



THE PRINCE GEORGE'S COUNTY GOVERNMENT
Office of Audits and Investigations

September 10, 2018

MEMORANDUM

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: David H. Van Dyke *DHVD*
County Auditor

FROM: Inez N. Claggett *INC*
Senior Legislative Auditor

RE: Fiscal Impact Statement
CB-070-2018 – Collective Bargaining Agreement – Deputy Sheriff's Association of Prince
George's County, Inc. (Civilian Units)

CR-053-2018 – Compensation and Benefits - Deputy Sheriff's Association of Prince
George's County, Inc. (Civilian Units), Salary Schedule Z

Legislative Summary

CB-070-2018 amends the Collective Bargaining Agreement (the "Agreement") for civilian employees who are members within the Deputy Sheriff's Association of Prince George's County, Inc.

CR-056-2018 amends the salary plan for civilian employees who are members within the Deputy Sheriff's Association of Prince George's County, Inc. paid on Salary Schedule Z, to reflect wage and benefit modifications effective July 1, 2018 through June 30, 2020.

Background/Current Law

The Prince George's County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

Resource Personnel

Stanley Earley, Director, Office of Management and Budget

Assumptions and Methodology

Details of modifications to the Agreement and Salary Schedule Z are presented in the County Executive's Cover Letter and Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- A wage scale adjustment to eliminate Grades Z06 and Z07, to adjust all other steps accordingly, and to set the minimum salary for Grade Z08 at \$14.40 will occur;
 - A one and three-quarter percent (1.75%) cost of living adjustment (COLA) shall be effective the first full pay period beginning after January 1, 2019;
 - A one and one-half percent (1.50%) COLA shall be effective the first full pay period beginning after January 1, 2020;
 - Eligible employees covered by the agreement, and who are eligible to receive a merit increase during fiscal year 2019, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2019;
 - Eligible employees covered by the agreement, and who are eligible to receive a merit increase during fiscal year 2020, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2020;
 - Effective July 1, 2018, pay scale maximum rates will increase by three and one-half percent (3.5%);
 - Effective the first full pay period in July 2018, Trainer Pay shall increase from \$1.60/per hour to \$2.00/per hour. Effective the first full pay period in July 2019, Trainer Pay shall increase to \$2.50/per hour;
 - Effective the first full pay period in July 2018, Interpreter Pay shall increase from \$500/per year to \$600/per year. Effective the first full pay period in July 2019, Interpreter Pay shall increase to \$700/per year;
 - Effect the first full pay period in July 2018, the annual uniform maintenance allowance for Security Officers and Mail Couriers shall increase from \$600 to \$700, and shall be paid in a single payment;
 - New language is added to the Agreement to ensure that covered employees who use their personal vehicles shall be reimbursed at the mileage rate established by the County;
 - New language is added to reimburse Teletype and Domestic Violence Unit employees for the purchase of compatible wireless headsets, up to a maximum of \$100;
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Fiscal Impact

- Direct Impact

The adoption and enactment of this legislative package is estimated to have a total negative fiscal impact to the County for fiscal year 2019 through fiscal year 2020 of approximately \$296,344 as a result of the changes to the Collective Bargaining Agreement. The major components of this cost by fiscal year are shown in the table below:

	<u>FY 2019</u>	<u>FY 2020</u>	<u>Total</u>
Merit Increase	\$ 116,791	\$ 121,901	\$238,692
Cost-of-Living Adjustment	29,198	26,122	55,320
Step Adjustment	<u>2,332</u>	<u>0</u>	<u>2,332</u>
Total	<u>\$ 148,321</u>	<u>\$ 148,023</u>	<u>\$296,344</u>

Appropriated in the Current Fiscal Year Budget

Fiscal Year 2019 anticipated costs were provided for in the current fiscal year budget.

Effective Date

The proposed Bill shall be effective forty-five (45) calendar days after it becomes law. The Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2018.

If you require additional information, or have questions about this fiscal impact statement, please call me.