

SUMMARY OF MODIFICATIONS

PRINCE GEORGE'S POLICE OFFICIALS (CAPTAINS, MAJORS & MASTER MAJORS)

SALARY SCHEDULE P-O

FISCAL YEARS 2025 & 2026

The following is a summary of modifications to the wages and benefits for the Prince George's County Police Officials, Salary Schedule P-O, for Fiscal Years 2025 and 2026.

1. COST OF LIVING ADJUSTMENT AND MERIT INCREASE

A. Employees covered by this Salary Schedule shall receive a two and three quarters percent (2.75%) Cost of Living Adjustment effective April 6, 2025.

Employees covered by this Salary Schedule shall receive a two and one-half percent (2.5%) Cost of Living Adjustment effective April 5, 2026.

B. Employees covered by this Salary Schedule, who are otherwise eligible to receive a merit increase from July 1, 2024 through June 30, 2025 (i.e. Fiscal Year 2025), will receive a regular merit increase on their initial hire/rehire anniversary date in FY 2025.

Employees covered by this Salary Schedule, who are otherwise eligible to receive a merit increase from July 1, 2025 through June 30, 2026 (i.e. Fiscal Year 2026), will receive a regular merit increase on their initial hire/rehire anniversary date in FY 2026.

2. UNIFORM WAGE SCALE

A. The Uniform Wage Scale described below, and the Scheduled Pay Rates as reflected in Section 15 of this Salary Schedule shall remain in effect until June 30, 2026.

NOTE:Effective June 5, 1990, the Chief Administrative Officer authorized Deputy Directors (Lieutenant Colonels) and the Director (Police Chief) to receive all of the benefits of this Salary Schedule P-O, except payment of wages under the Uniform Wage Scale. **The Chief of Police will be paid at the G-39 rate and the Assistant Police Chief(s) will be paid at the G-36 rate.**

14. MODIFICATION OF UNIFORM WAGE SCALE- FISCAL YEARS 2025 & 2026

Effective April 6, 2025, the wage scale has been adjusted to eliminate Steps X and Y. The Master Major (1-Star Chief) is added to the wage scale and will be paid the same as a Major.

22. CLOTHING ALLOWANCE

B. A clothing allowance of **one thousand seven hundred dollars (\$1,700.00)** shall be disbursed effective beginning in Fiscal Year 2025. The disbursements shall be split into two (2)

equal installments, the first installment to be paid in July of each year, and the second installment to be paid in January of each year.

25. PHYSICAL AGILITY TEST

~~A. Officers hired on or after July 1, 2001 must successfully pass the Physical Agility Test in effect as of January 1, 2001 as described in Attachment C of the Agreement. Successful completion of this test shall be mandatory for officers seeking merit or promotional salary increases.~~

~~B. Effective July 1, 2001, an employee's test results will be maintained in both his/her official and his/her departmental personnel files.~~

~~C. The County agrees to hold harmless and indemnify FOP 89 for any liability arising from the application of this Section.~~

~~D. Effective June 30, 2015, the Physical Agility Test program is terminated. No portions of the program will remain in effect. Officers hired on or after July 1, 2001 must instead complete the Career Physical each year as described below.~~

~~1. Recruits in the Academy will have taken the physical prior to appointment with the Department, and shall be covered for the calendar year in which they graduate.~~

~~2. In years following the year of graduation, any officer hired on or after July 1, 2001 must see his/her Certified Physician or Nurse Practitioner and have a physical examination completed annually. The officer will be responsible for submitting a signed form from the medical professional conducting the examination to AOT (Advanced Officer Training) no later than December 1st of each calendar year. This Medical Evaluation Form shall be created jointly by the Department and the FOP.~~

~~3. Any officer who fails to submit the jointly created Medical Evaluation Form by December 1st of each calendar year shall be removed from the Personal Car Program until the examination is completed and the required form submitted. Any officer removed from the Personal Car Program for failure to comply with this section shall immediately be reinstated in the program upon compliance.~~

25. YEARLY CAREER PHYSICAL EXAMINATIONS

A. Effective June 30, 2015, the Physical Agility Test program is terminated. No portions of the program will remain in effect. Officers hired on or after July 1, 2001 must instead complete the Career Physical each year as described below.

1. Recruits in the Academy will have taken the physical prior to appointment with the Department, and shall be covered for the calendar year in which they graduate.

2. In years following the year of graduation, any officer hired on or after July 1, 2001 must see his/her Certified Physician or Nurse Practitioner and have a physical examination completed annually. The officer will be responsible for submitting a signed form from the medical professional conducting the examination to AOT (Advanced Officer

Training) no later than December 1st of each calendar year. This Medical Evaluation Form shall be created jointly by the Department and the FOP.

3. Any officer who fails to submit the jointly-created Medical Evaluation Form by December 1st of each calendar year shall be removed from the Personal Car Program until the examination is completed and the required form submitted. Any officer removed from the Personal Car Program for failure to comply with this section shall immediately be reinstated in the program upon compliance.

4. ~~RETROACTIVE COVID-19 HAZARD PAY~~

~~Essential Public Facing employees that reported to Work from September 27, 2020 through April 24, 2021, will be entitled to receive \$350 per pay period of COVID-19 Hazard Pay. For an employee to receive the \$350 COVID-19 Hazard Pay, an employee must have worked 75% of their scheduled hours to receive the full stipend amount. If an employee worked less than 75% of their scheduled hours, the COVID-19 Hazard Pay shall be prorated accordingly. For purposes of clarity, an essential public facing employee is one who, during the performance of their assigned duties, must have substantial direct contact with the public and other employees thus increasing their risk of exposure to COVID-19. All Police Officials covered by this salary schedule are essential public facing personnel and do not telework.~~