
A G E N D A I T E M S U M M A R Y**Reference No:** CR-57-1990**Draft No:** 1**P r i n c e G e o r g e ' s****Meeting Date:** 7/3/90**C o u n t y C o u n c i l****Requestor:** CO. EXEC.

Item Title: To amend Salary Plan to reflect new pay rates, define the workweek and explain benefits of Fire Officials (Majors)

Sponsors B C CA WI P

Date Presented __/__/__**Executive Action** __/__/__**Committee Referral** (1) 6/12/90 F&P**Effective Date** __/__/__**Committee Action** (1) 6/25/90 FAV**Date Introduced** 6/12/90**Pub. Hearing Date** () __/__/__ __:__ __**Council Action** (1) 7/3/90 Adopted**Council Votes** B_: A_, CA: A_, C_: A_, CI: __, MC: A_, M_: N_,

P_: A_, W_: __, WI: A_, __: __, __: __, __: __

Pass/Fail P**Remarks** _____

Drafter: Danny Chowbay
Office of Personnel

Resource Michael Knapp
Personnel: Office of Personnel

LEGISLATIVE HISTORYFiscal & Planning Committee Report

Date: June 25, 1990

Committee Vote: Favorable, 6-0 (In favor: Council Members Castaldi, Bell, Casula, MacKinnon, Pemberton and Wilson).

The new salary schedule includes the following:

- (1) 4% increase in the base hourly rates retroactively effective to July 2, 1989.
- (2) 5.14% increase in base hourly rates.
- (3) 3.50% upward adjustment of the maximum rate effective July 1, 1990.
- (4) 3.50% upward adjustment of the maximum rate effective July 1, 1990.
- (5) 7% increase in base hourly rate for July 14, 1991.
- (6) Other modifications reflected in the salary schedule include:
 - (a) Frozen anniversary dates which mean that an employee's

- anniversary date will not change during his or her employment.
- (b) Increase in the maximum term life insurance benefit from \$100,000 to \$150,000 and an increase in the \$5,000 line of duty death benefit to \$50,000 (Section 13)
 - (c) Effective June 30, 1990 employees covered by this salary schedule will contribute 15% of the cost of any County health insurance option they may select and this contribution rate will increase by 5% a year to 25% on June 30, 1990 (Section II-C).

This Salary Schedule "S-I" is necessary to prevent the "compression" of wages and other benefits in the ranks of Officials in the Fire Department to ensure equitable compensation and benefits for these officials.

The Office of Law and Legislative Officer have reviewed this resolution and found it to be in proper legislative form with no legal impediments to its adoption.

The fiscal impact on the County as a result of adopting CR-59-1990 will be negative in the amount of approximately \$423,935 during the three year term of the agreement.

<u>Fiscal Year</u>	<u>Amount</u>
1989 - 90	\$ 53,074
1990 - 91	134,855
1991 - 92	<u>236,006</u>
Total	\$423,935

BACKGROUND INFORMATION/FISCAL IMPACT

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

The proposed resolution will implement improvements to the wages and other benefits of the management team in the Fire Department. CB-43-1990 and CR-34-1990 which are being considered for enactment by the Council, will implement the provisions of the recently negotiated collective bargaining agreement for firefighters through the rank of Captain. This resolution will enact similar provisions for the fire officials (Majors).