

MEMORANDUM OF AGREEMENT
Between the Somerset County Board of County Commissioners and
Teamsters Local Union No. 469, IBT Covering
Roads & Bridges Supervisors
January 14, 2022

The parties have agreed to a four (4) year contract from 1/1/2021 through 12/31/2024. The following terms shall be incorporated into the 2021-2024 contract. All other proposals are deemed withdrawn unless addressed below. The terms of the expired agreement shall be incorporated into the 2021-2024 contract on a status quo basis. The committees shall recommend these terms to their respective constituents.

The agreement is subject to ratification by Teamsters Local 469, Roads and Bridges Supervisors and the County of Somerset.

The agreement is effective from January 1, 2021 through December 31, 2024. Unless otherwise stipulated, all the terms of this agreement are prospective only.

1. Contract Term

January 1, 2021 through December 31, 2024.

2. Throughout Labor Agreement

Change "Board of Chosen Freeholders" to "Board of County Commissioners".

3. Article 1

1.1 -Eliminate "Assistant Foreperson".

4. Article 8- Hours of Work and Meal Allowance

New 8.10 -Unit members on active status and who utilize their personal cell phones for work related calls during normal and emergency hours are eligible to receive a cell phone stipend of \$600 annually payable in the month of December.

5. Article 21- Uniforms

21.3 -The employee will reimburse for the purchase of safety shoes (compliant with ASTM F-2413 - 2005) and/or winter boots up to a cost of \$250 each calendar year (all submissions require a proper receipt identifying the purchase and the original box and SKU). The employer shall reimburse employees for a second pair of approved safety shoes/boots (compliant with ASTM F-2413 – 2005) on a normal wear and tear basis, provided the cost of such reimbursement does not exceed the total of

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\$250 annual allotment for shoes/boots. There shall be no carry-over to the next year of any funds for shoes/boots remaining on December 31 of each contract year.

6. Article 25 - Special Licenses

New 25.4 -Unit members who obtain a Herbicide License will receive a one-time salary adjustment of \$500.

7. Article 34 – Holiday

34.1 – Employees will have the option of choosing between the Juneteenth and Christmas Eve Day holidays (same holiday schedule as County).

8. Article 36 - Salaries

36.1 – Eliminate first sentence referencing HAY System.

A. January 1, 2021: all employees will receive a two percent (2.0%) increase. Pay increases in addition to the regular increase are as follows;

Richard Guhl - \$3052 (to \$70,000)

Frank Culver - \$2903 (to \$69,000)

John Lajda, Glen Jerzak, Richard Wylie - \$3808 (to \$68,000)

Joseph Lesik, Robert Harding - \$4109 (to \$67,000)

Daniel Papcun - \$4115 (to \$67,000)

Simeon Vargas - \$3245 (to \$65,750)

B. January 1, 2022: two percent (2.0%) or County compensation policy, whichever is greater.

C. January 1, 2023: two percent (2.0%) or County compensation policy, whichever is greater.

D. January 1, 2024: two percent (2.0%) or County compensation policy, whichever is greater.

E. Wage scale for new employees during life of contract \$60,000 - \$65,000.

9. Appendixes

Eliminate all appendixes. Any mention of county H.R. Policies and Procedures will refer to specific policy which can be found in the Policy and Procedure manual on Public Folders.

10. The terms set forth herein are tentative and otherwise contingent upon approval of Teamsters Local 469, Roads & Bridges Supervisors and the Somerset County Board of County Commissioners.

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Somerset County Board of County Commissioners

By: Shane D. Gibson

Date: 3/8/2020

Somerset County Director of Human Resources

By: John B. Bums

Date: 1/26/22

Teamsters 469, Roads & Bridges Supervisors

By: Michael L. Leth

Date: 1/18/22

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