

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2019, Legislative Day No. --

Resolution No. 25-19

Introduced by Mr. Pruski

By the County Council, June 14, 2019

1 RESOLUTION setting forth the determination of the County Council regarding an
2 impasse proceeding between Anne Arundel County and Teamster Union, Local 355
3 (Correctional Program Specialists)

4
5 WHEREAS, in accordance with the provisions of § 6-4-110(g) of the Anne Arundel
6 County Code, the County Council has considered the recommendations of the
7 County Executive and of the exclusive representative in the impasse proceeding
8 between the County and Teamster Union, Local 355 (Correctional Program
9 Specialists); and

10
11 WHEREAS, the County Council held a public hearing on June 7, 2019 at which
12 both parties explained their positions with respect to the issues; now, therefore, be
13 it

14
15 *Resolved by the County Council of Anne Arundel County, Maryland, That, in the matter*
16 *of the dispute between the County and Teamster Union, Local 355 (Correctional Program*
17 *Specialists) (the “Union”), the County Council hereby determines as follows:*

18
19 ~~1. Effective the first pay period on or after July 1, 2019, employees in the positions of~~
20 ~~Correctional Program Specialist I and II shall receive a two percent (2%) increase in pay,~~
21 ~~not to exceed the maximum for the grade, based on the following Pay Schedules, which~~
22 ~~represent an increase to the minimum and maximum pay rate of two percent (2%):~~

23

Job Title	Minimum	Maximum
Correctional Program Specialist I	\$43,321	\$85,751
Correctional Program Specialist II	\$47,684	\$94,386

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30 ~~2. On the pay period on or after the employee’s anniversary date, an employee in the~~
31 ~~position of Correctional Program Specialist I or II shall receive a three percent (3%)~~
32 ~~increase in pay, not to exceed the maximum pay for the grade, for an overall satisfactory~~
33 ~~performance on an employee’s Performance Planning and Appraisal evaluation.~~

34
35 1. For employees in the positions of Correctional Program Specialist II:

1 a. Effective the first full pay period of July 2019, increase the minimum of the
2 existing salary range by two percent and adjust the maximum of the salary range to
3 \$93,889.07.

4
5 b. Effective the first full pay period of July 2019, increase employee salaries by
6 two percent, but not to exceed the maximum of the salary range (\$93,889.07).

7
8 c. Effective the first full pay period of January 2020, replace the existing salary
9 range with a step schedule with 23 steps. Step 1 is \$49,000 and Step 23 is \$93,889.07.
10 There shall be a 3% increase between steps, as set forth on the document attached hereto
11 as Appendix A.

12
13 d. Effective the first full pay period of January 2020, place CPS II on the step
14 schedule described above as follows:

15
16 (1) For those who received a Fiscal Year 2020 merit increase prior to the first
17 full pay period of January 2020, place the employee on the step closest to but not below
18 their current salary;

19
20 (2) For those who were not yet eligible to receive a Fiscal Year 2020 merit
21 increase prior to the first full pay period of January 2020, calculate an increase of 3% to
22 employee's salary and then place the employee on the step closest to but not below that
23 increased figure;

24
25 (3) For the employee at top of grade, place at Step 23, at the same salary,
26 \$93,889.07.

27
28 2. For employees in the positions of Correctional Program Specialist I:

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30 a. Effective the first full pay period of July 2019, increase the minimum of the
31 existing salary range by two percent and adjust the maximum of the salary range to
32 \$85,449.78.

33
34 b. Effective the first full pay period of July 2019, increase employee salaries by
35 two percent, but not to exceed the maximum of the salary range (\$85,449.78).

36
37 c. Effective the first full pay period of January 2020, replace the existing salary
38 range with a step schedule with 23 steps Step 1 is \$44,595.60 and Step 23 is \$85,449.78.
39 There shall be a 3% increase between steps, as set forth on the document attached hereto
40 as Appendix A.

41
42 d. Effective the first full pay period of January 2020, place CPS I on the step
43 schedule described above as follows:

44
45 (1) For those who received a Fiscal Year 2020 merit increase prior to the first
46 full pay period of January 2020, place the employee on the step closest to but not below
47 their current salary;

1 (2) For those who were not yet eligible to receive a Fiscal Year 2020 merit
2 increase prior to the first full pay period of January 2020, calculate an increase of 3% to
3 employee's salary and then place the employee on the step closest to but not below that
4 increased figure.

5
6 3. Increase Shift Differential from 5% to 7% effective the first full pay period of July
7 2019.

8
9 ~~3.~~ 4. Except for employees in the position of Correctional Program Specialist I and II
10 who receive paid annual leave in lieu of holidays, instead of the floating holidays of
11 Lincoln's Birthday (February 12), Defender's Day (September 12), and Columbus Day
12 (2nd Monday in October), employees in the position of Correctional Program Specialist I
13 and II shall receive five (5) paid personal leave days on January 1 in each calendar year.
14 Personal leave shall be prorated as follows: employees hired on or after April 1 shall
15 receive three (3) paid personal days for that calendar year; employees hired on or after July
16 1 shall receive two (2) paid personal days for that calendar year; and employees hired on
17 or after September 1 shall receive one (1) paid personal day for that calendar year. Personal
18 leave shall be scheduled by mutual agreement of the Supervisor and the employee, and
19 shall only be used in single day increments. Such leave may not be carried over to the next
20 calendar year.

21
22 ~~4.~~ 5. All other issues presented to the Fact Finder shall remain status quo.

23
24 ~~5.~~ 6. The Memorandum of Agreement for fiscal year 2020 between the County and the
25 Union shall be modified in accordance with the County's Final Offer for Fact Finding.

26
27 And be it further

28
29 *Resolved*, that, if additional funds are required to implement any of the above
30 determinations, the County Council hereby requests the County Executive to submit a
31 supplemental budget to implement these determinations; and be it further

32
33 *Resolved*, That a copy of this Resolution be sent to County Executive Steuart Pittman;
34 Sherri Dickerson, Personnel Officer; and Denis Taylor, President, Teamster Union, Local
35 355 (Correctional Program Specialists).

AMENDMENTS ADOPTED: June 14, 2019

READ AND PASSED this 14th day of June, 2019

By Order:



JoAnne Gray
Administrative Officer

Resolution No. 25-19

Page No. 4

I HEREBY CERTIFY THAT RESOLUTION NO. 25-19, AS AMENDED, IS TRUE AND CORRECT AND DULY ADOPTED BY THE COUNTY COUNCIL OF ANNE ARUNDEL COUNTY.

A handwritten signature in black ink, appearing to read 'A. Pruski', written in a cursive style.

Andrew Pruski
Chairman

APPENDIX A

	<u>CPS II</u>	<u>CPS I</u>
1	49,000.00	44,595.60
2	50,470.00	45,933.47
3	51,984.10	47,311.47
4	53,543.62	48,730.82
5	55,149.93	50,192.74
6	56,804.43	51,698.52
7	58,508.56	53,249.48
8	60,263.82	54,846.96
9	62,071.73	56,492.37
10	63,933.89	58,187.14
11	65,851.90	59,932.76
12	67,827.46	61,730.74
13	69,862.28	63,582.66
14	71,958.15	65,490.14
15	74,116.90	67,454.85
16	76,340.40	69,478.49
17	78,630.62	71,562.85
18	80,989.53	73,709.73
19	83,419.22	75,921.02
20	85,921.80	78,198.65
21	88,499.45	80,544.61
22	91,154.43	82,960.95
23	93,889.07	85,449.78