

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2019 Legislative Session

Legislative Day No. **6**

Bill No. 21 -2019

Introduced by: The Chairperson at the request of the County Executive

AN ACT approving provisions in an Amendment to a multi-year Collective Bargaining Agreement between Howard County and the International Association of Firefighters, Howard County Local 2000 that will be effective through the first day of Fiscal Year 2021; approving certain previously approved provisions in a collective bargaining agreement between Howard County and the International Association of Firefighters, Howard County Local 2000, that are in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual; providing for the application of this Act; and generally relating to the collective bargaining agreement between Howard County and the International Association of Firefighters, Howard County Local 2000.

Introduced and read first time _____, 2019. Ordered posted and hearing scheduled.

By order _____
Jessica Feldmark, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on _____, 2019.

By order _____
Jessica Feldmark, Administrator

This Bill was read the third time on _____, 2019 and Passed ____, Passed with amendments _____, Failed _____.

By order _____
Jessica Feldmark, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ___ day of _____, 2019 at ___ a.m./p.m.

By order _____
Jessica Feldmark, Administrator

Approved/vetoed by the County Executive _____, 2019

Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment

1 **WHEREAS**, the International Association of Firefighters, Howard County Local
2 2000 ("Local 2000") and the County reached agreement through a Memorandum of
3 Agreement (the "Agreement") that is effective July 1, 2017 through July 1, 2019; and
4

5 **WHEREAS**, in accordance with Section 1.111(e) of the Howard County Code, the
6 County Executive is required to submit to the County Council for its approval all
7 provisions in collective bargaining agreements that are in conflict with Title 1 "Human
8 Resources" of the Howard County Code or the Employee Manual (the "conflicting
9 provisions"); and
10

11 **WHEREAS**, the Agreement contains provisions that conflict with Title 1
12 "Human Resources" of the Howard County Code or the Employee Manual and
13 included compensation to be provided during a future fiscal year and was approved
14 by the Council by passage of CB 64-2017; and
15

16 **WHEREAS**, the parties have now entered into an "Amendment to
17 Memorandum of Agreement between Howard County, Maryland and the
18 International Association of Firefighters, Howard County Local 2000" (the
19 "Amendment") in substantially the form attached as Exhibit 1; and
20

21 **WHEREAS**, pursuant to Section 1.111(e) of the Howard County Code, the
22 Agreement, as Amended, includes conflicting provisions; and
23

24 **WHEREAS**, the Amendment provides that the amount of compensation to be
25 paid to members of Local 2000 will be increased by 2% beginning with the pay
26 period that includes January 1, 2020, through the remainder of the term of the
27 Amendment which is July 1, 2020; and
28

29 **WHEREAS**, because the Amendment includes compensation to be provided
30 on the first day of a later Fiscal Year, it is subject to the multi-year provisions of
31 Section 612 of the Howard County Charter that requires Council approval of the

32 Agreement.

33
34 **NOW, THEREFORE,**

35
36 **Section 1. Be It Enacted** by the County Council of Howard County, Maryland that in
37 accordance with Section 612 of the Howard County Charter, it approves the terms of the
38 Amendment to Memorandum of Agreement between Howard County, Maryland and the
39 International Association of Firefighters, Howard County Local 2000, which shall be in
40 substantially the same form as Exhibit 1 attached to this Act.

41
42 **Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland that
43 the County Council hereby endorses and ratifies the County Executive's signature and execution
44 of the Amendment, which shall be in substantially the same form as Exhibit 1 attached to this
45 Act, for such term in the name of and on behalf of the County.

46
47 **Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland that,
48 in regard to the Agreement and the Amendment to Memorandum of Agreement, between Howard
49 County, Maryland and the International Association of Firefighters, Howard County Local 2000,
50 the County Council approves the Conflicting Provisions, attached as Exhibit 2, that are in conflict
51 with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee
52 Manual.

53
54 **Section 4. And Be It Further Enacted** by the County Council of Howard County, Maryland that
55 the provisions of this act shall apply beginning with the first pay date after July 1, 2019.

56
57 **Section 5. And Be It Further Enacted** by the County Council of Howard County, Maryland that
58 if there is a conflict between the Amendment attached to this Act and the Howard County Pay Plan,
59 the provisions contained in the Amendment shall control.

60
61 **Section 6. And Be It Further Enacted** by the County Council of Howard County, Maryland that,
62 in accordance with Section 612 of the Howard County Charter, Section 1 and Section 2 of this Act

63 *shall be effective immediately upon its enactment.*

64

65 ***Section 7. And Be It Further Enacted*** *by the County Council of Howard County, Maryland that,*

66 *subject to Section 6, this Act shall become effective 61 days after its enactment.*

Exhibit D6

SALARY SCALE FY 2020
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000

(48 Hours per Week)

Effective December 23, 2019

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Hire														
40 hours	\$25.90	\$26.16												
D	\$21.58	\$22.24												
Trainee	\$53,864	\$55,511												
Acad Grad														
40 hours	\$26.96	\$27.78	\$28.68	\$29.51	\$30.44	\$31.33	\$32.26	\$33.25	\$34.31	\$35.35	\$36.43	\$37.48	\$38.62	\$39.78
E	\$22.47	\$23.15	\$23.90	\$24.59	\$25.37	\$26.11	\$26.88	\$27.71	\$28.59	\$29.46	\$30.36	\$31.23	\$32.18	\$33.15
Recruit	\$56,085	\$57,782	\$59,654	\$61,377	\$63,324	\$65,171	\$67,092	\$69,164	\$71,361	\$73,532	\$75,779	\$77,950	\$80,321	\$82,742
F														
40 hours	18	30	42	54	66	78	90	102	114	126	138	162	186	210
40 hours	\$29.60	\$30.48	\$31.40	\$32.36	\$33.40	\$34.38	\$35.44	\$36.53	\$37.66	\$38.78	\$39.91	\$41.16	\$42.42	\$43.67
FireFighter	\$61,576	\$63,398	\$65,320	\$67,317	\$69,464	\$71,510	\$73,707	\$75,978	\$78,324	\$80,671	\$83,017	\$85,613	\$88,234	\$90,829
G														
40 hours	18	30	42	54	66	78	90	102	114	126	138	162	186	210
40 hours	\$30.08	\$30.96	\$31.88	\$32.84	\$33.88	\$34.86	\$35.92	\$37.01	\$38.14	\$39.26	\$40.39	\$41.64	\$42.90	\$43.75
FireFighter	\$25,07	\$25.80	\$26.57	\$27.37	\$28.23	\$29.05	\$29.93	\$30.84	\$31.78	\$32.72	\$33.66	\$34.70	\$35.75	\$36.79
HVO	\$62,576	\$64,398	\$66,320	\$68,317	\$70,464	\$72,510	\$74,707	\$76,978	\$79,324	\$81,671	\$84,017	\$86,613	\$89,234	\$91,829
H														
40 hours	30	42	54	66	78	90	102	114	126	138	150	174	198	222
40 hours	\$33.12	\$34.13	\$35.17	\$36.23	\$37.30	\$38.48	\$39.64	\$40.91	\$42.12	\$43.37	\$44.69	\$46.06	\$47.44	\$48.89
Master FF	\$68,890	\$70,986	\$73,158	\$75,354	\$77,576	\$80,047	\$82,443	\$85,089	\$87,610	\$90,205	\$92,951	\$95,796	\$98,667	\$101,687
I														
40 hours	30	42	54	66	78	90	102	114	126	138	150	174	198	222
40 hours	\$33.60	\$34.61	\$35.65	\$36.71	\$37.78	\$38.96	\$40.12	\$41.39	\$42.60	\$43.85	\$45.17	\$46.54	\$47.92	\$49.37
Master FF	\$28,00	\$28.84	\$29.71	\$30.59	\$31.48	\$32.47	\$33.43	\$34.49	\$35.50	\$36.54	\$37.64	\$38.78	\$39.93	\$41.14
HVO	\$69,890	\$71,986	\$74,158	\$76,354	\$78,576	\$81,047	\$83,443	\$86,089	\$88,610	\$91,205	\$93,951	\$96,796	\$99,667	\$102,687
J														
40 hours	54	66	78	90	102	114	126	138	150	162	174	198	222	246
40 hours	\$36.68	\$37.79	\$38.99	\$40.19	\$41.36	\$42.60	\$43.92	\$45.29	\$46.66	\$48.10	\$49.55	\$51.00	\$52.61	\$54.20
Lieutenant	\$76,303	\$78,599	\$81,095	\$83,591	\$86,037	\$88,608	\$91,354	\$94,199	\$97,044	\$100,040	\$103,060	\$106,080	\$109,425	\$112,744

Longevity Pay: Employees who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2500



**HOWARD COUNTY PROFESSIONAL
FIRE FIGHTERS ASSOCIATION
I.A.F.F. LOCAL 2000**

5397 TWIN KNOLLS ROAD • SUITE 16 • COLUMBIA, MD 21045

DESIGNATION FOR PAYROLL DEDUCTION

UNION DUES

TO: Howard County Human Resources

FROM: _____ Social Security # _____
(name, please print)

UNION: IAFF Local 2000

I hereby request and authorize the deduction from my earnings each payroll period an amount sufficient to provide for the payment of monthly union dues or service fees to be paid to the Treasurer of the International Association of Firefighters, Howard County Local 2000. The amount to be deducted shall be certified to the Personnel Office by the Treasurer of the Union and will be lawfully established dues or fees as adopted by the Union.

I understand that pursuant to Title I, Section 1.605 paragraph (b) of the Howard County Code, this authorization shall be irrevocable for a period of one year and shall be renewable automatically from year to year thereafter, unless written notice of termination by me is given to the County at least 30 days prior to the anniversary date of this authorization.

Signed: _____

Date: _____