

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

Section I: Agreement Details

Public Employer: Township of Voorhees County: Camden
 Employee Organization: Voorhees Police Senior Officers Association Employees in Unit: 6
 Base Year Contract Term: 1/1/2006 12/31/2010 New Contract Term: 1/1/2011 12/31/2013
 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	\$608,708		\$617,839	
Increment	\$0	N/A	\$0	N/A
Longevity	\$9,937		\$10,086	
Section IV: Additional Costs List economic items. Indicate either inside or outside base salary as agreed to between the parties.				
	<u>Item Description</u>			
Item 1	<u>Holiday Sell Back</u>	\$20,000		\$20,300
Item 2	<u>Clothing Allowance</u>	\$7,200		\$7,200
Item 3	<u>Training and Education Cost</u>	\$20,000		\$20,000
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	\$618,645	\$47,200	\$627,925	\$47,500
	(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)	\$618,645			
<u>Effective Date (m/d/yyyy)</u>	<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>	
Percent Increase	1.5	2	1	
Actual dollar increase	\$9,280	\$12,559	\$6,405	
Total Economic Costs (successor agreement)	\$627,925	\$640,484	\$646,889	

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

Percentage Impact (average per year over term of agreement) 1.5
 Dollar Impact (average per year over term of agreement) \$9,415

Section VIII

<u>Medical Costs</u>	Base Year	Year 1		
Cost of Health Plan	\$84,441	\$41,049	\$54,573	\$20,209
Employee Contributions	\$0	\$2,693	\$7,156	\$5,623
Prescription	\$24,666	\$11,422	\$15,336	\$5,493
Dental	\$511	\$511	\$511	\$511
Vision	\$0	\$0	\$0	\$0

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: Debra Campbell, CMFO, RMC Title: Human Resource Director
 Print Name
Debra Campbell Signature
 Date: 5/7/2013

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2011 thru 12/31/2013.

Employer: Township of Voorhees

County: Camden

Date: 5/7/2013

Name: Debra Campbell, CMFO, RMC
Print Name

Title: Human Resource Director

Debra Campbell
Signature