



Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: AFSCME Howard County Local 3080

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 3080 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 3080 provides that it will have a term from July 1, 2022 through June 30, 2024. The agreement includes adding a half step at the top of the scale, adjusts the pay scale for FY 23 effective December 2023 and adds a 3% across the board increase in FY 24 effective December 2023. The agreement provides for the director to recommend mental health leave in certain circumstances, increases the amount of disability leave that employees may donate to other members and creates a committee to study the promotional processes at the detention center.

The FY 2023 increase will have an approximate fiscal impact of approximately \$161,711. The FY 2024 increase will have an approximate fiscal impact of \$443,527.

cc: Jennifer Sager