

Memorandum of Understanding

The Teamsters Local Union No. 252 ("Union") representing the Combined group 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.

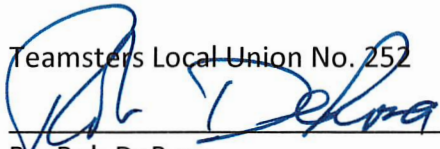
The revised compensation amounts are set forth in the Exhibit A. Hence, the parties wish to amend the CBA to reflect and incorporate the revised salary schedule which attached hereto as Exhibit A and further amends Appendix A in the CBA. Now therefore, the Parties agree as follows:

Only the amendment of Appendix A 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 12th day of March, 2021.

Teamsters Local Union No. 252


By: Rob DeRosa

Title: Teamsters Representative

LEWIS COUNTY


By: Chris Panush

Title: Human Resources Director