

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

Meeting Date: 6/23/98

Reference No.: CR-45-1998

Proposer: County Executive

Draft No.: 2

Sponsors: Russell, Bailey

Item Title: A Resolution to amend Salary Schedule S-O, Sheriff's
Officials, effective 7/1/97 to 6/30/99

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: ____/____/____

Executive Action: ____/____/____

Committee Referral: 5/19/98 PSFM

Effective Date: ____/____/____

Committee Action: 6/15/98 FAV(A)

Date Introduced: 5/19/98

Pub. Hearing Date: ____/____/____ __:____

Council Action: 6/23/98 ADOPTED

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

Pass/Fail: P

Remarks: _____

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 6/15/98

Committee Vote: Favorable as amended, 3-0, (In favor: Council Members Wilson, Hendershot, and Scott).

This resolution will amend the Salary Plan in Salary Schedule S-O for six Sheriff's Officials in the rank of Captain and Major and implement similar economic benefits and modifications contained in the two year collective bargaining agreement for deputy sheriffs through the rank of Lieutenant.

There appeared to be some ambiguity in the original draft of CR-45-1998 as to whether Sheriff's Officials are eligible to earn overtime pay and the proper compensation for Officials functioning as Operational Duty Commanders who work on Police Memorial Day.

Draft II of CR-45-1998 clearly excludes Sheriff Captains and Majors from receiving overtime pay without the written authorization of the Chief Administrative Officer, which is the current requirement with the Police and Fire Department (page 10-X-A). Also, the holiday section (page 10-X-B) states that a Sheriff Official functioning as an Operational Duty Commander working on Police Memorial Day would receive an hour and one-half in compensatory leave in addition to the regular pay for each regularly scheduled hour worked on that holiday (similar to deputy sheriffs covered by the DSA agreement) rather than double time pay.

Highlights of the Salary Plan:

1. Cost of Living Adjustments (COLA) - 2% July, 1997, 1% April 1998 and 2.5% January, 1999.
2. Merit increases in FY98 and FY99.
3. After twenty-three (23) years of service, Sheriff's Officials will advance to Step "O" on the Uniform Wage Scale and have their anniversary date changed to their date of hire. The value of the longevity increase is 2.5%.
4. The annual clothing allowance will increase from \$550 to \$750 in FY98 and from \$750 to \$925 in FY99 and will be paid in one installment in December of each fiscal year.
5. Effective in the FY98 wage reporting year, Sheriff's Officials will be eligible for one day of discretionary leave after three years and for an additional day (total of two days) after five years of service.
6. Effective January, 1999, to cover benefit increases in the Supplemental and Comprehensive Pension Plans, employee contributions will increase by an additional 1.73% of salary and the employer share will decrease accordingly.
7. One additional pay step, "P", 2.5% above Step "O", will be added to the Uniform Wage Scale for Sheriff's Officials. This new sixteenth step may be achieved after the official has completed twenty-seven (27) years of service.
8. Modifications to treatment of sick and annual leave from the labor contract are extended to Sheriff's Officials. A combination of up to 1,040 hours of annual leave and new sick leave may be used to purchase comprehensive pension plan credit at the rate of forty (40) hours equal to one month of pension credit. Also, both old and new sick leave are payable where an employee terminates employment because of death.

The fiscal impact on the County will be negative in the amount of \$35,250. (FY98 - \$21,000; FY99 - \$14,250). The annualized cost for FY2000 is \$4,200.

BACKGROUND INFORMATION/FISCAL IMPACT

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

The County Council is considering for enactment legislation to implement the provisions of the recently negotiated collective bargaining agreement for deputy sheriffs through the rank of Lieutenant. This resolution will enact similar provisions for the Sheriff's Officials. The estimated fiscal impact will be provided by the Office of Management and Budget.

CODE INDEX TOPICS: