



# Howard County

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## *Internal Memorandum*

SUBJECT: Council Testimony and Fiscal Impact  
Statement – Council Bill No. 34 Re: Local 3085

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 34, 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 3085 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 3085 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 3085 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 3085***

- 1. Section 1.7*** ***Requires the County to establish a protocol to limit supervisory/management efforts in non-emergency tasks that are within the collective bargaining units purview, a protection not available to the employees not having a CBR;***
- 2. Section 3.8*** ***The Union will work in good faith to ensure that new employee orientation sessions will be covered on a rotating basis by Union officials.***
- 3. Section 7.2 (b)*** ***For FY2011, requires the County to grant a cost-of-living adjustment equal to any cost-of-living adjustment granted to General County employees or negotiated with another Howard County bargaining unit (to exclude IAFF Local 2000, fire management and the Board of Education) .***
- 4. Section 7.6*** ***Requires the County to pay local jurisdiction income tax, a benefit not available to employees not having a CBR;***
- 5. Section 8.2 (b)1*** ***Allows that compensatory hours can be taken in periods of one-half (1/2) hour or more.***
- 6. Section 8.2(d)1-2*** ***Clarifies the use of the overtime roster and the order of calling employees for overtime work availability.***
- 7. Section 8.4 (d)*** ***Requires that a stand-by roster be created to ensure fair and equal distribution of Stand-by assignments and that such assignments shall be rotated among employees in the same manner as overtime.***
- 8. Section 10.10 (a)*** ***Reduces the number of awarded union leave days from fifty to twenty-five in light of the Union President being awarded 50% paid union leave.***
- 9. Section 10.10 (b)*** ***Grants the Local 3085 President 50 % leave to conduct union business. The President may be recalled from this leave providing a bona-fide emergency exists within the presidents area of work.***
- 10. Section 11.1*** ***Allows unit members to participate in a pre-tax voluntary benefit program offered by SF&C Select Benefits Communication Group covering critical illness.***
- 11. Section 21.1 (f)*** ***As part of a secession plan, local 3085 shall be entitled to a non-voting trustee trainee on the Pension Plan Committee, in addition to their regular voting member.***