



LETTER OF AGREEMENT
Between
Petersburg Borough and Petersburg Municipal Employees Association

This letter of agreement ("Agreement") is made and entered into by and between the Petersburg Borough ("Borough") and the Petersburg Municipal Employees Association ("PMEA"), in order to extend the Term of the 2017-2020 Collective Bargaining Agreement and agree upon a new wage matrix effective July 1, 2020.

Whereas, the Borough and PMEA are parties to a Collective Bargaining Agreement ("CBA") that is currently in effect from July 1, 2017 through June 30, 2020; and

Whereas, both parties have provided proper notice of their intent to effect changes to the Agreement; and

Whereas, negotiations between the parties were set to begin April 7, 2020, but have been indefinitely delayed due to the outbreak of the covid-19 pandemic; and

Whereas, the parties wish to extend the term of the CBA in order to allow for negotiations between the parties prior to expiration of the Term; and

Whereas, the parties further wish to agree upon a 2% wage increase for all positions covered by the CBA, effective as of July 1, 2020, as demonstrated by a new wage matrix for the period of extension.

Therefore, the Borough and PMEA agree as follows:

1. Article 21 of the CBA is amended to provide that the Agreement shall continue in effect until December 31, 2020 (replacing June 30, 2020). The parties acknowledge that each has already timely provided to the other proper written notice of its desire to effect changes to the Agreement, and that no further or additional notice is hereafter required.
2. Pursuant to paragraph 18.1 of the CBA, the wage schedule for employees covered by the CBA is amended to reflect a two percent (2%) wage increase to Step C for all positions, effective July 1, 2020, as set forth in Appendix A hereto and incorporated into the CBA by reference.

No other provision of the CBA is modified by this LOA.

Agreed:

Stephen Giesbrecht
Borough Manager
Petersburg Borough

Date: _____

Justin Haley
President
Petersburg Municipal Employees Association

Date: _____

July 1, 2020 - December 31, 2020

A. During the first six (6) months of employment, employees shall be paid at Step A (90% of Step C).

B. During the second six (6) months of employment, employees shall be paid at Step B (95% of Step C).

C. After one (1) year of employment, employees shall be at Step C.

D. The Facilities Maintenance Department was abolished 7/1/2014. Employees in the position of Facilities Maintenance 2 or 3 that were reclassified to General Facilities Maintenance Technician or Public Works Streets and Facilities Maintenance shall continue to receive their hourly base rate as expressed in the contract expiring 6-30-2014 (see *Grandfathered Maintenance III under Facilities Maintenance). The reclassified employees will continue to receive step increases and other benefits based on their original seniority date. The grandfathered position addressed below is only to aid in annual salary verification for those positions.

E. Effective July 1, 2020, the Employer will increase Step C by 2% for all positions on this wage matrix.

Step A: 0-6 months, 90% of Step C
Step B: 7-12 months, 95% of Step C
Step C: 1-3 years, 100%
Step D: 4-5 years, 100% of Step C + \$0.50
Step E: 6-7 years, 100% of Step C + \$0.75
Step F: 8-10 years, 100% of Step C + \$1.00
Step G: 10-14 years, 100% of Step C + \$1.25
Step H: 15+ years, 100% of Step C + \$1.50

Increase from Previous Step

90% of C 95% of C 100% \$ 0.50 \$ 0.25 \$ 0.25 \$ 0.25 \$ 0.25

Assisted Living/Elderly Housing

	A	B	C	D	E	F	G	H
(MVM) Administrative Assistant	\$ 20.47	\$ 21.61	\$ 22.75	\$ 23.25	\$ 23.50	\$ 23.75	\$ 24.00	\$ 24.25
General Facilities Maintenance Tech	\$ 17.98	\$ 18.98	\$ 19.98	\$ 20.48	\$ 20.73	\$ 20.98	\$ 21.23	\$ 21.48
Head Cook and Kitchen Coordinator	\$ 15.49	\$ 16.35	\$ 17.21	\$ 17.71	\$ 17.96	\$ 18.21	\$ 18.46	\$ 18.71
Resident Assistant	\$ 16.58	\$ 17.50	\$ 18.42	\$ 18.92	\$ 19.17	\$ 19.42	\$ 19.67	\$ 19.92
Resident Assistant, Activities Coordinator	\$ 16.58	\$ 17.50	\$ 18.42	\$ 18.92	\$ 19.17	\$ 19.42	\$ 19.67	\$ 19.92
Resident Assistant Supervisor	\$ 20.46	\$ 21.60	\$ 22.74	\$ 23.24	\$ 23.49	\$ 23.74	\$ 23.99	\$ 24.24

Community Development

	A	B	C	D	E	F	G	H
Building Official & Code Enforcement Officer	\$ 30.12	\$ 31.79	\$ 33.47	\$ 33.97	\$ 34.22	\$ 34.47	\$ 34.72	\$ 34.97
Mapping Technician	\$ 22.87	\$ 24.14	\$ 25.41	\$ 25.91	\$ 26.16	\$ 26.41	\$ 26.66	\$ 26.91

Facilities Maintenance

	A	B	C	D	E	F	G	H
*Grandfathered Maintenance III	\$ 23.36	\$ 24.66	\$ 25.96	\$ 26.46	\$ 26.71	\$ 26.96	\$ 27.21	\$ 27.46

Finance

	A	B	C	D	E	F	G	H
Finance Clerk I (Customer Service)	\$ 18.28	\$ 19.29	\$ 20.31	\$ 20.81	\$ 21.06	\$ 21.31	\$ 21.56	\$ 21.81
Finance Clerk II (Accts Payable/Sales Tax/Utilities/Property Tax)	\$ 20.98	\$ 22.14	\$ 23.31	\$ 23.81	\$ 24.06	\$ 24.31	\$ 24.56	\$ 24.81
Finance Clerk III (Grants/Banking)	\$ 23.27	\$ 24.56	\$ 25.86	\$ 26.36	\$ 26.61	\$ 26.86	\$ 27.11	\$ 27.36

Fire

	A	B	C	D	E	F	G	H
EMS Coordinator/Firefighter	\$ 24.83	\$ 26.21	\$ 27.59	\$ 28.09	\$ 28.34	\$ 28.59	\$ 28.84	\$ 29.09
Fire Marshal/EMT	\$ 24.83	\$ 26.21	\$ 27.59	\$ 28.09	\$ 28.34	\$ 28.59	\$ 28.84	\$ 29.09

Harbor

	A	B	C	D	E	F	G	H
Administrative Asst./Harbor Security Officer	\$ 24.61	\$ 25.98	\$ 27.35	\$ 27.85	\$ 28.10	\$ 28.35	\$ 28.60	\$ 28.85
Harbor Security Officer	\$ 22.38	\$ 23.62	\$ 24.87	\$ 25.37	\$ 25.62	\$ 25.87	\$ 26.12	\$ 26.37
Maintenance Assistant/Harbor Security Officer	\$ 18.47	\$ 19.50	\$ 20.52	\$ 21.02	\$ 21.27	\$ 21.52	\$ 21.77	\$ 22.02
Maintenance/Harbor Security Officer	\$ 22.38	\$ 23.62	\$ 24.87	\$ 25.37	\$ 25.62	\$ 25.87	\$ 26.12	\$ 26.37

Library

	A	B	C	D	E	F	G	H
Library Clerk	\$ 15.02	\$ 15.85	\$ 16.69	\$ 17.19	\$ 17.44	\$ 17.69	\$ 17.94	\$ 18.19
Library Page	\$ 10.33	\$ 10.90	\$ 11.48	\$ 11.98	\$ 12.23	\$ 12.48	\$ 12.73	\$ 12.98
Library Program Coordinator	\$ 15.02	\$ 15.85	\$ 16.69	\$ 17.19	\$ 17.44	\$ 17.69	\$ 17.94	\$ 18.19
Library Technician I	\$ 18.28	\$ 19.29	\$ 20.31	\$ 20.81	\$ 21.06	\$ 21.31	\$ 21.56	\$ 21.81
Library Technician II	\$ 20.47	\$ 21.61	\$ 22.75	\$ 23.25	\$ 23.50	\$ 23.75	\$ 24.00	\$ 24.25

Motor Pool

	A	B	C	D	E	F	G	H
Motor Pool Foreman	\$ 26.94	\$ 28.44	\$ 29.94	\$ 30.44	\$ 30.69	\$ 30.94	\$ 31.19	\$ 31.44
Motor Pool Mechanic	\$ 25.45	\$ 26.86	\$ 28.27	\$ 28.77	\$ 29.02	\$ 29.27	\$ 29.52	\$ 29.77

Parks & Recreation

	A	B	C	D	E	F	G	H
Custodian	\$ 14.39	\$ 15.18	\$ 15.98	\$ 16.48	\$ 16.73	\$ 16.98	\$ 17.23	\$ 17.48
Facility Attendant	\$ 14.39	\$ 15.18	\$ 15.98	\$ 16.48	\$ 16.73	\$ 16.98	\$ 17.23	\$ 17.48
Facility Specialist	\$ 14.86	\$ 15.69	\$ 16.51	\$ 17.01	\$ 17.26	\$ 17.51	\$ 17.76	\$ 18.01

Appendix A

Facilities Supervisor	\$ 21.53	\$ 22.72	\$ 23.92	\$ 24.42	\$ 24.67	\$ 24.92	\$ 25.17	\$ 25.42
General Facilities Maintenance Technician	\$ 21.33	\$ 22.51	\$ 23.69	\$ 24.19	\$ 24.44	\$ 24.69	\$ 24.94	\$ 25.19
Groundkeeper	\$ 20.67	\$ 21.82	\$ 22.97	\$ 23.47	\$ 23.72	\$ 23.97	\$ 24.22	\$ 24.47
Lifeguard I	\$ 12.00	\$ 12.66	\$ 13.33	\$ 13.83	\$ 14.08	\$ 14.33	\$ 14.58	\$ 14.83
Lifeguard II	\$ 14.39	\$ 15.18	\$ 15.98	\$ 16.48	\$ 16.73	\$ 16.98	\$ 17.23	\$ 17.48
Maintenance	\$ 17.98	\$ 18.98	\$ 19.98	\$ 20.48	\$ 20.73	\$ 20.98	\$ 21.23	\$ 21.48
Parks Assistant	\$ 14.39	\$ 15.18	\$ 15.98	\$ 16.48	\$ 16.73	\$ 16.98	\$ 17.23	\$ 17.48
Administrative Assistant	\$ 18.28	\$ 19.29	\$ 20.31	\$ 20.81	\$ 21.06	\$ 21.31	\$ 21.56	\$ 21.81

Police

	A	B	C	D	E	F	G	H
Chief Dispatcher/Corrections Officer	\$ 21.15	\$ 22.33	\$ 23.50	\$ 24.00	\$ 24.25	\$ 24.50	\$ 24.75	\$ 25.00
Dispatcher/Corrections Officer 1	\$ 19.37	\$ 20.45	\$ 21.52	\$ 22.02	\$ 22.27	\$ 22.52	\$ 22.77	\$ 23.02
Dispatcher/Corrections Officer 2	\$ 19.84	\$ 20.94	\$ 22.04	\$ 22.54	\$ 22.79	\$ 23.04	\$ 23.29	\$ 23.54
Dispatcher/Corrections Officer 3	\$ 20.32	\$ 21.44	\$ 22.57	\$ 23.07	\$ 23.32	\$ 23.57	\$ 23.82	\$ 24.07
Police Captain	\$ 28.90	\$ 30.50	\$ 32.11	\$ 32.61	\$ 32.86	\$ 33.11	\$ 33.36	\$ 33.61
Police Officer 1	\$ 25.89	\$ 27.33	\$ 28.76	\$ 29.26	\$ 29.51	\$ 29.76	\$ 30.01	\$ 30.26
Police Officer 2	\$ 26.59	\$ 28.07	\$ 29.55	\$ 30.05	\$ 30.30	\$ 30.55	\$ 30.80	\$ 31.05
Police Sergeant	\$ 27.91	\$ 29.46	\$ 31.01	\$ 31.51	\$ 31.76	\$ 32.01	\$ 32.26	\$ 32.51
Support Services Manager	\$ 24.09	\$ 25.43	\$ 26.76	\$ 27.26	\$ 27.51	\$ 27.76	\$ 28.01	\$ 28.26

Public Works

	A	B	C	D	E	F	G	H
(PW) Administrative Assistant	\$ 18.28	\$ 19.29	\$ 20.31	\$ 20.81	\$ 21.06	\$ 21.31	\$ 21.56	\$ 21.81
(PW) Administrative Assistant II	\$ 20.47	\$ 21.61	\$ 22.75	\$ 23.25	\$ 23.50	\$ 23.75	\$ 24.00	\$ 24.25
Heavy Equipment Operator	\$ 25.45	\$ 26.86	\$ 28.27	\$ 28.77	\$ 29.02	\$ 29.27	\$ 29.52	\$ 29.77
Laborer	\$ 17.98	\$ 18.98	\$ 19.98	\$ 20.48	\$ 20.73	\$ 20.98	\$ 21.23	\$ 21.48
Laborer II	\$ 20.39	\$ 21.52	\$ 22.65	\$ 23.15	\$ 23.40	\$ 23.65	\$ 23.90	\$ 24.15
Street Foreman	\$ 27.84	\$ 29.39	\$ 30.94	\$ 31.44	\$ 31.69	\$ 31.94	\$ 32.19	\$ 32.44
General Facilities Maintenance	\$ 21.33	\$ 22.51	\$ 23.69	\$ 24.19	\$ 24.44	\$ 24.69	\$ 24.94	\$ 25.19
Utility Worker	\$ 23.36	\$ 24.66	\$ 25.96	\$ 26.46	\$ 26.71	\$ 26.96	\$ 27.21	\$ 27.46

Sanitation

	A	B	C	D	E	F	G	H
Sanitation Baler/Landfill Operator	\$ 21.14	\$ 22.32	\$ 23.49	\$ 23.99	\$ 24.24	\$ 24.49	\$ 24.74	\$ 24.99
Sanitation Driver/Baler Assistant	\$ 21.14	\$ 22.32	\$ 23.49	\$ 23.99	\$ 24.24	\$ 24.49	\$ 24.74	\$ 24.99
Sanitation Operator	\$ 21.14	\$ 22.32	\$ 23.49	\$ 23.99	\$ 24.24	\$ 24.49	\$ 24.74	\$ 24.99
Sanitation Operations Supervisor	\$ 26.37	\$ 27.84	\$ 29.30	\$ 29.80	\$ 30.05	\$ 30.30	\$ 30.55	\$ 30.80

Water/Wastewater

	A	B	C	D	E	F	G	H
Water & Wastewater Aide	\$ 12.87	\$ 13.59	\$ 14.30	\$ 14.80	\$ 15.05	\$ 15.30	\$ 15.55	\$ 15.80
Water & Wastewater Operator I	\$ 17.98	\$ 18.98	\$ 19.98	\$ 20.48	\$ 20.73	\$ 20.98	\$ 21.23	\$ 21.48

Appendix A

Water & Wastewater Operator II	\$ 20.39	\$ 21.52	\$ 22.65	\$ 23.15	\$ 23.40	\$ 23.65	\$ 23.90	\$ 24.15
Water & Wastewater Operator III	\$ 24.83	\$ 26.21	\$ 27.59	\$ 28.09	\$ 28.34	\$ 28.59	\$ 28.84	\$ 29.09
Water & Wastewater Operator IV	\$ 25.45	\$ 26.86	\$ 28.27	\$ 28.77	\$ 29.02	\$ 29.27	\$ 29.52	\$ 29.77
Wastewater Operations Supervisor	\$ 28.78	\$ 30.38	\$ 31.98	\$ 32.48	\$ 32.73	\$ 32.98	\$ 33.23	\$ 33.48
Water Operations Supervisor	\$ 28.78	\$ 30.38	\$ 31.98	\$ 32.48	\$ 32.73	\$ 32.98	\$ 33.23	\$ 33.48