

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

Meeting Date: 11/23/99

Reference No.: CB-84-1999

Proposer: County Executive

Draft No.: 2

Sponsors: Esteppe, Gourdine, Hendershot, Maloney, Russell, Shapiro, Scott, Wilson

Item Title: Council 67, American Federation of State, County and
Municipal employees, AFL-CIO, and its affiliated Local
3389 (Health Department) Collective Bargaining
Agreement through June 30, 2001

Drafter: Kenneth E. Nickels
Personnel and Labor Relations

Resource Joseph Adler
Personnel: Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 10/12/99

Executive Action: 12/13/99 S

Committee Referral: 10/12/99 PSFM

Effective Date: 1/31/2000

Committee Action: 10/21/99 FAV(A)

Date Introduced: 10/26/99

Public Hearing: 11/23/99 11:30 A.M.

Council Action: 11/23/99 ENACTED

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

Pass/Fail: P

Remarks: See also CR-59-1999 – Retroactive provisions

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/21/99

Committee Vote: Favorable as amended, 5-0, (In favor: Council Members Wilson, Hendershot, Maloney, Russell and Scott).

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 3389, representing 318 employees in the Health Department for an initial labor agreement beginning FY2000 through FY2001.

This agreement is patterned after the County's most recent collective bargaining agreement with Council 67 and Local 2735 which covered employees in the Family Connection Division of the Department of Family Services. The differences between Local 3389 and Local 2735 are due to

the circumstances of the bargaining unit in the Health Department.

Summary of modifications to the wages and benefits in the agreement:

1. Employees in this bargaining unit will be placed on a new Salary Schedule J, whose rates are retroactive to July 4, 1999, and are two and one-half percent (2½%) higher than their current pre-FY2000 rates on the General Schedule (G-Scale). They will receive a cost of living adjustment of two and one-half percent (2½%) in July 2000. (pp 6)
2. Merit increases of three and one-half percent (3½%) will be granted to eligible employees in FY2000 and FY2001. (pp 6)
3. Employees at the maximum pay rate for their grades immediately before FY2000 and/or FY2001 will receive a two hundred dollar (\$200) non-base bonus payment in July 1999 and/or FY2001. (pp 6)
4. Employees in Grade 17 or below have the option of earning overtime or compensatory leave at one and one-half (1½) times their regular rate for overtime hours worked. Employees at Grade 18 or above may earn only compensatory leave at time and one and one-half (1½). (pp 7)
5. Employees detailed for seven or more days to perform the duties of a higher job classification are entitled to detail pay which is at least ten percent (10%) above their current rate of pay. (pp 9)
6. Bereavement leave is the same except that the first two (2) days, rather than the first day only, shall be charged to administrative leave. (pp 14-15)

There are two technical amendments:

1. Page 2, line 6, delete “approved” and insert “approves”.
2. Page 2, in the second sentence of SECTION 2, delete “unless stated otherwise in the agreement” and insert “and that the agreement shall be retroactively effective to July 1, 1999.

The fiscal impact on the County will be negative in the amount of \$1,368,500. (FY2000 - \$581,000; FY2001 - \$787,500). The annualized amount for FY2002 is \$193,100.

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 3389 have completed labor negotiations on an initial labor agreement through June 30, 2001. This bill will adopt and approve the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law

CODE INDEX TOPICS: