

Introduced 7/8/16
Public Hearing 7/18/16
Council Action 7/29/16
Executive Action 8/5/16
Effective Date 10/15/16

County Council Of Howard County, Maryland

2016 Legislative Session

Legislative Day No. 8

Bill No. 49 -2016

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

AN ACT amending certain pay scales included in the Pay Plan for Howard County in accordance with certain recently negotiated collective bargaining agreements; adding certain pay scales to be effective on January 1, 2017; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time July 8, 2016. Ordered posted and hearing scheduled.
By order Jessica Feldmark
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 July 18, 2016.
By order Jessica Feldmark
Jessica Feldmark, Administrator

This Bill was read the third time on July 29, 2016 and Passed , Passed with amendments _____, Failed _____.
By order Jessica Feldmark
Jessica Feldmark, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 29th day of July, 2016 at 4 a.m. p.m.
By order Jessica Feldmark
Jessica Feldmark, Administrator

Approved Vetoed by the County Executive Aug 5, 2016
Allan H Kittleman
Allan H. Kittleman, 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**, in accordance with the recently negotiated agreements for Local 1810 and
11 Local 3085, this amendment:

- 12 1. Changes certain minimum rates in the schedules for members of Local 1810 and
13 Local 3085 that are effective July 1, 2016; and
- 14 2. Inserts pay schedules to be effective on January 1, 2017 for members of Local
15 1810 and Local 3085.

16
17 **NOW, THEREFORE,**

18
19 *Section 1. Be It Enacted by the County Council of Howard County, Maryland, that this Act*
20 *shall apply beginning with the first pay date after July 1, 2016.*

21
22 *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland,*
23 *that this Act shall become effective 61 days after enactment.*

Local 1810 of the American Federation of State, County and Municipal Employees

OT Schedule

Eff. July 1, 2016

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
[[A]]	[[[\$9.97]]	[[[\$17.08]]
[[B]]	[[[\$11.06]]	[[[\$18.91]]
C	[[[\$12.24]] \$14.43	\$20.97
D	[[[\$13.55]] \$14.66	\$23.25
E	\$15.04	\$25.72
F	\$16.66	\$28.53
G	\$18.46	\$31.61
H	\$20.45	\$35.04
I	\$22.65	\$38.79
J	\$25.12	\$42.96
K	\$27.81	\$47.59

LOCAL 1810 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

OT SCHEDULE

EFF. JANUARY 1, 2017

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
C	\$14.92	\$21.46
D	\$15.15	23.74
E	\$15.53	\$26.21
F	\$17.15	\$29.02
G	\$18.95	\$32.10
H	\$20.94	\$35.53
I	\$23.14	\$39.28
J	\$25.61	\$43.45
K	\$28.30	\$48.08

**Local 3085 of the American State, County and Municipal Employees
H Schedule
Eff. July 1, 2016**

Pay Grade	Minimum Base Pay	Maximum Base Pay
[[H2]]	[[[\$12.89]]	[[[\$18.74]]
H 3	[[[13.51]] \$14.42	19.67
H 4	14.56	21.17
H 5	15.70	22.81
H 6	16.48	24.54
H 7	17.32	26.44
H 8	18.60	28.50
H 9	21.07	32.26

**LOCAL 3085 OF THE AMERICAN STATE, COUNTY AND MUNICIPAL EMPLOYEES
H SCHEDULE
EFF. JANUARY 1, 2017**

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
H 3	\$14.71	20.06
H 4	14.85	21.59
H 5	16.01	23.27
H 6	16.81	25.03
H 7	17.67	26.97
H 8	18.97	29.07
H 9	21.49	32.91

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on August 5, 2016, 2016.

Cliff Meyer (acting administrator)
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 _____, 2016.

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 _____, 2016.

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 _____, 2016.

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 _____, 2016.

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 _____, 2016.

Jessica Feldmark, Administrator to the County Council




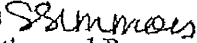
Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement

To: Lonnie Robbins
Chief Administrative Officer

Through: 
Wanda Hutchinson
Human Resources Administrator

From: Stacey Simmons 
Chief, Classification and Pay

Date: June 29, 2016

The Administration is seeking Council approval for a bill adjusting the pay plan for Fiscal Year 2017.

The changes to the pay plan affect:

1. Union 1810 (OT Scale)
 - a. Eliminated Grades A & B and made changes to the lower steps of Grades C & D in accordance with the County's Living Wage policy.
 - b. Revised the time in steps: Steps 1-11 will now have one year between steps and Steps 12-18 have two years between steps.
 - c. Added a flat rate Across the Board increase effective January 1, 2017.

2. Union 3085
 - a. Eliminated Grade H2 and made changes to Grade H3, steps 1-7 in accordance with the County's Living Wage policy.
 - b. Added a 2% Across the Board increase effective January 1, 2017.

cc: Jennifer Sager