

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/24/2013
Reference No.: CR-062-2013
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Harrison, Campos, Davis, Franklin, Lehman, Patterson, Turner, Toles
Item Title: A Resolution to amend the Salary Plan for Fire Officials, Salary Schedule F-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:	7/2/2013 - PSFM	Effective Date:	7/24/2013
Committee Action:	7/11/2013 - FAV		
Date Introduced:	7/2/2013		
Public Hearing:			
Council Action (1)	7/24/2013 - 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 7/11/2013

REPORT: Committee Vote: Favorable 3-0 (In favor: Council Members Toles, Franklin, and Harrison)

This resolution will amend the Salary Plan for Fire Officials, Salary Schedule F-O, covering 14 officials in the Fire/EMS Department and will implement similar economic benefits and modifications contained in the Collective Bargaining Agreement for Fire Officials (CB-49-2013). This Agreement is for one year (July 1, 2013 – June 30, 2014).

Summary of Modification of Wages and Benefits

1. Merit Increase – Employees covered by this Agreement who are eligible will receive a merit increase effective - the first full pay period beginning on or after July 1, 2013 and March 1, 2014. There will be no retroactive payment for these merit increases.
2. Cost of Living – All employees covered by this Salary Schedule shall forgo a Cost of Living Adjustment (COLA) in FY 2014.
3. Retirement Contributions – Employees hired after July 2008, will contribute ten percent (10%) of base payroll to the retirement trust fund (i.e. Fire Pension Plan)
4. Group Health Insurance – The contribution cost split that currently exist between the County and employees for medical, vision, and prescription coverage will continue for calendar year 2013 and 2014.

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

There will be a negative impact on the County of approximately \$112,300 with the adoption of CR-62-2013.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This Resolution amends the Salary Plan, Salary Schedule F-O, for Fire Officials in the rank of Major with the following modifications: scheduled pay rates, min-max system, merit increases during Fiscal Year 2014, increases in retirement contributions, hold harmless provision, group health insurance costs, and line of duty death benefit.

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 June 27, 2013. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before August 26, 2013, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
