

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

Section I: Agreement Details

Public Employer: West Deptford, NJ County: Gloucester
 Employee Organization: PBA Local 122 Employees in Unit: 33
 Base Year Contract Term: 1/1/2009 12/31/2013 New Contract Term 1/1/2014 12/31/2018
 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	\$2,782,907		\$2,788,857	
Increment	\$10,420	N/A	\$6,943	N/A
Longevity	\$95,801		\$0	
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	e.g. Uniforms	\$7,556		\$7,556
Item 2	e.g. Boot/Shoe Allowance	\$0		\$0
Item 3	e.g. Holiday Pay	\$168,967		\$168,967
Item 4	e.g. Stipends	\$0	\$3,000	
Item 5	e.g. Education	\$31,170	\$0	
Item 6	e.g. Shift Pay	\$7,884		\$7,884
Item 7	e.g. Annual Sick Buyback	\$35,000		\$0
Item 8	e.g. Overtime	\$83,000		\$88,000
Item 9	e.g. Sec 7-Longev/Education	\$0	\$128,971	
Any additional items list on separate sheet	Additional Items			
Section V: Totals - Sum of costs in each column	\$2,909,878 (Total Economic) Section III & IV	\$292,386 (Total Non-salary Economic)	\$2,918,828 (Total Economic) Section III & IV	\$280,386 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year(previous agreement) \$2,909,878

Effective Date (m/d/yyyy)	1/1/2014	1/1/2015	1/1/2016	1/1/2017	1/1/2018
Percent Increase	0.00%	2.00%	2.00%	2.00%	2.00%
Actual dollar increase	\$0	\$132,805	\$97,249	\$93,395	\$89,107
Total Economic Costs (successor agreement)	\$3,168,657	\$3,301,262	\$3,398,511	\$3,491,906	\$3,681,013

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

Percentage Impact (average per year over term of agreement) 1.6%
 Dollar Impact (average per year over term of agreement) \$82,471

Contributions based on plan costs and pursuant to Chapter 78

Section VIII

Medical Costs	Base Year	Year 1				
Cost of Health Plan	\$816,958	\$858,399	\$901,319	\$946,385	\$993,704	\$1,043,389
Employee Contributions	\$2,300	\$32,846	\$69,198	\$108,912	\$150,103	\$830,105
Prescription						
Dental						
Vision						