

# Prince George's County Council

## Agenda Item Summary

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**Meeting Date:** 7/1/2008  
**Reference No.:** CR-050-2008  
**Draft No.:** 2  
**Proposer(s):** County Executive  
**Sponsor(s):** Dean  
**Item Title:** A Resolution amending the Salary Plan for Police Officials, Salary Schedule P-O, to reflect wage and benefit modifications effective July 1, 2007 through June 30, 2009

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**Drafter:** Terry Bowen, Office of Human Resources Management  
**Resource Personnel:** Donald E. Bridgeman, Office of Human Resources Management

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### LEGISLATIVE HISTORY:

<b>Date Presented:</b>		<b>Executive Action:</b>	
<b>Committee Referral:</b>	5/20/2008 - PSFM	<b>Effective Date:</b>	7/1/2008
<b>Committee Action:</b>	6/30/2008 - FAV(A)		
<b>Date Introduced:</b>	5/20/2008		
<b>Public Hearing:</b>			
<b>Council Action (1)</b>	7/1/2008 - ADOPTED		
<b>Council Votes:</b>	MB:A, WC:A, SHD:A, TD:A, CE:A, AH:A, TK:-, EO:A, IT:A		
<b>Pass/Fail:</b>	P		
<b>Remarks:</b>	Retroactive to 7/1/2007		

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### AFFECTED CODE SECTIONS:

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### COMMITTEE REPORTS:

#### Public Safety and Fiscal Management

**Date 6/30/2008**

Committee vote: Favorable as amended, 4-0, (In favor: Councilmembers Turner, Campos, Dean and Exum.)

This resolution will amend the Salary Plan for Police Officials, Salary Schedule P-O, covering 40 officials in the Police Department and will implement similar economic benefits and modifications contained in the Collective Bargaining Agreement for Sworn Police Officers.

Summary of Modifications to the Salary Schedule:

1. Cost of Living Adjustment (COLA) (page 1)
  - a. 3.0% effective October 14, 2007
  - b. 3.0% effective October 26, 2008
  
2. Merit Increases – an employee eligible to receive a merit increase will receive it during July 1, 2007 – June 30, 2008.
  
3. Clothing Allowance - \$1,350 in FY08 and FY09 (page 13)

4. Health Insurance (pages 15-16)

a. Point-of-Service (POS) health insurance plan, prepaid group health plan or HMO, deductible prescription drug and vision care plans, the employers contribution will be decreased by 1% in CY08 and CY09, and the employees contribution will be increased by 1% in CY08 and CY09.

The Office of Law has reviewed this resolution and finds it to be in proper legislative form with no legal impediments to its adoption.

The Resolution was amended as follows:

1. On page 1, Cost of Living Adjustment (COLA) Sections A and B: delete 5% and insert 3%.
2. On pages 7 and 8, delete the Uniform Wage Scale of 5% and add the new Wage Scale to reflect the 3% COLA.

The fiscal impact on the County will be negative in the approximate amount of \$715,620 (FY08 - \$366,235 and FY09 - \$349,385).

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**BACKGROUND INFORMATION/FISCAL IMPACT:**

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

This resolution will amend Salary Schedule P-O for officials in the Police Department. The resolution is necessary to implement certain modifications to the wages and other benefits of the management team in the Police Department effective July 1, 2007 through June 30, 2009.

A fiscal impact statement will be provided by the Office of Management and Budget.

The proposed salary plan amendments were submitted to the County Council by the County Executive on May 7, 2008. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before July 6, 2008, the salary plan shall stand approved.

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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