

**PRINCE GEORGE'S COUNTY COUNCIL
AGENDA ITEM SUMMARY**

Meeting Date: 7/29/2003**Reference No.:** CB-53-2003**Proposer:** County Executive**Draft No.:** 1**Sponsors:** Hendershot, Dean, Exum, Harrington, Peters, Knotts**Item Title:** An Act concerning Council 67, American Federation of State,
County and Municipal Employees AFL-CIO, and its
affiliated Local 3389 (Health Department) Collective
Bargaining Agreement July 1, 2003 through June 30, 2005

Drafter: Leonard L. Lucchi
Personnel and Labor Relations**Resource** Donald E. Bridgeman
Personnel: Personnel and Labor Relations

LEGISLATIVE HISTORY:**Date Presented:** __/__/__**Executive Action:** 7/30/2003 S**Committee Referral:** 7/8/2003 PSFM**Effective Date:** 9/15/2003**Committee Action:** 7/23/2003 FAV**Date Introduced:** 7/8/2003**Public Hearing:** 7/29/2003 10:00 A.M.**Council Action:** 7/29/2003 ENACTED**Council Votes:** PS:A, MB:A, SHD:A, TD:A, CE:-, DCH:A, TH:A, TK:A, DP:A**Pass/Fail:** P**Remarks:** See also CR-42-2003; retroactive to 7/1/2003

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 7/23/03

Committee Vote: Favorable, 5-0, (In favor: Councilmembers Exum, Bland, Hendershot, Knotts and Peters.)

This bill is the collective bargaining agreement between the County and Council 67, American Federation of State, County and Municipal Employees (AFSCME) AFL-CIO and its affiliated Local 3389 representing approximately 244 clerical, paraprofessional and professional employees in the Health Department.

Many of the terms and conditions of the County's previous labor agreement with AFSCME Local 3389 are included in this two year agreement as well as additional modifications.

Summary of the Modifications to the Wages and Benefits in the Agreement:

1. Cost of Living Adjustments (COLA)
 - a. 1% on October 1, 2003
 - b. 1% on January 1, 2004, April 1, 2004, and October 1, 2004.
 - c. 1% on January 1, 2005 and April 1, 2005.
2. Merit Increase

Employees eligible to receive merit increase in FY2004 and FY2005 will receive it.
3. Overtime Compensation

All essential employees who are required to report to work when an emergency is declared will be compensated at the rate of two times their regular rate of pay for overtime work done when the County government is closed.
4. Personal Leave

Personal leave is increased from 24 to 26 hours per year.
5. Bereavement Leave

Brother- and sister-in-law are added to the family members upon whose death bereavement leave may be permitted. Three days of administrative leave will be permitted upon the death of the employee's parent-in-law or sibling.
6. Additional Longevity Step

Effective July 1, 2003, eligible employees at the L2 salary rate who have completed 19 hours or more years of service (after subtracting two years for lack of credit toward a merit increase in FY96 and FY97) will receive 2½% increase and be placed at longevity step L3 on the employee's anniversary date.

The fiscal impact on the County will be negative in the amount of \$1,144,954 (FY2004 - \$547,847, and FY2005 - \$897,107). The annualized cost for FY2006 is \$78,227. The total cost of the Agreement is \$1,523,181.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County, Maryland and Council 67, American Federation of State, County and Municipal Employees AFL-CIO, and its affiliated Local 3389 (Health Department) have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2004 and 2005. This will 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: