

Prince George's County Council

Agenda Item Summary

Meeting Date:	11/19/2013
Reference No.:	CR-127-2013
Draft No.:	1
Proposer(s):	County Executive
Sponsor(s):	Campos, Davis, Franklin, Harrison, Lehman, Olson, Patterson, Turner, Toles
Item Title:	A Resolution to amend Salary Schedule P-O for officials in the Police Department, effective July 1, 2013 through June 30, 2014

Drafter:	Rhonda L. Weaver, Office of Human Resources Management
Resource Personnel:	Stephanye R. Maxwell, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:	10/8/2013 - PSFM	Effective Date:	11/19/2013
Committee Action:	10/17/2013 - FAV		
Date Introduced:	10/8/2013		
Public Hearing:			
Council Action (1)	11/19/2013 - ADOPTED		
Council Votes:	WC:A, DLD:A, MRF:A, AH:-, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:	Retroactively effective 7/1/2013		

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 10/17/2013

REPORT: COMMITTEE VOTE: Favorable 3-0 (Councilmembers: Toles, Harrison, and Lehman)

This resolution will amend the Salary Plan in Salary Schedule P-O covering 50 officials (Captains and Majors) in the Police Department. This Salary Plan will implement certain modifications to the wages and other benefits of Captains and Majors in the Police Department effective July 1, 2013 – June 30, 2014.

Summary of Modifications to the Wages and Benefits

1. Merit Increase – employees covered by this Salary Schedule before September 2012, and eligible to receive a merit increase during FY 2010 through FY 2014, will receive a maximum of three (3) merit step increases during FY 2014. The merit steps will be applied in accordance with the Uniform Wage Scale applicable to this Salary Schedule. The schedule for payment of the step increases is as follows:

- a. First missed steps effective December 15, 2013.
- b. Second missed steps effective the first full pay period on or after January 1, 2014.
- c. Third missed steps effective the first full pay period on or after March 1, 2014.

There will be no retroactive payment for missed merit steps.

2. Employees who moved to this Salary Schedule after September 2012, after receiving one or more merit increases during FY 2013, if otherwise eligible, will receive merit increases on the employee's anniversary date during FY 2014.

3. Holiday and Holiday Pay – effective December 15, 2013, officers working on any holiday will be paid at two (2) times their regular rate of pay for each hour worked (except overtime), and will not receive another day off. Any overtime performed by an employee on a holiday will be compensated in accordance with the employee's regular overtime rate.

4. Contribution to Retirement Trust Fund – effective December 13, 2013, the employee contribution to the retirement trust funds will be:

- a. Nine percent (9%) for officers hired on/or before July 1, 2013, for the first five (5) years of employment.
- b. Eight percent (8%) for the next five (5) years of employment.
- c. Six percent (6%) for the remaining years of employment.
- d. Nine percent (9%) for each year of employment for officers hired after July 1, 2013.

5. Health Insurance – The contribution cost split that currently exist between the County and employees for medical, vision, and prescription coverage will continue during calendar years 2013 and 2014. The term “point of service” was changed to “preferred provider option” and outdated language deleted.

6. Modification to Pension Plan – vested benefits, will increase to ten (10) or more years of Credited Service for employees hired after July 1, 2013.

The Office of Law has reviewed this resolution and finds it to be in proper legislative

form with no legal impediments to its adoption.

The fiscal impact on the County as a result of the adoption of CR-127-2013 will be negative in the amount of \$254,000.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This Resolution amends the Salary Plan for Police Officials in the Police Department with the following modifications: merit payments for Fiscal Year 2014, wage scale modifications, holidays and holiday pay, contribution to retirement trust fund, group health insurance, pension plan, hold harmless provision, and military leave. A fiscal impact statement will be provided by the Office of Management and Budget.

The proposed salary plan amendments were submitted to the County Council by the County Executive on October 4, 2013. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before December 3, 2013, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
