

# Prince George's County Council

## Agenda Item Summary

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**Meeting Date:** 7/24/2012  
**Reference No.:** CB-053-2012  
**Draft No.:** 1  
**Proposer(s):** County Executive  
**Sponsor(s):** Campos, Davis, Franklin, Harrison, Lehman, Patterson, Turner, Toles  
**Item Title:** An Act concerning Prince George's Correctional Officers' Association, Inc. (Correctional Officers) Collective Bargaining Agreement July 1, 2011 through June 30, 2013

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**Drafter:** Jennifer H. Black, CPM, Rhonda L. Weaver, Esq, OHRM  
**Resource Personnel:** Stephanye R. Maxwell, Esq.

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### LEGISLATIVE HISTORY:

<b>Date Presented:</b>	6/5/2012	<b>Executive Action:</b>	
<b>Committee Referral:</b>	6/5/2012 - PSFM	<b>Effective Date:</b>	9/10/2012
<b>Committee Action:</b>	6/14/2012 - FAV		
<b>Date Introduced:</b>	6/19/2012		
<b>Public Hearing:</b>	7/24/2012 - 10:00 AM		
<b>Council Action (1)</b>	7/24/2012 - ENACTED		
<b>Council Votes:</b>	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:-		
<b>Pass/Fail:</b>	P		
<b>Remarks:</b>	See also CR-41-2012		

Retroactive to July 1, 2011

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### AFFECTED CODE SECTIONS:

16-233

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### COMMITTEE REPORTS:

#### PSFM Committee Report

**Date 6/14/2012**

REPORT:

COMMITTEE VOTE: Favorable 3-0 (Councilmembers: Campos, Davis and Lehman)

This Bill reflects the terms and conditions of the Collective Bargaining Agreement (Agreement) between the County and the Prince George's Correctional Officers Association, Inc. (PGCOA) covering approximately 458 sworn Correctional Officers.

Many of the terms and conditions of the previous Agreement with the PGCOA are included in the two year Agreement July 1, 2011 – June 30, 2013.

Highlights of the Settlement Summary

1. Article 16 – Discipline

New paragraph B & E these amendments replace language agreed to during negotiations for a prior contract but were mistakenly not included in the printed contract booklet.

## 2. Article 22 - Wages

Bonus payment for FY 2012 and FY 2013 in lieu of cost of living adjustments or merit increase

a. Eligible employees covered by this Agreement who were employed as of October 1, 2011 and still employed, will receive a one-time lump sum payment in the amount of one thousand dollars (\$1,000,000) the second full pay period after the enactment of this legislation by the County Council.

b. Eligible employees covered by this Agreement who are employed as of April 1, 2012 and still employed, will receive a one-time lump sum payment in the amount of one thousand two hundred and fifty dollars (\$1,250.00) the first full pay period in July 2012.

## 3. Article 23 – Health and Life Insurance Coverage

The contribution cost split that currently exists between the County and employees for medical, vision, and prescription coverage will continue for calendar year 2012 – 2013.

Beginning January 1, 2013 in accordance with federal law the maximum amount that may be contributed to a medical flexible spending account will be decreased from \$5,000.00 to \$2,500.00

## 4 Article 24 – Uniforms and Physical Conditioning

Beginning Fiscal Year 2013, employees covered by this Agreement will receive a physical conditioning supplement of \$325.00.

## 5. Article 25 – Overtime Compensation

The following sentence was added to paragraph A: “For purposes of this Section, hours worked shall include any paid leave hours during a pay period.

## 6. Article 29 – Holiday Observance and Pay

The article now reads: “When an employee’s regularly scheduled day off coincides with the day of holiday observance, the employee shall receive compensatory leave, hour for hour.”

## 7. Article 31 – TEC Pay

Beginning Fiscal Year 2013, Fire Arms Instructors will be included in the group of eligible employees who can receive an annual TEC supplement of \$500.00.

## 8. Article 32 – Training

A new provision was added to Section 2

The Office of Law has received 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 of \$2,627,800 (FY 2012- \$493,000 and FY2013 - \$2,134,800).

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**BACKGROUND INFORMATION/FISCAL IMPACT:**

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

The Prince George's Correctional Officers' Association, Inc. (Correctional Officers) and Prince George's County, Maryland have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2012 and 2013. 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.

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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