

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

Section I: Agreement Details

Public Employer: Neptune Board Of Fire Commissioner NFD#1 County: Monmouth

Employee Organization: IAFF Local 2691 Employees in Unit: _____

Base Year Contract Term: 1/1/2013 New Contract Term 1/1/2016

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 (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
Section III: Economic - Costs inside base salary				
Salary	\$258,268		\$274,102	
Increment		N/A		N/A
Longevity				
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 Holiday pay		\$4,987		\$5,261
Item 2				
Item 3				
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	\$258,268 (Total Economic) Section III & IV	\$7,987 (Total Non-salary Economic)	\$274,102 (Total Economic) Section III & IV	\$5,261 (Total Non-salary Economic)

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

Total Economic Base Year (previous agreement) \$258,268

	1/1/2016	1/1/2017	1/1/2018
Effective Date (m/d/yyyy)	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>
Percent Increase	<u>6.13</u>	<u>7.79</u>	<u>6.96</u>
Actual dollar increase	<u>\$15,834</u>	<u>\$21,373</u>	<u>\$20,570</u>
Total Economic Costs (successor agreement)	<u>\$274,102</u>	<u>\$295,475</u>	<u>\$316,045</u>

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

Percentage Impact (average per year over term of agreement) 6.96

Dollar Impact (average per year over term of agreement) \$19,259

Contributions based on plan costs and pursuant to Chapter 78

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan <i>Includes Prescription</i>	\$101,115	\$106,996
Employee Contributions	\$16,261	\$18,392
Prescription		
Dental	\$5,410	\$5,719
Vision	\$1,818	\$1,818

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: Cindy Warrick Title: Finance Clerk

Print Name

Cindy Warrick
Signature

Date: 1/29/2016