

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

Section I: Agreement Details

Public Employer: County of Bergen County: Bergen
 Employee Organization: PBA 221 - Superior Off Employees in Unit: 12
 Base Year Contract Term: 01/01/08-12/31/12 New Contract Term: 01/01/13-12/31/15
 Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-18.7(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.

Section III: Economic - Costs inside base salary	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	Non-salary Economic	Economic	Non-Salary Economic
	Inside Base Salary	Outside Base Salary	Inside Base Salary	Outside Base Salary
Salary.....	\$1,873,506		\$1,901,613	
Increment.....	\$0	N/A	\$0	N/A
Longevity.....	\$0		\$0	

Section IV: Additional Costs

List economic items: indicate either inside or outside base salary as agreed to between the parties.

	Column A	Column B	Column C	Column D
Item 1... Rank Differential	\$108,086		\$109,708	
Item 2...				
Item 3...				
Item 4...				
Item 5...				
Item 6...				
Item 7...				
Item 8...				
Item 9...				
Additional items				

Any additional items list on separate sheet

Section V: Totals -

Sum of costs in each column	\$1,981,592		\$2,011,321	
	(Total Economic) Sect III & IV	(Total Non-salary Economic)	(Total Economic) Sect III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement)	\$1,981,592		
Effective Date	01/01/13	01/01/14	01/01/15
Percent Increase	1.500%	1.500%	1.500%
Actual dollar increase	\$29,728	\$30,169	\$30,622
Total Economic Costs	\$2,011,321	\$2,041,491	\$2,072,113
(successor agreement)			

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

Percentage Impact (average per year over term of agreement) 1.500%
 Dollar impact (average per year over term of agreement) \$30,173

Section VIII: Medical Costs

	Base Year	Year 1
Cost of Health Plan	\$259,180	\$242,500
Employee Contributions	\$0	\$28,538
Prescription	\$55,469	\$48,855
Dental	\$14,592	\$11,513
Vision	\$1,800	\$1,800

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: _____ Title: _____
 Signature: _____ Date: _____
 Print Name