

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

**Meeting Date:** 9/16/97

**Reference No.:** CB-86-1997

**Proposer:** County Executive

**Draft No.:** 1

**Sponsors:** Wilson, Estep

**Item Title:** Prince George's Co. Correctional Officers' Asso., Inc.  
(PGCOA) - Collective Bargaining Agreement  
July 1, 1996, through June 30, 1997

**Drafter:** Kenneth E. Nickels  
Personnel & Labor Relations

**Resource Personnel:** Joseph Adler  
Personnel & Labor Relations

**LEGISLATIVE HISTORY:**

**Date Presented:** 7/29/97

**Executive Action:** 10/24/97 S

**Committee Referral:**(1) 7/29/97 PSFM

**Effective Date:** 12/9/97

**Committee Action:**(1) 9/4/97 FAV

**Date Introduced:** 9/16/97

**Pub. Hearing Date:** (1) 10/7/97 1:30 P.M.

**Council Action:** (1) 10/7/97 ENACTED

**Council Votes:** DB:A, SD:A, JE:-, IG:-, TH:A, WM:A, RVR:A, AS:A, MW:A

**Pass/Fail:** P

**Remarks:** (See also CR-51-1997) Retroactive provisions

**PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT** Date: 9/4/97

Committee Vote: Favorable, 5-0 (In favor: Council Members Wilson, Estep, Gourdin, Maloney and Scott).

This bill is the collective bargaining agreement between Prince George's County and the Correctional Officers Association, Inc. (PGCOA) for FY97. There are 290 sworn officers in the Department of Corrections covered by this agreement.

Many of the terms and conditions of the County's previous labor agreement are included in this agreement as well as a number of modifications.

The following is a summary of the modifications to the wages, benefits, and other terms and

conditions of employment agreed to by the PGCOA and the County for FY97:

1. No cost of living increase (COLA). (pp 16)
2. No merit increase. (pp 16)
3. Employees retiring after July 1, 1996 will contribute to their prescription plan and optical plan coverage on the same basis as active employees (90/10, County/employee split). (pp 17)
4. The uniform allowance is decreased from \$1,000 to \$900.00 per year. (pp 18)
5. The employees covered by this Agreement shall receive a physical conditioning supplement of \$175.00 per year. (pp 18)
6. The employees will be paid a minimum of three (3) hours pay at the overtime rate when required to appear in court while off duty. (pp 19)
7. Holiday Pay is reduced from 2½ times to 2 times base pay, plus four hours of annual leave. (pp 21)
8. Eligibility for Acting Pay is reduced from seven working days to five working days.
9. Application of CB-62-1995 principles regarding maximum annual leave permitted to be carried over is 360 hours. Employees will be allowed to convert excess annual leave to new sick leave and ultimately use it to purchase pension service credit. (pp 25)
10. Unlimited sick leave payment upon separation is discontinued. (pp 27)  
Employees who have an accrued sick leave balance at the end of the 1996 leave year will be eligible to be paid for any portion of the unused balance available at the time of separation but at the employees' pay rate as of January 1, 1997. (pp 27)
11. Employees promoted to the rank of Correctional Officer Corporal during FY96 will defer their wage increases for six months. (Attachment A pp 38)

The total net savings including fringe benefits is estimated at \$151,000.

### **BACKGROUND INFORMATION/FISCAL IMPACT**

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

Prince George's County and The Prince George's Correctional Officers' Association, Inc. (PGCOA) have completed labor negotiations on a one year labor agreement covering Fiscal Year 1997. 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:**