

MEMORANDUM OF AGREEMENT

THIS AGREEMENT made and entered into this 3rd day of April, 2020, between the COUNTY OF TOMPKINS, hereinafter referred to as "County" and the TOMPKINS COUNTY (COUNTY) and THE CIVIL SERVICE EMPLOYEES' ASSOCIATION Inc., LOCAL 855, AFSCME, AFL-CIO, AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES, TOMPKINS COUNTY BLUE COLLAR UNIT #8900-01 (CSEA).

WITNESSETH:

WHEREAS, the County Administrator declared a State of Emergency in Tompkins County effective March 14, 2020 due to the COVID-19 global pandemic, and

WHEREAS, County employees have been actively involved in the response and recovery efforts related to COVID-19 to promote and protect the health and safety of our community, and

WHEREAS, it is expected that overtime hours worked by staff on activities that are directly related to COVID-19 shall be reimbursable by the Federal Emergency Management Agency (FEMA), and

WHEREAS, compensatory time hours worked by staff on activities that are directly related to COVID-19 shall not be reimbursed by FEMA, and

WHEREAS, due to the broad ranging long-term economic impacts caused by COVID-19, it is in the best interests of both the County and the CSEA to recoup as much federal funding as possible related to COVID-19 expenditures, and

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

NOW, THEREFORE, it is agreed as follows:

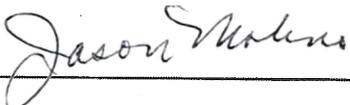
1. Effective March 6, 2020 and for the duration of the State of Emergency in Tompkins County, all CSEA employees shall be paid overtime at a rate of time and one half for all hours worked in excess of 40 hours per week.
2. Effective March 6, 2020 and for the duration of the State of Emergency in Tompkins County, no CSEA employees shall earn compensatory time for hours worked in excess of 40 hours per week.
3. This Agreement does not set a past practice or precedent for the future.
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.

[signature page follows]

A handwritten signature and the date "4/21/20" are located in the bottom right corner of the page.

Date: 04/03/2020

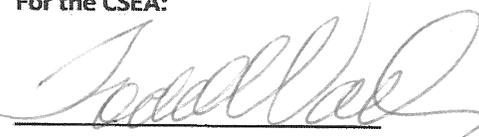
For the COUNTY:



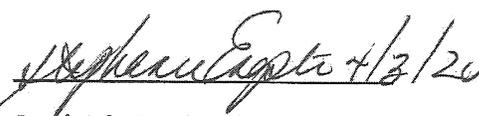
Jason Molino, County Administrator

Date: 4.3.2020

For the CSEA:



Todd VanOrman, Unit President



Stephanie Engster, LRS