

Prince George's County Council

Agenda Item Summary

Meeting Date:	7/18/2006
Reference No.:	CB-045-2006
Draft No.:	1
Proposer(s):	County Executive
Sponsor(s):	Dernoga, Peters, Knotts, Dean, Exum, Harrington, Campos, 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, 2005 through June 30, 2007

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

LEGISLATIVE HISTORY:

Date Presented:	6/13/2006	Executive Action:	7/31/2006 S
Committee Referral:	6/13/2006 - PSFM	Effective Date:	9/15/2006

Committee Action: 6/14/2006 - FAV

Date Introduced: 6/20/2006

Public Hearing: 7/18/2006 - 11:00 AM

Council Action (1) 7/18/2006 - ENACTED

Council Votes: MB:A, WC:A, SHD:A, TD:A, CE:A, DCH:A, TH:A, TK:-, DP:A

Pass/Fail: P

Remarks: See also CB-44-2006 & CR-51-2006; Retroactive to 7/1/2005

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY AND FISCAL MANAGEMENT

Date 6/14/2006

Committee Vote: Favorable, 3-0, (In favor: Councilmembers Peters, Dean and Knotts.)

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, covering approximately 788 uniformed Fire Fighters, Paramedics, and Emergency Response Technicians (ERTs) 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, 2005 - June 30, 2007).

Highlights of the Modifications to the Wages and Benefits in the Agreement.

1. Union Representative - effective FY2006 one additional member shall be granted a full-time leave of absence for the purpose of discharging official duties of the union.

2. Cost-of-Living Adjustments (COLA).
 - a. 3% - January 1, 2006.
 - b. 3% - July 1, 2006
3. Merit Increase - employees who are eligible will receive merit increases in FY2006 and FY2007.
4. Wage Scale Adjustment.
 - a. Effective the first full pay period beginning on or after January 1, 2006, the maximum pay rate for employees covered by this Agreement will be increased by 2.5%.
 - b. Effective on or after July 1, 2006, all employees will be moved to the new Y Scale. They will be placed on the Y Scale in accordance with their current salaries. The new Y Scale is higher than the former scales (M, R and S).
 - c. New employees will be hired on the Y Scale. They will become Fire Fighters, Paramedics, or Fire Fighter/Medics.
 1. They will receive a 5% salary increase upon completion of one year after becoming a sworn uniformed employee.
 2. For Paramedic: They will receive a 15% increase in base salary upon completion of County Certification for EMT-I (Y02 - Y03).
 3. For Fire Fighter/Medic: They will receive a 15% increase in base salary upon completion of EMT-I and J-TAC (Y02 - Y03).
 4. Employees must achieve a Y03 in order to be eligible for further promotions.
5. Pension Plan Modifications - retirees, contingent annuitants and eligible alternate payees will receive a \$420 lump sum payment for FY06.
 - a. Effective January 31, 2007 retirees, contingent annuitants and eligible alternate payees will receive an increase of \$70 per month in their pension payments.
 - b. Effective January 1, 2008, the Pension Plan will seek IRS approval for a revision of the current retiree increase formula.
 - c. The "Hold Harmless Benefit" will be updated to cover employees who retire during the two-year period of the Agreement.
6. Pension Plan - the parties agree that the Pension Plan will be modified to allow uniformed employees who retire on disability to be hired back as fire civilians.
7. Special Duty Pay - effective July 1, 2006 employees who are assigned to the Technical Rescue Team will receive \$1,350 special duty pay for each specialty discipline up to a maximum of \$4,050 per year.
8. Field Training Official (FTO) Preceptor - employees who acted in the capacity of a preceptor during FY04 and/or FY05 will receive \$750 in FY06 and FY07.
9. Training Certification Pay - employees are required to attend, complete and maintain various training recertification pursuant to required regulation, law and/or standards on their own time at no further expense to the County.
10. Training - the Department agrees to allow two paramedics to enter recruit school to cross-train in FY07 followed by four paramedics each year thereafter.

There will be a negative fiscal impact on the County as a result of enacting CB-45-2006.

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 2006 and 2007. 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.

CODE INDEX TOPICS:

INCLUSION FILES:
