

**Office of the County Auditor**  
**Auditor's Analysis**

**Council Bill No. 41-2020**

Introduced: July 6, 2020

Auditor: Rebecca Gold

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Fiscal Impact:

According to the Administration, the fiscal impact of this legislation for Fiscal Year 2021 will be approximately \$364,978.

Proposed changes to the collective bargaining agreement that have a fiscal impact include:

- A 2 percent pay increase effective January 1, 2021;
- Additional steps added to the pay plan; and
- A time-and-a-half holiday pay stipulation for employees working a fixed shift at Alpha Ridge Landfill.

In our review of the Administration's original projections, we discovered a variance of approximately \$2,000. They concurred with our analysis and resubmitted a revised projection to include this variance in the total \$364,978 noted above.

Purpose:

The purpose of Council Bill 41-2020 is to submit for Council approval a collective bargaining agreement (Agreement) between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 3085, Council 67, AFL-CIO, as stipulated in Section 1.111(e) of the Howard County Code<sup>1</sup>.

A summary of changes from the prior Agreement is included in Exhibit A.

Other Comments:

Funding for the pay increase was included in the FY 2021 Operating Budget.

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<sup>1</sup> Source:

[https://library.municode.com/md/howard\\_county/codes/code\\_of\\_ordinances?nodeId=HOCOCO\\_TIT1HURE\\_SUBTITLE\\_IHUREAD\\_PTIIIMESY\\_S1.111SCMESY](https://library.municode.com/md/howard_county/codes/code_of_ordinances?nodeId=HOCOCO_TIT1HURE_SUBTITLE_IHUREAD_PTIIIMESY_S1.111SCMESY)

## Exhibit A – Summary of Agreement Changes

Changes from the prior Agreement include:

Section/Topic	Summary of Change
Term of Contract	July 1, 2020 through June 30, 2022
Section 1.2 - Unit Description	Completing a classification review of Animal Control Officer and the Animal Handler positions by December 31, 2020
Article 2 - Authorized Dues Deductions	Removing service fee language
Section 5.1 - Regular Workweek	Clarifying a policy on lunch breaks
Article 7 - Compensation	Deleting obsolete job study language
Section 7.1 - Salary Scale; Adjustments	<ul style="list-style-type: none"> <li>• Increasing pay at the lower range of the pay scale and adding two steps to grades H3 through H5 and one step to grade H6</li> <li>• Adding a 2 percent across-the-board pay increase effective January 1, 2021</li> </ul>
Section 8.12 - Temporary Assignment Pay	Clarifying the definition of the workweek
Section 8.19 - Water Treatment License Premium	Adding a new rotating shift
Section 10.1(d) - Holidays	Specifying that employees at the Alpha Ridge Landfill shall receive time-and-a-half pay for working a holiday, regardless of the work being fixed shift or rotating shift
Section 10.3 - Personal Leave	Agreeing that a Supervisor may, at their discretion, decide to grant leave with less than 24-hours' notice
Section 10.10. - Union Leave	Removing Section 10.10(d), which consisted of obsolete FY 2019 language about Union President and Chief Shop Stewart leave
Section 13.6 - Grievance Procedure	Changing terminology from “class action” grievance to “multi-employee” grievance
Article 15 - Safety	Agreeing to convene a safety committee to determine the training and certification prerequisites for performing skilled work in represented job classifications
Article 21 - Pension	Including the union in Deferred Compensation Plan Committee research and recommendations