



Office of Personnel

Andrea M. Fulton, Personnel Officer

Post Office Box 6675
Annapolis, Maryland 21401
March 23, 2009

O'Brien Atkinson, IV, President
Fraternal Order of Police, Lodge 70
1311 General's Highway
Crownsville, Maryland 21032

Dear Corporal Atkinson:

This letter of understanding is contingent upon the ratification of the tentative agreement reached between Anne Arundel County and the Fraternal Order of Police Lodge 70. This letter confirms the following:

1. FOP Lodge #70 agrees to accept, as part of its successor Memorandum of Agreement, a 0% Across the Board (ATB) adjustment in Fiscal Year 2010 and, in accordance with Section 10.3 and 10.11, a 3% merit/step pay advancement for Fiscal Year 2010.
2. The County and Union agree that Sections 10.3 (d) and (e) and Sections 10.11 (b) and (c) of the Memorandum of Agreement effective July 1, 2009 – June 30, 2010, are to be construed with the clear understanding that the merit/step pay advancement for each member of the bargaining unit shall not exceed three percent (3%) in Fiscal Year 2010.
3. Notwithstanding the above, the parties further agree that if any other Anne Arundel County bargaining unit represented by a union, other than a Board of Education bargaining unit, receives an ATB and merit/step package for Fiscal Year 2010 that exceeds 3%, the FOP Lodge #70 bargaining unit will receive a total ATB and merit/step package equal to the largest ATB and merit/step package granted to such other bargaining unit(s). Such excess amount will first be added to the FOP merit/step pay advancement (up to a maximum of 4.25%) with the remaining amount, if any, to be provided as an ATB effective July 1, 2009. This paragraph shall not apply if the payment of an ATB and merit/step pay advancement package in excess of a 3% total is a result of an arbitration or court decision/order directing the County to pay such amount.

Sincerely,

Andrea M. Fulton
Personnel Officer

In agreement:

O'Brien Atkinson
President, FOP Lodge 70



Jeffrey Gibbs, Esquire

APPROVED FOR FORM AND
LEGAL SUFFICIENCY:

Office of Law

cc: Robert Ames, Amy Burdick

