

# Prince George's County Council

## Agenda Item Summary

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**Meeting Date:** 10/7/2008  
**Reference No.:** CB-062-2008  
**Draft No.:** 2  
**Proposer(s):** County Executive  
**Sponsor(s):** Knotts, Dean  
**Item Title:** An Act approving the labor agreement by and between Prince George's County and Prince George's Correctional Officers' Association, Inc. (Correctional Officers) July 1, 2007 through June 30, 2009

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**Drafter:** Terry Bowen, Office of Human Resources Management  
**Resource Personnel:** Donald E. Bridgeman, Office of Human Resources Management

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### LEGISLATIVE HISTORY:

<b>Date Presented:</b>		<b>Executive Action:</b>	10/20/2008 S
<b>Committee Referral:</b>	9/16/2008 - PSFM	<b>Effective Date:</b>	12/5/2008
<b>Committee Action:</b>	9/23/2008 - FAV 10/14/2008 - FAV(A)		
<b>Date Introduced:</b>	9/16/2008		
<b>Public Hearing:</b>	10/7/2008 - 10:00 AM		
<b>Council Action (1)</b>	10/7/2008 - ENACTED		
<b>Council Votes:</b>	MB:A, WC:A, SHD:A, TD:A, CE:-, AH:A, TK:A, EO:A, IT:A		
<b>Pass/Fail:</b>	P		
<b>Remarks:</b>	See also CR-82-2008. Retroactive to July 1, 2007.		

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### AFFECTED CODE SECTIONS:

16-233

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### COMMITTEE REPORTS:

#### PUBLIC SAFETY AND FISCAL MANAGEMENT

**Date 10/14/2008**

Committee vote, Favorable as amended, 5-0, (In favor: Councilmembers Knotts, Campos, Dean, Exum and Turner.)

This legislation will declare 4 parcels of County-owned property as surplus to the County's need and provide for the disposition of these parcels by sale for not less than the fair market value.

The 4 parcels to be sold (Maps 4-B, C, D, and E) have a total assessed value of \$4,569,720.

On 6-30-08, the legislation was held in Committee at the request of Councilmember Turner. She expressed concern with Map 4-F and needed time to discuss this concern with the appropriate authority.

During the committee worksession on 10-14-08 Maps 4-F and 9-A were deleted from the legislation.

The Office of Law has reviewed this resolution and finds it to be in proper legislation form with no legal

impediments to its adoption.

The proposed sale of 4 parcels at not less than fair market value will increase the County revenues when the parcels are returned to the County's tax rolls and produce an annual revenue stream.

### **Public Safety and Fiscal Management**

**Date 9/23/2008**

Committee Vote: Favorable, 3-0-1 (In favor: Councilmembers Knotts, Dean and Exum. Abstained: Turner.)

This bill reflects the terms and conditions of the Collective Bargaining Agreement between the County and the Prince George's Correctional Officers Association, Inc. (PGCOA) covering approximately 439 sworn officers in the Department of Corrections.

Many of the terms and conditions of the County's previous labor agreement with the Correctional Officers Association are included in the new two-year agreement (FY2008-FY2009) which contains a number of modifications.

#### Summary of Modifications to the Wages and Benefits:

##### 1. Article 19 – Work Hours (page 14)

In FY08, employees at the Regional Processing Center, including the Regional Sergeants and the outside detail officers, shall receive a \$300.00 allowance per year for meal per diem. In FY09, the meal per diem will be increased to \$400.00.

##### 2. Article 20 (A-2) – Mandatory Overtime and Overtime Assignment (page 15)

During special events and at the Fed-Ex Field where the County is the employer, voluntary overtime will be available based on seniority.

##### 3. Article 21 (D-4) – Safety and Health (page 17)

The County will select and provide a total of 6 Automated External Defibrillators, Riot Shields, Riot Helmets, and a K-9 Bite Suit.

##### 4. Article 22 – Wages (pages 18-19)

###### A. Cost of Living Adjustment (COLA)

1. 2.5% effective August 5, 2007
2. 3.0% effective August 3, 2008

B. Merit Increases – Employees eligible to receive a merit increase during the period from July 1, 2007 through June 30, 2009 will receive it.

###### C. Wage Scale Adjustments (page 19)

Effective July 1, 2008, the maximum rates will be increased by 3.5%. Increases will be applied effective with the employee's anniversary date falling within FY2009, (i.e., July 1, 2008 through June 30, 2009).

##### 5. Article 23 – Health and Life Insurance Coverage (pages 19-21)

A. Point of Service (POS) Health Insurance Plan – the County will contribute 74% and the participating employee will contribute the remaining 26% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

B. Health Maintenance Organization (HMO) - the County will contribute 79% and the participating employee will contribute the remaining 21% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

C. Deductible Prescription Drug and Vision Care Program – the County will contribute 89% and the participating

employee and retiree (who retires after July 1, 1996) will contribute the remaining 11% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution. Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

D. The changes in premium contribution percentages (in A, B, and C) will not become effective unless and until collective bargaining agreements are approved by the County Council. Changes will not be retroactive.

E. Retiree Payment (page 21)

Retirees will receive a one-time distribution of a 13th check for \$500.00 in FY08 and FY09. The PGCOA agreed to delay their COLA to offset the cost of this.

6. Article 24 – Uniforms and Physical Conditioning (page 22)

In FY08 the uniform allowance will be increased to \$1,250.00. In FY09 the amount will be increased to \$1,300.00.

7. Article 31 – TEC Pay (page 26)

Bilingual pay will be increased from \$500.00 to \$800.00 per year upon passing a language proficiency examination administered by the Foreign Service Institute (State Department).

The Office of Law has reviewed this bill and finds it to be in proper legislative form with no legal impediments to its enactment.

The fiscal impact on the County will be negative in the amount \$4,642,629. (FY2008 - \$1,977,521 and FY2009 \$2,665,108.)

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**BACKGROUND INFORMATION/FISCAL IMPACT:**

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

Prince George's County, Maryland and Prince George's Correctional Officers' Association, Inc. have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2008 and 2009. This bill adopts and approves 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.

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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