

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

Meeting Date: 7/29/2003

Reference No.: CB-55-2003

Proposer: County Executive

Draft No.: 1

Sponsors: Knotts, Dean, Exum

Item Title: An Act amending the classification plan by adding new classes of work, abolishing certain classes of work and changing grade levels for certain classes of work

Drafter: Danny Chowbay
Personnel and Labor Relations

Resource Donald E. Bridgeman
Personnel: Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented: __/__/__

Executive Action: 7/30/2003 S

Committee Referral: 7/8/2003 PSFM

Effective Date: 9/15/2003

Committee Action: 7/23/2003 FAV

Date Introduced: 7/8/2003

Public Hearing: 7/29/2003 10:00 A.M.

Council Action: 7/29/2003 ENACTED

Council Votes: PS:A, MB:A, SHD:A, TD:A, CE:-, DCH:A, TH:A, TK:A, DP:A

Pass/Fail: P

Remarks: See also CB-51-2003 and CR-40-2003

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 7/23/03

Committee Vote: Favorable 5-0, (In favor: Councilmembers Exum, Bland, Hendershot, Knotts and Peters.)

This bill will amend the Classification Plan by adding new classes of work, abolishing classes of work that are obsolete and changing grade levels and titles of work created as a result from a classification study conducted by the Office of Personnel and Labor Relations.

The Public Safety Aide I, II and III classes of work in the General (G) Salary Schedule have been abolished.

The Public Safety Aide I, II and III classes of work in the Sheriff's Department in the Z Salary Schedule have been reclassified as Security Officer I, II and III.

The Security Officer I, II and III classes of work have been assigned to the Police Civilian Employees Association (PCEA) P Salary Schedule.

The Intake Processing Technician I, II and III classes of work have been abolished from the General (G) Salary Schedule.

The Intake Processing Technician I, II and III classes of work have been re-graded in the Deputy Sheriffs Association (Civilian Unit)Z Salary Schedule and the PCEA P Salary Schedule.

The Forensic Chemist IV class of work has been upgraded in the General (G) Salary Schedule.

The Fingerprint Specialist Supervisor class of work has been abolished in the General (G) Salary Schedule and the PCEA P Salary Schedule and two new levels of Fingerprint Specialists III and IV have been assigned to the P Salary Schedule.

The County Executive said that the proposed amendments would ameliorate the pay disparity between the County and the local labor market and would enhance the County's recruitment and retention efforts in the affected occupations.

The fiscal impact on the County will be negative in the amount of \$94,000 for the cost of implementing the changes proposed in CB-55-2003.

BACKGROUND INFORMATION/FISCAL IMPACT

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

This legislation is the result of a classification study that was conducted by the Office of Personnel and Labor Relations. The three-level Public Safety Aide (I, II and III) classes of work in the Sheriff's Department have evolved in nature, variety and scope and accordingly have been re-classified and re-graded as Security Officer I, II and III, respectively. These new classes of work have also been assigned to the Police Civilian Employees Association P Salary Schedule. The Fingerprint Specialist Supervisor class of work has been upgraded and a Fingerprint Specialist III class of work has been added to the P Salary Schedule. The three-level Intake Processing Technician classes of work have each been upgraded by two (2) pay grades on the P and Z Salary Schedules. Both the three-level Public Safety Aide (I, II and III) and three-level Intake Processing Technician (I, II and III) classes of work have been eliminated from the General Salary Schedule. The Forensic Chemist IV class of work is upgraded by two grades on the General Salary Schedule. The proposed amendments would ameliorate the pay disparity between the County and the local labor market and would enhance the County's recruitment and retention efforts in the affected occupations. The compensation cost impact is estimated at \$90,449. The Office of Management and Budget will provide the total fiscal impact.

CODE INDEX TOPICS: