



Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: AFSCME Howard County Local 1810

To: Lonnie R. Robbins
Chief Administrative Officer

From: John K. Peterson
Assistant Chief Administrative Officer

Date: March 31, 2022

The Administration supports and urges the passage of the Council Bill XX-2022 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 Howard County Local 1810 Council 67, AFL-CIO for fiscal years 2023 and 2024.

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 Howard County Local 1810 provides that it will have a term from July 1, 2022 through June 30, 2024. For fiscal year 2023, the agreement includes adjusting the pay scale to align with the County general employee pay scale and adding a 2% across the board increase effective July 1, 2022 and a 1% across the board increase effective December 2022. For fiscal year 2024 the pay scale is adjusted by a 3% across the board increase effective December 2023. The agreement provides for employees to request compensatory time for call in and stand by pay, changes to the length of time necessary to earn temporary assignment pay, increases one premium pay, expands bereavement leave and changes the name of the Chief Shop Steward to Labor Relations Specialist.

The FY 2023 increase will have an approximate fiscal impact of approximately \$791,190. The FY 2024 increase will have an approximate fiscal impact of \$1,312,454.

cc: Jennifer Sager