

MEMORANDUM OF AGREEMENT
BETWEEN SHELBY COUNTY, ILLINOIS AND AFSCME LOCAL 3323
REGARDING CLOTHING ALLOWANCE REIMBURSEMENT FOR
HIGHWAY DEPARTMENT LABORERS

THIS AGREEMENT is entered into this 12th day of May, 2022, by and between the Shelby County Board, Steven DeWitt, Shelby County Highway Engineer, and AFSCME Local 3323.

WHEREAS the Shelby County Board, the Shelby County Highway Engineer, and AFSCME Local 3323 recognize that the labor contract effective September 1, 2021 to August 31, 2024, awarded a clothing allowance of \$300 per fiscal year to Highway Department laborers to be reimbursed by Shelby County upon presentation of receipts; and

WHEREAS laborers are not reimbursed for taxes paid towards clothing purchases; and

WHEREAS it is the intent of the parties for the clothing allowance to approximately equal \$300, after applicable payroll taxes are applied; the parties agree to the following terms and conditions:

1. Laborers assigned to the Highway Department will be awarded a Lump Sum of \$360 (before applicable payroll taxes applied) per fiscal year for clothing allowance; with no presentation of receipts required.
2. The clothing allowance payment for fiscal year 2022 shall be paid by May 27, 2022.
3. The clothing allowance payment for each fiscal year following 2022 shall be paid by the first pay day following September 1st of each year.

4. This Memorandum of Agreement applies to any Highway Department laborer who resigned after the September 1, 2021 effective date of the current labor contract.

FOR SHELBY COUNTY:




Bryon Coffman,
Shelby County Board Chairman

FOR THE UNION:

Natalie Nagel,
AFSCME Representative

Steven DeWitt,
Shelby County Highway Engineer



Jessica Fox,
Shelby County Clerk

