

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer:	Township of Union	County:	Union
Employee Organization:	Superior Officers' Association of the Township of Union Police Department		
Base Year Contract Term:	1/1/2009	12/31/2012	New Contract Term 1/1/2013
Type of Settlement:	<input type="checkbox"/> Arbitrator's Award	<input type="checkbox"/> Fact-Finder Recommendation	<input checked="" type="checkbox"/> 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 (First Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
	Economic Base Salary	Non-Salary Economic Deductions from Salary	Economic Base Salary	Non-Salary Economic Deductions from Salary
Section III: Economic - Costs inside base salary				
Salary	\$3,570,075		\$3,580,112	
Increment		N/A	\$17,901	N/A
Longevity	\$271,838		\$299,508	
Section IV: Additional Costs <small>List economic items: Indicate either inside or outside base salary as agreed to between the parties.</small>				
Item 1	\$74,556		\$84,368	
Item 2		\$8,000		\$8,000
Item 3		\$9,500		\$9,500
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	\$3,916,469	\$15,600	\$3,981,887	\$16,500
	(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) \$3,916,469

Effective Date (mm/yyyy)	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>		
Percent Increase	1/2%	1%	2%		
Actual dollar increase	\$17,901	\$36,046	\$72,792		
Total Economic Costs (successor agreement)	\$3,981,887	\$4,073,594	\$4,172,506		

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

Percentage Impact (average per year over term of agreement)	<u>1.17%</u>
Dollar Impact (average per year over term of agreement)	<u>\$85,346</u>

Section VIII

<u>Medical Costs</u>	<u>Base Year</u>	<u>Year 1</u>
Cost of Health Plan	\$859,190	\$858,832
Employee Contributions	\$0	\$58,805
Prescription		\$111,551
Rental	\$29,111	\$28,560
VIP		\$28,660

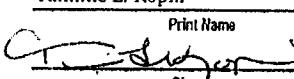
The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, she is subject to punishment.

Section IX

Prepared by:

Tammie L. Kopin

Title: Assistant Business Administrator


Signature

Date: 8/10/2014