

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

Meeting Date: 7/29/2003

Reference No.: CB-52-2003

Proposer: County Executive

Draft No.: 1

Sponsors: Hendershot, Dean, Harrington, Peters, Knotts

Item Title: An Act concerning Council 67, American Federation of
State, County and Municipal Employees, AFL-CIO
Local 241 (School Crossing Guards) Collective
Bargaining Agreement July 1, 2003 through
June 30, 2005

Drafter: Leonard L. Lucchi
Personnel and Labor Relations

Resource Donald E. Bridgeman
Personnel: Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented: __/__/__

Executive Action: 7/30/2003 S

Committee Referral: 7/8/2003 PSFM

Effective Date: 9/15/2003

Committee Action: 7/23/2003 FAV

Date Introduced: 7/8/2003

Public Hearing: 7/29/2003 10:00 A.M.

Council Action: 7/29/2003 ENACTED

Council Votes: PS:A, MB:A, SHD:A, TD:A, CE:-, DCH:A, TH:A, TK:A, DP:A

Pass/Fail: P

Remarks: See also CR-41-2003; retroactive to 7/1/2003

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 7/23/03

Committee Vote: Favorable, 5-0, (In favor: Councilmembers Exum, Bland, Hendershot, Knotts and Peters.)

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 141 permanent/part-time Crossing Guards employed in the Police Department for FY2004 and FY2005.

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

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

1. Cost of Living Adjustment (COLA)
 - a. 1% on October 1, 2003.
 - b. 1% on January 1, 2004, April 1, 2004 and October 1, 2004.
 - c. 1% on January 1, 2005 and April 1, 2005.
2. Merit Increase

Employees who are eligible will receive merit increases in FY2004 and FY2005.
3. Communications Device

All Crossing Guards will be provided with a personal communications device at no expense to the employee when used for official County business.
4. Pensions

Effective July 1, 2003, the benefit accrual for employees will be increased from 0.6% to 0.7% per year for up to 30 years of service for an increase in normal benefits from 15% to 21%. The additional cost for this benefit enhancement will be paid totally by the employee.
5. Bereavement Leave

Brother- or sister-in-law is added to the family members upon whose death bereavement leave may be permitted.
6. Grievances

The number of steps involved in employee grievances has been reduced so that at Step 1, the Union Steward will submit the grievance to the employee's Division Commander or designee, rather than submit the matter to the employee's Captain or Major. The Chief Labor Negotiator is designated as the responsible party to adjust grievances at Step 3.
7. Cardiopulmonary Resuscitation

A mouth apparatus will be provided to each Crossing Guard for CPR use and replaced when needed.
8. Drug Testing

Drug test notification will be made no earlier than by the completion of the employee's first assignment of the day.

The fiscal impact on the County will be negative in the amount of \$256,839 (FY2004 - \$110,791 and FY2005 - \$146,048.) The annualized cost for FY2006 is \$25,636. The total cost of the Agreement is \$282,474.

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 2004 and 2005. This Bill will 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: