

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

**Meeting Date:** 10/7/97

**Reference No.:** CR-54-1997

**Proposer:** County Executive

**Draft No.:** 1

**Sponsors:** Estepp, Wilson, Gourdine

**Item Title:** Police Officials - Salary Schedule P-O to amend the Salary Plan of the County to reflect certain wages and benefit modifications for Police Officials; effective July 1, 1996 - June 30, 1999

**Drafter:** Joseph Adler  
Personnel & Labor Relations

**Resource Personnel:** Joseph Adler  
Personnel & Labor Relations

**LEGISLATIVE HISTORY:**

**Date Presented:** \_\_\_\_/\_\_\_\_/\_\_\_\_

**Executive Action:** \_\_\_\_/\_\_\_\_/\_\_\_\_

**Committee Referral:**(1) 9/2/97 PSFM

**Effective Date:** \_\_\_\_/\_\_\_\_/\_\_\_\_

**Committee Action:**(1) 9/25/97 FAV

**Date Introduced:** 9/2/97

**Pub. Hearing Date:** (1) \_\_\_\_/\_\_\_\_/\_\_\_\_ :\_\_ \_\_

**Council Action:** (1) 10/7/97 ADOPTED

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

**Pass/Fail:** P

**Remarks:** \_\_\_\_\_

**PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT** Date: 9/25/97

Committee Vote: Favorable, 4-0, (In favor: Council Members Wilson, Estepp, Gourdine and Maloney).

This Resolution will amend Salary Plan Schedule P-O for thirty-two (32) Police Officials, (13 Majors and 19 Captains), above the rank of Lieutenant and implement similar economic benefits and modifications contained in an arbitration award issued June 16, 1997, by the Arbitrator in the form of a collective bargaining agreement for Police Officers through the rank of Lieutenant.

Highlights of the Salary Plan for FY97:

1. There will be no cost of living adjustment (COLA) or merit increase. (pp 5)
2. Holiday pay is reduced from double time and one-half (2½) to double time (2) for four core holidays, (New Year's Day, Independence Day, Thanksgiving Day and Christmas Day), and to one and one-half (1½) regular plus one-half times annual leave for the remaining holidays. (pp 12)
3. Police Officials will receive another day off where a holiday falls on the official's day off, not the option of another day off or a day's pay. (pp 12)
4. Effective January 5, 1997, the annual and sick leave principles approved in CB-62-1995 have been extended to Police Officials. (pp 14)
5. Clothing Allowance remains at \$925 per year, but will be paid in a single payment in July rather than in two installments (July and January). (pp 17)
6. The employee contribution to HMO coverage is increased from fifteen percent (15%) to twenty percent (20%), the same as all other county employees. (pp 18)

There will be no fiscal impact on the County in FY97. In FY98, the cost of the merit increase and the cost-of-living adjustment (COLA), partially offset by savings from the holiday premium pay and health insurance changes, is approximately \$76,100. The FY99 costs include the rollup in FY99 of the FY98 merit increase and the mid-year FY98 COLA (\$25,000), as well as the cost for the FY99 merit increase and COLA (\$49,700), for a total FY99 fiscal impact of \$75,500. The total cost for the three years in CB-54-1997 is approximately \$151,600.

**BACKGROUND INFORMATION/FISCAL IMPACT**

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

The interest arbitration award, which was issued on June 16, 1997 by Arbitrator Seymour Strongin in the form of a collective bargaining agreement for Police Officers through the rank of Lieutenant. This resolution will enact similar provisions for Police Officials. The estimated fiscal impact will be provided by the Office of Management and Budget.

**CODE INDEX TOPICS:**