

137588



MARYLAND STATE POLICE

1991 COMPARATIVE SALARY AND BENEFITS SURVEY

137588

U.S. Department of Justice
National Institute of Justice

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PLANNING AND RESEARCH DIVISION

The information found in this survey was compiled from data received on or before July 1, 1991. Recent events in the economy have resulted in salary and/or benefit reductions for some agencies. This survey, unless otherwise noted, does not account for those reductions.

NCJRS

JUL 20 1992

ACQUISITIONS

Annual Salary Survey

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Section I.....Summary of Salary Survey

SECTION I
1991 SUMMARY OF SALARY SURVEY*

| Agency | Longevity | Shift Diff. | Special Duty Diff. | Over-time Pay | Comp. Time in Lieu of Over-time | Automatic Subsistence | Clothing Allowance | | Uniform Maint./ Clean. | Off-Duty Vehicle Use | Social Security Partic. |
|-------------------------|-----------|-------------|--------------------|---------------|---------------------------------|-----------------------|---------------------|--------------------------|------------------------|-----------------------|-------------------------|
| | | | | | | | Cash and/or Uniform | Plain-clothes | | | |
| Maryland State Police | Yes | Yes | Yes | Yes | Yes <u>1/</u> | Yes <u>8/</u> | Yes | Yes ^{13/} (350) | Yes ^{13/} | Yes ^{13/} | No <u>6/</u> |
| Anne Arundel Co. P.D. | Yes | Yes | No | Yes | Yes | No | Yes | Yes(435) | Yes | Yes <u>2/</u> | No <u>6/</u> |
| Baltimore City P.D. | Yes | Yes | Yes | Yes | Yes <u>12/</u> | No | Yes | Yes(500) | No | Limited ^{3/} | No <u>6/</u> |
| Baltimore County P.D. | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes(500) | No | Yes | No <u>6/</u> |
| Howard County P.D. | Yes | Yes | Yes | Yes | Yes <u>12/</u> | No | Yes | Yes(480) | Yes | Yes <u>4/</u> | Yes |
| Montgomery Co. P.D. | No | Yes | Yes | Yes | Yes | No | Yes | Yes(670) | Yes | Yes ^{11/} | Yes |
| Pr. George's Co. P.D. | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes(825) | No | Yes <u>2/</u> | No |
| Wash., D.C. Metro P.D. | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes(450) | No | Limited ^{5/} | No |
| Delaware State Police | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes(650) | Yes | Yes <u>9/</u> | No <u>6/</u> |
| New Jersey State Police | No | Yes | Yes | Yes | Yes | Yes <u>7/</u> | Yes | Yes(900) | Yes | Yes ^{10/} | No |

* Detailed explanation of benefits in Section III of this survey.

1/ All hours are overtime up thru rank of First Sergeant.

2/ Lieutenant and above earn Comp. Time only.

3/ Within county.

4/ Captain and above.

5/ Available to all personnel within the county; certain ranks out of county.

6/ Lieutenant and above, commuting only.

7/ Medicare coverage for employees hired after 4/86.

8/ \$5,942 per year.

9/ \$500 per year. (Suspended for remainder of FY '92)

10/ "On Call" only.

11/ Commuting only.

12/ Capt. thru Chief must pay \$.22½/mile for commuting purposes only.

13/ Sgt. & Lt. only

14/ Suspended for remainder of FY '92.

SECTION I
1991 SUMMARY OF SALARY SURVEY*

| Agency | Longevity | Shift Diff. | Special Duty Diff. | Over-time Pay | Comp. Time in Lieu of Over-time | Automatic Subsistence | Clothing Allowance | | Uniform Maint./ Clean. | Off-Duty Vehicle Use | Social Security Partic. |
|-------------------------------|-----------|-------------|--------------------|---------------|---------------------------------|-----------------------|---------------------|---------------|------------------------|-----------------------|-------------------------|
| | | | | | | | Cash and/or Uniform | Plain-clothes | | | |
| New York State | Yes | Yes | No | Yes | No | No | Yes | No | Yes | No | Yes |
| Harford County Sheriff Office | No | Yes | No | Yes | Yes | No | Yes | Yes(700) | Yes | Yes | Yes |
| Penn. State Police | Yes | Yes | No | Yes | No | No | Yes | Yes (1500) | Yes | No | No |
| Virginia State Police | No | No | Yes | Yes | Yes | No | Yes | Yes <u>4/</u> | No | Yes | Yes |
| Arlington Co. P.D. | No | Yes | Yes | Yes | Yes | No | Yes | Yes(819) | No | Yes | Yes |
| Fairfax Co. P.D. | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes(707) | Yes | Limited ^{3/} | Yes <u>2/</u> |
| West Virginia St. Pol. | Yes | No | No | Yes | No | Yes <u>1/</u> | Yes | Yes(500) | No | Yes | No |

* Detailed explanation of benefits in Section III of this survey.

1/ \$130 per month.

2/ Medicare For Those Hired After 4/1/86.

3/ Captain and Above.

4/ One step pay increase

SECTION I
1991 SUMMARY OF SALARY SURVEY (cont'd.)

| Agency | Health Insurance | | | | Life Insurance | | Employee Available to Spouse | Childn. | Annual Leave Days per Year/Max. Carry Over | Hollidays | Personal Leave* | ** Sick Leave | Accident Leave* Maximum | Holiday Premium Pay |
|-----------------------------|------------------|---------|--------|--------|----------------|------------------|------------------------------|---------|--------------------------------------------|-----------------|-----------------|---------------|-------------------------|---------------------|
| | Hosp. | Medical | Dental | Vision | Yes/No | Pays | | | | | | | | |
| Maryland State Police | Yes | Yes | Yes | Yes | Yes | 6/ 100% | Yes | Yes | 10-25/45 | 14-15 | 3 | 15 | 2 Years | Yes ^{4/} |
| Anne Arundel Co. P.D. | Yes | Yes | Yes | Yes | Yes | 0% | No | No | 25-40/5 | 0 ^{1/} | 0 | 15 | Unlimited | No |
| Baltimore City P.D. | Yes | Yes | Yes | Yes | Yes | \$110.24 | Yes | No | 12-24/48-96 | 14 | 2 | Unlimited | Unlimited | Yes ^{5/} |
| Baltimore Co. P.D. | Yes | Yes | Yes | Yes | Yes | 5¢/1,000 | No | No | 26-41/24-50 | 11 | 0 ^{1/} | 15 | 251 Days | Yes |
| Howard Co. P.D. | Yes | Yes | Yes | Yes | Yes | 0% ^{2/} | No | No | 12-18/40 | 12 | 3 ^{3/} | 12 | Unlimited | No |
| Montgomery Co. P.D. | Yes | Yes | Yes | Yes | Yes | \$200 | Yes | Yes | 15-26/30 | 10 | 0 | 15 | Unlimited | Yes |
| Prince George's Co. P.D. | Yes | Yes | Yes | Yes | Yes | 0% | No | No | 13-26/120 | 13 | 1 | 15 | 270 Days | Yes |
| Washington D.C. Metro. P.D. | Yes | Yes | Yes | Yes | Yes | 50% | Yes | Yes | 13-26/30 | 10 | 0 | 13 | Unlimited | Yes |
| Delaware State Police | Yes | Yes | Yes | No | Yes | \$7 Mo. | Yes | Yes | 15-25/30-50 | 12 | 1 | 15 | Unlimited | No |

* Non-accumulative except as noted.

** Accumulative except as noted.

1/ All Leave is categorized as Annual Leave.

2/ Up to \$15,000.

3/ 2 days for Sergeant and Lieutenant.

4/ Thanksgiving, Christmas & New Years Day only thru ranks of First Sergeant.

5/ Thanksgiving, Christmas & New Years Day only thru rank of Lieutenant.

6/ Varies according to age.

SECTION I
1991 SUMMARY OF SALARY SURVEY (cont'd.)

| Agency | Health Insurance | | | | Life Insurance | | | Annual Leave Days per Year/ Max. Carry Over | Holi- days | Personal Leave* | ** Sick Leave | Accident Leave* Maximum | Holiday Premium Pay | |
|-----------------------------|------------------|---------|--------|--------|----------------|----------------------------|---------------------------------|---------------------------------------------------|----------------------------------|--------------------|---------------------|-------------------------------|---------------------------|-----|
| | Hosp. | Medical | Dental | Vision | Yes /No | Employee Pays | Available to Spouse/ Childn. | | | | | | | |
| New Jersey State Police | Yes | Yes | Yes | Yes | Yes | 100% | No | No | 12-25/1 yrs. accrued vacation | 13 | 3 | Un- limited | Unlimited | No |
| New York State Police | Yes | Yes | Yes | Yes | No | N/A | N/A | N/A | 15-28/40 | 12 | 3-5 | 13 <u>1/</u> | 24 months | No |
| Harford County Sheriff Off. | Yes | Yes | Yes | No | No | N/A | N/A | N/A | 12-24/35 | 10 | 8 | 15 | Unlimited | Yes |
| Pennsylvania State Police | Yes | Yes | Yes | Yes | Yes | 0% | No | No | 10-26/45 | 13 | 4 | 15 | Unlimited | Yes |
| Virginia State Police | Yes | Yes | Yes | No | Yes | 0% | No | No | 12-21/24-42 | 10 | 0 | 15 | 152 Days | No |
| Arlington Co. Police Dept. | Yes | Yes | Yes | Yes | Yes | 0% <u>2/</u> | No | No | 13-26/35 | 10 | 0 | 13 | 90 Days | Yes |
| Fairfax Co. Police Dept. | Yes | Yes | Yes | Yes | Yes | .24/ \$1,000 | Yes | Yes | 13-26/40 | 10 | 0 | 13 | 365 Days | Yes |
| West Virginia State Police | Yes | Yes | No | No | Yes | Varies With Coverage | Yes | Yes | 15-24/60 | 12 | 0 | 18 | Unlimited | No |

* Non-accumulative except as noted.

1/ 300 Days Maximum.

** Accumulative except as noted.

2/ For first \$10,000.

SECTION I
1991 SUMMARY OF SALARY SURVEY (cont'd.)

| Agency | Military Leave* | Other Leave* |
|----------------------------|-----------------|--------------------------------------------------------|
| Maryland State Police | 15 | 1-5 Days Funeral <u>1/</u> |
| Anne Arundel Co. P.D. | 20 | None |
| Baltimore City P.D. | 14 | None |
| Baltimore Co. P.D. | 15 | Bereavement up to 4 days/year, Jury duty |
| Howard County P.D. | 15 | None |
| Montgomery Co. P.D. | 10 | Admin. Leave/24 Hrs. Bereavement Leave |
| Prince George's Co. P.D. | 15 | Parental leave up to five days |
| Washington D.C. Metro P.D. | 15 | Jury duty/blood donating, death in family 3 days |
| Delaware State Police | 15 | Compassionate Lv. 3 Days; 1 day other relative |

* Non-accumulative except as noted.

1/ Sick Leave may also be used to care for family member under limited circumstances.

SECTION I
1991 SUMMARY OF SALARY SURVEY (cont'd.)

| Agency | Military Leave* | Other Leave* |
|-----------------------------|-----------------|---------------------------------------------|
| New Jersey State Police | 10 | Bereavement 3 days |
| New York State Police | 22-30 <u>1/</u> | Bereavement 1-15 days |
| Harford County Sheriff Off. | 10 | Bereavement 3 days/occurrence |
| Pennsylvania State Police | 15 | None |
| Virginia State Police | 15 | Family illness 48 hrs/year |
| Arlington Co. Pol. Dept. | 15 | 20 Days Educ. Leave/year |
| Fairfax Co. Pol. Dept. | 15 | Civil Leave - as needed for Jury Duty |
| West Virginia State Police | 30 | None |

* Non-accumulative except as noted.

1/ 22 Work Days or 30 Calendar Days.

Section II.....Salary Comparison by Rank and Step

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | R a n k | Minimum Without Longevity | R a n k | Maximum Without Longevity | Without Longevity | | R a n k | Salary After Six Years | R a n k | Maximum |
|----------------------------------------------|------------------|---------------------------------|------------------|---------------------------------|---------------------|-------|------------------|---------------------------|------------------|------------------------|
| | | | | | Years to Maximum | Steps | | | | |
| <u>Trooper</u> | | | | | | | | | | |
| Maryland State Police ^{8/} | 9 | \$24,555 | 14 | \$32,255 | 6 | 6 | 12 | \$32,255 | 15 | \$34,917 ^{2/} |
| Anne Arundel County Police Department | 7 | 25,208 | 15 | 31,480 | 6 | 10 | 9 | 33,054 | 12 | 36,202 ^{3/} |
| Baltimore City Police Department | 14 | 23,000 | 13 | 32,474 | 5 | 5 | 11 | 32,474 | 13 | 35,654 |
| Baltimore County Police Department | 12 | 23,928 | 12 | 32,815 | 5 | 6 | 10 | 32,815 | 6 | 41,414 ^{4/} |
| Howard County Police Department | 13 | 23,923 ^{9/} | 11 | 34,610 | 6 | 6 | 8 | 34,610 | 11 | 36,362 ^{5/} |
| Montgomery County Police Department | 6 | 25,337 | 1 | 48,176 | 13 | N/A | N/A | N/A | 1 | 48,176 |
| Prince George's County Police Department | 5 | 25,658 | 2 | 43,799 | 18 | 15 | 2 | 37,784 | 2 | 43,799 |
| Washington, D.C. Metro. Police Department | 8 | 25,108 | 7 | 37,094 | 16 | 9 | 13 | 30,518 | 9 | 38,349 |
| Delaware State Police | 11 | 24,229 ^{10/} | 6 | 37,115 | 25 | 24 | 4 | 37,115 | 10 | 37,115 |
| New Jersey State Police ^{6/} | 1 | 31,124 | 4 | 41,208 | 6½ | 9 | 1 | 41,208 | 7 | 41,208 |
| New York State Police | 10 | 24,308 | 8 | 36,443 | 3 | 4 | 6 | 36,443 | 8 | 40,003 ^{7/} |

* N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Attained at 21 years service

3/ Attained at 16 years service

4/ Attained at 30 years service

5/ Attained at 16 years service

6/ Includes subsistence allowance of \$5,942 per year

7/ Attained at 20 years service

8/ Includes \$500 Annual Subsistence Allowance (Suspended for remainder of FY '92)

9/ 5% increase upon completion of academy (6 mo.) after 1 year and again at 18 months.

10/ 16% increase upon completion of academy (6 mo.)

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | RANK | Minimum Without Longevity | RANK | Maximum Without Longevity | Without Longevity | | RANK | Salary After Six Years | RANK | Maximum |
|---------------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|--------------------|
| | | | | | Years To Maximum | Steps | | | | |
| <u>Trooper</u> (cont'd.) | | | | | | | | | | |
| Harford County Sheriff | 17 | 20,113 | 17 | 21,736 | 2 | 3 | 15 | 24,336 | 17 | 24,336 |
| Pennsylvania St. Police | 4 | 26,977 | 10 | 34,676 | 5 | 5 | 7 | 36,053 | 5 | 42,041 |
| Virginia State Police (Northern Virginia +20%) | 15 | 21,079 (27,652) | 9 | 35,184 (42,220) | 20 | 20 | 14 | 28,793 (34,331) | 14 | 35,184 (42,220) |
| Arlington County P.D. | 2 | 29,974 | 3 | 42,280 | 13 | 11 | 3 | 37,500 | 4 | 42,280 <u>3/</u> |
| Fairfax County P.D. | 3 | 27,511 | 5 | 40,647 | 9 | 9 | 5 | 36,868 | 3 | 42,679 |
| West Virginia St. Pol. <u>4/</u> | 16 | 20,976 | 16 | 24,552 | 32 | 10 | 16 | 21,852 | 16 | 24,552 <u>5/</u> |

* N/A= Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Attained at 20 years service.

3/ Attained at 13 years service.

4/ Salary includes subsistence of \$1,560 per year.

5/ Shown for 25 years service; \$300 per 3 yrs. after 5 years service.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | Rank | Minimum Without Longevity | Rank | Maximum Without Longevity | Without Longevity | | Rank | Salary After Six Years | Rank | Maximum |
|-------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|----------|
| | | | | | Years To Maximum | Steps | | | | |
| <u>Trooper First Class</u> | | | | | | | | | | |
| Maryland State Police ^{3/} | 9 | \$26,521 | 11 | \$34,837 | 6 | 6 | 9 | \$34,837 | 10 | \$37,710 |
| Anne Arundel County Police Department | -- | N/A | -- | N/A | -- | -- | -- | N/A | -- | N/A |
| Baltimore City Police Department | -- | N/A | -- | N/A | -- | -- | -- | N/A | -- | N/A |
| Baltimore County Police Department (Cpl) | 8 | 28,597 | 10 | 35,994 | 5 | 6 | 7 | 35,994 | 4 | 45,469 |
| Howard County Police Department | 2 | 35,512 | 6 | 42,240 | 6 | 6 | 3 | 42,240 | 6 | 44,240 |
| Montgomery County Police Department | -- | N/A | -- | N/A | -- | -- | -- | N/A | -- | N/A |
| Prince George's County Police Department | 6 | 29,410 | 2 | 46,919 | 18 | 15 | 6 | 36,152 | 2 | 46,919 |
| Washington, D.C. Metro. Police Department | 5 | 31,786 | 8 | 38,344 | 16 | 9 | 8 | 34,896 | 8 | 39,932 |
| Delaware State Police (Corporal) | 4 | 34,338 | 4 | 43,457 | 25 | 19 | 5 | 37,262 | 5 | 43,457 |
| New Jersey State Police ^{2/} | 1 | 42,866 | 3 | 45,530 | 7 | 3 | 1 | 45,530 | 3 | 45,530 |
| New York State Police | -- | N/A | -- | N/A | -- | -- | -- | N/A | -- | N/A |

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Includes \$500 Annual Subsistence Allowance (Suspended for remainder of FY '92)

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | R R K | Minimum Without Longevity | R R K | Maximum Without Longevity | Without Longevity | | R R K | Salary After Six Years | R R K | Maximum |
|-----------------------------------------------------------|-------------|---------------------------------|-------------|---------------------------------|---------------------|-------|-------------|---------------------------|-------------|--------------------|
| | | | | | Years to Maximum | Steps | | | | |
| Trooper 1st Class (cont'd) | | | | | | | | | | |
| Harford County Sheriff | 12 | 24,856 | 9 | 36,525 | 20 | 12 | 11 | 25,875 | 11 | 36,525 |
| Pennsylvania St. Police | -- | N/A | -- | N/A | -- | -- | -- | N/A | -- | N/A |
| Virginia State Police (Northern Va. +20%) | 10 | 25,191 (30,229) | 7 | 38,463 (46,155) | 20 | 20 | 10 | 31,476 (37,771) | 9 | 38,463 (46,155) |
| Arlington County P.D. | 3 | 34,667 | 1 | 48,915 | 13 | 11 | 2 | 43,382 | 1 | 48,915 |
| Fairfax County P.D. (Pol. Off. 1st Class) <u>2/</u> | 7 | 28,768 | 5 | 42,505 | 9 | 9 | 4 | 38,552 | 5 | 44,630 |
| West Virginia St. Pol. | 11 | 25,152 | 12 | 28,152 | 32 | 10 | 12 | 25,452 | 12 | 28,152 |

N/A = Not Applicable

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$1,560 per year.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | R a n k | Minimum Without Longevity | R a n k | Maximum Without Longevity | Without Longevity | | R a n k | Salary After Six Years | R a n k | Maximum With Longevity |
|-----------------------------------------------------|------------------|---------------------------------|------------------|---------------------------------|---------------------|-------|------------------|---------------------------|------------------|---------------------------|
| | | | | | Years To Maximum | Steps | | | | |
| <u>Sergeant</u> | | | | | | | | | | |
| Maryland State Police ^{3/} | 13 | \$30,936 | 15 | \$40,636 | 6 | 6 | 10 | \$40,636 | 14 | \$43,987 |
| Anne Arundel County Police Department | 10 | 31,461 | 14 | 41,281 | 5-7 | 12 | 6 | 43,345 | 9 | 47,437 |
| Baltimore City Police Department (Lieutenant) | 6 | 38,958 | 12 | 42,824 | 2 | 3 | 7 | 42,824 | 10 | 47,108 |
| Baltimore County Police Dept. | 11 | 31,284 | 16 | 39,499 | 5 | 6 | 12 | 39,499 | 4 | 49,954 |
| Howard County Police Department | 9 | 34,106 | 6 | 48,191 | 7 | 7 | 4 | 45,882 | 7 | 48,191 |
| Montgomery County Police Department | 12 | 30,979 | 3 | 51,276 | 13 | N/A | -- | N/A | 3 | 51,276 |
| Prince George's County Police Department | 7 | 34,655 | 2 | 55,287 | 18 | 15 | 8 | 42,600 | 2 | 55,287 |
| Washington, D.C. Metro. Police Department | 8 | 34,603 | 13 | 42,061 | 15 | 7 | 13 | 38,150 | 15 | 43,791 |
| Delaware State Police | 4 | 40,784 | 7 | 47,961 | 25 | 14 | 5 | 45,208 | 8 | 47,961 |
| New Jersey St. Police ^{2/} | 1 | 47,534 | 5 | 48,766 | 18 months | 2 | 2 | 48,766 | 6 | 48,766 |
| New York State Police | 2 | 46,420 | 8 | 46,420 | N/A | N/A | 3 | 46,420 | 12 | 46,420 |

N/A = Not Applicable

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Salary includes subsistence of \$500 per year. (Suspended for remainder of FY '92)

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | Rank | Minimum Without Longevity | Rank | Maximum Without Longevity | Without Longevity | | Rank | Salary After Six Years | Rank | Maximum |
|----------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|----------|
| | | | | | Years to Maximum | Steps | | | | |
| <u>Sergeant</u> (cont'd.) | | | | | | | | | | |
| Harford County Sheriff | 17 | 29,369 | 11 | 43,035 | 20 | 12 | 15 | 33,009 | 16 | 43,035 |
| Pennsylvania St. Police | 5 | 40,643 | 4 | 49,281 | 28 | 24 | 9 | 42,270 | 5 | 49,281 |
| Virginia State Police (Northern Va. +20%) | 16 | 30,105 (36,126) | 9 | 45,965 (55,158) | 20 | 20 | 14 | 37,615 (45,138) | 13 | (55,158) |
| Arlington County P.D. | 3 | 45,778 | 1 | 62,052 | 12 | 10 | 1 | 56,850 | 1 | 62,052 |
| Fairfax County P.D. | 15 | 30,141 | 10 | 44,532 | 9 | 11 | 11 | 40,393 | 11 | 46,759 |
| West Virginia St. Pol. ^{2/} | 14 | 30,552 | 17 | 33,552 | 32 | 10 | 16 | 30,852 | 17 | 33,552 |

1/ Corresponding to Maryland State Police rank.
2/ Salary includes subsistence of \$1,560 per year.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | RANK | Minimum Without Longevity | RANK | Maximum Without Longevity | Without Longevity | | RANK | Salary After Six Years | RANK | Maximum |
|-----------------------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|----------------------|
| | | | | | Years To Maximum | Steps | | | | |
| <u>Lieutenant</u> | | | | | | | | | | |
| Maryland State Police ^{3/} (First Lieutenant) | 8 | \$39,615 | 11 | \$51,384 | 6 | 6 | -- | N/A | 9 | \$55,622 |
| Anne Arundel County Police Department | 11 | 37,419 | 14 | 49,101 | 5 - 7 | 12 | -- | N/A | 8 | 56,466 |
| Baltimore City Police Department (Capt.) | 4 | 50,000 | 7 | 58,000 | 12 | 6 | -- | N/A | 7 | 58,000 |
| Baltimore County Police Department | 14 | 34,352 | 16 | 43,385 | 6 | 5 | -- | N/A | 11 | 54,886 |
| Howard County Police Department | 10 | 37,628 | 10 | 53,187 | 7 | 7 | -- | N/A | 13 | 53,187 |
| Montgomery County Police Department | 13 | 35,623 | 6 | 59,098 | 13 | N/A | -- | N/A | 6 | 59,098 |
| Prince George's County Police Department | 17 | 38,120 | 3 | 60,815 | 18 | 15 | -- | N/A | 4 | 60,815 |
| Washington, D.C. Metro Police Department | 9 | 39,439 | 15 | 48,926 | 9 | 5 | -- | N/A | 14 | 50,898 |
| Delaware State Police | 6 | 43,405 | 12 | 50,730 | 25 | 12 | -- | N/A | 15 | 50,730 |
| New Jersey St. Police ^{2/} | 2 | 57,262 | 2 | 62,214 | 3.5 | 3 | -- | N/A | 2 | 62,214 ^{4/} |
| New York State Police (Capt.) | 1 | 59,683 | 4 | 59,683 | N/A | N/A | -- | N/A | 5 | 59,683 |

N/A = Not Applicable

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Salary includes subsistence of \$500 per year.
(Suspended for remainder of FY '92)

4/ Increments currently frozen at \$50,000 cap.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | Rank | Minimum Without Longevity | Rank | Maximum Without Longevity | Without Longevity | | Rank | Salary After Six Years | Rank | Maximum |
|----------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|--------------------|
| | | | | | Years To Maximum | Steps | | | | |
| <u>Lieutenant (cont'd.)</u> | | | | | | | | | | |
| Harford County Sheriff | 15 | 34,340 | 13 | 50,377 | 20 | 12 | -- | N/A | 16 | 50,377 |
| Pennsylvania St. Police | 5 | 44,303 | 9 | 53,712 | 28 | 24 | -- | N/A | 12 | 53,712 |
| Virginia State Police (Northern Va. +20%) | 12 | 35,977 (43,172) | 8 | 54,930 (65,916) | 20 | 20 | -- | N/A | 10 | 54,930 (65,916) |
| Arlington County P.D. | 3 | 52,124 | 1 | 67,907 | 11 | 9 | -- | N/A | 1 | 67,907 |
| Fairfax County P.D. | 7 | 40,036 | 5 | 59,152 | 9 | 9 | -- | N/A | 3 | 62,110 |
| West Virginia St. Police (2nd.Lieutenant) | 16 | 34,152 | 17 | 37,152 | 32 | 10 | -- | N/A | 17 | 37,152 |

* N/A = Not Applicable

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$1,560 per year.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | Rank | Minimum Without Longevity | Rank | Maximum Without Longevity | Without Longevity | | Rank | Salary After Six Years | Rank | Maximum |
|-------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|----------------------|
| | | | | | Years to Maximum | Steps | | | | |
| <u>Captain</u> | | | | | | | | | | |
| Maryland State Police <u>3/</u> | 9 | \$42,618 | 11 | \$55,327 | 6 | 6 | -- | N/A | 11 | \$59,890 |
| Anne Arundel County Police Department | 13 | 40,299 | 14 | 52,877 | 5 - 7 | 12 | -- | N/A | 8 | 60,809 |
| Baltimore City Police Department (Major) | 3 | 55,100 | 6 | 63,900 | 12 | 6 | -- | N/A | 7 | 63,900 |
| Baltimore County Police Department | 11 | 41,414 | 15 | 52,369 | 5 | 6 | -- | N/A | 5 | 66,490 |
| Howard County Police Department | 10 | 42,375 | 8 | 59,935 | 7 | 7 | -- | N/A | 10 | 59,935 |
| Montgomery County Police Department | 12 | 40,862 | 3 | 68,156 | 13 | N/A | -- | N/A | 4 | 68,156 |
| Prince George's County Police Department | 7 | 45,230 | 2 | 72,158 | N/A | N/A | -- | N/A | 2 | 72,158 |
| Washington, D.C. Metro. Police Department | 6 | 46,788 | 13 | 54,473 | 6 | 4 | -- | N/A | 14 | 56,812 |
| Delaware State Police | 4 | 48,832 | 12 | 54,684 | 25 | 10 | -- | N/A | 15 | 54,684 |
| New Jersey St. Police <u>2/</u> | 2 | 62,306 | 1 | 74,343 | 6.5 | 6 | -- | N/A | 1 | 74,343 ^{4/} |
| New York State Police (Major) | 1 | 64,008 | 5 | 64,008 | N/A | N/A | -- | N/A | 6 | 64,008 |

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Salary includes subsistence of \$500 per year. (Suspended for remainder of FY '92)

4/ Increments currently frozen at \$50,000 cap.

N/A = Not Applicable

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | RANK | Minimum Without Longevity | RANK | Maximum Without Longevity | Without Longevity | | RANK | Salary After Six Years | RANK | Maximum |
|--------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|--------------------|
| | | | | | Years to Maximum | Steps | | | | |
| <u>Captain (cont'd.)</u> | | | | | | | | | | |
| Harford County Sheriff Office | 14 | 39,665 | 10 | 58,177 | 20 | 12 | -- | N/A | 13 | 58,177 |
| Pennsylvania St. Police | 5 | 48,294 | 9 | 58,563 | 28 | 24 | -- | N/A | 12 | 58,563 |
| Virginia State Police (Northern Va. +20%) | 15 | 39,329 (47,194) | 7 | 60,049 (72,058) | 20 | 20 | -- | N/A | 9 | 60,049 (72,058) |
| Arlington County P.D. | -- | N/A | -- | N/A | N/A | N/A | -- | N/A | -- | N/A |
| Fairfax County P.D. | 8 | 43,935 | 4 | 64,911 | 9 | 9 | -- | N/A | 3 | 68,156 |
| West Virginia St. Pol. (1st Lieutenant) | 16 | 35,952 | 16 | 38,952 | 32 | 10 | -- | N/A | 16 | 38,952 |

N/A = Not Applicable

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$1,560 per year.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | R a n k | Minimum Without Longevity | R a n k | Maximum Without Longevity | Without Longevity | | R a n k | Salary After Six Years | R a n k | Maximum |
|-------------------------------------------------------------|------------------|---------------------------------|------------------|---------------------------------|---------------------|-------|------------------|---------------------------|------------------|------------------|
| | | | | | Years to Maximum | Steps | | | | |
| <u>Major</u> | | | | | | | | | | |
| Maryland State Police <u>3/</u> | 12 | \$45,859 | 12 | \$59,587 | 6 | 6 | -- | N/A | 13 | \$64,500 |
| Anne Arundel County Police Department | 11 | 46,733 | 10 | 61,320 | N/A | N/A | -- | N/A | 8 | 70,518 |
| Baltimore City Police Department (Colonel) | 3 | 60,900 | 6 | 70,600 | 12 | 6 | -- | N/A | 7 | 70,600 |
| Baltimore County Police Department | 14 | 45,469 | 14 | 57,569 | 5 | 6 | -- | N/A | 6 | 73,308 |
| Howard County Police Department | 9 | 49,166 | 7 | 69,436 | 7 | 7 | -- | N/A | 9 | 69,436 |
| Montgomery County Police Department | 10 | 48,813 | 3 | 81,049 | 13 | N/A | -- | N/A | 3 | 81,049 |
| Prince George's County Police Department | 8 | 49,753 | 4 | 79,374 | N/A | N/A | -- | N/A | 4 | 79,374 |
| Washington, D.C. Metro. Police Department (Inspector) | 4 | 54,666 | 9 | 63,645 | 6 | 4 | -- | N/A | 11 | 66,378 |
| Delaware State Police | 5 | 54,050 | 11 | 60,215 | 25 | 10 | -- | N/A | 15 | 60,215 |
| New Jersey St. Police <u>2/</u> | 2 | 71,971 | 1 | 89,066 | 5 | 5 | -- | N/A | 1 | 89,066 <u>4/</u> |
| New York State Police (Ass't. Deputy Supt.) | 1 | 77,585 | 2 | 84,380 | N/A | N/A | -- | N/A | 2 | 84,380 |

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Salary includes subsistence of \$500 per year. (Suspended for remainder of FY '92)

4/ Increments currently frozen at \$50,000 cap.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | RANK | Minimum Without Longevity | RANK | Maximum Without Longevity | Without Longevity | | RANK | Salary After Six Years | RANK | Maximum |
|-------------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|---------|
| | | | | | Years To Maximum | Steps | | | | |
| <u>Major (cont'd.)</u> | | | | | | | | | | |
| Harford County Sheriff Office | 13 | 45,822 | 8 | 67,204 | 20 | 12 | -- | N/A | 10 | 67,204 |
| Pennsylvania St. Police | 7 | 52,890 | 10 | 64,137 | 28 | 24 | -- | N/A | 14 | 64,137 |
| Virginia State Police | 15 | 42,994 | 9 | 65,645 | 20 | 20 | -- | N/A | 12 | 65,645 |
| Arlington County P.D. | -- | N/A | -- | N/A | N/A | N/A | -- | N/A | -- | N/A |
| Fairfax County P.D. | 6 | 53,144 | 5 | 74,778 | 7 | 8 | -- | N/A | 5 | 78,517 |
| West Virginia St. Pol. (Capt.) ^{2/} | 16 | 37,752 | 16 | 40,752 | 32 | 10 | -- | N/A | 16 | 40,752 |

- * N/A = Not Applicable.
 1/ Corresponding to Maryland State Police rank.
 2/ Salary includes subsistence of \$1,560 per year.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | Rank | Minimum Without Longevity | Rank | Maximum Without Longevity | Without Longevity | | Rank | Salary After Six Years | Rank | Maximum |
|--------------------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|----------|
| | | | | | Years To Maximum | Steps | | | | |
| <u>Lt. Colonel</u> | | | | | | | | | | |
| Maryland State Police ^{3/} | 14 | \$49,361 | 13 | \$64,187 | 6 | 6 | -- | N/A | 14 | \$69,480 |
| Anne Arundel Co. Police Dept. (Deputy Chief) | 11 | 51,587 | 12 | 69,377 | 5 - 7 | 12 | -- | N/A | 8 | 79,784 |
| Baltimore City Police Department (Deputy Commissioner) | 4 | 71,100 | 5 | 82,500 | 12 | 6 | -- | N/A | 6 | 82,500 |
| Baltimore County Police Department | 13 | 49,954 | 14 | 63,325 | N/A | N/A | -- | N/A | 7 | 80,820 |
| Howard County Police Department | -- | N/A | -- | N/A | N/A | N/A | -- | N/A | -- | N/A |
| Montgomery County Police Department | 12 | 51,055 | 4 | 83,456 | 13 | N/A | -- | N/A | 5 | 83,456 |
| Prince George's County Police Department | 8 | 57,176 | 3 | 84,254 | 11 | N/A | -- | N/A | 4 | 84,254 |
| Washington, D.C. Metro. Police Department | 3 | 75,544 | 9 | 76,006 | 4 | 3 | -- | N/A | 11 | 76,006 |
| Delaware State Police | 5 | 58,800 | 15 | 58,800 | N/A | N/A | -- | N/A | 15 | 58,800 |
| New Jersey State Police ^{2/} | 1 | 93,711 | 1 | 93,711 | N/A | N/A | -- | N/A | 1 | 93,711 |
| New York State Police (Deputy Supt.) | 2 | 91,957 | 2 | 91,957 | N/A | N/A | -- | N/A | 2 | 91,957 |

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence allowance of \$5,942 per year.

3/ Salary includes subsistence allowance of \$500 per year. (Suspended for remainder of FY '92)

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | RANK | Minimum Without Longevity | RANK | Maximum Without Longevity | Without Longevity | | RANK | Salary After Six Years | RANK | Maximum |
|-------------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|---------|
| | | | | | Years to Maximum | Steps | | | | |
| <u>Lt. Colonel (cont'd.)</u> | | | | | | | | | | |
| Harford County Sheriff Office | 10 | 52,936 | 8 | 77,646 | 20 | 12 | -- | N/A | 10 | 77,646 |
| Pennsylvania St. Police | 7 | 58,171 | 11 | 70,533 | 28 | 24 | -- | N/A | 13 | 70,533 |
| Virginia State Police | 15 | 47,000 | 10 | 71,762 | 20 | 20 | -- | N/A | 12 | 71,762 |
| Arlington County P.D. | 9 | 56,166 | 7 | 79,227 | N/A | 11 | -- | N/A | 9 | 79,227 |
| Fairfax County P.D. | 6 | 58,465 | 6 | 82,268 | 7 | 8 | -- | N/A | 3 | 86,381 |
| West Virginia St. Pol. ^{2/} (Major) | 16 | 39,552 | 16 | 42,552 | 32 | 10 | -- | N/A | 16 | 42,552 |

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$1,560 per year.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | Rank | Minimum Without Longevity | Rank | Maximum Without Longevity | Without Longevity | | Rank | Salary After Six Years | Rank | Maximum |
|-------------------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|----------------------|
| | | | | | Years To Maximum | Steps | | | | |
| <u>Colonel</u> | | | | | | | | | | |
| Maryland State Police | 5 | \$77,336 | 10 | 79,656 | 0 | 1 | -- | N/A | 11 | \$79,656 |
| Anne Arundel County Police Department | 16 | 56,942 | 11 | 76,871 | N/A | N/A | -- | N/A | 9 | 84,749 ^{3/} |
| Baltimore City Police Department | 3 | 89,600 | 1 | 103,900 | N/A | N/A | -- | N/A | 1 | 103,900 |
| Baltimore County Police Department | 10 | 70,304 | 15 | 70,304 | N/A | N/A | -- | N/A | 15 | 70,304 |
| Howard County Police Department | 15 | 59,935 | 8 | 86,785 | 7.5 | 7.5 | -- | N/A | 8 | 86,785 |
| Montgomery County Police Department | 11 | 67,072 | 4 | 96,635 | 13 | N/A | -- | N/A | 5 | 96,635 |
| Prince George's County Police Department | 12 | 66,188 | 2 | 97,534 | 11 | N/A | -- | N/A | 3 | 97,534 |
| Washington, D.C. Metro. Police Department | 4 | 81,886 | 9 | 81,886 | 2 | 2 | -- | N/A | 10 | 81,886 |
| Delaware State Police | 8 | 71,000 | 14 | 71,000 | N/A | N/A | -- | N/A | 14 | 71,000 |
| New Jersey State Police ^{2/} | 2 | 94,700 | 6 | 94,700 | N/A | N/A | -- | N/A | 6 | 94,700 |
| New York State Police | 1 | 97,014 | 3 | 97,014 | N/A | N/A | -- | N/A | 4 | 97,014 ^{4/} |

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Includes 5% increase at 5 and 12 years of service.

4/ Current salary frozen at \$91,957 - anticipated 5.5% increase is being reflected.

SECTION II
1991 SALARY COMPARISON BY RANK 1/

| Agency | Rank | Minimum Without Longevity | Rank | Maximum Without Longevity | Without Longevity | | Rank | Salary After Six Years | Rank | Maximum |
|-------------------------------|------|---------------------------|------|---------------------------|-------------------|-------|------|------------------------|------|---------|
| | | | | | Years To Maximum | Steps | | | | |
| <u>Colonel (cont'd.)</u> | | | | | | | | | | |
| Harford County Sheriff Office | 17 | 52,000 | 17 | 55,000 | N/A | N/A | -- | N/A | 17 | 55,000 |
| Pennsylvania St. Police | 6 | 76,000 | 12 | 76,000 | N/A | N/A | -- | N/A | 12 | 76,000 |
| Virginia State Police | 7 | 74,857 | 13 | 74,857 | N/A | N/A | -- | N/A | 13 | 74,857 |
| Arlington County P.D. | 13 | 63,450 | 7 | 89,502 | N/A | 11 | -- | N/A | 7 | 89,502 |
| Fairfax County P.D. | 9 | 70,672 | 5 | 94,709 | 8 | 7 | -- | N/A | 2 | 99,220 |
| West Virginia St. Pol. | 14 | 60,000 | 16 | 60,000 | N/A | N/A | -- | N/A | 16 | 60,000 |

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

Section III.....Pay Policies

SECTION III
1991 PAY POLICIES

| <u>Police Agency</u> | <u>Longevity</u> | <u>Shift Differential</u> | <u>Special Duty Differential</u> |
|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Maryland State Police | 2% for each step at 9, 13, 17 and 21 years service | 1400-0100 hrs. \$5/Shift | \$3.55/day for police personnel in Executive Protection Division & Security Services Unit Pilots 4% above Sergeant Grade, Medics 4% above Corporal Grade |
| Anne Arundel County Police Department | 5%-7 yrs. continuous service; additional 5% after 11 years of service; add'l. 5% after 16 years | Police Officers, Sgts, & Lts, 40¢ hr. 1500-2300 hrs, 80¢ hr. 2300-0700 hrs. | None |
| Baltimore City Police Department | Police Officer-Lieutenant- 2.5% after 10, 15, 20, 25 yrs. of service | 30¢ hr. 1400-2200 hrs. 35¢ hr. 2200-0600 hrs | K-9 - \$1,820/Yr. Flying Officer \$30,888-\$36,833 |
| Baltimore County Police Department | Approx. 5% at 10, 15, 20, 25 yrs. of service | 2 p.m. - 12 p.m. shifts- 60¢ per hour, 10 p.m. - 8 a.m. shifts- 70¢ per hour, 5 p.m. - 4 a.m. shifts - 60¢ | Various amounts for Investigation Div., Tactical Unit, K-9, Radio Dispatchers, Firearms Unit, County Executive Aide |
| Howard County Police Department | Police Officer - 12 Yrs - 2.5% Police Officer - 16 Yrs - 5.0% Sgts/Lts/Capt. - 12 Yrs - \$1,000 lump sum Sgts/Lts/Capt. - 16 Yrs - \$2,000 lump sum | 2200-0800 Sgts/Lts - 7.5% of Salary When Assigned Police Officers - 85¢ per hr. | K-9 - \$480 Field Training Officer - \$300 lump sum |
| Montgomery County Police Department | None | Police Officers - 1500-2300 - 35¢ per hour; 2300-0500 - 45¢ per hour | K-9 - \$600/yr. Criminal Inv. w/o take home veh. \$600/yr. Field Training Officer below MPO rank .25/hr. |

SECTION III
1991 PAY POLICIES (cont'd.)

| <u>Police Agency</u> | <u>Longevity</u> | <u>Shift Differential</u> | <u>Special Duty Differential</u> |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Prince George's Co. Police Department | Steps #13 and #14 require 3 yrs. service each. | 2200-0800 - \$1.75/hr. 1500-0200 - 95¢/hr. | K-9, Motorcycle, EST - \$650/year; Breathalyzer \$200/Yr.; Field Trainer - \$400/Yr. |
| Washington, D.C. Metro. Police Department | 15 yrs. serv.- 5% of 1st salary class; 20 yrs. serv.-10% of 1st salary class; 25 yrs. serv.-15% of 1st salary class; 30 yrs. serv.-20% of 1st salary class | Sergeant & below: 1430-2300 - 3% hourly rate 2230-0700 - 4% hourly rate | Dog handlers, Detec.II, Desk Sgt., Lab.Tech., Master Patrol Officers \$1,250/yr. Helicopter Pilots & Bomb Squad, \$2,710/yr. |
| Delaware State Police | Various times & amounts | \$850 per year for personnel on rotating midnight shift | Aviation- \$1,200/yr.; Bomb Disp.,\$600; Scuba -\$900/yr; Spl. operations -\$600/yr. |
| New Jersey State Police | None | Troopers and Sergeants receive 7% of base hourly rate for working between 9 p.m. and 7 a.m. | Helicopter Pilots-\$1500/yr. |
| New York State Police | For rank of Trooper only: End of 9th year, \$1,481 End of 14th year, \$1,621 End of 20th year, \$461 | Trooper thru Major: 2300-0700 \$7.82 1500-2300 \$4.56 Double Back - \$20.00 | None |

SECTION III
1991 PAY POLICIES (cont'd.)

| <u>Police Agency</u> | <u>Longevity</u> | <u>Shift Differential</u> | <u>Special Duty Differential</u> |
|-------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Harford County Sheriff Office | None | 1600-2400 - 5% 2400-0800 - 7% | None |
| Pennsylvania State Police | 4% of base at 5 years service; 3/4% for each additional year to maximum of 21.25% over 28 years | 5% for any shift starting after noon & before 2230; 6% for any shift starting after 2230 & before 0600 | None |
| Virginia State Police | None | None | Executive Protection- 9% Northern VA. +20% up to Captain; DARE - 4.5%, Internal Affairs - 4.5% |
| Arlington County Police Dept. | None | 1300 -2059 - 35¢/hr.; 2100-0459 -85¢/hr. | Master Police Officers/ Field Training Officers \$1,699.36/yr. |
| Fairfax County Police Dept. | 5% to employee with 15 years of total service who is at top of pay grade | 1300-2000 hrs. 25¢/hr. 2000-0700 hrs. 35¢/hr. | Flight pay-pilot -\$2000; Pilot w/Medivac Cert. -\$3,500 Flight pay - Paramedic-\$2,700 Flight pay - EMT - \$1,200 |
| West Virginia State Police | After 5 years service, \$300 for every 3 years of service | None | None |

SECTION III
1991 PAY POLICIES (cont'd.)

| <u>Police Agency</u> | <u>Overtime</u> | <u>Performance Incentive Pay</u> | <u>Compensatory Time in Lieu of Overtime</u> | <u>Clothing & Subsistence</u> |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Maryland State Police | Overtime hours paid at time and one-half. Unlimited for ranks through 1st Sgt.; none for commissioned ranks. | None | Available to commissioned officers after accumulating 30 hours unpaid overtime | Clothing-Uniform furnished; plainclothes allowance-\$350 Annual Subsistence Allowance-\$500 |
| Anne Arundel County Police Dept. | Police Officer only. Time and one-half after 8 hours Minimum 4 hour call back at straight time. | None | Police officers may earn comp. time in lieu of overtime at their request. 1.5 rate with maximum 480 hours accumulation | Clothing-Uniform furnished; \$435 for plainclothes; \$410 -uniform maintenance |
| Baltimore City Police Dept. | P.O. & agents and flying officers receive time and one-half for all hrs. over 8 hr/33 minutes. Sgts. & Lt. get O.T. in very limited circumstances. No paid minimum callback. | None | Sgts. & Lts, straight time for call back | Clothing- Uniform furnished; \$500 for plainclothes |
| Baltimore County Police Dept. | Time and one-half for time over 8 hours per day; 4 hr. minimum call back & 4 hr. court ordered call back. Pol. Officer thru Lt. | None | Police officer thru Lt. may accumulate compensatory time at 1.5 rate in lieu of overtime. | Clothing-Uniform furnished; \$500-plainclothes allowance, \$32 shoe allowance annually |
| Howard County Police Dept. | Police Officers paid at time and one-half; Sgt. & Lieutenant paid straight time. No overtime pay above Lieutenant. Two hour minimum for off duty court appearance. 3 hour minimum call back | None | Sgts. & Lts. only- compensatory time at straight time rate | Clothing-Uniform furnished; \$480-plainclothes; uniform maintenance-\$360/year; \$47.50 shoe allowance |

SECTION III
1991 PAY POLICIES (cont'd.)

| <u>Police Agency</u> | <u>Overtime</u> | <u>Performance Incentive Pay</u> | <u>Compensatory Time in Lieu of Overtime</u> | <u>Clothing & Subsistence</u> |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| Montgomery Co. Police Dept. | Hours in excess of 8 - time & a half; minimum 3 hours for call-back and court attendance Sgt. and below. Stand-by pay 15% of regular rate. | None | Sergeant and below-Time and one-half for hour worked over-time. Lt. & above-hour for hour. | Clothing- Uniform furnished; plainclothes - \$195/Yr.-Partial; \$285/Yr.-Casual; \$555/Yr.-Variety; \$670/Yr.- Formal Uniform maintenance - Unlimited. |
| Prince George's County Police Department | Hours in excess of 80 per pay period - time and one-half. Captain and above - no over-time. Minimum 3 hr. at 1-1/2 times regular pay for callout or court. | None | May elect to receive comp. time at time and one-half; Captains & above - no comp. time | Clothing-uniform furnished plus \$825; \$825-plainclothes |
| Washington, D.C. Metro P.D. | Time and one-half - Sgt.& below; straight time - Lt. and above Two hour minimum call-back compensation | None | All first off duty court appearances and all continuations of duty are comp. time at 1-1/2 for Sgt. & below; hour for hour for Lt. & above | Clothing-Uniform furnished Plainclothes - \$450; Casual - \$250 per year |
| Delaware State Police | Lt. and below - time and one-half; Captain thru Major-straight time. 4 hour call out at straight time | None | Lieutenant & below at 1-1/2; Captain & above - straight time. | Clothing-Uniform furnished; plainclothes-\$650; uniform maintenance unlimited; shoes provided |
| New Jersey State Police | Troopers thru Sergeants First Class receive 1-1/2 times base hourly salary. | None | Varies according to bargaining unit. Granted at a rate of one and one-half times hours worked. | Subsistence-\$5,942/year; Clothing-Uniform Trooper \$800/year, uniforms furnished; Plainclothes Trooper \$900/year |

SECTION III
1991 PAY POLICIES (cont'd.)

| <u>Police Agency</u> | <u>Overtime</u> | <u>Performance Incentive Pay</u> | <u>Compensatory Time in Lieu of Overtime</u> | <u>Clothing & Subsistence</u> |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| New York State Police | Troopers: 12 hours guaranteed per 29 day period at time and one-half (may be required to work in excess of 12 hrs.); 4 hr. minimum call back. Officers, NCO's, Investigators receive annual premium pay in lieu of O.T. whether time was worked or not. | Yes- Troopers with 15 or more yrs service, excellent performance rating, meeting height and weight standards-\$200; \$225 for attending developmental course on own time; \$125 for less than 8 sick leave days; \$250 for less than 5 sick leave days. Educational incentive pay - 1 time | None | Transfer expense allowance; Uniform maintenance - \$100 towards purchase of non-issued items |
| Harford County Sheriff Office | Time and one-half beyond regular shift; 2 hours minimum call back. | None | Optional compensation at 1-1/2 rate up to 56 hours; must be used within calendar year earned. | Clothing -Uniform furnished; uniform maintenance - \$400, plainclothes, \$700 annually. |
| Pennsylvania State Police | Time and one-half for all hours worked in excess of 8 hours per day, or 40 hours per week; minimum 4 hr. callout | None | None | Clothing- \$1500 clothing allowance for uniformed and plainclothes. |
| Virginia State Police | Time and one-half for time over 40 hours per week. | Three pay scale steps may be skipped for outstanding performance; marginal employees receive next step only | Same as for overtime | Clothing-Uniform furnished plainclothes officers receive one step increase; shoes furnished; up to \$2.25 per shift for meals |

SECTION III
1991 PAY POLICIES (cont'd.)

| <u>Police Agency</u> | <u>Overtime</u> | <u>Performance Incentive Pay</u> | <u>Compensatory Time in Lieu of Overtime</u> | <u>Clothing & Subsistence</u> |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Arlington Co. Police Dept. | FLSA 7(K) exemption- O.T. pay for hours in excess of 171 in 28 day cycle. Sgt. & up, paid straight time pay or Comp. time | Up to \$1,000 can be awarded by Chief of Police; over \$1,000 by county manager | Only Sergeants and above at straight time rate; carry over limited to 120 hours | Clothing-Uniform furnished; plainclothes: \$819/year. |
| Fairfax Co. Police Dept. | Overtime rate for all hours in excess of 86 during 14 day work period. Officer to 2nd/Lt., time and one-half. 1st Lt., straight time for all hours over 40/week | On recommendation of supervisor may receive \$1,000 award | Comp. time for hours less than 86 in a 14 day work period upon officer's request (officer to 2nd/Lt., time and one-half; 1st Lt., straight time) | Clothing-Uniform furnished; plainclothes-\$707; uniform maintenance- \$326 |
| West Virginia State Police | Exempt: Standard rates over 171 hrs. 5 hours - \$59 10 hours - \$118 15 hours - \$177 16+ hours - \$236 Non-Exempt: Time and one-half for all hrs. worked in excess of 171 in a 28 day period | None | None | Clothing -uniform and shoes furnished. Plainclothes - \$500/yr.; \$130 per month subsistence allowance |

SECTION III
1991 PAY POLICIES (cont'd.)

| <u>Police Agency</u> | <u>Holiday Premium Pay (Regularly scheduled shift falls on a paid holiday)</u> |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Maryland State Police | Time and one-half for any hours worked on the Thanksgiving, Christmas and New Year's Day holidays plus a compensatory day off for non-commissioned employees. |
| Anne Arundel County Police Department | None |
| Baltimore City Police Department | Additional 4 hours compensation when working Thanksgiving, Christmas or New Year's Day for Police Officer thru Lieutenant |
| Baltimore County Police Department | Time and one-half hourly rate for Thanksgiving and Christmas only |
| Howard County Police Department | None |
| Montgomery County Police Department | Time and one-half in addition to base pay on holiday. |
| Prince George's County Police Department | Two and one-half times daily pay or one and one-half times daily pay plus 8 hours compensatory time. |
| Washington D.C. Metro Police Department | Additional 8 hours at straight time |
| Delaware State Police | None |
| New Jersey State Police | None |
| New York State Police | None |
| Harford County Sheriff Office | Time and one-half regular hourly rate. |

SECTION III
1991 PAY POLICIES (cont'd.)

| <u>Police Agency</u> | <u>Holiday Premium Pay (Regularly scheduled shift falls on a paid holiday)</u> |
|-------------------------------|--------------------------------------------------------------------------------------------|
| Pennsylvania State Police | One extra day's pay for nine designated holidays at straight time, plus a compensatory day |
| Virginia State Police | None |
| Arlington County Police Dept. | Time and a half compensation pay or straight time compensatory time |
| Fairfax County Police Dept. | Straight time plus an additional 8 hours pay or compensatory time |
| West Virginia State Police | None |

Section IV...Retirement Benefits

SECTION IV
1991 RETIREMENT BENEFITS

| <u>Police Agency</u> | <u>Vol. Retirement Age/Yrs. Service</u> | <u>Mandatory Ret. Age</u> | <u>Basic Benefit Formula</u> | <u>Contribution Rate (Percent of Salary)</u> | | |
|-------------------------------|----------------------------------------------------------|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------|------------------------------------------------------------------|
| | | | | <u>Employer</u> | <u>Employee</u> | <u>Remarks</u> |
| Maryland State Police | Age 50 or 25 yrs. service | 60 | 1/45th of average final salary (avg. of three highest years of salary) for each year of the first 25 years of creditable service and 1/90th of avg. final salary for each year thereafter | 26.79% | 8% 4% after 25 years service | Unused sick leave: 22 days equals one month service |
| Anne Arundel Co. P.D. | Age 50/20 yrs. service | None | 2.5% for each year through 20 years; 2% for each year thereafter to a maximum of 70%. Military service credit 2% per year for 3 year maximum | 23% | 6% | Unused sick leave: 22 days equals one month service |
| Baltimore City Police Dept. | --/20 yrs. service | (Currently in litigation) | 50% of salary at 20 years based on last 18 months; 1.8% for each additional year; up to 3 years military time may be added at 20 years. | 15.14% | 7% | Unused sick leave: no credit due to unlimited use while employed |
| Baltimore County Police Dept. | --/20 yrs. | None | 20 years = 50% plus 1% for each year after 20 years | 12.13% | 6% | Unused sick leave: 22 days equals one month service |
| Howard County Police Dept. | None/25 years (full) None/20 years (early retirement) | None | 2% of average salary (3 final years of salary) times each year of creditable service | 14.2% | 7.7% | Unused sick leave: 22 days equals one month's service |
| Montgomery Co. Police Dept. | Age 46/25 Years | 60 | 2% of average final compensation times years of creditable service | 25.71% | 3.5% | Unused sick leave: 174 hours equals one month's service |

SECTION IV
1991 RETIREMENT BENEFITS

| <u>Police Agency</u> | <u>Vol. Retirement Age/Yrs. Service</u> | <u>Mandatory Ret. Age</u> | <u>Basic Benefit Formula</u> | <u>Contribution Rate (Percent of Salary)</u> | | <u>Remarks</u> |
|-------------------------------------|---------------------------------------------|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | <u>Employer</u> | <u>Employee</u> | |
| Prince George's Co. Police Dept. | --/20 yrs. | None | 60% of last two years; 2% for each additional year up to 80%. | 24.8 | 5% | Unused sick leave: May receive payment used sick leave |
| Washington, D.C. Metro P.D. | --/20* yrs. Age 50/25**yrs. | 64 | *2.5% each year up to 20 years plus 3% each year after 20 years applied to highest 12 month salary **2.5% each year up to 25 years plus 3% each year after 25 years applied to highest 36 month salary (.25% for each month's sick leave plus 2.5% each year of other creditable gov't. or military service) | -- | 7% | City budget allo- cates whatever funds necessary to finance pension rolls Unused sick leave: 1/4% towards retire- ment formula for each 176 hours |
| Delaware State Police | --/20* yrs. --/25** yrs. | 55 | Hired before 7/1/80-50% of salary; hired after 7/1/80-1/2 of last 3 years average | 11.4 | 5% | Unused sick leave: 60 days maximum may be applied to service time |
| New Jersey State Police | --/20 yrs. | 55 | 50% for 20 years with no medical benefits; 60% for 25 years plus medical benefits; 1% for each year after 25, max. 70% at 35 years. Incentive buy-out plan: retire by 9/1/91, up to 5% additional added to formula | -- | 7.5% | No medical benefits for 20 yrs; BC/BS or HMO for 25 years service |

SECTION IV
1991 RETIREMENT BENEFITS

| Police Agency | Vol. Retirement Age/Yrs. Service | Mandatory Ret. Age | Basic Benefit Formula | Contribution Rate (Percent of Salary) | | |
|-------------------------------|--------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------|---------------------------------------------------------------------------------------------|
| | | | | Employer | Employee | Remarks |
| New York State Police | any age/20 yrs. | 57 Tpr.-Major 60- Deputy Chief Inspector, Asst. Deputy Supt. & above | 50% of final average salary, plus 1/60 of final average salary there- after; maximum of 66% if hired after 7/1/73; 75% if hired before 7/1/73 | 6.36% of total per- sonnel cap | 0% | Paid 20% of all sick leave over 165 days up to 300 maximum |
| Harford County Sheriff Office | Any Age/30 yrs. | None | 50% at 20 years, additional 2%, 21-25 years, 1.5 thereafter to a maximum of 72% of average of 3 highest years salary (33 years service) | | 7.5% | Unused sick leave: Paid for 50% of time; remainder towards yrs. of service |
| Pennsylvania State Police | --/10 yrs. | 60 | 10-19 yrs.-final average salary x 2% yrs. of credited service; 50% of highest year salary after 20 yrs.; 75% after 25 yrs. | 33.28% if hired after 3/74 | 6.25% if hired after 7/83 | Paid 35% of unused sick leave with 10 or more yrs. service, up to 50% over 25 yrs. |
| Virginia State Police | Age 50/25 yrs. | 70 | 1.5% of first \$13,200 of average final comp. plus 1.65% of average final comp. in excess of \$13,200 x creditable service | 19.22% | 0% | Unused sick leave: up to \$2,500 cash |
| Arlington County Police Dept. | Age 50/25 yrs. | None | 1.5% for each year service up to 30 yrs.; maximum 45% calculated on the highest three years | 20% | 5% | Unused sick leave: Paid for 30% over 100 hours (min. 5 yrs. service required |
| Fairfax County Police Dept. | Any age/25 yrs. | 60 | 62.5% of base pay for top three earning years, additional 2.5% per year for years over 25 to a maxi- mum of 66-2/3% | 17.1% | 12% | Unused sick leave: Credited as service time |
| West Virginia State Police | Age 50/20 yrs. or 25 yrs. service | 55 | 5.5% of total career earnings | 12% | 6% | Unused sick leave: Enhance retirement pay or extend health insurance coverage |

Section V.....Health Insurance Benefits

SECTION V
1991 HEALTH INSURANCE BENEFITS

Average Cost: Dollar Cost
or Percentage of Cost

| <u>Police Agency</u> | <u>Insurance Type</u> | <u>Employee</u> | <u>Employer</u> | <u>Plan's Basic Provisions</u> |
|------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------|---------------------|------------------------------------------------------------------------------------------------------|
| Maryland State Police | Hospitalization, Medical, Vision, Prescription Drug, Major Medical & Dental for some plans | 20% | 80% | Blue Cross/Blue Shield Comprehensive or PPO, or choice of 11 Health Maintenance Organizations |
| Anne Arundel County Police Department | Hospitalization, Medical, Dental, Vision | 20% | 80% | Blue Cross/Blue Shield High Option plus Major Medical, Vision and Dental, or choice of four HMO's |
| Baltimore City Police Department | Hospitalization, Medical, Vision, Dental | Varies | Varies | Blue Cross/Blue Shield or one of eight HMO's |
| Baltimore County Police Department | Hospitalization, Medical, Vision, Dental | Varies | Varies | Blue Cross/Blue Shield of Maryland, also several Health Maintenance Organizations available |
| Howard County Police Department | Hospitalization, Medical, Vision, Dental | Varies | Varies | Individual Blue Cross/Blue Shield and four Health Maintenance Organizations |
| Montgomery County Police Department | Hospitalization, Medical, Dental, Vision | Not | Stated | Employee has choice of numerous plans |
| Prince George's Co. Police Department | Hospitalization, Medical, Dental Vision | 20-25% 100% 10% | 75-80% 0% 90% | Indemnity plus HMO preventive dentistry @ 100%; comprehensive @ 80% |
| Washington, D.C. Metro Police Dept. | Hospitalization, Medical, Dental, Vision | Varies | Varies | Benefits vary with type of coverage. |
| Delaware State Police | Hospitalization, Medical Dental | 0% 100% | 100% 0% | Two plans provided free of cost by the state |

SECTION V
1991 HEALTH INSURANCE BENEFITS

Average Cost: Dollar Cost
or Percentage of Cost

| <u>Police Agency</u> | <u>Insurance Type</u> | <u>Employee</u> | <u>Employer</u> | <u>Plan's Basic Provisions</u> |
|----------------------------------|---------------------------------------------|--------------------------------------------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| New Jersey State Police | Hospitalization, Medical Dental, Vision | HMO cost in excess of BC/BS rates (if any) | 100% BC/BS | Blue Cross/Blue Shield with Prudential Major Medical or several Health Maintenance Organizations; 50/50 co-payment Dental; free vision exam for employee - \$35 towards exam & single lens glasses for family |
| New York State Police | Hospitalization, Medical, Dental, Vision | 13.39 (single) 62.83 (family) | Varies | Varies according to plan; state's Empire Plan and 27 HMO's available |
| Harford County Sheriff Office | Hospitalization, Medical Dental, | 20% | 80% | Blue Cross/Blue Shield basic and several HMO's available |
| Pennsylvania State Police | Hospitalization, Medical, Dental, Vision | 0 | 100% | Blue Cross/Blue Shield, Major Medical, Dental & Vision |
| Virginia State Police | Hospitalization, Medical, Dental | 0 | 100% | Blue Cross/Blue Shield Basic Plan with Major Medical, \$8.00 Prescription plan; HMO's available. |
| Arlington County Police Dept. | Hospitalization, Medical, Vision, Dental | Varies | Varies | Three different plans available to employees; benefits and options vary |
| Fairfax County Police Dept. | Hospitalization, Medical, Vision, Dental | 15-25% | 75-85% | Five different plans available to employees; benefits and options vary |
| West Virginia State Police | Hospitalization, Medical | Varies according to salary | Varies | \$100 deductible per year; 80/20% copayments |

Section VI...Life Insurance Benefits

SECTION VI
1991 LIFE INSURANCE BENEFITS

| <u>Police Agency</u> | <u>Death Benefits Before Retirement</u> | <u>Life Insurance</u> | <u>Cost To:</u> | |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------|
| | | | <u>Employee</u> | <u>Employer</u> |
| Maryland State Police | <p>The retirement system provides two methods of payment:</p> <p><u>Ordinary Death Benefit</u> One through two years of service, not in the line of duty; member's contributions and an amount equal to one year's annual salary. (Under one year - accumulated contributions only.)</p> <p><u>Special Death Benefit</u> More than two years service for any cause of death; member's accumulated contributions, surviving spouse or children under 18 years of age will receive 50 percent of the sum of the employee's final average salary. Payments terminate upon death of spouse or child's 18th birthday.</p> | Term Life Policy - offered by State, up to three times salary - \$300,000 maximum. Rates vary according to age. | 100% | 0% |
| Anne Arundel County Police Department | Officer's contributions to survivor, plus retirement benefits, if vested | \$10,000 group term, employee may increase coverage to 1/2, 1 or 2 times salary at 39¢ per thousand | None | Not stated |
| Baltimore City Police Department | <p>Service-related deaths: Surviving spouse, until death or remarriage, then children until marriage or 18th birthday, receive 100% of current salary plus benefits for non-service death.</p> <p>Non-Service Death: Police Officer - \$20,000; Sgt. & Lt. - \$23,500; Capt. & Above - 2½ x salary; Maximum \$90,000. All members \$2,500 Death Relief Fund, \$5,000 if duty-related death. If less than 5 years service; 25% of salary.</p> | \$10,000 policy available at additional cost. | \$110.24 self 119.60 with spouse | |

SECTION VI
1991 LIFE INSURANCE BENEFITS

| <u>Police Agency</u> | <u>Death Benefits Before Retirement</u> | <u>Life Insurance</u> | Cost To: | |
|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------|
| | | | <u>Employee</u> | <u>Employer</u> |
| Baltimore County Police Department | Non-Service: contributions plus interest (lump sum) plus 50% of salary; Service: 66-2/3% until remarried | Basic - Double salary; optional \$10-\$20,000 available | 5.6¢ per \$1,000 | 22.4¢ per \$1,000 |
| Howard County Police Department | Non-Service: 20 years-normal retirement benefits; 1-19 years- annual salary plus contribution; Service: 66-2/3% of salary until remarried | \$15,000; additional available at .15/1,000 per month up to annual salary; supplemental insurance available up to three times salary - rate based on age | 0 | 100% |
| Montgomery County Police Department | Non-service: double annual salary, 100% of all sick leave in one check; Service: eight times annual salary, 100% of all sick leave in one check | Non-service: double annual salary Service: eight times annual salary | \$200/yr. | 0% |
| Prince George's County Police Department | Non-Service: Life insurance benefits. Service: \$50,000 Acc. Death policy plus non-service benefits | Two times annual salary plus 50 x monthly salary up to \$350,000 for both; paid health insurance for life | | Not stated |
| Washington, D.C. Metro. Police Department | \$50,000 Lump Sum | Various policies available | 50% | 50% |
| Delaware State Police | Service Related Death - 75% of salary; until remarried Ordinary Death - 50% of salary until remarried | \$100,000 group life policy not extended to spouse or children, or \$35,000 policy that may be extended to spouse & child | \$12/mo. \$ 7/mo. | 0% |
| New Jersey State Police | Three and one-half times final compensation 50% of pension until remarried - paid medical for line of duty | 3-1/2 X annual salary. | 100% | 0% |
| New York State Police | Non-Service: Three times salary rounded to next \$1,000; Service: Retirement and workmen's compensation benefits - usually equal to salary | None - offered by bargaining unit | 0 | 0 |

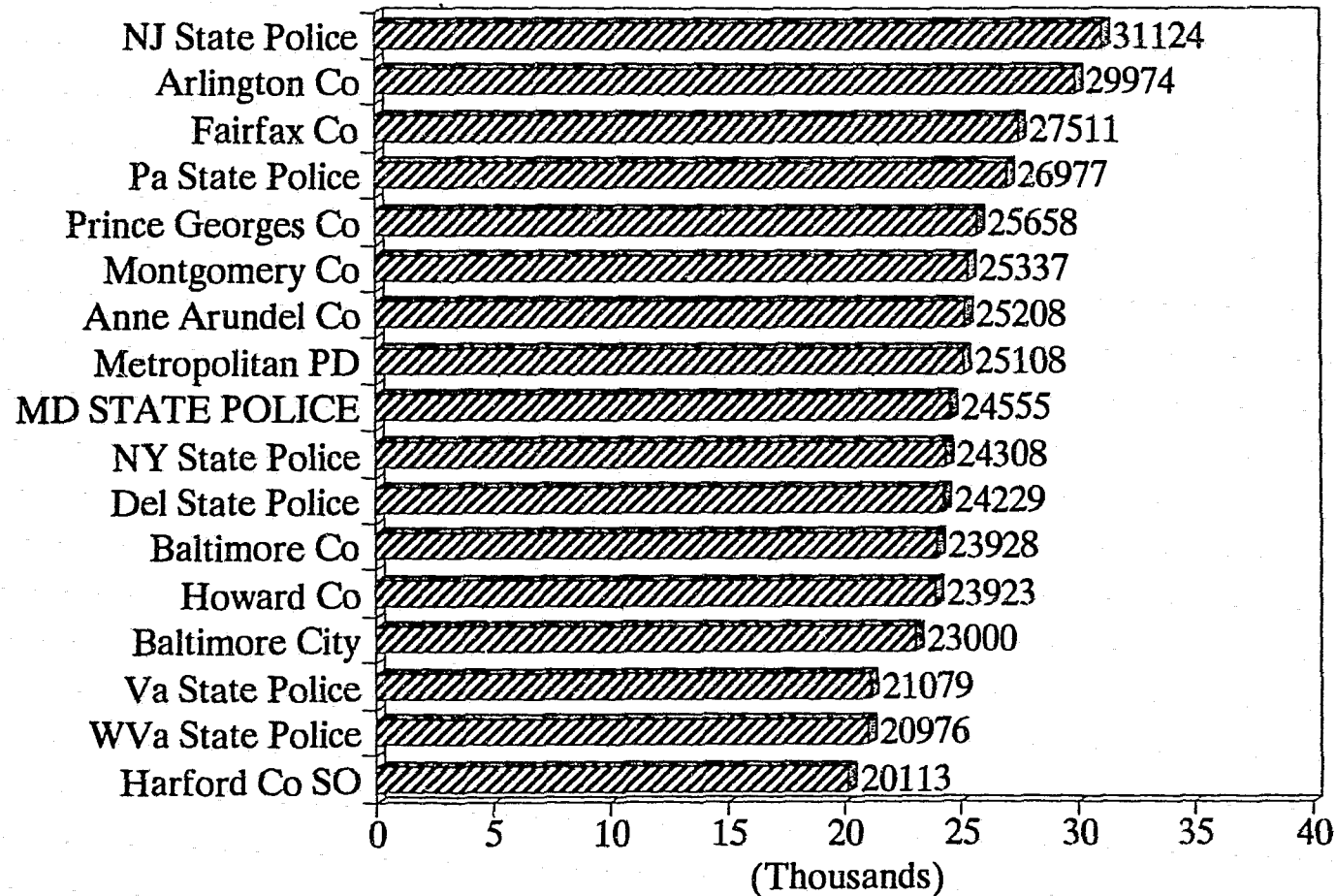
SECTION VI
1991 LIFE INSURANCE BENEFITS

| <u>Police Agency</u> | <u>Death Benefits Before Retirement</u> | <u>Life Insurance</u> | <u>Employee</u> | <u>Employer</u> |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|
| Harford County Sheriff Office | Duty-Related: receives annual salary; 100% of annual leave and personal leave | None | N/A | N/A |
| Pennsylvania State Police | Duty Related: total value of retirement account; workmen's compensation; full medical benefits up to 3 yrs. spouse/5 yrs. children; \$40,000 life insurance policy. Non-Duty Related: total value of account; life insurance; up to 50% death benefit | Maximum of \$40,000 | 0 | \$.11/\$1,000 |
| Virginia State Police | Service Related: 1/2 average final compen- sation minus workmen's compensation and and no social security, or 33-1/3 of average final compensation with social security, plus \$25,000 Va. Line of Duty Act. Normal Death: retirement contributions plus interest or monthly benefit, 1/2 of retirement benefit accrued to date of death. | Double annual salary; doubled again if accidental death | 0 | .54/\$1,000 |
| Arlington County Police Department | Benefits = 50% of normal retirement. Based on age & service at time of death; never less than 5%; applies in all cases regardless of manner of death. | Non-management employees - .31 per \$1,000; First \$10,000 Free; add'l. \$99,000 available at .31/\$1,000. Management employees are covered by amount equal to salary to \$50,000 maximum free | 0 | \$31/year |
| Fairfax County Police Department | Non-duty related - total contributions plus widow benefits of \$1,000 per month. Each dependent child receives \$400 until age 18 or 23. Duty-related: two-thirds of salary. | 1.5 to 3 times annual salary. | 24¢/\$1,000 | 26¢/\$1,000 |
| West Virginia State Police | Non-Duty Related: Less than 20 yrs., 2.75% of 25 yrs. of projected earnings; 20+ yrs., 4.125% plus military earnings. Duty Related: 5.5% of 25 yrs. of projected earnings. | Optional state insurance policy \$5,000 to \$50,000; plus \$5,000 free policy Additional life insurance available at employee's expense | Varies | Varies |

Section VII.....Salary Comparison Graphics

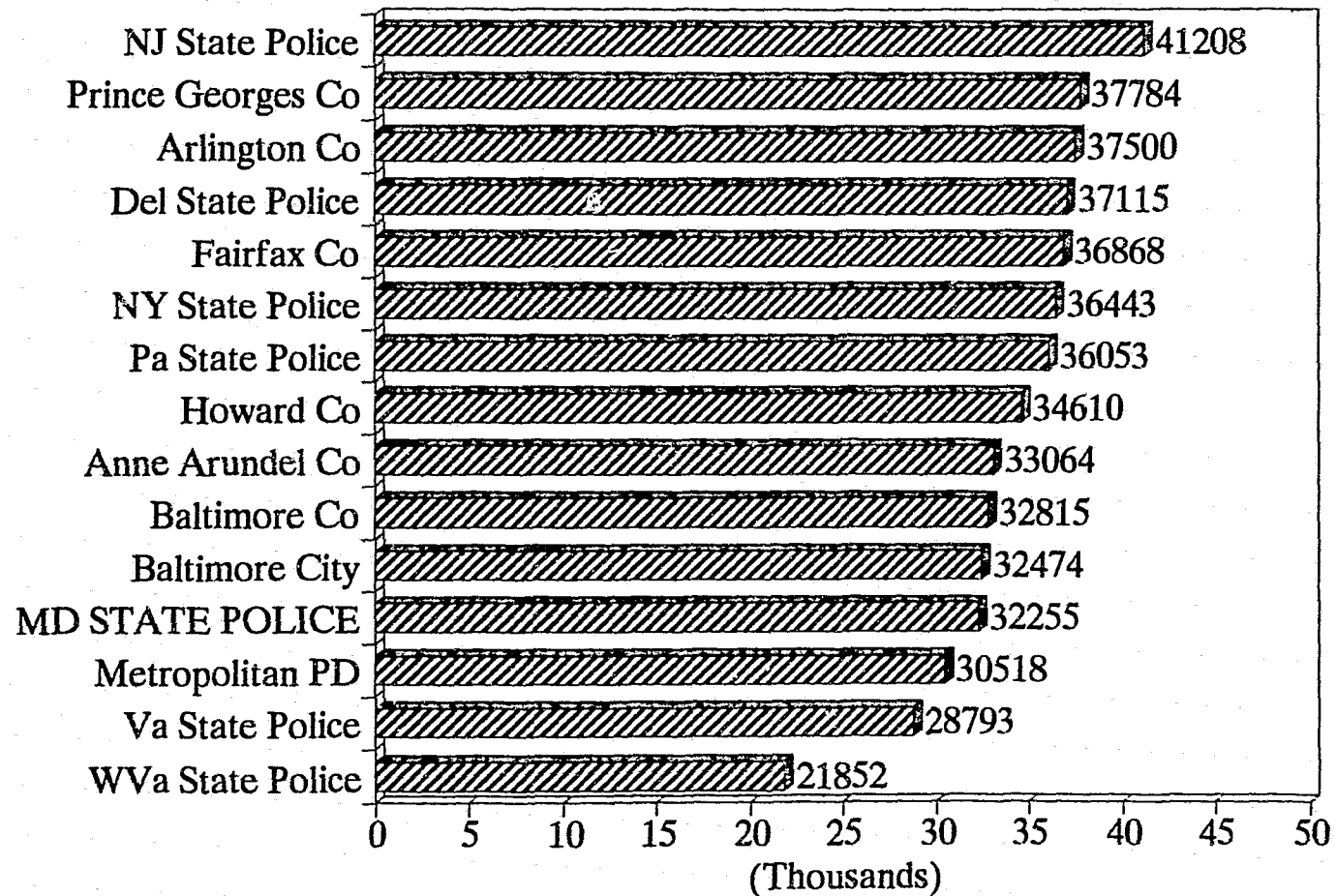
Trooper - Entry Level

(Includes Subsistence Allowance)



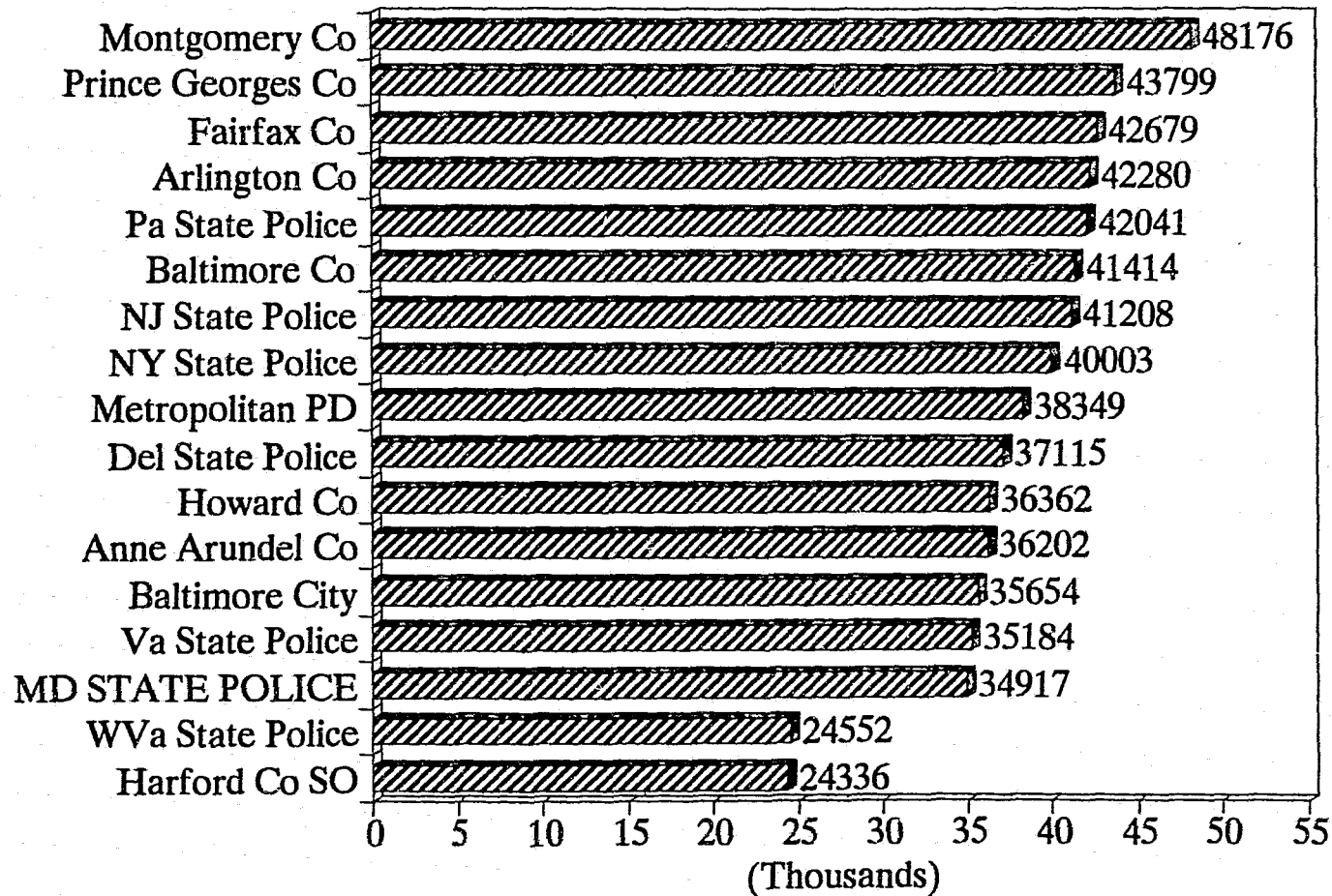
Trooper - After Six Years

(Includes Subsistence Allowance)



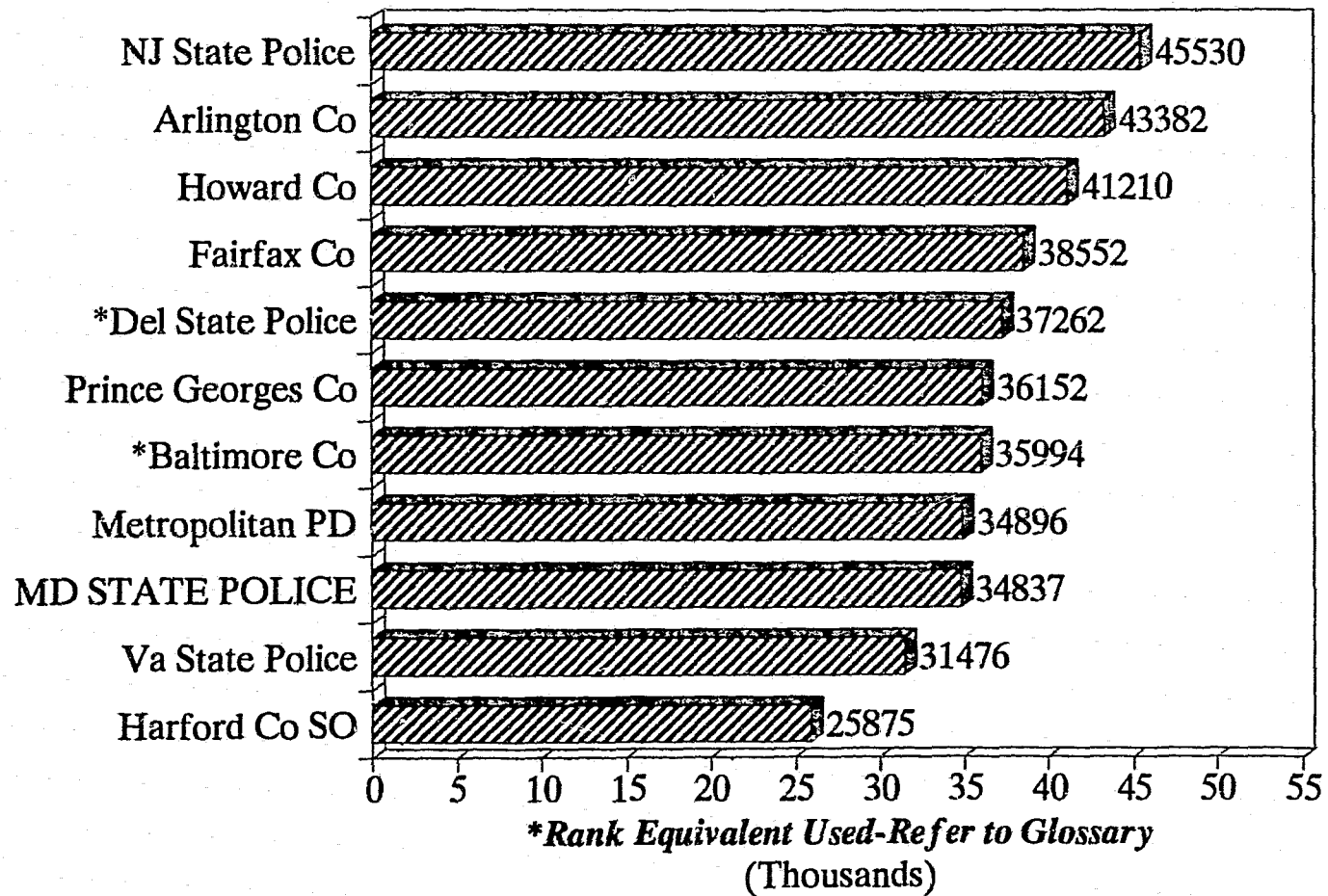
Trooper - Maximum With Longevity

(Includes Subsistence Allowance)



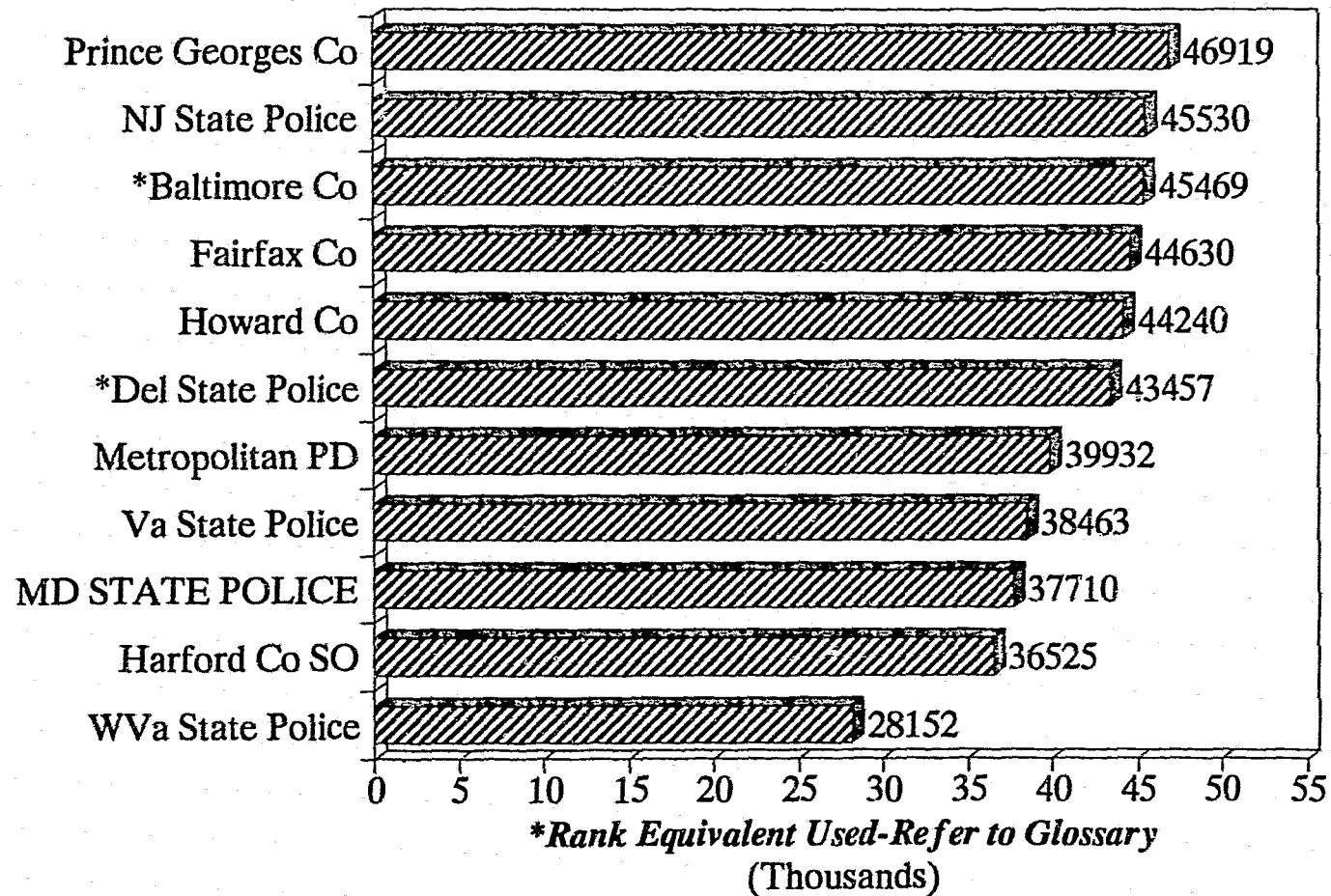
Trooper 1/C - Sixth Year Salary

(Includes Subsistence Allowance)



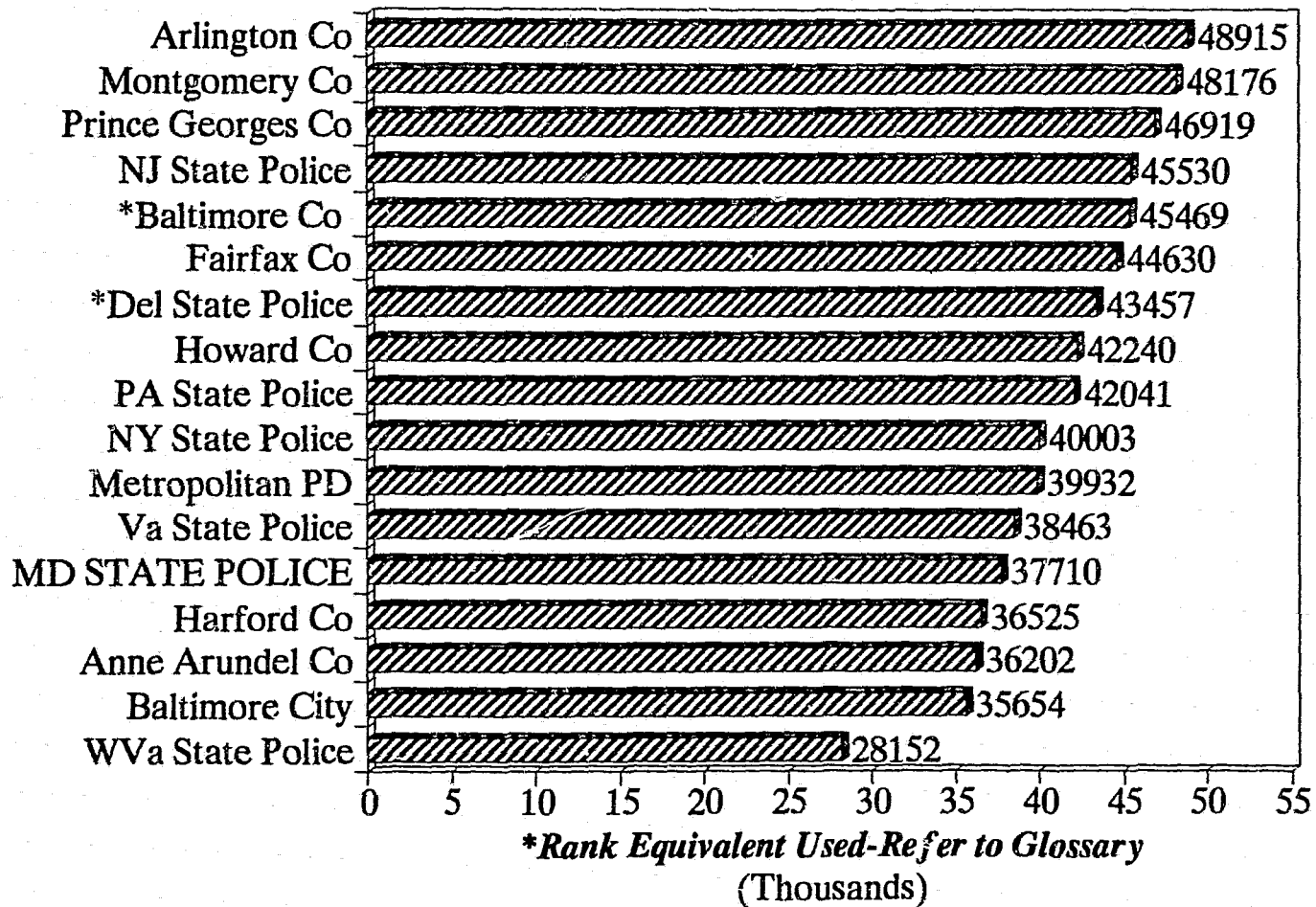
Trooper 1/C - Maximum With Longevity

(Includes Subsistence Allowance)



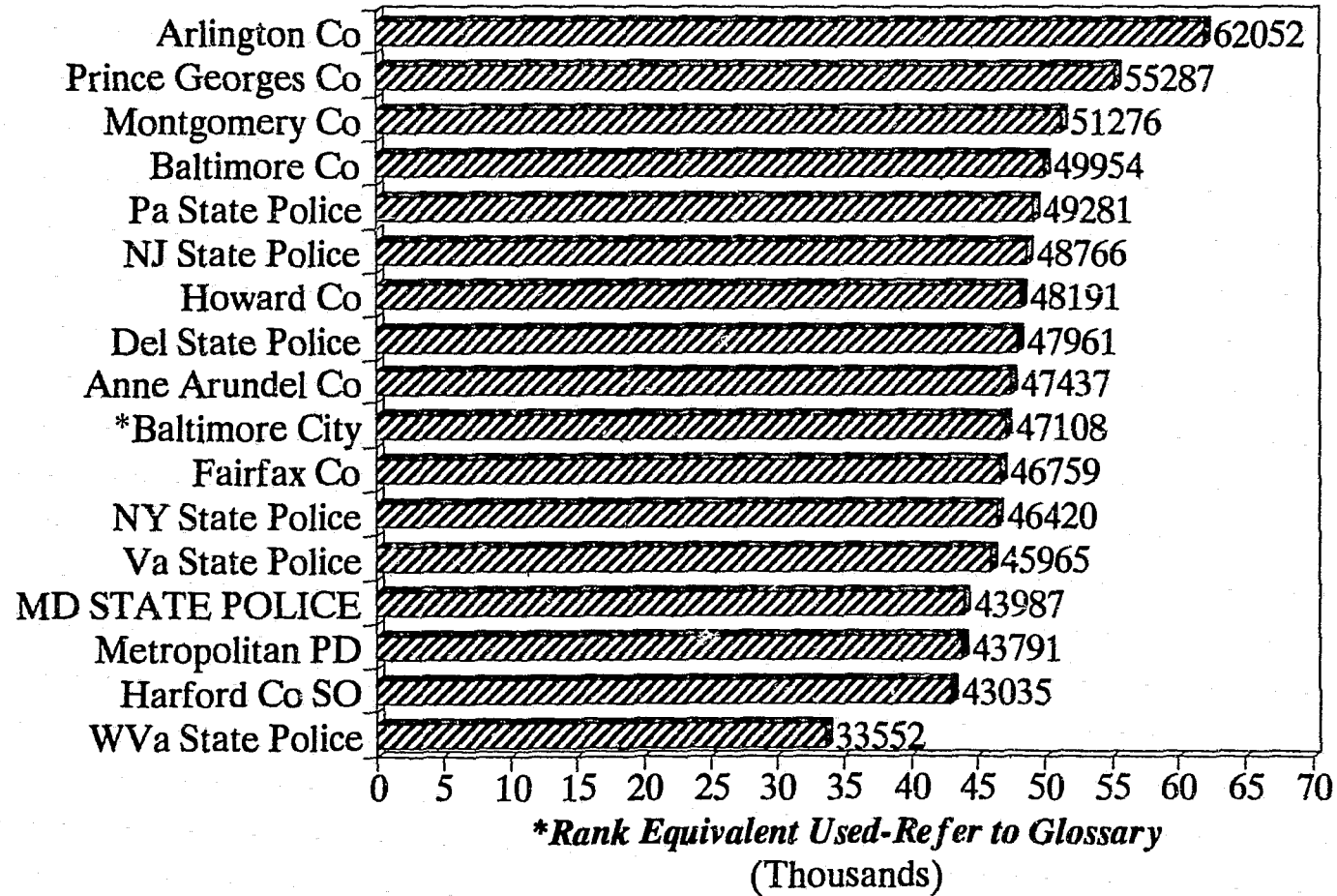
TFC/Master PO - Maximum With Longevity

(Includes Subsistence Allowance)



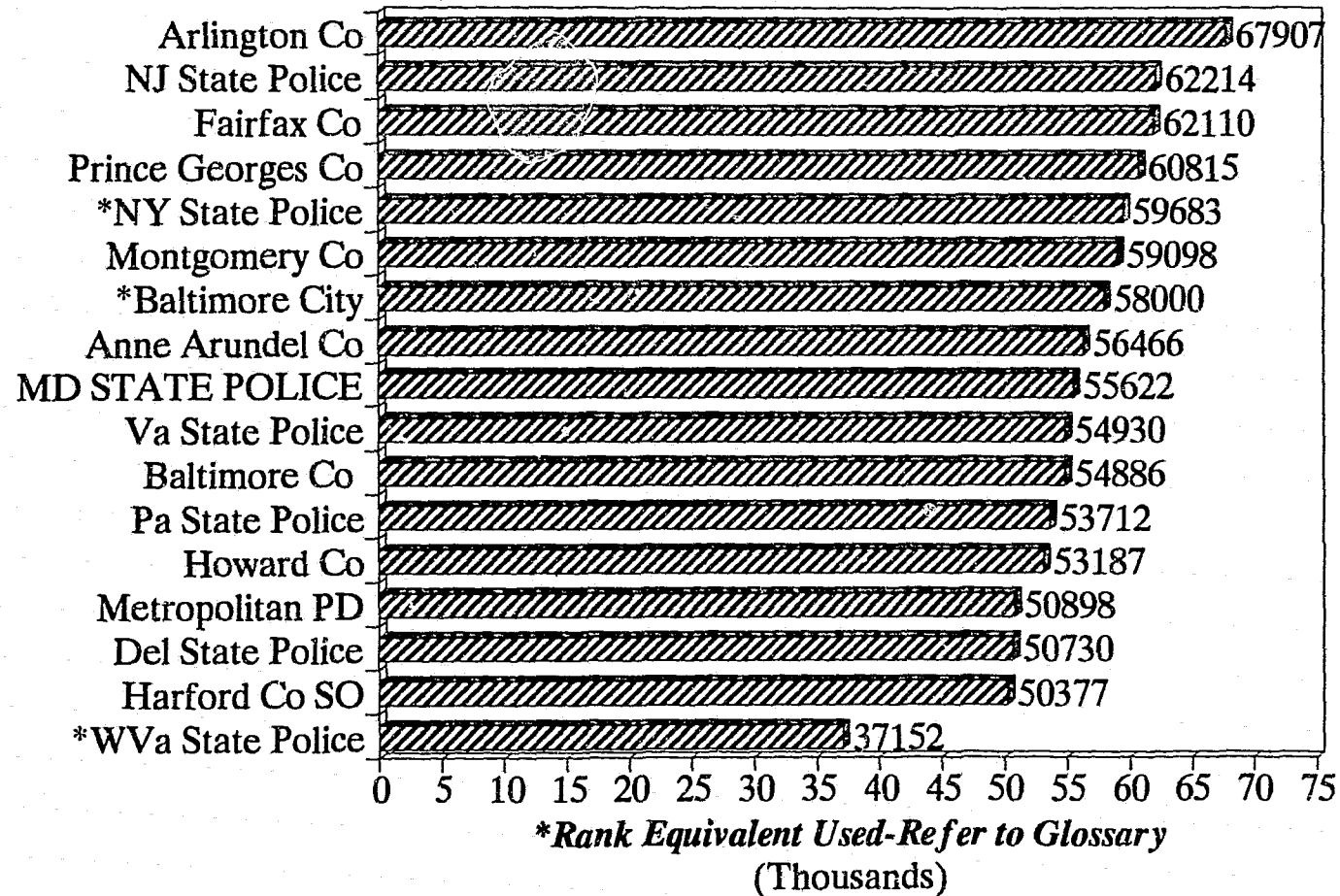
Sergeant - Maximum With Longevity

(Includes Subsistence Allowance)



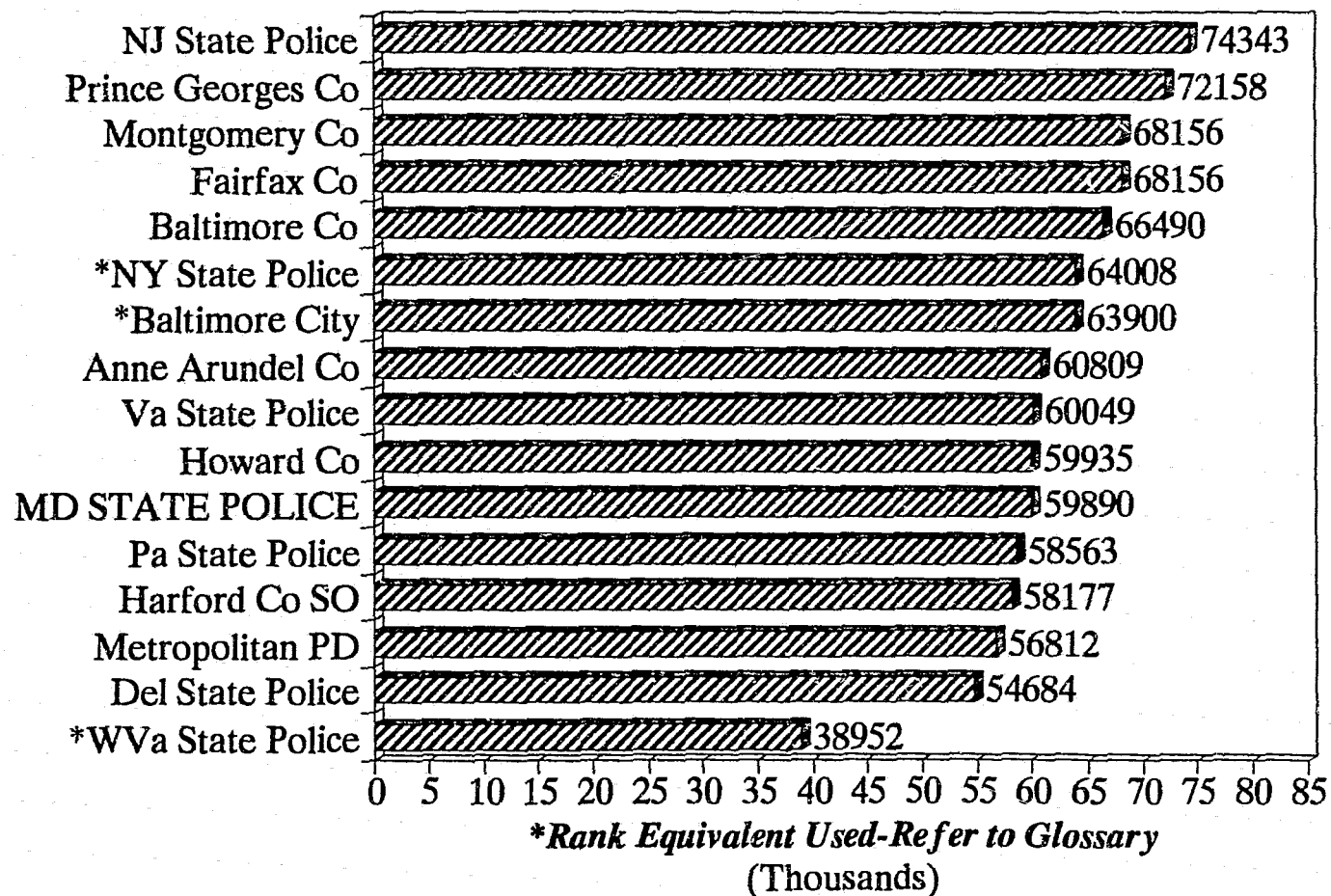
Lieutenant - Maximum With Longevity

(Includes Subsistence Allowance)



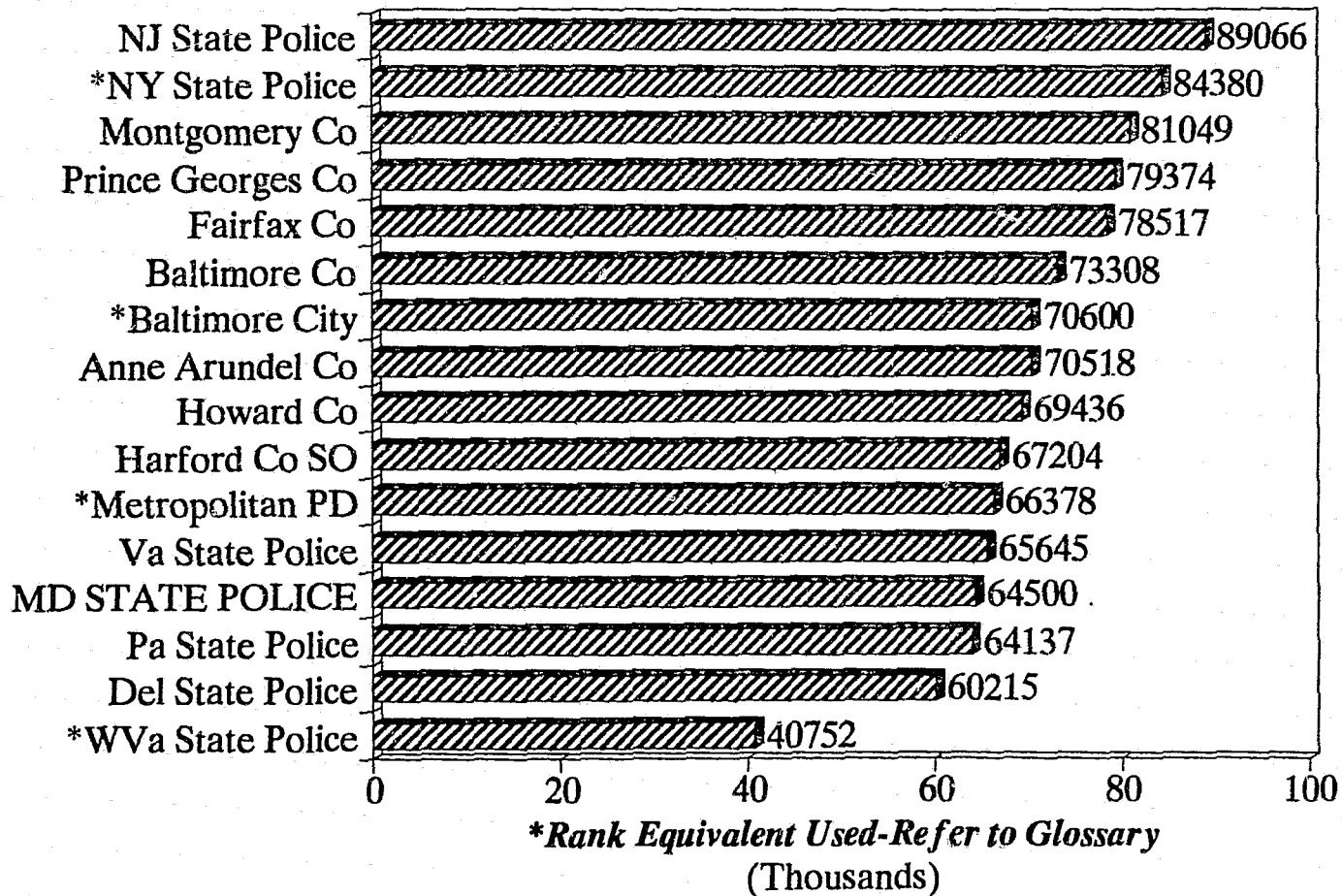
Captain - Maximum With Longevity

(Includes Subsistence Allowance)



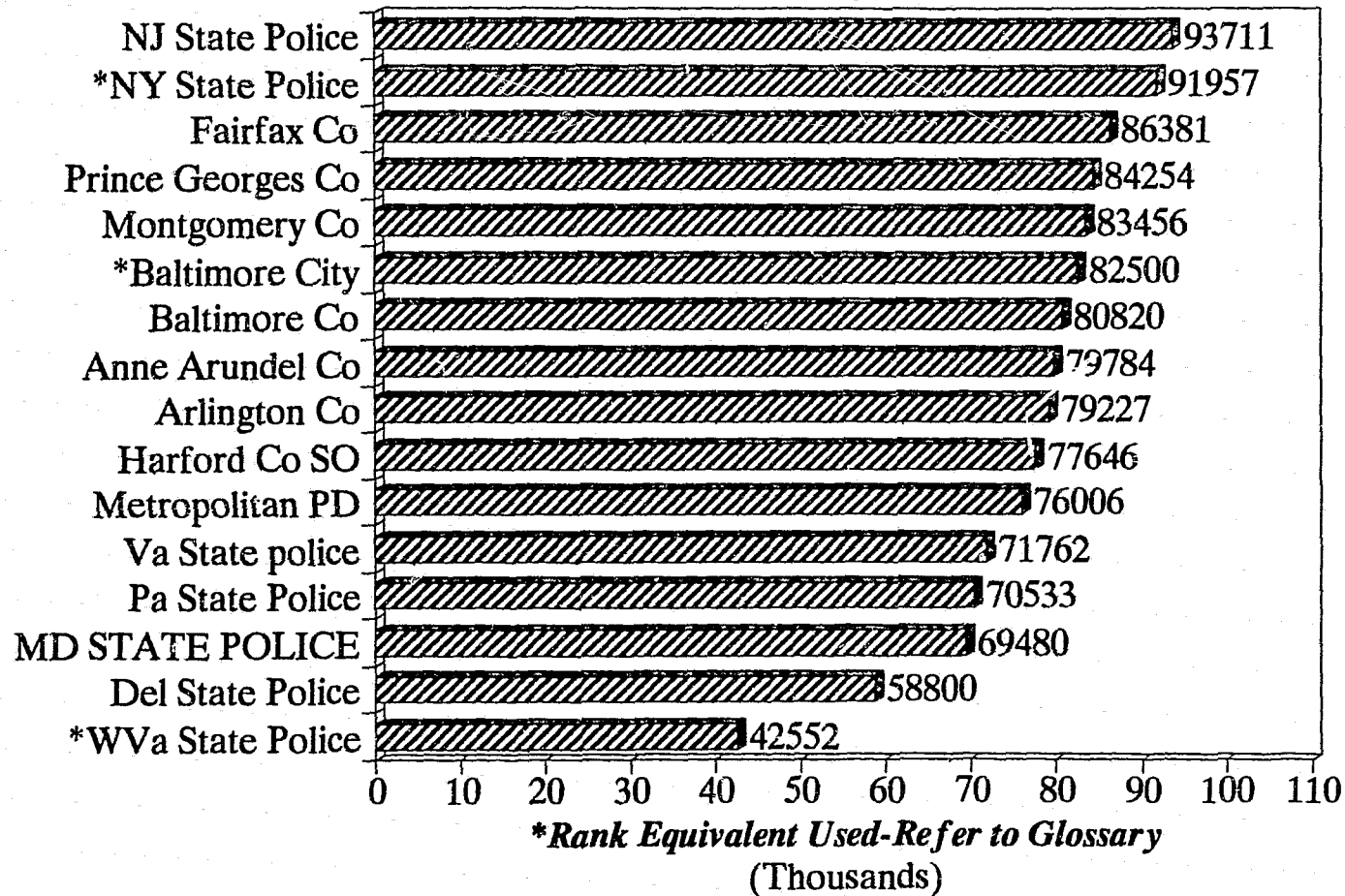
Major - Maximum With Longevity

(Includes Subsistence Allowance)



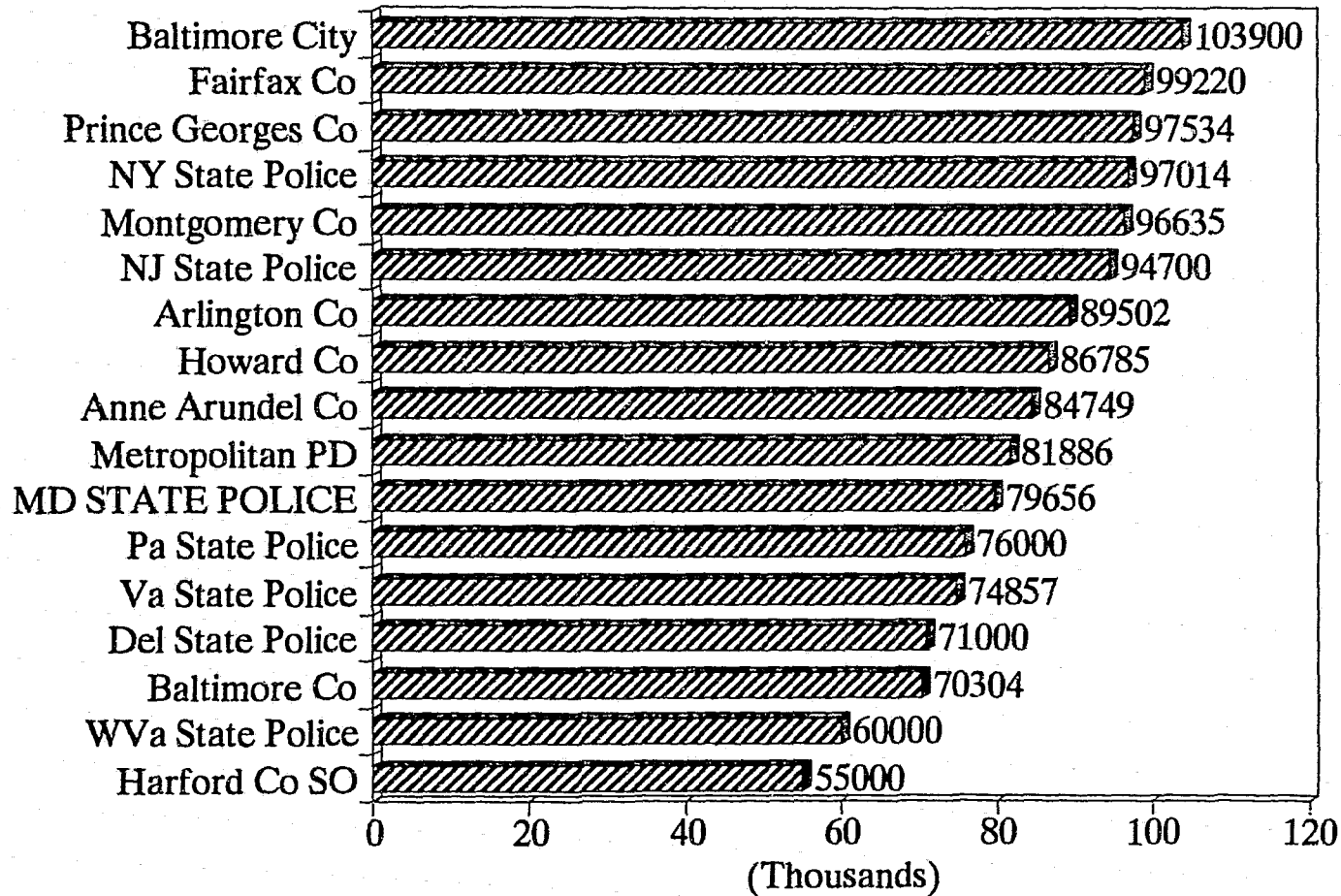
Lt. Colonel - Maximum With Longevity

(Includes Subsistence Allowance)



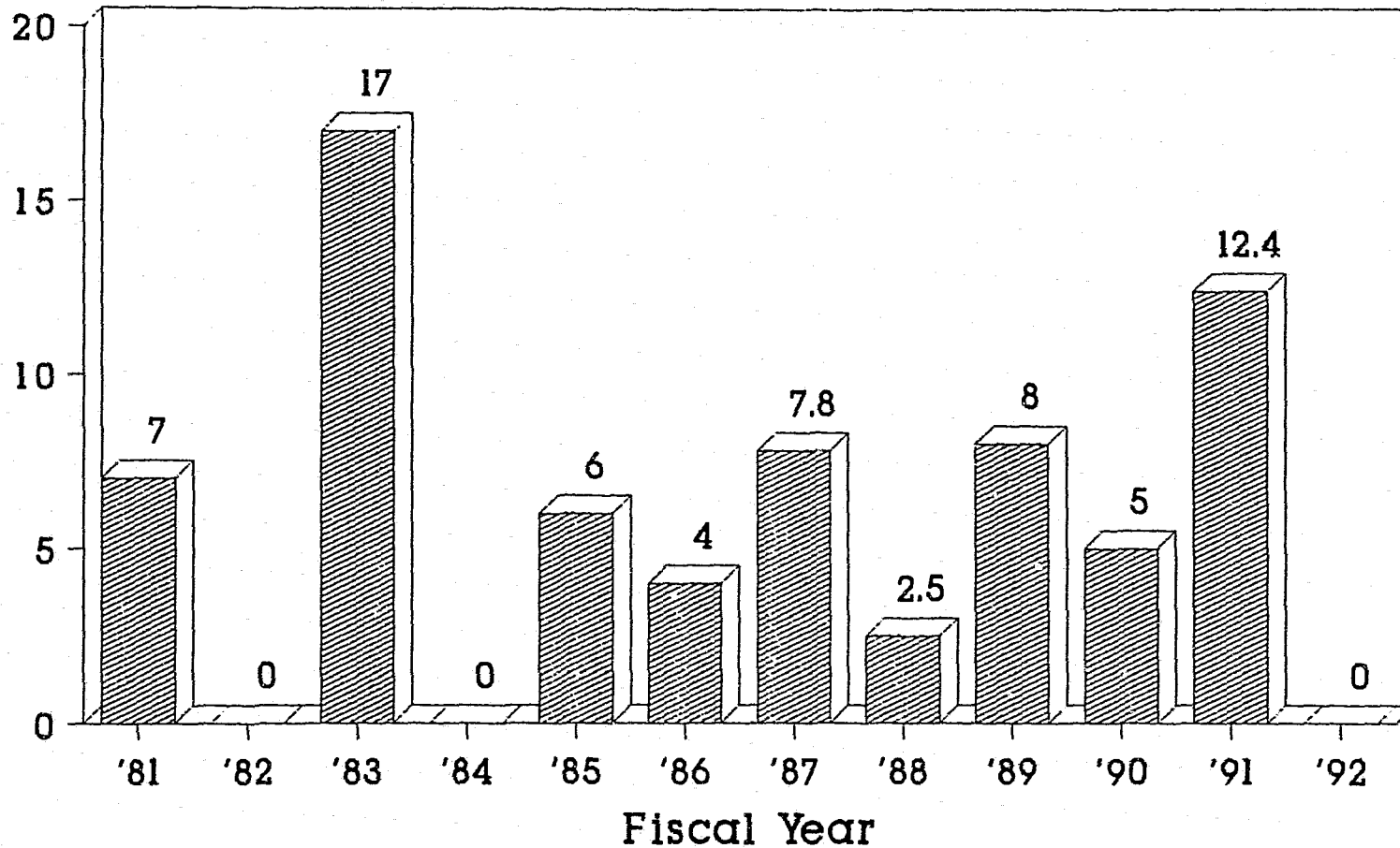
Colonel - Maximum With Longevity

(Includes Subsistence Allowance)



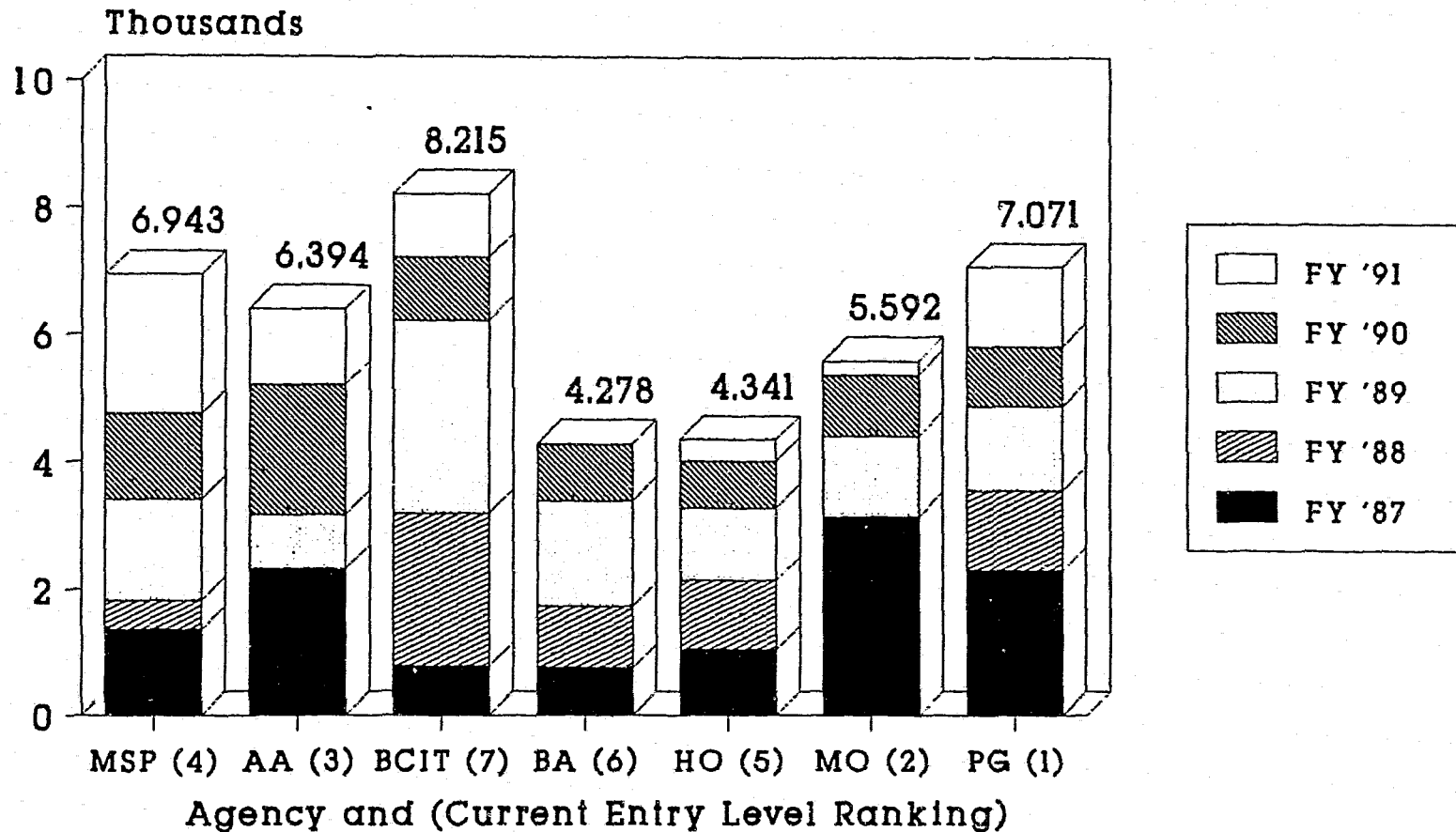
Cumulative Salary Increase History

Maryland State Police Salary Increases By Percentage From FY '81 thru FY '92



Source: Maryland State Police
Planning and Research Division
Agency Salary Charts

Cumulative Salary Increase by Dollars Major Maryland Law Enforcement Agencies Entry Level From FY '87 thru FY '91



Source: Maryland State Police
Planning and Research Division
Salary and Benefits Survey

GLOSSARY

Rank Equivalency

Where an asterisk (*) appears the following rank equivalents have been used:

Trooper 1/C

Baltimore Co PD - Corporal
 Delaware State Police - Corporal

Sergeant

Baltimore City - Lieutenant

Lieutenant

Baltimore City - Captain
 NY State Police - Captain
 WVA State Police - Second Lieutenant

Captain

Baltimore City - Major
 NY State Police - Major
 WVA State Police - First Lieutenant

Major

Baltimore City - Colonel
 Metropolitan PD - Inspector
 NY State Police - Assistant Deputy Superintendent
 WVA State Police - Captain

Lt. Colonel

Baltimore City - Deputy Commissioner
 NY State Police - Deputy Superintendent
 WVA State Police - Major

Note: The following subsistence allowances have been included on all salary graphs through the rank of Colonel where applicable:

| | |
|-----------------------|----------------------------|
| NJ State Police | \$5,942 |
| WVA State Police | 1,560 |
| Maryland State Police | 500 (Suspended for FY '92) |