

MEMORANDUM OF SETTLEMENT
BETWEEN
BALTIMORE COUNTY ADMINISTRATION
AND
Baltimore County Federation of Public Employees
Addendum for contract 2012-2016

This Memorandum of Settlement is entered into by and between the Baltimore County Administration ("Administration") and the Baltimore County Federation of Public Employees (BCFPE). Unless otherwise specified herein, all terms used are as defined in the existing Memorandum of Understanding ("M.O.U.") between the Administration and BCFPE.

The settlement only affects the classifications of:
Emergency Communications Technicians Trainee (40 Hours)
Emergency Communications Technician I (40 Hours)
Emergency Communications Technician II (40 Hours)
Emergency Communications Assistant Supervisor (40 Hours)
Emergency Communications Supervisor (40 Hours)

The parties hereby agree to the following:

Employees shall work twelve (12) hour shifts
Scheduling of the shifts shall adhere to the Pitman Rotating Shift (Day/Night) Exhibit I.
Management reserves the right to set the start and end times of the shifts. Effective January 1, 2016, the existing shift configuration will be 7-7.
Shift shall rotate every seventeen (17) weeks.
Employees shall be paid shift differential in accordance with Rule 11 Regulation 11.02, and attached herein as Exhibit II.

Employees will be able to cash-in three (3) days (36 hours) of sick leave each December if the employee uses seven (7) or fewer sick leave days during the current calendar year (Paid on the first pay in January). The sick leave cash-in will be option eliminated if an employees call out sick on the following county observed holidays or holiday date as noted: New Year's Day (January 1st), Dr. Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Independence Day (July 4th), Labor Day, Columbus Day, Election Day, Veterans' Day (November 11th), Thanksgiving, Christmas (December 25th).

Sick leave days for the purpose of retirement shall be calculated as sixteen (16) days equal one (1) month of creditable service. Employees may utilize this change on or after June 30, 2018.

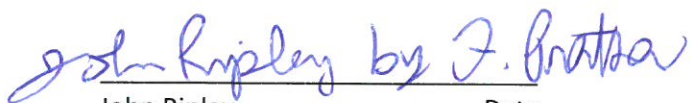
Employees will be required to provide a doctor's note after three (3) or more consecutive work days out sick.

Employees will be required to contact their supervisor at least ninety (90) minutes prior to the start of their scheduled shift to report out sick.

Employees shall not be entitled to holiday pay, as specified in Article 13, Holidays and Personal Leave, Section 13.1, paid holiday, Section 13.2 pay for unworked holidays, Section 13.3, Holiday work pay.

Effective January 1, 2016 all employees on pay schedule I-E shall be paid in accordance with Exhibit III.

Effective January 1, 2016 employees working in the 911 center shall receive no cost parking in Towson.



John Ripley
President BCFPE

Date



Fred Homan
Administrative Officer

Date



Arley Scott
BCFPE Representative

Date

Baltimore County 911 Center Pitman Rotating Shift Configuration

ROTATION 1 (17 Weeks)

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8	Day 9	Day 10	Day 11	Day 12	Day 13	Day 14
Shift A	DAY	DAY	OFF	OFF	DAY	DAY	DAY	OFF	OFF	DAY	DAY	OFF	OFF	OFF
Shift B	OFF	OFF	DAY	DAY	OFF	OFF	OFF	DAY	DAY	OFF	OFF	DAY	DAY	DAY
Shift C	NIGHT	NIGHT	OFF	OFF	NIGHT	NIGHT	NIGHT	OFF	OFF	NIGHT	NIGHT	OFF	OFF	OFF
Shift D	OFF	OFF	NIGHT	NIGHT	OFF	OFF	OFF	NIGHT	NIGHT	OFF	OFF	NIGHT	NIGHT	NIGHT

ROTATION 2 (17 Weeks)

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8	Day 9	Day 10	Day 11	Day 12	Day 13	Day 14
Shift A	NIGHT	NIGHT	OFF	OFF	NIGHT	NIGHT	NIGHT	OFF	OFF	NIGHT	NIGHT	OFF	OFF	OFF
Shift B	OFF	OFF	NIGHT	NIGHT	OFF	OFF	OFF	NIGHT	NIGHT	OFF	OFF	NIGHT	NIGHT	NIGHT
Shift C	DAY	DAY	OFF	OFF	DAY	DAY	DAY	OFF	OFF	DAY	DAY	OFF	OFF	OFF
Shift D	OFF	OFF	DAY	DAY	OFF	OFF	OFF	DAY	DAY	OFF	OFF	DAY	DAY	DAY

Regulation 11.02 — Shift Differential

All County Employees in the Classified Service, except those in positions assigned to Pay Schedule VII or to positions other than Battalion Fire Chief on Pay Schedule VIII, shall receive payment for shift assignments as follows:

A. Pay Schedule III or VI

1. Such employees shall receive \$1 per hour for all hours worked, or for which a paid leave payroll marking has been received during a full shift regularly scheduled to begin after 3 p.m. or to end before 8 a.m. during an otherwise regularly scheduled work day.
2. Such employees employed as of June 30, 1980, shall not have such differential pay reduced below the cents per hour (c/hr.) rate they are receiving, or would be entitled to receive, on said date.

B. Pay Schedule II

Pay Schedule II shall receive \$1.10 per hour for all hours worked, or for which a paid leave payroll marking has been received, during a full shift regularly scheduled to begin after 3 p.m. or to end before 8 a.m. during an otherwise regularly scheduled work day, except that the differential shall be 10 percent of their regular hourly rate for employees on the payroll as of June 30, 1985, provided further that no employee on the payroll as of June 30, 1985 shall receive less than \$1.10 per hour as stipulated above. Notwithstanding any other provision of this Rule, any such employee, whose regular shift is scheduled to begin after 3 p.m. or to end before 8 a.m. during an otherwise regularly scheduled workday and who, due to a work related illness or injury, is assigned a restricted duty assignment outside of the shift hours noted above, shall continue to receive the differential noted above for the first two weeks of such assignment.

C. Pay Schedule IV

Pay Schedule IV shall receive 3.15 percent of the maximum hourly rate of a Police Officer First Class for actual hours worked on regularly scheduled full shifts 1, 3, or 4. Overtime shall be paid at the rate for the full shift worked immediately prior to the overtime hours worked.

D. Pay Schedule V

Effective January 1, 2004, shift differential and workload incentive-differential pay shall discontinue for all employees in emergency operations (assigned to A, B, C, D shifts), including Fire Communications, effective with their next salary anniversary date. Shift differential and workload incentive-differential shall decrease to seventy-five cents per hour for all employees in Support Services and those personnel assigned to E shift (except employees on light duty and probationary employees in training) effective with their next salary anniversary date.

E. Pay Schedule I

1. Employees shall receive \$1.10 per hour for all hours worked, or for which a paid leave payroll marking has been received, during a full shift regularly scheduled to begin after 3 p.m. or to end before 8 a.m. during an otherwise regularly scheduled work day, except that for employees on the payroll of the County as of June 30, 1984 the differential shall be capped at 10 percent of their regular hourly rate as of July 1, 1998.
2. Any Correctional Dietary Officer at the Bureau of Corrections who is regularly assigned to a shift in which four or more hours occur between 3 p.m. and 8 a.m. will receive shift differential for regularly scheduled hours worked after 3 p.m. and worked prior to 8 a.m. Any Correctional Officer assigned to a position on inmate processing, inmate receiving, or front desk, who is regularly assigned to a ten hour shift on a four day, ten hour workweek schedule, and whose regular shift contains three or more hours that occur between 3 p.m. and 8 a.m., will receive shift differential for regularly scheduled hours worked prior to 8 a.m. and worked after 3 p.m.

F. Pay Schedule VIII

Effective July 1, 1994, Battalion Fire Chiefs assigned to "A", "B", "C", and "D" shifts, when scheduled for day shift duty, shall receive a workload incentive-differential pay of \$1 per hour for day shift hours actually worked for a maximum of 10 hours per shift.

G. Pay Schedule XIII

Employees shall receive one dollar 10 cents per hour for all hours worked, or for which a paid leave payroll marking has been received, during a full shift regularly scheduled to begin after 3 p.m. or to end before 8 a.m. during an otherwise regularly scheduled work day, except that for employees on the payroll of the County as of June 30, 1984, the differential shall be capped at 10 percent of their regular hourly rate as of July 1, 1998.

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-E
STANDARD GRADES**

Baltimore County Federation of Public Employees
Emergency Communications Technicians
Effective January 1, 2016

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)				
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1E	37,327	39,093	41,012	43,098	45,249	47,416	49,576	51,736	54,137	56,623	59,185
2E	39,093	41,012	43,098	45,249	47,416	49,576	51,736	54,137	56,623	59,185	61,751
3E	41,012	43,098	45,249	47,416	49,576	51,736	54,137	56,623	59,185	61,751	64,312
4E	43,098	45,249	47,416	49,576	51,736	54,137	56,623	59,185	61,751	64,312	67,597
5E	45,249	47,416	49,576	51,736	54,137	56,623	59,185	61,751	64,312	67,597	71,035
6E	47,416	49,576	51,736	54,137	56,623	59,185	61,751	64,312	67,597	71,035	74,476
7E	49,576	51,736	54,137	56,623	59,185	61,751	64,312	67,597	71,035	74,476	78,159