

Prince George's County Council

Agenda Item Summary

Meeting Date: 4/27/2004
Reference No.: CR-011-2004
Draft No.: 2
Proposer(s): County Executive
Sponsor(s): Knotts, Bland, Dean, Exum, Harrington, Dernoga, Peters, Shapiro
Item Title: A Resolution amending the Salary Plan for Police Officials, Salary Schedule P-O, to reflect wage and benefit modifications, effective July 1, 2003 through June 30, 2005.

Drafter: Leonard L. Lucchi, Office of Personnel and Labor Relations
Resource Personnel: Leonard L. Lucchi, Office of Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:	2/10/2004 - PSFM	Effective Date:	4/27/2004
Committee Action:	2/25/2004 - HELD 3/11/2004 - HELD 4/13/2004 - FAV(A)		
Date Introduced:	2/10/2004		
Public Hearing:			
Council Action (1)	4/27/2004 - ADOPTED		
Council Votes:	MB:A, SHD:A, TD:A, CE:A, DCH:A, TH:A, TK:A, DP:A, PS:A		
Pass/Fail:	P		
Remarks:	Retroactive to July 1, 2003		

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE

Date 4/13/2004

Committee Vote, Favorable as amended, 5-0, (In favor: Committee Members Peters, Harrington, Hendershot, Knotts and Shapiro.)

March 10, 2004:

The legislation was held in committee to allow the Command Officers' Association (COA) to discuss their concerns with the Police Chief. Council Member Dean requested information on the authorization to sunset the Police Promotion list.

February 25, 2004:

The Office of Human Resources Management made changes to pages 7 and 8 of the Salary Schedule by adjusting the date of effectiveness of the wage scale on page 7 to January 7, 2004 and recalculating the salaries of the wage scale to become effective January 9, 2005 on page 8.

The initially transmitted uniform wage scale failed to note the correct effective date for the January 2004 rates and the January 9, 2005 salary schedule failed to reflect the wage scale adjustment involving Steps C and P that is due on that date along with the 2% cost of living increase.

After approval of the technical amendments the legislation was held in committee.

This resolution will amend the Salary Plan in Salary Schedule P-O for 36 Police Officials (13 Majors, 23 Captains) above the rank of Lieutenant, covering FY2004 – FY2005 and will implement similar economic benefits and modifications contained in the Arbitration Award.

Highlights of the Modifications to the Salary Schedule

1. Cost of Living Adjustment (COLA):
 - a. January 1, 2004 – 2%
 - b. January 1, 2005 – 2%
2. Eligible Officials will receive merit increases in FY2004 and FY2005.
3. Wage Adjustments:
 - a. Effective July 13, 2003, the rates for Step D (Police Captain and Major L06 – L07) will be established at 3.50% above Step C and the rate for Steps M, N, O and P will be established at 2.75% above the prior step.
 - b. Effective January 9, 2005, the rates for Step C will be established at 5% above Step B and the rates for Step P will be established at 3.1% above Step O.
4. Shift Differential:
 - a. Effective July 1, 2003 and July 1, 2004, the first shift differential will be increased by \$.10 per hour (\$2.70 - \$2.80).
5. Effective July 1, 2003 and July 1, 2004, the third shift differential will be increased by \$.10 per hour (\$1.60 - \$1.70).
6. Clothing Allowance for FY2004 and FY2005 will be increased by \$50 (\$1,150 - \$1,200).

The fiscal impact on the County will be negative in the amount of \$297,850 (FY2004 - \$107,530 and FY2005 - \$190,320). The annualized cost for FY2006 will be \$103,069. The total cost of the Agreement is \$400,919.

BACKGROUND INFORMATION/FISCAL IMPACT:

(Includes reason for proposal, as well as any unique statutory requirements)

This resolution will amend Salary Schedule P-O for officials in the Police Department. The resolution is necessary to implement certain modifications to the wages and other benefits of the management team in the Police Department effective July 1, 2003 through June 30, 2005.

CODE INDEX TOPICS:

INCLUSION FILES:
