

**SETTLEMENT SUMMARY  
PRINCE GEORGE'S COUNTY  
IAFF 1619 – CIVILIAN  
AND  
PRINCE GEORGE'S COUNTY, MARYLAND  
  
FISCAL YEARS 2016, 2017 & 2018**

The following is a complete summary of modifications agreed to by Prince George's County IAFF 1619 – Civilian ("Union") and Prince George's County, Maryland ("County"), which are included in the parties' new collective bargaining agreement ("CBA"). The CBA is effective Fiscal Years 2016, 2017 and 2018 and covers several civilian employees within the Fire Department. For easy reference, the Article and/or Section within the new CBA where each modification appears is identified.

**WAGES**

There will be no Cost of Living (COLA) increase or merit increase during Fiscal Years 2016 and 2017.

Employees covered by the Agreement will receive the following cost of living adjustments (COLA) and merit increases:

- Two and percent (2.0%) COLA the first full pay period beginning on or after October 1, 2017
- Two (2); Three and one-half percent (3.5%) merit increase on their anniversary date during FY 2018

Effective July 1, 2017, the maximum rates of the wage scale was amended by three (3) and one-half percent (3.5%) for grades H03 – H27. (**ARTICLE 5 – WAGES**)

**SHIFT DIFFERENTIAL**

Effective the first full pay period beginning on or after County Council enactment of the agreement and resolution a shift differential of two dollars (\$2.00) per hour shall be paid to any employee who regularly assigned tour of duty requires them to work between the hours of 6 p.m. to 6 a.m. No shift differential will be considered to be a part of the employee's base rate, nor shall it be applied to pay for non-productive hours such as holiday pay, annual and sick leave pay, nor shall it be used for the purpose of computing retirement deductions or for retirement or insurance benefits. (**ARTICLE 5 – WAGES**)

## **SUPPLEMENTAL RETIREMENT BENEFIT**

The hold harmless provision was amended to apply to persons who may retire after the effective date of the legislation through June 30, 2018. This provision would allow for benefit calculations to include missed merits from prior fiscal years, i.e. Fiscal Years 1996, 1997, 2010, 2011, 2012, 2013, 2014, 2015, 2017 and 2017. (**ARTICLE 5 - WAGES**)

## **GROUP HEALTH INSURANCE COVERAGE**

A. During Calendar Years 2013, 2014, 2015, 2016, and 2017, the County shall contribute seventy-three percent (73%) to the cost of the County's preferred provider health insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-seven percent (27%). Effective January 2018, the County shall contribute seventy percent (70%) and participating employees shall contribute the remaining thirty percent (30%).

B. During Calendar Years 2013, 2014, 2015, 2016, and 2017, the County shall contribute seventy-eight percent (78%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-two (22%). Effective January 2018, the County shall contribute seventy-five percent (75%) and participating employees shall contribute the remaining twenty-five percent (25%).

C. Employees who provide proof of medical coverage may choose to receive a credit instead of enrolling in a medical plan with the County.

D. During Calendar Years 2013, 2014, 2015, 2016, and 2017, the County shall contribute eighty-eight percent (88%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining twelve percent (12%). Effective January 2018, the County shall contribute eighty-five percent (85%) and participating employees will contribute the remaining fifteen percent (15%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

E. Two dental plans are available to employees, the cost of which is paid by the employee if the employee elects to enroll in the plan.

F. Employees may choose to enroll in a Long-Term Disability program offering fifty percent (50%) or sixty percent (60%) of annual salary up to normal social security retirement age. Employees will pay the full cost of whichever option is chosen.

G. Employees may contribute up to the maximum amount permitted by the IRS in a dependent flexible spending account and up to the maximum amount permitted by the IRS in a medical flexible spending account.

H. Life Insurance. The County shall pay one hundred percent (100%) of the monthly premium for County life insurance for each employee in the amount of two (2) times the employee's annual salary up to a maximum of one hundred fifty thousand dollars (\$150,000.00). Employees may choose to increase their life insurance from one (1) to four (4) times their annual salary up to a total of seven hundred fifty thousand dollars (\$750,000.00) including the base amount provided by the County. Employees will pay for the increased coverage at rates based on their age and amount of coverage. Employees may choose to reduce their life insurance at one (1) times their annual salary and receive a credit.

I. Effective July 1, 2017, the County shall pay a death benefit thirty thousand dollars (\$30,000) upon the death of any employee covered by this Agreement whose death results from an accidental personal injury arising out of and in the course of his/her employment.  
**(ARTICLE 5 - WAGES)**

### **CLOTHING ALLOWANCE**

Effective July 1, 2017, Fire Inspectors, ~~and~~ Fire Investigators, Training Academy Instructors, and employees assigned to the Apparatus Maintenance Division covered by this Agreement shall receive a clothing allowance of seven hundred and fifty dollars (\$750.00) per year. This clothing allowance is not considered part of the employee's base pay, and will be paid in one (1) installment in July of each fiscal year. The County will provide fire inspectors with uniforms, safety equipment (including safety shoes and goggles) and overalls. Fire inspectors will have the option of wearing the above issued uniform or the appropriate civilian attire. The County will also provide heavy equipment mechanics and master equipment mechanics uniforms, safety shoes and mechanic tools. The Fire/EMS Department will also maintain the mechanic tools.  
**(ARTICLE 5 - WAGES)**

### **PREMIUM PAY**

A. Effective July 1, 2012, heavy equipment mechanics and master equipment mechanics shall receive a premium of ten cents (\$0.10) per hour for each Automotive Service Excellence (ASE) certification in either the test series for Automobile (A1 through A8) and Self Contained Breathing Apparatus (SCBA), Medium/Heavy Truck (T1 through T8), or the advanced level series L1 and L2. The premium shall be added to the base hourly wage at the time. Failure to maintain a certificate will result in forfeiture of the premium pay.

B. Effective July 1, 2017, employees who are assigned, or detailed for a period greater than fourteen (14) consecutive days, to the Office of the Fire Marshal and are certified as Fire Investigators, Fire Inspectors, Law Enforcement Officers and/or Canine Handlers shall receive one and one half percent (1 ½ %) above their regular rate of pay for each specialty. Each employee must maintain annual certification requirements for each specialty. This compensation is not considered part of the employee's base pay.

C. Effective July 1, 2012, employees who are assigned to the Fire/EMS Training Academy and certified as instructors through the Maryland Instructor Certification Review Board (MICRB) shall receive one and one half percent (1 ½ %) above their regular rate of pay and each employee must

maintain their certification in accordance with the guidelines set forth by the State of Maryland. This compensation is not considered part of the employee's base pay.

**(ARTICLE 5 – WAGES)**

**TRAINING CERTIFICATION PAY**

A. Effective the first full pay period in July 2017, employees covered by this agreement who are Maryland Emergency Medical Services providers shall receive an annual Training Certification payment as follows:

1. Emergency Medical Responder (EMR): four hundred (\$400.00) dollars per year.
2. Emergency Medical Technician Basic (EMT-B): five hundred (\$500.00) dollars per year.
3. Emergency Medical Technician Paramedic (EMT-P) seven hundred fifty (\$750.00) dollars per year.

B. The Department will provide at least one (1) initial First Responder Course and at least one (1) refresher for the First Responder Course each fiscal year so long as there are five (5) employees registered and in attendance for each course.

C. For the purpose of this Article, any employee who has an emergency medical certification recognized by the state of Maryland that is higher than First Responder may also receive this pay.

**(ARTICLE 13 – TRAINING AND EDUCATION)**

**DURATION**

This Agreement shall become effective on July 1, 2015, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2018. This Agreement shall be automatically renewed from year to year after June 30, 2018, unless either party shall notify the other in writing no later than October 1, 2017, (or October 1st of any subsequent year thereafter in the case of an automatic renewal) that it desires to terminate, modify or amend this Agreement.

**(ARTICLE 15 - DURATION)**