

SETTLEMENT SUMMARY

PRINCE GEORGE'S COUNTY CORRECTIONAL OFFICERS' ASSOCIATION (CIVILIAN) AND PRINCE GEORGE'S COUNTY, MARYLAND

FISCAL YEARS 2017 & 2018

The following is a complete summary of modifications agreed to by the Civilian Unit of the Prince George's County Correctional Officers' Association ("Union") and Prince George's County, Maryland ("County"), which are included in the parties' new collective bargaining agreement ("CBA"). The CBA is effective Fiscal Years 2017 and 2018, and covers several civilian employees within the Prince George's County Department of Corrections. For easy reference, the Article within the new Agreement where each modification appears is identified.

RECOGNITION

The County recognizes PGCOA as the sole and exclusive collective bargaining representative of the Prince George's County Department of Corrections' employees in the bargaining unit for which it was certified by the Prince George's County Public Employees Relations Board for the purpose of negotiating wages, hours and other terms and conditions of employment. (**ARTICLE 1**)

WAGES

A. Cost of Living Increases

Employees covered by this agreement will receive the following COLAs during the term of this Agreement.

- a. Employees will receive a two percent (2%) increase to their base wages effective the first full pay period beginning on or after October 1, 2017.

B. Merit Increases

Employees covered by this Agreement who are otherwise eligible to receive a merit increase in Fiscal Year 2017 will receive it in FY 2018, effective on their anniversary dates. There will be no retroactive payments for these merits, and no other merits will be paid for the duration of this agreement.

Employees covered by this Agreement who are otherwise eligible to receive a merit increase in Fiscal Year 2018, will receive it in FY 2018, effective on their anniversary dates. There will be no retroactive payments for these merits, and no other merits will be paid for the duration of this agreement.

C. Wage Scale

Effective with each cost of living under Section 24.A. all minimum and maximum rates shall be increased by the same amount as the cost of living increase. Effective July 1, 2017 the max step will be increased by three and one half percent (3.5%).
(ARTICLE 24)

CALL BACK, HOLIDAY, SHIFT, ACTING AND COURT PAY

Effective first full pay period in May 2017, a two dollar and fifty cent (\$2.50) per hour shift differential shall be paid for all non-overtime hours worked on the first (1st) shift and the third (3rd) shift. The shift differential rate shall include employees specifically assigned on a permanent or rotating basis. **(ARTICLE 25)**

CLOTHING ISSUE AND MAINTENANCE ALLOWANCE

Effective July 1, 2017, employees who are required to wear uniforms will receive a four hundred (\$400) dollar uniform maintenance allowance. All employees who receive the allowance must wear their uniform. The allowance will be paid in a single payment in July. **(ARTICLE 26)**

HEALTH INSURANCE PREMIUMS

For Calendar Year 2017, the County and employee contribution rates remain the same.

In Calendar Year 2018, the County shall contribute seventy percent (70%) to the cost of the County's preferred provider option health insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining thirty percent (30%).

In Calendar Year 2018, the County shall contribute seventy-five percent (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five (25%). Employees who provide proof of other medical coverage may choose to receive a credit.

In Calendar Year 2018, the County shall contribute eighty-five (85%) to the County's deductible prescription drug and vision care programs for any employee who elects to

participate in either program. The participating employees shall contribute the remaining fifteen percent (15%). (**ARTICLE 38**)

DURATION

This Agreement shall become effective on July 1, 2016, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2018. This Agreement shall be automatically renewed from year to year after June 30, 2018 unless either party shall notify the other in writing no later than October 1, 2017 (or October 1st of any subsequent year thereafter in the case of an automatic renewal) that it desires to terminate, modify, or amend this Agreement. (**ARTICLE 42**)