

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2020 Legislative Session

Resolution No. CR-76-2020

Proposed by The Council Chair (by request – County Executive)

Introduced by Council Members Turner, Taveras, Harrison, Streeter, Davis, Franklin,
and Glaros

Date of Introduction July 14, 2020

RESOLUTION

1 A RESOLUTION concerning

2 Compensation and Benefits,

3 Prince George's County Police Civilian Employees Association (PCEA)

4 Salary Schedule P

5 For the purpose of amending the Salary Plan of the County to reflect the current fiscal year and
6 to reflect the terms of a recent agreement between Prince George's County, Maryland and the
7 Prince George's County Police Civilian Employees Association (PCEA).

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

11 WHEREAS, the global pandemic Coronavirus ("COVID-19") continues to pose an
12 imminent risk to the health, safety and welfare of Prince George's County residents; and

13 WHEREAS, emergency declarations issued at the federal, State and County level remain in
14 effect; and

15 WHEREAS, COVID-19 continues to present economic and personnel challenges for the
16 County; and

17 WHEREAS, the County Executive has recommended that the Salary Plan be amended to
18 reflect the current fiscal year and the addition of COVID-19 Hazard Pay for employees covered
19 by Salary Schedule P; and

20 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
21 County, Maryland, that Salary Schedule P, submitted and recommended by the County
22 Executive on July 10, 2020, which is attached hereto and made a part hereof, setting forth the

1 following modifications: date changes to reflect current fiscal year and hazard pay that
2 terminates July 31, 2020; be and the same is hereby approved.

3 BE IT FURTHER RESOLVED that this Resolution shall take effect on the day it is
4 adopted and that, unless stated otherwise in a specific provision of the Salary Schedule P, shall
5 be retroactively effective to June 29, 2020.

Adopted this 21st day of July, 2020.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Todd M. Turner
Council Chair

ATTEST:

Donna J. Brown
Clerk of the Council

SALARY SCHEDULE P

SCHEDULE OF PAY GRADES

PRINCE GEORGE'S COUNTY, MARYLAND

POLICE CIVILIAN EMPLOYEES ASSOCIATION

EFFECTIVE JUNE 29, 2020 - JUNE 30, 2021

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1. UNIFORM WAGE SCALE - PAY PLAN DESCRIPTION

A. Pay Plan effective July 1, 1994.

B. 15 Step Plan - Derived as follows - Step A (or Step 0-1) at Grade P-6 is three and one-half percent (3 1/2%) above the existing minimum salary for Grade P-6. Each successive step is three and one-half percent (3 1/2%) up to and including Step L. Step L to M is three percent (3%) and Steps M to N and N to O are two and one-half percent (2 1/2%).

C. Steps at Grade P-5 will be five percent (5%) less than corresponding steps at Grade P-6. The value of the intervals between the grades above grade P-6 is five percent (5%).

D. Completed years of service for purposes of this pay plan shall be determined by using an employee's date of hire as reflected on the employee's PID.

2. PLACEMENT AND MOVEMENT ON WAGE SCALE

A. Current Employees

1. General Rule - On their anniversary dates in FY95, employees will be placed on the scale at the next step above their salary and then be afforded a one step increase. After being placed on the scale, no one will receive more than a one step increase during FY95, and some employees may not receive a step increase (see Section 2.A.2 & 3, below).

2. Employees below Step A (0-1) - On their anniversary dates, employees below Step A will be placed on the scale at Step A and will advance no further during FY95.

3. Longevity Steps (Steps M, N & O) [now N, O & P] - Employees whose placement on the scale plus anniversary increase in FY95 results in their being at a step below that warranted by their years of service will have annual step increases until they are at the step which corresponds with their completed years of service. Employees who are placed on the scale during FY95 at a longevity step which exceeds their years of service or who during subsequent years achieve a longevity step which exceeds their years of completed service will not advance to the next longevity step until warranted by their completed years of service.

B. New Hires - Entry level employees hired during FY95 will be hired at Step A (0-1), and will not move to Step B (2) until their anniversary date in FY97.

C. Promotions and Demotions

1. Except as provided in paragraph 2 of this sub-section, effective July 1, 2005, upon promotion or demotion, an employee's salary will be increased or decreased, as applicable, by five percent (5%) for every grade movement. (For example, a one-grade promotion from P-05 to P-06 would be a five percent (5%) salary increase, a two-grade promotion from P-08 to P-10 would be a ten percent (10%) salary increase; or a three-grade promotion from P-10 to P-13 would be a fifteen percent (15%) promotion.)

2. Upon the adoption of the Resolution enacting this Salary Schedule, an employee who receives a voluntary demotion may, if approved by the appointing authority and Director of OHRM, continue to be paid at their current salary provided such salary is in the pay range of the new position. An employee seeking a voluntary demotion will be informed of the procedure to request such approval by the Employer. The approval of the appointing authority and/or the Director of OHRM with regard to whether an employee can continue to be paid at their current salary rate are not subject to grievance or appeal.

D. Anniversary Dates - Employees covered by this Salary Schedule and hired before July 3, 1988, will keep the anniversary dates that they held on July 3, 1988 for as long as they are continuously employed. Employees hired on or after July 3, 1988 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.

E. Additional Pay Steps - Effective July 1, 1995, the wage scale will be expanded to include the following steps at a rate of two and one-half percent (2 1/2%) per step:

Step O	15 [now P]	19-21 years of service (Modified, not added)
Step P	16 [now Q]	22-24 years of service
Step Q	17 [now R]	25-27 years of service
Step R	18 [now S]	28-30 years of service

Fiscal Year 1998:

During FY98, any employee who has not advanced to the step on the Uniform Wage Scale that would otherwise have been warranted by his/her completed years of service as of January 1, 1998 (minus a two year lag because of the lack of credit toward merit increases during FY96 and FY97) will be placed on that step effective the first full pay period beginning on or after January 1, 1998.

Fiscal Year 2000:

Effective July 1, 1999, the anniversary dates of employees covered by this Salary Schedule will be adjusted to the employee's date of hire if that date is different from the employee's current anniversary date.

Effective the first full pay period beginning on or after July 1, 1999, employees will be placed on the proper step of the Uniform Wage Scale for their years of service (minus two years for loss of credit during FY96 and FY97).

Effective the first full pay period beginning on or after July 1, 1999, the Uniform Wage Scale shall be modified as follows:

Step N shall be applicable after 13 years of service;
 Step O shall be applicable after 15 years of service (instead of 16 years);
 Step P shall be applicable after 17 years of service (instead of 19 years);
 Step Q shall be applicable after 19 years of service (instead of 22 years);
 Step R shall be applicable after 22 years of service (instead of 25 years);

Step S shall be applicable after 25 years of service (instead of 28 years); and a new Step T shall be applicable after 28 years of service

The interval between Steps N to O, O to P, P to Q, Q to R, and R to S shall be increased from two and one-half percent (2 1/2%) to three percent (3%) and the interval from Step S to new Step T shall be two and one-half percent (2 1/2%).

Fiscal Year 2002:

Effective July 1, 2001, the intervals between Steps M and N and N and O shall be increased from three percent (3%) to three and one-half percent (3 1/2%), and the interval between Steps S and T shall be increased from two and one-half percent (2 1/2%) to three percent (3%).

In accordance with PERB Certification Number AAA 16 390 00243 01 which includes in the PCEA bargaining unit Emergency Dispatchers, formerly represented by IAFF Local 1619, in the Office of Information Technology and Communications (OITC), currently the Office of Homeland Security (OHS). Effective July 1, 2001, said employees will be placed at the step nearest their current salary level on the P-Salary Scale as of June 30, 2001, which is higher than their salary level as of June 30, 2001. If such a step is below their proper placement on the P-Salary Scale (minus two years for the loss of credit during FY96 and FY97, as applicable), then said employees will continue to move one step annually to reach their proper placement on the P-Salary Scale. In addition to the salary placement described above, said former B-scale employees will receive an additional lump sum payment of one thousand three hundred fifty dollars (\$1,350.00) per year to be paid annually on the first full pay period in July of each year. The purpose of such \$1,350.00 payment is to compensate the employees involved for clothing allowance and EMT Pay, which is no longer part of their compensation. It is intended that such lump sum payments ("Equity Adjustment") shall be a continuing part of the compensation of such employee, and shall be included in the "Average Annual Compensation" of such employees for the purpose of pension calculations for those employees. The annual payments of \$1, 350.00 will cease when the employee leaves the PCEA P-Salary Scale.

Fiscal Year 2003:

Effective July 1, 2002, the wage scale (with all steps) will be expanded to the grade of P-24. Each new Grade will be five percent (5%) more than the next previous grade (i.e. G21-G22-G23-G24).

In accordance with PERB Certification Number AAA 16 390 00248 01, former G-Scale employees will be placed effective June 30, 2002 on the P-Scale at the same salary grade they held as of June 30, 2002, at the nearest salary level on the P-Scale as of June 30, 2002 which is higher than their G-Scale salary level as of June 30, 2002. These employees will retroactively receive the same cost of living increase in FY03 as received by P-Scale employees, and will receive retroactively any applicable merit increase they would be eligible for in said Fiscal Year.

Movement on the P-Scale will be as follows:

1. Employees below G-Max who are placed on the P-Scale at their grade as of June 30, 2002, at the nearest salary level on the P-Scale which is higher than their salary level as of June 30, 2002, and above their years of service (minus up to two years for suspension of merit steps

during FY96 and FY97, as applicable), will advance towards Step L on a yearly basis and then will be frozen at Step L until they reach their appropriate years of service.

2. Employees currently below G-Max who are placed on the P-Scale at their grade as of June 30, 2002, at the nearest salary level on the P-Scale which is higher than their salary level as of June 30, 2002, but at a lower step in accordance with their years of service (minus up to two years for suspension of merit steps during FY96 and FY97, as applicable), will continue receiving annual merit increases and move on the P-Scale until they reach their appropriate years of service.

3. Employees currently at G-Max who are placed on the P-Scale at their grade as of June 30, 2002, and at Step L who are above their years of service (minus up to two years for suspension of merit steps during FY96 and FY97, as applicable), will be frozen at Step L until they reach their appropriate years of service.

4. Employees currently at G-Max who are placed on the P-Scale at their grade as of June 30, 2002, and at Step L who are below their years of service (minus up to two years for suspension of merit steps in FY96 and FY97, as applicable), will continue receiving annual merit increases and move on the P-Scale until they reach their appropriate years of service.

Fiscal Year 2004:

Effective July 1, 2003, employees hired above the starting salary on the wage scale will be informed in writing whether they will be frozen on the wage scale for any specified period of time. Such employees shall sign an acknowledgement that they have been informed of their future movement on the wage scale. Nothing in this subsection shall be construed to deny such employee any movement on the pay scale to which that employee would otherwise be entitled under the agreement.

Fiscal Year 2006:

Effective July 1, 2005, the May 1, 2005 wage scale will be converted from steps to a Min-Max system. The May 1, 2005 wage scale will be used with grades P05 through P24 Step A as the new Min rate and Step T as the new Max rate. Two new grades P25 and P26 will be added to the new Min-Max scale. Each new grade will be five percent (5%) more than the next previous grade. An employee will be eligible to advance to the next step for his/her grade on his/her anniversary date at the rate of one (1) three and one-half percent (3 1/2%) step per year provided that he/she receives a satisfactory performance evaluation for the preceding year.

Fiscal Year 2007:

Effective July 1, 2006, the Max pay rate will be increased by three and one-half percent (3.5%).

Fiscal Year 2009:

Effective July 1, 2008, the Max pay rate will be increased by three and one-half percent (3.5%).

Fiscal Year 2014:

Effective October 20, 2013, the minimum and maximum pay rates will be increased by two percent (2%).

Fiscal Year 2015:

Effective July 12, 2014, the maximum pay rates will be increased by three and one-half percent (3.5%).

Fiscal Year 2016:

Employees covered by this Agreement will not receive cost of living (COLA) increases during the term of this Agreement unless the requirements set forth below are met:

1. All employees covered by this Agreement will receive a three and one-half percent (3.5%) increase base wages only if the FY 2016 Total County Source General Fund Revenues (excluding fund balance, transfers in from other funds, and any dedicated revenue source by law for the Board of Education) are forecasted to be 103.5% above the published FY 2016 Spending Affordability Committee's General Fund Forecast, which after the previously mentioned exclusions equate to \$1,465 million. Specifically, payment will be made if the adjusted revenues exceed \$1,516.3 million in FY16.

2. The County will review revenue information in both December 2015 and March 2016, to determine if revenues are at the necessary levels to pay cost of living increases. If sufficient revenue is available by December 2015, the above referenced three and one-half percent (3.5%) increase will be paid in January 2016. If sufficient revenues are available in March 2016, the above referenced three and one-half percent (3.5%) increase will be paid in April 2016.

All employees covered by this Agreement shall forego merit increases for Fiscal Year 2016.

Fiscal Year 2018:

Effective the first full pay period on or after October 1, 2017, the minimum and maximum pay rates will be increased by two percent (2%).

Effective July 1, 2017, the maximum pay rates will be increased by three and one-half percent (3.5%).

Fiscal Year 2019:

Effective the first full pay period in January 2019, Salary Schedule P will be adjusted at P05 to reflect the County minimum wage of \$11.50 per hour. All other steps and grades will be adjusted accordingly.

Effective July 1, 2018, the maximum pay rates will be increased by three and one-half percent

(3.5%).

3. COST OF LIVING ADJUSTMENT

Cost of living adjustments to be determined once negotiations are completed.

4. ANNIVERSARY INCREASE

Merit increases for Fiscal Year 2021 to be determined once negotiations are completed.

5. SCHEDULED PAY RATES

**SALARY SCHEDULE P
POLICE CIVILIAN EMPLOYEES ASSOCIATION
UNIFORM WAGE SCALE
EFFECTIVE JULY 1, 2018
PRINCE GEORGE'S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM
P05		
HOURLY	10.3714	23.1150
BIWKLY	829.71	1849.20
ANNUAL	21,572	48,079
P06		
HOURLY	10.8898	24.2706
BIWKLY	871.19	1941.65
ANNUAL	22,651	50,483
P07		
HOURLY	11.4344	25.4842
BIWKLY	914.76	2038.73
ANNUAL	23,783	53,007
P08		
HOURLY	12.0061	26.7584
BIWKLY	960.49	2140.67
ANNUAL	24,973	55,657
P09		
HOURLY	12.6064	28.0964
BIWKLY	1008.51	2247.71
ANNUAL	26,221	58,441
P10		
HOURLY	13.2368	29.5011
BIWKLY	1058.94	2360.09
ANNUAL	27,533	61,362
P11		
HOURLY	13.8986	30.9763
BIWKLY	1111.89	2478.10
ANNUAL	28,909	64,431

GRADE	MINIMUM	MAXIMUM
P12		
HOURLY	14.5934	32.5249
BIWKLY	1167.48	2601.99
ANNUAL	30,354	67,652
P13		
HOURLY	15.3233	34.1512
BIWKLY	1225.86	2732.09
ANNUAL	31,872	71,034
P14		
HOURLY	16.0893	35.8588
BIWKLY	1287.14	2868.71
ANNUAL	33,465	74,586
P15		
HOURLY	16.8940	37.6517
BIWKLY	1351.51	3012.14
ANNUAL	35,139	78,316
P16		
HOURLY	17.7385	39.5342
BIWKLY	1419.09	3162.74
ANNUAL	36,896	82,231
P17		
HOURLY	18.6254	41.5111
BIWKLY	1490.04	3320.88
ANNUAL	38,741	86,343
P18		
HOURLY	19.5567	43.5865
BIWKLY	1564.54	3486.92
ANNUAL	40,678	90,660
P19		
HOURLY	20.5345	45.7658
BIWKLY	1642.77	3661.27
ANNUAL	42,711	95,193

GRADE	MINIMUM	MAXIMUM
P20		
HOURLY	21.5613	48.0542
BIWKLY	1724.90	3844.34
ANNUAL	44,847	99,953
P21		
HOURLY	22.6393	50.4569
BIWKLY	1811.14	4036.55
ANNUAL	47,089	104,950
P22		
HOURLY	23.7714	52.9799
BIWKLY	1901.71	4238.39
ANNUAL	49,445	110,198
P23		
HOURLY	24.9598	55.6288
BIWKLY	1996.78	4450.30
ANNUAL	51,916	115,708
P24		
HOURLY	26.2079	58.4102
BIWKLY	2096.63	4672.82
ANNUAL	54,513	121,493
P25		
HOURLY	27.5184	61.3307
BIWKLY	2201.47	4906.45
ANNUAL	57,238	127,568
P26		
HOURLY	28.8943	64.3973
BIWKLY	2311.54	5151.78
ANNUAL	60,100	133,946

The minimum rates are the October 2, 2017 minimum rates. The maximum rates are the October 2, 2017 maximum rates increased by 103.5%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

**SALARY SCHEDULE P
POLICE CIVILIAN EMPLOYEES ASSOCIATION
UNIFORM WAGE SCALE
EFFECTIVE JANUARY 6, 2019 – WAGE SCALE ADJUSTMENT #1
PRINCE GEORGE'S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM
P05		
HOURLY	11.5000	25.6301
BIWKLY	920.00	2050.40
ANNUAL	23,920	53,311
P06		
HOURLY	12.0750	26.9116
BIWKLY	966.00	2152.92
ANNUAL	25,116	55,976
P07		
HOURLY	12.6788	28.2571
BIWKLY	1014.30	2260.57
ANNUAL	26,372	58,775
P08		
HOURLY	13.3127	29.6700
BIWKLY	1065.02	2373.60
ANNUAL	27,690	61,714
P09		
HOURLY	13.9783	31.1535
BIWKLY	1118.27	2492.28
ANNUAL	29,075	64,799
P10		
HOURLY	14.6772	32.7112
BIWKLY	1174.18	2616.89
ANNUAL	30,529	68,039
P11		
HOURLY	15.4111	34.3467
BIWKLY	1232.89	2747.74
ANNUAL	32,055	71,441

GRADE	MINIMUM	MAXIMUM
P12		
HOURLY	16.1817	36.0641
BIWKLY	1294.53	2885.12
ANNUAL	33,658	75,013
P13		
HOURLY	16.9907	37.8673
BIWKLY	1359.26	3029.38
ANNUAL	35,341	78,764
P14		
HOURLY	17.8403	39.7606
BIWKLY	1427.22	3180.85
ANNUAL	37,108	82,702
P15		
HOURLY	18.7323	41.7487
BIWKLY	1498.58	3339.89
ANNUAL	38,963	86,837
P16		
HOURLY	19.6689	43.8361
BIWKLY	1573.51	3506.89
ANNUAL	40,911	91,179
P17		
HOURLY	20.6523	46.0279
BIWKLY	1652.19	3682.23
ANNUAL	42,957	95,738
P18		
HOURLY	21.6850	48.3293
BIWKLY	1734.80	3866.34
ANNUAL	45,105	100,525
P19		
HOURLY	22.7692	50.7457
BIWKLY	1821.54	4059.66
ANNUAL	47,360	105,551

GRADE	MINIMUM	MAXIMUM
P20		
HOURLY	23.9077	53.2830
BIWKLY	1912.61	4262.64
ANNUAL	49,728	110,829
P21		
HOURLY	25.1031	55.9472
BIWKLY	2008.24	4475.77
ANNUAL	52,214	116,370
P22		
HOURLY	26.3582	58.7445
BIWKLY	2108.66	4699.56
ANNUAL	54,825	122,189
P23		
HOURLY	27.6761	61.6818
BIWKLY	2214.09	4934.54
ANNUAL	57,566	128,298
P24		
HOURLY	29.0599	64.7659
BIWKLY	2324.79	5181.27
ANNUAL	60,445	134,713
P25		
HOURLY	30.5129	68.0042
BIWKLY	2441.03	5440.33
ANNUAL	63,467	141,449
P26		
HOURLY	32.0386	71.4044
BIWKLY	2563.09	5712.35
ANNUAL	66,640	148,521

This wage scale is to reflect the County's minimum wage rate of \$11.50 and incremental adjustments between each grade for both the minimum and maximum wages. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

SALARY SCHEDULE P
POLICE CIVILIAN EMPLOYEES ASSOCIATION
UNIFORM WAGE SCALE – WAGE SCALE ADJUSTMENT #2
EFFECTIVE JANUARY 6, 2019 – COLA 1.75%
PRINCE GEORGE'S COUNTY, MARYLAND

GRADE	MINIMUM	MAXIMUM
P05		
HOURLY	11.7013	26.0786
BIWKLY	936.10	2086.29
ANNUAL	24,339	54,243
P06		
HOURLY	12.2863	27.3825
BIWKLY	982.91	2190.60
ANNUAL	25,556	56,956
P07		
HOURLY	12.9006	28.7516
BIWKLY	1032.05	2300.13
ANNUAL	26,833	59,803
P08		
HOURLY	13.5457	30.1892
BIWKLY	1083.65	2415.14
ANNUAL	28,175	62,794
P09		
HOURLY	14.2229	31.6987
BIWKLY	1137.84	2535.89
ANNUAL	29,584	65,933
P10		
HOURLY	14.9341	33.2836
BIWKLY	1194.73	2662.69
ANNUAL	31,063	69,230
P11		
HOURLY	15.6808	34.9478
BIWKLY	1254.46	2795.82
ANNUAL	32,616	72,691

GRADE	MINIMUM	MAXIMUM
P12		
HOURLY	16.4648	36.6952
BIWKLY	1317.19	2935.61
ANNUAL	34,247	76,326
P13		
HOURLY	17.2881	38.5299
BIWKLY	1383.05	3082.39
ANNUAL	35,959	80,142
P14		
HOURLY	18.1525	40.4564
BIWKLY	1452.20	3236.51
ANNUAL	37,757	84,149
P15		
HOURLY	19.0601	42.4793
BIWKLY	1524.81	3398.34
ANNUAL	39,645	88,357
P16		
HOURLY	20.0131	44.6032
BIWKLY	1601.05	3568.26
ANNUAL	41,627	92,775
P17		
HOURLY	21.0138	46.8334
BIWKLY	1681.10	3746.67
ANNUAL	43,709	97,413
P18		
HOURLY	22.0645	49.1750
BIWKLY	1765.16	3934.00
ANNUAL	45,894	102,284
P19		
HOURLY	23.1677	51.6338
BIWKLY	1853.41	4130.70
ANNUAL	48,189	107,398

GRADE	MINIMUM	MAXIMUM
P20		
HOURLY	24.3261	54.2155
BIWKLY	1946.08	4337.24
ANNUAL	50,598	112,768
P21		
HOURLY	25.5424	56.9263
BIWKLY	2043.39	4554.10
ANNUAL	53,128	118,407
P22		
HOURLY	26.8195	59.7726
BIWKLY	2145.56	4781.81
ANNUAL	55,785	124,327
P23		
HOURLY	28.1605	62.7612
BIWKLY	2252.84	5020.90
ANNUAL	58,574	130,543
P24		
HOURLY	29.5685	65.8993
BIWKLY	2365.48	5271.94
ANNUAL	61,502	137,070
P25		
HOURLY	31.0469	69.1942
BIWKLY	2483.75	5535.54
ANNUAL	64,578	143,924
P26		
HOURLY	32.5992	72.6539
BIWKLY	2607.94	5812.31
ANNUAL	67,806	151,120

The minimum and maximum rates are the January 6, 2019 (Wage Scale Adjustment #1) adjusted rates increased by 1.0175%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

**SALARY SCHEDULE P
POLICE CIVILIAN EMPLOYEES ASSOCIATION
UNIFORM WAGE SCALE
EFFECTIVE JANUARY 5, 2020 – COLA 1.50%
PRINCE GEORGE'S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM
P05		
HOURLY	11.8768	26.4698
BIWKLY	950.14	2117.58
ANNUAL	24,704	55,057
P06		
HOURLY	12.4706	27.7932
BIWKLY	997.65	2223.46
ANNUAL	25,939	57,810
P07		
HOURLY	13.0941	29.1829
BIWKLY	1047.53	2334.63
ANNUAL	27,236	60,700
P08		
HOURLY	13.7488	30.6420
BIWKLY	1099.91	2451.36
ANNUAL	28,598	63,735
P09		
HOURLY	14.4363	32.1742
BIWKLY	1154.90	2573.93
ANNUAL	30,027	66,922
P10		
HOURLY	15.1581	33.7829
BIWKLY	1212.65	2702.63
ANNUAL	31,529	70,268
P11		
HOURLY	15.9160	35.4720
BIWKLY	1273.28	2837.76
ANNUAL	33,105	73,782

GRADE	MINIMUM	MAXIMUM
P12		
HOURLY	16.7118	37.2456
BIWKLY	1336.94	2979.65
ANNUAL	34,761	77,471
P13		
HOURLY	17.5474	39.1079
BIWKLY	1403.79	3128.63
ANNUAL	36,499	81,344
P14		
HOURLY	18.4248	41.0633
BIWKLY	1473.98	3285.06
ANNUAL	38,324	85,412
P15		
HOURLY	19.3460	43.1164
BIWKLY	1547.68	3449.32
ANNUAL	40,240	89,682
P16		
HOURLY	20.3133	45.2723
BIWKLY	1625.06	3621.78
ANNUAL	42,252	94,166
P17		
HOURLY	21.3290	47.5359
BIWKLY	1706.32	3802.87
ANNUAL	44,364	98,875
P18		
HOURLY	22.3954	49.9127
BIWKLY	1791.63	3993.01
ANNUAL	46,582	103,818
P19		
HOURLY	23.5152	52.4083
BIWKLY	1881.22	4192.66
ANNUAL	48,912	109,009

GRADE	MINIMUM	MAXIMUM
P20		
HOURLY	24.6909	55.0287
BIWKLY	1975.28	4402.30
ANNUAL	51,357	114,460
P21		
HOURLY	25.9255	57.7802
BIWKLY	2074.04	4622.41
ANNUAL	53,925	120,183
P22		
HOURLY	27.2218	60.6692
BIWKLY	2177.74	4853.53
ANNUAL	56,621	126,192
P23		
HOURLY	28.5829	63.7026
BIWKLY	2286.63	5096.21
ANNUAL	59,452	132,501
P24		
HOURLY	30.0120	66.8878
BIWKLY	2400.96	5351.02
ANNUAL	62,425	139,127
P25		
HOURLY	31.5126	70.2321
BIWKLY	2521.01	5618.57
ANNUAL	65,546	146,083
P26		
HOURLY	33.0882	73.7437
BIWKLY	2647.06	5899.50
ANNUAL	68,824	153,387

The minimum and maximum rates are the January 6, 2019 (Wage Scale Adjustment #2) rates increased by 1.015%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

6. WORKHOURS

The workweek is the seven (7) consecutive day period commencing with the first shift on Sunday, and ending the last shift on the following Saturday. The standard number of hours in a workweek shall be forty (40) hours. Although full-time employees assigned to shift work may not work exactly forty (40) hours in a workweek, the number of hours in the workweek of employees on rotating shifts shall average forty (40) hours a week over the year.

7. REST PERIOD

Upon approval of the employee's supervisor, consistent with operational necessity, employees covered by this Agreement who are assigned to work twelve (12) hour shifts shall be entitled to one (1) twenty-five (25) minute break per shift in addition to their regular meal period. Employees assigned to work twelve (12) hour shifts shall also be entitled to an additional fifteen (15) minute break that may only be taken after completion of the scheduled meal period and after completion of the scheduled twenty-five (25) minute break.

Upon approval of the employee's supervisor, consistent with operational necessity, employees covered by this Agreement who are assigned to work ten (10) hour shifts shall be entitled to one (1) twenty (20) minute break per shift in addition to their regular meal period. Employees assigned to work ten (10) hour shifts shall also be entitled to an additional ten (10) minute paid break period that may only be taken after completion of the scheduled meal period and after completion of the scheduled twenty (20) minute break.

Upon approval of the employee's supervisor, consistent with operational necessity, employees covered by this Agreement who are assigned to work eight (8) hour shifts shall be entitled to one (1) fifteen (15) minute break per shift in addition to their regular meal period.

The Employer will make all reasonable efforts to make sure that employees are permitted to take their breaks.

8. MEAL PERIOD

Employees covered by this Salary Schedule who work through their regular unpaid meal period (one-half (1/2) hour for eight (8) and ten (10) hour shifts; forty-five (45) minutes for a twelve (12) hour shift) at the direction of Management are entitled to be paid for the meal period worked pursuant to Section 9.A., Overtime Pay.

9. PAY IN EXCESS OF BASE SALARY

A. Overtime Pay

1. Any employee who is in a paid status in excess of forty (40) hours in a workweek will receive pay at the rate of one and one-half (1 1/2) times his/her regular rate for each overtime hour or ten-minute fraction thereof worked. At the option of the employee and with the approval of the County (which will not be unreasonably withheld), an employee eligible for compensatory time under applicable law may elect to receive compensatory leave at the rate of one and one-half (1 1/2) hours for each overtime hour worked.

2. Overtime shall be available to anyone within the division who is qualified in that class of work, including civilian supervisors covered by this Salary Schedule. The Department will, when possible, offer PCEA bargaining unit members overtime work assignments to PCEA bargaining unit personnel before offering that work to non-PCEA bargaining unit employees. Such overtime shall, when possible, be offered to PCEA unit employees in the same division before offering to other PCEA unit employees.

3. Any Fair Labor Standards Act (FLSA) compensatory time that is earned and exceeds the two hundred forty (240) hour maximum carryover, will be paid in a timely fashion.

B. Call Back Pay

1. Any employee who is called back to work from off-duty, and who does in fact perform duties on behalf of the Prince George's County Police Department, DoE or Office of Homeland Security, as applicable, during his/her normal off-duty hours, shall be paid for a minimum of four (4) hours at one and one-half (1 1/2) times his/her regular rate of pay beginning at the time the employee was contacted. This provision shall not apply to disciplinary procedures.

2. If an employee is called at home by the Employer and required to perform 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.

C. Acting Pay

1. When an employee is assigned by the Employer to perform in an acting capacity substantially all the duties and responsibilities of any other position with a higher grade and does in fact assume the duties of that position for a period of ten (10) consecutive days or more (including scheduled days off, approved holidays, approved sick leave of two (2) days or less, and approved emergency annual leave, but excluding time for which an employee is otherwise on leave status), he/she shall be paid at the rate of ten percent (10%) or the minimum starting salary in the grade of the acting position, whichever is greater, retroactive to the first (1st) day in the acting capacity and he/she shall continue to be paid that rate until relieved of the position. With regard to employees who are receiving acting pay in excess of this amount as of May 1, 2005, the following agreement applies: Employees who were in an acting capacity receiving acting pay as of May 1, 2005, will continue to receive the same percentage of acting as they were receiving as of said date, until relieved of the acting detail of said position. The employer will not replace the employee receiving acting pay with another employee for the purpose of reducing the amount of acting pay. An employee shall begin to receive payment for such service within sixty (60) days after the date the employee becomes eligible for acting pay.

2. Where Management elects to assign an employee to work in an acting capacity as described above, the Employer shall not schedule work to circumvent the acting pay provisions. This provision shall not apply to an employee in a training work assignment. Employees shall have all training work assignments explained to them fully.

3. Effective the first full pay period after January 1, 2018, any bargaining unit member who has been in an acting capacity in the same position for a period of 12 continuous months

(i.e., since January 1, 2017 at the earliest) will be paid at the rate of ten percent (10%) or at a rate of pay equal to the rate he/she would receive upon promotion to the higher grade or job classification, whichever is greater.

D. Standby Compensation

Effective July 1, 2005, Crime Scene Investigator, Crime Scene Investigator Supervisors, RAFIS (Fingerprint Specialists), Armorer and employees in the Records Department will be compensated at the rate of twelve and one-half percent (12 1/2%) of the employee's base hourly straight time rate for all hours they are required by the Police Department to standby. An employee called back to work will lose standby compensation for eight (8) hours. Effective July 1, 2007, standby pay will be limited in the Office of Homeland Security (Public Safety Communications) to Systems Analyst I/II and Communications Specialist I/II. Eligible employees in the Department of the Environment will be included. Eligible employees in the Department of the Environment will be included. Employees who are on standby (and thus entitled to the 12.5% standby compensation) shall receive notification of when they will be on standby a minimum of twenty-one days in advance. However, the parties also recognize that under emergency situations or unexpected circumstances, twenty-one (21) day notice will not be provided.

E. Court Time Compensation

1. If, as a result of official actions taken during the normal course of employment with the Department, an employee covered by this Salary Schedule is required to appear in Court while off duty, the employee will be paid a minimum of three (3) hours pay at one and one-half (1 1/2) times his/her regular rate of pay. For each hour beyond the first three (3) hours that an employee is required to attend court proceedings, the employee shall be paid at the overtime rate.

2. In determining the number of hours beyond three (3) that an employee is entitled to, the clock shall begin to run when the employee is first required by subpoena or otherwise to attend court and shall continue without interruption throughout the day until the end of the last court appearance of the employee that day.

3. For court time beyond three (3) hours, the employee shall be compensated in ten (10) minute segments, i.e., one sixth (1/6) hour pay at the overtime rate of every ten (10) minutes.

F. TEC Pay

1. Effective July 1, 2018, employees who are assigned to provide on the job training (which is designed to be at least five (5) days or more in duration) for employees will receive a payment of two and a half dollars (\$2.50) per hour. Effective July 1, 2019, the payment will increase to three dollars (\$3.00) per hour.

2. Effective July 1, 2015, employees who are assigned to provide on the job training for five (5) or more days will receive an increase in training pay by fifty cents (.50), from one dollar fifty cents (\$1.50) per hour to two dollars (\$2.00) per hour.

3. The County, with the participation of the PCEA, will develop testing procedures to measure an employee's conversational proficiency in selected languages other than English. An

employee who passes such test will be certified as an interpreter in the language tested and will be assigned to interpret that language as part of his/her job duties. Effective July 1, 2007, employees will receive a lump sum payment of one thousand three hundred fifty dollars (\$1,350.00) per year beginning within thirty (30) days following their certification. On July 1, 2008, this amount will be increased to one thousand four hundred dollars (\$1,400.00). Interpreter pay will be prorated the first year applicable based on when the employee is certified. Beginning July 1, 2012, those employees already certified prior to the beginning of the new fiscal year, will receive their TEC pay in the first full pay period in July of the new fiscal year. Four (4) employees certified in sign language as selected by the Chief of Police will also receive a lump sum payment of five hundred twenty dollars (\$520.00) per year beginning within thirty (30) days following verification of such certification.

4. Certified Cross Trained Emergency Dispatchers. Effective July 1, 2018, PSC Emergency Dispatcher II personnel and PSC bargaining unit personnel who have achieved all Phase I, Phase II and Phase III training as Law Dispatchers and Fire/EMS Dispatchers who receive certification as cross trained dispatchers will be entitled to an additional 5% of base salary as certification pay (such personnel shall hereinafter be referred to as Certified Cross Trained Emergency Dispatchers).

To qualify as Certified Cross Trained Emergency Dispatchers, personnel must satisfactorily complete all PSC 9-1-1 and Dispatcher training requirements as set forth in PSC Directive 2015-05, or its successor(s), including Phase I and II 9-1-1 training, Phase III Law Enforcement Dispatcher Training, and Phase III Fire/EMS Dispatcher Training. Phase III training in the second discipline must be completed within thirty (30) working days and/or ninety (90) calendar days, whichever comes later, of the date on which the Phase III training in the second discipline begins. PSC Emergency Dispatcher II personnel shall be provided a reasonable opportunity to complete the required Phase III training in the second discipline during off duty hours in a paid overtime status.

To retain certification pay, Certified Cross Trained Emergency Dispatchers must (i) retain all required certifications, (ii) attend required training classes related to 9-1-1, Law Dispatch and Fire/EMS Dispatch; (iii) satisfactorily perform a documented minimum of twelve (12) hours of Fire/EMS duties per month; (iv) satisfactorily perform a documented minimum of twelve (12) hours of Law Enforcement Dispatcher duties per month. Failure to satisfy all of these requirements will result in a loss of Certified Cross Trained Emergency Dispatcher status and pay. Certified Cross Trained Emergency Dispatchers shall be provided advanced notice of all required training classes sufficient to enable attendance.

Participation in this cross training program is entirely voluntarily and is open to all PSC bargaining unit personnel who have achieved all Phase I, Phase II and Phase III training as Law Dispatchers and Fire/EMS Dispatchers. Certified Cross Trained Emergency Dispatchers may withdraw from the program at any time by providing a minimum of 14 days advance written notice to the appointing authority or designee through the appropriate chain of command. Certified Cross Trained Emergency Dispatchers who withdraw from the program will lose the additional 5% certification pay as of the effective date of their withdrawal.

The Employer will not schedule work or initiate procedures to circumvent the provisions of this Section. Should changes to the OHRM Classification Specifications occur

rendering these provisions obsolete, none of the provisions of this section, including the 5% certification pay, shall be applicable.

G. Holiday Pay

1. Holidays and Holiday Compensation

a. The Personnel Law establishes the regular holidays for County employees including those employees covered by this Salary Schedule except that an additional holiday, entitled "Police Memorial Day," will be recognized and observed on May 15 of each year as a County holiday for employees covered by this Salary Schedule. Those holidays established by the Personnel Law are listed for convenient reference:

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

b. Eligible employees shall receive a day's pay for each of the designated holidays on which they perform no work.

c. Employees who work on a holiday shall be paid at two (2) times their regular rate of pay for each hour worked (except overtime). Subject to the approval of the Police Department, an employee can elect to receive compensatory leave at up to a double time rate in lieu of pay for hours actually worked on a holiday. (For example, one hour of straight time pay plus one hour of compensatory leave for each hour worked on a holiday). Any overtime performed by an employee on a holiday shall be compensated in accordance with the employee's regular overtime rate (i.e., no pyramiding).

d. If a holiday falls on an employee's regular day off, the employee shall earn compensatory leave equal to the number of hours in their scheduled work day so that the compensatory time can be used to take another day off.

2. Holiday Work Scheduling

a. Bargaining unit members assigned to work shift work are entitled to the opportunity to work all holidays on which they are normally scheduled to work, and will be paid for those holidays actually worked pursuant to the provisions of subparagraph G.1. of this Section.

b. Bargaining unit members assigned to permanent day work positions are entitled to the opportunity to work at least six (6) holidays during each fiscal year and will be paid for those holidays actually worked pursuant to the provisions of subparagraph G.1. of this Section. The determination as to which observed holidays bargaining unit members covered by this subparagraph G.2.b. are actually scheduled to work will be determined by the Department, consistent with operational needs.

3. Holiday Observance

Whenever New Year's Day, Police Memorial Day, Independence Day, Veteran's Day or Christmas 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 treated as working on a holiday for purposes of subparagraph G. above. Employees who work both the day the holiday falls on and the day it is celebrated shall be entitled to subparagraph G. benefits only as to the first such scheduled day to work.

4. Emergency Closings

a. When the County Executive closes the County offices for an entire day or any portion thereof, because of extreme inclement weather, other emergencies producing hazardous conditions, or for any other reason, essential employees covered by this Salary Schedule will report to their established work sites and will be paid straight-time wages for hours worked on their regular work 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 the number of hours of compensatory leave (not to exceed twelve (12) hours per employee per twenty-four (24) hour period) equal to the number of hours of administrative leave granted to non-essential County employees. For purposes of this subsection, the County workday will be considered ended at 4:30 p.m.

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 applicable rules and regulations.

d. The PCEA will be notified of all delayed openings and emergency closings and an email will be initiated.

e. Employees covered by this Salary Schedule, who are required to work weekends as part of their regularly scheduled shifts, will receive compensatory leave for the length of time that a County wide "Signal 26" issued by the Police Chief, or designee, due to extreme weather conditions, non-business hours (for purposes of this section that meaning 8:30 a.m. to 4:30 p.m.), is in effect on their shift(s) worked during the period from 6:00 a.m. Saturday through 6:00 a.m. on Monday.

1. Employees covered by this agreement, who are required to work weekends as part of their regularly scheduled shift, will receive compensatory leave for the length of time a Countywide "Signal 26" issued by the Chief of Police, or designee, due to extreme weather conditions, is in effect on their shifts worked during the period from 4:30 p.m. Friday through 8:00 a.m. on Monday.

2. Employees covered by this agreement, who are required to work weekday non-business hours (Monday-Friday after 4:30 p.m.) as part of their regularly scheduled shift will receive compensatory leave for the length of time a Countywide "Signal 26" issued by the

Chief of Police, or designee, due to extreme weather conditions, is in effect during their shift.

H. Shift Differentials

1. First Shift: Effective July 1, 2001, a shift differential of two dollars and fifteen cents (\$2.15) per hour shall be paid for all time worked on the first shift (i.e., the night shift, 2300 hours to 0700 hours) to each employee specifically assigned to work the first shift. Effective the first full pay period beginning on or after July 1, 2002, the first shift differential shall be increased to two dollars and forty cents (\$2.40).

2. Effective July 1, 2015, employees working the first shift will receive a twenty cent (.20) increase in their shift differentials, from two dollars and forty cents (\$2.40) per hour to two dollars and sixty cents (\$2.60) per hour.

3. Third Shift: Effective July 1, 2001, a shift differential of one dollar and seventy-five cents (\$1.75) per hour shall be paid for all time worked on the third shift (i.e., 1500 hours to 2300 hours) to each employee specifically assigned to the third shift. Effective the first full pay period beginning on or after July 1, 2002, the third shift differential shall be increased to two dollars (\$2.00) per hour.

4. Effective July 1, 2015, employees working the third shift will receive a twenty cent (.20) increase, from two dollars (\$2.00) per hour to two dollars and twenty cents (\$2.20) per hour.

5. Employees assigned to work the first or third shift shall receive shift differential pay for all paid status hours, including paid leave hours and holidays. However, for no employees shall shift differentials be used for the purpose of computing retirement deductions, and retirement and insurance benefits.

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

7. Any employee specifically assigned to the second shift (i.e., the day shift; e.g., 0700 to 1500 hours) shall not be entitled to a shift differential except for non-overtime hours actually worked outside of his/her normally scheduled tour of duty which also fall into the third or first shift.

I. Retention Incentive Bonus – Joint Study Committee

There will be established a Joint Study Committee, composed of equal numbers of representatives named by the County and PCEA, to determine what classifications within the PCEA should be considered and recommended for a retention incentive bonus. This study will begin on September 1, 2003 and a report of the Committee's findings and recommendations submitted within six (6) months to the Chief of Police, Director of the Department of the Environment and Director of Homeland Security.

J. 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.

K. COVID-19 Hazard Pay

1. Essential Public Facing employees that report to work from June 29, 2020 through July 31, 2020 will be entitled to receive \$350 per pay period of COVID-19 Hazard Pay. For an employee to receive the \$350 COVID-19 Hazard Pay, an employee must work 75% of their scheduled hours to receive the full stipend amount. If an employee works less than 75% of their scheduled hours, the COVID-19 Hazard Pay shall be prorated accordingly. For purposes of clarity, and notwithstanding the next bulleted item, an *essential public facing* employee is one who, during the performance of their assigned duties, must have substantial direct contact with the public and other employees thus increasing their risk of exposure to COVID-19. Telework hours do not qualify for this provision.

2. Public Safety Emergency Call Takers I/II/III, Public Safety Emergency Dispatchers I/II/III and Public Safety Emergency Shift Supervisors will be treated as Essential Public Facing employees.

3. Essential Non-Public Facing employees that report to work from June 29, 2020 through July 31, 2020 will be entitled to receive \$200 per pay period of COVID-19 Hazard Pay. For an employee to receive the \$200 COVID-19 Hazard Pay, an employee must work 75% of their scheduled hours to receive the full stipend amount. If an employee works less than 75% of their scheduled hours, the COVID-19 Hazard Pay shall be prorated accordingly. For purposes of clarity, an *essential non-public facing* employee is one who, during the performance of their assigned duties, may have incidental contact with the public or other employees. Telework hours do not qualify for this provision.

10. LEAVE PROVISIONS

A. Sick Leave

1. Sick leave may be accumulated from year to year. All full-time employees earn 4 1/2 hours of sick leave each pay period with a periodic adjustment to ensure that each employee earns fifteen (15) days of sick leave each leave year through the duration of County service. Each such day shall constitute eight (8) hours. Employees who work on a year-round part-time basis for forty (40) or more hours per pay period shall accrue sick leave in proportion to the hours worked during each pay period.

2. Sick leave may be taken in fifteen (15) minute increments.

B. Annual Leave

Full-time employees shall earn annual leave on the following basis:

Zero (0) through three (3) years of service Four (4) hours per pay period

Four (4) through fifteen (15) years of service Six (6) hours per pay period with periodic adjustment to ensure that each employee earns 20 days

After fifteen (15) years of service Eight (8) hours per pay period

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

2. Annual Leave may be taken in fifteen (15) minute increments.

3. 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).

4. 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 3., above.

5. Effective beginning with the 1997 leave year, employees who are over the three hundred sixty (360) hours limit at the end of that leave year will be able to convert any annual leave in excess of three hundred sixty (360) hours to new sick leave.

C. Sick and Annual Leave Disposition Upon Separation.

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

a. 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);

b. 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;

c. 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:

1. Upon separation from employment, employees who participate in the Maryland State Retirement Systems (MSRS) may elect to receive a cash payment for the remainder of their annual leave hours that were accumulated as of the end of the 1996 leave year OR up to 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.

d. For all or any portion of the employee's sick leave balance earned as of the end of the last full pay period of the 1996 leave year, the employee may elect to receive cash payment in an amount equal to the total number of unused sick leave hours multiplied by one-half of the employee's base hourly rate of pay as of January 4, 1997. Sick leave earned beginning the first pay period of FY97 is not subject to cash payment to the employee upon separation.

e. For individuals who participate in the MSRS plan, sick leave earned beginning with the first pay period in the 1997 leave year is not subject to cash payment but may be used to purchase MSRS pension credit at the applicable rate.

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.

g. Notwithstanding any provision in this Section to the contrary, an employee who has been separated from employment under a separation-disability action pursuant to Section 16-189 of the Personnel Law shall forfeit any sick leave hours accumulated at the time of the employee's separation.

D. Personal Leave

In accordance with the Personnel Law, sixteen (16) hours of personal leave including the four (4) hours of personal leave granted each year in lieu of a General Election Day holiday -- per wage reporting year shall be granted to each employee eligible for annual leave. Personal leave shall be requested and approved in advance of use. There shall be no accumulation of personal leave, and unused personal leave shall be forfeited at the end of the leave year or upon termination of employment.

E. Discretionary Leave

1. Employees covered by this Salary Schedule are eligible for and may take one (1) day of discretionary leave per wage reporting year. Discretionary leave may not be taken in increments and must be requested with reasonable advance notice and approved prior to use. A day of discretionary leave shall consist of the same number of hours as are in the employee's regularly scheduled work shift (i.e., 8, 10, 12 hour shifts).

2. Employees covered by this Salary Schedule who have been employed as civilian employees of the Prince George's County Police Department and/or the Vehicle Audit Unit of the Department of the Environment and/or the Office of Homeland Security for ten (10) or more years shall be eligible for one (1) day of Discretionary Leave per fiscal year in addition to the one (1) day of Discretionary Leave described in the above paragraph, subject to the same limitations described in that paragraph.

3. Employees covered by this Salary Schedule who have been employed as civilian employees of the Prince George's County Police Department and/or the Vehicle Audit Unit of the Department of the Environment and/or the Office of Homeland Security for fifteen (15) or more

years shall be eligible for two (2) days of Discretionary Leave per wage reporting year in addition to the one (1) day of Discretionary Leave described in the first paragraph above and subject to the same limitations described in that paragraph.

F. Leave Of Absence

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

G. Family and Medical Leave

Employees covered by this Salary Schedule are entitled to family and medical leave as provided in the County Personnel Law. The Chief of Police, the Director of DoE or the Director of Homeland Security may also grant the employee additional leave without pay pursuant to the terms of the Personnel Law. Where leave without pay is granted to an employee under this provision, the employee will be advised at the time the leave is granted as to whether or not the employee will be able to return to the job he/she held at the time the leave without pay was requested.

H. Bereavement Leave

1. In the event of the death of an employee's spouse, child, parent (to include a step parent), or sibling, the employee may take up to four (4) working days leave for bereavement. The first three (3) leave days will be administrative leave days, and the other day will be charged to the employee's accumulated sick leave, annual leave or leave without pay.

2. In the event of the death of an employee's, stepchild, grandparent, grandchild, brother- or sister-in-law, mother- or father-in-law, or son- or daughter-in-law, or any member of the employee's household, the employee may take up to four (4) working days leave for bereavement. The first leave day will be an administrative leave day, and the other day or days will be charged to the employee's accumulated sick leave, annual leave or leave without pay.

I. PCEA President, PCEA Board of Directors Leave, PCEA Officers/Members Leave and Leave for Negotiations

1. The President of the PCEA shall be granted a full-time leave of absence from his/her duties from the Police Department, Department of the Environment, or Office of Homeland Security (from whatever agency the PCEA President is from) but shall remain on the payroll of that agency for the purposes of performing full-time duties as President of the PCEA. During such paid leave, the President shall continue to accumulate seniority and shall receive all benefits as if he/she were fully on duty including, but not limited to, pension accruals and fringe benefits. Effective July 1, 2005, in addition to the President of PCEA, one PCEA Board member (designated by the President of PCEA) will be granted full-time leave for the purpose of performing full-time duties for PCEA. However, unless otherwise agreed to by the appointing authority of the

applicable agency, no more than one employee will be granted full-time leave from any one agency whether it be for a permanent full-time position or serving in an acting capacity. The appointing authority has full discretion whether to allow more than one employee of their respective agency to be granted full-time leave under this section and the decision of the appointing authority is not subject to grievance or appeal.

If the PCEA President is absent from normal duties on approved leave for a period of more than three (3) consecutive days, the PCEA President may designate in writing to the County a PCEA Board member who shall act as PCEA President in his/her absence. The County agrees that upon receipt of written designation by the PCEA President, the County will place on administrative leave the PCEA Board member so designated by the PCEA President in lieu of the President for each day that leave is announced.

2. At the end of his/her term of office, the Department will make reasonable efforts to assign the immediate past PCEA President to a position with similar duties and on the same shift as the position he/she held immediately before going on full-time leave of absence as President of the PCEA. In no event will the Department assign the immediate past President to a position with a lower salary grade than the grade he/she held immediately prior to taking office.

3. Elected or appointed officers of the PCEA shall be granted union business leave to attend Board meetings, provided that prior approval from the Chief of Police, the Director of DoE, or the Director of Homeland Security, as appropriate, has been secured (such approval not being unreasonably withheld) and subject to the limitations of paragraph 7 below.

4. Representatives of the PCEA designated by the President shall be granted union business leave to attend Labor/Management Relations seminars, workshops, conferences or committee meetings in the interest of furthering employee relations, provided that prior approval from the Chief of Police, the Director of DoE, or the Director of Homeland Security, as appropriate, has been secured (such approval not being unreasonably withheld) and subject to the limitations of paragraph 7 below.

5. Each member of the PCEA negotiating team (not to exceed a total of seven (7) members and alternates) shall be granted a total of four (4) days of union business leave to prepare for negotiations, provided that prior approval from the Chief of Police, the Director of DoE, or the Director of Homeland Security, as appropriate, has been secured.

6. Members of the PCEA negotiating team (not to exceed a total of seven (7) members and alternates) shall be excused from work on the day of negotiations to attend meetings with representatives of the County with no loss of pay or leave. (For example, an employee who would otherwise receive a shift differential for his or her regularly scheduled hours on a day the employee is excused from work to participate in negotiations is entitled to receive the shift differential.) Any PCEA negotiating team member who is assigned to a night or evening shift shall be granted union business leave for the shift he/she is scheduled to work either immediately before or immediately following the negotiation meeting.

7. The County will provide a union business leave bank of one thousand five hundred (1500) hours available for use under paragraphs 3, 4, and 5 above.

J. Disability Leave

Disability leave policies shall be administered in accordance with the Personnel Law, provided, however, that for good cause shown, the Personnel Officer may grant one (1) additional ninety (90) day period of disability leave to an employee who has petitioned the Chief of Police, the Director of DoE, or the Director of Homeland Security and has received their recommendation for additional leave.

K. Administration of Leave

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

11. INCENTIVE AWARDS

To the extent that funds have been appropriated for such purpose, employees may be granted incentive awards, subject to the provisions of Section 16-209 of the Personnel Law.

12. UNEMPLOYMENT INSURANCE

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

13. RETIREMENT CONTRIBUTIONS

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

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

C. All classified employees hired on or after January 1, 1980, must enroll in the Employees' Pension System.

D. The County's contribution rate shall be that amount as established from time to time by the State. Employee contributions (where applicable) shall be made through payroll deductions. If changes/improvements in retirement benefits are made, then contributions may be adjusted accordingly.

14. SUPPLEMENTAL RETIREMENT BENEFIT

A. Benefit Accrual and Amounts.

1. Effective July 1, 1992, employees covered by this Salary Schedule may elect to

participate in a supplemental retirement benefit program and all employees hired on or after July 1, 1992 will participate in a supplemental retirement benefit program pursuant to rules established in the Supplemental Retirement Plan. The supplemental retirement program will be jointly funded through County and employee contributions. The rate of accrual and amount of the benefit payable under this program are determined as follows:

Benefit accrual is at the rate of 0.4% times the number of years of actual and continuous service the employee has as a full-time Prince George's County employee, to a maximum of twenty-five (25) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to paragraph E., below.

2. Pursuant to paragraph A., above, the maximum benefit payable to any eligible employee is ten percent (10%) of the employee's average annual compensation, as determined pursuant to paragraph E., below.

B. Job Related Disability Benefit.

Effective July 1, 1999, if an employee becomes entitled to a job-related disability pension from the Maryland State Retirement or Pension Plan, the employee will be entitled to receive a disability pension benefit under this Supplemental Retirement Plan equal to a benefit calculated on the regular service formula for a normal benefit pursuant to paragraph A., above, as amended by paragraphs G, H, I and J below.

C. Vesting.

1. Minimum Continuous Service Requirements.

No employee covered by this Salary Schedule shall be entitled to any benefit described in this Section until the employee has completed a minimum of five (5) years of actual and continuous service as an employee for Prince George's County.

2. Vested Benefit.

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

D. Benefit Payment.

1. The benefit accrued by an employee under either paragraphs A or C, above, shall not be payable until retirement at the earlier age of fifty-five (55) and fifteen (15) years of service or age sixty-two (62) and five (5) years of service; or after thirty (30) years of service regardless of age.

2. Effective July 1, 1995, if a plan participant's eligible spouse dies after a participant begins receiving a Joint and Survivor Pension under this Plan, the participant's benefit shall be increased to the level it would have been had the Joint and Survivor option never been chosen.

E. Funding.

1. Effective July 1, 2001, except for the cost of funding the increase in the benefit accrual rate from .6% per year to .8% per year as provided in paragraph I below - - which cost shall be the responsibility of the County, the cost of funding the supplemental retirement benefit for all participating employees, as determined by the Plan's actuary, will be shared on an equal basis by the employees and the County through regular contributions each pay period.

2. Effective July 1, 2003, new employees hired on or after this date will pay fifty (50%) of the total contribution rate required for the Supplemental Pension Plan. The County will pay the other fifty percent (50%).

F. Definitions.

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

2. Average Annual Compensation means an amount computed by dividing by three the compensation actually received by an employee during whatever period of thirty-six (36) consecutive months of continuous service will provide the largest total compensation for any such period.

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

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

G. Supplemental Retirement Benefit Plan Modification Effective June 30, 1993.

Effective June 30, 1993, the benefit accrual rate in paragraph A., above, shall be increased from 0.4% to 0.6% per year for up to twenty-five (25) years of service for an increase in normal benefit from ten percent (10%) to fifteen percent (15%).

H. Supplemental Retirement Benefit Plan Modification Effective July 1, 1996.

Effective July 1, 1996, the period for computing the maximum benefit in paragraph G., above, shall be increased from twenty-five (25) years of service to thirty (30) years for an increase in normal benefit from fifteen percent (15%) to eighteen percent (18%).

I. Supplemental Retirement Benefit Plan Modification Effective July 1, 2001.

Effective July 1, 2001, the benefit accrual rate in paragraphs A, G and H, above, shall be increased from 0.6% per year to 0.8% per year for up to thirty (30) years for an increase in normal benefit from eighteen percent (18%) to twenty-four percent (24%). The County will bear the entire cost of this pension enhancement.

J. Supplemental Retirement Benefit Plan Modification Effective July 1, 2003.

Effective July 1, 2003, the rate of accrual for all years of service under the Supplemental Pension Plan will increase from eight-tenths of one percent (0.8%) to one percent (1%) per year. Employees will pay fifty percent (50%) of the additional contribution attributable to this pension enhancement. Such additional payment shall begin effective when the contribution rate increase attributable to this improvement is made applicable to the County.

K. Supplemental Retirement Benefit Plan Modification Effective July 1, 2012

Employees hired on or after July 1, 2012 will be subject to the following Supplemental Plan modifications:

Vesting/Minimum Continuous Service Requirement: 10 years eligibility service

Average Annual Compensation: Average of the five (5) highest consecutive years

Benefit Payment: The benefit accrued by an employee shall not be payable until retirement at the earlier of: (1) Rule of 90 (sum of age and eligibility service must equal 90); (2) Age 65 with 10 years of eligibility service; or (3) Age 60 with 15 years eligibility service.

These modifications are intended to incorporate the applicable changes adopted by the Maryland State Retirement and Pension System, which went into effect July 1, 2011.

L. Hold Harmless

For any employee covered by this Agreement who retires during the period from July 1, 2018, through June 30, 2020, "Average Annual Compensation" as that term is defined in paragraph F. (Definitions), above, will be calculated as if the employee had received the step increase(s), if any, the employee would otherwise have been eligible to receive during the period covering FY96 and FY97 but for the deferral of such step increases in those years.

In addition, any employee covered by this Agreement who retires during the period beginning with the effective date of the legislation enacting this provision through June 30, 2020, "Average Annual Compensation" as that term is defined in paragraph F. (Definitions), above, will be calculated as if the employee had received the step increase(s), if any, the employee would otherwise have been eligible to receive during the period covering Fiscal Year 2010, Fiscal Year 2011, Fiscal Year 2012, Fiscal Year 2013, Fiscal Year 2016, Fiscal Year 2017, and Fiscal Year 2018.

Employees retiring in Fiscal Year 2016 will have their average annual compensation calculated as if they had received the merit pay due for FY96, FY97 and FY16, provided they were eligible to receive them.

M. Fiscal Year 2004 G-Scale Employee Transfer

Effective July 1, 2003, former G-Scale employees who participated in the G-Scale Supplemental Pension Plan ("G-Scale Plan") and who are now covered by the PCEA collective

bargaining agreement, will be placed in (transferred to) the PCEA Supplemental Pension Plan ("P-Scale Plan") effective July 1, 2003. Assets and liabilities (vested and non-vested) attributable to such employees in the G-Scale Plan as of June 30, 2003, will be transferred to the P-Scale Plan. The determination of the amount of assets transferred to the P-Scale Plan is based on a formula recommended by the plans' actuary and agreed to by the parties. Following the transfer, all prior service (i.e. before July 1, 2003) for these transferred employees, as General Schedule employees under the G-Scale Plan, will be credited under the P-Scale Plan using an accrual rate equal to the greater of 1% or the PCEA accrual rate. Any service for said employees after the transfer date (June 30, 2003) will be calculated using the PCEA accrual rate. If the PCEA accrual rate for existing service is ever increased above 1%, such increase shall also apply to the transferred service of these employees from the G-Scale Plan. The County agrees to amend the applicable supplemental pension plan(s) in order to implement the transfer in the manner described above.

N. IRS Pickup Plan

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

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

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

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

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

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

15. GROUP HEALTH INSURANCE UNDER THE BENEFLEX PROGRAM

A. In Calendar Year 2019 and 2020, the County shall contribute seventy percent (70%) to the cost of the County's preferred provider option health insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining thirty percent (30%).

B. In Calendar Year 2019 and 2020, the County shall contribute seventy-five percent (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any

employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five (25%). Employees who provide proof of other medical coverage may choose to receive a credit.

C. In Calendar Year 2019 and 2020, the County shall contribute eighty-five (85%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employees shall contribute the remaining fifteen percent (15%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

D. 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 these plans.

16. GROUP LIFE INSURANCE UNDER THE BENEFLEX PROGRAM

Effective July 1, 2001, the County shall pay one hundred percent (100%) of the monthly premium for County life insurance for each employee in the amount of two (2) times the employee's annual salary up to a maximum amount of one hundred fifty thousand dollars (\$150,000.00). Employees may choose to increase their life insurance from one to four times their annual salary up to a total of seven hundred fifty thousand (\$750,000.00) including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age and amount of coverage. Employees may choose to reduce their life insurance to one times their annual salary and receive a credit.

17. SOCIAL SECURITY

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

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

18. WORKERS' COMPENSATION

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

19. CLOTHING AND MAINTENANCE ALLOWANCE

A. Police Evidence Technicians/Police Evidence Technician Supervisors (Administrative Assistants)/Property Clerks/Television Studio Personnel (Audio Visual Specialists)/Supply Technicians/Firearms Instructors

1. The Employer agrees to furnish each Evidence Technician an initial issue of three (3) pairs of coveralls, a raincoat and a pair of boots for use at crime scenes. Effective July 1, 2003, the Employer shall also provide an annual maintenance allowance of six hundred twenty-five dollars (\$625.00) for Evidence Technicians and Evidence Technician Supervisors. Effective July 1, 2004, this allowance will increase to six hundred fifty dollars (\$650.00). The Employer also agrees to furnish one (1) pair of coveralls for Property Clerks working in Vehicle Services.

2. Effective July 1, 2003, the Employer will furnish an annual clothing maintenance allowance of two hundred twenty-five dollars (\$225.00) for Property Clerks in the Department of the Environment. Effective July 1, 2004, this allowance will increase to two hundred fifty dollars (\$250.00). Effective July 1, 2012, this allowance will increase to three hundred dollars (\$300.00).

3. Effective July 1, 2003, the Employer will furnish an annual clothing maintenance allowance of two hundred twenty-five dollars (\$225.00) for Property Clerks, Property Supply Clerks, Television Studio Personnel, Forensic Chemists, Firearms Examiners, Lab Assistants and Firearms Technicians in the Police Department. Effective July 1, 2004, this allowance will increase to two hundred fifty dollars (\$250.00). Effective July 1, 2012, this allowance will increase to three hundred dollars (\$300.00).

4. Effective July 1, 2005, a Uniform Committee will be established to recommend which units/divisions need standardized uniforms.

5. Effective July 1, 2012, the Employer will furnish an annual clothing maintenance allowance of three hundred dollars (\$300.00) for Firearms Instructors, Armorer and Supply Technicians.

6. The Employer will furnish Public Safety Communication employees with eight (8) shirts when hired and four (4) new shirts (long sleeve or short sleeve as requested) per year thereafter.

7. The Employer agrees to provide bullet proof vests to each Evidence Technician and to replace such vests in accordance with the manufacturer's specifications.

8. Effective July 1, 2015, employees receiving a clothing allowance of three hundred dollars (\$300.00) will receive an increase of fifty dollars (\$50.00) per year to three hundred fifty dollars (\$350.00) per year.

9. The County will furnish Tow Unit Investigators with three (3) shirts within 60 days of hire and two (2) shirts (long sleeve or short sleeve as requested) issued on January 1, of each calendar year, which bear an image or logo that clearly identifies the employee as a Tow Unit Investigator.

B. Security Officers

Security Officers are responsible for the care and maintenance of their uniforms in serviceable condition. To defray the costs of this responsibility the County will provide a six hundred dollar (\$600.00) clothing allowance during each fiscal year.

C. Clothing Allowance Disbursement

Clothing allowances payable under this Section 19 will be paid in July of each fiscal year covered by this Salary Schedule, and are not included in the employee's base pay for any purposes such as computing holiday pay, annual and sick leave pay, etc.

D. Headsets

To defray the cost of maintaining and/or replacing custom made earpieces, the County will provide an annual fifty dollar (\$50.00) earpiece allowance to all employees who are required to use headsets in the performance of their duty. The County will provide repairs and issue temporary replacements for broken or defective issued headsets.

20. CAREER ADVANCEMENT

Effective July 1, 2001, Dispatch Aides will be eligible for a five percent (5%) non-competitive promotion from P-12 to P-13 after completion of five (5) years of satisfactory service as a Dispatch Aide. Such increase will be granted on their anniversary date occurring on or after the completion of five (5) years of satisfactory service as a Dispatch Aide and will be in addition to any regularly scheduled merit increase to which they are otherwise entitled. Eligible employees will not be entitled to receive this non-competitive promotion any sooner than their anniversary date in Fiscal Year 2003.

21. MILITARY LEAVE

Any employee called up to active military service in response to the terrorist attacks on September 11, 2001, the resultant war on terrorism or other military action shall be eligible for the benefits set forth herein: Payment of a salary supplement equal to the difference between the employee's base rate of pay and the employee's base military rate of pay, without the exhaustion of the employee's annual, personal and compensatory leave balances. Eligibility for health care benefits to continue once the employee enters a leave without pay status with both the employer and employee contributions of the premium being paid by the County. These benefits shall expire on March 1, 2019.

22. PAY PLAN POLICY STATEMENT

It is the policy of the County that benefits afforded to employees in the Salary Plan are governed by the specific salary schedule to which an employee is currently assigned. If an employee is transferred, promoted, demoted, or in any way moves from one salary schedule to another, any benefits unique to or expressly a function of the former salary schedule are not carried over.