



County Executive John R. Leopold

Post Office Box 6675
Annapolis, Maryland 21401

February 21, 2008

Curtis F. Shirley, President
Fraternal Order of AA Detention Officers & Personnel, Inc., CWA 2911
P.O. Box 6645
Annapolis, Maryland 21401

Dear Officer Shirley:

During the 2008 Maryland General Assembly Legislative Session, the County and the Department of Detention Facilities will be seeking legislative authority, under §3-702 of the Labor and Employment Article of the Annotated Code of Maryland, to conduct applicant polygraph examinations as a part of the background investigations we conduct for those who work in our detention facilities.

Therefore, the County and the Union agree to the following:

- (a) Members of this Unit are not and will not be required to submit to polygraph examinations; and
- (b) For purposes of employment, the County is not to suggest, ask, recommend, or require members of this Unit to submit to polygraph examinations. This provision does not limit the County Police from requesting that a person undergo a polygraph examination in the context of a criminal investigation.

In exchange for this agreement, the Union will support the proposed legislation, fully.

This constitutes a Letter of Understanding, which is a part of, and subject to the terms of, the Memorandum of Agreement dated July 1, 2007 through June 30, 2011 between Anne Arundel County, Maryland and the Fraternal Order of Anne Arundel Detention Officers & Personnel, Inc., CWA 2911, and shall be effective upon signature of the Personnel Officer below.

Sincerely,

Andrea M. Fulton
Personnel Officer

Date

Accepted for the Union:

Curtis F. Shirley, President

Approved as to Form and Legal Sufficiency:

Anne Arundel County Office of Law

