

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

**Section I: Agreement Details**

Public Employer: County of Atlantic County: Atlantic  
 Employee Organization: Fraternal Order of Police, Lodge #112 (sgts) Employees in Unit: 23  
 Base Year Contract Term: 1/1/2017 12/31/2021 New Contract Term 1/1/2022 12/31/2025  
 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 .....	\$2,253,862		\$2,366,555	
Increment .....		N/A		N/A
Longevity .....				
<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 ..... Longevity		\$39,200		\$39,200
Item 2 ..... Clothing Allowance		\$32,146		\$32,146
Item 3 ..... Hazard Pay		\$33,600		\$33,600
Item 4 .....				
Item 5 .....				
Item 6 .....				
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet Additional Items				
<b>Section V: Totals - Sum of costs in each column</b>	\$2,253,862 (Total Economic) Section III & IV	\$104,946 (Total Non-salary Economic)	\$2,366,555 (Total Economic) Section III & IV	\$104,946 (Total Non-salary Economic)

**Section VI: Analysis of new successor agreement**

**NEW AGREEMENT ANALYSIS**

*Original contract ended 12/31/20. The union signed an extension through 2021 w/ a 2% increase for 2021*

Total Economic Base Year (previous agreement)	\$2,253,862			
Effective Date (m/d/yyyy)	<u>1/1/2022</u>	<u>1/1/2023</u>	<u>1/1/2024</u>	<u>1/1/2025</u>
Percent Increase .....	5%	4.5%	4.25%	4%
Actual dollar increase .....	\$112,693	\$106,495	\$105,105	\$103,126
Total Economic Costs (successor agreement) .....	\$2,366,555	\$2,473,050	\$2,578,155	\$2,681,281

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

*Settlement Requires all members in bargaining unit to move to 2030 health plan effective 1/1/2023. With the savings in health benefit cost the overall avg increase would become 3.45%*

Percentage Impact (average per year over term of agreement) 4.44%  
 Dollar Impact (average per year over term of agreement) \$106,855

**Section VIII**