

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

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<b>Meeting Date:</b>	11/19/2001	<b>Reference No.:</b>	CB-83-2001
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<b>Proposer:</b>	County Executive	<b>Draft No.:</b>	1
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**Sponsors:** Russell, Scott, Bailey, Estepp, Shapiro, Gourdine

**Item Title:** An Act amending the labor agreement by and between Prince George's County and Council 67, AFL-CIO (AFSCME) and its affiliated 241 (Crossing Guards) to provide for wages and certain other terms and conditions of employment for personnel classifications July 1, 2001 through Jun 30, 2003

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<b>Drafter:</b>	William Hager/Teresa Bowen Personnel and Labor Relations	<b>Resource Personnel:</b>	Joseph Adler Personnel and Labor Relations
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**LEGISLATIVE HISTORY:**

**Date Presented:** 9/25/2001      **Executive Action:** 12/6/2001      S

**Committee Referral:** 9/25/2001      PSFM      **Effective Date:** 1/22/2002

**Committee Action:** 10/18/2001      FAV

**Date Introduced:** 10/23/2001

**Public Hearing:** 11/19/2001      10:15 A.M.

**Council Action:** 11/19/2001      ENACTED

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

**Pass/Fail:** P

**Remarks:** See Also CR-54-2001  
(Retroactive Provisions)

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**PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT** Date: 10/18/01

Committee Vote: Favorable, 3-0, (In favor: Councilmembers Bailey, Scott, and Maloney).

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 241, covering approximately 132 permanent/part-time Crossing Guards employed in the Police Department for FY2002 and FY2003.

Many of the terms and conditions of the County's previous labor agreement with Local 241 are included in the new agreement.

Highlights of the Modifications to Wages and Benefits in the Agreement

1. Cost-of-living Adjustment (COLA)
  - a. .40¢ per hour increase - October 1, 2001.
  - b. .40¢ per hour increase - January 1, 2003.
2. Employees who are eligible will receive a merit increase in FY2002 and FY2003.
3. The uniform allowance will be increased by \$25 to \$475 per year in FY2002 and from \$475 to \$500 per year in FY2003.
4. Effective July 1, 2001, the benefit accrual rate for employees covered by this agreement will increase 0.4% to 0.6% per year for up to 25 years of service for an increase in normal benefits from 10% to 15%. The additional cost for the benefit will be paid totally by the County.
5. Any excess leave over 360 hours at the end of the year will be converted to sick leave.
6. Personal leave is increased from ten to twelve hours per year.
7. Upon retirement, any unused annual leave may be converted to new sick leave for pension credit under the State Retirement or Pension Plan.
8. By May 15 (currently April 15) of each year, employees will notify the County to indicate whether they will resume their duties for the coming school year.
9. Effective July 1, 2001, Salary Schedule X (Grades L1 - L6) is amended to provide for an increase of 2.5% above the maximum rate to which an employee is eligible to advance after completing the required number of years of service.

The fiscal impact on the County will be negative in the amount of \$193,945 (FY2002 - \$103,864 and FY2003 - \$90,081). The annualized cost for FY2004 is \$43,261. The total cost of the Agreement is \$237,206.

**BACKGROUND INFORMATION/FISCAL IMPACT**

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

Prince George's County and Council 67, American Federation of State, County and Municipal Employees (AFSCME) AFL-CIO, and its affiliated Local 241 (School Crossing Guards) have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2002 and 2003. 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:**