

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

Section I: Agreement Details

Public Employer: THE BOROUGH OF CHESTER HEIGHTS County: CAMDEN
 Employee Organization: CHESTER HEIGHTS P.B.A. LOCAL 362 Employees in Unit: 6
 Base Year Contract Term: 1/1/2010 12/31/2014 New Contract Term: 1/1/2015 12/31/2017
 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
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	322,760		303,566	
Increment	5,580	N/A	9,353	N/A
Longevity	2,946		-	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item 1		40,932		67,959
Item 2		5,600		3,600
Item 3		6,637		2,198
Item 4		11,200		4,800
Item 5		300		300
Item 6		600		600
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	331,186	58,269	311,919	79,357
	(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) 331,186

Effective Date (m/d/yyyy)	11/1/15	11/1/16	11/1/17
Percent Increase	2.28%	5.97%	5.86%
Actual dollar increase	8,353	20,074	20,985
Total Economic Costs (successor agreement)	311,919	336,988	357,717

SPE ATTACHED

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

Percentage Impact (average per year over term of agreement) 4.84%
 Dollar Impact (average per year over term of agreement) 16,460

SPE ATTACHED

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	53,925	53,715
Employee Contributions	11,319	14,517
Prescription	2,972	1,756
Dental	5,044	4,571
Vision <u>IMMEDIATE</u>	36,852	36,973
<u>OPT OUT</u>	4,053	4,415

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: William E. Haver Jr Title: Chief Financial Officer
 Signature: William E. Haver Jr Date: 4/28/16

Borough of Chesilhurst
 Summary of Dollar Increases for Police Salaries for PERC Summary Form

<u>Employee Name</u>	<u>Actual Dollar Increases</u>			<u>Totals</u>
	<u>2015</u>	<u>2016</u>	<u>2017</u>	
Section VI				
Christopher Francis	1,076.25	1,274.46	1,482.02	3,832.73
Robert Gauntt (resigned May 12, 2015)	1,076.25			1,076.25
Timothy Mims (Note 1)	730.60	6,323.63 Note 3	8,858.03	15,912.25
Delray Pointer	1,076.25	1,274.46	1,482.02	3,832.73
Ken Seymour	1,076.25	1,274.46	1,482.02	3,832.73
John Smith (Note 2)	3,317.72	9,926.90 Note 4	7,650.12	20,894.73
Total PBA	8,353.32	20,073.90	20,954.20	49,381.42
Percent Increase	2.68%	5.97%	5.86%	14.51%
Section VI1				
% Increase (Average per year over term of Agreement)				4.84%
Dollar Impact (Average per year over term of Agreement)				16,460.47

Note No 1: Resolution No 2015-122 June 4, 2015 Appointed as a year 4 officer at an annual salary of \$48,706.73

Note No 2: Resolution No 2015-124 June 4, 2015 promoting to year 3 officer annual salary \$46,706.63 from a Probationary salary of \$40,071.20

Note No 3: Year 4 officer (Mims) promoted to year 8 officer for an additional increase of \$10,840.50 effective June 4, 2016 New annual salary \$61,142.99

Note No 4: Year 3 officer (Smith) promoted to year 8 officer for an additional increase of \$13,235.86 effective April 7, 2016 New annual salary \$61,142.99

	<u>Mims</u>	<u>Smith</u>
Annual Increases	10,840.50	13,235.86
Monthly Increase	903.38	1,102.99
No months paid	7.00	9.00
Actual	6,323.63	9,926.90
Year 17 actual (remaining months from above)	4,516.88	3,308.97
Step 8 to step 9 increase	4,341.15	4,341.15
2017 Increases	8,858.03	7,650.12