

Prince George's County Council

Agenda Item Summary

Meeting Date: 8/10/2006
Reference No.: CB-062-2006
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Dernoga, Peters, Knotts, Dean, Harrington, Campos, Bland, Exum
Item Title: An Act amending the labor agreement by and between Prince George's County, Maryland and Council 67, American Federation of State, County and Municipal Employees (AFSCME) AFL-CIO, and its affiliated Locals 2462, 2735, 3389 and 1170 to provide for wage increases and certain other terms and conditions of employment for personnel classifications certified by the Prince George's County Public Employee Relations Board.

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

LEGISLATIVE HISTORY:

Date Presented:	6/20/2006	Executive Action:	8/24/2006 S
Committee Referral:	6/20/2006 - PSFM	Effective Date:	10/10/2006

Committee Action:

Date Introduced: 7/18/2006
Public Hearing: 8/10/2006 - 2:00 PM

Council Action (1) 8/10/2006 - ENACTED
Council Votes: MB:A, WC:A, SHD:A, TD:A, CE:A, DCH:A, TH:A, TK:A, DP:A
Pass/Fail: P
Remarks: See also CB-63-2006 & CR-58-2006; Retroactive to 7/1/2005

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This bill is the result of collective bargaining and the Joint Petition for Clarification/Amendment of Certification of Representation AAA Case No. R-01-05.

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 1180 employees. This two-year Agreement represents the initial "multi-unit bargaining" contract that combines provisions from four local unions into a single Collective Bargaining Agreement (July 1, 2006 - June 30, 2007). Many of the provisions contained in the Agreement are consistent with language contained in previous labor agreements.

Highlights of the Modifications to the Wages and Benefits of the Agreement.

1. Recognition - All PERB case reference numbers relating to these bargaining units are located in an appendix in the back of the Agreement.
2. Cost-of-Living Adjustments (COLA)
 - a. 2.5% July 1, 2005 and July 1, 2006.
3. Merit increase - Employees who are eligible will receive increases in FY2006 and FY2007.
4. Wage Scale - All employees under this Agreement shall be merged into a single pay scale - the A Scale - at their current rate of pay. If an employee's pay grade is not contained in the current A Scale, one shall be created.
5. Premium Pay - All employees will be compensated at the rate of two times their regular rate of pay for overtime hours they are required to work on Sunday.
6. Subcontracting - Employees who have completed the probationary period shall not be terminated from employment for lack of work as a result of outside contractors, temporary employees or Limited Term Grant Funded (LTGF) personnel carrying out the duties normally performed by said employees.
7. Retirement Benefits - effective 1/1/07, the benefit multiplier is increased to 1% per year of service from 0.8% per year of service and increases the number of accrual years from 25 to 30 years, with a maximum benefit of 30% of Average Annual Compensation.

The fiscal impact on the County will be negative in the amount of \$8,644,806 (FY2006 - \$3,461,549 and FY2007 - \$5,183,257). The annualized cost for FY2008 is \$1,477,704. The total cost of the Agreement is \$10,122,510.

CODE INDEX TOPICS:

INCLUSION FILES:
