

**MEMORANDUM OF AGREEMENT
BETWEEN THE SALEM COUNTY BOARD OF CHOSEN FREEHOLDERS
AND
THE COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
(Rank-and-File and Supervisory Units, Local 1085)**

The parties hereby agree to amend and supplement the current contract between them as set forth below.

1. Sec. 16.2(a) is amended to read as follows:

(a) Employees will receive across-the-board increases in their base pay equal to 3.15% effective January 1, 2009; 3.25% effective January 1, 2010; 1.68% effective January 1, 2011, and 3.51% effective January 1, 2012.

2. Sec. 16.2(b) is amended to read as follows:

(b) In addition to the raises specified in Subsection (a) above, every employee with at least one year of service as of July 1 in any given calendar year whose base pay does not exceed the maximum of his or her range as set forth in Appendix B will receive a progression raise added to his or her base pay effective July 1 of each year. The amount of each progression raise shall be 2.5% of the employee's base pay, except that in 2011 the progression raise will be 1.25%, and except further that the resulting pay each year will not exceed the maximum of the employee's range as set forth in Appendix B.

Retroactive salary payments will be made in accordance with this Section for all unit employees currently employed as of the date this Agreement was ratified, together with all former employees who have retired on pension between January 1, 2009 and the date of ratification. Employees who have left County employment for reasons other than retirement are not entitled to retroactive payments.

3. Sec. 16.6 is added as follows:

16.6. Severance Payments. Any employee who is laid off for fiscal reasons in 2011 or 2012 shall receive a lump-sum severance payment as set forth below:

(a) In the case of a layoff which takes effect in 2011, the severance payment shall be equal to that portion of the employee's regular salary or wages that would have been paid during the remainder of 2011 had the employee not been laid off, but in no event less than six days' pay.

(b) In the case of a layoff which takes effect in 2012, the severance payment will be a percentage of the gross pay which the employee received in 2011. For employees who qualified for a progression raise in 2011, the percentage will be 2.27%. For employees who did not qualify for a progression raise in 2011, the percentage will be 1.64%.

(c) It is understood that reductions in force resulting directly from the full or partial loss of a state or federal grant that provided funding for employee compensation will not be subject to this section.

4. Sec. 30.6 is added as follows:

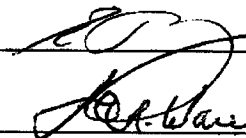
30.6. Health Benefit Contributions. The Employer will continue to make full contributions as necessary to pay for employee health benefits as provided in this Agreement, except to the extent that employees are required by law to contribute. Employee contributions shall be deducted from the employees' regular pay on a pre-tax basis, in accordance with Section 125 of the Internal Revenue Code.

5. Sec. 41.1 is amended to reflect that the Agreement shall continue in full force and effect through December 31, 2012.

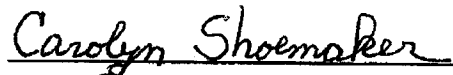
6. Appendices B and C are amended to read as shown on the following pages.

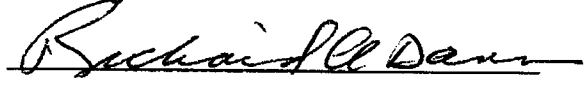
IN WITNESS to this Agreement, the parties have caused their duly authorized representatives to affix their signatures below as of this 24 day of MARCH, 2011.

FOR THE EMPLOYER



FOR THE UNION





APPENDIX B 2009-2012 PAY RANGES

Annual rates of pay shown below are based on 52 weeks. The corresponding hourly rate for 35-hour and 40-hour workweeks are shown for each range.

| Range | Period | 2009 Min | 2009 Max | 2010 Min | 2010 Max | 2011 Min | 2011 Max | 2012 Min | 2012 Max |
|-------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | Annual | \$24,475 | \$31,818 | \$25,271 | \$32,852 | \$25,695 | \$33,404 | \$26,597 | \$34,576 |
| | Hourly (35) | \$13.45 | \$17.48 | \$13.89 | \$18.05 | \$14.12 | \$18.35 | \$14.61 | \$19.00 |
| | Hourly (40) | \$11.77 | \$15.30 | \$12.15 | \$15.79 | \$12.35 | \$16.06 | \$12.79 | \$16.62 |
| 2 | Annual | \$25,209 | \$32,772 | \$26,029 | \$33,837 | \$26,466 | \$34,406 | \$27,395 | \$35,613 |
| | Hourly (35) | \$13.85 | \$18.01 | \$14.30 | \$18.59 | \$14.54 | \$18.90 | \$15.05 | \$19.57 |
| | Hourly (40) | \$12.12 | \$15.76 | \$12.51 | \$16.27 | \$12.72 | \$16.54 | \$13.17 | \$17.12 |
| 3 | Annual | \$25,966 | \$33,755 | \$26,810 | \$34,852 | \$27,260 | \$35,438 | \$28,217 | \$36,682 |
| | Hourly (35) | \$14.27 | \$18.55 | \$14.73 | \$19.15 | \$14.98 | \$19.47 | \$15.50 | \$20.15 |
| | Hourly (40) | \$12.48 | \$16.23 | \$12.89 | \$16.76 | \$13.11 | \$17.04 | \$13.57 | \$17.64 |
| 4 | Annual | \$26,745 | \$34,768 | \$27,614 | \$35,898 | \$28,078 | \$36,501 | \$29,063 | \$37,782 |
| | Hourly (35) | \$14.70 | \$19.10 | \$15.17 | \$19.72 | \$15.43 | \$20.06 | \$15.97 | \$20.76 |
| | Hourly (40) | \$12.86 | \$16.72 | \$13.28 | \$17.26 | \$13.50 | \$17.55 | \$13.97 | \$18.16 |
| 5 | Annual | \$27,547 | \$35,811 | \$28,442 | \$36,975 | \$28,920 | \$37,596 | \$29,935 | \$38,916 |
| | Hourly (35) | \$15.14 | \$19.68 | \$15.63 | \$20.32 | \$15.89 | \$20.66 | \$16.45 | \$21.38 |
| | Hourly (40) | \$13.24 | \$17.22 | \$13.67 | \$17.78 | \$13.90 | \$18.08 | \$14.39 | \$18.71 |
| 6 | Annual | \$28,373 | \$36,885 | \$29,295 | \$38,084 | \$29,788 | \$38,724 | \$30,833 | \$40,083 |
| | Hourly (35) | \$15.59 | \$20.27 | \$16.10 | \$20.93 | \$16.37 | \$21.28 | \$16.94 | \$22.02 |
| | Hourly (40) | \$13.64 | \$17.73 | \$14.08 | \$18.31 | \$14.32 | \$18.62 | \$14.82 | \$19.27 |
| 7 | Annual | \$29,225 | \$37,992 | \$30,174 | \$39,227 | \$30,681 | \$39,886 | \$31,758 | \$41,286 |
| | Hourly (35) | \$16.06 | \$20.87 | \$16.58 | \$21.55 | \$16.86 | \$21.92 | \$17.45 | \$22.68 |
| | Hourly (40) | \$14.05 | \$18.27 | \$14.51 | \$18.86 | \$14.75 | \$19.18 | \$15.27 | \$19.85 |
| 8 | Annual | \$30,101 | \$39,132 | \$31,080 | \$40,403 | \$31,602 | \$41,082 | \$32,711 | \$42,524 |
| | Hourly (35) | \$16.54 | \$21.50 | \$17.08 | \$22.20 | \$17.36 | \$22.57 | \$17.97 | \$23.36 |
| | Hourly (40) | \$14.47 | \$18.81 | \$14.94 | \$19.42 | \$15.19 | \$19.75 | \$15.73 | \$20.44 |
| 9 | Annual | \$31,004 | \$40,306 | \$32,012 | \$41,616 | \$32,550 | \$42,315 | \$33,692 | \$43,800 |
| | Hourly (35) | \$17.04 | \$22.15 | \$17.59 | \$22.87 | \$17.88 | \$23.25 | \$18.51 | \$24.07 |
| | Hourly (40) | \$14.91 | \$19.38 | \$15.39 | \$20.01 | \$15.65 | \$20.34 | \$16.20 | \$21.06 |
| 10 | Annual | \$31,934 | \$41,515 | \$32,972 | \$42,864 | \$33,526 | \$43,584 | \$34,703 | \$45,114 |
| | Hourly (35) | \$17.55 | \$22.81 | \$18.12 | \$23.55 | \$18.42 | \$23.95 | \$19.07 | \$24.79 |
| | Hourly (40) | \$15.35 | \$19.96 | \$15.85 | \$20.61 | \$16.12 | \$20.95 | \$16.68 | \$21.69 |
| 11 | Annual | \$32,892 | \$42,760 | \$33,961 | \$44,150 | \$34,532 | \$44,892 | \$35,744 | \$46,467 |
| | Hourly (35) | \$18.07 | \$23.49 | \$18.66 | \$24.26 | \$18.97 | \$24.67 | \$19.64 | \$25.53 |
| | Hourly (40) | \$15.81 | \$20.56 | \$16.33 | \$21.23 | \$16.60 | \$21.58 | \$17.18 | \$22.34 |

| Range | Period | 2009 Min | 2009 Max | 2010 Min | 2010 Max | 2011 Min | 2011 Max | 2012 Min | 2012 Max |
|-------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|
| 12 | Annual | \$33,879 | \$44,043 | \$34,980 | \$45,474 | \$35,568 | \$46,238 | \$36,816 | \$47,861 |
| | Hourly (35) | \$18.61 | \$24.20 | \$19.22 | \$24.99 | \$19.54 | \$25.41 | \$20.23 | \$26.30 |
| | Hourly (40) | \$16.29 | \$21.17 | \$16.82 | \$21.86 | \$17.10 | \$22.23 | \$17.70 | \$23.01 |
| 13 | Annual | \$34,896 | \$45,364 | \$36,030 | \$46,839 | \$36,635 | \$47,626 | \$37,921 | \$49,297 |
| | Hourly (35) | \$19.17 | \$24.93 | \$19.80 | \$25.74 | \$20.13 | \$26.17 | \$20.84 | \$27.09 |
| | Hourly (40) | \$16.78 | \$21.81 | \$17.32 | \$22.52 | \$17.61 | \$22.90 | \$18.23 | \$23.70 |
| 14 | Annual | \$35,942 | \$46,725 | \$37,111 | \$48,244 | \$37,734 | \$49,054 | \$39,059 | \$50,776 |
| | Hourly (35) | \$19.75 | \$25.67 | \$20.39 | \$26.51 | \$20.73 | \$26.95 | \$21.46 | \$27.90 |
| | Hourly (40) | \$17.28 | \$22.46 | \$17.84 | \$23.19 | \$18.14 | \$23.58 | \$18.78 | \$24.41 |
| 15 | Annual | \$37,021 | \$48,127 | \$38,224 | \$49,691 | \$38,866 | \$50,526 | \$40,230 | \$52,299 |
| | Hourly (35) | \$20.34 | \$26.44 | \$21.00 | \$27.30 | \$21.35 | \$27.76 | \$22.10 | \$28.74 |
| | Hourly (40) | \$17.80 | \$23.14 | \$18.38 | \$23.89 | \$18.69 | \$24.29 | \$19.34 | \$25.14 |
| 16 | Annual | \$38,131 | \$49,571 | \$39,371 | \$51,182 | \$40,032 | \$52,042 | \$41,437 | \$53,868 |
| | Hourly (35) | \$20.95 | \$27.24 | \$21.63 | \$28.12 | \$22.00 | \$28.59 | \$22.77 | \$29.60 |
| | Hourly (40) | \$18.33 | \$23.83 | \$18.93 | \$24.61 | \$19.25 | \$25.02 | \$19.92 | \$25.90 |
| 17 | Annual | \$39,275 | \$51,058 | \$40,552 | \$52,717 | \$41,233 | \$53,603 | \$42,680 | \$55,484 |
| | Hourly (35) | \$21.58 | \$28.05 | \$22.28 | \$28.97 | \$22.66 | \$29.45 | \$23.45 | \$30.49 |
| | Hourly (40) | \$18.88 | \$24.55 | \$19.50 | \$25.34 | \$19.82 | \$25.77 | \$20.52 | \$26.68 |
| 18 | Annual | \$40,454 | \$52,590 | \$41,768 | \$54,299 | \$42,470 | \$55,211 | \$43,961 | \$57,149 |
| | Hourly (35) | \$22.23 | \$28.90 | \$22.95 | \$29.83 | \$23.34 | \$30.34 | \$24.15 | \$31.40 |
| | Hourly (40) | \$19.45 | \$25.28 | \$20.08 | \$26.11 | \$20.42 | \$26.54 | \$21.14 | \$27.48 |
| 19 | Annual | \$41,667 | \$54,167 | \$43,021 | \$55,928 | \$43,744 | \$56,867 | \$45,280 | \$58,863 |
| | Hourly (35) | \$22.89 | \$29.76 | \$23.64 | \$30.73 | \$24.04 | \$31.25 | \$24.88 | \$32.34 |
| | Hourly (40) | \$20.03 | \$26.04 | \$20.68 | \$26.89 | \$21.03 | \$27.34 | \$21.77 | \$28.30 |
| 20 | Annual | \$42,917 | \$55,792 | \$44,312 | \$57,606 | \$45,056 | \$58,573 | \$46,638 | \$60,629 |
| | Hourly (35) | \$23.58 | \$30.65 | \$24.35 | \$31.65 | \$24.76 | \$32.18 | \$25.63 | \$33.31 |
| | Hourly (40) | \$20.63 | \$26.82 | \$21.30 | \$27.70 | \$21.66 | \$28.16 | \$22.42 | \$29.15 |
| 21 | Annual | \$44,205 | \$57,466 | \$45,641 | \$59,334 | \$46,408 | \$60,331 | \$48,037 | \$62,448 |
| | Hourly (35) | \$24.29 | \$31.57 | \$25.08 | \$32.60 | \$25.50 | \$33.15 | \$26.39 | \$34.31 |
| | Hourly (40) | \$21.25 | \$27.63 | \$21.94 | \$28.53 | \$22.31 | \$29.01 | \$23.09 | \$30.02 |
| 22 | Annual | \$45,531 | \$59,190 | \$47,011 | \$61,114 | \$47,800 | \$62,141 | \$49,478 | \$64,322 |
| | Hourly (35) | \$25.02 | \$32.52 | \$25.83 | \$33.58 | \$26.26 | \$34.14 | \$27.19 | \$35.34 |
| | Hourly (40) | \$21.89 | \$28.46 | \$22.60 | \$29.38 | \$22.98 | \$29.88 | \$23.79 | \$30.92 |
| 23 | Annual | \$46,897 | \$60,966 | \$48,421 | \$62,947 | \$49,234 | \$64,005 | \$50,963 | \$66,251 |
| | Hourly (35) | \$25.77 | \$33.50 | \$26.60 | \$34.59 | \$27.05 | \$35.17 | \$28.00 | \$36.40 |
| | Hourly (40) | \$22.55 | \$29.31 | \$23.28 | \$30.26 | \$23.67 | \$30.77 | \$24.50 | \$31.85 |
| 24 | Annual | \$48,304 | \$62,795 | \$49,874 | \$64,836 | \$50,711 | \$65,925 | \$52,491 | \$68,239 |
| | Hourly (35) | \$26.54 | \$34.50 | \$27.40 | \$35.62 | \$27.86 | \$36.22 | \$28.84 | \$37.49 |
| | Hourly (40) | \$23.22 | \$30.19 | \$23.98 | \$31.17 | \$24.38 | \$31.69 | \$25.24 | \$32.81 |

| Range | Period | 2009 Min | 2009 Max | 2010 Min | 2010 Max | 2011 Min | 2011 Max | 2012 Min | 2012 Max |
|-------|-------------|----------|----------|----------|----------|----------|----------|----------|----------|
| 25 | Annual | \$49,753 | \$64,679 | \$51,370 | \$66,781 | \$52,233 | \$67,903 | \$54,066 | \$70,286 |
| | Hourly (35) | \$27.34 | \$35.54 | \$28.23 | \$36.69 | \$28.70 | \$37.31 | \$29.71 | \$38.62 |
| | Hourly (40) | \$23.92 | \$31.10 | \$24.70 | \$32.11 | \$25.11 | \$32.65 | \$25.99 | \$33.79 |
| 26 | Annual | \$51,245 | \$66,619 | \$52,911 | \$68,784 | \$53,800 | \$69,940 | \$55,688 | \$72,395 |
| | Hourly (35) | \$28.16 | \$36.60 | \$29.07 | \$37.79 | \$29.56 | \$38.43 | \$30.60 | \$39.78 |
| | Hourly (40) | \$24.64 | \$32.03 | \$25.44 | \$33.07 | \$25.87 | \$33.63 | \$26.77 | \$34.81 |
| 27 | Annual | \$52,783 | \$68,618 | \$54,498 | \$70,848 | \$55,414 | \$72,038 | \$57,359 | \$74,566 |
| | Hourly (35) | \$29.00 | \$37.70 | \$29.94 | \$38.93 | \$30.45 | \$39.58 | \$31.52 | \$40.97 |
| | Hourly (40) | \$25.38 | \$32.99 | \$26.20 | \$34.06 | \$26.64 | \$34.63 | \$27.58 | \$35.85 |
| 28 | Annual | \$54,366 | \$70,676 | \$56,133 | \$72,973 | \$57,076 | \$74,199 | \$59,080 | \$76,803 |
| | Hourly (35) | \$29.87 | \$38.83 | \$30.84 | \$40.10 | \$31.36 | \$40.77 | \$32.46 | \$42.20 |
| | Hourly (40) | \$26.14 | \$33.98 | \$26.99 | \$35.08 | \$27.44 | \$35.87 | \$28.40 | \$36.92 |
| 29 | Annual | \$55,997 | \$72,796 | \$57,817 | \$75,162 | \$58,788 | \$76,425 | \$60,852 | \$79,108 |
| | Hourly (35) | \$30.77 | \$40.00 | \$31.77 | \$41.30 | \$32.30 | \$41.99 | \$33.44 | \$43.47 |
| | Hourly (40) | \$26.92 | \$35.00 | \$27.80 | \$36.14 | \$28.26 | \$36.74 | \$29.26 | \$38.03 |
| 30 | Annual | \$57,677 | \$74,980 | \$59,552 | \$77,417 | \$60,552 | \$78,718 | \$62,678 | \$81,481 |
| | Hourly (35) | \$31.69 | \$41.20 | \$32.72 | \$42.54 | \$33.27 | \$43.25 | \$34.44 | \$44.77 |
| | Hourly (40) | \$27.73 | \$36.05 | \$28.63 | \$37.22 | \$29.11 | \$37.85 | \$30.13 | \$39.17 |
| 31 | Annual | \$59,407 | \$77,230 | \$61,338 | \$79,740 | \$62,369 | \$81,079 | \$64,558 | \$83,925 |
| | Hourly (35) | \$32.64 | \$42.43 | \$33.70 | \$43.81 | \$34.27 | \$44.55 | \$35.47 | \$46.11 |
| | Hourly (40) | \$28.56 | \$37.13 | \$29.49 | \$38.34 | \$29.99 | \$38.98 | \$31.04 | \$40.35 |