

Introduced \_\_\_\_\_  
Public Hearing \_\_\_\_\_  
Council Action \_\_\_\_\_  
Executive Action \_\_\_\_\_  
Effective Date \_\_\_\_\_

## County Council of Howard County, Maryland

2023 Legislative Session

Legislative Day No. 5

### Bill No. 17 -2023

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, AFSCME Maryland Council 3 (formerly, Council 67, AFL-CIO) that will be effective through the end of Fiscal Year 2025 and that includes payment of certain compensation in future fiscal years; approving provisions in a collective bargaining agreement between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 3085, AFSCME Maryland Council 3, 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 American Federation of State, County and Municipal Employees, Howard County Local 3085, AFSCME Maryland Council 3.

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Introduced and read first time \_\_\_\_\_, 2023. 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 \_\_\_\_\_, 2023.

By order \_\_\_\_\_  
Michelle Harrod, Administrator

This Bill was read the third time on \_\_\_\_\_, 2023 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 \_\_\_\_\_, 2023 at \_\_\_ a.m./p.m.

By order \_\_\_\_\_  
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive \_\_\_\_\_, 2023

\_\_\_\_\_  
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, AFSCME Maryland Council 3 (formerly Council 67, AFL-  
3 CIO)(“Local 3085”) and the County reached agreement through a Memorandum of  
4 Agreement (the “Agreement”) that is effective through June 30, 2024; 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. 67-2022, 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 in a limited re-opener to discuss wages and have  
16 now entered into an “Amendment to Memorandum of Agreement between Howard County,  
17 Maryland and the American Federation of State, County and Municipal Employees, Howard  
18 County Local 3085, AFSCME Maryland Council 3” (the “Amendment”) in substantially the  
19 form attached as Exhibit 1; and

20  
21           **WHEREAS**, as a result of those discussions, the parties agreed:

- 22           a) to new pay rates and scales, effective July 1, 2023, January 1, 2024, and  
23           January 1, 2025;
- 24           b) removal of the 20-year longevity pay adjustment; and
- 25           c) that the term of the Agreement will be extended by one (1) additional year,  
26 through June 30, 2025; and

27  
28           **WHEREAS**, pursuant to Section 1.111(e) of the Howard County Code, the  
29 Amendment adds additional conflicting provisions to those attached to Council Bill No. 67-  
30 2022 and a comprehensive list of conflicting provisions in the original agreement and the  
31 Amendment are attached as Exhibit 2; and

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**WHEREAS**, because the Amendment extends the term of the Agreement, the Amendment requires the payment by the County of funds from an appropriation in a later fiscal year and therefore is subject to the multi-year provisions of Section 612 of the Howard County Charter that requires Council approval of the Agreement.

**NOW, THEREFORE,**

***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that in accordance with Section 612 of the Howard County Charter, it approves the terms of the Amendment to Memorandum of Agreement between Howard County, Maryland and the American Federation of State, County and Municipal Employees, Howard County Local 3085, AFSCME Maryland Council 3, which shall be in substantially the same form as Exhibit 1 attached to this Act.*

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

***Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland that, in regard to the Amendment to Memorandum of Agreement between Howard County, Maryland and the American Federation of State, County and Municipal Employees, Howard County Local 3085, AFSCME Maryland Council 3, the County Council approves the Conflicting Provisions, attached to Bill as Exhibit 2, that are in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual.*

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

1 **Section 5. And Be It Further Enacted** by the County Council of Howard County, Maryland  
2 that, in accordance with Section 612 of the Howard County Charter, Section 1 and Section 2  
3 of this Act shall be effective immediately upon its enactment.

4

5 **Section 6. And Be It Further Enacted** by the County Council of Howard County, Maryland  
6 that, subject to Section 6, this Act shall become effective 61 days after its enactment.

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

**AND**

**HOWARD COUNTY LOCAL 3085, AFSCME MARYLAND  
COUNCIL 3**

**Whereas**, Howard County, Maryland and Howard County Local 3085, Council 67, AFL-CIO, entered into a collective bargaining agreement (Agreement) effective July 1, 2022 thru June 30, 2024;

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

**Whereas**, as a result of those discussions, the parties agreed to the following: a) add two steps, Step 19 and 20 to extend the pay scale b) the County will provide a 3% across the board increase effective July 1, 2023 ; b) the County will provide a 3% across the board increase effective January 1, 2024; c) the County will provide a 4% across the board increase effective January 1, 2025; d) the County will remove the 20-year longevity premium given to affected individuals on their anniversary date; and e) the term of the Agreement will be extended by one (1) additional year; and

**Whereas**, Local 3085 submitted the proposed changes enumerated above to its membership for vote the week of XXXXXX, 2023 and the changes are expected to be 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 Section 7.1 replace the existing language with the following:

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

The salary scales for Fiscal Year 2024, and Fiscal Year 2025 are provided in Exhibit A. Exhibit A1 shall be in effect on July 1, 2023 and shall remain in effect until the pay period which includes January 1, 2024. Exhibit A2 shall become effective the pay period that includes January 1, 2024 and reflects a 3% across the board increase over exhibit A1. Exhibit A3 shall become effective the pay period that includes January 1, 2025 and reflects a 4% across the board increase over exhibit A2.

2. In Article 7 Section 7.2 delete the following language:

(c) After completion of 20 years, a \$1.75 per hour increase over their base rate.

3. In Article 28 replace the existing language with the following:

**ARTICLE 23-DURATION AND FINALITY OF AGREEMENT**

- (a) This agreement shall become effective as of July 1, 2022 12:01 AM and remain in full force and effect until midnight, June 30, 2025.
- (b) It is understood that this Agreement can only be added to, amended, or modified by a document, in writing, signed by both parties hereto by their duly authorized officers and representatives, after negotiations mutually agreed to by the County and the Union.
- (c) The parties acknowledge that this Agreement represents the complete Agreement arrived at as a result of negotiations during which both had the unlimited right and opportunity to make demands and proposals with respect to any negotiable subject or matter. Any subject or matter referred to or covered or not specifically referred to or covered in this Agreement shall be negotiable only by mutual consent for the duration of this Agreement.

4. On page iv of the Table of Contents:

Delete "EXHIBIT A-1 FY2023 PAY SCALES ..... 45"

and replace with:

"EXHIBIT A-1 thru A-2 FY2024 AND FY2025 PAY SCALES .....45"

Renumber the remaining Exhibits.

- 1. Remove Exhibit A1 and A2 from the Agreement and substitute the revised A1 and A2 as attached to this agreement.
- 2. Insert Exhibit A3, as attached to this Agreement, 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 day of \_\_\_\_\_, 2023

FOR THE COUNTY:

FOR THE UNION:

\_\_\_\_\_  
COUNTY EXECUTIVE  
Calvin Ball

\_\_\_\_\_  
PRESIDENT, Local 3085

\_\_\_\_\_  
CHIEF ADMINISTRATIVE OFFICER  
Brandee Ganz

\_\_\_\_\_  
COUNTY SOLICITOR  
Gary Kuc

\_\_\_\_\_  
ACTING, DIRECTOR OF RECREATION  
AND PARKS  
Nicola Morgal

\_\_\_\_\_  
DIRECTOR OF PUBLIC WORKS  
Yosef Kebede

Reviewing Attorney:

\_\_\_\_\_  
ASSISTANT COUNTY SOLICITOR  
Jamar Herry

Salary Scale H - Local 3085 Skilled Trades

Effective July 1, 2023

Note: A = 10 YR. LONGEVITY (\$0.75/HR); B = 15 YR. LONGEVITY (\$1.45/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	R	S	
H3	1	\$17.97	\$18.43	\$18.89	\$19.36	\$19.85	\$20.34	\$20.85	\$21.37	\$21.91	\$22.45	\$23.02	\$23.60	\$24.18	\$24.79	\$25.41	\$26.05	\$26.70	\$27.50	\$28.33	\$29.18
	2	\$37.378	\$38.334	\$39.291	\$40.269	\$41.288	\$42.307	\$43.368	\$44.450	\$45.573	\$46.696	\$47.882	\$49.088	\$50.294	\$51.563	\$52.853	\$54.184	\$55.556	\$57.200	\$58.926	\$60.694
H4	1	\$18.87	\$19.34	\$19.83	\$20.32	\$20.83	\$21.35	\$21.89	\$22.43	\$22.99	\$23.57	\$24.15	\$24.76	\$25.38	\$26.02	\$26.67	\$27.34	\$28.02	\$28.86	\$29.73	\$30.62
	2	\$39.250	\$40.227	\$41.246	\$42.266	\$43.326	\$44.408	\$45.531	\$46.654	\$47.819	\$49.026	\$50.292	\$51.501	\$52.780	\$54.122	\$55.474	\$56.867	\$58.282	\$60.029	\$61.836	\$63.690
H5	1	\$19.82	\$20.31	\$20.82	\$21.34	\$21.88	\$22.42	\$22.98	\$23.56	\$24.14	\$24.75	\$25.37	\$26.01	\$26.66	\$27.33	\$28.01	\$28.71	\$29.43	\$30.31	\$31.22	\$32.16
	2	\$41.226	\$42.245	\$43.306	\$44.387	\$45.510	\$46.634	\$47.798	\$49.005	\$50.211	\$51.480	\$52.770	\$54.101	\$55.453	\$56.846	\$58.261	\$59.717	\$61.214	\$63.045	\$64.938	\$66.893
H6	1	\$20.81	\$21.33	\$21.87	\$22.41	\$22.97	\$23.55	\$24.13	\$24.74	\$25.36	\$26.00	\$26.65	\$27.32	\$28.00	\$28.70	\$29.42	\$30.15	\$30.90	\$31.83	\$32.78	\$33.76
	2	\$43.285	\$44.366	\$45.490	\$46.613	\$47.778	\$48.984	\$50.190	\$51.459	\$52.789	\$54.080	\$55.432	\$56.826	\$58.240	\$59.696	\$61.194	\$62.712	\$64.272	\$66.206	\$68.182	\$70.221
H7	1	\$21.85	\$22.39	\$22.95	\$23.53	\$24.11	\$24.72	\$25.34	\$25.98	\$26.63	\$27.30	\$27.97	\$28.68	\$29.40	\$30.13	\$30.88	\$31.65	\$32.45	\$33.42	\$34.42	\$35.45
	2	\$45.448	\$46.571	\$47.736	\$48.942	\$50.149	\$51.418	\$52.707	\$54.038	\$55.390	\$56.784	\$58.178	\$59.654	\$61.152	\$62.670	\$64.230	\$65.832	\$67.496	\$69.514	\$71.594	\$73.736
H8	1	\$23.37	\$23.96	\$24.56	\$25.17	\$25.80	\$26.45	\$27.11	\$27.79	\$28.48	\$29.19	\$29.92	\$30.67	\$31.44	\$32.22	\$33.02	\$33.85	\$34.69	\$35.73	\$36.80	\$37.90
	2	\$48.610	\$49.837	\$51.085	\$52.354	\$53.664	\$55.016	\$56.389	\$57.803	\$59.298	\$60.715	\$62.234	\$63.794	\$65.395	\$67.018	\$68.682	\$70.408	\$72.155	\$74.318	\$76.544	\$78.832
H9	1	\$24.53	\$25.15	\$25.78	\$26.43	\$27.09	\$27.77	\$28.46	\$29.17	\$29.90	\$30.65	\$31.42	\$32.20	\$33.00	\$33.83	\$34.67	\$35.54	\$36.42	\$37.51	\$38.64	\$39.80
	2	\$51.022	\$52.312	\$53.622	\$54.974	\$56.347	\$57.762	\$59.197	\$60.674	\$62.192	\$63.752	\$65.354	\$66.976	\$68.640	\$70.366	\$72.144	\$73.923	\$75.754	\$78.021	\$80.371	\$82.804
H10	1	\$26.25	\$26.91	\$27.58	\$28.27	\$28.98	\$29.71	\$30.45	\$31.21	\$31.99	\$32.80	\$33.62	\$34.46	\$35.33	\$36.21	\$37.12	\$38.05	\$39.00	\$40.17	\$41.38	\$42.62
	2	\$54.600	\$55.973	\$57.366	\$58.802	\$60.278	\$61.797	\$63.336	\$64.917	\$66.539	\$68.224	\$69.930	\$71.677	\$73.466	\$75.317	\$77.210	\$79.144	\$81.120	\$83.554	\$86.070	\$88.650
HW	1	\$36.35	\$37.41	\$38.08	\$38.77	\$39.48	\$40.20	\$40.94	\$41.70	\$42.49	\$43.29	\$44.11	\$44.96	\$45.82	\$46.71	\$47.62	\$48.54	\$49.49	\$50.66	\$51.88	\$53.14
	2	\$55.640	\$57.013	\$58.406	\$59.842	\$61.318	\$62.816	\$64.355	\$65.936	\$67.579	\$69.243	\$70.949	\$72.717	\$74.506	\$76.357	\$78.250	\$80.168	\$82.139	\$84.573	\$87.110	\$89.731



Salary Scale H - Local 3085 Skilled Trades

Effective January 1, 2024

Note: A = 10 YR. LONGEVITY (\$0.75/HR); B = 15 YR. LONGEVITY (\$1.45/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	R	S	
H3	1	\$18.51	\$18.98	\$19.46	\$19.94	\$20.45	\$20.95	\$21.46	\$22.01	\$22.57	\$23.12	\$24.71	\$24.91	\$25.53	\$26.17	\$26.83	\$27.50	\$28.33	\$29.38	\$30.06	
	2	\$39,501	\$39,478	\$40,477	\$41,475	\$42,556	\$43,576	\$44,678	\$45,781	\$46,946	\$48,090	\$49,317	\$50,565	\$51,813	\$53,102	\$54,434	\$55,805	\$57,200	\$58,926	\$60,694	\$62,525
	3	\$19.44	\$19.92	\$20.42	\$20.93	\$21.45	\$21.99	\$22.55	\$23.10	\$23.68	\$24.28	\$24.87	\$25.50	\$26.14	\$26.80	\$27.47	\$28.16	\$28.86	\$29.73	\$30.62	\$31.54
H4	4	\$40,495	\$41,484	\$42,474	\$43,534	\$44,616	\$45,739	\$46,904	\$48,048	\$49,254	\$50,502	\$51,730	\$53,040	\$54,371	\$55,744	\$57,138	\$58,573	\$60,029	\$61,898	\$63,690	\$65,603
	5	\$20.41	\$20.92	\$21.44	\$21.98	\$22.54	\$23.09	\$23.67	\$24.27	\$24.86	\$25.49	\$26.13	\$26.79	\$27.46	\$28.15	\$28.85	\$29.57	\$30.31	\$31.22	\$32.16	\$33.12
	6	\$42,453	\$43,514	\$44,595	\$45,718	\$46,883	\$48,027	\$49,234	\$50,482	\$51,709	\$53,019	\$54,350	\$55,723	\$57,117	\$58,552	\$60,008	\$61,506	\$63,045	\$64,958	\$66,899	\$68,890
H6	7	\$21.43	\$21.97	\$22.53	\$23.08	\$23.66	\$24.26	\$24.85	\$25.48	\$26.12	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.05	\$31.83	\$32.78	\$33.76	\$34.77
	8	\$44,574	\$45,698	\$46,862	\$48,006	\$49,213	\$50,461	\$51,668	\$52,998	\$54,330	\$55,702	\$57,096	\$58,531	\$59,987	\$61,485	\$63,024	\$64,584	\$66,206	\$68,182	\$70,221	\$72,322
	9	\$22.51	\$23.06	\$23.64	\$24.24	\$24.83	\$25.46	\$26.10	\$26.76	\$27.43	\$28.12	\$28.81	\$29.54	\$30.28	\$31.03	\$31.81	\$32.60	\$33.42	\$34.42	\$35.45	\$36.51
H7	10	\$46,821	\$47,965	\$49,171	\$50,419	\$51,646	\$52,957	\$54,288	\$55,661	\$57,054	\$58,490	\$59,925	\$61,443	\$62,982	\$64,542	\$66,165	\$67,808	\$69,514	\$71,594	\$73,796	\$75,941
	11	\$24.07	\$24.68	\$25.30	\$25.93	\$26.57	\$27.24	\$27.92	\$28.62	\$29.33	\$30.07	\$30.82	\$31.59	\$32.38	\$33.19	\$34.01	\$34.87	\$35.73	\$36.80	\$37.90	\$39.04
	12	\$50,066	\$51,394	\$52,624	\$53,954	\$55,266	\$56,659	\$58,074	\$59,530	\$61,006	\$62,546	\$64,106	\$65,707	\$67,350	\$69,035	\$70,741	\$72,530	\$74,318	\$76,544	\$78,882	\$81,203
H9	13	\$25.27	\$25.90	\$26.55	\$27.22	\$27.90	\$28.60	\$29.31	\$30.05	\$30.80	\$31.57	\$32.36	\$33.17	\$33.99	\$34.84	\$35.71	\$36.61	\$37.51	\$38.64	\$39.80	\$40.99
	14	\$52,562	\$53,871	\$55,224	\$56,618	\$58,032	\$59,468	\$60,965	\$62,504	\$64,064	\$65,666	\$67,309	\$68,994	\$70,699	\$72,467	\$74,277	\$76,149	\$78,021	\$80,371	\$82,784	\$85,259
	15	\$27.04	\$27.72	\$28.41	\$29.12	\$29.85	\$30.60	\$31.36	\$32.15	\$32.95	\$33.78	\$34.63	\$35.49	\$36.39	\$37.30	\$38.23	\$39.19	\$40.17	\$41.38	\$42.62	\$43.90
H10	16	\$56,243	\$57,558	\$58,924	\$60,370	\$62,088	\$63,648	\$65,229	\$66,872	\$68,536	\$70,262	\$72,030	\$73,819	\$75,691	\$77,584	\$79,518	\$81,515	\$83,554	\$86,070	\$88,650	\$91,312
	17	\$27.55	\$28.23	\$28.92	\$29.63	\$30.36	\$31.11	\$31.87	\$32.65	\$33.46	\$34.29	\$35.13	\$36.01	\$36.89	\$37.81	\$38.75	\$39.70	\$40.67	\$41.88	\$43.14	\$44.43
	18	\$57,304	\$58,718	\$60,154	\$61,630	\$63,149	\$64,709	\$66,290	\$67,912	\$69,597	\$71,323	\$73,070	\$74,901	\$76,731	\$78,645	\$80,600	\$82,576	\$84,594	\$87,110	\$89,781	\$92,414

**Salary Scale H - Local 3085 Skilled Trades**

Effective January 1, 2025

Note: A = 10 Yr. LONGEVITY (\$0.75/HR); B = 15 Yr. LONGEVITY (\$1.45/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	R	S	
H3	1	\$19.25	\$19.74	\$20.24	\$20.74	\$21.27	\$21.79	\$22.34	\$22.89	\$23.47	\$24.04	\$24.66	\$25.91	\$26.55	\$27.22	\$27.90	\$28.60	\$29.46	\$30.35	\$31.26	
	2	\$40,040	\$41,059	\$42,099	\$43,139	\$44,242	\$45,323	\$46,467	\$47,611	\$48,818	\$50,003	\$51,293	\$52,582	\$53,893	\$55,224	\$56,618	\$58,092	\$59,488	\$61,277	\$63,178	\$65,021
	3	\$20.22	\$20.72	\$21.24	\$21.77	\$22.31	\$22.87	\$23.45	\$24.02	\$24.63	\$25.25	\$25.86	\$26.52	\$27.19	\$27.87	\$28.57	\$29.29	\$30.01	\$30.92	\$31.84	\$32.80
H4	4	\$42,068	\$43,098	\$44,179	\$45,282	\$46,405	\$47,570	\$48,776	\$49,962	\$51,230	\$52,520	\$53,789	\$55,162	\$56,555	\$57,970	\$59,426	\$60,923	\$62,421	\$64,314	\$66,227	\$68,224
	5	\$21.23	\$21.76	\$22.30	\$22.86	\$23.44	\$24.01	\$24.62	\$25.24	\$25.85	\$26.51	\$27.18	\$27.86	\$28.56	\$29.28	\$30.00	\$30.75	\$31.52	\$32.47	\$33.45	\$34.44
	6	\$44,158	\$45,261	\$46,384	\$47,549	\$48,755	\$49,941	\$51,210	\$52,499	\$53,768	\$55,141	\$56,534	\$57,949	\$59,405	\$60,902	\$62,400	\$63,960	\$65,562	\$67,538	\$69,576	\$71,635
H6	7	\$22.29	\$22.97	\$23.53	\$23.08	\$23.66	\$24.26	\$24.85	\$25.48	\$26.12	\$26.78	\$27.45	\$28.14	\$28.84	\$29.56	\$30.30	\$31.05	\$31.83	\$32.78	\$33.76	\$34.77
	8	\$46,363	\$46,698	\$46,862	\$48,006	\$49,213	\$50,461	\$51,688	\$52,998	\$54,330	\$55,702	\$57,096	\$58,531	\$59,987	\$61,485	\$63,024	\$64,584	\$66,206	\$68,182	\$70,221	\$72,322
	9	\$23.41	\$23.98	\$24.59	\$25.21	\$25.82	\$26.48	\$27.14	\$27.83	\$28.53	\$29.24	\$29.96	\$30.72	\$31.49	\$32.27	\$33.08	\$33.90	\$34.76	\$35.80	\$36.87	\$37.97
H7	10	\$48,633	\$49,878	\$51,147	\$52,437	\$53,706	\$55,078	\$56,451	\$57,886	\$59,342	\$60,819	\$62,317	\$63,898	\$65,499	\$67,122	\$68,806	\$70,512	\$72,301	\$74,464	\$76,690	\$78,978
	11	\$25.03	\$25.67	\$26.31	\$26.97	\$27.63	\$28.33	\$29.04	\$29.76	\$30.50	\$31.27	\$32.05	\$32.85	\$33.68	\$34.52	\$35.37	\$36.26	\$37.16	\$38.27	\$39.42	\$40.60
	12	\$52,062	\$53,394	\$54,725	\$56,098	\$57,470	\$58,925	\$60,403	\$61,901	\$63,440	\$65,042	\$66,664	\$68,328	\$70,054	\$71,802	\$73,570	\$75,421	\$77,293	\$79,602	\$81,994	\$84,448
H9	13	\$26.28	\$26.94	\$27.61	\$28.31	\$29.02	\$29.74	\$30.48	\$31.25	\$32.03	\$32.83	\$33.65	\$34.50	\$35.35	\$36.23	\$37.14	\$38.07	\$39.01	\$40.19	\$41.39	\$42.63
	14	\$54,662	\$56,035	\$57,429	\$58,885	\$60,362	\$61,859	\$63,398	\$65,000	\$66,622	\$68,286	\$69,992	\$71,760	\$73,528	\$75,358	\$77,251	\$79,186	\$81,141	\$83,595	\$86,091	\$88,670
	15	\$28.12	\$28.83	\$29.55	\$30.28	\$31.04	\$31.82	\$32.61	\$33.44	\$34.27	\$35.13	\$36.02	\$36.91	\$37.85	\$38.79	\$39.76	\$40.76	\$41.78	\$43.04	\$44.32	\$45.66
H10	16	\$58,490	\$59,966	\$61,464	\$62,982	\$64,563	\$66,186	\$67,829	\$69,555	\$71,282	\$73,070	\$74,922	\$76,773	\$78,728	\$80,663	\$82,701	\$84,781	\$86,902	\$89,523	\$92,186	\$94,973
	17	\$28.65	\$29.36	\$30.08	\$30.82	\$31.57	\$32.35	\$33.14	\$33.96	\$34.80	\$35.66	\$36.54	\$37.45	\$38.37	\$39.32	\$40.30	\$41.29	\$42.30	\$43.56	\$44.87	\$46.21
	18	\$59,592	\$61,069	\$62,566	\$64,106	\$65,666	\$67,288	\$68,931	\$70,637	\$72,384	\$74,173	\$76,003	\$77,896	\$79,810	\$81,786	\$83,824	\$85,883	\$87,984	\$90,605	\$93,330	\$96,117

**Sections/Articles containing Conflicting Provisions**

1. Section 1.2 - Unit Description
2. Section 1.4 – New Classifications
3. Section 1.5 – Contingent Workers
4. Section 1.6 – Union Continuity
5. Section 1.7 – Bargaining Unit Work
6. Section 2.2 - Dues Deductions for Employees who Join the Union
7. Section 2.3 – Periodic Dues
8. Section 2.4 – Authorization for Dues Deductions
9. Section 2.5 – Insufficient Pay for Dues
10. Section 2.6 - Amount of Dues
11. Section 2.7 – Indemnification Clause
12. Section 3.1 – Designation of Representatives
13. Section 3.3 – Individual Representation
14. Section 3.4 – Union Visitation
15. Section 3.5 – Union Representation
16. Section 3.6 – Use of Bulletin Board
17. Section 3.7 – Union Office
18. Section 3.8 – Orientation
19. Section 3.9 - Pension Disability Appeals Board
20. Section 3.10 – Informational Meetings
21. Section 5.1 – Regular Workweek
22. Section 5.2 – Work Schedules
23. Section 5.3 – Tardiness
- Subsection (c)
24. Section 5.4 – Changes to Time Cards/Payroll Sheets.
25. Section 5.5 – Testing; Medical Examinations
26. Section 5.6 – Paid Status
27. Section 5.7 – Fatigue Status

28. Article 6 – Layoffs and Furloughs
29. Section 7.3 – Longevity
30. Section 7.4 – Meal Allowances
31. Section 7.5 – Leave Without Pay
32. Section 7.6 – Collection and Payment of Income Taxes
33. Section 7.7 – Field Training Pay
34. Section 7.8 – Construction Pay
35. Section 8.1 – Shift Differential
36. Section 8.2 – Overtime  
(Subsection (b) – (f))
37. Section 8.3 – Call-in-Pay
38. Section 8.4 – Stand-by Pay
39. Section 8.5 – Welder’s Premium
40. Section 8.6 – Commercial Driver’s Licenses (CDLs)
41. Section 8.8 – Mechanics’ Tool Reimbursement Program
42. Section 8.9 – Mechanics’ Certification Premium
43. Section 8.10 – Emergencies
44. Section 8.11 – Multi-Task Certification
45. Section 8.12 – Temporary Assignment Pay
46. Section 8.13 – Snow Removal Premium
47. Section 8.14 – Certified Trainers
48. Section 8.15 – Landfill Employees
49. Section 8.16 – Licensing Requirements
50. Section 8.17 – Back Flow Certification
51. Section 8.18 – Maryland Certification Emission Technician Premium
52. Section 8.19 – Water Treatment License Premium
53. Section 8.20 – Deer Management Program Premium
54. Article 9 – Secondary Employment
55. Section 10.1 – Holidays  
Subsections (b), (c), (d), (e), (f), and (h)
56. Section 10.2 – Annual Leave

Subsections (b), (d) and (f)

57. Section 10.4 – Disability Leave

Subsections (b), (c), and (h)

58. Section 10.8 – Bereavement Leave

59. Section 10.9 – Leave of Absence

Subsection (b)

60. Section 10.10 – Union Leave

61. Section 10.11 – Compensatory Leave

62. Section 11.1 – Health Insurance

Subsections (d) and (f)

63. Article 12 – Protective Clothing and Uniforms

64. Article 13 – Grievance Procedure

65. Section 14.2 – Removal of Information

66. Section 14.3 – Employee Additions

67. Article 15 – Safety

68. Article 16 – Tool Replacement

69. Article 17 – Use of Telephones

70. Article 18 – P.E.O.P.L.E. Deduction

71. Section 19.1 – Vacancies

72. Section 19.2 – Work Standards – Trial Period

73. Section 19.3 – Demotions

74. Section 19.4 – Job Announcements

75. Section 19.5 – Promotions

76. Article 20 – Labor/Management Committee

77. Article 23 – Duration and Finality of Agreement