

Prince George's County Council

Agenda Item Summary

Meeting Date:	11/5/2013
Reference No.:	CB-085-2013
Draft No.:	1
Proposer(s):	County Executive
Sponsor(s):	Campos, Davis, Franklin, Harrison, Lehman, Olson, Patterson, Turner, Toles
Item Title:	An Act concerning the Collective Bargaining Agreement between Prince George's County, Maryland and the Prince George's Correctional Officers' Association, Inc. (Correctional Officers) for the period July 1, 2013 through June 30, 2015

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

LEGISLATIVE HISTORY:

Date Presented:	9/24/2013	Executive Action:	11/22/2013 S
Committee Referral:	9/24/2013 - PSFM	Effective Date:	1/6/2014
Committee Action:	10/3/2013 - FAV		
Date Introduced:	10/8/2013		
Public Hearing:	11/5/2013 - 10:00 AM		
Council Action (1)	11/5/2013 - ENACTED		
Council Votes:	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:	See also CR-106-2013; Retroactive to 7/1/2013.		

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 10/3/2013

REPORT: COMMITTEE VOTE: Favorable 5-0 (Councilmembers: Toles, Franklin, Davis, Harrison, and Lehman)

This bill reflects the terms and conditions of the Collective Bargaining Agreement (Agreement) between the County and the Prince George's Correctional Officers Association, Inc. (PGCOA) covering approximately 450 Sworn Correctional Officers in the Department of Corrections.

Many of the terms and conditions of the previous Agreement with the PGCOA are included in the two year Agreement (July 1, 2013 – June 30, 2015).

Summary of Modifications to Wages and Benefits

1. PGCOA Leave – employees that are certified by the Union as donating to the Union leave bank will have eight hours deducted annually in January.
2. PGCOA Stewards – requires the Union to make good faith efforts to avoid conflicts of interest when assigning Union representation.
3. PGCOA Information Dispersal – the provision was modified to state that the PGCOA President will be notified when a job-related incident results in admission to the hospital or death.
4. Working Day – a new article added to the Agreement. The terms “working day” and “working days”, as used in the Agreement, are defined as Monday through Friday, excluding County observed holidays.
5. Discipline – incoming probationary employees will now be governed by the County Personnel Law, not Article 16.
 - a. The Department will not issue a Disciplinary Action Recommendation (DAAR) more than 120 days after the investigation has been approved in writing by the Director.
 - b. Timeframe for holding an administrative hearing after receipt of the DAR is extended from 45 days to 60 days.
6. Safety and Health – obsolete language was deleted from paragraph D. Language was added that requires all equipment to be maintained and replaced pursuant to established standards.
7. Wages –
 - a. Employees covered by this Agreement will receive the following Cost of Living Adjustments (COLA) during the term of this Agreement:
 1. 3% increase to their base wages effective the first full pay period following passage of this legislation.
 2. 2.5% effective the first full pay period beginning on/or after March 1, 2014.
 3. 2% effective the first full pay period beginning on/or after July 1, 2014.
 4. 3% increase the first full pay period beginning on/or after March 1, 2015.

b. Employees covered by this Agreement will receive the following merit increase:

1. FY 2014 on Anniversary date

2. FY 2015 on Anniversary date

3. FY 2013 Employees who were eligible to receive a merit increased during FY 2013, will receive it the first full pay period beginning on/or after June 1, 2015.

There will be no retroactive payment for these merit increases.

c. The wage scale will be adjusted in accordance with the COLA's. There will also be a 3.5% increase to the maximum pay grades effective the first full pay period after passage of this legislation.

8. Health and Life Insurance Coverage – the contribution split that currently exist between the County and employees for medical, vision, and prescription coverage will continue for calendar years 2013, 2014, and 2015. The terms “point of service” in paragraph A was changed to “preferred provider option”.

9. Training – language clarified that “weapons qualified” Correctional Officers will be scheduled to attend annual firearms requalification.

10. Comprehensive Retirement Benefit – effective July 1, 2013, for employees hired after July 1, 2008, normal retirement is changed from 20 years actual and continuous service, to 25 years actual and continuous service.

Effective January 31, 2014, retirees will receive a minimum annual cost of living adjustment (COLA) of \$35.00 per month.

The Office of Law has reviewed this bill and finds it to be in proper legislative form with no legal impediments to its enactment.

The enactment of CB-85-2013 will have a negative fiscal impact on the County in the amount of approximately \$3 million (FY 2014 \$1,440,900 and FY 2015 \$1,599,500).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

Prince George's County, Maryland and the Prince George's Correctional Officers' Association, Inc. (Correctional Officers) have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2014 and 2015. 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:

INCLUSION FILES:
