

Side Letter between Maryland Department of Transportation, Maryland Transportation Authority Police
and Fraternal Order of Police Lodge #34

RE: BWI/TM Power-Shift

The MDTA Police Detachment at BWI/TM will begin a "Power-Shift" as proposed by BWI/TM Detachment Command Personnel. This schedule will allow BWI/TM Detachment to remain on two (2) twelve hour shifts (0600-1800) and (1800-0600) as well as providing for a "Power-Shift" on a ten hour schedule from 1400-2400. The power shift start time is based on requests from personnel to ensure that shift differential was still afforded.

The introduction of the Power-Shift allows personnel to be scheduled when needed most at BWI/TM and minimizes officers during the hours when BWI/TM is not a peak operation (2400-0600). Sufficient staffing has been assigned during this time period to ensure that all necessary functions at BWI/TM are covered during peak hours.

The current 12 hour schedules do not change except within the minimum manpower for each. When fully staffed the minimum manpower for each shift will be as follows:

0600-1800 = 25 (Staffed by two squads of 30 and 31)
1400-2400 = 8 (Staffed by two squads of 11)
1800-0600 = 17 (Staffed by two squads of 23)

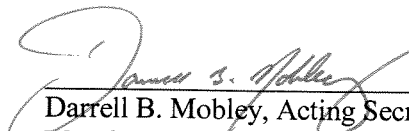
The Power-Shift will begin by being staffed with 13 officers starting January 9, 2013 to ensure we move for proper coverage. April 17, 2013 is the anticipated date to have all positions filled and a full implementation of the Power-Shift in place. There will be a need to staff the Power-Shift with 22 total personnel to allow for proper relief and coverage. The Power-Shift will be used to enhance or supplement the shift working.

For employees affected by the BWI/TM Power-Shift, holiday leave may be used in any configuration and in combination with any other forms of leave, provided the holiday leave used does not exceed the holiday leave hours granted to state employees for the calendar year, pro-rated based on hire date. Holidays can be used in increments of whole hours, with a minimum of one hour. For Power-Shift personnel only: officers who use holiday leave for less than a full shift, may work additional hours to make up for the full shift, as long as doing so does not exceed a 12 hour shift, result in overtime, and is within the same pay period.


If there are not enough volunteers for the Power-Shift, the remaining vacancies will be filled by overall seniority at the BWI detachment regardless of current shift. If the person of least seniority is assigned to the day shift, requiring that a more senior person on the night shift be reassigned to the dayshift to cover the vacancy, the senior person shall be given the option to choose either the dayshift or the Power Shift.

Officers assigned to the Power-Shift, either voluntarily or not, may put in for a transfer without having to wait a full year.

The Power-Shift will be reevaluated by all parties after six (6) months from full implementation April 17, 2013 to determine its functionality.



Darrell B. Mobley, Acting Secretary
Maryland Department of Transportation



Shane Schapiro, President
Fraternal Order of Police, Lodge #34