

SUMMARY FORM
COLLECTIVE BARGAINING AGREEMENT
PUBLIC SECTOR / NON-POLICE & NON-FIRE

Section I: Agreement Details

Public Employer: BOROUGH OF ELMWOOD PARK County: Bergen
 Employee Organization: WHITE COLLAR ASSOCIATION
 Base Year Contract Term: 12/31/2011 New Contract Term: 1/1/2012 - 12/31/2013 Employees in Unit: 18
 Type of Settlement: Mediated Settlement 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 \$699,644	\$687,024
Item 2	Increment \$12,356	\$17,500
Item 3	Longevity \$31,741	\$29,069
Item 4	STIPEND \$9,252	\$11,000
Item 5	BUYBACK \$2,500	\$2,500
Item 6	RX REIMBURSEMENT \$10,590	
Item 7	FURLOUGHS \$12,918	
Item 8	OVERTIME \$13,573	\$7,103
Item 9	VISION REIMBURSEMENT	\$1,500
Item 10		
Item 11		
Item 12		
Any additional items list on separate sheet	Additional Items	
Section III: Totals - Sum of costs in each column	\$792,574 (Total)	\$755,696 (Total)

Section IV: Analysis of new successor agreement

Total Base Year (previous agreement) \$792,574

NEW AGREEMENT ANALYSIS

	1/1/2012	1/1/2013
Effective Date (m/d/yyyy)		
Percent Increase	4.65%	7.96%
Total cost of increase	\$36,878	\$63,093
Total base salary (successor agreement)	\$829,452	\$892,545

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

Percentage Impact (average per year over term of agreement) 6.31
 Dollar Impact (average per year over term of agreement) \$49,985.50

Section VI

Health Insurance (indicate costs associated on each line)

	Base Year	Year 1	
Cost of Health Plan	\$301,870	\$325,994	\$362,215
Employee Contributions	\$14,926	\$42,687	\$42,687
Prescription			
Dental			
Vision			

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: Roy Kelleher Title: CEO
 Signature: [Signature] Date: 7/25/16