

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2001 Legislative Session

Bill No. CB-55-2001
 Chapter No. 40
 Proposed and Presented by The Chairman (by request – County Executive)
 Introduced by Council Members Russell, Estepp, Wilson, Scott and Shapiro
 Co-Sponsors _____
 Date of Introduction July 31, 2001

BILL

1 AN ACT concerning

2 Collective Bargaining Agreement - Deputy Sheriff's

3 Association of Prince George's County, Inc. (Civilian Units)

4 For the purpose of amending the labor agreement by and between Prince George's County,
 5 Maryland and the Deputy Sheriff's Association of Prince George's County, Inc. (Civilian Units),
 6 to provide for wages and certain other terms and conditions of employment for personnel
 7 classifications certified by the Prince George's County Public Employee Relations Board.

8 BY repealing and reenacting with amendments:

9 SUBTITLE 16. PERSONNEL.

10 Section 16-233(f)(21),

11 The Prince George's County Code

12 (1999 Edition, 2000 Supplement).

13 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
 14 Maryland, that Section 16-233(f)(21) of the Prince George's County Code be and the same is
 15 hereby repealed and reenacted with the following amendments:

16 SUBTITLE 16. PERSONNEL.

17 DIVISION 19. COLLECTIVE BARGAINING.

18 **Sec. 16-233. General.**

19 (f) The following collective bargaining agreements are hereby adopted and approved.

20 (21) Declaration of Approval - Deputy Sheriff's Association of Prince George's
 21 County, Inc. (Civilian Units).

The County Council of Prince George's County, Maryland, having fully considered the labor agreement concluded between Prince George's County, Maryland and the Deputy Sheriff's Association of Prince George's County, Inc. (Civilian Units) on [October 7, 1999] June 20, 2001, hereby approves said agreement in accordance with the provisions of Section 13A-109 of the Prince George's County Code.

SECTION 2. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45) calendar days after it becomes law and that the Agreement shall be retroactively effective to July 1, 2001.

Adopted this 11th day of September, 2001

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Ronald V. Russell
Chairman

ATTEST:

Joyce T. Sweeney
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Wayne K. Curry
County Executive

KEY:
Underscoring indicates language added to existing law.
[Brackets] indicate language deleted from existing law.

AGREEMENT
BETWEEN
PRINCE GEORGE'S COUNTY, MARYLAND
AND
DEPUTY SHERIFF'S ASSOCIATION OF
PRINCE GEORGE'S COUNTY, INC.
(CIVILIAN UNITS)
July 1, 2001- June 30, 2003

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PREAMBLE AND SCOPE

This Agreement is entered into by and between Prince George's County, Maryland (hereinafter referred to as the "County") and the Deputy Sheriff's Association of Prince George's County, Inc. (hereinafter referred to as the "DSA") and has as its purposes to set forth the agreement of the parties on compensation for employees in the bargaining units and to promote harmonious relations between the County and the DSA.

ARTICLE 1 -- RECOGNITION

A. For purposes of subjects within the scope of this Agreement, the County recognizes the DSA as the sole and exclusive bargaining agent of the employees of the Sheriff of Prince George's County, Maryland ("Sheriff") for which it is certified by the Prince George's County Public Employee Relations Board, to wit:

Unit I: Administrative Aide I, II
Data Entry Operator I, II
General Clerk I, II, III, IV
Intake Processing Technician I, II, III
Public Safety Aide I, II
Sheriff Dispatcher I, II

Unit II: Administrative Aide III, IV
Administrative Assistant I, II, III
Public Safety Aide III
Sheriff Dispatcher III
Supervisory Clerk

B. Effective July 1, 2001, subject to an amendment of certification by the Public Employee Relations Board, "Sheriff Dispatcher I," and "Sheriff Dispatcher II" are deleted from Unit I; "Sheriff Dispatcher III" is deleted from Unit II; and "Investigator I" and "Investigator II" are added to Unit II.

ARTICLE 2 -- BASE SALARY RATE

Section 2.01 Wage Scale

Employees covered by this Agreement are covered by Salary Schedule Z, attached hereto as Attachment A, amended as of July 1, 2001.

Section 2.02 Wages

A. Wage Adjustments

1. FY2002

Employees covered by this Agreement will receive a two percent (2%) increase to their base wages effective the first full pay period beginning on or after July 1, 2001.

Employees covered by this Agreement will receive a one percent (1%) increase to their base wages effective the first full pay period beginning on or after April 1, 2002.

2. FY2003

Employees covered by this Agreement will receive a two percent (2%) increase to their base wages effective the first full pay period beginning on or after July 1, 2002.

Employees covered by this Agreement will receive a one percent (1%) increase to their base wages effective the first full pay period beginning on or after January 1, 2003.

B. Merit Increases

1. FY2002

Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2001 through June 30, 2002, will receive it.

2. FY2003

Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2002 through June 30, 2003, will receive it.

ARTICLE 3 -- SPECIAL SALARY RATES

Section 3.01 Callback Pay

An employee who is called back to work from off-duty and does in fact perform duties on behalf of the Sheriff during his/her normal off-duty hours shall be paid for a minimum of three (3) hours at one and one-half (1 1/2) times his/her regular rate of pay. This provision shall not apply to administrative hearings or disciplinary procedures.

Section 3.02.01 Holiday Observance

A. Employees covered by this Agreement will observe regular County holidays on the same dates as the Courts observe them even when the County's date of observance is different. Whenever Christmas Day, New Year's Day or Independence Day falls on a weekend and is

celebrated by the County on the preceding Friday or following Monday, employees who work either on the day the holiday falls or on the day it is celebrated shall be entitled to holiday pay. Employees who work both the day the holiday falls on and the day it is celebrated shall be entitled to holiday pay only as to the first such day scheduled to work.

B. The holidays established by the Personnel Law are listed below:

New Year's Day, Martin Luther King's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day, Presidential Inauguration Day (every 4 years), and County Employees' Appreciation Day.

Section 3.02.02 Holiday Pay

A. Eligible employees shall receive straight time pay for each of the designated holidays on which they are scheduled to work but on which they perform no work..

B. Employees eligible for holiday pay who work on a holiday shall be paid at two (2) times their regular rate of pay for each hour worked (except overtime) and shall not receive another day off. Any overtime performed by an employee on a holiday shall be compensated in accordance with the regular overtime rate (i.e., no pyramiding). In the event that a holiday falls on the employee's regular day off, the employee shall receive another day off.

C. All employees must be in a pay status for the entire regular workday before and the entire regular workday after a holiday in order to receive holiday pay.

Section 3.02.03 Special Pay Provision: Police Memorial Day

Employees covered by this agreement who work on police memorial day (i.e., May 15 of each year) will be compensated pursuant to section 3.02.02, (holiday pay), above.

Section 3.03.01 Computation of Overtime

When an employee works more than forty (40) hours in a work week pursuant to the direction of his/her supervisor, the employee shall receive overtime pay at one and one-half (1 1/2) times his/her hourly base rate for all hours worked in excess of forty (40) hours in that work week. As an alternative, at the request of the employee and with the approval of the County, the employee may earn compensatory leave at the rate of one and one-half (1 1/2) hours for each hour worked.

Section 3.03.02 Pyramiding

There shall be no pyramiding of overtime and other premium rates; that is, only one (1) overtime or premium rate will be paid for the same hours worked.

Section 3.04 Shift Differential

- A. Effective July 1, 2001, a shift differential of one dollar and fifteen cents (\$1.15) per hour shall be paid for all time worked on the first (1st) shift (i.e., the night shift - 11 p.m. to 7 a.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the first (1st) shift. Effective July 14, 2002, the first (1st) shift differential will be increased to one dollar and thirty cents (\$1.30) per hour
- B. Effective July 1, 2001, a shift differential of ninety cents (\$.90) per hour shall be paid for all time worked on the third (3rd) shift (i.e., the evening shift - 3 p.m. to 11 p.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the third (3rd) shift. Effective July 14, 2002, the third (3rd) shift differential will be increased to one dollar and five cents (\$1.05) per hour.
- C. No shift differential will be considered to be part of the employee's base rate, nor shall it be applied to pay for non-productive hours such as holiday pay and annual and sick leave pay, nor shall it be used for the purpose of computing retirement deductions or for retirement or insurance benefits.
- D. Any employee who works the second (2nd) shift (i.e., the day shift) shall not be entitled to a shift differential.
- E. When the hours worked fall within the third (3rd) and first (1st) shifts, the employee shall be paid for all such hours at the shift differential rate which coincides with the majority of the hours worked, except that if exactly half the hours worked are in each of the third and first shifts, the higher differential rate shall apply for the entire number of hours worked.

Section 3.05 Acting Pay

- A. When an employee is directed to assume, and does in fact assume, the duties of any other position with a higher grade in an acting capacity for a period of fourteen (14) consecutive days or more (including scheduled days off and approved holidays), beginning with the fifteenth (15th) day, he/she shall be paid at a rate of pay which is equivalent to a two-step increase or the minimum necessary to place the employee at the entry level rate of the higher grade, whichever is greater, and shall continue to be paid at that rate until relieved of the position by the person for whom he/she is acting, or by a person of equal grade to that position, or by a superior authority. He/She shall resume receiving acting pay after being on annual, sick, or administrative leave status, if he/she had been acting in such higher rank immediately prior to taking such approved leave.
- B. Where management elects to assign an employee to work in an acting capacity as described above, the employer shall not schedule work to circumvent the provisions of this section. This section shall not apply to an employee in a training work assignment. Employees shall have all training work assignments explained to them fully.

Section 3.06 Court Time Compensation

If, as a result of actions taken during the course of employment with the Sheriff, an employee covered by this Agreement is scheduled to appear in Court on the employee's day off, the employee will be paid a minimum of three (3) hours pay at the overtime rate.

Section 3.07 Trainer Pay

Employees who are assigned to provide on-the-job training (which is designed to be one month or more in duration) for employees will receive a payment of twenty-five cents (\$.25) per hour.

ARTICLE 4 -- FRINGE BENEFITS

Section 4.01 Clothing Issue and Allowance

A. The Sheriff will continue to issue uniforms to employees covered by the Agreement who are required to wear them and to replace worn and unserviceable uniforms. Employees will continue to maintain their uniforms by cleaning and making minor repairs.

B. During Fiscal year 2002, a three hundred dollar (\$300.00) uniform maintenance allowance will be provided to Public Safety Aides and Intake Technicians. During Fiscal Year 2003, the uniform maintenance allowance will be increased to three hundred fifty dollars (\$350.00). The allowance will be paid in a single payment in July.

Section 4.02 Annual Leave

A. A maximum of three hundred sixty (360) hours of accumulated annual leave earned beginning with the first pay period in the 1997 leave year (i.e., January 5, 1997) may be carried over from one leave year to the next by an employee. (i.e., new annual leave).

B. An employee shall be allowed to carry over annual leave earned as of the last full pay period in leave year 1996 (i.e., old annual leave) even if such accumulated amount is in excess of the maximum allowed in Subsection A., above.

C. Effective beginning with the 1997 leave year, employees who are over the three hundred sixty (360) hours limit at the end of that leave year will be able to convert any annual leave in excess of three hundred sixty (360) hours to new sick leave.

D. Employees covered by this Agreement must use compensatory time they have accumulated prior to using annual leave.

Section 4.03 Sick and Annual Leave Disposition Upon Separation

A. Effective beginning with the 1997 leave year (i.e., January 5, 1997), the annual and sick leave balances accumulated by an employee shall, upon the employee's separation from employment, be liquidated in the following manner:

1. The employee may elect to retain all or any portion of the employee's sick and annual leave balances credited to the employee's leave record for the period of time equal to the employee's eligibility for reappointment as determined in accordance with Section 16-148(a)(8);
2. The employee may elect to apply all or any portion of the employee's sick and annual leave balances to employment elsewhere, provided another employer has agreed to accept accumulated sick or annual leave balances for credit on behalf of the employee;
3. The employee may elect to receive cash payment for all or any portion of the employee's annual leave balance in an amount equal to the total number of unused annual leave hours multiplied by the employee's final base hourly rate of pay, subject to the following:

Upon separation from employment, employees who participate in the Maryland State Retirement Systems (MSRS) may elect to receive a cash payment for the remainder of their annual leave hours that were accumulated as of the end of the 1996 leave year OR up to 360 hours of accumulated annual leave, whichever is greater. Any remaining amount would be converted to sick leave and could be applied to purchase MSRS pension credit at the applicable rate.

4. For all or any portion of the employee's sick leave balance earned as of the end of the last full pay period of the 1996 leave year, the employee may elect to receive cash payment in an amount equal to the total number of unused sick leave hours multiplied by one-half of the employee's base hourly rate of pay as of January 4, 1997. Sick leave earned beginning the first pay period of the 1997 leave year is not subject to cash payment to the employee upon separation.

5. For individuals who participate in the MSRS plan, sick leave earned beginning with the first pay period in the 1997 leave year (i.e., new sick leave) is not subject to cash payment but may be used to purchase MSRS pension credit at the applicable rate. In addition, any old sick leave not cashed out under paragraph 4 may be used to purchase MSRS pension credit at the applicable rate.

6. Notwithstanding any provision in this Section to the contrary, an employee who is involuntarily separated from employment with the County for disciplinary reasons is not entitled to any payment for unused sick leave.

7. Notwithstanding any provision in this Section to the contrary, an employee who has been separated from employment under a separation-disability action pursuant to Section 16-189 if the Personnel Law shall forfeit any sick leave hours accumulated at the time of the employee's separation.

Section 4.04 Personal Leave

Twenty-four (24) hours of paid personal leave per wage reporting year -- including the four (4) hours granted in lieu of General Election Day -- shall be granted to each employee eligible for annual leave. Personal leave shall be requested and approved in advance of use. There shall be no accumulation of personal leave days, and unused personal leave shall be forfeited at the end of the leave year or upon termination of employment.

Section 4.05 Discretionary Leave

Employees covered by this Agreement with three (3) or more years of service shall be eligible for eight (8) hours of discretionary leave per wage reporting year plus an additional eight (8) hours of discretionary leave (for a total of sixteen (16) hours) after seven (7) years of service. Eight (8) additional hours of discretionary leave (for a total of twenty-four (24) will be granted after ten (10) years of serviced. Discretionary leave may be taken in increments of four (4) hours, must be requested and approved in advance, and unused discretionary leave cannot be carried over from one year to the next.

Section 4.06 Additional Leave Provision

- A. When the County Executive closes the County offices for an entire day or any portion thereof, because of extreme inclement weather, other emergencies producing hazardous conditions, or for any other reason, essential employees covered by this Agreement will report to their established work sites and will be paid straight-time wages for hours worked on their regular work shifts. In addition, such employees who work their full regularly scheduled shift during the twenty-four (24) hour period beginning at 6:00 a.m. of the day of the full or partial closing shall be entitled to receive one hour of compensatory leave for each shift hour worked (not to exceed twelve (12) hours per employee per twenty-four (24) hour period).
- B. If the employee is directed by the Employer to work any number of hours over and above the employee's regularly scheduled work shift during the aforementioned twenty-four (24) hour period, the employee shall not be entitled to any additional grant of compensatory leave by virtue of the full or partial closing. Rather, the appropriate premium rate, if any, shall apply to such hours.
- C. Compensatory leave earned pursuant to this subsection shall be used in accordance with all applicable rules and regulations.

Section 4.07 Blood Donation Leave

Employees may be granted up to four (4) hours of leave with pay for the purpose of participation in a blood donor program and for subsequent recuperation on the day they donate blood. The Employer may request verification of such donation.

Section 4.08 Disability Leave

A. Disability leave will be administered in accordance with the Personnel Law and Administrative Procedure 284 (Administration of Employee Leave).

B. For good cause shown, the Personnel Officer may grant up to two (2) additional ninety (90) day periods of disability leave to an employee covered by this Agreement who has petitioned the Sheriff and has received the Sheriff's recommendation for additional leave.

Section 4.09 Bereavement Leave

Bereavement leave policies shall be administered in accordance with the Personnel Law, except that the first two days will be charged to administrative leave. However, a total of three days will be charged to administrative leave upon the death of the employee's parent, spouse or child.

Section 4.10 Voting Leave

Employees who are registered voters may be granted up to two (2) hours off with pay for the purpose of voting in State, County and Federal primary and general elections if the employee would otherwise be prevented from voting because of his/her work schedule.

Section 4.11 Presidential and Union Business Leave

A. Subject to the conditions set forth herein, the President of the DSA and employees covered by this Agreement may be granted at the request of the DSA administrative leave for official DSA business for the purpose of attending workshops, conventions, conferences and seminars, and the DSA President, or his designee, will be granted administrative leave for the administration of this Agreement and for conducting DSA business. Where leave is requested for employees covered by this Agreement to attend workshops, conventions, conferences and seminars, the President of the DSA must deliver to the Sheriff a written request for the leave at least ten (10) working days before the leave is to begin. The written notice must specify at a minimum the employees for whom the leave is requested, the duration of the leave, and a brief description of the nature of the event for which the leave is requested.

B. The County will provide two hundred fifty (250) hours of administrative leave per fiscal year covered by this Agreement for attendance at workshops, conventions, conferences and seminars. No administrative leave will be granted pursuant to this Section when the two hundred fifty (250) hours has been used up during a fiscal year, and any unused balance of the two hundred fifty (250) hours of administrative leave at the close of the fiscal year may not be carried forward for use during the next fiscal year. All requests for administrative leave pursuant to this provision are subject to the approval of the Sheriff or the Sheriff's designee. The parties agree that the DSA will not request administrative leave under this Section for business or activities that are detrimental to the Department.

Section 4.12 Accidental Life Insurance Benefit

Effective July 1, 2001, in addition to any other life insurance or death benefit provided by the County, the County shall pay a death benefit of fifteen thousand dollars (\$15,000) upon the death of any employee covered by this Agreement whose death results from an accidental personal injury arising out of and in the course of his/her employment.

Section 4.13 Health Insurance Premiums

A. The Employer shall contribute seventy-five percent (75%) to the cost of the point of service health insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five percent (25%).

B. The County shall contribute eighty percent (80%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty percent (20%).

C. Employees who provide proof of other medical coverage may choose to receive a credit instead of enrolling in a medical plan with the County.

D. The Employer shall contribute ninety percent (90%) to the County's deductible prescription and optical care programs for any employee covered by this Agreement who elects to participate in either program. The participating employee shall contribute the remaining ten percent (10%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

E. Two Dental Plans are available to employees, the cost of which is paid by the employee if the employee elects to enroll in either of the Plans.

F. Employees may choose to enroll in a Long-Term Disability Program offering fifty percent (50%) or sixty percent (60%) of annual salary up to normal social security retirement age. Employees will pay the full cost of whichever option is chosen.

G. Employees may contribute up to \$5,000 in a dependent flexible spending account and up to \$3,000 in a medical flexible spending account.

H. Group Life Insurance under the Beneflex Program. The County shall pay one hundred percent (100%) of the monthly premium for County life insurance for each employee in the amount of two (2) times the employee's annual salary up to a maximum amount of one hundred thousand dollars (\$100,000). Employees may choose to increase their life insurance from one to four times their annual salary up to a total of \$700,000 including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age. Employees may choose to reduce their life insurance to one times their annual salary and receive a credit.

Section 4.14 Sick Leave Bank

- A. The Union shall have the right to establish and maintain a "Sick Leave Bank". Such sick leave shall be accumulated through voluntary donations of sick leave by bargaining unit members. This leave may then be transferred to the account of another bargaining unit member with zero leave balance (annual and sick). Use of such transferred leave shall be limited to sickness or disability which incapacitates the employee.
- B. The administration of this leave bank shall be the responsibility of the Union. Parties are to develop an agreed to form to be used for transferring sick leave under this provision. The County agrees to maintain the records of the sick leave bank and shall only transfer sick leave from this bank to the account of an employee upon receiving written authorization from the Union. The use of such sick leave is subject to approval by the Sheriff.

Section 4.15 Compensatory Leave/Sick Leave

- A. Effective July 1, 2001, employees will have the option to use accumulated County (non-FLSA) Compensatory Leave in lieu of sick leave when the employee's accrued sick leave has been exhausted.
- B. Effective July 1, 2001, those employees who have been advanced sick leave and have not reimbursed the County for such advanced sick leave as of June 30, 2001, may use their accumulated County (non-FLSA) Compensatory Leave to offset any such advanced sick leave remaining.

ARTICLE 5 -- SUPPLEMENTAL RETIREMENT BENEFIT

- A. Employees covered by this Agreement will participate in the Supplemental Pension Plan For General Schedule Employees in accordance with the provisions of that plan.
- B. A Joint Study Committee with equal representation of the Union and the County shall be established and meet quarterly beginning July 1, 1999 to study whether there may be feasible pension alternatives for employees covered by this Agreement. By July 1, 2000, the committee shall report its findings, with recommendations, to the Director, Office of Personnel and Labor Relations for forwarding to the Chief Administrative Officer.

ARTICLE 6 -- COOPERATION

Section 6.01 Labor-Management Committee

The DSA President and two (2) other employees covered by this Agreement and designated by the DSA President shall participate with management on a Labor-Management Committee. The Committee may meet as issues arise at times convenient to both parties, but not more than once a month unless so agreed by the parties. The party requesting a meeting of the Labor-Management Committee shall give the other party written notice of agenda item(s).

Section 6.02 Joint Study Committees

A. A Joint Study Committee, consisting of the DSA, the Sheriff and the Office of Personnel and Labor Relations, will be established to examine the current promotional selection process with the objective of having the Sheriff interview and consider as many qualified bargaining unit members as possible for promotional vacancies. Committee recommendations will be made to the Sheriff who will have the discretion to accept the recommendations, reject the recommendations or accept them with modifications.

B. A Joint Study Committee will be established to examine the dress code policy for civilian employees of the Sheriff, including the standards of dress for each section and the policy for deciding when to replace worn or unserviceable uniforms. Committee recommendations will be made to the Sheriff who will have the discretion to accept the recommendations, reject the recommendations or accept them with modifications.

C. A Joint Study Committee will be established to examine voluntary overtime distribution. Committee recommendations will be made to the Sheriff who will have the discretion to accept the recommendations, reject the recommendations or accept them with modifications.

D. A Joint Study Committee will be established to examine the subject of work schedules and alternative schedules for employees covered by this Agreement. Committee recommendations will be made to the Sheriff who will have the discretion to accept the recommendations, reject the recommendations or accept them with modifications.

Section 6.03 Classification Study

There shall be a Classification Study of the Public Safety Aide and Intake Processing Technician positions employed by the Sheriff. Said study shall be concluded during Fiscal Year 2002.

Section 6.04 Personnel Roster

A roster shall be furnished the DSA by the Employer at the beginning of each fiscal year, which lists the name, job title, date of hire and job location of each employee in the bargaining unit. An updated list will be furnished every three months to the DSA.

ARTICLE 7 -- GRIEVANCE PROCEDURE

A. Any question arising out of and during the term of this Agreement involving an interpretation or application of any of the express provisions of this Agreement shall be considered a grievance and subject to resolution pursuant to the following procedures:

1. Step 1.

a. When an employee subject to the provisions of this Agreement feels he/she is aggrieved by a violation of this Agreement, he/she, through the DSA President, within seven (7) working days after the occurrence of the violation, shall file with the Sheriff a written notice of

the grievance. The written notice must set forth relevant information concerning the alleged grievance, including a short description thereof, the date on which the grievance occurred, and the provision(s) of the agreement alleged to have been violated.

b. Upon receipt of a grievance, the Sheriff will conduct an investigation of the grievance. The Sheriff may take up to thirty (30) working days to complete its investigation, unless there are five (5) or more grievances pending at Step 1 at any one time. In such cases, the thirty (30) working day time limit as provided above will not apply to those grievances and individual time limits will be agreed upon by the DSA and the Sheriff. Following the investigation, the aggrieved employee, the President of the DSA, and a representative of the Sheriff will meet at a mutually agreeable time and endeavor to adjust the matter. The Sheriff will provide the DSA with a written response to the grievance not later than seven (7) working days following the meeting. If the parties fail to resolve the matter at this Step 1, the grieving party may, within five (5) working days thereafter, pursue Step 2 of the grievance procedure. Time limits as provided for herein may be extended by mutual agreement of the parties.

2. Step 2.

If the grievance shall have been submitted but not adjusted under Step 1, either the DSA President or the County may request in writing, within seven (7) working days after the grievance has been denied at Step 1, that the grievance be submitted to an arbitrator mutually agreed upon by them. In the event that the parties are unable to agree on an arbitrator, the DSA and the County shall request the American Arbitration Association to provide them with a list of arbitrators from which an arbitrator shall be selected. The rules of the American Arbitration Association shall govern the conduct of the arbitration hearing.

B. The decision of the arbitrator shall be specifically limited to the matter submitted to him/her. He/She shall have no authority in any manner to amend, alter or change any provision of this Agreement. The decision of the arbitrator shall be final, binding and conclusive on the County, the DSA and the employee involved. The fees and expenses of the arbitrator shall be borne by the losing party.

ARTICLE 8 -- PUBLICATION OF AGREEMENT

The County shall provide copies of this Agreement to the DSA for its distribution of one (1) copy to each employee covered by this Agreement.

ARTICLE 9 -- SAVINGS CLAUSE

In the event that any Article, Section or portion of this Agreement shall be held invalid and unenforceable by any Court, or higher authority of competent jurisdiction, such decision shall apply only to the specific Article, Section or portion thereof specified in the decision and shall leave unaffected the remainder of this Agreement. Upon issuance of such a decision, the Employer and the DSA agree to immediately negotiate a substitution for the invalidated Article, Section or portion thereof.

ARTICLE 10 -- DURATION

This Agreement shall become effective on July 1, 2001, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2003. This Agreement shall be automatically renewed from year to year after June 30, 2003 unless either party shall notify the other in writing no later than October 1, 2002 (or October 1st of any subsequent year thereafter in the case of an automatic renewal) that it desires to terminate, modify or amend this Agreement.

Signed on this _____ day of _____, 2001, in Upper Marlboro, Prince George's County, Maryland.

DEPUTY SHERIFF'S ASSOCIATION
OF PRINCE GEORGE'S COUNTY,
INC.

PRINCE GEORGE'S COUNTY,
MARYLAND

Michael A. Jackson
President

Kenneth E. Glover
Chief Administrative Officer

ATTACHMENT A

SALARY SCHEDULE Z
CIVILIAN UNIFORM WAGE SCALE
DSA Civilians Uniform Wage Scale

Alpha	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Years of Svc.	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+

A. Pay Plan Description

1. Pay Plan effective July 1, 2001

2. 21 Step Plan - Described as follows:

a. Steps A (#1) of grades Z6-Z19 are the same rates as the existing MIN rates which became effective on April 8, 2001 and as further increased by a base wage adjustment of two percent (2%) on July 1, 2001. Steps A (#1) of grades Z20-Z25 have been derived by multiplying the MIN rate of grade Z19 (as further increased by a two percent (2%) base wage adjustment) by five percent (5%) successively through Step A of grade Z25.

b. Steps B (#2) through Steps N (#14) were derived by multiplying Steps A (#1) successively for grades Z6-Z25 by one hundred three-and-one-half percent (103.5%) through Steps N (#14).

c. Steps O (#15) through Steps U (#21) were derived by multiplying Steps N (#14) successively for grades Z6-Z25 by one hundred three percent (103%) through Step U (#21).

3. Completed years of service for purposes of this pay plan shall be determined by using an employee's date of hire as reflected on the employee's Personnel Information Document (PID).

B. Placement and Movement on the Civilian Uniform Wage Scale

1. Effective July 1, 2001, after employee salaries as of June 30, 2001 have been increased by two percent (2%), employees will be placed on the Uniform Wage Scale at the step reflecting their new salary, or if no such step exists, at the next step above such new salary. Notwithstanding the above, employees whose annual salary after the two percent (2%) increase exceeds a step on the Uniform Wage Scale by fifty dollars (\$50) or less will be placed on such step.

2. During Fiscal year 2002, any employee who has not advanced to the step on the Uniform Wage Scale that would otherwise have been warranted by his/her completed years of service as of January 1, 2002 (minus a two year lag because of the lack of credit toward merit increases during fiscal year 1996 and fiscal year 1997, if applicable) will be placed on that step

effective the first full pay period beginning on or after January 1, 2002 (i.e., January 13, 2002). However, an employee whose years of service (after adjustment) would otherwise, as a result of proper placement as described above, warrant his/her advancement by more than a single step, will advance no more than one step on January 13, 2002.

3. In addition to the above, on their anniversary dates during Fiscal Year 2002 and subsequent years, employees will advance at the rate of one step per year up to and including Step N (#14). Employees will only advance to Steps O (#15) and above on their anniversary dates provided they have completed the required years of service matching that step (after subtracting two (2) years for lack of credit toward a merit increase during Fiscal Year 1996 and Fiscal Year 1997, if applicable).

4. Employees who are placed on the scale at Step O (#15) or above, which step exceeds their years of service will not advance to the next step until warranted by the completed years of service (after adjustment).

5. Employees hired on or after July 1, 1996 will not have to adjust their years of service after reaching Step N.

C. Promotions and Demotion

Upon promotion or demotion, an employee will be placed at the step of the promotional grade which corresponds to his or her step before promotion or demotion (For example, a one-grade promotion from Z-15 Step H to Z-16 Step H; a two-grade promotion from Z-8 Step M to Z-10 Step M; or a three-grade promotion from Z-10 Step K to Z-13 Step K).

D. Anniversary Dates

Employees covered by this Agreement and hired before July 1, 1997 will keep the anniversary dates that they held on July 1, 1997 for as long as they are continuously employed. Employees hired on or after July 1, 1997 will have as their anniversary dates the dates of their initial appointment and those anniversary dates will not be changed while those employees are continuously employed.

E. The rules for placement of current employees on the Uniform Wage Scale in subsection B.1., above shall also apply to Investigator I and II and Administrative Assistants I, II, and III who are included in the bargaining unit during Fiscal Year 2001 or 2002.

SALARY SCHEDULE Z
DEPUTY SHERIFF'S ASSOCIATION
(CIVILIAN UNITS)
UNIFORM WAGE SCALE EFFECTIVE JULY 1, 2001
PRINCE GEORGE'S COUNTY MARYLAND

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z06																					
HOURLY	8.1186	8.4027	8.6968	9.0012	9.3163	9.6423	9.9798	10.3291	10.6906	11.0648	11.4521	11.8529	12.2677	12.6971	13.0780	13.4704	13.8745	14.2907	14.7194	15.1610	15.6158
BIWEEKLY	649.49	672.22	695.75	720.10	745.30	771.39	798.39	826.33	855.25	885.18	916.17	948.23	981.42	1015.77	1046.24	1077.63	1109.96	1143.26	1177.55	1212.88	1249.27
ANNUAL	16,887	17,478	18,089	18,723	19,378	20,056	20,758	21,485	22,237	23,015	23,820	24,654	25,517	26,410	27,202	28,018	28,859	29,725	30,616	31,535	32,481
Z07																					
HOURLY	8.5243	8.8227	9.1315	9.4511	9.7819	10.1242	10.4786	10.8453	11.2249	11.6178	12.0244	12.4453	12.8809	13.3317	13.7317	14.1436	14.5679	15.0049	15.4551	15.9187	16.3963
BIWEEKLY	681.95	705.82	730.52	756.09	782.55	809.94	838.29	867.63	897.99	929.42	961.95	995.62	1030.47	1066.54	1098.53	1131.49	1165.43	1200.40	1236.41	1273.50	1311.70
ANNUAL	17,731	18,351	18,994	19,658	20,346	21,058	21,795	22,558	23,348	24,165	25,011	25,886	26,792	27,730	28,562	29,419	30,301	31,210	32,147	33,111	34,104
Z08																					
HOURLY	8.9507	9.2640	9.5882	9.9238	10.2711	10.6306	11.0027	11.3878	11.7864	12.1989	12.6259	13.0678	13.5251	13.9985	14.4185	14.8510	15.2965	15.7554	16.2281	16.7150	17.2164
BIWEEKLY	716.06	741.12	767.06	793.90	821.69	850.45	880.22	911.02	942.91	975.91	1010.07	1045.42	1082.01	1119.88	1153.48	1188.08	1223.72	1260.44	1298.25	1337.20	1377.31
ANNUAL	18,617	19,269	19,943	20,642	21,364	22,112	22,886	23,687	24,516	25,374	26,262	27,181	28,132	29,117	29,990	30,890	31,817	32,771	33,754	34,767	35,810
Z09																					
HOURLY	9.3982	9.7271	10.0676	10.4199	10.7846	11.1621	11.5528	11.9571	12.3756	12.8088	13.2571	13.7211	14.2013	14.6983	15.1393	15.5935	16.0613	16.5431	17.0394	17.5506	18.0771
BIWEEKLY	751.85	778.17	805.41	833.59	862.77	892.97	924.22	956.57	990.05	1024.70	1060.56	1097.68	1136.10	1175.87	1211.14	1247.48	1284.90	1323.45	1363.15	1404.05	1446.17
ANNUAL	19,548	20,232	20,941	21,673	22,432	23,217	24,030	24,871	25,741	26,642	27,575	28,540	29,539	30,573	31,490	32,434	33,407	34,410	35,442	36,505	37,600
Z10																					
HOURLY	9.8681	10.2135	10.5709	10.9409	11.3239	11.7202	12.1304	12.5550	12.9944	13.4492	13.9199	14.4071	14.9114	15.4333	15.8963	16.3731	16.8643	17.3703	17.8914	18.4281	18.9810
BIWEEKLY	789.45	817.08	845.68	875.27	905.91	937.62	970.43	1004.40	1039.55	1075.94	1113.59	1152.57	1192.91	1234.66	1271.70	1309.85	1349.15	1389.62	1431.31	1474.25	1518.48
ANNUAL	20,526	21,244	21,988	22,757	23,554	24,378	25,231	26,114	27,028	27,974	28,953	29,967	31,016	32,101	33,064	34,056	35,078	36,130	37,214	38,330	39,480
Z11																					
HOURLY	10.3613	10.7239	11.0992	11.4877	11.8898	12.3059	12.7366	13.1824	13.6438	14.1213	14.6156	15.1271	15.6566	16.2046	16.6907	17.1914	17.7072	18.2384	18.7855	19.3491	19.9296
BIWEEKLY	828.90	857.91	887.94	919.02	951.18	984.47	1018.93	1054.59	1091.50	1129.71	1169.25	1210.17	1252.53	1296.36	1335.26	1375.31	1416.57	1459.07	1502.84	1547.93	1594.37
ANNUAL	21,551	22,306	23,086	23,894	24,731	25,596	26,492	27,419	28,379	29,372	30,400	31,464	32,566	33,705	34,717	35,758	36,831	37,936	39,074	40,246	41,453
Z12																					
HOURLY	10.8794	11.2602	11.6543	12.0622	12.4844	12.9213	13.3736	13.8417	14.3261	14.8275	15.3465	15.8836	16.4396	17.0149	17.5254	18.0511	18.5927	19.1505	19.7250	20.3167	20.9262
BIWEEKLY	870.35	900.82	932.34	964.98	998.75	1033.71	1069.89	1107.33	1146.09	1186.20	1227.72	1270.69	1315.16	1361.20	1402.03	1444.09	1487.41	1532.04	1578.00	1625.34	1674.10
ANNUAL	22,629	23,421	24,241	25,089	25,968	26,876	27,817	28,791	29,798	30,841	31,921	33,038	34,194	35,391	36,453	37,546	38,673	39,833	41,028	42,259	43,527
Z13																					
HOURLY	11.4233	11.8231	12.2369	12.6652	13.1085	13.5673	14.0421	14.5336	15.0423	15.5688	16.1137	16.6777	17.2614	17.8655	18.4015	18.9535	19.5221	20.1078	20.7110	21.3324	21.9723
BIWEEKLY	913.86	945.85	978.95	1013.22	1048.68	1085.38	1123.37	1162.69	1203.38	1245.50	1289.09	1334.21	1380.91	1429.24	1472.12	1516.28	1561.77	1608.62	1656.88	1706.59	1757.79
ANNUAL	23,760	24,592	25,453	26,344	27,266	28,220	29,208	30,230	31,288	32,383	33,516	34,690	35,904	37,160	38,275	39,423	40,606	41,824	43,079	44,371	45,702

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
Z14																					
HOURLY	11.9945	12.4143	12.8488	13.2985	13.7639	14.2457	14.7443	15.2603	15.7944	16.3473	16.9194	17.5116	18.1245	18.7588	19.3216	19.9013	20.4983	21.1132	21.7466	22.3990	23.0710
BIWEEKLY	959.56	993.14	1027.90	1063.88	1101.12	1139.65	1179.54	1220.83	1263.56	1307.78	1353.55	1400.93	1449.96	1500.71	1545.73	1592.10	1639.86	1689.06	1739.73	1791.92	1845.68
ANNUAL	24,949	25,822	26,725	27,661	28,629	29,631	30,668	31,741	32,852	34,002	35,192	36,424	37,699	39,018	40,189	41,395	42,636	43,916	45,233	46,590	47,988
Z15																					
HOURLY	12.5942	13.0350	13.4913	13.9635	14.4522	14.9580	15.4815	16.0234	16.5842	17.1647	17.7654	18.3872	19.0308	19.6968	20.2878	20.8964	21.5233	22.1690	22.8340	23.5191	24.2246
BIWEEKLY	1007.54	1042.80	1079.30	1117.08	1156.17	1196.64	1238.52	1281.87	1326.74	1373.17	1421.23	1470.98	1522.46	1575.75	1623.02	1671.71	1721.86	1773.52	1826.72	1881.53	1937.97
ANNUAL	26,196	27,113	28,062	29,044	30,061	31,113	32,202	33,329	34,495	35,703	36,952	38,245	39,584	40,969	42,199	43,464	44,768	46,111	47,495	48,920	50,387
Z16																					
HOURLY	13.2241	13.6869	14.1660	14.6618	15.1750	15.7061	16.2558	16.8247	17.4136	18.0231	18.6539	19.3068	19.9825	20.6819	21.3024	21.9414	22.5997	23.2777	23.9760	24.6953	25.4361
BIWEEKLY	1057.93	1094.96	1133.28	1172.94	1214.00	1256.49	1300.46	1345.98	1393.09	1441.85	1492.31	1544.54	1598.60	1654.55	1704.19	1755.31	1807.97	1862.21	1918.08	1975.62	2034.89
ANNUAL	27,506	28,469	29,465	30,497	31,564	32,669	33,812	34,995	36,220	37,488	38,800	40,158	41,564	43,018	44,309	45,638	47,007	48,418	49,870	51,366	52,907
Z17																					
HOURLY	13.8852	14.3711	14.8741	15.3947	15.9335	16.4912	17.0684	17.6658	18.2841	18.9240	19.5864	20.2719	20.9814	21.7158	22.3673	23.0383	23.7294	24.4413	25.1745	25.9298	26.7077
BIWEEKLY	1110.81	1149.69	1189.93	1231.58	1274.68	1319.30	1365.47	1413.26	1462.73	1513.92	1566.91	1621.75	1678.51	1737.26	1789.38	1843.06	1898.35	1955.30	2013.96	2074.38	2136.61
ANNUAL	28,881	29,892	30,938	32,021	33,142	34,302	35,502	36,745	38,031	39,362	40,740	42,166	43,641	45,169	46,524	47,920	49,357	50,838	52,363	53,934	55,552
Z18																					
HOURLY	14.5794	15.0896	15.6178	16.1644	16.7302	17.3157	17.9218	18.5490	19.1982	19.8702	20.5656	21.2854	22.0304	22.8015	23.4855	24.1901	24.9158	25.6633	26.4332	27.2262	28.0430
BIWEEKLY	1166.35	1207.17	1249.42	1293.15	1338.41	1385.26	1433.74	1483.92	1535.86	1589.61	1645.25	1702.84	1762.43	1824.12	1878.84	1935.21	1993.26	2053.06	2114.65	2178.09	2243.44
ANNUAL	30,325	31,386	32,485	33,622	34,799	36,017	37,277	38,582	39,932	41,330	42,777	44,274	45,823	47,427	48,850	50,315	51,825	53,380	54,981	56,630	58,329
Z19																					
HOURLY	15.3086	15.8444	16.3989	16.9729	17.5669	18.1818	18.8181	19.4768	20.1585	20.8640	21.5942	22.3500	23.1323	23.9419	24.6602	25.4000	26.1620	26.9469	27.7553	28.5879	29.4456
BIWEEKLY	1224.69	1267.55	1311.91	1357.83	1405.35	1454.54	1505.45	1558.14	1612.68	1669.12	1727.54	1788.00	1850.58	1915.35	1972.81	2032.00	2092.96	2155.75	2220.42	2287.03	2355.64
ANNUAL	31,842	32,956	34,110	35,304	36,539	37,818	39,142	40,512	41,930	43,397	44,916	46,488	48,115	49,799	51,293	52,832	54,417	56,049	57,731	59,463	61,247
Z20																					
HOURLY	16.0740	16.6366	17.2188	17.8215	18.4453	19.0908	19.7590	20.4506	21.1664	21.9072	22.6739	23.4675	24.2889	25.1390	25.8932	26.6700	27.4701	28.2942	29.1430	30.0173	30.9178
BIWEEKLY	1285.92	1330.93	1377.51	1425.72	1475.62	1527.27	1580.72	1636.05	1693.31	1752.57	1813.91	1877.40	1943.11	2011.12	2071.45	2133.60	2197.60	2263.53	2331.44	2401.38	2473.42
ANNUAL	33,434	34,604	35,815	37,069	38,366	39,709	41,099	42,537	44,026	45,567	47,162	48,812	50,521	52,289	53,858	55,474	57,138	58,852	60,617	62,436	64,309
Z21																					
HOURLY	16.8777	17.4685	18.0799	18.7126	19.3676	20.0455	20.7470	21.4732	22.2248	23.0026	23.8077	24.6410	25.5034	26.3960	27.1879	28.0036	28.8437	29.7090	30.6002	31.5182	32.4638
BIWEEKLY	1350.22	1397.48	1446.39	1497.01	1549.41	1603.64	1659.76	1717.86	1777.98	1840.21	1904.62	1971.28	2040.27	2111.68	2175.03	2240.28	2307.49	2376.72	2448.02	2521.46	2597.10
ANNUAL	35,106	36,334	37,606	38,922	40,285	41,695	43,154	44,664	46,227	47,845	49,520	51,253	53,047	54,904	56,551	58,247	59,995	61,795	63,649	65,558	67,525
Z22																					
HOURLY	17.7216	18.3418	18.9838	19.6482	20.3359	21.0477	21.7843	22.5468	23.3359	24.1527	24.9980	25.8730	26.7785	27.7158	28.5472	29.4037	30.2858	31.1943	32.1302	33.0941	34.0869
BIWEEKLY	1417.73	1467.35	1518.70	1571.86	1626.87	1683.81	1742.75	1803.74	1866.88	1932.22	1999.84	2069.84	2142.28	2217.26	2283.78	2352.29	2422.86	2495.55	2570.41	2647.53	2726.95
ANNUAL	36,861	38,151	39,486	40,868	42,299	43,779	45,311	46,897	48,539	50,238	51,996	53,816	55,699	57,649	59,378	61,160	62,994	64,884	66,831	68,836	70,901

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
Z23																					
HOURLY	18.6077	19.2589	19.9330	20.6306	21.3527	22.1001	22.8736	23.6741	24.5027	25.3603	26.2479	27.1666	28.1174	29.1016	29.9746	30.8738	31.8001	32.7541	33.7367	34.7488	35.7912
BIWEEKLY	1488.61	1540.71	1594.64	1650.45	1708.22	1768.00	1829.88	1893.93	1960.22	2028.83	2099.83	2173.33	2249.40	2328.12	2397.97	2469.91	2544.00	2620.32	2698.93	2779.90	2863.30
ANNUAL	38,704	40,059	41,461	42,912	44,414	45,968	47,577	49,242	50,966	52,749	54,596	56,507	58,484	60,531	62,347	64,218	66,144	68,128	70,172	72,277	74,446
Z24																					
HOURLY	19.5380	20.2218	20.9296	21.6621	22.4203	23.2050	24.0172	24.8578	25.7278	26.6283	27.5603	28.5249	29.5233	30.5566	31.4733	32.4175	33.3900	34.3917	35.4234	36.4861	37.5807
BIWEEKLY	1563.04	1617.75	1674.37	1732.97	1793.62	1856.40	1921.38	1988.62	2058.22	2130.26	2204.82	2281.99	2361.86	2444.53	2517.86	2593.40	2671.20	2751.34	2833.88	2918.89	3006.46
ANNUAL	40,639	42,061	43,534	45,057	46,634	48,266	49,956	51,704	53,514	55,387	57,325	59,332	61,408	63,558	65,464	67,428	69,451	71,535	73,681	75,891	78,168
Z25																					
HOURLY	20.5150	21.2330	21.9761	22.7453	23.5414	24.3653	25.2181	26.1008	27.0143	27.9598	28.9384	29.9512	30.9995	32.0845	33.0470	34.0384	35.0596	36.1114	37.1947	38.3106	39.4599
BIWEEKLY	1641.20	1698.64	1758.09	1819.62	1883.31	1949.23	2017.45	2088.06	2161.14	2236.78	2315.07	2396.10	2479.96	2566.76	2643.76	2723.07	2804.77	2888.91	2975.58	3064.84	3156.79
ANNUAL	42,671	44,165	45,710	47,310	48,966	50,680	52,454	54,290	56,190	58,156	60,192	62,299	64,479	66,736	68,738	70,800	72,924	75,112	77,365	79,686	82,077

These rates, which were derived from the April 8, 2001 minimum rates for grades Z6 through Z19, were multiplied by 102%. See Attachment A for full description. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

**SALARY SCHEDULE Z
DEPUTY SHERIFF'S ASSOCIATION
(CIVILIAN UNITS)
UNIFORM WAGE SCALE EFFECTIVE APRIL 7, 2002
PRINCE GEORGE'S COUNTY MARYLAND**

Step (alpha) Step # Yrs Service	A 1 <1	B 2 1	C 3 2	D 4 3	E 5 4	F 6 5	G 7 6	H 8 7	I 9 8	J 10 9	K 11 10	L 12 11	M 13 12	N 14 13	O 15 15-16	P 16 17-18	Q 17 19-20	R 18 21-22	S 19 23-24	T 20 25-26	U 21 27+
GRADE																					
Z06																					
HOURLY	8.1998	8.4868	8.7838	9.0912	9.4094	9.7388	10.0796	10.4324	10.7975	11.1755	11.5666	11.9714	12.3904	12.8241	13.2088	13.6051	14.0132	14.4336	14.8666	15.3126	15.7720
BIWEEKLY	655.98	678.94	702.70	727.30	752.75	779.10	806.37	834.59	863.80	894.04	925.33	957.71	991.23	1025.93	1056.70	1088.41	1121.06	1154.69	1189.33	1225.01	1261.76
ANNUAL	17,056	17,652	18,270	18,910	19,572	20,257	20,966	21,699	22,459	23,245	24,059	24,901	25,772	26,674	27,474	28,299	29,148	30,022	30,923	31,850	32,806
Z07																					
HOURLY	8.6096	8.9109	9.2228	9.5456	9.8797	10.2255	10.5834	10.9538	11.3372	11.7340	12.1447	12.5697	13.0097	13.4650	13.8690	14.2850	14.7136	15.1550	15.6096	16.0779	16.5603
BIWEEKLY	688.77	712.87	737.82	763.65	790.38	818.04	846.67	876.30	906.97	938.72	971.57	1005.58	1040.77	1077.20	1109.52	1142.80	1177.09	1212.40	1248.77	1286.23	1324.82
ANNUAL	17,908	18,535	19,183	19,855	20,550	21,269	22,013	22,784	23,581	24,407	25,261	26,145	27,060	28,007	28,847	29,713	30,604	31,522	32,468	33,442	34,445
Z08																					
HOURLY	9.0402	9.3566	9.6841	10.0230	10.3739	10.7369	11.1127	11.5017	11.9042	12.3209	12.7521	13.1984	13.6604	14.1385	14.5626	14.9995	15.4495	15.9130	16.3904	16.8821	17.3886
BIWEEKLY	723.22	748.53	774.73	801.84	829.91	858.95	889.02	920.13	952.34	985.67	1020.17	1055.87	1092.83	1131.08	1165.01	1199.96	1235.96	1273.04	1311.23	1350.57	1391.09
ANNUAL	18,804	19,462	20,143	20,848	21,578	22,333	23,114	23,923	24,761	25,627	26,524	27,453	28,414	29,408	30,290	31,199	32,135	33,099	34,092	35,115	36,168
Z09																					
HOURLY	9.4922	9.8244	10.1682	10.5241	10.8925	11.2737	11.6683	12.0767	12.4994	12.9368	13.3896	13.8583	14.3433	14.8453	15.2907	15.7494	16.2219	16.7085	17.2098	17.7261	18.2579
BIWEEKLY	759.37	785.95	813.46	841.93	871.40	901.90	933.46	966.13	999.95	1034.95	1071.17	1108.66	1147.46	1187.63	1223.25	1259.95	1297.75	1336.68	1376.78	1418.09	1460.63
ANNUAL	19,744	20,435	21,150	21,890	22,656	23,449	24,270	25,119	25,999	26,909	27,850	28,825	29,834	30,878	31,805	32,759	33,742	34,754	35,796	36,870	37,976
Z10																					
HOURLY	9.9668	10.3156	10.6767	11.0503	11.4371	11.8374	12.2517	12.6805	13.1243	13.5837	14.0591	14.5512	15.0605	15.5876	16.0552	16.5369	17.0330	17.5440	18.0703	18.6124	19.1708
BIWEEKLY	797.34	825.25	854.13	884.03	914.97	946.99	980.14	1014.44	1049.95	1086.70	1124.73	1164.09	1204.84	1247.01	1284.42	1322.95	1362.64	1403.52	1445.62	1488.99	1533.66
ANNUAL	20,731	21,456	22,207	22,985	23,789	24,622	25,484	26,375	27,299	28,254	29,243	30,266	31,326	32,422	33,395	34,397	35,429	36,491	37,586	38,714	39,875
Z11																					
HOURLY	10.4649	10.8311	11.2102	11.6026	12.0087	12.4290	12.8640	13.3142	13.7802	14.2625	14.7617	15.2784	15.8131	16.3666	16.8576	17.3633	17.8842	18.4208	18.9734	19.5426	20.1289
BIWEEKLY	837.19	866.49	896.82	928.21	960.69	994.32	1029.12	1065.14	1102.42	1141.00	1180.94	1222.27	1265.05	1309.33	1348.61	1389.07	1430.74	1473.66	1517.87	1563.41	1610.31
ANNUAL	21,767	22,529	23,317	24,133	24,978	25,852	26,757	27,694	28,663	29,666	30,704	31,779	32,891	34,043	35,064	36,116	37,199	38,315	39,465	40,649	41,868
Z12																					
HOURLY	10.9882	11.3728	11.7709	12.1828	12.6092	13.0506	13.5073	13.9801	14.4694	14.9758	15.5000	16.0425	16.6039	17.1851	17.7006	18.2317	18.7786	19.3420	19.9222	20.5199	21.1355
BIWEEKLY	879.06	909.82	941.67	974.63	1008.74	1044.04	1080.59	1118.41	1157.55	1198.06	1240.00	1283.40	1328.32	1374.81	1416.05	1458.53	1502.29	1547.36	1593.78	1641.59	1690.84
ANNUAL	22,855	23,655	24,483	25,340	26,227	27,145	28,095	29,079	30,096	31,150	32,240	33,368	34,536	35,745	36,817	37,922	39,060	40,231	41,438	42,681	43,962
Z13																					
HOURLY	11.5375	11.9413	12.3593	12.7919	13.2396	13.7030	14.1826	14.6789	15.1927	15.7245	16.2748	16.8444	17.4340	18.0442	18.5855	19.1431	19.7174	20.3089	20.9181	21.5457	22.1921
BIWEEKLY	923.00	955.31	988.74	1023.35	1059.17	1096.24	1134.60	1174.32	1215.42	1257.96	1301.98	1347.55	1394.72	1443.53	1486.84	1531.45	1577.39	1624.71	1673.45	1723.65	1775.36
ANNUAL	23,998	24,838	25,707	26,607	27,538	28,502	29,500	30,532	31,601	32,707	33,852	35,036	36,263	37,532	38,658	39,818	41,012	42,242	43,510	44,815	46,159

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
Z14																					
HOURLY	12.1144	12.5384	12.9773	13.4315	13.9016	14.3881	14.8917	15.4129	15.9524	16.5107	17.0886	17.6867	18.3057	18.9464	19.5148	20.1003	20.7033	21.3244	21.9641	22.6230	23.3017
BIWEEKLY	969.15	1003.07	1038.18	1074.52	1112.13	1151.05	1191.34	1233.04	1276.19	1320.86	1367.09	1414.94	1464.46	1515.72	1561.19	1608.02	1656.26	1705.95	1757.13	1809.84	1864.14
ANNUAL	25,198	26,080	26,993	27,937	28,915	29,927	30,975	32,059	33,181	34,342	35,544	36,788	38,076	39,409	40,591	41,809	43,063	44,355	45,685	47,056	48,468
Z15																					
HOURLY	12.7202	13.1654	13.6262	14.1031	14.5967	15.1076	15.6364	16.1836	16.7501	17.3363	17.9431	18.5711	19.2211	19.8938	20.4906	21.1053	21.7385	22.3907	23.0624	23.7543	24.4669
BIWEEKLY	1017.62	1053.23	1090.09	1128.25	1167.74	1208.61	1250.91	1294.69	1340.00	1386.90	1435.45	1485.69	1537.69	1591.51	1639.25	1688.43	1739.08	1791.25	1844.99	1900.34	1957.35
ANNUAL	26,458	27,384	28,342	29,334	30,361	31,424	32,524	33,662	34,840	36,060	37,322	38,628	39,980	41,379	42,621	43,899	45,216	46,573	47,970	49,409	50,891
Z16																					
HOURLY	13.3563	13.8238	14.3076	14.8084	15.3267	15.8631	16.4183	16.9930	17.5877	18.2033	18.8404	19.4998	20.1823	20.8887	21.5154	22.1608	22.8257	23.5104	24.2158	24.9422	25.6905
BIWEEKLY	1068.51	1105.90	1144.61	1184.67	1226.14	1269.05	1313.47	1359.44	1407.02	1456.27	1507.23	1559.99	1614.59	1671.10	1721.23	1772.87	1826.05	1880.84	1937.26	1995.38	2055.24
ANNUAL	27,781	28,754	29,760	30,801	31,880	32,995	34,150	35,345	36,583	37,863	39,188	40,560	41,979	43,449	44,752	46,095	47,477	48,902	50,369	51,880	53,436
Z17																					
HOURLY	14.0240	14.5148	15.0229	15.5487	16.0929	16.6561	17.2391	17.8425	18.4669	19.1133	19.7823	20.4746	21.1912	21.9329	22.5909	23.2687	23.9667	24.6857	25.4263	26.1891	26.9747
BIWEEKLY	1121.92	1161.19	1201.83	1243.89	1287.43	1332.49	1379.13	1427.40	1477.36	1529.06	1582.58	1637.97	1695.30	1754.63	1807.27	1861.49	1917.34	1974.86	2034.10	2095.13	2157.98
ANNUAL	29,170	30,191	31,248	32,341	33,473	34,645	35,857	37,112	38,411	39,756	41,147	42,587	44,078	45,621	46,989	48,399	49,851	51,346	52,887	54,473	56,107
Z18																					
HOURLY	14.7252	15.2405	15.7740	16.3261	16.8975	17.4889	18.1010	18.7345	19.3902	20.0689	20.7713	21.4983	22.2507	23.0295	23.7204	24.4320	25.1650	25.9199	26.6975	27.4984	28.3234
BIWEEKLY	1178.01	1219.24	1261.92	1306.08	1351.80	1399.11	1448.08	1498.76	1551.22	1605.51	1661.70	1719.86	1780.06	1842.36	1897.63	1954.56	2013.20	2073.59	2135.80	2199.88	2265.87
ANNUAL	30,628	31,700	32,810	33,958	35,147	36,377	37,650	38,968	40,332	41,743	43,204	44,716	46,282	47,901	49,338	50,819	52,343	53,913	55,531	57,197	58,913
Z19																					
HOURLY	15.4617	16.0028	16.5629	17.1426	17.7426	18.3636	19.0063	19.6715	20.3600	21.0726	21.8102	22.5735	23.3636	24.1813	24.9068	25.6540	26.4236	27.2163	28.0328	28.8738	29.7400
BIWEEKLY	1236.93	1280.22	1325.03	1371.41	1419.41	1469.09	1520.51	1573.72	1628.80	1685.81	1744.82	1805.88	1869.09	1934.51	1992.54	2052.32	2113.89	2177.31	2242.62	2309.90	2379.20
ANNUAL	32,160	33,286	34,451	35,657	36,905	38,196	39,533	40,917	42,349	43,831	45,365	46,953	48,596	50,297	51,806	53,360	54,961	56,610	58,308	60,057	61,859
Z20																					
HOURLY	16.2347	16.8029	17.3910	17.9997	18.6297	19.2817	19.9566	20.6551	21.3780	22.1263	22.9007	23.7022	24.5318	25.3904	26.1521	26.9367	27.7448	28.5771	29.4344	30.3174	31.2270
BIWEEKLY	1298.78	1344.23	1391.28	1439.98	1490.38	1542.54	1596.53	1652.41	1710.24	1770.10	1832.05	1896.18	1962.54	2031.23	2092.17	2154.93	2219.58	2286.17	2354.75	2425.40	2498.16
ANNUAL	33,768	34,950	36,173	37,439	38,750	40,106	41,510	42,963	44,466	46,023	47,633	49,301	51,026	52,812	54,396	56,028	57,709	59,440	61,224	63,060	64,952
Z21																					
HOURLY	17.0465	17.6431	18.2607	18.8998	19.5613	20.2459	20.9545	21.6879	22.4470	23.2326	24.0458	24.8874	25.7585	26.6600	27.4598	28.2836	29.1321	30.0061	30.9062	31.8334	32.7884
BIWEEKLY	1363.72	1411.45	1460.85	1511.98	1564.90	1619.67	1676.36	1735.03	1795.76	1858.61	1923.66	1990.99	2060.68	2132.80	2196.78	2262.69	2330.57	2400.48	2472.50	2546.67	2623.07
ANNUAL	35,457	36,698	37,982	39,312	40,687	42,111	43,585	45,111	46,690	48,324	50,015	51,766	53,578	55,453	57,116	58,830	60,595	62,413	64,285	66,214	68,200
Z22																					
HOURLY	17.8988	18.5253	19.1736	19.8447	20.5393	21.2582	22.0022	22.7723	23.5693	24.3942	25.2480	26.1317	27.0463	27.9929	28.8327	29.6977	30.5886	31.5063	32.4515	33.4250	34.4278
BIWEEKLY	1431.90	1482.02	1533.89	1587.58	1643.14	1700.65	1760.18	1821.78	1885.54	1951.54	2019.84	2090.54	2163.70	2239.43	2306.62	2375.82	2447.09	2520.50	2596.12	2674.00	2754.22
ANNUAL	37,229	38,533	39,881	41,277	42,722	44,217	45,765	47,366	49,024	50,740	52,516	54,354	56,256	58,225	59,972	61,771	63,624	65,533	67,499	69,524	71,610

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
Z23																					
HOURLY	18.7937	19.4515	20.1323	20.8369	21.5662	22.3211	23.1023	23.9109	24.7478	25.6139	26.5104	27.4383	28.3986	29.3926	30.2743	31.1826	32.1181	33.0816	34.0740	35.0963	36.1492
BIWEEKLY	1503.50	1556.12	1610.59	1666.96	1725.30	1785.68	1848.18	1912.87	1979.82	2049.11	2120.83	2195.06	2271.89	2351.41	2421.95	2494.61	2569.44	2646.53	2725.92	2807.70	2891.93
ANNUAL	39,091	40,459	41,875	43,341	44,858	46,428	48,053	49,735	51,475	53,277	55,142	57,072	59,069	61,137	62,971	64,860	66,806	68,810	70,874	73,000	75,190
Z24																					
HOURLY	19.7334	20.4240	21.1389	21.8787	22.6445	23.4371	24.2574	25.1064	25.9851	26.8946	27.8359	28.8101	29.8185	30.8621	31.7880	32.7416	33.7239	34.7356	35.7777	36.8510	37.9565
BIWEEKLY	1578.67	1633.92	1691.11	1750.30	1811.56	1874.97	1940.59	2008.51	2078.81	2151.57	2226.87	2304.81	2385.48	2468.97	2543.04	2619.33	2697.91	2778.85	2862.21	2948.08	3036.52
ANNUAL	41,045	42,482	43,969	45,508	47,101	48,749	50,455	52,221	54,049	55,941	57,899	59,925	62,022	64,193	66,119	68,103	70,146	72,250	74,418	76,650	78,950
Z25																					
HOURLY	20.7201	21.4453	22.1959	22.9727	23.7768	24.6090	25.4703	26.3618	27.2844	28.2394	29.2278	30.2507	31.3095	32.4053	33.3775	34.3788	35.4102	36.4725	37.5667	38.6937	39.8545
BIWEEKLY	1657.61	1715.62	1775.67	1837.82	1902.14	1968.72	2037.62	2108.94	2182.75	2259.15	2338.22	2420.06	2504.76	2592.43	2670.20	2750.31	2832.81	2917.80	3005.33	3095.49	3188.36
ANNUAL	43,098	44,606	46,167	47,783	49,456	51,187	52,978	54,832	56,752	58,738	60,794	62,922	65,124	67,403	69,425	71,508	73,653	75,863	78,139	80,483	82,897

These rates are the July 1, 2001 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE Z
DEPUTY SHERIFF'S ASSOCIATION
(CIVILIAN UNITS)
UNIFORM WAGE SCALE EFFECTIVE JULY 14, 2002
PRINCE GEORGE'S COUNTY MARYLAND

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z06																					
HOURLY	8.3638	8.6565	8.9595	9.2731	9.5976	9.9335	10.2812	10.6411	11.0135	11.3990	11.7979	12.2108	12.6382	13.0806	13.4730	13.8772	14.2935	14.7223	15.1640	15.6189	16.0874
BIWEEKLY	669.10	692.52	716.76	741.84	767.81	794.68	822.50	851.28	881.08	911.92	943.83	976.87	1011.06	1046.45	1077.84	1110.17	1143.48	1177.78	1213.12	1249.51	1287.00
ANNUAL	17,397	18,006	18,636	19,288	19,963	20,662	21,385	22,133	22,908	23,710	24,540	25,399	26,288	27,208	28,024	28,865	29,730	30,622	31,541	32,487	33,462
Z07																					
HOURLY	8.7818	9.0891	9.4073	9.7365	10.0773	10.4300	10.7950	11.1729	11.5639	11.9687	12.3876	12.8211	13.2699	13.7343	14.1463	14.5707	15.0079	15.4581	15.9218	16.3995	16.8915
BIWEEKLY	702.54	727.13	752.58	778.92	806.18	834.40	863.60	893.83	925.11	957.49	991.01	1025.69	1061.59	1098.75	1131.71	1165.66	1200.63	1236.65	1273.75	1311.96	1351.32
ANNUAL	18,266	18,905	19,567	20,252	20,961	21,694	22,454	23,240	24,053	24,895	25,766	26,668	27,601	28,567	29,424	30,307	31,216	32,153	33,117	34,111	35,134
Z08																					
HOURLY	9.2210	9.5438	9.8778	10.2235	10.5813	10.9517	11.3350	11.7317	12.1423	12.5673	13.0072	13.4624	13.9336	14.4213	14.8539	15.2995	15.7585	16.2313	16.7182	17.2197	17.7363
BIWEEKLY	737.68	763.50	790.22	817.88	846.51	876.13	906.80	938.54	971.39	1005.38	1040.57	1076.99	1114.69	1153.70	1188.31	1223.96	1260.68	1298.50	1337.46	1377.58	1418.91
ANNUAL	19,180	19,851	20,546	21,265	22,009	22,779	23,577	24,402	25,256	26,140	27,055	28,002	28,982	29,996	30,896	31,823	32,778	33,761	34,774	35,817	36,892
Z09																					
HOURLY	9.6820	10.0209	10.3716	10.7346	11.1103	11.4992	11.9017	12.3182	12.7493	13.1956	13.6574	14.1354	14.6302	15.1422	15.5965	16.0644	16.5463	17.0427	17.5540	18.0806	18.6230
BIWEEKLY	774.56	801.67	829.73	858.77	888.83	919.93	952.13	985.46	1019.95	1055.65	1092.59	1130.83	1170.41	1211.38	1247.72	1285.15	1323.71	1363.42	1404.32	1446.45	1489.84
ANNUAL	20,139	20,843	21,573	22,328	23,109	23,918	24,755	25,622	26,519	27,447	28,407	29,402	30,431	31,496	32,441	33,414	34,416	35,449	36,512	37,608	38,736
Z10																					
HOURLY	10.1661	10.5219	10.8902	11.2713	11.6658	12.0741	12.4967	12.9341	13.3868	13.8554	14.3403	14.8422	15.3617	15.8993	16.3763	16.8676	17.3736	17.8949	18.4317	18.9847	19.5542
BIWEEKLY	813.29	841.75	871.22	901.71	933.27	965.93	999.74	1034.73	1070.95	1108.43	1147.22	1187.38	1228.94	1271.95	1310.11	1349.41	1389.89	1431.59	1474.54	1518.77	1564.34
ANNUAL	21,146	21,886	22,652	23,444	24,265	25,114	25,993	26,903	27,845	28,819	29,828	30,872	31,952	33,071	34,063	35,085	36,137	37,221	38,338	39,488	40,673
Z11																					
HOURLY	10.6742	11.0478	11.4344	11.8346	12.2489	12.6776	13.1213	13.5805	14.0558	14.5478	15.0570	15.5840	16.1294	16.6939	17.1948	17.7106	18.2419	18.7892	19.3528	19.9334	20.5314
BIWEEKLY	853.93	883.82	914.76	946.77	979.91	1014.21	1049.70	1086.44	1124.47	1163.82	1204.56	1246.72	1290.35	1335.51	1375.58	1416.85	1459.35	1503.13	1548.23	1594.67	1642.51
ANNUAL	22,202	22,979	23,784	24,616	25,478	26,369	27,292	28,247	29,236	30,259	31,319	32,415	33,549	34,723	35,765	36,838	37,943	39,081	40,254	41,462	42,705
Z12																					
HOURLY	11.2080	11.6003	12.0063	12.4265	12.8614	13.3116	13.7775	14.2597	14.7588	15.2753	15.8100	16.3633	16.9360	17.5288	18.0547	18.5963	19.1542	19.7288	20.3207	20.9303	21.5582
BIWEEKLY	896.64	928.02	960.50	994.12	1028.91	1064.93	1102.20	1140.77	1180.70	1222.03	1264.80	1309.06	1354.88	1402.30	1444.37	1487.70	1532.33	1578.30	1625.65	1674.42	1724.66
ANNUAL	23,313	24,129	24,973	25,847	26,752	27,688	28,657	29,660	30,698	31,773	32,885	34,036	35,227	36,460	37,554	38,680	39,841	41,036	42,267	43,535	44,841
Z13																					
HOURLY	11.7683	12.1802	12.6065	13.0477	13.5044	13.9770	14.4662	14.9725	15.4966	16.0389	16.6003	17.1813	17.7827	18.4051	18.9572	19.5259	20.1117	20.7151	21.3365	21.9766	22.6359
BIWEEKLY	941.46	974.41	1008.52	1043.82	1080.35	1118.16	1157.30	1197.80	1239.73	1283.12	1328.02	1374.51	1422.61	1472.40	1516.58	1562.07	1608.94	1657.20	1706.92	1758.13	1810.87
ANNUAL	24,478	25,335	26,221	27,139	28,089	29,072	30,090	31,143	32,233	33,361	34,529	35,737	36,988	38,283	39,431	40,614	41,832	43,087	44,380	45,711	47,083

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
Z14																					
HOURLY	12.3567	12.7892	13.2368	13.7001	14.1796	14.6759	15.1896	15.7212	16.2714	16.8409	17.4304	18.0404	18.6719	19.3254	19.9051	20.5023	21.1173	21.7509	22.4034	23.0755	23.7678
BIWEEKLY	988.54	1023.14	1058.95	1096.01	1134.37	1174.07	1215.17	1257.70	1301.72	1347.28	1394.43	1443.23	1493.75	1546.03	1592.41	1640.18	1689.39	1740.07	1792.27	1846.04	1901.42
ANNUAL	25,702	26,602	27,533	28,496	29,494	30,526	31,594	32,700	33,845	35,029	36,255	37,524	38,837	40,197	41,403	42,645	43,924	45,242	46,599	47,997	49,437
Z15																					
HOURLY	12.9746	13.4287	13.8987	14.3852	14.8886	15.4097	15.9491	16.5073	17.0851	17.6830	18.3019	18.9425	19.6055	20.2917	20.9004	21.5275	22.1733	22.8385	23.5236	24.2293	24.9562
BIWEEKLY	1037.97	1074.30	1111.90	1150.81	1191.09	1232.78	1275.93	1320.58	1366.80	1414.64	1464.16	1515.40	1568.44	1623.34	1672.04	1722.20	1773.86	1827.08	1881.89	1938.35	1996.50
ANNUAL	26,987	27,932	28,909	29,921	30,968	32,052	33,174	34,335	35,537	36,781	38,068	39,400	40,779	42,207	43,473	44,777	46,120	47,504	48,929	50,397	51,909
Z16																					
HOURLY	13.6235	14.1003	14.5938	15.1046	15.6332	16.1804	16.7467	17.3329	17.9395	18.5674	19.2172	19.8898	20.5860	21.3065	21.9457	22.6041	23.2822	23.9807	24.7001	25.4411	26.2043
BIWEEKLY	1089.88	1128.02	1167.50	1208.37	1250.66	1294.43	1339.74	1386.63	1435.16	1485.39	1537.38	1591.19	1646.88	1704.52	1755.66	1808.33	1862.57	1918.45	1976.01	2035.29	2096.34
ANNUAL	28,337	29,329	30,355	31,418	32,517	33,655	34,833	36,052	37,314	38,620	39,972	41,371	42,819	44,318	45,647	47,016	48,427	49,880	51,376	52,917	54,505
Z17																					
HOURLY	14.3045	14.8051	15.3233	15.8596	16.4147	16.9892	17.5839	18.1993	18.8363	19.4956	20.1779	20.8841	21.6151	22.3716	23.0427	23.7340	24.4460	25.1794	25.9348	26.7129	27.5142
BIWEEKLY	1144.36	1184.41	1225.87	1268.77	1313.18	1359.14	1406.71	1455.94	1506.90	1559.64	1614.23	1670.73	1729.21	1789.73	1843.42	1898.72	1955.68	2014.35	2074.78	2137.03	2201.14
ANNUAL	29,753	30,795	31,873	32,988	34,143	35,338	36,574	37,855	39,179	40,551	41,970	43,439	44,959	46,533	47,929	49,367	50,848	52,373	53,944	55,563	57,230
Z18																					
HOURLY	15.0197	15.5454	16.0894	16.6526	17.2354	17.8387	18.4630	19.1092	19.7780	20.4703	21.1867	21.9283	22.6957	23.4901	24.1948	24.9206	25.6683	26.4383	27.2315	28.0484	28.8899
BIWEEKLY	1201.57	1243.63	1287.16	1332.21	1378.83	1427.09	1477.04	1528.74	1582.24	1637.62	1694.94	1754.26	1815.66	1879.21	1935.58	1993.65	2053.46	2115.07	2178.52	2243.87	2311.19
ANNUAL	31,241	32,334	33,466	34,637	35,850	37,104	38,403	39,747	41,138	42,578	44,068	45,611	47,207	48,859	50,325	51,835	53,390	54,992	56,641	58,341	60,091
Z19																					
HOURLY	15.7709	16.3229	16.8942	17.4855	18.0975	18.7309	19.3864	20.0650	20.7672	21.4941	22.2464	23.0250	23.8309	24.6650	25.4049	26.1671	26.9521	27.7606	28.5935	29.4513	30.3348
BIWEEKLY	1261.67	1305.83	1351.53	1398.84	1447.80	1498.47	1550.92	1605.20	1661.38	1719.53	1779.71	1842.00	1906.47	1973.20	2032.39	2093.37	2156.17	2220.85	2287.48	2356.10	2426.78
ANNUAL	32,803	33,952	35,140	36,370	37,643	38,960	40,324	41,735	43,196	44,708	46,272	47,892	49,568	51,303	52,842	54,428	56,060	57,742	59,474	61,259	63,096
Z20																					
HOURLY	16.5594	17.1390	17.7389	18.3597	19.0023	19.6674	20.3557	21.0682	21.8056	22.5688	23.3587	24.1762	25.0224	25.8982	26.6751	27.4754	28.2997	29.1486	30.0231	30.9238	31.8515
BIWEEKLY	1324.75	1371.12	1419.11	1468.78	1520.18	1573.39	1628.46	1685.46	1744.45	1805.50	1868.69	1934.10	2001.79	2071.86	2134.01	2198.03	2263.97	2331.89	2401.85	2473.90	2548.12
ANNUAL	34,444	35,649	36,897	38,188	39,525	40,908	42,340	43,822	45,356	46,943	48,586	50,287	52,047	53,868	55,484	57,149	58,863	60,629	62,448	64,321	66,251
Z21																					
HOURLY	17.3874	17.9960	18.6259	19.2778	19.9525	20.6508	21.3736	22.1217	22.8959	23.6973	24.5267	25.3851	26.2736	27.1932	28.0090	28.8493	29.7147	30.6062	31.5244	32.4701	33.4442
BIWEEKLY	1391.00	1439.68	1490.07	1542.22	1596.20	1652.07	1709.89	1769.73	1831.68	1895.78	1962.14	2030.81	2101.89	2175.46	2240.72	2307.94	2377.18	2448.49	2521.95	2597.61	2675.54
ANNUAL	36,166	37,432	38,742	40,098	41,501	42,954	44,457	46,013	47,624	49,290	51,016	52,801	54,649	56,562	58,259	60,006	61,807	63,661	65,571	67,538	69,564
Z22																					
HOURLY	18.2568	18.8958	19.5571	20.2416	20.9501	21.6833	22.4422	23.2277	24.0407	24.8821	25.7530	26.6543	27.5872	28.5528	29.4094	30.2917	31.2004	32.1364	33.1005	34.0935	35.1163
BIWEEKLY	1460.54	1511.66	1564.57	1619.33	1676.01	1734.67	1795.38	1858.22	1923.25	1990.57	2060.24	2132.35	2206.98	2284.22	2352.75	2423.33	2496.03	2570.91	2648.04	2727.48	2809.31
ANNUAL	37,974	39,303	40,679	42,103	43,576	45,101	46,680	48,314	50,005	51,755	53,566	55,441	57,381	59,390	61,172	63,007	64,897	66,844	68,849	70,915	73,042

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
Z23																					
HOURLY	19.1696	19.8405	20.5350	21.2537	21.9976	22.7675	23.5643	24.3891	25.2427	26.1262	27.0406	27.9870	28.9666	29.9804	30.8798	31.8062	32.7604	33.7432	34.7555	35.7982	36.8721
BIWEEKLY	1533.57	1587.24	1642.80	1700.29	1759.81	1821.40	1885.15	1951.13	2019.42	2090.10	2163.25	2238.96	2317.33	2398.43	2470.39	2544.50	2620.83	2699.46	2780.44	2863.86	2949.77
ANNUAL	39,873	41,268	42,713	44,208	45,755	47,356	49,014	50,729	52,505	54,343	56,244	58,213	60,251	62,359	64,230	66,157	68,142	70,186	72,291	74,460	76,694
Z24																					
HOURLY	20.1280	20.8325	21.5617	22.3163	23.0974	23.9058	24.7425	25.6085	26.5048	27.4325	28.3926	29.3863	30.4149	31.4794	32.4238	33.3965	34.3984	35.4303	36.4932	37.5880	38.7157
BIWEEKLY	1610.24	1666.60	1724.93	1785.31	1847.79	1912.46	1979.40	2048.68	2120.38	2194.60	2271.41	2350.91	2433.19	2518.35	2593.90	2671.72	2751.87	2834.43	2919.46	3007.04	3097.25
ANNUAL	41,866	43,332	44,848	46,418	48,043	49,724	51,464	53,266	55,130	57,060	59,057	61,124	63,263	65,477	67,441	69,465	71,549	73,695	75,906	78,183	80,529
Z25																					
HOURLY	21.1345	21.8742	22.6398	23.4322	24.2523	25.1012	25.9797	26.8890	27.8301	28.8042	29.8123	30.8557	31.9357	33.0534	34.0450	35.0664	36.1184	37.2019	38.3180	39.4675	40.6516
BIWEEKLY	1690.76	1749.94	1811.18	1874.58	1940.19	2008.09	2078.38	2151.12	2226.41	2304.33	2384.98	2468.46	2554.86	2644.28	2723.60	2805.31	2889.47	2976.15	3065.44	3157.40	3252.12
ANNUAL	43,960	45,498	47,091	48,739	50,445	52,210	54,038	55,929	57,887	59,913	62,010	64,180	66,426	68,751	70,814	72,938	75,126	77,380	79,701	82,092	84,555

These rates are the April 7, 2002 rates multiplied by 102%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE Z

**DEPUTY SHERIFF'S ASSOCIATION
(CIVILIAN UNITS)
UNIFORM WAGE SCALE EFFECTIVE JANUARY 12, 2003
PRINCE GEORGE'S COUNTY MARYLAND**

Step (alpha) Step # Yrs Service	A 1 <1	B 2 1	C 3 2	D 4 3	E 5 4	F 6 5	G 7 6	H 8 7	I 9 8	J 10 9	K 11 10	L 12 11	M 13 12	N 14 13	O 15 15-16	P 16 17-18	Q 17 19-20	R 18 21-22	S 19 23-24	T 20 25-26	U 21 27+
GRADE																					
Z06																					
HOURLY	8.4474	8.7431	9.0491	9.3658	9.6936	10.0329	10.3840	10.7475	11.1236	11.5129	11.9159	12.3330	12.7646	13.2114	13.6077	14.0159	14.4364	14.8695	15.3156	15.7751	16.2483
BIWEEKLY	675.79	699.45	723.93	749.26	775.49	802.63	830.72	859.80	889.89	921.04	953.27	986.64	1021.17	1056.91	1088.62	1121.28	1154.91	1189.56	1225.25	1262.01	1299.87
ANNUAL	17,571	18,186	18,822	19,481	20,163	20,868	21,599	22,355	23,137	23,947	24,785	25,653	26,550	27,480	28,304	29,153	30,028	30,929	31,856	32,812	33,797
Z07																					
HOURLY	8.8696	9.1800	9.5013	9.8339	10.1781	10.5343	10.9030	11.2846	11.6796	12.0884	12.5114	12.9493	13.4026	13.8717	14.2878	14.7164	15.1579	15.6127	16.0811	16.5635	17.0604
BIWEEKLY	709.57	734.40	760.11	786.71	814.25	842.74	872.24	902.77	934.37	967.07	1000.92	1035.95	1072.21	1109.73	1143.02	1177.32	1212.63	1249.01	1286.48	1325.08	1364.83
ANNUAL	18,449	19,094	19,763	20,454	21,170	21,911	22,678	23,472	24,293	25,144	26,024	26,935	27,877	28,853	29,719	30,610	31,529	32,474	33,449	34,452	35,486
Z08																					
HOURLY	9.3132	9.6392	9.9766	10.3257	10.6871	11.0612	11.4483	11.8490	12.2637	12.6930	13.1372	13.5970	14.0729	14.5655	15.0024	15.4525	15.9161	16.3936	16.8854	17.3919	17.9137
BIWEEKLY	745.06	771.14	798.12	826.06	854.97	884.90	915.87	947.92	981.10	1015.44	1050.98	1087.76	1125.83	1165.24	1200.20	1236.20	1273.29	1311.49	1350.83	1391.36	1433.10
ANNUAL	19,372	20,050	20,751	21,478	22,229	23,007	23,813	24,646	25,509	26,401	27,325	28,282	29,272	30,296	31,205	32,141	33,105	34,099	35,122	36,175	37,260
Z09																					
HOURLY	9.7788	10.1211	10.4753	10.8420	11.2214	11.6142	12.0207	12.4414	12.8768	13.3275	13.7940	14.2768	14.7765	15.2936	15.7525	16.2250	16.7118	17.2131	17.7295	18.2614	18.8093
BIWEEKLY	782.31	809.69	838.03	867.36	897.71	929.13	961.65	995.31	1030.15	1066.20	1103.52	1142.14	1182.12	1223.49	1260.20	1298.00	1336.94	1377.05	1418.36	1460.91	1504.74
ANNUAL	20,340	21,052	21,789	22,551	23,341	24,157	25,003	25,878	26,784	27,721	28,692	29,696	30,735	31,811	32,765	33,748	34,761	35,803	36,877	37,984	39,123
Z10																					
HOURLY	10.2678	10.6271	10.9991	11.3841	11.7825	12.1949	12.6217	13.0635	13.5207	13.9939	14.4837	14.9906	15.5153	16.0583	16.5401	17.0363	17.5474	18.0738	18.6160	19.1745	19.7497
BIWEEKLY	821.42	850.17	879.93	910.72	942.60	975.59	1009.74	1045.08	1081.66	1119.51	1158.70	1199.25	1241.22	1284.67	1323.21	1362.90	1403.79	1445.90	1489.28	1533.96	1579.98
ANNUAL	21,357	22,104	22,878	23,679	24,508	25,365	26,253	27,172	28,123	29,107	30,126	31,181	32,272	33,401	34,403	35,435	36,499	37,594	38,721	39,883	41,079
Z11																					
HOURLY	10.7809	11.1582	11.5488	11.9530	12.3713	12.8043	13.2525	13.7163	14.1964	14.6933	15.2075	15.7398	16.2907	16.8609	17.3667	17.8877	18.4243	18.9771	19.5464	20.1328	20.7368
BIWEEKLY	862.47	892.66	923.90	956.24	989.71	1024.35	1060.20	1097.31	1135.71	1175.46	1216.60	1259.18	1303.26	1348.87	1389.34	1431.02	1473.95	1518.17	1563.71	1610.62	1658.94
ANNUAL	22,424	23,209	24,021	24,862	25,732	26,633	27,565	28,530	29,529	30,562	31,632	32,739	33,885	35,071	36,123	37,206	38,323	39,472	40,656	41,876	43,132
Z12																					
HOURLY	11.3201	11.7163	12.1263	12.5508	12.9900	13.4447	13.9152	14.4023	14.9064	15.4281	15.9681	16.5269	17.1054	17.7041	18.2352	18.7823	19.3457	19.9261	20.5239	21.1396	21.7738
BIWEEKLY	905.60	937.30	970.11	1004.06	1039.20	1075.57	1113.22	1152.18	1192.51	1234.25	1277.45	1322.16	1368.43	1416.33	1458.82	1502.58	1547.66	1594.09	1641.91	1691.17	1741.90
ANNUAL	23,546	24,370	25,223	26,106	27,019	27,965	28,944	29,957	31,005	32,090	33,214	34,376	35,579	36,824	37,929	39,067	40,239	41,446	42,690	43,970	45,289
Z13																					
HOURLY	11.8860	12.3020	12.7325	13.1782	13.6394	14.1168	14.6109	15.1223	15.6515	16.1993	16.7663	17.3531	17.9605	18.5891	19.1468	19.7212	20.3128	20.9222	21.5499	22.1964	22.8623
BIWEEKLY	950.88	984.16	1018.60	1054.25	1091.15	1129.34	1168.87	1209.78	1252.12	1295.95	1341.30	1388.25	1436.84	1487.13	1531.74	1577.69	1625.03	1673.78	1723.99	1775.71	1828.98
ANNUAL	24,723	25,588	26,484	27,411	28,370	29,363	30,391	31,454	32,555	33,695	34,874	36,095	37,358	38,665	39,825	41,020	42,251	43,518	44,824	46,168	47,553

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
Z14																					
HOURLY	12.4803	12.9171	13.3692	13.8371	14.3214	14.8227	15.3415	15.8784	16.4342	17.0093	17.6047	18.2208	18.8586	19.5186	20.1042	20.7073	21.3285	21.9684	22.6274	23.3063	24.0054
BIWEEKLY	998.42	1033.37	1069.54	1106.97	1145.71	1185.81	1227.32	1270.27	1314.73	1360.75	1408.37	1457.67	1508.69	1561.49	1608.33	1656.58	1706.28	1757.47	1810.19	1864.50	1920.44
ANNUAL	25,959	26,868	27,808	28,781	29,789	30,831	31,910	33,027	34,183	35,379	36,618	37,899	39,226	40,599	41,817	43,071	44,363	45,694	47,065	48,477	49,931
Z15																					
HOURLY	13.1043	13.5630	14.0377	14.5290	15.0375	15.5638	16.1086	16.6724	17.2559	17.8599	18.4850	19.1319	19.8016	20.4946	21.1094	21.7427	22.3950	23.0669	23.7589	24.4716	25.2058
BIWEEKLY	1048.35	1085.04	1123.02	1162.32	1203.00	1245.11	1288.69	1333.79	1380.47	1428.79	1478.80	1530.55	1584.12	1639.57	1688.76	1739.42	1791.60	1845.35	1900.71	1957.73	2016.46
ANNUAL	27,257	28,211	29,198	30,220	31,278	32,373	33,506	34,679	35,892	37,149	38,449	39,794	41,187	42,629	43,908	45,225	46,582	47,979	49,418	50,901	52,428
Z16																					
HOURLY	13.7597	14.2413	14.7397	15.2556	15.7896	16.3422	16.9142	17.5062	18.1189	18.7531	19.4094	20.0887	20.7918	21.5196	22.1652	22.8301	23.5150	24.2205	24.9471	25.6955	26.4663
BIWEEKLY	1100.78	1139.30	1179.18	1220.45	1263.17	1307.38	1353.13	1400.49	1449.51	1500.24	1552.75	1607.10	1663.35	1721.57	1773.21	1826.41	1881.20	1937.64	1995.77	2055.64	2117.31
ANNUAL	28,620	29,622	30,659	31,732	32,842	33,992	35,181	36,413	37,687	39,006	40,372	41,785	43,247	44,761	46,104	47,487	48,911	50,379	51,890	53,447	55,050
Z17																					
HOURLY	14.4475	14.9532	15.4766	16.0182	16.5789	17.1591	17.7597	18.3813	19.0246	19.6905	20.3797	21.0930	21.8312	22.5953	23.2732	23.9714	24.6905	25.4312	26.1942	26.9800	27.7894
BIWEEKLY	1155.80	1196.26	1238.12	1281.46	1326.31	1372.73	1420.78	1470.50	1521.97	1575.24	1630.37	1687.44	1746.50	1807.62	1861.85	1917.71	1975.24	2034.50	2095.53	2158.40	2223.15
ANNUAL	30,051	31,103	32,191	33,318	34,484	35,691	36,940	38,233	39,571	40,956	42,390	43,873	45,409	46,998	48,408	49,860	51,356	52,897	54,484	56,118	57,802
Z18																					
HOURLY	15.1699	15.7008	16.2503	16.8191	17.4078	18.0170	18.6476	19.3003	19.9758	20.6750	21.3986	22.1475	22.9227	23.7250	24.4368	25.1699	25.9249	26.7027	27.5038	28.3289	29.1788
BIWEEKLY	1213.59	1256.06	1300.03	1345.53	1392.62	1441.36	1491.81	1544.02	1598.07	1654.00	1711.89	1771.80	1833.82	1898.00	1954.94	2013.59	2074.00	2136.22	2200.30	2266.31	2334.30
ANNUAL	31,553	32,658	33,801	34,984	36,208	37,475	38,787	40,145	41,550	43,004	44,509	46,067	47,679	49,348	50,828	52,353	53,924	55,542	57,208	58,924	60,692
Z19																					
HOURLY	15.9286	16.4861	17.0631	17.6603	18.2784	18.9182	19.5803	20.2656	20.9749	21.7090	22.4689	23.2553	24.0692	24.9116	25.6590	26.4287	27.2216	28.0383	28.8794	29.7458	30.6382
BIWEEKLY	1274.29	1318.89	1365.05	1412.83	1462.27	1513.45	1566.42	1621.25	1677.99	1736.72	1797.51	1860.42	1925.54	1992.93	2052.72	2114.30	2177.73	2243.06	2310.35	2379.66	2451.05
ANNUAL	33,131	34,291	35,491	36,733	38,019	39,350	40,727	42,152	43,628	45,155	46,735	48,371	50,064	51,816	53,371	54,972	56,621	58,320	60,069	61,871	63,727
Z20																					
HOURLY	16.7250	17.3104	17.9162	18.5433	19.1923	19.8641	20.5593	21.2789	22.0236	22.7945	23.5923	24.4180	25.2726	26.1572	26.9419	27.7501	28.5826	29.4401	30.3233	31.2330	32.1700
BIWEEKLY	1338.00	1384.83	1433.30	1483.46	1535.39	1589.12	1644.74	1702.31	1761.89	1823.56	1887.38	1953.44	2021.81	2092.57	2155.35	2220.01	2286.61	2355.21	2425.87	2498.64	2573.60
ANNUAL	34,788	36,006	37,266	38,570	39,920	41,317	42,763	44,260	45,809	47,412	49,072	50,789	52,567	54,407	56,039	57,720	59,452	61,235	63,073	64,965	66,914
Z21																					
HOURLY	17.5613	18.1760	18.8121	19.4705	20.1520	20.8573	21.5873	22.3429	23.1249	23.9343	24.7720	25.6390	26.5364	27.4651	28.2891	29.1378	30.0119	30.9122	31.8396	32.7948	33.7786
BIWEEKLY	1404.91	1454.08	1504.97	1557.64	1612.16	1668.59	1726.99	1787.43	1849.99	1914.74	1981.76	2051.12	2122.91	2197.21	2263.13	2331.02	2400.95	2472.98	2547.17	2623.58	2702.29
ANNUAL	36,528	37,806	39,129	40,499	41,916	43,383	44,902	46,473	48,100	49,783	51,526	53,329	55,196	57,127	58,841	60,607	62,425	64,297	66,226	68,213	70,260
Z22																					
HOURLY	18.4393	19.0847	19.7527	20.4440	21.1596	21.9002	22.6667	23.4600	24.2811	25.1309	26.0105	26.9209	27.8631	28.8383	29.7035	30.5946	31.5124	32.4578	33.4315	34.4345	35.4675
BIWEEKLY	1475.15	1526.78	1580.21	1635.52	1692.77	1752.01	1813.33	1876.80	1942.49	2010.47	2080.84	2153.67	2229.05	2307.07	2376.28	2447.57	2520.99	2596.62	2674.52	2754.76	2837.40
ANNUAL	38,354	39,696	41,086	42,524	44,012	45,552	47,147	48,797	50,505	52,272	54,102	55,995	57,955	59,984	61,783	63,637	65,546	67,512	69,538	71,624	73,772

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
Z23																					
HOURLY	19.3613	20.0389	20.7403	21.4662	22.2175	22.9952	23.8000	24.6330	25.4951	26.3875	27.3110	28.2669	29.2563	30.2802	31.1886	32.1243	33.0880	34.0807	35.1031	36.1562	37.2409
BIWEEKLY	1548.90	1603.12	1659.22	1717.30	1777.40	1839.61	1904.00	1970.64	2039.61	2111.00	2184.88	2261.35	2340.50	2422.42	2495.09	2569.94	2647.04	2726.45	2808.25	2892.49	2979.27
ANNUAL	40,272	41,681	43,140	44,650	46,212	47,830	49,504	51,237	53,030	54,886	56,807	58,795	60,853	62,983	64,872	66,819	68,823	70,888	73,014	75,205	77,461
Z24																					
HOURLY	20.3293	21.0409	21.7773	22.5395	23.3284	24.1449	24.9899	25.8646	26.7698	27.7068	28.6765	29.6802	30.7190	31.7942	32.7480	33.7304	34.7424	35.7846	36.8582	37.9639	39.1028
BIWEEKLY	1626.35	1683.27	1742.18	1803.16	1866.27	1931.59	1999.19	2069.17	2141.59	2216.54	2294.12	2374.42	2457.52	2543.53	2619.84	2698.44	2779.39	2862.77	2948.65	3037.11	3128.23
ANNUAL	42,285	43,765	45,297	46,882	48,523	50,221	51,979	53,798	55,681	57,630	59,647	61,735	63,896	66,132	68,116	70,159	72,264	74,432	76,665	78,965	81,334
Z25																					
HOURLY	21.3459	22.0930	22.8662	23.6665	24.4949	25.3522	26.2395	27.1579	28.1084	29.0922	30.1104	31.1643	32.2550	33.3840	34.3855	35.4171	36.4796	37.5740	38.7012	39.8622	41.0581
BIWEEKLY	1707.67	1767.44	1829.30	1893.32	1959.59	2028.17	2099.16	2172.63	2248.67	2327.38	2408.83	2493.14	2580.40	2670.72	2750.84	2833.36	2918.37	3005.92	3096.09	3188.98	3284.65
ANNUAL	44,399	45,953	47,562	49,226	50,949	52,733	54,578	56,488	58,465	60,512	62,630	64,822	67,090	69,439	71,522	73,667	75,878	78,154	80,498	82,913	85,401

These rates are the July 14, 2002 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.