

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

**Section I: Agreement Details**

Public Employer: BOROUGH OF ELMWOOD PARK County: Bergen  
 Employee Organization: PBA LOCAL 185 Employees in Unit: 38  
 Base Year Contract Term: 12/31/2011 New Contract Term: 1/1/2012 - 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.

	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 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 .....	\$4,469,732		\$4,067,770	
Increment .....		N/A		N/A
Longevity .....	\$179,783		\$129,171	

**Section IV: Additional Costs**

List economic items. Indicate either inside or outside base salary as agreed to between the parties.

Item Description	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
Item 1 ..... EDUCATION/ TECH	\$28,520		\$20,495	
Item 2 ..... STIPENDS	\$116,782		\$91,782	
Item 3 ..... OVERTIME/ COURT	\$37,336		\$200,936	
Item 4 ..... OUTSIDE SERV/ SCHOOL	\$165,663		\$327,575	
Item 5 ..... DW/ CLICK IT/ OFF CHARGE	\$165,160		\$32,875	
Item 6 ..... UNIFORMS	\$30,225		\$25,575	
Item 7 ..... RX REIMBURSEMENT				\$1,803
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet	Additional Items			
<b>Section V: Totals - Sum of costs in each column</b>	\$5,193,201	(Total Economic) Section III & IV	\$4,896,179	(Total Non-salary Economic) Section III & IV

**Section VI: Analysis of new successor agreement**

Total Economic Base Year(previous agreement) \$5,193,201

**NEW AGREEMENT ANALYSIS**

Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014
Percent Increase .....	5%	5%	7%
Actual dollar increase .....	\$297,022	\$302,817	\$411,576
Total Economic Costs (successor agreement) .....	\$5,490,223	\$5,793,040	\$6,204,616

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

Percentage Impact (average per year over term of agreement) 5.66%  
 Dollar Impact (average per year over term of agreement) \$337,138

**Section VIII**

Medical Costs	Base Year	Year 1	Year 2	Year 3
Cost of Health Plan .....	\$632,781	\$683,348	\$759,276	\$828,000
Employee Contributions .....	\$58,641	\$75,505		\$60,130
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: Roy Kildebrand Title: CEO  
 Signature: [Signature] Date: 7-23-15

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

**Section I: Agreement Details**  
 Public Employer: BOROUGH OF ELMWOOD PARK County: Bergen  
 Employee Organization: DPW LOCAL 560  
 Base Year Contract Term: 12/31/2011 New Contract Term: 1/1/2012 - 1/1/2013 - 12/31/2014 Employees in Unit: 19  
 Type of Settlement:  Mediated Settlement  Fact-Finder Recommendation  Voluntary Settlement  Super Conciliation

	Column A Base Year - Total Costs <small>(Last Year of Previous Agreement)</small>	Column B New Base Year - Total Costs <small>(First Year of Successor Agreement)</small>
<b>Section II: Economic</b>		
Item 1 . . . . .	Salary \$1,024,374	\$1,134,570
Item 2 . . . . .	Increment	
Item 3 . . . . .	Longevity \$84,798	\$71,256
Item 4 . . . . .	STIPEND \$6,500	\$6,500
Item 5 . . . . .	UNIFORMS \$10,800	\$11,400
Item 6 . . . . .	OVERTIME \$42,980	\$81,476
Item 7 . . . . .	VISION REIMBURSEMENT \$0	\$900
Item 8 . . . . .	FURLOUGHS \$14,972	\$0
Item 9 . . . . .	MEDICAL REIMBURSEMENT \$11,678	\$0
Item 10 . . . . .		
Item 11 . . . . .		
Item 12 . . . . .		
Any additional items list on separate sheet	Additional Items	
<b>Section III: Totals -</b> Sum of costs in each column	\$1,196,102 (Total)	\$1,306,102 (Total)

**Section IV: Analysis of new successor agreement**

Total Base Year (previous agreement) \$1,196,102

**NEW AGREEMENT ANALYSIS**

	1/1/2012	1/1/2013	1/1/2014
Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014
Percent Increase . . . . .	9.2%	2.18%	10.34%
Total cost of increase . . . . .	\$110,000	\$26,096	\$123,687
Total base salary (successor agreement) . . . . .	\$1,306,102	\$1,332,198	\$1,455,885

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

Percentage Impact (average per year over term of agreement) 7.24%

Dollar Impact (average per year over term of agreement) \$86,594.34

**Section VI**

*Health Insurance (Indicate costs associated on each line)*

	Base Year	Year 1	Year 2
Cost of Health Plan . . . . .	\$301,870	\$325,994	\$362,215
Employee Contributions . . . . .	\$14,926	\$42,687	\$42,687
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 VII**

Prepared by: Ann Maguire Title: CFD

Signature: [Signature] Date: 7-23-15