

# Trone SB445 FAV.pdf

Uploaded by: David Trone

Position: FAV

# From the Desk of Congressman David Trone

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February 18, 2026

The Honorable Pamela Beidle  
Chair, Finance Committee  
3 East Miller Senate Office Building  
Annapolis, Maryland 21401

The Honorable Antonio Hayes  
Vice Chair, Finance Committee  
3 East Miller Senate Office Building  
Annapolis, Maryland 21401

Dear Chair Beidle, Vice Chair Hayes, and Members of the Committee,

I write in support of *Senate Bill 445 - Employment Standards - Firefighters - Payment of Wages and Payroll Information* because our firefighters run toward danger when everyone else is running away. They deserve not only our heartfelt gratitude, but they also deserve fair compensation.

For too long, firefighters in certain jurisdictions have operated under a 48-hour work week standard that exceeds what is reasonable given the physical and emotional demands of the job. *Senate Bill 445* prospectively lowers that standard to 42 hours in Montgomery, Frederick, and Howard Counties and Baltimore City, while preserving existing collective bargaining agreements and allowing local governments to plan responsibly for implementation. Importantly, this also increases competition with jurisdictions in surrounding states, ensuring that we maintain necessary recruitment and retention rates.

Our firefighters work long shifts and shoulder enormous emotional strain. Fair compensation and reasonable work standards are not luxuries—they are required to recruit, retain, and sustain the highly trained professionals who protect our communities. When we ask firefighters to risk everything for us, the least we can do is ensure they and their families are treated with respect and compensated fairly for their time and sacrifice.

I urge your support of *Senate Bill 445 - Employment Standards - Firefighters - Payment of Wages and Payroll Information*.

Respectfully,



David Trone  
Former Member of Congress

**SB445\_FAV.pdf**

Uploaded by: Donna Edwards

Position: FAV



## MARYLAND STATE & D.C. AFL-CIO

*Affiliated with the National AFL-CIO*

**Donna S. Edwards**  
President

**Samuel Epps, IV**  
Secretary-Treasurer

📞 410.280.2233

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📍 7 School Street  
Annapolis, MD 21401-2096

### **SB 445 - Employment Standards - Firefighters - Payment of Wages and Payroll Information**

#### **Senate Finance Committee**

**February 18, 2026**

#### **SUPPORT**

**Donna S. Edwards**

**President**

Madame Chair and members of the Committee, thank you for the opportunity to submit testimony in support of SB 445. On behalf of our 700 affiliated unions, I offer the following comments.

SB 445 seeks to establish clear parameters for fair and transparent compensation for firefighters.

Firefighters routinely place their lives on the line to protect our communities. It is a physically and mentally demanding job that requires unwavering dedication, bravery, sacrifice, and a commitment to public safety. The nature of their work oftentimes requires long and irregular hours, with many firefighters having to work overtime to meet the demands of their community. Despite this, there remains inequitable compensation practices, perpetuating wage disparities and unfair and deceptive treatment.

SB 445 aims to directly address these concerns by ensuring greater fairness, transparency, and accountability within firefighter pay. This legislation does a number of things; it requires governmental units to compute overtime wages equitably; enables governmental units to provide clear payroll information to every firefighter; and, allows for firefighters or their representatives to file grievances if these standards are not upheld. This bill helps to eliminate certain disparities and administrative challenges to protect against wage miscalculations and relieve the burdens of navigating compensation issues that often fall on the firefighters themselves.

Fair and transparent compensation is a small step in recognizing the profound work that these individuals do day in and day out. Given the inherent stress and immense responsibility of this line of work, firefighters should not have to worry about being paid fairly for shouldering such impactful service.

For these reasons, we urge a favorable vote on SB 445.



[unions@mddclabor.org](mailto:unions@mddclabor.org)



[www.mddclabor.org](http://www.mddclabor.org)



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# **Senate Bill 445 (2026) PFFMD Testimony - J. Buddle**

Uploaded by: Jeffrey Buddle

Position: FAV



**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*

**Ltr to Chair Beidle Sen Finance SB445 02.16.26.pdf**

Uploaded by: Joshua Fannon

Position: FAV



# Baltimore Fire Officers Association

Local No. 964

1030 S. LINWOOD AVENUE  
BALTIMORE, MARYLAND 21224  
(410) 276-6964 FAX: (410) 675-3930



CHARTERED FEBRUARY 20, 1948



February 16, 2026

Maryland Senate Finance Committee  
Room 121, House Office Building  
Annapolis, Maryland 21401  
ATTN: Chair Pamela Beidle & Vice Chair Antonio Hayes  
**SENT VIA EMAIL**

RE: Recommending a Favorable Report on SB445

Chair Beidle and Honorable Members of the Senate Finance Committee,

Thank you for your consideration of Senate Bill 445: Employment Standards – Firefighters – Payment of Wages & Payroll Information. On behalf of the members of the Baltimore Fire Officers, we strongly encourage a favorable report. In order to give you further context on the issue, I have included text from a resolution passed at the 2023 Professional Fire Fighters of Maryland Convention.

The Fair Labor Standards Act of 1938 (FLSA), § 207(k) as amended in 1974, provides for firefighters to receive overtime compensation for hours worked in excess of fifty-three (53) hours per week; or two hundred twelve (212) hours in twenty-eight (28) days. *Garcia v. San Antonio Metropolitan Transit Authority*, 469 U.S. 833 (1976) applied the provisions of FLSA to state and local governments. The State of Maryland, by and through the Maryland legislature, is empowered to enact legislation that provides rights more favorable to its citizens than those provided by the federal government.

Substantial data and experience have demonstrated that firefighter's health, well-being, and work life balance are negatively impacted by working longer hours than those of the general work population at large. The majority of the IAFF locals in this State have secured overtime compensation for work hours in excess of forty-two (42) per week through collective bargaining, demonstrating that such a schedule can be responsibly staffed, while providing opportunities for firefighters to achieve better health, avoidance of fatigue, and strike a better work life balance.

Currently, five (5) IAFF locals organized under respective jurisdictions of the laws of the State of Maryland have been unable to achieve a comparable, reasonable work week through collective bargaining. Further, local governments are beginning to exploit the high work week hours permitted for firefighters under the “Fair” Labor Standards Act. Our firefighters are concerned that, left unchecked, this will lead to a statewide increase of work hours for all firefighters solely because the federal and state laws do not offer further protection.

Firefighters risk their lives daily to protect our communities, and it is imperative that their financial wellbeing is safeguarded. SB 445 would:

- Require governmental units to compute overtime pay based on a 28-day, 168-hour work period, acknowledging the demanding and irregular schedules that firefighters face.
- Mandate that counties and municipalities provide detailed payroll information, including rates of pay, overtime rates, and gross earnings, ensuring transparency and accuracy in compensation.
- Establish a clear grievance procedure for firefighters or their representatives in cases of payroll discrepancies, providing a path to resolution and accountability.

This bill not only enhances payroll transparency but also promotes fairness by ensuring that all regularly scheduled hours, including those covered by earned or accrued leave, are included in overtime calculations. Furthermore, by outlining remedies for payroll errors, SB 445 demonstrates a commitment to protecting those who serve us so selflessly.

Passage of this legislation would be a meaningful step in recognizing the sacrifices made by our firefighters and reinforcing our commitment to their financial stability and overall wellbeing. I urge you to support SB 445 and work toward its swift enactment.

We appreciate your consideration of this matter. We greatly praise Sen. Kramer’s leadership on this pressing issue facing professional firefighters throughout the state. We humbly ask that you return a favorable report.

Respectfully submitted,



Joshua L. Fannon, President  
IAFF Local 964 Baltimore Fire Officers

CC: Mr. Jeffrey Buddle, President, Professional Fire Fighters of Maryland

# Untitled document.pdf

Uploaded by: Patrick Lyon

Position: FAV

As a lifelong county resident and career firefighter of Montgomery County, Maryland, I want to express my concerns for my community, coworkers, family, and friends.

The issues that are secondary to an extensive work schedule, lack of sleep, and occupational hazards are numerous. Stress on your body, mentality, family life, recovery time, relationships, financial concerns, are all heavily affected by only a few of many contributing factors.

Firefighters are asked to perform their duties for 24 hours out of the day, which often results in them using the following day for sleep and recovery, not for daily living activities. And due to the 24 hours on, 48 hours off schedule that, in the end, allows us with about 1 day to adjust to a normal sleep schedule and mentally prepare for another shift. It throws one for a tumultuous ride of stress, fatigue, and anxiety fueled by caffeine and possibly other substances to manage.

Poor job performance and injuries can be related to over working. When one needs to work overtime, as a result of being forced to work or for financial issues, they need to work more than 24 hours at a time, most often 34 to 48 hours at a time. That in correlation with high call volumes can affect patient care, emergency response, and safety for everyone involved.

Myself among many others like me seek fair treatment and fair compensation for our sacrifices. If we cannot currently achieve the progressive standard of a healthy work schedule like many of our neighboring fire departments, then we are urging to push SB0445 so that we can begin to affect change. You have our support.

# **Testimony in support of SB0445 - Employment Standa**

Uploaded by: Richard KAP Kaplowitz

Position: FAV

SB0445\_RichardKaplowitz\_FAV

02/18/2026

Richard Keith Kaplowitz  
Frederick, MD 21703

**TESTIMONY ON SB#/0445 - POSITION: FAVORABLE**

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

**TO:** Chair Beidle, Vice Chair Hayes, and members of the Finance Committee

**FROM:** Richard Keith Kaplowitz

**My name is Richard Keith Kaplowitz. I am a resident of District 3, Frederick County. I am submitting this testimony in favor of SB#/0445, Employment Standards - Firefighters - Payment of Wages and Payroll Information**

This bill is an attempt to ensure that our first responders, who put their lives on the line to take care of their community, are properly compensated for the essential work they are doing. It creates transparency on the computation of overtime pay as well as detailed information for that firefighter's access to more complete information about their pay and benefits.

It would also give the firefighter or their exclusive representative the authorization for initiation of a grievance complaint when the county or municipality fails to provide the required payroll information. As the father-in-law of a Montgomery County Fire Department Captain I want to be sure she is treated fairly and respectfully for the vital services she provides to the community.

This bill will strengthen the ability of the firefighters to be fully informed about their compensation and will facilitate actions if that full information is not made available to them.

**I respectfully urge this committee to return a favorable report on SB#/0445**

# **SB 0445 Opposition Metro Chiefs 2026.pdf**

Uploaded by: Gordon Wallace

Position: UNF



# METROPOLITAN FIRE CHIEFS COUNCIL OF MARYLAND

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February 16, 2026

Honorable Members of the Finance Committee,

The Metropolitan Fire Chiefs Council of Maryland is respectfully submitting this letter, in order to provide written testimony in opposition of Senate Bill 0445 (cross-filed with House Bill 0532), Employment Standards - Firefighters - Payment of Wages and Payroll Information.

SB 0445 would impose uniform statewide employment standards on counties and jurisdictions, including a specific method of computing overtime and mandated payroll reporting formats. This approach contradicts local collective bargaining authority that has been exercised between individual jurisdictions and their bargaining units for years. Local governments and professional firefighter members have developed work schedules, pay practices, and overtime calculations tailored to local needs. By mandating a single statewide standard, the bill risks negating locally negotiated agreements. It is the Metro Chiefs Council's belief that pay, staffing and work schedules should remain within the collective bargaining realm, working with management and organized labor to best meet the needs of the communities served.

Imposing a uniform an overtime threshold could result in significant unbudgeted costs for counties and jurisdictions. Past similar proposals were estimated to cost some local governments millions of dollars annually and should be considered an unfunded mandate. Local government budgets are already tightly constrained by rising operational costs, healthcare premiums, and infrastructure needs. Mandating a costly pay standard without dedicated funding will strain local budgets.

Fire departments operate under varying staffing models, based on call volume, and labor supply conditions across Maryland. Some jurisdictions incorporate volunteers alongside career staff; others have adopted alternative scheduling systems based on risk and needs of differing communities. We believe it should be left to local counties and jurisdictions to best determine staffing and pay schedules based on what is best for communities served.

For these reasons, we respectfully urge an unfavorable report for SB 0445.

Respectfully Submitted,

Gordon Wallace  
Legislative Subcommittee Chair  
Metropolitan Fire Chiefs Council of MD

**SB 0445 UNF FCG OCE LS26 .pdf**

Uploaded by: Jessica Fitzwater

Position: UNF



**FREDERICK COUNTY GOVERNMENT**  
**OFFICE OF THE COUNTY EXECUTIVE**

Jessica Fitzwater  
*County Executive*

**SB 445 – Employment Standards - Firefighters - Payment of Wages and Payroll Information**

**DATE:** February 18, 2026  
**COMMITTEE:** Senate Finance Committee  
**POSITION:** Unfavorable  
**FROM:** The Office of Frederick County Executive Jessica Fitzwater

As the County Executive of Frederick County, I write with my concerns about SB 445 - Employment Standards - Firefighters - Payment of Wages and Payroll Information.

Prior to running for elected office, I was a public educator and a dedicated Maryland State Educator Association (MSEA) and Frederick County Teachers Association (FCTA) member. I am a firm believer in the value of organized labor and know firsthand how important collective bargaining is. Now in my role as the County Executive of Frederick County, I value the partnership Frederick County Government has with our local International Association of Fire Fighters unit. I was proud to sign a three-year contract with IAFF Local 3666 early in my term as County Executive.

Unfortunately, as proposed, SB 445 would undermine the relationship I have built with Local 3666 and remove much local authority over future contracts. **As proposed, this bill would eliminate local bargaining authority over firefighter schedules and overtime policies and instead establish a statewide mandate for uniform schedules and overtime policies based on a 42-hour shift schedule.** This shift schedule has never been a point of negotiation at our table.

The fiscal impact of SB 445 is significant. To meet the requirements of the bill, Frederick County would need to hire at least 150 new positions, including nearly 100 firefighters, 20 technicians, 29 station officers, and at least 4 battalion chiefs. While it is impossible to calculate the exact cost of hiring these positions due to the variation of rank, the challenges associated with recruitment, and the other unknown variables, we expect the **annual fiscal impact to be at least \$17 million.**

Unfortunately, based on current recruitment and retention trends, we do not expect to be able to fill the positions needed in the near term. This would require Frederick County government to pay overtime for additional hours past the 42-hour week. Depending on what rank and position each individual working overtime is, **the annual fiscal impact of meeting the bill's overtime pay requirements would be at least \$4 million.**

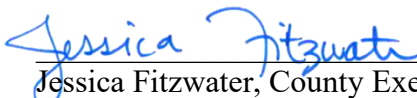
These fiscal impacts are striking, especially considering the substantial cost shifts to local governments in the proposed FY27 State Budget. Local governments like Frederick County do not have \$3 – 17 million in wiggle room in our budgets. Public safety is our second-largest budget item after education, and this increase would raise the public safety budget by nearly 10%.

Public safety is a top priority for local governments, but we have limited resources and many competing interests.

However, the fiscal impacts are not the only concerning outcome of this bill. Because of the challenges fire and rescue services across the country face in hiring personnel, we expect that these new shift schedule requirements will result in mandatory overtime and will limit our ability to provide full recommended staffing. I am proud that Frederick County has a robust and successful combination Fire Service. We have worked hard to improve our career service delivery to include the recommended staffing of four firefighters per fire truck. This bill would undermine these efforts and ultimately reduce safety for both our firefighters and residents.

SB 445 disrupts the long-standing collective bargaining process between local governments and the International Association of Fire Fighters. It would impose a significant financial burden on Frederick County and similar jurisdictions, and it would hinder our capacity to maintain recommended staffing levels and enhance service delivery to our residents.

I respectfully request that the Committee provide an unfavorable report.

  
\_\_\_\_\_  
Jessica Fitzwater, County Executive  
Frederick County, MD

**SB0445-FIN\_MACo\_OPP.pdf**

Uploaded by: Karrington Anderson

Position: UNF



## Senate Bill 445

### *Employment Standards - Firefighters - Payment of Wages and Payroll Information*

MACo Position: **OPPOSE**

To: Finance Committee

Date: February 18, 2026

From: Karrington Anderson

The Maryland Association of Counties (MACo) **OPPOSES** SB 445. This bill would eliminate local bargaining authority over firefighter overtime policies and instead establish a statewide standard, resulting in a massive new unfunded mandate. SB 445 is a one-size-fits-all approach that threatens to undermine local operations, place an undue financial burden on county governments, and compromise emergency response services for Maryland residents.

Firefighter schedules, hours, and overtime are currently – and properly – among the topics collectively bargained between the local government and the employee representatives. In some jurisdictions, where the employees have prioritized a work schedule that leads to 42 or 40 hours per week, the bargaining process has allowed the county government to secure other trade-offs to make the needed service levels affordable. SB 445 fails to do this by substituting the State's judgment on this single element, and arbitrarily imposing an overtime standard with no regard to any offsets that could have been bargained.

Under SB 445, counties are effectively left with two options. First, they may maintain current staffing levels and be required to pay substantial and, in many cases, exorbitant overtime costs to meet existing service demands under a 42-hour threshold. For affected counties, this would result in millions of dollars in new, ongoing expenditures with no corresponding revenue source.

Alternatively, counties could attempt to transition fully to a 42-hour schedule by hiring a significant number of additional firefighters. However, this option is largely unrealistic. Counties across Maryland, and nationwide, are already facing serious challenges in recruiting both career and volunteer firefighters. In some jurisdictions, transitioning to a 42-hour model would require hiring scores of additional personnel. Given the current workforce environment, that level of expansion is simply not feasible, meaning unavoidable overtime costs to continue current service levels.

In short, SB 445 forces counties to either absorb unsustainable overtime costs or undertake large-scale hiring that current labor market conditions will not support. Both paths threaten fiscal stability and the reliable delivery of emergency services. For these reasons, MACo **OPPOSES** SB 445 and urges an **UNFAVORABLE** report.

**SB 445 - MoCo\_Elrich\_OPP (GA 26).pdf**

Uploaded by: Marc Elrich

Position: UNF



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich  
County Executive

February 18, 2026

TO: The Honorable Pamela Beidle  
Chair, Finance Committee

FROM: Marc Elrich  
County Executive

RE: Senate Bill 445, *Employment Standards – Firefighters – Payment of Wages and Payroll Information*

Oppose

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Senate Bill 445 would require governmental units that employ firefighters to compute overtime pay for a firefighter based on each hour over 168 hours that the firefighter works during a 28-day work period. The overtime calculation would be based on all regularly scheduled hours, inclusive of earned or accrued leave. Currently, for its fire operations, Montgomery County utilizes a 24/48 schedule, which results in a standard work week of 48 hours. The bill also outlines certain requirements and procedures related to the provision of payroll information.

I oppose the enactment of this bill, for two key reasons:

- its passage would constitute an unfunded State mandate, estimated at \$10 million annually, that would be borne by Montgomery County taxpayers – for the same level of service they receive now; and
- “hours of work” is a mandatory subject of collective bargaining under the Montgomery County Code, which this legislation intentionally circumvents.

In addition, changes to “hours of work” would result in a departure from the existing 24/48 schedule, which may also require an adjustment of an increase to the number of firefighters necessary to fully staff the County’s 37 fire and rescue stations. Any increase in the number of firefighters requires a significant recruitment undertaking, and it could take anywhere from six to 24 months to fully staff to a new staffing level. As the County works towards full staffing, overtime would increase significantly to cover the gaps. Not only would this be costly from a financial

The Honorable Pamela Beidle

Re: Senate Bill 445

February 18, 2026

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standpoint, but concerning from a firefighter safety perspective since it would result in more firefighters working on less rest, thereby increasing the risk of injury to firefighters and the public they serve.

Finally, it could be difficult to find firefighters willing to cover shifts, and the disruptions could result in critical training or retraining opportunities being delayed or missed, potentially placing firefighters and the public at risk.

For these reasons, I respectfully request that the Committee not advance this legislation.

cc: Members of the Finance Committee

**RJR-(Cumberland)-House Bill 532 Senate Bill 445 Em**

Uploaded by: Raymond Morriss

Position: UNF



# CITY OF CUMBERLAND Maryland

**MAYOR**  
RAYMOND M. MORRISS  
**COUNCIL**  
RICHARD J. CIONI, JR  
EUGENE T. FRAZIER  
JAMES L. FURSTENBERG, III  
BRIAN R. LEPLEY

**CITY ADMINISTRATOR**  
JEFFREY F. SILKA, ICMA-CM  
**CITY SOLICITOR**  
MICHAEL SCOTT COHEN  
**CITY CLERK**  
ALLISON K. LAYTON, CPM

[Senator Pamela Beidle](#), Chair  
[Senator Antonio Hayes](#), Vice-Chair  
Senate Finance Committee  
3 East Miller Senate Office Building  
Annapolis, Maryland 21401

**Re: House Bill 532/ Senate Bill 445: Employment Standards - Firefighters - Payment of Wages and Payroll Information - OPPOSED**

**February 9, 2026**

Dear Chairwoman Wells, Vice-Chair Kerr, and Committee Members:

On behalf of the City of Cumberland, I respectfully write this letter of opposition on House Bill 532/ Senate Bill 445: Employment Standards - Firefighters - Payment of Wages and Payroll Information.

As you may know, Cumberland's Fire Department has a rich history which dates back to its inception on March 6, 1906. Initially, it was staffed by four men at Central Station 1 and three men at South End Station 2. The department's apparatus included a 65-foot Seagrave aerial ladder truck and three American LaFrance combination chemical engine and hose wagons, all horse-drawn with six horses. Since then, the department has significantly grown to include 65 members, with a focus on providing the best possible fire protection and emergency medical services to the citizens of Cumberland, Maryland. The department is proudly committed to increasing the efficiency and quality of service to its community.

Last year, this legislation was introduced and successfully passed the House Chamber despite concerns raised by some local jurisdictions, including Frederick, Howard, and Montgomery counties and Baltimore City. According to the 2025 fiscal note, those jurisdictions estimated their personnel costs would increase by "*millions of dollars as a result of paying additional overtime wages or hiring more firefighters to cover shifts.*" The City of Cumberland analyzed the fiscal impacts of this legislation and concluded similar consternation as the previously mentioned jurisdictions.

Understanding the real possibility that this bill would be re-introduced during this legislation session, we respectfully (and timely) wanted to share our concerns for the record. Based on the employee pay rates and the number of firefighters employed in our department, the City's operational expenditures would increase by hundreds of thousands of dollars if HB532/SB445 were to be enacted.

Federal law generally requires governments to pay firefighters overtime wages after 212 hours are worked in a 28-day period. The City of Cumberland pays overtime for its firefighters based on the Fair Labor Standards Act (FLSA). Firefighters are entitled to overtime pay after working more than 40 hours in a workweek, with a threshold of 56 hours before they must receive overtime pay. Additionally, firefighters may receive compensatory time if they work more than 48 hours in a workweek, which can be accrued up to 480 hours.

As your committee reviews the testimony, fiscal note, and other local jurisdiction testimonials, we hope that you take our concerns into serious consideration before rendering any decisions. In these fiscal times, municipalities, like Cumberland, cannot absorb these costs, nor can the 19,000 residents that we serve. For these reasons, we respectfully urge an unfavorable report. Should you need additional information, please don't hesitate to reach out at any time, we will happily accommodate your request.

Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Raymond M. Morriss". The signature is written in black ink and is positioned above the typed name.

Mayor Raymond Morriss  
City of Cumberland



**CITY OF CUMBERLAND**  
*Maryland*

**MAYOR**

RAYMOND M. MORRIS

**COUNCIL**

RICHARD J. CIONI, JR

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BRIAN R. LEPLEY

**CITY ADMINISTRATOR**

JEFFREY F. SILKA, ICMA-CM

**CITY SOLICITOR**

MICHAEL SCOTT COHEN

**CITY CLERK**

ALLISON K. LAYTON, CPM

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