

SUMMARY FORM

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

Section I: Agreement Details

Public Employer: Essex County College County: Essex
 Employee Organization: Administrative Association Employees in Unit: 47
 Base Year Contract Term: 9/1/2010 8/31/2012 New Contract Term 9/1/2012 8/31/2016
 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>	<u>\$3,354,047</u>	<u>\$3,581,452</u>
Item 2 <u>Increment</u>	<u>\$97,690</u>	<u>\$61,573</u>
Item 3 <u>Longevity</u>	<u>\$0</u>	<u>\$9,750</u>
Item 4 _____		
Item 5 _____		
Item 6 _____		
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>\$3,451,737</u>	<u>\$3,622,775</u>
	(Total)	(Total)

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

Total Base Year (previous agreement) \$3,451,737

Effective Date (m/d/yyyy)	<u>9/1/2012</u>	<u>9/1/2013</u>	<u>9/1/2014</u>	<u>9/1/2015</u>
Percent Increase	<u>1.75%</u>	<u>2.00%</u>	<u>2.00%</u>	<u>2.00%</u>
Total cost of increase				
Total base salary (successor agreement)				

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

Percentage Impact (average per year over term of agreement) _____
 Dollar Impact (average per year over term of agreement) _____

Section VI

Health Insurance (indicate costs associated on each line)

	Base Year	Year 1			
Cost of Health Plan	<u>\$22,851</u>	<u>\$22,851</u>			
Employee Contributions	<u>\$0</u>	<u>\$8,718</u>			
Prescription					
Dental	<u>\$8,717</u>	<u>\$8,717</u>			
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 VII

Prepared by: Khalilah Bowens Title: HR Coordinator
 Print Name
Khalilah Bowens Date: 8/5/2015
 Signature