

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

**Section I: Agreement Details**

Public Employer: TOWNSHIP OF PENNSVILLE County: Salem  
 Employee Organization: LIEUTENANTS Employees in Unit: 2  
 Base Year Contract Term: 11/1/13 - 12/31/13 New Contract Term 11/1/14 - 12/31/16  
 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.

Section III: Economic - Costs inside base salary	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
Salary .....	<u>217676</u>	N/A	<u>221590</u>	N/A
Increment .....	<u>8400</u>		<u>8400</u>	
Longevity .....				
<b>Section IV: Additional Costs</b> List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item 1 .....	<u>800</u>		<u>800</u>	
Item 2 .....	<u>3400</u>		<u>3400</u>	
Item 3 .....				
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>230276</u> (Total Economic) Section III & IV	<u>0</u> (Total Non-salary Economic)	<u>234190</u> (Total Economic) Section III & IV	<u>0</u> (Total Non-salary Economic)

**NEW AGREEMENT ANALYSIS**

Section VI: Analysis of new successor agreement

Total Economic Base Year (previous agree): 230276

Effective Date (m/d/yyyy)	11/1/14	11/1/15	11/1/16
Percent Increase .....	<u>2%</u>	<u>2%</u>	<u>2%</u>
Actual dollar increase .....	<u>4606</u>	<u>4698</u>	<u>4792</u>
Total Economic Costs (successor agreement) .....	<u>234882</u>	<u>239580</u>	<u>244372</u>

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

Percentage Impact (average per year over term of agreement) 2%

Dollar Impact (average per year over term of agreement) 4699

Section VIII

Medical Costs	2013	Base Year 2014	Year 1
Cost of Health Plan .....	<u>55539</u>	<u>55539</u>	
Employee Contributions .....	<u>5906</u>	<u>8596</u>	
Prescription .....			
Dental .....	<u>3027</u>	<u>3169</u>	
Vision .....	<u>1500</u>	<u>1500</u>	

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 Willadsen Title: CFO  
 Signature: John Willadsen Date: 2/12/15