




Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: American Federation of State, County and Municipal Employees (AFSCME)
Local 3085

To: Lonnie R. Robbins
Chief Administrative Officer

From: John K. Peterson 
Assistant Chief Administrative Officer

Date: June 26, 2020

The Administration supports and urges the passage of the Council Bill 41-2020 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) Local 3085 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 AFSCME Local 3085 provides that it will have a term from July 1, 2020 through June 30, 2022. The agreement includes changes to the bottom of the pay scale and a 2% Across the Board increase effective December 21, 2020. The agreement provides the study of certain position classifications, the formation of a committee to review required safety training, the elimination of obsolete language, clarification of existing language and the incorporation of previously negotiated items. The agreement provides for a limited reopener in the second year of the agreement for the purposes of discussing wages for fiscal year 2022.

The FY 2021 increase will have an approximate fiscal impact of \$363,002. Due to the provision for a limited wage reopener, the FY 2022 impact can not be determined at this time.

cc: Jennifer Sager