

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

**Section I: Agreement Details**

Public Employer: County of Bergen County: Bergen  
 Employee Organization: PBA #49 - County Police Employees in Unit: 90  
 Base Year Contract Term: 01/01/08-12/31/09 New Contract Term: 01/01/10-12/31/14  
 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.

Section III: Economic - Costs inside base salary	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
Salary.....	\$7,970,638	N/A	\$9,060,234	N/A
Increment....	\$1,259,698		\$1,882,271	
Longevity....	\$35,210		\$35,210	

**Section IV: Additional Costs**

Item	Description	List economic items: indicate either inside or outside base salary as agreed to between the parties.			
		Column A	Column B	Column C	Column D
Item 1.....	Education	\$16,975		\$16,975	
Item 2.....	Uniform	\$76,500		\$76,500	
Item 3.....	Rotating Shift	\$234,725		\$234,725	
Item 4.....	Special Duty	\$90,000		\$90,000	
Item 5.....	Sr Off Pay	\$160,959		\$177,055	
Item 6.....	Holiday Fold-In	\$531,599		\$584,759	
Item 7.....					
Item 8.....					
Item 9.....					
Additional items					

Any additional items list on separate sheet

**Section V: Totals -**

Sum of costs in each column	\$10,376,306		\$12,157,731	
	(Total Economic) Sect III & IV	(Total Non-salary Economic)	(Total Economic) Sect III & IV	(Total Non-salary Economic)

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

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year (previous agreement)	\$10,376,306				
Effective Date	01/01/10	01/01/11	01/01/12	01/01/13	01/01/14
Percent Increase	17.900%	.000%	.000%	.000%	TBD
Actual dollar increase	\$1,781,424	\$0	\$0	\$0	TBD
Total Economic Costs (successor agreement)	\$12,157,731	\$12,157,731	\$12,157,731	\$12,157,731	TBD

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

Percentage Impact (average per year over term of agreement) TBD  
 Dollar impact (average per year over term of agreement) TBD

**Section VIII: Medical Costs**

	Base Year	Year 1
Cost of Health Plan .....	No data captured	No data captured
Employee Contributions .....	\$0	\$91,398
Prescription .....	No data captured	No data captured
Dental .....	No data captured	No data captured
Vision .....	\$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: \_\_\_\_\_ Title: \_\_\_\_\_  
 Print Name  
 Signature: \_\_\_\_\_ Date: \_\_\_\_\_