

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**  
**2003 Legislative Session**

Bill No. CB-23-2003  
 Chapter No. 19  
 Proposed and Presented by The Chairman (by request – County Executive)  
 Introduced by Council Members Shapiro, Hendershot, Peters and Dernoga  
 Co-Sponsors \_\_\_\_\_  
 Date of Introduction May 13, 2003

**BILL**

1 AN ACT concerning

2 Collective Bargaining Agreement - Prince George's County

3 Police Civilian Employees Association

4 For the purpose of amending the labor agreement by and between Prince George's County,  
 5 Maryland and the Prince George's County Police Civilian Employees Association to provide for  
 6 wages and certain other terms and conditions of employment for personnel classifications  
 7 certified by the Prince George's County Public Employee Relations Board AAA Case No. 16 390  
 8 00248 01.

9 BY repealing and reenacting with amendments:

10 SUBTITLE 16. PERSONNEL.

11 Section 16-233(f)(8),

12 The Prince George's County Code

13 (1999 Edition, 2002 Supplement).

14 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,  
 15 Maryland, that Section 16-233(f)(8) of the Prince George's County Code be and the same is  
 16 hereby repealed and reenacted with the following amendments:

17 SUBTITLE 16. PERSONNEL.

18 DIVISION 19. COLLECTIVE BARGAINING.

19 **Sec. 16-233. General.**

20 (f) The following collective bargaining agreements are hereby adopted and approved:

21 (8) Declaration of Approval - Prince George's County Police Civilian Employees

1 Association.

2           The County Council of Prince George's County, Maryland, having fully considered the  
3 labor agreement concluded between Prince George's County, Maryland and the Prince George's  
4 County Police Civilian Employees Association on September 24, 2001, and the amendment  
5 thereto effective January 3, 2003, hereby approves said [agreement] amendment in accordance  
6 with the provisions of Section 13A-109 of the Prince George's County Code.

7           SECTION 2. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45)  
8 calendar days after it becomes law and that the Amendment shall be retroactively effective to  
9 July 1, 2002.

Adopted this 3rd day of June, 2003.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Peter A. Shapiro  
Chair

ATTEST:

\_\_\_\_\_  
Redis C. Floyd  
Clerk of the Council

APPROVED:

DATE: \_\_\_\_\_ BY: \_\_\_\_\_  
Jack B. Johnson  
County Executive

KEY:  
Underscoring indicates language added to existing law.  
[Brackets] indicate language deleted from existing law.

AMENDMENT TO AGREEMENT  
MADE BY AND BETWEEN  
PRINCE GEORGE'S COUNTY, MARYLAND  
AND  
THE PRINCE GEORGE'S COUNTY  
POLICE CIVILIAN EMPLOYEES ASSOCIATION

July 1, 2001 through June 30, 2003

The following is a summary of the wages, benefits, and other terms and conditions of employment agreed to by the Police Civilian Employees Association (PCEA) and Prince George's County (the County) with regard to former G-Scale Employees now included in the PCEA bargaining unit.

Former G-Scale Employees of the Police Department, now included in the bargaining unit pursuant to the Public Employee Relations Board (PERB) Amendment of Certification (AAA Case No. 16 390 00248 01), will be covered by all provisions in the existing collective bargaining agreement between the County and the PCEA, except if specifically provided to the contrary by the parties' agreement.

Preamble

The contract will be amended to include PERB certification of G-Scale positions in the Clarification of Unit/Amendment of Certification of Representation, dated May 20, 2002, and revised (second page) May 23, 2002, (AAA Case No. 16 390 00248 01).

Salary Scale

Effective July 1, 2002, the P-Scale (with all steps) will be expanded to the grade of P-24. Each new Grade will be five percent (5%) more than the next previous Grade (i.e. G21-G22-G23-G24).

