



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Office of Audits and Investigations

September 7, 2022

FISCAL AND POLICY NOTE

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

FROM: Josh Hamlin
Senior Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-084-2022 Collective Bargaining Agreement – Prince George's County Police
Civilian Employees Association (PCEA)

CR-103-2022 Compensation and Benefits - Prince George's County Police Civilian
Employees Association Salary Schedule P

CB-084-2022 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-103-2022 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Assigned to the Government Operations and Fiscal Policy (GOFP) Committee

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures of approximately \$5.5 million over fiscal years 2023 and 2024 will be required due to salary increases and other compensation adjustments.

Revenues: None.

14741 Governor Oden Bowie Drive, Upper Marlboro, Maryland 20772
VOICE (301) 952-3431; FAX (301) 780-2097; TDD (301) 925-5167

Indirect Impact:

None.

Legislative Summary:

CB-084-2022, proposed by the Chair at the request of the County Executive was presented on September 6, 2022. CR-103-2022, proposed by the Chair at the request of the County Executive sponsored by Council Members Harrison, Ivey, Franklin, Turner, Glaros, Taveras, and Medlock was introduced on September 6, 2022. Prince George's County, Maryland, and Prince George's County Police Civilian Employees Association (PCEA) have completed labor negotiations for a new labor agreement (Agreement) covering Fiscal Years 2023 and 2024. CB-084-2022 adopts and approves the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law, and CR-103-2022 amends the corresponding Salary Schedule P for employees covered under the agreement.

Current Law/Background:

The Prince George's County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

Resource Personnel:

- Shawn Y. Stokes, Director, OHRM
 - Gitana Stewart-Ponder, Deputy Director, OHRM
-

Discussion/Policy Analysis:

The Agreement between the County and Prince George's County Police Civilian Employees Association ("PCEA") governs wages and certain other terms and conditions of employment for civilian employees within the Police Department.

Details of modifications to the Agreement and Salary Schedule P are presented in the County Executive's Cover Letter and Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- *Cost of Living Increases*
 - FY 2023: covered employees will receive a three percent (3.0%) cost of living adjustment effective the first full pay period in January 2023.
 - FY 2024: covered employees will receive a three percent (3.0%) cost of living adjustment effective the first full pay period in January 2024.

- *Merit Increases*
 - Covered employees who are otherwise eligible to receive a merit increase during Fiscal Year 2023 shall receive that merit step on their original hire date during FY 2023.
 - Covered employees who are otherwise eligible to receive a merit increase during Fiscal Year 2024 shall receive that merit step on their original hire date during FY 2024.

- *Uniform Wage Scale*
 - FY 2023:
 - Effective July 1, 2022, Salary Schedule P will be adjusted at P05 to reflect the County minimum wage of \$12.50 per hour. The maximum and minimum salary at all other grades will be adjusted accordingly.
 - Effective July 1, 2022, the maximum pay rates will be increased by three and one-half percent (3.5%).
 - FY 2024:
 - Effective July 1, 2023, the maximum pay rates will be increased by three and one-half percent (3.5%).

- *Standby Compensation*
 - Eligible OHS/PSC employees (Communications Specialist I/II and Communications Specialist III) will be compensated at the rate of twelve and one-half percent (12.5%) of the employee's base hourly straight time rate, for all hours assigned to a standby roster.

- *TEC Pay*
 - Effective July 1, 2022, the payment to *employees who are assigned to provide on the job training* (which is designed to be at least five (5) days or more in duration) will increase from three dollars (\$3.00) to four dollars (\$4.00) per hour.
 - Effective January 1, 2024, this payment will increase to five dollars (\$5.00) per hour.
 - Effective July 1, 2022, the amount of the lump sum payment to *employees with conversational proficiency in selected languages other than English* will increase from one thousand four hundred dollars (\$1,400.00) to one thousand six hundred dollars (\$1,600.00).
 - Effective July 1, 2022, sign language shall be one of the qualifying languages for interpreter pay subject to this payment.
 - *Hazardous Materials Pay* is added for certain employees in the amount of seven hundred fifty (\$750.00) per year.
 - *Certification Pay* is added for certain employees in the amount of seven hundred fifty (\$750.00) per year.
 - Civilian helicopter pilots will be entitled to premium pay based on years of service.

- *Joint Study Committee*
 - A Joint Study Committee is established to make recommendations for a retention incentive program beginning October 1, 2022.
 - *Annual Leave Awards*
 - Annual leave awards are provided based on members annual performance evaluation ratings.
 - *Clothing and Maintenance Allowance*
 - The annual clothing maintenance allowance for the specified employee/members increases by \$100, effective July 1, 2022.
-

Fiscal Impact:

Direct Impact

- Enactment of CB-084-2022 and adoption of CR-103-2022 are estimated to have a total adverse fiscal impact to the County for fiscal years 2023 and 2024 of approximately \$5.5 million because of the proposed modifications to the salary schedule. The breakdown of the costs of the modifications, as provided by the Office of Management and Budget, is as follows:

<i>FYs 2023/24</i>	
Merit Increases	\$2,588,959
COLAs	\$2,184,408
Pay Range Adjustments	\$172,966
Other Adjustments	\$567,822
Total	\$5,514,155

Indirect Impact

Enactment of CB-084-2022 and adoption of CR-103-2022 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

Yes.

Effective Date:

CB-084-2022 shall be effective forty-five (45) calendar days after it becomes law and the Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2022.

CR-103-2022 shall take effect on the date it is adopted, and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2022.

If you require additional information, or have questions about this fiscal impact statement, please call me.