



OFFICE OF THE COUNTY ADMINISTRATOR
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Ron Tappan CPM, QPA
County Administrator

County of Sussex

June 28, 2023

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is executed between the Supervisory Unit of the Communications Workers of America, AFL-CIO Local 1032 ("Union") and the County of Sussex ("County") regarding creating and placing the Supervising Engineer and Chief Engineer positions on an updated salary schedule within the collective negotiations agreement.

WHEREAS, the County and the Union are parties to a collective negotiations agreement in effect from January 1, 2023 through December 31, 2025 which among other things sets forth the salaries and other terms and conditions of employment; and

WHEREAS, by virtue of current labor market conditions, inflation, the desire to recruit and retain talented employees and to keep the work from being subcontracted, the parties desire to make the salaries of Supervising Engineer and Chief Engineer more competitive with the private sector; and

NOW THEREFORE, the parties agree as follows:

1. The position of Supervising Engineer – Highway & Bridges (CSC Job Specification #04671) is to be recognized as part of the Union within Job Group 15-24 and be compensated at the minimum hourly rates set forth in Updated Schedule "A" attached hereto; and
2. The position of Chief Engineer (CSC Job Specification #07782) is to also be recognized as part of the Union within Job Group 16-25 and be compensated at the minimum hourly rates set forth in Updated Schedule "A" attached hereto.
3. 3. To correct contract language in ARTICLE 34 – GRIVANCES Level 4 to read (30) working days in lieu of (30) calendar days.

IN WITNESS WHEREOF, the Supervisory Unit of the Communications Workers of America, AFL-CIO Local 1032 and the County of Sussex by their duly authorized agents, have executed this Memorandum of Understanding.

For CWA Local 1032

For County of Sussex

By: 

By: _____

, President

Ron Tappan, Administrator

UPDATED SCHEDULE A

Exhibit "A"

Job Group 13-22

Job Group	Year	Minimum	35 Hours per Week	40 Hours per Week
13-22	2023	45.71	\$ 83,508.00	\$ 95,437.00
13-22	2024	46.16	\$ 84,343.00	\$ 96,392.00
13-22	2025	46.63	\$ 85,186.00	\$ 97,356.00

No Titles

Job Group 14-23

Job Group	Year	Minimum	35 Hours per Week	40 Hours per Week
14-23	2023	47.99	\$ 87,863.00	\$ 100,209.00
14-23	2024	48.47	\$ 88,560.00	\$ 101,211.00
14-23	2025	48.96	\$ 89,446.00	\$ 102,223.00

No Titles

Job Group 15-24

Job Group	Year	Minimum	35 Hours per Week	40 Hours per Week
15-24	2023	50.39	\$ 92,063.00	\$ 105,214.00
15-24	2024	50.89	\$ 92,976.00	\$ 106,258.00
15-24	2025	51.40	\$ 93,908.00	\$ 107,323.00

04671 Supervising Engineer- Highway & Bridges (moved from JG 13-22)

Job Group 16-25

Job Group	Year	Minimum	35 Hours per Week	40 Hours per Week
16-25	2023	52.91	\$ 96,667.00	\$ 110,476.00
16-25	2024	53.44	\$ 97,635.00	\$ 111,583.00
16-25	2025	53.97	\$ 98,603.00	\$ 112,689.00

07782 Chief Engineer (moved from JG 14-23)

CWA- Supervisory

Exhibit "A"

UPDATED ARTICLE 37 TABLE

	<u>2023</u>	<u>2024</u>	<u>2025</u>
	<u>Min</u>	<u>Min</u>	<u>Min</u>
<u>01-10</u>	\$21.78	\$21.99	\$22.21
<u>02-11</u>	\$23.19	\$23.42	\$23.66
<u>03-12</u>	\$24.69	\$24.94	\$25.19
<u>04-13</u>	\$26.30	\$26.56	\$26.83
<u>05-14</u>	\$28.02	\$28.30	\$28.58
<u>06-15</u>	\$29.84	\$30.13	\$30.44
<u>07-16</u>	\$31.77	\$32.09	\$32.41
<u>08-17</u>	\$33.84	\$34.17	\$34.52
<u>09-18</u>	\$36.04	\$36.40	\$36.76
<u>10-19</u>	\$38.38	\$38.76	\$39.15
<u>11-20</u>	\$40.87	\$41.28	\$41.70
<u>12-21</u>	\$43.53	\$43.97	\$44.41
<u>13-22</u>	\$45.71	\$46.16	\$46.63
<u>14-23</u>	\$47.99	\$48.47	\$48.96
<u>15-24</u>	\$50.39	\$50.89	\$51.40
<u>16-25</u>	\$52.91	\$53.44	\$53.97