




# Howard County


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## 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:** March 17, 2020

The Administration is seeking Council approval for a bill amending the classification plan for certain class descriptions and certain educational and experience requirements.

An unintended effect of DROP, which was instituted for the Department of Fire and Rescue Services in 2015, has incentivized retirement earlier in career timelines and has shortened promotional preparation timelines. As a result, DFRS has requested a temporary change to the educational and experience requirements for the Assistant Chief, Battalion Chief, Fire Captain and Fire Fighter Lieutenant. These changes will allow current staff time to gain education and experience needed to enhance the candidate pool. The temporary changes will also help with a large number of retirements expected in the next year.

There is not a fiscal impact associated with these changes.

cc: Jennifer Sager