

MEMORANDUM OF AGREEMENT

WHEREAS, the Town of Clinton ("The Town") and the CSEA, Inc., Local 1000 AFSCME, AFL-CIO ("The Union") are parties to a collective bargaining agreement ("CBA"); and

WHEREAS, Mr. Theron Tompkins ("TJ Tompkins") is a member of the Union and serves as a Heavy Motor Equipment Operator ("HMEO"); and

WHEREAS, TJ Tompkins was employed by the Town from April 1, 2011, to October 18, 2015, and again beginning January 2020 to present; and

WHEREAS, the Town, and Union agreed it would be in the best interest of each Party to adjust TJ Tompkins hire date; and

NOW THEREFORE, the parties agree as follows:

1. Effective upon the execution of this Agreement, TJ Tompkins' date of hire will be adjusted to July 1, 2018.
2. The adjustment of hire date to July 1, 2018 will apply to all contractual benefits with the exception of seniority.
3. This Agreement shall not be precedent-setting or used as evidence in any proceeding, except for the fulfillment of this Agreement.
4. This Agreement is subject to approval by the Town Board.

Date: 9/23/25

The Town of Clinton:

Michael Whitton, Town Supervisor

By: Michael Whitton

By CSEA:

Jordan Rider, Labor Relations Specialist

By: Jordan Rider

Chris Burns, Unit President

By: Chris Burns