

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

Bill No. CB-028-2022

Chapter No. 18

Proposed and Presented by The Chair (by request – County Executive)

Introduced by Council Members Hawkins, Harrison, Turner, Streeter, Ivey, Franklin,
Glaros, Dernoga, and Medlock

Co-Sponsors _____

Date of Introduction May 17, 2022

BILL

1 AN ACT concerning

2 Amendment of the Collective Bargaining Agreement

3 Prince George's Correctional Officers' Association, Inc.

4 (PGCOA) (Correctional Officers)

5 For the purpose of amending the labor agreement by and between Prince George's County,

6 Maryland and the Prince George's Correctional Officers' Association, Inc. (PGCOA)

7 (Correctional Officers) to provide for a certain retirement provision that was omitted from the

8 Collective Bargaining Agreement enacted by CB-113-2021.

9 BY repealing and reenacting with amendments:

10 SUBTITLE 16. PERSONNEL.

11 Section 16-233(f)(12),

12 The Prince George's County Code

13 (2019 Edition; 2021 Supplement).

14 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
 15 Maryland, that Section 16-233(f)(12) of the Prince George's County Code be and the same is
 16 hereby repealed and reenacted with the following amendments:

17 SUBTITLE 16. PERSONNEL.

18 DIVISION 19. COLLECTIVE BARGAINING.

19 Sec. 16-233. General.

20 * * * * *

21 (f) The following collective bargaining agreements are hereby adopted and approved:

1 * * * * *

2 **(12) Declaration of Approval – Prince George’s Correctional Officers’**
 3 **Association, Inc. (PGCOA) (Correctional Officers).**

4 The County Council of Prince George’s County, Maryland having fully considered the
 5 labor agreement concluded between Prince George’s County, Maryland and Prince George’s
 6 Correctional Officers’ Association, Inc. on August 26, 2021, and the amendment thereto to
 7 Article 43 of the labor agreement retroactively effective to July 1, 2020, hereby approves said
 8 agreement and amendment in accordance with the provisions of Section 13A-109 of the Prince
 9 George’s County Code.

10 * * * * *

11 SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act are hereby
 12 declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph,
 13 sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of
 14 competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining
 15 words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this
 16 Act, since the same would have been enacted without the incorporation in this Act of any such
 17 invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection,
 18 or section.

19 SECTION 3. BE IT FURTHER ENACTED that this Act shall be retroactively
 20 effective to July 1, 2020.

Adopted this 7th day of June, 2022.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Calvin S. Hawkins, II
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Angela D. Alsobrooks
County Executive

KEY:
Underscoring indicates language added to existing law.
[Brackets] indicate language deleted from existing law.
Asterisks***indicate intervening existing Code provisions that remain unchanged.

* * * * *

**AMENDMENT TO THE
AGREEMENT**

MADE BY AND BETWEEN

PRINCE GEORGE'S COUNTY, MARYLAND

AND

PRINCE GEORGE'S CORRECTIONAL OFFICERS' ASSOCIATION, INC.

(PGCOA) (CORRECTIONAL OFFICERS)

JULY 1, 2020 - JUNE 30, 2022

Pursuant to the terms of the labor agreement between Prince George's County, Maryland (the County) and the Prince George's Correctional Officers' Association (PGCOA) (Correctional Officers), covering Fiscal Years 2021 and 2022, the following Article 43, paragraph B, subparagraph 1(g) was erroneously omitted from the Collective Bargaining Agreement (CBA) enacted by CB-113-2021 and therefore is being added. All other terms and conditions of the Fiscal Years 2021 and 2022 CBA remain in full force and effect.

ARTICLE 43 – COMPREHENSIVE RETIREMENT BENEFIT – is amended as follows:

* * * * *

B. Section 2. Benefit Accrual and Amounts

1. Normal Benefit

* * * * *

(f) Effective July 1, 2013, for employees hired after July 1, 2008, normal benefit accrual is at the rate of three percent (3%) times the number of years of actual and continuous service the employee has completed as a full-time Prince George's County Correctional Officer for the first twenty (20) years of actual and continuous service, and at the rate of two and fivetenths percent (2.5%) per year for additional years of service up to twenty-five years of service, multiplied by the employee's average annual compensation, as determined pursuant to Section 9 below, for a normal retirement benefit of seventy-two and five-tenths percent (72.5%) after twentyfive years of service. Additional benefit accrual may be earned after twenty-five (25) years through thirty (30) years at the rate of two and five-tenths percent (2.5%) per year. The maximum benefit payable is eighty-five percent (85%).

(g) Effective July 1, 2020, and replacing the benefit under paragraph (f) above, employees hired on or before June 30, 2013, shall be eligible to retire normally with at least 20 years of actual and continuous service. This retirement option will provide benefit accrual at the rate of three percent (3.0%) times the number of years of actual and continuous service the employee has completed as a full-time Prince George's County Correctional Officer for the first twenty (20) years of actual and continuous service, and benefit accrual at the rate of two one and five-tenths percent (2.5%) per year for additional years of service up to thirty (30) years of service, multiplied by the employee's average annual compensation, as determined pursuant to Section 9 below. Employees hired on or after July 1, 2013, shall retire normally with at least 25 years of actual and continuous service. Normal benefit accrual is at a rate of three percent (3%) times the number of years of actual and continuous service the employee has completed as a full-time Prince George's County Correctional Officer for the first twenty (20) years of actual and continuous service, and benefit accrual at the rate of two one and five-tenths percent (2.5%) per year for additional years of service up to twenty-five (25) years of service. Multiplied by the employee's average annual compensation, as determined pursuant to Section 9 below, for normal retirement benefit of seventy-two and five tenths percent (72.5%) after 25 years of service. Additional benefits may be earned after 25 years through thirty (30) years at a rate of two and five -tenths percent

(2.5%) per year. The maximum benefit payable is eighty-five percent (85%).