

Introduced July 6, 2020  
Public Hearing July 20, 2020  
Council Action July 29, 2020  
Executive Action July 30, 2020  
Effective Date September 29, 2020

## County Council of Howard County, Maryland

2020 Legislative Session

Legislative Day No. 10

Bill No. 40 -2020

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

AN ACT amending the Pay Plan for Howard County in accordance with a certain recently negotiated collective bargaining agreement; providing for certain specialty pays; providing for the application of certain pay schedules; and generally relating to the Pay Plan for Howard County.

Introduced and read first time July 6, 2020. 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 July 20, 2020.

By order

Diane Schwartz Jones  
Diane Schwartz Jones, Administrator

This Bill was read the third time on July 29, 2020 and Passed  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 30th day of July, 2020 at 10:30 a.m./p.m.

By order

Diane Schwartz Jones  
Diane Schwartz Jones, Administrator

Approved Vetoed by the County Executive July 30, 2020

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**, Council Bill No. 24-2020 was passed on May 27, 2020 and adopted the Pay  
11 Plan for Fiscal Year 2021 (“Pay Plan”) which included a pay scale for members of Local 2000;  
12 and  
13

14           **WHEREAS**, the County has recently negotiated a collective bargaining agreement  
15 (collectively, the “Agreement”) with the International Association of Firefighters – Howard  
16 County Local 2000 (“Local 2000”); and  
17

18           **WHEREAS**, the pay scale for members of Local 2000 that was included in the Pay Plan  
19 needs to be amended in order to insert scales that were negotiated in the Agreement and that are  
20 effective the pay period that includes July 1, 2020 and the pay period that includes January 1,  
21 2021 as shown in the attached Exhibit.  
22

23           **NOW, THEREFORE,**  
24

25           ***Section 1. Be It Enacted*** by the County Council of Howard County, Maryland that Pay Plan for  
26 *Fiscal Year 2021 is hereby amended as follows and as shown in the attached Exhibit:*

- 27           1. *The pay scale for members of Local 2000 that was effective on December 23, 2019 is*  
28           *amended as shown in the attached Exhibit; and*
- 29           2. *A new pay scale that is effective on December 20, 2020, as shown in the attached Exhibit,*  
30           *is inserted into the Pay Plan.*

1

2 **Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland,  
3 *that the provisions of this Act shall apply beginning with the first pay date after July 1, 2020.*

4

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

**F Schedule**  
**International Association of Firefighters Local 2000**  
**Rates Effective [[December 23, 2019]] JUNE 22, 2020**

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	[[ <del>\$39.78</del> ]] <span style="color: red;">\$40.07</span>
E 42	\$25.68	[[ <del>\$37.89</del> ]] <span style="color: red;">\$38.16</span>
E 48	\$22.47	[[ <del>\$33.15</del> ]] <span style="color: red;">\$33.39</span>
F 40	\$29.90	[[ <del>\$44.11</del> ]] <span style="color: red;">\$44.46</span>
F 42	\$28.48	[[ <del>\$42.01</del> ]] <span style="color: red;">\$42.34</span>
F 48	\$24.92	[[ <del>\$36.76</del> ]] <span style="color: red;">\$37.05</span>
G 40	\$30.38	[[ <del>\$44.59</del> ]] <span style="color: red;">\$44.95</span>
G 42	\$28.94	[[ <del>\$42.47</del> ]] <span style="color: red;">\$42.82</span>
G 48	\$25.32	[[ <del>\$37.16</del> ]] <span style="color: red;">\$37.46</span>
H 40	\$33.12	[[ <del>\$48.89</del> ]] <span style="color: red;">\$49.22</span>
H 42	\$31.54	[[ <del>\$46.56</del> ]] <span style="color: red;">\$46.87</span>
H 48	\$27.60	[[ <del>\$40.74</del> ]] <span style="color: red;">\$41.01</span>
I 40	\$33.60	[[ <del>\$49.37</del> ]] <span style="color: red;">\$49.72</span>
I 42	\$32.00	[[ <del>\$47.02</del> ]] <span style="color: red;">\$47.35</span>
I 48	\$28.00	[[ <del>\$41.14</del> ]] <span style="color: red;">\$41.43</span>
J 40	\$36.68	[[ <del>\$54.20</del> ]] <span style="color: red;">\$54.58</span>
J 42	\$34.94	[[ <del>\$51.62</del> ]] <span style="color: red;">\$51.98</span>
J 48	\$30.57	[[ <del>\$45.17</del> ]] <span style="color: red;">\$45.48</span>

**F SCHEDULE  
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000  
RATES EFFECTIVE DECEMBER 21, 2020**

F SCHEDULE PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
D 40 HOURS	\$26.41	\$27.22
D 48 HOURS	\$22.01	\$22.68
E 40	\$27.50	\$40.87
E 42	\$26.19	\$38.93
E 48	\$22.92	\$34.06
F 40	\$30.50	\$45.35
F 42	\$29.05	\$43.19
F 48	\$25.42	\$37.79
G 40	\$30.98	\$45.83
G 42	\$29.51	\$43.65
G 48	\$25.82	\$38.19
H 40	\$33.78	\$50.20
H 42	\$32.17	\$47.81
H 48	\$28.15	\$41.83
I 40	\$34.26	\$50.68
I 42	\$32.63	\$48.26
I 48	\$28.55	\$42.23
J 40	\$37.42	\$55.67
J 42	\$35.63	\$53.02
J 48	\$31.18	\$46.39

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on July 30, 2020.

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 \_\_\_\_\_, 2020.

\_\_\_\_\_  
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 \_\_\_\_\_, 2020.

\_\_\_\_\_  
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 \_\_\_\_\_, 2020.

\_\_\_\_\_  
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 \_\_\_\_\_, 2020.

\_\_\_\_\_  
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 \_\_\_\_\_, 2020.

\_\_\_\_\_  
Diane Schwartz Jones, Administrator to the County Council

**Office of the County Auditor**  
**Auditor's Analysis**

**Council Bill No. 40-2020**

Introduced: July 6, 2020

Auditor: Rebecca Gold

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Fiscal Impact:

According to the Administration, the fiscal impact of pay schedule changes for International Association of Firefighters – Howard County Local 2000 is \$542,358.

Changes in the pay schedule include an approximately 0.7 percent increase to the maximum base rate of the existing pay scale effective June 22, 2020, and a 2 percent overall increase that will be effective December 21, 2020.

These changes match the changes in the collective bargaining agreement approved by the Council with the passage of Council Bill 36-2020.

Purpose:

Council Bill 40-2020 amends the pay schedule for International Association of Firefighters – Howard County Local 2000 to match a recently negotiated collective bargaining agreement.

Other Comments:

Funding for the pay increase was included in the Fiscal Year 2021 Operating Budget.