

Prince George's County Council Agenda Item Summary

Meeting Date: 11/18/2008
Reference No.: CR-101-2008
Draft No.: 2
Proposer(s): County Executive
Sponsor(s): Dean, Knotts
Item Title: A Resolution amending the Salary Plan for Corrections Officials, Salary Schedule C-O, to reflect wage and benefit modifications effective July 1, 2007 through June 30, 2009

Drafter: Terry Bowen, Office of Human Resources Management
Resource Personnel: Donald E. Bridgeman, Office of Human Resources Management

LEGISLATIVE HISTORY:

| | | | |
|----------------------------|--|--------------------------|------------|
| Date Presented: | | Executive Action: | |
| Committee Referral: | 11/5/2008 - PSFM | Effective Date: | 11/18/2008 |
| Committee Action: | 11/10/2008 - FAV(A) | | |
| Date Introduced: | 11/5/2008 | | |
| Public Hearing: | | | |
| Council Action (1) | 11/18/2008 - ADOPTED | | |
| Council Votes: | MB:A, WC:A, SHD:A, TD:A, CE:A, AH:A, DCH:A, TK:A, EO:A, IT:A | | |
| Pass/Fail: | P | | |
| Remarks: | Retroactive to July 1, 2007 | | |

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE

Date 11/10/2008

Committee Vote: Favorable as Amended, 5-0 (In favor: Council Members Knotts, Turner, Campos Dean and Exum)

This resolution will amend the Salary Plan for Correction Officials Salary Schedule C-O covering 7 officials in the Department of Corrections and will implement similar economic benefits and modifications contained in the Collective Bargaining Agreement for Sworn Correction Officers.

Summary of Modifications to the Salary Schedule C-O

1. Cost of Living Adjustment (COLA) 2.5% effective August 5, 2007 and 3% August 3, 2008.
2. Merit Increases – employees eligible to receive merit increase will receive it during the period July 1, 2007 – June 30, 2008.
3. Wage Scale Adjustment – effective July 1, 2008 the maximum rate will be increased by 3.5%
4. Clothing Allowance – The amount for FY2008 is \$1,250,000 and for FY2009 \$1,300,000
5. Insurance Premiums

a. Point of Service (POS) health insurance plan, prepaid group health plan or Health Maintenance Organization (HMO) and the deductible prescription drug and vision care plan, the employer contribution will be decreased by 1% in CY08 and CY09 while the employee and retiree's contribution will increase by 1% in CY08 and CY09.

The Office of Law has reviewed this resolution and find it to be in proper legislative form with no fiscal impediments to its adoption.

A memo dated November 10, 2008 was received from the County Executive requesting the following amendments to the resolution:

1. On page 8. delete lines 1-3 and on line 4 delete the words "Schedule C-O except payment of wages." On line 8 add "all Correctional Administrators who are participants in the Correctional Officers' Pension Plan and are assigned to the General Salary Schedule at Grade G-31 shall also receive all of the benefits of fellow Correctional Officials under Salary Schedule C-O except payment of wages."

2. On page 10 Section 8 A1c delete "All pay status", add "Only worked." After the word "hours" add "not including any type of leave (for example, sick, annual, discretionary, holiday, disability, LWOP, personal, FMLA)"

The fiscal impact on the County will be negative in the amount of \$79,108 (FY08-\$32,970 and FY09-\$46,138).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This is companion legislation to the bill implementing the provisions of the negotiated collective bargaining agreement for Correctional Officers through the rank of Lieutenant for Fiscal Years 2008 and 2009. This resolution will adopt similar provisions for the Corrections Officials in the ranks of Captain and Major. A fiscal impact statement will be provided by the Office of Management and Budget.

The proposed salary plan amendments were submitted to the County Council by the County Executive on November 3, 2008. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before January 1, 2009, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
