

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

**Section I: Agreement Details**

Public Employer: Borough of Westwood County: Bergen  
 Employee Organization: PBA Employees in Unit: 24 - 25  
 Base Year Contract Term: 1/1/05 - 12/31/09 New Contract Term: 1/1/10 - 12/31/14  
 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.

	2009		2010	
	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
<b>Section III: Economic - Costs inside base salary</b>				
Salary ..... 25 employees	2,410,632		2,218,198	24 employees
Increment .....		N/A	112,974	N/A
Longevity .....	139,027		140,386	
<b>Section IV: Additional Costs</b> List economic items; indicate either inside or outside base salary as agreed to between the parties.				
<b>Item Description</b>				
Item 1 ..... <u>Overtime</u>		458,561		367,411
Item 2 ..... <u>Uniform</u>		17,600		18,900
Item 3 ..... <u>Stipend</u>		3,600		3,600
Item 4 .....				
Item 5 .....				
Item 6 .....				
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet Additional Items				
<b>Section V: Totals - Sum of costs in each column</b>	<u>2,549,659</u>	<u>479,761</u>	<u>2,471,558</u>	<u>389,911</u>
	(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) 2,410,632

Effective Date (m/d/yyyy)	1/1/10	1/1/11	1/1/12	1/1/13	1/1/14
Percent Increase .....	3.5%	3.5%	3.5%	3.5%	3.5%
Actual dollar increase .....	112,974	116,928	121,021	125,256	129,640
Total Economic Costs (successor agreement) .....					

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

Percentage Impact (average per year over term of agreement)

3.5%

Dollar Impact (average per year over term of agreement)

121,164

**Section VIII**

Medical Costs	2009	Base Year	Year 1	2010
Cost of Health Plan .....		N/a	439,858	
Employee Contributions .....		N/A	4,000	
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 IX**

Prepared by:

Robert S. Hoffmann  
 Print Name  
Robert S. Hoffmann  
 Signature

Title:

Borough Administrator

Date:

6/19/2012