



# Howard County

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## *Internal Memorandum*

**SUBJECT: Council Testimony and Fiscal Impact Statement**

**TO: Brandee Ganz**  
**Chief Administrative Officer**

**FROM: Raul Delerme**   
**Deputy Chief Administrative Officer**

**DATE: April 19, 2023**

The administration supports and urges the passage of Council Bill \_\_\_-2023 which relates to the approval of an extension to, and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with Local 3888 for fiscal years 2024 and 2025.

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.

Local 3888 and the County are Parties to the Agreement approved by the passage of Council Bill No. CB68-2022 that is in effect through June 30, 2024. The bill prefiled with the Council will extend the current Agreement. The Bill 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 Local 3888 provides that it will extend the terms of the current agreement for one additional year which will now have a term through June 30, 2025. For fiscal year 2024, the extended agreement includes a 3% across the board increase effective the pay period that includes July 1, 2023 and a 3% across the board increase effective January 1, 2024. For fiscal year 2025, the pay scale is adjusted to be a 4% across the board increase effective the pay period that includes January 1, 2025. The extended agreement provides for a two-step increment at the top of the pay scales.

The fiscal impact in FY 2024 is approximately \$302,000 and the fiscal impact in FY 2025 is approximately \$142,000.