

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/8/2008
Reference No.: CB-040-2008
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Turner, Knotts, Dean
Item Title: An Act concerning Deputy Sheriff's Association of Prince George's County Inc. 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:	6/3/2008	Executive Action:	7/14/2008 S
Committee Referral:	6/3/2008 - PSFM	Effective Date:	8/28/2008

Committee Action: 6/9/2008 - FAV

Date Introduced: 6/10/2008
Public Hearing: 7/8/2008 - 10:00 AM

Council Action (1) 7/8/2008 - ENACTED
Council Votes: MB:-, WC:A, SHD:A, TD:-, CE:A, AH:A, TK:A, EO:A, IT:A
Pass/Fail: P
Remarks: See also CR-54-2008

Retroactive to 7/1/2007

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY & FISCAL MANAGEMENT

Date 6/9/2008

Committee Vote, Favorable 5-0, (In favor Councilmembers Knotts, Campos, Dean, Exum and Turner.)

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Deputy Sheriff's Association (DSA) covering approximately 236 sworn Sheriffs through the rank of Lieutenant in the Office of the Sheriff.

Many of the terms and conditions of the County's previous collective bargaining agreement with the Deputy Sheriff's Association are carried forward to the new two-year agreement (FY2008-FY2009).

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

1. Article 4 – Base Salary Rate (page 2)
 - a. Cost of Living Adjustment (COLA)

1. 2.5% effective January 1, 2008
2. 3.0% effective January 1, 2009

b. Merit Increase (page 3) – Employees eligible to receive a merit increase during the period of this agreement will receive it.

c. Wage Scale Adjustments – Effective October 1, 2007, for W-21, Step A will remain at \$40,546, Step B will remain at \$41,966, Step C will remain at \$41,966 and Step D will be \$43,435. All other steps on the wage scale (W-21 – W-27) shall increase by 3.5% above the July 9, 2006 wage scale.

2. Article 5 – Special Salary Rates (page 3)

a. Field Training Officer (FTO) Pay – effective July 1, 2007, employees covered by this agreement will receive an increase in FTO payment of \$1 per hour for all hours in which they serve as an FTO.

3. Article 6 – Fringe Benefits (page 7)

a. Clothing Allowance – effective July 1, 2007, the clothing allowance will be increased by \$50.00 to \$1,300.00.

b. Sick Leave Payout (page 9) – effective July 1, 2007, for employees hired after January 4, 1995, the purchase of additional retirement benefits will be capped at the maximum benefits allowed in the plan.

c. Health Benefits (page 12 – 14)

1. Point of Service (POS) – the County will contribute 74% and participating employees and retirees 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) or Prepaid Group Health Plan – the County will contribute 79% and the participating employee or retiree will contribute the remaining 21% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

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

The changes in premium contribution percentages will not become effective unless and until collective bargaining agreements and/or necessary resolutions are approved by the County Council, in effect providing that such changes are effective for all County employees.

4. Article 7 – Supplemental Retirement Benefits (page 21)

a. Cost of Living Increases

1. In FY2008 and FY2009 each retiree will receive a bonus check of \$420.00

5. Article 15 – Promotions (page 27-28)

- a. Promotion Procedures
- b. Written Examination Appeal Process
- c. Promotional Skill Assessment Process

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

The fiscal impact on the County will be negative in the amount of \$2,292,382 (FY2008 - \$1,280,664), FY2009 - \$1,011,718).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

The Deputy Sheriff's Association of Prince George's County, Inc., and Prince George's County, Maryland have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2008 and 2009. This bill is to 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:

INCLUSION FILES:
