



Senate Bill 445
Employment Standards – Firefighters – Payment of Wages and Payroll Information
Senate Finance Committee
Position: Favorable

On behalf of the Professional Fire Fighters of Maryland, I respectfully submit this testimony in strong support of Senate Bill 445.

A poll was conducted by Gonzales Research & Media Services from December 21, 2025, through January 6, 2026. A total of 808 registered voters in Maryland, who indicated they are likely to vote in the 2026 general election were quired by live telephone interviews, utilizing both landline and cell phone numbers. A cross-section of interviews was conducted throughout the state, reflecting election voting patterns.

The margin of error (MOE), per accepted statistical standards, is a range of plus or minus 3.5 percentage points. If the entire population was surveyed, there is a 95% probability that the true numbers would fall within this range.

Question: Uniform Overtime

Currently, firefighters in Maryland work 42 to 48 hours per week before overtime begins. Should all firefighters across the state get overtime pay after 42 hours per week, creating one uniform standard instead of varying department rules ... yes or no?

Yes – 661 (81.8%)

No – 107 (13.2%)

No answer – 40 (5.0%)

Marylanders overwhelmingly support establishing a uniform overtime standard for firefighters, with 81.8% statewide saying overtime should begin after 42 hours per week. Only 13.2% oppose this and 5% offer no opinion. Support is resounding across every major demographic and political group.

The broad consensus suggests that voters view the current patchwork of rules where firefighters in some jurisdictions work up to 48 hours before earning overtime as inequitable and out of step with the demanding, high-risk nature of the job. There is clear public appetite for standardizing overtime compensation in a way that reflects both fairness and accounts for the physical toll of emergency response work.

I respectfully urge the Committee to issue a **favorable report** on Senate Bill 445.

Thank you for your time and consideration.

Submitted respectfully,

A handwritten signature in black ink that reads "Jeffrey Buddle". The signature is written in a cursive, flowing style.

Jeffrey Buddle, President
Professional Fire Fighters of Maryland

The membership of the Professional Fire Fighters of Maryland includes 23 IAFF local affiliates from the following jurisdictions:

Federal: National Capital Federal Fire Fighters

State: Baltimore / Washington International Airport

Local: Annapolis City, Allegany County, Anne Arundel County, Baltimore City (2 affiliates), Baltimore County, Carroll County, Cecil County, Charles County, Cumberland City, Frederick County, Garrett County, Hagerstown, Howard County, Montgomery County, Ocean City, Prince Georges County, Queen Annes County, Salisbury, Talbot County, Worcester County