

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

**Meeting Date:** 7/23/96

**Reference No.:** CR-43-1996

**Proposer:** County Executive

**Draft No.:** 1

**Sponsors:** Council Member Del Giudice

**Item Title:** Sheriff Officials - Salary Schedule "S-O" to amend the Salary Plan of the County to reflect certain wages and benefit modifications of Sheriff Officials; effective July 1, 1995 - June 30, 1996

**Drafter:** Joseph Adler  
Personnel

**Resource Personnel:** Joseph Alder  
Personnel

**LEGISLATIVE HISTORY:**

**Date Presented:**        \_\_/\_\_/\_\_  
**Committee Referral:**(1) 7/9/96    PSFM  
**Committee Action:**(1) 7/16/96    NR  
**Date Introduced:**        7/9/96  
**Pub. Hearing Date:** (1) \_\_/\_\_/\_\_    \_\_: \_\_ \_\_

**Executive Action:** \_\_/\_\_/\_\_    \_\_  
**Effective Date:**    \_\_/\_\_/\_\_

**Council Action:** (1)        7/23/96    Adopted  
**Council Votes:** SD:A, DB:A, JE:A, IG:A, AMc:A, WM:A, RVR:A, AS:A, MW:A  
**Pass/Fail:** P

**Remarks:** \_\_\_\_\_

**PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT**        Date: 7/16/96

Committee Vote: No recommendation 3-0-1 (In favor: Council Members Estepp, Maloney and Scott. Abstained: Del Giudice)

This Resolution will amend the Salary Plan in Salary Schedule "S-O" for six (6) Sheriff Officials (1 Major and 5 Captains) above the rank of Lieutenant and implement similar economic modifications contained in the Collective Bargaining Agreement for Deputy Sheriffs in the rank of Deputy Sheriff through Lieutenant. The provisions of CB-62-1995 are not included in this Resolution.

### Highlights of the FY96 Plan

1. No COLA or MERIT increases (pp 8)
2. A Salary Schedule (pp 8)
3. Holiday Pay options (pp 8)
4. Reduction of clothing allowance from \$1,000 to \$500 and elimination of clothing allowance for FY96. (pp 10 - X)
5. Increase in the employee supplemental pension contribution rate by 1.5% of payroll. (Employees contribute 3.5% and the County contributes 4.7% to the plan. (pp 14 - XXV)
6. Elimination of the Discontinued Service Benefit (pp 15 - B)
7. Increase in accidental death insurance from \$5,000 to \$50,000

The Legislative Officer identified an inconsistency between the Salary Plan provision (pp 11 - XI) pertaining to the "Payment of Unused Sick Leave" and the Personnel Law provisions amended by CB-62-1995. The Legislative Officer recommended amendments excluding sick leave earned after July 1, 1995. The Personnel Officer and the representative from the Office of Law disagreed as to the need for the proposed amendments. The Public Safety and Fiscal Management Committee members requested that the parties work out their differences and submit an amendment which would be incorporated into the Salary Plan. The parties could not agree on an appropriate amendment to the salary plan.

The fiscal impact on the County will be positive in the amount of approximately \$13,124. This amount is related to cost savings from the (1) elimination of merit increases, (2) elimination of the uniform allowance, and (3) increased employee supplemental pension contributions.

### **BACKGROUND INFORMATION/FISCAL IMPACT**

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

The County Council adopted CB-93-1995 and CR-59-1995 implementing the provisions of the negotiated collective bargaining agreement for Deputy Sheriffs through the rank of Lieutenant. This resolution will enact similar modifications for the Sheriff Officials. The estimated fiscal impact will be provided by the Office of Management and Budget.

### **CODE INDEX TOPICS:**