

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 International Union of Police Associations, Howard County Police Supervisor's Alliance, Howard County Local 112 conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual:

1. Section 1.2 – Unit Description

Subsections (a) and (c)

2. Section 1.3 – Probationary Employees

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 E-mail and Mail Systems

9. Section 3.8 – Union Briefings

Subsection (b)

10. Section 5.1 – Regular Work Period

11. Section 5.2 – Work Schedule

12. Article 6 – Layoffs

13. Section 7.1 – Wage Adjustments

14. Section 7.2 – Longevity Increments

15. Section 7.3 – Annual Step Increments

16. Section 7.5 – XL Compensation

17. Section 8.1 – Overtime/Compensatory Time

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

18. Section 8.2 – Shift Differential

19. Section 8.3 – Call-in-Pay

20. Section 8.4 – Court Time

21. Section 8.5 – Temporary Duty Pay

Subsections (a) and (b)(3)

22. Section 8.6 – Holiday Pay

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

23. Section 8.7 – Clothing and Uniform Allowance
24. Section 8.9 – Specialty Pay
25. Section 8.10 – Detail Pay
26. Section 8.11 – Meal Allowance
27. Section 8.12 – County Closing
28. Article 9 – Secondary Employment
29. Section 10.2 – Annual Leave
 - Subsection (a)
30. Section 10.4 – Disability Leave
 - Subsections (c), (k) and (l)
31. Section 10.5 – Disability Leave Incentive Program
32. Section 10.6 – Disability Leave Donation
33. Section 10.10 – Bereavement Leave
 - Subsections (a), (c) and (d)
34. Section 10.12 – Union Leave
35. Section 11.1 – Health Insurance
 - Subsections (b) and (c)
36. Section 11.2 – Life Insurance
 - Subsections (b) and (d)
37. Article 12 – Death Benefits
 - Subsections (b) and (c)
38. Article 13 – Trading of Shifts
39. Article 15 – Grievance Procedure
40. Section 16.4 – Disciplinary Matrix
41. Section 17.2 – Removal of Information
42. Section 17.3 – Employee Additions
43. Article 18 – Substance Abuse Testing
44. Article 20 – Take Home Vehicle
45. Article 21 – Howard County Police and Fire Retirement System
 - Subsection (d)
46. Article 24 – Physical Fitness Standards/Wellness Program
47. Article 25 – Duration and Finality of Agreement