

Introduced 9/3/2019
Public Hearing 9/16/2019
Council Action 10/7/2019
Executive Action 10/14/2019
Effective Date 12/14/2019

County Council Of Howard County, Maryland

2019 Legislative Session

Legislative Day No. 11

Bill No. 48 -2019

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

AN ACT adding certain pay scales to the Pay Plan for Howard County in accordance with certain recently negotiated collective bargaining agreements with members of Lodge 143 and Lodge 21; adding certain pay scales for certain police management employees; adding certain pay scales for members of Lodge 131; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time September 3, 2019. Ordered posted and hearing scheduled.
By order Diane Schwartz Jones
Diane Schwartz Jones, 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 September 16, 2019.
By order Diane Schwartz Jones
Diane Schwartz Jones, Administrator

This Bill was read the third time on October 7, 2019 and Passed X, Passed with amendments _____, Failed _____.
By order Diane Schwartz Jones
Diane Schwartz Jones, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 8th day of October, 2019 at 2 a.m./p.m.
By order Diane Schwartz Jones
Diane Schwartz Jones, Administrator

Approved/Vetoed by the County Executive October 14, 2019
Calvin Ball
Calvin Ball, 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**, in accordance with the recently negotiated agreements with members of the
11 Howard County Police Officer’s Association, Lodge 21 and the Fraternal Order of Police, Lodge
12 143, this amendment inserts pay scales into the Pay Plan that are effective on December 23, 2019
13 for members of those collective bargaining units; and
14

15 **WHEREAS**, this amendment also inserts pay scales that are effective on December 23,
16 2019 for certain police management employees; and
17

18 **WHEREAS**, in accordance with the recently negotiated agreements between the Sherriff
19 and members of Lodge 131 of the Fraternal Order of Police, this amendment also inserts pay
20 scales that are effective on December 23, 2019 for members of Lodge 131.
21

22 **NOW, THEREFORE,**
23

24 *Section 1. Be It Enacted by the County Council of Howard County, Maryland, that this Act*
25 *shall apply beginning with the first pay date after July 1, 2019.*
26

27 *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland that*
28 *only the Salary Schedule portion of the Pay Plan has been amended and attached to this Act and*
29 *all other provisions of the Pay Plan shall remain in full force and effect.*
30

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

Howard County Pay Plan

Fiscal Year 2020

Effective July 1, 2019

Salary Schedules

Hourly rates for employees of Howard County are as provided in the General Salary Schedule, the Police Management Schedule (PM), the Corrections Management Schedule (CM), the County Sheriff Schedule (DS), the Emergency Communications Supervisor Schedule (EC), and the Fire Management Schedule (FM) 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;
- (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;
- (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;
- (7) *OS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3888 of the American Federation of State, Local and Municipal employees;
- (8) *OT Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 1810 of the American Federation of State, Local and Municipal Employees; and
- (9) *CS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the Howard County Sheriff and Lodge 131 of the Fraternal Order of Police.

Howard County General Salary Schedule FY 20
Rates Effective December 24, 2018

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	31,858	32,118	32,377	32,658	32,918	33,352	33,676	34,043	34,412	35,407	36,554	37,572	38,762	39,931	41,120	42,375	43,674	44,951	46,293
D	32,355	32,637	32,918	33,112	33,775	34,814	35,872	36,910	38,081	39,250	40,397	41,679	42,914	44,238	45,563	46,932	48,389	49,846	51,324
E	33,201	34,150	35,254	36,313	37,418	38,565	39,715	40,926	42,141	43,533	44,835	46,115	47,528	48,984	50,465	51,964	53,533	55,144	56,778
F	36,777	37,903	39,073	40,244	41,502	42,759	44,040	45,343	46,755	48,212	49,626	51,125	52,649	54,283	55,916	57,617	59,361	61,171	62,980
G	40,752	41,988	43,267	44,570	45,961	47,351	48,764	50,266	51,832	53,356	54,989	56,645	58,345	60,156	61,988	63,843	65,785	67,727	69,780
H	45,146	46,509	47,894	49,431	50,903	52,461	54,063	55,707	57,439	59,127	60,946	62,808	64,689	66,680	68,693	70,749	72,914	75,100	77,350
I	49,993	51,552	53,154	54,756	56,422	58,153	59,907	61,660	63,543	65,533	67,503	69,559	71,659	73,845	76,095	78,368	80,727	83,129	85,639
J	55,448	57,114	58,846	60,621	62,483	64,321	66,335	68,369	70,402	72,611	74,818	77,047	79,385	81,808	84,254	86,808	89,384	92,045	94,838
K	61,400	63,240	65,166	67,135	69,277	71,334	73,541	75,748	78,043	80,402	82,826	85,335	87,912	90,552	93,301	96,115	99,014	101,980	105,053
L	68,043	70,143	72,242	74,342	76,679	79,016	81,419	83,864	86,483	89,124	91,807	94,599	97,413	100,357	103,387	106,545	109,749	113,017	116,415
M	75,360	77,696	80,055	82,480	84,990	87,608	90,249	92,954	95,768	98,668	101,742	104,793	107,974	111,286	114,619	118,081	121,652	125,288	129,033
N	83,519	86,072	88,647	91,375	94,124	97,002	99,966	103,018	106,134	109,338	112,713	116,090	119,618	123,254	126,933	130,807	134,725	138,772	142,904
O	92,478	95,334	98,235	101,156	104,317	107,498	110,744	114,100	117,605	121,154	124,834	128,686	132,539	136,608	140,698	144,919	149,311	153,792	158,423
P	102,477	105,572	108,839	112,172	115,550	119,077	122,712	126,414	130,265	134,292	138,360	142,559	146,843	151,216	155,782	160,479	165,348	170,304	175,390
Q	113,515	116,977	120,570	124,271	128,038	131,933	135,936	140,091	144,333	148,727	153,293	157,926	162,707	167,642	172,706	177,901	183,267	188,765	194,435
R	125,786	129,617	133,533	137,625	141,801	146,152	150,609	155,221	159,916	164,786	169,785	174,957	180,217	185,648	191,254	197,055	203,028	209,110	215,407
S	139,378	143,598	147,991	152,514	157,169	161,929	166,799	171,971	177,229	182,576	188,117	193,872	199,760	205,690	211,923	218,308	224,909	231,660	238,608

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, 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 20
Rates Effective December 23, 2019**

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	32,495	32,760	33,025	33,311	33,576	34,019	34,350	34,724	35,100	36,115	37,285	38,323	39,537	40,730	41,942	43,223	44,547	45,850	47,219
D	33,002	33,290	33,576	33,774	34,451	35,510	36,589	37,648	38,843	40,035	41,205	42,513	43,772	45,123	46,474	47,871	49,357	50,843	52,350
E	33,865	34,833	35,959	37,039	38,166	39,336	40,509	41,745	42,984	44,404	45,732	47,037	48,479	49,964	51,474	53,003	54,604	56,247	57,914
F	37,513	38,661	39,854	41,049	42,332	43,614	44,921	46,250	47,690	49,176	50,619	52,148	53,702	55,369	57,034	58,769	60,548	62,394	64,240
G	41,567	42,828	44,132	45,461	46,880	48,298	49,739	51,271	52,869	54,423	56,089	57,778	59,512	61,359	63,228	65,120	67,101	69,082	71,176
H	46,049	47,439	48,852	50,420	51,921	53,510	55,144	56,821	58,588	60,310	62,165	64,064	65,983	68,014	70,067	72,164	74,372	76,602	78,897
I	50,993	52,583	54,217	55,851	57,550	59,316	61,105	62,893	64,814	66,844	68,853	70,950	73,092	75,322	77,617	79,935	82,342	84,792	87,352
J	56,557	58,256	60,023	61,833	63,733	65,607	67,662	69,736	71,810	74,063	76,314	78,588	80,973	83,444	85,939	88,544	91,172	93,886	96,735
K	62,628	64,505	66,469	68,478	70,663	72,761	75,012	77,263	79,604	82,010	84,483	87,042	89,670	92,363	95,167	98,037	100,994	104,020	107,154
L	69,404	71,546	73,687	75,829	78,213	80,596	83,047	85,541	88,213	90,906	93,643	96,491	99,361	102,364	105,455	108,676	111,944	115,277	118,743
M	76,867	79,250	81,656	84,130	86,690	89,360	92,054	94,813	97,683	100,641	103,777	106,889	110,133	113,512	116,911	120,443	124,085	127,794	131,614
N	85,189	87,793	90,420	93,203	96,006	98,942	101,965	105,078	108,257	111,525	114,967	118,412	122,010	125,719	129,472	133,423	137,420	141,547	145,762
O	94,328	97,241	100,200	103,179	106,403	109,648	112,959	116,382	119,957	123,577	127,331	131,260	135,190	139,340	143,512	147,817	152,297	156,868	161,591
P	104,527	107,683	111,016	114,415	117,861	121,459	125,166	128,942	132,870	136,978	141,127	145,410	149,780	154,240	158,898	163,689	168,655	173,710	178,898
Q	115,785	119,317	122,981	126,756	130,599	134,572	138,655	142,893	147,220	151,702	156,359	161,085	165,961	170,995	176,160	181,459	186,932	192,540	198,324
R	128,302	132,209	136,204	140,378	144,637	149,075	153,621	158,325	163,114	168,082	173,181	178,456	183,821	189,361	195,079	200,996	207,089	213,292	219,715
S	142,166	146,470	150,951	155,564	160,312	165,168	170,135	175,410	180,774	186,228	191,879	197,749	203,755	209,804	216,161	222,674	229,407	236,293	243,380

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, 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

EC Schedule FY20
 (Emergency Communications Supervisors)
 Rates Eff. December 24, 2018

<u>EC</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>
1	\$28.55	\$29.41	\$30.28	\$31.18	\$32.14	\$33.08	\$34.10	\$35.14	\$36.17	\$37.29	\$38.41	\$39.56	\$40.47	\$41.99	\$43.25	\$44.53	\$45.85	\$47.23	\$48.62

Note: Time in Steps = 1 year

EC Schedule (Emergency Communications Supervisors)
 Rates Eff. December 23, 2019

<u>EC</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>
1	\$29.12	\$30.00	\$30.89	\$31.80	\$32.78	\$33.74	\$34.78	\$35.84	\$36.89	\$38.04	\$39.18	\$40.35	\$41.28	\$42.83	\$44.12	\$45.42	\$46.77	\$48.17	\$49.59

Local 1810 of the American Federation of State, County and Municipal Employees

OT Schedule

Rates Eff. December 24, 2018

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
C	\$15.52	\$22.33
D	\$15.76	\$24.69
E	\$16.16	\$27.26
F	\$17.84	\$30.19
G	\$19.72	\$33.39
H	\$21.79	\$36.96
I	\$24.07	\$40.87
J	\$26.64	\$45.21
K	\$29.45	\$50.02

Local 1810 of the American Federation of State, County and Municipal Employees

OT Schedule

Rates Eff. December 23, 2019

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
C	\$15.83	\$22.78
D	\$16.08	\$25.18
E	\$16.48	\$27.81
F	\$18.20	\$30.79
G	\$20.11	\$34.06
H	\$22.23	\$37.70
I	\$24.55	\$41.69
J	\$27.17	\$46.11
K	\$30.04	\$51.02

Howard County Public Safety Dispatchers Association
D Schedule
Rates Eff. December 24, 2018

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$18.85	\$31.17
G Dispatcher	\$20.85	\$35.69
DFC Dispatcher 1 st Class	\$26.90	\$38.36
H Senior Dispatcher	\$24.81	\$41.07

Howard County Public Safety Dispatchers Association
D Schedule
Rates Eff. December 23, 2019

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$19.23	\$31.79
G Dispatcher	\$21.27	\$36.40
DFC Dispatcher 1 st Class	\$27.44	\$39.13
H Senior Dispatcher	\$25.31	\$41.89

Local 3888 of the American Federation of State, County and Municipal Employees
OS Schedule
Rates Eff. December 24, 2018

Pay Grade	Minimum Base Pay	Maximum Base Pay
I Operations Sup I	\$24.79	\$41.18
J Operations Sup II	\$27.46	\$45.58

Local 3888 of the American Federation of State, County and Municipal Employees
OS Schedule
Rates Eff. December 23, 2019

Pay Grade	Minimum Base Pay	Maximum Base Pay
I Operations Sup I	\$25.29	\$42.00
J Operations Sup II	\$28.01	\$46.49

Local 3085 of the American State, County and Municipal Employees
H Schedule
Rates Eff. December 24, 2018

Pay Grade	Minimum Base Pay	Maximum Base Pay
H 3	\$15.31	\$20.87
H 4	\$15.45	\$22.47
H 5	\$16.66	\$24.21
H 6	\$17.49	\$26.04
H 7	\$18.39	\$28.06
H 8	\$19.74	\$30.24
H 9	\$22.36	\$34.24

Local 3085 of the American State, County and Municipal Employees
H Schedule
Rates Eff. December 23, 2019

Pay Grade	Minimum Base Pay	Maximum Base Pay
H 3	\$15.62	\$21.29
H 4	\$15.76	\$22.92
H 5	\$16.99	\$24.69
H 6	\$17.84	\$26.56
H 7	\$18.76	\$28.62
H 8	\$20.13	\$30.84
H 9	\$22.81	\$34.92

Howard County Police Officer's Association, Lodge 21

P Schedule

Rates Eff. December 24, 2018

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$26.91	\$40.64	\$42.05	\$43.42	\$44.85	\$46.29	\$47.80	\$49.35	\$50.96
PFC	\$30.90	\$42.05	\$43.42	\$44.85	\$46.29	\$47.80	\$49.35	\$50.96	\$52.60
CPL	\$34.25	\$45.08	\$46.54	\$48.04	\$49.62	\$51.26	\$52.90	\$54.61	\$56.39

HOWARD COUNTY POLICE OFFICER'S ASSOCIATION, LODGE 21

P SCHEDULE

RATES EFF. DECEMBER 23, 2019

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$27.45	\$41.45	\$42.89	\$44.29	\$45.75	\$47.22	\$48.76	\$50.34	\$51.98
PFC	\$31.52	\$42.89	\$44.29	\$45.75	\$47.22	\$48.76	\$50.34	\$51.98	\$53.65
CPL	\$34.92	\$45.98	\$47.47	\$49.00	\$50.61	\$52.26	\$53.95	\$55.70	\$57.53

PS Schedule
(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)
 Rates Eff. December 24, 2018

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$37.88	\$49.92	\$51.54	\$53.20	\$54.95	\$56.74	\$58.58	\$60.49	\$62.45

PS SCHEDULE
(THE FRATERNAL ORDER OF POLICE LODGE 143, HOWARD COUNTY POLICE SUPERVISOR'S ALLIANCE)
 RATES EFF. DECEMBER 23, 2019

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$38.64	\$50.92	\$52.57	\$54.26	\$56.05	\$57.87	\$59.75	\$61.70	\$63.70

PM Schedule
(Police Management)
Rates Eff. December 24, 2018

Steps	1	2	3	4	5	6	7	8	9	10	L1yr16	L2Yr17	L3Yr18	L4Yr19	L5Yr20	L6Yr21
mos	72	84	96	108	120	132	144	156	168	180						
Lieutenant (PM2)	\$41.98	\$43.42	\$44.98	\$46.59	\$48.17	\$49.92	\$51.62	\$53.44	\$55.32	\$57.22	\$59.23	\$61.31	\$63.44	\$65.67	\$67.96	\$70.17
Captain (PM3)	mos.	84	96	108	120	132	144	156	168	180						
		\$51.91	\$53.74	\$55.68	\$57.56	\$59.65	\$61.70	\$63.85	\$66.12	\$68.38	\$70.78	\$73.25	\$75.82	\$78.47	\$81.21	\$83.85
	Steps	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major (PM 4)		\$58.38	\$60.47	\$62.63	\$64.75	\$67.11	\$69.41	\$71.82	\$74.38	\$76.94	\$79.62	\$82.41	\$85.29	\$88.29	\$91.37	\$94.35

Note: A Police Lieutenant or Captain shall receive, upon completion of years 16, 17, 18, 19 and 20 of Howard County Service, longevity pay equal to 3.5% of the employees' previous base rate and after 21 years a 3.25% longevity increase.

PM SCHEDULE
(POLICE MANAGEMENT)
RATES EFF. DECEMBER 23, 2019

STEPS	1	2	3	4	5	6	7	8	9	10	L1YR16	L2YR17	L3YR18	L4YR19	L5YR20	L6YR21
MOS	72	84	96	108	120	132	144	156	168	180						
LIEUTENANT (PM2)	\$42.82	\$44.29	\$45.88	\$47.52	\$49.13	\$50.92	\$52.65	\$54.51	\$56.43	\$58.36	\$60.41	\$62.54	\$64.71	\$66.98	\$69.32	\$71.57
CAPTAIN (PM3)	MOS.	84	96	108	120	132	144	156	168	180						
		\$52.95	\$54.81	\$56.79	\$58.71	\$60.84	\$62.93	\$65.13	\$67.44	\$69.75	\$72.20	\$74.72	\$77.34	\$80.04	\$82.83	\$85.53
	STEP S	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
MAJOR (PM 4)		\$59.55	\$61.68	\$63.88	\$66.05	\$68.45	\$70.80	\$73.26	\$75.87	\$78.48	\$81.21	\$84.06	\$87.00	\$90.06	\$93.20	\$96.24

NOTE: A POLICE LIEUTENANT OR CAPTAIN SHALL RECEIVE, UPON COMPLETION OF YEARS 16, 17, 18, 19 AND 20 OF HOWARD COUNTY SERVICE, LONGEVITY PAY EQUAL TO 3.5% OF THE EMPLOYEES' PREVIOUS BASE RATE AND AFTER 21 YEARS A 3.25% LONGEVITY INCREASE.

F Schedule
International Association of Firefighters Local 2000
Rates Effective June 10, 2019

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$25.39	\$26.16
D 48 Hours	\$21.16	\$21.80
E 40	\$26.44	\$39.00
E 42	\$25.18	\$37.14
E 48	\$22.03	\$32.50
F 40	\$29.32	\$43.25
F 42	\$27.92	\$41.19
F 48	\$24.43	\$36.04
G 40	\$29.83	\$43.75
G 42	\$28.41	\$41.67
G 48	\$24.86	\$36.46
H 40	\$32.47	\$47.93
H 42	\$30.93	\$45.65
H 48	\$27.06	\$39.94
I 40	\$32.98	\$48.44
I 42	\$31.41	\$46.14
I 48	\$27.48	\$40.37
J 40	\$35.96	\$53.14
J 42	\$34.25	\$50.61
J 48	\$29.97	\$44.28

**F Schedule
International Association of Firefighters Local 2000
Rates Effective December 23, 2019**

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$25.90	\$26.69
D 48 Hours	\$21.58	\$22.24
E 40	\$26.96	\$39.78
E 42	\$25.68	\$37.89
E 48	\$22.47	\$33.15
F 40	\$29.90	\$44.11
F 42	\$28.48	\$42.01
F 48	\$24.92	\$36.76
G 40	\$30.38	\$44.59
G 42	\$28.94	\$42.47
G 48	\$25.32	\$37.16
H 40	\$33.12	\$48.89
H 42	\$31.54	\$46.56
H 48	\$27.60	\$40.74
I 40	\$33.60	\$49.37
I 42	\$32.00	\$47.02
I 48	\$28.00	\$41.14
J 40	\$36.68	\$54.20
J 42	\$34.94	\$51.62
J 48	\$30.57	\$45.17

FM Schedule
(Fire Management)
Rates Eff. June 10, 2019

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258
Captain														
40 hrs	\$40.22	\$41.45	\$42.68	\$44.03	\$45.37	\$46.75	\$48.20	\$49.63	\$51.11	\$52.67	\$54.29	\$55.96	\$57.62	\$59.39
48 hrs	\$33.52	\$34.54	\$35.57	\$36.69	\$37.81	\$38.96	\$40.17	\$41.36	\$42.59	\$43.89	\$45.24	\$46.63	\$48.02	\$49.49
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief														
40 hrs	\$44.63	\$45.89	\$47.33	\$48.74	\$50.24	\$51.77	\$53.40	\$54.98	\$56.66	\$58.36	\$60.17	\$61.99	\$63.84	\$65.77
48 hrs	\$37.19	\$38.24	\$39.44	\$40.62	\$41.87	\$43.14	\$44.50	\$45.82	\$47.22	\$48.63	\$50.14	\$51.66	\$53.20	\$54.81
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief														
40 hrs	\$51.67	\$53.25	\$54.86	\$56.52	\$58.27	\$59.98	\$61.83	\$63.73	\$65.64	\$67.68	\$69.73	\$71.80	\$73.99	\$76.24

Longevity Pay: Employees, paid according to the FM Pay Schedule, who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.

FM Schedule
(Fire Management)
Rates Eff. December 23, 2019

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258
Captain														
40 hrs	\$41.03	\$42.28	\$43.54	\$44.90	\$46.28	\$47.69	\$49.16	\$50.63	\$52.13	\$53.72	\$55.37	\$57.07	\$58.78	\$60.58
48 hrs	\$34.19	\$35.23	\$36.28	\$37.42	\$38.57	\$39.74	\$40.97	\$42.19	\$43.44	\$44.77	\$46.14	\$47.56	\$48.98	\$50.48
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief														
40 hrs	\$45.52	\$46.80	\$48.28	\$49.72	\$51.25	\$52.80	\$54.47	\$56.09	\$57.79	\$59.52	\$61.37	\$63.23	\$65.11	\$67.09
48 hrs	\$37.93	\$39.00	\$40.23	\$41.43	\$42.71	\$44.00	\$45.39	\$46.74	\$48.16	\$49.60	\$51.14	\$52.69	\$54.26	\$55.91
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief														
40 hrs	\$52.70	\$54.32	\$55.96	\$57.65	\$59.44	\$61.18	\$63.07	\$65.00	\$66.95	\$69.03	\$71.12	\$73.24	\$75.47	\$77.76

Longevity Pay: Employees, paid according to the FM Pay Schedule, who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.

**Local 3080 of the American Federation of State, County and Municipal Employees
C Schedule
Rates Eff. December 24, 2018**

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$21.69	\$33.73
C3	\$23.06	\$36.99
C4	\$25.77	\$41.16

Local 3080 of the American Federation of State, County and Municipal Employees

C Schedule

Rates Eff. December 23, 2019

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$22.12	\$34.40
C3	\$23.52	\$37.73
C4	\$26.29	\$41.98

Corrections Management

Rates Eff. December 24, 2018

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$27.19	\$45.07
CM 2	\$30.11	\$49.79

Corrections Management

Rates Eff. December 23, 2019

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$27.73	\$45.97
CM 2	\$30.71	\$50.79

**]] Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)
Rates Effective July 9, 2018**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
CS1	20.75	21.39	22.07	22.72	23.40	24.12	24.87	25.61	26.41	27.19	28.02	28.85	29.74	30.65	31.61	32.52	33.51	34.52
CS2				23.16	23.86	24.60	25.36	26.11	26.93	27.73	28.57	29.41	30.33	31.25	32.23	33.17	34.16	35.19
CS3	22.98	23.73	24.42	25.17	25.95	26.72	27.55	28.40	29.24	30.14	31.06	32.95	33.26	33.97	35.01	36.06	37.15	38.27
DS2	18.73	19.31	19.91	20.50	21.14	21.80	22.44	23.09	23.48	24.55	25.29	26.06	26.85	27.65	28.61	29.36	30.25	NA
DS5	25.49	26.28	27.09	27.92	28.75	29.62	30.54	31.42	32.37	33.41	34.40	35.46	36.50	37.61	38.77	39.54	41.14	42.36
DS6	28.25	29.10	29.99	30.89	31.83	32.79	33.81	34.85	35.87	37.00	38.12	39.26	40.45	41.68	42.94	44.22	45.56	46.92

Notes:

1. Grade DS2; Time in Steps 1 to 10 = 1 year and Steps 11 to 16 = 2 years. All other grades have 1 year between steps.

2. Longevity Pay: Employees in the pay grades CS1, CS2, CS3, DS5 & DS6 who have 20 years of service in the Sheriff's Department will receive 3% longevity pay added to their base pay.]]

**SCHEDULE LODGE 131 OF THE FRATERNAL ORDER OF POLICE (CS) AND DS SCHEDULE (SHERIFF)
Rates Effective December 23, 2019**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18
CS1	21.17	21.82	22.51	23.17	23.87	24.60	25.37	26.12	26.94	27.73	28.58	29.43	30.33	31.26	32.24	33.17	34.18	35.21
CS2				23.62	24.34	25.09	25.87	26.63	27.47	28.28	29.14	30.00	30.94	31.88	32.87	33.83	34.84	35.89
CS3	23.44	24.20	24.91	25.67	26.47	27.25	28.10	28.97	29.82	30.74	31.68	32.65	33.61	34.65	35.71	36.78	37.89	39.04
DS2	19.10	19.70	20.31	20.91	21.56	22.24	22.89	23.55	23.95	25.04	25.80	26.58	27.39	28.20	29.18	29.95	30.86	NA
DS5	26.00	26.81	27.63	28.48	29.33	30.21	31.15	32.05	33.02	34.08	35.09	36.17	37.23	38.36	39.55	40.74	41.96	43.21
DS6	28.82	29.68	30.59	31.51	32.47	33.45	34.49	35.55	36.59	37.74	38.88	40.05	41.26	42.51	43.80	45.10	46.47	47.86

NOTES:

1. GRADE DS2; TIME IN STEPS 1 TO 10 = 1 YEAR AND STEPS 11 TO 16 = 2 YEARS. ALL OTHER GRADES HAVE 1 YEAR BETWEEN STEPS.

2. LONGEVITY PAY: EMPLOYEES IN THE PAY GRADES CS1, CS2, CS3, DS5 & DS6 WHO HAVE 20 YEARS OF SERVICE IN THE SHERIFF'S DEPARTMENT WILL RECEIVE 3% LONGEVITY PAY ADDED TO THEIR BASE PAY.

RLC Scale
(Part-Time Benefitted)
Rates Eff. December 24, 2018

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
B	\$11.73	\$20.06
C	\$12.98	\$22.26
D	\$14.38	\$24.68
E	\$15.95	\$27.29
F	\$17.68	\$30.27

RLC Scale
(Part-Time Benefitted)
Rates Eff. December 23, 2019

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
B	\$11.96	\$20.46
C	\$13.24	\$22.71
D	\$14.67	\$25.17
E	\$16.27	\$27.84
F	\$18.03	\$30.88

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on October 14, 2019.

Diane Schwartz Jones
Diane Schwartz Jones, 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 _____, 2019.

Diane Schwartz Jones, 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 _____, 2019.

Diane Schwartz Jones, 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 _____, 2019.

Diane Schwartz Jones, 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 _____, 2019.

Diane Schwartz Jones, 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 _____, 2019.

Diane Schwartz Jones, Administrator to the County Council