



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Office of Audits and Investigations

June 6, 2022

MEMORANDUM

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

FROM: Josh Hamlin 
Director of Budget and Policy Analysis

RE: Policy Analysis and Fiscal Impact Statement
CB-054-2022 Collective Bargaining Agreement – Council 67, American Federation of
State, County, and Municipal Employees (AFSCME) and its affiliated Local 241
(School Crossing Guards)

CR-067-2022 – Compensation and Benefits – Council 67, American Federation of
State, County, and Municipal Employees (AFSCME) and its affiliated Local 241
(School Crossing Guards), Salary Schedule X

CB-054-2022 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-067-2022 (*Proposed and introduced by:* The Chair of the Council at the request of the County Executive)

Assigned to the Committee of the Whole

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures totaling approximately \$459,804 over Fiscal Years 2023 and 2024

Revenues: No impact.

Indirect Impact:

None.

Legislative Summary:

CB-054-2022, proposed by the Chair at the request of the County Executive, was presented on May 31, 2022. CR-067-2022, proposed by the Chair at the request of the County Executive, was introduced on May 31, 2022. Prince George's County, Maryland, and Council 67, American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, and its affiliated local 241 have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2023 and 2024. CB-054-2022 adopts and approves the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law, and CR-067-2022 amends the corresponding Salary Schedule X for employees covered under the agreement.

Current Law/Background:

The Prince George's County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

Resource Personnel:

- Christina Noone, Administrative Assistant, Office of Human Resources Management
 - Shawn Y. Stokes, Director, Office of Human Resources Management
 - Angela M. Beasley, Esq., Deputy Director, Office of Human Resources Management
-

Discussion/Policy Analysis:

The Agreement between the County and AFSCME Council 67 governs wages and certain other terms and conditions of employment for School Crossing Guards employed by the County. A summary of modifications to the Agreement and salary plan are presented in the County Executive's Cover Letter. Council staff review of the Agreement identified the following notable modifications when compared to the prior agreement covering Fiscal Years 2021 and 2022:

- New **Section 8.11 School Closures** is added, providing that: “[i]n the event that a school is closed due to an emergency or unforeseen event, members of the bargaining unit that are unable to perform their job duties because there are no other assignments available at that time, will be placed on administrative leave until they can be assigned alternative work.

- New language is added to **Section 9.02 Holiday Pay**, with the Section now reading as follows: “Employees who perform no work on a holiday shall be paid for their normal workday at their regular hourly rate of pay. Any additional corners assigned after the bidding process that have been worked ten (10) consecutive days shall become a part of the employee’s normal work schedule for the purpose of holiday pay.”
- Juneteenth Day (if the academic year is still in session), is added to **Section 9.04 Holidays Recognized and Observed**.
- **Section 12.04 Requests for Sick Leave** is modified as follows:
 - In subsection (A), the following language is added: “For morning assignments, notifications must be made starting at 6:00 AM and no later than 6:20 AM. For afternoon assignments, notifications must be made no later than 12:45 PM and time should be adjusted for early dismissals of the employee’s workday.”
 - A new subsection (B) is added, as follows: “Callouts for the next workday should be made Sunday through Thursday between 7:00 PM and 8:00 PM. The evening hour is only for requested sick leave the following workday, not regular business.”

Existing subsection (B) is relettered to be new subsection (C).

- **Section 26.01 Wages is modified as follows:**
 - Existing subsections (C) “Retroactive COVID-19 Hazard Pay and (D) “Wage Reopener are deleted.
 - New subsection (C) added to provide that: “[e]mployees within this bargaining unit will have their salaries adjusted by increasing their hourly rate of pay by \$4.00.”

Fiscal Impact:

Direct Impact

Enactment of CB-054-2022 and adoption of CR-067-2022 will have an adverse fiscal impact on the County in the form of increased expenditures. The Office of Management and Budget (OMB) estimates that the realized fiscal impact of the \$4.00 per hour increase in hourly pay provided for in the Agreement and Salary Schedule to be approximately \$229,902 per year, or \$459,804 over the two-year term. This represents the total expected fiscal impact of the Agreement and Salary Schedule.

Indirect Impact

Enactment of CB-054-2022 and adoption of CR-067-2022 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

N/A

Effective Date:

CB-054-2022 shall be effective forty-five (45) calendar days after it becomes law and the Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2022.

CR-067-2022 shall take effect on the date it is adopted, and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2022.

If you require additional information, or have questions about this fiscal impact statement, please call me.