

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

**Section I: Agreement Details**

Public Employer: County of Bergen County: Bergen  
 Employee Organization: PBA 221 - Invqtrs and Sqts Employees in Unit: 98  
 Base Year Contract Term: 01/01/09-12/31/13 New Contract Term: 01/01/14-12/31/16  
 Type of Settlement:  Arbitrator's Award  Fact-Finder Recommendation  Voluntary Settlement

**Section II: Statutory Definition of Base Salary**

N.J.S.A. 34:13A-18.7(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.

Section III: Economic - Costs inside base salary	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	Non-salary Economic	Economic	Non-Salary Economic
	Inside Base Salary	Outside Base Salary	Inside Base Salary	Outside Base Salary
Salary.....	\$10,356,302		\$10,511,651	
Increment....	\$1,616,119	N/A	\$1,877,549	N/A
Longevity.....	\$64,400		\$64,400	

**Section IV: Additional Costs**

Item 1... Rank Differential	List economic items: indicate either inside or outside base salary as agreed to between the parties.			
	Column A	Column B	Column C	Column D
Item 1... Rank Differential	\$196,000		\$196,000	
Item 2...				
Item 3...				
Item 4...				
Item 5...				
Item 6...				
Item 7...				
Item 8...				
Item 9...				
Additional items				

Any additional items list on separate sheet

**Section V: Totals -**

	\$12,232,821		\$12,649,600	
Sum of costs in each column	(Total Economic) Sect III & IV	(Total Non-salary Economic)	(Total Economic) Sect III & IV	(Total Non-salary Economic)

**Section VI: Analysis of new successor agreement**

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year (previous agreement)	\$12,232,821		
Effective Date	01/01/14	01/01/15	01/01/16
Percent Increase	3.400%	3.330%	2.990%
Actual dollar increase	\$416,779	\$421,232	\$391,438
Total Economic Costs (successor agreement)	\$12,649,600	\$13,070,832	\$13,462,270

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

Percentage Impact (average per year over term of agreement) 3.240%  
 Dollar impact (average per year over term of agreement) \$409,816

**Section VIII: Medical Costs**

	Base Year	Year 1
Cost of Health Plan .....	\$1,315,981	\$1,387,192
Employee Contributions .....	\$169,139	\$191,925
Prescription .....	\$415,641	\$441,056
Dental .....	\$85,726	\$83,661
Vision .....	\$14,700	\$14,700

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: \_\_\_\_\_ Title: \_\_\_\_\_  
 Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Print Name