

**AMENDMENT TO MEMORANDUM OF UNDERSTANDING**

Between

Maryland Professional Employees Council and  
The State of Maryland

The Memorandum of Understanding (MOU) for employees in bargaining unit G dated January 1, 2021 – December 31, 2023, by and between the State of Maryland and the Maryland Professional Employees Council (Union) is here by modified in accordance with the terms of this Amendment. Whenever there is a conflict between this Amendment and the MOU, the provisions of this Amendment control, and the MOU shall be construed accordingly.

The terms and provisions of the MOU are hereby modified in the following manner:

**Article 5. Workweek, Work Time, Schedules, Overtime, and Compensatory Time**

**Section 16. Bilingual Pay**

Where the Employer currently pays bilingual pay or bonuses, it shall continue to do so. The Employer retains discretion to initiate bilingual pay or bonuses. The minimum bilingual bonus or hourly equivalent is \$50 per pay period. The Employer may not require an employee to use bilingual skills without paying the appropriate bonus or pay. This does not apply to employees where such skills are in the classification specification.

**Article 6. Wages**

**Section IA. Wages**

All bargaining unit employees who are otherwise eligible shall receive an increment effective July 1, 2023, or January 1, 2024, based on the employee's entry on duty (EOD) date.

**Section 1B. Annual Salary Review**

As a result of the Annual Salary Review (ASR) process, effective July 1, 2023:

The following classifications in the IEPP Teachers, Principals, and Coordinators series will receive a 6% increase in pay:

Job Code	Job Title	Current Grade	ASR Grade
5883	Coord Corr Educ DJS-5883	COED 0001	6%
5882	Coord Corr Educ DLLR-5882	COED 0001	6%
5888	Coord Corr Educ PSCS-5888	COED 0002	6%
9541	Coord Corr Educ PSCS-9541	COED 0002	6%
5894	Librarian APC Plus 30-5894	TEAC 0004	6%

5896	Librarian APC-5896	TEAC 0003	6%
5886	Librarian Provisional-5886	TEAC 0001	6%
5884	Librarian SPC-5884	TEAC 0002	6%
5895	Teacher APC Plus 30-5895	TEAC 0004	6%
5898	Teacher APC Plus 60-5898	TEAC 0005	6%
5897	Teacher APC-5897	TEAC 0003	6%
5885	Teacher Conditional-5885	TEAC 0001	6%
5893	Teacher Lead-5893	TEAC 0006	6%
5899	Teacher SPC-5899	TEAC 0002	6%

The following classifications in the PH Lab Scientist series will receive a two-grade increase. Employees will receive a 12% increase in pay:

Job Code	Job Title	Current Grade	ASR Grade
1084	PH Lab Sci General I-1084	STD 0016	<b>STD 0018</b>
1085	PH Lab Sci General II-1085	STD 0017	<b>STD 0019</b>
0267	PH Lab Sci Radiological Ch-0267	STD 0017	<b>STD 0019</b>
1086	PH Lab Sci General III-1086	STD 0018	<b>STD 0020</b>
1096	PH Lab Sci Developmental I-1096	STD 0019	<b>STD 0021</b>
1093	PH Lab Sci General Lead-1093	STD 0019	<b>STD 0021</b>
1097	PH Lab Sci Developmental II-1097	STD 0020	<b>STD 0022</b>
1092	PH Lab Principal Sci Developmental-1092	STD 0021	<b>STD 0023</b>

The following classifications in the Nutrient Management Specialist series will receive a one-grade increase. Employees will receive a 6% increase in pay:

Code	Title	Current Grade	ASR Grade
1857	Nutrient Management Spec II	STD 0016	<b>STD 0017</b>
1860	Nutrient Management Spec III	STD 0017	<b>STD 0018</b>

A new agency-unique classification series will be established for the Maryland State Retirement Agency. This agency-unique Information Technology series will receive a one-, two-, or three-grade increase. Employees will receive either a 6%, 12%, 18%, or 24% increase:

Job Code	Job Title	Current Grade	ASR Grade
	SRA IT Programmer Analyst Lead/Advanced	STD 0018	<b>STD 0019</b>
	SRA IT Technical Support Spec II	STD 0018	<b>STD 0019</b>
	SRA Database Specialist II	STD 0018	<b>STD 0020</b>
	SRA Computer Network Spec II	STD 0017	<b>STD 0020</b>
	SRA IT Functional Analyst II	STD 0016	<b>STD 0020</b>
	SRA Computer Network Spec Lead	STD 0018	<b>STD 0021</b>

The following classification in the State Park Ranger series will receive a one-grade increase. Employees will receive a 6% increase in pay:

Job Code	Job Title	Current Grade	ASR Grade
2161	State Park Ranger Lead	STD 0015	STD 0016

Additionally, pursuant to this Amendment, certain employees within in the Maryland Department of Environment’s Regulatory and Compliance Engineer/Architect (RCE) classification series will receive a salary enhancement effective January 1, 2023, as follows:

Employees in the RCE I classification currently below Step 4 will receive a salary enhancement to Grade 15, Step 4.

Employees in the RCE II classification currently below Step 5 will receive a salary enhancement to a Grade 17, Step 5.

Employees in the RCE III classification currently below Step 5 will receive a salary enhancement to Grade 19, Step 5.

Employees in the RCE Senior classification currently below Step 5 will receive a salary enhancement to Grade 20, Step 4.

**Section 5. Pay on Promotion/Reclassification**

**A. Promotion**

When an employee is promoted from a classification with a salary grade to a classification which is one or more grades higher, the employee shall be placed in the lowest step which provides at least a six (6) percent increase per grade in annual salary, but in no event shall the new rate exceed the maximum in the new grade.

When an employee is promoted from a classification with a salary grade, slope scale or flat rate to a classification with a slope scale, the employee shall receive a six (6) percent increase in annual salary per grade increase, but in no event shall the new rate exceed the maximum in the new scale. When an employee is promoted from a classification with a salary grade, slope scale or flat rate to a classification with a flat rate, the employee shall receive the specified flat rate salary.

**B. Reclassification**

With the exception of the implementation of a new classification, when an employee is reclassified from a classification with a salary grade to a classification which higher, the employee shall be placed at the lowest step which provides at least a six (6) percent

increase in annual salary per additional grade, but in no event shall the new rate exceed the maximum in the new grade.

With the exception of the implementation of a new classification, when an employee is reclassified from a classification with a salary grade to a classification which is higher, the employee shall be placed in the lowest step which provides at least a six (6) percent increase in annual salary per additional grade, but in no event shall the new rate exceed the maximum in the new grade.

When an employee is reclassified from one classification to another for which a flat rate is paid, the employee shall receive that flat rate salary.

When an employee is reclassified from one classification to another with the same salary grade or slope scale, the employee's rate of pay shall not change.

When the Employer determines that a job is classified at a higher rate than appropriate, it may reclassify the job to the appropriate lower grade only upon vacancy.

**Note:** This section does not apply to a reclassification to a lower grade or scale, or demotion.

### C. Reclassification Into a New Classification Series

When an employee is reclassified as the result of the implementation of a new classification with a higher grade, the employee's step or rate of pay shall be determined by a minimum six (6) percent upward adjustment per grade increase, not to exceed the maximum of the pay grade. In the event that the new classification is the same grade level as the prior classification, the employee's step or rate of pay shall remain the same. When an MDOT employee is reclassified as a result of the implementation of a new classification with a higher grade that is unique to MDOT only, the employee's step or rate of pay shall be determined by a minimum 6 percent upward adjustment per grade increase, not to exceed the maximum of the pay grade.

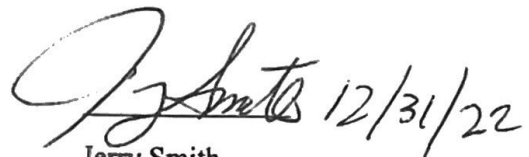
IN WITNESS WHEREOF, the parties hereto intending to be legally bound have executed this Amendment as of December 29, 2022.

For the State of Maryland

For the Union:

 12/31/22

Brent M. Tracy  
Chief Negotiator

 12/31/22

Jerry Smith  
President