

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

**Meeting Date:** 4/8/97

**Reference No.:** CB-33-1997

**Proposer:** County Executive

**Draft No.:** 1

**Sponsors:** Wilson, Bailey, Estepp, Russell

**Item Title:** AFSCME Local 2462  
Collective Bargaining Agreement  
July 1, 1995 through June 30, 1997

**Drafter:** Kenneth E. Nickels  
Personnel & Labor Relations

**Resource Personnel:** Joseph Adler  
Personnel & Labor Relations

**LEGISLATIVE HISTORY:**

<b>Date Presented:</b>	3/18/97	<b>Executive Action:</b> 5/21/97	S
<b>Committee Referral:</b> (1)	3/18/97 PSFM	<b>Effective Date:</b>	7/7/97
<b>Committee Action:</b> (1)	3/27/97 FAV		
<b>Date Introduced:</b>	4/8/97		
<b>Pub. Hearing Date:</b> (1)	5/6/97 1:30 P.M.		

**Council Action:** (1) 5/6/97 ENACTED  
**Council Votes:** DB:A, SD:A, JE:-, IG:A, AMc:A, WM:A, RVR:A, AS:A, MW:A  
**Pass/Fail:** P

**Remarks:** (See also CR-21-1997)

**PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT** Date: 3/27/97

Committee Vote: Favorable, 4-0, (In favor: Council Members Wilson, Estepp, Gourdine, 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 affiliate Local 2462. This is a two year agreement, which covers 468 employees in supervisory rank and file labor, and trade positions in the Department of Public Works and Transportation, Department of Environmental Resources and the Office of Central Services.

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 or cost of living adjustment (COLA) increases. (pp 6)
2. The union agrees to participate in a joint committee on equity concerning merit increases. Unlike General Schedule and other employees who are eligible for 3.5% merit increases each year until they reach the maximum pay rate for their grade, employees under AFSCME's Salary Schedule A are eligible for 10% merit increases every two, three or four years depending at which step they are on. (pp 12)
3. When the County is closed due to inclement weather and grants administrative leave to non-essential employees, essential employees working their assigned shifts will be granted the same number of hours of compensatory leave as non-essential employees were granted administrative leave. (pp 8)
4. When a holiday is observed on a day that special operations are designated for snow and ice removal, any employee covered by this agreement will be paid at the rate of 2½ times their regular rate for all hours worked. (pp 9)
5. Except for snow/ice removal, if the employer directs any employee to stand-by, the employee will receive 1½ hours of compensatory leave for each day on stand-by. (pp 10)
6. Permanent part-time employees (bus drivers) of the transit division shall receive equal treatment in filling vacant Equipment Operator I positions in the Highway Maintenance Division of the Department of Public Works and Transportation. (pp 13)
7. Reduction-in-force will be administered in accordance with the Personnel Law. (pp 15)
8. Application of CB-62 principles concerning maximum annual leave effective with the 1997 leave year (Jan. 5, 1997), the maximum amount of annual leave permitted to be carried over from one leave year is 360 hours. Employees will be permitted to carry over their annual leave balance (old annual leave) to the 1997 leave year even if it exceeds the previous maximum permitted. (pp 16)
9. Beginning in 1998, General Election Day will no longer be a holiday for employees covered by this agreement. (pp 22)
10. Holiday Premium Pay: Employees will be paid at the rate of two (2) times his/her regular rate of pay, instead of receiving double time and one-half (2½) for hours worked on holidays. (pp 22)

There are no provisions in the contract that decrease in FY97, but automatically "pop-back" in FY98

if they are not renegotiated. The fiscal impact on the County will be positive in the amount of approximately \$603,500 which is related to cost savings from the elimination of FY97 merit increases and related fringe benefits and decrease in holiday premium pay.

**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 2462 have completed labor negotiations on a two year labor agreement covering Fiscal Years 1996 and 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:**