

Prince George's County Council

Agenda Item Summary

Meeting Date: 5/8/2012
Reference No.: CB-018-2012
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Harrison, Campos, Davis, Franklin, Lehman, Patterson, Turner, Toles
Item Title: An Act concerning the International Association of Fire Fighters, AFL-CIO, Local 1619, (Fire Fighters, Paramedics and Fire Fighter/Medics) Collective Bargaining Agreement July 1, 2011 through June 30, 2013

Drafter: Rhonda L. Weaver, Office of Human Resources Management
Resource Personnel: Stephanye R. Maxwell, Esq

LEGISLATIVE HISTORY:

Date Presented:	3/27/2012	Executive Action:	5/17/2012 S
Committee Referral:	3/27/2012 - PSFM	Effective Date:	7/2/2012

Committee Action: 4/5/2012 - FAV

Date Introduced: 4/10/2012
Public Hearing: 5/8/2012 - 10:00 AM

Council Action (1) 5/8/2012 - ENACTED
Council Votes: WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A
Pass/Fail: P
Remarks: See also CR-17-2012; retroactive provisions

AFFECTED CODE SECTIONS:
16-233

COMMITTEE REPORTS:

Public Safety and Fiscal Management **Date 4/5/2012**

REPORT: COMMITTEE VOTE: Favorable 4-0 (Councilmembers: Campos, Turner, Davis and Harrison)

This bill reflects the terms and conditions of the Collective Bargaining Agreement (Agreement) between the County and the International Association of Fire Fighter (IAFF), AFL-CIO, Local 1619, covering approximately 763 uniformed Fire Fighter, Paramedics, and Fire Fighter/Medics in the Fire/EMS Department.

Many of the terms and conditions of the previous Agreement with the IAFF are included in the two-year Agreement (July 1, 2011 – June 30, 2013).

Summary of the Modifications to the Wages and Benefits

1. Wages

a. All eligible employees covered by this Agreement who were employed as of October 1, 2011 and still employed

will receive a one-time lump sum payment in the amount of one-thousand dollars (\$1,000.00), the second full pay period after the enactment of this Legislation by the County Council.

b. All eligible employees covered by this Agreement who were employed as of April 1, 2012 and still employed will receive a one-time lump sum payment in the amount of one-thousand two hundred and fifty dollars (\$1,250.00) the first full pay period in July 2012

2. Conferences and Seminars

The language was amended to identify the leave category as Union Business Leave.

3. Contributions to Retirement Trust Fund

Employees hired on or after July 1, 2012 will contribute nine percent (9%) of base payroll to the retirement trust fund.

4. Health Care and Supplemental Benefits

Beginning January 1, 2013, in accordance with federal law, the maximum amount that may be contributed to a medical flexible spending account will be decreased from \$5,000.00 to \$2,500.00.

5. Dedicated Career Safety Officer

Effective January 1, 2012 a dedicated Career Safety Officer (at the rank of Captain or above) will be on duty at all times. When the dedicated Career Safety Officer is on leave, the Department may fill the position with any Career officer.

6. Grievance and Arbitration Procedures

Employees covered by the Agreement will continue to be entitled to a grievance and arbitration procedure. The language was amended to change the time limit extension from a “mutual” agreement to a written agreement.

7. Duration

The Agreement is effective on July 1, 2011 and will remain in full force and effective until June 30, 2013.

The Office of Law has reviewed this bill and finds it to be in proper legislative form with no legal impediments to its enactment.

The fiscal impact will be negative on the County in the amount of \$1,854,075 (FY 2012 - \$819,400 and FY2013 – \$1,034,675)

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 (Fire Fighters, Paramedics and Fire Fighter/Medics) have completed labor negotiations on a two-year labor agreement covering sworn employees in the Fire/EMS Department for Fiscal Years 2012 and 2013. 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:
