

**MEMORANDUM OF UNDERSTANDING BETWEEN
JEFFERSON COUNTY AND
THE JEFFERSON COUNTY SERVICE EMPLOYEES BARGAINING UNIT
LABORERS' UNION LOCAL NO. 737
CONTRACT EXTENSION 2023-2024**

Jefferson County (County), and the Laborers' Union representing service employees (Union) agree to the following Memorandum of Understanding (MOU).

1 This MOU is an addendum to the Collective Bargaining Agreement entered into between the parties effective July 1, 2019 through June 30, 2025 (Agreement), recorded as M-121-19 and previously extended via an MOU recorded as M-270-21, and is intended to modify the salary schedule and extend the Agreement an additional year through June 30, 2027.

2 This MOU amends Articles 10, 18 and 22 to include the following language:

A. Article 10. Compensation. Section 1. Salary Schedule. Effective the payroll period in effect on December 1, 2022, employees shall be compensated in accordance with the salary schedule attached to this MOU and marked Exhibit 1. This schedule reflects a 3.5% COLA for all classifications for the period December 1, 2022-June 30, 2023 and an additional 3.5% COLA for all classifications for the payroll period in effect on July 1, 2023. This is an insertion in the salary schedule and the COLA schedule in the Agreement shall resume as follows:

Effective July 1, 2024, both matrixes will increase 2%
Effective July 1, 2025, both matrixes will increase 2%
Effective July 1, 2026, both matrixes will increase 2.5%

B. Article 18. Health and Welfare and Retirement.

Section 1, Health and Welfare. The County contribution for all employee health benefits shall not exceed \$1,427/month or whatever amount the non-represented employees/management group receives as a "county cap", whichever is higher.

Section 4. Health Reimbursement Arrangement/Voluntary Employees' Beneficiary Associate (HRA VEBA). The County agrees to contribute \$68.00/month for FY 2026-27.

C. Article 22. Termination and Reopening. This Agreement is to be effective through June 30, 2027.

3 All other terms of the Agreement shall remain in full force and effect.

SIGNATURE PAGE TO FOLLOW

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 737

Jack C.

Date: 10/28/2022

JEFFERSON COUNTY UNION STEWARDS

Karla E. Hood

Date: 10/28/2022

Jeff. Kepna

Date: 10.28.2022

JEFFERSON COUNTY
BOARD OF COUNTY COMMISSIONERS

Wayne Fording
Wayne Fording, Commission Chair

Date: November 2, 2022

Kelly Simmelink
Kelly Simmelink, Commissioner

Mae Huston
Mae Huston, Commissioner