

## Prince George's County Council

### Agenda Item Summary

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**Meeting Date:** 1/13/2004  
**Reference No.:** CB-002-2004  
**Draft No.:** 1  
**Proposer(s):** County Executive  
**Sponsor(s):** Knotts, Shapiro, Harrington, Dernoga, Dean, Exum, Peters  
**Item Title:** An Act concerning Council 67, American Federation of State, County and Municipal Employees, AFL-CIO, and its affiliated Locals 2462 and 2735 Collective Bargaining Agreement July 1, 2003 through June 30, 2005.

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**Drafter:** Leonard L. Lucchi, Personnel and Labor Relations  
**Resource Personnel:** Donald E. Bridgeman, Personnel and Labor Relations

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#### LEGISLATIVE HISTORY:

<b>Date Presented:</b>		<b>Executive Action:</b>	1/23/2004 S
<b>Committee Referral:</b>	12/3/2003 - PSFM	<b>Effective Date:</b>	3/9/2004
<b>Committee Action:</b>	1/7/2004 - FAV		
<b>Date Introduced:</b>	12/3/2003		
<b>Public Hearing:</b>	1/13/2004 - 10:00 A.M.		
<b>Council Action (1)</b>	1/13/2004 - ENACTED		
<b>Council Votes:</b>	MB:A, SHD:A, TD:A, CE:A, DCH:A, TH:A, TK:A, DP:A, PS:A		
<b>Pass/Fail:</b>	P		
<b>Remarks:</b>	See also CR-1-2004; retroactive provisions		

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#### AFFECTED CODE SECTIONS:

16-233

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#### COMMITTEE REPORTS:

##### PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT

**Date 1/7/2004**

Favorable, 4-0, (In favor: Councilmembers Peters, Hendershot, Knotts and Shapiro.)

This bill is the collective bargaining agreement between the County and Council 67, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, and its affiliated Locals 2462 (representing employees in labor and trade classifications in the Department of Public Works and Transportation, the Department of Environmental Resources, the Office of Central Services and employees in the Bureau of Apparatus Maintenance in the Fire/EMS Department) and Local 2735 (representing employees in various inspector, professional, paraprofessional, clerical and administrative classifications in the Department of Family Services, Department of Housing and Community Development, Department of Environmental Resources and the Department of Public

Works and Transportation) covering approximately 656 employees for FY2004 and FY2005.

Many of the terms and conditions of the County's previous labor agreement with AFSCME Locals 2462 and 2735 are included in this two year agreement as well as additional modifications.

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

### 1. Cost of Living Adjustments (COLA) (page 8)

- a. 1% on October 1, 2003
- b. 1% on April 1, 2004 and July 1, 2004
- c. 1% on March 1, 2005

### 2. Merit Increase (page 8)

Employees eligible to receive a merit increase in FY2004 and FY2005 will receive it.

### 3. Longevity Step (page 9)

Effective July 1, 2003, the longevity step (L1) is established at 2.5% above the maximum rate. Only employees who have reached a maximum rate will be eligible for the longevity step. Employees who receive a merit increase which brings their salary to the maximum rate shall not be eligible for advancement to the longevity step in the same fiscal year.

### 4. Premium (Overtime) Pay (page 14)

Employees covered by this Agreement may elect to accrue compensatory leave in lieu of the appropriate overtime pay for all authorized overtime hours worked.

### 5. Call-In, Standby and Differential Pay (page 16)

Effective the first full pay period beginning on or after July 1, 2003, there will be a pay differential of \$.90 per hour for Animal Control Officers and the Office of Central Service Maintenance staff who are permanently assigned to the Correctional Center.

### 6. Work Clothing and Tools (page 16)

Employees in the Bureau of Apparatus Maintenance, Fire/EMS Department, covered by this Agreement will be furnished mechanic tools by the Fire/EMS Department. The Department will also maintain the mechanic tools.

### 7. Personal Leave

Twenty-eight (28) hours of personal leave per wage reporting year shall be granted to each employee eligible for annual leave.

### 8. Health and Welfare (page 29)

Effective July 1, 2003, the maximum amount of County-paid life insurance is two times the employee's annual salary up to a maximum amount of \$150,000. Employees may choose to increase their life insurance from one to four times their annual salary up to a total of \$750,000.

The fiscal impact on the County will be negative in the amount of \$2,843,102 (FY2004 - \$962,212 and FY2005 - \$1,880,890). The annualized cost for FY06 is \$731,440. The total cost of the Agreement is \$3,574,542.

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**BACKGROUND INFORMATION/FISCAL IMPACT:**

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

Prince George's County, Maryland and Council 67, American Federation of State, County and Municipal Employees, AFL-CIO, and its affiliated Locals 2462 and 2735 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.

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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