

SETTLEMENT SUMMARY

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

FISCAL YEARS 2023 & 2024

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 2023 and 2024 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 10 -- WAGES AND BENEFITS

Section 10.1 Wages

A. Cost of Living Increases

FY 2023 -- Employees covered by this agreement will receive a 3.00% cost of living adjustment effective the first full pay period in January 2023.

FY 2024 -- Employees covered by this agreement will receive a 3.00% cost of living adjustment effective the first full pay period in January 2024.

B. Anniversary Increases

Employees covered by this agreement who are otherwise eligible to receive a merit increase during Fiscal Year 2023 shall receive that merit step on their original hire date during FY 2023 (July 1, 2022 – June 30, 2023).

Employees covered by this agreement who are otherwise eligible to receive a merit increase during Fiscal Year 2024 shall receive that merit step on their original hire date during FY 2024 (July 1, 2023 – June 30, 2024).

C. Uniform Wage Scale

Fiscal Year 2023

Effective July 1, 2022, Salary Schedule P will be adjusted at P05 to reflect the County minimum wage of \$12.50 per hour. The maximum and minimum salary at all other grades will be adjusted accordingly.

Effective July 1, 2022, the maximum pay rates will be increased by three and one-half percent (3.5%).

Fiscal Year 2024

Effective July 1, 2023, the maximum pay rates will be increased by three and one-half percent (3.5%).

- This Section was modified to provide for COLAs, merits, maximum wage scale increases and an adjustment to the Salary Schedule to reflect the current minimum wage rate.

Section 10.7 Standby Compensation

B. Effective July 1, ~~2007~~ **2022**, standby pay will be limited in the Office of Homeland Security (Public Safety Communications) to **the following: Systems Analyst I/II and Communications Specialist I/II and Communications Specialist III**. ~~Eligible employees in the Department of Environmental Resources will be included. Employees who are on standby (and thus entitled to the 12.5% standby compensation) shall receive notification of when they will be on standby a minimum of twenty one days in advance. However, the parties also recognize that under emergency situations or unexpected circumstances, twenty one (21) days' notice will not be provided. Eligible OHS/PSC employees 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 assigned to a standby roster. An employee called back to work at an assigned work location in person who receives Call Back Pay pursuant to Section 10.5 will lose standby compensation for eight (8) hours.~~

C. Standby pay shall be limited to personnel within the above classes of work who are assigned to standby rosters issued via email within the provisions of this Section. **Employees who are on standby (and thus entitled to the 12.5% standby compensation) shall receive notification of when they will be on standby a minimum of twenty-one (21) days in advance. However, the parties also recognize that under emergency situations or unexpected circumstances, twenty-one (21) days' notice will not be provided.**

- This Section was modified to specify eligible classes of work that can receive standby pay compensation and notice provisions.

Section 10.9 TEC Pay

A. Effective July 1, 2018, employees who are assigned to provide on the job training (which is designed to be at least five (5) days or more in duration) for employees will receive a payment of two and a half dollars (\$2.50) per hour. Effective July 1, 2019, the payment will increase to three dollars (\$3.00) per hour. **Effective July 1, 2022, the payment will increase to four dollars (\$4.00) per hour. Effective January 1, 2024, the payment will increase to five dollars (\$5.00) per hour.**

B. The County, with the participation of the PCEA, will develop testing procedures to measure an employee's conversational proficiency in selected languages other than English. An employee who passes such test will be certified as an interpreter in the language tested and will be assigned to interpret that language as part of his/her job duties. Effective July 1, 2007, employees will receive a lump sum payment of one thousand three hundred fifty dollars (\$1,350.00) per year beginning within thirty (30) days following their certification. On July 1, 2008, this amount will be increased to one thousand four hundred dollars (\$1,400.00). **Effective July 1, 2022, this amount will be increased to one thousand six hundred dollars (\$1,600.00).** Interpreter pay will be prorated the first year applicable based on when the employee is certified. Beginning July 1, 2012, those employees already certified prior to the beginning of the new fiscal year, will receive

their TEC pay in the first full pay period in July of that new fiscal year. **Effective July 1, 2022, sign language shall be one of the qualifying languages for interpreter pay pursuant to this Section.** ~~Four (4) employees certified in sign language, as selected by the Chief of Police, will also receive a lump sum payment of five hundred twenty dollars (\$520.00) per year beginning within thirty (30) days following verification of such certification.~~

D. **Crime Scene Investigators.** Crime Scene Investigators 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 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,** and/or **(viii) clandestine grave investigation and reconstruction.** 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.

E. **Hazardous Materials Pay.** **Effective July 1, 2022, eligible employees who, as part of their regular duties, handle, collect, examine, transport, or process hazardous or dangerous materials or chemicals shall receive premium pay upon assumption of such duties, and yearly thereafter, as follows: \$750.00 for Crime Scene Investigator, Drug Lab Examiners, DNA Lab Examiners, Latent Fingerprint Examiners, and Firearms Examiners.**

F. **Effective July 1, 2022, eligible PSC employees who satisfactorily complete established probationary periods and maintain International Academy of Emergency Dispatch (IAED) Emergency Police Dispatch Quality Assurance (EPD-Q), Emergency Fire Dispatch Quality Assurance (EFD-Q), or Emergency Medical Dispatch Quality Assurance (EMD-Q) certifications and use the certification(s) to complete at least a total of twenty-five (25) IAED quality assurance reviews per year towards the employee’s certified discipline(s) shall receive \$750.00 in annual certification pay, unless maintenance of the EPD-Q, EFD-Q or EMD-Q certification is part of the classification specification minimum qualifications for his or her position. An employee with more than one Q certification shall be entitled to the certification pay if he or she performs 25 IAED quality assurance reviews in one of his or her disciplines, but shall not be entitled to an additional certification pay if he or she performs an additional 25 quality assurance reviews in a second or third discipline. Payment will be made the first pay period in July of each year to eligible employees for the previous year’s compliance. Employees must provide proof of all certifications and compliance with requirements.**

G. **Effective July 1, 2022, civilian helicopter pilots who are members of this bargaining unit and who are certified to perform the maintenance test pilot function shall be entitled to the following: five thousand dollars (\$5,000.00) during their first two years of service as a civilian test pilot; six thousand dollars (\$6,000.00) during their third and fourth years of service as a civilian test pilot; seven thousand dollars (\$7,000.00) during their fifth and sixth years of service as a civilian test pilot; and eight thousand dollars (\$8,000.00) during years of service seven and above as a civilian test pilot.**

➤ TEC pays in paragraphs A and B were increased, paragraph E adds Hazardous Materials pay, paragraph F gives certification pay for those employees in Public Safety

Communications who meet the criteria and paragraph G adds pay for civilian helicopter pilots based on years of service.

Section 10.21 Retention Incentive ~~Bonus~~ Program - Joint Study Committee

There will be established a Joint Study Committee, composed of equal numbers of representatives named by the County and PCEA, to ~~determine what classifications within the PCEA should be considered and recommended for a retention incentive bonus~~ **make recommendations regarding the adoption of a retention incentive program for employees covered by this Agreement.** This study will begin on ~~September 1, 2003~~ **October 1, 2022**, and a report of the Committee's findings and recommendations submitted within six (6) months to the Chief of Police, ~~the~~ Director of DoE and ~~the~~ Director of Homeland Security.

- This Section establishes a Joint Study Committee to make recommendations for a retention incentive program.

ARTICLE 11 -- SUPPLEMENTAL RETIREMENT BENEFIT

L. Hold Harmless

For any employee covered by this Agreement who retires during the period from July 1, ~~2020~~ **2022**, through June 30, ~~2022~~ **2024**, "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, ~~2022~~ **2024**, "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, 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. 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.

- Paragraph B was added to provide a certain amount of annual leave based on members annual performance evaluation ratings.

ARTICLE 13 -- CLOTHING AND MAINTENANCE ALLOWANCE

Section 13.1 Police Evidence Technicians/Crime Scene Investigators/Police Evidence Technician Supervisors (Administrative Assistants) /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) for Evidence Technician/Crime Scene Investigator 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.

B. Effective July 1, 2003, the Employer will furnish an annual clothing maintenance allowance of two hundred twenty-five dollars (\$225.00) for Property Clerks in the Department of Environmental Resources. Effective July 1, 2004, this allowance will increase to two hundred fifty dollars (\$250.00). Effective July 1, 2012, this allowance will increase to three hundred dollars (\$300.00). 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).**

C. Effective July 1, 2003, the Employer will furnish an annual clothing maintenance allowance of two hundred twenty-five dollars (\$225.00) for Property Clerks, Property Supply Clerks, Television Studio Personnel, Forensic Chemists, Firearms Examiners, Lab Assistants and Firearms Technicians in the Police Department. Effective July 1, 2004, this allowance will increase to two hundred fifty dollars (\$250.00). Effective July 1, 2012, this allowance will increase to three hundred dollars (\$300.00). 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).**

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).**

➤ Paragraphs A, B, C and E increased the annual clothing maintenance allowance for the specified employee/members by \$100 effective July 1, 2022.

Section 13.2 Security Officers

B. Security Officers are responsible for the care and maintenance of their uniforms in serviceable condition. To defray the costs of this responsibility the County will provide a six hundred dollar (\$600.00) clothing allowance in each fiscal year. **Effective July 1, 2022, this allowance will increase to seven hundred dollars (\$700.00).**

➤ Paragraph B increased the annual clothing maintenance allowance for Security Officers by \$100 effective July 1, 2022.

ARTICLE 20 - DURATION

A. This Agreement shall become effective on July 1, ~~2020~~ **2022**, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, ~~2022~~ **2024**.

B. This Agreement shall be automatically renewed from year to year after June 30, ~~2022~~ **2024**, unless either party shall notify the other in writing no later than October 1, ~~2021~~ **2023** (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.