

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

**Section I: Agreement Details**

Public Employer: City of Vineland County: Cumberland  
 Employee Organization: Vineland Superior Officers Association Employees in Unit: 32  
 Base Year Contract Term: 1/1/2010 12/31/2013 New Contract Term 1/1/2014 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
<b>Section III: Economic - Costs inside base salary</b>				
Salary .....	\$3,168,560		\$3,153,414	
Increment .....		N/A		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>Uniforms</u>	\$3,500	\$3,500	\$3,500
Item 2 .....	<u>College Credits</u>	\$22,000	\$25,938	
Item 3 .....				
Item 4 .....				
Item 5 .....				
Item 6 .....				
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet	Additional Items			
<b>Section V: Totals - Sum of costs in each column</b>	\$3,190,560 (Total Economic) Section III & IV	\$3,500 (Total Non-salary Economic)	\$3,179,352 (Total Economic) Section III & IV	\$3,500 (Total Non-salary Economic)

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

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year (previous agreement) \$3,190,560

Effective Date (m/d/yyyy)	1/1/2014	1/1/2015	1/1/2016	1/1/2017
Percent Increase .....	2.00%	1.60%	1.60%	1.60%
Actual dollar increase .....	-\$11,208	\$167,376	\$59,894	\$65,597
Total Economic Costs (successor agreement) .....	\$3,179,352	\$3,346,728	\$3,406,622	\$3,472,220

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

Percentage Impact (average per year over term of agreement) 1.70%  
 Dollar Impact (average per year over term of agreement) \$70,415

**Section VIII**

<u>Medical Costs</u>	Base Year	Year 1
Cost of Health Plan .....	\$717,141	\$656,509
Employee Contributions .....	\$129,481	\$168,772
Prescription .....		
Dental .....		
Vision .....		

*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: Gregory A. Gallo Title: Legal Analyst  
 Print Name  
Gregory A. Gallo Date: 3/10/2015  
 Signature