

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

CAMDEN COUNTY PROSECUTOR

And

CAMDEN COUNTY COUNCIL NO. 10, N.J.C.S.A.

JANUARY 1, 2006

THROUGH

DECEMBER 31, 2010

TABLE OF CONTENTS

<u>ARTICLE NO.</u>	<u>TITLE</u>	<u>PAGE</u>
	Preamble	1
I	Recognition	2
II	Check-Off	3
III	Agency Shop	4
IV	Work Schedules	5
V	Overtime	6
VI	Rates of Pay	7
VII	Insurance	9
VIII	Sick Leave with Pay	20
IX	Military Leave	22
X	Jury Duty	23
XI	Court Time	24
XII	Emergency Leave	25
XIII	Bereavement Leave	26
XIV	Maternity Leave	27
XV	Personal Days	28
XVI	Fringe Benefits	29
XVII	Seniority	30
XVIII	Holidays	31
XIX	Vacations	32
XX	Strikes and Lockouts	34
XXI	Equal Treatment	35
XXII	Grievance Procedures	36
XXIII	General Provisions	37
XXIV	Separability and Savings	38
XXV	Fully Bargained Agreement	39
XXVI	Duration	40
	Salary Scales	41
	Miscellaneous Co-Payments	Exhibit A

PREAMBLE

This Agreement entered into this day of , 2008 by and between the Camden County Prosecutor, hereinafter called the "County Prosecutor," and CAMDEN COUNTY COUNCIL NO. 10, NEW JERSEY CIVIL SERVICE ASSOCIATION, hereinafter called the "Union," or "Council 10," has as its purpose the promotion of harmonious relations between the County Prosecutor and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment, and represents the complete and final understanding of all the bargainable issues between the County Prosecutor and the Union.

ARTICLE I

RECOGNITION

The Camden County Prosecutor recognizes the Council 10 as being the bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its employees in the classifications listed and attached hereto and by reference made a part of this agreement, and for such additional classifications as the parties may later agree to include.

ARTICLE II

CHECKOFF

- A. The County Prosecutor agrees to have the County of Camden deduct from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with the N.J.S.A. (R.S.) 52:14-15.9e, as amended.
- B. A check off shall commence for each employee who signs a properly dated authorization card, supplied by the Union and verified by the Treasurer of the Union during the month following the filing of such card with the County.
- C. The aggregate deductions from all employees shall be remitted to the Treasurer of the Union together with the list of names of all employees for whom the deductions were made by the fifteenth (15) day of the succeeding month after such deductions were made.
- D. If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish the County written notice thirty (30) days prior to the effective date of such change and shall furnish to the County either new authorizations or an official notification on the letterhead of the Union and signed by the President of the Union or Local Representative advising of such changed deductions.
- E. The Union shall provide the necessary "Check-off Authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the County Treasurer.
- F. Any such individual written authorization may be withdrawn at any time by the filing of notice of such withdrawal with the County Treasurer. The filing of notice of withdrawal shall be effective to terminate deductions in accordance with N.J.S.A. 52:14-15.9e as amended.
- G. The Union shall indemnify, defend, and save the County harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the County or in reliance upon information furnished by the Union or official notification on the letterhead of the Union or signed by the President of the Union or Local Representative.

ARTICLE III

AGENCY SHOP

A. The County Prosecutor agrees to have the County deduct the fair share fee from the earnings of those employees who elect not to become members of the Union and transmit the fee to the majority representative.

B. The deduction shall commence for each employee who elects not to become a member of the Union of the amount of the fair share assessment. A copy of the written notice of the amount of the fair share assessment must also be furnished to the New Jersey Public Employment Relations Commission.

C. The fair share fee for services rendered by the Union shall be in an amount equal to the regular membership dues, initiation fee and assessments of the Union, less the cost of benefits financed through the dues and available only to the members of the Union, but in no event shall the fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.

D. The sum representing the fair share fee shall not reflect the costs of financial support of political causes of candidates, except to the extent that it is necessary for the Union to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration, and to secure for the employees it represents advances in wages, hours, and other conditions of employment which ordinarily cannot be secured through collective negotiations with the County Prosecutor.

E. Prior to January 1st and July 31st of each year, the Union shall provide advance written notice to the *New Jersey Public Employment Relations Commission*, the County, the County Prosecutor, and to all employees within the unit the information necessary to compute the fair share fee for services enumerated above.

F. The Union shall establish and maintain a procedure whereby any employee can challenge the assessment as computed by the Union. This appeal procedure shall in no way involve the County Prosecutor or require the County Prosecutor to take any action other than to hold the fee in escrow pending resolution of the appeal.

G. The Union shall indemnify, defend, and save the County Prosecutor harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the County Prosecutor in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Union to the County, County Prosecutor, or in reliance upon the official notifications on the letterhead of the Union and signed by the President of the Union, advising of such changed deduction.

ARTICLE IV

WORK SCHEDULES

The regular workweek shall consist of five consecutive days, Monday through Friday 8:30 AM to 4:30 PM inclusive. The regular workweek shall be forty (40) hours. All employees shall be compensated for all hours in the regular workweek at their negotiated rate of pay. The regular starting and quitting times for employees covered by this Agreement shall not be changed without one (1) week's notice to the affected employee, except in the case of an emergency.

Upon mutual agreement between employee and her/his immediate supervisor and Prosecutor or designee, flex hours will be implemented with a one-hour adjustment. Upon the agreement of the Prosecutor or designee, the immediate supervisor, the employee, and the Union, an employee may flex his/her starting and/or ending times by up to one hour per day.

ARTICLE V

OVERTIME

- A. Overtime refers to any time worked beyond the regular hours of duty and is granted only when an employee is ordered to work by a supervisor.
- B. Time and one-half the full time employee's rate of pay shall be paid for work under any of the following conditions:
1. All work performed in excess of the employee's regular hours of duty in any one day.
 2. All work performed in excess of employee's regular hours of duty in any one week, and Sundays and holidays. Hours for which time and one-half is paid shall not be included in the base weekly hours.
 3. Employees shall have the option of taking compensatory time in lieu of cash payment for overtime. If an employee chooses compensatory time in any instance, the amount of such time will be computed on the basis of time and one-half. Compensatory time off must be scheduled and approved by the Supervisor.
 4. Effective January 1, 2009, compensatory time must be used within six (6) months of its accrual. Request for use of compensatory time will not be unreasonably denied. Employees will be given reasonable notification of all approaching deadlines prior to forfeiture of use of compensatory time. In the event that employees are not permitted to take this time for whatever reason (business, medical, etc.), they shall be paid for all time that would otherwise be lost.
 5. Overtime shall be paid currently, or at least no later than the second pay period after overtime was served, if funds are available and if overtime pay has been agreed upon.

ARTICLE VI

RATES OF PAY

A. The pay scales for all employees covered by this Agreement shall be as the pay scales currently exist. New or additional employees hired during the term of this contract shall be governed by the pay scale as set forth in the appropriate schedule. The lowest rate being paid in a classification shall be the hiring rate. For employees hired after January 1, 2009, step 8 on the current salary guide, a copy attached hereto, shall be the highest step on the salary scale.

B. When an employee is promoted or reclassified (so as to assume additional duties or responsibilities, or in recognition of the performance of duties beyond those required by his old title) from one class or title to another having a higher salary, then his salary shall be adjusted to receive the rate of pay in the new title which is equal or higher than the rate the employee was paid in his prior job title. In no event shall such employee's salary be less than that which he received in his prior title.

C. An employee who is required to work in a higher classification than his own shall be certified for such work after he has performed said work for three (3) consecutive weeks, spending at least fifty percent (50%) of his time in activities under the higher paid job. Employees undergoing on-the-job training will not be considered as performing work in a higher paid classification. Such on-the-job training will not exceed twelve (12) consecutive weeks. Any employee undergoing on-the-job training will be paid at the rate of his classification.

D. Employees covered under this Agreement will receive increases as follows:

Effective PP1 (2006) all employees will receive a 4% salary increase.

Effective PP1 (2007) all employees will receive a 4% salary increase.

Effective PP1 (2008) all employees will receive a 4% salary increase.

Effective PP1 (2009) \$300 will be added to all steps of the salary guide from step 4 and above, and all employees will receive a 4% salary increase.

Effective PP1 (2010) all employees will receive a 3.75% salary increase.

E. It is agreed that step increases will be granted to 50% of the number of employees as of December 31st of each previous year of this contract. Effective January 1, 2009, at least 75% of the employees as of December 31st of each previous year of the contract shall receive a step increase in any one year. These step increases will be granted each calendar year of this agreement, and will become effective on the employee's anniversary date. Employees shall progress from the hiring rate through the salary steps for their position at the discretion of the Prosecutor. All employees at the top step of the salary guide shall be eligible for a merit increase on their anniversary date at the sole discretion of the Prosecutor.

F. Effective January 1, 1999 employees who are at the maximum salary level and in principal or supervisory titles for at least two (2) years are eligible every two years for a one time payment not on base of \$1000 awarded at the Prosecutor's discretion on their anniversary date.

G. The Prosecutor will continue to abide by the PERC Order issued in its decision dated October 27, 2005, in PERC No. 2006-24, and will provide a \$500 supplemental check to each member of the bargaining unit on or before December 1 of each year.

H. All clerical positions that are open in the Prosecutor's office shall be posted five (5) working days prior to any interview unless found to be impractical by the Prosecutor. All employees will then have an opportunity for a position that is available in which they are qualified.

ARTICLE VII

INSURANCE

A. The County may continue its self-insurance program or utilize an insurance carrier so long as substantially similar benefits as exist under the 1979 Council No. 10 Contract are provided. Exceptions are provided below:

1. The prescription co-pay for employees whose yearly salary is under \$50,000 shall be two dollars (\$2.00) for generic prescription drugs (retail or mail order), six dollars (\$6.00) for formulary name brand prescription drugs (retail or mail order), and seven dollars (\$7.00) for maintenance prescription drugs if not mail ordered after 3 months. The prescription co-pay for employees whose yearly salary is between \$50,000 and \$69,999 shall be four dollars (\$4.00) for generic prescription drugs (retail or mail order), eight dollars (\$8.00) for formulary name brand prescription drugs (retail or mail order), and ten dollars (\$10.00) for maintenance prescription drugs if not mail ordered after 3 months. The prescription co-pay for employees whose yearly salary is \$70,000 and over shall be six dollars (\$6.00) for generic prescription drugs (retail or mail order), eleven dollars (\$11.00) for formulary name brand prescription drugs (retail or mail order), and ten dollars (\$10.00) for maintenance prescription drugs if not mail ordered after 3 months. However, if the prescription drug cannot be prescribed for ninety (90) days or cannot be mailed, then the employee shall pay the appropriate prescription charge. The decision of the County to require a maintenance prescription drug co-pay as set forth above shall be appealable through the grievance procedure.

Effective April 1, 2009, all employees shall make the following payments based upon salary:

Salary	Generic Drugs Retail and Mail Order	Brand Name Drugs Retail	Mail Order for Brand Name Drugs
Under \$30,000	\$6.00	\$11.00	\$16.00
Between \$30,000-\$50,000	\$6.00	\$13.00	\$18.00
Between \$50,000-\$70,000	\$6.00	\$15.00	\$20.00
In excess of \$70,000	\$6.00	\$17.00	\$22.00

Mail order is based upon a 90 day and retail a 30 day supply.

Employees and their dependents are encouraged to use generic prescription drugs. If a drug is on the state formulary list and the doctor does not specify that only a brand name may be used, the pharmacist will substitute the generic equivalent, if available. If the doctor specifies "dispense as written", the pharmacist must dispense whatever is specified and the participant shall pay only the co-pay. If the participant, however, specifically requests a brand name, the participant shall pay the difference in price between the generic and non-generic prescription drug in addition to the co-pay.

Employees will pay an additional \$15 co-pay per prescription, in addition to the co-pays set forth in Section A(1) above, for all covered non-formulary brand name drugs where the County prescription plan has an alternative formulary drug available. The County shall make current lists of covered non-formulary drugs, and covered alternative formulary drugs available to all employees once a year.

2. Employees are encouraged to utilize the services of "Preferred Providers". The County will be responsible for designating such "Preferred Providers". This program is strictly voluntary and shall not reduce the level of benefits currently provided pursuant to the County's self-insured health benefit program.

a. Employees will be advised by the County of the designated "Preferred Providers" and may sign up on a voluntary basis at any time during the calendar year for one (1) full year.

b. Certain other "Preferred Providers" as designated by the County may be made available to enrolled and non-enrolled employees on a voluntary case-by-case basis.

3. All employees enrolled in the County Traditional plan are subject to a \$200.00 deductible for single coverage and a \$300.00 deductible for family coverage per year.

4. In the event any participant covered by the County's self-insured health benefits program contemplates any of the elective (non-emergency) surgical procedures set forth below, a second opinion by another qualified doctor is mandatory and must be submitted. If no second opinion is submitted, the County will only pay for fifty percent (50%) of the total cost of said surgery and all related treatment and services. Participants contemplating elective surgery which requires a second opinion must contact the Administrator of the County's self-insured benefits program to arrange for said opinion, which shall be provided at no additional cost to the participant.

ELECTIVE PROCEDURES REQUIRING SECOND OPINION

1. Bunionectomy
2. Cataract Removal
3. D&C (dilation (& curettage)
4. Hemorrhoidectomy
5. Herniorrhaphy
6. Hysterectomy
7. Knee Surgery
8. Spinal and Vertebral Surgery
9. Ligation and Stripping of Varicose Veins
10. Mastectomy and other Breast Surgery
11. Prostatectomy
12. Submucous Resection
13. Tonsillectomy and/or Adenoidectomy

5. All of the elective (non-emergency) minor surgical procedures set forth below will be considered as covered benefits under the County's self-insured health benefits program only when performed on an out-patient basis unless the participant's doctor certifies in advance to the program's Administrator, and in writing that special medical circumstances require that the procedure be performed in a hospital.

PROCEDURES WHICH MUST BE PERFORMED ON AN OUT-PATIENT BASIS

1. Tonsillectomy and/or Adenoidectomy
2. Simple Hernia repair
3. Excision of skin lesions and cysts
4. Minor gynecological procedures
5. Cataract removal
6. Dilatation and Curettage
7. Tubal Ligation
8. Knee Surgery
9. Bunionectomy
10. Submucous Resection
11. Biopsies
12. Correction Hammer Toe
13. Removal of foreign body
14. Vasectomies
15. Bronchoscopy
16. Laryngoscope
17. Minor Fractures

6. Where a participant is required by his/her doctor to undergo diagnostic tests prior to surgery being performed, to be considered a covered benefit under the County's self-insured health benefits program, such pre-admission testing must be performed on an out-patient basis unless the participant's doctor certifies in advance to the program's Administrator, and in writing, that special medical circumstances require that the procedure be performed in a hospital.
7. There will be no benefits paid under the County's self-insured health benefits program for any treatment provided in a hospital emergency room except where the treatment was necessitated by an accident or life saving emergency.
8. Participants in the County's self-insured health benefits program are encouraged to carefully review all bills they receive for covered benefits under the program. If a participant discovers an error in a bill submitted to the Administrator for payment under the program which results in an overcharge to the County, the participant shall either advise the Administrator in writing of the error in question or contact the provider directly and have the bill corrected. Upon the submission of acceptable written documentation, the participant shall be entitled to a refund of fifty percent (50%) of the amount saved as a result of the correction of the error, up to a maximum of \$100.00 per bill.
9. When any payment is made under the County's self-insured health benefits program, the County shall be subrogated to all rights of recovery of the participant against any third party. Participants will be required to enter into subrogation agreements to this effect as appropriate.
10. Mental Health and Substance Abuse benefits under the County's self-insured health benefits program will be covered at a rate of 90/10 co-insurance for both in-patient and out-patient treatment, with each type of treatment covered equally.
11. Benefits for chiropractic care under the County's self-insured health benefits program will be limited to a maximum of 12 visits per year unless a physician's order required otherwise.
12. The County's self-insured health benefits program includes a maintenance of benefits program. This maintenance of benefits program will apply when the self-insured plan is secondary for any dependent's medical claim or retiree's claim. Maintenance of benefits means that the self-insured plan pays the balance of the claim up to the amount that the self-insured plan would normally cover - as if it were the primary plan.
13. All employees hired between February 9, 1996 and January 29, 2003 shall be required to pay a portion of the premium cost for the health care and

prescription coverage selected in accordance with the following schedule, but no copay shall exceed five percent (5%) of the employee's base gross salary.

Years of Employment	Percentage of Co-Pay
1	20%
2	18%
3	16%
4	14%
5	12%
6	10%
7	8%
8	4%
9	0%

14. All new employees hired after January 29, 2003 shall be required to pay a portion of the premium cost for the health care and prescription coverage selected in accordance with the following schedule, which shall not exceed five percent (5%) of the employee's base gross salary:

Years of Employment	Percentage of Co-Pay
1	20%
2	20%
3	20%
4	17%
5	17%
6	13%
7	13%
8	10%
9	10%
10	10%
11	10%
12	0%

15. The employee co-pay, however, will be reduced on an annual basis as follows: If the employee joins the lowest cost health insurance plan available at the annual period of open enrollment, the employee shall be entitled to a credit towards his/her percentage co-pay equal to the difference between the lowest cost plan available and the average cost of all the other health insurance plans available. The employee shall receive the credit on the first two pays of each month. This credit may not exceed the employee's percentage co-pay. This average cost shall be determined by combining the costs for the County's self-insured traditional indemnity plan and the County's self-insured PPO plan at the prior year's rates with the existing HMOs at the current rates, subtracting the lowest cost plan and then dividing the remaining costs by the remaining total

number of plans. Average costs shall be separately calculated for each type of coverage, i.e. single, husband/wife, parent/child and family. The employee must remain in the lowest cost plan for the entire year in order to be entitled to the credit. If at any open enrollment period an employee elects not to remain in the lowest cost major medical plan, the applicable employee percentage co-pay pursuant to this Section shall be based solely on the employee's years of employment with the County.

16. Any employee hired after January 1, 2009, will contribute the following amounts towards health insurance and prescription premiums:

Years of Service	Percentage of health and Prescription Premium
1 to 3 years	25%
4 to 5 years	22%
6 to 7 years	18%
8 to 11 years	15%
12 years and above	10%

No employee will be required to contribute in excess of 5% of his or her base salary towards premium sharing. In addition, any employee who agrees to enroll in the lowest cost health insurance plan available at time of enrollment for the coverage selected (i.e., single, husband/wife, parent/child and family), will only be required to contribute in accordance to the percentages for existing employees as set forth in Section 17.

17. All employees employed by the Camden County Prosecutor prior to January 1, 2009, including all employees covered by paragraphs 13-15 of this Article, shall pay, effective as of April 1, 2009, the following amounts, towards health insurance and prescription premiums.

Income	Percentage of Health and Prescription Premium
Employees making less than \$30,000	2.5% of premium of the plan to which they are enrolled
Employees making more than \$30,000 and less than \$70,000	5.0% of premium of the plan to which they are enrolled
Employees making more than \$70,000	7.5% of premium of the plan to which they are enrolled

No employee will be required to contribute in excess of 5% of his or her base salary towards premium sharing. Any existing employee who agrees to enroll in the lowest cost health insurance plan available at the annual period of open enrollment for the coverage selected (i.e., single, husband/wife, parent/child and

family) will pay 2.5% of the premium to the health and prescription plan to which they are enrolled. All payments for new and existing employees shall be based on pre-tax dollars pursuant to a Section 125 Plan established by the County.

18. Any employee opting out of insurance coverage or receiving health benefits as a dependent, spouse, or domestic or civil union partner working for Camden County or any of its agencies, shall not be subject to premium contributions towards health insurance and prescription benefits.

19. All employees who retire from the County between January 1, 1998 and January 29, 2003 shall be entitled to receive all health benefits in accordance with Paragraph A above at a cost for the actual type of coverage selected by the participant as set forth in the following schedule, with the premium cost established by the County and adjusted on an annual basis:

<u>Years of County Service</u>	<u>Participant Co-Pay</u>
0 up to 10 years	COBRA coverage only
10 up to 15 years	25%
15 up to 20 years	20%
20 up to 25 years	10%
25 years or more	0%

20. All employees who retire from the County after January 29, 2003 until this Agreement is signed shall be entitled to receive all health benefits in accordance with Paragraph A above at a cost for the actual type of coverage selected by the participant as set forth in the following schedule, with the premium cost established by the County and adjusted on an annual basis:

<u>Years of County Service</u>	<u>Participant Co-Pay</u>
0 up to 10 years	COBRA coverage only
10 up to 15 years	30%
15 up to 20 years	25%
20 up to 25 years	15%
25 years or more	0%

21. Employees retiring with twenty-five (25) or more years of service with Camden County and/or affiliated organizations and twenty-five (25) or more years of service credit in a state or locally administered retirement system, and all employees retiring on an accidental disability pension, shall continue to receive fully paid health and prescription benefits.

Employees retiring at age 62 or older with at least fifteen (15) years of service with Camden County and/or affiliated organizations; or retiring with at least ten (10) years of service with Camden County and/or affiliated organizations and twenty-five (25) or more years of service credit in a state or locally administered

retirement system; or retiring on an ordinary disability pension shall continue to receive health and prescription benefits subject to the following co-pays:

<u>Years of Employment</u>	<u>Percentage Co-pay</u>
0 up to 15 years of service	COBRA coverage only
15 up to 20 years of service	25%
21 up to 24 years of service	15%
25 years and over	0% except 10% for all employees hired after January 1, 2009, and not retiring on an accidental disability pension

Prior years of employment with Camden County and/or affiliated organizations shall count as "Years of Employment" for the purpose of determining the appropriate co-pay set forth above. Any participant who is ineligible for retirement and who ceases to be employed by the County for any reason other than termination for disciplinary reasons may purchase such health benefits for a period not to exceed one hundred and twenty (120) days at a cost of fifty percent (50%) of the County's actual cost. Any retiree age sixty-five (65) or older who is receiving health benefits from the County through an HMO must enroll in a Medicare plan, if available, no later than three (3) months after retirement, and remain enrolled so long as the Medicare plan is equal to or better than the traditional HMO being provided. Retirees may change their health care provider during the annual open enrollment period or if they relocate to an area which is not served by their current provider.

B. Any employee hired after January 1, 2009 will be required to be at least 55 years of age at time of retirement to be eligible for retiree health benefits.

C. Effective January 1, 2002, the County will pay or cause to be paid to the Council No. 10 Health and Welfare Fund the sum of \$350 per annum for each employee who is a member of the representative or for whom the representative is the bargaining agent. Effective January 1, 2009, this shall be increased to \$375 per annum for each such employee.

D. Any employee covered by the agreement may choose, in writing, at any time, to participate in the "Optional Health Benefits Program." Participation in this program is totally voluntary and is intended for those employees who are covered by health insurance through a working spouse or domestic partner or civil union as defined by New Jersey law, or other source, or who choose to forego the County's health insurance and/or prescription coverage.

a. If two employees are married or qualify as domestic or civil union partners as defined by New Jersey law, and both are receiving health insurance coverage from any County Agency or otherwise eligible to receive such coverage, neither employee may participate in the opt-out program. This clause applies only if one of the employees is hired or

married after the signing of this Agreement. Participation in the opt-out program means being paid the amounts listed below in lieu of insurance coverage.

- b. If two employees are married or qualify as domestic or civil union partners as defined by New Jersey law, they may be covered individually as an employee, or as a dependent under his or her spouse's county plan, but not both.
- c. Eligible employees shall be permitted to opt out of either medical coverage or prescription coverage or both.
- d. If an employee chooses to participate in this program and drops employee and/or spouse and/or dependent coverage, the employee shall receive a monetary incentive as outlined below.
- e. Employees who opt to participate in this program must do so for a minimum of one (1) year at a time. However, if an employee chooses to participate and then the coverage for the spouse, domestic or civil union partner is terminated, upon proper verification of termination, the County will restore the employee, his or her spouse, domestic or civil union partner, and/or dependents to coverage under one of the County's self-insured plans, or any other available health plan, for the remainder of that year. If the employee desires to reinstate HMO coverage, he or she will be required to wait until the next enrollment period. Applications must be made within thirty (30) days after termination of coverage. The employee can opt out any time during the year but must remain in the program for one full year.
- f. Effective January 1, 2006, the opt-out monthly amounts will be as follows:

Prescription Benefits:

From Family to No Coverage	\$174.33
From Husband/Wife to No Coverage	\$174.33
From Parent /Child to No Coverage	\$102.63
From Single to No Coverage	\$ 60.29
From Family to Single	\$114.04
From Husband/Wife to Single	\$114.04
From Family to Parent/Child	\$ 71.70
From Parent/Child to Single	\$ 43.34

Health Benefits:

From Family to No Coverage	\$415.83
From Parent/Child to No Coverage	\$242.13
From Husband/Wife to No Coverage	\$307.94
From Single to No Coverage	\$143.16
From Family to Parent/Child	\$173.70
From Family to Husband/Wife	\$107.89
From Family to Single	\$272.67
From Parent/Child to Single	\$ 98.97
From Husband/Wife to Single	\$164.78

- g. New employees shall be eligible for the optional health benefits program immediately upon employment.
- h. The incentive payments provided shall be paid in equal monthly payments and appropriate deductions shall be made from the gross incentive amount.
- i. The optional health benefits program shall be available to all new employees on their hire date and shall be available to all current and prospective retirees, at time of retirement, under the same terms and conditions applicable to active employees.
- j. The incentive shall begin to be paid to the eligible employee no later than one month after the effective date of the option.

E. The County will reimburse an employee on active pay status for the premium cost of the Medicare Plan when the employee or his spouse reaches age 65, but only for a maximum of a six (6) month period prior to retirement. The parties agree to open negotiations with respect to this provision if the laws governing Medicare should change during the term of this Agreement.

F. The County will pay health insurance premiums for a plan providing benefits as required in Section A above for a County employee who has retired after twenty-five (25) years of service with the County.

G. All participants in an HMO and PPO shall be subject to a \$10.00 co-pay for all visits to a primary physician and a \$15.00 co-pay for all visits to a specialist. Effective April 1, 2009, there will be an increase in co-payments for all employees for doctor's visits to \$20 for primary physicians and \$25 for specialists. Effective January 1, 2010, coverage, hospitalization and co-payments shall be increased in accordance with the attached schedule marked as Exhibit "A."

H. The Spouse of an employee who dies in active service (not in the line of duty) shall be entitled or not entitled to health and prescription benefits at a cost depending on the years of service as stated in the collective bargaining agreement for retirees.

I. The County will provide coverage in all plans for dependents up to the age 19 if not in school and age 23 if in school. Dependents who are permanent dependents as a result of disability are covered for the life of the employee.

J. Employees will be responsible for any extra costs incurred by the County if there is a change in their life status (divorce, death of spouse, etc.) that would affect their health and prescription benefits and they do not report it to the Insurance Division within 90 days of the event.

K. The County shall provide as a covered benefit all prescription contraceptive medications and devices.

L. The County shall implement a Section 125 Premium Conversion Plan which will permit the payment of certain employee contributions in pre-tax dollars.

M. The County will join or otherwise implement the terms of the New Jersey Temporary Disability Program for all employees.

N. The County shall provide as a covered benefit (1) mammogram once yearly for all female employee and/or dependents over age forty, or more frequently, or at an earlier age, if a physician so prescribes; and (2) pap smears of the type prescribed by the employee's or dependent's physician once annually or more often as prescribed by employee's or dependent's physician because of a particular medical condition and/or family history. A hearing exam shall be provided as a covered benefit once every two (2) years or more frequently if medically prescribed.

O. Domestic partner and civil union partner of an employee, as defined under New Jersey law, shall be eligible for all health care and opt-out benefits that would otherwise be provided to spouses by this Article.

ARTICLE VIII

SICK LEAVE WITH PAY

A. Sick leave is hereby defined to mean absence of any employee from duty because of personal illness which prevents his doing the usual duties of his position, exposure to contagious disease, or short period of emergency attendance upon a member of his immediate family who is critically ill and requires the presence of the employee.

B. The term "immediate family" is hereby defined to include the following: grandmother, grandfather, mother, father, mother-in-law, father-in-law, spouse, domestic partner and civil union of an employee as defined under New Jersey law, children or foster children of the employee.

C. Any employee who is absent for reasons that entitle him to sick leave shall provide notification to his supervisor within sixty (60) minutes of their starting time, except in extreme emergencies where the employee is not able to do so. However, when the employee knows the specific number of days he is going to be absent, it will be sufficient for the employee to call his supervisor and inform him of the number of days he is to be absent and the date he will return to work.

D. Sick leave shall accrue for regular full-time employees at the rate of one (1) day per month during the first calendar year employment and one and one quarter (1-1/4) days per month per year in every calendar year of employment thereafter, and shall accumulate from year to year. Part time permanent employees shall be entitled to sick leave on a pro-rated basis.

E. If any employee is absent for five (5) consecutive work days (or after fifteen (15) days sick leave in any one (1) year for any reason set forth in the above rule), the County Prosecutor may require acceptable evidence on the form prescribed. The nature of the illness and length of time the employee was absent shall be stated on a doctor's certificate.

F. At the discretion of the County Prosecutor, the employee seeking sick leave may be required to submit medical evidence to substantiate his request. Failure to provide adequate evidence may result in the denial of sick leave benefits, and the employee will suffer a loss of his pay for any authorized time period. In the event sick leave is not approved or the employee has exhausted his accumulated sick leave, the absence may be charged to the employee's vacation, if any, provided the employee agrees and further provided that such use of vacation time will not be used to circumvent either the provisions or the intent of Article XX, Strikes and Lockouts. Abuse of sick leave will be cause for disciplinary action.

G. Sick leave claimed by reason of quarantine or exposure to contagious disease may be approved upon the certification of the local Public Health Department.

H. Full time temporary employees shall be entitled to sick leave in the same amount and for the same reasons as provided for permanent employees.

I. Upon retirement, all existing employees covered by the Agreement, having at least 25 years of County service and at least 55 years old, may receive, by separate check, one-half (½) the cash value of his/her accumulated sick leave up to a maximum of \$15,000.00, calculated at the employee's rate of pay at the time of retirement and payable only provided that the existing employee retires no later than December 31, 2014. There shall be no sick time sell back to any employee after December 31, 2014. There shall be no further accrual of sick time for sell back purposes beyond the last pay period in 2008. Any sick leave used after that date shall initially come from sick leave provided or earned on or after that date. Sick time accrued as of the last pay period in 2008 shall not be used until all other sick leave is exhausted. Effective January 1, 2009, sick sell-back shall be unavailable for any newly hired employee.

J. Employees who do not use sick time in any calendar quarter of the year shall earn one (1) additional vacation day for each quarter where there is no sick time used. Employees who use no sick time at all during any calendar year shall earn a total of five (5) additional vacation days for that year. Additional vacation days earned shall be credited to the employee's account on January 1 of the following year. All vacation leave taken in that year shall be initially charged against this additional earned vacation leave, and then against earned vacation leave pursuant to Article XIX. No employee shall be entitled to earn additional vacation time in any quarter if during that calendar year the employee used 15 days of sick leave, unless that sick leave was used in conjunction with a hospital stay of three days or more. Additional vacation time earned must be used within two (2) years of its being credited or it will be lost.

ARTICLE IX

MILITARY LEAVE

A permanent employee who enters upon active duty in the United States Military Service in time of war or emergency or who is actively engaged in Reserve or National Guard duty will be granted a leave of absence in accordance with Civil Service Law.

ARTICLE X

JURY DUTY

A. Employees shall be given time off without loss of pay when performing Jury Duty in the following circumstances.

1. In State court, the employee shall serve without loss of pay and is allowed to retain any stipend for services.
2. In Federal Court, the employee shall receive full pay plus a maximum stipend of five (\$5.00) dollars paid by the Federal Court. All monies received by the employee in excess of five (\$5.00) dollars paid by the Federal Court in service as a Federal Juror shall be returned to the County Treasurer's Office.

ARTICLE XIII

BEREAVEMENT LEAVE

A. In the event of death in the employee's immediate family, the employee shall be granted time off without loss of pay from the day of death up to and including the day of the funeral, but in no event to exceed:

1. Five (5) days in the event of the death of a spouse, domestic or civil union partner of an employee as defined under New Jersey law, mother, father, child, brother, sister, stepparent, or guardian of an employee.
2. Three (3) days in the event of the death of a foster child, stepchild, step brother or sister, grandmother, grandfather, grandchild, mother-in-law, father-in-law, brother-in-law or sister-in-law of an employee.
3. One (1) day in the event of the death of an aunt or uncle of the employee, which shall be the day of the death or the day of the funeral.

ARTICLE XI

COURT TIME

A. Employee shall be given time off without loss of pay when commanded to appear as a witness and not a party before a court or legislative committee or judicial or quasi-judicial body.

B. The provisions of Section A above shall not apply for appearances by an employee in connection with any activities noted in Article XX.

ARTICLE XII

EMERGENCY LEAVE

Employee shall be given time off without loss of pay when performing emergency civilian duty in relation to national defense or other emergency when so ordered by the Governor of the State of New Jersey or the President of the United States.

ARTICLE XIV

MATERNITY LEAVE

A. Requests for maternity leave shall be made in writing no later than the third (3rd) month of pregnancy.

B. Except for reasons of health or inability to perform her job, the pregnant employee shall be permitted to work providing the attending physician approves and so advises in writing.

C. Employees on maternity leave shall be granted earned and accumulated sick leave during the time prior to the expected date of confinement and through the period of disability as certified by an acceptable medical provider, in conjunction with any rights the employee may have under the state and federal family medical leave acts.

D. The Prosecutor may grant, at his discretion, a leave of absence without pay due to maternity related problems for up to six (6) months.

ARTICLE XV

PERSONAL DAYS

- A. All bargaining unit personnel shall enjoy three (3) personal days per year for personal, business, house hold or family matters described in this Section and shall be non-accumulative.
- B. Business means an activity that requires the employee's presence during the work day and is of such a nature that it cannot be attended to at a time outside the workday.
- C. Personal, household or family refers to matters when the employee's absence from duty is necessary for the welfare of the employee or his family.
- D. Request for a personal day, along with the reasons therefore, must be submitted at least one (1) full working day in advance and is subject to approval of the employee's supervisor. Emergency days may be granted for an unforeseen occurrence which necessitates the presence of the employee and for which the individual had no prior knowledge and is unable to resolve the situation outside the workday. Personal leave will not be granted if it interferes with the manpower needs of the department.
- E. A personal day shall not be granted for a day preceding or following holidays or vacations.

ARTICLE XVI

FRINGE BENEFITS

A. When an employee is injured on duty, he is to receive workers' compensation due him plus the difference between the amount received as compensation and his net salary during the period of temporary disability, up to a maximum of forty-five (45) working days. Employees entitled to workers' compensation benefits shall continue to receive a regular paycheck from the County during the period of temporary disability, up to a maximum of forty-five (45) working days. In addition, in an extreme hardship case where an employee remains incapacitated and unable to work after the 45 day period, the employee may be granted up to an additional 135 days injury leave at the discretion of the Prosecutor. The County shall be entitled to an assignment by the employee of the workers' compensation benefits due and payable to him for this period. In the event of continued temporary disability beyond the forty-five (45) day period aforementioned, the eligible employee will continue to receive workers' compensation. If the employee is entitled to use and authorizes the County to charge time to accumulated sick, personal or compensatory time, the employee may receive the difference between the amount received as workers' compensation and his salary.

B. Each employee shall be entitled to one fifteen (15) minute break for each half-day period of work (morning and afternoon and equivalent periods of shift work). Unused break times shall not be credited or accumulated.

C. Employees required to travel on authorized, necessary County business and who are required to use their personal vehicle shall be reimbursed at the applicable IRS rate per mile plus out of pocket expenses.

D. Where employees, as condition of their job, are required to use their personal vehicle for official County business, said employees will declare such use on their application for automobile liability insurance. Upon presentation by them of an invoice from their insurance carrier evidencing an increased premium for business coverage, the County will pay \$10.00 to the affected employees on an annual basis.

E. On December 1st of each year, the Prosecutor shall pay to every bargaining unit member, as additional compensation, the sum of fifty dollars (\$50.00) per credit earned during that calendar year for college, possessed by said bargaining unit member, for undertaking, completing and satisfactorily passing college courses of study accepted toward an academic degree related to job description. In order to qualify for such compensation, said bargaining unit member must present and file an officially documented transcript of credits and secure the approval thereof of the Prosecutor.

ARTICLE XVII

SENIORITY

A. Seniority is defined as an employee's total length of service with the employer, beginning with his original date of hire.

B. If a question arises concerning two or more employees who were hired on the same date, the following shall apply: if hired prior to the effective date of this Agreement, seniority preference among such employees shall be determined from their Civil Service Employment List. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in the order listed on their Civil Service Employment List.

C. The employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification, and pay rate, and shall furnish copies of same to the Representative once a year.

D. Except where New Jersey Civil Service statues require otherwise, in cases where demotions, layoff, recall and vacation schedules are concerned, an employee with the greatest amount of seniority shall be given preference provided he has the ability to perform the work involved.

ARTICLE XVIII

HOLIDAYS

A. The following National Holidays are recognized as paid holidays when celebrated as holidays - New Year's Day; Washington's Birthday; Lincoln's Birthday; Good Friday; Memorial Day; Fourth of July; Labor Day; Columbus Day; Veterans Day; Thanksgiving Day; Christmas Day; General Election Day; Martin Luther King Day; and the Friday before Labor Day.

B. Holidays which fall within an employee's vacation period shall be celebrated at the employee's option, either immediately before or immediately following his vacation period.

C. It is understood that there shall be only one (1) day of celebration in the event the Holidays are celebrated on a day other than the actual day of said holiday and no additional day shall be received because of the adjustment of the day of celebration. This shall not apply to Lincoln's nor Washington's Birthdays.

D. Holidays which fall on Saturday shall be celebrated on the preceding Friday. Holidays which fall on a Sunday shall be celebrated on the following Monday.

E. When the Board of Freeholders declare by formal action a day off for all County Employees, those who are required to work on such a day shall be given a compensatory day at a later date. This provision has no applicability when holidays are declared or granted pursuant to a contract with other Representative Associations or Unions. Employees who work more than one half the day will receive a whole day as compensatory time.

