

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2026 Legislative Session

Legislative Day No. 12

Bill No. 62 -2026

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

Short Title: Pay Plan for Fiscal Year 2027 – specialty pay for Police Captains

Title: AN ACT amending the Pay Plan for Howard County to provide a certain specialty pay to Police Captains; and generally relating to the Pay Plan for Howard County.

Introduced and read first time _____, 2026. Ordered posted and hearing scheduled.

By order _____
Michelle Harrod, 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 _____, 2026.

By order _____
Michelle Harrod, Administrator

This Bill was read the third time on _____, 2026 and Passed ___, Passed with amendments ____, Failed ____.

By order _____
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ____ day of _____, 2026 at ____ a.m./p.m.

By order _____
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2026

Calvin Ball, 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**, Sections 706 and 707 of the Howard County Charter and Section 1.301 of
2 the Howard County Code provide for the adoption of and amendment to the Pay Plan for
3 Howard County, which allocates each class of positions to the appropriate pay grade, and which
4 establishes rules for administration of the Pay Plan for positions within County government; and
5

6 **WHEREAS**, under Section 1.301(c) of the County Code the Pay Plan, and any
7 amendments thereto, are adopted by the County Council as attachments to the Council Bill
8 through which the County Council exercises its legislative action on the Pay Plan; and
9

10 **WHEREAS**, the Pay Plan was last adopted by the passage of Council Bill No. 32-2026
11 and a specialty pay for Police Captains should be added to the Police Management Schedule.
12

13 **NOW, THEREFORE,**
14

15 ***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that the PM*
16 *Schedule for Police Management, effective January 1, 2027, is amended as shown in Exhibit A*
17 *attached to this Act.*
18

19 ***Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland,*
20 *that this Act shall become effective 61 days after its enactment.*

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:

1. 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.
2. 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:

1. 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.
2. New Step added at the top of the pay scale for Police Majors
3. POLICE CAPTAINS SHALL RECEIVE AN ANNUAL SPECIALTY PAY OF \$5,000, EFFECTIVE THE PAY PERIOD THAT INCLUDES JANUARY 1, 2027.