

MEMORANDUM OF AGREEMENT

The County of Greene (the "County") and the Civil Service Employees Association, Local 1000 AFSCME AFL-CIO for the Greene County General Unit #7000, Local #820 (the "Union") are parties to a Collective Bargaining Agreement for the term January 1, 2024 through December 31, 2027 (the "Agreement").

WHEREAS, the County and the Union seek to enter this Memorandum of Agreement (the "MOA") regarding application of Article 7.1.5 of the Agreement as follows:

1. **DESCRIPTION:** This MOA is made to provide specific Union employees with the updated terms of Article 7.1.5 of the Agreement, which addresses the calculation of the rate of pay for employees who are promoted or appointed to a title in a new grade.
2. **DEFINED EMPLOYEES:** This MOA will be applicable to those Union employees who were promoted or appointed to a title in a new grade during the time frame January 1, 2023 through December 31, 2023.
3. **RATE OF PAY:** Effective June 17, 2024, Union employees, as defined above, will be moved to the step they would have been moved to if the language of Article 7.1.5 of the Agreement had been in place on the date of their promotion or appointment to their title in a new grade, including any adjustments necessary due to applicable anniversary dates.
4. **RIGHTS AND RESPONSIBILITIES OF THE PARTIES:** This agreement is between the Union and the County and in no way represents new terms of employment between the County and Unit 7000 of CSEA Local 820.
5. **ENTIRE AGREEMENT:** This Agreement contains the entire agreement of the parties, and there are no other promises or conditions in any other agreement whether verbal or written.

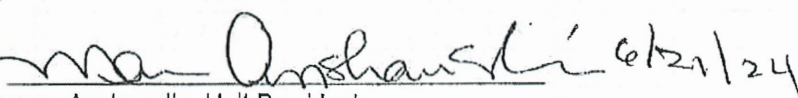
Agreed to this 25th day of June 2024.

COUNTY OF GREENE:

By: 
Shaun Groden, County Administrator

UNIT 7000 CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.:

By: 
James Hair, Labor Relations Specialist

By:  6/21/24
Maureen Anshanslin, Unit President