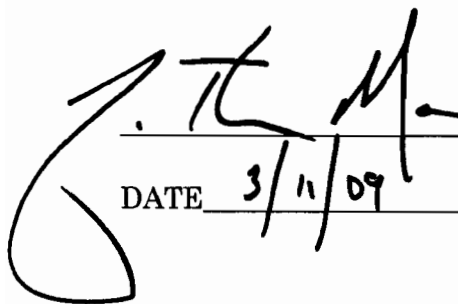
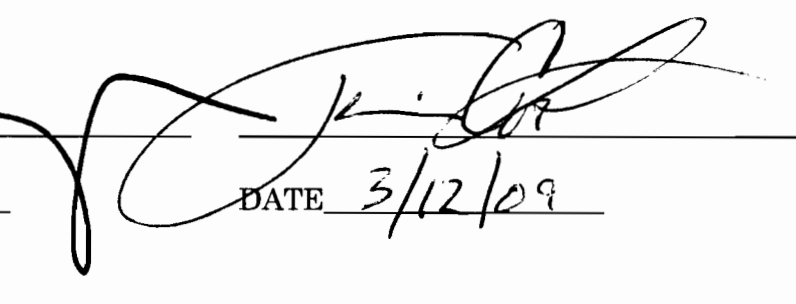


The Montgomery County Government ("County") and the Fraternal Order of Police Montgomery County Lodge No. 35, Inc. ("FOP"), hereby agree to the following amendments to the July 1, 2007 to June 30, 2010 Collective Bargaining Agreement, and shall take effect on the date it is signed. This agreement is regarding the issuance of the Blackberry PDA and cell phone devices in lieu of pagers.

1. These devices will be treated as any other serialized equipment issued.
2. The primary purpose of the device is for work related communication. The County recognizes the occasional need for personal use, but such use shall be limited and be within plan limits.
3. Plan limits will be published by the employer. The plan limits shall not be changed during the term of this agreement.
4. International calling, including use of "direct connect", and/or travel outside the continental United States with the device requires prior approval.
5. Employees are discouraged from using 411 unless in an emergency. Cost free alternatives to 411 can be found at 1.800.373.3411 and 1.800.466.4411.
6. Employees are encouraged to utilize \*4 function to obtain a usage report.
7. The downloading of ringtones, games, automatic message alerts and other software or applications not approved by the Employer is prohibited.
8. Sending digital images must be authorized by a supervisor and requires appropriate documentation. Digital images captured as evidence must be treated as evidence in accordance with established procedures. Digital images are subject to PIA requests.
9. Employees will not be responsible for cost of work related usage. Employees may be billed for actual costs incurred by the employer for use of the device which can be determined to be non work related. The employer bears the burden to demonstrate a financial loss before pursuing reimbursement from an employee. The county shall provide prompt notification to the employee of any billing for personal use that increased costs to the employer. The notice shall specify the amount, the total of the usage, corresponding dates and copies of all documents used to demonstrate any financial loss.

  
DATE 3/11/09

  
DATE 3/12/09