

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 26th day of May, 2022, 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, Article 4, Compensation, Item 2.d. states "All newly hired employees will receive the Hire Rate of pay for the labor grade of their job title, until completion of a nine (9) month "training period", during which time said employee is actively working. Upon successful completion of the training period, an employee will move to the Work Rate for their job title; and

WHEREAS the position of Nurse Practitioner in Psychiatry requires an advanced medical degree and license, the Legislature has already increased the salary to be more competitive, the incumbent has previous government experience, and the Mental Health Commissioner and Human Resources Commissioner agree a training period is not necessary; and

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

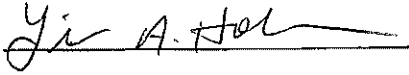
NOW, THEREFORE, it is agreed as follows:

1. The Nurse Practitioner In Psychiatry position ID 549 will be hired at the work rate of \$74.03 effective June 13, 2022.
2. For the duration of employment, the Nurse Practitioner in Psychiatry position is 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.
3. This Agreement does not set a past practice or precedent for the future with other titles.
4. This Memorandum of Agreement shall represent the full and complete agreement between the parties.
5. 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.

MWP
5/18/2022
5/26/2022

Date: 5/31/22

For the COUNTY:



Lisa Holmes, County Administrator

Date: 5/24/2022

For the CSEA:



Mark Patterson, Unit President



Stephanie Engster, Labor Relations Specialist