




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: April 20, 2021

The Administration supports and urges the passage of the Council Bill XX-2021 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 Howard County Police Officer's Association, Lodge 21 for fiscal years 2022 and 2023.

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 Howard County Police Officer's Association, Lodge 21 provides that it will have a term from July 1, 2021 through June 30, 2023. The agreement includes a change to the pay scale at years thirteen, fourteen and fifteen and a 2% Across the Board increase effective December 21, 2021 and December 2022. The agreement provides for consultation on the development of a body worn camera program, a change to reflect Indigenous Peoples Day and a clarification that the Police Chief may create additional specialty pay categories with the approval of the Chief Administrative Officer.

The FY 2022 increase will have an approximate fiscal impact of \$420, 923. The FY 2023 increase will have an approximate fiscal impact of \$1,271,187.

cc: Jennifer Sager