



TOPIC: Collective Bargaining Memorandum of Understanding – Towson University (TU) and the Fraternal Order of Police Lodge #82 (FOP) representing the Sworn Police Officers Bargaining Unit

COMMITTEE: Organization and Compensation (Executive Session)

DATE OF COMMITTEE MEETING: September 9, 2010

SUMMARY: TU and the FOP have concluded negotiations for the MOU covering TU's sworn police officers that will succeed the current MOU ratified in 2006. It was ratified by the union on July 2, 2010 and will be effective for the period of July 1, 2009 through June 30, 2011. There are 38 employees in the bargaining unit. A transmittal letter from President Caret and an Executive Summary are attached.

Most of the items contained in the MOU continue or clarify the provisions of the original MOU ratified by the Board of Regents in June 2006. Changes to the initial MOU negotiated in this MOU are noted in italicized red bold print in the Executive Summary.

All proposed changes are consistent with Board of Regents policy and represent minor amendments to the current MOU. The amendments are as follows:

- Establishes a process for awarding merit increases in FY 2011, if such increases were permitted; because merit increases are barred by the FY 2011 State Budget, this provision will not become effective.
- Provides for modest increases in the increments paid to officers for on-call, field training and evening/night shift duty over 2006 rates.
- Establishes procedures, consistent with the requirements of the Law Enforcement Officers' Bill of Rights, for disciplinary investigations and hearings.
- Sets a term of two years, retroactive to July 1, 2009.

ALTERNATIVES(S): The Committee could elect not to approve the MOU as presented.

FISCAL IMPACT: The fiscal impact of the MOU is not significant, with the costs of increasing the special duty increments estimated to be \$5,125 annually.

CHANCELLOR'S RECOMMENDATION: That the Committee discuss the Memorandum of Understanding and make an appropriate recommendation to the Board of Regents.

COMMITTEE RECOMMENDATION: Approved

DATE: 09/17/10

BOARD ACTION:

DATE:

SUBMITTED BY: Joseph F. Vivona (301) 445-1923
