

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/1/2008
Reference No.: CR-051-2008
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Dean
Item Title: A Resolution amending the Salary Plan for Fire Officials, Salary Schedule F-O, to reflect wage and benefit modifications effective July 1, 2007 through June 30, 2009

Drafter: Terry Bowen, Office of Human Resources Management
Resource Personnel: Donald E. Bridgeman, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:	5/27/2008 - PSFM	Effective Date:	7/1/2008
Committee Action:	6/30/2008 - FAV		
Date Introduced:	5/27/2008		
Public Hearing:			
Council Action (1)	7/1/2008 - ADOPTED		
Council Votes:	MB:A, WC:A, SHD:A, TD:A, CE:A, AH:A, TK:-, EO:A, IT:A		
Pass/Fail:	P		
Remarks:	Retroactive to 7/1/2007		

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 6/30/2008

Committee vote: Favorable, 4-0, (In favor: Councilmembers Turner, Campos, Dean and Exum.)

This resolution will amend the Salary Plan for Fire Officials, Salary Schedule F-O, covering 10 officials in the Fire/EMS Department and will implement similar economic benefits and modifications contained in the Collective Bargaining Agreement for Fire Officers.

Summary of Modifications to the Salary Schedule:

1. Merit Increases will be paid in FY2008 and FY2009 (page 3)
2. Cost of Living Adjustment (COLA) (page 4)
 - a. 2.5% effective October 28, 2007
 - b. 2.5% effective October 26, 2008
3. Employees hired after July 1, 2008 shall contribute 8% of their base payroll to a retirement trust fund. (page 7)

4. Health Insurance (pages 9-10)

a. Point-of-Service (POS) health insurance plan, prepaid group health plan or HMO, deductible prescription drug and vision care plans; for these plans the employers contribution will be decreased by 1% in CY08 and CY09 and the employees contribution will be increased by 1% in CY08 and CY09.

5. Bereavement Leave will be expanded to include mother and father-in-law. (page 7)

6. Clothing Allowance: \$1,070 in FY08 and FY09 (page 8)

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 \$111,859 (FY08 - \$63,463 and FY09 - \$48,396).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This is companion legislation to the bill implementing the provisions of the negotiated collective bargaining agreement for Fire Sworn employees through the rank of Battalion Chief for Fiscal Years 2008 and 2009. This resolution will adopt similar provisions for the Fire Officials in the rank of Major. The estimated fiscal impact 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 13, 2008. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before July 12, 2008, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
