

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

Section I: Agreement Details

Public Employer: Township of Hamilton, New Jersey County: Mercer
 Employee Organization: Police Superior Officers Association Employees in Unit: 36
 Base Year Contract Term: 7/1/2013 6/30/2013 New Contract Term 7/1/2013 12/1/2016
 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 (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	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	\$4,384,686		\$4,384,686	
Increment		N/A		N/A
Longevity	\$279,105		\$283,039	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
<i>Item Description</i>				
Item 1 Overtime		\$151,766		\$180,844
Item 2 Clothing Allowance		\$20,400		\$20,400
Item 3 Educational Pay		\$6,750		\$6,750
Item 4 Sick Time Buyback		\$59,541		\$60,434
Item 5				
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	\$4,663,791 (Total Economic) Section III & IV	\$238,457 (Total Non-salary Economic)	\$4,667,725 (Total Economic) Section III & IV	\$268,428 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$4,663,791

Effective Date (m/d/yyyy)	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016
Percent Increase	0.0%	1.2%	1.1%	1.2%	1.1%	1.2%
Actual dollar increase	\$0	\$55,985	\$32,059	\$71,383	\$67,574	\$73,383
Total Economic Costs (successor agreement)	\$4,663,791	\$4,719,756	\$4,751,815	\$4,823,198	\$4,890,772	\$4,964,154

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

Percentage Impact (average per year over term of agreement) 1.97%

Dollar Impact (average per year over term of agreement) \$105,664

Contributions based on plan costs and pursuant to Chapter 78

Section VIII

Medical Costs	Base Year	Year 1			
Cost of Health Plan	\$37,791	\$36,387			
Employee Contributions					
Prescription	\$11,844	\$10,897			
Dental	\$3,592	\$3,592			
Vision	\$265	\$265			

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: John F. Ricci Title: Business Administrator
 Signature: [Signature] Date: 6/2/2015

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Section III: Economic - Costs inside base salary				
Salary				
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.				
Item Description				
Item 1				
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Item 4				
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Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column				
	(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) _____
 Effective Date (m/d/yyyy) 7/1/2016
 Percent Increase 1.1%
 Actual dollar increase \$69,461
 Total Economic Costs (successor agreement) \$5,033,615

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


Percentage Impact (average per year over term of agreement) _____
 Dollar Impact (average per year over term of agreement) _____
 Contributions based on plan costs and pursuant to Chapter 78

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan		
Employee Contributions		
Prescription		
Dental		
Vision		

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