

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

Meeting Date: 9/11/2001

Reference No.: CB-55-2001

Proposer: County Executive

Draft No.: 1

Sponsors: Russell, Estepp, Wilson, Scott, Shapiro

Item Title: An Act amending the labor agreement by and between Prince George's County and the Deputy Sheriff's Assoc. (Civilian Units), to provide for wages and certain other terms and conditions of employment for personnel classifications certified by the Prince George's County Employee Relations Board

Drafter: Kenneth E. Nickels
Personnel and Labor Relations

Resource Joseph Adler
Personnel: Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 7/10/2001 **Executive Action:** 10/2/2001 S

Committee Referral: 7/10/2001 PSFM **Effective Date:** 11/17/2001

Committee Action: 7/19/2001 FAV

Date Introduced: 7/31/2001

Public Hearing: 9/11/2001 10:00 A.M.

Council Action: 9/11/2001 ENACTED

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

Pass/Fail: P

Remarks: Retroactive Provisions – See also CR-42-2001

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 7/19/01

Committee Vote: Favorable, 5-0, (In favor: Councilmembers Bailey, Estepp, Maloney, Scott and Shapiro).

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Prince George's Deputy Sheriffs' Association (DSA) covering 71 civilian employees in the Office of Sheriff.

Although many of the terms and conditions of the County's previous labor agreement are carried forward with the DSA (civilians), the new agreement contains a number of modifications, all of

which are contained in the Settlement Summary of the two year agreement.

SETTLEMENT SUMMARY

1. The structure of Salary Schedule Z is amended to provide a Uniform Wage Scale for civilian employees of the Sheriff's Department. Six new grade levels, Z-20 through Z-25, have been added to accommodate the placement of employees included in the civilian bargaining unit during FY2001 and 2002. (pp 1)
2. Cost of living adjustments (COLA). (pp 2)
 - a. 2% - July 2, 2001
 - b. 1% - April 1, 2002
 - c. 2% - July 1, 2002
 - d. 1% - January 1, 2003
3. Employees covered by this agreement who are eligible will receive a merit increase in FY 2002 and 2003. (pp 2)
4. An employee called to work from off-duty and does, in fact, perform duties on behalf of the Sheriff during normal off-duty hours, shall be paid for a minimum of three (3) hours at one and one-half (1½) times the regular rate of pay. (pp2)
5. Employees covered by this agreement will observe regular County holidays on the same dates as the courts observe them even when the County's date of observance is different. Employees who work both the day of the holiday and the day it is celebrated shall be entitled to holiday pay only as to the first such day scheduled to work. (pp 3)
6. Shift Differential Pay Increase

FY2002 - 1st Shift and 3rd Shift - .15¢ per hour
FY2003 - 1st Shift and 3rd Shift - .15¢ per hour (pp 4)
7. Employees assigned to provide on-the-job training (which is designed to be one month or more in duration) for employees will receive an additional payment of twenty-five cents (.25¢) per hour. (pp 5)
8. During fiscal years 2002 and 2003, the uniform maintenance allowance provided to Public Safety Aides and Intake Technicians is increased by fifty dollars per year. (pp 5)
9. Personal leave is increased from twenty (20) hours per year to twenty-four (24) hours per year. (pp 7)
10. Effective July 1, 2001, the accidental life insurance benefit for employees covered by this agreement is increased from ten thousand dollars (\$10,000) to fifteen thousand dollars (\$15,000). (pp 9)
11. There shall be a Classification Study of Public Safety Aides and Intake Processing

Technician positions employed by the Sheriff. Said study shall be concluded during FY 2002. (pp 11)

The fiscal impact on the County will be negative in the amount of \$263,072 (FY2002: \$97,936; FY2003: \$165,136). The annualized cost for FY2004 is \$56,088.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County, Maryland and the Deputy Sheriff's Association of Prince George's County, Inc., (Civilian Units) have completed labor negotiations on a new labor agreement covering Fiscal Years 2002 and 2003 for civilian employees of the Sheriff of Prince George's County, Maryland. This Bill will 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: