

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/1/2008
Reference No.: CR-055-2008
Draft No.: 2
Proposer(s): County Executive
Sponsor(s): Dean
Item Title: A Resolution amending the Salary Plan for Sheriff Officials, Salary Schedule S-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: | 6/3/2008 - PSFM | Effective Date: | 7/1/2008 |
| Committee Action: | 6/30/2008 - FAV(A) | | |
| Date Introduced: | 6/3/2008 | | |
| 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 as amended, 4-0, (In favor: Councilmembers Turner, Campos, Dear and Exum.)

This resolution will amend the Salary Plan for Sheriff Officials, Salary Schedule S-O, covering 5 officials in the Office of the Sheriff and will implement similar economic benefits and modifications contained in the Collective Bargaining Agreement for Sworn Sheriff Officers.

Summary of Modifications to the Salary Schedule:

1. Cost of Living Adjustment (COLA) (page 1)
 - a. 2.5% effective January 1, 2008
 - b. 2.5% effective January 1, 2009

2. Merit Increases – an employee eligible to receive a merit increase will receive it during the period of July 1, 2007 – June 30, 2008.

3. Wage Scale Adjustment (page 5)

Effective October 1, 2007 all steps on the wage scale (W-31 and W-34) shall increase by 3.5% above the July 9, 2006 wage scale.

4. Clothing Allowance - \$1,300 paid in July of Year in FY08 and FY09 (page 11)

5. Insurance Premiums (pages 16)

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

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 legislation was amended as follows:

1. On page 1, Cost of Living Adjustment (COLA) in Section B: delete 3% and insert 2.5%
2. On page 9, delete the Uniform Wage Scale of 3% and add New Wage Scale to reflect the 2.5% COLA.

The fiscal impact on the County will be negative in the approximate amount of \$65,632 (FY08 - \$46,609 and FY09 - \$19,022).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This is companion legislation to the bill implementing the collective bargaining agreement for Deputy Sheriff's through the rank of Lieutenant for Fiscal Years 2008 and 2009. This resolution will adopt similar provisions for the Sheriff Officials in the ranks of Captain and 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 16, 2008. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before July 15, 2008, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
