

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (“the Agreement”) is made by and between the Borough of Tarentum (the “Borough”) and the Tarentum Borough Police Wage and Policy Committee (the “Union”) (collectively the “Parties”).

WHEREAS, the Borough and the Union are parties to a collective bargaining agreement (“CBA”), which sets forth the terms and conditions of employment for police officers covered by the collective bargaining agreement, for the period of January 1, 2023 through December 31, 2027;

WHEREAS, the Borough has elected to increase the number of Sergeant Positions within the Police Department, which requires amendments to the CBA due to previously negotiated constraints on what is otherwise a managerial prerogative to determine the number of ranking and non-ranking positions within the Department;

WHEREAS, the Borough has further elected to establish a Lieutenant position within the Department, over which it recognizes its obligation to bargain with the Union over the terms and conditions of employment for such classification; and

WHEREAS, the Parties intend therefore to enter into this Agreement to memorialize their mutual agreement and understanding with respect to these matters, as more fully set forth below.

NOW, THEREFORE, intending to be legally bound, the parties have agreed as follows:

A. **Section 9.4 – Sergeant Position** is eliminated, as the number of ranking and non-ranking officer positions to be created within the Police Department is a managerial right within the discretion of the Borough which is not subject to collective bargaining. Subsequent sections are renumbered accordingly.

B. **Section 9.5 – Pay Rates** is revised as follows:

The Sergeant position shall pay One Dollar (\$1.00) per hour more than the patrolman’s prevailing wage, including shift differential for the term of this Agreement. If and when a Sergeant is not scheduled, the senior full-time officer on duty will receive an additional Fifty Cents (\$.50) per hour more than the patrolman’s prevailing wage for Officer in Charge pay. The Lieutenant position shall pay Two Dollars and Fifty Cents (\$2.50) per hour more than the patrolman’s prevailing wage, including shift differential for the term of this Agreement.

C. **Section 9.6 – Detective Position** is revised as follows:

Council hereby approves the position of Police Detective. The Chief of Police will have the power to appoint a Patrolman, Sergeant, or Lieutenant to the position of Detective.

D. The Parties affirm that they have carefully read and understand this Agreement, that it has been reviewed with legal counsel, and that they are authorized to legally bind the party on whose behalf they have signed.

E. The terms of the CBA between the Parties shall not be modified except as expressly set forth in this Agreement.

WHEREAS, intending to be legally bound hereby, the Parties enter into this Agreement as of the date indicated below:

Tarentum Borough

Council President

Date: _____

Tarentum Borough Police Wage and Policy Committee

Date: _____

Attest: _____
Borough Manager