

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

County Council of Howard County, Maryland

2024 Legislative Session

Legislative Day No. 5

Bill No. 22 -2024

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

Short Title: Amendment to Memorandum of Agreement – Local 3085

Title: AN ACT approving an amendment to a multi-year collective bargaining agreement between Howard County and the Howard County Local 3085, AFL-CIO Maryland Council 3 that amends certain compensation to be paid during Fiscal Year 2025; approving provisions in an amendment to a collective bargaining agreement between Howard County and the Howard County Local 3085, AFL-CIO 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 Howard County Local 3085, AFL-CIO Maryland Council 3.

Introduced and read first time _____, 2024. 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 _____, 2024.

By order _____
Michelle Harrod, Administrator

This Bill was read the third time on _____, 2024 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 _____, 2024 at ____ a.m./p.m.

By order _____
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2024

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 Howard County Local 3085, AFL-CIO Maryland Council 3
2 (“Union”) and the County reached agreement through a Memorandum of Agreement that is
3 effective through June 30, 2025; and
4

5 **WHEREAS**, by passage of Council Bill No. 67-2022 and amended by Council Bill
6 No. 17-2023, collectively, the “Memorandum of Agreement”, the County Council approved
7 the Agreement’s conflicting provisions in accordance with Section 1.111(e) of the Howard
8 County Code and approved the Agreement as a multi-year obligation under Section 612 of
9 the Howard County Charter; and
10

11 **WHEREAS**, the parties engaged in a limited re-opener to discuss wage issues and
12 have now entered into an “Amendment to Memorandum of Agreement between Howard
13 County, Maryland and Howard County Local 3085, AFSCME Maryland Council 3” (the
14 “Amendment”) in substantially the form attached as Exhibit 1; and
15

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

- 17 (a) the County will provide a 2% across the board increase effective July 1, 2024;
- 18 and
- 19 (b) the County will provide a 3% across the board increase effective January 1,
- 20 2025; and
- 21

22 **WHEREAS**, pursuant to Section 1.111(e) of the Howard County Code, the
23 Amendment adds additional conflicting provisions to those attached to Council Bill No. 67-
24 2022, as amended by Council Bill No. 17-2023, and a comprehensive list of conflicting
25 provisions in the original agreement and the Amendment are attached as Exhibit 2.
26

27 **NOW, THEREFORE,**
28

29 *Section 1. Be It Enacted by the County Council of Howard County, Maryland that, in*
30 *regard to the Amendment to Memorandum of Agreement between Howard County, Maryland*
31 *and the Howard County Local 3085, AFSCME Maryland Council 3, the County Council*

1 *approves the Conflicting Provisions, attached to Bill as Exhibit 2, that are in conflict with the*
2 *provisions of Title 1 "Human Resources" of the Howard County Code or the Employee*
3 *Manual.*

4

5 ***Section 2. And Be It Further Enacted*** *by the County Council of Howard County, Maryland*
6 *that if there is a conflict between the Amendment attached to this Act and the Howard County*
7 *Pay Plan, the provisions contained in the Amendment shall control.*

8

9 ***Section 3. And Be It Further Enacted*** *by the County Council of Howard County, Maryland*
10 *that the provisions of this Act shall apply to the pay period that begins on July 1, 2024.*

11

12 ***Section 4. And Be It Further Enacted*** *by the County Council of Howard County, Maryland*
13 *that 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, 2025;

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) the County will provide a 2% across the board increase effective July 1, 2024; b) the County will provide a 3% across the board increase effective January 1, 2025

Whereas, Council 3 and Local 3085 presidents have approved these changes;

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 July 1, 2024 and reflects a 2% across the board increase over exhibit A1. Exhibit A3 shall become effective the pay period that includes January 1, 2025 and reflects a 3% across the board increase over exhibit A2.

2. On page iv of the Table of Contents:

Delete: "EXHIBIT A-1 thru A-2- FY2024 AND FY2025 SALARY SCALES-.....45"

Replace with: "EXHIBIT A-1 THRU A-3- SALARY SCALES-.....45"

3. Remove Exhibit A-2 from the Agreement and substitute revised A-2. Insert Exhibit A-3 attached to this Agreement.

Renumber the remaining Exhibits.

All other terms and conditions of the Agreement not enumerated above shall remain in full force and effect.

EXHIBIT A-2

**SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JULY 1, 2024**

ENTRY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
H3	\$18.88	\$19.36	\$20.34	\$20.86	\$21.37	\$21.91	\$22.45	\$23.02	\$23.58	\$24.18	\$24.80	\$25.41	\$26.04	\$26.69	\$27.37	\$28.05	\$28.90	\$29.76	\$30.66
	\$39.270	\$40.269	\$41.288	\$43.389	\$44.450	\$45.573	\$46.696	\$47.882	\$49.046	\$50.294	\$51.584	\$52.853	\$54.163	\$55.515	\$56.930	\$58.344	\$60.112	\$61.901	\$63.773
H4	\$19.83	\$20.32	\$21.35	\$21.88	\$22.43	\$23.00	\$23.56	\$24.15	\$24.77	\$25.37	\$26.01	\$26.66	\$27.34	\$28.02	\$28.72	\$29.44	\$30.32	\$31.23	\$32.17
	\$41.246	\$42.266	\$44.408	\$45.510	\$46.654	\$47.840	\$49.005	\$50.232	\$51.522	\$52.770	\$54.101	\$55.453	\$56.867	\$58.282	\$59.738	\$61.235	\$63.066	\$64.958	\$66.914
H5	\$20.82	\$21.34	\$22.42	\$22.99	\$23.55	\$24.14	\$24.76	\$25.36	\$26.00	\$26.65	\$27.33	\$28.01	\$28.71	\$29.43	\$30.16	\$30.92	\$31.84	\$32.80	\$33.78
	\$43.306	\$44.387	\$46.634	\$47.819	\$48.984	\$50.211	\$51.501	\$52.749	\$54.080	\$55.432	\$56.846	\$58.261	\$59.717	\$61.214	\$62.733	\$64.314	\$66.227	\$68.224	\$70.262
H6	\$21.86	\$22.41	\$23.54	\$24.13	\$24.75	\$25.35	\$25.99	\$26.64	\$27.32	\$28.00	\$28.70	\$29.42	\$30.15	\$30.91	\$31.67	\$32.47	\$33.44	\$34.44	\$35.47
	\$45.469	\$46.613	\$48.963	\$50.190	\$51.480	\$52.728	\$54.059	\$55.411	\$56.826	\$58.240	\$59.696	\$61.194	\$62.712	\$64.293	\$65.874	\$67.538	\$69.555	\$71.635	\$73.778
H7	\$22.96	\$23.52	\$24.72	\$25.33	\$25.97	\$26.62	\$27.30	\$27.98	\$28.68	\$29.39	\$30.13	\$30.89	\$31.65	\$32.45	\$33.25	\$34.09	\$35.11	\$36.16	\$37.24
	\$47.757	\$48.922	\$51.418	\$52.686	\$54.018	\$55.370	\$56.784	\$58.198	\$59.654	\$61.131	\$62.670	\$64.251	\$65.832	\$67.496	\$69.160	\$70.907	\$73.029	\$75.213	\$77.459
H8	\$24.55	\$25.17	\$26.45	\$27.10	\$27.78	\$28.48	\$29.19	\$29.92	\$30.67	\$31.44	\$32.22	\$33.03	\$33.85	\$34.69	\$35.57	\$36.44	\$37.54	\$38.66	\$39.82
	\$51.064	\$52.354	\$55.016	\$56.368	\$57.782	\$59.238	\$60.715	\$62.234	\$63.794	\$65.395	\$67.018	\$68.702	\$70.408	\$72.155	\$73.986	\$75.795	\$78.083	\$80.413	\$82.826
H9	\$25.78	\$26.42	\$27.76	\$28.46	\$29.17	\$29.90	\$30.65	\$31.42	\$32.20	\$33.01	\$33.83	\$34.67	\$35.54	\$36.42	\$37.34	\$38.26	\$39.41	\$40.60	\$41.81
	\$53.622	\$54.954	\$57.741	\$59.197	\$60.674	\$62.192	\$63.752	\$65.354	\$66.976	\$68.661	\$70.366	\$72.114	\$73.923	\$75.754	\$77.667	\$79.581	\$81.973	\$84.448	\$86.965
H10	\$27.58	\$28.27	\$29.70	\$30.45	\$31.21	\$31.99	\$32.79	\$33.61	\$34.46	\$35.32	\$36.20	\$37.12	\$38.05	\$38.99	\$39.97	\$40.97	\$42.21	\$43.47	\$44.78
	\$57.366	\$58.802	\$61.776	\$63.336	\$64.917	\$66.539	\$68.203	\$69.909	\$71.677	\$73.466	\$75.296	\$77.210	\$79.144	\$81.099	\$83.138	\$85.218	\$87.797	\$90.418	\$93.142
HW	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$33.00	\$34.00	\$35.00	\$36.00	\$37.00	\$38.00	\$39.00	\$40.00	\$40.00	\$41.00	\$43.00	\$44.00	\$45.00
	\$58.240	\$60.320	\$62.400	\$64.480	\$66.560	\$68.640	\$68.640	\$70.720	\$72.800	\$74.880	\$76.960	\$79.040	\$81.120	\$83.200	\$83.200	\$85.280	\$89.440	\$91.520	\$93.600

EXHIBIT A-3

**H SCHEDULE
SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JANUARY 1, 2025***

ENTRY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
H3	\$19.94	\$20.45	\$20.95	\$21.49	\$22.01	\$22.57	\$23.12	\$23.71	\$24.29	\$24.91	\$25.54	\$26.17	\$26.82	\$27.49	\$28.19	\$28.89	\$29.77	\$30.65	\$31.58
	\$40.456	\$41.475	\$42.536	\$43.699	\$44.961	\$46.323	\$47.785	\$49.347	\$50.909	\$52.471	\$54.033	\$55.595	\$57.157	\$58.719	\$60.281	\$61.843	\$63.405	\$64.967	\$66.529
H4	\$20.42	\$20.93	\$21.49	\$22.10	\$22.71	\$23.32	\$23.93	\$24.54	\$25.15	\$25.76	\$26.37	\$26.98	\$27.59	\$28.20	\$28.81	\$29.42	\$30.03	\$30.64	\$31.25
	\$42.474	\$43.534	\$44.699	\$45.864	\$47.029	\$48.194	\$49.359	\$50.524	\$51.689	\$52.854	\$54.019	\$55.184	\$56.349	\$57.514	\$58.679	\$59.844	\$61.009	\$62.174	\$63.339
H5	\$21.44	\$21.98	\$22.53	\$23.09	\$23.68	\$24.26	\$24.86	\$25.46	\$26.06	\$26.66	\$27.26	\$27.86	\$28.46	\$29.06	\$29.66	\$30.26	\$30.86	\$31.46	\$32.06
	\$44.595	\$45.718	\$46.862	\$48.027	\$49.202	\$50.387	\$51.572	\$52.757	\$53.942	\$55.127	\$56.312	\$57.497	\$58.682	\$59.867	\$61.052	\$62.237	\$63.422	\$64.607	\$65.792
H6	\$22.52	\$23.08	\$23.67	\$24.25	\$24.85	\$25.49	\$26.11	\$26.77	\$27.44	\$28.14	\$28.84	\$29.56	\$30.30	\$31.05	\$31.82	\$32.60	\$33.44	\$34.44	\$35.47
	\$46.842	\$48.006	\$49.234	\$50.440	\$51.688	\$52.957	\$54.234	\$55.522	\$56.820	\$58.128	\$59.446	\$60.764	\$62.092	\$63.430	\$64.768	\$66.116	\$67.464	\$68.812	\$70.160
H7	\$23.65	\$24.23	\$24.83	\$25.46	\$26.15	\$26.85	\$27.57	\$28.32	\$29.09	\$29.89	\$30.70	\$31.52	\$32.36	\$33.22	\$34.09	\$35.01	\$35.97	\$36.97	\$37.99
	\$49.192	\$50.398	\$51.646	\$52.957	\$54.267	\$55.567	\$56.867	\$58.167	\$59.467	\$60.767	\$62.067	\$63.367	\$64.667	\$65.967	\$67.267	\$68.567	\$69.867	\$71.167	\$72.467
H8	\$25.29	\$25.93	\$26.58	\$27.24	\$27.91	\$28.61	\$29.33	\$30.07	\$30.82	\$31.59	\$32.38	\$33.19	\$34.02	\$34.87	\$35.73	\$36.64	\$37.53	\$38.67	\$39.82
	\$52.603	\$53.934	\$55.286	\$56.659	\$58.053	\$59.467	\$60.892	\$62.327	\$63.762	\$65.207	\$66.652	\$68.107	\$69.562	\$71.027	\$72.502	\$73.987	\$75.482	\$76.987	\$78.502
H9	\$26.55	\$27.21	\$27.89	\$28.59	\$29.31	\$30.05	\$30.80	\$31.57	\$32.36	\$33.17	\$34.00	\$34.84	\$35.71	\$36.61	\$37.51	\$38.46	\$39.41	\$40.59	\$41.82
	\$55.224	\$56.597	\$58.011	\$59.467	\$60.965	\$62.504	\$64.064	\$65.666	\$67.309	\$68.994	\$70.720	\$72.467	\$74.277	\$76.149	\$78.021	\$79.997	\$81.973	\$84.427	\$86.986
H10	\$28.41	\$29.12	\$29.85	\$30.59	\$31.36	\$32.15	\$32.95	\$33.77	\$34.62	\$35.49	\$36.38	\$37.29	\$38.23	\$39.19	\$40.16	\$41.17	\$42.20	\$43.48	\$44.77
	\$59.093	\$60.570	\$62.088	\$63.627	\$65.229	\$66.872	\$68.536	\$70.242	\$72.010	\$73.819	\$75.670	\$77.563	\$79.518	\$81.515	\$83.533	\$85.634	\$87.776	\$90.438	\$93.122
HW	\$28.84	\$29.87	\$30.90	\$31.93	\$32.96	\$33.99	\$35.02	\$36.05	\$37.08	\$38.11	\$39.14	\$40.17	\$41.20	\$42.23	\$43.26	\$44.29	\$45.32	\$46.35	\$47.38
	\$59.987	\$62.130	\$64.272	\$66.414	\$68.557	\$70.699	\$72.842	\$74.984	\$77.126	\$79.269	\$81.411	\$83.554	\$85.696	\$87.838	\$89.980	\$92.123	\$94.266	\$96.408	\$98.550

NOTE:
* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2025, FALLS.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement, this day of _____, 2024

.FOR THE COUNTY:

FOR THE UNION:

COUNTY EXECUTIVE
Calvin Ball

PRESIDENT, Local 3085
Dale Chase

CHIEF ADMINISTRATIVE OFFICER
Brandee Ganz

PRESIDENT, Council 3
Patrick Moran

COUNTY SOLICITOR
Gary Kuc

DIRECTOR OF RECREATION AND PARKS
Nicholas Mooneyhan

DIRECTOR OF PUBLIC WORKS
Yosef Kebede

Reviewing Attorney:

ASSISTANT COUNTY SOLICITOR

EXHIBIT 2

2022-2025 Negotiations - Conflicting Provisions - Local 3085

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