





Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact
Statement
Re: Howard County Public Safety Dispatcher's Association

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 one year agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the Howard County Public Safety Dispatcher's Association 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 the HCPSDA provides that it will have a term from July 1, 2016 through June 30, 2018. The agreement includes premium pay added to base pay for Dispatcher First Class and Senior Dispatcher and an increase to steps 7 and above for the Dispatcher. A 2% across the board increase will be effective January 1, 2017. The fiscal impact of approximately \$20,000 for the premium inclusion to the base pay and \$43,000 for the January 2017 increase are included in the FY 2017 budget.

cc: Jennifer Sager