

Introduced 5/6/19
 Public Hearing 5/20/19
 Council Action 5/29/19
 Executive Action 6/5/19
 Effective Date 8/5/19

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 May 6, 2019. Ordered posted and hearing scheduled.
 By order Jessica Feldmark
 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 May 20, 2019.
 By order Jessica Feldmark
 Jessica Feldmark, Administrator

This Bill was read the third time on May 29, 2019 and Passed , Passed with amendments , Failed .
 By order Jessica Feldmark
 Jessica Feldmark, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 30th day of May, 2019 at 4 a.m./p.m.
 By order Jessica Feldmark
 Jessica Feldmark, Administrator

Approved/vetoed by the County Executive June 5, 2019
Calvin Ball
 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.*

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

AND

**THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, HOWARD
COUNTY LOCAL 2000**

Whereas, Howard County, Maryland and Howard County Local 2000, of the International Association of Firefighters entered into a collective bargaining agreement (Agreement) effective July 1, 2017 thru July1, 2019;

Whereas, the Union and the County Administration engaged in negotiations to discuss adequate staffing of career firefighters and other terms and conditions of employment, including wages;

Whereas, as a result of those discussions, the parties agreed that: a) the County will provide an across the board increase of 2% beginning with the pay period that includes January 1, 2020 b) the term of the Agreement will be extended by one (1) additional year, until 0659 July 1, 2020; c) the County Administration will convene as group of Fire Department management, County Administration and Union membership to study the Fire Department's career staffing needs for Emergency Services and that group will make a recommendation to the County Executive; and d) the County and the Union agree to miscellaneous corrections and clarifications to the bargaining agreement; and

Whereas, Local 2000 submitted the proposed changes enumerated above to its membership for vote the week of November 26, 2018 and the changes were duly ratified by the membership in accordance with the union's required procedures;

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

1. In Article 8 add to the end of Sections 8.1 (a) the following:

Effective with the pay period that includes January 1, 2020, the pay scales in Exhibit D5 shall be replaced with a new pay scale D6 which reflects a 2% across the board increase over the pay scale in Exhibit D5. The County will provide step increases in fiscal year 2020.

2. In Article 6 add the following paragraph (d):

(d) The Chief Administrative Officer shall convene a Fire Department Emergency Services staffing study group no later than January 15, 2019. The group will be comprised of a designee of the Chief Administrative Officer, a designee of the Office of Human Resources, a designee of the Office of Budget, one member of Fire management designated by the Chief of Fire and Rescue Services and two members of Local 2000 designated by the Union President. The study group will make

recommendations on how to increase and improve Howard County Fire Department career staffing in emergency response positions. The study group shall make a written recommendation to the County Executive no later than March 30, 2019.

3. In Article 18, strike the second sentence of Section 18.2 and replace with the following:

The allowances shall be paid on the first pay period ending date in November to those members who are active employees as of that date.

4. In Article 19, Section 19.5, strike “step 6” and replace with “step 5”.
5. In Article 19, Section 19.8, strike “step 4” and replace with “step 3”.
6. In the PREAMBLE, strike “July 1, 2017” and replace with “January 1, 2019”.
7. In Article 34 strike paragraph (a) in its entirety and replace with the following:

- (a) This agreement shall become effective as of January 1, 2019, 7:00AM and remain in full force and effect until July 1, 2020, 6:59AM.

8. In Article 2, strike Sections 2.3 through 2.9 and replace with:

Section 2.3 - Dues Deductions.

The periodic dues deducted during any month from the pay of the employees pursuant to this Article shall be remitted to the Union within ten days following the last payday of that month.

Section 2.4 - Dues Authorization.

The authorization of dues deductions pursuant to this Article shall be made on a form supplied to the employees by the Union, which has been approved by the County. The form is attached to this Agreement as Exhibit A. A dues deduction respecting any employee shall not be made by the County during any month unless the authorization form signed by the employee has been delivered to the County not later than the first day of the month in which the first deduction is to be made.

Section 2.5 - Dues Deduction/Insufficient Pay.

The County will not deduct the Union's dues when an employee's net pay for the pay period involved is insufficient to cover the dues after other legal deductions have been made.

Section 2.6 - Change in Dues.

The amount of the dues deducted will remain the same until the Union certifies to the County, in writing, over the signature of an authorized officer of the Union, that such dues have been lawfully changed and what the new deduction will be each pay period. The County shall be notified at least one month in advance of the effective date of such a change.

Section 2.7 - Indemnification.

The Union shall indemnify and save the County harmless of and from any and all claims, grievances, actions, suits or other forms of liability or damages arising out of, or by reason of, any action taken by the County in compliance with any of the provisions of this Article, and the Union assumes full responsibility for the disposition of the funds deducted under this Article as soon as they have been remitted by the County to the Union.

9. In Article 34, in paragraph (e), strike "2019" and replace with "2020" and strike each of "2018" and replace with "2019" in each instance.
10. On page iv of the Table of Contents:

After "EXHIBIT D5 56", insert:
"EXHIBIT D-6 56"
11. Insert Exhibit D-6, as attached to this Amendment, into the 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


21st day of February, 20189.

**HOWARD COUNTY ADMINISTRATION
HOWARD COUNTY, MARYLAND:**

**LOCAL2000
BARGAINING TEAM:**

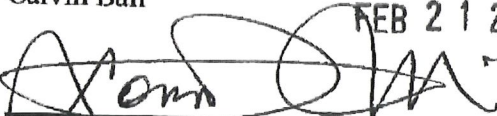


COUNTY EXECUTIVE
Calvin Ball



PRESIDENT
Richard L. Ruehl

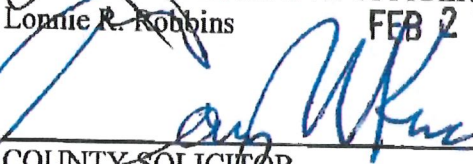
FEB 21 2019



CHIEF ADMINISTRATIVE OFFICER
Lonnie R. Robbins

Reviewing Attorney:

FEB 21 2019



COUNTY SOLICITOR
Gary Kuc



Jamar Herry
Assistant County Solicitor



CHIEF OF FIRE & RESCUE SERVICES
Christine M. Uhlhorn

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	\$67,002	\$69,164	\$71,361	\$73,532	\$75,779	\$77,950	\$80,321	\$82,742
	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
F	\$24.67	\$25.40	\$26.17	\$26.97	\$27.83	\$28.65	\$29.53	\$30.44	\$31.38	\$32.32	\$33.26	\$34.30	\$35.36	\$36.39
Fire Fighter	\$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
	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
Fire Fighter	\$25.87	\$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
	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
H	\$27.60	\$28.44	\$29.31	\$30.19	\$31.08	\$32.07	\$33.03	\$34.09	\$35.10	\$36.14	\$37.24	\$38.38	\$39.53	\$40.74
Master FF	\$68,890	\$70,986	\$73,158	\$75,354	\$77,576	\$80,047	\$82,443	\$84,889	\$87,610	\$90,205	\$92,951	\$95,796	\$98,667	\$101,687
	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	\$71,086	\$74,158	\$76,354	\$78,576	\$81,047	\$83,443	\$86,089	\$88,610	\$91,205	\$93,951	\$96,796	\$99,667	\$102,687
	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
J	\$30.57	\$31.49	\$32.49	\$33.49	\$34.47	\$35.50	\$36.60	\$37.74	\$38.88	\$40.08	\$41.29	\$42.50	\$43.84	\$45.17
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	\$109,125	\$112,744

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

SALARY SCALE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000

Effective December 23, 2019

(48 Hours per Week)

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
Hire															
40 hours	\$25.90	\$26.69													
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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	
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	18	30	42	54	66	78	90	102	114	126	138	162	186	210	
40 hours	\$29.90	\$30.78	\$31.73	\$32.68	\$33.72	\$34.73	\$35.78	\$36.89	\$38.03	\$39.18	\$40.32	\$41.58	\$42.85	\$44.11	
F	\$24.92	\$25.65	\$26.44	\$27.23	\$28.10	\$28.94	\$29.82	\$30.74	\$31.69	\$32.65	\$33.60	\$34.65	\$35.71	\$36.76	
FireFighter	\$62,200	\$64,022	\$65,994	\$67,966	\$70,138	\$72,234	\$74,431	\$76,727	\$79,098	\$81,494	\$83,866	\$86,486	\$89,132	\$91,753	
	G	18	30	42	54	66	78	90	102	114	126	138	162	186	210
40 hours	\$30.38	\$31.26	\$32.21	\$33.16	\$34.20	\$35.21	\$36.26	\$37.37	\$38.51	\$39.66	\$40.80	\$42.06	\$43.33	\$44.59	
FireFighter	\$25.32	\$26.05	\$26.84	\$27.63	\$28.50	\$29.34	\$30.22	\$31.14	\$32.09	\$33.05	\$34.00	\$35.05	\$36.11	\$37.16	
	HVO	\$63,200	\$65,022	\$66,994	\$68,966	\$71,138	\$73,234	\$75,431	\$77,727	\$80,098	\$82,494	\$84,866	\$87,486	\$90,132	\$92,753
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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
		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	
J	\$30.57	\$31.49	\$32.49	\$33.49	\$34.47	\$35.50	\$36.60	\$37.74	\$38.88	\$40.08	\$41.29	\$42.50	\$43.84	\$45.17	
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: _____

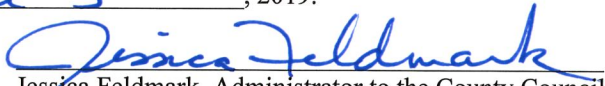
Pursuant to Section 1.111(e) of the Howard County Code, the following provisions of the Memorandum of Agreement and the Amendment to the Memorandum of Agreement, attached to the Bill as Exhibit 1, between Howard County and the International Association of Firefighters, Howard County Local 2000 conflict with the provisions of Title 1 “Human Resources” of the Howard County Code or the Employee Manual:

1. Section 1.2 – Unit Description
Subsections (a) and (c)
2. Section 1.3 – Position Classification Summary
Subsections (d) and (f)
3. Section 2.2 – Dues Deductions for Employees Who Join the Union
4. Section 2.3 – Dues Deduction
5. Section 2.4 – Dues Authorization
6. Section 2.5 - Dues Deduction/Insufficient Pay
7. Section 2.6 – Change in Dues
8. Section 2.7 – Indemnification
9. Section 3.1 – Selection of Representatives
10. Section 3.2 – Right to Counsel
11. Section 3.4 – Individual Representation
12. Section 3.5 – Union Visitation
13. Section 3.6 – Use of Bulletin Board
14. Section 3.7 – Notification to Union of Policies and Procedures
15. Article 5 – Hours of Work and Work Schedule
16. Article 6 – Staffing
17. Article 7 – Layoffs/Furloughs
18. Article 8 – Compensation
19. Section 9.1 – Overtime Definition
Subsections (a), (b), (c), and (d)
20. Section 9.2 – Overtime Assignment
21. Article 10 – Call-In and Hold Over Pay
22. Article 11 – Day Work and Alternate Work Schedule
23. Article 12 – Advanced Life Support Pay
24. Article 13 – Special Operations Pay

25. Article 14 – Compensation for Temporary Assignments
26. Article 15 – Leave Benefits
27. Section 15.1 – Holidays
Subsections (b), (d) and (e)
28. Section 15.2 – Annual Leave
Subsections (a), (b) and (e)
29. Section 15.4 – Disability Leave
Subsection (d)
30. Section 15.9 – Funeral Leave
31. Section 15.10 – Leave for Negotiations
32. Section 15.12 – Union Leave
33. Section 15.13 – Union Leave Bank
34. Section 15.14 – Leave Donation
35. Article 16 – Trading of Shifts and Early Relief
36. Section 17.2 – Life Insurance
Subsections (b) and (c)
37. Article 18– Employee Allowances
38. Article 19 – Grievance Procedure
39. Section 20.2 – Employee Access and Removal
40. Section 20.3 - Employee Additions
41. Article 21 – Modified Duty
42. Article 22 – Safety and Health
43. Article 25 – Transfers
44. Article 26 – Substance Abuse Testing
45. Article 27 – Promotional Process and Registers
46. Article 28 – Union Insignia and Logo
47. Article 29 – Direct deposit
48. Article 30 – Political Action Committee (P.A.C.) deductions
49. Article 34 – Duration and finality of agreement
Subsection (a)

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on June 5, 2019.


Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on _____, 2019.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on _____, 2019.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on _____, 2019.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on _____, 2019.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on _____, 2019.

Jessica Feldmark, Administrator to the County Council