



BALTIMORE COUNTY LODGE NO. 4
FRATERNAL ORDER OF POLICE

INCORPORATED

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DAVID M. ROSE
LODGE PRESIDENT

DONNA M. PATTERSON
LODGE SECRETARY

This Side Letter agreement is entered into between Baltimore County (County) and the Fraternal Order of Police, Lodge No. 4, Inc. ("FOP 4") on 18th of November, 2025.

In connection with the Memorandum of Understanding for Fiscal Years 2026-2027, the parties mutually agree to the below amendments to Section 6.4 of the MOU:

Section 6.4: Call Back

Whenever an employee is on a regularly scheduled leave day or an optional leave day, or having worked in a regular tour of duty and having left work is called back to work, said actions shall, for the purposes of this Section, be deemed a call back and paid at the appropriate rate of time and one-half. An employee who is called back to work within the provisions of this section shall be paid a minimum of four (4) hours at time and one-half their regular hourly rate. The terms of the Memorandum of Understanding on Court Ordered Call-Back Time, entered into by the FOP and the Department on May 20, 1981, shall remain in full force and effect. *(See Appendix G)*

Nothing in this section prohibits an employee from receiving a subsequent call back in the same calendar day.

Exception: *A subsequent call back that falls within a previous compensated minimum call back timeframe shall not be deemed a call back and the employee will receive no additional compensation during said timeframe. Employees who continue to complete work beyond the minimum timeframe of this callback will be compensated at a rate of time and one-half for the time actually worked beyond the minimum time frame.*

- A. **Early Reporting** – An Employee's schedule starting time will be enumerated on his/her monthly schedule. Whenever an employee is at work and is told while at work to report prior to their scheduled starting time, the following shall apply:
1. When the reporting time is one hour or less than the scheduled starting time, there will be no additional compensation.
 2. When the reporting time is more than one hour but less than two hours prior to their scheduled starting time, employees will be paid a minimum of two hours at a rate of time and a half of their regular hourly rate.



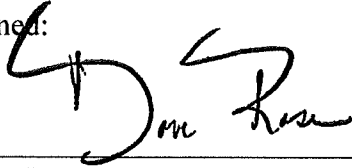
3. When the reporting time is two hours or more prior to the scheduled starting time, employees will be paid a minimum of four hours at a rate of time and a half their regular hourly rate.

B. Late Reporting – When an employee is told by a supervisor to report to work after his scheduled starting time, the following shall apply:

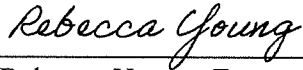
1. When the employee's reporting time is up to (1) one hour after the scheduled starting time, there will be no additional compensation.
2. If an employee's reporting time is more than (1) one hour after the scheduled starting time, the employee shall be paid one and one half times the employee's regular rate of pay for all hours worked beyond his/her posted scheduled work hours.

The parties agree to continue discussions related to the above changes to Section 6.4 and other applicable provisions of the MOU, during the next bargaining cycle.

Signed:



Dave Rose
President, FOP Lodge 4



Rebecca Young, Esq.
Deputy Administrative Officer for Public Safety