

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**  
**2004 Legislative Session**

Resolution No. CR-49-2004  
 Proposed by The Chairman (by request – County Executive)  
 Introduced by Council Members Hendershot and Knotts  
 Co-Sponsors \_\_\_\_\_  
 Date of Introduction July 13, 2004

**RESOLUTION**

1 A RESOLUTION concerning

2 Compensation and Benefits

3 General Schedule Employees

4 Salary Schedule G

5 For the purpose of amending the Salary Plan of the County to reflect pay rates and other  
 6 modified benefits for General Schedule employees.

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

10 WHEREAS, the Salary Plan must at this time be amended by the approval of a salary  
 11 schedule to reflect the new pay rates and other modified benefits for General Schedule  
 12 employees.

13 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's  
 14 County, Maryland, that Salary Schedule G submitted and recommended by the County Executive  
 15 on July 12, 2004, which is attached hereto and made a part hereof, setting forth the following  
 16 modifications: a cost of living increase of one and one-half percent (1.5%) in Fiscal Year 2005;  
 17 an increase in the maximum pay rates; an increase in employee contributions to the  
 18 Supplemental Pension from 3.69% to 4.12% effective July 1, 2004; and retirement benefits and  
 19 contributions, life insurance, and social security, be and the same is hereby approved.

20 BE IT FURTHER RESOLVED that this resolution shall take effect on the day it is adopted  
 21 and shall be retroactively effective to July 1, 2004.

Adopted this 13th day of July, 2004.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Tony Knotts  
Chair

ATTEST:

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

SALARY SCHEDULE G

SCHEDULE OF PAY GRADES - GENERAL SCHEDULE

PRINCE GEORGE'S COUNTY, MARYLAND

FISCAL YEAR 2005

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**1. SCHEDULED PAY RATES**

SALARY SCHEDULE G - GENERAL SCHEDULE  
 SCHEDULE OF PAY GRADES  
 MINIMUM RATES - EFFECTIVE JULY 11, 2004  
 MAXIMUM RATES - EFFECTIVE JULY 1, 2004  
 PRINCE GEORGE'S COUNTY, MARYLAND

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G01	HOURLY	5.1500	11.7768
	BIWKLY	412.00	942.14
	ANNUAL	10,712	24,496
G02	HOURLY	7.0154	12.3656
	BIWKLY	561.23	989.24
	ANNUAL	14,592	25,720
G03	HOURLY	7.3662	12.9839
	BIWKLY	589.29	1038.71
	ANNUAL	15,321	27,007
G04	HOURLY	7.7344	13.6329
	BIWKLY	618.75	1090.63
	ANNUAL	16,088	28,356
G05	HOURLY	8.1210	14.3145
	BIWKLY	649.68	1145.16
	ANNUAL	16,892	29,774

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G06	HOURLY	8.5274	15.0304
	BIWKLY	682.19	1202.43
	ANNUAL	17,737	31,263
G07	HOURLY	8.9535	15.7822
	BIWKLY	716.28	1262.58
	ANNUAL	18,623	32,827
G08	HOURLY	9.4012	16.5710
	BIWKLY	752.09	1325.68
	ANNUAL	19,555	34,468
G09	HOURLY	9.8712	17.3996
	BIWKLY	789.70	1391.97
	ANNUAL	20,532	36,191
G10	HOURLY	10.3648	18.2695
	BIWKLY	829.18	1461.56
	ANNUAL	21,559	38,001
G11	HOURLY	10.8830	19.1831
	BIWKLY	870.65	1534.65
	ANNUAL	22,637	39,901
G12	HOURLY	11.4273	20.1424
	BIWKLY	914.18	1611.39
	ANNUAL	23,768	41,896

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G13	HOURLY	11.9983	21.1494
	BIWKLY	959.87	1691.95
	ANNUAL	24,956	43,991
G14	HOURLY	12.5983	22.2070
	BIWKLY	1007.86	1776.56
	ANNUAL	26,205	46,190
G15	HOURLY	13.2283	23.3173
	BIWKLY	1058.27	1865.39
	ANNUAL	27,516	48,500
G16	HOURLY	13.8899	24.4830
	BIWKLY	1111.19	1958.64
	ANNUAL	28,891	50,925
G17	HOURLY	14.5840	25.7071
	BIWKLY	1166.73	2056.57
	ANNUAL	30,335	53,471
G18	HOURLY	15.3135	26.9928
	BIWKLY	1225.08	2159.43
	ANNUAL	31,853	56,145
G19	HOURLY	16.0792	28.3424
	BIWKLY	1286.34	2267.39
	ANNUAL	33,445	58,952

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G20	HOURLY	16.8830	29.7591
	BIWKLY	1350.65	2380.72
	ANNUAL	35,116	61,899
G21	HOURLY	17.7272	31.2471
	BIWKLY	1418.18	2499.77
	ANNUAL	36,873	64,994
G22	HOURLY	18.6136	32.8095
	BIWKLY	1489.09	2624.76
	ANNUAL	38,716	68,244
G23	HOURLY	19.5444	34.4500
	BIWKLY	1563.56	2756.00
	ANNUAL	40,653	71,656
G24	HOURLY	20.5215	36.1725
	BIWKLY	1641.71	2893.80
	ANNUAL	42,684	75,239
G25	HOURLY	21.5478	37.9814
	BIWKLY	1723.84	3038.51
	ANNUAL	44,820	79,001
G26	HOURLY	22.6250	39.8802
	BIWKLY	1810.00	3190.42
	ANNUAL	47,059	82,951



<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G27	HOURLY	23.7564	41.8743
	BIWKLY	1900.51	3349.95
	ANNUAL	49,413	87,099
G28	HOURLY	24.9441	43.9678
	BIWKLY	1995.52	3517.43
	ANNUAL	51,884	91,453
G29	HOURLY	26.1911	46.1661
	BIWKLY	2095.29	3693.29
	ANNUAL	54,477	96,025
G30	HOURLY	27.5009	48.4750
	BIWKLY	2200.07	3878.00
	ANNUAL	57,202	100,828
G31	HOURLY	28.8758	50.8983
	BIWKLY	2310.07	4071.86
	ANNUAL	60,063	105,868
G32	HOURLY	30.3199	53.4435
	BIWKLY	2425.59	4275.48
	ANNUAL	63,065	111,162
G33	HOURLY	31.8358	56.1153
	BIWKLY	2546.86	4489.22
	ANNUAL	66,219	116,720

	<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
G34	HOURLY	33.4276	58.9213
	BIWKLY	2674.21	4713.71
	ANNUAL	69,530	122,556
G35	HOURLY	35.0989	61.8672
	BIWKLY	2807.92	4949.37
	ANNUAL	73,006	128,684
G36	HOURLY	36.8537	64.9605
	BIWKLY	2948.30	5196.84
	ANNUAL	76,656	135,118
G37	HOURLY	38.6965	68.2086
	BIWKLY	3095.72	5456.69
	ANNUAL	80,488	141,874
G38	HOURLY	40.6313	71.6189
	BIWKLY	3250.51	5729.51
	ANNUAL	84,514	148,967
G39	HOURLY	42.6630	75.2000
	BIWKLY	3413.03	6016.00
	ANNUAL	88,739	156,416
G40	HOURLY	44.7959	78.9600
	BIWKLY	3583.68	6316.80
	ANNUAL	93,176	164,237

<u>GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
G41	HOURLY	47.0355	82.9080
	BIWKLY	3762.85	6632.64
	ANNUAL	97,834	172,449
G42	HOURLY	49.3876	87.0536
	BIWKLY	3951.01	6964.29
	ANNUAL	102,726	181,071

The Minimum hourly rates are the July 13, 2003 rates multiplied by 101.5%. The Maximum hourly rates are the July 13, 2003 rates multiplied by 112.54%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

## **2. MIN-MAX SYSTEM**

A. Merit increases for employees who earn less than the maximum of their grade shall be granted at a rate of three and a half percent (3.5%), in accordance with the Personnel Law. Employees will continue to receive 3.5% merit increases until one of the following occurs:

1. The employee reaches the maximum of his/her grade;
2. The 3.5% increase would establish the hourly rate one percent (1%) or less below the maximum, in which case the hourly rate will be automatically adjusted upward to the maximum; or
3. The 3.5% merit adjustment would cause an employee's salary rate to exceed the maximum rate established for that grade, in which case the employee's salary will instead be adjusted to equal the maximum applicable rate.

B. Effective July 1, 2004, employees with at least twenty-eight (28) years of continuous service as of June 30, 2004, and who have been at the maximum of their pay grade and who have not received a merit increase for the most recent four (4) years, shall receive a merit increase of ten percent (10%).

C. Salary increases upon promotion and salary decreases upon demotion shall be at the rate of ten percent (10%) and shall be applied in accordance with the Personnel Law. Salary increases upon reallocation to a higher graded position shall be at a rate not to exceed ten percent (10%). If the ten percent (10%) increase would establish the hourly rate one percent (1%) or less below the maximum, the hourly rate will be automatically adjusted upward to the maximum. For purposes of a Salary Reduction imposed as a discipline, an employee's salary shall be reduced by an amount not to exceed ten percent (10%) and such reduction shall be applied in accordance with the Personnel Law.

D. The Chief Administrative Officer may authorize police or fire officials assigned to this Salary Schedule at the Director or Deputy Director pay grades, to receive any benefit authorized for other police or fire officials on the Police Officials' or Fire Officials' salary schedules.

## **3. MERIT INCREASE – FISCAL YEAR 2005**

Merit increases for employees who earn less than the maximum of their grade shall be granted at a rate of three and one-half percent (3.5%), in accordance with the Personnel Law.

## **4. COST OF LIVING ADJUSTMENT FOR FISCAL YEAR 2005**

Effective July 11, 2004, employees covered by this Salary Schedule will receive a one and one-half percent (1.5%) increase in their base hourly rates of pay.

## **5. WORKWEEK**

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

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

## **6. WORK SCHEDULES**

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

## **7. DESIGNATION OF MEAL PERIODS**

- A. Except for employees assigned to rotating shift work schedules, any employee who works five (5) or more hours in any workday shall receive an unpaid one-half hour meal period during that workday.
- B. Employees assigned to rotating shift work schedules averaging 40 -42 productive hours shall be eligible for a meal period, as defined by the appointing authority, within the productive workday.

## **8. PAY IN EXCESS OF BASE SALARY**

### **A. Overtime Pay**

#### **1. General Provisions:**

a. Subject to the limitations noted in Paragraph 2 below, full and part-time employees allocated to classes within the General Schedule shall be eligible to earn overtime pay for each hour or part thereof worked in excess of the number of productive hours constituting the standard work-week for full-time employees. Normally, the standard workweek for full-time employees will be forty (40) hours. However, in some instances, such as with rotating shift schedules, the number of full-time productive hours in the "standard" workweek may vary.

b. The rate of overtime pay for employees allocated to classes within the General Schedule shall be equal to one and one-half (1 1/2) times the employee's regular hourly rate.

c. All pay status hours shall be considered productive hours for overtime computation purposes.

d. Each Appointing Authority shall be responsible for specifically directing and/or authorizing overtime work for employees under his/her jurisdiction. In addition, Appointing Authorities are responsible for ensuring fund availability for overtime pay.

2. Limitations:

a. Employees assigned to General Schedule Grades 21 through 24, inclusive, shall be entitled to earn overtime pay only upon the written approval of the appropriate appointing authority.

b. Employees assigned to General Schedule Grades 25 and above shall be entitled to earn overtime pay only upon the written approval of the Chief Administrative Officer.

c. All temporary and/or seasonal employees shall not be entitled to earn overtime.

B. Premium Pay for Holiday Work

No employee occupying a position allocated to a class in the General Schedule above Grade 24 shall be eligible for premium pay for holiday work. However, when expressly directed in writing by the Appointing Authority to perform such holiday work, such employee shall receive an alternative day or shift schedule day off at the employee's base rate of pay.

Employees occupying classes allocated to Grades 1 through 24 in the General Schedule required to work on designated County holidays shall be paid at the rate of two times the employee's base rate of pay for all hours worked as provided for in Section 16-219 (g)(h) of the Personnel Law.

Should a holiday fall on an employee's regularly scheduled day off, the employee shall receive an alternative day or shift schedule day off.

C. Shift Differential

Any full-time employee whose regularly assigned tour of duty requires that at least 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 sixty cents (60 cents) per hour for all hours actually worked between 6 p.m. and 6 a.m.

Shift differential is considered as premium pay and shall not be included in the rate of base pay used to compute leave, as provided in Division 17 of the Personnel Law; holiday premium pay; retirement and insurance deductions and benefits.

D. Pyramiding of Overtime and Premium Pay

There shall be no pyramiding of overtime and premium rates. Only one overtime or premium rate will be paid for the same hours worked.

E. Special Compensation for Certain Health Department Employees

This provision shall be applicable to positions within the Environmental Sanitarian V, G-29, Associate Director, Division of Environmental Health, G-33, Engineer IV, G-28 and Disease Control Specialist V, G-29, classes of work situated in the Health Department.

1. Weeknight Coverage (Monday through Friday, 4:00 p.m. to 8:00 a.m.)

a. Staff personnel designated to remain on-call for emergencies will receive two (2) hours compensatory time for each day they provide weeknight coverage.

b. Time worked by telephone for the resolution of emergencies shall be compensated with compensatory leave on an hour-for-hour basis.

c. Work time spent at an emergency site, including travel time to and from the emergency site, will be compensated at the employee's straight-time rate or by straight compensatory time, at the employee's election.

2. Weekend and Holiday Coverage (8:00 a.m. Saturday to 8:00 a.m. Monday or 8:00 a.m. on a holiday to 8:00 a.m. the following day)

a. Staff personnel designated to remain on-call for emergencies on a weekend day will receive twenty-five dollars (\$25), forty dollars (\$40) for each holiday, or six (6) hours compensatory time per day at the employee's election.

b. Time worked by telephone for the resolution of emergencies shall be compensated with compensatory leave on an hour-for-hour basis.

c. Work time spent at an emergency site, including travel time to and from the emergency site, will be paid at the employee's straight-time rate or by straight compensatory time, at the employee's election.

F. Clothing Allowance for School Crossing Guard Supervisor

Employees occupying the classification of School Crossing Guard Supervisor who are required to wear uniforms shall be entitled to an annual clothing allowance as approved by the Chief of Police.

G. "On Call" Pay for Supervisor, School Crossing Guard and Assistant Supervisor, School Crossing Guard

Employees in the Supervisor, School Crossing Guard and Assistant Supervisor, School Crossing Guard classes of work who are assigned to remain on call during either evening or early morning hours to receive calls from Crossing Guards requiring sick or other emergency leave, and arrange for alternative post coverage, shall be compensated at a flat rate of \$50.00 per week for the following periods when the work is actually performed:

1. Weeknight "On Call" Coverage (Sunday through Thursday, 7 p.m. to 9 p.m.)
2. Weekday "On Call" Coverage (Monday through Friday, 6 a.m. to 7 a.m.)

H. Special Compensation for Construction Standard Inspector and Related Classes of Work

Employees in the Construction Standards Inspector IV, G-24, Construction Standards Code Enforcement Officer, G-27, Chief Electrical Inspector, G-27, and Chief, Construction Standards Division, G-33, classes of work will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay, provided they substantiate to the County that they have passed the applicable Building Officials and Code Administrators (BOCA) examination listed immediately below:

- a. One and two family dwelling building examination
- b. One and two family dwelling electrical examination
- c. One and two family dwelling mechanical examination
- d. One and two family dwelling plumbing examination
- e. Building general examination
- f. Fire protection general examination

Employees in those classes of work specified above who perform commercial electrical inspections will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay, provided they substantiate to the County that they have passed both the BOCA one and two family dwelling electrical examination and the BOCA electrical general examination.

Employees can receive only one of the five percent (5%) increases provided for in the two paragraphs immediately above.

Employees in those classes of work specified above who are situated in the Department of Public Works and Transportation will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay provided that they substantiate to the County that they have passed a County recognized inspection certification program related to the Department of Public Works and Transportation inspection functions.

I. Certification of Engineering Technician

Employees in the Engineering Technician class of work will receive a special duty pay supplement at a rate of five percent (5%) per hour above their regular base pay provided that they substantiate to the County that they have been awarded an Engineering Technician, Level III, Certification from the National Institute for Certification of Engineering Technicians (NICET).



J. “On Call” Pay for Facilities Maintenance Supervisors

Employees in the Facilities Maintenance Supervisor, Grade G-23 class of work, who are assigned to remain “on call” for a one-week period all non-work hours shall be eligible to receive eight (8) hours pay at the applicable rate of pay.

K. Standby and Call-in Pay for certain employees in the Department of Public Works and Transportation

Employees assigned to the Department’s On-call Technical Support Program will be eligible to receive special compensation in the form of either “Standby” and “Call-in” pay as follows:

- A minimum of two (2) hours pay if the employee is actually called in to respond to a traffic related issue or,
- One and one-half (1.5) hours of compensatory time as “Standby” pay for each day of on “Standby”.

**9. LEAVE PROVISIONS**

A. Sick Leave

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.

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

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.

C. Maximum Accumulation of Annual Leave

1. A maximum of 360 hours of accumulated annual leave earned beginning with the first pay period in Fiscal Year 1996 may be carried over from one (1) leave year to the next by an employee.

2. An employee shall be allowed to carry over annual leave earned as of the last full pay period in Fiscal Year 1995, even if such accumulated amount is in excess of the maximum allowed in subsection C.1. above.

3. Annual leave hours in excess of the maximum allowed to be carried over to the next leave year shall be converted to sick leave.

D. Sick and Annual Leave disposition upon separation

1. The annual and sick leave balances accumulated by an employee shall, upon the employee's separation from employment, with proper notice of separation as determined by the employee's appointing authority, 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. Except in the case of an employee who is entitled to credit for sick and annual leave balances under the terms of an applicable County sponsored pension plan, 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 limitation:

1. The maximum total amount of annual leave eligible for cash payment upon separation shall be the amount of remaining accumulated leave earned as of the end of the last full pay period in Fiscal Year 1995, or 360 hours, whichever is greater.

2. Any accrued annual leave not eligible for cash payment may be converted to sick leave.

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 Fiscal Year 1995, 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 June 30, 1995. Sick leave earned beginning the first pay period of Fiscal Year 1996 is not subject to cash payment to the employee upon separation. Any employee who is entitled to credit for sick and annual leave under the terms of an applicable County sponsored pension plan will only be entitled to receive cash distribution for leave balances in accordance with the terms of the applicable pension plan.

e. 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.

f. 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 shall forfeit any sick leave hours accumulated at the time of the employee's separation.

g. Upon retirement, an employee shall be entitled to receive credit, on an actuarial equivalent basis, for unused sick leave for which an authorized cash payment has not been elected, as creditable service, in accordance with the applicable provisions of the State Personnel and Pension Article, Annotated Code of Maryland, as amended, and the terms of any applicable County sponsored pension plan.

#### E. Personal Leave

Twenty-four (24) hours of personal leave shall be granted to all permanent, full-time employees and sixteen (16) hours of personal leave day shall be granted to all permanent part-time employees eligible for annual leave. This will include the four (4) hours granted in lieu of General Election Day.

Personal leave may be taken in four-hour increments.

#### F. Compensatory Leave

Employees assigned to grades in the General Schedule who are otherwise entitled to earn overtime compensation pursuant to Section 8 may elect to earn compensatory leave in lieu of overtime compensation, except that employees in Grades 21 through 24, inclusive, are entitled to earn compensatory leave without written approval of the Appointing Authority.

Accrual and use of compensatory leave shall be subject to the following restrictions:

No employee shall accrue more than 240 hours of compensatory leave. An employee shall be granted compensatory leave by the Appointing Authority within a reasonable period after requesting leave if the use of compensatory leave does not unduly disrupt the operation of the agency.

An employee covered by the Fair Labor Standards Act who has accrued compensatory leave shall, upon termination of employment, be paid for all unused compensatory leave at the greater of the final regular rate received by such employee, or the average regular rate received by such employee during the last three (3) years of employment.

#### G. Bereavement Leave

Bereavement leave shall be administered in accordance with the Personnel Law, not to exceed three (3) working days in the event of the death of an employee's spouse, child, or parent

and not to exceed one (1) working day in the event of the death of any other member of the employee's family.

#### H. Administration of Leave

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

#### I. Military Leave

Any employee called up to active military service in response to the terrorist attacks on September 11, 2001 or pursuant to military action against Iraq and/or North Korea 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. 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 February 25, 2005.

### **10. 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 and Administrative Procedure 216, as approved by the Chief Administrative Officer.

### **11. 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.

### **12. RETIREMENT AND PENSION BENEFIT PROVISIONS**

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

B. Current participants in the Employees' 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, contributions may be adjusted accordingly.

#### E. Supplemental Pension Benefit

##### 1. Benefit Accrual and Amounts.

Employees hired before January 1, 1991 covered by this Salary Schedule who elected to participate in the Supplemental Pension Plan and all employees hired on or after January 1, 1991 will participate in a supplemental pension benefit program pursuant to rules established in the Supplemental Pension Plan. The rate of accrual and amount of the benefit payable under this program are determined as follows:

a. For participants actively participating in the Plan on or after January 1, 2002, the benefit accrual is 1.0% times the number of years of actual and continuous service the employee has as a full-time and /or part-time Prince George's County employee, to a maximum of thirty (30) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to paragraph 5 below.

b. The Board of Trustees for the Supplemental Pension Plan may establish contribution and benefit accrual rates, maximum benefits and special retirement incentives or provisions as it deems appropriate; provided, however, that employee benefits under this plan may not be reduced without prior approval of the County Council.

##### 2. Vesting.

###### a. 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.

###### b. Vested Benefit

An employee completing the minimum continuous service requirements of paragraph 2.a., above, shall be entitled to receive a monthly benefit as determined pursuant to the Plan; provided, however, that no employee terminated for disciplinary reasons will be entitled to any benefit under this Section.

##### 3. Benefit Payment.

The benefit accrued by an employee under either paragraphs 1 or 2, 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; or has attained State normal retirement date.

##### 4. Funding.

The cost of funding the supplemental pension benefit described in this Section E will be shared by the employee and the County through regular contributions each pay period. The employee shall contribute, through payroll deduction, an amount equal to one half the cost of providing this benefit. Effective with the pay period beginning on July 11, 2004, the employee contribution rate to the Supplemental Pension Plan will be at 4.12% of base pay.

5. Definitions.

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

b. 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.

c. 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.

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

6. Discontinued Service Benefit.

In accordance with CR-41-1995, any employee separating from County Service on or after July 6, 1995 shall not be eligible for the Discontinued Service Benefit.

7. IRS Pickup Plan.

The County shall pick up, within the meaning of Section 414(h) (2) of the Internal Revenue Code, the employee contributions required by paragraph 4. (Funding) hereof. Such amounts:

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

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

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

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

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 or other approval with respect to the pickup plan, but neither the application nor the receipt of such a ruling or approval are prerequisites to the implementation of the pickup plan.

### **13. GROUP HEALTH INSURANCE**

A. The Employer 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 pre-paid group health plan or Health Maintenance Organization (HMO), the County's contribution shall be equal to eighty percent (80%) of the cost of HMO coverage and the participating employee's 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 prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining ten percent (10%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

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

F. 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.

G. Employees may contribute up to \$5,000 in a dependent flexible spending account and up to \$3,000 in a medical flexible spending account.

### **14. 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 amount of one hundred fifty thousand dollars (\$150,000). Employees may choose to increase their life insurance from one to four times their annual salary up to a total of \$750,000 including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age and amount of coverage. Employees may choose to reduce their life insurance to one (1) times their annual salary and receive a credit.

The County shall pay a death benefit of \$10,000 upon the death of any County employee whose death results from an accidental personal injury arising out of and in the course of his/her employment in accordance with Section 16-232.01 of the Personnel Law. Furthermore, the County's current life insurance policy provides an accidental death benefit in the amount of \$10,000 for bodily injury arising outside of employment.

#### **15. SOCIAL SECURITY**

Effective January 1, 2004, the County and each employee paid in accordance with this Salary Schedule shall make contributions to the Social Security fund (FICA-OASDI) of 6.2% of the first \$87,900; and 1.45% for FICA-HI on all wages paid. Employee contributions shall be made through payroll deductions.

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

#### **16. 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.

#### **17. 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.