

PRINCE GEORGE'S COUNTY COUNCIL
COMMITTEE REPORT
2016 Legislative Session

Reference No.: CB-027-2016
Draft No.: 1
Committee: PSFM
Date: 06/02/2016
Action: FAV

REPORT:

Committee Vote: Favorable, 4-0 (In Favor: Council Members Patterson, Harrison, Lehman and Turner)

CB-027-2016 as proposed will approve the Collective Bargaining Agreement between the County and the Deputy Sheriff's Association to reflect wage and benefit modifications effective July 1, 2015 to June 30, 2016.

The major modifications include: A two percent (2%) cost of living adjustment (COLA) shall be applied to base wages for covered employees if FY 2016 Adjusted Total Source General Fund Revenues exceed \$1,516.3 million. If revenues reach \$1,501.6 million then all employees covered by the agreement shall receive a one (1%) COLA.

Employees who are eligible for a merit increase during FY'16 shall receive a merit increase on their anniversary date during FY'17.

The first pay differential shall increase by 10 cents to \$3.10 per hour. The third differential shall increase by 5 cents to \$1.95 per hour.

Field Training Officer pay shall increase by 50 cents to \$4.50 per hour.

Standby Pay for employees on overnight extraditions will no longer be capped but employees shall receive 4 hours of compensatory leave for each night the Deputy Sheriff is on an overnight extradition of one or more nights.

For each shift worked during a period of closure, employees shall receive one hour of compensatory leave.

Canine handler supplemental pay is increased from \$700 to \$1,200 per fiscal year.

All eligible employees holding a Commercial Driver's License at the beginning of the year shall receive supplemental pay.

During the Committee meeting, Joe Adler, Interim Labor Negotiator, the Office of Human Resources Management provided an overview of the agreement.

Sheriff Melvin High and Chief Assistant Darrin Palmer went over the provisions of the Agreement. Sheriff High did express concerns about the salary scale and the starting salaries when compared to other Public Safety entities.

The Deputy Sheriff's Association is in favor of the agreement.

The Office of Law reports CB-027-2016 to be in proper legal form with no impediments to its enactment.

The Office of Audits and Investigation reports that the modifications to the salary scale will have a negative fiscal impact on the County of \$711,300 related to the COLA and merit increases. There will be additional negative costs related to the shift differential pay, Field Training Officer pay and other supplemental pay categories, however, the amount should be minor.

After discussion, the Public Safety and Fiscal Management Committee reported CB-027-2016 out favorably as proposed.