

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

County Council of Howard County, Maryland

2017 Legislative Session

Legislative Day No. **12**

Bill No. 67 -2017

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

AN ACT amending the Pay Plan for Howard County in accordance with certain recently negotiated collective bargaining agreements; providing for certain specialty pays; providing for the application of certain pay schedules; and generally relating to the Pay Plan for Howard County.

Introduced and read first time _____, 2017. Ordered posted and hearing scheduled.

By order _____
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 _____, 2017.

By order _____
Jessica Feldmark, Administrator

This Bill was read the third time on _____, 2017 and Passed ____, Passed with amendments _____, Failed _____.

By order _____
Jessica Feldmark, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ___ day of _____, 2017 at ___ a.m./p.m.

By order _____
Jessica Feldmark, Administrator

Approved/Vetoed by the County Executive _____, 2017

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**, the Council has recently negotiated collective bargaining agreements
11 (collectively, the “Agreements”) with the following unions:

- 12 1. The Howard County Police Officer’s Association, Lodge 21 (“Lodge 21”);
- 13 2. The FOP Lodge 143, Howard County Police Supervisor’s Alliance (“Lodge
14 143”); and
- 15 3. The International Association of Firefighters – Howard County Local 2000
16 (“Local 2000”); and

17
18 **WHEREAS**, in accordance with the Agreements, this amendment to the Pay Plan:

- 19 1. Provides pay schedules, effective December 25, 2017, for the members of Lodge
20 21 and Lodge 143 and provides commensurate pay schedules for Police
21 Management;
- 22 2. Provides pay schedules that are effective December 25, 2017 and June 11, 2018
23 for the members of Local 2000 and provides commensurate pay schedules for Fire
24 Management;
- 25 3. Provides certain premium compensation for Police Lieutenants, Captains and
26 Majors; and
- 27 4. Provides certain premium compensation for management employees in the
28 Department of Fire and Rescue Services; and

1 **WHEREAS**, in accordance with the collective bargaining agreement with employees of
2 the Sheriff’s Office, this amendment also provides a pay schedule, effective December 25, 2017;
3 and
4

5 **WHEREAS**, this amendment corrects the applicability of the General Salary Schedule
6 that is effective in January of 2018.
7

8 **NOW, THEREFORE,**
9

10 *Section 1. Be It Enacted by the County Council of Howard County, Maryland that it adopts*
11 *amendments to the Pay Plan of Howard County, as attached to this Bill.*
12

13 *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland,*
14 *that Position Classification Codes and Pay Grades and Pay Rates for Contingent Employees, as*
15 *adopted by Council Bill No. 37-2017, shall remain in full force and effect.*
16

17 *Section 3. And Be It Further Enacted by the County Council of Howard County, Maryland,*
18 *that the General Salary Schedule, effective January 2018, shall apply beginning with the pay*
19 *period that starts on December 25, 2017.*
20

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

Howard County Pay Plan

Fiscal Year 2018

Effective July 1, 2017

Salary Schedules

Hourly rates for employees of Howard County are as provided in the General Salary Schedule, the Police Management Schedule (PM), the Corrections Management Schedule (CM), the County Sheriff Schedule (DS), the Emergency Communications Supervisor Schedule (EC), and the Fire Management Schedule (FM) 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;
- (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;
- (7) *OS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3888 of the American Federation of State, Local and Municipal employees;
- (8) *OT Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 1810 of the American Federation of State, Local and Municipal Employees; and
- (9) *CS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the Howard County Sheriff and Lodge 131 of the Fraternal Order of Police.

Howard County General Salary Schedule FY 18
Effective July 10, 2017

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	30,924	31,176	31,428	31,701	31,953	32,374	32,689	33,045	33,403	34,369	35,482	36,470	37,626	38,760	39,915	41,133	42,394	43,634	44,936
D	31,407	31,680	31,953	32,142	32,785	33,793	34,821	35,828	36,964	38,099	39,213	40,457	41,656	42,942	44,228	45,556	46,970	48,385	49,820
E	32,228	33,149	34,221	35,249	36,321	37,435	38,550	39,727	40,906	42,256	43,521	44,763	46,135	47,549	48,985	50,441	51,963	53,528	55,114
F	35,699	36,792	37,928	39,064	40,285	41,506	42,749	44,014	45,384	46,799	48,171	49,627	51,106	52,692	54,277	55,928	57,621	59,378	61,134
G	39,557	40,757	41,999	43,263	44,614	45,963	47,335	48,792	50,313	51,792	53,377	54,984	56,635	58,392	60,171	61,971	63,856	65,742	67,735
H	43,823	45,146	46,490	47,982	49,411	50,923	52,478	54,074	55,755	57,394	59,159	60,966	62,793	64,726	66,679	68,675	70,776	72,898	75,082
I	48,528	50,041	51,596	53,150	54,768	56,449	58,150	59,852	61,680	63,612	65,524	67,520	69,558	71,680	73,864	76,070	78,360	80,692	83,129
J	53,823	55,440	57,121	58,844	60,651	62,436	64,390	66,364	68,339	70,482	72,625	74,788	77,057	79,410	81,784	84,263	86,763	89,347	92,057
K	59,600	61,386	63,255	65,167	67,247	69,243	71,385	73,528	75,755	78,045	80,398	82,834	85,335	87,897	90,566	93,297	96,112	98,990	101,973
L	66,049	68,087	70,124	72,162	74,431	76,700	79,033	81,406	83,948	86,511	89,116	91,826	94,557	97,415	100,356	103,422	106,532	109,704	113,002
M	73,150	75,419	77,708	80,062	82,499	85,040	87,603	90,229	92,960	95,775	98,759	101,721	104,809	108,024	111,259	114,620	118,086	121,615	125,250
N	81,070	83,549	86,049	88,696	91,364	94,158	97,036	99,998	103,023	106,133	109,409	112,687	116,112	119,641	123,212	126,972	130,775	134,704	138,715
O	89,767	92,540	95,355	98,191	101,259	104,347	107,498	110,755	114,157	117,602	121,174	124,914	128,653	132,603	136,573	140,670	144,934	149,283	153,779
P	99,473	102,477	105,649	108,884	112,162	115,586	119,115	122,708	126,447	130,355	134,304	138,380	142,539	146,783	151,215	155,774	160,501	165,312	170,249
Q	110,187	113,548	117,036	120,628	124,284	128,065	131,951	135,984	140,102	144,367	148,799	153,296	157,938	162,728	167,644	172,686	177,895	183,232	188,736
R	122,099	125,817	129,619	133,590	137,645	141,867	146,194	150,670	155,228	159,955	164,808	169,828	174,934	180,206	185,648	191,278	197,076	202,980	209,092
S	135,292	139,388	143,652	148,044	152,561	157,182	161,909	166,930	172,034	177,224	182,602	188,189	193,904	199,660	205,711	211,908	218,316	224,869	231,613

Hourly rates for Police Lieutenants, Captains, and Majors are contained in the *PM Schedule*, and hourly rates for Fire Captains, Battalion Chiefs, and Assistant Chiefs in the Department of Fire and Rescue Services are contained in the *FM Schedule*. Hourly rates for Correctional Lieutenants and Captains are contained in the *CM Schedule*. Hourly rates for employees within Security Officer, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff job classifications are paid in accordance with the *DS Schedule*.

Note: Time in Steps 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11= 1 year; Steps 12, 13, 14, 15, 16, 17, 18 = 2 years

Howard County General Salary Schedule FY 18
January [[8,]] 2018

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	31,233	31,488	31,742	32,018	32,273	32,698	33,016	33,375	33,737	34,713	35,837	36,835	38,002	39,148	40,314	41,544	42,818	44,070	35,385
D	31,721	31,997	32,273	32,463	33,113	34,131	35,169	36,186	37,334	38,480	39,605	40,862	42,073	43,371	44,670	46,012	47,440	48,869	50,318
E	32,550	33,480	34,563	35,601	36,684	37,809	38,936	40,124	41,315	42,679	43,956	45,211	46,596	48,024	49,475	50,945	52,483	54,063	55,665
F	36,056	37,160	38,307	39,455	40,688	41,921	43,176	44,454	45,838	47,267	48,653	50,123	51,617	53,219	54,820	56,487	58,197	59,972	61,745
G	39,953	41,165	42,419	43,696	45,060	46,423	47,808	49,280	50,816	52,310	53,911	55,534	57,201	58,976	60,773	62,591	64,495	66,399	68,412
H	44,261	45,597	46,955	48,462	49,905	51,432	53,003	54,615	56,313	57,968	59,751	61,576	63,421	65,373	67,346	69,362	71,484	73,627	75,833
I	49,013	50,541	52,112	53,682	55,316	57,013	58,732	60,451	62,297	64,248	66,179	68,195	70,254	72,397	74,603	76,831	79,144	81,499	83,960
J	54,361	55,994	57,692	59,432	61,258	63,060	65,034	67,028	69,022	71,187	73,351	75,536	77,828	80,204	82,602	85,106	87,631	90,240	92,978
K	60,196	62,000	63,888	65,819	67,919	69,935	72,099	74,263	76,513	78,825	81,202	83,662	86,188	88,776	91,472	94,230	97,073	99,980	102,993
L	66,709	68,768	70,825	72,884	75,175	77,467	79,823	82,220	84,787	87,376	90,007	92,744	95,503	98,389	101,360	104,456	107,597	110,801	114,132
M	73,882	76,173	78,485	80,863	83,324	85,890	88,479	91,131	93,890	96,733	99,747	102,738	105,857	109,104	112,372	115,766	119,267	122,831	126,503
N	81,881	84,384	86,909	89,583	92,278	95,100	98,006	100,998	104,053	107,194	110,503	113,814	117,273	120,837	124,444	128,242	132,083	136,051	140,102
O	90,665	93,465	96,309	99,173	102,272	105,390	108,573	111,863	115,299	118,778	122,386	126,163	129,940	133,929	137,939	142,077	146,383	150,776	155,317
P	100,468	103,502	106,705	109,973	113,284	116,742	120,306	123,935	127,711	131,659	135,647	139,764	143,964	148,251	152,727	157,332	162,106	166,965	171,951
Q	111,289	114,683	118,206	121,834	125,527	129,346	133,271	137,344	141,503	145,811	150,287	154,829	159,517	164,355	169,320	174,413	179,674	185,064	190,623
R	123,320	127,075	130,915	134,926	139,021	143,286	147,656	152,177	156,780	161,555	166,456	171,526	176,683	182,008	187,504	193,191	199,047	205,010	211,183
S	136,645	140,782	145,089	149,524	154,087	158,754	163,528	168,599	173,754	178,996	184,428	190,071	195,843	201,657	207,768	214,027	220,499	227,118	233,929

Hourly rates for Police Lieutenants, Captains, and Majors are contained in the *PM Schedule*, and hourly rates for Fire Captains, Battalion Chiefs, and Assistant Chiefs in the Department of Fire and Rescue Services are contained in the *FM Schedule*. Hourly rates for Correctional Lieutenants and Captains are contained in the *CM Schedule*. Hourly rates for employees within Security Officer, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff job classifications are paid in accordance with the *DS Schedule*.

Note: Time in Steps 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11= 1 year; Steps 12, 13, 14, 15, 16, 17, 18 = 2 years

EC Schedule FY18
 (Emergency Communications Supervisors)
 Eff. July 1, 2017

<u>EC</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>
1	\$27.44	\$28.26	\$29.11	\$29.97	\$30.89	\$31.79	\$32.77	\$33.77	\$34.76	\$35.84	\$36.92	\$38.02	\$38.90	\$40.36	\$41.57	\$42.80	\$44.07	\$45.39	\$46.74

Note: Time in Steps = 1 year

EC Schedule FY18
 (Emergency Communications Supervisors)
 Eff. January 8, 2018

<u>EC</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>
1	\$27.99	\$28.83	\$29.69	\$30.57	\$31.51	\$32.43	\$33.43	\$34.45	\$35.46	\$36.56	\$37.66	\$38.78	\$39.68	\$41.17	\$42.40	\$43.66	\$44.95	\$46.30	\$47.67

Note: Time in Steps = 1 year

Local 1810 of the American Federation of State, COUNTY and Municipal Employees
OT Schedule
 Eff. July 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 1810 of the American Federation of State, County and Municipal Employees
OT Schedule
 Eff. January 8, 2018

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
C	\$15.22	\$21.89
D	\$15.45	\$24.21
E	\$15.84	\$26.73
F	\$17.49	\$29.60
G	\$19.33	\$32.74
H	\$21.36	\$36.24
I	\$23.60	\$40.07
J	\$26.12	\$44.32
K	\$28.87	\$49.04

**Howard County Public Safety Dispatchers Association
D Schedule
Eff. July 1, 2017**

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$18.12	\$29.96
G Dispatcher	\$20.04	\$34.30
DFC Dispatcher 1st Class	\$25.85	\$36.87
H Senior Dispatcher	\$23.84	\$39.47

**Howard County Public Safety Dispatchers Association
D Schedule
Eff. January 8, 2018**

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$18.48	\$30.56
G Dispatcher	\$20.44	\$34.99
DFC Dispatcher 1st Class	\$26.37	\$37.61
H Senior Dispatcher	\$24.32	\$40.26

**Local 3888 of the American Federation of State, County and Municipal Employees
OS Schedule
Eff. July 10, 2017**

Pay Grade	Minimum Base Pay	Maximum Base Pay
I Operations Sup I	\$24.30	\$40.37
J Operations Sup II	\$26.92	\$44.69

**Local 3085 of the American State, County and Municipal Employees
H Schedule
Eff. July 10, 2017**

Pay Grade	Minimum Base Pay	Maximum Base Pay
H 3	\$14.86	\$20.26
H 4	\$15.00	\$21.81
H 5	\$16.17	\$23.50
H 6	\$16.98	\$25.28
H 7	\$17.85	\$27.24
H 8	\$19.16	\$29.36
H 9	\$21.70	\$33.24

**Local 3085 of the American State, County and Municipal Employees
H Schedule
Eff. January 8, 2018**

Pay Grade	Minimum Base Pay	Maximum Base Pay
H 3	\$15.01	\$20.46
H 4	\$15.15	\$22.03
H 5	\$16.33	\$23.74
H 6	\$17.15	\$25.53
H 7	\$18.03	\$27.51
H 8	\$19.35	\$29.65
H 9	\$21.92	\$33.57

**Howard County Police Officer's Association, Lodge 21
P Schedule**

Eff. June 12, 2017

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$25.87	\$39.06	\$40.42	\$41.74	\$43.11	\$44.49	\$45.94	\$47.43	\$48.98
PFC	\$29.69	\$40.42	\$41.74	\$43.11	\$44.49	\$45.94	\$47.43	\$48.98	\$50.56
CPL	\$32.92	\$43.33	\$44.74	\$46.18	\$47.70	\$49.26	\$50.84	\$52.49	\$54.20

**HOWARD COUNTY POLICE OFFICER'S ASSOCIATION, LODGE 21
P SCHEDULE**

EFF. DECEMBER 25, 2017

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$26.38	\$39.84	\$41.23	\$42.57	\$43.97	\$45.38	\$46.86	\$48.38	\$49.96
PFC	\$30.29	\$41.23	\$42.57	\$43.97	\$45.38	\$46.86	\$48.38	\$49.96	\$51.57
CPL	\$33.57	\$44.20	\$45.63	\$47.10	\$48.65	\$50.24	\$51.85	\$53.54	\$55.29

PS Schedule
(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)
 Eff. June 12, 2017

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$36.41	\$47.98	\$49.54	\$51.14	\$52.81	\$54.54	\$56.30	\$58.14	\$60.03

PS SCHEDULE
(THE FRATERNAL ORDER OF POLICE LODGE 143, HOWARD COUNTY POLICE SUPERVISOR'S ALLIANCE)
 EFF. DECEMBER 25, 2017

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$37.14	\$48.94	\$50.53	\$52.16	\$53.87	\$55.63	\$57.43	\$59.30	\$61.23

PM Schedule
(Police Management)
Eff. June 12, 2017

Steps	1	2	3	4	5	6	7	8	9	10	L1yr16	L2Yr17	L3Yr18	L4Yr19	L5Yr20	L6Yr21
mos	72	84	96	108	120	132	144	156	168	180						
Lieutenant (PM2)	\$40.35	\$41.74	\$43.24	\$44.78	\$46.30	\$47.98	\$49.62	\$51.36	\$53.18	\$55.00	\$56.93	\$58.93	\$60.98	\$63.12	\$65.32	\$67.44
Captain mos. (PM3)		84	96	108	120	132	144	156	168	180						
		\$49.89	\$51.66	\$53.52	\$55.32	\$57.33	\$59.30	\$61.37	\$63.55	\$65.73	\$68.03	\$70.40	\$72.87	\$75.42	\$78.06	\$80.60
Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major (PM 4)		\$56.12	\$58.12	\$60.20	\$62.24	\$64.50	\$66.72	\$69.03	\$71.49	\$73.95	\$76.53	\$79.21	\$81.98	\$84.86	\$87.82	\$90.69

Note: A Police Lieutenant or Captain shall receive, upon completion of years 16, 17, 18, 19 and 20 of Howard County Service, longevity pay equal to 3.5% of the employees' previous base rate and after 21 years a 3.25% longevity increase.

PM SCHEDULE
(POLICE MANAGEMENT)
EFF. DECEMBER 25, 2017

STEPS	1	2	3	4	5	6	7	8	9	10	L1YR16	L2YR17	L3YR18	L4YR19	L5YR20	L6YR21
MOS	72	84	96	108	120	132	144	156	168	180						
LIEUTENANT (PM2)	\$41.16	\$42.57	\$44.10	\$45.68	\$47.23	\$48.94	\$50.61	\$52.39	\$54.24	\$56.10	\$58.07	\$60.11	\$62.20	\$64.38	\$66.63	\$68.79
CAPTAIN MOS. (PM3)		84	96	108	120	132	144	156	168	180						
		\$50.89	\$52.69	\$54.59	\$56.43	\$58.48	\$60.49	\$62.60	\$64.82	\$67.04	\$69.39	\$71.81	\$74.33	\$76.93	\$79.62	\$82.21
STEP S		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
MAJOR (PM 4)		\$57.24	\$59.28	\$61.40	\$63.48	\$65.79	\$68.05	\$70.41	\$72.92	\$75.43	\$78.06	\$80.79	\$83.62	\$86.56	\$89.58	\$92.50

NOTE: A POLICE LIEUTENANT OR CAPTAIN SHALL RECEIVE, UPON COMPLETION OF YEARS 16, 17, 18, 19 AND 20 OF HOWARD COUNTY SERVICE, LONGEVITY PAY EQUAL TO 3.5% OF THE EMPLOYEES' PREVIOUS BASE RATE AND AFTER 21 YEARS A 3.25% LONGEVITY INCREASE.

**F Schedule
International Association of Firefighters Local 2000
Effective June 12, 2017**

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$24.40	\$25.14
D 48 Hours	\$20.33	\$20.95
E 40	\$25.40	\$37.48
E 48	\$21.17	\$31.23
F 40	\$28.18	\$41.56
F 48	\$23.48	\$34.63
G 40	\$28.67	\$42.05
G 48	\$23.89	\$35.04
H 40	\$31.20	\$46.06
H 48	\$26.00	\$38.38
I 40	\$31.69	\$46.55
I 48	\$26.41	\$38.79
J 40	\$34.56	\$51.06
J 48	\$28.80	\$42.55

**F SCHEDULE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000
EFFECTIVE DECEMBER 25, 2017**

F SCHEDULE PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
D 40 HOURS	\$24.64	\$25.39
D 48 HOURS	\$20.53	\$21.16
E 40	\$25.66	\$37.85
E 48	\$21.38	\$31.54
F 40	\$28.45	\$41.98
F 48	\$23.71	\$34.98
G 40	\$28.96	\$42.47
G 48	\$24.13	\$35.39
H 40	\$31.51	\$46.51
H 48	\$26.26	\$38.76
I 40	\$32.00	\$47.02
I 48	\$26.67	\$39.18
J 40	\$34.91	\$51.58
J 48	\$29.09	\$42.98

**F SCHEDULE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000
EFFECTIVE JUNE 11, 2018**

F SCHEDULE PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
D 40 HOURS	\$24.89	\$25.64
D 48 HOURS	\$20.74	\$21.37
E 40	\$25.91	\$38.23
E 48	\$21.59	\$31.86
F 40	\$28.74	\$42.40
F 48	\$23.95	\$35.33
G 40	\$29.24	\$42.89
G 48	\$24.37	\$35.74
H 40	\$31.82	\$46.98
H 48	\$26.52	\$39.15
I 40	\$32.33	\$47.48
I 48	\$26.94	\$39.57
J 40	\$35.26	\$52.09
J 48	\$29.38	\$43.41

FM Schedule
(Fire Management)
Eff. June 12, 2017

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258
Captain														
40 hrs	\$38.66	\$39.83	\$41.01	\$42.32	\$43.61	\$44.94	\$46.31	\$47.68	\$49.13	\$50.61	\$52.18	\$53.77	\$55.37	\$57.07
48 hrs	\$32.22	\$33.19	\$34.18	\$35.26	\$36.34	\$37.45	\$38.59	\$39.74	\$40.94	\$42.18	\$43.48	\$44.81	\$46.14	\$47.56
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief														
40 hrs	\$42.89	\$44.10	\$45.49	\$46.84	\$48.29	\$49.76	\$51.31	\$52.85	\$54.46	\$56.07	\$57.81	\$59.57	\$61.35	\$63.20
48 hrs	\$35.74	\$36.75	\$37.90	\$39.04	\$40.24	\$41.47	\$42.76	\$44.04	\$45.38	\$46.73	\$48.18	\$49.65	\$51.12	\$52.67
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief														
40 hrs	\$49.66	\$51.17	\$52.72	\$54.31	\$55.99	\$57.64	\$59.42	\$61.25	\$63.08	\$65.04	\$67.01	\$69.01	\$71.11	\$73.27

Longevity Pay: Employees, paid according to the FM Pay Schedule, who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.

FM SCHEDULE
(FIRE MANAGEMENT)
EFF. DECEMBER 25, 2017

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14
MONTHS	66	78	90	102	114	126	138	150	162	174	186	210	234	258
CAPTAIN														
40 HRS	\$39.04	\$40.22	\$41.42	\$42.73	\$44.04	\$45.37	\$46.79	\$48.17	\$49.61	\$51.12	\$52.69	\$54.31	\$55.92	\$57.64
48 HRS	\$32.53	\$33.52	\$34.52	\$35.61	\$36.70	\$37.81	\$38.99	\$40.14	\$41.34	\$42.60	\$43.91	\$45.26	\$46.60	\$48.03
MONTHS	78	90	102	114	126	138	150	162	174	186	198	222	246	270
BATT CHIEF														
40 HRS	43.32	\$44.54	\$45.94	\$47.32	\$48.77	\$50.24	\$51.83	\$53.38	\$55.00	\$56.64	\$58.39	\$60.17	\$61.96	\$63.84
48 HRS	\$36.10	\$37.12	\$38.28	\$39.43	\$40.64	\$41.87	\$43.19	\$44.48	\$45.83	\$47.20	\$48.66	\$50.14	\$51.63	\$53.20
MONTHS	90	102	114	126	138	150	162	174	186	198	210	234	258	282
ASST CHIEF														
40 HRS	\$50.15	\$51.68	\$53.25	\$54.86	\$56.55	\$58.22	\$60.01	\$61.86	\$63.71	\$65.69	\$67.68	\$69.69	\$71.81	\$74.00

LONGEVITY PAY: EMPLOYEES, PAID ACCORDING TO THE FM PAY SCHEDULE, WHO HAVE COMPLETED 252 MONTHS OF CREDITABLE SERVICE SHALL BEGIN RECEIVING LONGEVITY PAY AT THE ANNUALIZED RATE OF \$2,500.

(FIRE MANAGEMENT)

EFF. JUNE 11, 2018

STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13	14
MONTHS	66	78	90	102	114	126	138	150	162	174	186	210	234	258
CAPTAIN														
40 HRS	\$39.43	\$40.63	\$41.84	\$43.16	\$44.48	\$45.83	\$47.26	\$48.65	\$50.10	\$51.64	\$53.22	\$54.85	\$56.48	\$58.21
48 HRS	\$32.86	\$33.86	\$34.87	\$35.97	\$37.07	\$38.19	\$39.38	\$40.54	\$41.75	\$43.03	\$44.35	\$45.71	\$47.07	\$48.51
MONTHS	78	90	102	114	126	138	150	162	174	186	198	222	246	270
BATT CHIEF														
40 HRS	\$43.75	\$44.99	\$46.39	\$47.78	\$49.26	\$50.75	\$52.34	\$53.90	\$55.55	\$57.20	\$58.98	\$60.77	\$62.58	\$64.48
48 HRS	\$36.46	\$37.49	\$38.66	\$39.82	\$41.05	\$42.29	\$43.62	\$44.92	\$46.29	\$47.67	\$49.15	\$50.64	\$52.15	\$53.73
MONTHS	90	102	114	126	138	150	162	174	186	198	210	234	258	282
ASST CHIEF														
40 HRS	\$50.65	\$52.20	\$53.78	\$55.41	\$57.12	\$58.80	\$60.61	\$62.48	\$64.35	\$66.35	\$68.36	\$70.39	\$72.53	\$74.74

LONGEVITY PAY: EMPLOYEES, PAID ACCORDING TO THE FM PAY SCHEDULE, WHO HAVE COMPLETED 252 MONTHS OF CREDITABLE SERVICE SHALL BEGIN RECEIVING LONGEVITY PAY AT THE ANNUALIZED RATE OF \$2,500.

Local 3080 of the American Federation of State, County and Municipal Employees
C Schedule
Eff. July 1, 2017

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$20.84	\$32.42
C3	\$22.17	\$35.55
C4	\$24.76	\$39.56

Local 3080 of the American Federation of State, County and Municipal Employees
C Schedule
Eff. January 8, 2018

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$21.26	\$33.07
C3	\$22.61	\$36.26
C4	\$25.26	\$40.35

Corrections Management
Eff. **July 1, 2017**

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$26.14	\$43.32
CM 2	\$28.94	\$47.85

Corrections Management
Eff. **January 8, 2018**

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$26.66	\$44.19
CM 2	\$29.52	\$48.81

**Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)
Eff. July 1, 2017**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
CS1	19.95	20.56	21.22	21.83	22.49	23.19	23.90	24.62	25.38	26.14	26.93	27.73	28.59	29.46	30.38	31.26	32.21	33.18
CS2	22.09	22.80	23.47	24.20	24.94	25.69	26.48	27.29	28.11	28.97	29.85	30.76	31.67	32.65	33.65	34.66	35.71	36.78
DS1	16.24	16.73	17.27	17.78	18.33	18.89	19.46	20.05	20.64	21.32	21.97	22.57	23.26	23.98	24.71	25.46	26.21	NA
DS2	18.00	18.56	19.14	19.71	20.32	20.95	21.57	22.20	22.87	23.60	24.30	25.05	25.80	26.58	27.50	28.22	29.08	NA
DS5	24.50	25.25	26.04	26.83	27.64	28.47	29.35	30.20	31.12	32.11	33.07	34.08	35.08	36.15	37.26	38.39	39.54	40.72
DS6	27.16	27.97	28.82	29.69	30.60	31.52	32.50	33.50	34.48	35.56	36.64	37.74	38.88	40.06	41.27	42.50	43.79	45.10

Notes:

1. Grades DS1 and DS2; Time in Steps 1 to 10 = 1 year and Steps 11 to 16 = 2 years. All other grades have 1 year between steps.
2. Longevity Pay: Employees in the pay grades CS1, CS2, DS5 & DS6 who have 20 years of service in the Sheriff's Department will receive 3% longevity pay added to their base pay.

**SCHEDULE LODGE 131 OF THE FRATERNAL ORDER OF POLICE (CS) AND DS SCHEDULE (SHERIFF)
EFFECTIVE DECEMBER 25, 2017**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18
CS1	20.35	20.97	21.64	22.27	22.94	23.65	24.38	25.11	25.89	26.66	27.47	28.28	29.16	30.05	30.99	31.89	32.85	33.84
CS2	22.53	23.26	23.94	24.68	25.44	26.20	27.01	27.84	28.67	29.55	30.45	31.38	32.30	33.30	34.32	35.35	36.42	37.52
DS2	18.36	18.93	19.52	20.10	20.73	21.37	22.00	22.64	23.02	24.07	24.79	25.55	26.32	27.11	28.05	28.78	29.66	NA
DS5	24.99	25.76	26.56	27.37	28.19	29.04	29.94	30.80	31.74	32.75	33.73	34.76	35.78	36.87	38.01	39.16	40.33	41.53
DS6	27.70	28.53	29.40	30.28	31.21	32.15	33.15	34.17	35.17	36.27	37.37	38.49	39.66	40.86	42.10	43.35	44.67	46.00

NOTES:

1. GRADES DS1 AND DS2; TIME IN STEPS 1 TO 10 = 1 YEAR AND STEPS 11 TO 16 = 2 YEARS. ALL OTHER GRADES HAVE 1 YEAR BETWEEN STEPS.
2. LONGEVITY PAY: EMPLOYEES IN THE PAY GRADES CS1, CS2, DS5 & DS6 WHO HAVE 20 YEARS OF SERVICE IN THE SHERIFF'S DEPARTMENT WILL RECEIVE 3% LONGEVITY PAY ADDED TO THEIR BASE PAY.

**RLC Scale
(Part-Time Benefitted)
Eff. July 10, 2017**

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
B	\$11.39	\$19.48
C	\$12.60	\$21.60
D	\$13.96	\$23.96
E	\$15.49	\$26.49
F	\$17.16	\$29.39

**RLC Scale
(Part-Time Benefitted)
Eff. January 8, 2018**

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
B	\$11.50	\$19.67
C	\$12.73	\$21.82
D	\$14.10	\$24.20
E	\$15.64	\$26.75
F	\$17.33	\$29.68

Implementing the Pay Plan.

- (a) *Rates are Hourly Rates.* All rates of pay contained in the Pay Plan are expressed as hourly rates.
- (b) *Fair Labor Standards Act (The “FLSA”).*
 - (1) Except as otherwise provided in the Pay Plan, full-time employees exempt from coverage of the federal FLSA receive an annual salary, which shall be calculated by multiplying the employee's hourly rate by the number of hours the employee is regularly scheduled to work per year, which are either the standard work hours for County employees or a schedule approved by the Personnel Officer under section 1.113(a)(1) of the County Code.
 - (2) In accordance with requirements of the FLSA, while the rates of pay in this Pay Plan, which are established by ordinance, may be expressed as hourly rates, employees in positions which have been determined to be exempt under the FLSA are paid on a salary basis, meaning a predetermined amount that does not vary from pay period to pay period, is not adjusted for quality or quantity of work, and meets the minimum salary level requirements under FLSA.
- (c) *Adjustments to Salary Schedule.* In order to maintain the effectiveness of the Pay Plan, the County annually shall review the general labor market, and, subject to the availability of appropriated funds, may propose an adjustment to the Salary Schedule.
- (d) *Management Employees of the Department of Fire and Rescue Services.*
 - (1) For purposes of determining the appropriate step within the *Fire Management (FM) schedule* upon appointment of an employee to the position of Fire Captain, Battalion Chief, or Assistant Chief, the Personnel Officer shall utilize the employee’s length of creditable service.
 - (2) Length of creditable service, in months, for purposes of paragraph (1) of this section shall be applied in accordance with the following schedule:

Steps

Rank	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Capt.	66	78	90	102	114	126	138	150	162	174	186	210	234	258
Batt. Ch.	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Asst Chf	90	102	114	126	138	150	162	174	186	198	210	234	258	282

- (e) *“Creditable Service” Defined.*
 - (1) In implementing the Pay Plan for management employees of the Police Department and the Department of Fire and Rescue Services, “creditable service” means time spent in sworn classifications of the Police Department, in uniformed service in positions in the Department of Fire and Rescue Services, and in the positions of Police Officer (Probationary) and Firefighter Trainee.
 - (2) An employee shall be credited with service upon completion of the required length of service.
 - (3) “Creditable service” does not include time spent during unpaid breaks in service, time worked for which performance was rated less than satisfactory, or paid leave that was not credited as service time under application of the section entitled “Step Increment” of the Pay Plan.

Step Increment.

- (a) *When Authorized.* In a fiscal year, an employee in the Classified Service may be granted a step increment if:
- (1) The Personnel Officer establishes a step increment in the fiscal year for all eligible employees;
 - (2) The County Executive provides for the step increment in the proposed annual expense budget for the fiscal year;
 - (3) The step increment is approved by the County Council as part of the expense budget; and
 - (4) The employee is eligible under subsection (b) of this section.
- (b) *Eligibility.* A Classified employee is eligible to receive a step increment approved under subsection (a) of this section if:
- (1) The employee is being paid below the maximum rate of pay in the employee's grade;
 - (2) Except for employees paid according to the *PM or FM Schedule*, the employee is:
 - (i) Currently in step 1 through 11 of the grade; or
 - (ii) At the end of the second year in steps 12 through 18 of the grade;
 - (3) The employee's work meets the standards for satisfactory performance; and if the employee is eligible under paragraph (2)(ii) of this subsection, the employee has met those standards for a total number of 2 years while in the step; and
 - (4) The employee has worked more than 75% of the scheduled work days in the preceding year; and
 - (5) The employee is not, based upon the employee's position description, included within a representation unit that has been deemed appropriate for purposes of collective negotiations under Title 1 of the County Code.
- (c) *Employees paid according to the PM or FM Schedule.* Notwithstanding subsection (b)(2) of this section, when authorized under subsection (a) of this section:
- (1) An employee being paid below the maximum rate of pay in the employee's grade according to the *PM Schedule* is eligible for a step increment in accordance with the defined months of creditable service as indicated on the *PM Schedule*; and
 - (2) An employee being paid below the maximum rate of pay in the employee's grade according to the *FM Schedule* is eligible for step increment in accordance with the defined months of creditable service as indicated on the *FM Schedule*.
- (d) *Step Increment After Probationary Period.* Subject to subsection (a) of this section, and notwithstanding subsection (b)(2) of this section, if at the end of the initial probationary period an employee receives an overall rating of "Substantially Exceeds Standards" or better on the employee's performance appraisal, the department head may recommend and the Personnel Officer may approve a step increment for the employee.
- (e) *Effect of Funding on Step Increment.* If the County does not provide for a step increment in the current expense budget for any fiscal year, each year in which no step increment was granted shall be counted as one year for purposes of determining eligibility for a step increment in a subsequent year.
- (f) *When Step Increment Effective.*
- (1) A step increment is effective for a Classified employee at the beginning of the pay period during which the anniversary of the employee's date of appointment occurs. If an employee receives a step increment at the end of a probationary period, subsequent step increments shall be effective at the beginning of the pay period during which the anniversary of the date the increment became effective occurs, not the employee's

- anniversary date.
- (2) An employee who is not eligible for a step increment on the appropriate date because the employee has not worked 75% of the scheduled work days in the preceding year shall receive the increment immediately after the employee has worked the required number of scheduled work days. The effective date of a step increment under this paragraph becomes the date on which the employee shall receive subsequent step increments under this section.
- (g) *Eligibility not Affected.* Eligibility for a step increment shall not be affected by:
- (1) Pay increases due to change in hours of work;
 - (2) General pay increases affecting 1 or more classes;
 - (3) Transfer; or
 - (4) Except as provided in subsection (f) of this section, promotion or reclassification to the extent that, for the purpose of determining eligibility for a step increment under Subsection (b)(2) of this section, the time spent in the former step is counted as time spent in the new step.
- (h) *Effect of Promotion or Reclassification on Step Increment.* If an employee is promoted or reclassified, the employee's anniversary date does not change, and future step increments shall be paid at the beginning of the pay period during which the anniversary date Occurs. Granting a step increment during the employee's promotional probationary period does not satisfy the requirements of probation.

Specialty Pays.

- (a) *Shift Differentials for Classified Employees.*
- (1) Classified employees who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.
 - (2) Classified employees whose shifts begin from 9:00 p.m. through 4:59 a.m. will receive a shift differential increment of 7.5% over their base hourly rate of pay.
 - (3) Uniformed career personnel in the Department of Fire and Rescue Services are not eligible for shift differential pay with the exception that Fire Captains who are assigned to the Communications (911) Center and who work a shift beginning between 5:00 p.m. and 4:59 a.m. shall receive an 8.3% per hour shift differential for the entire shift.
 - (4) Employees paid according to the DS Schedule in the Sheriff's Department who work
 - (i) A shift beginning between 1,300 hours and 5:59 PM 1,759 hours shall receive a shift differential of 6 % for all hours worked during the shift, or
 - (ii) An evening shift beginning between 1800 hours and 0200 hours shall receive a shift differential of 9.3% for all hours worked during the shift.
 - (iii) Permanent night shift in the Sheriff's Office when assigned to Court, MVA hearings, and training (except training extending beyond five days), and excluding voluntary day shift assignments.
 - (5) Sworn members of the Howard County Police Department are not eligible for shift differential pay, except that:
 - (i) Lieutenants who worked a night shift beginning between 5:00 p.m. and 4:59 a.m. shall receive a shift differential increment of 6% over their base hourly rate of pay; and
 - (ii) Lieutenants who worked an afternoon shift beginning between 1:00 p.m. and 8:59 p.m. shall receive a shift differential increment of 3% above their base hourly rate

of pay.

- (6) Emergency Communication Supervisors who work a shift beginning between 6:59 p.m. and 6:59 a.m. shall receive an 6 % per hour shift differential for the entire shift.
- (7) Correctional Lieutenants and Captains who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 3% over their base hourly rate of pay and for shifts which begin from 9:00 p.m. through 4:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.

(b) *Rotating Shifts.*

- (1) A classified employee who works a rotating shift that begins from 3:00 p.m. to 8:59 p.m. shall receive a shift differential increment of 2.5% over the employee's base hourly rate of pay.
- (2) A classified employee who works a rotating shift that begins from 9:00 p.m. to 4:59 a.m. shall receive a shift differential increment of 5% over the employee's base hourly rate of pay.

(c) *Holiday Pay*

- (1) Police Lieutenants will be paid at a rate of one and one-half time their regular rate of pay if they are required to work on:
 - (i) The night shift beginning on the day before Christmas;
 - (ii) The day or evening shift on Christmas Day; or
 - (iii) The day, evening, or night shift on Thanksgiving Day.
- (2)
 - (i) Police Lieutenants who are regularly scheduled to work on the July Fourth celebration will be paid at the rate of one and one-half times their regular hourly rate of pay.
 - (ii) Police Lieutenants assigned to work the July Fourth celebration who are not regularly scheduled to work on that day shall be paid at one and one-half their regular hourly rate of pay for all hours worked.
 - (iii) If a Police Lieutenant has taken a day of annual leave in order to be off from work on the day of the July Fourth celebration, and is later called in to work at least 4 hours on the celebration detail, the Lieutenant shall receive a substitute day of annual leave.
- (3) Police Lieutenants and Captains scheduled and required to work on, or called in to work on, Thanksgiving, Christmas Eve, Christmas Day, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each holiday plus any additional hours worked during that particular shift.
- (4)
 - (i) Emergency Communication Supervisors will be paid at one and one-half times their regular rate of pay when required to work the following Holidays:
 - 7 a.m. to 7 p.m. Christmas Eve
 - 7 p.m. Christmas Eve to 7 a.m. Christmas Day
 - 7 a.m. to 7 p.m. Christmas Day
 - 7 p.m. Christmas Day to 7 a.m. December 26th
 - 7 p.m. New Year's Eve to 7 a.m. on January 2
 - 7 a.m. Thanksgiving Day to 7 p.m. on the day after Thanksgiving Day
 - 7 a.m. July 4th to 7 a.m. July 5th
 - (ii) Emergency Communications Supervisors scheduled and required to work on Thanksgiving, Christmas, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each holiday plus any additional hours worked during that particular shift.

- (iii) An Emergency Communication Supervisor who utilizes annual leave on an above listed holiday of this section and who is called in to work will be paid at a rate of two and one half times their hourly rate and will be re-credited with the number of hours actually worked, not to exceed the amount of leave scheduled. Emergency Communication Supervisors working overtime as part of their regularly scheduled 48 hour week on these specified holidays are compensated at two and one half times the hourly pay rate for the overtime hours worked.
- (5) Fire Captains, Battalion Chiefs and Assistant Chiefs will be paid at one and one-half times their regular rate of pay when required to work on the following holidays:
 - 7:00 a.m. on Easter Sunday to 7:00 a.m. on the day after Easter
 - 7:00 a.m. on Thanksgiving Day and 7:00 a.m. on the day after Thanksgiving
 - 7:00 p.m. on Christmas Eve and 7:00 p.m. on Christmas Day
- (6) Correctional Lieutenants and Captains will be paid at one and one-half times their regular rate of pay for hours actually worked on the following holidays:
 - Thanksgiving Day
 - Christmas Day
 - July 4th
 - Labor Day
- (7) Employees paid in accordance with the DS Schedule will be paid at time and one-half when required to work on the following holidays:
 - Night Shift on Christmas Eve
 - Day or night shift Christmas Day
 - Day or night shift Thanksgiving Day
 - July 4th

(d) Premium Compensation for Police Lieutenants, Captains and Majors.

- (1) Police Lieutenants assigned to the following divisions shall be paid an annual premium compensation paid quarterly in the following amounts:
 - (i) The Department's Hostage Negotiators – ~~[[\\$825]]~~ \$1650 annually.
 - (ii) The department's honor guard - \$220.00 annually.
- (2) Police Lieutenants shall be paid a premium compensation of ~~[[\\$1,100]]~~ \$1,650 annually, paid quarterly, except for Lieutenants assigned as watch commanders.
- (3) ~~[[Police Lieutenants who meet certain fluency criteria as established by the staff of Howard Community College or any other certification process deemed appropriate by the Police Department for the Spanish and Korean languages and who maintain this certification through an annual testing process will receive an annual premium of \$1200, paid quarterly.]]~~ POLICE LIEUTENANTS FLUENT IN THE FOLLOWING LANGUAGES SHALL BE PAID A PREMIUM COMPENSATION BASED ON THE BELOW QUALIFICATIONS:
 - (I) EMPLOYEES WILL BE PAID \$3,000 ANNUALLY WHEN THEY HAVE TESTED FLUENT IN SPANISH, KOREAN, OR CHINESE LANGUAGES AS DESIGNATED BY THE CHIEF OF POLICE AND PROVIDE TRANSLATION SERVICES FOR DEPARTMENT BUSINESS. THE CRITERIA FOR FLUENCY AS DETERMINED BY THE CHIEF OF POLICE WILL BE PREDICTED ON A STATE, REGIONAL, OR NATIONAL EVALUATION INSTRUMENT OR A STANDARD DEVELOPED BY AN INSTITUTION OF HIGHER EDUCATION.
 - (II) EMPLOYEES WILL BE PAID AN ADDITIONAL \$1,000 ANNUALLY IF THEY HAVE TESTED AT A SUPERIOR LEVEL OF FLUENCY IN SPANISH, KOREAN, OR CHINESE LANGUAGES AND HAVE SUCCESSFULLY COMPLETED STATE REQUIREMENTS TO BECOME COURT

CERTIFIED. THE DEPARTMENT WILL DETERMINE THE NUMBER OF COURT CERTIFIED OFFICERS AND THE SELECTION PROCESS FOR COURT CERTIFICATION ELIGIBILITY.

- (4) POLICE LIEUTENANTS WILL BE PAID \$1,100 ANNUALLY WHEN THEY HAVE TESTED FLUENT IN ANY LANGUAGE NOT LISTED ABOVE DESIGNATED BY THE CHIEF OF POLICE AND PROVIDE TRANSLATION SERVICES FOR DEPARTMENT BUSINESS. THE CRITERIA FOR FLUENCY AS DETERMINED BY THE CHIEF OF POLICE WILL BE PREDICTED ON A STATE, REGIONAL, OR NATIONAL EVALUATION INSTRUMENT OR A STANDARD DEVELOPED BY AN INSTITUTION OF HIGHER EDUCATION.
- (((4)))5) Employees earning premium compensation under this section shall be ineligible for Standby pay.
- (((5)))6) A Police Lieutenant, Captain or Major who successfully passes two or fewer components of the Department's voluntary fitness program shall receive one hundred and twenty-five dollars (\$125.00) for each testing component they pass. If they pass three or more of the testing components, they shall receive one hundred fifty dollars (\$150.00) for each testing component. The maximum amount for passing all four components is six hundred dollars (\$600.00).

(e) *Management Employees of Department of Fire and Rescue Services.*

- (1) *Paramedic, EMT-P, EMT-I, CRT and Preceptor Pay*
 - (i) Paramedic or EMT-P. An Assistant Chief, Battalion Chief or Fire Captain who is a qualified Howard County paramedic shall receive a paramedic premium of a flat rate of \$7,000 annually. Failure to maintain EMT-P registration will result in forfeiture of paramedic premium pay.
 - (ii) EMT-I or CRT. An Assistant Chief, Battalion Chief or Fire Captain who is a qualified Howard County Emergency Medical Technician-Intermediate (EMT-I) or a Cardiac Rescue Technician (CRT) shall receive a flat rate of \$2,500 annually.
 - (iii) Preceptor. An Assistant Chief, Battalion Chief or Fire Captain who is assigned to precept other employees of the department in the EMT-P, EMT-I, and CRT shall receive a flat rate of \$5.00 per hour, added to base, while engaged as a preceptor.
- (2) *Community Relations Unit.* A Battalion Chief or Fire Captain assigned to the Community Relations Unit shall receive day shift premium pay of \$4,000.
- (3) ~~[[Fire Investigative Unit]]~~ FIRE MARSHALL'S OFFICE. ~~[[A]]~~ AN ASSISTANT CHIEF, Battalion Chief or Fire Captain assigned to the ~~[[Fire Investigative Unit]]~~ FIRE MARSHALL'S OFFICE shall receive ~~[[a clothing allowance of \$1,000 per year and an additional]]~~ \$1,000 per year while serving in this unit TO BE ADDED TO THE BASE PAY.
- (4) *Special Operations Pay.* An Assistant Chief, Battalion Chief or Fire Captain who is assigned to the regional search and rescue team or the special operations team shall receive ~~[[a flat rate of]]~~ \$1,000 ~~[[annually]]~~ PER YEAR TO BE ADDED TO THE BASE PAY.
- (5) FIRE CAPTAINS ASSIGNED TO WORK A DAY WORK SCHEDULE AND NOT ASSIGNED A TAKE HOME VEHICLE SHALL RECEIVE A \$4,000 PER YEAR DAY WORK PREMIUM ADDED TO THE BASE PAY.
- (((5)))6) Specialty pay received by management employees of the Department of Fire and Rescue Services shall be PRORATED ON AN ANNUAL BASIS AND added to the employee's base wage.
- (((6)))7) *Physical Fitness Pay.* Fire management employees in the classes of Assistant Chief, Battalion Chief and Fire Captain shall be eligible for an annual \$250.00 annual physical fitness allowance.
- (((7)))8) *Detail Pay.* A Fire Captain who is detailed to a station different than that to which they

are normally assigned shall receive \$20.00 additional pay for each shift detailed, in accordance with Department detail guidelines.

(f) *Emergency Communication Supervisors*

- (1) *Clothing Allowance* - Emergency Communication Supervisors shall receive a maximum of \$30 Per Month for uniform cleaning services.
- (2) *Language Fluency Pay For Emergency Communications Supervisors* – Emergency Communication Supervisors will be paid \$3,000 annually when they have tested fluent in Spanish, Korean or Chinese languages or \$1,200 annually for other languages, specifically approved by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional or national evaluation instrument or a standard developed by an institution of higher education.

(g) *Commercial Driver's License Premium*

Employees in the job classification of Operations Leader I shall be eligible to receive a premium of \$0.30 per hour for possession of a current and valid Commercial Driver's License issued by the State of Maryland and maintained in accordance with departmental policy, when required by job assignment. The CDL premium shall be added to base hourly wage. Failure to maintain the CDL license shall result in forfeiture of CDL premium pay.

(h) *Uniformed Supervisory Employees in the Department of Corrections*

Correctional employees in the job classifications of Correctional Captain, Correctional Lieutenant and Correctional Supervisor I:

- (1) shall be eligible for an annual stipend of one-hundred fifty dollars (\$150.00) for clothing and equipment replacement, repair and alteration; and
- (2) shall receive an additional \$.75 per hour, for all hours worked, after having completed ten (10) years of continuous service with the Department of Corrections.
- (3) Effective January 1, 2015, shall receive \$1.00 an hour above their base hourly rate for all hours worked, after having completed fifteen (15) years of continuous service with the Department of Corrections.

(i) *Uniformed Employees In The Sheriff's Office Paid in Accordance with the DS Schedule*

Sheriff's Office employees in the Job Classifications of Security Officer II, Security Officer III, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff shall receive:

- (1) a quarterly clothing allowance of \$350 when assigned as full time warrant detectives;
- (2) \$50 per diem when assigned to field officer training duties for at least 4 hours a day;
- (3) \$400 annually when assigned to the honor guard detail;
- (4) \$1,600 annually when assigned as a warrant detective or as a Domestic Violence Deputy;
- (5) \$500 annually when assigned as full time Duty Officer or MPTC Certified Instructor
- (6) \$3,000 for fluency in Spanish, Korean or Chinese and providing translation services.
- (7) \$1,100 for fluency in language other than above and providing translation services.
- (8) \$1,000 annually when assigned as Firearm Instructor or CDL Operator.

(j) *Clothing Allowance for Police Lieutenants and Captains*

Police Lieutenants the Captains shall be eligible for quarterly payments of \$330 for full time plainclothes assignments requiring business attire, \$264 for non-business attire assignments, and \$132 for part time plainclothes assignments.

(k) *Supplemental Pay for State Health Department Positions*

For retention purposes, and as authorized in the budget, the Personnel Officer may establish supplemental pay for certain State Health Department positions, including; the Director of Substance Abuse Services, the Deputy Health Officer, Sanitarians and the Director of Policy and

Planning.

Stand-by Pay

- (a) *Stand-by Pay Authorized.* Except as otherwise provided in a collective bargaining agreement, the county will pay an employee stand-by pay if:
- (1) the employee is specifically assigned to stand-by status within the department;
 - (2) central communications is notified that the employee is the designated person of contact under certain defined circumstances, for the department; and
 - (3) the employee is accessible for contact by central communications or the department to respond immediately or within a reasonable time to a request to provide a service.
- (b) *How Paid.*
- (1) an employee officially assigned to standby shall receive two (2) hours of pay at the straight time rate for the stand-by period between the employee's regularly scheduled work shift, or for *each* 24 hour standby period between work shifts except employees paid according to the DS Schedule shall receive three (3) hours of pay at the straight rate.
 - (2) stand-by pay shall be in addition to pay for any hours actually worked in between regular work shifts, such as when an employee is called in to report.
- (c) *Stand-by Status Not Hours Worked.* Stand-by pay is a payment for remaining available to work for the county. The stand-by period is not considered hours worked for purposes of leave accrual, overtime, or other FLSA computation. Wearing a county assigned cell phone or beeper does not, of itself, constitute being on stand-by status.
- (d) *Failure to Remain Available or Report.* An employee who is on stand-by status is subject to discipline if the employee is not available for contact or fails to report as requested.

Acting Duty Pay.

- (a) *Acting Appointments.* An appointing authority may make an acting appointment if there is a temporary vacancy in an authorized budgeted position. Employees who have been appointed in an acting capacity to a higher graded position and have served in that capacity for 21 calendar days or longer shall be compensated retroactively to the first day of appointment to the acting capacity in the higher grade at either the minimum base hourly rate of the higher grade or at 5% above their current annualized base rate, whichever is greater. However, employees paid according to the DS Schedule shall be compensated at 6% above their regular rate or the minimum of the acting grade, whichever is higher, after seven consecutive work days in a higher pay grade to qualify for acting duty pay.
- (b) *Conditions.* Acting duty pay shall be subject to the following conditions:
- (1) The higher graded position is temporarily vacant because there is no incumbent in the position or because the incumbent is on approved leave for purposes other than vacation;
 - (2) The employee meets the minimum qualification for the higher graded position;
 - (3) The employee is assigned and performs the full responsibilities of the vacant or newly created position;
 - (4) The appointing authority has submitted appropriate forms, signed by the employee, indicating the first day, the 21st day and, when known, the last day of the acting appointment;
 - (5) Merit increases during the period of acting duty shall be to the employee's permanent base

- hourly rate of pay;
- (6) An employee who is permanently appointed to the position in which he or she is acting or an employee who had been serving in an acting appointment is permanently appointed to a different higher graded position shall receive a promotional increase based on the employee's permanent base hourly rate of pay, rather than on any acting duty pay; and
 - (7) There are sufficient budgeted funds to pay for the cost of the acting duty pay.

Overtime and Compensatory Time.

- (a) *Paid Leave is Time Worked.* For the purpose of computing overtime or compensatory time, paid leave is considered time worked.
- (b) *Subject to Available Funds.* In order to pay overtime rather than grant compensatory time, a department must have sufficient budgeted funds available.
- (c) *Work Periods Adjusted.* If an employee works longer on any given day than the employee's regularly scheduled workday, the appointing authority may adjust the remainder of the employee's work period so that the employee does not work more than his/her regularly scheduled hours of work during that work period.
- (d) *Employees Covered by Collective Bargaining Agreements.* Employees covered by collective bargaining agreements shall be paid overtime pursuant to the provisions of the collective bargaining agreements.
- (e) *Situational Pay for Non-uniformed, Non-union Employees.* When there is a threat or occurrence of an emergency, special event, or other similar situation, the Chief Administrative Officer may authorize payment to an employee who staffed the Emergency Operations Center or who worked in response to the emergency, special event, or other similar situation for hours worked that the employee would have otherwise been off. Payment shall be monetary and shall not be in the form of compensatory time unless authorized by the Chief Administrative Officer. Payment shall be computed at the following rate; one and one-half times the regular hourly rate for non-exempt employees and at the straight hourly rate for FLSA exempt employees. Employees covered by collective bargaining agreements shall be paid for hours worked under this subsection pursuant to the provisions of the collective bargaining agreements.
- (f) *Employees Exempt from Fair Labor Standards Act.*
 - (1) Except as otherwise provided in this subsection, supervisors in Grades J and below shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hours per week.
 - (2)
 - (i) Police Lieutenants shall be paid overtime time at the rate of 1.5 hour's pay for each hour worked in excess of the assigned work schedule.
 - (ii) For purposes of computing overtime under this paragraph:
 - a. A Police Lieutenant who is called in to work outside his or her regular shift shall be credited with all hours worked, but not less than 4 hours; and
 - b. A Police Lieutenant who is required to attend court or otherwise meet with government attorneys outside his or her regular shift shall be credited with all hours of court time, but not less than 3 hours.
 - c. A Police Lieutenant who is assigned to a detail of at least fifteen (15) minutes but less than three (3) hours during off-duty hours shall receive a minimum of three (3) hours of pay or compensatory time at the overtime (1.5x) rate when the assignment is approved in advance.
 - d. Police Lieutenants who are required to report to work when the county

offices are closed for normal operations by the county executive shall be compensated at the 1.5x rate for the hours actually worked during the duration of such closing.

- (iii) Police Lieutenants may accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, not to exceed 80 hours.
- (3) A Police Services Supervisor I who is called in to work hours which are not contiguous to their regular shift shall receive a minimum of 4 hours pay at the overtime rate. Such employees officially assigned to stand-by status shall receive minimum call-in pay, in addition to their stand-by pay, for the first call-in during any one stand-by period. Any additional required work time during the same stand-by period shall be paid as overtime (i.e. time and one-half) for actual hours worked. Pay shall start when the supervisor receives notice to report to work.
- (4) Emergency Communication Supervisors:
 - (i) Required to work when the County offices are closed for normal operations by the County Executive shall be compensated at the 1.5X rate for the hours actually worked during the duration of such closing;
 - (ii) Called in to work hours which are not contiguous to their regular shift shall receive a minimum of 4 hours pay at the overtime rate. If canceled after they leave their residence, but prior to arriving at the worksite, they shall receive one hour of pay at the overtime rate;
 - (iii) Required to attend court as a result of a work related incident, or give a work related deposition during non-scheduled working hours, will be compensated at a minimum of three hours at the overtime rate;
 - (iv) Required to attend meetings, or represent the Department on committees during non-scheduled working hours will be compensated at a minimum of three hours of pay at either the overtime rate, or the regular rate of pay, dependent upon the employees work hours for that week. Eligibility for, and applicability of, detail pay must be approved in advance of the event by the Division Commander or above.
 - (v) May accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, not to exceed 80 hours.
- (5) Regarding Fire Captains, Battalion Chiefs and Assistant Chiefs:
 - (i) Fire Captains shall be paid overtime or earn compensatory leave at one and one-half times their regular hourly rate for hours worked in excess of the regular hours in the employee's workweek;
 - (ii) Battalion Chiefs shall be paid overtime or earn compensatory leave at the straight rate for the first five hours worked over their regular workweek and shall be paid overtime or earn compensatory leave at time and one-half for all hours in excess of the regular hours in the employee's workweek.
 - (iii) Fire Assistant Chiefs are not eligible for overtime. Fire Assistant Chiefs may accrue compensatory time or additional straight time at an hour-for-hour rate for each hour worked in excess of the regular hours in the employee's work week.
 - (iv) Fire Captains may accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, not to exceed 80 hours. Fire

Battalion Chiefs and Assistant Chiefs shall not accrue more than 80 hours of compensatory time.

- (6) Employees paid according to the DS Schedule shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hours per week. In addition, for purposes of computing overtime, employees paid according to the DS Schedule shall receive:
 - (i) A minimum of 4 hours pay at time and one-half when called in to work outside of their regular shift, starting when the employee receives notification.
 - (ii) One hour of pay at time and one-half when off-duty and contacted by a supervisor and the employee spends a minimum of 30 minutes attempting to resolve an issue.
 - (iii) Three hours of pay at time and one-half when required to attend work related court, hearings, depositions or meet with attorneys outside of their regular schedule. If contiguous to their regular shift they shall receive time and one-half for all hours worked, except for their shift hours.
 - (iv) Three hours of pay at time and one-half when assigned to a detail of at least 15 minutes but less than 3 hours during off-duty hours which are not contiguous to the employee's regular shift.
 - (v) Time and one-half pay for all hours worked during the closing of County Offices during an event declared by the County Executive.
 - (7) Correctional Captains shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hours per week.
 - (8) Except as provided in paragraphs (1) - (5) of this subsection, a merit system employee who is exempt from the coverage of the Fair Labor Standards Act, except those identified in Section 1.111(b) "Exempt Service" of the Howard County Code, shall be granted compensatory time, on an hour for hour basis, for all hours worked in excess of 40 hours per week, to a maximum of 80 hours.
 - (9) Upon termination or retirement, a merit system employee who is exempt from the coverage of the Fair Labor Standards Act shall be paid at the hourly rate in effect at the time of separation for accumulated compensatory hours, not to exceed 80.
- (G) *Employees Covered by Fair Labor Standards Act*
- (1) Except as provided in paragraph (2) of this subsection, employees covered by provisions of the Federal Fair Labor Standards Act shall be paid overtime or granted compensatory time at the rate of 1.5 hours pay or 1.5 hours of compensatory time for each hour worked in excess of 40 hours per week.
 - (2) If a supervisor fails to arrange compensatory time off within 60 days of accrual, the employee may request compensatory pay in lieu thereof.

Involuntary Separation Pay

(a) *Scope of Section.* This section applies to a Classified Employee or an Executive Exempt employee who:

- (1) Is dismissed from employment for reasons other than those listed in Section 1.115(b) of the County Code;
- (2) Did not voluntarily resign or retire; and
- (3) Did not leave employment for any reason relating to inability to perform full range of essential job functions.

This section shall not apply to employees who failed to return from an approved leave of absence within the specified time.

(b) *Notice or Payment In-Lieu-of Notice.* An appointing authority shall give an employee:

- (1) At least two weeks' advance notice of a separation from employment; or
- (2) Additional pay under this section so that the employee receives a combination of two weeks' notice and pay-in-lieu thereof.

(c) *Involuntary Separation Pay Authorized; Amount.*

- (1) The County shall pay an employee involuntary separation pay, not to exceed 10 weeks, in accordance with this subsection.
- (2) The amount of involuntary separation pay, based on length of service shall be as follows:

Length of Service	Weeks of Involuntary Separation Pay
1-3 years	1 week
4-7 years	3 weeks
8-10 years	6 weeks
Over 10 years	10 weeks

(d) *Release Form.* In order to be eligible to receive involuntary separation pay under this section, an employee shall sign a release form as prescribed by the Personnel Officer.