

SUMMARY FORM
COLLECTIVE BARGAINING AGREEMENT
POLICE AND FIRE

Public Employer: Township of Mullica Employee Organization PBA Local #77

Base Year Contract Term: 1/1/2016 12/31/2019 New Contract Term 1/1/2020 12/31/2024

Synopsis of Settlement/ Award/Recommendation: Top step increases of 4%; nothing on guide. Avg increases of 5.36%-7.32% additional steps added for Sergeant (4% increment); eliminate 7th week of vacation, added 12 hours shifts; Kelly time, additional sick time, reduction in 4 holidays.

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.

	<u>BASE YEAR</u> <i>(previous agreement)</i>	<u>NEW BASE YEAR</u> <i>(successor agreement)</i>	<u>INCLUDED IN NEW BASE</u>	
			<u>Economic</u>	<u>Non-Economic</u>
Salary:	\$842,391.00	\$892,570.00	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Increment:			Yes <input type="checkbox"/>	No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
% Increase:	2.00%	4.00%	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Avg. Yield				
per person in dollars:	\$3,068.50	4489.36	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Uniforms:	\$1,000.00	\$1,000.00	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Boot/Shoe:	\$0.00	\$0.00	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Longevity:	0.00	\$0.00	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Holiday Pay:	-\$1,680.00	-\$560.64	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Shift Differential	\$0.00	\$0.00	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Overtime:	\$0.00	\$0.00	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Stipends:	\$0.00	\$0.00	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Bonuses:	\$0.00	\$0.00	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Education:	\$0.00	\$0.00	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
EMT:	\$0.00	\$0.00	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>
Other*:	\$0.00	\$5,180.62	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/>

* Additional Costs: (please list on separate sheet & include in total)

Medical: Medical Costs are not included in the base salary but must be included in the analysis as part of the summary

	<u>Per Chapter 78</u>	<u>Per Chapter 78</u>
Contributions:		
Cost of Health	14,861 per employee annual avg	\$14,105.56 per employee avg annual
Prescription	4004.52 per employee annual avg	\$3392.88 per employee annual avg
Dental:	754.20 per employee annual avg	\$859.32 per employee annual avg
Vision:	253.68 per employee annual avg	\$248.16 per employee annual avg

NEW AGREEMENT ANALYSIS

<u>Effective Date</u>	<u>Year</u>	<u>Year</u>	<u>Year</u>	<u>Year</u>
% Increase	4.00%	4.00%	4.00%	4.00%
Avg. Yield (p/p*)	3859.93	4221.47	4278.23	5650.16
Cost of Increase/:	50179.00	54879.00	55617.00	73452
Impact of Settlement:				
Percentage Impact:	5.96%	6.15%	5.87%	7.32%
Actual dollar Impact:	\$50,179.00	\$54,879.00	\$55,617.00	\$73,452.00
TOTAL BASE SALARY				
AT END OF EACH YEAR	\$892,570.00	\$947,449.00	\$1,003,066.00	\$1,076,518.00

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.

Prepared by: Dawn M. Stollenwerk
 Print Name
Dawn M. Stollenwerk
 Signature

Title: Chief Financial Officer
 Date: 9/28/2020