

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

Section I: Agreement Details

Public Employer: Borough of Union Beach County: Monmouth
 Employee Organization: PBA Local 291 Employees in Unit: 12
 Base Year Contract Term: _____ New Contract Term: 7/1/2011 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 (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	\$1,173,176		\$1,183,825	
Increment		N/A		N/A
Longevity	\$73,009		\$74,259	
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 Education		\$12,700		\$12,560
Item 2 Court		\$4,600		\$5,300
Item 3 Overtime		\$154,018		\$179,492
Item 4 Night Shift		\$2,100		\$1,500
Item 5 Unused Sick		\$86,060		\$81,342
Item 6 Unused Vacation		\$8,086		\$48,468
Item 7 Det		\$1,000		\$1,000
Item 8 OIC		\$2,054		\$2,028
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	\$1,246,185 (Total Economic) Section III & IV	\$270,618 (Total Non-salary Economic)	\$1,258,084 (Total Economic) Section III & IV	\$311,690 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$1,246,185

Effective Date (m/d/yyyy)	1/1/2011	1/1/2012	1/1/2013	1/1/2014
Percent Increase	1%	1%	1.25%	1.25%
Actual dollar increase	\$11,899	\$12,581	\$15,883	\$16,082
Total Economic Costs (successor agreement)	\$1,258,084	\$1,270,665	\$1,286,548	\$1,302,630

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

Percentage Impact (average per year over term of agreement) 1.13
 Dollar Impact (average per year over term of agreement) \$14,111

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$527,736	\$566,775
Employee Contributions	\$35,064	\$62,620
Prescription		\$102,360
Dental		
Vision		