

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

Meeting Date: 4/7/98

Reference No.: CB-29-1998

Proposer: County Executive

Draft No.: 1

Sponsors: Russell, Estepp, Wilson, and Hendershot

Item Title: Local 1619, International Association of Fire Fighters,
AFL-CIO - (Fire Fighters and Paramedics)
Collective Bargaining Agreement
July 1, 1996 through June 30, 1999

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented:	2/17/98	Executive Action: 4/9/98	S
Committee Referral: (1)	2/17/98 PSFM	Effective Date: 5/26/98	
Committee Action: (1)	3/5/98 FAV		
Date Introduced:	3/17/98		
Pub. Hearing Date: (1)	4/7/98 2:00 PM		

Council Action: (1) 4/7/98 ENACTED

Council Votes: RVR:-, DB:A, SD:A, JE:A, IG:A, WM:A, TH:A, AS:A, MW:A

Pass/Fail: P

Remarks: (See also CR-19-1998 & CR-20-1998); (retroactive provisions)

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 3/5/98

Committee Vote: Favorable, 4-0, (In Favor: Council Members Estepp, Bailey, Scott and Wilson).

This bill reflects the terms and conditions of the collective bargaining agreement between the County and Local 1619, International Association of Fire Fighters, AFL-CIO, covering approximately 546 uniformed fire fighters and paramedics in the Fire Department.

Many of the terms and conditions of the County's previous labor agreement with Local 1619 are included in this three year agreement. (FY97 - FY99).

A summary of the modifications to the wages and benefits in the agreement are listed below:

1. No employees received a cost-of-living adjustment during FY97. (pp 4)
2. Employees will receive a two percent (2%) cost-of-living (COL) increase July 1, 1997. (pp 2)
3. Employees will receive a one percent (1%) cost-of-living increase January 1, 1998.
4. Employees will receive a two and one-half percent (2.5%) cost-of-living increase January 1, 1999.
5. Employees eligible for merit increases in FY96 and FY97 will receive the increase in FY98 and FY99 respectively. (pp 4).
6. Effective July 1, 1997, any employee with eighteen (18) years of actual and continuous service who is not at the correct salary level for someone with eighteen (18) years of service will be placed at that step on their next anniversary date. (pp 5)
7. Beginning in 1998, employees will be granted an additional four (4) hours of personal leave each wage reporting year in lieu of the former General Election Day holiday. The date of observance for Fire Fighter Recognition Day has been changed from the second Tuesday in September to the Friday preceding the observance of Memorial Day. (pp 14)
8. Effective 12/97, the pay rate for holidays is decreased from two and one-half (2.50) to two (2) times the regular rate of pay for hours worked on the holiday. (pp 14)
9. The principles of CB-62-1995 regarding the capping of annual and sick leave payments have been applied beginning with the 1997 leave year. The new annual leave cap is 360 hours instead of 1040. (pp 16 & 17).
10. The Mobile Intensive Care Units (MICU) will be staffed with a minimum of at least two employees who are either County certified EMT-paramedic employees or M-scale unit employees. (pp 21)
11. All vacancies caused by permanent departure from the Fire Department - retirement, discharge, promotion or other (excluding disability leave) - will be filled within ninety (90) days of the vacancy or the establishment of an eligibility list or the first person on the eligibility list will be paid as if he/she had been promoted from the ninety-first (91st) day on.

The fiscal impact on the County will be negative in the amount of \$2,690,600 (FY98 - \$1,239,700; FY99 - \$1,450,900). The annualized cost for FY2000 is \$790,300.

BACKGROUND INFORMATION/FISCAL IMPACT

(Includes reason for proposal, as well as any unique statutory requirements)

Prince George's County and Local 1619, International Association of Fire Fighters, AFL-CIO - (Fire Fighters and Paramedics) have completed labor negotiations on a three year labor agreement covering Fiscal Years 1997, 1998 and 1999. This Council Bill is to 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: