

Between
The State Law Enforcement Officers' Labor Alliance
and
The State of Maryland
December 31, 2013

This Amendment to the Memorandum of Understanding (MOU) made this 31st day of December, 2013 by and between the State of Maryland and the State Law Enforcement Officers' Labor Alliance (SLEOLA).

The MOU dated July 1, 2012 – June 30, 2015 by and between the State and SLEOLA is hereby modified in accordance with the terms of this Amendment. Wherever there is any conflict between this Amendment and the MOU, the provisions of this Amendment control and the MOU shall be construed accordingly.

1. Pursuant to the accretion representation proceedings conducted by the State Labor Relations Board, the classifications of Warrant Apprehension Unit Detective within the Department of Public Safety and Correctional Services (DPSCS) and Comptroller Field Enforcement Agent within the office of the Comptroller of Maryland shall be included in Bargaining Unit I.
2. The *State and Natural Resources Police Salary Schedule* shall be restructured effective January 1, 2015, as reflected in Appendix A of this Amendment.
3. The *Deputy Fire Marshal Salary Schedule* and the *Police Officer Salary Schedule* shall be merged into one schedule entitled the *State Law Enforcement Salary Schedule* effective January 1, 2015, as reflected in Appendix B of this Amendment. As a result, the classifications of Deputy Fire Marshal I, Deputy

Fire Marshal II, and Deputy Fire Marshal III shall be included on the *Police Officer Salary Schedule*. Additionally, the following classifications will be moved from the Standard Salary Schedule to the *Police Officer Salary Schedule*: Internal Investigator Detective Provisional DPSCS, Internal Investigator Detective Sergeant DPSCS, Comptroller Field Enforcement Agent, and Warrant Apprehension Unit Detective.

4. Effective July 1, 2014, salary increments, also known as within grade step increases, will be reinstated and all employees who are otherwise eligible shall receive an increment on their appropriate annual increment date during Fiscal Year 2015.
5. Effective upon the signing of this Amendment, the annual fitness bonus payment shall be reduced by \$200 to \$550.
6. Bargaining unit members shall receive five days of administrative leave at the beginning of Fiscal Year 2015 to be used in accordance with the provisions of the MOU, Article IX, Leave with Pay, Section 10, Salary Reduction Days.
7. The parties agree that the Maryland State Police (MSP) Uniform Committee will meet to develop recommendations for uniform modernization and improvement. The Committee will hold its first meeting no later than March 1, 2014. Recommendations from the Committee will be submitted to the Superintendent within three months of the Committee's first meeting.
8. Troopers in uniform may wear black boots that are appropriate for law enforcement activities, in lieu of black shoes, except that Troopers will not wear boots when wearing the Class "A" uniform. Boots must be well-maintained and


present a professional appearance. The design and style of the boots to be worn by Troopers will be approved by the Uniform Committee by March 1, 2014.

9. The State agrees to maintain the current medical plan (including vision) and prescription drug benefits in effect as of July 1, 2011 for active bargaining unit members.
10. In calendar year 2014 bargaining unit members shall enjoy four additional pay periods in which health insurance contributions are not required; two of these shall be in April 2014 and two of these shall be in December 2014.
11. A bargaining unit member who is a law enforcement employee and who is required to work four or more hours on New Year's Day, Thanksgiving Day, or Christmas Day, or who is scheduled to be off duty on New Year's Day, Thanksgiving Day, or Christmas Day and is called to duty on any part of that day is entitled to compensatory time of one day and payment at the rate of one and one-half times the employee's regular hourly rate of pay for each hour worked on that day.

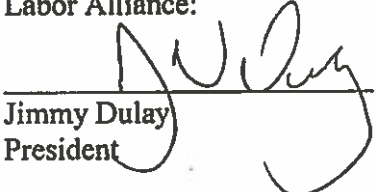
It is understood and agreed by the parties that, in order to offset the costs associated with the aforementioned increases, bargaining unit members will not receive a two percent (2%) cost-of-living adjustment in January 2015, and the starting salaries of Maryland State Police Trooper Candidates and Natural Resources Police Candidates will be reduced to \$35,000 annually.

IN WITNESS WHEREOF, the parties hereto intending to be legally bound have executed this Amendment as of April 2, 2014.

For the State of Maryland:



Martin O'Malley
Governor

For the State Law Enforcement Officers'
Labor Alliance:


Jimmy Dulay
President


John McDonough
Chief Negotiator


T. Eloise Foster
Secretary
Department of Budget & Management


Cynthia A. Kollner
Executive Director
Office of Personnel Services & Benefits
Department of Budget & Management