

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

Meeting Date: 4/8/97

Reference No.: CB-22-1997

Proposer: County Executive

Draft No.: 1

Sponsors: Estep, Wilson

Item Title: Deputy Sheriff's Association of Prince George's
County, Inc.(Sheriff Civilians) 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: 2/25/97

Executive Action: 4/24/97 S

Committee Referral:(1) 2/25/97 PSFM

Effective Date: 6/9/97

Committee Action:(1) 3/6/97 FAV

Date Introduced: 3/18/97

Pub. Hearing Date: (1) 4/8/97 1:45 P.M.

Council Action: (1) 4/8/97 ENACTED

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

Pass/Fail: P

Remarks: (Retroactive Provisions)
(See Also CR-13-1997)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 3/6/97

This Bill is the collective bargaining agreement between the County and the Deputy Sheriffs Association (Sheriff Civilians) for FY97. This agreement covers the 47 employees in various civilian classes of work 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 Agreements for FY97:

1. No merit increase. (pp 1)
2. No cost of living adjustment (COLA) for FY97. (pp 1)
3. The principles of CB-62-1995 have been applied to this bargaining unit. (pp 4)
4. Holiday Pay is reduced from two and one-half times to two times the employee's normal rate of pay effective October 1, 1997. When a holiday falls on the employee's day off, the employee will receive another day off rather than the current option of receiving an extra day's pay or another day off. (pp 2)
5. Eligibility for payment of all sick leave hours without limit upon leaving the County employment is discontinued beginning FY97.
6. Payment of Annual Leave and Sick Leave upon separation. Annual Leave not eligible for cash payment may be converted to Sick Leave. (pp 4, 4.02 c)
7. Bereavement Leave policies will be administered in accordance with the Personnel Law except the first day will be charged to Administrative Leave. (pp 7)

The fiscal impact on the County will be positive in the amount of \$33,300 as a result of enacting CB-22. This amount is related to the cost savings from the elimination of merit increases and related fringe benefits and a decrease in holiday premium pay.

Elimination of merit increase	\$20,800
Related fringe benefits	4,400
Holiday premium pay savings	6,900
Sick and Annual Leave Payouts (CB-62-1995)	<u>1,200</u>
Net Savings	\$33,300

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., covering Sheriff Civilians 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: