SETTLEMENT SUMMARY
DEPUTY SHERIFF'S ASSOCIATION
OF PRINCE GEORGE'S COUNTY (SWORN UNIT)
AND
PRINCE GEORGE'S COUNTY, MARYLAND

FISCAL YEARS 2017 and 2018

The following is a complete summary of modifications to the wages and benefits agreed to by the Deputy Sheriff's Association of Prince George's County, Inc. – Sworn Unit (the "Union") and Prince George's County, Maryland (the "County") that are included in the parties' new collective bargaining agreement covering Sworn Union employees in the Office of the Sheriff during Fiscal Years 2017 and 2018. For easy reference, the Article where each modification appears is identified.

BASE SALARY RATE

Wages

Employees covered by this Agreement will not receive a cost of living adjustment (COLA) in FY 2017. Employees covered by this Agreement will receive a one and half (1.5) percent COLA effective January 1, 2018.

All employees covered by this Agreement who are eligible to receive a merit increase in Fiscal Year 2017 shall not receive those merit steps on their anniversary dates in FY 2017, but shall receive them on their anniversary dates beginning in July 2017 (FY 2018). No other merit steps will be paid for the duration of this Agreement, other than the delayed merits from FY 2016 which are being paid during FY 2017.

The County agrees that, effective with this Agreement, any letter signed by an employee hired at a wage step higher than Step A that stated that the Employee would not receive merit steps for a period of some years after reaching a designated step shall no longer prevent that employee from advancing on the wage scale in the regular manner, where the employee is otherwise eligible to receive a merit increase.
(ARTICLE 4, SECTION 4.01)

Wage Scale

The Uniform Wage Scale is modified as follows:

Fiscal Year Eligibility

Effective January 1, 2017 For each rank of Deputy Sheriff in the bargaining unit, there is an established pay grade on the Uniform Wage Scale. The pay scales for both Deputy Sheriff Private (W21) and Deputy Sheriff First

Class (W22) contain fifteen (15) pay rates (steps) ranging from Step A through Step O. For the ranks of Deputy Sheriff Corporal (W24), Deputy Sheriff Sergeant (W25) and Deputy Sheriff Lieutenant (W27), there are two additional steps, establishing a seventeen (17) step pay scale ranging from Step A through Step Q.

Effective January 1, 2017 The entry level salary for Deputy Sheriff Private shall increase to $47,923 annually, and all other steps at all wage scales shall be adjusted as shown in Attachment A.
(ARTICLE 4, SECTION 4.02)

CLOTHING ALLOWANCE

This section was modified to increase the clothing allowance to one thousand four hundred dollars ($1,400.00) for the procurement, care and upkeep of clothing and leather goods.
(ARTICLE 6, SECTION 6.02)

DISABILITY LEAVE

The parties agree to interpret Administrative Procedure 284 Section 8 b.1e. to include sworn active duty Deputy Sheriff's within the scope of employees injured on the job while commuting to and from work in a County vehicle.
(ARTICLE 6, SECTION 6.08)

TEC PAY

Section A was modified to give the motor unit a supplemental payment of seven hundred dollars ($700.00), an increase of two hundred dollars ($200.00).

Section D was modified to include language that beginning with the first full pay period in July 2017, all of the TEC pays listed above shall be paid on a bi-weekly basis.
(ARTICLE 6, SECTION 6.09)

INSURANCE PREMIUMS

This section was re-lettered and updated as follows:

A. During 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 or retiree who elects to participate in the program. Participating employees and retirees shall contribute the remaining twenty-seven percent (27%). Effective January 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 and retirees shall contribute the remaining thirty percent (30%).

The PPO health insurance plan is only available to retirees as of January 2003 living outside of the area. A retiree may re-enroll in the County's health benefits plans in the case of the death or divorce from a spouse or losing health benefits coverage through a spouse. The retiree must notify the County within thirty-days (30) of the event to re-enroll in the health benefits plans lost. The retiree must submit written documentation reflecting the proof of the date the coverage was lost, as well as the health benefits plans lost. The premium contribution schedule and health benefits plans provisions in effect at the time the retiree enrolls in the plans as a result of losing the coverage will apply.

B. In Calendar Years 2017 and 2018, the County shall contribute seventy-three percent (73%) to the cost of the County's preferred provider option health insurance plan for any retiree who elects to participate in the program. Participating retirees, defined as any deputy sheriff who has retired or will retire on or before December 31, 2017, shall have their contribution rate capped at twenty-seven percent (27%). Bargaining unit members who retire on or after January 1, 2018, will not benefit from this cap, and shall be governed by Paragraph A above.

C. During 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 or retiree who elects to participate in the program. Participating employees shall contribute the remaining twenty-two (22%). Effective January 1, 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 or retiree who elects to participate in the program. Participating employees shall contribute the remaining twenty-five percent (25%).

D. In Calendar Years 2017 and 2018, the County shall contribute seventy-eight percent (78%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any retiree who elects to participate in the program. Participating retirees, defined as any deputy sheriff who has retired or will retire on or before December 31, 2017, shall have their contribution rate capped at twenty-two percent (22%). Bargaining unit members who retire on or after January 1, 2018, will not benefit from this cap, and shall be governed by Paragraph C above.

E. Employees who provide proof of other medical coverage may choose to receive a credit instead of enrolling in a medical plan with the County. This benefit option is not available to retirees.

F. During 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%). Effective January 2018, 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.

G. In Calendar Years 2017 and 2018, the County shall contribute eighty-eight percent (88%) to the County's deductible prescription drug and vision care programs for any retiree who elects to participate in either program. Participating retirees, defined as any deputy sheriff who has retired or will retire on or before December 31, 2017, shall have their contribution rate capped at twelve percent (12%). Bargaining unit members who retire on or after January 1, 2018 will not benefit from this cap, and shall be governed by Paragraph F above.

H. The County has agreed to extend certain provisions of this article to current retirees with the express understanding and agreement of the parties that the County has not waived any rights it has with regard to whether matters affecting current retirees constitute mandatory subjects of bargaining.

I. An employee or retiree can elect to enroll in the Preferred Provider Organization (PPO) or Dental Maintenance Organization (DMO) dental plans. The employee or retiree pays one hundred percent (100%) of the cost of these plans, if they elect to enroll in either of the plans.

J. Employees may choose to enroll in a Long-Term Disability (LTD) Program offering fifty percent (50%) or sixty percent (60%) up to the specified plan maximum of their annual salary up to the normal social security retirement age. Employees will pay one hundred percent (100%) of the cost of whichever option is chosen. This benefit plan option is not available to retirees.

K. Employees may contribute up to five thousand dollars ($5,000.00) in a dependent flexible spending account and up to two thousand five-hundred fifty dollars ($2,550.00) in a medical flexible spending account. This benefit plan option is not available to retirees.

L**.** The County shall contribute one hundred percent (100%) of the monthly premium for County basic life insurance (BLI) for each employee in the amount of two (2) times the employee's annual salary up to a maximum of one hundred thousand dollars ($100,000.00). Employees may purchase extra life insurance (XLI) in multiples of one (1) to four (4) times their annual salary up to a total of seven hundred thousand dollars ($700,000.00), which includes the basic life insurance amount provided by the County. Employees will pay for the XLI coverage at rates based on their age and salary. Employees may choose to reduce their BLI to one (1) times their annual salary and receive a credit. Refer to Section 6.11.03 that outlines the life insurance coverage the County provides to retirees.

M. The County agrees to meet and consult with the DSA for a reasonable period of time, but no later than 60 days prior to any change, before implementing changes in health benefits (including medical, prescription drug, dental and vision care programs) provided to employees covered by this Agreement. The parties shall establish a six member committee (3 from each party) for purposes of these discussions. As a required part of these meetings and consultations, the County agrees to invite representatives of the DSA to meet with the health care consultants and contractors used by the County in selecting and contracting for these benefits. The County further agrees to respond as promptly as practicable to reasonable requests for relevant information that may be requested by the DSA.
(ARTICLE 6, SECTION 6.12)

SUPPLEMENTAL RETIREMENT BENEFIT

Employees covered by this Agreement who retire during the terms of this Agreement will be held harmless for merits increases that were due to them during FY 2017 and 2018.
(ARTICLE 7, SECTION 7.07)

DURATION

A. This Agreement shall become effective on July 1, 2016, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2018.

B. This Agreement shall be automatically renewed from year to year after June 30, 2018, unless either party shall notify the other in writing no later than October 1, 2017, (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.

(ARTICLE 24)