

Prince George's County Council

Agenda Item Summary

Meeting Date:	11/19/2013
Reference No.:	CB-096-2013
Draft No.:	1
Proposer(s):	County Executive
Sponsor(s):	Harrison, Davis, Franklin, Lehman, Olson, Patterson, Turner, Toles
Item Title:	An Act concerning Prince George's County Police Civilian Employees Association Collective Bargaining Agreement covering the period July 1, 2013 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:	10/8/2013	Executive Action:	12/4/2013 S
Committee Referral:	10/8/2013 - PSFM	Effective Date:	1/21/2014
Committee Action:	10/17/2013 - FAV		
Date Introduced:	10/22/2013		
Public Hearing:	11/19/2013 - 10:00 AM		
Council Action (1)	11/19/2013 - ENACTED		
Council Votes:	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:	See also CR-126-2013; Retroactive to July 1, 2013		

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 10/17/2013

REPORT: COMMITTEE VOTE: Favorable 4-0 (Councilmembers: Toles,

Franklin, Harrison, and Lehman)

This bill reflects the terms and conditions of the Collective Bargaining Agreement (Agreement) between the County and the Police Civilian Employees Association (PCEA) covering approximately 411 clerical employees, public safety aides, technicians and dispatchers within the Police Department, Department of Environmental Resources (DER) and the Office of Homeland Security (OHS).

Many of the terms and conditions of the previous Agreement with the PCEA are included in the two year Agreement (July 1, 2013 – June 30, 2015).

Summary of Modifications to Wages and Benefits

1. Layoffs and Recall – the time period of notifying the Union of a reduction-in-force was extended from thirty (30) to sixty (60) days.
2. Dispatch Aides – several changes to this section to reflect changes that had previously been made to the Classification Plan.
3. Wages:
 - a. Effective October 20, 2013, employees covered by this Agreement will receive a two percent (2%) increase to their base hourly rate of pay. There will be no increase to the base hourly rates in FY 2015.
 - b. Anniversary Increase – employees covered by this Agreement and eligible to receive a merit will receive it during FY 2014 and FY 2015. Employees eligible to receive a merit increase from July 1, 2012 – June 30, 2013, will receive a merit increase effective the first full pay period beginning on or after January 1, 2015.

There will be no retroactive payment for these merits.

4. Uniform Wage- Scale

- a. Effective October 20, 2013, the minimum and maximum pay rates will be increased by two percent (2%).
- b. Effective July 12, 2014, the maximum rates will be increased by three and one-half percent (3.5%).

5. Standby Compensation – the new working title, Crime Scene Investigator and Crime Scene Investigator Supervisor, were included in this provision.

6. Group Health Insurance – the contribution split that currently exist between the County and employees for medical, vision, and prescription coverage will continue for Calendar Years 2013, 2014, and 2015. The terms “point of service” was changed to “preferred

provider option”.

7. Supplemental Retirement Benefit – Hold Harmless section pertaining to missed merit from fiscal year 1996 and 1997 was updated to be applied, if necessary, to employees who retired during the period July 1, 2013 through June 30, 2015.

The Office of Law has reviewed this bill and finds it to be in proper legislative form with no legal impediments to its enactment.

The fiscal impact on the County will be negative in the amount of \$1,460,400 (FY 2014 - \$669,000 and FY 2015 - \$791,000).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

The Police Civilian Employees Association and Prince George's County, Maryland have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2014 and 2015. This 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:

INCLUSION FILES:
