

Prince George's County Council

Agenda Item Summary

Meeting Date: 5/8/2012
Reference No.: CB-016-2012
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Harrison, Campos, Davis, Franklin, Lehman, Patterson, Turner, Toles
Item Title: An Act concerning Deputy Sheriff's Association of Prince George's County, Inc. Collective Bargaining Agreement July 1, 2011 through June 30, 2013

Drafter: Jennifer H. Black, Office of Human Resources Management
Resource Personnel: Stephanye R. Maxwell, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:	3/27/2012	Executive Action:	5/17/2012 S
Committee Referral:	3/27/2012 - PSFM	Effective Date:	7/2/2012

Committee Action: 4/5/2012 - FAV

Date Introduced: 4/10/2012
Public Hearing: 5/8/2012 - 10:00 AM

Council Action (1) 5/8/2012 - ENACTED
Council Votes: WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A
Pass/Fail: P
Remarks: See also CR-15-2012

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 4/5/2012

This bill reflects the terms and conditions of the Collective Bargaining Agreement (Agreement) between the County and the Deputy Sheriff's Association (DSA) covering approximately 218 sworn Sheriffs through the rank of Lieutenant in the Sheriff's Department.

Many of the terms and conditions of the previous collective bargaining agreement with the Deputy Sheriff's Association are included in the new two-year (2) agreement July 1, 2011 – June 30, 2013.

Summary of the Modification to the Wages and Benefits in the Agreement:

1. Wages

a. Eligible employees covered by this Agreement who were employed as of October 1, 2011 and still employed will receive a one-time lump sum payment in the amount of one thousand dollars (\$1,000.00) the second full pay period after enactment of this legislation by the County Council.

b. All eligible employees covered by this Agreement who are employed as of April 1, 2012 and still employed, will receive a one-time lump sum payment in the amount of one thousand two hundred and fifty dollars (\$1,250.00) the first full pay period in July 2012.

2. Shift Differential

Effective July 1, 2012 the shift differential for the first (1st) shift (i.e. 11 pm to 7 am or equivalent) will be increased from \$2.00 per hour to \$3.00 per hour. Also, the third (3rd) shift (i.e. 3 pm to 11pm or equivalent) will be increased from \$1.65 to \$1.90 per hour. This is for each employee specifically assigned (on a permanent or rotating basis) to work the first (1st) or third (3rd) shift.

3. Acting Pay

An employee is eligible for acting pay when assuming the duties of a Sergeant (or high rank) in an acting capacity for a period of ten (10) consecutive days or more. The acting pay will begin on the eleventh (11th) day. Previously, the employee had to be acting for fourteen (14) consecutive days or more and acting pay would start on the fifteen (15th) day.

4. Court Time Compensation

When an employee covered by this Agreement is subpoenaed to appear in court and does personally appear and checks in according to applicable Court procedure(s) on the employee's day off, the employee will be paid a minimum of three (3) hours pay at the overtime rate.

5. Field Training Officer Pay

Effective July 1, 2012 Field Training Officer pay will be increased from \$1.00 per hour to \$4.00 per hour for all hours in which an employee serves as a Field Training Officer.

6. Clothing Allowance

Effective the first full-pay period in or after July 1, 2012 the clothing allowance will be increased from \$1,300.00 to \$1,325.00.

7. Bereavement Leave – new section added

8. Insurance Premium

Beginning January 1, 2013, in accordance with federal law the maximum amount that may be contributed to a medical flexible spending account will be decreased from \$5,000.00 to \$2,500.00.

9. Duration

This Agreement is effective on July 1, 2011 and will remain in full force and effect until June 30, 2013.

The Office of Law has reviewed this bill and finds it to be in proper legislative form with no legal impediments to its enactment.

The fiscal impact on the County will be negative in the amount of \$704,100 (FY-2012 - \$234,600 and FY-2013 - \$469,500).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

The Deputy Sheriff's Association of Prince George's County, Inc. and Prince George's County, Maryland have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2012 and 2013. This bill is to adopt and approve the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law. A fiscal impact statement will be provided by the Office of Management and Budget.

CODE INDEX TOPICS:

INCLUSION FILES:
