

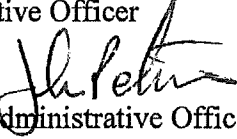


Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: Howard County Police Officers' Association Lodge 21

To: Lonnie R. Robbins
Chief Administrative Officer

From: John K. Peterson 
Assistant Chief Administrative Officer

Date: August 4, 2022

The Administration supports and urges the passage of the Council Bill XX-2022 which relates to the approval of an extension to and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the Howard County Police Officers' Association Lodge 21 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.

Lodge 21 and the County are parties to the Agreement approved by the passage of Council Bill No. 29-2021 that is in effect through June 30, 2023. The Bill prefiled with the Council will extend the currently existing Agreement. The Bill's Exhibit 1 is the negotiated extension 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 extended collective bargaining agreement negotiated with these employees and the County's personnel provisions.

The negotiated agreement with Lodge 21 provides that it will extend the terms of the current agreement for one additional year which will now have a term through June 30, 2024. For fiscal year 2023, the extended agreement includes a 3% across the board increase effective the pay period that includes January 1, 2023. For fiscal year 2024 the pay scale is adjusted by a 5% across the board increase effective the pay period that includes January 1, 2024. The extended agreement provides for a study committee to look at enhancements to overtime premiums in order to encourage members to sign up for Patrol overtime shifts and a committee to meet to align the discipline section of the agreement with the changes in State law.

The FY 2023 increase will have an approximate fiscal impact of approximately \$703,723. The FY 2024 increase will have an approximate fiscal impact of \$2,615,505.

cc: Jennifer Sager