

Prince George's County Council Agenda Item Summary

Meeting Date: 2/26/2008
Reference No.: CB-008-2008
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Dean, Exum, Turner, Olson, Knotts, Bland
Item Title: An Act approving the Collective Bargaining Agreement, covering Fiscal Years 2008 and 2009, between the County and Council 67, American Federation of State, County and Municipal Employees, AFL-CIO Local 241 (School Crossing Guards)

Drafter: Terry Bowen, 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-12-2008; 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, (In favor: Councilmembers Dean, Bland, Campos, Dernoga, Exum, Knotts, Olson, and Turner.

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 241, covering approximately 156 permanent/part-time School Crossing Guards employed in the Police Department for FY2008 and FY2009.

Many of the terms and conditions of the County's previous labor agreement with Local 241 and some new modifications are included in this two-year agreement.

Summary of the Modifications to the Wages and Benefits in the Agreement:

1. Holiday Administration – General Election Day, in which Congressional Representatives are elected, and

Veterans' Day are now recognized as paid holidays for members of this bargaining unit.

2. Sick Leave – Employees covered under this Agreement, who provide up-to-date medical documentation (biweekly) stating that the employee cannot perform their regular assignments, will be provided light duty assignments when available within the Department.

3. Wages

a. Cost of Living Adjustments (COLA)

1. 2.5% on July 1, 2007
2. 2.5% on July 1, 2008

b. Merit Increases – Employees who are eligible will receive merit increases in FY 2008-2009.

c. Effective July 1, 2007, no employee in the bargaining unit shall be paid less than the County's Living wages as from time-to-time determined.

4. Health and Welfare (Benefit Program)

a. Point of Service (POS) Health Insurance Plan – County will contribute 74% and the participating employee will contribute the remaining 26% for CY2008. In CY2009, there will be another 1% shift in the employer/employee contribution.

b. Health Maintenance Organization (HMO) – County will contribute 79% and the participating employee will contribute the remaining 21% for CY2009. In CY2009, there will be another 1% shift in the employer/employee contribution.

c. Deductible Prescription Drug and Vision Care Programs – County will contribute 89% and the participating employee will contribute the remaining 11% for CY2008. In CY2009, 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 credit instead.

5. Uniforms

a. Uniform allowance is increased \$25.00 to \$550.00 per year in each year of the Agreement.

b. During the 2007 school year, the employer will provide each School Crossing Guard with new rain hats which will be approved by the Union prior to their purchase.

c. Effective September 2007, all Crossing Guards will be provided with an updated personal communications device at no expense to the employee when used for official County business.

The fiscal impact on the county will be negative in the amount of \$473,148. (FY2008 - \$227,401 and FY2009 - \$245,747.)

BACKGROUND INFORMATION/FISCAL IMPACT:

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

The County and Council 67, American Federation of State, County and Municipal Employees, AFL-CIO and its affiliated Local 241 (School Crossing Guards) have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2008 and 2009. This Bill will adopt and approve the collective bargaining agreement in accordance with Section 16-233(e)-(f) of the Personnel Law. A fiscal impact statement will be provided by the Office of Management and Budget.

CODE INDEX TOPICS:

INCLUSION FILES:
