




# Howard County

## Internal Memorandum

SUBJECT: Council Testimony – Agreement Between Howard County, Maryland and Howard County Supervisors’ Alliance, FOP Lodge 143, Collective Bargaining Agreement

TO: Lonnie Robbins  
Chief Administrative Officer

THROUGH: Wanda Hutchinson  
Administrator, Office of Human Resources

FROM: Janssen Evelyn  
Assistant Chief Administrative Officer 

DATE: September 3, 2019

The Administration supports and urges the passage of **Council Bill CB47-2019**. This legislation relates to the approval of a one-year agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with Howard County Supervisors’ Alliance, FOP Lodge 143 for Fiscal Year 2020.

The bill is submitted to the County Council pursuant to Section 1.III(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 FOP Lodges 143 provides that it will have a term from July 1, 2019 through June 30, 2020. Sean Malone and/or I will be available to more fully explain any of these requests to the Council.

CC: Sean Malone, Esq.  
Stacey Simmons, Chief, Classification and Pay  
Jennifer Sager