

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

**Section I: Agreement Details**

Public Employer: CITY OF NEWARK County: Essex  
 Employee Organization: NEWARK FIREFIGHTERS UNION, INC Employees in Unit: 430  
 Base Year Contract Term: 1/1/2009 12/31/2012 New Contract Term 1/1/2013 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 (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
<b>Section III: Economic - Costs inside base salary</b>				
Salary .....	\$32,904,361		\$33,736,449	
Increment .....	\$0	N/A	\$472,886	N/A
Longevity .....	\$2,028,615		\$2,048,950	
<b>Section IV: Additional Costs</b> List economic items, indicate either inside or outside base salary as agreed to between the parties.				
	<u>Item Description</u>			
Item 1 .....	Uniforms	\$440,750	\$440,750	
Item 2 .....	Holiday Pay	\$2,485,652	\$2,626,085	
Item 3 .....	Shift Allowance	\$538,790	\$538,790	
Item 4 .....	Rescue 1 & Ladder 1	\$224,000	\$224,000	
Item 5 .....	USAR	\$41,250	\$41,250	
Item 6 .....	Decon	\$37,500	\$37,500	
Item 7 .....	Arson	\$11,250	\$11,250	
Item 8 .....	Hazmat Tour	\$2,000	\$2,000	
Item 9 .....				
Any additional items list on separate sheet	Additional Items			
<b>Section V: Totals - Sum of costs in each column</b>	\$38,714,168		\$40,179,910	
	(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) \$38,714,168

Effective Date (m/d/yyyy)	1/1/2013	1/1/2014	1/1/2015		
Percent Increase .....	3.79%	8.12%	3.52%		
Actual dollar increase .....	\$1,465,742	\$3,262,609	\$1,492,811		
Total Economic Costs (successor agreement) .....	\$40,179,910	\$42,442,519	\$43,935,330		

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

Percentage Impact (average per year over term of agreement) 5.14%  
 Dollar Impact (average per year over term of agreement) \$2,073,721

Contributions based on plan costs and pursuant to Chapter 78

**Section VIII**

Medical Costs	Base Year	Year 1		
Cost of Health Plan .....	\$46,483,680	\$52,681,365		
Employee Contributions .....	\$697,255	\$789,920		
Prescription .....	\$22,983,504	\$20,608,215		
Dental .....	\$2,728,222	\$2,528,258		
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 IX**

Prepared by: MARLENE TATE Title: Budget Officer  
 Signature: [Signature] Date: 8/28/13