

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

Section I: Agreement Details

Public Employer: Borough of North Caldwell County: Essex
 Employee Organization: PBA Local #81 Employees in Unit: 14
 Base Year Contract Term: 1/1/2009 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 Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	\$1,112,586		\$1,147,217	
Increment	\$34,631	N/A	\$12,136	N/A
Longevity	\$24,774		\$31,900	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
	<u>Item Description</u>			
Item 1	<u>Uniforms</u>	\$9,800	\$9,800	
Item 2	<u>Holiday Pay</u>	\$63,205	\$64,144	
Item 3	<u>Stipends</u>	\$2,200	\$2,200	
Item 4	<u>Education</u>	\$3,500	\$3,500	
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	\$1,177,691 (Total Economic) Section III & IV	\$73,005 (Total Non-salary Economic)	\$1,196,953 (Total Economic) Section III & IV	\$73,944 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$1,177,691

Effective Date (m/d/yyyy)	<u>1/1/2012</u>	<u>1/1/2012</u>	<u>5/1/2014</u>
Percent Increase	0.00	2.00	3.00
Actual dollar increase	\$19,262	\$36,262	\$43,124
Total Economic Costs (successor agreement)	\$1,196,953	\$1,233,215	\$1,276,339

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

Percentage Impact (average per year over term of agreement) 1.56
 Dollar Impact (average per year over term of agreement) \$32,883

Section VIII

<u>Medical Costs</u>	Base Year	Year 1
Cost of Health Plan	\$176,125	\$193,616
Employee Contributions	\$17,182	\$17,853
Prescription		
Dental	\$9,599	\$9,599
Vision		

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: Richard T. Mondelli Title: CFO/Tax Collector
 Signature:  Date: 3/21/2013