

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2003 Legislative Session

Bill No. CB-49-2003
 Chapter No. 40
 Proposed and Presented by The Chairman (by request – County Executive)
 Introduced by Council Members Hendershot, Dean, Exum, Harrington, Peters and Knotts
 Co-Sponsors _____
 Date of Introduction July 8, 2003

BILL

1 AN ACT concerning

2 Collective Bargaining Agreement - Prince George's County

3 Police Civilian Employees Association

4 For the purpose of amending the labor agreement by and between Prince George's County,
 5 Maryland and the Prince George's County Police Civilian Employees Association to provide for
 6 wages and certain other terms and conditions of employment for personnel classifications
 7 certified by the Prince George's County Public Employee Relations Board.

8 BY repealing and reenacting with amendments:

9 SUBTITLE 16. PERSONNEL.

10 Section 16-233(f)(8),

11 The Prince George's County Code

12 (1999 Edition, 2002 Supplement).

13 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
 14 Maryland, that Section 16-233(f)(8) of the Prince George's County Code be and the same is
 15 hereby repealed and reenacted with the following amendments:

16 SUBTITLE 16. PERSONNEL.

17 DIVISION 19. COLLECTIVE BARGAINING.

18 **Sec. 16-233. General.**

19 (f) The following collective bargaining agreements are hereby adopted and approved:

20 (8) Declaration of Approval - Prince George's County Police Civilian Employees
 21 Association.

1 The County Council of Prince George's County, Maryland, having fully considered the
2 labor agreement concluded between Prince George's County, Maryland and the Prince George's
3 County Police Civilian Employees Association on [September 24, 2001] July 7, 2003, hereby
4 approves said [amendment] agreement and the amendment thereto effective January 3, 2003, in
5 accordance with the provisions of Section 13A-109 of the Prince George's County Code.

6 SECTION 2. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45)
7 calendar days after it becomes law and that the Agreement shall be retroactively effective to
8 July 1, 2003.

Adopted this 29th day of July, 2003.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Peter A. Shapiro
Chair

ATTEST:

Redis C. Floyd
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Jack B. Johnson
County Executive

KEY:

Underscoring indicates language added to existing law.
[Brackets] indicate language deleted from existing law.

AGREEMENT

MADE BY AND BETWEEN

PRINCE GEORGE'S COUNTY, MARYLAND

AND

THE PRINCE GEORGE'S COUNTY

POLICE CIVILIAN EMPLOYEES ASSOCIATION

July 1, 2003 through June 30, 2005

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PREAMBLE

This Collective Bargaining Agreement is entered into by Prince George's County, Maryland ("Employer") and the Prince George's County Police Civilian Employees Association ("PCEA") and has as its purpose the promotion of harmonious relations between the Employer and PCEA; the establishment of an equitable and peaceful procedure for the resolution of differences; and includes the agreement of the parties on rates of pay, hours of work and other terms and conditions of employment for the employees covered hereunder.

ARTICLE 1 -- RECOGNITION

A. The Employer recognizes PCEA as the sole and exclusive bargaining agent of the Civilian Police Employees of the Prince George's County Police Department, civilian employees in the Vehicle Audit Unit of the Department of Environmental Resources ("DER"), and of Dispatch Aides and Emergency Dispatchers in the Office of Information Technology and Communications ("OITC") in the Unit for which it was certified by the Prince George's County Public Employee Relations Board ("PERB") in case number 73-PG-R-8 and 73-PG-R-9, 75-PG-R-21, and as amended in case numbers 16 39 0030 82, 16 39 00203 85S, 16 39 00383 85S, 16 39 00073 89W, 16 39 00252 90S, 16 39 000243 01 and 16 39 000248 01 for the purpose of negotiating matters of wages, hours, and other terms and conditions of employment. As used in this Agreement, the term "Department" refers to either the Police Department, DER, OITC (OITC PCEA members will be transferred to the Office of Homeland Security, effective July 1, 2003) or all of them, as is appropriate in the context in which it is used. Joint references in this Agreement to the Police Department and DER shall also be deemed to include the Office of Homeland Security.

ARTICLE 2 -- ORGANIZATIONAL SECURITY

Section 2.1 Membership

All employees employed on or after the effective date of this Agreement may elect to be members of PCEA or not to be members of PCEA. Any employee who elects to be a member of PCEA shall, pursuant to the provisions of Section 2.2 of this Agreement, remain a member of PCEA for the duration of this Agreement. Except as provided immediately below, employees covered by this Agreement, who elect not to be members of PCEA shall be required as a condition of continued employment to pay a monthly service fee in an amount to be determined by PCEA that is no greater than the monthly dues paid by members of PCEA, which fees shall be remitted to PCEA. Notwithstanding any provision of this Agreement to the contrary, any employee covered by this Agreement who was employed on or before July 1, 1983, and who has never elected to become a member of PCEA, shall not be subject to the dues deduction and service fee provisions of this Article.

Section 2.2 Dues and Service Fees

A. Dues and Service Fees. PCEA, upon the presentation of dues deduction or service fee authorization cards, duly executed by the individual employees covered by this Agreement, shall be entitled to have such employees' membership dues or service fees deducted from their paychecks on a biweekly basis and remitted to PCEA. Such authorization shall be irrevocable and automatically renewed from year-to-year thereafter unless revoked by the employee pursuant to Section 13A-108(c) of the Labor Code. The amounts to be deducted shall be certified to the Employer by the Treasurer of PCEA and the aggregate deductions of all employees shall be remitted together with an itemized statement to PCEA.

B. Indemnification. PCEA shall indemnify and hold the Employer harmless against any and all claims, suits, or other forms of liability that may arise out of or by reason of any action taken or not taken by the Employer under the provisions of this Article.

Section 2.3 PCEA President, PCEA Board of Directors Leave, PCEA Officers/Members Leave and Leave for Negotiations

A. The President of PCEA shall be granted a full-time leave of absence from his/her duties from the Police Department, Department of Environmental Resources, or Office of Homeland Security (from whatever agency the PCEA President is from) but shall remain on the payroll of that agency for the purposes of performing full-time duties as President of PCEA. During such paid leave, the President shall continue to accumulate seniority and shall receive all benefits as if he/she were fully on duty including, but not limited to, pension accruals and fringe benefits. If the PCEA President is absent from normal duties on approved leave for a period of more than three (3) consecutive days, the PCEA President may designate in writing to the County a PCEA Board member who shall act as PCEA President in his/her absence. The County agrees that upon receipt of written designation by the PCEA President, the County will place on administrative leave the PCEA Board member so designated by the PCEA President in lieu of the President for each day that leave is announced.

B. At the end of his/her term of office, the Department will make reasonable efforts to assign the immediate past PCEA President to a position with similar duties and on the same shift as the position he/she held immediately before going on full-time leave of absence as President of PCEA. In no event will the Department assign the immediate past President to a position with a lower salary grade than the grade he/she held immediately prior to taking office.

C. Elected or appointed officers of PCEA shall be granted administrative leave to attend Board meetings, provided that prior approval from the Chief of Police, the Director of DER, or the Director of Homeland Security, as appropriate, has been secured (his/her approval not being unreasonably withheld) and subject to the limitations of paragraph G. below.

D. Representatives of PCEA designated by the President shall be granted administrative leave to attend Labor/Management Relations seminars, workshops, conferences or committee meetings in the interest of furthering employee relations, provided that prior approval from the Chief of Police, the Director of DER, or the Director of Homeland Security, as appropriate, has been secured (his/her approval not being unreasonably withheld) and subject to the limitations of paragraph G. below.

E. Each member of the PCEA negotiating team (not to exceed a total of seven (7) members and alternates) shall be granted four (4) days of administrative leave to prepare for negotiations, provided that prior approval from the Chief of Police, the Director of DER, or the Director of Homeland Security, as appropriate, has been secured.

F. Members of the PCEA negotiating team (not to exceed a total of seven (7) members and alternates) shall be excused from work on the day of negotiations to attend meetings with representatives of the County with no loss of pay or leave. (For example, an employee who would otherwise receive a shift differential for his or her regularly scheduled hours on a day the employee is excused from work to participate in negotiations is entitled to receive the shift differential.) Any PCEA negotiating team member who is assigned to a night or evening shift shall be granted administrative leave for the shift he/she is scheduled to work either immediately before or immediately following the negotiation meeting.

G. The County will provide an administrative leave bank of one thousand five hundred (1500) hours available for use under paragraphs C, D, and E above.

Section 2.4 PCEA Communications

PCEA will be permitted to use the Police Department's courier service, telex and fax for distribution of official PCEA communications. The Department will email to the PCEA President a copy of all email messages distributed to employees who are covered by this Agreement.

Section 2.5 PCEA Information Dispersal

The Employer agrees to allow bulletin board space at reasonable locations in each physical structure for PCEA newsletters, notices, and literature.

Section 2.6 Consultation

The Employer agrees to consult with PCEA before making changes in departmental organization or the Classification Plan which will affect employees covered under this Agreement. Except as provided herein, nothing in this Agreement shall be construed as a waiver or modification on the part of PCEA of its right to bargain as provided by applicable law, and except as provided in this Agreement, nothing herein shall be construed as a waiver or modification of the Employer's right to implement changes in accordance with applicable law.

Section 2.7 New Employee Orientation

The County will allow PCEA a reasonable opportunity to meet with new employees covered by the Agreement at the conclusion of new employee orientation for the purpose of briefing the employees on this Agreement and other PCEA matters.

ARTICLE 3 -- COMPLIANCE

PCEA agrees that its members shall comply with County rules and regulations, including those relating to conduct and work performance, and that all employees represented by it shall maintain an attitude of civility and politeness to all citizens.

ARTICLE 4 -- CAREER ADVANCEMENT

Section 4.1 Filling Vacancies

A. A "vacancy" is a permanent opening created by the termination, transfer, promotion or retirement of an incumbent bargaining unit employee which the County intends to fill or which is created when the County determines its operational needs require additional bargaining unit employees. Whenever a vacancy occurs, and the County elects, in its discretion, to fill the vacancy through the competitive process, the County will advertise the specific position to bargaining unit employees by posting a notice at all work locations at places where notices to employees are customarily posted. At the same time, PCEA will be notified of the vacancy. Any employee covered by this Agreement may apply for any vacancy as defined in this Section 4.1. In the event that a vacancy is to be filled from an existing register, if an employee is not already on the necessary eligibility register, he or she will be afforded the opportunity to take any test required to qualify for the eligibility register.

B. When a PCEA bargaining unit member applies for a vacancy through the normal competitive process and is determined to be qualified for the position, the name of the qualified PCEA bargaining unit employee will be placed on the list of eligibles sent to the Police Department for its consideration. The Police Department will ensure that any bargaining unit member on any list of eligibles will be granted an interview for the position vacancy.

Section 4.2 Layoffs and Recall

Should a reduction-in-force become necessary because of lack of work or funds, the elimination of jobs through job consolidation (combining the duties of two (2) or more jobs), the installation of new equipment, the curtailment or replacement of existing facilities, the development of new facilities, or any other reason, the County shall, absent circumstances requiring immediate action, notify PCEA at least thirty (30) days prior to making the reduction-in-force. However, where circumstances requiring immediate action exist and less than thirty (30) days notice is given, the County will give PCEA reasonable notice under the circumstances.

Section 4.3 Dispatch Aides

Effective July 1, 2001, Dispatch Aides will be eligible for a five percent (5%) non-competitive promotion from P-12 to P-13 after completion of five (5) years of satisfactory service as a Dispatch Aide. Such increase will be granted on their anniversary date reflecting the completion of five (5) years of satisfactory service as a Dispatch Aide and will be in addition to any regularly scheduled merit increase to which they are otherwise entitled. Eligible employees will not be entitled to receive this non-competitive promotion any sooner than their anniversary date in Fiscal Year 2003.

ARTICLE 5 -- PERSONNEL LAW

Anything not covered specifically by this Agreement shall be administered in accordance with the Personnel Law.

ARTICLE 6 -- PERSONNEL FILES AND PERSONAL INFORMATION DOCUMENT

Section 6.1 Personnel Files

A. Review. By appointment with an appropriate person in the Office of Personnel and Labor Relations, the employee, upon presenting his/her identification, shall be permitted to examine his/her personnel file, except as to background information secured prior to employment. The employee shall indicate in writing, to be placed in his/her file, that he/she has examined the same.

B. At the time of an employee's performance evaluation, the supervisor will discuss with the employee the documentation on which the supervisor is basing the employee's performance evaluation. Thereafter, the Employer will be precluded from relying on any other documentation (other than that discussed with the employee) to support the employee's performance evaluation at issue unless the documentation relates to events that occurred during the evaluation period and could not have been reasonably discovered by the Employer during the evaluation period. When an employee is assigned to work under a new supervisor, the employee's former supervisor may only transmit a past performance appraisal for the period of time (if more than ninety (90) days) that the employee was under his/her supervision, to the new supervisor.

C. Expungement. The Employer agrees to remove derogatory information three (3) years old or older from the employee's personnel file, if requested to do so by the employee in writing.

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

Section 6.2 Copies of Personal Information Document

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

ARTICLE 7 -- ROSTER

Section 7.1 Personnel Roster

A roster shall be furnished PCEA by the Employer at the beginning of each fiscal year which lists the name, job title, date of hire and job location of each employee in the bargaining unit. An updated list will be furnished every six (6) months to PCEA.

Section 7.2 Personnel Printout

At the beginning of each fiscal year the Employer will provide the President of PCEA a printout of all bargaining unit members.

Section 7.3 PCEA Officers and Delegates

PCEA shall supply the Employer, in writing, and shall maintain with the Employer on a current basis, a complete list of all Officers and Delegates.

ARTICLE 8 -- DISCIPLINE

A. Employees covered by this Agreement may be disciplined only for just cause. The parties agree that, in general, a progressive discipline policy shall be followed utilizing the disciplinary methods permitted by the Personnel Law, provided, however, that the parties also understand and agree that in some instances summary discipline, including discharge, may be warranted instead of progressive discipline. If the Employer has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee in front of other employees or the public.

B. If in any case the Employer believes that there is just cause to discharge, suspend or fine an employee, or cause the employee to forfeit accrued annual leave, the Employer shall provide notice in writing to the employee and PCEA (both the President and the Grievance Committee Chairperson) of its intent to take disciplinary action at least ten (10) working days in advance of taking such action. One (1) copy of a notice of intent to take disciplinary action shall be hand-delivered to the employee's work station (if possible, hand-delivered to the employee), and another copy of the notice shall also be sent to the employee by certified mail return receipt requested at the employee's last known address shown on the employee's personnel record. The Employer shall make reasonable attempts to hand deliver the notice referred to herein to the employee before sending such notice by mail. The notice will be considered to have been served upon the employee as of the date of mailing. The employee shall have ten (10) working days to respond to the proposed notice of intent to take disciplinary action. When a notice of intent is served while an employee is on approved sick or annual leave or scheduled day off, the ten (10) day period the employee has to respond will begin to run when the employee returns to work.

C. When an employee is to be disciplined in a manner which involves a discussion or some other event other than the delivery of the written notice of discipline, or is to be the subject of an investigatory interview or other meeting which may result in discipline, he/she shall be informed in writing at least five (5) working days prior to the start of the interview (1) of the name, rank or title, and

command of the officer or supervisor in charge of the investigation, of the officer or supervisor conducting the interview and the nature of the investigation and (2) of his/her right to have present, upon request, a PCEA representative or other person of his/her choice. This time period may be extended by mutual consent of the Employer and the employee. However, if an immediate interview is required and the designated PCEA representative is unavailable, the employee may select another PCEA representative who can be present during the investigatory interview.

D. The PCEA representative or other person selected by the employee shall be present at all times during the interview or discussion unless waived by the employee. All questions directed to the employee shall be asked by one (1) interviewer.

E. An investigatory interview shall take place at the office of the investigator conducting the investigation and shall be conducted during the employee's normal working hours unless otherwise agreed to by the employee.

F. Where an employee is interviewed more than once with regard to the same investigation, the employee will be permitted to read his/her previous statement(s) before any subsequent interview.

G. When an employee, who has received a final notice of disciplinary action, appeals the disciplinary action according to the procedure contained in Article 9 (Grievance and Arbitration Procedure), the employee, upon request, will be provided with a copy of the investigatory file within five (5) working days after filing the grievance but excluding the identity of any confidential sources and recommendations as to charges, disposition or punishment.

H. When more than one (1) supervisor is involved in a counseling session at one time, the employee being counseled may request that a PCEA member of his/her choice be present and shall be granted a reasonable amount of time to produce that person. However, the counseling session will not be delayed beyond the end of the employee's shift because of the unavailability of the member selected to attend. In the event the selected member is unavailable within these guidelines, the counseling session will proceed, but the employee to be counseled may designate another PCEA member who is available to attend.

I. The Employer will not initiate disciplinary action against an employee later than ninety (90) calendar days after the occurrence (or after the Employer was aware of the occurrence) of the alleged infraction or violation of Departmental rules or regulations or of the Personnel Law. For the purpose of this Article, to initiate disciplinary action means to issue a written reprimand or to notify the employee of the intent to take some other form of disciplinary action. These time limits shall apply to alleged infractions or violations which affect only the Employer-employee relationship. They shall not apply to alleged violations or infractions which are also criminal violations nor to non-criminal violations which are related to an active criminal investigation.

ARTICLE 9 -- GRIEVANCE AND ARBITRATION PROCEDURE

Section 9.1 Definition

Subject to any limitations of existing law, a grievance is defined as a dispute concerning the application or interpretation of the terms of this Agreement or a claimed violation, misinterpretation or misapplication of the rules or regulations of the Employer affecting the terms and conditions of employment.

Section 9.2 Exclusive Procedure

The provisions of this procedure shall be the only grievance procedure applicable to employees covered by this Agreement, except that grievances alleging safety or health issues shall be subject to the procedures of Article 15.

Section 9.3 Grievance Procedure

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

1. Step 1. Within ten (10) days after the event giving rise to the grievance, or within the ten (10) days following the time when the employee should reasonably have known of its occurrence, the aggrieved employee, and if the employee desires, the employee's PCEA delegate, may discuss the grievance with the employee's Division Head. The Division Head will attempt to adjust the matter and will respond orally to the employee within two (2) days.

2. Step 2. If the grievance has not been settled at Step 1, a written grievance may be filed, including the specific relief sought, signed by the aggrieved employee and the employee's PCEA delegate or a member of the PCEA Grievance Committee designated by the President of PCEA, and presented to the Chief of Police, the Director of DER or the Director of Homeland Security, as appropriate. The Chief of Police, the Director of DER or the Director of Homeland Security shall meet with the employee, the PCEA President and the employee's accredited PCEA delegate or member of the PCEA Grievance Committee in the absence of the delegate, and render a decision in writing no later than ten (10) days after the meeting. The Chief of Police may designate a Deputy Chief or the Director of DER or the Director of Homeland Security may designate a Deputy Director to carry out the foregoing functions. The ten (10) day period will be extended by up to ten (10) more days if further investigation is required.

3. Step 3. If the grievance shall have been submitted but not adjusted under Step 2, the PCEA President may request in writing, within ten (10) days after the grievance has been denied at Step 2, that the grievance be submitted to an Arbitrator mutually agreed upon by them. The County and the PCEA shall select an Arbitrator through the American Arbitration Association. The Arbitrator appointed to hear and decide any grievance dispute under this Article shall be selected from such panel within ten (10) days after this step has been invoked. The rules of the American Arbitration Association shall govern the conduct of the arbitration hearing.

B. The decision of the Arbitrator shall be final and binding on both parties provided that no provision of this Agreement which is stated to be a matter of policy shall be subject to arbitration. Any dispute

between the parties as to the arbitrability of a grievance shall be decided by the Arbitrator. Expenses for the arbitrator's service and proceeding shall be borne equally by the County and PCEA.

Section 9.4 General Provisions

- A. Appropriate PCEA officials shall be given copies of all answers to grievances hereunder.
- B. If a grievance arises from the action of an authority higher than the Division Head, such grievance shall be initiated at the appropriate step of this grievance procedure.
- C. All parties shall have the right at their own expense to legal and/or stenographic assistance at all hearings.
- D. The fact that a grievance is raised by an employee shall not be recorded in the employee's personnel file or in any file or record utilized in the promotion process, nor shall such fact be used in any recommendations for job placement, nor shall the employee be placed in jeopardy or be subject to reprisal or discrimination for having followed this grievance procedure.
- E. Grievances arising as a result of disputes concerning the meaning, interpretation or application of this Agreement, or of a claimed violation, misinterpretation or misapplication of Police Department, DER or the Office of Homeland Security rules or regulations affecting terms and conditions of employment or a disciplinary action greater than a written reprimand, shall be subject to Step 3, arbitration. The following provisions of the Personnel Law for Prince George's County are also subject to arbitration: 1. Prohibited Personnel Practices (Section 16-110.1); 2. Attendance (Division 2); 3. Performance (Division 11); 4. Disability Separation (Section 16-189); and, 5. Leave (Division 17).
- F. Where an employee covered by this Agreement has filed a grievance under the County Personnel Law with regard to either the denial of an employee initiated desk audit or the denial of a competitive promotion for which the employee has applied, the Union may appeal the grievance from the Personnel Officer to arbitration under this Agreement, but it may not be referred to the Personnel Board.
- G. Appeals of grievances not subject to Step 3 may be made by the employee to the appropriate step of the process outlined in the Personnel Law (namely to the Personnel Officer and/or the Personnel Board, as appropriate).
- H. PCEA has the right to file grievances on behalf of bargaining unit members under this grievance procedure.

Section 9.5 Processing Time Limits

The time limits provided under Article 9 for the processing of grievances (up to and including arbitration) may be extended upon mutual agreement, but if not so extended, they must be strictly observed. If the grievance is not resolved within the time period provided for in any step, the next step may then be invoked. If the grieving party fails to pursue any steps within the time limits provided (or as mutually extended), he/she shall have no further right to continue the grievance.

Section 9.6 Days Defined

The term "days" as used in this grievance procedure shall mean the weekdays Monday through Friday and does not include Saturdays, Sundays or County holidays.

Section 9.7 Processing Grievances During Working Hours

PCEA representatives referred to in this grievance procedure shall be granted reasonable administrative leave to process grievances pursuant to this Article during working hours.

ARTICLE 10 -- WAGES AND BENEFITS

Section 10.1 Wages

A. Fiscal Years 2004 and 2005

1. Employees covered by this Agreement will receive a one percent (1%) increase to their base hourly rates of pay effective the first full pay period beginning on or after October 1, 2003.

2. Employees covered by this Agreement will receive a one percent (1%) increase to their base hourly rates of pay effective the first full pay period beginning on or after May 1, 2004.

3. Employees covered by this Agreement will receive a one percent (1%) increase to their base hourly rates of pay effective the first full pay period beginning on or after October 1, 2004.

4. Employees covered by this Agreement will receive a one percent (1%) increase to their base hourly rates of pay effective the first full pay period beginning on or after May 1, 2005.

B. Anniversary Increases

1. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2003, through June 30, 2004, will receive it.

2. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2004, through June 30, 2005, will receive it.

C. Uniform Wage Scale

During Fiscal Year 1995, employees were placed on a new service based Uniform Wage Scale as described in Attachment A, attached hereto. During FY96, the Uniform Wage Scale was modified to provide three (3) additional merit steps with a value of two and one-half percent (2 1/2%) as set forth in Attachment A, attached hereto. During FY98, any employee who has not advanced to the step on the Uniform Wage Scale that would otherwise have been warranted by his/her completed years of service as of January 1, 1998 (minus a two-year lag because of the lack of credit toward merit increases during FY96 and FY97) will be placed on that step effective the first full pay period beginning on or after

January 1, 1998, as described in Attachment A, attached hereto.

Fiscal Year 2000:

1. Effective July 1, 1999, the anniversary dates of employees covered by this Agreement will be adjusted to the employee's date of hire if that date is different from the employee's current anniversary date.

2. Effective the first full pay period beginning on or after July 1, 1999, employees will be placed on the proper step of the Uniform Wage Scale for their years of service (minus two (2) years for loss of credit during FY96 and FY97).

3. Effective the first full pay period beginning on or after July 1, 1999, the Uniform Wage Scale shall be modified as follows:

Step N shall be applicable after thirteen (13) years of service;
Step O shall be applicable after fifteen (15) years of service;
Step P shall be applicable after seventeen (17) years of service;
Step Q shall be applicable after nineteen (19) years of service;
Step R shall be applicable after twenty-two (22) years of service;
Step S shall be applicable after twenty-five (25) years of service; and,
a new Step T shall be applicable after twenty-eight (28) years of service.

The interval between Steps N to O, O to P, P to Q, Q to R, and R to S shall be increased from two and one-half percent (2 1/2%) to three percent (3%); and the interval from Step S to new Step T shall be two and one-half percent (2 1/2%).

Fiscal Year 2002:

Effective July 1, 2001, the intervals between Steps M and N and N and O shall be increased from three percent (3%) to three and one-half percent (3 1/2%) and the interval between Steps S and T shall be increased from two and one-half percent (2 1/2%) to three percent (3%).

Fiscal Year 2003:

Effective July 1, 2002, the wage scale (with all steps) will be expanded to the grade of P-24. Each new grade will be five percent (5%) more than the next previous grade (i.e., G21-G22-G23-G24).

Fiscal Year 2004:

Effective July 1, 2003, employees hired above the starting salary on the wage scale will be informed in writing whether they will be frozen on the wage scale for any specified period of time. Such employees shall sign an acknowledgement that they have been informed of their future movement on the wage scale. Nothing in this subsection shall be construed to deny such employee any movement on the pay scale to which that employee would otherwise be entitled under the Agreement.

Section 10.2 Shift Differentials

A. First Shift.

Effective July 1, 2001, a shift differential of two dollars and fifteen cents (\$2.15) per hour shall be paid for all time worked on the first (1st) shift (i.e., the night shift, 2300 hours to 0700 hours) to each employee specifically assigned to work the first (1st) shift. Effective the first full pay period beginning on or after July 1, 2002, the first shift differential shall be increased to two dollars and forty cents (\$2.40) per hour.

B. Third Shift.

Effective July 1, 2001, a shift differential of one dollar and seventy-five cents (\$1.75) per hour shall be paid for all time worked on the third (3rd) shift (i.e., 1500 hours to 2300 hours) to each employee specifically assigned to the third (3rd) shift. Effective the first full pay period beginning on or after July 1, 2002, the third shift differential shall be increased to two dollars (\$2.00) per hour.

C. Employees assigned to work the first (1st) or third (3rd) shift shall receive shift differential pay for all paid status hours, including paid leave hours and holidays. However, for no employees shall shift differentials be used for the purpose of computing retirement deductions, and retirement and insurance benefits.

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 (2nd) shift (i.e., the day shift; 0700 to 1500 hours) shall not be entitled to a shift differential except for non-overtime hours actually worked outside of his/her normally scheduled tour of duty which also fall into the third (3rd) or first (1st) shift.

Section 10.3 Holiday Pay

A. Holidays and Holiday Compensation.

1. The Personnel Law establishes the regular holidays for County employees including those employees covered by this Agreement, except that an additional holiday, entitled "Police Memorial Day," will be recognized and observed on May 15 of each year as a County holiday for employees covered by this Agreement. The holidays established by the Personnel Law are listed for convenient reference:

New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day, Presidential Inauguration Day (every 4 years), and County Employee's Appreciation Day.

2. Eligible employees shall receive a day's pay for each of the designated holidays on which they perform no work.

3. Employees who work on a holiday shall be paid at two (2) times their regular rate of pay for each hour worked (except overtime). Subject to the approval of the Police Department, an employee can elect to receive compensatory leave at up to a double time rate in lieu of pay for hours actually worked on a holiday. (For example, one (1) hour of straight time pay plus one (1) hour compensatory leave for each hour worked on a holiday). 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).

4. If a holiday falls on an employee's regular day off, the employee shall receive another day off.

B. Holiday Work Scheduling.

1. Bargaining unit members assigned to work shiftwork 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 subparagraph A of this Section 10.3.

2. Bargaining unit members assigned to permanent day work positions 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 subparagraph A of this Section 10.3. The determination as to which observed holidays bargaining unit members covered by this subparagraph B. 2. are actually scheduled to work will be determined by the Department, consistent with operational needs.

C. Holiday Observance.

Whenever New Year's Day, Independence Day, Veteran's Day or Christmas Day falls on a weekend and is observed 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 observed shall be treated as working on a holiday for purposes of subparagraph A. above. Likewise, for purposes of subparagraph A., above, when Police Memorial Day falls on a Saturday, it shall also be observed on the previous Friday; and when it falls on a Sunday, it shall also be observed on the following Monday. Employees who work both the day the holiday falls on and the day it is observed shall be entitled to subparagraph A. benefits only as to the first such scheduled day to work.

Section 10.4 Overtime Pay

A. Any employee who is in a paid status in excess of forty (40) hours in a workweek will receive pay at the rate of one and one-half (1 1/2) times his/her regular rate for each overtime hour or ten (10) minute fraction thereof worked. At the option of the employee and with the approval of the County (which will not be unreasonably withheld), an employee eligible for compensatory time under applicable law may elect to receive compensatory leave at the rate of one and one-half (1 1/2) hours for each overtime hour worked.

B. Overtime shall be available to anyone within the division who is qualified in that class of work, including civilian supervisors covered by this Agreement.

Section 10.5 Call Back Pay

A. Any employee who is called back to work from off-duty, and who does in fact perform duties on behalf of the Prince George's County Police Department, DER or Office of Homeland Security, as applicable, during his/her normal off-duty hours, shall be paid for a minimum of four (4) hours at one and one-half (1 1/2) times his/her regular rate of pay beginning at the time the employee was contacted. This provision shall not apply to disciplinary procedures.

B. If an employee is called at home by the Employer and required to perform work at home on behalf of the Department during his/her normal off-duty hours, he/she will be compensated for the work performed at the overtime rate.

Section 10.6 Acting Pay

A. When an employee is assigned by the Employer to perform in an acting capacity substantially all the duties and responsibilities of any other position with a higher grade and does in fact assume the duties of that position for a period of ten (10) consecutive days or more (including scheduled days off, approved holidays, approved sick leave of two (2) days or less, and approved emergency annual leave, but excluding time for which an employee is otherwise on leave status), he/she shall be paid at the rate of pay equal to the acting position retroactive to the first (1st) day in the acting capacity and he/she shall continue to be paid that rate until relieved of the position. An employee shall begin to receive payment for such service within sixty (60) days after the date the employee becomes eligible for acting pay.

B. Where Management elects to assign an employee to work in an acting capacity as described above, the Employer shall not schedule work to circumvent the provisions of this Article. This Article shall not apply to an employee in a training work assignment. Employees shall have all training work assignments explained to them fully.

Section 10.7 Standby Compensation

Effective July 1, 2003, Police Evidence Technicians, Police Evidence Technician Supervisors (Administrative Assistants) and RAFIS (Fingerprint Specialists) will be compensated at the rate of twelve and one-half percent (12 1/2%) of the employees base hourly straight time rate, and Records Clerks (General Clerk IVs) will earn compensatory leave at the rate of six and one-fourth percent (6 1/4%), for all hours they are required by the Police Department to standby. An employee called back to work will lose standby compensation for eight (8) hours.

Section 10.8 Court Time Compensation

A. If, as a result of official actions taken during the normal course of employment with the Department, an employee covered by this Agreement is required to appear in Court while off duty, the employee will be paid a minimum of three (3) hours pay at one and one-half (1 1/2) times his/her regular rate of pay. For each hour beyond the first three (3) hours that an employee is required to attend court proceedings, the employee shall be paid at the overtime rate.

B. In determining the number of hours beyond three (3) that an employee is entitled to, the clock shall begin to run when the employee is first required by subpoena or otherwise to attend court and

shall continue without interruption throughout the day until the end of the last court appearance of the employee that day.

C. For court time beyond three (3) hours, the employee shall be compensated in ten (10) minute segments, i.e., one sixth (1/6) hour pay at the overtime rate for every ten (10) minutes.

Section 10.9 TEC Pay

A. Effective July 1, 2004, employees who are assigned to provide on the job training (which is designed to be one month or more in duration) for employees will receive a payment of seventy-five cents (\$.75) per hour.

B. The County, with the participation of the PCEA, will develop testing procedures to measure an employee's conversational proficiency in selected languages other than English. An employee who passes such test will be certified as an interpreter in the language tested and will be assigned to interpret that language as part of his/her job duties. Employees will receive a lump sum payment of five hundred twenty dollars (\$520.00) per year beginning within thirty (30) days following their certification. Four (4) employees certified in sign language, as selected by the Chief of Police, will also receive a lump sum payment of five hundred twenty dollars (\$520.00) per year beginning within thirty (30) days following verification of such certification.

Section 10.10 Workhours

The workweek is the seven (7) consecutive day period commencing with the first (1st) shift on Sunday, and ending with the last shift on the following Saturday. 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.

Section 10.11 Work Schedule

A. The County will provide each shift employee with a copy of his/her annual shift schedule.

B. Whenever an employee's shift assignment, hours of work or work location is changed, the Employer will provide the employee with at least fourteen (14) calendar days notice before the change is effective. However, the parties also recognize that under emergency circumstances (such as filling in for someone who is absent from work) fourteen (14) days notice may not be possible.

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

concerning the Committee's report.

D. In the event that the regularly scheduled work hours of County police officers assigned to the Bureau of Patrol are permanently changed, the parties agree to refer to the Committee provided for in paragraph C. above (including reconvening the Committee if it has otherwise completed its work) for recommendation to the Chief the issue of whether changes should also be made in the work schedule of civilian station clerks.

Section 10.12 Emergency Closings

A. 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 Agreement 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 (not to exceed twelve (12) hours per employee per twenty-four (24) hour period) 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.

B. 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 twenty-four (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.

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

D. PCEA will be notified of all delayed openings and emergency closings and a teletype will be initiated.

E. Joint Study Committee. There will be established a Joint Study Committee, composed of equal numbers of representatives named by the County and PCEA, not to exceed a total of two (2) from each party, to study the feasibility of inclement weather compensation alternatives during weekends and outside of the normal County workday. The Committee shall report its findings and recommendations to the Chief of Police in writing.

F. Employees covered by this Agreement, who are required to work weekends as part of their regularly scheduled shift, will receive compensatory leave for the length of time that a Countywide "Signal 26" issued by the Police Chief, or designee, due to extreme weather conditions, is in effect on their shift(s) worked during the period from 6:00 a.m. Saturday through 6:00 a.m. on Monday.

Section 10.13 Rest Period

Upon approval of the employee's supervisor, consistent with operational necessity, employees covered by this Agreement who are assigned to work twelve (12) hour shifts shall be entitled to one (1) twenty-five (25) minute break per shift in addition to their regular meal period; ten (10) hour shifts, one (1)

twenty (20) minute break per shift in addition to their regular meal period; and eight (8) hour shifts, one (1) fifteen (15) minute break per shift in addition to their regular meal period. The Employer will make all reasonable efforts to make sure that employees are permitted to take their breaks.

Section 10.14 Meal Period

Employees covered by this Agreement who work through their regular unpaid meal period (one-half (1/2) hour for eight (8) and ten (10) hour shifts; forty-five (45) minutes for a twelve (12) hour shift) at the direction of Management are entitled to be paid for the meal period worked pursuant to Section 10.4, Overtime Pay.

Section 10.15 Group Health Insurance Under the Beneflex Program

A. The Employer 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. Participating employees shall contribute the remaining twenty-five percent (25%).

B. 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%). Employees who provide proof of other medical coverage may choose to receive a credit.

C. The Employer shall contribute ninety percent (90%) to the County's deductible prescription and vision care programs for any employee who elects to participate in either program. The participating employee 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.

D. The County shall contribute to the County's deductible prescription and vision care programs for any employee who retires on or after July 1, 1996, on the same basis that it contributes on behalf of active employees.

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 these plans.

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

Section 10.16 Group Life Insurance Under the Beneflex Program

Effective July 1, 2001, the County shall pay 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 amount of one hundred fifty thousand dollars (\$150,000.00). Employees may choose to increase their life insurance from one (1) to four (4) times their annual salary up to a total of seven hundred fifty thousand dollars (\$750,000.00) including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age and amount of coverage. Employees may choose to reduce their life insurance to one (1) times their annual salary and receive a credit.

Section 10.17 Leave of Absence Benefits

When the Chief of Police, the Director of DER or the Director of Homeland Security, in their discretion, recommend to the County Personnel Officer that a request for leave without pay made by an employee covered by this Agreement be approved, the Chief of Police, the Director of DER or the Director of Homeland Security, as appropriate, will send to the employee at his/her home address or have hand delivered the letter and form appearing at the back of this contract as Attachment B. The responsibility for making arrangements for benefits while on leave without pay is the employee's.

Section 10.18 Driver Training

Employees who are regularly assigned to operate motor vehicles, as a position requirement, shall be assigned to attend a driving course as provided by the County.

Section 10.19 Medical Advisory Board

The PCEA President or his/her designee will sit on the Medical Advisory Board as an observer with regard to cases that pertain to a PCEA represented employee(s).

Section 10.20 Disability Status Review by the Medical Advisory Board

When an employee is sent to a County doctor for examination before a review of his/her disability status by the Medical Advisory Board (MAB), the employee shall be advised by letter of his/her right to submit other medical information to the MAB. The parties have agreed on a letter to be sent for such purposes. A copy of the County doctor's report will be sent to the employee.

Section 10.21 Retention Incentive Bonus - Joint Study Committee

There will be established a Joint Study Committee, composed of equal numbers of representatives named by the County and PCEA, to determine what classifications within the PCEA should be considered and recommended for a retention incentive bonus. This study will begin on September 1, 2003, and a report of the Committee's findings and recommendations submitted within six (6) months to the Chief of Police, Director of the Department of Environmental Resources and Director of Homeland Security.

Section 10.22 Pyramiding

There shall be no pyramiding of overtime and other premium rates; that is, only one (1) overtime or premium rate will be paid for the same hours worked.

ARTICLE 11 -- SUPPLEMENTAL RETIREMENT BENEFIT

A. Benefit Accrual and Amounts.

1. Effective July 1, 1992, employees covered by this Agreement may elect to participate in a supplemental retirement benefit program and all employees hired on or after July 1, 1992, will participate in a supplemental retirement benefit program pursuant to rules established in the Supplemental Retirement Plan. The supplemental retirement program will be jointly funded through County and employee contributions. The rate of accrual and amount of the benefit payable under this program are determined as follows:

a. Benefit accrual is at the rate of four tenths of one percent (0.4%) times the number of years of actual and continuous service the employee has as a full-time Prince George's County employee, to a maximum of twenty-five (25) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to paragraph E, below.

b. Pursuant to paragraph A.1, above, the maximum benefit payable to any eligible employee is ten percent (10%) of the employee's average annual compensation, as determined pursuant to paragraph E, below.

B. Job Related Disability Benefit.

Effective July 1, 1999, if an employee becomes entitled to a job-related disability pension from the Maryland State Retirement or Pension Plan, the employee will be entitled to receive a disability pension benefit under this Supplemental Retirement Plan equal to a benefit calculated on the regular service formula for a normal benefit pursuant to paragraph A.1, above, as amended by paragraphs G, H, I and J below.

C. Vesting.

1. Minimum Continuous Service Requirements.

No employee covered by this Agreement shall be entitled to any benefit described in this Section until the employee has completed a minimum of five (5) years of actual and continuous service as an employee for Prince George's County.

2. Vested Benefit.

An employee completing the minimum continuous service requirements of paragraph C.1, above, shall be entitled to receive a monthly benefit as determined pursuant to paragraph A., above; provided, however, that no employee terminated for disciplinary reasons will be entitled to any benefit under this Section.

D. Benefit Payment.

1. The benefit accrued by an employee under either paragraphs A or C, above, shall not be payable until retirement at the earlier age of fifty-five (55) and fifteen (15) years of service or age sixty-two (62) and five (5) years of service; or after thirty (30) years of service regardless of age.

2. Effective July 1, 1995, if a plan participant's eligible spouse dies after a participant begins receiving a Joint and Survivor Pension under this Plan, the participant's benefit shall be increased to the level it would have been had the Joint and Survivor option never been chosen.

E. Funding.

1. Effective July 1, 2001, except for the cost of funding the increase in the benefit accrual rate from six tenths of one percent (.6%) per year to eight tenths of one percent (.8%) per year (as provided in paragraph I below), -- which cost shall be the sole responsibility of the County, the cost of funding the supplemental retirement benefit for all participating employees, as determined by the Plan's actuary, will be shared on an equal basis by the employees and the County through regular contributions each pay period.

2. Effective July 1, 2003, new employees hired on or after this date will pay fifty (50%) of the total contribution rate required for the Supplemental Pension Plan. The County will pay the other fifty percent (50%).

F. Definitions.

1. Actual Service means service while employed as an employee of Prince George's County.

2. Average Annual Compensation means an amount computed by dividing by three (3) the compensation actually received by an employee during whatever period of thirty-six (36) consecutive months of continuous service will provide the largest total compensation for any such period.

3. Compensation means the basic compensation actually received by an employee for service rendered as an employee for Prince George's County, excluding any overtime or other premium pay, bonuses or other additional compensation.

4. Continuous Service means the most recent unbroken period of employment as an employee of Prince George's County.

G. Supplemental Retirement Benefit Plan Modification Effective June 30, 1993.

Effective June 30, 1993, the benefit accrual rate in paragraph A., above, shall be increased from four-tenths of one percent (0.4%) to six-tenths of one percent (0.6%) per year for up to twenty-five (25) years of service for an increase in normal benefit from ten percent (10%) to fifteen percent (15%).

H. Supplemental Retirement Benefit Plan Modification Effective July 1, 1996.

Effective July 1, 1996, the period for computing the maximum benefit in paragraph G., above, shall be increased from twenty-five (25) years of service to thirty (30) years for an increase in normal benefit from fifteen percent (15%) to eighteen percent (18%).

I. Supplemental Retirement Benefit Plan Modification Effective July 1, 2001.

Effective July 1, 2001, the benefit accrual rate in paragraphs A, G and H, above, shall be increased from six-tenths of one percent (0.6%) to eight-tenths of one percent (0.8%) per year for up to thirty (30) years for an increase in normal benefit from eighteen percent (18%) to twenty-four percent (24%). The County will bear the entire cost of this pension enhancement.

J. Supplemental Retirement Benefit Plan Modification Effective July 1, 2003.

Effective July 1, 2003, the rate of accrual for all years of service under the Supplemental Pension Plan will increase from eight-tenths of one percent (0.8%) to one percent (1%) per year. Employees will pay fifty percent (50%) of the additional contribution attributable to this pension enhancement. Such additional payment shall begin effective when the contribution rate increase attributable to this improvement is made applicable to the County.

K. Hold Harmless – Fiscal Year 1996/Fiscal Year 1997 Merit

For any employee covered by this Agreement who retires during the period from July 1, 2003, through June 30, 2005, "Average Annual Compensation" as that term is defined in paragraph F. (Definitions), above, will be calculated as if the employee had received the step increase(s), if any, the employee would otherwise have been eligible to receive during the period covering FY96 and FY97 but for the deferral of such step increases in those years.

L. Fiscal Year 2004 G-Scale Employee Transfer

Effective July 1, 2003, former G-Scale employees who participated in the G-Scale Supplemental Pension Plan ("G-Scale Plan") and who are now covered by the PCEA collective bargaining Agreement, will be placed in (transferred to) the PCEA Supplemental Pension Plan ("P-Scale Plan") effective July 1, 2003. Assets and liabilities (vested and non-vested) attributable to such employees in the G-Scale Plan as of June 30, 2003, will be transferred to the P-Scale Plan. The determination of the amount of assets transferred to the P-Scale Plan is based on a formula recommended by the plans' actuary and agreed to by the parties. Following the transfer, all prior service (i.e., before July 1, 2003) for these transferred employees, as General Schedule employees under the G-Scale Plan, will be credited under the P-Scale Plan using an accrual rate equal to the greater of one percent (1%) or the PCEA accrual rate. Any service for said employees after the transfer date (June 30, 2003) will be calculated using the PCEA accrual rate. If the PCEA accrual rate for existing service is ever increased above one percent (1%), such increase shall also apply to the transferred service of these employees

from the G-Scale Plan. The County agrees to amend the applicable supplemental pension plan(s) in order to implement the transfer in the manner described above.

M. IRS Pickup Plan

1. The County shall pick up, within the meaning of Section 414(h) (2) of the Internal Revenue Code, the employee contributions required by paragraph E. (Funding) hereof. Such amounts:

a. are designated as employee contributions to be picked up by the County within the meaning of Section 414 (h) (2) of the Internal Revenue Code and shall be treated as employer contributions in determining the tax treatment of such amounts under that section;

b. shall reduce the taxable compensation of the employee in an amount that equals the employee contributions picked up by the County;

c. shall be paid by the County from the same source of funds that is used to pay compensation to the employee; and,

d. shall, for all other purposes, be treated in the same manner and to the same extent as employee contributions made before establishment of the pickup plan.

2. Employees shall not be entitled to receive such amounts directly in lieu of having such amounts picked up by the County. This pickup plan becomes effective for pay periods beginning on or after its approval by the County Executive and the County Council. The County shall apply to the Internal Revenue Service for a private letter ruling with respect to the pickup plan, but neither the application nor the receipt of such a ruling are prerequisites to the implementation of the pickup plan.

ARTICLE 12 -- LEAVE

Section 12.1 Sick Leave Policies

A. Sick leave policies shall be administered in accordance with the Prince George's County Personnel Law.

B. Sick leave may be taken in fifteen (15) minute increments.

Section 12.2 Annual Leave Policy

A. Annual leave policies shall be administered in accordance with the Prince George's County Personnel Law, except as may be provided otherwise below:

1. Annual leave may be taken in fifteen (15) minute increments.

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 2., above.

4. Effective beginning with the 1997 leave year, employees who are over the three hundred sixty (360) hours limit at the end of that leave year will be able to convert any annual leave in excess of three hundred sixty (360) hours to new sick leave.

Section 12.3 Sick and Annual Leave Disposition Upon Separation

A. 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, with proper notice of separation, 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 Maryland State Retirement Systems (MSRS) 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 up to three hundred sixty (360) hours of accumulated annual leave, whichever is greater. Any remaining amount would be converted to sick leave and could be applied to purchase MSRS pension credit at the applicable rate.

4. For all or any portion of the employee's sick leave balance earned as of the end of the last full pay period of the 1996 leave year, the employee may elect to receive cash payment in an amount equal to the total number of unused sick leave hours multiplied by one-half (1/2) of the employee's base hourly rate of pay as of January 4, 1997. Sick leave earned beginning the first pay period of Fiscal Year 1997 is not subject to cash payment to the employee upon separation.

5. For individuals who participate in the MSRS plan, sick leave earned beginning with the first pay period in the 1997 leave year is not subject to cash payment but may be used to purchase MSRS pension credit at the applicable rate.

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.

7. Notwithstanding any provision in this Section to the contrary, an employee who has been separated from employment under a separation-disability action pursuant to Section 16-189 of the Personnel Law shall forfeit any sick leave hours accumulated at the time of the employee's separation.

Section 12.4 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 of the Chief of Police or his/her designee or the Director of DER or his/her designee or the Director of Homeland Security or his/her designee, as appropriate, and such approval shall not be unreasonably withheld. The Chief of Police, the Director of DER or the Director of Homeland Security has the right to set reasonable limits on such leaves.

Section 12.5 Discretionary Leave

A. Employees covered by this Agreement are eligible for and may take one (1) day of discretionary leave per wage reporting year. Discretionary leave may not be taken in increments and must be requested with reasonable advance notice and approved prior to use. A day of discretionary leave -- like a day of holiday leave -- shall consist of the number of hours in the employee's regularly scheduled workshift (e.g., 8, 10 or 12 hour shifts).

B. Employees covered by this Agreement who have been employed as civilian employees of the Prince George's County Police Department and/or the Vehicle Audit Unit of the Department of Environmental Resources and/or Office of Homeland Security for ten (10) or more years shall be eligible for one (1) day of Discretionary Leave per fiscal year in addition to the one (1) day of Discretionary Leave described in the above paragraph, subject to the same limitations described in that paragraph.

C. Employees covered by this Agreement who have been employed as civilian employees of the Prince George's County Police Department and/or the Vehicle Audit Unit of the Department of Environmental Resources and/or Office of Homeland Security for fifteen (15) or more years shall be eligible for two (2) days of Discretionary Leave per wage reporting year in addition to the one (1) day of Discretionary Leave described in the first paragraph above and subject to the same limitations described in that paragraph.

Section 12.6 Personal Leave

In accordance with the Personnel Law, sixteen (16) hours of personal leave — including the four (4) hours of personal leave granted each year in lieu of a General Election Day holiday -- per wage

reporting year shall be granted to each employee eligible for annual leave. Personal leave shall be requested and approved in advance of use. There shall be no accumulation of personal leave and unused personal leave shall be forfeited at the end of the leave year or upon termination of employment.

Section 12.7 Leave Reporting for Employees

When an employee covered by this Agreement uses leave (annual, sick or compensatory), his/her unpaid meal period shall not be included in his/her leave deduction.

Section 12.8 Family and Medical Leave

Employees covered by this Agreement are entitled to family and medical leave as provided in the County Personnel Law. The Chief of Police, the Director of DER, or the Director of Homeland Security may also grant the employee additional leave without pay pursuant to the terms of the Personnel Law. Where leave without pay is granted to an employee under this Article, the employee will be advised at the time the leave is granted as to whether or not the employee will be able to return to the job he/she held at the time the leave without pay was requested.

Section 12.9 Bereavement Leave

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

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

Section 12.10 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 one (1) additional ninety (90) day period of disability leave to an employee who has petitioned the Chief of Police, the Director of DER or the Director of Homeland Security and has received their recommendation for additional leave.

ARTICLE 13 -- CLOTHING AND MAINTENANCE ALLOWANCE

Section 13.1 Police Evidence Technicians/Police Evidence Technician Supervisors (Administrative Assistants) /Property Clerks/Television Studio Personnel (Audio Visual Specialists)

A. The Employer agrees to furnish each Evidence Technician an initial issue of three (3) pairs of coveralls, a raincoat and a pair of boots for use at crime scenes. Effective July 1, 2003, the Employer

shall also provide an annual maintenance allowance of six hundred twenty-five dollars (\$625.00) for Evidence Technicians and Evidence Technician Supervisors. Effective July 1, 2004, this allowance will increase to six hundred fifty dollars (\$650.00). The Employer also agrees to furnish one (1) pair of coveralls for Property Clerks working in Vehicle Services.

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

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

Section 13.2 Public Safety Aides

A. Joint Study Committee. There will be established a Joint Study Committee, composed of equal numbers of representatives named by the County and PCEA, not to exceed a total of two (2) from each party, to review the design of the uniform worn by Public Safety Aides. PCEA members of the Committee shall be granted reasonable time off with pay from their regularly assigned positions to attend Committee meetings and perform designated Committee work. Such time off shall not be deducted from the leave bank referred to in Article 2, Section 2.3 G. The Committee shall report its findings and recommendations to the Chief of Police in writing within five (5) months of the date the Committee is formed. The Chief shall consult with the PCEA President concerning the Committee's report.

B. Public Safety Aides are responsible for the care and maintenance of their uniforms in serviceable condition. To defray the costs of this responsibility the County will provide a six hundred dollar (\$600.00) clothing allowance in each fiscal year.

Section 13.3 Clothing Allowance Disbursement

Clothing allowances payable under this Article 13 will be paid in July each fiscal year covered by this Agreement, and are not included in the employee's base pay for any purposes such as computing holiday pay, annual and sick leave pay, etc.

Section 13.4 Headsets

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

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

Section 13.5 Map Books

The County shall provide, annually, one (1) updated map book per desk in each facility where map books are used in the performance of the job. These books will be distributed within thirty (30) days of the latest release date after January 2.

ARTICLE 14 -- JOB DESCRIPTION

A. An employee covered by this Agreement will be provided with a copy of his/her current job description at the time of his/her appointment and at the time of his/her annual performance evaluation, and the employee must sign the job description to acknowledge receipt of it. The employee will also be notified when his or her job description is modified. PCEA will be provided with a copy of all written job descriptions within the bargaining unit.

B. Any change in an employee's job description shall only be within the scope of the employee's class standard. Whenever a new task or duty becomes a part of an employee's job description and the employee requires training in order to perform the new task or duty, the Department will provide appropriate training. Where the Department provides on-the-job training (OJT), it will train the employees who conduct the OJT. No part of the employee's performance evaluation shall encompass a new task or duty until the appropriate training has been completed.

C. At the employee's request, a supervisor will provide direction to the employee concerning the priority of assigned tasks which the employee is to perform.

ARTICLE 15 -- SAFETY AND HEALTH

A. The promotion of safety and health in the work environment is an important and mutually desirable objective. The County and PCEA therefore agree to cooperate to the fullest extent in the promotion of safety and health.

B. The County and PCEA agree to establish a joint Police Department/PCEA Safety and Health Committee for the purpose of promoting job safety and health. The Committee shall consist of four (4) members, two (2) representing the County and two (2) representing PCEA. The County's representatives shall be a Deputy Chief of Police and a Deputy Labor Commissioner. PCEA representatives shall be the PCEA President or permanent designee and an additional PCEA member designated by the PCEA President. The Deputy Chief of Police and the PCEA President or permanent designee shall co-chair the Committee.

C. The Committee shall meet as needed to investigate problems or grievances involving safety and health in the work place as may arise from time to time. Both the County and PCEA may place safety and health issues on the agenda. Unless the parties agree otherwise, the Committee shall meet not later than ten (10) days after either party has proposed a safety and health problem for Committee consideration. The Committee shall investigate the matter and make a report, including specific recommendations, where appropriate, for consideration by the Chief of Police and/or the Director of DER or the Director of Homeland Security, as appropriate.

D. When a condition at the workplace poses an immediate threat to the health or safety of employees covered by this Agreement, the Department will take prompt corrective action to reduce the threat, and the Committee will convene a special meeting to address the health or safety problem not later than three (3) days after the initial corrective action.

E. Within twenty-five (25) working days after receiving the Committee report, the Police Chief and/or the Director of DER or the Director of Homeland Security, as appropriate, shall notify the Committee in writing of the action the Department proposes to take to correct the alleged unsafe condition.

F. No employee may make a safety claim as a pretext for refusing to carry out a work assignment or for engaging in concerted activity in violation of Article 16 of this Agreement.

G. The parties agree that the procedures outlined above are the sole and exclusive procedures under this Agreement for addressing health and safety issues and that safety and health issues and the provisions of this Article 15 are therefore not subject to the grievance and arbitration provisions of this Agreement.

H. The Employer shall provide smoking cessation workshops to employees.

ARTICLE 16 -- NO STRIKE OR LOCKOUT

A. PCEA and its members, individually and collectively, agree that during the term of this Agreement, there shall be no strikes, slow-ups, nor stoppage of work; and the County agrees that there shall be no lockouts.

B. In the event of an illegal strike, slow-up or work stoppage, PCEA shall promptly and publicly disavow such unauthorized conduct, order the employees to return to work and take all steps necessary to bring about a prompt resumption of normal operations.

C. The County shall have the right to discipline, by way of discharge or otherwise, any employee who participates in such illegal conduct.

ARTICLE 17 -- SAVINGS CLAUSE

In the event any Article, Section or portion of this Agreement should be held invalid and unenforceable by any Court or higher authority of competent jurisdiction, such decision shall apply to the specified Article, Section or portion thereof specified in the decision; and upon issuance of such a decision, the Employer and PCEA agree to immediately negotiate a substitute for the invalidated Article, Section or portion thereof.

ARTICLE 18 -- NONDISCRIMINATION

The provisions of this Agreement shall be applied in accordance with applicable Federal, State and

local laws with regard to discrimination on the basis of race, sex, sexual orientation, marital status, color, religious or political affiliation, country of origin, age or disability. There shall be no discrimination against any employee on account of his/her membership or non-membership in PCEA. PCEA shall share equally with the County the responsibility for applying this Article.

ARTICLE 19 -- PUBLICATION OF AGREEMENT

The Employer, at its expense, agrees to publish this Agreement in convenient form and distribute one (1) copy to each employee and six (6) copies to PCEA. The Employer further agrees to provide each new employee with a copy of this Agreement at the time of hiring.

ARTICLE 20 -- DURATION

A. This Agreement shall become effective on July 1, 2003, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2005.

B. This Agreement shall be automatically renewed from year to year after June 30, 2005, unless either party shall notify the other in writing no later than October 1, 2004 (or October 1st of any subsequent year thereafter in the case of an automatic renewal), that it desires to terminate, modify or amend this Agreement.

Signed on this _____ day of _____, 2003__, in Upper Marlboro, Prince George's County, Maryland.

FOR PRINCE GEORGE'S COUNTY
POLICE CIVILIAN EMPLOYEES
ASSOCIATION

FOR PRINCE GEORGE'S COUNTY,
MARYLAND

Arthur C. Emery
President

Jack B. Johnson
County Executive

Melvin C. High
Chief of Police

Donna M.P. Wilson, Esq.
Director, Department of Environmental Resources

Terri Ware
Director, Office of Information Technology and
Communications

ATTACHMENT A**PCEA UNIFORM WAGE SCALE**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
STEP	0-1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
COMPLETED	0-1	2	3	4	5	6	7	8	9	10	11	12	(13-15)	(16-18)	(19+)

A. Pay Plan Description

1. Pay Plan effective July 1, 1994.
2. 15 Step Plan - Derived as follows:

Step A (or Step 0-1) at Grade T-6 is 3.1/2% above the existing minimum salary for Grade P-6. Each successive step is 3.1/2% up to and including Step L. Step L to M is 3% and Steps M to N and N to O are 2.1/2%.

3. Steps at Grade T-5 will be 5% less than corresponding steps at Grade T-6. The value of the intervals between the grades above Grade P-6 is 5%.

4. Completed years of service for purposes of this pay plan shall be determined by using an employee's date of hire as reflected on the employee's PID.

B. Placement & Movement on Wage Scale**1. Current Employees**

a. General Rule - On their anniversary dates in FY95, employees will be placed on the scale at the next step above their salary and then be afforded a one step increase. After being placed on the scale, no one will receive more than a one step increase during FY95, and some employees may not receive a step increase (see B.1.b. & c., below).

b. Employees below Step A (0-1) - On their anniversary dates, employees below Step A will be placed on the scale at Step A and will advance no further during FY95.

c. Longevity Steps (Steps M, N & O) - Employees whose placement on the scale plus anniversary increase in FY95 results in their being at a step below that warranted by their years of service will have annual step increases until they are at the step which corresponds with their completed years of service. Employees who are placed on the scale during FY95 at a longevity step which exceeds their years of service or who during subsequent years achieve a longevity step which exceeds their years of completed service will not advance to the next longevity step until warranted by their completed years of service.

2. New Hires - Entry level employees hired during FY95 will be hired at Step A (0-1), and will not move to Step B (2) until their anniversary date in FY97.

3. Promotions and Demotions - Upon promotion or demotion, an employee will be placed at the step of the promotional grade which corresponds to his or her step before promotion or demotion (For example, a one grade promotion from T-05 Step H to T-06 Step H; a 2 grade promotion from T-08 Step M to T-10 Step M; or a three grade promotion from T-10 Step K to T-13 Step K).

4. Anniversary Dates - Employees covered by this Agreement and hired before July 3, 1988, will keep the anniversary dates that they held on July 3, 1988 for as long as they are continuously employed. Employees hired on or after July 3, 1988 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. Additional Pay Steps - Effective July 1, 1995, the wage scale will be expanded to include the following steps at a rate of two and one-half percent (2 1/2%) per step:

Step O 15 19 -21 years of service (Modified, not added)
 Step P 16 22 - 24 years of service
 Step Q 17 25 - 27 years of service
 Step R 18 28 - 30 years of service

D. Fiscal Year 1998:

During FY98, any employee who has not advanced to the step on the Uniform Wage Scale that would otherwise have been warranted by his/her completed years of service as of January 1, 1998 (minus a two year lag because of the lack of credit toward merit increases during FY96 and FY97) will be placed on that step effective the first full pay period beginning on or after January 1, 1998.

E. Fiscal Year 2000:

1. Effective July 1, 1999, the anniversary dates of employees covered by this Agreement will be adjusted to the employee's date of hire if that date is different from the employee's current anniversary date.

2. Effective the first full pay period beginning on or after July 1, 1999, employees will be placed on the proper step of the Uniform Wage Scale for their years of service (minus two years for loss of credit during FY96 and FY97).

3. Effective the first full pay period beginning on or after July 1, 1999, the Uniform Wage Scale shall be modified as follows:

Step N shall be applicable after 13 years of service;
 Step O shall be applicable after 15 years of service;
 Step P shall be applicable after 17 years of service;
 Step Q shall be applicable after 19 years of service;
 Step R shall be applicable after 22 years of service;

Step S shall be applicable after 25 years of service;
and a new Step T shall be applicable after 28 years of service.

The interval between Steps N to O, O to P, P to Q, Q to R, and R to S shall be increased from two and one-half percent (2 1/2%) to three percent (3%); and the interval from Step S to new Step T shall be two and one-half percent (2 1/2%).

F. Fiscal Year 2002:

1. Effective July 1, 2001, the intervals between Steps M and N and N and O shall be increased from three percent (3%) to three and one-half percent (3 1/2%); and the interval between Steps S and T shall be increased from two and one-half percent (2 1/2%) to three percent (3%).

2. In accordance with PERB Certification Number AAA 16 390 00243 01 which includes in the PCEA bargaining unit Emergency Dispatchers, formerly represented by IAFF Local 1619, in the Office of Information Technology and Communications (OITC), effective July 1, 2001, said employees will be placed on the proper step of the Uniform Wage Scale (under the PCEA collective bargaining agreement) for their years of service (minus two years for the loss of credit during FY96 and FY97, as applicable). In addition, effective July 1, 2001, the new base pay of such employees after placement on said scale, will be increased by an amount of one thousand three hundred dollars (\$1,300.00), or by the amount necessary to increase their current base pay (as of June 30, 2001) by one thousand three hundred dollars (\$1,300.00), whichever is greater (hereinafter referred to as "the adjustment amount"). Thereafter, whenever said employees move on the Uniform Wage Scale their base pay will continue to be red-circled with the "adjustment amount" above their applicable rate on the Uniform Wage Scale.

G. Fiscal Year 2003:

In accordance with PERB Certification Number AAA 16 390 00248 01, former G-Scale employees will be placed effective June 30, 2002, on the P-Scale at the same Salary Grade they held as of June 30, 2002, at the nearest salary level on the P-Scale as of June 30, 2002, which is higher than their G-Scale salary level as of June 30, 2002. These employees will retroactively receive the same cost of living increase in FY03 as received by P-Scale employees, and will receive retroactively any applicable merit increase they would be eligible for in said Fiscal Year. Movement on the P-Scale will be as follows:

1. Employees below G-max who are placed on the P-Scale at their grade as of June 30, 2002, at the nearest salary level on the P-Scale which is higher than their salary level as of June 30, 2002, and above their years of service (minus up to two years for suspension of merit steps during FY96 and FY97, as applicable), will advance towards Step L on a yearly basis and then will be frozen at Step L until they reach their appropriate years of service.

2. Employees currently below G-max who are placed on the P-Scale at their grade as of June 30, 2002, at the nearest salary level on the P-Scale which is higher than their salary level as of June 30, 2002, but at a lower step in accordance with their years of service (minus up to two years for suspension of merit steps during FY96 and FY97, as applicable), will continue receiving annual merit increases and move on the P-Scale until they reach their appropriate years of service.

3. Employees currently at G-max who are placed on the P-Scale at their grade as of June 30,

2002, and at Step L who are above their years of service (minus up to two years for suspension of merit steps during FY96 and FY97, as applicable), will be frozen at Step L until they reach their appropriate years of service.

4. Employees currently at G-max who are placed on the P-Scale at their grade as of June 30, 2002, and at Step L who are below their years of service (minus up to two years for suspension of merit steps in FY96 and FY97, as applicable), will continue receiving annual merit increases and move on the P-Scale until they reach their appropriate years of service.

H: Fiscal Year 2004:

Effective July 1, 2003, employees hired above the starting salary on the wage scale will be informed in writing whether they will be frozen on the wage scale for any specified period of time. Such employees shall sign an acknowledgement that they have been informed of their future movement on the wage scale. Nothing in this subsection shall be construed to deny such employee any movement on the pay scale to which that employee would otherwise be entitled under the agreement.

ATTACHMENT B

CERTIFIED MAIL

or

HAND DELIVERED

NAME
STREET
CITY/STATE

Dear NAME:

I have received your request for leave without pay from _____ through _____. I have concurred with your request and directed correspondence to the Director of the Office of Personnel and Labor Relations for approval. I will notify you of his decision as soon as I am informed of it.

Continuation of Health and Life Insurance Coverage. Although it is your responsibility to make arrangements with the Benefits Division of the Office of Personnel and Labor Relations (OPLR), to make whatever payments you may be required to make to continue your health and life insurance coverage, we have contacted OPLR and have attached a form which lists any payments due in order to continue your health and life insurance coverage. You should contact the Benefits Division of OPLR, at 301-883-6380 if you have further questions.

Continuation of Retirement/Pension Benefits. The State Retirement and Pension Systems have their own rules concerning the continuation of benefits during a leave of absence. Not every County approved leave of absence meets their definitions of leave of absence for the State Retirement and Pension Systems. However, if a leave of absence of more than ten (10) days is approved for personal illness, maternity or paternity, study, service in an employee organization, government sponsored organization, or adoption, you must file the MSRS-46 form (Application To Be Placed On A Qualifying Approved Leave of Absence) with the State Retirement Agency before your leave begins to protect your benefits. If you have not already completed the form, one is attached for your convenience. You should contact the Pensions Division of OPLR, at 301-883-6390 for further information.

Sincerely,

Chief of Police
Director, Department of Environmental Resources
Director, Office of Homeland Security

Enclosure

LEAVE WITHOUT PAYHEALTH & LIFE INSURANCE
EMPLOYEE PREMIUM PAYMENTS

Name _____ Leave to begin _____

Soc. Sec. No. _____ Leave to end _____

Department/Division _____

Once you begin your leave without pay,
 your Health insurance coverage will continue through _____;
 date

your Prescription insurance coverage, through _____;
 date

your Optical insurance coverage, through _____;
 date

your Dental insurance coverage, through _____;
 date

and your Life insurance coverage, through _____.
 date

In order to continue your coverage, you must make the following premium payments to Prince George's County (Benefits Division, Office of Personnel and Labor Relations, 1400 McCormick Drive, Largo, Maryland 20774) by the due date(s) indicated:

<u>Type Coverage</u>	<u>Premium Payment</u>	<u>Date(s) Due</u>
Health Insurance	\$ _____	_____
Prescription Insurance	\$ _____	_____
Optical Insurance	\$ _____	_____
Dental Insurance	\$ _____	_____
Life Insurance	\$ _____	_____

If you have any questions about this payment schedule or your coverages, you may call Benefits, at 301-883-6380.

Prepared by _____

cc: Benefits Division

ATTACHMENT C – PUBLIC EMPLOYEE RELATIONS BOARD (PERB)
CERTIFICATION LIST
Police Civilian Employees Association

Case Number Date of Certification	Positions Involved
73-PG-R-8 (PCEA) 73-PG-R-9 (AFSCME) PCEA - July 31, 1974	Account Clerk II, Station Clerk – Platoon Clerk Typist II, Police Records Clerk I Clerk Typist III, Police Records Clerk II Clerk Technician, Police Records Clerk – Platoon I Office Aide, Police Records Clerk-Platoon II Reproduction Assistant I, Police Dispatcher – Platoon Secretary, Fingerprint Expert Trainee Communications Clerk I, Fingerprint Examiner Communications Clerk II, Supply Clerk II Communications Clerk I – Platoon, Supply Clerk IV Communications Clerk II – Platoon, Auto Mechanic II Station Clerk, Day Custodian Custodian Foreman
74-PG-R-16	Police Cadets
75-PG-R-20	Public Information Assistant II Special Investigator I
75-PG-R-21 March 9, 1976	73-PR-R-8 and 73-PG-R-9 positions plus: Police Technician Administrative Aide I Photo Lab Technician Special Investigator I Communications Development Assistant II
80-PG-R-40	Clarification or Amendment of the Existing Unit to include: Administrative Aide II, III Administrative Assistant I Public Service Aides General Clerk I, II, III Data Preparation Supervisor Public Service Aide Police Account Clerk III
16 39 0030 82 July 21, 1982	AMENDED CERTIFICATION General Clerk I, II, III Data Preparation Supervisor Police Account [Clerk] II Public Service Aides
16 39 00203 85S November 20, 1985	AMENDED CERTIFICATION Administrative Aide to the Northern and Southern Area Commanders Administrative Aide II to the Commander, Special Operations and Investigation Unit Administrative Aide II to the Civilian Head of the Personnel Division of Personnel Services

16 39 0383 85S February 27, 1986	DECISION AND ORDER Personnel Clerk Personnel Aide I Personnel Aide II Administrative Aide to the Central Area Commander
16 39 00073 89W May 22, 1989	AMENDMENT OF CERTIFICATION (Vehicle Audit Unit/DER) Account Clerk I, II, III, Fingerprint Specialist I, II Administrative Aide I, II, General Clerk I, II, III, IV Clerk Typist I, II, Intake Process Technician I,II,III Community Affairs Assistant I, II, Personnel Aide I, II, III Custodian I, II, Photo Lab Technician I, II, III Custodian Supervisor, Police Evidence Technician I, II Emergency Dispatcher Aide, Public Safety Aide I, II, III Emergency Dispatcher I, II, III, Supervisory Clerk Fingerprint Assistant I, II, Supply/Property Clerk I,II,III,IV
16 39 00252 90S September 5, 1990	AMENDMENT OF CERTIFICATION Switchboard Operator I, Mail Courier III Switchboard Operator II, Mail Courier Supervisor Mail Courier I, Data Entry Operator I Mail Courier II, Data Entry Operator II Data Preparation Supervisor
16 390 00243 01 November 1, 2001	AMENDMENT OF CERTIFICATION Emergency Dispatcher Aide (OITC) Emergency Dispatcher IV Emergency Dispatcher IV (OITC) Sheriff's Dispatcher III
16 390 00248 01 May 20, 2002 (duplicate with case 16 390 00243 01. AAA will close 16 390 243 01)	AMENDMENT OF CERTIFICATION (Police Department Only) Accountant I, II, III, Executive Administrative Aide Account Clerk IV, Fingerprint Specialist Supervisor Accounting Technician, Firearms Examiner Administrative Assistant I, II, III, Firearms Technician Administrative Aide III, IV, Forensic Chemist I, II, III Armorer I, II, Graphic Artist I, II Audio Visual Specialist I, II, III, Investigator I, II, III Budget Aide I, II, III, Lab Assistant I, II Budget Management Analyst I, II, III, Permit Specialist I, II, III Buyer I, II, III, IV, Personnel Analyst I, II, III Photo Lab Supervisor Psychologist I
16 390 00248 01 January 2003	AMENDMENT TO CERTIFICATION OF REPRESENTATION Clarifies the Certified Unit to include the Administrative Aide IV positions who work for the Chief of Police and the (then) Acting Chiefs of the Department's: Bureau of Administration; Bureau of Patrol; Bureau of Support Services; and Chief of Staff.

ATTACHMENT D - CLASSES OF WORK*

Account Clerk I, II, III, IV
 Accountant I, II, III
 Accounting Technician
 Administrative Aide I, II, III, IV
 Administrative Assistant I, II, III
 Armorer I, II
 Audio Visual Specialist I, II, III
 Budget Aide I, II, III
 Budget Management Analyst I, II, III
 Buyer I, II, III, IV
 Clerk Typist I, II, III
 Custodian I, II
 Custodian Supervisor
 Data Entry Operator I, II
 Data Preparation Supervisor
 Emergency Dispatch Aide
 Emergency Dispatcher I, II, III, IV
 Equipment Mechanic
 Executive Administrative Aide
 Fingerprint Assistant I, II
 Fingerprint Specialist I, II
 Fingerprint Specialist Supervisor
 Firearms Examiner
 Firearms Technician

Forensic Chemist I, II, III
 General Clerk I, II, III, IV
 Graphic Artist I, II
 Intake Process Technician I, II, III
 Investigator I, II, III
 Lab Assistant I, II
 Mail Services Operator I, II, III
 Mail Services Supervisor
 Permit Specialist I, II, III
 Personnel Aide I, II, III
 Personnel Analyst I, II, III
 Photo Lab Technician I, II, III
 Photo Lab Supervisor
 Police Evidence Technician I, II
 Psychologist I
 Public Safety Aide I, II, III
 Public Service Aide
 Reproduction Assistant
 Senior Emergency Dispatch Aide
 Sheriff Dispatcher III
 Supervisory Clerk
 Supply/Property Clerk I, II, III, IV
 Switchboard Operator I, II

*This document is intended to summarize the existing PERB certifications. Those certifications constitute the official unit description.

