

Introduced 05.06.2024
Public Hearing 05.20.2024
Council Action 05.22.2024
Executive Action 05.29.2024
Effective Date 07.29.2024

County Council of Howard County, Maryland

2024 Legislative Session

Legislative Day No. 5

Bill No. 21 -2024

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

Short Title: Amendment to Memorandum of Agreement – Local 3888

Title: AN ACT approving an amendment to a multi-year collective bargaining agreement between Howard County and the Howard County Local 3888, 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 3888, 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 3888, AFL-CIO Maryland Council 3.

Introduced and read first time May 6, 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 May 20, 2024.

By order Michelle Harrod
Michelle Harrod, Administrator

This Bill was read the third time on May 22 2024 and Passed , Passed with amendments _____, Failed _____.

By order Michelle Harrod
Michelle Harrod, Administrator

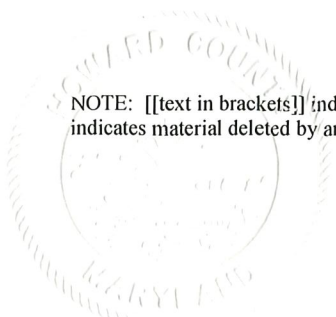
Sealed with the County Seal and presented to the County Executive for approval this 24 day of May, 2024 at 1:00 a.m./p.m.

By order Michelle Harrod
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive May 29, 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 **WHEREAS**, the Howard County Local 3888, 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. 68-2022 and amended by Council Bill
6 No. 15-2023, 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 3888, 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. 68-
24 2022, as amended by Council Bill No. 15-2023, 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 3888, 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 3888, AFSCME MARYLAND
COUNCIL 3

Whereas, Howard County, Maryland and Howard County Local 3888, 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 3888 presidents have agreed to 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.

- (b) The pay rates for Fiscal Year 2025 are provided in Exhibit C and Exhibit D. The pay rates in Exhibit C shall be effective the pay period which includes July 1, 2024. Exhibit C reflects a 2% across the board increase to the pay scale in Exhibit B. The pay rates in Exhibit D shall be effective the pay period which includes January 1, 2025. Exhibit D reflects a 3% across the board increase to the pay scale in Exhibit C.

- 2. On page iv of the Table of Contents:

Delete: "EXHIBIT A, B, & C- SALARY SCALES-.....26"

Replace with: "EXHIBIT A, B, C, & D- SALARY SCALES-.....26"

- 3. Remove Exhibit C from the Agreement and substitute revised C. Insert Exhibit D 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 C

**OS SCHEDULE:
OPERATIONS SUPERVISOR - LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JULY 1, 2024**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
I		\$30.19	\$31.10	\$32.07	\$33.01	\$34.03	\$35.05	\$36.08	\$37.19	\$38.36	\$39.51	\$40.71	\$41.93	\$43.21	\$44.52	\$45.85	\$47.25	\$48.66	\$50.12	\$51.62	\$53.17	\$54.76
		\$62,795	\$64,688	\$66,706	\$68,661	\$70,782	\$72,904	\$75,046	\$77,355	\$79,789	\$82,181	\$84,677	\$87,214	\$89,877	\$92,602	\$95,368	\$98,280	\$101,213	\$104,250	\$107,370	\$110,594	\$113,901
J		\$33.43	\$34.43	\$35.47	\$36.56	\$37.63	\$38.82	\$39.99	\$41.19	\$42.48	\$43.78	\$45.09	\$46.45	\$47.88	\$49.31	\$50.80	\$52.31	\$53.87	\$55.48	\$57.14	\$58.85	\$60.62
		\$69,534	\$71,614	\$73,778	\$76,045	\$78,270	\$80,746	\$83,179	\$85,675	\$88,358	\$91,062	\$93,787	\$96,616	\$99,590	\$102,565	\$105,664	\$108,805	\$112,050	\$115,398	\$118,851	\$122,408	\$126,090

EXHIBIT D

**OS SCHEDULE:
OPERATIONS SUPERVISOR - LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JANUARY 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
I		\$31.10	\$32.03	\$33.03	\$34.00	\$35.05	\$36.10	\$37.16	\$38.31	\$39.51	\$40.70	\$41.93	\$43.19	\$44.51	\$45.86	\$47.23	\$48.67	\$50.12	\$51.62	\$53.17	\$54.77	\$56.40
		\$64,688	\$66,622	\$68,702	\$70,720	\$72,904	\$75,088	\$77,293	\$79,685	\$82,181	\$84,656	\$87,214	\$89,835	\$92,581	\$95,389	\$98,238	\$101,234	\$104,250	\$107,370	\$110,594	\$113,922	\$117,312
J		\$34.43	\$35.46	\$36.53	\$37.66	\$38.76	\$39.98	\$41.19	\$42.43	\$43.75	\$45.09	\$46.44	\$47.84	\$49.32	\$50.79	\$52.32	\$53.88	\$55.49	\$57.14	\$58.85	\$60.62	\$62.44
		\$71,614	\$73,757	\$75,982	\$78,333	\$80,621	\$83,158	\$85,675	\$88,254	\$91,000	\$93,787	\$96,595	\$99,507	\$102,586	\$105,643	\$108,826	\$112,070	\$115,419	\$118,851	\$122,408	\$126,090	\$129,875

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 3888
Gary Stewart

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

2022-2025 Negotiations - Conflicting Provisions - Local 3888

Sections/Articles containing Conflicting Provisions

1. Section 1.4 – New Classifications
2. Section 1.6 – Union Continuity
3. Section 2.2 – Dues Deductions for Employees who Join the Union.
4. Section 2.3 – Periodic Dues
5. Section 2.4 – Authorization for Dues Deductions
6. Section 2.5 – Insufficient Pay for Dues
7. Section 2.6 – Amount of Dues
8. Section 2.7 – Indemnification Clause
9. Section 2.8 – P.E.O.P.L.E. Deduction
10. Section 3.1 – Designation of Representatives
11. Section 3.3 – Individual Representation
12. Section 3.4 – Union Visitation
13. Section 3.5 – Union Representation
14. Section 3.7 – Union Office
15. Section 3.8 – Orientation
16. Section 3.10 – Informational Meetings
17. Section 5.1 – Regular Workweek
18. Section 5.5 – Testing; Medical Examinations
19. Section 5.6 – Paid Status
20. Section 5.7 – Fatigue Status
21. Section 7.4 – Meal Allowances
22. Section 8.1 – Shift Differential
23. Section 8.2 - Overtime
24. Section 8.3 – Call-in-Pay
25. Section 8.4 - Stand-by Pay
26. Section 8.5 - Construction Maintenance Premium
27. Section 8.6 – Commercial Driver’s Licenses (CDLs)
28. Section 8.8 - Water Treatment License Premium

29. Section 8.9 – Mechanics’ Certification Premium
30. Section 8.10 – Emergencies
31. Section 8.11 – Supervisor Pay
32. Section 8.12 – Temporary Assignment Pay
33. Section 8.13 - Deer Management Program Premium
34. Article 9 – Secondary Employment
35. Section 10.1 – Holidays
(Subsections b-f, h, and i)
36. Section 10.2 – Annual Leave
(Subsections b, d, and f)
37. Section 10.4 – Disability Leave
(Subsection c)
38. Section 10.10 – Union Leave
39. Section 11.1 – Health Insurance
(Subsection d)
40. Article 12 – Protective Clothing and Uniforms
41. Article 13 – Grievance Procedure
42. Section 14.2 – Removal of Information
43. Section 14.3 – Employee Additions
44. Article 15 – Safety
45. Article 16 – Tool Replacement
46. Article 17 – Use of Telephones
47. Section 19.1 – Vacancies
48. Section 19.2 – Work Standards – Trial Period
49. Section 19.3 – Demotions
50. Article 20 – Labor/Management Committee
51. Article 23 – Duration and Finality of Agreement



Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact Statement
Re: Howard County Local 3888, AFSCME Maryland Council 3

TO: Brandee Ganz
Chief Administrative Officer

FROM: Raul Delerme
Deputy Chief Administrative Officer

Jamar Herry
Deputy Chief Administrative Officer

DATE: April 24, 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 3888, AFSCME Maryland Council 3 (Howard County Local 3888) for fiscal year 2025.

The bill is submitted to the County Council pursuant to Section I.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 3888 and the County are parties to the Agreement approved by the passage of Council Bill No. CB15-2023 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 3888 provides that the County will provide a 2% across the board COLA effective July 1, 2024 and a 3% across the board COLA effective January 1, 2025. However, the term of the agreement between the parties remains unchanged and expires on June 30, 2025.

The fiscal impact in FY 2025 is approximately \$250,000.

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on
_____ May 29 _____, 2024.

Michelle 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, 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, 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, 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, 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, Administrator to the County Council