

PRINCE GEORGE'S COUNTY COUNCIL
AGENDA ITEM SUMMARY

Meeting Date: 11/25/2003 **Reference No.:** CB-79-2003

Proposer: County Executive **Draft No.:** 1

Sponsors: Shapiro, Exum, Peters, Knotts, Dernoga, Harrington, Dean

Item Title: An Act approving the labor agreement by and between
Prince George's County and Prince George's County
Correctional Officers' Association, Inc. (Correctional
Officers) - July 1, 2003 through June 30, 2005

Drafter: Leonard L. Lucchi Personnel and Labor Relations	Resource Donald E. Bridgeman Personnel: Personnel and Labor Relations
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LEGISLATIVE HISTORY:

Date Presented: 9/30/2003 **Executive Action:** 12/12/2003 S

Committee Referral: 9/30/2003 PSFM **Effective Date:** 1/27/2004

Committee Action: 10/22/2003 FAV

Date Introduced: 10/28/2003

Public Hearing: 11/25/2003 10:00 A.M.

Council Action: 11/25/2003 ENACTED

Council Votes: PS:-, MB:A, SHD:A, TD:A, CE:A, DCH:A, TH:A, TK:A, DP:A

Pass/Fail: P

Remarks: See also CR-59-2003; Retroactive provisions

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/22/03

Committee Vote: Favorable, 4-0, (In favor: Councilmembers Exum, Bland, Knotts and Peters.)

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Prince George's Correctional Officers Association, Inc., (PGCOA) covering approximately 390 sworn correctional officers through the rank of Lieutenant. Many of the terms and conditions of the County's previous labor agreement with the PGCOA are included in the two year agreement (FY2004 and FY2005).

Highlights of Modifications to Wages and Benefits in the Agreement:

1. Grievance Procedure – Seymour Strongin’s name is removed as permanent Arbitrator. (Page 9 – Article 15)
2. Work Hours – Units II and III may be required to report 30 minutes prior to the commencement of their shift. (Page 13 – Article 18-C)
3. Meal Allowance – Employees at the Regional Processing Center will receive a \$25.00 increase in the meal allowance from \$200 to \$225 per year. (Page 19 – Article 18-B)
4. Cost-of-Living Adjustment (COLA): (Page 17 – Article 22)
 - a. November 1, 2004 and 2005 - 1%
 - b. May 1, 2004 and 2005 - 1%
5. Merit Increase - Eligible employees will receive a merit increase in FY2004 and FY2005. (Page 17 - Article 22)
6. Uniforms and Physical Conditioning:
 - a. Regional Processing Center, K-9, ERT and Transport employees will be provided a maximum of 300 ballistic stab vests.
 - b. The clothing allowance will be increased by \$50 in FY2004 and FY2005, from \$1,050 to \$1,100 per year.
 - c. The Physical Training Supplement will be increased by \$25.00 in FY2004 and FY2005, from \$275 to \$300 per year. (Page 20 – Article 24)
7. Shift Differential will be increased by \$.05 per hour, from \$2.20 to \$2.25. (Page 22 – Article 26)
8. TEC pay will be increased by \$25.00 in FY2004 and FY2005. CISM team members will be eligible to receive TEC pay.
9. Bereavement Leave – Parent-in-Law is added to the term “Family”. (Page 30 – Article 38).
10. Effective July 1, 2003, Correctional Officers under the Supplemental Retirement Plan will be eligible for an increased benefit accrual rate of 1.2% to 1.3% per year for up to 25 years of service for an increase in normal benefits from 30% to 32% . Three-fourths of this enhancement will be funded by the employer. (Page 33 – Article 42)

The Legislative Officer and the County Attorney have reviewed this bill and find 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 \$1,389,001 (FY2004 - \$374,200 and FY2005 \$1,014,801). The Annualized cost for FY2006 is \$610,263. The total cost of the Agreement is \$1,999,264.

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. have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2004 and 2005. This bill will 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.

CODE INDEX TOPICS: