

## Prince George's County Council

### Agenda Item Summary

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**Meeting Date:** 5/27/2004  
**Reference No.:** CB-017-2004  
**Draft No.:** 1  
**Proposer(s):** County Executive  
**Sponsor(s):** Knotts, Shapiro, Harrington, Dernoga, Dean, Exum, Peters, Bland  
**Item Title:** An Act concerning the International Association of Fire Fighters, AFL-CIO, Local 1619 Fire Fighters, Paramedics and Emergency Response Technicians) Collective Bargaining Agreement July 1, 2003 through June 30, 2005

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**Drafter:** Leonard L. Lucchi, Office of Human Resources Management  
**Resource Personnel:** Donald E. Bridgeman, Office of Human Resources Management

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#### LEGISLATIVE HISTORY:

<b>Date Presented:</b>	4/6/2004	<b>Executive Action:</b>	6/1/2004 S
<b>Committee Referral:</b>	4/6/2004 - PSFM	<b>Effective Date:</b>	7/19/2004
<b>Committee Action:</b>	4/13/2004 - FAV		
<b>Date Introduced:</b>	4/27/2004		
<b>Public Hearing:</b>	5/18/2004 - 10:00 AM		
<b>Council Action (1)</b>	5/27/2004 - ENACTED		
<b>Council Votes:</b>	MB:A, SHD:A, TD:A, CE:A, DCH:A, TH:A, TK:A, DP:A, PS:A		
<b>Pass/Fail:</b>	P		
<b>Remarks:</b>	See also CR-20, 21, 22-2004 and CB-18-2004; Retroactive provisions		

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#### AFFECTED CODE SECTIONS:

16-233

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#### COMMITTEE REPORTS:

##### PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE

**Date 4/13/2004**

Committee Vote, Favorable, 5-0, (In favor: Committee Members Peters, Harrington, Hendershot, Knotts and Shapiro.)

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the International Association of Fire Fighters (IAFF), AFL-CIO, Local 1619, covering approximately 702 uniformed Fire Fighters, Paramedics, and Emergency Rescue Technicians in the Fire/EMS Department.

Many of the terms and conditions of the County's previous labor agreement are included in the two year agreement. (July 1, 2003 – June 30, 2005)

Some Highlights of the Modifications to the Wages and Benefits in the Agreement:

1. Cost of Living Adjustment (COLA)

- a. 1% July 1, 2003
- b. 1% April 15, 2004 and July 1, 2004
- c. 1% April 15, 2005

2. Employees who are eligible will receive merit increases in FY2004 and FY2005.

### 3. Wage Scale Adjustments

a. Effective January 1, 2005, the maximum pay rate for employees covered by this Agreement will be increased by 2.5%. Only employees who are at maximum on that date will receive the increase.

b. Effective July 1, 2003, the S-04 Scale will be modified to match the M-29 Scale. This modification will apply to S-04 employees on their anniversary date during FY04.

c. Effective July 1, 2003, the M-Scale will add the grade M-33 (Battalion Chief: The rates will match S-06 Battalion Chief) rates.

4. Pension Plan Modification: Effective the last full pay period in December 2003, retirees covered by this Agreement will receive a one-time lump sum payment of \$200.00 in addition to any regular retirement payment that they may receive in that month.

5. Group Health Insurance Coverage: Effective January 1, 2004, employees covered by this Agreement who elect to participate in the County's deductible prescription program shall contribute \$9.00 biweekly for family coverage and \$4.00 biweekly for individual coverage and the County shall contribute the remaining premium.

6. Life Insurance: Employees will pay for the increased coverage at rates based on their age and amount of coverage.

7. Clothing Allowance: Employees covered by the Agreement will receive a clothing allowance increased to \$1,035 per year. Effective FY2005, the clothing allowance will be increased to \$1,070. The allowance will be paid in one installment in July of each fiscal year.

8. Shift Minimum: Effective July 1, 2003, when a station has been alerted to a call and there is only one person remaining in that station, that station is placed out of service and will not be dispatched on another emergency incident until there is a minimum of two personnel.

9. Grievance and Arbitration: Change Step 3 to delete appeal to the First Career Chief Officer and make the appeal directly to the Fire Chief. Accordingly, change Step 4 to

delete appeal to the County Fire Chief and make the appeal to the Chief Labor Negotiator or his/her designee.

10. New Article – Discipline: Administrative charges may not be brought against an employee unless filed within 180 calendar days after the act that gives rise to the charges comes to the attention of the appropriate official.

The fiscal impact on the County will be negative in the amount of \$4,286,427 (FY2004 - \$1,396,613 and FY2005 - \$2,889,814). The annualized cost for FY2006 is \$1,139,538. The total cost of the Agreement is \$5,425,967.

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### **BACKGROUND INFORMATION/FISCAL IMPACT:**

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

Prince George's County, Maryland and the International Association of Fire Fighters, AFL-CIO, Local 1619 have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2004 and 2005. This bill will 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.

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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