

**SIDE LETTER BETWEEN STATE OF MARYLAND AND THE
MARYLAND PROFESSIONAL EMPLOYEES COUNCIL**

January 15, 2019

Jerry Smith
President, Maryland Professional Employees Council (MPEC)

Jacquelyn Raines
Chief Negotiator, MPEC

Re: Annual Salary Reviews

This is a Side Letter to the Memorandum of Understanding between the State of Maryland and the Maryland Professional Employees Council (MPEC or "the Union") in effect from January 1, 2018 through December 31, 2020, and amended on October 31, 2018.

This Side Letter will confirm the agreement of the parties that as a result of the Annual Salary Review process, effective July 1, 2019 the following bargaining unit classifications will receive a one-grade increase:

Environmental Compliance Specialist I
Environmental Compliance Specialist II
Environmental Compliance Specialist III
Environmental Compliance Specialist IV
Environmental Compliance Specialist IV Advanced

Park Services Associate Trainee
Park Services Associate I
Park Services Associate II
Park Services Associate Lead

For the State of Maryland:

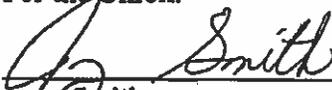


Cynthia A. Kollner
Chief Negotiator

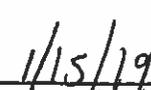


Date

For the Union:



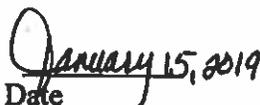
Jerry Smith
President, MPEC



Date



Jacquelyn R. Raines
Chief Negotiator, MPEC



Date