

# Prince George's County Council

## Agenda Item Summary

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**Meeting Date:** 7/1/2008  
**Reference No.:** CB-023-2008  
**Draft No.:** 1  
**Proposer(s):** County Executive  
**Sponsor(s):** Dean  
**Item Title:** An Act approving the labor agreement by and between Prince George's County and Prince George's County Correctional Officers' Association, Inc. (Civilian Unit) July 1, 2007 through June 30, 2009

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**Drafter:** Terry Bowen, Office of Human Resources Management  
**Resource Personnel:** Donald E. Bridgeman, Office of Human Resources Management

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### LEGISLATIVE HISTORY:

<b>Date Presented:</b>	5/6/2008	<b>Executive Action:</b>	7/8/2008 S
<b>Committee Referral:</b>	5/6/2008 - PSFM	<b>Effective Date:</b>	8/22/2008

**Committee Action:** 5/19/2008 - FAV

**Date Introduced:** 6/3/2008  
**Public Hearing:** 7/1/2008 - 10:00 AM

**Council Action (1)** 7/1/2008 - ENACTED  
**Council Votes:** MB:A, WC:A, SHD:A, TD:A, CE:-, AH:A, TK:-, EO:A, IT:A  
**Pass/Fail:** P  
**Remarks:** See also CR-37-2008

Retroactive to 7/1/2007

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### AFFECTED CODE SECTIONS:

16-233

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### COMMITTEE REPORTS:

#### PUBLIC SAFETY & FISCAL MANAGEMENT

**Date 5/19/2008**

Committee Report: Favorable, 3-0, (In favor: Councilmembers Knotts, Campos, and Turner.)

This bill reflects the terms and conditions of the Collective Bargaining Agreement between the County and the Prince George's Correctional Officers Association, Inc., (PGCOA) covering approximately 80 civilian clerical, administrative and professional employees in the Department of Corrections.

Many of the terms and conditions of the County's previous labor agreements with the PGCOA are included in this new two-year agreement (FY2008 – FY2009).

Summary of Modifications to Wages and Benefits in the Agreement.

1. Article 19 – Mandatory Overtime (page 10)

- a. Mandatory overtime will not be assigned to a bargaining unit employee if that employee is scheduled for approved leave or a day off the following day.
2. Article 22 – Career Advancement (page 11)
  - a. Vacancies
  - b. Interviews.
3. Article 23 – Rosters (page 11)
  - a. Personnel Roster
4. Article 24 – Wages (page 12)
  - a. Cost of Living Adjustment (COLA)
    1. 2.5% - July 1, 2007
    2. 2.5% - July 1, 2008
  - b. Merit Increases – employees eligible to receive a merit increase during the period from July 1, 2007 through June 30, 2009, will receive it.
  - c. Wage Scale Adjustments (page 12)
    1. Effective July 1, 2007, the maximum step will be increased by 3.5% and again July 1, 2008. The increase in the maximum step is in addition to the increase in the maximum step as a result of the COLA increases.
5. Article 25 – Call-Back and Court Pay – (page 12-13)
  - a. Call-Back Pay will be increased to a minimum of three hours. Court time compensation for a court appearance on an employee’s off day will be increased to a minimum of four hours.
6. Article 26 – Clothing Issue and Maintenance Allowance (page 14)
  - a. The clothing allowance will increase to \$175.00 in FY08 and \$200.00 in FY09. All employees receiving this allowance must wear their uniform.
7. Article 27 – TEC Pay (page 15)  
New Section B
8. Article 38 – Health Insurance Premiums (page 19-20)
  - a. Point of Service (POS) health Insurance Plan – the County will contribute 74% and the participating employee will contribute the remaining 26% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.
  - b. Health Maintenance Organization (HMO) – the County will contribute 79% and the participating employee will contribute the remaining 21% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.
  - c. County’s Deductible Prescription Drug and Vision Care Program – the County will contribute 89% and the participating employee will contribute the remaining 11% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.  
Employees who choose not to enroll in any plan may choose to receive a credit instead.

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 \$825,834 (FY2008 - \$395,515 and FY2009 - \$430,319).

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**BACKGROUND INFORMATION/FISCAL IMPACT:**

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

Prince George's County, Maryland and Prince George's Correctional Officers' Association, Inc. have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2008 and 2009 for a unit of civilian employees in the Department of Corrections. 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.

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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