

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

Section I: Agreement Details

Public Employer: Township of Roxbury, NJ County: Morris
 Employee Organization: Roxbury PBA Local 311 Employees in Unit: 33 ²⁰¹¹ 37 ²⁰¹²
 Base Year Contract Term: 1/1/09 12/31/11 New Contract Term: 1/1/12 12/31/15
 Type of Settlement: Arbitrator's Award Fact Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-18.7(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.

Section III: Economic - Costs made base salary	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	Column B	Column C	Column D
	Economic Items Inside Base Salary	Non-salary Economic Items Outside Base Salary	Economic Items Inside Base Salary	Non-salary Economic Items Outside Base Salary
Salary	3382537 ⁰⁰		3552470 ⁰⁰	
Increment	49,529 ⁰⁰	N/A	30000 ⁰⁰	N/A
Longevity	114,732 ⁰⁰		115,001 ⁰⁰	
Section IV: Additional Costs List economic items, indicate either inside or outside base salary as agreed to between the parties.				
Item 1	44400 ⁰⁰		51900 ⁰⁰	
Item 2		5600 ⁰⁰		5600 ⁰⁰
Item 3				
Item 4				
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	3591,198 ⁰⁰ <small>(Total Economic) Section III & IV</small>	5,000 ⁰⁰ <small>(Total Non-salary Economic)</small>	3749,371 ⁰⁰ <small>(Total Economic) Section III & IV</small>	5,600 ⁰⁰ <small>(Total Non-salary Economic)</small>

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement)	Increment	50,000 ⁰⁰	50,000 ⁰⁰	50,000 ⁰⁰
3591,198 ⁰⁰	5000 ⁰⁰			
Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014	1/1/2015
Percent Increase	0	* 2,500 Flat	* 1,800 Flat	* 2000 Flat
Actual dollar increase	0	8000 ⁰⁰	57600 ⁰⁰	104000 ⁰⁰
Total Economic Costs (successor agreement)	3749,371 ⁰⁰	3879,371 ⁰⁰	3986,971 ⁰⁰	4100,971 ⁰⁰

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

Percentage Impact (average per year over term of agreement) * 1575⁰⁰ Flat
 Dollar Impact (average per year over term of agreement) 50,400⁰⁰

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan	842,561 ⁰⁰	1,006,596 ⁰⁰		
Employee Contributions	38,959 ⁰⁰	86,538 ⁰⁰		
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:

Patty Reiche
Print Name
Patty Reiche
Signature

Title:

Asst to the CFO

Date:

3/19/13