

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

Meeting Date: 11/23/99

Reference No.: CB-80-1999

Proposer: County Executive

Draft No.: 2

Sponsors: Estep, Gourdin, Hendershot, Maloney, Russell, Shapiro, Scott, Wilson

Item Title: Prince George's Correctional Officers' Association
Collective Bargaining Agreement July 1, 1999
through June 30, 2001

Drafter: Kenneth E. Nickels
Personnel and Labor Relations

Resource Joseph Adler
Personnel: Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 10/12/99

Executive Action: 12/13/99 S

Committee Referral: 10/12/99 PSFM

Effective Date: 1/31/2000

Committee Action: 10/21/99 FAV(A)

Date Introduced: 10/26/99

Public Hearing: 11/23/99 11:30 A.M.

Council Action: 11/23/99 ENACTED

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

Pass/Fail: P

Remarks: See also CR-55-1999 – Retroactive provisions

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/21/99

Committee Vote: Favorable as amended, 5-0, (In favor: Council Members Wilson, Hendershot, Maloney, Russell and Scott).

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 330 sworn correctional officers through the rank of sergeant.

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

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

1. Effective July 1, 1999, seniority will be used to determine annual leave approval and overtime assignment for a correctional officer. (pp 6)
2. Disciplinary records up to a three day suspension may be removed from an employee's personnel file after 15 months rather than 18 months provided there have been no related offenses during that period of time.
3. Employees will receive the following cost of living adjustments (COLA):
 - a. Two percent (2%) - November 21, 1999
 - b. One percent (1%) - July 1, 2000
 - c. One percent (1%) - January 1, 2001
4. Employees eligible will receive merit increases in FY2000 and FY2001. Effective July 1, 1999, the value of merits will be reduced from 3½% to 3%. (pp 16)
5. Master Corporals and Master Sergeants will receive a 2% increase in base pay effective June 30, 2001. (pp 17)
6. The provisions of the County's Beneflex Program have been incorporated into the agreement.
7. Effective July 1, 1999, the accidental death insurance policy maintained by the County for employees covered by the agreement will be increased from \$5,000 to \$50,000. (pp 18)
8. Effective July 1, 1999, the post retirement reduction of life insurance benefits of up to \$100,000 will not begin until the retiree attains age sixty (60) when it will then be reduced over the next four years to twenty-five percent (25%) of the original insurance amount. (pp 17)
9. The clothing allowance will be increased by \$25 to \$925 per year in FY2000. In FY2001 the clothing allowance will be increased by \$50 to \$975 per year. The allowance will be paid in one installment each year. (pp 19)
10. Effective in FY2000, the Physical Training Supplement will be increased by \$25 to \$200 per year. (pp 19)
11. Effective July 1999, a shift differential will be increased by \$.05 per hour to \$2 per hour. In July 2000, shift differential will be increased by an additional \$.10 per hour to \$2.10 per hour. (pp 20)
12. TEC pay is increased by \$25 to \$350 per year for FY2000 paid in one installment in July. Effective in FY2001, the pay will be increased by \$25 to \$350 per year and paid in one

installment in November. (pp 22)

A technical amendment was approved correcting a typographical error. The pay rates for correctional officers effective in January 2001 correctly reflect the negotiated one percent (1%) wage increase; the paragraph on page 43 refers incorrectly to a 102% increase rather than 101%. The County and the PGCOA are in agreement with this correction.

The fiscal impact on the County will be negative in the amount of \$1,245,721 (FY 2000 - \$335,848 and FY2001 - \$909,873). The annualized cost for FY2002 is \$458,975.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and the Prince George's Correctional Officers' Association have completed labor negotiations on a two year labor agreement covering Fiscal Years 2000 and 2001. This bill will 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: