

SETTLEMENT SUMMARY

THE DEPUTY SHERIFFS ASSOCIATION OF PRINCE GEORGE'S COUNTY, INC. CIVILIAN EMPLOYEES AND PRINCE GEORGE'S COUNTY, MARYLAND

FISCAL YEARS 2017 & 2018

The following is a complete summary of modifications to the wages and benefits agreed to by The Deputy Sheriffs Association of Prince George's County, Inc. Civilian Employees ("Union") and Prince George's County, Maryland ("County"), which are included in the parties' new collective bargaining agreement ("CBA"). The CBA is effective Fiscal Years 2017 and 2018 and covers civilian employees within the Sheriff's Department. The Article within the new CBA where each modification appears is identified.

WAGES

A. Wage Adjustments

Employees covered by this Agreement will receive a two percent (2%) cost of living (COLA) adjustment effective the first full pay period of October 2017.

B. Merit Increases

Employees covered by this Agreement will receive the following merit increases:

1. Fiscal Year 2017. Employees covered by this Agreement who are otherwise eligible to receive a three and one-half percent (3-1/2) merit increase during the period from July 1, 2016 through June 30, 2017 (i.e., Fiscal Year 2017) shall be paid this merit increase during Fiscal Year 2018 (from July 1, 2017 to June 30, 2018), effective on each employee's anniversary date. Except as noted below (Section 3), there shall be no retroactive payments for this merit.
2. Fiscal Year 2018. Employees covered by this Agreement who are otherwise eligible to receive a three and one-half percent (3-1/2%) merit increase during the period from July 1, 2017 through June 30, 2018 (i.e., Fiscal Year 2018), shall be paid this merit increase during Fiscal Year 2018 (from July 1, 2017 to June 30, 2018), effective on each employee's anniversary date.
3. There will be no retroactive merit pay prior to July 2017 and no other merit increases will be paid for the duration of this Agreement.

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C. The minimum and maximum rates will be increased in accordance with the COLA for Fiscal Year 2018, as set forth in Section A of this Article (Article 5.02 Wages). In addition, effective July 1, 2017, the maximum rates will be increased by three and one-half percent (3-1/2%).

(ARTICLE 5, SECTION 5.02)

SPECIAL SALARY RATES

SHIFT DIFFERENTIAL

Effective First Full Pay Period Beginning on or after September 1, 2016

Employees who work the first shift will receive a 15 cents increase in their shift differential, from \$2.50 to \$2.65 per hour. Employees who work the third shift will receive a 15 cents increase in their shift differential, from \$2.15 to \$2.30 per hour.

Effective First Full Pay Period Beginning on or after July 1, 2017

Employees who work the first shift will receive a 15 cents increase in their shift differential, from \$2.65 to \$2.80 per hour. Employees who work the third shift will receive a 10 cents increase in their shift differential, from \$2.30 to \$2.40 per hour.

(ARTICLE 6, SECTION 6.04)

FRINGE BENEFITS

ADDITIONAL LEAVE PROVISIONS

It amends Section A by deleting the language describing the twenty-four (24) hour period beginning at 6:00 a.m. and inserting the wording “County office” to clarify the type of closure. Also, an example of this type of situation is included.

A new paragraph is added concerning delayed openings and closures for County Government and how these delays/closures will impact non-essential employees who work the second shift. It states that these employees will be paid at least two (2) hours of straight time, plus a two dollar (\$2.00) per hour premium. For this section, County Government’s hours of operation are 8:30 a.m. to 5:00 p.m.

(ARTICLE 7, SECTION 7.06)

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PRESIDENTIAL AND UNION BUSINESS LEAVE

This change amends the language to allow union members up to forty (40) hours of the two hundred and fifty (250) hours of union business leave hours for contract negotiation preparation. Each member is limited to no more than four (4) hours per work day for this use.

(ARTICLE 7.11, B)

HEALTH INSURANCE PREMIUMS

This change extends the current premium split to FY'17. It adjusts the premiums for FY'18 to reflect the new splits.

Section A. Effective January 2018, the County shall contribute seventy percent (70%) to the cost of the County's preferred provider option insurance plan for any employee who elects to participate in the program. Participating employees and retirees shall contribute the remaining thirty percent (30%).

Section B. Effective January 1, 2018, the County shall contribute seventy-five (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee or retiree who elects to participate in the program. Participating employees shall contribute the remaining twenty-five percent (25%).

Section D. Effective January 2018, the County shall contribute eighty-five percent (85%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining fifteen percent (15%).

Section G. The language is amended to remove the maximum dollar amounts for the dependent flexible spending and medical flexible spending accounts and to replace them with the following wording, "*the maximum dollar amount allowed by IRS regulations*".

(ARTICLE 7, SECTION 7.13)

DURATION

This Agreement shall become effective on July 1, 2016, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2018. This Agreement shall be automatically renewed from year to year after June 30, 2018, unless either party shall notify the other in writing no later than October 1, 2017 (or October 1st of any subsequent year thereafter in the case of an automatic renewal) that it desires to terminate, modify or amend this Agreement.

(ARTICLE 24)