

## SUMMARY OF MODIFICATIONS

### PRINCE GEORGE'S FIRE OFFICIALS (FIRE MAJORS) SALARY SCHEDULE F-O

#### FISCAL YEARS 2021 & 2022

The following is a summary of modifications to the wages and benefits for the Prince George's Fire Officials, Salary Schedule F-O, for Fiscal Years 2021 and 2022.

#### **MIN-MAX SYSTEM**

##### **G. Modifications Effective During FY 2022**

Effective July 1, 2021, the maximum pay rates for employees covered by this Agreement will be increased by three and one-half percent (3.5%), and employees who are at maximum on that date will have their salaries raised by three and one-half percent (3.5%) on that date.

#### **MERIT INCREASES**

Employees who are eligible to receive a merit increase during the period from July 1, 2020 through June 30, 2021 (i.e. Fiscal Year 2021), will receive that merit increase effective the last full pay period in FY 2022. There will be no retroactive payment for the Fiscal Year 2021 merit increase.

Employees who are eligible to receive a merit increase during the period from July 1, 2021 through June 30, 2022 (i.e. Fiscal Year 2022), will receive that merit increase on their hire anniversary date in FY2022.

#### **COST OF LIVING**

Employees will not receive cost-of-living increases (COLA's) in FY 2021 or FY 2022.

#### **LEAVE PROVISIONS**

##### **C. Annual Leave: Carryover and Lump Sum Payment**

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).

**a. Notwithstanding the provisions of Section 16-220 (d) of the Personnel Law, a maximum of 440 hours of accumulated annual leave**

may be carried over from leave year 2021 into leave year 2022. Unless amended by future legislation, the maximum amount of annual leave that may be carried over from leave year 2022 into leave year 2023 shall revert back to 360 hours. This modified benefit shall sunset automatically upon its implementation.

### **RETROACTIVE COVID-19 HAZARD PAY**

Employees covered by Salary Schedule F-O are to receive the following retroactive COVID-19 Hazard Pay:

Salary Schedule F-O employees who report to work for the period September 27, 2020 through April 24, 2021, are entitled to receive a stipend in the amount of \$350.00 per pay period. The stipend will be called the ***COVID-19 Hazard Pay***. For an employee to receive the COVID-19 Hazard Pay, an employee must work 75% of their scheduled hours. If an employee works less than 75% of their scheduled hours, the COVID-19 Hazard Pay shall be prorated accordingly. Telework does not qualify for this provision.