

Amendment 1 to Council Bill No. 31-2015

**BY: The Chairperson at the
request of the County Executive**

**Legislative Day No. 9
Date: July 31, 2015**

Amendment No. 1

(This amendment substitutes a revised Amendment to Memorandum of Agreement with Lodge 21 in order to insert pay scales that were inadvertently omitted at prefile, to remove certain pay scales included in the Memorandum of Agreement, to correct the table of contents and exhibits, and to correct certain dates.)

- 1 Remove Exhibit 1 from the Bill as prefiled and substitute a revised Exhibit 1 as attached to this
- 2 amendment.

**AMENDMENT TO MEMORANDUM OF AGREEMENT BETWEEN
HOWARD COUNTY, MARYLAND**

AND

HOWARD COUNTY POLICE OFFICERS' ASSOCIATION LODGE 21

Whereas, Howard County, Maryland and Lodge 21, Howard County Police Officers' Association (Lodge 21) entered into a collective bargaining agreement (Agreement) effective July 1, 2014 thru June 30, 2016;

Whereas Section 7.1 of the Agreement provides for 4% cost-of-living (COLA) pay increases effective January 1, 2015 and January 1, 2016;

Whereas, in light of the County's current fiscal position, the County Administration sought to reduce expenditures in a number of areas, including wages, and engaged Union leadership in negotiations regarding same;

Whereas, as a result of those discussions, the parties agreed that: a) the January 1, 2016 COLA of 4% will be delayed until June 30, 2016 (*i.e.*, the last pay period in FY 16 will reflect the 4% COLA); b) the term of the Agreement will be extended by one (1) additional year, until June 30, 2017; c) the County will provide a COLA of 2% beginning with the last pay period in FY 17; and d) the County agrees not to furlough or layoff any employee covered by the Agreement through FY17; and

Whereas, Lodge 21 submitted the proposed changes enumerated above to its membership for vote the week of April 13-24, 2015 and the changes were duly ratified by the membership in accordance with the union's required procedures;

Now, therefore, the following sections of the Agreement are amended as indicated:

1. Sections 7.1 (g) and (h) are deleted and replaced with the following:
 - (g) Effective June 30, 2016, each member shall receive a 4% cost-of-living adjustment.
 - (h) Effective with the last pay period in FY17, each member shall receive a 2% cost-of-living adjustment.

2. In Article 28 "TWO YEAR AGREEMENT" is deleted and replaced with "THREE YEAR AGREEMENT" and paragraph (a) is deleted and replaced with the following:
 - (a) This agreement shall become effective as of July 1, 2014 and remain in full force and effect until June 30, 2017.

Also in Article 28, in paragraph (c), delete "2015" and replace with "2016".

3. Section 6.2 is amended as follows:

Strike “Layoffs and Rehires” in Section 6.2 and replace with “Layoffs, Furloughs, and Rehires”, and add the following before the first sentence in Section 6.2(a):

During FY15, FY16, and FY17, no bargaining unit member shall be subject to layoff or unpaid furlough. For subsequent years, the following provisions regarding layoffs and rehires will control unless amended by future contract:

4. On page iv of the Table of Contents:

Delete “EXHIBIT B-3 – PAY SCALE B-2 EFFECTIVE 01-01-2016.....47”
and replace with:
“EXHIBIT B-3 - PAY SCALE B-3 EFFECTIVE 06-13-2016.....47
EXHIBIT B-4 - PAY SCALE B-4 EFFECTIVE 06-12-2017.....47.1”

5. Remove Exhibit B-3 from the Agreement and substitute the revised B-3 as attached to this Amendment.

6. Insert Exhibit B-4, as attached to this Amendment, into the Agreement.

All other terms and conditions of the Agreement not enumerated above shall remain in full force and effect.

These Amendments shall be effective upon an affirmative vote of a majority of the County Council, pursuant to proposed legislation submitted by the Administration to the Council.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement, this _____ day of _____, 2015.

