



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Office of Audits and Investigations

September 10, 2018

MEMORANDUM

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: David H. Van Dyke *DHV*
County Auditor

FROM: Inez N. Claggett *INC*
Senior Legislative Auditor

RE: Fiscal Impact Statement
CB-072-2018 - Collective Bargaining Agreement – Council 67, American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, and its affiliated Local 241 (School Crossing Guards)

CR-055-2018 – Compensation and Benefits – Council 67, American Federation of State, County, and Municipal Employees (AFSCME, AFL-CIO, Local 241 (School Crossing Guards) – Salary Schedule X

Legislative Summary

CB-072-2018 amends the Collective Bargaining Agreement (Agreement) for School Crossing Guards in Council 67, American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO and its affiliated Local 241, providing for wages and certain other terms and conditions of employment.

CR-055-2018 amends the salary plan for School Crossing Guards, Salary Schedule X, to reflect wage and benefit modifications effective July 1, 2018 through June 30, 2020.

Background/Current Law

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

Stanley Earley, Director, Office of Management and Budget

Assumptions and Methodology

Details of modifications to the Agreement and Salary Schedule X are presented in the County Executive's Cover Letter and Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- Agreement language is modified to include the establishment of a dues check off process whereby union dues and other agreed upon withholdings will be withheld from covered employee payroll checks on a biweekly basis and remitted to the Union;
 - Agreement language related to work assignments are modified within Article 8 to clarify and update the notification and bidding process;
 - A two percent (2%) cost of living adjustment (COLA) shall be effective the first full pay period beginning in January 2019;
 - A one and one-half percent (1.5%) COLA shall be effective the first full pay period beginning in January 2020;
 - Eligible employees covered by the agreement, and who are eligible to receive a merit increase during fiscal year 2019, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2019;
 - Eligible employees covered by the agreement, and who are eligible to receive a merit increase during fiscal year 2020, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2020;
 - The maximum pay level of pay plan X13 shall be adjusted by three and one-half percent (3.5%) in FY 2019;
 - The uniform allowance shall increase from \$550 to \$600 in fiscal year 2019;
 - At the beginning of the 2018-2019 school year, each Crossing Guard shall be provided one additional pair of uniform pants, for a total of three (3);
 - Agreement language is modified to establish the automatic enrollment of all covered employees into the AFSCME Supplemental Pension Plan beginning at the time of hire into an AFSCME covered position.
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Fiscal Impact

- Direct Impact

The adoption and enactment of this legislative package is estimated to have a total negative fiscal impact to the County for fiscal year 2019 through fiscal year 2020 of approximately \$97,048 as a result of the changes to the Collective Bargaining Agreement. The major components of this cost by fiscal year are shown in the table below:

	<u><i>FY 2019</i></u>	<u><i>FY 2020</i></u>	<u><i>Total</i></u>
Merit Increase	\$37,989	\$39,698	\$77,687
Cost-of-Living Adjustment	10,854	8,507	19,361
Total	<u>\$48,843</u>	<u>\$48,205</u>	<u>\$97,048</u>

Appropriated in the Current Fiscal Year Budget

Fiscal Year 2019 anticipated costs were provided for in the current fiscal year budget.

Effective Date

The proposed Bill shall be effective forty-five (45) calendar days after it becomes law. The Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2018.

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