



# Howard County

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## Internal Memorandum

**Subject:** Council Testimony

**To:** Lonnie Robbins  
Chief Administrative Officer

**Through:** *wsh*  
Wanda Hutchinson  
Human Resources Administrator

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

**Date:** July 29, 2020

The Administration is seeking Council approval for revisions the pay plan for Fiscal Year 2021. The changes to the pay plan for Local 3085 are a result of a negotiated agreement.

The changes to the pay plan affect:

### **Emergency Communication Supervisors**

- Removes scale effective December 2020
- Adds revised scale effective December 2020
  - 3% shift differential included in base pay
  - Annual salary calculated on 42-hour work schedule
  - Includes previously approved 2% Across the Board increase

Fiscal impact as a result of adding in shift differential and basing pension on 42-hour schedule is approximately \$3,812.

### **Local 3085**

- Adds scale effective December 2020
  - 2% Across the Board increase
  - Changes to the bottom of the pay scale

The fiscal impact is approximately \$428, 135.

**Sheriff**

- Adds scale effective December 2020 (2% Across the Board increase as negotiated between the Sheriff and Lodge 131)

**Specialty Pay-Emergency Communication Supervisors & Police Lt**

- Removes statement regarding shift differential
- Adds additional areas of premium pay
- Removes obsolete premium pay
- Corrects numbering due to removal of statements