

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

Section I: Agreement Details

Public Employer: BOROUGH OF GLASSBORO County: Gloucester
 Employee Organization: FOP LODGE 108 FOR SERGEANTS, LIEUTENANTS AND CAPTAINS Employees in Unit: 10
 Base Year Contract Term: 1/1/2009 12/31/2012 New Contract Term 1/1/2013 12/31/2016
 Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-18.7(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 (First Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
Section III: Economic - Costs inside base salary				
Salary	<u>\$1,136,376</u>		<u>\$1,169,104</u>	
Increment		<u>N/A</u>		<u>N/A</u>
Longevity				
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	<u>HOLIDAY</u>	<u>\$13,243</u>		<u>\$13,508</u>
Item 2	<u>EDUCATION</u>	<u>\$10,800</u>		<u>\$10,800</u>
Item 3				
Item 4				
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	<u>\$1,136,376</u> (Total Economic) Section III & IV	<u>\$24,043</u> (Total Non-salary Economic)	<u>\$1,169,104</u> (Total Economic) Section III & IV	<u>\$24,308</u> (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$1,136,376

Effective Date (m/d/yyyy)	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>
Percent Increase	<u>2%</u>	<u>2%</u>	<u>2%</u>	<u>2.25%</u>
Actual dollar increase	<u>\$22,728</u>	<u>\$23,182</u>	<u>\$23,646</u>	<u>\$27,133</u>
Total Economic Costs (successor agreement)	<u>\$1,169,104</u>	<u>\$1,182,286</u>	<u>\$1,205,932</u>	<u>\$1,233,065</u>

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

Percentage Impact (average per year over term of agreement) 2.06%
 Dollar Impact (average per year over term of agreement) \$24,172

Section VIII

<u>Medical Costs</u>	Base Year	Year 1
Cost of Health Plan	<u>\$181,226</u>	<u>\$209,236</u>
Employee Contributions	<u>\$8,958</u>	<u>\$18,128</u>
Prescription		
Dental	<u>\$1,255</u>	<u>\$1,255</u>
Vision	<u>\$1,726</u>	<u>\$1,725</u>