SUMMARY OF MODIFICATIONS

PRINCE GEORGE'S SHERIFF OFFICIALS (CAPTAINS AND MAJORS)
SALARY SCHEDULE S-O

FISCAL YEARS 2025 & 2026

The following is a summary of modifications to the wages and benefits for the Office of the Sheriff Officials, Salary Schedule S-O, for Fiscal Years 2025 and 2026.

1. COST OF LIVING (COLA) INCREASES & MERITS

A. **FY2025 - Effective April 6, 2025, employees covered by this Salary Schedule shall receive a two and three-quarter percent (2.75%) Cost of Living Adjustment (COLA) for Fiscal Year 2025.**

FY2026 - Effective January 11, 2026, employees covered by this Salary Schedule shall receive a two and one-half (2.5%) Cost of Living Adjustment (COLA) for Fiscal Year 2026.

B. **FY2025 – Employees covered by this Salary Schedule who are otherwise eligible to receive a merit increase from July 1, 2024 through June 30, 2025 will receive a regular merit increase on the anniversary of their original hire/rehire date with the County for Fiscal Year 2025.**

FY2026 – Employees covered by this Salary Schedule who are otherwise eligible to receive a merit increase from July 1, 2025 through June 30, 2026 will receive a regular merit increase on the anniversary of their original hire/rehire date with the County for Fiscal Year 2026.

21. EQUIPMENT

A. Effective the first full pay period of July 2021, all Sheriff Officials will receive an initial issue of a reflective, fluorescent safety vest.

B. When issued equipment (excluding agency vehicles) is damaged or lost, employees shall be required to reimburse the Department for the actual cost of repair or replacement, after any insurance coverage or equipment replacement provision included in the provider contract is applied. Employees shall not be charged when they can establish that the lost or damaged property was not caused by negligence or intentional misconduct.

On the first occasion, the reimbursement shall be limited to no more than $400.00. On the second occasion, the reimbursement shall be limited to no more than $600.00. Thereafter, employees shall reimburse the Department for the actual cost of repair or replacement of the lost or damaged equipment. Under no circumstances will employees be charged more than the depreciated value of the lost or damaged equipment. Employees who are required to reimburse the Department for lost or damaged items remain subject to the disciplinary process where necessary.

Reimbursement shall either be through direct payments or payroll deductions. Failure to make payment or provide written authorization of payroll deductions shall result in disciplinary action. If the reimbursement exceeds Fifty Dollars ($50.00), the County and the employee may agree to a payment plan wherein no single payment or payroll deduction exceeds Fifty Dollars ($50.00). If the employee separates from County service, for any reason, the County retains the right to deduct remaining balances from the employee's final paycheck. Damage reimbursement shall not be interpreted or construed as discipline.

C. Employees retain the right to bring personal property into the workplace. Management retains the right to require employees to remove any item of personal property when the presence of the item violates existing laws or policies, creates a workplace safety concern, or is interfering with the normal operation of the Department.

D. Employees are responsible for personal property they bring into the workplace. The County is not responsible for the theft, damage or destruction of personal property brought into the workplace.