

**Collective Bargaining Agreement**  
**Public Sector / Non-Police & Non-Fire**

**Section I: Agreement Details**

Public Employer: Monmouth County Vocational School District County: Monmouth  
 Employee Organization: International Union of Operating Engineers, Local 68 Employees in Unit: 31  
 Base Year Contract Term: 07/01/2013 - 06/30/2014 New Contract Term: 07/01/2014 - 06/30/2017  
 Type of Settlement: Mediated Fact Finder Recommendation  Voluntary Settlement Super Conciliation

|   | <u>Column A</u><br>Base Year - Total Costs<br><i>(Last year of Previous Agreement)</i> | <u>Column B</u><br>New Base Year - Total Costs<br><i>(First year of Successor Agreement)</i> |
|---|--|--|
| <b>Section II: Economic</b>                                     |  |  |
| Item 1..... Salary  | \$1,379,460.00   | \$1,410,437.00   |
| Item 2..... Longevity   | \$28,500.00  | \$33,000.00  |
| Item 3..... Stipends  | \$23,925.00  | \$23,925.00  |
| <b>Section III: Totals</b> <i>(Sum of costs in each column)</i> | <u>\$1,431,885.00</u><br><small>(Total)</small>  | <u>\$1,467,362.00</u><br><small>(Total)</small>  |

**Section IV: Analysis of new successor agreement**

**New Agreement Analysis**

|   |                       |                       |                       |  |
|---|-----------------------|-----------------------|-----------------------|--|
| Total Base Year <i>(previous agreement)</i> | <u>\$1,431,885.00</u> |                       |                       |  |
| Effective Date (m/d/yyyy)                   | <u>7/1/2014</u>       | <u>7/1/2015</u>       | <u>7/1/2016</u>       |  |
| Percent Increase                            | <u>2.48%</u>          | <u>2.46%</u>          | <u>2.92%</u>          |  |
| Total Cost of Increase                      | <u>\$35,477.00</u>    | <u>\$36,091.00</u>    | <u>\$43,878.00</u>    |  |
| Total Base Salary (successor agreement)     | <u>\$1,467,362.00</u> | <u>\$1,503,453.00</u> | <u>\$1,547,331.00</u> |  |

**Section V: Impact of Settlement - Average Annual Increase over term of agreement**

|   |                    |
|---|--------------------|
| Percentage impact (average per year over term of agreement) | <u>2.62%</u>       |
| Dollar impact (average per year over term of agreement)     | <u>\$38,482.00</u> |

**Section VI: Health Insurance** *(indicate costs associated on each line)*

|                        | <u>Base Year</u>    | <u>Year 1</u>       |
|------------------------|---------------------|---------------------|
| Cost of Health Plan    | <u>\$437,438.51</u> | <u>\$487,191.36</u> |
| Cost of Prescription   | <u>\$133,520.62</u> | <u>\$153,215.46</u> |
| Cost of Dental         | <u>\$29,281.73</u>  | <u>\$29,772.36</u>  |
| Employee Contributions | <u>\$54,245.52</u>  | <u>\$82,468.98</u>  |

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 VII:

Prepared by: Heidi M. Brown Exec. Sec'y/Bookkeeper - Payroll, Pension & Benefits  
 \_\_\_\_\_  
 Print Name Title  
 \_\_\_\_\_  
 Signature Date  
12/3/2014