County Council of H	oward County, Maryland
2019 Legislative Session	Legislative Day No.
Bill No	<del>Z</del> 2019
Introduced by: The Chairperson at	the request of the County Executive
between Howard County and the Internat Local 2000 that will be effective through previously approved provisions in a colle and the International Association of Firef with the provisions of Title 1 "Human Re Manual; providing for the application of the	t to a multi-year Collective Bargaining Agreement cional Association of Firefighters, Howard County the first day of Fiscal Year 2021; approving certain active bargaining agreement between Howard County Eighters, Howard County Local 2000, that are in conflict assources" of the Howard County Code or the Employee this Act; and generally relating to the collective County and the International Association of Firefighters,
. ()	order Jessica Feldmark, Administrator
time at a public hearing on YV love 2019.	order Jessica Feldmark, Administrator
0	order
Sealed with the County Seal and presented to the County Executive fo	or approval this Whay of May, 2019 at 4, a.m. (p.m.) order Lessica Delaural Jessica Feldmark, Administrator

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; <u>Underlining</u> indicates material added by amendment

Calvin Ball, County Executive

Approved/vetoed by the County Executive

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 NOW, THEREFORE, 34 35 Section 1. Be It Enacted by the County Council of Howard County, Maryland that in 36 accordance with Section 612 of the Howard County Charter, it approves the terms of the 37 Amendment to Memorandum of Agreement between Howard County, Maryland and the 38 International Association of Firefighters, Howard County Local 2000, which shall be in 39 substantially the same form as Exhibit 1 attached to this Act. 40 41 Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland that 42 the County Council hereby endorses and ratifies the County Executive's signature and execution 43 of the Amendment, which shall be in substantially the same form as Exhibit 1 attached to this 44 45 Act, for such term in the name of and on behalf of the County. 46 Section 3. And Be It Further Enacted by the County Council of Howard County, Maryland that, 47 in regard to the Agreement and the Amendment to Memorandum of Agreement, between Howard 48 County, Maryland and the International Association of Firefighters, Howard County Local 2000, 49 the County Council approves the Conflicting Provisions, attached as Exhibit 2, that are in conflict 50 with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee 51 Manual. 52 53 Section 4. And Be It Further Enacted by the County Council of Howard County, Maryland that 54 the provisions of this act shall apply beginning with the first pay date after July 1, 2019. 55 56 Section 5. And Be It Further Enacted by the County Council of Howard County, Maryland that 57 if there is a conflict between the Amendment attached to this Act and the Howard County Pay Plan, 58 59 the provisions contained in the Amendment shall control. 60 Section 6. And Be It Further Enacted by the County Council of Howard County, Maryland that, 61 in accordance with Section 612 of the Howard County Charter, Section 1 and Section 2 of this Act

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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 July 1, 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 I, 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.

# HOWARD COUNTY ADMINISTRATION HOWARD COUNTY, MARYLAND:

LOCAL2000 BARGAINING TEAM:

COUNTY EXECUTIVE

Calvin Ball

REB 2 1 2019

WEF ADMINISTRAIVE OFFICER

Lopnie R. Robbins

FE#8 2 1 2019

COUNTY SOLICITOR

Gary Kuc

CHIEF OF FIRE & PESCUE SERVICES

Christine M. Uhlhorn

Richard L. Ruehl

Reviewing Attorney:

Jamar Herry

sistant County Solicitor

Exhibit D6

Effective December 23, 2019

# SALARYSCALEEY2020 ENTERNATIONAL ASSOCIATION OF FIRMINGHTERS LOGAL 2000 (48 Hours per Week)

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<u>FireFighter</u>	\$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
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40 hours FireFighter HVO  40 hours H Master FF	\$30.38 \$25.32 \$63.200 \$30 \$33.12 \$27.60 \$68.890	\$31.26 \$26.05 \$65,022 42 \$34.13 \$28.44 \$70,986	\$32.21 \$26.84 \$66.994 54 \$35.17 \$29.31 \$73.158	\$33.16 \$27.63 \$68.966 66 \$36.23 \$30.19 \$75.354	\$34.20 \$28.50 \$71.138 78 \$37.30 \$31.08 \$77.576	\$35.21 \$29.34 \$73.234 90 \$38.48 \$32.07 \$80.047	\$36.26 \$30.22 \$75,431 102 \$39.64 \$33.03 \$82,443	\$37.37 \$31.14 \$77.727 114 \$40.91 \$34.09 \$85.089	\$38.51 \$32.09 \$80.098 126 \$42.12 \$35.10 \$87.610	\$39.66 \$33.05 \$82,494 138 \$43.37 \$36.14 \$90.205	\$40.80 \$34.00 \$84.866 150 \$44.69 \$37.24 \$92.951	\$42.06 \$35.05 \$87,486 174 \$46.06 \$38.38 \$95,796	\$43.33 \$36.11 \$90.132 198 \$47.44 \$39.53 \$98,667	\$44.59 \$37.16 \$92,753 222 \$48.89 \$40.74 \$101.687
40 hours HVO  40 hours H Master FF  1 40 hours Master FF	\$30.38 \$25.32 \$63.200 30 \$33.12 \$27.60 \$68.890 30 \$33.60	\$31.26 \$26.05 \$65,022 42 \$34.13 \$28.44 \$70.986	\$32.21 \$26.84 \$66.994 54 \$35.17 \$29.31 \$73.158 54 \$35.65	\$33.16 \$27.63 \$68.966 66 \$36.23 \$30.19 \$75.354 66 \$36.71	\$34.20 \$28.50 \$71.138 78 \$37.30 \$31.08 \$77.576 78 \$37.78	\$35.21 \$29.34 \$73.234 90 \$38.48 \$32.07 \$80.047	\$36.26 \$30.22 \$75,431 102 \$39.64 \$33.03 \$82,443 102 \$40.12	\$37.37 \$31.14 \$77.727 114 \$40.91 \$34.09 \$85.089 114 \$41.39	\$38.51 \$32.09 \$80.098 126 \$42.12 \$35.10 \$87.610	\$39.66 \$33.05 \$82,494 138 \$43.37 \$36.14 \$90,205 138 \$43.85	\$40.80 \$34.00 \$84.866 150 \$44.69 \$37.24 \$92.951 150 \$45.17	\$42.06 \$35.05 \$87,486 174 \$46.06 \$38.38 \$95.796 174 \$46.54	\$43.33 \$36.11 \$90.132 198 \$47.44 \$39.53 \$98,667	\$44.59 \$37.16 \$92,753 222 \$48.89 \$40.74 \$101.687 222 \$49.37
40 hours HVO  40 hours H Master FF  1 40 hours Master FF	\$30.38 \$25.32 \$63.200 30 \$33.12 \$27.60 \$68.890 30 \$33.60 \$28.00	\$31.26 \$26.05 \$65,022 42 \$34.13 \$28.44 \$70.986 42 \$34.61 \$28.84	\$32.21 \$26.84 \$66.994 54 \$35.17 \$29.31 \$73.158 54 \$35.65 \$29.71	\$33.16 \$27.63 \$68.966 66 \$36.23 \$30.19 \$75.354 66 \$36.71 \$30.59	\$34.20 \$28.50 \$71.138 78 \$37.30 \$31.08 \$77.576 78 \$37.78 \$31.48	\$35.21 \$29.34 \$73.234 90 \$38.48 \$32.07 \$80.047 90 \$38.96 \$32.47	\$36.26 \$30.22 \$75,431 102 \$39.64 \$33.03 \$82,443 102 \$40.12 \$33.43	\$37.37 \$31.14 \$77.727 114 \$40.91 \$34.09 \$85.089 114 \$41.39 \$34.49	\$38.51 \$32.09 \$80.098 126 \$42.12 \$35.10 \$87,610 126 \$42.60 \$35.50	\$39.66 \$33.05 \$82,494 138 \$43.37 \$36.14 \$90.205 138 \$43.85 \$36.54	\$40.80 \$34.00 \$84.866 150 \$44.69 \$37.24 \$92.951 150 \$45.17 \$37.64	\$42.06 \$35.05 \$87,486 174 \$46.06 \$38.38 \$95.796 174 \$46.54 \$38.78	\$43.33 \$36.11 \$90.132 198 \$47.44 \$39.53 \$98,667 198 \$47.92 \$39.93	\$44.59 \$37.16 \$92,753 222 \$48.89 \$40.74 \$101.687 222 \$49.37 \$41.14
40 hours H Master FF  40 hours H Master FF	\$30.38 \$25.32 \$63.200 30 \$33.12 \$27.60 \$68.890 30 \$33.60 \$28.00	\$31.26 \$26.05 \$65,022 42 \$34.13 \$28.44 \$70.986 42 \$34.61 \$28.84	\$32.21 \$26.84 \$66.994 54 \$35.17 \$29.31 \$73.158 54 \$35.65 \$29.71	\$33.16 \$27.63 \$68.966 66 \$36.23 \$30.19 \$75.354 66 \$36.71 \$30.59	\$34.20 \$28.50 \$71.138 78 \$37.30 \$31.08 \$77.576 78 \$37.78 \$31.48	\$35.21 \$29.34 \$73.234 90 \$38.48 \$32.07 \$80.047 90 \$38.96 \$32.47	\$36.26 \$30.22 \$75,431 102 \$39.64 \$33.03 \$82,443 102 \$40.12 \$33.43	\$37.37 \$31.14 \$77.727 114 \$40.91 \$34.09 \$85.089 114 \$41.39 \$34.49	\$38.51 \$32.09 \$80.098 126 \$42.12 \$35.10 \$87,610 126 \$42.60 \$35.50	\$39.66 \$33.05 \$82,494 138 \$43.37 \$36.14 \$90.205 138 \$43.85 \$36.54	\$40.80 \$34.00 \$84.866 150 \$44.69 \$37.24 \$92.951 150 \$45.17 \$37.64	\$42.06 \$35.05 \$87,486 174 \$46.06 \$38.38 \$95.796 174 \$46.54 \$38.78	\$43.33 \$36.11 \$90.132 198 \$47.44 \$39.53 \$98,667 198 \$47.92 \$39.93	\$44.59 \$37.16 \$92,753 222 \$48.89 \$40.74 \$101.687 222 \$49.37 \$41.14 \$102.687
40 hours HVO  40 hours H Master FF  1 40 hours Master FF	\$30.38 \$25.32 \$63.200 30 \$33.12 \$27.60 \$68.890 30 \$33.60 \$28.00 \$69.890	\$31.26 \$26.05 \$65,022 42 \$34.13 \$28.44 \$70.986 42 \$34.61 \$28.84 \$71.986	\$32.21 \$26.84 \$66.994 54 \$35.17 \$29.31 \$73.158 54 \$35.65 \$29.71 \$74.158	\$33.16 \$27.63 \$68.966 66 \$36.23 \$30.19 \$75.354 66 \$36.71 \$30.59 \$76.354	\$34.20 \$28.50 \$71.138 78 \$37.30 \$31.08 \$77.576 78 \$37.78 \$31.48 \$78.576	\$35.21 \$29.34 \$73.234 90 \$38.48 \$32.07 \$80.047 90 \$38.96 \$32.47 \$81.047	\$36.26 \$30.22 \$75,431 102 \$39.64 \$33.03 \$82,443 102 \$40.12 \$33.43 \$83,443	\$37.37 \$31.14 \$77.727 114 \$40.91 \$34.09 \$85.089 114 \$41.39 \$34.49 \$86.089	\$38.51 \$32.09 \$80.098 126 \$42.12 \$35.10 \$87.610 126 \$42.60 \$35.50 \$88.610	\$39.66 \$33.05 \$82,494 138 \$43.37 \$36.14 \$90.205 138 \$43.85 \$36.54 \$91.205	\$40.80 \$34.00 \$84.866 150 \$44.69 \$37.24 \$92.951 150 \$45.17 \$37.64 \$93.951	\$42.06 \$35.05 \$87,486 174 \$46.06 \$38.38 \$95.796 174 \$46.54 \$38.78 \$96.796	\$43.33 \$36.11 \$90.132 198 \$47.44 \$39.53 \$98,667 198 \$47.92 \$39.93 \$99.667	\$44.59 \$37.16 \$92,753 222 \$48.89 \$40.74 \$101.687 222 \$49.37 \$41.14 \$102.687
40 hours H Master FF  40 hours H Master FF  H Mours H H Mours H H H H H H H H H H H H H H H H H H H	\$30.38 \$25.32 \$63.200 30 \$33.12 \$27.60 \$68.890 30 \$33.60 \$28.00 \$69.890	\$31.26 \$26.05 \$65,022 42 \$34.13 \$28.44 \$70.986 42 \$34.61 \$28.84 \$71.986	\$32.21 \$26.84 \$66.994 54 \$35.17 \$29.31 \$73.158 54 \$35.65 \$29.71 \$74.158	\$33.16 \$27.63 \$68,966 66 \$36.23 \$30.19 \$75.354 66 \$36.71 \$30.59 \$76.354	\$34.20 \$28.50 \$71.138 78 \$37.30 \$31.08 \$77.576 78 \$37.78 \$31.48 \$78.576	\$35.21 \$29.34 \$73.234 90 \$38.48 \$32.07 \$80.047 90 \$38.96 \$32.47 \$81.047	\$36.26 \$30.22 \$75,431 102 \$39.64 \$33.03 \$82,443 102 \$40.12 \$33.43 \$83,443	\$37.37 \$31.14 \$77.727 114 \$40.91 \$34.09 \$85.089 114 \$41.39 \$34.49 \$86,089	\$38.51 \$32.09 \$80.098 126 \$42.12 \$35.10 \$87.610 126 \$42.60 \$35.50 \$88.610	\$39.66 \$33.05 \$82,494 138 \$43.37 \$36.14 \$90.205 138 \$43.85 \$36.54 \$91.205	\$40.80 \$34.00 \$84.866 150 \$44.69 \$37.24 \$92.951 150 \$45.17 \$37.64 \$93.951	\$42.06 \$35.05 \$87,486 174 \$46.06 \$38.38 \$95.796 174 \$46.54 \$38.78 \$96,796	\$43.33 \$36.11 \$90.132 198 \$47.44 \$39.53 \$98,667 198 \$47.92 \$39.93 \$99.667	\$44.59 \$37.16 \$92,753 222 \$48.89 \$40.74 \$101.687 222 \$49.37 \$41.14 \$102.687
40 hours FireFighter HVO  40 hours H Master FF  40 hours Master FF HVO  40 hours J Lieutenant	\$30.38 \$25.32 \$63.200 30 \$33.12 \$27.60 \$68.890 30 \$33.60 \$28.00 \$69.890 54 \$36.68 \$30.57 \$76.303	\$31.26 \$26.05 \$65,022 42 \$34.13 \$28.44 \$70.986 42 \$34.61 \$28.84 \$71.986 66 \$37.79 \$31.49 \$78,599	\$32.21 \$26.84 \$66.994 \$35.17 \$29.31 \$73.158 \$35.65 \$29.71 \$74.158 78 \$38.99 \$32.49 \$81,095	\$33.16 \$27.63 \$68.966 66 \$36.23 \$30.19 \$75.354 66 \$36.71 \$30.59 \$76.354 90 \$40.19 \$33.49 \$83.591	\$34.20 \$28.50 \$71.138 78 \$37.30 \$31.08 \$77.576 78 \$31.48 \$78.576 102 \$41.36 \$34.47 \$86.037	\$35.21 \$29.34 \$73.234 90 \$38.48 \$32.07 \$80.047 90 \$38.96 \$32.47 \$81,047 114 \$42.60 \$35.50 \$88.608	\$36.26 \$30.22 \$75,431 102 \$39.64 \$33.03 \$82,443 102 \$40.12 \$33.43 \$83,443 126 \$43.92 \$36.60 \$91,354	\$37.37 \$31.14 \$77.727 114 \$40.91 \$34.09 \$85.089 114 \$41.39 \$34.49 \$86,089 138 \$45.29 \$37.74 \$94,199	\$38.51 \$32.09 \$80.098 126 \$42.12 \$35.10 \$87.610 126 \$42.60 \$35.50 \$88.610 150 \$46.66 \$38.88 \$97.044	\$39.66 \$33.05 \$82,494 138 \$43.37 \$36.14 \$90.205 138 \$43.85 \$36.54 \$91.205	\$40.80 \$34.00 \$84.866 150 \$44.69 \$37.24 \$92.951 150 \$45.17 \$37.64 \$93.951 174 \$49.55 \$41.29 \$103.060	\$42.06 \$35.05 \$87,486 174 \$46.06 \$38.38 \$95.796 174 \$46.54 \$38.78 \$96.796 198 \$51.00 \$42.50 \$106.080	\$43.33 \$36.11 \$90.132 198 \$47.44 \$39.53 \$98,667 198 \$47.92 \$39.93 \$99.667 222 \$52.61 \$43.84	\$44.59 \$37.16 \$92,753 222 \$48.89 \$40.74 \$101.687 222 \$49.37 \$41.14 \$102.687

### DESIGNATION FOR PAYROLL DEDUCTION

### **UNION DUES**

TO: Howard County Human Resources	
FROM:(name, please print)	Social Security #
UNION: IAFF Local 2000	
amount sufficient to provide for the paymer paid to the Treasurer of the International As Local 2000. The amount to be deducted sha	n from my earnings each payroll period an ant of monthly union dues or service fees to be essociation of Firefighters, Howard County all be certified to the Personnel Office by the established dues or fees as adopted by the
Code, this authorization shall be irrevocable	thereafter, unless written notice of termination
Signed:	
Date:	

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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)

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
- 2019.
Jessica Feldmark, Administrator to the County Council
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
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

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	 Model (Florid Mel Alex For all College) Model (Florida) (Florida) Model (Florida) (Flo	al November 1984 (1884   1884   1884   1884   1884   1884   1884   1884   1884   1884   1884   1884   1884   1	

Amendment	1	to Council Bill No. 21-2019
		to Council Dill 110. 21. 2017

BY: Chairperson at the request of the County Executive

Legislative Day No. 7
Date: May 29, 2019

Amendment No. \_\_\_\_\_

(This amendment corrects the salary scale FY 2020 for the International Association of Firefighters Local 2000.)

- 1 Remove the "Salary Scale FY 2020" attached to the Amendment to Memorandum (attached to
- the Bill as Exhibit 1) and substitute the revised "SALARY SCALE" attached to this amendment.

EMPTED.

FMLED

DENATUR

### SALARYSCALE

### INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000

Effective Dec	ember 23,	<u> 2019</u>			INTER	NALIONA	<u>LASSOCIA</u>	(48 Hours		RS LUCAL	2000			
1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Hire													
40 hours	\$25.90	\$26.69												
<u>D</u>	\$21.58	\$22.24												
<u>Traince</u>	\$53,864	\$55,511												
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	Acad Grad							Tarana in the same of						
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
				ng han k						,				010
	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
<u> </u>	\$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
												1.00	406	210
G	18	30	42	54	66	78	90	102	114	126	138	162	186	210 \$44.50
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
				272					40.5				100	
	30	42	54	66	<u>78</u>	90	102	114	126	138	150	174	198 \$47.44	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	\$39.53	\$48.89 \$40.74
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		\$40.74
Master FF	\$68,890_	\$70,986	\$73,158	\$75,354	\$77,576	<u>\$80.047</u>	\$82,443	\$85,089	\$87,610	\$90,205	\$92,951	\$95,796	\$98,667	\$101,687
 T	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
					** * ** *				i=i					***
	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
<u>J</u>	\$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	<u> 591.354</u>	\$94,199	\$97,044	\$100,040	\$103,060	\$106,080	\$109,425	\$112.744
Longevity P	av: Employe	ees who hav	e completed	252 months	of creditable	e service sh	all begin re	ceiving Long	evity Pay a	the annualiz	ed rate of \$2	<u>:500</u>		

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Exhibit D6

### SALARY SCALE FY 2020 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 2000

Effective December 23, 2019 (48 Hours per Week) Step Ţ 3 5 6 7 8 9 10 11 12 13 14 Hire 40 hours \$25.90 \$26.16 D \$21.58 \$22.24 Traince S53-864 \$55.511 Acad Grad 40 hours \$26.96 \$27.78 \$28.68 \$29.51 330,44 S31.33 \$32.26 \$33.25 \$34.3 I \$35,35 \$36.43 \$37.48 \$38.62 \$39.78 E \$22,47 \$23.15 \$23.90 S24.59 \$25.3 S26.11 \$26.88 S27.71 \$28.59 \$29.46 \$30.36 S31.23 S32.18 \$33.15 Recruit \$56,085 \$57,782 \$59,654 \$61,377 \$63,324 565,171 \$67.092 569,164 S71,361 S73.532 \$75,779 \$77,950 S80.321 \$82,742 18 30 42 54 66 78 90 102 114 126 138 162 186 210 40 hours \$29.60 \$30.48 S31.40 532,36 S33.40 \$34.38 S35014 \$37.66 \$36,53 \$38.78 S39.91 \$41.16 \$42.42 \$43.67 F \$24.67 \$25.40 \$26.17 \$26.97 S27.83 \$28.65 \$29,53 \$30.44 \$31.38 S32.32 \$33.26 \$34.30 \$35.35 \$36.39 FireFighter S61.576 \$63,398 \$67.317 \$65,320 \$69,464 S71.510 \$73,707 505,978 S78,324 \$80,671 \$83,017 \$85.613 588234 \$90,829  $\mathbf{G}$ 13 30 42 54 66 78 90 102 114 126 138 162 186 210 40 bours \$30,08 \$30.96 \$31.88 \$32,84 S38-1-1 S33.88 \$34,86 \$35,92 \$37.01 \$39.26 \$40.39 \$41.64 \$42.90 \$43.75 S25.07 FireFighter. \$25.80 \$26.57 S27.37 S28.23 \$29.05 \$29.93 \$30,84 \$31.78 \$32,72 \$33.66 \$34.70 \$35.75 \$36.79 IIVO S62,576 564,398 \$68,317 566,320 \$70.464 \$72,510 \$74,707 \$76,978 \$79.324 671 \$34.017 \$86,613 \$89,234 \$91,829 30 42 54 66 78 90 102 114 126 138 150 174 198 222 46 hours \$33.12 S34.13 \$35.17 \$36.23 \$37.30 \$38,48 \$39.64 \$40.91 \$4.69 \$42.12 \$43.37 \$46.06 \$47,44 S48.89 H \$27.60 \$28,44 \$29.31 \$30,19 \$31.08 \$32.07 \$33.03 \$35.10 \$34.09 \$36.14 \$37.24 S38.38 S39.53 \$40.74 Master FF \$68,890 \$70,986 \$73,158 \$75,354 \$77,576 \$80,047 \$82,443 \$85,089 \$87,610 S90,205 \$92,951 \$25,796 \$98,667 \$101,687 I 30 42 54 66 78 90 102 114 126 138 150 174 198 222 40 hours \$33.60 \$34.61 \$35.65 S36.71 \$37,78 \$38.96 \$40.12 \$41.39 \$42.60 \$43.85 \$45.17 S46.54 \$47.92 \$49.37 Master FF \$28.00 S28.84 \$29.71 \$30.59 \$31.48 \$32.47 \$33.43 \$34.49 \$35.50 \$36.54 S37.64 \$38.78 S3933 S41.14 HVO \$69,890 \$71,986 \$74,158 \$76,354 \$78.576 S81,047 \$83,443 S86.089 \$88,610 \$91,205 \$93,951 \$96,796 \$99,667 \$102,687 54 66 78 90 102 114 126 138 150 162 174 198 222 240 40 hours \$36.68 \$37,79 \$38.99 \$40.19 \$41,36 \$42.60 \$43,92 \$45.29 S48.10 \$46.66 \$49.55 \$51.00 \$52.61 S54.20 \$30.57 \$31.49 \$32.49 \$33.49 \$34.47 S35.50 \$36.60 \$37.74 \$38.88 \$40.08 S41.29 \$42.50 \$43.84 \$45.17 Lieutenant \$76,303 S78.599 \$81,095 \$83,591 \$86,037 \$88,603 591,354 \$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 a 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 2/1045

# DESIGNATION FOR PAYROLL DEDUCTION

### **UNION DUES**

TO: Howard County Human Resources	
FROM:	Social Security #
(name, please print)	Bocial Security #
UNION: IAFF Local 2000	
Local 2000. The amount to be deducted sha Treasurer of the Union and will be lawfully Union.  I understand that pursuant to Title I, Section Code, this authorization shall be irrevocable.	of monthly union dues or service fees to be sociation of Firefighters, Howard County II be certified to the Personnel Office by the established dues or fees as adopted by the 1.605 paragraph (b) of the Howard County for a period of one year and shall be ereafter, unless written notice of termination
Signed:	•
Date:	
Dage.	<del></del>

Amendment / to Council Bill No. 21-2019

BY: Chairperson at the request of the County Executive

Legislative Day No. 7
Date: May 29, 2019

Amendment No.

(This amendment corrects the salary scale FY 2020 for the International Association of Firefighters Local 2000.)

- Remove the "Salary Scale FY 2020" attached to the Amendment to Memorandum (attached to
- the Bill as Exhibit 1) and substitute the revised "SALARY SCALE" attached to this amendment.

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Lieutenant \$76.303

\$78,599

\$81,095

\$83,591

\$86,037

\$88,608

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

\$91,354

\$94,199

\$97,044

\$100.040 \$103.060 \$106.080

\$109,425 \$112,744

### **SALARY SCALE** INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000 Effective December 23, 2019 (48 Hours per Week) Step Hire 40 hours \$25.90 \$26.69 \$21.58 \$22.24 \$53,864 \$55.511 Trainee Acad Grad \$26.96 \$27.78 \$28.68 \$33.25 \$34.31 \$35.35 \$36.43 40 hours \$29.51 \$30.44 \$31.33 \$32.26 \$37.48 \$38.62 <u>\$39.78</u> 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 \$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 Recruit 210 30 42 54 66 78 90 102 114 126 138 162 186 <u>18</u> \$33.72 \$34.73 \$36.89 \$38.03 \$39.18 \$40.32 \$41.58 40 hours \$29.90 \$30.78 \$31.73 \$32.68 \$35.78 \$42.85 \$44.11 \$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 F FireFighter \$62,200 \$72,234 \$74,431 \$76,727 \$79,098 \$81,494 \$83,866 \$89,132 \$64,022 \$65,994 \$67,966 \$70,138 <u>\$86,486</u> <u>\$91.753</u> 126 138 186 210 18 30 42 54 66 78 90 102 114 162 \$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 40 hours \$27.63 \$28.50 \$30.22 \$32.09 \$33.05 \$34.00 \$35.05 \$36.11 \$37.16 **FireFighter** \$25.32 \$26.05 \$26.84 \$29.34 \$31.14 \$77,727 \$80,098 \$82,494 \$90,132 HVO \$63,200 \$65,022 \$66,994 \$68.966 \$71,138 \$73,234 \$75,431 \$84,866 \$87,486 \$92,753 42 54 66 78 90 102 126 138 150 174 198 222 30 114 \$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 40 hours \$36.14 \$39.53 H \$27.60 \$28.44 \$29.31 \$30.19 \$31.08 \$32.07 \$33.03 \$34.09 \$35.10 \$37.24 \$38.38 \$40.74 \$85,089 \$87,610 \$90,205 \$92,951 \$95.796 \$98,667 \$101,687 Master FF \$68.890 \$70,986 \$73,158 \$75,354 \$77,576 \$80,047 \$82,443 30 42 54 78 90 102 114 126 138 150 174 198 222 66 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 \$28.84 \$38.78 \$39.93 \$41.14 Master FF \$28.00 \$29.71 \$30.59 \$31.48 \$32.47 \$33.43 \$34.49 \$35.50 \$36.54 \$37.64 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 <u>54</u> 66 78 90 102 114 126 138 150 162 174 198 222 246 \$46.66 40 hours \$36.68 \$37.79 \$38.99 \$40.19 \$41.36 \$42.60 \$43.92 \$45.29 \$48.10 \$49.55 \$51.00 \$52.61 \$54.20 \$30.57 \$37.74 \$38.88 \$41.29 \$42.50 \$31.49 \$32.49 \$33.49 \$34.47 \$35.50 \$36.60 \$40.08 \$43.84 \$45.17

