



State Law Enforcement
Officers Labor Alliance

August 25th, 2009

To All SLEOLA Members:

Please refer to the attached letters from DBM regarding the FY 2010 Furlough & Temporary Salary Reduction Plan. Our membership will be taking an across the board salary cut of 3 or 5 days depending on salary range (according to DBM 5 days is equivalent to approximately 2%). Legislation will be introduced to allow a rebate on the overtime lost through the salary reduction. This legislation will assure that there will be no change in pension contributions or benefits.

In no way does SLEOLA support the decision to reduce the salaries of our already severely underpaid State Law Enforcement Officers. Throughout the discussions with the Governor's Office numerous alternatives to the salary reduction were offered. These alternatives included but were not limited to unpaid Holidays and/or Personal Leave days. It was also made clear that a furlough would be preferable to a salary reduction. The Governor's representatives chose not to make these concessions and actually increased their initial recommendation of a 4 day across the board salary reduction (approximately 1.5%).

CONTRACT UPDATE

As previously mentioned, our membership overwhelmingly decided against ratifying our Memorandum of Understanding (M.O.U). I received confirmation from the Governor's Office that they will still be honoring all agreed upon items from our negotiation sessions. Once again, I urge you to support and become involved with SLEOLA during these extremely tough times.

Sincerely,

Jimmy Dulay

Jimmy Dulay
President



MARYLAND
DEPARTMENT OF
BUDGET & MANAGEMENT

MARTIN O'MALLEY
Governor

ANTHONY BROWN
Lieutenant Governor

T. ELOISE FOSTER
Secretary

DAVID C. ROMANS
Deputy Secretary

August 24, 2009

Mr. Jimmy Dulay
President
State Law Enforcement Officers Labor Alliance
P.O. Box 6647
Annapolis, MD 21401

Dear Mr. Dulay:

Thank you for engaging in negotiations with the State concerning painful but necessary budget reductions. Your participation in those bargaining sessions over the past few weeks is much appreciated.

The Administration and the exclusive representatives have discussed the State's continuing fiscal crisis and the urgent need to yet again take prompt and decisive action to achieve reductions in spending. Our extensive discussions have thoroughly considered all realistic options for addressing the budget problem in a timely manner. Enclosed is a copy of the State's final salary reduction plan which, as you know, is a critical part of any resolution to the currently projected fiscal year 2010 budget shortfall. The plan incorporates suggestions made by the State Law Enforcement Officers Labor Alliance and the other exclusive bargaining representatives, such as: ensuring that higher-earning employees are affected in proportion to their salaries; spreading the impact of salary reductions over the remainder of the fiscal year to mitigate the impact; permitting individual employees the option to seek voluntary furloughs or the adoption of a 35-hour work week; protecting pensions, annual leave payout upon separation, and overtime rates; and, adopting union suggestions for the selection of days during which the State will reduce operations.

As we discussed, in order to effectuate a cost-savings plan of this magnitude, and because our plan involves a State-wide reduction of operations on September 4, time is of the essence. Therefore, due to the exigencies of the State's economic position and the administrative necessities of implementing this proposal, the State must immediately move forward to responsibly address the fiscal realities of the State budget.

We anticipate that at some as yet undetermined future date, the national and State economies will recover. When those better days finally arrive, it is our intent to give appropriate consideration in future negotiations to the sacrifices made by State employees during times of

~Effective Resource Management~

45 Calvert Street • Annapolis, MD 21401-1907

Tel: (410) 260-7041 • Fax: (410) 974-2585 • Toll Free: 1 (800) 705-3493 • TTY Users: call via Maryland Relay

<http://www.dbm.maryland.gov>

Mr. Jimmy Dulay
Page Two

economic stress. While we are obligated to take into account the State's fiscal constraints at the time of any collective bargaining negotiations, we will be willing to consider additional cost of living increases, paid leave days, or other similar enhancements.

Thank you for your continued understanding during these difficult times, and for remaining our partners in providing Maryland's citizens with the best possible public service.

Sincerely,



T. Eloise Foster
Secretary

Enclosure

cc: Matt Gallagher, Deputy Chief of Staff, Governor's Office
Peggy Watson, Deputy Chief of Staff, Governor's Office



MARTIN O'MALLEY
Governor

ANTHONY BROWN
Lieutenant Governor

T. ELOISE FOSTER
Secretary

DAVID C. ROMANS
Deputy Secretary

FY 2010 FURLOUGH & TEMPORARY SALARY REDUCTION PLAN

SERVICE REDUCTION DAYS

- Routine State government operations will be curtailed on following five days for all non-24/7 employees:
 - Friday, September 4, 2009 – the day before the Labor Day holiday;
 - Wednesday, November 25, 2009 – the day before the Thanksgiving and American Indian Heritage Day holidays; (*Friday, November 27, 2009 for employees of the Department of Transportation)
 - Thursday, December 24, 2009 – the day before Christmas;
 - Thursday, December 31, 2009 – the day before New Year's Day; and
 - Friday, May 28, 2010 – the day before the Memorial Day holiday
- Five administrative leave days for non-24/7 employees making \$40,000 or more will be used during the five Service Reduction Days
- Three administrative leave days for non-24/7 employees making \$39,999 or less will be used during three of the five Service Reduction Days.
 - For the two remaining Service Reduction Days these employees will be allowed to use earned annual, personal or compensatory leave, or they may choose to take a voluntary furlough days of leave without pay

ACROSS THE BOARD SALARY REDUCTIONS FOR ALL EMPLOYEES

- Three-day equivalent across-the-board salary reduction for employees \$39,999 or less
- Five-day equivalent across-the-board salary reduction for employees making \$40,000 or more
- No impact on pensions or annual leave cash outs

~Effective Resource Management~

45 Calvert Street • Annapolis, MD 21401-1907

Tel: (410) 260-7041 • Fax: (410) 974-2585 • Toll Free: 1 (800) 705-3493 • TTY Users: call via Maryland Relay

<http://www.dbm.maryland.gov>

FURLOUGHS FOR NON-24/7 EMPLOYEES

Salary	Furlough Days
0 – \$19,999	0
\$20,000 – \$29,999	0
\$30,000 – \$39,999	0
\$40,000 – \$49,999	3
\$50,000 – \$59,999	4
\$60,000 – \$69,999	4
\$70,000 – \$79,999	4
\$80,000 – \$99,999	4
\$100,000 +	5

REBATE OF LOST OVERTIME EARNINGS FOR ALL EMPLOYEES

The State will propose legislation specifying that employees will be compensated for overtime based on a calculation of what the rate of overtime payment would have been in the absence of an across the board salary reduction.

VOLUNTARY FURLOUGH AND REDUCED WORKWEEK PROGRAMS

Subject to supervisor approval, employees will be allowed to take additional voluntary furloughs or seek the adoption of a 35 hour work week (with a commensurate reduction in pay).