

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2008 Legislative Session

Resolution No. CR-79-2008

Proposed by The Chairman (by request – County Executive)

Introduced by Council Member Dean

Co-Sponsors _____

Date of Introduction September 16, 2008

RESOLUTION

1 A RESOLUTION concerning

2 Compensation and Benefits

3 General Schedule Employees - Salary Schedule G

4 For the purpose of amending the Salary Plan of the County to reflect pay rates and other
5 modified benefits for General Schedule employees.

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

9 WHEREAS, the Salary Plan must at this time be amended by the approval of a salary
10 schedule to reflect the new pay rates and other modified benefits for General Schedule
11 employees.

12 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
13 County, Maryland, that Salary Schedule G submitted and recommended by the County Executive
14 on August 21, 2008, which is attached hereto and made a part hereof, setting forth the following
15 modifications: a cost-of-living increase of two and one-half percent (2.5%), effective July 6,
16 2008; compensatory leave; military leave; special compensation; health benefit contributions;
17 pension plan benefits and Social Security contributions, be and the same is hereby approved.

18 BE IT FURTHER RESOLVED that this resolution shall take effect on the day it is adopted
19 and shall be effective July 1, 2008.

Adopted this 16th day of September, 2008.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Samuel H. Dean
Chairman

ATTEST:

Redis C. Floyd
Clerk of the Council

SALARY SCHEDULE G

SCHEDULE OF PAY GRADES - GENERAL SCHEDULE

PRINCE GEORGE'S COUNTY, MARYLAND

FISCAL YEAR 2009

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1. SCHEDULED PAY RATES

**SALARY SCHEDULE G
SCHEDULE OF PAY GRADES
EFFECTIVE JULY 6, 2008
PRINCE GEORGE'S COUNTY, MARYLAND**

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G01	HOURLY	6.1500	15.2093
	BIWKLY	492.00	1216.74
	ANNUAL	12,792	31,635
G02	HOURLY	8.2083	15.9697
	BIWKLY	656.66	1277.58
	ANNUAL	17,073	33,217
G03	HOURLY	8.6188	16.7682
	BIWKLY	689.50	1341.46
	ANNUAL	17,927	34,878
G04	HOURLY	9.0497	17.6064
	BIWKLY	723.97	1408.51
	ANNUAL	18,823	36,621
G05	HOURLY	9.5019	18.4867
	BIWKLY	760.15	1478.94
	ANNUAL	19,764	38,452
G06	HOURLY	9.9774	19.4112
	BIWKLY	798.19	1552.89
	ANNUAL	20,753	40,375
G07	HOURLY	10.4760	20.3821
	BIWKLY	838.08	1630.57
	ANNUAL	21,790	42,395
G08	HOURLY	10.9997	21.4008
	BIWKLY	879.98	1712.06
	ANNUAL	22,879	44,514

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G09	HOURLY	11.5497	22.4710
	BIWKLY	923.98	1797.68
	ANNUAL	24,023	46,740
G10	HOURLY	12.1272	23.5943
	BIWKLY	970.18	1887.55
	ANNUAL	25,225	49,076
G11	HOURLY	12.7336	24.7742
	BIWKLY	1018.69	1981.93
	ANNUAL	26,486	51,530
G12	HOURLY	13.3704	26.0131
	BIWKLY	1069.63	2081.05
	ANNUAL	27,810	54,107
G13	HOURLY	14.0385	27.3136
	BIWKLY	1123.08	2185.09
	ANNUAL	29,200	56,812
G14	HOURLY	14.7405	28.6795
	BIWKLY	1179.24	2294.36
	ANNUAL	30,660	59,653
G15	HOURLY	15.4777	30.1133
	BIWKLY	1238.21	2409.07
	ANNUAL	32,194	62,636
G16	HOURLY	16.2518	31.6188
	BIWKLY	1300.14	2529.51
	ANNUAL	33,804	65,767
G17	HOURLY	17.0638	33.1996
	BIWKLY	1365.11	2655.97
	ANNUAL	35,493	69,055
G18	HOURLY	17.9174	34.8602
	BIWKLY	1433.39	2788.81
	ANNUAL	37,268	72,509

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G19	HOURLY	18.8133	36.6030
	BIWKLY	1505.07	2928.24
	ANNUAL	39,132	76,134
G20	HOURLY	19.7538	38.4328
	BIWKLY	1580.31	3074.62
	ANNUAL	41,088	79,940
G21	HOURLY	20.7416	40.3545
	BIWKLY	1659.33	3228.36
	ANNUAL	43,142	83,937
G22	HOURLY	21.7787	42.3722
	BIWKLY	1742.30	3389.78
	ANNUAL	45,300	88,134
G23	HOURLY	22.8677	44.4908
	BIWKLY	1829.42	3559.27
	ANNUAL	47,565	92,541
G24	HOURLY	24.0110	46.7153
	BIWKLY	1920.88	3737.22
	ANNUAL	49,943	97,168
G25	HOURLY	25.2118	49.0515
	BIWKLY	2016.95	3924.12
	ANNUAL	52,441	102,027
G26	HOURLY	26.4722	51.5036
	BIWKLY	2117.78	4120.29
	ANNUAL	55,062	107,128
G27	HOURLY	27.7960	54.0790
	BIWKLY	2223.68	4326.32
	ANNUAL	57,816	112,484
G28	HOURLY	29.1856	56.7827
	BIWKLY	2334.85	4542.62
	ANNUAL	60,706	118,108

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G29	HOURLY	30.6447	59.6218
	BIWKLY	2451.57	4769.75
	ANNUAL	63,741	124,013
G30	HOURLY	32.1772	62.6036
	BIWKLY	2574.18	5008.29
	ANNUAL	66,929	130,215
G31	HOURLY	33.7859	65.7332
	BIWKLY	2702.87	5258.65
	ANNUAL	70,275	136,725
G32	HOURLY	35.4755	69.0202
	BIWKLY	2838.04	5521.62
	ANNUAL	73,789	143,562
G33	HOURLY	37.2492	72.4706
	BIWKLY	2979.94	5797.65
	ANNUAL	77,478	150,739
G34	HOURLY	39.1117	76.0946
	BIWKLY	3128.93	6087.57
	ANNUAL	81,352	158,277
G35	HOURLY	41.0672	79.8991
	BIWKLY	3285.37	6391.93
	ANNUAL	85,420	166,190
G36	HOURLY	43.1204	83.8939
	BIWKLY	3449.63	6711.51
	ANNUAL	89,690	174,499
G37	HOURLY	45.2765	88.0888
	BIWKLY	3622.12	7047.11
	ANNUAL	94,175	183,225

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G38	HOURLY	47.5403	92.4930
	BIWKLY	3803.23	7399.44
	ANNUAL	98,884	192,385
G39	HOURLY	49.9175	97.1179
	BIWKLY	3993.40	7769.43
	ANNUAL	103,828	202,005
G40	HOURLY	52.4131	101.9739
	BIWKLY	4193.05	8157.91
	ANNUAL	109,019	212,106
G41	HOURLY	55.0335	107.0725
	BIWKLY	4402.68	8565.80
	ANNUAL	114,470	222,711
G42	HOURLY	57.7855	112.4263
	BIWKLY	4622.84	8994.11
	ANNUAL	120,194	233,847

The hourly rates are the July 08, 2007 minimum and maximum rates multiplied by 102.5%, with the exception of the G01 minimum hourly rate, which remains the state-mandated minimum wage of \$6.15 (effective February 16, 2006). For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

2. WAGES

A. Cost Of Living Adjustment For Fiscal Year 2009

Effective July 6, 2008, employees covered by this Salary Schedule will receive a two and one-half percent (2.5%) increase in their base hourly rates of pay.

B. Merit Increase And Salary Adjustments

1. Merit increases for employees who earn less than the maximum of their grade shall be granted at a rate of three and one-half percent (3.5%), in accordance with the Personnel Law. Employees will continue to receive 3.5% merit increases until one of the following occurs:

- a. The employee reaches the maximum of his/her grade;
- b. The 3.5% increase would establish the hourly rate one percent (1%) or less below the maximum, in which case the hourly rate will be automatically adjusted upward to the maximum; or
- c. The 3.5% merit adjustment would cause an employee's salary rate to exceed the maximum rate established for that grade, in which case the employee's salary will instead be adjusted to equal the maximum applicable rate.

2. Salary increases upon promotion and salary decreases upon demotion shall be at the rate of ten percent (10%) unless otherwise requested in accordance with Personnel Law Sections 16-131 and 16-132. For the purpose of a voluntary demotion the salary decrease may be waived. Salary increases upon reallocation to a higher graded position shall be at a rate not to exceed ten percent (10%). If the ten percent (10%) increase would establish the hourly rate one percent (1%) or less below the maximum, the hourly rate will be automatically adjusted upward to the maximum. For purposes of a Salary Reduction imposed as a discipline, an employee's salary shall be reduced by an amount not to exceed ten percent (10%) and such reduction shall be applied in accordance with the Personnel Law.

3. In accordance with State law, the minimum wage rate for covered employees is six dollars and fifteen cents (\$6.15) per hour effective February 16, 2006.

3. WORKWEEK

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

- A. The standard number of hours in a workday for full-time employees is eight (8) hours.
- B. The standard number of hours in the workweek for full-time employees is forty (40) productive hours.

C. Appointing Authorities may assign full-time employees to work schedules involving rotating shift work, which may not provide for a standard number of productive hours within a workweek. The number of hours in the workweek for these employees may average 40 to 42 productive hours.

4. WORK SCHEDULES

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

5. DESIGNATION OF MEAL PERIODS

A. Except for employees assigned to rotating shift work schedules, any employee who works five (5) or more hours in any workday shall receive an unpaid one-half hour meal period during that workday.

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

6. PAY IN EXCESS OF BASE SALARY

A. Overtime Pay

1. General Provisions:

a. Subject to the limitations noted in #2, employees allocated to classes within the General Schedule shall be eligible to earn overtime pay for each hour or part thereof worked in excess of the number of productive hours constituting the standard workweek for employees. Normally, the standard workweek for employees will be forty (40) hours. However, in some instances, such as with rotating shift schedules, the number of full-time productive hours in the "standard" workweek may vary.

b. The rate of overtime pay for employees allocated to classes within the General Schedule shall be equal to one and one-half (1 1/2) times the employee's regular hourly rate.

c. All pay status hours shall be considered productive hours for overtime computation purposes.

d. Each Appointing Authority shall be responsible for specifically directing and/or authorizing overtime work for employees under his/her jurisdiction. In addition, Appointing Authorities are responsible for ensuring fund availability for overtime pay.

2. Limitations:

- a. Employees assigned to General Schedule Grades 21 through 24, inclusive, shall be entitled to earn overtime pay only upon the written approval of the appropriate Appointing Authority.
- b. Employees assigned to General Schedule Grades 25 and above shall be entitled to earn overtime pay only upon the written approval of the Chief Administrative Officer.
- c. All temporary and/or seasonal Fair Labor Standards Act (FLSA) employees shall be entitled to earn overtime only upon the written approval of the appropriate Appointing Authority.
- d. According to County Administrative Order No. 4-2008, effective March 2, 2008, the Chief Administrative Officer authorizes the Appointing Authorities to designate General Schedule employees assigned to Grades 25 through 33 to be paid from a predefined schedule and that these employees along with employees assigned to Grades 34 and above are precluded from earning overtime compensation.

3. Compensatory Leave in Lieu of Overtime Pay

- a. Permanent employees assigned to grades in the General Schedule who are entitled to earn overtime compensation pursuant to this section may elect to earn compensatory leave in lieu of overtime compensation.
- b. According to County Administrative Order No. 3-2008, effective March 2, 2008, the Chief Administrative Officer transfers limited delegation of existing approval authority to Appointing Authorities allowing straight-time compensatory leave for additional work hours over the standard schedule (80) for General Schedule employees assigned to Grades 25 through 33. Overtime pay at any rate or compensatory leave at a premium rate must continue to be approved by the Chief Administrative Officer.

B. Premium Pay for Holiday Work

No employee occupying a position allocated to a class in the General Schedule above Grade 24 shall be eligible for premium pay for holiday work. However, when expressly directed in writing by the Appointing Authority to perform such holiday work, such employee shall receive up to eight (8) hours of compensatory leave for all hours worked on a holiday in addition to productive holiday pay at the employee's base rate of pay.

Employees occupying classes allocated to Grades 1 through 24 in the General Schedule required to work on designated County holidays shall be paid at the rate of two (2) times the employee's base rate of pay for all hours worked as provided for in Section 16-219 (g)(h) of the Personnel Law.

Should a holiday fall on an employee's regularly scheduled day off, the employee shall receive a compensatory leave award of hours that can be used for an alternative day or shift

schedule day off which is mutually agreed to by the Appointing Authority and employee.

C. Shift Differential

Any full-time employee whose regularly assigned tour of duty requires that at least 50% of the standard workday be between the hours of 6 p.m. and 6 a.m. will be eligible for shift differential pay of sixty cents (60 cents) per hour for all hours actually worked between 6 p.m. and 6 a.m.

Shift differential is considered as premium pay and shall not be included in the rate of base pay used to compute leave, as provided in Division 17 of the Personnel Law; holiday premium pay; retirement and insurance deductions and benefits.

D. Pyramiding of Overtime and Premium Pay

There shall be no pyramiding of overtime and premium rates. Only one overtime or premium rate will be paid for the same hours worked.

E. Special Compensation for Certain Health Department Employees

This provision shall be applicable to positions within the Environmental Sanitarian V, G-29, Associate Director, Division of Environmental Health, G-33, Engineer IV, G-30 and Disease Control Specialist V, G-29, classes of work situated in the Health Department.

1. Weeknight Coverage (Monday through Friday, 4:00 p.m. to 8:00 a.m.)

a. Staff personnel designated to remain on-call for emergencies will receive two (2) hours compensatory time for each day they provide weeknight coverage.

b. Time worked by telephone for the resolution of emergencies shall be compensated with compensatory leave on an hour-for-hour basis.

c. Work time spent at an emergency site, including travel time to and from the emergency site, will be compensated at the employee's straight-time rate or by straight compensatory time, at the employee's election.

2. Weekend and Holiday Coverage (8:00 a.m. Saturday to 8:00 a.m. Monday or 8:00 a.m. on a holiday to 8:00 a.m. the following day).

a. Staff personnel designated to remain on-call for emergencies on a weekend day will receive twenty-five dollars (\$25), forty dollars (\$40) for each holiday, or six (6) hours compensatory time per day at the employee's election.

b. Time worked by telephone for the resolution of emergencies shall be compensated with compensatory leave on an hour-for-hour basis.

c. Work time spent at an emergency site, including travel time to and from the

emergency site, will be paid at the employee's straight-time rate or by straight compensatory time, at the employee's election.

F. Clothing Allowance for School Crossing Guard Supervisor

Employees occupying the classification of School Crossing Guard Supervisor who are required to wear uniforms shall be entitled to an annual clothing allowance as approved by the Chief of Police.

G. "On Call" Pay for Supervisor, School Crossing Guard and Assistant Supervisor, School Crossing Guard

Employees in the Supervisor, School Crossing Guard and Assistant Supervisor, School Crossing Guard classes of work who are assigned to remain on call during either evening or early morning hours to receive calls from Crossing Guards requiring sick or other emergency leave, and arrange for alternative post coverage, shall be compensated at a flat rate of fifty dollars (\$50.00) per week for the following periods when the work is actually performed:

1. Weeknight "On Call" Coverage (Sunday through Thursday, 7 p.m. to 9 p.m.)
2. Weekday "On Call" Coverage (Monday through Friday, 6 a.m. to 7 a.m.)

H. Special Compensation for Construction Standard Inspector and Related Classes of Work

Employees in the Construction Standards Inspector IV, G-26, Construction Standards Code Enforcement Officer, G-29, Chief Electrical Inspector, G-27, Assistant Associate Director Licenses and Inspections Group, G-31 and Associate Director, Licenses and Inspections Group, G-33, classes of work will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay, provided they substantiate to the County that they have passed the applicable International Code Council (ICC) examination listed immediately below:

- a. Residential Building Inspector (B1);
- b. Residential Electrical Inspector (E1);
- c. Residential Mechanical Inspector (M1);
- d. Residential Plumbing Inspector (P1);
- e. Commercial Building Inspector (B2); and,
- f. Fire Inspector I (66).

Note: Employees who qualified for the Special Compensation under the Building Officials and Code Administrators (BOCA) criteria previously used shall continue to be eligible for the compensation and cannot receive additional compensation by completing the above articulated testing.

Employees in those classes of work specified above who are situated in the Department of Public Works and Transportation will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay provided that they substantiate to the County that they have passed a County recognized inspection certification program related to the Department of Public Works and Transportation inspection functions.

I. Certification of Engineering Technician

Employees in the Engineering Technician class of work will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay provided that they substantiate to the County that they have been awarded an Engineering Technician, Level III, Certification from the National Institute for Certification of Engineering Technicians (NICET).

J. “On Call” Pay for Facilities Maintenance Supervisors

Employees in the Facilities Maintenance Supervisor, Grade G-23 class of work, who are assigned to remain “on call” for a one-week period, for all non-work hours shall be eligible to receive eight (8) hours pay at the applicable rate of pay.

K. Standby and Call-in Pay for certain employees in the Department of Public Works and Transportation

Employees assigned to the Department’s On-call Technical Support Program will be eligible to receive special compensation in the form of either “Standby” and “Call-in” pay as follows:

- A minimum of two (2) hours pay if the employee is actually called in to respond to a traffic related issue or,
- One and one-half (1 1/2) hours of compensatory time as “Standby” pay for each day of on “Standby”.

7. LEAVE PROVISIONS

A. Sick Leave

Sick leave may be accumulated from year to year.

All full-time employees earn four and one-half (4 1/2) hours of sick leave each pay period with a periodic adjustment to ensure that each employee earns fifteen (15) days of sick leave each leave year through the duration of County service. Each such day shall constitute eight (8) hours.

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

B. Annual Leave

Full-time employees shall earn annual leave on the following basis:

Zero (0) through three (3) years of service	Four (4) hours per pay period
Four (4) through fifteen (15) years of service	Six (6) hours per pay period with periodic adjustment to ensure that each employee earns 20 days
Sixteen (16) or more years of service	Eight (8) hours per pay period

Employees who work on a year-round part-time basis for forty (40) or more hours per pay period shall earn annual leave in proportion to the hours worked during each pay period and based on years of service.

C. Maximum Accumulation of Annual Leave

1. A maximum of 360 hours of accumulated annual leave earned beginning with the first pay period in Fiscal Year 1996 may be carried over from one (1) leave year to the next by an employee.

2. An employee shall be allowed to carry over annual leave earned as of the last full pay period in Fiscal Year 1995, even if such accumulated amount is in excess of the maximum allowed in subsection C.1. above.

3. Annual leave hours in excess of the maximum allowed to be carried over to the next leave year shall be converted to new sick leave.

D. Sick and Annual Leave Disposition Upon Separation

1. The annual and sick leave balances accumulated by an employee shall, upon the employee's separation from employment, with proper notice of separation as determined by the employee's appointing authority, be liquidated in the following manner:

a. 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);

b. 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;

c. Except in the case of an employee who is entitled to credit for sick and annual leave balances under the terms of an applicable County sponsored pension plan, 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 limitation:

1. The maximum total amount of annual leave eligible for cash payment upon separation shall be the amount of remaining accumulated leave earned as of the end of the last full pay period in Fiscal Year 1995, or 360 hours, whichever is greater.
2. Any accrued annual leave not eligible for cash payment may be converted to sick leave.
 - d. For all or any portion of the employee's sick leave balance earned as of the end of the last full pay period of Fiscal Year 1995, 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 of the employee's base hourly rate of pay as of June 30, 1995. Sick leave earned beginning the first pay period of Fiscal Year 1996 is not subject to cash payment to the employee upon separation. Any employee who is entitled to credit for sick and annual leave under the terms of an applicable County sponsored pension plan will only be entitled to receive cash distribution for leave balances in accordance with the terms of the applicable pension plan.
 - e. 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.
 - f. 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 shall forfeit any sick leave hours accumulated at the time of the employee's separation.
 - g. Upon retirement, an employee shall be entitled to receive credit, on an actuarial equivalent basis, for unused sick leave for which an authorized cash payment has not been elected, as creditable service, in accordance with the applicable provisions of the State Personnel and Pension Article, Annotated Code of Maryland, as amended, and the terms of any applicable County sponsored pension plan.

E. Personal Leave

Twenty-four (24) hours of personal leave shall be granted to all permanent, full-time employees and sixteen (16) hours of personal leave shall be granted to all permanent, part-time employees eligible for annual leave. This will include the four (4) hours granted in lieu of General Election Day.

F. Compensatory Leave

Compensatory leave may be accumulated from year to year. Accrual and use of compensatory leave shall be subject to the following restrictions:

An employee covered by the Fair Labor Standards Act (FLSA) can accrue up to 240 hours of FLSA compensatory leave. Any additional overtime work hours must be compensated at the appropriate overtime rate.

An employee shall be granted compensatory leave by the Appointing Authority within a reasonable period after requesting leave if the uses of compensatory leave does not unduly disrupt the operation of the agency.

An employee who has accrued compensatory leave shall, upon termination of employment, be paid for all unused FLSA compensatory leave at the greater of the final regular rate received by such employee, or the average regular rate received by such employee during the last three (3) years of employment.

G. Administrative Leave for Bereavement

Bereavement leave shall be administered in accordance with the Personnel Law, not to exceed three (3) working days in the event of the death of an employee's spouse, child, or parent and not to exceed one (1) working day in the event of the death of any other member of the employee's family in accordance with Personnel Law 16-221. The term "family" as defined shall include the employee's grandparent, grandchild, brother, sister, brother- or sister-in-law, mother- or father-in-law, or son- or daughter-in-law.

H. Military Leave

Any employee called up to active military service in response to the terrorist attacks on September 11, 2001, the resultant war on terrorism or other military action shall be eligible for the benefits set forth herein: Payment of a salary supplement equal to the difference between the employee's base rate of pay and the employee's base military rate of pay, without the exhaustion of the employee's annual, personal and compensatory leave balances. Eligibility for health care benefits to continue upon the employee entering a leave without pay status with both the employer and employee contributions of the premium being paid by the County. These benefits shall expire on February 26, 2009, unless otherwise extended.

I. Administration of Leave

The provisions governing the administration of the above types of leave, as well as other types of leave (holiday, administrative, parental, family and medical, disability, leave without pay, and absence without leave) are specified in Division 17 of the Personnel Law and Administrative Procedure 284.

8. INCENTIVE AWARDS

To the extent that funds have been appropriated for such purpose, employees may be granted incentive awards, subject to the provisions of Section 16-209 of the Personnel Law and Administrative Procedure 216, as approved by the Chief Administrative Officer.

9. UNEMPLOYMENT INSURANCE

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

State regulations.

10. RETIREMENT AND PENSION BENEFIT PROVISIONS

A. Employees paid in accordance with this Salary Schedule and who are enrolled in the Maryland State Employees' Retirement System shall pay retirement contributions at the rate of five percent (5%) or seven percent (7%) of base salary, depending on the plan in which the employee is enrolled.

B. Current participants in the Employees' Retirement System may transfer to the Employees' Pension System, which is non-contributory up to the Social Security Wage Base.

C. All classified employees hired on or after January 1, 1980, must enroll in the Employees' Pension System.

D. The County's contribution rate shall be that amount as established from time to time by the State. Employee contributions (where applicable) shall be made through payroll deductions. If changes/improvements in retirement benefits are made, contributions may be adjusted accordingly.

E. State Retirement Pick-up. Employee contributions (if any) to the Maryland State Pension System from wages that exceed the Social Security wage base are reported in box 14 of the Federal W-2 form. These contributions are pre-tax for Federal purposes only and must be reported as an "addition to income" on the Maryland tax form 502.

F. Supplemental Pension Benefit

1. Benefit Accrual and Amounts.

Employees hired before January 1, 1991 covered by this Salary Schedule who elected to participate in the Supplemental Pension Plan and all employees hired on or after January 1, 1991, will participate in a supplemental pension benefit program pursuant to rules established in the Supplemental Pension Plan. The rate of accrual and amount of the benefit payable under this program are determined as follows:

a. For participants actively participating in the Plan on or after January 1, 2002, the benefit accrual is 1.0% times the number of years of actual and continuous service the employee has as a full-time and /or part-time Prince George's County employee, to a maximum of thirty (30) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to paragraph 5 below.

b. The Board of Trustees for the Supplemental Pension Plan may establish contribution and benefit accrual rates, maximum benefits and special retirement incentives or provisions as it deems appropriate; provided, however, that employee benefits under this plan may not be reduced without prior approval of the County Council.

2. Vesting.

a. Minimum Continuous Service Requirements

No employee covered by this Salary Schedule 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.

b. Vested Benefit

An employee completing the minimum continuous service requirements of paragraph 2.a., above, shall be entitled to receive a monthly benefit as determined pursuant to the Plan; provided, however, that no employee terminated for disciplinary reasons will be entitled to any benefit under this Section.

3. Benefit Payment.

The benefit accrued by an employee under either paragraphs 1 or 2, above, shall not be payable until retirement at the earlier of age 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; or has attained State normal retirement date.

4. Funding.

The cost of funding the supplemental pension benefit described in this Section E will be shared by the employee and the County through regular contributions each pay period. The employee shall contribute, through payroll deduction, an amount equal to one half (1/2) the cost of providing this benefit. Effective with the pay period beginning on July 6, 2008, the employee contribution rate to the Supplemental Pension Plan will be 3.11% of base pay.

5. Definitions.

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

b. Average Annual Compensation means an amount computed by dividing by three 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.

c. 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.

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

6. Discontinued Service Benefit.

In accordance with CR-41-1995, any employee separating from County Service on or after July 6, 1995 shall not be eligible for the Discontinued Service Benefit.

7. IRS Pickup Plan.

The County shall pick up, within the meaning of Section 414(h) (2) of the Internal Revenue Code, the employee contributions required by paragraph 4. (Funding) hereof. Such amounts:

(1) 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;

(2) shall reduce the taxable compensation of the employee in an amount that equals the employee contributions picked up by the County;

(3) shall be paid by the County from the same source of funds that is used to pay compensation to the employee;

(4) 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.

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 or other approval with respect to the pickup plan, but neither the application nor the receipt of such a ruling or approval are prerequisites to the implementation of the pickup plan.

11. GROUP HEALTH INSURANCE

A. In Calendar Year (CY) 2008, the County shall contribute seventy-four percent (74%) 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-six percent (26%).

In CY09, the County shall contribute seventy-three percent (73%) 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-seven percent (27%).

B. In CY08, the County shall contribute seventy-nine percent (79%) 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-one (21%).

In CY09, the County shall contribute seventy-eight percent (78%) 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-two (22%).

C. Employees who provide proof of other medical coverage may choose to receive a credit instead of enrolling in a medical plan with the County.

D. In CY08, the Employer shall contribute eighty nine percent (89%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining eleven percent (11%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

In CY09, the County shall contribute eighty-eight percent (88%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining twelve percent (12%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

E. The changes in premium contribution percentages (in A, B and D above) will not become effective unless and until collective bargaining agreements and/or necessary resolutions are approved by the County Council in effect providing that such changes are effective for all County employees. Changes will not be retroactive.

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

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

H. Employees may contribute annually up to five thousand dollars (\$5,000.00) in a dependent flexible spending account and up to five thousand dollars (\$5,000.00) in a medical flexible spending account.

12. LIFE INSURANCE

The County shall pay one hundred percent (100%) of the monthly premium for County basic 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 to four 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 basic life insurance to one (1) times their annual salary and receive a credit.

The County shall pay an accidental death benefit of ten thousand dollars (\$10,000.00) upon the death of any County employee whose death results from an accidental personal injury arising out of and in the course of his/her employment in accordance with Section 16-232.01 of the Personnel Law. This accidental death benefit is also payable for a death due to a bodily injury arising outside of employment.

13. SOCIAL SECURITY AND MEDICARE

The County is required to comply with the Federal Insurance Contribution Act (FICA) that provides for a federal system of old-age, survivors, disability (Social Security or OASDI), and hospital (Medicare or HI) insurance. Effective January 1, 2008, the County and each employee paid in accordance with this Salary Schedule shall make contributions of 6.2% to the Social Security fund (FICA-OASDI) up to the wage base limit of one hundred two thousand dollars (\$102,000.00); and 1.45% to the Medicare fund (FICA-HI) on all wages paid. Employee contributions shall be made through payroll deductions.

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

14. WORKERS' COMPENSATION

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

15. PAY PLAN POLICY STATEMENT

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