

Introduced 6/5/17
Public Hearing 6/19/17
Council Action 7/3/17
Executive Action 7/10/17
Effective Date 9/1/17

County Council of Howard County, Maryland

2017 Legislative Session

Legislative Day No. 9

Bill No. 57 -2017

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

AN ACT amending the Pay Plan for Howard County; removing certain Security Officer positions; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time June 5, 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 Charter, the Bill was read for a second time at a public hearing on June 19, 2017.
By order Jessica Feldmark
Jessica Feldmark, Administrator

This Bill was read the third time on July 3, 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 10th day of July, 2017 at 3 a.m./p.m.
By order Jessica Feldmark
Jessica Feldmark, Administrator

Approved Vetoed by the County Executive July 10, 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**, 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 Pay Plan needs to be amended to remove references to Security Officer
11 II and Security Officer III because those positions are being combined into the position of
12 Security Officer; and
13

14 **WHEREAS**, this change is consistent with changes proposed to the Classification Plan
15 in Council Bill No. 52-2017.
16

17 **NOW, THEREFORE,**
18

19 ***Section 1. Be It Enacted*** by the County Council of Howard County, Maryland that the following
20 sections of the Pay Plan of Howard County are amended as more specifically shown in the
21 attachment to this Bill:

- 22 1. *Amends a footnote after the General Salary Schedule, effective July 10, 2017;*
23 2. *Amends a footnote after the General Salary Schedule, effective January 8, 2018;*
24 3. *Amends a specialty pay for Uniformed Employees in the Sherriff's Office; and*
25 4. *Amends the list of Classification Codes and Pay Grades for State-Authorized Exempt*
26 *Employees.*
27

28 ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
29 that all other provisions of the Pay Plan of Howard County, as passed by Council Bill No 37-
30 2017, shall remain in full force and effect.

1 **Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland,
2 *that, the provisions of this Act shall apply beginning with the pay period that begins after the*
3 *effective date of this Act.*

4

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

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	188,73
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 [III], 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
Effective 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	233,924

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 [III], 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

Specialty Pays.

(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.

Position Classification Codes and Pay Grades for State-Authorized Exempt Employees

Class Code	Classification	Pay Grade
1301	Administrative Analyst I- Office of the State's Attorney	I
1305	Senior Administrative Analyst - Office of the State's Attorney	L
1413	Administrative Assistant - Assistant to the Chief Judge of the Circuit Court; Assistant to the State's Attorney	I
1412	Administrative Technician - Judicial Secretary	H
1411	Administrative Aide -Soil Conservation	G
1403	Office Assistant II - Law Library Assistant	C
1407	Administrative Support Technician II- Soil Conservation	E
1515	Deputy Attorney - Office of the State's Attorney	P
1513	Master in Chancery	P
1511	Principal Attorney - Office of the State's Attorney	O
1509	Circuit Court Administrator	P
1507	Senior Attorney - Office of the State's Attorney	N
1505	Attorney - Office of the State's Attorney	M
1504	Entry Level Attorney - Office of the State's Attorney	L
1503	Legal Support Services Specialist - Judicial Law Librarian; Jury Commissioner	I
1501	Legal Support Services Technician - Judicial Reporter; Judicial Law Clerk	G
2413	Chief Deputy Sheriff	L
2411	Lieutenant Deputy Sheriff	DS 6
2409	Sergeant Deputy Sheriff	DS 5
2407	Corporal Deputy Sheriff	CS 2
2405	Deputy Sheriff	CS 1
[[2404	Security Officer III	DS 2]]

Class Code	Classification	Pay Grade
[[2403	Security Officer II	DS 1]]
2404	SECURITY OFFICER	DS 2
3211	Planning Manager - Soil Conservation District Coordinator	M
3111	Engineering Specialist I - Soil Conservation	K
5207	Human Services Specialist I - Family Support Services Coord.	H
5209	Human Services Specialist II- Office of the State's Attorney	J
5211	Human Services Specialist III - Circuit Court	K

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on July 10, 2017.

Jessica Feldmark
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