



Office of Personnel

Andrea M. Fulton, Personnel Officer

Post Office Box 6675
Annapolis, Maryland 21401
March 30, 2009

Sergeant Carl Klapaska, President
130 Lubrano Drive, Suite L-20
Annapolis, Maryland 21401

Dear Sergeant Klapaska:

This letter of understanding is contingent upon the ratification of the tentative agreement reached between Anne Arundel County and the Anne Arundel County Police Supervisors Association. This letter confirms the following:

1. Anne Arundel County Police Supervisors Association (Association) 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 9.3 and 9.8, a 3% merit pay advancement for Fiscal Year 2010.
2. The County and Association agree that Sections 9.3 (d) and (e) of the Memorandum of Agreement effective July 1, 2009 – June 30, 2010, are to be construed with the clear understanding that the merit 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 pay package for Fiscal Year 2010 that exceeds 3%, the Anne Arundel County Police Supervisors Association bargaining unit will receive a total ATB and merit pay package equal to the largest ATB and merit pay package granted to such other bargaining unit(s). Such excess amount will first be added to the Association's merit pay advancement (up to a maximum of 5%) 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 pay 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,

In agreement:

Andrea M. Fulton
Personnel Officer

Carl Klapaska, President
A.A. Co. Police Supervisors Association



John M. Singleton, Esquire

APPROVED FOR FORM AND
LEGAL SUFFICIENCY:

Office of Law

cc: Robert Ames, Amy Burdick