

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

Section I: Agreement Details

Public Employer: Gloucester Township Fire District #6 County: Camden
 Employee Organization: IAFF Local 3249 Employees in Unit: 4
 Base Year Contract Term: 01/01/2007 - 12/31/2010 New Contract Term: 01/01/2011 - 12/31/2014
 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	269,884		261,010	
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.				
	<u>Item Description</u>			
Item 1	<u>Uniforms</u>	4,000		4,000
Item 2	<u>Holiday Pay</u>	13,494		13,050
Item 3	<u>Stipends</u>	4,750	5,850	
Item 4	<u>EMT</u>	3,000	3,000	
Item 5	<u>Supervisor Diff. Differential</u>	694		916
Item 6	<u>Unused Sick</u>	51,157		57,124
Item 7	<u>Vacation Buy Back</u>	5,497		5,175
Item 8	<u>Medical Reimbursement</u>	2,400		2,400
Item 9	<u>Overtime</u>	5,395		10,831
Any additional items list on separate sheet	Additional Items			
Section V: Totals - Sum of costs in each column	277,634	82,637	269,860	93,496
	(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) 277,634

Effective Date (m/d/yyyy)	01/01/2011	01/01/2012	01/01/2013	01/01/2014
Percent Increase	1.5	1.5	2	2
Actual dollar increase	3,262	7,356	8,526	8,615
Total Economic Costs (successor agreement)	280,896	288,252	296,778	305,393

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

Percentage Impact (average per year over term of agreement) 1.75
 Dollar Impact (average per year over term of agreement) 6,940

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan <u>w/Prescription</u>	60,695	64,130		
Employee Contributions		4,047		
Prescription				
Dental <u>Vision</u>	3,885	3,928		
Vision				