

SUMMARY FORM

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

Section I: Agreement Details

Public Employer: Middlesex County Improvement Authority County: Middlesex
 Employee Organization: United Steel Workers Local 4-149 Employees in Unit: 15
 Base Year Contract Term: 1/1/2009 12/31/2013 New Contract Term 1/1/2014 12/31/2017
 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>	\$1,257,007	\$1,294,717
Item 2 <u>Increment</u>	\$37,710	\$25,894
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		
Any additional items list on separate sheet Additional Items		
Section III: Totals - Sum of costs in each column	<u>\$1,294,717</u> (Total)	<u>\$1,320,611</u> (Total)

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)	<u>\$1,294,717</u>				
Effective Date (m/d/yyyy)	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	
Percent Increase	<u>2</u>	<u>2</u>	<u>2</u>	<u>2</u>	
Total cost of increase ..	<u>\$25,894</u>	<u>\$26,412</u>	<u>\$26,940</u>	<u>\$27,479</u>	
Total base salary (successor agreement)	<u>\$1,320,612</u>	<u>\$1,347,024</u>	<u>\$1,373,964</u>	<u>\$1,401,444</u>	

Section V: 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) \$26,682.00

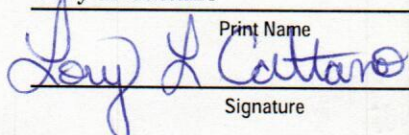
Section VI

Health Insurance (Indicate costs associated on each line)

	Base Year	Year 1			
Cost of Health Plan	\$197,282	\$214,054			
Employee Contributions	\$20,863	\$21,176			
Prescription	\$67,252	\$77,397			
Dental	\$7,122	\$7,227			
Vision	\$770	\$770			

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: Lory L. Cattano Title: Chief Financial Officer
 Signature
 Date: 2/1/2016