

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

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**Meeting Date:** 11/23/99

**Reference No.:** CB-82-1999

**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 Local 3279 (Department of Environmental Resources Clerical Units I & II) Collective Bargaining Agreement) July 1, 1999 through June 30, 2001

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**Drafter:** Kenneth E. Nickels  
Personnel and Labor Relations

**Resource** Joseph Adler  
**Personnel:** Personnel and Labor Relations

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**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-57-1999 – Retroactive provisions

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**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 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 76 clerical employees in the Department of Environmental Resources.

Many of the terms and conditions of the County's previous labor agreement with AFSCME Local 3279 are included in this agreement.

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

1. Cost of living adjustment (COLA) (pp 5-6)
  - a. 2% - July 1, 1999
  - b. 2.5% - July 1, 2000
2. Employees covered by the agreement who are otherwise eligible will receive merit increases in both FY2000 and FY2001. (pp 6)
3. Wage adjustments: (pp 6)
  - a. Senior rate: July 1, 1999, increased from 5% to 5.5% above the maximum rate.  
July 1, 2000 increased from 5.5% to 6% above the maximum rate.
  - b. Senior Plus rate: July 1, 1999, increased from 5 to 5.5% above the Senior rate.  
July 1, 2000, increased from 5.5% to 6% above the Senior rate.
4. Shift differential increase of \$.05 per hour in FY2000 and FY2001. (pp 7)
5. The provisions of the County's Beneflex Program have been incorporated into the agreement. (pp 21)
6. Effective July 1, 1999, the Safety Shoe allowance is increased from \$200 to \$210 for the two year agreement. (pp 9)
7. Personal leave is increased by four (4) hours per year. (pp 17)

The fiscal impact on the County will be negative in the amount of \$271,748 (FY2000 - \$109,670 and FY2001 - \$162,078). The annualized cost for FY2002 is \$37,927.

**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 3279 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:**