

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

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<b>Meeting Date:</b>	11/19/2001	<b>Reference No.:</b>	CB-98-2001
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<b>Proposer:</b>	County Executive	<b>Draft No.:</b>	1
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**Sponsors:** Russell, Scott, Bailey, Wilson, Shapiro, Estepp

**Item Title:** An Act regarding Prince George's County Police Civilian  
Employees Association (PCEA) Collective Bargaining  
Agreement (July 1, 2001 through June 30, 2003)

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<b>Drafter:</b>	William Hager/Teresa Bowen Personnel and Labor Relations	<b>Resource Personnel:</b>	Joseph Adler Personnel and Labor Relations
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**LEGISLATIVE HISTORY:**

**Date Presented:** 9/25/2001                      **Executive Action:** 12/12/2001    S

**Committee Referral:** 9/25/2001    PSFM    **Effective Date:** 1/28/2002

**Committee Action:** 10/18/2001    FAV

**Date Introduced:** 10/23/2001

**Public Hearing:** 11/19/2001    10:15 A.M.

**Council Action:** 11/19/2001    ENACTED

**Council Votes:** RVR:A, DB:A, JE:A, IG:A, TH:A, AS:A, PS:A, MW:A

**Pass/Fail:** P

**Remarks:** See Also CR-59-2001 & CB-99-2001  
(Retroactive Provisions)

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12/17/2001: Due to computational errors discovered within the salary schedules, appropriate revisions have been made and the incorrect schedules have been replaced.

**PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT**    Date: 10/18/01

Committee Vote: Favorable, 3-0, (In favor: Councilmembers Bailey, Scott, and Maloney).

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Police Civilian Employees Association (PCEA) covering approximately 301 dispatchers, technicians, public safety aides and clerical employees in the Police Department, the Department of Environmental Resources (DER) and the Office of Information Technology and Communications (OITC).

Many of the terms and conditions of the County's previous collective bargaining agreement with the PCEA are included in this two year agreement (FY2002 - FY2003).

Highlights of the Modifications to the Wages and Benefits in the Agreement.

1. Effective July 1, 2001, Dispatch Aides will be eligible for a 5% non-competitive promotion from P-12 to P-13 after completion of 5 years satisfactory service as a Dispatch Aide. Eligible employees will not be entitled to receive the promotion until their anniversary date in FY2003.
2. Cost-of-Living Adjustment (COLA)
  - a. Employees will receive a 3% increase to their base wages on October 1, 2001.
  - b. Employees will receive a 1½% increase to their base wages on July 1, 2001 and July 1, 2002.
3. Eligible employees will receive a merit increase in FY2002 and FY2003.
4. Effective July 1, 2001, the intervals between Steps M and N and N and O are increased from 3% to 3½%; and the interval between Steps S and T is increased from 2½% to 3%.
5. The shift differential on the first (night) shift will increase by .20¢ per hour, effective July 1, 2001 and by .25¢ per hour on July 1, 2002.
6. The maximum amount of County life insurance is increased to \$150,000 on July 1, 2001.
7. Effective July 1, 2001, the rate of accrual under the Supplemental Pension Plan is increased from .6% per year to .8% per year. As a result, the maximum pension benefit (after 30 years) will increase from 18% to 24% of the employee's average annual compensation. The County will pay the entire cost of this pension enhancement.
8. Effective FY2002, the clothing allowance is increased by \$50 for Evidence Technicians, Property Clerks in DER, Property Clerks and Property Supply Clerks in the Police Department and Public Safety Aides.

The fiscal impact on the County will be negative in the amount of approximately \$1,505,228 (FY2002 - \$602,626 and FY2003 - \$898,602). The annualized cost for FY2004 is \$324,513. The total cost of the Agreement is \$1,829,741.

**BACKGROUND INFORMATION/FISCAL IMPACT**

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

Prince George's County, Maryland and Prince George's County Police Civilian Employees Association (PCEA) have completed labor negotiations on a two-year labor agreement covering Fiscal Year 2002 and 2003. This bill will 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:**