



SIDE LETTER
Between
STATE OF MARYLAND ("Employer" or "State")
And
AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES, MARYLAND COUNCIL
3 ("Union" or "AFSCME")

This Side Letter will confirm the agreement of the parties that effective November 1, 2025, bargaining unit employees identified in Attachment A, employed by Maryland State Police in the Automotive Services Specialist and Automotive Services Supervisor classifications will no longer be eligible to receive Hazardous Duty Pay, Article 7, Section 6, for performing brake inspections, brake work or suspension work, so long as the brake pads and materials remain asbestos-free.

Further, the parties agree that bargaining unit employees employed in the classifications below on November 1, 2025 shall receive the following:

- Maryland State Police Automotive Services Specialists, Grade 11 shall receive a one-time three (3) step increase; and
- Maryland State Police Automotive Services Supervisors, Grade 12 shall receive a one-time two (2) step increase.

For bargaining unit employees who are at or near the top step for their grade, the step increase shall be applied to the extent permitted under the current salary schedule. If the full increase (2 or 3 steps, as applicable) cannot be applied due to salary range limits, the employee shall receive the maximum number of steps available, which may be fewer than the full increase.

Any other pay increases, including step increments or cost-of-living increases, shall continue to be applied in accordance with the employee's hire date, subject to General Assembly's passage of the budget.

Additionally, this Side Letter does not adversely impact the ability of the current or new employees performing this work in these classifications to request physical exams due to exposure or potential exposure to harmful agents or toxic materials, etc. under Article 38 of the MOUs for Units A, B, C, D, F & H and Unit S.

This Side Letter is hereby accepted by the parties on this day, October 28, 2025.

AGREED TO:

For the Union:

**American Federation of State, County &
Municipal Employees, MD Council 3**

A handwritten signature in black ink, appearing to read "Patrick Moran".

Patrick Moran, President

For the Employer:

The State of Maryland

A handwritten signature in black ink, appearing to read "Dyana Forester".

Dyana Forester, Senior Director of Labor
Relations



Attachment A

Last Name	First Name	Classification
Fratantuono	John	Automotive Services Specialist
ALBRIGHT	AMOS	Automotive Services Specialist
OLIVER	TROY	Automotive Services Specialist
Fisher	Kirk	Automotive Services Specialist
Walters	Audley	Automotive Services Specialist
Scandrol	Eugene	Automotive Services Specialist
Maker	Troy	Automotive Services Specialist
Hooper	Kenneth	Automotive Services Specialist
CONYERS III	ALEX	Automotive Services Specialist
DE HAAN	RICHARD	Automotive Services Specialist
DEMPSEY	ISIAH	Automotive Services Specialist
INGRAM	MICHAEL	Automotive Services Specialist
MATTHEWS	THOMAS	Automotive Services Specialist
MOORE	THOMAS	Automotive Services Specialist
VERRILLI	DANIEL	Automotive Services Specialist
MACCUBBIN	BENJAMIN	Automotive Services Specialist
Figgs	Robert	Automotive Services Specialist
Ebeling	Thomas	Automotive Services Specialist
CANDY	STEVEN	Automotive Services Specialist
CANDY	JEREMY	Automotive Services Specialist
ANDERSON	FRANK	Automotive Services Specialist
Harris	Ethan	Automotive Services Specialist
HUNT	RAYNARD	Automotive Services Specialist
Lafferty	Kenton	Automotive Services Specialist
Holder	Glenn	Automotive Services Specialist



King	Cody	Automotive Services Specialist	
OGDEN	JOSHUA	Automotive Services Specialist	
Weaver	Joseph	Automotive Services Supv	
Hebron	Edward	Automotive Services Supv	
Gangi	Mark	Automotive Services Supv	
Lewis	Robert	Automotive Services Supv	
Orrell	Jason	Automotive Services Supv	
BRUCE	FREDERICK	Automotive Services Supv	