

Prince George's County Council

Agenda Item Summary

Meeting Date:	11/5/2013
Reference No.:	CR-107-2013
Draft No.:	1
Proposer(s):	County Executive
Sponsor(s):	Campos, Davis, Franklin, Harrison, Lehman, Olson, Patterson, Turner, Toles
Item Title:	A Resolution to amend the Salary Plan for Corrections Officials, Salary Schedule C-O, to reflect wage and benefit modifications, effective July 1, 2013 through June 30, 2014

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

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:		Effective Date:	11/5/2013
Committee Action:	10/3/2013 - FAV		
Date Introduced:	9/24/2013		
Public Hearing:			
Council Action (1)	11/5/2013 - ADOPTED		
Council Votes:	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:	Retroactive to July 1, 2013		

AFFECTED CODE SECTIONS:

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 resolution will amend the Salary Plan in Salary Schedule C-O covering 5 Officials above the rank of Lieutenant in the Department of Corrections. This Salary Plan will implement similar economic benefits and modifications contained in the Collective Bargaining Agreement for Correctional Officers. (CB-85-2013)

Summary of Modification of Wages and Benefits

1. Merit Increase – employees covered by this Salary Schedule who are eligible to receive a merit increase during the period from July 1, 2013 through June 30, 2014 will receive a merit increase.
2. Cost of Living Adjustment (COLA) – All employees covered by this Salary Schedule will receive the following COLA for FY 2014:
 - a. Three percent (3%) increase to their base wages effective the first full pay period following passage of the legislation enacting this Salary Schedule.
 - b. Two and one half percent (2.5%) increase to their base wages effective the first full pay period beginning on or after March 1, 2014.
3. Wage Scale Adjustment – effective the first full pay period following the adoption of this resolution by the County Council the maximum rates will be increased by an additional three and one-half percent (3.5%).
4. Group Health Insurance – the contribution cost split that currently exist between the County and employees for medical, vision, and prescription coverage will continue during Calendar Year 2013 and 2014. The term “point of service” was changed to “preferred provider option” and outdated language deleted.

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

The fiscal impact on the County as a result of the adoption of CR-107-2013 will be negative in the amount of \$27,000 for FY 2014.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This Resolution amends the Salary Plan, Salary Schedule C-O, for Corrections Officials in the Department of Corrections with the following modifications: scheduled pay rates; min-max system; merit increases; cost of living adjustments; wage scale adjustment; and group health insurance. 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 September 18, 2013. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before November 17, 2013,

the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
