

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: Salem County Special Services County: Salem
 2 Employee Organization: NJEA Number of Employees in Unit: 155
 3 Base Year Contract Term: 2019-2024 New Contract Term: 2024-2028

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 \$ 6891135
 10 Longevity Costs in Base Year \$ 259638
 11 Total Salary Base \$ 7150773

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>07/01/2024</u>	<u>07/01/2025</u>	<u>07/01/2026</u>	<u>07/01/2027</u>	
13 Cost of Salary Increments (\$)	<u>270694</u>	<u>280980</u>	<u>291939</u>	<u>303324</u>	
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
15 Longevity Increase (\$)	<u>25964</u>	<u>28560</u>	<u>31416</u>	<u>34558</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>296658</u>	<u>309540</u>	<u>323355</u>	<u>337882</u>	
17 New Salary Base (\$)	<u>7684779</u>	<u>7994319</u>	<u>8317674</u>	<u>8655556</u>	
18 Percentage increase over prior year	<u>3.8</u> %	<u>3.8</u> %	<u>3.9</u> %	<u>3.9</u> %	

**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 (\$)
	Extra Services	62500	4000	4000	4000	4000	
20	Totals(\$):	62500	66500	70500	74500	78500	

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

SECTION VI: Medical Costs

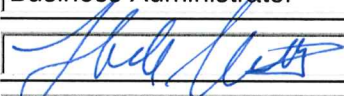
	Base Year	Year 1
21 Health Plan Cost	\$ 2579392	\$ 2933124
22 Prescription Plan Cost	\$ 0	\$ 0
23 Dental Plan Cost	\$ 65709	\$ 80329
24 Vision Plan Cost	\$ 4117	\$ 4350
25 Total Cost of Insurance	\$ 2649217	\$ 3017802
26 Employee Insurance Contributions	\$ 230915	\$ 366607
27 Employee Contributions as % of Total Insurance Cost	8 %	12 %

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: Frank H. Maurer III
Position/Title: Business Administrator
Signature: 
Date: 01/28/2025

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