

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

Meeting Date: 11/23/99

Reference No.: CB-81-1999

Proposer: County Executive

Draft No.: 1

Sponsors: Estep, Gourdin, Hendershot, Maloney, Russell, Shapiro, Scott, Wilson

Item Title: Deputy Sheriff's Association of Prince George's County
Ind. (Sheriff's Civilians) Collective Bargaining Agreement
July 1, 1999 through June 30, 2001

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Joseph Adler
Personnel: Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 10/12/99

Executive Action: 12/13/99 S

Committee Referral: 10/12/99 PSFM

Effective Date: 1/31/2000

Committee Action: 10/21/99 FAV

Date Introduced: 10/26/99

Public Hearing: 11/23/99 11:30 A.M.

Council Action: 11/23/99 ENACTED

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

Pass/Fail: P

Remarks: See also CR-56-1999 – Retroactive provisions

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/21/99

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

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Prince George's Deputy Sheriffs' Association (DSA) covering approximately 53 civilian employees in the Office of the Sheriff.

Many of the terms and conditions of the County's previous labor agreement with the DSA (civilians) are included in the two year agreement. (FY2000 – FY2001)

Summary of modifications to the wages and benefits in the agreement:

1. The maximum rates of pay for all grades on Salary Schedule Z will be increased by six-tenths of one percent (0.6%) and the longevity step will be phased in on the employee's anniversary date. (pp 1)
2. Cost of living adjustments (COLA): (pp 2)
 - a. 1.5% - July 1, 1999
 - b. 1.5% - October 1, 2000
 - c. 1.5% - April 1, 2001
3. Employees covered by the agreement who are eligible will receive a merit increase in years 2000 and 2001. (pp 3)
4. Effective July 1999, personal leave is expressed as twenty (20) hours per year rather than as two and one-half days. The twenty hours include four (4) hours granted in lieu of the General Election Day. (pp 7)
5. Eight (8) additional hours of discretionary leave, for a total of twenty-four (24) will be granted after ten (10) years of service. (pp 7)
6. The provisions of the County's Beneflex Program have been incorporated into the agreement. (pp 8)
7. Five longevity steps have been added to the scale. Employees will move to steps based on years of service. Employees with sufficient years of service to move more than one step will move one step per year until reaching the proper step. (pp 1-2)
8. Employees working on Police Memorial Day will be eligible for holiday premium pay twice their normal salary rate. (pp 3)

The fiscal impact on the County will be negative in the amount of \$154,350 (FY2000 - \$61,744; FY2001 - \$92,606). The annualized cost for FY2002 is \$53,700.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and the Deputy Sheriff's Association of Prince George's County, Inc., covering civilian employees in the Office of the Sheriff have completed labor negotiations on a new labor agreement covering Fiscal Years 2000 and 2001. 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: