

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**

**2002 Legislative Session**

Bill No. \_\_\_\_\_ CB-46-2002 \_\_\_\_\_

Chapter No. \_\_\_\_\_ 40 \_\_\_\_\_

Proposed and Presented by \_\_\_\_\_ The Chairman (by request – County Executive) \_\_\_\_\_

Introduced by \_\_\_\_\_ Council Members Shapiro, Russell, Hendershot, Wilson, Dernoga, Knotts,  
\_\_\_\_\_ Estepp, Shapiro, Scott and Bailey \_\_\_\_\_

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

Date of Introduction \_\_\_\_\_ June 11, 2002 \_\_\_\_\_

**BILL**

1 AN ACT concerning

2 Collective Bargaining Agreement – International Association of

3 Fire Fighters, AFL-CIO, Local 1619

4 (Civilians)

5 For the purpose of amending the labor agreement by and between Prince George's County,  
6 Maryland and the International Association of Fire Fighters, AFL-CIO, Local 1619 (Civilians) to  
7 provide for wage increases and certain other terms and conditions of employment for personnel  
8 classifications certified by the Prince George's County Public Employee Relations Board.

9 BY repealing and reenacting with amendments:

10 SUBTITLE 16. PERSONNEL.

11 Section 16-233(f)(20),

12 The Prince George's County Code

13 (1999 Edition, 2001 Supplement).

14 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,  
15 Maryland, that Section 16-233(f)(20) of the Prince George's County Code be and the same is  
16 hereby repealed and reenacted with the following amendments:

17 SUBTITLE 16. PERSONNEL.

18 DIVISION 19. COLLECTIVE BARGAINING.

19 **Sec. 16-233. General.**

20 (f) The following collective bargaining agreement is hereby adopted and approved.

(20) Declaration of Approval – International Association of Fire Fighters, AFL-CIO, Local 1619, (Civilians).

The County Council of Prince George's County, Maryland, having fully considered the labor agreement concluded between Prince George's County, Maryland and the International Association of Fire Fighters, AFL-CIO, Local 1619, on [October 1, 1999] May 1, 2002 hereby approves said Agreement for civilian employees in the Fire/EMS Department in accordance with the provisions of Section 13A-109 of the Prince George's County Code.

SECTION 2. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45) calendar days after it becomes law and that the Agreement shall be retroactively effective to July 1, 2001.

Adopted this 2nd day of July, 2002.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

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

ATTEST:

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

APPROVED:

DATE: \_\_\_\_\_ BY: \_\_\_\_\_  
Wayne K. Curry  
County Executive

KEY:

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

AGREEMENT MADE BY  
AND BETWEEN  
PRINCE GEORGE'S COUNTY, MARYLAND  
AND  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS  
LOCAL 1619  
CIVILIAN BARGAINING UNIT  
JULY 1, 2001 THROUGH JUNE 30, 2003

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## **PURPOSE**

A. This Collective Bargaining Agreement (hereinafter the "Agreement") is entered into by Prince George's County, Maryland (hereinafter the "County") and Local 1619 International Association of Fire Fighters, AFL-CIO, (hereinafter the "Union" or the "IAFF"). It is the purpose of this Agreement to ensure that all work performed under it shall be performed efficiently, economically and without interruption.

B. In order to maintain a spirit of harmony, labor-management peace, and stability during the term of this Agreement, the parties agree to establish effective and binding methods for the settlement of all misunderstandings, disputes or grievances which may arise under the Agreement. Therefore, the IAFF agrees not to engage in any strike, and the County agrees not to engage in any lockout.

## **ARTICLE 1 -- RECOGNITION**

A. The County recognizes the Union as the sole and exclusive bargaining agent of the civilian employees of the Prince George's County Fire/EMS Department in the units for which it was certified by the Prince George's County Public Employee Relations Board, to wit:

UNIT I: Account Clerk I, II, III, IV  
Accounting Technician  
Administrative Aide I, II  
Clerk Typist I, II  
Data Coordinator  
Data Entry Operator I, II  
Fire Investigation Officer  
General Clerk I, II, III, IV  
Personnel Aide I, II, III  
Public Service Aide I, II  
Supply/Property Clerk I, II, III, IV  
Supply Technician

UNIT II: Administrative Aide III  
Administrative Aide IV  
Garage Supervisor

UNIT III: Accountant I, II, III, IV  
Administrative Assistant I, II, III, IV  
Audio Visual Specialist I, II, III, IV  
Citizen Services Specialist I, II, III  
Community Developer I, II, III  
Contract Project Coordinator I, II, III, IV  
Executive Administrative Aide  
Investigator  
Supply Manager I, II, III, IV

B. Effective July 1, 2001, subject to an amendment of certification by the Public Employee Relations Board, Fire Inspector I and Fire Inspector II are added to Unit I of this bargaining unit, Fire Inspector Supervisor is added to Unit III of this bargaining unit, hereinafter referred to as Civilian Employees of the Prince George's County Fire/EMS Department.

C. The provisions of this Agreement shall apply to all unit members unless otherwise specified.

## **ARTICLE 2 -- EQUAL EMPLOYMENT OPPORTUNITY**

### **Section 2.1 Policy**

A. It is the policy of the County to provide equal opportunities in employment; to prohibit discrimination in employment against any employee or applicant for employment because of race, age, color, religion, creed, sex, sexual orientation, political affiliation, country of national origin, disability, marital status, or labor organization affiliation; and to promote and implement a positive and continuing program of equal employment opportunity.

B. It is the policy of the Union that it shall not discriminate against any employee or cause or attempt to cause the County to discriminate against any employee because of race, age, color, religion, creed, sex, sexual orientation, political affiliation, country of national origin, disability, marital status or labor organization affiliation.

C. The provisions of this Agreement shall be applied equally to all employees without discrimination on the basis of race, color, creed, sex, sexual orientation, marital status, religion, union or political affiliation, country of origin, age or disability.

## **ARTICLE 3 -- ORGANIZATIONAL SECURITY**

### **Section 3.1 Union Membership**

All employees covered by this Agreement who are members of the Union or who elect to become members of the Union shall, pursuant to Section 3.2, remain members of the Union for the duration of this Agreement. All employees covered by this Agreement who elect not to become members of the Union shall be required, as a condition of continued employment, to pay a monthly service fee in an amount not greater than the monthly dues paid by members of the Union, which fees shall be remitted to the Union.

### **Section 3.2 Check Off**

A. Upon the presentation by the Union of a list of the individual employees covered by this Agreement for each of whom the Union certifies to have on file a written authorization for dues deduction or service fee deduction duly executed by the employee, the Union shall be entitled to have such employees' membership dues or service fees deducted from their paychecks on a biweekly basis. Such authorization shall be irrevocable and automatically renewed from year to year thereafter unless revoked by the employee pursuant to Section 13A-108(c) of the Labor Code.

B. The amounts to be deducted shall be certified to the County by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted monthly to the Union along with an itemized statement.

C. The Union agrees to hold harmless and indemnify the County for any liability arising from the application of this Article.

D. Except as otherwise expressly provided in this contract, the Employer will not seek to encourage or discourage Union membership.

### **Section 3.3 Conferences and Seminars**

A. Members of the bargaining unit shall be granted time to attend conventions and conferences without loss of pay or leave with prior approval of the County Fire Chief (not to be unreasonably withheld), and further provided that such meetings shall not exceed six (6) per fiscal year and that not more than two (2) members of the bargaining unit request such approval.

B. The County Fire Chief will be notified thirty (30) days in advance of such meetings. Notice of less than thirty (30) days will be accepted where there are unusual circumstances which prevent giving thirty (30) days notice. In no event shall notice be less than seven (7) days.

### **Section 3.4 Leave for Negotiations**

Employees (not to exceed three (3) in number) who, upon the request of the Union are excused from their regular assignment for the purpose of participating in negotiation sessions with representatives of the County, shall suffer no loss of pay or leave.

### **Section 3.5 Union President**

The President of the Union shall be granted administrative leave with pay as may be required for the purpose of discharging his official duties as Union President.

### **Section 3.6 Communication Distribution**

Provided always that the distribution needs of the Fire/EMS Department be paramount, the Union will be permitted to use the Fire/EMS Department's courier service for distribution of official Union communications. The President of Local 1619 shall be designated as a distributee of information distributed to the fire service.

### **Section 3.7 Union Pins and Jackets**

The employees shall be allowed to wear a pin and/or watch fob showing their Fire/EMS Department Union affiliation on the official Fire/EMS Department uniform. Employees may wear an IAFF jacket with their uniform to and from work.



### **Section 3.8 Non-participation in Volunteer Activities**

No career employee shall be required to participate in fundraising activities of a volunteer corporation (for example, bingos, crab feasts, or any business that relates to private volunteer corporations).

### **Section 3.9 P.A.C. Deduction**

The County agrees to deduct on a biweekly basis from the payroll checks of employees covered by this Agreement who so request in writing voluntary contributions to the Prince George's County Professional Fire Fighters P.A.C. fund. The Union agrees to indemnify and hold harmless the County from any loss or damage arising from the operations of this Article.

## **ARTICLE 4 -- MANAGEMENT RIGHTS**

Except as specifically modified or restricted in this Agreement, the County reserves the right to determine the standards of service offered the public; to maintain the efficiency of the County's operations; to determine the methods, means and personnel by which the County's 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; to relieve employees from duty because of lack of work; and to take any action necessary to carry out the mission of the County.

## **ARTICLE 5 -- WAGES**

### **Section 5.1 Wages**

#### **A. Fiscal Year 2002**

1. Effective the first full pay period beginning on or after July 1, 2001, employees covered by this Agreement will receive a three percent (3%) increase in their base hourly rates of pay.

2. Effective the first full pay period beginning on or after January 1, 2002, employees covered by this Agreement will receive an increase of three hundred dollars (\$300.00) in their base annual rates of pay.

3. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2001, through June 30, 2002, will receive it.

#### **B. Fiscal Year 2003**

1. Effective the first full pay period beginning on or after July 1, 2002, employees covered by this Agreement will receive a two and one-half percent (2.5%) increase in their base hourly rates of pay.

2. Effective the first full pay period beginning on or after January 1, 2003, employees covered by this Agreement will receive an increase of three hundred fifty dollars (\$350.00) in their base annual rates of pay.

3. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2002, through June 30, 2003, will receive it.

C. Wage Scale for Bargaining Unit Members

1. Amend the Pay Scale effective July 1, 1998, to provide a longevity step which is three percent (3%) above the maximum step. An employee will be eligible to advance to this longevity step on his/her anniversary date occurring on or after the date the employee has completed nineteen (19) years of service.

2. Amend the Pay Scale effective July 4, 1999, to supercede the modification effective July 1, 1998, described in the previous paragraph, and provide the following longevity steps:

a. L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

b. L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

c. L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-two (22) years of service.

d. L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

e. L5 - Two and one-half percent (2.5%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-eight (28) years of service.

3. The longevity steps, described above, will be phased in as follows:

a. Beginning in FY2000, advancement to a longevity step will be effective on an employee's anniversary date.

b. An employee at the maximum rate (or the current longevity rate), whose anniversary date falls between July 1 and July 3, 1999, and who has completed the required years of service for a longevity step (after subtracting two (2) years for lack of credit toward a merit increase during FY96 and FY97) will advance to the first (or next) longevity step, as appropriate, effective on July 4, 1999.

c. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY96 and FY97) would otherwise warrant his/her advancement by more than a single longevity step during FY2000, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for

his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY96 and FY97).

4. Effective July 1, 2001, amend the Pay Scale to provide for the following modifications:

a. The maximum rate in effect on June 30, 2001 is increased one and seven-tenths percent (1.7%).

5. Longevity Steps are adjusted as follows:

a. L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

b. L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

c. L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-one (21) years of service.

d. L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-three (23) years of service.

e. L5 - Three percent (3%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

f. L6 - Two and one half percent (2.5%) above the L5 rate, to which an employee will be eligible to advance after completing twenty-seven (27) years of service.

6. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY96 and FY97) would otherwise warrant his/her advancement by more than a single longevity step during FY2002 or FY2003, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY96 and FY97).

#### D. Shift Differential

1. Any full-time employee whose regularly assigned tour of duty requires that at least fifty percent (50%) of the standard workday be between the hours of 6 p.m. and 6 a.m. will be eligible for shift differential pay of seventy cents (\$.70) per hour for all hours actually worked between 6 p.m. and 6 a.m.

2. Shift differential is considered as premium pay and shall not be included in the rate of base pay used to compute:

a. all leave categories as provided in Division 17 of the Personnel Law;

- b. holiday premium pay; and,
- c. retirement and insurance deductions and benefits.

**E. 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 greater than seven (7) consecutive days, he/she shall be paid at a rate of pay which is equivalent to a one-step increase or the minimum necessary to place the employee at the entry level rate of the higher grade, and shall continue to be paid at that rate of pay until relieved by the person for whom he/she is acting, or by a person of equal rank to that position, who is permanently assigned to that station or bureau.

2. Beginning with the forty-sixth (46th) consecutive day in such an acting capacity, an employee shall be paid at a rate of pay which is ten percent (10%) above his/her regular rate of pay or the minimum necessary to place the employee at the entry level rate of the higher grade, whichever is greater, while he or she continues to work in the acting capacity.

**F. Filling Vacancies**

1. A "vacancy" is a permanent opening created by the termination, transfer, promotion or retirement of an incumbent bargaining unit employee which the County intends to fill or which is created when the County determines its operational needs require additional bargaining unit employees. Whenever a vacancy occurs, and the County elects, in its discretion, to fill the vacancy through the competitive process, the County will advertise the specific position to bargaining unit employees by posting a notice at all work locations at places where notices to employees are customarily posted. The Union at the same time will be notified of the vacancy. Any employee covered by this Agreement may apply for any vacancy, as defined in this Section 5.1.E. In the event that a vacancy is to be filled from an existing register, if an employee is not already on the necessary eligibility register, he or she will be afforded the opportunity to take any test required to qualify for the eligibility register.

2. When a bargaining unit member applies for a vacancy through the normal competitive process and is determined to be qualified for the position, the name of the qualified bargaining unit employee will be placed on the list of eligibles sent to the Fire/EMS Department for its consideration. The Fire/EMS Department will ensure that any bargaining unit member on any list of eligibles will be granted an interview for the position vacancy.

**Section 5.2 Supplemental Retirement Benefit**

**A. Benefit Accrual and Amounts**

1. Effective July 1, 1992, employees covered by this Agreement shall commence participation in a supplemental retirement benefit program. The supplemental retirement program will be jointly funded through County and employee contributions as described in paragraph D (Funding) below. The rate of accrual and amount of the benefit payable under this program are determined as follows:

a. Benefit accrual is at the rate of 0.6% 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.

b. Pursuant to paragraph 1, above, the maximum benefit payable to any eligible employee is fifteen percent (15%) of the employee's average annual compensation, as determined pursuant to paragraph E., below.

## B. Vesting

### 1. Minimum Continuous Service Requirements

No employee covered by this Agreement 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 B.1., above, shall be entitled to receive a monthly benefit as determined pursuant to paragraph 1, above; provided, however, that no employee terminated for disciplinary reasons will be entitled to any benefit under this Section.

## C. Benefit Payment

The benefit accrued by an employee under either paragraphs A. or B., above, shall not be payable until retirement at the earlier of age 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.

## D. Funding

Except for the cost of the benefit increase effective July 1, 2001, as provided in paragraph G, below, --which cost shall be the responsibility of the County,-- the cost of funding this supplemental retirement plan 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.

## E. 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 (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.

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.

F. Representative on Supplemental Pension Board

Effective when this Agreement is enacted into law, International Association of Fire Fighters Local 1619 shall nominate one (1) representative to the Board of Trustees of the Fire Fighters Supplemental Pension Plan to the County Executive.

G. Pension Plan Modifications Effective in FY98 and FY99

Credit for CETA Service The Supplemental Retirement Plan for employees covered by this Agreement will be amended to permit those plan participants who were hired before July 1, 1980, as CETA employees to receive credit for that service toward normal retirement provided this can be achieved at no additional cost to the County or to the Supplemental Retirement Plan.

H. Pension Plan Modifications Effective in FY00

Benefit Increase Effective June 30, 1999, the benefit accrual rate in Section E.2, above, shall be increased from 0.6% to 0.8% per year for up to twenty-five (25) years of service for an increase in the maximum benefit from fifteen percent (15%) to twenty percent (20%).

I. Pension Plan Modifications Effective in FY02

Benefit Increase Effective July 1, 2001, the benefit accrual rate in Section E.2, above, shall be increased from 0.8% to 1.0% per year for up to thirty (30) years of service for an increase in the maximum benefit from twenty percent (20%) to thirty percent (30%).

J. Hold Harmless Benefit Calculation.

For any employee covered by this Agreement who retires during the period from July 1, 2001, through June 30, 2003, "Average Annual Compensation" as that term is defined in the Supplemental Retirement Plan, will be calculated as if the employee had received all merit step increases in Fiscal Year 1996 and 1997 on his /her anniversary date that the employee would otherwise have been eligible to receive but for the deferral of such step increase in that year.

**K. 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 Section 5.2.D. (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.

**Section 5.3 Dues Check Off for Retirees**

The Supplemental Pension Plan will permit the check off of dues.

**Section 5.4 Joint Study Committee**

A Joint Study Committee with equal representation of the Union (Civilian bargaining unit) and the County shall be established and meet quarterly beginning July 1, 1999, to study whether there may be feasible pension alternatives for members of the civilian bargaining unit. By July 1, 2000, the committee shall report its findings, with recommendations, to the Fire Chief for forwarding to the Chief Administrative Officer.

**Section 5.5 Group Health Insurance Coverage**

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 the plan. Participating employees shall contribute the remaining twenty-five percent (25%).

B. For those employees who elect to enroll in a prepaid group health plan or Health Maintenance Organization (HMO), the Employer's contribution shall be equal to eighty percent (80%) of the cost of HMO coverage and the participating employees contribution shall equal the remaining 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 deductible prescription and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining ten percent (10%).

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

F. These employees shall be covered by Fire Fighter Agreement on Prescription Plan.

G. The County shall contribute to the County's deductible prescription and optical care programs for any employee who retires on or after July 1, 1998 on the same basis that it contributes on behalf of active employees.

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. Life Insurance. 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 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 dollars (\$750,000.00) including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age. Employees may choose to reduce their life insurance at one (1) times their annual salary and receive a credit.

K. The County shall pay a death benefit of ten thousand dollars (\$10,000.00) upon the death of any employee covered by this Agreement whose death results from an accidental personal injury arising out of and in the course of his/her employment.

## **Section 5.6 Call-Back Pay**

An employee who is called back from off-duty, and does in fact perform duties on behalf of the Prince George's County Fire/EMS Department during his/her normal off-duty hours by authority of the County Fire Chief, shall be paid the minimum of four (4) hours at one and one-half (1.5) times his/her regular rate of pay. This provision shall not apply to administrative hearings or disciplinary procedures that affect the employee. However, management will attempt to schedule such hearings and/or procedures during the normal duty hours of the employee; or, at a time mutually agreeable to both parties.



### **Section 5.7 Early Reporting Time**

A. An employee who is called in to work by career officers authorized by the County Fire Chief for two (2) hours or less immediately before his/her normally scheduled starting time shall be paid for such hours at one and one-half (1.5) times his/her regular rate of pay and will be paid his/her regular rate of pay beginning with his/her regular starting time.

B. The provisions of Section 5.6 shall apply to an employee called in to work more than two (2) hours immediately before his/her regularly scheduled starting time.

### **Section 5.8 Holidays**

A. The following shall be designated as holidays within the scope of this Agreement:

New Year's Day	Columbus Day
Martin Luther King's Birthday	Veterans Day
Washington's Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Presidential Inauguration Day (every 4 years)
Labor Day	County Employees' Appreciation Day
Fire Fighter Recognition Day (Friday before the observance of Memorial Day)	

B. Further, beginning in the 1998 wage reporting year, employees covered by this Agreement will be granted an additional four (4) hours of personal leave each wage reporting year in lieu of the former General Election Day Holiday.

### **Section 5.9 Holiday Pay**

If an employee works on a designated holiday, he/she shall be paid at the rate of two (2) times his/her regular rate of pay for all hours worked on the holiday and the employee shall not receive an additional day off.

### **Section 5.10 Standby Duty**

A. There shall be two (2) tours of standby duty:

Monday 07:00 - Friday 15:00  
Friday 15:00 - Monday 07:00

B. A bargaining unit employee required by the Fire Chief or his designee to be on standby during the Monday through Friday tour of duty shall be compensated at the rate of two (2) hours of compensatory time per day; the rate of compensation for the Friday through Monday tour shall be four (4) hours of compensatory time per day. The rate of compensation for standing by on a designated holiday shall be a total of eight (8) hours of compensatory time. An employee who is called back to active duty while on standby will receive no standby pay for the day on which the active duty was performed.

C. This Section shall not apply to unusual circumstances which result in the Department's Emergency Operation Plan being placed into effect, provided that when a "yellow alert" is in effect for seventy-two (72) hours those affected employees shall receive one (1) day's pay. In addition, affected employees shall be compensated at a rate of one (1) day's pay for each subsequent seventy-two (72) hours on alert.

#### **Section 5.11 Pay While on I.O.J. Leave**

Any employee who is on I.O.J. or disability leave shall receive all pay during said period as disability income.

### **ARTICLE 6 -- LEAVE PROVISIONS**

#### **Section 6.1 Sick Leave**

Sick leave policies shall be administered in accordance with the Prince George's County Personnel Law requirements.

#### **Section 6.2 Annual Leave**

Annual leave policies shall be administered in accordance with the Prince George's County Personnel Law requirements.

1. 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).

2. 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 1., above, or in excess of the one hundred thirty (130) days maximum allowed in the first paragraph of former Section 6.2.

3. Effective beginning with the 1997 leave year, new annual leave in excess of the three hundred sixty (360) hours limit will convert to new sick leave.

#### **Section 6.3 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, with proper notice of separation, 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 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 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.

4. 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 (2.5%) for each year of service (through the date of separation) at the employee's base hourly rate of pay as of January 1, 1997. However, if a fire fighter 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%) cash-out of unused accumulated sick leave as of the end of the 1996 leave year.

5. 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.

6. 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 6.4 Personal Leave**

Three (3) paid personal leave days per leave year, including the four (4) hours in Section 5.8 (Holidays), shall be granted to each employee eligible for annual leave. A personal leave day shall be requested and approved in advance of use. There shall be no accumulation of personal leave days and unused personal leave shall be forfeited at the end of the leave year or upon termination of employment. A personal leave day equals eight (8) hours. Personal leave may be taken in increments of four (4) hours.

#### **Section 6.5 Bereavement Leave**

Members of the Unit shall be entitled to use accumulated sick leave for the purpose of bereavement when a death occurs in a member's family. A maximum amount of sick leave used shall not normally exceed three (3) working days. The term "family" shall mean and include the member's spouse, child, sister, brother, parent, grandparent and aunt or uncle. Leave needed beyond three (3) days because of travel distance, religious requirements or other extenuating circumstances may be extended on a case-by-case basis, but in no instance shall such bereavement leave be approved beyond seven (7) working days. The first three (3) days of bereavement leave taken upon the death of a parent, spouse or child will be administrative leave rather than sick leave.

## **Section 6.6 Additional Leave Provisions**

In the event the County Executive grants administrative leave to non-essential County employees because of extreme inclement weather or other hazardous working conditions, which may prevent employees from reporting to work or which may require early release from work, those employees required by the Fire/EMS Department to perform duties will be entitled to receive one (1) hour of compensatory time for each hour worked during the emergency, in addition to any pay to which they are entitled for that period.

## **Section 6.7 Sick Leave Bank**

A. The Union shall have the right to maintain a "Sick Leave Bank" for the employees covered by this Agreement. 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 a zero annual and sick leave balance. 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. The parties agree 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.

C. The parties agree to participate in a Joint Study Committee in Fiscal Year 2002, to develop more efficient ways to administer the Sick Leave Bank.

## **Section 6.8 Administration of Leave**

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

# **ARTICLE 7 -- SAFETY & HEALTH**

## **Section 7.1 Cooperation**

The County and the Union agree to cooperate to the fullest extent in the promotion of safety and health.

## **Section 7.2 Safety Officer**

There shall be a safety officer from within the Fire/EMS Department to investigate accidents, find cause for accidents, make recommendations for the prevention of accidents, and to keep records and statistics of accidents. The safety officer or his/her designee, shall be empowered to enforce his/her recommendations once they are approved by the County Fire Chief.

### **Section 7.3 Safety**

A. Where an unsafe condition is alleged to exist, the affected employee shall first notify his/her immediate supervisor who shall take any necessary corrective action. Where an unsafe condition is alleged to exist by the Union on behalf of affected employees, the matter may be referred directly to the Departmental Safety Officer pursuant to subparagraph B., below.

B. If the parties fail to resolve any difference or disagreement over the existence of such an unsafe condition, or the appropriate corrective measures to be taken, the issue may be referred by the Union in writing to the Departmental Safety Officer. Within ten (10) working days after receipt of the Union's written notification, the Safety Officer will notify the Union in writing of the measures that the Department proposes to take to correct the alleged unsafe conditions.

C. If the Union disagrees with the Safety Officer's determination of the existence of an unsafe condition or his/her proposed remedial action, the Union may appeal the matter to the Fire Chief within ten (10) working days of receipt of the Safety Officer's decision.

D. Within twenty-five (25) working days after receiving the Union's appeal, the Fire Chief shall notify the Union in writing of the action the Department proposes to take to correct the alleged unsafe conditions.

E. In the event that the Union disagrees with the Fire Chief's proposed corrective action, the Union may submit the matter to arbitration under Article 9, Section 9.3, Step Five of this Agreement by giving written notice of intent to arbitrate to the Fire Chief within ten (10) working days of its receipt of the Fire Chief's response under subparagraph D, above. The arbitrator's authority to consider and decide such matters is specifically limited as follows:

1. The arbitrator may only order such relief as is reasonably permitted by the Department's legal and financial ability.

2. The arbitrator shall also allow the Department reasonable time to take any corrective action ordered.

F. No employee may make a safety claim as a pretext for refusing to carry out a work assignment or for engaging in concerted activity in violation of Article 12 of this Agreement.

## **ARTICLE 8 -- HOURS OF WORK**

A. The normal work shift for full-time employees covered by this Agreement will be between 0800 and 1700 hours.

B. Breaks

Breaks will be scheduled at times designated by the supervisor on duty.

## **Section 8.1 Overtime Pay**

A. Provided the employee is in a pay status for the total of his/her regularly scheduled hours during a workweek, an employee covered by this Agreement who is authorized to and who works in excess of his/her scheduled hours (40) shall have the option of receiving pay at the rate of one and one-half (1.5) hours for each overtime hour worked or, with management approval, the option of receiving compensatory time at the rate of one and one-half (1.5) hours for each overtime hour worked. Employees will be given the opportunity to use compensatory time earned for overtime pursuant to departmental procedures.

### **B. Calculation of Overtime**

Each hour of overtime shall be compensated as follows:

1-14 minutes	No compensation
15-29 minutes	Compensatory leave at rate of one and one-half (1.5) times of time worked
30-44 minutes	One-half (.5) hour wages at one and one-half (1.5) times plus compensatory time for actual time worked over thirty (30) minutes
45-60 minutes	One (1) hour of wages at one and one-half (1.5) times

## **Section 8.2 Alternative Work Schedules**

Employees will be given an opportunity to participate in the Alternative Work Schedule (AWS) Program as described in the July 2, 1993 Memorandum from the Fire Chief.

# **ARTICLE 9 -- GRIEVANCE AND ARBITRATION PROCEDURES**

## **Section 9.1 Definition**

Subject to any limitations of existing law, a grievance is defined as a dispute concerning the application or interpretation of the terms of this Agreement, Personnel Law items, or a claimed violation, misinterpretation or misapplication of the rules or regulations of the County affecting the terms and conditions of employment.

## **Section 9.2 Applicability of Grievance Procedure**

The provisions of this grievance procedure shall be the only grievance procedure applicable to employees covered by this Agreement provided that where an employee has been discharged and the Union determines not to pursue his/her discharge case to Step 5 (arbitration), the employee shall have the right to file a timely appeal of his/her discharge with the Personnel Board pursuant to the procedures outlined in the County Personnel Law.

### **Section 9.3 Grievance Procedure**

Grievances shall be presented and adjusted in the following manner:

1. Step One: Within seven (7) days after the event giving rise to the grievance or within seven (7) days following the time when the employee should reasonably have known of its occurrence, the employee aggrieved, and if the employee desires, the employee's union steward, may discuss the grievance with the employee's immediate career supervisor. The supervisor shall attempt to adjust the matter and shall respond orally to the employee within three (3) days.

2. Step Two: If the grievance has not been settled at Step One, a written grievance may be filed, signed by the aggrieved employee and the employee's accredited union steward, and presented to the First Battalion Chief in the chain of command within five (5) days after the receipt of the answer at Step One or within five (5) days of when the answer was due. The Battalion Chief receiving the grievance shall meet with the employee and the employee's accredited union steward and render a decision in writing not later than seven (7) days after the receipt of the grievance.

3. Step Three: If the grievance has not been settled at Step Two, a written appeal signed by the employee and the employee's accredited union steward may be filed with the first career Chief Officer in the chain of command within five (5) days after the receipt of the answer at Step Two or within five (5) days of when the answer was due. The Chief Officer shall meet with the employee and the employee's accredited union steward and render a written decision within ten (10) days after the receipt of the written appeal.

4. Step Four: If the grievance has not been settled at Step Three, a written appeal signed by the employee and the employee's accredited union steward may be filed with the County Fire Chief within five (5) days after receipt of the answer at Step Three or within five (5) days of when the answer was due. The County Fire Chief or his designee shall meet with the employee and a committee including the employee's accredited union steward, Union Local President and/or Union Local Officers and render a written decision within fifteen (15) days after the receipt of the grievance.

5. Step Five: If the grievance is not settled at Step Four, the Union may request arbitration, giving written notice to the County Fire Chief within ten (10) days after receipt of the answer at Step Four or within ten (10) days of when the answer was due. The arbitration proceedings shall be conducted by an arbitrator to be selected by the County and the Union from a list supplied by the American Arbitration Association. The parties shall use an alternate strike procedure to select an acceptable name. Normally such list shall be jointly requested within seven (7) days from the date the County is officially notified by the Union of its intent to arbitrate. The decision of the arbitrator shall be final and binding on both parties provided that no provision of this Agreement which is stated to be a matter of policy shall be subject to arbitration. Expenses for the arbitrator's service and the proceedings shall be borne equally by the County and the Union.

#### **Section 9.4 General Provisions**

- A. The Union President and other appropriate Union officials shall be given copies of all answers to grievances hereunder.
- B. All grievances as defined in Article 9, Section 9.1, shall be subject to Step Five (arbitration).
- C. If a grievance arises from the action of an authority higher than the immediate career supervisor, such grievances may be initiated at the appropriate step of this grievance procedure.
- D. All parties shall have the right at their own expense to legal and/or stenographic assistance at all hearings.
- E. The fact that a grievance is raised by an employee shall not be recorded in the employee's personnel file or in any file or record utilized in the promotion process nor shall such fact be used in recommendations for job placement; nor shall an employee be placed in jeopardy or be subject to reprisal or discrimination for having followed this grievance procedure.

#### **Section 9.5 Time Limits**

Time limits for the processing of grievances are intended to expedite grievance handling and may be extended upon mutual agreement, but if not so extended, they must be strictly observed. If the matter in dispute is not resolved within the time period provided for in any step, the next step may then be invoked, provided that if an employee fails to pursue any step within the time limits provided, he shall have no further right to continue the grievance.

#### **Section 9.6 Days Defined**

The term "days" as used in this grievance procedure shall mean working days.

#### **Section 9.7 Processing Grievances During Working Hours**

Stewards and Union representatives referred to in this grievance procedure shall be granted reasonable administrative leave to process grievances pursuant to this Article during working hours.

### **ARTICLE 10 -- PERSONNEL FILES**

#### **Section 10.1 Review**

By appointment with an appropriate person in the County Fire/EMS Department, the employee upon presenting his/her identification, shall be permitted to examine his/her personnel file, except as to background information secured prior to employment and those documents received under the promise of confidentiality. The employee shall indicate in writing, to be placed in his/her file, that he/she has examined the same.



### **Section 10.2 Expunction**

The County agrees to remove derogatory information three (3) years old or older from the employee's personnel file if requested to do so by the employee.

## **ARTICLE 11 -- ROSTER**

A roster of all members of the units represented by the Union shall be compiled by the County showing each member's name and his/her length of service with the Fire/EMS Department.

## **ARTICLE 12 -- NO STRIKE OR LOCKOUT**

### **Section 12.1**

The Union and its members, individually and collectively, agree that during the term of this Agreement, there shall be no illegal strikes, and the County agrees that there shall be no lockouts.

### **Section 12.2**

In the event of an illegal strike, the Union shall promptly and publicly disavow such unauthorized conduct, order the employees to return to work and bring about a prompt resumption of normal operations.

### **Section 12.3**

The County shall have the right to discipline, by way of discharge or otherwise, any employee who participates in such illegal conduct.

## **ARTICLE 13 -- SAVINGS AND SEPARABILITY**

It is not the intention of either the County or the IAFF to violate any laws by the subject matter of this Agreement. The parties hereto agree that in the event any provisions of the Agreement are finally held or determined to be illegal or void as being in contravention of any applicable law, the remainder of the Agreement shall remain in full force and effect. The County and the IAFF agree that, if and when any or all provisions of this Agreement are finally held or determined to be illegal or void by a court of competent jurisdiction, the parties will enter into negotiations promptly concerning the substance affected by the decision for the purpose of achieving conformity with the terms of any applicable law and the intent of the parties hereto.

## **ARTICLE 14 -- DURATION**

This Agreement shall become effective on July 1, 2001, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2003. This Agreement shall be automatically renewed from year to year after June 30, 2003 unless either party shall notify the

other in writing no later than October 1, 2002 (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 \_\_\_\_\_, 2002, in Upper Marlboro, Prince George's County, Maryland.

FOR THE INTERNATIONAL  
ASSOCIATION OF FIRE FIGHTERS  
LOCAL 1619:

FOR PRINCE GEORGE'S COUNTY:

---

Thomas K. McEachin  
President

---

Kenneth E. Glover  
Chief Administrative Officer

FOR PRINCE GEORGE'S COUNTY  
FIRE/EMS DEPARTMENT:

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Ronald D. Blackwell  
Fire Chief

## ATTACHMENT A

### Min-Max System:

A. The min-max system in effect for all members of the bargaining unit will be replaced by the following modified "min-max" system.

B. Effective July 1, 1994:

1. The minimum and maximum pay rates for employees covered by this Agreement are established on the attached schedules of pay rates for employees in the job classifications listed in Article 1.

2. Merit steps will have the value of three and one-half percent (3.5%). An employee will be eligible to advance to the next merit step for his/her grade on his/her anniversary date at the rate of one (1) step per year provided that he/she receives a satisfactory performance evaluation for the preceding year.

3. a. If, upon the granting of a three and one-half percent (3.5%) merit increase, an employee's salary is one percent (1%) or less from the applicable maximum rate, the employee will have his/her salary rate adjusted to the applicable maximum rate.

b. If, upon the granting of a three and one-half percent (3.5%) merit increase, an employee's salary rate is greater than one percent (1%) but less than three and one-half percent (3.5%) from the applicable maximum rate, the employee upon satisfactory completion of one (1) additional year of service, will have his/her salary rate adjusted to the applicable maximum rate.

4. Upon promotion an employee's salary rate shall be the greater of a ten percent (10%) increase over his/her current rate or a ten percent (10%) increase above the stated minimum for the grade to which he/she is promoted.

5. Steps for the purpose of demotions, discipline, and reallocations, shall be at a rate of five percent (5%) and shall be governed by the Personnel Law.

6. The maximum pay rate at each grade will be increased by an additional five percent (5%) on July 1, 1994.

7. Employees covered by this Agreement and hired before July 1, 1993, will keep the anniversary dates that they held on July 1, 1993, for as long as they are continuously employed. Employees hired on or after July 1, 1993, 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.

8. Amend the Pay Scale effective July 4, 1999, to supercede the modification effective July 1, 1998, described in the previous paragraph, and provide the following longevity steps:

a. L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

b. L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

c. L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-two (22) years of service.

d. L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

e. L5 - Two and one-half percent (2.5%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-eight (28) years of service.

C. The longevity steps, described above, will be phased in as follows:

1. Beginning in FY2000, advancement to a longevity step will be effective on an employee's anniversary date.

2. An employee at the maximum rate (or the current longevity rate), whose anniversary date falls between July 1 and July 3, 1999, and who has completed the required years of service for a longevity step (after subtracting two (2) years for lack of credit toward a merit increase during FY96 and FY97) will advance to the first (or next) longevity step, as appropriate, effective on July 4, 1999.

3. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY96 and FY97) would otherwise warrant his/her advancement by more than a single longevity step during FY2000, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY96 and FY97).

D. Effective July 1, 2001, amend the Pay Scale to provide for the following modifications:

1. The maximum rate in effect on June 30, 2001 is increased one and seven-tenths percent (1.7%).

2. Longevity Steps are adjusted as follows:

a. L1 - Three percent (3%) above the maximum rate, to which an employee will be eligible to advance after completing seventeen (17) years of service.

b. L2 - Three percent (3%) above the L1 rate, to which an employee will be eligible to advance after completing nineteen (19) years of service.

c. L3 - Three percent (3%) above the L2 rate, to which an employee will be eligible to advance after completing twenty-one (21) years of service.

d. L4 - Three percent (3%) above the L3 rate, to which an employee will be eligible to advance after completing twenty-three (23) years of service.

e. L5 - Three percent (3%) above the L4 rate, to which an employee will be eligible to advance after completing twenty-five (25) years of service.

f. L6 - Two and one half percent (2.5%) above the L5 rate, to which an employee will be eligible to advance after completing twenty-seven (27) years of service.

3. An employee, whose years of service (after subtracting two (2) years for lack of credit toward a merit increase during FY96 and FY97) would otherwise warrant his/her advancement by more than a single longevity step during FY2002 or FY2003, will only advance at the rate of one longevity step per fiscal year until the employee reaches the longevity step appropriate for his/her years of service (adjusted for two (2) years' lack of credit toward a merit increase during FY96 and FY97).

**SALARY SCHEDULE H – EFFECTIVE JULY 1, 2001**  
**SCHEDULE OF PAY GRADES – FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES**  
**PRINCE GEORGE’S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H02								
HOURLY	6.8316	11.4484	11.7919	12.1457	12.5100	12.8853	13.2719	13.6037
BIWEEKLY	546.53	915.88	943.35	971.65	1,000.80	1,030.83	1,061.75	1,088.29
ANNUAL	14,210	23,813	24,527	25,263	26,021	26,801	27,606	28,296
H03								
HOURLY	7.1731	12.0209	12.3815	12.7530	13.1356	13.5296	13.9355	14.2839
BIWEEKLY	573.85	961.67	990.52	1,020.24	1,050.85	1,082.37	1,114.84	1,142.71
ANNUAL	14,920	25,003	25,754	26,526	27,322	28,142	28,986	29,711
H04								
HOURLY	7.5320	12.6219	13.0005	13.3905	13.7923	14.2060	14.6322	14.9980
BIWEEKLY	602.56	1,009.75	1,040.04	1,071.24	1,103.38	1,136.48	1,170.58	1,199.84
ANNUAL	15,667	26,253	27,041	27,852	28,688	29,549	30,435	31,196
H05								
HOURLY	7.9084	13.2530	13.6506	14.0601	14.4819	14.9164	15.3638	15.7479
BIWEEKLY	632.68	1,060.24	1,092.05	1,124.81	1,158.55	1,193.31	1,229.11	1,259.84
ANNUAL	16,450	27,566	28,393	29,245	30,122	31,026	31,957	32,756
H06								
HOURLY	8.3038	13.9156	14.3331	14.7631	15.2060	15.6622	16.1320	16.5353
BIWEEKLY	664.30	1,113.25	1,146.65	1,181.05	1,216.48	1,252.97	1,290.56	1,322.83
ANNUAL	17,272	28,945	29,813	30,707	31,628	32,577	33,555	34,394
H07								
HOURLY	8.7185	14.6110	15.0493	15.5008	15.9658	16.4448	16.9381	17.3616
BIWEEKLY	697.48	1,168.88	1,203.95	1,240.06	1,277.27	1,315.58	1,355.05	1,388.93
ANNUAL	18,135	30,391	31,303	32,242	33,209	34,205	35,231	36,112
H08								
HOURLY	9.1545	15.3416	15.8019	16.2759	16.7642	17.2671	17.7851	18.2298
BIWEEKLY	732.36	1,227.33	1,264.15	1,302.07	1,341.14	1,381.37	1,422.81	1,458.38
ANNUAL	19,041	31,911	32,868	33,854	34,870	35,916	36,993	37,918
H09								
HOURLY	9.6124	16.1088	16.5921	17.0898	17.6025	18.1306	18.6745	19.1414
BIWEEKLY	768.99	1,288.71	1,327.37	1,367.19	1,408.20	1,450.45	1,493.96	1,531.31
ANNUAL	19,994	33,506	34,512	35,547	36,613	37,712	38,843	39,814

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H10								
HOURLY	10.0931	16.9142	17.4217	17.9443	18.4827	19.0371	19.6083	20.0985
BIWEEKLY	807.45	1,353.14	1,393.73	1,435.55	1,478.61	1,522.97	1,568.66	1,607.88
ANNUAL	20,994	35,182	36,237	37,324	38,444	39,597	40,785	41,805
H11								
HOURLY	10.5976	17.7603	18.2931	18.8419	19.4072	19.9894	20.5891	21.1038
BIWEEKLY	847.81	1,420.83	1,463.45	1,507.35	1,552.57	1,599.15	1,647.13	1,688.30
ANNUAL	22,043	36,941	38,050	39,191	40,367	41,578	42,825	43,896
H12								
HOURLY	11.1276	18.6480	19.2074	19.7836	20.3772	20.9885	21.6181	22.1586
BIWEEKLY	890.21	1,491.84	1,536.59	1,582.69	1,630.17	1,679.08	1,729.45	1,772.69
ANNUAL	23,145	38,788	39,951	41,150	42,384	43,656	44,966	46,090
H13								
HOURLY	11.6837	19.5806	20.1680	20.7730	21.3962	22.0381	22.6993	23.2667
BIWEEKLY	934.70	1,566.45	1,613.44	1,661.84	1,711.70	1,763.05	1,815.94	1,861.34
ANNUAL	24,302	40,728	41,949	43,208	44,504	45,839	47,214	48,395
H14								
HOURLY	12.2680	20.5595	21.1763	21.8116	22.4659	23.1399	23.8341	24.4299
BIWEEKLY	981.44	1,644.76	1,694.10	1,744.92	1,797.27	1,851.19	1,906.73	1,954.39
ANNUAL	25,517	42,764	44,047	45,368	46,729	48,131	49,575	50,814
H15								
HOURLY	12.8814	21.5874	22.2350	22.9021	23.5891	24.2968	25.0257	25.6514
BIWEEKLY	1,030.51	1,726.99	1,778.80	1,832.17	1,887.13	1,943.74	2,002.06	2,052.11
ANNUAL	26,793	44,902	46,249	47,636	49,065	50,537	52,053	53,355
H16								
HOURLY	13.5257	22.6669	23.3469	24.0473	24.7687	25.5117	26.2771	26.9340
BIWEEKLY	1,082.05	1,813.35	1,867.75	1,923.78	1,981.50	2,040.94	2,102.17	2,154.72
ANNUAL	28,133	47,147	48,561	50,018	51,519	53,064	54,656	56,023
H17								
HOURLY	14.2017	23.8002	24.5142	25.2496	26.0071	26.7873	27.5909	28.2807
BIWEEKLY	1,136.14	1,904.01	1,961.13	2,019.97	2,080.57	2,142.98	2,207.27	2,262.45
ANNUAL	29,540	49,504	50,989	52,519	54,095	55,718	57,389	58,824
H18								
HOURLY	14.9121	24.9902	25.7399	26.5121	27.3075	28.1267	28.9705	29.6948
BIWEEKLY	1,192.97	1,999.22	2,059.20	2,120.97	2,184.60	2,250.14	2,317.64	2,375.58
ANNUAL	31,017	51,980	53,539	55,145	56,800	58,504	60,259	61,765
H19								
HOURLY	15.6575	26.2399	27.0271	27.8379	28.6731	29.5333	30.4193	31.1797
BIWEEKLY	1,252.60	2,099.19	2,162.17	2,227.03	2,293.85	2,362.66	2,433.54	2,494.38
ANNUAL	32,568	54,579	56,216	57,903	59,640	61,429	63,272	64,854



GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H20								
HOURLY	16.4406	27.5518	28.3784	29.2297	30.1066	31.0098	31.9401	32.7386
BIWEEKLY	1,315.24	2,204.15	2,270.27	2,338.38	2,408.53	2,480.79	2,555.21	2,619.09
ANNUAL	34,196	57,308	59,027	60,798	62,622	64,500	66,435	68,096
H21								
HOURLY	17.2622	28.9292	29.7971	30.6910	31.6117	32.5601	33.5369	34.3753
BIWEEKLY	1,380.97	2,314.34	2,383.77	2,455.28	2,528.94	2,604.80	2,682.95	2,750.02
ANNUAL	35,905	60,173	61,978	63,837	65,752	67,725	69,757	71,501
H22								
HOURLY	18.1254	30.3759	31.2872	32.2258	33.1926	34.1883	35.2140	36.0943
BIWEEKLY	1,450.03	2,430.07	2,502.97	2,578.06	2,655.41	2,735.07	2,817.12	2,887.55
ANNUAL	37,701	63,182	65,077	67,030	69,041	71,112	73,245	75,076
H23								
HOURLY	19.0318	31.8945	32.8513	33.8369	34.8520	35.8975	36.9744	37.8988
BIWEEKLY	1,522.55	2,551.56	2,628.11	2,706.95	2,788.16	2,871.80	2,957.96	3,031.90
ANNUAL	39,586	66,341	68,331	70,381	72,492	74,667	76,907	78,830
H24								
HOURLY	19.9832	33.4892	34.4939	35.5287	36.5946	37.6924	38.8232	39.7938
BIWEEKLY	1,598.66	2,679.14	2,759.51	2,842.30	2,927.57	3,015.39	3,105.85	3,183.50
ANNUAL	41,565	69,658	71,747	73,900	76,117	78,400	80,752	82,771
H25								
HOURLY	20.9827	35.1638	36.2187	37.3052	38.4244	39.5771	40.7644	41.7835
BIWEEKLY	1,678.62	2,813.10	2,897.49	2,984.42	3,073.95	3,166.17	3,261.15	3,342.68
ANNUAL	43,644	73,141	75,335	77,595	79,923	82,320	84,790	86,910
H26								
HOURLY	22.0315	36.9220	38.0297	39.1706	40.3457	41.5560	42.8027	43.8728
BIWEEKLY	1,762.52	2,953.76	3,042.37	3,133.64	3,227.65	3,324.48	3,424.22	3,509.82
ANNUAL	45,826	76,798	79,102	81,475	83,919	86,437	89,030	91,255
H27								
HOURLY	23.1334	38.7680	39.9311	41.1290	42.3629	43.6338	44.9428	46.0663
BIWEEKLY	1,850.67	3,101.44	3,194.49	3,290.32	3,389.03	3,490.70	3,595.42	3,685.31
ANNUAL	48,117	80,638	83,057	85,548	88,115	90,758	93,481	95,818

The hourly rates are April 8, 2001 rates multiplied by 103% with wage scale modifications as described in Attachment A. 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 H – EFFECTIVE JANUARY 13, 2002**  
**SCHEDULE OF PAY GRADES – FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES**  
**PRINCE GEORGE'S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H02								
HOURLY	6.9758	11.5926	11.9361	12.2899	12.6542	13.0295	13.4161	13.7479
BIWEEKLY	558.06	927.41	954.89	983.19	1,012.34	1,042.36	1,073.29	1,099.83
ANNUAL	14,510	24,113	24,827	25,563	26,321	27,101	27,905	28,596
H03								
HOURLY	7.3173	12.1651	12.5257	12.8972	13.2798	13.6738	14.0797	14.4281
BIWEEKLY	585.39	973.21	1,002.06	1,031.77	1,062.38	1,093.91	1,126.38	1,154.25
ANNUAL	15,220	25,303	26,054	26,826	27,622	28,442	29,286	30,010
H04								
HOURLY	7.6762	12.7661	13.1447	13.5347	13.9365	14.3502	14.7764	15.1422
BIWEEKLY	614.09	1,021.29	1,051.58	1,082.78	1,114.92	1,148.02	1,182.11	1,211.38
ANNUAL	15,966	26,553	27,341	28,152	28,988	29,848	30,735	31,496
H05								
HOURLY	8.0526	13.3972	13.7948	14.2043	14.6261	15.0606	15.5080	15.8921
BIWEEKLY	644.21	1,071.78	1,103.58	1,136.34	1,170.09	1,204.84	1,240.64	1,271.37
ANNUAL	16,749	27,866	28,693	29,545	30,422	31,326	32,257	33,056
H06								
HOURLY	8.4480	14.0598	14.4773	14.9073	15.3502	15.8064	16.2762	16.6795
BIWEEKLY	675.84	1,124.79	1,158.19	1,192.58	1,228.02	1,264.51	1,302.10	1,334.36
ANNUAL	17,572	29,244	30,113	31,007	31,928	32,877	33,855	34,693
H07								
HOURLY	8.8627	14.7552	15.1935	15.6450	16.1100	16.5890	17.0823	17.5058
BIWEEKLY	709.02	1,180.41	1,215.48	1,251.60	1,288.80	1,327.12	1,366.59	1,400.46
ANNUAL	18,434	30,691	31,603	32,542	33,509	34,505	35,531	36,412
H08								
HOURLY	9.2987	15.4858	15.9461	16.4201	16.9084	17.4113	17.9293	18.3740
BIWEEKLY	743.90	1,238.87	1,275.69	1,313.61	1,352.67	1,392.91	1,434.35	1,469.92
ANNUAL	19,341	32,211	33,168	34,154	35,169	36,216	37,293	38,218
H09								
HOURLY	9.7566	16.2530	16.7363	17.2340	17.7467	18.2748	18.8187	19.2856
BIWEEKLY	780.53	1,300.24	1,338.90	1,378.72	1,419.74	1,461.99	1,505.50	1,542.85
ANNUAL	20,294	33,806	34,811	35,847	36,913	38,012	39,143	40,114
H10								
HOURLY	10.2373	17.0584	17.5659	18.0885	18.6269	19.1813	19.7525	20.2427
BIWEEKLY	818.98	1,364.68	1,405.27	1,447.08	1,490.15	1,534.51	1,580.20	1,619.41
ANNUAL	21,294	35,482	36,537	37,624	38,744	39,897	41,085	42,105

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H11								
HOURLY	10.7418	17.9045	18.4373	18.9861	19.5514	20.1336	20.7333	21.2480
BIWEEKLY	859.34	1,432.36	1,474.99	1,518.89	1,564.11	1,610.69	1,658.66	1,699.84
ANNUAL	22,343	37,241	38,350	39,491	40,667	41,878	43,125	44,196
H12								
HOURLY	11.2718	18.7922	19.3516	19.9278	20.5214	21.1327	21.7623	22.3028
BIWEEKLY	901.74	1,503.37	1,548.13	1,594.23	1,641.71	1,690.61	1,740.99	1,784.22
ANNUAL	23,445	39,088	40,251	41,450	42,684	43,956	45,266	46,390
H13								
HOURLY	11.8279	19.7248	20.3122	20.9172	21.5404	22.1823	22.8435	23.4109
BIWEEKLY	946.23	1,577.98	1,624.98	1,673.38	1,723.23	1,774.59	1,827.48	1,872.88
ANNUAL	24,602	41,028	42,249	43,508	44,804	46,139	47,514	48,695
H14								
HOURLY	12.4122	20.7037	21.3205	21.9558	22.6101	23.2841	23.9783	24.5741
BIWEEKLY	992.98	1,656.29	1,705.64	1,756.46	1,808.81	1,862.73	1,918.26	1,965.93
ANNUAL	25,817	43,064	44,347	45,668	47,029	48,431	49,875	51,114
H15								
HOURLY	13.0256	21.7316	22.3792	23.0463	23.7333	24.4410	25.1699	25.7956
BIWEEKLY	1,042.05	1,738.53	1,790.34	1,843.70	1,898.67	1,955.28	2,013.59	2,063.64
ANNUAL	27,093	45,202	46,549	47,936	49,365	50,837	52,353	53,655
H16								
HOURLY	13.6699	22.8111	23.4911	24.1915	24.9129	25.6559	26.4213	27.0782
BIWEEKLY	1,093.59	1,824.88	1,879.29	1,935.32	1,993.03	2,052.48	2,113.70	2,166.26
ANNUAL	28,433	47,447	48,861	50,318	51,819	53,364	54,956	56,323
H17								
HOURLY	14.3459	23.9444	24.6584	25.3938	26.1513	26.9315	27.7351	28.4249
BIWEEKLY	1,147.68	1,915.55	1,972.67	2,031.50	2,092.10	2,154.52	2,218.81	2,273.99
ANNUAL	29,840	49,804	51,289	52,819	54,395	56,017	57,689	59,124
H18								
HOURLY	15.0563	25.1344	25.8841	26.6563	27.4517	28.2709	29.1147	29.8390
BIWEEKLY	1,204.51	2,010.75	2,070.73	2,132.51	2,196.14	2,261.67	2,329.18	2,387.12
ANNUAL	31,317	52,280	53,839	55,445	57,100	58,804	60,559	62,065
H19								
HOURLY	15.8017	26.3841	27.1713	27.9821	28.8173	29.6775	30.5635	31.3239
BIWEEKLY	1,264.14	2,110.73	2,173.71	2,238.57	2,305.38	2,374.20	2,445.08	2,505.91
ANNUAL	32,868	54,879	56,516	58,203	59,940	61,729	63,572	65,154
H20								
HOURLY	16.5848	27.6960	28.5226	29.3739	30.2508	31.1540	32.0843	32.8828
BIWEEKLY	1,326.78	2,215.68	2,281.81	2,349.91	2,420.07	2,492.32	2,566.74	2,630.62
ANNUAL	34,496	57,608	59,327	61,098	62,922	64,800	66,735	68,396

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H21								
HOURLY	17.4064	29.0734	29.9413	30.8352	31.7559	32.7043	33.6811	34.5195
BIWEEKLY	1,392.51	2,325.87	2,395.30	2,466.81	2,540.47	2,616.34	2,694.48	2,761.56
ANNUAL	36,205	60,473	62,278	64,137	66,052	68,025	70,057	71,801
H22								
HOURLY	18.2696	30.5201	31.4314	32.3700	33.3368	34.3325	35.3582	36.2385
BIWEEKLY	1,461.57	2,441.61	2,514.51	2,589.60	2,666.94	2,746.60	2,828.66	2,899.08
ANNUAL	38,001	63,482	65,377	67,330	69,340	71,412	73,545	75,376
H23								
HOURLY	19.1760	32.0387	32.9955	33.9811	34.9962	36.0417	37.1186	38.0430
BIWEEKLY	1,534.08	2,563.09	2,639.64	2,718.48	2,799.69	2,883.34	2,969.49	3,043.44
ANNUAL	39,886	66,640	68,631	70,681	72,792	74,967	77,207	79,129
H24								
HOURLY	20.1274	33.6334	34.6381	35.6729	36.7388	37.8366	38.9674	39.9380
BIWEEKLY	1,610.19	2,690.67	2,771.05	2,853.83	2,939.10	3,026.93	3,117.39	3,195.04
ANNUAL	41,865	69,957	72,047	74,200	76,417	78,700	81,052	83,071
H25								
HOURLY	21.1269	35.3080	36.3629	37.4494	38.5686	39.7213	40.9086	41.9277
BIWEEKLY	1,690.16	2,824.64	2,909.03	2,995.95	3,085.49	3,177.71	3,272.69	3,354.22
ANNUAL	43,944	73,441	75,635	77,895	80,223	82,620	85,090	87,210
H26								
HOURLY	22.1757	37.0662	38.1739	39.3148	40.4899	41.7002	42.9469	44.0170
BIWEEKLY	1,774.06	2,965.30	3,053.91	3,145.18	3,239.19	3,336.02	3,435.75	3,521.36
ANNUAL	46,125	77,098	79,402	81,775	84,219	86,737	89,330	91,555
H27								
HOURLY	23.2776	38.9122	40.0753	41.2732	42.5071	43.7780	45.0870	46.2105
BIWEEKLY	1,862.21	3,112.98	3,206.02	3,301.86	3,400.57	3,502.24	3,606.96	3,696.84
ANNUAL	48,417	80,937	83,357	85,848	88,415	91,058	93,781	96,118

The hourly rates are July 1, 2001 rates plus \$.1442 per hour (\$300.00 per year). 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 H – EFFECTIVE JULY 14, 2002**  
**SCHEDULE OF PAY GRADES – FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES**  
**PRINCE GEORGE’S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H02								
HOURLY	7.1502	11.8825	12.2345	12.5971	12.9706	13.3553	13.7515	14.0916
BIWEEKLY	572.01	950.60	978.76	1,007.77	1,037.65	1,068.42	1,100.12	1,127.33
ANNUAL	14,872	24,716	25,448	26,202	26,979	27,779	28,603	29,310
H03								
HOURLY	7.5003	12.4692	12.8389	13.2196	13.6118	14.0157	14.4317	14.7888
BIWEEKLY	600.02	997.54	1,027.11	1,057.57	1,088.94	1,121.25	1,154.54	1,183.11
ANNUAL	15,601	25,936	26,705	27,497	28,312	29,153	30,018	30,761
H04								
HOURLY	7.8681	13.0852	13.4733	13.8731	14.2849	14.7090	15.1458	15.5208
BIWEEKLY	629.45	1,046.82	1,077.87	1,109.85	1,142.79	1,176.72	1,211.67	1,241.66
ANNUAL	16,366	27,217	28,025	28,856	29,713	30,595	31,503	32,283
H05								
HOURLY	8.2540	13.7321	14.1397	14.5594	14.9918	15.4371	15.8958	16.2894
BIWEEKLY	660.32	1,098.57	1,131.17	1,164.75	1,199.34	1,234.97	1,271.66	1,303.16
ANNUAL	17,168	28,563	29,410	30,284	31,183	32,109	33,063	33,882
H06								
HOURLY	8.6592	14.4113	14.8392	15.2800	15.7340	16.2015	16.6832	17.0965
BIWEEKLY	692.73	1,152.91	1,187.14	1,222.40	1,258.72	1,296.12	1,334.65	1,367.72
ANNUAL	18,011	29,976	30,866	31,782	32,727	33,699	34,701	35,561
H07								
HOURLY	9.0843	15.1241	15.5734	16.0361	16.5128	17.0037	17.5094	17.9434
BIWEEKLY	726.74	1,209.93	1,245.87	1,282.89	1,321.02	1,360.30	1,400.75	1,435.47
ANNUAL	18,895	31,458	32,393	33,355	34,347	35,368	36,420	37,322
H08								
HOURLY	9.5312	15.8730	16.3447	16.8306	17.3311	17.8466	18.3776	18.8333
BIWEEKLY	762.50	1,269.84	1,307.58	1,346.45	1,386.49	1,427.73	1,470.21	1,506.67
ANNUAL	19,825	33,016	33,997	35,008	36,049	37,121	38,225	39,173
H09								
HOURLY	10.0005	16.6593	17.1547	17.6649	18.1904	18.7317	19.2892	19.7677
BIWEEKLY	800.04	1,332.75	1,372.38	1,413.19	1,455.23	1,498.53	1,543.14	1,581.42
ANNUAL	20,801	34,651	35,682	36,743	37,836	38,962	40,122	41,117
H10								
HOURLY	10.4932	17.4849	18.0050	18.5407	19.0925	19.6609	20.2463	20.7487
BIWEEKLY	839.46	1,398.79	1,440.40	1,483.26	1,527.40	1,572.87	1,619.70	1,659.90
ANNUAL	21,826	36,369	37,450	38,565	39,712	40,895	42,112	43,157

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H11								
HOURLY	11.0103	18.3521	18.8983	19.4608	20.0402	20.6369	21.2516	21.7792
BIWEEKLY	880.82	1,468.17	1,511.86	1,556.86	1,603.21	1,650.96	1,700.13	1,742.34
ANNUAL	22,901	38,172	39,308	40,478	41,684	42,925	44,203	45,301
H12								
HOURLY	11.5536	19.2620	19.8354	20.4260	21.0344	21.6610	22.3064	22.8603
BIWEEKLY	924.29	1,540.96	1,586.83	1,634.08	1,682.75	1,732.88	1,784.51	1,828.83
ANNUAL	24,031	40,065	41,258	42,486	43,752	45,055	46,397	47,550
H13								
HOURLY	12.1236	20.2179	20.8200	21.4402	22.0789	22.7369	23.4145	23.9962
BIWEEKLY	969.89	1,617.43	1,665.60	1,715.21	1,766.32	1,818.95	1,873.16	1,919.70
ANNUAL	25,217	42,053	43,306	44,596	45,924	47,293	48,702	49,912
H14								
HOURLY	12.7225	21.2213	21.8535	22.5046	23.1753	23.8662	24.5777	25.1885
BIWEEKLY	1,017.80	1,697.70	1,748.28	1,800.37	1,854.03	1,909.29	1,966.22	2,015.08
ANNUAL	26,463	44,140	45,455	46,810	48,205	49,642	51,122	52,392
H15								
HOURLY	13.3512	22.2749	22.9387	23.6224	24.3267	25.0520	25.7992	26.4404
BIWEEKLY	1,068.10	1,781.99	1,835.10	1,889.79	1,946.13	2,004.16	2,063.93	2,115.24
ANNUAL	27,771	46,332	47,713	49,135	50,599	52,108	53,662	54,996
H16								
HOURLY	14.0116	23.3813	24.0783	24.7963	25.5357	26.2973	27.0818	27.7552
BIWEEKLY	1,120.93	1,870.51	1,926.27	1,983.70	2,042.86	2,103.79	2,166.55	2,220.41
ANNUAL	29,144	48,633	50,083	51,576	53,114	54,698	56,330	57,731
H17								
HOURLY	14.7046	24.5430	25.2748	26.0286	26.8051	27.6048	28.4285	29.1355
BIWEEKLY	1,176.37	1,963.44	2,021.99	2,082.29	2,144.40	2,208.38	2,274.28	2,330.84
ANNUAL	30,586	51,049	52,572	54,140	55,755	57,418	59,131	60,602
H18								
HOURLY	15.4327	25.7628	26.5312	27.3228	28.1380	28.9777	29.8426	30.5850
BIWEEKLY	1,234.62	2,061.02	2,122.50	2,185.82	2,251.04	2,318.22	2,387.41	2,446.80
ANNUAL	32,100	53,587	55,185	56,831	58,527	60,274	62,073	63,617
H19								
HOURLY	16.1968	27.0437	27.8506	28.6817	29.5377	30.4194	31.3275	32.1070
BIWEEKLY	1,295.74	2,163.50	2,228.05	2,294.53	2,363.02	2,433.55	2,506.20	2,568.56
ANNUAL	33,689	56,251	57,929	59,658	61,438	63,272	65,161	66,783
H20								
HOURLY	16.9994	28.3884	29.2356	30.1083	31.0071	31.9329	32.8864	33.7049
BIWEEKLY	1,359.95	2,271.07	2,338.85	2,408.66	2,480.57	2,554.63	2,630.91	2,696.39
ANNUAL	35,359	59,048	60,810	62,625	64,495	66,420	68,404	70,106

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H21								
HOURLY	17.8415	29.8002	30.6898	31.6061	32.5498	33.5219	34.5231	35.3825
BIWEEKLY	1,427.32	2,384.02	2,455.18	2,528.48	2,603.98	2,681.75	2,761.85	2,830.60
ANNUAL	37,110	61,984	63,835	65,741	67,704	69,725	71,808	73,596
H22								
HOURLY	18.7264	31.2831	32.2172	33.1792	34.1702	35.1909	36.2422	37.1445
BIWEEKLY	1,498.11	2,502.65	2,577.37	2,654.34	2,733.62	2,815.27	2,899.37	2,971.56
ANNUAL	38,951	65,069	67,012	69,013	71,074	73,197	75,384	77,261
H23								
HOURLY	19.6554	32.8396	33.8204	34.8306	35.8711	36.9428	38.0466	38.9941
BIWEEKLY	1,572.43	2,627.17	2,705.63	2,786.45	2,869.69	2,955.42	3,043.73	3,119.53
ANNUAL	40,883	68,306	70,346	72,448	74,612	76,841	79,137	81,108
H24								
HOURLY	20.6306	34.4742	35.5040	36.5647	37.6572	38.7825	39.9416	40.9364
BIWEEKLY	1,650.45	2,757.94	2,840.32	2,925.18	3,012.58	3,102.60	3,195.32	3,274.91
ANNUAL	42,912	71,706	73,848	76,055	78,327	80,668	83,078	85,148
H25								
HOURLY	21.6551	36.1907	37.2719	38.3857	39.5328	40.7144	41.9313	42.9759
BIWEEKLY	1,732.41	2,895.25	2,981.76	3,070.85	3,162.62	3,257.15	3,354.51	3,438.08
ANNUAL	45,043	75,277	77,526	79,842	82,228	84,686	87,217	89,390
H26								
HOURLY	22.7301	37.9929	39.1282	40.2976	41.5021	42.7427	44.0206	45.1174
BIWEEKLY	1,818.41	3,039.43	3,130.26	3,223.81	3,320.17	3,419.42	3,521.65	3,609.39
ANNUAL	47,279	79,025	81,387	83,819	86,324	88,905	91,563	93,844
H27								
HOURLY	23.8595	39.8850	41.0772	42.3050	43.5698	44.8724	46.2141	47.3658
BIWEEKLY	1,908.76	3,190.80	3,286.17	3,384.40	3,485.58	3,589.79	3,697.13	3,789.26
ANNUAL	49,628	82,961	85,440	87,994	90,625	93,335	96,125	98,521

The hourly rates are January 13, 2002 rates multiplied by 102.5% . For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

**SALARY SCHEDULE H – EFFECTIVE JANUARY 12, 2003**  
**SCHEDULE OF PAY GRADES – FIRE/EMS DEPARTMENT CIVILIAN EMPLOYEES**  
**PRINCE GEORGE’S COUNTY, MARYLAND**

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H02								
HOURLY	7.3185	12.0508	12.4028	12.7654	13.1389	13.5236	13.9198	14.2599
BIWEEKLY	585.48	964.06	992.22	1,021.23	1,051.11	1,081.89	1,113.58	1,140.79
ANNUAL	15,222	25,066	25,798	26,552	27,329	28,129	28,953	29,661
H03								
HOURLY	7.6686	12.6375	13.0072	13.3879	13.7801	14.1840	14.6000	14.9571
BIWEEKLY	613.48	1,011.00	1,040.57	1,071.03	1,102.41	1,134.72	1,168.00	1,196.57
ANNUAL	15,951	26,286	27,055	27,847	28,663	29,503	30,368	31,111
H04								
HOURLY	8.0364	13.2535	13.6416	14.0414	14.4532	14.8773	15.3141	15.6891
BIWEEKLY	642.91	1,060.28	1,091.33	1,123.31	1,156.25	1,190.18	1,225.13	1,255.13
ANNUAL	16,716	27,567	28,375	29,206	30,063	30,945	31,853	32,633
H05								
HOURLY	8.4223	13.9004	14.3080	14.7277	15.1601	15.6054	16.0641	16.4577
BIWEEKLY	673.78	1,112.03	1,144.64	1,178.22	1,212.80	1,248.43	1,285.12	1,316.62
ANNUAL	17,518	28,913	29,761	30,634	31,533	32,459	33,413	34,232
H06								
HOURLY	8.8275	14.5796	15.0075	15.4483	15.9023	16.3698	16.8515	17.2648
BIWEEKLY	706.20	1,166.37	1,200.60	1,235.86	1,272.18	1,309.59	1,348.12	1,381.19
ANNUAL	18,361	30,326	31,216	32,132	33,077	34,049	35,051	35,911
H07								
HOURLY	9.2526	15.2924	15.7417	16.2044	16.6811	17.1720	17.6777	18.1117
BIWEEKLY	740.21	1,223.39	1,259.33	1,296.35	1,334.49	1,373.76	1,414.22	1,448.94
ANNUAL	19,245	31,808	32,743	33,705	34,697	35,718	36,770	37,672
H08								
HOURLY	9.6995	16.0413	16.5130	16.9989	17.4994	18.0149	18.5459	19.0016
BIWEEKLY	775.96	1,283.30	1,321.04	1,359.91	1,399.95	1,441.19	1,483.67	1,520.13
ANNUAL	20,175	33,366	34,347	35,358	36,399	37,471	38,575	39,523
H09								
HOURLY	10.1688	16.8276	17.3230	17.8332	18.3587	18.9000	19.4575	19.9360
BIWEEKLY	813.50	1,346.21	1,385.84	1,426.66	1,468.70	1,512.00	1,556.60	1,594.88
ANNUAL	21,151	35,001	36,032	37,093	38,186	39,312	40,472	41,467
H10								
HOURLY	10.6615	17.6532	18.1733	18.7090	19.2608	19.8292	20.4146	20.9170
BIWEEKLY	852.92	1,412.26	1,453.87	1,496.72	1,540.87	1,586.33	1,633.16	1,673.36
ANNUAL	22,176	36,719	37,801	38,915	40,063	41,245	42,462	43,507



GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H11								
HOURLY	11.1786	18.5204	19.0666	19.6291	20.2085	20.8052	21.4199	21.9475
BIWEEKLY	894.29	1,481.63	1,525.33	1,570.33	1,616.68	1,664.42	1,713.59	1,755.80
ANNUAL	23,252	38,523	39,658	40,828	42,034	43,275	44,553	45,651
H12								
HOURLY	11.7219	19.4303	20.0037	20.5943	21.2027	21.8293	22.4747	23.0286
BIWEEKLY	937.75	1,554.42	1,600.30	1,647.55	1,696.22	1,746.34	1,797.97	1,842.29
ANNUAL	24,382	40,415	41,608	42,836	44,102	45,405	46,747	47,900
H13								
HOURLY	12.2919	20.3862	20.9883	21.6085	22.2472	22.9052	23.5828	24.1645
BIWEEKLY	983.35	1,630.90	1,679.06	1,728.68	1,779.78	1,832.41	1,886.63	1,933.16
ANNUAL	25,567	42,403	43,656	44,946	46,274	47,643	49,052	50,262
H14								
HOURLY	12.8908	21.3896	22.0218	22.6729	23.3436	24.0345	24.7460	25.3568
BIWEEKLY	1,031.27	1,711.17	1,761.74	1,813.84	1,867.49	1,922.76	1,979.68	2,028.54
ANNUAL	26,813	44,490	45,805	47,160	48,555	49,992	51,472	52,742
H15								
HOURLY	13.5195	22.4432	23.1070	23.7907	24.4950	25.2203	25.9675	26.6087
BIWEEKLY	1,081.56	1,795.46	1,848.56	1,903.26	1,959.60	2,017.63	2,077.40	2,128.70
ANNUAL	28,121	46,682	48,063	49,485	50,950	52,458	54,012	55,346
H16								
HOURLY	14.1799	23.5496	24.2466	24.9646	25.7040	26.4656	27.2501	27.9235
BIWEEKLY	1,134.39	1,883.97	1,939.73	1,997.16	2,056.32	2,117.25	2,180.01	2,233.88
ANNUAL	29,494	48,983	50,433	51,926	53,464	55,049	56,680	58,081
H17								
HOURLY	14.8729	24.7113	25.4431	26.1969	26.9734	27.7731	28.5968	29.3038
BIWEEKLY	1,189.83	1,976.90	2,035.45	2,095.75	2,157.87	2,221.85	2,287.74	2,344.30
ANNUAL	30,936	51,399	52,922	54,490	56,105	57,768	59,481	60,952
H18								
HOURLY	15.6010	25.9311	26.6995	27.4911	28.3063	29.1460	30.0109	30.7533
BIWEEKLY	1,248.08	2,074.49	2,135.96	2,199.28	2,264.50	2,331.68	2,400.87	2,460.26
ANNUAL	32,450	53,937	55,535	57,181	58,877	60,624	62,423	63,967
H19								
HOURLY	16.3651	27.2120	28.0189	28.8500	29.7060	30.5877	31.4958	32.2753
BIWEEKLY	1,309.21	2,176.96	2,241.51	2,308.00	2,376.48	2,447.02	2,519.67	2,582.03
ANNUAL	34,039	56,601	58,279	60,008	61,788	63,622	65,511	67,133
H20								
HOURLY	17.1677	28.5567	29.4039	30.2766	31.1754	32.1012	33.0547	33.8732
BIWEEKLY	1,373.41	2,284.54	2,352.31	2,422.13	2,494.03	2,568.09	2,644.38	2,709.85
ANNUAL	35,709	59,398	61,160	62,975	64,845	66,770	68,754	70,456

GRADE	MINIMUM	MAXIMUM	17 L1	19 L2	21 L3	23 L4	25 L5	27 L6
H21								
HOURLY	18.0098	29.9685	30.8581	31.7744	32.7181	33.6902	34.6914	35.5508
BIWEEKLY	1,440.79	2,397.48	2,468.65	2,541.95	2,617.45	2,695.21	2,775.31	2,844.06
ANNUAL	37,460	62,335	64,185	66,091	68,054	70,076	72,158	73,946
H22								
HOURLY	18.8947	31.4514	32.3855	33.3475	34.3385	35.3592	36.4105	37.3128
BIWEEKLY	1,511.57	2,516.11	2,590.84	2,667.80	2,747.08	2,828.73	2,912.84	2,985.02
ANNUAL	39,301	65,419	67,362	69,363	71,424	73,547	75,734	77,611
H23								
HOURLY	19.8237	33.0079	33.9887	34.9989	36.0394	37.1111	38.2149	39.1624
BIWEEKLY	1,585.90	2,640.64	2,719.10	2,799.91	2,883.15	2,968.88	3,057.19	3,132.99
ANNUAL	41,233	68,657	70,697	72,798	74,962	77,191	79,487	81,458
H24								
HOURLY	20.7989	34.6425	35.6723	36.7330	37.8255	38.9508	40.1099	41.1047
BIWEEKLY	1,663.91	2,771.40	2,853.79	2,938.64	3,026.04	3,116.07	3,208.79	3,288.38
ANNUAL	43,262	72,056	74,198	76,405	78,677	81,018	83,429	85,498
H25								
HOURLY	21.8234	36.3590	37.4402	38.5540	39.7011	40.8827	42.0996	43.1442
BIWEEKLY	1,745.87	2,908.72	2,995.22	3,084.32	3,176.09	3,270.61	3,367.97	3,451.54
ANNUAL	45,393	75,627	77,876	80,192	82,578	85,036	87,567	89,740
H26								
HOURLY	22.8984	38.1612	39.2965	40.4659	41.6704	42.9110	44.1889	45.2857
BIWEEKLY	1,831.87	3,052.89	3,143.72	3,237.27	3,333.63	3,432.88	3,535.11	3,622.86
ANNUAL	47,629	79,375	81,737	84,169	86,674	89,255	91,913	94,194
H27								
HOURLY	24.0278	40.0533	41.2455	42.4733	43.7381	45.0407	46.3824	47.5341
BIWEEKLY	1,922.23	3,204.27	3,299.64	3,397.87	3,499.04	3,603.26	3,710.60	3,802.73
ANNUAL	49,978	83,311	85,791	88,345	90,975	93,685	96,475	98,871

The hourly rates are July 14, 2002 rates plus \$.1683 per hour (\$350.00 per year). 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.