

**Side Letter Between the State of Maryland
And the American Federation of State County and Municipal Employees**

March 23, 2023

Re: Additional Employee Pay Enhancements

This Side Letter will confirm the agreement of the parties that effective July 1, 2023, the State of Maryland will add 2 additional steps (steps 23 and 24) to the Standard Salary Schedule.

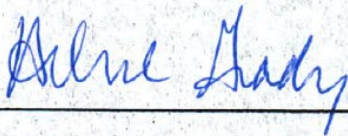
Additionally, the State of Maryland will provide employees in Bargaining Units A, B, C, D, F & H who have an entry on duty date that is prior to July 1, 2018, and who have been continuously employed with the State, with an additional step effective July 1, 2023. In accordance with Salary Guideline 16A, which pertains to employees in the State Personnel Management System, or Transportation Service Human Resource System (TSHRS) Policy 9B in the case of TSHRS employees, this additional step will be processed after the July 1, 2023, cost of living adjustment (COLA) and any Fiscal Year 2024 increment that an employee may receive on July 1, 2023.

Additionally the state of Maryland will provide employees in Civilian Pilot classifications with the equivalent of a three grade increase (18%) effective July 1, 2023. This increase will be applied after all of the aforementioned increases are applied.

Additionally, the changes to **Article 7, Section 4. Bilingual Pay** and **Section 7. Pay on Promotion/Reclassification** contained in the December 31, 2022, Amendment to the Memorandum of Understanding for employees in Bargaining Units A, B, C, D, F & H, dated January 1, 2022 – December 31, 2023, will be effective retroactive to January 1, 2023, and pertains to actions with an effective date of January 1, 2023, or later.

This Side Letter and the agreements contained herein are contingent upon the incorporation of a supplemental budget to the Fiscal Year 2024 Budget Bill that provides for the pay enhancements described herein, and passage of the same by the General Assembly.

For the State of Maryland:



**Helene Grady
Secretary
Department of Budget and Management**

For the Union:



**Patrick Moran
President
American Federation of State, County and
Municipal Employees**