Howard County
Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: American Federation of State, County and Municipal Employees, Local 1810

To: Lonnie R. Robbins
Chief Administrative Officer

From: John K. Peterson
Assistant Chief Administrative Officer

Date: May 6, 2020

The Administration supports and urges the passage of the Council Bill 20-2020 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 American Federation of State, County and Municipal Employees (AFSCME), Howard County Local 1810 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 Local 1810 provides that it will have a term from July 1, 2020 through June 30, 2022. The agreement includes the addition of two steps to the top of the pay scale effective July 1, 2020, 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, allows for the direct donation of sick leave, incorporates a side letter agreement on members working Snow Removal, and provides for office space for the Chief Shop Steward.

The FY 2021 increase will have an approximate fiscal impact of $301,951 and the FY 2022 increase will have an approximate fiscal impact of $811,839.

cc: Jennifer Sager