

Prince George's County Council Agenda Item Summary

Meeting Date: 7/1/2008
Reference No.: CB-021-2008
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Dean
Item Title: An Act concerning the International Association of Fire Fighters, Local 1619, AFL-CIO (Civilians) Collective Bargaining Agreement July 1, 2007 through June 30, 2009

Drafter: Terry Bowen, Office of Human Resources Management
Resource Personnel: Donald E. Bridgeman, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:	4/29/2008	Executive Action:	7/8/2008 S
Committee Referral:	4/29/2008 - PSFM	Effective Date:	8/22/2008

Committee Action: 5/19/2008 - FAV

Date Introduced: 6/3/2008
Public Hearing: 7/1/2008 - 10:00 AM

Council Action (1) 7/1/2008 - ENACTED
Council Votes: MB:A, WC:A, SHD:A, TD:A, CE:-, AH:A, TK:-, EO:A, IT:A
Pass/Fail: P
Remarks: See also CR-34-2008

Retroactive to 7/1/2008

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY & FISCAL MANAGEMENT

Date 5/19/2008

Committee Vote, 4-0, (In favor : Councilmembers Knotts, Campos, Exum and Turner.)

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the International Association of Fire Fighters (IAFF), Local 1619, AFL-CIO covering approximately 73 civilians 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, 2007 – June 30, 2009).

Summary of Modifications to Wages and Benefits in the new Collective Bargaining Agreement.

1. Article 5 – Wages (page 5)

- a. Cost of Living Adjustment (COLA)
 1. 2.5% effective July 1, 2007.
 2. 2.5% effective August 17, 2008. (The FY09 COLA is delayed by three pay periods in order to offset the cost of the increase in the maximum pay rate on July 1, 2008.)

- b. Merit Increases – Employees eligible to receive a merit increase during the period from July 1, 2007 – June 30, 2009, will receive it.

- c. Wage Scale (page 6) – effective July 1, 2008, the maximum pay rate will be increased by 3.5%.

- d. Vacancies (page 7)
 1. Management reserves, and at all times shall have, the right to determine which candidate meets the standards and qualifications set for any position/vacancy.

- e. Hold Harmless Benefit Calculation (page 10) – this section will be updated to cover employees who retire during the two-year period of this agreement.

- f. Group Health Insurance Coverage (page 11)
 1. Point of Service (POS) Health Insurance Plan – the County will contribute 74% and the participating employee will contribute the remaining 26% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

 2. Health Maintenance Organization (HMO) – the County will contribute 79% and the participating employee will contribute the remaining 21% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.

 3. County’s Deductible Prescription Drug and Vision Care Program – the County will contribute 89% and the participating employee will contribute the remaining 11% for CY08. In CY09 there will be another 1% shift in the employer/employee contribution.
Employees who provide proof of other medical coverage may choose to receive a credit instead of enrolling in a medical plan with the County.

- g. Clothing Allowance (page 14)

Fire Inspectors will have the option of wearing issued uniforms or the appropriate civilian attire.

2. Article 6 – Discretionary Leave (page 17) – New Section.

3. Article 7 – Wellness/Fitness (page 18) – New Section.

4. Article 8 – Alternative Work Schedules (page 19)

Updated language to reflect the Program dated March 2, 2000.

5. Article 13 – Training Certification Pay (page 23) - New Section.

The Office of Law has reviewed this bill and finds it to be in proper legislative form with no legal impediments to its enactment.

The fiscal impact on the County will be negative in the amount of \$1,054,346 (FY2008 - \$500,775 and FY2009 - \$553,571).

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, Local 1619, AFL-CIO (Civilians) have completed labor negotiations on a two-year labor agreement covering civilian employees in the Fire/EMS Department for Fiscal Years 2008 and 2009. This bill will adopt and approve the referenced collective bargaining agreement in accordance with Sections 16-233 (e) and (f) of the Personnel Law. A fiscal impact statement will be provided by the Office of Management and Budget.

CODE INDEX TOPICS:

INCLUSION FILES:
