

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

Section I: Agreement Details

Public Employer: The Borough of Highland Park County: Middlesex
 Employee Organization: The Superior Officers Association Employees in Unit: 3
 Base Year Contract Term: Jan 1, 2011 - Dec 31, 2014 New Contract Term: Jan 1, 2015 - Dec 31, 2015
 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 <i>(Last Year of Previous agreement)</i>		New Base Year - Total Costs <i>(First Year of Successor agreement)</i>	
	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	<u>401,041</u>		<u>409,061</u>	
Increment		N/A		N/A
Longevity	<u>12,000</u>		<u>12,000</u>	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 <u>Clothing Allowance</u>	<u>850.-</u>		<u>850.-</u>	
Item 2 <u>Unused Sick</u>		<u>53,119</u>		<u>54,181</u>
Item 3 <u>Unused Vacation</u>		<u>9,285</u>		<u>9,470</u>
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>413,891</u>	<u>62,404</u>	<u>421,911</u>	<u>63,651</u>
	<small>(Total Economic) Section III & IV</small>	<small>(Total Non-salary Economic)</small>	<small>(Total Economic) Section III & IV</small>	<small>(Total Non-salary Economic)</small>

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) 413,891
 Effective Date (m/d/yyyy) 01/01/2015
 Percent Increase 2.7%
 Actual dollar increase 8,020
 Total Economic Costs (successor agreement) 421,911

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

Percentage Impact (average per year over term of agreement) 2.7%
 Dollar Impact (average per year over term of agreement) 421,911

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	<u>42,267</u>	<u>46,669</u>
Employee Contributions	<u>11,201</u>	<u>16,334</u>
Prescription	<u>11,552</u>	<u>12,598</u>
Dental	<u>2,693</u>	<u>2,693</u>
Vision	<u>0</u>	<u>0</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 IX

Prepared by: Leann Cosley-Richardson Title: HR Coordinator
 Signature: [Signature] Date: 4/28/2015