

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2006 Legislative Session

Resolution No. CR-46-2006

Proposed by The Chairman (by request – County Executive)

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

Date of Introduction June 13, 2006

RESOLUTION

1 A RESOLUTION concerning

2 Compensation and Benefits,

3 International Association of Fire Fighters, Local 1619, AFL-CIO (Civilians)

4 Salary Schedule “H”

5 For the purpose of amending the Salary Plan of the County to reflect the terms of the labor
 6 agreement by and between Prince George’s County and the International Association of Fire
 7 Fighters, Local 1619, AFL-CIO (Civilians).

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

11 WHEREAS, the Salary Plan must at this time be amended by the approval of a salary
 12 schedule to reflect the terms of the labor agreement by and between Prince George’s County and
 13 the International Association of Fire Fighters, Local 1619, AFL-CIO (Civilians).

14 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George’s
 15 County, Maryland, that Salary Schedule “H” submitted and recommended by the County
 16 Executive on May 30, 2006, which is attached hereto and made a part hereof, setting forth the
 17 following modifications: cost of living increases in Fiscal Years 2006 and 2007; merit increases
 18 in Fiscal Years 2006 and 2007; wage scale adjustments; health insurance; clothing allowance;
 19 bereavement leave; grievance and arbitration procedures; and training and education; be and the
 20 same is hereby approved.
 21

Adopted this 18th day of July, 2006.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Thomas E. Dernoga
Chairman

ATTEST:

Redis C. Floyd
Clerk of the Council

SALARY SCHEDULE H

SCHEDULE OF PAY GRADES

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

LOCAL 1619, CIVILIANS

PRINCE GEORGE'S COUNTY, MARYLAND

EFFECTIVE JULY 1, 2005 - JUNE 30, 2007

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1. SCHEDULED PAY RATES

**SALARY SCHEDULE H
EFFECTIVE JULY 1, 2005
FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES
PRINCE GEORGE'S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM
H02		
HOURLY	7.6534	15.4239
WEEKLY	612.27	1233.91
ANNUAL	15,919	32,082
H03		
HOURLY	8.0195	16.1749
WEEKLY	641.56	1293.99
ANNUAL	16,681	33,644
H04		
HOURLY	8.4041	16.9633
WEEKLY	672.33	1357.07
ANNUAL	17,481	35,284
H05		
HOURLY	8.8077	17.7913
WEEKLY	704.62	1423.31
ANNUAL	18,320	37,006
H06		
HOURLY	9.2314	18.6606
WEEKLY	738.51	1492.85
ANNUAL	19,201	38,814
H07		
HOURLY	9.676	19.5729
WEEKLY	774.08	1565.83
ANNUAL	20,126	40,712
H08		
HOURLY	10.1434	20.5314
WEEKLY	811.47	1642.51
ANNUAL	21,098	42,705
H09		
HOURLY	10.6341	21.5379
WEEKLY	850.73	1723.03
ANNUAL	22,119	44,799

GRADE	MINIMUM	MAXIMUM
H10		
HOURLY	11.1494	22.5946
WEEKLY	891.95	1807.57
ANNUAL	23,191	46,997
H11		
HOURLY	11.6902	23.7046
WEEKLY	935.22	1896.36
ANNUAL	24,316	49,305
H12		
HOURLY	12.2583	24.8691
WEEKLY	980.66	1989.53
ANNUAL	25,497	51,728
H13		
HOURLY	12.8544	26.0925
WEEKLY	1028.35	2087.40
ANNUAL	26,737	54,272
H14		
HOURLY	13.4807	27.3767
WEEKLY	1078.46	2190.14
ANNUAL	28,040	56,944
H15		
HOURLY	14.1382	28.7253
WEEKLY	1131.06	2298.03
ANNUAL	29,407	59,749
H16		
HOURLY	14.8288	30.1415
WEEKLY	1186.30	2411.32
ANNUAL	30,844	62,694
H17		
HOURLY	15.5535	31.6282
WEEKLY	1244.28	2530.26
ANNUAL	32,351	65,787
H18		
HOURLY	16.315	33.1895
WEEKLY	1305.20	2655.16
ANNUAL	33,935	69,034

GRADE	MINIMUM	MAXIMUM
H19		
HOURLY	17.114	34.8290
WEEKLY	1369.12	2786.32
ANNUAL	35,597	72,444
H20		
HOURLY	17.9533	36.5501
WEEKLY	1436.26	2924.01
ANNUAL	37,343	76,024
H21		
HOURLY	18.834	38.3570
WEEKLY	1506.72	3068.56
ANNUAL	39,175	79,783
H22		
HOURLY	19.7593	40.2550
WEEKLY	1580.74	3220.40
ANNUAL	41,099	83,730
H23		
HOURLY	20.7309	42.2472
WEEKLY	1658.47	3379.78
ANNUAL	43,120	87,874
H24		
HOURLY	21.7507	44.3395
WEEKLY	1740.06	3547.16
ANNUAL	45,241	92,226
H25		
HOURLY	22.8221	46.5362
WEEKLY	1825.77	3722.90
ANNUAL	47,470	96,795
H26		
HOURLY	23.9463	48.8429
WEEKLY	1915.70	3907.43
ANNUAL	49,808	101,593
H27		
HOURLY	25.1274	51.2648
WEEKLY	2010.19	4101.18
ANNUAL	52,265	106,631

The minimum rates are the January 9, 2005, rates for all grades. The maximum rates are the January 9, 2005, L6 rates for all grades increased by two and one-half percent (2.5%). For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

**SALARY SCHEDULE H
EFFECTIVE JULY 10, 2005
FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES
PRINCE GEORGE'S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM
H02		
HOURLY	7.8447	15.8095
WEEKLY	627.58	1264.76
ANNUAL	16,317	32,884
H03		
HOURLY	8.2200	16.5793
WEEKLY	657.60	1326.34
ANNUAL	17,098	34,485
H04		
HOURLY	8.6142	17.3874
WEEKLY	689.14	1390.99
ANNUAL	17,918	36,166
H05		
HOURLY	9.0279	18.2361
WEEKLY	722.23	1458.89
ANNUAL	18,778	37,931
H06		
HOURLY	9.4622	19.1271
WEEKLY	756.97	1530.17
ANNUAL	19,681	39,784
H07		
HOURLY	9.9179	20.0622
WEEKLY	793.43	1604.98
ANNUAL	20,629	41,729
H08		
HOURLY	10.3970	21.0447
WEEKLY	831.76	1683.57
ANNUAL	21,626	43,773
H09		
HOURLY	10.9000	22.0763
WEEKLY	872.00	1766.11
ANNUAL	22,672	45,919

GRADE	MINIMUM	MAXIMUM
H10		
HOURLY	11.4281	23.1595
WEEKLY	914.25	1852.76
ANNUAL	23,771	48,172
H11		
HOURLY	11.9825	24.2972
WEEKLY	958.60	1943.78
ANNUAL	24,924	50,538
H12		
HOURLY	12.5648	25.4908
WEEKLY	1005.18	2039.27
ANNUAL	26,135	53,021
H13		
HOURLY	13.1758	26.7448
WEEKLY	1054.06	2139.59
ANNUAL	27,406	55,629
H14		
HOURLY	13.8177	28.0611
WEEKLY	1105.42	2244.89
ANNUAL	28,741	58,367
H15		
HOURLY	14.4917	29.4434
WEEKLY	1159.33	2355.47
ANNUAL	30,143	61,242
H16		
HOURLY	15.1995	30.8950
WEEKLY	1215.96	2471.60
ANNUAL	31,615	64,262
H17		
HOURLY	15.9423	32.4189
WEEKLY	1275.39	2593.51
ANNUAL	33,160	67,431
H18		
HOURLY	16.7229	34.0192
WEEKLY	1337.83	2721.54
ANNUAL	34,784	70,760

GRADE	MINIMUM	MAXIMUM
H19		
HOURLY	17.5419	35.6997
WEEKLY	1403.35	2855.98
ANNUAL	36,487	74,255
H20		
HOURLY	18.4021	37.4639
WEEKLY	1472.17	2997.11
ANNUAL	38,276	77,925
H21		
HOURLY	19.3049	39.3159
WEEKLY	1544.39	3145.27
ANNUAL	40,154	81,777
H22		
HOURLY	20.2533	41.2614
WEEKLY	1620.26	3300.91
ANNUAL	42,127	85,824
H23		
HOURLY	21.2492	43.3034
WEEKLY	1699.93	3464.27
ANNUAL	44,198	90,071
H24		
HOURLY	22.2945	45.4480
WEEKLY	1783.56	3635.84
ANNUAL	46,372	94,532
H25		
HOURLY	23.3927	47.6996
WEEKLY	1871.41	3815.97
ANNUAL	48,657	99,215
H26		
HOURLY	24.5450	50.0640
WEEKLY	1963.60	4005.12
ANNUAL	51,054	104,133
H27		
HOURLY	25.7556	52.5464
WEEKLY	2060.45	4203.71
ANNUAL	53,572	109,297

The rates are the July 1, 2005 rates multiplied by 102.5%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

**SALARY SCHEDULE H
EFFECTIVE JULY 1, 2006
FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES
PRINCE GEORGE'S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM
H02		
HOURLY	7.8447	16.2047
WEEKLY	627.58	1296.38
ANNUAL	16,317	33,706
H03		
HOURLY	8.2200	16.9938
WEEKLY	657.60	1359.50
ANNUAL	17,098	35,347
H04		
HOURLY	8.6142	17.8221
WEEKLY	689.14	1425.77
ANNUAL	17,918	37,070
H05		
HOURLY	9.0279	18.6920
WEEKLY	722.23	1495.36
ANNUAL	18,778	38,879
H06		
HOURLY	9.4622	19.6053
WEEKLY	756.97	1568.42
ANNUAL	19,681	40,779
H07		
HOURLY	9.9179	20.5638
WEEKLY	793.43	1645.10
ANNUAL	20,629	42,773
H08		
HOURLY	10.3970	21.5708
WEEKLY	831.76	1725.67
ANNUAL	21,626	44,867
H09		
HOURLY	10.9000	22.6282
WEEKLY	872.00	1810.26
ANNUAL	22,672	47,067

GRADE	MINIMUM	MAXIMUM
H10		
HOURLY	11.4281	23.7385
WEEKLY	914.25	1899.08
ANNUAL	23,771	49,376
H11		
HOURLY	11.9825	24.9046
WEEKLY	958.60	1992.37
ANNUAL	24,924	51,802
H12		
HOURLY	12.5648	26.1281
WEEKLY	1005.18	2090.25
ANNUAL	26,135	54,346
H13		
HOURLY	13.1758	27.4134
WEEKLY	1054.06	2193.07
ANNUAL	27,406	57,020
H14		
HOURLY	13.8177	28.7626
WEEKLY	1105.42	2301.01
ANNUAL	28,741	59,826
H15		
HOURLY	14.4917	30.1795
WEEKLY	1159.33	2414.36
ANNUAL	30,143	62,773
H16		
HOURLY	15.1995	31.6674
WEEKLY	1215.96	2533.39
ANNUAL	31,615	65,868
H17		
HOURLY	15.9423	33.2294
WEEKLY	1275.39	2658.35
ANNUAL	33,160	69,117
H18		
HOURLY	16.7229	34.8697
WEEKLY	1337.83	2789.57
ANNUAL	34,784	72,529

GRADE	MINIMUM	MAXIMUM
H19		
HOURLY	17.5419	36.5922
WEEKLY	1403.35	2927.38
ANNUAL	36,487	76,112
H20		
HOURLY	18.4021	38.4005
WEEKLY	1472.17	3072.04
ANNUAL	38,276	79,873
H21		
HOURLY	19.3049	40.2988
WEEKLY	1544.39	3223.90
ANNUAL	40,154	83,821
H22		
HOURLY	20.2533	42.2929
WEEKLY	1620.26	3383.43
ANNUAL	42,127	87,969
H23		
HOURLY	21.2492	44.3860
WEEKLY	1699.93	3550.88
ANNUAL	44,198	92,323
H24		
HOURLY	22.2945	46.5842
WEEKLY	1783.56	3726.74
ANNUAL	46,372	96,895
H25		
HOURLY	23.3927	48.8921
WEEKLY	1871.41	3911.37
ANNUAL	48,657	101,696
H26		
HOURLY	24.5450	51.3156
WEEKLY	1963.60	4105.25
ANNUAL	51,054	106,736
H27		
HOURLY	25.7556	53.8601
WEEKLY	2060.45	4308.80
ANNUAL	53,572	112,029

The rates are the July 10, 2005 maximum rates increased by two and one-half percent (2.5%). For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

**SALARY SCHEDULE H
EFFECTIVE JULY 9, 2006
FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES
PRINCE GEORGE'S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM
H02		
HOURLY	8.0408	16.6098
WEEKLY	643.27	1328.79
ANNUAL	16,725	34,548
H03		
HOURLY	8.4255	17.4186
WEEKLY	674.04	1393.49
ANNUAL	17,525	36,231
H04		
HOURLY	8.8296	18.2677
WEEKLY	706.36	1461.41
ANNUAL	18,365	37,997
H05		
HOURLY	9.2536	19.1593
WEEKLY	740.29	1532.74
ANNUAL	19,247	39,851
H06		
HOURLY	9.6988	20.0954
WEEKLY	775.90	1607.63
ANNUAL	20,173	41,798
H07		
HOURLY	10.1658	21.0779
WEEKLY	813.27	1686.23
ANNUAL	21,145	43,842
H08		
HOURLY	10.6569	22.1101
WEEKLY	852.55	1768.81
ANNUAL	22,166	45,989
H09		
HOURLY	11.1725	23.1939
WEEKLY	893.80	1855.51
ANNUAL	23,239	48,243

GRADE	MINIMUM	MAXIMUM
H10		
HOURLY	11.7138	24.3320
WEEKLY	937.10	1946.56
ANNUAL	24,365	50,610
H11		
HOURLY	12.2821	25.5272
WEEKLY	982.57	2042.18
ANNUAL	25,547	53,097
H12		
HOURLY	12.8789	26.7813
WEEKLY	1030.31	2142.50
ANNUAL	26,788	55,705
H13		
HOURLY	13.5052	28.0987
WEEKLY	1080.42	2247.90
ANNUAL	28,091	58,445
H14		
HOURLY	14.1631	29.4817
WEEKLY	1133.05	2358.53
ANNUAL	29,459	61,322
H15		
HOURLY	14.8540	30.9340
WEEKLY	1188.32	2474.72
ANNUAL	30,896	64,343
H16		
HOURLY	15.5795	32.4591
WEEKLY	1246.36	2596.73
ANNUAL	32,405	67,515
H17		
HOURLY	16.3409	34.0601
WEEKLY	1307.27	2724.81
ANNUAL	33,989	70,845
H18		
HOURLY	17.1410	35.7414
WEEKLY	1371.28	2859.32
ANNUAL	35,653	74,342

GRADE	MINIMUM	MAXIMUM
H19		
HOURLY	17.9804	37.5070
WEEKLY	1438.44	3000.56
ANNUAL	37,399	78,015
H20		
HOURLY	18.8622	39.3605
WEEKLY	1508.97	3148.84
ANNUAL	39,233	81,870
H21		
HOURLY	19.7875	41.3063
WEEKLY	1583.00	3304.50
ANNUAL	41,158	85,917
H22		
HOURLY	20.7596	43.3502
WEEKLY	1660.77	3468.02
ANNUAL	43,180	90,168
H23		
HOURLY	21.7804	45.4957
WEEKLY	1742.43	3639.65
ANNUAL	45,303	94,631
H24		
HOURLY	22.8519	47.7488
WEEKLY	1828.15	3819.90
ANNUAL	47,532	99,318
H25		
HOURLY	23.9775	50.1144
WEEKLY	1918.20	4009.15
ANNUAL	49,873	104,238
H26		
HOURLY	25.1586	52.5985
WEEKLY	2012.69	4207.88
ANNUAL	52,330	109,405
H27		
HOURLY	26.3995	55.2066
WEEKLY	2111.96	4416.53
ANNUAL	54,911	114,830

The rates are the July 1, 2006 rates multiplied by 102.5%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

Min-Max System:

A. The min-max system in effect for all members of the bargaining unit will be replaced by the following modified "min-max" system.

1. Effective July 1, 1994:

a. The minimum and maximum pay rates for employees covered by this salary schedule are established on the attached schedules of pay rates for employees in the job classifications listed in Article I of the Agreement.

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

c. (1) If, upon the granting of a three and one-half percent (3.5%) merit increase, an employee's salary is one percent (1%) or less from the applicable maximum rate, the employee will have his/her salary rate adjusted to the applicable maximum rate.

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

d. Upon promotion an employee's salary rate shall be the greater of a ten percent (10%) increase over his/her current rate or a ten percent (10%) increase above the stated minimum for the grade to which he/she is promoted.

e. Steps for the purpose of demotions, discipline, and reallocations, shall be at a rate of five percent (5%) and shall be governed by the Personnel Law.

f. The maximum pay rate at each grade will be increased by an additional five percent (5%) on July 1, 1994.

g. Employees covered by this salary schedule and hired before July 1, 1993 will keep the anniversary dates that they held on July 1, 1993 for as long as they are continuously employed. Employees hired on or after July 1, 1993 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.

h. Amend the Pay Scale effective July 4, 1999 to supercede the modification effective July 1, 1998, described in the previous paragraph, and provide the following longevity steps:

L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-two (22) years of service.

L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

L5 - Two and one-half percent (2.5%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-eight (28) years of service.

2. The longevity steps, described above, will be phased in as follows:

a. Beginning in FY2000, advancement to a longevity step will be effective on an employee's anniversary date.

b. An employee at the maximum rate (or the current longevity rate), whose anniversary date falls between July 1 and July 3, 1999, and who has completed the required years of service for a longevity step (after subtracting two (2) years for lack of credit toward a merit increase during FY96 and FY97) will advance to the first (or next) longevity step, as appropriate, effective on July 4, 1999.

c. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY96 and FY97) would otherwise warrant his/her advancement by more than a single longevity step during FY2000, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY96 and FY97).

3. Effective July 1, 2001, amend the Pay Scale to provide for the following modifications:

a. The maximum rate in effect on June 30, 2001 is increased one and seven-tenths percent (1.7%).

b. Longevity Steps are adjusted as follows:

L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-one (21) years of service.

L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-three (23) years of service.

L5 - Three percent (3%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

L6 - Two and one half percent (2.5%) above the L5 rate, to which an employee will be eligible to advance after completing twenty-seven (27) years of service.

4. Effective July 1, 2003, amend the Pay Scale to provide for the following modification:

L6 – Three percent (3%) above the L5 rate, to which an employee will be eligible to advance after completing twenty-seven (27) years of service.

5. Effective July 1, 2005, L6 will become the new maximum pay rate and will be increased by two and one-half percent (2.5%). There will no longer be steps L1 through L6, only minimum and maximum pay rates. Employees who are at max on July 1, 2005, will receive this increase on their anniversary date. Effective July 1, 2006, the maximum pay rate will be increased again by two and one-half percent (2.5%). Employees, who are at max on July 1 2006, will receive this increase on their anniversary date.

6. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY96 and FY97) would otherwise warrant his/her advancement by more than a single longevity step during FY2006 or FY2007, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY96 and FY97).

2. MERIT INCREASES

A. Employees covered by this Salary Schedule who would otherwise be entitled to receive a merit anniversary increase during the period from July 1, 2005, through June 30, 2006, will receive one.

B. Employees covered by this Salary Schedule who would otherwise be entitled to receive a merit anniversary increase during the period from July 1, 2006, through June 30, 2007, will receive one.

3. COST OF LIVING

A. Effective the first full pay period beginning on or after July 1, 2005, employees covered by this Salary Schedule will receive a two and one-half percent (2.5%) increase in their base hourly rates of pay.

B. Effective the first full pay period beginning on or after July 1, 2006, employees covered by this Salary Schedule will receive a two and one-half percent (2.5%) increase in their base hourly rates of pay.

4. WORKWEEK

The workweek is the seven (7) consecutive day period commencing at 12.01 a.m. Sunday, and ending the following Saturday at midnight.

5. HOURS OF WORK

A. The normal work shift for full-time employees covered by this Salary Schedule will be between 0800 and 1700 hours, Monday through Friday, unless on shift work or alternative work schedule.

B. Breaks

Breaks will be scheduled at times designated by the supervisor on duty.

6. OVERTIME PAY

A. Provided the employee is in a pay status for the total of his/her regularly scheduled hours during a workweek, an employee covered by this Salary Schedule who is authorized to and who works in excess of his/her scheduled hours (40) shall have the option of receiving pay at the rate of one and one-half (1.5) hours for each overtime hour worked or, with management approval, the option of receiving compensatory time at the rate of one and one-half (1.5) hours for each overtime hour worked. Employees will be given the opportunity to use compensatory time earned for overtime pursuant to departmental procedures.

B. Calculation of Overtime

Each hour of overtime shall be compensated as follows:

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

7. ALTERNATIVE WORK SCHEDULES

Employees will be given an opportunity to participate in the Alternative Work Schedule (AWS) Program as described in the July 2, 1993 Memorandum from the Fire Chief.

8. SHIFT DIFFERENTIAL

A. Any full-time employee whose regularly assigned tour of duty requires that at least fifty

percent (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 seventy cents (0.70) per hour for all hours actually worked between 6 p.m. and 6 a.m.

B. Shift differential is considered as premium pay and shall not be included in the rate of base pay used to compute:

1. all leave categories as provided in Division 17 of the Personnel Law;
2. holiday premium pay; and,
3. retirement and insurance deductions and benefits.

9. CALL-BACK PAY

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

10. EARLY REPORTING TIME

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

B. The provision of Section 9, Call-Back Pay, shall apply to an employee called in to work less than two (2) hours immediately before his/her regularly schedule starting time.

11. ACTING PAY

A. When an employee is assigned by the Employer to perform in an acting capacity substantially all the duties and responsibilities of any other position with a higher grade and does in fact assume the duties of that position for a period of greater than seven (7) consecutive days, he/she shall be paid at a rate of pay which is equivalent to a one-step increase or the minimum necessary to place the employee at the entry level rate of the higher grade, and shall continue to be paid at that rate of pay until relieved by the person for whom he/she is acting, or by a person of equal rank to that position, who is permanently assigned to that station or bureau.

B. Beginning with the forty-sixth (46th) consecutive day in such an acting capacity, an employee shall be paid at a rate of pay which is ten percent (10%) above his/her regular rate of pay or the minimum necessary to place the employee at the entry level rate of the higher grade, whichever is greater, while he or she continues to work in the acting capacity.

12. HOLIDAYS AND HOLIDAY PAY

A. The following shall be designated as holidays within the scope of this Salary Schedule.

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

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

C. If an employee works on a designated holiday, he/she shall be paid at the rate of two (2) times his/her regular rate of pay for all hours worked on the holiday and the employee shall not receive an additional day off.

13. STANDBY DUTY

A. There shall be two (2) tours of standby duty.

Monday 0700 - Friday 1500

Friday 1500 - Monday 0700

B. A bargaining unit employee required by the Fire Chief or his/her designee to be on standby during the Monday through Friday tour of duty shall be compensated at the rate of two (2) hours of compensatory time per day; the rate of compensation for the Friday through Monday tour shall be four (4) hours of compensatory time per day. The rate of compensation for standing by on a designated holiday shall be a total of eight (8) hours of compensatory time. An employee who is called back to active duty while on standby will receive no standby pay for the day on which the active duty was performed.

C. This section shall not apply to unusual circumstances which result in the Department's Emergency Operation Plan being placed into effect, provided that when a "yellow alert" is in effect for seventy-two (72) hours those affected employees shall receive one (1) day's pay. In addition, affected employees shall be compensated at a rate of one (1) day's pay for each subsequent seventy-two (72) hours on alert.

14. PAY WHILE ON I.O.J. LEAVE

Any employee who is on I.O.J. or disability leave shall receive all pay during said period as disability income.

15. CLOTHING ALLOWANCE

Effective Fiscal Year 2004, fire inspectors and fire investigators covered by this Salary Schedule shall receive a clothing allowance of five hundred dollars (\$500.00) per year. This clothing allowance is not considered part of the employee's base pay, and will be paid in one (1) installment in July of each fiscal year. The County will provide fire inspectors with uniforms, safety equipment (including safety shoes and goggles) overalls and bulletproof vests. The County will also provide heavy equipment mechanics and master equipment mechanics uniforms, safety shoes and mechanic tools. The Fire/EMS Department will also maintain the mechanic tools.

16. PREMIUM PAY

Effective Fiscal Year 2006, heavy equipment mechanics and master equipment mechanics shall receive a premium of ten cents (\$0.10) per hour for each Automotive Service Excellence (ASE) certification in either the test series for Automobile (A1 through A8), Medium/Heavy Truck (T1 through T8), or the advanced level series L1 and L2. The premium shall be added to the base hourly wage at the time. Failure to maintain a certificate will result in forfeiture of the premium pay.

17. SICK LEAVE

Sick leave policies shall be administered in accordance with the Prince George's County Personnel Law requirements.

18. ANNUAL LEAVE

Annual leave policies shall be administered in accordance with the Prince George's County Personnel Law requirements.

1. A maximum of three hundred sixty (360) hours of accumulated annual leave earned beginning with the first pay period in the 1997 leave year (i.e., January 5, 1997) may be carried over from one leave year to the next by an employee (i.e., new annual leave).

2. An employee shall be allowed to carry over annual leave earned as of the last full pay period in leave year 1996 (i.e., old annual leave) even if such accumulated amount is in excess of the maximum allowed in Subsection 1., above, or in excess of the one hundred thirty (130) days maximum allowed in the first paragraph of former Section 6.2 of the Agreement.

3. Effective beginning with the 1997 leave year, new annual leave in excess of the three hundred sixty (360) hours limit will convert to new sick leave.

19. 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, with proper notice of separation, 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:

- a. 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. Upon separation from employment for non-disciplinary reasons (including but not limited to retirement, disability and death), eligible employees will receive cash payment for unused sick leave accumulated as of the end of the 1996 leave year at two and one-half percent (2.5%) for each year of service (through the date of separation) at the employee's base hourly rate of pay as of January 1, 1997. However, if a fire fighter with less than twenty (20) years of actual service terminates employment as a result of death or disability, he/she shall receive a fifty percent (50%) cash-out of unused accumulated sick leave as of the end of the 1996 leave year.

5. For individuals who participate in the MSRS plan, sick leave earned beginning with the first pay period in the 1997 leave year is not subject to cash payment but 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.

20. LEAVE OF ABSENCE

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

21. PERSONAL LEAVE

Twenty-eight (28) hours of paid personal leave per leave year, including the four (4) hours in

lieu of the General Election Holiday shall be granted to each employee eligible for annual leave. A personal leave day 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. A personal leave day equals eight (8) hours. Personal leave may be taken in increments of four (4) hours.

22. BEREAVEMENT LEAVE

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

23. ADDITIONAL LEAVE PROVISION

In the event the County Executive grants administrative leave to non-essential County employees because of extreme inclement weather or other hazardous working conditions, which may prevent employees from reporting to work or which may require early release from work, those employees required by the Fire Department to perform duties will be entitled to receive one (1) hour of compensatory time for each hour worked during the emergency, in addition to any pay to which they are entitled for that period.

24. UNION LEAVE

A. Conferences and Seminars - Members of the bargaining unit shall be granted time to attend conventions and conferences without loss of pay or leave with prior approval of the County Fire Chief (not to be unreasonably withheld), and further provided that such meetings shall not exceed six (6) per fiscal year and that not more than two (2) members of the bargaining unit request such approval.

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

B. Leave for Negotiations - Employees (not to exceed three (3) in number) who, upon the request of the Union are excused from their regular assignment for the purpose of participating in negotiation sessions with representatives of the County, shall suffer no loss of pay or leave.

C. Union President - The President of the Union shall be granted administrative leave with pay as may be required for the purpose of discharging his official duties as Union President.

25. SICK LEAVE BANK

A. The Union shall have the right to maintain a "Sick Leave Bank" for the employees covered by this Salary Schedule. 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 a zero annual and sick leave balance. 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. The parties agree 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.

C. The parties agree to participate in a Joint Study Committee in Fiscal Year 2004, to establish a policy for handling the Sick Leave Bank. A final report shall be submitted by March 31, 2004.

26. ADMINISTRATION OF LEAVE

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

27. GROUP HEALTH INSURANCE

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

B. For those employees or retirees who elect to enroll in a prepaid group health plan or Health Maintenance Organization (HMO), the Employer's contribution shall be equal to eighty percent (80%) of the cost of HMO coverage and the participating employees/retirees 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. Employees who participate in the County's health insurance program and retire on or after July 1, 1991, or July 1, 1994, will pay twenty percent (20%) or twenty-five percent (25%) respectively; those who participate in a prepaid group health plan or a Health Maintenance Organization (HMO) and retire on or after July 1, 1991, will pay twenty percent (20%).

E. Effective January 1, 2004, employees and retirees (who retired on or after July 1, 1998) covered by this Salary Schedule who elect to participate in the County's prescription program shall contribute nine dollars (\$9.00) biweekly for family coverage and four dollars (\$4.00) biweekly for individual coverage, and the County shall contribute the remaining premium.

Effective January 1, 2007, employees and retirees (who retired on or after July 1, 1998) covered by this Agreement who elect to participate in the County's prescription program shall contribute ten percent (10%), and the County shall contribute the remaining premium. Employees who choose not to enroll (during Open Enrollment) in the Prescription Drug Plan may choose to receive a credit instead.

F. The Employer shall contribute ninety percent (90%) to the County's vision care program for any employee or retiree (who retires on or after July 1, 1998) who elects to participate. The participating employee or retiree shall contribute the remaining ten percent (10%).

G. Two dental plans are available to employees, the cost of which is paid by the employee if the employee elects to enroll in the plan.

H. 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.

I. 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.

28. LIFE INSURANCE

A. 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 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 dollar (\$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 at one (1) times their annual salary and receive a credit.

B. The County shall pay a death benefit of ten thousand dollars (\$10,000.00) upon the death of any employee covered by this Salary Schedule whose death results from an accidental personal injury arising out of and in the course of his/her employment.

29. 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.

30. RETIREMENT CONTRIBUTIONS

A. Employees paid in accordance with this Salary Schedule and who are eligible for enrollment in the Maryland State Retirement System shall pay retirement contributions at the rate of five percent (5%) or seven percent (7%) of base salary, depending on plan option

selected.

B. Current participants in the Maryland State Retirement System may transfer to the Employee's 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 Employee's 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, then contributions may be adjusted accordingly.

31. SUPPLEMENTAL RETIREMENT BENEFIT

A. Benefit Accrual and Amounts

1. Effective July 1, 1992, employees covered by this Salary Schedule shall commence participation in a supplemental retirement benefit program. The supplemental retirement program will be jointly funded through County and employee contributions as described in paragraph d (Funding) below. 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 0.6% 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 (25) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to paragraph E, below.

b. Pursuant to paragraph a., above, the maximum benefit payable to any eligible employee is fifteen percent (15%) of the employee's average annual compensation, as determined pursuant to paragraph e, below.

B. Vesting

1. 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.

2. Vested Benefit

An employee completing the minimum continuous service requirements of paragraph B.1., above, shall be entitled to receive a monthly benefit as determined pursuant to paragraph A.1.a., above; provided, however, that no employee terminated for disciplinary reasons will be entitled to any benefit under this Section.

C. Benefit Payment

The benefit accrued by an employee under either paragraphs A or B, 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.

D. Funding

Except for the cost of the benefit increase effective June 30, 2001, as provided in paragraph G, below--which cost shall be the responsibility of the County--the cost of funding this supplemental retirement plan for all participating employees, as determined by the Plan's actuary, will be shared on an equal basis by the employees and the County through regular contributions each pay period.

E. Definitions

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

2. 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.

3. 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.

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

F. Representative on Supplemental Pension Board

Effective when this Salary Schedule is enacted into law, International Association of Fire Fighters Local 1619 shall nominate one (1) representative to the Board of Trustees of the Fire Fighters Supplemental Pension Plan to the County Executive.

G. Pension Plan Modifications effective in FY98 and FY99

Credit for CETA Service. The Supplemental Retirement Plan for employees covered by this salary schedule will be amended to permit those plan participants who were hired before July 1, 1980, as CETA employees to receive credit for that service toward normal retirement provided this can be achieved at no additional cost to the County or to the Supplemental Retirement Plan.

H. Pension Plan Modifications effective in FY00

Benefit Increase. Effective June 30, 1999, the benefit accrual rate in paragraph A above, shall be

increased from 0.6% to 0.8% per year for up to twenty-five (25) years of service for an increase in the maximum benefit from fifteen percent (15%) to twenty percent (20%).

I. Pension Plan Modifications effective in FY02

Benefit Increase. Effective July 1, 2001, the benefit accrual rate in G. above, shall be increased from 0.8% to 1.0% per year for up to thirty (30) years of service for an increase in the maximum benefit from twenty percent (20%) to thirty percent (30%).

J. Hold Harmless Benefit Calculation For any employee covered by this Salary Schedule who retires during the period from July 1, 2005, through June 30, 2007, "Average Annual compensation" as that term is defined in the Supplemental Retirement Plan, will be calculated as if the employee had received all merit step increases in Fiscal Year 1996 and 1997 on his /her anniversary date that the employee would otherwise have been eligible to receive but for the deferral of such step increase in that year.

K. IRS Pickup Plan

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

a. 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;

b. shall reduce the taxable compensation of the employee in an amount that equals the employee contributions picked up by the County;

c. shall be paid by the County from the same source of funds that is used to pay compensation to the employee;

d. 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.

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

32. SOCIAL SECURITY

A. Effective January 1, 2005, 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 ninety thousand dollars (\$90,000.00) and 1.45% of the remainder paid in wages per employee per

calendar year. Employee contributions shall be made through payroll deductions.

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

33. MILITARY LEAVE

Any employee called up to active military service in response to the terrorist attacks on September 11, 2001, the resultant war on terrorism or other military action shall be eligible for the benefits set forth herein: Payment of a salary supplement equal to the difference between the employee's base rate of pay and the employee's base military rate of pay, without the exhaustion of the employee's annual, personal and compensatory leave balances. Eligibility for health care benefits to continue once the employee enters a leave without pay status with both the employer and employee contributions of the premium being paid by the County. These benefits shall expire on February 15, 2007.

34. PRINCE GEORGE'S PROFESSIONAL FIRE FIGHTERS P.A.C. PAYROLL DEDUCTION

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

35. WORKERS' 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.

36. 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.

37. TRAINING AND EDUCATION

Employees who wish to renew their Emergency Medical Technician (EMT) certification shall be allowed to take any required training while on duty. All employees covered by this Salary Schedule shall have the option of attending up to forty (40) hours of training related to their field or FIRE/EMS related subjects each year while on duty. This training shall be subject to the Fire Chief's approval but not unreasonably withheld. Effective July 1, 2005, employees will receive two hundred fifty dollars (\$250.00) with the requirement that they must complete a forty-four (44) hour class during work hours for "First Responders" course. Effective July 1, 2006, employees will receive two hundred and fifty dollars (\$250.00) per year, so long as the certification for the above course remains valid.

38. 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.