



JOHN A. OLSZEWSKI, JR.
County Executive

STACY L. RODGERS
County Administrative Officer

TENTATIVE AGREEMENT
BETWEEN
BALTIMORE COUNTY ADMINISTRATION
AND
BALTIMORE COUNTY FEDERATION OF PUBLIC EMPLOYEES

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

The Settlement affects the following classifications (hereinafter "Employees"):

1. Correctional Officer (40 hours to 84 hours biweekly)
2. Correctional Dietary Officer (40 hours to 84 hours biweekly)
3. Correction Corporal (40 hours to 84 hours biweekly)
4. Correction Classification Officer (40 hours to 84 hours biweekly)
5. Correctional Sergeant (40 hours to 84 hours biweekly)
6. Correctional Dietary Sergeant (40 hours to 84 hours biweekly)
7. Correctional Lieutenant (40 hours to 84 hours biweekly)

The parties hereby agree to the following:

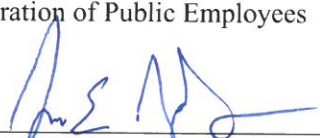
1. Employees shall work twelve (12) hour shifts;
2. Pay Schedule I-C employees will receive a 5% rate of increase due to the increase in hours worked annually (2080 hours annually to 2184 hours annually);
3. Correctional Classification Officers and Correctional Officers in Specialized Posts shall work four (4) eight (8) hour shifts and one (1) ten (10) hour shift per week. At management's discretion, Classification Officers and Correctional Officers in Specialized Posts may alternatively be required to work one (1) twelve (12) hour shift per pay period;

4. Uniformed Correctional Officers not serving in Specialized Posts will adhere to the Pitman Schedule with one shift from 7:00 a.m. to 7:00 p.m. and one shift from 7:00 p.m. to 7:00 a.m. Employees will be assigned a fixed shift;
5. Employees shall be paid shift differential in the amount of \$1.50/hour for all hours worked from 7:00 p.m. to 7:00 a.m.;
6. Effective January 6, 2024, the mandatory overtime/standby policy will be as follows: Beginning January 6, 2024 to July 7, 2024, employees will be required to sign up for 3 standbys a month. Any additional mandatory standby shifts will be paid at double time;
7. Beginning July 8, 2024, employees will be required to sign up for 2 mandatory standbys a month. Any additional mandatory standby shifts will be paid at double time. Selection of mandatory overtime will follow a similar procedure as the priority week long vacation selection process;
8. Effective January 6, 2024, the mandatory standby hours will be 5:00 to 8:00 (AM and PM) for both 7:00 to 7:00 (AM and PM) shifts;
9. Employees must provide notice at least 90 minutes prior to the start of their scheduled shift to report out sick;
10. Effective January 6, 2024, shifts will no longer begin with roll call. Pay Schedule I-C employees will receive 10 minutes of overtime for 'assignment and relief' pay. Pay Schedule I-C employees will use the 10 minutes to arrive on their post by the start of their shift;
11. Effective January 6, 2024, Pay Schedule I-C employees who work on any actual County holiday, as outlined in the MOU Section 13.1(a), shall be compensated at double time and a half for all hours worked. The designated shift for any of the enumerated holidays begins with the 7 p.m. – 7 a.m. shift before the day of the holiday and includes the 7 a.m. to 7p.m. shift on the actual holiday. Pay Schedule I-C employees who do not work on an actual holiday will not be compensated without the approved use of annual leave;
12. Employees will be able to cash-in up to three (3) days (36 hours) of sick leave each December if the employee uses four (4) or fewer sick leave days during the current calendar year (paid on the first pay in January). The sick leave cash-in option will be eliminated if an employee calls out sick on the following county observed holidays or holiday date as noted: New Years 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);
13. Employees will be required to provide a doctor's note after three (3) or more consecutive work days out sick;

14. Credit for Unused Sick Leave: Beginning January 6, 2024 all Pay Schedule I-C employees, at the time of retirement shall receive membership service for unused sick leave in accordance with the formula that sixteen (16) days of unused sick leave are equal to one (1) month of membership service. One (1) additional month of membership service shall be granted if fractional days totaling eight (8) or more result from the application of this formula. The above change in the sick leave conversion formula will not result in an increased rate of contribution.

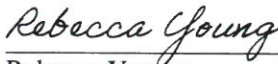
IN WITNESS WHEREOF, the parties have executed this addendum to the current Memorandum of Understanding this 11th day of October 2023.

Baltimore County
Federation of Public Employees



John Ripley
FPE President

Baltimore County
Administration



Rebecca Young
Deputy County Administrative Officer