

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

Meeting Date: 11/19/2001 **Reference No.:** CB-88-2001

Proposer: County Executive **Draft No.:** 1

Sponsors: Russell, Scott, Wilson, Shapiro, Gourdine, Estep

Item Title: An Act amending the labor agreement by and between Prince George's County and Council 67, AFSCME, AFL-CIO and its affiliated Locals 2462 and 2735 to provide for wages and certain terms and conditions of employment for personnel classifications July 1, 2001 through June 30, 2003

Drafter: William Hager/Teresa Bowen Personnel and Labor Relations	Resource Personnel: Joseph Adler Personnel and Labor Relations
---	--

LEGISLATIVE HISTORY:

Date Presented: 9/25/2001 **Executive Action:** 12/6/2001 S

Committee Referral: 9/25/2001 PSFM **Effective Date:** 1/22/2002

Committee Action: 10/18/2001 FAV

Date Introduced: 10/23/2001

Public Hearing: 11/19/2001 10:15 A.M.

Council Action: 11/19/2001 ENACTED

Council Votes: RVR:A, DB:A, JE:A, IG:A, TH:A, AS:A, PS:A, MW:A

Pass/Fail: P

Remarks: See Also CR-53-2001
(Retroactive Provisions)

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date:10/18/01

Committee Vote: Favorable, 3-0, (In favor: Councilmembers Bailey, Scott, and Maloney).

This bill reflects the terms and conditions of 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 2462 (employees in labor and trade classifications in the Department of Public Works and Transportation, the Department of Environmental Resources the Office of Central Services) and Local 2735 (employees in various inspector, professional, paraprofessional, clerical and administrative classifications in the Department of Public Works and Transportation and the Department of Environmental Resources) for a new labor agreement covering approximately 650

employees for FY2002 and FY2003.

Many of the terms and conditions of the County's previous labor agreement are included in this two year agreement.

Highlights of the Modifications to the Wages and Benefits in the Agreement.

1. Cost-of-Living Adjustment (COLA)
 - a. Employees will receive a \$650 increase to their base annual wages on July 1, 2001 and July 1, 2002.
 - b. Employees will receive a 2.25% increase to their base annual wages on August 1, 2001 and August 1, 2002.
 - c. Employees at the maximum salary rate on June 30, 2001 and June 30, 2002 will receive a one-time nonbase bonus of \$400 on July 1, 2001 and July 1, 2002.
 - d. Eligible employees in the Department of Public Works and Transportation, the Office of Central Services and the Department of Environmental Resources will receive a \$.10 per hour for maintaining certain Automotive Service Excellence (ASE) certifications.
2. Shift Differential
 - a. Effective July 1, 2001 and July 1, 2002, employees will receive a .10¢ per hour increase in Shift Differential.
 - b. Effective July 1, 2001 and July 1, 2002, the Landfill differential and Snow differential will be increased by .10¢ per hour.
3. No employee will be required to work more than twelve consecutive hours in a day except as permitted by Federal or State law, or unless the Governor or designee declares a state of emergency.
4. In July of FY2002 and FY2003, Transit Equipment Operators, Section 8 Inspectors and Lead Inspectors will receive a clothing allowance of \$250.
5. Effective July 1, 2001, the benefit accrual rate for employees covered by the Agreement is increased from 6% to 8% per year for up to twenty-five years of service for an increase in normal benefit from 15% to 20%. The additional cost for this benefit enhancement will be paid totally by the County.

The fiscal impact on the County will be negative in the amount of \$3,908,237 (FY2002 - \$1,961,844 and FY2003 - \$1,946,393.) The annualized cost for FY2004 is \$401,818. The total cost of the Agreement is \$4,310,055.

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 (AFSCME), AFL-CIO and its affiliated Locals 2462 and 2735 have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2002 and 2003 for certain employees of the Department of Environmental Resources and the Department of Public Works and Transportation. This bill 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: