SUMMARY FORM

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

Public Employer:	processor of the characters are	hold			Co	ounty: Monmouth	
Employee Organization	CWA Local 1038					nployees in Unit: 33	
Basé Year Contract Term:	1/1/2008 12/31/2011		New Contract Term 1/1/2012				
Type of Settlement:	☐ Mediated Settlement ☐ Fact-Finder Recommendation ☐ Voluntary Settlement ☐ Super Co						Conciliation
			Base Year -	mn A Total Costs	New Base Ye	umn B ear - Total Costs ccessor agreement)	
ection II: Economic					, , , , , , , , , ,		
item 1 Sa	lary	_	\$1,395,397	·	\$1,443,935		
Item 2 Inc	rement	_					
item 3 Los	ngevity		\$36,400		\$51,050		
ltem 4 Tuit	ion Reimbursement	_					
item 5 Extr	a Curricular	_					
Item 8 Lice	nses	_	\$25,050		\$29,975		
ltem 7		_					
liem 8		_					
itsm 9		_					
Nem 10		_					
liem 11		_					
Item 12		_					
Any additional items list on separate s	hert	Additional Items					
ection III: Totals - Sum of co	ists in each column		\$1,456,847		\$1,524,960		
				otal)	(Tr	otal)	
				.0(0)	(,,	,	
ection IV: analysis of new surre	SCDV sennemiánii						
				MENT ANALYSIS			
					(**	-50.7	
Total Base Year[previous agreement]		1/1/2012			1/1/2015	1/1/2016	
Total Base Yearlprevious agreement	\$1,456,847	1/1/2012 1.5	NEWAGREE	MENT ANALYSIS			
Total Base Year(previous agreement) Elfective Date (m/d/yyyy) Percent Increase	\$1,456,847		NEWAGREE 1/1/2013	MENT ANALYSIS 1/1/2014	1/1/2015	1/1/2016	
road Base Yeardprevious agreement [ffective Date (m/d/vyvy) Percent Increase (pal cost of increase	\$1,456,847	1.5	NEWAGREE 1/1/2013 1.5	1/1/2014 1.5	1/1/2015 1.75	1/1/2016 2.0	
Total Base Yeadprevious agreement Elfactive Date (m/d/yvyy) Percent Increase Total tost of increase Total base salary (successor agreement	\$1,456,847	1.5 \$68,113 \$1,524,960	1/1/2013 1.5 \$21,659 \$1,546,619	1/1/2014 1.5 \$21,984	1/1/2015 1.75 \$26.033	1/1/2016 2.0 \$30,272	
Total Base Yeadprevious agreemend Effective Date (m/d/ywyy) Purcent Increase Total cost of increase Total base salary (successor agreement ection V: Impact of Settler	\$1,456,847	1.5 \$68,113 \$1,524,960	1/1/2013 1.5 \$21,659 \$1,546,619	1/1/2014 1.5 \$21,984	1/1/2015 1.75 \$26.033	1/1/2016 2.0 \$30,272	
Total Base Yeadprevious agreement Effective Date (m/d/vyvy) Percent Increase Total cost of increase Total base salary (successor agreement ection V: Impact of Settler Percentage Impact Javerage per year	\$1,456,847	1.5 \$68,113 \$1,524,960 noticease over <i>term</i> of ago	1/1/2013 1.5 \$21,659 \$1,546,619	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26.033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	7
total Base YearIgnevious agreement Effective Date (mid/vvvv) Percent Increase Foreit cost of increase Foreit base salary (successor agreement ection V: Impact of Settler Percentage Impact Javerage per year	\$1,456,847	1.5 \$68,113 \$1,524,960	1/1/2013 1.5 \$21,659 \$1,546,619	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26.033	1/1/2016 2.0 \$30,272 \$1,624,908	
Total Base Yearlprevious agreement Effective Date (mid/vvvv) Percent Increase Total cost of increase Total hase salary funcessor agreement ection V: Impact of Settler Percentage Impact Javerage per year bollar Impact Javerage per year over	\$1,456,847	1.5 \$68,113 \$1,524,960 noticease over <i>term</i> of ago	1/1/2013 1.5 \$21,659 \$1,546,619	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26.033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	
Total Base YearIprevious agreement Effective Date (mid/wwy) Percent Increase Total cost of increase Total base salary (successor agreement action V: Impact of Settler Percentage Impact (average per year Dollar Impact (average per year over	\$1,456,847	1.5 \$68,113 \$1,524,960 noticease over <i>term</i> of ago	1/1/2013 1.5 \$21,659 \$1,546,619	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26.033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	
Total Base YearIgnevious agreement Effective Date (mid/vvvv) Percent Increase Total cost of increase Total base salary (successor agreement ection V: Impact of Settler Percentage Impact Javerage per year Dollar impact Javerage per year dection VI Friedrich Inscrease Directore costs asso	\$1,456,847	1.5 \$68,113 \$1,524,960 noticease over <i>term</i> of ago	1/1/2013 1.5 \$21,659 \$1,546,619	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26.033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	
Total Base YearIgnevious agreement Effective Date (mid/vyvv) Percent Increase Total total of increase Foreil and base salary (successor agreement ection V: Impact of Settler Percentage Impact Javerage per year Dollar Impact Javerage per year oction VI	\$1,456,847	1.5 \$68,113 \$1,524,960 ncrease over term of agr 1.65 \$43,813.00	1/1/2013 1.5 \$21,659 \$1,546,619	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26.033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	
ceal Base Yeardprevious agreement Iffective Date (mid/vvvv) vercent increase coal have salary (successor agreement ction V: Impact of Settler vercentage Impact (average per year ction VI seath Inscrance Endicate costs asso	\$1,456,847	1.5 \$68,113 \$1,524,960 ncrease over <i>term</i> of agr 1.65 \$43,813.00	1/1/2013 1.5 \$21,659 \$1,546,619	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26.033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	
