

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

Meeting Date:	11/25/2003	Reference No.:	CB-80-2003
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Proposer:	County Executive	Draft No.:	1
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Sponsors: Shapiro, Dean, Exum, Dernoga, Harrington, Peters, Knotts

Item Title: An Act approving the labor agreement by and between
Prince George's County and Prince George's County
Correctional Officers' Association, Inc. (Civilian Unit)
July 1, 2003 through June 30, 2005

Drafter:	Leonard L. Lucchi Personnel and Labor Relations	Resource Personnel:	Donald E. Bridgeman Personnel and Labor Relations
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LEGISLATIVE HISTORY:

Date Presented: 9/30/2003 **Executive Action:** 12/12/2003 S

Committee Referral: 9/30/2003 PSFM **Effective Date:** 1/27/2004

Committee Action: 10/22/2003 FAV

Date Introduced: 10/28/2003

Public Hearing: 11/25/2003 10:00 A.M.

Council Action: 11/25/2003 ENACTED

Council Votes: PS:-, MB:A, SHD:A, TD:A, CE:A, DCH:A, TH:A, TK:A, DP:A

Pass/Fail: P

Remarks: See also CR-60-2003; Retroactive provisions

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/22/03

Committee Vote: Favorable, 4-0, (In favor: Councilmembers Exum, Bland, Knotts and Peters.)

The County and the Prince George's Correctional Officers Association, Inc., (PGCOA), have completed negotiations for a new labor agreement covering approximately 78 civilian clerical, administrative and professional employees in the Department of Corrections.

Many of the terms and conditions of the County's previous labor agreement with the PGCOA are included in the two year agreement (FY2004 – FY2005).

Highlights of modifications to Wages and Benefits in the Agreement.

1. Job Security – Employees covered by this Agreement, regardless of their tenure with the County, will not be terminated from employment with the County for lack of work as a result of outside contractors or temporary employees carrying out the duties normally performed by these employees. (Page 3 – Article 6)
2. Grievance Procedure – A new Step 3 is added which will allow the Chief Labor Negotiator or designee to hear grievances. The original Step 3 will become Step 4 and the parties will mutually agree upon an Arbitrator. (Page 7 – Article 14)
3. Work Hours – Seniority is defined as an employee's length of continuous service with the Department of Corrections. (Page 9 – Article 18-B)
4. Cost-of-Living Adjustment (COLA). (Page 10 – Article 22)
 - a. July 1, 2003 and 2004 - 1%
 - b. February 1, 2004 and 2005 - 1%
5. Eligible employees will receive a 3.5 % merit increase in FY2004 and 2005. (Page 11 – Article 22)
6. Holiday Pay – Correctional Officers Memorial Day (first Sunday in May) is added to the list of holidays. Only employees assigned to work on that day will receive pay at the rate of two times their regular rate of pay for each hour worked (except overtime). (Page 12 – Article 23-B)
7. Shift Differential - Will be increased by \$.05 per hour in FY2004 and FY2005 from \$1.30 to \$1.35 per hour. (Page 13 – Article 23-C)
8. The Clothing Allowance for all employees required to wear uniforms will be increased by \$25.00 in FY2004 and FY2005 from \$125 to \$150. (Page 14 – Article 24)
9. Family Medical Leave Act - Employees covered by this Agreement are entitled to family and medical leave as provided in the County Personnel Law. (Page 17 – Article 31)
10. Group Life Insurance - Is increased from a maximum amount of \$100,000 to \$150,000. Employees may choose to increase their life insurance up to a total of \$750,000 from \$700,000. (Page 18 – Article 34-H)

The Legislative Officer and the County Attorney have reviewed this bill and find it to be in proper legislative form with no legal impediment to its enactment.

The Fiscal impact on the County will be negative in the amount of \$408,420 (FY2004 - \$127,129 and FY2005 - \$281,291). The annualized cost for FY2006 will be \$111,589. The total cost of the Agreement is \$520,010.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County, Maryland and Prince George's Correctional Officers' Association, Inc. have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2004 and 2005 for a unit of civilian employees in the Department of Corrections. 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: