

Entire

MEMORANDUM OF AGREEMENT

By and Between

The County of Schoharie,

and

**The Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO (CSEA),
Local #848**

WHEREAS, The County of Schoharie (the "County") and the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO (CSEA), Local #848 (hereinafter the "Union") have duly entered into a collective bargaining agreement covering the period of January 1, 2017 through December 31, 2025 (the "CBA"); and

WHEREAS, the CBA contains Appendix A, which lays out the salaries of the various grades for employees of the County; and

WHEREAS, Article III, Section 1, enumerates the changes to the salary schedule over the course of the term of the CBA; and

WHEREAS, the County has recognized a need for salary improvements beyond what was previously agreed to within the CBA to assist with recruitment and retention, as well as to provide additional cost of living improvements to current and future employees; and

WHEREAS, the County has on its own initiative reviewed what additional salary improvements may be appropriate; and

WHEREAS, the County has held various independent meetings to determine the appropriate salary improvements and has made a conclusion as to what may be appropriate to reduce potential recruitment and retention issues within the County; and

WHEREAS, the County has notified CSEA of its desire to unilaterally implement said salary improvements; and

WHEREAS, the County's Board of Supervisors has authorized the County Administrator to present this pay increase to the CSEA membership and enter into agreement with CSEA; and

WHEREAS, the County now unilaterally presents this salary increase to the employees of the County; and

NOW, as and for a complete Memorandum of Agreement ("MOA"), the parties hereto agree as follows:

1. Effective the first full payroll period after the ratification of this MOA by both parties, Appendix A shall be amended to provide a 5% pay increase to all grades and steps. Any wage adjustments already agreed to within the CBA (a 2% increase effective January 1, 2024, and a 2% increase effective January 1, 2025) shall still occur on the designated date and will be applied to the new salary schedule that reflect the 5% pay increase discussed above. Attached hereto is the new Appendix A that shall be implemented, and the subsequent pay increases that will occur.

2. The parties agree that the provisions of Article XV shall be waived for the 2023 calendar year and that no reallocations pursuant to that article shall occur in 2023. Reallocations shall resume in the 2024 calendar year under the terms enumerated below.

3. Effective upon ratification of this MOA, Article XV shall be amended to read as follows:

The Reallocation Committee, which consists of six (6) persons (three from the Board of supervisors and three from CSEA) shall meet upon petition of either party to discuss the re-evaluation of positions in the Schoharie County Classified Service, and the Committee shall meet during the month of September in each calendar year. For each request (by title) for reallocation, the Unit President shall designate one individual to speak before the Reallocation Committee. Prior to any final decision, the Reallocation Committee shall listen to the merits of the proposal from the individual designated by the Unit President. Should the County determine to reallocate a position under this Article, such reallocation shall be effective January 1 of the following year.

4. The parties agree and understand that all other terms and conditions of employment outlined in the CBA shall remain in full force and effect and shall not be affected by this MOA unless explicitly modified herein.

5. The parties agree that this MOA is non-precedent setting, shall not be construed in any fashion or manner as a past practice and shall not be used as part of any future proceeding, grievance, litigation or any other matter by the parties, except as to enforce the terms hereof.

6. Each party hereto acknowledges that they have read the MOA, fully understands it, and have had all questions that they may have in regard thereto answered. Each party, being competent and of sound mind, enters into this MOA of their own free will and has not been coerced into doing so.

7. This MOA constitutes the entire understanding between the parties and it may not be amended unless agreed to in writing and executed with the same formality as the original.

8. This MOA is subject to ratification by the Union and the County Board of Supervisors.

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9. This Agreement may be executed with scanned, facsimile, or electronic signature and will have the same force and effect as original signatures for all purposes, even if executed in one or more counterparts.

COUNTY OF SCHOHARIE

Dated: May 05, 2023


By: 
William Federice, Chairman
Schoharie County Board of Supervisors

Dated: May 5, 2023

By: 
Korsah Akumfi
Schoharie County Administrator

CSEA

Dated: May 5, 2023

By: 
Richard Cain
President

Dated: May 5, 2023

By: 
Angelique Bywater
CSEA

Salary schedule

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Salary schedule for 2023 CSEA

Trial Salary schedule

Salary increase of 5.00% over last year

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Inc
Grade 1	24,638	25,595	26,552	27,509	28,466	29,423	957
Grade 2	29,703	30,692	31,681	32,670	33,659	34,648	989
Grade 3	30,375	31,402	32,429	33,456	34,483	35,510	1027
Grade 4	31,066	32,132	33,198	34,264	35,330	36,396	1066
Grade 5	31,877	32,997	34,117	35,237	36,357	37,477	1120
Grade 6	32,815	33,986	35,157	36,328	37,499	38,670	1171
Grade 7	33,822	35,055	36,288	37,521	38,754	39,987	1233
Grade 8	34,964	36,274	37,584	38,894	40,204	41,514	1310
Grade 9	36,308	37,696	39,084	40,472	41,860	43,248	1388
Grade 10	37,589	39,060	40,531	42,002	43,473	44,944	1471
Grade 11	39,623	41,227	42,831	44,435	46,039	47,643	1604
Grade 12	41,559	43,269	44,979	46,689	48,399	50,109	1710
Grade 13	43,654	45,486	47,318	49,150	50,982	52,814	1832
Grade 14	46,027	48,006	49,985	51,964	53,943	55,922	1979
Grade 15	48,578	50,704	52,830	54,956	57,082	59,208	2126
Grade 16	51,368	53,659	55,950	58,241	60,532	62,823	2291
Grade 17	54,360	56,824	59,288	61,752	64,216	66,680	2464
Grade 18	57,551	60,184	62,817	65,450	68,083	70,716	2633
Grade 19	61,000	63,830	66,660	69,490	72,320	75,150	2830
Grade 20	64,713	67,760	70,807	73,854	76,901	79,948	3047
Grade 21	68,672	71,943	75,214	78,485	81,756	85,027	3271
Grade 22	72,794	76,304	79,814	83,324	86,834	90,344	3510

Salary schedule

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Salary schedule for 2024 CSEA

Trial Salary schedule

Salary increase of 2.00% over last year

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Inc
Grade 1	25,131	26,107	27,083	28,059	29,035	30,011	976
Grade 2	30,297	31,306	32,315	33,324	34,333	35,342	1009
Grade 3	30,983	32,031	33,079	34,127	35,175	36,223	1048
Grade 4	31,687	32,774	33,861	34,948	36,035	37,122	1087
Grade 5	32,515	33,657	34,799	35,941	37,083	38,225	1142
Grade 6	33,471	34,665	35,859	37,053	38,247	39,441	1194
Grade 7	34,498	35,756	37,014	38,272	39,530	40,788	1258
Grade 8	35,663	36,999	38,335	39,671	41,007	42,343	1336
Grade 9	37,034	38,450	39,866	41,282	42,698	44,114	1416
Grade 10	38,341	39,841	41,341	42,841	44,341	45,841	1500
Grade 11	40,415	42,051	43,687	45,323	46,959	48,595	1636
Grade 12	42,390	44,134	45,878	47,622	49,366	51,110	1744
Grade 13	44,527	46,396	48,265	50,134	52,003	53,872	1869
Grade 14	46,948	48,967	50,986	53,005	55,024	57,043	2019
Grade 15	49,550	51,719	53,888	56,057	58,226	60,395	2169
Grade 16	52,395	54,732	57,069	59,406	61,743	64,080	2337
Grade 17	55,447	57,960	60,473	62,986	65,499	68,012	2513
Grade 18	58,702	61,388	64,074	66,760	69,446	72,132	2686
Grade 19	62,220	65,107	67,994	70,881	73,768	76,655	2887
Grade 20	66,007	69,115	72,223	75,331	78,439	81,547	3108
Grade 21	70,045	73,381	76,717	80,053	83,389	86,725	3336
Grade 22	74,250	77,830	81,410	84,990	88,570	92,150	3580

Salary schedule

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Salary schedule for 2025 CSEA

Trial Salary schedule

Salary increase of 2.00% over last year

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Inc
Grade 1	25,634	26,630	27,626	28,622	29,618	30,614	996
Grade 2	30,903	31,932	32,961	33,990	35,019	36,048	1029
Grade 3	31,603	32,672	33,741	34,810	35,879	36,948	1069
Grade 4	32,321	33,430	34,539	35,648	36,757	37,866	1109
Grade 5	33,165	34,330	35,495	36,660	37,825	38,990	1165
Grade 6	34,140	35,358	36,576	37,794	39,012	40,230	1218
Grade 7	35,188	36,471	37,754	39,037	40,320	41,603	1283
Grade 8	36,376	37,739	39,102	40,465	41,828	43,191	1363
Grade 9	37,775	39,219	40,663	42,107	43,551	44,995	1444
Grade 10	39,108	40,638	42,168	43,698	45,228	46,758	1530
Grade 11	41,223	42,892	44,561	46,230	47,899	49,568	1669
Grade 12	43,238	45,017	46,796	48,575	50,354	52,133	1779
Grade 13	45,418	47,324	49,230	51,136	53,042	54,948	1906
Grade 14	47,887	49,946	52,005	54,064	56,123	58,182	2059
Grade 15	50,541	52,753	54,965	57,177	59,389	61,601	2212
Grade 16	53,443	55,827	58,211	60,595	62,979	65,363	2384
Grade 17	56,556	59,119	61,682	64,245	66,808	69,371	2563
Grade 18	59,876	62,616	65,356	68,096	70,836	73,576	2740
Grade 19	63,464	66,409	69,354	72,299	75,244	78,189	2945
Grade 20	67,327	70,497	73,667	76,837	80,007	83,177	3170
Grade 21	71,446	74,849	78,252	81,655	85,058	88,461	3403
Grade 22	75,735	79,387	83,039	86,691	90,343	93,995	3652

MEMORANDUM OF AGREEMENT

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Local #848**

WHEREAS, The County of Schoharie (the "County") and the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO (CSEA), Local #848 (hereinafter the "Union") have duly entered into a collective bargaining agreement covering the period of January 1, 2017 through December 31, 2025 (the "CBA"); and

WHEREAS, the CBA contains Appendix A, which lays out the salaries of the various grades for employees of the County in the Department of Public Works and Department of Transportation; and

WHEREAS, the CBA enumerates a regular employee within the unit will work approximately 1,950 hours within a year, however there are employees in the departments referenced above who work 2,080 hours in a year; and

WHEREAS, the County has recognized a need for salary improvements beyond what was previously agreed to within the CBA to assist with recruitment and retention within the departments referenced above, as well as to provide additional cost of living improvements to current and future employees; and

WHEREAS, the County has on its own initiative reviewed what additional salary improvements may be appropriate; and

WHEREAS, the County has held various independent meetings to determine the appropriate salary improvements and has made a conclusion as to what may be appropriate to reduce potential recruitment and retention issues within the County; and

WHEREAS, the County also believes that employees working more hours throughout the year should have a salary that recognizes this fact; and

WHEREAS, the County has notified CSEA of its desire to unilaterally implement said salary improvements; and

WHEREAS, the County's Board of Supervisors has authorized the County Administrator to present this proposal to the CSEA membership and enter into agreement with CSEA; and

WHEREAS, the County now unilaterally presents this Memorandum of Agreement ("MOA") to the employees of the County; and

WHEREAS, the County has unilaterally presented a separate MOA that provides for a 5% pay increase to the entire unit; and

NOW, as and for a complete MOA, the parties hereto agree as follows:

1. Effective retroactively to January 1, 2023, a new salary schedule will be implemented for employees who are regularly scheduled and expected to work at least forty (40) hours a week in the Departments of Public Works and Transportation. The computation used to create said salary schedule shall take the current annualized salary of the applicable titles, divide that by 1,950, then multiply that value by 2,080. Said salary schedule shall be inserted into Appendix A of the CBA. The titles this shall effect will be enumerated within the CBA and shall only apply to those titles. Attached hereto is the amended Appendix A.

2. The County has presented a separate MOA that provides a 5% pay increase to the entire unit. The salary schedule to be implemented here incorporates that increase and this MOA is contingent on the ratification of that MOA.

3. Retroactivity of the salary change discussed herein shall only be provided to current and active employees.

4. The parties agree and understand that all other terms and conditions of employment outlined in the CBA shall remain in full force and effect and shall not be affected by this MOA unless explicitly modified herein.

5. The parties agree that this MOA is non-precedent setting, shall not be construed in any fashion or manner as a past practice and shall not be used as part of any future proceeding, grievance, litigation or any other matter by the parties, except as to enforce the terms hereof.

6. Each party hereto acknowledges that they have read the MOA, fully understands it, and have had all questions that they may have in regard thereto answered. Each party, being competent and of sound mind, enters into this MOA of their own free will and has not been coerced into doing so.

7. This MOA constitutes the entire understanding between the parties and it may not be amended unless agreed to in writing and executed with the same formality as the original.

8. This MOA is subject to ratification by the Union and the County Board of Supervisors.

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COUNTY OF SCHOHARIE

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Schoharie County Administrator

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Richard Cain
President

Dated: May 5, 2023

By: 
Angelique Bywater
CSEA

**Salary Schedule for Those Employees who work 40 hours per week
In the Departments of Public Works and Public Transportation**

2023

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Inc
Grade 5	\$ 32,383	\$ 33,521	\$ 34,659	\$ 35,797	\$ 36,935	\$ 38,073	\$ 1,138
Grade 6	\$ 33,335	\$ 34,524	\$ 35,713	\$ 36,902	\$ 38,091	\$ 39,280	\$ 1,189
Grade 8	\$ 35,519	\$ 36,850	\$ 38,181	\$ 39,512	\$ 40,843	\$ 42,174	\$ 1,331
Grade 9	\$ 36,884	\$ 38,294	\$ 39,704	\$ 41,114	\$ 42,524	\$ 43,934	\$ 1,410
Grade 10	\$ 38,186	\$ 39,680	\$ 41,174	\$ 42,668	\$ 44,162	\$ 45,656	\$ 1,494
Grade 11	\$ 40,252	\$ 41,882	\$ 43,512	\$ 45,142	\$ 46,772	\$ 48,402	\$ 1,630
Grade 12	\$ 42,219	\$ 43,957	\$ 45,695	\$ 47,433	\$ 49,171	\$ 50,909	\$ 1,738
Grade 13	\$ 44,347	\$ 46,208	\$ 48,069	\$ 49,930	\$ 51,791	\$ 53,652	\$ 1,861
Grade 15	\$ 49,349	\$ 51,509	\$ 53,669	\$ 55,829	\$ 57,989	\$ 60,149	\$ 2,160
Grade 17	\$ 55,222	\$ 57,725	\$ 60,228	\$ 62,731	\$ 65,234	\$ 67,737	\$ 2,503
Grade 18	\$ 58,464	\$ 61,139	\$ 63,814	\$ 66,489	\$ 69,164	\$ 71,839	\$ 2,675

<u>Positions</u>	<u>Grade</u>	<u>Positions</u>	<u>Grade</u>
Cleaner	5	Assistant Maintenance Mechanic	11
Laborer I	6	MEO IIA	11
Mechanic's Helper	6	Bridge Maintenance Worker II	12
Sr. Cleaner	8	Sign Maintenance Worker	12
Buildings & Grounds Laborer	8	MEO III	13
Laborer II	8	Automotive Mechanic	13
MEO I	9	Fleet Coordinator	13
MEO IIB	10	Assistant PW Supervisor	15
Bridge Maintenance Worker	10	Supervisor of Building Maintenance	17
Tire Repairer	10	PW Supervisor	18

**Salary Schedule for Those Employees who work 40 hours per week
In the Departments of Public Works and Public Transportation**

2023 with 5% increase over last year

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Inc
Grade 5	\$ 34,002	\$ 35,197	\$ 36,392	\$ 37,587	\$ 38,782	\$ 39,977	\$ 1,195
Grade 6	\$ 35,003	\$ 36,252	\$ 37,501	\$ 38,750	\$ 39,999	\$ 41,248	\$ 1,249
Grade 8	\$ 37,295	\$ 38,692	\$ 40,089	\$ 41,486	\$ 42,883	\$ 44,280	\$ 1,397
Grade 9	\$ 38,729	\$ 40,210	\$ 41,691	\$ 43,172	\$ 44,653	\$ 46,134	\$ 1,481
Grade 10	\$ 40,095	\$ 41,664	\$ 43,233	\$ 44,802	\$ 46,371	\$ 47,940	\$ 1,569
Grade 11	\$ 42,265	\$ 43,976	\$ 45,687	\$ 47,398	\$ 49,109	\$ 50,820	\$ 1,711
Grade 12	\$ 44,330	\$ 46,154	\$ 47,978	\$ 49,802	\$ 51,626	\$ 53,450	\$ 1,824
Grade 13	\$ 46,564	\$ 48,518	\$ 50,472	\$ 52,426	\$ 54,380	\$ 56,334	\$ 1,954
Grade 15	\$ 51,817	\$ 54,085	\$ 56,353	\$ 58,621	\$ 60,889	\$ 63,157	\$ 2,268
Grade 17	\$ 57,984	\$ 60,612	\$ 63,240	\$ 65,868	\$ 68,496	\$ 71,124	\$ 2,628
Grade 18	\$ 61,388	\$ 64,197	\$ 67,006	\$ 69,815	\$ 72,624	\$ 75,433	\$ 2,809

<u>Positions</u>	<u>Grade</u>	<u>Positions</u>	<u>Grade</u>
Cleaner	5	Assistant Maintenance Mechanic	11
Laborer I	6	MEO IIA	11
Mechanic's Helper	6	Bridge Maintenance Worker II	12
Sr. Cleaner	8	Sign Maintenance Worker	12
Buildings & Grounds Laborer	8	MEO III	13
Laborer II	8	Automotive Mechanic	13
MEO I	9	Fleet Coordinator	13
MEO IIB	10	Assistant PW Supervisor	15
Bridge Maintenance Worker	10	Supervisor of Building Maintenance	17
Tire Repairer	10	PW Supervisor	18

**Salary Schedule for Those Employees who work 40 hours per week
In the Departments of Public Works and Public Transportation**

2024 with 2% increase over last year

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Inc
Grade 5	\$ 34,683	\$ 35,901	\$ 37,119	\$ 38,337	\$ 39,555	\$ 40,773	\$ 1,218
Grade 6	\$ 35,702	\$ 36,976	\$ 38,250	\$ 39,524	\$ 40,798	\$ 42,072	\$ 1,274
Grade 8	\$ 38,041	\$ 39,466	\$ 40,891	\$ 42,316	\$ 43,741	\$ 45,166	\$ 1,425
Grade 9	\$ 39,503	\$ 41,013	\$ 42,523	\$ 44,033	\$ 45,543	\$ 47,053	\$ 1,510
Grade 10	\$ 40,897	\$ 42,497	\$ 44,097	\$ 45,697	\$ 47,297	\$ 48,897	\$ 1,600
Grade 11	\$ 43,109	\$ 44,854	\$ 46,599	\$ 48,344	\$ 50,089	\$ 51,834	\$ 1,745
Grade 12	\$ 45,216	\$ 47,076	\$ 48,936	\$ 50,796	\$ 52,656	\$ 54,516	\$ 1,860
Grade 13	\$ 47,495	\$ 49,489	\$ 51,483	\$ 53,477	\$ 55,471	\$ 57,465	\$ 1,994
Grade 15	\$ 52,853	\$ 55,167	\$ 57,481	\$ 59,795	\$ 62,109	\$ 64,423	\$ 2,314
Grade 17	\$ 59,143	\$ 61,824	\$ 64,505	\$ 67,186	\$ 69,867	\$ 72,548	\$ 2,681
Grade 18	\$ 62,615	\$ 65,480	\$ 68,345	\$ 71,210	\$ 74,075	\$ 76,940	\$ 2,865

<u>Positions</u>	<u>Grade</u>	<u>Positions</u>	<u>Grade</u>
Cleaner	5	Assistant Maintenance Mechanic	11
Laborer I	6	MEO IIA	11
Mechanic's Helper	6	Bridge Maintenance Worker II	12
Sr. Cleaner	8	Sign Maintenance Worker	12
Buildings & Grounds Laborer	8	MEO III	13
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Bridge Maintenance Worker	10	Supervisor of Building Maintenance	17
Tire Repairer	10	PW Supervisor	18

**Salary Schedule for Those Employees who work 40 hours per week
In the Departments of Public Works and Public Transportation**

2025 with 2% increase over last year

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Inc
Grade 5	\$ 35,376	\$ 36,619	\$ 37,862	\$ 39,105	\$ 40,348	\$ 41,591	\$ 1,243
Grade 6	\$ 36,416	\$ 37,715	\$ 39,014	\$ 40,313	\$ 41,612	\$ 42,911	\$ 1,299
Grade 8	\$ 38,801	\$ 40,255	\$ 41,709	\$ 43,163	\$ 44,617	\$ 46,071	\$ 1,454
Grade 9	\$ 40,293	\$ 41,833	\$ 43,373	\$ 44,913	\$ 46,453	\$ 47,993	\$ 1,540
Grade 10	\$ 41,715	\$ 43,347	\$ 44,979	\$ 46,611	\$ 48,243	\$ 49,875	\$ 1,632
Grade 11	\$ 43,971	\$ 45,751	\$ 47,531	\$ 49,311	\$ 51,091	\$ 52,871	\$ 1,780
Grade 12	\$ 46,121	\$ 48,019	\$ 49,917	\$ 51,815	\$ 53,713	\$ 55,611	\$ 1,898
Grade 13	\$ 48,446	\$ 50,479	\$ 52,512	\$ 54,545	\$ 56,578	\$ 58,611	\$ 2,033
Grade 15	\$ 53,910	\$ 56,269	\$ 58,628	\$ 60,987	\$ 63,346	\$ 65,705	\$ 2,359
Grade 17	\$ 60,326	\$ 63,060	\$ 65,794	\$ 68,528	\$ 71,262	\$ 73,996	\$ 2,734
Grade 18	\$ 63,868	\$ 66,791	\$ 69,714	\$ 72,637	\$ 75,560	\$ 78,483	\$ 2,923

<u>Positions</u>	<u>Grade</u>	<u>Positions</u>	<u>Grade</u>
Cleaner	5	Assistant Maintenance Mechanic	11
Laborer I	6	MEO IIA	11
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