

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

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| Meeting Date: | 7/27/99 | Reference No.: | CB-42-1999 |
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| Proposer: | County Executive | Draft No.: | 1 |
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Sponsors: Bailey, Wilson, Scott, Russell

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

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| Drafter: | Kenneth E. Nickels Personnel & Labor Relations | Resource Personnel: | Joseph Adler Personnel & Labor Relations |
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LEGISLATIVE HISTORY:

Date Presented: 6/15/99 **Executive Action:** 8/16/99 S

Committee Referral: 6/16/99 PSFM **Effective Date:** 10/1/99

Committee Action: 6/24/99 FAV

Date Introduced: 7/6/99

Public Hearing: 7/27/99 1:30 P.M.

Council Action: 7/27/99 ENACTED

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

Pass/Fail: P

Remarks: See also CR-26-1999 - (Retroactive provisions)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 6/24/99

Committee Vote: Favorable, 4-0, (In favor: Council Members Scott, Hendershot, Maloney and Russell).

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Prince George's Deputy Sheriff's Association (DSA) covering approximately 141 sworn sheriffs through the rank of lieutenant.

Many of the terms and conditions of the County's previous labor agreements are included in the two year agreement. (FY2000-FY2001).

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

1. Employees will receive the following cost of living adjustments (COLA): (pp 1)
 - a. Two percent (2%) - July 1, 1999
 - b. One percent (1%) - October 1, 2000
 - c. One and one-half percent (1.5%) - April 1, 2001
2. Employees eligible will receive a merit increase in both FY2000 and FY2001. (pp 1)
3. Effective July 1, 2000, deputies who work on Police Memorial Day will have the option of receiving pay or compensatory leave rather than only compensatory leave. (pp 3)
4. Effective July 1, 1999, shift differential will be increased by five cents (\$.05) per hour to \$1.80 per hour on the first (night) shift and to \$1.45 per hour on the third (evening) shift. Effective July 1, 2000 shift differential will be increased by an additional ten cents (\$.10) per hour. (pp 4)
5. Effective July 1, 2000, standby pay during the week will be earned on the basis of one (1) hour for every eight (8) hours instead of the current one (1) hour for every sixteen (16) hours. (pp 5)
6. Effective July 1, 1999, the clothing allowance will be increased by \$25 to \$950 per year. In FY2000 the clothing allowance will be increased by \$50 per year. (pp 6)
7. Effective July 1, 1999, eight (8) more hours of discretionary leave are available to deputies with ten or more years of service for a total of three days of discretionary leave per year. (pp 9)
8. Steps L through P will be advanced (employees will attain higher step more quickly) and an additional step will be added to the top of the ladder. All steps beyond (and including) Step B will be increased by one percent (1%). (pp 2)
9. The parties will form a joint study committee to recommend more efficient ways to administer disability leave at the department level. (pp 9)
10. Beginning January 1, 2000, deputy sheriffs may participate in the County's Beneflex Program. (pp 12)
11. Effective July 1, 1999, the current variable funding formula for deputy sheriffs who participate in the supplemental pension plan will be amended to a flat 5.2% of salary; in the comprehensive pension plan, a flat 8%. (pp 13)
12. The job related disability benefit under the comprehensive pension plan is increased from fifty percent (50%) of salary to seventy percent (70%) during the first year of retirement and decreases to fifty-five percent (55%) thereafter. (pp 15)
13. Deputies will be able to purchase up to two years of military service at no cost to the pension plan for pension credit applicable after reaching normal retirement date. (pp 20)
14. Various obsolete provisions throughout the Agreement have been deleted and a few provisions were clarified.

The fiscal impact on the County will be negative in the amount of approximately \$776,443. (FY2000 - \$369,963 and FY2001 - \$406,480). The annualized cost for FY2002 is \$244,542. The total cost of the Agreement is \$1,020,985.

BACKGROUND INFORMATION/FISCAL IMPACT

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

The Deputy Sheriff's Association of Prince George's County, Inc., and Prince George's County have completed labor negotiations on a two year labor agreement covering Fiscal Year 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-

CODE INDEX TOPICS: