

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 14th day of December, 2021, 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, 2018 to December 31, 2020, and subsequent MOA 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 annually; and

WHEREAS, certain titles in the Salary Schedule do not adequately reflect market-rate salaries for health care and other licensed professionals, including Nurse Practitioner in Psychiatry and Public Health Engineer; and

WHEREAS, due to workforce shortages and the urgent need to recruit and retain adequate staffing, on December 7, 2021, the Tompkins County Legislature authorized salaries above the salary range in the aforementioned two titles; and

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

NOW, THEREFORE, it is agreed as follows:

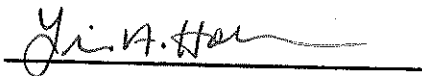
1. The salary for the Nurse Practitioner in Psychiatry position ID 617 (incumbent) will be increased from \$48.78 per hour to \$68.78 per hour for work rate effective December 13, 2021.
2. The salary for the Nurse Practitioner in Psychiatry position ID 549 (currently in recruitment) will be increased from \$44.89 to \$64.89 for hire rate and \$68.78 per hour working rate following completion of the nine-month training period effective December 13, 2021.
3. The salary for the Public Health Engineer position ID 462 incumbent will be increased from \$36.63 per hour to \$44.34 per hour for work rate effective December 13, 2021.
4. For the duration of employment, the Nurse Practitioner in Psychiatry and Public Health Engineer positions are eligible to receive the same fringe benefits and the same annual salary adjustments as provided to other white collar staff without requiring a separate annual resolution of the Legislature.
5. The Legislature will revisit the salary upon vacancies in these titles.
6. This Agreement does not set a past practice or precedent for the future with other titles.

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7. This Memorandum of Agreement shall represent the full and complete agreement between the parties.
8. 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 entered into this Agreement voluntarily.

Date: 12/15/21

For the COUNTY:



Lisa Holmes, Interim County Administrator

Date: 12/15/21

For the CSEA:



Doug Perrine, Unit President



Stephanie Engster, Labor Relations Specialist