

Prince George's County Council

Agenda Item Summary

Meeting Date: 3/21/2006
Reference No.: CB-007-2006
Draft No.: 3
Proposer(s): County Executive
Sponsor(s): Dernoga, Knotts, Dean, Exum, Campos, Hendershot
Item Title: An Act concerning Deputy Sheriff's Association of Prince George's County Inc. (Deputy Sheriffs) Collective Bargaining Agreement July 1, 2005 through June 30, 2007

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

LEGISLATIVE HISTORY:

Date Presented:	1/31/2006	Executive Action:	4/4/2006 S
Committee Referral:	1/31/2006 - PSFM	Effective Date:	5/22/2006
Committee Action:	2/8/2006 - FAV(A)		
Date Introduced:	2/14/2006		
Public Hearing:	3/21/2006 - 1:30 PM		
Council Action (1)	3/21/2006 - ENACTED		
Council Votes:	MB:A, WC:A, SHD:A, TD:A, CE:A, DCH:A, TH:-, TK:A, DP:A		
Pass/Fail:	P		
Remarks:	See also CR-10-2006; retroactive to 7/1/2005		

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY AND FISCAL MANAGEMENT

Date 2/8/2006

Committee Vote: Favorable as amended, 5-0 (In favor: Councilmembers Peters, Campos, Dean, Harrington and Knotts.)

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Deputy Sheriffs' Association (DSA) covering approximately 211 sworn Sheriffs through the rank of Lieutenant.

Many of the terms and conditions of the County's previous collective bargaining agreement with the Deputy Sheriffs' Association are included in the new two-year agreement (FY2006 - FY2007).

Summary of the Modifications to the Wages and Benefits in the Agreement:

1. Cost of Living Adjustment (COLA) (pp. 2)
 - a. 3% July 1, 2005
 - b. 3% July 2, 2006
2. Merit Increases: (pp. 2)

Employees covered by this Agreement who are eligible to receive merit increases in FY2006 and FY2007 will receive them.

3. Wage Scale Adjustment: (pp. 3)

- a. Effective July 1, 2005 and July 1, 2006, each step on the scale shall increase by 3.5%.
- b. Effective July 1, 2005, the steps between K, L, M and N will be increased from 3% to 3.5% for all grades.

4. Active Pay:

Effective July 1, 2005, for the rank of Sergeant and below, an employee in an acting capacity will be paid at 10% above their current salary or the minimum necessary to place the employee at the entry level immediately above his/her rank, whichever is greater. (pp. 6)

5. Clothing Allowance: (pp. 7)

Effective July 1, 2006, the clothing allowance will be increased by \$50 to \$1,200 and again in FY2007 by \$50 to \$1,250. The clothing allowance will be paid in one installment in July of each fiscal year covered by this Agreement.

6. TEC Pay: (pp. 10-11)

Effective July 1, 2005, the following increases or additions are made:

- a. SST from \$600 to \$1,000.
- b. New-Motor Unit (5), Hostage Negotiators (10), Crisis Management (6), Sign Language and CDU (15) will receive \$500 per year.
- c. Canine Handlers (5) from \$600 to \$700.
- d. Commercial Driver's License (CDL) from \$300 to \$500; Deputy Sheriffs utilizing a CDL for at least one month in the performance of their duties will be entitled to receive a pro-rata.
- e. Witness Protection Unit from \$300 to \$700.
- f. Ceremonial Unit from \$300 to \$500.
- g. Bilingual from \$300 to \$800; in addition a proficiency test will be given at least annually.

TEC pay will be allowed for up to two different skills for employees who satisfy more than one criteria subject to SOP definitions of eligibility.

7. Pension Plan: (pp. 20)

Effective July 1, 2005, a Pop-Back of retiree's full benefit will be allowed where the spouse of the retiree, or where the spouse beneficiary of the retiree, has been granted a valid and final decree of divorce from the retiree either before or after July 1, 2005.

Employees hired after July 1, 2005, will contribute 11% of their salary. (pp. 21)

8. Lateral Transfer: (pp. 23)

A lateral transfer formula will be developed for transfers from the Department of Corrections and for Fire Inspectors only.

The Office of Law has reviewed this legislation and find it to be in proper legislative form with the amendments and find no legal impediments to its enactment.

The legislation was amended as follows:

- 1. On page 2 line 3, underline "January 17, 2006"
- 2. On page 2 line 7, after "law" insert "and shall be retroactively effective to July 1, 2005"

The fiscal impact on the County will be negative in the amount of \$925,536 (FY2005 - \$451,264 and FY2006 - \$474,272).

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 2006 and 2007. 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:

INCLUSION FILES:
