

RESOLUTION NO. 041221-2

**A RESOLUTION OF THE BOROUGH COUNCIL OF THE
BOROUGH OF GETTYSBURG, ADAMS COUNTY,
PENNSYLVANIA, AUTHORIZING THE ENTRY INTO AND
RATIFICATION OF A MEMORANDUM OF UNDERSTANDING
WITH THE TEAMSTERS LOCAL 776 FOR THE CREATION
AND APPROVAL OF A NEW FULL-TIME NON-UNIFORM
EMPLOYMENT POSITION WITH THE JOB TITLE OF
RECORDS AND SUPPORT SERVICES COORDINATOR.**

WHEREAS, in 2017, the Borough of Gettysburg (hereinafter the “Borough”) and the Teamsters Local 776 (hereinafter the “Union”) entered into a Collective Bargaining Agreement (hereinafter the “CBA”) for Non-Uniform employees of the Borough for the period of January 1, 2018 through December 31, 2022; and

WHEREAS, the Borough and the Union recognize the need to preserve the fiscal health of the Borough and also to improve its delivery of services; and


WHEREAS, the Borough and the Union desire to enter into a Memorandum of Understanding amending certain provisions of the CBA in order to create a new full-time non-uniform position within the Gettysburg Borough Police Department and to amend the provisions of the CBA relative to the creation of the new full-time Union position with the job title of Records and Support Services Coordinator.

WHEREFORE, BE IT RESOLVED, that the Borough Council of the Borough of Gettysburg, Adams County, Pennsylvania, is hereby authorized to enter into a Memorandum of Understanding with the Teamsters Local 776, a true and correct copy of which is attached hereto as Exhibit “A” and is incorporated herein by reference for the purpose of amending the Collective Bargaining Agreement for non-uniform employees of the Borough in order to create a new full-time Non-Uniform Union position within the Gettysburg Borough Police Department with the job title of Records and Support Service Coordinator, for the elimination of the former position of Police Secretary and to assign a pay grade level for such new non-uniform employment position; and

WHEREFORE, BE IT FURTHER RESOLVED, that Jacob W. Schindel, President of Borough Council, and Sara L. Stull, Assistant Borough Manager/Secretary, are hereby authorized and directed to execute and deliver the Memorandum of Understanding on behalf of the Borough of Gettysburg.

THIS RESOLUTION DULY ADOPTED according to law on this 12th day of April, 2021, at a duly advertised monthly general business meeting of the Borough Council of the Borough of Gettysburg, Adams County, Pennsylvania.

BOROUGH OF GETTYSBURG

By: 

Jacob W. Schindel
President of Borough Council

Attest:



Sara L. Stull, Secretary

MEMORANDUM OF UNDERSTANDING
Records & Support Services Coordinator

This memorandum of understanding dated this 12th day of April 2021, (hereinafter this "Agreement") between the Borough of Gettysburg (hereinafter the "Borough") and the Teamsters Local 776 (hereinafter the "Union"), WITNESSETH.

WHEREAS, the Borough and the Union entered into a Collective Bargaining Agreement (hereinafter "CBA") on January 1, 2018 covering the years of 2018 through 2022; and

WHEREAS, the Borough and the Union desire to enter into this Agreement as it is mutually beneficial to do so agreed to amend ARTICLE XXI (Compensation; Section 21.01 - Tiered Compensation Based on Length of Service and Section 21.01.02 – Compensation – Hired After December 31, 2013) of the CBA.

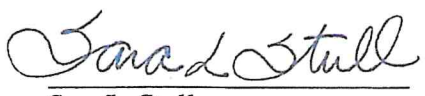
NOW THEREFORE, in consideration of the mutual covenants and conditions herein set forth, the parties hereto, each intending to be legally bound, covenant and agree as follows:

1. The above recitals are incorporated herein by reference.
2. The Borough created a Full-Time Union position with the job title of Records and Support Services Coordinator.
3. ARTICLE XXI (Compensation) is amended to include the job title of Records and Support Services Coordinator.
 - a) For the purposes of compensation, job pay grade 6 (formally Police Secretary) has been retitled 'Records and Support Services Coordinator'.
 - b) The Borough has eliminated the job title and position of Police Secretary.
 - c) The Records and Support Services Coordinator shall be assigned Grade Level 6, as defined in Exhibit D-1 of the CBA and is referenced at the conclusion of this MOU.
4. This employee is a Police Department employee and is directed by the Chief of Police, or their designee in their absence.
5. The parties agree that the terms and conditions of this Agreement do not and will not constitute a precedent for purposes of future collective bargaining by the parties.
6. The CBA shall remain unmodified and in full force and effect in all other respects not expressly modified by this Agreement.
7. If any terms or provisions or portions of this Agreement or application thereof to any person or circumstance shall be held invalid, the remainder of said term or provision and/or this Agreement shall not be affected thereby; and, to this end, the parties hereto agree that the terms and provisions of this Agreement are severable.

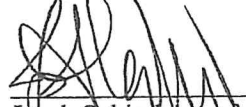
8. This Agreement shall remain in effect until such time as the parties alter it by mutual agreement that is reduced to writing and signed by their authorized representatives.
9. The Borough and the Union agree that this MOU shall take effect as soon as the Full Time Records and Support Services Coordinator is hired and begins work.

Intending to be bound hereby the parties execute this Agreement this 12th day of April 2021.


ATTEST:


 Sara L. Stull
 Borough Secretary

Gettysburg Borough


 Jacob Schindel
 President Borough Council

WITNESS:



Teamsters Local Union #776



Pay Grade System - Employees Hired After December 31, 2013								
Grade Level	2021	Hourly Hiring Rate \$/Hr.	Months of Service					
			Rate A Hire Rate 0-12	Rate B 13-24	Rate C 25-36	Rate D 37-48	Rate E 49-60	Rate F 61+
6	Records & Support Services Coordinator	\$16.27	\$33,845	\$34,522	\$35,212	\$35,916	\$36,634	\$37,367

Pay Grade System - Employees Hired After December 31, 2013								
Grade Level	2022	Hourly Hiring Rate \$/Hr.	Months of Service					
			Rate A Hire Rate 0-12	Rate B 13-24	Rate C 25-36	Rate D 37-48	Rate E 49-60	Rate F 61+
6	Records & Support Services Coordinator	\$16.60	\$34,528	\$35,219	\$35,923	\$36,641	\$37,374	\$38,121