

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/8/2014
Reference No.: CR-048-2014
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Toles, Harrison, Franklin, Campos, Turner, Davis
Item Title: A Resolution to amend Salary Schedule "S-O" for Sheriff Officials in the Office of the Sheriff, effective July 1, 2014 through June 30, 2015

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

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:	6/3/2014 - PSFM	Effective Date:	7/1/2014
Committee Action:	6/26/2014 - FAV		
Date Introduced:	6/3/2014		
Public Hearing:			
Council Action (1)	7/8/2014 - ADOPTED		
Council Votes:	WC:-, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:			

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

Public Safety and Fiscal Management **Date 6/26/2014**
REPORT: Committee Vote: Favorable 3-0 (In favor: Council Members Toles, Harrison, and Turner)

This resolution will amend the Salary Plan for Sheriff Officials in Salary Schedule S-0 covering 7 Officials (Captains and Majors) in the Office of the Sheriff. The Salary Plan includes the following modifications to the wages and other benefits:

1. All employees covered by this Salary Schedule who are eligible to receive a merit step increase during the period July 1, 2014 through June 30, 2015, will receive it.
2. All employee covered by this Salary Schedule who were eligible to receive a merit step increase in Fiscal Years 2010, 2011, 2012, and 2013, but who did not receive those increases during those years, will receive the following merit step increases during Fiscal Year 2015:
 - a. Third missed step will be effective the first full pay period beginning on or after September 1, 2014.
 - b. Fourth missed step will be effective the first full pay period beginning on or after March 1, 2015.

There will be no retroactive payment for any of the missed merit steps.

3. HOLD HARMLESS FOR FISCAL YEAR 2015

Any employee covered by this Salary Schedule who retires during the period from July 1, 2014 through June 30, 2015, "Average Annual Compensation," as that term is defined in the Supplemental Retirement Benefit Plan or the Comprehensive Deputy Sheriff Pension Plan, will be calculated as if the employee had received merit steps in Fiscal Year 2010, 2011, 2012 and 2013 on his/her anniversary date for the applicable merit increase that the employee otherwise would have been eligible to receive.

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 will be negative in the amount of \$3,300 with the adoption of CR-48-2014.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This Resolution amends the Salary Plan for Sheriff Officials in the Office of the Sheriff with the following modifications: merit increases; insurance premiums; and the hold harmless provision.

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 May 19, 2014. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before July 18, 2014, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
