

Amendment 1 to Council Bill No. 33-2015

**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 Local 2000 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

**THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, HOWARD COUNTY
LOCAL 2000**

Whereas, Howard County, Maryland and Howard County Local 2000, The International Association of Firefighters (Local 2000) entered into a collective bargaining agreement (Agreement) effective July 1, 2014 thru June 30, 2016;

Whereas Section 8.1 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, Local 2000 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 8.1 "(g)(f)" [*sic*] and replace with the following:
 - (f) Effective June 30, 2016, each member shall receive a 4% cost-of-living adjustment, and effective with the last pay period in FY17, each member shall receive a 2% cost-of-living adjustment.
2. In Article 34 strike paragraph (a) in its entirety and replace with the following:
 - (a) This agreement shall become effective as of July 1, 2014, 7:00 AM and remain in full force and effect until July 1, 2017, 6:59 AM.
3. In Article 34, in paragraph (e), strike "2015" and replace with "2016" and strike each instance of "2016" and replace with "2017" in each instance.

4. In Article 7, add the following before the first sentence in paragraph (a) of Article 7:
 During FY15, FY16, and FY17, no bargaining unit member shall be subject to layoff or furlough. For subsequent years the following provisions will control unless amended by future contract:

5. On page iii of the Table of Contents:

 After “EXHIBIT D3.....51”, insert:
 “EXHIBIT D-4.....52”

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

7. Insert Exhibit D-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.

**HOWARD COUNTY ADMINISTRATION
 HOWARD COUNTY, MARYLAND:**

**LOCAL 2000
 BARGAINING TEAM:**

 COUNTY EXECUTIVE
 Allan H. Kittleman

 PRESIDENT
 Richard L. Ruehl

 CHIEF ADMINISTRATIVE OFFICER
 Lonnie R. Robbins

 COUNTY SOLICITOR
 Gary W. Kuc

 CHIEF OF FIRE & RESCUE SERVICES
 John S. Butler

Effective June 13, 2016

**SALARY SCALE FY 2016
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 2000
(48 Hours per Week)**

| Step | 1 | 2 | 3 | | | | | | | | 11 | 12 | 13 | 14 | |
|---------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----|
| | hire | | | | | | | | | | | | | | |
| 40 hours | \$23.92 | \$24.65 | | | | | | | | | | | | | |
| D | \$19.93 | \$20.54 | | | | | | | | | | | | | |
| Trainee | \$49,745 | \$51,268 | | | | | | | | | | | | | |
| | Acad Grad | | | | | | | | | | | | | | |
| 40 hours | \$24.90 | \$25.67 | \$26.48 | \$27.26 | \$28.12 | \$28.94 | \$29.78 | \$30.72 | \$31.69 | \$32.65 | \$33.65 | \$34.62 | \$35.68 | \$36.74 | |
| E | \$20.75 | \$21.39 | \$22.07 | \$22.72 | \$23.43 | \$24.12 | \$24.82 | \$25.60 | \$26.41 | \$27.21 | \$28.04 | \$28.85 | \$29.73 | \$30.62 | |
| Recruit | \$51,792 | \$53,389 | \$55,087 | \$56,709 | \$58,481 | \$60,204 | \$61,951 | \$63,898 | \$65,919 | \$67,916 | \$69,988 | \$72,010 | \$74,206 | \$76,428 | |
| | 18 | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 162 | 186 | 210 | |
| 40 hours | \$27.62 | \$28.44 | \$29.30 | \$30.19 | \$31.15 | \$32.08 | \$33.06 | \$34.07 | \$35.12 | \$36.19 | \$37.24 | \$38.40 | \$39.58 | \$40.74 | |
| F | \$23.02 | \$23.70 | \$24.42 | \$25.16 | \$25.96 | \$26.73 | \$27.55 | \$28.39 | \$29.27 | \$30.16 | \$31.03 | \$32.00 | \$32.98 | \$33.95 | |
| Firefighter | \$57,458 | \$59,155 | \$60,952 | \$62,799 | \$64,796 | \$66,718 | \$68,765 | \$70,861 | \$73,058 | \$75,279 | \$77,451 | \$79,872 | \$82,318 | \$84,739 | |
| | G | 18 | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 162 | 186 | 210 |
| 40 hours | \$28.10 | \$28.92 | \$29.78 | \$30.67 | \$31.63 | \$32.56 | \$33.54 | \$34.55 | \$35.60 | \$36.67 | \$37.72 | \$38.88 | \$40.06 | \$41.22 | |
| Firefighter/ HVO | \$23.42 | \$24.10 | \$24.82 | \$25.56 | \$26.36 | \$27.13 | \$27.95 | \$28.79 | \$29.67 | \$30.56 | \$31.43 | \$32.40 | \$33.38 | \$34.35 | |
| | | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 174 | 198 | 222 |
| 40 hours | \$30.59 | \$31.51 | \$32.50 | \$33.47 | \$34.45 | \$35.54 | \$36.61 | \$37.79 | \$38.90 | \$40.06 | \$41.28 | \$42.54 | \$43.81 | \$45.16 | |
| H | \$25.49 | \$26.26 | \$27.08 | \$27.89 | \$28.71 | \$29.62 | \$30.51 | \$31.49 | \$32.42 | \$33.38 | \$34.40 | \$35.45 | \$36.51 | \$37.63 | |
| Master FF | \$63,623 | \$65,545 | \$67,592 | \$69,613 | \$71,660 | \$73,932 | \$76,153 | \$78,599 | \$80,920 | \$83,316 | \$85,862 | \$88,483 | \$91,129 | \$93,924 | |
| | I | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 174 | 198 | 222 |
| 40 hours | \$31.07 | \$31.99 | \$32.98 | \$33.95 | \$34.93 | \$36.03 | \$37.09 | \$38.27 | \$39.38 | \$40.54 | \$41.76 | \$43.02 | \$44.29 | \$45.64 | |
| Master FF/ HVO | \$25.89 | \$26.66 | \$27.48 | \$28.29 | \$29.11 | \$30.02 | \$30.91 | \$31.89 | \$32.82 | \$33.78 | \$34.80 | \$35.85 | \$36.91 | \$38.03 | |
| | | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 198 | 222 | 246 |
| 40 hours | \$33.89 | \$34.90 | \$36.00 | \$37.10 | \$38.21 | \$39.35 | \$40.56 | \$41.82 | \$43.09 | \$44.41 | \$45.77 | \$47.11 | \$48.59 | \$50.06 | |
| J | \$28.24 | \$29.08 | \$30.00 | \$30.92 | \$31.84 | \$32.79 | \$33.80 | \$34.85 | \$35.91 | \$37.01 | \$38.14 | \$39.26 | \$40.49 | \$41.72 | |
| Lieutenant | \$70,487 | \$72,584 | \$74,880 | \$77,176 | \$79,473 | \$81,844 | \$84,365 | \$86,986 | \$89,631 | \$92,377 | \$95,197 | \$97,993 | \$101,063 | \$104,133 | |

Longevity Pay: Employees who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.

(7/7/15)

Effective June 12, 2017

SALARY SCALE FY 2017
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000
(48 Hours per Week)

| Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|
| Hire | | | | | | | | | | | | | | |
| 40 hours | \$24.40 | \$25.14 | | | | | | | | | | | | |
| D | \$20.33 | \$20.95 | | | | | | | | | | | | |
| Trainee | \$50,752 | \$52,291 | | | | | | | | | | | | |
| Acad Grad | | | | | | | | | | | | | | |
| 40 hours | \$25.40 | \$26.19 | \$27.01 | \$27.81 | \$28.69 | \$29.52 | \$30.38 | \$31.34 | \$32.33 | \$33.31 | \$34.33 | \$35.32 | \$36.40 | \$37.48 |
| E | \$21.17 | \$21.82 | \$22.52 | \$23.18 | \$23.90 | \$24.61 | \$25.32 | \$26.12 | \$26.94 | \$27.76 | \$28.61 | \$29.43 | \$30.33 | \$31.24 |
| Recruit | \$52,832 | \$54,475 | \$56,181 | \$57,845 | \$59,675 | \$61,402 | \$63,190 | \$65,187 | \$67,246 | \$69,285 | \$71,406 | \$73,466 | \$75,712 | \$77,958 |
| | 18 | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 162 | 186 | 210 |
| 40 hours | \$28.18 | \$29.01 | \$29.89 | \$30.80 | \$31.78 | \$32.73 | \$33.73 | \$34.76 | \$35.83 | \$36.92 | \$37.99 | \$39.17 | \$40.38 | \$41.56 |
| F | \$23.49 | \$24.18 | \$24.91 | \$25.67 | \$26.48 | \$27.27 | \$28.11 | \$28.96 | \$29.86 | \$30.77 | \$31.66 | \$32.64 | \$33.64 | \$34.63 |
| Firefighter | \$58,614 | \$60,341 | \$62,171 | \$64,064 | \$66,102 | \$68,078 | \$70,158 | \$72,301 | \$74,526 | \$76,794 | \$79,019 | \$81,474 | \$83,990 | \$86,445 |
| | 18 | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 162 | 186 | 210 |
| 40 hours | \$28.67 | \$29.50 | \$30.38 | \$31.29 | \$32.27 | \$33.22 | \$34.22 | \$35.25 | \$36.32 | \$37.41 | \$38.48 | \$39.66 | \$40.87 | \$42.05 |
| G | \$23.89 | \$24.59 | \$25.32 | \$26.08 | \$26.89 | \$27.68 | \$28.51 | \$29.37 | \$30.27 | \$31.18 | \$32.06 | \$33.05 | \$34.05 | \$35.04 |
| Firefighter/ HVO | \$59,634 | \$61,360 | \$63,190 | \$65,083 | \$67,122 | \$69,098 | \$71,178 | \$73,320 | \$75,546 | \$77,813 | \$80,038 | \$82,493 | \$85,010 | \$87,464 |
| | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 174 | 198 | 222 |
| 40 hours | \$31.21 | \$32.15 | \$33.15 | \$34.14 | \$35.14 | \$36.26 | \$37.35 | \$38.55 | \$39.68 | \$40.87 | \$42.11 | \$43.40 | \$44.69 | \$46.07 |
| H | \$26.00 | \$26.79 | \$27.63 | \$28.45 | \$29.29 | \$30.22 | \$31.13 | \$32.12 | \$33.07 | \$34.05 | \$35.09 | \$36.16 | \$37.25 | \$38.39 |
| Master FF | \$64,917 | \$66,872 | \$68,952 | \$71,011 | \$73,091 | \$75,421 | \$77,688 | \$80,184 | \$82,534 | \$85,010 | \$87,589 | \$90,272 | \$92,955 | \$95,826 |
| | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 174 | 198 | 222 |
| 40 hours | \$31.70 | \$32.63 | \$33.64 | \$34.63 | \$35.63 | \$36.76 | \$37.84 | \$39.04 | \$40.17 | \$41.36 | \$42.60 | \$43.89 | \$45.18 | \$46.56 |
| I | \$26.41 | \$27.20 | \$28.03 | \$28.86 | \$29.70 | \$30.63 | \$31.53 | \$32.53 | \$33.48 | \$34.46 | \$35.50 | \$36.57 | \$37.65 | \$38.80 |
| Master FF/ HVO | \$65,936 | \$67,870 | \$69,971 | \$72,030 | \$74,110 | \$76,461 | \$78,707 | \$81,203 | \$83,554 | \$86,029 | \$88,608 | \$91,291 | \$93,974 | \$96,845 |
| | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 198 | 222 | 246 |
| 40 hours | \$34.57 | \$35.60 | \$36.72 | \$37.85 | \$38.98 | \$40.14 | \$41.38 | \$42.66 | \$43.96 | \$45.30 | \$46.69 | \$48.06 | \$49.57 | \$51.07 |
| J | \$28.81 | \$29.67 | \$30.60 | \$31.54 | \$32.48 | \$33.45 | \$34.48 | \$35.55 | \$36.63 | \$37.76 | \$38.91 | \$40.05 | \$41.30 | \$42.56 |
| Lieutenant | \$71,906 | \$74,048 | \$76,378 | \$78,728 | \$81,078 | \$83,491 | \$86,070 | \$88,733 | \$91,437 | \$94,224 | \$97,115 | \$99,965 | \$103,106 | \$106,226 |

Longevity Pay: Employees who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.

(7/10/15)