

## Prince George's County Council

### Agenda Item Summary

<b>Meeting Date:</b>	11/5/2013
<b>Reference No.:</b>	CB-084-2013
<b>Draft No.:</b>	1
<b>Proposer(s):</b>	County Executive
<b>Sponsor(s):</b>	Campos, Davis, Franklin, Harrison, Lehman, Olson, Patterson, Turner, Toles
<b>Item Title:</b>	An Act concerning the Collective Bargaining Agreement between Prince George's County, Maryland and the Prince George's Correctional Officers' Association, Inc. (Civilian Unit) for the period July 1, 2013 through June 30, 2015

<b>Drafter:</b>	Rhonda L. Weaver, Office of Human Resources Management
<b>Resource Personnel:</b>	Stephanye R. Maxwell, Office of Human Resources Management

#### LEGISLATIVE HISTORY:

<b>Date Presented:</b>	9/24/2013	<b>Executive Action:</b>	11/22/2013 S
<b>Committee Referral:</b>	9/24/2013 - PSFM	<b>Effective Date:</b>	1/6/2014
<b>Committee Action:</b>	10/3/2013 - FAV		
<b>Date Introduced:</b>	10/8/2013		
<b>Public Hearing:</b>	11/5/2013 - 10:00 AM		
<b>Council Action (1)</b>	11/5/2013 - ENACTED		
<b>Council Votes:</b>	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
<b>Pass/Fail:</b>	P		
<b>Remarks:</b>	See also CR-105-2013; Retroactive to 7/1/2013		

#### AFFECTED CODE SECTIONS:

16-233

#### COMMITTEE REPORTS:

## **Public Safety and Fiscal Management**

**Date 10/3/2013**

REPORT: COMMITTEE VOTE: Favorable 5-0 (Councilmembers: Toles, Franklin, Davis, Harrison and Lehman)

This bill will reflect the terms and conditions of the Collective Bargaining Agreement (Agreement) between the County and the Prince George's Correctional Officers Association, Inc. (PGCOA) Civilian Unit covering approximately 71 civilian employees in the Department of Corrections.

Many of the terms and conditions of the previous Agreement with the PGCOA are included in the two (2) year Agreement (July 1, 2013 – June 30, 2015).

### **Summary of Modifications to Wages and Benefits**

1. Labor-Management Committee – the amount of time for the Director to respond to recommendations from the Labor-Management Committee is reduced from sixty (60) days to forty-five (45) days.
2. Personnel Files – at the employees written request, discipline records, up to a three (3) day suspension, or its equivalent, will be removed from an employee's personnel file after twenty-four (24) months if the employee has not been disciplined during the twenty-four (24) month period.
3. Mandatory Overtime and Overtime Assignments – in Section D language stating the County must approve the employees request for compensatory time was removed.
4. Safety and Health – a provision was added that requires eyebolts, for both arms and legs, be placed in interview rooms in Housing Units 5 and 6.
5. Wages – employees will receive the following:
  - a. Cost of Living Adjustment (COLA) of two and one-half percent (2.5%) increase in their base wages effective the first full pay periods beginning on/or after October 1, 2013 and October 1, 2014.
  - b. Merit increase in FY 2014 and FY 2015 for those eligible to receive it.
6. Call Back, Holiday, Shift, Acting and Court Pay – effective October 1, 2013, shift differential will be increased from \$1.75 to \$2.25.
7. Health Insurance Premiums – the contribution split that currently exist between the County and employees for medical, vision, and prescription coverage will continue for calendar years 2013, 2014 and 2015. The term “point of service” was changed to “preferred provider option”.

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 enactment of CB-84-2013 will have a negative fiscal impact on the County in the amount of approximately \$361,000 (FY 2014 - \$174,000 and FY 2015 - \$187,000).

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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 the Prince George's Correctional Officers' Association, Inc. (Civilian Unit) have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2014 and 2015 for civilian clerical, administrative and professional employees in the Department of Corrections. 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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