

Prince George's County Council

Agenda Item Summary

Meeting Date:	7/18/2006
Reference No.:	CB-039-2006
Draft No.:	1
Proposer(s):	County Executive
Sponsor(s):	Dernoga, Peters, Knotts, Dean, Exum, Harrington, Campos, Bland
Item Title:	An Act concerning the International Association of Fire Fighters, Local 1619, AFL-CIO (Civilians) Collective Bargaining Agreement July 1, 2005 through June 30, 2007

Drafter:	Teresa Bowen, Office of Human Resources Management
Resource Personnel:	Donald E. Bridgeman, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:	5/30/2006	Executive Action:	7/31/2006 S
Committee Referral:	5/30/2006 - PSFM	Effective Date:	9/15/2006

Committee Action: 6/14/2006 - FAV

Date Introduced: 6/20/2006
Public Hearing: 7/18/2006 - 11:00 AM

Council Action (1) 7/18/2006 - ENACTED
Council Votes: MB:A, WC:A, SHD:A, TD:A, CE:A, DCH:-, TH:A, TK:-, DP:A
Pass/Fail: P
Remarks: See also CB-38-2006 & CR-49-2006; Retroactive to 7/1/2005

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY AND FISCAL MANAGEMENT

Date 6/14/2006

Committee Vote: Favorable, 3-0 (In favor: Councilmembers Peters, Knotts and Dean.)

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the International Association of Fire Fighters (IAFF), AFL-CIO, Local 1619, covering approximately 72 civilian clerical, administrative and professional employees in the Fire/EMS Department.

Many of the terms and conditions of the County's previous labor agreement with Local 1619 are included in this two-year agreement. (July 1, 2005 - June 30, 2007)

Some Highlights of the Modifications to the Wages and Benefits of the Agreement

1. Recognition - pending the Public Employee Relations Board (PERB) Amendment of Certification, the following classification will be added: Heavy Equipment Mechanics I II, III to Unit I; Master Equipment Mechanic to Unit II; and Fire Inspector III to Unit III. (See CB-38-2006)

2. Cost-of-Living Adjustment (COLA)
 - a. 2.5% July 1, 2005 and July 1, 2006.
3. Merit Increase - employees who are eligible will receive merit increases in FY2006 and FY2007.
4. Wage Scale - Effective July 1, 2005, L6 will become the new maximum pay rate and will be increased by 2.5%. There will no longer be Steps L1 through L6, only minimum and maximum pay rates.
5. Pension Plan Modifications - the "Hold Harmless" section will be updated to cover employees who retire during the two year period of this agreement.
6. Health and Insurance - effective January 1, 2007, the contribution rate for the County prescription plan will be 90% for the County and 10% for the employee.
7. Clothing - the County will provide fire inspectors with uniforms, safety equipment (including safety shoes and goggles), overalls and bulletproof vests. Heavy Equipment Mechanics and Master Equipment Mechanics will be provided with uniforms, safety shoes and mechanic tools.
8. Premium Pay - effective FY2006, Heavy Equipment Mechanics and Master Equipment Mechanics will receive a premium of .10¢ per hour for each Automotive Service Excellence (ASE) certification in either the test series for Automotive (A1 - A8), Medium/Heavy Truck (T1 - T8), or the Advanced Level series L1 - L2.
9. Bereavement Leave - the term "family" will include mother and father-in-law.
10. Grievance and Arbitration Procedures - employee shall have the right to file a "timely appeal" (within five days of receipt of final notice) of his/her discharge with the Personnel Board.
11. Training and Education - employees who wish to renew their Emergency Medical Technician (EMT) certification will be allowed to take any required training while on duty.

The fiscal impact on the County will negative in the amount of \$712,704 (FY2006 - \$293,150 and FY \$419,554). The annualized cost for FY2008 is \$109,639. The total cost of the Agreement is \$822,343.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

Prince George's County, Maryland and the International Association of Fire Fighters, Local 1619, AFL-CIO (Civilians) have completed labor negotiations on a two-year labor agreement covering civilian employees in the Fire/EMS Department for Fiscal Years 2006 and 2007. 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:

INCLUSION FILES:
