



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Office of Audits and Investigations

June 12, 2017

MEMORANDUM

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: David H. Van Dyke
County Auditor

FROM: Inez N. Claggett
Senior Legislative Auditor

RE: Fiscal Impact Statement
CB-058-2017 – Collective Bargaining Agreement – Deputy Sheriff's Association of Prince George's County, Inc. (Sworn Units)

CR-047-2017 – Compensation and Benefits - Deputy Sheriff's Association of Prince George's County, Inc., Salary Schedule W

Pursuant to your request, we have reviewed CB-058-2017 and CR-047-2017 to estimate their fiscal impact on Prince George's County, Maryland.

CB-058-2017 seeks to approve a Collective Bargaining Agreement (the "Agreement") for sworn employees belonging to the Deputy Sheriff's Association of Prince George's County, Inc. CR-047-2017 amends the salary plan for sworn union employees in the Office of the Sheriff paid on Salary Schedule W, to reflect wage and benefit modifications effective July 1, 2016 through June 30, 2018.

Details of all modifications to the Agreement and Salary Schedule W are presented in the County Executive's Cover Letter and Settlement Summary for the proposed legislation. A summary has been provided below for those modifications affecting employees covered under the proposed Agreement, and having a significant fiscal impact upon the County during fiscal year 2017 and 2018.

- Employees covered by the Agreement will not receive a cost of living adjustment (COLA) in fiscal year 2017.
- Employees covered by the Agreement will receive a one and a half percent (1.5%) COLA effective January 1, 2018.

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- Employees who are eligible for a merit increase during the period from July 1, 2016 through June 30, 2017 (fiscal year 2017), shall receive the fiscal year 2017 merit increase on the employee's anniversary date during fiscal year 2018 (July 1, 2017 through June 30, 2018).
- Effective January 1, 2017, the entry level salary for Deputy Sheriff Private shall increase from \$43,235, to \$47,923 annually, and all other steps all wage scales shall be adjusted as shown in Attachment A to CR-047-2017.
- The Clothing Allowance shall increase by \$75 (from \$1,325 to \$1,400) for eligible employees.
- Supplemental TEC Pay for eligible motor unit employees shall increase by \$200, from \$500 to \$700.
- In *Calendar Year 2018*, the percentage rate at which covered employees and retirees contribute toward the cost of health insurance benefits will increase by three percent (3%) for each of the health insurance plans, the deductible prescription drug plan, and the vision care programs, offered by the County.
- Employees who retire on or after January 1, 2018, will contribute to their health insurance benefit costs at the same rate as active employees;

Enactment of CB-058-2017 and adoption of CR-047-2017 is estimated to have a negative fiscal impact to the County of approximately \$403,000 as a result of modifications to salary schedule W (see attachment A for a detailed breakdown), related to the COLA and merit increase. There will be additional negative fiscal impact related to the increases in supplemental TEC Pay and the adjustments made to the salary schedule for Deputy Sheriff Private employees. This negative impact will be offset by the savings from the shift in cost sharing related to health insurance benefits, and should be relatively minor.

If you require additional information or have questions regarding the fiscal impact statement, please call me.

Attachment

Fiscal Impact of Labor Agreement for Deputy Sheriff's Association (Sworn Unit)
Salary Schedule W
Effective July 1, 2016 to June 30, 2018

Current Payroll	\$	14,311,117
Number of Employees		217
Average Salary	\$	65,900

Category	Effective Date	FY 2018 Cost	FY 2018 Fringe Cost	FY 2018 Total Cost
Cost of Living Increase	January 1, 2018	\$ 107,400	\$ 8,300	\$ 115,700
FY 2017 Merit Increase	Anniversary Date during FY 2018	\$ 250,500	\$ 19,200	\$ 269,700
Uniform Allowance	July 1, 2017	\$ 16,300	\$ 1,300	\$ 17,600
	Totals	\$ 374,200	\$ 28,800	\$ 403,000