




# Howard County

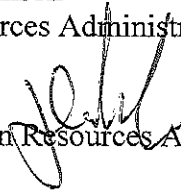
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## Internal Memorandum

**Subject:** Council Testimony and Fiscal Impact Statement  
Re: Howard County Public Safety Dispatchers Association

**To:** Lonnie R. Robbins  
Chief Administrative Officer

**Through:**   
Wanda Hutchinson  
Human Resources Administrator

**From:** John Peterson   
Deputy Human Resources Administrator

**Date:** May 2, 2018

The Administration supports and urges the passage of the Council Bill 33-2018 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 Howard County Public Safety Dispatchers Association for fiscal years 2019 and 2020.

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 Dispatchers Association provides that it will have a term from July 1, 2018 through June 30, 2020. The agreement includes a 2% Across the Board increase effective December 24, 2018 and a 2% Across the Board increase effective December 23, 2019. The agreement also calls for an increase to the meal allowance from \$12 to \$14 and increases the pay for Communications Training Officers from \$5 per hour to \$70 per day. The FY 2019 increase will have an approximate fiscal impact of \$54,941 and the FY 2020 increase will have an approximate fiscal impact of \$150,925. Both fiscal year impacts include pass throughs to Emergency Communications Supervisors.

cc: Jennifer Sager