COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2026 Legislative Session

Resolution No. CR-100-2026

Proposed by The Chair (by request - County Executive)

Introduced by Council Members Oriadha, Ivey, Adams and Blegay

Co-Sponsors

Date of Introduction September 22, 2026

RESOLUTION

A RESOLUTION concerning

Compensation and Benefits

Assistant State's Attorneys Exempt Employees – Salary Schedule SAO

For the purpose of amending the Salary Plan of the County to reflect modified pay rates and benefits for certain exempt employees of the State's Attorney's Office for Fiscal Years 2025, 2026 and 2027.

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

WHEREAS, the Salary Plan must at this time be amended by approval of a salary schedule for Assistant State's Attorneys in the State's Attorney's Office to reflect new pay rates and benefits for those exempt employees.

NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's County, Maryland, that Salary Schedule SAO, submitted and recommended by the County Executive on _____, which is attached hereto and made a part hereof, setting forth the following modifications: two percent (2%) Cost of Living Adjustments (COLAs) for Fiscal Years 2025, 2026 and 2027 and merit increases for Fiscal Years 2025, 2026 and 2027 to eligible employees, or, at the discretion of the County Executive, employees in the Exempt Service may receive any combination of merit increase and/or bonus in an amount less than or not to exceed 3.5% of the employee's current salary, be the same is hereby approved.

BE IT FURTHER RESOLVED that this Resolution shall take effect on the day it is adopted and will be retroactively effective from July 1, 2024.

Adopted this _____ day of _____, 2026.

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

BY: _____
Krystal Oriadha
Chair

ATTEST:

_____
Donna J. Brown
Clerk of the Council

SALARY SCHEDULE SAO

SCHEDULE OF PAY GRADES

PRINCE GEORGE'S COUNTY, MARYLAND

FISCAL YEARS 2025, 2026 AND 2027

TABLE OF CONTENTS

PAGE

1. SCHEDULED PAY RATES 1
2. DEFINITIONS 2
3. WAGES 4
4. WORKWEEK AND BIWEEKLY PAY PERIOD 5
5. WORK SCHEDULES 5
6. DESIGNATION OF MEAL PERIODS 5
7. PAY IN EXCESS OF BASE SALARY 5
8. LEAVE PROVISIONS 6
9. INCENTIVE AWARDS 10
10. UNEMPLOYMENT INSURANCE 11
11. RETIREMENT AND PENSION BENEFIT PROVISIONS 11
12. GROUP HEALTH INSURANCE 14
13. LIFE INSURANCE 15
14. SOCIAL SECURITY AND MEDICARE 15
15. WORKERS' COMPENSATION 15
16. PAY PLAN POLICY STATEMENT 15

1. SCHEDULED PAY RATES

SALARY SCHEDULE SAO
SCHEDULE OF PAY GRADES – EXEMPT EMPLOYEES
2% COST OF LIVING ADJUSTMENT - EFFECTIVE APRIL 6, 2025
PRINCE GEORGES COUNTY, MARYLAND

GRADE		MINIMUM		MAXIMUM
SAO1	HOURLY	41.1506		55.4674
	BIWEEKLY	3,292.05		4,437.39
	ANNUAL	85,593		115,372
SAO2	HOURLY	43.2028		68.5190
	BIWEEKLY	3,456.23		5,481.52
	ANNUAL	89,862		142,520
SAO3	HOURLY	47.3221		75.0289
	BIWEEKLY	3,785.77		6,002.31
	ANNUAL	98,430		156,060
SAO4	HOURLY	51.3285		81.5740
	BIWEEKLY	4,106.28		6,525.92
	ANNUAL	106,763		169,674
SAO5	HOURLY	55.5409		88.1025
	BIWEEKLY	4,443.28		7,048.20
	ANNUAL	115,525		183,253
SAO6	HOURLY	61.7149		97.8931
	BIWEEKLY	4,937.19		7,831.45
	ANNUAL	128,367		203,618
SAO7	HOURLY	67.8864		107.6835
	BIWEEKLY	5,430.91		8,614.68
	ANNUAL	141,204		223,982

The minimum and maximum hourly rates for SAO1-SAO7 are the July 1, 2024, rates multiplied by 1.02. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.

SALARY SCHEDULE SAO
SCHEDULE OF PAY GRADES – EXEMPT EMPLOYEES
2% COST OF LIVING ADJUSTMENT - EFFECTIVE APRIL 5, 2026
PRINCE GEORGES COUNTY, MARYLAND

GRADE		MINIMUM		MAXIMUM
SAO1	HOURLY	41.9736		56.5767
	BIWEEKLY	3,357.89		4,526.14
	ANNUAL	87,305		117,680
SAO2	HOURLY	44.0669		69.8894
	BIWEEKLY	3,525.35		5,591.15
	ANNUAL	91,659		145,370
SAO3	HOURLY	48.2685		76.5294
	BIWEEKLY	3,861.48		6,122.35
	ANNUAL	100,399		159,181
SAO4	HOURLY	52.3551		83.2055
	BIWEEKLY	4,188.41		6,656.44
	ANNUAL	108,899		173,067
SAO5	HOURLY	56.6518		89.8646
	BIWEEKLY	4,532.14		7,189.16
	ANNUAL	117,836		186,918
SAO6	HOURLY	62.9492		99.8509
	BIWEEKLY	5,035.94		7,988.07
	ANNUAL	130,934		207,690
SAO7	HOURLY	69.2441		109.8372
	BIWEEKLY	5,539.53		8,786.98
	ANNUAL	144,028		228,461

The minimum and maximum hourly rates for SAO1-SAO7 are the April 6, 2025, rates multiplied by 1.02. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.

SALARY SCHEDULE SAO
SCHEDULE OF PAY GRADES – EXEMPT EMPLOYEES
2% COST OF LIVING ADJUSTMENT - EFFECTIVE APRIL 4, 2027
PRINCE GEORGES COUNTY, MARYLAND

GRADE		MINIMUM		MAXIMUM
SAO1	HOURLY	42.8131		57.7082
	BIWEEKLY	3,425.05		4,616.66
	ANNUAL	89,052		120,033
SAO2	HOURLY	44.9482		71.2872
	BIWEEKLY	3,595.86		5,702.98
	ANNUAL	93,493		148,278
SAO3	HOURLY	49.2339		78.0601
	BIWEEKLY	3,938.71		6,244.81
	ANNUAL	102,407		162,365
SAO4	HOURLY	53.4022		84.8696
	BIWEEKLY	4,272.18		6,789.57
	ANNUAL	111,076		176,529
SAO5	HOURLY	57.7847		91.6619
	BIWEEKLY	4,622.78		7,332.95
	ANNUAL	120,192		190,655
SAO6	HOURLY	64.2082		101.8470
	BIWEEKLY	5,136.66		8,147.76
	ANNUAL	133,553		211,842
SAO7	HOURLY	70.6290		112.0340
	BIWEEKLY	5,650.32		8,962.72
	ANNUAL	146,908		232,710

The minimum and maximum hourly rates for SAO1-SAO7 are the April 5, 2026, rates multiplied by 1.02. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.

2. DEFINITIONS

A. Hours Worked – All time an employee must be on duty, or on the employer's premises or any other prescribed place of work, from the beginning of the first principal work activity of the workday to the end of the last principal work activity of the workday. Scheduled hours of work fulfilled by leave, either with or without pay, do not constitute "hours worked" for purposes of overtime pay. "Hours worked" also includes all time engaged in employer authorized training and special assignments away from the usual workplace.

B. Premium – A rate paid over and above the base rate for the hours worked.

C. Paid Leave Status – Hours in which no work is performed but employee is receiving pay during an absence from the work schedule.

3. WAGES

A. Cost of Living Adjustment

1. Employees covered by this Salary Schedule will receive a two percent (2%) Cost of Living Adjustment effective the first full pay period in April 2025.

2. Employees covered by this Salary Schedule will receive a two percent (2%) Cost of Living Adjustment effective the first full pay period in April 2026.

3. Employees covered by this Salary Schedule will receive a two percent (2%) Cost of Living Adjustment effective the first full pay period in April 2027.

B. Merit Increases

1. Employees who are eligible to receive a merit increase in FY 2025, will receive a merit increase on their initial hire/rehire anniversary date.

2. Employees who are eligible to receive a merit increase in FY 2026, will receive a merit increase on their initial hire/rehire anniversary date.

3. Employees who are eligible to receive a merit increase in FY 2027, will receive a merit increase on their initial hire/rehire anniversary date.

4. For employees in the Exempt Service, the County Executive has the discretion to provide any combination of merit increase and/or bonus in an amount less than or not to exceed 3.5% of the employee's current salary, to be awarded on their initial hire/rehire anniversary date or a date certain identified by the County Executive within FY2025, FY2026 and FY2027.

C. Salary Adjustments

Salary increases upon promotion or upward reallocation and salary decreases upon demotion or downward reallocation shall be in accordance with established procedures.

4. WORKWEEK AND BIWEEKLY PAY PERIOD

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

A. The standard number of hours in a workday for full-time employees is eight (8) hours.

B. The standard number of hours in the workweek for full-time employees is forty (40) hours.

C. The biweekly pay period consists of two consecutive workweeks as established by the County. The standard number of hours in the biweekly pay period for full-time employees is eighty (80) hours.

5. WORK SCHEDULES

Work schedules mean written times 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. Appointing Authorities may allow an alternate shift schedule based on operational needs.

6. DESIGNATION OF MEAL PERIODS

Any employee who works five (5) or more hours in any workday shall receive an unpaid one-half hour meal period during that workday.

7. PAY IN EXCESS OF BASE SALARY

A. Overtime Pay

1. General Provisions:

a. Fair Labor Standards Act (FLSA)-non-exempt employees are entitled to receive overtime compensation at the rate of one and one-half (150%) times the employee's regular rate of pay when total "hours worked" in a workweek exceeds forty (40). Prior to reaching the FLSA threshold of forty (40) "hours worked" per workweek, all FLSA non-exempt employees are entitled to earn overtime compensation at the County overtime rate of one and one-half (150%) times the employee's base rate of pay.

b. FLSA-exempt employees assigned to the SAO Schedule can earn County overtime compensation at the rate of one and one-half (150%) times the employee's base rate of pay when productive hours exceed eighty (80) in a biweekly pay period.

c. All paid leave status hours shall be considered productive hours for County overtime computation purposes but are excluded for FLSA 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.

e. All **temporary and/or seasonal FLSA-non-exempt employees** shall be entitled to earn FLSA overtime pay only upon the written approval of the appropriate Appointing Authority. These employees are precluded from receiving any County overtime compensation.

2. Compensatory Leave in Lieu of Overtime Pay

Permanent employees assigned to grades in the SAO Schedule who are entitled to earn overtime pay pursuant to this Section may elect to earn compensatory leave in lieu of overtime pay. (See Section 8.F.)

B. Premium Pay for Holiday Work

1. Holiday on Regularly Scheduled Day Off:

Should a holiday fall on an employee's regularly scheduled day off, the employee shall receive eight (8) hours of County compensatory leave that can be used for an alternative day off which is mutually agreed to by the Appointing Authority and employee.

C. Shift Differential

1. 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 PM. and 6 AM. will be eligible for shift differential pay of sixty cents (60 cents) per hour for all hours actually worked between 6 PM. and 6 AM.

2. 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.

8. LEAVE PROVISIONS

A. Sick Leave

Sick leave may be accumulated from year to year.

All full-time employees earn four and one-half (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
Sixteen (16) or more 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 and based on years of service.

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 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 new 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) of the Personnel Law;

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 of the Personnel Law 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 shall be granted to all permanent, part-time employees eligible for annual leave.

F. Compensatory Leave

1. Accrual:

a. Compensatory leave may be accumulated from year to year.

b. An employee covered by the Fair Labor Standards Act (FLSA) can accrue up to 240 hours of FLSA compensatory leave. Any additional overtime work hours must be paid at the appropriate overtime rate.

2. FLSA Compensatory Leave (in lieu of FLSA overtime)

Eligible employees who elect to receive compensatory leave in lieu of FLSA overtime will be credited with the number of FLSA overtime hours worked in excess of forty (40) hours times 150%.

3. County Compensatory Leave

Employees who are entitled to earn County overtime pay pursuant to Section 7 of this Salary Plan may elect to earn compensatory leave in lieu of overtime pay.

4. Use and Approval:

a. Employees must use accumulated FLSA compensatory time, then annual leave prior to using accumulated County compensatory leave, receiving sick leave donations or acquiring a sick/annual leave advancement.

b. Employees may 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 operations of the agency.

5. Compensatory Leave Disposition Upon Separation

a. FLSA compensatory leave shall, upon termination of employment, be paid at the employee's final base rate of pay.

b. Upon termination of employment, any unused County compensatory leave is forfeited and ineligible for cash payment.

G. Administrative Leave for Bereavement

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 in accordance with Personnel Law 16-221. The term "family" as defined shall include the employee's grandparent, grandchild, brother, sister, brother- or sister-in-law, mother- or father-in-law, or son- or daughter-in-law.

H. Military Leave

Any employee called up to active military service in response to the terrorist attacks on September 11, 2001, the resultant war on terrorism or other military action 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 of pay, without the exhaustion of the employee's annual, personal and compensatory leave balances. Eligibility for health care benefits continues upon the employee entering 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 March 1, 2027, unless otherwise extended.

I. Administration of Leave

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

9. INCENTIVE AWARDS

A. General

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 Personnel Procedure 216, as approved by the Chief Administrative Officer.

B. Retention Bonuses

To retain highly trained and experienced attorneys critical to the State's Attorney's Office, and to the extent the Office has unused compensation appropriations in a fiscal year, the State's Attorney may in their sole discretion award retention bonuses to active, full-time attorneys covered by this Resolution consisting of a one-time monetary award not to exceed 5% of base annual pay, subject to all applicable tax withholdings and conditioned upon recipient agreeing to remain with the Office for two-years from the pay period in which the bonus is included. The award shall be subject to claw-back if, prior to completion of the two-year retention period, the recipient voluntarily resigns or is terminated for cause as determined solely by the State's Attorney. For purposes of this provision, the recipient's actual last day of employment shall determine whether the two-year retention period has been satisfied. If a claw-back is triggered, the bonus shall be forfeited in its entirety and recipient agrees to the County withholding said bonus from any annual leave payout. The County may also pursue any other lawful collection method as deemed appropriate to recoup the bonus.

C. Language Incentive

To encourage multi-lingual attorneys to assist with communicating with an understanding our diverse public; facilitate colleagues understanding of non-English interviews and recorded statements; and to assist with trial strategy involving non-English speaking defendants, victims and the next of kin, the State's Attorney may in their sole discretion, award an annual, one-time

bonus of 1,600.00, payable the last pay cycle of the fiscal year.

10. 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.

11. 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. 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.

D. State Retirement Pick-up. Employee contributions (if any) to the Maryland State Pension System from wages that exceed the Social Security wage base are reported in box 14 of the Federal W-2 tax information form. These contributions are pre-tax (or exempt) for Federal purposes only and must be reported as an "addition to income" (or taxable income) on the applicable Maryland income tax form for state residents. Non-resident employees should seek professional advice on any reporting requirements associated with these contributions for taxing authorities outside the State of Maryland.

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. See paragraph 7. below for modifications effective July 1, 2012.

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. See paragraph 7. below for modifications effective July 1, 2012.

4. Funding.

The cost of funding the supplemental pension benefit described in this Section F 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 (1/2) the cost of providing this benefit. Effective with the first full pay period beginning in July, the employee contribution rate for the Supplemental Pension Plan will be changed in accordance with the results of the actuarial study.

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. See paragraph 7. below for modifications effective July 1, 2012.

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.

e. 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.

6. 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.

7. Supplemental Pension Plan Modifications effective July 1, 2012

The Supplemental Pension Plan will be modified to incorporate the changes adopted by the Maryland State Employees' Pension System, which went into effect July 1, 2011.

Employees covered by this Salary Schedule and hired on or after July 1, 2012 will be subject to the following Supplemental Pension Plan modifications:

Vested Benefit/Minimum Continuous Service Requirement: 10 years eligibility service

Average Annual Compensation: Average of the five (5) highest consecutive years

Benefit Payment: The benefit accrued by an employee shall not be payable until retirement at the earliest of the following: (1) Rule of 90 (sum of age and eligibility service must equal 90); (2) Age 65 with 10 years of eligibility service; or (3) Age 60 with 15 years eligibility service.

12. GROUP HEALTH INSURANCE

A. The County shall contribute seventy-three percent (73%) to the cost of the preferred provider option health insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-seven percent (27%).

Effective January 1, 2018, the County shall contribute seventy percent (70%) to the cost of the preferred provider option health insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining thirty percent (30%).

B. The County shall contribute seventy-eight percent (78%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-two (22%).

Effective January 1, 2018, the County shall contribute seventy-five percent (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five (25%).

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 County shall contribute eighty-eight percent (88%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining twelve percent (12%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

Effective January 1, 2018, the County shall contribute eighty-five percent (85%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining fifteen percent (15%). 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 annually up to five thousand dollars ($5,000.00) in a dependent flexible spending account and up to two thousand seven hundred fifty dollars ($2,750.00) in a health care flexible spending account and is subject to change by the Internal Revenue Service.

13. LIFE INSURANCE

The County shall pay one hundred percent (100%) of the monthly premium for County basic life insurance for each employee in the amount of two (2) times the employee's annual salary up to a maximum amount of two hundred twenty-five thousand dollars ($225,000.00). Employees may choose to increase their life insurance from one to four times their annual salary up to a total of eight hundred twenty-five thousand dollars ($825,000.00) 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.

The County shall pay an accidental death benefit of ten thousand dollars ($10,000.00) 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. This accidental death benefit is also payable for a death due to a bodily injury arising outside of employment.

14. SOCIAL SECURITY AND MEDICARE

The County is required to comply with the Federal Insurance Contribution Act (FICA) that provides for a federal system of old-age, survivors, disability (Social Security or OASDI), and hospital (Medicare or HI) insurance. Effective January 1, 2012, each employee paid in accordance with this Salary Schedule shall make contributions of 4.2% to the Social Security fund (FICA-OASDI) up to the wage base limit of one hundred ten thousand one hundred dollars ($110,100.00); and 1.45% to the Medicare fund (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.

15. 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.

16. 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.