ARTICLE XIX

VACATIONS

- A. Employees in the County Service shall be entitled to vacation as follows:
1. Permanent full-time employees in the County service shall be entitled to the following annual vacation with pay:
 - a. Up to one year of service, one working day vacation for each month of service.
 - b. After one year and up to seven years of service, fifteen (15) working days vacation.
 - c. After seven years and up to ten years of service, eighteen (18) working days vacation.
 - d. After ten years and up to twenty years of service, twenty-three (23) working days vacation.
 - e. After twenty years and up to twenty-five years of service, twenty-five (25) working days vacation.
 - f. After 25 years of service, twenty-eight (28) working days vacation.
 2. Temporary full-time employees in the County service shall be entitled to vacation leave to the same extent such leave is provided for permanent employees.
 3. Permanent part-time employees shall receive vacation leave on a pro-rated basis, in accordance with the above schedule.
 4. Employees on a daily, hourly, or seasonal basis are not eligible for vacation leave.
 5. Where in a calendar year the vacation leave or any part thereof is not used, such vacation credits, not to exceed 30 days, shall accumulate and may be carried forward into the next succeeding year. However, if in the second year, due to the pressure of work as determined by the Prosecutor, the employee still has accumulated vacation that will be lost, the employee has a right to sell that time only.

6. All vacation time taken shall be initially charged against vacation time earned in accordance with Article VIII, Section J, and then against vacation time earned pursuant to this Article.
7. Employees shall be allowed to use vacation time not accrued, in anticipation of continued employment provided that such time is scheduled time with the approval of the Office Administrator.
8. If an employee dies having vacation credits, a sum of money equal to the compensation figured on his salary rate at the time of death shall be calculated and paid to his estate.
9. Vacation time cannot be used for sick time without the express written consent of the employee.
10. In order to exercise seniority, vacation requests shall be submitted by the employee to his or her Officer Administrator by April 1st so that the Office Administrator can prepare the vacation schedule for the calendar year. Failure to submit such a request by April 1st will result in a loss of seniority preference for the employee.

ARTICLE XX

STRIKES AND LOCKOUTS

A. The Union hereby covenants and agrees that during the term of this Agreement, neither the Union or any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike, (i.e., the concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work, or absence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slow-down, walk-out or other illegal job action against the County. The Union agrees that such action would constitute a material breach of this Agreement.

B. The Union agrees that it will make a reasonable effort to prevent its members from participating in any strike, work stoppage, slow-down, or other activity aforementioned or supporting any such activity by any other employee or group of employees of the County, and that the Union will publicly disavow such action and order all such members who participate in such activities to cease and desist from same immediately and to return to work, and take such other steps as may be necessary under the circumstances to bring about compliance with the Union order.

C. Nothing contained in this Agreement shall be construed to limit or restrict the County in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the Union or its members.

D. The County Prosecutor agrees that it will not engage in the lockout of any of its employees.

ARTICLE XXI

EQUAL TREATMENT

- A. The County Prosecutor and the Union agree that there shall be no discrimination against any employee because of race, creed, color, religion, sex, national origin, sexual preference or political affiliation.
- B. The County Prosecutor and the Union agree that all members covered under this Agreement have the right without fear of penalty or reprisal to form, join, or assist any employee organization or refrain from any such activity. There shall be no discrimination by the County Prosecutor or the Union against any member because of the member's membership or non-membership or activity or non-activity in the Union.
- C. The County Prosecutor may establish reasonable and necessary rules of work and conduct for employees.
- D. The County shall provide safe and healthy working conditions and provide equipment reasonably necessary to insure the employees' safety and health.
- E. The Union as well as the affected employee shall receive a copy of any disciplinary action and attachment(s) which are placed in an employee's file. All employees shall have the right to review their personal files upon reasonable request.

ARTICLE XXII

GRIEVANCE PROCEDURE

A. The purpose of this article is to outline a procedure between the County Prosecutor and the Camden County Prosecutor's employees to resolve grievances as quickly as possible so as to insure efficiency and promote Camden County Prosecutor's employees' morale.

A grievance is defined as any disagreement or dispute between the County Prosecutor and the Camden County Prosecutor's employees covered by this Agreement involving the application, interpretation or alleged violation of this Agreement or any other disagreement or dispute arising between the Camden County Prosecutor's employees and the County Prosecutor.

Any grievance must be presented within five (5) days after the aggrieved person knew of the event or events upon which the claim is based or else such grievance is deemed waived.

Step 1. The aggrieved employee and the representative of the Union shall discuss an attempt to resolve the matter at the lowest level of supervision where the grievance can be resolved.

Step 2. If the grievance is not adjusted at Step 1, it shall then be submitted in writing within five (5) working days to the Prosecutor. The Prosecutor shall resolve the grievance and his decision shall be final.

B. It is hereby agreed that this Agreement shall in no way limit or restrict Council No. 10 from exercising any legal rights which it might have including its right to resort to P.E.R.C. or to seek remedy through the court.

ARTICLE XXIII

GENERAL PROVISIONS

A. It is agreed that the County Prosecutor and Council No. 10 may meet from time to time upon reasonable request of either party to discuss matters of general interest and concern, matters which are not necessarily a grievance as such. Such meetings shall be initiated by written request of either party, which shall reflect the precise agenda of the meeting. A seven (7) day advance notice will be given Council No. 10 or the County Prosecutor.

B. Employees who are covered by this Agreement shall perform the duties and responsibilities outlined in the New Jersey Department of Civil Service specifications for their positions and the employee shall maintain an up-to-date job description.

C. Agents of the Union who are employees of the County of Camden will be permitted to visit with employees during working hours at their stations for the purpose of discussing Union representation matter, as long as there is no undue interference with the Employer's work.

D. Union shop stewards and trustees representing the bargaining unit shall engage in the following activities, without loss of pay, as long as such activities do not unduly interfere with employer's work: attending Union meetings, shop steward meetings, the annual shop stewards seminar, committee meetings, conducting Union business in representing members of the bargaining unit, and attending to the general administration of Council 10 as it pertains to the representation of its members.

ARTICLE XXIV

SEPARABILITY AND SAVINGS

Each and every clause of this Agreement shall be deemed separable from each and every other clause of this Agreement to the extent that in the event any clause or clauses shall be finally determined to be in violation of any law, then in such event, such clause, or clauses, only to the extent that any may be so in violation shall be deemed of no force and effect and unenforceable without impairing the validity and enforceability of the rest of the Agreement, including any and all provision on the remainder of any clause, sentence or paragraph in which offending language may appear.

ARTICLE XXV

FULLY BARGAINED AGREEMENT

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.

B. During the term of the Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

ARTICLE XXVI

DURATION

This Agreement shall be in full force and effect as of January 1, 2006 and shall remain in effect to and including December 31, 2010 without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, until one party or the other gives notice in writing, no sooner than one hundred fifty (150) or no later than one hundred twenty (120) days prior to the expiration of this Agreement of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals at the County of Camden, New Jersey on this 25 day of November, 2008.

CAMDEN COUNTY COUNCIL No. 10
N.J.S.C.A.

CAMDEN COUNTY PROSECUTOR

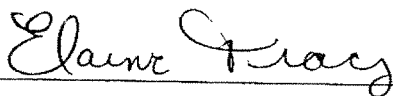




Warren W. Faulk









A	B	C	D	E	F	G	H	I	J	K	L	M	N
226	CLERK		\$30,151	\$31,659	\$33,242	\$34,903	\$36,649	\$38,491	\$40,405	\$42,425	\$44,546	\$46,773	\$49,112
227	OFFICE APPLIANCE OPERATOR		\$30,151	\$31,659	\$33,242	\$34,903	\$36,649	\$38,491	\$40,405	\$42,425	\$44,546	\$46,773	\$49,112
228	SENIOR CLERK		\$32,114	\$33,720	\$35,406	\$37,176	\$39,025	\$40,968	\$43,006	\$45,137	\$47,347	\$49,620	\$51,957
229	PRINCIPAL CLERK		\$36,266	\$38,080	\$39,984	\$41,983	\$44,081	\$46,286	\$48,600	\$51,030	\$53,501	\$56,001	\$58,624
230	CLERK TYPIST		\$31,751	\$33,339	\$35,008	\$36,757	\$38,594	\$40,524	\$42,551	\$44,677	\$46,912	\$49,257	\$51,720
231	CLERK BILINGUAL		\$32,114	\$33,720	\$35,406	\$37,176	\$39,025	\$40,968	\$43,006	\$45,137	\$47,347	\$49,620	\$51,957
232	SENIOR CLERK TYPIST		\$33,114	\$34,808	\$36,592	\$38,465	\$40,517	\$42,658	\$44,889	\$47,210	\$49,621	\$52,122	\$54,715
233	PRINCIPAL CLERK TYPIST		\$36,844	\$38,686	\$40,621	\$42,652	\$44,780	\$47,003	\$49,317	\$51,721	\$54,215	\$56,799	\$59,474
234	PRINCIPAL CLERK TYPIST BILINGUAL		\$36,844	\$38,686	\$40,621	\$42,652	\$44,780	\$47,003	\$49,317	\$51,721	\$54,215	\$56,799	\$59,474
235	PRINCIPAL CLERK TRANSCRIBER		\$36,844	\$38,686	\$40,621	\$42,652	\$44,780	\$47,003	\$49,317	\$51,721	\$54,215	\$56,799	\$59,474
236	SENIOR CLERK TRANSCRIBER		\$36,844	\$38,686	\$40,621	\$42,652	\$44,780	\$47,003	\$49,317	\$51,721	\$54,215	\$56,799	\$59,474
237	SENIOR CLERK TYPIST		\$36,844	\$38,686	\$40,621	\$42,652	\$44,780	\$47,003	\$49,317	\$51,721	\$54,215	\$56,799	\$59,474
238	PRINCIPAL ACCOUNT CLERK TYPIST		\$36,844	\$38,686	\$40,621	\$42,652	\$44,780	\$47,003	\$49,317	\$51,721	\$54,215	\$56,799	\$59,474
239	CLERK STENOGRAPHER		\$46,208	\$47,489	\$48,842	\$50,235	\$51,668	\$53,141	\$54,654	\$56,207	\$57,800	\$59,433	\$61,106
240	SENIOR CLERK STENOGRAPHER		\$33,405	\$35,076	\$36,829	\$38,671	\$40,592	\$42,593	\$44,674	\$46,825	\$49,047	\$51,340	\$53,704
241	LEGAL STENOGRAPHER		\$36,160	\$37,968	\$39,866	\$41,860	\$43,953	\$46,151	\$48,448	\$50,845	\$53,232	\$55,719	\$58,306
242	ACCOUNTING ASSISTANT TYPING		\$39,845	\$41,827	\$43,909	\$46,095	\$48,386	\$50,783	\$53,286	\$55,895	\$58,609	\$61,429	\$64,355
243	SENIOR LEGAL STENOGRAPHER		\$41,398	\$43,468	\$45,641	\$47,923	\$50,300	\$52,781	\$55,366	\$58,056	\$60,851	\$63,751	\$66,756
244	PRINCIPAL LEGAL STENOGRAPHER		\$43,863	\$46,058	\$48,359	\$50,776	\$53,315	\$55,981	\$58,780	\$61,719	\$64,805	\$68,045	\$71,448
245	ADMINISTRATIVE SECRETARY		\$43,863	\$46,058	\$48,359	\$50,776	\$53,315	\$55,981	\$58,780	\$61,719	\$64,805	\$68,045	\$71,448
246	SENIOR CLERK TYPIST BILINGUAL		\$37,134	\$38,991	\$40,941	\$43,001	\$45,176	\$47,469	\$49,881	\$52,414	\$55,077	\$57,870	\$60,793
247	CLERK TYPIST BILINGUAL		\$34,987	\$36,976	\$39,072	\$41,278	\$43,598	\$46,035	\$48,589	\$51,266	\$54,070	\$56,999	\$59,954
248	PARALEGAL SPECIALIST		\$40,111	\$42,116	\$44,222	\$46,434	\$48,755	\$51,193	\$53,752	\$56,440	\$59,261	\$62,225	\$65,337
249	RECEPTIONIST		\$32,114	\$33,920	\$35,806	\$37,776	\$39,835	\$41,981	\$44,314	\$46,835	\$49,446	\$52,147	\$54,939
250	DATA ENTRY MACHINE OPERATOR		\$37,133	\$39,090	\$40,940	\$42,987	\$45,136	\$47,389	\$49,747	\$52,211	\$54,780	\$57,454	\$60,243
251	SR. DATA ENTRY MACHINE OPERATOR		\$39,465	\$41,438	\$43,510	\$45,685	\$47,969	\$50,367	\$52,880	\$55,513	\$58,266	\$61,139	\$64,142
252	PRIN. DATA ENTRY MACHINE OPERATOR		\$41,399	\$43,486	\$45,641	\$47,923	\$50,320	\$52,838	\$55,477	\$58,247	\$61,147	\$64,177	\$67,337
253	SUPERVISING DATA CONTROL CLERK		\$47,509	\$49,884	\$52,378	\$54,996	\$57,747	\$60,634	\$63,666	\$66,849	\$70,181	\$73,671	\$77,319
254	RESEARCH ASST. CRIMINAL INFO.		\$41,396	\$43,468	\$45,641	\$47,922	\$50,318	\$52,834	\$55,476	\$58,249	\$61,152	\$64,220	\$67,461
255	SUPERVISING LEGAL STENOGRAPHER		\$46,306	\$48,488	\$50,772	\$53,168	\$55,678	\$58,303	\$61,044	\$63,901	\$66,874	\$69,964	\$73,181
256	SECRETARIAL ASSISTANT		\$47,512	\$49,888	\$52,382	\$55,001	\$57,752	\$60,639	\$63,671	\$66,855	\$70,197	\$73,697	\$77,355
257	SECRETARIAL ASSISTANT		\$47,278	\$49,641	\$52,124	\$54,729	\$57,466	\$60,339	\$63,357	\$66,524	\$69,846	\$73,313	\$76,936
258	WORD PROCESSOR		\$37,666	\$39,549	\$41,528	\$43,602	\$45,783	\$48,072	\$50,475	\$53,000	\$55,649	\$58,424	\$61,326
259	SENIOR WORD PROCESSOR		\$42,203	\$44,313	\$46,528	\$48,855	\$51,298	\$53,863	\$56,556	\$59,384	\$62,353	\$65,471	\$68,744
260	PAYROLL SUPERVISOR		\$53,083	\$55,737	\$58,524	\$61,450	\$64,523	\$67,749	\$71,135	\$74,693	\$78,427	\$82,349	\$86,469
261	CHIEF CLERK		\$53,083	\$55,737	\$58,524	\$61,450	\$64,523	\$67,749	\$71,135	\$74,693	\$78,427	\$82,349	\$86,469
262	PARALEGAL SPECIALIST BILINGUAL		\$41,844	\$43,936	\$46,133	\$48,439	\$50,860	\$53,404	\$56,074	\$58,878	\$61,821	\$64,913	\$68,168
263	PRINCIPAL WORD PROCESSOR		\$47,278	\$49,641	\$52,124	\$54,730	\$57,466	\$60,340	\$63,357	\$66,524	\$69,851	\$73,343	\$76,976
264	ACCOUNT CLERK TYPING		\$33,458	\$35,131	\$36,888	\$38,732	\$40,669	\$42,702	\$44,836	\$47,078	\$49,433	\$51,905	\$54,500

Handwritten signatures and initials:
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A	B	C	D	E	F	G	H	I	J	K	L	M	N
36	CLERK		\$31,357	\$32,926	\$34,571	\$36,289	\$38,114	\$40,021	\$42,021	\$44,122	\$46,328	\$48,644	\$51,077
37	OFFICE APPLIANCE OPERATOR		\$31,357	\$32,926	\$34,571	\$36,289	\$38,114	\$40,021	\$42,021	\$44,122	\$46,328	\$48,644	\$51,077
38	SENIOR CLERK		\$33,399	\$35,069	\$36,822	\$38,684	\$40,608	\$42,626	\$44,758	\$46,995	\$49,345	\$51,813	\$54,403
39	PRINCIPAL CLERK		\$37,717	\$39,603	\$41,583	\$43,662	\$45,845	\$48,138	\$50,544	\$53,071	\$55,724	\$58,512	\$61,437
40	CLERK TYPIST		\$33,021	\$34,872	\$36,807	\$38,827	\$40,938	\$43,145	\$45,453	\$47,864	\$50,388	\$53,027	\$55,788
41	CLERK BILINGUAL		\$33,021	\$34,872	\$36,807	\$38,827	\$40,938	\$43,145	\$45,453	\$47,864	\$50,388	\$53,027	\$55,788
42	SENIOR CLERK TYPIST		\$35,071	\$36,824	\$38,686	\$40,608	\$42,626	\$44,758	\$46,995	\$49,345	\$51,813	\$54,403	\$57,043
43	PRINCIPAL CLERK TYPIST BILINGUAL		\$38,318	\$40,234	\$42,248	\$44,358	\$46,573	\$48,904	\$51,349	\$53,917	\$56,613	\$59,443	\$62,415
44	PRINCIPAL CLERK TRANSCRIBER		\$40,119	\$42,125	\$44,231	\$46,342	\$48,558	\$50,890	\$53,564	\$56,374	\$59,327	\$62,424	\$65,665
45	SENIOR CLERK TRANSCRIBER		\$38,168	\$40,178	\$42,183	\$44,193	\$46,208	\$48,227	\$50,262	\$52,311	\$54,375	\$56,454	\$58,547
46	SENIOR ACCOUNT CLERK TYPIST		\$36,739	\$38,576	\$40,505	\$42,530	\$44,657	\$46,890	\$49,234	\$51,685	\$54,280	\$56,994	\$59,844
47	PRINCIPAL ACCOUNT CLERK		\$38,364	\$40,282	\$42,296	\$44,412	\$46,632	\$48,964	\$51,411	\$53,983	\$56,681	\$59,515	\$62,491
48	SENIOR STENOGRAPHER		\$47,017	\$49,398	\$51,835	\$54,335	\$56,902	\$59,548	\$62,274	\$65,084	\$67,977	\$70,957	\$74,015
49	LEGAL STENOGRAPHER		\$37,808	\$39,487	\$41,481	\$43,535	\$45,711	\$47,997	\$50,396	\$52,916	\$55,562	\$58,340	\$61,257
50	ACCOUNTING ASSISTANT TYPING		\$41,231	\$43,282	\$45,457	\$47,730	\$50,116	\$52,623	\$55,254	\$58,017	\$60,918	\$63,963	\$67,162
51	SENIOR LEGAL STENOGRAPHER		\$43,054	\$45,207	\$47,486	\$49,807	\$52,168	\$54,579	\$57,131	\$59,745	\$62,511	\$65,438	\$68,527
52	PRINCIPAL LEGAL STENOGRAPHER		\$45,618	\$47,898	\$50,293	\$52,807	\$55,448	\$58,220	\$61,131	\$64,188	\$67,397	\$70,767	\$74,305
53	ADMINISTRATIVE SECRETARY		\$45,618	\$47,898	\$50,293	\$52,807	\$55,448	\$58,220	\$61,131	\$64,188	\$67,397	\$70,767	\$74,305
54	SENIOR CLERK TYPIST BILINGUAL		\$38,620	\$40,651	\$42,679	\$44,721	\$46,843	\$49,029	\$51,275	\$53,642	\$56,147	\$58,791	\$61,574
55	CLERK TYPIST BILINGUAL		\$36,386	\$38,205	\$40,115	\$42,121	\$44,229	\$46,439	\$48,751	\$51,199	\$53,759	\$56,447	\$59,289
56	PARALEGAL SPECIALIST		\$41,715	\$43,801	\$45,991	\$48,291	\$50,706	\$53,240	\$55,902	\$58,697	\$61,632	\$64,714	\$67,950
57	RECEPTIONIST		\$33,399	\$35,069	\$36,822	\$38,684	\$40,608	\$42,626	\$44,758	\$46,995	\$49,345	\$51,813	\$54,403
58	DATA ENTRY MACHINE OPERATOR		\$38,618	\$40,649	\$42,678	\$44,706	\$46,842	\$49,088	\$51,453	\$53,941	\$56,572	\$59,357	\$62,306
59	SR. DATA ENTRY MACHINE OPERATOR		\$41,043	\$43,095	\$45,250	\$47,512	\$49,888	\$52,382	\$55,001	\$57,752	\$60,639	\$63,671	\$66,854
60	PRIN. DATA ENTRY MACHINE OPERATOR		\$43,054	\$45,207	\$47,486	\$49,807	\$52,168	\$54,579	\$57,039	\$59,548	\$62,107	\$64,774	\$67,543
61	SUPERVISING DATA CONTROL CLERK		\$49,409	\$51,880	\$54,474	\$57,198	\$60,057	\$63,060	\$66,213	\$69,522	\$72,999	\$76,649	\$80,482
62	RESEARCH ASST. CRIMINAL INFO.		\$43,052	\$45,205	\$47,465	\$49,838	\$52,330	\$54,947	\$57,695	\$60,579	\$63,608	\$66,788	\$70,128
63	SUPERVISING LEGAL STENOGRAPHER		\$47,120	\$49,478	\$51,950	\$54,547	\$57,275	\$60,139	\$63,145	\$66,218	\$69,359	\$72,569	\$75,948
64	SUPERVISOR OF ACCOUNTS		\$49,413	\$51,883	\$54,477	\$57,201	\$60,062	\$63,062	\$66,218	\$69,528	\$72,999	\$76,649	\$80,482
65	SECRETARIAL ASSISTANT		\$48,189	\$50,827	\$53,529	\$56,318	\$59,195	\$62,161	\$65,218	\$68,367	\$71,609	\$75,044	\$78,573
66	WORD PROCESSOR		\$38,173	\$40,131	\$42,185	\$44,346	\$46,614	\$49,000	\$51,514	\$54,165	\$56,954	\$59,883	\$62,952
67	SENIOR WORD PROCESSOR		\$43,891	\$46,086	\$48,389	\$50,809	\$53,360	\$56,051	\$58,884	\$61,861	\$64,984	\$68,254	\$71,673
68	PAYROLL SUPERVISOR		\$55,206	\$57,966	\$60,884	\$63,968	\$67,104	\$70,459	\$73,981	\$77,681	\$81,565	\$85,643	\$89,925
69	CHIEF CLERK		\$55,206	\$57,966	\$60,884	\$63,968	\$67,104	\$70,459	\$73,981	\$77,681	\$81,565	\$85,643	\$89,925
70	PARA LEGAL SPECIALIST BILINGUAL		\$43,517	\$45,893	\$48,378	\$50,978	\$53,704	\$56,540	\$59,491	\$62,559	\$65,747	\$69,056	\$72,496
71	PRINCIPAL WORD PROCESSOR		\$48,189	\$50,927	\$53,778	\$56,744	\$59,826	\$63,026	\$66,347	\$69,781	\$73,331	\$76,998	\$80,784
72	ACCOUNT CLERK TYPING		\$34,787	\$36,537	\$38,383	\$40,282	\$42,286	\$44,412	\$46,632	\$48,964	\$51,411	\$53,983	\$56,681

Handwritten signatures and initials:
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A	B	C	D	E	F	G	H	I	J	K	L	M	N
2008													
1	CLERK		\$32,812	\$34,242	\$35,954	\$37,751	\$39,639	\$41,621	\$43,702	\$45,887	\$48,181	\$50,590	\$53,120
2	OFFICE APPLIANCE OPERATOR		\$32,612	\$34,242	\$35,954	\$37,751	\$39,639	\$41,621	\$43,702	\$45,887	\$48,181	\$50,590	\$53,120
3	SENIOR CLERK		\$34,735	\$36,471	\$38,295	\$40,210	\$42,220	\$44,331	\$46,548	\$48,874	\$51,319	\$53,885	\$56,579
4	PRINCIPAL CLERK		\$39,226	\$41,187	\$43,247	\$45,409	\$47,678	\$50,052	\$52,536	\$55,124	\$57,819	\$60,622	\$63,545
5	CLERK TYPIST		\$34,342	\$36,059	\$37,883	\$39,756	\$41,743	\$43,831	\$46,023	\$48,323	\$50,740	\$53,278	\$55,940
6	CLERK TRANSCRIBER		\$34,342	\$36,059	\$37,883	\$39,756	\$41,743	\$43,831	\$46,023	\$48,323	\$50,740	\$53,278	\$55,940
7	CLERK BILINGUAL		\$34,735	\$36,471	\$38,295	\$40,210	\$42,220	\$44,331	\$46,548	\$48,874	\$51,319	\$53,885	\$56,579
8	SENIOR CLERK TYPIST		\$38,474	\$38,297	\$40,213	\$42,224	\$44,332	\$46,552	\$48,880	\$51,323	\$53,880	\$56,543	\$59,312
9	PRINCIPAL CLERK TYPIST		\$39,851	\$41,843	\$43,936	\$46,132	\$48,439	\$50,851	\$53,403	\$56,074	\$58,878	\$61,821	\$64,912
10	PRINCIPAL CLERK TYPIST BILINGUAL		\$41,724	\$43,810	\$46,001	\$48,307	\$50,716	\$53,251	\$55,915	\$58,710	\$61,645	\$64,727	\$67,864
11	PRINCIPAL CLERK TRANSCRIBER		\$40,735	\$42,771	\$44,910	\$47,156	\$49,514	\$51,990	\$54,588	\$57,318	\$60,184	\$63,193	\$66,332
12	SENIOR CLERK TRANSCRIBER		\$38,209	\$40,120	\$42,125	\$44,231	\$46,443	\$48,765	\$51,203	\$53,763	\$56,452	\$59,274	\$62,238
13	SENIOR ACCOUNT CLERK TYPIST		\$48,898	\$51,342	\$53,909	\$56,605	\$59,436	\$62,408	\$65,527	\$68,804	\$72,243	\$75,856	\$79,648
14	PRINCIPAL ACCOUNT CLERK		\$48,898	\$51,342	\$53,909	\$56,605	\$59,436	\$62,408	\$65,527	\$68,804	\$72,243	\$75,856	\$79,648
15	CLERK STENOGRAPHER		\$36,131	\$37,938	\$39,835	\$41,826	\$43,917	\$46,114	\$48,419	\$50,840	\$53,381	\$56,051	\$58,854
16	SENIOR CLERK STENOGRAPHER		\$39,110	\$41,066	\$43,119	\$45,276	\$47,539	\$49,917	\$52,412	\$55,033	\$57,784	\$60,674	\$63,827
17	LEGAL STENOGRAPHER		\$42,880	\$45,024	\$47,275	\$49,640	\$52,121	\$54,728	\$57,464	\$60,337	\$63,354	\$66,522	\$69,848
18	ACCOUNTING ASSISTANT TYPING		\$47,442	\$49,814	\$52,305	\$54,920	\$57,668	\$60,549	\$63,576	\$66,756	\$70,093	\$73,598	\$77,278
19	SENIOR LEGAL STENOGRAPHER		\$44,777	\$47,015	\$49,365	\$51,833	\$54,426	\$57,147	\$60,004	\$63,005	\$66,154	\$69,463	\$72,936
20	PRINCIPAL LEGAL STENOGRAPHER		\$47,442	\$49,814	\$52,305	\$54,920	\$57,668	\$60,549	\$63,576	\$66,756	\$70,093	\$73,598	\$77,278
21	ADMINISTRATIVE SECRETARY		\$47,442	\$49,814	\$52,305	\$54,920	\$57,668	\$60,549	\$63,576	\$66,756	\$70,093	\$73,598	\$77,278
22	SENIOR CLERK TYPIST BILINGUAL		\$40,184	\$42,173	\$44,282	\$46,498	\$48,821	\$51,262	\$53,825	\$56,518	\$59,342	\$62,309	\$65,425
23	CLERK TYPIST BILINGUAL		\$37,841	\$39,734	\$41,720	\$43,806	\$45,997	\$48,297	\$50,711	\$53,247	\$55,909	\$58,704	\$61,640
24	PARALEGAL SPECIALIST		\$43,384	\$45,553	\$47,831	\$50,223	\$52,734	\$55,370	\$58,139	\$61,045	\$64,097	\$67,303	\$70,668
25	RECEPTIONIST		\$34,735	\$36,471	\$38,295	\$40,210	\$42,220	\$44,331	\$46,548	\$48,874	\$51,319	\$53,885	\$56,579
26	DATA ENTRY MACHINE OPERATOR		\$40,184	\$42,171	\$44,281	\$46,494	\$48,819	\$51,260	\$53,824	\$56,515	\$59,340	\$62,307	\$65,422
27	SR. DATA ENTRY MACHINE OPERATOR		\$42,885	\$44,918	\$47,075	\$49,355	\$51,763	\$54,307	\$56,984	\$59,794	\$62,737	\$65,814	\$69,026
28	PRIN. DATA ENTRY MACHINE OPERATOR		\$44,777	\$47,015	\$49,365	\$51,833	\$54,426	\$57,147	\$60,004	\$63,005	\$66,154	\$69,463	\$72,936
29	SUPERVISING DATA CONTROL CLERK		\$51,388	\$53,955	\$56,653	\$59,484	\$62,459	\$65,582	\$68,841	\$72,303	\$75,919	\$79,715	\$83,701
30	RESEARCH ASST. CRIMINAL INFO.		\$44,774	\$47,013	\$49,384	\$51,832	\$54,423	\$57,145	\$60,003	\$63,002	\$66,153	\$69,460	\$72,933
31	SUPERVISING LEGAL STENOGRAPHER		\$49,005	\$51,455	\$54,028	\$56,729	\$59,568	\$62,544	\$65,671	\$68,954	\$72,310	\$75,825	\$79,484
32	SENIOR SUPERVISOR OF ACCOUNTS		\$51,389	\$53,959	\$56,656	\$59,489	\$62,464	\$65,587	\$68,867	\$72,310	\$75,925	\$79,722	\$83,708
33	SECRETARIAL ASSISTANT		\$51,135	\$53,692	\$56,377	\$59,195	\$62,158	\$65,263	\$68,527	\$71,953	\$75,550	\$79,328	\$83,294
34	WORD PROCESSOR		\$40,740	\$42,777	\$44,915	\$47,160	\$49,519	\$51,995	\$54,584	\$57,323	\$60,190	\$63,199	\$66,339
35	SENIOR WORD PROCESSOR		\$45,647	\$47,929	\$50,325	\$52,842	\$55,484	\$58,258	\$61,171	\$64,230	\$67,441	\$70,813	\$74,354
36	WORD PROCESSOR		\$57,414	\$60,285	\$63,299	\$66,464	\$69,788	\$73,277	\$76,840	\$80,578	\$84,487	\$88,569	\$92,822
37	CHIEF CLERK		\$57,414	\$60,285	\$63,299	\$66,464	\$69,788	\$73,277	\$76,840	\$80,578	\$84,487	\$88,569	\$92,822
38	PARA LEGAL SPECIALIST BILINGUAL		\$45,258	\$47,521	\$49,897	\$52,391	\$55,010	\$57,762	\$60,650	\$63,682	\$66,866	\$70,209	\$73,720
39	PRINCIPAL WORD PROCESSOR		\$51,135	\$53,692	\$56,377	\$59,196	\$62,155	\$65,263	\$68,528	\$71,953	\$75,550	\$79,328	\$83,294
40	ACCOUNT CLERK TYPING		\$36,188	\$37,998	\$39,898	\$41,893	\$43,988	\$46,187	\$48,486	\$50,891	\$53,407	\$56,033	\$58,770
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A	B	C	D	E	F	G	H	I	J	K	L	M	N
22	2009												
23	CLERK		\$33,916	\$35,612	\$37,302	\$39,261	\$41,537	\$43,613	\$45,794	\$48,084	\$50,488	\$53,012	\$55,663
24	OFFICE APPLIANCE OPERATOR		\$33,916	\$35,612	\$37,302	\$39,261	\$41,537	\$43,613	\$45,794	\$48,084	\$50,488	\$53,012	\$55,663
25	SENIOR CLERK		\$36,124	\$37,830	\$39,627	\$41,619	\$43,821	\$46,332	\$48,753	\$51,191	\$53,751	\$56,438	\$59,260
26	PRINCIPAL CLERK		\$40,795	\$42,834	\$44,976	\$47,225	\$49,698	\$52,392	\$55,012	\$57,763	\$60,561	\$63,693	\$66,868
27	CLERK TYPIST		\$35,716	\$37,501	\$39,377	\$41,346	\$43,425	\$45,611	\$47,907	\$50,317	\$52,848	\$55,506	\$58,296
28	CLERK TRANSCRIBER		\$35,716	\$37,501	\$39,377	\$41,346	\$43,425	\$45,611	\$47,907	\$50,317	\$52,848	\$55,506	\$58,296
29	CLERK BILINGUAL		\$36,124	\$37,930	\$39,827	\$41,819	\$43,913	\$46,120	\$48,453	\$50,927	\$53,448	\$56,012	\$58,720
30	SENIOR CLERK TYPIST		\$37,933	\$39,829	\$41,819	\$43,913	\$46,120	\$48,453	\$50,927	\$53,448	\$56,012	\$58,720	\$61,572
31	PRINCIPAL CLERK TYPIST		\$41,445	\$43,517	\$45,683	\$47,941	\$50,293	\$52,740	\$55,184	\$57,727	\$60,316	\$62,951	\$65,732
32	PRINCIPAL CLERK TYPIST BILINGUAL		\$43,392	\$45,562	\$47,841	\$50,233	\$52,657	\$55,116	\$57,639	\$60,261	\$62,971	\$65,732	\$68,644
33	SENIOR CLERK TRANSCRIBER		\$42,364	\$44,482	\$46,708	\$49,042	\$51,408	\$53,807	\$56,249	\$58,727	\$61,244	\$63,801	\$66,492
34	SENIOR CLERK TRANSCRIBER		\$39,827	\$41,724	\$43,810	\$46,000	\$48,313	\$50,659	\$53,048	\$55,481	\$57,961	\$60,480	\$63,025
35	PRINCIPAL ACCOUNT CLERK		\$41,444	\$43,569	\$45,748	\$48,036	\$50,433	\$52,940	\$55,457	\$58,086	\$60,737	\$63,511	\$66,419
36	CLERK STENOGRAPHER		\$50,853	\$53,396	\$56,085	\$58,889	\$61,825	\$64,894	\$68,000	\$71,147	\$74,434	\$77,863	\$81,436
37	SENIOR CLERK STENOGRAPHER		\$37,576	\$39,485	\$41,428	\$43,489	\$45,668	\$47,968	\$50,381	\$52,920	\$55,488	\$58,088	\$60,723
38	LEGAL STENOGRAPHER		\$40,676	\$42,709	\$44,844	\$47,087	\$49,443	\$51,913	\$54,414	\$56,951	\$59,516	\$62,209	\$65,042
39	ACCOUNTING ASSISTANT TYPING		\$44,595	\$46,825	\$49,166	\$51,625	\$54,116	\$56,640	\$59,200	\$61,786	\$64,405	\$67,058	\$69,746
40	SENIOR LEGAL STENOGRAPHER		\$49,340	\$51,807	\$54,397	\$57,116	\$60,285	\$63,299	\$66,484	\$69,787	\$73,226	\$76,809	\$80,437
41	PRINCIPAL LEGAL STENOGRAPHER		\$46,588	\$48,896	\$51,340	\$53,907	\$56,515	\$59,166	\$61,861	\$64,604	\$67,396	\$70,237	\$73,127
42	ADMINISTRATIVE SECRETARY		\$49,340	\$51,807	\$54,397	\$57,116	\$60,285	\$63,299	\$66,484	\$69,787	\$73,226	\$76,809	\$80,437
43	SENIOR CLERK TYPIST BILINGUAL		\$41,771	\$43,860	\$46,054	\$48,397	\$50,885	\$53,419	\$56,000	\$58,629	\$61,298	\$64,018	\$66,789
44	CLERK TYPIST BILINGUAL		\$39,355	\$41,323	\$43,389	\$45,558	\$47,831	\$50,210	\$52,696	\$55,199	\$57,721	\$60,271	\$62,818
45	PARALEGAL SPECIALIST		\$45,119	\$47,375	\$49,744	\$52,231	\$54,848	\$57,496	\$60,186	\$62,919	\$65,647	\$68,472	\$71,394
46	RECEPTIONIST		\$36,124	\$37,930	\$39,827	\$41,819	\$43,913	\$46,120	\$48,453	\$50,927	\$53,448	\$56,012	\$58,720
47	DATA ENTRY MACHINE OPERATOR		\$41,770	\$43,858	\$46,052	\$48,354	\$50,784	\$53,346	\$55,942	\$58,574	\$61,244	\$63,954	\$66,703
48	SR. DATA ENTRY MACHINE OPERATOR		\$44,392	\$46,612	\$48,943	\$51,389	\$53,952	\$56,534	\$59,144	\$61,786	\$64,460	\$67,167	\$69,885
49	PRIN. DATA ENTRY MACHINE OPERATOR		\$46,588	\$48,896	\$51,340	\$53,907	\$56,515	\$59,166	\$61,861	\$64,604	\$67,396	\$70,237	\$73,127
50	SUPERVISING DATA CONTROL CLERK		\$53,441	\$56,113	\$58,919	\$61,864	\$64,948	\$68,071	\$71,234	\$74,546	\$77,907	\$81,318	\$84,780
51	RESEARCH ASST. CRIMINAL INFO.		\$46,585	\$48,893	\$51,339	\$53,905	\$56,512	\$59,169	\$61,876	\$64,634	\$67,442	\$70,301	\$73,211
52	SUPERVISOR OF ACCOUNTS		\$50,965	\$53,513	\$56,189	\$58,905	\$61,662	\$64,460	\$67,299	\$70,179	\$73,100	\$76,062	\$79,065
53	SECRETARIAL ASSISTANT		\$53,445	\$56,117	\$58,923	\$61,869	\$64,954	\$68,077	\$71,239	\$74,451	\$77,713	\$81,125	\$84,587
54	WORD PROCESSOR		\$53,181	\$55,840	\$58,632	\$61,563	\$64,534	\$67,546	\$70,599	\$73,693	\$76,828	\$79,994	\$83,191
55	SENIOR WORD PROCESSOR		\$42,389	\$44,488	\$46,712	\$49,046	\$51,412	\$53,810	\$56,241	\$58,704	\$61,199	\$63,736	\$66,316
56	PAYROLL SUPERVISOR		\$47,473	\$49,848	\$52,338	\$54,955	\$57,608	\$60,306	\$63,049	\$65,837	\$68,661	\$71,471	\$74,318
57	CHIEF CLERK		\$59,711	\$62,896	\$66,831	\$70,623	\$74,472	\$78,388	\$82,371	\$86,421	\$90,536	\$94,715	\$98,958
58	PARA LEGAL SPECIALIST BILINGUAL		\$47,068	\$49,422	\$51,893	\$54,487	\$57,106	\$59,750	\$62,420	\$65,116	\$67,838	\$70,586	\$73,360
59	PRINCIPAL WORD PROCESSOR		\$53,181	\$55,840	\$58,632	\$61,563	\$64,534	\$67,546	\$70,599	\$73,693	\$76,828	\$79,994	\$83,191
60	ACCOUNT CLERK TYPING		\$37,566	\$39,518	\$41,494	\$43,599	\$45,734	\$47,899	\$50,094	\$52,319	\$54,574	\$56,859	\$59,174

Handwritten signatures and initials:
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A	B	C	D	E	F	G	H	I	J	K	L	M	N
00	CLERK		\$36,188	\$36,947	\$38,794	\$40,734	\$43,094	\$45,249	\$47,511	\$49,897	\$52,381	\$55,000	\$57,750
01	OFFICE APPLIANCE OPERATOR		\$36,188	\$36,947	\$38,794	\$40,734	\$43,094	\$45,249	\$47,511	\$49,897	\$52,381	\$55,000	\$57,750
02	SENIOR CLERK		\$37,479	\$39,353	\$41,320	\$43,387	\$45,879	\$48,173	\$50,582	\$53,111	\$55,768	\$58,555	\$61,482
03	PRINCIPAL CLERK		\$42,324	\$44,441	\$46,883	\$49,996	\$51,769	\$54,357	\$57,075	\$59,828	\$62,925	\$66,071	\$69,375
04	CLERK TYPIST		\$37,055	\$38,908	\$40,854	\$42,987	\$45,385	\$47,833	\$50,016	\$52,615	\$55,141	\$57,898	\$60,793
05	CLERK TRANSCRIBER		\$37,479	\$39,353	\$41,320	\$43,387	\$45,879	\$48,173	\$50,582	\$53,111	\$55,768	\$58,555	\$61,482
06	CLERK BILINGUAL		\$38,355	\$41,323	\$43,380	\$45,880	\$48,161	\$50,669	\$53,097	\$55,752	\$58,540	\$61,487	\$64,540
07	SENIOR CLERK TYPIST		\$42,089	\$45,148	\$47,407	\$49,776	\$52,589	\$55,218	\$57,979	\$60,878	\$63,922	\$67,116	\$70,474
08	PRINCIPAL CLERK TYPIST BILINGUAL		\$45,020	\$47,271	\$49,835	\$52,116	\$54,048	\$57,799	\$60,699	\$63,723	\$66,909	\$70,255	\$73,768
09	PRINCIPAL CLERK TRANSCRIBER		\$43,953	\$46,150	\$48,488	\$50,881	\$53,749	\$56,436	\$59,258	\$62,221	\$65,332	\$68,598	\$72,029
10	SENIOR CLERK TRANSCRIBER		\$41,228	\$43,289	\$45,453	\$47,725	\$50,436	\$52,938	\$55,808	\$58,386	\$61,305	\$64,370	\$67,589
11	SENIOR CLERK TYPIST		\$43,050	\$45,203	\$47,453	\$49,837	\$52,653	\$55,285	\$58,050	\$60,952	\$64,000	\$67,200	\$70,560
12	SENIOR ACCOUNT CLERK TYPIST		\$32,780	\$34,935	\$37,188	\$39,530	\$42,077	\$44,711	\$47,414	\$50,281	\$53,314	\$56,414	\$59,544
13	PRINCIPAL ACCOUNT CLERK		\$38,985	\$40,935	\$42,982	\$45,130	\$47,711	\$50,096	\$52,601	\$55,231	\$57,992	\$60,892	\$63,937
14	CLERK STENOGRAPHER		\$42,200	\$44,310	\$46,526	\$48,853	\$51,619	\$54,200	\$56,908	\$59,755	\$62,743	\$65,880	\$69,174
15	SENIOR CLERK STENOGRAPHER		\$42,288	\$44,581	\$47,010	\$49,581	\$52,562	\$55,390	\$58,360	\$61,478	\$64,732	\$68,122	\$71,549
16	LEGAL STENOGRAPHER		\$51,190	\$53,750	\$56,437	\$59,268	\$62,545	\$65,673	\$68,956	\$72,404	\$76,024	\$79,825	\$83,817
17	ACCOUNTING ASSISTANT TYPING		\$48,314	\$50,730	\$53,285	\$55,928	\$58,648	\$61,502	\$64,582	\$67,835	\$71,275	\$74,904	\$78,725
18	SENIOR LEGAL STENOGRAPHER		\$51,190	\$53,750	\$56,437	\$59,268	\$62,545	\$65,673	\$68,956	\$72,404	\$76,024	\$79,825	\$83,817
19	PRINCIPAL LEGAL STENOGRAPHER		\$51,190	\$53,750	\$56,437	\$59,268	\$62,545	\$65,673	\$68,956	\$72,404	\$76,024	\$79,825	\$83,817
20	ADMINISTRATIVE SECRETARY		\$40,831	\$42,873	\$45,016	\$47,266	\$49,694	\$52,452	\$55,075	\$57,828	\$60,720	\$63,756	\$66,943
21	SENIOR CLERK TYPIST BILINGUAL		\$43,337	\$45,504	\$47,781	\$50,169	\$52,724	\$55,451	\$58,344	\$61,355	\$64,423	\$67,644	\$71,027
22	CLERK TYPIST BILINGUAL		\$40,831	\$42,873	\$45,016	\$47,266	\$49,694	\$52,452	\$55,075	\$57,828	\$60,720	\$63,756	\$66,943
23	PARALEGAL SPECIALIST		\$46,811	\$49,152	\$51,609	\$54,190	\$56,924	\$59,808	\$62,843	\$66,024	\$69,356	\$72,844	\$76,485
24	RECEPTIONIST		\$37,479	\$39,353	\$41,320	\$43,387	\$45,879	\$48,173	\$50,582	\$53,111	\$55,768	\$58,555	\$61,482
25	DATA ENTRY MACHINE OPERATOR		\$43,338	\$45,503	\$47,778	\$50,167	\$52,690	\$55,338	\$58,092	\$60,952	\$63,922	\$67,000	\$70,187
26	SR. DATA ENTRY MACHINE OPERATOR		\$48,057	\$49,390	\$50,778	\$53,316	\$55,928	\$58,613	\$61,364	\$64,211	\$67,242	\$70,364	\$73,577
27	PRIN. DATA ENTRY MACHINE OPERATOR		\$48,314	\$50,730	\$53,285	\$55,928	\$58,648	\$61,502	\$64,582	\$67,835	\$71,275	\$74,804	\$78,425
28	SUPERVISING DATA CONTROL CLERK		\$55,445	\$56,217	\$57,048	\$57,928	\$58,858	\$59,828	\$60,848	\$61,908	\$63,008	\$64,148	\$65,328
29	RESEARCHING ASST. CRIMINAL INFO.		\$48,311	\$50,727	\$53,284	\$55,927	\$58,647	\$61,451	\$64,344	\$67,328	\$70,402	\$73,566	\$76,819
30	SUPERVISING LEGAL STENOGRAPHER		\$52,876	\$55,620	\$58,497	\$61,418	\$64,382	\$67,389	\$70,438	\$73,528	\$76,659	\$79,831	\$83,044
31	SUPERVISOR OF ACCOUNTS		\$55,448	\$58,221	\$61,132	\$64,189	\$67,293	\$70,441	\$73,634	\$76,872	\$80,155	\$83,483	\$86,855
32	SECRETARIAL ASSISTANT		\$55,175	\$57,934	\$60,831	\$63,872	\$66,956	\$70,084	\$73,256	\$76,472	\$79,733	\$83,039	\$86,389
33	WORD PROCESSOR		\$43,958	\$46,156	\$48,483	\$50,946	\$53,544	\$56,277	\$59,145	\$62,148	\$65,286	\$68,564	\$71,882
34	SENIOR WORD PROCESSOR		\$49,253	\$51,718	\$54,301	\$57,016	\$59,864	\$62,846	\$65,964	\$69,118	\$72,408	\$75,744	\$79,114
35	PAYROLL SUPERVISOR		\$81,950	\$85,047	\$88,300	\$91,715	\$95,295	\$99,040	\$102,852	\$106,732	\$110,680	\$114,696	\$118,779
36	CHIEF CLERK		\$61,950	\$65,047	\$68,300	\$71,715	\$75,295	\$79,040	\$82,852	\$86,732	\$90,680	\$94,696	\$98,779
37	PARA LEGAL SPECIALIST BILINGUAL		\$48,833	\$51,275	\$53,839	\$56,530	\$59,350	\$62,298	\$65,374	\$68,487	\$71,638	\$74,828	\$78,057
38	PRINCIPAL WORD PROCESSOR		\$55,175	\$57,934	\$60,831	\$63,872	\$66,956	\$70,084	\$73,256	\$76,472	\$79,733	\$83,039	\$86,389
39	ACCOUNT CLERK TYPING		\$38,048	\$41,000	\$43,050	\$45,202	\$47,458	\$49,819	\$52,285	\$54,757	\$57,234	\$59,716	\$62,203
40													
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JF
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 AH

Camden County Medical Plan Options
 \$10 Copy Copay
 \$15 Copy Specialists

EXH D317 A
 HOPR/PLANS SPECIALIST IN EFFECT
 UNTIL MARCH 31, 2009
 #20 PCP HAS SPECIALIST REFERENCE
 APRIL 1, 2009 TO DECEMBER 31, 2009
 RBW
 JT

Benefit	Amerihealth Administrators		Amerihealth Administrators		Aetna		Amerihealth		Horizon	
	Traditional 1 & 2 (Unclassified)	Council 10 & 8	POS 10	POS 10	POS 10	POS 10	POS 10	POS 10	POS 10	
Out-of-Pocket Max	Trad 1: \$500/\$1,000 Trad 2: \$500/\$1,000	Trad 1: \$500/\$1,000 Trad 2: \$500/\$1,000	\$100/\$1,000	\$2,000/\$5,000	None	\$10,000/\$30,000	\$1,000/\$2,000	\$15,000/\$30,000	None	\$10,000/\$30,000
Adult Physicals	None	None	None	None	\$10	None	\$10	None	None	
Gyn Exam	Trad 1-None; Trad 2-100% for annual Pap Test and office visit	Trad 1-None; Trad 2-100% of UCR for annual Pap Test and office visit	None	None	\$15	None	\$15	None	None	
Routine Mammography	Trad 1-None; Trad 2-100%, 1/yr over age 40	Trad 1-None; Trad 2-100% of UCR, 1/yr over age 40	100%; 1/yr included in \$250 preventive care benefit	None	\$15	70% after deduct	100%	50%, No deductible	\$15; 1/yr	70% after deductible
Eye Exams	None	None	None	None	\$15	None	\$15; Hardware every 2 yrs	Not Covered	\$15; 1/yr	70% after deductible
Well Child Care	None	None	\$10 (to age 8)	None	\$10 (up to age 18)	70% after deduct	\$10	50%, No deductible	\$10 (up to age 20)	None
Hospitalization	First 120 days-100%; Day 121-365-100% of first \$5, then 80% deductible	First 120 days-100% of UCR; Day 121-365-100% of first \$5, then 80% of UCR after deductible	First 120 days-100% of Day 121-365-100% of first \$5, then 80% of UCR	First 120 days-100% of UCR; Day 121-365-100% of first \$5, then 70% of UCR	100%	70% after deduct	100%	50% after deductible	100%	70% after deductible
Pre-natal Visits	100% no deductible	100% of UCR, no deductible	100% no deductible	100% of UCR, no deductible	\$15 for first visit; then 100%	70% after deduct	\$15 for first visit; then 100%	60% after deductible	\$10 first visit; then 100%	70% after deduct
PCP Office Visits	80% after deductible	80% of UCR after deductible	\$10	70% after deductible	\$10	70% after deduct	\$10	50% after deductible	100%	70% after deduct
Specialist Office Visits	80% after deductible	80% of UCR after deductible	\$15	70% after deductible	\$15	70% after deduct	\$15	50% after deductible	\$15	70% after deductible
Surgery (OP)	100% of contracted rate; no deductible	100% of UCR; no deductible	100%	100% of UCR for facility; 70% of UCR after deductible for physician's charge	100%	70% after deduct	100%	50% after deductible	100%	70% after deductible
Surgery (UP)	Physician's charge-100%; Facility charge-same as Hospitalization	Physician's charge-100% of UCR after deductible; Facility charge-same as Hospitalization	Physician's charge-100%; Facility charge-same as Hospitalization	Physician's charge-100% of UCR after deductible; Facility charge-same as Hospitalization	100%	70% after deduct	100%	50% after deductible	100%	70% after deductible

Note: Summary is intended to provide cursory comparison of plans. Please refer to specific plan books for greater detail.

Camden County Medical Plan Options
 \$10 Copy PCP
 \$15 Copy Specialists

EXHIBIT A
 #10 PCP \$15 Specialist in effect
 UNTIL MARCH 31, 2009
 #2009 PCP \$15 Specialist effective
 April 1, 2009 to December 31, 2009

Benefits	Amerihealth Administrators		Amerihealth Administrators		Asbra		Amerihealth		Horizon	
	Traditional 1 & 2 (Traditional 2 - Council 10 A. Underscribed)	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Late & X-ray	In-Network Lab-100% up to \$50; then 80% after deductible	Out-of-Network Lab-100% of UCR up to \$50; then 80% after deductible	In-Network 100%	Out-of-Network 70% of UCR after deductible	In-Network \$15	Out-of-Network 70% after deduct	In-Network 100%	Out-of-Network 50% after deductible	In-Network 100%	Out-of-Network 70% after deductible
Emergency Room (life threatening)	100%	100% of UCR	100%	100% of UCR	\$35	\$35	\$35	\$35	\$35	\$35; if with 48 hour notice
Skilled Nursing	100%; 30 day max per confinement	100% of UCR; 30 day max per confinement	100%; 30 day max per confinement	100% of UCR; 30 day max per confinement	100%	70% after deduct	100%; up to 180 days per calendar year	50% after deductible	100%; up to 100 days	70% after deductible; up to 60 days
Rehabilitation Therapy (Speech, Physical & Occupational)	OT & ST- 80% after deduct; PT- 100% up to \$50, then 80% after deductible	OT & ST- 80% of UCR after deduct; PT- 100% of UCR after deductible	90%	70% of UCR after deductible	\$15; 60-day consecutive benefit period	70% after deduct	\$15; 100% up to 60 consecutive days per condition, subject to significant improvement	60% after deductible	\$15	70% after deductible; \$1,000 indiv/\$2,000 family max/year
Durable Medical Equipment	80% after deduct; 90% after deductible for diabetic supplies	80% of UCR after deductible	90%	70% of UCR after deductible; 80% of UCR for diabetic supplies	None	70% after deduct	Rental or Purchase covered at 100% when authorized by PCP and pre-approved by AH NJ	50% after deductible; \$2500 Benefit maximum per calendar year	100%	70% after deductible
Home Care	80% after deductible	80% of UCR after deductible	100%	70% of UCR after deductible	100%	70% after deduct	100%	50% after deductible	100%	70% after deductible; up to 100 visits
IP Mental Health	60 Visit Calendar Year Max 80% after deductible	60 Visit Calendar Year Max 90% of UCR after deductible	100%	50% of UCR after deductible	100%; 30 day max	70% after deduct	100%; 35 days/year	50% after deductible	100%; 45 day max 90 days lifetime max	70% after deductible; 30 day max; 90 day lifetime max
O/P Mental Health	40 Day Lifetime Max 80%	40 Day Lifetime Max 90% of UCR after deduct	90%	70% of UCR after deduct	\$25; 20 visit max	70% after deductible; 30 visits	\$25; 20 visits/year	50% after deductible	\$15; 50 visits/year 150 visits/lifetime	70% after deductible; 20 visits/year; 60 visits/lifetime
IP Substance Abuse	50 Visit Calendar Year Max 80%	50 Visit Calendar Year Max 90% of UCR after deductible	100% for first 25 days; then 90%	50% of UCR after \$200 admission deductible up to 60 days	100%; 30 day max	70% after deductible; 30 day max; 90 day lifetime max	100%; 30 inpatient days/year	50% after deductible	100%; 45 day max 90 days lifetime max	70% after deductible; 30 day max; 90 day lifetime max
O/P Substance Abuse	80%	80% of UCR after deductible	80%	70% of UCR after deductible	\$15; 20 visit max	70% after deductible; 30 visit max; 120 visit lifetime max	\$15 copy; 60 visit annual max; 120 visits lifetime max	50% after deductible	\$15 copy; 60 visits/year; 150 visits/lifetime	70% after deductible; 20 visits/year; 60 visits/lifetime

Note: Summary is intended to provide cursory comparison of plans. Please refer to specific plan books for greater detail.

Camden County Medical Plan Options
 \$10 Copay PCP
 \$15 Copay Specialists

Benefits	AmeriHealth Administrators		Aetna		AmeriHealth		Horizon	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
	Traditional 1 & 2 (Traditional 2 - Council 10 & Unobscured)		POS 10		POS \$10		POS 10	
	In-Network Combined IP & OP Substance Abuse Calendar Max: \$10,000; Lifetime Max: \$20,000	Out-of-Network Combined IP & OP Substance Abuse Calendar Max: \$15,000; Lifetime Max: \$30,000						

EXHIBIT A
 #10 PCP / \$15 SPECIALIST IN EFFECT
 UNTIL MARCH 31, 2009
 #20 PCP / \$25 SPECIALIST EFFECTIVE
 APRIL 1, 2009 TO DECEMBER 31, 2009

Note: Summary is intended to provide cursory comparison of plans. Please refer to specific plan books for greater detail.

Camden County Medical Plan Options
\$20 Copay PGP

EXHIBIT A
EFFECTIVE JANUARY 1, 2010

Benefits	AmeriHealth Administrators		Actra		AmeriHealth		Horizon	
	PPG Plan 4	POS 20	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible	In-Network: None Out-of-Network: \$100/\$250	In-Network: None Out-of-Network: \$1,000/\$3,000	In-Network: None Out-of-Network: \$1,000/\$3,000	In-Network: None Out-of-Network: \$5,000/\$15,000	In-Network: None Out-of-Network: \$900/\$800	In-Network: None Out-of-Network: \$1,000/\$3,000	In-Network: None Out-of-Network: \$1,000/\$3,000	
Coinsurance	90%	70%	70%	70%	50%	50%	70%	
Benefits Max	\$1,000,000 annual; Unlimited lifetime; Retiree \$1,000,000 lifetime max	Unlimited	Unlimited	\$5,000,000 per lifetime	\$5,000,000 per lifetime	None	None	
Out-of-Pocket Max	\$1,500/\$3,000	\$1,500/\$3,000	\$1,500/\$3,000	\$10,000/\$30,000	\$15,000/\$30,000	None	\$500,000	
Adult Physicals	100% after \$20 copayment, \$250/max per year benefit for all preventive care	Not Covered	\$20	Not Covered	\$20	50% after deductible	None	
Gyn Exam	100%; 1/Year included in \$250 preventive care benefit	100% of UCR 1/Year included in \$250 preventive care benefit	\$25	Not Covered	\$25	50%, No deductible	\$25	
Routine Mammography	100%; 1/Year included in \$250 preventive care benefit	100% of UCR 1/Year included in \$250 preventive care benefit	100%	70% after deduct	100%	50%, No deductible	\$25	
Eye Exams	None	None	\$25	Not Covered	\$25	Not Covered	\$25	
Well Child Care	\$20 copay (to age 6)	None	\$20 (up to age 19)	70% after deduct	\$20	50%, No deductible	\$20 (up to age 19)	
Hospitalization	First 120 days - 100%; Day 121-365 - 100% of first \$5, then 90%	First 120 days - 100% of UCR; Day 121-365 - 100% of first \$5, then 70% of UCR	\$200 per admission copay	70% after deduct	\$200 per admission copay	50% after deductible	100%	
Pre-natal visits	100% no deductible	100% of UCR, no deductible	\$25 for first visit, then 100%	70% after deduct	\$25 for first visit, then 100%	50% after deduct	\$25 for first visit, then 100%	
PGP Office Visits	\$20	70% after deductible	\$20	70% after deduct	\$20	50% after deductible	\$20	

Summary is intended to provide cursory comparison of plans. Please refer to specific plan books for details.

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Camden County Medical Plan Options
\$20 Copay PCP

EXHIBIT A
EFFECTIVE JANUARY 1, 2010

Benefits	AmeriHealth Administrators		Aetna		AmeriHealth		Horizon	
	PPO Plan 4	Out-of-Network	POS 20	Out-of-Network	POS 20	Out-of-Network	POS 20	Out-of-Network
Specialist Office Visits	In-Network \$25	70% after deductible	In-Network \$25	70% after deductible	In-Network \$25	50% after deductible	In-Network \$25	70% after deductible
Surgery (OP)	100%	100% of UCR for facility, 20% of UCR after deductible for physician's charge	\$150 copay per visit	70% after deductible	\$25 copay	50% after deductible	\$20, PCP or \$25 Specialist	70% after deductible
Surgery (IP)	Physician's charge- 100%, Facility charge- same as Hospitalization	Physician's charge- 70% of UCR after deductible; Facility charge- same as Hospitalization	\$200 per admission copay	70% after deductible	\$200 per admission copay	50% after deductible	\$200 per admission copay	70% after deductible
Lab & X-Ray	100%	70% of UCR after Hospitalization	100%	70% after deductible	100%	50% after deductible	100%	70% after deductible
Emergency Room (life threatening)	100%	100% of UCR	\$50	70% after deductible	\$75	50% after deductible	100%	70% after deductible
Skilled Nursing	100%; 30 day max per confinement	100% of UCR; 30 day max per confinement	\$200 per admission copay, limited to 100 days per calendar year	70% after deductible, limited to 100 days per calendar year	\$200 per admission copay, limited to 120 days per calendar year	70% after deductible, limited to 120 days per calendar year	100% up to 100 days	70% after deductible; up to 90 days
Rehabilitation Therapy (Speech, Physical & Occupational)	90%	70% of UCR after deductible	\$25; 60-day consecutive benefit period	70% after deduct	100%; day limit varies depending on type of therapy	50% after deductible	\$20, PCP or \$25 Specialist	70% after deductible
Durable Medical Equipment	90%	70% of UCR after deductible; 80% of UCR for diabetic supplies	Not covered	70% after ded; must pre-certify if over \$1,500	100%	50% after ded; \$2,500 benefit maximum per calendar year	100%	30 visit max 70% after deductible

Note: Summary intended to provide cursory comparison of plans. Please refer to specific plan books for gr detail.

KW
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Camden County Medical Plan Options
\$20 Copy PGP

Exhibit A
Effective 01/01/2008

Benefits	Amerihealth Administrators		Aetna		Amerihealth		Horizon	
	PPO Plan 4	Out-of-Network	POS 20	Out-of-Network	POS 20	Out-of-Network	POS 20	Out-of-Network
Home Care	In-Network 100%	70% of UCR after deductible	In-Network 100%	70% after deductible; 30 day max	In-Network 100%	50% after deductible; 30 day max	In-Network 100%	70% after deductible; up to 100 visits
IP Mental Health	80 Visit Calendar Year Max 100%	50% of UCR after deductible	\$200 per admission; copy; 35 day max	70% after deductible; 30 day max	\$200 per admission; copy; 35 day max	50% after deductible; 30 day max	\$200 per admission; copy; 45 day max; 80 days lifetime max	70% after deductible; 30 day max; 80 day lifetime max
OVP Mental Health	40 Day Lifetime Max	50 Day Lifetime Max	\$25; 20 visit max	70% after deductible; 30 visits	\$25; 20 visit max	50% after deductible; 20 visits	\$25; 50 visits/year; 150 visits/lifetime	70% after deductible; 20 visits/year; 80 visits/lifetime
IP Substance Abuse	90 Visit Calendar Year Max	60% of UCR after \$200 admission deductible up to 60 days	\$200 per admission; copy; 30 day max	70% after deductible; 30 day max; per calendar year; 90 day lifetime max	\$200 per admission; copy; 30 day max	50% after deductible; 30 visits	\$200 per admission; copy; 45 day max; 80 days lifetime max	70% after deductible; 30 day max; 80 day lifetime max
OVP Substance Abuse	80%	70% of UCR after deductible	\$15; 20 visit max	70% after deductible; 30 visit max; per calendar year; 120 visit lifetime max	\$25	50% after deductible	\$25; 60 visits/year; 150 visits/lifetime	70% after deductible; 20 visits/year; 80 visits/lifetime
Abuse	Combined IP & OVP Substance Abuse Calendar Max: \$15,000; Lifetime Max: \$50,000				Combined 60 visits per calendar year; 120 visits per lifetime			

Note: Summary is intended to provide cursory comparison of plans. Please refer to specific plan books for greater detail.

1/24/2008