

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

Public Employer: Borough of River Edge Employee Organization River Edge Superior Officers Association

Base Year Contract Term: 1/1/10-12/31/10 New Contract Term 1/1/11-12/31/14

Synopsis of Settlement/ New Hires - No % longevity see guide. New Hires - No 585 severance benefit

Award/Recommendation: New Hires - New Guide 1/1/11=0%,7/1/12=2%,1/1/13=2%,1/1/14=2%  
Schedule Memorialized.Griev step increases to 3weeks. OT for Grants & POD  
S=Sergeant L=Lieutenant C=Captain

**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.

	<u>BASE YEAR</u> <i>(previous agreement)</i>	<u>NEW BASE YEAR</u> <i>(successor agreement) (2014)</i>	<u>INCLUDED IN NEW BASE</u>			
			<u>Economic</u>		<u>Non-Economic</u>	
Salary: S=108,518 L=117,199 C=118,524		S=115,160 L=124,373 C=125,179	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Increment: <u>N/A</u>		S=6,642 L=7,174 C=7,255	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
% Increase: <u>0.00% N/A</u>		<u>0.00% 6.12 over 4years</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Avg. Yield per person in dollars: <u>N/A</u>		<u>7,024</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Uniforms: <u>None</u>		<u>See Increment</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Boot/Shoe: <u>None</u>		<u>None</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Longevity: <u>2,4,6,8,10% every 4 years</u>		<u>New Hires - see guide</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Holiday Pay: <u>14 @ 1.5 into base</u>		<u>14 @ 1.5 into base</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Shift Differential: <u>90 Days Higher Rank</u>		<u>No change</u>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Overtime: <u>Rate of 1.5</u>		<u>No change</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Stipends: <u>None</u>		<u>None</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Bonuses: <u>None</u>		<u>None</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Education: <u>No change</u>		<u>No change</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
EMT: <u>N/A</u>		<u>N/A</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Other*: <u>Court time 1.5</u>		<u>No change</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
* Additional Costs: <i>(please list on separate sheet &amp; include in total)</i>						
Recall Time <u>2HR 1.5</u>		<u>No change</u>				X
Medical: <u>On Call 1HR comp</u>		<u>No change</u>				X
						<i>Medical costs are not included in the base salary but must be included in the analysis as part of the summary</i>
Contributions: <u>3,360</u>		<u>12,816</u>				
Cost of Health: <u>113,111</u>		<u>134,172</u>				
Prescription: <u>N/A</u>		<u>N/A</u>				
Dental: <u>N/A</u>		<u>N/A</u>				
Vision: <u>N/A</u>		<u>N/A</u>				

**NEW AGREEMENT ANALYSIS**

Effective Date	<u>Year 1/1/11</u>	<u>Year 1/1/12</u>	<u>Year 1/1/13</u>	<u>Year 1/1/14</u>
% Increase	<u>0.00% 0</u>	<u>0.00% 2</u>	<u>0.00% 2</u>	<u>0.00% 2</u>
Avg. Yield (p/p*)	<u>S=0 L=0 C=0</u>	<u>S=1,085 L=1,172 C=0</u>	<u>S=2,214 L=2,391 C=0</u>	<u>S=2,258 L=2,439 C=0</u>
Cost of Increase/:	<u>0</u>	<u>S=5,425 L=2,344 C=0</u>	<u>S=11,070 L=4,782 C=0</u>	<u>S=11,290 L=4,878 C=0</u>
Impact of Settlement:				
Percentage Impact:	<u>0.00% 0</u>	<u>0.00% 1</u>	<u>0.00% 2</u>	<u>0.00% 2</u>
Actual dollar Impact:	<u>0</u>	<u>7,769</u>	<u>15,852</u>	<u>16,168</u>
TOTAL BASE SALARY AT END OF EACH YEAR	<u>S= 108,518 L= 117,199 C= 118,524</u>	<u>110,688 119,543 120,894</u>	<u>112,902 121,934 123,312</u>	<u>115,160 124,373 125,779</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.\**

Prepared by: Alan P. Negreann Title: Borough Administrator/CFO  
 Print Name: Alan P. Negreann Date: 6/13/12  
 Signature: [Handwritten Signature]

\*To the best of my belief and knowledge and interpretation of what is requested on this form.