




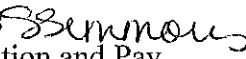
Howard County

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: May 1, 2018

The Administration is seeking Council approval for a bill adjusting the pay plan for Fiscal Year 2019.

The changes to the pay plan affect:

1. General Scale
 - a. Added a 2% across the board increase effective December 24, 2108. Fiscal Impact is approximately \$801,604.
 - b. Removed scale effective July 2017.
2. RLC Scale
 - a. Added a 2% across the board increase effective December 24, 2108. Fiscal Impact is approximately \$21,013.
 - b. Removed scale effective July 10, 2017.
3. Dispatchers and Emergency Communications Supervisors Scale
 - a. Added the pay scales effective December 24, 2018.
 - b. Removed scales effective July 1, 2017.
4. Union 3080 (Corrections) and Corrections Management
 - a. Added the pay scales effective December 24, 2018.
 - b. Removed scales effective July 1, 2017.
5. Union 3085
 - a. Added the pay scale effective December 24, 2018.
 - b. Removed scale effective July 10, 2017.
6. Union 3888
 - a. Added the pay scale effective December 24, 2018.

7. Union 1810
 - a. Added the pay scale effective December 24, 2018.
 - b. Removed scale effective July 1, 2017.
8. Fire and Fire Management
 - a. Added pay scales with effective dates December 24, 2018 and June 10, 2018.
These revisions and fiscal impact were approved last year.
 - b. Removed scales effective June 12, 2017 and December 25, 2107
9. Police, Police Sergeants, and Police Management
 - a. Added pay scales with effective date December 24, 2018.
These revisions and fiscal impact were approved last year.
 - b. Removed scales effective June 12, 2017.
10. Sheriff
 - a. Added the pay scale effective July 9, 2018.
These revisions and fiscal impact were approved last year.
 - b. Removed scale effective July 1, 2017.
 - c. Added the classification of Deputy First Class to the sections State-Authorized Exempt Employees and Local 131.
 - d. Corrected the pay grades for Deputy Sheriff and Corporal Deputy Sheriff in sections State-Authorized Exempt Employees and Local 131.
11. Overtime and Compensatory Time
 - a. (2)D-Police Lieutenants-corrected wording regarding pay for an emergency event.
 - b. (2)D iii-Police Lieutenants-added wording regarding compensatory time in the case of promotion to Police Captain.
 - c. (4)i-Emergency Communication Supervisors- corrected wording regarding pay for an emergency event.
 - d. (9)-Added “or appointment to an Executive Exempt position” regarding payout for compensatory time.
12. Removed Office Assistant I, Operations Worker I, Recreation Services Assistant I, and Human Services Aide from the section of Classified Service classification because the grades no longer exist.
13. Added the classification of Apprentice to the section listing classifications covered by Local 3085.

cc: Jennifer Sager