

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

**Section I: Agreement Details**

Public Employer: BOROUGH OF ELMWOOD PARK County: Bergen  
 Employee Organization: PBA LOCAL 185 Employees in Unit: 38  
 Base Year Contract Term: 12/31/2011 New Contract Term: 1/1/2012 - 12/31/14  
 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 Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
<b>Section III: Economic - Costs inside base salary</b>				
Salary .....	\$4,469,732		\$4,067,770	
Increment .....		N/A		N/A
Longevity .....	\$179,783		\$129,171	

**Section IV: Additional Costs**

List economic items. Indicate either inside or outside base salary as agreed to between the parties.

Item Description	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
Item 1 ..... EDUCATION/ TECH	\$28,520		\$20,495	
Item 2 ..... STIPENDS	\$116,782		\$91,782	
Item 3 ..... OVERTIME/ COURT	\$37,336		\$200,936	
Item 4 ..... OUTSIDE SERV/ SCHOOL	\$165,663		\$327,575	
Item 5 ..... DWI/ CLICK IT/ OFF CHARGE	\$165,160		\$32,875	
Item 6 ..... UNIFORMS	\$30,225		\$25,575	
Item 7 ..... RX REIMBURSEMENT				\$1,803
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet	Additional Items			

**Section V: Totals - Sum of costs in each column**

	\$5,193,201		\$4,896,179	\$1,803
	(Total Economic Section III & IV)		(Total Economic Section III & IV)	(Total Non-salary Economic)

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

Total Economic Base Year(previous agreement) \$5,193,201

	NEW AGREEMENT ANALYSIS			
	Effective Date (m/d/yyyy)	1/1/2012	1/1/2013	1/1/2014
Percent Increase .....	5%	5%	7%	
Actual dollar increase .....	\$297,022	\$302,817	\$411,576	
Total Economic Costs (successor agreement) .....	\$5,490,223	\$5,793,040	\$6,204,616	

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

Percentage Impact (average per year over term of agreement) 5.66%  
 Dollar Impact (average per year over term of agreement) \$337,138

**Section VIII**

Medical Costs	Base Year	Year 1	Year 2	Year 3
Cost of Health Plan .....	\$632,781	\$683,348	\$759,276	\$828,000
Employee Contributions .....	\$58,641	\$75,505		\$60,130
Prescription .....				
Dental .....				
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: Roy Kildebrand Title: CEO  
 Signature: [Signature] Date: 7-23-15