

Introduced 5/1/17
Public Hearing 5/15/17
Council Action 5/24/17
Executive Action 6/1/17
Effective Date 8/1/17

County Council of Howard County, Maryland

2017 Legislative Session

Legislative Day No. 7

Bill No. 38 -2017

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

AN ACT amending the Classification Plan for Howard County; amending certain class descriptions; providing for the application of this Act; and generally relating to amendments to the Howard County Classification Plan.

Introduced and read first time May 1, 2017. 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 the Charter, the Bill was read for a second time at a public hearing on May 15, 2017.

By order Jessica Feldmark
Jessica Feldmark, Administrator

This Bill was read the third time on May 24, 2017 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 26th day of May, 2017 at 4 a.m. (p.m.).

By order Jessica Feldmark
Jessica Feldmark, Administrator

Approved Vetoed by the County Executive June 1, 2017

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**, Section 706 of the Howard County Charter and Section 1.201 of the
2 Howard County Code provide for the adoption of and amendment to the Classification Plan for
3 Howard County, which describes the qualifications, duties, and general requirements for each
4 class of positions within County government; and
5

6 **WHEREAS**, this amendment to the Classification Plan:

- 7 1. Amends the classification description for the position of Administrative
8 Technician because that is no longer a position that reports to the County
9 Solicitor;
- 10 2. Removes certain obsolete typing requirements relative to the
11 licensure/certifications required for the positions of Administrative Aide,
12 Administrative Support Tech III, Administrative Support Tech II, and
13 Administrative Support Tech I;
- 14 3. Within public safety positions, amends the description for the positions of Police
15 Services Support Specialist, Police Services Support Supervisor II, Police Officer
16 (Probationary), Police Major, Police Captain, and Emergency Communications
17 Operator; and
- 18 4. ~~Amends the description for the position of Office Assistant II and the position of~~
19 Natural Resource Program Manager II.
- 20 4. Amends the description for the positions of Office Assistant II, Natural Resource
21 Program Manager II and Human Services Supervisor.

22
23 **WHEREAS**, under Section 1.201(c) of the County Code, the Classification Plan, and any
24 amendments thereto, are adopted by the County Council as attachments to the Council Bill
25 through which the County Council exercises its legislative action on the Classification Plan.
26

27 **NOW, THEREFORE,**
28

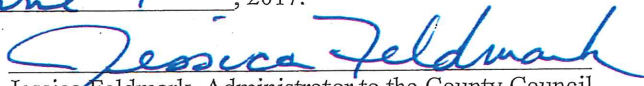
1 *Section 1. Be It Enacted by the County Council of Howard County, Maryland that it adopts*
2 *amendments to the Classification Plan of Howard County, as attached to this Bill.*

3 *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland,*
4 *that this Act shall apply beginning with the pay period that begins July 10, 2017.*
5

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

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on June 1, 2017.



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 _____, 2017.

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 _____, 2017.

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 _____, 2017.

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 _____, 2017.

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 _____, 2017.

Jessica Feldmark, Administrator to the County Council

Amendment 1 to Council Bill No. 38-2017

BY: Chairperson at the request
of the County Executive

Legislative Day No. 8
Date: May 24, 2017

Amendment No. 1

(This amendment makes a technical correction to add the position of Human Services Supervisor to the list of positions being amended.)

- 1 On page 1, strikes lines 18 and 19, inclusive and in their entirety and substitute:
2 “4. Amends the description for the positions of Office Assistant II; Natural Resource Program
3 Manager II and Human Services Supervisor.”.

ADOPTED 5/24/17
FAILED _____
SIGNATURE Jessica Feldman

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

County Council of Howard County, Maryland

2017 Legislative Session

Legislative Day No. 7

Bill No. 38 -2017

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

AN ACT amending the Classification Plan for Howard County; amending certain class descriptions; providing for the application of this Act; and generally relating to amendments to the Howard County Classification Plan.

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 the 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**, Section 706 of the Howard County Charter and Section 1.201 of the
2 Howard County Code provide for the adoption of and amendment to the Classification Plan for
3 Howard County, which describes the qualifications, duties, and general requirements for each
4 class of positions within County government; and

5
6 **WHEREAS**, this amendment to the Classification Plan:

- 7 1. Amends the classification description for the position of Administrative
8 Technician because that is no longer a position that reports to the County
9 Solicitor;
- 10 2. Removes certain obsolete typing requirements relative to the
11 licensure/certifications required for the positions of Administrative Aide,
12 Administrative Support Tech III, Administrative Support Tech II, and
13 Administrative Support Tech I;
- 14 3. Within public safety positions, amends the description for the positions of Police
15 Services Support Specialist, Police Services Support Supervisor II, Police Officer
16 (Probationary), Police Major, Police Captain, and Emergency Communications
17 Operator; and
- 18 4. Amends the description for the position of Office Assistant II and the position of
19 Natural Resource Program Manager II.

20
21 **WHEREAS**, under Section 1.201(c) of the County Code, the Classification Plan, and any
22 amendments thereto, are adopted by the County Council as attachments to the Council Bill
23 through which the County Council exercises its legislative action on the Classification Plan.

24
25 **NOW, THEREFORE,**

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

1 *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland,*
2 *that this Act shall apply beginning with the pay period that begins July 10, 2017.*

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



No.	Class Title	Class Description	Min. Educ.	Min. Exper.	Lisc./Cert.	FLSA
1412	ADMINISTRATIVE TECHNICIAN	Performs senior secretarial or routine paralegal work, which may include supervisory responsibility, under general supervision from an administrative or technical superior. Work typically involves independent and confidential secretarial work as the appointed secretary to [[the County Solicitor or]] a Circuit Court Judge; or work may involve writing briefs, conducting research and providing other paralegal support to a legal staff.	Associate Degree	3 years	Certification by the American Bar Association	N
1411	ADMINISTRATIVE AIDE	Performs advanced technical level administrative support work, which may include supervisory responsibility, under general supervision from an administrative or technical superior. Work typically involves administrative support, technical tasks and secretarial work assisting legal staff or an executive level government official. Applies bookkeeping, accounting and data processing principles to accounting and financial record keeping and reporting systems at the advanced technical level. Work at this level may also include independent responsibility for a significant administrative or clerical process.	Associate Degree	2 Years	[[Certified typing score of 50 WPM]]	N
1409	ADMINISTRATIVE SUPPORT TECH III	Performs advanced technical level administrative support work, which may include supervisory responsibility, under general supervision from an administrative or technical superior. Work typically involves performing responsible clerical and secretarial work essential to the successful operation of a specialized function. Work may also include supervision of data entry staff and coordination and work scheduling of the data entry function. Work at this level may also include independent responsibility for a moderately complex clerical process.	High School Diploma or GED	4 Years	[[Certified typing score of 50 WPM]] MILES/NCIC Authorization	N

1407	ADMINISTRATIVE SUPPORT TECH II	Performs intermediate technical level administrative support work under general supervision from an administrative or technical superior. Work typically involves performing clerical and secretarial work, such as data entry and document management, file maintenance of secure and confidential records, and public contact and service. Work may also include accounting clerical tasks such as bookkeeping, keeping of financial and other important records; preparing vouchers for payment; documenting and depositing cash receipts; and controlling, recording, and storing data. Work at this level may also include independent responsibility for a routine clerical process.	High School Diploma or GED	3 Years	[[Certified typing score of 50 WPM]] MILES/NCIC Authorization	N
1405 *	ADMINISTRATIVE SUPPORT TECH I	Performs technical level administrative support work under general supervision from an administrative or technical superior. Work typically involves performing skilled clerical, stenographic, and typing tasks but may also include determination of weights at a sanitary landfill; collecting fees; operating scales and cash registers; keeping records of materials and money received; and performing routine clerical tasks in an accounting environment.	High School Diploma or GED	2 Years	Must meet Howard County Government's bonding requirements [[Certified typing score of 40 WPM]]	N

No.	Class Title	Class Description	Min. Educ.	Min. Exper.	Lisc./Cert.	FLSA
2118	POLICE SERVICES SUPPORT SPECIALIST	Performs intermediate professional level [[forensic chemistry]] INVESTIGATIVE SUPPORT work which may include supervisory responsibility. WORK MAY INCLUDE [[Performs]] chemical testing, analysis and determination of unknown substances in support of criminal investigations; ANALYSIS OF TRAFFIC AND CRIMINAL INTELLIGENCE INFORMATION; PREPARING, GIVING AND INTERPRETING POLYGRAPH EXAMINATIONS. [[Maintains laboratory and chain of custody protocol.]] May testify as an expert witness.	Bachelor Degree	1 Year	Cert. by the MD ST Dept of Health and Mental Hygiene to perform tests in accordance W/COMAR 10.10..09 MILES/NCIC Authorization	E
2117	POLICE SERVICES SUPPORT SUPERVISOR II	Performs supervisory level and advanced police services support work under general supervision from an administrative or technical superior. Work includes responsibility for a [[24-hour police records operation]] POLICE RECORDS SHIFT and for all [[division]] personnel, equipment and criminal records, incident and accident reports, and reproduction services for the department.	Associate Degree	3 Years	N/A	E

No.	Class Title	Class Description	Min. Educ.	Min. Exper.	Lisc./Cert.	FLSA
7762	Police Officer (Probationary)	<p>This is public protection/community service work at the trainee and probationary level. Recruits learn basic police methods, legal requirements for the prevention, detection and investigation of offenses and other irregularities and methods for the apprehension and prosecution of offenders. An employee in this class attends a Police Academy and must satisfactorily complete the prescribed courses of academy classroom instruction and Howard County field training. Police Officer (Probationary) is a trainee and probationary class for eighteen months. Employees who do not perform satisfactorily may be terminated at any time by the Chief of Police; employees who satisfactorily complete the probationary period shall be classified as Police Officers. Contacts with others are frequent, including contact with public, members of the police department and personnel of other government agencies.</p>	<p>An Associates Degree or a minimum sixty (60) college credits from an accredited college or university. No experience equivalency except that-two years actively engaged in military service OR POLICE SERVICE may be substituted for the required education on a year for year basis.</p>	<p>Minimum age of 21 years prior to the announced date of the swearing in ceremony associated with completion of the training academy</p>	<p>CLASS C Maryland Driver's License or equivalent issued by state of residence.</p>	<p>N</p>

No.	Class Title	Class Description	Min. Educ.	Min. Exper.	Lisc./Cert.	FLSA
2127	POLICE MAJOR	Performs advanced administrative police operations work under executive level direction from the Chief of Police. Work includes operating a significant group of Departmental units and personnel, such as administrative services or field operations; assists in establishing Departmental policies, goals and objectives; and has primary responsibility for ensuring that these policies, goals and objectives are implemented in an effective and efficient manner. Work also includes budgetary and fiscal responsibility over a significant number of Departmental activities.	Bachelor Degree (NO EXPERIENCE OR CREDIT EQUIVALENCY) Graduation from the Supervisory and Admin. courses mandated by the MD Police Training Commission or equivalent courses Graduation from a recognized program of police admin. and mgmt (e.g., National FBI Academy)	Satisfactory performance at the level of Howard County Police Captain for at least 1 year 3 years admin. and mgmt. experience	Basic law enforcement training as issued by a Maryland Law Enforcement Agency Class C Maryland Driver's License	E

No.	Class Title	Class Description	Min. Educ.	Min. Exper.	Lisc./Cert.	FLSA
2125	POLICE CAPTAIN	Performs mid-management level and advanced police operations work under administrative direction. Work includes responsibility for the efficient operation of a major division typically comprised of several sections or a high level administrative position within the Police Department; and assisting in formulating and implementing Departmental goals and objectives. Work also includes being responsible for a significant segment of the Department's personnel, property, equipment and budget.	Bachelor Degree (NO EXPERIENCE OR CREDIT EQUIVALENCY) Graduation from both the Supervisory and Admin. courses mandated by the MD Police Training Commission or equivalent courses	Satisfactory performance within the grade of Police Lieutenant for at least 1 year	Basic Law enforcement training as issued by a MD law enforcement agency Class C MD Driver's License	E
2301	EMERGENCY COMMUNICATIONS OPERATOR	Performs technical level emergency communications under general supervision from a technical superior. Work includes receiving, routing and transmitting information on both an emergency and non-emergency basis via telephone, radio, teletype, computer terminal and other communications equipment or performing emergency dispatch work at the trainee level during a one year probationary period.	High School Diploma or GED	0 years Must pass a criminal background check Must be able to type at a rate of [[25]] 40 WPM	Miles/NCIC AUTHORIZATION EMD CPR Hazmat Awareness MD Emergency Telecommunications Specialist	N

No.	Class Title	Class Description	Min. Educ.	Min. Exper.	Lisc./ Cert.	FLSA
1403 *	OFFICE ASSISTANT II	Performs administrative support work under general supervision from an administrative or technical superior. Work may include organizing, storing and maintaining records and books; processing mail; transcribing data using data entry and verifying equipment; and a variety of clerical and manual tasks [[, such as carrying mail, messages, documents, and other materials]]; preparing materials for mailing; and operating automotive equipment.	High School Diploma or GED	1 Year	Class C Driver's License MILES/NCIC Authorization	N

No.	Class Title	Class Description	Min. Educ.	Min. Exper.	Lisc./ Cert.	FLSA
5127	NATURAL RESOURCE PROGRAM MANAGER II	Performs mid management and advanced level natural resources work, which may include supervisory responsibility, under general supervision from an administrative or technical superior. Work may include developing natural resource management plans, managing natural resource field operations and regulation implementation and compliance. Work may also include providing technical direction related to natural resource/ecosystem management, developing natural resource policies and procedures, and overseeing county-wide deer, [[or]]-other wildlife management OR EDUCATIONAL programs.	Bachelor Degree	2 years	N/A	E

No.	Class Title	Class Description	Min. Educ.	Min. Exper.	Lisc./ Cert.	FLSA
5212	HUMAN SERVICES SUPERVISOR	Performs advanced professional level human services work, which [[may include]]INCLUDES supervisory responsibility, under general supervision from a senior manager. Work typically includes supervision of a Division within the Department Community Resources and Services providing a major grouping of citizen services involving multiple sites, such as senior centers, or providing guided access to a broad array of supportive social and health services and resources for target populations. Work may also include negotiating and administering grants; preparing budgets; designing instruments for use in data gathering; and contacts with public, health, and social service agencies in support of programs.	Bachelor Degree	4 yrs.	N/A	E

Amendment 1 to Council Bill No. 38-2017

BY: Chairperson at the request
of the County Executive

Legislative Day No. 8
Date: May 24, 2017

Amendment No. 1

(This amendment makes a technical correction to add the position of Human Services Supervisor to the list of positions being amended.)

- 1 On page 1, strikes lines 18 and 19, inclusive and in their entirety and substitute:
- 2 “4. Amends the description for the positions of Office Assistant II, Natural Resource Program
- 3 Manager II and Human Services Supervisor.”.



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 amending the classification plan for certain class descriptions and certain educational and experience requirements.

The changes to the class plan affect:

1. Administrative Technician-removed the wording "the County Solicitor"; the classification for the appointed secretary to the County Solicitor is now an Administrative Assistant.
2. Administrative Aide, Administrative Support Technician I, II, III-removed the certified typing score requirement. It is no longer included on the job descriptions as the County does not have a test to administer.
3. Police Services Support Specialist-revised the class description to include examples of the various duties performed by the classification.
4. Police Services Support Supervisor II-revised the class description to update duties performed by the classification.
5. Police Officer (Probationary)- added "or police service" to the minimum experience requirements to cover applicants who cannot come in as a lateral because the former agency is not MPCTC certified and the applicant would not meet the minimum requirements because they do not have the necessary college or military experience.
6. Police Captain & Major-added "no experience or credit equivalency" for clarification of minimum education requirements.
7. Emergency Communication Operator-changed the words per minute (WPM) requirement from 25 to 40.

8. Office Assistant II-removed duties that are no longer performed by the classification.
9. Natural Resource Program Manager II-added the word "education" programs to include positions with in the classification that work in the educational area.
10. Human Services Supervisor-changed the wording in the class description to clarify that the classification does supervise.

The requested changes will not have a fiscal impact.

cc: Jennifer Sager