



Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: Howard County Public Safety Dispatchers Association

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 Howard County Public Safety Dispatchers Association 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 the Public Safety Dispatchers Association provides that it will have a term from July 1, 2022 through June 30, 2024. The agreement includes adding a step for employees with 22 years of Service, a 2% across the board increase effective July 1, 2022 and a 1% across the board increase effective December 2022 and a 2% across the board increase effective December 2023. The agreement provides for the elimination of the Emergency Communications Operator classification, provides for changes in call in pay and temporary duty pay and provides for a pension study.

The FY 2023 increase will have an approximate fiscal impact of approximately \$156,902. The FY 2024 increase will have an approximate fiscal impact of \$238,197.

cc: Jennifer Sager