



Office of Personnel

Mark M. Atkisson, Personnel Officer

Post Office Box 6675
Annapolis, Maryland 21401

January 12, 2005

Keith W. Wright
International Association of Fire Fighters, Local 1563
76 Stratford Drive
Severna Park, Maryland 21146

Dear Mr. Wright:

This is to confirm the agreement between the International Association of Fire Fighters, Local 1563 (Union) and Anne Arundel County, Maryland (County), at a meeting held on November 9, 2004, regarding Section 13.5 of the Memorandum of Agreement (MOA). As a result of this meeting Section 13.5 of the MOA between the Union and the County will be amended as follows:

Section 13.5 – Civic Leave

Civic leave will be granted to an employee who is required to perform emergency civilian or military duties pursuant to an executive order issued by the President of the United States declaring a national emergency.

Pursuant to a Presidential executive order, an employee who has been granted civic leave and whose service started before July 1, 2004, and who has continually served on active duty will be paid his/her full County pay as set forth in Appendix II and Section 12.2 of this Agreement in addition to their military pay.

Pursuant to a Presidential executive order, an employee who has been granted civic leave and whose service is re-activated or started on or after July 1, 2004, will be paid as follows: if the employee's base pay with the County is more than the employee's military pay, including allowances, the employee shall be paid the difference between the employee's base pay rate and the employee's military pay, including allowances. Notwithstanding the above, such employees shall continue to receive any other County benefits being provided to employees covered by this bargaining agreement. The employee shall furnish to the Personnel Officer a copy of the military orders calling the employee to active duty and include official verification of the military pay and allowances.



This amendment to the MOA is a side letter to and part of the MOA dated July 1, 2004 to June 30, 2007. Your signature confirms your agreement to the provisions detailed in this letter.

Sincerely,

Mark M. Atkisson
Personnel Officer

MMA/sft

Keith W. Wright, President
I.A.F.F., Local 1563

Approved as to legal form and sufficiency
Anne Arundel County Office of Law

cc: Janet S. Owens
Joel Smith
Ronald D. Blackwell
Sharon Beck
Jeffrey A. Austin
John P. O'Connor
Julie T. Sweeney
Anna D. Baran
Jacqueline Atkinson
Sarah Wilson
Melissa Young
Jackie Storm