

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

Section I: Agreement Details

Public Employer: Township of Plumsted County: Ocean
 Employee Organization: Plumsted PBA Local 390 Employees in Unit: 13
 Base Year Contract Term: 1/1/2010 12/31/2013 New Contract Term 1/1/2014 12/31/2016
 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	\$701,160		\$704,405	
Increment		N/A		N/A
Longevity	\$6,000		\$5,111	
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 Uniforms		\$6,500		\$6,500
Item 2 Holiday Pay		\$15,000		\$20,000
Item 3 Overtime		\$20,000		\$30,000
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	\$707,160	\$41,500	\$709,156	\$56,500
	(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) \$707,160

Effective Date (mkt/yyyy)	1/1/2014	1/1/2015	1/1/2016
Percent Increase	1.83	1.80	1.77
Actual dollar increase	\$13,000	\$13,000	\$13,000
Total Economic Costs (successor agreement)	\$709,518	\$722,518	\$735,518

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

Percentage Impact (average per year over term of agreement) 1.80
 Dollar Impact (average per year over term of agreement) \$13,000

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$212,496	\$262,656
Employee Contributions	\$29,171	\$45,765
Prescription		
Dental	\$9,034	\$8,765
Vision	\$1,764	\$1,764

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: June d. Madden Title: Chief Financial Officer
 Print Name: June d. Madden
 Signature: June d. Madden Date: 9/16/2014