

MEMORANDUM OF AGREEMENT

Dauphin County, Commonwealth of Pennsylvania ("County") and Teamsters Local 776 representing Dauphin County's Court-Related, Nonprofessional bargaining unit employees ("Teamsters") have agreed to the following Memorandum of Agreement ("Agreement"), which addresses certain issues left outstanding by the Interest Arbitration Award, dated October 11, 2022.

WHEREAS, the Interest Arbitration Award, dated October 11, 2022, established the terms and conditions of employment for bargaining unit employees during the period January 1, 2022 through December 31, 2025 ("Award");

WHEREAS, Paragraph 9 of the Award deferred to the County and the Teamsters issues related to incentive programs, and held that the Arbitration Panel would retain jurisdiction over such incentive programs if the parties were unable to reach agreement;

WHEREAS, the County and the Teamsters have reached agreement on issues related to the incentive programs; and

WHEREAS, the County and the Teamsters desire to resolve all issues related to the incentive programs, and all other issues related to the implementation of the Award.

NOW, THEREFORE, in consideration of the mutual agreements and covenants set forth below, and intending to be legally bound, the County and the Union agree as follows:

1. All full time bargaining unit employees hired on or before December 31, 2020, who are employed on the date that this Agreement is ratified, shall receive a Three Thousand Five Hundred Dollar (\$3,500.00) payment and all full time bargaining unit employees hired between December 31, 2020 and December 31, 2021, who are employed on the date that this Agreement is ratified, shall receive a Seventeen Hundred and Fifty Dollar (\$1750.00) payment (these payments shall collectively be referred to as the "Full Time Retention Bonus").
2. All part time deputy sheriffs and deputy coroners hired on or before December 31, 2021, who are employed on the date that this Agreement is ratified, shall receive a Seventeen Hundred and Fifty Dollar (\$1750.00) payment within 30 days following the effective date of this Agreement ("Part Time Retention Bonus").
3. The Full Time Retention Bonus and the Part Time Retention Bonus shall be paid within 30 days following the effective date of this Agreement, and shall be subject to applicable taxes and withholdings.
4. Bargaining Unit employees who have receive a Full Time Retention Bonus or Part Time Retention Bonus and who terminate employment with the County for any reason during the 12 month period following the payment of the Full Time Retention Bonus or Part Time Retention will be required to repay a pro-rated portion of such Full Time Retention Bonus or Part Time Retention Bonus. Such reimbursement shall be made by payroll deduction from the employee's final paycheck. Should an employee's final payroll check be insufficient to cover the amount of indebtedness, the employee agrees to repay any remaining balance within 10 days of the date of termination.
5. Tip staff shall not be eligible for the Full Time Retention Bonus or the Part Time Retention Bonus.
6. The starting hourly wage rate for full time and part-time deputy sheriffs shall be increased to \$24.39.

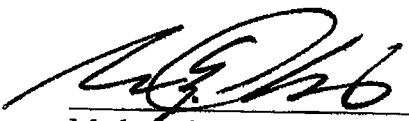
7. Effective with the first full pay period following the execution of this Agreement, all current deputy sheriffs, corporals and sergeants shall receive a wage increase of \$5 per hour. There shall be no retroactive payments as a result of this Agreement. The hourly wage increases articulated in this paragraph of the Agreement are in addition to and not in place of the pay rate increases contained in the above referenced Award.
8. The County and the Teamsters agree that this Agreement resolves the issues outlined in Paragraph 9 of the Award, and that there are no issues over which the Arbitration Panel shall retain jurisdiction.
9. This Memorandum of Agreement shall not set precedent nor prejudice the rights of either party with respect to any other bargaining unit or any other matter not expressly addressed herein.

Accepted by:



Date 2/15/23

Dauphin County



Date 2/13/23

Mark Andreozzi
Teamsters Local 776