

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

Meeting Date: 7/29/2003 **Reference No.:** CB-54-2003

Proposer: County Executive **Draft No.:** 1

Sponsors: Hendershot, Dean, Exum, Harrington, Peters, Knotts

Item Title: An Act concerning Council 67, American Federation of State, County and Municipal Employees, AFL-CIO, and its affiliated Local 3279 (Department of Environmental Resources Clerical Units I & II) Collective Bargaining Agreement July 1, 2003 through June 30, 2005

Drafter: Leonard L. Lucchi **Resource** Donald E. Bridgeman
Personnel and Labor Relations **Personnel:** Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented: __/__/____ **Executive Action:** 7/30/2003 S

Committee Referral: 7/8/2003 PSFM **Effective Date:** 9/15/2003

Committee Action: 7/23/2003 FAV

Date Introduced: 7/8/2003

Public Hearing: 7/29/2003 10:00 A.M.

Council Action: 7/29/2003 ENACTED

Council Votes: PS:A, MB:A, SHD:A, TD:A, CE:-, DCH:A, TH:A, TK:A, DP:A

Pass/Fail: P

Remarks: See also CR-43-2003; retroactive to 7/1/2003

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT: Date: 7/23/03

Committee Vote: Favorable, 4-0, (In favor: Councilmembers Exum, Bland, Hendershot and Peters.)

This bill is 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 3279, covering approximately 76 employees in the Department of Environmental Resources (Clerical Units I and II).

Many of the terms and conditions of the County's previous labor agreements with AFSCME, Local 3279, are included in this two-year agreement (FY2004-FY2005). This new agreement

contains a number of modifications.

Modifications to Wage and Benefits in the Agreement.

Cost of Living Adjustments

1% increase October 1, 2003

1% increase January 1, 2004, April 1, 2004 and October 1, 2004.

1% increase January 1, 2005 and April 1, 2005.

Wage Scale Adjustments

Effective July 1, 2003, Longevity Step L1 is established at 2½% above the Senior Plus rate.

Merit Increase

Employees covered by the Agreement who are otherwise eligible will receive a merit increase in both FY2004 and FY2005.

Essential Employees and Work Hours

The employer will identify essential positions. All essential employees who are required to report to work when an emergency is declared will be compensated at the rate of two times their regular rate of pay for overtime work done when the County is closed.

Bereavement Leave

Brother- and sister-in-law are added to the family members upon whose death bereavement leave may be permitted. Three days of administrative leave will be permitted upon the death of an employee's sibling.

Health and Welfare

Effective July 1, 2003, the group life benefit for employees covered by this agreement is increased to two times the employee's annual salary from \$100,000 to a maximum of \$150,000.

The fiscal impact on the County will be negative in the amount of \$407,544 (FY2004 - \$190,026 and FY2005 - \$217,518). The annualized cost for FY2006 is \$46,657. The total cost of the Agreement is \$454,201.

BACKGROUND INFORMATION/FISCAL IMPACT

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

The County and Council 67, American Federation of State, County and Municipal Employees and its affiliated Local 3279 have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2004 and 2005. 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: