



# FREDERICK COUNTY GOVERNMENT

## OFFICE OF THE COUNTY EXECUTIVE

Jessica Fitzwater  
County Executive

John K. Peterson, Chief Administrative Officer

### **SB 1117 – Employment Standards - Firefighters - Payment of Overtime and Payroll Information**

**DATE:** March 19, 2024  
**COMMITTEE:** Senate Finance Committee  
**POSITION:** Unfavorable  
**FROM:** John Peterson, Chief Administrative Officer of Frederick County Government

As the Chief Administrative Officer, I write with my concern regarding SB 1117 Employment Standards - Firefighters - Payment of Overtime and Payroll Information.

Frederick County Government has a strong relationship with our Professional Fire Fighter Association, IAFF Local 3666. Last spring, we successfully negotiated a strong contract that outlines working conditions and benefits, including overtime and work schedules. Based on consultation and agreement between Frederick County Government and IAFF Local 3666, Frederick County Fire and Rescue continues to follow a 48-hour work week.

Because SB1117 would require local jurisdictions to pay overtime wages after 168 hours are worked in a 28-day period, we would be required to shift to a 42-hour work week. To meet this requirement, Frederick County Government would need to hire 94 additional employees at various ranks. We estimate that this would cost \$12,921,231 in the next Fiscal Year and each year thereafter. Even if we met the requirements of SB 1117 by utilizing our current workforce by paying 6 hours of overtime each week, this would place a significant financial and logistical burden on our Fire and Rescue Services.

It is important to honor the agreements established between local governments and the collective bargaining units that we employ. Decisions regarding work schedules, compensation, and overtime belong at the local bargaining table, not in state policy. The strong two-year agreement between Frederick County Government and IAFF Local 3666 illustrates that this process works and state policy should not supersede that.

Thank you for your consideration of the impact of SB 1117 on local governments. I urge you to give this bill an unfavorable report.

John K. Peterson  
Chief Administrative Officer

Re:  
(Add Date)

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