

SETTLEMENT SUMMARY

POLICE CIVILIAN EMPLOYEES ASSOCIATION AND PRINCE GEORGE'S COUNTY, MARYLAND

FISCAL YEARS 2025 & 2026

The following is a complete summary of modifications to the wages and benefits agreed to by the Prince George's County Police Civilians Employees Association ("Union") and Prince George's County, Maryland ("County"), which are included in the parties new collective bargaining agreement ("CBA"). This CBA is effective for Fiscal Years 2025 and 2026 and covers civilian employees within the Police Department, Department of the Environment and the Office of Homeland Security. For easy reference, the Article and Section(s) within the new CBA where each modification appears is identified.

ARTICLE 4 -- CAREER ADVANCEMENT

Section 4.1 Filling Vacancies

A. 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. Except as defined in Section 4.4, whenever a vacancy occurs, and the County elects, in its discretion, to fill the vacancy through the competitive process, the County will notify the PCEA President five (5) days in advance and then 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~~ **electronically posting via County email**. Any employee covered by this Agreement may apply for any vacancy as defined in this Section 4.1. Except as defined in Section 4.4, 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.

Section 4.4 Emergency Dispatcher III (ED III), Emergency Call Taker III (ECT III), and Public Safety Emergency Shift Supervisor (Shift Supervisor) and Public Safety Communications Operations Supervisor (Assistant Operations Manager) vacancies in Public Safety Communications (PSC)

A. **1.** A promotional process for Emergency Dispatcher III and Emergency Call Taker III will be held in the spring of each even numbered year. ~~A promotional process for Public Safety Emergency Shift Supervisor will be held in the spring of each odd numbered year.~~ Following the completion of the promotional process, the County shall establish ~~an~~ **promotion** eligibility registers for promotion to Emergency Dispatcher III, **and** Emergency Call Taker III ~~and Public Safety Emergency Shift Supervisor~~, which will become effective ~~no later than~~ July 1st of that year and shall be in effect for a two-year period.

2. A promotional process for Public Safety Emergency Shift Supervisor will be held in the spring of each odd numbered year. Following the completion of the promotional process, the County shall establish promotion eligibility registers for promotion to Public Safety Emergency Shift Supervisor, which will become effective July 1st of that year and be in effect for a two-year period.

3. Beginning July 2024, the promotional process for Public Safety Communications Operations Supervisor (Assistant Operations Manager) will be held in the fall of each even numbered year. Following the completion of the promotional process, the County shall establish promotion eligibility registers for promotion to Public Safety Communications Operations Supervisor (Assistant Operations Manager), which will become effective November 1st of that year and shall be in effect for a two-year period.

4. Should an individual Emergency Dispatcher III, Emergency Call Taker III, ~~or~~ Emergency Shift Supervisor **or Public Safety Communications Operations Supervisor (Assistant Operations Manager)** register be exhausted more than six months in advance of the end of the two-year period, the agency may request the individual announcement be reissued. When the agency elects this option, any promotional list generated pursuant to a reissued promotional announcement shall expire at the end of the original two-year period, and a new promotional announcement issued.

A. B. A promotional announcement will be electronically mailed to all PSC personnel and to the PCEA President at least thirty (30) days in advance of the spring promotional process closing date.

B. C. Applications to participate in the promotional processes shall be filed electronically with the Office of Human Resources Management.

C. D. Applicants deemed eligible by the Office of Human Resources Management will be provided with the list of promotional study material at least thirty (30) days in advance of the promotional process date.

D. E. Upon completion of the testing process, applicants shall be provided with their numerical score and rank as compared to other applicants who completed the testing process. A confidential list of the applicants who completed the testing process, along with their scores, shall be provided to the PCEA President. The PCEA President is prohibited from disclosing this list to union members or employees.

E. F. Only PSC personnel who are on the ED III, ECT III and Shift Supervisor eligibility register shall be eligible and considered for promotion to fill those permanent vacancies and to fill in as needed in an acting capacity during temporary absences.

- Section 4.1 was updated to reflect current practices.
- Section 4.4 was modified to include an additional position and modify the timing of the promotional process for those positions indicated. The paragraph lettering was also changed to align appropriately.

ARTICLE 6 -- PERSONNEL FILES AND PERSONAL INFORMATION DOCUMENT

Section 6.1 Personnel Files

C. Expungement. **At the employees' written request, the Employer agrees to remove derogatory disciplinary information three (3) years old or older from the employee's personnel file, excluding disciplinary suspensions / forfeitures of annual leave of ten (10) days or greater (including demotions) or discipline for related offenses occurring during the three (3) years if requested to do so by the employee in writing. Determinations of whether information is derogatory shall be made by the DCAO for Government Operations and/or designee, in consultation with the County Attorney's Office (Office of Law). Employees may challenge the DCAO's determination that a particular record was not derogatory through the**

grievance and arbitration procedures. The PCEA shall have the burden of proof and the standard of proof shall be the “clear and convincing” standard.

D. Further, at the employee's written request, records of discipline up to a three (3) day suspension, or its equivalent, will be removed from an employee's personnel file eighteen (18) months after the discipline is administered so long as the employee has not been disciplined for a related offense during the eighteen (18) month period.

E. Copies of information removed from an employee’s personnel file per this section will, nevertheless, be maintained in a litigation file by the County Attorney’s Office (Office of Law) for purposes of arbitrations as well as federal, state and local administrative or judicial matters, until such records are destroyed pursuant to the County’s record retention schedule on file with the Maryland State Archives. Police Department and Office of Homeland Security personnel, as applicable, are prohibited from considering any information contained in the litigation file when taking or considering employment actions affecting unit employees.

Section 6.2 Copies of Personal Information Document

The Employer will provide each employee covered by this Agreement with a copy of any processed Personal Information Document (PID) form or its equivalent, which is placed in his/her personnel file. In addition, where individually processed PID forms are involved - as distinguished from group processed PIDs (for example, those resulting from a cost of living increase) - the Police Department, DoE and the Office of Homeland Security will distribute the employee copy of the PID ~~folded and stapled~~ **electronically via email.**

- Section 6.1 modifies the terms and processes by which information may be expunged and/or removed from a Personnel File and adds a provision for information to be maintained by the Office of Law for certain purposes.
- Section 6.2 updates language to reflect current practices.

ARTICLE 9 -- GRIEVANCE AND ARBITRATION PROCEDURE

Section 9.3 Grievance Procedure

A. Grievances shall be presented and adjusted in the following manner:

3. Step 3. If the grievance has not been settled at Step 2 and within ten (10) days of the issuance of the Step 2 decision, the grievance may be moved to Step 4, or a written appeal, signed by the aggrieved employee and the PCEA President, or employee’s PCEA delegate or a member of the PCEA Grievance Committee designated by the President of PCEA, may be filed with the ~~Chief Labor Negotiator~~ **Hearing Officer** (or designee). Upon receipt of the appeal, a meeting will be held within fifteen (15) days. The ~~Chief Labor Negotiator~~ **Hearing Officer** (or designee) shall meet with the employee, the PCEA President and the employee's accredited PCEA delegate or member of the PCEA Grievance Committee in the absence of the delegate, and render a decision in writing no later than ten (10) days after the meeting. The Chief of Police, Director of DoE or the Director of Homeland Security shall designate a representative to present the Department’s position. The ten (10) day period will be extended by up to ten (10) more days if further investigation is required. The Union will be notified if such an extension is required.

Section 9.4 General Provisions

A. Appropriate ~~The~~ PCEA officials **President and Grievance Chair** shall be given copies of all ~~answers~~ **responses** to grievances hereunder.

E. Grievances arising as a result of disputes concerning the meaning, interpretation or application of this Agreement, or of a claimed violation, misinterpretation or misapplication of Police Department, DoE or the Office of Homeland Security rules or regulations affecting terms and conditions of employment or a disciplinary action greater than a written reprimand, shall be subject to Step 4, arbitration. The following provisions of the Personnel Law for Prince George's County are also subject to arbitration: 1. Prohibited ~~Personnel~~ **Human Resources** Practices (Section ~~16-110.1~~ **16-235**); 2. Attendance (Division 2); 3. Performance (Division 11); 4. Disability Separation (Section 16-189); and, 5. Leave (Division 17).

- Section 9.3, paragraph A.3 was modified to update language to reflect current practices.
- Section 9.4 paragraph A provides specifically for PCEA members who will receive grievance responses and paragraph E updates the language for accuracy.

ARTICLE 10 -- WAGES AND BENEFITS

Section 10.1 Wages

A. Cost of Living Increases

Fiscal Year 2025 – Effective January 26, 2025, employees covered by this Agreement will receive a one and one-half percent (1.5%) Cost of Living Adjustment.

Fiscal Year 2026 – Effective April 5, 2026, employees covered by this Agreement will receive a two percent (2%) Cost of Living Adjustment.

B. Anniversary Increases

Employees covered by this agreement who are otherwise eligible to receive a regular 3.5% merit increase during Fiscal Year 2025 shall receive that merit step on their original hire/rehire date during FY 2025 (July 1, 2024 – June 30, 2025).

Employees covered by this agreement who are otherwise eligible to receive a regular 3.5% merit increase during Fiscal Year 2026 shall receive that merit step on their original hire/rehire date during FY 2026 (July 1, 2025 – June 30, 2026).

- This Section was modified to provide for COLAs and merit increases for both fiscal years.

Section 10.2 Shift Differentials

A. First Shift.

Effective July 1, 2001, a shift differential of two dollars and fifteen cents (\$2.15) per hour shall be paid for all time worked on the first (1st) shift (i.e., the night shift, 2300 hours to 0700 hours) to each employee specifically assigned to work the first (1st) shift. Effective the first full pay period beginning on or after July 1, 2015, the first shift differential shall be increased to two dollars and

sixty cents (\$2.60) per hour. **Effective the first full pay period beginning on or after July 1, 2024, the first shift differential shall be increased to three dollars (\$3.00) per hour.**

B. Third Shift.

Effective July 1, 2001, a shift differential of one dollar and seventy-five cents (\$1.75) per hour shall be paid for all time worked on the third (3rd) shift (i.e., 1500 hours to 2300 hours) to each employee specifically assigned to the third (3rd) shift. Effective the first full pay period beginning on or after July 1, 2015, the third shift differential shall be increased to two dollars and twenty cents (\$2.20) per hour. **Effective the first full pay period beginning on or after July 1, 2024, the third shift differential shall be increased to two dollars and fifty cents (\$2.50) per hour.**

- This Section was modified to provide an increase to the shift differentials from \$2.60 to \$3.00 per hour for the first shift and from \$2.20 to \$2.50 per hour for the third shift .

Section 10.6 Acting Pay

A. 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 ten (10) consecutive days or more (including scheduled days off, approved holidays, approved sick leave of two (2) days or less, and approved emergency annual leave, but excluding time for which an employee is otherwise on leave status), he/she shall be paid at the rate of ten percent (10%) or the minimum starting salary in the grade of the acting position, whichever is greater, retroactive to the first (1st) day in the acting capacity and he/she shall continue to be paid that rate until relieved of the position. With regard to employees who are receiving acting pay in excess of this amount as of May 1, 2005, the following agreement applies: Employees who were in an acting capacity receiving acting pay as of May 1, 2005, will continue to receive the same percentage of acting as they were receiving as of said date, until relieved of the acting detail of said position. The employer will not replace the employee receiving acting pay with another employee for the purpose of reducing the amount of acting pay. An employee shall begin to receive payment for such service within sixty (60) days after the date the employee becomes eligible for acting pay. **Effective July 1, 2024, notwithstanding anything in this paragraph to the contrary, personnel who serve in an acting capacity as a P16 Public Safety Emergency Dispatcher I while they are participating in the OHS/PSC Dispatcher Apprenticeship Program shall receive a five percent (5%) salary increase.**

- This Section was modified to provide a five percent (5%) salary increase to employees who are in an acting capacity as a Public Safety Emergency Dispatcher I while participating in the OHS/PSC Dispatcher Apprenticeship Program.

Section 10.7 Standby Compensation

A. ~~Effective July 1, 2005,~~ Crime Scene Investigators, Crime Scene Investigator Supervisors, RAFIS (Fingerprint Specialists), Armorers, **Civilian Helicopter Pilots** and employees in the Records Department will be compensated at the rate of twelve and one-half percent (12.5%) of the employee's base hourly straight time rate, for all hours they are required by the Police Department to standby. An employee called back to work will lose standby compensation for eight (8) hours.

- This Section was modified to include Civilian Helicopter Pilots to be compensated for hours they are on Standby.

Section 10.9 TEC Pay

D. Crime Scene Investigators, Forensic Latent Print Examiners and Police Evidence Technicians. Crime Scene Investigators, Forensic Latent Print Examiners and Police Evidence Technicians who have specialized knowledge or training above and beyond their regular requirements, shall receive specialization pay of \$750.00 per year. Specialization pay shall be given to all eligible Crime Scene Investigators, Forensic Latent Print Examiners and Police Evidence Technicians who have successfully completed a specialized course of study in, have been qualified in any court of law as an expert in, or have been certified by the International Association for Identification (“IAI”). The following disciplines shall be recognized: (i) blood spatter analysis, (ii) shooting incident reconstruction, (iii) footwear pattern analysis, (iv) video analysis, (v) MPTC certification train the trainer, (vi) IAI certification in crime scene investigation, analysis or reconstruction, (vii) BERLA-IVE, (viii) clandestine grave investigation and reconstruction **(ix) forensic art, video, or photography, (x) DNA, and/or (xi) tenprint fingerprint**. Specialization pay is limited to two (2) certifications for a maximum of \$1,500.00 per year. The annual specialization pay pursuant to this Section shall be paid in two installments, one in the pay period including July 1 and one in the pay period including January 1.

- This Section was modified in paragraph D to include certain classes of work and additional disciplines that are eligible to receive Specialization pay.

Section 10.11 Work Schedule

~~C. There will be established a Joint Study Committee, composed of equal numbers of representatives named by the County and PCEA, not to exceed a total of three (3) from each party, to study the subject of alternate work schedules (e.g., flex time, modified workweeks) for employees covered by this Agreement. PCEA members of the Committee shall be granted reasonable time off with pay from their regularly assigned positions to attend Committee meetings and perform designated Committee work. Such time off shall not be deducted from the leave bank referred to in Article 2, Section 2.3 G. The Committee shall report its findings and recommendations to the Chief of Police, the Director of DoE and the Director of Homeland Security, as appropriate, in writing. The Chief of Police, the Director of DoE and the Director of Homeland Security, as appropriate, shall consult with the PCEA President concerning the Committee's report.~~

Administrative Procedure 226 sets forth the County's Telework Arrangement Program (TAP) Policy, and Personnel Procedure 229 addresses Alternate Work Schedules. These procedures apply to employees working in the Police Department and Office of Homeland Security. Employees can request either a telework arrangement or alternate work schedule pursuant to the terms of these procedures. Such requests shall be addressed in the manner provided for in Administrative Procedure 226 and Personnel Procedure 229, as applicable.

- This Section was updated to delete outdated language in paragraph C and add the provisions by which employees can request telework or alternative work schedules.

Section 10.23 Joint Study Committees

~~A. A joint study committee of three members named by the County and three members named by PCEA will be established to study and determine the effectiveness and impact of various proposed shift plans and alternate schedules. The study will begin on September 1, 2017. A report of the committee's findings and recommendations will be submitted to the vendor contracted to~~

~~perform a Staffing Analysis for the 9-1-1 dispatch function within the Office of Homeland Security/Public Safety Communications for consideration in the Vendor's study. In addition, the President of the PCEA, the Deputy Director of Public Safety, and the Director of Homeland Security will receive a copy of the committee's report. Action items agreed upon by all committee members, and certified to be cost neutral by OMB, will be memorialized in a side letter. Neither side gives up its right to submit the items to negotiations during collective bargaining.~~

~~B. — A joint study committee of three members named by the County and three members named by PCEA will be established to review the issue of critical incident stress management (CISM). The Study will begin in October 2017. Part of the Committee's task will be to review and analyze the CISM practices and policies of similar jurisdictions in the Washington Metropolitan region for jobs and classifications represented by PCEA. Action items agreed upon by all committee members, and certified to be cost neutral by OMB, will be memorialized in a side letter. Neither side gives up its right to submit the items to negotiations during collective bargaining.~~

~~C. — A joint study committee of three members named by the County and three members named by PCEA will be established to study and determine the feasibility of instituting a cross training program within Public Safety Communications. The study will begin in September 2017 and a report of the committee's findings and recommendations will be submitted to the vendor contracted to perform a Staffing Analysis for the 9-1-1 dispatch function within the Office of Homeland Security/Public Safety Communications. The recommendations will be submitted for consideration in the Vendor's study. In addition, the President of the PCEA, the Deputy Director of Public Safety, and the Director of Homeland Security will receive a copy of the committee's report. Action items agreed upon by all committee members, and certified to be cost neutral by OMB will be memorialized in a side letter. Neither side gives up its right to submit the items to negotiations during collective bargaining.~~

Section 10.24 23 Police Civilian Supervisor Training

Bargaining Unit Employees in the Police Department who are promoted to a supervisory position shall be mandated to attend supervisor training provided to police supervisors. This training will take place within six (6) months of being promoted.

➤ Section 10.23 was deleted in its entirety because the language was outdated. The next section was renumbered for continuity.

ARTICLE 11 -- SUPPLEMENTAL RETIREMENT BENEFIT

L. Hold Harmless

For any employee covered by this Agreement who retires during the period from July 1, ~~2022~~ **2024**, through June 30, ~~2024~~ **2026**, "Average Annual Compensation" as that term is defined in paragraph F. (Definitions), above, will be calculated as if the employee had received the step increase(s), if any, the employee would otherwise have been eligible to receive during the period covering FY96 and FY97 but for the deferral of such step increases in those years.

In addition, any employee covered by this Agreement who retires during the period beginning with the effective date of the legislation enacting this provision through June 30, ~~2024~~ **2026**, "Average Annual Compensation" as that term is defined in paragraph F. (Definitions), above, will be calculated as if the employee had received the step increase(s), if any, the employee would otherwise have been eligible to receive during the period covering Fiscal Year 2010, Fiscal Year

2011, Fiscal Year 2012, Fiscal Year 2013, Fiscal Year 2016, ~~and~~ Fiscal Year 2017, ~~and~~ Fiscal Year 2018.

➤ Paragraph L is amended to reflect current dates of the Agreement.

ARTICLE 12 -- LEAVE

Section 12.2 Annual Leave Policy

B. **1.** Employees in the bargaining unit who receive better than “Satisfactory” on their annual performance evaluation shall receive an award of up to twenty-four (24) hours of annual leave as follows: 24 hours for the employee’s second straight “Outstanding” rating on annual PPAs; 16 hours for an “Outstanding” rating on their current annual PPA; and 8 hours for “Exceeds Satisfactory” on their current annual PPA. In addition, Employees who have received two straight “Exceeds Satisfactory” (or better) ratings on the past two PPAs and have not received any sustained disciplinary action at the Written Reprimand level or above in the past two evaluation periods shall receive a Good Conduct Award of sixteen (16) hours of annual leave. **Leave awards provided pursuant to this paragraph accrued from November 15 to December 31 of a calendar year shall be credited to the employee’s leave balance in January of the following calendar year.**

2. **Between November 1 and November 15 of each calendar year eligible employees shall be entitled to request and receive pay at the employee’s regular rate of pay for up to eighty (80) hours of unencumbered annual leave accrued after calendar year 1995. Payment for this accrued leave shall be made in December of that calendar year. To be eligible, an employee must (a) have at least three hundred and sixty (360) hours of remaining unencumbered accrued annual leave after the payment is made and (b) have utilized less than ten (10) workdays of sick leave during the preceding fiscal year, not including the use of FMLA-related sick leave. This program of paying for annual leave shall terminate effective June 30, 2026.**

Section 12.9 Bereavement Leave

A. In the event of the death of an employee's spouse, child **(to include stepchild)**, parent (to include a step parent), or sibling, the employee may take up to ~~four (4)~~ **seven (7)** working days leave for bereavement. The first three (3) leave days will be administrative leave days and the other days will be charged to the employee's accumulated sick leave, annual leave or leave without pay.

B. In the event of the death of an employee's ~~stepchild~~, grandparent, grandchild, brother- or sister-in-law, mother- or father-in-law, or son- or daughter-in-law, or any member of the employee's household the employee may take up to ~~four (4)~~ **five (5)** working days leave for bereavement. The first leave day will be an administrative leave day, and the other day or days will be charged to the employee's accumulated sick leave, annual leave or leave without pay.

- Section 12.2 paragraph B 2. was added to enable eligible employees to receive pay for a certain amount of unencumbered annual leave under certain conditions.
- Section 12.9 moves stepchild from paragraph B to A and increases the amount of working days an employee may take for bereavement purposes.

ARTICLE 13 -- CLOTHING AND MAINTENANCE ALLOWANCE

Section 13.1 Police Evidence Technicians/Crime Scene Investigators/Police Evidence Technician Supervisors (Administrative Assistants)/Forensic Latent Print Examiners/Property Clerks/Television Studio Personnel (Audio Visual Specialists)/Supply Technicians/Firearms Instructors

A. ~~Effective July 1, 2003, †~~The Employer shall also provide an annual maintenance allowance of ~~six hundred twenty five dollars (\$625.00)~~ seven hundred fifty dollars (\$750.00) for Evidence Technician/Crime Scene Investigator, **Forensic Latent Print Examiners** and Evidence Technician Supervisors. ~~Effective July 1, 2004, this allowance will increase to six hundred fifty dollars (\$650.00). Effective July 1, 2022, this allowance will increase to seven hundred fifty dollars (\$750.00).~~ The Employer also agrees to furnish one (1) pair of coveralls for Property Clerks working in Vehicle Services.

E. Effective July 1, 2012, the Employer will furnish an annual clothing maintenance allowance of three hundred dollars (\$300.00) for Firearms Instructors, Armorer and Supply Technicians. Effective July 1, 2015, this allowance will increase to three hundred fifty dollars (\$350.00). Effective July 1, 2022, this allowance will increase to four hundred fifty dollars (\$450.00). **By January 1, 2025, or at the time of hire for employees hired after that date, all Firearms Instructors, Armorers and Supply Technicians shall be initially issued two (2) pair of pants and four (4) shirts. Thereafter, Firearms Instructors, Armorers and Supply Technicians shall use the annual clothing maintenance allowance of four hundred fifty dollars (\$450.00) to replace the issued pants and shirts.**

G. The Employer agrees to provide bullet proof vests, **including one outer vest carrier**, to each Evidence Technician/Crime Scene Investigator and Firearms Examiner and to replace such vests in accordance with the manufacturer's specifications. **Except otherwise instructed by management, employees shall be permitted to wear an outer vest when dispatched to a crime scene.**

Section 13.4 Headsets

A. ~~— To defray the cost of maintaining and/or replacing custom made earpieces, the County will provide an annual fifty dollar (\$50.00) earpiece allowance to all employees who are required to use headsets in the performance of their duty.~~

B. ~~— The County will provide repairs and issue temporary replacements for broken or defective issued headsets.~~

C. ~~— The parties agree that Section 13.4A and 13.4B will be discontinued after FY 2018.~~

Every other calendar year the County will reimburse no more than six (6) Firearms Instructors/Armorers up to Seventy-five Dollars (\$75.00) for inner-ear protection meeting minimum industry standards. Reimbursement will require satisfactory proof of purchase.

- Section 13.1 paragraph A was modified to add certain employees to receive the annual maintenance allowance, paragraph E provides for the initial issuance of articles of clothing to certain employees who will subsequently receive the allowance to replace the articles of clothing and paragraph G adds an outer vest carrier and permission to wear an outer vest under certain circumstances.

- Section 13.4 provides reimbursement terms for inner-ear protection to meet industry standards.

ARTICLE 19 -- PUBLICATION OF AGREEMENT

The Employer, at its expense, agrees to **(1)** publish this Agreement in convenient form **an electronic format available to employees on County internet sites** and **(2) to print and distribute one (1) copy to each employee and six (6) fifty (50) booklet** copies to PCEA. The Employer further agrees to provide each new employee with a copy of this Agreement at the time of hiring. In addition, provide that PCEA will be notified when printed contracts are available for pick up. County will print one hundred fifty (150) copies in excess of current bargaining unit membership at the expense of the PCEA. **Current and future employees will be permitted to print off one (1) copy of the Agreement for their personal use.**

- This provides the terms of publication of the contract.

ARTICLE 20 - DURATION

- A. This Agreement shall become effective on July 1, ~~2022~~ **2024**, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, ~~2024~~ **2026**.
- B. This Agreement shall be automatically renewed from year to year after June 30, ~~2024~~ **2026**, unless either party shall notify the other in writing no later than October 1, ~~2023~~ **2025** (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.

- This provides the current years for the effective date of the Agreement and the timeframe for renewal.