

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

Section I: Agreement Details

Public Employer: Cherry Hill Fire District #13 County: Camden
 Employee Organization: Cherry Hill Professional Firefighters Association I.A.F.F. Local No. 2663 AFL-CIO/CLC Employees in Unit: 99
 Base Year Contract Term: 1/1/2008 12/31/2011 New Contract Term 1/1/2012 12/31/2015
 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 <i>(Last Year of Previous agreement)</i>		New Base Year - Total Costs <i>(First Year of Successor agreement)</i>	
	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	\$5,708,317		\$6,216,354	
Increment	\$0	N/A	\$0	N/A
Longevity	\$407,248		\$0	
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>Sick Leave Incentive</u>	\$67,200	\$67,200	
Item 2	<u>College Incentive/Tuition</u>	\$34,560	\$34,560	
Item 3	<u>Clothing</u>	\$32,400	\$32,400	
Item 4	<u>EMT Certifications</u>	\$52,270	\$53,460	
Item 5	<u>Overtime</u>	\$72,000	\$86,400	
Item 6	<u>Fitness Center Memberships</u>	\$2,880	\$2,880	
Item 7	<u>PTO Payouts</u>	\$7,200	\$7,200	
Item 8	_____			
Item 9	_____			
Any additional items list on separate sheet	Additional Items			
Section V: Totals - Sum of costs in each column	\$6,115,566	\$268,510	\$6,216,354	\$284,100
	(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) \$6,115,566

Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014	1/1/2015
Percent Increase	1.0175%	2.00%	2.00%	2.00%
Actual dollar increase	\$100,788	\$124,327	\$126,814	\$129,395
Total Economic Costs (successor agreement)	\$6,216,354	\$6,340,681	\$6,467,495	\$6,596,845

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

Percentage Impact (average per year over term of agreement) 1.75%
 Dollar Impact (average per year over term of agreement) \$120,331

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan	\$1,275,903	\$1,322,622	\$1,412,592	\$1,513,590
Employee Contributions	\$0	\$90,042	\$187,627	\$303,343
Prescription				
Dental				
Vision				