

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

County Council of Howard County, Maryland

2026 Legislative Session

Legislative Day No. 12

Bill No. 64 -2026

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

Short Title: Pay Plan and Classification Plan Amendment – Police Colonel

Title: AN ACT amending the Pay Plan and Classification Plan for Howard County to add a classification description for the position of Police Colonel and to establish a pay grade for the position of Police Colonel; and generally relating to the position of Police Colonel.

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**, Section 706 of the Howard County Charter and Section 1.201 of the
11 Howard County Code provide for the adoption of, and amendment to, the Howard County
12 Classification Plan, which describes the qualifications, duties, and general requirements for each
13 class of positions within County government; and
14

15 **WHEREAS**, under Section 1.201(c) of the County Code, the Classification Plan, and any
16 amendments thereto, are adopted by the County Council as attachments to the Council Bill
17 through which the County Council exercises its legislative action on the Classification Plan; and
18

19 **WHEREAS**, the Pay Plan was last adopted by the passage of Council Bill No. 32-2026
20 and the pay grade for the position of Police Colonel needs to be added to the Pay Plan; and
21

22 **WHEREAS**, the Classification Plan needs to be amended to add a classification
23 description for the position of Police Colonel.
24

25 **NOW, THEREFORE,**
26

27 ***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that the list of*
28 *Position Classification Codes and Pay Grades for Executive Exempt Employees included in the*
29 *Pay Plan is removed and replaced with the revised Position Classification Codes and Pay*
30 *Grades for Executive Exempt Employees, attached as Exhibit A.*
31

1 **Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland that
2 *the Classification Description for the position of Police Colonel, as shown in the attached*
3 *Exhibit B is inserted into the Classification Plan.*

4
5 **Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland that
6 *the Administrator of the Office of Human Resources shall publish amendments to the Pay Plan*
7 *and Classification Plan and may correct obvious errors in section references, numbering,*
8 *formatting, capitalization, spelling, grammar, headings and similar matters.*

9
10 **Section 4. And Be It Further Enacted** by the County Council of Howard County, Maryland,
11 *that this Act shall become effective 61 days after its enactment.*

Exhibit A**Classification Codes and Pay Grades for Executive Exempt Employees**

Class Code	Classification	Pay Grade
1119	Chief Administrative Officer	S
1117	Deputy Chief Administrative Officer	Q
1116	Chief of Staff	Q
1115	Administrator to County Council	Q
1114	Deputy Chief of Staff	P
1113	Human Resources Administrator	O
1111	Labor Relations Coordinator	N
1110	Transportation Administrator	O
1109	Community Sustainability Administrator	N
1107	Public Information Administrator – Administration	O
1107	Public Information Administrator- County Council	O
1105	Deputy Administrator to County Council	M
1104	Executive Assistant II - Assistant to County Executive	N
1104	Executive Assistant II - Assistant to Chief Administrative Officer	N
1103	Executive Assistant I - Assistant to County Executive	L
1103	Executive Assistant I - Assistant to Chief Administrative Officer	L
1103	Executive Assistant I-Assistant to County Council Administrator	L
1101	Special Assistant - County Council	L
1219	Inspector General	Q
1218	Deputy Inspector General	P
1217	Director of Finance	P
1215	County Auditor	P
1213	Budget Administrator	P

Class Code	Classification	Pay Grade
1211	Deputy Director of Finance	O
1212	Deputy County Auditor	O
1303	Administrative Analyst II	K
1306	Assistant Administrator-Executive Asst. to Chief of Police	M
1306	Assistant Administrator-Executive Asst. to Fire Chief	M
1307	Administrative Manager – Administrator of the Office of Agriculture	N
1413	Administrative Assistant- Secretary to County Solicitor	I
1413	Administrative Assistant - Secretary To The Chief Administrative Officer	I
1413	Administrative Assistant - Secretary To The Chief Of Staff	I
1413	Administrative Assistant - Secretary to the County Executive	I
1413	Administrative Assistant – Constituent Relations Assistant to the County Executive	I
1414	District Aide	H
1517	County Solicitor	Q
1515	Deputy Attorney - Deputy County Solicitor	P
1511	Principal Attorney - Office of Law	O
1507	Senior Attorney - Office of Law	N
1505	Attorney - Office of Law	M
1504	Entry Level Attorney - Office of Law	L
2119	Police Services Support Supervisor III - Animal Control Administrator	K
2120	Police Information Supervisor	N
2129	Chief of Police	R
2128	POLICE COLONEL	Q
2127	Police Major	PM4
2229	Director of Corrections	P
2227	Deputy Director of Corrections	N
2225	Custody and Security Chief	M
2516	Administrator, Office of Emergency Management	O

Class Code	Classification	Pay Grade
2519	Chief, Fire & Rescue Services	R
2518	Medical Director	Q
2517	Deputy Chief	P
3121	Director, Public Works	R
3120	Deputy Director, Public Works	P
3119	Engineering Manager II	P
3215	Director, Planning & Zoning	P
3213	Deputy Director of Planning & Zoning	N
3317	Director, Inspections, Licenses & Permits	P
4129	Director of General Services	P
4128	Deputy Director of General Services	O
4215	Technical Services Supervisor - Cable Administrator	L
4223	Director, Technology & Communication Services	S
4221	Deputy Director, Technology and Communication Services	O
5135	Director, Recreation & Parks	P
5218	Director, Housing and Community Development	P
5217	Director, Community Resources and Services	P
5215	Human Services Manager II - Deputy Director, Community	N
5215	Human Services Manager II - Human Rights Administrator	N
5215	Human Services Manager II - Deputy Director, Housing and Community Development	N
5215	Human Services Manager II - Administrator on Aging and Independence	N
5215	Human Services Manager II - Consumer Protection Administrator	N
5213	Human Services Manager I – Community Partnerships Administrator	M
5215	Human Services Manager II –Workforce Development Administrator	N
5213	Human Services Manager I –Administrator of the Office of Children and Families	M

Exhibit B

CLASS CODE	CLASS TITLE	CLASSIFICATION DESCRIPTION	MINIMUM EDUCATION	MINIMUM EXPERIENCE	LICENSES/ CERTIFICATIONS	FLSA
2128	POLICE COLONEL	PERFORMS EXECUTIVE ADMINISTRATIVE POLICE OPERATIONS WORK UNDER DIRECTION FROM THE CHIEF OF POLICE. SERVES AS THE SECOND-IN-COMMAND OF THE POLICE DEPARTMENT, FUNCTIONING AS THE SECOND HIGHEST OPERATIONAL EXECUTIVE TO THE CHIEF OF POLICE WITH DEPARTMENT-WIDE AUTHORITY. WORK INCLUDES PREPARING AND MONITORING COMPLEX ADMINISTRATIVE MATTERS AND BUDGETS, COORDINATING RESEARCH, REVIEW AND ANALYSIS OF LEGISLATIVE, BUDGET, PERSONNEL, PURCHASING AND POLICY ISSUES.	BACHELOR'S DEGREE	EIGHT (8) YEARS	SUCCESSFUL COMPLETION OF TRAINING AND QUALIFICATIONS REQUIRED BY THE MARYLAND POLICE TRAINING COMMISSION (MPTC). ELIGIBILITY AND AUTHORIZATION TO CARRY A FIREARM IN THE PERFORMANCE OF OFFICIAL DUTIES UNDER FEDERAL AND STATE LAW.	FLSA EXEMPT