

## SETTLEMENT SUMMARY

### IAFF 1619 - CIVILIANS AND PRINCE GEORGE'S COUNTY, MARYLAND

#### FISCAL YEARS 2025 & 2026

The following is a complete summary of modifications to the wages and benefits agreed to by the Prince George's County IAFF Local 1619 ("Union") and Prince George's County, Maryland ("County"), which are included in the parties new Collective Bargaining Agreement ("CBA"). This CBA is effective for Fiscal Years 2025 and 2026 and covers Civilian employees within the Fire/EMS Department. For easy reference, the Article and Section(s) within the new CBA where each modification appears is identified.

#### ARTICLE 5 - WAGES

- Section 5.1 provide for cost of living adjustments, merits and a top of grade lump sum payment for both fiscal year 2025 and 2026.
- Section 5.2 changes the dates of the Hold Harmless benefit calculation.
- Section 5.4 deletes outdated language and provides for the current coverage terms.
- Section 5.6 updates language to current practice.

#### Section 5.1 Wages

##### A. Cost of Living Adjustments (COLA)

**FY 2025 - Effective the first full pay period following February 23, 2025, employees covered by this agreement will receive a two and one-half percent (2.5%) increase in their base hourly rate of pay.**

**FY 2026 - Effective the first full pay period following February 22, 2026, employees covered by this agreement will receive a two and one-half percent (2.5%) increase in their base hourly rate of pay.**

##### B. Merit Increases

Employees covered by this Agreement, who are otherwise eligible to receive a merit increase from **July 1, 2024** through **June 30, 2025** (i.e. Fiscal Year **2025**), will receive a regular merit increase on their original hire anniversary date in **FY 2025**.

Employees covered by this Agreement, who are otherwise eligible to receive a merit increase from **July 1, 2025** through **June 30, 2026** (i.e. Fiscal Year **2026**), will receive a regular merit increase on their original hire anniversary date in **FY 2026**.

##### C. Wage Scale for Bargaining Unit Members **Lump Sum Payments to Top of Grade Employees**

**Employees covered by this Agreement who are at the maximum for their pay grade and are actively employed by the Department on July 1, 2024, will receive a lump sum payment of one and one-half percent (1.5%). This calculation shall be made based on the employee's base salary paid the first full pay period following July 1, 2024. This payment will be effective the first full pay period after August 1, 2024.**

Employees covered by this Agreement who are at the maximum for their pay grade and are actively employed by the Department on July 1, 2025, will receive a lump sum payment of one and one-half percent (1.5%). This calculation shall be made based on the employee's base salary paid the first full pay period following July 1, 2025. This payment will be effective the first full pay period after August 1, 2025.

The lump sum payment is considered regular earnings for income, withholding, and employment tax purposes. The payment will not be added to the employee's base salary. These payments are not considered "regular earnings" for retirement/life insurance purposes and employees will not receive any retirement/life insurance benefits based on these payments.

## Section 5.2 Supplemental Retirement Benefit

### H. Hold Harmless Benefit Calculation

For any employee covered by this Agreement who retires during the period July 1, 2022 ~~2024~~ through June 30, 2024 ~~2026~~, "Average Annual Compensation" as that term is defined in the Supplemental Retirement Plan, will be calculated as if the employee had received all merit step increases the employee would have otherwise been eligible to receive during the period covering Fiscal Years 1996 through 2024 ~~2026~~.

## Section 5.4 Group Health Insurance Coverage

A. ~~During Calendar Years 2013, 2014, 2015, 2016 and 2017, the County shall contribute seventy-three percent (73%) to the cost of the County's preferred provider health insurance plan for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-seven percent (27%). Effective January 2018, t~~The County shall contribute seventy percent (70%) to the cost of the County's preferred provider health insurance plan for any employee who elects to participate in the program and participating employees shall contribute the remaining thirty (30%).

B. ~~During Calendar Years 2013, 2014, 2015, 2016 and 2017, the County shall contribute seventy-eight percent (78%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program. Participating employees shall contribute the remaining twenty-two (22%). Effective January 2018, t~~The County shall contribute seventy five percent (75%) to the cost of a prepaid group health plan or Health Maintenance Organization (HMO) for any employee who elects to participate in the program and participating employees shall contribute the remaining twenty five percent (25%).

D. ~~During Calendar Years 2013, 2014, 2015, 2016 and 2017 the County shall contribute eighty-eight percent (88%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program. The participating employee shall contribute the remaining twelve percent (12%). Effective January 2018, t~~The County shall contribute eighty five percent (85%) to the County's deductible prescription drug and vision care programs for any employee who elects to participate in either program and participating employees will contribute the remaining fifteen percent (15%). Employees who choose not to enroll in the Prescription Drug Plan may choose to receive a credit instead.

## Section 5.6 Early Reporting Time

A. An employee who is called in to work by ~~career officers~~ their supervisor as authorized by the County Fire Chief for two (2) hours or less immediately before ~~his/her~~ their normally scheduled

starting time shall be paid for such hours at one and one-half (1.5) times ~~his/her~~ **their** regular rate of pay and will be paid ~~his/her~~ **their** regular rate of pay beginning with ~~his/her~~ **their** regular starting time.

B. The provisions of Section 5.6 shall apply to an employee called in to work more than two (2) hours immediately before ~~his/her~~ **their** regularly scheduled starting time.

## **ARTICLE 6 – LEAVE PROVISIONS**

- **This Section was modified to delete old language regarding an increase of the maximum amount of annual leave hours allowed to be carried over from leave year 2021 to 2022.**

### **Section 6.2 Annual Leave**

~~Notwithstanding the provisions of Article 6, Section 6.2 1 of this Agreement, a maximum of 440 hours of accumulated annual leave may be carried over from leave year 2021 into leave year 2022, however, the annual leave payout amount is not being increased. Unless amended by future legislation, the maximum amount of annual leave that may be carried over from leave year 2022 into leave year 2023 shall revert back to 360 hours. This modified benefit shall sunset automatically upon its implementation.~~

## **ARTICLE 9 – GRIEVANCE AND ARBITRATION PROCEDURES**

### **Section 9.3 Grievance Procedure**

- **This Section was modified to update language to reflect current practice.**

4. Step Four: If the grievance has not been settled at Step Three, a written appeal signed by the employee and the employee's accredited union steward may be filed with the ~~Chief Labor Negotiator~~ **Hearing Officer** within five (5) days after receipt of the answer at Step Three or within five (5) days of when the answer was due. The ~~Chief Labor Negotiator~~ **Hearing Officer** or ~~his/her~~ **their** designee shall meet with the employee and a committee including the employee's accredited union steward, Union Local President and/or Union Local Officers and render a written decision within fifteen (15) days after the receipt of the grievance.

## **ARTICLE 15 - DURATION**

- **The years were modified to reflect current dates covered by the Agreement and for renewal.**

This Agreement shall become effective on July 1, ~~2022~~ **2024**, unless otherwise stated in specific sections, and shall remain in full force until June 30, ~~2024~~ **2026**. This Agreement shall be automatically renewed from year to year after June 30, ~~2024~~ **2026**, unless either party shall notify the other in writing no later than October 1, ~~2023~~ **2025**, (or October 1st of any subsequent year thereafter in the case of an automatic renewal) that it desires to terminate, modify or amend this Agreement.