



**THE PRINCE GEORGE'S COUNTY GOVERNMENT**  
**Office of Audits and Investigations**

September 19, 2018

**MEMORANDUM**

TO: Robert J. Williams, Jr.  
Council Administrator

William M. Hunt  
Deputy Council Administrator

THRU: David H. Van Dyke *DHV*  
County Auditor

FROM: Inez N. Claggett *INC*  
Senior Legislative Auditor

RE: Fiscal Impact Statement  
CB-079-2018 Collective Bargaining Agreement – Prince George's Correctional Officers'  
Association, Inc. (Correctional Officers)

CR-060-2018 Compensation and Benefits - Prince George's Correctional Officers'  
Association, Inc., Salary Schedule D

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***Legislative Summary***

CB-079-2018 amends the Collective Bargaining Agreement (the "Agreement") for sworn County employees in Prince George's Correctional Officers' Association, Inc. (Correctional Officers).

CR-060-2018 amends the salary plan for Correctional Officers, Salary Schedule D, to reflect wage and benefit modifications effective July 1, 2018 through June 30, 2020.

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***Background/Current Law***

The Prince George's County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

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*Assumptions and Methodology*

The Agreement between the County and Prince George's Correctional Officers' Association, Inc. governs wages and certain other terms and conditions of employment for approximately 444 employees with an average salary of \$65,643 who are employed as sworn Correctional Officers.

Details of modifications to the Agreement and Salary Schedule D are presented in the County Executive's Cover Letter and Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- Agreement language is modified to include the establishment of a dues check off process whereby union dues will be withheld from covered employee payroll checks on a biweekly basis and remitted to the Union;
  - The annual meal per diem increases from \$400 to \$450 in FY 2019, and to \$500 in FY 2020;
  - A two percent (2%) cost of living adjustment (COLA) shall be effective the first full pay period beginning in January 2019;
  - A two percent (2%) COLA shall be effective the first full pay period beginning in January 2020;
  - Eligible employees covered by the agreement, and who are eligible to receive a merit increase during fiscal year 2019, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2019;
  - Eligible employees covered by the agreement, and who are eligible to receive a merit increase during fiscal year 2020, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2020;
  - Effective July 1, 2018, the maximum pay rates shall be adjusted by three and one-half percent (3.5%);
  - The uniform allowance increases from \$1,300 to \$1,350 in FY 2019, and to \$1,400 in FY 2020, and shall be paid in two equal installments (July and January) of each fiscal year;
  - Effective the first full pay period beginning January 2019, the shift differential for the first and third shift shall increase from \$2.60 to \$2.75;
  - Effective the first full pay period of July 2018, TEC pay to officers permanently assigned to ERT shall increase from \$1,000 to \$1,100, and then to \$1,200 effective the full pay period in July 2019;
  - Agreement language to include the addition of one (1) FTO Lieutenant per shift who shall receive forty (40) hours of compensatory time per academy class.
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***Fiscal Impact***

- Direct Impact

The adoption and enactment of this legislative package is estimated to have a total negative fiscal impact to the County for fiscal year 2019 through FY 2020 of approximately \$2.4 million as a result of the changes to the Collective Bargaining Agreement. The major components of this cost by fiscal year are shown in the table below:

	<b><i>FY 2019</i></b>	<b><i>FY 2020</i></b>	<b><i>Total</i></b>
Cost-of-Living Adjustment	\$585,157	\$604,855	\$1,190,012
Merit Increase	512,012	529,248	1,041,260
Max Rate Adjustment	112,296	0	112,296
Uniform Allowance Increase	22,200	22,200	44,400
Meal Per Diem Increase	22,200	22,200	44,400
<b>Total</b>	<b><u>\$1,253,865</u></b>	<b><u>\$1,178,503</u></b>	<b><u>\$2,432,368</u></b>

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***Appropriated in the Current Fiscal Year Budget***

Fiscal Year 2019 anticipated costs were provided for in the current fiscal year budget.

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***Effective Date***

The proposed Bill shall be effective forty-five (45) calendar days after it becomes law. The Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2018.

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If you require additional information, or have questions about this fiscal impact statement, please call me.