

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

Meeting Date: 4/8/97

Reference No.: CB-24-1997

Proposer: County Executive

Draft No.: 1

Sponsors: Bailey, Estepp

Item Title: AFSCME Local 2735 (Family Connection Division,
Department of Family Services)
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: 2/25/97

Executive Action: 4/24/97 S

Committee Referral:(1) 2/25/97 PSFM

Effective Date: 6/9/97

Committee Action:(1) 3/6/97 FAV

Date Introduced: 3/18/97

Pub. Hearing Date: (1) 4/8/97 1:45 P.M.

Council Action: (1) 4/8/97 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 CB-25-1997 and CR-15-1997)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 3/6/97

Committee Vote: Favorable, 5-0, (In favor: Council Members Wilson, Estepp, Gourdine, Maloney and Scott).

This Bill is the initial collective bargaining agreement between the County and Council 67, AFSCME, AFL-CIO and its affiliated Local 2735 (Family Connection Division, Department of Family Services) for FY97. There are 42 employees covered by this agreement.

Many of the terms and conditions of the County's previous labor agreement with AFSCME are included in this agreement as well as a number of different provisions.

Highlights of the Agreement for FY97:

1. No merit increase. (pp 6)
2. No cost of living adjustment (COLA). (pp 6)
3. The principles of CB-62-1995 have been applied.
4. Wage employees in this bargaining unit will be placed on a new Salary Schedule I, whose rates are the same as the General Schedule employees. (pp 6)
5. Employees working directly with families shall work 40 hours per week flexible schedules that accommodate the families whom they serve. (pp 7)
6. Premium Pay - Employees working directly with families are eligible to receive compensatory leave at time and one-half rate for overtime work they are required to perform in excess of forty (40) hours in a workweek. (pp 8)
7. Bereavement Leave - upon the death of the employee's parent, spouse or child, the first day of bereavement leave will be charged to administrative leave. (pp 15)
8. Holidays - additional four hours of personal leave each year in lieu of the former General Election Day holiday.
9. Supplemental Retirement Benefit - employees continue to be covered by the Supplemental Pension Plan for General Schedule employees. (pp 18)

The fiscal impact in the County will be positive in the amount of approximately \$33,200 as a result of enacting CB-24-1997. This amount is related to cost savings from the elimination of FY97 merit increases and related fringe benefits, and an increase for shift differential pay. The estimated amount is as follows:

Elimination of merit increases	\$28,300
Related fringe benefits	<u>5,900</u>
	34,200
Increase for Shift Differential Pay	<u>(1,000)</u>
Net Savings	\$33,200

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 2735 (Family Connection Division, Department of Family Services) have completed labor negotiations on an initial labor agreement beginning in 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: