




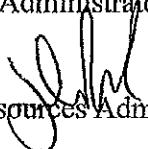
# Howard County

## Internal Memorandum

**Subject:** Council Testimony and Fiscal Impact  
Statement  
Re: FOP Lodge 143

**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 FOP Lodge 143 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 Lodge 143 provides that it will have a term from July 1, 2017 through June 30, 2019. The agreement includes a 2% Across the Board increase effective December 25, 2017 and a 2% Across the Board increase effective January 1, 2019. The agreement also calls for increases to certain Specialty pays (Emergency Services Unit, Hostage Negotiators, etc.). The FY 2018 increase will have an approximate fiscal impact of \$95,077 and the FY 2019 increase will have an approximate fiscal impact of \$287,134.

cc: Jennifer Sager