

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

Section I: Agreement Details
 Public Employer: Lower Alloways Creek Township County: Salem
 Employees Organization: Lower Alloways Creek Police Officer's Association an Affiliate of FOP Lodge #6 Employees in Unit: 11
 Base Year Contract Term: 1/1/2011 to 12/31/2013 New Contract Term: 1/1/2014 to 12/31/2019
 Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. §4:13A-16.7(b): 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
Section III: Economic - Costs inside base salary				
Salary	\$830,000	N/A	\$846,000	N/A
Increment	\$0		\$0	
Longevity	\$0		\$0	
Section IV: Additional Costs List economic items; indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1	Shift Differential	\$4,680	\$4,680	\$500
Item 2	Investigator Duty	\$500	\$500	\$8,800
Item 3	Clothing	\$8,800	\$8,800	
Item 4	overtime	\$50,000	\$57,500	
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		\$9,300 (Total Economic) Section III & IV	\$908,108 (Total Economic) Section III & IV	\$9,300 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

Total Economic Base Year (previous agreement) \$884,680

NEW AGREEMENT ANALYSIS

Effective Date (m/d/yyyy)	1/1/2014	1/1/2015	1/1/2016	1/1/2017	1/1/2018	1/1/2019
Percent Increase	2%	2%	3.95%	3.95%	3.95%	3.95%
Actual dollar increase	\$16,250	\$34,200	\$53,500	\$74,400	\$96,600	\$120,600
Total Economic Costs (successor agreement)	\$16,250	\$34,200	\$53,500	\$74,400	\$96,600	\$120,600

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

Percentage Impact (average per year over term of agreement) 3.95
 Dollar Impact (average per year over term of agreement) \$65,000

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$24,209	\$25,061
Employee Contributions	\$1,000	\$2,300
Prescription		\$2,700
Dental	\$1,056	\$1,130
Vision	\$200	\$200
		\$27,300
		\$28,400
		\$5,000
		\$5,000
		\$1,425
		\$200
		\$200

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: Ronald L Campbell Sr. Title: Municipal Clerk
 Signature: Date: 8/4/2015