

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

Section I: Agreement Details

Public Employer: Cherry Hill Fire District Number 13 County: Camden
 Employee Organization: Cherry Hill Professional Fire Officers Association I.A.F.F. Local No. 3198 AFL-CIO/CLC Employees in Unit: 21
 Base Year Contract Term: 1/1/2011 12/31/2011 New Contract Term 1/1/2012 12/31/2015
 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 <i>(Last Year of Previous agreement)</i>		New Base Year - Total Costs <i>(First Year of Successor agreement)</i>	
	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	\$2,310,116		\$2,538,885	
Increment	\$0	N/A	\$0	N/A
Longevity	\$185,103		\$0	
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>Wellness Initiative</u>		\$25,579		\$25,579
Item 2 <u>College Incentive</u>		\$13,091		\$13,091
Item 3 <u>Clothing Allowance</u>		\$12,150		\$12,150
Item 4 <u>EMT Certifications</u>		\$20,047		\$20,047
Item 5 <u>Overtime</u>		\$32,400		\$54,000
Item 6 <u>Fitness Center Membership</u>		\$1,080		\$1,080
Item 7 <u>Paid Time Off Payout</u>		\$2,700		\$2,700
Item 8				
Item 9				
Any additional items list on separate sheet Additional items				
Section V: Totals - Sum of costs in each column	<u>\$2,495,219</u> (Total Economic) Section III & IV	<u>\$107,047</u> (Total Non-salary Economic)	<u>\$2,538,885</u> (Total Economic) Section III & IV	<u>\$128,647</u> (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$2,495,219

Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014	1/1/2015
Percent Increase	1.0175%	2%	2%	2%
Actual dollar increase	\$43,666	\$50,778	\$51,793	\$52,829
Total Economic Costs (successor agreement)	\$2,538,885	\$2,589,663	\$2,641,456	\$2,694,285

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

Percentage Impact (average per year over term of agreement) 1.9375 %
 Dollar Impact (average per year over term of agreement) \$199,066

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan	\$430,330	\$437,916	\$440,022	\$481,343
Employee Contributions	\$0	\$54,303	\$69,665	\$76,050
Prescription				
Dental				
Vision				