



# THE PRINCE GEORGE'S COUNTY GOVERNMENT

## Office of Audits and Investigations


February 10, 2022

### MEMORANDUM

TO: Robert J. Williams, Jr.  
Council Administrator

William M. Hunt  
Deputy Council Administrator

THRU: Josh Hamlin   
Senior Legislative Budget and Policy Analyst

FROM: Isabel Williams   
Senior Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement  
CB-003-2022 – Fraternal Order of Police 89 – Prince George's County Sheriffs  
Lodge Inc.

CR-006-2022 – Compensation and Benefits - Prince George's Fraternal Order of  
Police 89, Prince George's County Sheriffs Lodge Inc., Salary Schedule L

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CB-003-2022 (Proposed and presented by: The Chair of the Council at the request of the County Executive)

CR-006-2022 (Proposed and introduced by: The Chair of the Council at the request of the County Executive)

Assigned to the Committee of the Whole

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### **Fiscal Summary**

#### **Direct Impact:**

*Expenditures:* Additional expenditures will be required related to salary increases and hazard pay provisions.

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*Revenues:* No impact.

**Indirect Impact:**

None.

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**Legislative Summary:**

CB-003-2022, proposed by the Chair at the request of the County Executive, was introduced on February 1, 2022, and referred to the Committee of Whole (COW). CR-006-2022, proposed by the Chair at the request of the County Executive, was introduced on February 1, 2022 and referred to the COW. Prince George's County, Maryland, and the Prince George's Fraternal Order of Police 89, Prince George's County Sheriffs Lodge Inc. have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2021 and 2022. CB-003-2022 is to adopt and approve the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law, and CR-006-2022 is to amend the corresponding Salary Schedule L for employees covered under the agreement.

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**Current Law/Background:**

The Prince George's County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

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**Resource Personnel:**

- Shawn Y. Stokes, Director, Office of Human Resources Management
  - Angela M. Beasley, Esq., Deputy Director, Office of Human Resources Management
  - Stanley Earley, Director, Office of Management and Budget
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**Discussion/Policy Analysis:**

The Agreement between the County and Prince George's Fraternal Order of Police 89, Prince George's County Sheriffs Lodge Inc. governs wages and certain other terms and conditions of employment civilian employees within the Department.

Details of modifications to the Agreement and salary plan are presented in the County Executive’s Cover Letter and the Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- Section 2 removes references to service fees pursuant to the Supreme Court ruling in Janus v. AFSCME Council 31.
- Section 4.01 states that absent a wage reopener, there will be no cost-of-living adjustment (COLA) for FY 2021 or FY 2022.
- Section 4.01 also states that effective the pay period beginning October 10, 2021, the uniform wage scale is modified as stated in the attached wage scale—Attachment A. In summary, for rank of Police Officer, change Step C to Entry Step for 18 months; change Step D to cover from 18 months until 3 years; and keep all other Steps at 3.5%. For all other ranks (Police Officer First Class, Corporal, Sergeant, and Lieutenant), raise Steps D, G, H, and I from 3.0% to 3.5%, but reduce Steps L (10 years) and M (11 years) from 3.0% to 1.75%; keep Steps 12 through 23 at 1.75%; and eliminate Step 24.
- Section 4.01 also states that effective for the pay period beginning October 10, 2021, all covered employees will be placed on the modified uniform wage scale pursuant to their years of service (and of years of service with other agencies, as provided for by the County in any pre-hire agreement with the employee) as of the first day of that pay period. Thereafter, employees with anniversary dates from October 11, 2021, through June 30, 2022, if he/she received at least a satisfactory performance evaluation for the preceding year, will receive a merit increase on their respective anniversary dates during Fiscal Year 2022.
- Essential Public Facing employees that reported to work from September 27, 2020, through April 24, 2021, will be entitled to receive \$350 per pay period of COVID-19 Hazard Pay. For an employee to receive the \$350 COVID-19 Hazard Pay, an employee must have worked 75% of their scheduled hours. If an employee worked less than 75% of their scheduled hours, the COVID-19 Hazard Pay shall be prorated accordingly.
- Article 5, Section 5.07 establishes a Joint Committee to review and issue findings and recommendations regarding Disability Leave and provisions of Personnel Procedure 284.
- Article 9 makes modifications to provide differentials to officers assigned as pilots based on the length of service in the Aviation Unit instead of by rank. It also states that a Joint Committee will be established to review procedures and to create reports regarding interpreter services and certifications.
- Article 13 added Paragraph B to enable employees, upon request, to stay in their current assignment for up to ten calendar days after the transfer list is released and to inform FOP 89 in writing of all transfers.

- Article 27 modifies the effective dates and increases the wages on the modified uniform wage scale.

**Most Significant Provisions with Potential Fiscal Implications**

• Provides shift differentials to officers assigned as pilots
• 3.5% pay raise
• Hazard pay of \$350 per pay period
• Increases modified uniform wage scale

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**Fiscal Impact:**

Direct Impact

The adoption and enactment of this legislative package is estimated to have a total negative fiscal impact to the County for FY 2022 of approximately \$7,964,440. The fiscal impact of retroactive COVID-19 Hazard Pay for 15 pay periods falling between September 27, 2020, and April 24, 2021, is approximately \$7,872,750. In total, this agreement will cost approximately \$15,837,190 over one fiscal year.

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**Appropriated in the Current Fiscal Year Budget:**

Fiscal Year 2022 anticipated costs were provided for in the current fiscal year budget.

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**Effective Date:**

The proposed Bill shall be effective forty-five (45) calendar days after it becomes law. The Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2020.

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If you require additional information, or have questions about this fiscal impact statement, please call me.