

Pursuant to Section 1.111(e) of the Howard County Code, the following provisions of the Memorandum of Agreement, attached to the Bill as Exhibit A, between Howard County and the International Union of Police Associations - Howard County Local 107 conflict with the provisions of Title 1 “Human Resources” of the Howard County Code or the Employee Manual:

1. Section 1.2 – Unit Descriptions

Subsections (a) and (c)

2. Section 2.2 – Dues Deductions for Employees Who Join the Union
3. Section 2.3 – Service Fee for Employees Who are Not Members of the Union
4. Section 2.4 – Failure to Pay The Service Fee
5. Section 2.5 – Accounting
6. Section 2.6 – Remitting of Dues/Fees
7. Section 2.7 – Authorization of Deductions
8. Section 2.8 – Lack of Funds
9. Section 2.9 – Changes in Union Dues/Fees
10. Section 3.3 – Individual Representation
11. Section 3.4 – Union Visitation
12. Section 3.5 – Union Representation
13. Section 3.6 – Use of Bulletin Board
14. Article 5 – Hours of work
15. Article 6 – Layoffs
16. Section 7.1 – Salary Scale; Wage Adjustments
17. Section 8.1 – Shift Differential
18. Section 8.2 – Call-in-Pay
19. Section 8.3 – Four Area Premium Pay
20. Section 8.4 – Communications Trainer
21. Section 8.5 – Temporary Duty Pay

Subsection (a)

22. Section 8.6 – Holiday Pay

Subsections (b), (c), (d), (e), (f), (g) and (h)

23. Section 8.7 – Clothing and Uniform Allowance
24. Section 8.9 – Meal Allowance
25. Section 8.10 – Specialty Pay

26. Section 8.11 – County Closing
27. Section 8.12 – Health Quality of Work-Life Premium
28. Section 8.13 – Court Time
29. Section 8.14 – Detail Pay
30. Section 8.15 – Seniority
31. Section 9.2 – Annual Leave
 Subsections (d) and (e)
32. Section 9.4 – Disability Leave
 Subsections (c),(k) and (l)
33. Section 9.8 – Bereavement Leave
 Subsections (e),(f) and (g)
34. Section 9.10 – Union Leave
35. Section 9.11 – Leave for Negotiations
36. Article 11 – Grievance and Arbitration Procedure
37. Section 12.2 – Removal of Information
38. Article 14 – Labor/Management Committee
39. Article 16 – Trading of Shifts
40. Article 17 – Death Benefits
 Subsection (b)
41. Article 18 – Pension Plan
42. Article 20 – Duration and Finality of Agreement