



Howard County

Internal Memorandum

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

To: Lonnie R. Robbins
Chief Administrative Officer

From: John K. Peterson *JK*
Assistant Chief Administrative Officer

Date: May 6, 2020

The Administration supports and urges the passage of the Council Bill 18-2020 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 2021 and 2022.

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, 2020 through June 30, 2022. The agreement includes the addition of one step at the top of the pay scale effective July 1, 2020, the elimination of a shift differential and the inclusion of that differential in the base pay scale, a 2% Across the Board increase effective December 21, 2020 and a 2% Across the Board increase effective December 20, 2021. The agreement removes obsolete Service Fee language, adds a premium for employees who hold and use a NCIC-I certification, an increase in the amount of Union Leave allocated to the bargaining unit, a change to the scheduled hours used for annualized salary and pension calculations, an agreement to seek office space for the bargaining unit and an agreement to provide copies of polices that affect the Communication Bureau in advance for review and comment..

The FY 2021 increase will have an approximate fiscal impact of \$138,940 and the FY 2022 increase will have an approximate fiscal impact of \$230,182.

cc: Jennifer Sager