Amendment 1 to Council Bill No. 24-2024

BY: Chairperson at the request of the County Executive Day No. 6
Date: May 22, 2024

Amendment No. 1

(This amendment inserts pay scales for Fiscal Year 2026 and Fiscal Year 2027 into the Memorandum of Agreement and corrects the exhibit reference for a pay scale that should be part of Exhibit B-1.

This amendment also corrects the list of provisions that conflict with Title 1, Human Resources, of the County Code or the Employee Manual.)

- In the Memorandum of Agreement, attached to the Bill as Exhibit 1, on the Exhibit marked
- 2 "Exhibit B-2", strike the "Exhibit B-2", insert Exhibit B-2 and Exhibit B-3, as attached to this
- 3 Amendment, after Exhibit B-2.

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- 5 In the list of provisions that conflict with Title 1, Human Resources, of the County Code or the
- 6 Employee Manual, attached to the Bill as Exhibit 2:
- 7 1. In item 25, strike "11.16" and substitute "11.15".
- 2. Strike item 33 and renumber items 34 through 42 to be 33 through 41, respectively.

EXHIBIT B-2

P SCHEDULE: POLICE OFFICERS – LODGE 21 OF THE HOWARD COUNTY POLICE OFFICER'S ASSOCIATION EFFECTIVE JULY 1, 2025*

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>PL 14</u>	<u>PL 15</u>	<u>PL 16</u>	<u>PL 17</u>	<u>PL 18</u>	<u>PL 19</u>	<u>PL 20</u>	<u>PL 21</u>
	<u>Hire</u>	<u>12 mos.</u>	<u>24 mos.</u>	<u>36 mos.</u>	48 mos.	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	96 mos.	<u>108 mos.</u>	<u>120 mos.</u>	132 mos.	144 mos.	156 mos.	<u>168 mos.</u>	180 mos.	<u>192 mos.</u>	204 mos.	216 mos.	<u>228 mos.</u>	240 mos.
<u>PO</u>	<u>\$32.46</u>	\$33.59	<u>\$34.77</u>	\$35.98	<u>\$37.24</u>	<u>\$38.55</u>	\$39.90	<u>\$41.30</u>	\$42.74	<u>\$44.25</u>	<u>\$45.79</u>	\$47.39	<u>\$49.04</u>	<u>\$50.63</u>	<u>\$52.29</u>	<u>\$53.98</u>	<u>\$55.73</u>	<u>\$57.55</u>	<u>\$59.41</u>	<u>\$61.35</u>	<u>\$63.80</u>
	<u>\$67,517</u>	<u>\$69,867</u>	<u>\$72,322</u>	<u>\$74,838</u>	<u>\$77,459</u>	<u>\$80,184</u>	<u>\$82,992</u>	<u>\$85,904</u>	<u>\$88,899</u>	<u>\$92,040</u>	<u>\$95,243</u>	\$98,571	<u>\$102,003</u>	<u>\$105,310</u>	<u>\$108,763</u>	<u>\$112,278</u>	<u>\$115,918</u>	<u>\$119,704</u>	<u>\$123,573</u>	<u>\$127,608</u>	<u>\$132,704</u>
<u>LAT</u>	<u>\$34.77</u>	<u>\$35.98</u>	<u>\$37.24</u>	<u>\$38.55</u>	<u>\$39.90</u>	<u>\$41.30</u>	<u>\$42.74</u>	<u>\$44.25</u>	<u>\$45.79</u>	<u>\$47.39</u>	<u>\$49.04</u>	<u>\$49.04</u>	<u>\$49.04</u>	<u>\$50.63</u>	<u>\$52.29</u>	<u>\$53.98</u>	<u>\$55.73</u>	<u>\$57.55</u>	<u>\$59.41</u>	<u>\$61.35</u>	<u>\$63.80</u>
	<u>\$72,322</u>	<u>\$74,838</u>	<u>\$77,459</u>	\$80,184	<u>\$82,992</u>	<u>\$85,904</u>	<u>\$88,899</u>	\$92,040	<u>\$95,243</u>	<u>\$98,571</u>	<u>\$102,003</u>	\$102,003	<u>\$102,003</u>	<u>\$105,310</u>	<u>\$108,763</u>	<u>\$112,278</u>	<u>\$115,918</u>	<u>\$119,704</u>	<u>\$123,573</u>	<u>\$127,608</u>	<u>\$132,704</u>
				<u>36 mos.</u>	48 mos.	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	96 mos.	108 mos.	<u>120 mos.</u>	<u>132 mos.</u>	144 mos.	<u>156 mos.</u>	<u>168 mos.</u>	180 mos.	192 mos.	204 mos.	216 mos.	<u>228 mos.</u>	<u>240 mos.</u>
<u>PFC</u>				<u>\$37.26</u>	<u>\$38.57</u>	<u>\$39.93</u>	<u>\$41.32</u>	<u>\$42.76</u>	\$44.27	<u>\$45.81</u>	<u>\$47.41</u>	<u>\$49.07</u>	<u>\$50.79</u>	<u>\$52.44</u>	<u>\$54.14</u>	\$55.90	<u>\$57.71</u>	<u>\$59.60</u>	<u>\$61.53</u>	\$63.53	<u>\$66.06</u>
				<u>\$77,501</u>	<u>\$80,226</u>	<u>\$83,054</u>	<u>\$85,946</u>	\$88,941	<u>\$92,082</u>	<u>\$95,285</u>	<u>\$98,613</u>	\$102,066	<u>\$105,643</u>	<u>\$109,075</u>	<u>\$112,611</u>	<u>\$116,272</u>	<u>\$120,037</u>	<u>\$123,968</u>	<u>\$127,982</u>	<u>\$132,142</u>	<u>\$137,405</u>
<u>LAT</u>				\$39.93	<u>\$41.32</u>	<u>\$42.76</u>	<u>\$44.27</u>	<u>\$45.81</u>	<u>\$47.41</u>	<u>\$49.07</u>	<u>\$50.79</u>	<u>\$50.79</u>	<u>\$50.79</u>	<u>\$52.44</u>	<u>\$54.14</u>	<u>\$55.90</u>	<u>\$57.71</u>	<u>\$59.60</u>	<u>\$61.53</u>	<u>\$63.53</u>	<u>\$66.06</u>
				\$83,054	<u>\$85,946</u>	<u>\$88,941</u>	<u>\$92,082</u>	<u>\$95,285</u>	<u>\$98,613</u>	<u>\$102,066</u>	<u>\$105,643</u>	\$105,643	<u>\$105,643</u>	<u>\$109,075</u>	<u>\$112,611</u>	<u>\$116,272</u>	<u>\$120,037</u>	<u>\$123,968</u>	<u>\$127,982</u>	<u>\$132,142</u>	<u>\$137,405</u>
					48 mos.	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	96 mos.	108 mos.	<u>120 mos.</u>	<u>132 mos.</u>	144 mos.	<u>156 mos.</u>	<u>168 mos.</u>	180 mos.	192 mos.	204 mos.	216 mos.	<u>228 mos.</u>	<u>240 mos.</u>
Corp					<u>\$41.29</u>	<u>\$42.73</u>	<u>\$44.23</u>	<u>\$45.77</u>	<u>\$47.38</u>	<u>\$49.03</u>	<u>\$50.76</u>	<u>\$52.53</u>	<u>\$54.37</u>	<u>\$56.14</u>	<u>\$57.96</u>	<u>\$59.84</u>	<u>\$61.79</u>	<u>\$63.80</u>	<u>\$65.87</u>	<u>\$68.01</u>	<u>\$70.73</u>
					\$85,883	<u>\$88,878</u>	<u>\$91,998</u>	\$95,202	<u>\$98,550</u>	<u>\$101,982</u>	<u>\$105,581</u>	\$109,262	\$113,090	<u>\$116,771</u>	\$120,557	\$124,467	\$128,523	<u>\$132,704</u>	<u>\$137,010</u>	<u>\$141,461</u>	<u>\$147,118</u>
<u>LAT</u>					<u>\$44.23</u>	<u>\$45.77</u>	<u>\$47.38</u>	\$49.03	\$50.76	<u>\$52.53</u>	<u>\$54.37</u>	<u>\$54.37</u>	<u>\$54.37</u>	<u>\$56.14</u>	<u>\$57.96</u>	<u>\$59.84</u>	<u>\$61.79</u>	<u>\$63.80</u>	<u>\$65.87</u>	\$68.01	\$70.73
					<u>\$91,998</u>	<u>\$95,202</u>	<u>\$98,550</u>	<u>\$101,982</u>	<u>\$105,581</u>	<u>\$109,262</u>	<u>\$113,090</u>	\$113,090	<u>\$113,090</u>	<u>\$116,771</u>	<u>\$120,557</u>	<u>\$124,467</u>	\$128,523	<u>\$132,704</u>	<u>\$137,010</u>	<u>\$141,461</u>	<u>\$147,118</u>

NOTES:

- 1. <u>LAT = LATERALLY HIRED OFFICERS</u>
- * THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JULY 1, 2025, FALLS.

P SCHEDULE:
POLICE OFFICERS – LODGE 21 OF THE HOWARD COUNTY POLICE OFFICER'S ASSOCIATION

EFFECTIVE JANUARY 1, 2026*

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>PL 14</u>	PL 15	<u>PL 16</u>	PL 17	PL 18	PL 19	<u>PL 20</u>	<u>PL 21</u>
<u>Hire</u>	<u>12 mos.</u>	<u>24 mos.</u>	<u>36 mos.</u>	48 mos.	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	96 mos.	<u>108 mos.</u>	<u>120 mos.</u>	132 mos.	144 mos.	156 mos.	168 mos.	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	216 mos.	<u>228 mos.</u>	240 mos.
\$33.43	\$34.60	<u>\$35.81</u>	<u>\$37.06</u>	<u>\$38.36</u>	\$39.71	<u>\$41.10</u>	<u>\$42.54</u>	<u>\$44.02</u>	<u>\$45.58</u>	<u>\$47.16</u>	<u>\$48.81</u>	<u>\$50.51</u>	<u>\$52.15</u>	<u>\$53.86</u>	<u>\$55.60</u>	<u>\$57.40</u>	<u>\$59.28</u>	<u>\$61.19</u>	<u>\$63.19</u>	<u>\$65.71</u>
<u>\$69,534</u>	<u>\$71,968</u>	<u>\$74,485</u>	<u>\$77,085</u>	<u>\$79,789</u>	<u>\$82,597</u>	<u>\$85,488</u>	<u>\$88,483</u>	<u>\$91,562</u>	<u>\$94,806</u>	<u>\$98,093</u>	<u>\$101,525</u>	<u>\$105,061</u>	<u>\$108,472</u>	<u>\$112,029</u>	<u>\$115,648</u>	<u>\$119,392</u>	<u>\$123,302</u>	<u>\$127,275</u>	<u>\$131,435</u>	<u>\$136,677</u>
<u>\$35.81</u>	<u>\$37.06</u>	<u>\$38.36</u>	\$39.71	<u>\$41.10</u>	<u>\$42.54</u>	<u>\$44.02</u>	<u>\$45.58</u>	<u>\$47.16</u>	<u>\$48.81</u>	<u>\$50.51</u>	<u>\$50.51</u>	<u>\$50.51</u>	<u>\$52.15</u>	<u>\$53.86</u>	<u>\$55.60</u>	<u>\$57.40</u>	<u>\$59.28</u>	<u>\$61.19</u>	<u>\$63.19</u>	<u>\$65.71</u>
<u>\$74,485</u>	\$77,085	\$79,789	\$82,597	\$85,488	\$88,483	<u>\$91,562</u>	\$94,806	\$98,093	\$101,525	\$105,061	\$105,061	\$105,061	\$108,472	\$112,029	\$115,648	\$119,392	\$123,302	\$127,275	\$131,435	\$136,677
			<u>36 mos.</u>	48 mos.	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>156 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	<u>216 mos.</u>	<u>228 mos.</u>	<u>240 mos.</u>
			\$38.38	\$39.73	<u>\$41.13</u>	<u>\$42.56</u>	<u>\$44.04</u>	<u>\$45.60</u>	<u>\$47.18</u>	<u>\$48.83</u>	<u>\$50.54</u>	<u>\$52.31</u>	<u>\$54.01</u>	<u>\$55.76</u>	<u>\$57.58</u>	<u>\$59.44</u>	<u>\$61.39</u>	<u>\$63.38</u>	<u>\$65.44</u>	<u>\$68.04</u>
			\$79,830	\$82,638	\$85,550	<u>\$88,525</u>	\$91,603	\$94,848	\$98,134	\$101,566	\$105,123	\$108,805	\$112,341	\$115,981	\$119,766	<u>\$123,635</u>	\$127,691	\$131,830	\$136,115	\$141,523
			\$41.13	\$42.56	<u>\$44.04</u>	\$45.60	<u>\$47.18</u>	\$48.83	\$50.54	\$52.31	\$52.31	\$52.31	<u>\$54.01</u>	<u>\$55.76</u>	\$57.58	<u>\$59.44</u>	<u>\$61.39</u>	<u>\$63.38</u>	<u>\$65.44</u>	\$68.04
			\$85,550	\$88,525	\$91,603	\$94,848	\$98,134	\$101,566	\$105,123	\$108,805	\$108,805	<u>\$108,805</u>	\$112,341	\$115,981	\$119,766	<u>\$123,635</u>	\$127,691	\$131,830	<u>\$136,115</u>	\$141,523
				48 mos.	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	96 mos.	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>156 mos.</u>	<u>168 mos.</u>	180 mos.	<u>192 mos.</u>	204 mos.	216 mos.	<u>228 mos.</u>	240 mos.
				<u>\$42.53</u>	<u>\$44.01</u>	<u>\$45.56</u>	<u>\$47.14</u>	\$48.80	\$50.50	\$52.28	<u>\$54.11</u>	<u>\$56.00</u>	<u>\$57.82</u>	<u>\$59.70</u>	<u>\$61.64</u>	<u>\$63.64</u>	\$65.71	<u>\$67.85</u>	<u>\$70.05</u>	<u>\$72.85</u>
				\$88,462	\$91,541	<u>\$94,765</u>	\$98,051	\$101,504	\$105,040	\$108,742	\$112,549	\$116,480	\$120,266	<u>\$124,176</u>	\$128,211	\$132,371	\$136,677	\$141,128	\$145,704	\$151,528
				<u>\$45.56</u>	<u>\$47.14</u>	\$48.80	\$50.50	\$52.28	<u>\$54.11</u>	\$56.00	\$56.00	\$56.00	\$57.82	\$59.70	<u>\$61.64</u>	\$63.64	\$65.71	<u>\$67.85</u>	<u>\$70.05</u>	<u>\$72.85</u>
_				\$94,765	\$98,051	<u>\$101,504</u>	\$105,040	\$108,742	\$112,549	\$116,480	\$116,480	\$116,480	\$120,266	\$124,176	\$128,211	\$132,371	\$136,677	\$141,128	\$145,704	\$151,528
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NOTES:

1. LAT = LATERALLY HIRED OFFICERS

^{*} THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2026, FALLS.

EXHIBIT B-3

P SCHEDULE: POLICE OFFICERS – LODGE 21 OF THE HOWARD COUNTY POLICE OFFICER'S ASSOCIATION EFFECTIVE JANUARY 1, 2027*

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>PL 14</u>	<u>PL 15</u>	<u>PL 16</u>	<u>PL 17</u>	<u>PL 18</u>	<u>PL 19</u>	<u>PL 20</u>	<u>PL 21</u>
	<u>Hire</u>	<u>12 mos.</u>	<u>24 mos.</u>	<u>36 mos.</u>	48 mos.	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>156 mos.</u>	<u>168 mos.</u>	180 mos.	<u>192 mos.</u>	<u>204 mos.</u>	216 mos.	<u>228 mos.</u>	240 mos.
<u>PO</u>	<u>\$34.77</u>	<u>\$35.98</u>	<u>\$37.24</u>	<u>\$38.54</u>	\$39.89	<u>\$41.30</u>	\$42.74	\$44.24	<u>\$45.78</u>	<u>\$47.40</u>	<u>\$49.05</u>	<u>\$50.76</u>	<u>\$52.53</u>	<u>\$54.24</u>	<u>\$56.01</u>	<u>\$57.82</u>	<u>\$59.70</u>	<u>\$61.65</u>	<u>\$63.64</u>	<u>\$65.72</u>	<u>\$68.34</u>
	\$72,322	<u>\$74,838</u>	<u>\$77,459</u>	\$80,163	<u>\$82,971</u>	<u>\$85,904</u>	\$88,899	\$92,019	\$95,222	<u>\$98,592</u>	\$102,024	<u>\$105,581</u>	\$109,262	\$112,819	<u>\$116,501</u>	<u>\$120,266</u>	<u>\$124,176</u>	<u>\$128,232</u>	\$132,371	<u>\$136,698</u>	\$142,147
<u>LAT</u>	<u>\$37.24</u>	<u>\$38.54</u>	<u>\$39.89</u>	<u>\$41.30</u>	<u>\$42.74</u>	<u>\$44.24</u>	<u>\$45.78</u>	<u>\$47.40</u>	<u>\$49.05</u>	<u>\$50.76</u>	<u>\$52.53</u>	<u>\$52.53</u>	<u>\$52.53</u>	<u>\$54.24</u>	<u>\$56.01</u>	<u>\$57.82</u>	<u>\$59.70</u>	<u>\$61.65</u>	<u>\$63.64</u>	<u>\$65.72</u>	<u>\$68.34</u>
	<u>\$77,459</u>	<u>\$80,163</u>	<u>\$82,971</u>	<u>\$85,904</u>	<u>\$88,899</u>	<u>\$92,019</u>	<u>\$95,222</u>	\$98,592	<u>\$102,024</u>	<u>\$105,581</u>	<u>\$109,262</u>	<u>\$109,262</u>	<u>\$109,262</u>	<u>\$112,819</u>	<u>\$116,501</u>	<u>\$120,266</u>	<u>\$124,176</u>	\$128,232	<u>\$132,371</u>	<u>\$136,698</u>	<u>\$142,147</u>
				<u>36 mos.</u>	48 mos.	<u>60 mos.</u>	<u>72 mos.</u>	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	<u>168 mos.</u>	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.
<u>PFC</u>				<u>\$39.92</u>	<u>\$41.32</u>	<u>\$42.78</u>	<u>\$44.26</u>	<u>\$45.80</u>	<u>\$47.42</u>	<u>\$49.07</u>	<u>\$50.78</u>	<u>\$52.56</u>	<u>\$54.40</u>	<u>\$56.17</u>	<u>\$57.99</u>	<u>\$59.88</u>	<u>\$61.82</u>	<u>\$63.85</u>	<u>\$65.92</u>	<u>\$68.06</u>	<u>\$70.76</u>
				\$83,034	<u>\$85,946</u>	<u>\$88,982</u>	\$92,061	<u>\$95,264</u>	<u>\$98,634</u>	<u>\$102,066</u>	\$105,622	<u>\$109,325</u>	<u>\$113,152</u>	<u>\$116,834</u>	\$120,619	<u>\$124,550</u>	<u>\$128,586</u>	<u>\$132,808</u>	<u>\$137,114</u>	<u>\$141,565</u>	\$147,181
<u>LAT</u>				<u>\$42.78</u>	<u>\$44.26</u>	<u>\$45.80</u>	<u>\$47.42</u>	\$49.07	<u>\$50.78</u>	<u>\$52.56</u>	<u>\$54.40</u>	<u>\$54.40</u>	<u>\$54.40</u>	<u>\$56.17</u>	<u>\$57.99</u>	<u>\$59.88</u>	<u>\$61.82</u>	<u>\$63.85</u>	<u>\$65.92</u>	<u>\$68.06</u>	<u>\$70.76</u>
				<u>\$88,982</u>	<u>\$92,061</u>	<u>\$95,264</u>	<u>\$98,634</u>	<u>\$102,066</u>	<u>\$105,622</u>	<u>\$109,325</u>	<u>\$113,152</u>	<u>\$113,152</u>	<u>\$113,152</u>	<u>\$116,834</u>	<u>\$120,619</u>	<u>\$124,550</u>	<u>\$128,586</u>	<u>\$132,808</u>	<u>\$137,114</u>	<u>\$141,565</u>	<u>\$147,181</u>
					48 mos.	<u>60 mos.</u>	<u>72 mos.</u>	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	<u>168 mos.</u>	180 mos.	<u>192 mos.</u>	204 mos.	216 mos.	<u>228 mos.</u>	240 mos.
<u>Corp</u>					<u>\$44.23</u>	<u>\$45.77</u>	<u>\$47.38</u>	\$49.03	<u>\$50.75</u>	<u>\$52.52</u>	<u>\$54.37</u>	<u>\$56.27</u>	<u>\$58.24</u>	<u>\$60.13</u>	<u>\$62.09</u>	<u>\$64.11</u>	<u>\$66.19</u>	<u>\$68.34</u>	<u>\$70.56</u>	<u>\$72.85</u>	<u>\$75.76</u>
					<u>\$91,998</u>	<u>\$95,202</u>	\$98,550	\$101,982	\$105,560	\$109,242	\$113,090	\$117,042	<u>\$121,139</u>	\$125,070	\$129,147	\$133,349	<u>\$137,675</u>	<u>\$142,147</u>	<u>\$146,765</u>	<u>\$151,528</u>	\$157,581
<u>LAT</u>					<u>\$47.38</u>	<u>\$49.03</u>	<u>\$50.75</u>	<u>\$52.52</u>	<u>\$54.37</u>	<u>\$56.27</u>	<u>\$58.24</u>	<u>\$58.24</u>	<u>\$58.24</u>	<u>\$60.13</u>	<u>\$62.09</u>	<u>\$64.11</u>	<u>\$66.19</u>	<u>\$68.34</u>	<u>\$70.56</u>	<u>\$72.85</u>	<u>\$75.76</u>
					<u>\$98,550</u>	<u>\$101,982</u>	<u>\$105,560</u>	\$109,242	<u>\$113,090</u>	<u>\$117,042</u>	<u>\$121,139</u>	<u>\$121,139</u>	<u>\$121,139</u>	<u>\$125,070</u>	<u>\$129,147</u>	<u>\$133,349</u>	<u>\$137,675</u>	<u>\$142,147</u>	<u>\$146,765</u>	<u>\$151,528</u>	<u>\$157,581</u>

NOTES:

^{1.} LAT = LATERALLY HIRED OFFICERS

^{*} The Pay Plan will be implemented at the beginning of the Pay Period in Which January 1, 2027, falls.