

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

Section I: Agreement Details

Public Employer: City of Linwood County: Atlantic
 Employee Organization: NJ State Policemen's Benevolent Assoc. Inc Mainland Local 179 Employees in Unit: 13
 Base Year Contract Term: 1/1/2012 - 12/31/2015 New Contract Term: 1/1/16 - 12/31/2021
 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	933,216		947,760	
Increment		N/A		N/A
Longevity	15,400		15,400	
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>		7,050	8,850	8,850
Item 2 <u>Uniform Maint.</u>		16,250		8,450
Item 3 <u>Defective Allow</u>		2,400		2,400
Item 4 <u>Sick Buy Back</u>		22,054		23,000
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	948,616	47,754	963,160	42,700
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) 948,616

Effective Date (m/d/yyyy)	1/1/2016	1/1/2017	1/1/2018	1/1/2019	1/1/2020	1/1/2021
Percent Increase	1.5%	.65%	1.5%	2.0%	2.0%	2.0%
Actual dollar increase	14,544	6,235	14,541	19,678	20,072	20,473
Total Economic Costs (successor agreement)	963,160	969,395	983,936	1,003,614	1,023,687	1,044,161

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

Percentage Impact (average per year over term of agreement) 1.6%
 Dollar Impact (average per year over term of agreement) 15,924

Section VIII

Medical Costs	Base Year	Year 1			
Cost of Health Plan	209,539	242,891			
Employee Contributions	64,522	69,784			
Prescription	53,862	60,228			
Dental	12,757	13,511			
Vision	2,197	2,462			

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: Anthony Strasser Title: CEO
 Signature: [Signature] Date: 8/22/16