Introduced 7/4/5
Public Hearing 7/3/5
Council Action 8/10/15
Executive Action 8/10/15

County Council Of Howard County, Maryland

2015 Legislative Session

Legislative Day No. 5

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 (e.g., 2015. Ordered posted and hearing scheduled. By order 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
This Bill was read the third time on
Sealed with the County Seal and presented to the County Executive for approval this day of
Approved Vetoed by the 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.

oj ir
Section 6. And Be It Further Enacted by the County Council of Howard County, Marylan that, in accordance with Section 612 of the Howard County Charter, Section I and Section of this Act shall be effective immediately upon its enactment.
that, in accordance with Section 612 of the Howard County Charter, Section 1 and Section of this Act shall be effective immediately upon its enactment.
of this Act shall be effective immediately upon its enactment.

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;

- 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 During FY15, FY16, and F layoff or furlough. For sulunless amended by future co	Y17, no bargaining unit member bsequent years the following prov	shall be subject to						
5.	On page iii of the Table of Contents	:							
	After "EXHIBIT D3 "EXHIBIT D-4		51", insert:						
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 thi	is Amendment, into the Agreement.							
and e									
These	e Amendments shall be effective upocil, pursuant to proposed legislation su	on an affirmative vote of a major bmitted by the Administration to the	ity of the County e Council.						
IN W	VITNESS WHEREOF, the parties hat, 2015.	ve executed this Memorandum of	f Agreement, this						
HOW HOW	VARD COUNTY ADMINISTRATION VARD COUNTY, MARYLAND:	DN LOCAL 2000 BARGAINING TEAM:							
COLIN	NTY EXECUTIVE	DD EGYD YN YM							
	H. Kittleman	PRESIDENT Richard L. Ruehl							
	F ADMINISTRATIVE OFFICER e R. Robbins	-	ī						
			÷						
	TTY SOLICITOR W. Kuc								
ě									
	OF FIRE & RESCUE SERVICES . Butler								

	Effective June	e 13, 2016		IN	TEDNATI	SALAR' ONAL AS:	Y SCALE		EFIGUTE					
				liv	IIEKNAII		OCAL 200		EFIGHTE	13				
Step	1	2	3	<u> </u>		(48 H	ours per \	Week)			11	12	13	14
40 hou D Traine	\$19.93	\$24.65 \$20.54 \$51,268	,							,				
40 hou E Recrui	\$20.75	\$25.67 \$21.39 \$53,389	\$26.48 \$22.07 \$55,087	\$27.26 \$22.72 \$56,709	\$28.12 \$23.43 \$58,481	\$28.94 \$24.12 \$60,204	\$29.78 \$24.82 \$61,951	\$30.72 \$25.60 \$63,898	\$31.69 \$26.41 \$65,919	\$32.65 \$27.21 \$67,916	\$33.65 \$28.04 \$69,988	\$34.62 \$28.85 \$72,010	\$35.68 \$29.73 \$74,206	\$36.74 \$30.62 \$76,428
40 hou F Firefigh	\$23.02	30 \$28.44 \$23.70 \$59,155	42 \$29.30 \$24.42 \$60 ,9 52	54 \$30.19 \$25.16 \$62,799	66 \$31.15 \$25.96 \$64,796	78 \$32.08 \$26.73 \$66,718	90 \$33.06 \$27.55 \$68,765	102 \$34.07 \$28.39 \$70,861	114 \$35.12 \$29.27 \$73,058	126 \$36.19 \$30.16 \$75,279	138 \$37.24 \$31.03 \$77,451	162 \$38.40 \$32.00 \$79,872	186 \$39.58 \$32.98 \$82,318	210 \$40.74 \$33.95 \$84,739
G 40 hou Firefight HVO	1	30 \$28.92 \$24.10 \$60,155	42 \$29.78 \$24.82 \$61,952	54 \$30.67 \$25.56 \$63,799	66 \$31.63 \$26.36 \$65,796	78 \$32.56 \$27.13 \$67,718	90 \$33.54 \$27.95 \$69,765	102 \$34.55 \$28.79 \$71,861	114 \$35.60 \$29.67 \$74,058	126 \$36.67 \$30.56 \$76,279	138 \$37.72 \$31.43 \$78,451	162 \$38.88 \$32.40 \$80,872	186 \$40.06 \$33.38 \$83,318	210 \$41.22 \$34.35 \$85,739
40 hou H Master	\$25.49	42 \$31.51 \$26.26 \$65,545	54 \$32.50 \$27.08 \$67,592	66 \$33.47 \$27.89 \$69,613	78 \$34.45 \$28.71 \$71,660	90 \$35.54 \$29.62 \$73 ,932	102 \$36.61 \$30.51 \$76,153	114 \$37.79 \$31.49 \$78,599	126 \$38.90 \$32.42 \$80,920	138 \$40.06 \$33.38 \$83,316	150 \$41.28 \$34.40 \$85,862	174 \$42.54 \$35.45 \$88,483	198 \$43.81 \$36.51 \$91,129	222 \$45.16 \$37.63 \$93,924
40 hou Master I HVO	The second secon	42 \$31.99 \$26.66 \$66,545	54 \$32.98 \$27.48 \$68,592	66 \$33.95 \$28.29 \$70 ;613	78 \$34.93 \$29.11 \$72 ,660	90 \$36.03 \$30.02 \$74 ;9 32	102 \$37.09 \$30.91 \$77,153	114 \$38.27 \$31.89 \$79,599	126 \$39.38 \$32.82 <mark>\$81,920</mark>	138 \$40.54 \$33.78 \$84 ,316	150 \$41.76 \$34.80 \$86 ,862	174 \$43.02 \$35.85 \$89,483	198 \$44.29 \$36.91 \$92,129	222 \$45.64 \$38.03 \$94,924
40 hou J Lieutena	\$28.24	66 \$34.90 \$29.08 \$72,584	78 \$36,00 \$30,00 \$74,880	90 \$37.10 \$30.92 \$77,176	102 \$38.21 \$31.84 \$79,473	114 \$39.35 \$32.79 \$81,844	126 \$40.56 \$33.80 \$84,365	138 \$41.82 \$34.85 \$86,986	150 \$43.09 \$35.91 \$89,631	162 \$44.41 \$37.01 \$92,377	174 \$45.77 \$38.14 \$95,197	198 \$47.11 \$39.26 \$97,993	222 \$48.59 \$40.49 \$101,063	246 \$50.06 \$41.72 \$104,133

Effective June 12, 2017

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

Step	1	1	1	1	1	ı	1	Γ.	,					
Otep		2	3	4	5	6	7	8	9	10	11	12	13	14
40 hours	Hire	*****												<u> </u>
40 flours	\$24.40	\$25.14												
Trainee	\$20.33	\$20.95												
Tramee	\$50,752	\$52,291								*				* .
ş Ş.	Acad Grad													
40 hours	\$25.40	\$20.40	007.04											
E	\$25.40 \$21.17	\$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
Recruit		\$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
Necruit	\$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	40	4.	4.0									711,000
40 hours	\$28.18		42	54	66	78	90	102	114	126	138	162	186	210
F	\$23.49	\$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
Firefighter	\$58,614	\$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
riichgilter	450,014	\$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
G ·	18	30	40				•							,,
40 hours	\$28.67	\$29.50	42	54	66	78	90	102	114	126	138	162	186	210
Firefighter/	\$23.89	\$29.50 \$24.59	\$30.38	\$31.29	\$32.27	\$33.22	\$34.22	\$35.25	\$36.32	\$37.41	\$38.48	\$39.66	\$40.87	\$42.05
HVO	\$59,634		\$25.32	\$26.08	\$26.89	\$27.68	\$28.51	\$29.37	\$30.27	\$31.18	\$32.06	\$33.05	\$34.05	\$35.04
1100	фээ, өэ 4	\$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	E4											
40 hours	\$31.21	42	54	66	78	90	102	114	126	138	150	174	198	222
H	\$26.00	\$32.15 \$26.79	\$33.15	\$34.14	\$35.14	\$36.26	\$37.35	\$38.55	\$39.68	\$40.87	\$42.11	\$43.40	\$44.69	\$46.07
Master FF	\$64,917		\$27.63	\$28.45	\$29.29	\$30.22	\$31.13	\$32.12	\$33.07	\$34.05	\$35.09	\$36.16	\$37.25	\$38.39
madter 11	\$04,317	\$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
ī .	30	42	E4	00										
40 hours	\$31.70	\$32.63	54	66	78	90	102	114	126	138	150	174	198	222
Master FF/	\$26.41	\$27.20	\$33.64	\$34.63	\$35.63	\$36.76	\$37.84	\$39.04	\$40.17	\$41.36	\$42.60	\$43.89	\$45.18	\$46.56
HVO	\$65,936		\$28.03	\$28.86	\$29.70	\$30.63	\$31.53	\$32.53	\$33.48	\$34.46	\$35.50	\$36.57	\$37.65	\$38.80
	ψ03,336	\$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	70											
40 hours	\$34.57	\$35.60	78	90	102	114	126	138	150	162	174	198	222	246
J	\$28.81	\$35.60 \$29.67	\$36.72	\$37.85	\$38.98	\$40.14	\$41.38	\$42.66	\$43.96	\$45.30	\$46.69	\$48.06	\$49.57	\$51.07
Lieutenant	\$71,906	\$74,048	\$30.60	\$31.54	\$32.48	\$33.45	\$34.48	\$35.55	\$36.63	\$37.76	\$38.91	\$40.05	\$41:30	\$42.56
	47 1,500	W1.77,U40	\$76,378	\$78,728	\$81,078	\$83,491	\$86,070	\$88,733	\$91,437	\$94,224	\$97,115	\$99,965	\$103,106	\$106,226

	1		
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.

(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.)

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

FAILED Jessee Flower

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;

- 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.	During FY15, FY16, and FY1	the first sentence in paragraph (a) of Article 7: 17, no bargaining unit member shall be subject to equent years the following provisions will control ract:						
5.	On page iii of the Table of Contents:							
		51", insert:						
6.	Remove Exhibit D-3 from the Agree this Amendment.	ment and substitute the revised D-3 as attached to						
7.	Insert Exhibit D-4, as attached to this Amendment, into the Agreement.							
All of and e	_	ent not enumerated above shall remain in full force						
	~	an affirmative vote of a majority of the County mitted by the Administration to the Council.						
IN W	VITNESS WHEREOF, the parties have, 2015.	e executed this Memorandum of Agreement, this						
	VARD COUNTY ADMINISTRATION VARD COUNTY, MARYLAND:	N LOCAL 2000 BARGAINING TEAM:						
	NTY EXECUTIVE n H. Kittleman	PRESIDENT Richard L. Ruehl						
	EF ADMINISTRATIVE OFFICER iie R. Robbins							
	NTY SOLICITOR W. Kuc							
	EF OF FIRE & RESCUE SERVICES S. Butler							

Effective June 13, 2016 **SALARY SCALE FY 2016** INTERNATIONAL ASSOCIATION OF FIREFIGHTERS **LOCAL 2000** (48 Hours per Week) 11 12 13 14 1 2 3 Step hire 40 hours \$23.92 \$24.65 \$19.93 \$20.54 D \$49,745 \$51,268 **Trainee** Acad Grad \$32.65 \$33.65 \$34.62 \$35.68 \$36.74 \$27.26 \$28.12 \$28.94 \$29.78 \$30.72 \$31.69 \$24.90 \$26.48 40 hours \$25.67 \$29.73 \$30.62 \$23.43 \$24.12 \$24.82 \$25.60 \$26.41 \$27.21 \$28.04 \$28.85 \$22.07 \$22.72 \$20.75 \$21.39 E \$72,010 \$74,206 \$76,428 \$56,709 \$58,481 \$60,204 \$61,951 \$63,898 \$65,919 \$67,916 \$69,988 \$53,389 \$55,087 Recruit \$51,792 210 162 186 78 90 102 114 126 138 42 54 66 18 30 \$37.24 \$38.40 \$39.58 \$40.74 \$32.08 \$33.06 \$34.07 \$35.12 \$36.19 \$29.30 \$30.19 \$31.15 40 hours \$27.62 \$28.44 \$32.98 \$33.95 \$31.03 \$32.00 \$25.96 \$26.73 \$27.55 \$28.39 \$29.27 \$30.16 \$24.42 \$25.16 \$23.02 \$23.70 \$79,872 \$82,318 \$84,739 \$73,058 \$75,279 \$77,451 \$60,952 \$62,799 \$64,796 \$66,718 \$68,765 \$70,861 \$59,155 Firefighter \$57,458 114 126 138 162 186 210 66 78 90 102 G 18 30 42 54 \$41.22 \$29.78 \$30.67 \$31.63 \$32.56 \$33.54 \$34.55 \$35.60 \$36.67 \$37.72 \$38.88 \$40.06 \$28.10 \$28.92 40 hours \$32.40 \$33.38 \$34.35 \$24.82 \$25.56 \$26.36 \$27.13 \$27.95 \$28.79 \$29.67 \$30.56 \$31.43 Firefighter/ \$23.42 \$24.10 \$85,739 \$78,451 \$80,872 \$83,318 \$61,952 \$63,799 \$65,796 \$67,718 \$69,765 \$71,861 \$74,058 \$76,279 HVO \$58,458 \$60,155 174 198 222 126 138 150 42 54 66 78 90 102 114 30 \$40.06 \$41.28 \$42.54 \$43.81 \$45.16 \$37.79 \$38,90 \$32.50 \$33.47 \$34.45 \$35.54 \$36.61 40 hours \$30.59 \$31.51 \$37.63 \$32.42 \$33.38 \$34.40 \$35.45 \$36.51 \$29.62 \$30.51 \$31.49 \$26,26 \$27.08 \$27.89 \$28.71 Н \$25.49 \$93,924 \$73,932 \$78,599 \$80,920 \$83,316 \$85,862 \$88,483 \$91,129 \$71,660 \$76,153 \$63,623 \$65,545 \$67,592 \$69,613 Master FF 222 126 138 150 174 198 90 102 114 42 54 66 78 30 \$36.03 \$37.09 \$38.27 \$39.38 \$40.54 \$41.76 \$43.02 \$44.29 \$45.64 \$32.98 \$33.95 \$34.93 \$31.07 \$31.99 40 hours \$36.91 \$38.03 \$28.29 \$29.11 \$30.02 \$30.91 \$31.89 \$32.82 \$33.78 \$34.80 \$35.85 \$27,48 Master FF/ \$25.89 \$26.66 \$89,483 \$92,129 \$94,924 \$72,660 \$74,932 \$77,153 \$79,599 \$81,920 \$84,316 \$86,862 \$68,592 \$70,613 HVO \$64,623 \$66,545 162 174 198 222 246 150 54 66 78 90 102 114 126 138 \$44.41 \$45.77 \$47.11 \$48.59 \$50.06 \$39.35 \$40.56 \$41.82 \$43.09 \$34.90 \$36.00 \$37.10 \$38.21 40 hours \$33.89 \$34.85 \$35.91 \$37.01 \$38.14 \$39.26 \$40.49 \$41.72 \$31.84 \$32.79 \$33.80 \$28.24 \$29.08 \$30.00 \$30.92 J \$104,133 \$92,377 \$95,197 \$97,993 \$101,063 \$86,986 \$89,631 \$79,473 \$81,844 \$84,365 Lieutenant \$70,487 \$72,584 \$74,880 \$77,176

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)

	I	1 . 1			-		7	8	9	10	11	12	13	14
Step	1	2	3	4	5	6	1	0	3	10		12		
	Hire													
40 hours	\$24.40	\$25.14												
D	\$20.33	\$20.95												
Trainee	\$50,752	\$52,291												
	Acad Grad		407.04	007.04	#00.00	<u></u> ተረሰ ድን	ቀኃስ ኃዕ	\$31.34	\$32.33	\$33.31	\$34.33	\$35.32	\$36.40	\$37./
40 hours	\$25.40	\$26.19	\$27.01	\$27.81	\$28.69	\$29.52	\$30.38		\$26.94	\$27.76	\$28.61	\$29.43	\$30.33	\$31.4
E	\$21.17	\$21.82	\$22.52	\$23.18	\$23.90	\$24.61	\$25.32	\$26.12		\$69,285	\$71,406	\$73,466	\$75,712	\$77,958
Recruit	\$52,832	\$54,475	\$56,181	\$57,845	\$59,675	\$61,402	\$63,190	\$65,187	\$67,246	φ09,203	Ψ11,400	ψ10,400	ψ10,112	4.1,000
			40	5 4	cc	78	90	102	114	126	138	162	186	210
	18	30	42	54	66	\$32.73	\$33.73	\$34.76	\$35.83	\$36.92	\$37.99	\$39.17	\$40.38	\$41.56
40 hours	\$28.18	\$29.01	\$29.89	\$30.80	\$31.78		\$33.73 \$28.11	\$28.96	\$29.86	\$30.77	\$31.66	\$32.64	\$33.64	\$34.63
F	\$23.49	\$24.18	\$24.91	\$25.67	\$26.48	\$27.27			\$74,526	\$76,794	\$79,019	\$81,474	\$83,990	\$86,445
Firefighter	\$58,614	\$60,341	\$62,171	\$64,064	\$66,102	\$68,078	\$70,158	\$72,301	\$74,520	φ10,134	ψ10,010	φοι, πι	400,000	,
_	40	00	40	E4	66	78	90	102	114	126	138	162	186	210
G	18	30	42	54	\$32.27	\$33.22	\$34.22	\$35.25	\$36.32	\$37.41	\$38.48	\$39.66	\$40.87	\$42.05
40 hours	\$28.67	\$29.50	\$30.38	\$31.29	\$26.89	\$27.68	\$28.51	\$29.37	\$30.27	\$31.18	\$32.06	\$33.05	\$34.05	\$35.04
Firefighter/	\$23.89	\$24.59	\$25.32	\$26.08	-		\$71,178	\$73,320	\$75,546	\$77,813	\$80,038	\$82,493	\$85,010	\$87,464
HVO	\$59,634	\$61,360	\$63,190	\$65,083	\$67,122	\$69,098	φ/1,1/0	\$13,320	Ψ1 0,040	ψιι,σιο	φου,σου	402 ,	77-	
	20	42	54	66	78	90	102	114	126	138	150	174	198	222
40.1	30		\$33.15	\$34.14	\$35.14	\$36.26	\$37.35	\$38.55	\$39.68	\$40.87	\$42.11	\$43.40	\$44.69	\$46.07
40 hours	\$31.21	\$32.15	\$27.63	\$28.45	\$29.29	\$30.22	\$31.13	\$32.12	\$33.07	\$34.05	\$35.09	\$36.16	\$37.25	\$38.
Н	\$26.00	\$26.79	-		\$73,091	\$75,421	\$77,688	\$80,184	\$82,534	\$85,010	\$87,589	\$90,272	\$92,955	\$95,826
Master FF	\$64,917	\$66,872	\$68,952	\$71,011	\$73,091	\$15,421	ψ11,000	ψου, το-ι	ψοΞ,σσ.	400,000	, ,			
· .	30	42	54	66	78	90	102	114	126	138	150	174	198	222
10 5		\$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
40 hours	\$31.70		\$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/	\$26.41	\$27.20			\$74,110	\$76,461	\$78,707	\$81,203	\$83,554	\$86,029	\$88,608	\$91,291	\$93,974	\$96,845
HVO	\$65,936	\$67,870	\$69,971	\$72,030	₹74,110	φ10,401	φ10,101	ψ01,200	400,00	400,000	1.5.5.1.5.5.5.			
	54	66	78	90	102	114	126	138	150	162	174	198	222	246
40 1			\$36.72	\$37.85	\$38.98	\$40.14	\$41.38	\$42.66	\$43.96	\$45.30	\$46.69	\$48.06	\$49.57	\$51.07
40 hours	\$34.57	\$35.60 \$30.67	\$30.72	\$37.65 \$31.54	\$32.48	\$33.45	\$34.48	\$35.55	\$36.63	\$37.76	\$38.91	\$40.05	\$41.30	\$42.56
J	\$28.81	\$29.67		\$78,728	\$81,078	\$83,491	\$86,070	\$88,733	\$91,437	\$94,224	\$97,115	\$99,965	\$103,106	\$106,226
Lieutenant	\$71,906	\$74,048	\$76,378	\$10,120	ψο 1,070	ψου, το Ι	400,010	+55,.55	+,	, , , , , , , , , , , , , , , , , , , ,	A STATE OF THE STA			

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;

- 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.
- 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 submitte	ed by the Administration to the Council.
IN WITNESS WHEREOF, the parties have exday of, 2015.	secuted this Memorandum of Agreement, this
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 fine council, stands enacted o
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
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
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

Amendment	1	to	Council	Bill	No.	33-20	15

BY: The Chairperson at the request of the County Executive

Legislative Day No. 9
Date: July 31, 2015

Amendment No. ____

(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.)

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

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;

- 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.	During FY15, FY16, and FY1	ne first sentence in paragraph (a) of Article 7: 7, no bargaining unit member shall be subject to quent years the following provisions will control act:
5.	On page iii of the Table of Contents:	
	After "EXHIBIT D3 "EXHIBIT D-4	51", insert:52"
6.	Remove Exhibit D-3 from the Agreenthis Amendment.	ment and substitute the revised D-3 as attached to
7.	Insert Exhibit D-4, as attached to this A	Amendment, into the Agreement.
	other terms and conditions of the Agreement effect.	ent not enumerated above shall remain in full force
		an affirmative vote of a majority of the County nitted by the Administration to the Council.
IN T	WITNESS WHEREOF, the parties have, 2015.	e executed this Memorandum of Agreement, this
	WARD COUNTY ADMINISTRATION WARD COUNTY, MARYLAND:	LOCAL 2000 BARGAINING TEAM:
COI	UNTY EXECUTIVE	PRESIDENT
Alla	n H. Kittleman	Richard L. Ruehl
	IEF ADMINISTRATIVE OFFICER nie R. Robbins	
	UNTY SOLICITOR y W. Kuc	
	IEF OF FIRE & RESCUE SERVICES n S. Butler	

	Effe	ctive June	13, 2016		SALARY SCALE FY 2016 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS										
						TEIWAII	L	7.5							
Step	ı i	1	2	3			(48 H		11	12	40	1 4 1			
	_	hire			·		11	12	13	14					
40 hou	rs	\$23.92	\$24.65		1	1	1	ı	,			1	1	1	
D		\$19.93	\$20.54												
Traine	e	\$49,745	\$51,268												
		Acad													
40 h		Grad	000.00	400.10											
40 hou E	rs	\$24.90 \$20.75	\$25.67 \$21.39	\$26.48 \$22.07	\$27.26	\$28.12	\$28.94	\$29.78	\$30.72	\$31.69	\$32.65	\$33.65	\$34.62	\$35.68	\$36.74
Recru	it	\$51,792	\$53,389	\$55,087	\$22.72 \$56,709	\$23.43 \$58,481	\$24.12 \$60,204	\$24.82 \$61,951	\$25.60	\$26.41 \$65,919	\$27.21	\$28.04	\$28.85	\$29.73	\$30.62
		701,102	400,000	400,007	φου, ι συ	ψου, το τ	Ψ00, 2 04	φ01,951	\$63,898	क्ठा, जा ज	\$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 hou	rs	\$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
Firefigh	ter	\$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 hour		\$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
Firefight	ter/	\$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
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 hour	rs	\$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
Н		\$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 I	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 hour	rs	\$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 F	FF/	\$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
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	444	400	400	4.00					
40 hour	'S	\$33.89	\$34.90	\$36.00	\$37.10	\$38.21	114 \$39.35	126 \$40.56	138 \$41.82	150 \$43.09	162 \$44.41	174	198	222	246
J		\$28.24	\$29.08	\$30.00	\$30.92	\$31.84	\$32.79	\$33.80	\$34.85	\$43.09 \$35.91	\$37.01	\$45.77 \$38.14	\$47.11 \$39.26	\$48.59 \$40.49	\$50.06 \$41.72
Lieutena	ınt	\$70,487	\$72,584	\$74,880	\$77,176	\$79,473	\$81,844	\$84,365	\$86,986	\$89,631	\$92,377	\$95,197	\$97,993	\$40.49 \$101,063	\$41.72 \$104,133
											,,	, ,	, ,	, ,	Ţ 10-1, 100

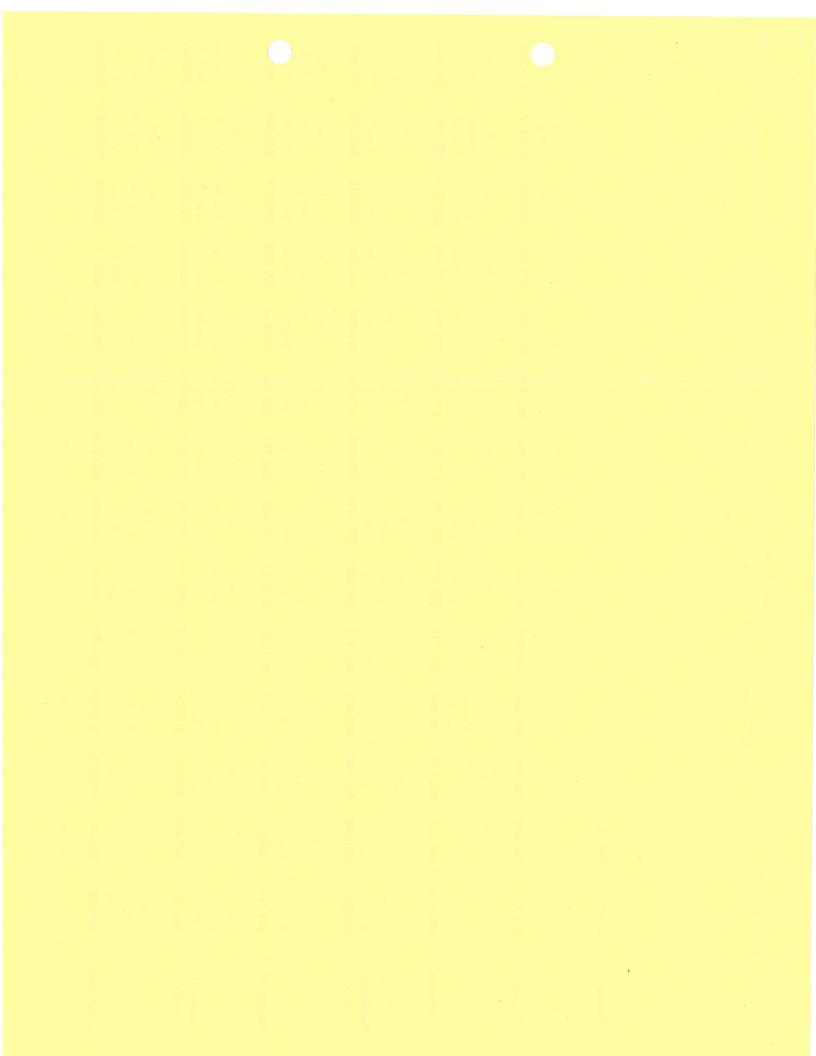
Longevity Pay: Employees who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.

(7/7/15)

Effective June 12, 2017

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

								1		-1		1	= = 1	1
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					400 50	# 00.00	CO4 O4	¢22.22	\$33.31	\$34.33	\$35.32	\$36.40	\$37.48
40 hours	\$25.40	\$26.19	\$27.01	\$27.81	\$28.69	\$29.52	\$30.38	\$31.34	\$32.33	\$27.76	\$28.61	\$29.43	\$30.33	\$31
E	\$21.17	\$21.82	\$22.52	\$23.18	\$23.90	\$24.61	\$25.32	\$26.12	\$26.94	\$69,285	\$71,406	\$73,466	\$75,712	\$77,958
Recruit	\$52,832	\$54,475	\$56,181	\$57,845	\$59,675	\$61,402	\$63,190	\$65,187	\$67,246	φ09,200	φ/1,400	ψ10,400	ψ10,112	4,000
			40	E4	cc	78	90	102	114	126	138	162	186	210
	18	30	42	54	66 \$31.78	\$32.73	\$33.73	\$34.76	\$35.83	\$36.92	\$37.99	\$39.17	\$40.38	\$41.56
40 hours	\$28.18	\$29.01	\$29.89	\$30.80	\$26.48	\$27.27	\$28.11	\$28.96	\$29.86	\$30.77	\$31.66	\$32.64	\$33.64	\$34.63
F	\$23.49	\$24.18	\$24.91	\$25.67	\$66,102	\$68,078	\$70,158	\$72,301	\$74,526	\$76,794	\$79,019	\$81,474	\$83,990	\$86,445
Firefighter	\$58,614	\$60,341	\$62,171	\$64,064	φ00, 102	ψ00,070	ψ7 0,100	ψ. 2,00.	41. 1,020	4,				
G	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/	\$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
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
1100	ψ00,004	φστ,σσσ	400,100	400,000	, ,									
	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
Н	\$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
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	\$95,6_5
													400	000
I	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/	\$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
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
								400	450	400	174	198	222	246
X.	54	66	78	90	102	114	126	138	150	162		\$48.06	\$49.57	\$51.07
40 hours	\$34.57	\$35.60	\$36.72	\$37.85	\$38.98	\$40.14	\$41.38	\$42.66	\$43.96	\$45.30	\$46.69	\$40.05	\$41.30	\$42.56
J	\$28.81	\$29.67	\$30.60	\$31.54	\$32.48	\$33.45	\$34.48	\$35.55	\$36.63	\$37.76	\$38.91 \$97,115	\$99,965	\$103,106	\$106,226
Lieutenant	\$71,906	\$74,048	\$76,378	\$78,728	\$81,078	\$83,491	\$86,070	\$88,733	\$91,437	\$94,224	φυ,110	φυυ,υυυ	φ100,100	ψ100,220





SUBJECT:

Council Testimony – Amendment to International Association of Firefighters,

Howard County Local 2000, Collective Bargaining Agreement

TO:

Lonnie Robbins

Chief Administrative Officer

THROUGH:

Wanda Hutchinson

Administrator, Office of Human Resources

FROM:

Brian G. Boettcher

Chief, Classification and Compensation

DATE:

June 29, 2015

The Administration is seeking Council approval of an Amendment to a multi-year collective bargaining agreement between Howard County and the International Association of Firefighters, Howard County Local 2000, that would be effective through the end of Fiscal Year 2017.

The proposed bill (CB 33-2015) ratifies previously approved provisions that are in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code relating to the collective bargaining agreement between Howard County and the International Association of Firefighters, Howard County Local 2000. The proposed Amendment does not add any additional conflicting provisions to the Agreement. The Amendment extends the term of the Agreement through FY17 and requires the payment by the County of funds from an appropriation in a later fiscal year and therefore is subject to the multi-year provisions of Section 612 of the Howard County Charter that requires Council approval of the Agreement.

Ms Hutchinson and I will be available to more fully explain any of these requests to the Council.