

## SETTLEMENT SUMMARY

### COUNCIL 67, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) AND ITS AFFILIATED LOCALS 2462, 2735, 3389 AND 1170 AND PRINCE GEORGE'S COUNTY, MARYLAND

#### FISCAL YEARS 2023 & 2024

The following is a complete summary of modifications to the wages and benefits agreed to by Council 67, American Federation of State, County and Municipal Employees, AFL-CIO, and its affiliated Locals 2462, 2735, 3389 and 1170, (“Union”) and Prince George’s County, Maryland (“County”), which are included in the parties new collective bargaining agreement (“CBA”). This CBA is effective for Fiscal Years 2023 and 2024. For easy reference, the Article and Section(s) within the new CBA where each modification appears is identified.

#### **ARTICLE 12 – WAGES**

- A. Cost of Living Adjustments (COLAs)
1. **Employees covered by this Agreement will receive a three percent (3%) Cost of Living Adjustment effective the first full pay period in January 2023.**
  2. **Employees covered by this Agreement will receive a three percent (3%) Cost of Living Adjustment effective the first full pay period in January 2024.**
- C. Merits, **Maximum Wage Scale Adjustments** and Salary Increases
1. Merit Increases
    - a. **Employees covered by this Agreement who are eligible to receive a merit increase in FY 2023, will receive a merit increase on their anniversary date.**
    - b. **Employees covered by this Agreement who are eligible to receive a merit increase in FY 2024, will receive a merit increase on their anniversary date.**
    - c. The County will increase the maximum pay by 3.5% effective the first full pay period in **July 2022**.
    - d. **The County will increase the maximum pay by 3.5% effective the first full pay period in July 2023.**

➤ **This Article contains provisions for 3% COLAs, merit increases on anniversary dates and a 3.5% adjustment to the maximum wage scale occurring in each fiscal year.**

#### **ARTICLE 15 -- PREMIUM PAY**

- G. Certification Pay

Effective July 1, 2022, the Certification Pay provisions shall be as follows:

1. Construction Standards Inspectors and Property Standards Inspectors will receive a ~~six percent (6%)~~ **one percent (1%)** increase in their base hourly rates of pay ~~provided they~~ **for every certification provided they** substantiate to the Employer that they have passed the International Code Council (ICC) National Certification Examination Program examinations listed immediately below or their predecessors:

- a. Residential Building Inspector (B1);
- b. Residential Electrical Inspector (E1);
- c. Residential Mechanical Inspector (M1);
- d. Residential Plumbing Inspector (P1);
- e. Commercial Building Inspector (B2); and, f. ~~Fire Inspector I (66)~~;
- f. **Fire Inspector I (66)**

2. Property Standards Inspectors will receive a two percent (2%) increase in their base hourly rates of pay provided they substantiate to the Employer that they have passed ~~both the ICC Zoning Inspector (75) examination, and the ICC Property Maintenance and Housing Inspector (64) examinations.~~ **The employee will also receive a two percent (2%) increase in their base hourly rates of pay provided they substantiate to the Employer that they have passed the ICC Property Maintenance and Housing Inspector (64) examination.**

3. Construction Standards Inspectors who perform commercial electrical inspections will receive a six percent (6%) increase in their base hourly rates of pay provided they substantiate to the Employer that they have passed ~~both ICC Residential Electrical Inspector (E1) examination, and the ICC Commercial Electrical Inspector (E2).~~ **The employee will also receive six percent (6%) increase in their base hourly rates of pay provided they substantiate to the Employer that they have passed the ICC Commercial Electrical Inspector Examination (E2).**

Permit Specialists **and Engineering Technicians** in the Department of Permitting, Inspections and Enforcement shall receive a six percent (6%) increase in their hourly rate of pay provided they substantiate to the Employer that they have passed both the ICC exam fourteen (14) Permit Technician and the CS Code Specialist Module Intentional Code Council (ICC) National Certification Exam Program. The courses are:

1. General Administration (14)
2. Legal Aspects (14)
3. Plans and Documents (14)
4. Zoning and Site Development (14)
5. Customer Service and Communications (CS)
6. Financial Management (CS)
7. Personnel Management (CS)
8. Records Management (CS)
9. Code Enforcement (CS)

Employees receiving Certification Pay are required to take continuing education courses for each discipline in order to maintain their certification. Loss of current certification will result in the elimination of the six percent (6%) certification pay.

4. Construction Standards Inspectors can receive only one (1) of the ~~six percent (6%)~~ increases provided for in paragraph 1 or paragraph 3 above. Property Standards Inspectors can only receive certification pay under either paragraph 1 or paragraph 2 above.

5. Construction Standards Inspectors will receive a ~~six percent (6%)~~ **one percent (1%)** increase in their base hourly rates of pay ~~provided they~~ **for every certification they substantiate to the employer that they have passed in the International Code Council (ICC) National Certification Examination Program examinations listed immediately below:**

- a. Commercial Mechanical Inspector (M2)
- b. Building Plans Examiner (B3)
- c. Commercial Energy Inspector (77)
- d. Residential Energy Inspector/Plans Examiner (79)
- e. Fire Inspector II (67)
- f. Accessibility Inspector/Plans Examiner (21)

6. Traffic Service Workers and Engineering Technicians in the Department of Public Works and Transportation will receive a five percent (5%) increase in their base hourly rates of pay provided that they substantiate to the Employer that they have passed the International Municipal Signage Association (IMSA) Certification Program related to the Department of Public Works and Transportation job requirements.

7. Construction Standards Inspectors and Engineering Technicians in the Department of Public Works and Transportation, **Department of the Environment and the Department of Permitting, Inspections and Enforcement**, will receive a ~~five percent (5%)~~ **four percent (4%)** increase in their base hourly rates of pay ~~provided~~ **for each level of the certification above Level I, provided** that they substantiate to the Employer that they have been awarded an Engineering Technician, ~~Level III~~, certification from the National Institute for Certification of Engineering Technicians (NICET). **A maximum of eighteen (18%) sixteen percent (16%) will be given for each employee.**

8. Equipment Mechanics and Heavy Equipment Mechanics in the Office of Central Services, Fleet Management Division, the Department of Public Works and Transportation and the Department of the Environment shall receive a premium of ~~ten cents (\$0.10)~~ **twenty cents (\$0.20)** per hour for each Automotive Service Excellence (ASE) certification in either the test series for Automobile (A1 through ~~A8~~**A9**) or Medium/Heavy Truck (T1 through T8). In addition, these employees shall be paid an additional ~~twenty five cents (\$0.25)~~ **fifty cents (\$0.50)** per hour for each ASE advanced level series L1, ~~and L2~~ **and L3**. The premium shall be added to the base hourly wage at the time. Failure to maintain a certificate will result in forfeiture of the premium pay.

~~10.9.~~ Parts Specialists and Supply/Property Clerks in the Office of Central Services, Fleet Management Division and the Department of Public Works and Transportation shall receive a premium of ~~ten cents (\$0.10)~~ **twenty cents (\$0.20)** per hour for each Automotive

Service Excellence (ASE) certification in the test series for Parts Specialist (P1 through P4). The premium shall be added to the base hourly wage at the time. Failure to maintain a certificate will result in forfeiture of the premium pay.

~~11.10.~~ **11.10.** General Clerks (Service Writers) and Assistant Managers in the Office of Central Services, Fleet Management Division, the Department of Public Works and Transportation and the Department of the Environment shall receive a premium of ~~ten cents (\$0.10)~~ **twenty cents (\$0.20)** per hour for each Automotive Service Excellence (ASE) certification in either the test series for Automobile (A1 through ~~A8~~ **A9**) or Medium/Heavy Truck (T1 through T8). In addition, these employees shall be paid an additional ~~twenty-five cents (\$0.25)~~ **fifty cents (\$0.50)** per hour for each ASE advanced level series L1, ~~and L2~~ **and L3**. The premium shall be added to the base hourly wage at the time. Failure to maintain a certificate will result in forfeiture of the premium pay.

~~13.11.~~ **13.11.** Employees whose job requires a hazardous materials certification will be granted four (4) hours of administrative leave to take the recertification examination every four (4) years.

~~14.12.~~ **14.12.** On a Departmental basis, the parties may develop and/or recognize job related certification programs for employees covered by this Agreement and make recommendations on job certification programs to the Department Director. Recommendations may include one-time payments of up to five hundred dollars (\$500.00) plus reimbursement for reasonable and necessary expenses incurred to an employee who successfully completes the recognized program. The Director has the complete discretion to implement the recommendations, to implement them with modifications, or reject them. **The Department of Permitting, Inspections and Enforcement and AFSCME 67 will work together via Labor Management meetings to try to address the issue of reimbursements for taking ICC and NICET tests going forward.**

➤ **Paragraph G of this Article provides for several amendments to certification pays to incentivize employees to obtain and maintain certifications. Several certification pays were increased and expanded to include other agencies with employees that are members of AFSCME as well.**

#### H. Language ~~Interpretation~~ **Services**

Employees covered by this Agreement, who are required to speak a second language as part of the normal routine of their job and that status is reflected in the employee's job description, will receive ~~six hundred dollars (\$600.00)~~ **eight hundred dollars (\$800.00)** per year provided they pass a conversational proficiency test offered by the Foreign Testing Agency or other entity approved by the Department. In the event that American Sign Language is requested, a contractual employee will provide the service. The premium pay (\$~~6~~**8**00.00 per year) will be ~~prorated for the fiscal year and reflected in the employee's biweekly paycheck.~~ **paid in two lump sum payments reflected in the employee's biweekly paycheck.**

➤ **Paragraph H increases the annual pay for employees required to speak a second language and provides that the payment be made in the employee's paycheck in 2 lump sums.**

**ARTICLE 16 -- SPECIAL OPERATIONS, CALL-IN, STANDBY, DIFFERENTIAL PAY AND SHIFT DIFFERENTIAL**

C. Differential Pay

2. Effective the first full pay period of July 2017 **2022**, field personnel and mechanics, covered by this agreement and assigned to the Highway Maintenance Division shall receive a differential of one dollar and seventy-five (~~\$0.75~~) cents **(\$1.75)** per hour for each hour actually worked.

3. Animal Control Officers and Office of Central Services maintenance staff who are permanently assigned to the Correctional Center shall be paid a differential of one dollar **and seventy-five cents** (~~\$1.00~~) **(\$1.75)** per hour.

➤ **Paragraph C of this Article increases certain differential pays.**

D. Shift Differential

Employees covered by this Agreement and regularly assigned to night or shift work shall be paid ~~one dollar and thirty cents (\$1.30)~~ **one dollar and seventy-five cents (\$1.75)** per hour above the established rates on shifts which commence between the hours of 3:00 p.m. and 7:00 a.m. Transit Equipment Operators (Equipment Operator I) are eligible to receive shift differential for hours they work after 4:00 p.m. Notwithstanding the foregoing, the shift differential provided for herein will be paid to Animal Control Officers who work the evening shift for the hours they work after 3:00 p.m. This provision shall not apply to employees whose emergency assignments start or carry into the above-named periods. Employees eligible for shift differential pay shall receive that pay for all paid status hours, to include approved paid leave hours and holidays.

➤ **Paragraph D of this Article increases the shift differential pays.**

**ARTICLE 17 -- WORK CLOTHING AND TOOLS**

E. Those Animal Control Officers who are provided uniforms will be paid a uniform maintenance allowance of ~~six hundred and twenty-five dollars (\$625.00)~~ **six hundred and fifty dollars (\$650.00)** for upkeep of their uniforms. This allowance shall be paid during the first full pay period beginning on or after July 1 of each year of this Agreement.

**J. Public Safety Aides in the Health Department will receive a clothing allowance of six hundred dollars (\$600.00) effective the first full pay period of July 2022, and three hundred dollars (\$300.00) the first pay period for every year thereafter. The allowance will be paid in one (1) installment in July of each fiscal year.**

➤ **Paragraph E of this Article increases the uniform allowance for Animal Control Officers. Paragraph J adds a clothing allowance for Public Safety Aides in the Health Department.**

**ARTICLE 27 -- ANNUAL LEAVE**

A. **All full time employees shall earn annual leave in accordance with the following:**

<u>Years of Service</u>	<u>Days Earned Per Pay Period</u>	<u>Hours Earned per Pay Period</u>
<b>0-3</b>	<b>0.50</b>	<b>4</b>
<b>4-15</b>	<b>0.75</b>	<b>6</b>
<b>16+</b>	<b>1.00</b>	<b>8</b>

➤ Paragraph A was modified to reflect the annual leave earnings in the same format as Section 16-220 of the Personnel Law for clarity.

**ARTICLE 41 -- TUITION ASSISTANCE/CAREER DEVELOPMENT**

**b. Approved Administrative Leave shall be provided in accordance with Personnel Law Section 16-222 (a)(5).**

➤ Paragraph B was added to reference the section of the Personnel Law that allows Appointing Authorities to utilize Administrative Leave for authorized educational purposes.

**ARTICLE 50 -- DURATION AND REOPENER**

This Agreement shall become effective on **July 1, 2022**, unless otherwise stated in specific sections, and shall remain in full force until **June 30, 2024**. This Agreement shall be automatically renewed from year to year after **June 30, 2024**, unless either party shall notify the other in writing no later than **October 1, 2023**, (or October 1st of any subsequent year thereafter in the case of an automatic renewal) that it desires to terminate, modify or amend this Agreement.