



February 27, 2025

**FISCAL AND POLICY NOTE**

TO: Jennifer A. Jenkins  
Council Administrator

Colette R. Gresham, Esq.  
Deputy Council Administrator

THRU: Josh Hamlin   
Director of Budget and Policy Analysis

FROM: Roger G. Banegas   
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement  
CB-014-2025 – Collective Bargaining Agreement – International Association of Fire  
Fighters, AFL-CIO, Local 1619 (Fire Fighters, Paramedics and Fire Fighter/Medics)  
  
CR-013-2025 – Compensation and Benefits - International Association of Fire  
Fighters, AFL-CIO, Local 1619 (Fire Fighters, Paramedics, and Fire Fighter/Medics)  
Salary Schedule Y

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CB-014-2025 (Proposed and presented by: The Chair of the Council at the request of the County Executive)

CR-013-2025 (Proposed and introduced by: The Chair of the Council at the request of the County Executive)

Assigned to the Government Operations and Fiscal Policy (GOFP) Committee

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## **Fiscal Summary**

### **Direct Impact:**

*Expenditures:* Additional expenditures of approximately \$15.4 million over fiscal years 2025 and 2026 will be required due to COLAs, salary increases, and other compensation adjustments.

*Revenues:* No impact.

### **Indirect Impact:**

None.

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### **Legislative Summary:**

CB-014-2025<sup>1</sup>, proposed by the Chair at the request of the County Executive, was introduced on February 18, 2025, and referred to the Government Operations and Fiscal Policy (GOFP) Committee. CR-013-2025<sup>2</sup>, proposed by the Chair at the request of the County Executive, was introduced on February 18, 2025, and referred to the Government Operations and Fiscal Policy (GOFP) Committee. Prince George's County, Maryland, and the International Association of Fire Fighters (“IAFF”), Local 1619, AFL-CIO (Fire Fighters, Paramedics, and Fire Fighter/Medics) have completed labor negotiations for a new labor agreement (“Agreement”) covering Fiscal Years 2025 and 2026. CB-014-2025 adopts and approves the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law, and CR-013-2025 amends the corresponding Salary Schedule Y for employees covered under the agreement.

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### **Current Law/Background:**

The Prince George’s County Charter Section 908<sup>3</sup> authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

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### **Resource Personnel:**

- Valerie A. Farrar, Acting Director, OHRM
- Gitana Y. Stewart-Ponder, Deputy Director, OHRM

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<sup>1</sup> [CB-014-2025](#)

<sup>2</sup> [CR-013-2025](#)

<sup>3</sup> [Section 908. - Right to Organize and Bargain Collectively.](#)

- Christina Noone, Administrative Assistant, OHRM
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### **Discussion/Policy Analysis:**

The Agreement between the County and the International Association of Fire Fighters (“IAFF”), Local 1619, AFL-CIO (Fire Fighters, Paramedics, and Fire Fighter/Medics) governs wages and certain other terms and conditions of employment for sworn County Fire Fighters, Paramedics, and Fire Fighter/Medics certified by the Prince George’s County Public Employee Relations Board or as amended by the Office of Human Resources Management.

Details of modifications to the Agreement and salary plan are presented in the County Executive’s Cover Letter and the Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

#### **Article 3**

- A New Administrative Leave Code was established specifically for Union Presidents and Vice Presidents to code Union Business and a new provision was added that those employees are subject to certain operational standards and training as long as it doesn’t interfere with official Union duties.

#### **Article 7**

- *Cost of Living Increases*
  - FY 2025: Effective on April 6, 2025, employees covered by this Agreement will receive a two-and-three-quarters percent (2.75%) increase in their hourly rate of pay.
  - FY 2026: Effective on April 5, 2026, if the Parties have not reached agreement on a pay scale based on the findings of the workgroup identified in Subsection D of the Letter of Understanding - Workgroup to Explore Implementation of Pay Scale for Bargaining Unit Employees, then employees covered by this Agreement will receive a two and one-half percent (2.5%) increase in their hourly rate of pay.
- *Cost of Living Increases*
  - With the exception of those employees identified in the May 5, 2022 Letter of Understanding (LOU) between the Union and County, employees covered by this Agreement who are otherwise eligible to receive a merit increase from July 1, 2024 through June 30, 2025 (i.e. Fiscal Year 2025 or FY 2025) will receive a merit increase on their initial hire anniversary date in FY 2025. Employees identified in the LOU who are otherwise eligible to receive a merit increase for Fiscal Year 2025 will receive their merit increase in accordance with the LOU.
  - If the Parties have not reached agreement on a pay scale based on the findings of the workgroup identified in Subsection D below, then, with the exception of those employees identified in the May 5, 2022 Letter of

Understanding (LOU) between the Union and County, employees covered by this Agreement who are otherwise eligible to receive a merit increase from July 1, 2025 through June 30, 2026 (i.e. Fiscal Year 2026 or FY 2026) will receive a merit increase on their initial hire anniversary date in FY 2026. Employees identified in the LOU who are otherwise eligible to receive a merit increase for Fiscal Year 2026 will receive their merit increase in accordance with the LOU.

- *Starting Salary*
  - Effective the first full pay period following October 1, 2024, the minimum salary for Y01 shall be increased to \$54,000. Effective the first full pay period following October 1, 2024, any bargaining unit employee earning a salary of less than \$54,000 per year shall receive the increase necessary to bring their annual salary to \$54,000.

#### **Article 10 – Pension Benefits**

- Section 10.12 was updated to reflect the years 2024 through 2026. Section 10.18, paragraph B extends the DROP to five (5) years from three (3) years and paragraph M specifies that the penalty is applicable to only the extended period for those who extended for the additional two (2) years.

#### **Article 12 – Shift Staffing**

- The term Shift Stations are clarified. Section 12.1 adds new Shift Staffing provisions, and the paragraph lettering is being updated. Section 12.2 updates terminology to reflect current position titles.

#### **Article 17 – Hours of Work**

- Section 17.4 was updated to clarify pay for the Independence Day holiday and July 4th and added a paragraph regarding recognition of designated holidays.

#### **Article 18 – Discipline**

- This Section reduces the number of days that administrative charges can be filed against an employee and adds language regarding timelines for the discipline process and hearings.

#### **Article 20 – Removal and Transfer**

- Paragraph L provides that if an employee accepts a position via internal transfer, they will not have the ability to participate in bid processes for the following 12-month period.

#### **Article 26 – Duration**

- The years were modified to reflect the current dates covered by the Agreement and for notification of renewal.
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**Fiscal Impact:**

*Direct Impact*

Enactment of CB-014-2025 and adoption of CR-013-2025 are estimated to have a total adverse fiscal impact to the County for fiscal years 2025 and 2026 of approximately \$15.4 million because of the proposed modifications to the salary schedule. The breakdown of the costs of the modifications, as provided by the Office of Management and Budget, is as follows:

	<u><i>FYs 2025/26</i></u>
Cost-of-Living Adjustments (incl. benefits roll-up)	\$9,809,617
COLAs	\$4,623,669
Pay Range Adjustments	\$ 1,026,604
<b>Total</b>	<b>\$15,459,890</b>

*Indirect Impact*

Enactment of CB-014-2025 and adoption of CR-013-2025 should not have an indirect fiscal impact on the County.

*Appropriated in the Current Fiscal Year Budget:*

Yes.

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**Effective Date:**

CB-015-2025 shall be effective forty-five (45) calendar days after it becomes law and the Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2024.

CR-013-2025 shall take effect on the date it is adopted and that, unless otherwise stated in a specific provision of the Salary Schedule, shall be retroactive to July 1, 2024.

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If you require additional information or have questions about this fiscal impact statement, please call or email me.