

Office of the County Auditor

Auditor's Analysis

Council Bill No. 36-2020

Introduced: June 1, 2020

Auditor: Lisa Geerman

Fiscal Impact:

Council Bill 36-2020 approves an agreement between the County and the International Association of Firefighters (IAFF), Howard County Local 2000.

The fiscal impact for FY 2021 will be approximately \$542,358. This amount includes the cost of a 2 percent across the board salary increase effective December 21, 2020, and the cost of the increase to the top of the pay scale.

Purpose:

The bill approves a one-year collective bargaining agreement between Howard County and the IAFF Local 2000 and adopts provisions that are in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual.

The negotiated agreement with IAFF Local 2000 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 percent across the board salary increase effective December 21, 2020.

The agreement also provides:

- Transition pay for those acting as company officers or serving as Battalion Aides,
- Temporary alternate work schedules for out-of-County disaster responses,
- Paramedic preference in hiring of new recruits,
- Changes to the staffing language, and
- A stipulation that the Chief Administrative Office shall convene a work group to study work schedules.

Other Comments:

Legislation approving collective bargaining agreements is usually included in the annual budget legislation. The contract was going through the ratification process and a final decision was not made in time for it to be filed as part of the budget legislation. Funding was included in the FY 2021 budget for the salary increases.