

**SUMMARY of MODIFICATIONS
Salary and Benefits**

**Prince George's County, Maryland
and
Fire Command Staff (Majors)**

Effective July 1, 2017, the minimum hourly rates are the July 1, 2013 minimum rates. The maximum hourly rates are the April 3, 2016 Battalion Chief (Y06) Certification Maximum rates multiplied by 104%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.

(SECTION 2 -- MODIFICATION OF WAGE SCALE)

Employees covered by this Salary Schedule who are otherwise eligible to receive a merit increase during the Fiscal Years 2017 and 2018 shall receive both of these merits steps (that is, two merit steps) effective on each official's anniversary date during FY 2018 (from July 1, 2017 to June 30, 2018). **(SECTION 3 -- MERIT INCREASES)**

Effective the first full pay period in Fiscal Year 2018, Fire Majors will receive a three percent (3%) increase in their hourly rates of pay.

Effective the first full pay period in January 2018, Fire Majors will receive a two percent (2%) increase in their hourly rates of pay. **(SECTION 4 -- COST OF LIVING ADJUSTMENTS)**

In Fiscal Year 2017 and Fiscal Year 2018, Fire Majors will receive holiday pay when mandated to work on Thanksgiving, Christmas, New Year's and July 4th.

(SECTION 7 -- LEAVE PROVISIONS)

An employee who retires during Fiscal Years 2016, 2017 or 2018 (that is, from July 1, 2015 through June 30, 2018) - and who otherwise would have been eligible to receive a merit increase during Fiscal Years 2010, 2011, 2012, 2013 or 2016, will be held harmless for the purpose of pension benefit calculation and thus be treated as if the member had received the merit increase(s) on schedule. However, the Fiscal Year 2014 modification to the Uniform Wage Scale, effective December 15, 2013, is not included in this hold harmless provision.

(SECTION 11 -- HOLD HARMLESS PROVISION FOR FISCAL YEARS 2016, 2017, and 2018)

Effective Fiscal Year 2017, employees will receive an annual clothing allowance of one thousand two hundred seventy dollars (\$1,270.00) which will be paid in one (1) installment in July. This clothing allowance is not considered part of the employee's base pay.

(SECTION 14 -- CLOTHING ALLOWANCE)

In Calendar Year 2017, the County shall contribute seventy-three percent (73%) to the cost of the County's preferred provider option insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-seven percent (27%). In Calendar Year 2018, the County shall contribute seventy-percent (70%) to the cost of the County's preferred provider option insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-seven percent (30%). Officers who retire on or after January 1, 2018 will not benefit from the Calendar Year 2017 cap.

In Calendar Year 2017, the County shall contribute seventy-eight percent (78%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-two (22%). In Calendar Year 2018, the County shall contribute seventy-five percent (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five (25%). Officers who retire on or after January 1, 2018 will not benefit from the Calendar Year 2017 cap.

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

In Calendar Year 2017, the County shall contribute eighty-eight percent (88%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining twelve percent (12%). In Calendar Year 2018, the County shall contribute eighty-five percent (85%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining fifteen percent (15%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

Employees may contribute up to the maximum allowable amount, as defined by the Internal Revenue Service, in a dependent flexible spending account and a medical flexible spending account.

(SECTION 18 -- GROUP HEALTH INSURANCE AND GROUP LIFE INSURANCE BENEFIT)

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

Any such employee whose disability results from a condition or impairment of health caused by lung disease, heart disease, hypertension or cancer shall receive such benefits as the employee may be entitled to under any existing or hereinafter created retirement or employee benefit system.

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

**(SECTION 20 -- DEATH AND DISABILITY PAYMENTS
(CANCER IS ADDED TO SERVICE RELATED PRESUMPTION))**

Any employee called up to active military service in response to the terrorist attacks on September 11, 2001, the resultant war on terrorism or other military action shall be eligible for the benefits set forth herein: Payment of a salary supplement equal to the difference between the employee's base rate of pay and the employee's base military rate of pay, without the exhaustion of the employee's annual, personal and compensatory leave balances. Eligibility for health care benefits to continue once the employee enters a leave without pay status with both the employer and employee contributions of the premium being paid by the County. These benefits shall expire on March 1, 2019.

(SECTION 24 -- MILITARY LEAVE)