

Memorandum Of Agreement

Between

**Anne Arundel County
(Maryland)**



And

**The Fraternal Order of Police
Anne Arundel County Lodge #70, Inc.**



July 1, 2025 – June 30, 2026

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**Memorandum Of Agreement
Between
Anne Arundel County
(Maryland)
And The
Fraternal Order of Police
Anne Arundel County Lodge #70, Inc.**

This Memorandum of Agreement is made and entered into by Anne Arundel County, Maryland (hereinafter referred to as County) and the Fraternal Order of Police Anne Arundel County Lodge #70, Inc., (hereinafter referred to as Lodge) to establish wages, hours and conditions of employment.

Witnesseth

In consideration of the mutual promises contained in this Memorandum of Agreement, and for other good and valuable consideration. County and Lodge agree as follows:

Article 1: Recognition and Unit

Section 1.1 – Recognition

County recognizes Lodge as the exclusive representative of the police listed in Section 1.2 of this Agreement for the purpose of collective negotiations with County pursuant to §6-4-108 of the Anne Arundel County Code (hereinafter referred to as the County Code).

Section 1.2 – Unit Description

- (a) **Current Classifications.** The terms “employee” and “employees” shall mean all permanent employees occupying the classification of Police Officer, Police Officer First Class, Police Corporal, Police Sergeant, and Police Lieutenant.

The terms “employee” and “employees” shall not include temporary employees and employees employed in any other classification(s), subject to the provisions of Section 1.2(b).

- (b) **Re-Titled or Additional Classifications.** In the event(s) that the classification referenced in Section 1.2(a) is re-titled or that the County Service is increased by the addition of any new classification(s) which, in accord with §6-4-107 of the County Code, would be eligible for inclusion in the unit description in Section 1.2(a), such classification(s) shall be included in this Article upon the mutual agreement of County and Lodge. Should County and Lodge be unable to agree as to the inclusion or exclusion of any such re-titled or additional classification(s), the determination of such inclusion or exclusion shall be resolved in accord with the procedure set forth in §6-4-107(e) of the County Code and subject to the provisions of §6-4-107(d) of the County Code.

Subject to Article 6, Title 4, existing classifications may be incorporated into the unit at any time during this agreement upon mutual consent between the County and Lodge.

Section 1.3 – Probationary Employees

- (a) Unless the employee is re-hired in accordance with the provisions of Section B-12 of the Employee Relations Manual, is certified as a Police Officer and has previously successfully served his or her probationary period, an employee who is hired, re-hired, transferred, or promoted into the classification of Police Officer and is not a lateral-entry police officer, shall be considered “probationary” until he or she has been fully certified as a Police Officer by the Maryland Police Training Commission and has successfully served twelve (12) months as a Police Officer from the date of completion of the entry-level police academy, re-hire, promotion, or transfer.
- (b) For employees hired as lateral-entry police officers, unless the employee is rehired in accordance with the provisions of Section B-12 of the Employee Relations Manual, is certified as a Police Officer and has previously served his or her probationary period, an employee who is hired, re-hired, transferred, or promoted into the classification of Police officer and is a lateral-entry police officer, shall be considered “probationary” until he or she has been fully certified as a Police Officer by the Maryland Police Training Commission and has successfully served twelve (12) months as a Police Officer from the date of hire, re-hire, promotion, or transfer.
- (c) The discharge of a probationary employee shall not be subject to Article 6 (Grievance Procedure) of this Agreement, except that a probationary employee may grieve his/her discharge on the basis that such discharge is in violation of Article 2 (Non-Discrimination) of this Agreement.

Article 2: Non-Discrimination

Section 2.1 – Non-Discrimination

County and Lodge shall apply the provisions of this Agreement to all employees without discrimination because of age (in accord with applicable law), sex, race, color, religion, national origin, sexual orientation, disability, marital status, political affiliation or Lodge membership.

Section 2.2 – Lodge Activity

Employees of County shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employee relations without discrimination by County. Lodge shall continue its policy of admitting employees to membership without discrimination and of representing all employees without regard to Lodge membership.

Article 3: Management Functions

Section 3.1 – Management Functions

It is the exclusive right of County: (1) to determine the purposes and objectives of each of its constituent offices and departments; (2) to set standards of services to be offered to the public; (3) to determine the methods, means, personnel and other resources by which County’s operations are to be conducted; and (4) to exercise control and discretion over its organization and operations.

Subject to this Agreement, it is also the right of County: (1) to direct its employees; (2) to hire, promote, transfer, assign or retain employees; (3) to establish reasonable work rules; (4) to demote, suspend, discharge or take other appropriate disciplinary action against its employees for just cause,

in accordance with the County Charter and other applicable laws; and (5) to relieve its employees from duty because of lack of work or other legitimate reasons.

Article 4: No Strikes or Lockouts

Section 4.1 – No Strikes

Neither Lodge nor any employee may engage in, initiate, sponsor, support or direct a strike as that term is defined in §6-4-101(15) of the County Code. If Lodge or any employee violates this provision of the Agreement, the County Executive may, as he/she considers necessary in the public interest: (1) impose disciplinary action, including removal from County service, of employees engaged in the illegal conduct in accordance with County Charter and other applicable laws; (2) terminate Lodge’s dues deduction privilege; or (3) revoke Lodge’s certification and disqualify Lodge from participation in representation elections for a period of up to two (2) years.

Section 4.2 – No Lockouts

Neither County nor the County Council may engage in, initiate or direct a lockout of employees.

Article 5: Union Membership and Dues Deduction

Section 5.1 – Payroll Deduction Authorization

Upon receipt of a signed payroll deduction authorization, County shall deduct those Lodge initiation fees and regular monthly membership dues that are certified in writing by Lodge’s Treasurer. Payroll deductions shall be made without cost to Lodge, and shall be taken at each regular pay period. A payroll deduction authorization may be irrevocable for a period of one (1) year from the date thereof, and shall automatically renew itself for successive one (1) year periods, unless revoked in writing during the fifteen (15) calendar day period prior to the anniversary date of such authorization.

Section 5.2 – Lodge to Indemnify County

Lodge shall indemnify and save County harmless of any and all claims, grievances, actions, suits or other forms of liability or damages that arise out of, or by reason of, any action taken by County for the purpose of complying with the provisions of this Article. Lodge assumes full responsibility for the disposition of the funds deducted under Section 5.1 of this Article as soon as they have been remitted by County to Lodge’s Treasurer.

Section 5.3 – Limitation on Payroll Deductions

Provided that Lodge is not decertified (pursuant to §6-4-109 of the County Code) as the exclusive representative for employees in the classification of Police Officer, payroll deductions shall not be made for any organization (other than Lodge) that purports to act for employees with regard to wages, hours and other terms and conditions of employment.

Article 6: Grievance Procedure

Section 6.1 – Definitions of Grievance

- a. A “grievance” is a difference or dispute between an employee and County regarding the meaning, interpretation or application of the terms of this Agreement, County Charter, County Code or other applicable law regarding or affecting employment, except that any matter subject to the procedures of the present Public Safety, § 3-213 of the Public Safety

Article of the Annotated Code of Maryland, or as it may hereafter be amended, shall not be construed as a grievance under this Agreement.

- b. For the purposes of determining time-limits, a “work day” within the meaning of this Agreement shall be defined as Monday through Friday excluding weekends and holidays, regardless of an employee’s individual work schedule.

Section 6.2 – Grievance Procedure

Recognizing that grievances should be dealt with as expeditiously as possible, grievances shall be processed as follows:

Step I

Written Grievance to Police Chief

A grievance shall be filed in writing with the Police Chief, provided that such written grievance is received by the Police Chief (or his/her designated representative) within twenty (20) work days following the event giving rise to the grievance or within twenty (20) work days following the time when the employee reasonably should have gained knowledge of its occurrence. The President of the Lodge shall be permitted to sign and initiate a grievance on behalf of any aggrieved member of the bargaining unit who is named in the written grievance.

The grieving employee or Lodge shall submit two (2) hard-copies of the written grievance to the Police Chief (or his/her designated representative) who shall, upon receipt, date stamp both hard-copies of the written grievance and return one (1) copy to the employee or Lodge. The copy returned shall serve both as a receipt and as evidence should the issue of timely filing be raised. The grieving employee or Lodge may instead submit the written grievance electronically via email to the Police Chief (or his/her designated representative), who will acknowledge receipt in an email within five (5) work days. The email returned shall serve both as a receipt and evidence should the issue of timely filing be raised. If no acknowledgement email is returned, the grievance submission is presumed to be received as of the close of business on the 5th work day after the date of the email filing.

Within ten (10) work days after receipt of the written grievance, the Police Chief (or his/her designated representative) shall hold a meeting with the grieving employee. In the event that no resolution of the written grievance is reached during such meeting, the Police Chief (or his/her designated representative) shall issue a written answer to the written grievance within ten (10) work days of the meeting at Step I.

Upon the mutual agreement of County and the grieving employee, the Step I meeting may be waived. In such event, the Police Chief (or his/her designated representative) shall issue a written answer to the written grievance within ten (10) work days of the mutual agreement to waive the Step I meeting.

The Step I written answer of the Police Chief (or his/her designated representative) shall contain the reasons for the Police Chief’s decision and shall be sent by email to the grieving employee and to the Lodge President.

Step II

Written Grievance Appeal to Personnel Officer

If the grievance is not resolved at Step I, the employee or the President of the Lodge on behalf of a named grievant shall file a grievance appeal in writing with County’s Personnel Officer, provided

that such written grievance appeal is received by the County's Personnel Officer (or his/her designated representative) within ten (10) work days after receipt of the Step I written answer.

In the event an appealing employee is proceeding to Step II because no written answer was mailed within the time provided for a written response at Step I, the appealing employee shall file the written grievance appeal at Step II within twenty (20) work days from the date of the Step I meeting or within twenty (20) work days from the date of the mutual agreement to waive the Step I meeting.

The appealing employee shall submit two (2) hard-copies of the written grievance appeal to the County's Personnel Officer (or his/her designated representative) who shall, upon receipt, date stamp both copies of the written grievance appeal and return one (1) copy to the employee. The copy returned shall serve as both a receipt and as evidence should the issue of timely filing be raised. The grieving employee or Lodge may instead submit the written grievance appeal electronically via email to the County's Personnel Officer (or his/her designated representative), who will acknowledge receipt in an email within five (5) work days. The email returned shall serve both as a receipt and evidence should the issue of timely filing be raised. If no acknowledgement email is returned, the grievance submission is presumed to be received as of the close of business on the 5th work day after the date of the email filing.

Within ten (10) work days after receipt of the written grievance appeal, the County's Personnel Officer (or his/her designated representative) shall hold a meeting with the appealing employee. In the event that no resolution of the written grievance appeal is reached, during such meeting, the County's Personnel Officer (or his/her designated representative) shall issue a written answer to the written grievance appeal within fifteen (15) work days of the meeting at Step II.

Upon the mutual agreement of County and the appealing employee, the Step II meeting may be waived. In such event, the County's Personnel Officer (or his/her designated representative) shall issue a written answer to the written grievance appeal within ten (10) work days of the mutual agreement to waive the Step II meeting.

The Step II written answer of the County's Personnel Officer (or his/her designated representative) shall contain the reasons for the Personnel Officer's decision and shall be mailed by U.S. Certified Mail to the appealing employee's home address of record and sent by email to the Lodge President.

Step IIIA **Written Appeal to Personnel Board**

If the grievance is not settled in Step II, the employee may file a written grievance appeal to the County's Personnel Board, provided that such written appeal is received by the County's Personnel Board within ten (10) work days after the appealing employee's receipt of the Step II written answer. The County's Personnel Board shall hold a hearing on the grievance within forty-five (45) calendar days of receipt of such written appeal or as soon thereafter as possible. The County's Personnel Board shall render a final and binding decision on the grievance as soon as possible after such hearing. This Step III written answer of the Personnel Board shall be mailed by U.S. certified mail to the appealing party's address of record.

The Step IIIA written appeal must be signed with the original signature of the appealing employee or for appeals on behalf of more than one (1) affected employee, the original signature of an authorized Lodge official.

Step IIIB
Binding Arbitration

If the grievance is not resolved at Step II, the employee or Lodge may proceed to binding arbitration in lieu of an appeal to the Personnel Board by complying with procedures currently set forth in §6-4-113 of the Anne Arundel County Code, providing notice to proceed to binding arbitration is received by the Personnel Officer within twenty (20) work days after receipt of County's Step II answer.

Each party shall bear its own expenses in these arbitration proceedings, except that they shall share equally the fee and other expenses of the impartial arbitrator in connection with the grievance submitted to him/her. Employees shall be granted leave with pay at their regular rate for scheduled work hours lost while appearing as a witness at the hearing under this Article, if such appearance is necessary.

Section 6.3 – Lodge Representatives

Lodge representatives appointed or elected by Lodge from among employees of County (in no case to exceed a ratio of one (1) representative per thirty (30) employees) shall be recognized by County for the purpose of presenting grievances under Section 6.2 of this Article; provided that nothing herein shall be deemed to deny to any individual employee the right to present grievances to County, without representation, and to have such grievances adjusted, as long as such adjustment is not inconsistent with the provisions of this Agreement.

County shall advise Lodge of the disposition of all grievances processed through Steps I, II, IIIA and IIIB of Section 6.2 of this Article.

Lodge shall immediately supply County with a roster of the representatives appointed under this Section and thereafter shall immediately notify County of any changes in such roster.

Representatives shall have the right to leave their jobs during working hours for the purpose of investigating alleged grievances arising under this Agreement involving the department, section or work area they represent and which require immediate attention or to attend scheduled grievance meetings, provided they first receive permission to be absent for this purpose from their immediate supervisor. Such permission shall not be unreasonably withheld by County; but it shall not be granted at times when it interferes with the efficient operation of County.

Lodge Representatives who are involuntarily transferred from one assignment to another shall, upon request, be furnished with the reason(s) for their transfer. Lodge Representatives who object to the reason(s) for their transfer shall be allowed to convey their concerns in writing through the chain of command to the Police Chief. The Police Chief shall respond in writing to any such objections that may be filed.

Section 6.4 – Time Limitations

No grievance shall be entertained or processed under the procedures set forth in Section 6.2 unless it is filed within the time limits set forth in Section 6.2. If a grievance is not appealed within the time limits for appeal set forth above, it shall be deemed settled on the basis of the last answer of County, provided that the parties may mutually agree to extend any time limits. If County fails to provide an answer within the time limits so provided, the employee with or without his/her Lodge representative may immediately appeal to the next step.

Section 6.5 – Written Presentation

Any written grievance presented under Section 6.2 of this Article shall include the exact nature of the grievance; the facts giving rise to the grievance; the specific provisions of this Agreement or of applicable law allegedly violated; and the desired corrective action. Grievances that are not completed according to this Section will be returned, along with oral or written direction with respect to the items that are not complete. The grievant will then be given five (5) work days in order to return a perfected grievance. Grievances that are not perfected and returned within five (5) work days shall be deemed to be withdrawn.

The County's written response at each step shall include the reason for any action taken, or any not taken, including but not limited to any allegations by the grievant, specific rules violated, and the supporting facts.

Section 6.6 – Grievance Meetings

Grievance meetings under Section 6.2 of this Article shall be held at times mutually agreeable to the parties; provided that, insofar as practicable, such meetings shall be held during scheduled work hours. The aggrieved employee, appropriate Lodge representatives and any other employee, who the parties mutually agree is necessary to the resolution of the grievance, shall suffer no loss of pay for scheduled work hours lost while attending such meetings.

Article 7: Secondary Employment

Section 7.1 – Secondary Employment

Employees are permitted to engage in uniformed secondary employment according to the Police Department's Procedures and shall be permitted to use County issued personal patrol vehicles and equipment in connection with employment opportunities within Anne Arundel County, Maryland, except in those employment areas where the Chief of Police can demonstrate a real conflict of interest.

The County shall not require a waiver of liability agreement between the employee and secondary employer in an effort to encourage more opportunities for secondary employment for uniformed Police Officers within Anne Arundel County, Maryland.

Article 8: Seniority

Section 8.1 – Definition

"Seniority" is defined as an employee's length of continuous service with the Police Department. Service with other County departments or as a Police Services Officer shall not be credited toward service as a Police Officer. No employee shall acquire seniority until completing his/her probationary period. Upon completion of the probationary period, an employee shall accrue seniority computed from the date of hire.

Section 8.2 – Termination of Seniority

An employee's seniority shall be terminated for the following reasons: (a) discharge for just cause, voluntary resignation or retirement; (b) failure to return to work within seven (7) consecutive scheduled work days after due notification of recall from layoff by County; and (c) layoff in excess of twenty-four (24) consecutive months for employees with twelve (12) or more

months continuous service; and (d) layoff in excess of twelve (12) consecutive months for employees with less than twelve (12) months of continuous service.

Section 8.3 – Seniority Roster

County shall furnish Lodge with a seniority roster noting date of hire with the Police Department and Job classification.

Section 8.4 – Vacancies

Vacancies in the Classification of Police Officer shall be filled in accord with §6-1-106 (Eligibility Lists) of the County Code.

Section 8.5 – Layoff and Recall

In the event of a personnel reduction, employees with the least seniority shall be laid off first. Each employee shall receive at least fifteen (15) work days written notice of layoff. No new employees shall be hired until all qualified employees on layoff have been offered an opportunity to return to work. Recall to work shall be in reverse order of layoff.

Section 8.6 – Furlough Days

No member of the bargaining unit shall be subject to unpaid furlough days from July 1, 2010 through June 30, 2012.

Should the County Executive suspend County operations (excluding 24 hour/seven days a week functions) as a result of a furlough, employees shall not be entitled to administrative leave pursuant to Section 11.10 of this Agreement.

Article 9: Hours of Work

Section 9.1 – Hours of Work

Each organizational unit of the Police Department shall continue the hours of work, regular work days and shift schedules that were in effect on the effective date of this Agreement, provided that County may alter such hours of work, regular work days and shift schedules if it has previously notified Lodge of its (County's) intent to do so and has engaged in mutual, good-faith discussions with Lodge regarding such changes.

Section 9.2 – Individual Work Schedules

County agrees to establish and post individual work schedules for all employees on a monthly basis.

Section 9.3 – Schedule Changes for Certain Assignments

When an employee assigned to a 12-hour patrol shift is required to attend a Training Program or other departmentally mandated assignment (e.g., community events, CDU deployments, but not Court), the following shall apply:

- (a) During the Employee's regularly scheduled shift.
 - i. When the Program or assignment is scheduled for less than (8) hours, the employee shall be required to work the remaining hours of the employee's shift.
 - ii. When the Program or assignment is scheduled for eight (8) or more hours, the employee shall not be required to work the remaining hours of the employee's shift

and shall be compensated as if the employee worked the employee's full regularly scheduled work day, plus any applicable overtime.

- (b) Outside the Employee's regularly scheduled shift.
 - i. When the Program or assignment is scheduled for less than (8) hours, the employee shall be paid at the overtime rate.
 - ii. When the Program or assignment is scheduled for eight (8) or more hours and occurs before or after a scheduled work day, the employee shall be compensated as if the employee worked the employee's full regularly scheduled work day, plus any applicable overtime.

Article 10: Wages and Premiums

Section 10.1 – Purpose of Article

The sole purpose of this Article is to provide a basis for the computation and payment of straight-time, overtime and other premium wages. County's pay practices and procedures shall govern the calculation and computation of all wages.

Section 10.2 – Regular Wages and Pay Rates

"Regular wages" is defined as the annual pay for an employee's merit/step within the pay grade assigned to that employee's regular classification.

"Regular rate" of pay is defined as the straight-time rate of pay per hour for an employee's merit/step within the pay grade assigned to that employee's regular classification.

Section 10.3 – Pay Schedule

- (a) Effective the first full pay period on or after July 1, 2025, employees covered by this agreement shall be placed on Pay Schedule A of Appendix I at the employee's same step as of June 30, 2025. Pay Schedule A represents a scale adjustment to starting salary and step differentials.
- (b) An employee in the classification of Police Officer who: (i) has completed two (2) continuous years as an Anne Arundel County Police Officer and (ii) has received an overall satisfactory on his/her last Performance Planning and Appraisal Report shall be retitled to Police Officer First Class. A retitled position is not entitled to a salary increase.
- (c) For the purpose of qualifying for a Police Officer First Class position, Police Officers who have been injured in the line of duty as determined by the Police Chief or his/her designee shall have the years of service as an Anne Arundel County Police Officer waived for the period of time that the Police Officer was absent from duty because of the line of duty injury. However, the Police Officer must have returned to work and be able to perform the full duty of a Police Officer in order to be retitled to Police Officer First Class.
- (d) The Corporal position: (i) is a non-competitive promotion; (ii) requires two (2) continuous years of experience as an Anne Arundel County Police Officer First Class and two (2) continuous years of experience as an Anne Arundel County Police Officer; (iii) requires an overall satisfactory on the employee's last Performance Planning and Appraisal Report; and (iv) requires the successful completion of a proficiency examination. Effective the first full pay period on or after July 1, 2022, employees who are promoted to Police Corporal shall

receive a promotional increase of five percent (5%) by moving to the same step on the Police Corporal Scale as the employee was on the PO/POFC scale.

