

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

Meeting Date:	11/19/2001	Reference No.:	CB-80-2001
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Proposer:	County Executive	Draft No.:	1
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Sponsors: Russell, Estepp, Bailey, Shapiro, Scott, Gourdine

Item Title: An Act amending the labor agreement by and between Prince George's County and Prince George's Correctional Officers' Association, Inc. (PGCOA) (Correctional Officers) to provide for wages and certain other terms and conditions of employment for personnel classifications July 1, 2001 through June 30, 2003

Drafter:	William Hager/Teresa Bowen Personnel and Labor Relations	Resource Personnel:	Joseph Adler Personnel and Labor Relations
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LEGISLATIVE HISTORY:

Date Presented: 9/25/2001 **Executive Action:** 12/6/2001 S

Committee Referral: 9/25/2001 PSFM **Effective Date:** 1/22/2002

Committee Action: 10/18/2001 FAV

Date Introduced: 10/23/2001

Public Hearing: 11/19/2001 10:15 A.M.

Council Action: 11/19/2001 ENACTED

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

Pass/Fail: P

Remarks: See Also CR-52-2001 & CB-81-2001
(Retroactive Provisions)

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/18/01

Committee Vote: Favorable, 3-0, (In favor: Councilmembers Bailey, Scott and Maloney).

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Prince George's Correctional Officers' Association, Inc., (PGCOA) covering approximately 360 sworn correctional officers through the rank of sergeant and references employees which have been added to the bargaining unit (Lieutenant, D-27) pursuant to a Certification of Representation issued by the County's Public Employee Relations Board (PERB) (9/18/2000).

Many of the terms and conditions of the County's previous labor agreement with the PGCOA are included in the two year agreement (FY2002-2003).

Highlights of Modifications to Wages and Benefits in the Agreement:

1. Recognition: Unit Three, which is comprised of Correctional Officer Lieutenants, has been added.
2. Employees at Regional Processing Centers will receive a \$200 per year allowance to be paid with the annual uniform allowance.
3. Employees will receive the following cost-of-living (COLA) adjustment increases:
 - a. 2% - July 1, 2001 and July 1, 2002.
 - b. \$200 base pay increase: October 1, 2001 and October 1, 2002.
4. Eligible employees will receive merit increases in FY2002 and FY2003.
5. Effective July 1, 2001, any member of Unit Three (Correctional Officer Lieutenant), will receive a 2% increase in base pay upon completion of their tenth year in grade.
6. The clothing allowance will be increased by \$25 in FY2002 and FY2003 and paid in one installment in November of each year.
7. Effective in FY2003, the Physical Training Supplement will be increased by \$50 to \$250 per year.
8. Shift differential is increased by .05¢ per hour in FY2002 and FY2003.
9. TEC Pay is increased by \$25 per year in FY2002 and FY2003.
10. Bereavement leave charged to administrative leave and is increased from 16 to 24 hours.
11. Effective July 1, 2001, Correctional Officers under the Correction Officer Comprehensive Pension Plan will be eligible for normal retirement as follows:
 - a. 20 years at 52% of annual compensation.
 - b. 25 years at 66% of annual compensation.
 - c. After 26 - 30 years, at the accrual rate of 1% per year. Maximum benefit payable at 71%.
12. Personal leave is increased from 28 hours to 32 hours of per leave year.
13. The maximum cost-of-living increase for retirees has been raised from \$100 to \$125 per month.

The fiscal impact on the County will be negative in the amount of \$1,739,044, (FY2002 - \$606,443 and FY2003 - \$132,601). The annualized cost for FY2004 is \$409,110. The total cost of the Agreement is \$2,148,154.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County, Maryland and the Prince George's Correctional Officers' Association, Inc. (PGCOA) (Correctional Officers) have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2002 and 2003 for sworn correctional officers of the Prince George's County Department of Corrections. 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: