



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Office of Audits and Investigations

September 7, 2022

FISCAL AND POLICY NOTE

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

FROM: Josh Hamlin
Senior Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-083-2022 Collective Bargaining Agreement – International Association of Fire
Fighters, AFL-CIO, Local 1619 (Fire Fighters, Paramedics and Fire Fighter/Medics)

CR-101-2022 Compensation and Benefits - International Association of Fire Fighters,
AFL-CIO, Local 1619 (Fire Fighters, Paramedics, and Fire Fighter/Medics) Salary
Schedule Y

CB-083-2022 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-101-2022 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Assigned to the Government Operations and Fiscal Policy (GOFP) Committee

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures of approximately \$18 million over fiscal years 2023 and 2024 will be required due to salary increases and other compensation adjustments.

Revenues: None.

14741 Governor Oden Bowie Drive, Upper Marlboro, Maryland 20772
VOICE (301) 952-3431; FAX (301) 780-2097; TDD (301) 925-5167

Indirect Impact:

None.

Legislative Summary:

CB-083-2022, proposed by the Chair at the request of the County Executive was presented on September 6, 2022. CR-101-2022, proposed by the Chair at the request of the County Executive sponsored by Council Members Harrison, Ivey, Turner, Taveras, Medlock, and Franklin was introduced on September 6, 2022. Prince George's County, Maryland, and the International Association of Fire Fighters (“IAFF”), Local 1619, AFL-CIO (Fire Fighters, Paramedics and Fire Fighter/Medics) have completed labor negotiations for a new labor agreement (“Agreement”) covering Fiscal Years 2023 and 2024. CB-083-2022 adopts and approves the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law, and CR-101-2022 amends the corresponding Salary Schedule Y for employees covered under the agreement.

Current Law/Background:

The Prince George’s County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

Resource Personnel:

- Shawn Y. Stokes, Director, OHRM
 - Gitana Stewart-Ponder, Deputy Director, OHRM
-

Discussion/Policy Analysis:

The Agreement between the County and the International Association of Fire Fighters (“IAFF”), Local 1619, AFL-CIO (Fire Fighters, Paramedics and Fire Fighter/Medics) governs wages and certain other terms and conditions of employment for sworn County Fire Fighters, Paramedics, and Fire Fighter/Medics

Details of modifications to the Agreement and Salary Schedule Y are presented in the County Executive’s Cover Letter and Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- *Cost of Living Increases*
 - FY 2023: effective on March 24, 2023, covered employees will receive a five percent (5%) increase in their base hourly rate of pay.
 - FY 2024: effective on March 24, 2024, covered employees will receive a two and one-half percent (2.5%) increase in their base hourly rate of pay.
 - The minimum and maximum pay rates of the Minimum-Maximum system will be increased to reflect these COLA increases on the effective dates.

- *Merit Increases*
 - With the exception of those employees identified in the May 5, 2022 Letter of Understanding (LOU) between the Union and County, covered employees who are otherwise eligible to receive a merit increase from in Fiscal Year 2023 will receive a merit increase on their initial hire anniversary date in FY 2023. Employees identified in the LOU who are otherwise eligible to receive a merit increase for Fiscal Year 2023 will receive their merit increase in accordance with the LOU.
 - With the exception of those employees identified in the May 5, 2022 Letter of Understanding (LOU) between the Union and County, covered employees who are otherwise eligible to receive a merit increase from in Fiscal Year 2024 will receive a merit increase on their initial hire anniversary date in FY 2024. Employees identified in the LOU who are otherwise eligible to receive a merit increase for Fiscal Year 2024 will receive their merit increase in accordance with the LOU.

- *Specialty Pay*
 - Technical changes were made to provisions concerning Specialty Pay. The rates are unchanged.

- *Health Care and Supplemental Benefits*
 - County contribution for group health care is as follows:
 - Seventy percent (70%) to the cost of the County’s preferred provider option health insurance plan for any employee who elects to participate in the program.
 - Seventy-five percent (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program.
 - Eighty-five percent (85%) to the County’s deductible prescription drug and vision care programs for any employee who elects to participate in either program.

- *Leave Provisions*
 - Language pertaining to County closures specifies certain time periods and increases the compensatory time from a maximum of 8 hours to a maximum of 10 hours.

- *Shift Staffing*
 - Effective July 1, 2022, increase the minimum number of stations from twenty-two (22) to twenty-four (24) that will have a minimum staffing level of six (6) bargaining unit career employees.

- Effective July 1, 2023, increase the minimum number of stations from twenty-four (24) to twenty-seven (27) that will have a minimum staffing level of six (6) bargaining unit career employees.
- *Promotions*
 - New language added to specify parameters to which positions shall be filled by promotion by the Fire/EMS Department based on existing vacancies and funded positions.
- *Safety and Health*
 - Bladder cancer, kidney cancer and renal cell cancer are added as presumptions for certain service-connected benefits.
 - New language added to provide that the Peer Support Liaison position would be maintained and provide the terms for a Peer Support Team Leave Bank.
 - New language is added to provide for random drug and alcohol testing (terms set forth in new Attachment G).
- *Hours of Work*
 - Joint Study Committee established for alternatives to the policy and address the impact of mandatory callbacks, holdovers and overtime, and provides for a pilot program if the County and Union accept the Committee's recommendations.
- *Removal and Transfer*
 - New language added to provide that an employee who is operationally removed may be transferred under certain circumstances.
- *Min-Max System*
 - New language added to increase the maximum pay rates by 3.5% on July 1, 2022 and on July 1, 2023 respectively, and to raise employees at maximum by 3.5% on those dates.
- *Random Drug and Alcohol Testing*
 - New Attachment G added to provide the specific terms for random drug and alcohol testing

Fiscal Impact:

Direct Impact

- Enactment of CB-083-2022 and adoption of CR-101-2022 are estimated to have a total adverse fiscal impact to the County for fiscal years 2023 and 2024 of approximately \$18 million because of the proposed modifications to the salary schedule. The breakdown of the costs of the modifications, as provided by the Office of Management and Budget, is as follows:

| <i>FYs 2023/24</i> | |
|---------------------------|--------------|
| Merit Increases | \$5,708,732 |
| COLAs | \$8,793,849 |
| Pay Range Adjustments | \$ 3,546,593 |
| Total | \$18,049,174 |

Indirect Impact

Enactment of CB-083-2022 and adoption of CR-101-2022 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

Yes.

Effective Date:

CB-083-2022 shall be effective forty-five (45) calendar days after it becomes law and the Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2022.

CR-101-2022 shall take effect on the date it is adopted, and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2022.

If you require additional information, or have questions about this fiscal impact statement, please call me.