

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

Meeting Date: 5/12/98

Reference No.: CB-43-1998

Proposer: County Executive

Draft No.: 1

Sponsors: Estepp, Wilson, Bailey, Russell

Item Title: Prince George's Correctional Officers' Association,
Inc., (PGCOA) - Collective Bargaining Agreement
July 1, 1997 through June 30, 1999

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented:	4/7/98	Executive Action: 7/8/98	S
Committee Referral: (1)	4/7/98 PSFM	Effective Date:	824/98
Committee Action: (1)	4/30/98 FAV		
Date Introduced:	5/12/98		
Pub. Hearing Date: (1)	6/16/98 1:30 P.M.		

Council Action: 6/16/98 ENACTED

Council Votes: RVR:A, DB:-, SD:A, JE:A, IG:A, TH:A, WM:A, AS:A, MW:A

Pass/Fail: P

Remarks: (See Also CR-34-1998) (Retroactive provisions)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 4/30/98

Committee Vote: Favorable, 4-0, (In favor: Council Members Estepp, Hendershot, Scott and Wilson).

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 300 sworn correctional officers through the rank of sergeant. Many of the terms and conditions of the County's previous labor agreement with PGCOA are included in the two year agreement. (FY98-FY99).

Summary of modifications to the wage and benefits in the agreement.

1. Employees will receive the following cost-of-living adjustments (COLA): (pp 17)
 - a. Two percent (2%) - July 1, 1997
 - b. One percent (1%) - January 1, 1998
 - c. Two and one-half percent (2.5%) - January 1, 1999
2. Employees eligible for merit increases will receive 3.5% in FY98 and 2% in FY99. (pp 17)
3. There is a modification of sick leave payment rate similar to the provision contained in arbitration awards covering police officers which limits the rate to be paid for old sick leave year separation. The highest rate for payout of old sick leave may not exceed the highest rate of pay for a correctional officer sergeant in January, 1997. (pp 26)
4. Effective January, 1998, the shift differential is increased by ten cents (\$.10) per hour from \$1.85 to \$1.95 per hour. (pp 20)
5. Pay for work on a holiday is reduced from two and one-half (2.50) to two (2) times the regular rate of pay for hours worked on the holiday. (pp 21)
6. The annual TEC pay supplement is increased from \$250 to \$300 and paid in two (2) equal installments in July and December of each fiscal year. Correctional officers assigned to duties as hostage negotiators or regional processing officers will begin to receive TEC pay. (pp 22)
7. Effective January, 1999, the normal retirement benefit under the Supplemental Retirement Plan after twenty-five (25) years of service is increased from 20% to 25% of average final salary. The total maximum benefit after thirty (30) years is increased from 25% to 30%. (pp 31)
8. Effective January, 1999, the normal retirement benefit under the Comprehensive Retirement Plan after 25 years of service is increased from 50% to 55% of average final salary. The total maximum benefit after 30 years is increased from 61% to 66% (pp 32)
9. The County will petition the State to permit correctional officers who elected to remain in the State system another one-time opportunity to opt out of the State system and to participate in the Comprehensive Retirement Plan provided that there is no cost to the County or to the Comprehensive Retirement Plan. (pp 35)

10. The Comprehensive Retirement Plan will be amended to permit correctional officers to purchase up to two years of military time to be credited after normal retirement at no cost to the Plan. Further, military service time credited by the State system prior to the employee's transfer to the Plan as of June 30, 1996, will be credited as actual service toward normal retirement. (pp 35)

The fiscal impact on the County will be negative in the amount of \$1,913,959 (FY98 - \$463,059; FY99 - \$1,450,900). The annualized cost for FY2000 is \$372,700.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and the Prince George's Correctional Officers' Association, Inc. (PGCOA) have completed labor negotiations on a two year labor agreement covering Fiscal Years 1998 and 1999. This Council 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: