

Amendment 1 to Council Bill No. 24-2020

BY: Chairperson at the request
of the County Executive

Legislative Day No. 8
Date: May 27, 2020

Amendment No. 1

(This amendment makes the following changes to ensure consistency between the General Salary Schedule and certain union payscales:

1. *Inserts a payscale, effective the pay period that includes July 1, 2020 that adds Steps 20 and 21 to the top of the payscale; and*
2. *Adds Steps 20 and 21 to the top of the payscale effective December 21, 2020.)*

1 On page 1, in line 22, strike “and”.

2

3 On page 1, in line 24, after “system”, strike the period and substitute “; and”.

4

5 On page 1, in line 25, insert:

6 “8. Adds steps 20 and 21 to the top of the General Salary Schedule and inserts a schedule to be
7 effective on the pay period that includes July 1, 2020.”

8

9 In the Pay Plan, attached to the Bill as introduced:

10 1. Strike the General Salary Schedule on page P2 in its entirety and substitute the General
11 Salary Schedule, effective June 22, 2020, as attached to this Amendment.

12

13 2. On page P3, in the General Salary Schedule that is effective December 21, 2020;

14 a. Add Steps 20 and 21 as shown in the attached Amendment.

15 b. In the note following the pay scale, in the last line, after “18”, insert “, 19, 20”.

ADOPTED May 27, 2020
FAILED
SIGNATURE Quiana Schwartz Jones

HOWARD COUNTY GENERAL SALARY SCHEDULE
RATES EFFECTIVE JUNE 22, 2020

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
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	48,636	50,095
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	53,921	55,539
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	59,651	61,441
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	66,167	68,152
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	73,311	75,510
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	81,264	83,702
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	89,973	92,672
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	99,637	102,626
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	110,369	113,680
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	122,305	125,974
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	135,562	139,629
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	150,135	154,639
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	166,439	171,432
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	184,265	189,793
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	204,274	210,402
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	226,306	233,095
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	250,681	258,201

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, 19, 20= 2 YEARS

HOWARD COUNTY GENERAL SALARY SCHEDULE
RATES EFFECTIVE DECEMBER 21, 2020

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	33,145	33,415	33,686	33,977	34,248	34,699	35,037	35,418	35,802	36,837	38,031	39,089	40,328	41,545	42,781	44,087	45,438	46,767	48,163	49,609	51,097
D	33,662	33,956	34,248	34,449	35,140	36,220	37,321	38,401	39,620	40,836	42,029	43,363	44,647	46,025	47,403	48,828	50,344	51,860	53,397	54,999	56,650
E	34,542	35,530	36,678	37,780	38,929	40,123	41,319	42,580	43,844	45,292	46,647	47,978	49,449	50,963	52,503	54,063	55,696	57,372	59,072	60,844	62,670
F	38,263	39,434	40,651	41,870	43,179	44,486	45,819	47,175	48,644	50,160	51,631	53,191	54,776	56,476	58,175	59,944	61,759	63,642	65,525	67,490	69,515
G	42,398	43,685	45,015	46,370	47,818	49,264	50,734	52,296	53,926	55,511	57,211	58,934	60,702	62,586	64,493	66,422	68,443	70,464	72,600	74,777	77,020
H	46,970	48,388	49,829	51,428	52,959	54,580	56,247	57,957	59,760	61,516	63,408	65,345	67,303	69,374	71,468	73,607	75,859	78,134	80,475	82,889	85,376
I	52,013	53,635	55,301	56,968	58,701	60,502	62,327	64,151	66,110	68,181	70,230	72,369	74,554	76,828	79,169	81,534	83,989	86,488	89,099	91,772	94,525
J	57,688	59,421	61,223	63,070	65,008	66,919	69,015	71,131	73,246	75,544	77,840	80,160	82,592	85,113	87,658	90,315	92,995	95,764	98,670	101,630	104,679
K	63,881	65,795	67,798	69,848	72,076	74,216	76,512	78,808	81,196	83,650	86,173	88,783	91,463	94,210	97,070	99,998	103,014	106,100	109,297	112,576	115,954
L	70,792	72,977	75,161	77,346	79,777	82,208	84,708	87,252	89,977	92,724	95,516	98,421	101,348	104,411	107,564	110,850	114,183	117,583	121,118	124,751	128,493
M	78,404	80,835	83,289	85,813	88,424	91,147	93,895	96,709	99,637	102,654	105,853	109,027	112,336	115,782	119,249	122,852	126,567	130,350	134,246	138,273	142,422
N	86,893	89,549	92,228	95,067	97,926	100,921	104,004	107,180	110,422	113,756	117,266	120,780	124,450	128,233	132,061	136,091	140,168	144,378	148,677	150,135	154,639
O	96,215	99,186	102,204	105,243	108,531	111,841	115,218	118,710	122,356	126,049	129,878	133,885	137,894	142,127	146,382	150,773	155,343	160,005	164,823	169,768	174,861
P	106,618	109,837	113,236	116,703	120,218	123,888	127,669	131,521	135,527	139,718	143,950	148,318	152,776	157,325	162,076	166,963	172,028	177,184	182,476	187,950	193,589
Q	118,101	121,703	125,441	129,291	133,211	137,263	141,428	145,751	150,164	154,736	159,486	164,307	169,280	174,415	179,683	185,088	190,671	196,391	202,290	208,359	214,610
R	130,868	134,853	138,928	143,186	147,530	152,057	156,693	161,492	166,376	171,444	176,645	182,025	187,497	193,148	198,981	205,016	211,231	217,558	224,109	230,832	237,757
S	145,009	149,399	153,970	158,675	163,518	168,471	173,538	178,918	184,389	189,953	195,717	201,704	207,830	214,000	220,484	227,127	233,995	241,019	248,248	255,695	263,365

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, 19, 20= 2 YEARS

Amendment 2 to Council Bill No. 24-2020

BY: Chairperson at the request
of the County Executive

Legislative Day No. 8

Date: May 27, 2020

Amendment No. 2

(This amendment makes the following:

1. Commensurate with pay changes provided to union members, this amendment inserts payscales for Emergency Communications, Police Management, Fire Management and Corrections Management employees that will be effective on December 21, 2020; and
3. Authorizes compensation for employees who are trained and assigned to operate the Department of Police's Small Unmanned Aircraft System.)

1 On page 1, in line 22, strike "and".

2

3 On page 1, in line 24, after "system", strike the period and substitute a semi-colon.

4

5 On page 1, in line 25, insert:

6 "8. Adds payscales for Emergency Communications, Police Management, Fire Management and

7 Corrections Management employees that will be effective on December 21, 2020; and

8 9. Authorizes compensation for employees who are trained and assigned to operate the

9 Department of Police's Small Unmanned Aircraft System."

10

11 In the Pay Plan, attached to the Bill as introduced:

12 1. On page P4, after the "EC Schedule (Emergency Communications Supervisors) Rates Eff.

13 December 23, 2019", insert the EC Schedule, effective December 21, 2020, as attached to

14 this Amendment;

15 2. On page P11, after the "PM (Police Management) Rates Eff. December 23, 2019", insert the

16 PM Schedule, effective December 21, 2020, as attached to this Amendment;

17 3. On page P13, after the "FM (Fire Management) Rates Eff. December 23, 2019", insert the

18 FM Schedule, effective December 21, 2020, as attached to this Amendment;

19 4. On page P15, after the "Corrections Management Rates Eff. December 23, 2019", insert the

ADOPTED

May 27, 2020

FAILED

SIGNATURE

Deane Schantz Jones

- 1 Corrections Management Schedule, effective December 21, 2020, as attached to this
- 2 Amendment; and
- 3 5. On page P22, in, item (d)(1)(I), after “ESV OPERATORS” insert:
- 4 “EMPLOYEES WHO ARE TRAINED AND ASSIGNED TO OPERATE THE DEPARTMENT’S SMALL
- 5 UNMANNED AIRCRAFT SYSTEM (SUAS)”.

EC SCHEDULE (EMERGENCY COMMUNICATIONS SUPERVISORS)

RATES EFF. DECEMBER 21, 2020

EC	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	\$29.70	\$30.60	\$31.51	\$32.44	\$33.44	\$34.41	\$35.48	\$36.56	\$37.63	\$38.80	\$39.96	\$41.16	\$42.11	\$43.69	\$45.00	\$46.33	\$47.71	\$49.13	\$50.58

PM SCHEDULE

(POLICE MANAGEMENT)

RATES EFF. DECEMBER 21, 2020

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)	\$43.68	\$45.18	\$46.80	\$48.47	\$50.11	\$51.94	\$53.70	\$55.60	\$57.56	\$59.53	\$61.62	\$63.79	\$66.00	\$68.32	\$70.71	\$73.00
CAPTAIN (PM3)		\$84	\$96	\$108	\$120	\$132	\$144	\$156	\$168	\$180						
		\$54.01	\$55.91	\$57.93	\$59.88	\$62.06	\$64.19	\$66.43	\$68.79	\$71.15	\$73.64	\$76.21	\$78.89	\$81.64	\$84.49	\$87.24
MAJOR (PM4)																
		\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10	\$11	\$12	\$13	\$14	\$15	\$16
		\$60.74	\$62.91	\$65.16	\$67.37	\$69.82	\$72.22	\$74.73	\$77.39	\$80.05	\$82.83	\$85.74	\$88.74	\$91.86	\$95.06	\$98.16

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.

FM SCHEDULE
(FIRE MANAGEMENT)
RATES EFF. DECEMBER 21, 2020

<u>STEPS</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>MONTHS</u>	<u>66</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>210</u>	<u>234</u>	<u>258</u>
<u>CAPTAIN</u>														
<u>40 HRS</u>	<u>\$41.84</u>	<u>\$43.12</u>	<u>\$44.41</u>	<u>\$45.80</u>	<u>\$47.21</u>	<u>\$48.64</u>	<u>\$50.15</u>	<u>\$51.64</u>	<u>\$53.17</u>	<u>\$54.80</u>	<u>\$56.47</u>	<u>\$58.21</u>	<u>\$59.95</u>	<u>\$61.79</u>
<u>48 HRS</u>	<u>\$34.87</u>	<u>\$35.93</u>	<u>\$37.01</u>	<u>\$38.17</u>	<u>\$39.34</u>	<u>\$40.53</u>	<u>\$41.79</u>	<u>\$43.03</u>	<u>\$44.31</u>	<u>\$45.67</u>	<u>\$47.06</u>	<u>\$48.51</u>	<u>\$49.96</u>	<u>\$51.49</u>
<u>42 HRS</u>	<u>\$39.85</u>	<u>\$41.06</u>	<u>\$42.30</u>	<u>\$43.62</u>	<u>\$44.96</u>	<u>\$46.32</u>	<u>\$47.76</u>	<u>\$49.18</u>	<u>\$50.64</u>	<u>\$52.19</u>	<u>\$53.78</u>	<u>\$55.44</u>	<u>\$57.10</u>	<u>\$58.85</u>
<u>MONTHS</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>222</u>	<u>246</u>	<u>270</u>
<u>BATT CHIEF</u>														
<u>40 HRS</u>	<u>\$46.43</u>	<u>\$47.74</u>	<u>\$49.24</u>	<u>\$50.71</u>	<u>\$52.27</u>	<u>\$53.86</u>	<u>\$55.56</u>	<u>\$57.20</u>	<u>\$58.94</u>	<u>\$60.71</u>	<u>\$62.59</u>	<u>\$64.49</u>	<u>\$66.42</u>	<u>\$68.44</u>
<u>48 HRS</u>	<u>\$38.69</u>	<u>\$39.78</u>	<u>\$41.03</u>	<u>\$42.26</u>	<u>\$43.56</u>	<u>\$44.88</u>	<u>\$46.30</u>	<u>\$47.67</u>	<u>\$49.12</u>	<u>\$50.59</u>	<u>\$52.16</u>	<u>\$53.74</u>	<u>\$55.35</u>	<u>\$57.03</u>
<u>42 HRS</u>	<u>\$44.22</u>	<u>\$45.46</u>	<u>\$46.89</u>	<u>\$48.30</u>	<u>\$49.78</u>	<u>\$51.29</u>	<u>\$52.91</u>	<u>\$54.48</u>	<u>\$56.14</u>	<u>\$57.82</u>	<u>\$59.61</u>	<u>\$61.42</u>	<u>\$63.26</u>	<u>\$65.18</u>
<u>MONTHS</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>210</u>	<u>234</u>	<u>258</u>	<u>282</u>
<u>ASST CHIEF</u>														
<u>40 HRS</u>	<u>\$53.75</u>	<u>\$55.41</u>	<u>\$57.08</u>	<u>\$58.80</u>	<u>\$60.63</u>	<u>\$62.40</u>	<u>\$64.33</u>	<u>\$66.30</u>	<u>\$68.29</u>	<u>\$70.41</u>	<u>\$72.54</u>	<u>\$74.70</u>	<u>\$76.98</u>	<u>\$79.32</u>

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.

CORRECTIONS MANAGEMENT
RATES EFF. DECEMBER 21, 2020

<u>PAY GRADE</u>	<u>MINIMUM BASE PAY</u>	<u>MAXIMUM BASE PAY</u>
<u>CM 1</u>	<u>\$28.28</u>	<u>\$46.89</u>
<u>CM 2</u>	<u>\$31.32</u>	<u>\$51.81</u>