

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

1999 Legislative Session

Resolution No. CR-37-1999

Proposed by The Chairman (by request - County Executive)

Introduced by Council Members Estepp, Bailey, Gourdine, Hendershot, Maloney, Russell,
Scott, Shapiro and Wilson

Co-Sponsors _____

Date of Introduction July 13, 1999

RESOLUTION

1 A RESOLUTION concerning

2 General Schedule Employees

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

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

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

10 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
 11 County, Maryland, that Salary Schedule G, Schedule of Pay Grades – General Schedule
 12 Employees, submitted and recommended by the County Executive on July 8, 1999, which is
 13 attached hereto and made a part hereof, setting forth the following: a cost of living increase of
 14 two and one-half percent (2.5%) in Fiscal Year 2000; a change in the employee contribution to
 15 the supplemental pension plan; and further establishing a workweek and number of productive
 16 hours therein, meal periods, pay in excess of base salary, leave provisions, incentive awards,
 17 unemployment insurance, retirement benefits and contributions, group health insurance, life
 18 insurance, social security, and worker's compensation, for such employees, be and the same is
 19 hereby approved.
 20

Adopted this 13th day of July, 1999.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
M. H. Jim Estepp
Chairman

ATTEST:

Joyce T. Sweeney
Clerk of the Council

SALARY SCHEDULE G
SCHEDULE OF PAY GRADES - GENERAL SCHEDULE
PRINCE GEORGE'S COUNTY, MARYLAND

TABLE OF CONTENTS

I.	<u>SCHEDULED PAY RATES</u>	1
II.	<u>MIN-MAX SYSTEM</u>	6
III.	<u>MERIT INCREASE - FISCAL YEAR 1999</u>	6
IV.	<u>COST OF LIVING ADJUSTMENT FOR FISCAL YEAR 2000</u>	6
V.	<u>WORKWEEK</u>	6
VI.	<u>WORK SCHEDULES</u>	7
VII.	<u>DESIGNATION OF MEAL PERIODS</u>	7
VIII.	<u>PAY IN EXCESS OF BASE SALARY</u>	7
IX.	<u>LEAVE PROVISIONS</u>	11
X.	<u>INCENTIVE AWARDS</u>	13
XI.	<u>UNEMPLOYMENT INSURANCE</u>	13
XII.	<u>RETIREMENT BENEFITS AND CONTRIBUTIONS</u>	13
XIII.	<u>GROUP HEALTH INSURANCE</u>	16
XIV.	<u>LIFE INSURANCE</u>	17
XV.	<u>SOCIAL SECURITY</u>	17
XVI.	<u>WORKER'S COMPENSATION</u>	17
XVII.	<u>PAY PLAN POLICY STATEMENT</u>	17

I. SCHEDULED PAY RATES

SALARY SCHEDULE G - GENERAL SCHEDULE
SCHEDULE OF PAY GRADES
EFFECTIVE JULY 4, 1999
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G01	HOURLY	5.1500	9.4583
	BIWKLY	412.00	756.66
	ANNUAL	10,712	19,673
G02	HOURLY	6.2469	9.9313
	BIWKLY	499.75	794.50
	ANNUAL	12,994	20,657
G03	HOURLY	6.5591	10.4279
	BIWKLY	524.73	834.23
	ANNUAL	13,643	21,690
G04	HOURLY	6.8871	10.9492
	BIWKLY	550.97	875.94
	ANNUAL	14,325	22,774
G05	HOURLY	7.2314	11.4965
	BIWKLY	578.51	919.72
	ANNUAL	15,041	23,913
G06	HOURLY	7.5932	12.0714
	BIWKLY	607.46	965.71
	ANNUAL	15,794	25,109
G07	HOURLY	7.9727	12.6753
	BIWKLY	637.82	1,014.02
	ANNUAL	16,583	26,365
G08	HOURLY	8.3714	13.3088
	BIWKLY	669.71	1,064.70
	ANNUAL	17,413	27,682
G09	HOURLY	8.7899	13.9742
	BIWKLY	703.19	1,117.94
	ANNUAL	18,283	29,066

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G10	HOURLY	9.2294	14.6729
	BIWKLY	738.35	1,173.83
	ANNUAL	19,197	30,520
G11	HOURLY	9.6908	15.4067
	BIWKLY	775.26	1,232.54
	ANNUAL	20,157	32,046
G12	HOURLY	10.1754	16.1771
	BIWKLY	814.03	1,294.17
	ANNUAL	21,165	33,648
G13	HOURLY	10.6840	16.9859
	BIWKLY	854.72	1,358.87
	ANNUAL	22,223	35,331
G14	HOURLY	11.2182	17.8352
	BIWKLY	897.46	1,426.82
	ANNUAL	23,334	37,097
G15	HOURLY	11.7792	18.7270
	BIWKLY	942.34	1,498.16
	ANNUAL	24,501	38,952
G16	HOURLY	12.3683	19.6633
	BIWKLY	989.46	1,573.06
	ANNUAL	25,726	40,900
G17	HOURLY	12.9865	20.6464
	BIWKLY	1,038.92	1,651.71
	ANNUAL	27,012	42,945
G18	HOURLY	13.6360	21.6789
	BIWKLY	1,090.88	1,734.31
	ANNUAL	28,363	45,092
G19	HOURLY	14.3179	22.7628
	BIWKLY	1,145.43	1,821.02
	ANNUAL	29,781	47,347
G20	HOURLY	15.0336	23.9007
	BIWKLY	1,202.69	1,912.06
	ANNUAL	31,270	49,713

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G21	HOURLY	15.7852	25.0958
	BIWKLY	1,262.82	2,007.66
	ANNUAL	32,833	52,199
G22	HOURLY	16.5746	26.3506
	BIWKLY	1,325.97	2,108.05
	ANNUAL	34,475	54,809
G23	HOURLY	17.4033	27.6680
	BIWKLY	1,392.26	2,213.44
	ANNUAL	36,199	57,549
G24	HOURLY	18.2734	29.0516
	BIWKLY	1,461.87	2,324.13
	ANNUAL	38,009	60,427
G25	HOURLY	19.1873	30.5043
	BIWKLY	1,534.98	2,440.34
	ANNUAL	39,910	63,449
G26	HOURLY	20.1466	32.0294
	BIWKLY	1,611.73	2,562.35
	ANNUAL	41,905	66,621
G27	HOURLY	21.1540	33.6309
	BIWKLY	1,692.32	2,690.47
	ANNUAL	44,000	69,952
G28	HOURLY	22.2116	35.3122
	BIWKLY	1,776.93	2,824.98
	ANNUAL	46,200	73,449
G29	HOURLY	23.3219	37.0778
	BIWKLY	1,865.75	2,966.22
	ANNUAL	48,510	77,122
G30	HOURLY	24.4883	38.9321
	BIWKLY	1,959.06	3,114.57
	ANNUAL	50,936	80,979
G31	HOURLY	25.7126	40.8783
	BIWKLY	2,057.01	3,270.26
	ANNUAL	53,482	85,027

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G32	HOURLY	26.9984	42.9225
	BIWKLY	2,159.87	3,433.80
	ANNUAL	56,157	89,279
G33	HOURLY	28.3483	45.0684
	BIWKLY	2,267.86	3,605.47
	ANNUAL	58,964	93,742
G34	HOURLY	29.7657	47.3219
	BIWKLY	2,381.26	3,785.75
	ANNUAL	61,913	98,430
G35	HOURLY	31.2540	49.6879
	BIWKLY	2,500.32	3,975.03
	ANNUAL	65,008	103,351
G36	HOURLY	32.8165	52.1723
	BIWKLY	2,625.32	4,173.78
	ANNUAL	68,258	108,518
G37	HOURLY	34.4574	54.7810
	BIWKLY	2,756.59	4,382.48
	ANNUAL	71,671	113,944
G38	HOURLY	36.1802	57.5199
	BIWKLY	2,894.42	4,601.59
	ANNUAL	75,255	119,641
G39	HOURLY	37.9894	60.3960
	BIWKLY	3,039.15	4,831.68
	ANNUAL	79,018	125,624
G40	HOURLY	39.8887	63.4159
	BIWKLY	3,191.10	5,073.27
	ANNUAL	82,968	131,905
G41	HOURLY	41.8830	66.5867
	BIWKLY	3,350.64	5,326.94
	ANNUAL	87,117	138,500
G42	HOURLY	43.9773	69.9161
	BIWKLY	3,518.18	5,593.29
	ANNUAL	91,473	145,425

The hourly rates are the July 5, 1998 rates multiplied by 102.5%. For administrative purpose, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

II. MIN-MAX SYSTEM

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

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

B. Salary increases upon promotion and salary decreases upon demotion shall be at the rate of ten percent (10%) and shall be applied in accordance with the Personnel Law. Salary increases upon reallocation to a higher graded position shall be at a rate not to exceed ten percent (10%). For purposes of a Step Reduction imposed as discipline, a step shall consist of five percent (5%) and such reductions shall be applied in accordance with the Personnel Law.

C. The Chief Administrative Officer may authorize police or fire officials assigned to this Salary Schedule at the Director or Deputy Director pay grades, to receive any benefit authorized for other police or fire officials on the Police Officials' or Fire Officials' salary schedules.

III. MERIT INCREASE - FISCAL YEAR 2000

Merit increases for employees who earn less than the maximum of their grade shall be granted at a rate of three and a half percent (3.5%), in accordance with the Personnel Law.

IV. COST OF LIVING ADJUSTMENT FOR FISCAL YEAR 2000

Effective July 4, 1999, employees covered by this Salary Schedule will receive a two and one-half percent (2.5%) increase in their base hourly rates of pay.

V. WORKWEEK

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

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

B. Appointing authorities may assign full-time employees to work schedules involving rotating shift work which may not provide for a standard number of productive hours within a

workweek. The number of hours in the workweek for these employees may average 40-42 productive hours.

VI. WORK SCHEDULES

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

VII. DESIGNATION OF MEAL PERIODS

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

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

VIII. PAY IN EXCESS OF BASE SALARY

A. Overtime Pay

1. General Provisions:

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

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

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

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

2. Limitations:

- a. Employees assigned to General Schedule Grades 21 through 24, inclusive, shall be entitled to earn overtime pay only upon the written approval of the appropriate appointing authority.
- b. Employees assigned to General Schedule Grades 25 and above shall be entitled to earn overtime pay only upon the written approval of the Chief Administrative Officer.
- c. All 700 hour employees shall not be entitled to earn County overtime.

B. Premium Pay for Holiday Work

No employee occupying a position allocated to a class in the General Schedule above Grade 24 shall be eligible for premium pay for holiday work. However, when expressly directed in writing by the appointing authority to perform such holiday work, such employee shall receive an alternative day or shift schedule day off at the employee's base rate of pay.

Employees occupying classes allocated to Grades 1 through 24 in the General Schedule required to work on designated County holidays shall be paid at the rate of time and one-half the employee's base rate of pay for all hours worked in addition to the employee's regular holiday pay as provided for in Section 16-219(d) and (g) of the Personnel Law.

Should a holiday fall on an employee's regularly scheduled day off, the employee shall receive an alternative day or shift schedule day off.

C. Shift Differential

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

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

D. Pyramiding of Overtime and Premium Pay

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

E. Special Compensation for Certain Health Department Employees

This provision shall be applicable to positions within the Environmental Sanitarian IV, G-27, Environmental Sanitarian V, G-29, Associate Director, Division of Environmental Health, G-33, Engineer IV, G-28, Administrative Assistant IV, G-27, Disease Control Specialist I, G-18,

Disease Control Specialist II, G-21, Disease Control Specialist III, G-24, Disease Control Specialist IV, G-27, and Disease Control Specialist V, G- 29, classes of work situated in the Department of Health.

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

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

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

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

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

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

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

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

F. Clothing Allowance for School Crossing Guard Supervisor

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

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

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

1. Weeknight "On Call" Coverage (Sunday through Thursday, 7 P.M. to 9 P.M.)

2. Weekday "On Call" Coverage (Monday through Friday, 6 A.M. to 7 A.M.)

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

Employees in the Construction Standards Inspector IV, G-24, Construction Standards Code Enforcement Officer, G-27, Chief Electrical Inspector, G-27, and Chief, Construction Standards Division, G-33, classes of work will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay, provided they substantiate to the County that they have passed the applicable Building Officials and Code Administrators (BOCA) examination listed immediately below:

- a. One and two family dwelling building examination
- b. One and two family dwelling electrical examination
- c. One and two family dwelling mechanical examination
- d. One and two family dwelling plumbing examination
- e. Building general examination
- f. Fire protection general examination

Employees in those classes of work specified above who perform commercial electrical inspections will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay, provided they substantiate to the County that they have passed both the BOCA one and two family dwelling electrical examination and the BOCA electrical general examination.

Employees can receive only one of the five percent (5%) increases provided for in the two paragraphs immediately above.

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

I. Certification of Engineering Technician

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

IX. LEAVE PROVISIONS

A. Sick Leave

Sick leave may be accumulated from year to year.

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

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

B. Annual Leave

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

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

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

C. Maximum Accumulation of Annual Leave

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

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

3. Annual leave hours in excess of the maximum allowed to be carried over to the next leave year are forfeited.

D. Sick and Annual Leave disposition upon separation

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

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

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

c. Except in the case of an employee who is entitled to credit for sick and annual leave balances under the terms of an applicable County sponsored pension plan, the employee may elect to receive cash payment for all or any portion of the employee's annual leave balance in an amount equal to the total number of unused annual leave hours multiplied by the employee's final base hourly rate of pay, subject to the following limitation:

1. The maximum total amount of annual leave eligible for cash payment upon separation shall be the amount of remaining accumulated leave earned as of the end of the last full pay period in Fiscal Year 1995, or 360 hours, whichever is greater.

d. For all or any portion of the employee's sick leave balance earned as of the end of the last full pay period of Fiscal Year 1995, the employee may elect to receive cash payment in an amount equal to the total number of unused sick leave hours multiplied by one-half of the employee's base hourly rate of pay as of June 30, 1995. Sick leave earned beginning the first pay period of Fiscal Year 1996 is not subject to cash payment to the employee upon separation. Any employee who is entitled to credit for sick and annual leave under the terms of an applicable County sponsored pension plan will only be entitled to receive cash distribution for leave balances in accordance with the terms of the applicable pension plan.

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

f. Notwithstanding any provision in this Section to the contrary, an employee who has been separated from employment under a separation-disability action pursuant to Section 16-189 shall forfeit any sick leave hours accumulated at the time of the employee's separation.

g. Upon retirement, an employee shall be entitled to receive credit, on an actuarial equivalent basis, for unused sick leave for which an authorized cash payment has not been elected, as creditable service, in accordance with the applicable provisions of the State Personnel and Pension Article, Annotated Code of Maryland, and the terms of any applicable County sponsored pension plan.

E. Personal Leave

Twenty (20) hours of personal leave shall be granted to all permanent, full-time employees and twelve (12) hours personal leave day shall be granted to all permanent part-time

employees eligible for annual leave. This will include the four (4) hours granted in lieu of General Election Day.

Personal leave may be taken in four-hour increments.

F. Compensatory Leave

Employees assigned to grades in the General Schedule who are otherwise entitled to earn overtime compensation pursuant to Section VIII. may elect to earn compensatory leave in lieu of overtime compensation, except that employees in Grades 21 through 24, inclusive, are entitled to earn compensatory leave without written approval of the appointing authority.

Accrual and use of compensatory leave shall be subject to the following restrictions:

No employee shall accrue more than 240 hours of compensatory leave. An employee shall be granted compensatory leave by the appointing authority within a reasonable period after requesting leave if the use of compensatory leave does not unduly disrupt the operation of the agency.

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

G. Administration of Leave

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

X. **INCENTIVE AWARDS**

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

XI. **UNEMPLOYMENT INSURANCE**

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

XII. **RETIREMENT BENEFITS AND CONTRIBUTIONS**

A. Employees paid in accordance with this Salary Schedule and who are enrolled in the Maryland State Employees' Retirement System shall pay retirement contributions at the rate of

five percent (5%) or seven percent (7%) of base salary, depending on the plan in which the employee is enrolled.

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

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

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

E. Supplemental Pension Benefit

1. Benefit Accrual and Amounts.

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

a. Benefit accrual is at the rate of 0.8% times the number of years of actual and continuous service the employee has as a full-time Prince George's County employee, to a maximum of twenty-five years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to paragraph 5, below.

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

2. Vesting.

a. Minimum Continuous Service Requirements

No employee covered by this Salary Schedule shall be entitled to any benefit described in this Section until the employee has completed a minimum of five (5) years of actual and continuous service as an employee for Prince George's County.

b. Vested Benefit

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

any benefit under this Section.

3. Benefit Payment.

The benefit accrued by an employee under either paragraphs 1 or 2, above, shall not be payable until retirement at the earlier of age fifty-five (55) and fifteen (15) years of service or age sixty-two (62) and five (5) years of service; or after thirty (30) years of service regardless of age; or has attained State normal retirement date.

4. Funding.

The cost of funding the supplemental pension benefit described in this Section E will be shared by the employee and the County through regular contributions each pay period. The employee shall contribute, through payroll deduction, an amount equal to one half the cost of providing this benefit. Effective with the pay period beginning on July 4, 1999, employee contribution to the Supplemental Pension Plan will be at a rate of four and seven hundredths percent (4.07%) of base salary.

5. Definitions.

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

b. Average Annual Compensation means an amount computed by dividing by three the compensation actually received by an employee during whatever period of thirty-six (36) consecutive months of continuous service will provide the largest total compensation for any such period.

c. Compensation means the basic compensation actually received by an employee for service rendered as an employee for Prince George's County, excluding any overtime or other premium pay, bonuses or other additional compensation.

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

6. Discontinued Service Benefit.

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

7. IRS Pickup Plan

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

(1) are designated as employee contributions to be picked up by the County within the meaning of Section 414 (h) (2) of the Internal Revenue Code and shall be treated as employer contributions in determining the tax treatment of such amounts under that section;

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

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

(4) shall, for all other purposes, be treated in the same manner and to the same extent as employee contributions made before establishment of the pickup plan.

Employees shall not be entitled to receive such amounts directly in lieu of having such amounts picked up by the County. This pickup plan becomes effective for pay periods beginning on or after its approval by the County Executive and the County Council. The County shall apply to the Internal Revenue Service for a private letter ruling or other approval with respect to the pickup plan, but neither the application nor the receipt of such a ruling or approval are prerequisites to the implementation of the pickup plan.

XIII. GROUP HEALTH INSURANCE

A. The Employer shall contribute seventy-five percent (75%) to the cost of the County's point of service or indemnity health insurance plans for any employee who elects to participate in either of these plans. Participating employees shall contribute the remaining twenty-five percent (25%).

B. For those employees who elect to enroll in a pre-paid group health plan or Health Maintenance Organization (HMO), the County's contribution shall be equal to eighty percent (80%) of the cost of HMO coverage and the participating employee's contribution shall equal 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 prescription drug and vision care programs for any employee 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 \$5,000 in a dependent flexible spending account and up to \$3,000 in a medical flexible spending account. The minimum that may be contributed to either account is \$5 per pay period for the 2000 Plan Year.

XIV. LIFE INSURANCE

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). Employees may choose to increase their life insurance from one to four times their annual salary up to a total of \$750,000 including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age. Employees may choose to reduce their life insurance to one times their annual salary and receive a credit.

The County shall pay a death benefit of \$5,000 upon the death of any County employee whose death results from an accidental personal injury arising out of and in the course of his/her employment.

XV. SOCIAL SECURITY

Effective January 1, 1999, the County and each employee paid in accordance with this Salary Schedule shall make contributions to the Social Security fund of 7.65% of the first \$72,600, and 1.45% of the remainder paid in wages per employee per calendar year. Employee contributions shall be made through payroll deductions.

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

XVI. WORKER'S COMPENSATION

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

XVII. PAY PLAN POLICY STATEMENT

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