

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

Section I: Agreement Details

Public Employer: Town of Morristown County: Morris
 Employee Organization: The Firefighter's Mutual Benevolent Association Local 43 Employees in Unit: 24
 Base Year Contract Term: 12/31/2011 New Contract Term: 1/1/2012 12/31/2014
 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 (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
	Economic Items Inside Base Salary	Non-salary Economic Items Outside Base Salary	Economic Items Inside Base Salary	Non-salary Economic Items Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	\$1,795,869		\$1,916,567	
Increment	\$52,284	N/A	\$43,749	N/A
Longevity	\$50,959		\$51,827	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties:				
Item 1 <u>Fire Inspection Stipend</u>	\$14,750		\$13,275	
Item 2 <u>EMT Stipend</u>	\$3,700		\$4,550	
Item 3 <u>Uniform Allowance</u>		\$1,200		\$11,500
Item 4 <u>Overtime</u>		\$87,845		\$81,561
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	\$1,917,342 (Total Economic) Section III & IV	\$69,045 (Total Non-salary Economic)	\$2,123,019 (Total Economic) Section III & IV	\$93,061 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$1,917,342

Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014		
Percent Increase	1.75%	1.75%	1.75%		
Actual dollar increase	\$30,621	\$31,114	\$38,974		
Total Economic Costs (successor agreement)	\$2,123,019	\$1,897,840	\$2,008,992		

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

Percentage Impact (average per year over term of agreement) 1.75%
 Dollar Impact (average per year over term of agreement) \$32,903

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan	\$438,485	\$522,887	\$471,241	\$433,005
Employee Contributions	\$30,926	\$37,151	\$58,494	\$86,867
Prescription				
Dental	\$22,848	\$23,190	\$22,027	\$25,264
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 IX

Prepared by: Michael F. Rogers Title: Business Administrator
 Signature: Michael F. Rogers Date: 10/9/14