



County Executive John R. Leopold

Post Office Box 6675
Annapolis, Maryland 21401

Office of Personnel

Andrea M. Fulton, Personnel Officer

February 14, 2008

R. Michael Akers
AFSCME, Local 582
7320 Ritchie Highway
Glen Burnie, Maryland 21061

Dear Mr. Akers:

This letter will serve as a Letter of Understanding and is a part of and subject to the Memorandum of Agreement (MOA) dated July 1, 2007 to June 30, 2011 between Anne Arundel County and the American Federation of State, County and Municipal Employees, Local 582 and will amend Section 10.17(b) of the Agreement as follows:

(b) Employees on FW Pay Schedules

- (1) Effective the first full pay period on or after July 1, 2007, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "L." Pay Schedule "L" represents an increase to the hourly rate of pay for each skill pay rate of two percent (2%).
- (2) Effective the first full pay period on or after January 1, 2008, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "M." Pay Schedule "M" represents an increase to the hourly rate of pay for each skill pay rate of one percent (1%).
- (3) Effective the first full pay period on or after April 1, 2008, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "N." Pay Schedule "N" represents an increase to the hourly rate of pay for skill pay rate 10, 11, 12 and 13 of one point seven five percent (1.75%).
- (4) Effective the first full pay period on or after July 1, 2008, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "O." Pay Schedule "O" represents an increase to the hourly rate of pay for each skill pay rate of two percent (2%).



- (5) Effective the first full pay period on or after January 1, 2009, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "P." Pay Schedule "P" represents an increase to the hourly rate of pay for each skill pay rate of one percent (1%).
- (6) Effective the first full pay period on or after April 1, 2009, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "Q." Pay Schedule "Q" represents an increase to the hourly rate of pay for skill pay rate 10, 11, 12 and 13 of one point seven five percent (1.75%).
- (7) Effective the first full pay period on or after July 1, 2009, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "R." Pay Schedule "R" represents an increase to the hourly rate of pay for each skill pay rate of two percent (2%).
- (8) Effective the first full pay period on or after January 1, 2010, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "S." Pay Schedule "S" represents an increase to the hourly rate of pay for each skill pay rate of one percent (1%).
- (9) Effective the first full pay period on or after April 1, 2010, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "T." Pay Schedule "T" represents an increase to the hourly rate of pay for skill pay rate 10, 11, 12 and 13 of one point seven five percent (1.75%).
- (10) Effective the first full pay period on or after July 1, 2010, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "U." Pay Schedule "U" represents an increase to the hourly rate of pay for each skill pay rate of three percent (3%).
- (11) Effective the first full pay period on or after April 1, 2011, "Flexible Workers" as defined in Appendix V and Appendix VI shall receive the hourly rate of pay as detailed in Appendix III, Pay Schedule "V." Pay Schedule "V" represents an increase to the hourly rate of pay for skill pay rate 10, 11, 12 and 13 of one point seven five percent (1.75%).

The amended pay schedules of Appendix III (Pay Schedule L, M, N, O, P, Q, R, S, T, U and V) are attached to this Letter of Understanding and are also a part of the Letter of Understanding amending the Memorandum of Agreement dated July 1, 2007 to June 30, 2011.

The items set forth in this Letter of Understanding are contingent upon any legislative actions (including funding) needed to implement its provisions. All other terms of the Memorandum of Agreement apply and remain in effect.

Your signature indicates your agreement to the provisions and the union's concurrence with the provisions as detailed herein. Please return a signed copy to Amy Burdick.

Sincerely,

Andrea M. Fulton
Personnel Officer

Enclosure: Appendix III – Pay Schedules L, M, N, O, P, Q, R, S, T, U and V

AMF/sft

Accepted for the Union:

R. Michael Akers, President

Approved as to Form and Legal Sufficiency:

Anne Arundel County Office of Law

cc: John R. Leopold
Dennis M. Callahan
John P. O'Connor
Julie T. Sweeney
Kory M. Blake
Ronald E. Bowen
Patricia L. Hopkins
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