

SUMMARY FORM

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

Section I: Agreement Details

Public Employer: Essex County College County: Essex
 Employee Organization: Essex County College Professional Association Employees in Unit: 138
 Base Year Contract Term: 7/1/2009 6/30/2012 New Contract Term 7/1/2012 6/30/2016
 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>	\$8,796,403	\$6,824,318
Item 2 <u>Increment</u>	\$197,659	\$116,585
Item 3 <u>Longevity</u>	\$18,050	\$19,600
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	\$9,012,112 (Total)	\$6,960,503 (Total)

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)	<u>\$9,012,112</u>				
Effective Date (m/d/yyyy)	<u>7/1/2012</u>	<u>7/1/2013</u>	<u>7/1/2014</u>	<u>7/1/2015</u>	
Percent Increase	<u>1.75%</u>	<u>2.00%</u>	<u>2.00%</u>	<u>2.00%</u>	
Total cost of increase					
Total base salary (successor agreement)					

Section V: 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 VI

Health Insurance (indicate costs associated on each line)

	Base Year	Year 1			
Cost of Health Plan	\$73,241	\$73,241			
Employee Contributions	\$0	\$11,233			
Prescription					
Dental	\$21,603	\$21,603			
Vision					

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: Khalilah Bowens Title: HR Coordinator
 Print Name
Khalilah Bowens Date: 8/5/2015
 Signature