

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Office of the Chief Financial Officer

Natwar M. Gandhi
Chief Financial Officer



MEMORANDUM

TO: The Honorable Linda W. Cropp
Chairman, Council of the District of Columbia

FROM: Natwar M. Gandhi [signature]
Chief Financial Officer

DATE: July 21, 2004

SUBJECT: Fiscal Impact Statement: "Working Conditions Collective Bargaining Agreement Between the District of Columbia Department of Human Services and Fraternal Order of Police, Department of Human Services Labor Committee, Approval Resolution of 2004"

REFERENCE: Draft Resolution to be Introduced - No Number Available

Conclusion

Funds are sufficient in the FY 2004 budget and the FY 2005 through FY 2008 budget and financial plan, as agreed to by the Mayor and the Council of the District of Columbia, to implement the proposed resolution. There are no additional costs to be incurred to implement the working conditions component of the collective bargaining agreement between the Department of Human Services, Youth Services Administration and the Fraternal Order of Police.

Background

The proposed resolution approves a settlement agreement recommended by the District's Office of Labor Relations and Collective Bargaining and the District of Columbia Department of Human Services (DHS). The increases would affect 192 employees who are sworn law enforcement correctional officers at the Oak Hill Youth Center through a working conditions collective bargaining agreement. These officers are represented for collective bargaining purposes by the Fraternal Order of Police, Department of Corrections Labor Committee.

Financial Plan Impact

Funds are sufficient in the FY 2004 budget and the FY 2005 through FY 2008 budget and financial plan, as agreed to by the Mayor and the Council of the District of Columbia, since no additional costs will be incurred to implement the provisions of the proposed resolution.

Agency costs of the agreement's articles are caused by, but are not limited to, the following provisions:

- Officers, Stewards, and designated union representatives will perform representational functions during tour of duty hours, including, but not limited to, new employee orientation and new employee briefings, labor-management relations committee operations, establishment and participation in the Safety Committee, and representing members in grievance/disciplinary meetings;
- Official time limited to 40 hours each Steward and Officer, and 80 hours each local president and one union representative to attend union-sponsored training; and
- Yearly physical, hearing and optical examinations upon employee request if there has been an exposure to biological or man-made environmental and/or other risks.

Costs associated with the above are included in the Youth Services Administration's operating budget, hence no additional funding is required.

The table below presents the personnel and non-personal service costs associated with implementing the provisions of the proposed agreement that can be identified at this time. DHS will be required to absorb all costs associated with the articles of the proposed agreement.

Expenditure Impact to the Financial Plan					
(\$ in 000s)					
FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	TOTAL
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00