
A G E N D A I T E M S U M M A R Y**Reference No:** CR-27-1990**Draft No:** 1**P r i n c e G e o r g e ' s****Meeting Date:** 5/1/90**C o u n t y C o u n c i l****Requestor:** CO. EXEC.

Item Title: To amend Salary Plan to reflect new pay rates, define workweek & explain benefits of Police Officials; to provide for certain non-base salary payments

Sponsors CA C WI P B W**Date Presented** __/__/__**Executive Action** __/__/__ —**Committee Referral** (1) 4/3/90 F&P**Effective Date** __/__/__**Committee Action** (1) 4/16/90 NR**Date Introduced** 4/3/90**Pub. Hearing Date** () __/__/__ __:__**Council Action** (1) 5/1/90 Adopted**Council Votes** B_: A_, CA: A_, C_: A_, CI: --, H_: -_, M_: N_,

P_: A_, W_: A_, WI: A_, __: __, __: __, __: __

Pass/Fail P**Remarks** _____

Drafter: Danny Chowbay**Resource** Barbara Frazier**Personnel:** Personnel**Personnel:** Michael J. Knapp

LEGISLATIVE HISTORYFISCAL AND PLANNING COMMITTEE REPORT**DATE:** 4/16/90

Committee Vote: No Recommendation, 2-1 (In favor: Council Members Castaldi and Casula; Opposed: Council Member Mills)

The Committee made no recommendation because the fiscal impact statement was not available.

Some incentives in this legislation are:

- (1) 4% cost-of-living adjustment retroactive to July 2, 1989
- (2) 5.4% cost-of-living adjustment on July 1, 1990
- (3) 7% cost-of-living adjustment on July 14, 1991
- (4) A Uniform Wage Scale described in Section II
- (5) A one-time increased payment for unused sick leave for certain officers who elect to retire in FY91 and 92 (Section X)
- (6) New sick leave refund program to encourage the proper and prudent use of sick leave.

- (7) Bonus payments to veteran officers who agree to stay in the Department beyond their normal retirement date.
- (8) A new Fitness Indicator Test (FIT) program which rewards employees who exceed minimum physical fitness standard and requires employees hired after December 31, 1989 to meet minimum standards in order to receive merit pay increases.

Technical amendment on page 11 #3 line 2 add Hour and delete (HALF)

The Legislative Officer submitted a memorandum recommending that this resolution be held in Committee until a rational response is provided to his request for information concerning the benefits made available in this resolution which are not available to other management class positions nor to the G-scale positions.

The fiscal impact on the County as a result of adopting CR-27-1990 will be negative in the amount of approximately \$1,424,947 with the following:

<u>Fiscal Year</u>	<u>Amount</u>
1989-90	\$ 229,405
1990-91	490,792
1991-92	<u>704,750</u>
Total	\$1,424,947

BACKGROUND INFORMATION/FISCAL IMPACT

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

The proposed resolution will implement improvements to the wages and other benefits of the management team in the Police Department. CB- 19-1990 and CR-11-1990, which is being considered for enactment by the Council, will implement the provisions of the recently negotiated collective bargaining agreement for officers through the rank of Lieutenant, and CR-12-1990 will also implement the non-base salary payments for the police unit personnel. This resolution will enact similar provisions for police officials (Captains and Majors). The estimated Fiscal Impact will be provided by the Office of Management and Budget.