

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

**2003 Legislative Session**

Bill No. CB-50-2003

Chapter No. 41

Proposed and Presented by The Chairman (by request – County Executive)

Introduced by Council Members Hendershot, Dean, Exum, Harrington, Peters and Knotts

Co-Sponsors \_\_\_\_\_

Date of Introduction July 8, 2003

**BILL**

1 AN ACT concerning

2 Collective Bargaining Agreement - Deputy Sheriff's

3 Association of Prince George's County, Inc. (Civilian Units)

4 For the purpose of amending the labor agreement by and between Prince George's County,

5 Maryland and the Deputy Sheriff's Association of Prince George's County, Inc. (Civilian Units),

6 to provide for wages and certain other terms and conditions of employment for personnel

7 classifications certified by the Prince George's County Public Employee Relations Board.

8 BY repealing and reenacting with amendments:

9 SUBTITLE 16. PERSONNEL.

10 Section 16-233(f)(21),

11 The Prince George's County Code

12 (1999 Edition, 2002 Supplement).

13 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,  
14 Maryland, that Section 16-233(f)(21) of the Prince George's County Code be and the same is  
15 hereby repealed and reenacted with the following amendments:

16 SUBTITLE 16. PERSONNEL.

17 DIVISION 19. COLLECTIVE BARGAINING.

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

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

20 (21) Declaration of Approval - Deputy Sheriff's Association of Prince George's  
21 County, Inc. (Civilian Units).

The County Council of Prince George's County, Maryland, having fully considered the labor agreement concluded between Prince George's County, Maryland and the Deputy Sheriff's Association of Prince George's County, Inc. (Civilian Units) on [June 20, 2001] July 7, 2003, hereby approves said agreement in accordance with the provisions of Section 13A-109 of the Prince George's County Code.

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

Adopted this 29th day of July, 2003.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Peter A. Shapiro  
Chair

ATTEST:

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

APPROVED:

DATE: \_\_\_\_\_

BY: \_\_\_\_\_  
Jack B. Johnson  
County Executive

KEY:

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

AGREEMENT  
BETWEEN  
PRINCE GEORGE'S COUNTY, MARYLAND  
AND  
DEPUTY SHERIFF'S ASSOCIATION OF  
PRINCE GEORGE'S COUNTY, INC.  
(CIVILIAN UNITS)  
July 1, 2003 - June 30, 2005

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## **PREAMBLE AND SCOPE**

This Agreement is entered into by and among Prince George's County, Maryland (hereinafter referred to as the "County"), the Office of the Sheriff, Prince George's County, Maryland (hereinafter referred to as the "Sheriff" or "Office of the Sheriff") and the Deputy Sheriff's Association of Prince George's County, Inc. (hereinafter referred to as the "DSA") and has as its purposes to set forth the Agreement of the parties on compensation and working conditions for employees in the bargaining units and to promote harmonious relations among the County, the Sheriff and the DSA.

## **ARTICLE 1 -- RECOGNITION**

A. For purposes of subjects within the scope of this Agreement, the County recognizes the DSA as the sole and exclusive bargaining agent of the employees of the Office of the Sheriff of Prince George's County, Maryland ("Sheriff") Civilian Unit as established in Attachment B for which it is certified by the Prince George's County Public Employee Relations Board, to wit:

Unit I:   Administrative Aide I, II  
              Data Entry Operator I, II  
              General Clerk I, II, III, IV  
              Intake Processing Technician I, II, III  
              Public Safety Aide I, II

Unit II:   Administrative Aide III, IV  
              Administrative Assistant I, II, III  
              Investigator I, II  
              Public Safety Aide III  
              Supervisory Clerk

B. Effective July 1, 2001, subject to an amendment of certification by the Public Employee Relations Board, "Sheriff Dispatcher I," and "Sheriff Dispatcher II" are deleted from Unit I; "Sheriff Dispatcher III" is deleted from Unit II; and "Investigator I" and "Investigator II" are added to Unit II.

## **ARTICLE 2 -- ORGANIZATIONAL SECURITY**

All employees covered by this Agreement who are members of the DSA or who elected to become a member of the DSA shall remain members of the DSA for the duration of this Agreement. Except as provided below, all employees covered by this Agreement who elect not to become members of the DSA shall be required, as a condition of continued employment, to pay a service fee in an amount not greater than the dues paid by members of the DSA which shall be remitted to the DSA. Notwithstanding any provision of this Agreement to the contrary, any employee covered by this Agreement who was employed on or before July 1, 1997, and who has never elected to become a member of the DSA, shall not be subject to the dues deduction and service fee provisions of this Article.

### **ARTICLE 3 -- NON-DISCRIMINATION**

The provisions of this Agreement shall be applied in accordance with applicable Federal, State and local laws with regard to discrimination on the basis of race, sex, sexual orientation, marital status, color, religious or political affiliation, country of origin, age or disability. There shall be no discrimination against any employee on account of his/her membership or non-membership in the DSA.

### **ARTICLE 4 -- MANAGEMENT RIGHTS**

Except as specifically modified or restricted in this Agreement, the Sheriff reserves the right to determine the standards of service offered the public; to maintain the efficiency of the Office of the Sheriff; to determine the methods, means and personnel by which Office of the Sheriff operations are to be conducted; to direct the work of its employees; to hire, promote, demote, transfer, assign and retain employees in positions; to suspend or discharge employees for just cause, relieve employees from duty because of lack of work; to take any action necessary to carry out the mission of the Office of the Sheriff.

### **ARTICLE 5 -- BASE SALARY RATE**

#### **Section 5.01 Wage Scale**

Employees covered by this Agreement are covered by Salary Schedule Z, attached hereto as Attachment A, amended as of July 1, 2003.

Effective July 1, 2003, the increments from Steps N-O, O-P, P-Q, Q-R and R-S on the Uniform Wage Scale in effect June 30, 2003, will increase from three percent (3%) to three and one-half percent (3 1/2%).

#### **Section 5.02 Wages**

##### **A. Wage Adjustments**

##### **1. Fiscal Year 2004**

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

b. Employees covered by this Agreement will receive a one percent (1%) increase to their base wages effective the first full pay period beginning on or after April 1, 2004.

##### **2. Fiscal Year 2005**

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

b. Employees covered by this Agreement will receive a one percent (1%) increase to their base wages effective the first full pay period beginning on or after April 1, 2005.

**B. Merit Increases**

**1. Fiscal Year 2004**

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

**2. Fiscal Year 2005**

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

**ARTICLE 6 -- SPECIAL SALARY RATES**

**Section 6.01 Callback Pay**

A. If the Sheriff or his/her designee requires an employee to return to work to perform duties on behalf of the Prince George's County Office of the Sheriff during the employees normal off-duty hours, the County will pay the employee for a minimum of three (3) hours at one and one-half (1 1/2) times his/her regular rate of pay. However, an employee who is called back to active duty under this provision shall only be entitled to receive compensation for one (1) three (3) hour call back during any eight (8) hour period. An employee called back more than once during an eight (8) hour period shall receive compensation for the actual hours worked at one and one half (1 1/2) times the employees hourly base rate of pay.

B. If an employee is called at home by the Sheriff or his/her designee and required to work at home on behalf of the Department during his/her normal off-duty hours, he/she will be compensated for the work performed at the overtime rate based on half hour increments (0-30 minutes = one half hour, 31-60 minutes = one hour).

C. This provision shall not apply to administrative hearings or disciplinary procedures or any other previously scheduled assignment.

**Section 6.02.01 Holiday Observance**

A. Employees covered by this Agreement will observe regular County holidays on the same dates as the Courts observe them, even when the County's date of observance is different. Whenever Christmas Day, New Year's Day or Independence Day falls on a weekend and is celebrated by the County on the preceding Friday or following Monday, employees who work either on the day the holiday falls or on the day it is celebrated shall be entitled to holiday pay. Employees who work both the day the holiday falls on and the day it is celebrated shall be entitled to holiday pay only as to the first such day scheduled to work.



B. The holidays established by the Personnel Law are listed below:

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

#### **Section 6.02.02 Holiday Pay**

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

B. Employees eligible for holiday pay who work on a holiday shall be paid at two (2) times their regular rate of pay for each hour worked (except overtime) and shall not receive another day off. Any overtime performed by an employee on a holiday shall be compensated in accordance with the regular overtime rate (i.e., no pyramiding). In the event that a holiday falls on the employee's regular day off, the employee shall receive another day off.

C. All employees must be in a pay status for the entire regular workday before and the entire regular workday after a holiday in order to receive holiday pay.

#### **Section 6.02.03 Special Pay Provision: Police Memorial Day**

Employees covered by this agreement who work on Police Memorial Day (i.e., May 15 of each year) will be compensated pursuant to section 6.02.02 (holiday pay) above.

#### **Section 6.03.01 Computation of Overtime**

When an employee works more than forty (40) hours in a work week pursuant to the direction of his/her supervisor, the employee shall receive overtime pay at one and one-half (1 1/2) times his/her hourly base rate for all hours worked in excess of forty (40) hours in that work week. As an alternative, at the request of the employee and with the approval of the County, the employee may earn compensatory leave at the rate of one and one-half (1 1/2) hours for each hour worked.

#### **Section 6.03.02 Pyramiding**

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

#### **Section 6.04 Shift Differential**

A. Effective the first full pay period beginning on or after January 1, 2004, a shift differential of one dollar and sixty cents (\$1.60) per hour shall be paid for all time worked on the first (1st) shift (i.e., the night shift - 11 p.m. to 7 a.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the first (1st) shift. Effective the first full pay period beginning on or after January 1, 2005, the first (1st) shift differential will be increased to one dollar and ninety cents (\$1.90) per hour.

B. Effective the first full pay period beginning on or after January 1, 2004, a shift differential of one dollar and thirty-five cents (\$1.35) per hour shall be paid for all time worked on the third (3rd) shift (i.e., the evening shift - 3 p.m. to 11 p.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the third (3rd) shift. Effective the first full pay period beginning on or after January 1, 2005, the third (3rd) shift differential will be increased to one dollar and sixty-five cents (\$1.65) per hour.

C. No shift differential will be considered to be part of the employee's base rate, nor shall it be applied to pay for non-productive hours such as holiday pay, annual and sick leave pay, nor shall it be used for the purpose of computing retirement deductions or for retirement or insurance benefits.

D. Any employee who works the second (2nd) shift (i.e., the day shift – 7 a.m. to 3 p.m.) shall not be entitled to a shift differential.

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

#### **Section 6.05 Acting Pay**

A. When an employee is directed to assume, and does in fact assume, the duties of any other position with a higher grade in an acting capacity for a period of twenty-one (21) consecutive days or more (including scheduled days off and approved holidays), beginning with the twenty-second (22nd) day, he/she shall be paid at a rate of pay which is equivalent to a two-step increase or the minimum necessary to place the employee at the entry level rate of the higher grade, whichever is greater, and shall continue to be paid at that rate until relieved of the position by the person for whom he/she is acting, or by a person of equal grade to that position, or by a superior authority. Such payments will be paid retroactively from the first day the employee is directed to assume the higher level duties. He/she shall resume receiving acting pay after being on annual, sick, or administrative leave status, if he/she had been acting in such higher rank immediately prior to taking such approved leave.

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

### **Section 6.06 Court Time Compensation**

If, as a result of actions taken during the course of employment with the Sheriff, an employee covered by this Agreement is scheduled to appear in Court on the employee's day off, the employee will be paid a minimum of three (3) hours pay at the overtime rate.

### **Section 6.07 Trainer Pay**

Employees who are assigned to provide on-the-job training (which is designed to be fifteen (15) days or more in duration) for employees will receive a payment of sixty cents (\$.60) per hour. Payment shall commence on the fifteenth (15th) day the employee is required to provide on the job training.

## **ARTICLE 7 -- FRINGE BENEFITS**

### **Section 7.01 Clothing Issue and Allowance**

A. The Sheriff will continue to issue uniforms to employees covered by the Agreement who are required to wear them and to replace worn and unserviceable uniforms. Employees will continue to maintain their uniforms by cleaning and making minor repairs.

B. During Fiscal Years 2004 and 2005, a three hundred fifty dollar (\$350.00) uniform maintenance allowance will be provided to Public Safety Aides and Intake Technicians. The allowance will be paid in a single payment in July of each year.

C. The Sheriff agrees to add Civilian member(s) to the Uniform Board.

D. The Sheriff will provide a uniform shirt to employees assigned to the Records and Teletype Sections.

E. The Sheriff agrees to convene a committee to make recommendations to the Sheriff regarding the attire for the implementation of a dress code for the civilian staff. Said committee will be comprised of three (3) members of the DSA and three (3) members of management.

### **Section 7.02 Annual Leave**

A. 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).

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

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

D. Employees covered by this Agreement must use compensatory time they have accumulated prior to using annual leave.

### **Section 7.03 Sick and Annual Leave Disposition Upon Separation**

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

1. The employee may elect to retain all or any portion of the employee's sick and annual leave balances credited to the employee's leave record for the period of time equal to the employee's eligibility for reappointment as determined in accordance with Section 16-148(a)(8);

2. The employee may elect to apply all or any portion of the employee's sick and annual leave balances to employment elsewhere, provided another employer has agreed to accept accumulated sick or annual leave balances for credit on behalf of the employee;

3. The employee may elect to receive cash payment for all or any portion of the employee's annual leave balance in an amount equal to the total number of unused annual leave hours multiplied by the employee's final base hourly rate of pay, subject to the following:

Upon separation from employment, employees who participate in the Maryland State Retirement Systems (MSRS) may elect to receive a cash payment for the remainder of their annual leave hours that were accumulated as of the end of the 1996 leave year OR up to three hundred sixty (360) hours of accumulated annual leave, whichever is greater. Any remaining amount would be converted to sick leave and could be applied to purchase MSRS pension credit at the applicable rate.

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

5. For individuals who participate in the MSRS plan, sick leave earned beginning with the first pay period in the 1997 leave year (i.e., new sick leave) is not subject to cash payment but may be used to purchase MSRS pension credit at the applicable rate. In addition, any old sick leave not cashed out under paragraph 4 may be used to purchase MSRS pension credit at the applicable rate;

6. Notwithstanding any provision in this Section to the contrary, an employee who is involuntarily separated from employment with the County for disciplinary reasons is not entitled to any payment for unused sick leave; and,

7. Notwithstanding any provision in this Section to the contrary, an employee who has been separated from employment under a separation-disability action pursuant to Section 16-189

if the Personnel Law shall forfeit any sick leave hours accumulated at the time of the employee's separation.

#### **Section 7.04 Personal Leave**

Twenty-four (24) hours of paid personal leave per wage reporting year -- including the four (4) hours granted in lieu of General Election Day -- shall be granted to each employee eligible for annual leave. Personal leave shall be requested and approved in advance of use. There shall be no accumulation of personal leave days and unused personal leave shall be forfeited at the end of the leave year or upon termination of employment.

#### **Section 7.05 Discretionary Leave**

Employees covered by this Agreement with three (3) or more years of service with the Office of the Sheriff shall be eligible for eight (8) hours of discretionary leave per wage reporting year plus an additional eight (8) hours of discretionary leave (for a total of sixteen (16) hours) after seven (7) years of service. Eight (8) additional hours of discretionary leave (for a total of twenty-four (24) hours) will be granted after ten (10) years of service. Discretionary leave may be taken in increments of four (4) hours, must be requested and approved in advance, and unused discretionary leave cannot be carried over from one year to the next.

#### **Section 7.06 Additional Leave Provision**

A. When the County Executive closes the County offices for an entire day or any portion thereof, because of extreme inclement weather, other emergencies producing hazardous conditions, or for any other reason, essential employees covered by this Agreement will report to their established work sites and will be paid straight-time wages for hours worked on their regular work shifts. In addition, such employees who work their full regularly scheduled shift during the twenty-four (24) hour period beginning at 6:00 a.m. of the day of the full or partial closing shall be entitled to receive one (1) hour of compensatory leave for each shift hour worked (not to exceed twelve (12) hours per employee per twenty-four (24) hour period).

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

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

#### **Section 7.07 Blood Donation Leave**

Employees may be granted up to four (4) hours of leave with pay for the purpose of participation in a blood donor program and for subsequent recuperation on the day they donate blood. The Employer may request verification of such donation.

### **Section 7.08 Disability Leave**

A. Disability leave will be administered in accordance with the Personnel Law and Administrative Procedure 284 (Administration of Employee Leave).

B. For good cause shown, the Personnel Officer may grant up to two (2) additional ninety (90) day periods of disability leave to an employee covered by this Agreement who has petitioned the Sheriff and has received the Sheriff's recommendation for additional leave.

### **Section 7.09 Bereavement Leave**

Bereavement leave policies shall be administered in accordance with the Personnel Law, except that the first two (2) days will be charged to administrative leave. However, a total of three (3) days will be charged to administrative leave upon the death of the employee's parent, spouse or child.

### **Section 7.10 Voting Leave**

Employees who are registered voters may be granted up to two (2) hours off with pay for the purpose of voting in State, County and Federal primary and general elections if the employee would otherwise be prevented from voting because of his/her work schedule.

### **Section 7.11 Presidential and Union Business Leave**

A. Subject to the conditions set forth herein, the President of the DSA and employees covered by this Agreement may be granted, at the request of the DSA, administrative leave for official DSA business for the purpose of attending workshops, conventions, conferences and seminars, and the DSA President, or his designee, will be granted administrative leave for the administration of this Agreement and for conducting DSA business. Where leave is requested for employees covered by this Agreement to attend workshops, conventions, conferences and seminars, the President of the DSA must deliver to the Sheriff a written request for the leave at least ten (10) working days before the leave is to begin. The written notice must specify at a minimum the employees for whom the leave is requested, the duration of the leave, and a brief description of the nature of the event for which the leave is requested.

B. The County will provide two hundred fifty (250) hours of administrative leave per fiscal year covered by this Agreement for attendance at workshops, conventions, conferences and seminars. No administrative leave will be granted pursuant to this Section when the two hundred fifty (250) hours has been used up during a fiscal year, and any unused balance of the two hundred fifty (250) hours of administrative leave at the close of the fiscal year may not be carried forward for use during the next fiscal year. All requests for administrative leave pursuant to this provision are subject to the approval of the Sheriff or the Sheriff's designee. The parties agree that the DSA will not request administrative leave under this Section for business or activities that are detrimental to the Department.

## **Section 7.12 Accidental Life Insurance Benefit**

Effective July 1, 2001, in addition to any other life insurance or death benefit provided by the County, the County shall pay a death benefit of fifteen thousand dollars (\$15,000.00) upon the death of any employee covered by this Agreement whose death results from an accidental personal injury arising out of and in the course of his/her employment.

## **Section 7.13 Health Insurance Premiums**

A. The Employer shall contribute seventy-five percent (75%) to the cost of the point of service health insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five percent (25%).

B. The County shall contribute eighty percent (80%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty percent (20%).

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

D. The Employer shall contribute ninety percent (90%) to the County's deductible prescription and optical care programs for any employee covered by this Agreement who elects to participate in either program. The participating employee shall contribute the remaining ten percent (10%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

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

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

G. Employees may contribute up to 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.

H. The County shall pay one hundred percent (100%) of the monthly premium for County life insurance for each employee in the amount of two (2) times the employee's annual salary up to a maximum amount of one hundred fifty thousand dollars (\$150,000.00). Employees may choose to increase their life insurance from one (1) to four (4) times their annual salary up to a total of seven hundred fifty thousand dollars (\$750,000.00) including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age and amount of coverage. Employees may choose to reduce their life insurance to one (1) times their annual salary and receive a credit.

#### **Section 7.14 Sick Leave Bank**

A. The Union shall have the right to establish and maintain a "Sick Leave Bank." Such sick leave shall be accumulated through voluntary donations of sick leave by bargaining unit members. This leave may then be transferred to the account of another bargaining unit member with zero leave balance (annual and sick). Use of such transferred leave shall be limited to sickness or disability which incapacitates the employee.

B. The administration of this leave bank shall be the responsibility of the Union. Parties are to develop an agreed-to form to be used for transferring sick leave under this provision. The County agrees to maintain the records of the sick leave bank and shall only transfer sick leave from this bank to the account of an employee upon receiving written authorization from the Union. The use of such sick leave is subject to approval by the Sheriff.

#### **Section 7.15 Compensatory Leave/Sick Leave**

A. Effective July 1, 2001, employees will have the option to use accumulated County (non-FLSA) Compensatory Leave in lieu of sick leave when the employee's accrued sick leave has been exhausted.

B. Effective July 1, 2001, those employees who have been advanced sick leave and have not reimbursed the County for such advanced sick leave as of June 30, 2001, may use their accumulated County (non-FLSA) Compensatory Leave to offset any such advanced sick leave remaining.

### **ARTICLE 8 -- SUPPLEMENTAL RETIREMENT BENEFIT**

A. Employees covered by this Agreement will participate in the Supplemental Pension Plan for General Schedule Employees in accordance with the provisions of that plan.

B. A Joint Study Committee with equal representation of the Union and the County shall be established and meet quarterly beginning July 1, 1999, to study whether there may be feasible pension alternatives for employees covered by this Agreement. By July 1, 2000, the Committee shall report its findings, with recommendations, to the Director, Office of Personnel and Labor Relations for forwarding to the Chief Administrative Officer.

### **ARTICLE 9 -- COOPERATION**

#### **Section 9.01 Labor-Management Committee**

The DSA President and two (2) other employees covered by this Agreement and designated by the DSA President shall participate with management on a Labor-Management Committee. The Committee may meet as issues arise at times convenient to both parties, but not more than once a month unless so agreed by the parties. The party requesting a meeting of the Labor-Management Committee shall give the other party written notice of agenda item(s).



## **Section 9.02 Joint Study Committees**

A. A Joint Study Committee, consisting of the DSA, the Sheriff and the Office of Personnel and Labor Relations, will be established to examine the current promotional selection process with the objective of having the Sheriff interview and consider as many qualified bargaining unit members as possible for promotional vacancies. Committee recommendations will be made to the Sheriff who will have the discretion to accept the recommendations, reject the recommendations or accept them with modifications.

B. A Joint Study Committee will be established to examine the dress code policy for civilian employees of the Sheriff, including the standards of dress for each section and the policy for deciding when to replace worn or unserviceable uniforms. Committee recommendations will be made to the Sheriff who will have the discretion to accept the recommendations, reject the recommendations or accept them with modifications.

C. A Joint Study Committee will be established to examine voluntary overtime distribution. Committee recommendations will be made to the Sheriff who will have the discretion to accept the recommendations, reject the recommendations or accept them with modifications.

D. A Joint Study Committee will be established to examine the subject of work schedules and alternative schedules for employees covered by this Agreement. Committee recommendations will be made to the Sheriff who will have the discretion to accept the recommendations, reject the recommendations or accept them with modifications.

## **ARTICLE 10 -- DISCIPLINE**

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

B. If in any case the Employer believes that there is just cause to discharge, suspend or fine an employee, or cause the employee to forfeit accrued annual leave, the Employer shall provide notice in writing to the employee and the DSA of its intent to take disciplinary action at least five (5) working days in advance of taking such action. One (1) copy of a notice of intent to take disciplinary action shall be hand-delivered to the employee's work station (if possible, hand-delivered to the employee), and another copy of the notice shall also be sent to the employee by certified mail return receipt requested at the employee's last known address shown on the employee's personnel record. The Employer shall make reasonable attempts to hand-deliver the notice referred to herein to the employee before sending such notice by mail. The notice will be considered to have been served upon the employee as of the date of mailing. When a notice of intent is served while an employee is on approved sick or annual leave or scheduled day off, the five (5) day period the employee has to respond will begin to run when the employee returns to work.

C. When an employee is to be disciplined in a manner which involves a discussion or some other event other than the delivery of the written notice of discipline, or is to be the subject of an investigatory interview, he/she shall be informed in writing at least five (5) working days prior to the start of the interview (1) of the name, rank or title, and command of the officer or supervisor in charge of the investigation, of the officer or supervisor conducting the interview and the nature of the investigation and (2) of his/her right to have present, upon request, a DSA representative or other person of his/her choice. This time period may be extended by mutual consent of the Employer and the employee. However, if an immediate interview is required and the designated DSA representative is unavailable, the employee may select another DSA representative who can be present during the investigatory interview.

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

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

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

G. When an employee, who has received a final notice of disciplinary action, appeals the disciplinary action according to the procedure contained in Article 11 (Grievance Procedure), the employee, upon request, will be provided with a copy of the investigatory file within five (5) working days after filing the grievance, but excluding the identity of any confidential sources and recommendations as to charges, disposition or punishment.

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

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

## ARTICLE 11 -- GRIEVANCE PROCEDURE

Any question arising out of and during the term of this Agreement involving an interpretation or application of any of the express provisions of this Agreement shall be considered a grievance and subject to resolution pursuant to the following procedures:

1. Step 1.

a. When an employee subject to the provisions of this Agreement feels he/she is aggrieved by a violation of this Agreement, he/she, through the DSA President, within seven (7) working days after the occurrence of the violation, shall file with the Sheriff a written notice of the grievance. The written notice must set forth relevant information concerning the alleged grievance, including a short description thereof, the date on which the grievance occurred, and the provision(s) of the agreement alleged to have been violated.

b. Upon receipt of a grievance, the Office of the Sheriff will either process the grievance itself or refer it to the County Office of Personnel and Labor Relations for processing depending on whether the grievance is based on actions taken by, and under the jurisdiction of, the Office of the Sheriff or the County. The Office of the Sheriff will notify the DSA if the grievance is referred to the County. The County or the Office of the Sheriff, as applicable may take up to thirty (30) working days to complete its investigation. Within said thirty (30) day period, the aggrieved employee, the President of the DSA, and a representative of the County or the Office of the Sheriff, as applicable, will meet at a mutually agreeable time and endeavor to adjust the matter. The County or the Office of the Sheriff, as applicable, will provide the DSA with a written response to the grievance not later than seven (7) working days following the meeting. If the parties fail to resolve the grievance at this Step 1, either the DSA President, or the County or the Office of the Sheriff, as applicable, may, within ten (10) working days after the grievance has been denied or not adjusted at Step 1, provide to the other party, notice of intent to arbitrate said grievance. Time limits as provided for herein may be extended by mutual agreement of the parties.

2. Step 2.

a. In the event that the parties are unable to agree on an arbitrator, the DSA and the County or the Office of the Sheriff, as applicable, shall request the American Arbitration Association to provide them with a list of arbitrators from which the arbitrator shall be selected. The rules of the American Arbitration Association shall govern the selection of the arbitrator and the conduct of the arbitration.

b. The decision of the arbitrator shall be specifically limited to the matter submitted to him/her. He/she shall have no authority in any manner to amend, alter or change any provision of this Agreement. The decision of the arbitrator shall be final, binding and conclusive on the DSA, County and/or the Office of the Sheriff, and the employee involved. The fees and expenses of the arbitrator shall be evenly split between the DSA and the County, or the DSA and the Office of the Sheriff, as applicable.

## **ARTICLE 12 -- CAREER ADVANCEMENT**

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

B. When a DSA bargaining unit member applies for a vacancy through the normal competitive process and is determined to be qualified for the position, the name of the qualified DSA bargaining unit employee will be placed on the list of eligibles sent to the Office of the Sheriff for its consideration. The Office of the Sheriff will ensure that any bargaining unit member on any list of eligibles will be granted an interview for the position vacancy, and will be granted preference over non-Office of the Sheriff candidates provided such bargaining unit member is qualified for the vacancy in question.

## **ARTICLE 13 -- LAYOFFS AND RECALL**

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

## **ARTICLE 14 -- PERSONNEL FILES**

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

B. Performance Evaluations. At the time of an employee's performance evaluation, the supervisor will discuss with the employee the documentation on which the supervisor is basing the employee's performance evaluation. Thereafter, the Employer will be precluded from relying on any other documentation (other than that discussed with the employee) to support the employee's performance evaluation at issue unless the documentation relates to events that

occurred during the evaluation period and could not have been reasonably discovered by the Employer during the evaluation period. When an employee is assigned to work under a new supervisor, the employee's former supervisor may pass along from his/her files to the new supervisor written information involving the employee's performance or conduct which relates to events occurring since the employee's last performance evaluation.

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

## **ARTICLE 15 -- HEALTH AND SAFETY**

A. The Sheriff, the County, and the DSA recognize and understand that because of the nature of the work performed by employees covered by this Agreement, the promotion of safety and health in the work environment is an important and mutually desirable objective. The Sheriff, the County, and the DSA therefore agree to cooperate to the fullest extent in the promotion of safety and health.

B. The Sheriff agrees to civilian representation on the joint Sheriff's Office/DSA Safety Committee.

C. Health. The Sheriff agrees that the following actions will be taken provided such actions are funded by the County:

1. Extermination of insect infestation on a monthly basis at the Headquarters Building and the Old and New Courthouse;

2. Provision of water dispensers for the Old Courthouse;

3. Provision of adequate heating and air conditioning in the Headquarters Building and Courthouse (including Intake);

4. Air filters will be changed periodically and floors will be mopped periodically with appropriate cleanser in Intake. In addition, a separate temperature control will be installed in Intake; and,

5. Placing of skid bars on the steps in intake.

D. Safety. The Sheriff agrees that the following actions will be taken:

1. Provision of security for the Headquarters Building front door; and,

2. Provision of protective vests for PSA's and intake technicians and replacement of such vests on the same basis as sworn personnel.

E. The Sheriff will provide Department ID's for civilian employees.

## **ARTICLE 16 -- OVERTIME SCHEDULING**

The Sheriff will offer overtime for civilian work to civilian employees before offering such overtime to non-civilian employees.

## **ARTICLE 17 -- TRANSPORTATION**

A. Reasonable efforts will be made to have a department vehicle available to civilians when they are sent to court or other off-site assignments.

B. A vehicle will be assigned to PSA employees for Courthouse security.

## **ARTICLE 18 -- TRAINING**

Training will be provided for intake technicians and PSA's in officer survival and weapon identification.

## **ARTICLE 19 -- EQUIPMENT AND SUPPLIES**

A. A schedule will be implemented for the periodic replacement of regularly used equipment, provided the County funds such equipment replacement. The Sheriff will propose and support funding for such purpose.

B. The first level supervisor will be authorized by the Sheriff to approve the disbursement of regularly used office supplies which are stocked by Supplies and Services.

C. A "Technology and Equipment Committee" will be created effective November 1, 2000. Said Committee will be composed of three (3) representatives from the civilian bargaining unit and three (3) representatives from the Office of the Sheriff. The Committee will meet quarterly and will identify the equipment and technology needs of the Office of the Sheriff and shall make recommendations to the Sheriff with regard to such equipment and technology needs, including computers, printers, fingerprint reproduction cameras and replacement counter tops.

## **ARTICLE 20 -- TRANSFER**

Notification of transfer shall be given no less than two (2) weeks prior to the effective date of the transfer except when unusual operational needs necessitate less notice.

## **ARTICLE 21 -- SUBCONTRACTING**

Employees who have completed the probationary period shall not be terminated from employment for lack of work as a result of outside contractors or temporary employees carrying out the duties normally performed by said employees.

## **ARTICLE 22 -- PUBLICATION OF AGREEMENT**

The County shall provide copies of this Agreement to the DSA for its distribution of one (1) copy to each employee covered by this Agreement.

## **ARTICLE 23 -- SAVINGS CLAUSE**

In the event that any Article, Section or portion of this Agreement shall be held invalid and unenforceable by any Court, or higher authority of competent jurisdiction, such decision shall apply only to the specific Article, Section or portion thereof specified in the decision and shall leave unaffected the remainder of this Agreement. Upon issuance of such a decision, the Employer and the DSA agree to immediately negotiate a substitution for the invalidated Article, Section or portion thereof.

## **ARTICLE 24 -- DURATION**

This Agreement shall become effective on July 1, 2003, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2005. This Agreement shall be automatically renewed from year to year after June 30, 2005, unless either party shall notify the other in writing no later than October 1, 2004 (or October 1st of any subsequent year thereafter in the case of an automatic renewal) that it desires to terminate, modify or amend this Agreement.

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

FOR DEPUTY SHERIFF'S ASSOCIATION  
OF PRINCE GEORGE'S COUNTY, INC.

FOR PRINCE GEORGE'S COUNTY,  
MARYLAND\*

\_\_\_\_\_  
Ronald Terry  
President

\_\_\_\_\_  
Jack B. Johnson  
County Executive

FOR THE OFFICE OF THE SHERIFF  
OF PRINCE GEORGE'S COUNTY,  
MARYLAND\*

\_\_\_\_\_  
Michael A. Jackson  
Sheriff of Prince George's County,  
Maryland

\*Under the Annotated Code of Maryland, Courts and Judicial Proceedings Article Section 2-309 (r)(4), The County Executive is the employer of the civilian employees in the Office of the Sheriff only for the purpose of collective bargaining for compensation, including pension, fringe benefits, and hours. The Sheriff is considered the employer for purposes of collective bargaining for other terms and conditions of employment.



**ATTACHMENT A - SALARY SCHEDULE Z****CIVILIAN UNIFORM WAGE SCALE****DSA Civilians Uniform Wage Scale**

Alpha	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Years of Svc.	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+

**A. Pay Plan Description****1. Pay Plan effective July 1, 2001****2. 21 Step Plan - Described as follows:**

a. Steps A (#1) of grades Z6-Z19 are the same rates as the existing MIN rates which became effective on April 8, 2001 and as further increased by a base wage adjustment of two percent (2%) on July 1, 2001. Steps A (#1) of grades Z20-Z25 have been derived by multiplying the MIN rate of grade Z19 (as further increased by a two percent (2%) base wage adjustment) by five percent (5%) successively through Step A of grade Z25.

b. Steps B (#2) through Steps N (#14) were derived by multiplying Steps A (#1) successively for grades Z6-Z25 by one hundred three-and-one-half percent (103.5%) through Steps N (#14).

c. Steps O (#15) through Steps U (#21) were derived by multiplying Steps N (#14) successively for grades Z6-Z25 by one hundred three percent (103%) through Step U (#21).

d. Effective the first full pay period on or after July 1, 2003, the increments from Steps N-O, O-P, P-Q, Q-R and R-S on the Uniform Wage Scale in effect June 30, 2003 will increase from three percent (3%) to three and one-half percent (3 1/2%).

3. Completed years of service for purposes of this pay plan shall be determined by using an employee's date of hire as reflected on the employee's Personnel Information Document (PID).

**B. Placement and Movement on the Civilian Uniform Wage Scale**

1. Effective July 1, 2001, after employee salaries as of June 30, 2001 have been increased by two percent (2%), employees will be placed on the Uniform Wage Scale at the step reflecting their new salary, or if no such step exists, at the next step above such new salary. Notwithstanding the above, employees whose annual salary after the two percent (2%) increase exceeds a step on the Uniform Wage Scale by fifty dollars (\$50) or less will be placed on such step.

2. During Fiscal Year 2002, any employee who has not advanced to the step on the Uniform Wage Scale that would otherwise have been warranted by his/her completed years of service as of January 1, 2002 (minus a two year lag because of the lack of credit toward merit increases during Fiscal Year 1996 and Fiscal Year 1997, if applicable) will be placed on that step effective the first full pay period beginning on or after January 1, 2002 (i.e., January 13, 2002). However, an employee whose years of service (after adjustment) would otherwise, as a result of proper placement as described above, warrant his/her advancement by more than a single step, will advance no more than one step on January 13, 2002.

3. In addition to the above, on their anniversary dates during Fiscal Year 2002 and subsequent years, employees will advance at the rate of one step per year up to and including Step N (#14). Employees will only advance to Steps O (#15) and above on their anniversary dates provided they have completed the required years of service matching that step (after subtracting two (2) years for lack of credit toward a merit increase during Fiscal Year 1996 and Fiscal Year 1997, if applicable).

4. Employees who are placed on the scale at Step O (#15) or above, which step exceeds their years of service will not advance to the next step until warranted by the completed years of service (after adjustment).

5. Employees hired on or after July 1, 1996 will not have to adjust their years of service after reaching Step N.

#### C. Promotions and Demotion

Upon promotion or demotion, an employee will be placed at the step of the promotional grade which corresponds to his or her step before promotion or demotion (For example, a one-grade promotion from Z-15 Step H to Z-16 Step H; a two-grade promotion from Z-8 Step M to Z-10 Step M; or a three-grade promotion from Z-10 Step K to Z-13 Step K.)

#### D. Anniversary Dates

Employees covered by this Agreement and hired before July 1, 1997 will keep the anniversary dates that they held on July 1, 1997, for as long as they are continuously employed. Employees hired on or after July 1, 1997, 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. Employees transferred (lateral transfer, promotion, demotion) on or after July 1, 2003, into this bargaining unit, will have as their anniversary date the initial appointment date with the Office of the Sheriff.

E. The rules for placement of current employees on the Uniform Wage Scale in subsection B.1., above, shall also apply to Investigator I and II and Administrative Assistants I, II, and III who are included in the bargaining unit during Fiscal Years 2001 or 2002.

SALARY SCHEDULE Z  
DEPUTY SHERIFF'S ASSOCIATION  
(CIVILIAN UNITS)  
UNIFORM WAGE SCALE EFFECTIVE JULY 1, 2003  
PRINCE GEORGE'S COUNTY MARYLAND

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z06																					
HOURLY	8.4474	8.7431	9.0491	9.3658	9.6936	10.0329	10.3840	10.7475	11.1236	11.5129	11.9159	12.3330	12.7646	13.2114	13.6738	14.1524	14.6477	15.1604	15.6910	16.1617	16.6466
BIWEEKLY	675.79	699.45	723.93	749.26	775.49	802.63	830.72	859.8	889.89	921.04	953.27	986.64	1021.17	1056.91	1093.90	1132.19	1171.82	1212.83	1255.28	1292.94	1331.73
ANNUAL	17,571	18,186	18,822	19,481	20,163	20,868	21,599	22,355	23,137	23,947	24,785	25,653	26,550	27,480	28,442	29,437	30,467	31,534	32,637	33,616	34,625
Z07																					
HOURLY	8.8696	9.1800	9.5013	9.8339	10.1781	10.5343	10.9030	11.2846	11.6796	12.0884	12.5114	12.9493	13.4026	13.8717	14.3572	14.8597	15.3798	15.9181	16.4752	16.9695	17.4786
BIWEEKLY	709.57	734.40	760.11	786.71	814.25	842.74	872.24	902.77	934.37	967.07	1000.92	1035.95	1072.21	1109.73	1148.58	1188.78	1230.38	1273.45	1318.02	1357.56	1398.29
ANNUAL	18,449	19,094	19,763	20,454	21,170	21,911	22,678	23,472	24,293	25,144	26,024	26,935	27,877	28,853	29,863	30,908	31,990	33,110	34,268	35,297	36,355
Z08																					
HOURLY	9.3132	9.6392	9.9766	10.3257	10.6871	11.0612	11.4483	11.8490	12.2637	12.6930	13.1372	13.5970	14.0729	14.5655	15.0753	15.6029	16.1490	16.7142	17.2992	17.8182	18.3528
BIWEEKLY	745.06	771.14	798.12	826.06	854.97	884.90	915.87	947.92	981.10	1015.44	1050.98	1087.76	1125.83	1165.24	1206.02	1248.23	1291.92	1337.14	1383.94	1425.46	1468.22
ANNUAL	19,372	20,050	20,751	21,478	22,229	23,007	23,813	24,646	25,509	26,401	27,325	28,282	29,272	30,296	31,357	32,454	33,590	34,766	35,982	37,062	38,174
Z09																					
HOURLY	9.7788	10.1211	10.4753	10.8420	11.2214	11.6142	12.0207	12.4414	12.8768	13.3275	13.7940	14.2768	14.7765	15.2936	15.8289	16.3829	16.9563	17.5498	18.1640	18.7089	19.2702
BIWEEKLY	782.31	809.69	838.03	867.36	897.71	929.13	961.65	995.31	1030.15	1066.2	1103.52	1142.14	1182.12	1223.49	1266.31	1310.63	1356.50	1403.98	1453.12	1496.71	1541.61
ANNUAL	20,340	21,052	21,789	22,551	23,341	24,157	25,003	25,878	26,784	27,721	28,692	29,696	30,735	31,811	32,924	34,076	35,269	36,503	37,781	38,915	40,082
Z10																					
HOURLY	10.2678	10.6271	10.9991	11.3841	11.7825	12.1949	12.6217	13.0635	13.5207	13.9939	14.4837	14.9906	15.5153	16.0583	16.6203	17.2021	17.8041	18.4273	19.0722	19.6444	20.2337
BIWEEKLY	821.42	850.17	879.93	910.72	942.60	975.59	1009.74	1045.08	1081.66	1119.51	1158.70	1199.25	1241.22	1284.67	1329.63	1376.16	1424.33	1474.18	1525.78	1571.55	1618.70
ANNUAL	21,357	22,104	22,878	23,679	24,508	25,365	26,253	27,172	28,123	29,107	30,126	31,181	32,272	33,401	34,570	35,780	37,033	38,329	39,670	40,860	42,086
Z11																					
HOURLY	10.7809	11.1582	11.5488	11.9530	12.3713	12.8043	13.2525	13.7163	14.1964	14.6933	15.2075	15.7398	16.2907	16.8609	17.4510	18.0618	18.6940	19.3483	20.0255	20.6262	21.2450
BIWEEKLY	862.47	892.66	923.90	956.24	989.71	1024.35	1060.20	1097.31	1135.71	1175.46	1216.60	1259.18	1303.26	1348.87	1396.08	1444.95	1495.52	1547.86	1602.04	1650.10	1699.60
ANNUAL	22,424	23,209	24,021	24,862	25,732	26,633	27,565	28,530	29,529	30,562	31,632	32,739	33,885	35,071	36,298	37,569	38,883	40,244	41,653	42,903	44,190
Z12																					
HOURLY	11.3201	11.7163	12.1263	12.5508	12.9900	13.4447	13.9152	14.4023	14.9064	15.4281	15.9681	16.5269	17.1054	17.7041	18.3237	18.9651	19.6289	20.3159	21.0269	21.6577	22.3075
BIWEEKLY	905.60	937.30	970.11	1004.06	1039.20	1075.57	1113.22	1152.18	1192.51	1234.25	1277.45	1322.16	1368.43	1416.33	1465.90	1517.21	1570.31	1625.27	1682.15	1732.62	1784.60
ANNUAL	23,546	24,370	25,223	26,106	27,019	27,965	28,944	29,957	31,005	32,090	33,214	34,376	35,579	36,824	38,113	39,447	40,828	42,257	43,736	45,048	46,400
Z13																					
HOURLY	11.8860	12.3020	12.7325	13.1782	13.6394	14.1168	14.6109	15.1223	15.6515	16.1993	16.7663	17.3531	17.9605	18.5891	19.2397	19.9131	20.6101	21.3314	22.0780	22.7404	23.4226
BIWEEKLY	950.88	984.16	1018.60	1054.25	1091.15	1129.34	1168.87	1209.78	1252.12	1295.95	1341.30	1388.25	1436.84	1487.13	1539.18	1593.05	1648.81	1706.51	1766.24	1819.23	1873.81
ANNUAL	24,723	25,588	26,484	27,411	28,370	29,363	30,391	31,454	32,555	33,695	34,874	36,095	37,358	38,665	40,019	41,419	42,869	44,369	45,922	47,300	48,719

Step (alpha) Step # Yrs Service	A 1 <1	B 2 1	C 3 2	D 4 3	E 5 4	F 6 5	G 7 6	H 8 7	I 9 8	J 10 9	K 11 10	L 12 11	M 13 12	N 14 13	O 15 15-16	P 16 17-18	Q 17 19-20	R 18 21-22	S 19 23-24	T 20 25-26	U 21 27+
GRADE																					
Z14																					
HOURLY	12.4803	12.9171	13.3692	13.8371	14.3214	14.8227	15.3415	15.8784	16.4342	17.0093	17.6047	18.2208	18.8586	19.5186	20.2018	20.9088	21.6406	22.3980	23.1820	23.8774	24.5938
BIWEEKLY	998.42	1033.37	1069.54	1106.97	1145.71	1185.81	1227.32	1270.27	1314.73	1360.75	1408.37	1457.67	1508.69	1561.49	1616.14	1672.70	1731.25	1791.84	1854.56	1910.19	1967.50
ANNUAL	25,959	26,868	27,808	28,781	29,789	30,831	31,910	33,027	34,183	35,379	36,618	37,899	39,226	40,599	42,020	43,490	45,012	46,588	48,219	49,665	51,155
Z15																					
HOURLY	13.1043	13.5630	14.0377	14.5290	15.0375	15.5638	16.1086	16.6724	17.2559	17.8599	18.4850	19.1319	19.8016	20.4946	21.2119	21.9543	22.7227	23.5180	24.3412	25.0714	25.8235
BIWEEKLY	1048.35	1085.04	1123.02	1162.32	1203.00	1245.11	1288.69	1333.79	1380.47	1428.79	1478.8	1530.55	1584.12	1639.57	1696.95	1756.35	1817.82	1881.44	1947.29	2005.71	2065.88
ANNUAL	27,257	28,211	29,198	30,220	31,278	32,373	33,506	34,679	35,892	37,149	38,449	39,794	41,187	42,629	44,121	45,665	47,263	48,917	50,630	52,148	53,713
Z16																					
HOURLY	13.7597	14.2413	14.7397	15.2556	15.7896	16.3422	16.9142	17.5062	18.1189	18.7531	19.4094	20.0887	20.7918	21.5196	22.2728	23.0523	23.8592	24.6942	25.5585	26.3253	27.1150
BIWEEKLY	1100.78	1139.30	1179.18	1220.45	1263.17	1307.38	1353.13	1400.49	1449.51	1500.24	1552.75	1607.10	1663.35	1721.57	1781.82	1844.19	1908.73	1975.54	2044.68	2106.02	2169.20
ANNUAL	28,620	29,622	30,659	31,732	32,842	33,992	35,181	36,413	37,687	39,006	40,372	41,785	43,247	44,761	46,327	47,949	49,627	51,364	53,162	54,757	56,399
Z17																					
HOURLY	14.4475	14.9532	15.4766	16.0182	16.5789	17.1591	17.7597	18.3813	19.0246	19.6905	20.3797	21.0930	21.8312	22.5953	23.3861	24.2047	25.0518	25.9286	26.8361	27.6412	28.4704
BIWEEKLY	1155.80	1196.26	1238.12	1281.46	1326.31	1372.73	1420.78	1470.50	1521.97	1575.24	1630.37	1687.44	1746.50	1807.62	1870.89	1936.37	2004.15	2074.29	2146.89	2211.30	2277.64
ANNUAL	30,051	31,103	32,191	33,318	34,484	35,691	36,940	38,233	39,571	40,956	42,390	43,873	45,409	46,998	48,643	50,346	52,108	53,932	55,819	57,494	59,219
Z18																					
HOURLY	15.1699	15.7008	16.2503	16.8191	17.4078	18.0170	18.6476	19.3003	19.9758	20.6750	21.3986	22.1475	22.9227	23.7250	24.5554	25.4148	26.3043	27.2250	28.1779	29.0232	29.8939
BIWEEKLY	1213.59	1256.06	1300.03	1345.53	1392.62	1441.36	1491.81	1544.02	1598.07	1654.00	1711.89	1771.80	1833.82	1898.00	1964.43	2033.19	2104.35	2178.00	2254.23	2321.86	2391.51
ANNUAL	31,553	32,658	33,801	34,984	36,208	37,475	38,787	40,145	41,550	43,004	44,509	46,067	47,679	49,348	51,075	52,863	54,713	56,628	58,610	60,368	62,179
Z19																					
HOURLY	15.9286	16.4861	17.0631	17.6603	18.2784	18.9182	19.5803	20.2656	20.9749	21.7090	22.4689	23.2553	24.0692	24.9116	25.7835	26.6859	27.6199	28.5866	29.5872	30.4748	31.3890
BIWEEKLY	1274.29	1318.89	1365.05	1412.83	1462.27	1513.45	1566.42	1621.25	1677.99	1736.72	1797.51	1860.42	1925.54	1992.93	2062.68	2134.87	2209.59	2286.93	2366.97	2437.98	2511.12
ANNUAL	33,131	34,291	35,491	36,733	38,019	39,350	40,727	42,152	43,628	45,155	46,735	48,371	50,064	51,816	53,630	55,507	57,449	59,460	61,541	63,388	65,289
Z20																					
HOURLY	16.7250	17.3104	17.9162	18.5433	19.1923	19.8641	20.5593	21.2789	22.0236	22.7945	23.5923	24.4180	25.2726	26.1572	27.0727	28.0202	29.0010	30.0160	31.0665	31.9985	32.9585
BIWEEKLY	1338.00	1384.83	1433.30	1483.46	1535.39	1589.12	1644.74	1702.31	1761.89	1823.56	1887.38	1953.44	2021.81	2092.57	2165.82	2241.62	2320.08	2401.28	2485.32	2559.88	2636.68
ANNUAL	34,788	36,006	37,266	38,570	39,920	41,317	42,763	44,260	45,809	47,412	49,072	50,789	52,567	54,407	56,311	58,282	60,322	62,433	64,618	66,557	68,554
Z21																					
HOURLY	17.5613	18.1760	18.8121	19.4705	20.1520	20.8573	21.5873	22.3429	23.1249	23.9343	24.7720	25.6390	26.5364	27.4651	28.4264	29.4213	30.4510	31.5168	32.6199	33.5985	34.6065
BIWEEKLY	1404.91	1454.08	1504.97	1557.64	1612.16	1668.59	1726.99	1787.43	1849.99	1914.74	1981.76	2051.12	2122.91	2197.21	2274.11	2353.70	2436.08	2521.35	2609.59	2687.88	2768.52
ANNUAL	36,528	37,806	39,129	40,499	41,916	43,383	44,902	46,473	48,100	49,783	51,526	53,329	55,196	57,127	59,127	61,196	63,338	65,555	67,849	69,885	71,981
Z22																					
HOURLY	18.4393	19.0847	19.7527	20.4440	21.1596	21.9002	22.6667	23.4600	24.2811	25.1309	26.0105	26.9209	27.8631	28.8383	29.8476	30.8923	31.9735	33.0926	34.2509	35.2784	36.3367
BIWEEKLY	1475.15	1526.78	1580.21	1635.52	1692.77	1752.01	1813.33	1876.80	1942.49	2010.47	2080.84	2153.67	2229.05	2307.07	2387.81	2471.38	2557.88	2647.41	2740.07	2822.27	2906.94
ANNUAL	38,354	39,696	41,086	42,524	44,012	45,552	47,147	48,797	50,505	52,272	54,102	55,995	57,955	59,984	62,083	64,256	66,505	68,833	71,242	73,379	75,580

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z23																					
HOURLY	19.3613	20.0389	20.7403	21.4662	22.2175	22.9952	23.8000	24.633	25.4951	26.3875	27.3110	28.2669	29.2563	30.2802	31.3400	32.4369	33.5722	34.7472	35.9634	37.0423	38.1535
BIWEEKLY	1548.90	1603.12	1659.22	1717.30	1777.40	1839.61	1904.00	1970.64	2039.61	2111.00	2184.88	2261.35	2340.50	2422.42	2507.20	2594.95	2685.78	2779.78	2877.07	2963.38	3052.28
ANNUAL	40,272	41,681	43,140	44,650	46,212	47,830	49,504	51,237	53,030	54,886	56,807	58,795	60,853	62,983	65,187	67,469	69,830	72,274	74,804	77,048	79,359
Z24																					
HOURLY	20.3293	21.0409	21.7773	22.5395	23.3284	24.1449	24.9899	25.8646	26.7698	27.7068	28.6765	29.6802	30.7190	31.7942	32.9070	34.0587	35.2508	36.4846	37.7615	38.8944	40.0612
BIWEEKLY	1626.35	1683.27	1742.18	1803.16	1866.27	1931.59	1999.19	2069.17	2141.59	2216.54	2294.12	2374.42	2457.52	2543.53	2632.56	2724.70	2820.06	2918.77	3020.92	3111.55	3204.90
ANNUAL	42,285	43,765	45,297	46,882	48,523	50,221	51,979	53,798	55,681	57,630	59,647	61,735	63,896	66,132	68,447	70,842	73,322	75,888	78,544	80,900	83,327
Z25																					
HOURLY	21.3459	22.0930	22.8662	23.6665	24.4949	25.3522	26.2395	27.1579	28.1084	29.0922	30.1104	31.1643	32.2550	33.3840	34.5524	35.7618	37.0134	38.3089	39.6497	40.8392	42.0644
BIWEEKLY	1707.67	1767.44	1829.30	1893.32	1959.59	2028.17	2099.16	2172.63	2248.67	2327.38	2408.83	2493.14	2580.40	2670.72	2764.20	2860.94	2961.08	3064.71	3171.98	3267.14	3365.15
ANNUAL	44,399	45,953	47,562	49,226	50,949	52,733	54,578	56,488	58,465	60,512	62,630	64,822	67,090	69,439	71,869	74,384	76,988	79,683	82,471	84,946	87,494

The hourly rates are the January 12, 2003 rates with an increase in the percentage value between Steps N-O, O-P, P-Q, Q-R and R-S from 3% to 3.5%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

SALARY SCHEDULE Z  
DEPUTY SHERIFF'S ASSOCIATION  
(CIVILIAN UNITS)  
UNIFORM WAGE SCALE EFFECTIVE JULY 13, 2003  
PRINCE GEORGE'S COUNTY MARYLAND

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z06																					
HOURLY	8.5319	8.8305	9.1396	9.4595	9.7905	10.1332	10.4878	10.8550	11.2348	11.6280	12.0351	12.4563	12.8922	13.3435	13.8105	14.2939	14.7942	15.3120	15.8479	16.3233	16.8130
BIWEEKLY	682.55	706.44	731.17	756.76	783.24	810.66	839.03	868.40	898.79	930.24	962.80	996.51	1031.38	1067.48	1104.84	1143.51	1183.54	1224.96	1267.83	1305.87	1345.04
ANNUAL	17,746	18,368	19,010	19,676	20,364	21,077	21,815	22,578	23,368	24,186	25,033	25,909	26,816	27,755	28,726	29,731	30,772	31,849	32,964	33,953	34,971
Z07																					
HOURLY	8.9583	9.2718	9.5963	9.9322	10.2799	10.6396	11.0120	11.3974	11.7964	12.2093	12.6365	13.0788	13.5366	14.0104	14.5008	15.0083	15.5336	16.0773	16.6400	17.1392	17.6534
BIWEEKLY	716.66	741.74	767.71	794.58	822.39	851.17	880.96	911.80	943.71	976.74	1010.92	1046.30	1082.93	1120.83	1160.06	1200.66	1242.69	1286.18	1331.20	1371.13	1412.27
ANNUAL	18,633	19,285	19,960	20,659	21,382	22,130	22,905	23,707	24,537	25,395	26,284	27,204	28,156	29,142	30,162	31,217	32,310	33,441	34,611	35,649	36,719
Z08																					
HOURLY	9.4063	9.7356	10.0764	10.4290	10.7940	11.1718	11.5628	11.9675	12.3863	12.8199	13.2686	13.7330	14.2136	14.7112	15.2260	15.7590	16.3105	16.8814	17.4722	17.9964	18.5363
BIWEEKLY	752.51	778.85	806.11	834.32	863.52	893.74	925.02	957.40	990.91	1025.59	1061.49	1098.64	1137.09	1176.89	1218.08	1260.72	1304.84	1350.51	1397.78	1439.71	1482.90
ANNUAL	19,565	20,250	20,959	21,692	22,451	23,237	24,051	24,892	25,764	26,665	27,599	28,565	29,564	30,599	31,670	32,779	33,926	35,113	36,342	37,433	38,555
Z09																					
HOURLY	9.8766	10.2223	10.5801	10.9504	11.3336	11.7303	12.1409	12.5658	13.0056	13.4608	13.9319	14.4196	14.9243	15.4465	15.9872	16.5467	17.1259	17.7253	18.3456	18.9960	19.4629
BIWEEKLY	790.13	817.78	846.40	876.03	906.69	938.43	971.27	1005.27	1040.45	1076.86	1114.56	1153.57	1193.94	1235.72	1278.97	1323.74	1370.07	1418.02	1467.65	1511.68	1557.03
ANNUAL	20,543	21,262	22,007	22,777	23,574	24,399	25,253	26,137	27,052	27,998	28,978	29,993	31,042	32,129	33,253	34,417	35,622	36,869	38,159	39,304	40,483
Z10																					
HOURLY	10.3705	10.7334	11.1091	11.4979	11.9003	12.3168	12.7479	13.1941	13.6559	14.1338	14.6285	15.1405	15.6705	16.2189	16.7865	17.3741	17.9822	18.6115	19.2629	19.8408	20.4361
BIWEEKLY	829.64	858.67	888.73	919.84	952.03	985.35	1019.83	1055.53	1092.47	1130.71	1170.28	1211.24	1253.64	1297.51	1342.92	1389.93	1438.57	1488.92	1541.04	1587.27	1634.88
ANNUAL	21,571	22,325	23,107	23,916	24,753	25,619	26,516	27,444	28,404	29,398	30,427	31,492	32,595	33,735	34,916	36,138	37,403	38,712	40,067	41,269	42,507
Z11																					
HOURLY	10.8887	11.2698	11.6643	12.0725	12.4950	12.9323	13.3850	13.8535	14.3384	14.8402	15.3596	15.8972	16.4536	17.0295	17.6255	18.2424	18.8809	19.5418	20.2257	20.8325	21.4575
BIWEEKLY	871.10	901.58	933.14	965.80	999.60	1034.59	1070.80	1108.28	1147.07	1187.22	1228.77	1271.78	1316.29	1362.36	1410.04	1459.39	1510.47	1563.34	1618.06	1666.60	1716.60
ANNUAL	22,649	23,441	24,262	25,111	25,990	26,899	27,841	28,815	29,824	30,868	31,948	33,066	34,224	35,421	36,661	37,944	39,272	40,647	42,069	43,332	44,632
Z12																					
HOURLY	11.4333	11.8335	12.2476	12.6763	13.1199	13.5791	14.0544	14.5463	15.0555	15.5824	16.1278	16.6922	17.2765	17.8811	18.5070	19.1547	19.8251	20.5190	21.2372	21.8743	22.5305
BIWEEKLY	914.66	946.68	979.81	1014.10	1049.59	1086.33	1124.35	1163.71	1204.44	1246.59	1290.22	1335.37	1382.12	1430.49	1480.56	1532.38	1586.01	1641.52	1698.97	1749.94	1802.44
ANNUAL	23,781	24,614	25,475	26,367	27,289	28,245	29,233	30,256	31,315	32,411	33,546	34,720	35,935	37,193	38,495	39,842	41,236	42,680	44,173	45,499	46,864
Z13																					
HOURLY	12.0049	12.4250	12.8598	13.3100	13.7758	14.2580	14.7570	15.2735	15.8080	16.3613	16.9340	17.5266	18.1401	18.7750	19.4321	20.1122	20.8162	21.5447	22.2988	22.9678	23.6568
BIWEEKLY	960.39	994.00	1028.79	1064.80	1102.06	1140.64	1180.56	1221.88	1264.64	1308.90	1354.72	1402.13	1451.21	1502.00	1554.57	1608.98	1665.29	1723.58	1783.90	1837.42	1892.54
ANNUAL	24,970	25,844	26,748	27,685	28,654	29,657	30,695	31,769	32,881	34,031	35,223	36,455	37,731	39,052	40,419	41,833	43,298	44,813	46,382	47,773	49,206

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z14																					
HOURLY	12.6051	13.0463	13.5029	13.9755	14.4646	14.9709	15.4949	16.0372	16.5985	17.1794	17.7807	18.4030	19.0472	19.7138	20.4038	21.1179	21.8570	22.6220	23.4138	24.1162	24.8397
BIWEEKLY	1008.41	1043.70	1080.23	1118.04	1157.17	1197.67	1239.59	1282.97	1327.88	1374.35	1422.46	1472.24	1523.77	1577.10	1632.30	1689.43	1748.56	1809.76	1873.10	1929.30	1987.18
ANNUAL	26,219	27,136	28,086	29,069	30,086	31,140	32,229	33,357	34,525	35,733	36,984	38,278	39,618	41,005	42,440	43,925	45,463	47,054	48,701	50,162	51,667
Z15																					
HOURLY	13.2353	13.6986	14.1781	14.6743	15.1879	15.7194	16.2697	16.8391	17.4285	18.0385	18.6699	19.3232	19.9996	20.6995	21.4240	22.1739	22.9500	23.7532	24.5846	25.3221	26.0818
BIWEEKLY	1058.83	1095.89	1134.25	1173.94	1215.03	1257.56	1301.57	1347.13	1394.28	1443.08	1493.59	1545.86	1599.97	1655.96	1713.92	1773.91	1836.00	1900.26	1966.77	2025.77	2086.54
ANNUAL	27,530	28,493	29,490	30,523	31,591	32,696	33,841	35,025	36,251	37,520	38,833	40,192	41,599	43,055	44,562	46,122	47,736	49,407	51,136	52,670	54,250
Z16																					
HOURLY	13.8973	14.3837	14.8871	15.4082	15.9475	16.5056	17.0833	17.6813	18.3001	18.9406	19.6035	20.2896	20.9997	21.7348	22.4955	23.2829	24.0978	24.9412	25.8141	26.5885	27.3862
BIWEEKLY	1111.78	1150.70	1190.97	1232.65	1275.80	1320.45	1366.67	1414.50	1464.01	1515.25	1568.28	1623.17	1679.98	1738.78	1799.64	1862.63	1927.82	1995.29	2065.13	2127.08	2190.90
ANNUAL	28,906	29,918	30,965	32,049	33,171	34,332	35,533	36,777	38,064	39,397	40,775	42,202	43,679	45,208	46,791	48,428	50,123	51,878	53,693	55,304	56,963
Z17																					
HOURLY	14.5920	15.1027	15.6314	16.1784	16.7447	17.3307	17.9373	18.5651	19.2148	19.8874	20.5835	21.3039	22.0495	22.8213	23.6200	24.4467	25.3023	26.1879	27.1045	27.9176	28.7552
BIWEEKLY	1167.36	1208.22	1250.51	1294.27	1339.58	1386.46	1434.98	1485.21	1537.19	1590.99	1646.68	1704.31	1763.96	1825.70	1889.60	1955.74	2024.19	2095.03	2168.36	2233.41	2300.41
ANNUAL	30,351	31,414	32,513	33,651	34,829	36,048	37,310	38,615	39,967	41,366	42,814	44,312	45,863	47,468	49,130	50,849	52,629	54,471	56,377	58,069	59,811
Z18																					
HOURLY	15.3216	15.8578	16.4128	16.9873	17.5819	18.1972	18.8341	19.4933	20.1756	20.8818	21.6126	22.3690	23.1519	23.9623	24.8009	25.6690	26.5674	27.4972	28.4596	29.3134	30.1928
BIWEEKLY	1225.73	1268.62	1313.02	1358.98	1406.55	1455.77	1506.73	1559.46	1614.04	1670.54	1729.01	1789.52	1852.15	1916.98	1984.07	2053.52	2125.39	2199.78	2276.77	2345.07	2415.43
ANNUAL	31,869	32,984	34,139	35,334	36,570	37,850	39,175	40,546	41,965	43,434	44,954	46,527	48,156	49,841	51,586	53,391	55,260	57,194	59,196	60,972	62,801
Z19																					
HOURLY	16.0879	16.6510	17.2337	17.8369	18.4612	19.1074	19.7761	20.4683	21.1846	21.9261	22.6936	23.4879	24.3099	25.1607	26.0413	26.9528	27.8961	28.8725	29.8830	30.7795	31.7029
BIWEEKLY	1287.03	1332.08	1378.70	1426.95	1476.89	1528.59	1582.09	1637.46	1694.77	1754.09	1815.49	1879.03	1944.79	2012.86	2083.31	2156.22	2231.69	2309.80	2390.64	2462.36	2536.23
ANNUAL	33,463	34,634	35,846	37,101	38,399	39,743	41,134	42,574	44,064	45,606	47,203	48,855	50,565	52,334	54,166	56,062	58,024	60,055	62,157	64,021	65,942
Z20																					
HOURLY	16.8923	17.4835	18.0954	18.7287	19.3842	20.0627	20.7649	21.4917	22.2438	23.0224	23.8282	24.6622	25.5253	26.4188	27.3434	28.3004	29.2910	30.3161	31.3772	32.3185	33.2881
BIWEEKLY	1351.38	1398.68	1447.63	1498.30	1550.74	1605.02	1661.19	1719.34	1779.51	1841.80	1906.26	1972.97	2042.03	2113.50	2187.47	2264.04	2343.28	2425.29	2510.18	2585.48	2663.05
ANNUAL	35,136	36,366	37,638	38,956	40,319	41,731	43,191	44,703	46,267	47,887	49,563	51,297	53,093	54,951	56,874	58,865	60,925	63,058	65,265	67,223	69,239
Z21																					
HOURLY	17.7369	18.3578	19.0002	19.6652	20.3535	21.0659	21.8032	22.5663	23.3561	24.1736	25.0197	25.8954	26.8018	27.7398	28.7106	29.7155	30.7556	31.8320	32.9461	33.9345	34.9525
BIWEEKLY	1418.95	1468.62	1520.02	1573.22	1628.28	1685.27	1744.25	1805.31	1868.49	1933.89	2001.58	2071.63	2144.14	2219.18	2296.85	2377.24	2460.44	2546.56	2635.69	2714.76	2796.20
ANNUAL	36,893	38,184	39,520	40,904	42,335	43,817	45,351	46,938	48,581	50,281	52,041	53,862	55,748	57,699	59,718	61,808	63,972	66,211	68,528	70,584	72,701
Z22																					
HOURLY	18.6237	19.2755	19.9502	20.6484	21.3712	22.1192	22.8934	23.6946	24.5239	25.3822	26.2706	27.1901	28.1417	29.1267	30.1461	31.2012	32.2933	33.4235	34.5934	35.6312	36.7001
BIWEEKLY	1489.90	1542.04	1596.02	1651.88	1709.70	1769.54	1831.47	1895.57	1961.91	2030.58	2101.65	2175.21	2251.34	2330.13	2411.69	2496.10	2583.46	2673.88	2767.47	2850.49	2936.01
ANNUAL	38,737	40,093	41,496	42,949	44,452	46,008	47,618	49,285	51,010	52,795	54,643	56,555	58,535	60,584	62,704	64,899	67,170	69,521	71,954	74,113	76,336

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+

## GRADE

## Z23

HOURLY	19.5549	20.2393	20.9477	21.6809	22.4397	23.2252	24.0380	24.8793	25.7501	26.6514	27.5841	28.5496	29.5489	30.5830	31.6534	32.7613	33.9079	35.0947	36.3230	37.4127	38.5351
BIWEEKLY	1564.39	1619.14	1675.82	1734.47	1795.17	1858.01	1923.04	1990.35	2060	2132.11	2206.73	2283.97	2363.91	2446.64	2532.27	2620.9	2712.63	2807.58	2905.84	2993.02	3082.81
ANNUAL	40,674	42,098	43,571	45,096	46,675	48,308	49,999	51,749	53,560	55,435	57,375	59,383	61,462	63,613	65,839	68,143	70,528	72,997	75,552	77,818	80,153

## Z24

HOURLY	20.5326	21.2513	21.9951	22.7649	23.5617	24.3863	25.2398	26.1232	27.0375	27.9839	28.9633	29.9770	31.0262	32.1121	33.2361	34.3993	35.6033	36.8494	38.1392	39.2833	40.4618
BIWEEKLY	1642.61	1700.10	1759.61	1821.19	1884.93	1950.91	2019.18	2089.86	2163.00	2238.71	2317.06	2398.16	2482.10	2568.97	2658.89	2751.95	2848.26	2947.95	3051.13	3142.67	3236.95
ANNUAL	42,708	44,203	45,750	47,351	49,008	50,724	52,499	54,336	56,238	58,206	60,244	62,352	64,534	66,793	69,131	71,551	74,055	76,647	79,329	81,709	84,161

## Z25

HOURLY	21.5594	22.3139	23.0949	23.9032	24.7398	25.6057	26.5019	27.4295	28.3895	29.3831	30.4115	31.4759	32.5776	33.7178	34.8980	36.1194	37.3836	38.6920	40.0462	41.2476	42.4850
BIWEEKLY	1724.75	1785.11	1847.59	1912.25	1979.19	2048.46	2120.15	2194.36	2271.16	2350.65	2432.92	2518.08	2606.20	2697.43	2791.84	2889.55	2990.69	3095.36	3203.70	3299.81	3398.80
ANNUAL	44,843	46,413	48,037	49,719	51,459	53,260	55,124	57,053	59,050	61,117	63,256	65,470	67,761	70,133	72,588	75,128	77,758	80,479	83,296	85,795	88,369

The rates are the July 1, 2003 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.



SALARY SCHEDULE Z  
DEPUTY SHERIFF'S ASSOCIATION  
(CIVILIAN UNITS)  
UNIFORM WAGE SCALE EFFECTIVE APRIL 4, 2004  
PRINCE GEORGE'S COUNTY MARYLAND

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z06																					
HOURLY	8.6172	8.9188	9.2310	9.5541	9.8884	10.2346	10.5927	10.9635	11.3472	11.7443	12.1554	12.5809	13.0212	13.4769	13.9486	14.4368	14.9421	15.4651	16.0064	16.4866	16.9812
BIWEEKLY	689.38	713.51	738.48	764.32	791.08	818.76	847.42	877.08	907.77	939.54	972.43	1006.47	1041.69	1078.16	1115.89	1154.95	1195.37	1237.21	1280.51	1318.93	1358.49
ANNUAL	17,924	18,551	19,200	19,872	20,568	21,288	22,033	22,804	23,602	24,428	25,283	26,168	27,084	28,032	29,013	30,029	31,080	32,167	33,293	34,292	35,321
Z07																					
HOURLY	9.0479	9.3645	9.6923	10.0316	10.3827	10.7460	11.1222	11.5114	11.9144	12.3314	12.7629	13.2096	13.6720	14.1505	14.6458	15.1584	15.6889	16.2380	16.8064	17.3106	17.8299
BIWEEKLY	723.83	749.16	775.38	802.52	830.61	859.68	889.77	920.91	953.15	986.51	1021.03	1056.77	1093.76	1132.04	1171.66	1212.67	1255.11	1299.04	1344.51	1384.85	1426.39
ANNUAL	18,820	19,478	20,160	20,866	21,596	22,352	23,134	23,944	24,782	25,649	26,547	27,476	28,438	29,433	30,463	31,529	32,633	33,775	34,957	36,006	37,086
Z08																					
HOURLY	9.5004	9.8329	10.1771	10.5332	10.9019	11.2835	11.6784	12.0872	12.5102	12.9481	13.4013	13.8703	14.3558	14.8583	15.3783	15.9165	16.4736	17.0502	17.6470	18.1764	18.7217
BIWEEKLY	760.03	786.64	814.17	842.66	872.15	902.68	934.27	966.97	1000.82	1035.85	1072.10	1109.62	1148.46	1188.66	1230.26	1273.32	1317.89	1364.02	1411.76	1454.11	1497.73
ANNUAL	19,761	20,453	21,168	21,909	22,676	23,470	24,291	25,141	26,021	26,932	27,875	28,850	29,860	30,905	31,987	33,106	34,265	35,464	36,706	37,807	38,941
Z09																					
HOURLY	9.9754	10.3245	10.6859	11.0599	11.4470	11.8476	12.2623	12.6915	13.1356	13.5954	14.0713	14.5638	15.0735	15.6010	16.1470	16.7122	17.2971	17.9025	18.5291	19.0850	19.6575
BIWEEKLY	798.03	825.96	854.87	884.79	915.76	947.81	980.99	1015.32	1050.85	1087.63	1125.70	1165.10	1205.88	1248.08	1291.76	1336.97	1383.77	1432.20	1482.33	1526.80	1572.60
ANNUAL	20,749	21,475	22,227	23,005	23,810	24,643	25,506	26,398	27,322	28,278	29,268	30,293	31,353	32,450	33,586	34,761	35,978	37,237	38,541	39,697	40,888
Z10																					
HOURLY	10.4742	10.8407	11.2202	11.6129	12.0193	12.4400	12.8754	13.3261	13.7925	14.2752	14.7748	15.2919	15.8272	16.3811	16.9544	17.5478	18.1620	18.7977	19.4556	20.0392	20.6404
BIWEEKLY	837.93	867.26	897.61	929.03	961.55	995.20	1030.03	1066.09	1103.40	1142.01	1181.99	1223.35	1266.17	1310.49	1356.35	1403.83	1452.96	1503.81	1556.45	1603.14	1651.23
ANNUAL	21,786	22,549	23,338	24,155	25,000	25,875	26,781	27,718	28,688	29,692	30,732	31,807	32,920	34,073	35,265	36,499	37,777	39,099	40,468	41,682	42,932
Z11																					
HOURLY	10.9976	11.3825	11.7809	12.1933	12.6200	13.0617	13.5189	13.9920	14.4817	14.9886	15.5132	16.0562	16.6181	17.1998	17.8018	18.4249	19.0697	19.7372	20.4280	21.0408	21.6720
BIWEEKLY	879.81	910.60	942.47	975.46	1009.60	1044.93	1081.51	1119.36	1158.54	1199.09	1241.05	1284.49	1329.45	1375.98	1424.14	1473.99	1525.58	1578.97	1634.24	1683.26	1733.76
ANNUAL	22,875	23,676	24,504	25,362	26,250	27,168	28,119	29,103	30,122	31,176	32,267	33,397	34,566	35,776	37,028	38,324	39,665	41,053	42,490	43,765	45,078
Z12																					
HOURLY	11.5476	11.9518	12.3700	12.8031	13.2511	13.7149	14.1949	14.6918	15.2060	15.7382	16.2891	16.8591	17.4492	18.0600	18.6921	19.3463	20.0234	20.7242	21.4496	22.0930	22.7558
BIWEEKLY	923.81	956.14	989.60	1024.25	1060.09	1097.20	1135.59	1175.34	1216.48	1259.06	1303.12	1348.73	1395.94	1444.80	1495.36	1547.70	1601.87	1657.94	1715.96	1767.44	1820.47
ANNUAL	24,019	24,860	25,730	26,630	27,562	28,527	29,525	30,559	31,629	32,735	33,881	35,067	36,294	37,565	38,879	40,240	41,649	43,106	44,615	45,954	47,332
Z13																					
HOURLY	12.1249	12.5493	12.9884	13.4431	13.9136	14.4005	14.9046	15.4263	15.9661	16.5249	17.1033	17.7019	18.3215	18.9627	19.6264	20.3134	21.0243	21.7602	22.5218	23.1974	23.8934
BIWEEKLY	969.99	1003.94	1039.07	1075.45	1113.08	1152.04	1192.37	1234.10	1277.29	1321.99	1368.26	1416.15	1465.72	1517.02	1570.11	1625.07	1681.95	1740.81	1801.74	1855.80	1911.47
ANNUAL	25,220	26,102	27,016	27,962	28,940	29,953	31,002	32,087	33,209	34,372	35,575	36,820	38,109	39,443	40,823	42,252	43,731	45,261	46,845	48,251	49,698

Step (alpha) Step # Yrs Service	A 1 <1	B 2 1	C 3 2	D 4 3	E 5 4	F 6 5	G 7 6	H 8 7	I 9 8	J 10 9	K 11 10	L 12 11	M 13 12	N 14 13	O 15 15-16	P 16 17-18	Q 17 19-20	R 18 21-22	S 19 23-24	T 20 25-26	U 21 27+
GRADE																					
Z14																					
HOURLY	12.7312	13.1767	13.6379	14.1152	14.6093	15.1206	15.6499	16.1976	16.7645	17.3512	17.9586	18.5870	19.2377	19.9109	20.6078	21.3291	22.0756	22.8482	23.6479	24.3574	25.0881
BIWEEKLY	1018.49	1054.14	1091.03	1129.22	1168.74	1209.65	1251.99	1295.80	1341.16	1388.09	1436.68	1486.96	1539.01	1592.87	1648.62	1706.33	1766.05	1827.86	1891.83	1948.59	2007.05
ANNUAL	26,481	27,408	28,367	29,360	30,387	31,451	32,552	33,691	34,870	36,090	37,354	38,661	40,014	41,415	42,864	44,364	45,917	47,524	49,188	50,663	52,183
Z15																					
HOURLY	13.3677	13.8356	14.3199	14.8210	15.3398	15.8766	16.4324	17.0075	17.6027	18.2189	18.8565	19.5165	20.1996	20.9065	21.6383	22.3956	23.1795	23.9907	24.8304	25.5753	26.3426
BIWEEKLY	1069.42	1106.85	1145.59	1185.68	1227.18	1270.13	1314.59	1360.60	1408.22	1457.51	1508.52	1561.32	1615.97	1672.52	1731.06	1791.65	1854.36	1919.26	1986.43	2046.03	2107.41
ANNUAL	27,805	28,778	29,785	30,828	31,907	33,023	34,179	35,376	36,614	37,895	39,222	40,594	42,015	43,486	45,008	46,583	48,213	49,901	51,647	53,197	54,793
Z16																					
HOURLY	14.0363	14.5276	15.0360	15.5622	16.1070	16.6707	17.2542	17.8581	18.4831	19.1300	19.7995	20.4925	21.2097	21.9521	22.7205	23.5157	24.3387	25.1906	26.0723	26.8544	27.6601
BIWEEKLY	1122.90	1162.20	1202.88	1244.98	1288.56	1333.65	1380.33	1428.65	1478.65	1530.40	1583.96	1639.40	1696.78	1756.17	1817.64	1881.25	1947.10	2015.25	2085.78	2148.35	2212.80
ANNUAL	29,195	30,217	31,275	32,369	33,502	34,675	35,889	37,145	38,445	39,790	41,183	42,624	44,116	45,660	47,259	48,913	50,625	52,396	54,230	55,857	57,533
Z17																					
HOURLY	14.7379	15.2538	15.7877	16.3402	16.9121	17.5040	18.1167	18.7508	19.4070	20.0863	20.7893	21.5170	22.2700	23.0495	23.8562	24.6912	25.5554	26.4498	27.3755	28.1968	29.0427
BIWEEKLY	1179.03	1220.30	1263.01	1307.21	1352.97	1400.32	1449.33	1500.06	1552.56	1606.90	1663.15	1721.36	1781.60	1843.96	1908.50	1975.29	2044.43	2115.98	2190.04	2255.74	2323.42
ANNUAL	30,655	31,728	32,838	33,988	35,177	36,408	37,683	39,002	40,367	41,779	43,242	44,755	46,322	47,943	49,621	51,358	53,155	55,016	56,941	58,649	60,409
Z18																					
HOURLY	15.4748	16.0164	16.5769	17.1572	17.7577	18.3791	19.0224	19.6882	20.3773	21.0906	21.8287	22.5927	23.3834	24.2019	25.0489	25.9257	26.8330	27.7722	28.7442	29.6066	30.4948
BIWEEKLY	1237.99	1281.31	1326.15	1372.57	1420.62	1470.33	1521.79	1575.06	1630.19	1687.25	1746.30	1807.41	1870.68	1936.15	2003.92	2074.05	2146.64	2221.78	2299.54	2368.52	2439.58
ANNUAL	32,188	33,314	34,480	35,687	36,936	38,229	39,567	40,952	42,385	43,868	45,404	46,993	48,638	50,340	52,102	53,925	55,813	57,766	59,788	61,582	63,429
Z19																					
HOURLY	16.2488	16.8175	17.4061	18.0153	18.6458	19.2985	19.9739	20.6729	21.3965	22.1454	22.9205	23.7227	24.5530	25.4123	26.3018	27.2223	28.1751	29.1612	30.1819	31.0873	32.0199
BIWEEKLY	1299.90	1345.40	1392.49	1441.22	1491.66	1543.88	1597.91	1653.84	1711.72	1771.63	1833.64	1897.82	1964.24	2032.99	2104.14	2177.79	2254.01	2332.90	2414.55	2486.99	2561.60
ANNUAL	33,797	34,980	36,205	37,472	38,783	40,141	41,546	43,000	44,505	46,062	47,675	49,343	51,070	52,858	54,708	56,622	58,604	60,655	62,778	64,662	66,601
Z20																					
HOURLY	17.0612	17.6583	18.2763	18.9160	19.5781	20.2634	20.9725	21.7066	22.4663	23.2527	24.0665	24.9088	25.7806	26.6830	27.6169	28.5835	29.5839	30.6193	31.6910	32.6417	33.6210
BIWEEKLY	1364.89	1412.67	1462.11	1513.28	1566.25	1621.07	1677.80	1736.53	1797.30	1860.21	1925.32	1992.70	2062.45	2134.64	2209.35	2286.68	2366.71	2449.54	2535.28	2611.34	2689.68
ANNUAL	35,487	36,729	38,015	39,345	40,722	42,148	43,623	45,150	46,730	48,366	50,058	51,810	53,624	55,501	57,443	59,454	61,534	63,688	65,917	67,895	69,932
Z21																					
HOURLY	17.9143	18.5413	19.1902	19.8619	20.5571	21.2765	22.0212	22.7920	23.5897	24.4154	25.2699	26.1543	27.0698	28.0171	28.9977	30.0127	31.0631	32.1503	33.2756	34.2739	35.3021
BIWEEKLY	1433.14	1483.31	1535.22	1588.95	1644.56	1702.12	1761.70	1823.36	1887.18	1953.23	2021.59	2092.35	2165.58	2241.37	2319.82	2401.01	2485.05	2572.03	2662.05	2741.91	2824.17
ANNUAL	37,262	38,566	39,916	41,313	42,759	44,255	45,804	47,407	49,067	50,784	52,561	54,401	56,305	58,276	60,315	62,426	64,611	66,873	69,213	71,290	73,428
Z22																					
HOURLY	18.8099	19.4683	20.1497	20.8549	21.5849	22.3404	23.1223	23.9315	24.7692	25.6360	26.5333	27.4620	28.4231	29.4179	30.4476	31.5132	32.6162	33.7578	34.9393	35.9875	37.0671
BIWEEKLY	1504.79	1557.46	1611.98	1668.39	1726.79	1787.23	1849.78	1914.52	1981.53	2050.88	2122.66	2196.96	2273.85	2353.44	2435.81	2521.06	2609.30	2700.62	2795.14	2879.00	2965.37
ANNUAL	39,125	40,494	41,911	43,378	44,897	46,468	48,094	49,778	51,520	53,323	55,189	57,121	59,120	61,189	63,331	65,548	67,842	70,216	72,674	74,854	77,100

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z23																					
HOURLY	19.7505	20.4417	21.1572	21.8977	22.6641	23.4574	24.2784	25.1281	26.0076	26.9179	27.8600	28.8351	29.8444	30.8888	31.9699	33.0889	34.2470	35.4456	36.6862	37.7868	38.9204
BIWEEKLY	1580.04	1635.33	1692.57	1751.81	1813.13	1876.59	1942.27	2010.25	2080.60	2153.43	2228.80	2306.81	2387.55	2471.11	2557.60	2647.11	2739.76	2835.65	2934.90	3022.95	3113.63
ANNUAL	41,081	42,519	44,007	45,547	47,141	48,791	50,499	52,266	54,096	55,989	57,949	59,977	62,076	64,249	66,497	68,825	71,234	73,727	76,307	78,597	80,955
Z24																					
HOURLY	20.7379	21.4638	22.2150	22.9925	23.7973	24.6302	25.4922	26.3845	27.3079	28.2637	29.2529	30.2768	31.3365	32.4333	33.5684	34.7433	35.9593	37.2179	38.5205	39.6762	40.8664
BIWEEKLY	1659.03	1717.11	1777.20	1839.40	1903.78	1970.42	2039.38	2110.76	2184.63	2261.10	2340.23	2422.14	2506.92	2594.66	2685.47	2779.47	2876.75	2977.43	3081.64	3174.09	3269.32
ANNUAL	43,135	44,645	46,207	47,824	49,498	51,231	53,024	54,880	56,800	58,789	60,846	62,976	65,180	67,461	69,822	72,266	74,795	77,413	80,123	82,526	85,002
Z25																					
HOURLY	21.7750	22.5371	23.3258	24.1422	24.9872	25.8618	26.7669	27.7038	28.6734	29.6770	30.7156	31.7907	32.9033	34.0550	35.2469	36.4806	37.7574	39.0789	40.4467	41.6601	42.9099
BIWEEKLY	1742.00	1802.97	1866.06	1931.38	1998.98	2068.94	2141.35	2216.30	2293.87	2374.16	2457.25	2543.26	2632.27	2724.40	2819.76	2918.45	3020.59	3126.31	3235.73	3332.81	3432.79
ANNUAL	45,292	46,877	48,518	50,216	51,973	53,793	55,675	57,624	59,641	61,728	63,888	66,125	68,439	70,834	73,314	75,880	78,535	81,284	84,129	86,653	89,253

The rates are the July 13, 2003 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

SALARY SCHEDULE Z  
DEPUTY SHERIFF'S ASSOCIATION  
(CIVILIAN UNITS)  
UNIFORM WAGE SACLE EFFECTIVE JULY 11, 2004  
PRINCE GEORGE'S COUNTY MARYLAND

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z06																					
HOURLY	8.7034	9.0080	9.3233	9.6496	9.9873	10.3369	10.6986	11.0732	11.4607	11.8618	12.2770	12.7067	13.1514	13.6117	14.0881	14.5812	15.0916	15.6198	16.1665	16.6514	17.1510
BIWEEKLY	696.27	720.64	745.86	771.97	798.99	826.95	855.89	885.85	916.85	948.94	982.16	1016.54	1052.11	1088.94	1127.05	1166.50	1207.32	1249.58	1293.32	1332.12	1372.08
ANNUAL	18,103	18,737	19,392	20,071	20,774	21,501	22,253	23,032	23,838	24,672	25,536	26,430	27,355	28,312	29,303	30,329	31,390	32,489	33,626	34,635	35,674
Z07																					
HOURLY	9.1384	9.4582	9.7892	10.1319	10.4865	10.8535	11.2334	11.6265	12.0335	12.4547	12.8905	13.3417	13.8087	14.2920	14.7922	15.3100	15.8458	16.4004	16.9744	17.4837	18.0082
BIWEEKLY	731.07	756.65	783.14	810.55	838.92	868.28	898.67	930.12	962.68	996.38	1031.24	1067.33	1104.70	1143.36	1183.38	1224.80	1267.67	1312.03	1357.96	1398.69	1440.66
ANNUAL	19,008	19,673	20,362	21,074	21,812	22,575	23,365	24,183	25,030	25,906	26,812	27,751	28,722	29,727	30,768	31,845	32,959	34,113	35,307	36,366	37,457
Z08																					
HOURLY	9.5954	9.9313	10.2789	10.6386	11.0109	11.3964	11.7952	12.2080	12.6353	13.0776	13.5353	14.0090	14.4993	15.0068	15.5321	16.0757	16.6384	17.2207	17.8234	18.3581	18.9089
BIWEEKLY	767.63	794.50	822.31	851.09	880.87	911.71	943.62	976.64	1010.82	1046.21	1082.82	1120.72	1159.95	1200.55	1242.57	1286.06	1331.07	1377.66	1425.87	1468.65	1512.71
ANNUAL	19,958	20,657	21,380	22,128	22,903	23,704	24,534	25,393	26,281	27,201	28,153	29,139	30,159	31,214	32,307	33,437	34,608	35,819	37,073	38,185	39,330
Z09																					
HOURLY	10.0751	10.4278	10.7927	11.1705	11.5614	11.9661	12.3849	12.8184	13.2670	13.7313	14.2120	14.7094	15.2242	15.7570	16.3085	16.8793	17.4701	18.0815	18.7144	19.2758	19.8541
BIWEEKLY	806.01	834.22	863.42	893.64	924.91	957.29	990.80	1025.47	1061.36	1098.51	1136.96	1176.75	1217.94	1260.56	1304.68	1350.34	1397.61	1446.52	1497.15	1542.07	1588.33
ANNUAL	20,956	21,690	22,449	23,235	24,048	24,890	25,761	26,662	27,595	28,561	29,561	30,596	31,666	32,775	33,922	35,109	36,338	37,610	38,926	40,094	41,297
Z10																					
HOURLY	10.5789	10.9491	11.3324	11.7290	12.1395	12.5644	13.0042	13.4593	13.9304	14.4179	14.9226	15.4448	15.9854	16.5449	17.1240	17.7233	18.3436	18.9856	19.6501	20.2396	20.8468
BIWEEKLY	846.31	875.93	906.59	938.32	971.16	1005.15	1040.33	1076.75	1114.43	1153.43	1193.81	1235.59	1278.83	1323.59	1369.92	1417.86	1467.49	1518.85	1572.01	1619.17	1667.75
ANNUAL	22,004	22,774	23,571	24,396	25,250	26,134	27,049	27,995	28,975	29,989	31,039	32,125	33,250	34,413	35,618	36,864	38,155	39,490	40,872	42,098	43,361
Z11																					
HOURLY	11.1076	11.4963	11.8987	12.3152	12.7462	13.1923	13.6541	14.1319	14.6266	15.1385	15.6683	16.2167	16.7843	17.3718	17.9798	18.6091	19.2604	19.9345	20.6323	21.2512	21.8888
BIWEEKLY	888.61	919.70	951.90	985.22	1019.69	1055.38	1092.33	1130.55	1170.13	1211.08	1253.46	1297.34	1342.75	1389.74	1438.39	1488.73	1540.83	1594.76	1650.58	1700.10	1751.10
ANNUAL	23,104	23,912	24,749	25,616	26,512	27,440	28,400	29,394	30,423	31,488	32,590	33,731	34,911	36,133	37,398	38,707	40,062	41,464	42,915	44,203	45,529
Z12																					
HOURLY	11.6631	12.0713	12.4937	12.9311	13.3836	13.8521	14.3368	14.8387	15.3581	15.8956	16.4519	17.0277	17.6237	18.2406	18.8790	19.5397	20.2236	20.9315	21.6641	22.3140	22.9834
BIWEEKLY	933.05	965.71	999.50	1034.49	1070.69	1108.17	1146.95	1187.10	1228.65	1271.65	1316.16	1362.21	1409.90	1459.24	1510.32	1563.18	1617.89	1674.52	1733.12	1785.12	1838.67
ANNUAL	24,259	25,108	25,987	26,897	27,838	28,812	29,821	30,865	31,945	33,063	34,220	35,418	36,657	37,940	39,268	40,643	42,065	43,537	45,061	46,413	47,805
Z13																					
HOURLY	12.2462	12.6748	13.1183	13.5775	14.0527	14.5446	15.0536	15.5805	16.1258	16.6902	17.2743	17.8789	18.5047	19.1524	19.8227	20.5165	21.2346	21.9778	22.7470	23.4294	24.1323
BIWEEKLY	979.69	1013.98	1049.46	1086.20	1124.21	1163.56	1204.29	1246.44	1290.06	1335.21	1381.95	1430.31	1480.38	1532.19	1585.82	1641.32	1698.77	1758.22	1819.76	1874.35	1930.58
ANNUAL	25,472	26,364	27,286	28,241	29,230	30,253	31,312	32,407	33,542	34,716	35,931	37,188	38,490	39,837	41,231	42,674	44,168	45,714	47,314	48,733	50,195

