

**New Jersey Public Employment Relations Commission**  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer:  County:

2 Employee Organization:  Number of Employees in Unit:

3 Base Year Contract Term:  New Contract Term:

**SECTION II: Type of Contract Settlement (please check only one)**

4  Contract settled without neutral assistance

5  Contract settled with assistance of mediator

6  Contract settled with assistance of fact-finder

7  Contract settled with assistance of super-conciliator

8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?  
 Yes  No

**SECTION III: Salary Base**

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year

10 Longevity Costs in Base Year

11 Total Salary Base

**SECTION IV: Salary Increases for Each Year of New Agreement\***

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<input type="text" value="7/1/2021"/>	<input type="text" value="7/1/2022"/>	<input type="text" value="7/1/2023"/>	<input type="text" value="7/1/2024"/>	<input type="text" value="7/1/2025"/>
13 Cost of Salary Increments (\$)	<input type="text" value="143,000"/>	<input type="text" value="165,000"/>	<input type="text" value="168,500"/>	<input type="text" value="176,000"/>	<input type="text" value="185,000"/>
14 Salary Increase Above Increments (\$)	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
15 Longevity Increase (\$)	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
16 Total \$ Increase (sum of lines 13-15)	<input type="text" value="143,000"/>	<input type="text" value="165,000"/>	<input type="text" value="168,500"/>	<input type="text" value="176,000"/>	<input type="text" value="185,000"/>
17 New Salary Base (\$)	<input type="text" value="8,251,603"/>	<input type="text" value="8,416,603"/>	<input type="text" value="8,585,103"/>	<input type="text" value="8,761,103"/>	<input type="text" value="8,946,103"/>
18 Percentage Increase over prior year	<input type="text" value="2"/> %	<input type="text" value="2"/> %	<input type="text" value="2"/> %	<input type="text" value="2"/> %	<input type="text" value="2"/> %

*\*If contract duration is longer than five years, please add an additional page.*

A retention bonus was given but not added to base totaling \$137,000

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION VI: Medical Costs**

	Base Year	Year 1
21 Health Plan Cost	\$ 2,442,652	\$ 2,365,033
22 Prescription Plan Cost	\$ 457,057	\$ 420,043
23 Dental Plan Cost	\$ 90,355	\$ 108,681
24 Vision Plan Cost	\$	\$
25 Total Cost of Insurance	\$ 2,990,064	\$ 2,893,757
26 Employee Insurance Contributions	\$ 411,593	\$ 404,872
27 Employee Contributions as % of Total Insurance Cost	%	%

Employer: Camden County College

Employee Organization: Association of Administrative Personnel

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**Section VI: Medical Costs (continued)**

28 Identify any insurance changes that were included in this CNA.

**SECTION VII: Certification and Signature**

29 The undersigned certifies that the foregoing figures are true:

Print Name: Kathleen M. Kane  
Position/Title: Executive Director for Human Resources  
Signature: Kathleen M. Kane  
Date: May 5, 2023

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016