




# Howard County


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## Internal Memorandum

**Subject:** Council Testimony

**To:** Lonnie Robbins  
Chief Administrative Officer

**Through:**   
Wanda Hutchinson  
Human Resources Administrator

**From:**   
Stacey Simmons  
Chief, Classification and Pay

**Date:** May 13, 2020

The Administration is seeking Council approval for Council Bill No. 24-2020 that adopts the pay plan for Fiscal Year 2021. The Administration will file amendments to Council Bill No. 24-2020 to add steps 20 and 21 to the General Salary Schedule that are commensurate to certain union pay scales and to keep certain public safety management employees pay scales proportionate with union pay scale increases.

The changes to the pay plan affect:

### **General Scale**

- As amended, removes scale effective December 2019
- As amended, adds scale effective June 2020 (steps 20 & 21 added)
- Adds scale effective December 2020-2% ATB increase

### **Emergency Communication Supervisors**

- Continues scale effective December 2019
- As amended, adds scale effective December 2020-2% ATB increase

### **OT/Union 1810**

- Removes scale effective December 2019
- Added scale effective June 2020 (two steps at the top of the scale)
- As amended, adds scale effective December 2020-2% ATB increase

### **Dispatchers**

- Removes scale effective December 2019
- Adds scale effective June 2020 (shift differential has been added to the base pay for all grades & step 19 has been added)
- Adds scale effective December 2020-2% ATB increase

**OS/Union 3888**

- Removed scale effective December 2019
- Adds scale effective June 2020 (step 20 added)
- Adds scale effective December 2020-2% ATB increase

**Union 3085**

- Continues scale effective December 2019.

**Police/Lodge 21**

- Removes scales effective December 2019
- Adds scale effective June 2020 (increased the maximum base pay; adjusted other steps on the scale; and increased the maximum longevity step)
- Adds scale effective December 2020-2% ATB increase

**Police Sgts/Lodge 143**

- Removes scales effective s December 2019
- Adds scale effective June 2020 (increased longevity max)
- Adds scale effective December 2020-2% ATB increase

**Police Management**

- Continues scale effective December 2019
- Added scale effective December 2020-2% ATB increase

**Fire Management**

- Continues scale effective December 2019
- Adds scale effective December 2020-2% ATB increase and 42 hour grade

**Union 3080**

- Removes scales effective December 2019
- Adds scale effective June 2020-added step at top of scale
- Adds scale effective December 2020-2% ATB increase

**Corrections Management**

- Continues scale effective December 2019
- Adds scale effective December 2020-2% ATB increase

**Sheriff/Lodge 131**

- Continues scale effective December 2019

**RLC**

- Continues scale effective December 2019

- Added scale effective December 2020-2% ATB increase

### **Specialty Pay-Police Lt**

- Added premium compensation for various areas
- Revised how watch commander premium is paid: from quarterly to bi-weekly per payroll methods

### **Pay Grades**

- As a result of a negotiated agreement, the grades for the Water Reclamation Plant Operator I, II, and III have been revised.

### **Contingent Pay Scale**

- Due to the increase in the minimum wage, the minimum salary for the Professional contingent category has been increased to \$14.00/hr.

