

Prince George's County Council

Agenda Item Summary

Meeting Date: 5/8/2012
Reference No.: CR-021-2012
Draft No.: 2
Proposer(s): County Executive
Sponsor(s): Harrison, Campos, Davis, Franklin, Lehman, Turner, Toles
Item Title: A Resolution to amend the Salary Plan for Fire Officials, Salary Schedule F-O, to reflect wage and benefit modifications effective July 1, 2011 through June 30, 2013

Drafter: Rhonda L. Weaver, Office of Human Resources Management
Resource Personnel: Stephanye R. Maxwell, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:	4/10/2012 - PSFM	Effective Date:	5/8/2012
Committee Action:	4/17/2012 - FAV(A)		
Date Introduced:	4/10/2012		
Public Hearing:			
Council Action (1)	5/8/2012 - ADOPTED		
Council Votes:	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:	retroactive provisions		

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 4/17/2012

REPORT: COMMITTEE VOTE: 5-0 Favorable as amended (In Favor Council Members Campos, Turner, Davis, Harrison, and Lehman)

This resolution will amend the Salary Plan for Fire Officials, Salary Schedule F-O, covering 13 officials in the Fire/EMS Department and will implement similar economic benefits and modifications contained in the Collective Bargaining Agreement for Fire Officials.
(CB-18-2012)

Summary of Modification to Wages and Benefits

1. Bonus payment for FY 2012 and FY 2013 in lieu of cost of living adjustments or merit increase.

A. Full-time eligible employees covered by this Salary Schedule who were employed as of October 1, 2011 and still employed will receive a one-time lump sum payment in the amount of one-thousand dollars (\$1,000.00), the second full pay period after the adoption of this resolution by the Council.

B. Full-time eligible employees covered by this Salary Schedule who were employed as of April 1, 2012 and still employed will receive a one-time lump sum payment in the amount of one-thousand two hundred fifty dollars

(\$1,250.00), the first full pay period in July 2012.

2. Retirement Contributions

Employees hired on or after July 1, 2012 will contribute nine percent (9%) of base payroll to the retirement trust fund (i.e. FPP).

3. Group Health Insurance

Language amended to reflect the contribution costs for CY 2012 and CY 2013.

4. Health Care Spending Account

Beginning January 1, 2013, in accordance with federal law, the maximum amount that may be contributed to a health care flexible spending account will be decreased from \$5,000.00 to \$2,500.00.

5. The Military Leave benefits are extended until March 1, 2013.

The Office of Law has reviewed this resolution and finds it to be in proper legislative form with no legal impediments to its adoption.

The resolution was amended on page 11, Section 20 Social Security (A) as follows:

Delete “Effective January 1, 2008, the County and each employee paid in accordance with this Salary Schedule shall make contributions to the Social Security fund of 7.65% of the first one hundred two thousand dollars (\$102,000) and 1.45% of the remainder paid in wages per employee per calendar year” and insert “ The County is required to comply with the Federal Insurance Contribution Act (FICA) that provides for a federal system of old age, survivors, disability (Social Security or OASDI), and hospital (Medicare or HI) insurance. Effective January 1, 2012, each employee paid in accordance with this salary schedule shall make contributions of 4.20% to the social security fund (FICA-OASDI) up to the wage base limit of one hundred ten thousand one hundred dollars (\$110,100.00); and 1.45% to the Medicare fund (FICA-HI) on all wages paid.”

The fiscal impact on the County will be negative in the amount of \$31,444 (FY 12 - \$13,975 and FY 13 - \$17,469).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This is companion legislation to the bill implementing the provisions of the negotiated collective bargaining agreement for Fire Sworn employees through the rank of Battalion Chief for Fiscal Years 2012 and 2013. This Resolution will adopt similar provisions, amending the Salary Plan, Salary Schedule F-O, for Fire Officials in the rank of Major, for the same time period. Modifications to the Salary Plan are as follows: bonus payments for Fiscal Years 2012 and 2013, pension plan contributions, group health insurance, changes to the health care flexible spending account, military leave, and deletion of obsolete language concerning clothing allowance.

The proposed salary plan amendments were submitted to the County Council by the County Executive on March 30, 2012. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before May 29, 2012, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES: