

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

Meeting Date: 10/24/95

Reference No.: CB-95-1995

Proposer: County Executive

Draft No.: 1

Sponsors: Estep, MacKinnon and Wilson

Item Title: Prince George's County Correctional Officers' Association,
Inc. (PGCOA) - Collective Bargaining Agreement
July 1, 1995 through June 30, 1996

Drafter: Kenneth E. Nickels
Labor Relations

Resource Personnel: Joseph Adler
Personnel

LEGISLATIVE HISTORY:

Date Presented:	9/26/95	Executive Action:	12/6/95	S
Committee Referral: (1)	9/26/95 PSFM	Effective Date:	1/22/96	
Committee Action: (1)	10/23/95 FAV			
Date Introduced:	10/24/95			
Pub. Hearing Date: (1)	11/21/95 1:30 PM			

Council Action: (1) 11/21/95 ENACTED

Council Votes: AMc:A, DB:A SD:A, JE:A, IG:A, WM:A, RVR:A, AS:N, MW:A

Pass/Fail: P

Remarks: (See CR-61-1995)
Retroactively effective July 1, 1995

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/23/95

Committee Vote: Favorable, 5-0 (In favor: Council Members Estep, Del Giudice, Gourdine, Maloney and Russell.)

This bill is the collective bargaining agreement between the County and the Correctional Officers' Association, Inc., (PGCOA) for FY96.

Although the agreement carries forward many of the terms and conditions of the County's previous labor agreement with the PGCOA, the new agreement also contains a number of modifications.

Some common elements shared with other agreements:

1. No merit increase (pp 17)
2. No COLA (pp 16)
3. Removal of the no layoff/no furlough clause.

Other modifications included in the Settlement Summary:

1. Reduced Uniform allowance from \$1,000 to \$500 for 310 employees. (pp 18)
2. Reduction of the physical conditioning supplement by 50% from \$175 to \$87.50. (pp 19)
3. For holidays, employees will receive one and one-half hours of compensatory time, plus an hour's pay for each hour worked instead of two and one-half hour's pay. (pp 22)
4. Increase in employees' contribution to the Correctional Officers' supplemental Pension Plan by 1% to approximately 2.62%. Officers hired after June 30, 1995 will contribute 3.6%. (pp 29)
5. Correctional Officers at the rank of PFC who have passed the promotional examination will receive the promotion in rank but will not receive the salary increase associated with that promotion until one year following the date of promotion. (pp 36)
6. Upon ratification of this agreement, the employee contribution for HMO coverage in FY96 will be decreased to 15%. (pp17)
7. The new Correctional Officer's Pension Plan will be implemented July 1, 1996, instead of July 1, 1995. (pp 30)
8. Employees' contribution to the new Correctional Officers' Pension Plan will be increased by an amount equal to one per cent (1%) -- two percent (2%) for employees hired after July 1, 1995 -- of the employees' annual salary. The employers' contribution will be decreased accordingly. (pp 33).
9. Protection from job loss due to contracting is extended to probationary Correctional Officers. (pp 4)

The fiscal impact on the County will be positive in the amount of approximately \$1,024,000.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and Prince George's Correctional Officers' Association, Inc. (PGCOA) have completed labor negotiations on a one year labor agreement covering Fiscal Year 1996. 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: