

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/8/2014
Reference No.: CR-047-2014
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Toles, Harrison, Franklin, Campos, Turner, Davis
Item Title: A Resolution to amend Salary Schedule P-O for Police Officials in the Police Department, effective July 1, 2014 through June 30, 2015

Drafter: Rhonda L. Weaver, Office of Human Resources Management
Resource Personnel: Stephanye R. Maxwell, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:	6/3/2014 - PSFM	Effective Date:	7/1/2014
Committee Action:	6/26/2014 - FAV		
Date Introduced:	6/3/2014		
Public Hearing:			
Council Action (1)	7/8/2014 - ADOPTED		
Council Votes:	WC:-, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:			

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

Public Safety and Fiscal Management **Date 6/26/2014**

REPORT: Committee Vote: Favorable 3-0 (In favor: Council Members Toles, Harrison, and Turner)

This resolution will amend the Salary Plan in Salary Schedule P-O covering 56 officials (Captains and Majors) in the Police Department. This Salary Plan includes the following modifications to the wages and other benefits:

- A. Employees covered by this Salary Schedule who are otherwise eligible to receive a merits increase during the period from July 1, 2014 through June 30, 2015, (i.e. a merit step in Fiscal Year 2015), will receive it.
- B. Employees covered by this Salary Schedule will receive merit steps, up to a maximum of two (2) step increases (not including the Fiscal Year 2015 merit increase referenced in Paragraph A of this Section), that would place the employee on the Uniform Wage Scale at the Step that corresponds to the employee's years of service (unless previously adjusted) by the end of the Fiscal Year 2015. Merit steps covered under this paragraph will be effective as follows:

1. First missed step will be effective first full pay period beginning on or after September 1, 2014
2. Second miss step will be effective first full pay period beginning on or after March 1, 2015.

Employees must be eligible for each merit increase. There will be no retroactive payment for missed merit steps.

C. Regular merit steps (i.e. a merit increase that is not a missed merit) will be effective on the employee's anniversary date is Fiscal Year 2015.

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 fiscal impact on the County will be negative in the amount of \$46,400 with the adoption of CR-47-2014.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This Resolution amends the Salary Plan for Police Officials in the Police Department with modifications to the sections covering the following items: merit payments, clothing allowance, group health insurance and the hold harmless provision.

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 19, 2014. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before July 18, 2014, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
