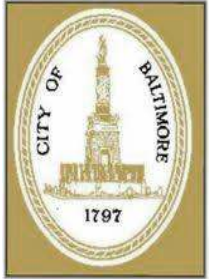


FROM	NAME & TITLE	Deborah F. Moore-Carter, Labor Commissioner	CITY of BALTIMORE MEMO <i>(410) 396-4365</i>	
	AGENCY NAME & ADDRESS	Office of the Labor Commissioner 417 East Fayette Street, Suite 1203		
	SUBJECT	Arbitration Consent Award between the City of Baltimore and Baltimore Firefighters Local 734, IAFF (FY 2024)		

TO

Honorable President and Members of the Board of Estimates

June 29, 2023

Dear Mr. President and Members:

ACTION REQUESTED OF THE BOARD OF ESTIMATES:

Notation of the Board of Estimates is requested on the attached Arbitration Consent Award (Award) between the City of Baltimore and the Firefighters Local 734 (Local 734) for FY 2024.

AMOUNT AND SOURCE OF MONEY: Wage increases are budgeted for FY 2024.

BACKGROUND AND EXPLANATION: The Memorandum of Understanding (MOU) FY 2022-2024 between the parties was reopened for wages only for FY 2024. After failing to reach on an agreement on wages, Local 734 demanded Interest Arbitration. The parties settled their dispute on wages by having settlement talks in lieu of an arbitration hearing. The results of the settlement talks were reduced to writing on the attached Award, which modifies:

- Article 8 – Hours of Work Changes (Fire Suppression).
- Article 13 – Salaries (4% across the board wage increase).

MBE/WBE PARTICIPATION: N/A

BALTIMORE CITY RESIDENTS FIRST (BCRF):

BCRF applicable: yes no

If not, why: Other (Fire Fighters, Local 734 MOU FY 2022-2024)

BCRF Certification Statement completed and returned to Agency: yes no

LABOR COMMISSIONER:

APPROVED AS TO FORM AND LEGAL SUFFICIENCY:

Deborah F. Moore-Carter

Eilene Brown

Deborah F. Moore-Carter 6/29/23

Eilene Brown, Esquire / Date 6/29/2023
General Counsel – Legal & Regulatory Affairs

NOTED BY THE BOARD OF ESTIMATES:

M. Amato 7/19/2023
Clerk Date

Attachments (Award / Salary Scales)

cc: Simone Johnson, Deputy City Administrator, Mayor’s Office
Dante P. Stewart, Acting Chief, Baltimore Fire Department
Matthew Coster, President, Local 734

FY24 Local 734 Salary Structure
Effective: July 1, 2023

Grade	Hiring	Full Performance	Experienced	Senior	Longevities							
					1% (5 yrs)	3% (6 yrs)	3.5% (10 yrs)	2% (13 yrs)	3.5% (15 yrs)	2% (18 yrs)	8% (20 yrs)	7% (25 yrs)
309	\$41,139	\$44,999	\$57,737	\$59,118	\$591	\$1,774	\$2,069	\$1,182	\$2,069	\$1,182	\$4,729	\$4,138
311	\$47,160	\$56,143	\$73,527	\$75,364	\$754	\$2,261	\$2,638	\$1,507	\$2,638	\$1,507	\$6,029	\$5,275
312	\$49,583	\$58,764	\$76,623	\$78,513	\$785	\$2,355	\$2,748	\$1,570	\$2,748	\$1,570	\$6,281	\$5,496
313	\$45,196	\$53,521	\$69,626	\$71,328	\$713	\$2,140	\$2,496	\$1,427	\$2,496	\$1,427	\$5,706	\$4,993
314	\$48,323	\$50,062	\$56,721	\$58,139	\$581	\$1,744	\$2,035	\$1,163	\$2,035	\$1,163	\$4,651	\$4,070
315	\$47,519	\$56,019	\$72,572	\$74,324	\$743	\$2,230	\$2,601	\$1,486	\$2,601	\$1,486	\$5,946	\$5,203
316	\$49,739	\$57,416	\$76,079	\$77,916	\$779	\$2,337	\$2,727	\$1,558	\$2,727	\$1,558	\$6,233	\$5,454
317	\$45,815	\$53,267	\$71,384	\$73,167	\$732	\$2,195	\$2,561	\$1,463	\$2,561	\$1,463	\$5,853	\$5,122
318	\$46,732	\$53,964	\$72,216	\$73,958	\$740	\$2,219	\$2,589	\$1,479	\$2,589	\$1,479	\$5,917	\$5,177
319	\$55,942	\$63,950	\$83,817	\$85,911	\$859	\$2,577	\$3,007	\$1,718	\$3,007	\$1,718	\$6,873	\$6,014
320	\$45,613	\$52,654	\$70,666	\$72,368	\$724	\$2,171	\$2,533	\$1,447	\$2,533	\$1,447	\$5,789	\$5,066
321	\$47,003	\$54,280	\$72,599	\$74,353	\$744	\$2,231	\$2,602	\$1,487	\$2,602	\$1,487	\$5,948	\$5,205
322	\$48,596	\$56,138	\$74,805	\$76,613	\$766	\$2,298	\$2,681	\$1,532	\$2,681	\$1,532	\$6,129	\$5,363
324	\$47,693	\$55,500	\$75,200	\$77,079	\$771	\$2,312	\$2,698	\$1,542	\$2,698	\$1,542	\$6,166	\$5,395
325	\$54,373	\$61,794	\$80,200	\$82,141	\$821	\$2,464	\$2,875	\$1,643	\$2,875	\$1,643	\$6,571	\$5,750
334	\$46,487	\$54,087	\$73,527	\$75,364	\$754	\$2,261	\$2,638	\$1,507	\$2,638	\$1,507	\$6,029	\$5,275
335	\$48,030	\$55,884	\$75,656	\$77,547	\$775	\$2,326	\$2,714	\$1,551	\$2,714	\$1,551	\$6,204	\$5,428
336	\$49,707	\$57,847	\$77,994	\$79,944	\$799	\$2,398	\$2,798	\$1,599	\$2,798	\$1,599	\$6,396	\$5,596
337	\$52,381	\$60,548	\$76,938	\$78,797	\$788	\$2,364	\$2,758	\$1,576	\$2,758	\$1,576	\$6,304	\$5,516
352	\$43,661	\$50,496	\$67,980	\$69,679	\$697	\$2,090	\$2,439	\$1,394	\$2,439	\$1,394	\$5,574	\$4,878
353	\$48,637	\$55,869	\$74,121	\$75,910	\$759	\$2,277	\$2,657	\$1,518	\$2,657	\$1,518	\$6,073	\$5,314
354	\$50,790	\$58,598	\$78,295	\$80,227	\$802	\$2,407	\$2,808	\$1,605	\$2,808	\$1,605	\$6,418	\$5,616
355	\$51,128	\$58,984	\$78,752	\$80,695	\$807	\$2,421	\$2,824	\$1,614	\$2,824	\$1,614	\$6,456	\$5,649
356	\$48,949	\$56,229	\$74,544	\$76,344	\$763	\$2,290	\$2,672	\$1,527	\$2,672	\$1,527	\$6,107	\$5,344
357	\$46,557	\$53,877	\$71,996	\$73,795	\$738	\$2,214	\$2,583	\$1,476	\$2,583	\$1,476	\$5,904	\$5,166
358	\$50,503	\$58,044	\$76,711	\$78,518	\$785	\$2,356	\$2,748	\$1,570	\$2,748	\$1,570	\$6,281	\$5,496
359	\$47,664	\$55,115	\$73,231	\$75,064	\$751	\$2,252	\$2,627	\$1,501	\$2,627	\$1,501	\$6,005	\$5,254
362	\$52,616	\$60,755	\$80,902	\$82,854	\$829	\$2,486	\$2,900	\$1,657	\$2,900	\$1,657	\$6,628	\$5,800
364	\$48,756	\$50,446	\$56,908	\$58,332	\$583	\$1,750	\$2,042	\$1,167	\$2,042	\$1,167	\$4,667	\$4,083
365	\$54,286	\$62,452	\$78,844	\$80,703	\$807	\$2,421	\$2,825	\$1,614	\$2,825	\$1,614	\$6,456	\$5,649
366	\$55,847	\$64,012	\$80,405	\$82,310	\$823	\$2,469	\$2,881	\$1,646	\$2,881	\$1,646	\$6,585	\$5,762
367	\$56,278	\$63,699	\$82,106	\$84,047	\$840	\$2,521	\$2,942	\$1,681	\$2,942	\$1,681	\$6,724	\$5,883
368	\$57,837	\$65,259	\$83,664	\$85,656	\$857	\$2,570	\$2,998	\$1,713	\$2,998	\$1,713	\$6,852	\$5,996
368F	\$56,277	\$63,699	\$82,104	\$84,096	\$841	\$2,523	\$2,943	\$1,682	\$2,943	\$1,682	\$6,728	\$5,887
369	\$59,039	\$67,047	\$86,913	\$89,007	\$890	\$2,670	\$3,115	\$1,780	\$3,115	\$1,780	\$7,121	\$6,231

ARBITRATION CONSENT AWARD

THIS AWARD IS SUBJECT TO RATIFICATION BY LOCAL 734 MEMBERSHIP. UNION LEADERSHIP SHALL COMMUNICATE ITS STRONG SUPPORT OF THIS AWARD TO THE MEMBERS. IF THIS AWARD IS NOT RATIFIED THEN THE PARTIES SHALL PROCEED TO ARBITRATION, BASED ON THEIR EXISTING LBFOs BEFORE AN ARBITRATOR TO BE SELECTED BY THE PARTIES. IF THE AWARD IS RATIFIED BY THE LOCAL'S MEMBERSHIP, THEN THE CITY SHALL MAKE BEST EFFORTS TO PRESENT THE RATIFIED MOU FOR THE BALTIMORE CITY BOARD OF ESTIMATES'S AGENDA IN ORDER TO IMPLEMENT THE JULY 1, 2023 PAY ADJUSTMENTS.

In addition to the below, the parties agree to correct all references to 46.8 to be 46.3 hours per week for suppression and make such other ministerial edits as the parties may identify and mutually agreed upon.

ARTICLE 8 (revisions):

B. The schedule and hours of work for the Fire Suppression Division shall be as follows:

1. Effective September 1, 2023, Fire Suppression Division shift employees (but not day work employees) shall be assigned to a four (4) platoon, 24-hour shift work schedule for a regularly scheduled average of approximately 46.3 work hours each week, the aggregate of which shall be 2,409.3 hours per year, on a ten (10) number system (for a total of 9.1 impact days annually).

2. The base schedule of 47 hours per week for Fire Suppression will be one 24-hour shift of work, followed by one day off, followed in turn, by a second 24-hour shift of work (the "24/24/24"). After the second work shift of 24 hours, there will be five consecutive regularly scheduled days off. This pattern completes an eight-calendar day cycle. The next eight calendar days repeat that same pattern, with the vacation option day falling every forty-eight days within a six number system. The complete 8-day pattern shall be: W-0-W-0-0-0-0-0. (W) Work and (0) Off. Personnel assigned to the Fire Suppression Division will be assigned to a 24-hour "impact" day rotation that will alternate every 38th and 42nd day for an average of one impact day every 40 calendar days. This schedule shall yield the option of a thirteen-day break from work every 46 calendar days, except when an impact day falls within a member's first choice vacation. The calendar template for the 24-hour schedule that is to be implemented as of September 1, 2023 is appended to this Agreement as Addendum C.

ARTICLE 8 (revisions):

Notwithstanding anything to the contrary in this paragraph above, upon the effective date of this Agreement, the Chief of Department shall amend the MOP 322 series to permit employees to exercise a vacation option on their 24-hour “impact” day. The employee must submit a leave request through the chain of command to forfeit one 24-hour vacation option (Kelly number) at least seven (7) days prior to the date for which they seek to exercise the vacation option. The leave request must be approved before the employee is permitted to take the requested vacation option. Employees may not swap this opportunity. When an employee exercises this opportunity, it is entered in Telestaff as “VX”. The leave utilized in exercising this option may be vacation, holiday, or personal leave, as the employee may direct.

ARTICLE 13 (revisions):

In order to compute the hourly rate for a fire suppression or other Group System employee working on a 42-hour schedule, the employee's total annual salary shall be divided by 2,190. The hourly rate for any employee who is assigned to a work week under ¶ 8.A.1 of this Agreement shall be determined by a factor of 2,409.3.

ARTICLE 13 (additions):




Effective July 1, 2023, the total annual salary of each employee in the bargaining unit shall be increased by four percent (4.0%).

Base Adjustments

1. Effective July 1, 2023, the total annual salary for the classification of Emergency Medical Technician (“EMT”), Grade 309, and for all employees occupying the classification, shall be adjusted by an increase of \$1,500.
2. Effective July 1, 2023, the total annual salary for the following day work classifications, and for all employees occupying those classifications, shall be adjusted by an increase of \$1,500:
 - a. Fire Operations Aide, Grade 322;
 - b. EVD, ALS, Grade 353;
 - c. Pump Operator, ALS, Grade 356;
 - d. Fire Operations Aide, ALS, Grade 358;

- e. Fire Prevention Inspector 1, ALS; Grade 365;
- f. Fire Prevention Inspector 2, ALS; Grade 367;
- g. Fire Prevention Inspector 1; Grade 337;
- h. Emergency Services Instructor, ALS, Current Grade 368F;
- i. Emergency Service Instructor, Grade 325;
- j. Firefighter Paramedic, Grade 315;
- k. Paramedic Firefighter, Grade 316;
- l. Emergency Vehicle Driver, Grade 318;
- m. Firefighter, Grade 320;
- n. Emergency Medical Supply Coordinator, Grade 367; and
- o. Fire Supply Coordinator, Grade 337.

3. Effective July 1, 2023, the total annual salary for the classifications of Paramedic CRT ("CRT"), Grade 366, and Paramedic ("EMT-P"), Grade 368 (assigned to EMS), and for all employees occupying the classifications, shall be adjusted by an increase of \$1,500.

<u>FOR THE UNION</u>	<u>FOR THE CITY</u>	<u>ISSUED BY ARBITRATOR</u> <u>SAMANTHA TOWER</u>
		
<u>DATE</u>	<u>DATE</u>	<u>DATE</u>
5-24-2023	5/24/23	5-24-2023