


FROM	NAME & TITLE	Deborah F. Moore-Carter, Labor Commissioner <i>DFMC</i>	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Office of the Labor Commissioner 417 East Fayette Street, Suite 1405		
	SUBJECT	City Council Bill 05-0103R Salary Parity for City Employees		

TO

The Honorable President
Stephanie Rawlings-Blake and
Members of the Baltimore City Council
Room 406, City Hall
100 N. Holiday Street
Baltimore, Maryland 21202

DATE: February 17, 2009

Comments and Analysis

Based on Council Bill 05-0103R, the Labor Commissioner has agreed to conduct a parity study of all positions covered by the City Union of Baltimore (CUB) and AFSCME Local 44 and of non-union temporary positions at the same level as CUB and AFSCME Local 44. For this study, the Office of the Labor Commissioner (OLC) assumed that temporary positions would be performing duties and responsibilities similar to those performed by unionized employees in similar grades.

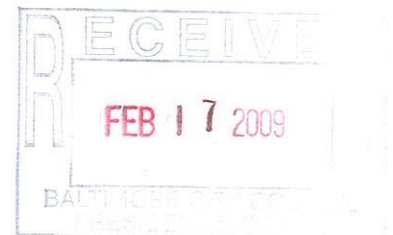
A review was conducted by collecting data from the following counties Anne Arundel, Baltimore, Howard, Montgomery and Prince Georges. The period covered included Fiscal Year 2005 through Fiscal Year 2009. Components of the review included wage increases granted and benefits provided during the covered period. Wage increases granted to employees represented by CUB and Local 44 were equal to or greater than increases granted to equivalent unionized employees in the counties (attachments 1 and 2). Health and welfare benefits available to employees represented by CUB and Local 44 are similar to the health and welfare benefits available to the unionized employees in the other jurisdictions.

The OLC concluded the employees represented by CUB and Local 44 wage increases and benefits are comparably favorable to their counterparts in the counties.

DFMC/lwmcn

cc: Christopher Thomaskutty
Antonio Hayes
Edward J. Gallagher
Gladys B. Gaskins

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Comments

AFSCME LOCAL 44 AND EQUIVALENT UNIONS
WAGE INCREASES FROM LOCAL JURISDICTIONS (FY 2005 - 2009)

Jurisdiction	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Anne Arundel County	2	3	2	3	3
Baltimore City	2	4	4	4	3
Baltimore County	*	3	3	0	0
Howard County	4	4	3	3	3
Montgomery County	2	2.75	4	4	4.5
Prince George's County	2	2.5	2.5	2.5	2.5
Average	2.4	3.2	3.1	2.8	2.7

* Information not provided by jurisdiction.

Source: Local Area Collective Bargaining Agreements
Prepared by: Office of the Labor Commissioner

CUB AND EQUIVALENT UNIONS
WAGE INCREASES FROM LOCAL JURISDICTIONS (FY 2005 - 2009)

Jurisdiction	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Anne Arundel County	2.0	3.0	2.0	3.0	3.0
Baltimore City	2.0	4.0	4.0	4.0	3.0
Baltimore County	*	3.0	3.0	0.0	0.0
Howard County	4.0	4.0	3.0	3.0	3.0
Montgomery County	2.0	2.8	4.0	4.0	4.5
Prince George's County	2.0	2.5	2.5	2.5	2.5
Average	2.4	3.2	3.1	2.8	2.7

* Information not provided by jurisdiction.

Source: Local Area Collective Bargaining Agreements
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