

Prince George's County Council

Agenda Item Summary

Meeting Date:	11/19/2013
Reference No.:	CB-095-2013
Draft No.:	1
Proposer(s):	County Executive
Sponsor(s):	Harrison, Davis, Franklin, Lehman, Olson, Patterson, Turner, Toles
Item Title:	An Act concerning Fraternal Order of Police, Prince George's County Lodge 89, Inc., Collective Bargaining Agreement covering the period July 1, 2013 through June 30, 2015

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

LEGISLATIVE HISTORY:

Date Presented:	10/8/2013	Executive Action:	12/4/2013 S
Committee Referral:	10/8/2013 - PSFM	Effective Date:	1/21/2014
Committee Action:	10/17/2013 - FAV		
Date Introduced:	10/22/2013		
Public Hearing:	11/19/2013 - 10:00 AM		
Council Action (1)	11/19/2013 - ENACTED		
Council Votes:	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:	See also CR-125-2013; Retroactive to 7/1/2013.		

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 10/17/2013

REPORT: COMMITTEE VOTE: Favorable 4-0 (Councilmembers: Toles,

Franklin, Harrison, and Lehman)

This bill reflects the terms and conditions of the Collective Bargaining Agreement (Agreement) between the County and the Prince George's Fraternal Order of Police, Lodge 89, Inc. (FOP), covering approximately 1,609 employees in the Police Department. This Agreement covers Police Officers through the rank of Lieutenant.

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

Summary of Modifications to Wages and Benefits

1. Wages

a. Wage Scale for Police Officers – effective December 15, 2013, for the rank of L02, L03, L04, and L05, Step P will be for 18 years of service; Step Q will be for 19 years of service, and a new Step R, will be added at two and one-half percent (2.5%) above Step Q for 20 years of service.

b. Merit Increase – employees eligible will receive a merit in FY 2014 and FY 2015.

c. Bonus Payments – The following employees will receive a one-time bonus payment:

1. Employees covered by this Agreement who have been at a maximum step for their pay grade on or before June 30, 2009, and received one merit increase during FY 2010 through FY 2013.

2. Employees covered by this Agreement who received only the Step P (18 years) merit increase during FY 2010 through FY 2013.

The bonus payment will be in the amount of \$1,700.00 and paid in December 2013.

2. Contribution to Retirement Trust Fund – effective December 13, 2013, the employee contribution to the retirement trust fund will be:

a. Nine percent (9%) for officers hired on or before July 1, 2013 for the first five (5) years of employment

b. Eight percent (8%) for the next five (5) years of employment

c. Six percent (6%) for the remaining years of employment

d. Nine percent (9%) for each year of employment for officers hired after July 1, 2013.

3. Group Health Insurance – 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.

4. Holiday Administration – effective December 15, 2013, officers working on any holiday will be paid at two (2) times their regular rate of pay for each hour worked (except overtime), and will not receive another day off. Any overtime performed by an employee on a holiday will be compensated in accordance with the employee's overtime rate.

5. Pension Plan – vested benefits will increase to ten (10) or more years of Credited Service for employees hired after July 1, 2013.

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 fiscal impact on the County as a result of the adoption of CB-95-2013 will be negative in the amount of \$4,499,100 (FY 2014 -\$2,360,400 and FY 2015 - \$2,138,700).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

Prince George's County, Maryland and the Fraternal Order of Police, Prince George's County Lodge 89, Inc., have completed labor negotiations for 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: