

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

Section I: Agreement Details

Public Employer: COUNTY OF MERCER County: Mercer
 Employee Organization: PBA LOCAL 167 SUPERIOR CORRECTION OFFICERS Employees in Unit: 41
 Base Year Contract Term: 12/31/2008 New Contract Term 1/1/2009
 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	\$3,478,404		\$3,841,444	
Increment	\$141,823	N/A	\$80,910	N/A
Longevity	\$8,900		\$8,900	
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
	Item Description			
Item 1	UNIFORM ALLOWANCE	\$1,250	\$1,250	
Item 2	LES 700	\$700	\$700	
Item 3	LES 1050	\$1,050	\$1,050	
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	\$3,630,127	\$3,932,254		
	(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) \$3,630,127

Effective Date (m/d/yyyy)	1/1/2009	1/1/2010	1/1/2011	1/1/2012	1/1/2013
Percent Increase	0	2%	2.5%	2%	2%
Actual dollar increase	\$0	\$80,910	\$98,041	\$98,429	\$120,538
Total Economic Costs (successor agreement)	\$0	\$3,932,254	\$3,940,485	\$4,035,914	\$4,156,452

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

Percentage Impact (average per year over term of agreement) 2.25%
 Dollar Impact (average per year over term of agreement) \$4,018,276

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$21,718	\$25,604
Employee Contributions	\$16,718	\$19,604
Prescription	\$9,283	\$10,383
Dental	\$1,170	\$1,283
Vision	\$0	\$0