



Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: Howard County Police Supervisors' Alliance, Lodge 143

To: Lonnie R. Robbins
Chief Administrative Officer

From: John K. Peterson *JCP*
Assistant Chief Administrative Officer

Date: May 6, 2020

The Administration supports and urges the passage of the Council Bill 19-2020 which relates to the approval of a three-year agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the Howard County Police Supervisors' Alliance, Lodge 143 for fiscal years 2021, 2022 and 2023.

The bill is submitted to the County Council pursuant to Section 1.111(e) of the Howard County Code for the Council to approve agreed-upon provisions in the collective bargaining agreement that conflict with the personnel provisions of the County Code and the Employee Manual.

The Bill's Exhibit 1 is the negotiated agreement in its entirety. Exhibit 2 to the bill contains all provisions determined to be in conflict with the Pay Plan and Employee Manual. The purpose is to give the Council a comprehensive assessment of the differences between the collective bargaining agreement negotiated with these employees and the County's personnel provisions.

The negotiated agreement with the Police Supervisors' Alliance provides that it will have a term from July 1, 2020 through June 30, 2023. The agreement includes an increase to the top of the pay scale at year 20 in FY 21 and again in FY 22, a 2% across the board increase December 21, 2020, a 2% across the board increase effective December 20, 2021 and a 2% across the board increase effective December 19, 2022. The agreement includes a premium pay for members assigned to operate the Department's Small Unmanned Aircraft System and includes a small change to the Physical Fitness/Wellness Program.

The FY 2021 increase will have an approximate fiscal impact of \$118,909. The FY 2022 increase will have an approximate fiscal impact of \$385,246. The FY 2023 increase will have an approximate fiscal impact of \$617,480.

cc: Jennifer Sager