

**COLLECTIVE BARGAINING AGREEMENT
PUBLIC SECTOR / NON-POLICE & NON-FIRE**

Section I: Agreement Details

Public Employer: City of Bridgeton County: Cumberland
 Employee Organization: New Jersey Civil Service Association Cumberland County Council #18 Employees in Unit: 42
 Base Year Contract Term: 7/1/2011 6/30/2015 New Contract Term: 7/1/2015 12/31/2018
 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 <u>Salary</u>	\$1,371,037	\$1,371,037
Item 2 <u>Increment</u>	\$0	\$25,514
Item 3 <u>Longevity</u>	\$0	\$0
Item 4		
Item 5		
Item 6		
Item 7		
Item 8		
Item 9		
Item 10		
Item 11		
Item 12		
<small>Any additional items list on separate sheet Additional Items</small>		
Section III: Totals - Sum of costs in each column	\$1,371,037 (Total)	\$1,396,551 (Total)

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)	\$1,371,037				
Effective Date (m/d/yyyy)	<u>7/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>	
Percent Increase	<u>1.5</u>	<u>2.59</u>	<u>3.59</u>	<u>2.5</u>	
Total cost of increase ..	<u>\$25,514</u>	<u>\$36,155</u>	<u>\$51,471</u>	<u>\$37,104</u>	
Total base salary (successor agreement)	<u>\$1,396,551</u>	<u>\$1,432,706</u>	<u>\$1,484,177</u>	<u>\$1,521,282</u>	

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

Percentage Impact (average per year over term of agreement) 3.01
 Dollar Impact (average per year over term of agreement) _____

Section VI

Health Insurance (indicate costs associated on each line)

	Base Year	Year 1			
Cost of Health Plan	\$450,482				
Employee Contributions	\$46,518				
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:

<u>D E Goodreau</u>	Title: <u>Business Administrator</u>
<small>Print Name</small>	
<u>Dale E Goodreau</u>	Date: <u>11/23/2015</u>
<small>Signature</small>	