




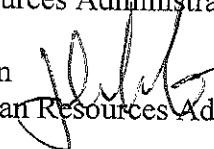
Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: American Federation of State, County and Municipal Employees, Local 3080

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 35-2018 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 American Federation of State, County and Municipal Employees (AFSCME), Howard County Local 3080 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 Local 3080 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 includes an increase for certain specialty pays including Special Emergency Response, Language Fluency, Field Training Officers, Classroom Instructors and SafeServ certifications. The agreement calls for the study of a cost neutral DROP program. The FY 2019 increase will have an approximate fiscal impact of \$120,581 and the FY 2020 increase will have an approximate fiscal impact of \$303,100. The fiscal impact includes the pass through to corrections management.

cc: Jennifer Sager