

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: Camden County College County: Camden  
 2 Employee Organization: Support Staff Assn/NJEA Maintenance Unit Number of Employees in Unit: 6  
 3 Base Year Contract Term: July 1, 2013-June 30, 2017 New Contract Term: July 1, 2017 - June 30, 2027

**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 \$ 392,802.00  
 10 Longevity Costs in Base Year \$                       
 11 Total Salary Base \$ 392,802.00

**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)	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
13 Cost of Salary Increments (\$)	<u>7,856</u>	<u>8,013</u>	<u>8,173</u>	<u>8,337</u>	<u>8,504</u>
14 Salary Increase Above Increments (\$)	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
15 Longevity Increase (\$)	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
16 Total \$ Increase (sum of lines 13-15)	<u>7,856</u>	<u>8,013</u>	<u>8,173</u>	<u>8,337</u>	<u>8,504</u>
17 New Salary Base (\$)	<u>400,658</u>	<u>408,671</u>	<u>416,844</u>	<u>425,181</u>	<u>433,685</u>
18 Percentage increase over prior year	<u>2 %</u>	<u>2 %</u>	<u>2 %</u>	<u>2 %</u>	<u>2 %</u>

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

A bonus was given, but not added to base, totaling \$6,000.

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1	Public Employer:	Camden County College	County:	Camden
2	Employee Organization:	Support Staff Assn/NJEA Maintenance Unit	Number of Employees in Unit:	6
3	Base Year Contract Term:	July 1, 2013-June 30, 2017	New Contract Term:	July 1, 2017 - June 30, 2027

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

4	<input type="checkbox"/>	Contract settled without neutral assistance
5	<input checked="" type="checkbox"/>	Contract settled with assistance of mediator
6	<input type="checkbox"/>	Contract settled with assistance of fact-finder
7	<input type="checkbox"/>	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 <input type="checkbox"/>	No <input type="checkbox"/>

**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	\$ 392,802.00
10	Longevity Costs in Base Year	\$
11	Total Salary Base	\$ 392,802.00

**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)	2022	2023	2024	2025	2026
13 Cost of Salary Increments (\$)	8,673	8,847	9,024	9,204	9,388
14 Salary Increase Above Increments (\$)					
15 Longevity Increase (\$)					
16 Total \$ Increase (sum of lines 13-15)	8,673	8,847	9,024	9,204	9,388
17 New Salary Base (\$)	442,359	451,206	460,230	469,434	478,822
18 Percentage increase over prior year	2 %	2 %	2 %	2 %	2 %

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

**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	\$ 127,855.77	\$ 136,453.60
22	Prescription Plan Cost	\$ 34,975.38	\$ 37,731.66
23	Dental Plan Cost	\$ 506.88	\$ 506.88
24	Vision Plan Cost	\$ 0	\$ 0
25	Total Cost of Insurance	\$ 163,238.03	\$ 174,692.14
26	Employee Insurance Contributions	\$ 30,282.75	\$ 37,500.01
27	Employee Contributions as % of Total Insurance Cost	18.55 %	21.47 %

Employer: Camden County College

Employee Organization: Support Staff Assn/NJEA Maintenance Unit

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: February 15, 2024

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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)

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

Revised 8/2016