

## Memorandum of Understanding

The AFSCME (American Federation of State, County and Municipal Employees) ("Union") and Lewis County ("County") (collectively the "Parties") negotiated in good faith a Collective Bargaining Agreement covering the period of January 1, 2020, to December 31, 2022 (the "CBA").

The County has conducted a County-side salary study wherein the amount of compensation for each employment position within the County was evaluated. The results of the study and the revision of the compensation for each position are set forth as attached to this MOU as Exhibit A and shall further be referenced as part of the CBA as Appendix F.

The revised compensation amounts are set forth in the Exhibit A. Hence, the parties wish to amend the CBA to reflect and incorporate the revised salary schedule which attached hereto as Exhibit A and further referenced as Appendix F. Now therefore, the Parties agree as follows:

Only the new addition of Appendix F of the CBA which appears as a table reflecting the position classifications and salary grades, is hereby amended to read as set forth as in the attached Exhibit A.

This Memorandum of Understanding shall be effective as of April 1, 2021.

Dated this 4<sup>th</sup> day of March, 2021.

ALCPDA



By: Larry Clark

Title: AFSCME Staff Representative



By: Dan Anderson

Title: AFSCME President



By: Shane Hulstein

Title: AFSCME Vice President

LEWIS COUNTY



By: Chris Panush

Title: Human Resources Director