

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

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**Meeting Date:** 7/29/2003

**Reference No.:** CB-49-2003

**Proposer:** County Executive

**Draft No.:** 1

**Sponsors:** Hendershot, Dean, Exum, Harrington, Peters, Knotts

**Item Title:** An Act concerning Prince George's County Police Civilian  
Employees Association (PCEA) Collective Bargaining  
Agreement July 1, 2003 through June 30, 2005

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**Drafter:** Leonard L. Lucchi  
Personnel and Labor Relations

**Resource** Donald E. Bridgeman  
**Personnel:** Personnel and Labor Relations

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**LEGISLATIVE HISTORY:**

**Date Presented:** \_\_/\_\_/\_\_

**Executive Action:** 7/30/2003 S

**Committee Referral:** 7/8/2003 PSFM

**Effective Date:** 9/15/2003

**Committee Action:** 7/23/2003 FAV

**Date Introduced:** 7/8/2003

**Public Hearing:** 7/29/2003 10:00 A.M.

**Council Action:** 7/29/2003 ENACTED

**Council Votes:** PS:A, MB:A, SHD:A, TD:A, CE:-, DCH:A, TH:A, TK:A, DP:A

**Pass/Fail:** P

**Remarks:** See also CR-38-2003; retroactive to 7/1/2003

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**PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT** Date: 7/23/03

Committee Vote: Favorable 5-0, (In favor: Councilmembers Exum, Bland, Hendershot, Knotts and Peters.)

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the Police Civilian Employees Association (PCEA) covering approximately 336 dispatchers, technicians, public safety aides and clerical employees in the Police Department, the Department of Environmental Resources (DER) and those employees in the Office of Information Technology and Communications (OITC) who were transferred to the Office of Homeland Security as a result of the reorganization. (CB-21-2003).

Many of the terms and conditions of the County's previous collective bargaining agreement with the PCEA are included in this two year agreement (FY2004-FY2005).

**Summary of the Modifications to the Wages and Benefits in the Agreement:**

1. **Personnel Files**  
An employee's former supervisor may only pass on a past performance appraisal for the period of time (if more than ninety days) that the employee was under his/her supervision.
2. **Cost of Living Adjustments (COLA)**  
1% increase on October 1, 2003  
1% increase on May 1, 2004 and October 1, 2004  
1% increase on May 1, 2005
3. **Merit Increases**  
Employees covered by this agreement who are otherwise eligible to receive a merit increase will receive it in FY2004 and FY2005.
4. **Trainer Pay**  
Effective FY2005, the trainer pay will be increased by \$.30 per hour to \$.75 per hour.
5. **Clothing Allowance**  
The clothing allowance for Evidence Technicians, DER Property Clerks, Police Property Clerks, Police Property Supply Clerks, and Television Studio Personnel will be increased by \$25.00 in FY2004 and FY2005.
6. **Pension Plan Modifications**  
Effective July 1, 2003, the rate of accrual for all years of service under the Supplemental Pension Plan will increase from 0.8% to 1% per year. Employees will pay 50% of the additional contribution attributable to this pension enhancement.

The Office of Law has reviewed the legislation and find it to be in proper legislative form with no legal impediment to its enactment.

The fiscal impact on the County will be negative in the amount of approximately \$1,574,630, (FY2004 - \$529,727 and FY2005 - \$1,044,903). The annualized cost for FY2006 is \$97,686. The total amount of the Agreement is \$1,672,316.

**BACKGROUND INFORMATION/FISCAL IMPACT**

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

Prince George's County, Maryland and PCEA have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2004 and 2005. This bill is to adopt and approve the referenced 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:**