- (e) Provided all required approvals have been obtained, the effective date for proficiency advancements to the rank of Corporal shall be the first full pay period after all criteria stated in this Section are met. Effective the first full pay period after July 1, 2022, the steps (base pay) for Police Corporal will be five percent (5%) higher than the corresponding steps (base pay) on the PO/POFC scale as provided in Pay Schedules A or B.
- (f) For the purpose of qualifying for a Corporal position, a Police Officer First Class who has been injured in the line of duty as determined by the Police Chief or his/her designee shall have the years of service as a Police Officer First Class waived for the period of time that the Police Officer First Class was absent from duty because of the line of duty injury. However, the Police Officer First Class must have returned to work and be able to perform the full duty of a Police Officer First Class and Corporal in order to be non-competitively promoted to Corporal.
- (g) Police Corporals who are promoted to the rank of Police Sergeant shall receive a promotional increase by moving to the step on the Police Sergeant's pay scale that provides for an increase of at least ten percent (10%) to the employee's rate of pay. Corporals with twenty-one (21) years or more of service with the Anne Arundel County Police Department who promote to the rank of Sergeant shall move to Step 21 of the Sergeants pay scale.
- (h) Police Sergeants who are promoted to the rank of Police Lieutenant shall receive a promotional increase by moving to the step on the Police Lieutenant's pay scale that provides for an increase of at least ten percent (10%) to the employee's rate of pay. Sergeants with twenty-two (22) years or more of service with the Anne Arundel County Police Department who promote to the rank of Lieutenant shall move to Step 22 of the Lieutenants pay scale.
- (i) For purposes of this Memorandum of Agreement, the term "pay period" means a bi-weekly pay period as utilized and in effect as of June 30, 2007.
- (j) Officers hired as laterals or through comparative compliance shall be placed on the Pay Schedule in effect at the time of hire at the rank of Police Officer. The step placement on the Pay Schedule shall be either (i) the officer's completed years of service as a police officer plus one (e.g., an Officer who has 15 months of service as police officer would be placed at step 2) or (ii) the step that provides at least 5% above the Officer's salary from their prior employment as a police officer, whichever is higher. In no event shall the Officer be placed at a step above step 7.

Section 10.4 – Overtime Compensation

- (a) **Overtime.** When an employee is requested to work in excess of the employee's regularly-scheduled work day, the employee shall receive one and one-half (1.5) times his/her regular rate of pay for all hours actually worked in excess of his/her regularly-scheduled work day. Employees entitled to receive overtime under the Fair Labor Standards Act shall receive such overtime according to the Fair Labor Standards Act (FLSA).
- (b) **Overtime for Employees Assigned to the 12-Hour Shift.**
 - i. Employees who actually work 84 hours in a pay period will receive overtime pay for four (4) hours worked.

- ii. Employees who actually work more than 80 hours but less than 84 hours in a pay period will receive overtime pay for those hours worked over 80 hours in the pay period.
 - iii. Employees who work in excess of the employee's regularly-scheduled work day will receive overtime pay, pursuant to Section 10.4(a), or compensatory time, pursuant to Section 10.4(d), for all such hours worked.
 - iv. Employees shall not be charged any accrued leave for the first four hours of leave taken from the employee's individual work schedule per pay period.
- (c) **Overtime for Schedule Changes.** An employee shall be entitled to overtime when his/her individual work schedule is changed with less than seventy-two (72) hours of advance notice, except for changes effected in response to situations deemed by the Police Chief (or his/her designee) to be emergencies. In the event that an employee receives less than seventy-two (72) hours of advance notice under non-emergency circumstances, he/she shall be entitled to overtime for all hours falling outside of his/her individual work schedule with a guaranteed minimum of four (4) hours pay at the employee's regular rate.
- (d) **Compensatory Leave Credit.** Employees who so request may receive overtime in the form of compensatory leave credit at a rate of one and one-half (1.5) times all hours due under either Section 10.4(a) or Section 10.4(b) in lieu of a cash payment. Once requested, however, decisions as to whether an employee will receive overtime pay or compensatory leave credit shall be made by the employee's most immediate non-bargaining-unit Supervisor in the sole exercise of that Supervisor's discretion.

As provided by the FLSA, employees may accrue no more than four hundred and eighty (480) hours of compensatory leave credit (representing three hundred and twenty (320) hours of overtime work). Upon attaining a balance in excess of four hundred and eighty (480) hours of compensatory leave credit, an employee shall receive overtime pay for all additional overtime hours until his/her compensatory leave credit balance falls below four hundred and eighty (480) hours. During the term of this Agreement, employees may elect one of the following options: 1) a one time payout in cash, in the second pay period in each Fiscal Year (including the second pay period in July, 2007), of up to two hundred and forty (240) hours of unused accrued compensatory leave (with the balance of unused hours up to the 480 hour-limit rolling over); or 2) to roll over all unused accrued compensatory leave, up to the 480 hour-limit.

An employee who has accrued Compensatory Leave credit shall be permitted to use such Compensatory Leave credit within a reasonable period of making the request. A reasonable period is defined as at least seven (7) days in advance of the use of Compensatory Leave credit. Requests to use Compensatory Leave credit with at least seven (7) days notice will be granted up to one position below acceptable staffing levels. Requests made to use Compensatory Leave credit with notice of six (6) days or less may be denied at the discretion of the Police Department if it causes staffing levels to drop below acceptable staffing levels. The Extended Leave Selection Process as outlined in Department Index Code 701.A, Section IV(B), for the affected calendar year must have taken place before the short term use of Compensatory Leave credit as outlined herein.

- (e) **Compliance with Fair Labor Standards Act.** Unless otherwise addressed by this Article, County and Lodge retain all rights with respect to the payment or treatment of overtime pay and compensatory leave credits as authorized by the Fair Labor Standards Act.

Section 10.5 – Acting Out of Class Pay

An employee who has completed his/her probationary period, and who is temporarily assigned to work in a classification in a higher pay grade than his/her regular classification for one (1) regular work day or more, or at least five (5) consecutive work days for Police Lieutenant, shall be paid for all hours worked in such higher pay grade at either ten percent (10%) above the employee's regular rate of pay for Corporals acting as Sergeants or ten percent (10%) for Sergeants acting as Lieutenants and ten percent (10%) above the employee's regular rate of pay for Lieutenants acting as Captains or the minimum rate for the higher pay grade, whichever is greater.

A Police Lieutenant may be temporarily assigned to a position under this section only if the employee meets the minimum qualifications of the position and is qualified to perform all the duties of the position to which the employee is being temporarily assigned.

Any employee who is acting out of class as defined in this Section and who also is required to work a night shift as defined in Section 10.7 – Shift Differential Pay, shall be entitled to both the Acting Out of Class Pay and the Shift Differential premium provided for in Section 10.7 for the same hours worked.

Section 10.6 – Court and Call-In Pay

- (a) Except as provided in paragraph (b), an employee who is required to attend a morning or afternoon session of court in the course of County business shall receive either a minimum of four (4) hours pay for each session, or compensatory leave credit, at the appropriate overtime rate, or the actual number of hours worked at the appropriate overtime rate, whichever is greater, for: (i) all hours worked on a scheduled off day; or (ii) all hours not contiguous to his/her individual work schedule.
- (b) In addition to any pay received under paragraph (a), an employee who is required to attend a second morning court session shall also receive a minimum of two (2) hours pay, or compensatory leave, at the appropriate overtime rate, or the actual number of hours worked at the appropriate overtime rate, whichever is greater, for attendance at the second morning court session. Compensation as described herein applies to (i) all hours worked on a scheduled off day; or (ii) all hours not contiguous to an employee's individual work schedule.
- (c) An employee who is required to attend court in the course of County business during hours outside of his/her individual work schedule, but who is allowed (by an appropriate officer of the court) to be "on-call", i.e., to be accessible by telephone and able to report to court within one (1) hour, shall receive two (2) hours pay, or compensatory leave credit, at the appropriate overtime rate.

An employee who is allowed to be "on-call," but who instead chooses to attend court, or who is subsequently called to report to court, shall be paid in accordance with paragraph (a) and (b) of this Section and shall not be paid the "on-call" pay provided in paragraph (c) of this Section. In such an event, an employee shall be paid according to paragraph (a) and (b) of this Section for all hours starting with the time the employee was allowed to be "on-call."

- (d) An employee who is required to work (for purposes other than court appearances) shall receive a minimum of four (4) hours pay at the appropriate overtime rate for each occurrence not contiguous to his/her individual work schedule.

- (e) An employee who is required to attend: (i) a work related court hearing, (ii) a work related MVA hearing, (iii) a work related deposition, or (iv) a work related meeting with the State's Attorney's Office or the U.S. Attorney's Office which has been pre-approved by the Chief of Police or his/her designee, shall receive either a minimum of four (4) hours pay, or compensatory leave credit, at the appropriate overtime rate, or the actual number of hours worked at the appropriate overtime rate, whichever is greater, for: (i) all hours worked on a scheduled off day; or (ii) all hours not contiguous to his/her individual work schedule. In the event that this court preparation minimum time overlaps with a scheduled court time, only one minimum will apply.

Section 10.7 – Shift Differential Pay

- (a) For employees NOT assigned to a 12-hour shift schedule:

- Any employee required to work on a shift where the majority of his/her regularly-scheduled hours are worked after 3:00 p.m. and before 11:00 p.m. shall be entitled to a night shift differential at the following rates:
 - Police officer, police officer first class, and corporals: five (5%) of his/her regular hourly rate for each hour, or portion thereof, actually worked between those hours, excluding overtime.
 - Sergeants: six percent (6%) of his/her hourly rate per hour for each hour, or portion thereof, actually worked between those hours, excluding overtime.
 - Lieutenants: seven percent (7%) of his/her hourly rate per hour for each hour, or portion thereof, actually worked between those hours, excluding overtime.
- Any employee required to work on a shift where the majority of his/her regularly-scheduled hours are worked after 11:00 p.m. and before 7:30 a.m. shall be entitled to a night shift differential at the following rates:
 - Police officer, police officer first class, and corporals: nine percent (9%) of his/her regular hourly rate for each hour, or portion thereof, actually worked between those hours, excluding overtime;
 - Sergeant and Lieutenant: fourteen percent (14%) of his/her regular hourly rate for each hour, or portion thereof, actually worked between those hours, excluding overtime.

- (b) For employees assigned to a 12-hour shift schedule:

- Any employee required to work on a shift where any of his/her regularly-scheduled hours are worked after 3:00 p.m. and before 11:00 p.m. shall be entitled to a night shift differential at the following rates:
 - Police officer, police officer first class, and corporals: five (5%) of his/her regular hourly rate for each hour, or portion thereof, actually worked between those hours, excluding overtime.
 - Sergeants: six percent (6%) of his/her hourly rate per hour for each hour, or portion thereof, actually worked between those hours, excluding overtime.
 - Lieutenants: seven percent (7%) of his/her hourly rate per hour for each hour, or portion thereof, actually worked between those hours, excluding overtime.

- Any employee required to work on a shift where any of his/her regularly-scheduled hours are worked after 11:00 p.m. and before 7:00 a.m. shall be entitled to a night shift differential at the following rates:
 - Police officer, police officer first class, and corporals: nine percent (9%) of his/her regular hourly rate for each hour, or portion thereof, actually worked between those hours, excluding overtime;
 - Sergeant and Lieutenant: fourteen percent (14%) of his/her regular hourly rate for each hour, or portion thereof, actually worked between those hours, excluding overtime.

Section 10.8 – Field Training Allowance

A Police Officer, Police Officer First Class, or a Police Corporal recognized by the Police Department as a Field Training Officer who is properly assigned to and actually furnishes field training to probationary Police Officers during the course of a contract (i.e., Fiscal) year shall receive a field training allowance equal to fifteen percent (15%) of the hourly rate for Corporal Step 12 for each hour worked as a Field Training Officer.

Section 10.9 – Training Programs

Every attempt shall be made to schedule County Training Programs during normal work hours. When this is not possible, an employee will be paid at his/her regular rate for scheduled training hours for which that employee has volunteered, or at an overtime rate for scheduled training hours if that employee's attendance is required during non-scheduled work hours by County.

Section 10.10 – Overtime Duplicating and Pyramiding

Except as described in Sections 10.5, 10.13 and 10.14, there shall be no duplicating and pyramiding in the computation of overtime or other premium wages. Nothing contained in this agreement shall be construed to require the payment of overtime more than once for the same hours worked. If more than one of the provisions of this Article are applicable to time worked by an employee, said employee shall be paid at the highest rate specified in any one such applicable provision. However, said employee shall not be entitled to additional pay under any other such provision(s).

Section 10.11 – Progression Through the Pay Schedule

- (a) For Fiscal Year 2026, employees shall receive a merit/step pay advancement on the employee's anniversary date as described in this section, not to exceed the maximum step for the grade for an overall rating of satisfactory on the employee's Performance Planning and Appraisal Report effective the pay period on or after the employee's anniversary date.
- (b) An employee shall receive merit/step pay advancements as provided in §6-1-207 of the County Code. An employee's anniversary date for the purpose of merit/step pay advancements will be the employee's most recent date of hire with the County and will not change in the future if the employee is promoted, demoted, reclassified (including by proficiency advancement), transferred or the pay grade associated with an employee's classification is reallocated. An employee shall progress through the pay schedule on the pay period closest to the employee's anniversary date by receiving an overall satisfactory on his/her Performance Planning and Appraisal evaluation.

Section 10.12 – Merit/Step Advancements

- (a) An employee who achieves a satisfactory performance review shall receive merit/pay advancements in accordance with Appendix I and §6-1-207.
- (b) An employee who has been injured in the line of duty as determined by the Police Chief or his/her designee shall have the eight-month service requirement for a performance review waived for the period of time that the employee was absent from duty because of the line of duty injury. The employee's anniversary date for future pay advancements is not affected and remains the same.
- (c) An employee's anniversary date will change if the employee receives an overall rating of unsatisfactory. Such employee shall be re-evaluated ninety (90) calendar days after his/her receipt of an unsatisfactory rating. This ninety (90) day re-evaluation is meant to encourage the employee to bring his/her performance up to a level that meets the standards for his/her position.

A second ninety (90) day review will be conducted if an employee fails to improve to a satisfactory level of performance. At the discretion of the Police Chief, any employee who receives an unsatisfactory rating on his/her second ninety (90) day re-evaluation may be given an additional ninety (90) day re-evaluation; reassigned to other duties; or dismissed for incompetence.

An employee's new anniversary date shall be the date on which he/she was rated satisfactory.

- (d) An employee may grieve only the Overall Rating contained in his/her Performance Planning and Appraisal. Any such grievance shall then be processed according to Article 6 (Grievance Procedure).

The following provisions shall be included on, or attached to, all Performance Planning and Appraisal Forms: "An employee who disagrees with the Overall Rating contained in this appraisal may file a grievance, provided he/she does so within twenty (20) work days after his/her receipt of such Overall Rating." The PPA form is subject to the approval of FOP, Lodge 70.

- (e) The inclusion of subsection (a) above shall not operate to prejudice either party's respective positions as to the history of negotiations concerning the merit/step pay advancements in subsequent Memoranda of Agreement between Anne Arundel County and the Fraternal Order of Police, Lodge 70.

Section 10.13 – Flight Pay Premium

Any member of the bargaining unit who is licensed to operate either a fixed wing or rotary aircraft and who is assigned to the aviation unit of the Department shall receive premium pay in the amount of three percent (3%) of the employee's regular rate of pay. An employee who is not assigned to the aviation unit but performs the duties of a pilot for the Department shall receive premium pay in the amount of three percent (3%) of the employee's regular rate of pay for the time spent performing such duties. Flight Pay shall be received in addition to other premium pays listed in this Article and shall be excluded from the prohibitions detailed in Section 10.10.

Section 10.14 – On-Call Pay

Unless an employee of the rank of Officer, Police Officer First Class or Corporal is receiving on-call pay as authorized in 10.6, the employee who is assigned to on-call status by the Police Chief shall receive seventy dollars (\$70.00) for each week day (Monday through Friday) that the employee is assigned to on-call status and ninety (\$90.00) for each weekend day (Saturday and Sunday) that the employee is assigned to on-call status. Such employees shall also receive ninety dollars (\$90.00) for any holiday that falls on a week day (Monday through Friday) that the employee is assigned to on-call status.

Unless an employee of the rank of Sergeant or Lieutenant is receiving on-call pay as authorized in Section 10.6, an employee who is assigned to on-call status by the Police Chief shall receive one hundred dollars (\$100.00) for each week day (Monday through Friday) that the employee is assigned to on-call status and one hundred and fifty dollars (\$150.00) for each weekend day (Saturday and Sunday) that the employee is assigned to on-call status. Such employees shall also receive one hundred and fifty dollars (\$150.00) when assigned on-call status for any holiday that falls on a week day (Monday through Friday).

On-Call Pay shall be received in addition to other premium pays listed in this Article and shall be excluded from the prohibitions detailed in Section 10.10.

Section 10.15 – Daylight Savings Pay

Any employee who is required to and actually works a shift where regularly scheduled hours require them to work an additional hour of time to compensate for the adjustment to standardized time to complete their shift shall be entitled to overtime or compensatory time at the appropriate rate for the additional hour actually worked during that shift.

Section 10.16 – Bonus Award Program

The County will implement a Bonus Award Program for all employees in the bargaining unit. The Bonus Program will reward employees up to 10% of the actual cost savings, not to exceed \$10,000, for a proposal made by an employee(s) and adopted and implemented by the County. The Budget Officer must approve the proposal, determine the cost savings, and make a recommendation to the County Executive of the amount of the bonus to be paid. The decision of the Budget Officer is final.

Section 10.17 – Staffing Shortages

If an employee covered by this Agreement is required to work, either voluntarily or involuntarily, to accommodate a staffing shortage; and, if that employee works at least three and one half (3.5) hours, the employee shall receive a minimum of four (4) hours pay or compensatory leave credit, at the appropriate overtime rate, or the actual number of hours worked at the appropriate overtime rate, whichever is greater, for all hours contiguous to his/her individual work schedule.

Section 10.18 – School Security Pay

Employees covered by this Agreement who work overtime for school events or other special events designated by the Police Chief will be compensated for the actual number of hours worked or a three (3) hour minimum, whichever is greater. Compensation shall include the required one half (1/2) hour prior to and post event time worked.

Pursuant to County payroll policy, employee time should reflect the actual number of hours worked, even if paid for the minimum number of hours.

Sergeants and Lieutenants covered by this Agreement shall be eligible for assignments at school detail schedules whenever more than one police officer is assigned for such duty.

Section 10.19 – Bi-Lingual Pay

Employees covered by this Agreement may be voluntarily tested, through a third party vendor, to determine if they are proficient in speaking and reading a foreign language (non-English) determined to be operationally necessary to the Police Department.

Employees will be paid seventy-five dollars (\$75.00) per pay period, up to one thousand nine hundred fifty dollars (\$1,950.00) annually, if they are deemed to be proficient in speaking and reading a foreign language (non-English) and occupy a position in which translation is an operational necessity. The determination of proficiency will be at the sole discretion of a third party vendor who will administer the test. The language allowance program will be open to ten (10) officers that pass the proficiency test and occupy positions meeting operational necessity. The determination of which positions meet operational necessity will be at the sole discretion of the Police Chief. If more than ten (10) officers pass the test, which officers may participate in the program will be at the sole discretion of the Chief. Participation in the program is voluntary. Officers who fail any part of the exam may retake the exam after thirty (30) days. The Chief, at his/her sole discretion, may expand the number of officers who can participate in the program or the number of languages offered in the program, and will notify the FOP President of his/her decision.

Article 11: Leaves

Section 11.1 – Annual Leave

- (a) All full-time employees shall be entitled to receive paid annual leave accrued in accord with the following schedule:

<u>Years of Continuous Service -</u> Officer, Police Officer First Class, Corporal, Sergeant	Accrual Per Calendar Month
0 but less than 5	6.67 (80 hours per year)
5 but less than 10	10 (120 hours per year)
10 but less than 20	13.33 (160 hours per year)
20 years or more	16.67 (200 hours per year)
<u>Years of Continuous Service -</u> Police Lieutenant	Accrual per Calendar Month
Less than 3	8.67 (104 hours per year)
3 but less than 15	13.33 (160 hours per year)
15 or more	17.33 (208 hours per year)

- (b) Procedures governing annual leave shall be in accord with §6-1-302 the County Code. Employees may carry over three hundred and twenty (320) hours, which is the equivalent of forty (40) eight-hour days, of annual leave into the next pay period calendar year in accordance with §6-1-302(d)(2).

- (c) In addition to the annual leave provided in Section 11.1(a) all employees shall receive one hundred and twenty-eight (128) hours, which is the equivalent of sixteen (16) eight-hour days, of paid annual leave in lieu of the holidays listed in §6-1-301 of the County Code.
- (d) Employees may not carry over more than three hundred and twenty (320) hours, which is the equivalent of forty (40) eight-hour days, of Annual Leave into the next pay period calendar year.
- (e) Annual leave accumulated by an employee which exceeds the maximum carry over limit of three hundred and twenty (320) hours, which is the equivalent of (40) eight-hour days, per calendar year will be converted to disability leave.
- (f) Employees covered by this Agreement shall accrue annual leave hours each pay period during the calendar year. At the beginning of each calendar year, leave balances for all employees will reflect the total amount of annual leave (including one hundred and twenty-eight (128) hours, which is the equivalent of sixteen (16) eight-hour days, allotted for holiday pay), even though employees will continue to accrue leave each pay period. In the event that an employee leaves County service prior to the end of a calendar year he/she will be responsible for repayment of any leave hours taken that exceed the hours the employee has not yet earned through an accrual method.

Section 11.2 – Disability Leave

- (a) Full-time employees shall be entitled to receive paid disability leave accrued at the rate of ten (10 hours) per calendar month, which is the equivalent of one and one-quarter (1.25) days.
- (b) Procedures governing disability leave shall be in accord with §6-1-303 of the County Code.
- (c) Sergeants and Lieutenants shall continue to participate in the Disability Leave Payment and Credit Program providing (under conditions detailed in §6-1-303 of the County Code) for mid-level employees to receive \$25 per day for unused Disability Leave and for that same unused Disability Leave to be counted as credited service for purposes of retirement plan calculations.

Section 11.3 – Jury Leave

An employee shall be entitled to leave with pay for all regularly scheduled work hours that he/she is required to serve as a member of a jury. Employees must present the summons to jury duty to their direct supervisor within a reasonable period of time after receipt. Whenever an employee is temporarily excused from jury duty on a scheduled work day, he/she shall advise his/her most immediate non-bargaining-unit Supervisor as promptly as possible and shall stand to report for work as requested by County. Failure to return to duty when requested to do so will result in forfeiture of any pay due under this Section for that day.

Section 11.4 – Court Leave

An employee required to appear before a court, public body or commission in connection with County business shall be entitled to leave with pay for the time necessary to appear during his/her regularly-scheduled work day.

