

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2004 Legislative Session

Bill No. CB-19-2004

Chapter No. _____

Proposed and Presented by The Chairman (by request – County Executive)

Introduced by Council Members Knotts, Shapiro, Harrington, Dernoga, Exum,
Peters and Bland

Co-Sponsors _____

Date of Introduction April 27, 2004

BILL

1 AN ACT concerning

2 Collective Bargaining Agreement – International Association of

3 Fire Fighters, Local 1619

4 (Civilians)

5 For the purpose of amending the labor agreement by and between Prince George's County,
 6 Maryland and the International Association of Fire Fighters, Local 1619 to provide for wage
 7 increases and certain other terms and conditions of employment for personnel classifications
 8 certified by the Prince George's County Public Employee Relations Board.

9 BY repealing and reenacting with amendments:

10 SUBTITLE 16. PERSONNEL.

11 Section 16-233(f)(20),

12 The Prince George's County Code

13 (1999 Edition, 2002 Supplement).

14 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
 15 Maryland, that Section 16-233(f)(20) of the Prince George's County Code be and the same is
 16 hereby repealed and reenacted with the following amendments:

17 SUBTITLE 16. PERSONNEL.

18 DIVISION 19. COLLECTIVE BARGAINING.

19 **Sec. 16-233. General.**

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

(20) Declaration of Approval – International Association of Fire Fighters, Local 1619, AFL-CIO (Civilians).

The County Council of Prince George's County, Maryland, having fully considered the labor agreement concluded between Prince George's County, Maryland and International Association of Fire Fighters, Local 1619, AFL-CIO on [May 1, 2002] March 26, 2004, hereby approves said Agreement for civilian employees in the Fire/EMS Department 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, 2003.

Adopted this 27th day of May, 2004.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Tony Knotts
Chairman

ATTEST:

Redis C. Floyd
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Jack B. Johnson
County Executive

KEY:

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

AGREEMENT MADE BY
AND BETWEEN
PRINCE GEORGE'S COUNTY, MARYLAND
AND
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
LOCAL 1619
CIVILIAN BARGAINING UNIT
JULY 1, 2003 THROUGH JUNE 30, 2005

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PURPOSE

A. This Collective Bargaining Agreement (hereinafter the "Agreement") is entered into by Prince George's County, Maryland (hereinafter the "County") and Local 1619 International Association of Fire Fighters, AFL-CIO, (hereinafter the "Union" or the "IAFF"). It is the purpose of this Agreement to ensure that all work performed under it shall be performed efficiently, economically and without interruption.

B. In order to maintain a spirit of harmony, labor-management peace, and stability during the term of this Agreement, the parties agree to establish effective and binding methods for the settlement of all misunderstandings, disputes or grievances which may arise under the Agreement. Therefore, the IAFF agrees not to engage in any strike, and the County agrees not to engage in any lockout.

ARTICLE 1 -- RECOGNITION

A. The County recognizes the Union as the sole and exclusive bargaining agent of the civilian employees of the Prince George's County Fire/EMS Department in the units for which it was certified by the Prince George's County Public Employee Relations Board. (See Attachment A)

B. Effective July 1, 2001, subject to an amendment of certification by the Public Employee Relations Board, Fire Inspector I and Fire Inspector II are added to Unit I of this bargaining unit, Fire Inspector Supervisor, Property Standards Inspector IV and Community Developer IV are added to Unit III of this bargaining unit, hereinafter referred to as Civilian Employees of the Prince George's County Fire/EMS Department.

C. The provisions of this Agreement shall apply to all unit members unless otherwise specified.

ARTICLE 2 -- EQUAL EMPLOYMENT OPPORTUNITY

Section 2.1 Policy

A. It is the policy of the County to provide equal opportunities in employment; to prohibit discrimination in employment against any employee or applicant for employment because of race, age, color, religion, creed, sex, sexual orientation, political affiliation, country of national origin, disability, marital status, or labor organization affiliation; and to promote and implement a positive and continuing program of equal employment opportunity.

B. It is the policy of the Union that it shall not discriminate against any employee or cause or attempt to cause the County to discriminate against any employee because of race, age, color, religion, creed, sex, sexual orientation, political affiliation, country of national origin, disability, marital status or labor organization affiliation.

C. The provisions of this Agreement shall be applied equally to all employees without discrimination on the basis of race, color, creed, sex, sexual orientation, marital status, religion, union or political affiliation, country of origin, age or disability.

ARTICLE 3 -- ORGANIZATIONAL SECURITY

Section 3.1 Union Membership

All employees covered by this Agreement who are members of the Union or who elect to become members of the Union shall, pursuant to Section 3.2, remain members of the Union for the duration of this Agreement. All employees covered by this Agreement who elect not to become members of the Union shall be required, as a condition of continued employment, to pay a monthly service fee in an amount not greater than the monthly dues paid by members of the Union, which fees shall be remitted to the Union.

Section 3.2 Check Off

A. Upon the presentation by the Union of a list of the individual employees covered by this Agreement for each of whom the Union certifies to have on file a written authorization for dues deduction or service fee deduction duly executed by the employee, the Union shall be entitled to have such employees' membership dues or service fees deducted from their paychecks on a biweekly basis. Such authorization shall be irrevocable and automatically renewed from year to year thereafter unless revoked by the employee pursuant to Section 13A-108(c) of the Labor Code.

B. The amounts to be deducted shall be certified to the County by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted monthly to the Union along with an itemized statement.

C. The Union agrees to hold harmless and indemnify the County for any liability arising from the application of this Article.

D. Except as otherwise expressly provided in this contract, the Employer will not seek to encourage or discourage Union membership.

Section 3.3 Conferences and Seminars

A. Members of the bargaining unit shall be granted time to attend conventions and conferences without loss of pay or leave with prior approval of the County Fire Chief (not to be unreasonably withheld), and further provided that such meetings shall not exceed six (6) per fiscal year and that not more than two (2) members of the bargaining unit request such approval.

B. The County Fire Chief will be notified thirty (30) days in advance of such meetings. Notice of less than thirty (30) days will be accepted where there are unusual circumstances which prevent giving thirty (30) days notice. In no event shall notice be less than seven (7) days.

Section 3.4 Leave for Negotiations

Employees (not to exceed three (3) in number) who, upon the request of the Union are excused from their regular assignment for the purpose of participating in negotiation sessions with representatives of the County, shall suffer no loss of pay or leave.

Section 3.5 Union President

The President of the Union shall be granted administrative leave with pay as may be required for the purpose of discharging his official duties as Union President.

Section 3.6 Communication Distribution

Provided always that the distribution needs of the Fire/EMS Department be paramount, the Union will be permitted to use the Fire/EMS Department's courier service for distribution of official Union communications. The President of Local 1619 shall be designated as a distributee of information distributed to the fire service.

Section 3.7 Union Pins and Jackets

The employees shall be allowed to wear a pin and/or watch fob showing their Fire/EMS Department Union affiliation on the official Fire/EMS Department uniform. Employees may wear an IAFF jacket with their uniform to and from work.

Section 3.8 Non-participation in Volunteer Activities

No career employee shall be required to participate in fundraising activities of a volunteer corporation (for example, bingos, crab feasts, or any business that relates to private volunteer corporations).

Section 3.9 P.A.C. Deduction

The County agrees to deduct on a biweekly basis from the payroll checks of employees covered by this Agreement who so request in writing voluntary contributions to the Prince George's County Professional Fire Fighters P.A.C. fund. The Union agrees to indemnify and hold harmless the County from any loss or damage arising from the operations of this Article.

Section 3.10 Job Security

All employees covered by this Agreement, regardless of their tenure with the County will not be terminated from employment with Prince George's County for lack of work as the result of outside contractors or temporary employees carrying out the duties normally performed by those employees.

ARTICLE 4 -- MANAGEMENT RIGHTS

Except as specifically modified or restricted in this Agreement, the County reserves the right to determine the standards of service offered the public; to maintain the efficiency of the County's operations; to determine the methods, means and personnel by which the County's operations are

to be conducted; to direct the work of its employees; to hire, promote, demote, transfer, assign and retain employees in positions; to suspend or discharge employees for just cause; to relieve employees from duty because of lack of work; and to take any action necessary to carry out the mission of the County.

ARTICLE 5 -- WAGES

Section 5.1 Wages

A. Fiscal Year 2004

1. Effective the first full pay period beginning on or after July 1, 2003, employees covered by this Agreement will receive a one percent (1%) increase in their base hourly rates of pay.

2. Effective the first full pay period beginning on or after January 1, 2004, employees covered by this Agreement will receive a one and one-quarter percent (1.25%) increase in their base hourly rates of pay.

3. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2003, through June 30, 2004, will receive it.

B. Fiscal Year 2005

1. Effective the first full pay period beginning on or after July 1, 2004, employees covered by this Agreement will receive a one percent (1%) increase in their base hourly rates of pay.

2. Effective the first full pay period beginning on or after January 1, 2005, employees covered by this Agreement will receive a one and one-quarter percent (1.25%) increase in their base hourly rates of pay.

3. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2004, through June 30, 2005, will receive it.

C. Wage Scale for Bargaining Unit Members

1. Amend the Pay Scale effective July 1, 1998, to provide a longevity step which is three percent (3%) above the maximum step. An employee will be eligible to advance to this longevity step on his/her anniversary date occurring on or after the date the employee has completed nineteen (19) years of service.

2. Amend the Pay Scale effective July 4, 1999, to supercede the modification effective July 1, 1998, described in the previous paragraph, and provide the following longevity steps:

a. L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

b. L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

c. L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-two (22) years of service.

d. L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

e. L5 - Two and one-half percent (2.5%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-eight (28) years of service.

3. The longevity steps, described above, will be phased in as follows:

a. Beginning in FY2000, advancement to a longevity step will be effective on an employee's anniversary date.

b. An employee at the maximum rate (or the current longevity rate), whose anniversary date falls between July 1 and July 3, 1999, and who has completed the required years of service for a longevity step (after subtracting two (2) years for lack of credit toward a merit increase during FY1996 and FY1997) will advance to the first (or next) longevity step, as appropriate, effective on July 4, 1999.

c. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY1996 and FY1997) would otherwise warrant his/her advancement by more than a single longevity step during FY2000, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY1996 and FY1997).

4. Effective July 1, 2001, amend the Pay Scale to provide for the following modifications:

a. The maximum rate in effect on June 30, 2001 is increased one and seven-tenths percent (1.7%).

5. Longevity Steps are adjusted as follows:

a. L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

b. L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

c. L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-one (21) years of service.

d. L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-three (23) years of service.

e. L5 - Three percent (3%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

f. L6 - Two and one-half percent (2.5%) above the L5 rate, to which an employee will be eligible to advance after completing twenty-seven (27) years of service.

6. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY1996 and FY1997) would otherwise warrant his/her advancement by more than a single longevity step during FY2002 or FY2003, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY1996 and FY1997).

7. Effective July 1, 2003, amend the Pay Scale to provide for the following modification:

L6 – Three percent (3%) above the L5 rate, to which an employee will be eligible to advance after completing twenty-seven (27) years of service.

8. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY1996 and FY1997) would otherwise warrant his/her advancement by more than a single longevity step during FY2004 or FY2005, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY1996 and FY1997).

D. Shift Differential

1. Any full-time employee whose regularly assigned tour of duty requires that at least fifty percent (50%) of the standard workday be between the hours of 6 p.m. and 6 a.m. will be eligible for shift differential pay of seventy cents (\$.70) per hour for all hours actually worked between 6 p.m. and 6 a.m.

2. Shift differential is considered as premium pay and shall not be included in the rate of base pay used to compute:

- a. all leave categories as provided in Division 17 of the Personnel Law;
- b. holiday premium pay; and,
- c. retirement and insurance deductions and benefits.

E. Acting Pay

1. When an employee is assigned by the Employer to perform in an acting capacity substantially all the duties and responsibilities of any other position with a higher grade and does in fact assume the duties of that position for a period of greater than seven (7) consecutive days, he/she shall be paid at a rate of pay which is equivalent to a one-step increase or the minimum necessary to place the employee at the entry level rate of the higher grade, and shall continue to be paid at that rate of pay until relieved by the person for whom he/she is acting, or by a person of equal rank to that position, who is permanently assigned to that station or bureau.

2. Beginning with the forty-sixth (46th) consecutive day in such an acting capacity, an employee shall be paid at a rate of pay which is ten percent (10%) above his/her regular rate of pay or the minimum necessary to place the employee at the entry level rate of the higher grade, whichever is greater, while he or she continues to work in the acting capacity.

F. Filling Vacancies

1. A "vacancy" is a permanent opening created by the termination, transfer, promotion or retirement of an incumbent bargaining unit employee which the County intends to fill or which is created when the County determines its operational needs require additional bargaining unit employees. Whenever a vacancy occurs, and the County elects, in its discretion, to fill the vacancy through the competitive process, the County will advertise the specific position to bargaining unit employees by posting a notice at all work locations at places where notices to employees are customarily posted. The Union at the same time will be notified of the vacancy. Any employee covered by this Agreement may apply for any vacancy, as defined in this Section 5.1.E. In the event that a vacancy is to be filled from an existing register, if an employee is not already on the necessary eligibility register, he or she will be afforded the opportunity to take any test required to qualify for the eligibility register.

2. When a bargaining unit member applies for a vacancy through the normal competitive process and is determined to be qualified for the position, the name of the qualified bargaining unit employee will be placed on the list of eligibles sent to the Fire/EMS Department for its consideration. The Fire/EMS Department will ensure that any bargaining unit member on any list of eligibles will be granted an interview for the position vacancy.

Section 5.2 Supplemental Retirement Benefit

A. Benefit Accrual and Amounts

1. Effective July 1, 1992, employees covered by this Agreement shall commence participation in a supplemental retirement benefit program. The supplemental retirement program will be jointly funded through County and employee contributions as described in paragraph D (Funding) below. The rate of accrual and amount of the benefit payable under this program are determined as follows:

a. Benefit accrual is at the rate of 0.6% times the number of years of actual and continuous service the employee has as a full-time Prince George's County employee, to a

maximum of twenty-five (25) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to paragraph E., below.

b. Pursuant to paragraph 1, above, the maximum benefit payable to any eligible employee is fifteen percent (15%) of the employee's average annual compensation, as determined pursuant to paragraph E., below.

B. Vesting

1. Minimum Continuous Service Requirements

No employee covered by this Agreement shall be entitled to any benefit described in this Section until the employee has completed a minimum of five (5) years of actual and continuous service as an employee for Prince George's County.

2. Vested Benefit

An employee completing the minimum continuous service requirements of paragraph B.1., above, shall be entitled to receive a monthly benefit as determined pursuant to paragraph 1, above; provided, however, that no employee terminated for disciplinary reasons will be entitled to any benefit under this Section.

C. Benefit Payment

The benefit accrued by an employee under either paragraphs A. or B., above, shall not be payable until retirement at the earlier of age fifty-five (55) and fifteen (15) years of service or age sixty-two (62) and five (5) years of service; or after thirty (30) years of service regardless of age.

D. Funding

Except for the cost of the benefit increase effective July 1, 2001, as provided in paragraph G, below --which cost shall be the responsibility of the County-- the cost of funding this supplemental retirement plan for all participating employees, as determined by the Plan's actuary, will be shared on an equal basis by the employees and the County through regular contributions each pay period.

E. Definitions

1. Actual Service means service while employed as an employee of Prince George's County.

2. Average Annual Compensation means an amount computed by dividing by three (3) the compensation actually received by an employee during whatever period of thirty-six (36) consecutive months of continuous service will provide the largest total compensation for any such period.

3. Compensation means the basic compensation actually received by an employee for service rendered as an employee for Prince George's County, excluding any overtime or other premium pay, bonuses or other additional compensation.

4. Continuous Service means the most recent unbroken period of employment as an employee of Prince George's County.

F. Representative on Supplemental Pension Board

Effective when this Agreement is enacted into law, International Association of Fire Fighters Local 1619 shall nominate one (1) representative to the Board of Trustees of the Fire Fighters Supplemental Pension Plan to the County Executive.

G. Pension Plan Modifications Effective in FY98 and FY99

Credit for CETA Service The Supplemental Retirement Plan for employees covered by this Agreement will be amended to permit those plan participants who were hired before July 1, 1980, as CETA employees to receive credit for that service toward normal retirement provided this can be achieved at no additional cost to the County or to the Supplemental Retirement Plan.

H. Pension Plan Modifications Effective in FY00

Benefit Increase Effective June 30, 1999, the benefit accrual rate in Section E.2, above, shall be increased from 0.6% to 0.8% per year for up to twenty-five (25) years of service for an increase in the maximum benefit from fifteen percent (15%) to twenty percent (20%).

I. Pension Plan Modifications Effective in FY02

Benefit Increase Effective July 1, 2001, the benefit accrual rate in Section E.2, above, shall be increased from 0.8% to 1.0% per year for up to thirty (30) years of service for an increase in the maximum benefit from twenty percent (20%) to thirty percent (30%).

J. Hold Harmless Benefit Calculation.

For any employee covered by this Agreement who retires during the period from July 1, 2003, through June 30, 2005, "Average Annual Compensation" as that term is defined in the Supplemental Retirement Plan, will be calculated as if the employee had received all merit step increases in Fiscal Year 1996 and 1997 on his /her anniversary date that the employee would otherwise have been eligible to receive but for the deferral of such step increase in that year.

K. IRS Pickup Plan

1. The County shall pick up, within the meaning of Section 414(h) (2) of the Internal Revenue Code, the employee contributions required by Section 5.2.D. (Funding) hereof. Such amounts:

a. are designated as employee contributions to be picked up by the County within the meaning of Section 414(h) (2) of the Internal Revenue Code and shall be treated as employer contributions in determining the tax treatment of such amounts under that section;

b. shall reduce the taxable compensation of the employee in an amount that equals the employee contributions picked up by the County;

c. shall be paid by the County from the same source of funds that is used to pay compensation to the employee;

d. shall, for all other purposes, be treated in the same manner and to the same extent as employee contributions made before establishment of the pickup plan.

2. Employees shall not be entitled to receive such amounts directly in lieu of having such amounts picked up by the County. This pickup plan becomes effective for pay periods beginning on or after its approval by the County Executive and the County Council. The County shall apply to the Internal Revenue Service for a private letter ruling with respect to the pickup plan, but neither the application nor the receipt of such a ruling are prerequisites to the implementation of the pickup plan.

Section 5.3 Dues Check Off for Retirees

The Supplemental Pension Plan will permit the check off of dues.

Section 5.4 Joint Study Committee

A Joint Study Committee with equal representation of the Union (Civilian bargaining unit) and the County shall be established and meet quarterly beginning July 1, 1999, to study whether there may be feasible pension alternatives for members of the civilian bargaining unit. By July 1, 2000, the committee shall report its findings, with recommendations, to the Fire Chief for forwarding to the Chief Administrative Officer.

Section 5.5 Group Health Insurance Coverage

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

B. For those employees who elect to enroll in a prepaid group health plan or Health Maintenance Organization (HMO), the Employer's contribution shall be equal to eighty percent (80%) of the cost of HMO coverage and the participating employees contribution shall equal 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. Employees who participate in the County's health insurance program and retire on or after July 1, 1991, or July 1, 1994, will pay twenty percent (20%) or twenty-five percent (25%) respectively; those who participate in a prepaid group health plan or a Health Maintenance Organization (HMO) and retire on or after July 1, 1991, will pay twenty percent (20%).

E. Effective January 1, 2004, employees and retirees (who retired on or after July 1, 1998) covered by this Agreement who elect to participate in the County's deductible prescription program shall contribute nine dollars (\$9.00) biweekly for family coverage and four dollars (\$4.00) biweekly for individual coverage, and the County shall contribute the remaining premium. Employees who choose not to enroll (during Open Enrollment) in the Prescription Drug Plan may choose to receive a credit instead.

F. The Employer shall contribute ninety percent (90%) to the County's vision care program for any employee or retiree (who retires on or after July 1, 1998) who elects to participate. The participating employee/retiree shall contribute the remaining ten percent (10%).

G. Two dental plans are available to employees, the cost of which is paid by the employee if the employee elects to enroll in the plan.

H. 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.

I. Employees may contribute up to five thousand dollars (\$5,000.00) in a dependent flexible spending account and up to three thousand dollars (\$3,000.00) in a medical flexible spending account.

J. Life Insurance. 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 of one hundred fifty thousand dollars (\$150,000.00). Employees may choose to increase their life insurance from one (1) to four (4) times their annual salary up to a total of seven hundred fifty thousand dollars (\$750,000.00) including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age and amount of coverage. Employees may choose to reduce their life insurance at one (1) times their annual salary and receive a credit.

K. The County shall pay a death benefit of ten thousand dollars (\$10,000.00) 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 5.6 Call-Back Pay

An employee who is called back from off-duty, and does in fact perform duties on behalf of the Prince George's County Fire/EMS Department during his/her normal off-duty hours by authority of the County Fire Chief, shall be paid the minimum of four (4) hours at one and one-half (1.5) times his/her regular rate of pay. This provision shall not apply to administrative hearings or disciplinary procedures that affect the employee. However, Management will attempt to

schedule such hearings and/or procedures during the normal duty hours of the employee; or, at a time mutually agreeable to both parties.

Section 5.7 Early Reporting Time

A. An employee who is called in to work by career officers authorized by the County Fire Chief for two (2) hours or less immediately before his/her normally scheduled starting time shall be paid for such hours at one and one-half (1.5) times his/her regular rate of pay and will be paid his/her regular rate of pay beginning with his/her regular starting time.

B. The provisions of Section 5.6 shall apply to an employee called in to work more than two (2) hours immediately before his/her regularly scheduled starting time.

Section 5.8 Holidays

A. The following shall be designated as holidays within the scope of this Agreement:

New Year's Day	Columbus Day
Martin Luther King Jr.'s Birthday	Veterans Day
Washington's Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Presidential Inauguration Day (every 4 years)
Labor Day	County Employees' Appreciation Day
Fire Fighter Recognition Day (Friday before the observance of Memorial Day)	

B. Further, beginning in the 1998 wage reporting year, employees covered by this Agreement will be granted an additional four (4) hours of personal leave each wage reporting year in lieu of the former General Election Day Holiday.

Section 5.9 Holiday Pay

If an employee works on a designated holiday, he/she shall be paid at the rate of two (2) times his/her regular rate of pay for all hours worked on the holiday and the employee shall not receive an additional day off.

Section 5.10 Standby Duty

A. There shall be two (2) tours of standby duty:

Monday 07:00 - Friday 15:00
Friday 15:00 - Monday 07:00

B. A bargaining unit employee required by the Fire Chief or his designee to be on standby during the Monday through Friday tour of duty shall be compensated at the rate of two (2) hours of compensatory time per day; the rate of compensation for the Friday through Monday tour shall be four (4) hours of compensatory time per day. The rate of compensation for standing by on a designated holiday shall be a total of eight (8) hours of compensatory time. An employee

who is called back to active duty while on standby will receive no standby pay for the day on which the active duty was performed.

C. This Section shall not apply to unusual circumstances which result in the Department's Emergency Operation Plan being placed into effect, provided that when a "yellow alert" is in effect for seventy-two (72) hours those affected employees shall receive one (1) day's pay. In addition, affected employees shall be compensated at a rate of one (1) day's pay for each subsequent seventy-two (72) hours on alert.

Section 5.11 Pay While on I.O.J. Leave

Any employee who is on I.O.J. or disability leave shall receive all pay during said period as disability income.

Section 5.12 Clothing Allowance

Effective Fiscal Year 2004, fire inspectors and fire investigators covered by this Agreement shall receive a clothing allowance of five hundred dollars (\$500.00) per year. This clothing allowance is not considered part of the employee's base pay, and will be paid in one (1) installment in July of each fiscal year.

ARTICLE 6 -- LEAVE PROVISIONS

Section 6.1 Sick Leave

Sick leave policies shall be administered in accordance with the Prince George's County Personnel Law requirements.

Section 6.2 Annual Leave

Annual leave policies shall be administered in accordance with the Prince George's County Personnel Law requirements.

1. 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).

2. 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 1., above, or in excess of the one hundred thirty (130) days maximum allowed in the first paragraph of former Section 6.2.

3. Effective beginning with the 1997 leave year, new annual leave in excess of the three hundred sixty (360) hours limit will convert to new sick leave.

Section 6.3 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, with proper notice of separation, 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:

a. 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 three hundred sixty (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. Upon separation from employment for non-disciplinary reasons (including but not limited to retirement, disability and death), eligible employees will receive cash payment for unused sick leave accumulated as of the end of the 1996 leave year at two and one-half percent (2.5%) for each year of service (through the date of separation) at the employee's base hourly rate of pay as of January 1, 1997. However, if a fire fighter with less than twenty (20) years of actual service terminates employment as a result of death or disability, he/she shall receive a fifty percent (50%) cash-out of unused accumulated sick leave as of the end of the 1996 leave year.

5. For individuals who participate in the MSRS plan, sick leave earned beginning with the first pay period in the 1997 leave year is not subject to cash payment but 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.

Section 6.4 Personal Leave

Twenty-eight (28) hours of paid personal leave per leave year, including the four (4) hours in Section 5.8 (Holidays), shall be granted to each employee eligible for annual leave. A personal leave day 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. A personal leave day equals eight (8) hours. Personal leave may be taken in increments of four (4) hours.

Section 6.5 Bereavement Leave

Members of the Unit shall be entitled to use accumulated sick leave for the purpose of bereavement when a death occurs in a member's family. A maximum amount of sick leave used shall not normally exceed three (3) working days. The term "family" shall mean and include the member's spouse, child, sister, brother, parent, grandparent and aunt or uncle. Leave needed beyond three (3) days because of travel distance, religious requirements or other extenuating circumstances may be extended on a case-by-case basis, but in no instance shall such bereavement leave be approved beyond seven (7) working days. The first three (3) days of bereavement leave taken upon the death of a parent, spouse or child will be administrative leave rather than sick leave.

Section 6.6 Additional Leave Provisions

In the event the County Executive grants administrative leave to non-essential County employees because of extreme inclement weather or other hazardous working conditions, which may prevent employees from reporting to work or which may require early release from work, those employees required by the Fire/EMS Department to perform duties will be entitled to receive one (1) hour of compensatory time for each hour worked during the emergency, in addition to any pay to which they are entitled for that period.

Section 6.7 Sick Leave Bank

A. The Union shall have the right to maintain a "Sick Leave Bank" for the employees covered by this Agreement. 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 a zero annual and sick leave balance. 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. The parties agree 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.

C. The parties agree to participate in a Joint Study Committee in Fiscal Year 2004, to develop more efficient ways to administer the Sick Leave Bank. A final report shall be submitted by March 31, 2004.

Section 6.8 Administration of Leave

The provisions governing the administration of the above types of leave as well as other types of leave (holiday, administrative, military, military leave without pay, disability, leave without pay, absence without leave, compensatory) are specified in Division 17 of the Personnel Law and Administrative Procedure 284.

ARTICLE 7 -- SAFETY & HEALTH

Section 7.1 Cooperation

The County and the Union agree to cooperate to the fullest extent in the promotion of safety and health.

Section 7.2 Safety Officer

There shall be a safety officer from within the Fire/EMS Department to investigate accidents, find cause for accidents, make recommendations for the prevention of accidents, and to keep records and statistics of accidents. The safety officer or his/her designee, shall be empowered to enforce his/her recommendations once they are approved by the County Fire Chief.

Section 7.3 Safety

A. Where an unsafe condition is alleged to exist, the affected employee shall first notify his/her immediate supervisor who shall take any necessary corrective action. Where an unsafe condition is alleged to exist by the Union on behalf of affected employees, the matter may be referred directly to the Departmental Safety Officer pursuant to subparagraph B., below.

B. If the parties fail to resolve any difference or disagreement over the existence of such an unsafe condition, or the appropriate corrective measures to be taken, the issue may be referred by the Union in writing to the Departmental Safety Officer. Within ten (10) working days after receipt of the Union's written notification, the Safety Officer will notify the Union in writing of the measures that the Department proposes to take to correct the alleged unsafe conditions.

C. If the Union disagrees with the Safety Officer's determination of the existence of an unsafe condition or his/her proposed remedial action, the Union may appeal the matter to the Fire Chief within ten (10) working days of receipt of the Safety Officer's decision.

D. Within twenty-five (25) working days after receiving the Union's appeal, the Fire Chief shall notify the Union in writing of the action the Department proposes to take to correct the alleged unsafe conditions.

E. In the event that the Union disagrees with the Fire Chief's proposed corrective action, the Union may submit the matter to arbitration under Article 9, Section 9.3, Step Five of this Agreement by giving written notice of intent to arbitrate to the Fire Chief within ten (10) working days of its receipt of the Fire Chief's response under subparagraph D, above. The arbitrator's authority to consider and decide such matters is specifically limited as follows:

1. The arbitrator may only order such relief as is reasonably permitted by the Department's legal and financial ability.

2. The arbitrator shall also allow the Department reasonable time to take any corrective action ordered.

F. No employee may make a safety claim as a pretext for refusing to carry out a work assignment or for engaging in concerted activity in violation of Article 12 of this Agreement.

ARTICLE 8 -- HOURS OF WORK

A. The normal work shift for full-time employees covered by this Agreement will be between 0800 and 1700 hours, Monday through Friday, unless on shift work or alternative work schedule.

B. Breaks

Breaks will be scheduled at times designated by the supervisor on duty.

Section 8.1 Overtime Pay

A. Provided the employee is in a pay status for the total of his/her regularly scheduled hours during a workweek, an employee covered by this Agreement who is authorized to and who works in excess of his/her scheduled hours (40) shall have the option of receiving pay at the rate of one and one-half (1.5) hours for each overtime hour worked or, with management approval, the option of receiving compensatory time at the rate of one and one-half (1.5) hours for each overtime hour worked. Employees will be given the opportunity to use compensatory time earned for overtime pursuant to departmental procedures.

B. Calculation of Overtime

Each hour of overtime shall be compensated as follows:

1-14 minutes	No compensation
15-29 minutes	Compensatory leave at rate of one and one-half (1.5) times of time worked
30-44 minutes	One-half (.5) hour wages at one and one-half (1.5) times plus compensatory time for actual time worked over thirty (30) minutes
45-60 minutes	One (1) hour of wages at one and one-half (1.5) times

Section 8.2 Alternative Work Schedules

Employees will be given an opportunity to participate in the Alternative Work Schedule (AWS) Program as described in the July 2, 1993 Memorandum from the Fire Chief.

ARTICLE 9 -- GRIEVANCE AND ARBITRATION PROCEDURES

Section 9.1 Definition

Subject to any limitations of existing law, a grievance is defined as a dispute concerning the application or interpretation of the terms of this Agreement, Personnel Law items, or a claimed

violation, misinterpretation or misapplication of the rules or regulations of the County affecting the terms and conditions of employment.

Section 9.2 Applicability of Grievance Procedure

The provisions of this grievance procedure shall be the only grievance procedure applicable to employees covered by this Agreement provided that where an employee has been discharged and the Union determines not to pursue his/her discharge case to Step 5 (arbitration), the employee shall have the right to file a timely appeal of his/her discharge with the Personnel Board pursuant to the procedures outlined in the County Personnel Law.

Section 9.3 Grievance Procedure

Grievances shall be presented and adjusted in the following manner:

1. Step One: Within seven (7) days after the event giving rise to the grievance or within seven (7) days following the time when the employee should reasonably have known of its occurrence, the employee aggrieved, and if the employee desires, the employee's union steward, may discuss the grievance with the employee's immediate supervisor. The supervisor shall attempt to adjust the matter and shall respond orally to the employee within three (3) days.

2. Step Two: If the grievance has not been settled at Step One, a written grievance may be filed, signed by the aggrieved employee and the employee's accredited union steward, and presented to the supervisor within five (5) days after the receipt of the answer at Step One or within five (5) days of when the answer was due. The supervisor receiving the grievance shall meet with the employee and the employee's accredited union steward and render a decision in writing not later than seven (7) days after the receipt of the grievance.

3. Step Three: If the grievance has not been settled at Step Two, a written appeal signed by the employee and the employee's accredited union steward may be filed with the County Fire Chief within five (5) days after the receipt of the answer at Step Two or within five (5) days of when the answer was due. The County Fire Chief or his/her designee shall meet with the employee and the employee's accredited union steward and render a written decision within fifteen (15) days after the receipt of the grievance.

4. Step Four: If the grievance has not been settled at Step Three, a written appeal signed by the employee and the employee's accredited union steward may be filed with the Chief Labor Negotiator within five (5) days after receipt of the answer at Step Three or within five (5) days of when the answer was due. The Chief Labor Negotiator or his/her designee shall meet with the employee and a committee including the employee's accredited union steward, Union Local President and/or Union Local Officers and render a written decision within fifteen (15) days after the receipt of the grievance.

5. Step Five: If the grievance is not settled at Step Four, the Union may request arbitration, giving written notice to the County Fire Chief within ten (10) days after receipt of the answer at Step Four or within ten (10) days of when the answer was due. The arbitration proceedings shall be conducted by an arbitrator to be selected by the County and the Union from a list supplied by the American Arbitration Association. The parties shall use an alternate strike

procedure to select an acceptable name. Normally such list shall be jointly requested within seven (7) days from the date the County is officially notified by the Union of its intent to arbitrate. The decision of the arbitrator shall be final and binding on both parties provided that no provision of this Agreement which is stated to be a matter of policy shall be subject to arbitration. Expenses for the arbitrator's service and the proceedings shall be borne equally by the County and the Union.

Section 9.4 General Provisions

- A. The Union President and other appropriate Union officials shall be given copies of all answers to grievances hereunder.
- B. All grievances as defined in Article 9, Section 9.1, shall be subject to Step Five (arbitration).
- C. If a grievance arises from the action of an authority higher than the immediate career supervisor, such grievances may be initiated at the appropriate step of this grievance procedure.
- D. All parties shall have the right at their own expense to legal and/or stenographic assistance at all hearings.
- E. The fact that a grievance is raised by an employee shall not be recorded in the employee's personnel file or in any file or record utilized in the promotion process nor shall such fact be used in recommendations for job placement; nor shall an employee be placed in jeopardy or be subject to reprisal or discrimination for having followed this grievance procedure.

Section 9.5 Time Limits

Time limits for the processing of grievances are intended to expedite grievance handling and may be extended upon mutual agreement, but if not so extended, they must be strictly observed. If the matter in dispute is not resolved within the time period provided for in any step, the next step may then be invoked, provided that if an employee fails to pursue any step within the time limits provided, he shall have no further right to continue the grievance.

Section 9.6 Days Defined

The term "days" as used in this grievance procedure shall mean working days.

Section 9.7 Processing Grievances During Working Hours

Stewards and Union representatives referred to in this grievance procedure shall be granted reasonable administrative leave to process grievances pursuant to this Article during working hours.

ARTICLE 10 -- PERSONNEL FILES

Section 10.1 Review

By appointment with an appropriate person in the County Fire/EMS Department, the employee upon presenting his/her identification, shall be permitted to examine his/her personnel file, except as to background information secured prior to employment and those documents received under the promise of confidentiality. The employee shall indicate in writing, to be placed in his/her file, that he/she has examined the same.

Section 10.2 Expunction

The County agrees to remove derogatory information three (3) years old or older from the employee's personnel file if requested to do so by the employee.

ARTICLE 11 -- ROSTER

A roster of all members of the units represented by the Union shall be compiled by the County showing each member's name and his/her length of service with the Fire/EMS Department.

ARTICLE 12 -- NO STRIKE OR LOCKOUT

Section 12.1

The Union and its members, individually and collectively, agree that during the term of this Agreement, there shall be no illegal strikes, and the County agrees that there shall be no lockouts.

Section 12.2

In the event of an illegal strike, the Union shall promptly and publicly disavow such unauthorized conduct, order the employees to return to work and bring about a prompt resumption of normal operations.

Section 12.3

The County shall have the right to discipline, by way of discharge or otherwise, any employee who participates in such illegal conduct.

ARTICLE 13 -- SAVINGS AND SEPARABILITY

It is not the intention of either the County or the IAFF to violate any laws by the subject matter of this Agreement. The parties hereto agree that in the event any provisions of the Agreement are finally held or determined to be illegal or void as being in contravention of any applicable law, the remainder of the Agreement shall remain in full force and effect. The County and the IAFF agree that, if and when any or all provisions of this Agreement are finally held or determined to be illegal or void by a court of competent jurisdiction, the parties will enter into negotiations promptly concerning the substance affected by the decision for the purpose of achieving conformity with the terms of any applicable law and the intent of the parties hereto.

ARTICLE 14 -- DURATION

This Agreement shall become effective on July 1, 2003, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2005. This Agreement shall be automatically renewed from year to year after June 30, 2005 unless either party shall notify the other in writing no later than October 1, 2004 (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 _____, 2004, in Upper Marlboro, Prince George's County, Maryland.

FOR THE INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS
LOCAL 1619:

FOR PRINCE GEORGE'S COUNTY,
MARYLAND:

George Michealides
President

Jack B. Johnson
County Executive

FOR PRINCE GEORGE'S COUNTY
FIRE/EMS DEPARTMENT:

Ronald D. Blackwell
Fire Chief

ATTACHMENT A – CLASSES OF WORK

<u>UNIT I:</u>	Account Clerk I, II, III, IV Accounting Technician Administrative Aide I, II Clerk Typist I, II Data Coordinator Data Entry Operator I, II Fire Inspector I, II Fire Investigation Officer General Clerk I, II, III, IV Personnel Aide I, II, III Public Service Aide I, II Supply/Property Clerk I, II, III, IV Supply Technician
<u>UNIT II:</u>	Administrative Aide III Administrative Aide IV Garage Supervisor
<u>UNIT III:</u>	Accountant I, II, III, IV Administrative Assistant I, II, III, IV Audio Visual Specialist I, II, III, IV Citizen Services Specialist I, II, III Community Developer I, II, III, IV Contract Project Coordinator I, II, III, IV Executive Administrative Aide Investigator Personnel Analyst, I, II, III, IV Property Standards Inspector IV Supply Manager I, II, III, IV Systems Analyst I, II, III, IV

ATTACHMENT B – MIN-MAX SYSTEM

A. The min-max system in effect for all members of the bargaining unit will be replaced by the following modified "min-max" system.

B. Effective July 1, 1994:

1. The minimum and maximum pay rates for employees covered by this Agreement are established on the attached schedules of pay rates for employees in the job classifications listed in Article 1.

2. Merit steps will have the value of three and one-half percent (3.5%). An employee will be eligible to advance to the next merit step for his/her grade on his/her anniversary date at the rate of one (1) step per year provided that he/she receives a satisfactory performance evaluation for the preceding year.

3. a. If, upon the granting of a three and one-half percent (3.5%) merit increase, an employee's salary is one percent (1%) or less from the applicable maximum rate, the employee will have his/her salary rate adjusted to the applicable maximum rate.

b. If, upon the granting of a three and one-half percent (3.5%) merit increase, an employee's salary rate is greater than one percent (1%) but less than three and one-half percent (3.5%) from the applicable maximum rate, the employee upon satisfactory completion of one (1) additional year of service, will have his/her salary rate adjusted to the applicable maximum rate.

4. Upon promotion an employee's salary rate shall be the greater of a ten percent (10%) increase over his/her current rate or a ten percent (10%) increase above the stated minimum for the grade to which he/she is promoted.

5. Steps for the purpose of demotions, discipline, and reallocations, shall be at a rate of five percent (5%) and shall be governed by the Personnel Law.

6. The maximum pay rate at each grade will be increased by an additional five percent (5%) on July 1, 1994.

7. Employees covered by this Agreement and hired before July 1, 1993, will keep the anniversary dates that they held on July 1, 1993, for as long as they are continuously employed. Employees hired on or after July 1, 1993, 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.

8. Amend the Pay Scale effective July 4, 1999, to supercede the modification effective July 1, 1998, described in the previous paragraph, and provide the following longevity steps:

a. L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

b. L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

c. L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-two (22) years of service.

d. L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

e. L5 - Two and one-half percent (2.5%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-eight (28) years of service.

C. The longevity steps, described above, will be phased in as follows:

1. Beginning in FY2000, advancement to a longevity step will be effective on an employee's anniversary date.

2. An employee at the maximum rate (or the current longevity rate), whose anniversary date falls between July 1 and July 3, 1999, and who has completed the required years of service for a longevity step (after subtracting two (2) years for lack of credit toward a merit increase during FY1996 and FY1997) will advance to the first (or next) longevity step, as appropriate, effective on July 4, 1999.

3. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY1996 and FY1997) would otherwise warrant his/her advancement by more than a single longevity step during FY2000, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY1996 and FY1997).

D. Effective July 1, 2001, amend the Pay Scale to provide for the following modifications:

1. The maximum rate in effect on June 30, 2001 is increased one and seven-tenths percent (1.7%).

2. Longevity Steps are adjusted as follows:

a. L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

b. L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

c. L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-one (21) years of service.

d. L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-three (23) years of service.

e. L5 - Three percent (3%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

f. L6 - Two and one-half percent (2.5%) above the L5 rate, to which an employee will be eligible to advance after completing twenty-seven (27) years of service.

3. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY1996 and FY1997) would otherwise warrant his/her advancement by more than a single longevity step during FY2002 or FY2003, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY1996 and FY1997).

E. Effective July 1, 2003, amend the Pay Scale to provide for the following modification:

1. L6 – Three percent (3%) above the L5 rate, to which an employee will be eligible to advance after completing twenty-seven (27) years of service.

2. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY1996 and FY1997) would otherwise warrant his/her advancement by more than a single longevity step during FY2004 or FY2005, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY1996 and FY1997).

ATTACHMENT C – SALARY SCHEDULE

SALARY SCHEDULE H – EFFECTIVE JULY 1, 2003
 SCHEDULE OF PAY GRADES – FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES
 PRINCE GEORGE'S COUNTY, MARYLAND

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H02								
HOURLY	7.3185	12.0508	12.4123	12.7847	13.1682	13.5632	13.9701	14.3892
BIWEEKLY	585.48	964.06	992.98	1022.77	1053.46	1085.06	1117.61	1151.14
ANNUAL	15,222	25,066	25,818	26,592	27,390	28,212	29,058	29,930
H03								
HOURLY	7.6686	12.6375	13.0167	13.4072	13.8094	14.2237	14.6504	15.0899
BIWEEKLY	613.48	1011.00	1041.33	1072.57	1104.75	1137.89	1172.03	1207.19
ANNUAL	15,951	26,286	27,075	27,887	28,724	29,585	30,473	31,387
H04								
HOURLY	8.0364	13.2535	13.6511	14.0607	14.4825	14.9170	15.3645	15.8254
BIWEEKLY	642.91	1060.28	1092.09	1124.85	1158.60	1193.36	1229.16	1266.03
ANNUAL	16,716	27,567	28,394	29,246	30,124	31,027	31,958	32,917
H05								
HOURLY	8.4223	13.9004	14.3174	14.7470	15.1894	15.6450	16.1144	16.5978
BIWEEKLY	673.78	1112.03	1145.39	1179.76	1215.15	1251.60	1289.15	1327.83
ANNUAL	17,518	28,913	29,780	30,674	31,594	32,542	33,518	34,523
H06								
HOURLY	8.8275	14.5796	15.0170	15.4675	15.9316	16.4095	16.9018	17.4089
BIWEEKLY	706.20	1166.37	1201.36	1237.40	1274.53	1312.76	1352.14	1392.71
ANNUAL	18,361	30,326	31,235	32,172	33,138	34,132	35,156	36,210
H07								
HOURLY	9.2526	15.2924	15.7511	16.2237	16.7104	17.2117	17.7280	18.2599
BIWEEKLY	740.21	1223.39	1260.09	1297.89	1336.83	1376.94	1418.24	1460.79
ANNUAL	19,245	31,808	32,762	33,745	34,758	35,800	36,874	37,981
H08								
HOURLY	9.6995	16.0413	16.5225	17.0182	17.5287	18.0546	18.5962	19.1541
BIWEEKLY	775.96	1283.30	1321.80	1361.45	1402.30	1444.37	1487.70	1532.33
ANNUAL	20,175	33,366	34,367	35,398	36,460	37,554	38,680	39,841

H09								
HOURLY	10.1688	16.8276	17.3325	17.8524	18.3880	18.9397	19.5079	20.0931
BIWEEKLY	813.50	1346.21	1386.60	1428.20	1471.04	1515.17	1560.63	1607.45
ANNUAL	21,151	35,001	36,052	37,133	38,247	39,394	40,576	41,794
H10								
HOURLY	10.6615	17.6532	18.1828	18.7283	19.2901	19.8688	20.4649	21.0789
BIWEEKLY	852.92	1412.26	1454.62	1498.26	1543.21	1589.51	1637.19	1686.31
ANNUAL	22,176	36,719	37,820	38,955	40,123	41,327	42,567	43,844
H11								
HOURLY	11.1786	18.5204	19.0760	19.6483	20.2378	20.8449	21.4703	22.1144
BIWEEKLY	894.29	1481.63	1526.08	1571.87	1619.02	1667.59	1717.62	1769.15
ANNUAL	23,252	38,523	39,678	40,869	42,095	43,357	44,658	45,998
H12								
HOURLY	11.7219	19.4303	20.0132	20.6136	21.2320	21.8690	22.5250	23.2008
BIWEEKLY	937.75	1554.42	1601.06	1649.09	1698.56	1749.52	1802.00	1856.06
ANNUAL	24,382	40,415	41,627	42,876	44,163	45,487	46,852	48,258
H13								
HOURLY	12.2919	20.3862	20.9978	21.6277	22.2766	22.9448	23.6332	24.3422
BIWEEKLY	983.35	1630.90	1679.82	1730.22	1782.12	1835.59	1890.66	1947.38
ANNUAL	25,567	42,403	43,675	44,986	46,335	47,725	49,157	50,632
H14								
HOURLY	12.8908	21.3896	22.0313	22.6922	23.3730	24.0742	24.7964	25.5403
BIWEEKLY	1031.27	1711.17	1762.50	1815.38	1869.84	1925.93	1983.71	2043.22
ANNUAL	26,813	44,490	45,825	47,200	48,616	50,074	51,576	53,124
H15								
HOURLY	13.5195	22.4432	23.1165	23.8100	24.5243	25.2600	26.0178	26.7983
BIWEEKLY	1081.56	1795.46	1849.32	1904.80	1961.94	2020.80	2081.42	2143.87
ANNUAL	28,121	46,682	48,082	49,525	51,011	52,541	54,117	55,741
H16								
HOURLY	14.1799	23.5496	24.2561	24.9838	25.7333	26.5053	27.3005	28.1195
BIWEEKLY	1134.39	1883.97	1940.49	1998.70	2058.67	2120.43	2184.04	2249.56
ANNUAL	29,494	48,983	50,453	51,966	53,525	55,131	56,785	58,489
H17								
HOURLY	14.8729	24.7113	25.4526	26.2162	27.0027	27.8128	28.6471	29.5065
BIWEEKLY	1189.83	1976.90	2036.21	2097.29	2160.21	2225.02	2291.77	2360.52
ANNUAL	30,936	51,399	52,941	54,530	56,166	57,851	59,586	61,374

H18								
HOURLY	15.6010	25.9311	26.7090	27.5103	28.3356	29.1857	30.0612	30.9631
BIWEEKLY	1248.08	2074.49	2136.72	2200.82	2266.85	2334.85	2404.90	2477.05
ANNUAL	32,450	53,937	55,555	57,221	58,938	60,706	62,527	64,403
H19								
HOURLY	16.3651	27.2120	28.0284	28.8692	29.7353	30.6274	31.5462	32.4926
BIWEEKLY	1309.21	2176.96	2242.27	2309.54	2378.82	2450.19	2523.70	2599.41
ANNUAL	34,039	56,601	58,299	60,048	61,849	63,705	65,616	67,585
H20								
HOURLY	17.1677	28.5567	29.4134	30.2958	31.2047	32.1408	33.1051	34.0982
BIWEEKLY	1373.41	2284.54	2353.07	2423.67	2496.38	2571.27	2648.41	2727.86
ANNUAL	35,709	59,398	61,180	63,015	64,906	66,853	68,859	70,924
H21								
HOURLY	18.0098	29.9685	30.8676	31.7936	32.7474	33.7298	34.7417	35.7840
BIWEEKLY	1440.79	2397.48	2469.41	2543.49	2619.79	2698.39	2779.34	2862.72
ANNUAL	37,460	62,335	64,205	66,131	68,115	70,158	72,263	74,431
H22								
HOURLY	18.8947	31.4514	32.3949	33.3668	34.3678	35.3988	36.4608	37.5546
BIWEEKLY	1511.57	2516.11	2591.60	2669.34	2749.42	2831.91	2916.86	3004.37
ANNUAL	39,301	65,419	67,381	69,403	71,485	73,630	75,838	78,114
H23								
HOURLY	19.8237	33.0079	33.9982	35.0181	36.0687	37.1507	38.2653	39.4132
BIWEEKLY	1585.90	2640.64	2719.85	2801.45	2885.49	2972.06	3061.22	3153.06
ANNUAL	41,233	68,657	70,716	72,838	75,023	77,274	79,592	81,979
H24								
HOURLY	20.7989	34.6425	35.6818	36.7523	37.8548	38.9905	40.1602	41.3650
BIWEEKLY	1663.91	2771.40	2854.55	2940.18	3028.39	3119.24	3212.82	3309.20
ANNUAL	43,262	72,056	74,218	76,445	78,738	81,100	83,533	86,039
H25								
HOURLY	21.8234	36.3590	37.4497	38.5732	39.7304	40.9223	42.1500	43.4145
BIWEEKLY	1745.87	2908.72	2995.98	3085.86	3178.43	3273.79	3372.00	3473.16
ANNUAL	45,393	75,627	77,895	80,232	82,639	85,118	87,672	90,302
H26								
HOURLY	22.8984	38.1612	39.3060	40.4852	41.6997	42.9507	44.2392	45.5664
BIWEEKLY	1831.87	3052.89	3144.48	3238.81	3335.98	3436.06	3539.14	3645.31
ANNUAL	47,629	79,375	81,756	84,209	86,735	89,337	92,018	94,778

H27									
HOURLY	24.0278	40.0533	41.2549	42.4926	43.7674	45.0804	46.4328	47.8258	
WEEKLY	1922.23	3204.27	3300.39	3399.41	3501.39	3606.43	3714.62	3826.06	
ANNUAL	49,978	83,311	85,810	88,385	91,036	93,767	96,580	99,478	

The Minimum, Maximum rates are the hourly rates of January 12, 2003. The L1 rates are 3% above the Maximum rates, L2 rates are 3% above the L1 rates and so forth through L6. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE H – EFFECTIVE JULY 13, 2003
SCHEDULE OF PAY GRADES – FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES
PRINCE GEORGE’S COUNTY, MARYLAND

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H02								
HOURLY	7.3917	12.1713	12.5364	12.9125	13.2999	13.6989	14.1098	14.5331
BIWEEKLY	591.33	973.70	1002.91	1033.00	1063.99	1095.91	1128.79	1162.65
ANNUAL	15,375	25,316	26,076	26,858	27,664	28,494	29,348	30,229
H03								
HOURLY	7.7452	12.7639	13.1468	13.5412	13.9475	14.3659	14.7969	15.2408
BIWEEKLY	619.62	1021.11	1051.75	1083.30	1115.80	1149.27	1183.75	1219.26
ANNUAL	16,110	26,549	27,345	28,166	29,011	29,881	30,777	31,701
H04								
HOURLY	8.1167	13.3861	13.7876	14.2013	14.6273	15.0661	15.5181	15.9836
BIWEEKLY	649.34	1070.88	1103.01	1136.10	1170.18	1205.29	1241.45	1278.69
ANNUAL	16,883	27,843	28,678	29,539	30,425	31,338	32,278	33,246
H05								
HOURLY	8.5065	14.0394	14.4606	14.8944	15.3413	15.8015	16.2755	16.7638
BIWEEKLY	680.52	1123.15	1156.85	1191.55	1227.30	1264.12	1302.04	1341.10
ANNUAL	17,693	29,202	30,078	30,980	31,910	32,867	33,853	34,869
H06								
HOURLY	8.9157	14.7254	15.1672	15.6222	16.0909	16.5736	17.0708	17.5829
BIWEEKLY	713.26	1178.04	1213.38	1249.78	1287.27	1325.89	1365.67	1406.64
ANNUAL	18,545	30,629	31,548	32,494	33,469	34,473	35,507	36,573
H07								
HOURLY	9.3451	15.4453	15.9086	16.3859	16.8775	17.3838	17.9053	18.4425
BIWEEKLY	747.61	1235.62	1272.69	1310.87	1350.20	1390.70	1432.43	1475.40
ANNUAL	19,438	32,126	33,090	34,083	35,105	36,158	37,243	38,360
H08								
HOURLY	9.7965	16.2017	16.6877	17.1884	17.7040	18.2351	18.7822	19.3457
BIWEEKLY	783.72	1296.13	1335.02	1375.07	1416.32	1458.81	1502.58	1547.65
ANNUAL	20,377	33,699	34,710	35,752	36,824	37,929	39,067	40,239
H09								
HOURLY	10.2705	16.9959	17.5058	18.0310	18.5719	19.1291	19.7029	20.2940
BIWEEKLY	821.64	1359.67	1400.46	1442.48	1485.75	1530.32	1576.23	1623.52
ANNUAL	21,363	35,352	36,412	37,504	38,630	39,788	40,982	42,212

H10								
HOURLY	10.7681	17.8297	18.3646	18.9156	19.4830	20.0675	20.6696	21.2896
BIWEEKLY	861.45	1426.38	1469.17	1513.25	1558.64	1605.40	1653.56	1703.17
ANNUAL	22,398	37,086	38,198	39,344	40,525	41,740	42,993	44,282
H11								
HOURLY	11.2904	18.7056	19.2668	19.8448	20.4402	21.0534	21.6850	22.3355
BIWEEKLY	903.23	1496.45	1541.34	1587.59	1635.21	1684.27	1734.80	1786.84
ANNUAL	23,484	38,908	40,075	41,277	42,516	43,791	45,105	46,458
H12								
HOURLY	11.8391	19.6246	20.2133	20.8197	21.4443	22.0876	22.7503	23.4328
BIWEEKLY	947.13	1569.97	1617.07	1665.58	1715.55	1767.01	1820.02	1874.62
ANNUAL	24,625	40,819	42,044	43,305	44,604	45,942	47,321	48,740
H13								
HOURLY	12.4148	20.5901	21.2078	21.8440	22.4993	23.1743	23.8695	24.5856
BIWEEKLY	993.19	1647.20	1696.62	1747.52	1799.95	1853.94	1909.56	1966.85
ANNUAL	25,823	42,827	44,112	45,436	46,799	48,203	49,649	51,138
H14								
HOURLY	13.0197	21.6035	22.2516	22.9191	23.6067	24.3149	25.0443	25.7957
BIWEEKLY	1041.58	1728.28	1780.13	1833.53	1888.54	1945.19	2003.55	2063.65
ANNUAL	27,081	44,935	46,283	47,672	49,102	50,575	52,092	53,655
H15								
HOURLY	13.6547	22.6676	23.3477	24.0481	24.7695	25.5126	26.2780	27.0663
BIWEEKLY	1092.38	1813.41	1867.81	1923.85	1981.56	2041.01	2102.24	2165.31
ANNUAL	28,402	47,149	48,563	50,020	51,521	53,066	54,658	56,298
H16								
HOURLY	14.3217	23.7851	24.4987	25.2336	25.9907	26.7704	27.5735	28.4007
BIWEEKLY	1145.74	1902.81	1959.89	2018.69	2079.25	2141.63	2205.88	2272.06
ANNUAL	29,789	49,473	50,957	52,486	54,061	55,682	57,353	59,073
H17								
HOURLY	15.0216	24.9584	25.7071	26.4783	27.2727	28.0909	28.9336	29.8016
BIWEEKLY	1201.73	1996.67	2056.57	2118.27	2181.82	2247.27	2314.69	2384.13
ANNUAL	31,245	51,913	53,471	55,075	56,727	58,429	60,182	61,987
H18								
HOURLY	15.7571	26.1904	26.9761	27.7854	28.6190	29.4775	30.3619	31.2727
BIWEEKLY	1260.56	2095.23	2158.09	2222.83	2289.52	2358.20	2428.95	2501.82
ANNUAL	32,775	54,476	56,110	57,794	59,527	61,313	63,153	65,047

H19								
HOURLY	16.5287	27.4841	28.3087	29.1579	30.0327	30.9336	31.8616	32.8175
BIWEEKLY	1322.30	2198.73	2264.69	2332.63	2402.61	2474.69	2548.93	2625.40
ANNUAL	34,380	57,167	58,882	60,648	62,468	64,342	66,272	68,260
H20								
HOURLY	17.3393	28.8423	29.7076	30.5988	31.5167	32.4622	33.4361	34.4392
BIWEEKLY	1387.15	2307.38	2376.60	2447.90	2521.34	2596.98	2674.89	2755.14
ANNUAL	36,066	59,992	61,792	63,645	65,555	67,521	69,547	71,634
H21								
HOURLY	18.1899	30.2682	31.1763	32.1115	33.0749	34.0671	35.0891	36.1418
BIWEEKLY	1455.20	2421.46	2494.10	2568.92	2645.99	2725.37	2807.13	2891.35
ANNUAL	37,835	62,958	64,847	66,792	68,796	70,860	72,985	75,175
H22								
HOURLY	19.0836	31.7659	32.7189	33.7005	34.7115	35.7528	36.8254	37.9302
BIWEEKLY	1526.69	2541.27	2617.51	2696.04	2776.92	2860.23	2946.03	3034.41
ANNUAL	39,694	66,073	68,055	70,097	72,200	74,366	76,597	78,895
H23								
HOURLY	20.0220	33.3380	34.3382	35.3683	36.4294	37.5222	38.6479	39.8073
BIWEEKLY	1601.76	2667.04	2747.05	2829.46	2914.35	3001.78	3091.83	3184.59
ANNUAL	41,646	69,343	71,423	73,566	75,773	78,046	80,388	82,799
H24								
HOURLY	21.0069	34.9890	36.0386	37.1198	38.2334	39.3804	40.5618	41.7787
BIWEEKLY	1680.55	2799.12	2883.09	2969.58	3058.67	3150.43	3244.94	3342.29
ANNUAL	43,694	72,777	74,960	77,209	79,525	81,911	84,369	86,900
H25								
HOURLY	22.0417	36.7225	37.8242	38.9590	40.1277	41.3316	42.5715	43.8486
BIWEEKLY	1763.33	2937.80	3025.94	3116.72	3210.22	3306.52	3405.72	3507.89
ANNUAL	45,847	76,383	78,674	81,035	83,466	85,970	88,549	91,205
H26								
HOURLY	23.1274	38.5428	39.6991	40.8900	42.1167	43.3802	44.6816	46.0221
BIWEEKLY	1850.19	3083.42	3175.92	3271.20	3369.34	3470.42	3574.53	3681.77
ANNUAL	48,105	80,169	82,574	85,051	87,603	90,231	92,938	95,726

H27

HOURLY	24.2681	40.4539	41.6675	42.9175	44.2050	45.5312	46.8971	48.3040
BIWEEKLY	1941.45	3236.31	3333.40	3433.40	3536.40	3642.49	3751.77	3864.32
ANNUAL	50,478	84,144	86,668	89,268	91,946	94,705	97,546	100,472

The hourly rates are the July 1, 2003 multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE H – EFFECTIVE JANUARY 11, 2004
SCHEDULE OF PAY GRADES – FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES
PRINCE GEORGE’S COUNTY, MARYLAND

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H02								
HOURLY	7.4841	12.3234	12.6931	13.0739	13.4661	13.8701	14.2862	14.7148
BIWEEKLY	598.72	985.87	1015.45	1045.91	1077.29	1109.61	1142.90	1177.18
ANNUAL	15,567	25,633	26,402	27,194	28,010	28,850	29,715	30,607
H03								
HOURLY	7.8421	12.9235	13.3112	13.7105	14.1218	14.5455	14.9818	15.4313
BIWEEKLY	627.36	1033.88	1064.89	1096.84	1129.75	1163.64	1198.55	1234.50
ANNUAL	16,311	26,881	27,687	28,518	29,373	30,255	31,162	32,097
H04								
HOURLY	8.2182	13.5534	13.9600	14.3788	14.8101	15.2544	15.7121	16.1834
BIWEEKLY	657.46	1084.27	1116.80	1150.30	1184.81	1220.36	1256.97	1294.68
ANNUAL	17,094	28,191	29,037	29,908	30,805	31,729	32,681	33,662
H05								
HOURLY	8.6128	14.2149	14.6414	15.0806	15.5330	15.9990	16.4790	16.9734
BIWEEKLY	689.03	1137.19	1171.31	1206.45	1242.64	1279.92	1318.32	1357.87
ANNUAL	17,915	29,567	30,454	31,368	32,309	33,278	34,276	35,305
H06								
HOURLY	9.0272	14.9095	15.3568	15.8175	16.2920	16.7808	17.2842	17.8027
BIWEEKLY	722.17	1192.76	1228.54	1265.40	1303.36	1342.46	1382.74	1424.22
ANNUAL	18,777	31,012	31,942	32,900	33,887	34,904	35,951	37,030
H07								
HOURLY	9.4619	15.6384	16.1075	16.5907	17.0885	17.6011	18.1291	18.6730
BIWEEKLY	756.96	1251.07	1288.60	1327.26	1367.08	1408.09	1450.33	1493.84
ANNUAL	19,681	32,528	33,504	34,509	35,544	36,610	37,709	38,840
H08								
HOURLY	9.9190	16.4042	16.8963	17.4032	17.9253	18.4631	19.0170	19.5875
BIWEEKLY	793.52	1312.34	1351.71	1392.26	1434.03	1477.05	1521.36	1567.00
ANNUAL	20,631	34,121	35,144	36,199	37,285	38,403	39,555	40,742
H09								
HOURLY	10.3989	17.2084	17.7246	18.2564	18.8040	19.3682	19.9492	20.5477
BIWEEKLY	831.91	1376.67	1417.97	1460.51	1504.32	1549.45	1595.94	1643.82
ANNUAL	21,630	35,793	36,867	37,973	39,112	40,286	41,494	42,739

H10								
HOURLY	10.9027	18.0526	18.5942	19.1520	19.7266	20.3184	20.9279	21.5558
BIWEEKLY	872.22	1444.21	1487.54	1532.16	1578.13	1625.47	1674.23	1724.46
ANNUAL	22,678	37,549	38,676	39,836	41,031	42,262	43,530	44,836
H11								
HOURLY	11.4315	18.9395	19.5076	20.0929	20.6957	21.3165	21.9560	22.6147
BIWEEKLY	914.52	1515.16	1560.61	1607.43	1655.65	1705.32	1756.48	1809.18
ANNUAL	23,778	39,394	40,576	41,793	43,047	44,338	45,669	47,039
H12								
HOURLY	11.9871	19.8699	20.4660	21.0800	21.7124	22.3637	23.0347	23.7257
BIWEEKLY	958.97	1589.59	1637.28	1686.40	1736.99	1789.10	1842.77	1898.06
ANNUAL	24,933	41,329	42,569	43,846	45,162	46,517	47,912	49,349
H13								
HOURLY	12.5700	20.8474	21.4729	22.1170	22.7806	23.4640	24.1679	24.8929
BIWEEKLY	1005.60	1667.80	1717.83	1769.36	1822.44	1877.12	1933.43	1991.43
ANNUAL	26,146	43,363	44,664	46,003	47,384	48,805	50,269	51,777
H14								
HOURLY	13.1825	21.8735	22.5297	23.2056	23.9018	24.6188	25.3574	26.1181
BIWEEKLY	1054.60	1749.88	1802.38	1856.45	1912.14	1969.51	2028.59	2089.45
ANNUAL	27,420	45,497	46,862	48,268	49,716	51,207	52,743	54,326
H15								
HOURLY	13.8254	22.9510	23.6395	24.3487	25.0791	25.8315	26.6065	27.4047
BIWEEKLY	1106.03	1836.08	1891.16	1947.89	2006.33	2066.52	2128.52	2192.37
ANNUAL	28,757	47,738	49,170	50,645	52,165	53,730	55,341	57,002
H16								
HOURLY	14.5007	24.0824	24.8049	25.5491	26.3155	27.1050	27.9182	28.7557
BIWEEKLY	1160.06	1926.60	1984.39	2043.93	2105.24	2168.40	2233.45	2300.46
ANNUAL	30,161	50,091	51,594	53,142	54,736	56,378	58,070	59,812
H17								
HOURLY	15.2094	25.2704	26.0285	26.8093	27.6136	28.4420	29.2953	30.1741
BIWEEKLY	1216.75	2021.63	2082.28	2144.75	2209.09	2275.36	2343.62	2413.93
ANNUAL	31,636	52,562	54,139	55,763	57,436	59,159	60,934	62,762
H18								
HOURLY	15.9540	26.5178	27.3133	28.1327	28.9767	29.8460	30.7414	31.6636
BIWEEKLY	1276.32	2121.42	2185.07	2250.62	2318.14	2387.68	2459.31	2533.09
ANNUAL	33,184	55,157	56,812	58,516	60,272	62,080	63,942	65,860
H19								
HOURLY	16.7353	27.8277	28.6625	29.5224	30.4081	31.3203	32.2599	33.2277
BIWEEKLY	1338.83	2226.22	2293.00	2361.79	2432.65	2505.62	2580.79	2658.22
ANNUAL	34,810	57,882	59,618	61,407	63,249	65,146	67,101	69,114

H20								
HOURLY	17.5561	29.2028	30.0789	30.9813	31.9107	32.8680	33.8541	34.8697
BIWEEKLY	1404.49	2336.23	2406.31	2478.50	2552.86	2629.44	2708.33	2789.57
ANNUAL	36,517	60,742	62,564	64,441	66,374	68,365	70,416	72,529
H21								
HOURLY	18.4173	30.6466	31.5660	32.5129	33.4883	34.4930	35.5278	36.5936
BIWEEKLY	1473.39	2451.72	2525.28	2601.03	2679.07	2759.44	2842.22	2927.49
ANNUAL	38,308	63,745	65,657	67,627	69,656	71,745	73,898	76,115
H22								
HOURLY	19.3222	32.1630	33.1279	34.1217	35.1454	36.1997	37.2857	38.4043
BIWEEKLY	1545.77	2573.04	2650.23	2729.74	2811.63	2895.98	2982.86	3072.34
ANNUAL	40,190	66,899	68,906	70,973	73,102	75,295	77,554	79,881
H23								
HOURLY	20.2722	33.7548	34.7674	35.8104	36.8847	37.9913	39.1310	40.3049
BIWEEKLY	1621.78	2700.38	2781.39	2864.83	2950.78	3039.30	3130.48	3224.40
ANNUAL	42,166	70,210	72,316	74,486	76,720	79,022	81,392	83,834
H24								
HOURLY	21.2695	35.4263	36.4891	37.5838	38.7113	39.8726	41.0688	42.3009
BIWEEKLY	1701.56	2834.11	2919.13	3006.70	3096.90	3189.81	3285.51	3384.07
ANNUAL	44,241	73,687	75,897	78,174	80,520	82,935	85,423	87,986
H25								
HOURLY	22.3172	37.1816	38.2970	39.4459	40.6293	41.8482	43.1036	44.3967
BIWEEKLY	1785.37	2974.53	3063.76	3155.67	3250.35	3347.86	3448.29	3551.74
ANNUAL	46,420	77,338	79,658	82,048	84,509	87,044	89,656	92,345
H26								
HOURLY	23.4165	39.0246	40.1953	41.4012	42.6432	43.9225	45.2402	46.5974
BIWEEKLY	1873.32	3121.96	3215.62	3312.09	3411.45	3513.80	3619.21	3727.79
ANNUAL	48,706	81,171	83,606	86,114	88,698	91,359	94,100	96,923
H27								
HOURLY	24.5715	40.9595	42.1883	43.4540	44.7576	46.1003	47.4833	48.9078
BIWEEKLY	1965.72	3276.76	3375.07	3476.32	3580.61	3688.03	3798.67	3912.63
ANNUAL	51,109	85,196	87,752	90,384	93,096	95,889	98,765	101,728

The hourly rates are July 13, 2003 rates multiplied by 101.25%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE H – EFFECTIVE JULY 14, 2004
SCHEDULE OF PAY GRADES – FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES
PRINCE GEORGE’S COUNTY, MARYLAND

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H02								
HOURLY	7.5589	12.4466	12.8200	13.2046	13.6008	14.0088	14.4291	14.8619
BIWEEKLY	604.71	995.73	1025.60	1056.37	1088.06	1120.70	1154.33	1188.96
ANNUAL	15,722	25,889	26,666	27,466	28,290	29,138	30,012	30,913
H03								
HOURLY	7.9205	13.0527	13.4443	13.8476	14.2630	14.6909	15.1317	15.5856
BIWEEKLY	633.64	1044.22	1075.54	1107.81	1141.04	1175.27	1210.53	1246.85
ANNUAL	16,475	27,150	27,964	28,803	29,667	30,557	31,474	32,418
H04								
HOURLY	8.3004	13.6889	14.0996	14.5226	14.9582	15.4070	15.8692	16.3453
BIWEEKLY	664.03	1095.11	1127.97	1161.81	1196.66	1232.56	1269.54	1307.62
ANNUAL	17,265	28,473	29,327	30,207	31,113	32,047	33,008	33,998
H05								
HOURLY	8.6989	14.3571	14.7878	15.2314	15.6884	16.1590	16.6438	17.1431
BIWEEKLY	695.92	1148.57	1183.02	1218.51	1255.07	1292.72	1331.50	1371.45
ANNUAL	18,094	29,863	30,759	31,681	32,632	33,611	34,619	35,658
H06								
HOURLY	9.1174	15.0586	15.5104	15.9757	16.4549	16.9486	17.4570	17.9808
BIWEEKLY	729.40	1204.69	1240.83	1278.05	1316.40	1355.89	1396.56	1438.46
ANNUAL	18,964	31,322	32,262	33,229	34,226	35,253	36,311	37,400
H07								
HOURLY	9.5566	15.7947	16.2686	16.7566	17.2593	17.7771	18.3104	18.8597
BIWEEKLY	764.53	1263.58	1301.49	1340.53	1380.75	1422.17	1464.83	1508.78
ANNUAL	19,878	32,853	33,839	34,854	35,899	36,976	38,086	39,228
H08								
HOURLY	10.0181	16.5682	17.0653	17.5772	18.1046	18.6477	19.2071	19.7833
BIWEEKLY	801.45	1325.46	1365.22	1406.18	1448.37	1491.82	1536.57	1582.67
ANNUAL	20,838	34,462	35,496	36,561	37,657	38,787	39,951	41,149
H09								
HOURLY	10.5028	17.3805	17.9019	18.4389	18.9921	19.5619	20.1487	20.7532
BIWEEKLY	840.23	1390.44	1432.15	1475.11	1519.37	1564.95	1611.90	1660.25
ANNUAL	21,846	36,151	37,236	38,353	39,504	40,689	41,909	43,167

H10								
HOURLY	11.0117	18.2331	18.7801	19.3435	19.9238	20.5216	21.1372	21.7713
BIWEEKLY	880.94	1458.65	1502.41	1547.48	1593.91	1641.72	1690.98	1741.71
ANNUAL	22,904	37,925	39,063	40,235	41,442	42,685	43,965	45,284
H11								
HOURLY	11.5458	19.1289	19.7027	20.2938	20.9026	21.5297	22.1756	22.8409
BIWEEKLY	923.67	1530.31	1576.22	1623.50	1672.21	1722.38	1774.05	1827.27
ANNUAL	24,015	39,788	40,982	42,211	43,477	44,782	46,125	47,509
H12								
HOURLY	12.1070	20.0686	20.6707	21.2908	21.9295	22.5874	23.2650	23.9630
BIWEEKLY	968.56	1605.49	1653.65	1703.26	1754.36	1806.99	1861.20	1917.04
ANNUAL	25,183	41,743	42,995	44,285	45,613	46,982	48,391	49,843
H13								
HOURLY	12.6957	21.0559	21.6876	22.3382	23.0084	23.6986	24.4096	25.1419
BIWEEKLY	1015.66	1684.47	1735.01	1787.06	1840.67	1895.89	1952.77	2011.35
ANNUAL	26,407	43,796	45,110	46,463	47,857	49,293	50,772	52,295
H14								
HOURLY	13.3143	22.0922	22.7550	23.4377	24.1408	24.8650	25.6110	26.3793
BIWEEKLY	1065.14	1767.38	1820.40	1875.01	1931.26	1989.20	2048.88	2110.34
ANNUAL	27,694	45,952	47,330	48,750	50,213	51,719	53,271	54,869
H15								
HOURLY	13.9637	23.1805	23.8759	24.5922	25.3299	26.0898	26.8725	27.6787
BIWEEKLY	1117.09	1854.44	1910.07	1967.37	2026.39	2087.19	2149.80	2214.30
ANNUAL	29,044	48,215	49,662	51,152	52,686	54,267	55,895	57,572
H16								
HOURLY	14.6457	24.3233	25.0530	25.8046	26.5787	27.3761	28.1973	29.0433
BIWEEKLY	1171.66	1945.86	2004.24	2064.36	2126.30	2190.08	2255.79	2323.46
ANNUAL	30,463	50,592	52,110	53,673	55,284	56,942	58,650	60,410
H17								
HOURLY	15.3615	25.5231	26.2888	27.0774	27.8897	28.7264	29.5882	30.4759
BIWEEKLY	1228.92	2041.85	2103.10	2166.19	2231.18	2298.11	2367.06	2438.07
ANNUAL	31,952	53,088	54,681	56,321	58,011	59,751	61,544	63,390
H18								
HOURLY	16.1136	26.7830	27.5865	28.4140	29.2665	30.1445	31.0488	31.9803
BIWEEKLY	1289.08	2142.64	2206.92	2273.12	2341.32	2411.56	2483.90	2558.42
ANNUAL	33,516	55,709	57,380	59,101	60,874	62,700	64,582	66,519

H19								
HOURLY	16.9027	28.1060	28.9491	29.8176	30.7121	31.6335	32.5825	33.5600
BIWEEKLY	1,352.22	2,248.48	2,315.93	2,385.41	2,456.97	2,530.68	2,606.60	2,684.80
ANNUAL	35,158	58,460	60,214	62,021	63,881	65,798	67,772	69,805
H20								
HOURLY	17.7316	29.4948	30.3797	31.2911	32.2298	33.1967	34.1926	35.2184
BIWEEKLY	1418.53	2359.59	2430.37	2503.29	2578.38	2655.74	2735.41	2817.47
ANNUAL	36,882	61,349	63,190	65,085	67,038	69,049	71,121	73,254
H21								
HOURLY	18.6015	30.9530	31.8816	32.8381	33.8232	34.8379	35.8830	36.9595
BIWEEKLY	1488.12	2476.24	2550.53	2627.05	2705.86	2787.03	2870.64	2956.76
ANNUAL	38,691	64,382	66,314	68,303	70,352	72,463	74,637	76,876
H22								
HOURLY	19.5154	32.4846	33.4592	34.4629	35.4968	36.5617	37.6586	38.7883
BIWEEKLY	1561.23	2598.77	2676.73	2757.04	2839.75	2924.94	3012.69	3103.07
ANNUAL	40,592	67,568	69,595	71,683	73,833	76,048	78,330	80,680
H23								
HOURLY	20.4750	34.0923	35.1151	36.1685	37.2536	38.3712	39.5223	40.7080
BIWEEKLY	1638.00	2727.38	2809.21	2893.48	2980.29	3069.69	3161.79	3256.64
ANNUAL	42,588	70,912	73,039	75,231	77,487	79,812	82,206	84,673
H24								
HOURLY	21.4822	35.7806	36.8540	37.9596	39.0984	40.2714	41.4795	42.7239
BIWEEKLY	1718.58	2862.45	2948.32	3036.77	3127.87	3221.71	3318.36	3417.91
ANNUAL	44,683	74,424	76,656	78,956	81,325	83,764	86,277	88,866
H25								
HOURLY	22.5403	37.5534	38.6800	39.8404	41.0356	42.2667	43.5347	44.8407
BIWEEKLY	1803.23	3004.27	3094.40	3187.23	3282.85	3381.33	3482.77	3587.26
ANNUAL	46,884	78,111	80,454	82,868	85,354	87,915	90,552	93,269
H26								
HOURLY	23.6506	39.4148	40.5972	41.8152	43.0696	44.3617	45.6926	47.0633
BIWEEKLY	1892.05	3153.18	3247.78	3345.21	3445.57	3548.94	3655.40	3765.07
ANNUAL	49,193	81,983	84,442	86,976	89,585	92,272	95,041	97,892

H27

HOURLY	24.8172	41.3691	42.6102	43.8885	45.2052	46.5613	47.9582	49.3969
BIWEEKLY	1985.37	3309.53	3408.82	3511.08	3616.41	3724.91	3836.65	3951.75
ANNUAL	51,620	86,048	88,629	91,288	94,027	96,848	99,753	102,746

The hourly rates are January 11, 2004 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE H – EFFECTIVE JANUARY 9, 2005
SCHEDULE OF PAY GRADES – FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES
PRINCE GEORGE’S COUNTY, MARYLAND

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H02								
HOURLY	7.6534	12.6022	12.9803	13.3697	13.7708	14.1839	14.6094	15.0477
BIWEEKLY	612.27	1008.18	1038.42	1069.58	1101.66	1134.71	1168.75	1203.82
ANNUAL	15,919	26,213	26,999	27,809	28,643	29,503	30,388	31,299
H03								
HOURLY	8.0195	13.2159	13.6123	14.0207	14.4413	14.8746	15.3208	15.7804
BIWEEKLY	641.56	1057.27	1088.99	1121.66	1155.31	1189.96	1225.66	1262.43
ANNUAL	16,681	27,489	28,314	29,163	30,038	30,939	31,867	32,823
H04								
HOURLY	8.4041	13.8600	14.2758	14.7041	15.1452	15.5996	16.0676	16.5496
BIWEEKLY	672.33	1108.80	1142.07	1176.33	1211.62	1247.97	1285.41	1323.97
ANNUAL	17,481	28,829	29,694	30,585	31,502	32,447	33,421	34,423
H05								
HOURLY	8.8077	14.5365	14.9726	15.4218	15.8845	16.3610	16.8518	17.3574
BIWEEKLY	704.61	1162.92	1197.81	1233.74	1270.76	1308.88	1348.15	1388.59
ANNUAL	18,320	30,236	31,143	32,077	33,040	34,031	35,052	36,103
H06								
HOURLY	9.2314	15.2468	15.7042	16.1754	16.6606	17.1604	17.6753	18.2055
BIWEEKLY	738.51	1219.75	1256.34	1294.03	1332.85	1372.84	1414.02	1456.44
ANNUAL	19,201	31,713	32,665	33,645	34,654	35,694	36,765	37,867
H07								
HOURLY	9.6760	15.9922	16.4719	16.9661	17.4751	17.9993	18.5393	19.0955
BIWEEKLY	774.08	1279.37	1317.75	1357.29	1398.01	1439.95	1483.14	1527.64
ANNUAL	20,126	33,264	34,262	35,289	36,348	37,439	38,562	39,719
H08								
HOURLY	10.1434	16.7753	17.2786	17.7970	18.3309	18.8808	19.4472	20.0306
BIWEEKLY	811.47	1342.03	1382.29	1423.76	1466.47	1510.46	1555.78	1602.45
ANNUAL	21,098	34,893	35,940	37,018	38,128	39,272	40,450	41,664
H09								
HOURLY	10.6341	17.5977	18.1256	18.6694	19.2295	19.8064	20.4006	21.0126
BIWEEKLY	850.73	1407.82	1450.05	1493.55	1538.36	1584.51	1632.05	1681.01
ANNUAL	22,119	36,603	37,701	38,832	39,997	41,197	42,433	43,706

H10								
HOURLY	11.1494	18.4611	19.0149	19.5853	20.1729	20.7781	21.4014	22.0435
BIWEEKLY	891.95	1476.88	1521.19	1566.83	1613.83	1662.25	1712.11	1763.48
ANNUAL	23,191	38,399	39,551	40,737	41,960	43,218	44,515	45,850
H11								
HOURLY	11.6902	19.3680	19.9490	20.5475	21.1639	21.7988	22.4528	23.1264
BIWEEKLY	935.21	1549.44	1595.92	1643.80	1693.11	1743.91	1796.22	1850.11
ANNUAL	24,316	40,285	41,494	42,739	44,021	45,342	46,702	48,103
H12								
HOURLY	12.2583	20.3195	20.9290	21.5569	22.2036	22.8697	23.5558	24.2625
BIWEEKLY	980.67	1625.56	1674.32	1724.55	1776.29	1829.58	1884.47	1941.00
ANNUAL	25,497	42,264	43,532	44,838	46,184	47,569	48,996	50,466
H13								
HOURLY	12.8544	21.3191	21.9587	22.6174	23.2960	23.9948	24.7147	25.4561
BIWEEKLY	1028.35	1705.53	1756.69	1809.40	1863.68	1919.59	1977.18	2036.49
ANNUAL	26,737	44,344	45,674	47,044	48,456	49,909	51,407	52,949
H14								
HOURLY	13.4807	22.3684	23.0394	23.7306	24.4426	25.1758	25.9311	26.7090
BIWEEKLY	1078.46	1789.47	1843.16	1898.45	1955.40	2014.07	2074.49	2136.72
ANNUAL	28,040	46,526	47,922	49,360	50,841	52,366	53,937	55,555
H15								
HOURLY	14.1382	23.4702	24.1743	24.8996	25.6466	26.4160	27.2084	28.0247
BIWEEKLY	1131.06	1877.62	1933.95	1991.97	2051.72	2113.28	2176.67	2241.97
ANNUAL	29,407	48,818	50,283	51,791	53,345	54,945	56,594	58,291
H16								
HOURLY	14.8288	24.6273	25.3661	26.1271	26.9109	27.7183	28.5498	29.4063
BIWEEKLY	1186.30	1970.18	2029.29	2090.17	2152.87	2217.46	2283.98	2352.50
ANNUAL	30,844	51,225	52,762	54,344	55,975	57,654	59,384	61,165
H17								
HOURLY	15.5535	25.8421	26.6174	27.4159	28.2384	29.0855	29.9581	30.8568
BIWEEKLY	1244.28	2067.37	2129.39	2193.27	2259.07	2326.84	2396.65	2468.55
ANNUAL	32,351	53,752	55,364	57,025	58,736	60,498	62,313	64,182
H18								
HOURLY	16.3150	27.1178	27.9313	28.7692	29.6323	30.5213	31.4369	32.3800
BIWEEKLY	1305.20	2169.42	2234.50	2301.54	2370.58	2441.70	2514.95	2590.40
ANNUAL	33,935	56,405	58,097	59,840	61,635	63,484	65,389	67,350

H19								
HOURLY	17.1140	28.4573	29.3110	30.1903	31.0961	32.0289	32.9898	33.9795
BIWEEKLY	1369.12	2276.58	2344.88	2415.23	2487.68	2562.31	2639.18	2718.36
ANNUAL	35,597	59,191	60,967	62,796	64,680	66,620	68,619	70,677
H20								
HOURLY	17.9533	29.8635	30.7594	31.6822	32.6327	33.6117	34.6200	35.6586
BIWEEKLY	1436.26	2389.08	2460.75	2534.58	2610.61	2688.93	2769.60	2852.69
ANNUAL	37,343	62,116	63,980	65,899	67,876	69,912	72,010	74,170
H21								
HOURLY	18.8340	31.3399	32.2801	33.2485	34.2460	35.2734	36.3316	37.4215
BIWEEKLY	1506.72	2507.20	2582.41	2659.88	2739.68	2821.87	2906.53	2993.72
ANNUAL	39,175	65,187	67,143	69,157	71,232	73,369	75,570	77,837
H22								
HOURLY	19.7593	32.8907	33.8774	34.8937	35.9405	37.0188	38.1293	39.2732
BIWEEKLY	1580.75	2631.25	2710.19	2791.50	2875.24	2961.50	3050.35	3141.86
ANNUAL	41,099	68,413	70,465	72,579	74,756	76,999	79,309	81,688
H23								
HOURLY	20.7309	34.5185	35.5540	36.6206	37.7192	38.8508	40.0163	41.2168
BIWEEKLY	1658.47	2761.48	2844.32	2929.65	3017.54	3108.07	3201.31	3297.35
ANNUAL	43,120	71,798	73,952	76,171	78,456	80,810	83,234	85,731
H24								
HOURLY	21.7507	36.2279	37.3147	38.4341	39.5872	40.7748	41.9980	43.2580
BIWEEKLY	1740.06	2898.23	2985.18	3074.73	3166.97	3261.98	3359.84	3460.64
ANNUAL	45,241	75,354	77,615	79,943	82,341	84,812	87,356	89,977
H25								
HOURLY	22.8221	38.0228	39.1635	40.3384	41.5486	42.7950	44.0789	45.4012
BIWEEKLY	1825.77	3041.82	3133.08	3227.07	3323.88	3423.60	3526.31	3632.10
ANNUAL	47,470	79,087	81,460	83,904	86,421	89,014	91,684	94,435
H26								
HOURLY	23.9463	39.9075	41.1047	42.3379	43.6080	44.9162	46.2637	47.6516
BIWEEKLY	1915.70	3192.60	3288.38	3387.03	3488.64	3593.30	3701.10	3812.13
ANNUAL	49,808	83,008	85,498	88,063	90,705	93,426	96,229	99,115

H27

HOURLY	25.1274	41.8863	43.1428	44.4371	45.7702	47.1433	48.5576	50.0144
BIWEEKLY	2010.19	3350.90	3451.43	3554.97	3661.62	3771.47	3884.61	4001.15
ANNUAL	52,265	87,123	89,737	92,429	95,202	98,058	101,000	104,030

The hourly rates are July 14, 2004 rates multiplied by 101.25%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.