

RESOLUTION ACCEPTING THE MEMORANDUM OF AGREEMENT  
IN THE MATTER OF SOMERSET COUNTY AND THE SOMERSET COUNTY 911  
DISPATCH SUPERVISORS ASSOCIATION  
JANUARY 1, 2020 TO DECEMBER 31, 2020

WHEREAS, the County of Somerset has been in negotiations with Somerset County 911 Dispatch Supervisors Association, representing Dispatch Supervisors and Assistant Supervisors; and

WHEREAS, John Bruno, Director of Human Resources and Jennifer Golembeski, Compensation, Labor and HRIS Supervisor, representing the County of Somerset in the negotiations, recommends adoption of the Memorandum of Agreement; and

WHEREAS, The County and Somerset County 911 Dispatch Supervisors Association, representing Dispatch Supervisors and Assistant Supervisors, have agreed upon all the terms and conditions for an employment contract for the period from January 1, 2020 to December 31, 2020, which has been prepared by Jennifer Golembeski.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Somerset that the Memorandum of Agreement dated August 27, 2020, between Somerset County and the members of Somerset County 911 Dispatch Supervisors Association, representing Dispatch Supervisors and Assistant Supervisors, is hereby accepted and agreed to by the Board of Chosen Freeholders of the County of Somerset; and

BE IT FURTHER RESOLVED by the Board of Chosen Freeholders of the County of Somerset that the members of Somerset County 911 Dispatch Supervisors Association, representing Dispatch Supervisors and Assistant Supervisors, are authorized to receive retroactive pay in accordance with the employment contract upon execution of the Memorandum of Agreement Somerset County 911 Dispatch Supervisors Association, representing Dispatch Supervisors and Assistant Supervisors, and the Board of Chosen Freeholders; and

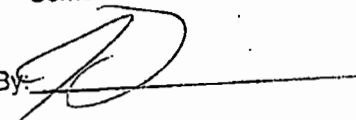
BE IT FURTHER RESOLVED by the Board of Chosen Freeholders of the County of Somerset that the County enter into the employment contract with Somerset County 911 Dispatch Supervisors Association, representing Dispatch Supervisors and Assistant Supervisors for the period of January 1, 2020 to December 31, 2020 as approved by County Counsel and that the Director and Clerk of the Board are hereby authorized to execute said Memorandum of Agreement after the same is executed by Somerset County 911 Dispatch Supervisors Association, representing Dispatch Supervisors and Assistant Supervisors.



I, Michael J. Amorosa, Clerk of the Board of Chosen Freeholders of the County of Somerset in the State of New Jersey, do hereby certify that the foregoing is a true copy of a Resolution adopted by said Board of Chosen Freeholders at its regularly convened meeting of September 22, 2020.

  
Michael J. Amorosa, Clerk of the Board

Approved as to Form and Legality  
Somerset County Counsel

By: 

## **MEMORANDUM OF AGREEMENT**

AGREEMENT between SOMERSET COUNTY BOARD OF CHOSEN FREEHOLDERS and THE 911 DISPATCH SUPERVISORS ASSOCIATION, AND COUNTY OF SOMERSET 911 COMMUNICATIONS CENTER.

The parties hereby agree to the following terms of a successor agreement:

### **Article 1 – Effective Date of Agreement**

#### **Replace 1.1 as follows:**

This Agreement shall be in full force and effect from January 1, 2020 through and including December 31, 2020 and shall continue from year to year thereafter unless written notice of desire to modify the Agreement is served by either party upon the other at least sixty (60) days prior to the date of expiration.

### **Article 10 – Salaries**

#### **Add section 10.2, section C, c. as follows:**

- 10.2 Unit employees on the County payroll as of the date of ratification by the Somerset County Board of Chosen Freeholders shall receive the following wage increases:
- A. All unit employees shall receive two percent (2.0%) added to base salary retroactive to January 1, 2016. In addition, as a result of the 2016 HAY evaluations, five percent (5%) will be added to employee's base salaries.
  - B. Beginning January 1, 2017 and effective retroactively to that date, a Salary Guide Step Progression shall be implemented. The Salary Guide Step Progression is attached hereto as Appendix A. While this contract is in effect Salary Guide Step Progression shall be automatic on January 1 of each year for employees hired between January 1 and June 30th of the preceding year, and on July 1 for employees hired between July 1 and December 31 of the preceding year. For purposes of future step movements, the employee's step anniversary date shall be either January 1 or July 1 based on their date of hire. Employees currently over the maximum salary of the Salary Guide Step Progression for their title will continue to receive any increases as specified in Article 10.2.C of the Agreement.
  - C. Those unit employees whose base salaries are currently over the maximum salary of the Salary Guide Step Progression shall receive wage increases to base salary as follows effective January 1 of each of the following years and retroactive to that date:
    - a. 2018 – The greater of either 1.5% or the County Compensation Policy.
    - b. 2019 – The greater of either 1.5% or the County Compensation Policy.
    - c. 2020 – The greater of either 1.5% or the County Compensation Policy.
  - D. Newly promoted Assistant Supervisors base salary will be the greater of step as indicated in Appendix A or a one time 3.5% increase to their current salary. These salaries will be evaluated annually, and employees will receive either 1.5% or the County Compensation

- Policy, as detailed above, or the salary for their step on the guide, whichever is greater.
- E. Assistant Supervisors promoted to Supervisor will have a base salary of step 1 on the Supervisor salary guide or 4% added to their current salary, whichever is greater. These salaries will be evaluated annually, and employees will receive either 1.5% or the County Compensation Policy, as detailed above, or the salary for their step on the guide, whichever is greater.

**Article 30 - Termination**

**Replace 30.1 as follows:**

30.1 This agreement shall be in full force and effect from January 1, 2020 to and including December 31, 2020 and shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the date of expiration.

Somerset County Board of Chosen Freeholders

By: Shanelle Robinson Dated: \_\_\_\_\_

For the County

By: John Bruno Dated: 8/27/20

Dispatcher Supervisors

By: Joe Fusley Dated: 8/27/20

By: \_\_\_\_\_ Dated: \_\_\_\_\_