

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

Meeting Date: 10/24/95

Reference No.: CB-96-1995

Proposer: County Executive

Draft No.: 1

Sponsors: Estopp and Del Giudice

Item Title: Fraternal Order of Police, Lodge 89
Collective Bargaining Agreement
July 1, 1995 through June 30, 1996

Drafter: Ken Nickels
Labor Relations

Resource Personnel: Joseph Adler
Personnel

LEGISLATIVE HISTORY:

Date Presented:	9/26/95	Executive Action:	12/6/95	S
Committee Referral: (1)	9/26/95 PSFM	Effective Date:	1/22/96	
Committee Action: (1)	10/17/96 FAV			
Date Introduced:	10/24/95			
Pub. Hearing Date: (1)	11/21/95 1:30 PM			

Council Action: (1) 11/21/95 ENACTED

Council Votes: AMc:A, DB:A, SD:A, JE:A, IG:A, WM:A, RVR:A, AS:N, MW:A

Pass/Fail: P

Remarks: (See CR-62-1995)
Retroactively effective July 1, 1995

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/10/95

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

This bill is the collective bargaining agreement between the County and the Fraternal Order of Police, Lodge 89, Inc. (FOP) for FY96.

Summary of elements in the agreement:

1. No Merit increase. (pp 4)
2. No COLA
3. Removal of the no layoff/no furlough clause.
4. Employee pension contribution rate is increased from 4% to 5¹/₂%. (pp 4)
5. Standby Pay reduction from 12.5% to 6.5%. (pp 5)
6. Reduction of Holiday Premium pay by 2/3. (pp 7)
7. Compensatory time instead of overtime pay for Court time. (pp 8)
8. New recruits will receive a rate of pay equivalent to \$5,200 less than Step A of Grade L- 01 until they have graduated from the Police Academy.
9. Officers hired after June 31, 1995 will contribute 8% of salary to the pension plan for the first five years, and 7% for the next five years before their contribution rate returns to 5.5%.
10. Increase in Discretionary Leave. (pp 10)
11. Master Patrol Program Advancement (pp 31)
12. Hold Harmless for pension benefit calculation. (pp 28)

The fiscal impact on the County will be positive in the amount of approximately \$4.2 million as a result of the cost savings in contractual concessions.

BACKGROUND INFORMATION/FISCAL IMPACT
(Includes reason for proposal, as well as any unique statutory requirements)

Prince George's County and the Fraternal Order of Police Prince George's County Lodge 89, Inc., have completed labor negotiations on a new one year agreement covering Fiscal Year 1996. This Council Bill is to adopt and approve the 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: