

Prince George's County Council

Agenda Item Summary

Meeting Date: 7/1/2008
Reference No.: CB-022-2008
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Dean
Item Title: An Act concerning the International Association of Fire Fighters, AFL-CIO, Local 1619 (Fire Fighters, Paramedics, Fire Fighter/Medics) 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:	5/6/2008	Executive Action:	7/8/2008 S
Committee Referral:	5/6/2008 - 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-36-2008

Retroactive to 7/1/2007

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

PUBLIC SAFETY & FISCAL MANAGEMENT

Date 5/19/2008

Committee vote: Favorable 3-0, (In favor: Councilmembers Knotts, Campos, 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, covering approximately 755 uniformed Fire Fighters, Paramedics, and Fire Fighters (Medics) 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 7 – Wages (page 7)

- a. Cost of Living Adjustment (COLA)
 - 1. 2.5% effective first full pay period after October 28, 2007.
 - 2. 2.5% effective first full pay period after October 26, 2008.

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

- c. Wage Scale Adjustments (page 8-9)
 - 1. Modifications in the wage scale.

- d. Contribution to Retirement Trust Fund (page 14)
 - 1. Employees hired after July 1, 2008, shall contribute 8% of base payroll to the retirement trust fund.

- e. Pension Plan Modifications (page 15)
 - 1. Effective July 1, 2008, where a court orders a survivor benefit for the participant's final spouse, the participant may still select a survivor benefit for a second spouse with regard to the participant's remaining benefit.

- f. Health Insurance Coverage (page 17-18)
 - 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 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 choose not to enroll in any plan may choose instead to receive a credit.

 - 4. Beginning July 1, 2008, and every year thereafter, the County shall provide every retiree an annual check in the amount of \$350.00 to continue for the lifetime of the retiree or his or her surviving beneficiary. This is in lieu of the Union accepting a reduction in its cost of living wage increase (COLA) in FY09 (from 3% to 2.5%).

- g. Acting Pay (page 19)

- h. Special Duty Pay (page 21)

- i. Training Certification Pay (page 22)

- j. Clothing Allowance (page 23)
 - Employee shall receive annual clothing allowance of \$1,070.00 which will be paid in July 2007.

- 2. Article 8 – Bereavement Leave (page 26-27)
 - a. Bereavement Leave will be expanded to include mother and father-in-law.
 - b. Fair Labor Standard Act (FLSA) (page 28)\
 - Add new Section 8.13

- 3. Article 10 – Training (page 30 – 31)
 - Add new Section 10.3 and Section 10.4.

- 4. Article 11 – Promotions (page 31)
 - a. Promotion exams for Fire Technician, Fire Fighter/Medic Technician, Fire Captain, Fire Fighter/Medic

Captain, and Medic Captain will be given in the Fall of the odd numbered years. Other promotional exams will be given in the Fall of the even-numbered years.

b. Employees who die in the line of duty shall be promoted to the next rank. There shall be no economic benefit associated with this paragraph.

5. Article 12 – Wellness/Fitness (page 33)
Add a new Section 12.7 and 12.8.

6. Article 13 – Hours of Work (page 34)

a. All day shift shall commence at 0700 hours.

b. An employee may exchange shifts with another employee without notifying the Volunteer Chief, only their career supervisor.

The Office of Law has reviewed this legislation 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 \$13,525,751 (FY2008 - \$5,837,430 and FY2009 - \$7,688,321).

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 2008 and 2009. 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:
