



# THE PRINCE GEORGE'S COUNTY GOVERNMENT


## Office of Audits and Investigations

June 13, 2019

### MEMORANDUM

TO: Robert J. Williams, Jr.  
Council Administrator

William M. Hunt  
Deputy Council Administrator

THRU: David H. Van Dyke   
County Auditor

FROM: Inez N. Claggett  
Senior Legislative Auditor

RE: Fiscal Impact Statement  
CB-030-2019 Collective Bargaining Agreement – International Association of Fire Fighters,  
AFL-CIO, Local Union 1619 (Civilians)

CR-048-2019 Compensation and Benefits - International Association of Fire Fighters, AFL-  
CIO, Local Union 1619 (Civilians), Salary Schedule H

---

#### *Legislative Summary*

CB-030-2019 amends the Collective Bargaining Agreement (the "Agreement") for civilian County employees in the International Association of Fire Fighters, AFL-CIO, Local Union 1619.

CR-048-2019 amends the salary plan, Salary Schedule H, for civilian employees in the International Association of Fire Fighters, AFL-CIO, Local Union 1619 to reflect wage and benefit modifications effective July 1, 2018 through June 30, 2020.

---

#### *Background/Current Law*

The Prince George's County Charter Section 908 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.

---

*Assumptions and Methodology*

The Agreement between the County and International Association of Fire Fighters, AFL-CIO, Local Union 1619 (Civilians) governs wages and certain other terms and conditions of employment for approximately 49 employees with an average salary of \$79,866 who are employed as civilian employees within the Fire Department.

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

- Agreement language is modified to remove language references to service fees;
  - A one and three-quarter percent (1.75%) cost of living adjustment (COLA) shall be applied to the hourly rate of pay for covered employees effective the first full pay period beginning in January 2019;
  - A one and one-half percent (1.5%) COLA shall be applied to the hourly rate of pay for covered employees effective the first full pay period beginning in January 2020;
  - Eligible employees covered by the agreement, and who are eligible to receive a merit increase during fiscal year 2019, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2019;
  - Eligible employees covered by the agreement, and who are eligible to receive a merit increase during fiscal year 2020, shall receive the merit increase on their hire anniversary date occurring during fiscal year 2020;
  - Effective July 1, 2019, the maximum pay rates shall be adjusted by three and one-half percent (3.5%);
  - Increased the life insurance maximum of the employee's annual salary amount from one hundred fifty thousand dollars (\$150,000) to two hundred thousand dollars (\$200,000), and 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).
  - The clothing allowance increases from \$750 to \$850 and shall be paid in one installment in July of each fiscal year to Fire Inspectors, Fire Investigators, Training Academy Instructors, Heavy Equipment Mechanics, Master Equipment Mechanics, Supply Technicians, Breathing Air Technicians, and Garage Supervisors.
  - Agreement language modified to require employees receiving the annual Training Certification Pay to maintain annual refresher certification requirements as outlined by the State of Maryland and the Fire/EMS Department. Proof must be provided to verify compliance with certification requirements.
-

***Fiscal Impact***

- Direct Impact

The adoption and enactment of this legislative package is estimated to have a total negative fiscal impact to the County for FY 2019 through FY 2020 of approximately \$308,000 as a result of the changes to the Collective Bargaining Agreement. The major components of this cost by fiscal year are shown in the table below:

	<u><i>FY 2019</i></u>	<u><i>FY 2020</i></u>	<u><i>Total</i></u>
Merit Increase	\$68,485	\$138,768	\$207,253
Cost-of-Living Adjustment	34,242	64,364	98,606
Uniform Allowance Increase	<u>1,000</u>	<u>1,000</u>	<u>2,000</u>
<b>Total</b>	<b><u>\$103,727</u></b>	<b><u>\$204,132</u></b>	<b><u>\$307,859</u></b>

---

***Appropriated in the Current Fiscal Year Budget***

FY 2019 and FY 2020 anticipated costs were provided for in the FY 2020 general fund budget.

---

***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, 2018.

---

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