

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

County Council of Howard County, Maryland

2026 Legislative Session

Legislative Day No. 11

Bill No. 57 -2026

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

Short Title: Howard County Local 3888, 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 3888, 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 3888, 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 3888, AFSCME Maryland Council 3 (formerly Council 67, AFL-
3 CIO) (“Local 3888”) and the County reached agreement through a Memorandum of
4 Agreement (the “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
8 in collective bargaining agreements that are in conflict with Title 1 “Human Resources” of
9 the Howard County Code or the Employee Manual (the “conflicting provisions”); and

10
11 **WHEREAS**, by passage of Council Bill No. 71-2025, the County Council approved
12 the Agreement’s conflicting provisions and approved the Agreement as a multi-year
13 obligation 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
27 ***Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland*
28 *that if there is a conflict between the Amendment attached to this Act and the Howard County*
29 *Pay Plan, the provisions contained in the Amendment shall control.*

30
31 ***Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland*

1 *that the provisions of this Act shall apply beginning with the pay period that includes*
2 *January 1, 2027.*

3

4 ***Section 4. And Be It Further Enacted*** *by the County Council of Howard County, Maryland*
5 *that, in accordance with Section 612 of the Howard County Charter.*