

PRINCE GEORGE'S COUNTY COUNCIL AGENDA ITEM SUMMARY

Meeting Date: 7/27/99 **Reference No.:** CB-41-1999

Proposer: County Executive **Draft No.:** 1

Sponsors: Estep, Russell, Scott, Wilson

Item Title: Prince George's County Police Civilian Employees
Association Collective Bargaining Agreement -
July 1, 1999 through June 30, 2001

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Joseph Adler
Personnel: Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 6/15/99 **Executive Action:** 8/16/99 S

Committee Referral: 6/15/99 PSFM **Effective Date:** 10/1/99

Committee Action: 6/24/99 FAV

Date Introduced: 7/6/99

Public Hearing: 7/27/99 1:30 P.M.

Council Action: 7/27/99 ENACTED

Council Votes: JE:-, DB:A, IG:A, TH:-, WM:A, RVR:A, AS:A, PS:A, MW:A

Pass/Fail: P

Remarks: See also CR-25-1999

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 6/24/99

Committee Vote: Favorable, 4-0, (In favor: Council Members Scott, Hendershot, Maloney and Russell).

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Police Civilian Employee Association (PCEA) covering approximately 259 dispatchers, technicians, public safety aides and clerical employees in the Police Department.

Many of the terms and conditions of the County's previous labor agreement with the PCEA are included in this two year agreement. (FY2000-FY2001).

Summary of modifications to the wages and benefits in the Agreement:

1. Employees will receive the following cost of living adjustments (COLA): (pp 9)
 - a. Two percent (2%) - October 1, 1999
 - b. One percent (1%) - October 1, 2000
 - c. One and one-half percent (1.5%) - January 1, 2000
2. Employees eligible will receive a merit increase in both FY2000 and FY2001. (pp 9)
3. Effective July 1, 1999, shift differential will be increased by five cents (\$.05) per hour to \$1.85 per hour on the first (night) shift and to \$1.45 per hour on the third (evening) shift. Effective July 1, 2000, shift differential will be increased by an additional ten cents (\$.10) per hour. (pp 10)
4. Effective July 1, 1999, RAFIS (fingerprint unit) will also be covered by standby compensation and such standby provisions will cover Monday to Friday standby in addition to the current coverage of weekends. (pp 13)
5. Beginning July 1, 1999, Trainer Pay will be modified to provide that employees who are assigned to provide on the job training (the duration of which is scheduled for one month or more) for employees, will receive a payment of \$.35 per hour, instead of the current single lump sum payment. (pp 13)
6. Police Civilian employees may participate in the County's Beneflex Program beginning January 1, 2000. This program will allow them to use pre-tax income to pay for health care and dependent care (child care and elder care) expenses.
7. Steps M through S will have a three percent (3%) pay differential (instead of the present two and one half percent (2.5%) differential) and the timing of these steps will be advanced (employees will attain higher steps more quickly). Further, an additional step will be added to the top of the ladder. (pp 10)
8. Effective July 1, 1999, if an employee becomes eligible for a State job-related disability pension, the employee will also receive a disability pension accrued under the Supplemental plan based on the benefit amount accrued under that plan. (pp 17)
9. Effective July 1, 1999, the clothing allowance will be increased by \$25 for Evidence Technicians, Property Clerks in DER and Public Safety Aides. (pp 22)
10. Various obsolete provisions throughout the Agreement have been deleted and a few provisions were clarified.

The fiscal impact on the County will be negative in the amount of approximately \$1,015,290. (FY2000 - \$362,995 and FY2001 - \$652,295). The annualized cost for FY2002 is \$331,530. The total cost of the Agreement is \$1,346,820.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and Prince George's County Police Civilian Employees Association have completed labor negotiations on a two year labor agreement covering Fiscal Year 2000 and 2001. This 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: