

## Prince George's County Council

### Agenda Item Summary

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**Meeting Date:** 5/27/2004  
**Reference No.:** CR-024-2004  
**Draft No.:** 1  
**Proposer(s):** County Executive  
**Sponsor(s):** Knotts, Shapiro, Harrington, Dean, Exum, Peters  
**Item Title:** A Resolution amending the Salary Plan for Fire Officials, Salary Schedule F-O, to reflect wage and benefit modifications, effective July 1, 2003 through June 30, 2005

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

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#### LEGISLATIVE HISTORY:

<b>Date Presented:</b>	<b>Executive Action:</b>
<b>Committee Referral:</b> 4/13/2004 - PSFM	<b>Effective Date:</b>
<b>Committee Action:</b> 4/13/2004 - FAV	
<b>Date Introduced:</b> 4/13/2004	
<b>Public Hearing:</b>	
<b>Council Action (1)</b> 5/27/2004 - ADOPTED	
<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>	

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#### AFFECTED CODE SECTIONS:

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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 resolution will amend the Salary Plan in Salary Schedule F-O for 11 Fire Officials in the rank of major covering FY2004 – FY2005 and will implement similar economic benefits and modifications contained in the International Association of Fire Fighters Agreement (IAFF). (CB-17-2004)

#### Highlights of Modifications to the Salary Schedule

##### 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. Merit Increase: Eligible officials will receive merit increases in FY 2004 and FY2005.
3. Wage Adjustment: Effective the first full pay period beginning on or after January 1, 2005, the maximum pay rates for employees covered by this Salary Schedule will be increased by 2.5% and only employees who are at maximum on that date will have their salaries raised by 2.5% on that date.
4. Clothing Allowance: Effective FY2004 the clothing allowance will be \$1,035.00 and in FY2005, the amount will increase to \$1,070.00
5. Health Insurance: Effective July 1, 2003, employees will contribute \$9.00 biweekly for family coverage and \$4.00 biweekly for individual coverage in the deductible prescription program.
6. Leave Provisions: Cash payments for unused sick leave accumulated as of the end of the 1996 leave year will be paid at the employee's base hourly rate of pay as of the date of separation but not to exceed \$45.2137 per hour.

The fiscal impact on the County will be negative in the amount of \$100,329 (FY2005 - \$41,756 and FY2005 - \$58,573). The annualized cost for FY2006 will be \$15,656. The total cost of the Agreement is \$115,985.

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**BACKGROUND INFORMATION/FISCAL IMPACT:**

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

This resolution will amend Salary Schedule F-O for officials in the Fire/EMS Department. The resolution is necessary to implement certain modifications to the wages and other benefits of the management team in the Fire/EMS Department effective July 1, 2003 through June 30, 2005.

The proposed salary plan amendments were submitted to the County Council by the County Executive on April 9, 2004. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before June 8, 2004, the salary plan shall stand approved.

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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