

SUMMARY FORM

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

Section I: Agreement Details

Public Employer: Cumberland County College County: Cumberland
 Employee Organization: Administrators Association Employees in Unit: 41
 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>	\$3,109,716	\$2,537,336
Item 2 <u>Increment</u>		
Item 3 <u>Longevity</u>		
Item 4 <u>Educational Attainment</u>	\$2,000	\$2,000
Item 5 <u>Promotions/Reclassification</u>	\$4,500	\$14,000
Item 6 <u>Tuition Reimbursement</u>	\$25,000	\$25,000
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	<u>\$3,141,216</u> (Total)	<u>\$2,578,336</u> (Total)

Section IV: Analysis of new successor agreement **NEW AGREEMENT ANALYSIS**

Total Base Year (previous agreement) \$3,141,216

Effective Date (m/d/yyyy)	<u>7/1/2014</u>	<u>7/1/2015</u>	<u>7/1/2016</u>
Percent Increase	<u>2.0%</u>	<u>0.0%</u>	<u>2.0%</u>
Total cost of Increase ..	<u>\$52,378</u>	<u>\$0</u>	<u>\$51,794</u>
Total base salary (successor agreement)	<u>\$2,630,714</u>	<u>\$2,630,714</u>	<u>\$2,682,508</u>

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) \$34,724.00

Section VI

Health Insurance (Indicate costs associated on each line)

	Base Year	Year 1
Cost of Health Plan	\$542,877	\$595,752
Employee Contributions	\$78,368	\$114,333
Prescription	\$147,310	\$163,286
Dental	\$21,388	\$25,332
Vision	\$7,233	\$13,893

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: Rosemarie Fiscus Title: Director HR
 Signature: [Signature] Date: 7/27/15