

MEMORANDUM OF AGREEMENT

The Dauphin County Prison ("Prison") and Teamsters Local 776 representing Dauphin County's Correctional Officers/Sergeants/Maintenance/Records Officers at the Dauphin County Prison ("Union") have agreed to the following Memorandum of Agreement in an effort to improve retention and staffing levels and reduce overtime costs ("Agreement").

WHEREAS, the Prison and the Union are parties to a collective bargaining agreement that is effective January 1, 2022 through December 31, 2025 ("CBA");

WHEREAS, Article 45 of the CBA outlines wages rates and future wage increases for bargaining unit members;

WHEREAS, the Prison and the Union agree that turnover and position vacancies negatively impact staffing at the Prison and can result in the need for overtime assignments and lockdowns of the Prison;

WHEREAS, the Prison and the Union believe that improving recruitment and retention may help reduce the need for overtime assignments and improve staffing; and

WHEREAS, the Prison and the Union wish to allow for modifications to the current CBA as described herein, in an effort to improve retention and reduce overtime costs.

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

1. Effective with the first full pay period following ratification of this Agreement, Article 45 will be amended to the extent expressly outlined in this Agreement.
2. Section 45.3 of Article 45 shall be amended to reflect that the starting rate for Corrections Officers and Maintenance and Laundry employees hired on or after January 10, 2022 will be \$26.00 per hour, which will be in effect for the term of CBA. The remainder of Section 45.2 will remain unchanged. These starting rates will remain in effect for remaining duration of the CBA.
3. Corrections Officers and Maintenance employees who are below the Career Rate, as defined in Section 45.4, as of the effective date of this Agreement, will receive wage increases in a fractional amount of the Career Rate, following the completion of 1 year of service, 2 years of service, 3 years of service, and 6 years of service as set forth below:

After 1 Year of Service	\$27.25
After 2 Years of Service	\$28.25
After 3 Years of Service	\$29.00
After 6 Years of Service	\$31.50

4. Records Officers who are below the Career Rate, as defined in Section 45.4, as of the effective date of this Agreement, will receive wage increases in a fractional amount of the Career Rate, following the completion of 1 year of service, 2 years of service, 3 years of service, and 6 years of service as set forth below:

After 1 Year of Service	\$23.77
After 2 Years of Service	\$25.10

After 3 Years of Service	\$26.08
After 6 Years of Service	\$29.38

5. Correction Officers, Maintenance employees, and Records Officers will move to the full Career Rate, as set forth in Section 45.2, upon achievement of twelve (12) or more years of service at Dauphin County Prison and five (5) or more years in rank as set forth in Section 45.4.
6. Years of Service is based on length of continuous employment with Dauphin County Prison, consistent with the language in Article 6, Seniority.
7. All incumbent Corrections Officers, Maintenance employees and Records Officers who are below the Career Rate on the effective date of this Agreement, will be placed on the appropriate step as detailed in Paragraph 3, based on their Years of Service, effective with the first full pay period following ratification of this Agreement. There will be no backpay awarded as a result of this Agreement.
8. Future wage increases, based on Years of Service, will be effective the first full pay period following an employee's anniversary date at Dauphin County Prison.
9. Corrections Officers, Maintenance employees, and Records Officers who have not achieved the Career Rate (less than 12 Years of Service) will not be eligible for the 2.95% annual increases set forth in Section 45.2 for 2024 and 2025. Sergeants shall remain eligible for the 2.95% annual wage increases subject to the requirements and limitations fully set forth in Section 45.2. All bargaining unit members who achieve the Career Rate will be eligible for the wage increases set forth in the CBA and as set forth in Exhibit A.
10. 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:



Greg Briggs, Warden

 9/26/23

Shane Weaver, on behalf of Teamsters Local 776

EXHIBIT A

The career rates shall be as follows:

Job Title	2022	2023	2024	2025
CO, Maintenance Laundry	\$37.12	\$37.12	\$37.66	\$38.22
Sergeant, Asist. Maint. Supervisor	\$44.37	\$44.37	\$45.03	\$45.70
Records Officer	\$36.95	\$36.95	\$37.50	\$38.06