

Introduced 5-3-2021  
Public Hearing 5-17-2021  
Council Action 5-26-2021  
Executive Action 6-3-2021  
Effective Date 8-3-2021

## County Council of Howard County, Maryland

2021 Legislative Session

Legislative Day No. 7

Bill No. 30-2021

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

AN ACT approving an amendment to a multi-year collective bargaining agreement between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 3085 that will be effective through the end of Fiscal Year 2022 and that includes payment of certain compensation in future fiscal years; and generally relating to the collective bargaining agreement between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 3085.

Introduced and read first time May 3, 2021. Ordered posted and hearing scheduled.  
By order Michelle Harrod  
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 May 17, 2021.

By order Michelle Harrod  
Michelle Harrod, Administrator

This Bill was read the third time on May 26, 2021 and Passed , Passed with amendments \_\_\_\_\_, Failed \_\_\_\_\_.

By order Michelle Harrod  
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 29 day of May, 2021 at 5 a.m. (p.m.)

By order Michelle Harrod  
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive June 3, 2021

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 American Federation of State, County and Municipal Employees,  
2 Howard County Local 3085, Council 67, AFL-CIO (“Local 3085”) and the County have  
3 reached agreement through a Memorandum of Agreement (the “Agreement”), that is effective  
4 July 1, 2020 through June 30, 2022; and

5  
6           **WHEREAS**, by passage of Council Bill No. 41-2020, the Agreement was approved as  
7 a multiyear agreement and the provisions in the Agreement that conflicted with the provisions  
8 of Title 1 of the Howard County Code or the Employee Manual were approved; and

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

14  
15           **WHEREAS**, since execution of the Agreement, the parties have entered into an  
16 “Amendment to Memorandum of Agreement between Howard County, Maryland and the  
17 American Federation of State, County and Municipal Employees, Howard County Local 3085,  
18 Council 67, AFL-CIO” (the “Amendment”) in substantially the form attached as Exhibit 1;  
19 and

20  
21           **WHEREAS**, pursuant to the Agreement, the Amendment must be submitted to the  
22 County Council for its review in accordance with Section 1.606(e) of the County Code.

23  
24           **NOW, THEREFORE,**

25  
26       *Section 1. Be It Enacted by the County Council of Howard County, Maryland that in*  
27 *accordance with Section 1.111(e) and 1.606(e) of the Howard County Code, it approves the*  
28 *terms of the Amendment to Memorandum of Agreement between Howard County and the*  
29 *American Federation of State, County and Municipal Employees, Howard County Local 3085,*  
30 *Council 67, AFL-CIO, which shall be in substantially the same form as Exhibit 1 attached to*  
31 *this Act.*

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

5  
6 **Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland  
7 *that, in regard to the Amendment of the Memorandum of Agreement between Howard County*  
8 *and the American Federation of State, County and Municipal Employees, Howard County*  
9 *Local 3085, Council 67, AFL-CIO, the Amendment does not add any additional conflicting*  
10 *provisions to those attached to Council Bill No. 41-2020.*

11  
12 **Section 4. And Be It Further Enacted** by the County Council of Howard County, Maryland  
13 *that if there is a conflict between the Amendment attached to this Act and the Howard County*  
14 *Pay Plan, the provisions contained in the Amendment shall control.*

15  
16 **Section 5. And Be It Further Enacted** by the County Council of Howard County, Maryland  
17 *that this Act shall become effective 61 days after its enactment.*

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

**AND**

**AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES, HOWARD COUNTY LOCAL 3085,  
COUNCIL 67, AFL-CIO**

**Whereas**, Howard County, Maryland and Howard County Local 3085, of the American Federation of State, County and Municipal Employees, Council 67, AFL-CIO, entered into a collective bargaining agreement (Agreement) effective July 1, 2020 thru June 30, 2022;

**Whereas**, the Union and the County Administration engaged in a limited re-opener to discuss wage and pension issues;

**Whereas**, as a result of those discussions, the parties agreed that:

**Whereas**, Local 3085 submitted the proposed changes enumerated above to its membership for vote the week of April 19, 2021 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 7 add the following:

**Section 7.1.-Salary Scale; Adjustments.**

Effective the first pay period that includes January 1, 2022, a new salary scale will be adopted which includes a 2% across the board increase for all members (Exhibit A-2).

The County and the Union agree that if the County receives direct funding as a result of the 2021 Coronavirus Relief Act/American Rescue Plan, and hazard pay to employees who responded to the pandemic is one of the eligible expenses, the County Executive will determine an appropriate amount to be paid to each member of the bargaining unit who is working on the front lines with direct contact with the public or other employees. Any payment made after the passage of this act will satisfy the terms of this section even if paid in FY 21 prior to the start of this agreement.

2. In Article 7 replace the existing language with the following:

**Section 7.7.- Field Training Pay**

- (a) Employees who apply for and are assigned as preceptors for the apprenticeship program shall receive an additional \$3.00 per hour added to their regular rate of pay for all hours actively engaged as a one on one facilitator with the training employee. Facilitator opportunities will be rotated among the Master Trades employees who have applied to be preceptors.

3. The County and the Union agree to meet, research and make recommendations to the Deferred Compensation Plan Committee regarding what it would take to add an in-service distribution to the plan. The meeting and the recommendations will occur no later than two months after the completion of this agreement. This language will not be added to the contract.

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 \_\_\_\_\_, 2021.

HOWARD COUNTY ADMINISTRATION  
HWOARD COUNTY, MARYLAND:

LOCAL 3085  
BARGAINING TEAM:

---

COUNTY EXECUTIVE  
Calvin Ball

---

PRESIDENT  
Dale Chase

---

CHIEF ADMINISTRATIVE OFFICER  
Lonnie R. Robbins

---

COUNTY SOLICITOR  
Gary Kuc

---

DIRECTOR OF PUBLIC WORKS  
Tom Meunier

Reviewing Attorney:

---

Jamar Herry  
Assistant County Solicitor

**Salary Scale H - Local 3085**

**FY 2022**

Effective December 20,, 2021

Note: A = 10 YR. LONGEVITY (\$0.75/HR); B = 15 YR. LONGEVITY (\$1.45/HR); C = 20 YR. LONGEVITY (\$1.75/HR), W = WELDER PREMIUM (\$1,000/YR)

Grade	Entry	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
<b>H3</b>	\$16.32 \$33,946	\$16.64 \$34,611	\$17.05 \$35,464	\$17.39 \$36,171	\$17.83 \$37,086	\$18.19 \$37,835	\$18.65 \$38,792	\$19.02 \$39,562	\$19.49 \$40,539	\$19.88 \$41,350	\$20.38 \$42,390	\$20.79 \$43,243	\$21.31 \$44,325	\$21.74 \$45,219	\$22.17 \$46,114	\$22.61 \$47,029	\$23.06 \$47,965	\$23.52 \$48,922
<b>H4</b>	\$16.97 \$35,298	\$17.39 \$36,171	\$17.74 \$36,899	\$18.19 \$37,835	\$18.55 \$38,584	\$19.02 \$39,562	\$19.40 \$40,352	\$19.89 \$41,371	\$20.39 \$42,411	\$20.90 \$43,472	\$21.42 \$44,554	\$21.85 \$45,448	\$22.29 \$46,363	\$22.74 \$47,299	\$23.19 \$48,235	\$23.65 \$49,192	\$24.12 \$50,170	\$24.60 \$51,168
<b>H5</b>	\$17.69 \$36,795	\$18.14 \$37,731	\$18.59 \$38,667	\$19.06 \$39,645	\$19.54 \$40,643	\$20.03 \$41,662	\$20.52 \$42,682	\$21.03 \$43,742	\$21.56 \$44,845	\$22.11 \$45,989	\$22.66 \$47,133	\$23.34 \$48,547	\$24.03 \$49,982	\$24.76 \$51,501	\$25.49 \$53,019	\$26.25 \$54,600	\$27.05 \$56,264	\$27.87 \$57,970
<b>H6</b>	\$18.63 \$38,750	\$19.09 \$39,707	\$19.57 \$40,706	\$20.06 \$41,725	\$20.56 \$42,765	\$21.07 \$43,826	\$21.60 \$44,928	\$22.14 \$46,051	\$22.70 \$47,216	\$23.27 \$48,402	\$23.85 \$49,608	\$24.44 \$50,835	\$25.05 \$52,104	\$25.67 \$53,394	\$26.33 \$54,766	\$26.98 \$56,118	\$27.65 \$57,512	\$28.34 \$58,947
<b>H7</b>	\$19.56 \$40,685	\$20.05 \$41,704	\$20.55 \$42,744	\$21.05 \$43,784	\$21.59 \$44,907	\$22.13 \$46,030	\$22.68 \$47,174	\$23.26 \$48,381	\$23.84 \$49,587	\$24.43 \$50,814	\$25.04 \$52,083	\$25.66 \$53,373	\$26.32 \$54,746	\$26.97 \$56,098	\$27.64 \$57,491	\$28.33 \$58,926	\$29.04 \$60,403	\$29.76 \$61,901
<b>H8</b>	\$21.12 \$43,930	\$21.65 \$45,032	\$22.20 \$46,176	\$22.75 \$47,320	\$23.32 \$48,506	\$23.90 \$49,712	\$24.49 \$50,939	\$25.10 \$52,208	\$25.72 \$53,498	\$26.38 \$54,870	\$27.03 \$56,222	\$27.70 \$57,616	\$28.41 \$59,093	\$29.11 \$60,549	\$29.84 \$62,067	\$30.59 \$63,627	\$31.35 \$65,208	\$32.14 \$66,851
<b>H9</b>	\$23.74 \$49,379	\$24.33 \$50,606	\$24.95 \$51,896	\$25.57 \$53,186	\$26.20 \$54,496	\$26.87 \$55,890	\$27.54 \$57,283	\$28.22 \$58,698	\$28.94 \$60,195	\$29.66 \$61,693	\$30.40 \$63,232	\$31.16 \$64,813	\$31.94 \$66,435	\$32.74 \$68,099	\$33.57 \$69,826	\$34.40 \$71,552	\$35.27 \$73,362	\$36.33 \$75,566
<b>HW</b>	\$24.22 \$50,378	\$24.81 \$51,605	\$25.43 \$52,894	\$26.05 \$54,184	\$26.68 \$55,494	\$27.35 \$56,888	\$28.02 \$58,282	\$28.70 \$59,696	\$29.42 \$61,194	\$30.14 \$62,691	\$30.88 \$64,230	\$31.64 \$65,811	\$32.42 \$67,434	\$33.22 \$69,098	\$34.05 \$70,824	\$34.88 \$72,550	\$35.75 \$74,360	\$36.81 \$76,565

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on June 3, 2021.

Michelle Harrod  
Michelle Harrod, 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 \_\_\_\_\_, 2021.

\_\_\_\_\_  
Michelle Harrod, 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 \_\_\_\_\_, 2021.

\_\_\_\_\_  
Michelle Harrod, 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 \_\_\_\_\_, 2021.

\_\_\_\_\_  
Michelle Harrod, 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 \_\_\_\_\_, 2021.

\_\_\_\_\_  
Michelle Harrod, 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 \_\_\_\_\_, 2021.

\_\_\_\_\_  
Michelle Harrod, Administrator to the County Council