

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

Meeting Date: 4/7/98

Reference No.: CB-25-1998

Proposer: County Executive

Draft No.: 1

Sponsors: Russell, Del Giudice, Wilson, and Hendershot

Item Title: AFSCME Local 2462
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:	2/3/98	Executive Action: 4/9/98	S
Committee Referral: (1)	2/3/98 PSFM	Effective Date: 5/26/98	
Committee Action: (1)	3/5/98 FAV		
Date Introduced:	3/17/98		
Pub. Hearing Date: (1)	4/7/98 2:00 PM		

Council Action: (1) 4/7/98 ENACTED

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

Pass/Fail: P

Remarks: (See CR-13-1998); (retroactive provisions)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 3/5/98

Committee Vote: Favorable, 4-0, (In favor: Council Members Estepp, Bailey, 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 2462. There are approximately 427 skilled crafts, laborers, and trade employees in the Department of Public Works and Transportation, the Department of Environmental Resources and the Office of Central Services covered by the agreement.

Many of the terms and conditions of the County's previous labor agreement with AFSCME Local 2462 are included in the new agreement. Some of the major provisions of the new agreement are:

1. A one-time, non-base, lump sum bonus payment of One Thousand Dollars (\$1,000) which was paid in December, 1997. (pp 6)
2. A two and three-quarters percent (2.75%) cost-of-living increase effective July 1, 1998. (pp 7)
3. Employees eligible to receive a merit step increase during Fiscal Year 1996 and 1997 will receive an increase in FY98 and FY99, respectively, and begin the waiting period to receive the next merit step, unless the employee is at SEN+ level. (pp 6)
4. A Joint Study Committee (including the Office of Finance) will be established within thirty (30) days after the County Council approves the agreement to study the structure of the pay scale for Local 2462. (pp 7)
5. Effective the first full pay period on or after November, 1997, the shift differential will be increased from ninety-five cents (\$.95) to One Dollar (\$1.00) per hour; after November 1, 1998, the shift differential is increased to One Dollar and five cents (\$1.05) per hour. (pp 8 & 11).
6. Employees required to furnish and maintain their own mechanics tools will receive a thirty dollar (\$30) per year increase in the tool allowance from Four Hundred Twenty Dollars (\$420) to Four Hundred Fifty Dollars (\$450). (pp 11)
7. The County will conduct a Classification Study of the Equipment Operator Job Series during the term of this agreement. (pp 14)
8. Superseniority is granted to the Union President. (pp 16)
9. Current eligibility for the first three days of bereavement leave as administrative leave upon the death of an employee's spouse or child is extended to the death of a parent. (pp 21)

The fiscal impact on the County will be negative in the amount of \$1,530,400 (FY98 - \$709,200 and FY99 - \$821,200). The annualized cost for FY2000 is \$133,700.

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 2462 have completed labor negotiations on a two year labor agreement covering Fiscal Years 1998 and 1999. This Council 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: