

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

**Section I: Agreement Details**

Public Employer: Borough of River Edge County: Bergen  
 Employee Organization: River Edge PBA Local 201/River Edge Superior Officers Association Employees in Unit: 23  
 Base Year Contract Term: 1/1/11 - 12/31/14 New Contract Term: 1/1/15 - 12/31/18  
 Type of Settlement:  Arbitrator's Award  Fact-Finder Recommendation  Voluntary Settlement

**Section II: Statutory Definition of Base Salary**

**N.J.S.A. 34:13A-16.7(a):** 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<br>(Last Year of Previous agreement) |   | New Base Year - Total Costs<br>(First Year of Successor agreement) |   |
|---|--|---|--|---|
|   | Column A   | Column B                                | Column C   | Column D                                |
|   | Economic Items Inside Base Salary                            | Non-salary Economic Outside Base Salary | Economic Items Inside Base Salary                                  | Non-salary Economic Outside Base Salary |
| <b>Section III: Economic - Costs inside base salary</b>   |  |   |  |   |
| Salary .....  | 1,698,369  |   | 1,960,308  |   |
| Increment .....   | 57,755   | N/A                                     | 155,475  | N/A                                     |
| Longevity .....   | 119,373  |   | 121,408  |   |
| <b>Section IV: Additional Costs</b><br>List economic items: indicate either inside or outside base salary as agreed to between the parties. |  |   |  |   |
|   | <b>Item Description</b>                                      |   |  |   |
| Item 1 .....  | Holiday Pay  | 135,584                                 | 150,184  |   |
| Item 2 .....  | Sick Leave   |   | 0  | 0                                       |
| Item 3 .....  | Vacations  |   | 0  | 0                                       |
| Item 4 .....  | Health & Welfare   |   | 0  | 125 Plan                                |
| Item 5 .....  | College Credits  |   | 0  | \$5,000-Max/Employee                    |
| Item 6 .....  |  |   |  |   |
| Item 7 .....  |  |   |  |   |
| Item 8 .....  |  |   |  |   |
| Item 9 .....  |  |   |  |   |
| Any additional items list on separate sheet   | Additional Items   |   |  |   |
| <b>Section V: Totals - Sum of costs in each column</b>  | 2,011,078  | 0                                       | 2,387,375  | N/A                                     |
|   | (Total Economic) Section III & IV                            | (Total Non-salary Economic)             | (Total Economic) Section III & IV                                  | (Total Non-salary Economic)             |

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

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year (previous agreement) 2,011,078

| Effective Date (m/d/yyyy)                        | 1/1/15    | 1/1/16    | 1/1/17    | 1/1/18    |
|--|-----------|-----------|-----------|-----------|
| Percent Increase .....                           | 1%        | 1%        | 1.75%     | 1.75%     |
| Actual dollar increase .....                     | 20,110    | 20,311    | 35,901    | 36,530    |
| Total Economic Costs (successor agreement) ..... | 2,031,189 | 2,051,501 | 2,087,402 | 2,123,931 |

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

Percentage Impact (average per year over term of agreement) 1.38  
 Dollar Impact (average per year over term of agreement) 28,213

**Section VIII**

| Medical Costs                | Base Year | Year 1  |
|------------------------------|-----------|---------|
| Cost of Health Plan .....    | 353,965   | 420,530 |
| Employee Contributions ..... | 26,996    | 47,725  |
| Prescription .....           | 0         | 0       |
| Dental .....                 | 0         | 0       |
| Vision .....                 | 0         | 0       |

*The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, she is subject to punishment.*

**Section IX**

Prepared by: Alan P. Negreann Title: Borough Administrator/ Chief financial Officer  
 Signature: *Alan P. Negreann* Date: 5/31/16

## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/15 thru 12/31/18.

Employer: Borough of River Edge

County: Bergen

Date: 5/31/16

Name: Alan P. Negreann  
Print Name

Title: Borough Administrator/CFO

  
Signature