

# **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 <u>May le</u> , 2024. Ordered pos By order	Sted and hearing scheduled. Multiple Harrod, Administrator
Having been posted and notice of time & place of hearing & title of Bill have second time at a public hearing on, 2024. By order	Mule le de sed
This Bill was read the third time on Maydo 2024 and Passed Passed Passed By order	Assed with amendmentsFailed Michelle Harrod, Administrator
Sealed with the County Seal and presented to the County Executive for appr By order	due le la de seu
Approved/Vetoed by the County Executive May 29, 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	WHE	REAS, the Howard County Local 3085, AFL-CIO Maryland Council 3
2	("Union") an	d the County reached agreement through a Memorandum of Agreement that is
3	effective thro	ugh June 30, 2025; and
4		
5	WHE	REAS, 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	nt'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 C	County Charter; and
10		
11	WHE	REAS, the parties engaged in a limited re-opener to discuss wage issues and
12	have now en	tered into an "Amendment to Memorandum of Agreement between Howard
13	County, Mar	yland and Howard County Local 3085, AFSCME Maryland Council 3" (the
14	"Amendment	") in substantially the form attached as Exhibit 1; and
15		
16	WHE	<b>REAS</b> , 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	WHE	REAS, pursuant to Section 1.111(e) of the Howard County Code, the
23		adds additional conflicting provisions to those attached to Council Bill No. 67-
24	2022, as am	ended 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		e It Enacted by the County Council of Howard County, Maryland that, in
30	0	Amendment to Memorandum of Agreement between Howard County, Maryland
31	and the How	ard 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.

#### EXHIBIT 1

# AMENDMENT TO MEMORANDUM OFAGREEMENT 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"

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.

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

H 1   9 10   \$23.02 \$23.58   \$47,882 \$49,046   \$24,15 \$24,77   \$50,232 \$51,522   \$25,36 \$26,00   \$52,749 \$54,080   \$26,64 \$27,33   \$55,411 \$56,826   \$27,98 \$28,68   \$58,198 \$59,654	10 \$23.58 \$49,046 \$24.77 \$51.522 \$26.00 \$54,080 \$27.3 \$6,826 \$28.68	J 11 S24.18 S50,294 S25,37 S52,770 S26.65 S55,432 S28.00 S58,240 S29,39 S61,131	К 12 524.80 551,584 526.01 554,101 554,101 527.33 556,846 528.70 559,696 530.15	L 13 S25,41 S52,853 S26,66 S55,453 S28,01 S58,261 S29,42 S61,194	M 14 526.04 554.163 527.34 556.867 528.71 559.717 530.15 562,712	N 15 526.69 555,515 528.02 558,282 529,43 561,214 530,91 564,293	0 16 \$27,57 \$56,930 \$28,72 \$59,738 \$30,16 \$62,733 \$31,67 \$31,67 \$65,874	P 17 528.05 558,344 561,235 530,92 564,314 532,47 567,538	18 18 528.90 560,112 530.32 563,066 531.84 566,227 533.44 569,555	R 19 529.76 561,901 531.23 564,958 532.80 568,224 534.44 571,635	S 20 S30.66 S63.773 S32.17 S66.914 S33.78 S70.262 S35.47 S73.778
\$23.02 \$23.58   \$47,882 \$49,046   \$24.15 \$24.77   \$50,232 \$51,522   \$25.36 \$26.00   \$52,749 \$54,080   \$26.64 \$27.33   \$55,411 \$6,826   \$27.98 \$28.68	\$23.58 \$49,046 \$24.77 \$51,522 \$26.00 \$54,080 \$27.3 \$56,826 \$28.68	\$24.18 \$50,294 \$25.37 \$52,770 \$26.65 \$55,432 \$28.00 \$558,240 \$29.39	524.80 551,584 526.01 554,101 527,33 556,846 528.70 559,696	525,41 552,853 526,66 555,453 528,01 558,261 529,42	\$26.04 \$54.163 \$27.34 \$556.867 \$28.71 \$59.717 \$30.15	526.69 555,515 528.02 558,282 529,43 561,214 530,91	\$27.57 \$56,930 \$28.72 \$59,738 \$30.16 \$62,733 \$31.67	\$28.05 \$58,344 \$29,44 \$61,235 \$30,92 \$64,314 \$32,47	\$28.90 \$60,112 \$30.32 \$63,066 \$31.84 \$66,227 \$33.44	\$29.76 \$61,901 \$31.23 \$64,958 \$32.80 \$68,224 \$34.44	\$30.66 \$63,773 \$32.17 \$66,914 \$33.78 \$70,262 \$35.47
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\$58,198 \$59,654	\$59,654	\$61,131		\$30.89	\$31.65	\$32.45	\$33.25	\$34.09	\$35.11	\$36.16	\$37.24
		301,131	\$62,670	\$64,251	\$65,832	\$67,496	\$69,160	\$70,907	\$73,029	\$75,213	\$77,459
\$29.92 \$30.67	\$30.67	\$31.44	\$32.22	\$33.03	\$33.85	\$34.69	\$35.57	\$36.44	\$37.54	\$38.66	\$39.82
\$62,234 \$63,794	\$63,794	\$65,395	\$67,018	\$68,702	\$70,408	\$78,155	\$73,986	\$75,795	\$78,083	\$80,413	\$82,826
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\$65,354 \$66,976	\$66,976	\$68,661	\$70,366	\$72,114	\$73,923	\$75,754	\$77,667	\$79,581	\$81,973	\$84,448	\$86,965
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NOTE:

**H SCHEDULE** 

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

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

<u>H SCHEDULE:</u> <u>SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES</u> <u>Effective July 1,2024</u>

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<u>H3</u>	<u>\$18.88</u>	<u>\$19.36</u>	<u>\$19.85</u>	<u>\$20.34</u>	<u>\$20.86</u>	<u>\$21.37</u>	<u>\$21.91</u>	<u>\$22.45</u>	<u>\$23.02</u>	<u>\$23.58</u>	<u>\$24.18</u>	<u>\$24.80</u>	<u>\$25.41</u>	<u>\$26.04</u>	<u>\$26.69</u>	<u>\$27.37</u>	<u>\$28.05</u>	<u>\$28.90</u>	<u>\$29.76</u>	<u>\$30.66</u>
	<u>\$39,270</u>	<u>\$40,269</u>	<u>\$41,288</u>	<u>\$42,307</u>	<u>\$43,389</u>	<u>\$44,450</u>	<u>\$45,573</u>	<u>\$46,696</u>	\$47,882	<u>\$49,046</u>	<u>\$50,294</u>	<u>\$51,584</u>	<u>\$52,853</u>	<u>\$54,163</u>	<u>\$55,515</u>	<u>\$56,930</u>	<u>\$58.344</u>	<u>\$60,112</u>	<u>\$61,901</u>	<u>\$63,773</u>
<u>H4</u>	<u>\$19.83</u>	<u>\$20.32</u>	<u>\$20.83</u>	<u>\$21.35</u>	<u>\$21.88</u>	<u>\$22.43</u>	<u>\$23.00</u>	<u>\$23.56</u>	<u>\$24.15</u>	<u>\$24.77</u>	<u>\$25.37</u>	<u>\$26.01</u>	<u>\$26.66</u>	<u>\$27.34</u>	<u>\$28.02</u>	<u>\$28.72</u>	<u>\$29.44</u>	<u>\$30.32</u>	<u>\$31.23</u>	<u>\$32.17</u>
	<u>\$41,246</u>	<u>\$42,266</u>	<u>\$43,326</u>	<u>\$44,408</u>	<u>\$45,510</u>	<u>\$46,654</u>	<u>\$47,840</u>	\$49,005	<u>\$50,232</u>	<u>\$51,522</u>	<u>\$52,770</u>	<u>\$54,101</u>	<u>\$55,453</u>	<u>\$56,867</u>	<u>\$58,282</u>	<u>\$59,738</u>	<u>\$61,235</u>	<u>\$63,066</u>	<u>\$64,958</u>	<u>\$66,914</u>
				21 61		-														
<u>H5</u>	<u>\$20.82</u>	<u>\$21.34</u>	<u>\$21.87</u>	<u>\$22.42</u>	<u>\$22.99</u>	<u>\$23.55</u>	<u>\$24.14</u>	<u>\$24.76</u>	<u>\$25.36</u>	<u>\$26.00</u>	<u>\$26.65</u>	<u>\$27.33</u>	<u>\$28.01</u>	<u>\$28.71</u>	<u>\$29.43</u>	<u>\$30.16</u>	<u>\$30.92</u>	<u>\$31.84</u>	<u>\$32.80</u>	<u>\$33.78</u>
	<u>\$43,306</u>	\$44,387	<u>\$45,490</u>	<u>\$46,634</u>	<u>\$47,819</u>	<u>\$48,984</u>	<u>\$50,211</u>	<u>\$51,501</u>	<u>\$52,749</u>	<u>\$54,080</u>	<u>\$55,432</u>	<u>\$56,846</u>	<u>\$58,261</u>	<u>\$59,717</u>	<u>\$61,214</u>	<u>\$62,733</u>	<u>\$64,314</u>	<u>\$66,227</u>	<u>\$68,224</u>	<u>\$70,262</u>
								-												
<u>H6</u>	<u>\$21.86</u>	\$22.41	<u>\$22.98</u>	\$23.54	<u>\$24.13</u>	<u>\$24.75</u>	<u>\$25.35</u>	<u>\$25.99</u>	<u>\$26.64</u>	<u>\$27.32</u>	\$28.00	<u>\$28.70</u>	<u>\$29.42</u>	<u>\$30.15</u>	<u>\$30.91</u>	<u>\$31.67</u>	<u>\$32.47</u>	<u>\$33.44</u>	<u>\$34.44</u>	<u>\$35.47</u>
	<u>\$45,469</u>	<u>\$46,613</u>	\$47,798	<u>\$48,963</u>	\$50,190	<u>\$51,480</u>	\$52,728	<u>\$54,059</u>	<u>\$55,411</u>	\$56,826	\$58,240	<u>\$59,696</u>	<u>\$61,194</u>	<u>\$62,712</u>	<u>\$64,293</u>	<u>\$65,874</u>	<u>\$67,538</u>	<u>\$69,555</u>	<u>\$71,635</u>	<u>\$73,778</u>
<u>H7</u>	<u>\$22.96</u>	\$23.52	<u>\$24.11</u>	<u>\$24.72</u>	<u>\$25.33</u>	<u>\$25.97</u>	<u>\$26.62</u>	<u>\$27.30</u>	<u>\$27.98</u>	<u>\$28.68</u>	\$29.39	\$30.13	\$30.89	<u>\$31.65</u>	<u>\$32.45</u>	<u>\$33.25</u>	<u>\$34.09</u>	<u>\$35.11</u>	<u>\$36.16</u>	<u>\$37.24</u>
	\$47,757	<u>\$48,922</u>	<u>\$50,149</u>	<u>\$51,418</u>	\$52,686	<u>\$54,018</u>	\$55,370	<u>\$56,784</u>	<u>\$58,198</u>	\$59,654	<u>\$61,131</u>	\$62,670	<u>\$64,251</u>	\$65,832	<u>\$67,496</u>	<u>\$69,160</u>	<u>\$70,907</u>	\$73,029	<u>\$75,213</u>	<u>\$77,459</u>
<u>H8</u>	<u>\$24.55</u>	\$25.17	<u>\$25.81</u>	<u>\$26.45</u>	<u>\$27.10</u>	<u>\$27.78</u>	<u>\$28.48</u>	<u>\$29.19</u>	<u>\$29.92</u>	<u>\$30.67</u>	\$31.44	\$32.22	<u>\$33.03</u>	\$33.85	<u>\$34.69</u>	\$35.57	\$36.44	\$37.54	\$38.66	<u>\$39.82</u>
	<u>\$51,064</u>	\$52,354	\$53,685	\$55,016	\$56,368	\$57,782	\$59,238	<u>\$60,715</u>	\$62,234	<u>\$63,794</u>	\$65,395	<u>\$67,018</u>	<u>\$68,702</u>	\$70,408	<u>\$72,155</u>	<u>\$73.986</u>	<u>\$75,795</u>	<u>\$78,083</u>	\$80,413	<u>\$82,826</u>
<u>H9</u>	<u>\$25.78</u>	<u>\$26.42</u>	<u>\$27.08</u>	<u>\$27.76</u>	<u>\$28.46</u>	<u>\$29.17</u>	<u>\$29.90</u>	<u>\$30.65</u>	<u>\$31.42</u>	\$32.20	\$33.01	\$33.83	\$34.67	\$35.54	\$36.42	<u>\$37.34</u>	<u>\$38.26</u>	<u>\$39.41</u>	<u>\$40.60</u>	<u>\$41.81</u>
	\$53,622	\$54,954	\$56,326	\$57,741	\$59,197	\$60,674	\$62,192	\$63,752	\$65,354	\$66,976	\$68,661	\$70,366	\$72,114	<u>\$73,923</u>	<u>\$75,754</u>	\$77,667	\$79,581	<u>\$81,973</u>	<u>\$84,448</u>	<u>\$86,965</u>
<u>H10</u>	<u>\$27.58</u>	<u>\$28.27</u>	<u>\$28.98</u>	<u>\$29.70</u>	<u>\$30.45</u>	<u>\$31.21</u>	<u>\$31.99</u>	<u>\$32.79</u>	<u>\$33.61</u>	<u>\$34.46</u>	\$35.32	\$36.20	\$37.12	\$38.05	\$38.99	\$39.97	<u>\$40.97</u>	<u>\$42.21</u>	<u>\$43.47</u>	<u>\$44.78</u>
	\$57,366	\$58,802	\$60,278	\$61,776	\$63,336	\$64,917	\$66,539	\$68,203	<u>\$69,909</u>	\$71,677	\$73,466	\$75,296	\$77,210	\$79,144	<u>\$81,099</u>	\$83,138	\$85,218	<u>\$87,797</u>	\$90,418	\$93,142
HW	\$28.10	\$28.79	\$29.50	\$30.22	\$30.97	\$31.73	\$32.51	\$33.30	\$34.13	\$34.98	\$35.83	\$36.73	<u>\$37.63</u>	\$38.57	<u>\$39.53</u>	<u>\$40.49</u>	<u>\$41.48</u>	<u>\$42.72</u>	<u>\$44.00</u>	<u>\$45.32</u>
	\$58,448	\$59,883	\$61,360	\$62,858	\$64,418	\$65,998	\$67,621	\$69,264	\$70,990	\$72,758	\$74,526	\$76,398	\$78,270	\$80,226	\$82,222	\$84,219	\$86,278	\$88,858	\$91,520	\$94,266
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## **H SCHEDULE:**

# SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES <u>EFFECTIVE JANUARY 1,2025\*</u>

	T	1			· · · · · · · · · · · · · · · · · · ·															
	ENTRY	A	B	<u>C</u>	D	E	E	G	H	1	Ţ	K	L	M	N	<u>0</u>	P	Q	R	<u>s</u>
	1	2	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	2	<u>8</u>	2	<u>10</u>	11	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	17	<u>18</u>	<u>19</u>	20
<u>H3</u>	<u>\$19.45</u>	<u>\$19.94</u>	<u>\$20.45</u>	<u>\$20.95</u>	<u>\$21.49</u>	<u>\$22.01</u>	<u>\$22.57</u>	\$23.12	<u>\$23.71</u>	<u>\$24.29</u>	<u>\$24.91</u>	\$25.54	<u>\$26.17</u>	<u>\$26.82</u>	<u>\$27.49</u>	<u>\$28.19</u>	<u>\$28.89</u>	\$29.77	\$30.65	<u>\$31.58</u>
	<u>\$40,456</u>	<u>\$41,475</u>	<u>\$42,536</u>	<u>\$43,576</u>	<u>\$44,699</u>	\$45,781	\$46,946	<u>\$48,090</u>	\$49,317	\$50,523	\$51,813	<u>\$53,123</u>	\$54,434	\$55,786	\$57,179	\$58,635	<u>\$60,091</u>	\$61,922	\$63,752	\$65,686
																-				
<u>H4</u>	<u>\$20.42</u>	<u>\$20.93</u>	<u>\$21.45</u>	<u>\$21.99</u>	<u>\$22.54</u>	<u>\$23.10</u>	\$23.69	\$24.27	\$24.87	<u>\$25.51</u>	<u>\$26.13</u>	<u>\$26.79</u>	\$27.46	<u>\$28.16</u>	<u>\$28.86</u>	\$29.58	\$30.32	<u>\$31.23</u>	\$32.17	<u>\$33.14</u>
	\$42,474	<u>\$43,534</u>	<u>\$44,616</u>	<u>\$45,739</u>	\$46,883	<u>\$48,048</u>	<u>\$49,275</u>	\$50,482	\$51,730	\$53,061	\$54,350	\$55,723	\$57,117	\$58,573	\$60,029	\$61,526	\$63,066	\$64,958	\$66,914	\$68,931
<u>H5</u>	<u>\$21.44</u>	<u>\$21.98</u>	<u>\$22.53</u>	<u>\$23.09</u>	<u>\$23.68</u>	\$24.26	\$24,86	\$25.50	<u>\$26.12</u>	<u>\$26.78</u>	<u>\$27.45</u>	\$28.15	<u>\$28.85</u>	<u>\$29.57</u>	\$30.31	<u>\$31.06</u>	\$31.85	\$32.80	\$33.78	\$34.79
	<u>\$44,595</u>	<u>\$45,718</u>	<u>\$46,862</u>	<u>\$48,027</u>	\$49,254	<u>\$50,461</u>	\$51,709	\$53,040	\$54,330	\$55,702	<u>\$57,096</u>	\$58,552	\$60,008	\$61,506	\$63,045	\$64,605	\$66,248	\$68,224	\$70,262	\$72,363
													-							
<u>H6</u>	<u>\$22.52</u>	<u>\$23.08</u>	\$23.67	\$24.25	\$24.85	\$25.49	<u>\$26.11</u>	<u>\$26.77</u>	<u>\$27.44</u>	<u>\$28.14</u>	<u>\$28.84</u>	\$29.56	\$30.30	\$31.05	\$31.84	\$32.62	<u>\$33.44</u>	\$34.44	\$35,47	\$36.53
	<u>\$46,842</u>	<u>\$48,006</u>	\$49,234	<u>\$50,440</u>	<u>\$51,688</u>	<u>\$53,019</u>	\$54,309	<u>\$55,682</u>	\$57,075	<u>\$58,531</u>	<u>\$59,987</u>	<u>\$61,485</u>	\$63,024	\$64,584	\$66,227	\$67,850	\$69,555	\$71,635	\$73,778	\$75,982
<u>H7</u>	<u>\$23.65</u>	<u>\$24.23</u>	<u>\$24.83</u>	<u>\$25.46</u>	<u>\$26.09</u>	<u>\$26.75</u>	<u>\$27.42</u>	<u>\$28.12</u>	<u>\$28.82</u>	<u>\$29.54</u>	\$30.27	\$31.03	<u>\$31.82</u>	\$32.60	\$33.42	\$34.25	\$35.11	\$36.16	\$37.24	\$38.36
	<u>\$49,192</u>	<u>\$50,398</u>	<u>\$51,646</u>	<u>\$52,957</u>	\$54,267	\$55,640	\$57,034	\$58,490	\$59,946	<u>\$61,443</u>	<u>\$62,962</u>	\$64,542	\$66,186	\$67,808	\$69,514	\$71,240	\$73,029	\$75,213	\$77,459	\$79,789
<u>H8</u>	<u>\$25.29</u>	<u>\$25.93</u>	<u>\$26.58</u>	<u>\$27.24</u>	<u>\$27.91</u>	<u>\$28.61</u>	<u>\$29.33</u>	<u>\$30.07</u>	\$30.82	\$31.59	\$32.38	\$33.19	\$34.02	\$34.87	\$35.73	\$36.64	\$37.53	\$38.67	\$39.82	\$41.01
	<u>\$52,603</u>	<u>\$53,934</u>	\$55,286	\$56,659	<u>\$58,053</u>	\$59,509	\$61,006	\$62,546	\$64,106	\$65,707	\$67,350	\$69,035	\$70,762	\$72,530	\$74,318	\$76,211	\$78,062	\$80,434	\$82,826	\$85,301
<u>H9</u>	<u>\$26.55</u>	<u>\$27.21</u>	<u>\$27.89</u>	<u>\$28.59</u>	<u>\$29.31</u>	<u>\$30.05</u>	\$30.80	<u>\$31.57</u>	<u>\$32.36</u>	\$33.17	\$34.00	\$34.84	\$35.71	\$36.61	\$37.51	\$38.46	\$39.41	\$40.59	\$41.82	\$43.06
	\$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	\$89,565
<u>H10</u>	<u>\$28.41</u>	<u>\$29.12</u>	<u>\$29.85</u>	<u>\$30.59</u>	<u>\$31.36</u>	<u>\$32.15</u>	<u>\$32.95</u>	<u>\$33.77</u>	<u>\$34.62</u>	<u>\$35.49</u>	\$36.38	<u>\$37.29</u>	\$38.23	\$39.19	\$40.16	\$41.17	\$42.20	\$43.48	\$44.77	\$46.12
	\$59,093	\$60,570	\$62,088	\$63,627	<u>\$65,229</u>	<u>\$66,872</u>	\$68,536	<u>\$70,242</u>	\$72,010	\$73,819	\$75,670	\$77,563	\$79,518	\$81,515	\$83,533	\$85,634	\$87,776	\$90,438	\$93,122	\$95,930
																		********	Weekler	<u></u>
HW	<u>\$28.94</u>	<u>\$29.65</u>	\$30.39	<u>\$31.13</u>	<u>\$31.90</u>	<u>\$32.68</u>	<u>\$33.49</u>	\$34.30	\$35.15	\$36.03	\$36.90	\$37.83	\$38.76	\$39.73	\$40.72	\$41.70	\$42.72	\$44.00	\$45.32	<u>\$46.68</u>
	\$60,195	<u>\$61,672</u>	<u>\$63,211</u>	\$64,750	\$66,352	<u>\$67,974</u>	\$69,659	\$71,344	\$73,112	\$74,942	\$76,752	\$78,686	\$80,621	\$82,638	\$84,698	\$86,736	\$88,858	\$91,520	<u>\$94,266</u>	<u>\$97,094</u>
	NOTE:		-												<u>404,070</u>	<u>400,750</u>	<u>400,000</u>	<u>491,520</u>	<u>\$74,200</u>	<u>\$77,074</u>

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

## Amendment 1 to Council Bill No. 22-2024

### BY: Chairperson at the request of the County Executive

Legislative Day No. 6 Date: May 22, 2024

#### Amendment No. 1

(This amendment substitutes revised pay scales that are effective on July 1, 2024 and January 1, 2025. The revised pay scales correct a rounding error in the HW row.)

1 In the Amendment to Memorandum of Agreement, attached to the Bill as Exhibit 1, strike

2 Exhibit A-2 and Exhibit A-3, in their entirety, and substitute revised Exhibit A-2 and revised

3 Exhibit A-3 as attached to this Amendment.

I certify this is	CB22-2024
passed on	Mis hilly Herry
	Council Administrator

## <u>H SCHEDULE:</u> <u>SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES</u> <u>EFFECTIVE JULY 1, 2024</u>

	ENTRY	Δ	B	C	D	E	E	<u>G</u>	H	I	Ţ	<u>K</u>	L	M	N	Q	P	Q	R	<u>S</u>
	1	2	3	4	<u>5</u>	<u>6</u>		8		<u>10</u>	- 11	<u> </u>	13	14	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	20
	<u> </u>		-		_	_	_													
H3	\$18.88	\$19.36	\$19.85	\$20.34	\$20.86	<u>\$21.37</u>	<u>\$21.91</u>	<u>\$22.45</u>	<u>\$23.02</u>	<u>\$23.58</u>	<u>\$24.18</u>	<u>\$24.80</u>	<u>\$25.41</u>	<u>\$26.04</u>	<u>\$26.69</u>	<u>\$27.37</u>	<u>\$28.05</u>	<u>\$28.90</u>	<u>\$29.76</u>	\$30.66
	\$39,270	\$40,269	\$41,288	\$42,307	\$43,389	\$44,450	<u>\$45,573</u>	<u>\$46,696</u>	\$47,882	\$49,046	\$50,294	\$51,584	\$52,853	\$54,163	<u>\$55,515</u>	<u>\$56,930</u>	<u>\$58,344</u>	\$60,112	<u>\$61,901</u>	<u>\$63,773</u>
				-																
<u>H4</u>	<u>\$19.83</u>	<u>\$20.32</u>	<u>\$20.83</u>	<u>\$21.35</u>	<u>\$21.88</u>	<u>\$22.43</u>	<u>\$23.00</u>	<u>\$23.56</u>	<u>\$24.15</u>	<u>\$24.77</u>	\$25.37	<u>\$26.01</u>	<u>\$26.66</u>	<u>\$27.34</u>	<u>\$28.02</u>	<u>\$28.72</u>	<u>\$29.44</u>	<u>\$30.32</u>	<u>\$31.23</u>	<u>\$32.17</u>
	<u>\$41,246</u>	\$42,266	<u>\$43,326</u>	<u>\$44,408</u>	<u>\$45,510</u>	\$46,654	\$47,840	\$49,005	<u>\$50,232</u>	\$51,522	\$52,770	<u>\$54,101</u>	<u>\$55,453</u>	<u>\$56,867</u>	<u>\$58,282</u>	<u>\$59,738</u>	<u>\$61,235</u>	<u>\$63,066</u>	<u>\$64,958</u>	<u>\$66,914</u>
					XIS	1														
<u>H5</u>	<u>\$20.82</u>	<u>\$21.34</u>	<u>\$21.87</u>	<u>\$22.42</u>	<u>\$22.99</u>	<u>\$23.55</u>	<u>\$24.14</u>	<u>\$24.76</u>	<u>\$25.36</u>	<u>\$26.00</u>	<u>\$26.65</u>	<u>\$27.33</u>	<u>\$28.01</u>	<u>\$28.71</u>	<u>\$29.43</u>	<u>\$30.16</u>	<u>\$30.92</u>	<u>\$31.84</u>	<u>\$32.80</u>	<u>\$33.78</u>
	\$43,306	\$44,387	\$45,490	\$46,634	<u>\$47,819</u>	<u>\$48,984</u>	\$50,211	<u>\$51,501</u>	<u>\$52,749</u>	<u>\$54,080</u>	<u>\$55,432</u>	<u>\$56,846</u>	<u>\$58,261</u>	<u>\$59,717</u>	<u>\$61,214</u>	<u>\$62,733</u>	<u>\$64,314</u>	\$66,227	<u>\$68,224</u>	<u>\$70,262</u>
						mx														
<u>H6</u>	<u>\$21.86</u>	<u>\$22.41</u>	<u>\$22.98</u>	<u>\$23.54</u>	<u>\$24.13</u>	<u>\$24.75</u>	<u>\$25.35</u>	<u>\$25.99</u>	<u>\$26.64</u>	<u>\$27.32</u>	<u>\$28.00</u>	<u>\$28.70</u>	<u>\$29.42</u>	<u>\$30.15</u>	<u>\$30.91</u>	<u>\$31.67</u>	<u>\$32.47</u>	<u>\$33.44</u>	<u>\$34.44</u>	<u>\$35.47</u>
	\$45,469	<u>\$46,613</u>	<u>\$47,798</u>	<u>\$48,963</u>	<u>\$50,190</u>	<u>\$51,480</u>	<u>\$52,728</u>	<u>\$54,059</u>	<u>\$55,411</u>	<u>\$56,826</u>	<u>\$58,240</u>	<u>\$59,696</u>	<u>\$61,194</u>	<u>\$62,712</u>	<u>\$64,293</u>	<u>\$65,874</u>	<u>\$67,538</u>	<u>\$69,555</u>	<u>\$71,635</u>	<u>\$73,778</u>
						10	3													
<u>H7</u>	<u>\$22.96</u>	<u>\$23.52</u>	<u>\$24.11</u>	<u>\$24.72</u>	- <u>\$25.33</u>	\$25.97	<u>\$26.62</u>	<u>\$27.30</u>	<u>\$27.98</u>	<u>\$28.68</u>	<u>\$29.39</u>	<u>\$30.13</u>	<u>\$30.89</u>	<u>\$31.65</u>	<u>\$32.45</u>	<u>\$33.25</u>	<u>\$34.09</u>	<u>\$35.11</u>	<u>\$36.16</u>	<u>\$37.24</u>
	<u>\$47,757</u>	<u>\$48,922</u>	<u>\$50,149</u>	<u>\$51,418</u>	<u>\$52,686</u>	<u>\$54,018</u>	<u>\$55,370</u>	<u>\$56,784</u>	<u>\$58,198</u>	<u>\$59,654</u>	<u>\$61,131</u>	<u>\$62,670</u>	<u>\$64,251</u>	<u>\$65,832</u>	<u>\$67,496</u>	<u>\$69,160</u>	<u>\$70,907</u>	<u>\$73,029</u>	<u>\$75,213</u>	<u>\$77,459</u>
					91	0														
<u>H8</u>	<u>\$24.55</u>	<u>\$25.17</u>	<u>\$25.81</u>	<u>\$26.45</u>	<u>\$27.10</u>	<u>\$27.78</u>	<u>\$28.48</u>	<u>\$29.19</u>	<u>\$29.92</u>	<u>\$30.67</u>	<u>\$31.44</u>	<u>\$32.22</u>	<u>\$33.03</u>	<u>\$33.85</u>	<u>\$34.69</u>	<u>\$35.57</u>	<u>\$36.44</u>	<u>\$37.54</u>	<u>\$38.66</u>	<u>\$39.82</u>
	<u>\$51,064</u>	<u>\$52,354</u>	<u>\$53,685</u>	<u>\$55,016</u>	<u>\$56,368</u>	<u>\$57,782</u>	<u>\$59,238</u>	<u>\$60,715</u>	<u>\$62,234</u>	<u>\$63,794</u>	<u>\$65,395</u>	<u>\$67,018</u>	<u>\$68,702</u>	<u>\$70,408</u>	<u>\$72,155</u>	<u>\$73,986</u>	<u>\$75,795</u>	<u>\$78,083</u>	<u>\$80,413</u>	<u>\$82,826</u>
						21-	S.							trackets a						
<u>H9</u>	<u>\$25.78</u>	<u>\$26.42</u>	<u>\$27.08</u>	<u>\$27.76</u>	<u>\$28.46</u>	<u>\$29.17</u>	<u>\$29.90</u>	<u>\$30.65</u>	<u>\$31.42</u>	<u>\$32.20</u>	<u>\$33.01</u>	<u>\$33.83</u>	<u>\$34.67</u>	<u>\$35.54</u>	<u>\$36.42</u>	<u>\$37.34</u>	<u>\$38.26</u>	<u>\$39.41</u>	<u>\$40.60</u>	<u>\$41.81</u>
	<u>\$53,622</u>	<u>\$54,954</u>	\$56,326	<u>\$57,741</u>	<u>\$59,197</u>	<u>\$60,674</u>	<u>\$62,192</u>	<u>\$63,752</u>	<u>\$65,354</u>	<u>\$66,976</u>	<u>\$68,661</u>	<u>\$70,366</u>	<u>\$72,114</u>	<u>\$73,923</u>	<u>\$75,754</u>	<u>\$77,667</u>	<u>\$79,581</u>	<u>\$81,973</u>	<u>\$84,448</u>	<u>\$86,965</u>
							2									<b>**</b> *	<b>6</b> 40.07	642.01	042.47	644.70
<u>H10</u>	<u>\$27.58</u>	<u>\$28.27</u>	<u>\$28.98</u>	<u>\$29.70</u>	<u>\$30.45</u>	<u>\$31.21</u>	<u>\$31.99</u>	<u>\$32.79</u>	<u>\$33.61</u>	<u>\$34.46</u>	<u>\$35.32</u>	<u>\$36.20</u>	<u>\$37.12</u>	<u>\$38.05</u>	<u>\$38.99</u>	<u>\$39.97</u>	<u>\$40.97</u>	<u>\$42.21</u>	<u>\$43.47</u>	<u>\$44.78</u>
	<u>\$57,366</u>	<u>\$58,802</u>	<u>\$60,278</u>	<u>\$61,776</u>	<u>\$63,336</u>	<u>\$64,917</u>	<u>\$66,539</u>	<u>\$68,203</u>	<u>\$69,909</u>	<u>\$71,677</u>	<u>\$73,466</u>	<u>\$75,296</u>	<u>\$77,210</u>	<u>\$79,144</u>	<u>\$81,099</u>	<u>\$83,138</u>	<u>\$85,218</u>	<u>\$87,797</u>	<u>\$90,418</u>	<u>\$93,142</u>
												000000	005 (0	626.55	020.52	640.40	641.40	642.72	\$44.00	\$45.22
HW	<u>\$28.10</u>	<u>\$28.79</u>	<u>\$29.50</u>	<u>\$30.22</u>	<u>\$30.97</u>	<u>\$31.73</u>	<u>\$32.51</u>	<u>\$33.30</u>	<u>\$34.13</u>	\$34.98	\$35.83	<u>\$36.73</u>	\$37.63 \$78.270	<u>\$38.57</u>	\$39.53 \$82.222	<u>\$40.49</u>	<u>\$41.48</u>	<u>\$42.72</u>	<u>\$44.00</u>	<u>\$45.32</u>
	<u>\$58,448</u>	<u>\$59,883</u>	<u>\$61,360</u>	<u>\$62,858</u>	<u>\$64,418</u>	<u>\$65,998</u>	\$67,621	\$69,264	<u>\$70,990</u>	<u>\$72,758</u>	<u>\$74,526</u>	<u>\$76,398</u>	<u>\$78,270</u>	<u>\$80,226</u>	<u>\$82,222</u>	<u>\$84,219</u>	<u>\$86,278</u>	<u>\$88,858</u>	<u>\$91,520</u>	<u>\$94,266</u>

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

	ENTRY	Δ	P	C	D	T	E					1					1		T	
		<u>A</u>	B	C	D	E	<u>F</u>	G	H	I	Ţ	K	L	M	N	Q	P	Q	R	<u>S</u>
	1	2	3	4	<u>5</u>	<u>6</u>	7	8	2	<u>10</u>	11	<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>
<u>H3</u>	<u>\$19.45</u>	<u>\$19.94</u>	<u>\$20.45</u>	<u>\$20.95</u>	<u>\$21.49</u>	<u>\$22.01</u>	<u>\$22.57</u>	<u>\$23.12</u>	<u>\$23.71</u>	<u>\$24.29</u>	<u>\$24.91</u>	<u>\$25.54</u>	\$26.17	<u>\$26.82</u>	<u>\$27.49</u>	<u>\$28.19</u>	<u>\$28.89</u>	<u>\$29.77</u>	<u>\$30.65</u>	<u>\$31.58</u>
	<u>\$40,456</u>	<u>\$41,475</u>	<u>\$42,536</u>	<u>\$43,576</u>	<u>\$44,699</u>	<u>\$45,781</u>	<u>\$46,946</u>	<u>\$48,090</u>	<u>\$49,317</u>	<u>\$50,523</u>	<u>\$51,813</u>	\$53,123	\$54,434	\$55,786	<u>\$57,179</u>	<u>\$58,635</u>	\$60,091	<u>\$61,922</u>	\$63,752	\$65,686
													-							
<u>H4</u>	<u>\$20.42</u>	<u>\$20.93</u>	<u>\$21.45</u>	<u>\$21.99</u>	<u>\$22.54</u>	<u>\$23.10</u>	\$23.69	\$24.27	\$24.87	<u>\$25.51</u>	<u>\$26.13</u>	<u>\$26.79</u>	\$27.46	<u>\$28.16</u>	<u>\$28.86</u>	<u>\$29.58</u>	\$30.32	\$31.23	\$32.17	\$33.14
	<u>\$42,474</u>	<u>\$43,534</u>	<u>\$44,616</u>	\$45,739	\$46,883	<u>\$48,048</u>	\$49,275	\$50,482	\$51,730	\$53,061	\$54,350	\$55,723	\$57,117	<u>\$58,573</u>	\$60,029	\$61,526	\$63,066	\$64,958	\$66,914	\$68,931
<u>H5</u>	<u>\$21.44</u>	<u>\$21.98</u>	<u>\$22.53</u>	\$23.09	<u>\$23.68</u>	<u>\$24.26</u>	<u>\$24.86</u>	\$25.50	\$26.12	<u>\$26.78</u>	\$27.45	\$28.15	\$28.85	\$29.57	\$30.31	\$31.06	\$31.85	\$32.80	\$33.78	\$34.79
	\$44,595	\$45,718	\$46,862	\$48,027	\$49,254	\$50,461	<u>\$51,709</u>	\$53,040	\$54,330	\$55,702	\$57,096	\$58,552	\$60,008	\$61,506	\$63,045	\$64,605	\$66,248	\$68,224	\$70,262	\$72,363
				÷														100,001	<u> </u>	<u> </u>
<u>H6</u>	<u>\$22.52</u>	\$23.08	<u>\$23.67</u>	<u>\$24.25</u>	<u>\$24.85</u>	\$25.49	\$26.11	\$26.77	\$27.44	\$28.14	\$28.84	\$29.56	\$30.30	\$31.05	\$31.84	\$32.62	\$33.44	\$34.44	\$35.47	\$36.53
	\$46,842	\$48,006	\$49,234	\$50,440	\$51,688	\$53,019	\$54,309	\$55,682	\$57,075	\$58,531	\$59,987	\$61,485	\$63,024	\$64,584	\$66,227	\$67,850	\$69,555	\$71,635	\$73,778	
											40700	<u>\$01,105</u>	<u>400,024</u>	<u>\$04,504</u>	<u>\$00,221</u>	<u>\$07,830</u>	<u>\$09,333</u>	<u>\$71,033</u>	<u>\$73,178</u>	<u>\$75,982</u>
<u>H7</u>	\$23.65	\$24.23	\$24.83	\$25.46	\$26.09	<b>\$26.75</b>	\$27.42	\$28.12	\$28.82	\$29.54	\$30.27	\$31.03	\$31.82	\$22.60	¢22.42	624.25	00511			
	\$49,192	\$50,398	\$51,646	\$52,957	\$54,267	\$55,640	\$57,034	\$58,490	\$59,946	<u>\$61,443</u>				\$32.60	\$33.42	\$34.25	<u>\$35.11</u>	<u>\$36.16</u>	<u>\$37.24</u>	<u>\$38.36</u>
				<u> </u>	<u>\$34,207</u>	<u>\$55,040</u>	<u>\$57,054</u>	<u>\$38,490</u>	<u>\$39,940</u>	<u>301,443</u>	<u>\$62,962</u>	<u>\$64,542</u>	<u>\$66,186</u>	<u>\$67,808</u>	<u>\$69,514</u>	<u>\$71,240</u>	<u>\$73,029</u>	<u>\$75,213</u>	<u>\$77,459</u>	<u>\$79,789</u>
<u>H8</u>	\$25.29	\$25.93	\$26.58	\$27.24	\$27.91	\$28.61	¢20.22	620.07	#20.00											
110	\$52,603	\$53,934					<u>\$29.33</u>	<u>\$30.07</u>	<u>\$30.82</u>	<u>\$31.59</u>	<u>\$32.38</u>	<u>\$33.19</u>	<u>\$34.02</u>	<u>\$34.87</u>	<u>\$35.73</u>	<u>\$36.64</u>	<u>\$37.53</u>	<u>\$38.67</u>	<u>\$39.82</u>	<u>\$41.01</u>
	<u>\$52,005</u>	<u>\$33,934</u>	<u>\$55,286</u>	<u>\$56,659</u>	<u>\$58,053</u>	<u>\$59,509</u>	<u>\$61,006</u>	<u>\$62,546</u>	<u>\$64,106</u>	<u>\$65,707</u>	<u>\$67,350</u>	<u>\$69,035</u>	<u>\$70,762</u>	<u>\$72,530</u>	<u>\$74,318</u>	<u>\$76,211</u>	<u>\$78,062</u>	<u>\$80,434</u>	<u>\$82,826</u>	<u>\$85,301</u>
	000.00																			
<u>H9</u>	<u>\$26.55</u>	<u>\$27.21</u>	<u>\$27.89</u>	<u>\$28.59</u>	<u>\$29.31</u>	<u>\$30.05</u>	<u>\$30.80</u>	<u>\$31.57</u>	<u>\$32.36</u>	<u>\$33.17</u>	<u>\$34.00</u>	<u>\$34.84</u>	<u>\$35.71</u>	<u>\$36.61</u>	<u>\$37.51</u>	<u>\$38.46</u>	<u>\$39.41</u>	<u>\$40.59</u>	<u>\$41.82</u>	<u>\$43.06</u>
	<u>\$55,224</u>	<u>\$56,597</u>	<u>\$58,011</u>	<u>\$59,467</u>	<u>\$60,965</u>	<u>\$62,504</u>	<u>\$64,064</u>	<u>\$65,666</u>	<u>\$67,309</u>	<u>\$68,994</u>	<u>\$70,720</u>	<u>\$72,467</u>	<u>\$74,277</u>	<u>\$76,149</u>	<u>\$78,021</u>	<u>\$79,997</u>	<u>\$81,973</u>	<u>\$84,427</u>	<u>\$86,986</u>	\$89,565
							2									0	-			
<u>H10</u>	<u>\$28.41</u>	<u>\$29.12</u>	<u>\$29.85</u>	<u>\$30.59</u>	<u>\$31.36</u>	<u>\$32.15</u>	<u>\$32.95</u>	<u>\$33.77</u>	<u>\$34.62</u>	<u>\$35.49</u>	<u>\$36.38</u>	<u>\$37.29</u>	<u>\$38.23</u>	<u>\$39.19</u>	<u>\$40.16</u>	<u>\$41.17</u>	<u>\$42.20</u>	<u>\$43.48</u>	<u>\$44.77</u>	<u>\$46.12</u>
	<u>\$59,093</u>	<u>\$60,570</u>	<u>\$62,088</u>	<u>\$63,627</u>	<u>\$65,229</u>	<u>\$66,872</u>	<u>\$68,536</u>	<u>\$70,242</u>	<u>\$72,010</u>	<u>\$73,819</u>	<u>\$75,670</u>	<u>\$77,563</u>	<u>\$79,518</u>	\$81,515	\$83,533	<u>\$85,634</u>	\$87,776	\$90,438	<u>\$93,122</u>	<u>\$95,930</u>
<u>HW</u>	<u>\$28.94</u>	<u>\$29.65</u>	<u>\$30.39</u>	<u>\$31.13</u>	<u>\$31.90</u>	<u>\$32.68</u>	<u>\$33.49</u>	<u>\$34.30</u>	<u>\$35.15</u>	<u>\$36.03</u>	<u>\$36.90</u>	<u>\$37.83</u>	\$38,76	<u>\$39.73</u>	<u>\$40.72</u>	<u>\$41.70</u>	<u>\$42.72</u>	<u>\$44.00</u>	\$45.32	<u>\$46.68</u>
	<u>\$60,195</u>	<u>\$61,672</u>	<u>\$63,211</u>	\$64,750	\$66,352	\$67,974	\$69,659	\$71,344	<u>\$73,112</u>	<u>\$74,942</u>	<u>\$76,752</u>	<u>\$78,686</u>	<u>\$80,621</u>	\$82,638	<u>\$84,698</u>	\$86,736	\$88,858	\$91,520	\$94,266	\$97,094
	NOTE:																	1		ALL CONT

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



SUBJECT: Council Testimony and Fiscal Impact Statement Re: Howard County Local 3085, 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 3085, AFSCME Maryland Council 3 (Howard County Local 3085) for fiscal year 2025.

The bill is submitted to the County Council pursuant to Section 1.111(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 3085 and the County are parties to the Agreement approved by the passage of Council Bill No. CB17-2023 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 3085 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 \$900,000.

# AMENDMENT TO MEMORANDUM OFAGREEMENT 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 A1.

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.

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

2	ENTRY	A	В	C	D	Е	F	G	Н	I	J	K	L	М	Ν	0	Р	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	\$19.85	\$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	540,269	\$41,288	\$42,307	\$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
			Contraction of the local division of the loc															18		
H4	\$19.83	\$20.32	\$20.83	\$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	\$43,326	\$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
							AND STREET STREET													
H5	\$20.82	\$21.34	\$21.87	\$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	\$45,490	\$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
										and the second	- Carolina -									
H6	\$21.86	\$22.41	\$22.98	\$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	\$47,798	\$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
													CO. BRANCE	The second second						
<b>H</b> 7	\$22.96	\$23.52	\$24.11	\$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	\$50,149	\$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
															-12					
H8	\$24.55	\$25.17	\$25.81	\$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	\$53,685	\$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
																	4			
H9	\$25.78	\$26.42	\$27.08	\$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	\$56,326	\$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	\$28.98	\$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	\$60,278	\$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	\$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	\$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

## **H SCHEDULE**

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

	ENTRY	A	В	С	D	E	F	G	н	I	J	К	L	М	N	0	P	Q	R	s
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Н3	\$19.45	\$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	\$11.475	\$42,536	\$43,576	\$44,699	\$45,781	\$46,946	\$48,090	\$49,317	\$50,523	\$51,813	\$53,123	\$54,434	\$55,786	\$57,179	\$58,635	\$60,091	\$61,922	\$63,752	\$65,686
		- de	C. C																	
H4	\$20.42	\$20.93	\$21.45	\$21.99	\$22.54	\$23.10	\$23.69	\$24.27	\$24.87	\$25.51	\$26.13	\$26.79	\$27.46	\$28.16	\$28.86	\$29.58	\$30.32	\$31.23	\$32.17	\$33.14
	\$42,474	\$43,534	\$44,616	\$45,739	\$46,883	\$48,048	\$49,275	\$50,482	\$51,730	\$53,061	\$54,350	\$55,723	\$57,117	\$58,573	\$60,029	\$61,526	\$63,066	\$64,958	\$66,914	\$68,931
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Н5	\$21.44	\$21.98	\$22.53	\$23.09	\$23.68	\$24.26	\$24.86	\$25.50	\$26.12	\$26.78	\$27.45	\$28.15	\$28.85	\$29.57	\$30.31	\$31.06	\$31.85	\$32.80	\$33.78	\$34.79
	\$44,595	\$45,718	\$46,862	\$48,027	\$49,254	\$50,461	\$51,709	\$53,040	\$54,330	\$55,702	\$57,096	\$58,552	\$60,008	\$61,506	\$63,045	\$64,605	\$66,248	\$68,224	\$70,262	\$72,363
		<i>16</i>																		
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	\$31.84	\$32.62	\$33.44	\$34.44	\$35.47	\$36.53
	\$46,842	\$48,006	\$49,234	\$50,440	\$51,688	\$53,019	\$54,309	\$55,682	\$57,075	\$58,531	\$59,987	\$61,485	\$63,024	\$64,584	\$66,227	\$67,850	\$69,555	\$71,635	\$73,778	\$75,982
												A. A	A State							
<b>H</b> 7	\$23.65	\$24.23	\$24.83	\$25.46	\$26.09	\$26.75	\$27.42	\$28.12	\$28.82	\$29.54	\$30.27	\$31.03	\$31.82	\$32.60	\$33.42	\$34.25	\$35.11	\$36.16	\$37.24	\$38.36
	\$49,192	\$50,398	\$51,646	\$52,957	\$54,267	\$55,640	\$57,034	\$58,490	\$59,946	\$61,443	\$62,962	\$64,542	\$66,186	\$67,808	\$69,514	\$71,240	\$73,029	\$75,213	\$77,459	\$79,789
															and the second s					
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	\$41.01
	\$52,603	\$53,934	\$55,286	\$56,659	\$58,053	\$59,509	\$61,006	\$62,546	\$64,106	\$65,707	\$67,350	\$69,035	\$70,762	\$72,530	\$74,318	\$76,211	\$78,062	\$80,434	\$82,826	\$85,301
																	and the second s	12.		
Н9	\$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	\$43.06
	\$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	\$89,565
																			100	
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	\$46.12
	\$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	\$95,930
HW	\$28.84	\$29.87	\$29.87	\$30.90	\$31.93	\$32.96	\$33.99	\$33.99	\$35.02	\$36.05	\$37.08	\$38.11	\$39.14	\$40.17	\$41.20	\$41.20	\$42.23	\$44.29	\$45.32	\$46.35
	\$59,987	\$62,130	\$62,130	\$64,272	\$66,414	\$68,557	\$70,699	\$70,699	\$72,842	\$74,984	\$77,126	\$79,269	\$81,411	\$83,554	\$85,696	\$85,696	\$87,838	\$92,123	\$94,266	\$96,408

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	

# 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 W ork Schedules
- 23. Section 5.3 Tardiness

# Subsection (c)

- 24. Section 5. Changes to Time Cards/Payroll Sheets.
- 25. Section \$\overline{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

BY THE COUNCIL

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

Mai , 2024.

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