SCHEDULED PAY RATES
SCHEDULE P
UNIFORM WAGE SCALE
EFFECTIVE JANUARY 12, 2003
FOR POLICE CIVILIANS
PRINCE GEORGE'S COUNTY, MARYLAND

STEP COMPLETED YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
P05																				
HOURLY	8.6787	8.9826	9.2970	9.6223	9.9591	10.3078	10.6685	11.0418	11.4284	11.8281	12.2423	12.6709	13.1142	13.5732	14.0483	14.4697	14.9038	15.3509	15.8114	16.2858
BIWEEKLY	694.29	718.61	743.76	769.79	796.73	824.63	853.48	883.35	914.27	946.25	979.38	1013.67	1049.14	1085.86	1123.86	1157.58	1192.30	1228.07	1264.92	1302.86
ANNUAL	18,052	18,684	19,338	20,014	20,715	21,440	22,191	22,967	23,771	24,602	25,464	26,355	27,278	28,232	29,220	30,097	31,000	31,930	32,888	33,874
P06																				
HOURLY	9.1127	9.4317	9.7619	10.1034	10.4571	10.8232	11.2019	11.5939	11.9999	12.4196	12.8544	13.3044	13.7699	14.2519	14.7508	15.1933	15.6491	16.1185	16.6021	17.1002
BIWEEKLY	729.01	754.54	780.95	808.27	836.57	865.86	896.16	927.51	959.99	993.57	1028.35	1064.35	1101.59	1140.16	1180.06	1215.46	1251.93	1289.48	1328.17	1368.01
ANNUAL	18,954	19,618	20,305	21,015	21,751	22,512	23,300	24,115	24,960	25,833	26,737	27,673	28,641	29,644	30,682	31,602	32,550	33,527	34,532	35,568
P07																				
HOURLY	9.5682	9.9033	10.2499	10.6087	10.9800	11.3644	11.7621	12.1737	12.5998	13.0405	13.4971	13.9697	14.4584	14.9646	15.4884	15.9530	16.4316	16.9246	17.4323	17.9553
BIWEEKLY	765.46	792.27	819.99	848.69	878.40	909.15	940.97	973.89	1007.98	1043.24	1079.77	1117.58	1156.67	1197.17	1239.07	1276.24	1314.53	1353.96	1394.58	1436.42
ANNUAL	19,902	20,599	21,320	22,066	22,838	23,638	24,465	25,321	26,208	27,124	28,074	29,057	30,073	31,126	32,216	33,182	34,178	35,203	36,259	37,347

CB-49-2003 (DR-1)

STEP COMPLETED YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
P08																				
HOURLY	10.0467	10.3985	10.7625	11.1391	11.5289	11.9325	12.3501	12.7823	13.2297	13.6925	14.1720	14.6681	15.1813	15.7129	16.2628	16.7507	17.2532	17.7708	18.3039	18.8531
BIWEEKLY	803.74	831.88	861.00	891.13	922.32	954.60	988.01	1022.58	1058.38	1095.40	1133.76	1173.45	1214.50	1257.03	1301.02	1340.06	1380.26	1421.66	1464.31	1508.24
ANNUAL	20,897	21,629	22,386	23,169	23,980	24,820	25,688	26,587	27,518	28,480	29,478	30,510	31,577	32,683	33,827	34,841	35,887	36,963	38,072	39,214
P09																				
HOURLY	10.5490	10.9184	11.3005	11.6960	12.1055	12.5293	12.9676	13.4214	13.8913	14.3772	14.8806	15.4016	15.9403	16.4982	17.0757	17.5879	18.1156	18.6590	19.2188	19.7954
BIWEEKLY	843.92	873.47	904.04	935.68	968.44	1002.34	1037.41	1073.71	1111.30	1150.18	1190.45	1232.12	1275.23	1319.86	1366.05	1407.04	1449.25	1492.72	1537.51	1583.63
ANNUAL	21,942	22,710	23,505	24,328	25,179	26,061	26,973	27,916	28,894	29,905	30,952	32,035	33,156	34,316	35,517	36,583	37,680	38,811	39,975	41,174
P10																				
HOURLY	11.0765	11.4643	11.8656	12.2808	12.7107	13.1557	13.6161	14.0924	14.5858	15.0960	15.6246	16.1715	16.7374	17.3231	17.9295	18.4673	19.0214	19.5920	20.1798	20.7852
BIWEEKLY	886.12	917.15	949.25	982.46	1016.86	1052.45	1089.29	1127.40	1166.87	1207.68	1249.97	1293.72	1339.00	1385.85	1434.36	1477.39	1521.71	1567.36	1614.38	1662.81
ANNUAL	23,039	23,846	24,680	25,544	26,438	27,364	28,321	29,312	30,339	31,400	32,499	33,637	34,814	36,032	37,293	38,412	39,564	40,751	41,974	43,233
P11																				
HOURLY	11.6302	12.0376	12.4588	12.8948	13.3463	13.8135	14.2968	14.7971	15.3151	15.8508	16.4058	16.9801	17.5743	18.1897	18.8263	19.3911	19.9728	20.5720	21.1892	21.8249
BIWEEKLY	930.42	963.00	996.71	1031.58	1067.70	1105.08	1143.75	1183.77	1225.21	1268.07	1312.47	1358.41	1405.94	1455.17	1506.11	1551.29	1597.83	1645.76	1695.14	1745.99
ANNUAL	24,191	25,038	25,914	26,821	27,760	28,732	29,737	30,778	31,855	32,970	34,124	35,319	36,555	37,835	39,159	40,334	41,544	42,790	44,074	45,396
P12																				
HOURLY	12.2118	12.6394	13.0818	13.5396	14.0135	14.5041	15.0117	15.5369	16.0809	16.6434	17.2261	17.8291	18.4530	19.0989	19.7674	20.3604	20.9712	21.6004	22.2484	22.9158
BIWEEKLY	976.94	1011.15	1046.54	1083.17	1121.08	1160.33	1200.94	1242.95	1286.47	1331.47	1378.09	1426.33	1476.24	1527.92	1581.39	1628.83	1677.70	1728.03	1779.87	1833.27
ANNUAL	25,400	26,290	27,210	28,162	29,148	30,169	31,224	32,317	33,448	34,618	35,830	37,085	38,382	39,726	41,116	42,350	43,620	44,929	46,277	47,665

CB-49-2003 (DR-1)																				
STEP COMPLETED YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
P13																				
HOURLY	12.8224	13.2714	13.7359	14.2166	14.7141	15.2294	15.7622	16.3138	16.8850	17.4755	18.0874	18.7206	19.3756	20.0538	20.7557	21.3783	22.0197	22.6803	23.3607	24.0615
BIWEEKLY	1025.79	1061.71	1098.87	1137.33	1177.13	1218.35	1260.98	1305.11	1350.80	1398.04	1446.99	1497.65	1550.05	1604.30	1660.45	1710.27	1761.57	1814.42	1868.85	1924.92
ANNUAL	26,671	27,604	28,571	29,571	30,605	31,677	32,785	33,933	35,121	36,349	37,622	38,939	40,301	41,712	43,172	44,467	45,801	47,175	48,590	50,048
P14																				
HOURLY	13.4635	13.9349	14.4227	14.9274	15.4498	15.9908	16.5504	17.1294	17.7291	18.3493	18.9918	19.6567	20.3441	21.0562	21.7931	22.4469	23.1203	23.8139	24.5284	25.2642
BIWEEKLY	1077.08	1114.79	1153.82	1194.20	1235.98	1279.27	1324.03	1370.35	1418.33	1467.95	1519.34	1572.54	1627.53	1684.49	1743.45	1795.75	1849.63	1905.12	1962.27	2021.14
ANNUAL	28,004	28,985	29,999	31,049	32,136	33,261	34,425	35,629	36,877	38,167	39,503	40,886	42,316	43,797	45,330	46,690	48,090	49,533	51,019	52,550
P15																				
HOURLY	14.1366	14.6316	15.1438	15.6738	16.2222	16.7904	17.3778	17.9860	18.6157	19.2668	19.9413	20.6395	21.3616	22.1093	22.8831	23.5696	24.2767	25.0050	25.7552	26.5278
BIWEEKLY	1130.93	1170.53	1211.50	1253.90	1297.77	1343.23	1390.23	1438.88	1489.25	1541.34	1595.31	1651.16	1708.93	1768.74	1830.65	1885.57	1942.14	2000.40	2060.41	2122.23
ANNUAL	29,404	30,434	31,499	32,601	33,742	34,924	36,146	37,411	38,721	40,075	41,478	42,930	44,432	45,987	47,597	49,025	50,496	52,010	53,571	55,178
P16																				
HOURLY	14.8435	15.3632	15.9010	16.4574	17.0334	17.6299	18.2467	18.8853	19.5465	20.2301	20.9385	21.6715	22.4300	23.2150	24.0276	24.7484	25.4908	26.2556	27.0432	27.8545
BIWEEKLY	1187.48	1229.06	1272.08	1316.59	1362.67	1410.39	1459.74	1510.82	1563.72	1618.41	1675.08	1733.72	1794.40	1857.20	1922.21	1979.87	2039.27	2100.45	2163.46	2228.36
ANNUAL	30,874	31,956	33,074	34,231	35,429	36,670	37,953	39,281	40,657	42,079	43,552	45,077	46,654	48,287	49,977	51,477	53,021	54,612	56,250	57,937
P17																				
HOURLY	15.5857	16.1315	16.6960	17.2804	17.8851	18.5114	19.1591	19.8296	20.5237	21.2416	21.9854	22.7551	23.5514	24.3757	25.2288	25.9857	26.7653	27.5682	28.3953	29.2471
BIWEEKLY	1246.85	1290.52	1335.68	1382.43	1430.80	1480.91	1532.73	1586.37	1641.90	1699.33	1758.83	1820.41	1884.11	1950.06	2018.31	2078.86	2141.22	2205.46	2271.62	2339.77
ANNUAL	32,418	33,553	34,728	35,943	37,201	38,504	39,851	41,245	42,689	44,183	45,730	47,331	48,987	50,701	52,476	54,050	55,672	57,342	59,062	60,834

CB-49-2003 (DR-1)																				
STEP COMPLETED	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
P18																				
HOURLY	16.3649	16.9380	17.5309	18.1443	18.7793	19.4369	20.1171	20.8210	21.5499	22.3037	23.0847	23.8928	24.7289	25.5944	26.4903	27.2850	28.1035	28.9466	29.8150	30.7095
BIWEEKLY	1309.19	1355.04	1402.47	1451.55	1502.34	1554.96	1609.37	1665.68	1723.99	1784.29	1846.78	1911.42	1978.31	2047.56	2119.22	2182.80	2248.28	2315.73	2385.20	2456.76
ANNUAL	34,039	35,231	36,464	37,740	39,061	40,429	41,844	43,308	44,824	46,392	48,016	49,697	51,436	53,236	55,100	56,753	58,455	60,209	62,015	63,876
P19																				
HOURLY	17.1832	17.7849	18.4074	19.0515	19.7183	20.4088	21.1229	21.8621	22.6274	23.4189	24.2388	25.0874	25.9654	26.8742	27.8147	28.6492	29.5087	30.3939	31.3057	32.2449
BIWEEKLY	1374.66	1422.79	1472.60	1524.12	1577.46	1632.70	1689.83	1748.97	1810.20	1873.51	1939.11	2006.99	2077.23	2149.93	2225.18	2291.94	2360.69	2431.51	2504.46	2579.59
ANNUAL	35,741	36,993	38,287	39,627	41,014	42,450	43,936	45,473	47,065	48,711	50,417	52,182	54,008	55,898	57,855	59,590	61,378	63,219	65,116	67,069
P20																				
HOURLY	18.0423	18.6742	19.3278	20.0042	20.7042	21.4292	22.1791	22.9552	23.7588	24.5898	25.4508	26.3418	27.2637	28.2179	29.2055	30.0817	30.9841	31.9137	32.8711	33.8572
BIWEEKLY	1443.39	1493.93	1546.23	1600.34	1656.33	1714.34	1774.33	1836.41	1900.71	1967.19	2036.06	2107.35	2181.09	2257.43	2336.44	2406.53	2478.73	2553.09	2629.68	2708.58
ANNUAL	37,528	38,842	40,202	41,609	43,065	44,573	46,133	47,747	49,418	51,147	52,938	54,791	56,708	58,693	60,747	62,570	64,447	66,380	68,372	70,423
P21																				
HOURLY	18.9445	19.6079	20.2942	21.0043	21.7394	22.5007	23.2880	24.1029	24.9467	25.8193	26.7233	27.6590	28.6268	29.6287	30.6657	31.5857	32.5333	33.5093	34.5146	35.5500
BIWEEKLY	1515.56	1568.63	1623.54	1680.35	1739.15	1800.06	1863.04	1928.24	1995.74	2065.54	2137.87	2212.72	2290.14	2370.30	2453.26	2526.86	2602.66	2680.74	2761.16	2844.00
ANNUAL	39,405	40,784	42,212	43,689	45,218	46,802	48,439	50,134	51,889	53,704	55,584	57,531	59,544	61,628	63,785	65,698	67,669	69,699	71,790	73,944
P22																				
HOURLY	19.8917	20.5883	21.3089	22.0545	22.8264	23.6258	24.4524	25.3081	26.1940	27.1103	28.0595	29.0419	30.0581	31.1102	32.1990	33.1650	34.1599	35.1847	36.2403	37.3275
BIWEEKLY	1591.34	1647.06	1704.71	1764.36	1826.11	1890.06	1956.19	2024.65	2095.52	2168.82	2244.76	2323.35	2404.65	2488.81	2575.92	2653.20	2732.80	2814.78	2899.22	2986.20
ANNUAL	41,375	42,824	44,323	45,873	47,479	49,142	50,861	52,641	54,484	56,389	58,364	60,407	62,521	64,709	66,974	68,983	71,053	73,184	75,380	77,641

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
COMPLETED																				
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
P23																				
HOURLY	20.8863	21.6177	22.3744	23.1573	23.9677	24.8071	25.6751	26.5735	27.5037	28.4658	29.4625	30.4940	31.5610	32.6657	33.8090	34.8232	35.8679	36.9440	38.0523	39.1939
BIWEEKLY	1670.90	1729.41	1789.95	1852.58	1917.42	1984.56	2054.00	2125.88	2200.30	2277.26	2357.00	2439.52	2524.88	2613.25	2704.72	2785.86	2869.43	2955.52	3044.18	3135.51
ANNUAL	43,444	44,965	46,539	48,167	49,853	51,599	53,404	55,273	57,208	59,209	61,282	63,428	65,647	67,945	70,323	72,432	74,605	76,843	79,149	81,523
P24																				
HOURLY	21.9306	22.6985	23.4931	24.3151	25.1661	26.0474	26.9588	27.9022	28.8789	29.8891	30.9356	32.0187	33.1391	34.2990	35.4994	36.5644	37.6613	38.7912	39.9549	41.1536
BIWEEKLY	1754.45	1815.88	1879.45	1945.21	2013.29	2083.79	2156.70	2232.17	2310.31	2391.12	2474.85	2561.50	2651.13	2743.92	2839.95	2925.15	3012.91	3103.29	3196.39	3292.28
ANNUAL	45,616	47,213	48,866	50,575	52,345	54,179	56,074	58,037	60,068	62,169	64,346	66,599	68,929	71,342	73,839	76,054	78,336	80,686	83,106	85,599

The hourly rates are the July 14, 2002 rates multiplied by 101.5%. 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 hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE P
UNIFORM WAGE SCALE
EFFECTIVE OCTOBER 5, 2003
FOR POLICE CIVILIANS
PRINCE GEORGE'S COUNTY, MARYLAND

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
COMPLETED																				
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P05																				
HOURLY	8.7655	9.0724	9.3900	9.7186	10.0587	10.4109	10.7752	11.1522	11.5427	11.9464	12.3647	12.7976	13.2454	13.7089	14.1888	14.6144	15.0528	15.5044	15.9696	16.4487
BIWEEKLY	701.24	725.79	751.20	777.49	804.70	832.87	862.02	892.18	923.41	955.71	989.18	1023.81	1059.63	1096.72	1135.10	1169.15	1204.23	1240.35	1277.57	1315.89
ANNUAL	18,232	18,871	19,531	20,215	20,922	21,655	22,412	23,197	24,009	24,849	25,719	26,619	27,550	28,515	29,513	30,398	31,310	32,249	33,217	34,213
P06																				
HOURLY	9.2037	9.5260	9.8595	10.2045	10.5617	10.9315	11.3140	11.7098	12.1198	12.5437	12.9829	13.4375	13.9076	14.3944	14.8982	15.3451	15.8055	16.2797	16.7680	17.2711
BIWEEKLY	736.30	762.08	788.76	816.36	844.93	874.52	905.12	936.79	969.58	1003.50	1038.63	1075.00	1112.61	1151.55	1191.86	1227.61	1264.44	1302.37	1341.44	1381.69
ANNUAL	19,144	19,814	20,508	21,225	21,968	22,737	23,533	24,356	25,209	26,091	27,005	27,950	28,928	29,940	30,988	31,918	32,875	33,862	34,878	35,924
P07																				
HOURLY	9.6639	10.0023	10.3524	10.7147	11.0898	11.4780	11.8797	12.2953	12.7258	13.1709	13.6321	14.1093	14.6030	15.1141	15.6431	16.1124	16.5958	17.0936	17.6064	18.1346
BIWEEKLY	773.11	800.19	828.20	857.18	887.18	918.24	950.37	983.63	1018.06	1053.67	1090.57	1128.75	1168.24	1209.13	1251.45	1288.99	1327.66	1367.49	1408.52	1450.77
ANNUAL	20,101	20,805	21,533	22,287	23,067	23,874	24,710	25,574	26,470	27,395	28,355	29,347	30,374	31,437	32,538	33,514	34,519	35,555	36,621	37,720
P08																				
HOURLY	10.1471	10.5025	10.8701	11.2505	11.6442	12.0519	12.4736	12.9101	13.3621	13.8294	14.3137	14.8148	15.3331	15.8698	16.4253	16.9180	17.4256	17.9483	18.4868	19.0414
BIWEEKLY	811.77	840.20	869.61	900.04	931.54	964.15	997.89	1032.81	1068.97	1106.36	1145.09	1185.18	1226.65	1269.58	1314.02	1353.44	1394.04	1435.87	1478.94	1523.31
ANNUAL	21,106	21,845	22,610	23,401	24,220	25,068	25,945	26,853	27,793	28,765	29,772	30,815	31,893	33,009	34,165	35,189	36,245	37,333	38,452	39,606
P09																				
HOURLY	10.6545	11.0276	11.4136	11.8130	12.2265	12.6545	13.0973	13.5556	14.0302	14.5209	15.0294	15.5555	16.0998	16.6633	17.2465	17.7639	18.2968	18.8457	19.4111	19.9934
BIWEEKLY	852.36	882.21	913.09	945.04	978.12	1012.36	1047.79	1084.45	1122.42	1161.67	1202.35	1244.44	1287.98	1333.06	1379.72	1421.11	1463.75	1507.66	1552.89	1599.48
ANNUAL	22,161	22,937	23,740	24,571	25,431	26,321	27,242	28,196	29,183	30,204	31,261	32,356	33,488	34,660	35,873	36,949	38,057	39,199	40,375	41,586

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P10																				
HOURLY	11.1872	11.5790	11.9842	12.4036	12.8378	13.2873	13.7522	14.2334	14.7317	15.2470	15.7808	16.3333	16.9048	17.4965	18.1088	18.6521	19.2117	19.7880	20.3817	20.9931
BIWEEKLY	894.98	926.32	958.74	992.29	1027.02	1062.98	1100.17	1138.67	1178.54	1219.76	1262.47	1306.66	1352.38	1399.72	1448.71	1492.17	1536.93	1583.04	1630.53	1679.45
ANNUAL	23,269	24,084	24,927	25,800	26,703	27,637	28,605	29,605	30,642	31,714	32,824	33,973	35,162	36,393	37,666	38,796	39,960	41,159	42,394	43,666
P11																				
HOURLY	11.7466	12.1579	12.5835	13.0238	13.4797	13.9516	14.4398	14.9451	15.4683	16.0093	16.5699	17.1500	17.7500	18.3713	19.0143	19.5847	20.1723	20.7774	21.4007	22.0428
BIWEEKLY	939.72	972.63	1006.68	1041.90	1078.37	1116.13	1155.18	1195.61	1237.46	1280.75	1325.59	1372.00	1420.00	1469.70	1521.14	1566.78	1613.78	1662.19	1712.06	1763.42
ANNUAL	24,433	25,288	26,174	27,090	28,038	29,019	30,035	31,086	32,174	33,299	34,465	35,672	36,920	38,212	39,550	40,736	41,958	43,217	44,514	45,849
P12																				
HOURLY	12.3339	12.7658	13.2126	13.6750	14.1537	14.6492	15.1618	15.6923	16.2417	16.8098	17.3984	18.0075	18.6375	19.2899	19.9650	20.5639	21.1809	21.8163	22.4708	23.1449
BIWEEKLY	986.71	1021.26	1057.01	1094.00	1132.29	1171.94	1212.94	1255.39	1299.34	1344.78	1391.87	1440.60	1491.00	1543.19	1597.20	1645.12	1694.47	1745.30	1797.66	1851.59
ANNUAL	25,654	26,553	27,482	28,444	29,440	30,470	31,537	32,640	33,783	34,964	36,189	37,456	38,766	40,123	41,527	42,773	44,056	45,378	46,739	48,141
P13																				
HOURLY	12.9506	13.4041	13.8733	14.3587	14.8613	15.3817	15.9199	16.4769	17.0538	17.6503	18.2683	18.9078	19.5694	20.2543	20.9632	21.5921	22.2399	22.9071	23.5943	24.3021
BIWEEKLY	1036.05	1072.33	1109.86	1148.70	1188.91	1230.53	1273.59	1318.15	1364.30	1412.02	1461.46	1512.63	1565.55	1620.35	1677.06	1727.37	1779.19	1832.57	1887.55	1944.17
ANNUAL	26,937	27,880	28,856	29,866	30,912	31,994	33,113	34,272	35,472	36,713	37,998	39,328	40,704	42,129	43,604	44,912	46,259	47,647	49,076	50,548
P14																				
HOURLY	13.5981	14.0743	14.5669	15.0767	15.6044	16.1507	16.7159	17.3008	17.9065	18.5328	19.1817	19.8532	20.5479	21.2671	22.0114	22.6718	23.3519	24.0525	24.7740	25.5173
BIWEEKLY	1087.85	1125.94	1165.35	1206.13	1248.35	1292.06	1337.27	1384.06	1432.52	1482.62	1534.54	1588.26	1643.83	1701.37	1760.91	1813.74	1868.15	1924.20	1981.92	2041.38
ANNUAL	28,284	29,275	30,299	31,360	32,457	33,594	34,769	35,986	37,245	38,548	39,898	41,295	42,740	44,235	45,784	47,157	48,572	50,029	51,530	53,076
P15																				
HOURLY	14.2780	14.7780	15.2953	15.8305	16.3846	16.9583	17.5517	18.1658	18.8018	19.4594	20.1408	20.8459	21.5753	22.3304	23.1120	23.8053	24.5195	25.2551	26.0127	26.7931
BIWEEKLY	1142.24	1182.24	1223.62	1266.44	1310.77	1356.66	1404.13	1453.27	1504.14	1556.75	1611.26	1667.67	1726.02	1786.43	1848.96	1904.43	1961.56	2020.41	2081.02	2143.45
ANNUAL	29,698	30,738	31,814	32,927	34,080	35,273	36,507	37,785	39,108	40,476	41,893	43,359	44,877	46,447	48,073	49,515	51,001	52,531	54,106	55,730

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
P16																				
HOURLY	14.9919	15.5169	16.0600	16.6220	17.2039	17.8062	18.4292	19.0741	19.7419	20.4324	21.1478	21.8882	22.6540	23.4469	24.2676	24.9956	25.7455	26.5178	27.3134	28.1328
BIWEEKLY	1199.35	1241.35	1284.80	1329.76	1376.31	1424.50	1474.34	1525.93	1579.35	1634.59	1691.83	1751.06	1812.32	1875.75	1941.41	1999.65	2059.64	2121.43	2185.07	2250.62
ANNUAL	31,183	32,275	33,405	34,574	35,784	37,037	38,333	39,674	41,063	42,499	43,987	45,527	47,120	48,770	50,477	51,991	53,551	55,157	56,812	58,516
P17																				
HOURLY	15.7415	16.2927	16.8630	17.4531	18.0640	18.6965	19.3507	20.0278	20.7290	21.4540	22.2052	22.9826	23.7867	24.6193	25.4810	26.2454	27.0327	27.8437	28.6790	29.5394
BIWEEKLY	1259.32	1303.42	1349.04	1396.25	1445.12	1495.72	1548.06	1602.23	1658.32	1716.32	1776.42	1838.61	1902.94	1969.54	2038.48	2099.63	2162.62	2227.50	2294.32	2363.15
ANNUAL	32,742	33,889	35,075	36,303	37,573	38,889	40,249	41,658	43,116	44,624	46,187	47,804	49,476	51,208	53,000	54,590	56,228	57,915	59,652	61,442
P18																				
HOURLY	16.5286	17.1074	17.7062	18.3258	18.9672	19.6313	20.3182	21.0292	21.7654	22.5267	23.3155	24.1317	24.9761	25.8502	26.7550	27.5577	28.3844	29.2359	30.1130	31.0164
BIWEEKLY	1322.29	1368.59	1416.50	1466.06	1517.38	1570.51	1625.46	1682.34	1741.23	1802.14	1865.24	1930.54	1998.09	2068.02	2140.40	2204.61	2270.75	2338.87	2409.04	2481.31
ANNUAL	34,379	35,583	36,829	38,118	39,452	40,833	42,262	43,741	45,272	46,856	48,496	50,194	51,950	53,769	55,650	57,320	59,040	60,811	62,635	64,514
P19																				
HOURLY	17.3550	17.9628	18.5915	19.2421	19.9156	20.6129	21.3342	22.0807	22.8537	23.6531	24.4813	25.3383	26.2249	27.1428	28.0928	28.9355	29.8036	30.6977	31.6186	32.5672
BIWEEKLY	1388.40	1437.02	1487.32	1539.37	1593.25	1649.03	1706.73	1766.45	1828.30	1892.24	1958.50	2027.07	2097.99	2171.42	2247.42	2314.84	2384.29	2455.82	2529.49	2605.38
ANNUAL	36,098	37,363	38,670	40,024	41,424	42,875	44,375	45,928	47,536	49,198	50,921	52,704	54,548	56,457	58,433	60,186	61,991	63,851	65,767	67,740
P20																				
HOURLY	18.2228	18.8609	19.5211	20.2042	20.9114	21.6435	22.4009	23.1847	23.9964	24.8357	25.7053	26.6052	27.5361	28.4999	29.4974	30.3823	31.2938	32.2326	33.1996	34.1956
BIWEEKLY	1457.82	1508.87	1561.69	1616.34	1672.91	1731.48	1792.07	1854.78	1919.71	1986.86	2056.43	2128.42	2202.89	2279.99	2359.79	2430.59	2503.50	2578.61	2655.97	2735.65
ANNUAL	37,903	39,231	40,604	42,025	43,496	45,019	46,594	48,224	49,912	51,658	53,467	55,339	57,275	59,280	61,355	63,195	65,091	67,044	69,055	71,127
P21																				
HOURLY	19.1339	19.8039	20.4971	21.2144	21.9570	22.7257	23.5209	24.3439	25.1962	26.0775	26.9906	27.9355	28.9129	29.9249	30.9723	31.9014	32.8585	33.8442	34.8596	35.9053
BIWEEKLY	1530.71	1584.32	1639.77	1697.15	1756.56	1818.06	1881.67	1947.51	2015.70	2086.20	2159.25	2234.84	2313.04	2393.99	2477.78	2552.11	2628.68	2707.54	2788.76	2872.43
ANNUAL	39,799	41,192	42,634	44,126	45,670	47,269	48,923	50,635	52,408	54,241	56,140	58,106	60,139	62,244	64,422	66,355	68,346	70,396	72,508	74,683

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P22																				
HOURLY	20.0906	20.7941	21.5220	22.2751	23.0548	23.8620	24.6970	25.5611	26.4560	27.3814	28.3401	29.3323	30.3586	31.4211	32.5209	33.4965	34.5014	35.5364	36.6025	37.7006
BIWEEKLY	1607.25	1663.53	1721.76	1782.01	1844.38	1908.96	1975.76	2044.89	2116.48	2190.51	2267.21	2346.58	2428.69	2513.69	2601.67	2679.72	2760.11	2842.92	2928.20	3016.05
ANNUAL	41,788	43,252	44,766	46,332	47,954	49,633	51,370	53,167	55,029	56,953	58,947	61,011	63,146	65,356	67,643	69,673	71,763	73,916	76,133	78,417
P23																				
HOURLY	21.0951	21.8338	22.5981	23.3889	24.2076	25.0551	25.9318	26.8392	27.7788	28.7504	29.7571	30.7989	31.8765	32.9922	34.1469	35.1713	36.2265	37.3133	38.4327	39.5856
BIWEEKLY	1687.61	1746.71	1807.85	1871.11	1936.60	2004.41	2074.54	2147.14	2222.31	2300.03	2380.57	2463.91	2550.12	2639.38	2731.75	2813.71	2898.12	2985.06	3074.61	3166.85
ANNUAL	43,878	45,414	47,004	48,649	50,352	52,115	53,938	55,826	57,780	59,801	61,895	64,062	66,303	68,624	71,026	73,156	75,351	77,612	79,940	82,338
P24																				
HOURLY	22.1499	22.9255	23.7280	24.5583	25.4179	26.3079	27.2284	28.1811	29.1678	30.1880	31.2450	32.3388	33.4703	34.6418	35.8543	36.9299	38.0378	39.1789	40.3543	41.5649
BIWEEKLY	1771.99	1834.04	1898.24	1964.67	2033.43	2104.63	2178.27	2254.49	2333.42	2415.04	2499.60	2587.11	2677.63	2771.34	2868.34	2954.39	3043.02	3134.31	3228.34	3325.19
ANNUAL	46,072	47,685	49,354	51,081	52,869	54,720	56,635	58,617	60,669	62,791	64,990	67,265	69,618	72,055	74,577	76,814	79,119	81,492	83,937	86,455

The hourly rates are the January 12, 2003 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 hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE P
UNIFORM WAGE SCALE
EFFECTIVE MAY 2, 2004
FOR POLICE CIVILIANS
PRINCE GEORGE'S COUNTY, MARYLAND

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
COMPLETED																				
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P05																				
HOURLY	8.8531	9.1631	9.4839	9.8158	10.1593	10.5150	10.8829	11.2638	11.6581	12.0659	12.4883	12.9256	13.3778	13.8460	14.3306	14.7606	15.2034	15.6595	16.1293	16.6131
BIWEEKLY	708.25	733.05	758.71	785.26	812.75	841.20	870.64	901.10	932.65	965.27	999.07	1034.04	1070.22	1107.68	1146.45	1180.84	1216.27	1252.76	1290.34	1329.05
ANNUAL	18,414	19,059	19,726	20,417	21,131	21,871	22,637	23,429	24,249	25,097	25,976	26,885	27,826	28,800	29,808	30,702	31,623	32,572	33,549	34,555
P06																				
HOURLY	9.2958	9.6213	9.9581	10.3065	10.6673	11.0408	11.4271	11.8269	12.2410	12.6692	13.1128	13.5718	14.0467	14.5383	15.0472	15.4986	15.9635	16.4424	16.9357	17.4438
BIWEEKLY	743.66	769.70	796.65	824.52	853.38	883.26	914.17	946.16	979.28	1013.53	1049.02	1085.75	1123.74	1163.07	1203.77	1239.89	1277.08	1315.40	1354.86	1395.50
ANNUAL	19,335	20,012	20,713	21,438	22,188	22,965	23,768	24,600	25,461	26,352	27,275	28,229	29,217	30,240	31,298	32,237	33,204	34,200	35,226	36,283
P07																				
HOURLY	9.7606	10.1024	10.4560	10.8219	11.2007	11.5928	11.9985	12.4183	12.8531	13.3026	13.7684	14.2504	14.7490	15.2652	15.7995	16.2735	16.7617	17.2646	17.7825	18.3160
BIWEEKLY	780.85	808.19	836.48	865.75	896.05	927.42	959.88	993.46	1028.24	1064.21	1101.47	1140.03	1179.92	1221.22	1263.96	1301.88	1340.94	1381.17	1422.60	1465.28
ANNUAL	20,302	21,013	21,748	22,509	23,297	24,113	24,957	25,830	26,734	27,669	28,638	29,641	30,678	31,752	32,863	33,849	34,864	35,910	36,988	38,097
P08																				
HOURLY	10.2486	10.6075	10.9788	11.3630	11.7607	12.1725	12.5984	13.0392	13.4957	13.9677	14.4568	14.9629	15.4865	16.0285	16.5895	17.0872	17.5998	18.1278	18.6716	19.2318
BIWEEKLY	819.89	848.60	878.30	909.04	940.86	973.80	1007.87	1043.14	1079.66	1117.42	1156.55	1197.04	1238.92	1282.28	1327.16	1366.98	1407.98	1450.22	1493.73	1538.54
ANNUAL	21,317	22,064	22,836	23,635	24,462	25,319	26,205	27,122	28,071	29,053	30,070	31,123	32,212	33,339	34,506	35,541	36,608	37,706	38,837	40,002
P09																				
HOURLY	10.7610	11.1378	11.5277	11.9311	12.3487	12.7811	13.2283	13.6912	14.1705	14.6661	15.1797	15.7111	16.2608	16.8299	17.4190	17.9416	18.4798	19.0342	19.6052	20.1934
BIWEEKLY	860.88	891.03	922.22	954.49	987.90	1022.49	1058.26	1095.29	1133.64	1173.29	1214.37	1256.89	1300.86	1346.39	1393.52	1435.32	1478.38	1522.74	1568.42	1615.47
ANNUAL	22,383	23,167	23,978	24,817	25,685	26,585	27,515	28,478	29,475	30,506	31,574	32,679	33,822	35,006	36,231	37,318	38,438	39,591	40,779	42,002

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P10																				
HOURLY	11.2991	11.6947	12.1041	12.5277	12.9662	13.4201	13.8897	14.3757	14.8790	15.3994	15.9386	16.4966	17.0738	17.6714	18.2899	18.8386	19.4038	19.9859	20.5855	21.2030
BIWEEKLY	903.93	935.58	968.33	1002.21	1037.29	1073.61	1111.18	1150.06	1190.32	1231.96	1275.09	1319.73	1365.91	1413.71	1463.19	1507.09	1552.30	1598.87	1646.84	1696.24
ANNUAL	23,502	24,325	25,177	26,058	26,970	27,914	28,891	29,902	30,948	32,031	33,152	34,313	35,514	36,757	38,043	39,184	40,360	41,571	42,818	44,102
P11																				
HOURLY	11.8640	12.2795	12.7093	13.1540	13.6145	14.0911	14.5842	15.0945	15.6230	16.1694	16.7356	17.3215	17.9275	18.5550	19.2044	19.7806	20.3740	20.9852	21.6148	22.2632
BIWEEKLY	949.12	982.36	1016.74	1052.32	1089.16	1127.29	1166.74	1207.56	1249.84	1293.55	1338.85	1385.72	1434.20	1484.40	1536.35	1582.44	1629.92	1678.82	1729.18	1781.06
ANNUAL	24,677	25,541	26,435	27,360	28,318	29,310	30,335	31,397	32,496	33,632	34,810	36,029	37,289	38,594	39,945	41,144	42,378	43,649	44,959	46,307
P12																				
HOURLY	12.4572	12.8935	13.3448	13.8117	14.2952	14.7957	15.3134	15.8492	16.4041	16.9779	17.5724	18.1876	18.8239	19.4828	20.1646	20.7696	21.3927	22.0345	22.6955	23.3764
BIWEEKLY	996.58	1031.48	1067.58	1104.94	1143.62	1183.66	1225.07	1267.94	1312.33	1358.23	1405.79	1455.00	1505.91	1558.62	1613.17	1661.57	1711.41	1762.76	1815.64	1870.11
ANNUAL	25,911	26,818	27,757	28,728	29,734	30,775	31,852	32,966	34,121	35,314	36,551	37,830	39,154	40,524	41,942	43,201	44,497	45,832	47,207	48,623
P13																				
HOURLY	13.0801	13.5381	14.0120	14.5023	15.0099	15.5355	16.0791	16.6417	17.2243	17.8268	18.4510	19.0969	19.7651	20.4569	21.1729	21.8081	22.4623	23.1362	23.8303	24.5452
BIWEEKLY	1046.41	1083.05	1120.96	1160.19	1200.80	1242.84	1286.33	1331.34	1377.95	1426.14	1476.08	1527.75	1581.21	1636.55	1693.83	1744.65	1796.98	1850.89	1906.42	1963.61
ANNUAL	27,207	28,159	29,145	30,165	31,221	32,314	33,444	34,615	35,827	37,080	38,378	39,722	41,111	42,550	44,040	45,361	46,722	48,123	49,567	51,054
P14																				
HOURLY	13.7341	14.2150	14.7126	15.2275	15.7604	16.3122	16.8830	17.4738	18.0855	18.7181	19.3735	20.0518	20.7534	21.4797	22.2315	22.8985	23.5854	24.2930	25.0218	25.7724
BIWEEKLY	1098.73	1137.20	1177.01	1218.20	1260.84	1304.98	1350.64	1397.90	1446.84	1497.45	1549.88	1604.14	1660.27	1718.38	1778.52	1831.88	1886.83	1943.44	2001.74	2061.79
ANNUAL	28,567	29,567	30,602	31,673	32,782	33,929	35,117	36,345	37,618	38,934	40,297	41,708	43,167	44,678	46,242	47,629	49,058	50,529	52,045	53,607
P15																				
HOURLY	14.4208	14.9258	15.4482	15.9888	16.5485	17.1279	17.7272	18.3475	18.9898	19.6540	20.3422	21.0544	21.7910	22.5537	23.3431	24.0434	24.7647	25.5076	26.2729	27.0611
BIWEEKLY	1153.66	1194.06	1235.86	1279.11	1323.88	1370.23	1418.17	1467.80	1519.19	1572.32	1627.38	1684.35	1743.28	1804.30	1867.45	1923.47	1981.18	2040.61	2101.83	2164.88
ANNUAL	29,995	31,046	32,132	33,257	34,421	35,626	36,873	38,163	39,499	40,880	42,312	43,793	45,325	46,912	48,554	50,010	51,511	53,056	54,648	56,287

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P16																				
HOURLY	15.1418	15.6721	16.2206	16.7883	17.3759	17.9843	18.6135	19.2649	19.9393	20.6367	21.3593	22.1071	22.8806	23.6814	24.5103	25.2456	26.0029	26.7830	27.5865	28.4141
BIWEEKLY	1211.35	1253.77	1297.65	1343.06	1390.07	1438.74	1489.08	1541.19	1595.14	1650.94	1708.74	1768.57	1830.45	1894.51	1960.82	2019.65	2080.23	2142.64	2206.92	2273.13
ANNUAL	31,495	32,598	33,739	34,920	36,142	37,407	38,716	40,071	41,474	42,924	44,427	45,983	47,592	49,257	50,981	52,511	54,086	55,709	57,380	59,101
P17																				
HOURLY	15.8989	16.4557	17.0317	17.6277	18.2447	18.8835	19.5442	20.2281	20.9363	21.6686	22.4273	23.2124	24.0246	24.8655	25.7358	26.5078	27.3031	28.1222	28.9658	29.8348
BIWEEKLY	1271.91	1316.45	1362.53	1410.21	1459.58	1510.68	1563.54	1618.25	1674.90	1733.48	1794.18	1856.99	1921.97	1989.24	2058.86	2120.63	2184.25	2249.77	2317.27	2386.78
ANNUAL	33,070	34,228	35,426	36,666	37,949	39,278	40,652	42,074	43,547	45,071	46,649	48,282	49,971	51,720	53,530	55,136	56,790	58,494	60,249	62,056
P18																				
HOURLY	16.6939	17.2785	17.8833	18.5091	19.1569	19.8276	20.5214	21.2395	21.9831	22.7520	23.5486	24.3731	25.2258	26.1088	27.0226	27.8332	28.6682	29.5283	30.4141	31.3265
BIWEEKLY	1335.51	1382.28	1430.66	1480.73	1532.55	1586.21	1641.71	1699.16	1758.65	1820.16	1883.89	1949.84	2018.07	2088.70	2161.80	2226.66	2293.46	2362.26	2433.13	2506.12
ANNUAL	34,723	35,939	37,197	38,499	39,846	41,241	42,685	44,178	45,725	47,324	48,981	50,696	52,470	54,306	56,207	57,893	59,630	61,419	63,261	65,159
P19																				
HOURLY	17.5286	18.1424	18.7774	19.4345	20.1148	20.8190	21.5475	22.3015	23.0822	23.8896	24.7261	25.5917	26.4871	27.4142	28.3737	29.2249	30.1016	31.0047	31.9348	32.8929
BIWEEKLY	1402.29	1451.39	1502.19	1554.76	1609.18	1665.52	1723.80	1784.12	1846.58	1911.17	1978.09	2047.34	2118.97	2193.14	2269.89	2337.99	2408.13	2480.38	2554.79	2631.43
ANNUAL	36,459	37,736	39,057	40,424	41,839	43,304	44,819	46,387	48,011	49,690	51,430	53,231	55,093	57,022	59,017	60,788	62,611	64,490	66,424	68,417
P20																				
HOURLY	18.4050	19.0495	19.7163	20.4062	21.1205	21.8600	22.6249	23.4165	24.2364	25.0841	25.9624	26.8713	27.8115	28.7849	29.7924	30.6861	31.6067	32.5549	33.5316	34.5375
BIWEEKLY	1472.40	1523.96	1577.30	1632.50	1689.64	1748.80	1809.99	1873.32	1938.91	2006.72	2076.99	2149.70	2224.92	2302.79	2383.39	2454.89	2528.54	2604.39	2682.53	2763.00
ANNUAL	38,282	39,623	41,010	42,445	43,931	45,469	47,060	48,706	50,412	52,175	54,002	55,892	57,848	59,873	61,968	63,827	65,742	67,714	69,746	71,838
P21																				
HOURLY	19.3252	20.0020	20.7021	21.4266	22.1765	22.9530	23.7561	24.5874	25.4482	26.3383	27.2605	28.2149	29.2021	30.2241	31.2820	32.2204	33.1871	34.1827	35.2082	36.2644
BIWEEKLY	1546.02	1600.16	1656.17	1714.12	1774.12	1836.24	1900.49	1966.99	2035.85	2107.06	2180.84	2257.19	2336.17	2417.93	2502.56	2577.64	2654.96	2734.61	2816.65	2901.15
ANNUAL	40,197	41,604	43,060	44,567	46,127	47,742	49,413	51,142	52,932	54,784	56,702	58,687	60,740	62,866	65,067	67,019	69,029	71,100	73,233	75,430

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P22																				
HOURLY	20.2915	21.0021	21.7372	22.4979	23.2854	24.1006	24.9439	25.8167	26.7206	27.6552	28.6235	29.6256	30.6622	31.7353	32.8461	33.8315	34.8464	35.8918	36.9686	38.0776
BIWEEKLY	1623.32	1680.17	1738.98	1799.83	1862.83	1928.05	1995.51	2065.34	2137.65	2212.41	2289.88	2370.05	2452.97	2538.83	2627.69	2706.52	2787.71	2871.34	2957.48	3046.21
ANNUAL	42,206	43,684	45,213	46,796	48,434	50,129	51,883	53,699	55,579	57,523	59,537	61,621	63,777	66,010	68,320	70,369	72,481	74,655	76,895	79,201
P23																				
HOURLY	21.3061	22.0522	22.8241	23.6228	24.4496	25.3057	26.1911	27.1076	28.0566	29.0379	30.0547	31.1069	32.1953	33.3221	34.4884	35.5230	36.5887	37.6864	38.8170	39.9815
BIWEEKLY	1704.49	1764.17	1825.93	1889.82	1955.97	2024.45	2095.29	2168.61	2244.53	2323.03	2404.38	2488.55	2575.62	2665.77	2759.07	2841.84	2927.10	3014.91	3105.36	3198.52
ANNUAL	44,317	45,869	47,474	49,135	50,855	52,636	54,478	56,384	58,358	60,399	62,514	64,702	66,966	69,310	71,736	73,888	76,105	78,388	80,739	83,162
P24																				
HOURLY	22.3714	23.1548	23.9653	24.8039	25.6721	26.5709	27.5007	28.4630	29.4594	30.4898	31.5574	32.6622	33.8050	34.9882	36.2128	37.2992	38.4182	39.5707	40.7578	41.9806
BIWEEKLY	1789.71	1852.38	1917.22	1984.31	2053.77	2125.67	2200.05	2277.04	2356.75	2439.19	2524.59	2612.98	2704.40	2799.06	2897.02	2983.94	3073.45	3165.66	3260.63	3358.45
ANNUAL	46,532	48,162	49,848	51,592	53,398	55,268	57,201	59,203	61,276	63,419	65,639	67,937	70,314	72,776	75,323	77,582	79,910	82,307	84,776	87,320

The hourly rates are the October 5, 2003 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 hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE P
UNIFORM WAGE SCALE
EFFECTIVE OCTOBER 3, 2004
FOR POLICE CIVILIANS
PRINCE GEORGE'S COUNTY, MARYLAND

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
COMPLETED																				
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P05																				
HOURLY	8.9417	9.2548	9.5787	9.9139	10.2609	10.6202	10.9918	11.3764	11.7747	12.1865	12.6132	13.0548	13.5116	13.9845	14.4739	14.9082	15.3554	15.8161	16.2906	16.7793
BIWEEKLY	715.33	740.38	766.30	793.11	820.87	849.61	879.34	910.11	941.97	974.92	1009.06	1044.38	1080.93	1118.76	1157.92	1192.65	1228.43	1265.29	1303.24	1342.34
ANNUAL	18,599	19,250	19,924	20,621	21,343	22,090	22,863	23,663	24,491	25,348	26,236	27,154	28,104	29,088	30,106	31,009	31,939	32,897	33,884	34,901
P06																				
HOURLY	9.3887	9.7175	10.0576	10.4096	10.7740	11.1512	11.5414	11.9452	12.3634	12.7958	13.2439	13.7075	14.1872	14.6837	15.1976	15.6536	16.1232	16.6069	17.1051	17.6182
BIWEEKLY	751.10	777.40	804.61	832.77	861.92	892.09	923.31	955.62	989.07	1023.67	1059.51	1096.60	1134.97	1174.70	1215.81	1252.29	1289.85	1328.55	1368.41	1409.46
ANNUAL	19,529	20,212	20,920	21,652	22,410	23,194	24,006	24,846	25,716	26,615	27,547	28,512	29,509	30,542	31,611	32,559	33,536	34,542	35,579	36,646
P07																				
HOURLY	9.8582	10.2034	10.5605	10.9301	11.3127	11.7087	12.1184	12.5425	12.9816	13.4356	13.9061	14.3929	14.8965	15.4179	15.9575	16.4363	16.9293	17.4372	17.9603	18.4991
BIWEEKLY	788.65	816.27	844.84	874.41	905.01	936.70	969.47	1003.40	1038.53	1074.85	1112.49	1151.43	1191.72	1233.43	1276.60	1314.90	1354.35	1394.98	1436.83	1479.93
ANNUAL	20,505	21,223	21,966	22,735	23,530	24,354	25,206	26,088	27,002	27,946	28,925	29,937	30,985	32,069	33,192	34,187	35,213	36,269	37,357	38,478
P08																				
HOURLY	10.3511	10.7136	11.0886	11.4766	11.8783	12.2942	12.7244	13.1696	13.6307	14.1074	14.6014	15.1126	15.6413	16.1888	16.7554	17.2581	17.7758	18.3091	18.8584	19.4241
BIWEEKLY	828.09	857.08	887.08	918.13	950.26	983.53	1017.95	1053.57	1090.45	1128.59	1168.11	1209.01	1251.31	1295.10	1340.43	1380.65	1422.06	1464.73	1508.67	1553.93
ANNUAL	21,530	22,284	23,064	23,871	24,707	25,572	26,467	27,393	28,352	29,343	30,371	31,434	32,534	33,673	34,851	35,897	36,974	38,083	39,225	40,402
P09																				
HOURLY	10.8686	11.2492	11.6430	12.0504	12.4722	12.9089	13.3606	13.8281	14.3122	14.8128	15.3315	15.8682	16.4234	16.9982	17.5932	18.1210	18.6646	19.2245	19.8013	20.3953
BIWEEKLY	869.49	899.94	931.44	964.03	997.78	1032.71	1068.85	1106.25	1144.98	1185.02	1226.52	1269.46	1313.87	1359.86	1407.45	1449.68	1493.17	1537.96	1584.10	1631.62
ANNUAL	22,607	23,398	24,217	25,065	25,942	26,850	27,790	28,762	29,769	30,811	31,889	33,006	34,161	35,356	36,594	37,692	38,822	39,987	41,187	42,422

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P10																				
HOURLY	11.4121	11.8117	12.2251	12.6529	13.0958	13.5543	14.0286	14.5195	15.0278	15.5534	16.0980	16.6616	17.2446	17.8481	18.4728	19.0270	19.5978	20.1858	20.7913	21.4151
BIWEEKLY	912.97	944.94	978.01	1012.24	1047.67	1084.35	1122.29	1161.56	1202.22	1244.27	1287.84	1332.93	1379.57	1427.85	1477.83	1522.16	1567.83	1614.86	1663.31	1713.21
ANNUAL	23,737	24,568	25,428	26,318	27,239	28,193	29,179	30,201	31,258	32,351	33,484	34,656	35,869	37,124	38,423	39,576	40,763	41,986	43,246	44,543
P11																				
HOURLY	11.9827	12.4023	12.8364	13.2856	13.7506	14.2320	14.7300	15.2455	15.7792	16.3311	16.9029	17.4947	18.1068	18.7406	19.3965	19.9784	20.5777	21.1950	21.8309	22.4858
BIWEEKLY	958.61	992.18	1026.91	1062.85	1100.05	1138.56	1178.40	1219.64	1262.34	1306.49	1352.23	1399.58	1448.55	1499.24	1551.72	1598.27	1646.22	1695.60	1746.47	1798.87
ANNUAL	24,924	25,797	26,700	27,634	28,601	29,603	30,638	31,711	32,821	33,969	35,158	36,389	37,662	38,980	40,345	41,555	42,802	44,086	45,408	46,771
P12																				
HOURLY	12.5818	13.0224	13.4782	13.9499	14.4381	14.9436	15.4665	16.0077	16.5682	17.1477	17.7481	18.3694	19.0122	19.6776	20.3663	20.9773	21.6066	22.2548	22.9224	23.6101
BIWEEKLY	1006.54	1041.79	1078.26	1115.99	1155.05	1195.49	1237.32	1280.62	1325.45	1371.81	1419.85	1469.55	1520.97	1574.21	1629.30	1678.18	1728.53	1780.38	1833.80	1888.81
ANNUAL	26,170	27,087	28,035	29,016	30,031	31,083	32,170	33,296	34,462	35,667	36,916	38,208	39,545	40,929	42,362	43,633	44,942	46,290	47,679	49,109
P13																				
HOURLY	13.2109	13.6735	14.1521	14.6474	15.1600	15.6908	16.2399	16.8081	17.3966	18.0050	18.6355	19.2879	19.9628	20.6615	21.3846	22.0261	22.6869	23.3675	24.0686	24.7906
BIWEEKLY	1056.87	1093.88	1132.17	1171.79	1212.80	1255.27	1299.19	1344.65	1391.73	1440.40	1490.84	1543.03	1597.02	1652.92	1710.77	1762.09	1814.95	1869.40	1925.49	1983.25
ANNUAL	27,479	28,441	29,436	30,467	31,533	32,637	33,779	34,961	36,185	37,450	38,762	40,119	41,523	42,976	44,480	45,814	47,189	48,604	50,063	51,564
P14																				
HOURLY	13.8714	14.3572	14.8597	15.3797	15.9181	16.4754	17.0519	17.6485	18.2664	18.9053	19.5673	20.2523	20.9609	21.6945	22.4538	23.1275	23.8213	24.5359	25.2720	26.0302
BIWEEKLY	1109.71	1148.57	1188.78	1230.38	1273.44	1318.03	1364.15	1411.88	1461.31	1512.42	1565.38	1620.18	1676.87	1735.56	1796.31	1850.20	1905.70	1962.87	2021.76	2082.41
ANNUAL	28,853	29,863	30,908	31,990	33,110	34,269	35,468	36,709	37,994	39,323	40,700	42,125	43,599	45,125	46,704	48,105	49,548	51,035	52,566	54,143
P15																				
HOURLY	14.5650	15.0750	15.6027	16.1487	16.7140	17.2991	17.9044	18.5310	19.1797	19.8506	20.5456	21.2649	22.0089	22.7793	23.5765	24.2838	25.0123	25.7627	26.5356	27.3317
BIWEEKLY	1165.20	1206.00	1248.22	1291.90	1337.12	1383.93	1432.36	1482.48	1534.38	1588.04	1643.65	1701.19	1760.72	1822.34	1886.12	1942.71	2000.99	2061.02	2122.85	2186.53
ANNUAL	30,295	31,356	32,454	33,589	34,765	35,982	37,241	38,544	39,894	41,289	42,735	44,231	45,779	47,381	49,039	50,510	52,026	53,586	55,194	56,850

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P16																				
HOURLY	15.2933	15.8288	16.3828	16.9561	17.5497	18.1641	18.7997	19.4575	20.1387	20.8431	21.5729	22.3282	23.1094	23.9182	24.7554	25.4980	26.2630	27.0508	27.8624	28.6982
BIWEEKLY	1223.46	1266.30	1310.63	1356.49	1403.97	1453.13	1503.97	1556.60	1611.10	1667.45	1725.83	1786.25	1848.75	1913.46	1980.43	2039.84	2101.04	2164.07	2228.99	2295.86
ANNUAL	31,810	32,924	34,076	35,269	36,503	37,781	39,103	40,472	41,888	43,354	44,872	46,443	48,068	49,750	51,491	53,036	54,627	56,266	57,954	59,692
P17																				
HOURLY	16.0579	16.6202	17.2020	17.8040	18.4271	19.0723	19.7397	20.4304	21.1456	21.8852	22.6515	23.4446	24.2649	25.1141	25.9931	26.7729	27.5761	28.4034	29.2555	30.1332
BIWEEKLY	1284.63	1329.62	1376.16	1424.32	1474.17	1525.78	1579.17	1634.43	1691.65	1750.82	1812.12	1875.56	1941.19	2009.13	2079.45	2141.83	2206.09	2272.27	2340.44	2410.65
ANNUAL	33,400	34,570	35,780	37,032	38,328	39,670	41,058	42,495	43,983	45,521	47,115	48,765	50,471	52,237	54,066	55,688	57,358	59,079	60,851	62,677
P18																				
HOURLY	16.8608	17.4512	18.0621	18.6942	19.3485	20.0259	20.7266	21.4519	22.2029	22.9795	23.7841	24.6168	25.4781	26.3698	27.2928	28.1116	28.9549	29.8236	30.7183	31.6398
BIWEEKLY	1348.87	1396.10	1444.97	1495.53	1547.88	1602.07	1658.13	1716.15	1776.23	1838.36	1902.73	1969.34	2038.25	2109.59	2183.42	2248.93	2316.39	2385.88	2457.46	2531.19
ANNUAL	35,070	36,299	37,569	38,884	40,245	41,654	43,111	44,620	46,182	47,797	49,471	51,203	52,994	54,849	56,769	58,472	60,226	62,033	63,894	65,811
P19																				
HOURLY	17.7039	18.3238	18.9652	19.6289	20.3159	21.0272	21.7630	22.5245	23.3131	24.1285	24.9733	25.8476	26.7520	27.6883	28.6574	29.5171	30.4027	31.3147	32.2542	33.2218
BIWEEKLY	1416.31	1465.90	1517.21	1570.31	1625.27	1682.18	1741.04	1801.96	1865.04	1930.28	1997.87	2067.81	2140.16	2215.07	2292.59	2361.37	2432.21	2505.18	2580.33	2657.74
ANNUAL	36,824	38,114	39,448	40,828	42,257	43,737	45,267	46,851	48,491	50,187	51,945	53,763	55,644	57,592	59,607	61,396	63,238	65,135	67,089	69,101
P20																				
HOURLY	18.5890	19.2400	19.9134	20.6103	21.3317	22.0786	22.8511	23.6507	24.4787	25.3349	26.2220	27.1400	28.0896	29.0727	30.0903	30.9930	31.9228	32.8805	33.8669	34.8829
BIWEEKLY	1487.12	1539.20	1593.08	1648.82	1706.54	1766.29	1828.09	1892.06	1958.30	2026.79	2097.76	2171.20	2247.17	2325.82	2407.22	2479.44	2553.82	2630.44	2709.35	2790.63
ANNUAL	38,665	40,019	41,420	42,869	44,370	45,923	47,530	49,193	50,916	52,697	54,542	56,451	58,426	60,471	62,588	64,465	66,399	68,391	70,443	72,556
P21																				
HOURLY	19.5185	20.2020	20.9091	21.6408	22.3983	23.1825	23.9937	24.8332	25.7027	26.6016	27.5331	28.4970	29.4941	30.5264	31.5948	32.5427	33.5189	34.5245	35.5602	36.6270
BIWEEKLY	1561.48	1616.16	1672.73	1731.27	1791.86	1854.60	1919.49	1986.66	2056.21	2128.13	2202.65	2279.76	2359.53	2442.11	2527.58	2603.41	2681.51	2761.96	2844.82	2930.16
ANNUAL	40,598	42,020	43,491	45,013	46,588	48,220	49,907	51,653	53,462	55,331	57,269	59,274	61,348	63,495	65,717	67,689	69,719	71,811	73,965	76,184

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P22																				
HOURLY	20.4944	21.2121	21.9546	22.7229	23.5182	24.3416	25.1934	26.0749	26.9878	27.9317	28.9098	29.9219	30.9688	32.0527	33.1745	34.1698	35.1949	36.2507	37.3382	38.4584
BIWEEKLY	1639.55	1696.97	1756.37	1817.83	1881.46	1947.33	2015.47	2085.99	2159.02	2234.54	2312.78	2393.75	2477.50	2564.22	2653.96	2733.58	2815.59	2900.06	2987.06	3076.67
ANNUAL	42,628	44,121	45,666	47,264	48,918	50,631	52,402	54,236	56,135	58,098	60,132	62,237	64,415	66,670	69,003	71,073	73,205	75,402	77,664	79,993
P23																				
HOURLY	21.5191	22.2727	23.0523	23.8590	24.6941	25.5587	26.4530	27.3787	28.3372	29.3283	30.3552	31.4180	32.5172	33.6553	34.8333	35.8783	36.9546	38.0633	39.2052	40.3813
BIWEEKLY	1721.53	1781.82	1844.18	1908.72	1975.53	2044.70	2116.24	2190.29	2266.97	2346.27	2428.42	2513.44	2601.38	2692.43	2786.66	2870.26	2956.37	3045.06	3136.41	3230.50
ANNUAL	44,760	46,327	47,949	49,627	51,364	53,162	55,022	56,948	58,941	61,003	63,139	65,349	67,636	70,003	72,453	74,627	76,866	79,172	81,547	83,993
P24																				
HOURLY	22.5951	23.3863	24.2049	25.0520	25.9288	26.8366	27.7757	28.7476	29.7540	30.7947	31.8730	32.9888	34.1431	35.3381	36.5749	37.6722	38.8024	39.9664	41.1654	42.4004
BIWEEKLY	1807.61	1870.91	1936.39	2004.16	2074.31	2146.93	2222.05	2299.81	2380.32	2463.58	2549.84	2639.11	2731.45	2827.05	2926.00	3013.77	3104.19	3197.31	3293.23	3392.03
ANNUAL	46,998	48,644	50,346	52,108	53,932	55,820	57,773	59,795	61,888	64,053	66,296	68,617	71,018	73,503	76,076	78,358	80,709	83,130	85,624	88,193

The hourly rates are the May 2, 2004 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 hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE P
UNIFORM WAGE SCALE
EFFECTIVE MAY 1, 2005
FOR POLICE CIVILIANS
PRINCE GEORGE'S COUNTY, MARYLAND

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
COMPLETED																				
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P05																				
HOURLY	9.0311	9.3473	9.6745	10.0130	10.3635	10.7264	11.1017	11.4902	11.8924	12.3084	12.7394	13.1854	13.6467	14.1243	14.6187	15.0572	15.5090	15.9742	16.4535	16.9471
BIWEEKLY	722.49	747.79	773.96	801.04	829.08	858.11	888.14	919.21	951.39	984.67	1019.15	1054.83	1091.74	1129.95	1169.49	1204.58	1240.72	1277.94	1316.28	1355.76
ANNUAL	18,785	19,442	20,123	20,827	21,556	22,311	23,092	23,900	24,736	25,601	26,498	27,426	28,385	29,379	30,407	31,319	32,259	33,226	34,223	35,250
P06																				
HOURLY	9.4826	9.8147	10.1582	10.5137	10.8817	11.2627	11.6568	12.0647	12.4870	12.9238	13.3763	13.8446	14.3290	14.8305	15.3496	15.8101	16.2844	16.7729	17.2761	17.7944
BIWEEKLY	758.61	785.17	812.66	841.10	870.54	901.02	932.54	965.17	998.96	1033.90	1070.11	1107.57	1146.32	1186.44	1227.97	1264.81	1302.75	1341.84	1382.09	1423.55
ANNUAL	19,724	20,415	21,129	21,868	22,634	23,426	24,246	25,095	25,973	26,882	27,823	28,797	29,804	30,848	31,927	32,885	33,872	34,888	35,934	37,012
P07																				
HOURLY	9.9568	10.3054	10.6661	11.0394	11.4258	11.8258	12.2396	12.6679	13.1114	13.5700	14.0451	14.5369	15.0455	15.5721	16.1171	16.6006	17.0986	17.6116	18.1399	18.6841
BIWEEKLY	796.54	824.43	853.29	883.15	914.06	946.07	979.17	1013.43	1048.91	1085.60	1123.61	1162.95	1203.64	1245.77	1289.37	1328.05	1367.89	1408.93	1451.20	1494.73
ANNUAL	20,710	21,435	22,186	22,962	23,766	24,598	25,458	26,349	27,272	28,226	29,214	30,237	31,295	32,390	33,524	34,529	35,565	36,632	37,731	38,863
P08																				
HOURLY	10.4546	10.8207	11.1994	11.5914	11.9971	12.4171	12.8516	13.3013	13.7670	14.2485	14.7474	15.2637	15.7978	16.3507	16.9230	17.4306	17.9536	18.4922	19.0469	19.6183
BIWEEKLY	836.37	865.65	895.95	927.31	959.77	993.37	1028.13	1064.10	1101.36	1139.88	1179.79	1221.10	1263.82	1308.05	1353.84	1394.45	1436.29	1479.37	1523.75	1569.47
ANNUAL	21,746	22,507	23,295	24,110	24,954	25,828	26,731	27,667	28,635	29,637	30,675	31,748	32,859	34,009	35,200	36,256	37,343	38,464	39,618	40,806
P09																				
HOURLY	10.9773	11.3617	11.7594	12.1709	12.5969	13.0380	13.4942	13.9664	14.4553	14.9609	15.4848	16.0269	16.5876	17.1682	17.7691	18.3022	18.8512	19.4168	19.9993	20.5993
BIWEEKLY	878.19	908.94	940.75	973.67	1007.75	1043.04	1079.53	1117.31	1156.43	1196.87	1238.78	1282.15	1327.01	1373.46	1421.53	1464.17	1508.10	1553.34	1599.94	1647.94
ANNUAL	22,833	23,632	24,460	25,316	26,202	27,119	28,068	29,050	30,067	31,119	32,208	33,336	34,502	35,710	36,960	38,069	39,211	40,387	41,599	42,846

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STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P10																				
HOURLY	11.5262	11.9298	12.3474	12.7795	13.2268	13.6899	14.1689	14.6647	15.1781	15.7090	16.2590	16.8282	17.4170	18.0266	18.6576	19.2173	19.7938	20.3876	20.9992	21.6292
BIWEEKLY	922.09	954.38	987.79	1022.36	1058.14	1095.19	1133.51	1173.17	1214.25	1256.72	1300.72	1346.26	1393.36	1442.13	1492.60	1537.38	1583.50	1631.01	1679.94	1730.34
ANNUAL	23,974	24,814	25,683	26,581	27,512	28,475	29,471	30,503	31,570	32,675	33,819	35,003	36,227	37,495	38,808	39,972	41,171	42,406	43,678	44,989
P11																				
HOURLY	12.1025	12.5263	12.9647	13.4184	13.8881	14.3744	14.8773	15.3979	15.9370	16.4944	17.0720	17.6696	18.2879	18.9280	19.5904	20.1781	20.7835	21.4070	22.0492	22.7107
BIWEEKLY	968.20	1002.10	1037.18	1073.48	1111.05	1149.95	1190.19	1231.83	1274.96	1319.55	1365.76	1413.57	1463.03	1514.24	1567.23	1614.25	1662.68	1712.56	1763.94	1816.85
ANNUAL	25,173	26,055	26,967	27,910	28,887	29,899	30,945	32,028	33,149	34,308	35,510	36,753	38,039	39,370	40,748	41,971	43,230	44,527	45,862	47,238
P12																				
HOURLY	12.7076	13.1526	13.6130	14.0894	14.5825	15.0931	15.6212	16.1678	16.7338	17.3191	17.9256	18.5531	19.2023	19.8744	20.5700	21.1871	21.8227	22.4773	23.1517	23.8462
BIWEEKLY	1016.61	1052.21	1089.04	1127.15	1166.60	1207.45	1249.70	1293.42	1338.71	1385.53	1434.04	1484.25	1536.18	1589.95	1645.60	1694.96	1745.81	1798.19	1852.13	1907.70
ANNUAL	26,432	27,357	28,315	29,306	30,332	31,394	32,492	33,629	34,806	36,024	37,285	38,590	39,941	41,339	42,786	44,069	45,391	46,753	48,155	49,600
P13																				
HOURLY	13.3430	13.8102	14.2936	14.7938	15.3116	15.8477	16.4023	16.9762	17.5705	18.1851	18.8218	19.4808	20.1624	20.8681	21.5985	22.2464	22.9138	23.6012	24.3093	25.0385
BIWEEKLY	1067.44	1104.82	1143.49	1183.51	1224.93	1267.82	1312.18	1358.10	1405.64	1454.81	1505.75	1558.46	1612.99	1669.45	1727.88	1779.71	1833.10	1888.10	1944.74	2003.08
ANNUAL	27,753	28,725	29,731	30,771	31,848	32,963	34,117	35,310	36,547	37,825	39,149	40,520	41,938	43,406	44,925	46,273	47,661	49,091	50,563	52,080
P14																				
HOURLY	14.0101	14.5008	15.0083	15.5335	16.0772	16.6401	17.2224	17.8250	18.4491	19.0943	19.7629	20.4548	21.1705	21.9115	22.6784	23.3587	24.0595	24.7813	25.5247	26.2905
BIWEEKLY	1120.81	1160.06	1200.67	1242.68	1286.18	1331.21	1377.79	1426.00	1475.92	1527.55	1581.03	1636.39	1693.64	1752.92	1814.27	1868.70	1924.76	1982.50	2041.98	2103.24
ANNUAL	29,141	30,162	31,217	32,310	33,441	34,611	35,823	37,076	38,374	39,716	41,107	42,546	44,035	45,576	47,171	48,586	50,044	51,545	53,091	54,684
P15																				
HOURLY	14.7107	15.2258	15.7587	16.3102	16.8811	17.4721	18.0835	18.7163	19.3715	20.0491	20.7511	21.4776	22.2290	23.0070	23.8123	24.5267	25.2625	26.0203	26.8009	27.6050
BIWEEKLY	1176.85	1218.06	1260.70	1304.82	1350.49	1397.77	1446.68	1497.30	1549.72	1603.93	1660.09	1718.20	1778.32	1840.56	1904.98	1962.13	2021.00	2081.63	2144.08	2208.40
ANNUAL	30,598	31,670	32,778	33,925	35,113	36,342	37,614	38,930	40,293	41,702	43,162	44,673	46,236	47,855	49,530	51,015	52,546	54,122	55,746	57,418

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P16																				
HOURLY	15.4462	15.9871	16.5467	17.1257	17.7251	18.3457	18.9877	19.6521	20.3401	21.0515	21.7886	22.5514	23.3405	24.1574	25.0029	25.7530	26.5256	27.3214	28.1410	28.9852
BIWEEKLY	1235.70	1278.97	1323.73	1370.06	1418.01	1467.66	1519.01	1572.17	1627.21	1684.12	1743.09	1804.11	1867.24	1932.59	2000.23	2060.24	2122.05	2185.71	2251.28	2318.82
ANNUAL	32,128	33,253	34,417	35,621	36,868	38,159	39,494	40,876	42,307	43,787	45,320	46,907	48,548	50,247	52,006	53,566	55,173	56,828	58,533	60,289
P17																				
HOURLY	16.2185	16.7864	17.3740	17.9820	18.6114	19.2630	19.9371	20.6347	21.3571	22.1041	22.8781	23.6790	24.5075	25.3653	26.2531	27.0406	27.8519	28.6874	29.5480	30.4345
BIWEEKLY	1297.48	1342.91	1389.92	1438.56	1488.91	1541.04	1594.96	1650.77	1708.57	1768.33	1830.25	1894.32	1960.60	2029.22	2100.24	2163.25	2228.15	2294.99	2363.84	2434.76
ANNUAL	33,734	34,916	36,138	37,403	38,712	40,067	41,469	42,920	44,423	45,977	47,586	49,252	50,976	52,760	54,606	56,245	57,932	59,670	61,460	63,304
P18																				
HOURLY	17.0294	17.6258	18.2427	18.8811	19.5420	20.2262	20.9339	21.6664	22.4249	23.2093	24.0220	24.8630	25.7329	26.6335	27.5657	28.3927	29.2445	30.1218	31.0254	31.9562
BIWEEKLY	1362.35	1410.06	1459.42	1510.49	1563.36	1618.09	1674.71	1733.31	1794.00	1856.74	1921.76	1989.04	2058.63	2130.68	2205.26	2271.41	2339.56	2409.74	2482.04	2556.50
ANNUAL	35,421	36,662	37,945	39,273	40,647	42,070	43,543	45,066	46,644	48,275	49,966	51,715	53,524	55,398	57,337	59,057	60,828	62,653	64,533	66,469
P19																				
HOURLY	17.8809	18.5070	19.1548	19.8252	20.5191	21.2375	21.9806	22.7497	23.5462	24.3698	25.2231	26.1061	27.0195	27.9652	28.9440	29.8123	30.7067	31.6279	32.5767	33.5540
BIWEEKLY	1430.47	1480.56	1532.39	1586.01	1641.53	1699.00	1758.45	1819.98	1883.70	1949.58	2017.85	2088.49	2161.56	2237.22	2315.52	2384.99	2456.53	2530.23	2606.14	2684.32
ANNUAL	37,192	38,495	39,842	41,236	42,680	44,174	45,720	47,319	48,976	50,689	52,464	54,301	56,201	58,168	60,204	62,010	63,870	65,786	67,760	69,792
P20																				
HOURLY	18.7749	19.4324	20.1126	20.8164	21.5450	22.2994	23.0796	23.8872	24.7235	25.5883	26.4842	27.4114	28.3705	29.3635	30.3912	31.3029	32.2420	33.2093	34.2056	35.2317
BIWEEKLY	1502.00	1554.59	1609.01	1665.31	1723.60	1783.95	1846.37	1910.98	1977.88	2047.06	2118.74	2192.91	2269.64	2349.08	2431.30	2504.23	2579.36	2656.74	2736.44	2818.54
ANNUAL	39,052	40,419	41,834	43,298	44,814	46,383	48,006	49,685	51,425	53,224	55,087	57,016	59,011	61,076	63,214	65,110	67,063	69,075	71,148	73,282
P21																				
HOURLY	19.7137	20.4040	21.1182	21.8572	22.6223	23.4143	24.2336	25.0816	25.9597	26.8677	27.8084	28.7820	29.7890	30.8316	31.9108	32.8681	33.8541	34.8697	35.9158	36.9933
BIWEEKLY	1577.09	1632.32	1689.46	1748.58	1809.78	1873.15	1938.69	2006.53	2076.77	2149.41	2224.67	2302.56	2383.12	2466.53	2552.86	2629.45	2708.33	2789.58	2873.27	2959.46
ANNUAL	41,004	42,440	43,926	45,463	47,054	48,702	50,406	52,170	53,996	55,885	57,842	59,867	61,961	64,130	66,374	68,366	70,417	72,529	74,705	76,946

CB-49-2003 (DR-1)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
YRS	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
SERVICE																				
P22																				
HOURLY	20.6994	21.4242	22.1741	22.9501	23.7534	24.5850	25.4453	26.3357	27.2577	28.2110	29.1989	30.2211	31.2785	32.3732	33.5063	34.5115	35.5468	36.6132	37.7116	38.8430
BIWEEKLY	1655.95	1713.94	1773.93	1836.01	1900.27	1966.80	2035.62	2106.85	2180.61	2256.88	2335.91	2417.69	2502.28	2589.86	2680.50	2760.92	2843.75	2929.06	3016.93	3107.44
ANNUAL	43,055	44,562	46,122	47,736	49,407	51,137	52,926	54,778	56,696	58,679	60,734	62,860	65,059	67,336	69,693	71,784	73,937	76,156	78,440	80,793
P23																				
HOURLY	21.7343	22.4954	23.2828	24.0976	24.9411	25.8143	26.7176	27.6524	28.6205	29.6216	30.6588	31.7321	32.8424	33.9919	35.1816	36.2371	37.3242	38.4439	39.5972	40.7851
BIWEEKLY	1738.75	1799.63	1862.63	1927.81	1995.29	2065.14	2137.40	2212.20	2289.64	2369.73	2452.70	2538.57	2627.39	2719.35	2814.53	2898.96	2985.93	3075.51	3167.78	3262.81
ANNUAL	45,207	46,790	48,428	50,123	51,877	53,694	55,573	57,517	59,531	61,613	63,770	66,003	68,312	70,703	73,178	75,373	77,634	79,963	82,362	84,833
P24																				
HOURLY	22.8211	23.6202	24.4470	25.3025	26.1881	27.1050	28.0534	29.0351	30.0516	31.1027	32.1917	33.3187	34.4845	35.6915	36.9407	38.0489	39.1904	40.3661	41.5771	42.8244
BIWEEKLY	1825.68	1889.62	1955.76	2024.20	2095.05	2168.40	2244.27	2322.81	2404.13	2488.21	2575.34	2665.50	2758.76	2855.32	2955.26	3043.91	3135.23	3229.29	3326.17	3425.95
ANNUAL	47,468	49,130	50,850	52,629	54,471	56,378	58,351	60,393	62,507	64,694	66,959	69,303	71,728	74,238	76,837	79,142	81,516	83,961	86,480	89,075

The hourly rates are the October 3, 2004 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 hourly rates multiplied by 2080 and rounded to the nearest dollar.