FOR THE COUNTY:

FOR THE UNION:

COUNTY EXECUTIVE
Allan H. Kittleman

PRESIDENT, HCPOA LODGE 21
Gregory Der

CHIEF ADMINISTRATIVE OFFICER
Lonnie R. Robbins

COUNTY SOLICITOR
Gary W. Kuc

CHIEF OF POLICE
Gary Gardner

Howard County, Maryland
Police Salary Schedule (HCPOA Lodge 21)
FY16
 Including Laterally Hired Officers
 Effective June 13, 2016

	1	2	3	4	5	6	7	8	9	10	11	12	13	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
	<i>Hire</i>	<u>12 mos.</u>	<u>24 mos.</u>	<u>36 mos.</u>	<u>48 mos.</u>	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	<u>216 mos.</u>	<u>228 mos.</u>	<u>240 mos.</u>
PO	\$25.36	\$26.25	\$27.15	\$28.11	\$29.11	\$30.12	\$31.13	\$32.27	\$33.35	\$34.55	\$35.77	\$37.00	\$38.29	\$39.63	\$40.92	\$42.26	\$43.62	\$45.04	\$46.50	\$48.02
	\$52,749	\$54,600	\$56,472	\$58,469	\$60,549	\$62,650	\$64,750	\$67,122	\$69,368	\$71,864	\$74,402	\$76,960	\$79,643	\$82,430	\$85,114	\$87,901	\$90,730	\$93,683	\$96,720	\$99,882
LAT	\$27.15	\$28.11	\$29.11	\$30.12	\$31.13	\$32.27	\$33.35	\$34.55	\$35.77	\$37.00	\$38.29	\$38.29	\$38.29	\$39.63	\$40.92	\$42.26	\$43.62	\$45.04	\$46.50	\$48.02
	\$56,472	\$58,469	\$60,549	\$62,650	\$64,750	\$67,122	\$69,368	\$71,864	\$74,402	\$76,960	\$79,643	\$79,643	\$79,643	\$82,430	\$85,114	\$87,901	\$90,730	\$93,683	\$96,720	\$99,882
				<u>36 mos.</u>	<u>48 mos.</u>	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	<u>216 mos.</u>	<u>228 mos.</u>	<u>240 mos.</u>
PFC				\$29.11	\$30.12	\$31.13	\$32.27	\$33.35	\$34.55	\$35.77	\$37.00	\$38.29	\$39.63	\$40.92	\$42.26	\$43.62	\$45.04	\$46.50	\$48.02	\$49.57
				\$60,549	\$62,650	\$64,750	\$67,122	\$69,368	\$71,864	\$74,402	\$76,960	\$79,643	\$82,430	\$85,114	\$87,901	\$90,730	\$93,683	\$96,720	\$99,882	\$103,106
LAT				\$31.13	\$32.27	\$33.35	\$34.55	\$35.77	\$37.00	\$38.29	\$38.29	\$38.29	\$39.63	\$40.92	\$42.26	\$43.62	\$45.04	\$46.50	\$48.02	\$49.57
				\$64,750	\$67,122	\$69,368	\$71,864	\$74,402	\$76,960	\$79,643	\$79,643	\$79,643	\$82,430	\$85,114	\$87,901	\$90,730	\$93,683	\$96,720	\$99,882	\$103,106
				<u>48 mos.</u>	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	<u>216 mos.</u>	<u>228 mos.</u>	<u>240 mos.</u>	
Corp				\$32.27	\$33.35	\$34.55	\$35.77	\$37.00	\$38.29	\$39.63	\$41.02	\$42.48	\$43.86	\$45.27	\$46.76	\$48.29	\$49.84	\$51.46	\$53.14	
				\$67,122	\$69,368	\$71,864	\$74,402	\$76,960	\$79,643	\$82,430	\$85,322	\$88,358	\$91,229	\$94,162	\$97,261	\$100,443	\$103,667	\$107,037	\$110,531	
LAT				\$34.55	\$35.77	\$37.00	\$38.29	\$39.63	\$41.02	\$42.48	\$42.48	\$42.48	\$43.86	\$45.27	\$46.76	\$48.29	\$49.84	\$51.46	\$53.14	
				\$71,864	\$74,402	\$76,960	\$79,643	\$82,430	\$85,322	\$88,358	\$88,358	\$88,358	\$91,229	\$94,162	\$97,261	\$100,443	\$103,667	\$107,037	\$110,531	

Howard County, Maryland
Police Salary Schedule (HCPOA Lodge 21)
FY17
 Including Laterally Hired Officers
 Effective June 12, 2017

	1	2	3	4	5	6	7	8	9	10	11	12	13	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
	<i>Hire</i>	<u>12 mos.</u>	<u>24 mos.</u>	<u>36 mos.</u>	<u>48 mos.</u>	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	<u>216 mos.</u>	<u>228 mos.</u>	<u>240 mos.</u>
PO	\$25.87	\$26.78	\$27.69	\$28.67	\$29.69	\$30.72	\$31.75	\$32.92	\$34.02	\$35.24	\$36.49	\$37.74	\$39.06	\$40.42	\$41.74	\$43.11	\$44.49	\$45.94	\$47.43	\$48.98
	\$53,804	\$55,692	\$57,601	\$59,638	\$61,760	\$63,903	\$66,045	\$68,464	\$70,755	\$73,301	\$75,890	\$78,499	\$81,236	\$84,079	\$86,816	\$89,659	\$92,544	\$95,557	\$98,654	\$101,879
LAT	\$27.69	\$28.67	\$29.69	\$30.72	\$31.75	\$32.92	\$34.02	\$35.24	\$36.49	\$37.74	\$39.06	\$39.06	\$39.06	\$40.42	\$41.74	\$43.11	\$44.49	\$45.94	\$47.43	\$48.98
	\$57,601	\$59,638	\$61,760	\$63,903	\$66,045	\$68,464	\$70,755	\$73,301	\$75,890	\$78,499	\$81,236	\$81,236	\$81,236	\$84,079	\$86,816	\$89,659	\$92,544	\$95,557	\$98,654	\$101,879
				<u>36 mos.</u>	<u>48 mos.</u>	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	<u>216 mos.</u>	<u>228 mos.</u>	<u>240 mos.</u>
PFC				\$29.69	\$30.72	\$31.75	\$32.92	\$34.02	\$35.24	\$36.49	\$37.74	\$39.06	\$40.42	\$41.74	\$43.11	\$44.49	\$45.94	\$47.43	\$48.98	\$50.56
				\$61,760	\$63,903	\$66,045	\$68,464	\$70,755	\$73,301	\$75,890	\$78,499	\$81,236	\$84,079	\$86,816	\$89,659	\$92,544	\$95,557	\$98,654	\$101,879	\$105,168
LAT				\$31.75	\$32.92	\$34.02	\$35.24	\$36.49	\$37.74	\$39.06	\$39.06	\$39.06	\$40.42	\$41.74	\$43.11	\$44.49	\$45.94	\$47.43	\$48.98	\$50.56
				\$66,045	\$68,464	\$70,755	\$73,301	\$75,890	\$78,499	\$81,236	\$81,236	\$81,236	\$84,079	\$86,816	\$89,659	\$92,544	\$95,557	\$98,654	\$101,879	\$105,168
				<u>48 mos.</u>	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	<u>216 mos.</u>	<u>228 mos.</u>	<u>240 mos.</u>	
Corp				\$32.92	\$34.02	\$35.24	\$36.49	\$37.74	\$39.06	\$40.42	\$41.84	\$43.33	\$44.74	\$46.18	\$47.70	\$49.26	\$50.84	\$52.49	\$54.20	
				\$68,464	\$70,755	\$73,301	\$75,890	\$78,499	\$81,236	\$84,079	\$87,028	\$90,126	\$93,053	\$96,045	\$99,206	\$102,452	\$105,741	\$109,178	\$112,742	
LAT				\$35.24	\$36.49	\$37.74	\$39.06	\$40.42	\$41.84	\$43.33	\$43.33	\$43.33	\$44.74	\$46.18	\$47.70	\$49.26	\$50.84	\$52.49	\$54.20	
				\$73,301	\$75,890	\$78,499	\$81,236	\$84,079	\$87,028	\$90,126	\$90,126	\$90,126	\$93,053	\$96,045	\$99,206	\$102,452	\$105,741	\$109,178	\$112,742	