

**MEMORANDUM OF AGREEMENT**

**by and between the**

**COUNTY of ONONDAGA**

**and the**

**CIVIL SERVICE EMPLOYEE'S ASSOCIATION, LOCAL 1000 AFSCME, AFL-CIO,  
ONONDAGA COUNTY LOCAL 834**

This AGREEMENT made this 1<sup>st</sup> day of ~~March~~ <sup>April</sup>, 2020 by and between the COUNTY OF ONONDAGA (hereinafter the "County") and the CIVIL SERVICE EMPLOYEE'S ASSOCIATION, LOCAL 1000 AFSCME, AFL-CIO, ONONDAGA COUNTY LOCAL 834 (Large Unit), (hereinafter the "Union") in regards to compensation for County employees represented by the Union in the form of a "Salary Equity Adjustment."

**WHEREAS**, The County and Union agreed to a Collective Bargaining Agreement (hereinafter "CBA") on October 20, 2020 setting the terms and conditions of employment, including compensation, for the period of January 1, 2020 to December 31, 2022; and,

**WHEREAS**, The CBA was subsequently ratified by the Union membership and adopted by the Onondaga County Legislature; and,

**WHEREAS**, Among the terms and conditions of the CBA was a provision for a 0% wage increase for 2020; and,

**WHEREAS**, The Union agreed to the 0% wage increase to assist the County in addressing the County's dire economic outlook at that time brought about by the COVID-19 global pandemic; and,

**WHEREAS**, Subsequent to ratification and adoption of the CBA, the County's economic outlook improved; and,

**WHEREAS**, As a result of the County's improved economic outlook, the County was able to agree to a 1% off-schedule, non-compounding wage increase for 2020 with other bargaining units; and,

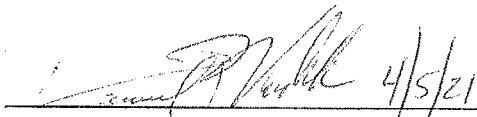
**WHEREAS**, The County believes it is fair and equitable to offer a 1% off-schedule, non-compounding salary equity adjustment to the Union and its members for 2020.

**BE IT NOW THEREFORE AGREED AS FOLLOWS:**

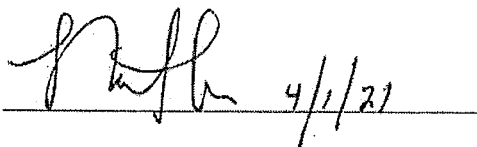
1. The County shall provide a salary equity adjustment of 1% calculated on 2020 base earnings to all County employees represented by the Union.

2. The 1% salary equity adjustment for 2020 shall not be added to the salary schedule in the CBA and shall be made as an off-schedule, non-compounding, one-time payment.
3. Payment of the salary equity adjustment shall only be made to County employees represented by the Union who were actively employed by the County in 2020 and remain actively employed as of the date this Agreement is executed.
4. Payment of the salary equity adjustment shall be made on or before May 28, 2021 by separate check.
5. This Agreement supersedes language in the CBA between the County and Union as it relates to wages for 2020, however, shall not modify the salary schedule as noted in #2 above.
6. No provision or provisions of this memorandum may be added to, deleted or modified in any manner unless it is done so in writing and is signed by all the parties hereto;
7. This Agreement constitutes the entire understanding between the parties on the issue addressed herein and supersedes all prior agreements or understandings, whether written or oral. The parties acknowledge that no representation, promise, inducement or statement of intention has been made by any party to this Agreement that is not embodied herein, and agree that no party shall be bound by, or liable for any alleged representation, promise, inducement or statement of intention not set forth in this Agreement.
8. This Agreement may not be used as precedent setting evidence against either party.

**FOR CSEA**

 4/5/21

**President, CSEA 834**

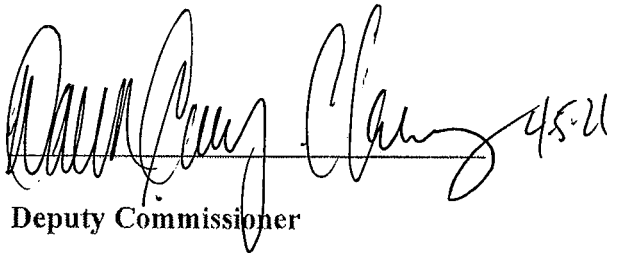
 4/1/21

**Labor Relations Specialist**

**FOR ONONDAGA COUNTY**

 4-5-21

**Acting Commissioner of Personnel**

 4.5.21

**Deputy Commissioner**