

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. 33 -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 International Association of Firefighters, Howard County Local 2000 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 International Association of Firefighters, Howard County Local 2000, 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 International Association of Firefighters, Howard County Local 2000.

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 International Association of Firefighters, Howard County Local
2 2000 (“Local 2000”) and the County reached agreement through a Memorandum of
3 Agreement (the “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. 46-2014, 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 Local 2000 in future fiscal years; and
15

16 **WHEREAS**, Council Bill No. 46-2014 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 the International Association of
24 Firefighters, Howard County Local 2000” (the “Amendment”) in substantially the form
25 attached as Exhibit 1; 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. 46-2014; 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 the
15 International Association of Firefighters, Howard County Local 2000, which shall be in
16 substantially the same form 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 the International Association of Firefighters, Howard County Local 2000, the
26 County Council ratifies its approval of the Conflicting Provisions, attached to Council Bill
27 No. 46-2014 as Exhibit 2, that are in conflict with the provisions of Title 1 "Human
28 Resources" of the 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

**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	
	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	
G	\$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	
Firefighter/ HVO	\$58,458	\$60,155	\$61,952	\$63,799	\$65,796	\$67,718	\$69,765	\$71,861	\$74,058	\$76,279	\$78,451	\$80,872	\$83,318	\$85,739	
	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	
	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	
I	\$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	
Master FF/ HVO	\$64,623	\$66,545	\$68,592	\$70,613	\$72,660	\$74,932	\$77,153	\$79,599	\$81,920	\$84,316	\$86,862	\$89,483	\$92,129	\$94,924	
	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.

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.

ADOPTED 7/31/15
FAILED _____
SIGNATURE Jessica Johnson

**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	4	5	6	7	8	9	10	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
	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
G	\$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
Firefighter/ HVO	\$58,458	\$60,155	\$61,952	\$63,799	\$65,796	\$67,718	\$69,765	\$71,861	\$74,058	\$76,279	\$78,451	\$80,872	\$83,318	\$85,739
	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
	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
I	\$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
Master FF/ HVO	\$64,623	\$66,545	\$68,592	\$70,613	\$72,660	\$74,932	\$77,153	\$79,599	\$81,920	\$84,316	\$86,862	\$89,483	\$92,129	\$94,924
	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
Firefighter/ HVO	\$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
	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
Master FF/ HVO	\$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
	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)

**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 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:

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

BY THE COUNCIL

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

Jessica Feldmark
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