

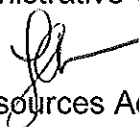



Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact
Statement – Council Bill No. 17
Re: Howard County Police Officer's Association – Lodge 21

To: Lonnie Robbins
Chief Administrative Officer

Through: Todd Allen 
Human Resources Administrator

From: Art Griffin 
Chief, Classification and Pay

Date: May 1, 2013

The Administration supports and urges the passage of Council Bill 17, which relates to the approval of a one-year agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the Howard County Police Officer's Association – Lodge 21 for fiscal year 2014.

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 and the Employee Manual.

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 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 Lodge 21 provides that it will have a term from July 1, 2013 through June 30, 2014. The agreement includes the amount of compensation to be paid to members of Lodge 21 during fiscal year 2014 and other pay provisions as well. The FY14 costs for this agreement have been incorporated into the Executive's FY 2014 budget submittal.

cc: Jennifer Sager