




# Howard County


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## 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:** June 1, 2016

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 years 2017 & 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 3888 provides that it will have a term from July 1, 2016 through June 30, 2018. The agreement includes a 2% across the board increase effective January 1, 2017 with the approximate cost of \$47,000 which is included in the FY 2017 budget.

cc: Jennifer Sager