

# Prince George's County Council

## Agenda Item Summary

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**Meeting Date:** 5/8/2012  
**Reference No.:** CR-020-2012  
**Draft No.:** 2  
**Proposer(s):** County Executive  
**Sponsor(s):** Harrison, Campos, Davis, Franklin, Lehman, Patterson, Turner, Toles  
**Item Title:** A Resolution to amend the Salary Plan for Sheriff Officials, Salary Schedule S-O, to reflect wage and benefit modifications effective July 1, 2011 through June 30, 2013

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**Drafter:** Rhonda L. Weaver, Office of Human Resources Management  
**Resource Personnel:** Stephanye R. Maxwell, Office of Human Resources Management

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### LEGISLATIVE HISTORY:

<b>Date Presented:</b>		<b>Executive Action:</b>	
<b>Committee Referral:</b>	4/10/2012 - PSFM	<b>Effective Date:</b>	5/8/2012
<b>Committee Action:</b>	4/17/2012 - FAV(A)		
<b>Date Introduced:</b>	4/10/2012		
<b>Public Hearing:</b>			
<b>Council Action (1)</b>	5/8/2012 - ADOPTED		
<b>Council Votes:</b>	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
<b>Pass/Fail:</b>	P		
<b>Remarks:</b>	retroactive provisions		

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### AFFECTED CODE SECTIONS:

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### COMMITTEE REPORTS:

**Public Safety and Fiscal Management** **Date 4/17/2012**  
REPORT: COMMITTEE VOTE: 5-0 Favorable as amended (In Favor Council Members Campos, Turner, Davis, Harrison, and Lehman)

This resolution will amend the Salary Plan for Sheriff Officials, Salary Schedule S-0, covering seven (7) officials in the Office of the Sheriff and will implement similar economic benefits and modifications contained in the Collective Bargaining Agreement for Sworn Sheriff Officers. (CB-16-2012)

#### Summary of Modification to Wages and Benefits

1. Wages: Bonus payment for FY 2012 and FY 2013 in lieu of cost of living adjustments or merit increase
  - a. Eligible employee 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 the enactment of this legislation by the County Council.
  - b. Eligible employee 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 11 pm 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. Clothing Allowance

Effective the first full-pay period in or after July 1, 2012 the clothing allowance will be increased from \$1,300 to \$1,325.00.

## 4. Insurance Premium

a. Language amended to reflect the contribution costs for CY2012 and CY2013.

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

The Military Leave benefits are extended until March 1, 2013.

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

The resolution was amended on page 19, Section 29 Social Security (A) as follows:

Delete "Effective January 1, 2008, the County and each employee paid in accordance with this Salary Schedule shall make contributions to the Social Security fund of 7.65% of the first one hundred two thousand dollars (\$102,000) and 1.45% of the remainder paid in wages per employee per calendar year" and insert " The County is required to comply with the Federal Insurance Contribution Act (FICA) that provides for a federal system of old age, survivors, disability (Social Security or OASDI), and hospital (Medicare or HI) insurance. Effective January 1, 2012, each employee paid in accordance with this salary schedule shall make contributions of 4.20% to the social security fund (FICA-OASDI) up to the wage base limit of one hundred ten thousand one hundred dollars (\$110,100.00); and 1.45% to the Medicare fund (FICA-HI) on all wages paid."

The fiscal impact on the County will be negative in the amount of \$25,842 (FY12 - \$7,525 and FY13 - \$18,317).

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### **BACKGROUND INFORMATION/FISCAL IMPACT:**

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

This is companion legislation to the bill implementing the collective bargaining agreement for Deputy Sheriffs through the rank of Lieutenant for Fiscal Years 2012 and 2013. This Resolution will adopt similar provisions, amending the Salary Plan, Salary Schedule S-O, for Sheriff Officials in the ranks of Captain and Major. Modifications to the Salary Plan are as follows: bonus payments for Fiscal Years 2012 and 2013, shift differential, clothing allowance, insurance premiums, changes to the health care flexible spending account, military leave, and housekeeping changes to disability leave and supplemental retirement contribution.

The proposed salary plan amendments were submitted to the County Council by the County Executive on March 30, 2012. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before May 29, 2012, the salary plan shall stand approved.

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### **CODE INDEX TOPICS:**

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### **INCLUSION FILES:**

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