



HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

3430 Courthouse Drive ■ Ellicott City, Maryland 21043 ■

410-313-2033

Brandee Ganz, Chief Administrative Officer

Voice/Relay

Anju A. Bennett, Administrator, Office of Human Resources

FAX 410-313-3470

September 24, 2026

To: Brandee Ganz
Chief Administrative Officer

From: Gabriel Ross, Acting Administrator 
Office of Human Resources

Ann Koshy, Deputy Administrator 
Lauriane Shipley, Senior Classification Analyst

Re: **Council Testimony for Approval of Amendment to the FY 27 Pay Plan for Specialty Pay for Police Captains**

Requested Action

With the approval of the CAO as noted above, the Administration is seeking adoption of the Pay Plan amendment to implement an annual payment of specialty pay to Police Captains, to be effective January 1, 2027.

Background

The proposed amendment to the Police Management (PM) Schedule contained in the FY27 Pay Plan is to incorporate an annual payment of specialty pay to Police Captains in the amount of \$5,000. The proposed provision of specialty pay is to be effective the pay period that includes January 1, 2027. No other changes are proposed to the Police Management (PM) Schedule. This specialty pay is intended to function as a retention incentive for those occupying the rank of Police Captain to ensure the Police Department remains equipped with experienced supervisors at this level.

Fiscal Impact:

Fiscal impact for this amendment is estimated to be approximately \$43,060 (\$40,000 bonus plus \$3,060 FICA).

Attachments:

1. Exhibit A – Amendment to FY27 Pay Plan (page 5), PM Schedule: Police Management

Exhibit A – Amendment to FY27 Pay Scale, PM Schedule

PM SCHEDULE: POLICE MANAGEMENT

Effective January 1, 2026*

Steps	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5	L6	L7
	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22
Lieutenant	\$52.14	\$53.93	\$55.88	\$57.87	\$59.80	\$62.02	\$64.10	\$66.37	\$68.70	\$71.07	\$73.57	\$76.15	\$78.81	\$81.56	\$84.40	\$87.78	-
PM2	\$108,451	\$112,174	\$116,230	\$120,370	\$124,384	\$129,002	\$133,328	\$138,050	\$142,896	\$147,826	\$153,026	\$158,392	\$163,925	\$169,645	\$175,552	\$182,582	-
Captain	-	\$61.98	\$64.17	\$66.48	\$68.72	\$71.22	\$73.65	\$76.23	\$78.95	\$81.65	\$84.50	\$87.45	\$90.53	\$93.69	\$96.97	\$100.11	-
PM3	-	\$128,921	\$133,465	\$138,268	\$142,942	\$148,135	\$153,199	\$158,565	\$164,213	\$169,839	\$175,767	\$181,891	\$188,296	\$194,874	\$201,690	\$208,225	-
Steps	-	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Major	-	\$69.70	\$72.21	\$74.77	\$77.32	\$80.13	\$82.87	\$85.76	\$88.82	\$91.87	\$95.05	\$98.38	\$101.83	\$105.42	\$109.09	\$112.64	\$116.32
PM4	-	\$144,976	\$150,191	\$155,514	\$160,815	\$166,679	\$172,370	\$178,386	\$184,747	\$191,087	\$197,709	\$204,633	\$211,817	\$219,282	\$226,899	\$234,299	\$241,937

NOTES:

- Police Lieutenants and Captains shall receive, upon completion of years 16, 17, 18, 19, 20, and 21, longevity increases as reflected above in their pay steps.
- New Step added at the top of the pay scale for Police Majors

PM SCHEDULE: POLICE MANAGEMENT

Effective January 1, 2027*

Steps	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5	L6	L7
	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22
Lieutenant	\$54.23	\$56.09	\$58.10	\$60.17	\$62.20	\$64.49	\$66.65	\$69.02	\$71.45	\$73.91	\$76.51	\$79.20	\$81.95	\$84.82	\$87.78	\$91.29	-
PM2	\$112,798	\$116,667	\$120,848	\$125,154	\$129,376	\$134,139	\$138,632	\$143,562	\$148,616	\$153,733	\$159,141	\$164,736	\$170,456	\$176,426	\$182,582	\$189,883	-
Captain	-	\$63.22	\$65.45	\$67.81	\$70.09	\$72.64	\$75.12	\$77.75	\$80.53	\$83.28	\$86.19	\$89.20	\$92.34	\$95.56	\$98.91	\$102.11	-
PM3	-	\$131,498	\$136,136	\$141,045	\$145,787	\$151,091	\$156,250	\$161,720	\$167,502	\$173,222	\$179,275	\$185,536	\$192,067	\$198,765	\$205,733	\$212,389	-
Steps	-	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Major	-	\$71.09	\$73.65	\$76.27	\$78.87	\$81.73	\$84.53	\$87.48	\$90.60	\$93.71	\$96.95	\$100.35	\$103.87	\$107.53	\$111.27	\$114.89	\$118.64
PM4	-	\$147,867	\$153,192	\$158,642	\$164,050	\$169,998	\$175,822	\$181,958	\$188,448	\$194,917	\$201,656	\$208,728	\$216,050	\$223,662	\$231,442	\$238,971	\$246,771

NOTES:

- Police Lieutenants and Captains shall receive, upon completion of years 16, 17, 18, 19, 20, and 21, longevity increases as reflected above in their pay steps.
- New Step added at the top of the pay scale for Police Majors
- POLICE CAPTAINS SHALL RECEIVE AN ANNUAL SPECIALTY PAY OF \$5,000, EFFECTIVE THE PAY PERIOD THAT INCLUDES JANUARY 1, 2027.