

Pursuant to Section 1.111(e) of the Howard County Code, the following provisions of the Agreement, attached to the Bill as Exhibit A, between Howard County and the Howard County Police Officer's Association, Lodge 21 conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual:

1. Section 1.2 – Unit Description

Subsection (c)

2. Section 1.3 – Probationary Employees

Subsections (e), (f) and (g)

3. Article 2 – Authorized Dues and Service Fees Deductions

4. Section 3.3 – Individual Representation

5. Section 3.4 – Union Visitation

6. Section 3.5 – Union Representation

Subsections (a), (b) and (c)

7. Section 3.6 – Consultation Rights

8. Section 3.7 – Use of Bulletin Boards

9. Section 3.8 – Union Orientations/Briefings

Subsections (a) and (c)

10. Section 3.9 – Union Office

11. Section 3.10 – Union President

12. Article 5 – Hours of Work

13. Article 6 – Layoffs and Rehires

14. Section 7.1 – Wage Adjustments

15. Section 7.2 – Salaries for Probationary Police Officers

16. Section 7.3 – Longevity Increments

17. Section 7.4 – Annual Step Increments

18. Section 7.5 – Police Officer 1st Class Rank

19. Section 7.6 – Police Corporal

20. Section 7.8 – Compensation

21. Section 8.1 – Overtime/Compensatory Time

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

22. Section 8.2 – Shift Differential

23. Section 8.3 – Call-in-Pay

- 24. Section 8.4 – Court Time
- 25. Section 8.5 – Field Training Officer Compensation
- 26. Section 8.6 – Temporary Duty Pay
- 27. Section 8.7 – Canine Pay
- 28. Section 8.8 – Holiday Pay
- 29. Section 8.9 – Clothing and Uniform Allowance
- 30. Section 8.11 – Specialty Pay
- 31. Section 8.12 – Detail Pay
- 32. Section 8.13 – Meal Allowance
- 33. Section 8.14 – County Closing
- 34. Section 9.1 – Selection of Personnel for Work Assignments
- 35. Article 10 – Secondary Employment
- 36. Section 11.2 – Annual Leave
 - Subsection (a)
- 37. Section 11.4 – Disability Leave
 - Subsections (c), (k) and (l)
- 38. Section 11.5 – Disability Leave Incentive Program
- 39. Section 11.6 – Disability Leave Donation
- 40. Section 11. 10 – Bereavement Leave
 - Subsections (a), (c) and (d)
- 41. Section 11.11 – Leave of Absence Without Pay
 - Subsection (d)(2)
- 42. Section 11.12 – Union Leave
- 43. Section 12.1 – Health Insurance
 - Subsections (b) and (c)
- 44. Section 12. 2 – Life Insurance
 - Subsections (b) and (d)
- 45. Article 13 – Death Benefits
 - Subsections (b) and (c)
- 46. Article 14 – Trading of Shifts
- 47. Article 16 – Grievance Procedure

- 48. Section 17.4 – Criminal Charges
- 49. Section 17.5 – Disciplinary Matrix
- 50. Section 18.2 – Removal of Information
- 51. Section 18.3 – Employee Additions
- 52. Article 19 – Substance Abuse Testing
- 53. Article 21 – Take Home Vehicle
- 54. Article 22 – Howard County Police and Fire Retirement System
Subsections (d) and (e)
- 55. Article 23 – Deferred Retirement Options Program (DROP)
- 56. Article 24 – Labor Management Committee
- 57. Section 24.1 – Auto Vehicle Locator (AVL)
- 58. Article 27 – Physical Fitness Standards/Wellness Program
- 59. Article 28 – Duration and Finality of Agreement