

**MEMORANDUM OF AGREEMENT
BETWEEN THE COUNTY OF BURLINGTON AND PBA LOCAL #249**

The Board of Commissioners of the County of Burlington ("Burlington") and PBA Local #249 ("the Local") (collectively referred to as "the parties"), having engaged in collective negotiations, hereby mutually agree as follows with respect to modification of the terms of the Collective Negotiations Agreement, which expired on December 31, 2020.

1. The parties acknowledge the following facts:
 - a. After the expiration of the Collective Negotiations Agreement that had a start date of January 1, 2012 and an expiration date of December 31, 2020, the parties engaged in collective negotiations that failed to consummate a negotiated agreement.
 - b. Thereafter, the parties participated in an Interest Arbitration proceeding bearing NJPERC Interest Arbitration Docket Number 2021-023.
 - c. The Interest Arbitration was presided over by Interest Arbitrator Brian Kronick who rendered an Award dated January 19, 2022.
 - d. Subsequent to the award being rendered, the parties failed to agree on the Interpretation of the salary portion of the Interest Arbitrator's award that resulted in litigation bearing NJPERC Grievance Docket Number AR-2022-444 (Incorrect Pay Grievance) and NJPERC Scope of Negotiations Docket number SN-2022-040.
 - e. In an effort to resolve the litigation and for other good cause, the parties re-engaged in collective negotiations that has resulted in the following resolution:
2. **Expired Collective Negotiations Agreement:**
The terms of the prior 2012-2020 Collective Negotiations Agreement between the parties shall remain in full force and effect except as limited by the terms of that Agreement or as modified herein.
3. **Interest Arbitration Award 2021-023:**
The Interest Arbitration award bearing Interest Arbitration Docket Number 2021-023 shall remain in full force and effect except as modified herein.
4. **Duration and Renewal (Article XXXVII (37)):**
The term of the new Collective Negotiations Agreement shall be for a period of five (5) years, effective January 1, 2021 through December 31, 2025.

5. **Salary (Article II (2)):**

The Salary article shall be amended as follows:

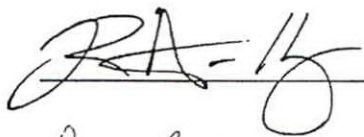
- a. The Salary Guide for this five (5) year agreement is appended hereto as Exhibit A.
- b. The annual movement for the Local's members on the salary guide and corresponding salary increases are reflected on the "movement chart" appended hereto as Exhibit B.
- c. On January 1, 2021, each Step on the salary guide was increased by two percent (2%).
- d. On January 1, 2022, each Step on the salary guide was increased by two and one quarter percent (2.25%). Immediately thereafter, all bargaining unit members who were not on the top step of the salary guide moved one (1) step on the salary guide.
- e. As part of the resolution of disputes under this Agreement, the Local agrees to accept all salary adjustments and payments made by the County to the Local's members for 2021 and 2022.
- f. On January 1, 2023, each step of the salary guide shall be increased by five thousand dollars (\$5,000.00). Subsequent to increasing each step of the salary guide by five thousand dollars (\$5,000.00), the top step on the salary guide (Step fifteen (15)) shall be increased by an additional two and three tenths percent (2.30%). Immediately thereafter, all bargaining unit members who are not on the top step of the salary guide shall move one (1) step on the salary guide.
- g. On January 1, 2024, each step on the salary guide shall be increased by two and one quarter percent (2.25%). Immediately thereafter, all bargaining unit members who are not on the top step of the salary guide shall move one (1) step on the salary guide.
- h. On January 1, 2025, each step on the salary guide shall be increased by two and one quarter percent (2.25%). Immediately thereafter, all bargaining unit members who are not on the top step of the salary guide shall move one (1) step on the salary guide.

6. **Other Terms and Conditions –**

- a. The litigation bearing NJPERC Grievance Docket Number AR-2022-444 (Incorrect Pay Grievance) shall be dismissed with prejudice with each party bearing their own costs and fees.

- b. The litigation bearing NJPERC Scope of Negotiations Docket Number SN-2022-040 shall be dismissed with prejudice with each party bearing their own costs and fees.
 - c. The litigation PBA Local 249 v. Burlington County, Custodian of Records, et als, bearing New Jersey Superior Court Docket Number Bur-L-1957-22 shall be dismissed with prejudice with each party bearing their own costs and fees. The corresponding OPRA request which was the basis of that lawsuit shall be withdrawn and abandoned. The Local shall file correspondence with the County Custodian of Records confirming such withdrawal. Furthermore, the one thousand dollar (\$1,000.00) fee for the production of documents that was advanced by the Local shall be refunded.
 - d. Any remaining requests that the Local may have made to the County and/or its subdivisions under the Open Public Records Act shall be withdrawn and abandoned. The Local shall file correspondence with the County Custodian of Records confirming such withdrawal.
7. This Memorandum of Agreement, together with the prior Collective Negotiations Agreement between the parties, and the Interest Arbitration Award bearing Docket Number IA-2021-023 represents the complete and final agreement between the parties, and is contingent upon ratification and approval of the Local's membership and the Burlington County Board of Commissioners.
8. All other proposals, whether written or oral, presented by the parties during course of negotiations are deemed withdrawn and are not a part of this Agreement.
9. This Agreement cannot be modified except by a writing signed by the parties.

PBA Local #249


Lane Bollen

Date: 12/12/22

BOARD OF COMMISSIONERS FOR
THE COUNTY OF BURLINGTON


Eric A. Cullinan

Date: 12/15/22

EXHIBIT A

																	2.25%	2.25%
Count	Last Name	First Name	Union	Union Code	Date Of Hire	Empl Status	2020 Salary	2021 Salary	2022 Step	Current 2022 Salary	2023	1/1/2023	2023 Step	2023 Salary	2024 Step	2024 Salary	2025 Step	2025 Salary
											Increase to Base*	before step movement						
1	ABDULLAH	LATIFAH	PBA 249 CORR	249COR	12-03-2018	Resigned	42,396	43,244	3									
2	ALEXANDER	CLEVELAND	PBA 249 CORR	249COR	11-06-2017	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
3	AVALE	DEVIN	PBA 249 CORR	249COR	07-18-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
4	BALDWIN	SHANTAI	PBA 249 CORR	249COR	10-06-2008	Active	63,206	64,470	13	70,226	5,000	75,226	14	77,412	15	88,022	15	90,002
5	BATSON	SETH	PBA 249 NON-M	249NON	01-10-2022	Active			1	42,761	5,000	47,761	2	49,216	3	51,713	4	54,296
6	BENSON JR	WALLACE	PBA 249 CORR	249COR	03-29-2004	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
7	BETANCOURT	ERIK	PBA 249 CORR	249COR	01-25-2010	Active	55,409	56,517	10	60,480	5,000	65,480	11	68,200	12	72,516	13	78,650
8	BOLDEN	LANCE	PBA 249 CORR	249COR	08-28-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
9	BROWN	ZACHARY	PBA 249 NON-M	249NON	01-10-2022	Resigned			1		5,000							
10	BUCCHI	FRANK	PBA 249 CORR	249COR	02-06-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
11	BURRESS	STEPHEN	PBA 249 CORR	249COR	08-06-2001	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
12	BUTLER	GERALD	PBA 249 CORR	249COR	03-30-2015	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
13	BUYATT	DUSTIN	PBA 249 CORR	249COR	07-18-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
14	CAIN JR	KENNETH	PBA 249 CORR	249COR	03-31-2003	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
15	CAREY	KEVIN	PBA 249 CORR	249COR	10-06-2008	Active	63,206	64,470	13	70,226	5,000	75,226	14	77,412	15	88,022	15	90,002
16	CARKEEK	PATRICK	PBA 249 NON-M	249NON	01-10-2022	Active			1	42,761	5,000	47,761	2	49,216	3	51,713	4	54,296
17	CARROLL	NICHOLE	PBA 249 CORR	249COR	02-06-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
18	CARTER	JERMANE	PBA 249 CORR	249COR	02-06-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
19	CLEARY	ELIZABETH	PBA 249 CORR	249COR	02-07-2011	Active	52,829	53,886	9	57,789	5,000	62,789	10	65,480	11	69,735	12	74,148
20	COLEMAN JR	TONY	PBA 249 CORR	249COR	08-28-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
21	CORANDAN	MARK	PBA 249 CORR	249COR	01-28-2019	Active	41,000	41,820	2	44,216	5,000	49,216	3	50,575	4	53,101	5	56,842
22	CRAWFORD	GABRIELLE	PBA 249 CORR	249COR	07-18-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
23	CURTIS	LEONARD	PBA 249 CORR	249COR	03-29-2004	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
24	DAVIS	DEMETRIUS	PBA 249 CORR	249COR	08-28-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
25	DELVECCHIO	DEREK	PBA 249 CORR	249COR	02-08-2021	Active		41,820	2	44,216	5,000	49,216	3	50,575	4	53,101	5	56,842
26	DEMPSTER	KRISTOFOR	PBA 249 CORR	249COR	02-14-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
27	DESANTIS	MATTHEW	PBA 249 CORR	249COR	07-31-2017	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
28	DIGGS	JOI	PBA 249 CORR	249COR	06-01-2009	Active	57,989	59,149	11	63,200	5,000	68,200	12	70,921	13	76,919	14	80,935
29	DRUMMOND	DANA	PBA 249 CORR	249COR	03-20-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
30	EARP-JONES	ZAKIYYAH	PBA 249 CORR	249COR	01-19-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
31	ECHEVARRIA	SHANTEL	PBA 249 CORR	249COR	03-31-2003	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
32	EDGE	JUSTIN	PBA 249 CORR	249COR	12-03-2018	Active	42,396	43,244	3	45,575	5,000	50,575	4	51,933	5	55,591	6	57,785
33	ESTEP	CHRISTOPHER	PBA 249 CORR	249COR	07-03-2017	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
34	EVANS	ESSENCE	PBA 249 NON-M	249NON	01-10-2022	Active			1	42,761	5,000	47,761	2	49,216	3	51,713	4	54,296
35	FERRANTO JR	STEVEN	PBA 249 CORR	249COR	03-29-2004	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
36	FULTON III	EARL	PBA 249 CORR	249COR	01-19-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
37	GAINES	DANIELLE	PBA 249 CORR	249COR	03-29-2004	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
38	GAINES	ERIC	PBA 249 CORR	249COR	03-04-2002	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
39	GAITHER	SABRINA	PBA 249 CORR	249COR	02-06-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
40	GARIBALDI	DANIEL	PBA 249 CORR	249COR	08-31-2003	Active	39,000	41,820	2	44,216	5,000	49,216	3	50,575	4	53,101	5	56,842
41	GARVIN	DARIUS	PBA 249 CORR	249COR	05-09-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833
42	GAULL	KEITH	PBA 249 CORR	249COR	03-26-2018	Active	42,396	43,244	3	45,575	5,000	50,575	4	51,933	5	55,591	6	57,785
43	GOMOLA	RICHARD	PBA 249 CORR	249COR	10-21-1996	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
44	GREEN	STANLEY	PBA 249 CORR	249COR	08-14-2006	Active	52,829	53,886	9	57,789	5,000	62,789	10	65,480	11	69,735	12	74,148
45	GRIFFIN	DAVID	PBA 249 CORR	249COR	10-01-2001	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
46	GUILLAUME	MAXENE	PBA 249 NON-M	249NON	01-10-2022	Active			1	42,761	5,000	47,761	2	49,216	3	51,713	4	54,296
47	HABIBI	ABDULAZIZ	PBA 249 CORR	249COR	01-13-2020	Active	39,000	41,820	2	44,216	5,000	49,216	3	50,575	4	53,101	5	56,842
48	HALL	ANDREW	PBA 249 CORR	249COR	12-03-2018	Active	42,396	43,244	3	45,575	5,000	50,575	4	51,933	5	55,591	6	57,785
49	HALL	SHAQUAN	PBA 249 CORR	249COR	02-08-2021	Active		41,820	2	44,216	5,000	49,216	3	50,575	4	53,101	5	56,842
50	HANDBERRY	LEROY	PBA 249 CORR	249COR	05-09-2005	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
51	HARGROVE	DAVID	PBA 249 CORR	249COR	10-16-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
52	HARRIS	LEAH	PBA 249 CORR	249COR	10-16-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
53	HAWKINS	NADIRAH	PBA 249 CORR	249COR	03-20-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
54	HAYES	MARKEY	PBA 249 CORR	249COR	05-09-2005	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
55	HAYWOOD	MARCUS	PBA 249 CORR	249COR	09-30-2002	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002
56	HENRY	VALERIE	PBA 249 CORR	249COR	03-20-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002

Count	Last Name	First Name	Union	Union Code	Date Of Hire	Empl Status	2020 Salary	2021 Salary	2022 Step	Current 2022 Salary	2023 Increase to Base*	1/1/2023 before step movement	2023 Step	2.25%		2.25%	
													2023 Salary	2024 Step	2024 Salary	2025 Step	2025 Salary
57	HERTNECK	CHARLES	PBA 249 CORR	249COR	07-18-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	59,015	8	62,833
58	HUANG	JAMES	PBA 249 CORR	249COR	08-28-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
59	HUBLER JR	CHARLES	PBA 249 CORR	249COR	02-06-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
60	INGALLS-RINGO	ROBIN	PBA 249 CORR	249COR	10-16-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
61	JAMES	CHRISTOPHER	PBA 249 CORR	249COR	07-31-2017	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	59,015	8	62,833
62	JAMES SR	WENDELL	PBA 249 CORR	249COR	07-24-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
63	JENKINS	MICHAEL	PBA 249 CORR	249COR	06-11-2001	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
64	JENKINS	RONALD	PBA 249 CORR	249COR	10-16-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
65	JOHNSON	DREW	PBA 249 CORR	249COR	07-31-2017	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	59,015	8	62,833
66	JOMO	ANTHONY	PBA 249 NON-M	249NON	01-10-2022	Active			1	42,761	5,000	47,761	2	49,216	51,713	4	54,296
67	JONES	JINJA	PBA 249 CORR	249COR	02-06-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
68	KELLER JR	KEVIN	PBA 249 NON-M	249NON	07-26-2021	Active		41,820	2	44,216	5,000	49,216	3	50,575	53,101	5	56,842
69	KENDRICK	IDRIS	PBA 249 CORR	249COR	09-30-2002	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
70	KENNEY	DAVID	PBA 249 CORR	249COR	02-06-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
71	LAMONT	JERAMY	PBA 249 CORR	249COR	01-13-2020	Active	39,000	41,820	2	44,216	5,000	49,216	3	50,575	53,101	5	56,842
72	LEINHEISER	MARK	PBA 249 CORR	249COR	07-24-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
73	LEONARD	MYASIA	PBA 249 CORR	249COR	07-18-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	59,015	8	62,833
74	LEWIS	MICHAEL	PBA 249 CORR	249COR	01-14-2008	Leave of Al	63,206	64,470	13	70,226	5,000	75,226	14	77,412	88,022	15	90,002
75	LINNEMAN	JOHN	PBA 249 CORR	249COR	09-10-2018	Active	42,396	43,244	3	45,575	5,000	50,575	4	51,933	55,591	6	57,785
76	MACFERREN	THOMAS	PBA 249 CORR	249COR	01-28-2019	Active	41,000	41,820	2	44,216	5,000	49,216	3	50,575	53,101	5	56,842
77	MACNEILL	MARIA	PBA 249 CORR	249COR	08-10-1998	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
78	MADISON	CAROLYN	PBA 249 CORR	249COR	03-05-2012	Active	52,829	53,886	9	57,789	5,000	62,789	10	65,480	69,735	12	74,148
79	MARKOWITZ	KELSEY	PBA 249 CORR	249COR	07-18-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	59,015	8	62,833
80	MASON	SCOTT	PBA 249 CORR	249COR	01-14-2008	Active	63,206	64,470	13	70,226	5,000	75,226	14	77,412	88,022	15	90,002
81	MATHIS	MONICA	PBA 249 CORR	249COR	03-29-2004	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
82	MCCOY	MONICA	PBA 249 CORR	249COR	03-20-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
83	MCGHEE	ANNETTE	PBA 249 CORR	249COR	10-12-1998	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
84	MCMILLIAN	RODNEY	PBA 249 CORR	249COR	03-29-2004	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
85	MERK	DAVID	PBA 249 NON-M	249NON	07-26-2021	Active		41,820	2	44,216	5,000	49,216	3	50,575	53,101	5	56,842
86	METIVIER	AUSTIN	PBA 249 CORR	249COR	02-07-2021	Active		41,820	2	44,216	5,000	49,216	3	50,575	53,101	5	56,842
87	MILLER	MARQUIS	PBA 249 CORR	249COR	10-17-2021	Active		45,900	5	49,368	5,000	54,368	6	55,270	59,015	8	62,833
88	MILLER	NOELUNG	PBA 249 CORR	249COR	07-30-2017	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
89	MIRENDA	NATALIE	PBA 249 NON-M	249NON	01-10-2022	Active			1	42,761	5,000	47,761	2	49,216	51,713	4	54,296
90	MORRIS	XAVIER	PBA 249 CORR	249COR	09-11-2017	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	59,015	8	62,833
91	MORRIS JR	PHILLIP	PBA 249 CORR	249COR	09-30-2002	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
92	MORTON	NICHOLAS	PBA 249 NON-M	249NON	01-10-2022	Active			1	42,761	5,000	47,761	2	49,216	51,713	4	54,296
93	NEALY	KIAMESHAA	PBA 249 CORR	249COR	01-14-2008	Active	63,206	64,470	13	70,226	5,000	75,226	14	77,412	88,022	15	90,002
94	NELSON	JEFFERY	PBA 249 CORR	249COR	03-20-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
95	NOGITO	ANTHONY	PBA 249 CORR	249COR	07-05-2016	Promo	45,000	45,900	5								
96	OHARE	JOHN	PBA 249 CORR	249COR	07-24-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
97	OLMEDIA	ABRAHAM	PBA 249 NON-M	249NON	02-08-2021	Leave of Absence		41,820	2	44,216	5,000	49,216	3	50,575	53,101	5	56,842
98	OPHER	ADRIAN	PBA 249 CORR	249COR	10-21-1996	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
99	ORTIZ	RAYMOND	PBA 249 CORR	249COR	02-18-2003	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
100	ORTIZ III	JESUS	PBA 249 NON-M	249NON	02-08-2021	Active		41,820	2	44,216	5,000	49,216	3	50,575	53,101	5	56,842
101	OSBORN	JACKIE	PBA 249 CORR	249COR	10-16-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
102	PALMER	CHARLES	PBA 249 CORR	249COR	10-16-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
103	PATTERSON	DAVID	PBA 249 CORR	249COR	06-01-2009	Active	57,989	59,149	11	63,200	5,000	68,200	12	70,921	76,919	14	80,935
104	PATTERSON	EDWARD	PBA 249 CORR	249COR	07-18-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	59,015	8	62,833
105	PEARLMAN	KEITH	PBA 249 CORR	249COR	02-18-2003	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002
106	PERALTA JR	EUFROCINO	PBA 249 CORR	249COR	12-03-2018	Active	42,396	43,244	3	45,575	5,000	50,575	4	51,933	55,591	6	57,785
107	PHILLIPS	BRIAN	PBA 249 CORR	249COR	11-26-2012	Active	52,829	53,886	9	57,789	5,000	62,789	10	65,480	69,735	12	74,148
108	PURYEAR	KRISTOPHER	PBA 249 NON-M	249NON	01-10-2022	Active			1	42,761	5,000	47,761	2	49,216	51,713	4	54,296
109	RAMOS	BRANDON	PBA 249 NON-M	249NON	07-26-2021	Active		41,820	2	44,216	5,000	49,216	3	50,575	53,101	5	56,842
110	RATHJEN	MICHAEL	PBA 249 CORR	249COR	07-03-2017	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	59,015	8	62,833
111	REARDON	MICHAEL	PBA 249 NON-M	249NON	01-10-2022	Active			1	42,761	5,000	47,761	2	49,216	51,713	4	54,296
112	RECASNER-RODRIGUEZ	FELICIA	PBA 249 CORR	249COR	09-30-2002	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	88,022	15	90,002

															2.25%	2.25%									
															2023	1/1/2023			2023			2024			2025
Count	Last Name	First Name	Union	Union Code	Date Of Hire	Status	2020 Salary	2021 Salary	2022	Current 2022	Increase to	before step movement	Step	2023 Salary	Step	2024 Salary	Step	2025 Salary							
113	RICHARDSON	LATOYA	PBA 249 CORR	249COR	03-10-2008	Active	63,206	64,470	13	70,226	5,000	75,226	14	77,412	15	88,022	15	90,002							
114	RIVERA	HARRY	PBA 249 CORR	249COR	07-05-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833							
115	RODRIGUEZ	HECTOR	PBA 249 CORR	249COR	12-14-1998	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002							
116	ROWE	DYLAN	PBA 249 NON-M	249NON	07-26-2021	Active		41,820	2	44,216	5,000	49,216	3	50,575	4	53,101	5	56,842							
117	ROWE	TIMOTHY	PBA 249 NON-M	249NON	02-08-2021	Active		41,820	2	44,216	5,000	49,216	3	50,575	4	53,101	5	56,842							
118	RUFFIN	TAMIKA	PBA 249 CORR	249COR	10-16-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002							
119	SALCEDO III	ALFONSO	PBA 249 CORR	249COR	03-18-2022	Active			1	42,761	5,000	47,761	2	49,216	3	51,713	4	54,296							
120	SALTER	DARRELL	PBA 249 CORR	249COR	10-06-2008	Active	63,206	64,470	13	70,226	5,000	75,226	14	77,412	15	88,022	15	90,002							
121	SHEDAKER	MICHAEL	PBA 249 CORR	249COR	08-31-1998	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002							
122	SINGLETARY	LISA	PBA 249 CORR	249COR	10-06-2008	Active	63,206	64,470	13	70,226	5,000	75,226	14	77,412	15	88,022	15	90,002							
123	SOWELL WASHINGTON	LINDA	PBA 249 CORR	249COR	02-07-2011	Active	52,829	53,886	9	57,789	5,000	62,789	10	65,480	11	69,735	12	74,148							
124	SPENCER	CORRINE	PBA 249 CORR	249COR	03-26-2018	Active	42,396	43,244	3	45,575	5,000	50,575	4	51,933	5	55,591	6	57,785							
125	STEVENS	KYLE	PBA 249 CORR	249COR	03-10-2008	Active	63,206	64,470	13	70,226	5,000	75,226	14	77,412	15	88,022	15	90,002							
126	SUEDEKUM	RICHARD	PBA 249 CORR	249COR	06-01-2009	Active	57,989	59,149	11	63,200	5,000	68,200	12	70,921	13	76,919	14	80,935							
127	TAUBEL	KEVIN	PBA 249 CORR	249COR	10-16-2000	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002							
128	TORRES	CARLOS	PBA 249 CORR	249COR	03-20-2006	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002							
129	WALSH	BRAD	PBA 249 CORR	249COR	09-30-2002	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002							
130	WATSON	NORRIS	PBA 249 CORR	249COR	11-06-2017	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833							
131	WELLS II	MICHAEL	PBA 249 CORR	249COR	03-05-2012	Active	52,829	53,886	9	57,789	5,000	62,789	10	65,480	11	69,735	12	74,148							
132	WESTMORELAND JR	CALVIN	PBA 249 CORR	249COR	10-19-2020	Active	39,000	41,820	2	44,216	5,000	49,216	3	50,575	4	53,101	5	56,842							
133	WILLIAMS	BILAAL	PBA 249 CORR	249COR	07-05-2016	Active	45,000	45,900	5	49,368	5,000	54,368	6	55,270	7	59,015	8	62,833							
134	WILLIAMS	TANIEL	PBA 249 CORR	249COR	12-03-2018	Active	42,396	43,244	3	45,575	5,000	50,575	4	51,933	5	55,591	6	57,785							
135	WILLIAMS	THOMAS	PBA 249 CORR	249COR	03-05-2012	Active	52,829	53,886	9	57,789	5,000	62,789	10	65,480	11	69,735	12	74,148							
136	ZOLL JR	ROBERT	PBA 249 CORR	249COR	11-04-1996	Active	75,890	77,408	15	79,149	5,000	84,149	15	86,085	15	88,022	15	90,002							
							7,136,821	7,751,832		8,417,466			9,309,792		9,743,105		10,109,882								

Step Guide Increase Effective 1/1/23*		Annual Increase	% Inc	Average
2020	7,136,821			
2021	7,751,832	615,011	8.62%	
2022	8,417,466	665,634	8.59%	
2023	9,309,792	892,326	10.60%	
2024	9,743,105	433,313	4.65%	
2025	10,109,882	366,777	3.76%	
		2,973,051	41.66%	8.33%

Sources:

Current PBA 249 roster exported from Primepoint as of 8/10/2022

2021 - 2022 salaries per Arbitration Award dated 1/19/2022

2023 - 2025 salaries per County Supplemental Offer dated 11/22/22

EXHIBIT B

<i>Steps</i>	<i>2020</i>	<i>2021 (+2%)</i>	<i>2022 (+2.25%)</i>	<i>Increase to Base</i>	<i>2023 w/ increase</i>	<i>2023</i>	<i>2024 (+2.25%)</i>	<i>2025 (+2.25%)</i>
1	41,000	41,820	42,761	5,000	47,761	47,761	48,836	49,934
2	42,396	43,244	44,216	5,000	49,216	49,216	50,323	51,456
3	43,698	44,572	45,575	5,000	50,575	50,575	51,713	52,876
4	45,000	45,900	46,933	5,000	51,933	51,933	53,101	54,296
5	47,335	48,282	49,368	5,000	54,368	54,368	55,591	56,842
6	48,200	49,164	50,270	5,000	55,270	55,270	56,514	57,785
7	50,545	51,566	52,716	5,000	57,716	57,716	59,015	60,342
8	52,829	53,886	55,098	5,000	60,098	60,098	61,451	62,833
9	55,409	56,517	57,789	5,000	62,789	62,789	64,201	65,646
10	57,989	59,149	60,480	5,000	65,480	65,480	66,953	68,459
11	60,598	61,810	63,200	5,000	68,200	68,200	69,735	71,304
12	63,206	64,470	65,921	5,000	70,921	70,921	72,516	74,148
13	67,335	68,681	70,226	5,000	75,226	75,226	76,919	78,650
14	69,430	70,819	72,412	5,000	77,412	77,412	79,154	80,935
15	75,890	77,408	79,149	5,000	84,149			
15						86,085	88,022	90,002

2.3% in 2023 Top Tier Only