



# THE PRINCE GEORGE'S COUNTY GOVERNMENT

## Office of Audits and Investigations

March 13, 2023

### FISCAL AND POLICY NOTE

TO: Jennifer A. Jenkins  
Council Administrator

William M. Hunt  
Deputy Council Administrator

THRU: Josh Hamlin   
Director of Budget and Policy Analysis

FROM: Malcolm Moody - *MM*  
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement  
CB-034-2023 – International Association of Fire Fighters, AFL-CIO, Local 1619  
(Civilians)

CR-016-2023 – Compensation and Benefits - International Association of Fire  
Fighters, AFL-CIO, Local 1619 (Civilians) Salary Schedule H

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CB-034-2023 (Proposed and presented by: The Chair of the Council at the request of the County Executive)

CR-016-2023 (Proposed and introduced by: The Chair of the Council at the request of the County Executive)

Assigned to the Health, Human Services, and Public Safety Committee

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### **Fiscal Summary**

#### **Direct Impact:**

*Expenditures:* Additional expenditures will be required related to cost-of-living adjustments, merit increases, and maximum pay rate increases.

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*Revenues:* No impact.

**Indirect Impact:**

None.

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**Legislative Summary:**

CB-034-2023, proposed by the Chair at the request of the County Executive, was introduced on March 7, 2023, and referred to the Health, Human Services, and Public Safety Committee (HHSPS). CR-016-2023, proposed by the Chair at the request of the County Executive, was introduced on March 14, 2023, and referred to the HHSPS. Prince George's County, Maryland, and the International Association of Fire Fighters, AFL-CIO, Local 1619 (Civilians) have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2023 and 2024. CB-034-2023 is to adopt and approve the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law, and CR-016-2023 is to amend the corresponding Salary Schedule H for employees covered under the agreement.

**Current Law/Background:**

The Prince George's County Charter Section 908<sup>1</sup> authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

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**Resource Personnel:**

- Shawn Y. Stokes, Director, Office of Human Resources Management
- Gitana Y. Stewart-Ponder, Deputy Director, Office of Human Resources Management
- Christina Noone, Administrative Assistant, Office of Human Resources Management

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**Discussion/Policy Analysis:**

The Agreement between the County and the International Association of Fire Fighters, Local 1619, AFL-CIO (Civilians) governs wages and certain other terms and conditions of employment for personnel classifications certified by the Prince George's County Public Employee Relations Board or as amended by the Office of Human Resources Management.

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<sup>1</sup> [Section 908. - Right to Organize and Bargain Collectively.](#)

Details of modifications to the Agreement and salary plan are presented in the County Executive's Cover Letter and the Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- Section 5.1 states the terms for a cost of living adjust (COLA), merits, and wage scale adjustments. Effective March 26, 2023, eligible employees will receive a five percent (5.0%) increase in their base hourly rate of pay. Employees eligible for a merit increase in FY 2023 will receive a regular merit increase on their original hire anniversary date in FY 2023. Effective March 24, 2023, eligible employees will receive a two and one-half percent (2.5%) increase in their base hourly rate of pay. Employees eligible for a merit increase in FY 2024 will receive a regular merit increase on their original hire anniversary date in FY 2024.
- Under Section 5.1 effective July 1, 2022, the maximum pay rates will be increased by three and one-half percent (3.5%). Effective July 1, 2023, the maximum pay rates will be increased by three and one-half percent (3.5%).
- Section 5.2 is amended to change the dates of the Hold Harmless benefit calculation. The agreement would cover employees who retire during the period of July 1, 2022, through June 30, 2024. The "Average Annual Compensation" will be calculated to cover the periods of FY 1996 through 2024.
- Section 5.11 was added to specify the number of uniform shirts per year for certain employees. Effective July 1, 2022, the agreement would permit three (3) uniform shirts to be issued per year to employees assigned to Community Relations, Logistics & Facilities Management and Technology & Information Services.
- Section 6.6 is modified to detail the amount of compensatory time County employees are entitled to when County offices close for an entire day, or any portion of a day. The agreement would cover closures due to extreme inclement weather or other emergencies that produce hazardous conditions. Eligible employees are entitled to one (1) hour of compensatory time for each hour worked each day during the closure, which will not exceed ten (10) hours per employee during a twenty-four (24) hour period, in addition to any pay to which they are entitled for that period.
- Section 7.4 is amended to clarify administrative leave allowed for physical fitness while on duty. The agreement would allow a maximum of one and one half (1 ½) hours per day, for no more than two (2) days a week for physical fitness.
- Section 7.5 was added to specify the provision for the Random Drug and Alcohol Testing (Attachment E) that has been added as a part of the Collective Bargaining Agreement.
- Article 26 was modified to update the dates covered by the Agreement and for renewal.

**Most Significant Provisions with Potential Fiscal Implications**

<b>Provision</b>	<b>Cost (est.) FY2023 &amp; FY 2024</b>
• Cost-of-Living Adjustments	\$325,466
• Merit Payments	\$296,354
• Pay Range Adjustment	\$58,243

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**Fiscal Impact:**

*Direct Impact*

The adoption and enactment of this legislative package is estimated to have a total adverse fiscal impact to the County for FY 2023 and FY 2024 of approximately \$680,064.

*Indirect Impact*

The adoption and enactment of this legislative package is not likely to have an indirect fiscal impact.

*Appropriated in the Current Fiscal Year Budget:*

Fiscal Year 2023 anticipated costs were provided for in the current fiscal year budget.

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**Effective Date:**

The proposed Bill shall be effective forty-five (45) calendar days after it becomes law. The Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2022.

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If you require additional information, or have questions about this fiscal impact statement, please call me.