

**PRINCE GEORGE'S COUNTY COUNCIL
AGENDA ITEM SUMMARY**

Meeting Date: 7/29/2003

Reference No.: CB-51-2003

Proposer: County Executive

Draft No.: 1

Sponsors: Hendershot, Dean, Exum, Harrington, Peters, Knotts

Item Title: An Act concerning Deputy Sheriff's Association of
Prince George's County Inc. (Deputy Sheriffs) Collective
Bargaining Agreement July 1, 2003 through June 30, 2005

Drafter: Leonard L. Lucchi
Personnel and Labor Relations

Resource Donald E. Bridgeman
Personnel: Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented: __/__/__

Executive Action: 7/30/2003 S

Committee Referral: 7/8/2003 PSFM

Effective Date: 9/15/2003

Committee Action: 7/23/2003 FAV

Date Introduced: 7/8/2003

Public Hearing: 7/29/2003 10:00 A.M.

Council Action: 7/29/2003 ENACTED

Council Votes: PS:A, MB:A, SHD:A, TD:A, CE:-, DCH:A, TH:A, TK:A, DP:A

Pass/Fail: P

Remarks: See also CR-40-2003 and CB-55-2003; retroactive to 7/1/2003

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 7/23/03

Committee Vote: Favorable 5-0, (In favor: Councilmembers Exum, Bland, Hendershot, Knotts and Peters.)

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Deputy Sheriffs Association (DSA) covering approximately 149 sworn Sheriffs through the rank of Lieutenant.

Many of the terms and conditions of the County's previous collective bargaining agreements with the Deputy Sheriffs Association are included in the two year agreement (FY2004 – FY2005). This new agreement contains a number of modifications.

Summary of Modifications to the Wage and Benefits Agreement

1. Cost of Living Adjustments (COLA)
 - a. 1% October 1, 2003 and October 1, 2004.
 - b. 1% April 1, 2004 and May 1, 2005.
2. Employees covered by this agreement who are eligible will receive merit increases in FY2004 and FY2005.
3. Call Back Pay

Employees who are required to return to active duty work during their normal off-duty hours will receive compensation for one 3-hour call back at 1½ times the normal rate of pay during any 8 hour period.
4. Active Pay

If an employee is in an Acting capacity and is required to work overtime he or she shall be paid overtime at the Acting rate of pay.
5. Extradition Compensation

With prior approval of the Sheriff, a Deputy Sheriff who is on extradition overnight for one or more nights shall receive standby pay of 4 hours of compensatory leave for 3 nights only.
6. Clothing Allowance
 - a. Beginning in FY2005, the clothing allowance will be increased by \$50.00 to \$1,150.00
 - b. Court Security Officers will receive \$350 each fiscal year for the procurement, care and upkeep of clothing and leather goods.
7. TEC Pay

Deputy Sheriffs assigned to the Bureau of Court Services who are required to maintain a commercial driver's license (CDL) in the performance of their duties shall receive a supplemental payment of \$300.00 per year. The same amount will apply to Deputy Sheriffs who have completed one year of service within the Ceremonial Unit as well as those who pass a conversational proficiency test and provide verifying certification.
8. Lateral Transfer

A formula will be developed during the term of the agreement to effectuate the transfer of employees from the Police Department to the Sheriff's Department.

The fiscal impact on the County will be negative in the amount of \$922,993 (FY2004 - \$385,678 and FY2005 - \$537,315). The annualized cost for FY2006 is \$110,974. The total cost of the Agreement is \$1,033,967.

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 2004 and 2005. 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: