

Resolution No.:	<u>20-126</u>
Introduced:	<u>April 25, 2023</u>
Adopted:	<u>April 25, 2023</u>

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsor: Government Operations and Fiscal Policy Committee

SUBJECT: Collective Bargaining Agreement with the Montgomery County Career Fire Fighters Association of the International Association of Fire Fighters (IAFF), Local 1664 – Fiscal Year 2024

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 3, 2023, the County Executive submitted to the Council amendments to a collective bargaining agreement (the “Agreement”) between the County government and the Montgomery County Career Firefighters, International Association of Fire Fighters, Local 1664, AFL-CIO (“IAFF”) for the term of July 1, 2022 through June 30, 2024.
4. The Executive has submitted to the Council the terms and conditions of the Agreement that, for FY2024, will have fiscal impacts, require an appropriation of funds, or require changes in County law or regulation.
5. The County Council has considered these terms and conditions. The Council is required by law to indicate, on or before May 1, 2023, 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.

Action

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

- A. For FY2024, the County Council intends to **approve** the following provisions of the Agreement, which require the appropriation of funds or have a fiscal impact for FY2024.
1. *Salary Schedule Adjustments.* The Agreement would make adjustments to the salary schedule resulting in an increase of \$3,412,656 in FY2024 expenditures. Letters A and B of the salary schedule would be removed, and the remaining positions would be re-lettered.
 2. *General wage adjustment.* The Agreement would require a 3.2% general wage adjustment beginning in July 2023. The expected fiscal impact for FY2024 over FY2023 is \$3,622,465.
 3. *Longevity increments.* The Agreement would require a 3.5% longevity step increase for eligible employees. The fiscal impact for FY2024 over FY2023 is estimated at \$114,564.
 4. *Retiree Vision Benefits.* Effective January 1, 2024, the Agreement would provide eligible retirees with a fully insured vision benefit. The expected FY2024 increase in expenditures is \$36,228.
 5. *Service Increments.* The Agreement would provide for a 3.5% service increment for eligible bargaining unit members on their anniversary dates. The anticipated fiscal impact for FY2024 over FY2023 is \$874,175.
 6. *Service increments for FY2013.* The Agreement would require a 3.5% service increment for all eligible bargaining unit members who would have been eligible to receive a service increment in FY13. This service increment is expected to result in an increase of \$326,617 in FY2024 expenditures over FY2023 expenditures.
 7. *Tuition assistance.* The Agreement would provide a total of \$65,000 annually for tuition assistance.
- B. Contingent upon the enactment of Expedited Council Bill 21-23, the Council intends to **approve** FY2024 funding for alterations to pension benefits under Article 51 of the Agreement, including:
1. amending the cost-of-living adjustment (“COLA”) for Group G members; and
 2. increasing the pension formula for Group G members.

The estimated fiscal impact of the COLA amendments would be an increase in expenditures of \$1,210,091 in FY2024. The estimated fiscal impact for the increased pension formula would be an increase in expenditures of \$1,995,524 in FY2024.

C. For FY2024, the County Council intends to **approve** any provision of the Agreement:

1. that the Council approved for a prior fiscal year; and
2. for which the Executive has not identified an increased fiscal impact for FY2024 over FY2023.

This is a correct copy of Council action.


Judy Rupp, Clerk of the Council