

SETTLEMENT SUMMARY

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

FISCAL YEARS 2017 & 2018

The following is a complete summary of modifications to the wages and benefits agreed to by the Prince George's County IAFF 1619 ("Union") and Prince George's County, Maryland ("County"), which are included in the parties new collective bargaining agreement ("CBA"). CBA is effective Fiscal Years 2017 and 2018 and covers sworn employees within the Fire Department. For easy reference, the Article within the new CBA where each modification appears is identified.

ORGANIZATIONAL SECURITY

Provided always that the distribution needs of the Fire/EMS Department be paramount, the Union will be permitted to use the Fire/EMS Department's electronic mail for distribution of official Union communications. The Union President shall be included as a recipient of information distributed to the fire service. (ARTICLE 3 – ORGANIZATIONAL SECURITY)

WAGES

Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2016 through June 30, 2017 (i.e. Fiscal Year 2017) shall be paid their merit step for FY 2017 effective on each employee's anniversary date during FY 2018 (from July 1, 2017 to June 30, 2018.) There will be no retroactive payment for these merit increases. Employees covered by this Agreement will receive the following cost of living adjustments (COLA):

- Two percent (2%) COLA the first full pay period beginning on or after July 1, 2017.
 - Two percent (2%) COLA the first full pay period beginning on or after January 1, 2018.
- (ARTICLE 7 – WAGES)

Effective July 1, 2017, the maximum wage scale was increased for grades Y01 – Y06 by three and one-half percent (3 ½%) and employees who are at the maximum on that date will have their salaries raised by three and one-half percent (3 ½%) on that date. (ATTACHMENT A)

SPECIAL DUTY PAY

A. Employees covered by this Agreement and who are assigned duties as Bomb Technicians shall be compensated at a rate ten percent (10%) per hour above their regular base pay. This additional pay is to compensate Bomb Technicians in lieu of overtime for attendance at required continuing education and skills maintenance sessions. Special duty pay shall apply only as long as the employee is assigned duties of a Bomb Technician. This is inclusive of compensation for

maintaining certification and shall be considered part of the employee's base pay (for purposes of pension, overtime). The additional ten percent (10%) shall be payable irrespective of whether it places the employee's salary above the maximum for the employee's grade.

B. Effective the first full pay period beginning on or after July 1, 2006, employees hired on or after March 29, 1999 covered by this agreement who are County certified EMT-Paramedics shall be compensated at the rate of ten percent (10%) above their regular base rate of pay. This is inclusive of compensation for maintaining certification and shall be considered part of the employee's base pay (for purposes of pension, overtime). The additional ten percent (10%) shall be payable irrespective of whether it places the employee's salary above the maximum for the employee's grade.

C. Effective July 1, 2012, employees covered by this Agreement who are assigned, or detailed for a period greater than fourteen (14) consecutive days, to the Technical Services Division and are certified to the NFPA Technician level for Hazardous Materials, Rope Rescue, Swift Water Rescue, Structural Collapse, Confined Space and/or Trench Rescue shall receive one and one half percent (1 ½%) above their regular rate of pay for each specialty. No employee shall receive more than six (6%) of special duty pay related to this paragraph. Each employee must successfully complete an annual skills competency evaluation administered by the Department. Each employee must maintain annual certification requirements for each specialty. This compensation is not considered part of the employee's base pay.

D. Effective July 1, 2012, employees who are assigned, or detailed for a period greater than fourteen (14) consecutive days, to the Office of the Fire Marshal and are certified as Fire Investigators, Fire Inspectors, Law Enforcement Officers, Tactical Medics, and/or Canine Handlers shall receive one and one half percent (1 ½ %) above their regular rate of pay for each specialty. Each employee must maintain annual certification requirements for each specialty. This compensation is not considered part of the employee's base pay.

E. Effective July 1, 2012, employees who are assigned, or detailed for a period greater than fourteen (14) consecutive days, to the Fire/EMS Training Academy and certified as instructors through the Maryland Instructor Certification Review Board (MICRB) shall receive one and one half percent (1 ½ %) above their regular rate of pay and each employee must maintain their certification in accordance with the guidelines set forth by the State of Maryland. Each employee must maintain annual certification requirements for this specialty. This compensation is not considered part of the employee's base pay.

F. Effective the first full pay period beginning on or after July 1, 2006, any employee who was cross trained and entitled to receive a five percent (5%) in-grade increase in accordance with Attachment A, A.13.c.2 & 3 will be entitled to be paid up to five percent (5%) above the maximum for the employee's pay grade if the five percent (5%) in-grade increment when added to his/her regular pay entitlement without taking into account such five percent (5%) increase would otherwise place him/her above maximum. This five percent (5%) will continue to be considered part of the employee's base pay for purposes of pension and overtime. (ARCHIVE F) (ARTICLE 8 – SPECIAL DUTY PAY)

UNIFORM ALLOWANCE

Employees will receive an annual uniform allowance of one thousand two hundred and seventy dollars (\$1,270.00), which will be paid in one (1) installment in July of each fiscal year. This uniform allowance is not considered part of the employee's base pay.
(ARTICLE 8 – SPECIAL DUTY PAY)

GROUP HEALTH CARE

A. During Calendar Year 2017, the County shall contribute seventy-three percent (73%) to the cost of the County's preferred provider option insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-seven percent (27%). During Calendar Year 2018, the County shall contribute seventy percent (70%) to the cost of the County's preferred provider option health insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining thirty percent (30%).

B. During Calendar Year 2017, the County shall contribute seventy-eight percent (78%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-two (22%). During Calendar Year 2018, the County shall contribute seventy-five percent (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-five (25%).

C. Employees who provide proof of medical coverage may choose to receive a credit instead of enrolling in a medical plan with the County.

D. During Calendar Year 2017, the County shall contribute eighty-eight percent (88%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining twelve percent (12%). During Calendar Year 2018, the County shall contribute eighty-five percent (85%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining fifteen percent (15%).

Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead. (ARTICLE 9 – HEALTH CARE AND SUPPLEMENTAL BENEFITS)

RETIREE HEALTH CARE INSURANCE COVERAGE

D. In Calendar Years 2017 and 2018, the County shall contribute seventy three percent (73%) to the cost of the County's preferred provider option health insurance plan for any retiree who elects to participate in the program. Participating retirees, defined as any employee who has retired or will retire on or before December 31, 2017, shall have their contribution rate capped at twenty-

seven percent (27%). Employees who retire on or after January 1, 2018, will not benefit from this cap, and shall be governed by Section 9.1A.

E. In Calendar Years 2017 and 2018, the County shall contribute seventy-eight percent (78%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any retiree who elects to participate in the program. Participating retirees, defined as any employee who has retired or will retire on or before December 31, 2017, shall have their contribution rate capped at twenty-two percent (22%). Employees who retire on or after January 1, 2018, will not benefit from this cap, and shall be governed by Section 9.1B.

F. In Calendar Years 2017 and 2018, the County shall contribute eighty-eight percent (88%) to the County's deductible prescription drug and vision care programs for any retiree who elects to participate in either program. Participating retirees, defined as any employee who has retired or will retire on or before December 31, 2017, shall have their contribution rate capped at twelve percent (12%). Employees who retire on or after January 1, 2018 will not benefit from this cap, and shall be governed by Section 9.1D. (ARTICLE 9 – HEALTH CARE AND SUPPLEMENTAL BENEFITS)

DENTAL INSURANCE

Two dental plans are available to employees and retirees, the cost of which is paid by the employee or retiree if the employee or retiree elects to enroll in either of the plans. (ARTICLE 9 – HEALTH CARE AND SUPPLEMENTAL BENEFITS)

JOINT HEALTH CARE COMMITTEE

A Joint Health Care Committee will be created. The Union President or his designee shall be a member of this Committee. The Chief Labor Negotiator or his/her designee and the President of the Union or his/her designee will each select no more than three (3) employees who shall participate. The purpose of this Committee shall be to explore and develop means to continue to contain health care costs while maintaining or improving quality of delivery. The Committee shall also explore the feasibility of providing employee health care through a custom designed, self-insured managed care system. The County shall provide the Union, through the Joint Committee on Health Care; with complete information on health care plan design, administration and costs.

The County agrees to meet and consult with the Union no later than 60 days prior to implementing changes in health benefits (including medical, prescription drug, dental, and vision care programs) provided to employees covered by this Agreement. As a required part of these meetings and consultations, the County agrees to invite representatives of the Union to meet with the health care consultants and contractors used by the County in selecting and contracting for these benefits. The County further agrees to respond as promptly as practicable to reasonable requests for relevant information that may be requested by the Union. (ARTICLE 9 – HEALTH CARE AND SUPPLEMENTAL BENEFITS)

HOLD HARMLESS BENEFIT CALCULATION

For any employee covered by this Agreement who retires during the period from July 1, 2016 through June 30, 2018, "Average Annual Compensation," as that term is defined in the Pension Plan, will be calculated as if the employee had received all merit steps in Fiscal Year 2010, 2011, 2012, 2013, 2016, 2017, and 2018 on his/her anniversary date for the applicable merit increase that the employee otherwise would have been eligible to receive. (ARTICLE 10 – PENSION BENEFITS)

EDUCATION INCENTIVE PAY INCLUDED IN BASE COMPENSATION FOR RETIREMENT PENSION BENEFIT PURPOSES (ARTICLE 10 – PENSION BENEFITS)

Language removed from Contract.

LEAVE BALANCES

The parties will use the existing Labor-Management Committee to discuss and attempt to resolve in good faith issues surrounding each bargaining unit member's record of leaves taken, including annual, sick, personal, compensatory, FLSA compensatory, and converted annual leave balances. (ARTICLE 11 – LEAVE PROVISIONS)

EMS TRANSPORT UNIT CALL VOLUME

A. When any EMS transport unit staffed by an employee covered by this Agreement arrives on the scene at more than four thousand (4,000) calls per year, the Department will either (i) place an additional EMS transport unit in service for the entire 24 hour shift at said station or an adjacent staffed station, or (ii) place two (2) EMS transport units in service for the peak 12-hour call volume time at said station or an adjacent staffed station by the beginning of the next fiscal year. (ARTICLE 12 – SHIFT STAFFING)

LABOR MANAGEMENT COMMITTEE

A. The Fire Chief or his/her designee and the President of the Union or his/her designee will select no more than five (5) employees each who shall participate on a Labor Management Committee. There shall be at least two (2) employees from Bargaining Units One and Two and one (1) employee representing the Civilian Employees of the Union. For the Department, there will be at least one (1) officer with a rank of Assistant Fire Chief or Battalion Chief as well as one (1) employee to address civilian matters. The Committee will be co-chaired by the Fire Chief or his/her designee and the President of the Union or his/her designee. The Committee may meet as issues arise so that they may be addressed in a timely manner or on the call of either cochair, but not less than once every two (2) months unless so agreed by the parties. The parties shall give each other seven (7) days advance written notice of items they wish to have placed on the agenda. Reasonable administrative leave will be granted to attend such meetings. By participating in the committee, the union is not waiving any rights it otherwise has under the Collective Bargaining Agreements or the County Labor Code. (ARTICLE 14 – GRIEVANCE AND ARBITRATION PROCEDURE)

NON-COMPETITIVE PROMOTION PROCEDURES FOR EMPLOYEES

C. Employees covered by this Agreement shall receive a five (5) percent increase in base salary upon completion of Maryland Licensure as a Cardiac Rescue Technician or Paramedic. Employees will have up to eighteen (18) months from the attainment of Maryland Licensure to successfully complete the requirements to be a Prince George’s County Certified Cardiac Rescue Technician or Paramedic. Upon completion of the County requirement, employees will be promoted from Y02 to Y03 and receive an additional ten (10) percent increase in base pay. Failure to complete the County requirement within eighteen (18) months from the attainment of Maryland Licensure will result in the loss of the five (5) percent increase described above, but the full fifteen (15) percent increase and promotion from Y02 to Y03 shall be provided upon subsequent completion of the County requirement. (ARTICLE 15 – PROMOTIONS)

PROTECTIVE CLOTHING FOR STRUCTURAL FIREFIGHTING

D. Effective January 1, 2018, all employees covered by this Agreement shall be issued two (2) sets of Structural Firefighting Turnout Gear.

E. All Structural Firefighting Turnout Gear shall be measured to fit each employee in accordance with the manufacturer’s recommendations. (ARTICLE 16 – SAFETY AND HEALTH)

DURATION

Article 26 - Duration

This Agreement shall become effective on July 1, 2016, unless otherwise stated in specific sections and shall remain in full force and effect until June 30, 2018. This Agreement shall be automatically renewed from year to year after June 30, 2018, unless either party shall notify the other in writing no later than October 1, 2017 (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. (ARTICLE 26 – DURATION)