

Prince George's County Council

Agenda Item Summary

Meeting Date: 5/8/2012
Reference No.: CB-017-2012
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Harrison, Campos, Davis, Franklin, Lehman, Patterson, Turner, Toles
Item Title: An Act concerning Deputy Sheriff's Association of Prince George's County, Inc. (Civilian Units) Collective Bargaining Agreement July 1, 2011 through June 30, 2013

Drafter: Jennifer H. Black, Office of Human Resources Management
Resource Personnel: Stephanye R. Maxwell, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:	3/27/2012	Executive Action:	5/17/2012 S
Committee Referral:	3/27/2012 - PSFM	Effective Date:	7/2/2012

Committee Action: 4/5/2012 - FAV

Date Introduced: 4/10/2012
Public Hearing: 5/8/2012 - 10:00 AM

Council Action (1) 5/8/2012 - ENACTED
Council Votes: WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A
Pass/Fail: P
Remarks: See also CR-16-2012

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 4/5/2012

REPORT: COMMITTEE VOTE: Favorable 4-0 (Councilmembers: Campos, Turner, Davis and Harrison)

This bill reflects the terms and conditions of the Collective Bargaining Agreement (Agreement) between the County and the Deputy Sheriff's Association (DSA) covering approximately 69 civilian employees in the Office of the Sheriff.

Although many of the terms and conditions of the previous Agreement with the Deputy Sheriff's Association (Civilian Unit) are carried forward, the new two-year Agreement (FY-2012-FY-2013) contains a number of modifications.

Summary of Modification to Wages and Benefits

1. Wages

a. Eligible employee covered by this Agreement who were employed as of October 1, 2011 and still employed, will

receive a one-time lump sum payment in the amount of one thousand dollars (\$1,000.00) the second full pay period after the enactment of this legislation by the County Council.

b. Eligible employee covered by this Agreement who are employed as of April 1, 2012 and still employed, will receive a one-time lump sum payment in the amount of one thousand two hundred and fifty dollars (\$1,250.00) the first full pay period in July 2012.

2. Acting Pay

An employee is eligible for acting pay when assuming the duties of a higher grade position for a period of 14 consecutive days or more. The acting pay will begin on the 15th day.

3. Trainer Pay

Effective the first full pay period in July 2012, employees who are assigned on the job training, designed to be five (5) days or more in duration will receive payment of \$1.25 per hour. This does not include training provided by an immediate supervisor of the employee being trained.

4. Headquarters Closing - New Section

5. Clothing Issue and Allowance

Effective on or after July 1, 2012, the annual uniform maintenance allowance for Security Officers will be increased from \$550.00 to \$600.00.

6. Presidential and Union Business Leave

The term "administrative leave" was changed to reflect "union business leave". New subsection C added.

7. Health Insurance Premium

Beginning January 1, 2013, in accordance with federal law, the maximum amount that may be contributed to a medical flexible spending account will be decreased from \$5,000.00 to \$2,500.00.

8. Grievance Procedure

Where an employee has been discharged, or the employer has moved to discharge the employee, and the Union determines not to pursue his/her discharge case to Step 2 Arbitration, the employee's time to file an appeal has been increased from five (5) working days to ten (10) working days after receipt of the final notice of discharge.

9. Duration

This Agreement is effective on July 1, 2011 and will remain in full force and effective until June 30, 2013.

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 fiscal impact will be negative in the amount of \$172,910 (FY2012 - \$74,480 and FY2013 \$98,430).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

The Deputy Sheriff's Association of Prince George's County, Inc. (Civilian Units) and Prince George's County, Maryland have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2012 and 2013. 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.

CODE INDEX TOPICS:

INCLUSION FILES:
