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**A G E N D A I T E M S U M M A R Y**

**Reference No:** CB-74-1991

**Draft No:** 1

**P r i n c e G e o r g e ' s**

**Meeting Date:** 10/1/91

**C o u n t y C o u n c i l**

**Requester:** CO. EXEC.

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**Item Title:** AN ACT concerning Collective Bargaining Agreement - Fraternal Order of Police, Lodge 89, Inc.

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**Sponsors** P B C CA MC

**Date Presented** 7/9/91 **Executive Action** 10/15/91 S  
**Committee Referral** (1) 7/9/91 FP&GO **Effective Date** 12/2/91  
**Committee Action** (1) 9/23/91 FAV  
**Date Introduced** 9/10/91  
**Pub. Hearing Date** (1) 10/1/91 1:30 PM  
**Council Action** (1) 10/1/91 Enacted  
**Council Votes** CA: A\_, B\_: A\_, C\_: A\_, D\_: A\_, F\_: A\_, MC: A\_,  
M\_: -, P\_: A\_, WI: A\_, \_\_: \_\_, \_\_: \_\_, \_\_: \_\_  
**Pass/Fail** P

**Remarks** (See also CR-66-1991)

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**Drafter:** Kenneth E. Nickels, **Resource** Frank W. Stegman,  
Labor Relations **Personnel:** Labor Relations

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**LEGISLATIVE HISTORY**

Fiscal Policy and Government Operations Date: September 23, 1991  
Committee Report

Committee Vote: Favorable, 4-0 (In favor: Council Members Wineland, Del Giudice, Fletcher and Mills)

The County and the Fraternal Order of the Police, Lodge #89, Inc. (FOP) reopened their existing three-year labor agreement which would have expired in 1992 and negotiated a new collective bargaining agreement covering fiscal years 1992 and 93. This legislation is to approve the labor agreement by and between the County and the FOP for a two year term from July 1, 1991 - June 30, 1993.

The new agreement provides for reductions in many of the benefits contained in the current agreement. The cost to the County under the provisions of the new agreement, for FY 91-92 will be lower than the costs under the current labor agreement. This labor agreement provides a variation from the Personnel Law (16-

131) (Salary Rate Upon and After Promotion). Although officers promoted under the Master Patrol Program to the ranks of PFC and Corporal during the term of the agreement will achieve their rank on schedule but by agreement of the parties, any pay increase associated with these promotions will be deferred until October, 1993 as a cost savings measure.

Effective July 1, 1991, there is a new provision for disability benefits based on heart disease and hypertension. This will have a negative fiscal impact on the County; however, the amount is based on future events which are undeterminable at this time.

There is a new provision in FY 92-93 which is not in the FY 91-92 provision. This new provision provides for an increase in the normal retirement benefit under Pension Plan B from 55% to 60% of the average annual compensation. Likewise, the 7% cost of living adjustment effective April, 1992 will be fully recognized in FY 92-93. The estimated cost to the County in FY 92-93 for these two items is approximately \$4,875,000.

The estimated total savings to the County for FY 91-92 is \$4,441,500. The failure to adopt this legislation would result in a negative fiscal impact of \$4,441,500.

**BACKGROUND INFORMATION/FISCAL IMPACT**

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

This bill is to adopt and approve the referenced collective bargaining agreement in accordance with Section 16-233(e) of the Personnel Law. The County and Fraternal Order of Police, Lodge #89 reopened their existing three-year labor agreement through fiscal year 1992 and negotiated a new collective bargaining agreement covering fiscal years 1992 and 1993. The detail of the cost savings resulting from this agreement will be provided by the Office of Management and Budget.