



# Howard County

## Internal Memorandum

**Subject:** Council Testimony and Fiscal Impact Statement  
Re: Howard County Police Officer's Association, Lodge 21

**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 23-2020 which relates to the approval of a one-year agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the Howard County Police Officer's Association, Lodge 21 for fiscal year 2021.

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 Police Officer's Association provides that it will have a term from July 1, 2020 through June 30, 2021. The agreement includes an increase to the top of the pay scale at year 20, the acceleration of part of a step at year 13, and a 2% Across the Board increase effective December 21, 2020. The agreement provides a premium for officers assigned to the Repeat Offenders Proactive Enforcement Program (ROPE), Centralized and Decentralized Tactical Section members and officers assigned to operate the Department's Small Unmanned Aircraft System. The agreement also provides for an increase in the amount of compensatory time an employee may earn and a small change to the Physical Fitness/Wellness Program.

The FY 2021 increase will have an approximate fiscal impact of \$589,606.

cc: Jennifer Sager