

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

Meeting Date: 5/19/98

Reference No.: CB-21-1998

Proposer: County Executive

Draft No.: 2

Sponsors: Esteppe, Wilson

Item Title: Deputy Sheriff's Association of Prince George's County,
Inc. Collective Bargaining Agreement
July 1, 1997 through June 30, 1999

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 1/27/98

Executive Action: 7/8/98 S

Committee Referral:(1) 1/27/98 PSFM

Effective Date: 8/24/98

Committee Action:(1) 5/13/98 FAV(A)

Date Introduced: 5/19/98

Pub. Hearing Date: (1) 6/16/98 1:30 P.M.

Council Action: 6/16/98 ENACTED

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

Pass/Fail: P

Remarks: (See also CR-11-1998) (Retroactive provisions)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 5/13/98

Committee Vote: Favorable as amended, 5-0, (In favor: Council Members Esteppe, Bailey, Hendershot, Scott and Wilson).

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Prince George's Deputy Sheriff's Association (DSA) covering approximately 150 sworn sheriffs through the rank of lieutenant. Many of the terms and conditions of the County's previous labor agreement as well as modifications to the supplemental and comprehensive pension benefits are included in the two year agreement. (FY98-FY99).

Some of the major provisions are listed below:

1. Cost of Living Adjustment (COLA) (pp 1)
 - A. 2% on July 1, 1997
 - B. 1% on April 1, 1998
 - C. 2.5% on January 1, 1999
2. Employees eligible will receive merit increases in FY98 and FY99. (pp 1)
3. Employees who have twenty-three (23) years of service or reach that level during FY98 will advance to step 0 on the pay scale. The value of the longevity increase is 2.50%. Employees with at least 23 years of service on or before July 1, 1997, will advance to step 0 retroactive to that date instead of their anniversary date. (pp 2)
4. Effective July 1, 1998, employees with twenty-seven (27) or more years of service will be granted a 2.5% merit increase and advance to a newly-created step P.
5. The annual clothing allowance will increase from \$550 to \$750 in FY98 and from \$750 to \$925 in FY99 and will be paid in one installment in December of each fiscal year.
6. The provisions of the interest arbitration award with the Fraternal Order of Police (FOP) regarding sick and annual leave payouts have been extended to this bargaining group. As a result, beginning with the 1997 leave year, the maximum level of accumulated annual leave that can be carried into the next leave year is 360 hours, and sick leave earned after January, 1997, cannot be cashed out at any level upon separation from County service. Sick and annual leave earned prior to 1997 can be cashed out under the old rules. Any sick leave cashed out will be based on the employee's salary at the time of separation - - the highest salary for a Deputy Sheriff Lieutenant as of January, 1997. (pp 6)
7. Effective January 1, 1999, the normal retirement benefit under the Supplemental Retirement Plan after twenty-five (25) years of service is increased from 20% to 25% of average final salary. The total maximum benefit after their (30) years of service is increased from 25% to 30%. (pp 13)
8. The employee pension contribution will be increased by 1.73% of salary and the employer share will decrease by the same amount. (pp 11)
9. Effective January 1, 1999, the normal retirement under the Comprehensive Retirement Plan after twenty-five (25) years of service is increased from 50% to 55% of average final salary. The total maximum benefit after thirty (30) years of service is increased from 61% to 66%. (pp 13)
10. The County will petition the State to permit deputy sheriffs who elected to remain in the State system another one-time opportunity to opt out of the State system and to participate in the Comprehensive Retirement Plan provided there is no cost to the County or to the retirement plan.

The Draft II reflects the parties' agreement to the modifications to the supplemental and comprehensive pension benefits for deputy sheriffs and provides for employees funding of these benefits beginning January, 1999 .

The Acting County Attorney submitted a written opinion with regard to the agreement concerning working conditions between the Deputy Sheriff's Association (DSA) and the Sheriff. She concluded that after reading all provisions of both State and County law in concert, the working conditions agreement for FY98 and FY99 does not require submission to nor approval by the County Council.

The fiscal impact on the County will be negative in the amount of \$781,100. (FY98 - \$386,300; FY99 - \$394,800). The annualized cost for FY2000 is \$168,600.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and the Deputy Sheriff's Association of Prince George's County, Inc., have completed labor negotiations on a new labor agreement covering Fiscal Years 1998 and 1999. 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: