

SETTLEMENT SUMMARY

IAFF 1619 - CIVILIANS AND PRINCE GEORGE'S COUNTY, MARYLAND

FISCAL YEARS 2023 & 2024

The following is a complete summary of modifications to the wages and benefits agreed to by the Prince George's County IAFF Local 1619 ("Union") and Prince George's County, Maryland ("County"), which are included in the parties new Collective Bargaining Agreement ("CBA"). This CBA is effective for Fiscal Years 2023 and 2024 and covers Civilian employees within the Fire/EMS Department. For easy reference, the Article and Section(s) within the new CBA where each modification appears is identified.

ARTICLE 5 - WAGES

- The amendments to Section 5.2 provide for cost of living increases, merits and increasing the maximum pay rates to the wage scale for both fiscal year 2023 and 2024. Section 5.2 changes the dates of the Hold Harmless benefit calculation and Section 5.11 adds language to provide 3 uniform shirts per year for certain employees.

Section 5.1 Wages

A. Fiscal Year 2023

Employees covered by this Agreement will receive cost of living increases during the term of this Agreement as follows:

1. **Effective on March 26, 2023 employees covered by this agreement will receive a five percent (5.0%) increase in their base hourly rate of pay.**

2. **Employees covered by this Agreement, who are otherwise eligible to receive a merit increase from July 1, 2022 through June 30, 2023 (i.e. Fiscal Year 2023), will receive a regular merit increase on their original hire anniversary date in FY 2023.**

B. Fiscal Year 2024

1. **Effective on March 24, 2024 employees covered by this agreement will receive a two and one-half percent (2.5%) increase in their base hourly rate of pay.**

2. **Employees covered by this Agreement, who are otherwise eligible to receive a merit increase from July 1, 2023 through June 30, 2024 (i.e. Fiscal Year 2024), will receive a regular merit increase on their original hire anniversary date in FY 2024.**

C. Wage Scale for Bargaining Unit Members

Fiscal Year 2023 - Effective July 1, 2022, the maximum pay rates will be increased by three and one-half percent (3.5%).

Fiscal Year 2024 - Effective July 1, 2023, the maximum pay rates will be increased by three and one-half percent (3.5%).

Section 5.2 Supplemental Retirement Benefit

H. Hold Harmless Benefit Calculation

Language was amended as follows: For any employee covered by this Agreement who retires during the period July 1, 2018 **2022** through June 30, 2020 **2024**, “Average Annual Compensation” as that term is defined in the Supplemental Retirement Plan, will be calculated as if the employee had received all merit step increases the employee would have otherwise been eligible to receive during the period covering Fiscal Years 1996 through 2020 **2024**.

Section 5.11 Clothing Allowance

- a. Effective July 1, 2019, Fire Inspectors, Fire Investigators, Training Academy Instructors, Heavy Equipment Mechanics, Master Equipment Mechanics, Supply Technicians, Breathing Air Technicians, and Garage Supervisors, covered by this Agreement shall receive a clothing allowance of eight hundred and fifty dollars (\$850.00). 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. 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 mechanics tools.
- b. **Effective July 1, 2022, three (3) uniform shirts will be issued per year to employees assigned to Community Relations, Logistics & Facilities Management and Technology & Information Services.**

ARTICLE 6 – LEAVE PROVISIONS

- This Section modifies language regarding County office closures to provide up to 10 hours of compensatory time for County employees required to perform duties during that time.

Section 6.6 Additional Leave Provision

In the event the County Executive **closes the County offices for an entire day, or any portion thereof, because of extreme inclement weather, other emergencies producing hazardous conditions, or for any other reason** ~~grants administrative leave to non-essential County employees because of extreme inclement weather or other hazardous working conditions,~~ which may prevent **County** employees from reporting to work or which may require early release from work, those employees required by the Fire/EMS Department to perform duties **during the period that the County offices are closed** will be entitled to receive one (1) hour of compensatory time for each hour worked **each day** during the emergency (not to exceed ~~eight~~ **ten (10)** hours per employee per twenty-four (24) hour period), in addition to any pay to which they are entitled for that period.

ARTICLE 7 – SAFETY & HEALTH

- Section 7.4 clarifies language to grant administrative leave to employees for physical fitness while on duty. Section 7.5 was added to specify provisions for the Random Drug and Alcohol Testing that has been added as Attachment E of the Collective Bargaining Agreement

Section 7.4 – Wellness/Fitness

C. The Department will provide the employees covered by this Agreement administrative leave **for physical fitness** up to a maximum of one and one half (1½) hours **per day**, no more than two (2) days a week for physical fitness. **The physical fitness should be coordinated with the supervisor and completed while on duty.**

Section 7.5 Random Drug and Alcohol Testing Provisions

- A. The County and the Union recognize that illegal drug use, as well as alcohol and drug misuse, endanger public safety and compromise a safe and healthy work environment.
- B. The County and the Union agree that a Drug and Alcohol Testing Policy applicable to all employees covered by this Agreement must include, but not be limited to, the following provisions: prohibited conduct; routine testing; random drug and alcohol testing; for cause drug or alcohol testing; and counseling/rehabilitative services. This section applies to random drug and alcohol testing only.
- C. The County and the Union agree that random drug and alcohol testing shall be conducted in accordance with the terms and conditions of the random drug and alcohol testing provision (attached to this Agreement as Attachment F).
- D. The County and the Union agree that random drug and alcohol testing of employees covered by this Agreement shall occur during the employee's normal duty hours.
- E. All employees covered by this Agreement shall be provided notification of the Department's drug screen panel and their corresponding thresholds annually.
- F. The County shall provide the Union with a quarterly report of all Department members who undergo random drug and alcohol testing during the preceding quarter. The report shall include statistical information, including the race, gender, and assignment for any employee who undergoes random drug and alcohol testing. The Union shall also be notified of the number of times any particular employee has undergone more than a single random test during the calendar year, but shall not include any test results or personally identifiable information.
- G. Any subsequent amendments to the random drug and alcohol testing provision shall require mutual agreement of the parties.
- H. Employees covered by this Agreement shall only be subject to random drug and alcohol testing if non-bargaining unit employees and volunteer members in safety sensitive positions of the Fire/EMS Department are subject to the same.

ARTICLE 26 - DURATION

- The years were modified to reflect current dates covered by the Agreement and for renewal.

This is a two-year agreement and language was amended to change the effective dates as follows:

This Agreement shall become effective on July 1, **2022**, unless otherwise stated in specific sections and shall remain in full force and effect until June 30, **2024**. This Agreement shall be automatically renewed from year to year after June 30, **2024**, unless either party shall notify the other in writing no later than October 1, **2023** (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.

ATTACHMENT E – RANDOM DRUG AND ALCOHOL TESTING PROVISION

- New Attachment E provides the terms for random drug and alcohol testing.