




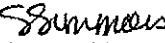
Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact
Statement
Re: AFSCME -Local 1810

To: Lonnie Robbins
Chief Administrative Officer

Through: 
Wanda Hutchinson
Human Resources Administrator

From: Stacey Simmons 
Chief, Classification and Pay

Date: June 29, 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 –Local 1810 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 1 is the negotiated agreement in its entirety. Exhibit 2 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 1810 provides that it will have a term from July 1, 2016 through June 30, 2018. The agreement includes a revision to the time in steps: Steps 1-11 will now have one year between steps and Steps 12-18 have two years between steps and increase to the bottom steps for grades C & D in response to the County's Living Wage policy; these changes are effective July 1, 2016. A flat rate Across the Board increase will be effective January 1, 2017. The July 1, 2016 changes will have an approximate fiscal impact of \$22,000 and the flat rate increase will have an approximate fiscal impact of \$243,000.

cc: Jennifer Sager

