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COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

Legislative Session

1992

Resolution No. _____ CR-46-

1992

Proposed by The Chairman (by request - County Executive)

Introduced by Council Members Bell and Pemberton

Co-Sponsors

Date of Introduction May 19,
1992

RESOLUTION

A RESOLUTION concerning

Compensation and Benefits - Local #1619,
International Association of Fire Fighters,
AFL-CIO (Fire Fighters) - Salary Schedule S,
Schedule of Pay Grades

FOR the purpose of amending the Salary Plan of the County to reflect the terms of a labor agreement by and between Prince George's County and Local #1619, International Association of Fire Fighters, AFL-CIO.

WHEREAS, pursuant to Section 903 of Article IX of the

Prince George's County Charter and Section 16-125(a) of the Prince George's County Code, amendments to the County's Salary Plan are to be submitted to the County Council in resolution form; and

WHEREAS, the Salary Plan must at this time be amended by the approval of a salary schedule to reflect the terms of a labor agreement by and between Prince George's County and Local #1619, International Association of Fire Fighters, AFL-CIO;

NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's County, Maryland, that the salary schedule "S", Schedule of Pay Grades, submitted and recommended by the County Executive on May 6, 1992, which is attached hereto and made a part hereof, setting forth a one percent (1%) increase in the base hourly rates effective April 5, 1992; a one percent (1%) increase in base hourly rates effective May 31, 1992; a two percent (2%) increase in base hourly rates effective March 21, 1993; a two percent (2%) increase in base hourly rates effective June 13, 1993; a two and one-half percent (2 1/2%) increase in base hourly rates effective June 27, 1993; a two percent (2%) wage scale adjustment for the maximum rates at pay grades S02 - S06 effective January 10, 1993; and further establishing a clothing allowance and physical training supplement, the workweek and number of productive hours therein, leave provisions, pay in excess of base salary, health and life insurance, social security, worker's compensation,

education incentive, death and disability payments, retirement contributions, Prince George's Professional Fire Fighters payroll deduction and incentive awards, for such employees, be and the same is hereby approved.

BE IT FURTHER RESOLVED that the provisions of this resolution shall supersede the provisions of CB-13-1992.

Adopted this 7th day of July, 1992.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY:

Richard J. Castaldi
Chairman

ATTEST:

Joyce T. Sweeney
Acting Clerk of the Council

SALARY SCHEDULE S
SCHEDULE OF PAY GRADES
FIRE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND
EFFECTIVE JULY 1, 1991 - JUNE 30, 1993
(AS AMENDED FOR FY92)

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I. Scheduled Pay Rates

SALARY SCHEDULE S - EFFECTIVE APRIL 5, 1992
SCHEDULE OF PAY GRADES - FIRE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
S01	HOURLY	12.3408	19.5963
	BIWKLY	987.26	1,567.70
	ANNUAL	25,669	40,760
S02	HOURLY	12.9725	21.3958
	BIWKLY	1,037.80	1,711.66
	ANNUAL	26,983	44,503
S03	HOURLY	13.6036	22.4884
	BIWKLY	1,088.29	1,799.07
	ANNUAL	28,295	46,776
S13	HOURLY	13.6036	24.2008
	BIWKLY	1,088.29	1,936.06
	ANNUAL	28,295	50,338
S04	HOURLY	15.0193	25.4311
	BIWKLY	1,201.54	2,034.49
	ANNUAL	31,240	52,897
S05	HOURLY	17.3728	29.4060
	BIWKLY	1,389.82	2,352.48
	ANNUAL	36,135	61,164
S06	HOURLY	19.0948	32.4587
	BIWKLY	1,527.58	2,596.70
	ANNUAL	39,717	67,514

The hourly rates are the July 1, 1991 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Bi-weekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE S - EFFECTIVE MAY 31, 1992
SCHEDULE OF PAY GRADES - FIRE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
S01	HOURLY	12.4642	19.7923
	BIWKLY	997.14	1,583.38
	ANNUAL	25,926	41,168
S02	HOURLY	13.1022	21.6098
	BIWKLY	1,048.18	1,728.78
	ANNUAL	27,253	44,948
S03	HOURLY	13.7396	22.7133
	BIWKLY	1,099.17	1,817.06
	ANNUAL	28,578	47,244
S13	HOURLY	13.7396	24.4428
	BIWKLY	1,099.17	1,955.42
	ANNUAL	28,578	50,841
S04	HOURLY	15.1695	25.6854
	BIWKLY	1,213.56	2,054.83
	ANNUAL	31,553	53,426
S05	HOURLY	17.5465	29.7001
	BIWKLY	1,403.72	2,376.01
	ANNUAL	36,497	61,776
S06	HOURLY	19.2857	32.7833
	BIWKLY	1,542.86	2,622.66
	ANNUAL	40,114	68,189

The hourly rates are the April 5, 1992 rates multiplied by 101%. For administrative purposes, the hourly rates are the controlling rates. Bi-weekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE S - EFFECTIVE JANUARY 10, 1993
SCHEDULE OF PAY GRADES - FIRE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
S01	HOURLY	12.4642	19.7923
	BIWKLY	997.14	1,583.38
	ANNUAL	25,926	41,168
S02	HOURLY	13.1022	22.0420
	BIWKLY	1,048.18	1,763.36
	ANNUAL	27,253	45,847
S03	HOURLY	13.7396	23.1676
	BIWKLY	1,099.17	1,853.41
	ANNUAL	28,578	48,189
S13	HOURLY	13.7396	24.9317
	BIWKLY	1,099.17	1,994.54
	ANNUAL	28,578	51,858
S04	HOURLY	15.1695	26.1991
	BIWKLY	1,213.56	2,095.93
	ANNUAL	31,553	54,494
S05	HOURLY	17.5465	30.2941
	BIWKLY	1,403.72	2,423.53
	ANNUAL	36,497	63,012
S06	HOURLY	19.2857	33.4390
	BIWKLY	1,542.86	2,675.12
	ANNUAL	40,114	69,553

The hourly rates are the May 31, 1992 rates except for the maximum rates at S02 - S06 which are multiplied by 102%. For administrative purposes, the hourly rates are the controlling rates. Bi-weekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE S - EFFECTIVE MARCH 21, 1993
SCHEDULE OF PAY GRADES - FIRE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
S01	HOURLY	12.7135	20.1881
	BIWKLY	1,017.08	1,615.05
	ANNUAL	26,444	41,991
S02	HOURLY	13.3642	22.4828
	BIWKLY	1,069.14	1,798.62
	ANNUAL	27,798	46,764
S03	HOURLY	14.0144	23.6310
	BIWKLY	1,121.15	1,890.48
	ANNUAL	29,150	49,152
S13	HOURLY	14.0144	25.4303
	BIWKLY	1,121.15	2,034.42
	ANNUAL	29,150	52,895
S04	HOURLY	15.4729	26.7231
	BIWKLY	1,237.83	2,137.85
	ANNUAL	32,184	55,584
S05	HOURLY	17.8974	30.9000
	BIWKLY	1,431.79	2,472.00
	ANNUAL	37,227	64,272
S06	HOURLY	19.6714	34.1078
	BIWKLY	1,573.71	2,728.62
	ANNUAL	40,917	70,944

The hourly rates are the January 10, 1993 rates multiplied by 102%. For administrative purposes, the hourly rates are the controlling rates. Bi-weekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE S - EFFECTIVE JUNE 13, 1993
SCHEDULE OF PAY GRADES - FIRE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
S01	HOURLY	12.9678	20.5919
	BIWKLY	1,037.42	1,647.35
	ANNUAL	26,973	42,831
S02	HOURLY	13.6315	22.9325
	BIWKLY	1,090.52	1,834.60
	ANNUAL	28,354	47,700
S03	HOURLY	14.2947	24.1036
	BIWKLY	1,143.58	1,928.29
	ANNUAL	29,733	50,135
S13	HOURLY	14.2947	25.9389
	BIWKLY	1,143.58	2,075.11
	ANNUAL	29,733	53,953
S04	HOURLY	15.7824	27.2576
	BIWKLY	1,262.59	2,180.61
	ANNUAL	32,827	56,696
S05	HOURLY	18.2553	31.5180
	BIWKLY	1,460.42	2,521.44
	ANNUAL	37,971	65,557
S06	HOURLY	20.0648	34.7900
	BIWKLY	1,605.18	2,783.20
	ANNUAL	41,735	72,363

The hourly rates are the March 21, 1993 rates multiplied by 102%. For administrative purposes, the hourly rates are the controlling rates. Bi-weekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE S - EFFECTIVE JUNE 27, 1993
SCHEDULE OF PAY GRADES - FIRE UNIT PERSONNEL
PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
S01	HOURLY	13.2920	21.1067
	BIWKLY	1,063.36	1,688.54
	ANNUAL	27,647	43,902
S02	HOURLY	13.9723	23.5058
	BIWKLY	1,117.78	1,880.46
	ANNUAL	29,062	48,892
S03	HOURLY	14.6521	24.7062
	BIWKLY	1,172.17	1,976.50
	ANNUAL	30,476	51,389
S13	HOURLY	14.6521	26.5874
	BIWKLY	1,172.17	2,126.99
	ANNUAL	30,476	55,302
S04	HOURLY	16.1770	27.9390
	BIWKLY	1,294.16	2,235.12
	ANNUAL	33,648	58,113
S05	HOURLY	18.7117	32.3060
	BIWKLY	1,496.94	2,584.48
	ANNUAL	38,920	67,196
S06	HOURLY	20.5664	35.6598
	BIWKLY	1,645.31	2,852.78
	ANNUAL	42,778	74,172

The hourly rates are the June 13, 1993 rates multiplied by 102.5%. For administrative purposes, the hourly rates are the controlling rates. Bi-weekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

MIN-MAX System:

On July 2, 1989, the MIN-MAX system which had been in effect for all members of the bargaining unit was replaced by the following modified MIN- MAX system:

- 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 following classifications:

Fire Fighter I	S01
Fire Fighter II*	S02
Fire Fighter III	S03
Fire Technician	S13
Fire Sergeant	S04
Fire Lieutenant	S05
Fire Captain	S06

* Effective the first full pay period beginning on or after July 1, 1990, employees in the classification of Fire Fighter II will be paid on the S02 pay grade.

- B. Employees covered by this Salary Schedule and hired before July 1, 1989 will keep the anniversary dates that they held on July 1, 1989 for as long as they are continuously employed. Employees hired on or after July 1, 1989 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.

C. Merit steps will have the value of three and one-half percent (3 1/2%).

- D. (1) If, upon the granting of a three and one-half percent (3 1/2%) merit increase, an employee's salary is one percent or less from the applicable maximum rate, the employee will have his salary rate adjusted to the applicable maximum rate.

(2) If upon the granting of a three and one-half (3 1/2%) merit increase, an employee's salary rate is greater than one percent (1%) but less than three and one-half (3 1/2%) from the applicable maximum rate, the employee upon satisfactory completion of one (1) additional year of service, will have his salary rate adjusted to the applicable maximum rate.

- E. The maximum pay rate at each grade will be increased by an additional three and one-half percent (3 1/2%) effective July 1, 1990 and July 1, 1991.

F. 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. However, in the case of a promotion from Fire Fighter to Sergeant, the employee's salary rate shall be the greater of fifteen percent (15%) 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. In no event shall the new rate exceed the maximum for the grade.

Effective June 30, 1986, upon promotion from the rank of fire fighter to the rank of journeyman fire fighter, an employee's salary rate shall be increased by five percent (5%) over his current rate.

G. Effective July 1, 1990, except as noted below, an employee's salary rate upon promotion shall be the greater of a ten percent (10%) increase over his/her current rate or a ten percent (10%) increase over the stated minimum for the grade to which he/she is promoted. In no event shall the new rate exceed the maximum for the grade.

Exceptions:

	<u>Percentage Above Current Rate</u>
Fire Fighter I (S01) to Fire Fighter II (S02)	6%
Fire Fighter II (S02) to Fire Fighter III (S03)	5%
Fire Fighter II (S02) to Fire Sergeant (S04)	15%

Further, Fire Fighter III's (S-03) who are assigned specialized functions and a working title of Fire Technician will be placed on the S-13 pay grade and receive a 10% pay increase.

H. Implementation of Fire Fighter II Program and Related Pay Adjustments

1. The Fire Fighter II Program will become effective on July 1, 1990. Any Fire Fighter covered by this Salary Schedule who successfully completes his/her probationary period on or after July 1, 1990 will be promoted to the rank of Fire Fighter II (S02) and receive a six percent (6%) increase in his current rate of pay.

2. Any Fire Fighter covered by this Salary Schedule who successfully completes his/her probationary period

on or after the date this Salary Schedule becomes law but before July 1, 1990 will, effective July 1, 1990, be promoted to the rank of Fire Fighter II (SO2) and receive a six percent (6%) increase in his current rate of pay.

3. All other Fire Fighters covered by this Salary Schedule who have successfully completed their probationary period before the date this Salary Schedule becomes law will receive the following adjustments to base wages:

a) effective the first pay period beginning on or after January 1, 1990 - two percent (2%);

b) effective the first pay period beginning on or after January 1, 1991 - two percent (2%); and,

c) effective the first pay period beginning on or after January 1, 1993 - two percent (2%).

I. Salary rate upon demotion shall be governed by Section 16-132 of the Personnel Law in accordance with the following:

The new rate shall be obtained by dividing the current rate by the sum of one (1) plus the percentage increase previously advanced upon promotion (or the sum of the percentage increases of successive promotions if the person has been demoted more than one grade and has served in the intermediate grade). Such percentage should be obtained from the promotional EAN(s) by subtracting the hourly rate before promotion from the hourly rate immediately after promotion and dividing the remainder by the rate before promotion. The quotient shall be rounded to the third decimal place.

J. (1) Employees, who are red-circled at rates of pay beyond the maximum rates in effect on June 30, 1990 or June 30, 1991, respectively, and whose rates fall below the new maximum rates effective on July 1, 1990 or July 1, 1991, respectively, will no longer be red-circled and will be eligible to receive further merit increases in the manner described in paragraph D. above.

(2) Remaining employees, if any, who are red-circled at rates of pay beyond the maximum rates in effect on June 30, 1990 or June 30, 1991, respectively, and whose rates fall above the new maximum rates effective on July 1, 1990 or July 1, 1991, respectively, will continue to be red-circled at those rates and will not be eligible to receive future merit increases.

K. Fire fighters newly hired during the life of the Agreement (that is, through June 30, 1993) will be paid at a new entry level salary of \$18,000 per year. Fire fighters hired at this new entry level salary rate shall not receive the normal entry level salary rate until they have graduated from the Fire Academy or six (6) months after being hired, whichever occurs first.

II. Workweek

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

Shift employees covered under this Salary Schedule will work a 42 hour workweek. Straight day work employees shall work a 40-hour week.

III. Work Schedules

A. Shiftwork Personnel - Stations

Shiftwork personnel who work a "24/72 hour" shift are covered by the Memorandum of Agreement Between Prince George's County Fire Department and Local 1619 I.A.F.F., signed on June 3, 1981.

B. Straight Day-Work Personnel in all Stations

Employees assigned to straight day work will work five (5) eight (8) hour days, normally Monday through Friday, thus equalling forty (40) hours. All day shifts shall commence at 0700 hours except that one shift per station may be required to start at 0900 hours.

C. Non-Station Personnel

Day work employees shall continue to work their existing shifts; shiftwork employees shall continue to work existing shifts.

IV. Leave Provisions

A. Sick Leave

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 working during each pay period.

B. Unused Sick Leave

Upon termination of County employment for non-disciplinary reasons (including but not limited to retirement, disability and death) employees shall be entitled to a lump sum cash payment for unused sick leave. The amount of the cash payment shall be determined by taking each individual's total accrued number of unused sick leave hours as of his termination date, multiplying by his final base hourly rate of pay and dividing that product by two. The number so obtained shall be further multiplied by a fraction of the numerator of which shall be the number of years actual service and the denominator of which shall be twenty (20). However, if a firefighter with less than 20 years of actual service terminates employment as a result of death or disability, he/she shall receive a 50% cash out of unused sick leave regardless of years of service.

C. 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 and above Eight (8) hours per pay period.

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

D. Annual Leave: Carryover and Lump Sum Payment

Beginning with the 1992 leave year (i.e., 1992 into 1993), annual leave may be accumulated to a maximum of one hundred twenty five (125) days, however, employees may convert upon request, any leave in excess of one hundred twenty five (125) days to sick leave at the end of an annual leave year.

Employees covered by this Salary Schedule who terminate employment shall receive a lump sum payment for the annual leave balance credit accumulated through the last full pay period prior to the employees' separation. Employees who qualify may elect to purchase additional service credit as provided in Section 8.9 of the Agreement.

E. 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 designee and such approval shall not be unreasonably withheld. The County Fire Chief has the right to set reasonable limits on such leave.

F. Injured-On-The-Job Leave

When an employee is ordered off the job or ordered to light duty by his/her physician or by the County Fire Chief due to work-related illness or injury, the employee will be placed on I.O.J. leave until his disability is either medically proven to be non-service connected or until retired.

The employee shall not be charged with using his/her own accrued leave when ordered off duty as prescribed in the above paragraph except in those cases where the illness or injury is proven to be non-service connected, and then only from the date that the employee is notified of the findings in writing; nor will leave used because of injuries or sickness sustained as a result of employment in the Prince George's Fire Department be charged against an employee's sick of annual

leave. The employee will remain on I.O.J. leave until released by the attending physician for prescribed duties, or returned to work by decision of the Disability Review Board (in administrative session or in review of an appeal), or retired if the disabling injury cannot be corrected.

G. Shift Work Leave

Each employee on the night and weekend shifts shall be entitled to one (1) shift off per month, not to be accumulated from month to month, and an additional six (6) shifts off to be used during the year not to include vacation leave. Shift work leave shall be charged against his accrued annual or compensatory leave. Any portion of a shift in excess of four (4) consecutive hours shall constitute a shift.

H. Day Work Leave

Straight day personnel shall be granted four (4) hours compensatory leave every three (3) months.

I. Personal Leave

Two paid personal leave days per leave year shall be granted to each employee eligible for annual leave. The 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.

J. 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, 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.

K. Additional Leave

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 hour of compensatory time for each hour worked during the emergency, in addition to any pay to which they are

entitled for that period.

L. Conference 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). 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. It is further provided that such meetings shall not exceed six (6) per fiscal year and that not more than four (4) union members request such leave.

M. Leave for Negotiations

Employees (not to exceed five (5) in number) who, upon request of the Union, are excused from their regular assignment for the purpose of participating in negotiation sessions with representatives of the Employer, shall suffer no loss of pay or leave.

N. Union President Leave

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.

O. 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 applicable Administrative Procedures, unless otherwise specified in this schedule or the contract.

V. Pay in Excess of Base Salary

A. Acting Pay

When an employee assumes a higher rank in an acting capacity, for a period of greater than seven (7) consecutive days, he 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 until relieved by the person for whom he is acting, or by a person of rank equal to that position, who is permanently assigned to that station or bureau. Beginning with the forty-sixth (46th) consecutive day in such 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.

Where the Department elects to replace an employee receiving acting pay under this provision with another employee who works in an acting capacity, the new acting employee will begin receiving acting pay immediately. Further, in such circumstances, the forty-five (45) days contemplated by paragraph two, above, shall be cumulative (the new employee will receive credit for the time both he and the other employee worked in an acting capacity). The Department agrees that it will normally select the person who is highest on the current promotional list for the rank equal to the acting position when exercising its right to replace an employee in acting status under this provision, and it will bypass the next person on the promotional list for acting duty only when prudent operations require it.

B. Call-Back Pay

An employee who is called back to work from off-duty, and does in fact perform duties in behalf of the Prince George's County Fire Department during his normal off-duty hours, by career officers authorized by the County Fire Chief, shall be paid the minimum of four (4) hours at one and one-half (1 1/2) times his regular rate of pay. This provision shall not apply to administrative hearings or disciplinary procedures. 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.

C. Early Reporting Time

An employee who is called into 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 1/2) times his/her regular rate of pay and will be paid his/her regular rate of pay beginning with his/her regular starting time. The Call-Back provision shall apply to an employee called into work more than two (2) hours immediately before his/her regularly scheduled starting time.

D. Holidays and Holiday Pay

The following shall be designated as holidays for employees covered under this Salary Schedule:

New Year's Day	Veterans Day
Martin Luther King's Birthday	Thanksgiving Day
Washington's Birthday	Christmas Day
Memorial Day	Presidential Inauguration
Independence Day	Day (every 4 years)

Labor Day
Columbus Day
County Employees' Appreciation Day

General Election Day
(every 2 years)

If an employee works on a designated holiday, he shall be paid at the rate of time and one-half (1 1/2) his regular rate of pay for all hours worked on the holiday plus an additional eight (8) hours at the regular rate, and the employee shall not receive an additional day off.

If an employee is required to work on a holiday which coincides with his regularly scheduled day off, he shall be compensated at the rate of one and one-half (1 1/2) times his regular rate of pay for all hours worked, and he shall also receive eight (8) hours holiday pay. In addition, shift men who are required to work on a holiday which coincides with their regularly scheduled day off shall earn twelve (12) hours of compensatory time.

Shift personnel on assigned day off on a holiday shall earn twelve (12) hours of compensatory time. Straight day personnel on assigned dayoff on a holiday shall receive another day off.

E. Special Duty Pay

(1) Fire Fighters assigned duties as Bomb Technicians or Paramedics shall be compensated at a rate nine percent (9%) per hour above their regular base pay. This additional pay is to compensate Bomb Technicians in lieu of overtime for attendance at required continuing education and skills maintenance sessions and Paramedics in lieu of overtime for attendance at required continuing education and skills maintenance sessions required to maintain their certification level to CRT. In addition, any Fire Fighter/Paramedics who are certified as EMT-P shall receive an additional two percent (2%) for continuing education required to maintain their EMT-P certification level. Special duty pay shall apply only as long as the Fire Fighter is assigned duties of a Bomb Technician or a Paramedic.

(2) The special duty pay described above will be added to the base pay. It is understood that base pay does not include EIP payments and EIP payments are not computed based on base pay.

F. EMT Pay. Employees covered by this Salary Schedule who retain the required level of EMT certification will receive EMT pay of twenty-two dollars fifty cents (\$22.50) per pay period effective the first full pay period beginning on or after June 30, 1990, and thirty-four dollars (\$34.00) per pay period, effective the first full pay period beginning on or after July 1, 1991.

G. Stand-By Duty

There shall be two (2) tours of stand-by duty:

Monday 0700 - Friday 1500
Friday 1500 - Monday 0700

A bargaining unit employee required by the Fire Chief or his 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.

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 day's pay for each subsequent seventy-two (72) hours on alert.

H. Pay While on I.O.J. Leave

Any employee who, in accordance with Section IV, E., above, is on I.O.J. or disability leave shall receive all pay during said period as disability income.

I. Overtime Pay

(1) Any employee covered by this salary schedule who is scheduled on straight day work and who is authorized to and who works in excess of eight (80) hours in a pay period, or any employee covered by this salary schedule who is scheduled on shiftwork who is authorized to and who works in excess of eighty-four (84) hours in a pay period shall have the option of receiving pay at the rate of one and one-half (1 1/2) hours for each overtime hour or receiving compensatory time at the rate of one and one-half (1 1/2) hours for each overtime hour worked. Any employee entitled to be granted compensatory leave shall be granted such leave by the Fire Chief. Compensatory leave in excess of eight (8) hours shall be used within sixty (60) calendar days subsequent to its being earned.

(2) Each hour of overtime shall be compensated as follows:

1 - 14 minutes - no compensation

15 - 29 minutes - compensatory leave at rate of
1 1/2 times of time worked
30 - 44 minutes - one-half wages at 1 1/2 times
plus compensatory time for actual
time worked over 30 minutes
45 - 60 minutes - one (1) hour of wages at 1
1/2 times

VI. Group Health Insurance

A. Effective with contributions in June, 1992 for coverage beginning on July 1, 1992, the County shall contribute eighty percent (80%) to the cost of the County's Managed Care health insurance program for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty percent (20%).

Effective with contributions in June, 1993, for coverage beginning on July 1, 1993, the County shall contribute seventy-five percent (75%) to the cost of the County's Managed Care health insurance program for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five percent (25%).

B. Effective with contributions in June, 1991, for coverage beginning on July 1, 1991, the County shall contribute eighty percent (80%) 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 percent (20%).

Effective with contributions in June, 1993, for coverage beginning on July 1, 1993, the County shall contribute seventy-five percent (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five percent (25%).

C. Employees who retire on or after the dates of coverage indicated in paragraphs A. and B., above, will pay the contribution rates indicated for the type of coverage they have elected (i.e., those who participate in the County's Managed Care health insurance program and retire on or after July 1, 1991 or July 1, 1992 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 or July 1, 1993 will pay twenty percent (20%) or twenty-five percent (25%), respectively.

D. The County shall contribute ninety percent (90%) to the County's optical care program for any employee who elects to participate in that program. The participating employee shall contribute the remaining ten percent (10%).

Effective July 1, 1989, the Union shall contribute ten thousand dollars (\$10,000) per year to the County's deductible prescription program for employees covered by this Salary Schedule who elect to participate in that program; effective July 1, 1990, ten thousand five hundred dollars (\$10,500); and, effective July 1, 1991, eleven thousand dollars (\$11,000). Effective July 1, 1992, for one year only, the Union will not be required to make its annual eleven thousand dollar (\$11,000) prescription program payment. The employee shall contribute 1e per month for single coverage or 2e per month for family coverage, and the County shall contribute the remaining premium.

E. A Dental Plan is available for employees. The employee pays the entire cost.

VII. Life Insurance

The County shall pay one hundred percent (100%) of the monthly premium for the County life insurance coverage as authorized and in accordance with Section 16-212 of the Personnel Law. The maximum life insurance coverage for employees covered by this Salary Schedule under the County Basic group term life insurance policy shall be increased from one hundred thousand dollars (\$100,000) to one hundred fifty thousand dollars (\$150,000).

The five thousand dollar (\$5,000) accidental death insurance policy the County maintains for employees covered by this Salary Schedule shall be payable in the amount of fifty thousand dollars (\$50,000) to an employee's designated beneficiary should the employee be killed in the line of duty.

VIII. Social Security

Effective January 1, 1992, the County and each employee paid in accordance with this Salary Schedule shall make contributions to the Social Security fund at 7.65% of the first \$53,400, and 1.45% of the remainder up to \$125,000 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.

IX. 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, Article 101, Annotated Code of Maryland.

X. Uniforms

Required uniforms, with the exception of dress shoes, shall be provided by the Employer.

XI. Clothing Allowance

Employees covered by this Salary Schedule shall receive a clothing allowance of six hundred and fifty dollars (\$650) per year. This clothing allowance is not considered part of the employee's base pay, and will be paid in two (2) equal installments in July and January of each fiscal year. Notwithstanding the previous paragraph, during fiscal years 1992 and 1993 (July 1, 1991 through June 30, 1993), employees will not receive the clothing allowance referenced in the preceding paragraph.

XII. Physical Training Supplement

Employees covered by this Salary Schedule shall receive a Physical Training Supplement of one hundred twenty-five dollars (\$125) per year. This physical training supplement is not considered part of the employee's base pay, and will be paid in two (2) equal installments in July and January of each fiscal year. Notwithstanding the previous paragraph, during fiscal years 1992 and 1993 (July 1, 1991 through June 30, 1993), employees will not receive the physical training supplement referenced in the preceding paragraph.

XIII. Tuition Assistance and Education Incentive

Effective July 1, 1980, payment to employees receiving Educational Incentive Pay shall be frozen at their then existing dollar amount. All new hires and any employee not

receiving E.I.P. benefits as of July 1, 1980, shall not be eligible to participate in the Educational Incentive Program.

XIV. Death and Disability Payments

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

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

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

4. This Section shall apply to all pending claims for service-connected disability benefits irrespective of the time when the condition or impairment of health shall have first become manifested.

XV. Retirement Contributions

The employee contribution to the retirement trust fund shall be 1% of the base rate of pay; however, if improvements in retirement benefits are proposed then contributions may be adjusted accordingly by agreement between the County and I.A.F.F. Local 1619.

XVI. Prince George's Professional Fire Fighters P.A.C.
Payroll Deduction

The County agrees to deduct on a bi-weekly 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 operation of this provision.

XVII. 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.

XVIII. 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.