

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

Section I: Agreement Details

Public Employer: TOWNSHIP OF PENNSVILLE County: SALEM
 Employee Organization: PENNSVILLE POLICE OFFICERS ASSN / NJ FOP Labor Council Employees in Unit: 19
 Base Year Contract Term: 11/1/2011 - 12/31/2013 New Contract Term: 11/1/2014 - 12/31/2016
 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	1392252		1428372	
Increment	41426	N/A	29118	N/A
Longevity	20100		14700	
Section IV: Additional Costs List economic items, indicate either inside or outside base salary as agreed to between the parties.				
Item 1: <u>EDUCATION</u>	3600		3200	
Item 2: <u>SATS</u>	27000		22500	
Item 3:				
Item 4:				
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	1484378 (Total Economic) Section III & IV		1497590 (Total Economic) Section III & IV	

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement): 1484378

Effective Date (m/d/yyyy)	11/1/14	11/1/15	11/1/16
Percent Increase	2.2	2.2	2.2
Actual dollar increase	29688	30881	30887
Total Economic Costs (successor agreement)	1514066	1544347	1575234

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

Percentage impact (average per year over term of agreement): 2.2
 Dollar impact (average per year over term of agreement): 29251

Section VIII

Medical Cost	2013 Base Year	2014 Year 1
Cost of Health Plan	354282	314304
Employee Contributions	28876	35160
Prescription		
Dental	19911	20952
Vision	17750	17750

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: John F. Willardson Title: CFO
 Signature: [Signature] Date: 10/16/2014