




# Howard County

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## *Internal Memorandum*

**Subject:** Council Testimony and Fiscal Impact Statement  
Re: American Federation of State, County and Municipal Employees,  
Howard County Local 3085

**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 an amendment to the two-year agreement with the American Federation of State, County and Municipal Employees (AFSCME) Howard County Local 3085 for fiscal years 2021 and 2022.

The Bill's Exhibit 1 is the negotiated amendment in its entirety. 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 amendment with the American Federation of State, County and Municipal Employees (AFSCME) Howard County Local 3085 includes a 2% Across the Board increase effective December 21, 2021. The agreement provides for a change to the way Field Training Pay is allocated among the apprenticeship preceptors and an agreement to meet to discuss recommendations for the County's Deferred Compensation Plan.

The FY 2022 across the board increase will have an approximate fiscal impact of \$196,579.

cc: Jennifer Sager