

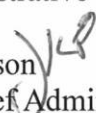


Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: International Association of Fire Fighters (IAFF) Local 2000

To: Lonnie R. Robbins
Chief Administrative Officer

From: John K. Peterson 
Assistant Chief Administrative Officer

Date: May 22, 2020

The Administration supports and urges the passage of the Council Bill 36-2020 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 International Association of Fire Fighters (IAFF) Local 2000 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 IAFF Local 2000 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 and a 2% Across the Board increase effective December 21, 2020. The agreement provides for transition pay for those acting as company officers or serving as Battalion Aides, allows for a temporary alternate work schedule for out of County disaster responses or humanitarian events, allows for a paramedic preference in hiring of new recruits, makes changes to the staffing language and provides that the Chief Administrative Officer shall convene a work group to study work schedules.

The FY 2021 increase will have an approximate fiscal impact of \$542,358.

cc: Jennifer Sager