/1/2010 12/31/2012		Term 1/1/2013	12/21/2015		
Section II: Economic	☐ Mediated Settlement ☐ Fact-Finder Recommendation ☐ Voluntary Se				Voluntary Settlement S	Settlement Super Conciliation	
Section II: Economic			Colum Base Year - To (Last Year of Previo	otal Costs	Column B New Base Year - Total Costs (First Year of Successor egreement)		
						-	
item 1 Salary	·	_	\$438,825		\$450,298	_	
Item 2 Increme	nt	-	\$8,776		\$9,006		
Item 3 Longevi	ty	-	\$9,461		\$9,651	_	
Item 4		-				_	
llem 5	· · · · · · · · · · · · · · · · · · ·	-					
Item 6	· · · · · · · · · · · · · · · · · · ·	=					
Item 7		-					
Item 8		-			Min.	_	
Item 9		-				-	
llem 11	· · · · · · · · · · · · · · · · · · ·	-					
llem 12		-					
Any additional items list on separate sheel		- Additional Herns	[-	
		7404016111212				_	
Section III: Totals - sum of costs in ea	ich column		\$457,062		\$468,955		
		ļ	(Total)	(Total)	=	
					(1.5.5)		
Section IV: Analysis of new successor agre	Semant		NEW AGREEME	NT ANALYPID	,		
			NEW AGRECITE	NI ANALISIS			
Total Base Year(previous agreement)	S457 069				•		
Total Base Year(previous agreement)	\$457,062	_			•		
Effective Date (m/d/yyyy)	\$457,062	1/1/2013	1/1/2014	1/1/2015			
Effective Date (m/d/yyyy) Percent Increase	\$457,062	1/1/2013 2%		1/1/201 <u>5</u> 2%			
Effective Date (m/d/yyyy) Percent increase Tobi cost of increase			2% 2				
Effective Date (m/d/yyyy) Percent increase Total cost of increase Total base salary (successor agreement)		2% \$9,006 \$468,955	2% 2 \$9,379 3 \$478,334 3	2%			
Effective Date (m/d/yyyy) Percent Increase Total cost of increase Total base salary (successor agreement) ection V: Impact of Settlement -	average annual incre	2% \$9,006 \$468,955	2% 2 \$9,379 3 \$478,334 3	2% 59,566			
Effective Date (m/d/yyyy) Percent increase Total base salary (successor agreement) action V: Impact of Settlement - Percentage impact (average per year over term	average annual incre	2% \$9,006 \$468,955	2% 2 \$9,379 3 \$478,334 3	2% 59,566			
Effective Date (m/d/yyyy) Percent increase Total base salary (successor agreement) action V: Impact of Settlement - Percentage impact (average per year over term	average annual incre	2% \$9,006 \$468,955 pase over term of agree	2% 2 \$9,379 3 \$478,334 3	2% 59,566			
Effective Date (m/d/yyyy) Percent increase Total base salary (successor agreement) Botton V: Impact of Settlement - Percentage impact (average per year over term of agreement impact average per year over term of agreement impact (average per year over term of agreement impact average per year over term over te	average annual incre	2% \$9,006 \$468,955 case over term of agree	2% 2 \$9,379 3 \$478,334 3	2% 59,566			
Effective Date (m/d/yyyy) Percent Increase Total cast of increase Total base salary (successor agreement) Dection V: Impact of Settlement - Percentage impact (average per year over term Dollar impact (average per year over term of age	average annual incre	2% \$9,006 \$468,955 case over term of agree	2% 2 \$9,379 3 \$478,334 3	2% 59,566			
Effective Date (m/d/yyyy) Percent increase Total base salary (successor agreement) ection V: Impact of Settlement - Percentage impact (average per year over term Dollar impact (average per year over term of ag	average annual incre	2% \$9,006 \$468,955 case over term of agree	2% 2 \$9,379 3 \$478,334 3	2% 59,566			
Effective Date (m/d/yyyy) Percent increase Total cast of increase Total base salary (successor agreement) ection V: Impact of Settlement - Percentage impact (average per year over term Dollar impact (average per year over term of ag ection VI Hoalth Insurance (indicate casts associated on	average annual incre	2% \$9,006 \$468,955 asse over term of agree 2.00 \$9,317.00	2% 2 \$9,379 3 \$478,334 3 ement	2% 59,566			
Effective Date (m/d/yyyy) Percent Increase Total cost of increase Total base salary (successor agreement) ection V: Impact of Settlement - Percentage impact (average per year over term Dollar impact (average per year over term of ag ection VI Health Insurance Indicate costs associated on Cost of Heale: Plan Employee Convibutions	average annual incre	\$9,006 \$468,955 asse over term of agree 2.00 \$9,317.00 Base Year \$121,320	2% 2 \$9,379 3 \$478,334 \$ ement	2% 59,566			
Effective Date (m/d/yyyy) Percent Increase Total cost of increase Total base salary (successor agreement) Bection V: Impact of Settlement - Percentage impact (average per year over term of agreement) Dollar impact (average per year over term of agreement) Health Insurance (indicate costs associated on Cost of Health Plan Employee Contributions	average annual incre	\$9,006 \$468,955 asse over term of agree 2.00 \$9,317.00 Base Year \$121,320	2% 2 \$9,379 3 \$478,334 3 ement Year 1 \$142,021	2% 59,566			
Effective Date (m/d/yyyy) Percent Increase Total cost of increase Total base salary (successor agreement) action V: Impact of Settlement - Percentage impact (average per year over term Dollar impact (average per year over term of age	average annual incre	\$9,006 \$468,955 pase over term of agree 2.00 \$9,317.00 \$9,317.00 \$121,320 \$7,903	2% 2 \$9,379 3 \$478,334 3 ement Year 1 \$142,021	2% 59,566			