CB-50-2003 (DR-1)

Step (alpha) Step # Yrs Service	A 1 <1	B 2 1	C 3 2	D 4 3	E 5 4	F 6 5	G 7 6	H 8 7	I 9 8	J 10 9	K 11 10	L 12 11	M 13 12	N 14 13	O 15 15-16	P 16 17-18	Q 17 19-20	R 18 21-22	S 19 23-24	T 20 25-26	U 21 27+
GRADE																					
Z14																					
HOURLY	12.8585	13.3085	13.7743	14.2564	14.7554	15.2718	15.8064	16.3595	16.9322	17.5247	18.1381	18.7729	19.4300	20.1100	20.8139	21.5424	22.2964	23.0767	23.8844	24.6009	25.3390
BIWEEKLY	1028.68	1064.68	1101.94	1140.51	1180.43	1221.75	1264.51	1308.76	1354.57	1401.98	1451.05	1501.83	1554.40	1608.80	1665.11	1723.39	1783.71	1846.14	1910.75	1968.08	2027.12
ANNUAL	26,746	27,682	28,651	29,653	30,691	31,765	32,877	34,028	35,219	36,451	37,727	39,048	40,414	41,829	43,293	44,808	46,376	48,000	49,680	51,170	52,705
Z15																					
HOURLY	13.5014	13.9740	14.4631	14.9692	15.4932	16.0354	16.5967	17.1776	17.7788	18.4011	19.0451	19.7116	20.4016	21.1156	21.8547	22.6196	23.4113	24.2306	25.0787	25.8311	26.6060
BIWEEKLY	1080.11	1117.92	1157.04	1197.54	1239.45	1282.83	1327.74	1374.21	1422.30	1472.09	1523.61	1576.93	1632.13	1689.25	1748.37	1809.57	1872.90	1938.45	2006.30	2066.49	2128.48
ANNUAL	28,083	29,066	30,083	31,136	32,226	33,354	34,521	35,729	36,980	38,274	39,614	41,000	42,435	43,920	45,458	47,049	48,695	50,400	52,164	53,729	55,341
Z16																					
HOURLY	14.1766	14.6728	15.1863	15.7179	16.2680	16.8374	17.4267	18.0367	18.6679	19.3213	19.9975	20.6974	21.4218	22.1717	22.9477	23.7508	24.5821	25.4425	26.3330	27.1230	27.9367
BIWEEKLY	1134.13	1173.83	1214.91	1257.43	1301.44	1346.99	1394.14	1442.93	1493.43	1545.71	1599.80	1655.79	1713.74	1773.73	1835.81	1900.07	1966.57	2035.40	2106.64	2169.84	2234.93
ANNUAL	29,487	30,519	31,588	32,693	33,838	35,022	36,248	37,516	38,829	40,188	41,595	43,051	44,557	46,117	47,731	49,402	51,131	52,920	54,773	56,416	58,108
Z17																					
HOURLY	14.8853	15.4063	15.9456	16.5036	17.0813	17.6790	18.2978	18.9383	19.6011	20.2871	20.9972	21.7321	22.4927	23.2800	24.0948	24.9381	25.8109	26.7143	27.6493	28.4788	29.3331
BIWEEKLY	1190.82	1232.50	1275.64	1320.29	1366.50	1414.32	1463.83	1515.06	1568.09	1622.97	1679.78	1738.57	1799.42	1862.40	1927.58	1995.05	2064.87	2137.14	2211.94	2278.30	2346.65
ANNUAL	30,961	32,045	33,167	34,327	35,529	36,772	38,060	39,392	40,770	42,197	43,674	45,203	46,785	48,422	50,117	51,871	53,687	55,566	57,511	59,236	61,013
Z18																					
HOURLY	15.6296	16.1765	16.7427	17.3287	17.9353	18.5629	19.2126	19.8851	20.5811	21.3015	22.0470	22.8186	23.6173	24.4439	25.2994	26.1849	27.1014	28.0499	29.0317	29.9026	30.7997
BIWEEKLY	1250.37	1294.12	1339.42	1386.30	1434.82	1485.03	1537.01	1590.81	1646.49	1704.12	1763.76	1825.49	1889.38	1955.51	2023.95	2094.79	2168.11	2243.99	2322.53	2392.21	2463.98
ANNUAL	32,509	33,647	34,825	36,044	37,305	38,611	39,962	41,361	42,809	44,307	45,858	47,463	49,124	50,843	52,623	54,465	56,371	58,344	60,386	62,197	64,063
Z19																					
HOURLY	16.4113	16.9856	17.5801	18.1954	18.8323	19.4914	20.1736	20.8797	21.6105	22.3668	23.1497	23.9600	24.7985	25.6664	26.5648	27.4945	28.4568	29.4528	30.4837	31.3982	32.3401
BIWEEKLY	1312.90	1358.85	1406.41	1455.63	1506.58	1559.32	1613.89	1670.37	1728.84	1789.34	1851.98	1916.80	1983.88	2053.32	2125.18	2199.56	2276.55	2356.23	2438.69	2511.86	2587.21
ANNUAL	34,135	35,330	36,567	37,846	39,171	40,542	41,961	43,430	44,950	46,523	48,151	49,837	51,581	53,386	55,255	57,189	59,190	61,262	63,406	65,308	67,267
Z20																					
HOURLY	17.2318	17.8349	18.4591	19.1052	19.7738	20.4660	21.1823	21.9237	22.6909	23.4852	24.3072	25.1579	26.0384	26.9498	27.8930	28.8693	29.8797	30.9255	32.0079	32.9681	33.9572
BIWEEKLY	1378.54	1426.79	1476.73	1528.41	1581.91	1637.28	1694.58	1753.89	1815.27	1878.82	1944.57	2012.63	2083.07	2155.98	2231.44	2309.54	2390.38	2474.04	2560.63	2637.45	2716.57
ANNUAL	35,842	37,097	38,395	39,739	41,130	42,569	44,059	45,601	47,197	48,849	50,559	52,328	54,160	56,056	58,018	60,048	62,150	64,325	66,576	68,574	70,631
Z21																					
HOURLY	18.0934	18.7268	19.3821	20.0605	20.7626	21.4893	22.2414	23.0199	23.8256	24.6595	25.5226	26.4159	27.3405	28.2973	29.2877	30.3128	31.3737	32.4718	33.6083	34.6166	35.6551
BIWEEKLY	1447.47	1498.14	1550.57	1604.84	1661.01	1719.14	1779.31	1841.59	1906.05	1972.76	2041.81	2113.27	2187.24	2263.79	2343.02	2425.02	2509.90	2597.75	2688.67	2769.33	2852.41
ANNUAL	37,634	38,952	40,315	41,726	43,186	44,698	46,262	47,881	49,557	51,292	53,087	54,945	56,868	58,858	60,918	63,051	65,257	67,541	69,905	72,003	74,163
Z22																					
HOURLY	18.9980	19.6630	20.3512	21.0635	21.8008	22.5638	23.3535	24.1709	25.0168	25.8924	26.7986	27.7366	28.7074	29.7121	30.7521	31.8284	32.9424	34.0954	35.2887	36.3473	37.4378
BIWEEKLY	1519.84	1573.04	1628.10	1685.08	1744.06	1805.10	1868.28	1933.67	2001.35	2071.39	2143.89	2218.93	2296.59	2376.97	2460.16	2546.27	2635.39	2727.63	2823.10	2907.79	2995.02
ANNUAL	39,516	40,899	42,331	43,812	45,346	46,933	48,575	50,275	52,035	53,856	55,741	57,692	59,711	61,801	63,964	66,203	68,520	70,918	73,400	75,602	77,871

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z23																					
HOURLY	19.9480	20.6461	21.3688	22.1166	22.8907	23.6920	24.5212	25.3794	26.2676	27.1871	28.1386	29.1234	30.1428	31.1977	32.2896	33.4198	34.5895	35.8001	37.0531	38.1647	39.3096
BIWEEKLY	1595.84	1651.69	1709.50	1769.33	1831.26	1895.36	1961.69	2030.35	2101.41	2174.97	2251.08	2329.87	2411.42	2495.82	2583.17	2673.58	2767.16	2864.01	2964.25	3053.18	3144.77
ANNUAL	41,492	42,944	44,447	46,003	47,613	49,279	51,004	52,789	54,637	56,549	58,528	60,577	62,697	64,891	67,162	69,513	71,946	74,464	77,070	79,383	81,764
Z24																					
HOURLY	20.9453	21.6785	22.4372	23.2225	24.0353	24.8765	25.7471	26.6483	27.5810	28.5463	29.5454	30.5795	31.6498	32.7576	33.9041	35.0908	36.3189	37.5901	38.9057	40.0729	41.2751
BIWEEKLY	1675.62	1734.28	1794.97	1857.80	1922.82	1990.12	2059.77	2131.87	2206.48	2283.71	2363.63	2446.36	2531.99	2620.61	2712.33	2807.26	2905.51	3007.21	3112.46	3205.83	3302.01
ANNUAL	43,566	45,091	46,669	48,303	49,993	51,743	53,554	55,429	57,368	59,376	61,454	63,605	65,832	68,136	70,521	72,989	75,543	78,187	80,924	83,352	85,852
Z25																					
HOURLY	21.9927	22.7624	23.5591	24.3836	25.2371	26.1204	27.0346	27.9808	28.9601	29.9737	31.0228	32.1086	33.2324	34.3956	35.5994	36.8454	38.1350	39.4697	40.8511	42.0767	43.3390
BIWEEKLY	1759.42	1821.00	1884.73	1950.69	2018.97	2089.63	2162.77	2238.46	2316.81	2397.90	2481.82	2568.69	2658.59	2751.65	2847.95	2947.63	3050.80	3157.58	3268.09	3366.13	3467.12
ANNUAL	45,745	47,346	49,003	50,718	52,493	54,330	56,232	58,200	60,237	62,345	64,527	66,786	69,123	71,543	74,047	76,638	79,321	82,097	84,970	87,519	90,145

The rates are the April 4, 2004 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

SALARY SCHEDULE Z  
SEPUTY SHERIFF'S ASSOCIATION  
(CIVILIAN UNITS)  
UNIFORM WAGE SCALE EFFECTIVE APRIL 3, 2005  
PRINCE GEORGE'S COUNTY MARYLAND

Step (alpha) Step # Yrs Service	A 1 <1	B 2 1	C 3 2	D 4 3	E 5 4	F 6 5	G 7 6	H 8 7	I 9 8	J 10 9	K 11 10	L 12 11	M 13 12	N 14 13	O 15 15-16	P 16 17-18	Q 17 19-20	R 18 21-22	S 19 23-24	T 20 25-26	U 21 27+
GRADE																					
Z06																					
HOURLY	8.7904	9.0981	9.4165	9.7461	10.0872	10.4403	10.8056	11.1839	11.5753	11.9804	12.3997	12.8338	13.2829	13.7478	14.2290	14.7270	15.2425	15.7760	16.3281	16.8180	17.3225
BIWEEKLY	703.23	727.85	753.32	779.69	806.98	835.22	864.45	894.71	926.02	958.43	991.98	1026.70	1062.63	1099.83	1138.32	1178.16	1219.40	1262.08	1306.25	1345.44	1385.80
ANNUAL	18,284	18,924	19,586	20,272	20,981	21,716	22,476	23,262	24,077	24,919	25,791	26,694	27,628	28,595	29,596	30,632	31,704	32,814	33,962	34,981	36,031
Z07																					
HOURLY	9.2297	9.5527	9.8871	10.2332	10.5914	10.9620	11.3457	11.7428	12.1538	12.5792	13.0194	13.4751	13.9468	14.4349	14.9402	15.4631	16.0043	16.5644	17.1442	17.6585	18.1883
BIWEEKLY	738.38	764.22	790.97	818.66	847.31	876.96	907.66	939.42	972.31	1006.34	1041.55	1078.01	1115.74	1154.80	1195.21	1237.05	1280.34	1325.15	1371.54	1412.68	1455.06
ANNUAL	19,198	19,870	20,565	21,285	22,030	22,801	23,599	24,425	25,280	26,165	27,080	28,028	29,009	30,025	31,076	32,163	33,289	34,454	35,660	36,730	37,832
Z08																					
HOURLY	9.6914	10.0306	10.3817	10.7450	11.1210	11.5103	11.9131	12.3301	12.7617	13.2084	13.6706	14.1491	14.6443	15.1569	15.6874	16.2365	16.8047	17.3929	18.0017	18.5417	19.0980
BIWEEKLY	775.31	802.45	830.54	859.60	889.68	920.83	953.05	986.41	1020.93	1056.67	1093.65	1131.93	1171.55	1212.55	1254.99	1298.92	1344.38	1391.43	1440.13	1483.34	1527.84
ANNUAL	20,158	20,864	21,594	22,350	23,132	23,941	24,779	25,647	26,544	27,473	28,435	29,430	30,460	31,526	32,630	33,772	34,954	36,177	37,443	38,567	39,724
Z09																					
HOURLY	10.1759	10.5321	10.9006	11.2822	11.6770	12.0858	12.5088	12.9466	13.3996	13.8686	14.3541	14.8565	15.3765	15.9146	16.4716	17.0481	17.6448	18.2623	18.9015	19.4686	20.0526
BIWEEKLY	814.07	842.56	872.05	902.58	934.16	966.86	1000.70	1035.73	1071.97	1109.49	1148.33	1188.52	1230.12	1273.17	1317.73	1363.85	1411.58	1460.99	1512.12	1557.49	1604.21
ANNUAL	21,166	21,907	22,673	23,467	24,288	25,138	26,018	26,929	27,871	28,847	29,857	30,902	31,983	33,102	34,261	35,460	36,701	37,986	39,315	40,495	41,709
Z10																					
HOURLY	10.6847	11.0586	11.4457	11.8463	12.2609	12.6901	13.1342	13.5939	14.0697	14.5621	15.0718	15.5993	16.1453	16.7103	17.2952	17.9005	18.5270	19.1755	19.8466	20.4420	21.0553
BIWEEKLY	854.78	884.69	915.66	947.71	980.87	1015.20	1050.74	1087.51	1125.58	1164.97	1205.74	1247.94	1291.62	1336.83	1383.62	1432.04	1482.16	1534.04	1587.73	1635.36	1684.42
ANNUAL	22,224	23,002	23,807	24,640	25,503	26,395	27,319	28,275	29,265	30,289	31,349	32,446	33,582	34,757	35,974	37,233	38,536	39,885	41,281	42,519	43,795
Z11																					
HOURLY	11.2186	11.6113	12.0177	12.4383	12.8736	13.3242	13.7906	14.2732	14.7728	15.2899	15.8250	16.3789	16.9522	17.5455	18.1596	18.7952	19.4530	20.1339	20.8386	21.4637	22.1076
BIWEEKLY	897.49	928.90	961.42	995.07	1029.89	1065.94	1103.25	1141.86	1181.83	1223.19	1266.00	1310.31	1356.17	1403.64	1452.77	1503.62	1556.24	1610.71	1667.09	1717.10	1768.61
ANNUAL	23,335	24,151	24,997	25,872	26,777	27,714	28,684	29,688	30,727	31,803	32,916	34,068	35,261	36,495	37,772	39,094	40,462	41,878	43,344	44,645	45,984
Z12																					
HOURLY	11.7797	12.1920	12.6187	13.0604	13.5174	13.9906	14.4802	14.9871	15.5117	16.0545	16.6165	17.1980	17.7999	18.4230	19.0678	19.7351	20.4259	21.1408	21.8807	22.5371	23.2132
BIWEEKLY	942.38	975.36	1009.49	1044.83	1081.40	1119.25	1158.42	1198.97	1240.93	1284.36	1329.32	1375.84	1424.00	1473.84	1525.42	1578.81	1634.07	1691.26	1750.46	1802.97	1857.06
ANNUAL	24,502	25,359	26,247	27,166	28,116	29,100	30,119	31,173	32,264	33,393	34,562	35,772	37,024	38,320	39,661	41,049	42,486	43,973	45,512	46,877	48,284
Z13																					
HOURLY	12.3686	12.8015	13.2495	13.7133	14.1932	14.6900	15.2042	15.7363	16.2870	16.8571	17.4471	18.0577	18.6898	19.3439	20.0209	20.7217	21.4469	22.1976	22.9745	23.6637	24.3736
BIWEEKLY	989.49	1024.12	1059.96	1097.06	1135.46	1175.20	1216.33	1258.91	1302.96	1348.56	1395.77	1444.62	1495.18	1547.51	1601.67	1657.73	1715.75	1775.80	1837.96	1893.10	1949.89
ANNUAL	25,727	26,627	27,559	28,524	29,522	30,555	31,625	32,732	33,877	35,063	36,290	37,560	38,875	40,235	41,644	43,101	44,610	46,171	47,787	49,221	50,697

Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z14																					
HOURLY	12.9871	13.4416	13.9120	14.3989	14.9029	15.4246	15.9644	16.5231	17.1015	17.6999	18.3195	18.9606	19.6243	20.3111	21.0220	21.7578	22.5193	23.3075	24.1233	24.8470	25.5924
BIWEEKLY	1038.96	1075.33	1112.96	1151.92	1192.23	1233.96	1277.15	1321.85	1368.12	1416.00	1465.56	1516.85	1569.95	1624.89	1681.76	1740.62	1801.55	1864.60	1929.86	1987.76	2047.39
ANNUAL	27,013	27,958	28,937	29,950	30,998	32,083	33,206	34,368	35,571	36,816	38,105	39,438	40,819	42,247	43,726	45,256	46,840	48,480	50,176	51,682	53,232
Z15																					
HOURLY	13.6364	14.1137	14.6077	15.1189	15.6481	16.1958	16.7627	17.3494	17.9566	18.5851	19.2356	19.9087	20.6056	21.3268	22.0732	22.8458	23.6454	24.4730	25.3295	26.0894	26.8721
BIWEEKLY	1090.91	1129.10	1168.61	1209.51	1251.85	1295.66	1341.01	1387.95	1436.52	1486.81	1538.85	1592.70	1648.45	1706.14	1765.86	1827.66	1891.63	1957.84	2026.36	2087.15	2149.77
ANNUAL	28,364	29,357	30,384	31,447	32,548	33,687	34,866	36,087	37,350	38,657	40,010	41,410	42,860	44,360	45,912	47,519	49,182	50,904	52,685	54,266	55,894
Z16																					
HOURLY	14.3184	14.8196	15.3382	15.8750	16.4307	17.0058	17.6010	18.2170	18.8546	19.5146	20.1975	20.9044	21.6360	22.3934	23.1772	23.9884	24.8279	25.6969	26.5963	27.3942	28.2160
BIWEEKLY	1145.47	1185.56	1227.06	1270.00	1314.46	1360.46	1408.08	1457.36	1508.37	1561.16	1615.80	1672.35	1730.88	1791.47	1854.17	1919.07	1986.24	2055.75	2127.71	2191.54	2257.28
ANNUAL	29,782	30,825	31,903	33,020	34,176	35,372	36,610	37,891	39,218	40,590	42,011	43,481	45,003	46,578	48,208	49,896	51,642	53,450	55,320	56,980	58,689
Z17																					
HOURLY	15.0341	15.5604	16.1050	16.6686	17.2521	17.8558	18.4808	19.1277	19.7971	20.4900	21.2072	21.9495	22.7176	23.5128	24.3357	25.1875	26.0690	26.9814	27.9258	28.7636	29.6265
BIWEEKLY	1202.73	1244.83	1288.40	1333.49	1380.17	1428.47	1478.47	1530.21	1583.77	1639.20	1696.58	1755.96	1817.41	1881.02	1946.86	2015.00	2085.52	2158.51	2234.06	2301.08	2370.12
ANNUAL	31,271	32,366	33,498	34,671	35,884	37,140	38,440	39,786	41,178	42,619	44,111	45,655	47,253	48,907	50,618	52,390	54,224	56,121	58,086	59,828	61,623
Z18																					
HOURLY	15.7859	16.3383	16.9101	17.5020	18.1146	18.7486	19.4048	20.0840	20.7869	21.5145	22.2675	23.0468	23.8535	24.6883	25.5524	26.4468	27.3724	28.3304	29.3220	30.2017	31.1077
BIWEEKLY	1262.87	1307.07	1352.81	1400.16	1449.17	1499.88	1552.38	1606.72	1662.95	1721.16	1781.40	1843.74	1908.28	1975.07	2044.19	2115.74	2189.79	2266.43	2345.76	2416.13	2488.62
ANNUAL	32,835	33,984	35,173	36,404	37,678	38,997	40,362	41,775	43,237	44,750	46,316	47,937	49,615	51,352	53,149	55,009	56,935	58,927	60,990	62,819	64,704
Z19																					
HOURLY	16.5754	17.1555	17.7559	18.3774	19.0206	19.6864	20.3753	21.0885	21.8266	22.5905	23.3812	24.1996	25.0465	25.9231	26.8304	27.7695	28.7414	29.7474	30.7885	31.7122	32.6635
BIWEEKLY	1326.03	1372.44	1420.47	1470.19	1521.65	1574.91	1630.03	1687.08	1746.13	1807.24	1870.50	1935.96	2003.72	2073.85	2146.43	2221.56	2299.31	2379.79	2463.08	2536.97	2613.08
ANNUAL	34,477	35,683	36,932	38,225	39,563	40,948	42,381	43,864	45,399	46,988	48,633	50,335	52,097	53,920	55,807	57,761	59,782	61,875	64,040	65,961	67,940
Z20																					
HOURLY	17.4041	18.0133	18.6437	19.2962	19.9716	20.6707	21.3941	22.1429	22.9178	23.7200	24.5502	25.4095	26.2988	27.2193	28.1720	29.1580	30.1785	31.2348	32.3280	33.2978	34.2967
BIWEEKLY	1392.33	1441.06	1491.49	1543.70	1597.73	1653.65	1711.53	1771.43	1833.43	1897.60	1964.02	2032.76	2103.90	2177.54	2253.76	2332.64	2414.28	2498.78	2586.24	2663.83	2743.74
ANNUAL	36,201	37,468	38,779	40,136	41,541	42,995	44,500	46,057	47,669	49,338	51,065	52,852	54,701	56,616	58,598	60,649	62,771	64,968	67,242	69,259	71,337
Z21																					
HOURLY	18.2744	18.9140	19.5759	20.2611	20.9703	21.7042	22.4638	23.2501	24.0639	24.9061	25.7778	26.6800	27.6139	28.5803	29.5806	30.6159	31.6875	32.7965	33.9444	34.9628	36.0116
BIWEEKLY	1461.95	1513.12	1566.08	1620.89	1677.62	1736.34	1797.11	1860.01	1925.11	1992.49	2062.23	2134.40	2209.11	2286.42	2366.45	2449.27	2535.00	2623.72	2715.55	2797.02	2880.93
ANNUAL	38,011	39,341	40,718	42,143	43,618	45,145	46,725	48,360	50,053	51,805	53,618	55,494	57,437	59,447	61,528	63,681	65,910	68,217	70,604	72,723	74,904
Z22																					
HOURLY	19.1880	19.8596	20.5547	21.2741	22.0188	22.7894	23.5871	24.4126	25.2670	26.1513	27.0666	28.0140	28.9945	30.0093	31.0596	32.1467	33.2718	34.4363	35.6416	36.7108	37.8121
BIWEEKLY	1535.04	1588.77	1644.38	1701.93	1761.50	1823.15	1886.96	1953.01	2021.36	2092.11	2165.33	2241.12	2319.56	2400.74	2484.77	2571.73	2661.74	2754.90	2851.33	2936.87	3024.97
ANNUAL	39,911	41,308	42,754	44,250	45,799	47,402	49,061	50,778	52,555	54,395	56,299	58,269	60,308	62,419	64,604	66,865	69,205	71,628	74,134	76,359	78,649



Step (alpha)	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Step #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Yrs Service	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	15-16	17-18	19-20	21-22	23-24	25-26	27+
GRADE																					
Z23																					
HOURLY	20.1474	20.8526	21.5824	22.3378	23.1196	23.9289	24.7664	25.6332	26.5303	27.4589	28.4199	29.4146	30.4442	31.5097	32.6125	33.7540	34.9354	36.1581	37.4236	38.5463	39.7027
BIWEEKLY	1611.80	1668.20	1726.60	1787.03	1849.57	1914.31	1981.31	2050.66	2122.42	2196.72	2273.59	2353.17	2435.54	2520.78	2609.00	2700.32	2794.83	2892.65	2993.89	3083.71	3176.22
ANNUAL	41,907	43,373	44,891	46,463	48,089	49,772	51,514	53,317	55,183	57,115	59,113	61,182	63,324	65,540	67,834	70,208	72,666	75,209	77,841	80,176	82,582
Z24																					
HOURLY	21.1548	21.8952	22.6615	23.4547	24.2756	25.1253	26.0046	26.9148	27.8568	28.8318	29.8409	30.8853	31.9663	33.0852	34.2432	35.4417	36.6821	37.9660	39.2948	40.4736	41.6879
BIWEEKLY	1692.38	1751.62	1812.92	1876.38	1942.05	2010.02	2080.37	2153.18	2228.54	2306.54	2387.27	2470.83	2557.31	2646.81	2739.45	2835.33	2934.57	3037.28	3143.58	3237.89	3335.03
ANNUAL	44,002	45,542	47,136	48,786	50,493	52,261	54,090	55,983	57,942	59,970	62,069	64,241	66,490	68,817	71,226	73,719	76,299	78,969	81,733	84,185	86,711
Z25																					
HOURLY	22.2126	22.9901	23.7947	24.6275	25.4895	26.3816	27.3049	28.2606	29.2497	30.2735	31.3330	32.4297	33.5647	34.7395	35.9554	37.2138	38.5163	39.8644	41.2597	42.4974	43.7724
BIWEEKLY	1777.01	1839.21	1903.57	1970.20	2039.16	2110.53	2184.39	2260.85	2339.98	2421.88	2506.64	2594.38	2685.17	2779.16	2876.43	2977.11	3081.31	3189.15	3300.77	3399.80	3501.79
ANNUAL	46,202	47,819	49,493	51,225	53,018	54,874	56,794	58,782	60,839	62,969	65,173	67,454	69,815	72,258	74,787	77,405	80,114	82,918	85,820	88,395	91,047

The rates are the July 11, 2004 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

**ATTACHMENT B – PUBLIC EMPLOYEE RELATIONS BOARD (PERB)  
CERTIFICATION LIST**

**Office of the Sheriff - Civilian**

Case Number	Positions Involved
Date of Certification	
16 39 00196 92DS 16 39 00197 92DS February 22, 1993	<u>Unit I (Non-supervisory)</u> Administrative Aide I, II      Intake Processing Technician I, II, III Data Entry Operator I, II      Public Safety Aide I, II General Clerk I, II, III, IV      Sheriff Dispatcher I, II And <u>excluding</u> Temporary Employees, as defined in Prince George's County Personnel Law, Section 16-119(b)(1). <u>Unit II (Supervisory)</u> Administrative Aide III      Sheriff Dispatcher III Public Safety Aide III      Supervisory Clerk And <u>excluding</u> Confidential Employees, under Section 13A-102(f) of the Labor Code, holding the positions of Administrative Aide IV to the Executive Assistant to the Sheriff, Administrative Assistant II to the Assistant to the Sheriff, and Administrative Assistants II to the Director of the Office of Administrative Management; Temporary Employees, as defined in Prince George's County Personnel Law, Section 16-119(b)(1)
16 390 00013 96 March 26, 1996	<u>Unit II (Supervisor)</u> Administrative Aide IV

**ATTACHMENT C – CLASSES OF WORK\***

Unit I

Administrative Aide I, II

Data Entry Operator I, II

General Clerk I, II, III, IV

Intake Processing Technician I, II, III

Public Safety Aide I, II

Unit II

Administrative Aide III, IV

Administrative Assistant I, II, III

Investigator I, II

Public Safety Aide III

Supervisory Clerk

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