

Prince George's County Council

Agenda Item Summary

Meeting Date:	10/1/2013
Reference No.:	CB-068-2013
Draft No.:	1
Proposer(s):	County Executive
Sponsor(s):	Franklin, Lehman, Toles, Olson, Harrison, Davis, Turner, Campos
Item Title:	An Act concerning the Collective Bargaining Agreement between Prince George's County, Maryland and the Deputy Sheriff's Association of Prince George's County, Inc. (Deputy Sheriffs), July 1, 2013 through June 30, 2015

Drafter:	Rhonda L. Weaver, Esq., Office of Human Resources Management
Resource Personnel:	Stephanye R. Maxwell, Esq. CPM

LEGISLATIVE HISTORY:

Date Presented:	9/17/2013	Executive Action:	11/1/2013 S
Committee Referral:	9/17/2013 - PSFM	Effective Date:	12/17/2013
Committee Action:	9/26/2013 - FAV		
Date Introduced:	10/1/2013		
Public Hearing:	10/29/2013 - 10:00 AM		
Council Action (1)	10/29/2013 - ENACTED		
Council Votes:	WC:A, DLD:A, MRF:-, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:	See also CR-95-2013. Retroactive to July 1, 2013.		

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 9/26/2013

REPORT: COMMITTEE VOTE: Favorable 4-0 (Councilmembers: Toles, Franklin, Harrison, Lehman)

This bill reflects the terms and conditions of the Collective Bargaining Agreement (Agreement) between the County and the Deputy Sheriff's Association (DSA) covering approximately 215 Sworn Sheriffs through the rank of Lieutenant in the Office of the Sheriff.

Many of the terms and conditions in the previous Agreement with the DSA are included in this two- year Agreement (July 1, 2013 – June 30, 2015)

Summary of Modifications to Wages and Benefits

A. Wages

1. Employees will forego cost of living adjustments (COLA) during the terms of this Agreement.

2. Employees will receive the following merit increase:

Fiscal Year Eligibility 2010 (7/1/2009 – 6/30/2010); effective first full pay period on/or after the second pay period after passage of legislation.

Fiscal Year Eligibility 2011 (7/1/2010 – 6/30/2011); effective March 1, 2014.

Fiscal Year Eligibility 2014; effective on the employee's anniversary date in FY 2014.

Fiscal Year Eligibility 2012, (7/1/2011 – 6/30/2012); effective September 1, 2014.

Fiscal Year Eligibility 2015; effective on the employee's anniversary date in FY 2015.

Fiscal Year Eligibility 2013 (7/1/2012 – 6/30/13); effective March 1, 2015.

3. There will be no retroactive payment for these merit increases.

B. TEC Pay – the number of employees eligible for the following supplemental pay is increased as follows:

SST (i.e. SWAT) – increased from 20 to 30

Motor Unit – increased from 6 to 8

Canine Handlers – increased from 6 to 9

C. Insurance Premiums – the contribution cost split that currently exist between the County and employees for medical, vision, and prescription coverage will continue during calendar year 2013, 2014, and 2015. The term “point of service” was changed to

“preferred provider option” and outdated language deleted.

D. Deputy Sheriff Pension Plan

1. The County agrees to amend the Hold Harmless provision to make it applicable for Fiscal Years 2010, 2011, 2012, and 2013.
2. Employees with less than five (5) years of service credit as of July 1, 2013, their normal retirement will now be based on twenty-five (25) years of service.
3. The maximum pension benefit, i.e. eighty-five (85%) of the employee’s average annual compensation will now apply to all employees.

E. Personal Car Program – outdated language regarding radios was deleted.

F. Promotion Procedures – Announcements and applications for promotions will be sent electronically.

G. Promotion Skill Assessment Process – the deadline for filing an appeal was clarified to state within five (5) working days of the skills assessment review.

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

The enactment of CB-68-2013 will have a negative fiscal impact on the County in the amount of \$2.3 million (FY2014 - \$831,000 and FY2015 - \$1,500,000).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

The Deputy Sheriff's Association of Prince George's County, Inc. and Prince George's County, Maryland have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2014 and 2015. This 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:

INCLUSION FILES:
