

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

County Council of Howard County, Maryland

2026 Legislative Session

Legislative Day No. 11

Bill No. 56 -2026

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

Short Title: Howard County Local 1810, AFSCME Maryland Council 3 (formerly, Council 67, AFL-CIO) – Amendment to Memorandum of Agreement

Title: AN ACT pursuant to Section 1.111(e) of the Howard County Code, approving an amendment to a multiyear collective bargaining agreement between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 1810, AFSCME Maryland Council 3 (formerly, Council 67, AFL-CIO),; and generally relating to the collective bargaining agreement between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 1810, AFSCME Maryland Council 3 (formerly, Council 67, AFL-CIO).

Introduced and read first time _____, 2026. Ordered posted and hearing scheduled.

By order _____
Michelle Harrod, 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 _____, 2026.

By order _____
Michelle Harrod, Administrator

This Bill was read the third time on _____, 2026 and Passed ___, Passed with amendments ____, Failed ____.

By order _____
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ___ day of _____, 2026 at ___ a.m./p.m.

By order _____
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2026

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 American Federation of State, County and Municipal Employees,
2 Howard County Local 1810, AFSCME Maryland Council 3 (formerly Council 67, AFL-CIO)
3 (“Local 1810”) and the County reached agreement through a Memorandum of Agreement (the
4 “Agreement”) that is effective through June 30, 2027; and

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

10
11 **WHEREAS**, by passage of Council Bill No. 72-2025, the County Council approved
12 the Agreement’s conflicting provisions and approved the Agreement as a multi-year obligation
13 under Section 612 of the Howard County Charter; and

14
15 **WHEREAS**, the parties engaged to discuss pay scale amendments and wish to enter
16 into an Amendment to Memorandum of Agreement between parties; and

17
18 **WHEREAS**, the Amendment will provide amended pay scale exhibits.

19
20 **NOW, THEREFORE,**

21
22 ***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that the*
23 *County Council hereby endorses and ratifies the County Executive’s signature and execution*
24 *of the Amendment, which shall be in substantially the same form as Exhibit 1 attached to this*
25 *Act, for such term in the name of and on behalf of the County.*

26 ***Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland*
27 *that if there is a conflict between the Amendment attached to this Act and the Howard County*
28 *Pay Plan, the provisions contained in the Amendment shall control.*

29
30 ***Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland*
31 *that the provisions of this Act shall apply beginning with the pay period that includes January*

1 1, 2027.

2

3 ***Section 4. And Be It Further Enacted*** by the County Council of Howard County, Maryland
4 *that, in accordance with Section 612 of the Howard County Charter, this Act shall be effective*
5 *immediately upon its enactment.*

**AMENDMENT TO MEMORANDUM OF AGREEMENT BETWEEN
HOWARD COUNTY, MARYLAND**

AND

HOWARD COUNTY LOCAL 1810, AFSCME MARYLAND COUNCIL 3

Whereas, Howard County, Maryland and Howard County Local 1810, AFSCME Maryland Council 3, entered into a collective bargaining agreement (Agreement) effective July 1, 2025 thru June 30, 2027;

Whereas, the parties agreed to amending the Agreement to reflect the revised salary schedule based on the class and compensation study;

Now, therefore, the following sections of the Agreement are amended as indicated:

1. Remove Exhibit B2 from the Agreement and substitute the revised Exhibit B2 as attached to this agreement.

All other terms and conditions of the Agreement not enumerated above shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement, this day of _____, 2026

.FOR THE COUNTY:

FOR THE UNION:

COUNTY EXECUTIVE
Calvin Ball

PRESIDENT, Local 1810
Rhonda Neubauer

CHIEF ADMINISTRATIVE OFFICER
Brandee Ganz

COUNTY SOLICITOR
Gary Kuc

Reviewing Attorney:

ASSISTANT COUNTY SOLICITOR

EXHIBIT B2
OT SCHEDULE
OFFICE/TECHNICAL - LOCAL 1810 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JANUARY 1, 2027
COLA: 2.5%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23
OT-200	\$40,977 (\$19.70)	\$41,592 (\$20.00)	\$42,216 (\$20.30)	\$42,849 (\$20.60)	\$43,492 (\$20.91)	\$44,145 (\$21.22)	\$44,807 (\$21.54)	\$45,478 (\$21.86)	\$46,161 (\$22.19)	\$47,546 (\$22.86)	\$48,972 (\$23.54)	\$50,441 (\$24.25)	\$51,954 (\$24.98)	\$53,513 (\$25.73)	\$55,118 (\$26.50)	\$56,772 (\$27.29)	\$58,475 (\$28.11)	\$60,229 (\$28.96)	\$62,036 (\$29.83)	\$63,897 (\$30.72)	\$65,814 (\$31.64)	\$67,788 (\$32.59)	\$69,822 (\$33.57)
OT-201	\$42,001 (\$20.19)	\$42,842 (\$20.60)	\$43,699 (\$21.01)	\$44,573 (\$21.43)	\$45,464 (\$21.86)	\$46,828 (\$22.51)	\$48,233 (\$23.19)	\$49,680 (\$23.88)	\$51,170 (\$24.60)	\$52,706 (\$25.34)	\$54,287 (\$26.10)	\$55,915 (\$26.88)	\$57,593 (\$27.69)	\$59,321 (\$28.52)	\$61,100 (\$29.38)	\$62,933 (\$30.26)	\$64,821 (\$31.16)	\$66,765 (\$32.10)	\$68,768 (\$33.06)	\$70,832 (\$34.05)	\$72,956 (\$35.08)	\$75,146 (\$36.13)	\$77,400 (\$37.21)
OT-202	\$43,472 (\$20.90)	\$44,776 (\$21.53)	\$46,120 (\$22.17)	\$47,503 (\$22.84)	\$48,928 (\$23.52)	\$50,396 (\$24.23)	\$51,908 (\$24.96)	\$53,465 (\$25.70)	\$55,069 (\$26.48)	\$56,721 (\$27.27)	\$58,423 (\$28.09)	\$60,176 (\$28.93)	\$61,981 (\$29.80)	\$63,840 (\$30.69)	\$65,755 (\$31.61)	\$67,728 (\$32.56)	\$69,759 (\$33.54)	\$71,853 (\$34.54)	\$74,008 (\$35.58)	\$76,228 (\$36.65)	\$78,515 (\$37.75)	\$80,870 (\$38.88)	\$83,297 (\$40.05)
OT-203	\$45,863 (\$22.05)	\$47,239 (\$22.71)	\$48,656 (\$23.39)	\$50,115 (\$24.09)	\$51,619 (\$24.82)	\$53,168 (\$25.56)	\$54,763 (\$26.33)	\$56,406 (\$27.12)	\$58,098 (\$27.93)	\$59,841 (\$28.77)	\$61,636 (\$29.63)	\$63,485 (\$30.52)	\$65,390 (\$31.44)	\$67,352 (\$32.38)	\$69,372 (\$33.35)	\$71,453 (\$34.35)	\$73,596 (\$35.38)	\$75,805 (\$36.44)	\$78,078 (\$37.54)	\$80,420 (\$38.66)	\$82,833 (\$39.82)	\$85,319 (\$41.02)	\$87,878 (\$42.25)
OT-204	\$48,157 (\$23.15)	\$49,601 (\$23.85)	\$51,089 (\$24.56)	\$52,621 (\$25.30)	\$54,200 (\$26.06)	\$55,826 (\$26.84)	\$57,500 (\$27.64)	\$59,226 (\$28.47)	\$61,003 (\$29.33)	\$62,833 (\$30.21)	\$64,717 (\$31.11)	\$66,659 (\$32.05)	\$68,659 (\$33.01)	\$70,719 (\$34.00)	\$72,841 (\$35.02)	\$75,026 (\$36.07)	\$77,277 (\$37.15)	\$79,594 (\$38.27)	\$81,983 (\$39.41)	\$84,442 (\$40.60)	\$86,975 (\$41.81)	\$89,584 (\$43.07)	\$92,272 (\$44.36)
OT-205	\$50,564 (\$24.31)	\$52,081 (\$25.04)	\$53,643 (\$25.79)	\$55,253 (\$26.56)	\$56,910 (\$27.36)	\$58,618 (\$28.18)	\$60,376 (\$29.03)	\$62,187 (\$29.90)	\$64,053 (\$30.79)	\$65,974 (\$31.72)	\$67,953 (\$32.67)	\$69,992 (\$33.65)	\$72,092 (\$34.66)	\$74,255 (\$35.70)	\$76,482 (\$36.77)	\$78,776 (\$37.87)	\$81,140 (\$39.01)	\$83,574 (\$40.18)	\$86,082 (\$41.39)	\$88,664 (\$42.63)	\$91,324 (\$43.91)	\$94,063 (\$45.22)	\$96,886 (\$46.58)
OT-206	\$53,092 (\$25.53)	\$54,685 (\$26.29)	\$56,326 (\$27.08)	\$58,015 (\$27.89)	\$59,755 (\$28.73)	\$61,548 (\$29.59)	\$63,394 (\$30.48)	\$65,297 (\$31.39)	\$67,255 (\$32.33)	\$69,273 (\$33.30)	\$71,351 (\$34.30)	\$73,491 (\$35.33)	\$75,696 (\$36.39)	\$77,968 (\$37.48)	\$80,307 (\$38.61)	\$82,715 (\$39.77)	\$85,197 (\$40.96)	\$87,753 (\$42.19)	\$90,386 (\$43.45)	\$93,098 (\$44.76)	\$95,890 (\$46.10)	\$98,767 (\$47.48)	\$101,730 (\$48.91)
OT-207	\$55,747 (\$26.80)	\$57,419 (\$27.61)	\$59,141 (\$28.43)	\$60,916 (\$29.29)	\$62,743 (\$30.16)	\$64,625 (\$31.07)	\$66,565 (\$32.00)	\$68,561 (\$32.96)	\$70,618 (\$33.95)	\$72,737 (\$34.97)	\$74,919 (\$36.02)	\$77,166 (\$37.10)	\$79,482 (\$38.21)	\$81,866 (\$39.36)	\$84,322 (\$40.54)	\$86,851 (\$41.76)	\$89,457 (\$43.01)	\$92,140 (\$44.30)	\$94,905 (\$45.63)	\$97,752 (\$47.00)	\$100,68 (\$48.41)	\$103,705 (\$49.86)	\$106,816 (\$51.35)
OT-208	\$58,534 (\$28.14)	\$60,291 (\$28.99)	\$62,099 (\$29.86)	\$63,962 (\$30.75)	\$65,881 (\$31.67)	\$67,857 (\$32.62)	\$69,893 (\$33.60)	\$71,990 (\$34.61)	\$74,150 (\$35.65)	\$76,374 (\$36.72)	\$78,665 (\$37.82)	\$81,025 (\$38.95)	\$83,456 (\$40.12)	\$85,960 (\$41.33)	\$88,537 (\$42.57)	\$91,194 (\$43.84)	\$93,930 (\$45.16)	\$96,748 (\$46.51)	\$99,651 (\$47.91)	\$102,63 (\$49.35)	\$105,71 (\$50.83)	\$108,891 (\$52.35)	\$112,158 (\$53.92)
OT-209	\$61,461 (\$29.55)	\$63,304 (\$30.43)	\$65,203 (\$31.35)	\$67,160 (\$32.29)	\$69,174 (\$33.26)	\$71,250 (\$34.25)	\$73,387 (\$35.28)	\$75,589 (\$36.34)	\$77,857 (\$37.43)	\$80,192 (\$38.55)	\$82,598 (\$39.71)	\$85,076 (\$40.90)	\$87,628 (\$42.13)	\$90,257 (\$43.39)	\$92,964 (\$44.69)	\$95,753 (\$46.04)	\$98,627 (\$47.42)	\$101,585 (\$48.84)	\$104,633 (\$50.30)	\$107,772 (\$51.81)	\$111,004 (\$53.37)	\$114,335 (\$54.97)	\$117,765 (\$56.62)
OT-210	\$64,842 (\$31.17)	\$66,786 (\$32.11)	\$68,790 (\$33.07)	\$70,853 (\$34.06)	\$72,979 (\$35.09)	\$75,168 (\$36.14)	\$77,423 (\$37.22)	\$79,746 (\$38.34)	\$82,138 (\$39.49)	\$84,602 (\$40.67)	\$87,141 (\$41.89)	\$89,755 (\$43.15)	\$92,448 (\$44.45)	\$95,221 (\$45.78)	\$98,078 (\$47.15)	\$101,020 (\$48.57)	\$104,051 (\$50.02)	\$107,172 (\$51.53)	\$110,387 (\$53.07)	\$113,699 (\$54.66)	\$117,110 (\$56.30)	\$120,623 (\$57.99)	\$124,242 (\$59.73)
OT-211	\$68,084 (\$32.73)	\$70,125 (\$33.71)	\$72,230 (\$34.73)	\$74,397 (\$35.77)	\$76,628 (\$36.84)	\$78,927 (\$37.95)	\$81,295 (\$39.08)	\$83,733 (\$40.26)	\$86,246 (\$41.46)	\$88,833 (\$42.71)	\$91,498 (\$43.99)	\$94,243 (\$45.31)	\$97,071 (\$46.67)	\$99,983 (\$48.07)	\$102,982 (\$49.51)	\$106,071 (\$51.00)	\$109,254 (\$52.53)	\$112,531 (\$54.10)	\$115,907 (\$55.72)	\$119,384 (\$57.40)	\$122,965 (\$59.12)	\$126,654 (\$60.89)	\$130,454 (\$62.72)
OT-212	\$71,692 (\$34.47)	\$73,842 (\$35.50)	\$76,057 (\$36.57)	\$78,340 (\$37.66)	\$80,689 (\$38.79)	\$83,110 (\$39.96)	\$85,603 (\$41.16)	\$88,172 (\$42.39)	\$90,817 (\$43.66)	\$93,542 (\$44.97)	\$96,347 (\$46.32)	\$99,237 (\$47.71)	\$102,215 (\$49.14)	\$105,282 (\$50.62)	\$108,440 (\$52.13)	\$111,693 (\$53.70)	\$115,044 (\$55.31)	\$118,495 (\$56.97)	\$122,050 (\$58.68)	\$125,711 (\$60.44)	\$129,483 (\$62.25)	\$133,367 (\$64.12)	\$137,368 (\$66.04)
OT-213	\$75,276 (\$36.19)	\$77,534 (\$37.28)	\$79,861 (\$38.39)	\$82,256 (\$39.55)	\$84,723 (\$40.73)	\$87,265 (\$41.95)	\$89,883 (\$43.21)	\$92,580 (\$44.51)	\$95,358 (\$45.85)	\$98,219 (\$47.22)	\$101,164 (\$48.64)	\$104,199 (\$50.10)	\$107,326 (\$51.60)	\$110,545 (\$53.15)	\$113,862 (\$54.74)	\$117,277 (\$56.38)	\$120,796 (\$58.08)	\$124,420 (\$59.82)	\$128,153 (\$61.61)	\$131,997 (\$63.46)	\$135,957 (\$65.36)	\$140,036 (\$67.33)	\$144,237 (\$69.34)
OT-214	\$79,792 (\$38.36)	\$82,187 (\$39.51)	\$84,652 (\$40.70)	\$87,192 (\$41.92)	\$89,807 (\$43.18)	\$92,501 (\$44.47)	\$95,277 (\$45.81)	\$98,135 (\$47.18)	\$101,079 (\$48.60)	\$104,111 (\$50.05)	\$107,234 (\$51.55)	\$110,452 (\$53.10)	\$113,765 (\$54.69)	\$117,178 (\$56.34)	\$120,694 (\$58.03)	\$124,314 (\$59.77)	\$128,044 (\$61.56)	\$131,885 (\$63.41)	\$135,841 (\$65.31)	\$139,917 (\$67.27)	\$144,114 (\$69.29)	\$148,437 (\$71.36)	\$152,891 (\$73.51)
OT-215	\$83,782 (\$40.28)	\$86,296 (\$41.49)	\$88,885 (\$42.73)	\$91,551 (\$44.01)	\$94,298 (\$45.34)	\$97,127 (\$46.70)	\$100,040 (\$48.10)	\$103,041 (\$49.54)	\$106,133 (\$51.03)	\$109,317 (\$52.56)	\$112,596 (\$54.13)	\$115,975 (\$55.76)	\$119,454 (\$57.43)	\$123,037 (\$59.15)	\$126,728 (\$60.93)	\$130,530 (\$62.75)	\$134,446 (\$64.64)	\$138,480 (\$66.58)	\$142,634 (\$68.57)	\$146,912 (\$70.63)	\$151,320 (\$72.75)	\$155,859 (\$74.93)	\$160,536 (\$77.18)

- NOTES:
- 1. THIS SALARY SCHEDULE STILL OPERATES ON A STEP-BASED SCALE.
 - 2. THIS TABLE REFLECTS ANNUAL AND HOURLY RATES IN PARENTHESIS. EACH CLASSIFICATION IS ASSIGNED TO A SPECIFIC PAY GRADE. SEE POSITION CLASSIFICATION CODES AND PAY GRADES SECTION.