



February 28, 2024

House Bill 900

**Employment Standards - Firefighters - Payment of Overtime and Payroll
Information**

House Appropriations Committee

Position: UNFAVORABLE

The Anne Arundel County Office of Personnel **OPPOSES** House Bill 900 – Employment Standards - Firefighters - Payment of Overtime and Payroll Information. This bill requires a government that employs a firefighter to pay overtime wages for each hour over 168 hours that a firefighter works during a 28-day work period, requires certain information be provided for each pay period, and specifies the grievance process if a county or municipality fails to provide this information.

Currently, the hours worked and wages paid to Anne Arundel County firefighters are negotiated through the collective bargaining process and are set forth in Memoranda of Agreement. This bill provides a required work schedule and separate grievance process for any claim of noncompliance with the statute – and entitles a firefighter to "damages" of up to 3 times the amount of the wages allegedly due. The Bill conflicts with the terms of the County's negotiated Memoranda of Agreement with the bargaining units representing sworn Fire personnel. Furthermore, the Maryland Wage Payment and Collection Law and Maryland Wage and Hour Law already establish the obligation of an employer to provide information on wages and hours and to pay wages due.

For all of these reasons, we respectfully request an **UNFAVORABLE** report on House Bill 900.