Introduced 10.05.2026
Public Hearing 10.19.2026
Council Action 10.30.2026
Executive Action 11.2.2026
Effective Date 1.2.2027

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 Oct 5, 2026. Ordered posted and hearing scheduled.

By order Michelle Harrod
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 Oct 19, 2026.

By order Michelle Harrod
Michelle Harrod, Administrator

This Bill was read the third time on Oct 30, 2026 and Passed ✓, Passed with amendments _____, Failed _____.

By order Michelle Harrod
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 30 day of October, 2026 at 5:00 a.m./p.m.

By order Michelle Harrod
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive Nov. 2, 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.

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

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

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

NOW, THEREFORE,

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

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

Exhibit A

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.

CB 62

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*

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BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on November 2, 2026.

Michelle R. Harrod, 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 _____, 2026.

_____
Michelle R. Harrod, 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 _____, 2026.

_____
Michelle R. Harrod, 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 _____, 2026.

_____
Michelle R. Harrod, 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 _____, 2026.

_____
Michelle R. Harrod, 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 _____, 2026.

_____
Michelle R. Harrod, Administrator to the County Council