

**MEMORANDUM OF AGREEMENT**

THIS AGREEMENT made and entered into this 1<sup>st</sup> day of December 2023, between the **COUNTY OF TOMPKINS**, hereinafter referred to as "County" and the **CIVIL SERVICE EMPLOYEES' ASSOCIATION Inc., LOCAL 1000, AFSCME, AFL-CIO, LOCAL 855 TOMPKINS COUNTY, TOMPKINS COUNTY WHITE COLLAR UNIT 8900** hereinafter referred to as "CSEA".

**WITNESSETH:**

**WHEREAS**, the County and CSEA are parties to a collective bargaining agreement covering the period of January 1, 2021 to December 31, 2023, covering terms and conditions of employment for certain employees; and

**WHEREAS**, Appendix B of the Agreement establishes the Salary Schedule on which White Collar employees' pay is based, and which is updated per contractual agreement; and

**WHEREAS**, as part of the 2022-2023 enacted New York State Budget, Governor Kathy Hochul and the State Legislature allocated \$1.2 billion in funding to the NYS Healthcare Worker Bonus (HWB) program for the payment of bonuses for certain frontline healthcare workers as Part ZZ of Chapter 56 of the Enacted Education, Labor, Family Assistance, Health and Mental Hygiene bill;

**WHEREAS**, the HWB provision allows for the payment of bonuses to "recruit, retain, and reward health care and mental hygiene workers meeting certain eligibility requirements;

**WHEREAS**, Tompkins County meets the standard of a Qualified Employer that employs front-line health care and mental hygiene practitioners, technicians, assistants and aides who provide hands on health or care to individuals AND who meet the following eligibility criteria:

- Must be continuously employed by a qualified employer for the duration of at least one vesting period,
- Must have an employee title included on the list of Eligible Worker Titles,
- Must not exceed an annualized base salary (excluding any bonuses or overtime pay) of \$125,000,
- Can be full-time, part-time or temporary employees as well as independent contractors; and
- Must not be suspended or excluded from the Medicaid program during the vesting period.

**WHEREAS**, the County submitted attestations and claims by employee name and position title/duties for Vesting Period 4, from April 1, 2023 through September 30, 2023;

**WHEREAS**, the County must pay bonuses to qualified employees no later than 30 days after the bonus amount is paid to the qualified employer based upon the number of hours worked during the vesting period as defined in the program guidelines; (a qualified employee is eligible for up to two vesting periods per employer; the maximum any employee may receive is \$3,000);

**WHEREAS**, while bonus payments are not subject to New York State personal or local income tax, for federal income tax purposes, bonuses are considered supplemental wages and are required to be included as wages on the employee's W-2, and are subject to federal and other state taxes as applicable; and

**WHEREAS**, CSEA has agreed to said terms and conditions proposed by the County,

*mwp 12/1/2023*  
*(SD) 12/1/2023*

NOW, THEREFORE, it is agreed the following employees who have been determined eligible per HWB guidelines shall receive the bonus payment as indicated below:

			Vesting Period	Bonus Amount
			4	\$1,500.00
			4	\$1,500.00
			4	\$1,500.00
			4	\$1,500.00
			4	\$1,500.00
			4	\$1,500.00
			4	\$1,500.00
			4	\$1,500.00
			4	\$1,500.00
			<b>Total</b>	<b>\$12,000.00</b>

The parties hereby acknowledge that each has read this Memorandum of Agreement, that each party fully understands its contents, and that each party sign the same and entered into this Agreement voluntarily.

Date: 12/4/23  
 For the COUNTY:

Lisa A. Holmes  
 Lisa Holmes, County Administrator

Date: 12/1/2023  
 For the CSEA:  
Mark W. Patterson  
 Mark Patterson, Unit President

Stephanie Engster  
 Stephanie Engster, Labor Relations Specialist