

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

**RE: Hatem Bridge Detachment 12 Hour Shift Schedule**

The MDTA Police at the Hatem Bridge Detachment will begin a 12 hour shift schedule as proposed by Hatem Bridge Detachment Command Personnel. This schedule is for normal staffing, this does not in any way address any issues for increased/heightened levels of security or any natural or manmade disaster. This schedule will allow Hatem Bridge Detachment to begin two (2) twelve hour shifts (0700-1900) and (1900-0700).

The introduction of the 12 hour shift schedule allows for more personnel to be available at the start of every shift, every day. This will allow for more personnel to be on-duty and it will also allow for officers to take time off and not cause overtime. This schedule will also help to reduce the amount of time that officers are placed in a supervisory role with no Corporal or Sergeant present.

The 12 hour schedule will start on Wednesday, July 10, 2013, pay period 16.

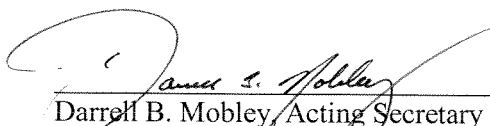
The midnight shift will have 2 squads with 1 corporal and 2 officers assigned to each squad. The day shift will have 1 squad with 1 corporal and 2 officers assigned to it and the other squad will have 3 officers assigned and the Assistant Detachment Commander will supervise that squad which will be assigned to day shift.

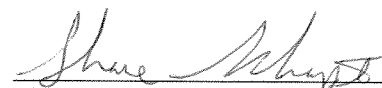
0700-1900 = 3 (Staffed by two squads of 3)

1900-0700 = 3 (Staffed by two squads of 3)

Each officer assigned to the 12 hours shift will work six 12 hour days and one 8 hour day during a 2 week pay period. 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. Employees are granted one holiday leave day per month except March and August (when there are 10 Holidays). Holidays can be used in increments of whole hours, with a minimum of one hour.

This 12 hour shift schedule may be reevaluated by all parties January 1, 2014.

  
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Darrell B. Mobley, Acting Secretary  
Maryland Department of Transportation

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