

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

Section I: Agreement Details

Public Employer: Borough of Glen Rock County: Bergen
 Employee Organization: Glen Rock PBA Local #110 Employees in Unit: 19
 Base Year Contract Term: 1/1/2010 1/3/2013 New Contract Term 1/1/2014 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 <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	\$2,136,645		\$2,188,346	
Increment		N/A		N/A
Longevity	\$33,888		\$38,000	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
<i>Item Description</i>				
Item 1 e.g. Uniforms		\$18,050		\$18,050
Item 2 e.g. Boot/Shoe Allowance				
Item 3 e.g. Holiday Pay	\$80,000		\$80,000	
Item 4 e.g. Stipends		\$16,800		\$19,600
Item 5 e.g. Education		\$1,566		\$1,566
Item 6 e.g. Extra Duty				
Item 7 e.g. Unused Sick				
Item 8 e.g. Overtime		\$133,048		\$120,000
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	\$2,250,533 <small>(Total Economic) Section III & IV</small>	\$169,464 <small>(Total Non-salary Economic)</small>	\$2,306,346 <small>(Total Economic) Section III & IV</small>	\$159,216 <small>(Total Non-salary Economic)</small>

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement)	\$2,250,533		
Effective Date (m/d/yyyy)	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>
Percent Increase	0.00%	0.00%	1.00%
Actual dollar increase	\$51,320	\$37,776	\$47,192
Total Economic Costs (successor agreement)	\$2,301,853	\$2,339,629	\$2,386,821

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

Percentage Impact (average per year over term of agreement) .34%
 Dollar Impact (average per year over term of agreement) \$45,429
 Contributions based on plan costs and pursuant to Chapter 78

Section VIII

<i>Medical Costs</i>	Base Year	Year 1
Cost of Health Plan	\$349,172	\$360,819
Employee Contributions	\$17,527	\$32,956
Prescription		
Dental	\$17,850	\$18,386
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: Lenora Benjamin Title: CFO
 Print Name
Lenora Benjamin
 Signature
 Date: 10/17/2014