

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

Meeting Date: 3/11/97

Reference No.: CB-2-1997

Proposer: County Executive

Draft No.: 1

Sponsors: Wilson, Bailey

Item Title: AFSCME Local 241 (Crossing Guards)
Collective Bargaining Agreement
July 1, 1996 through June 30, 1997

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 1/7/97

Executive Action: 3/18/97 S

Committee Referral:(1) 1/7/97 PSFM

Effective Date: 5/5/97

Committee Action:(1) 2/6/97 FAV

Date Introduced: 2/18/97

Pub. Hearing Date: (1) 3/11/97 2:00 P.M.

Council Action: (1) 3/11/97 Enacted

Council Votes: DB:A, SD:A, JE:A, IG:-, AMc:A, WM:A, RVR:A, AS:A, MW:A

Pass/Fail: P

Remarks: (See also CR-4-1997)
(Retroactive to July 1, 1996)

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 2/6/97

Committee Vote: Favorable, 4-0, (In favor: Council Members Estepp, Gourdine, Maloney and Scott).

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 241, for FY97. The agreement contains many of the terms and conditions of the previous labor agreements with AFSCME Local 241 covering the School Crossing Guards in the Police Department.

Highlights of the Agreement

1. There will be no cost-of-living adjustment (COLA) or merit increases for these employees in FY97.
2. Guards working on designated holidays will now be paid two times base salary instead of two and one-half times base salary. (pp 9)
3. Effective January 1997, the general rule on annual and sick leave payouts adopted by the County Council in CB-62-1995 will be extended to this bargaining group:
 - A. 1,000 hour maximum accrual of annual leave has been decreased to 360. (pp 10)
 - B. Sick leave payout upon separation from the County employment has been restricted to the unused sick leave accrued by the employee. (pp 11 and 12) This is an exception to CB-62-1995.
4. Union dues deductions will resume after summer vacation, beginning with the first paycheck in the new school year. (pp 1)
5. Grievance Procedures have been clarified and updated. (pp 2)
6. Chief Steward is added to assist and oversee the other stewards for Local 241. (pp 4)
7. Seniority has been modified to clarify the administration of seniority in AFSCME as well as amending the schedule for updating the seniority list. (pp 5)
8. Work Assignment clarifications were made to the bidding procedure in order to make the process more precise and efficient. (pp 7(c) and 8)

The Legislative Officer stated that this agreement appears to continue the practice of paying sick and annual leave disposition upon separation from the supplemental pension plan. This practice was identified in Bennett Shaver's pension review as being detrimental to the fiscal integrity of the supplemental pension plan.

The fiscal impact on the County will be positive in the amount of approximately \$37,100. This amount is related to cost savings of approximately \$33,400 from the elimination of FY97 merit increases and \$3,700 from the decrease in holiday premium pay. There may be additional future savings from the implementation of CB-2-1995 to this bargaining unit.

BACKGROUND INFORMATION/FISCAL IMPACT

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

Prince George's County and Council 67, AFSCME and its affiliated Local 241 (School Crossing Guards) have completed labor negotiations on a one year labor agreement covering Fiscal Year 1997.

This Council 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: