

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/1/2008
Reference No.: CB-013-2008
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Dean
Item Title: An Act concerning Prince George's County Police Civilian Employees Association (PCEA) Collective Bargaining Agreement 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:	4/22/2008	Executive Action:	7/8/2008 S
Committee Referral:	4/22/2008 - PSFM	Effective Date:	8/22/2008

Committee Action: 5/19/2008 - FAV

Date Introduced: 6/3/2008
Public Hearing: 7/1/2008 - 10:00 AM

Council Action (1) 7/1/2008 - ENACTED
Council Votes: MB:A, WC:A, SHD:A, TD:A, CE:A, AH:A, TK:-, EO:A, IT:A
Pass/Fail: P
Remarks: See also CR-26-2008

Retroactive to 7/1/2007

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY & FISCAL MANAGEMENT

Date 5/19/2008

Committee vote: Favorable, 3-0, (In favor: Councilmembers Knotts, Campos and Turner.

This bill reflects the terms and conditions of the Collective Bargaining Agreement between the County and the Police Civilian Employees Association (PCEA) covering approximately 412 clerical employees, public safety aides, technicians and dispatches in the Police Department, the Department of Environmental Resources (DER) and the Office of Homeland Security (OHS).

Many of the terms and conditions of the County's previous collective bargaining agreement with the PCEA are included in this two-year agreement (FY2008-FY2009).

Summary of Modifications to the Wage and Benefits in the Agreement.

1. Article – Grievance and Arbitration Procedure. (page 8-9)

a. At Step 2 a meeting will be held within fifteen working days of the filing of a written grievance with the Chief of Police, Director of DER, or Director of Homeland Security. In addition to the Chief, Director or their designees, the applicable Department may have a representative at the meeting to present the Department's position.

b. Addition of a new Step 3, will allow a grievance that is not settled at Step 2 to be moved to arbitration (Step 4) or allow a written appeal to the Chief Labor Negotiator or designee (Step 3).

c. Step 4 will allow the PCEA President to submit a grievance that has been denied at either Step 3 or 4 to arbitration.

2. Article 10.1 – Wages and Benefits. (page 11-13)

a. Cost of Living Increases:

1. 2.5% - July 1, 2007
2. 2.5% - August 3, 2008

The FY09 COLA is delayed by two pay periods in order to offset the cost of the increase in the maximum rate on July 1, 2008.

b. Merit increases – Employees covered by this agreement who are otherwise eligible to receive a merit increase will receive it in both FY08 and FY09.

c. Wage Scale Adjustment – Effective July 1, 2008, the maximum rate will be increased by an additional 3.5%.

d. Standby Compensation (page 16) – Effective July 1, 2007, stand-by pay will be limited in the Office of Homeland Security (Public Safety Communications) to Systems Analyst I/II and Communications Specialist I/II. Eligible employees in DER will be included.

e. TEC Pay (page 16-17) - Effective July 1, 2007, the following will occur:

1. Trainer pay will be increased \$.50 per hour to \$1.50 per hour.
2. Bilingual pay will be increased by \$50.00 to \$1,350.00 and in FY2009 by \$50.00 to \$1,400.00. Bilingual pay will be prorated the first year applicable based on when the employee is certified.
3. Emergency Dispatchers who are cross-trained will be entitled to 5% certification pay. Retention of such certification pay requires annual certification.

3. Article 10.15 - Group Health Insurance (page 19-20)

a. Point of Service (POS) Health Insurance Plan – The County will contribute 74% and the participating employee will contribute the remaining 26% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

b. Health Maintenance Organization (HMO). The County will contribute 79% and the participating employee will contribute the remaining 21% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

c. County's Deductible Prescription Drug and Vision Care Programs – the County will contribute 89% and the participating employee will contribute the remaining 11% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

Employees who choose not to enroll in any Plan may choose to receive a credit instead.

The County/employee split contribution rate for the Point of Service Plan, Prepaid Group Health Plan or HMO,

which apply to active employees, shall also apply to retirees.

4. Article 13 – Clothing and Maintenance Allowance (page 29) - effective July 1, 2007, Firearms Instructors and Supply Technicians will begin receiving \$250 clothing allowance.

The Office of Law has reviewed the bill and find 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 \$4,133,750, (FY2008 - \$1,966,721 and FY2009 - \$2,167,019.)

BACKGROUND INFORMATION/FISCAL IMPACT:

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

Prince George's County, Maryland and PCEA have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2008 and 2009. This bill is to adopt and approve the referenced collective bargaining agreement in accordance with Sections 16-233 (e)(f) of the Personnel Law. A fiscal impact statement will be provided by the Office of Management and Budget.

CODE INDEX TOPICS:

INCLUSION FILES:
