

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:	Township of Lower	County:	Cape May County
2	Employee Organization:	Lower Township AFSCME	Number of Employees in Unit:	25
3	Base Year Contract Term:	1/1/2020 - 12/31/2023	New Contract Term:	1/1/24 - 12/31/26

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

4	<input checked="checked" type="checkbox"/>	Contract settled without neutral assistance
5	<input 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 ☐ 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	\$ 1,297,727.07
10	Longevity Costs in Base Year	\$ -
11	Total Salary Base	\$ 1,297,727.07

SECTION IV: Salary Increases for Each year of New Agreement*

	Year 1	Year 2	Year 3	Year 4
12 Effective Date (month/day/year)	1/1/2024	1/1/2025	1/2/2026	
13 Cost of Salary Increments (\$)	\$ (20,363.56)	\$ 61,910.54	\$ 53,570.96	
14 Salary Increase Above Increments (\$)	\$ -	\$ -	\$ -	
15 Longevity Increase (\$)	\$ -	\$ -	\$ -	
16 Total \$ Increase (sum of lines 13-15)	\$ (20,363.56)	\$ 61,910.54	\$ 53,570.96	
17 New Salary Base (\$)	\$ 1,277,363.51	\$ 1,339,274.05	\$ 1,392,845.01	
18 Percentage increase over prior year	-1.57%	4.85%	4.00%	

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

Employer: **Township of Lower**

Employee Organization:

Lower Township Afscme

Page 2

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 (\$)
	College degree/credits	8,000.00	-	-	-	-
	Certification compensation	\$ 1,750.00	-			
20	Totals (\$):	9,750.00	-	-	-	-

*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	\$ 499,166.64	\$ 426,352.08
22 Prescription Plan Cost	\$ 86,742.84	\$ 77,856.12
23 Dental Plan Cost		
24 Vision Plan Cost		
25 Total Cost of Insurance	\$ 585,909.48	\$ 504,208.20
26 Employee Insurance Contributions	\$ 51,321.51	\$ 39,656.65
27 Employee Contributions as % of Total Insurance Cost	8.76%	7.87%

Employer:

Township of Lower

Employee Organization:

Lower Township Afscme

Page 3

SECTION VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this C.N.A.

All insurance coverage limits remain the same but the Township reserves the right to utilize a "Difference Card" in order to capture savings in actual usage.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:

Lauren Read

Position / Title:

CFO, Township of Lower

Signature:

Lauren Read

Date:

3/31/2025

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

NJ Public Employment Relations Commission

Conciliation and Arbitration

PO Box 429

Trenton, NJ 08625

Phone: 609-292-9898

Revised 8/2016

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective negotiations agreement for the term beginning 1/1/2024 through 12/31/2026.

Employer: Township of Lower

County: Cape May County

Date: 3/31/2025

Name: Lauren Read
Print Name

Title: CFO, Township of Lower

Signature: *Lauren Read*