

PRINCE GEORGE'S COUNTY COUNCIL
AGENDA ITEM SUMMARY

Meeting Date:	7/27/99	Reference No.:	CB-40-1999
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Proposer:	County Executive	Draft No.:	1
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Sponsors: Estep, Wilson, Russell, Scott

Item Title: Fraternal Order of Police Prince George's County
Lodge 89, Inc. Collective Bargaining Agreement -
July 1, 1999 through June 30, 2001

Drafter:	Kenneth E. Nickels Personnel & Labor Relations	Resource	Joseph Adler
		Personnel:	Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 6/15/99 **Executive Action:** 8/16/99 S

Committee Referral: 6/15/99 PSFM **Effective Date:** 10/1/99

Committee Action: 6/24/99 FAV

Date Introduced: 7/6/99

Public Hearing: 7/27/99 1:30 P.M.

Council Action: 7/27/99 ENACTED

Council Votes: JE:-, DB:A, IG:A, TH:-, WM:A, RVR:A, AS:A, PS:A, MW:A

Pass/Fail: P

Remarks: See also CR-24-1999 – (Retroactive provisions)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 6/24/99

Committee Vote: Favorable, 4-0, (In favor: Council Members Scott, Hendershot, Maloney and Russell).

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Prince George's Fraternal Order of Police, Lodge 89, Inc. (FOP), covering approximately 1,353 employees in the Police Department. Many of the terms and conditions of the County's previous labor agreement with the FOP are included in the two year agreement (FY2000 – FY 2001). This agreement covers police officers through the rank of lieutenant.

Summary of modifications to the wages and benefits in the Agreement:

1. Employees will receive the following cost of living adjustments (COLA) (pp 4)
 - a. Two percent (2%) - July 1, 1999
 - b. One and one-half percent (1.5 %) - July 1, 2000
 - c. One percent (1%) - January 1, 2000
2. Employees eligible will receive merit increases in both FY2000 and FY2001. (pp 4)
3. Effective July 1, 1999, shift differential will be increased five cents (\$.05) per hour from \$2.30 to \$2.35 per hour on the first (night) shift and from \$1.30 to \$1.35 per hour on the third (evening) shift.
Effective July 1, 2000, the shift differential will be increased by an additional five cents (\$.05) per hour. (pp 9)
4. Effective July 1, 1999, Field Training Officer (FTO) compensation will be increased by ten cents (\$.10) per hour to \$.85 per hour. On July 1, 2000, the FTO compensation will be increased by an additional \$.15 per hour to \$1.00 per hour. (pp 11)
5. Steps M through O will be advanced (employee will attain higher steps more quickly). An additional step will be added to the top of the ladder. All steps beyond (and including) Step C will be increased by one half percent (0.5%). (pp 4)
6. Effective July 1, 1999, the clothing allowance will be increased by \$25 from \$925 to \$950 per year. On July 1, 2000, the clothing allowance will be increased by an additional \$50 to \$1,000 per year. (pp 16)
7. Effective July 1, 1999, the cap for sick leave payouts upon separation from employment will be increased to \$33.0852 per hour, which is the January 1999 maximum pay rate for lieutenant.
8. Effective July 1, 1999, the TEC pay of \$325 per year will be paid to officers assigned to the Tactical Squad and officers assigned the duties of interpreter will be paid \$200 per year. (pp 16-17)
9. Pension Plan A and B shall apply to participants who suffer from a condition or impairment of health caused by heart disease or hypertension. (pp 26)
10. Effective July 1, 1999, a one-time election will be provided to officers in Pension Plan A to select a variation providing an increase retirement benefit from 50% to 52% and a decrease in service connected disability retirement from 70% to 64%. (Attachment B, pp 38).
11. Beginning in calendar year 2000, police officers may participate in the County's Beneflex Program, which will allow officers to use pre-tax income to pay for health care and dependent care (child care and elder care) expenses. (pp 5)
12. Effective July 1, 1999, an employee's Fitness Indicator Test (FIT) results will be maintained in the employees official and departmental files. (pp 11)
13. Discretionary leave is clarified to specify that there shall be 16 hours of discretionary leave for all officers and an additional 14 hours discretionary leave for officers with ten or more years of service. (pp 14)
14. Effective July 1, 1999, officers will not be allowed to wear blue utility uniforms on the evening shift. (pp 16)
15. Various obsolete provisions throughout the Agreement have been deleted, and a few provisions were clarified.

The fiscal impact on the County will be negative in the amount of \$6,957,600 (FY2000 - \$2,971,900 and FY2001 - \$3,985,700). The annualized cost for FY 2002 is \$1,422,000. The total cost for the agreement is \$8,379,600.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and Fraternal Order of Police Prince George's County Lodge 89, Inc. have completed labor negotiations on a two year labor agreement covering Fiscal Years 2000 and 2001. This Council 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: