





Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact
Statement – Council Bill _____

To: Lonnie Robbins
Chief Administrative Officer

Through: L. Todd Allen 
Human Resources Administrator

From: Art Griffin 
Chief, Classification and Pay

Date: June 26, 2014

The Administration supports and urges Council approval of a significant Human Resources pay bill relating to the pay provisions contained in the recently negotiated multi-year agreements with FOP Lodge 21-Police Officers, FOP Lodge 143-Police Sergeants and IAFF Local 2000-Firefighters. This bill also “passes through” the economic provisions of these agreements to most public safety supervisors and managers.

The primary feature of these agreements is a 4% across the board increase to be effective January 1, 2015. There is a similar feature to be effective January 1, 2016. As these agreements span multiple years only the pay rates affected during FY 2015 are included in this bill. The Administration will come back before the Council in the months immediately prior to the effective date of new rates to be effective in FY 2016.

In addition, the Police unions, Lodge 21 and Lodge 143, negotiated an additional longevity step within their respective ranges. These new steps are effective July 1, 2014 and so there are new scales on that date for those groups affected which include Police Officers, Police Sergeants as well as Police managers (Lieutenants, Captains and Majors). This bill only legislates the Pay Plan changes and new rates that will be in effect during Fiscal Year 2015 as the new agreements, in their entirety, and any conflicting provisions between the new Collective Bargaining Agreements and the Howard County Code have been submitted under separate, but current, legislation.

Finally, there is an incidental change reallocating the pay grade for the Police Services Support Supervisor II class from a Grade J to a Grade I. This action follows a

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Human Resources study of the job classification and is supported by the Police Department.

Todd Allen will be available to the Council to answer any questions relating to this legislation.

CC: Jennifer Sager
Ray Wacks