

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/1/2008
Reference No.: CB-016-2008
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Dean
Item Title: An Act concerning Fraternal Order of Police, Prince George's County Lodge 89, Inc. Collective Bargaining Agreement July 1, 2007 through June 30, 2009

Drafter: Terry Bowen, Office of Human Resources Management
Resource Personnel: Donald E. Bridgeman, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:	4/22/2008	Executive Action:	7/8/2008 S
Committee Referral:	4/22/2008 - PSFM	Effective Date:	8/22/2008

Committee Action: 5/19/2008 - FAV

Date Introduced: 6/3/2008
Public Hearing: 7/1/2008 - 10:00 AM

Council Action (1) 7/1/2008 - ENACTED
Council Votes: MB:A, WC:A, SHD:A, TD:A, CE:A, AH:A, TK:-, EO:A, IT:A
Pass/Fail: P
Remarks: See also CR-32-2008

Retroactive to 7/1/2008

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY & FISCAL MANAGEMENT

Date 5/19/2008

Committee Vote, Favorable, 4-0, (In favor: Knotts, Campos, Exum and Turner.)

This bill reflects the terms and conditions of the Collective Bargaining Agreement between the County and the Prince George's Fraternal Order of Police (FOP), Lodge #89, Inc., covering 1,498 police officers in the Police Department. Many of the terms and conditions of the County's previous Agreement with the FOP are included in the two-year Agreement (July 1, 2007 – June 30, 2009). This Agreement includes police officers through the rank of lieutenant.

Summary of the Modifications to the Wages and Benefits in the Agreement.

1. Article 4 – Wages. (page 4)
 - a. Cost of Living Adjustment (COLA)
 1. 2.5% effective with the eighth full pay period in FY08.

2. 3.0% effective with the ninth full pay period in FY09.

b. Wage Scale.

1. Effective with the twenty-third full pay period in FY08, employees basic hourly rates of pay shall be presented in the revised "Salary Schedule – Police Unit Personnel" which is incorporated within the Agreement.

c. Merit Increase – Employees eligible to receive a merit increase during the period from July 1, 2007 through June 30, 2008 will receive it.

d. Group Health Insurance and Benefits. (page 5)

1. Point of Service (POS) Health Insurance Plan – the County will contribute 74% and the participating employee will contribute the remaining 26% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

a. Health Maintenance Organization (HMO)) – the County will contribute 79% and the participating employee will contribute the remaining 21% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

3. County's Deductible Prescription Drug and Vision Care Programs (page 5-6) – the County will contribute 89% and the participating employee will contribute the remaining 11% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

Employees who provide proof of other medical coverage may choose to receive a credit instead of enrolling in a medical plan with the County.

4. Field Training Officer Compensation (page 12) – effective the first full pay period beginning on or after January 1, 2008, the differential paid to Field Training Officers will be increased from \$2.00 per hour to \$5.00 per hour.

2. Article 8 – Clothing Allowance (page 17) - in FY08 the clothing allowance is increased to \$1,350 per year and paid in full. With respect to the clothing allowance for FY2009, \$450.00 shall be paid in June 2008 and the \$900.00 balance shall be paid in July 2008.

3. Article 9 – TEC Pay – an officer assigned as an aviation instructor will receive an additional \$1,000 per year as an additional TEC pay.

The Office of Law has reviewed this bill and find it to be in proper legislative form with no legal impediments to its enactment.

The fiscal impact on the County will be negative in the amount of \$14,945,682. (FY2008 - \$6,209,701 and FY09 - \$8,735,157.)

BACKGROUND INFORMATION/FISCAL IMPACT:

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

Prince George's County, Maryland and Fraternal Order of Police, Prince George's County Lodge 89, Inc. have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2008 and 2009. This Council bill will adopt and approve the referenced collective bargaining agreement in accordance with Sections 16-233 (e) and (f) of the Personnel Law. A fiscal impact statement will be provided by the Office of Management and Budget.

CODE INDEX TOPICS:

INCLUSION FILES:
