

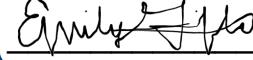


Frederick County, Maryland

Staff Report Concurrence Form

To: Office of the County Executive

Date: 10/25/2024

Division Director: Emily FiftalApproved: DocuSigned by:
0F7AA712FCA24A5...From: Shanna GibbonsDivision: Human ResourcesPhone #: 301.600.1115

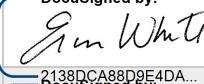
Please verify you have attached the correct documents

Staff Report Topic:Staff Memo: Attachments: Yes: No:

Proposed Bill - Amend the Frederick County Uniformed Employees Retirement Plan ("Plan") – Deferred Retirement Option Program ("DROP") for Law Enforcement Officers and Corrections Officers

Time Sensitive? Yes (if yes, deadline for approval: 10/31/2024) No Action Requested by Executive's Office: Signature Requested OR Information Only Staff Report Review:

This staff report has been thoroughly reviewed first by the appropriate divisions/agencies noted on Page 2 followed by those outlined below:

	Name	Signature	Date
Budget Office	Kelly Weaver	 DocuSigned by: 15B09697D28946D...	10/30/2024
Finance Division	Erin White	 DocuSigned by: 15B09697D28946D...	10/30/2024
County Attorney's Office	Andrew J. Ford	 DocuSigned by: 213BDCA88D9E4DA...	10/30/2024

Refer to County Council? Yes No

(County Attorney's Office to complete)

Chief Administrative Officer	John Peterson	 DocuSigned by: John Peterson	10/30/2024
County Executive	Jessica Fitzwater	 DocuSigned by: Jessica Fitzwater	10/30/2024

Forward to Council? Yes No

(County Executive to complete)



Frederick County, Maryland

Staff Report Concurrence Form

Other Reviewers:

Title	Name	Signature	Date
3. Director of Finance	Erin White	 DocuSigned by: 2138DCA88D9E4DA...	10/28/2024
4. Director of Government Relations	Victoria Venable	 DocuSigned by: 2D089227B21D4E5...	10/30/2024
5.			
6.			
7.			
8.			
9.			
10.			

Comments:

From	Date	Comment



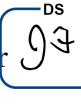
Jessica Fitzwater
County Executive

FREDERICK COUNTY GOVERNMENT

DIVISION OF HUMAN RESOURCES

Emily C. Fiftal, JD, Director

TO: County Council

THROUGH: County Executive Jessica Fitzwater 

FROM: Emily Fiftal, Director, Division of Human Resources 
Erin White, Director, Division of Finance 

DATE: October 25, 2024

SUBJECT: Proposed Bill - Amend the Frederick County Uniformed Employees Retirement Plan ("Plan") – Deferred Retirement Option Program ("DROP") for Law Enforcement Officers and Corrections Officers

ISSUE:

Should the County Executive approve the proposed bill ([Attachment 1](#)) and forward it to the County Council to amend the Frederick County Uniformed Employees Retirement Plan to enhance DROP Program benefits for Law Enforcement Officers and Corrections Officers to match those of Career Firefighters?

BACKGROUND:

A Deferred Retirement Option Plan or DROP is a pension plan provision that is an incentive to encourage employees to work for a few years after they are eligible for normal retirement. It allows employees to have the benefit payments that they would have received starting as of the date that they elect to join DROP to be accumulated in a DROP account while they continue to work. Then at retirement the employee receives a lump sum distribution for the accumulated "retirement payments" (the DROP account), as well as a retirement benefit based on their salary and service as of the date the employee entered DROP.

As background, on March 29, 2023, the County Executive entered into a Memorandum of Understanding (MOU) with the Career Firefighters Association of Frederick County, MD, Inc., Local #3666. The MOU required the County Executive to submit proposed legislation seeking the following enhancements to the County's existing DROP Program for Career Firefighters:

- i. The DROP participant's anticipated years of eligibility service at the end of the DROP participation period shall be extended not to exceed 31 years of eligibility service.
- ii. The DROP participant shall contribute four percent (4%) by payroll deduction to the Plan.

- iii. The DROP participant shall contribute five percent (5%) by payroll deduction to their DROP Account.
- iv. The DROP participant that voluntarily separates from employment with the County prior to the completion of their DROP period, for any reason other than death or Total and Permanent Disability, shall be paid the amount accrued in their DROP account, as calculated in Section 17.7, as adjusted for investment gains and losses determined pursuant to Section 17.10, as soon as reasonably practical before the date of payment and shall forfeit an amount equal to the amount contributed in number iii.

The previous DROP Program terms had the DROP participation period not exceeding 28 years of eligibility service and the DROP participant contributing their entire nine percent (9%) payroll deduction to the Plan. The legislation was approved, and the changes were effective for Career Firefighters as of July 1, 2024.

At the time, the changes outlined did not affect the then-current Agreements between the Sheriff of Frederick County and the Fraternal Order of Police Lodges 102 (Law Enforcement Officers) and 102A (Corrections Officers), who were also part of the DROP Program. The changes have recently been incorporated in the current agreements between the Sheriff and Lodges 102 ([Attachment 2](#)) and 102A ([Attachment 3](#)), effective July 1, 2024, through June 30, 2025. These agreements require the County Executive, on or before January 1, 2025, to submit proposed legislation to the County Council adopting these changes.

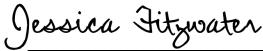
The proposed legislation mirrors the changes already in place for Career Firefighters. The proposed legislation was approved by the Fraternal Order of Police Lodges 102 and 102A prior to submission to the County Council. Should the legislation be approved, the DROP Program changes will be effective for Law Enforcement Officers and Corrections Officers as of July 1, 2025.

RECOMMENDATION:

Staff requests the County Executive approve the proposed bill and forward it to the County Council for consideration.

Approve? Yes X No _____

DocuSigned by:

 Jessica Fitzwater

3744450F2024
Jessica Fitzwater, County Executive
Frederick County, Maryland

10/30/2024

Date

FINANCIAL IMPACT: Yes - Indirect

1. Fiscal Year of Financial Impact: FY 2026 and Ongoing
2. Existing Account Unit / Activity & Account: Various Sheriff's Office Account Units/50260
3. New Account Unit / Activity & Account:
4. Budget Balance as of October 24, 2024:
5. Budget Journal Required: No
6. Amount of County Funding Requested:
7. Other Pertinent Information: The Plan's Actuary estimated (2023 study re: FY24) the County's Actuarially Determined Contribution (ADC) to increase by approximately \$140,000 annually.

ATTACHMENT(S):

Attachment 1 – Proposed Bill

Attachment 2 – Agreement Between the Sheriff of Frederick County and Frederick County Deputy Sheriffs Fraternal Order of Police Lodge No. 102, Inc., Effective July 1, 2024, through June 30, 2025

Attachment 3 – Agreement Between the Sheriff of Frederick County and the Fraternal Order of Police 102A, Effective July 1, 2024, through June 30, 2025



Bill No. _____
 Concerning: Amend the Frederick County Uniformed Employees Retirement Plan
 Introduced _____
 Revised: _____ Draft No. _____
 Enacted: _____
 Effective: _____
 Expires: _____
 Frederick County Code, Chapter _____
 Section(s) _____

COUNTY COUNCIL FOR FREDERICK COUNTY, MARYLAND

By: Council President Brad W. Young on behalf of County Executive Jessica Fitzwater

AN ACT to: amend the Frederick County Uniformed Employees Retirement Plan effective July 1, 2025, to reflect the terms of the Deferred Retirement Option Program for law enforcement officers and corrections officers, pursuant to (a) the Agreement between the Sheriff of Frederick County and the Frederick County Deputy Sheriff's Fraternal Order of Police Lodge No. 102, Inc. effective July 1, 2024, through June 30, 2025, and (b) the Agreement between the Sheriff of Frederick County and the Fraternal Order of Police 102A effective July 1, 2024, through June 30, 2025.

Date Council Approved: _____ Date Transmitted to Executive: _____

Executive: _____ Date Received: _____

Approved: _____ Date: _____

Vetoed: _____ Date: _____

Date returned to Council by County Executive with no action: _____

By amending:

Frederick County Code, _____ Section(s) _____

Other: Frederick County Uniformed Employees Retirement Plan

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Heading or defined term.
Added to existing law.
Deleted from existing law.
Existing law unaffected by bill.

Bill No. **-**

The County Council of Frederick County, Maryland, finds it necessary and appropriate to amend the Frederick County Uniformed Employees Retirement Plan to implement the changes to the Deferred Retirement Option Program for Law Enforcement Officers and Corrections Officers.

NOW, THEREFORE, BE IT ENACTED BY THE COUNTY COUNCIL OF FREDERICK COUNTY, MARYLAND, that the Frederick County Uniformed Employees Retirement Plan be, and it is hereby, amended as shown on the attached Exhibit 1.

AND BE IT FURTHER ENACTED, that the amendments shown in Exhibit 1 will be effective as provided in Exhibit 1 on or after the effective date of this Bill.

Brad W. Young, President
County Council of Frederick County,
Maryland

Exhibit 1

Article XVI of the Frederick County Uniformed Employees Retirement Plan is amended to read as follows effective July 1, 2025:

* * *

ARTICLE XVI

DEFERRED RETIREMENT OPTION PROGRAM - LAW ENFORCEMENT OFFICERS AND CORRECTIONS OFFICERS

16.1 **Definitions** - In this section, the following words have the meanings indicated:

(a) "DROP" means the Deferred Retirement Option Program established pursuant to this Section.

(b) "DROP Account" means the account established for the DROP Participant in accordance with Section 16.7.

[(c) “DROP Effective Date” means July 1, 2021.]

([d]c) “DROP Participant” means a Participant in the Plan who:

(i) is eligible to participate in DROP as provided in this Article XVI; and

(ii) elects to participate in DROP as provided in this Article XVI.

16.2 Eligibility - A Participant in the Plan is eligible to participate in DROP if the Participant:

(a) Is a Uniformed Participant in the category of law enforcement officer or corrections officer.

(b) [Either: (i)]Has attained the service requirement for the Participant's Normal Retirement Date[, as of the DROP Effective Date, or (ii) Attains the service requirement for the Participant's Normal Retirement Date after the DROP Effective Date];

(c) Has earned no more than 27.0 Years of Eligibility Service as of the DROP Effective Date (for DROP commencement beginning on or after July 1, 2021, and before July 1, 2025) or no more than 30.0 Years of Eligibility Service (for DROP commencement beginning on or after July 1, 2025); and

(d) Has an acceptable performance rating from the Sheriff's Office

Underlining indicates matter added to existing law.
[Single boldface brackets] indicates matter deleted from existing law.
*** - indicates existing law unaffected by bill.

1 16.3 Election; Duration of Participation
23 An eligible Participant may elect to participate in DROP for a period of between 12 and 36
4 months; provided, however, that the elected DROP participation period cannot cause the Participant's
5 anticipated Years of Eligibility Service at the end of the DROP participation period to exceed 28.0
6 Years of Eligibility Service (for DROP commencement beginning on or after July 1, 2021, and before
7 July 1, 2025) or 31.0 Years of Eligibility Service (for DROP commencement beginning on or after
8 July 1, 2025).9
10 16.4 Application; Limitation on Enrollment
1112 (a) Participant's Election: An eligible Participant who elects to participate
13 in DROP shall:14
15 (i) provide a written application to the employee designated by the
16 Retirement Plan Committee (the "DROP Coordinator") on a form approved by or acceptable to the
17 Retirement Plan Committee, stating:

18 (A) the Participant's intention to participate in DROP;

19 (B) the date, which shall be the first day of a month, when
20 the Participant desires to begin participation in DROP; and21 (C) such other information required by the Retirement Plan
22 Committee to implement DROP with respect to the Participant, including a binding letter of resignation
23 accepted by the Sheriff in accordance with the Sheriff's Office policies and procedures then in effect,
24 setting forth the date the Participant intends to terminate employment following completion of the
25 Participant's elected DROP period; and26
27 (ii) submit the application to the DROP Coordinator no later than
28 the first day of the month that is no less than two and no more than three months prior to the first day
29 of the month coincident with the date the Participant elects to begin participation in DROP. If the due
30 date for the election falls on a Saturday, Sunday or day when the County's offices are closed, the due
31 date shall be the next day during which the County's offices are open.32
33 (b) Limitation on Enrollment in DROP34
35 (i) The application to participate in DROP by no more than one
36 percent of the Frederick County Sheriff's Office Uniformed Law Enforcement officers workforce will
37 be accepted for any one month. The application to participate in DROP by no more than one percent
38 of the Frederick County Sheriff's Office Uniformed Corrections officers workforce will be accepted
39 for any one month. In determining this one percent limitation, the number of Participants eligible to
40 elect to enter DROP will be rounded up to the next highest whole number and will be determined as
41 of the first day of the payroll period that is two months in advance of the elected DROP participation
42 date.43
44 (ii) If more Participants submit an application to participate in
45 DROP than can be accepted due to the limitations set forth in subsection (b)(i) above, the Participants

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1 whose applications will be accepted will be determined on the basis of seniority within the Frederick
2 County Sheriff's Office.

4 (iii) The applications of Participants whose applications are
5 deferred pursuant to subsection (b)(ii) above will be considered for the following months on the same
6 basis as set forth in subsections (b)(i) and (b)(ii); provided, however, that a Participant whose
7 application is deferred past the date the Participant earns [27.0]the maximum Years of Eligibility
8 Service in effect at the time of the Participant's election to participate in DROP as defined in Section
9 16.2(c) will not be eligible to participate in DROP.

16.5 Irrevocability of Election

A Participant's election to participate in DROP is irrevocable as of the fifteenth day following the DROP Coordinator's receipt of the Participant's election to participate in DROP, provided that the acceptance of the Participant's election is not deferred pursuant to Section 16.4(b). In the event the Participant's application to participate in DROP is deferred pursuant to Section 16.4(b), the election is irrevocable as of the fifteenth calendar day following the acceptance of the Participant's election to participate in DROP and notification of the acceptance being provided to the Participant. If the due date for the revocation of an election to participate in DROP falls on a Saturday, Sunday or day when the County's offices are closed, the due date shall be the next day during which the County's offices are open.

16.6 Suspension of Participation; Termination of Participation

(a) Suspension of Participation - Participation in DROP is suspended upon the Participant receiving a performance rating from the Sheriff's Office of less than acceptable. During the time of suspension, no additions will be made to the Participant's DROP Account. The suspension will be lifted and the Participant will be reinstated to DROP for the remaining DROP participation period elected by the Participant upon the reinstatement of an acceptable performance rating from the Sheriff's Office after exhaustion of the Participant's appeal rights under the Frederick County Personnel Rules in effect at the time; provided, however, that the credits to the Participant's DROP Account provided for in Section 16.7(b)(i) during the period of suspension will be reinstated to the DROP Participant's DROP Account following a Participant's successful appeal of his or her performance rating. In the event that the DROP Participant does not appeal the assignment of the performance rating or is unsuccessful in the appeal of the assignment of the performance rating, [the DROP Participant's DROP Account will be reduced to zero dollars and]the DROP Participant's retirement benefit determined as of the Participant's Termination Date will be determined in accordance with Section 16.8(c) as if the DROP Participant reached a Termination Date prior to the end of the DROP Participant's elected DROP participation period.

(b) Termination of Participation - Participation in DROP terminates when the DROP Participant reaches a Termination Date.

16.7 Payment of Retirement Benefit, Accrual of Service Credit, Disposition of Other Benefits During DROP Participation.

(a) Calculation of Retirement Benefit - As of the effective date of participation in DROP, the DROP Participant's normal retirement benefit as provided for in Section

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6.1, in the form of payment elected by the Participant in accordance with Section 8.2 and without the adjustment for unused sick leave pursuant to Section 6.1(d), shall be determined.

(b) Credit to DROP Account - During the period of the DROP Participant's participation in DROP, the Plan Administrator shall:

(i) Credit the DROP Participant's monthly retirement income determined pursuant to Section 16.7(a) determined as of the DROP Participant's date of participation in DROP, to a DROP Account for the benefit of the DROP Participant;

(ii) Credit the DROP Participant's DROP Account with the investment gains and losses arising out of the individually-directed accounts maintained for this purpose in accordance with Section 16.10; and]

(iii) Annually adjust the DROP Participant's credit to the DROP account for monthly retirement income under Section 16.7(b)(i) for cost of living increases in accordance with Section 6.8; and

(iv) Credit the DROP Participant's DROP Account with 5% out of the 9% of Compensation made as a pick-up contribution to the Plan pursuant to Section 5.4(a)(i).

(c) No Increase in Years of Eligibility or Credited Service - A DROP Participant will not accrue credit for additional Years of Eligibility or Credited Service during the period of DROP participation.

(d) Compensation during DROP Participation - A DROP Participant's Compensation earned during the period of DROP participation:

(i) Subject to Section 5.4(b), shall be subject to the County pick up contributions provided for in Section 5.4(a)(i), which contributions shall [not] be added to the Participant's DROP Account to the extent provided for in Section 16.7(b)(iv). The remaining 4% of Compensation paid as a pick-up contribution shall be added to the Trust; and

(ii) Shall not be used to increase the DROP Participant's Final Average Earnings.

(e) If during the period of a DROP Participant's participation in DROP, the Participant reaches a Termination Date by reason of Total and Permanent Disability in accordance with Section 6.4(a) ("Ordinary Disability"), the Participant shall receive the benefit calculated pursuant to Section 16.7(a), plus the Participant's DROP Account, calculated as of the Participant's Termination Date. If during the period of a DROP Participant's participation in DROP, the Participant reaches a Termination Date by reason of Total and Permanent Disability in accordance with Section 6.4(b) ("Line of Duty Disability"), the Participant shall receive payment of the DROP Account, plus the greater of: (i) the monthly retirement income calculated pursuant to Section 16.7(a) or (ii) the monthly retirement income calculated pursuant to Section 6.4(b).

(f) If during the period of a DROP Participant's participation in DROP, the Participant reaches a Termination Date by reason of death, the Participant's Beneficiary will receive

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1 the benefit described in Section 7.1, based upon the Participant's Years of Eligibility Service and
 2 Highest Average Earnings earned at the DROP participation date, plus the Participant's DROP
 3 Account. The DROP Participant's Beneficiary designated for purposes of receipt of the death benefits
 4 described in Section 7.1 shall be the same Beneficiary designated for purposes of receipt of the DROP
 5 Account. In the event there is no valid Beneficiary on file for the Participant, payment will be made in
 6 accordance with Section 9.1.

7

8 16.8 Payment of Retirement Income and DROP Account At Termination Date.

9

10 (a) Payment of DROP Account – Termination Following End of Elected
 11 DROP Participation Period: Upon the termination of a DROP Participant's employment with the
 12 County, for reasons other than death or Total and Permanent Disability, as of or following the end of
 13 the Participant's DROP participation period, the Trustees shall pay to the Participant the amount
 14 accrued in the DROP Account for the DROP Participant, determined in accordance with Section 16.7,
 15 as adjusted for investment gains and losses determined pursuant to Section 16.10 through as soon as
 16 reasonably practical before the date of payment, and as elected by the DROP Participant, in the form
 17 of:

18

19 (i) An Eligible Rollover Distribution, pursuant to Section 8.4;

20

21 (ii) A lump sum distribution, reduced by any elected or required
 22 withholding for taxes; or

23

24 (iii) Any other form of payment allowed under the individually-
 25 directed account.

26

27 (b) Payment of Retirement Benefit - Termination Following End of
 28 Elected DROP Participation Period: Upon the termination of a DROP Participant's employment with
 29 the County for reasons other than death or Total and Permanent Disability, as of or following the end
 30 of the Participant's DROP participation period, the Participant will receive the monthly retirement
 31 income determined in accordance with Section 16.7, in the form of payment elected by the Participant
 32 pursuant to Section 8.2 when the Participant elected to participate in DROP, as adjusted for cost of
 33 living increases pursuant to Section 6.8 during the DROP participation period and as adjusted for hours
 34 of unused sick leave, pursuant to Section 6.1(d), based upon the DROP Participant's unused sick leave
 35 as of the DROP Participant's Termination Date. The DROP Participant's DROP Account will not be
 36 affected by the changes in the DROP Participant's unused sick leave during the period of participation
 37 in DROP.

38

39 (c) Termination Before End of Elected DROP Participation Period – Upon
 40 the DROP Participant's reaching a Termination Date, for reasons other than death or Total and
 41 Permanent Disability, prior to the end of the DROP Participant's elected DROP participation period,
 42 the Participant will receive the monthly retirement income determined in accordance with Section
 43 [6.1]16.7, in the form of payment elected by the Participant pursuant to Section 8.2 when the
 44 Participant elected to participate in DROP, as adjusted for cost of living increases pursuant to Section
 45 6.8 during the DROP participation period and as adjusted for hours of unused sick leave, pursuant to
 46 Section 6.[8]1(d), based upon the DROP Participant's unused sick leave as of the DROP Participant's
 47 Termination Date. The DROP Participant's DROP Account will not be affected by the changes in the
 48 DROP Participant's unused sick leave during the period of participation in DROP. The Participant's

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DROP Account will be adjusted for investment gains and losses determined pursuant to Section 16.10 through as soon as reasonably practical before the date of payment, but reduced by the principal amount of Participant pick-up contributions made to the DROP Account pursuant to Section 16.7(b)(iv). The principal amount of Participant pick-up contributions made to the Plan pursuant to Section 16.7(b)(iv) will be retained in the Trust. The balance of the DROP will be paid as elected by the DROP Participant, in the form of:], all determined as if the Participant had never elected to participate in DROP, but payable in the form of benefit elected by the Participant when the DROP Participant elected to participate in DROP. The Participant's DROP Account will then be reduced to zero dollars.]

withholding for taxes; or

- (i) An Eligible Rollover Distribution, pursuant to Section 8.4;
- (ii) A lump sum distribution, reduced by any elected or required
- (iii) Any other form of payment allowed under the individually-directed account.

16.9 Limitations; Other Benefits of Employment; Segregation of Assets

(a) The benefits payable pursuant to this Article XVI shall be adjusted, if necessary, to conform to the limitations on the accrual of benefits pursuant to Section 6.6.

(b) During the period of a DROP Participant's participation in DROP, the DROP Participant shall continue to be eligible to participate in any health and welfare plan and deferred compensation plan, and receive any other benefits otherwise available to employees of the Frederick County Sheriff's Office and shall continue to be subject to the personnel laws, regulations and policies applicable to an Employee.

(c) The DROP Account is maintained solely for purposes of accounting for the DROP Participant's benefit from DROP. The Trustees shall be under no obligation to segregate funds from the Plan assets for the Participant's DROP Account.

16.10 Establishment of Investment Accounts

The DROP Account will be invested in one or more investment funds elected by the DROP Participant from among investment options provided by the Trustees, in their discretion. The DROP account will be adjusted monthly for earnings or losses based on the investment fund(s) selected by the DROP Participant.

16.11 Review of DROP

The Administrator will engage the Plan's actuaries to review the operations of the DROP as of July 1, 2026 to determine the level of the DROP's cost neutrality to the Plan.

END OF ARTICLE XVI

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**AGREEMENT
BETWEEN
THE SHERIFF OF FREDERICK COUNTY
AND FREDERICK COUNTY DEPUTY
SHERIFF'S
FRATERNAL ORDER OF POLICE
LODGE NO. 102, INC.**

EFFECTIVE:

July 1, 2024 – June 30, 2025

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COLLECTIVE BARGAINING AGREEMENT

This COLLECTIVE BARGAINING AGREEMENT is made this 20th day of June 2024, by and between the SHERIFF OF FREDERICK COUNTY, MARYLAND, hereinafter referred to as the "Sheriff" and the FREDERICK COUNTY DEPUTY SHERIFF'S FRATERNAL ORDER OF POLICE LODGE NO. 102, INC., hereinafter referred to as the "FOP" was reached pursuant to collective bargaining (the "Agreement").

ARTICLE I. RECOGNITION AND UNIT DESCRIPTION

Section 1.01 Recognition

The Sheriff recognizes the FOP as the exclusive representative of Employees, as defined in Section 1.02 of this Article, for the purpose of negotiating collectively with the Sheriff pursuant to the Annotated Code of Maryland, Courts and Judicial Proceedings Article, § 2-324(g), with respect to wages and benefits.

Section 1.02 Unit Description

The bargaining unit (the "Unit") to which this Agreement shall apply consists of all full-time Deputy Sheriffs, at the rank of Sergeant and below (hereinafter "Employees" "Employee" or "Deputy").

Section 1.03 Approval by Governing Body

The Annotated Code of Maryland, Courts and Judicial Proceedings Article, § 2-324(g)(3) and (g)(7) provides that any additional funding required as a result of a negotiated collective bargaining agreement is subject to approval by the County governing body. The law does not allow Frederick County Deputy Sheriffs to engage in a strike.

ARTICLE II. VOLUNTARY DEDUCTION OF UNION FEES

No Employee shall be required to join or not join the FOP. Employees in the Unit may submit signed authorization for the Frederick County Government to deduct union fees from their biweekly pay.

ARTICLE III. COMPENSATION

Section 3.01 Pay Scale Steps

Step 1 Year 1	Step 2 Year 2	Step 3 Year 3	Step 4 Year 4	Step 5 Year 5
Step 6 Year 6	Step 7 Year 7	Step 8 Years 8 & 9	Step 9 Years 10 & 11	Step 10 Years 12 & 13
Step 11 Years 14 & 15	Step 12 Years 16 & 17	Step 13 Years 18 & 19	Step 14 20 & 21	Step 15 Years 22 +

Effective July 1, 2019, there are 15 steps in the pay scale for Employees in the Unit, as follows:

Employees in the Unit will be eligible for step increases on their FCSO service anniversary date and will be paid pursuant to the applicable FCSO Uniformed Law Enforcement Step and Grade Pay Scale as set forth herein.

Section 3.02 Wage Adjustments

- (a) All pay scale adjustments and increases as outlined in this Section 3.02 will be funded in the County Executive's proposed budget for each fiscal year but are subject to approval of the budget by the County Council.
- (b) Effective July 1, 2024, the existing pay scale will be adjusted by a six percent (6%) market adjustment. Attachment "A" hereto (FY25 Frederick County Sheriff's Office (FCSO) Uniformed Law Enforcement Step and Grade Pay Scale effective July 1, 2024) reflects the pay scale with a 6% increase. Even if a cost-of-living adjustment is approved for other County staff, only the 6% market adjustment will be applied to FY25 FCSO Uniformed Law Enforcement Step and Grade Pay Scale.
- (c) During the fiscal year 2025, employees will be eligible for step increases, on their FCSO service anniversary date, if applicable, and will be paid pursuant to the FY25 FCSO Uniformed Law Enforcement Step and Grade Pay Scale.
- (d) If Frederick County decides, during the term of this Agreement, to impose furloughs for Frederick County employees, furloughs may be effected in accordance with the decisions of Frederick County.

Section 3.03 Overtime/Compensatory Time

- (a) "Tour of duty" means the time during which an Employee is regularly scheduled to work and is considered to be on duty for purposes of determining compensable hours.
- (b) Overtime: Employees will be compensated at an overtime rate of one and one-half times (1½ x) their normal hourly rate for hours actually worked outside their regularly scheduled shifts. All overtime is subject to supervisory or command approval. Overtime does not apply to positions designated as exempt in the classification schedule. Leave usage and compensatory time usage do not count as "hours worked" for purposes of determining entitlement to overtime pay. Premium rates will not pyramid with other premium rates or overtime.
- (c) Employees shall be eligible to accrue and use compensatory time as set forth in Chapter X, Section 17 of the Frederick County Personnel Rules, which is incorporated herein by reference, and in accordance with the procedures contained in Frederick County Sheriff's General Order 22.1.1, "Salary Program" – Section VI, "Compensatory Time".

Section 3.04 Promotions

Employees who are promoted to a higher rank shall receive an increase in pay in conformance with the applicable pay scale.

ARTICLE IV. PREMIUM PAY AND OTHER SPECIAL CIRCUMSTANCES

Section 4.01 Shift Differential

- (a) Eligible Employees who are scheduled to work a tour of duty which results in 50% of the hours worked falling between 1400 and 0700 hours (2PM-7AM), will be eligible to receive an hourly shift differential equal to five percent (5%) of the Deputy Sheriff's Step 1 base salary. The actual dollar amount will automatically increase when the Deputy Sheriff Step 1 base salary increases.
- (b) Shift differential, if applicable, is only payable for those hours that fall between 1400 and 0700 hours, excluding overtime hours.
- (c) The Sheriff has the authority to grant shift differential pay outside of these times, at his discretion.

Section 4.02 On Call Pay

- (a) Employees assigned to the Criminal Investigative Unit, Traffic Unit and FCNU who are "on call" shall be compensated at the rate of one hour (straight time) of pay, at the Employee's current rate of pay, per day that the employee is actually "on call."
- (b) Supervisors at the rank of Corporal and Sergeant who are "on call" shall be compensated at the rate of one hour (straight time) of pay, at the Employee's current rate of pay, per day that the employee is actually "on call."

Section 4.03 Call-in-Pay

- (a) When an Employee is called in to work outside their regular shift, the Employee will be compensated at the rate of time and one-half ($1\frac{1}{2} \times$) their normal hourly rate for the time actually worked. However, if the time worked is less than three (3) hours, the Employee will receive compensation for three (3) hours at the rate of time and one-half ($1\frac{1}{2} \times$) their normal hourly rate.
- (b) When an immediate response to a location/call is required, the Employee's pay begins upon notification of the immediate call-in. In the case of a delayed response, or advance notice of the call-in, the Employee's pay shall start 30 minutes prior to the designated arrival time. However, this call-in pay provision does not apply to Employees who are held over beyond the end of their shift.

Section 4.04 Court Time

- (a) When an Employee is required to attend a work-related court proceeding, a work-related MVA hearing, or summoned to a location to give a work-related deposition on a previously scheduled day off, the Employee shall be compensated at the rate of time and one-half for the time actually required to appear and testify. However, if the actual time required is less than three (3) hours, the Employee will receive three (3) hours at the rate of time and one-half ($1\frac{1}{2} \times$) their normal hourly rate.
- (b) When an Employee is required to meet with the State's Attorney's Office or the U.S. Attorney's Office outside of their scheduled work hours, and such meeting has been pre-

approved by the Sheriff or his/her designee, the Employee shall be compensated at the rate of time and one-half for the time actually required to appear and testify. However, if the actual time required is less than three hours, the Employee will receive compensation for three (3) hours at the rate of time and one-half ($1\frac{1}{2} \times$) their normal hourly rate. In the event that this court preparation minimum time overlaps with a scheduled court time, only one minimum will apply.

Section 4.05 Field Training Officer Compensation

Employees who are assigned a recruit/lateral and actually perform field training duties for six (6) hours or more in a single day will receive compensation of one (1) hour per day at either the overtime rate of time and one-half ($1\frac{1}{2} \times$) their normal hourly rate in accordance with Section 3.03 of this Agreement or straight over time – *i.e.*, normal hourly rate (“S.O.T.”), as applicable. Employees who perform field training work less than six (6) hours per day will receive no compensation, except as otherwise determined by the Department in its discretion.

Section 4.06 Canine Pay

The premium pay described in this Section 4.06 will apply to Employees certified as K-9 handlers who are assigned and actually perform K-9 duties. Handlers will be paid one (1) hour per day for K-9 maintenance, care and training of their assigned partner. This shall be accomplished by the handlers working one (1) hour less than the scheduled full-length shift. On scheduled days off, handlers will receive compensation of one (1) hour per day at either the overtime rate of time and one-half ($1\frac{1}{2} \times$) their normal hourly rate in accordance with Section 3.03 of this Agreement, or S.O.T., as applicable.

Section 4.07 Clothing and Uniform Allowance and Issue

- (a) The Sheriff shall provide an annual clothing allowance in accordance with the General Order of the Sheriff's Office in effect as of the date of this Agreement. Effective as of the date of this 2024-2025 Agreement, the annual clothing allowance will increase to \$500.00.
- (b) The Sheriff's Office will continue to provide all uniforms and equipment, to include ballistic vests (but not including footwear) to Employees in accordance with policies in effect as of the date of this Agreement.

Section 4.08 Weather and Public Safety Emergencies/Administrative Leave

- (a) When Frederick County government closes its offices on a business day due to inclement weather or other similar natural disasters, and/or public safety emergencies, Employees will be eligible to receive both administrative leave (if they are scheduled to work) and regular pay for the hours worked in accordance with Section 8.10 of the Frederick County Human Resources Policies and Procedures Manual.
- (b) Employees who report to work shall get paid for hours actually worked and will also be paid for administrative leave for their regularly scheduled work hours. If an employee does not report to work, accrued vacation, holiday or compensatory leave may be used, at

the supervisor's discretion. No administrative leave will be given. If an employee has previously scheduled a day off, administrative leave will not be substituted.

- (c) For the purpose of this Section 4.08, all Employees shall be considered essential Employees for public safety emergencies.
- (d) For the purpose of this Section 4.08, the Sheriff shall have the discretion to designate essential Employees for inclement weather or other similar natural disasters.
- (e) Entitlement to and payment of administrative leave under this Section 4.08 will at all times be subject to changes in interpretation and administration by Frederick County, as well as be contingent on approval and funding by the County.

Section 4.09 Death Benefits

In the event of the death of an Employee, any unpaid salary, wages, holidays, annual leave, or compensatory time shall be paid to a named beneficiary designated by the Employee, or in the event no beneficiary has been named, to the personal representative of his/her estate or the parties entitled to the estate, as defined in the General Laws of the State of Maryland pertaining to the distribution of personal property.

Section 4.10 Union Leave

The Sheriff shall annually grant the FOP Eighty (80) hours of paid leave ("FOP Leave") to conduct Lodge business. Usage of union leave by an employee must be approved by the FOP President or his designee and approved by the Division Commander of the employee requesting union leave. "Lodge business" as used in this Section 4.10 means legitimate business activities directly involved in representing bargaining unit members, such as: attending conferences and training, participating in collective bargaining, and meeting with represented employees to discuss collective bargaining matters. It does not include any events or activities that are primarily social, athletic or recreational in nature, or activities that involve the repair, upkeep, maintenance or construction of the Lodge's premises, grounds or buildings.

Section 4.11 Military Leave – Training

Notwithstanding the Frederick County Personnel Rules, any Employee who is a member of a reserve component of the armed forces of the United States shall be entitled to up to thirty (30) days of leave with pay in any calendar year for military training purposes. In addition, an Employee may apply to and may be granted by the Sheriff additional military leave beyond thirty (30) days in a calendar year for (a) addition training required of the Employee leading up to a deployment; (b) other training is mandated for the servicemember, or (c) in the case of a servicemember who is accepted into a school for promotion, such promotional training. All applications for military leave for training must be made in accordance with the procedures outlined in the Human Resources Policies and Procedures Manual relating to Military Leave (e.g., completion of a Military Leave Request form, a copy of the Employee's military order, etc.) Any request for leave beyond thirty (30) days may be denied by the Sheriff if it would result in harm to the interest of the County.

Section 4.12 Deferred Retirement Option Program ("DROP")

- (a) On or before January 1, 2025, the County Executive will submit proposed legislation seeking that employees covered by this Agreement be deemed eligible to participate in the Deferred Retirement Option Program ("DROP"), with enhancements as described in the Frederick County Uniformed Employees Retirement Plan Article XVII, effective July 1, 2024. Eligibility will apply only to those retirement applications filed after the adoption of the legislation. In the event there is a question or conflict in interpretation or application of the plan and the benefits described herein, the terms of the policies and/or other plan documents will control. Plan terms and documents, including summary plan descriptions, may change periodically. The enhancements are summarized as follows:
 - i. The Participant's anticipated Years of Eligibility Service at the end of the DROP participation period shall not exceed 31.0 Years of Eligibility Service.
 - ii. A DROP Participant shall contribute four percent (4%) by payroll deduction to the Frederick County Uniformed Employees Retirement Plan related to administration of the plans.
 - iii. A DROP Participant shall contribute five percent (5%) by payroll deduction to their DROP Account on a bi-weekly basis for the duration of their DROP participation period.
 - iv. A DROP Participant that voluntarily separates from employment with the County prior to the completion of their DROP period, for any reason other than death or Total and Permanent Disability, shall be paid the amount accrued in their DROP Account, determined in accordance with Section 17.7, as adjusted for investment gains and losses determined pursuant to Section 17.10 through as soon as reasonably practical before the date of payment and shall forfeit an amount equal to the amount contributed in number iii.
- (b) Proposed legislation drafted pursuant to this Agreement will be reviewed and approved by both parties prior to submission to the Frederick County Council.
- (c) The parties agree to fully support the legislative proposals drafted pursuant to this Agreement and make a good faith effort to obtain their approval by the Frederick County Council.

ARTICLE V. CONTINUATION OF BENEFITS

Section 5.01 Continuation of Benefits

Any benefits not specifically addressed in this Agreement are not guaranteed and are subject to change at any time without the requirement to negotiate or bargain such changes. Employee wages or benefits not specifically covered by the terms of this Agreement, and employee working conditions, may be unilaterally changed by the Sheriff at any time.

Section 5.02 Continuation of Health Coverage Contribution Ratios

Frederick County Government offers group medical insurance coverage to its eligible employees and their eligible dependents. The County calculates a dollar amount equal to 85% of the

premium cost of each coverage level in the in-network-only health plan, and contributes at least this dollar amount toward full-time, regular employee coverage in all plans, subject to a minimum employee deduction for each coverage level.

The basis for calculating costs was approved by the County, and any change to the funding formula is subject to the County's approval. Coverage costs are re-evaluated each calendar year.

Section 5.03 Line of Duty Health Care Coverage

Line of duty disability health care coverage will be available even if employee does not have ten (10) years of service provided the employee retires under a line of duty disability on or after July 1, 2022, has existing health care coverage through the County at the time of retirement and maintains that coverage for at least one month as a retiree. The cost sharing of the respective health insurance premium will be 50% from the County and 50% from the employee.

Section 5.04 Post Employment Health Insurance Coverage

- (a) Employees who subsequently retire during the term of this Agreement and are eligible for post-retirement health insurance benefits will be eligible to receive health (medical, dental, vision, prescription, etc.) insurance benefits, provided that they immediately elect to receive monthly pension benefits from the Frederick County Employees Retirement Plan or the Maryland State Retirement Plan, as outlined in the County's then-current Post Employment Health Benefit Policy 10.2, as may be amended.
 - i. Employees covered by this Agreement who retire after twenty Years of Creditable Service shall pay 50% of the annual estimated coverage costs (premium equivalent) for health plan coverage with the remainder paid by the County. With an additional five Years of Creditable Service, the percentage of the premium for health plan coverage paid by the employee shall decrease by 5% and the percentage paid by the County shall increase by 5% (i.e., retirees with 20 Years of Creditable Service shall pay 50% of the premium for health plan coverage; retirees with 25 Years of Creditable Service or more shall pay 45% of the premium for health plan coverage).
 - ii. Except as described herein, if a retiree is eligible for a different contribution percentage based on hire/service date and years of service as outlined in the Post Employment Health Benefits Policy, as may be amended, that contribution percentage would apply.
- (b) In the event there is a question or conflict in interpretation or application of these insurance plans and the benefits described herein, the terms of the insurance policies and/or other plan documents will control. Plan terms and documents, including summary plan descriptions, may change periodically.

ARTICLE VI. LABOR-MANAGEMENT RELATIONS COMMITTEE

Section 6.01 Purpose

The purpose of the Labor-Management Relations Committee (“LMRC”) is to create a committee which proactively identifies and resolves issues which might lead to the filing of a grievance and to engage in good faith discussion to:

1. Resolve issues/problems between the parties;
2. Avoid conflict;
3. Build trust between the parties; and
4. Improve the relationships between the parties.

Section 6.02 Committee Created

The LMRC consists of four FOP representatives appointed by the President: two Deputies First Class and two who are either Corporals or Sergeants. Two management representatives of the rank of Captain or above will be appointed by the Sheriff. Upon mutual agreement of the parties, a party may bring additional representatives. The parties’ representatives will have the authority to affect the purpose of the LMRC.

Section 6.03 Meetings

The parties agree to meet at least quarterly (additional meetings by mutual agreement) on the 3rd Wednesday in January, March, June and September, each year of this Agreement (months occurring during term bargaining excepted) from 10:00 a.m. until noon. If a meeting is canceled, a make-up meeting shall take place within thirty (30) days of the canceled date. Meetings will take place at a mutually agreeable location. The parties agree to attend and to remain for the duration of the meeting (a designee with authority from each side at a minimum).

The parties agree to exchange agenda items in writing 13 days prior to the next scheduled LMRC meeting (by 5:00 p.m. on Thursday). Agenda items will be described with reasonable clarity so that the parties may prepare to discuss each issue. Joint minutes will be prepared by the parties and distributed to the LMRC members within thirteen (13) days after the meeting.

Section 6.04 Scope of Committee

The LMRC may discuss matters of interest to either party and make recommendations to the FOP and the employer. However, the LMRC shall have no authority to alter a collective bargaining agreement, to engage in collective bargaining, or to adjust or resolve grievances.

ARTICLE VII. SAVINGS CLAUSE

Any Article or Section of this Agreement found to be in conflict with any law, ordinance, statute, or government regulation or declared invalid by decree of a court of competent jurisdiction will be void *ab initio* and the parties will enter into negotiations for a substitute provision. All other

Articles and Sections of this Agreement will remain in full force and effect for the duration of the Agreement.

ARTICLE VIII. NO STRIKE OR LOCKOUT CLAUSE

Section 8.01 No Strikes

- (a) For the duration of this Agreement, the FOP, its officers, representatives, stewards and members, and the Employees covered by this Agreement, shall not in any way, individually or concertedly engage in, initiate, sponsor, support, direct, ratify or condone any strike, sympathy strike, sit-down, secondary boycott, which interferes with the operations of the Sheriff's Office, to include but not be limited to the individual or concerted failure to report for duty, willful absence from one's position, stoppage or slowdown of work, or abstinence in whole or in part from the full, faithful and proper performance of the duties of employment.
- (b) In the event of a violation of this Article, the FOP shall immediately upon learning of such activity, publicly disavow such action by the employees and shall so advise the Sheriff and the employees involved in writing.
- (c) In the event of any violation of this Article, the Sheriff, in addition to any other remedy or right provided by Maryland Law, take any or all of the following action he deems necessary in the public interest:
 1. Imposition of disciplinary action of employees engaged in such illegal conduct;
 2. Termination of the FOP's dues deduction privilege, if any;
 3. Revocation of the FOP's exclusive representation certification and disqualification of the FOP from participation in representation elections for a period up to a maximum of two years.

ARTICLE IX. TERM

Section 9.01 Term

This Agreement shall be effective as of July 1, 2024, and remain in full force and effective until June 30, 2025, and thereafter from year to year unless either party gives sixty (60) days written notice to the other prior to June 30, 2025, or subsequent anniversary date, that it wishes to amend, modify or change the Agreement.

Section 9.02 Termination

In the event either party gives written notice to the other as provided in this article and no agreement is reached by the end of the original term or a subsequent anniversary date, then all the terms and conditions of this agreement shall remain in full force and effect until (1) a new agreement is reached, or (2) either party has given the other an additional five (5) days written notice of desire to terminate this Agreement. If notice of desire to terminate this Agreement is given, then this Agreement shall not bind the parties in any manner, and it shall have no legal

force or effect. The Sheriff will not be obligated in any manner to maintain the “*status quo*” created under this Agreement or comply with any provision in it.

ARTICLE X. MISCELLANEOUS

Section 10.01 Complete Agreement

This Agreement constitutes the entire agreement between the parties and there are no further understandings, representations, covenants, or warranties between them other than those set forth herein and those set forth in side letters attached hereto. This Agreement expresses the full and complete understanding of the parties identified as the Sheriff or his designee and the FOP and cancels and supersedes all previous agreements and understandings which may have been in effect previously.

Section 10.02 Waiver of Right to Bargain During Agreement

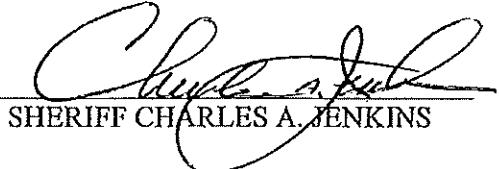
Each party recognizes that it had full opportunity to bargain for all proposals and to present demands, whether advanced in negotiations or not, and each party waives any rights it may have, and each agrees that the other shall not be obligated to bargain collectively with respect to changes in wages, hours, and grievance procedure, whether or not referred to or covered by this Agreement, during the term thereof, except as provided in this Agreement.

Section 10.03 Amendment

No modification or waiver of any of the provisions of this Agreement shall be valid unless in writing and executed with the same formality as this Agreement by the parties intended to be bound thereby.

2024 IN WITNESS WHEREOF, the parties have executed this Agreement effective this day of June 2024.

FREDERICK COUNTY SHERIFF'S OFFICE:


SHERIFF CHARLES A. JENKINS

FREDERICK COUNTY DEPUTY SHERIFF'S FRATERNAL ORDER OF POLICE LODGE NO. 102, INC


PRESIDENT

Attachments:

Attachment "A": FY25 FCSO Uniformed Law Enforcement Step and Grade Pay Scale

FY25 Frederick County Sheriff's Office Uniformed Law Enforcement Step and Grade Pay Scale

Effective July 1, 2024

Months of Svc.	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
	Year 1	Year 2	Year 3	Year 2	Year 3	Year 4	Year 3	Year 4	Year 5	Year 4	Year 5	Year 6	Year 5	Year 6	Year 7	Year 6	Year 7	Year 8	Year 7		
Grade	0 - 12	13 - 24	25 - 36	37 - 48	49 - 60	61 - 72	73 - 84														
Deputy	63,692	244,970	30,6213	66,558	285,94	31,9993	69,425	287,017	33,3772	72,291	278,041	34,7562	75,157	269,65	36,1331	78,023	300,98	37,5111	80,889	311,12	38,9890
DFC	70,082	269,48	33,6836	73,215	281,94	35,1993	76,367	283,720	36,7151	78,520	305,847	38,2369	82,673	317,73	39,746	85,826	330,99	41,2824	88,978	342,25	42,7761
Corporal	77,067	296,13	37,0516	80,535	309,71	38,7190	84,003	323,90	40,3863	87,471	336,428	42,0556	90,939	349,67	43,7209	94,407	363,106	45,3882	97,875	3764,44	47,0556
Sergeant	84,775	326,56	40,7570	88,589	340,729	42,5911	92,404	354,01	44,4252	96,219	370,74	48,2592	100,034	384,746	48,0933	103,849	399,419	49,9274	107,584	41,40,91	51,7614
Lieutenant	93,251	356,59	44,8324	97,448	374,79	46,8499	101,644	390,938	48,8674	105,840	407,078	50,9846	110,037	423,218	52,9023	114,293	439,357	54,9197	118,429	4554,97	56,9372
Captain	102,576	394,24	49,3155	107,192	412,277	51,5347	111,808	430,31	53,7539	116,424	447,385	55,9731	121,040	4655,38	58,1923	125,656	4832,32	60,4115	130,272	5010,45	62,9307
Major	112,834	433,76	54,2471	117,911	4535,05	56,6882	122,989	4730,34	58,1293	128,066	4925,53	61,5704	133,144	5120,92	64,0115	138,221	5316,21	68,4527	143,399	5511,50	68,9938
Lt. Colonel	124,118	477,35	59,6719	129,703	4885,57	62,3572	135,288	5203,39	65,0424	140,873	5418,21	67,7276	146,459	5833,03	70,4129	152,044	5847,84	73,0981	157,829	6082,65	75,7833
Chief Deputy	136,529	525,12	65,6390	142,673	5487,42	68,5928	148,817	5723,72	71,5465	154,960	5880,02	74,5003	161,104	6198,32	77,4540	167,248	6432,62	80,4078	173,392	6668,92	83,3615
Step 8	Years 8 & 9	Years 10 & 11	Years 12 & 13	Years 10 & 11	Years 12 & 13	Years 14 & 15	Years 11 & 12	Years 13 & 14	Years 15 & 16	Years 12 & 13	Years 14 & 15	Years 16 & 17	Years 13 & 14	Years 15 & 16	Years 17 & 18	Years 14 & 15	Years 16 & 17	Years 18 & 19	Years 15 & 16		
Months of Svc.	35 - 108	109 - 132	133 - 156	157 - 180	181 - 204	205-228	229 - 252	253 +													
Grade	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly
Deputy	83,755	322,138	40,2870	86,821	3331,59	41,6480	88,488	3441,83	43,0228	92,354	3522,07	44,4039	95,220	3682,30	45,7788	98,086	3772,54	47,1568	101,952	3882,78	48,5347
Corporal	92,131	354,51	44,2839	95,284	3684,77	45,8037	98,437	3786,03	47,3254	101,590	3897,29	48,8412	104,742	4028,55	50,3589	107,885	4149,81	51,8727	111,048	4271,07	53,3885
Sergeant	111,479	428,764	53,5955	115,293	4434,36	55,4286	119,108	4581,69	57,2636	122,923	4727,81	59,0977	126,739	4874,54	60,9318	130,553	5021,20	62,7658	134,368	5167,99	64,5999
Lieutenant	122,626	476,37	58,9546	126,822	4877,76	60,9721	131,018	5039,16	62,9886	135,215	5200,56	65,0070	139,411	5361,95	67,0245	143,607	5523,35	69,0419	147,803	5684,75	71,0594
Captain	134,988	518,90	64,8499	139,504	5365,52	67,0691	144,120	5563,08	69,2883	148,735	5720,60	71,5075	153,351	5868,13	73,7267	157,987	6075,67	75,4549	162,583	6253,20	78,8651
Major	143,376	576,79	71,3349	153,454	5802,08	73,7760	158,532	6097,37	76,2171	163,609	6529,66	78,6582	168,687	6487,94	81,0594	173,764	6883,23	83,5405	179,842	6878,52	85,9816
Lt. Colonel	163,215	627,748	78,4886	168,860	6492,30	81,1538	174,385	6707,12	83,3380	179,970	6821,94	88,5243	185,556	7138,76	89,2095	191,141	7351,58	91,9948	198,728	7568,39	94,5800
Chief Deputy	179,536	690,522	88,3153	185,880	7141,52	89,2691	181,823	7377,82	92,2228	197,967	7814,12	95,1786	204,111	7850,42	98,1303	210,255	8085,72	101,0841	218,999	8323,02	104,0378

**AGREEMENT
BETWEEN
THE SHERIFF OF FREDERICK COUNTY
AND THE FRATERNAL ORDER OF POLICE
102A**

**EFFECTIVE:
July 1, 2024 – June 30, 2025**

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COLLECTIVE BARGAINING AGREEMENT

This COLLECTIVE BARGAINING AGREEMENT is made this 23 day of May 2024, by and between the SHERIFF OF FREDERICK COUNTY, MARYLAND, hereinafter referred to as the “Sheriff” and the FRATERNAL ORDER OF POLICE LODGE NO. 102A, hereinafter referred to as the “FOP 102A”, was reached pursuant to collective bargaining (the “Agreement”).

ARTICLE I. RECOGNITION AND UNIT DESCRIPTION

Section 1.01 Recognition

The Sheriff recognizes the FOP 102A as the exclusive representative of the Employees (as defined in Section 1.02, below), for the purpose of negotiating collectively with the Sheriff pursuant to the Annotated Code of Maryland, Courts and Judicial Proceedings Article, § 2-309(l)(6), with respect to wages and benefits.

Section 1.02 Unit Description

The bargaining unit shall consist of all full-time correctional officers (hereinafter “Employees” or “Employee”) at the rank of Sergeant and below.

Section 1.03 Approval by Governing Body

The Annotated Code of Maryland, Courts and Judicial Proceedings Article, § 2-324(h)(3) and (h)(7)(v) provides that any additional funding required as a result of a negotiated collective bargaining agreement is subject to approval by the County governing body. The law does not allow Frederick County correctional officers to engage in a strike.

ARTICLE II. VOLUNTARY DEDUCTION OF UNION FEES

No Employee shall be required to join or not join the FOP 102A. Employees in the bargaining unit may submit signed authorization for the Frederick County Government to deduct union fees from their biweekly pay.

ARTICLE III. COMPENSATION

Section 3.01 Field Training Pay Differential

Correctional officers at or below the rank of sergeant who are certified field training officers, shall receive a field training pay differential of \$2.50 for each hour of training while assigned as a F.T.O.

Section 3.02 Uniform Cleaning Allowance

Correctional officers shall be compensated \$500.00 paid in two installments of \$250.00 each year for the purpose of maintaining issued departmental uniforms. However, if the amount increases in any other department within the Sheriff’s Office the above stated amount will also increase to reflect that of the higher amount.

Section 3.03 Pay Scale Steps

Effective July 1, 2019, there are 15 steps in the pay scale for Employees in the Unit, as follows:

Step 1 Year 1	Step 2 Year 2	Step 3 Year 3	Step 4 Year 4	Step 5 Year 5
Step 6 Year 6	Step 7 Year 7	Step 8 Years 8 & 9	Step 9 Years 10 & 11	Step 10 Years 12 & 13
Step 11 Years 14 & 15	Step 12 Years 16 & 17	Step 13 Years 18 & 19	Step 14 20 & 21	Step 15 Years 22 +

Employees in the Unit will be eligible for step increases on their FCSO service anniversary date and will be paid pursuant to the applicable FCSO Uniformed Corrections Law Enforcement Step and Grade Pay Scale as set forth herein.

Section 3.04 Pay Increase

- (a) All pay scale adjustments and increases as outlined below will be funded in the County Executive's proposed budget for each fiscal year but are subject to approval of the budget by the County Council.
- (b) Effective July 1, 2024, the FY24 FCSO Uniformed Corrections Step and Grade Pay Scale existing pay scale will be adjusted by a six percent (6%) market adjustment. Attachment "A" hereto (FY25 FCSO Uniformed Corrections Step and Grade Pay Scale effective July 1, 2024) reflects the pay scale with a 6% increase. Even if a cost-of-living adjustment is approved for other County staff, only the 6% market adjustment will be applied to FY25 FCSO Uniformed Corrections Step and Grade Pay Scale.
- (c) During the fiscal year 2025, Employees will be eligible for step increases on their FCSO service anniversary date, if applicable, and will be paid pursuant to the attached FY25 FCSO Uniformed Corrections Step and Grade Pay Scale.
- (d) In the event that Frederick County decides, during the life of this agreement to impose furloughs for Frederick County employees, then furloughs may be effected in accordance with the decisions of Frederick County.

Section 3.05 Range Time on Day Off

Correctional officers who are assigned to perform duties at the firearms training range on a regularly scheduled day off shall be compensated for a minimum of two (2) hours.

Section 3.06 Forty-five Minute Break

Correctional officers at or below the rank of sergeant assigned to a twelve (12) hour shift shall receive a minimum of one (1) forty-five (45) minute break and one (1) ten (10) minute break. The parties agree that Maryland law does not require breaks in excess of 20 minutes to be paid, however, employees will continue to be paid for 10.8 minutes of the forty-five (45) minute break period. This is intended in part to offset the ten (10) minute briefing that employees attend immediately prior to the beginning of each shift.

Section 3.07 Union Leave

The Sheriff shall annually grant the FOP Eighty (80) hours of paid leave ("FOP Leave") to conduct Lodge business. Usage of union leave by an employee must be approved in writing by the FOP President or his designee and approved by the Division Commander of the employee requesting union leave. "Lodge business" as used in this section means legitimate business activities directly involved in representing bargaining unit members, such as: attending conferences and training, participating in collective bargaining, and meeting with represented employees to discuss collective bargaining matters. It does not include any events or activities that are primarily social, athletic or recreational in nature, or activities that involve the repair, upkeep, maintenance or construction of the Lodge's premises, grounds or buildings.

Section 3.08 Shift Differential Pay

Correctional officers at or below the rank of sergeant shall receive a shift differential for all hours worked, excluding overtime hours, between 8 pm and 8 am. Effective July 1, 2024, that differential will be seven percent (7%) of the Uniformed Corrections base salary hourly rate (Step 1). The amount will automatically increase at such time as the Uniformed Corrections base salary (Step 1) on the pay scale increases. The Sheriff has the authority to grant shift differential pay outside of these times or these positions, at his discretion and in accordance with County policy.

Section 3.09 Call-in Pay

- (a) When an Employee is called in to work outside their regular shift, the Employee will be compensated at the rate of time and one-half for the time actually worked. However, if the time worked is less than two hours, the Employee will receive compensation for two hours at the rate of time and one-half.
- (b) When an immediate response to a location/call is required, the Employee's pay begins upon notification of the immediate call-in. In the case of a delayed response, or advance notice of the call-in, the Employee's pay shall start 30 minutes prior to the designated arrival time. However, this call-in pay provision does not apply to Employees who are held over beyond the end of their shift.

Section 3.10 Military Leave – Training

Notwithstanding the Frederick County Personnel Rules, any Employee who is a member of a reserve component of the armed forces of the United States shall be entitled to up to thirty (30) days of leave with pay in any calendar year for military training purposes. In addition, an Employee may apply to and may be granted by the Sheriff additional military leave beyond thirty (30) days in a calendar year for (a) addition training required of the Employee leading up to a deployment; (b) other training is mandated for the servicemember, or (c) in the case of a servicemember who is accepted into a school for promotion, such promotional training. All applications for military leave for training must be made in accordance with the procedures outlined in the Human Resources Policies and Procedures Manual relating to Military Leave (e.g., completion of a Military Leave Request form, a copy of the Employee's military order,

etc.) Any request for leave beyond thirty (30) days may be denied by the Sheriff if it would result in harm to the interest of the County.

Section 3.11 Weather and Public Safety Emergencies/Administrative Leave

- (a) When Frederick County government closes its offices on a business day due to inclement weather or other similar natural disasters, and/or public safety emergencies, Employees will be eligible to receive both administrative leave (if they are scheduled to work) and regular pay for the hours worked in accordance with Section 8.10 of the Frederick County Human Resources Policies and Procedures Manual.
- (b) Employees who report to work shall get paid for hours actually worked and will also be paid for administrative leave for their regularly scheduled work hours. If an employee does not report to work, accrued vacation, holiday or compensatory leave may be used, at the supervisor's discretion. No administrative leave will be given. If an employee has previously scheduled a day off, administrative leave will not be substituted.
- (c) For the purpose of this Section 3.11, all Employees shall be considered essential Employees for public safety emergencies.
- (d) For the purpose of this Section 3.11, the Sheriff shall have the discretion to designate essential Employees for inclement weather or other similar natural disasters.
- (e) Entitlement to and payment of administrative leave under this Section 3.11 will at all times be subject to changes in interpretation and administration by Frederick County, as well as be contingent on approval and funding by the County.

Section 3.12 Deferred Retirement Option Program ("DROP")

- (a) On or before January 1, 2025, the County Executive will submit proposed legislation seeking that employees covered by this Agreement be deemed eligible to participate in the Deferred Retirement Option Program ("DROP"), with enhancements as described in the Frederick County Uniformed Employees Retirement Plan Article XVII, effective July 1, 2024. Eligibility will apply only to those retirement applications filed after the adoption of the legislation. In the event there is a question or conflict in interpretation or application of the plan and the benefits described herein, the terms of the policies and/or other plan documents will control. Plan terms and documents, including summary plan descriptions, may change periodically. The enhancements are summarized as follows:
 - i. The Participant's anticipated Years of Eligibility Service at the end of the DROP participation period shall not exceed 31.0 Years of Eligibility Service.
 - ii. A DROP Participant shall contribute four percent (4%) by payroll deduction to the Frederick County Uniformed Employees Retirement Plan related to administration of the plans.
 - iii. A DROP Participant shall contribute five percent (5%) by payroll deduction to their DROP Account on a bi-weekly basis for the duration of their DROP participation period.
 - iv. A DROP Participant that voluntarily separates from employment with the County prior to the completion of their DROP period, for any reason other than death or

Total and Permanent Disability, shall be paid the amount accrued in their DROP Account, determined in accordance with Section 17.7, as adjusted for investment gains and losses determined pursuant to Section 17.10 through as soon as reasonably practical before the date of payment and shall forfeit an amount equal to the amount contributed in number iii.

- (b) Proposed legislation drafted pursuant to this Agreement will be reviewed and approved by both parties prior to submission to the Frederick County Council.
- (c) The parties agree to fully support the legislative proposals drafted pursuant to this Agreement and make a good faith effort to obtain their approval by the Frederick County Council.

ARTICLE IV. SAVINGS CLAUSE

Any Article or Section of this Agreement found to be in conflict with any law, ordinance, statute, or government regulation or declared invalid by decree of a court of competent jurisdiction will be void ab initio and the parties will enter into negotiations for a substitute provision. All other Articles and Sections of this Agreement will remain in full force and effect for the duration of the Agreement.

ARTICLE V. CONTINUATION OF HEALTH COVERAGE CONTRIBUTION RATIOS

Frederick County Government offers group medical insurance coverage to its eligible employees and their eligible dependents. The County calculates a dollar amount equal to 85% of the premium cost of each coverage level in the in-network-only health plan, and contributes at least this dollar amount toward full-time, regular employee coverage in all plans, subject to a minimum employee deduction for each coverage level.

The basis for calculating costs was approved by the County, and any future change to the funding formula is subject to the County's approval. Coverage costs are re-evaluated each calendar year.

ARTICLE VI. LINE OF DUTY DISABILITY HEALTH CARE COVERAGE

Line of duty disability health care coverage will be available even if Employee does not have ten years of service provided the Employee retires under a line of duty disability on or after July 1, 2019, has existing health care coverage through the County at the time of retirement and maintains that coverage for at least one month as a retiree. The cost sharing of the respective health insurance premium will be 50% from the County and 50% from the Employee.

ARTICLE VII. POST EMPLOYMENT HEALTH INSURANCE COVERAGE

- (a) Employees who subsequently retire during the term of this Agreement and are eligible for post-retirement health insurance benefits will be eligible to receive health (medical, dental, vision, prescription, etc.) insurance benefits, provided that they immediately elect to receive monthly pension benefits from the Frederick County Employees Retirement Plan or the Maryland State Retirement Plan, as outlined in the County's then-current Post Employment Health Benefit Policy 10.2, as may be amended.

- i. Employees covered by this Agreement who retire after twenty Years of Creditable Service shall pay 50% of the annual estimated coverage costs (premium equivalent) for health plan coverage with the remainder paid by the County. With an additional five Years of Creditable Service, the percentage of the premium for health plan coverage paid by the employee shall decrease by 5% and the percentage paid by the County shall increase by 5% (i.e., retirees with 20 Years of Creditable Service shall pay 50% of the premium for health plan coverage; retirees with 25 Years of Creditable Service or more shall pay 45% of the premium for health plan coverage).
- ii. Except as described herein, if a retiree is eligible for a different contribution percentage based on hire/service date and years of service as outlined in the Post Employment Health Benefits Policy, as may be amended, that contribution percentage would apply.

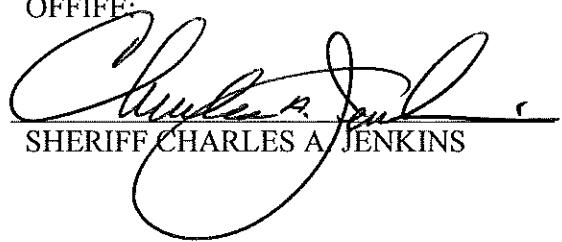
(b) In the event there is a question or conflict in interpretation or application of these insurance plans and the benefits described herein, the terms of the insurance policies and/or other plan documents will control. Plan terms and documents, including summary plan descriptions, may change periodically.

ARTICLE VIII. DURATION AND FINALITY OF AGREEMENT

- (a) This agreement shall become effective as of July 1, 2024, and shall remain in full force and effective until June 30, 2025.
- (b) It is understood that this Agreement can only be added to, amended, or modified by a document, in writing, signed by both parties through their duly authorized representatives, after negotiations mutually agreed to by the Sheriff and the FOP 102A.
- (c) The parties shall reopen negotiations for a successor agreement not later than January 15, 2025.
- (d) In the event that the parties do not agree on a successor agreement by June 30, 2025, then this agreement shall expire; it will not bind the parties in any manner and it shall have no legal force or effect. If that happens, the Sheriff will not be obligated in any manner to maintain the “status quo” created under this agreement or comply with any provision in it.

IN WITNESS WHEREOF, the parties have executed this Agreement effective this 23rd day of May 2024.

FREDERICK COUNTY SHERIFF'S
OFFICE:


SHERIFF CHARLES A. JENKINS

FRATERNAL ORDER OF POLICE
LODGE NO. 102A


PRESIDENT

Attachments:

Attachment "A": FY25 FCSO Uniformed Corrections Step and Grade Pay Scale

FY25 Frederick County Sheriff's Office Uniformed Corrections Step and Grade Pay Scales

Effective July 1, 2024

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Years of Svcs	0 - 12	13 - 24	25 - 36	37 - 48	49 - 60	61 - 72	73 - 84
CO	54,587	2098.72	26,234.0	57,022	2193.16	27,414.6	59,478
CFC	60,024	2308.60	28,857.5	62,725	2412.49	30,156.1	65,426
Corporal	66,027	2559.52	31,744.0	68,999	2653.79	33,172.5	71,970
Sergeant	72,629	2793.43	34,917.9	75,897	2919.13	36,489.2	79,166
Lieutenant	79,892	3072.78	38,409.8	83,487	3211.05	40,138.2	87,082
Captain	87,881	3380.05	42,250.7	91,936	3532.16	44,152.0	95,791
Major	96,670	3718.07	46,476.0	101,020	3885.39	48,567.4	105,370
Lt. Colonel	106,336	4089.85	51,123.1	111,121	4273.89	53,423.7	115,906
Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Years 8 & 9	Years 10 & 11	Years 12 & 13	Years 14 & 15	Years 16 & 17	Years 18 & 19	Years 20 & 21	Years 22+
85 - 108	109 - 132	133 - 156	157 - 180	181 - 204	205-228	229 - 252	253 +
Months of Svc							
Grade	annual	bimonthly	hourly	annual	bimonthly	hourly	annual
CO	71,755	2759.81	34,497.7	74,211	2854.26	35,678.3	76,686
CFC	79,931	3035.81	37,947.6	81,632	3139.59	39,246.2	84,333
Corporal	86,826	3339.46	41,743.3	89,797	3453.74	43,171.8	92,768
Sergeant	95,507	3673.36	45,917.0	98,776	3789.06	47,498.3	102,044
Lieutenant	105,958	4040.70	50,508.8	108,653	4178.98	52,237.3	112,249
Captain	115,564	4444.77	55,559.7	119,519	4596.87	57,461.0	123,473
Major	127,121	4889.27	61,115.9	131,471	5056.58	63,207.3	135,821
Lt. Colonel	139,832	5378.15	67,223.9	144,617	562.19	69,527.4	149,402
Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23
Years 23 & 24	Years 25 & 26	Years 27 & 28	Years 29 & 30	Years 31 & 32	Years 33 & 34	Years 35 & 36	Years 37 & 38
133 - 156	157 - 180	181 - 204	205 - 228	229 - 252	253 - 276	277 - 300	301 - 324
Months of Svc							
Grade	annual	bimonthly	hourly	annual	bimonthly	hourly	annual
CO	139,292	5357.39	66,967.4	143,247	55,094.9	68,868.7	139,292
CFC	146,117	4427.58	55,344.8	118,385	4553.28	56,916.1	146,117
Corporal	153,222	5893.14	73,666.4	157,572	6060.46	75,558	153,222
Sergeant	168,543	6482.41	81,030.1	173,328	6668.45	83,330.7	168,543
Lieutenant	179,074	6882.41	86,030.1	184,328	71,330.7	88,330.7	179,074
Captain	189,832	7382.41	91,030.1	194,328	75,330.7	93,330.7	189,832
Major	196,564	7882.41	96,030.1	201,328	80,330.7	98,330.7	196,564
Lt. Colonel	203,302	8382.41	101,030.1	208,328	85,330.7	103,330.7	203,302
Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31
Years 39 & 40	Years 41 & 42	Years 43 & 44	Years 45 & 46	Years 47 & 48	Years 49 & 50	Years 51 & 52	Years 53 & 54
301 - 324	325 - 348	349 - 372	373 - 396	397 - 420	421 - 444	445 - 468	469 - 492
Months of Svc							
Grade	annual	bimonthly	hourly	annual	bimonthly	hourly	annual
CO	210,074	8882.41	106,030.1	215,328	91,330.7	108,330.7	210,074
CFC	216,832	9382.41	111,030.1	222,328	96,330.7	113,330.7	216,832
Corporal	223,302	9882.41	116,030.1	228,328	101,330.7	118,330.7	223,302
Sergeant	230,074	10382.41	121,030.1	235,328	106,330.7	123,330.7	230,074
Lieutenant	236,832	10882.41	126,030.1	242,328	111,330.7	128,330.7	236,832
Captain	243,302	11382.41	131,030.1	250,328	116,330.7	133,330.7	243,302
Major	250,074	11882.41	136,030.1	257,328	121,330.7	138,330.7	250,074
Lt. Colonel	256,832	12382.41	141,030.1	263,328	126,330.7	143,330.7	256,832
Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39
Years 55 & 56	Years 57 & 58	Years 59 & 60	Years 61 & 62	Years 63 & 64	Years 65 & 66	Years 67 & 68	Years 69 & 70
479 - 502	523 - 546	567 - 590	611 - 634	655 - 678	709 - 732	753 - 776	807 - 830
Months of Svc							
Grade	annual	bimonthly	hourly	annual	bimonthly	hourly	annual
CO	263,302	12882.41	146,030.1	270,328	131,330.7	148,330.7	263,302
CFC	270,074	13382.41	151,030.1	277,328	136,330.7	153,330.7	270,074
Corporal	276,832	13882.41	156,030.1	283,328	141,330.7	158,330.7	276,832
Sergeant	283,302	14382.41	161,030.1	290,328	146,330.7	163,330.7	283,302
Lieutenant	290,074	14882.41	166,030.1	297,328	151,330.7	168,330.7	290,074
Captain	296,832	15382.41	171,030.1	304,328	156,330.7	173,330.7	296,832
Major	303,302	15882.41	176,030.1	311,328	161,330.7	178,330.7	303,302
Lt. Colonel	310,074	16382.41	181,030.1	318,328	166,330.7	183,330.7	310,074
Step 40	Step 41	Step 42	Step 43	Step 44	Step 45	Step 46	Step 47
Years 71 & 72	Years 73 & 74	Years 75 & 76	Years 77 & 78	Years 79 & 80	Years 81 & 82	Years 83 & 84	Years 85 & 86
851 - 874	905 - 928	939 - 962	973 - 996	1009 - 1032	1063 - 1086	1117 - 1140	1181 - 1204
Months of Svc							
Grade	annual	bimonthly	hourly	annual	bimonthly	hourly	annual
CO	317,074	16882.41	186,030.1	323,328	171,330.7	189,330.7	317,074
CFC	324,832	17382.41	191,030.1	331,328	176,330.7	194,330.7	324,832
Corporal	331,302	17882.41	196,030.1	338,328	181,330.7	199,330.7	331,302
Sergeant	338,074	18382.41	201,030.1	345,328	186,330.7	204,330.7	338,074
Lieutenant	344,832	18882.41	206,030.1	352,328	191,330.7	209,330.7	344,832
Captain	351,302	19382.41	211,030.1	359,328	196,330.7	214,330.7	351,302
Major	358,074	19882.41	216,030.1	366,328	201,330.7	219,330.7	358,074
Lt. Colonel	364,832	20382.41	221,030.1	373,328	206,330.7	224,330.7	364,832
Step 48	Step 49	Step 50	Step 51	Step 52	Step 53	Step 54	Step 55
Years 87 & 88	Years 89 & 90	Years 91 & 92	Years 93 & 94	Years 95 & 96	Years 97 & 98	Years 99 & 100	Years 101 & 102
1031 - 1054	1085 - 1108	1139 - 1162	1193 - 1216	1247 - 1270	1301 - 1324	1355 - 1378	1409 - 1432
Months of Svc							
Grade	annual	bimonthly	hourly	annual	bimonthly	hourly	annual
CO	371,302	20882.41	226,030.1	378,328	211,330.7	229,330.7	371,302
CFC	378,074	21382.41	231,030.1	385,328	216,330.7	234,330.7	378,074
Corporal	385,302	21882.41	236,030.1	392,328	221,330.7	239,330.7	385,302
Sergeant	392,074	22382.41	241,030.1	399,328	226,330.7	244,330.7	392,074
Lieutenant	398,832	22882.41	246,030.1	406,328	231,330.7	249,330.7	398,832
Captain	405,302	23382.41	251,030.1	413,328	236,330.7	254,330.7	405,302
Major	412,074	23882.41	256,030.1	420,328	241,330.7	259,330.7	412,074
Lt. Colonel	418,832	24382.41	261,030.1	427,328	246,330.7	264,330.7	418,832
Step 56	Step 57	Step 58	Step 59	Step 60	Step 61	Step 62	Step 63
Years 103 & 104	Years 105 & 106	Years 107 & 108	Years 109 & 110	Years 111 & 112	Years 113 & 114	Years 115 & 116	Years 117 & 118
1051 - 1074	1105 - 1128	1159 - 1182	1213 - 1236	1267 - 1290	1321 - 1344	1375 - 1408	1429 - 1452
Months of Svc							
Grade	annual	bimonthly	hourly	annual	bimonthly	hourly	annual
CO	425,302	24882.41	263,030.1	432,328	249,330.7	266,330.7	425,302
CFC	432,074	25382.41	268,030.1	439,328	254,330.7	271,330.7	432,074
Corporal	439,302	25882.41	273,030.1	446,328	259,330.7	276,330.7	439,302
Sergeant	446,074	26382.41	278,030.1	453,328	264,330.7	281,330.7	446,074
Lieutenant	452,832	26882.41	283,030.1	460,328	269,330.7	286,330.7	452,832
Captain	459,302	27382.41	288,030.1	467,328	274,330.7	291,330.7	459,302
Major	466,074	27882.41	293,030.1	474,328	279,330.7	296,330.7	466,074
Lt. Colonel	472,832	28382.41	298,030.1	481,328	284,330.7	301,330.7	472,832
Step 64	Step 65	Step 66	Step 67	Step 68	Step 69	Step 70	Step 71
Years 119 & 120	Years 121 & 122	Years 123 & 124	Years 125 & 126	Years 127 & 128	Years 129 & 130	Years 131 & 132	Years 133 & 134
1241 - 1264	1305 - 1328	1369 - 1392	1433 - 1456	1507 - 1530	1571 - 1594	1645 - 1668	1719 - 1742
Months of Svc							
Grade	annual	bimonthly	hourly	annual	bimonthly	hourly	annual
CO	481,302	28882.41	303,030.1	488,328	290,330.7	307,330.7	481,302
CFC	488,074	29382.41	308,030.1	495,328	295,330.7	312,330.7	488,074
Corporal	495,302	29882.41	313,030.1	502,328	300,330.7	317,330.7	495,302
Sergeant	502,074	30382.41	318,030.1	510,328	305,330.7	322,330.7	502,074
Lieutenant	508,832	30882.41	323,030.1	517,328	310,330.7	327,330.7	508,832
Captain	515,302	31382.41	328,030.1	524,328	315,330.7	332,330.7	515,302
Major	522,074	31882.41	333,030.1	531,328	320,330.7	339,330.7	522,074
Lt. Colonel	528,832	32382.41	338,030.1	538,328	325,330.7	346,330.7	528,832
Step 78	Step 79	Step 80	Step 81	Step 82	Step 83	Step 84	Step 85
Years 135 & 136	Years 137 & 138	Years 139 & 140	Years 141 & 142	Years 143 & 144	Years 145 & 146	Years 147 & 148	Years 149 & 150
1541 - 1564	1605 - 1628	1669 - 1692	1733 - 1756	1807 - 1830	1881 - 1904	1955 - 1978	2029 - 2052
Months of Svc							
Grade	annual	bimonthly	hourly	annual	bimonthly	hourly	annual
CO	535,302	32882.41	343,030.1	542,328	330,330.7	349,330.7	535,302
CFC	542,074	33382.41	348,030.1	550,328	335,330.7	354,330.7	542,074
Corporal	549,302	33882.41	353,030.1	558,328	340,330.7	362,330.7	549,302
Sergeant	556,074	34382.41	358,030.1	565,328	345,330.7	368,330.7	556,074
Lieutenant	562,832	34882.41	363,030.1	570,328	350,330.7	375,330.7	562,832
Captain	569,302	35382.41	368,030.1	577,328	355,330.7	382,330.7	569,302
Major	576,074	35882.41	373,030.1	584,328	360,330.7	389,330.7	576,074
Lt. Colonel	582,832	36382.41	378,030.1	590,328	365,330.7	394,330.7	582,832
Step 92	Step 93	Step 94	Step 95	Step 96	Step 97	Step 98	Step 99
Years 15							