

Prince George's County Council Agenda Item Summary

Meeting Date: 2/26/2008
Reference No.: CB-006-2008
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Dean, Knotts, Turner, Olson, Bland, Exum
Item Title: An Act approving the Collective Bargaining Agreement between Prince George's County, Maryland and Council 67, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, and its affiliated Locals 1170, 2462, 2735 and 3389, covering Fiscal Years 2008 and 2009

Drafter: Donald E. Bridgeman, Office of Human Resources Management
Resource Personnel: Donald E. Bridgeman, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:	2/26/2008	Executive Action:	4/8/2008 S
Committee Referral:	2/26/2008 - C.O.W.	Effective Date:	5/27/2008
Committee Action:	2/26/2008 - FAV		
Date Introduced:	2/26/2008		
Public Hearing:	3/18/2008 - 10:00 AM		
Council Action (1)	3/18/2008 - ENACTED		
Council Votes:	MB:A, WC:A, SHD:A, TD:A, CE:A, TK:A, EO:A, IT:A		
Pass/Fail:	P		
Remarks:	See also CR-11-2008; retroactive to 7/1/2007		

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

COMMITTEE OF THE WHOLE

Date 2/26/2008

Committee Vote: Favorable, 7-0-1, (In favor: Councilmembers Dean, Bland, Campos, Exum, Knotts, Olson, and Turner. Abstained: Dernoga.)

This bill reflects the terms and conditions of the Collective Bargaining agreement between the County and the American Federation of State, County and Municipal Employees (AFSCME), Council 67, AFL_CIO, Locals 1170, 2462, 2735 and 3389, covering 1,530 employees in the Department of Health, Department of Environmental Resources, Department of Public Works and Transportation, Department of Housing and Community Development, Office of Central Services and the Department of Family Services. This two-year agreement (July 1, 2007 – June 20, 2009) includes many provisions which are consistent with the language contained in previous labor agreements.

Some Highlights of the Modifications to the Wages and Benefits of the Agreement:

1. Cost of Living Adjustment (COLA)

- a. 2.5% July 1, 2007 and July 1, 2008
- 2. Effective July 1, 2007, no employee in the bargaining unit shall be paid less than the County’s Living Wage as from time to time determined.
- 3. Merit Increases – Employees who are eligible will receive increases in FY2008 and FY2009.
- 4. Safety and Health – The County and the Union agree to establish a joint Labor-Management Health and Safety Committee within 60 days after ratification of this contract.
- 5. Sick Leave – Part-time employees who work 20 hours or more per week shall accrue sick leave in proportion to the amount of time worked.
- 6. Personal Leave – Personal Leave may be taken in one hour increments.
- 7. Health and Welfare
 - a. Point of Service (POS) Health Insurance Plan: The County will contribute 74% and the participating employee will contribute the remaining 26% for CY08. In CY09 there will be another 1% shift in the employee/employee contribution.
 - b. Health Maintenance Organization (HMO): The County will contribute 79% and the participating employee will contribute the remaining 21% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.
 - c. County’s Deductible Prescription Drug and Vision Care Programs: The County will contribute 89% and the participating employee will contribute the remaining 11% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution. Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

The fiscal impact on the County will be negative in the amount of \$11,781,109 (FY2008 - \$5,718,018 and FY2009 - \$6,063,091).

BACKGROUND INFORMATION/FISCAL IMPACT:

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

Pursuant to Section 16-233(e)-(f) of the County Code, this bill adopts and approves the collective bargaining agreement between the County and Council 67, AFSCME and its affiliated Locals 1170, 2462, 2735 and 3389, for Fiscal Years 2008 and 2009. A fiscal impact statement will be provided by the Office of Management and Budget.

CODE INDEX TOPICS:

INCLUSION FILES:
