

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

**Section I: Agreement Details**

Public Employer: Mt. Ephraim Borough County: Camden  
 Employee Organization: FOP Lodge #76 Employees in Unit: 11  
 Base Year Contract Term: 1/1/2008 12/31/2011 New Contract Term 1/1/2012 12/31/2015  
 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
<b>Section III: Economic - Costs inside base salary</b>	<u>Economic Inside Base Salary</u>	<u>Non-salary Economic Outside Base Salary</u>	<u>Economic Inside Base Salary</u>	<u>Non-salary Economic Outside Base Salary</u>
Salary .....	\$789,476		\$821,485	
Increment .....	\$11,767	N/A	\$8,902	N/A
Longevity .....				
<b>Section IV: Additional Costs</b>				
List economic items: indicate either inside or outside base salary as agreed to between the parties.				
<u>Item Description</u>				
Item 1 ..... <u>Shift Differential</u>	\$33,553		\$0	
Item 2 ..... <u>Court Pay</u>		\$3,850		\$3,850
Item 3 ..... <u>Education Pay</u>		\$3,500		\$3,500
Item 4 ..... <u>Sick Leave sellback</u>		\$6,338		\$13,000
Item 5 ..... <u>Clothing Maint. Allowance</u>		\$7,650		\$6,875
Item 6 ..... <u>Clothing Purchase Allowanc</u>		\$7,750		\$8,525
Item 7 ..... <u>Overtime</u>		\$2,000		\$2,000
Item 8 ..... <u>On Call Stipend</u>	\$2,600		\$2,600	
Item 9 ..... <u>Personal Days for Holidays</u>		\$57,692		\$18,538
Any additional items list on separate sheet Additional Items				
<b>Section V: Totals - Sum of costs in each column</b>	\$847,843 (Total Economic) Section III & IV	\$88,780 (Total Non-salary Economic)	\$908,075 (Total Economic) Section III & IV	\$56,288 (Total Non-salary Economic)

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

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year(previous agreement) \$847,843

<u>Effective Date (m/d/yyyy)</u>	<u>1/1/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>
Percent Increase .....	0	0	1.25%	1.25%
Actual dollar increase .....	\$60,232	-\$104,940	\$10,039	\$10,165
Total Economic Costs (successor agreement) .....	\$908,075	\$803,135	\$813,174	\$823,339

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

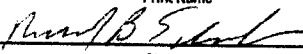
Percentage Impact (average per year over term of agreement) .63%  
 Dollar Impact (average per year over term of agreement) -\$24,504

**Section VIII**

<u>Medical Costs</u>	<u>Base Year</u>	<u>Year 1</u>
Cost of Health Plan .....	\$113,961	\$129,408
Employee Contributions .....	\$8,770	\$11,965
Prescription .....	\$53,352	\$63,162
Dental .....	\$8,172	\$8,514
Vision .....	\$1,848	\$1,826

*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: Richard B. Schwab Title: Consultant  
 Signature:  Date: 11/6/2014