

Larry Payne

Testimony for Senate Bill 373

Support: **Favorable**

My name is Larry Payne and I am a Shop Stewart with IAFF Local 1742 at BWI Airport Fire Rescue Department. Today I wanted to speak on one of the issues we face with our promotional process that I feel this bill can help rectify. For as long as I have been at the airport, the topic of a two-year promotional eligibility list has been widely supported by the membership but rejected by management. A 2-year list would mean that after the conclusion of all promotional testing and/or interviews, successful candidates who did not rank high enough during the current promotional process would remain on the eligibility list for a two-year period and would be slotted into any appropriate position that opens due to retirement, other promotions, transfers, etc. The current system uses a 6-month list that goes into effect before any promotional testing is initiated. The 6-month list has the option to be extended an additional 6 months, but this choice is up to management discretion which is an unknown and inconsistent variable. If the list expires after 6 months and a retirement happens 2 months later, the candidates who would have been eligible are now forced to sit by and wait for the next promotional process which could be in a year and a half or longer.

This feels like a “no-brainer” addition to our contract but has been met with constant rejection from management over multiple negotiation cycles. This is something that is industry standard amongst other fire departments, has the potential to save the agency money in overtime spending, and is something that other agencies in the state of Maryland (MSP & MDTAP) have in some capacity so we know that it can be done. We feel this is one of many issues that arbitration can help us rectify.

I respectfully urge a favorable report on SB0373