



Committee: GO
Committee Review: Completed
Staff: Christine Wellons, Senior Legislative Attorney
Purpose: To introduce agenda item – no vote expected
Keywords: #IAFF #CollectiveBargaining

AGENDA ITEM #5C
April 26, 2022
Introduction

SUBJECT

Resolution to indicate the Council's intent to approve or reject provisions of the Collective Bargaining Agreements with the Montgomery County Career Fire Fighters Association of the International Association of Fire Fighters (IAFF), Local 1664

Lead Sponsor: Government Operations & Fiscal Policy Committee

EXPECTED ATTENDEES

None

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- Introduction of a resolution
- The GO Committee supports (3-0) all provisions of the resolution, with the exception of the provision regarding non-HMO group insurance premiums.
- The Committee voted 2-0 (with Councilmember Friedson opposing) to support the Executive's proposal to increase the County share of non-HMO group insurance premiums from 75% to 80%.

DESCRIPTION/ISSUE

The resolution would indicate the Council's intent to approve or reject terms of collective bargaining agreements with the IAFF, as applicable to Fiscal Year 2023.

SUMMARY OF KEY DISCUSSION POINTS

N/A

This report contains:

Resolution

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Resolution No.: _____
Introduced: April 26, 2022
Adopted: _____

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsor: Government Operations & Fiscal Policy Committee

SUBJECT: Collective Bargaining Agreements with the Montgomery County Career Fire Fighters Association of the International Association of Fire Fighters (IAFF), Local 1664 – Fiscal Year 2023

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. In April 2022, the County Executive submitted to the Council a collective bargaining agreement (the "FY23 Agreement") between the County government and the International Association of Fire Fighters ("IAFF"). The term of the Agreement begins on July 1, 2022 and ends on June 30, 2024. The collective bargaining agreement (the "FY22 Agreement") currently in effect between the County and the IAFF ends on June 30, 2022. (Collectively, the FY23 Agreement and FY22 Agreement are referred to in this Resolution as the "Agreements".)
4. The Executive has submitted to the Council the terms and conditions of the Agreements that require or may require an appropriation of funds, or that may require changes in County law or regulation, for FY2023.
5. The County Council has considered these terms and conditions. The Council is required by law to indicate, on or before May 1, 2022, its intention regarding the appropriation of funds or any legislation or regulations required to implement the agreement. The Council may extend the May 1 deadline until May 15.

Action

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

A. For FY2023, the County Council intends to approve the following provisions of the Agreements, which require a change in law, require the appropriation of funds, or may have an increased fiscal impact for FY2023 over FY2022:

1. *Retirement credit for military service.* Under the FY23 Agreement, the Executive agreed to submit to the Council legislation to provide up to 24 months of credited service towards retirement for Group G members with prior U.S. military service. The Executive submitted the proposed legislation to the Council on April 1, 2022, and the Council introduced the legislation (Council Bill 7-22) on April 19, 2022. The anticipated increase in County expenditures due to the legislation is \$337,073 for FY2023 over FY2022. The Council's approval of this increased credited service is contingent upon the enactment of Council Bill 7-22.
2. *Working out of class compensation.* The FY23 Agreement provides "working out of class" compensation to certain employees.
3. *Juneteenth.* Under the FY23 Agreement, the Executive agreed to propose Juneteenth as an official holiday. The Council approved the addition of Juneteenth as an official holiday through Resolution 19-1185.
4. *General wage adjustments.*
 - i. The FY23 Agreement provides for a 4% general wage adjustment effective the pay period beginning October 9, 2022; and 1% general wage adjustment effective the pay period beginning on January 1, 2023. The expected fiscal impact for FY2023 over FY2022 is \$3,815,894.
 - ii. The FY22 Agreement requires the Executive to propose a wage adjustment – effective the pay period beginning June 19, 2022 – if certain inflationary conditions were met by March 2022. The inflationary conditions were met and, on April 19, 2022, the Executive proposed the wage adjustment for FY2023. The fiscal impact of this proposal for FY2023 is \$860,267. The Executive will submit an FY22 supplemental appropriation for the FY2022 portion of the wage adjustment.
5. *Longevity increments.* The FY23 Agreement requires adjustments to longevity increments. The fiscal impact for FY2023 over FY2022 is estimated at \$1,854,002.

6. *Service increments.* The FY23 Agreement provides for a 3.5% service increment for eligible bargaining unit members on their anniversary dates. The anticipated fiscal impact for FY2023 over FY2022 is \$900,712.
7. *Prescription drug plan.* The FY23 Agreement makes alterations to the prescription drug plan.
8. *Line of duty death benefit.* Certain payments for funeral expenses under the FY23 Agreement increase from \$15,000 to \$35,000.

B. For FY2023, the County Council intends to approve any provision of the Agreements:

1. that the Council approved for a prior fiscal year; and
2. for which the Executive has not identified an increased fiscal impact for FY2023 over FY2022.

C. The County Council intends to approve the provision of the FY23 Agreement that would increase the County share of non-HMO group insurance premiums from 75% to 80%.

This is a correct copy of Council action.

Judy Rupp, Clerk of the Council