



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Office of Audits and Investigations


March 17, 2023

FISCAL AND POLICY NOTE

TO: Jennifer A. Jenkins
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: Josh Hamlin 
Director of Budget and Policy Analysis

FROM: Roger G. Banegas 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-027-2023 Collective Bargaining Agreement – Deputy Sheriff's Association of
Prince George's County, Inc. (Civilian Units)

CR-010-2023 Compensation and Benefits - Deputy Sheriff's Association of Prince
George's County, Inc. (Civilian Employees), Salary Schedule Z

CB-027-2023 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-010-2023 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Health, Human Services and Public Safety (HHSPS) Committee

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures of approximately \$681,224 over fiscal years 2023 and 2024 will be required due to salary increases and other compensation adjustments.

Revenues: No impact.

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Indirect Impact:

None.

Legislative Summary:

CB-027-2023, proposed by the Chair at the request of the County Executive, was introduced on February 28, 2023, and referred to the Government Operations and Fiscal Policy Committee (GOFPP). CR-010-2023, proposed by the Chair at the request of the County Executive, was introduced on February 28, 2023, and referred to GOFPP. Prince George's County, Maryland, and Deputy Sheriff's Association of Prince George's County, Inc. (Civilian Units) have completed labor negotiations for a new labor agreement (Agreement) covering Fiscal Years 2023 and 2024. CB-027-2023 adopts and approves the referenced collective bargaining agreement in accordance with Section 16-233(f)(21) of the Personnel Law, and CR-010-2023 amends the corresponding Salary Schedule Z for employees covered under the agreement.

Current Law/Background:

The Prince George's County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law. "Protective Service Employees" shall be defined as sworn police officers, uniformed firefighters, correctional officers and deputy sheriffs.

Resource Personnel:

- Christina Noone, Administrative Assistant, OHRM
 - Shawn Y. Stokes, Director, OHRM
 - Gitana Stewart-Ponder, Deputy Director, OHRM
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Discussion/Policy Analysis:

The Agreement between the County and Deputy Sheriff's Association of Prince George's County, Inc. (Civilian Units) provides for wages and certain other terms and conditions of employment for personnel classifications certified by the Prince George's County Public Employee Relations Board and as amended by the Office of Human Resources Management from time to time.

Details of modifications to the Agreement and Salary Schedule Z are presented in the County Executive’s Cover Letter and Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- *Cost of Living Adjustments*
 - FY 2023: covered employees will receive a three percent (3.0%) cost of living adjustment effective the first full pay period in November 2022.
 - FY 2024: covered employees will receive a four point two five percent (4.25%) cost of living adjustment effective the first full pay period after February 1, 2024.
- *Merit Increases*
 - Eligible employees covered by this Agreement will receive a regular merit increase on their initial hire/rehire anniversary date in FY 2023.
 - Eligible employees covered by this Agreement between July 1, 2023, through June 30, 2024, will receive a merit increase on their initial hire/rehire anniversary date in FY 2024.
- *Retroactive COVID-19 Hazard Pay*
 - Parties have agreed to reopen negotiation concerning potential COVID-19 Hazard Pay, if the County receives additional State or Federal funding allocated for bargaining unit pay (including wages, salaries, or specialty pay) in connection with the COVID-19 Pandemic. If the County agrees to pay COVID-19 Hazard Pay to any bargaining units with negotiations for FY 2023 or FY 2024 CBAs, the County has agreed to pay Hazard Pay for the same duration to employees covered by this agreement. Any payment would be set forth in a side letter to the main CBA.
- *Min – Max Rates*
 - Effective the first full pay period in January 2022, the maximum rates will be increased by three and one-half percent (3.5%). Employees who were at the maximum of the scale but were eligible for a merit increase between July 1, 2021, and the date of the increase will receive the 3.5% increase in the first full pay period of 2022.

Fiscal Impact:

Direct Impact

- Enactment of CB-027-2023 and adoption of CR-010-2023 are estimated to have a total adverse fiscal impact to the County for fiscal years 2023 and 2024 of approximately \$681,225 because of the proposed modifications to the salary schedule. The breakdown of the costs of the modifications, as provided by the Office of Management and Budget, is as follows:

<i>FYs 2023/24</i>	
COLAs and Merit Increases	\$674,935
Shift Differentials	\$5,539
Notary Pay	\$750
Total	\$681,224

Indirect Impact

Enactment of CB-027-2023 and adoption of CR-010-2023 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

Yes.

Effective Date:

CB-027-2023 shall be effective forty-five (45) calendar days after it becomes law and the Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2022.

CR-010-2023 shall take effect on the date it is adopted, and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2022.

If you require additional information, or have questions about this fiscal impact statement, please call me.