

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

1999 Legislative Session

Resolution No. CR-24-1999

Proposed by The Chairman (by request - County Executive)

Introduced by Council Members Bailey, Estepp, Wilson, Scott and Shapiro

Co-Sponsors _____

Date of Introduction June 22, 1999

RESOLUTION

1 A RESOLUTION concerning

2 Compensation and Benefits - Fraternal Order of Police

3 Prince George's County Lodge 89, Inc.

4 For the purpose of amending the Salary Plan of the County to reflect the terms of a labor
5 agreement by and between Prince George's County and the Fraternal Order of Police Prince
6 George's County Lodge 89, Inc.

7 WHEREAS, pursuant to section 903 of Article IX of the Prince George's County Charter
8 and Section 16-125(a) of the Prince George's County Code, amendments to the County's Salary
9 Plan are to be submitted to the County Council in resolution form; and

10 WHEREAS, the Salary Plan must at this time be amended by the approval of a salary
11 schedule to reflect the terms of a labor agreement by and between Prince George's County and
12 the Fraternal Order of Police Prince George's County Lodge 89, Inc.;

13 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
14 County, Maryland, that the salary schedule submitted and recommended by the County
15 Executive on June 16, 1999, which is attached hereto and made a part hereof, setting forth the
16 following modifications: cost of living increases in Fiscal Years 2000 and 2001; merit increases
17 in Fiscal Years 2000 and 2001; uniform wage scale adjustments; an increase in shift differential;
18 changes in field training officer (FTO) compensation, clothing allowance, sick leave payments,
19 TEC pay, pension plan modifications, participation in beneflex fringe benefit program, acting
20 pay, fitness indicator test (FIT) program, discretionary leave, be and the same is hereby
21 approved.
22

1

Adopted this 27th day of July, 1999.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Dorothy F. Bailey
Vice Chair

ATTEST:

Joyce T. Sweeney
Clerk of the Council

SALARY SCHEDULE L
PUBLIC SAFETY SCHEDULES OF PAY GRADES
FOR POLICE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND
EFFECTIVE JULY 1, 1999 - JUNE 30, 2001

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I. COST OF LIVING ADJUSTMENTS

Effective the first full pay period beginning on or after July 1, 1999, employees covered by this Salary Schedule will receive a two percent (2%) increase in their base hourly rates of pay.

Effective the first full pay period beginning on or after July 1, 2000, employees covered by this Salary Schedule will receive a one and one-half percent (1 1/2 %) increase in their base hourly rates of pay.

Effective the first full pay period beginning on or after January 1, 2001, employees covered by this Salary Schedule will receive a one percent (1%) increase in their base hourly rates of pay.

II. MERIT STEP INCREASES

Employees covered by this Salary Schedule who are otherwise eligible to receive a merit increase during the period from July 1, 1999 through June 30, 2000, will receive it.

Employees covered by this Salary Schedule who are otherwise eligible to receive a merit increase during the period from July 1, 2000 through June 30, 2001, will receive it.

III. UNIFORM WAGE SCALE

The Uniform Wage Scale described below, and the Scheduled Pay Rates in effect as of July 1, 1999 as reflected in Section VI of this Salary Schedule shall remain in effect until June 30, 2001.

A. DESCRIPTION OF THE UNIFORM WAGE SCALE

For each rank of police officer in the bargaining unit, there is established a pay grade containing fifteen (15) pay rates (steps) ranging from Step 0 through Step 14: Police Officer - L01; Police Officer First Class - L02; Police Corporal - L03; Police Sergeant - L04; and, Police Lieutenant - L05. The percentage values of the intervals between steps are three and one-half percent (3.5%) from Step 0 through Step 11 and three percent (3%) for the three remaining intervals from Step 11 through Step 14.

An employee will be eligible to advance to the next step for his rank on his anniversary date at the rate of one step per year up to and including Step 12, provided that he receives at least a satisfactory performance evaluation for the preceding year. After reaching Step 12, an officer will be eligible to advance to Steps 13 and 14 after three years of service at each step (that is, after having completed fifteen and eighteen years of service, respectively), provided that his performance for the applicable period has been evaluated as satisfactory.

Employees covered by this Salary Schedule and hired before July 1, 1987 will keep the anniversary dates that they held on July 1, 1987 for as long as they are continuously employed. Employees hired on or after July 1, 1987 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. Effective June 30, 1996 (at the end of the contract), the County will adjust officer's anniversary date to the earlier of the Officer's date of hire or current anniversary date.

Upon promotion to the rank of Police Officer First Class or Police Corporal, an employee's salary rate shall be increased to that of the corresponding pay step for the promotional grade (that is, an increase equivalent to two (2) three and one-half percent (3.5%) steps). Officers hired on or after July 1, 1995 will be eligible to take the Police Officer First Class (PFC) examination after they have completed three years as a Prince George's County Police Officer (now eighteen months) and will be eligible to take the Police Corporal exam after completing two years of service as a Prince George's County Police Officer First Class (now 16 months).

Upon promotion to the rank of Sergeant or Lieutenant, an employee's salary rate shall be increased to that of the corresponding pay step for the promotional grade (that is, a ten percent (10%) increase).

B. IMPLEMENTATION OF THE UNIFORM WAGE SCALE

FY90. Effective July 2, 1989, employees covered by this Salary Schedule, after receiving the four percent (4%) cost of living adjustment, will be placed on the Uniform Wage Scale at the step for their rank which is immediately above their annual salary.

However, an officer whose salary, when adjusted for the four percent (4%) cost of living adjustment, exceeds the maximum salary payable at his rank will be red-circled at that salary, and will continue to be red- circled. Further, an officer who was hired at a rate of pay greater than the entry rate will be placed on the pay scale pursuant to the foregoing rules and will maintain the resultant step differential.

On their anniversary dates during FY90, all officers will receive a one step anniversary increase (either three and one-half percent (3 1/2%) or three percent (3%), depending on their July 2 placement on the Uniform Wage Scale) to the next step on the Uniform Wage Scale unless the officer is at Step 14.

FY91. On their anniversary dates during FY91, an officer below the step which would be warranted by his or her years of service will be placed at that Step. An officer who was hired at a rate of pay greater than the entry rate will be placed on the pay scale pursuant to this rule so as to maintain the resultant step differential.

IV. MODIFICATION OF UNIFORM WAGE SCALE - Effective July 1, 1994

Effective July 1, 1994, the Uniform Wage Scale described in Section III above, will be modified as follows:

A. DESCRIPTION OF MODIFIED UNIFORM WAGE SCALE

For each rank of police officer in the bargaining unit, there is established a pay grade containing fifteen (15) pay rates (steps) ranging from Step A through Step O.

Grade L01 is the pay grade for the rank of Police Officer. The percentage values of the intervals between the steps are 3.5% from Step A through Step L and 3% for the remaining three intervals from Step L through Step O. The entry rate for a Police Officer is Step A. A Police Officer (L01) will be eligible to advance to the next step for that rank on the officer's anniversary date at the rate of one step per year up to and including Step N (after 13 years), provided he or she receives at least a satisfactory performance evaluation for the preceding year. After reaching Step N, a Police Officer (L01) will be eligible to advance to Step O after 2 years of service at Step N, (that is, after having completed 15 years of service), provided that the officer's performance for the applicable period has been evaluated as satisfactory.

Grades L02 through L05 are the pay grades for Police Officer First Class (L02), Police Corporal (L03), Police Sergeant (L04) and Police Lieutenant (L05). The percentage values of the intervals between the steps are 3.5% from Step A through Step K and 3% for the remaining intervals from Step K through Step O. Officers in the ranks of Police Officer First Class through Police Lieutenant will be eligible to advance to the next step for their rank on the officer's anniversary date at the rate of one step per year up to and including Step M (after 13 years) provided he or she receives at least a satisfactory performance evaluation for the preceding year. After reaching Step M, officers in the ranks of Police Officer First Class through Police Lieutenant will be eligible to advance to Step N after two years of service (that is, after having completed fifteen (15) years of service) and Step O after three years of service at Step N (that is, after having completed eighteen (18) years of service).

Upon promotion to the rank of Police Officer First Class (L02) or Police Corporal (L03), an employee's salary rate shall be increased to the rate of pay at the step of the promotional grade that will provide an increase equivalent to two (2) three and one-half percent (3.5%) steps. Upon promotion to the rank of Sergeant (L04) or Lieutenant (L05), an employee's salary rate shall be increased to that of the corresponding pay step (for example, Step J to Step J) for the promotional grade (that is, a ten (10) percent increase).

B. IMPLEMENTATION OF MODIFIED UNIFORM WAGE SCALE

On July 1, 1994, every officer will be assigned to the pay step for his or her rank on the modified Uniform Wage Scale with a salary rate identical to the officer's salary rate on June 30, 1994.

On his or her anniversary date in Fiscal Year 1995, every officer will be eligible to advance to the next step on the modified Uniform Wage Scale, provided that the officer's performance for the applicable period has been evaluated as satisfactory.

On June 25, 1995, any officer who is not at the pay step for his or her rank which would be warranted by his or her years of service, will be placed at that pay step.

V. MODIFICATIONS OF UNIFORM WAGE SCALE -- FISCAL YEARS 2000 AND 2001

Effective July 1, 1999, anniversary dates will be adjusted to the officer's date of hire (as a police officer, with certain exceptions) if different from his/her current anniversary date, so that all officers receive their merit steps on the first day on which the officer has the required years of service.

Effective beginning on July 1, 1999, any police officer covered by this Salary Schedule hired before July 1, 1996 who completes eighteen (18) years of actual and continuous service as defined in the Police Pension Plan but who is not at the step for his/her rank on the Uniform Wage Scale which reflects the completion of eighteen (18) years of service will be placed at that step on the date upon which the officer has completed eighteen (18) years of service, and the officer's anniversary date will be changed, if necessary, to reflect his/her date of hire.

Effective the first full pay period beginning on or after July 1, 1999, Step M of the Uniform Wage Scale for grades L-02 (Police Officer First Class) through L-05 (Police Lieutenant) shall be applicable after 13 years of service, Step N shall be applicable after 14 and 15 years of service, Step O shall be applicable after 16 and 17 years of service, and a new Step P (at 3% higher than Step O) shall be applicable after 18 years of service.

Effective the first full pay period beginning on or after July 1, 2000, the interval for grades L02 (Police Officer First Class) through L05 (Police Lieutenant) between Step B to Step C shall be increased from three and one-half percent (3-1/2%) to four percent (4%), such that all steps at Step C and above on the Uniform Wage Scale shall be increased by one-half of one percent (0.5%).

VI. SCHEDULED PAY RATES

SCHEDULE L
UNIFORM WAGE SCALE
EFFECTIVE JANUARY 3, 1999
FOR POLICE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

STEP YEARS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15+
L01-POLICE OFFICER															
HOURLY	14.5009	15.0084	15.5336	16.0773	16.6401	17.2224	17.8253	18.4492	19.0948	19.7633	20.4549	21.1708	21.8060	22.4602	23.1339
BIWEEKLY	1160.07	1200.67	1242.69	1286.18	1331.20	1377.79	1426.02	1475.94	1527.59	1581.06	1636.39	1693.67	1744.48	1796.81	1850.71
ANNUAL	30,162	31,217	32,310	33,441	34,611	35,822	37,077	38,374	39,718	41,107	42,547	44,035	45,356	46,718	48,119
STEP YEARS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-17	18+
L02 - POLICE OFFICER FIRST CLASS															
HOURLY	16.0773	16.6401	17.2224	17.8253	18.4492	19.0948	19.7633	20.4549	21.1708	21.9118	22.6787	23.3591	24.0598	24.7817	25.5252
BIWEEKLY	1286.18	1331.20	1377.79	1426.02	1475.94	1527.59	1581.06	1636.39	1693.67	1752.95	1814.30	1868.72	1924.78	1982.53	2042.02
ANNUAL	33,441	34,611	35,822	37,077	38,374	39,718	41,107	42,547	44,035	45,576	47,172	48,587	50,045	51,545	53,092
L03 - POLICE CORPORAL															
HOURLY	17.2224	17.8253	18.4492	19.0948	19.7633	20.4549	21.1708	21.9118	22.6787	23.4725	24.2940	25.0228	25.7735	26.5467	27.3431
BIWEEKLY	1377.79	1426.02	1475.94	1527.59	1581.06	1636.39	1693.67	1752.95	1814.30	1877.80	1943.53	2001.82	2061.88	2123.74	2187.45
ANNUAL	35,822	37,077	38,374	39,718	41,107	42,547	44,035	45,576	47,172	48,823	50,532	52,047	53,609	55,217	56,874
L04 - POLICE SERGEANT															
HOURLY	18.9448	19.6078	20.2940	21.0043	21.7396	22.5004	23.2879	24.1030	24.9465	25.8196	26.7234	27.5252	28.3508	29.2014	30.0775
BIWEEKLY	1515.58	1568.62	1623.52	1680.34	1739.17	1800.03	1863.03	1928.24	1995.72	2065.56	2137.87	2202.01	2268.06	2336.11	2406.20
ANNUAL	39,405	40,784	42,212	43,689	45,218	46,801	48,439	50,135	51,889	53,705	55,584	57,253	58,970	60,739	62,561
L05 - POLICE LIEUTENANT															
HOURLY	20.8393	21.5686	22.3234	23.1047	23.9134	24.7504	25.6166	26.5133	27.4413	28,4017	29.3957	30.2776	31.1859	32.1216	33.0852
BIWEEKLY	1667.14	1725.49	1785.87	1848.38	1913.07	1980.03	2049.33	2121.07	2195.31	2272.14	2351.65	2422.21	2494.87	2569.73	2646.81
ANNUAL	43,346	44,862	46,432	48,058	49,740	51,481	53,282	55,147	57,078	59,075	61,143	62,977	64,866	66,813	68,818

The hourly rates are January 4, 1998 rates multiplied by 1.025%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE L
UNIFORM WAGE SCALE
EFFECTIVE JULY 4, 1999
FOR POLICE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

STEP YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15+	
L01-POLICE OFFICER																
HOURLY	14.7909	15.3086	15.8443	16.3988	16.9729	17.5668	18.1818	18.8182	19.4767	20.1586	20.8640	21.5942	22.2421	22.9094	23.5966	
BIWEEKLY	1,183.27	1,224.69	1,267.54	1,311.90	1,357.83	1,405.34	1,454.54	1,505.46	1,558.14	1,612.69	1,669.12	1,727.54	1,779.37	1,832.75	1,887.73	
ANNUAL	30,765	31,842	32,956	34,110	35,304	36,539	37,818	39,142	40,512	41,930	43,397	44,916	46,264	47,652	49,081	
STEP YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	1	2	3	4	5	6	7	8	9	10	11	12	13	14-15	16-17	18+
L02 - POLICE OFFICER FIRST CLASS																
HOURLY	16.3988	16.9729	17.5668	18.1818	18.8182	19.4767	20.1586	20.8640	21.5942	22.3500	23.1323	23.8263	24.5410	25.2773	26.0357	26.8168
BIWEEKLY	1,311.90	1,357.83	1,405.34	1,454.54	1,505.46	1,558.14	1,612.69	1,669.12	1,727.54	1,788.00	1,850.58	1,906.10	1,963.28	2,022.18	2,082.86	2,145.34
ANNUAL	34,110	35,304	36,539	37,818	39,142	40,512	41,930	43,397	44,916	46,488	48,115	49,559	51,045	52,577	54,154	55,779
L03 - POLICE CORPORAL																
HOURLY	17.5668	18.1818	18.8182	19.4767	20.1586	20.8640	21.5942	22.3500	23.1323	23.9420	24.7799	25.5233	26.2890	27.0776	27.8900	28.7267
BIWEEKLY	1,405.34	1,454.54	1,505.46	1,558.14	1,612.69	1,669.12	1,727.54	1,788.00	1,850.58	1,915.36	1,982.39	2,041.86	2,103.12	2,166.21	2,231.20	2,298.14
ANNUAL	36,539	37,818	39,142	40,512	41,930	43,397	44,916	46,488	48,115	49,799	51,542	53,088	54,681	56,321	58,011	59,752
L04 - POLICE SERGEANT																
HOURLY	19.3237	20.0000	20.6999	21.4244	22.1744	22.9504	23.7537	24.5851	25.4454	26.3360	27.2579	28.0757	28.9178	29.7854	30.6791	31.5995
BIWEEKLY	1,545.90	1,600.00	1,655.99	1,713.95	1,773.95	1,836.03	1,900.30	1,966.81	2,035.63	2,106.88	2,180.63	2,246.06	2,313.42	2,382.83	2,454.33	2,527.96
ANNUAL	40,193	41,600	43,056	44,563	46,123	47,737	49,408	51,137	52,926	54,779	56,696	58,397	60,149	61,954	63,813	65,727
L05 - POLICE LIEUTENANT																
HOURLY	21.2561	22.0000	22.7699	23.5668	24.3917	25.2454	26.1289	27.0436	27.9901	28.9697	29.9836	30.8832	31.8096	32.7640	33.7469	34.7593
BIWEEKLY	1,700.49	1,760.00	1,821.59	1,885.34	1,951.34	2,019.63	2,090.31	2,163.49	2,239.21	2,317.58	2,398.69	2,470.66	2,544.77	2,621.12	2,699.75	2,780.74
ANNUAL	44,213	45,760	47,361	49,019	50,735	52,510	54,348	56,251	58,219	60,257	62,366	64,237	66,164	68,149	70,194	72,299

The hourly rates are January 3, 1999 rates multiplied by 102% with an additional step P (3.0% higher than Step O) at Grades L02-L05. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE L
UNIFORM WAGE SCALE
EFFECTIVE JULY 2, 2000
FOR POLICE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

STEP YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15+	
L01-POLICE OFFICER																
HOURLY	15.0128	15.5382	16.0821	16.6450	17.2275	17.8305	18.4546	19.1005	19.7690	20.4609	21.1770	21.9182	22.5758	23.2531	23.9506	
BIWEEKLY	1,201.02	1,243.06	1,286.57	1,331.60	1,378.20	1,426.44	1,476.37	1,528.04	1,581.52	1,636.87	1,694.16	1,753.46	1,806.06	1,860.24	1,916.05	
ANNUAL	31,227	32,320	33,451	34,622	35,833	37,087	38,385	39,729	41,120	42,559	44,048	45,590	46,958	48,366	49,817	
STEP YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	1	2	3	4	5	6	7	8	9	10	11	12	13	14-15	16-17	18+
L02 - POLICE OFFICER FIRST CLASS																
HOURLY	16.6448	17.2274	17.9165	18.5435	19.1926	19.8643	20.5596	21.2791	22.0239	22.7947	23.5926	24.3003	25.0293	25.7802	26.5536	27.3502
BIWEEKLY	1,331.58	1,378.19	1,433.32	1,483.48	1,535.41	1,589.14	1,644.76	1,702.33	1,761.91	1,823.58	1,887.40	1,944.03	2,002.35	2,062.42	2,124.29	2,188.02
ANNUAL	34,621	35,833	37,266	38,571	39,921	41,318	42,764	44,261	45,810	47,413	49,073	50,545	52,061	53,623	55,232	56,889
L03 - POLICE CORPORAL																
HOURLY	17.8303	18.4544	19.1925	19.8643	20.5595	21.2791	22.0239	22.7947	23.5925	24.4183	25.2729	26.0311	26.8120	27.6164	28.4449	29.2982
BIWEEKLY	1,426.42	1,476.35	1,535.40	1,589.14	1,644.76	1,702.33	1,761.91	1,823.58	1,887.40	1,953.46	2,021.83	2,082.49	2,144.96	2,209.31	2,275.59	2,343.86
ANNUAL	37,087	38,385	39,920	41,318	42,764	44,261	45,810	47,413	49,072	50,790	52,568	54,145	55,769	57,442	59,165	60,940
L04 - POLICE SERGEANT																
HOURLY	19.6136	20.3001	21.1121	21.8510	22.6158	23.4073	24.2266	25.0745	25.9521	26.8605	27.8006	28.6346	29.4936	30.3784	31.2898	32.2285
BIWEEKLY	1,569.09	1,624.01	1,688.97	1,748.08	1,809.26	1,872.59	1,938.13	2,005.96	2,076.17	2,148.84	2,224.05	2,290.77	2,359.49	2,430.28	2,503.18	2,578.28
ANNUAL	40,796	42,224	43,913	45,450	47,041	48,687	50,391	52,155	53,980	55,870	57,825	59,560	61,347	63,187	65,083	67,035
L05 - POLICE LIEUTENANT																
HOURLY	21.5749	22.3300	23.2232	24.0360	24.8773	25.7480	26.6492	27.5819	28.5473	29.5464	30.5805	31.4980	32.4429	33.4162	34.4187	35.4512
BIWEEKLY	1,725.99	1,786.40	1,857.86	1,922.88	1,990.18	2,059.84	2,131.93	2,206.55	2,283.78	2,363.71	2,446.44	2,519.84	2,595.43	2,673.30	2,753.49	2,836.10
ANNUAL	44,876	46,446	48,304	49,995	51,745	53,556	55,430	57,370	59,378	61,457	63,608	65,516	67,481	69,506	71,591	73,739

The hourly rates are July 4, 1999 rates multiplied by 101.5% combined with an increase at Grades L02-L05 in the percentage value between Step B to Step C from 3.5% to 4%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE L
UNIFORM WAGE SCALE
EFFECTIVE JANUARY 14, 2001
FOR POLICE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

STEP YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15+	
L01-POLICE OFFICER																
HOURLY	15.1629	15.6936	16.2428	16.8112	17.3998	18.0086	18.6390	19.2915	19.9666	20.6656	21.3888	22.1373	22.8015	23.4855	24.1900	
BIWEEKLY	1,213.03	1,255.49	1,299.42	1,344.90	1,391.98	1,440.69	1,491.12	1,543.32	1,597.33	1,653.25	1,711.10	1,770.98	1,824.12	1,878.84	1,935.20	
ANNUAL	31,539	32,643	33,785	34,967	36,192	37,458	38,769	40,126	41,531	42,984	44,489	46,046	47,427	48,850	50,315	
STEP YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	1	2	3	4	5	6	7	8	9	10	11	12	13	14-15	16-17	18+
L02 - POLICE OFFICER FIRST CLASS																
HOURLY	16.8112	17.3997	18.0957	18.7289	19.3845	20.0629	20.7652	21.4919	22.2441	23.0226	23.8285	24.5433	25.2796	26.0380	26.8191	27.6237
BIWEEKLY	1,344.90	1,391.98	1,447.66	1,498.31	1,550.76	1,605.03	1,661.22	1,719.35	1,779.53	1,841.81	1,906.28	1,963.46	2,022.37	2,083.04	2,145.53	2,209.90
ANNUAL	34,967	36,191	37,639	38,956	40,320	41,731	43,192	44,703	46,268	47,887	49,563	51,050	52,582	54,159	55,784	57,457
L03 - POLICE CORPORAL																
HOURLY	18.0086	18.6389	19.3844	20.0629	20.7651	21.4919	22.2441	23.0226	23.8284	24.6625	25.5256	26.2914	27.0801	27.8926	28.7293	29.5912
BIWEEKLY	1,440.69	1,491.11	1,550.75	1,605.03	1,661.21	1,719.35	1,779.53	1,841.81	1,906.27	1,973.00	2,042.05	2,103.31	2,166.41	2,231.41	2,298.34	2,367.30
ANNUAL	37,458	38,769	40,320	41,731	43,191	44,703	46,268	47,887	49,563	51,298	53,093	54,686	56,327	58,017	59,757	61,550
L04 - POLICE SERGEANT																
HOURLY	19.8097	20.5031	21.3232	22.0695	22.8420	23.6414	24.4689	25.3252	26.2116	27.1291	28.0786	28.9209	29.7885	30.6822	31.6027	32.5508
BIWEEKLY	1,584.78	1,640.25	1,705.86	1,765.56	1,827.36	1,891.31	1,957.51	2,026.02	2,096.93	2,170.33	2,246.29	2,313.67	2,383.08	2,454.58	2,528.22	2,604.06
ANNUAL	41,204	42,646	44,352	45,905	47,511	49,174	50,895	52,676	54,520	56,429	58,403	60,155	61,960	63,819	65,734	67,706
L05 - POLICE LIEUTENANT																
HOURLY	21.7906	22.5533	23.3425	24.2764	25.1262	26.0055	26.9157	27.8577	28.8328	29.8419	30.8863	31.8130	32.7673	33.7504	34.7629	35.8058
BIWEEKLY	1,743.25	1,804.26	1,867.40	1,942.11	2,010.10	2,080.44	2,153.26	2,228.62	2,306.62	2,387.35	2,470.90	2,545.04	2,621.38	2,700.03	2,781.03	2,864.46
ANNUAL	45,324	46,911	48,552	50,495	52,262	54,091	55,985	57,944	59,972	62,071	64,244	66,171	68,156	70,201	72,307	74,476

The hourly rates are July 2, 2000 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.

VII. WORKWEEK

The workweek is the seven (7) consecutive day period commencing at 12:01 a.m. Sunday, and ending the following Saturday at midnight. The standard number of hours in a workweek shall be forty (40) hours. Although full-time employees assigned to shift work may not work exactly forty (40) hours in a workweek, the number of hours in the workweek of employees on such rotating shifts shall average forty (40) hours a week over the year.

VIII. WORK SCHEDULES

Work schedules mean written schedules of the required daily hours of work within a workweek prescribed by an appointing authority as established by Charter for individual employees and/or various groups or units of employees under the appointing authority's jurisdiction as approved pursuant to Section 16-114 of the Personnel Law.

IX. DESIGNATION OF MEAL PERIODS

Employees assigned to shift work schedules averaging 40-42 productive hours shall be eligible for a meal period, as defined by the appointing authority as established by Charter, within the productive workday.

X. ACTING PAY

When an employee below the rank of Captain is asked to assume, and does in fact assume, the duties of a Sergeant (or higher rank) in an acting capacity for a period of 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 receive, retroactive to the first day in the acting capacity, a rate of pay equal to the rate he/she would receive upon promotion to the acting rank. In addition, he/she shall continue to be paid that rate until relieved of the position by the person for whom he/she is acting, or by a person of rank equal to that position, or by a superior authority. He/she shall not, however, receive acting pay after being on leave status for more than five (5) consecutive days, and provided further that no acting pay is authorized for any employee who is acting in the absence of another employee who is on extended approved leave for the purpose of F.O.P. 89 business.

Acting Pay Pending Promotions: All vacancies caused by permanent departure from the Department -- retirement, discharge, promotion or other (excluding FBI school and disability leave) -- will be filled within ninety (90) days of the vacancy or within ninety (90) days of the establishment of an eligibility list, whichever occurs later, or the first person on the eligibility list (or subsequent persons depending on the number of vacancies) will be paid as if he, she or they had been promoted from the ninety-first (91st) day on. If the eligibility list is not established until more than ninety days after the vacancy, then all vacancies will be filled (or the appropriate person(s) on the eligibility list will be paid acting pay) upon the establishment of the eligibility

list. The Department has the authority to eliminate the position during the ninety (90) day period; but if the position is restored, the first person on the promotional list (or subsequent persons depending on the number of vacancies) will be paid as if he, she or they had been promoted from the ninety-first (91st) day on. Upon the establishment of an eligibility list, the County will provide to the FOP a list of the names of officers, in order of finish but without scores, on each final eligibility list.

The Department and FOP 89 agree to continue the past practice governing the relationship between the disciplinary process and promotional process. An otherwise eligible candidate for promotion who is under investigation that could lead to serious disciplinary action (defined as discharge from employment suspension from employment without pay or benefits, or demotion in rank) shall have his or her promotion held in abeyance pending the final outcome of the investigation and the imposition of any serious disciplinary action. During that period, the next candidate on the eligibility list will be offered the acting position as a temporary position and will be entitled to acting pay under Section 4.04. If this candidate refuses the transfer to acting position, the Department will not be required to offer the acting position to the next candidate on the eligibility list and contractual obligations will be satisfied so long as another officer is given the acting position and acting pay. Once the final outcome of the investigation and disciplinary action is known and the first candidate is deemed qualified for promotion, he or she will be promoted retroactive to the date that he or she would otherwise have been entitled to the promotion had an investigation had not been commenced or continued. The promoted candidate will assume the vacancy and the next candidate, who temporarily assumed the vacancy in an acting role, will be returned to his or her previously held position, if at all feasible, or to the most similarly situated position available in the Department.

XI. STANDBY PAY

An officer who is directed by management to stand by during off duty hours and who does stand by as directed shall receive twelve and one-half percent (12 1/2%) of the officer's base hourly straight time rate for all hours on standby, provided, however, that an officer who is called back to active duty while on standby shall receive no standby pay for up to a sixteen (16) hour period of time that the employee was on standby.

XII. CALL-BACK PAY

An employee who is called back to work from off-duty and does in fact perform duties on behalf of the Prince George's County Police Department during his/her normal off-duty hours shall be paid for a minimum of three (3) hours at one and one-half (1 1/2) times his/her regular rate of pay. This provision shall not apply to administrative hearings or disciplinary procedures. However, management will attempt to schedule such hearings and/or procedures during the normal duty hours of the officer, or at a time mutually agreeable to both parties.

Where an officer is required by the Department to appear as a witness on behalf of the Department at a Trial Board or at a Joint Appeal Board pursuant to Article XVII of the Agreement (Promotion Procedures), the Department, where feasible, will adjust the officers's

work schedule to permit the officer to appear during scheduled work hours. Where that is not feasible, the officer will be compensated in compensatory leave at the straight time rate for the time the officer is required by the Department to appear unless applicable Federal or State Law requires otherwise. When the Department requires an officer to attend a trial board during off duty hours as a witness on behalf of the charged officer, the witness will receive compensatory leave at the straight time rate for the time he/she is required to attend the trial board.

XIII. COURT TIME COMPENSATION

The following provisions govern compensation for court time when an officer is off duty:

A. When an officer is required to attend court or judicial proceedings while off duty, said officer shall be paid at time and one-half his/her normal rate of pay and shall be guaranteed a minimum of three (3) hours at time and one-half (i.e., four and one-half hours).

B. In determining the number of hours beyond three that an officer is entitled to, the clock shall begin to run when an officer is first required by subpoena or otherwise to attend court or judicial proceedings and shall continue without interruption throughout the day until the end of the last court appearance of the officer that day.

C. For court time beyond three hours, the officer shall be compensated in 30 minute segments as described below:

Time Beyond 3 Hours	Hours of Pay Pursuant to Paragraphs 2 & 3
0-15 minutes	0
16-45 minutes	30 minutes
46-60 minutes	60 minutes

D. An officer may elect to take compensatory time in lieu of compensation for all hours or partial hours earned.

E. An officer has sixty (60) days to use such court earned compensatory time. If the officer does not use or is unable to use such compensatory time within sixty (60) days or if he/she is denied the use of compensatory time on two occasions, he shall be entitled upon request to receive court time compensation payable in the manner described above.

F. An officer involved in court or judicial proceedings during a regular assigned tour of duty and required to remain at the proceedings as an extension of his/her normal work day shall receive overtime pursuant to Section 4.08 of the Bargaining Agreement.

G. An officer who is required to attend Court or a judicial proceeding while off duty and who would otherwise be eligible for court time compensation under Section 4.10 may elect to remain on telephone standby without compensation so long as the officer makes the necessary arrangements with the State's Attorney's Office.

XIV. HOLIDAY ADMINISTRATION

A. HOLIDAYS AND HOLIDAY PAY

The Personnel Law establishes the regular holidays for County employees including those employees covered by this Salary Schedule. "Police Memorial Day," will be recognized and observed on May 15 of each year as a County holiday for employees covered by this Salary Schedule.

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

Officers who work on a core holiday (New Year's Day, Independence Day, Thanksgiving Day, and Christmas Day) shall be paid at two (2) times their regular rate of pay for each hour worked (except overtime), but shall not receive another day off. Any overtime performed by an employee on a holiday shall be compensated in accordance with the employee's regular overtime rate (i.e., no pyramiding).

If the officer works on any of the remaining holidays, the officer may elect to receive one and one-half (1 1/2) times the officer's base rate of pay plus one-half (1/2) of the number of hours in the officer's normal daily work schedule in annual leave or to receive straight time for hours worked plus compensatory leave at the straight time rate for hours worked plus annual leave for one-half (1/2) of the number of hours worked.

If the holiday falls on the officer's normally scheduled day off, the officer will not receive an extra day's pay, but the officer may elect another day off or one-half (1/2) the number of hours in the officer's normal daily work schedule in annual leave.

B. HOLIDAY WORK SCHEDULING

1. Bargaining unit members assigned to work shift work in the Bureau of Patrol are entitled to the opportunity to work all holidays on which they are normally scheduled to work, and will be paid for those holidays actually worked pursuant to the provisions of the Agreement.

2. Bargaining unit members assigned to the Bureau of Support Services, except for the Informational Services Division, are entitled to the opportunity to work at least seven (7) holidays during each fiscal year, provided that the holidays fall on their regularly scheduled work days, and will be paid for those holidays actually worked pursuant to the provisions of the Agreement. The determination as to which observed holidays bargaining unit members covered by this paragraph are actually scheduled to work will be determined by the Department, consistent with operational needs. The seven (7) holidays referenced in this paragraph are meant as a minimum, and officers covered by this paragraph may be scheduled by management to work more than seven (7) holidays in a year when needed.

3. Bargaining unit members assigned to the Bureau of Administration, the Informational Services Division, the Office of the Chief, or the Bureau of Patrol in a non-rotating shift function, are entitled to the opportunity to work at least four (4) holidays during each fiscal year and will be paid for those holidays actually worked pursuant to the provisions of paragraph A above. The determination as to which observed holidays bargaining unit members covered by this Agreement are actually scheduled to work will be determined by the Department, consistent with operational needs.

C. HOLIDAY OBSERVANCE

Whenever Christmas Day, New Year's Day or July 4th falls on a weekend and is celebrated by the County on the preceding Friday or following Monday, employees who work either on the day the holiday falls or on the day it is celebrated shall be treated as working on a holiday as provided in paragraph A above. Employees who work both the day the holiday falls on and the day it is celebrated shall be entitled to paragraph A benefits only as to the first such day worked.

XV. OVERTIME PAY

Any employee, in either bargaining unit, who works in excess of eighty (80) hours in a pay period, shall have the option of receiving pay at the rate of one and one-half (1 1/2) hours for each overtime hour, or receiving compensatory time at the rate of one and one-half (1 1/2) hours for each hour worked.

XVI. SHIFT DIFFERENTIAL

A. A shift differential of two dollars and thirty cents (\$2.30) per hour shall be paid for all time worked on the first (1st) shift (i.e. the night shift - 2200 hours to 0800 hours) to each employee specifically assigned to work the first (1st) shift. Effective the first full pay period beginning on or after July 1, 1999, the first shift differential will be increased to two dollars and thirty-five cents (\$2.35) per hour. Effective the first full pay period beginning on or after July 1, 2000, the first shift differential will be increased to two dollars and forty cents (\$2.40) per hour.

B. A shift differential of one dollar and thirty cents (\$1.30) per hour shall be paid for all time worked on the third (3rd) shift (i.e. the evening shift, beginning at 1500 hours) to each employee specifically assigned to work the third (3rd) shift. Effective the first full pay period beginning on or after July 1, 1999, the third shift differential will be increased to one dollar and thirty-five cents (\$1.35) per hour. Effective the first full pay period beginning on or after July 1, 2000, the first shift differential will be increased to one dollar and forty cents (\$1.40) per hour.

C. The shift differential shall not be considered to be part of the employee's base rate, nor shall they be applied to pay for non-productive hours such as holiday pay and annual and sick leave pay, nor shall they be used for the purpose of computing retirement deductions, retirement and insurance benefits, or educational incentive pay.

D. When the hours worked fall within the third (3rd) and first (1st) shifts, the employee shall be paid for all such hours at the shift differential rate which coincides with the majority of the hours worked, except that if exactly half the hours worked are in each of the third and first shifts, the higher differential rate shall apply for the entire number of hours worked.

E. Any employee specifically assigned to the second shift (i.e., the day shift - 0700 hours to 1700 hours) shall not be entitled to a shift differential.

Evening shift differential commences at 1500 hours (3:00 p.m.), as long as four or more hours of the normal work day fall after 1500 hours. For example, a work day commencing at 1200 hours and ending at 2000 hours entitles the employee to payment for five hours of evening shift differential. The following table depicts this payment schedule:

Hours Worked	Hours Paid Evening Shift Differential	
0900-1700	0	
1000-1800	0	
1100-1900	4	(4 hours past 1500)
1200-2000	5	(5 hours past 1500)
1300-2100	6	(6 hours past 1500)
1400-2200	7	(7 hours past 1500)
1500-2300	8	

XVII. LEAVE PROVISIONS

A. F.O.P. 89 Members Leave

Subject to the conditions set forth herein, employees covered by this Salary Schedule may be granted administrative leave for official F.O.P. business, including attendance at workshops, conventions, conferences and seminars. In order for this leave to be granted, the President of F.O.P. 89 must deliver to the Chief of Police a written request for the leave at least ten (10) working days before the leave is to begin, except that the ten (10) day period shall be waived where there exist exigent circumstances that prevent giving ten (10) days of notice, and then the request must be submitted as soon as possible. The written notice must also, at a minimum, specify the employees for whom the leave is requested, the duration of the leave period and a brief description of the nature of the event for which this leave is requested. Administrative leave shall be limited to eight (8) F.O.P. 89 members for the purpose of attending national conventions and conferences and to ten (10) F.O.P. 89 members for the purpose of attending local and state conventions and conferences per fiscal year.

The County will provide an administrative leave bank of one thousand (1,000) hours per fiscal year for use pursuant to Section 2.03 of the Collective Bargaining Agreement. No administrative leave will be granted pursuant to Section 2.03 when the one thousand (1,000) hours have been used up during a fiscal year, and any unused balance in the bank at the close of the fiscal year may not be carried forward for use during the next year. All requests for administrative leave pursuant to Section 2.03 are subject to the approval of the Chief of Police or his

designee. The parties agree that the F.O.P. will not request administrative leave under this section for business or activities that are detrimental to the Department.

B. The President of F.O.P. 89 shall be granted a full-time leave of absence from his duties for the Police Department, but shall remain on the payroll of the Police Department for the purposes of performing full-time duties as President of F.O.P. 89. During such paid leave, the President shall continue to accumulate seniority and shall receive all benefits as if he were fully on duty including, but not limited to, pension accruals and fringe benefits.

C. If the F.O.P. 89 President is absent from normal duties on approved leave for a period of more than three (3) consecutive days, the F.O.P. 89 President may designate in writing to the County an F.O.P. 89 Board member who shall act as F.O.P. 89 President in his absence. The County agrees that upon receipt of written designation by the F.O.P. 89 President, the County will place on administrative leave the F.O.P. 89 Board member so designated by the F.O.P. 89 President in lieu of the President for each day that leave is announced.

D. Sick Leave and Bereavement Leave

Sick Leave and Bereavement Leave policies shall be administered in accordance with the Personnel Law except, that the first three days of bereavement leave taken upon the death of a parent, spouse or child will be administrative leave rather than sick leave.

All full-time employees earn 4 1/2 hours of sick leave each pay period with a periodic adjustment to ensure that each employee earns 15 days of sick leave each year throughout the duration of County Service. Each such day shall constitute 8 hours.

E. Annual Leave

1. Annual leave policies shall be administered in accordance with the Prince George's County Personnel Law, that is, full-time employees shall earn annual leave on the following basis:

Zero (0) through three (3) years of service	Four (4) hours per pay period
Four (4) through fifteen (15) years of service	Six (6) hours per pay period with periodic adjustment to ensure that each employee earns 20 days
After fifteen (15) years of service and above	Eight (8) hours per pay period

2. 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).

3. An employee shall be allowed to carry over annual leave earned as of the last full pay period in leave year 1996 (i.e., old annual leave) even if such accumulated amount is in excess of the maximum allowed in Subsection A, above or in excess of the 130 day maximum formerly allowed in Section 5.02.

4. Effective beginning with the 1997 leave year, new annual leave in excess of the three hundred sixty (360) hours limit at the end of a leave year will automatically convert to new sick leave. The Police Pension Plan shall be amended to provide that new sick leave converted from annual leave under this subparagraph, up to a combined total for each officer of 1,040 hours of annual leave and this new sick leave, may be used to purchase pension credit at the rate of 40 hours for each month of pension credit.

F. Sick and Annual Leave Disposition Upon Separation

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

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

A. Upon separation from employment, employees who participate in the pension plan 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 for up to 360 hours of accumulated annual leave, whichever is greater. Any remaining amount would be applied toward service credit in the pension plan as provided in Paragraph I. of Article XXVII of this Agreement.

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 2.5% for each year of service (through the date of separation) at the employee's base hourly rate of pay as of the date of separation but not to exceed the highest rate of pay for a police lieutenant in January, 1999 -- that is, \$33.0852 per hour . However, if a police officer with less than twenty (20) years of actual service terminates employment as a result of death or disability, he/she shall receive a 50% cash-out of unused accumulated sick leave as of the end of the 1996 leave year.

5. For individuals who participate in the pension plan, sick leave earned beginning with the 1997 leave year (i.e., new sick leave) is not subject to cash payment upon separation, but is available to purchase service credit under the pension plan as provided in paragraph I. of Article XXVII (Pension Plan) of this agreement. However, officers whose employment terminates because of death are eligible for cash payment for all sick leave earned, including sick leave earned beginning with the 1997 leave year, at the rates set forth in paragraph 4., immediately above.

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.

G. Family and Medical Leave

Employees covered by this Salary Schedule are entitled to family leave as provided in the County Personnel Law.

H. Personal Leave

One personal leave day shall be granted to all employees eligible for annual leave. An additional four (4) hours of personal leave each year shall be granted to compensate for the loss of General Election Day as a County holiday.

I. Discretionary Leave

1. Employees covered by this Salary Schedule shall be eligible for sixteen (16) hours of Discretionary Leave per wage reporting year. Discretionary Leave must be requested and approved in advance, and unused Discretionary Leave cannot be carried over from one year to the next.

2. Employees covered by this Salary Schedule who have been employed as Prince George's County Police Officers for ten (10) or more years shall be eligible for fourteen (14) hours of Discretionary Leave per wage reporting year in addition to the sixteen (16) hours of Discretionary Leave described in Paragraph 1. above, subject to the same limitations described in Paragraph 1. above.

J. Disability Leave

Disability Leave policies shall be administered in accordance with the Personnel Law, provided, however, that for good cause shown, the Personnel Officer may grant up to two (2) additional ninety (90) day periods of disability leave to an officer who has petitioned the Police Chief and has received the Chief's recommendation for additional leave. The County will not automatically disqualify from disability leave (IOJ) an employee who has received a permanent partial award under Workmen's Compensation.

Effective with the enactment of the new labor agreement for FY90, the Department will designate someone from management who will have responsibility for making a preliminary

determination as to whether an injury qualifies for disability leave. The Department will make good faith efforts to make the determination within two (2) working days after all reports and necessary documentation are submitted for review.

When an employee is injured on the job and unable to work, the employee will be placed on disability leave. Where the illness or injury subsequently is determined to be non-service connected or of such a nature as not to require the employee to remain off of work, the employee will be returned to work but not backcharged sick or annual leave for the period of time the employee was on disability leave.

K. Additional Leave Provision

When the County Executive closes the County offices for an entire day or any portion thereof, because of extreme inclement weather, other emergencies producing hazardous conditions, or for any other reason, essential employees covered by this Salary Schedule will report to their established work sites and will be paid straight-time wages for hours worked on their regular work shifts. In addition, such employees who work their full regularly scheduled shift during the twenty-four (24) hour period beginning at 6:00 a.m. of the day of the full or partial closing shall be entitled to the number of hours of compensatory leave (up to ten (10) hours per employee per twenty-four (24) hour period depending on the employee's regular work schedule) equal to the number of hours of administrative leave granted to nonessential County employees. For purposes of this subsection, the County workday will be considered ended at 5:00 p.m.

If the employee is directed by the Employer to work any number of hours over and above the employee's regularly scheduled work shift during the aforementioned (24) hour period, the employee shall not be entitled to any additional grant of compensatory leave by virtue of the full or partial closing. Rather, the appropriate premium rate, if any, shall apply to such hours.

Compensatory leave earned pursuant to this subsection shall be used in accordance with all applicable rules and regulations.

The F.O.P. will be notified of all delayed openings and emergency closings and a teletype will be initiated.

L. 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, absence without leave, compensatory) are specified in Division 17 of the Personnel Law and applicable Administrative Procedures.

XVIII. EDUCATION INCENTIVE

This program remains in effect. Refer to Article XVIII (Education Incentive) contained in the Agreement in effect during the period from July 1, 1996 through June 30, 1999.

XIX. CONTRIBUTION TO RETIREMENT TRUST FUND

Effective the first full pay period beginning on or after July 1, 1995, the employee contribution to the retirement trust fund shall be increased from four percent (4 %) to five and one-half percent (5 1/2%) of salary.

The pension contribution rate for officers hired after June 30, 1995 will be as follows: eight percent (8%) for the first five years; seven percent (7%) for next five years; and thereafter the same rate as other officers.

XX. CLOTHING ALLOWANCE

A. All clothing allowances provided for herein are for the purchase of clothing and leather goods to supplement the uniform items issued to bargaining unit members, routine uniform maintenance, and replacement of uniform items rendered unserviceable through normal wear and tear. Replacement of uniform items damaged during the performance of duty will be accomplished pursuant to departmental policy. New uniform items required by a change in the uniform will be provided by the Department at no cost to the officer. Blue utility uniforms may be worn by officers working on the first shift (i.e., midnight shift - 2200 to 0800) in accordance with departmental regulations. Officers working secondary employment in uniform may also wear the blue utility uniform, regardless of the shift during which the secondary employment is performed. Officers who elect to wear blue utility uniforms as authorized above are responsible for the purchase, care, upkeep and replacement of the uniforms. When an officer is authorized to wear a blue utility uniform, the officer also is authorized to wear a pair of black-leather, polished boots that is jointly chosen by the FOP and the Department, provided that the pants worn with these boots are not bloused. All clothing allowances paid pursuant to this Article shall be disbursed in advance in one (1) installment in July of the applicable fiscal year. Charging uniform purchases against an advance payment is discontinued.

B. A clothing allowance of nine hundred fifty dollars (\$950.00) shall be disbursed during Fiscal Year 2000. During Fiscal Year 2001, the clothing allowance will be increased to one thousand dollars (\$1,000.00).

XXI. TEC PAY

There is one category of TEC pay which shall be paid to members of the E.S.T. unit, officers on motorcycle duty, and canine handlers. TEC pay shall be increased to the total amount of six hundred fifty dollars (\$650) per year, per qualifying officer, and shall be paid in two (2)

equal installments at the same times the clothing allowance is paid. Effective beginning in Fiscal Year 2000, TEC pay of \$325 per year will be paid to officers assigned to the Tactical Squad.

The County will pay breathalyzer operators and, effective beginning in Fiscal Year 2000, officers assigned the duties of interpreter two hundred dollars (\$200.00) per year, per qualifying officer, which shall be paid at the same time the clothing allowance is paid.

Qualifying employees shall be those assigned to the units referenced above as of the first day of the month in which payments are to be made. TEC pay shall not apply to those assigned to the scooter patrol.

XXII. FIELD TRAINING OFFICER COMPENSATION

Employees covered by this Salary Schedule will receive a differential of seventy five cents (\$.75) per hour for all hours in which they serve as Field Training Officers with this differential to be paid bi-weekly. Effective the first full pay period beginning on or after July 1, 1999, the differential paid to Field Training Officers will be increased to eighty-five cents (\$.85) per hour. Effective the first full pay period beginning on or after July 1, 2000, the differential will be increased to one dollar (\$1.00) per hour.

XXIII. FITNESS INDICATOR TEST (FIT) PROGRAM

Based on the standards in effect on March 1, 1989, the County will compensate employees who pass (minimum score of two (2)) the four (4) objective components (run, sit-ups, push-ups and flexibility) of the annual Fitness Indicator Test according to the following schedule:

Average score of 3 or better -- \$100
Average score of 4 or better -- \$200
Average score of 5 or better -- \$400

Additionally, any employee hired after December 31, 1989 must pass annually all eight (8) components of the FIT Program with at least a score of 2 in each of the eight (8) areas (based on the standards in effect on March 1, 1989) in order to receive an anniversary merit increase in pay and in order to be eligible for promotion. Revised testing standards for the FIT Program will be developed by the County in consultation with the FOP, to be effective for officers hired on or after July 1, 1999.

Effective July 1, 1999, an employee's test results will be maintained in both his/her official and his/her departmental personnel files.

XXIV. DEATH AND DISABILITY BENEFITS

The County will administer Death and Disability benefits in accordance with the Personnel Law and Article 101 of the Annotated Code of Maryland.

The accidental death insurance policy the County maintains for employees covered by this Salary Plan shall be payable in the amount of fifty thousand dollars (\$50,000) to an employee's designated beneficiary should the officer be killed in the line of duty.

XXV. GROUP HEALTH INSURANCE AND GROUP LIFE INSURANCE BENEFIT
(BENEFLEX)

Beginning with calendar year 2000, employees covered by this Agreement may participate in the County's Beneflex Program. The Beneflex Program will be an option for all officers and will be fully explained during seminars prior to the enrollment period toward the end of calendar year 1999.

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 program plan. Participating employees shall contribute the remaining twenty-five percent (25%).

B. For those employees who elect to enroll in a pre-paid group health plan or Health Maintenance Organization (HMO), the County's contribution shall be equal to eighty percent (80%) of the cost of HMO coverage and the participating employee's 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. The County shall contribute ninety percent (90%) to the County deductible prescription drug and vision care programs for any employee or retiree who elects to participate in either program. The participating employee or retiree shall contribute the remaining ten percent (10%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

The County has agreed to extend this provision regarding contributions to the County Deductible prescription drug and vision care programs to current retirees with the express understanding and agreement of the parties that the County has not waived any rights it has with regard to whether matters affecting retirees constitute mandatory subjects of bargaining.

The County agrees to meet and consult with the F.O.P. for a reasonable period of time before implementing changes in health benefits provided to employees covered by this Agreement. The parties shall establish a committee for purposes of these discussions if either party deems it desirable.

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

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

G. Employees may contribute up to \$5,000 in a dependent flexible spending account and up to \$3,000 in a medical flexible spending account. The minimum that may be contributed to either account is \$10 per pay period for the 2000 Plan Year.

H. The County shall 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 thousand dollars (\$100,000). Employees may choose to increase their life insurance from one to four times their annual salary up to a total of \$700,000 including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age. Employees may choose to reduce their life insurance to one times their annual salary and receive a credit.

The County agrees to meet and consult with the F.O.P. for a reasonable period of time before implementing changes in health benefits provided to employees covered by this Agreement. The parties shall establish a committee for purposes of these discussions if either party deems it desirable.

XXVI. WORKER'S COMPENSATION

The County will provide at its own cost all benefits due to an employee pursuant to the Maryland Worker's Compensation Law, Title 9 of the Maryland Labor and Employment Code Annotated.

XXVII. UNEMPLOYMENT INSURANCE

Employees who are separated from County service may be entitled to unemployment compensation provided they meet eligibility requirements established by Federal and/or State regulations.

XXVIII. INCENTIVE AWARDS

To the extent that funds have been appropriated for such purposes, employees may be granted incentive awards, subject to the provisions of Section 16-209 of the Personnel Law.

XXIX. F. O. P. LODGE 89 PAC PAYROLL DEDUCTION

The County agrees to deduct on a bi-weekly basis from the payroll checks of employees covered by this Salary Schedule who so request in writing voluntary contributions to the Fraternal Order of Police Lodge 89, PAC fund. F.O.P. 89 agrees to indemnify and hold harmless the County from any loss or damages arising from the operation of this provision.

XXV. PAY PLAN POLICY STATEMENT

It is the policy of the County that benefits afforded to employees in the Salary Schedule are governed by the specific salary schedule to which an employee is currently assigned. If an employee is transferred, promoted, demoted, or in any way moves from one salary schedule to another, any benefits unique to or expressly a function of the former salary schedule are not carried over.