





# 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   
Chief, Classification and Pay

**Date:** June 1, 2016

The Administration supports and urges the passage of the Council Bill which relates to the approval of a two 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 2017 and 2018.

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, 2016 through June 30, 2018. The agreement includes the development of a new classification-Correctional Sergeant-Dietary; increases to grade C2, steps 1-4 to aid in recruitment; placing longevity pay into the base pay of the scale; a premium pay for the ServSafe Certification and a 2% across the board increase on January 1, 2017. Corrections Management will also have longevity pay built into base pay. The changes to grade C2 and longevity in base pay will have an approximate fiscal impact of \$84,000 and the January 1<sup>st</sup> across the board increase which includes Corrections Management will have an approximate fiscal impact of \$88,000 which is included in the FY 2017 budget.

cc: Jennifer Sager