

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

Section I: Agreement Details:

Public Employer: Borough of Woodbury Heights County: Gloucester
 Employee Organization: Woodbury Heights Police Association PBA 104 Employees in Unit: 6
 Base Year Contract Term: 1/1/2008 12/31/2011 New Contract Term: 1/1/2012 12/31/2014
 Type of Settlement: Arbitrator's Award Fact Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:15b-16.7(b) 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 Economic Issues Base Salary	Column B Non-salary Economic Outside-Base Salary	Column C Economic Issues Base Salary	Column D Non-salary Economic Outside-Base Salary
Section III: Economic - Costs made from salary				
Salary	\$398,135	N/A	\$413,596	N/A
Increment				
Longevity	\$0		\$0	
Section IV: Additional Costs <small>(For economic items, indicate whether inside or outside base salary as agreed to between the parties)</small>				
<i>Item Descriptions</i>				
Item 1	clothing/equipment	\$5,550		\$5,550
Item 2	tuition reimbursement	\$7,200		\$7,200
Item 3	manual skills incentives	\$4,500		\$4,500
Item 4	Unused sick time sell back	\$1,958		\$1,957
Item 5	Unused vacation sell back	\$6,823		\$6,959
Item 6	Education Incentive	\$2,500		\$2,500
Item 7	Overtime	\$42,020		\$42,860
Item 8				
Item 9				
Any additional items list on separate sheet	Additional Items			
Section V: Totals - Sum of totals in each column	\$398,135 <small>(Total Economic) Section III & IV</small>	\$70,551 <small>(Total Non-salary Economic)</small>	\$413,596 <small>(Total Economic) Section III & IV</small>	\$71,566 <small>(Total Non-salary Economic)</small>

Section VI: Analysis of the successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement)	\$398,135		
Effective Date (m/d/yyyy)	<u>1/1/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>
Percent Increase	2.00%	2.00%	2.00%
Actual dollar increase	\$7,963	\$9,122	\$8,284
Total Economic Costs (successor agreement)	\$406,098	\$414,220	\$422,504

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


Percentage Impact (Average per year over term of agreement): 2.00%
 Dollar Impact (Average per year over term of agreement): \$8,123

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan	\$63,816	\$71,162		
Employee Contributions	\$0	\$6,357		
Prescription	\$14,991	\$17,340		
Dental	\$4,286	\$3,962		
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: Victoria Holmstrom Title: Chief Financial Officer
 Signature:  Date: June 4, 2012