

**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 122 Employees in Unit: 6
 Base Year Contract Term: 1/1/2012 12/31/2014 New Contract Term 1/1/2015 12/31/2019
 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	\$422,600		\$431,052	
Increment		N/A		N/A
Longevity				
Section IV: Additional Costs List economic items. Indicate either inside or outside base salary as agreed to between the parties.				
<u>Item Description</u>				
Item 1 <u>clothing/equipment</u>		\$5,550		\$6,600
Item 2 <u>tuition reimbursement</u>		\$7,200		\$7,200
Item 3 <u>manual skills incentives</u>		\$4,500		\$8,250
Item 4 <u>unused sick time sell back</u>		\$2,045		\$2,090
Item 5 <u>unused vacation sell back</u>		\$7,400		\$7,548
Item 6 <u>Education Incentive</u>		\$2,500		\$2,500
Item 7 <u>Overtime</u>		\$44,592		\$45,484
Item 8				
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	\$422,600	\$73,787	\$431,052	\$79,972
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$422,600

Effective Date (m/d/yyyy)	1/1/2015	1/1/2016	1/1/2017	1/1/2018	1/1/2019
Percent Increase	2.00%	2.00%	2.00%	2.00%	2.00%
Actual dollar increase	\$8,452	\$8,621	\$8,793	\$8,969	\$9,149
Total Economic Costs (successor agreement)	\$431,052	\$439,673	\$448,466	\$457,435	\$466,584

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) \$8,797

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$67,586	\$85,698
Employee Contributions	\$16,926	\$24,221
Prescription	\$18,242	\$23,580
Dental	\$3,508	\$3,995
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: 7-21-2015