total Base Yeardprevious agreement Effective Date (m/d/vyvv) Foreir Increase Corel cost of increase Corel cost of increase Colon V: Impact of Settler Percentage Impact (average per year Action VI Seath Insurance Indicate costs asso	\$1,456,847	1.5 \$68,113 \$1,524,960 ncrease over term of agr 1.65 \$43,813.00	1/1/2013 1.5 \$21,659 \$1,548,619 reement	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26.033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	
Total Base YearIgnevious agreement Effective Date (mid/yvyv) Percent Increase Total cost of increase Total cost of increase Total salery funcessor agreement percentage Impact (average per year over tection V: Impact of Settler Percentage Impact (average per year over tection VI Health Insurance Englisher costs assort Englisher Contributions Employee Contributions	\$1,456,847	1.5 \$68,113 \$1,524,960 ncrease over term of agr 1.65 \$43,813.00	1/1/2013 1.5 \$21,659 \$1,548,619 reement	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26.033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	
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Total Base YearIgnevious agreement Effective Date (mid/www) Percent Increase Total tost of increase Total base salary (successor agreement ection V: Impact of Settler Percentage Impact Javerage per year Dollar Impact Javerage per year Oblar Impact Javerage per year Oblar Impact Javerage per year Oction VI Employee Contributions Employee Contributions Employee Contributions Dental First Javerage Dentage Employee Contributions Dental First Javerage Dentage First Javerage Dentage Dental First Javerage Dentage First Javerage Dentage Dental First Javerage Dentage First Javerage Dentage First Javerage Dental First Javerage Dentage	\$1,456,847	1.5 \$68,113 \$1.524,960 ncrease over term of agi 1.65 \$43,813.00 \$4,926,945 \$24,256	1/1/2013 1.5 \$21,659 \$1,548,619 reement \$5,404,888 \$19,408	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26,033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	
Total Base YearIprevious agreement Effective Date (m/d/vvvv) Percent Increase Total cost of increase Cost leave salary (successor agreement ection V: Impact of Settler Percentage Impact (average per year over- ection VI Freath Insurance Indicate costs asso Cost of Health Place Employer Contributions Prescription Dental Vi. 20 The undersigned certifies	\$1,456,847	1.5 \$68,113 \$1.524,960 ncrease over term of agi 1.65 \$43,813.00 \$4,926,945 \$24,256	1/1/2013 1.5 \$21,659 \$1,548,619 reement \$5,404,888 \$19,408	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26,033 \$1,594,636	1/1/2016 2.0 \$30,272 \$1,624,908	
Total cost of increase Total base salary (successor agreem ection V: Impact of Settler Percentage Impact (average per year Dollar Impact (average per year over ection VI fileath Inscrance (indicate costs asso Employee Contributions Prescription Dental VI: 30 The undersigned certifies ection VII	\$1,456,847 ant) ment - average animual i ower term of agreement) rearm of agreement) that the foregoing figure	1.5 \$68,113 \$1.524,960 ncrease over term of ag 1.65 \$43,813.00 \$43,813.00 \$4,926,945 \$24,256	### AGREE 1/1/2013	1/1/2014 1.5 \$21,984 \$1,568,603 Contribution pursuant to	1/1/2015 1.75 \$26.033 \$1,594,636 as based on plar Chapter 78, P.L.	1/1/2016 2.0 \$30,272 \$1,624,908	
Total Base Yeadprevious agreement Effective Date (m/d/yvyy) Percent Increase Total cost of increase Cost lesse salary (successor agreeme ection V: Impact of Settler Percentage Impact (average per year over ection VI Freath Insurance findicate costs asso Cost of Health Plan Employee Contributions Prescription Dental Vi. 20 The undersigned certifies	\$1,456,847 ant) ment - average animual i ower term of agreement) rearm of agreement) that the foregoing figure	1.5 \$68,113 \$1,524,960 Increase over term of agr 1.65 \$43,813.00 **Case Kaur** \$4,926,945 \$24,256 **Tes are true and is arvantage of the complete of the co	### AGREE 1/1/2013	1/1/2014 1.5 \$21,984 \$1,568,603	1/1/2015 1.75 \$26,033 \$1,594,636 as based on plar Chapter 78, P.L.	1/1/2016 2.0 \$30,272 \$1,624,908	
Total Base YearIprevious agreement Effective Date (m/d/yvyy) Percent Increase Total cost of increase Total base salary (successor agreement ection V: Impact of Settler Percentage Impact (average per year over- ection VI Health Insurance Bridicate costs assort Cost of Health Plac Employee Contributions Prescription Dental VI: 30 The undersigned certifies ection VII	\$1,456,847 ant) ment - average animual i ower term of agreement) rearm of agreement) that the foregoing figure	1.5 \$68,113 \$1.524,960 ncrease over term of ag 1.65 \$43,813.00 \$43,813.00 \$4,926,945 \$24,256	### AGREE 1/1/2013	1/1/2014 1.5 \$21,984 \$1,568,603 Contribution pursuant to	1/1/2015 1.75 \$26,033 \$1,594,636 Inside based on plan Chapter 78, P.L.	1/1/2016 2.0 \$30,272 \$1,624,908	

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning $\frac{1}{1/2012}$ thru $\frac{12}{31/2016}$.

Employer: Township of Freehold

County: Monmouth

Date: 5/3/2012

Name: Catherine M. Campbell, CPA, CFO

Print Name

Title: Director of Finance/CFO

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