

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

Meeting Date: 11/23/99

Reference No.: CB-86-1999

Proposer: County Executive

Draft No.: 1

Sponsors: Estep, Gourdin, Hendershot, Maloney, Russell, Shapiro, Scott, Wilson

Item Title: Council 67 AFSCME, AFL-CIO and its affiliated Locals
2462 and 2735 Collective Bargaining Agreement
July 1, 1999 through June 30, 2001

Drafter: Kenneth E. Nickels
Personnel and Labor Relations

Resource Joseph Adler
Personnel: Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 10/12/99

Executive Action: 12/13/99 S

Committee Referral: 10/12/99 PSFM

Effective Date: 1/31/2000

Committee Action: 10/21/99 FAV

Date Introduced: 10/26/99

Public Hearing: 11/23/99 11:30 A.M.

Council Action: 11/23/99 ENACTED

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

Pass/Fail: P

Remarks: See also CR-60-1999 – Retroactive provisions

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/21/99

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

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 (employees in labor and trade classifications in the Department of Public Works and Transportation, the Department of Environmental Resources and the Office of Central Services) and Local 2735 (employees in various inspector, professional, paraprofessional, clerical and administrative classifications in the Department of Public Works and Transportation, the Department of Environmental Resources, the Department of Family Services and the Department of Housing and Community Development) for a new labor agreement covering 626 employees for FY2000 and FY2001.

Many of the terms and conditions of the County's previous collective bargaining agreement with AFSCME Locals 2462 and 2735 are included in the agreement.

A summary of the modifications to the wages and benefits in the agreement are listed below:

1. Cost of living adjustment (COLA): (pp 7)
 - a. 1.0% - July 1, 1999
 - b. 1.0% - October 1, 2000
 - c. 1.0% - April 1, 2001
2. Employees scheduled to receive a 10% merit under the old pay schedule will receive 10% in FY2000. Employees not scheduled to receive a merit under the old pay schedule will receive a prorated merit, ranging from 2.5% to 7.5%, as part of the conversion to the new min-max pay scale. (pp 7)
3. Traffic Service Workers completing a County recognized certificate program will receive a 5% pay increase. (pp 11)
4. Effective July 1, 1999, the Shift, Landfill and Snow differential will increase \$.05 to \$1.10 per hour. (pp 11)
5. The clothing allowance for Animal Control Officers and Property Standards Inspectors will increase by \$25.
6. Employees in both Locals will be eligible for acting pay after seven (7) days rather than ten (10). (pp 16)
7. Construction and Property Standards Inspectors and Refuse Collection Inspectors will begin to receive a \$175 per year clothing allowance in FY2000. (pp 16)

The fiscal impact on the County will be negative in the amount of \$2,053,900 (FY2000 - \$942,600 and FY2001 - \$1,111,300). The annualized cost for FY2001 is \$503,100.

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 Locals 2462 and 2735 have completed labor negotiations on a two year labor agreement covering Fiscal Years 2000 and 2001. 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.

CODE INDEX TOPICS: