

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 12th day of April 2023, by and between TOMPKINS COUNTY (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".

WHEREAS, the COUNTY and CSEA are parties to a collective bargaining agreement (AGREEMENT) covering the period of January 1, 2021 to December 31, 2023 governing 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, desires to offer the current living wage for individuals in titles whose hourly rates are below the current livable wage; and

WHEREAS, the COUNTY and CSEA have met and discussed the terms and conditions of increasing the salary for White Collar employees in the titles of Election Worker and Information Aide to the hourly wage of \$16.61 per hour (based a calculated living wage of \$34,538.84 at 2080 hours.)

NOW THEREFORE, the parties agree as follows:

1. Effective January 1, 2023, the salary for white collar employees in the titles of Election Worker and Information Aide will now be set at the wage of \$16.61 per hour.
2. This Memorandum of Agreement shall represent the full and complete agreement between the parties.
3. The parties hereby acknowledge that each has read this Memorandum of Agreement, that each party fully understands its contents, and that each party signed the same and made this Agreement voluntarily.
4. The parties agree that by mutual agreement this Memorandum of Agreement may be amended.
5. This agreement is non-precedent setting.

Date: 4/12/2023
For the COUNTY:

Lisa A. Holmes
Lisa A. Holmes, County Administrator

Ruby A. Pulliam
Ruby A. Pulliam, Commissioner of Human Resources

Date: 4/12/2023
For the CSEA:

Mark Patterson
Mark Patterson, Unit President

Stephanie Engster 4/12/2023
Stephanie Engster, CSEA, LRS