

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND****2003 Legislative Session**Bill No. CB-51-2003Chapter No. 42Proposed and Presented by The Chairman (by request – County Executive)Introduced by Council Members Hendershot, Dean, Exum, Harrington, Peters and Knotts

Co-Sponsors \_\_\_\_\_

Date of Introduction July 8, 2003**BILL**

1 AN ACT concerning

2 Collective Bargaining Agreement - Deputy Sheriff's

3 Association of Prince George's County, Inc.

4 For the purpose of amending the labor agreement by and between Prince George's County,  
 5 Maryland and the Deputy Sheriff's Association of Prince George's County, Inc., to provide for  
 6 wages and certain other terms and conditions of employment for personnel classifications  
 7 certified by the Prince George's County Public Employee Relations Board.

8 BY repealing and reenacting with amendments:

9 SUBTITLE 16. PERSONNEL.

10 Section 16-233(f)(14),

11 The Prince George's County Code

12 (1999 Edition, 2002 Supplement).

13 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,  
 14 Maryland, that Section 16-233(f)(14) of the Prince George's County Code be and the same is  
 15 hereby repealed and reenacted with the following amendments:

16 **SUBTITLE 16. PERSONNEL.**17 **DIVISION 19. COLLECTIVE BARGAINING.**18 **Sec. 16-233. General.**

19 (f) The following collective bargaining agreements are hereby adopted and approved:

20 (14) Declaration of Approval - Deputy Sheriff's Association of Prince George's  
 21 County, Inc.

1           The County Council of Prince George's County, Maryland, having fully considered the  
2 labor agreement concluded between Prince George's County, Maryland and the Deputy Sheriff's  
3 Association of Prince George's County, Inc., on [September 21, 2001] July 7, 2003, [and the  
4 amendment thereto effective October 1, 2000,] hereby approves said [amendment thereto]  
5 Agreement in accordance with the provisions of Section 13A-109 of the Prince George's County  
6 Code.

7           SECTION 2. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45)  
8 calendar days after it becomes law and that the Agreement shall be retroactively effective to  
9 July 1, 2003.

Adopted this 29th day of July, 2003.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Peter A. Shapiro  
Chair

ATTEST:

\_\_\_\_\_  
Redis C. Floyd  
Clerk of the Council

APPROVED:

DATE: \_\_\_\_\_ BY: \_\_\_\_\_  
Jack B. Johnson  
County Executive

KEY:  
Underscoring indicates language added to existing law.  
[Brackets] indicate language deleted from existing law.

AGREEMENT

BETWEEN

PRINCE GEORGE'S COUNTY, MARYLAND

AND

DEPUTY SHERIFF'S ASSOCIATION OF

PRINCE GEORGE'S COUNTY, INC.

JULY 1, 2003- JUNE 30, 2005

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## **PREAMBLE AND SCOPE**

This Agreement is entered into by and among Prince George's County, Maryland (hereinafter referred to as the "County"), the Office of the Sheriff, Prince George's County (hereinafter referred to as the "Sheriff" or Office of the Sheriff and the Deputy Sheriff's Association of Prince George's County, Inc. (hereinafter referred to as the "DSA") and has as its purposes to set forth the agreement of the parties on compensation and working conditions of employees in the bargaining unit and to promote harmonious relations among the County, the Sheriff and the DSA.

## **ARTICLE 1 -- RECOGNITION**

- A. For purposes of subjects within the scope of this Agreement, the County recognizes the DSA as the sole and exclusive bargaining agent of full-time Deputy Sheriffs through the rank of Lieutenant as described in Attachment B of the Office of the Sheriff of Prince George's County, Maryland for which it is certified by the Prince George's County Public Employee Relations Board.,
- B. Effective October 1, 2000, subject to an amendment of Certification by the Public Employee Relations Board, Court Security Officer is added to the employees represented. Court Security Officers who wish to become Deputy Sheriffs when vacancies are to be filled must fulfill the requirements for a Prince George's County Deputy Sheriff.
- C. The provisions of this Agreement shall apply to all unit members unless otherwise specified.

## **ARTICLE 2 – ORGANIZATIONAL SECURITY**

All employees covered by this Agreement who are members of the D.S.A. or who elected to become a member of the D.S.A. shall remain members of the D.S.A. for the duration of this Agreement. Except as provided below, all employees covered by this Agreement who elect not to become members of the D.S.A. shall be required, as a condition of continued employment, to pay a service fee in an amount not greater than the dues paid by members of the D.S.A. which shall be remitted to the D.S.A. Notwithstanding any provision of this agreement to the contrary, any employee covered by this Agreement who was employed on or before July 1, 1997, and who has never elected to become a member of the D.S.A. shall not be subject to the dues deduction and service fee provisions of this Article.

### **ARTICLE 3 – MANAGEMENT RIGHTS**

Except as specifically modified or restricted in this Agreement, the Sheriff reserves the right to determine the standards of service offered the public; to maintain the efficiency of the Office of the Sheriff, to determine the methods, means and personnel by which Office of the Sheriff operations are to be conducted; to direct the work of its employees; to hire, promote, demote, transfer, assign and retain employees in positions; to suspend or discharge employees for just cause, relieve employees from duty because of lack of work; to take any action necessary to carry out the mission of the Office of the Sheriff.

### **ARTICLE 4 -- BASE SALARY RATE**

#### **Section 4.01 Wages**

##### **A. Cost of Living Adjustment**

1. Employees covered by this Agreement will receive a one percent (1%) increase to their base wages effective the first full pay period beginning on or after October 1, 2003.
2. Employees covered by this Agreement will receive a one percent (1%) increase to their base wages effective the first full pay period beginning on or after April 1, 2004.
3. Employees covered by this Agreement will receive a one percent (1%) increase to their base wages effective the first full pay period beginning on or after October 1, 2004.
4. Employees covered by this Agreement will receive a one percent (1%) increase to their base wages effective the first full pay period beginning on or after May 1, 2005.

##### **B. Merit Increases**

1. Employees covered by this Agreement who are not current participants in the Deputy Sheriff Pension Plan and who are otherwise eligible to receive a merit increase during the period from July 1, 2003 through June 30, 2004, will receive it.
2. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2004 through June 30, 2005 will receive it.

#### **Section 4.02 Wage Scale**

- A. The Uniform Wage Scale is described in Attachment A, attached hereto.
- B. The following modification to the Uniform Wage Scale, also included in Attachment A, attached hereto, will become effective during Fiscal Year 2000, 2001 and 2002:

1. Effective July 1, 1999, anniversary dates will be adjusted to the deputy sheriff's date of hire as a deputy sheriff if different from his/her current anniversary date, so that all deputies receive their merit steps on the first day on which the deputy has the required years of service.

2. Effective the first full pay period beginning on or after July 1, 1999, the interval for grades W-24 and above between Step A to Step B shall be increased from three and one-half percent (3 1/2%) to four percent (4%), such that all steps at Step B and above on the Uniform Wage Scale shall be increased by one-half of one percent (1/2%).

3. Effective beginning on July 1, 2000, any deputy sheriff covered by this Agreement who completes eighteen (18) years of actual and continuous service as defined in the Deputy Sheriff Comprehensive Pension Plan but who is not at the step for his/her rank on the Uniform Wage Scale which reflects the completion of eighteen (18) years of service will be placed at that step on the date that marks the deputy's completion of those eighteen (18) years of actual and continuous service. Deputies with eighteen (18) or more years of service as of July 1, 2000 will be placed on that step at the beginning of the first full pay period beginning on or after July 1, 2000.

4. Effective the first full pay period beginning on or after July 1, 2000, Step L for grades W-24 and above shall be applicable after thirteen (13) years of service; Step M shall be applicable after fourteen (14) years of service; Step N shall be applicable after sixteen (16) years of service; Step O shall be applicable after eighteen (18) years of service; Step P shall be applicable after twenty-three (23) years of service; and a new Step Q shall be applicable after twenty-seven (27) years of service. The increment for grades W-24 and above between Steps M to N, N to O, and O to P shall be increased from two and one-half percent (2 1/2%) to three percent (3%) and new Step Q shall reflect a two and one-half percent (2 1/2%) increment.

5. Effective July 1, 2001, Step P for grades W-24 and above shall be applicable after twenty-one (21) years of service; and Step Q shall be applicable after twenty-four (24) years of service.

6. New salary rates for grade W-19 applicable to employees covered by this agreement in the job classification of Court Security Officer during Fiscal Year 2001 are added to Schedule W, attached hereto and become a part of Attachment A.

## **ARTICLE 5 -- SPECIAL SALARY RATES**

### **Section 5.01 Call Back Pay**

A. If the Sheriff or his/her designee requires an employee to return to work to perform duties on behalf of the Prince George's County Office of the Sheriff during the employees normal off-duty hours, the County must pay the employee for a minimum of three (3) hours at one and one-half (1 1/2) times his/her regular rate of pay. However, an employee who is called back to active duty under this provision shall only be entitled to receive compensation for one (1) three (3) hour call back during any eight (8) hour period. An employee called back more than once during an



eight (8) hour period would receive compensation for the actual hours worked at one and one-half (1 1/2) times the employees hourly base rate of pay.

B. If an employee is called at home by the Sheriff or his/her designee and required to work at home on behalf of the Department during his/her normal off-duty hours, he/she will be compensated for the work performed at the overtime rate based on half hour increments (0-30 minutes = one half hour, 31-60 minutes = one hour).

C. This provision shall not apply to administrative hearings or disciplinary procedures.

#### **Section 5.02.01 Holiday Observance**

Employees covered by this Agreement will observe regular County holidays on the same dates the Courts observe them even when the County's date of observance is different.

#### **Section 5.02.02 Holiday Pay**

A. Eligible employees shall receive straight-time pay for each of the designated holidays on which they perform no work.

B. 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) but 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.

C. Whenever Christmas Day, New Year's Day or Independence Day falls on a weekend and is celebrated by the County on the preceding Friday or following Monday, employees who work either on the day the holiday falls or on the day it is celebrated shall be entitled to holiday pay. Employees who work both the day the holiday falls on and the day it is celebrated shall be entitled to holiday pay only as to the first such day worked.

#### **Section 5.02.03 Special Pay Provision: Police Memorial Day**

Notwithstanding Section 3.02.02, above, employees covered by this Agreement who work on Police Memorial Day (i.e., May 15 of each year) will receive one and one-half (1 1/2) hours compensatory time for each hour worked (except overtime) in addition to their regular pay. Those employees who are not scheduled to work and perform no work on Police Memorial Day will receive another day off. Effective beginning in Fiscal Year 2001, employees covered by this Agreement who work on Police Memorial Day (i.e., May 15 of each year) will be compensated pursuant to Section 5.02.02, above.

#### **Section 5.03.01 Overtime Eligibility**

All full-time employees shall be eligible for overtime pay.

### **Section 5.03.02 Computation of Overtime**

When an employee works more than eighty (80) hours in a pay period pursuant to the direction of his/her supervisor, said employee shall receive overtime pay at one and one-half (1 1/2) times his/her hourly base rate for all hours worked in excess of eighty (80) hours in said pay period. As an alternative, at the request of the employee and with the approval of the County, the employee may earn compensatory leave at the rate of one and one-half (1 1/2) hours for each hour worked.

### **Section 5.03.03 Pyramiding**

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

### **Section 5.04 Shift Differential**

A. Effective July 1, 2001, a shift differential of two dollars (\$2.00) per hour shall be paid for all time worked on the first (1st) 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 (1st) shift.

B. Effective July 1, 2001, a shift differential of one dollar sixty-five cents (\$1.65) per hour shall be paid for all time worked on the third (3rd) 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 (3rd) shift.

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

D. Any employee who works the second (2nd) shift (i.e., the day shift – 7 a.m. to 3 p.m. or equivalent) shall not be entitled to a shift differential.

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

F. When the hours worked fall within the third (3rd) and first (1st) 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 (3rd) and first (1st) shifts, the higher differential rate shall apply for the entire number of hours worked.

### **Section 5.05 Acting Pay**

When an employee below the rank of Captain is directed to assume, and does in fact assume, the duties of a Sergeant (or higher rank) in an acting capacity for a period of fourteen (14)

consecutive days or more (including scheduled days off and approved holidays), beginning with the fifteenth (15th) 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 rank, whichever is greater, and shall continue to be paid at that rate until relieved of the position by the person for whom he/she is acting, or by a person of rank equal 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. If an employee is in an acting capacity and is required to work overtime, he or she shall be paid overtime at the acting rate of pay.

#### **Section 5.06 Court Time Compensation**

If, as a result of actions taken during the course of employment with the Office of the Sheriff, an employee covered by this Agreement is scheduled to appear in Court on the employee's day off, the employee will be paid a minimum of three (3) hours pay at the overtime rate.

#### **Section 5.07 Standby Pay**

A. A deputy sheriff who is directed by Management to standby during the deputy sheriff's off-duty hours during the period from 12:01 a.m. on Monday through 12:00 midnight on Friday and who does standby as directed shall receive one (1) hour of pay at the straight-time rate for every sixteen (16) hours the deputy stands by, provided, however, a deputy who is called back to active duty while on standby shall receive no standby pay for up to a sixteen (16) hour period of time that the employee was on standby.

B. Effective the first full pay period beginning on or after July 1, 2000, a deputy sheriff who is directed by Management to standby during the deputy sheriff's off-duty hours during the period from 12:01 a.m. on Monday through 12:00 midnight on Friday and who does standby as directed shall receive one (1) hour of pay at the straight-time rate for every eight (8) hours the deputy stands by, provided, however, a deputy who is called back to active duty while on standby shall receive no standby pay for up to a sixteen (16) hour period of time that the employee was on standby.

C. A deputy sheriff who is directed by Management to standby during the deputy sheriff's off-duty hours during the period from 12:01 a.m. on Saturday through 12:00 midnight on Sunday and who does standby as directed shall receive one (1) hour of pay at the straight-time rate for every eight (8) hours the deputy stands by, provided, however, a deputy who is called back to active duty while on standby shall receive no standby pay for up to a sixteen (16) hour period of time that the employee was on standby.

D. With the prior approval of the Sheriff, a deputy sheriff who is on extradition overnight for one (1) or more nights shall receive standby pay of four (4) hours of compensatory leave for three (3) nights only.

E. The parties agree that the employees covered by this Agreement who received grants of sick leave in settlement of their grievances over the application of the Standby Pay provision in

1994 will have their sick leave accrued through the 1996 leave year increased in the amount of fifteen percent (15%) of the amount of sick leave the individual employee received as a result of the grievance settlement.

#### **Section 5.08 Field Training Officer Pay**

Effective July 1, 2001, employees covered by this Agreement will receive a payment of fifty cents (\$.50) per hour for all hours in which they serve as a Field Training Officer, with this payment to be paid biweekly.

#### **Section 5.09 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 Agreement will report to their established work sites and will be paid straight-time wages for hours worked on their regular work shifts. 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.

### **ARTICLE 6-- FRINGE BENEFITS**

#### **Section 6.01 Clothing Issue**

A. New employees shall receive an original uniform issue of appropriate clothing and leather goods. Upon assignment to any special unit requiring a uniform different from the original uniform referenced above, a special issuance of clothing required for that assignment will be made.

B. The initial issue of uniform items required because of an official change in uniform directed by the Office of the Sheriff will also be provided. All other responsibilities for uniform procurement and upkeep are the employee's, including the responsibility for replacing worn or ill-fitting uniform items.

## **Section 6.02 Clothing Allowance**

A. Effective July 1, 2004, deputy sheriffs covered by this Agreement shall receive a clothing allowance of one thousand one hundred fifty dollars (\$1,150.00) each fiscal year for the procurement, care and upkeep of clothing and leather goods. Court security officers covered by this Agreement shall receive a clothing allowance of three hundred fifty dollars (\$350.00) each fiscal year for the procurement, care and upkeep of clothing and leather goods. This clothing allowance is not considered part of the employee's base pay, and will be paid in one (1) installment in December of each fiscal year covered by this Agreement.

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

## **Section 6.03 Annual Leave**

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

B. An employee shall be allowed to carry over annual leave earned as of the last full pay period in leave year 1996 (i.e., old annual leave) even if such accumulated amount is in excess of the maximum allowed in Subsection A, above.

C. Effective beginning with the 1997 leave year, new annual leave in excess of the three hundred sixty (360) hours limit at the end of a leave year will automatically convert to new sick leave. The Deputy Sheriff Comprehensive Pension Plan shall be amended to provide that new sick leave converted from annual leave under this subparagraph, up to a combined total for each officer of one thousand forty (1,040) hours of annual leave and this new sick leave, may be used to purchase pension credit at the rate of forty (40) hours for each month of pension credit.

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

## **Section 6.04 Sick and Annual Leave Disposition Upon Separation**

A. Effective beginning with the 1997 leave year (i.e. January 5, 1997), the annual and sick leave balances accumulated by an employee shall, upon the employee's separation from employment, be liquidated in the following manner:

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

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

3. The employee may elect to receive cash payment for all or any portion of the employee's annual leave balance in an amount equal to the total number of unused annual leave hours multiplied by the employee's final base hourly rate of pay, subject to the following:

a. Upon separation from employment, employees who have elected to participate in the new comprehensive pension plan may elect to receive a cash payment for the remainder of their annual leave hours that were accumulated as of the end of the 1996 leave year OR for up to three hundred sixty hours (360) hours of accumulated annual leave, whichever is greater. Any remaining amount would be applied toward retirement credit in the comprehensive plan even if the result is a benefit exceeding the maximum benefit allowed under the plan.

b. Upon separation from employment, employees who have elected to remain with the Maryland State Retirement Systems (MSRS) and the County Supplemental may elect to receive a cash payment for the remainder of their annual leave hours that were accumulated as of the end of the 1996 leave year OR up to three hundred sixty (360) hours of accumulated annual leave, whichever is greater. Any remaining amount would be converted to sick leave and could be applied to purchase MSRS pension credit at the applicable rate.

c. Upon separation from employment for non-disciplinary reasons (including but not limited to retirement, disability and death), eligible employees will receive cash payment for unused sick leave accumulated as of the end of the 1996 leave year at two and one-half percent (2 1/2%) for each year of service (through the date of separation) at the employee's base hourly rate of pay as of the date of separation but not to exceed the highest rate of pay for a deputy sheriff lieutenant in July, 2001 -- that is, \$37.6062 per hour. 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 accumulated sick leave as of the end of the 1996 leave year.

d. For individuals who chose to participate in the new comprehensive pension system, sick leave earned beginning with the 1997 leave year (i.e., new sick leave) is not subject to cash payment upon separation, but is available to purchase retirement credit under the comprehensive pension system even if the result is a benefit exceeding the maximum benefit allowed under the plan. However, deputy sheriffs whose employment terminates because of death are eligible for cash payment for all sick leave earned, including sick leave earned beginning with the 1997 leave year, at the rates set forth in paragraph c., immediately above.

e. For individuals who chose to remain in the MSRS plan and the County Supplemental, sick leave earned beginning with the first pay period in the 1997 leave year is not subject to cash payment but may be used to purchase MSRS pension credit at the applicable rate. However, deputy sheriffs whose employment terminates because of death are eligible for cash payment for all sick leave earned, including sick leave earned beginning with the 1997 leave year, at the rates set forth in paragraph c., above.

f. 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.

### **Section 6.05 Personal Leave**

A. Twenty (20) hours of paid personal leave days per wage reporting year shall be granted to each employee eligible for annual leave. (This amount includes four (4) hours per year which were added when the General Election Day holiday was eliminated.) A personal leave day shall be requested and approved in advance of use.

B. 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.

### **Section 6.06 Family and Medical Leave**

Employees covered by this Agreement are entitled to family and medical leave in accordance with the Personnel Law. (See Personnel Law Section 16- 225.01)

### **Section 6.07 Discretionary Leave**

Employees covered by this Agreement with three (3) or more years of service with the Office of the Sheriff shall be eligible for one (1) day of discretionary leave per wage reporting year plus an additional one (1) day of discretionary leave (for a total of two (2) days) after five (5) years of service. Beginning with the 2000 wage reporting year, employees covered by this Agreement with three (3) or more years of service shall be eligible for one (1) day of discretionary leave plus an additional one (1) day of discretionary leave (for a total of two (2) days) after five (5) years of service plus an additional eight (8) hours of discretionary leave after ten (10) years of service (for a total of three (3) days). Discretionary leave may be taken in increments of four (4) hours, must be requested and approved in advance, and unused discretionary leave cannot be carried over from one year to the next. A day shall be considered eight (8) hours in the calculation of discretionary leave.

### **Section 6.08 Disability Leave**

A. 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.

B. For good cause shown, the Personnel Officer may grant up to two (2) additional ninety (90) day periods of disability leave to a deputy sheriff who has petitioned the Sheriff and has received the Sheriff's recommendation for additional leave.

C. During the first year of this Agreement, the parties will form a Joint Study Committee to recommend more efficient ways to administer disability leave at the departmental level.

#### **Section 6.09 TEC Pay**

A. Deputy sheriffs who are regularly and permanently assigned as members and alternates of the SST (not to exceed a total of fifteen (15)) and as canine handlers (not to exceed a total of five (5)) shall receive a supplemental payment of six hundred dollars (\$600.00) per fiscal year.

B. Deputy sheriffs assigned to the Bureau of Court Services who hold a Commercial Driver's License (CDL) and utilize it in the performance of their duties, shall receive a supplemental payment of three hundred dollars (\$300.00) per fiscal year.

C. Deputy sheriffs assigned to the Witness Protection Unit shall receive a supplemental payment of three hundred dollars (\$300.00) per fiscal year. Deputy sheriffs assigned to the Ceremonial Unit, who have completed one (1) year of service within such Unit, shall receive a supplemental payment of three hundred dollars (\$300.00) per fiscal year. Deputy Sheriffs who pass a conversational proficiency test and provide verifying certification as an interpreter, shall receive a supplemental payment of three hundred dollars (\$300.00) per fiscal year.

D. Payments shall be made in December of each fiscal year and shall not be considered as part of the employee's base wage for purposes of computation of overtime, retirement, or any other purposes. Qualifying deputies shall be those assigned to the units referenced above as of the first day of the month in which the payments are to be made. Deputies simultaneously assigned to more than one unit referenced above shall receive only one (1) supplemental payment in accordance with this provision.

#### **Section 6.10 Presidential and Union Business Leave**

A. The President of the DSA shall be granted full-time administrative leave for the purpose of performing his/her full-time duties as President of the DSA. Subject to the conditions set forth herein, employees covered by this Agreement may be granted at the request of the DSA administrative leave for official DSA business for the purpose of attending workshops, conventions, conferences and seminars, and in the absence of the DSA President, his designee, will be granted administrative leave for the administration of this Agreement and for conducting DSA business. Where leave is requested for employees covered by this Agreement to attend workshops, conventions, conferences and seminars, the President of the DSA must deliver to the Office of the Sheriff a written request for the leave at least ten (10) working days before the leave is to begin. The written notice must specify at a minimum the employees for whom the leave is requested, the duration of the leave, and a brief description of the nature of the event for which the leave is requested.

B. The County will provide one thousand (1,000) hours of administrative leave per fiscal year covered by this Agreement for attendance at workshops, conventions, conferences and seminars. No administrative leave will be granted pursuant to this Section when the one thousand (1,000)



hours has been used up during a fiscal year, and any unused balance of the one thousand (1,000) hours of administrative leave at the close of the fiscal year may not be carried forward for use during the next fiscal year. All requests for administrative leave pursuant to this provision are subject to the approval of the Sheriff or the Sheriff's designee. The parties agree that the DSA will not request administrative leave under this Section for business or activities that are detrimental to the Department.

#### **Section 6.11.01 Supplemental Life Insurance**

Employees covered by this Agreement are provided with a supplemental life insurance benefit equal to fifty (50) times the employee's monthly salary up to a maximum of two hundred thousand dollars (\$200,000.00). The supplemental life insurance benefit provided under this provision shall continue as long as the employee is actively employed.

#### **Section 6.11.02 Accidental Death Insurance**

The accidental death insurance policy the County maintains for employees covered by this Agreement shall be payable in the amount of fifty thousand dollars (\$50,000.00) to an employee's designated beneficiary should the employee be killed in the line of duty.

#### **Section 6.11.03 Life Insurance for Retirees**

For Deputy Sheriffs who retire on or after July 1, 1995, the County-provided life insurance benefits of up to one hundred thousand dollars (\$100,000.00) will not be reduced until the retiree attains age sixty (60). At that time the retiree's total life insurance benefit shall be reduced by fifteen percent (15%) of the original face value per year, to a residual of twenty-five percent (25%) by reducing the life insurance benefit by fifteen percent (15%) on the first day of the calendar month coinciding with or next following the date of the retiree's attainment of age sixty (60). On each of the next four (4) anniversaries, the retiree's insurance benefit will be reduced by the same dollar amount.

#### **Section 6.12 Insurance Premiums**

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

B. For those employees who elect to enroll in a prepaid health plan or Health Maintenance Organization (HMO), the County's contribution shall be equal to eighty percent (80%) of the cost of HMO coverage and the participating employees' contribution shall be twenty percent (20%).

C. Employees who provide proof of other medical coverage may choose to receive a credit instead of enrolling in a medical plan with the County.

D. The Employer shall contribute ninety percent (90%) to the County's prescription drug and vision care programs for any employee who elects to participate in either program. The

participating employee shall contribute the remaining ten percent (10%). Employees who choose not to enroll in the prescription drug plan may choose to receive a credit instead.

E. Effective July 1, 1994, the County shall contribute ninety percent (90%) to the County deductible prescription program for any retiree who elects to participate in the program. The participating retiree shall contribute the remaining ten percent (10%).

F. The County has agreed to extend this provision regarding contributions to the County's deductible prescription program to current retirees and to the election of benefits for current retirees during Fiscal Year 1996 open enrollment with the express understanding and agreement of the parties that the County has not waived any rights it has with regard to whether matters affecting retirees constitute mandatory subjects of bargaining.

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

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

I. Employees may contribute up to five thousand dollars (\$5,000.00) in a dependent flexible spending account and up to three thousand dollars (\$3,000.00) in a medical flexible spending account.

J. The County shall contribute one hundred percent (100%) of the monthly premium for County life insurance for each employee in the amount of two (2) times the employee's annual salary up to a maximum of one hundred thousand dollars (\$100,000.00). 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 thousand dollars (\$700,000.00) including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age and amount of coverage. Employees may choose to reduce their life insurance to one (1) times their annual salary and receive a credit.

K. There will be a one-time opportunity during open enrollment for the 2000 plan year for retirees to elect benefit coverages they do not now have. The County has agreed to extend this provision regarding the election of benefits for current retirees during open enrollment for the 2000 plan year with the express understanding and agreement of the parties that the County has not waived any rights it has with regard to whether matters affecting retirees constitute mandatory subjects of bargaining.

### **Section 6.13 Sick Leave Bank**

A. The Union shall have the right to establish and maintain a "Sick Leave Bank." Such sick leave shall be accumulated through voluntary donations of sick leave by bargaining unit members. This leave may then be transferred to the account of another bargaining unit member with zero leave balance (annual and sick). Use of such transferred leave shall be limited to sickness or disability which incapacitates the employee.

B. The administration of this leave bank shall be the responsibility of the Union. Parties are to develop an agreed-to form to be used for transferring sick leave under this provision. The County agrees to maintain the records of the sick leave bank and shall only transfer sick leave from this bank to the account of an employee upon receiving written authorization from the Union. The use of such sick leave is subject to approval by the Sheriff.

## **ARTICLE 7 -- SUPPLEMENTAL RETIREMENT BENEFIT**

### **Section 7.01 Benefit Accrual and Amounts**

A. Effective June 30, 1985, employees covered by this Agreement shall commence participation in a supplemental retirement benefit program, jointly funded through County and employee contributions. The rate of accrual and amount of the benefit payable under this program is determined as follows:

1. Benefit accrual is at the rate of four tenths of one percent (0.4%) times the number of years of actual and continuous service the employee has as a full-time Prince George's County Deputy Sheriff, to a maximum of twenty-five (25) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to Section 5.05.

2. Pursuant to subparagraph 1, above, the maximum benefit payable to any eligible employee is ten percent (10%) of the employee's average annual compensation, as determined pursuant to Section 7.05.

### **Section 7.02 Vesting**

A. Minimum Continuous Service Requirements. No employee covered by this Agreement shall be entitled to any benefit described in this Article 5 until the employee has completed a minimum of five (5) years of actual and continuous service as a deputy sheriff for Prince George's County.

B. Vested Benefit. An employee completing the minimum continuous service requirements of subsection A., above, shall be entitled to receive a monthly benefit as determined pursuant to Section 7.01.

### **Section 7.03 Benefit Payment**

A. The benefit accrued by an employee under either Section 7.01 or Section 7.02, above, shall not be payable until retirement at the earliest of the following:

1. The date on which the employee reaches twenty-five (25) years of actual and continuous service;

2. The date the employee would have reached twenty-five (25) years of actual and continuous service had the employee not separated from service as a deputy sheriff for Prince George's County;
3. The date the employee reaches age fifty-five (55) and fifteen (15) years of service; or,
4. The date the employee reaches age sixty-two (62) and five (5) years of service.

#### **Section 7.04 Funding**

The cost of funding the supplemental retirement benefit described in this Article 7 will be shared by the employee and the County through regular contributions each pay period. Effective July 1, 1999, the employee contribution will be five and two-tenths of one percent (5.2%). The County shall contribute such amounts as are actuarially determined to be required to provide for the benefits under the Plan.

#### **Section 7.05 Definitions**

- A. Actual Service means service while employed as a deputy sheriff of Prince George's County. Actual Service shall also mean the service indicated for employees covered by this Agreement who are identified in the May 4, 1984 Memorandum of Understanding between the parties.
- B. Average Annual Compensation means an amount computed by dividing by three (3) the compensation actually received by an employee during whatever period of thirty-six (36) consecutive months of continuous service will provide the largest total compensation for any such period.
- C. Compensation means the basic compensation actually received by an employee for service rendered as a deputy sheriff for Prince George's County, excluding any overtime or other premium pay, bonuses or other additional compensation.
- D. Continuous Service means the most recent unbroken period of employment as a deputy sheriff for Prince George's County. Continuous Service shall also include the service indicated for employees covered by this Agreement who are identified in the May 4, 1984 Memorandum of Understanding between the parties.

#### **Section 7.06 Pension Plan Modifications Effective July 1, 1989**

Effective July 1, 1989, the benefit accrual rate in subparagraph 7.01(1), above, shall be increased to six tenths of one percent (0.6%) and the maximum benefit payable under subparagraph 7.01(2), above, shall be increased to fifteen percent (15%).

#### **Section 7.07 Hold Harmless for Supplemental Retirement and Leave Payout**

Fiscal Year 1996/Fiscal Year 1997 Merit. For any employee covered by this Agreement who

retires during the period from July 1, 2003 through June 30, 2005, "Average Annual Compensation" as that term is defined in Section 7.05. (Definitions), above, will be calculated as if the employee had received all step increases the employee would otherwise have been eligible to receive during the period covering Fiscal Year 1996 and Fiscal Year 1997 but for the deferral of such step increases in those years.

#### **Section 7.08 Supplemental Retirement Benefit Plan Modifications Effective July 1, 1992**

Effective July 1, 1992, the supplemental retirement benefit accrual rate will be increased from six tenths of one percent (0.6%) to eight tenths of one percent (0.8%) per year with normal retirement after twenty-five (25) years of service at a benefit of twenty percent (20%). However, an employee with twenty-five (25) years of service may accrue up to five (5) more years of service (for a total of thirty (30)) at a benefit accrual rate of one percent (1%) per year for a total maximum benefit of twenty-five percent (25%).

#### **Section 7.09 Supplemental Retirement Benefit Plan Modifications Effective January 1, 1999**

Effective January 1, 1999, the benefit accrual rate in Section 7.08 above shall be increased from eight tenths of one percent (0.8%) to one percent (1%) per year for up to twenty-five (25) years of service for an increase in normal benefit from twenty percent (20%) to twenty-five percent (25%). Additional benefit may be earned for years twenty-six (26) through thirty (30) at the increased benefit accrual rate of one percent (1%) per year for a total maximum benefit of thirty percent (30%).

#### **Section 7.10 Supplemental Retirement Benefit Plan Modifications Effective July 1, 2001**

Effective July 1, 2001, the benefit accrual rate in Section 5.09 above shall be increased from one percent (1%) to one and two-tenths percent (1.2%) per year for up to twenty-five (25) years of service for an increase in normal retirement benefit from twenty five percent (25%) to thirty percent (30%). Additional benefit may be earned for years twenty-six (26) through thirty (30) at the increased benefits accrual rate of one and two-tenths percent (1.2%) per year for a total maximum benefit of thirty-six percent (36%).

#### **Section 7.11 Disability Benefits**

The Supplemental Pension Plan will be revised at no cost to the General Fund to provide a disability benefit payable to retirees on a non-service or service connected disability pension from the State. The Supplemental Pension Plan disability payment will be equal to the employee's accrued benefit under the plan as of his or her disability retirement date.

#### **Section 7.12 Deputy Sheriff Pension Plan**

##### **A. Establishment of the Plan**

1. Employees covered by this Agreement may elect to commence participation in the

Deputy Sheriff Pension Plan (the Plan) (established by amending the Supplemental Retirement Benefit Plan) in lieu of participating in the Maryland State Retirement or Pension Systems and the Supplemental Retirement Benefit Plan described in Sections 7.01 through 7.10, above. The Plan will be implemented on July 1, 1996. Establishment of the Plan is contingent on approval of the Plan by the County Council and the State, on the transfer of the appropriate assets from the State Retirement/Pension Systems to the County and is also contingent on IRS tax qualification.

**B. Benefit Accrual and Amounts**

**1. Normal Benefit - Retirement at 20 Years of Service**

a. Normal benefit accrual is at the rate of two percent (2%) times the number of years of actual and continuous service the employee has completed as a full-time Prince George's County Deputy Sheriff, to a maximum of twenty-five (25) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to Section 7.12.G., below. Additional benefit accrual may be earned for years twenty-six (26) through (30) at the increased accrual rate of two and two-tenths percent (2.2%) per year. The maximum benefit payable is sixty-one percent (61%).

b. Effective January 1, 1999, normal benefit accrual is at the rate of two and two-tenths percent (2.2%) times the number of years of actual and continuous service the employee has completed as a full-time Prince George's County Deputy Sheriff, to a maximum of twenty-five (25) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to Section 7.12.G., below, for a normal retirement benefit of fifty-five percent (55%). Additional benefit accrual may be earned for years twenty-six (26) through (30) at the increased accrual rate of two and two-tenths percent (2.2%) per year. The maximum benefit payable is sixty-six percent (66%).

c. Effective July 1, 2001, normal benefit accrual is at the rate of two and five-tenths percent (2.5%) times the number of years of actual and continuous service the employee has completed as a full-time Prince George's County deputy sheriff, to a maximum of twenty (20) - years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to Section 7.12.G., below, for a normal retirement benefit of fifty percent (50%). Additional benefit accrual may be earned after twenty years through thirty (30) at the increased accrual rate of two and five-tenths percent (2.5%) per year. The maximum benefit payable is seventy-five percent (75%).

d. Effective July 1, 2003, normal benefit accrual is at the rate of three percent (3%) times the number of years of actual and continuous service the employee has completed as a full-time Prince George's County deputy sheriff, to a maximum of twenty (20) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to Section 7.12.G., below, for a normal retirement benefit of sixty percent (60%). Additional benefit accrual may be earned after twenty (20) years through thirty (30) at the increased accrual rate of two and five-tenths percent (2.5%) per year. The maximum benefit payable is eighty-five percent (85%).

## 2. Disability Benefit

### a. Job Related

1. Effective July 1, 1999, the benefit for a job related disability is seventy percent (70%) of the employee's average annual compensation, as determined pursuant to Section 7.12.G., below, during the employee's first year of disability retirement. Thereafter, effective July 1, 2001, the job related disability benefit is reduced to sixty percent (60%) of the employee's annual average compensation.

2. Deputy sheriffs who are disabled (service connected) after twenty (20) years of service will remain eligible for a service connected disability retirement. Effective July 1, 2001, subject to approval by the Internal Revenue Service, deputy sheriffs who retire due to a service-connected disability after twenty-four (24) years of service, will receive their regular retirement benefit offset by the service connected disability retirement benefit, in addition to the nontaxable disability retirement benefit. For example, an officer with twenty-seven (27) years of service is eligible for a normal retirement benefit of sixty-seven and five tenths percent (67.5%) if disabled on the job, the officer would receive a sixty percent (60%) tax free disability retirement benefit and a seven and five tenths percent (7.5%) taxable pension benefit.

3. For purposes of determining eligibility for line-of-duty disability retirement benefits under Section 7.12 B.2.a., any condition or impairment of health caused by heart disease or hypertension resulting in total or partial disability 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/her employment.

4. It is the intention of this Section that any participant, who suffers from a condition or impairment of health caused by heart disease or hypertension, shall receive service connected disability benefits from the Plan 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/her employment.

### b. Non-Job Related

1. Effective July 1, 2001, the benefit for a non-job related disability is equal to a benefit calculated on the regular service formula for a normal benefit pursuant to Section 7.12.B.1., above, but will not be less than thirty percent ( 30%) of the employee's average annual compensation, as determined pursuant to Section 7.12.G., below. To be eligible for the benefit, the employee must have completed five (5) years of actual and continuous service as a Prince George's County Deputy Sheriff.

c. Effective July 1, 2001, the Plan will be amended to permit a comprehensive plan participant, who otherwise qualifies for a job related or non-job related disability retirement benefit, to remain entitled to such benefit even if the participant is providing any compensated service to the Sheriff's Department of Prince George's County as a civilian employee. Any comprehensive plan participant on disability retirement hired as a civilian employee of the

Sheriff will be treated as a brand new civilian employee, that is, he/she does not get service credit for pension, leave approval, etc. based on his/her previous service as a deputy sheriff or court security officer.

3. Death Benefit. Upon the death of a Plan participant, one of the following benefits will be payable, as appropriate:

a. Prior to retirement and prior to the participant's normal retirement date, the participant's surviving spouse will receive the participant's contributions to the Plan with interest.

b. Prior to retirement and after the participant's normal retirement date, the participant's surviving spouse shall receive a pension equal to fifty percent (50%) of the actuarially reduced pension the participant would have received [if] he/she retired the day before his/her death and elected a joint and survivor annuity.

c. After retirement, the participant may elect a joint and survivor benefit (actuarially reduced for his/her surviving spouse) or the payment of any of the participant's remaining contributions plus interest to the participant's designated beneficiary.

4. Cost Of Living (COL) Increases

a. In January of each year, beginning in January 1998, two-thirds (2/3) of the total investment returns (on a market value basis excluding any investment expenses incurred but including realized and unrealized capital gains and losses, as well as interest and dividends) in excess of the interest assumption for the previous plan year will be transferred to a "post-retirement increase fund."

b. On January 31 of each year, beginning on January 31, 1998, every retiree and every Contingent Annuitant will receive a permanent increase in his or her retirement benefit as calculated in paragraph 4.c., below.

c. The permanent increase will be determined by actuarially calculating the lifetime benefit that can be provided each eligible retiree and every Contingent Annuitant from the post-retirement increase fund, determined pursuant to paragraph 4.a., above, provided:

1. Each eligible retiree and every Contingent Annuitant will receive the same dollar amount.

2. Beginning in January 2000, the maximum increase provided shall not exceed one hundred twenty-five dollars (\$125.00) per month.

3. No increase shall be provided if the amount in the post-retirement increase fund is not sufficient to provide at least a ten dollar (\$10.00) benefit increase.

d. Any amount in the "post-retirement increase fund" described in paragraph 4.a. in excess of the amount necessary to fund the maximum permanent retirement increase described in



paragraph 4.c.2. or less than an amount necessary to provide the minimum benefit described in paragraph 4.c.3. will be transferred (returned) to the general pension fund assets.

e. The phrase "actuarially calculating the lifetime benefit" in subparagraph 4.c., above, means that the Plan's actuary will include an assumption that the pool of assets that has been determined to be available for COL purposes, if any, will earn interest at the same rate of return that is assumed for the Pension Fund itself. Also, any negative performance of the Pension Fund (the percentage by which actual returns fall short of the interest assumption) will be carried forward to successive calculations under this procedure until totally absorbed by future positive earnings.

#### C. Vesting

1. Minimum Continuous Service Requirements. No employee covered by this Agreement shall be entitled to a normal benefit provided by the Plan until the employee has completed a minimum of five (5) years of actual and continuous service as a deputy sheriff for Prince George's County.

2. Vested Benefit. An employee completing the minimum continuous service requirements of subsection 1. above shall be entitled to receive a monthly benefit as determined pursuant to Section 7.12.B.1.

D. Benefit Payment. The benefit accrued by an employee under either Section 7.12.B.1. or 7.12.C., above, shall not be payable until the latest of the following:

1. The date on which the employee reaches either twenty (20) years of actual and continuous service or age fifty-five (55) with five (5) years service (vested), whichever occurs earlier; or,

2. The date on which the employee either reaches age fifty-five (55) with five (5) years service (vested) or would have reached twenty (20) years of actual and continuous service had the employee not separated from service as a deputy sheriff for Prince George's County, whichever occurs earlier; or,

3. The date on which the employee actually separates from employment as a deputy sheriff for Prince George's County.

E. Funding. The cost of funding the Plan will be shared by the employee and the County through regular contributions each pay period. Effective July 1, 2003, the employee contribution shall be ten percent (10%) of salary. Such increase in contribution rate shall begin effective following the next actuarial report for the pension plan issued after July 1, 2003, and after the Board of Trustees has approved such increase. The County shall contribute such amounts as are actuarially determined to be required to provide for the benefits under the Plan.

F. Purchase of Service with Accrued Leave. Effective July 1, 1995, the deputy sheriff's new pension plan will be modified to provide the purchase of one (1) month additional creditable

service with accrued leave: either forty (40) hours of annual leave or eighty (80) hours of sick leave.

G. Definitions

1. Actual Service means service while employed as a deputy sheriff of Prince George's County.

a. Actual Service shall also mean the service indicated for employees covered by this Agreement who are identified in the May 4, 1984, May 5, 1996 and November 5, 1998 Memoranda of Understanding executed between the parties pursuant to Section 7.05A, above.

b. A deputy's years of service will be determined by the greater of County credited service, described in the two paragraphs immediately above, or the deputy's credited service under the State Retirement/Pension Plans, provided, however, that use of credited service under the State Retirement/Pension Plans is contingent on the transfer of assets from previous employer(s) and employee contributions, if applicable, for each year counted.

2. Average Annual Compensation means an amount computed by dividing by two (2) the compensation actually received by an employee during whatever period of twenty-four (24) consecutive months of continuous service will provide the largest total compensation for any such period.

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

4. Continuous Service means the most recent unbroken period of employment as a deputy sheriff for Prince George's County. Continuous Service shall also include the service indicated for employees covered by this Agreement who are identified in the May 4, 1984 Memorandum of Understanding between the parties pursuant to Section 7.05.D., above, and any additional service credited under the State Retirement/Pension Plans pursuant to paragraph G.1., above.

H. Joint Study Committee

A Joint Study Committee comprised of representatives of the Union and the County will study and make recommendations concerning pension matters. The Committee will meet at least monthly with a representative of the County's Office of Personnel and Labor Relations. The Committee will complete its work by July 1998.

I. Fiscal Year 1996/Fiscal Year 1997 Merit. For any employee covered by this Agreement who retires during the period from July 1, 2003 through June 30, 2005, "Average Annual Compensation" as that term is defined in paragraph G. (Definitions), above, will be calculated as if the employee had received all step increases the employee would otherwise have been eligible to receive during the period covering Fiscal Year 1996 and Fiscal Year 1997 but for the deferral of such step increases in those years.

### **Section 7.13 IRS Pickup Plan**

A. The County shall pick up, within the meaning of Section 414(h) (2) of the Internal Revenue Code, the employee contributions required by Section 7.04 (Funding) and Section 7.12, E. (Funding) hereof. Such amounts:

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

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

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

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

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

### **Section 7.14 Pension Plan Modifications effective July 1, 1997**

The Memorandum of Understanding, dated April 26, 199, which provided four (4) participants in the Deputy Sheriff Comprehensive Pension Plan with pension credit for County employment before a break in their service will be amended to permit those plan participants to receive credit for that service toward normal retirement provided this can be achieved at no additional cost to the County or to the Deputy Sheriff Comprehensive Pension Plan.

### **Section 7.15 Military Service Credit**

Military service credited under the comprehensive Pension Plan pursuant to Section 7.12(G)(1) as a result of a State System participant's transfer to the Comprehensive Pension Plan shall be credited as actual service toward normal retirement. The Comprehensive Pension Plan will be amended to permit deputy sheriffs to purchase up to two (2) years of military service, other than military service credited pursuant to Section 7.12(G)(1), to be credited after normal retirement at no cost to the Plan. "Up front" military service as identified in the November 19, 2002 Memorandum of Understanding between the parties shall be granted to the nine (9) employees identified in such Memorandum of Understanding.

### **Section 7.16 Court Security Officers**

A. Employees covered by this Agreement in the class of work of court security officer will participate in the Deputy Sheriff's Pension Plan but with the following differences:

1. Normal benefit accrual will be at the rate of one and nine-tenths percent (1.9%) times the number of years of actual and continuous service to a maximum of twenty-five (25) years of actual and continuous service, multiplied by the employee's average annual compensation for a normal retirement benefit of forty-seven and five tenths percent (47.5%). Additional benefit accrual may be earned for years 26-30 at the rate of one and nine-tenths percent (1.9%) per year. The maximum benefit payable is fifty-seven percent (57%). The employee contribution shall be eight (8%) of salary.

### **Section 7.17 Lateral Transfer**

A lateral transfer formula will be developed for transfers from the police department to the Sheriff's Department.

## **ARTICLE 8 – SAFETY**

A. The Sheriff, the County, and the D.S.A. recognize and understand that because of the nature of the work performed by employees covered by this agreement, the promotion of safety and health in the work environment is an important and mutually desirable objective. The Sheriff, the County, and the D.S.A. therefore agree to cooperate to the fullest extent in the promotion of safety and health.

B. The Sheriff and the D.S.A. further agree to establish a joint Sheriff's Office/D.S.A. Safety Committee for the purpose of promoting job safety, health and addressing other working conditions. The Committee shall consist of six (6) members, three (3) representing the Sheriff and three (3) representing the D.S.A. The Sheriff shall designate three (3) members of his staff. One (1) of these representatives shall be at the rank of Major or above. The D.S.A. representatives shall be the D.S.A. President and two (2) members designated by the President to serve on the Committee. Any member so designated shall serve for a term of at least one (1) year. The Committee shall be Co-chaired by the D.S.A. President and the representative so designated by the Sheriff. The Committee shall meet quarterly, to study and/or investigate safety and health issues and other working conditions. The Co-chairman shall confer prior to each meeting and agree upon an agenda not later than one (1) week prior to the next meeting. Both the Sheriff and the D.S.A. may place safety and health and other working condition issues on the agenda. The Sheriff will indicate, in writing, what actions if any he will take on the recommendations that are submitted to the Sheriff by the Joint Sheriff/D.S.A. Safety Committee.

C. No deputy shall be ordered on extraditions, to work in transportation, courtroom security, service of criminal/civil process or to work in Intake Processing with anyone who is not a full time employee of the Office of the Sheriff or another law enforcement agency, except in the

event that no full time deputy sheriff is available for the assigned duty.

## **ARTICLE 9 -- COOPERATION**

### **Section 9.01 Labor-Management Committee**

The DSA President and two (2) other employees covered by this Agreement and designated by the DSA President shall participate with Management on a Labor-Management Committee. The Committee may meet as issues arise at times convenient to both parties, but not more than once a month unless so agreed by the parties. The party requesting a meeting of the Labor-Management Committee shall give the other party written notice of agenda item(s).

### **Section 9.02 Promotional Joint Study Committee**

A joint Labor-Management Committee will be established to study the issues related to the promotional process for deputy sheriffs covered by this Agreement. The Committee shall consist of representatives of the County Office of Personnel and Labor Relations, the Office of the Sheriff and the DSA. Committee recommendations will be made to the Sheriff for review, comment and forwarding to the Chief Administrative Officer. The Chief Administrative Officer will have the discretion to accept or reject the recommendations. The parties understand that the willingness of the County to discuss the promotional issues with the DSA during bargaining does not waive the County's position that promotional policy and rank structure constitute non-mandatory subjects of bargaining.

## **ARTICLE 10 –PERSONAL CAR PROGRAM**

- A. All Sworn Deputy Sheriffs, who have successfully passed their Field Training Period, shall be issued a Departmental vehicle that is of a type suitable for general law enforcement use and purpose.
- B. Every Sheriff's cruiser shall be equipped with a fully functional Sheriff's radio
- C. Every Sheriff's cruiser shall be equipped with a County Police radio in addition to the Sheriff's radios. Police and fire radios will be transitioned to Sheriff's vehicles over the next eighteen (18) months.

## **ARTICLE 11 – TRAINING**

No training on non-issued equipment will be required of an individual deputy unless mandated by the M.P.T.C. and unless the deputy requests to utilize such equipment.

## **ARTICLE 12 – EQUIPMENT**

- A. All sworn deputies will receive an initial issue of a new protective vest (not used) with a five (5) year replacement program.
- B. All sworn deputies hired on or after July 1, 1997, will be issued a “standard issue” semiautomatic. Said weapon will become the Department standard effective October 1, 2000 and all sworn deputies will be issued such weapon by the Office of Sheriff. Notwithstanding the above, those deputies issued and carrying a revolver as of July 1, 1997 will be allowed to continue to use such revolver if they fail to qualify to use the standard issue semiautomatic. In such event, the semiautomatic weapon will be returned to the Department.
- C. All issued sidearms will be equipped with night sights. All sworn deputies having purchased night sights will be reimbursed the cost of the night sights.
- D. The original uniform issue of appropriate clothing and leather goods shall also include a dress blouse (Class A) and a utility uniform (Class D), in addition to those items currently provided.

## **ARTICLE 13– TRANSFERS**

- A. Notification of transfer shall be given no less than two (2) weeks prior to the effective date of the transfer, except when unusual operational needs necessitate less notice.
- B. The Sheriff shall establish a rotation schedule for assignment to the Intake Section. A rotation assignment to the Intake Section shall not exceed twelve (12) months.

## **ARTICLE 14 – STAFFING**

The Sheriff and the County understand that the nature and dangers of the duties of deputy sheriffs, and agree that it is their responsibility to provide a safe and healthy work environment. The Sheriff agrees to promulgate General Orders and Standard Operating Procedures regarding minimum safe staffing levels for normal and emergency operations.

## **ARTICLE 15 -- GRIEVANCE PROCEDURE**

Any question arising out of and during the term of this Agreement involving an interpretation or application of any of the express provisions of this Agreement shall be considered a grievance and subject to resolution pursuant to the following procedures:

- 1. Step 1.
  - a. When an employee subject to the provisions of this Agreement feels he/she is

aggrieved by a violation of this Agreement, he/she, through the DSA President, within seven (7) working days after the occurrence of the violation, shall file with the Sheriff a written notice of the grievance. The written notice must set forth relevant information concerning the alleged grievance, including a short description thereof, the date on which the grievance occurred, and the provision(s) of the agreement alleged to have been violated.

b. Upon receipt of a grievance, the Office of the Sheriff will either process the grievance itself or refer it to the County Office of Personnel and Labor Relations for processing depending on whether the grievance is based on actions taken by, and under the jurisdiction of, the Office of the Sheriff or the County. The Office of the Sheriff will notify the DSA if the grievance is referred to the County. The County or the Office of the Sheriff, as applicable may take up to thirty (30) working days to complete its investigation. Within said thirty (30) day period, the aggrieved employee, the President of the DSA, and a representative of the County or the Office of the Sheriff, as applicable, will meet at a mutually agreeable time and endeavor to adjust the matter. The County or the Office of the Sheriff, as applicable, will provide the DSA with a written response to the grievance not later than seven (7) working days following the meeting. If the parties fail to resolve the grievance at this Step 1, either the DSA President, or the County or the Office of the Sheriff, as applicable, may, within ten (10) working days after the grievance has been denied or not adjusted at Step 1, provide to the other party, notice of intent to arbitrate said grievance. Time limits as provided for herein may be extended by mutual agreement of the parties.

## 2. Step 2.

a. In the event that the parties are unable to agree on an arbitrator, the DSA and the County or the Office of the Sheriff, as applicable, shall request the American Arbitration Association to provide them with a list of arbitrators from which the arbitrator shall be selected. The rules of the American Arbitration Association shall govern the selection of the arbitrator and the conduct of the arbitration.

b. The decision of the arbitrator shall be specifically limited to the matter submitted to him/her. He/she shall have no authority in any manner to amend, alter or change any provision of this Agreement. The decision of the arbitrator shall be final, binding and conclusive on the DSA, County and/or the Office of the Sheriff, and the employee involved. The fees and expenses of the arbitrator shall be evenly split between the DSA and the County, or the DSA and the Office of the Sheriff, as applicable.

## **ARTICLE 16- BARGAINING UNIT WORK**

Deputy Sheriffs will continue to perform all bargaining unit work performed as of June 30, 2001, except as otherwise provided in the "Memorandum of Understanding on Staffing Issues Related to the District Court".

## **ARTICLE 17- SECONDARY EMPLOYMENT**

After the Office of Sheriff initially approves any requested secondary employment site/entity location or grants approval to an individual deputy sheriff to work secondary employment, such approval will automatically continue unless:

The site/entity has failed to comply with local, county, state or federal codes, regulations or laws;  
The deputy is under any form of disciplinary suspension; or  
The deputy has failed to maintain at least a "satisfactory" rating in his/her most recent Past Performance Appraisal.

Should the site/entity or the deputy fall within the scope of subsections (a)-(c) of this Agreement, then the site/entity and/or the deputy's secondary employment privileges may be suspended until a review is completed. Subsequent to this review, the site/entity or deputy may be required to seek permission for re-approval and resumption of the secondary employment privilege. Approval is at the discretion of management but shall not be unreasonably denied.

Notwithstanding the above, if the Office of Sheriff learns that an event is being held at a site/entity which site/entity has been previously approved, the Sheriff retains the right to withdraw approval for secondary employment at such event if secondary employment at such event would bring disrepute to the Office of Sheriff.

## **ARTICLE 18 -- PUBLICATION OF AGREEMENT**

The County shall provide copies of this Agreement to the DSA for its distribution of one (1) copy to each employee covered by this Agreement.

## **ARTICLE 19 -- MISCELLANEOUS**

In order to facilitate the scheduling of leave, every division within the Office of the Sheriff will maintain a leave calendar which will be available for inspection by bargaining unit members.

## **ARTICLE 20 -- CONSIDERATION FOR POLICE OFFICER VACANCIES**

A. In the event any employee covered by this Agreement is separated from employment as a result of a reduction-in-force, upon the employee's request, he/she will be given preference, pursuant to Section 16-148 of the Personnel Law, for police officer openings in the Police Department which occur during one (1) year following separation.

B. In the event any deputy sheriff covered by this Agreement is separated from employment as a result of a reduction-in-force, upon the employee's request, he/she will be given preference, pursuant to Section 16-148 of the Personnel Law, for police officer openings in the Police



Department which occur during one year following separation.

#### **ARTICLE 21 -- SAVINGS CLAUSE**

In the event that any Article, Section or portion of this Agreement shall be held invalid and unenforceable by any Court, or higher authority of competent jurisdiction, such decision shall apply only to the specific Article, Section or portion thereof specified in the decision and shall leave unaffected the remainder of this Agreement. Upon issuance of such a decision, the Employer and the DSA agree to immediately negotiate a substitution for the invalidated Article, Section or portion thereof.

#### **ARTICLE 22-- DURATION**

- A. This Agreement shall become effective on July 1, 2003, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2005.
- B. This Agreement shall be automatically renewed from year to year after June 30, 2005 unless either party shall notify the other in writing no later than October 1, 2004 (or October 1st of any subsequent year thereafter in the case of an automatic renewal) that it desires to terminate, modify or amend this Agreement.

Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 2003, in Upper Marlboro, Prince George's County, Maryland.

FOR DEPUTY SHERIFF'S ASSOCIATION  
OF PRINCE GEORGE'S COUNTY, INC.

FOR PRINCE GEORGE'S COUNTY,  
MARYLAND\*

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Ronald J. Terry  
President

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Jack B. Johnson  
County Executive

FOR THE OFFICE OF THE SHERIFF  
OF PRINCE GEORGE'S COUNTY,  
MARYLAND

---

Michael A. Jackson  
Sheriff of Prince George's County,  
Maryland

\*Under the Annotated Code of Maryland, Courts and Judicial Proceedings Article Section 2-309 (r)(4), The County Executive is the employer of the civilian employees in the Office of the Sheriff only for the purpose of collective bargaining for compensation, including pension, fringe benefits, and hours. The Sheriff is considered the employer for purposes of collective bargaining for other terms and conditions of employment.

## ATTACHMENT A

### UNIFORM WAGE SCALE

Effective July 2, 1989, the current modified "MIN-MAX" system in effect for all members of the bargaining unit will be replaced by the Uniform Wage Scale contained in this Attachment A and described below.

### DESCRIPTION OF THE UNIFORM WAGE SCALE

A. For each rank of deputy sheriff in the bargaining unit, there is established a pay grade containing fifteen (15) pay rates (steps) ranging from Step 0 through Step 14: Deputy Sheriff Private - W21; Deputy Sheriff First Class - W22; Deputy Sheriff Corporal - W24; Deputy Sheriff Sergeant - W25; and, Deputy Sheriff Lieutenant - W27. The percentage values of the intervals between steps are three and one-half percent (3.5%) from Step 0 through Step 11 and three percent (3%) for the three (3) remaining intervals from Step 11 through Step 14.

B. 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 (1) 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 (3) years of service at each step (that is, after having completed fifteen (15) and eighteen (18) years of service, respectively), provided that his/her performance for the applicable period has been evaluated as satisfactory.

C. Employees covered by this Agreement 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.

D. Upon promotion to the rank of Deputy Sheriff First Class or Deputy Sheriff Corporal, an employee's salary rate shall be increased to that of the corresponding pay step for the promotional grade (that is, an increase equivalent to two (2) three and one-half percent (3.5%) steps).

### MASTER DEPUTY PROGRAM (PROGRAM)

A. The Program covers promotions to the rank of Deputy Sheriff First Class and Deputy Sheriff Corporal. Promotions to the ranks of Deputy Sheriff First Class and Deputy Sheriff Corporal are based on the time-in-grade requirements, performance evaluations and written examinations described in paragraphs 1, 2 and 3, below. The current rank designations of Deputy Sheriff Private, Deputy First Class and Deputy Sheriff Corporal will be maintained.

1. TIME-IN-GRADE REQUIREMENTS. Effective July 1, 1996, minimum time-in-grade requirements for eligibility to become a candidate for promotion under the Program are as

follows:

a. Deputy Sheriff First Class.

Twenty-four (24) months as a Deputy Sheriff Private;

b. Deputy Sheriff Corporal.

Twenty-four (24) months as a Deputy Sheriff First Class.

## 2. PERFORMANCE EVALUATION

a. Deputy sheriffs who have met the time-in-grade requirements and who have elected to become candidates for promotion shall be rated by the Department as "Promotable" or "Non-promotable". A rate of "Promotable" shall qualify a deputy sheriff to take the written examination for the appropriate rank. A rating of "Non-promotable" shall render a deputy sheriff ineligible to take the written examination and for promotion during the promotional cycle involved.

## 3. WRITTEN EXAMINATION

a. Examinations under the Program will be administered in April of each year. Notice of the written examination will be given no later than ninety (90) days prior to the date the written examination is to be given. The written examination score of a deputy sheriff seeking promotion under the Program shall be placed in one of two categories: "Pass" consisting of all written examinations with a score equal to or greater than seventy percent (70%), and "Fail" consisting of all written examinations with a score less than seventy percent (70%).

B. Candidates who have received an evaluation of "Promotable" and who have achieved a written examination score of seventy percent (70%) or better shall be deemed "qualified" for promotion. Candidates qualified for promotion under the evaluation and written examination process will be promoted effective the first day of the first full pay period beginning on or after July 1 of the calendar year in which the test is administered. Promotions under this program shall be valued at two (2) three and one-half percent (3 1/2%) steps.

C. Nothing contained in the Program is intended to modify the relationship between the disciplinary process and the promotion process. A candidate who is qualified for promotion under paragraphs A & B, above, and who is under an investigation which could lead to a disciplinary action shall have his or her promotion held in abeyance pending the final outcome of the disciplinary process. If the deputy sheriff involved is still deemed qualified for promotion after the disciplinary process is completed, the deputy sheriff will be promoted retroactive to the appropriate effective date stated in paragraph B, above.

D. The parties understand that the willingness of the County to discuss the promotional issues with the DSA during bargaining regarding a Master Deputy Program does not waive the County's position that promotional policy and rank structure constitute non-mandatory subjects

of bargaining.

#### IMPLEMENTATION OF THE UNIFORM WAGE SCALE

A. Fiscal Year 1990: Effective July 2, 1989, employees covered by this Agreement, 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.

1. 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.

2. On their anniversary dates during FY90, all employees 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 the employee is at Step 14.

B. Fiscal Year 1991: 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.

#### MODIFICATIONS TO THE UNIFORM WAGE SCALE--DURING FISCAL YEAR 1995

A. Effective July 1, 1994, the Uniform Wage Scale is modified as follows:

1. For each rank of deputy sheriff in the bargaining unit, there is an established pay grade on the Uniform Wage Scale. The pay scale for both the rank of Deputy Sheriff Private (W21) and Deputy Sheriff First Class (W22) contains fifteen (15) pay rates (steps) ranging from Step A through Step O. The pay scale for the rank of Deputy Sheriff Corporal through Deputy Sheriff Lieutenant, contains fourteen (14) pay rates (steps) ranging from Step A through Step N.

2. Grade W21 is the pay grade for the rank of Deputy Sheriff Private. The percentage values of the intervals between the steps are three and one-half percent (3.5%) from Step A through Step L and three percent (3%) for the remaining three (3) intervals from Step L through Step O. The entry rate for a Deputy Sheriff Private is Step A. A Deputy Sheriff Private (W21) will be eligible to advance to the next step for that rank on the deputy's anniversary date at the rate of one (1) step per year up to and including Step N (after thirteen (13) years of service), provided he or she receives at least a satisfactory performance evaluation for the preceding year. After reaching Step N, a Deputy Sheriff Private (W21) will be eligible to advance to Step O after two (2) years of service at Step N, (that is, after having completed fifteen (15) years of service), provided that the deputy's performance for the applicable period has been evaluated as satisfactory.

3. Grade W22 is the pay grade for the rank of Deputy Sheriff First Class. The percentage values of the intervals between the steps are three and one-half percent (3.5%) from Step A through Step K, three percent (3%) from Step K through Step N and two and one-half percent (2.5%) for the remaining interval from Step N to Step O. A Deputy Sheriff First Class (W22) will be eligible to advance to the next step for that rank on the deputy's anniversary date at the rate of one (1) step per year up to and including Step M (after thirteen (13) years of service) provided he or she receives at least a satisfactory performance evaluation for the preceding year. After reaching Step M, a Deputy Sheriff First Class (W22) will be eligible to advance to Step N after two (2) years of service at Step N (that is, after having completed fifteen (15) years of service) and to Step O after three (3) years of service at Step N (that is, after having completed eighteen (18) years of service).

4. Grades W24, W25 and W27 are the pay grades for Deputy Sheriff Corporal (W24), Deputy Sheriff Sergeant (W25), and Deputy Sheriff Lieutenant (W27). The percentage values of the intervals between the steps are three and one-half percent (3.5%) from Step A through Step J, three percent (3%) from Step J through Step M and two and one-half percent (2.5%) for the remaining interval from Step M to Step N. Deputies in the ranks of Deputy Sheriff Corporal through Deputy Sheriff Lieutenant will be eligible to advance to the next step for their rank on the deputy's anniversary date at the rate of one (1) step per year up to and including Step L (after thirteen (13) years of service) provided he or she receives at least a satisfactory performance evaluation for the preceding year. After reaching Step L, deputies in the ranks of Deputy Sheriff Corporal through Deputy Sheriff Lieutenant will be eligible to advance to Step M after two (2) years of service (that is, after having completed fifteen (15) years of service) and to Step N after three (3) years of service at Step M (that is, after having completed eighteen (18) years of service).

B. Effective June 30, 1995, the Uniform Wage Scale is further modified as follows:

1. For the ranks of Deputy Sheriff Corporal (W24), Deputy Sheriff Sergeant (W25), and Deputy Sheriff Lieutenant (W27) one additional pay rate (step) will be added to the pay scale, establishing a fifteen (15) step pay scale ranging from Step A through Step O. The percentage value of the interval between Step N and the new Step O is two and one-half percent (2.5%). Deputies in the ranks of Deputy Sheriff Corporal through Deputy Sheriff Lieutenant will be eligible to advance to Step 15 after five (5) years of service (that is, after having completed twenty-three (23) years of service) at Step N.

C. Upon promotion to the rank of Deputy Sheriff First Class or Deputy Sheriff Corporal, an employee's salary rate shall be increased to the rate of pay at the step of the promotional grade that corresponds to the deputy sheriff's years of service at the grade before promotion (that is, an increase equivalent to two (2) three and one-half percent (3.5%) steps). Upon promotion to the rank of Deputy Sheriff Sergeant or Deputy Sheriff Lieutenant, an employee's salary rate shall be increased to that of the corresponding pay step (for example, Step 10 to Step 10) for the promotional grade (that is, a ten percent (10%) increase).

D. New salary rates for grade W-19 applicable to employees covered by this agreement in the job classification of Court Security Officer during Fiscal Year 2001 are added to Schedule W,

attached hereto and become a part of Attachment A

IMPLEMENTATION OF MODIFIED UNIFORM WAGE SCALE FISCAL YEAR 1995:

A. On July 1, 1994, every deputy will be assigned to the pay step for his or her rank on the modified Uniform Wage Scale with a salary rate identical to the deputy's salary rate on June 30, 1994.

B. On his or her anniversary date in Fiscal Year 1995, every deputy will be eligible to advance to the next step on the modified Uniform Wage Scale, provided that the deputy's performance for the applicable period has been evaluated as satisfactory.

C. On June 25, 1995, any deputy who is not at the pay step for his or her rank which would be warranted by his or her years of service, will be placed at that pay step.

MODIFICATIONS TO THE UNIFORM WAGE SCALE -- DURING FISCAL YEAR 1998 and FISCAL YEAR 1999

A. Effective beginning on July 1, 1997, any deputy sheriff covered by this Agreement who completes twenty-three (23) years of actual and continuous service as defined in the Deputy Sheriff Comprehensive Pension Plan but who is not at the step for his/her rank on the Uniform Wage Scale which reflects the completion of twenty-three (23) years of service will be placed at that step on the date that marks the deputy's completion of those twenty-three (23) years of actual and continuous service and the employee's anniversary date will be changed, if necessary, to reflect his/her date of hire. Deputies with twenty-three (23) or more years of service as of July 1, 1997 will be placed on Step O as of July 1, 1997 and the deputy's anniversary date will be changed, if necessary, to reflect his/her date of hire.

B. Effective July 1, 1998, the Uniform Wage Scale is further modified as follows:

1. For the ranks of Deputy Sheriff Corporal (W24), Deputy Sheriff Sergeant (W25), and Deputy Sheriff Lieutenant (W27) one additional pay rate (step) will be added to the pay scale, establishing a sixteen (16) step pay scale ranging from Step A through Step P. The percentage value of the interval between Step O and the new Step P is two and one-half percent (2.5%). Deputies in the ranks of Deputy Sheriff Corporal through Deputy Sheriff Lieutenant will be eligible to advance to Step 16 after four (4) years of service (that is, after having completed twenty-seven (27) years of service) at Step O. Deputies with twenty-seven (27) or more years of service as of July 1, 1998 will be placed on Step P as of July 1, 1998.

MODIFICATIONS TO THE UNIFORM WAGE SCALE -- DURING FISCAL YEAR 2000 AND FISCAL YEAR 2001

A. Note: Beginning in Fiscal Year 2000, employees covered by the Agreement who were employed by the Office of the Sheriff during FY96 and/or FY97 received no credit toward merit increase(s) during either of those fiscal years. Thus, the pay steps for such employees who were hired at entry level and employed during both or one of those years will not reflect their actual

years of service but will be one or two steps behind until completing their eighteenth (18th) year of service.

B. Effective July 1, 1999, anniversary dates will be adjusted to the deputy sheriff's date of hire as a deputy sheriff if different from his/her current anniversary date, so that all deputies receive their merit steps on the first day on which the deputy has the required years of service.

C. Effective the first full pay period beginning on or after July 1, 1999, the interval for grades W-24 and above between Step A to Step B shall be increased from three and one-half percent (3-1/2%) to four percent (4%), such that all steps at Step B and above on the Uniform Wage Scale shall be increased by one-half of one percent (1/2%).

D. Effective beginning on July 1, 2000, any deputy sheriff covered by this Agreement who completes eighteen (18) years of actual and continuous service as defined in the Deputy Sheriff Comprehensive Pension Plan but who is not at the step for his/her rank on the Uniform Wage Scale which reflects the completion of eighteen (18) years of service will be placed at that step on the date that marks the deputy's completion of those eighteen (18) years of actual and continuous service. Deputies with eighteen (18) or more years of service as of July 1, 2000 will be placed on that step at the beginning of the first full pay period beginning on or after July 1, 2000.

E. Effective the first full pay period beginning on or after July 1, 2000, Step L for grades W-24 and above shall be applicable after thirteen (13) years of service; Step M shall be applicable after fourteen (14) years of service; Step N shall be applicable after sixteen (16) years of service; Step O shall be applicable after eighteen (18) years of service; Step P shall be applicable after twenty-three (23) years of service; and a new Step Q shall be applicable after twenty-seven (27) years of service. The increment for grades W-24 and above between Steps M to N, N to O, and O to P shall be increased from two and one-half percent (2.5%) to three percent (3%) and a new Step Q shall reflect a two and one-half percent (2.5%) increment.

F. New salary rates for grade W-19 applicable to employees covered by this Agreement in the job classification of Court Security Officer during Fiscal Year 2001 are added to Salary Schedule W, attached hereto.

#### MODIFICATIONS TO THE UNIFORM WAGE SCALE -- DURING FISCAL YEAR 2002

Effective the first full pay period beginning on or after July 1, 2001, Step P shall be applicable after twenty-one (21) years of service and Step Q shall be applicable after twenty-four (24) years of service.



**ATTACHMENT B**  
**OFFICE OF THE SHERIFF**  
**PUBLIC EMPLOYEE RELATIONS BOARD CERTIFICATIONS**

<b>Case Number</b>	<b>Positions Involved</b>
<b>Date of Certification</b> 79-PG-R-37 November 26, 1979  February 29, 1980	<p>All commissioned personnel of the Sheriff's Department of Prince George's County having regular tours of duty and employed on a full-time basis. EXCLUDING the Sheriff, three (3) Assistant Sheriffs (Lieutenant Colonels), four (4) Captains and four (4) Lieutenants. FURTHER EXCLUDING non-commissioned personnel of the Sheriff's Office and part-time commissioned personnel without regular tours of duty.</p> <p>All commissioned personnel of the Sheriff's Department of Prince George's County having regular tours of duty and employed on a full-time basis, EXCLUDING the Sheriff, three (3) Assistant Sheriffs (Lieutenant Colonels), and four (4) Captains. FURTHER EXCLUDING, non-commissioned personnel of the Sheriff's Office and part-time commissioned personnel without regular tours of duty.</p>
79-PG-R-39 April 16, 1980	<p>All commissioned personnel of the Sheriff's Department of Prince George's County having regular tours of duty and employed on a full-time basis, EXCLUDING the Sheriff, three (3) Assistant Sheriffs (Lieutenant Colonels) and four (4) Captains. FURTHER EXCLUDING non-commissioned personnel of the Sheriff's Office and part-time commissioned personnel without regular tours of duty.</p>

SCHEDULE W  
UNIFORM WAGE SCALE  
EFFECTIVE APRIL 6, 2003  
FOR DEPUTY SHERIFF UNIT PERSONNEL  
PRINCE GEORGE'S COUNTY MARYLAND

(This salary schedule is included as a convenient reference and shall remain in effect through October 5, 2003)

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15+
W21 – DEPUTY SHERIFF PRIVATE															
HOURLY	15.3878	15.9263	16.4835	17.0606	17.6576	18.2757	18.9152	19.5774	20.2626	20.9719	21.7057	22.4656	23.1395	23.8337	24.5485
BIWEEKLY	1,231.02	1,274.11	1,318.68	1,364.85	1,412.61	1,462.06	1,513.21	1,566.19	1,621.01	1,677.75	1,736.46	1,797.25	1,851.16	1,906.70	1,963.88
ANNUAL	32,007	33,127	34,286	35,486	36,728	38,013	39,344	40,721	42,146	43,622	45,148	46,728	48,130	49,574	51,061

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
YRS SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-17	18

## W22 – DEPUTY SHERIFF FIRST CLASS

HOURLY	17.0606	17.6576	18.2757	18.9152	19.5774	20.2626	20.9719	21.7057	22.4656	23.2518	24.0658	24.7874	25.5312	26.2971	26.9546
BIWEEKLY	1,364.85	1,412.61	1,462.06	1,513.21	1,566.19	1,621.01	1,677.75	1,736.46	1,797.25	1,860.15	1,925.27	1,983.00	2,042.50	2,103.77	2,156.37
ANNUAL	35,486	36,728	38,013	39,344	40,721	42,146	43,622	45,148	46,728	48,364	50,057	51,558	53,105	54,698	56,066

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
YRS SERVICE	2	3	4	5	6	7	8	9	10	11	12	13	14-15	16-17	18-20	21-23	24+

## W24 – DEPUTY SHERIFF CORPORAL

HOURLY	18.9152	19.6718	20.3603	21.0729	21.8106	22.5739	23.364	24.1817	25.0281	25.904	26.6812	27.4816	28.306	29.1553	30.0299	30.9308	31.704
BIWEEKLY	1,513.21	1,573.74	1,628.83	1,685.83	1,744.85	1,805.91	1,869.12	1,934.54	2,002.24	2,072.32	2,134.50	2,198.52	2,264.48	2,332.43	2,402.39	2,474.46	2,536.32
ANNUAL	39,344	40,917	42,349	43,832	45,366	46,954	48,597	50,298	52,058	53,880	55,497	57,162	58,877	60,643	62,462	64,336	65,944

## W25 – DEPUTY SHERIFF SERGEANT

HOURLY	20.8068	21.639	22.3963	23.1801	23.9914	24.8312	25.7003	26.5998	27.5307	28.4943	29.3492	30.2297	31.1365	32.0706	33.0327	34.0239	34.8743
BIWEEKLY	1,664.54	1,731.12	1,791.70	1,854.41	1,919.31	1,986.49	2,056.02	2,127.98	2,202.46	2,279.55	2,347.93	2,418.37	2,490.92	2,565.65	2,642.62	2,721.91	2,789.94
ANNUAL	43,278	45,009	46,584	48,215	49,902	51,649	53,457	55,328	57,264	59,268	61,046	62,878	64,764	66,707	68,708	70,770	72,539

## W27 – DEPUTY SHERIFF LIEUTENANT

HOURLY	22.8875	23.8029	24.636	25.4983	26.3908	27.3145	28.2704	29.2599	30.2841	31.344	32.2842	33.2528	34.2504	35.2779	36.3363	37.4264	38.3621
BIWEEKLY	1,831.00	1,904.24	1,970.88	2,039.86	2,111.27	2,185.16	2,261.63	2,340.79	2,422.73	2,507.52	2,582.74	2,660.22	2,740.03	2,822.23	2,906.90	2,994.11	3,068.97
ANNUAL	47,606	49,510	51,243	53,036	54,893	56,814	58,802	60,861	62,991	65,196	67,151	69,166	71,241	73,378	75,579	77,847	79,793

The hourly rates are the April 6, 2003 rates and are cited herein as a convenient reference. For administrative purposes, 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 the hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE W  
UNIFORM WAGE SCALE  
EFFECTIVE OCTOBER 5, 2003  
FOR DEPUTY SHERIFF UNIT PERSONNEL  
PRINCE GEORGE'S COUNTY MARYLAND

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15+

## W21 – DEPUTY SHERIFF PRIVATE

HOURLY	15.5417	16.0856	16.6483	17.2312	17.8342	18.4585	19.1044	19.7732	20.4652	21.1816	21.9228	22.6903	23.3709	24.0720	24.7940
BIWEEKLY	1,243.33	1,286.85	1,331.87	1,378.50	1,426.74	1,476.68	1,528.34	1,581.85	1,637.22	1,694.53	1,753.82	1,815.22	1,869.67	1,925.77	1,983.52
ANNUAL	32,327	33,458	34,629	35,841	37,095	38,393	39,737	41,128	42,567	44,058	45,599	47,195	48,611	50,070	51,572

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
YRS SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-17	18

## W22 – DEPUTY SHERIFF FIRST CLASS

HOURLY	17.2312	17.8342	18.4585	19.1044	19.7732	20.4652	21.1816	21.9228	22.6903	23.4843	24.3065	25.0353	25.7865	26.5601	27.2241
BIWEEKLY	1,378.50	1,426.74	1,476.68	1,528.34	1,581.85	1,637.22	1,694.53	1,753.82	1,815.22	1,878.75	1,944.52	2,002.83	2,062.93	2,124.81	2,177.93
ANNUAL	35,841	37,095	38,393	39,737	41,128	42,567	44,058	45,599	47,195	48,848	50,558	52,074	53,636	55,245	56,627

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
YRS SERVICE	2	3	4	5	6	7	8	9	10	11	12	13	14-15	16-17	18-20	21-23	24+

## W24 – DEPUTY SHERIFF CORPORAL

HOURLY	19.1044	19.8685	20.5639	21.2836	22.0287	22.7996	23.5976	24.4235	25.2784	26.1630	26.9480	27.7564	28.5891	29.4469	30.3302	31.2401	32.0210
BIWEEKLY	1,528.34	1,589.48	1,645.12	1,702.69	1,762.30	1,823.97	1,887.81	1,953.89	2,022.26	2,093.04	2,155.85	2,220.51	2,287.12	2,355.75	2,426.41	2,499.20	2,561.68
ANNUAL	39,737	41,326	42,772	44,270	45,820	47,424	49,083	50,801	52,579	54,419	56,052	57,734	59,466	61,249	63,087	64,979	66,603

## W25 – DEPUTY SHERIFF SERGEANT

HOURLY	21.0149	21.8554	22.6203	23.4119	24.2313	25.0795	25.9573	26.8658	27.8060	28.7792	29.6427	30.5320	31.4479	32.3913	33.3630	34.3641	35.2230
BIWEEKLY	1,681.19	1,748.43	1,809.62	1,872.95	1,938.50	2,006.35	2,076.58	2,149.26	2,224.48	2,302.35	2,371.41	2,442.55	2,515.83	2,591.31	2,669.05	2,749.13	2,817.84
ANNUAL	43,711	45,459	47,050	48,697	50,401	52,165	53,992	55,881	57,837	59,861	61,656	63,507	65,412	67,374	69,395	71,478	73,264

## W27 – DEPUTY SHERIFF LIEUTENANT

HOURLY	23.1164	24.0409	24.8824	25.7533	26.6547	27.5876	28.5531	29.5525	30.5869	31.6574	32.6070	33.5853	34.5929	35.6307	36.6997	37.8007	38.7457
BIWEEKLY	1,849.31	1,923.28	1,990.59	2,060.26	2,132.38	2,207.01	2,284.25	2,364.20	2,446.96	2,532.60	2,608.57	2,686.82	2,767.43	2,850.45	2,935.97	3,024.05	3,099.66
ANNUAL	48,082	50,005	51,755	53,566	55,442	57,382	59,390	61,470	63,621	65,848	67,823	69,858	71,953	74,112	76,335	78,625	80,591

The hourly rates are the April 6, 2003 rates multiplied by 101%. For administrative purposes, 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 the hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE W  
UNIFORM WAGE SCALE  
EFFECTIVE APRIL 4, 2004  
FOR DEPUTY SHERIFF UNIT PERSONNEL  
PRINCE GEORGE'S COUNTY MARYLAND

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15+
W21 – DEPUTY SHERIFF PRIVATE															
HOURLY	15.6971	16.2464	16.8148	17.4035	18.0125	18.6430	19.2954	19.9709	20.6699	21.3934	22.1420	22.9172	23.6046	24.3128	25.0419
BIWEEKLY	1,255.76	1,299.72	1,345.19	1,392.28	1,441.00	1,491.45	1,543.63	1,597.67	1,653.59	1,711.47	1,771.36	1,833.37	1,888.37	1,945.02	2,003.35
ANNUAL	32,650	33,793	34,975	36,199	37,466	38,777	40,135	41,539	42,993	44,499	46,055	47,667	49,097	50,570	52,087

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
YRS SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-17	18

## W22 – DEPUTY SHERIFF FIRST CLASS

HOURLY	17.4035	18.0125	18.6430	19.2954	19.9709	20.6699	21.3934	22.1420	22.9172	23.7192	24.5495	25.2856	26.0444	26.8257	27.4964
BIWEEKLY	1,392.28	1,441.00	1,491.45	1,543.63	1,597.67	1,653.59	1,711.47	1,771.36	1,833.37	1,897.54	1,963.97	2,022.86	2,083.55	2,146.06	2,199.71
ANNUAL	36,199	37,466	38,777	40,135	41,539	42,993	44,499	46,055	47,667	49,336	51,063	52,594	54,172	55,797	57,193

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
YRS SERVICE	2	3	4	5	6	7	8	9	10	11	12	13	14-15	16-17	18-20	21-23	24+

## W24 – DEPUTY SHERIFF CORPORAL

HOURLY	19.2954	20.0672	20.7695	21.4965	22.2490	23.0276	23.8336	24.6678	25.5312	26.4247	27.2175	28.0340	28.8750	29.7413	30.6335	31.5525	32.3413
BIWEEKLY	1,543.63	1,605.37	1,661.57	1,719.72	1,779.92	1,842.21	1,906.69	1,973.42	2,042.49	2,113.97	2,177.40	2,242.71	2,310.00	2,379.31	2,450.68	2,524.20	2,587.30
ANNUAL	40,135	41,739	43,200	44,713	46,278	47,898	49,574	51,309	53,104	54,963	56,612	58,311	60,060	61,862	63,717	65,629	67,269

## W25 – DEPUTY SHERIFF SERGEANT

HOURLY	21.2250	22.0739	22.8465	23.6460	24.4736	25.3303	26.2169	27.1345	28.0841	29.0670	29.9391	30.8373	31.7623	32.7152	33.6967	34.7078	35.5753
BIWEEKLY	1,698.00	1,765.92	1,827.71	1,891.68	1,957.89	2,026.42	2,097.35	2,170.75	2,246.73	2,325.37	2,395.12	2,466.98	2,540.99	2,617.22	2,695.74	2,776.62	2,846.02
ANNUAL	44,148	45,914	47,520	49,184	50,905	52,687	54,531	56,440	58,415	60,459	62,273	64,142	66,066	68,048	70,089	72,192	73,997

## W27 – DEPUTY SHERIFF LIEUTENANT

HOURLY	23.3475	24.2813	25.1312	26.0108	26.9213	27.8635	28.8386	29.8480	30.8928	31.9740	32.9331	33.9212	34.9388	35.9870	37.0667	38.1787	39.1332
BIWEEKLY	1,867.80	1,942.52	2,010.49	2,080.86	2,153.71	2,229.08	2,307.09	2,387.84	2,471.43	2,557.92	2,634.65	2,713.69	2,795.10	2,878.96	2,965.33	3,054.29	3,130.66
ANNUAL	48,563	50,505	52,273	54,102	55,996	57,956	59,984	62,084	64,257	66,506	68,501	70,556	72,673	74,853	77,098	79,412	81,397

The hourly rates are the October 5, 2003 rates multiplied by 101%. For administrative purposes, 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 the hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE W  
UNIFORM WAGE SCALE  
EFFECTIVE OCTOBER 3, 2004  
FOR DEPUTY SHERIFF UNIT PERSONNEL  
PRINCE GEORGE'S COUNTY MARYLAND

STEP YRS	A 0-1	B 1	C 2	D 3	E 4	F 5	G 6	H 7	I 8	J 9	K 10	L 11	M 12	N 13-14	O 15+
W21 – DEPUTY SHERIFF PRIVATE															
HOURLY	15.8541	16.4089	16.9830	17.5776	18.1926	18.8295	19.4883	20.1706	20.8766	21.6074	22.3634	23.1463	23.8406	24.5559	25.2923
BIWEEKLY	1,268.32	1,312.72	1,358.64	1,406.21	1,455.41	1,506.36	1,559.06	1,613.65	1,670.13	1,728.59	1,789.08	1,851.71	1,907.25	1,964.47	2,023.39
ANNUAL	32,977	34,131	35,325	36,561	37,841	39,165	40,536	41,955	43,423	44,944	46,516	48,144	49,588	51,076	52,608

STEP YRS	A 1	B 2	C 3	D 4	E 5	F 6	G 7	H 8	I 9	J 10	K 11	L 12	M 13-14	N 15-17	O 18
W22 – DEPUTY SHERIFF FIRST CLASS															
HOURLY	17.5776	18.1926	18.8295	19.4883	20.1706	20.8766	21.6074	22.3634	23.1463	23.9564	24.7950	25.5385	26.3048	27.0939	27.7714
BIWEEKLY	1,406.21	1,455.41	1,506.36	1,559.06	1,613.65	1,670.13	1,728.59	1,789.08	1,851.71	1,916.51	1,983.61	2,043.09	2,104.39	2,167.52	2,221.71
ANNUAL	36,561	37,841	39,165	40,536	41,955	43,423	44,944	46,516	48,144	49,829	51,574	53,120	54,714	56,355	57,765

STEP YRS	A 2	B 3	C 4	D 5	E 6	F 7	G 8	H 9	I 10	J 11	K 12	L 13	M 14-15	N 16-17	O 18-20	P 21-23	Q 24+
W24 – DEPUTY SHERIFF CORPORAL																	
HOURLY	19.4883	20.2679	20.9772	21.7114	22.4715	23.2579	24.0720	24.9144	25.7865	26.6889	27.4897	28.3143	29.1637	30.0387	30.9398	31.8680	32.6647
BIWEEKLY	1,559.06	1,621.43	1,678.19	1,736.91	1,797.72	1,860.63	1,925.76	1,993.16	2,062.91	2,135.11	2,199.18	2,265.14	2,333.10	2,403.10	2,475.18	2,549.44	2,613.17
ANNUAL	40,536	42,157	43,632	45,160	46,741	48,377	50,070	51,822	53,635	55,513	57,179	58,894	60,661	62,481	64,355	66,285	67,942

W25 – DEPUTY SHERIFF SERGEANT																	
HOURLY	21.4373	22.2947	23.0749	23.8825	24.7184	25.5836	26.4790	27.4058	28.3649	29.3577	30.2385	31.1457	32.0800	33.0424	34.0336	35.0549	35.9310
BIWEEKLY	1,714.98	1,783.57	1,845.99	1,910.60	1,977.47	2,046.68	2,118.32	2,192.46	2,269.20	2,348.62	2,419.07	2,491.65	2,566.40	2,643.39	2,722.69	2,804.39	2,874.48
ANNUAL	44,589	46,373	47,996	49,676	51,414	53,214	55,077	57,004	58,999	61,064	62,896	64,783	66,726	68,728	70,790	72,914	74,737

W27 – DEPUTY SHERIFF LIEUTENANT																	
HOURLY	23.5810	24.5242	25.3825	26.2709	27.1905	28.1422	29.1270	30.1465	31.2017	32.2938	33.2624	34.2604	35.2882	36.3469	37.4373	38.5605	39.5245
BIWEEKLY	1,886.48	1,961.94	2,030.60	2,101.67	2,175.24	2,251.37	2,330.16	2,411.72	2,496.14	2,583.50	2,661.00	2,740.83	2,823.06	2,907.75	2,994.98	3,084.83	3,161.96
ANNUAL	49,049	51,010	52,796	54,643	56,556	58,536	60,584	62,705	64,900	67,172	69,186	71,262	73,400	75,601	77,869	80,206	82,211

The hourly rates are the April 4, 2004 rates multiplied by 101%. For administrative purposes, 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 the hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE W  
UNIFORM WAGE SCALE  
EFFECTIVE MAY 15, 2005  
FOR DEPUTY SHERIFF UNIT PERSONNEL  
PRINCE GEORGE'S COUNTY MARYLAND

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
YRS SERVICE	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15+
W21 – DEPUTY SHERIFF PRIVATE															
HOURLY	16.0126	16.5730	17.1528	17.7533	18.3746	19.0178	19.6832	20.3723	21.0853	21.8234	22.5870	23.3778	24.0791	24.8014	25.5453
BIWEEKLY	1,281.00	1,325.84	1,372.22	1,420.27	1,469.97	1,521.43	1,574.65	1,629.78	1,686.83	1,745.87	1,806.97	1,870.23	1,926.32	1,984.12	2,043.62
ANNUAL	33,307	34,472	35,678	36,927	38,219	39,556	40,942	42,374	43,857	45,393	46,981	48,625	50,084	51,587	53,134

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
YRS SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-17	18

W22 – DEPUTY SHERIFF FIRST CLASS															
HOURLY	17.7533	18.3746	19.0178	19.6832	20.3723	21.0853	21.8234	22.5870	23.3778	24.1959	25.0430	25.7939	26.5679	27.3649	28.0491
BIWEEKLY	1,420.27	1,469.97	1,521.43	1,574.65	1,629.78	1,686.83	1,745.87	1,806.97	1,870.23	1,935.68	2,003.44	2,063.52	2,125.43	2,189.19	2,243.93
ANNUAL	36,927	38,219	39,556	40,942	42,374	43,857	45,393	46,981	48,625	50,328	52,090	53,651	55,261	56,919	58,343

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
YRS SERVICE	2	3	4	5	6	7	8	9	10	11	12	13	14-15	16-17	18-20	21-23	24+

W24 – DEPUTY SHERIFF CORPORAL																	
HOURLY	19.6832	20.4706	21.1870	21.9285	22.6962	23.4905	24.3127	25.1636	26.0443	26.9558	27.7646	28.5975	29.4553	30.3391	31.2492	32.1867	32.9913
BIWEEKLY	1,574.65	1,637.64	1,694.97	1,754.28	1,815.70	1,879.24	1,945.01	2,013.09	2,083.54	2,156.46	2,221.17	2,287.79	2,356.43	2,427.14	2,499.94	2,574.93	2,639.30
ANNUAL	40,942	42,578	44,069	45,612	47,208	48,861	50,570	52,340	54,172	56,068	57,750	59,483	61,268	63,105	64,998	66,948	68,622

W25 – DEPUTY SHERIFF SERGEANT																	
HOURLY	21.6516	22.5176	23.3057	24.1213	24.9655	25.8394	26.7438	27.6799	28.6486	29.6513	30.5409	31.4571	32.4008	33.3728	34.3740	35.4054	36.2903
BIWEEKLY	1,732.13	1,801.41	1,864.45	1,929.71	1,997.24	2,067.15	2,139.50	2,214.38	2,291.89	2,372.11	2,443.27	2,516.57	2,592.06	2,669.83	2,749.92	2,832.43	2,903.22
ANNUAL	45,035	46,837	48,475	50,173	51,928	53,746	55,628	57,575	59,589	61,675	63,525	65,431	67,394	69,416	71,498	73,644	75,484

W27 – DEPUTY SHERIFF LIEUTENANT																	
HOURLY	23.8168	24.7694	25.6363	26.5336	27.4624	28.4236	29.4183	30.4480	31.5138	32.6167	33.5951	34.6030	35.6411	36.7103	37.8117	38.9461	39.9198
BIWEEKLY	1,905.35	1,981.56	2,050.91	2,122.69	2,197.00	2,273.89	2,353.46	2,435.84	2,521.10	2,609.34	2,687.61	2,768.24	2,851.29	2,936.82	3,024.93	3,115.68	3,193.58
ANNUAL	49,539	51,520	53,324	55,189	57,122	59,121	61,190	63,332	65,549	67,843	69,878	71,974	74,134	76,357	78,648	81,008	83,033

The hourly rates are the October 3, 2004 rates multiplied by 101%. For administrative purposes, 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 the hourly rates multiplied by 2080 and rounded to the nearest dollar.