

PRINCE GEORGE'S COUNTY COUNCIL
COMMITTEE REPORT
2023 Legislative Session

Reference No.:	CB-029-2023
Draft No.:	1
Committee:	Health, Human Services, and Public Safety
Date:	03/20/2023
Action:	FAV

REPORT: Favorable as amended 3-0: Council Members, Oriadha, Blegay, Burroughs, Dernoga, Absent: Blegay and Franklin.

The Prince George's County Health, Human Services, and Public Safety Committee convened on Monday, March 20, 2023, to discuss CB-029-2023. CB-029-2023 will amend the Salary Plan to reflect the terms and conditions of the Collective Bargaining Agreement by and between Prince George's County and the Fraternal Order of Police 112, Prince George's County Sheriffs Lodge Inc.

The agreement is a two-year agreement and will be in effect for Fiscal Years 2023 and 2024. Details about the terms and conditions are included in the settlement summary which is attached to the file in the Legislative Information System. Major changes to the Agreement include compensation increases in Fiscal Year 2023 which consist of a 5% Cost of Living increase and a 2.5% increase in FY 2024.

Enactment of CB-029-2023 and adoption of CR-012-2023 are estimated to have a total adverse fiscal impact to the County for fiscal years 2023 and 2024 of approximately \$5,281,411 because of the proposed modifications to the salary schedule.

The breakdown of the costs of the modifications, as provided by the Office of Management and Budget, is as follows:

FYs 2023/24

COLA, Merit Increases, and Wage Scale Adjustments **\$4,477,931**
Clothing Allowance **\$721,200**
FTO Training Officers **\$2,836**
TEC Pay **\$65,500**
Shift Differentials **\$13,944**
Total \$5,281,411

Parties have agreed to reopen negotiations concerning potential COVID-19 Hazard Pay if the County receives additional State or Federal funding allocated for bargaining unit pay (including wages, salaries, or specialty pay) in connection with the COVID-19 Pandemic. If the County agrees to pay COVID-19 Hazard Pay to any bargaining units with negotiations for FY 2023 or FY 2024 CBAs, the County has agreed to pay Hazard Pay for the same duration to employees covered by this agreement. Any payment would be set forth in a side letter to the main CBA.

The entry-level salary for Deputy Sheriff Private (W21) shall increase to \$57,860, with the other steps on the scale adjusted accordingly.

Ms. Gitana Stewart Ponder Deputy Director represented the Office of Human Resources Management.

The Office of Law finds CB-029-2023 to be in proper legal form with no impediments to its enactment.

The Office of Audits and Investigations reports that CR-029-2023 will have an adverse impact on the County for FY 2023 through FY 2024 of approximately \$5,281,411.

After discussion, the Health Human Services and Public Safety Committee voted CB-029-2023 out favorably, 3-0