

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

Legislative Session 1991

Resolution No. CR-114-1991

Proposed by The Chairman (by request - County Executive)

Introduced by Council Members Castaldi, Bell, and Casula

Co-Sponsors _____

Date of Introduction October 22, 1991

RESOLUTION

A RESOLUTION concerning

Compensation and Benefits - Sheriff's Department

Officials (Captains and Majors) Salary Schedule S-0

FOR the purpose of amending the Salary Plan of the County to reflect the new pay rates, define work week and explain benefits applicable to employees covered under Salary Schedule S-0.

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 new pay rates for the Sheriff's Department Officials.

NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's County, Maryland, that the salary schedule submitted and recommended by the County Executive October 8, 1991, which is

attached hereto and made a part hereof, setting forth a two and three one hundredths percent (2.03%) wage scale adjustment effective January 12, 1992; and a seven percent (7%) increase in base hourly rates effective April 5, 1992; and further establishing work week and the number of productive hours therein, meal period, holiday pay, shift differential, clothing allowance, payment for unused sick leave, disability leave, annual leave carryover, life and supplemental life insurance, worker's compensation, unemployment insurance, social security, health insurance, retirement and supplemental retirement contributions and incentive awards for such employees, be and the same is hereby approved retroactive to July 1, 1991.

Adopted this 26th day of November, 1991.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Richard J. Castaldi
Chairman

ATTEST:

Maurene W. Epps
Acting Clerk of the Council

SALARY SCHEDULE S-0
SCHEDULE OF PAY GRADES
SHERIFF'S DEPARTMENT OFFICIALS
(CAPTAINS - MAJORS)
PRINCE GEORGE'S COUNTY, MARYLAND
EFFECTIVE JULY 1, 1991 - JUNE 30, 1993

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I. Wage Scale Adjustment and Cost of Living Adjustment For FY 1992 and FY 1993

A. Wage Scale Adjustment

Effective the first full pay period beginning on or after January 1, 1992, employees covered by this Salary Schedule will receive a two and three one hundredths percent (2.03%) increase in base hourly rates of pay.

B. Cost of Living Adjustment

Effective the first full pay period on or after April 1, 1992, employees covered by this Salary Schedule will receive a seven percent (7%) increase in base hourly rates of pay.

II. UNIFORM WAGE SCALE

On July 2, 1989, the "MIN-MAX" system which had been in effect for all members of the bargaining unit was replaced by the Uniform Wage Scale described below, and reflected in the Scheduled Pay Rates in Section III of this Salary Schedule.

A. DESCRIPTION OF THE UNIFORM WAGE SCALE

For each rank of deputy sheriff (Captain and Major) in this Salary Schedule, there is established a pay grade containing fifteen (15) pay rates (steps) ranging from Step 0 through Step 14: Deputy Sheriff Captain - W31 and Deputy Sheriff Major - W34. The percentage values of the intervals between steps are 3.5% from Step 0 through Step 11 and 3% for the three remaining intervals from Step 11 through Step 14.

An employee will be eligible to advance to the next step for his/her rank on his/her anniversary date at the rate of one step per year up to and including Step 12, provided that he/she receives at least a satisfactory performance evaluation for the preceding year.

After reaching Step 12, an employee will be eligible to advance to Steps 13 and 14 after three years of service at each step (that is, after having completed fifteen and eighteen years of service, respectively), provided that his/her performance for the applicable period has been evaluated as satisfactory.

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.

Upon promotion, an employee's salary rate shall be increased to that of the corresponding pay step for the promotional grade.

B. IMPLEMENTATION OF THE UNIFORM WAGE SCALE

FY90. Effective July 2, 1989, employees covered by this Salary Schedule, after receiving the four percent (4%) cost of living adjustment, will be placed on the Uniform Wage Scale at the step for their rank which is immediately above their annual salary.

However, an employee whose salary, when adjusted for the four percent (4%) cost of living adjustment, exceeds the maximum salary payable at his/her rank will be red-circled at that salary, and will continue to be red-circled. Further, an employee who was hired at a rate of pay greater than the entry rate will be placed on the pay scale pursuant to the foregoing rules and will maintain the resultant step differential.

On their anniversary dates during FY90, all deputy sheriffs will receive a one step anniversary increase (either three and one-half percent (3 1/2%) or three percent (3%), depending on their July 2 placement on the Uniform Wage Scale) to the next step on the Uniform Wage Scale unless they are at Step 14.

FY91. On their anniversary dates during FY91, all employees below the step which would be warranted by their years of service will be placed at that step. Employees who are hired at a rate of pay greater than the entry rate will be placed on the pay scale pursuant to this rule so as to maintain the resultant step differential.

III. Scheduled Pay Rates

SCHEDULE S-0
 UNIFORM WAGE SCALE
 EFFECTIVE JULY 1, 1991
 FOR SHERIFF'S DEPARTMENT OFFICIALS
 (CAPTAINS & MAJORS)
 PRINCE GEORGE'S COUNTY, MARYLAND

STEP	0	1	2	3	4	5	6	7	8	9
	10	11	12	13	14					
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9
	10	11	12-14	15-17	18+					
W31										
HOURLY	18.0062	18.6364	19.2887	19.9638	20.6625	21.3857	22.1342			
	22.9089	23.7107	24.5406	25.3995	26.2885	27.0772	27.8895			

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28.7262

BIWEEKLY	1440.50	1490.91	1543.10	1597.10	1653.00	1710.86	1770.74	1832.71	1896.86
	1963.25	2031.96	2103.08	2166.18	2231.16	2298.10			
ANNUAL	37,453	38,764	40,121	41,525	42,978	44,482	46,039		
	47,650	49,318	51,044	52,831	54,680	56,321	58,010	59,751	

W32

HOURLY	18.9064	19.5681	20.2530	20.9619	21.6956	22.4550	23.2409		
	24.0543	24.8962	25.7676	26.6695	27.6029	28.4310	29.2839		

30.1624

BIWEEKLY	1512.51	1565.45	1620.24	1676.95	1735.65	1796.40	1859.27	1924.34	1991.70
	2061.41	2133.56	2208.23	2274.48	2342.71	2412.99			
ANNUAL	39,325	40,702	42,126	43,601	45,127	46,706	48,341		
	50,033	51,784	53,597	55,473	57,414	59,136	60,911	62,738	

W33

HOURLY	19.8518	20.5466	21.2657	22.0100	22.7804	23.5777	24.4029		
	25.2570	26.1410	27.0559	28.0029	28.9830	29.8525	30.7481		

31.6705

BIWEEKLY	1588.14	1643.73	1701.26	1760.80	1822.43	1886.22	1952.23	2020.56	2091.28
	2164.47	2240.23	2318.64	2388.20	2459.85	2533.64			

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ANNUAL	41,292	42,737	44,233	45,781	47,383	49,042	50,758
	52,535	54,373	56,276	58,246	60,285	62,093	63,956
						63,956	65,875

W34

HOURLY	20.8442	21,5737	22.3288	23.1103	23.9192	24.7564	25.6229
	26.5197	27.4479	28.4086	29.4029	30.4320	31.3450	32.2854

33.2540

BIWEEKLY	1667.54	1725.90	1786.30	1848.82	1913.54	1980.51	2049.83	2121.58	2195.83
	2272.69	2352.23	2434.56	2507.60	2582.83	2660.32			

ANNUAL	43,356	44,873	46,444	48,069	49,752	51,493	53,296	
	55,161	57,092	59,090	61,158	63,299	65,198	67,154	69,168

The hourly rates are the same as the July 1, 1990 rates as adopted by CR-50-1990 which also recognized a 2.03% adjustment made by implementing the recommendations of the Public Safety Classification Study. The hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

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SCHEDULE S-0
UNIFORM WAGE SCALE
EFFECTIVE JANUARY 12, 1992
FOR SHERIFF'S DEPARTMENT OFFICIALS
(CAPTAINS & MAJORS)
PRINCE GEORGE'S COUNTY, MARYLAND

STEP	0	1	2	3	4	5	6	7	8	9
	10	11	12	13	14					
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9
	10	11	12-14	15-17	18+					
W31										
HOURLY	18.3717	19.0147	19.6803	20.3691	21.0819	21.8198	22.5835			
	23.3740	24.1920	25.0388	25.9151	26.8222	27.6269	28.4557			
	29.3093									
BIWEEKLY	1469.74	1521.18	1574.42	1629.53	1686.55	1745.58	1806.68	1869.92	1935.36	
	2003.10	2073.21	2145.78	2210.15	2276.46	2344.74				
ANNUAL	38,213	39,551	40,935	42,368	43,850	45,385	46,974			
	48,618	50,319	52,081	53,903	55,790	57,464	59,188	60,963		

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W32

HOURLY	19.2902	19.9653	20.6641	21.3874	22.1360	22.9108	23.7127
	24.5426	25.4016	26.2907	27.2109	28.1632	29.0081	29.8784
	30.7747						

BIWEEKLY	1543.22	1597.22	1653.13	1710.99	1770.88	1832.86	1897.02	1963.41	2032.13
	2103.26	2176.87	2253.06	2320.65	2390.27	2461.98			
ANNUAL	40,124	41,528	42,981	44,486	46,043	47,654	49,322		
	51,049	52,835	54,685	56,599	58,579	60,337	62,147	64,011	

W33

HOURLY	20.2548	20.9637	21.6974	22.4568	23.2428	24.0563	24.8983
	25.7697	26.6717	27.6051	28.5714	29.5714	30.4585	31.3723
	32.3134						

BIWEEKLY	1620.38	1677.10	1735.79	1796.54	1859.42	1924.50	1991.86	2061.58	2133.74
	2208.41	2285.71	2365.71	2436.68	2509.78	2585.07			
ANNUAL	42,130	43,604	45,131	46,710	48,345	50,037	51,788		
	53,601	55,477	57,419	59,429	61,509	63,354	65,254	67,212	

W34

HOURLY	21.2673	22.0116	22.7821	23.5794	24.4048	25.2590	26.1430
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	27.0580	28.0051	28.9853	29.9998	31.0498	31.9813	32.9408		
	33.9291								
BIWEEKLY	1701.38	1760.93	1822.57	1886.35	1952.38	2020.72	2091.44	2164.64	2240.41
	2318.82	2399.98	2483.98	2558.50	2635.26	2714.33			
ANNUAL	44,236	45,784	47,387	49,045	50,762	52,539	54,377	56,281	
	58,251	60,289	62,400	64,584	66,521	68,517	70,573		

The hourly rates are the July 1, 1991 hourly rates adjusted upward by 2.03%. The hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

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SCHEDULE S-0
UNIFORM WAGE SCALE
EFFECTIVE APRIL 5, 1992
FOR SHERIFF'S DEPARTMENT OFFICIALS
(CAPTAINS & MAJORS)
PRINCE GEORGE'S COUNTY, MARYLAND

STEP	0	1	2	3	4	5	6	7	8	9
	10	11	12	13	14					
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9
	10	11	12-14	15-17	18+					
W31										
HOURLY	19.6577	20.3457	21.0579	21.7949	22.5576	23.3472	24.1643			
	25.0102	25.8854	26.7915	27.7292	28.6998	29.5608	30.4476			
	31.3610									
BIWEEKLY	1572.62	1627.66	1684.63	1743.59	1804.61	1867.78	1933.14	2000.82	2070.83	
	2143.32	2218.34	2295.98	2364.86	2435.81	2508.88				
ANNUAL	40,888	42,319	43,800	45,333	46,920	48,562	50,262			
	52,021	53,842	55,726	57,677	59,696	61,486	63,331	65,231		

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W32

HOURLY	20.6405	21.3629	22.1106	22,8845	23.6855	24.5146	25.3726
	26.2606	27.1797	28.1310	29.1157	30.1346	31.0387	31.9699
	32.9289						

BIWEEKLY	1651.24	1709.03	1768.85	1830.76	1894.84	1961.17	2029.81	2100.85	2174.38
	2250.48	2329.26	2410.77	2483.10	2557.59	2634.31			
ANNUAL	42,932	44,435	45,990	47,600	49,266	50,990	52,775		
	54,622	56,534	58,512	60,561	62,680	64,560	66,497	68,492	

W33

HOURLY	21.6726	22.4312	23.2162	24.0288	24.8698	25.7402	26.6412
	27.5736	28.5387	29.5375	30.5714	31.6414	32.5906	33.5684
	34.5753						

BIWEEKLY	1733.81	1794.50	1857.30	1922.30	1989.58	2059.22	2131.30	2205.89	2283.10
	2363.00	2455.71	2531.31	2607.25	2685.47	2766.02			
ANNUAL	45,079	46,657	48,290	49,980	51,729	53,540	55,414		
	57,353	59,360	61,438	63,589	65,814	67,788	69,822	71,917	

W34

HOURLY	22.7560	23.5524	24.3768	25.2300	26.1131	27.0271	27.9730
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	28.9521	29.9655	31.0143	32.0998	33.2233	34.2200	35.2467		
	36.3041								
BIWEEKLY	1820.48	1884.19	1950.14	2018.40	2089.05	2162.17	2237.84	2316.17	2397.24
	2481.14	2567.98	2657.86	2737.60	2819.74	2904.33			
ANNUAL	47,332	48,989	50,704	52,478	54,315	56,216	58,184		
	60,220	62,328	64,510	66,768	69,104	71,178	73,313	75,513	

The hourly rates are the January 12, 1992 rates multiplied by 107%.The hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

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IV. Workweek

The workweek is the seven (7) consecutive day period commencing at 12:01 a.m. Sunday, and ending the following Saturday midnight. The standard number of hours in a workweek for full-time employees shall be forty (40) hours.

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

2. Appointing authorities may assign full-time employees to work schedules involving rotating shift work which may not provide for a standard number of productive hours within a workweek. The number of hours in the workweek for these employees may average 40 - 42 productive hours.

V. Work Schedules

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

VI. Designation of Meal Periods

Any employee who works five (5) or more hours in any workday shall receive a one-half (1/2) hour meal period.

VII. Holiday Pay

Eligible employees shall receive straight time pay for each designated holiday on which they perform no work.

Employees functioning as operational Duty Commanders who work on a holiday shall have the option (subject to the approval of the Sheriff) of either (a) being paid at one and one-half times their regular rate of pay for each hour worked (except overtime) in addition to the holiday pay described above, but not receiving another day off, or (b)

being paid at one and one-half times their regular rate of pay for each hour worked (except overtime) and receiving another day off.

Operational Duty Commanders shall not be paid overtime.

If a holiday falls on an employee's regularly scheduled day off, the employee shall have the option (subject to the approval of the Sheriff) to receive either an extra day's pay at straight time for the day, or another day off.

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VIII. Shift Differential

1. Effective the first full pay period beginning on or after July 1, 1989, a shift differential of one dollar fifteen cents (\$1.15) per hour shall be paid for all time worked on the first shift (i.e., the night shift - 11 p.m. to 7 a.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the first shift.

2. The shift differential for the first shift shall be adjusted to one dollar thirty five cents (\$1.35) per hour effective the first full pay period beginning on or after July 1, 1990 and to one dollar fifty-five cent (\$1.55) per hours effective the first full pay period beginning on or after July 1, 1991.

3. Effective the first full pay period beginning on or after July 1, 1989, a shift differential of ninety cents (90¢) per hour shall be paid for all time worked on the third shift (i.e., the evening shift - 3 p.m. to 11 p.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the third shift.

4. The shift differential for the third shift shall be adjusted to one dollar five cents (\$1.05) per hour effective the first full pay period beginning on or after July 1, 1990 and to one dollar twenty cents (\$1.20) per hour effective the first full pay period beginning on or after July 1, 1991.

5. No shift differential will be considered to be part of the employee's base rate, nor shall it be applied to pay for nonproductive hours such as holiday pay and annual and

sick leave pay, nor shall it be used for the purpose of computing retirement deductions or for retirement or insurance benefits.

6. Any employee who works the second shift (i.e., the day shift) shall not be entitled to a shift differential.

7. Any employee assigned to the Civil Process Section shall not be entitled to a shift differential except on assigned duty days.

8. When the hours worked fall within the third and first shifts, the employee shall be paid for all such hours at the shift differential rate which coincides with the majority of the hours worked, except that if exactly half the hours worked are in each of the third and first shifts, the higher differential rate shall apply for the entire number of hours worked.

IX. Clothing Allowance

1. Effective July 1, 1989, employees covered by this Salary Schedule shall receive a clothing allowance of eight hundred seventy-five dollars (\$875) per fiscal year for the procurement, care, and upkeep of clothing and leather goods. The clothing allowance shall be adjusted to nine hundred twenty-five dollars (\$925) effective July 1, 1990 and to nine hundred seventy-five dollars (\$975) effective July 1, 1991. This clothing allowance is not considered part of the employee's base pay, and will be paid in two equal installments in December and June, of each fiscal year covered by this Salary Schedule. Notwithstanding the foregoing, during FY92 employees will receive a clothing allowance of four hundred eighty-seven dollars and fifty cents (\$487.50) instead of nine hundred seventy-five dollars (\$975.00), and the same amount (\$487.50) will be payable in FY93.

2. If an employee arrives or leaves during the fiscal year, his/her allowance shall be prorated.

X. Payment for Unused Sick Leave

Upon termination of County employment for non-disciplinary reasons (including retirement or death), bargaining unit employees shall be offered the option of receiving a lump sum payment for their sick leave balance, or applying such sick leave for credit under the retirement or pension plan, or retaining a sick leave balance in the event of return to County service. Employees who elect to receive payment for their unused sick leave shall be entitled to a lump sum cash payment calculated by the following formula: multiply the total number of sick leave hours accrued as of the date of termination by the employee's final base hourly rate of pay and divide the resultant product by two (2). The number so obtained shall be further multiplied by a fraction, the numerator of which shall be the number of years of actual service and the denominator of which shall be twenty (20). However, if a Deputy Sheriff 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%) cashout of unused sick leave regardless of years of service.

Employees who terminate employment for reasons not beyond their control, to be eligible for the payment of unused sick leave referenced above, must provide two (2) weeks notice to the Sheriff's Department of such intent to terminate. This notice requirement shall not apply to death, retirement or other non-disciplinary terminations which are beyond the control of the employee.

XI. Disability Leave

The Department will designate a member of management to make injury on the job determinations. Specifically, where an employee claims injury on the job and is unable to work, management will review the claim 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 not backcharged 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.

XII. Annual Leave Carryover

1. A maximum of nine hundred twenty (920) hours of accumulated annual leave may be carried over from one leave year to the next by an employee covered by this Salary Schedule.

2. When taking annual leave, employees covered by this Salary Schedule must use compensatory time they have accumulated prior to using annual leave.

XIII. Life Insurance

The Employer shall pay 100% of the monthly premium for the life insurance coverage for full-time employees in the amount of two (2) times the employee's annual salary. The County shall pay a death benefit of \$5,000 upon the death of any County employee whose death results from an accidental personal injury arising out of an in the course of his/her employment.

XIV. Supplemental Life Insurance Benefit

Effective July 1, 1989, employees covered by this Salary Schedule will be provided with a supplemental life insurance benefit equal to fifty (50) times the employee's monthly salary up to a maximum of \$200,000. The supplemental life insurance benefits provided under this provision shall continue as long as the employee is actively employed.

XV. 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.

XVI. Unemployment Insurance

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

XVII. Social Security

Effective January 1, 1991, 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 \$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.

XVIII. Health Insurance

1. Effective with the contribution in June, 1991 for coverage effective in July, 1991, 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 that program. Participating employees shall contribute the remaining twenty five percent (25%).

2. For those employees who elect to enroll in a prepaid health plan or Health Maintenance Organization (HMO), the Employer's contribution shall be equal to the Employer's dollar contribution to the health insurance program in paragraph 1, above.

3. The Employer shall contribute ninety percent (90%) to the County's deductible prescription and optical care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining ten percent (10%).

4. A Dental Plan is available to employees. The employee pays the entire cost.

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XIX. Retirement Contributions.

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

2. Effective January 1, 1980, current participants in the Employee's Retirement System may transfer to the Employee's Pension System, which is non-contributory up to the Social Security Wage Base.

3. All classified employees hired on or after January 1, 1980, must enroll in the Employee's Pension System.

4. 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.

XX. Supplemental Retirement Contributions

Employees covered by this Salary Schedule participate in a supplemental retirement benefit program, jointly funded through County and employee contributions. The cost of funding the supplemental retirement benefit will be shared by the employee and the County through regular contributions each pay period. The County shall contribute seventy-five

percent (75%) of the total cost of providing the employee's benefit, and the employee shall contribute, through payroll deduction, the remaining twenty-five percent (25%).

XXI. Administration of Employee Leave

The provisions governing the administration of all types of leave (holiday, annual, sick, administrative, military, military leave without pay, disability, leave without pay, absence without leave, compensatory, personal) are specified in Division 17 of the Personnel Law and Administrative Procedure 284.

XXII. 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.

XXIII. 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 other 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.

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