Retroactive Cost of Living Increases:

1.5% effective first full pay period beginning on or after July 1, 2002

1.5% effective first full pay period beginning on or after January 1, 2003

Retroactive Merit Increases:

Will be paid to eligible employees during Fiscal Year 2003

Pensions:

Effective July 1, 2003, former G-Scale employees who participated in the G-Scale Supplemental Pension Plan ("G-Scale Plan") and who, pursuant to this settlement, are now covered by the PCEA collective bargaining agreement, will be placed in (transferred to) the PCEA Supplemental Pension Plan ("P-Scale Plan") effective July 1, 2003. Assets and liabilities (vested and non-vested) attributable to such employees in the G-Scale Plan as of June 30, 2003, will be transferred to the P-Scale Plan. The determination of the amount of assets transferred to the P-Scale Plan is based on a formula recommended by the plans' actuary and agreed to by the parties. Following the transfer, all prior service (i.e. before July 1, 2003) for these transferred employees, as General Schedule employees under the G-Scale Plan, will be credited under the P-Scale Plan using an accrual rate equal to the greater of 1% or the PCEA accrual rate. Any service for said employees after the transfer date (June 30, 2003) will be calculated using the PCEA accrual rate. If the PCEA accrual rate for existing service is ever increased above 1%, such increase shall also apply to the transferred service of these employees from the G-Scale Plan. (The current PCEA accrual rate is .8%). The County agrees to amend the applicable supplemental pension plan(s) in order to implement the transfer in the manner described above.

Other Economic Items:

Effective beginning Fiscal Year 2003, an annual clothing allowance of two hundred dollars (\$200.00) for Forensic Chemists, Firearms Examiners, Lab Assistants and Firearms Technicians will be paid.

Attachment A-Placement and Movement on the P-Scale

Placement:

Former G-Scale employees will be placed effective June 30, 2002 on the P-Scale at the same Salary Grade they held as of June 30, 2002, at the nearest salary level on the P-Scale as of June 30, 2002 which is higher than their G-Scale salary level as of June 30, 2002.

Movement on the P-Scale:

1. Employees below G-max who are placed on the P-Scale at their grade as of June 30, 2002, at the nearest salary level on the P-Scale which is higher than their salary level as of June 30, 2002, and above their years of service (minus up to two years for suspension of merit steps during FY 1996 and 1997, as applicable), will advance towards Step L on a yearly basis and then will be frozen at Step L until they reach their appropriate years of service.
2. Employees currently below G-max who are placed on the P-Scale at their grade as of June 30, 2002, at the nearest salary level on the P-Scale which is higher than their salary level as of June 30, 2002, but at a lower step in accordance with their years of service (minus up to two years for suspension of merit steps during FY 1996 and 1997, as applicable), will continue receiving annual merit increases and move on the P-Scale until they reach their appropriate years of service.
3. Employees currently at G-max who are placed on the P-Scale at their grade as of June 30, 2002, and at Step L who are above their years of service (minus up to two years for suspension of merit steps during FY 1996 and 1997, as applicable), will be frozen at Step L until they reach their appropriate years of service.
4. Employees currently at G-max who are placed on the P-Scale at their grade as of June 30, 2002, and at Step L who are below their years of service (minus up to two years for suspension of merit steps in FY 1996 and 1997, as applicable), will continue receiving annual merit increases and move on the P-Scale until they reach their appropriate years of service.

SCHEDULE P  
UNIFORM WAGE SCALE  
EFFECTIVE JULY 14, 2002  
FOR POLICE CIVILIANS  
PRINCE GEORGE'S COUNTY, MARYLAND

STEP COMPLETED YRS SERVICE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
P22																				
HOURLY	19.5978	20.2840	20.9940	21.7286	22.4890	23.2766	24.0911	24.9341	25.8069	26.7096	27.6448	28.6127	29.6139	30.6504	31.7232	32.6749	33.6551	34.6648	35.7047	36.7758
BIWEEKLY	1567.82	1622.72	1679.52	1738.29	1799.12	1862.13	1927.29	1994.73	2064.55	2136.77	2211.58	2289.02	2369.11	2452.03	2537.85	2613.99	2692.41	2773.18	2856.38	2942.07
ANNUAL	40,763	42,191	43,668	45,196	46,777	48,415	50,109	51,863	53,678	55,556	57,501	59,514	61,597	63,753	65,984	67,964	70,003	72,103	74,266	76,494
P23																				
HOURLY	20.5776	21.2982	22.0437	22.8150	23.6135	24.4405	25.2956	26.1808	27.0973	28.0451	29.0270	30.0434	31.0946	32.1829	33.3093	34.3086	35.3379	36.3980	37.4899	38.6146
BIWEEKLY	1646.21	1703.86	1763.50	1825.20	1889.08	1955.24	2023.65	2094.46	2167.78	2243.61	2322.16	2403.47	2487.57	2574.63	2664.75	2744.69	2827.03	2911.84	2999.20	3089.17
ANNUAL	42,802	44,300	45,851	47,455	49,116	50,836	52,615	54,456	56,362	58,334	60,376	62,490	64,677	66,940	69,283	71,362	73,503	75,708	77,979	80,318
P24																				
HOURLY	21.6065	22.3631	23.1459	23.9558	24.7942	25.6625	26.5604	27.4898	28.4521	29.4473	30.4784	31.5455	32.6493	33.7921	34.9748	36.0240	37.1048	38.2179	39.3644	40.5454
BIWEEKLY	1728.52	1789.05	1851.67	1916.46	1983.53	2053.00	2124.83	2199.19	2276.17	2355.79	2438.27	2523.64	2611.95	2703.37	2797.98	2881.92	2968.38	3057.43	3149.16	3243.63
ANNUAL	44,942	46,515	48,143	49,828	51,572	53,378	55,246	57,179	59,180	61,250	63,395	65,615	67,911	70,288	72,748	74,930	77,178	79,493	81,878	84,334

The hourly rates are the October 7, 2001 rates multiplied by 101.5%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are hourly rates multiplied by 2080 and rounded to the nearest dollar.

SCHEDULE P  
UNIFORM WAGE SCALE  
EFFECTIVE JANUARY 12, 2003  
FOR POLICE CIVILIANS  
PRINCE GEORGE'S COUNTY, MARYLAND

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
COMPLETED POLICE	0-1	1	2	3	4	5	6	7	8	9	10	11	12	13-14	15-16	17-18	19-21	22-24	25-27	28
HOURLY	19.8917	20.5883	21.3089	22.0545	22.8264	23.6258	24.4524	25.3081	26.1940	27.1103	28.0595	29.0419	30.0581	31.1102	32.1990	33.1650	34.1599	35.1847	36.2403	37.3275
BIWEEKLY	1591.34	1647.06	1704.71	1764.36	1826.11	1890.06	1956.19	2024.65	2095.52	2168.82	2244.76	2323.35	2404.65	2488.81	2575.92	2653.20	2732.80	2814.78	2899.22	2986.20
ANNUAL	41,375	42,824	44,323	45,873	47,479	49,142	50,861	52,641	54,484	56,389	58,364	60,407	62,521	64,709	66,974	68,983	71,053	73,184	75,380	77,641
HOURLY	20.8863	21.6177	22.3744	23.1573	23.9677	24.8071	25.6751	26.5735	27.5037	28.4658	29.4625	30.4940	31.5610	32.6657	33.8090	34.8232	35.8679	36.9440	38.0523	39.1939
BIWEEKLY	1670.90	1729.41	1789.95	1852.58	1917.42	1984.56	2054.00	2125.88	2200.30	2277.26	2357.00	2439.52	2524.88	2613.25	2704.72	2785.86	2869.43	2955.52	3044.18	3135.51
ANNUAL	43,444	44,965	46,539	48,167	49,853	51,599	53,404	55,273	57,208	59,209	61,282	63,428	65,647	67,945	70,323	72,432	74,605	76,843	79,149	81,523
HOURLY	21.9306	22.6985	23.4931	24.3151	25.1661	26.0474	26.9588	27.9022	28.8789	29.8891	30.9356	32.0187	33.1391	34.2990	35.4994	36.5644	37.6613	38.7912	39.9549	41.1536
BIWEEKLY	1754.45	1815.88	1879.45	1945.21	2013.29	2083.79	2156.70	2232.17	2310.31	2391.12	2474.85	2561.50	2651.13	2743.92	2839.95	2925.15	3012.91	3103.29	3196.39	3292.28
ANNUAL	45,616	47,213	48,866	50,575	52,345	54,179	56,074	58,037	60,068	62,169	64,346	66,599	68,929	71,342	73,839	76,054	78,336	80,686	83,106	85,599

Hourly rates are the July 14, 2002 rates multiplied by 101.5%. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are the hourly rates multiplied by 80 and rounded to the nearest cent. Annual rates are the hourly rates multiplied by 2080 and rounded to the nearest dollar.