

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

Section I: Agreement Details

Public Employer: BOROUGH OF GLASSBORO County: Gloucester
 Employee Organization: GLASSBORO CAREER FIREFIGHTERS ASSOCIATION Employees in Unit: 4
 Base Year Contract Term: 1/1/2009 12/31/2012 New Contract Term 1/1/2013 12/31/2016
 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
Section III: Economic - Costs inside base salary				
Salary	\$248,078		\$251,000	
Increment		N/A		N/A
Longevity				
Section IV: Additional Costs List economic items; indicate either inside or outside base salary as agreed to between the parties.				
	Item Description			
Item 1	Holiday	\$21,984		\$22,424
Item 2	CPR Certification	\$800		\$800
Item 3	Physical Fitness Gym Reimb	\$1,000		\$1,400
Item 4	Training Drills			\$6,000
Item 5	Respond to Non-Officer Call			\$4,800
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet	Additional Items			
Section V: Totals - Sum of costs in each column	\$248,078 (Total Economic) Section III & IV	\$23,784 (Total Non-salary Economic)	\$251,000 (Total Economic) Section III & IV	\$35,424 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$248,078

Effective Date (m/d/yyyy)	1/1/2013	1/1/2014	1/1/2015	1/1/2016
Percent Increase	2%	2%	2%	2%
Actual dollar increase	\$4,922	\$5,020	\$5,120	\$5,223
Total Economic Costs (successor agreement)	\$251,000	\$266,020	\$281,140	\$296,363

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

Percentage Impact (average per year over term of agreement) 2%
 Dollar Impact (average per year over term of agreement) \$5,071

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$66,942	\$52,242
Employee Contributions	\$2,400	\$2,046
Prescription		
Dental		
Vision	\$736	\$736