

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

**Section I: Agreement Details**

Public Employer: BOROUGH OF LAKEHURST County: OCEAN  
 Employee Organization: LAKEHURST POLICE ASSOC. Employees in Unit: 6  
 Base Year Contract Term: 10/1/11 - 12/31/14 New Contract Term: 1/1/14 - 12/31/18  
 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 .....	336893		372750	
Increment .....		N/A		N/A
Longevity .....	6194		6845	
<b>Section IV: Additional Costs</b> List economic items; indicate either inside or outside base salary as agreed to between the parties.				
Item 1 <u>P8</u> <u>HOLIDAY PAY</u>		23089	25546	
Item 2 <u>P18</u> <u>UNIFORM CLEAN</u>		3600		3600
Item 3 <u>P18</u> <u>UNIFORM ALLOW</u>		4800		4800
Item 4 <u>P30</u> <u>EDU STIPEND (EST)</u>		13000		17000
Item 5 <u>P30</u> <u>EDU REJMB. (EST)</u>		12000		3000
Item 6 <u>P7</u> <u>OVERTIME (EST)</u>		40000		40000
Item 7 <u>P14</u> <u>SICK BUYBACK (EST)</u>				10000
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet: Additional Items:				
<b>Section V: Totals - Sum of costs in each column</b>	343087	96489	405141	78400
	(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) 374576 \* THESE TOTALS DO NOT INCLUDE ESTIMATES FROM ABOVE

Effective Date (m/d/yyyy)	1/1/14	1/1/15	1/1/16	1/1/17	1/1/18
Percent Increase .....	10.40	6.51	4.92	3.15	3.18
Actual dollar increase .....	38965	26925	21703	14593	15161
Total Economic Costs (successor agreement) .....	413541	440466	462169	476762	491923

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

Percentage Impact (average per year over term of agreement) 6.26%  
 Dollar Impact (average per year over term of agreement) \$ 23464

**Section VIII**

Medical Costs	Base Year	Year 1		
Cost of Health Plan .....	109698	111131		
Employer Contributions .....	16639	30560		
Prescription .....	30760	29794		
Dental .....	8162	7732		
Vision .....				