



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Office of Audits and Investigations

March 17, 2023

FISCAL AND POLICY NOTE

TO: Jennifer A. Jenkins
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: Josh Hamlin 
Senior Legislative Budget and Policy Analyst

FROM: Roger Banegas 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-029-2023 – Fraternal Order of Police 112 – Prince George's County Sheriffs Lodge Inc.

CR-012-2023 – Compensation and Benefits - Prince George's Fraternal Order of Police 112, Prince George's County Sheriffs Lodge Inc., Salary Schedule W

CB-029-2023 (Proposed and presented by: The Chair of the Council at the request of the County Executive)

CR-012-2023 (Proposed and introduced by: The Chair of the Council at the request of the County Executive)

Assigned to the Health, Human Services and Public Safety (HHSPS) Committee

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures will be required related to salary increases and hazard pay provisions.

Revenues: No impact.

Indirect Impact:

None.

Legislative Summary:

CB-029-2023, proposed by the Chair at the request of the County Executive, was introduced on March 7, 2023, and referred to the Government Operations and Fiscal Policy Committee (GOFP). CR-012-2023, proposed by the Chair at the request of the County Executive and sponsored by Council Members Dernoga, Ivey, Watson, Harrison, Hawkins, Fisher, Franklin, and Oriadha, was introduced on March 7, 2023, and referred to the HHSPS Committee. Prince George's County, Maryland, and the Prince George's Fraternal Order of Police 112, Prince George's County Sheriffs Lodge Inc. have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2023 and 2024. CB-029-2023 is to adopt and approve the referenced collective bargaining agreement in accordance with Section 16-233(f)(14) of the Personnel Law, and CR-012-2023 is to amend the corresponding Salary Schedule W for employees covered under the agreement.

Current Law/Background:

The Prince George's County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

Resource Personnel:

- Christina Noone, Administrative Assistant, Office of Human Resources Management
 - Shawn Y. Stokes, Director, Office of Human Resources Management
 - Gitana Y. Stewart-Ponder, Deputy Director, Office of Human Resources Management
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Discussion/Policy Analysis:

The Agreement between the County and Prince George's Fraternal Order of Police 112, Prince George's County Sheriffs Lodge Inc., governs wages and certain other terms and conditions of employment civilian employees within the Department.

Details of modifications to the Agreement and salary plan are presented in the County Executive's Cover Letter and the Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- Section 4.01 provides the terms for COLAs and merits as well as language regarding retroactive COVID-19 Hazard Pay.
- *Cost of Living Adjustments*
 - FY 2023: covered employees will receive a five percent (5.0%) cost of living adjustment effective March 26, 2023.
 - FY 2024: covered employees will receive a two and a half percent (2.5%) cost of living adjustment effective March 24, 2024.
- *Merit Increases*
 - Eligible employees covered by this Agreement between July 1, 2022, through June 30, 2023, will receive a regular merit increase on their initial hire/rehire anniversary date in FY 2023.
 - Eligible employees covered by this Agreement between July 1, 2023, through June 30, 2024, will receive a merit increase on their initial hire/rehire anniversary date in FY 2024.
- *Retroactive COVID-19 Hazard Pay*
 - Parties have agreed to reopen negotiation concerning potential COVID-19 Hazard Pay, if the County receives additional State or Federal funding allocated for bargaining unit pay (including wages, salaries, or specialty pay) in connection with the COVID-19 Pandemic. If the County agrees to pay COVID-19 Hazard Pay to any bargaining units with negotiations for FY 2023 or FY 2024 CBAs, the County has agreed to pay Hazard Pay for the same duration to employees covered by this agreement. Any payment would be set forth in a side letter to the main CBA.
- Section 4.02 states that effective January 1, 2023, all covered employees will be placed on the modified uniform wage scale pursuant to their years of service (and of years of service with other agencies, as provided for by the County in any pre-hire agreement with the employee).
- Section 4.02 also states that effective the pay period beginning January 1, 2023, the entry level salary for Deputy Sheriff Private (W21) shall increase to \$57,860, with the other steps on the scale adjusted accordingly. The top step for each rank (step O for Deputy Sheriff Private and Deputy Sheriff First Class, and step W for all other ranks) will also increase by 3.5% as reflected in Attachment A.¹
- Articles 5 and 6 delete outdated language and increase pay.

¹ [CB-029-2023, Attachment](#)

- Section 8 adds a new paragraph, D, to provide a program (Talkspace therapy program) for retirees to have convenient access to a therapist when needed. This is offered for members with County health insurance.
- Section 15.04 was added to establish a work group to change the promotional examination times to be closer together and within the same calendar year.
- Article 24 modifies the effective dates and increases the wages on the modified uniform wage scale.

Fiscal Impact:

Direct Impact

- Enactment of CB-029-2023 and adoption of CR-012-2023 are estimated to have a total adverse fiscal impact to the County for fiscal years 2023 and 2024 of approximately \$5,281,411 because of the proposed modifications to the salary schedule. The breakdown of the costs of the modifications, as provided by the Office of Management and Budget, is as follows:

<u>FYs 2023/24</u>	
COLA, Merit Increases and Wage Scale Adjustments	\$4,477,931
Clothing Allowance	\$721,200
FTO Training Officers	\$2,836
TEC Pay	\$65,500
Shift Differentials	\$13,944
Total	\$5,281,411

Indirect Impact

Enactment of CB-029-2023 and adoption of CR-012-2023 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

Yes.

Effective Date:

The proposed Bill shall be effective forty-five (45) calendar days after it becomes law. The Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2022.

If you require additional information, or have questions about this fiscal impact statement, please call me.