

**TERRENCE B. SHERIDAN**  
Chief of Police



"INTEGRITY...FAIRNESS...SERVICE"

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October 19, 2017

Cole Weston  
President  
Fraternal Order of Police  
Baltimore county Lodge No. 4  
9304 Harford Road  
Baltimore, Maryland 21234

*Re: Baltimore County Grievance Initiation filed 10/5/17*

Mr. Weston:

I am responding to your grievance initiation dated October 5, 2017 regarding the Police Department's posting on the Baltimore County employment webpage a position labelled "Police Officer Part-Time".

As you are well aware, under §4-5-202(a) of the Baltimore County Code, it is the exclusive right of the county to "exercise control and discretion over its organization and operations" as well as to "determine the methods, means, *personnel*, and other resources by which the county's operations are to be conducted". Additionally, Section 2.1 of the Memorandum of Understanding between the Baltimore County Administration and the Fraternal Order of Police (FOP) clearly indicates certain Management Rights, including the right to "determine the methods, means, *personnel*, and other resources...by which the County's operations are to be conducted".

Furthermore, individuals filling the position for Part Time Police Officers will be paid an hourly, part-time wage so they will not be a part of the Pay Schedule IV of the County Classification and Compensation Plans and thus are not members of the "representation unit" who are subject to representation by the FOP.

In light of these considerations, I decline your request to enter collective bargaining with the FOP on this matter and will not remove the posting from the County website for these part-time employee positions. Therefore, the grievance is denied.

Sincerely,

Terrence B. Sheridan  
Chief of Police

