

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2013 Legislative Session

Resolution No. CR-105-2013

Proposed by The Chair (by request – County Executive)

Introduced by Council Members Harrison, Campos, Davis, Franklin, Lehman,
Olson, Patterson, Toles and Turner

Date of Introduction September 24, 2013

RESOLUTION

1 A RESOLUTION concerning

2 Compensation and Benefits - Prince George's

3 Correctional Officers' Association, Inc. (PGCOA) (Civilian Unit)

4 Salary Schedule Q

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, Maryland and the Prince George's
7 Correctional Officers' Association, Inc. (PGCOA) (Civilian Unit).

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,
13 Maryland and the Prince George's Correctional Officers' Association, Inc. (PGCOA) (Civilian
14 Unit).

15 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
16 County, Maryland, that Salary Schedule Q submitted and recommended by the County Executive
17 on September 18, 2013, which is attached hereto and made a part hereof, setting forth the
18 following modifications: wages; shift differential; mandatory overtime and overtime
19 assignment; and health insurance premiums, be and the same is hereby approved.

1 BE IT FURTHER RESOLVED that this Resolution shall take effect on the date it is
2 adopted and that, unless otherwise stated in a specific provision of the Salary Schedule, shall be
3 retroactively effective to July 1, 2013.

Adopted this 5th day of November , 2013.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Andrea C. Harrison
Chair

ATTEST:

Redis C. Floyd
Clerk of the Council

SALARY SCHEDULE Q

SCHEDULE OF PAY GRADES

PRINCE GEORGE'S CORRECTIONAL OFFICERS' ASSOCIATION, INC. (PGCOA)

(CIVILIAN UNIT)

PRINCE GEORGE'S COUNTY, MARYLAND

EFFECTIVE JULY 1, 2013 - JUNE 30, 2015

TABLE OF CONTENTS

	PAGE
1. SCHEDULED PAY RATES.....	2
2. WAGES	8
3. WORKWEEK	8
4. CALL BACK PAY	9
5. HOLIDAY OBSERVANCE AND PAY	10
6. SHIFT DIFFERENTIAL	10
7. ACTING PAY	10
8. TEC PAY.....	11
9. COURT TIME COMPENSATION.....	11
10. MANDATORY OVERTIME AND OVERTIME ASSIGNMENT	11
11. CLOTHING ISSUE AND ALLOWANCE (FOR PROPERTY/SUPPLY CLERKS AND TECHNICIANS)	12
12. ANNUAL LEAVE	12
13. SICK LEAVE	13
14. SICK AND ANNUAL LEAVE DISPOSITION UPON SEPARATION	13
15. PERSONAL LEAVE	14
16. BEREAVEMENT LEAVE.....	14
17. DISCRETIONARY LEAVE	15
18. ADDITIONAL LEAVE PROVISION.....	15
19. BLOOD DONATION LEAVE.....	15
20. DISABILITY LEAVE.....	15
21. VOTING LEAVE	16
22. PGCOA LEAVE.....	16
23. LEAVE FOR NEGOTIATIONS	17
24. ADMINISTRATION OF LEAVE	17
25. FAMILY AND MEDICAL LEAVE	17
26. ACCIDENTAL DEATH INSURANCE	17
27. HEALTH INSURANCE PREMIUMS.....	17
28. RETIREMENT CONTRIBUTIONS.....	18
29. SUPPLEMENTAL RETIREMENT BENEFIT	19
30. MILITARY LEAVE	19
31. PERSONNEL LAW	19
32. SOCIAL SECURITY	19
33. WORKERS' COMPENSATION.....	19
34. PAY PLAN POLICY STATEMENT	20

1. SCHEDULED PAY RATES

Salary Schedule Q
Schedule of Pay Grades (Q6-Q22)
Prince George's Correctional Officers' Association, Inc.
(Civilian Unit)
Effective October 6, 2013

<u>GRADE</u>		<u>MIN</u>	<u>MAX</u>
Q06	HOURLY	10.2904	20.2161
	BIWKLY	823.23	1617.29
	ANNUAL	21,404	42,049
Q07	HOURLY	10.7702	21.1841
	BIWKLY	861.62	1694.73
	ANNUAL	22,402	44,063
Q08	HOURLY	11.2745	22.1992
	BIWKLY	901.96	1775.94
	ANNUAL	23,451	46,174
Q09	HOURLY	11.8032	23.2663
	BIWKLY	944.25	1861.30
	ANNUAL	24,551	48,394
Q10	HOURLY	12.3598	24.3852
	BIWKLY	988.78	1950.81
	ANNUAL	25,708	50,721
Q11	HOURLY	12.9431	25.5615
	BIWKLY	1035.45	2044.92
	ANNUAL	26,922	53,168
Q12	HOURLY	13.5560	26.7960
	BIWKLY	1084.48	2143.68
	ANNUAL	28,197	55,736

Q13	HOURLY	14.1994	28.0922
	BIWKLY	1135.95	2247.37
	ANNUAL	29,535	58,432
Q14	HOURLY	14.8750	29.4533
	BIWKLY	1190.00	2356.26
	ANNUAL	30,940	61,263
Q15	HOURLY	15.5846	30.8826
	BIWKLY	1246.77	2470.61
	ANNUAL	32,416	64,236
Q16	HOURLY	16.3296	32.3831
	BIWKLY	1306.37	2590.65
	ANNUAL	33,966	67,357
Q17	HOURLY	17.1115	33.9588
	BIWKLY	1368.92	2716.70
	ANNUAL	35,592	70,634
Q18	HOURLY	17.9327	35.6147
	BIWKLY	1434.61	2849.17
	ANNUAL	37,300	74,078
Q19	HOURLY	18.7954	37.3506
	BIWKLY	1503.63	2988.05
	ANNUAL	39,094	77,689
Q20	HOURLY	19.7005	39.1744
	BIWKLY	1576.04	3133.95
	ANNUAL	40,977	81,483
Q21	HOURLY	20.6512	41.0895
	BIWKLY	1652.10	3287.16
	ANNUAL	42,954	85,466

Q22	HOURLY	21.6497	43.1003
	BIWKLY	1731.98	3448.03
	ANNUAL	45,031	89,649

The hourly rates are the July 6, 2008 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 Q
Schedule of Pay Grades (Q6-Q22)
Prince George's Correctional Officers' Association, Inc.
(Civilian Unit)
Effective October 5, 2014

<u>GRADE</u>		<u>MIN</u>	<u>MAX</u>
Q06	HOURLY	10.5476	20.7215
	BIWKLY	843.81	1657.72
	ANNUAL	21,939	43,101
Q07	HOURLY	11.0394	21.7137
	BIWKLY	883.16	1737.09
	ANNUAL	22,962	45,164
Q08	HOURLY	11.5563	22.7542
	BIWKLY	924.51	1820.34
	ANNUAL	24,037	47,329
Q09	HOURLY	12.0983	23.8479
	BIWKLY	967.86	1907.83
	ANNUAL	25,164	49,604
Q10	HOURLY	12.6688	24.9948
	BIWKLY	1013.50	1999.58
	ANNUAL	26,351	51,989
Q11	HOURLY	13.2667	26.2005
	BIWKLY	1061.33	2096.04
	ANNUAL	27,595	54,497
Q12	HOURLY	13.8949	27.4659
	BIWKLY	1111.59	2197.27
	ANNUAL	28,901	57,129

Q13	HOURLY	14.5544	28.7945
	BIWKLY	1164.35	2303.56
	ANNUAL	30,273	59,893
Q14	HOURLY	15.2469	30.1896
	BIWKLY	1219.75	2415.17
	ANNUAL	31,714	62,794
Q15	HOURLY	15.9742	31.6547
	BIWKLY	1277.94	2532.38
	ANNUAL	33,226	65,842
Q16	HOURLY	16.7378	33.1927
	BIWKLY	1339.03	2655.42
	ANNUAL	34,815	69,041
Q17	HOURLY	17.5392	34.8077
	BIWKLY	1403.14	2784.62
	ANNUAL	36,482	72,400
Q18	HOURLY	18.3810	36.5050
	BIWKLY	1470.48	2920.40
	ANNUAL	38,232	75,930
Q19	HOURLY	19.2653	38.2844
	BIWKLY	1541.22	3062.75
	ANNUAL	40,072	79,631
Q20	HOURLY	20.1930	40.1537
	BIWKLY	1615.44	3212.30
	ANNUAL	42,001	83,520
Q21	HOURLY	21.1675	42.1167
	BIWKLY	1693.40	3369.34
	ANNUAL	44,028	87,603

Q22	HOURLY	22.1910	44.1778
	BIWKLY	1775.28	3534.23
	ANNUAL	46,157	91,890

The hourly rates are the October 6, 2013 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.

2. WAGES

A. Cost of Living Increases

Employees covered by this Salary Schedule will receive the following cost of living increases during the term of this Agreement.

- a. Employees will receive a two and one-half percent (2.5%) increase to their base wages effective the first full pay period beginning on or after October 1, 2013.
- b. Employees will receive a two and one-half percent (2.5%) increase to their base wages effective the first full pay period beginning on or after October 1, 2014.

B. Merit Increases

Fiscal Year 2014

Employees covered by this Salary Schedule who are otherwise eligible to receive a merit increase during the period from July 1, 2013 through June 30, 2014, will receive it.

Fiscal Year 2015

Employees covered by this Salary Schedule who are otherwise eligible to receive a merit increase during the period from July 1, 2014 through June 30, 2015, will receive it.

C. Wage Scale

Effective July 1, 2005, the longevity steps L1 through L6 will be eliminated. The current L6 step will be increased by two and one-half percent (2.5%) and become the new Max Step. Said increase in the Max Step is in addition to the increases in the Max Step as a result of the COLA increases on July 1, 2005 and July 1, 2006.

Effective July 1, 2007, the max step will be increased by three and one-half percent (3.5%) and again on July 1, 2008. Said increase in the Max Step is in addition to the increases in the Max Step as a result of the COLA increases on the first full pay period beginning on July 1, 2007 and on July 1, 2008.

Effective October 6, 2013, the minimum and maximum rates will be increased by two and one-half percent (2.5%). Effective October 5, 2014, the minimum and maximum rates will be increased by two and one-half percent (2.5%).

3. WORKWEEK

A. The workweek is the seven (7) consecutive day period commencing with the first shift on Sunday and ending with the last shift on the following Saturday. The standard number of hours in a pay period shall be eighty (80) hours. Although employees covered by this Salary Schedule

specifically assigned on a permanent or rotating basis may not be scheduled to work exactly eighty (80) hours in a given pay period, the number of regularly scheduled hours of work in a pay period for employees covered by this Salary Schedule shall average eighty (80) hours a pay period during the course of the year. An employee shall not normally be scheduled to work more than five (5) consecutive days without a two (2) consecutive day break, unless a rotating schedule is utilized.

B. Department seniority shall be defined as a Civilian employee's length of continuous service with the Department of Corrections.

1. Seniority shall only be interrupted by a break in continuous service as listed below:

- a. Voluntary resignation;
- b. Retirement or disability termination;
- c. Discharge for just cause; or
- d. Any other lawful termination of service.

2. When an employee covered by this Salary Schedule voluntarily resigns and is rehired into a job covered by this Salary Schedule in the Department of Corrections within six (6) months from the employee's termination date, the employee will be placed on the seniority roster with credit for his/her prior service but with no credit for the period of his/her absence.

3. When an employee covered by this Salary Schedule is lawfully terminated from employment for any reason other than a voluntary resignation or just cause termination and is rehired into a job covered by this Salary Schedule in the Department of Corrections, the employee will be placed on the seniority roster with credit for his/her prior service but with no credit for the period of his/her absence.

4. Department seniority shall be a substantial factor in shift assignments and days off or bidding for these positions in case of rotating shifts.

5. Departmental seniority shall be defined as an employee's length of continuous service while occupying a position in the classified service as a civilian employee within the Department of Corrections.

C. Work schedules may be approved based upon policies of flexible working hours, such policies commonly referred to as "flex-time."

4. CALL BACK PAY

Any employee who is called back to work from off-duty, and who does in fact perform duties on behalf of the Department during his/her normal off-duty hours, shall be paid for a minimum of three (3) hours at one and one-half (1.5) times his/her regular rate of pay. This provision shall not apply to disciplinary procedures.

5. HOLIDAY OBSERVANCE AND PAY

A. County holidays listed in Section 16-219 of the Personnel Law shall be observed by employees covered by this Salary Schedule on dates designated by the County Executive. The holidays established by the Personnel Law are listed below:

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

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

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

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

E. Employees who work on Correctional Officer Memorial Day will be paid at two (2) times their regular rate of pay for each hour worked (except overtime) and shall not receive another day. All employees who have this as a regular day off, shall receive eight (8) hours of compensatory leave.

6. SHIFT DIFFERENTIAL

A. Effective October 1, 2013, a shift differential of two dollars twenty-five cents (\$2.25) per hour shall be paid for all non-overtime hours worked on the first (1st) shift (i.e., the night shift - 11 p.m. to 7 a.m. or equivalent) and on the third shift (i.e., the evening shift - 3 p.m. to 11 p.m. or equivalent). The shift differential rate shall include employees specifically assigned on a permanent or rotating basis.

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

C. When the majority of hours worked fall within the third (3rd) or first (1st) shifts, the employee shall be paid shift differential for all eight (8) hours.

7. ACTING PAY

A. When an employee is directed to assume, and does in fact assume, a majority of the

duties of any other position with a higher grade in an acting capacity for a period of ten (10) consecutive days or more (including scheduled days off and approved holidays), beginning with the tenth (10th) day, he/she shall be paid at a rate of pay which is equivalent to a two-step increase or the minimum necessary to place the employee at the entry level rate of the higher grade, whichever is greater, and shall continue to be paid at the rate until relieved of the position by the person for whom he/she is acting, or by a person of equal grade to that position, or by a superior authority. He/She shall resume receiving acting pay after being on annual, sick, or administrative leave status, if he/she had been acting in such higher rank immediately prior to taking such approved leave.

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

8. TEC PAY

A. Any civilian member who is trained and qualified as part of the CISM Team in the Department of Corrections is entitled to receive TEC pay each fiscal year in July in the amount of four hundred-fifty dollars (\$450.00).

B. Civilian employees permanently assigned to bilingual (translation) duties will be eligible to receive eight hundred dollars (\$800.00) per year upon passing the Foreign Service Institute (State Department) language proficiency examination administered by the County. This sum will be paid thirty (30) days following certification and will be prorated based upon the time of year. Thereafter, the full amount will be paid in July of each fiscal year and will not be included in the employee's base pay for any purposes such as computing holiday pay, annual and sick leave pay, retirement deductions or retirement or insurance benefits. These duties will be added to the employee's job description.

9. COURT TIME COMPENSATION

If, as a result of actions taken during the course of employment with the Department of Corrections, an employee covered by this Salary Schedule is scheduled to appear in Court on the employee's day off, the employee will be paid a minimum of four (4) hours pay at the overtime rate.

10. MANDATORY OVERTIME AND OVERTIME ASSIGNMENT

A. The parties recognize and understand that the County has the right to require employees covered by this Salary Schedule to work overtime and that overtime work should first be covered by volunteers and then through the evenhanded assignment of mandatory overtime. Accordingly, the parties agree to the following guidelines for the assignment of overtime work:

1. The Department will first try to cover its overtime work from volunteers on a rotating basis. If sufficient volunteers are not available for overtime work, the Department will make mandatory overtime assignments on a rotating basis from a pool of employees who are

currently on duty.

2. When scheduling overtime work, the County will make reasonable efforts to provide employees with as much advance notice as permitted under the circumstances.

3. Except in a case of emergency, as determined by the Director, no employee will be permitted or required:

- a. To work more than sixteen (16) consecutive hours; or,
- b. To work two (2) consecutive days of sixteen (16) consecutive hours.

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

C. Mandatory overtime will not be assigned to a bargaining unit employee if that employee is scheduled for approved leave or a day off the following day.

D. Employees will be compensated at the rate of one and one-half (1.5) times their regular rate of pay for each hour, or fifteen (15) minute fractions thereof, they are required to work at the direction of a supervisor in excess of forty (40) hours in a workweek. At the option of the employee, when directed by a supervisor to work in excess of forty (40) hours in a workweek, an employee eligible for compensatory time under applicable law may elect to receive compensatory leave at the rate of one and one-half (1.5) hours for each overtime hour worked. All leave with pay shall be considered time worked in the computation of overtime.

11. CLOTHING ISSUE AND ALLOWANCE (FOR PROPERTY/SUPPLY CLERKS AND TECHNICIANS)

A. The Department of Corrections will continue to issue uniforms to employees covered by this Salary Schedule who are required to wear them and to replace worn and unserviceable uniforms. Employees will continue to maintain their uniforms by cleaning and making minor repairs.

B. Effective July 1, 2012, a two hundred fifty dollar (\$250.00) uniform maintenance allowance will be provided to all employees who are required to wear uniforms. All employees receiving this allowance must wear their uniform. The allowance will be paid in a single payment in July.

12. ANNUAL LEAVE

A. All 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 Six (6) hours per pay period with

of service	periodic adjustment to ensure that each employee earns twenty (20) days
After fifteen (15) years of service and above	Eight (8) hours per pay period

B. 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. A maximum of three hundred sixty (360) hours of accumulated annual leave earned beginning with the first pay period in Fiscal Year 1996, or such other amount established in an approved Salary Plan may be carried over from one (1) leave year to the next by an employee.

D. 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 Section 16-220(d)(1), of the Personnel Law.

E. Annual leave hours in excess of the maximum allowed to be carried over to the next leave year shall be converted to sick leave.

13. SICK LEAVE

A. All full-time employees earn four and one-half (4.5) 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.

B. 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.

C. Sick leave may be accumulated from year to year.

D. Use of sick leave shall be governed by the Personnel Law and Administrative Procedure 284.

14. SICK AND ANNUAL LEAVE DISPOSITION UPON SEPARATION

A. The annual and sick leave balances accumulated by an employee shall, upon the employee's separation from employment, be liquidated in the following manner:

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

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.

B. The employee may elect to receive cash payment for all or any portion of the employee's annual leave balances 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 limitations:

1. 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 last full pay period in Fiscal Year 1995 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.

C. For all or any portion of the employee's sick leave balance earned as of the end of the last full pay period of the 1995 fiscal year, the employee may elect to receive cash payment in an amount equal to the total number of unused sick leave hours multiplied by one-half (.5) of the employee's base hourly rate of pay as of the last full pay period in Fiscal Year 1995. Sick leave earned beginning the first pay period of Fiscal Year 1996 is not subject to cash payment to the employee upon separation.

D. For individuals who participate in the MSRS plan, sick leave earned beginning with the first pay period in Fiscal Year 1996 (i.e., new sick leave) is not subject to cash payment but may be used to purchase MSRS pension credit at the applicable rate. In addition, any old sick leave not cashed out under paragraph B may be used to purchase MSRS pension credit at the applicable rate.

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

G. Upon retirement, employees covered by this Salary Schedule may convert any unused annual leave to new sick leave for pension credit under the State Retirement or Pension System.

15. PERSONAL LEAVE

Beginning in the 2002 leave year, twenty-four (24) hours of paid personal per leave year -- including the four (4) hours granted in lieu of General Election Day -- leave shall be granted to each employee eligible for annual leave. Personal leave shall be requested and approved in advance of use. There shall be no accumulation of personal leave days, and unused personal leave shall be forfeited at the end of the leave year or upon termination of employment.

16. BEREAVEMENT LEAVE

Bereavement leave policies shall be administered in accordance with the Personnel Law, except

that the first twenty-four (24) hours of bereavement leave taken upon the death of a parent, spouse, child (including biological, adopted, foster, stepchild, or legal ward), will be administrative leave rather than sick leave. In the event of the death of any other member of the employee's family (grandparent, grandchild, brother, sister, brother- or sister-in-law, mother- or father-in-law, or son- or daughter-in-law), one (1) working day will be administrative leave rather than sick leave.

17. DISCRETIONARY LEAVE

Beginning with the 2012 leave year, employees covered by this Salary Schedule with five (5) or more years of service shall be eligible for eight (8) hours of discretionary leave per leave year plus an additional eight (8) hours of discretionary leave (for a total of sixteen (16) hours) after ten (10) years of service. Eight (8) additional hours of discretionary leave (for a total of twenty-four (24) hours) will be granted after fifteen (15) years of service. Discretionary leave may be taken in increments of four (4) hours, and must be requested and approved in advance, and any unused discretionary leave cannot be carried over from one year to the next.

18. ADDITIONAL LEAVE PROVISION

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

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

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

19. BLOOD DONATION LEAVE

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

20. DISABILITY LEAVE

The Department will designate a member of Management to make an initial determination as to whether an injury qualifies for disability leave. Specifically, where an employee claims injury

on the job (all hours working, including breaks, will be considered) and is unable to work, Management will make an initial determination through investigation as soon as possible but not later than ten (10) working days after the claim was made. In cases where injury on the job is clearly indicated, the employee will be placed on disability leave immediately. Where the illness or injury subsequently is determined to be non-service connected or of such a nature as not to require the employee to remain off of work, the employee will be returned to work but will be back charged sick or annual leave for the period of time the employee was on disability leave. In cases where injury on the job is not clearly indicated, the process outlined in Administrative Procedure 284 (Administration of Employee Leave) will be followed.

21. VOTING LEAVE

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

22. PGCOA LEAVE

A. Members of the Board of Directors of PGCOA shall be granted union business leave to attend Association Board meetings. Also, members of PGCOA shall be granted union business leave to attend conventions and conferences (including state seminars). In order to receive union business leave to attend Board meetings, conventions and conferences, the Association must request the leave in a reasonable period of time before it is to be used (in the case of conventions and conferences not less than ten (10) days before the leave is to begin). Requests for union leave under this Article are subject to the approval of the Director, with the understanding that the Director's approval will not be unreasonably withheld. Union business leave to attend conventions and conferences shall be limited to no more than two (2) members on any one occasion.

B. Union business leave to attend Board meetings shall be consistent with the PGCOA Security Division contract. Up to two (2) civilian representatives will be granted leave to attend Board meetings the second Wednesday of the month. Union business leave will be granted to the Association and its members under this Article subject to the availability of hours in the Union Business Leave Bank described below. If the meeting falls on the employee's regular day off, the employee will be given hour-for-hour compensatory leave.

C. The County will provide four hundred (400) hours of union business leave in a Union Business Leave Bank per fiscal year for attendance at Board meetings, conventions, conferences (including state seminars) and Steward Training as set forth in Articles 4 and 8 of the Collective Bargaining Agreement. No union business leave will be granted pursuant to Articles 4 and 8, when the four hundred (400) hours has been exhausted during a fiscal year. Any unused balance in the Union Business Leave Bank at the close of the fiscal year may not be carried forward for use during the next fiscal year. All requests for union business leave pursuant to Articles 4 and 8 of the Collective Bargaining Agreement are subject to the Director's approval.

23. LEAVE FOR NEGOTIATIONS

A. Employees (not to exceed five (5) from different sections) who, upon the request of PGCOA are excused from their regular assignment on the day of negotiations to attend meetings with representatives of the County and/or to prepare for negotiations, shall suffer no loss of pay or leave. If the meeting falls on the employee's regular day off, the employee will be given hour for hour compensatory leave.

B. Members of the PGCOA negotiating team (not to exceed five (5) members from different sections) may each be granted up to forty-eight (48) hours of union business leave to prepare for negotiations. The Association must request the leave from the Director in a reasonable period of time before it is to be used, and the request is subject to the Director's approval, which will not be unreasonably withheld. The union business leave awarded pursuant to this provision is in addition to the hours provided by the County to the Union Business Leave Bank included in Section 22 of this Salary Schedule. Except as provided in Paragraph C of Article 5 of the Collective Bargaining Agreement, union business leave granted for negotiation preparation will not be deducted from the Union Business Leave Bank described in Section 22 of this Salary Schedule.

C. The Director may, pursuant to the Association's request, grant additional leave to members of the negotiating team from the Union Business leave Bank described in Article 4, PGCOA Leave, to prepare for negotiations (and such approval shall not be unreasonably withheld).

24. ADMINISTRATION OF LEAVE

Except as provided otherwise in the Salary Schedule and the Agreement, the provisions governing the administration of employee leave are specified in Division 17 of the Personnel Law and Administrative Procedure 284.

25. FAMILY AND MEDICAL LEAVE

Employees covered by this Salary Schedule are entitled to family and medical leave as provided in the County Personnel Law and as provided by Federal, State and County law.

26. ACCIDENTAL DEATH INSURANCE

In addition to any other life insurance or death benefit provided by the County, 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 accident on or off the job.

27. HEALTH INSURANCE PREMIUMS

A. During Calendar Years 2013, 2014 and 2015, the County shall contribute seventy-three percent (73%) to the cost of the County's preferred provider option health insurance plan for any

employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-seven percent (27%).

B. During Calendar Years 2013, 2014 and 2015, the County shall contribute seventy-eight percent (78%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-two (22%).

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. During Calendar Years 2013, 2014 and 2015, 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%). 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 employees elect to enroll in either of the Plans.

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

G. Employees may contribute up to five thousand dollars (\$5,000.00) in a dependent flexible spending account and up to five thousand dollars (\$5,000.00) in medical flexible spending account. Effective January 1, 2013, employees may contribute up to two thousand five hundred dollars (\$2,500.00) in a medical flexible spending account.

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

28. RETIREMENT CONTRIBUTIONS

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

B. Current participants in the Maryland State 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, then contributions may be adjusted accordingly.

29. SUPPLEMENTAL RETIREMENT BENEFIT

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

30. 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 March 1, 2015.

31. PERSONNEL LAW

All policies, procedures and benefits not specifically modified by this Salary Schedule and the Agreement shall be administered pursuant to the Prince George's County Personnel Law.

32. SOCIAL SECURITY

A. The County is required to comply with the Federal Insurance Contribution Act (FICA) that provides for a federal system of old-age, survivors, disability (Social Security or OASDI), and hospital (Medicare or HI) insurance. Effective January 1, 2012, each employee paid in accordance with this Salary Schedule shall make contributions of 4.2% to the Social Security fund (FICA-OASDI) up to the wage base limit of one hundred ten thousand one hundred dollars (\$110,100.00); and 1.45% to the Medicare fund (FICA-HI) on all wages paid. 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. WORKERS' COMPENSATION

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

Annotated.

34. 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.