

Amendment 1 to Council Bill No. 32-2015

**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 143 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

FOP LODGE 143, HOWARD COUNTY POLICE SUPERVISORS' ALLIANCE

Whereas, Howard County, Maryland and FOP Lodge 143, Howard County Police Supervisors' Alliance (FOP Lodge 143) 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, FOP Lodge 143 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. Strike Sections 7.1 (g) and (h) of Article 7 and are replace 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 26, strike "TWO YEAR AGREEMENT" and replace with "THREE YEAR AGREEMENT", and strike paragraph (a) and replace 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 26, in paragraph (c), delete "2015" and replace with "2016".

3. Strike Sections 6.1 and 6.2 of Article 6 and replace with the following:
 - 6.1 During FY15, FY16, and FY17, no bargaining unit member shall be subject to layoff.
 - 6.2 During FY15, FY16, and FY17, no bargaining unit member shall be subject to an unpaid furlough.
4. On page iii of the Table of Contents:

Delete “EXHIBIT A-3 – PAY SCALE EFFECTIVE 01-01-2016.....41”
and replace with:
“EXHIBIT A-3 - PAY SCALE EFFECTIVE 06-13-2016.....41
EXHIBIT A-4 - PAY SCALE EFFECTIVE 06-12-2017.....41.1”
5. Remove Exhibit A-3 from the Agreement and substitute the revised A-3 as attached to this Amendment.
6. Insert Exhibit A-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:

COUNTY EXECUTIVE
Allan H. Kittleman

CHIEF ADMINISTRATIVE OFFICER
Lonnie R. Robbins

COUNTY SOLICITOR
Gary W. Kuc

CHIEF OF POLICE
Gary Gardner

FOR THE UNION:

PRESIDENT, LODGE 143
Ronald "Jason" Baker

Howard County, Maryland
Police Sergeants (Lodge 143) Salary Schedule
FY 2016

Effective June 13, 2016

SGT

Step	1	2	3	4	5	6	7	8	9	L 14	L 15	L 16	L 17	L 18	L 19	L 20
Months	<u>60</u> months	<u>72</u> months	<u>84</u> months	<u>96</u> months	<u>108</u> months	<u>120</u> months	<u>132</u> months	<u>144</u> months	<u>156</u> months	<u>168 months</u>	<u>180</u> months	<u>192</u> months	<u>204</u> months	<u>216 months</u>	<u>228</u> months	<u>240 months</u>
Hourly	\$35.70	\$36.92	\$38.22	\$39.55	\$40.93	\$42.41	\$43.86	\$45.45	\$47.04	\$48.57	\$50.14	\$51.77	\$53.47	\$55.20	\$57.00	\$58.85
Annual	\$74,256	\$76,794	\$79,498	\$82,264	\$85,134	\$88,213	\$91,229	\$94,536	\$97,843	\$101,026	\$104,291	\$107,682	\$111,218	\$114,816	\$118,560	\$122,408
Lateral	\$38.22	\$39.55	\$40.93	\$42.41	\$43.86	\$45.45	\$45.45	\$45.45	\$47.04	\$48.57	\$50.14	\$51.77	\$53.47	\$55.20	\$57.00	\$58.85
	\$79,498	\$82,264	\$85,134	\$88,213	\$91,229	\$94,536	\$94,536	\$94,536	\$97,843	\$101,026	\$104,291	\$107,682	\$111,218	\$114,816	\$118,560	\$122,408

**Howard County, Maryland
Police Sergeants (Lodge 143) Salary Schedule
FY 2017**

Effective June 12, 2017

SGT																
Step	1	2	3	4	5	6	7	8	9	L 14	L 15	L 16	L 17	L 18	L 19	L 20
Months	<u>60</u> months	<u>72</u> months	<u>84</u> months	<u>96</u> months	<u>108</u> months	<u>120</u> months	<u>132</u> months	<u>144</u> months	<u>156</u> months	<u>168</u> months	<u>180</u> months	<u>192</u> months	<u>204 months</u>	<u>216</u> months	<u>228</u> months	<u>240</u> months
Hourly	\$36.41	\$37.66	\$38.98	\$40.34	\$41.75	\$43.26	\$44.74	\$46.36	\$47.98	\$49.54	\$51.14	\$52.81	\$54.54	\$56.30	\$58.14	\$60.03
Annual	\$75,741	\$78,329	\$81,088	\$83,909	\$86,837	\$89,977	\$93,053	\$96,427	\$99,800	\$103,046	\$106,377	\$109,835	\$113,442	\$117,112	\$120,931	\$124,856
Lateral	\$38.98	\$40.34	\$41.75	\$43.26	\$44.74	\$46.36	\$46.36	\$46.36	\$47.98	\$49.54	\$51.14	\$52.81	\$54.54	\$56.30	\$58.14	\$60.03
Annual	\$81,088	\$83,909	\$86,837	\$89,977	\$93,053	\$96,427	\$96,427	\$96,427	\$99,800	\$103,046	\$106,377	\$109,835	\$113,442	\$117,112	\$120,931	\$124,856