

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

Section I: Agreement Details

Public Employer: Monmouth County Vocational School District County: Monmouth
 Employee Organization: MCVEA - Instructional Staff and Secretaries Employees in Unit: 288
 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

	Column A Base Year - Total Costs <i>(Last year of Previous Agreement)</i>	Column B New Base Year - Total Costs <i>(First year of Successor Agreement)</i>
Section II: Economic		
Item 1..... Salary	\$17,343,999.50	\$17,673,946.00
Item 2..... Longevity	\$10,500.00	\$11,500.00
Item 3..... Stipends	\$375,998.71	\$386,338.67
Item 4..... Tuition Reimbursement	\$70,000.00	\$70,000.00
Item 5..... Differentials	\$53,160.00	\$53,400.00
Section III: Totals <i>(Sum of costs in each column)</i>	\$17,853,658.21 <small>(Total)</small>	\$18,195,184.67 <small>(Total)</small>

Section IV: Analysis of new successor agreement

New Agreement Analysis

Total Base Year <i>(previous agreement)</i>	\$17,853,658.21		
Effective Date (m/d/yyyy)	<u>7/1/2014</u>	<u>7/1/2015</u>	<u>7/1/2016</u>
Percent Increase	<u>1.91%</u>	<u>3.29%</u>	<u>1.25%</u>
Total Cost of Increase	\$341,526.46	\$597,908.31	\$234,076.98
Total Base Salary (successor agreement)	\$18,195,184.67	\$18,793,092.99	\$19,027,169.97

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

Percentage impact (average per year over term of agreement) 2.15%
 Dollar impact (average per year over term of agreement) \$391,170.59

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

	<i>Base Year</i>	<i>Year 1</i>
Cost of Health Plan	\$3,927,991.75	\$4,258,303.57
Cost of Prescription	\$1,138,297.31	\$1,255,037.84
Cost of Dental	\$302,756.61	\$302,364.53
Employee Contributions	\$763,491.38	\$1,075,669.56

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
 12/3/2014
 Signature Date