

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

Meeting Date: 4/7/98

Reference No.: CB-30-1998

Proposer: County Executive

Draft No.: 1

Sponsors: Russell, Estepp, and Wilson

Item Title: Local 1619, International Association of Fire Fighters,
AFL-CIO - (Uniformed Civilians) - 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-21-1998); (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 24 uniformed civilian dispatchers in the Fire Department.

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

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

1. A bonus payment in FY98 of \$1,000 for each employee in this unit. The bonus was paid in December, 1997. (pp 4)
2. No merit or cost-of-living (COL) increase in FY97. (pp 4)
3. Merit increases will be provided in FY98 and FY99 to all eligible employees. (pp 4)
4. Beginning in 1998, employees will be granted an additional four (4) hours of personal leave in lieu of the former General Election Day holiday. Also, 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 6)
5. Beginning December, 1997, holiday pay for employees working on a holiday will decrease from two and one-half (2.5x) to two times (2x) the employee's salary. (pp 6)
6. A three percent (3%) longevity step is added to the pay scale effective 7/1/98. An employee may advance to that step on the anniversary date after completing 19 years of service. (pp 4)
7. The Supplemental Retirement Plan for employees will be amended to permit those plan participants who were hired before July 1, 1980 as CETA employees to receive credit for that service toward normal retirement provided this can be achieved without additional cost to the County or to the Supplemental Retirement Plan. (pp 9)
8. The principles of CB-62-1995 regarding the capping of annual and sick leave maximums and payouts have been applied beginning with the 1997 leave year. The new annual leave cap is 360 hours instead of 1040 hours. (pp 11)
9. The Emergency Dispatchers employed by the Fire Department at the combined communications center will continue to remain employees of the Fire Department. (pp 18)

The fiscal impact on the County will be negative in the amount of \$58,000 (FY98 - \$30,100; FY99 - \$27,900). The annualized amount for FY2000 is \$22,100.

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 - (Uniformed Civilians) 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: