

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

Section I: Agreement Details

Public Employer: Borough of Roseland County: Essex
 Employee Organization: Roseland Patrolman's Fraternal Order of Police Lodge No 184 Employees in Unit: 15
 Base Year Contract Term: 1/1/2007 12/31/2012 New Contract Term 1/1/2013 12/31/2017
 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	\$1,405,112		\$1,405,112	
Increment		N/A	\$26,427	N/A
Longevity	\$5,726		\$5,726	
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	Uniform Allowance	\$18,000	\$18,000	
Item 2	EMT STIPAND	\$9,000	\$9,000	
Item 3	College Degree	\$3,450	\$3,450	
Item 4	5 and 2 days	\$4,569	\$4,569	
Item 5	Overtime	\$100,000	\$100,000	
Item 6	Holiday Pay	\$78,172	\$78,172	
Item 7	Detective Stipand	\$2,050	\$2,050	
Item 8	Terminal Leave upon Retire	\$328,924	\$0	
Item 9	Sick Leave Pay	\$87,713	\$67,005	
Any additional items list on separate sheet	Additional items	\$11,050	\$11,050	
Section V: Totals - Sum of costs in each column	\$1,425,338		\$1,451,766	
	(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) \$1,425,338

Effective Date (m/d/yyyy)	1/1/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017
Percent Increase	1.86%	1.34%	2.02%	2.02%	2.48%
Actual dollar increase	\$26,428	\$19,416	\$29,633	\$30,321	\$38,484
Total Economic Costs (successor agreement)	\$1,451,766	\$1,467,732	\$1,497,365	\$1,553,867	\$1,592,352

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

Percentage Impact (average per year over term of agreement) 1.95%
 Dollar Impact (average per year over term of agreement) \$28,856

Section VIII

Medical Costs	Base Year	Year 1			
Cost of Health Plan	\$246,845	\$262,486	\$297,360	\$343,301	\$347,633
Employee Contributions	\$17,026	\$19,640	\$43,097	\$74,025	\$109,957
Prescription	\$0	\$0	\$0	\$0	\$0
Dental	\$16,991	\$16,994	\$16,991	\$18,518	\$18,518
Vision	\$0	\$0	\$0	\$0	\$0

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: Maureen Chumacas Title: Administrator
 Print Name
Maureen Chumacas Signature
 Date: 7-19-16