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

**Meeting Date:** 5/21/2002 **Reference No.:** CB-18-2002

**Proposer:** County Executive **Draft No.:** 1

**Sponsors:** Shapiro, Estepp, Wilson, Scott, Hendershot, Russell

**Item Title:** An Act amending the labor agreement by and between Prince George's County, Maryland and the International Association of Fire Fighters, AFL-CIO, Local 1619 (Fire Fighters, Paramedics and Emergency Response Technicians) to provide for wages and certain other terms and conditions of employment

**Drafter:** Teresa Bowen & William Hager
Personnel and Labor Relations

**Resource Personnel:** Joseph Adler
Personnel and Labor Relations

**LEGISLATIVE HISTORY:**

**Date Presented:** 3/26/2002

**Executive Action:** 6/6/2002 S

**Committee Referral:** 3/26/2002 PSFM

**Effective Date:** 7/22/2002

**Committee Action:** 4/16/2002 FAV

**Date Introduced:** 4/23/2002

**Public Hearing:** 5/21/2002 10:15 A.M.

**Council Action:** 5/21/2002 ENACTED

**Council Votes:** PS:A, DB:-, TD:A; JE:A, TH:A, RVR:A, AS:A, MW:A

**Pass/Fail:** P

**Remarks:** See Also CR-12-2002, CR-13-2002 and CR-14-2002
Retroactive to 7/1/2001

**PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT** Date: 4/16/02

Committee Vote: Favorable, 3-0, (In favor: Councilmembers Hendershot, Dernoga and Russell.)

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the International Association of Fire Fighters, Local 1619, covering approximately 647 Uniformed Fire Fighters, Paramedics and Emergency Response 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 covering FY 2002 and 2003.

Summary of the Modifications to the Wages and Benefits in the Agreement.

1. Employees will receive the following cost of living adjustments (COLA):

   a. 3% July 1, 2001 and July 1, 2002. (pp 5)
   b. $750 increased to base wages January 1, 2002 and January 1, 2003.
   c. Effective July 1, 2001, the cost of living adjustment (COLA) for retirees increased by $25 from $125 to $150. (pp 9)

2. Merit increases for eligible employees in FY2002 and 2003.

3. Pension Plan Modifications:

   a. Effective July 1, 2001, if an employee with 15 or more years of service but less than 20 years of service, dies while still an active employee, the surviving spouse will receive a pension equal to 50% of the pension the employee would have received had the employee deferred retirement until his/her normal retirement date and elected a joint and survivor benefit. (pp 12)

   b. Effective July 1, 2001, an employee who retires on a disability may elect a contingent annuitant benefit.

   c. All provisions of the Fire Service Pension Plan apply to Emergency Response Technicians (EMTs). (pp 12)

4. Effective July 1, 2001, if July 4 falls on a weekend, whoever works on the holiday or the day it is celebrated (not both) gets holiday pay. (pp 17)

5. Effective the first full pay period on or after July 1, 2002, EMT pay will be increased to $60. Effective the first full pay period on or after January 1, 2003, EMT pay will be increased to $75 per pay period. (pp 18)

6. The clothing allowance will be increased by $50 per year in FY2002 and FY2003. (FY2002 - $950 and FY2003 - $1,000). (pp 19)

7. ERT's and Paramedics will be covered by the same heart, lung and hypertension presumption applicable to fire fighters in Section 8.5 (A) of the collective bargaining agreement. (pp 21)

8. Effective July 1, 2001, the Fire Department will provide a copy of the leave calendar to the Union when issued. (pp 21)

9. Personal Leave will be increased to 24 hours per year (currently 20 hours per year) including the four hours of personal leave granted each year in lieu of a General Election Day holiday. (pp 21)

10. The ten existing Mobile Intensive Care Units (MICU) will be staffed, at a minimum, with at least two employees, one of whom is a County certified EMT-P, the other of whom is either a County certified EMT-P or a Paramedic Intern (nationally and state certified). (pp 24)

11. When an employee is taking required courses toward paramedic training requirements, i.e., Maryland, National EMT-P, the employee's schedule will be adjusted (flex-time) to allow the employee to make up for lost work caused by such training. (pp 25)

The fiscal impact on the County will be negative in the amount of $5,642,495 (FY2002 -$2,295,458; FY2003 - $3,347,037). The annualized cost for FY2004 is $777,232.

**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, AFL-CIO, Local 1619 have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2002 and 2003 for fire fighters, paramedics, and emergency response technicians. 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:**