

**PRINCE GEORGE'S COUNTY COUNCIL  
AGENDA ITEM SUMMARY**

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**Meeting Date:** 7/2/2002

**Reference No.:** CB-46-2002

**Proposer:** County Executive

**Draft No.:** 2

**Sponsors:** Shapiro, Russell, Hendershot, Wilson, Dernoga, Knotts, Estepp, Scott, Bailey

**Item Title:** An Act amending the labor agreement by and between Prince George's County and the International Association of Fire Fighters, AFL-CIO, Local 1619 (Civilian Unit) to provide for wages and certain other terms and conditions of employment for personnel classifications June 1, 2001 through June 30, 2003

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**Drafter:** Teresa Bowen & William Hager  
Personnel and Labor Relations

**Resource** Joseph Adler  
**Personnel:** Personnel and Labor Relations

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**LEGISLATIVE HISTORY:**

**Date Presented:** 5/7/2002                      **Executive Action:** 7/23/2002      S

**Committee Referral:** 5/7/2002      PSFM      **Effective Date:** 9/9/2002

**Committee Action:** 6/4/2002      FAV(A)

**Date Introduced:** 6/11/2002

**Public Hearing:** 7/2/2002      10:00 A.M.

**Council Action:** 7/2/2002      ENACTED

**Council Votes:** PS:A, DB:A, TD:A, JE:A, TH:A, TK:A; RVR:A, AS:A, MW:A

**Pass/Fail:** P

**Remarks:** See Also CB-46-2002 and CR-25-2002 (Retroactive Provisions)

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**PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT**      Date: 5/16/02

Committee Vote: Favorable as amended, 4-0 (In favor: Councilmembers Wilson, Dernoga, Hendershot and Russell).

This bill reflects the terms and conditions of the collective bargaining agreement between the County and the International Association of Fire Fighters AFL-CIO Local 1619 (Civilian Unit) covering approximately 60 Civilian employees in the Fire/EMS Department.

Many of the terms and conditions of the County's previous labor agreement with Local 1619 are included in the two year agreement (FY 2002-FY2003).

A Summary of the Modifications to the Wages and Benefits on the Agreement are listed below:

1. Effective July 1, 2001 employees will receive a cost-of-living increase of three percent (3%) and July, 2002 a two and one-half percent (2.5%) increase.
2. Effective January 1, 2002 employees will receive a three hundred dollar (\$300.00) increase in pay and January, 2003 a three hundred fifty (\$350.00) increase in pay.
3. Employees who are eligible will receive merit increases in FY 2002 and FY 2003.
4. The structure of Salary Schedule H is amended to provide a Wage Scale for civilian employees of the Fire/EMS Department.
5. The present maximum rate in effect on June 30, 2001, is increased one and seven-tenths (1.7%).
6. The present five longevity steps are increased to six longevity steps.
7. Effective July 1, 2001 shift differential is increased by ten cents (\$.10) per hour to seventy cents (\$.70) per hour.
8. The Supplemental Pension Plan benefit accrual rate will be increased from 0.8% to 1.0% per year. The accrual rate is also increased to thirty (30) years of service. The maximum pension benefit (after 30 years) under the Supplemental Plan will increase from twenty percent (20%) to thirty percent (30%). The County will pay the entire cost of the pension enhancement.
9. Personal leave is increased from twenty hours (20) to twenty-four (24) hours including the four (4) hours of personal leave granted each year in lieu of a General Election day holiday.

The legislation was amended by attaching a Letter of Addendum which confirms the agreement that the positions of Personnel Analyst I-IV and Systems Analyst I-IV are included in the existing IAFF Local 1619 Civilian Bargaining Unit subject to certification by the Prince George's County Public Employees Relations Board (PERB).

The fiscal impact on the County will be negative in the amount of \$433,488 (FY 2002 - \$194,197 and FY 2003 - \$239,291). The annualized cost for FY 2004 - \$55,028.

## **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 (Civilian Unit) have completed labor negotiations on a two-year labor agreement covering civilian employees in the Fire/EMS Department for Fiscal Years 2002 and 2003. This bill will adopt and approve the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law. The estimated fiscal impact will be provided by the

Office of Management and Budget.

**CODE INDEX TOPICS:**