

Howard County Pay Plan

Fiscal Year 2012

Salary Schedules

Hourly rates for employees of Howard County are as provided in the General Salary Schedule, the Police Management Schedule, the Corrections Management Schedule, the Deputy Sheriff Schedule and the Fire Management Schedule 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; and
- (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 and
- (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.

CM Schedule FY 12 EFF. 7/1/2011

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM1	\$23.91	\$37.39
CM2	26.47	41.40

CM SCHEDULE FY 12 EFF.1/1/2012

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
CM1	\$24.39	\$38.14
CM2	27.00	42.23

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) Deputized employees in the Sheriff's Department who work
 - (i) A shift beginning between 12:59 PM and 5:59 PM shall receive a shift differential of 5% for all hours worked during the shift, or
 - (ii) An evening shift beginning at 6 PM or later shall receive a shift differential of 8.3% for all hours worked during the shift.
- (5) Sworn members of the Howard County Police Department are not eligible for shift differential pay, except that:
 - (i) Lieutenants who worked a shift beginning between 5:00 p.m. and 4:59 a.m. shall receive a shift differential increment of 8.3% over their base hourly rate of pay through December 31, 2011 and 6% over their base hourly rate of pay, effective January 1, 2012 and thereafter; and
 - (ii) Lieutenants who worked a shift beginning between 1:00 p.m. and 8:59 p.m. shall receive a shift differential increment of 5% per hour above their base hourly rate of pay through December 31, 2011 and 3% above their base hourly rate of pay effective January 1, 2012 and thereafter.
- (6) Emergency Communication Supervisors who work a shift beginning between 6:59 p.m. and 6:59 a.m. shall receive an 8.3% 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 A.M. WILL RECEIVE A SHIFT DIFFERENTIAL INCREMENT OF 5% OVER THEIR BASE HOURLY RATE OF PAY.

(f) *Emergency Communication Supervisors*

- (1) *Clothing Allowance* - Emergency Communication Supervisors Shall Receive A Maximum Of \$30 Per Month For uniform cleaning services.
- (2) *Health/Quality of Work-life Premium*- Emergency Communications Supervisors are eligible to receive an annual payment of \$499 as a health/quality of work-life premium.
- (3) *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.

- (4) *FOUR AREA PREMIUM PAY* – EMERGENCY COMMUNICATIONS SUPERVISORS WHO HAVE THE REQUISITE TRAINING, JOB KNOWLEDGE, AND EXPERIENCE TO SUPERVISE THE CALL-TAKING, TELETYPE, POLICE DISPATCH, AND FIRE DISPATCH FUNCTIONS SHALL RECEIVE A 2% PREMIUM PAY APPLIED TO THEIR BASE RATE OF PAY.