

SUMMARY FORM

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

Section I: Agreement Details

Public Employer: Township of Upper, NJ County: Cape May
 Employee Organization: Council 71, American Federation of State, County and Municipal Employees (AFSCME) Employees in Unit: 36
 Base Year Contract Term: 1/1/2011 12/31/2011 New Contract Term 1/1/2012 12/31/2014
 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>	\$1,950,468	\$1,723,353
Item 2 <u>Increment</u>	\$0	\$0
Item 3 <u>Longevity</u>	\$62,996	\$63,000
Item 4 <u>Stipends</u>	\$26,460	\$23,310
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	<u>\$2,040,104</u>	<u>\$1,809,663</u>
	(Total)	(Total)

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement) \$2,040,104

<u>Effective Date (m/d/yyyy)</u>	<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>
Percent Increase	1.1%	0%	\$1200/employee	\$1200/employee
Total cost of increase		\$0	\$44,400	\$43,200
Total base salary (successor agreement)	\$2,040,104	\$1,809,663	\$1,826,771	\$1,869,971

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

Percentage Impact (average per year over term of agreement) 2.00
 Dollar Impact (average per year over term of agreement) \$29,200.00

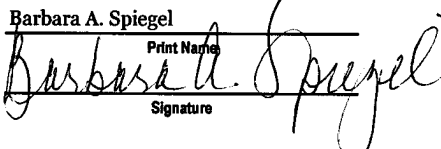
Section VI

Health Insurance (Indicate costs associated on each line)

	Base Year	Year 1			
Cost of Health Plan	\$1,348,420	\$1,433,536			
Employee Contributions	\$50,422	\$58,545			
Prescription					
Dental	\$78,002	\$82,860			
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: Barbara A. Spiegel Title: CFO/Personnel Officer

 Signature Date: 9/1/2013