



Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact Statement
Re: Howard County Local 3085, AFSCME Maryland Council 3

TO: Brandee Ganz
Chief Administrative Officer

FROM: Raul Delerme
Deputy Chief Administrative Officer

Jamar Herry
Deputy Chief Administrative Officer

DATE: April 24, 2024

The Administration supports and urges the passage of Council Bill XX-2024 which relates to the approval of an amendment to the extension and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with Howard County Local 3085, AFSCME Maryland Council 3 (Howard County Local 3085) for fiscal year 2025.

The bill is submitted to the County Council pursuant to Section I.III(e) of the Howard County Code in order 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.

Howard County Local 3085 and the County are parties to the Agreement approved by the passage of Council Bill No. CB17-2023 that is in effect through June 30, 2025. The current Bill with the Council will amend the current agreement and extension. Exhibit 1 to the Bill is the negotiated agreement in its entirety. Exhibit 2 of 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 amended agreement with Howard County Local 3085 provides that the County will provide a 2% across the board COLA effective July 1, 2024 and a 3% across the board COLA effective January 1, 2025. However, the term of the agreement between the parties remains unchanged and expires on June 30, 2025.

The fiscal impact in FY 2025 is approximately \$900,000.