

# PRINCE GEORGE'S COUNTY COUNCIL

## COMMITTEE REPORT

2018 Legislative Session

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**Reference No.:** CB-71-2018

**Draft No.:** 1

**Committee:** PUBLIC SAFETY and FISCAL MANAGEMENT

**Date:** 9/13/18

**Action:** FAV

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**REPORT:** Favorable, 5-0 In Favor: Council Members Davis, Lehman, Patterson, Taveras, and Turner.

CB-71-2018 is a bill which approves the Collective Bargaining Agreement between Prince George's County and the Maryland and Fraternal Order of Police, Lodge 89. CR-54-2018 is a companion Resolution which approves the salary plan for the agreement.

This agreement covers, Sworn, Union employees in the Police Department. This agreement covers and carries forth many of the terms and conditions of the County's previous labor agreements with the Fraternal Order of Police. The new agreement contains a number of modifications that are listed in the Settlement Summary, which is attached to this report. Major wage modifications include the following:

- No COLA for FY19
- 1.5% COLA for FY20, effective the first full pay period in March 2020
- Merit increases for those eligible to receive it on their anniversary dates in FY19 & FY20
- Restructure of Wage Scale as follows:  
Eliminate entry level Step A at the rank of L01 Police Officer in September 2018. Add two steps to the top of the pay scale for officers who have completed 23 and 24 years of service (to encourage experienced officers to remain active for additional years.) Increase pay for a limited number of steps so that their merit steps each year are closer to the standard 3.5% received by all other eligible County employees.
- Increase in Shift Differentials
- Increase in Clothing Allowance
- Effective the first full pay period in September 2018, employee contribution to the retirement trust fund is as follows:  
For officers hired on or before July 1, 2013:
  - ten percent (10%) for the first five (5) years of service of employment;
  - nine percent (9%) for the next five (5) years of employment; and
  - after ten years of service, seven and 35/100ths percent (7.35%), further adjusted to seven and 70/100ths percent (7.70%), effective the first full pay period in January 2020.
- Retired bargaining unit members will receive a \$10 increase (to \$45.00) in their pension payment
- Establish a cost-neutral Deferred Retirement Option Program (DROP) for Police Pension Plan participants effective on January 1, 2019

Joe Adler, Labor Negotiator, Office of Human Resources Management, provided the Committee an overview of the terms and conditions of the contract.

The Office of Law reports CB-71-2018 to be in proper legislative form with no legal impediments to its enactment.

The Office of Audits and Investigations reports that CB-71-2018 will have a negative impact on the County of \$4,689,113.

After discussion, the Public Safety and Fiscal Management Committee voted CB-71-2018 out favorably, 5-0.