

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/1/2008
Reference No.: CB-020-2008
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Dean
Item Title: An Act concerning Deputy Sheriff's Association of Prince George's County, Inc. (Civilian Units) Collective Bargaining Agreement July 1, 2007 through June 30, 2009

Drafter: Terry Bowen, Office of Human Resources Management
Resource Personnel: Donald E. Bridgeman, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:	4/29/2008	Executive Action:	7/8/2008 S
Committee Referral:	4/29/2008 - PSFM	Effective Date:	8/22/2008

Committee Action: 5/19/2008 - FAV

Date Introduced: 6/3/2008
Public Hearing: 7/1/2008 - 10:00 AM

Council Action (1) 7/1/2008 - ENACTED
Council Votes: MB:A, WC:A, SHD:A, TD:A, CE:-, AH:A, TK:-, EO:A, IT:A
Pass/Fail: P
Remarks: Retroactive to 7/1/2007

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY & FISCAL MANAGEMENT

Date 5/19/2008

Committee vote: Favorable, 4-0, (In favor: Councilmembers Knotts, Campos, Exum and Turner.)

This bill reflects the terms and conditions of the Collective Bargaining Agreement between the County and the Deputy Sheriffs Association (DSA) covering approximately 90 civilian employees in the Office of the Sheriff.

Although many of the terms and conditions of the County's previous labor agreement with the Deputy Sheriffs Association (Civilian Unit) are carried forward, the new two-year agreement (FY2008 – FY2009) contains a number of modifications.

Summary of Modifications to Wages and Benefits in the new Collective Bargaining Agreement:

1. Article – Recognition (page 3)
In Attachment C: Unit I – Change Public Safety Aide I, II to Security Officer I, II.
Unit II – Change Public Safety Aide III to Security Officer III.

2. Article 5 – Base Salary Rate (page 4-5)

a. Effective July 1, 2007, no employee in the bargaining unit shall be paid less than the Prince George's County Living Wages as from time to time determined.

b. Effective July 1, 2008, the maximum rate will be increased by 3.5%.

c. Cost of Living Adjustment (COLA)

1. 2.5% effective July 1, 2007.

2. 2.5% on or after July 22, 2008. (The COLA is delayed by one pay period in order to offset the cost of the increase to the maximum rate on July, 1, 2008.)

d. Merit Increases – Employees eligible to receive a merit increase during the period from July 1, 2007 through June 30, 2009, will receive it.

3. Article 6 – Special Salary Rates (page 8)

Interpreter Pay – Effective July 1, 2007, the County, with the participation of the DSA, will develop testing procedures to measure an employee's conversational proficiency in selected languages other than English. Employees will receive a lump sum payment of \$500.00 per year within thirty days following their certification.

4. Article 4 – Fringe Benefits (page 8)

a. Clothing Issue and Allowance – Effective July 1, 2007, the annual uniform maintenance allowance will be increased to \$550.00. A uniform allowance of \$250.00 will be provided for the Mail Courier.

These allowances will be paid in a single payment in July of each year.

b. Health Insurance Premiums (page 12-13)

1. Point of Service (POS) Health insurance Plan – the County will contribute 74% and the participating employee will contribute the remaining 26% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

2. Health Maintenance Organization (HMO) – the County will contribute 79% and the participating employee will contribute the remaining 21% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

3. County's Deductible Prescription Drug and Vision Care Program – the Council will contribute 89% and the participating employee will contribute the remaining 11% for CY08. In CY09, there will be another 1% shift in the employer/employee contribution.

Employees who choose not to enroll in any Plan may choose to receive a credit instead.

5. Article 15 – Health and Safety (page 19) – the County will provide floor mats for security officers at each X-Ray machine location and ergonomic chairs for any employee who has a physician's prescription requiring one.

The Office of Law has reviewed this bill and finds it to be in property legislative form with no legal impediments to its enactment.

The fiscal impact on the County will be negative in the amount of \$765,268 (FY2008 - \$361,521 and FY2009 - \$403,747).

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 2008 and 2009 for civilian employees of the Office of the Sheriff of Prince George's County, Maryland. This Bill will adopt and approve the referenced collective bargaining agreement in accordance with Sections 16-233(e) and (f) of the Personnel Law. A fiscal impact statement will be provided by the Office of Management and Budget.

CODE INDEX TOPICS:

INCLUSION FILES:
