




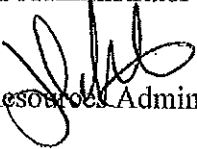
Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: IAFF-Local 2000

To: Lonnie R. Robbins
Chief Administrative Officer

Through: 
Wanda Hutchinson
Human Resources Administrator

From: John Peterson 
Deputy Human Resources Administrator

Date: August 28, 2017

The Administration supports and urges the passage of the Council Bill which relates to the approval of a two year agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the Local 2000 for fiscal years 2018 & 2019.

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.

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 Local 2000 provides that it will have a term from July 1, 2017 through June 30, 2019. The agreement includes a 1% Across the Board increase effective December 25, 2017 and a 1% Across the Board increase effective June 11, 2018. Changes to premiums include a premium pay for paramedics who are actively engaged in taking ambulance calls, a premium for fire fighters serving in the Office of the Fire Marshall and a change to how the Special Operations premium is calculated. The FY 2018 increase will have an approximate fiscal impact of \$378,447 and the FY 2019 increase will have an approximate fiscal impact of \$1,723,993. Both fiscal year impacts include pass throughs to Fire Management.

cc: Jennifer Sager