





Howard County

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: April 21, 2021

The Administration is seeking Council approval for updates to pay plan for Fiscal Year 2022.

The changes to the pay plan affect:

General Scale

- Removes scale effective June 2020
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact is approximately \$895,409

Emergency Communication Supervisors

- Removes scale effective December 2019
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact is approximately \$6,607

OT/Union 1810

- Removes scale effective June 2020
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact was submitted in CB20-2020 and is already incorporated in the FY22 budget bills

Dispatchers

- Removes scale effective June 2020
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact was submitted in CB18-2020 and is already incorporated in the FY22 budget bills

OS/Union 3888

- Removes scale effective June 2020
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact was submitted in CB22-2020 and is already incorporated in the FY22 budget bills

Union 3085

- Removes scale effective December 2019
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact was submitted with the contract legislation

Police/Lodge 21

- Removes scale effective June 2020
- Removes scale effective December 2020
- Adds scale effective June 2021-increase to top steps of the scale
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact was submitted with the contract legislation

Police Sgts/Lodge 143

- Removes scale effective June 2020
- Adds scale effective June 2021-increase to step PL 20
- Adds scale effective December 2021
- Fiscal impact was submitted in CB19-2020 and is already incorporated in the FY22 budget bills

Police Management

- Removes scale effective December 2019
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact is approximately \$76,831

Fire/Local 2000

- Removes scale effective June 2020

Fire Management

- Removes scale effective December 2019

Union 3080

- Removes scale effective June 2020
- Adds scale effective December 2021-2% ATB increase

- Fiscal impact was submitted in CB21-2020 and is already incorporated in the FY22 budget bills

Corrections Management

- Removes scale effective December 2019
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact is approximately \$14,790

Sheriff/Lodge 131

- Removes scale effective December 2019

RLC

- Removes scale effective December 2019
- Adds scale effective December 2021-2% ATB increase
- Fiscal impact is approximately \$16,405

Position Classification Codes and Pay Grades for Classified Service

- Removes the title Correctional Supervisor I
- Adds the title Correctional Dietary Coordinator

Position Classification Codes and Pay Grades for Executive Exempt Employees

- Adds Deputy Chief of Staff- class code 1114/grade P
- Removes Human Services Specialist III-Substance Abuse Impact Coordinator
- Removes Human Services Specialist III-Child Care Coordinator
- Removes Human Services Specialist III-Grants Coordinator

The Human Services Specialist III positions performing these functions no longer exist in the Code or are used; removing these positions from the list has no fiscal impact.

The fiscal impact for the Deputy Chief of Staff is unknown until the position is filled and the salary set. The mid-point of grade P is \$143,950.

Position Classification Codes and Pay Grades for Grant Funded Employees

This section has been removed as it difficult to keep up-to-date as grant funded positions are added and deleted.

Pay Grades

- As a result of a negotiated agreement, the grades for the Animal Handler (H5 to H6) and Animal Control Officers (H7 to H8) have been changed.

- The fiscal impact for the Animal Handlers is approximately \$3,068
- The fiscal impact for the Animal Control Officers is approximately \$7,860