

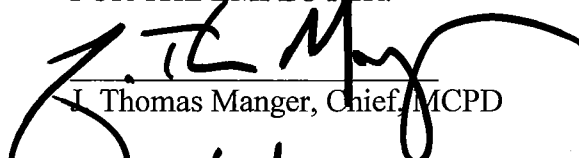
**MEMORANDUM of AGREEMENT  
BETWEEN  
MONTGOMERY COUNTY GOVERNMENT  
AND THE  
MUNICIPAL & COUNTY GOVERNMENT EMPLOYEES ORGANIZATION,  
UNITED FOOD & COMMERCIAL WORKER, LOCAL 1994,  
REGARDING ASSIGNMENT OF CTOs IN THE POLICE EMERGENCY  
COMMUNICATIONS CENTER**

As it is in the best interest of all parties to provide high quality training to newly hired Public Safety Communications Specialists (PSCS) so that these employees may attain permanent merit status with the county, therefore becoming union members, and as this will contribute to the mission of the Montgomery County Police Emergency Communications Center (ECC), and recognizing the vital role that Communications Training Officer's (CTO) have in this process, the parties hereby agree to the following:


1. As part of career development, all employees will be provided with basic CTO certification as PSCS IIs, junior PSCS IIIs, or Public Safety Emergency Call Taker (PSEC) IIs with at least 3 years of experience.
2. The County will solicit for volunteers prior to the commencement of each new Entry Level class to seek out those PSCS II and III's and those PSEC IIs that have received the basic CTO certification and are interested in being assigned new employees who are in a training/entry status. In addition to being certified, in order to volunteer the employees must have at least 3 years of experience as PSCSs/PSECs.
3. From those volunteers, the county will select the trainers to be assigned to train new employees who are in a training/entry status.
4. All PSCS II/IIIs may be required to periodically perform training and training related duties.
5. CTO's will be paid in accordance with the FTO provision of the Collective Bargaining Agreement for their work as a CTO.

This agreement is effective upon the date of the signatures of the above parties.

FOR THE EMPLOYER:

  
J. Thomas Manger, Chief, MCPD  
Date: 2/9/09

FOR THE UNION:

  
Gino Renne, President, MCGEO  
Date: 1/16/09