

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

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

**Reference No.:** CB-77-1999

**Proposer:** County Executive

**Draft No.:** 1

**Sponsors:** Estep, Gourdin, Hendershot, Maloney, Russell, Shapiro, Scott, Wilson

**Item Title:** Local 1619, International Association of Fire Fighters  
(Fire Fighters, Paramedics and Emergency Rescue  
Technicians) 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:** 10/5/99

**Executive Action:** 12/13/99 S

**Committee Referral:** 10/5/99 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:-, TH:A, WM:A, RVR:A, AS:A, PS:A, MW:A

**Pass/Fail:** P

**Remarks:** See also CR-49, 50, 51-1999 – 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 reflects the terms and conditions of the collective bargaining agreement between the County and the International Association of Fire Fighters, AFL-CIO, Local 1619, covering approximately 596 Uniformed Fire Fighters, Paramedics and Emergency Rescue Technicians in the Fire/EMS Department.

Many of the terms and conditions of the County's previous labor agreement are included in the two year agreement. (FY2000 – FY2001)

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

1. Effective July 1, 1999, the Recognition Clause in the collective bargaining agreement is amended to include the new classification of Emergency Rescue Technicians (ERT). ERTs will be considered uniformed fire fighters for the purpose of binding arbitration. (pp 1)
2. Cost of living increases of 1.5% on October 1, 1999, October 1, 2000 and April 1, 2001. (pp5)
3. Employees who are eligible will receive merit increases in FY2000 and FY2001. (pp 5)
4. Employees will receive a 4.5% merit increase at their 6<sup>th</sup> year. If employees are already past year 6, they get the 4.5% increase in FY2000. (pp 5)
5. Effective in July 2000, the maximum rates will increase by 2.5%. (pp 5)
6. The provisions of the County's Beneflex Program have been incorporated into the agreement.
7. Effective July 1, 1999, the County will contribute ninety percent (90%) to the County's vision care program for any retiree electing to participate.
8. Effective the first full pay period after July 1, 2000, employees hired on or before January 1, 1999, will have their EMT pay increased from \$42 to \$50 per pay period.
9. Employees covered by this agreement will receive a clothing allowance increase from \$825 to \$850 per year. Effective FY2001, the clothing allowance will be increased to \$900 per year. The clothing allowance will be paid in one (1) installment in July of each year. ( pp 18)
10. Personal leave is increased from 2 days to 2½ paid personal leave days per leave year for employees eligible for annual leave. (pp 20)
11. Straight day personnel will be granted eight (8) hours compensatory leave instead of the previous four (4) hours every three months. (pp 22)
12. Effective July 1, 1999, any employee with less than twenty (20) years of service who terminates employment because of service connected disability will receive a cash payment for all sick and annual leave. (pp 22)
13. Effective September 1, 1999, the day shift minimum staffing level for truck and squad companies shall be four (4) career personnel, one of whom shall be a

supervisor. (pp 23)

14. The Fire/EMS Department agrees to increase the number of cross-training classes and opportunities for career fire fighters and career paramedics.

The fiscal impact on the County will be negative in the amount of \$3,380,200 (FY2000 - \$1,146,600; FY2001 - \$2,233,600). The annualized cost for FY2002 is \$1,232,300.

**BACKGROUND INFORMATION/FISCAL IMPACT**

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

Prince George's County and the International Association of Fire Fighters, Local 1619 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)(1) of the Personnel Law.

A fiscal impact statement will be provided by the Office of Management and Budget.

**CODE INDEX TOPICS:**