



Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact
Statement – Council Bill No. 33 Re: Local 3080

To: Lonnie Robbins
Chief Administrative Officer

Through: Todd Allen
Human Resources Administrator

From: Art Griffin
Chief, Classification and Pay

Date: May 29, 2009

The Administration supports and urges the passage of Council Bill 33, which relates to the approval of a multi-year 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 3080 for fiscal years 2010 and 2011.

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 also seeks the Council's approval under Section 612 of the Howard County Charter because the agreement will be effective beyond the end of the fiscal year 2010 and includes compensation beyond fiscal year 2010.

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 and includes many that have been previously approved and not amended in this year's agreement. The purpose is to give the Council a comprehensive assessment of the differences between the collective bargaining agreement and the County's personnel provisions. Attached to this testimony is a list that summarizes the conflicting provisions that are new to this agreement as well as the other negotiated changes which do not conflict with existing Code or Employee Manual Provisions.

The negotiated agreement with Local 3080 provides that it will have a term from July 1, 2009 through June 30, 2011. The agreement includes the amount of compensation to be paid to members of Local 3080 during fiscal year 2010 through the end of the agreement's term and other pay provisions as well. Because the agreement requires the payment by the County of funds from and appropriation beyond this fiscal year, it therefore is subject to the multi-year provisions of Section 612 of the Howard County Charter which requires Council approval of the agreement.

cc: Jennifer Sager

New Conflicting Provisions and Other Negotiated Changes

FY 2010-11 - Local 3080

Article 3 – Rights of Unit Members/Union Representatives

Allows the unit member the option of serving an unpaid suspension in lieu of loss of Annual Leave while the County reserves the right to impose an unpaid suspension from work at the County's discretion.

Article 7, Section 7.2. (b) Salary Scales; Increases

For FY 2011, Local 3080 will get a COLA equal to a COLA received by any other bargaining unit or General employees (excl. Fire Union, Fire management, and the Bd of Ed.)

Article 9, OPEB Study

The County agrees to study the opportunity for retiring employees to cash-out Annual Leave accruals into a pre-tax fund dedicated to paying the cost of continuing County health care benefit coverage.

Article 10, Section 10.3. (f) Personal Leave

Adds that supervisors shall not unreasonably deny requests for Personal Leave. Personal Leave may be denied for legitimate operational needs.

Article 10, Section 10.10. (a) Union Leave

Increases the number of paid union leave hours awarded from forty-five to sixty.