

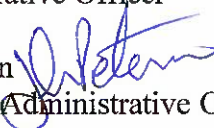


Howard County

Internal Memorandum

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

To: Lonnie R. Robbins
Chief Administrative Officer

From: John K. Peterson 
Assistant Chief Administrative Officer

Date: September 21, 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 (AFSCME), Howard County Local 3085, 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 the AFSCME Local 3085 provides that it will have a term from July 1, 2022 through June 30, 2024. The agreement includes a new salary scale that provides consistency in steps, consistency in increases between grades, and adds a new grade at the top of the scale. The new scale is effective January 1, 2023. The agreement further provides for a 3% across the board increase effective January 1, 2024. The agreement provides for an increase in the amount of the meal allowance, increases mechanics certification premiums, provides for a premium for the Deer Management program and provides for a change to how fatigue leave is implemented.

The FY 2023 increase will have an approximate fiscal impact of approximately \$841,140. The FY 2024 increase will have an approximate fiscal impact of \$1,971,102.

cc: Jennifer Sager