

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

Meeting Date: 2/18/97

Reference No.: CB-1-1997

Proposer: County Executive

Draft No.: 1

Sponsors: Wilson, Scott

Item Title: Deputy Sheriff's Association of Prince George's
County, Inc.,
Collective Bargaining Agreement
July 1, 1996 through June 30, 1997

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 1/7/97

Executive Action: 3/18/97 S

Committee Referral:(1) 1/7/97 PSFM

Effective Date: 5/5/97

Committee Action:(1) 2/6/97 FAV

Date Introduced: 2/18/97

Pub. Hearing Date: (1) 3/11/97 2:00 P.M.

Council Action: (1) 3/11/97 Enacted

Council Votes: DB:A, SD:A, JE:A, IG:-, AMc:A, WM:A, RVR:A, AS:A, MW:A

Pass/Fail: P

Remarks: (See also CR-3-1997)
(Retroactive to July 1, 1996)

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 2/6/97

Committee Vote: Favorable, 4-0, (In favor: Council Members Estepp, Gourdine, Maloney and Scott).

This bill is the collective bargaining agreement between the County and the Deputy Sheriff's Association (DSA) of Prince George's County, Inc. for FY97. This agreement covers the Deputy Sheriffs through the rank of Lieutenant in the Office of the Sheriff.

Many of the terms and conditions of the County's previous labor agreement are included in this agreement as well as some modifications.

Highlights of the Agreement

1. No employees covered by this agreement are entitled to receive a merit (anniversary) increase from July 1 - June 30, 1997. (pp 1)
2. No employees covered by this agreement will receive a cost of living (COLA) adjustment from July 1 - June 30, 1997. (pp 1)
3. The principles of CB-62-1995 have been applied to this bargaining unit. (pp 6)
4. Standby Pay for weekdays is decreased from one hour of pay for eight (8) hours of standby to one hour of pay for each sixteen (16) hour period of standby. (pp 4)
5. Holiday premium pay is reduced from two and one-half times to two times the employee's normal rate of pay effective September 1, 1996. (pp 2)
6. Standby Pay Settlement will allow the sick leave balance accrued through the 1996 leave year to be adjusted by 15% in order to provide an equitable valuation of sick leave to those employees as settlement of a grievance over Standby Pay. (pp 4)
7. Pension Plan contributions will be 7% to the Comprehensive Pension Plan for employees hired before July 1, 1996 and 8% for those hired after July 1, 1996. (p 13)
8. Promotional Increase Deferral: Employees promoted during FY97 will defer their wage increase for one year. (pp 23)
9. Master Deputy Program: The time-in-grade required for promotion to Deputy First Class and to Deputy Sheriff Corporal have been increased to 24 months at the lower grade. (pp 23)

Although savings are minimal in FY97, savings generated by the clothing allowance and holiday premium pay are permanent. There are no provisions in the contract that are reduced in FY97 but automatically "pop-back" in FY98 if they are not renegotiated.

The Legislative Officer stated that the legal requirements of CB-62-1995 have not been adhered to in the proposed agreement.

The fiscal impact on the County as a result of enacting CB-1-1997 will be positive in the amount of approximately \$153,838. This amount is related to cost savings of approximately \$226,027 from the elimination of fiscal year 1996-97 merit increases and related fringe benefits, \$12,448 from the decrease in holiday premium pay, and \$22,325 from the reduction of standby pay. These savings will be partially offset by the reinstatement of the clothing allowance, \$101,750, and a 15% increase in sick leave balances of some employees at a cost of approximately \$5,212 in connection with the standby pay settlement.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and the Deputy Sheriff's Association of Prince George's County, Inc., have completed labor negotiations on a new labor agreement covering Fiscal Year 1997. This Council 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: