

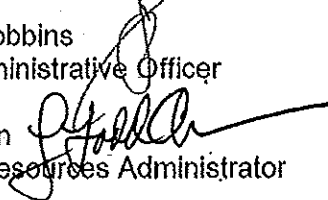


Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact
Statement – Council Bill No. __ Re: Local 1810

To: Lonnie Robbins
Chief Administrative Officer

Through: Todd Allen 
Human Resources Administrator

From: Art Griffin
Chief, Classification and Pay

Date: May 24, 2012

The Administration supports and urges the passage of Council Bill __, which relates to the approval of a fourteen month labor agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the American Federation of State, County and Municipal Employees, Howard County Local 1810, for fiscal year 2013.

The bill is submitted to the County Council pursuant to Section 1.111(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, Pay Plan and the Employee Manual.

Local 1810 is comprised of approximately 400 office/clerical/technical employees supporting the administrative operations of almost every County department. By law, grant funded, State-authorized exempt, part-time and confidential employees are excluded from this group. These employees organized for the purpose of collective bargaining and recently voted to approve their first negotiated agreement with the County. For the most part these employees are still covered by the provisions of the Employee Manual and the Pay Plan except as has been abridged by the new contract. The agreement does contain some working condition or pay enhancements that are either not contained in the Employee Manual or are in conflict with an existing provision of the Manual or Pay Plan. These items are summarized in Attachment B.

The Bill's Exhibit A is the negotiated agreement in its entirety. Exhibit B to the bill contains all provisions determined to be in conflict with the Pay Plan and

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Employee Manual. The purpose of the conflicting provisions 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 Local 1810 provides that it will have a term from May 1, 2012 through June 30, 2013. The agreement includes the amount of compensation to be paid to members of Local 1810 during fiscal year 2013 through the end of the agreement's term and other pay provisions as well.

cc: Jennifer Sager