SETTLEMENT SUMMARY

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

FISCAL YEARS 2019 & 2020

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 2019 and 2020 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 3 - ORGANIZATIONAL SECURITY

Section 3.1 Union Membership – References to service fees in this Article were removed pursuant to the Supreme Court ruling in *Janus v. AFSCME Council 31* rendered on June 27, 2018.

Section 3.6 Communication Distribution – Removed outdated language referencing the courier service since communication is mostly conveyed via electronic mail and social media, and designating that the President of Local 1619 shall be a recipient of information distributed to the fire service.

ARTICLE 5 - WAGES

Section 5.1 Wages

A. Fiscal Year 2019

Employees covered by this Agreement will receive cost of living increases during the term of this Agreement as follows:

1. Effective the first full pay period following January 1, 2019, employees covered by this Agreement will receive a one and three-quarter percent (1.75%) increase in their hourly rate of pay.

2. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2018 through June 30, 2019 (i.e. Fiscal Year 2019), will receive that merit increase on their anniversary date in FY2019.

B. Fiscal Year 2020

1. Effective the first full pay period following January 1, 2020, employees covered by this Agreement will receive a one and one-half percent (1.50%) increase in their hourly rate of pay.

2. Employees covered by this Agreement who are otherwise eligible to receive a merit increase during the period from July 1, 2019 through June 30, 2020 (i.e. Fiscal Year 2020), will receive that merit increase on their anniversary date in FY2020.

C. Wage Scale for Bargaining Unit Members

Effective July 1, 2019 the maximum pay rates will be increased by three and one-half percent (3.5%).

Additionally, paragraphs C.2 through C.10, containing prior information from 1999 through 2013 were archived as a housekeeping matter.

Section 5.2 Supplemental Retirement Benefit

H. Hold Harmless Benefit Calculation

Language was amended to change the dates to reflect the period from July 1, 2018 through June 30, 2020, and calculate the "Average Annual Compensation" as that term is defined in the Pension Plan as if the employee had received all merit steps in Fiscal Years 2010 through 2020 on his/her anniversary date for the applicable merit increase that the employee otherwise would have been eligible to receive.

Additionally, some prior language containing Pension Plan Modifications Effective for Fiscal Years 1998 through 2002 was archived as a housekeeping matter and the remaining paragraphs were lettered accordingly for continuity purposes.

Section 5.4 Group Health Insurance Coverage

H. Life Insurance.

Increased the maximum of the employee's annual salary amount from one hundred fifty thousand dollars ($150,000) to two hundred thousand dollars ($200,000). Also increased the amount of life insurance for employees from one (1) to four (4) times their annual salary up to a total of one million dollars ($1,000,000) from seven hundred fifty thousand dollars ($750,000) previously.

Section 5.11 Clothing Allowance

Increased the clothing allowance to eight hundred and fifty dollars ($850.00) per year from seven hundred fifty dollars ($750.00) per year, to be paid in one installment in July of each fiscal year for Fire Inspectors, Fire Investigators, Training Academy Instructors, Heavy Equipment Mechanics, Master Equipment Mechanics, Supply Technicians, Breathing Air Technicians, and Garage Supervisors. Also deleted language stating that Fire inspectors will have the option of wearing the above issued uniform or the appropriate civilian attire.

ARTICLE 13 – TRAINING AND EDUCATION

Section 13.3 Advanced Life Support Training

Language was amended to change the name of First Responder to Emergency Medical Responder in this Section and a new paragraph D was added to provide that employees receiving the annual Training Certification Pay shall be required to maintain annual refresher certification requirements as outlined by the State of Maryland and the Fire/EMS Department, and will provide proof annually that they have met the certification requirements.

ARTICLE 26 - DURATION

This is a two-year agreement and language was amended to change the effective dates as follows:

This Agreement shall become effective on July 1, 2018, unless otherwise stated in specific sections and shall remain in full force and effect until June 30, 2020. This Agreement shall be automatically renewed from year to year after June 30, 2020, unless either party shall notify the other in writing no later than October 1, 2019 (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.

ATTACHMENT B – MIN-MAX SYSTEM

New paragraph was added to indicate that effective July 1, 2019, the maximum pay rate will be increased by three and one-half percent (3.5%).

Additionally, paragraphs B.8 through H containing prior information from 1999 through 2013 were archived as a housekeeping matter.