

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

Meeting Date: 3/3/98

Reference No.: CB-18-1998

Proposer: County Executive

Draft No.: 1

Sponsors: Russell, Estepp, Bailey, Wilson, Del Giudice

Item Title: AFSCME Local 2735
Collective Bargaining Agreement
July 1, 1997 through June 30, 1999

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented:	1/27/98	Executive Action: 4/7/98	S
Committee Referral: (1)	1/27/98 PSFM	Effective Date: 5/26/98	
Committee Action: (1)	2/19/98 FAV		
Date Introduced:	3/3/98		
Pub. Hearing Date: (1)	3/31/98 1:45 P.M.		

Council Action: (1) 3/31/98 ENACTED

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

Pass/Fail: P

Remarks: (See also CR-8-1998); (retroactive provisions)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 2/19/98

Committee Vote: Favorable, 5-0, (In favor: Council Members Estepp, Bailey, Hendershot, Scott and Wilson).

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 2735, covering approximately 220 professional, technical and clerical employees in the County's Department of Family Services, Environmental Resources, Public Works and Transportation, and Housing and Community Development. This is a two year agreement covering FY98 and FY99.

Many of the terms and conditions of the County's previous labor agreement with AFSCME Local 2735 are included in this agreement. The major provisions of this agreement are:

1. A bonus of \$1,000 in FY98 for full-time employees and part-time employees whose normal work schedule exceeds 50 hours per pay period, and \$500 for employees working less than 50 hours per pay period. The bonus was authorized under CR-65-1997 and paid to the employees in December, 1997. (pp 6)
2. A 2.75% cost of living increase effective July 1, 1998. (pp 7)
3. Merit increases will be provided in FY98 and FY99. Unlike most bargaining units this group will not receive annual increases of 3.5%. They will receive 10% step increases; however, depending on their current step, they must wait 2-4 years to advance to the next step. The contract stipulates that merit increases will be granted in FY98 only to those employees who are eligible to receive a merit increase in FY96. In FY99, only those employees normally eligible for a merit increase in FY97 will receive an adjustment. (pp 7)
4. Effective July, 1998, Animal Control Officers will receive a \$.75 per hour differential pay increase. (pp 12)
5. Except for snow/ice removal, employees working in the Storm Drain Management Division of the Department of Public Works and Transportation will receive one and one-half (1½) hours of compensatory leave for each day on standby. (pp 11)
6. Effective November 1, 1997, the shift differential will be increased from ninety-five cents (\$.95) to one dollar (\$1.00) per hour; after November 1, 1998, the amount is increased to one dollar and five cents (\$1.05) per hour. (pp 9)
7. Effective July 1, 1998, the clothing allowance will increase by twenty-five dollars (\$25) to four hundred dollars (\$400) per year. (pp 12)
8. Superseniority is granted to the Union President for the duration of his/her time of office. The grant of superseniority will allow the Union President to be the last employee in the bargaining unit to be separated from employment under a reduction-in-force. (pp 17)

This legislation is supported by the Office of Personnel/Labor Relations and the Department of Environmental Resources (DER). The Director of DER stated that increases in compensation costs associated with CB-18-1998 will result in higher costs for services delivered to the public by the Department.

The fiscal impact on the County will be negative in the amount of \$991,000. (FY98 - \$466,100 and FY99- \$525,000). The annualized cost for FY2000 will be \$34,400.

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 2735 have completed labor negotiations on a two year labor agreement covering Fiscal Years 1998 and 1999. This 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: