

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

Legislative Session _____ 1991 _____

Resolution No. _____ CR-65-1991 _____

Proposed by The Chairman (by request - County Executive)

Introduced by Council Members Castaldi, Pemberton,

Del Giudice, MacKinnon, Fletcher, Casula and Bell

Co-Sponsors _____

Date of Introduction _____ July 30, 1991 _____

RESOLUTION

A RESOLUTION concerning

Compensation and Benefits - Local #1619,
International Association of Fire Fighters,
AFL-CIO (Paramedics) - Salary Schedule M,
Schedule of Pay Grades

FOR the purpose of amending the Salary Plan of the County to reflect the terms of a labor agreement by and between Prince George's County and Local #1619, International Association of Fire Fighters, AFL-CIO (Paramedics).

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

WHEREAS, the Salary Plan must at this time be amended by the approval of a salary schedule to reflect the terms of a labor

agreement by and between Prince George's County and Local #1619, International Association of Fire Fighters, AFL-CIO (Paramedics); and

WHEREAS, pursuant to Charter Section 903, the County Executive has recommended and submitted such amended salary schedule to allow benefit modifications.

NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's County, Maryland, that salary schedule "M", Schedule of Pay Grades, submitted and recommended by the County Executive on June 24, 1991, which is attached hereto and made a part hereof, setting forth a seven percent (7%) increase in the base hourly rates effective April 5, 1992; and a two percent (2%) wage scale adjustment for the maximum rates effective January 10, 1993; and further establishing a clothing allowance and physical training supplement, the workweek and number of productive hours therein, leave provisions, pay in excess of base salary, health and life insurance, social security, worker's compensation, education incentive, death and disability payments, retirement contributions, Prince George's Professional Fire Fighters payroll deduction and incentive awards, for such employees, be and the same is hereby approved retroactive to July 1, 1991.

Adopted this 1st day of _____, 1991.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Richard J. Castaldi

Chairman

ATTEST:

Maurene W. Epps
Acting Clerk of the Council

SALARY SCHEDULE M
SCHEDULE OF PAY GRADES
PARAMEDICS
PRINCE GEORGE'S COUNTY, MARYLAND
EFFECTIVE JULY 1, 1991 - JUNE 30, 1993

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I. Schedule Pay Rates

SALARY SCHEDULE M - EFFECTIVE JULY 1, 1991
SCHEDULE OF PAY GRADES
PARAMEDICS
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
M20	HOURLY	10.0496	16.4160
	BIWKLY	803.97	1,313.28
	ANNUAL	20,903	34,145
M23	HOURLY	12.2186	20.1861
	BIWKLY	977.49	1,614.89
	ANNUAL	25,415	41,987
M25	HOURLY	13.4690	23.9612
	BIWKLY	1,077.52	1,916.90
	ANNUAL	28,016	49,839
M29	HOURLY	15.6755	26.0608
	BIWKLY	1,254.04	2,084.86
	ANNUAL	32,605	54,206

The hourly rates are the same as those adopted by CR-35-1990 to be effective July 1, 1991. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

SALARY SCHEDULE M - EFFECTIVE APRIL 5, 1992
SCHEDULE OF PAY GRADES
PARAMEDICS
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
M20	HOURLY	10.7531	17.5652
	BIWKLY	860.25	1,405.22
	ANNUAL	22,366	36,536
M23	HOURLY	13.0739	21.5991
	BIWKLY	1,045.91	1,727.93
	ANNUAL	27,194	44,926
M25	HOURLY	14.4118	25.6385
	BIWKLY	1,152.94	2,051.08
	ANNUAL	29,977	53,328
M29	HOURLY	16.7728	27.8851
	BIWKLY	1,341.82	2,230.81
	ANNUAL	34,887	58,001

The hourly rates are the July 1, 1991 rates multiplied by 107%. Biweekly rates are hourly rates multiplied by 80. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

SALARY SCHEDULE M - EFFECTIVE JANUARY 10, 1993
SCHEDULE OF PAY GRADES
PARAMEDICS
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
M20	HOURLY	10.7531	17.9165
	BIWKLY	860.25	1,433.32
	ANNUAL	22,366	37,266
M23	HOURLY	13.0739	22.0311
	BIWKLY	1,045.91	1,762.49
	ANNUAL	27,194	45,825
M25	HOURLY	14.4118	26.1513
	BIWKLY	1,152.94	2,092.10
	ANNUAL	29,977	54,395
M29	HOURLY	16.7728	28.4428
	BIWKLY	1,341.82	2,275.42
	ANNUAL	34,887	59,161

The minimum hourly rates are the April 5, 1992 rates. The maximum hourly rates are the April 5, 1992 rates multiplied by 102%. Biweekly rates are hourly rates multiplied by 80. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

MIN-MAX System:

On July 2, 1989, the MIN-MAX system which had been in effect for all members of the bargaining unit was replaced by the following modified MIN-MAX system:

A. The minimum and maximum pay rates for employees covered by this Salary Schedule are established on the attached schedules of pay rates for employees in the following classifications:

Paramedic Trainee	M20
Paramedic I	M23
Paramedic II	M25
Paramedic III	M29

B. Employees covered by this Salary Schedule and hired before July 1, 1989 will keep the anniversary dates that they held on July 1, 1989 for as long as they are continuously employed. Employees hired on or after July 1, 1989 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.

C. Merit steps will have the value of three and one-half percent (3 1/2%).

D. (1) If, upon the granting of a three and one-half percent (3 1/2%) merit increase, an employee's salary is one percent or less from the applicable maximum rate, the employee will have his/her salary rate adjusted to the applicable maximum rate.

(2) If upon the granting of a three and one-half (3 1/2%) merit increase, an employee's salary rate is greater than one percent (1%) but less than three and one-half (3 1/2%) from the applicable maximum rate, the employee upon satisfactory completion of one (1) additional year of service, will have his/her salary rate adjusted to the applicable maximum rate.

E. The maximum pay rate at each grade will be increased by an additional three and one-half percent (3 1/2%) effective on July 1, 1990 and July 1, 1991.

F. Upon promotion an employee's salary rate shall be the greater of a ten percent (10%) increase over his/her current rate or a ten percent (10%) increase above the stated minimum for the grade to which he/she is promoted. In no event shall the new rate exceed the maximum for the grade.

G. Salary rate upon demotion shall be governed by Section 16-132 of the Personnel Law in accordance with the following:

The new rate shall be obtained by dividing the current rate by

the sum of one (1) plus the percentage increase previously advanced upon promotion (or the sum of the percentage increases of successive promotions if the person has been demoted more than one grade and has served in the intermediate grade). Such percentage should be obtained from the promotional EAN(s) by subtracting the hourly rate before promotion from the hourly rate immediately after promotion and dividing the remainder by the rate before promotion. The quotient shall be rounded to the third decimal place.

H. (1) Employees, who are red-circled at rates of pay beyond the maximum rates in effect on June 30, 1990 or June 30, 1991, respectively, and whose rates fall below the new maximum rates effective on July 1, 1990 or July 1, 1991, respectively, will no longer be red-circled and will be eligible to receive further merit increases in the manner described in paragraph D. above.

(2) Remaining employees, if any, who are red-circled at rates of pay beyond the maximum rates in effect on June 30, 1990 or June 30, 1991, respectively, and whose rates fall above the new maximum rates effective on July 1, 1990 or July 1, 1991, respectively, will continue to be red-circled at those rates and will not be eligible to receive future merit increases.

II. Workweek

The workweek is the seven (7) consecutive pay period commencing at 12:01 a.m. Sunday, and ending the following Saturday midnight.

Shift employees covered under this Salary Schedule will work a 42 hour workweek. Straight day work employees shall work a 40-hour week.

III. Work Schedules

Hours of works for employees employed on or after September 5, 1984 to work in a paramedic classification covered by this Salary Schedule will be scheduled in accordance with the September 5, 1984 Memorandum of Understanding between the parties.

IV. Leave Provisions

A. 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 fifteen (15) days of sick leave each leave year through the duration of County service. Each such day shall constitute eight (8) hours.

Employees who work on a year-round part-time basis for forty (40) or more hours per pay period shall accrue sick leave in proportion to the hours working during each pay period.

B. Unused Sick Leave

Upon termination of County employment for non-disciplinary reasons (including but not limited to retirement, disability and death) employees shall be entitled to a lump sum cash payment for unused sick leave. The amount of the cash payment shall be determined by taking each individual's total accrued number of unused sick leave hours as of his/her termination date, multiplying by his/her final base hourly rate of pay and dividing that product by two. The number so obtained shall be further multiplied by a fraction of the numerator of which shall be the number of years actual service and the denominator of which shall be twenty (20). However, if a paramedic with less than 20 years of actual service terminates employment as a result of death or disability, he/she shall receive a 50% cash out of unused sick leave regardless of years of service.

C. Annual Leave

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.

Employees who work on a year-round part-time basis for 40 or more hours per pay period, shall earn annual leave in proportion to the hours worked during each pay period.

Annual leave may be accumulated to a maximum of one hundred fifteen (115) days, however, employees may convert upon request, any leave in excess of one hundred fifteen (115) days to sick leave at the end of an annual leave year.

D. Leave of Absence

Leave without pay may be granted for up to one (1) year when just cause for such leave is shown by the employee. Such leave shall be requested in writing and shall be subject to approval by the County Fire Chief or his designee and such approval shall not be unreasonably withheld. The County Fire Chief has the right to set reasonable limits on such leave.

E. Injured-On-The-Job Leave

When an employee is ordered off the job or ordered to light duty by his/her physician or by the County Fire Chief due to work-related illness or injury, the employee will be placed on I.O.J. leave until his disability is either medically proven to be non-service connected or until retired.

The employee shall not be charged with using his/her own accrued leave when ordered off duty as prescribed in the above paragraph except in those cases where the illness or injury is proven to be non-service connected, and then only from the date that the employee is notified of the findings in writing; nor will leave used because of injuries or sickness sustained as a result of employment in the Prince George's Fire Department be charged against an employee's sick or annual leave. The employee will remain on I.O.J. leave until released by the attending physician for prescribed duties, or returned to work by decision of the Disability Review Board (in administrative session or in review of an appeal), or retired if the disabling injury cannot be corrected.

F. Shift Work Leave

Each employee on the night and weekend shifts shall be entitled to one (1) shift off per month, not to be accumulated from month to month, and an additional six (6) shifts off to be used during the year not to include vacation leave. Shift work leave shall be charged against his accrued annual or compensatory leave. Any portion of a shift in excess of four (4) consecutive hours shall constitute a shift.

G. Day Work Leave

Straight day personnel shall be granted four (4) hours compensatory leave every three (3) months.

H. Personal Leave

Two paid personal leave days per leave year shall be granted to each employee eligible for annual leave. The personal leave day shall be requested and approved in advance of use.

There shall be no accumulation of personal leave days and unused personal leave shall be forfeited at the end of the leave year or

upon termination of employment.

I. Bereavement Leave

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

J. Additional Leave

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

K. Conference and Seminars

Members of the bargaining unit shall be granted time to attend conventions and conferences without loss of pay or leave with prior approval of the County Fire Chief (not to be unreasonably withheld). The County Fire Chief will be notified thirty (30) days in advance of such meetings. Notice of less than thirty (30) days will be accepted where there are unusual circumstances which prevent giving thirty (30) days notice. In no event shall notice be less than seven (7) days. It is further provided that such meetings shall not exceed six (6) per fiscal year and that not more than four (4) union members request such leave.

L. Leave for Negotiations

Employees (not to exceed five (5) in number) who, upon request of the Union, are excused from their regular assignment for the purpose of participating in negotiation sessions with representatives of the Employer, shall suffer no loss of pay or leave.

M. Union President Leave

The President of the Union shall be granted

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

N. Administration of Leave

The provisions governing the administration of the above types of leave as well as other types of leave (holiday, administrative, military, military leave without pay, disability, leave without pay, absence without leave, compensatory) are specified in Division 17 of the Personnel Law and applicable Administrative Procedures, unless otherwise specified in this schedule or the contract.

V. Pay in Excess of Base Salary

A. Acting Pay

When an employee assumes a higher rank in an acting capacity, for a period of greater than seven (7) consecutive days, he shall be paid at a rate of pay which is equivalent to a one-step increase or the minimum necessary to place the employee at the entry level rate of the higher grade, and shall continue to be paid at that rate until relieved by the person for whom he/she is acting, or by a person of rank equal to that position, who is permanently assigned to that station or bureau. Beginning with the forty-sixth (46th) consecutive day in such acting capacity, an employee shall be paid at a rate of pay which is ten percent (10%) above his/her regular rate of pay or the minimum necessary to place the employee at the entry level rate of the higher grade, whichever is greater, while he or she continues to work in the acting capacity.

Where the Department elects to replace an employee receiving acting pay under this provision with another employee who works in an acting capacity, the new acting employee will begin receiving acting pay immediately. Further, in such circumstances, the forty-five (45) days contemplated by paragraph two, above, shall be cumulative (the new employee will receive credit for the time both he/she and the other employee worked in an acting capacity). The Department agrees that it will normally select the person who is highest on the current promotional list for the rank equal to the acting position when exercising its right to replace an employee in acting status under this provision, and it will bypass the next person on the promotional list for acting duty only when prudent operations require it.

B. Call-Back Pay

An employee who is called back to work from off-duty, and does in fact perform duties in behalf of the Prince George's County Fire Department during his normal off-duty hours, by career officers authorized by the County Fire Chief, shall be paid the minimum of four (4) 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 employee; or, at a time mutually agreeable to both parties.

C. Early Reporting Time

An employee who is called into work by career officers authorized by the County Fire Chief for two (2) hours or less immediately before his/her normally scheduled starting time shall be paid for such hours at one and one-half (1 1/2) times his/her regular rate of pay and will be paid his/her regular rate of pay beginning with his/her regular starting time. The Call-Back provision shall apply to an employee called into work more than two (2) hours immediately before his/her regularly scheduled starting time.

D. Holidays and Holiday Pay

The following shall be designated as holidays for those employees covered under this Salary Schedule:

New Year's Day	Veterans Day
Martin Luther King's Birthday	Thanksgiving Day
Washington's Birthday	Christmas Day
Memorial Day	Presidential Inauguration Day
Independence Day	(every 4 years)
Labor Day	General Election Day
Columbus Day	(every 2 years)
County Employees' Appreciation Day	

If an employee works on a designated holiday, he/she shall be paid at the rate of time and one-half (1 1/2) his/her regular rate of pay for all hours worked on the holiday plus an additional eight (8) hours at the regular rate, and the employee shall not receive an additional day off.

If an employee is required to work on a holiday which coincides with his/her regularly scheduled day off, he/she shall be compensated at the rate of one and one-half (1 1/2) times his/her regular rate of pay for all hours worked, and he/she shall also receive eight (8) hours holiday pay. In addition, shift employees who are required to work on a holiday which coincides with their regularly scheduled day off shall earn twelve (12) hours of compensatory time.

Shift employees on assigned day off on a holiday shall earn twelve (12) hours of compensatory time. Straight day employees on assigned day off on a holiday shall receive another day off.

E. Special Duty Pay

(1) Employees employed on or after September 5, 1984, in a Paramedic classification shall be compensated in lieu of overtime pay for attendance at continuing education and skills maintenance sessions at a rate either two percent (2%) or four percent (4%) per hour above their regular base pay as follows:

- a. Paramedic I(s) and any Paramedic Trainee(s) certified in CRT, two percent (2%) duty pay; and,
- b. Paramedic II(s), Paramedic III(s) and any Paramedic Trainee(s) and Paramedic I(s) certified as EMT-P shall receive four percent (4%) special duty pay.

(2) The special duty pay described above will be added to the base pay.

F. EMT Pay. Employees covered by this Salary Schedule who retain the required level of EMT certification will receive EMT pay of twenty-two dollars fifty cents (\$22.50) per pay period effective the first full pay period beginning on or after June 30, 1990, and thirty-four dollars (\$34.00) per pay period, effective the first full pay period beginning on or after July 1, 1991.

G. Stand-By Duty

There shall be two (2) tours of stand-by duty:

Monday 0700 - Friday 1500
Friday 1500 - Monday 0700

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

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

This section shall not apply to unusual circumstances which result in the Department's Emergency Operation Plan being

placed into effect, provided that when a "yellow alert" is in effect for seventy-two (72) hours those affected employees shall receive one (1) day's pay. In addition, affected employees shall be compensated at a rate of one day's pay for each subsequent seventy-two (72) hours on alert.

H. Pay While on I.O.J. Leave

Any employee who, in accordance with Section IV, E., above, is on I.O.J. or disability leave shall receive all pay during said period as disability income.

I. Overtime Pay

(1) Any employee covered by this salary schedule who is scheduled on straight day work and who is authorized to and who works in excess of eight (80) hours in a pay period, or any employee covered by this salary schedule who is scheduled on shiftwork who is authorized to and who works in excess of eighty-four (84) 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 overtime hour worked. Any employee entitled to be granted compensatory leave shall be granted such leave by the Fire Chief. Compensatory leave in excess of eight (8) hours shall be used within sixty (60) calendar days subsequent to its being earned.

(2) Each hour of overtime shall be compensated as follows:

- | | | | | |
|----|---|------------|---|---|
| 1 | - | 14 minutes | - | no compensation |
| 15 | - | 29 minutes | - | compensatory leave at rate of 1 1/2 times of time worked |
| 30 | - | 44 minutes | - | one-half wages at 1 1/2 times plus compensatory time for actual time worked over 30 minutes |
| 45 | - | 60 minutes | - | one (1) hour of wages at 1 1/2 times |

VI. Group Health Insurance

A. Effective with contributions in June, 1991 for coverage beginning on July 1, 1991, the County shall contribute eighty percent (80%) to the cost of the County's Managed Care health insurance program for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty percent (20%).

Effective with contributions in June, 1992, for coverage beginning on July 1, 1992, the County shall contribute seventy-five percent (75%) to the cost of the County's Managed Care health

insurance program for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five percent (25%).

B. Effective with contributions in June, 1991, for coverage beginning on July 1, 1991, the County shall contribute eighty percent (80%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty percent (20%).

Effective with contributions in June, 1993, for coverage beginning on July 1, 1993, the County shall contribute seventy-five percent (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five percent (25%).

C. Employees who retire on or after the dates of coverage indicated in paragraphs A. and B., above, will pay the contribution rates indicated for the type of coverage they have elected (i.e., those who participate in the County's Managed Care health insurance program and retire on or after July 1, 1991 or July 1, 1992 will pay twenty percent (20%) or twenty-five percent (25%), respectively; those who participate in a prepaid group health plan or a Health Maintenance Organization (HMO) and retire on or after July 1, 1991 or July 1, 1993 will pay twenty percent (20%) or twenty-five percent (25%), respectively.

D. The County shall contribute ninety percent (90%) to the County's optical care program for any employee who elects to participate in that program. The participating employee shall contribute the remaining ten percent (10%).

Effective July 1, 1989, the Union shall contribute ten thousand dollars (\$10,000) per year to the County's deductible prescription program for employees covered by this Salary Schedule who elect to participate in that program; effective July 1, 1990, ten thousand five hundred dollars (\$10,500); and, effective July 1, 1991, eleven thousand dollars (\$11,000). The employee shall contribute 1e per month for single coverage or 2e per month for family coverage, and the County shall contribute the remaining premium.

E. A Dental Plan is available for employees. The employee pays the entire cost.

VII. Life Insurance

The County shall pay one hundred percent (100%) of the monthly premium for the County life insurance coverage as

authorized and in accordance with Section 16-212 of the Personnel Law. The maximum life insurance coverage for employees covered by this Salary Schedule under the County Basic group term life insurance policy shall be increased from one hundred thousand dollars (\$100,000) to one hundred fifty thousand dollars (\$150,000).

The five thousand dollar (\$5,000) accidental death insurance policy the County maintains for employees covered by this Salary Schedule shall be payable in the amount of fifty thousand dollars (\$50,000) to an employee's designated beneficiary should the employee be killed in the line of duty.

VIII. Social Security

Effective January 1, 1990, the County and each employee paid in accordance with this Salary Schedule shall make contributions to the Social Security fund at 7.65% of the first \$51,300, and 1.45% of the remainder up to \$125,000 paid in wages per employee per calendar year. Employee contributions shall be made through payroll deductions.

Subsequent changes in the Social Security tax rate and/or the taxable wage base as enacted through Federal legislation shall be applied in computing Social Security contributions by the County and each employee.

IX. 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, Article 101, Annotated Code of Maryland.

X. Uniforms

Required uniforms, with the exception of dress shoes, shall be provided by the Employer.

XI. Clothing Allowance

Employees covered by this Salary Schedule shall receive a clothing allowance of six hundred and fifty dollars (\$650) per year. This clothing allowance is not considered part of the employee's base pay, and will be paid in two (2) equal installments in July and January of each fiscal year. Notwithstanding the previous paragraph, during fiscal years 1992 and 1993 (July 1, 1991 through June 30, 1993), employees will not receive the clothing allowance referenced in the preceding paragraph.

XII. Physical Training Supplement

Employees covered by this Salary Schedule shall receive a Physical Training Supplement of one hundred twenty-five dollars

(\$125) per year. This physical training supplement is not considered part of the employee's base pay, and will be paid in two (2) equal installments in July and January of each fiscal year. Notwithstanding the previous paragraph, during fiscal years 1992 and 1993 (July 1, 1991 through June 30, 1993), employees will not receive the physical training supplement referenced in the preceding paragraph.

XIII. Retirement Contributions

Effective the first full pay period beginning on or after July 1, 1988 the employee contribution to the retirement trust fund shall be four percent (4%) of the base rate of pay. Effective the first full pay period beginning on or after June 30 in each of the three years, 1990, 1991 and 1992, the employee contribution to the retirement trust fund for employees in Paramedic classifications covered by this Salary Schedule shall be reduced by one percent (1%) of the base rate of pay to contribution rates of three percent (3%), two percent (2%) and one percent (1%), respectively.

XIV. Prince George's Professional Fire Fighters P.A.C. 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 Prince George's Professional Fire Fighters P.A.C. payroll deduction fund. The Union agrees to indemnify and hold harmless the County from any loss or damages arising from the operation of this provision.

XV. Incentive Awards

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

XVI. Pay Plan Policy Statement

It is the policy of the County that benefits afforded to employees in the Salary Plan 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.