




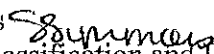
Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact
Statement
Re: AFSCME Council 67-Local 3888

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 3888 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 3888 provides that it will have a term from July 1, 2015 through June 30, 2016. The agreement includes the addition of two steps, adding steps 18 & 19. Employees who have completed two years in step 17 will move to step 18 on their anniversary date. The additional steps will affect four employees with the approximate cost of \$4,000 which was included in the FY 2016 budget.

cc: Jennifer Sager