Section 11.5 – Civic Leave

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 prior to July 1, 2004, shall be entitled to leave with pay for all regularly scheduled work days that he/she is required to perform emergency civilian or military duties after July 1, 2004.

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 on or after July 1, 2004, declaring a national emergency shall be granted civic leave. If the employee's base pay with the County is more than the employee's military pay and allowances, the employee shall be paid the difference between the employee's base pay rate and the employee's military pay and 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.

Section 11.6 – Military Leave

An employee who is required to serve in a military training or reserve program of the Armed Forces of the United States shall be entitled to leave with pay, provided he/she offers valid proof of such military service. A copy of such employee's military orders must be submitted to County's Personnel Officer by the employee requesting such leave. In no event, however, shall such leave exceed a maximum of one hundred and sixty (160) hours per year.

Employees who exhaust their allotted military leave may request that the Chief approve up to ninety-six (96) hours for the employee to fulfill their minimum annual service requirements. Such requests shall not be unreasonably denied.

Section 11.7 – Funeral Leave

In the event of a death in his/her immediate family, an employee shall be entitled to leave with pay, provided that such leave is taken during the period between the date of death and the day following burial, both inclusive. Such leave shall not exceed a maximum of three (3) regularly scheduled work shifts per occurrence.

Immediate family shall include only the following: spouse, child, step child, brother, brother-in-law, step brother, sister, sister-in-law, step sister, parents, stepparent, foster parent, parents-in-law, step parent-in-law, grandparents, grandparents-in-law, grandchildren, or guardians. Upon County's request, employees shall furnish proof of death and relationship.

An employee may be granted an additional twenty-four (24) hours of leave at the discretion of the Police Chief (or his/her designee). Such additional leave shall be charged to disability leave.

Section 11.8 – Leave Forms

All leave forms required by this Article shall be signed by the Police Chief (or his/her designated representative).

Section 11.9 – Annual Leave Schedule

Procedures governing the scheduling of annual leave shall be in accord with the Anne Arundel County Police Department Index Code 701.A or any subsequent amendment or modification agreed to by the parties.

Section 11.10 – Miscellaneous Leave

For the purposes of this Section, “business day” is defined as 8:00 a.m. to 4:30 p.m. Monday through Friday.

- (a) When the County closes for one full business day, an employee who (1) is already scheduled to work, (2) is designated an emergency employee to provide essential services to County citizens, and (3) actually works more than fifty (50) percent of his/her regular shift on that same calendar day that the County is closed will receive administrative leave with pay on an alternate work day in addition to straight time wages for hours worked. The amount of administrative leave granted will be equal to the number of hours actually worked, in closest whole hour increments, and up to a maximum of eight (8) hours so long as the employee did not receive overtime pay for the same hours worked.
- (b) Notwithstanding sub-paragraph (a) of this section, an employee who is regularly scheduled to and actually work eight hours on the midnight shift (i.e. begins at 11:00 p.m. and ends either 7:00 a.m. or 7:30 a.m.), when that shift ends on the day when the County is closed for one full business day, will be entitled to eight (8) hours of administrative leave. Administrative leave shall only be granted if the shift is a regular shift, not an overtime shift.
- (c) When the County delays opening of offices on a business day, an employee who (1) is already scheduled to work, (2) is designated an emergency employee to provide essential services to County citizens, and (3) actually works his or her regular shift on that same calendar day is entitled to administrative leave with pay on an alternate work day in the amount of the hours that the County delayed opening, in addition to straight time wages for hours worked.
- (d) When the County closes offices early on a business day, an employee who (1) is already scheduled to work, (2) is designated an emergency employee to provide essential services to County citizens, and (3) actually works his or her regular shift on that same calendar day is entitled to administrative leave with pay on an alternate work day in the amount of the hours that the County closed early, in addition to straight time wages for hours worked.
- (e) The paid administrative leave granted under this Section is forfeited if not used within twelve (12) months of the said closure, delayed opening or early closing of offices.
- (f) Any hours worked beyond the regularly scheduled shift shall be compensated in accordance with Article 10 of this Agreement.

Section 11.11 – Personal Wellness Leave

For Calendar Year 2025, Police Lieutenants shall receive three (3) personal leave days. For Calendar Year 2025, Police Officers, Police Officer First Class, Police Corporals and Police Sergeants shall receive two (2) personal wellness days. Personal leave shall be scheduled by mutual agreement of the immediate supervisor and the employee. Personal leave may not be accumulated.

Beginning January 1, 2026, Police Lieutenants shall receive thirty-two (32) hours of personal wellness leave each calendar year. Beginning January 1, 2026, Police Officers, Police Officer First Class, Police Corporals and Police Sergeants shall receive twenty-four (24) hours of personal wellness leave each calendar year. Personal leave shall be scheduled by mutual agreement of the immediate supervisor and the employee. Personal leave may not be accumulated.

Section 11.12 – Family and Medical Leave

Employees shall be provided with all applicable benefits of the Family and Medical Leave Act of 1993 and all applicable State leave laws. Administration of these laws are in accordance with Anne Arundel County Policies and Procedures as incorporated in the Employee Relations Manual.

Article 12: Pension Plan and Retired Members

Section 12.1 – Pension Plan

- (a) County shall provide a pension plan for employees covered by this Agreement in accord with Article 5, Title 5 (Police Service Retirement Plan) of the County Code as amended consistent with the provisions herein.
- (b) Upon completion of twenty (20) years of actual service with the Police Department as a member of the Police Service Retirement Plan, an employee shall be entitled to a pension credit without cost of up to a maximum of three (3) years of active duty military service. Credited years under this Section (Section 12.1(b)) shall be treated as if they were years of service to County. Amounts creditable shall be based upon minimum three (3) month increments at one-half percent (.5%) for each three (3) month period credited.
- (c) Neither County nor Lodge shall introduce or support legislation to decrease benefits provided by the Police Service Retirement Plan (as described in Article 5, Title 5 of the County Code) for the Duration (see Section 20.1) of this Agreement.
- (d) The County agrees that the following provisions shall be part of the pension plan referenced in (a):
 - (i) Provide service credit for disability leave in excess of the 70 percent cap;
 - (ii) Provide service credit for military service in excess of the 70 percent cap;
 - (iii) Include disability leave as eligibility criteria for pension benefit;
 - (iv) Change the former COLA index to the new COLA index to provide for consistency;
 - (v) Review and simplify disability pension administration in return for a different basis for payment of the disability pension benefit.
 - (vi) Article 5, Title 5, Section 204(a)
 - (a) (1) This sub-section applies to a participant who has a surviving spouse at the time of the participant's death.
 - (2) Pension benefits shall be paid:
 - (i) To the participant during the participant's lifetime;
 - (ii) On the participant's death, if the spouse survives, to the spouse commencing on the first day of the month coinciding with or next following the participant's death and ceasing as of the spouse's date of death; and
 - (iii) On the death of the surviving spouse, if there are surviving unmarried minor children of the participant, to the children

commencing on the first day of the month coinciding with or next following the spouse's death.

(vii) Article 5, Title 5, Section 206(c)(1) and (2)

- (a) (1) The death benefit shall be paid to the surviving spouse on a monthly basis commencing on the first day of the month coinciding with or next following the participant's death and ceasing as of the spouse's date of death.
 - (2) If the surviving spouse dies, or if there is no surviving spouse but there are one or more surviving unmarried minor children, the death benefit shall be paid to the children in equal shares, on a monthly basis, commencing on the first day of the month coinciding with or next following the spouse's death, or the participant's death, as applicable, with the benefit to each child ceasing when the child attains the age of 18 years or marries, whichever occurs first.
- (e) The participant contributions to the pension plan for employees covered by this agreement will be changed from seven and a quarter percent (7.25%) to eight and a quarter percent (8.25%) of the participant's annual basic pay for each calendar year, or portion of a calendar year while the employee is an active participant in the plan. The change in contribution rate from seven and a quarter percent (7.25%) to eight and a quarter percent (8.25%) shall take effect the first full pay period after January 1, 2026.

Section 12.2 – Retirement Health Benefits

All employees employed as of July 1, 1984, and thereafter, shall be entitled (upon retiring from the Police Department) to payment for eighty percent (80%) of the cost for County's hospital, board, surgical, and major medical benefits as of the time of retirement, provided such employees meet the eligibility provisions of County's current health benefits maintenance program for retired personnel. The eligibility provisions of County's current health benefits maintenance program for retired personnel shall remain applicable to Lodge unless modified by a successor Agreement.

Section 12.3 – Deferred Retired Option Program

The County shall provide a Deferred Retirement Option Program (DROP) in accordance with Article 5, Title 1 of the County Code and Appendix IV of this Agreement which provides an effective annual yield of 5.0% for participants who enter the DROP after June 30, 2025.

Nothing herein shall permit the County to alter the Deferred Retirement Option Program, during the term of this Agreement without negotiation and agreement with the Lodge.

In connection with negotiation of the Fiscal Year 2024, Memorandum of Agreement, the County and the FOP agree to the following:

1. The County agrees to introduce and support legislation to increase the DROP to seven years. An employee's participation in the seventh year shall be at the discretion of the Police Chief, which shall not be unreasonably denied.
2. The County agrees to introduce and support legislation to give participants in the DROP program who do not retire when they exit DROP or who separate from employment within the first three years of DROP participation the option to repay their missed contributions in lieu of a reduction in pension benefits.

3. It is the goal of the parties that the legislation referenced in paragraphs 1 and 2 will be introduced by August 7, 2023.

Article 13: Insurance Coverages

Section 13.1 – Health Insurance

- (a) The County shall continue to provide the same group health insurance plans and plan options (i.e. PPO, HMO-EPO), vision and dental insurance plans for this bargaining unit as it shall provide for other County public safety employee bargaining units pursuant to County Code section 6-1-308. The cost of each employee's benefits shall be shared by the County and the employee. Effective January 1, 2026, the County's share of the health insurance premium for the non-HMO plan will remain seventy-five percent (75%) of the health insurance premium and the employee's share for the non-HMO plan will remain twenty-five percent (25%). Also effective January 1, 2026 the County's share of the health insurance premium for the HMO-EPO plan will remain eight-five percent (85%) and the employee's share for the HMO-EPO plan will remain fifteen percent (15%).
- (b) Any employee opting for no coverage shall, upon receipt by County of evidence of other applicable health insurance coverage, receive the sum of five hundred and forty-six dollars (\$546) prorated over each pay period in the (health insurance coverage) plan year. Pursuant to applicable law, an employee is not eligible for the opt-out credit, if the employee has elected to be covered under their spouse's plan, and the spouse is a County employee and is covered under the County's health insurance plan.
- (c) Lodge recognizes and acknowledges County's right to change insurance carriers or to self-insure any portion of the health insurance coverage referred to in this Section, provided that the level of benefits provided by this Section is maintained. Lodge recognizes and acknowledges County's right to consolidate employee groups into a single, unitary health insurance group under County Code section 6-1-308.

Section 13.2 – Life Insurance

- (a) County shall provide life Insurance coverage at two times the employee's annual salary up to a maximum of one hundred thousand dollars (\$100,000) at no cost to employees.
- (b) In the event an employee is killed in the line of duty, the County shall pay the named beneficiary an amount equal to the annual pay of the deceased employee. If the employee is acting out of class at the time he/she is killed in the line of duty, the County shall pay the named beneficiary an amount equal to the annual pay of the classification in which the officer was acting and paid at the time of death.
- (c) The County shall permit each employee to make a designation of beneficiary.
- (d) This benefit shall not be an offset against worker's compensation benefits within the meaning of the Maryland Annotated Code, Labor and Employment, §9-610.
- (e) Employees shall have the option of purchasing supplemental life insurance by means of the same enrollment guidelines and premium rates as non-represented County employees, up to a maximum of \$400,000 at no additional cost to the County.

Section 13.3 – Burial Expenses

In the event a Police Officer is killed in the line of duty, County shall pay the costs of burial up to a maximum of fifteen thousand dollars (\$15,000).

Section 13.4 – Civil Liability Coverage

County agrees to provide employees with legal defense services and indemnification for civil liability in a manner consistent with the Local Government Tort Claims Act; Article 3, Title 11, entitled “Self-Insurance Fund,” of the Anne Arundel County Code; and the policies, rules and regulations of the Self-Insurance Fund Committee.

Section 13.5 – “Flexible Spending Account” Program

For Fiscal Year 2026, County agrees to continue to offer a “Flexible Spending Account” voluntary benefit program in conformance with Section 125 of the Internal Revenue Service Code. This program allows employees to set aside pre-tax dollars for certain out-of-pocket health and/or dependent care expenses.

Article 14: Allowances

Section 14.1 – Uniforms and Equipment

All uniforms and equipment, both initial issue and promotional, are set forth in Appendix II of this Agreement. In the event that the uniforms or equipment detailed in Appendix II are damaged through no fault of the employee, become worn through normal use, or are determined to be unsafe by the Police Chief, such uniforms or equipment shall be replaced at no cost to the employee.

Section 14.2 – Plain Clothes Allowance

County shall pay a plain clothes allowance of one thousand dollars (\$1,000) per year to eligible members of the bargaining unit to be paid on the first full pay period in July and January of each fiscal year. If an employee becomes eligible for the plain clothes allowance after the start of a fiscal year, County shall pro-rate the plain clothes allowance in increments of one twenty-sixth (1/26) of one thousand dollars (\$1,000) and pay the pro-rated plain clothes allowance to the employee on the first full pay period following the date on which the employee became eligible in accordance with Police Department policies and procedures. If an employee who received the plain clothes allowance during a fiscal year is reassigned or otherwise becomes ineligible for the plain clothes allowance before the end of that same fiscal year, the employee agrees to repay a pro-rated amount for the time the employee was ineligible during the fiscal year in increments of one twenty-sixth (1/26) of one thousand dollars (\$1,000) per pay period until the overpayment is satisfied.

Section 14.3 – Uniform Cleaning Allowance

This allowance was reallocated as part of the negotiation of Pay Schedule A, adopted and effective July 1, 2024.

Section 14.4 – Service Weapons Allowance

This allowance was reallocated as part of the negotiation of Pay Schedule A, adopted and effective July 1, 2024.

Section 14.5 – Physical Fitness Incentive Allowance

This allowance was reallocated as part of the negotiation of Pay Schedule A, adopted and effective July 1, 2024.

Section 14.6 – Civil Disturbance Unit Allowance

Any member of the bargaining unit who is assigned to the Civil Disturbance Unit of the Department shall receive an allowance in the amount of one thousand dollars (\$1,000.00) per year to be paid in twenty-six (26) equal installments effective the first full pay period following July 1, 2023.

Article 15: Lodge Affairs

Section 15.1 – Bulletin Boards

County agrees to provide bulletin boards for Lodge at each Police Station for the purpose of allowing Lodge to inform its membership of official Lodge business, Lodge meetings, Lodge recreational and social affairs and such other events to which County and Lodge may mutually agree. All bulletin board postings shall be signed by an officer of Lodge. Copies of all such postings shall be submitted to the Police Chief (or his/her designee) prior to posting. Postings shall not violate those criteria generally applicable to the posting of notices on County property.

Section 15.2 – Lodge Visitation

With the permission of County's Personnel Officer, representatives of the National Lodge shall have reasonable access to County premises for the purpose of conferring with County or with Lodge Representatives involved in the administration of this Agreement. Such permission shall not be unreasonably withheld by County, but it shall not be granted at times when it would interfere with the effective operation of the Police Department.

Section 15.3 – Negotiations

Up to six (6) employees designated by Lodge shall be granted leave with pay for meetings at times mutually agreed to by County and Lodge for the purpose of negotiating a successor Agreement to this Agreement.

Section 15.4 – Membership Meetings

Employees elected or appointed to Lodge offices as President, Vice President, Corresponding Secretary, Recording Secretary, Treasurer, State Trustee, Guard, Chaplain, Conductor and appointed District Representatives shall be granted leave with pay for up to a maximum of six (6) hours per calendar month to attend regular Lodge and Board of Directors meetings, provided that such leave does not interfere with the efficient operation of the Police Department as determined by the Police Chief.

Section 15.5 – Lodge President

During this Agreement, the Lodge President shall be given an assignment that ensures reasonable time to conduct Lodge business. Ordinarily, this assignment will be on the day shift. When the Lodge President conducts Lodge business outside of his/her normal tour of duty, the Lodge President shall not be compensated by County, unless directed to carry out such duties by County or the Police Department.

Lodge President shall be granted unlimited leave for Lodge business at the discretion of the Police Chief. Approval of such leave will not be unreasonably denied.

If a change of assignment was effected in order for an individual to serve as Lodge President, every effort shall be made to return that individual to his/her previous assignment upon such individual's withdrawal or removal from Lodge's Presidency. Should such a return to a previous assignment not be practicable, the Police Chief and the former Lodge President shall mutually agree to the former Lodge President's assignment.

If the Lodge President is absent on approved leave for a period of more than three (3) consecutive days, the Lodge President may designate in writing to the Police Chief a Lodge Board Member who shall act as Lodge President in his/her absence. During the Lodge President's absence, the Lodge Board Member so designated shall be granted leave as needed for Lodge business at the discretion of the Police Chief. Approval of such leave will not be unreasonably denied.

Section 15.6 – Lodge Business

County shall grant up to an aggregate maximum of one hundred seventy-five (175) days of leave with pay in each year of this Agreement to employees scheduled to attend conferences, seminars and conventions or to deal with matters affecting Lodge.

Permission to use leave with pay under this Section shall be considered by the Police Chief upon receipt of a written request from Lodge's President specifying the person(s) requiring leave, the amount of leave required and the purpose of such leave.

Permission to use leave with pay under this Section shall not be unreasonably withheld by County, but it shall not be granted at times when it would interfere with the efficient operation of the Police Department.

Article 16: Safety and Health

Section 16.1 – Safe Working Conditions

County and Lodge agree to cooperate to the fullest extent in the promotion of safety in the Police Department.

County shall insure that all pool vehicles shall pass a Maryland State motor vehicle inspection on an annual basis.

Section 16.2 – Safety Committee

A Safety Committee comprised of six (6) members (three (3) of whom shall be appointed by Lodge from among the employees covered by this Agreement; and three (3) of whom shall be appointed by County) shall be established. The Safety Committee shall meet monthly for the purpose of promoting safety, unless less frequent meetings are mutually agreed to by County and Lodge. Minutes of all meetings shall be forwarded to the Police Chief and Lodge President.

Article 17: Rules and Regulations

Section 17.1 – Revision of Rules and Regulations

All employees shall be provided with a copy of the Police Department's current rules, regulations and orders. County agrees to notify Lodge of, and to discuss with Lodge, any amendments to the (County) Office of Personnel's rules and regulations which affect employees within the unit,

provided that a grievance challenging any such amendments may be filed under Article 6 (Grievance Procedure) of this Agreement if such amendments are in conflict with an express provision of this Agreement.

Article 18: County Personnel Practices

Section 18.1 – Personnel File

- (a) An employee shall have access to his/her personnel file by prior appointment with County's Personnel Officer (or his/her designee). An employee's review of his/her personnel file shall be in accord with the provisions of Title 4, of the General Provisions Article of the Annotated Code of Maryland. Employees shall have the right to obtain copies of the materials in their individual personnel file. The County may fix a reasonable copy charge if the copies exceed 20 pages.
- (b) A copy of any item placed in an employee's Police Department personnel file shall be furnished to the subject employee by the Police Chief (or his/her designee) within three (3) work days after any such item has been forwarded to an employee's personnel file maintained at the Police Department's Personnel Section.

Section 18.2 – Copies of Agreement

Within sixty (60) calendar days of the effective date of this Agreement, County shall provide ten (10) copies of Agreement to the Lodge. The County also agrees to provide an electronic copy of the Agreement to the Lodge and to make the Agreement available to the membership on the County Intranet and Power DMS. The Lodge agrees to make the Agreement available on the official website for the FOP.

As part of this Agreement, all employees will be permitted to access the official website for the FOP through the County's network.

Section 18.3 – Disciplinary Procedures

All complaints of misconduct involving members must be adjudicated exclusively in accordance with the procedures created by the Maryland Police Accountability Act of 2021 (including any amendments thereto), codified in the Maryland Public Safety Article §§ 3-101 *et seq.*, or its successor (MPAA).

To the extent that the MPAA does not govern disciplinary procedures, the disciplinary procedures contained within Appendix V of this Memorandum of Agreement govern the complaint of misconduct.

Section 18.4 – Eligibility Lists

During the term of this Agreement, vacancies shall be filled in accord with §6-1-106 Eligibility Lists of the County Code, except for the following language related to the promotional process to the rank of Police Sergeant and Police Lieutenant:

- (a) Eligibility lists shall be prepared by the Personnel Officer upon written notice by the Police Chief prior to the expiration date of the established eligibility list. Eligibility lists shall be based on such written, performance, oral and/or other examinations as determined by the Personnel Officer. Candidates must be ranked on the eligibility list according to the descending order of their relative merit as determined by the appropriate methods of

examination. In determining the ranking on the eligibility list, examination scores shall be rounded to the next nearest tenth of a point score.

- (b) The Personnel Officer shall certify the names of the three persons standing highest on the eligibility list applicable to the position to be filled and shall provide those names and scores to the Police Chief and President of the FOP. The President of the FOP will keep names and scores confidential. In the event there are tied scores among those candidates that are eligible for certification, such that the number of eligible candidates exceeds the rule of three, those candidates with tied scores will be certified as well. In determining the ranking on the eligibility list, examination scores shall be rounded to the next nearest tenth of a point. If there are two or more vacant positions to be filled from the same eligibility list, the Personnel Officer shall certify a number of names equal to the number of vacancies plus two.
- (c) Eligibility lists shall be considered as expired and without effect two years after the list is signed by the Personnel Officer, unless terminated earlier by the Personnel Officer. If an eligibility list is terminated earlier than two years after being signed, all persons on the eligibility list shall be notified by first class mail or e-mail of the termination.
- (d) The Personnel Officer may remove persons on an eligibility list for good cause, including refusal to accept appointment from an eligibility list or discharge, retirement, or resignation from the classified service.

Section 18.5 – Promotional Testing Committee

County and Lodge agree to the continuation of a Joint labor/management committee to study and provide further recommendations to improve the selection process for the Classification of Police Sergeant and Police Lieutenant.

The Promotional Testing Committee shall continue to be comprised of five (5) members: two (2) members to be appointed by Lodge; two (2) members to be appointed by the Police Department; and one (1) member to be appointed by County's Office of Personnel. Any party may bring an additional attendee, who would not be a voting member, depending on the agenda items to be discussed.

The Committee shall convene no less than one hundred and fifty (150) calendar days prior to the anticipated date of the next promotional process for the classification of Police Sergeant and Police Lieutenant. The Committee shall prepare a written report of any recommendations no less than one hundred and twenty (120) calendar days prior to the next promotional process and shall reconvene to critique the last selection process within sixty (60) days after its completion. The County shall provide a list of study materials to the individuals in accordance with the recommendations of the vendor.

Should the Promotional Testing Committee develop any unanimous recommendations in its report, due no less than one hundred twenty (120) calendar days prior to the promotional process, such recommendations shall be implemented, effective with all future selection processes for the classification of Police Sergeant and Lieutenant. Unanimous recommendations of the Committee shall not be related to test development (i.e., questions, prompts, or other materials to be given to the participants in a Promotional Test which, if disclosed outside the Committee, would impact the integrity of the Promotional Test).

Should the Promotional Testing Committee have recommendations that are not unanimous but are supported by a majority of the committee regarding matters other than test development, those

recommendations shall be submitted in writing to the Personnel Officer who will submit those recommendations to the vendor for analysis.

Through the conclusion of Fiscal Year 2027, if there are any reasons why the vendor does not agree with a recommendation supported by a majority, the County shall obtain a memorandum from the vendor setting forth the reasons for not implementing the recommendation, which shall be provided to the members of the Committee. If the contents of that memorandum to the Committee would impact the integrity of the testing process (i.e., they contain test development material), the Personnel Officer will redact those portions of the memorandum necessary to preserve the integrity of the testing process.

Section 18.6 – Involuntary Transfers

Employees who are involuntarily transferred from one assignment to another shall, upon request, be furnished with the reason(s) for their transfer.

Section 18.7 – Disclosure of Personal Information

County shall not release any personal information regarding an employee unless allowed to do so by Title 4 of the General Provisions Article of the Annotated Code of Maryland.

Section 18.8 – Leave Sharing

Employees may donate accrued annual leave or compensatory time, in accordance with the County's Leave Sharing policy, to other eligible County employees who have exhausted all forms of paid leave to which they are entitled and whose receipt of donated leave or compensatory time has been approved by their Appointing Authority. In addition, employees may donate up to twenty-four (24 hours) of disability leave, which is the equivalent of three (3) disability leave days, per calendar year to any County employee provided that the recipient County employee has exhausted all forms of paid leave to which they are entitled and the receipt of donated disability leave has been approved by their Appointing Authority.

Section 18.9 – Education Assistance

Education assistance shall be provided in accord with §6-1-307 of the County Code.

- (a) (1) A permanent, full-time employee who is in good standing is entitled to reimbursement of 100 percent of direct tuition cost upon passing each approved course of study that is:
 - (i) directly related to the employee's current work assignment;
 - (ii) related to a type of work to which the employee may reasonably be expected to progress; or
 - (iii) a required course in an approved degree or certificate program.
- (b) Reimbursement for direct tuition costs is limited to \$2000 for each employee in a fiscal year. Direct tuition costs do not include textbooks, laboratory fees, and other expenses.

Article 19: Preservation of Benefits

Section 19.1 – Preservation of Benefits

Unless otherwise addressed by this Agreement or other negotiated agreement, the following benefits presently enjoyed by employees shall be continued for the duration of this Agreement:

- (a) Current policy regarding personal patrol vehicles;
- (b) Current policy regarding use of uniforms and personal patrol vehicles in secondary employment upon approval of Police Chief;
- (c) Current policy regarding staffing of school events;
- (d) Current policy regarding administrative leave for Lodge President and Lodge Vice President to attend annual Fraternal Order of Police state/national convention;
- (e) Current policy regarding issuance of flashlight batteries;
- (f) Current policy regarding secondary employment;
- (g) Current policy regarding holidays;
- (h) Current policy regarding annual leave;
- (i) Current policy regarding disability leave;
- (j) Current policy regarding issuance of uniforms;
- (k) Current policy regarding issuance of firearms;
- (l) Current policy regarding issuance of officer-carried equipment;
- (m) Current policy regarding coverage under Workers Compensation; and
- (n) Current policy regarding recognition of previous vacation requests upon transfer.

Article 20: Duration of Agreement

Section 20.1 – Duration

This agreement shall become effective as of July 1, 2025, and shall continue in full force and effect until June 30, 2026. Thereafter, it shall be self-renewing for one-year periods, unless written notice of intention to terminate or modify this Agreement is given by either party (County or Lodge) to the other not later than January 15, 2026, or January 15th of any subsequent year.

Section 20.2 – Amendments

This Agreement may only be added to, amended or modified by a written document that is signed on behalf of the parties hereto (County and Lodge) and reached as the result of negotiations mutually agreed to by County and Lodge.

Section 20.3 – Separability

If any term or provision of this Agreement is, at any time during the duration of this Agreement, in conflict with any law or court decision, such term or provision shall continue in effect only to the extent permitted by such law or court decision. County and Lodge shall then meet as soon as

possible to negotiate such term or provision. If any term or provision of this Agreement is or becomes invalid or unenforceable, such invalidity or unenforceability shall not affect or impair any other term or provision of this Agreement.

Section 20.4 – Ratification

Upon ratification by the membership of the Bargaining Unit, this Agreement shall be executed by the County Executive and submitted to the County Council for ratification if required by the Annotated Code of Maryland, Labor and Employment Section 4-504. The parties shall act expeditiously and in good faith to implement all terms and conditions of the Memorandum of Agreement. Any action by either party or its agents directly or indirectly that has the effect of hindering the enactment of legislation necessary to effectuate the terms of this Agreement shall be considered a material breach thereof.

Section 20.5 – Wage Re-Opener

The County Administration agrees to include funding in its proposed FY 2026 budget for all provisions contained in the FY 2026 Memorandum of Agreement (MOA). In the event that the County Council does not fund any part of the MOA with regard to wages or other economic terms, then, in that event, the economic provisions of the MOA for that respective fiscal year shall be reopened and subject to the collective bargaining process including the impasse procedures set forth in County Code Section 6-4-111 (with alternative dates to be agreed upon by the parties).

APPENDIX I

**Pay Schedule A
*July 1, 2025**

	PO/POFC	Corporal	Police Sergeant	Police Lieutenant
Step	Salary	Salary	Salary	Salary
1	\$ 71,200	\$ 74,760		
2	\$ 73,692	\$ 77,377		
3	\$ 76,271	\$ 80,085		
4	\$ 78,941	\$ 82,888		
5	\$ 81,704	\$ 85,789	\$ 94,368	\$ 103,804
6	\$ 84,563	\$ 88,791	\$ 97,671	\$ 107,438
7	\$ 87,523	\$ 91,899	\$ 101,089	\$ 111,198
8	\$ 90,586	\$ 95,116	\$ 104,627	\$ 115,090
9	\$ 93,757	\$ 98,445	\$ 108,289	\$ 119,118
10	\$ 97,038	\$ 101,890	\$ 112,079	\$ 123,287
11	\$ 100,435	\$ 105,456	\$ 116,002	\$ 127,602
12	\$ 103,950	\$ 109,147	\$ 120,062	\$ 132,068
13	\$ 107,588	\$ 112,967	\$ 124,264	\$ 136,691
14	\$ 111,354	\$ 116,921	\$ 128,613	\$ 141,475
15	\$ 115,251	\$ 121,014	\$ 133,115	\$ 146,426
16	\$ 119,285	\$ 125,249	\$ 137,774	\$ 151,551
17	\$ 123,460	\$ 129,633	\$ 142,596	\$ 156,856
18	\$ 126,546	\$ 132,874	\$ 146,161	\$ 160,777
19	\$ 129,710	\$ 136,195	\$ 149,815	\$ 164,797
20	\$ 132,953	\$ 139,600	\$ 153,560	\$ 168,916
21			\$ 157,399	\$ 173,139
22				\$ 177,468

*This pay schedule is effective the first full pay period on or after July 1, 2025

Appendix II

**Memorandum Of Agreement
Between
Anne Arundel County
(Maryland)
And The
Fraternal Order of Police
Anne Arundel County Lodge #70, Inc.**

Uniform & Equipment Issue

Summer Blue Shirts	6	Violent Prisoner Restraints	1
Winter Blue Shirts	6	Belt Keepers	4
Blue Trousers	6	Handcuffs	1
Winter Jacket	1	Handcuff Case	1
Boots	1	Riot Helmet w/Carry Bag	1
Neckties	2	Pepper Spray	1
Nameplates	2	Pepper Spray Holder	1
Badges	3	Conducted Energy Weapon w/Holster	1
8-point Police Cap	1	Infectious Disease Kit	1
Baseball Cap	1	ASP Baton	1
Knit Cap	1	ASP Scabbard	1
Rain Jacket	1	WMD Boots	1
Rain Pants	1	WMD Gloves	1
Sweater	1	WMD Gas Mask	1
Ballistic Vest	1	WMD Tyvek Suit	1
Vest Covers	2	WMD Extra Filter	1
Outer Vest Carrier	1	WMD Mask Carrier	1
Rain Hat Cover	1	WMD Equipment Bag	1
Sam Brown Duty Belt	1	WMD Roll of Duct Tape	1
Dress Strap	1	Identification Card	1
Safety Vest	1	Cellular Phone with Rugged Case	1
Radio	1	Ammunition	52
Radio Holder	1	Throw Rope	1
Radio Microphone	1	Glove Pouch	1
Handgun	1	Personal Computer (MDC, Laptop, Desktop)	1
Gun Case	1	Vehicle and Fuel Card	1
Magazines	3	Tourniquet w/vest/belt holder	1
Duty Holster	1	Trauma First Aid Kit	1
Double Magazine Pouch	1		
Flashlight	1		
Flashlight AC Cord	1		
Flashlight DC Cord	1		
Flashlight Charging Sleeve	1		
Flashlight Holder	1		
Traffic Wand for Flashlight	1		

2025 Employee Contributions

2025 Anne Arundel County General Employee Rate Schedule - Effective - 1/1/25 to 12/31/25
 At Employee Cost Share of 25% for Aetna Open Choice PPO; 15% for Open Access Aetna Select HMO-EPO

Employee Biweekly Pre-tax Deduction (or Taxable additional To Pay)	Bi-Weekly Rates			
	Individual	Parent and Child	Employee and Spouse	Family
Medical and Dental Options				
AETNA OPEN CHOICE PPO				
Aetna Open Choice PPO with No Dental Coverage	\$115.08	\$204.68	\$245.85	\$319.82
Aetna Open Choice PPO with CIGNA Dental Care (DHMO)	\$115.93	\$205.53	\$246.70	\$320.67
Aetna Open Choice PPO with CIGNA Dental PPO	\$116.93	\$206.53	\$247.70	\$321.67
Aetna Open Choice PPO with CIGNA Dental PPO Buy-Up	\$125.39	\$221.55	\$267.18	\$343.32
OPEN ACCESS AETNA SELECT HMO-EPO				
Open Access Aetna Select HMO-EPO with No Dental Coverage	\$53.02	\$97.18	\$115.69	\$149.88
Open Access Aetna Select HMO-EPO with CIGNA Dental Care (DHMO)	\$53.87	\$98.03	\$116.54	\$150.73
Open Access Aetna Select HMO-EPO with CIGNA Dental PPO	\$54.87	\$99.03	\$117.54	\$151.73
Open Access Aetna Select HMO-EPO with CIGNA Dental PPO Buy-Up	\$63.33	\$114.05	\$137.02	\$173.38
CIGNA DENTAL				
CIGNA Dental Care DHMO*	\$0.00	\$0.00	\$0.00	\$0.00
CIGNA Dental Care PPO*	\$0.00	\$0.00	\$0.00	\$0.00
CIGNA Dental Care PPO Buy-Up	\$8.46	\$15.02	\$19.48	\$21.65
VISION				
EyeMed Vision	\$0.00	\$0.00	\$0.00	\$0.00
OPT OUT				
CIGNA Dental Care (DHMO) with No Health	(\$20.15)	(\$20.15)	(\$20.15)	(\$20.15)
CIGNA Dental Care (PPO) with No Health	(\$19.15)	(\$19.15)	(\$19.15)	(\$19.15)
CIGNA Dental Care (PPO Buy-Up) with No Health	(\$19.15)	(\$19.15)	(\$19.15)	(\$19.15)
No Coverage (Opt Out)	(\$21.00)	(\$21.00)	(\$21.00)	(\$21.00)
No Coverage (Opt Out) AFSCME Local 2563	(\$28.85)	(\$28.85)	(\$28.85)	(\$28.85)

Notes:

This Schedule is intended to provide a convenient cost comparison of various health plan options.

Bi-weekly means 26 times/year.

Amounts in () indicate an addition to pay.

There is no charge for vision care.

**Cigna DHMO and DPPO 100% are Employer paid.*

Appendix IV

Deferred Retirement Option Program (DROP)

Policy Objectives: Retention of experienced public safety employees beyond normal retirement age; provide for the orderly entry into and out of the DROP plan.

The complete terms of the Deferred Retirement Option Plan (DROP) are set forth in Article 5, Title 1 of the County Code. This Appendix IV to the contract, which describes key features of the DROP, was drafted by the parties to be consistent with and is therefore to be interpreted in concert with the County Code as it existed on April 26, 2017.

Details of the Plan:

- ***Service Requirement:*** Twenty (20) years of actual service.
- ***Plan Participation:*** Three (3) years, with four (4) one year renewals - seven (7) years total.
- ***Entry Requirements:*** Enrollment is seniority based. New enrollment is limited to 20 new participants per calendar quarter up to a limit of 64 participants in each fiscal year.
- ***Early Exit Availability:*** A DROP participant may withdraw from participation at any time before the end of the initial DROP participation period. A DROP participant who elects to withdraw may remain employed by the County and is prohibited from participation in the DROP during the remainder of the participant's employment with the County. A participant whose participation ends prior to the end of the DROP participation period (first three years) because of a termination of employment, ineligibility to participate in the plan for any reason or an election to withdraw from the plan, forfeits any entitlement to the DROP benefit. An employee may also be responsible for repayment of any missed pension contributions plus interest. A DROP participant who terminates employment with the County after the first three year term of the DROP participation and before the completion of any additional one-year term, is entitled to a DROP benefit only for each fully completed year of DROP participation. Interest may not accrue on an account balance for any period of DROP participation that is less than a full year.
- ***Contributions:*** Employee – None; Employer – Valued as active employees for actuarial valuation and employer rate determinations.
- ***Employee Status:*** Full time merit employee; eligible for all pay and benefits; union rules; promotion; pay; discipline, etc. Participation in DROP does not guarantee employment; i.e., termination for disciplinary reasons could affect DROP account status.

- ***Computation of DROP Payment:*** Normal Retirement benefit based on first month following election. COLA is awarded July 1 as if retired. No future service or earnings used at actual retirement. Upon termination, pension payment, adjusted for COLA, will be paid on the first of each month to the retiree. Status then officially changes from employee to retiree.
- ***Earnings on DROP Balance:*** For participants who enter DROP after June 30, 2025, an interest rate which provides an effective annual yield of 5.0%. Interest does not accrue on an account balance for any period of DROP participation that is less than a full year. Interest is credited monthly and paid as of December 31 on the balance; pro-rated in first year and last year.
- ***Payment Options:*** Unless otherwise elected by a DROP participant, a lump sum payment shall be made in cash. If permitted by federal law at the time of the payment, payment may be made by transfer or direct rollover to an eligible retirement plan as defined in the Internal Revenue Code.
- ***Death Benefits Before Payout:*** Lump sum or rollover of account balance to IRA as of the date of death with interest to date of death. No annuity option. Paid in addition to other statutory death benefits as either employee or retiree.
- ***Death Benefits After Payout Begins:*** Lump sum or rollover of remaining account balance to IRA as of date of death with interest to date of death; continuation of payout to named beneficiary. Paid in addition to other statutory death benefits as either employee or retiree.
- ***Disability Retirement while in DROP:*** Retired on disability as if the employee never entered DROP. Amount of the benefit is reduced by any missed contributions not made during DROP participation. Full FAE (current earnings) used to compute payment. DROP account balance forfeited.
- ***Statements:*** Annual statements as of the year ending December 31.

Appendix V
Previous Disciplinary Procedures
(Superseded by the Maryland Police Accountability Act of 2021)

- (a) County shall not schedule any Trial Board proceedings sooner than thirty (30) calendar days after notification to or receipt by the accused employee of the formal charges and those materials that are required by Article 27, Section 728(b)(5)(III) of the Annotated Code of Maryland (i.e., the Law Enforcement Officers' Bill of Rights) or any successor provisions or amendments contained in such law.

On request, the same materials shall be provided to employees who have been offered summary punishment.

In either event, an employee must execute the confidentiality statement required by the Law Enforcement Officers' Bill of Rights.

- (b) Employees who stand accused of a disciplinary offense before a one (1) member Trial Board shall be allowed two (2) pre-emptory challenges to the member assigned to such Trial Board. However, such pre-emptory challenges must be exercised within twenty (20) calendar days after receipt of the initial notice of the Trial Board's member by the accused employee, provided that the name of any substitute Trial Board member is furnished to the accused employee within three (3) calendar days (excluding the holidays listed in §6-1-301 of the County Code) of the accused employee's most recent pre-emptory challenge.

With the exception of the chairperson of a Hearing Board who is appointed by the Chief of Police, all members of the Police Department designated to sit on a Departmental three (3) member hearing board shall be selected by rank from two blind random lottery drawings.

For accused employees of the rank of Officer, Police Officer First Class, and Corporal: One random pool shall consist of Police Officers, Police Officers First Class, and Police Corporals, and the other random pool shall consist of Police Sergeants.

For accused employees of the rank of Sergeant: One random pool shall consist of Police Sergeants, and the other random pool shall consist of Police Lieutenants.

For accused employees of the rank of Lieutenant: One random pool shall consist of Police Lieutenants, and the other random pool shall consist of Police Captains.

No person may be included in the process of selection who is: (a) involved in the investigation of the accused employee; (b) whose primary assignment is in the same district or physical facility as the accused; (c) currently under formal investigation for any matter; or (d) currently on probation. Persons who are still eligible after consideration of (a)-(d) and whose names are randomly drawn from a pool will be asked the questions listed below and will be stricken from further consideration if any answer is in the affirmative. The names of those police employees whose responses result in a strike will be made available to the accused officer and/or the FOP President or his/her designee upon request as soon as the final Board membership is completed. Persons drawn from the random pool will be asked:

- (i) Is the individual related to the officer in the situation?
- (ii) Is the individual related in any way to the situation itself?
- (iii) For good reason is the individual not available?
- (iv) Is there good reason that the individual feels he or she cannot be objective?

The accused employee and the Chief, or his/her designee, shall each be allowed three (3) pre-emptory challenges with regard to the random lottery draws in a case. In addition, the employee shall have no more than two (2) pre-emptory challenges to use to strike an appointed chairperson of the Hearing Board. Pre-emptory challenges as provided in this paragraph must be exercised within five (5) calendar days after receipt by the accused employee and his/her legal representative of the initial notice of the Hearing Board. The first pre-emptory challenge will be made by the accused employee, followed by the Chief, or his/her designee, and continue in an alternating manner until the process is complete. The accused officer and the Chief, or his/her designee, will each have two (2) business days (excluding the holidays listed in §6-1-301 of the County Code) to decide on the next pre-emptory challenge after receipt by the accused employee and his/her legal representative of the revised Hearing Board membership.

- (c) Emergency suspension with or without pay may be imposed by the Police Department when it appears that the action is in the best interest of the public and the Police Department. Any Police Officer arrested and charged with a criminal offense, a serious traffic violation involving death or serious personal injury, and/or an act alleged or committed by such officer of such a nature that in the judgment of the appropriate superior officer, the interest and welfare of the public, the department, or the individual is best served by such action, such officer shall be immediately suspended from duty with pay. When an officer is charged with a criminal offense, said charge(s) shall be supported at least in part by the investigative findings of another law enforcement officer. Any employee suspended from duty with pay shall be given a suspension hearing promptly following the suspension from duty wherein a determination will be made at that time whether or not the member shall remain suspended with or without pay and/or placed on administrative duties. Suspension without pay may only be imposed in accordance with this Section and only in the case of an officer charged with a felony.
- (d) An employee shall have the option to pay an equivalent fine in lieu of suspension, provided the employee waives any applicable limitations as set forth in Article 27, Sections 727-734d, inclusive, of the Annotated Code of Maryland (i.e., the Law Enforcement Officers' Bill of Rights).
- (e) An employee who has been notified of a disciplinary investigation by the Internal Affairs Unit shall, upon request, be furnished with the status of such disciplinary investigation.
- (f) An employee who has been notified of a disciplinary investigation by the Internal Affairs Unit shall, upon request, be advised of the disposition of such investigation within ten (10) calendar days of the final decision of the Chief of Police. Employees who are on approved leave (as provided in Article 11 of this Agreement) shall be notified of such disposition by letter to their home address of record.

- (g) A Departmental hearing shall not be held for any employee who is charged with conduct that is also the subject of a criminal proceeding until such time as the criminal charges are settled prior to any appeal other than an appeal de novo to a Maryland Circuit Court. This sub-section does not apply to Departmental hearings regarding suspensions (with or without pay).
- (h) Any employee who is the subject of an investigation for any reason and is not chosen for promotion solely because of said pending investigation shall be considered for promotion for the next available vacancy, providing that said employee is acquitted of all charges.
- (i) If an officer is afforded the opportunity to waive his or her rights to a disciplinary hearing board under the Law Enforcement Officers' Bill of Rights and have the Chief issue punishment in lieu of said proceeding, then in that event, the Chief's authority shall be limited to the imposition of a maximum penalty of a ninety (90) day suspension without pay.