



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Office of Audits and Investigations


October 18, 2022

FISCAL AND POLICY NOTE

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: Josh Hamlin 
Director of Budget and Policy Analysis

FROM: Malcolm Moody - 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-104-2022 Collective Bargaining Agreement – Prince George's Correctional
Officers' Association, Inc. (PGCOA)

CR-117-2022 Compensation and Benefits - Prince George's Correctional Officers'
Association (Correctional Officers) Salary Schedule D

CB-104-2022 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-117-2022 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Government Operations and Fiscal Policy (GOFP) Committee

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures of approximately \$6.6 million over fiscal years 2023 and 2024 will be required due to salary increases and other compensation adjustments.

Revenues: No impact.

Indirect Impact:

None.

Legislative Summary:

CB-104-2022, proposed by the Chair at the request of the County Executive and sponsored by Council Members Hawkins, Harrison, Taveras, Turner, Streeter, Dernoga, Medlock, Glaros, Franklin, Ivey, and Burroughs, was introduced on September 27, 2022. CR-117-2022, proposed by the Chair at the request of the County Executive sponsored by Council Members Hawkins, Harrison, Streeter, Turner, Medlock, Taveras, Glaros, and Franklin, was introduced on September 27, 2022. Prince George's County, Maryland, and Prince George's Correctional Officers' Association (PGCOA) have completed labor negotiations for a new labor agreement (Agreement) covering Fiscal Years 2023 and 2024. CB-104-2022 adopts and approves the referenced collective bargaining agreement in accordance with Section 16-233(f)(12) of the Personnel Law, and CR-117-2022 amends the corresponding Salary Schedule D for employees covered under the agreement.

Current Law/Background:

The Prince George's County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

Resource Personnel:

- Shawn Y. Stokes, Director, OHRM
 - Gitana Stewart-Ponder, Deputy Director, OHRM
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Discussion/Policy Analysis:

The Agreement between the County and Prince George's Correctional Officers' Association ("PGCOA") provides for wages and certain other terms and conditions of employment for personnel classifications certified by the Prince George's County Public Employee Relations Board and as amended by the Office of Human Resources Management from time to time.

Details of modifications to the Agreement and Salary Schedule D are presented in the County Executive’s Cover Letter and Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- *Cost of Living Adjustments*
 - FY 2023: covered employees will receive a two percent (2.0%) cost of living adjustment effective the first full pay period in January 2023.
 - FY 2024: covered employees will receive a two percent (2.0%) cost of living adjustment effective the first full pay period in January 2024.
- *Merit Increases*
 - There will be no merit increases in FY 2023 or FY 2024
- *COVID-19 Hazard Pay*
 - Parties have agreed to reopen negotiation concerning potential COVID-19 Hazard Pay, if the County receives additional State or Federal funding allocated for bargaining unit pay (including wages, salaries, or specialty pay) in connection with the COVID-19 Pandemic. If the County agrees to pay COVID-19 Hazard Pay to any bargaining units with negotiations for FY 2023 or FY 2024 CBAs, the County has agreed to pay Hazard Pay for the same duration to employees covered by this agreement. Any payment would be set forth in a side letter to the main CBA.
- *Wage Scale*
 - FY 2023:
 - Effective July 1, 2022, the wage scale minimum and maximum will increase by five and one half percent (5.5%). All members will receive their increase on their hire anniversary date.
 - Effective the first full pay period after January 1, 2023, the additional pay for Master Corporal, Master Sergeant, and 10-year Lieutenants shall be increase from two percent (2.0%) to four percent (4.0%).
 - Effective the first full pay period after January 1, 2023, and continuing thereafter, any Correctional Officer who has reached or in the future reaches ten (10) years of service in the Department, regardless of rank, will receive a one percent (1%) adjustment in wages, unless the officer already has received the increase for Master Corporal, Master Sergeant, and/or ten (10) -year Lieutenant. If these Master or ten (10) -year ranks are achieved after receipt of the ten (10) years of service longevity adjustment of 1%, the adjustments for these ranks will be reduced by the one percent (1%) already received and adjusted, such that the Master/ten (10) -year adjustments shall be three percent (3%).

- FY 2024:
 - Effective July 1, 2023, the wage scale minimum and maximum will increase by five and a quarter percent (5.25%). All members will receive their increase on their hire anniversary date.
 - *10-Year Service Adjustment*
 - Effective the first full pay period after January 1, 2023, and continuing thereafter, any Correctional Officer who has reached or in the future reaches 10 years of service in the Department, regardless of rank, will receive a 1% adjustment in wages, unless the officer already has received the increase for Master Corporal, Master Sergeant, and/or 10-year Lieutenant. If these Master or 10-year ranks are achieved after receipt of the 10 years of service longevity adjustment of 1%, the adjustments for these ranks will be reduced by the 1% already received and adjusted, such that the Master/10-year adjustments shall be 3%.
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Fiscal Impact:

Direct Impact

- Enactment of CB-104-2022 and adoption of CR-117-2022 are estimated to have a total adverse fiscal impact to the County for fiscal years 2023 and 2024 of approximately \$6.6 million because of the proposed modifications to the salary schedule. The breakdown of the costs of the modifications, as provided by the Office of Management and Budget, is as follows:

<i>FYs 2023/24</i>	
Merit Increases	\$1,757,380
Wage Scale Modifications	\$4,397,558
Other Adjustments	\$449,087
Total	\$6,604,025

Indirect Impact

Enactment of CB-104-2022 and adoption of CR-117-2022 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

Yes.

Effective Date:

CB-104-2022 shall be effective forty-five (45) calendar days after it becomes law and the Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2022.

CR-117-2022 shall take effect on the date it is adopted, and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2022.

If you require additional information, or have questions about this fiscal impact statement, please call me.