

Introduced Nov 5, 2012  
Public Hearing Nov. 19, 2012  
Council Action Dec. 3, 2012  
Executive Action Dec. 5, 2012  
Effective Date Feb 4, 2013

## County Council Of Howard County, Maryland

2012 Legislative Session

Legislative Day No. 14

Bill No. 34 -2012

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

AN ACT amending the Pay Plan for Howard County; providing pay scales for police management employees; making certain positions within the Department of Corrections executive exempt; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

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Introduced and read first time November 5, 2012. Ordered posted and hearing scheduled.

By order Stephen M LeGendre  
Stephen LeGendre, 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 November 19, 2012.

By order Stephen M LeGendre  
Stephen LeGendre, Administrator

This Bill was read the third time on December 3, 2012 and Passed     , Passed with amendments , Failed     .

By order Stephen M LeGendre  
Stephen LeGendre, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 5<sup>th</sup> day of December, 2012 at 12:00 p.m.

By order Stephen M LeGendre  
Stephen LeGendre, Administrator

Approved/Vetoed by the County Executive Dec 5, 2012

Ken Ulman  
Ken Ulman, 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  
2 1.301 of the Howard County Code provide for the adoption of and amendment to the Pay  
3 Plan for Howard County, which allocates each class of positions to the appropriate pay  
4 grade, and which establishes rules for administration of the Pay Plan for positions within  
5 County government; and

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

11  
12           **WHEREAS**, this amendment:

- 13           1.       Inserts pay scales, effective January 1, 2013, for members of the Howard  
14           County Police Officer’s Association, Lodge 21 and the Fraternal Order of  
15           Police, Lodge 143 that were previously agreed to in those bargaining  
16           units’ collective bargaining agreements;
- 17           2.       Provides an increase, effective January 1, 2013, for police captains and  
18           lieutenants commensurate with the increase agreed to for the Howard  
19           County Police Officer’s Association, Lodge 21 and the Fraternal Order of  
20           Police, Lodge 143; and
- 21           3.       Changes the position title of Correctional Program Supervisor III and  
22           makes it an executive exempt position.

23  
24           **NOW, THEREFORE,**

25  
26           *Section 1. Be It Enacted by the County Council of Howard County, Maryland that it*  
27           *adopts amendments to the Pay Plan of Howard County, as attached to this Bill.*

28  
29           *Section 2. And Be It Further Enacted by the County Council of Howard County,*  
30           *Maryland, that the provisions of this Act shall apply beginning with the first pay date*  
31           *after January 1, 2013.*

1 *Section 3. And Be It Further Enacted by the County Council of Howard County,*  
2 *Maryland, that this Act shall become effective 61 days after enactment.*

# Howard County Pay Plan

## Fiscal Year 2013

### **Salary Schedules**

Hourly rates for employees of Howard County are as provided in the General Salary Schedule, the Police Management Schedule, the Corrections Management Schedule, the Deputy Sheriff Schedule and the Fire Management Schedule except that hourly rates for positions included in Unit Descriptions in collective bargaining agreements shall be in accordance with the following schedules:

- (1) *C Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3080 of the American Federation of State, Local and municipal employees.
- (2) *H Schedule* for employees within the Unit Description as contained in the collective bargaining agreement between the County and Local 3085 of the American Federation of State, Local and Municipal Employees;
- (3) *P Schedule* for employees of the Police Department who are within the Unit Description as contained in the collective bargaining agreement between the County and The Howard County's Police Officer's Association, Lodge 21;
- (4) *F Schedule* for employees of the Department of Fire and Rescue Services who are within the unit description as contained in the collective bargaining agreement between the County and Local 2000 of the International Association of Firefighters and
- (5) *PS Schedule* for Police Sergeant employees of the Police Department who are within the description as contained in the collective bargaining agreement between the County and The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance.
- (6) *D Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and The Howard County Public Safety Dispatchers Association.

**P SCHEDULE FY 13 Eff. 7/1/2012**

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 15	PL 16	PL 17	PL 18	PL 19
PO	22.53	34.03	35.22	36.37	37.55	38.76	40.02
PFC	25.86	35.22	36.37	37.55	38.76	40.02	41.32
CPL	28.68	37.75	38.97	41.55	40.71	42.90	44.29

**P SCHEDULE FY 13 EFF. 1/1/2013**

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY	PL 15	PL 16	PL 17	PL 18	PL 20
PO	22.98	<del>37.1</del> \$34.71	35.92	37.10	38.30	39.54	40.82
PFC	26.38	35.92	37.10	38.30	39.54	40.82	42.15
CPL	29.25	38.51	39.75	41.04	42.38	43.76	45.10

**PSS SCHEDULE FY 13 Eff. 7/1/2012**

Steps	1	2	3	4	5	6	7	8	9	L 15	L 16	L 17	L 18	L 20
Rank														
mos.	60	72	84	96	108	120	132	144	168	180	192	204	216	240
Sergeant														
(PS)	\$31.73	\$32.80	\$33.97	\$35.16	\$36.38	\$37.69	\$38.97	\$40.39	\$41.77	\$43.13	\$44.52	\$45.97	\$47.46	49.00

**PS SCHEDULE FY 13 EFF. 1/1/2013**

STEPS	1	2	3	4	5	6	7	8	9	L 15	L 16	L 17	L 18	L 20
RANK														
MOS.	60	72	84	96	108	120	132	144	168	180	192	204	216	240
SERGEANT														
(PS)	\$32.36	\$33.46	\$34.65	\$35.85	\$37.11	\$38.44	\$39.75	\$41.20	\$42.61	\$43.99	\$45.41	\$46.89	\$48.41	\$49.91

**PM SCHEDULE FY 13 Eff. 7/1/2012**

Lieutenant mos. (PM2)										
	72	84	96	108	120	132	144	156	168	180
	\$33.97	\$35.15	\$36.39	\$37.69	\$38.97	\$40.39	\$41.77	\$43.24	\$44.75	\$46.30
Captain mos. (PM3)										
	84	96	108	120	132	144	156	168	180	192
	\$40.56	\$41.96	\$43.47	\$44.96	\$46.54	\$48.16	\$49.85	\$51.57	\$53.39	\$55.27

**PM SCHEDULE FY 13 EFF. 1/1/2013**

LIEUTENANT MOS (PM2)										
	72	84	96	108	120	132	144	156	168	180
	\$34.65	\$35.85	\$37.12	\$38.44	\$39.75	\$41.20	\$42.61	\$44.10	\$45.65	\$47.23
CAPTAIN MOS. (PM3)										
	84	96	108	120	132	144	156	168	180	192
	\$41.37	\$42.80	\$44.34	\$45.86	\$47.47	\$49.12	\$50.85	\$52.60	\$54.46	\$56.38

NOTE: An employee paid according to the *PM Schedule* shall receive, upon completion of 16, 17, 18 and 20 years of County service, longevity pay equal to 3.5% of the employee's base rate. For purposes of determining the appropriate step within the *Police Management (PM) Schedule* upon appointment of an employee to the position of Police Lieutenant, or Captain, the Personnel Officer shall utilize the employee's length of creditable service.

**Position Classification Codes and Pay Grades for the Classified Service**

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
1209	Purchasing Administrator	N
1207	Fiscal Manager II	M
1205	Fiscal Manager I	L
1203	Fiscal Specialist II	K
1201	Fiscal Specialist I	J
1200	Fiscal Associate	I
1307	Administrative Manager	N
1306	Assistant Administrator	M
1305	Senior Administrative Analyst	L
1303	Administrative Analyst II	K
1301	Administrative Analyst I	I
1413	Administrative Assistant	I
1411	Administrative Aide	G
1412	Administrative Technician	H
1409	Administrative Support Technician III	F
1407	Administrative Support Technician II	E
1405	Administrative Support Technician I	D
1403	Office Assistant II	C
1401	Office Assistant I	B
1503	Legal Support Services Specialist	I
1501	Legal Support Services Technician	G
2125	Police Captain	PM3
2123	Police Lieutenant	PM2
2121	Police Sergeant	PS
2119	Police Services Support Supervisor III	K
2118	Police Services Support Specialist	J

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
2117	Police Services Support Supervisor II	J
2113	Police Services Support Supervisor I	H
2110	Police Services Support Specialist	J
2105	Police Services Support Technician II	H
2103	Police Services Support Technician I	F
2101	Police Cadet	D
[[2225	Correctional Program Supervisor III	L]]
2223	Correctional Captain	CM2
2221	Corrections Program Supervisor II	K
2219	Detention Center Nurse	J
2217	Correctional Lieutenant	CM1
2213	Correctional Specialist	I
2211	Correctional Sergeant	C4
2209	Correctional Supervisor I	CM1
2207	Correctional Corporal	C3
2205	Correctional Officer	C2
2201	Correctional Dietary Officer	C2
2307	Emergency Communications Supervisor	J
2305	Senior Dispatcher	DH
2304	Dispatcher First Class	DFC
2303	Dispatcher	DG
2301	Emergency Communications Operator	DF
2401	Security Officer I	B
2515	Assistant Chief (Fire and Rescue Services)	FM3
2513	Battalion Chief	FM2 (P) (A)



**Position Classification Codes and Pay Grades for Executive Exempt Employees**

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
1119	Chief Administrative Officer	S
1117	Deputy Chief Administrative Officer	Q
1116	Chief of Staff	Q
1115	Administrator to County Council	P
1113	Human Resources Administrator	O
1111	Labor Relations Coordinator	N
1110	Transportation Administrator	O
1109	Environment And Sustainability Administrator	N
1107	Public Information Administrator	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
1101	Special Assistant - County Council	L
1217	Director of Finance	P
1215	County Auditor	P
1213	Budget Administrator	P
1211	Deputy Director of Finance	O
1412	Administrative Technician - Secretary to County Solicitor	H
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

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
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 Specialist	K
2129	Chief of Police	R
2127	Police Major	P
2229	Director of Corrections	P
2227	Deputy Director of Corrections	N
2225	CUSTODY AND SECURITY CHIEF	M
2519	Chief, Fire & Rescue Services	Q
2518	Medical Director	Q
2517	Assistant Chief	O
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
4215	Technical Services Supervisor - Cable Administrator	L
4223	Director, Technology & Communication Services	S
4221	Deputy Director, Technology and Communication Services	O

Amendment 1 to Council Bill No. 34 -2012

BY: Chairperson at the request  
of the County Executive

Legislative Day No. 15  
Date: December 3, 2012

Amendment No. 1

*(This amendment corrects a typographical error.)*

- 1 On page 2 of the Pay Plan, attached to the Bill as introduced, in the P Schedule, effective January
- 2 1, 2013, in the Row for "PO" in the column for "MAXIMUM BASE PAY", strike "371" and
- 3 substitute "\$34.71".

ADOPTED December 3, 2012  
FAILED \_\_\_\_\_  
SIGNATURE Stephen McGarvie

# Howard County Pay Plan

## Fiscal Year 2013

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BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on December 5, 2012.

Stephen M. LeGendre  
Stephen M. LeGendre, 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 \_\_\_\_\_, 2012.

\_\_\_\_\_  
Stephen M. LeGendre, 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 \_\_\_\_\_, 2012.

\_\_\_\_\_  
Stephen M. LeGendre, 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 \_\_\_\_\_, 2012.

\_\_\_\_\_  
Stephen M. LeGendre, 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 \_\_\_\_\_, 2012.

\_\_\_\_\_  
Stephen M. LeGendre, 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 \_\_\_\_\_, 2012.

\_\_\_\_\_  
Stephen M. LeGendre, Administrator to the County Council