

Introduced 7/6/15
Public Hearing 7/20/15
Council Action 7/31/15
Executive Action 8/10/15
Effective Date 10/10/15

County Council Of Howard County, Maryland

2015 Legislative Session

Legislative Day No. 8

Bill No. 31 -2015

Introduced by: The Chairperson at the request of the County Executive

AN ACT approving an amendment to a multi-year collective bargaining agreement between Howard County and the Howard County Police Officers' Association, Lodge 21 that will be effective through the end of Fiscal Year 2017 and that includes payment of certain compensation in future fiscal years; ratifying certain previously approved provisions in a collective bargaining agreement between Howard County and the Howard County Police Officers' Association, Lodge 21, that are in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual; providing for the application of this Act; and generally relating to the collective bargaining agreement between Howard County and the Howard County Police Officers' Association, Lodge 21.

Introduced and read first time July 6, 2015. Ordered posted and hearing scheduled.

By order Jessica Feldmark
Jessica Feldmark, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on July 20, 2015.

By order Jessica Feldmark
Jessica Feldmark, Administrator

This Bill was read the third time on July 31, 2015 and Passed , Passed with amendments , Failed .

By order Jessica Feldmark
Jessica Feldmark, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 31st day of July, 2015 at 3 a.m./p.m.

By order Jessica Feldmark
Jessica Feldmark, Administrator

Approved/Vetoed by the County Executive Aug 10, 2015

Allan H. Kittleman
Allan H. Kittleman, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1 **WHEREAS**, the Howard County Police Officers’ Association, Lodge 21 (“Lodge
2 21”) and the County reached agreement through a Memorandum of Agreement (the
3 “Agreement”) that is effective July 1, 2014 through June 30, 2016; and
4

5 **WHEREAS**, in accordance with Section 1.111(e) of the Howard County Code, the
6 County Executive is required to submit to the County Council for its approval all provisions
7 in collective bargaining agreements that are in conflict with Title 1 “Human Resources” of
8 the Howard County Code or the Employee Manual (the “conflicting provisions”); and
9

10 **WHEREAS**, by passage of Council Bill No. 44-2014, the County Council approved
11 the Agreement’s conflicting provisions; and
12

13 **WHEREAS**, the Agreement includes the amount of compensation to be paid to
14 members of Lodge 21 in future fiscal years; and
15

16 **WHEREAS**, Council Bill No. 44-2014 also approved the Agreement as a multi-year
17 obligation under Section 612 of the Howard County Charter; and
18

19 **WHEREAS**, the Agreement includes a 4% Cost of Living Adjustment (COLA) that
20 goes into effect on January 1, 2016; and
21

22 **WHEREAS**, the parties have now entered into an “Amendment to Memorandum of
23 Agreement between Howard County, Maryland and Howard County Police Officers’
24 Association Lodge 21” (the “Amendment”) in substantially the form attached as Exhibit 1;
25 and
26

27 **WHEREAS**, the Amendment delays the already agreed upon COLA to June 30, 2016
28 (the last pay period in FY 16) and extends the Agreement to June 30, 2017; and
29

1 **WHEREAS**, pursuant to Section 1.111(e) of the Howard County Code, the
2 Amendment does not add any additional conflicting provisions to those attached to Council
3 Bill No. 44-2014; and
4

5 **WHEREAS**, because the Amendment extends the term of the Agreement, the
6 Amendment requires the payment by the County of funds from an appropriation in a later
7 fiscal year and therefore is subject to the multi-year provisions of Section 612 of the Howard
8 County Charter that requires Council approval of the Agreement.
9

10 **NOW, THEREFORE,**
11

12 ***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that in
13 accordance with Section 612 of the Howard County Charter, it approves the terms of the
14 Amendment to Memorandum of Agreement between Howard County, Maryland and Howard
15 County Police Officers' Association Lodge 21, which shall be in substantially the same form
16 as Exhibit 1 attached to this Act.*

17
18 ***Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland
19 that the County Council hereby endorses and ratifies the County Executive's signature and
20 execution of the Amendment, which shall be in substantially the same form as Exhibit 1
21 attached to this Act, for such term in the name of and on behalf of the County.*

22
23 ***Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland
24 that, in regard to the Amendment to Memorandum of Agreement between Howard County,
25 Maryland and Howard County Police Officers' Association Lodge 21, the County Council
26 ratifies its approval of the Conflicting Provisions, attached to Council Bill No. 44-2014 as
27 Exhibit 2, that are in conflict with the provisions of Title 1 "Human Resources" of the
28 Howard County Code or the Employee Manual.*

29
30 ***Section 4. And Be It Further Enacted** by the County Council of Howard County, Maryland
31 that the provisions of this act shall apply beginning with the first pay date after July 1, 2015.*

1
2 **Section 5. And Be It Further Enacted** by the County Council of Howard County, Maryland
3 *that if there is a conflict between the Amendment attached to this Act and the Howard County*
4 *Pay Plan, the provisions contained in the Amendment shall control.*
5

6 **Section 6. And Be It Further Enacted** by the County Council of Howard County, Maryland
7 *that, in accordance with Section 612 of the Howard County Charter, Section 1 and Section 2*
8 *of this Act shall be effective immediately upon its enactment.*
9

10 **Section 7. And Be It Further Enacted** by the County Council of Howard County, Maryland
11 *that, subject to Section 6, this Act shall become effective 61 days after its enactment.*

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	\$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	

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.

ADOPTED 7/31/15
FAILED _____
SIGNATURE [Signature]

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	

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.
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:

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

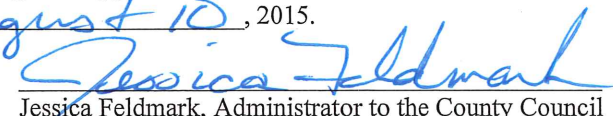
CHIEF ADMINISTRATIVE OFFICER
Lonnie R. Robbins

COUNTY SOLICITOR
Gary W. Kuc

CHIEF OF POLICE
Gary Gardner

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on August 10, 2015.



Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on _____, 2015.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on _____, 2015.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on _____, 2015.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on _____, 2015.

Jessica Feldmark, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on _____, 2015.

Jessica Feldmark, Administrator to the County Council