



Rushern L. Baker, III  
County Executive

# PRINCE GEORGE'S COUNTY GOVERNMENT

## OFFICE OF THE COUNTY EXECUTIVE

February 25, 2016

The Honorable Derrick Leon Davis  
Chairman  
Prince George's County Council  
County Administration Building  
Upper Marlboro, Maryland 20772

Dear Chairman Davis:

Prince George's County, Maryland ("County") and the Prince George's County Police Civilian Employees Association ("PCEA") have completed labor negotiations for a new labor agreement ("the Agreement") covering Fiscal Year 2016. The Agreement covers several civilian employees within the Police Department, Office of Homeland Security and the Department of the Environment. Transmitted herewith for the County Council's consideration, are the Agreement and the Council Bill necessary to enact the Agreement into law. I am also transmitting to you an advance copy of the Resolution and Salary Schedule that will implement the Agreement. We will formally transmit the Resolution and Salary Schedule to the Council at a later time so that the Council's schedule for the consideration of these items can coincide with the Council's enactment of the enclosed Council Bill.

Although the Agreement carries forward many of the terms and conditions of the County's previous labor Agreement with PCEA, the new Agreement contains a number of modifications. These modifications are listed for the Council in the enclosed Settlement Summary for the Agreement.

The Council's expeditious and favorable consideration of this legislation is greatly appreciated. Should you have any questions or concerns, please contact my office or Stephanie R. Maxwell, Esq., CPM, Director of the Office of Human Resources Management at 301-883-6344.

Sincerely,

A handwritten signature in black ink, appearing to read "Rushern L. Baker, III".

Rushern L. Baker, III  
County Executive

Enclosures

## SETTLEMENT SUMMARY

### PRINCE GEORGE'S COUNTY POLICE CIVILIAN ASSOCIATION AND PRINCE GEORGE'S COUNTY, MARYLAND

#### FISCAL YEAR 2016

The following is a complete summary of modifications to the wages and benefits agreed to by the Prince George's County Police Civilian Association ("Union") and Prince George's County, Maryland ("County"), which are included in the parties' new collective bargaining agreement ("CBA"). The CBA is effective Fiscal Year 2016 and covers civilian employees within the Police Department, civilian employees in the Vehicle Audit Unit in the Department of the Environment, Dispatch Aides and Emergency Dispatchers in the Office of Homeland Security. The Article within the new CBA where each modification appears is identified.

#### CAREER ADVANCEMENT

Changes in the promotional process clarifying that only employees who are on an eligibility register for Emergency Dispatcher III and Emergency Dispatcher IV are eligible to be considered for promotion to fill those permanent vacancies and acting positions. Additional changes to allow the union president access, on a confidential basis, to the numerical scores of the candidates. **(ARTICLE 4, NEW SECTION 4-4)**

#### WAGES

Employees covered by this Agreement will not receive cost of living (COLA) increases during the term of this Agreement unless the requirements set forth below are met:

- All employees covered by this Agreement will receive a three and one-half percent (3.5%) increase base wages only if the FY 2016 Total County Source General Fund Revenues (excluding fund balance, transfers in from other funds, and any dedicated revenue source by law for the Board of Education) are forecasted to be 103.5% above the published FY 2016 Spending Affordability Committee's General Fund Forecast, which after the previously mentioned exclusions equate to \$1,465 million. Specifically payment will be made if the adjusted revenues exceed \$1,516.3 million in FY16.
- The County will review revenue information in both December 2015 and March 2016, to determine if revenues are at the necessary levels to pay cost of living increases. If sufficient revenue is available by December 2015, the above referenced three and one-half percent (3.5%) increase will be paid in January 2016. If sufficient revenues are available in March 2016, the above referenced three and one-half percent (3.5%) increase will be paid in April 2016.

All employees covered by this Agreement shall forego merit increases for Fiscal Year 2016. **(ARTICLE 10.1)**

**SHIFT DIFFERENTIALS**

Employees working the first shift will receive a 20 cent increase in their shift differentials, from \$2.40 per hour to \$2.60 per hour. Employees working the third shift will receive a 20 cent increase, from \$2.00 to \$2.20.

**(ARTICLE 10.2 A & B)**

**TEC PAY**

Employees assigned to provide on the job training for 5 or more days will receive an increase in training pay by 50 cents, from \$1.50 to \$2.00 per hour. **(ARTICLE 10.9)**

**EMERGENCY CLOSINGS**

Defines County workday for bargaining union employees as beginning at 8:00 a.m. and ending at 4:30 p.m. **(ARTICLE 10.12)**

**GROUP HEALTH INSURANCE UNDER THE BENEFLEX PROGRAM**

Updates the calendar year to include 2016. **(Article 10.15)**

**PENSION HOLD HARMLESS**

Employees retiring in FY 2016 will have their average annual compensation calculated as if they had received the merit pay due for FY 96, FY 97 and FY 2016, provided they were eligible to receive them.

**(ARTICLE 11.L)**

**LEAVE POLICIES**

Union can establish and maintain a voluntary sick leave bank, funded through donations by bargaining unit employees. Union sick leave bank must adhere to guidelines promulgated by the Chief Administrative Officer on July 18, 2012. Employees separating from County employment may donate accumulated uncompensated sick leave to the union sick leave bank. **(ARTICLE 12.1 & 12.3)**

**WORK CLOTHING ALLOWANCE**

Employees receiving the \$300 clothing allowance will receive an increase of \$50 per year, to \$350 per year. **(ARTICLE 13.B)**

**DURATION AND REOPENER**

This Agreement shall become effective on July 1, 2015, unless otherwise stated in specific sections, and shall remain in full force until June 30, 2016. This Agreement shall be automatically renewed from year to year after June 30, 2016, unless either party shall notify the other in writing no later than October 1, 2015, (or October 1st of any subsequent year thereafter in the case of an automatic renewal) that it desires to terminate, modify or amend this Agreement. **(ARTICLE 20)**