

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**

**2006 Legislative Session**

Resolution No. CR-51-2006

Proposed by The Chairman (by request – County Executive)

Introduced by Council Members Dernoga, Peters, Dean, Exum, Knotts, Harrington,  
Campos and Bland

Date of Introduction June 13, 2006

**RESOLUTION**

1 A RESOLUTION concerning

2 Compensation and Benefits - International Association

3 of Fire Fighters, AFL-CIO, Local 1619

4 (Fire Fighters, Paramedics, Emergency Response Technicians and Fire Fighter/Medics)

5 Salary Schedules S, M, R, and Y Schedule of Pay Grades

6 For the purpose of amending the Salary Plan of the County to reflect the terms of the labor  
 7 agreement by and between Prince George's County, Maryland and the International Association  
 8 of Fire Fighters, AFL-CIO, Local 1619 (Fire Fighters, Paramedics, Emergency Response  
 9 Technicians and Fire Fighter/Medics).

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

13 WHEREAS, the Salary Plan must at this time be amended by the approval of Salary  
 14 Schedules S, M, R, and Y to reflect the terms of the labor agreement by and between Prince  
 15 George's County, Maryland and the International Association of Fire Fighters, AFL-CIO, Local  
 16 1619 (Fire Fighters, Paramedics, Emergency Response Technicians and Fire Fighter/Medics).

17 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's  
 18 County, Maryland, that Salary Schedules S, M, R and Y submitted and recommended by the  
 19 County Executive on June 6, 2006, which is attached hereto and made a part hereof, setting forth  
 20 the following modifications: cost of living and merit increases for Fiscal Years 2006 and 2007;  
 21 wage scale adjustments; group health insurance; special duty pay; field training officer/preceptor  
 22 pay; training certification pay; pension benefits; injured on the job leave; training and hold  
 23 harmless benefit calculation, be and the same is hereby approved.

Adopted this 18th day of July, 2006.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Thomas E. Dernoga  
Chairman

ATTEST:

\_\_\_\_\_  
Redis C. Floyd  
Clerk of the Council

SALARY SCHEDULES S, M, R, Y

SCHEDULE OF PAY GRADES

FIRE UNIT PERSONNEL – FIRE FIGHTERS, PARAMEDICS,  
EMERGENCY RESPONSE TECHNICIANS AND FIRE FIGHTER/MEDICS

PRINCE GEORGE'S COUNTY, MARYLAND

EFFECTIVE JULY 1, 2005 - JUNE 30, 2007

## TABLE OF CONTENTS

<b>1.</b>	<b>SCHEDULED PAY RATES .....</b>	<b>1</b>
<b>2.</b>	<b>MIN-MAX SYSTEM.....</b>	<b>5</b>
<b>3.</b>	<b>MERIT INCREASES .....</b>	<b>9</b>
<b>4.</b>	<b>COST OF LIVING .....</b>	<b>9</b>
<b>5.</b>	<b>WORKWEEK.....</b>	<b>9</b>
<b>6.</b>	<b>WORK SCHEDULES .....</b>	<b>9</b>
<b>7.</b>	<b>LEAVE PROVISIONS.....</b>	<b>10</b>
<b>8.</b>	<b>PAY IN EXCESS OF BASE SALARY .....</b>	<b>15</b>
<b>9.</b>	<b>GROUP HEALTH INSURANCE .....</b>	<b>21</b>
<b>10.</b>	<b>LIFE INSURANCE UNDER THE BENEFLEX PROGRAM.....</b>	<b>23</b>
<b>11.</b>	<b>SOCIAL SECURITY .....</b>	<b>23</b>
<b>12.</b>	<b>WORKERS' COMPENSATION .....</b>	<b>23</b>
<b>13.</b>	<b>UNIFORMS.....</b>	<b>24</b>
<b>14.</b>	<b>CLOTHING ALLOWANCE.....</b>	<b>24</b>
<b>15.</b>	<b>PHYSICAL TRAINING SUPPLEMENT .....</b>	<b>24</b>
<b>16.</b>	<b>VACANCIES.....</b>	<b>24</b>
<b>17.</b>	<b>TUITION ASSISTANCE AND EDUCATION INCENTIVE .....</b>	<b>24</b>
<b>18.</b>	<b>DEATH AND DISABILITY PAYMENTS .....</b>	<b>24</b>
<b>19.</b>	<b>RETIREMENT CONTRIBUTIONS .....</b>	<b>25</b>
<b>20.</b>	<b>HOLD HARMLESS BENEFIT CALCULATION.....</b>	<b>25</b>
<b>21.</b>	<b>IRS PICKUP PLAN.....</b>	<b>25</b>
<b>22.</b>	<b>MILITARY LEAVE.....</b>	<b>26</b>
<b>23.</b>	<b>PRINCE GEORGE'S PROFESSIONAL FIRE FIGHTERS P.A.C. PAYROLL DEDUCTION .....</b>	<b>26</b>
<b>24.</b>	<b>INCENTIVE AWARDS.....</b>	<b>26</b>
<b>25.</b>	<b>PAY PLAN POLICY STATEMENT.....</b>	<b>26</b>

**1. SCHEDULED PAY RATES**

SALARY SCHEDULE S  
EFFECTIVE JANUARY 8, 2006  
SCHEDULE OF PAY GRADES – FIRE UNIT PERSONNEL  
PRINCE GEORGE'S COUNTY MARYLAND

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
S01 (Fire Fighter I)		
HOURLY	18.1479	31.5550
BIWEEKLY	1451.83	2524.40
ANNUAL	37,748	65,634
S02 (Fire Fighter II)		
HOURLY	19.0364	35.0481
BIWEEKLY	1522.92	2803.85
ANNUAL	39,596	72,900
S03 (Fire Fighter III)		
HOURLY	19.9247	36.7959
BIWEEKLY	1593.97	2943.67
ANNUAL	41,443	76,536
S13 (Fire Technician)		
HOURLY	19.9247	39.5351
BIWEEKLY	1593.97	3162.80
ANNUAL	41,443	82,233
S04 (Fire Lieutenant)		
HOURLY	23.0601	42.9270
BIWEEKLY	1844.81	3434.16
ANNUAL	47,965	89,288
S05 (Fire Captain)		
HOURLY	25.2277	47.8611
BIWEEKLY	2018.22	3828.89
ANNUAL	52,474	99,551
S06 (Battalion Chief)		
HOURLY	27.6505	52.7442
BIWEEKLY	2212.04	4219.53
ANNUAL	57,513	109,708

The hourly rates are the April 17, 2005 Salary Schedule S maximum rates multiplied by 102.5% and then both the minimum (April 17, 2005 rates) and maximum rates multiplied by 103%. 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 2080 and rounded to the nearest dollar.

SALARY SCHEDULE M  
EFFECTIVE JANUARY 8, 2006  
SCHEDULE OF PAY GRADES – PARAMEDICS  
PRINCE GEORGE'S COUNTY MARYLAND

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
M20 (Paramedic Trainee)		
HOURLY	15.0655	27.3455
BIWEEKLY	1205.24	2187.63
ANNUAL	31,336	56,879
M23 (Paramedic I)		
HOURLY	18.1479	33.4361
BIWEEKLY	1451.83	2674.89
ANNUAL	37,748	69,547
M25 (Paramedic II)		
HOURLY	19.9248	39.5351
BIWEEKLY	1593.98	3162.80
ANNUAL	41,444	82,233
M29 (Paramedic III)		
HOURLY	23.0601	42.9270
BIWEEKLY	1844.81	3434.16
ANNUAL	47,965	89,288
M31 (Paramedic IV)		
HOURLY	25.2277	47.8611
BIWEEKLY	2018.21	3828.89
ANNUAL	52,474	99,551
M33 (Battalion Chief)		
HOURLY	27.6506	52.7441
BIWEEKLY	2212.04	4219.53
ANNUAL	57,513	109,708

The hourly rates are the April 17, 2005 maximum rates multiplied by 102.5% and then both the minimum (April 17, 2005 rates) and maximum rates multiplied by 103%. 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.

SALARY SCHEDULE R  
EFFECTIVE JANUARY 8, 2006  
SCHEDULE OF PAY GRADES – FIRE UNIT PERSONNEL  
PRINCE GEORGE'S COUNTY MARYLAND

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
R01 (ERT I)		
HOURLY	18.1478	31.5644
BIWEEKLY	1451.83	2525.15
ANNUAL	37,747	65,654
R02 (ERT II)		
HOURLY	19.0364	35.0484
BIWEEKLY	1522.92	2803.87
ANNUAL	39,596	72,901
R03 (ERT III)		
HOURLY	19.9247	40.3093
BIWEEKLY	1593.97	3224.74
ANNUAL	41,443	83,843
R13 (ERT Tech.)		
HOURLY	19.9247	42.0393
BIWEEKLY	1593.97	3363.14
ANNUAL	41,443	87,442
R04 (ERT Lt.)		
HOURLY	23.0602	43.7692
BIWEEKLY	1844.82	3501.53
ANNUAL	47,965	91,040
R05 (ERT Capt.)		
HOURLY	25.2280	48.8018
BIWEEKLY	2018.24	3904.14
ANNUAL	52,474	101,508
R06 (ERT B.C.)		
HOURLY	27.6505	53.7826
BIWEEKLY	2212.04	4302.61
ANNUAL	57,513	111,868

The hourly rates are the April 17, 2005 maximum rates multiplied by 102.5% and then both the minimum (April 17, 2005 rates) and maximum rates multiplied by 103%. 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.

SALARY SCHEDULE Y  
EFFECTIVE JULY 9, 2006  
SCHEDULE OF PAY GRADES – FIRE UNIT PERSONNEL  
PRINCE GEORGE'S COUNTY MARYLAND

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Y01		
HOURLY	18.6923	32.5113
BIWEEKLY	1495.38	2600.91
ANNUAL	38,880	67,624
Y02		
HOURLY	19.6075	36.0998
BIWEEKLY	1568.60	2887.98
ANNUAL	40,784	75,088
Y03		
HOURLY	20.5224	41.5186
BIWEEKLY	1641.79	3321.49
ANNUAL	42,687	86,359
Y13 (Technician)		
HOURLY	20.5224	43.3005
BIWEEKLY	1641.79	3464.04
ANNUAL	42,687	90,065
Y04 (Lieutenant)		
HOURLY	23.7520	45.0822
BIWEEKLY	1900.16	3606.58
ANNUAL	49,404	93,771
Y05 (Captain)		
HOURLY	25.9848	50.2659
BIWEEKLY	2078.79	4021.27
ANNUAL	54,048	104,553
Y06 (Battalion Chief)		
HOURLY	28.4800	55.3961
BIWEEKLY	2278.41	4431.69
ANNUAL	59,239	115,224

The hourly rates are the January 8, 2006 Salary Schedule R rates multiplied by 103%. 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 2080 and rounded to the nearest dollar.



## 2. MIN-MAX SYSTEM

A. On July 1, 1993, the MIN-MAX system that was in effect for all members of the bargaining unit was replaced by the following modified MIN-MAX system:

The minimum and maximum pay rates for employees covered by Salary Schedules S and M are established on the attached schedules of pay rates for employees in the following classifications:

Fire Fighter I	S01
Fire Fighter II*	S02
Fire Fighter III	S03
Fire Technician	S13
Fire Lieutenant	S04
Fire Captain	S05
Battalion Chief	S06
Paramedic Trainee	M20
Paramedic I	M23
Paramedic II	M25
Paramedic III	M29
Paramedic IV	M31
Battalion Chief	M33

B. On July 1, 1999, the MIN-MAX system that was in effect for all members of the bargaining unit was replaced by the following modified MIN-MAX system:

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

Emergency Response Technician I	R01
Emergency Response Technician II	R02
Emergency Response Technician III	R03
Emergency Response/Apparatus Technician	R13
Emergency Response Lieutenant	R04
Emergency Response Captain	R05
Emergency Response Battalion Chief	R06

C. On July 9, 2006, the MIN-MAX system that was in effect for all members of the bargaining unit shall be replaced by the following modified MIN-MAX system:

The minimum and maximum pay rates for employees covered by Salary Schedules S, M and R will be replaced by Salary Schedule Y which is established on the attached schedule of pay rates for employees in the following classifications:

UNIT I: Fire Fighter I, II, III, Fire Fighter Technician, Paramedic Trainee I, II, Paramedic,

Fire Fighter/Medic I, II, III, Fire Fighter Medic/Technician.

UNIT II: Fire Fighter Lieutenant, Fire Fighter Captain, Fire Fighter Battalion Chief, Paramedic Lieutenant, Paramedic Captain, Paramedic Battalion Chief, Fire Fighter/Medic Lieutenant, Fire Fighter/Medic Captain, Fire Fighter/Medic Battalion Chief.

D. Employees covered by these Salary Schedules and hired before July 1, 1989, will keep the anniversary dates that they held on July 1, 1989, for as long as they are continuously employed. Employees hired on or after July 1, 1989, will have as their anniversary dates the dates of their initial appointment and those anniversary dates will not be changed while those employees are continuously employed.

E. Merit steps will have the value of three and one-half percent (3.5%). An employee will be eligible to advance to the next merit step for his/her rank on his/her anniversary date at the rate of one (1) step per year provided that he/she receives a satisfactory performance evaluation for the preceding year.

F. If, upon the granting of a three and one-half percent (3.5%) merit increase, an employee's salary is one percent or less from the applicable maximum rate, the employee will have his/her salary rate adjusted to the applicable maximum rate.

G. If, upon the granting of a three and one-half percent (3.5%) merit increase, an employee's salary rate is greater than one percent (1%) but less than three and one-half percent (3.5%) from the applicable maximum rate, the employee upon satisfactory completion of one (1) additional year of service, will have his/her salary rate adjusted to the applicable maximum rate.

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

1. Effective July 1, 1990, except as noted below, an employee's salary rate upon promotion shall be the greater of a ten percent (10%) increase over his/her current rate or a ten percent (10%) increase over the stated minimum for the grade to which he/she is promoted. In no event shall the new rate exceed the maximum for the grade.

2. Further, Fire Fighter III's (S03) who are assigned specialized functions and a working title of Fire Technician will be placed on the S13 pay scale and receive a ten percent (10%) pay increase.

I. Salary rate upon demotion shall be governed by Section 16-132 of the Personnel Law in accordance with the following: The new rate shall be obtained by dividing the current rate by the sum of one (1) plus the percentage increase previously advanced upon promotion (or the sum of the percentage increases of successive promotions if the person has been demoted more than one grade and has served in the intermediate grade). Such percentage should be obtained from the promotional PID's by subtracting the hourly rate before promotion from the hourly rate

immediately after promotion and dividing the remainder by the rate before promotion. The quotient shall be rounded to the third decimal place.

J. Modifications Effective During FY 2000 and FY 2001

1. Further, effective beginning on July 1, 1999, any employee covered by these Salary Schedules hired before July 1, 1996, who completed eighteen (18) years of actual service as defined in the Fire Pension Plan, but who is not at the step for his/her rank on the Min-Max system which reflects the completion of eighteen (18) years of service, will be placed at that step on the date that marks the completion of his/her eighteenth (18th) year of service, provided, however, that the resulting rate of pay may not exceed the maximum step for the employee's rank.

2. Beginning in Fiscal Year 2000, any employee, who completes his/her fifth (5th) year of service as an employee covered by these Salary Schedules and is otherwise eligible to receive a merit increase, will receive a merit increase of four and one-half percent (4.5%) rather than three and one-half percent (3.5%) during that fiscal year. During Fiscal Year 2000, an employee who had already completed his/her fifth (5th) year of service as an employee covered by these Salary Schedules during a previous fiscal year, will – if he/she is otherwise eligible to receive a merit increase – receive a merit increase of four and one-half percent (4.5%) rather than three and one-half percent (3.5%).

3. The scale is applicable to new employees and incumbents who are cross-trained.

4. Incumbent S-Scale employees hired on or before January 1, 1999, who successfully complete national and state paramedic certification will receive a five percent (5%) in-grade increment and four percent (4%) CE pay. Six months later, the S-Scale employee becomes an Emergency Response Technician on the Emergency Response Technician Scale.

5. Incumbent M-Scale employees hired on or before January 1, 1999, who successfully complete recruit school will receive a five percent (5%) in-grade increment. Six (6) months after recruit school, the M-Scale employee becomes an Emergency Response Technician on the Emergency Response Technician scale. J-TAC must be completed within two (2) years of entering an Emergency Response Technician III or higher classification, provided the Department affords the employee with a reasonable opportunity to complete the J-TAC program within said two (2) year period. Incumbent Officers (Lieutenant and above) will enter the Emergency Response Technician scale upon satisfactory completion of a six (6) month Performance Appraisal of the Officer's Internship Program.

a. For employees hired on or before January 1, 1999, once certified as a Paramedic, they will have four percent (4%) CE pay (formerly called "special duty pay") added to their salary on above scale, such pay to be added to base pay for pension and other purposes.

b. For employees hired after January 1, 1999, once certified as a Paramedic, new ERT employees will be paid at the overtime rate for the hours required to maintain EMT-P certification.

6. Promotion increments for Emergency Response Technicians will be the same as Paramedics.

7. Promotion Procedure for employees hired after January 1, 1999, as follows:

- a. ERT I to ERT II – Completion of one (1) year probation
- b. ERT II to ERT III – Completion of J-TAC, EMT-P, County Certified

K. Modifications Effective During FY 2006 and FY 2007

1. Effective the first full pay period beginning on or after January 1, 2006, the maximum pay rates for employees covered by these Salary Schedules will be increased by two and one-half percent (2.5%) and only employees who are at maximum on that date will have their salaries raised by two and one-half percent (2.5%) on that date.

2. Effective the first full pay period beginning on or after July 1, 2006, all employees will be moved to new Y-Scale. They will be placed on the Y-Scale in accordance with their current salaries.

3. Effective the first full pay period beginning on or after July 1, 2006, R-Scale employees hired on or after March 29, 1999 who are County certified EMT-P's shall be compensated at a rate ten percent (10%) above their regular base pay. The ten percent (10%) shall be considered part of base pay for purposes of pension and overtime. The additional ten percent (10%) shall be payable irrespective of whether it places an employee's salary above the maximum for his/her grade.

4. Effective the first full pay period beginning on or after July 1, 2006, M and S Scale employees who were cross-trained and received a five percent (5%) "in-grade" increase as a result, will be entitled to that additional five percent (5%) even if it puts them above maximum for their grade. This five percent (5%) will continue to be considered part of the employee's base pay for purposes of pension and overtime.

5. R-Scale employees hired between March 29, 1999 and June 30, 2005 will receive a ten percent (10%) increase in their base salary for completion of EMT-I for Paramedic or EMT-I and J-TAC for Fire Fighter/Medic. (Note, these employees have already received a ten percent (10%) salary increase as a result of movement from R01-R02).

6. New employees will be hired at Y01.

7. Promotional Procedures for Employees.

a. Y01 to Y02 – Five percent (5%) increase in base salary upon completion of one year after becoming a sworn uniformed employee (graduation from recruit school and EMT-B).

b. Y02 to Y03 – Fifteen percent (15%) increase in base salary upon completion of:

- 1. For Paramedic – County certification EMT-I.

2. For Fire Fighter/Medic – County certification EMT-I and J-TAC.
  3. Y02 employees hired between March 29, 1999 and June 30, 2006 will receive a ten percent (10%) increase in base salary for 7.b.1. or 7.b.2. above.
- c. Employees must achieve a Y03 in order to be eligible to promote further.

### **3. MERIT INCREASES**

- A. Employees covered by these Salary Schedules who are otherwise eligible to receive a merit increase during the period from July 1, 2005, through June 30, 2006, will receive it.
- B. Employees covered by these Salary Schedules who are otherwise eligible to receive a merit increase during the period from July 1, 2006, through June 30, 2007, will receive it.

### **4. COST OF LIVING**

- A. Effective the first full pay period beginning on or after January 1, 2006, employees covered by these Salary Schedules will receive a three percent (3%) increase in their base hourly rates of pay.
- B. Effective the first full pay period beginning on or after July 1, 2006, employees covered by these Salary Schedules will receive a three percent (3%) increase in their base hourly rates of pay.

### **5. WORKWEEK**

- A. The workweek is the seven (7) consecutive day period commencing at 12:01 a.m. Sunday, and ending the following Saturday midnight.
- B. Shift employees covered under these Salary Schedules will work a forty-two (42) hour workweek. Straight day work employees shall work a forty (40) hour week.

### **6. WORK SCHEDULES**

#### **A. Shift Work Personnel - Stations**

Shift Work personnel who work a "24/72 hour" shift are covered by the Memorandum of Agreement Between Prince George's County Fire Department and Local 1619 I.A.F.F., signed on June 3, 1981.

#### **B. Straight Day Work Personnel in all Stations**

Employees assigned to straight day work will work five (5) eight (8) hour days, normally Monday through Friday, thus equaling forty (40) hours. All day shifts shall commence at 0700 hours except that one shift per station may be required at the discretion of the Fire Chief to start at 0900 hours.

C. Non-Station Personnel

Day work employees shall continue to work their existing shifts; shift work employees shall continue to work existing shifts.

D. Alternative Work Schedules

The Fire Chief may at his discretion, order flexible work shifts for those employees covered under these Salary Schedules who are not assigned to fire suppression and EMS related operational duties when such an arrangement is in the best interest of the citizens of the County.

**7. LEAVE PROVISIONS**

A. Sick Leave

1. All full-time employees earn four and one-half (4.5) 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.

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

B. Annual Leave

1. 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 twenty (20) days
After fifteen (15) years of service and above	Eight (8) hours per pay period

2. 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.

C. Annual Leave: Carryover and Lump Sum Payment

1. 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).

2. 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 the paragraph above, or in excess of the one hundred thirty (130) days maximum formerly allowed.

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

4. An employee covered by these Salary Schedules who terminate employment shall receive a lump sum cash payment for the annual leave balance credit accumulated through the last full pay period immediately prior to the employee's separation. Employees who qualify may elect to purchase additional service credit as provided in Section 7.9 of the Agreement.

D. Sick and Annual Leave Disposition Upon Separation

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

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. 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:

(1) Upon separation from employment, employees who participate in the pension plan may elect to receive a cash payment for the remainder of their annual leave hours that were accumulated as of the end of the 1996 leave year or for up to three hundred sixty (360) hours of accumulated annual leave, whichever is greater. Any remaining amount would be applied toward service credit in the pension plan as provided in the Fire Pension Plan.

(2) Notwithstanding subparagraph c. (1), immediately above, upon separation from employment because of service-related disability, an employee with less than twenty (20) years of service will be permitted to receive payment for all annual leave (old and new).

d. Upon separation from employment for non-disciplinary reasons (including but not limited to retirement, disability and death), eligible employees will receive cash payment for unused sick leave accumulated as of the end of the 1996 leave year at two and one-half percent

(2.5%) for each year of service (through the date of separation) at the employee's base hourly rate of pay as of the date of separation but not to exceed the highest rate of pay of the difference for an ERT and Fire Fighter Battalion Chief in January, 2001 -- that is, \$45.2137 per hour. However, if a fire fighter with less than twenty (20) years of actual service terminates employment as a result of death or disability, he/she shall receive a fifty percent (50%) cash-out of unused accumulated sick leave as of the end of the 1996 leave year.

e. For individuals who participate in the pension plan, sick leave earned beginning with the 1997 leave year (i.e., new sick leave) is not subject to cash payment upon separation, but is available to purchase service credit under the pension plan as provided in Section 7.9 of the Agreement. However, officers with less than twenty (20) years of service who terminate employment because of service connected disability and officers whose employment terminates because of death are eligible for cash payment for all sick leave earned, including sick leave earned beginning with the 1997 leave year, at the rates set forth in paragraph d., immediately above.

f. 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.

#### E. Leave of Absence

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

#### F. Injured-On-The-Job Leave

1. When an employee is ordered off the job or ordered to light duty by his/her physician or by the County Fire Chief due to work-related illness or injury, the employee will be placed on I.O.J. leave (1) until his/her disability is either medically proven to be non-service connected (2) until retired, or (3) until his/her IOJ leave period expires as provided in Paragraph 3. below.

2. The employee shall not be charged with using his/her own accrued leave when ordered off duty as prescribed in the above paragraph except in those cases where the illness or injury is proven to be non-service connected, and then only from the date that the employee is notified of the findings in writing; nor will leave used because of injuries or sickness sustained as a result of employment in the Prince George's Fire Department be charged against an employee's sick or annual leave. The employee will remain on I.O.J. leave until released by the attending physician for prescribed duties, or returned to work by decision of the Disability Review Board (DRB) (in administrative session or in review of an appeal), or retired if the disabling injury cannot be corrected or until his/her IOJ leave period expires as provided in Paragraph 3. below.

3. The normal eligibility period for IOJ leave for the occurrence of an injury or illness shall be one hundred eighty (180) days, and an employee who is otherwise entitled to IOJ leave shall be able to take such IOJ leave during this one hundred eighty (180) day period. After one



hundred eighty (180) days, the IOJ leave period shall expire. The normal eligibility period may be extended in one of two ways:

a. The Fire Chief may, if requested, or on his own initiative, extend the IOJ leave for the same injury or illness one or more times up to a maximum of an additional two hundred forty (240) days (beyond the original one hundred eighty (180) day period) for the same injury or illness.

b. Prior to the expiration of the normal eligibility period for IOJ leave, or prior to the scheduled expiration of any disability leave period granted by the Fire Chief or DRB under this Section 8.4, the employee may request an extension of his IOJ leave with the Fire Chief. If the Fire Chief denies such request, the employee may seek a fitness for duty determination by the Medical Advisory Board (MAB). The MAB's determination shall be approved or disapproved by the DRB. If the DRB concludes that the employee is still unfit for duty, the employee shall remain on IOJ. Until the DRB rules on the employee's fitness for duty determination request, the employee shall remain on IOJ. Pursuant to this subsection, an employee may only stay on IOJ leave up to a maximum of an additional two hundred forty (240) days (beyond the original one hundred eighty (180) day period) for the same injury or illness.

4. Where the temporary disability incapacitates the employee to the extent that the employee appears to be unable to adequately perform the duties and responsibilities of the employee's position, the employee may be assigned to other duties in the Department within the capacity of the employee to perform, as determined by the MAB. The unwillingness of the employee to accept such an assignment shall make the employee ineligible for IOJ leave during the period that the MAB determines that the employee is capable of such a light duty assignment.

#### 5. Disability Review Board (DRB) Procedures

The procedures of the DRB shall be amended to provide:

With regard to the DRB, if a timely request for a hearing is filed following the DRB's preliminary determination, such hearing shall be held as provided in the Fire Service Pension Plan, but in no event later than one year after the initial request for a hearing.

#### G. Shift Work Leave

1. At a minimum, twelve percent (12%) of the employees within the Emergency Operations Command will be offered leave (for vacation bid and day to day leave).

2. Effective July 1, 2000, at a minimum, the percentage will be increased from twelve percent (12%) to thirteen percent (13%) for employees within Emergency Operations Command who will be offered leave (for vacation bid and day to day leave).

3. Effective July 1, 2001, the Fire Department will provide a copy of the leave calendar to the Union when issued.

#### H. Day Personnel

Straight day personnel shall be granted eight (8) hours compensatory leave every three (3) months.

I. Personal Leave

Three (3) paid personal leave days per leave year including the four (4) hours in lieu of the former General Election Day Holiday shall be granted to each employee eligible for annual leave. A personal leave day consists of eight (8) hours and shall be requested and approved in advance of use. There shall be no accumulation of personal leave days and unused personal leave shall be forfeited at the end of the leave year or upon termination of employment.

J. Bereavement Leave

Members of the Unit shall be entitled to use accumulated sick leave for the purpose of bereavement when a death occurs in a member's family. A maximum amount of sick leave used shall not normally exceed three (3) working days. The term "family" shall mean and include the member's spouse, child, sister, brother, parent, grandparent and aunt or uncle. Leave needed beyond three (3) days because of travel distance, religious requirements or other extenuating circumstances may be extended on a case-by-case basis, but in no instance shall such bereavement leave be approved beyond seven (7) working days. Effective with the 1994 leave year, the first three (3) days of bereavement leave taken upon the death of a parent, spouse or child will be administrative leave rather than sick leave.

K. Additional Leave Provision

In the event the County Executive grants administrative leave to nonessential County employees because of extreme inclement weather or other hazardous working conditions, which may prevent employees from reporting to work or which may require early release from work, those employees required by the Fire Department to perform duties will be entitled to receive one hour of compensatory time for each hour worked during the emergency (not to exceed eight (8) hours per employee per twenty four (24) hour period), in addition to any pay to which they are entitled for that period.

L. Conference and Seminars

1. Members of the bargaining unit shall be granted time to attend conventions and conferences without loss of pay or leave with prior approval of the County Fire Chief (not to be unreasonably withheld), and further provided that such meetings shall not exceed three (3) per fiscal year and that not more than four (4) Union members request such approval.

2. The County Fire Chief will be notified thirty (30) days in advance of such meetings. Notice of less than thirty (30) days will be accepted where there are unusual circumstances which prevent giving thirty (30) days notice. In no event shall notice be less than seven (7) days.

3. In addition, the Union shall have an additional Administrative Leave Bank of one thousand five hundred (1,500) additional hours. This also shall be without loss of pay or leave.

All requests for administrative leave pursuant to this section are subject to the approval of the Fire Chief and shall not be unreasonably withheld. The Union will attempt to provide the requests seventy-two (72) hours in advance.

M. Leave for Negotiations

Employees (not to exceed five (5) in number which includes the Union President) who, upon request of the Union, are excused from their regular assignment for the purpose of participating in negotiation sessions with representatives of the County, shall suffer no loss of pay or leave. Leave taken by these employees (excluding the Union President) will be charged against the Administrative Leave Bank referenced in Section L.3. above.

N. Union President Leave

The President of the Union and one (1) additional employee selected by the President shall be granted administrative leave with pay as may be required for the purpose of discharging official duties of the Union.

O. Administration of Leave

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

## **8. PAY IN EXCESS OF BASE SALARY**

A. Acting Pay

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

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

employee in acting status under this provision, and it will bypass the next person on the promotional list for acting duty only when prudent operations require it.

B. Call-Back Pay

An employee who is called back to work from off-duty, and does in fact perform duties on behalf of the Prince George's County Fire Department during his/her normal off-duty hours, by career officers authorized by the County Fire Chief, shall be paid the minimum of four (4) hours at one and one-half (1.5) times his/her regular rate of pay. This provision shall not apply to administrative hearings, disciplinary procedures, or physical examinations. However, management will attempt to schedule such hearings and/or procedures during the normal duty hours of the employee; or, at a time mutually agreeable to both parties.

C. Early Reporting Time

An employee who is called in to work by career officers authorized by the County Fire Chief for two (2) hours or less immediately before his/her normally scheduled starting time shall be paid for such hours at one and one-half (1.5) times his/her regular rate of pay and will be paid his/her regular rate of pay beginning with his/her regular starting time. The call-back provision shall apply to an employee called into work more than two (2) hours immediately before his/her regularly scheduled starting time.

D. Holidays and Holiday Pay

1. The following shall be designated as holidays for employees covered under these Salary Schedules:

New Year's Day	Independence Day
Martin Luther King Jr.'s Birthday	Labor Day
Washington's Birthday	Columbus Day
Fire Fighter Recognition Day	Veteran's Day
(Friday before the observance of	Thanksgiving Day
Memorial Day)	County Employee's Appreciation Day
Memorial Day	Christmas Day
Presidential Inauguration Day	
(every 4 years)	

2. Further, beginning in the 1998 wage reporting year, employees covered by these Salary Schedules will be granted an additional four (4) hours of personal leave each wage reporting year in lieu of the former General Election Day Holiday.

3. For the purpose of this Section the Christmas Day holiday shall apply to all employees who work during the twenty-four (24) hour period beginning at 1900 hours on December 24 and the New Year's Day holiday shall apply to all employees who work during the twenty-four (24) hour period beginning at 1900 hours on December 31.

4. Beginning in the 2001 wage reporting year, if July 4 falls on a weekend, employees covered by these Salary Schedules who work on the holiday or the day it is celebrated will receive holiday pay. Employees who work both the holiday and the day the holiday is celebrated will receive holiday pay for only one day.

5. No employee shall work on a holiday unless directed to do so by the County.

6. If an employee works on a designated holiday which coincides with his/her regularly scheduled work hours, he/she shall be paid at the rate of two (2) times his/her regular rate of pay for all hours worked on the holiday (except overtime).

7. If an employee is granted leave on a designated holiday which coincides with his/her regularly scheduled work hours, he/she shall be paid his/her regular straight time pay for such leave on the holiday.

8. If a twenty-four (24) hour shift employee works twelve (12) hours on a designated holiday which coincides with his/her regularly scheduled work hours and is granted leave for the remaining twelve (12) hours of his/her shift, he/she shall be paid two (2) times his/her regular rate of pay for the twelve (12) hours worked plus his/her regular straight time pay for the twelve (12) hours on leave.

9. If an employee is required to work on a holiday which coincides with a day on which his/her regularly scheduled day off occurs, he/she shall be compensated at the rate of one and one-half (1.5) times his/her regular rate of pay for all hours worked on the holiday. In addition, shift personnel who are required to work on a holiday which coincides with their regularly scheduled day off shall earn eight (8) hours of compensatory leave.

10. Shift personnel on assigned day off on a holiday shall earn eight (8) hours of compensatory leave. Straight day personnel on assigned day off on a holiday shall receive another day off.

E. Special Duty Pay

1. For employees hired on or after January 1, 1999, once certified as a Paramedic, they will have four percent (4%) CE pay (formerly called "special duty pay") added to their salary on above scale, such pay to be added to base pay for pension and other purposes.

2. For employees hired after January 1, 1999, once certified as a Paramedic, new ERT employees will be paid at the overtime rate for the hours required to maintain EMT-P certification.

3. The special duty pay described above will be added to the base pay. It is understood that base pay does not include EIP payments and EIP payments are not computed based on base pay.

4. Special Duty Pay does not apply to employees in a job classification in the Emergency Rescue Technician series except for employees who may be assigned duties as Bomb Technicians.

5. Fire Fighters assigned duties as Bomb Technicians or Paramedics shall be compensated at a rate nine percent (9%) per hour above their regular base pay. This additional pay is to compensate Bomb Technicians in lieu of overtime for attendance at required continuing education and skills maintenance sessions and Paramedics in lieu of overtime for attendance at required continuing education and skills maintenance sessions required to maintain their certification level to CRT. In addition, any Fire Fighter/Paramedics who are certified as EMT-P shall receive an additional two percent (2%) for continuing education required to maintain their EMT-P certification level. Special duty pay shall apply only as long as the Fire Fighter is assigned duties of a Bomb Technician or the Fire Fighter is assigned the duties of a Paramedic assigned to riding a Mobile Intensive Care Unit (MICU). Special duty pay for a Fire Fighter assigned the duties of a Paramedic as described above is only applicable to Fire Fighters up to and including the rank of battalion chief. Fire Fighters covered by these Salary Schedules who maintain their EMT-P certification even though they are not currently assigned to ride a MICU or assigned to supervise Paramedics who are assigned to ride a MICU will continue to receive a special duty pay of two percent (2%) for maintaining their EMT-P certification.

6. Any special duty payments previously made to Fire Fighters/Paramedics which are inconsistent with the provisions of the Memorandum of Understanding between the County and the Union dated September 5, 1984, or previous provisions concerning special duty pay under these Salary Schedules are hereby acknowledged and approved.

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

a. Paramedic I's and any Paramedic Trainees certified in CRT, two percent (2%) special duty pay; and,

b. Paramedic II's, Paramedic III's and any Paramedic Trainees and Paramedic I's certified as EMT-P shall receive four percent (4%) special duty pay.

8. The special duty pay described above will be added to the base pay. It is understood that base pay does not include EIP payments and EIP payments are not computed based on base pay.

9. Subsections 5., 6., 7., and 8 of this Section do not apply to employees hired after January 1, 1999, except for employees who may be assigned duties as Bomb Technicians.

10. Effective July 1, 2006, employees who are assigned to the Technical Rescue Teams will receive up to four thousand fifty dollars (\$4,050.00) special duty pay per year. A one thousand three hundred fifty dollar (\$1,350.00) special duty pay will be for each specialty discipline. Employees who receive this special duty pay will be required to attend fifty-four (54)

hours of annual training for each specialty discipline as determined by the County and receive no additional compensation for this training. The Technical Rescue Team disciplines are: Water Rescue, Collapse Rescue, Hazardous Materials and Technical Rescue and Confined Space (TRACS). This compensation is not considered part of the employee's base pay, and will be paid in one (1) installment in July of each fiscal year following the completion of the assignment. In the event the employee does not complete the fifty-four (54) hours of annual training for that specialty the compensation will be pro-rated.

11. Effective July 1, 2006, employees who are assigned as Fire Investigators and are qualified by the Maryland State Police Training Commission shall receive a one thousand three hundred fifty-dollar (\$1,350.00) special duty pay. Employees who receive this special duty pay will be required to attend fifty-four (54) hours of annual training as determined by the County and receive no additional compensation for this training. This compensation is not considered part of the employee's base pay, and will be paid in one (1) installment in July of each fiscal year following the completion of the assignment. In the event the employee does not complete the fifty-four (54) hours of annual training for that specialty the compensation will be pro-rated.

12. Effective the first full pay period beginning on or after July 1, 2006, employees hired on or after March 29, 1999 who are County certified EMT-Paramedics shall be compensated at the rate of ten percent (10%) above their regular base rate of pay. This is inclusive of compensation for maintaining certification and shall be considered part of the employee's base pay (for purposes of pension, overtime). The additional ten percent (10%) shall be payable irrespective of whether it places the employee's salary above the maximum for the employee's grade.

13. Effective the first full pay period beginning on or after July 1, 2006, any employee who was cross trained and entitled to receive a five percent (5%) in-grade increase in accordance with Section 2.J.4 & 5 will be entitled to be paid up to five percent (5%) above the maximum for the employee's pay grade if the five percent (5%) in-grade increment when added to his/her regular pay entitlement without taking into account such five percent (5%) increase would otherwise place him/her above maximum. This five percent (5%) will continue to be considered part of the employee's base pay for purposes of pension and overtime.

#### F. Training Certification Pay

1. Effective the first full pay period after July 1, 2005, employees covered by this agreement who were hired before January 1, 1999 will receive a training certification pay of one hundred dollars (\$100.00) per pay period and employees who were hired on or after January 1, 1999 will receive a training certification pay of twenty-five dollars (\$25.00) per pay period.

2. Effective the first full pay period beginning on or after July 1, 2006, employees covered by this agreement who were hired before January 1, 1999 will receive a training certification pay of one hundred and twenty dollars (\$120.00) per pay period and employees who were hired on or after January 1, 1999 will receive a training certification pay of forty-five dollars (\$45.00) per pay period.

3. Employees are required to attend, successfully complete and maintain various training recertification pursuant to the required regulation, law and/or standards, on their own time and at no further expense to the County. The County will provide the training recertification programs at various times and locations and at no additional cost to the employees. For the purpose of this section, this mandated training recertification is as follows:

Emergency Medical Technician – Basic – Hours set by the State  
 Cardio-Pulmonary Resuscitation (CPR) – Four (4) Hours  
 Respiratory Protection – Four (4) Hours  
 Infectious Control Refresher – Four (4) Hours  
 Driver Training and Improvement Refresher – Four (4) Hours  
 Hazardous Material Refresher – Four (4) Hours  
 Four (4) hours of an additional training that is either mandated by a Federal or State regulation(s) or ordered by the Fire Chief.

G. Field Training Officer (FTO) Compensation (Preceptor)

1. Employees who have acted in the capacity of preceptor during FY04 and/or FY05 shall receive seven hundred fifty dollars (\$750.00) in FY06 and again in FY07.

2. Employees who are County certified paramedics designated as a FTO/preceptor and in the Y03 classification shall receive a special duty pay of one thousand forty-dollars (\$1,040.00) per year. This special duty pay shall be based on one thousand four hundred forty hours (1,440) of service as a field-training officer and shall be considered as part of the employee's base pay. This compensation will be paid in one (1) installment in July of each fiscal year following the completion of the assignment and shall be pro-rated up or down depending upon the number of actual training hours compared to one thousand four hundred forty hours (1,440).

H. Stand-By Duty

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

Monday 0700 - Friday 1500  
 Friday 1500 - Monday 0700

2. A bargaining unit employee required by the Fire Chief or his designee to be on standby during the Monday through Friday tour of duty shall be compensated at the rate of two (2) hours of compensatory time per day. An employee who is called back to active duty while on standby during such Monday through Friday tour will receive no standby pay for the day on which the active duty was performed. The rate of compensation for the Friday through Monday tour shall be one-half (1/2) hour of compensatory time for every one (1) hour on standby. An employee called back to active duty during the Friday through Monday tour will receive no standby pay for those hours during that tour that he/she is on active duty. The rate of compensation for standing by on a designated holiday shall be a total of eight (8) hours of compensatory time.

3. This Section shall not apply to unusual circumstances which result in the Department's Emergency Operation Plan being placed into effect, provided that when a "yellow alert" is in



effect for seventy-two (72) hours those affected employees shall receive one (1) day's pay. In addition, affected employees shall be compensated at a rate of one (1) day's pay for each subsequent seventy-two (72) hours on alert.

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

Any employee who, in accordance with Section 7. F., above, is on I.O.J. or disability leave shall receive all pay during said period as disability income.

**J. Overtime Pay**

1. Any employee covered by these Salary Schedules who is scheduled on straight day work and who is authorized to and who works in excess of eighty (80) hours in a pay period, or any employee covered by these Salary Schedules who is scheduled on shift work who is authorized to and who works in excess of eighty-four (84) hours in a pay period shall have the option of receiving pay at the rate of one and one-half (1.5) hours for each overtime hour or receiving compensatory time at the rate of one and one-half (1.5) hours for each overtime hour worked. Any employee entitled to be granted compensatory leave shall be granted such leave by the Fire Chief. Compensatory leave in excess of eight (8) hours shall be used within sixty (60) calendar days subsequent to its being earned.

2. Employees ordered to complete an annual physical examination during normal off-duty hours shall be paid at one and one half (1.5) times their regular rate of pay and shall not be subject to Section 8. B., Call-Back Pay.

**3. Calculation of Overtime**

Each hour of overtime shall be compensated as follows:

1-14 minutes	No compensation
15-29 minutes	Compensatory leave at rate of 1.5 times of time worked
30-44 minutes	One-half hour wages at 1.5 times plus compensatory time for actual time worked over 30 minutes
45-60 minutes	One (1) hour of wages at 1.5 times

**9. GROUP HEALTH INSURANCE**

A. The County shall contribute seventy-five percent (75%) to the cost of the County's point of service health insurance plans for any employee who elects to participate in the plan. 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%).

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. Employees who retire on or after the dates of coverage indicated in paragraphs A. and B., above, will pay the contribution rates indicated for the type of coverage they have elected (i.e., those who participate in the County's health insurance program and retire on or after July 1, 1991, or July 1, 1994, will pay twenty percent (20%) or twenty-five percent (25%), respectively; those who participate in a prepaid group health plan or a Health Maintenance Organization (HMO) and retire on or after July 1, 1991 will pay twenty percent (20%).

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

F. The County shall contribute ninety percent (90%) to the County prescription drug program for any employee who elects to participate. The participating employee or retiree shall contribute the remaining ten percent (10%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead. This will become effective on January 1, 2007.

G. The County will pay ninety percent (90%) of the County's prescription payment for any retiree who elects to participate.

H. Retirees shall have extended to them the same open enrollment opportunities to elect participation in health insurance coverage as active employees covered by these Salary Schedules.

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

J. 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.

K. 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.

L. Employees may contribute up to five thousand dollars (\$5,000.00) in a dependent flexible spending account and up to three thousand dollars (\$3,000.00) in a medical flexible spending account.

## **10. LIFE INSURANCE UNDER THE BENEFLEX PROGRAM**

A. The County will provide employees covered by these Salary Schedules with the County basic group term life insurance policy with a benefit of two times the employee's annual salary (rounded to the nearest \$1,000.00) but not to exceed two hundred thousand dollars (\$200,000.00). Employees may choose to increase their life insurance from one to four times their annual salary up to a total of eight hundred thousand dollars (\$800,000.00) 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.

B. Effective July 1, 1989, the County will provide a supplemental life insurance benefit to an employee covered by these Salary Schedules who retires until age sixty (60) in an amount equal to the difference between the face value of his/her County basic term life insurance at the date of retirement and the decreased insured value of his/her County basic term life insurance after date of retirement. When the retiree attains age sixty (60), the retiree's total life insurance benefit shall be reduced by fifteen percent (15%) of the original face value per year, to a residual of twenty-five percent (25%) by reducing the supplemental life insurance benefit by twenty percent (20%) on the first (1st) day of the calendar month coinciding with or next following the date of his/her attainment of age sixty (60). On each of the next four (4) anniversaries the supplemental life insurance benefit will be reduced by the same dollar amount. The total combined life insurance benefit which the County will provide pursuant to the foregoing under the County's basic term life insurance policy and the supplemental life insurance policy will equal two (2) times the employee's annual salary (rounded to the nearest \$1,000.00) but not to exceed one hundred fifty thousand dollars (\$150,000.00) or two hundred thousand dollars (\$200,000.00) effective July 1, 1994.

C. The accidental death insurance policy the County maintains for employees covered by these Salary Schedules shall be payable in the amount of fifty thousand dollars (\$50,000.00) to an employee's designated beneficiary should the employee be killed in the line of duty.

## **11. SOCIAL SECURITY**

A. Effective January 1, 2005, the County and each employee paid in accordance with these Salary Schedules shall make contributions to the Social Security fund at 7.65% of the first ninety thousand dollars \$90,000.00, and 1.45% of the remainder paid in wages per employee per calendar year. Employee contributions shall be made through payroll deductions.

B. 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.

## **12. WORKERS' COMPENSATION**

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

**13. UNIFORMS**

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

**14. CLOTHING ALLOWANCE**

Effective Fiscal Year 2004, employees covered by these Salary Schedules shall receive a clothing allowance of one thousand thirty-five dollars (\$1,035.00) per year. Effective Fiscal Year 2005, the clothing allowance will be increased to one thousand seventy dollars (\$1,070.00). This clothing allowance is not considered part of the employee's base pay, and will be paid in one (1) installment in July of each fiscal year.

**15. PHYSICAL TRAINING SUPPLEMENT**

Employees covered by these Salary Schedules shall receive a Physical Training Supplement of two hundred twenty-five dollars (\$225.00) per year. This physical training supplement is not considered part of the employee's base pay, and will be paid in one (1) installment in July of each fiscal year.

**16. VACANCIES**

All vacancies caused by permanent departure from the Department -- retirement, discharge, promotion or other (excluding disability leave) -- will be filled within ninety (90) days of the vacancy or within ninety (90) days of establishment of an eligibility list, whichever occurs later, or the first person on the eligibility list (or subsequent persons depending on the number of vacancies) will be paid as if he, she or they had been promoted from the ninety-first (91st) day on. The Department has the authority to eliminate the position during the ninety (90) day period; but if the position is restored, the first person on the promotional list (or subsequent persons depending on the number of vacancies) will be paid as if he, she or they had been promoted from the ninety-first (91st) day on.

**17. TUITION ASSISTANCE AND EDUCATION INCENTIVE**

Refer to Article XVIII (TUITION ASSISTANCE AND EDUCATION INCENTIVE) contained in the Agreement in effect from the period July 1, 1988 through June 30, 1989 regarding eligibility for EIP.

**18. DEATH AND DISABILITY PAYMENTS**

A. Any condition or impairment of health of any person employed by Prince George's County, Maryland, as a Fire Fighter, Paramedic or Emergency Response Technician caused by lung disease, heart disease or hypertension resulting in total partial disability or death, shall be presumed to be a service-connected disability and to have been suffered in the line of duty and as a result of his/her employment.

B. Any such employee whose disability results from a condition or impairment of health caused by lung disease, heart disease or hypertension, shall receive such benefits as the employee

may be entitled to under any existing or hereinafter created retirement or employee benefit system.

C. It is the intention of this Section for any such County employee who suffers from a condition or impairment of health caused by lung disease, heart disease or hypertension to receive full service-connected disability benefits from any retirement or employee benefit system unless evidence is produced which shall demonstrate to a reasonable degree of medical certainty that the employee's impairment of health or disability is not related to his/her employment.

D. This Section shall apply to all pending claims for service-connected disability benefits irrespective of the time when the condition or impairment of health shall have first become manifested.

## **19. RETIREMENT CONTRIBUTIONS**

Effective July 1, 1995, the employee contribution to the retirement trust fund shall be increased to four percent (4%) of base payroll.

## **20. HOLD HARMLESS BENEFIT CALCULATION**

For any employee covered by these Salary Schedules who retires during the period from July 1, 2005, through June 30, 2007, "Average Annual Compensation," as that term is defined in the Pension Plan, will be calculated as if the employee had received all merit steps in Fiscal Year 1996 and 1997 on his/her anniversary date that the employee otherwise would have been eligible to receive but for the deferral of such merit step increases in Fiscal Year 1996 and/or 1997.

## **21. IRS PICKUP PLAN**

A. The County shall pick up, within the meaning of Section 414(h) (2) of the Internal Revenue Code, the employee contributions required by Section 7.5 (Contribution to Retirement Trust Fund) of the Agreement. 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.

B. 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.

## **22. 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 once the employee enters 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 15, 2007.

## **23. PRINCE GEORGE'S PROFESSIONAL FIRE FIGHTERS P.A.C. PAYROLL DEDUCTION**

The County agrees to deduct on a biweekly basis from the payroll checks of employees covered by these Salary Schedules who so request in writing voluntary contributions to the Prince George's Professional Fire Fighters P.A.C. payroll deduction fund. The Union agrees to indemnify and hold harmless the County from any loss or damages arising from the operation of this provision.

## **24. 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.

## **25. 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.