

## SETTLEMENT SUMMARY

### FRATERNAL ORDER OF POLICE 112, PRINCE GEORGE'S COUNTY SHERIFFS LODGE INC.

AND

### PRINCE GEORGE'S COUNTY, MARYLAND

### FISCAL YEARS 2025 & 2026

The following is a complete summary of modifications to the wages and benefits agreed to by the Fraternal Order of Police 112, Prince George's County Sheriffs Lodge Inc., ("Union") and Prince George's County, Maryland ("County"), which are included in the parties new collective bargaining agreement ("CBA"). This CBA is effective for Fiscal Years 2025 and 2026 and covers Deputy Sheriffs within the Office of the Sheriff. For easy reference, the Article and Section(s) within the new CBA where each modification appears is identified.

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

- Section 4.01 provides the terms for COLAs and merits and eliminates old language regarding COVID-19 Hazard Pay.

#### **Section 4.01 Wages**

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

**FY2025** - Effective ~~March 26, 2023~~ **April 6, 2025**, employees **covered by this Agreement** shall receive a ~~5.0%~~ **two and three-quarter percent (2.75%)** Cost of Living Adjustment (COLA) **for Fiscal Year 2025**.

**FY2026** - Effective ~~March 24, 2024~~ **January 11, 2026**, employees **covered by this Agreement** shall receive a **two and one-half (2.5%)** Cost of Living Adjustment (COLA) **for Fiscal Year 2026**.

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

**FY2025** – Employees covered by this Agreement who are otherwise eligible to receive a merit increase from July 1, ~~2022~~ **2024** through June 30, ~~2023~~ **2025** will receive a regular merit increase on their initial hire/rehire **the** anniversary **of their original hire/rehire** date ~~in Fiscal Year 2023~~ **with the County**.

**FY2026** – Employees covered by this Agreement who are otherwise eligible to receive a merit increase from July 1, ~~2023~~ **2025** through June 30, ~~2024~~ **2026** will receive a regular merit increase on their initial hire/rehire **the** anniversary **of their original hire/rehire** date ~~in Fiscal Year 2024~~ **with the County**.

### ~~C. COVID-19 Hazard Pay~~

~~If Prince George's County receives additional federal funding in connection with the COVID-19 pandemic, the parties agree to reopen negotiations concerning potential COVID-19 Hazard Pay. In addition, if the County agrees to pay COVID-19 Hazard Pay to any of its bargaining units in connection with negotiations for FY2023 or FY2024 collective bargaining agreements, the County agrees to pay COVID-19 Hazard Pay for the same duration to employees covered by this Agreement. Any agreement related to Hazard Pay shall be set forth in a side letter to the main CBA.~~

### **Section 4.02 Wage Scale**

- This Section archives old language from 2017-2019, updates paragraph lettering accordingly and provides for new Modifications to the Uniform Wage Scale.

A. The Uniform Wage Scale is described in Attachment A, attached hereto.

#### **NOTE: Modifications to the Uniform Wage Scale 2017-2019 has been Archived**

~~B. Modifications to the Uniform Wage Scale – 2017-2019~~

~~Effective January 1, 2017, the Uniform Wage Scale is modified as follows:~~

- ~~1. For each rank of Deputy Sheriff in the bargaining unit, there is an established pay grade on the Uniform Wage Scale. The pay scales for both Deputy Sheriff Private (W21) and Deputy Sheriff First Class (W22) contain fifteen (15) pay rates (steps) ranging from Step A through Step O. For the ranks of Deputy Sheriff Corporal (W24), Deputy Sheriff Sergeant (W25) and Deputy Sheriff Lieutenant (W27), there are two additional steps, establishing a seventeen (17) step pay scale ranging from Step A through Step Q.~~
- ~~2. Effective January 1, 2017, the entry level salary for Deputy Sheriff Private shall increase to \$47,923 annually, and all other steps at all wage scales shall be adjusted as shown in Attachment A.~~

~~Effective the first full pay period in January 2019, the Uniform Wage Scale is modified as follows:~~

- ~~1. For ranks of Corporal, Sergeant, and Lieutenant, Steps A through V shall be for 2 to 23 years of service, and Step W shall be for 24 or more years of service.~~
- ~~2. Step B shall be established at 4% above Step A.~~
- ~~3. Steps C through M shall be established at 3.5% above the prior step.~~
- ~~4. Steps N through P shall be established at 1.75% above the prior step.~~
- ~~5. Steps Q through W shall be established at 1% above the prior step.~~

~~C. Modifications to the Uniform Wage Scale - 2021~~

~~Effective for the pay period beginning October 10, 2021, all covered employees will be placed on the modified uniform wage scale pursuant to their years of service (and of years of service with other agencies, as provided for by the County in any pre-hire agreement with the employee) as of the first day of that pay period. Thereafter, employees with anniversary dates from October~~

11, 2021 through June 30, 2022, provided that he/she received at least a satisfactory performance evaluation for the preceding year, will receive a merit increase on their respective anniversary dates during Fiscal Year 2022.

Effective the pay period beginning October 10, 2021, the uniform wage scale is modified as stated in the attached wage scale—Attachment A. In summary, the entry level salary for Deputy Sheriff Private (W21) shall increase to \$53,761, with the other steps on the scale adjusted accordingly. The top step for each rank (step O for Deputy Sheriff Private and Deputy Sheriff First Class, and step W for all other ranks) will also increase by 3.5% as reflected in Attachment A.

**D. C.** Modifications to the Uniform Wage Scale - Fiscal Year 2023

1. Effective January 1, 2023, the wage scale will be adjusted as follows:
  - a. There shall be a 3.5% adjustment when moving from Step B to Step C for Private (W21);
  - b. There shall be a 3.5% adjustment when moving from Step M to Step N for Sheriff First Class (W22), Corporal (W24), Sergeant (W25), and Lieutenant (W27);
  - c. There shall be a 3.5% adjustment when moving from Step N to Step O for Sheriff First Class (W22), Corporal (W24), Sergeant (W25), and Lieutenant (W27);
  - d. There shall be a 3.5% adjustment when moving from Step O to Step P for Sheriff First Class (W22), Corporal (24), Sergeant (W25), and Lieutenant (W27).
  - e. All other steps adjustments remain unchanged.

2. Effective January 1, 2023, Steps A, B, C and D for Deputy Sheriff Private (W21) and Steps A and B for Deputy Sheriff Private First Class (W22) shall be increased to \$57,860.

- a. All other steps for ranks W21; W22; W24, and W25 shall remain unchanged;
- b. Having already received the 5% and 2.5 % COLAs, officers at Steps A and B for Deputy Sheriff Private (W21) shall not receive a COLA adjustment on either March 26, 2023 or March 24, 2024. Steps C and D for Deputy Sheriff Private and Steps A and B for Private First Class shall receive such increases necessary to make those steps equal to the wage scale as of 12/31/2022 plus 5% as of March 26, 2023 and an additional 2.5% as of March 24, 2024.

**D.** **Modifications to the Uniform Wage Scale - Fiscal Year 2025-2026**

**1. Effective the first full pay period after County Council approval:**

**a. Steps A and B shall be eliminated for the rank of Deputy Sheriff Private (W21).**

**b. For the ranks of Corporal (W24), Sergeant (W25) and Lieutenant (W27), there shall be a 2.75% adjustment when moving from Step P to Q, Q to R, R to S, and S to T, with no further step increases. Steps U, V, and W shall be removed from the wage scale.**

## ARTICLE 5 – SPECIAL PAY RATES

### Section 5.01 Call Back Pay

➤ This Section updates language to reflect current practice.

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

### Section 5.04 Shift Differential

➤ This Section increases the pay for shift differentials.

- A. Effective July 1, ~~2022~~ **2024**, a shift differential of ~~three dollars and sixty cents (\$3.60)~~ **three dollars and ninety cents (\$3.90)** per hour shall be paid for all time worked on the first (1st) shift (i.e., the night shift - 11 p.m. to 7 a.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the first (1st) shift.

Effective July 1, ~~2023~~ **2025**, a shift differential of ~~three dollars and eighty cents (\$3.80)~~ **four dollars (\$4.00)** per hour shall be paid for all time worked on the first (1st) shift (i.e., the night shift - 11 p.m. to 7 a.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the first (1st) shift.

- B. Effective July 1, ~~2022~~ **2024**, a shift differential of ~~two dollars and thirty cents (\$2.30)~~ **two dollars and fifty-five cents (\$2.55)** per hour shall be paid for all time worked on the third (3rd) shift (i.e., the evening shift - 3 p.m. to 11 p.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the third (3rd) shift.

Effective July 1, ~~2023~~ **2025**, a shift differential of ~~two dollars and forty-five cents (\$2.45)~~ **two dollars and sixty cents (\$2.60)** per hour shall be paid for all time worked on the third (3rd) shift (i.e., the evening shift - 3 p.m. to 11 p.m. or equivalent) to each employee specifically assigned (on a permanent or rotating basis) to work the third (3rd) shift.

### Section 5.08 Field Training Officer Pay

➤ This Section increases the pay for FTOs.

Effective July 1, ~~2022~~ **the first full pay period after County Council approval**, employees covered by this Agreement will receive a payment of ~~five dollars and fifty cents (\$5.50)~~ **six dollars and fifty cents (\$6.50)** per hour for all hours in which they serve as a Field Training Officer (FTO), with this payment to be paid biweekly. ~~Effective July 1, 2023, the payment shall increase to six dollars (\$6.00) per hour.~~ In-house training will be made available for FTO's so that they will be certified trainers.

## ARTICLE 6 -- FRINGE BENEFITS

### Section 6.02 Clothing Allowance

➤ This Section provides an increase to the clothing allowance.

- A. Effective the first full pay period in July 2022 **2024**, Deputy Sheriffs covered by this Agreement shall receive a clothing allowance of ~~one thousand six hundred dollars (\$1,600.00)~~ **one thousand eight hundred dollars (\$1,800.00)** for the procurement, care and upkeep of clothing and leather goods. ~~Effective the first full pay period of July 2023, the clothing allowance shall increase to one thousand seven hundred dollars (\$1,700.00).~~ This clothing allowance is not considered part of the employee's base pay, and will be paid in one (1) installment in July of each fiscal year covered by this Agreement.

### Section 6.03 Annual Leave

➤ This Section was modified to clarify the intent of the language.

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

### Section 6.05 Personal Leave

➤ This Section provides four (4) additional hours of personal leave.

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

### Section 6.07 Discretionary Leave

➤ This Section removes the years of service eligibility language to receive discretionary leave.

Beginning ~~with the 2016 wage reporting year~~ **January 1, 2025**, employees covered by this Agreement ~~with two (2) or more years of service with the Office of the Sheriff~~ shall be eligible for one (1) day of discretionary leave per wage reporting year plus an additional one (1) day of discretionary leave (for a total of two (2) days) after five (5) years of service plus an additional twelve (12) hours of discretionary leave after ten (10) years of service (for a total of three and a half (3.5) days).

### Section 6.09 Tec Pay

➤ This Section provides increases to certain TEC pays.

- A. Effective the first full pay period in July 2022 **2024**, Deputy Sheriffs who are regularly and permanently assigned as members and alternates of the SST (not to exceed a total of thirty (30)) shall receive a supplemental payment of one thousand two hundred **and sixty**

dollars (\$1,260.00); motor unit (not to exceed a total of ten (10)) shall receive a supplemental payment of nine hundred fifty dollars (\$950.00); crisis negotiators (not to exceed a total of 16), CDU (not to exceed a total of thirty (30)) shall receive a supplemental payment of seven hundred thirty-five dollars (\$735.00); and canine handlers (not to exceed a total nine (9)) shall receive a supplemental payment of one thousand four hundred seventy-five dollars (\$1,475.00) per fiscal year. Deputy Sheriffs who are certified range instructors, and who utilize that certification in the performance of their duties, shall receive a supplemental payment in the amount of five hundred twenty-five dollars (\$525.00) per fiscal year.

- B. Deputy Sheriffs who hold a Commercial Driver's License (CDL) and utilize it in the performance of their duties, shall receive a supplemental payment of six hundred fifty dollars (\$650.00) per fiscal year.
- C. Effective the first full pay period in July 2022 2024, Deputy Sheriffs assigned to the Witness Protection Unit (not to exceed 18) shall receive a supplemental payment of nine hundred fifty dollars (\$950.00) per fiscal year. Deputy Sheriffs assigned to the Ceremonial Unit (not to exceed 8), who have completed one (1) year of service within such Unit, shall receive a supplemental payment of seven hundred thirty-five dollars (\$735.00) per fiscal year. Deputy Sheriffs who pass a conversational proficiency test and provide verifying certification as an interpreter, shall receive a supplemental payment of one thousand fifty dollars (\$1,050.00) per fiscal year. The conversational proficiency test will be given at least on an annual basis and notification of the test date announced at the beginning of each Fiscal Year. Deputy Sheriffs who are certified in sign language, and selected by the Sheriff, will also receive a lump sum payment of ~~seven hundred dollars (\$700.00)~~ one thousand fifty dollars (\$1,050.00) per fiscal year.

## Section 6.12 Insurance Premiums

➤ This Section was modified to enable retirees to be able to re-enroll in the County's health plans at any time during their retirement.

- A. During Calendar Year 2017, the County shall contribute seventy-three percent (73%) to the cost of the County's preferred provider option insurance plan for any employee or retiree who elects to participate in the program. Participating employees and retirees shall contribute the remaining twenty-seven percent (27%). Effective January 2018 the County shall contribute seventy percent (70%) to the cost of the County's preferred provider option insurance plan for any employee who elects to participate in the program. Participating employees and retirees shall contribute the remaining thirty percent (30%).

~~The Only the PPO health insurance plan is available to retirees as of January 2003 living outside of the area. A Each retiree may will have the option to re-enroll in the County's health benefits plans during the course of their retirement, in the case of the death or divorce from a spouse or losing health benefits coverage through a spouse. The retiree must notify the County within thirty days (30) of the event to re-enroll in the health benefits plans lost. The retiree must submit written documentation reflecting the proof of the date the coverage was lost, as well as the health benefits plans lost. The premium contribution schedule and health benefits plans provisions in effect at the time the retiree enrolls in the plans as a result of losing the coverage will apply.~~

## ARTICLE 7 -- SUPPLEMENTAL RETIREMENT BENEFIT

- This Section is being archived as the specific program it refers to no longer has any participants and is only applicable for historical purposes.

**NOTE: Employees represented by FOP 112 previously participated in a supplemental retirement benefit program jointly funded through County and employee contributions. The terms of that program are found in previous Collective Bargaining Agreements between the County and Union, and in the applicable plan documents. Effective July 1, 2024, that language (formerly Sections 7.01 through 7.11) has been archived because no current employees participate in that Plan, but former employees who earned credit in that Plan by virtue of their employment retain all rights in that Plan.**

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

- ~~A. Effective June 30, 1985, employees covered by this Agreement shall commence participation in a supplemental retirement benefit program, jointly funded through County and employee contributions. The rate of accrual and amount of the benefit payable under this program is determined as follows:~~
- ~~1. Benefit accrual is at the rate of four tenths of one percent (0.4%) times the number of years of actual and continuous service the employee has as a full-time Prince George's County Deputy Sheriff, to a maximum of twenty-five (25) years of actual and continuous service, multiplied by the employee's average annual compensation, as determined pursuant to Section 5.05.~~
  - ~~2. Pursuant to subparagraph 1, above, the maximum benefit payable to any eligible employee is ten percent (10%) of the employee's average annual compensation, as determined pursuant to Section 7.05.~~

### **Section 7.02 Vesting**

- ~~A. Minimum Continuous Service Requirements. No employee covered by this Agreement shall be entitled to any benefit described in this Article 5 until the employee has completed a minimum of five (5) years of actual and continuous service as a Deputy Sheriff for Prince George's County.~~
- ~~B. Vested Benefit. An employee completing the minimum continuous service requirements of subsection A., above, shall be entitled to receive a monthly benefit as determined pursuant to Section 7.01.~~

### **Section 7.03 Benefit Payment**

- ~~A. The benefit accrued by an employee under either Section 7.01 or Section 7.02, above, shall not be payable until retirement at the earliest of the following:~~
- ~~B.—~~
- ~~1. The date on which the employee reaches twenty-five (25) years of actual and continuous service;~~

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

#### **~~Section 7.04 Funding~~**

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

#### **~~Section 7.05 Definitions~~**

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

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

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

#### **~~Section 7.07 Hold Harmless For Supplemental Retirement and Leave Payout~~**

~~Fiscal Year 1996/Fiscal Year 1997 Merit. For any employee covered by this Agreement who retires during the period from July 1, 2007 through June 30, 2009, "Average Annual Compensation" as that term is defined in Section 7.05. (Definitions), above, will be calculated as if the employee had received all step increases the employee would otherwise have been eligible~~



to receive during the period covering Fiscal Year 1996 and Fiscal Year 1997 but for the deferral of such step increases in those years.

~~Fiscal Years 2010, 2011, 2012 2013, 2016, 2017 and 2018 Merits. For any employee covered by this Agreement who retires during the term of this Agreement, "Average Annual Compensation" as that term is defined in Section 7.05 (Definitions), above, will be calculated as if the employee had received all step increases the employee would otherwise have been eligible to receive during the period covering Fiscal Years 2010, 2011, 2012 2013, 2016, 2017 and 2018.~~

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

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

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

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

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

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

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

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

#### **~~Section 7.1201 Deputy Sheriff Pension Plan~~**

- This Section was renumbered and paragraph 3.c. was modified to add various percentage options for designated beneficiaries.

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

- c. After retirement, the participant may elect a joint and survivor benefit (actuarially reduced for his/her surviving spouse) or the payment of any of the participant's remaining contributions plus interest to the participant's designated beneficiary. **The participant will be given the choice of a 25% option, a 50% option, a 66.67% option, a 75% option or a 100% options for payment to the designated beneficiary.**

- Paragraph H of this Section was archived.
- Paragraph J was re-lettered accordingly and modified the eligibility for DROP participants to the employee's normal retirement age.

#### H. ~~Joint Study Committee~~

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

#### J.H. ~~Drop~~DROP Plan

The County and FOP 112 agree to establish a cost-neutral **continue the** Deferred Retirement Option-Program (DROP) for participants in the Deputy Sheriffs Pension Plan ~~to be effective on June 1, 2022~~ **with the same terms in effect, except that effective April 1, 2025, the DROP eligibility shall be set as normal retirement age for the particular employee (as defined in the Plan).** The terms of the DROP shall be the same or similar to those for the DROP programs agreed to by the County and FOP Lodge 89, except that the DROP eligibility shall be set as two years past normal retirement age for the particular employee (as defined in the Plan), unless either: (a) the parties agree on or before March 1, 2022 to an alternative plan; or (b) the County obtains a cost estimate from the Plan's actuary on or before December 2021, which shows that the Police Officer's DROP plan as applied to the Deputy Sheriffs Pension Plan would impose costs to the County beyond those reasonably projected in the absence of the DROP program. If the County produces such a study, the County and FOP 112 will meet on or before January 15, 2022, to determine how the proposal may be modified to achieve the goal of a mutually agreeable DROP program, and agree to bargain over the implementation of such a DROP program.

### ARTICLE 12 – EQUIPMENT

- New paragraph D was added to provide a reimbursement process for certain equipment.
- New paragraph E provides for responsibility for personal property in the workplace.

**D. When issued equipment (excluding agency vehicles) is damaged or lost, deputies 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. Deputies 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, deputies shall reimburse the Department for the actual cost of repair or replacement of the lost or damaged equipment. Under no circumstances will deputies be charged more than the depreciated value of the lost or damaged equipment. Deputies 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 deputy 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.

E. Deputies retain the right to bring personal property into the workplace. Management retains the right to require deputies 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.

Deputies 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.

## ARTICLE 19 -- PUBLICATION OF AGREEMENT

- Modifications to this Article eliminate the need for printed Agreements to be distributed and provides that electronic copies are made available.

Upon initial printing, the County shall provide twenty-five (25) copies of this Agreement to FOP 112 for its distribution at no cost to the Union. **Promptly after any changes to the Agreement are finalized,** the County also agrees to provide an electronic copy of the contract to the Union and to make the contract available on the County's Intranet **website and Sheriff's Department I:drive.**

## ARTICLE 24 - DURATION

- This Article was amended to reflect the effective dates of the Agreement.

- A. This Agreement shall become effective on July 1, 2022 **2024**, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2024 **2026**.
- B. This Agreement shall be automatically renewed from year to year after June 30, 2024 **2026**, unless either party shall notify the other in writing no later than October 1, 2023 **2025** (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.

## **ATTACHMENT A -- UNIFORM WAGE SCALE**

- Paragraphs were added to Attachment A to reflect the modifications to the Uniform Wage Scale during fiscal years 2025 and 2026.

## **MODIFICATIONS TO THE UNIFORM WAGE SCALE - FISCAL YEARS 2025-2026**

### **Effective the first full pay period after County Council approval:**

- a. **Steps A and B shall be eliminated for the rank of Deputy Sheriff Private (W21).**
- b. **For the ranks of Corporal (W24), Sergeant (W25) and Lieutenant (W27), there shall be a 2.75% adjustment when moving from Step P to Q, Q to R, R to S, and S to T, with no further step increases. Steps U, V, and W shall be removed from the wage scale.**

### **The following Sections contained clean-up language only:**

Section 5.02.03 - Removed the reference to Fiscal Year 2001.

Section 5.05 Acting Pay - Removed the reference to July 1, 2005.

Section 5.07 Standby Pay - Removed the reference to July 1, 2018.

Section 7.14 – Removed and archived this Section.

Section 7.16 04 Lateral Transfer - Removed the reference to FY 2006.