

SUMMARY FORM

**COLLECTIVE BARGAINING AGREEMENT
PUBLIC SECTOR / NON-POLICE & NON-FIRE**

Section I: Agreement Details

Public Employer: Cumberland County College County: Cumberland
 Employee Organization: Faculty Association Employees in Unit: 51
 Base Year Contract Term: 7/1/2011 6/30/2014 New Contract Term 7/1/2014 6/30/2017
 Type of Settlement: Mediated Settlement Fact-Finder Recommendation Voluntary Settlement Super Conciliation

	Column A Base Year - Total Costs <i>(Last Year of Previous agreement)</i>	Column B New Base Year - Total Costs <i>(First Year of Successor agreement)</i>
Section II: Economic		
Item 1 <u>Salary</u>	\$3,497,110	\$3,501,110
Item 2 <u>Increment</u>		
Item 3 <u>Longevity</u>		
Item 4 <u>Educational Attainment</u>		
Item 5 <u>Promotions/Reclassification</u>	\$4,000	\$1,000
Item 6 <u>Tuition Reimbursement</u>	\$40,000	\$40,000
Item 7 _____		
Item 8 _____		
Item 9 _____		
Item 10 _____		
Item 11 _____		
Item 12 _____		
Any additional items list on separate sheet Additional Items		
Section III: Totals - Sum of costs in each column	\$3,541,110 (Total)	\$3,542,110 (Total)

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement) \$3,541,110

Effective Date (m/d/yyyy)	7/1/2014	7/1/2015	7/1/2016			
Percent Increase	2.0%	0.0%	2.0%			
Total cost of Increase ..	\$70,021	\$0	\$71,423			
Total base salary (successor agreement)	\$3,612,131	\$3,612,131	\$3,683,554			

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

Percentage Impact (average per year over term of agreement) 1.30
 Dollar Impact (average per year over term of agreement) \$47,148.00

Section VI

Health Insurance (indicate costs associated on each line)

	Base Year	Year 1				
Cost of Health Plan	\$613,716	\$740,819				
Employee Contributions	\$88,594	\$142,174				
Prescription	\$168,532	\$203,046				
Dental	\$24,179	\$31,501				
Vision	\$8,177	\$17,276				

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 VII

Prepared by:

<u>Rosemarie Ficus</u> Print Name	Title: <u>Director HR</u>
<u>[Signature]</u> Signature	Date: <u>7/27/15</u>