

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

**Section I: Agreement Details**

Public Employer: CITY OF NEWARK County: Essex  
 Employee Organization: NEWARK FIRE OFFICERS UNION LOCAL 1860, IAFF, AFL-CIO Employees in Unit: 161  
 Base Year Contract Term: 1/1/2009 12/31/2012 New Contract Term 1/1/2013 12/31/2015  
 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 <i>(Last Year of Previous agreement)</i>		New Base Year - Total Costs <i>(First Year of Successor agreement)</i>	
	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 .....	\$16,997,085		\$17,341,848	
Increment .....	\$0	N/A	\$202,258	N/A
Longevity .....	\$1,652,563		\$1,729,735	
<b>Section IV: Additional Costs</b> List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 ..... Uniforms	\$156,825		\$161,950	
Item 2 ..... Holiday Pay	\$1,327,014		\$1,377,904	
Item 3 ..... Shift Allowance	\$2,506		\$2,506	
Item 4 ..... Rescue 1 & Ladder 1	\$34,952		\$34,951	
Item 5 ..... USAR	\$11,250		\$11,250	
Item 6 ..... Decon	\$10,000		\$10,000	
Item 7 ..... Arson	\$1,250		\$1,250	
Item 8 ..... Hazmat Tour	\$55,323		\$55,323	
Item 9 ..... Hazard Duty	\$190,456		\$190,456	
Any additional items list on separate sheet Additional Items				
<b>Section V: Totals - Sum of costs in each column</b>	\$20,439,224		\$21,119,431	
	(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) \$20,439,224

Effective Date (m/d/yyyy)	1/1/2013	1/1/2014	1/1/2015
Percent Increase .....	3.33%	0.84%	3.03%
Actual dollar increase .....	\$680,207	\$176,493	\$645,229
Total Economic Costs (successor agreement) .....	\$21,119,431	\$21,295,924	\$21,941,153

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

Percentage Impact (average per year over term of agreement) 2.40%  
 Dollar Impact (average per year over term of agreement) \$500,643  
 Contributions based on plan costs and pursuant to Chapter 78

**Section VIII**

Medical Costs	Base Year	Year 1
Cost of Health Plan .....	\$46,483,680	\$52,661,365
Employee Contributions .....	\$697,255	\$789,920
Prescription .....	\$22,983,504	\$20,608,215
Dental .....	\$2,728,222	\$2,528,258
Vision .....		

*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:

Charlene Tate  
 Print Name  
Charlene Tate  
 Signature

Title:

Budget Officer

Date:

8/28/13