



Howard County
Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact
Statement – Council Bill No. _____

To: Lonnie Robbins
Chief Administrative Officer

Through: L. Todd Allen 
Human Resources Administrator

From: Art Griffin 
Chief, Classification and Pay

Date: October 3, 2011

The Administration is seeking Council approval for a bill adjusting the pay of two small subgroups of County employees: Correctional Lieutenants and Captains, supervisors of custody and security operations at the Detention Center; and Emergency Communication Supervisors, supervising dispatch operations within the Emergency Operations Center.

For Correctional Lieutenants and Captains, the bill will reduce the current shift differential premium from 5% to 3% for the evening shift and reduce the night shift differential from 7.5% to 5%. Commensurate with this reduction will be a 2% across the board increase in hourly rate for these employees. These are the same conditions provided in the FY 2012-13 Agreement with AFSCME Local 3080, the correctional officers supervised by the Lieutenants and Captains. The cost for this action is estimated to be about \$12,000 through the end of the fiscal year. The FY 2012 cost is derived from a \$4,000 savings from reduced shift differential rates while it will cost about \$16,000 for the 2% increase in base pay. The funds for this were included in the FY12 budget.

At the request of the Police Department, The Office of Human Resources undertook a pay study of the Emergency Communication Supervisors to determine if pay for this job class is internally equitable and competitive with the labor market for similar positions in other jurisdictions. For the most part, the Administration has kept pace with the dispatch union by passing on negotiated union improvements to these non-represented supervisors. One item of pay that a supervisor loses when promoted from dispatcher is Four Area Premium Pay, used as an inducement for a dispatcher to become knowledgeable and proficient in the work areas of call-taking, teletype operations, Police dispatch and

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Fire/Rescue dispatch and perform all of these functions. Recognizing that the supervisors must remain knowledgeable and proficient in these areas in order to effectively supervise these operations, the Administration is seeking to retain a 2% bonus for dispatch supervisors with regard to the Four Area Premium Pay. The cost of this award for the five employees affected is estimated to be \$4,000 through the remainder of the fiscal year. The costs can be absorbed in the FY12 budget.

Todd Allen and I will remain available to the Council to answer any questions relating to this legislation.

cc: Ray Wacks
Jennifer Sager