



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: April 24, 2017

The Administration is seeking Council approval for a bill adjusting the pay plan for Fiscal Year 2018.

The changes to the pay plan affect:

1. Corrections Management
 - a. Remove scale effective July 1, 2016.
 - b. Revise effective date to July 1, 2017 for current scale.
 - c. Added a 2% Across the Board increase effective January 8, 2018. The fiscal impact for the increase is approximately \$14,000.
2. Union 3888
 - a. Removed pay scale effective July 1, 2016.
 - b. Added a 2% Across the Board increase effective July 10, 2017. The fiscal impact for the increase is approximately \$102,210.
3. Dispatchers
 - a. Removed pay scale effective July 1, 2016.
 - b. Revised the effective date for the current pay scale to July 1, 2017.
 - c. Added a 2% Across the Board increase effective January 8, 2018. The fiscal impact for the increase is approximately \$45,000.
4. EC Scale
 - a. Removed pay scale effective July 1, 2016.
 - b. Revised the effective date for the current pay scale to July 1, 2017.
 - c. Added a 2% Across the Board increase effective January 8, 2018. The fiscal impact for the increase is approximately \$5,600.

5. Union 3080
 - a. Removed pay scale effective July 1, 2016.
 - b. Revised effective date for the pay scale to July 1, 2017.
 - c. Added a 2% Across the Board increase effective January 8, 2018. The fiscal impact for the increase is approximately \$78,000.

6. Union 3085
 - a. Removed pay scale effective July 1, 2016.
 - b. Added a 1% Across the Board increase effective July 10, 2017. The fiscal impact for the increase is approximately \$190,000.
 - c. Added a 1% Across the Board increase effective January 8, 2018. The fiscal impact is approximately \$96,000.

7. Union 1810
 - a. Removed pay scale effective July 1, 2016.
 - b. Revised effective date of the current pay scale to July 1, 2017.
 - c. Added a 2% Across the Board increase effective January 8, 2018. The fiscal impact is approximately \$253,000.

8. Fire
 - a. Removed the pay scales effective July 1, 2016 for the Fire union and Fire Management.

9. Police
 - a. Removed the pay scales effective July 1, 2016 for the Police union, Police Sergeants, and Police Management.

10. Recreational Licensed Child Care (RLC Scale)
 - a. Removed the pay scale effective July 1, 2016.
 - b. Added a 1% Across the Board increase effective July 10, 2017. The fiscal impact for the increase is approximately \$20,000.
 - c. Added a 1% Across the Board increase effective January 8, 2018. The fiscal impact for the increase is approximately \$10,000.

11. General Scale
 - a. Removed the pay scale effective July 1, 2016.
 - b. Added a 1% Across the Board increase effective July 10, 2017. The fiscal impact for the increase is approximately \$760,000.
 - c. Added a 1% Across the Board increase effective January 8, 2018. The fiscal impact for the increase is approximately \$385,000.

12. Police Information Supervisor-changed the pay grade from L to N to ensure the compensation is in-line with responsibilities. The fiscal impact is approximately \$16, 600.

T:\Webleg\Webleg2017\May\Testimony\T CB 37.docT:\Webleg\Webleg2017\May\Testimony\T
CB 37.docT:\Webleg\Webleg2017\May\Testimony\T CB 37.doc

cc: Jennifer Sager