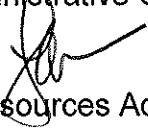





**Howard County**  
*Internal Memorandum*

SUBJECT: Council Testimony and Fiscal Impact  
Statement – Council Bill No. \_\_\_ Re: Local 2000 IAFF

To: Lonnie Robbins  
Chief Administrative Officer

Through: Todd Allen   
Human Resources Administrator

From: Art Griffin   
Chief, Classification and Pay

Date: August 20, 2013

The Administration supports and urges the passage of Council Bill \_\_\_, which relates to the approval of a single year labor agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with Local 2000 of the International Association of Fire Fighters for Fiscal Year 2014.

The bill is submitted to the County Council pursuant to Section 1.111(e) of the Howard County Code in order 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.

Negotiations with Local 2000 did not conclude in time to be grouped with prior legislation enacting collective bargaining agreements for Fiscal Year 2014. However the term of Agreement covers the entire 12 month period so the provisions are retroactive to July 1, 2013 and extend to June 30, 2014. The Agreement includes the amount of compensation to be paid to members of Local 2000 during Fiscal Year 2014 through the end of the agreement's term and other pay provisions as well. These economic features were accounted for in the DFRS budget as approved by the Council for FY14.

The Bill's Exhibit A is the negotiated agreement in its entirety. Exhibit B 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.

cc: Jennifer Sager