

Prince George's County Council

Agenda Item Summary

Meeting Date: 5/27/2004
Reference No.: CB-019-2004
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Knotts, Shapiro, Harrington, Dernoga, Exum, Peters, Bland
Item Title: An Act concerning the International Association of Fire Fighters, Local 1619, AFL-CIO (Civilian Unit) Collective Bargaining Agreement July 1, 2003 through June 30, 2005

Drafter: Lenoard L. Lucchi, Office of Human Resources Management
Resource Personnel: Donald E. Bridgeman, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:	4/6/2004	Executive Action:	6/1/2004 S
Committee Referral:	4/6/2004 - PSFM	Effective Date:	7/19/2004

Committee Action: 4/13/2004 - FAV

Date Introduced: 4/27/2004
Public Hearing: 5/18/2004 - 10:00 AM

Council Action (1) 5/27/2004 - ENACTED
Council Votes: MB:A, SHD:A, TD:A, CE:A, DCH:A, TH:A, TK:A, DP:A, PS:A
Pass/Fail: P
Remarks: See also CR-23-2004; Retroactive provisions

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE

Date 4/13/2004

Committee Vote, Favorable, 5-0, (In favor: Committee Members Peters, Harrington, Hendershot, Knotts and Shapiro.)

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 73 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 the two year agreement. (July 1, 2003 – June 30, 2005).

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

1. Job Security: Employees covered by this Agreement, regardless of their tenure with the County will not be terminated from employment for lack of work as the result of outside contractors or temporary employees carrying

out the duties normally performed by these employees.

2. Cost of Living Adjustment (COLA)

- a. 1% July 1, 2003
- b. 1.25% January 1, 2004
- c. 1% July 1, 2004
- d. 1.25% January 1, 2005

3. Merit Increase: Employees who are eligible will receive merit increase in FY2004 and FY2005.

4. Wage Scale: Effective July 1, 2003, the six longevity step intervals will be 3% apart.

5. Health Insurance: Effective January 1, 2004, the employee contribution rate for the County deductible prescription plan will be \$9.00 for family coverage and \$4.00 for individual coverage.

6. Clothing Allowance: Effective FY2004, fire inspectors and fire investigators covered by this Agreement will receive a clothing allowance of \$500 per year.

7. Personal Leave: Personal leave will be increased to 28 hours per year (currently 24 hours per year) including the four hours of personal leave granted each year in lieu of a General Election Day holiday.

8. Sick Leave Bank: The parties agree to participate in a Joint Study Committee in FY2004 to develop more efficient ways to administer the Sick Leave Bank. The final report will be due March 31, 2004.

9. Grievance and Arbitration Procedures: Grievance procedures are revised to change Step 2 to be presented to the Supervisor in lieu of the First Battalion Chief; Step 3 is changed to be presented to the County Fire Chief in lieu of the first career Chief Officer; and Step 4 will be presented to the Chief Labor Negotiator or designee in lieu of the Fire Chief.

The fiscal impact on the County will be negative in the amount of \$492,742 (FY2004 - \$187,519 and FY2005 - \$305,223). The annualized cost for FY2006 is \$110,745. The total cost of the Agreement is \$603,486.

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 (Civilian Unit) have completed labor negotiations on a two-year labor agreement covering civilian employees in the Fire/EMS Department for Fiscal Years 2004 and 2005. 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:
