

Introduced 06.03.2024  
Public Hearing 06.18.2024  
Council Action 07.01.2024  
Executive Action 07.03.2024  
Effective Date 09.02.2024

## County Council of Howard County, Maryland

2024 Legislative Session

Legislative Day No. 7

Bill No. 36 -2024

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

Short Title: Amendment to Memorandum of Agreement – Local 3080

Title: AN ACT approving an amendment to a multi-year collective bargaining agreement between Howard County and the Howard County Local 3080, 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 3080, 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 3080, AFL-CIO Maryland Council 3.

Introduced and read first time June 3, 2024. 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 June 18, 2024.

By order Michelle Harrod  
Michelle Harrod, Administrator

This Bill was read the third time on July 1, 2024 and Passed , Passed with amendments \_\_\_\_\_, Failed \_\_\_\_\_.

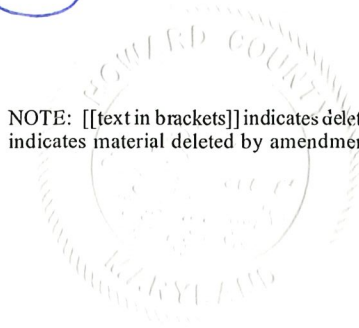
By order Michelle Harrod  
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this day of July, 2024 at 1:00 a.m./p.m.

By order Michelle Harrod  
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive July 3, 2024

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 *provisions of Title 1 "Human Resources" of the Howard County Code or the Employee*  
2 *Manual.*

3

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

7

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

10

11 ***Section 4. And Be It Further Enacted*** *by the County Council of Howard County, Maryland*  
12 *that this Act shall become effective 61 days after its enactment.*



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

**AND**

**HOWARD COUNTY LOCAL 3080, AFSCME MARYLAND  
COUNCIL 3**

**Whereas,** Howard County, Maryland and Howard County Local 3080, 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 3% across the board increase effective July 1, 2024; and b) the County will provide a 4% across the board increase effective January 1, 2025.

**Whereas,** Local 3080 submitted the proposed changes enumerated above to its membership for vote and the changes were 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 7.2 replace the existing language with the following:

**Section 7.2.-Salary Scale: Increases.**

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

2. On page iv of the Table of Contents:

Delete "EXHIBIT A-PAYSCALES FY2020, FY2021, FY2022.....32"

and replace with: "EXHIBIT A -PAY SCALES FY2024 AND FY2025 .....32"

Renumber the remaining Exhibits.

3. Remove Exhibit A2 and A3 from the Agreement and substitute the revised A2 and 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.

EXHIBIT A2

EFFECTIVE JULY 1, 2024

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
CORRECTIONAL/	C2	\$26.53	\$27.20	\$27.88	\$28.58	\$29.30	\$30.02	\$30.77	\$31.54	\$32.49	\$34.44	\$35.65	\$36.89	\$38.19	\$39.52	\$40.90	\$42.13	\$42.76	\$44.04	\$45.36	\$46.73
DIETARY OFFICER	ANNUAL	\$55,182	\$56,576	\$57,990	\$59,446	\$60,944	\$62,442	\$64,002	\$65,603	\$67,579	\$71,635	\$74,152	\$76,731	\$79,435	\$82,202	\$85,072	\$87,630	\$88,941	\$91,603	\$94,349	\$97,198
CORRECTIONAL	C3		\$28.56	\$29.56	\$30.44	\$31.51	\$32.46	\$33.59	\$34.60	\$35.81	\$37.96	\$39.10	\$40.47	\$41.68	\$43.14	\$44.43	\$45.76	\$46.46	\$47.85	\$49.29	\$50.76
CORPORAL	ANNUAL		\$59,405	\$61,485	\$63,315	\$65,541	\$67,517	\$69,867	\$71,968	\$74,485	\$78,957	\$81,328	\$84,178	\$86,694	\$89,731	\$92,414	\$95,181	\$96,637	\$99,528	\$102,523	\$105,581
CORRECTIONAL/	C4		\$31.13	\$32.22	\$33.34	\$34.52	\$35.71	\$36.97	\$38.25	\$39.59	\$41.96	\$43.43	\$44.95	\$46.53	\$48.16	\$49.86	\$51.36	\$52.12	\$53.68	\$55.30	\$56.96
DIETARY SERGEANT	ANNUAL		\$64,750	\$67,018	\$69,347	\$71,802	\$74,277	\$76,898	\$79,560	\$82,347	\$87,277	\$90,334	\$93,496	\$96,782	\$100,173	\$103,709	\$106,829	\$108,410	\$111,654	\$115,024	\$118,477

**EXHIBIT A3**

**EFFECTIVE JANUARY 1, 2025\***

		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>
CORRECTIONAL/	<u>C2</u>	\$27.59	\$28.29	\$29.00	\$29.72	\$30.47	\$31.22	\$32.00	\$32.80	\$33.79	\$35.82	\$37.08	\$38.37	\$39.72	\$41.10	\$42.54	\$43.82	\$44.47	\$45.80	\$47.17	\$48.60
DIETARY OFFICER	<u>ANNUAL</u>	\$57,387	\$58,843	\$60,320	\$61,818	\$63,378	\$64,938	\$66,560	\$68,224	\$70,283	\$74,506	\$77,126	\$79,810	\$82,618	\$85,488	\$88,483	\$91,146	\$92,498	\$95,264	\$98,114	\$101,088
CORRECTIONAL	<u>C3</u>		\$29.70	\$30.74	\$31.66	\$32.77	\$33.76	\$34.93	\$35.98	\$37.24	\$39.48	\$40.66	\$42.09	\$43.35	\$44.87	\$46.21	\$47.59	\$48.32	\$49.76	\$51.26	\$52.79
CORPORAL	<u>ANNUAL</u>		\$61,776	\$63,939	\$65,853	\$68,162	\$70,221	\$72,654	\$74,838	\$77,459	\$82,118	\$84,573	\$87,547	\$90,168	\$93,330	\$96,117	\$98,987	\$100,506	\$103,501	\$106,621	\$109,803
CORRECTIONAL/	<u>C4</u>		\$32.38	\$33.51	\$34.67	\$35.90	\$37.14	\$38.45	\$39.78	\$41.17	\$43.64	\$45.17	\$46.75	\$48.39	\$50.09	\$51.85	\$53.41	\$54.20	\$55.83	\$57.51	\$59.24
DIETARY SERGEANT	<u>ANNUAL</u>		\$67,350	\$69,701	\$72,114	\$74,672	\$77,251	\$79,976	\$82,742	\$85,634	\$90,771	\$93,954	\$97,240	\$100,651	\$104,187	\$107,848	\$111,093	\$112,736	\$116,126	\$119,621	\$123,219

**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 3080

Tonica Bouyer-Moore

\_\_\_\_\_  
CHIEF ADMINISTRATIVE OFFICER

Brandee Ganz

\_\_\_\_\_  
COUNTY SOLICITOR

Gary Kuc

\_\_\_\_\_  
DIRECTOR OF CORRECTIONS

Margaret Chippendale

Reviewing Attorney:

\_\_\_\_\_  
ASSISTANT COUNTY SOLICITOR

Sections/Articles containing Conflicting Provisions

1. Section 1.2 – Unit Description
  - Subsection (c)
2. Section 2.2 – Dues Deductions for Employees Who Join the Union
3. Section 2.3 – Dues Deductions
4. Section 2.4 – Dues Authorization
5. Section 2.5 – Dues Deductions/Insufficient Pay
6. Section 2.6 – Change in Dues
7. Section 2.7 – Indemnification
8. Section 2.8 – P.E.O.P.L.E. Deduction
9. Article 3 – Rights of Unit Members/Union Representatives
10. Section 3.1 – Selection of Representatives
11. Section 3.3 - Individual Representation
12. Section 3.4 – Union Visitation
13. Section 3.5 – Union Representation
  - Subsections (a) and (b)
14. Section 3.6 – Use of Bulletin Board
15. Section 3.7 – Union Office
16. Section 3.8 – Orientation for New Hires
17. Section 5.1 - Regular Workweek
18. Section 5.2 - Work Schedules
19. Section 5.3 – Meal Breaks
20. Article 6 – Layoffs
21. Section 7.1 – Roll Call Pay
23. Section 8.1 – Shift Differential
24. Section 8.2 – Overtime
25. Section 8.3 – Call-in-Pay
26. Section 8.4 – Inclement Weather
27. Section 8.6 – Uniform Service



28. Section 8.7 – Emergency Closing
29. Section 8.8 – Acting Duty Pay
30. Section 8.9 – Court Time
31. Section 8.10 – Specialty Pay
32. Article 9 – OPEB Study
33. Section 10.1 – Holidays  
    Subsection (c)-(d)
34. Section 10.2 – Annual Leave  
    Subsections (b), (d)-(f)
35. Section 10.4 – Disability Leave  
    Subsections (g), (l), and (m)
36. Section 10.8 – Bereavement Leave  
    Subsections (d) - (f)
37. Section 10.9. Leave of Absence  
    Subsection (b)
38. Section 10.10 – Union Leave
39. Section 10.11 – Mental Health Leave
40. Article 12 – Protective Clothing and Uniforms
41. Article 14 – Grievance Procedure
42. Section 15.1 – Grievances
43. Section 16.2 – Removal of Information
44. Section 16.3 – Unit Member Additions
45. Section 18.1 – Filling Vacancies
46. Section 18.4 – Promotional Process Committee
47. Article 19 – Labor/Management Committee
48. Article 21 - Inmate Infectious Disease Control
49. Article 23 – Howard County Retirement Plan for Participating Corrections Employees
50. Article 25 - Duration and Finality of Agreement



# Howard County

*Internal Memorandum*

SUBJECT: Council Testimony and Fiscal Impact Statement  
Re: Howard County Local 3080, AFSCME Maryland Council 3

TO: Brandee Ganz  
Chief Administrative Officer

FROM: Raul Delerme  
Deputy Chief Administrative Officer

Jamar Herry  
Deputy Chief Administrative Officer

DATE: May 22, 2024

The Administration supports and urges the passage of Council Bill XX-2024 which relates to the approval of an amendment to the extension and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with Howard County Local 3080, AFSCME Maryland Council 3 (Howard County Local 3080) for fiscal year 2025.

The bill is submitted to the County Council pursuant to Section 1.III(e) of the Howard County Code in order for the Council to approve agreed upon provisions in the collective bargaining agreement that conflict with the personnel provisions of the County Code and the Employee Manual.

Howard County Local 3080 and the County are parties to the Agreement and the extension approved by the passage of Council Bill No. CB 16-2023 that is in effect through June 30, 2025. The current Bill with the Council will amend the current agreement and extension. Exhibit 1 to the Bill is the negotiated agreement in its entirety. Exhibit 2 of the Bill contains all provisions determined to be in conflict with the Pay Plan and Employee Manual. The purpose is to give the Council a comprehensive assessment of the differences between the collective bargaining agreement negotiated with these employees and the County's personnel provisions.

The amended agreement with Howard County Local 3080 reflects the pay plan wage scales (passed by the Howard County Council on May 22, 2024) which provide a 4% across the board COLA effective July 1, 2024 and a 4% across the board COLA effective January 1, 2025. The term of the agreement between the parties remains unchanged and expires on June 30, 2025.

The fiscal impact in FY 2025 is approximately \$545,000.

**Office of the County Auditor**  
**Auditor's Analysis**

**Council Bill No. 36-2024**

Introduced: June 3, 2024

Auditor: Brenda Cachuela

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Fiscal Impact:

Based on information provided by the Administration and reviewed by our Office, we do not anticipate any fiscal impact as a result of this legislation. This legislation will amend the collective bargaining agreement to reflect the pay plan that was approved by Council under Council Bill No. 26-2024 as amended.

Purpose:

The purpose of this legislation is to approve an amendment to the Memorandum of Agreement between Howard County and the Howard County Local 3080, AFSCME Maryland Council 3. This legislation will amend the compensation to be paid during Fiscal Year 2025 and approve provisions that are in conflict with the Howard County Code or the Employee Manual.

Other Comments:

The pay plan approved under Council Bill 26-2024 provides a 4 percent across the board cost of living adjustment effective July 1, 2024, and a 4 percent across the board cost of living adjustment effective January 1, 2025.

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on July 3, 2024.

Michelle R. Harrod  
Michelle R. 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 \_\_\_\_\_, 2024.

Michelle R. Harrod  
Michelle R. 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 \_\_\_\_\_, 2024.

Michelle R. Harrod  
Michelle R. 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 \_\_\_\_\_, 2024.

Michelle R. Harrod  
Michelle R. 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 \_\_\_\_\_, 2024.

Michelle R. Harrod  
Michelle R. 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 \_\_\_\_\_, 2024.

Michelle R. Harrod  
Michelle R. Harrod, Administrator to the County Council