

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

Meeting Date: 4/8/97

Reference No.: CB-23-1997

Proposer: County Executive

Draft No.: 1

Sponsors: Council Member Estepp

Item Title: Prince George's County Police Civilian Employees
Association Collective Bargaining Agreement
July 1, 1996 through June 30, 1997

Drafter: Joseph Adler
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 2/25/97

Executive Action: 4/24/97 S

Committee Referral:(1) 2/25/97 PSFM

Effective Date: 6/9/97

Committee Action:(1) 3/6/97 FAV

Date Introduced: 3/18/97

Pub. Hearing Date: (1) 4/8/97 1:45 P.M.

Council Action: (1) 4/8/97 ENACTED

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

Pass/Fail: P

Remarks: (See CR-14-1997)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 3/6/97

Committee Vote: Favorable, 5-0, (In favor: Council Members Wilson, Estepp, Gourdine, Maloney and Scott).

This Bill is the collective bargaining agreement between the County and the Police Civilians Employees Association (PCEA) for FY97. This agreement covers 251 employees in various civilian classes of work in the Police Department.

Many of the terms and conditions of the County's previous labor agreement are included in this agreement as well as some modifications.

Highlights of the Agreements:

1. No merit increases for FY97. (pp 10)
2. No cost of living adjustment (COLA) for FY97. (pp 10)
3. Applications of CB-62-1995 have been applied - Maximum Annual Leave. (pp 19)
 - A. Effective January 5, 1997, the maximum amount of annual leave permitted to be carried over from one leave year to the next is 360 hours.
 - B. Beginning 1997 leave year, employees whose annual leave balance at the end of a leave year exceeds the 360 hour maximum will be able to convert the excess annual leave to new sick leave and to purchase pension service credit. Conversion of sick leave to cash is discontinued. (pp 20 (4))
4. Holiday Premium Pay - Effective November 1996, employees will be paid at the rate of two (2) times the regular rate of pay, instead of receiving double time and one-half (2½).
5. Standby Compensation - a new section has been added to provide one hour of compensatory leave for each sixteen hours that Records Clerks and Evidence Technicians standby on weekends. An employee called back to work and receiving call back pay will lose standby compensation for eight hours. (pp 12)
6. Trainer Pay - a new section (10.9) has been added to provide a lump sum of \$150 to employees who are assigned to provide on the job training to new employees for a period of 3 months or more. No trainer will receive more than \$150 per year regardless of the number trained.
7. Prescription and Optical Plans - employees retiring on or after July 1, 1996 will contribute to these plans on the same basis as active employees. (pp 15)
8. Period to initiate disciplinary action by the employer is increased from 67 days to 75 calendar days. (pp 7)

The fiscal impact on the County will be positive in the amount of \$204,550 as a result of enacting CB-23. The amount is as follows:

Elimination of merit increase	\$ 127,400
Related fringe benefits	25,500
Holiday premium pay savings	<u>53,200</u>
	206,100
Estimated increase for training pay	<u>(1,550)</u>
Net Savings	\$ 204,550

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and the Prince George's County Police Civilian Employees Association have completed labor negotiations on a new one year labor agreement covering Fiscal Year 1997. This Council 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: