

## Prince George's County Council Agenda Item Summary

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**Meeting Date:** 5/15/2012  
**Reference No.:** CR-022-2012  
**Draft No.:** 2  
**Proposer(s):** County Executive  
**Sponsor(s):** Harrison, Campos, Davis, Franklin, Lehman, Patterson, Turner, Toles  
**Item Title:** A Resolution to amend the Salary Plan for the Prince George's County Police Civilian Employees Association, Salary Schedule P, effective July 1, 2011 through June 30, 2013

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**Drafter:** Jennifer H. Black, Office of Human Resources Management  
**Resource Personnel:** Rhonda L. Weaver, Office of Human Resources Management

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### LEGISLATIVE HISTORY:

<b>Date Presented:</b>		<b>Executive Action:</b>	
<b>Committee Referral:</b>	4/10/2012 - PSFM	<b>Effective Date:</b>	5/15/2012
<b>Committee Action:</b>	4/17/2012 - FAV(A)		
<b>Date Introduced:</b>	4/10/2012		
<b>Public Hearing:</b>			
<b>Council Action (1)</b>	5/15/2012 - ADOPTED		
<b>Council Votes:</b>	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
<b>Pass/Fail:</b>	P		
<b>Remarks:</b>	See also CB-20-2012; retroactive provisions		

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### AFFECTED CODE SECTIONS:

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### COMMITTEE REPORTS:

**Public Safety and Fiscal Management** **Date 4/17/2012**  
REPORT: COMMITTEE VOTE: 4-0 Favorable as amended (In Favor Council Members Campos, Turner, Harrison, and Lehman)

This resolution will amend the Salary Plan in Salary Schedule P for employees represented by the Prince George's Police Civilian Employees Association (PCEA) and reflects modifications to the two year Agreement (July 1, 2011 – June 30, 2013).

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

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

The resolution was amended on page 34, Section 17 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 summary of the Salary Plan and the fiscal impact are included in CB-20-2012.

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**BACKGROUND INFORMATION/FISCAL IMPACT:**

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

This is companion legislation to the bill to approve the collective bargaining agreement between Prince George's County, Maryland and the Police Civilian Employees Association for Fiscal Years 2012 and 2013. This resolution also reflects modifications to the agreement. A fiscal impact statement will be provided by the Office of Management and Budget.

The proposed salary plan amendments were submitted to the County Council by the County Executive on April 6, 2012. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before June 5, 2012, the salary plan shall stand approved

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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