



Board of County Commissioners

Resolution No. 2023 – 123

Administrative Committee

RESOLUTION AUTHORIZING A MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF SALEM AND THE SALEM COUNTY PROSECUTOR’S OFFICE ASSISTANT PROSECUTOR’S ASSOCIATION

WHEREAS, negotiations between the Salem County Prosecutor’s Office Assistant Prosecutor’s Association and the County of Salem succeeded in producing a Collective Bargaining Agreement that was authorized by Resolution 2022-229 and signed on June 15, 2022; and

WHEREAS, in the wake of extraneous effects and impact to the Assistant Prosecutors Association, authorized representatives of the Salem County Prosecutor’s Assistant Prosecutors Association and the County of Salem have conducted negotiations and succeeded in producing a Memorandum of Agreement (“MOA”) ; and

WHEREAS, the Salem County Board of County Commissioners is desirous of entering into an “MOA” consistent as to terms and conditions of employment of the contract.

NOW, THEREFORE, BE IT RESOLVED by the Salem County Board of County Commissioners this 1st day of March 2023, that the Board agrees to the terms of this “MOA” and the Commissioner Director is authorized to sign for the subject term that shall comport with the Board’s intention, after the form of the “MOA” receives approval by Salem County Counsel.

BENJAMIN H. LAURY, Director of the Board of County Commissioners

I hereby certify the foregoing to be a true resolution adopted by the Salem County Board of County Commissioners on March 1, 2023.

STACY L. PENNINGTON
Clerk of the Board

RECORD OF VOTE

COMMISSIONER	RESOLUTION MOVED	RESOLUTION SECOND	AYE	NAY	ABSTAIN	ABSENT
E. Ramsay		✓	✓			
C. Taylor			✓			
D. Timmerman			✓			
G. Ostrum Jr.	✓		✓			
B. Laury			✓			

✓ Indicates Vote

Department Initials KJT/sw

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (“Agreement”) is entered into this March day of March, 2023 by and between the County of Salem (“County”) and Salem County Prosecutor’s Assistant Prosecutors Association (“Association”).

WHEREAS, the Association is the exclusive representative for the County’s Assistant Prosecutors for the purpose of collective negotiations regarding the terms and conditions of their employment; and

WHEREAS, the County and the Association entered into a Collective Bargaining Agreement effective January 1, 2022 through December 31, 2024; and

WHEREAS, as a result of extraneous effects and impact to the Assistant Prosecutors Association, the County and the Association entered into negotiations for a successor collective negotiations agreement; and

WHEREAS, as a result of those negotiations, the County and the Association have agreed upon the terms and conditions of a successor collective negotiations agreement and desire to memorialize those terms and conditions in this Memorandum of Agreement.

NOW THEREFORE, in consideration of the mutual covenants contained herein, the County and the Association agree to the following modifications to the Agreement.

Article Seven

1. The new salary guide shall be as follows. Incremental or step increases shall be granted annually to all employees on steps: one to twenty-five, advancing continuously through the scales as of the first day of the calendar year
2. Steps will be calculated based on Clerkship Year or Bar Year, whichever is earlier.

Step	2023	2024 2%
1	72,000	72,000
2	75,085	76,587
3	78,170	79,733
4	84,255	85,940
5	88,343	90,110
6	90,559	92,370
7	92,775	94,631
8	94,990	96,890
9	97,206	99,150
10	99,422	101,410

11	101,638	103,671
12	103,853	105,930
13	106,070	108,191
14	108,285	110,451
15	110,501	112,711
16	113,125	115,388
17	114,932	117,231
18	117,149	119,492
19	119,364	121,751
20	123,620	126,092
21	127,672	130,225
22	129,888	132,486
23	132,103	134,745
24	134,319	137,005
25	136,534	139,265

1. Term and Renewal:

- a. This Agreement shall span from March 1, 2023 through December 31, 2024. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no later than one hundred twenty (120) days prior to the expiration date of this Agreement, of its desire of change, modification or termination of this Agreement.
- b. This agreement shall take effect only for members of the Association who, as of the ratification date thereof, have not accepted or tentatively accepted employment outside of the Salem County Prosecutor's Office.

2. The foregoing terms are subject to ratification by the membership of the Association and the Salem County Board of County Commissioners; however, the undersigned representatives executing this Memorandum of Agreement on behalf of both the Association and the County represent and warrant that they have negotiated the foregoing terms in good faith and will urge ratification by their respective parties.

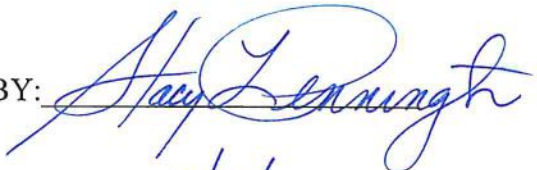
FOR THE ASSOCIATION

BY: 

BY: 

Date: 3/09/23

FOR THE COUNTY

BY: 

Date: 3/9/2023