

Memorandum of Agreement

This Memorandum of Agreement is entered into by and between the representatives for the County of Tompkins and Sheriff of Tompkins (collectively the “County”), and the Tompkins County Deputy Sheriff’s Association, Inc., (the “TCDSA”), and referred to collectively as “the parties.”

Background:

- The County and the TCDSA are parties to a collective bargaining agreement for the period of March 1, 2004 through December 31, 2025 (the “collective bargaining agreement”); and
- The parties have engaged in collective bargaining have reached an agreement to supplement the current collective bargaining agreement; and
- The parties wish to memorialize their agreement, in writing, subject to ratification or approval and, if ratified, pending the signing of a new collective bargaining agreement.

The Agreement:

Now, therefore, the parties agree as follows:

I. Wages (Article III) – Market Adjustment:

- A. **Deputy Sheriff Trainee, Deputy Sheriff, Deputy Sheriff Criminal Investigator, Deputy Sheriff Juvenile Investigator Titles:** Effective July 1, 2024, a lump sum of \$5,000.00 will be added to each step of the 2024 Deputy Sheriff Trainee, Deputy Sheriff, Deputy Sheriff Criminal Investigator, Deputy Sheriff Juvenile Investigator base wage schedules set forth in Appendix A of the collective bargaining agreement. The \$5,000 market adjustment will apply prospectively, and the payment of the increase will be prorated for the remainder of 2024; i.e., \$2,500 to be paid from July 1, 2024 to December 31, 2024.
- B. **Deputy Sheriff Sergeant Title:** Effective July 1, 2024, a lump sum of \$5,000.00 will be added to each step of the 2024 Deputy Sheriff Sergeant base wage schedule set forth in Appendix A of the collective bargaining agreement. The increase will apply prospectively, and the payment of the increase will be prorated for the remainder of 2024. The \$5,000 market adjustment will apply prospectively, and the payment of the increase will be prorated for the remainder of 2024; i.e., \$2,500 to be paid from July 1, 2024 to December 31, 2024.

C. **Deputy Sheriff Lieutenant Title and Deputy Sheriff Senior Criminal Investigator:** Effective July 1, 2024, a lump sum of \$6,000.00 will be added to each step of the 2024 Deputy Sheriff Lieutenant and Deputy Sheriff Senior Criminal Investigator base wage schedules set forth in Appendix A of the collective bargaining agreement. The increase will apply prospectively, and the payment of the increase will be prorated for the remainder of 2024. The \$6,000 market adjustment will apply prospectively, and the payment of the increase will be prorated for the remainder of 2024; i.e., \$3,000 to be paid from July 1, 2024 to December 31, 2024.

D. **Base Wage Increase in 2026:** Effective January 1, 2026, the 2025 base wage schedules for all titles in the bargaining unit will be increased by 3.0%.

2. **Term of Agreement:** The term of the successor collective bargaining agreement will be July 1, 2024 through July 31, 2026.

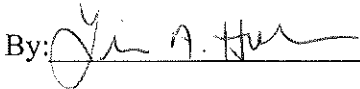
3. **Transfer of Bargaining Unit Work Improper Practice Charge:** Effective upon ratification of the memorandum of agreement, the TCDSA shall withdraw the pending improper practice charge in PERB case number U-38876.

4. **Modification of the Collective Bargaining Agreement:** All other provisions of the collective bargaining agreement will remain unchanged, except for housekeeping, amending dates, and other changes the parties agree to.

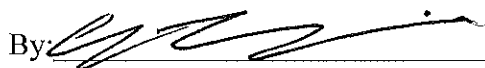
5. **Tentative Agreement Subject to Ratification:** This memorandum of agreement, once fully signed by all parties, is a tentative agreement and is subject to ratification by the parties' principals before it becomes final and binding.

Dated: January 25, 2024

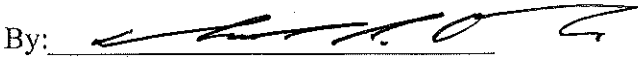
For the County of Tompkins:

By: 

For the Tompkins County Deputy Sheriffs' Association:

By: 

For the Tompkins County Sheriff's Office:

By:  1/23/2024
Derek Osborne
Sheriff