

Prince George's County Council

Agenda Item Summary

Meeting Date: 11/20/2012
Reference No.: CR-087-2012
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Harrison
Item Title: A Resolution to amend the Salary Plan for Police Officials, Salary Schedule P-O, to reflect certain wage and benefit modifications effective July 1, 2012 through June 30, 2013

Drafter: Rhonda L. Weaver Esq, OHRM
Resource Personnel: Stephanye R. Maxwell Esq. CPM,OHRM

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:	11/7/2012 - PSFM	Effective Date:	11/20/2012
Committee Action:	11/8/2012 - FAV		
Date Introduced:	11/7/2012		
Public Hearing:			
Council Action (1)	11/20/2012 - 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 7/1/2012		

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

Public Safety and Fiscal Management **Date 11/8/2012**

REPORT: COMMITTEE VOTE: Favorable 4-0 (Councilmembers: Campos, Davis, Harrison, and Lehman)

This resolution will amend the Salary Plan for Police Officials, Salary Schedule P-O, covering 50 officials (27 Captains and 23 Majors) in the Police Department and will implement similar economic benefits and modifications in the Collective Bargaining Agreement contained in the Arbitration Award for Sworn Police Officers.

Summary of Modifications to the Wages and Benefits

1. One time lump sum bonus payment of \$2,250 due 12/1/12.
2. 1% increase in the wage scale modification for the ranks of Captains and Majors.
3. An increase in shift differential: First shift \$3.20 and Third shift \$2.00.

4. Clothing allowance is increased from \$1,350 to \$1,400.
5. Sick Leave distribution of Old Leave Bank – maximum rate raised to January 2007.
6. Group Health, Flexible Spending and Military Leave provision similar to changes made for all employees.
7. Pension Hold Harmless for those that retire after the Salary Plan is enacted but on or before June 30, 2013.

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

The fiscal impact on the County will be negative in the amount of \$207,000 in FY 2013 as a result of adopting CR-87-2012.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This Resolution amends the Salary Plan, Salary Schedule P-O, for Police Officials with the following modifications: bonus payment for Fiscal Year 2013; wage scale modification; shift differential rates; sick leave distribution upon separation; contribution to retirement trust fund; clothing allowance; group health insurance; health care flexible spending account; hold harmless pension provision and military leave.

The proposed salary plan amendments were submitted to the County Council by the County Executive on October 22, 2012. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before December 21, 2012, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
