




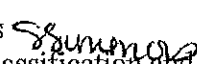
Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact
Statement
Re: AFSCME -Local 3080

To: Lonnie Robbins
Chief Administrative Officer

Through: 
Wanda Hutchinson
Human Resources Administrator

From: Stacey Simmons 
Acting Chief, Classification and Pay

Date: September 28, 2015

The Administration supports and urges the passage of the Council Bill 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 AFSCME Council 67-Local 3080 for fiscal year 2016.

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 Local 3080 provides that it will have a term from July 1, 2015 through June 30, 2016. The agreement includes the addition of one step, adding step 15 for the Correctional Officers and Corrections Management. Employees who have completed step 14 will move to step 15 on their anniversary date. The additional step will affect 14 Correctional Officers and 9 Correctional Management employees with the approximate cost of \$ 31,000 which is included in the FY 2016 budget.