



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 Non-Supervisory Unit of the Communications Workers of America, AFL-CIO Local 1032 ("Union"), and the County of Sussex ("County") regarding adding and/or changing the Job Group pay grades of certain positions designated below in the collective negotiations unit.

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 following additions and changes to be more competitive with the private sector; and

NOW THEREFORE, the parties agree as follows:

1. The position of Senior Technician Management Information Systems (CSC Job Specification #53100) is to be recognized as part of the Union within Job Group 15 as noted in Exhibit "A" attached hereto; and
2. Article 37 of the collective negotiations agreement is modified to add newly created Job Groups 22, 23, 24 and 25. See Exhibit "B" attached hereto; and
3. The positions of Principal Engineer (CSC Job Specification #02796) and Traffic Engineer (CSC Job Specification #04184) which are currently in Job Group 21 shall be placed in newly created Job Group 25; and
4. 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 Non-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

By: 

President

For County of Sussex,

By: _____

Ron Tappan, Administrator

CWA- Non-Supervisory

Exhibit "B"

UPDATED TABLE FOR ARTICLE 37

	2023	2024	2025
	Min	Min	Min
JG01	\$ 14.13	\$ 15.00	\$ 15.34
JG02	\$ 14.84	\$ 15.75	\$ 16.10
JG03	\$ 15.58	\$ 16.54	\$ 16.90
JG04	\$ 16.36	\$ 17.36	\$ 17.73
JG05	\$ 17.18	\$ 18.23	\$ 18.61
JG06	\$ 18.03	\$ 19.14	\$ 19.53
JG07	\$ 18.94	\$ 20.10	\$ 20.50
JG08	\$ 19.88	\$ 21.11	\$ 21.51
JG09	\$ 20.88	\$ 22.16	\$ 22.58
JG10	\$ 21.92	\$ 23.27	\$ 23.70
JG11	\$ 23.02	\$ 24.43	\$ 24.87
JG12	\$ 24.17	\$ 25.66	\$ 26.11
JG13	\$ 25.38	\$ 26.94	\$ 27.40
JG14	\$ 26.64	\$ 28.28	\$ 28.76
JG15	\$ 27.98	\$ 29.70	\$ 30.19
JG16	\$ 29.38	\$ 31.18	\$ 31.69
JG17	\$ 30.84	\$ 32.74	\$ 33.26
JG18	\$ 32.39	\$ 34.38	\$ 34.92
JG19	\$ 34.01	\$ 36.10	\$ 36.65
JG20	\$ 35.71	\$ 37.90	\$ 38.48
JG21	\$ 37.49	\$ 39.80	\$ 40.39
JG22	\$ 39.36	\$ 41.79	\$ 42.41
JG23	\$ 41.33	\$ 43.88	\$ 44.53
JG24	\$ 43.40	\$ 46.07	\$ 46.76
JG25	\$ 45.57	\$ 48.38	\$ 49.09

UPDATED SCHEDULE A
Exhibit "B"

Job Group 21

Job Group	Year	Minimum	35 Hours per Week	40 Hours per Week
C21	2023	37.49	\$ 68,496	\$ 78,281
C21	2024	39.80	\$ 72,714	\$ 83,101
C21	2025	40.39	\$ 73,794	\$ 84,336

No Titles

Job Group 22

Job Group	Year	Minimum	35 Hours per Week	40 Hours per Week
C22	2023	39.36	\$ 71,919	\$ 82,193
C22	2024	41.79	\$ 76,350	\$ 87,258
C22	2025	42.41	\$ 77,482	\$ 88,551

No Titles

Job Group 23

Job Group	Year	Minimum	35 Hours per Week	40 Hours per Week
C23	2023	41.33	\$ 75,515	\$ 86,303
C23	2024	43.88	\$ 80,168	\$ 91,620
C23	2025	44.53	\$ 81,356	\$ 92,979

No Titles

Job Group 24

Job Group	Year	Minimum	35 Hours per Week	40 Hours per Week
C24	2023	43.40	\$ 79,291	\$ 90,618
C24	2024	46.07	\$ 84,176	\$ 96,201
C24	2025	46.76	\$ 85,424	\$ 97,628

No Titles

Job Group 25

Job Group	Year	Minimum	35 Hours per Week	40 Hours per Week
C25	2023	45.57	\$ 83,255	\$ 95,149
C25	2024	48.38	\$ 88,385	\$ 101,011
C25	2025	49.09	\$ 89,695	\$ 102,509

02796@ Principal Engineer- Civil (Moved from JG 21)

04184@ Traffic Engineer (Moved from JG 21)