

**SUMMARY FORM**

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

**Section I: Agreement Details**

Public Employer: Cumberland County College County: Cumberland  
 Employee Organization: Staff Association Employees In Unit: 22  
 Base Year Contract Term: 7/1/2011 6/30/2014 New Contract Term 7/1/2014 6/30/2017  
 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>
<b>Section II: Economic</b>		
Item 1 ..... Salary	\$712,332	\$715,332
Item 2 ..... Increment		
Item 3 ..... Longevity	\$3,000	\$5,250
Item 4 ..... Educational Attainment		
Item 5 ..... Promotions/Reclassification		
Item 6 ..... Tuition Reimbursement	\$10,000	\$10,000
Item 7 .....		
Item 8 .....		
Item 9 .....		
Item 10 .....		
Item 11 .....		
Item 12 .....		
Any additional items list on separate sheet Additional Items		
<b>Section III: Totals</b> - Sum of costs in each column	\$725,332 (Total)	\$730,582 (Total)

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

**NEW AGREEMENT ANALYSIS**

Total Base Year (previous agreement) \$725,332

Effective Date (m/d/yyyy)	<u>7/1/2014</u>	<u>7/1/2015</u>	<u>7/1/2016</u>
Percent Increase .....	<u>2.0%</u>	<u>0.0%</u>	<u>2.0%</u>
Total cost of increase ..	<u>\$13,637</u>	<u>\$0</u>	<u>\$14,579</u>
Total base salary (successor agreement) .....	<u>\$744,219</u>	<u>\$744,219</u>	<u>\$758,798</u>

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

Percentage Impact (average per year over term of agreement) 1.30  
 Dollar Impact (average per year over term of agreement) \$9,405.00

**Section VI**

*Health Insurance (Indicate costs associated on each line)*

	Base Year	Year 1
Cost of Health Plan .....	\$259,522	\$319,745
Employee Contributions .....	\$37,464	\$61,364
Prescription .....	\$70,421	\$87,637
Dental .....	\$10,224	\$13,596
Vision .....	\$3,458	\$7,456

*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: Rosemarie Fiscus Title: Director HR  
 Signature: [Signature] Date: 7/27/15