

Resolution No.: 18-476
Introduced: May 16, 2016
Adopted: May 16, 2016

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsor: Council President at the request of the Executive

SUBJECT: Amendment to Resolution No. 18-462 concerning the Collective Bargaining Agreement with Career Fire Fighters Association

Background

1. Section 510A of the County Charter authorizes the County Council to provide by law for collective bargaining with binding arbitration with authorized representatives of County career fire fighters.
2. Chapter 33, Article X of the County Code implements Section 510A of the Charter and provides for collective bargaining by the County Executive with the certified representatives of the County's fire fighters and for review of the resulting contract by the Council.
3. On April 1, 2016, the County Executive submitted to the Council a collective bargaining agreement between the County government and the International Association of Fire Fighters (IAFF), effective July 1, 2016 through June 30, 2017.
4. The Executive has submitted to the Council the terms and conditions of the collective bargaining agreement that require or may require an appropriation of funds or changes in any County law or regulation for FY17.
5. The joint Government Operations and Fiscal Policy Committee and Education Committee considered and made recommendations concerning the agreement at a worksession on April 21, 2016.
6. The County Council adopted Resolution No. 18-462 on April 26, 2016 indicating its intent to reject the:
 - (a) 1% general wage adjustment for all bargaining unit members on the first pay period after February 5, 2017; and
 - (b) The Council intends to reject the group insurance provisions in the collective bargaining agreement.
7. The Executive and the IAFF renegotiated the Agreement and the Executive submitted the revised Agreement to the Council for consideration on May 9, 2016. The revised Agreement changes the effective date of the rejected second 1% general wage adjustment to the first pay period after June 24, 2017.

Action

The County Council for Montgomery County, Maryland, approves the following resolution:

The County Council intends to approve each provision of the Agreement subject to Council review for FY17 except:

1. The 1% general wage adjustment for all bargaining unit members on the first pay period after June 24, 2017.
2. The Council intends to reject the group insurance provisions in the collective bargaining agreement. The Council intends to approve the group insurance provisions as they were included in the FY16 operating budget, including a Medicare Part D Employer Group Waiver Prescription Drug Plan for Medicare-eligible retirees.

This is a correct copy of Council action.



Linda M. Lauer, Clerk of the Council

**AMENDMENT TO
MEMORANDUM OF AGREEMENT
BETWEEN
THE MONTGOMERY COUNTY GOVERNMENT
AND THE
MONTGOMERY COUNTY CAREER FIRE FIGHTERS ASSOCIATION,
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1664, AFL-CIO**

The Montgomery County Government (Employer) and the Montgomery County Career Fire Fighters, International Association of Fire Fighters, Local 1664, AFL-CIO (Union) conducted negotiations pursuant to Section 33-153 of the Montgomery County Code for the term July 1, 2016 through June 30, 2017. As a result of the negotiations, the Employer and Union entered into a Memorandum of Agreement between the Montgomery County Government and the Montgomery County Career Fire Fighters Association, International Association of Fire Fighters, Local 1664, AFL-CIO (the Agreement). The Agreement is attached hereto and incorporated herein. Pursuant to Section 33-153 of the Montgomery County Code, the County Council, by resolution adopted April 26, 2016, indicated its intent not to appropriate funds for certain portions of the Agreement. Thereafter, the Employer and Union met and agreed to the following amendment to the Agreement. This amendment replaces the language found in Article 19.1, Wage Increase, of the Agreement with the language stated below. All other parts of the Agreement remain the same.

Please use the key below when reading this document:

| | |
|----------------------------|--|
| <u>Underlining</u> | <i>Added to the existing collective bargaining agreement</i> |
| [Single boldface brackets] | <i>Deleted from the existing collective bargaining agreement</i> |
| * * * | <i>Existing language unchanged by the parties</i> |

* * *
Article 19
Wages
* * *

Section 19.1 Wage Increase

A. Effective the first full pay period on or after July 1, 2009, add new longevity step at year 28 (LS2- 3.5%). All eligible bargaining unit employees who reach 28 years of service shall receive a 3.5% "LS2" increase to their base pay effective the pay period in which their service anniversary date occurs.

B. Effective the first full pay period on or after July 1, ~~[2013]~~ 2016, the base salary for all bargaining unit members shall be increased by ~~[2.75]~~ 1.0 percent. Effective the pay period beginning June 25, 2017, the base salary for all bargaining unit members shall be increased 1.0 percent.

[C. Effective the first full pay period on or after July 1, 2014, the base salary for all bargaining unit members shall be increased by 2.75 percent.]

* * * * *

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this 9th day of May 2016.

Montgomery County Career Fire Fighters,
International Association of Fire Fighters,
Local 1664, AFL-CIO

By: 
Jeffrey Buddie
President

Montgomery County Government
Montgomery County, Maryland

By: 
Isiah Leggett
County Executive


Approved for form and legality
County Attorney