

## **County Council of Howard County, Maryland**

2021 Legislative Session

Legislative Day No. 7

#### Bill No. 31 -2021

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

AN ACT amending the Pay Plan for Howard County; providing pay scales for employees; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

2021. Ordered posted and hearing scheduled. Introduced and read first time Jour By order Michelle Harrod, 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 May 1, 2021. By order Michelle Harrod, Administrator This Bill was read the third time on May 26 2021 and Passed \_\_\_\_, Passed with amendments Failed By order \_\_\_\_\_\_ Wichelle Harrod, Administrator Sealed with the County Seal and presented to the County Executive for approval this  $\frac{2}{2}$  day of Mac 2021 at S a.m. p.m By order Approved Vetoed by the County Executive 2021 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; <u>Underlining</u> indicates material added by amendment.

1	W	HEREAS, Sections 706 and 707 of the Howard County Charter and Section 1.301 of
2	the Howar	d County Code provide for the adoption of and amendment to the Pay Plan for
3	Howard C	ounty, which allocates each class of positions to the appropriate pay grade, and which
4	establishe	s rules for administration of the Pay Plan for positions within County government; and
5		
6	W	HEREAS, under Section 1.301(c) of the County Code the Pay Plan, and any
7	amendme	nts thereto, are adopted by the County Council as attachments to the Council Bill
8	through w	hich the County Council exercises its legislative action on the Pay Plan; and
9		
10	W	HEREAS, the Pay Plan is amended to establish pay rates for employees that shall
11	apply duri	ng Fiscal Year 2022; and
12		
13	W	HEREAS, the Pay Plan for Fiscal Year 2022 also:
14	1.	Establishes a General Salary Schedule that is effective December 20, 2021, the pay
15		period that includes January 1, 2022;
16	2.	Adopts pay schedules to be effective on December 21, 2021 for Emergency
17		Communications Supervisors, members of Local 1810 of the American Federation of
18		State, County and Municipal Employees, members of the Howard County Public
19		Safety Dispatchers Association, members of Local 3085 of the American Federation
20		of State, County and Municipal Employees, members of Local 3888 of the American
21		Federation of State, County and Municipal Employees, members of the Fraternal
22		Order of Police, Lodge 143, members of Police Management, members of Local 3080
23		of the American Federation of State, County and Municipal Employees, members of
24		Corrections Management, and part-time benefitted employees;
25	3.	For members of Lodge 21, adds a scale to be effective June 21, 2021 and December
26		21, 2021; and
27	4.	Adds the position of Deputy Chief of Staff in the Office of the County Executive ;
28	5.	Amends the pay grade for the positions of Animal Handler and Animal Control
29		Officer;
30	6.	Removes certain Human Services Specialist III positions whose functions are
31		obsolete;

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7. Removes grant-funded positions from the Pay Plan as those positions are added and 1 deleted frequently and salary provision are included in relevant grant agreements; and 2 8. Adds the position of Correctional Dietary Coordinator to the Pay Plan, while 3 removing the position of Correctional Supervisor I-; and 4 9. Adds payscales for members of Lodge 131. 5 NOW, THEREFORE, 6 7 Section 1. Be It Enacted by the County Council of Howard County, Maryland that it adopts 8 amendments to the Pay Plan of Howard County, as attached to this Bill. 9 10 Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland, 11 that, subject to specific effective dates for Pay Scales as included in the Pay Plan, the provisions 12 of this Act shall apply on July 1, 2021. 13 14 Section 3. And Be It Further Enacted by the County Council of Howard County, Maryland, 15 that this Act shall become effective July 1, 2021. 16

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# Howard County Pay Plan Fiscal Year [[2021]]2022 Effective July 1, [[[2020]] 2021

#### Salary Schedules

Hourly rates for employees of Howard County are as provided in the General Salary Schedule, the Police Management Schedule (PM), the Corrections Management Schedule (CM), the County Sheriff Schedule (DS), the Emergency Communications Supervisor Schedule (EC), and the Fire Management Schedule (FM) except that hourly rates for positions included in Unit Descriptions in collective bargaining agreements shall be in accordance with the following schedules:

- (1) C Schedule for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3080 of the American Federation of State, Local and municipal employees;
- (2) *H Schedule* for employees within the Unit Description as contained in the collective bargaining agreement between the County and Local 3085 of the American Federation of State, Local and Municipal Employees;
- (3) *P Schedule* for employees of the Police Department who are within the Unit Description as contained in the collective bargaining agreement between the County and The Howard County's Police Officer's Association, Lodge 21;
- (4) *F Schedule* for employees of the Department of Fire and Rescue Services who are within the unit description as contained in the collective bargaining agreement between the County and Local 2000 of the International Association of Firefighters;
- (5) *PS Schedule* for Police Sergeant employees of the Police Department who are within the description as contained in the collective bargaining agreement between the County and The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance;
- (6) D Schedule for employees within the unit description as contained in the collective bargaining agreement between the County and The Howard County Public Safety Dispatchers Association;
- (7) OS Schedule for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3888 of the American Federation of State, Local and Municipal employees;
- (8) OT Schedule for employees within the unit description as contained in the collective bargaining agreement between the County and Local 1810 of the American Federation of State, Local and Municipal Employees; and
- (9) *CS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the Howard County Sheriff and Lodge 131 of the Fraternal Order of Police.

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	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	s	\$	\$	\$	\$	\$	\$	\$	s	\$
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
н	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	
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		83,702
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		<u> </u>	89,973	92,672
к	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		93,886	96,735	99,637	102,626
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	100,994	104,020	107,154	110,369	113,680
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	111,944	115,277	118,743	122,305	125,974
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	124,085	127,794	131,614	135,562	139,629
0	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	137,420	141,547	145,762	150,135	154,639
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	152,297	156,868	161,591	166,439	171,432
<u> </u>	, 115,785	119,317	122,981	126,756	130,599	134,572	138,655	142,893	147,220	151,702	156.359						168,655	173,710	178,898	184,265	189,793
Q	128,302	132,209	136,204	140,378	144,637							161,085	165,961	170,995	176,160	181,459	186,932	192,540	198,324	204,274	210,402
R						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

#### [[Howard County General Salary Schedule Rates Effective June 22, 2020

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]]

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	1	2	3	4	5	6	7	8	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	14	<u>15</u>	<u>16</u>	<u>17</u>	18	<u>19</u>	20	21	
	s		s	\$	\$	\$	\$	\$	\$	s	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	s	
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	
	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	
L L	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	
	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	
, ,	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	
ц Ц	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	
T	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	
Ţ	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	
2	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	
1	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	
ь. М	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	
M	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	153,138	157,732	
0	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	
r 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	
3	· ·	1			<u>i</u>	L.,		<u> </u>	٨	.t	1											

#### Howard County General Salary Schedule Bates Effective December 21, 2020

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 FEFECTIVE DECEMPER 20, 2021

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	1	2	3	4	5	<u>6</u>	7	8	9	<u>10</u>	11	12	13	14	15	16	17	18	19	20	21
	\$	S	5	s	S	s	s	s	s	s	\$	s	s	s	S	5	\$	s	s	s	s
c	33,808	34,083	34,360	34,657	34,933	35,393	35,738	36,126	36,518	37,574	38,792	39,871	41,135	42,376	43,637	44,969	46,347	47,702	49,126	50,601	52,119
D	34,335	34,635	34,933	35,138	35,843	36,944	38,067	39,169	40,412	41,653	42,870	44,230	45,540	46,946	48,351	49,805	51,351	52,897	54,465	56,099	57,783
ш	35,233	36,241	37,412	38,536	39,708	40,925	42,145	43,432	44,721	46,198	47,580	48,938	50,438	51,982	53,653	55,144	56,810	58,519	60,253	62,061	63,923
F	39,028	40,223	41,464	42,707	44,043	45,376	46,735	48,119	49,617	51,163	52,664	54,255	55,872	57,606	59,339	61,143	62,994	64,915	66,836	68,840	70,905
G	43,246	44,559	45,915	47,297	48,774	50,249	51,749	53,342	55,005	56,621	58,355	60,113	61,916	63,838	65,783	67,750	69,812	71,873	74,052	76,273	78,560
н	47,909	49,356	50,826	52,457	54,018	55,672	57,372	59,116	60,955	62,746	64,676	66,652	68,649	70,761	72,897	75,079	77,376	79,697	82,085	84,547	87,084
	53,053	54,708	56,407	58,107	59,875	61,712	63,574	65,434	67,432	69,545	-71,635	73,816	76,045	78,365	80,752	83,165	85,669	88,218	90,881	93,607	96,416
J	58,842	60,609	62,447	64,331	66,308	68,257	70,395	72,554	74,711	77,055	79,397	81,763	84,244	86,815	89,411	92,121	94,855	97,679	100,643	103,663	106,773
ĸ	65,159	67,111	69,154	71,245	73,518	75,700	78,042	80,384	82,820	85,323	87,896	90,559	93,292	96,094	99,011	101,998	105,074	108,222	111,483	114,828	118,273
	72,208	74,437	76,664	78,893	81,373	83,852	86,402	88,997	91,777	94,578	97,426	100,389	103,375	106,499	109,715	113,067	116,467	119,935	123,540	127,246	131,063
M	79,972	82,452	84,955	87,529	90,192	92,970	95,773	98,643	101,630	104,707	107,970	111,208	114,583	118,098	121,634	125,309	129,098	132,957	136,931	141,038	145,270
N	88,631	91,340	94,073	96,968	99,885	102,939	106,084	109,324	112,630	116,031	119,611	123,196	126,939	130,798	134,702	138,813	142,971	147,266	151,651	156,201	160,887
0	98,139	101,170	104,248	107,348	110,702	114,078	117,522	121,084	124,803	128,570	132,476	136,563	140,652	144,970	149,310	153,788	158,450	163,205	168,119	173,163	178,358
P	108,750	112,034	115,501	119,037	122,622	126,366	130,222	134,151	138,238	142,512	146,829	151,284	155,832	160,472	165,318	170,302	175,469	180,728	186,126	191,709	197,461
α	120,463	124,137	127,950	131,877	135,875	140,008	144,257	148,666	153,167	157,831	162,676	167,593	172,666	177,903	183,277	188,790	194,484	200,319	206,336	212,526	218,902
R	133,485	137,550	141,707	146,050	150,481	155,098	159,827	164,722	169,704	174,873	180,178	185,666	191,247	197,011	202,961	209,116	215,456	221,909	228,591	235,449	242,512
	147,909	152,387	157,049	161,849	166,788	171,840	177,009	182,496	188,077	193,752	199,631	205,738	211,987	218,280	224,894	231,670	238.675	245,839	253,213	260,809	
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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

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# EC Schedule (Emergency Communications Supervisors) Rates Eff. December 21, 2020

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FC	1	2	3	4	5	6	7	8	9	10 _		14	12	<u></u>	<u></u>	<u> </u>	┟┈┈┷───┘	<u>~</u>	
	<u> </u>	<u></u>	×		<u> </u>	<u> </u>	<u> </u>										1	í '	1
					İ	1							A 4 A 4 A 4	a	646.20	\$47.72	\$49.13	\$50.61	\$52.10
	\$30.59	\$31.52	\$32.46	\$33.41	\$34,44	\$35.45	\$36.54	\$37.66	\$38.76	\$39.96	\$41.17	\$42.39	\$43.37	\$44.99	\$46.35	\$41.12	\$49.15	1 30.01	1.002.10
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EC SCHEDULE (EMERGENCY COMMUNICATIONS SUPERVISORS) RATES EFF. DECEMBER 20, 2021

EC.	1	2	3	4	5	<u>6</u>	7	8	9	10	11	<u>12</u>	13	14	<u>15</u>	<u>16</u>	17	18	19	
1	\$31.20	\$32.15	\$33.11	\$34.08	\$35.13	\$36.16	\$37.27	\$38.41	\$39.54	\$40.76	\$41.99	\$43.24	\$44.24	\$45.89	\$47.28	\$48.67	\$50.11	\$51.62	\$53.14	i.

Local 1810 of the American Federation of State, County and Municipal Employees

<b></b>	Rates Eff. June	22, 2020
Grade	Minimum	Maximum
С	\$15.83	\$23.93
D	\$16.08	\$26.46
E	\$16.48	\$29.22
F	\$18.20	\$32.35
G	\$20.11	\$35.78
Н	\$22.23	\$39.61
I	\$24.55	\$43.80
J	\$27.17	\$48.44
K	\$30.04	\$53.61]]

[[OT Schedule

# OT Schedule

Rates Eff. December 21, 2020

Grade	Minimum	Maximum
С	\$16.15	\$24.42
D	\$16.40	\$26.98
Е	\$16.81	\$29.81
F	\$18.56	\$33.01
G	\$20.51	\$36.50
Н	\$22.67	\$40.40
Ι	\$25.04	\$44.67
J	\$27.71	\$49.42
K	\$30.64	\$54.67

### OT SCHEDULE

RATES EFF. DECEMBER 20, 2021

GRADE	MINIMUM	Maximum
С	\$16.47	\$24.91
D	\$16.73	\$27.52
E	\$17.15	\$30.41
F	\$18.93	\$33.67
G	\$20.92	\$37.23
H	\$23.12	\$41.21
I	\$25.54	\$45.56
J	\$28.26	\$50.41
K	\$31.25	\$55.76

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$20.00	\$34.08
G Dispatcher	\$22.00	\$38.70
DFC Dispatcher 1 <sup>st</sup> Class	\$28.31	\$41.57
H Senior Dispatcher	26.18	\$44.59]]

### [[Howard County Public Safety Dispatchers Association D Schedule Rates Eff. June 22, 2020

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## Howard County Public Safety Dispatchers Association D Schedule Rates Eff, December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$20.40	\$34.76
G Dispatcher	\$22.44	\$39.47
DFC Dispatcher 1st Class	\$28.88	\$42.40
H Senior Dispatcher	\$26.70	\$45.48

HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION D SCHEDULE RATES FEE DECEMBER 20, 2021

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
F OPERATOR	\$20.81	\$35.46
G DISPATCHER	\$22.89	\$40.26
DFC DISPATCHER 1 <sup>ST</sup>	\$29.46	\$43.25
H SENIOR DISPATCHER	\$27.23	\$46.39

Pay Grade	Minimum Base Pay	Maximum Base Pay
I Operations Sup I	\$25.29	· \$43.26
J Operations Sup II	\$28.01	\$47.88]]

[[Local 3888 of the American Federation of State, County and Municipal Employees OS Schedule Rates Eff. June 22, 2020

Local 3888 of the American Federation of State, County and Municipal Employees OS Schedule

Rates Eff. December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay
I Operations Sup I	\$25.80	\$44.13
J Operations Sup II	\$28.57	\$48.84

LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES OS SCHEDULE

RATES EFF. DECEMBER 20, 2021

Pay Grade	MINIMUM BASE PAY	MAXIMUM BASE PAY
I OPERATIONS SUP I	\$26.32	\$45.01
J OPERATIONS SUP II	\$29.14	\$49.82

Pay Grade	Minimum Base Pay	Maximum Base Pay
Н3	\$15.62	\$21.29
H 4	\$15.76	\$22.92
Н 5	\$16.99	\$24.69
Н6	\$17.84	\$26.56
H 7	\$18.76	\$28.62
H 8	\$20.13	\$30.84
Н9	\$22.81	\$34.92]]

[[Local 3085 of the American State, County and Municipal Employees H Schedule

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Local 3085 of the American State, County and Municipal Employees H Schedule

Pay Grade	Minimum Base Pay	Maximum Base Pay
Н 3	\$16.00	\$23.06
H4	\$16.64	\$24.12
Н5	\$17.34	\$27.32
Н6	\$18.26	\$27.78
Н7	\$19.18	\$29.18
H 8	\$20.71	\$31.51
Н9	\$23.27	\$35.62

Rates Eff. December 21, 2020

LOCAL 3085 OF THE AMERICAN STATE, COUNTY AND MUNICIPAL EMPLOYEES H Schedule

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
Н3	\$16.32	\$23.52
H 4	\$16.97	\$24.60
Н5	\$17.69	\$27.87
H 6	\$18.63	\$28.34
Н7	\$19.56	\$29.76
Н 8	\$21.12	\$32.14
Н9	\$23.74	\$36.33

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	<b>.</b>	· · · · · · · · · · · · · · · · · · ·	R	lates Eff. J	une 22, 20	20			
Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
РО	\$27.45	\$42.07	\$42.81	\$44.20	\$45.75	\$47.24	\$48.78	\$50.37	\$52.38
PFC	\$31.52	\$43.53	\$44.29	\$45.75	\$47.22	\$48.76	\$50.34	\$51.98	\$54.06
CPL	\$34.92	\$46.67	\$47.49	\$49.00	\$50.61	\$52.26	\$53.95	\$55.70	\$57.93]]

# [[Howard County Police Officer's Association, Lodge 21 P Schedule

### [[Howard County Police Officer's Association, Lodge 21 P Schedule

# Rates Eff. December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14.	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$28.00	\$42.93	\$43.68	\$45.10	\$46.57	\$48.08	\$49.64	\$51.25	\$53.30
PFC	32.15	44.48	\$45.26	\$46.73	\$48.25	\$49.82	\$51.44	\$53.11	55.23
CPL	\$35.62	\$47.61	\$48.44	\$50.01	\$51.64	\$53.32	\$55.05	\$56.84	\$59.11]]

# HOWARD COUNTY POLICE OFFICER'S ASSOCIATION, LODGE 21

#### **P SCHEDULE** RATES EFF. JUNE 21, 2021

Pay Grade	Minimum Base Pay	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
РО	\$28.00	\$43.15	\$43.91	\$45.12	\$46.59	\$48.10	\$49.66	\$51.27	\$53.32
PFC	\$32.15	\$44.70	\$45,48	\$46.73	\$48.25	\$49.82	\$51.44	\$53.11	\$55.23
CPL	\$35.62	\$47.85	\$48.69	\$50.03	\$51,66	\$53.34	\$55.07	\$56.86	\$59.13

# HOWARD COUNTY POLICE OFFICER'S ASSOCIATION, LODGE 21 P Schedule Rates Eff. December 20, 2021

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Pay Grade	Minimum Base Pay	MAXIMUM Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
РО	\$28.56	\$44.02	\$44.79	\$46.02	\$47.52	\$49.06	\$50.65	\$52.30	\$54.39
PFC	\$32.79	\$45.58	\$46.38	\$47.66	\$49.21	\$50.81	\$52.46	\$54.16	\$56.33
CPL	\$36.33	\$48.80	\$49.65	\$51.02	\$52.68	\$54.39	\$56.16	\$57.99	\$60.31

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[[PS Schedule (The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance) Rates Eff. June 22, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$38.64	\$50.92	\$52.57	\$54.26	\$56.05	\$57.87	\$59.75	\$61.70	\$64.01]]

PS Schedule (The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance) Rates Eff. [[December 21, 2020]] JUNE 21, 2021

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$39.41	\$51.94	\$53.62	\$55.35	\$57.17	\$59.03	\$60.95	\$62.93	[[ <b>\$65.29</b> ]] \$65.45

PS SCHEDULE (THE FRATERNAL ORDER OF POLICE LODGE 143, HOWARD COUNTY POLICE SUPERVISOR'S ALLIANCE) RATES EFF. DECEMBER 20, 2021

Pay Grade	MINIMUM Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$40.20	\$52.98	\$54.69	\$56.46	\$58.31	\$60.21	\$62.17	\$64.19	\$66.76

### [[**PM Schedule** (Police Management) Rates Eff. December 23, 2019

							1.au	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	0000000	20 y 20 y 20	·				· ····		
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		\$42.82	\$44.29	\$45.88	\$47.52	\$49.13	\$50.92	\$52.65	\$54.51	\$56.43	\$58.36	\$60.41	\$62.54	\$64.71	\$66.98	\$69.32	\$71.57
(PM2)																	
Captain	mos.		84	96	108	120	132	144	156	168	180						
(PM3)			\$52.95	\$54.81	\$56.79	\$58.71	\$60.84	\$62.93	\$65.13	\$67.44	\$69.75	\$72.20	\$74.72	\$77.34	\$80.04	\$82.83	\$85.53
	Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major (PM 4)	01000		\$59.55	\$61.68	\$63.88	\$66.05	\$68.45	\$70.80	\$73.26	\$75.87	\$78.48	\$81.21	\$84.06	\$87.00	\$90.06	\$93.20	\$96.24

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.]]

				·				(Police I	<b>M Sched</b> Managen ecember	nent)	)				·	<b></b>	
Steps		1	2	3	4	5	6	7	8	9	10	Liyr16	L2Yr17	L3YR18	L4Yr19	L5Yr20	L6YR21
mos		72	84	96	108	120	132	144	156	168	180						
Lieutenant		\$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
(PM2)																L	ļ
Captain	mos.		84	96	108	120	132	144	156	168	180						ļ
(PM3)	1103.		\$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
	Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major (PM 4)	•	······	\$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.

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### PM SCHEDULE (POLICE MANAGEMENT) RATES EFF. DECEMBER 20, 2021

STEPS	1	2	3	4	5	6	7	8	1 0	10	LIYR16	7.037-177	1016-10			<u> </u>
							<u> </u>		9	10	LIYRIO	L2YR17	L3Yr18	L4Yr19	LSYr20	L6Yr2
MOS	72	84	96	108	120	132	144	156	168	180						
Lieutenant PM2)	\$44.55	\$46.08	\$47.74	\$49.44	\$51.11	\$52.98	\$54.77	\$56.71	\$58.71	\$60.72	\$62.85	\$65.07	\$67.32	\$69.69	\$72.12	\$74.46
Captain mos.		84	96	108	120	132	144	156	168	180						
PM3)		\$55.09	\$57.03	\$59.09	\$61.08	\$63.30	\$65.47	\$67.76	\$70.17	\$72.57	\$75.11	\$77.73	\$80.47	\$83.27	\$86.18	\$88.98
Step s		2	3	4	5	6	7	8	9	10	11	12	13		15	16
Major PM 4)		\$61.95	\$64.17	\$66.46	\$68.72	\$71.22	\$73.66	. \$76.22	\$78.94	\$81.65	\$84.49	\$87,45	\$90.51	\$93.70	\$96.96	\$100.1

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.

International Association of Firefighters Local 2000 Rates Effective June 22, 2020							
F Schedule	Minimum Base Pay	Maximum Base Pay					
Pay Grade							
D 40 Hours	\$25.90	\$26.69					
D 48 Hours	\$21.58	\$22.24					
E40	\$26.96	\$40.07					
E 42	\$25.68	\$38.16					
E 48	\$22.47	\$33.39					
F 40	\$29.90	\$44.46					
F 42	\$28.48	\$42.34					
F 48	\$24.92	\$37.05					
G 40	\$30.38	\$44.95					
G 42	\$28.94	\$42.82					
G 48	\$25.32	\$37.46					
H 40	\$33.12	\$49.22					
H 42	\$31.54	\$46.87					
H 48	\$27.60	\$41.01					
140	\$33.60	\$49.72					
I 42	\$32.00	\$47.35					
I 48	\$28.00	\$41.43					
J 40	\$36.68	\$54.58					
J 42	\$34.94	\$51.98					
J 48	\$30.57	\$45.48]]					

[[F Schedule International Association of Firefighters Local 2000 Rates Effective June 22, 2020

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F Schedule	Minimum Base Pay	Maximum Base Pay				
Pay Grade						
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				
140	\$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				

F Schedule International Association of Firefighters Local 2000 Rates Effective December 21, 2020

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Rates Eff. December 23, 2019 13 14 11 12 10 5 8 9 7 3 4 6 2 Steps 1 258 210 234 186 150 162 174 126 138 114 90 102 78 66 months Captain \$58.78 \$60.58 \$55.37 \$57.07 \$52.13 \$53,72 \$47.69 \$49.16 \$50.63 \$44.90 \$46.28 \$43.54 \$42.28 40 hrs \$41.03 \$50.48 \$47,56 \$48.98 \$43.44 \$44.77 \$46.14 \$42.19 \$38.57 \$39.74 \$40.97 \$37.42 \$36.28 \$34.19 \$35.23 48 hrs 270 222 246 198 174 186 150 162 102 114 126 138 90 78 months Batt Chief \$65.11 \$67.09 \$61.37 \$63.23 \$59.52 \$52.80 \$54.47 \$56.09 \$57.79 \$49.72 \$51.25 \$48.28 \$46.80 40 hrs \$45.52 \$54.26 \$55.91 \$52.69 \$51.14 \$44.00 \$45.39 \$46.74 \$48.16 \$49.60 \$42.71 \$39.00 \$40.23 \$41.43 \$37.93 48 hrs 258 282 174 186 198 210 234 162 138 150 114 126 102 90 months Asst Chief 40 hrs \$73.24 \$75.47 \$77.76 \$61.18 \$63.07 \$65.00 \$66.95 \$69.03 \$71.12 \$59.44 \$55.96 \$57.65 \$52.70 \$54.32

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.]]

#### **FM** Schedule

(Fire Management)

Rates Eff. December 21, 2020

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		i	1	t				1						
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258
Captain					~									
40 hrs	\$41.84	\$43.12	\$44.41	\$45.80	\$47.21	\$48.64	\$50.15	\$51.64	\$53.17	\$54.80	\$56.47	\$58.21	\$59.95	\$61.79
48 hrs	\$34.87	\$35.93	\$37.01	\$38.17	\$39.34	\$40.53	\$41.79	\$43.03	\$44.31	\$45.67	\$47.06	\$48.51	\$49.96	\$51.49
42 HRS	\$39.85	\$41.06	\$42.30	\$43.62	\$44.96	\$46.32	\$47.76	\$49.18	\$50.64	\$52.19	\$53.78	\$55.44	\$57.10	\$58.85
42 610	\$37,00	471100												
													0.17	070
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief								,					0.00	ACD 11
40 hrs	\$46.43	\$47.74	\$49.24	\$50.71	\$52.27	\$53.86	\$55.56	\$57.20	\$58.94	\$60.71	\$62.59	\$64.49	\$66.42	\$68.44
48 hrs	\$38.69	\$39.78	\$41.03	\$42,26	\$43.56	\$44.88	\$46.30	\$47.67	\$49.12	\$50.59	\$52.16	\$53.74	\$55.35	\$57.03
42 HRS	\$44.22	\$45.46	\$46.89	\$48.30	\$49.78	\$51.29	\$52.91	\$54,48	\$56.14	\$57.82	\$59,61	\$61.42	\$63.26	\$65.18
				1									}	
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief	<u>├</u>									1				ļ
40 hrs			<u> </u>		t	· · · · · ·	1							
40 1115	\$53.75	\$55.43	\$57.08	\$58.80	\$60.63	\$62.40	\$64.33	\$66.30	\$68.29	\$70.41	\$72.54	\$74.70	\$76.98	\$79.32

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.

# [[FM Schedule (Fire Management)

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Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$22.12	\$ 35.43
C3	\$23.52	\$38.86
C4	\$26.29	\$43.24]]

# [[Local 3080 of the American Federation of State, County and Municipal Employees C Schedule

Local 3080 of the American Federation of State, County and Municipal Employees C Schedule Rates Eff. December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$ 22.56	\$36.14
C3	\$23.99	\$39.64
C4	\$26.82	\$44.10

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# LOCAL 3080 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES C Schedule

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
C2	\$ 23.01	\$36.86
C3	\$24.47	\$40.43
C4	\$27.36	\$44.98

RATES EFF. DECEMBER 20, 2021

	Rates Eff. December 23, 2019							
Pay Grade	Minimum Base Pay	Maximum Base Pay						
CM1	\$27.73	\$45.97						
CM 2	\$30.71	\$50.79]]						

# [[Corrections Management Rates Eff. December 23, 2019

# Corrections Management Rates Eff. December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM1	\$28.28	\$46.89
CM 2	\$31.32	\$51.81

# CORRECTIONS MANAGEMENT RATES EFF. DECEMBER 20, 2021

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE Pay
CM 1	\$28.85	\$47.83
CM 2	\$31.95	\$52.85

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Grade	Step	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
CS1	21.17	21.82	22.51	23.17	23.87	24.60	25.37	26.12	26.94	27.73	28.58	29.43	30.33	31.26	32.24	33.17	34.18	35.21
CS2				23.62	24.34	25.09	25.87	26.63	27.47	28.28	29.14	30.00	30.94	31.88	32.87	33.83	34.84	35.89
CS3	23.44	24.20	24.91	25.67	26.47	27.25	28.10	28.97	29.82	30.74	31.68	32.65	33.61	34.65	35.71	36.78	37.89	39.04
DS2	19.10	19.70	20.31	20.91	21.56	22.24	22.89	23.55	23.95	25.04	25.80	26.58	27.39	28.20	29.18	29.95	30.86	NA
ĎS5	26.00	26.81	27.63	28.48	29.33	30.21	31.15	32.05	33.02	34.08	35.09	36.17	37.23	38.36	39.55	40.74	41.96	43.21
DS6	28.82	29.68	30.59	31.51	32.47	33.45	34.49	35.55	36.59	37.74	38.88	40.05	41.26	42.51	43.80	45.10	46.47	47.86

[[Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff) Rates Effective December 23, 2019

Notes:

1. Grade DS2; Time in Steps 1 to 10 = 1 year and Steps 11 to 16 = 2 years. All other grades have 1 year between steps.

2. Longevity Pay: Employees in the pay grades CS1, CS2, CS3, DS5 & DS6 who have 20 years of service in the Sheriff's Department will receive 3% longevity pay added to their base pay.

3. Longevity Pay: Employees in the pay grades CS1, CS2, CS3, DS5 & DS6 who have 27 years of service in the Sheriff's Department will receive an additional 3% longevity pay added to their base pay.

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<del>ule Lodge 131 of the Fraternal Order of Police (CS) and DS-Schedule (Sheriff)</del>	Rates Effective December 21, 2020
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Grade Grade	+ Step	ы <mark>Step</mark>	step 1	Step A	Step 5	Step	۲ Step	Step •	Step	Step	Step 11	Step	Step	Step	Step	Step	Step	Step
	•	1	>	+	<b>b</b>	Þ	ŀ	Þ	ħ	₽	‡	1	<b>‡</b>	I	1	<del>9</del>	17	8
<del>CS1</del>	21.59	<del>22.26</del>	<del>32.96</del>	<del>23.63</del>	<del>24.35</del>	<del>25.09</del>	<del>25.88</del>	<del>26.64</del>	27.48	<u>28.28</u>	<del>29.15</del>	<del>30.02</del>	<del>30.94</del>	<del>31.8</del> 9	<del>32.88</del>	<del>33.83</del>	<del>34.86</del>	35.01
CS3				<u>24.09</u>	<del>24.83</del>	<del>25.59</del>	<del>26.39</del>	<del>27.16</del>	<u>28.02</u>	<u>28.85</u>	<del>55.65</del>	<del>30.60</del>	<del>31.56</del>		33.53	34.51	35.54	36.61
( (						27.80	1	1						-		1	-	10.00
F)		<del>24.68</del>	25.41	26.18	27.00		28.66	29.55	30.42	31.35	32.31	33.30	34.28	35.34	36.42	37.52	<del>38.65</del>	<del>39.82</del>
<del>D83</del>	<u>19.48</u>	<u>20.09</u>	<del>20.72</del>	<del>21.33</del>	<del>21.99</del>	<u>22.68</u>	<del>23.35</del>	<del>24.02</del>	24.43	<del>25.5</del> 4	26.32	<del>27.11</del>	<u>27.94</u>	<u>28.76</u>	<u> 30 76</u>	<u>30 55</u>	31 <u>1</u> 8	ŇĂ
5 <u>8(1</u> 9	<del>36 53</del>	22.25	28180	20.05	20.02	20.91	21 77	1	1	1			-				0	
		22	21.22	20.02	21.12	TUIN		6			4.6	10.05	<u><u></u></u>	5116	<del>1</del>	41.55	42.80	44.07
<del>DS(</del>	<del>29.40</del>	<del>30.27</del>	<del>31.20</del>	<del>32.1</del> 4	<del>33.12</del>	<del>34.12</del>	<del>35.18</del>	<del>36.26</del>	<del>37.32</del>	<del>38.49</del>	<del>39.66</del>	40.85	42 00	43.36	44.68	46.00	07 70	19 27
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1. Grade DS2; Time in Steps 1 to 10 = 1 year and Steps 11 to 16 = 2 years. All other grades have 1 year between steps.

2. Longevity Pay: Employees in the pay grades CS1, CS2, CS3, DS5 & DS6 who have 20 years of service in the Sheriff's Department will receive 3% longevity pay added to <del>their base pay.</del>

3. Longovity Pay:- Employees in the pay-grades CS1, CS2, CS3, DS5 & DS6 who have 27 years of service in the Sheriff's Department will receive an additional 3% longevity <del>pay added to their base pay.</del> <u>Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)</u> <u>Rates Effective JUNE 21, 2021</u>

<u>27</u> 27	38.86	39.49	43.08	NA	47.69	52.83
<u>YR</u> 20	37.73	38.34	41.83	NA	46.30	51.29
STEP 18	36.63	37.22	40.62	NA	44.95	49.80
STEP 17	35.56	36.14	39.42	31.48	43.66	48.35
STEP 16	34.51	35.09	38.27	30.55	42.38	46.92
STEP 15	33.54	<u>34.07</u>	37.15	29.76	41.15	45.57
STEP .	32.53	33.08	36.05	28.76	39.91	44.23
STEP 13	31.56	32.12	34.97	27.94	38.73	42.93
STEP 12	30.62	31.18	33.97	27.11	37.63	41.67
STEP 11	29.73	30.27	32.96	26.32	36.51	40.45
STEP 10	28.85	29.39	31.98	25.54	35.46	39.26
STEP 9	28.03	28.53	31.03	24.43	34.35	38.07
STEP 8	27.17	27.70	30.14	24.02	33.34	<u>36.99</u>
STEP 7	26.40	26.89	29.23	23.35	32.41	35.88
STEP 6	25.59	26.11	28.36	22.68	31.43	34.80
STEP 5	<u>24.84</u>	25.35	27.54	21.99	30.52	33.78
STEP A	<u>-</u> 24.10	24.61	26.70	21.33	29.63	32.78
STEP 2	23.42	23.89	25.92	20.72	28.74	31.82
STEP	<u>±</u> 22.71		25.17	20.09	27.90	30.88
STEP	<u>-</u> 22.02		24.39	19.48	27.05	29.99
		32	33	32	35	36

NOTES: 1. GRADE DS2: TIME IN STEPS 1 TO 10 = 1 YEAR AND STEPS 11 TO 16 = 2 YEARS. ALL OTHER GRADES HAVE 1 YEAR BETWEEN STEPS.

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GRADE	STEP 1	STEP 2	STEP 3	<u>Step</u> <u>4</u>	STEP 5	STEP 6	<u>Step</u> <u>7</u>	STEP 8	STEP 9	<u>Step</u> <u>10</u>	STEP 11	<u>Step</u> 12	<u>STEP</u> <u>13</u>	STEP 14	STEP 15	<u>STEP</u> <u>16</u>	<u>STEP</u> 17	STEP 18	<u>YR</u> 20	<u>YR</u> 27
<u>CS1</u>	22.46	23.16	23,89	24.58	25.34	26.10	26.93	<u>27.71</u>	28.59	<u>29.43</u>	<u>30.32</u>	31.23	32.19	<u>33.18</u>	34.21	35.20	36.27	37.36	38.48	39.64
<u>CS2</u>			<u>24.37</u>	25.07	25.85	26.62	<u>27.47</u>	<u>28.26</u>	29.16	30.02	<u>30.93</u>	<u>31.85</u>	32.83	33.84	<u>34.89</u>	<u>35.90</u>	<u>37.00</u>	38.11	39.25	40.43
<u>CS3</u>	<u>24.88</u>	<u>25.67</u>	26.44	27.23	<u>28.09</u>	<u>28.93</u>	<u>29.81</u>	<u>30.74</u>	<u>31.65</u>	<u>32.62</u>	<u>33.62</u>	<u>34.65</u>	35.67	<u>36.77</u>	<u>37.89</u>	<u>39.04</u>	40.21	41.43	42.67	43.94
DS2	<u>19.87</u>	20.49	<u>21.13</u>	21.76	22.43	<u>23.13</u>	23.82	<u>24.50</u>	24.92	<u>26.05</u>	26.85	27.65	28.50	<u>29.34</u>	<u>30.36</u>	31.16	32.11	NA	NA	NA
DS5	27.59	<u>28.46</u>	<u>29.31</u>	<u>30.22</u>	<u>31.13</u>	32.06	<u>33.06</u>	<u>34.01</u>	35.04	<u>36.17</u>	<u>37.24</u>	<u>38.38</u>	<u>39.50</u>	<u>40.71</u>	41.97	43.23	44.53	45.85	47.23	48.65
DS6	<u>30.59</u>	<u>31.50</u>	<u>32.46</u>	<u>33.44</u>	<u>34.46</u>	<u>35.50</u>	36.60	<u>37.73</u>	<u>38.83</u>	<u>40.05</u>	<u>41.26</u>	42.50	43.79	45.11	46.48	47.86	49.32	50.80	52.32	

# <u>Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)</u> <u>Rates Effective DECEMBER 20, 2021</u>

NOTES:

1. GRADE DS2; TIME IN STEPS 1 TO 10 = 1 year and Steps 11 to 16 = 2 years. All other grades have 1 year between steps.

Grade	Minimum	Maximum
В	\$11.96	\$20.46
С	\$13.24	\$22.71
D	\$14.67	\$25.17
Е	\$16.27	\$27.84
F	\$18.03	\$30.88]]

# [[RLC Scale (Part-Time Benefitted)

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# RLC Scale (Part-Time Benefitted) Rates Eff. December 21, 2020

Grade	Minimum	Maximum
В	\$12.20	\$20.87
C	\$13.50	\$23.16
D	\$14.96	\$25.67
E	\$16.60	\$28.40
F	\$18.39	\$31.50

### RLC SCALE (PART-TIME BENEFITTED) RATES EFF. **DECEMBER 20, 2021**

GRADE	MINIMUM	Maximum
В	\$12.44	\$21.29
С	\$13.77	\$23.62
D	\$15.26	\$26.18
E	\$16.93	\$28.97
F	\$18.76	\$32.13

#### Implementing the Pay Plan.

- Rates are Hourly Rates. All rates of pay contained in the Pay Plan are expressed as hourly rates. (a) (b)
  - Fair Labor Standards Act (The "FLSA").
    - Except as otherwise provided in the Pay Plan, full-time employees exempt from coverage (1)of the federal FLSA receive an annual salary, which shall be calculated by multiplying the employee's hourly rate by the number of hours the employee is regularly scheduled to work per year, which are either the standard work hours for County employees or a schedule approved by the Personnel Officer under section 1.113(a)(1) of the County Code.
    - In accordance with requirements of the FLSA, while the rates of pay in this Pay Plan, (2)which are established by ordinance, may be expressed as hourly rates, employees in positions which have been determined to be exempt under the FLSA are paid on a salary basis, meaning a predetermined amount that does not vary from pay period to pay period, is not adjusted for quality or quantity of work, and meets the minimum salary level requirements under FLSA.
- Adjustments to Salary Schedule. In order to maintain the effectiveness of the Pay Plan, the (c) County annually shall review the general labor market, and, subject to the availability of appropriated funds, may propose an adjustment to the Salary Schedule.
- Management Employees of the Department of Fire and Rescue Services. (đ)
  - For purposes of determining the appropriate step within the Fire Management (FM) (1)schedule upon appointment of an employee to the position of Fire Captain, Battalion Chief, or Assistant Chief, the Personnel Officer shall utilize the employee's length of creditable service.
  - Length of creditable service, in months, for purposes of paragraph (1) of this section shall (2)be applied in accordance with the following schedule:

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Rank	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Capt.	66	78	90	102	114	126	138	150	162	174	186	210	234	258
Batt. Ch.	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Asst Chf	90	102	114	126	138	150	162	174	186	198	210	234	258	282

Steps

# (e) "Creditable Service" Defined.

- In implementing the Pay Plan for management employees of the Police Department and (1)the Department of Fire and Rescue Services, "creditable service" means time spent in sworn classifications of the Police Department, in uniformed service in positions in the Department of Fire and Rescue Services, and in the positions of Police Officer (Probationary) and Firefighter Trainee.
- An employee shall be credited with service upon completion of the required length of (2)service.

(3) "Creditable service" does not include time spent during unpaid breaks in service, time worked for which performance was rated less than satisfactory, or paid leave that was not credited as service time under application of the section entitled "Step Increment" of the Pay Plan.

#### Step Increment.

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- (a) When Authorized. In a fiscal year, an employee in the Classified Service may be granted a step increment if:
  - (1) The Personnel Officer establishes a step increment in the fiscal year for all eligible employees;
  - (2) The County Executive provides for the step increment in the proposed annual expense budget for the fiscal year;
  - (3) The step increment is approved by the County Council as part of the expense budget; and

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- (4) The employee is eligible under subsection (b) of this section.
- (b) *Eligibility*. A Classified employee is eligible to receive a step increment approved under subsection(a) of this section if:
  - (1) The employee is being paid below the maximum rate of pay in the employee's grade;
  - (2) Except for employees paid according to the *PM or FM Schedule*, the employee is:
    - (i) Currently in step 1 through 11of the grade; or
      - (ii) At the end of the second year in steps 12 through 18 of the grade;
  - (3) The employee's work meets the standards for satisfactory performance; and if the employee is eligible under paragraph (2)(ii) of this subsection, the employee has met those standards for a total number of 2 years while in the step; and
  - (4) The employee has worked more than 75% of the scheduled work days in the preceding year; and
  - (5) The employee is not, based upon the employee's position description, included within a representation unit that has been deemed appropriate for purposes of collective negotiations under Title 1 of the County Code.
- (c) Employees paid according to the PM or FM Schedule. Notwithstanding subsection (b)(2) of this section, when authorized under subsection (a) of this section:
  - (1) An employee being paid below the maximum rate of pay in the employee's grade according to the *PM Schedule* is eligible for a step increment in accordance with the defined months of creditable service as indicated on the *PM Schedule*; and
  - (2) An employee being paid below the maximum rate of pay in the employee's grade according to the *FM Schedule* is eligible for step increment in accordance with the defined months of creditable service as indicated on the *FM Schedule*.
- (d) Step Increment After Probationary Period. Subject to subsection (a) of this section, and notwithstanding subsection (b)(2) of this section, if at the end of the initial probationary period an employee receives an overall rating of "Substantially Exceeds Standards" or better on the employee's performance appraisal, the department head may recommend and the Personnel Officer may approve a step increment for the employee.
- (e) Effect of Funding on Step Increment. If the County does not provide for a step increment in the current expense budget for any fiscal year, each year in which no step increment was granted shall be counted as one year for purposes of determining eligibility for a step increment in a subsequent year.
- (f) When Step Increment Effective.
  - (1) A step increment is effective for a Classified employee at the beginning of the pay period during which the anniversary of the employee's date of appointment occurs. If an employee receives a step increment at the end of a probationary period, subsequent step increments shall be effective at the beginning of the pay period during which the

anniversary of the date the increment became effective occurs, not the employee's anniversary date.

- (2) An employee who is not eligible for a step increment on the appropriate date because the employee has not worked 75% of the scheduled work days in the preceding year shall receive the increment immediately after the employee has worked the required number of scheduled work days. The effective date of a step increment under this paragraph becomes the date on which the employee shall receive subsequent step increments under this section.
- (g) Eligibility not Affected. Eligibility for a step increment shall not be affected by:
  - (1) Pay increases due to change in hours of work;
  - (2) General pay increases affecting 1 or more classes;
  - (3) Transfer; or
  - Except as provided in subsection (f) of this section, promotion or reclassification to the extent that, for the purpose of determining eligibility for a step increment under Subsection (b)(2) of this section, the time spent in the former step is counted as time spent in the new step.
- (h) Effect of Promotion or Reclassification on Step Increment. If an employee is promoted or reclassified, the employee's anniversary date does not change, and future step increments shall be paid at the beginning of the pay period during which the anniversary date Occurs. Granting a step increment during the employee's promotional probationary period does not satisfy the requirements of probation.

#### Specialty Pays.

- (a) Shift Differentials for Classified Employees.
  - (1) Classified employees who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.
  - (2) Classified employees whose shifts begin from 9:00 p.m. through 4:59 a.m. will receive a shift differential increment of 7.5% over their base hourly rate of pay.
  - (3) Uniformed career personnel in the Department of Fire and Rescue Services are not eligible for shift differential pay with the exception that Fire Captains who are assigned to the Communications (911) Center and who work a shift beginning between 5:00 p.m. and 4:59 a.m. shall receive an 8.3% per hour shift differential for the entire shift.
  - (4) Employees paid according to the DS Schedule in the Sheriff's Department who work
    - (i) A shift beginning between 1,300 hours and 5:59 PM 1,759 hours shall receive a shift differential of 6 % for all hours worked during the shift, or
    - (ii) An evening shift beginning between 1800 hours and 0200 hours shall receive a shift differential of 9.3% for all hours worked during the shift.
    - (iii) Permanent night shift in the Sheriff's Office when assigned to Court, MVA hearings, and training (except training extending beyond five days), and excluding voluntary day shift assignments.
  - (5) Sworn members of the Howard County Police Department are not eligible for shift differential pay, except that:
    - (i) Lieutenants who worked a night shift beginning between 5:00 p.m. and 4:59 a.m. shall receive a shift differential increment of 6% over their base hourly rate of pay; and

(ii) Lieutenants who worked an afternoon shift beginning between 1:00 p.m. and 8:59 p.m. shall receive a shift differential increment of 3% above their base hourly rate of pay.

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(6) Correctional Lieutenants and Captains who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 3% over their base hourly rate of pay and for shifts which begin from 9:00 p.m. through 4:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.

(b) Rotating Shifts.

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- (1) A classified employee who works a rotating shift that begins from 3:00 p.m. to 8:59 p.m. shall receive a shift differential increment of 2.5% over the employee's base hourly rate of pay.
- (2) A classified employee who works a rotating shift that begins from 9:00 p.m. to 4:59 a.m. shall receive a shift differential increment of 5% over the employee's base hourly rate of pay.

(c) Holiday Pay

- (1) Police Lieutenants will be paid at a rate of one and one-half time their regular rate of pay if they are required to work on:
  - (i) The night shift beginning on the day before Christmas;
  - (ii) The day or evening shift on Christmas Day; or
  - (iii) The day, evening, or night shift on Thanksgiving Day.
- (2) (i) Police Lieutenants who are regularly scheduled to work on the July Fourth celebration will be paid at the rate of one and one-half times their regular hourly rate of pay.
  - (ii) Police Lieutenants assigned to work the July Fourth celebration who are not regularly scheduled to work on that day shall be paid at one and one-half their regular hourly rate of pay for all hours worked.
  - (iii) If a Police Lieutenant has taken a day of annual leave in order to be off from work on the day of the July Fourth celebration, and is later called in to work at least 4 hours on the celebration detail, the Lieutenant shall receive a substitute day of annual leave.
- (3) Police Lieutenants and Captains scheduled and required to work on, or called in to work on, Thanksgiving, Christmas Eve, Christmas Day, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each holiday plus any additional hours worked during that particular shift.
- (4) (i) Emergency Communication Supervisors will be paid at one and one-half times their regular rate of pay when required to work the following Holidays:
  7 a.m. to 7 p.m. Christmas Eve
  - 7 p.m. Christmas Eve to 7 a.m. Christmas Day
  - 7 a.m. to 7 p.m. Christmas Day
  - 7 p.m. Christmas Day to 7 a.m. December 26th
  - 7 p.m. New Year's Eve to 7 a.m. on January 2
  - 7 a.m. Thanksgiving Day to 7 p.m. on the day after Thanksgiving Day
  - 7 a.m. July 4th to 7 a.m. July 5th
  - (ii) Emergency Communications Supervisors scheduled and required to work on Thanksgiving, Christmas, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each holiday plus any additional hours worked during

that particular shift.

- (iii) An Emergency Communication Supervisor who utilizes annual leave on an above listed holiday of this section and who is called in to work will be paid at a rate of two and one-half times their hourly rate and will be re-credited with the number of hours actually worked, not to exceed the amount of leave scheduled. Emergency Communication Supervisors working overtime as part of their regularly scheduled 48-hour week on these specified holidays are compensated at two and one half times the hourly pay rate for the overtime hours worked.
- (5) Fire Captains, Battalion Chiefs and Assistant Chiefs will be paid at one and one-half times their regular rate of pay when required to work on the following holidays:
  - 7:00 a.m. on Easter Sunday to 7:00 a.m. on the day after Easter
  - 7:00 a.m. on Thanksgiving Day and 7:00 a.m. on the day after Thanksgiving
  - 7:00 p.m. on Christmas Eve and 7:00 p.m. on Christmas Day
- (6) Correctional Lieutenants and Captains will be paid at one and one-half times their regular rate of pay for hours actually worked on the following holidays:
  - Thanksgiving Day
  - Christmas Day
  - July 4th
  - Labor Day
- (7) Employees paid in accordance with the DS Schedule will be paid at time and one-half when required to work on the following holidays:
  - Night Shift on Christmas Eve
  - Day or night shift Christmas Day
  - Day or night shift Thanksgiving Day
  - July 4th

(d) Premium Compensation for Police Lieutenants, Captains and Majors.

- (1) Police Lieutenants assigned to the following divisions shall be paid an annual premium compensation paid bi-weekly in the following amounts:
  - (I) \$2000 annually to employees not assigned to Patrol or Communications as well as the following Specialty Assignments.
    - Drug Recognition Experts (DREs)
    - Emergency Services Unit (ESU)
    - Hostage Negotiators
    - ESV Operators

Employees who are trained and assigned to operate the Department's Small Unmanned Aircraft System (sUAS)

(II) In addition to the Specialty Pay in (I), \$2,500 annually to employees assigned to the following units: Auto theft/Arson/Fraud/Forgery, Child Abuse, Domestic Violence, Internal Affairs, Narcotics, Property Crimes, Robbery, ROPE, Street Drug, Tactical, Traffic, Vice, Violent Crimes and Warrants.

(III) The department's honor guard-\$220.00 annually.

Police Lieutenants who are assigned to Specialty Pay assignments during light-duty status are ineligible for corresponding Specialty Pay Benefits (This does not apply

to Police Lieutenants who are already permanently assigned to a particular Specialty Unit while on light-duty status.)

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(2) Police Lieutenants fluent in the following languages shall be paid a premium compensation based on the below qualifications:

(I) Employees will be paid \$3,000 annually when they have tested fluent in Spanish, Korean, or Chinese languages as designated by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional, or national evaluation instrument or a standard developed by an institution of higher education.

(II) Employees will be paid an additional \$1,000 annually if they have tested at a superior level of fluency in Spanish, Korean, or Chinese languages and have successfully completed State requirements to become court certified. The Department will determine the number of court certified officers and the selection process for court certification eligibility.

- (3) Police Lieutenants will be paid \$1,100 annually when they have tested fluent in any language not listed above designated by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional, or national evaluation instrument or a standard developed by an institution of higher education.
- (4) Employees earning premium compensation under this section shall be ineligible for Standby pay.
- (5) A Police Lieutenant, Captain or Major who successfully passes two or fewer components of the Department's voluntary fitness program shall receive one hundred and twenty-five dollars (\$125.00) for each testing component they pass. If they pass three or more of the testing components, they shall receive one hundred fifty dollars (\$150.00) for each testing component. The maximum amount for passing all four components is six hundred dollars (\$600.00).

(e) Management Employees of Department of Fire and Rescue Services.

- (1) Paramedic, EMT-P, EMT-I, CRT and Preceptor Pay
  - (i) Paramedic or EMT-P. An Assistant Chief, Battalion Chief or Fire Captain who is a qualified Howard County paramedic shall receive a paramedic premium of a flat rate of \$7,000 annually. Failure to maintain EMT-P registration will result in forfeiture of paramedic premium pay.
  - (ii) EMT-I or CRT. An Assistant Chief, Battalion Chief or Fire Captain who is a qualified Howard County Emergency Medical Technician-Intermediate (EMT-I) or a Cardiac Rescue Technician (CRT) shall receive a flat rate of \$2,500 annually.
  - (iii) Preceptor. An Assistant Chief, Battalion Chief or Fire Captain who is assigned to precept other employees of the department in the EMT-P, EMT-I, and CRT shall receive a flat rate of \$5.00 per hour, added to base, while engaged as a preceptor.
  - (2) Community Relations Unit. A Battalion Chief or Fire Captain assigned to the Community Relations Unit shall receive day shift premium pay of \$4,000.
  - (3) *Fire Marshall's Office*. An Assistant Chief, Battalion Chief or Fire Captain assigned to the Fire Marshall's Office shall receive-\$1,000 per year while serving in this unit to be

added to the base pay.

- (4) Special Operations Pay. An Assistant Chief, Battalion Chief or Fire Captain who is assigned to the regional search and rescue team or the special operations team shall receive \$1,000 per year to be added to the base pay.
- (5) Fire Captains assigned to work a day work schedule and not assigned a take home vehicle shall receive a \$4,000 per year day work premium added to the base pay.
- (6) Specialty pay received by management employees of the Department of Fire and Rescue Services shall be prorated on an annual basis and be added to the employee's base wage.
- (7) *Physical Fitness Pay.* Fire management employees in the classes of Assistant Chief, Battalion Chief and Fire Captain shall be eligible for an annual \$250.00 annual physical fitness allowance.
- (8) *Detail Pay.* A Fire Captain who is detailed to a station different than that to which they are normally assigned shall receive \$20.00 additional pay for each shift detailed, in accordance with Department detail guidelines.
- (f) Emergency Communication Supervisors
  - (1) Clothing Allowance Emergency Communication Supervisors shall receive a maximum of \$30 Per Month for uniform cleaning services.
  - (2) Language Fluency Pay for Emergency Communications Supervisors Emergency Communication Supervisors will be paid \$3,000 annually when they have tested fluent in Spanish, Korean or Chinese languages or \$1,200 annually for other languages, specifically approved by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional or national evaluation instrument or a standard developed by an institution of higher education.

(g) Commercial Driver's License Premium

Employees in the job classification of Operations Leader I shall be eligible to receive a premium of \$0.30 per hour for possession of a current and valid Commercial Driver's License issued by the State of Maryland and maintained in accordance with departmental policy, when required by job assignment. The CDL premium shall be added to base hourly wage. Failure to maintain the CDL license shall result in forfeiture of CDL premium pay.

(h) Uniformed Supervisory Employees in the Department of Corrections

Correctional employees in the job classifications of Correctional Captain, Correctional Lieutenant and Correctional Supervisor I:

(1) shall be eligible for an annual stipend of one-hundred fifty dollars (\$150.00) for clothing and equipment replacement, repair and alteration; and

(2) shall receive an additional \$.75 per hour, for all hours worked, after having completed ten (10) years of continuous service with the Department of Corrections.

(3) Effective January 1, 2015, shall receive \$1.00 an hour above their base hourly rate for all hours worked, after having completed fifteen (15) years of continuous service with the Department of Corrections.

# (i) Uniformed Employees In The Sheriff's Office Paid in Accordance with the DS Schedule

Sheriff's Office employees in the Job Classifications of Security Officer II, Security Officer III, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff shall receive:

(1) a quarterly clothing allowance of \$350 when assigned as full-time warrant detectives;

- (2) \$50 per diem when assigned to field officer training duties for at least 4 hours a day;
- (3) \$400 annually when assigned to the honor guard detail;
- (4) \$1,600 annually when assigned as a warrant detective or as a Domestic Violence Deputy;

- (5) \$500 annually when assigned as full time Duty Officer or MPTC Certified Instructor
- (6) \$3,000 for fluency in Spanish, Korean or Chinese and providing translation services.
- (7) \$1,100 for fluency in language other than above and providing translation services.
- (8) \$1,000 annually when assigned as Firearm Instructor or CDL Operator.
- (i) Clothing Allowance for Police Lieutenants and Captains

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- Police Lieutenants the Captains shall be eligible for quarterly payments of \$330 for full time plainclothes assignments requiring business attire, \$264 for non-business attire assignments, and \$132 for part time plainclothes assignments.
- (k) Supplemental Pay for State Health Department Positions
  - For retention purposes, and as authorized in the budget, the Personnel Officer may establish supplemental pay for certain State Health Department positions, including; the Director of Substance Abuse Services, the Deputy Health Officer, Sanitarians and the Director of Policy and Planning.

#### Stand-by Pay

- (a) Stand-by Pay Authorized. Except as otherwise provided in a collective bargaining agreement, the county will pay an employee stand-by pay if:
  - (1) the employee is specifically assigned to stand-by status within the department;
  - (2) central communications is notified that the employee is the designated person of contact under certain defined circumstances, for the department; and
  - (3) the employee is accessible for contact by central communications or the department to respond immediately or within a reasonable time to a request to provide a service.
- (b) How Paid.
  - (1) an employee officially assigned to standby shall receive two (2) hours of pay at the straight time rate for the stand-by period between the employee's regularly scheduled work shift, or for *each* 24-hour standby period between work shifts except employees paid according to the DS Schedule shall receive three (3) hours of pay at the straight rate.
  - (2) stand-by pay shall be in addition to pay for any hours actually worked in between regular work shifts, such as when an employee is called in to report.
- (c) Stand-by Status Not Hours Worked. Stand-by pay is a payment for remaining available to work for the county. The stand-by period is not considered hours worked for purposes of leave accrual, overtime, or other FLSA computation. Wearing a county assigned cell phone or beeper does not, of itself, constitute being on stand-by status.
- (d) Failure to Remain Available or Report. An employee who is on stand-by status is subject to discipline if the employee is not available for contact or fails to report as requested.

#### Acting Duty Pay.

(a) Acting Appointments. An appointing authority may make an acting appointment if there is a temporary
vacancy in an authorized budgeted position. Employees who have been appointed in an acting capacity to a higher graded position and have served in that capacity for 21 calendar days or longer shall be compensated retroactively to the first day of appointment to the acting capacity in the higher grade at either the minimum base hourly rate of the higher grade or at 5% above their current annualized base rate, whichever is greater. However, employees paid according to the DS Schedule shall be compensated at 6% above their regular rate or the minimum of the acting grade, whichever is higher, after seven consecutive work days in a higher pay grade to qualify for acting duty pay.

(b) Conditions. Acting duty pay shall be subject to the following conditions:

- (1) The higher graded position is temporarily vacant because there is no incumbent in the position or because the incumbent is on approved leave for purposes other than vacation;
- (2) The employee meets the minimum qualification for the higher graded position;
- (3) The employee is assigned and performs the full responsibilities of the vacant or newly created position;
- (4) The appointing authority has submitted appropriate forms, signed by the employee, indicating the first day, the 21st day and, when known, the last day of the acting appointment;
- (5) Merit increases during the period of acting duty shall be to the employee's permanent base hourly rate of pay;
- (6) An employee who is permanently appointed to the position in which he or she is acting or an employee who had been serving in an acting appointment is permanently appointed to a different higher graded position shall receive a promotional increase based on the employee's permanent base hourly rate of pay, rather than on any acting duty pay; and
- (7) There are sufficient budgeted funds to pay for the cost of the acting duty pay.

#### **Overtime and Compensatory Time.**

- (a) *Paid Leave is Time Worked*. For the purpose of computing overtime or compensatory time, paid leave is considered time worked.
- (b) Subject to Available Funds. In order to pay overtime rather than grant compensatory time, a department must have sufficient budgeted funds available.
- (c) Work Periods Adjusted. If an employee works longer on any given day than the employee's regularly scheduled workday, the appointing authority may adjust the remainder of the employee's work period so that the employee does not work more than his/her regularly scheduled hours of work during that work period.
- (d) *Employees Covered by Collective Bargaining Agreements*. Employees covered by collective bargaining agreements shall be paid overtime pursuant to the provisions of the collective bargaining agreements.
- (e) Situational Pay for Non-uniformed, Non-union Employees. When there is a threat or occurrence of an emergency, special event, or other similar situation, the Chief Administrative Officer may authorize payment to an employee who staffed the Emergency Operations Center or who worked in response to the emergency, special event, or other similar situation for hours worked that the employee would have otherwise been off. Payment shall be monetary and shall not be in the form of compensatory time unless authorized by the Chief Administrative Officer. Payment shall be computed at the following rate; one and one-half times the regular hourly rate for non-exempt employees and at the straight hourly rate for FLSA exempt employees. Employees covered by

collective bargaining agreements shall be paid for hours worked under this subsection pursuant to the provisions of the collective bargaining agreements.

Employees Exempt from Fair Labor Standards Act.

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- (1) Except as otherwise provided in this subsection, supervisors in Grades J and below shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hours per week.
- (2) (i) Police Lieutenants shall be paid overtime time at the rate of 1.5 hour's pay for each hour worked in excess of the assigned work schedule.
  - (ii) For purposes of computing overtime under this paragraph:
    - a. A Police Lieutenant who is called in to work outside his or her regular shift shall be credited with all hours worked, but not less than 4 hours; and

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- b. A Police Lieutenant who is required to attend court or otherwise meet with government attorneys outside his or her regular shift shall be credited with all hours of court time, but not less than 3 hours.
- c. A Police Lieutenant who is assigned to a detail of at least fifteen (15) minutes but less than three (3) hours during off-duty hours shall receive a minimum of three (3) hours of pay or compensatory time at the overtime (1.5x) rate when the assignment is approved in advance.
- d. In lieu of receiving an extra monetary benefit for working during an emergency event, which is defined as an unforeseen event, or an event requiring critical action that results in the closing of County offices for normal business operations, Police Lieutenants will receive 8 hours of vacation leave each fiscal year. The additional 8 hours of leave will be applied to the leave balance of each Police Lieutenant on July 1<sup>st</sup>, regardless of whether the County closes for an unforeseen emergency during the year.
- (iii) Police Lieutenants may accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, not to exceed 80 hours. A Police Lieutenant who is promoted to the rank of Police Captain shall have one year from the date of promotion to reduce any hours in excess of 80 hours. The use of excess compensatory time during this year is at the discretion of the Police Chief and dependent upon operational needs
- (3) A Police Services Supervisor I who is called in to work hours which are not contiguous to their regular shift shall receive a minimum of 4 hours pay at the overtime rate. Such employees officially assigned to stand-by status shall receive minimum call-in pay, in addition to their stand-by pay, for the first call-in during any one stand-by period. Any additional required work time during the same stand-by period shall be paid as overtime (i.e. time and one-half) for actual hours worked. Pay shall start when the supervisor receives notice to report to work.
- (4) Emergency Communication Supervisors:
  - (i) In lieu of receiving an extra monetary benefit for working during an emergency event, which is defined as an unforeseen event, or an event requiring critical action that results in the closing of County offices for normal business operations, Emergency Communication Supervisors will receive 8 hours of vacation leave each fiscal year. The additional 8 hours of leave will be applied to the leave balance of each Emergency Communication Supervisors on July 1<sup>st</sup>,

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regardless of whether the County closes for an unforeseen emergency during the year.

- (ii) Called in to work hours which are not contiguous to their regular shift shall receive a minimum of 4 hours pay at the overtime rate. If canceled after they leave their residence, but prior to arriving at the worksite, they shall receive one hour of pay at the overtime rate;
- (iii) Required to attend court as a result of a work-related incident, or give a work related deposition during non-scheduled working hours, will be compensated at a minimum of three hours at the overtime rate;
- (iv) Required to attend meetings, or represent the Department on committees during non-scheduled working hours will be compensated at a minimum of three hours of pay at either the overtime rate, or the regular rate of pay, dependent upon the employees work hours for that week. Eligibility for, and applicability of, detail pay must be approved in advance of the event by the Division Commander or above.
- (v) May accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, not to exceed 80 hours.
- (5) Regarding Fire Captains, Battalion Chiefs and Assistant Chiefs:
  - (i) Fire Captains shall be paid overtime or earn compensatory leave at one and onehalf times their regular hourly rate for hours worked in excess of the regular hours in the employee's workweek;
  - (ii) Battalion Chiefs shall be paid overtime or earn compensatory leave at the straight rate for the first five hours worked over their regular workweek and shall be paid overtime or earn compensatory leave at time and one-half for all hours in excess of the regular hours in the employee's workweek.
  - (iii) Fire Assistant Chiefs are not eligible for overtime. Fire Assistant Chiefs may accrue compensatory time or additional straight time at an hour-for-hour rate for each hour worked in excess of the regular hours in the employee's work week.
  - (iv) Fire Captains may accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, not to exceed 80 hours. Fire Battalion Chiefs and Assistant Chiefs shall not accrue more than 80 hours of compensatory time.
- (6) Employees paid according to the DS Schedule shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hours per week. In addition, for purposes of computing overtime, employees paid according to the DS Schedule shall receive:
  - (i) A minimum of 4 hours pay at time and one-half when called in to work outside of their regular shift, starting when the employee receives notification.
  - (ii) One hour of pay at time and one-half when off-duty and contacted by a supervisor and the employee spends a minimum of 30 minutes attempting to resolve an issue.
  - (iii) Three hours of pay at time and one-half when required to attend work related court, hearings, depositions or meet with attorneys outside of their regular schedule. If contiguous to their regular shift they shall receive time and one-half for all hours worked, except for their shift hours.
  - (iv) Three hours of pay at time and one-half when assigned to a detail of at least 15

minutes but less than 3 hours during off-duty hours which are not contiguous to the employee's regular shift.

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- (v) Time and one-half pay for all hours worked during the closing of County Offices during an event declared by the County Executive.
- (7) Correctional Captains shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hours per week.
- (8) Except as provided in paragraphs (1) (5) of this subsection, a merit system employee who is exempt from the coverage of the Fair Labor Standards Act, except those identified in Section 1.111(b) "Exempt Service" of the Howard County Code, shall be granted compensatory time, on an hour for hour basis, for all hours worked in excess of 40 hours per week, to a maximum of 80 hours.
- (9) Upon termination, retirement, or appointment to an Executive Exempt position, a merit system employee who is exempt from the coverage of the Fair Labor Standards Act shall be paid at the hourly rate in effect at the time of separation for accumulated compensatory hours, not to exceed 80.
- (G) Employees Covered by Fair Labor Standards Act
  - (1) Except as provided in paragraph (2) of this subsection, employees covered by provisions of the Federal Fair Labor Standards Act shall be paid overtime or granted compensatory time at the rate of 1.5 hours pay or 1.5 hours of compensatory time for each hour worked in excess of 40 hours per week.
  - (2) If a supervisor fails to arrange compensatory time off within 60 days of accrual, the employee may request compensatory pay in lieu thereof.

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#### **Involuntary Separation Pay**

- (a) Scope of Section. This section applies to a Classified Employee or an Executive Exempt employee who:
  - (1) Is dismissed from employment for reasons other than those listed in Section 1.115(b) of the County Code:
  - (2) Did not voluntarily resign or retire; and
  - (3) Did not leave employment for any reason relating to inability to perform full range of essential job functions.

This section shall not apply to employees who failed to return from an approved leave of absence within the specified time.

- (b) Notice or Payment In-Lieu-of Notice. An appointing authority shall give an employee:
  - (1) At least two weeks' advance notice of a separation from employment; or
  - (2) Additional pay under this section so that the employee receives a combination of two weeks' notice and pay-in-lieu thereof.
- (c) Involuntary Separation Pay Authorized; Amount.
  - (1) The County shall pay an employee involuntary separation pay, not to exceed 10 weeks, in accordance with this subsection.
  - (2) The amount of involuntary separation pay, based on length of service shall be as follows:

Length of Service	Weeks of Involuntary Separation Pay
1-3 years	1 week
4-7 years	3 weeks
8-10 years	6 weeks
Over 10 years	10 weeks

(d) *Release Form.* In order to be eligible to receive involuntary separation pay under this section, an employee shall sign a release form as prescribed by the Personnel Officer.

Class Code	Classification	Pay Grade
1209	Purchasing Administrator	N
1208	Fiscal Manager III	Ν
1207	Fiscal Manager II	М
1205	Fiscal Manager I	L
1203	Fiscal Specialist II	K
1201	Fiscal Specialist I	J
1200	Fiscal Associate	Ι
1307	Administrative Manager	Ν
1306	Assistant Administrator	Μ
1305	Senior Administrative Analyst	L
1303	Administrative Analyst II	K
1301	Administrative Analyst I	I
1413	Administrative Assistant	Ι
1412	Administrative Technician	Н
1411	Administrative Aide	G
1409	Administrative Support Technician III	F
1407	Administrative Support Technician II	Е
1405	Administrative Support Technician I	D
1403	Office Assistant II	С
1503	Legal Support Services Specialist	Ι
1501	Legal Support Services Technician	G
2125	Police Captain	PM3
2123	Police Lieutenant	PM2
2121	Police Sergeant	PS
2119	Police Services Support Supervisor III	K
2118	Police Services Support Specialist	J

# Position Classification Codes and Pay Grades for the Classified Service

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Class Code	Classification	Pay Grade
2117	Police Services Support Supervisor II	I
2113	Police Services Support Supervisor I	Н
2105	Police Services Support Technician II	Н
2103	Police Services Support Technician I	. <b>F</b>
2101	Police Cadet	D
2223	Correctional Captain	CM2
2221	Corrections Program Supervisor II	K
2219	Detention Center Nurse	J
2217	Correctional Lieutenant	CM1
2213	Correctional Specialist	I
2212	Correctional Technician	Н
2211	Correctional Sergeant	C4
2210	Correctional Sergeant-Dietary	C4
2209	[[Correctional Supervisor I]] CORRECTIONAL DIETARY COORDINATOR	CM1
2207	Correctional Corporal	C3
2205	Correctional Officer	C2
2201	Correctional Dietary Officer	C2
2307	Emergency Communications Supervisor	EC1
2305	Senior Dispatcher	DH
2304	Dispatcher First Class	DFC
2303	Dispatcher	DG
2301	Emergency Communications Operator	DF
2401	Security Officer I	В
2515	Assistant Chief (Fire and Rescue Services)	FM3
2513	Battalion Chief	FM2 (P) (A)
2511	Fire Captain	FM1 (P)(A)

**Pay Grade** Classification **Class** Code J (P) (A) Firefighter Lieutenant 2507 Master firefighter/HVO I (P) (D) 2506 (P) (A) Η Master Firefighter 2505 (P) (D) G Firefighter/HVO 2504 F (P) (A) Firefighter 2503 Е (P) Firefighter Recruit 2501 D Firefighter Trainee 2500 N Engineering Manager I 3117 М Engineering Support Supervisor 3115 Μ Engineering Specialist III 3114 L Engineering Specialist II 3112 Κ Engineering Specialist I 3111 J 3110 Engineering Associate Κ Stormwater Management Coordinator 3109 K Engineering Support Technician IV 3108 J Engineering Support Technician III 3107 I Engineering Support Technician II 3105 Engineering Support Technician I G 3103 Е Engineering Support Worker 3101 М Planning Manager 3211 Κ Planning Supervisor 3209 J Planning Specialist II 3207 Ι Planning Specialist I 3205 Н Planning Support Technician II 3203 F Planning Support Technician I 3201 L

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**Regulation Manager** 

**Regulation Supervisor** 

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Class Code	Classification	Pay Grade
3306	Regulation Inspector II	I
3305	Regulation Inspector I	Н
3303	Regulation Support Technician II	G
3301	Regulation Support Technician I	Е
4127	Operations Manager	Μ
4125	Operations Superintendent	L
4123	Operations Supervisor III	K
4121	Operations Supervisor II	J
4119	Operations Supervisor I	Ι
4117	Chief Mechanic	I
4115	Operations Leader II	Н
4113	Operations Mechanic	G
4111	Operations Leader I	G
4110	Operations Technician III	G
4109	Operations Technician II	F
4107	Operations Technician I	Е
4105	Operations Worker III	D
4103	Operations Worker II	С
4219	Technical Services Manager II	N
4217	Technical Services Manager I	М
4215	Technical Services Supervisor	L
4213	Technical Services Support Specialist IV	L
4211	Technical Services Support Specialist III	K
4209	Technical Services Support Specialist II	J
4207	Technical Services Support Specialist I	I
4205	Technical Services Support Technician III	Н
4203	Technical Services Support Technician II	G

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Technical Services Support Technician I	Е
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Child Care Site Director	F
Child Care Assistant Site Director	Е
Child Care Group Leader	С
Child Care Assistant Group Leader	В
Natural Resource Superintendent	L
Natural Resource Program Manager III	K
Natural Resource Program Manager II	J
Natural Resource Program Manager I	Ι
Natural Resource Specialist	Η
Natural Resource Technician II	G
Natural Resource Technician I	F
Recreation and Parks Bureau Chief	N
Recreation Services Manager	L
Recreation Services Supervisor	Κ
Recreation Services Coordinator II	Η
Recreation Services Coordinator I	G
Recreation Leader	F
Recreation Services Assistant II	D
Human Services Manager II	Ν
Human Services Manager I	М
Human Services Supervisor	L
Human Services Specialist III	K
Human Services Specialist II	J
Human Services Specialist I	Η
Human Services Worker II	G
Human Services Worker I	Е
	Child Care Assistant Site Director Child Care Group Leader Child Care Assistant Group Leader Natural Resource Superintendent Natural Resource Program Manager II Natural Resource Program Manager I Natural Resource Program Manager I Natural Resource Program Manager I Natural Resource Specialist Natural Resource Technician II Natural Resource Technician I Recreation and Parks Bureau Chief Recreation Services Manager Recreation Services Supervisor Recreation Services Coordinator II Recreation Services Coordinator I Recreation Leader Recreation Services Assistant II Human Services Manager I Human Services Supervisor Human Services Supervisor

**P** Individuals serving in paramedic positions which are allocated to the Advanced Life Support (ALS) function are eligible to receive a paramedic premium. Failure to maintain EMT-P registration or movement to a position not allocated to the ALS function will result in forfeiture of paramedic premium pay.

**D** Individuals serving in designated heavy vehicle operator positions are eligible to receive a driver premium. Failure to maintain CDL certification endorsements or movement from a driver position will result in forfeiture of driver premium pay.

A Employees assigned to the day shift shall receive shift premium pay which shall be added to the base wage.

## Position Classification Codes and Pay Grades for State-Authorized Exempt Employees

Class Code	Classification	Pay Grade
1301	Administrative Analyst I- Office of the State's Attorney	I
1305	Senior Administrative Analyst - Office of the State's Attorney	L
1413	Administrative Assistant - Assistant to the Chief Judge of the Circuit Court; Assistant to the State's Attorney	Ι
1412	Administrative Technician - Judicial Secretary	Η
1411	Administrative Aide -Soil Conservation	G
1403	Office Assistant II - Law Library Assistant	С
1407	Administrative Support Technician II- Soil Conservation	Е
1515	Deputy Attorney - Office of the State's Attorney	Р
1513	Master in Chancery	Р
1511	Principal Attorney - Office of the State's Attorney	0
1509	Circuit Court Administrator	Р
1507	Senior Attorney - Office of the State's Attorney	Ν
1505	Attorney - Office of the State's Attorney	М
1504	Entry Level Attorney - Office of the State's Attorney	L
1503	Legal Support Services Specialist - Judicial Law Librarian; Jury Commissioner	Ι
1501	Legal Support Services Technician - Judicial Reporter; Judicial Law Clerk	G
2413	Chief Deputy Sheriff	L
2411	Lieutenant Deputy Sheriff	DS 6
2409	Sergeant Deputy Sheriff	DS 5
2407	Corporal Deputy Sheriff	CS 3
2406	Deputy First Class	CS 2
2405	Deputy Sheriff	CS 1

Class Code	Classification	Pay Grade
2404	Security Officer	DS 2
3211	Planning Manager - Soil Conservation District Coordinator	М
3111	Engineering Specialist I - Soil Conservation	K
5207	Human Services Specialist I - Family Support Services Coord.	Н
5209	Human Services Specialist II- Office of the State's Attorney	J
5211	Human Services Specialist III - Circuit Court	K

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# Position Classification Codes and Pay Grades for Executive Exempt Employees

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Class Code	Classification	Pay Grade
1119	Chief Administrative Officer	S
1117	Deputy Chief Administrative Officer	Q
1116	Chief of Staff	Q
1115	Administrator to County Council	Q
1114	DEPUTY CHIEF OF STAFF	Р
1113	Human Resources Administrator	0
1111	Labor Relations Coordinator	N
1110	Transportation Administrator	0
1109	Community Sustainability Administrator	N
1107	Public Information Administrator – Administration	0
1107	Public Information Administrator- County Council	0
1105	Deputy Administrator to County Council	М
1104	Executive Assistant II - Assistant to County Executive	Ν
1104	Executive Assistant II - Assistant to Chief Administrative Officer	Ν
1103	Executive Assistant I - Assistant to County Executive	L
1103	Executive Assistant I - Assistant to Chief Administrative Officer	L
1103	Executive Assistant I-Assistant to County Council Administrator	L
1101	Special Assistant - County Council	L
1217	Director of Finance	Р
1215	County Auditor	Q
1213	Budget Administrator	Р
1211	Deputy Director of Finance	0
1212	Deputy County Auditor	0
1303	Administrative Analyst II	K

Class Code	Classification	Pay Grade
1306	Assistant Administrator-Executive Asst. to Chief of Police	М
1306	Assistant Administrator-Executive Asst. to Fire Chief	М
1413	Administrative Assistant- Secretary to County Solicitor	I
1413	Administrative Assistant - Secretary To The Chief Administrative Officer	Ι
1413	Administrative Assistant - Secretary To The Chief Of Staff	I
1413	Administrative Assistant - Secretary to the County Executive	Ι
1413	Administrative Assistant – Constituent Relations Assistant To The County Executive	Ι
1414	District Aide	Η
1517	County Solicitor	Q
1515	Deputy Attorney - Deputy County Solicitor	Р
1511	Principal Attorney - Office of Law	0
1507	Senior Attorney - Office of Law	N
1505	Attorney - Office of Law	М
1504	Entry Level Attorney - Office of Law	L
2119	Police Services Support Supervisor III - Animal Control Administrator	К
2120	Police Information Supervisor	N
2129	Chief of Police	R
2127	Police Major	PM4
2229	Director of Corrections	Р
2227	Deputy Director of Corrections	N
2225	Custody and Security Chief	М
2516	Administrator, Office of Emergency Management	0
2519	Chief, Fire & Rescue Services	R
2518	Medical Director	Q
2517	Deputy Chief	Р

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3121	Director, Public Works	R
3120	Deputy Director, Public Works	Р
3119	Engineering Manager II	Р
3215	Director, Planning & Zoning	Р
3213	Deputy Director of Planning & Zoning	N
3317	Director, Inspections, Licenses & Permits	Р
4215	Technical Services Supervisor - Cable Administrator	L
4223	Director, Technology & Communication Services	S
4221	Deputy Director, Technology and Communication Services	0
5135	Director, Recreation & Parks	Р
5218	Director, Housing and Community Development	Р
5217	Director, Community Resources and Services	Р
5215	Human Services Manager II - Deputy Director, Community Resources and Services	N
5215	Human Services Manager II - Human Rights Administrator	Ν
5215	Human Services Manager II - Deputy Director, Housing and Community Development	N
5215	Human Services Manager II - Administrator on Aging and Independence	N
5213	Human Services Manager I – Community Partnerships Administrator	Μ
5213	Human Services Manager I–Workforce Development Administrator	Μ
5213	Human Services Manager I - Consumer Protection Administrator	М
5213	Human Services Manager I – Administrator of the Office of Children and Families	М
[[5211	Human Services Specialist III - Substance Abuse Impact Coordinator	K]]
[[5211	Human Services Specialist III - Child Care Coordinator	K]]
[[5211	Human Services Specialist III - Grants Coordinator	K]]

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Class Code	Classification	Pay Grade
2103	Police Services Support Technician - School Crossing Guard Supervisor	F
4101	Operations Worker I - Utility Assistant	В
4215	Technical Services Supervisor - Cable T.V. Station Manager	L
4207	Technical Services Support Specialist I - Television Production	I
4205	Technical Services Support Technician III - T.V. Production; Public Access Coordinator	Н
4203	Technical Services Support Technician II - T.V. Production Asst.	G
5211	Human Services Specialist III - Employment and Training Services Supervisor	K
5209	Human Services Specialist II - Employment Counselor II; Employment and Training Specialist	J
5207	Human Services Specialist I - Employment Counselor I	Н
5203	Human Services Worker I - Employment Counseling Aide	E]]

# [[Position Classification Codes and Pay Grades for Grant-Funded Employees

#### Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Lodge 21 of the Howard County Police Officer's Association

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Class Code	Classification	Pay Grade
7762	Police Officer (Probationary)	РО
7764	Police Officer	РО
7766	Police Officer First Class	PFC
7767	Police Corporal	CPL

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#### Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Local 3085 of the American Federation of State, County and Municipal Employees

Class Code	Classification	Pay Grade
1815	Stores Clerk	H4
1835	Senior Stores Clerk	H6
1855	Stores Control Technician	H7
3011	Parks Maintenance Worker	H5
3012	Parks Maintenance Specialist	H7
3013	Parks Maintenance Leader	H8
3015	Park Ranger	H7
7134	Communications Equip. Tech. I	H7
7135	Communications Equip. Tech II	H8
9113	Animal Handler	[ <b>[H5]]</b> H6
9115	Animal Control Officer	[[H7]] H8
9215	Custodial Worker	H2 .
9221	Maintenance Mechanic I	H6
9222	Maintenance Mechanic II	H8
9234	Instruments/Electronics Technician	H8
9421	Motor Equipment Operator I	H5
9422	Motor Equipment Operator II	H7
9423	Motor Equipment Operator III	H8
9521	Buildings Control Technician	H9
9523	Apprentice	H6
9525	Air Conditioning & Heating Mechanic	H9
9535	Traffic Signal Maintenance Technician	H9
9546	Electrician	H9
9565	Plumber	H9
9581	Motor Equipment Mechanic I	H8

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Class Code	Classification	Pay Grade
9582	Motor Equipment Mechanic II	H9
9615	Weighmaster	H5
9621	Utility Worker I	H3
9622	Utility Worker II	H4
9623	Utility Worker III	H6
9624	Utility Worker IV	H7
9721	Water Reclamation Plant Operator I	H6
9722	Water Reclamation Plant Operator II	H8
9723	Water Reclamation Plant Operator III	H9

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#### Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Local 1810 of the American Federation of State, County and Municipal Employees

Note: Confidential and non-merit exempt employees in these classes are ineligible for union membership

Class Code	Classification	Pay Grade
1401	Office Assistant I	В
1403	Office Assistant II	С
1405	Admin Support Tech I	D
1407	Admin Support Tech II	Е
1409	Admin Support Tech III	F
1411	Admin Aide	G
1412	Administrative Technician	H
1413	Admin Assistant	I
1501	Legal Support Serv Tech	G
2103	Police Serv Support Tech I	F
2105	Police Serv Support Tech II	Н
3101	Engineering Support Worker	Е
3103	Engineering Support Tech I	G
3105	Engineering Support Tech II	I
3107	Engineering Support Tech III	J
3108	Engineering Support Tech IV	K
3201	Planning Support Tech I	F
3203	Planning Support Tech II	Н
3301	Regulation Support Tech I	Е
3303	Regulation Support Tech II	G
3305	Regulation Inspector I	Н
3306	Regulation Inspector II	Ι
4107	Operations Technician I	Е

**Pay Grade** Classification Class Code Operations Technician II F 4109 **Operations Technician III** G 4110 G Operations Leader I 4111 Η Operations Leader II 4115 Technical Serv Support Tech I Ε 4201 Ġ Technical Serv Support Tech II 4203 Η Technical Serv Supp Tech III 4205 I Technical Serv Support Spec I 4207 J Technical Serv Support Spec II 4209 Technical Serv Supp Spec III Κ 4211 G Recreation Servs Coord I 5105 F Natural Resources Tech I 5121 Natural Resources Tech II G 5123 Е Human Servs Worker I 5203 G Human Servs Worker II 5205

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#### Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and The Howard County Public Safety Dispatcher's Association

Class Code	Classification	Pay Grade
2301	Emergency Communications Operator	DF
2303	Dispatcher	DG
2304	Dispatcher First Class	DFC
2305	Senior Dispatcher	DH

#### Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Local 3888 of the American Federation of State, County and Municipal Employees

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Class Code	Classification	Pay Grade		
4119	Operations Supervisor I	Ι		
4121	Operations Supervisor II	J		

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#### Position classification codes and pay grades for employees covered under the bargaining agreement between the Howard County sheriff and Local 131 of the Fraternal Order of Police

Class code	Classification	Pay grade
2405	Deputy Sheriff	CS 1
2406	Deputy First Class	CS 2
2407	Corporal Deputy Sheriff	CS 3

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Employment Category	Rate of Pay							
	Minimum	Maximum						
Administrative Support	Minimum Wage	\$15.00/ hour						
Paraprofessional	Minimum Wage	\$24.00/ hour						
Professional	\$14.00/hour	\$32.00/ hour						
Protective Service	Minimum Wage	\$24.00/ hour						
Service-Maintenance	Minimum Wage	\$15.00/ hour						
Special Project	\$30.00	\$75.00 Req. Executive Approval						

## Pay Rates for Contingent Employees

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$\frac{5 - 3 - 2001}{\text{Public Hearing}}$ Council Action	-transfer
Effective Date	

## County Council of Howard County, Maryland

2021 Legislative Session

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Legislative Day No.

Bill No. 3 -2021

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

AN ACT amending the Pay Plan for Howard County; providing pay scales for employees; providing for the application of this Acr; and generally relating to the Pay Plan for Howard County.

Introduced and read first time <u>Many</u> 3, 2021. O	Drdered posted and hearing scheduled. Beorder
Having been posted and notice of time & place of hearing & title for a second time at a public hearing on <u>Mean</u>	Bill having been published according to Charter, the Bill was read , 2021. By order <u>Microlulu</u> <u>Microlle Harrod</u> , Administrator
This Bill was read the third time on $Mean Alpha 2021$ are Pas	sed, Passed with amendments, Failed By order
Sealed with the County Seal and presented to the County Executi a.m./p.m.	By order
Approved/Vetoed by the County Executive	_, 2021
NOTE: [[text in brackets]] indicates deletions from existing law;	Calvin Ball, County Executive TEXT IN SMALL CAPITALS indicates additions to existing law;

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 Pan for
3	Howard County, which allocates each class of positions to the appropriate pay gade, 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 ay Plan; and
9	Λ
10	WHEREAS, the Pay Plan is amended to establish pay rates for employees that shall
11	apply during Fiscal Year 2022; and
12	
13	WHEREAS, the Pay Plan for Fiscal Year 2022 als
14	1. Establishes a General Salary Schedule that is affective December 20, 2021, the pay
15	period that includes January 1, 2022;
16	2. Adopts pay schedules to be effective on December 21, 2021 for Emergency
. 17	Communications Supervisors, members of Local 1810 of the American Federation of
18	State, County and Municipal Employees, members of the Howard County Public
19	Safety Dispatchers Association, members of Local 3085 of the American Federation
20	of State, County and Municipal Employees, members of Local 3888 of the American
21	Federation of State, County and Municipal Employees, members of the Fraternal
22	Order of Police, Lodge 143, members of Police Management, members of Local 3080
23	of the American Federation of state, County and Municipal Employees, members of
24	Corrections Management, and part-time benefitted employees;
25	3. For members of Lodge 21, ands a scale to be effective June 21, 2021 and December
26	21, 2021; and
27	4. Adds the position of Deprity Chief of Staff in the Office of the County Executive;
28	5. Amends the pay grade for the positions of Animal Handler and Animal Control
29	Officer;
30	6. Removes certain Human Services Specialist III positions whose functions are
31	obsolete;

1	7. Removes grant-funded positions from the Pay Plan as those positions are added and
2	deleted frequently and salary provision are included in relevant grant agreements; and
3	8. Adds the position of Correctional Dietary Coordinator to the Pry Plan, while
4	removing the position of Correctional Supervisor I.
5	
6	NOW, THEREFORE,
7	
8	Section 1. Be It Enacted by the County Council of Howard County, Maryland that it adopts
9	amendments to the Pay Plan of Howard County, as attached of this Bill.
10	
11	Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland,
12	that, subject to specific effective dates for Pay Scales as included in the Pay Plan, the provisions
13	of this Act shall apply on July 1, 2021.
14	
15	Section 3. And Be It Further Enacted by the County Council of Howard County, Maryland,
16	that this Act shall become effective July 1, 2021.

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# Howard County Pay Plan Fiscal Year [[2021]]2022 Effective July 1, [[[2020]] 2021

#### **Salary Schedules**

Hourly rates for employees of Howard County are as provided in the General Salary Schedule, the Police Management Schedule (PM), the Corrections Management Schedule (CM), the County Sheriff Schedule (DS), the Emergency Communications Supervisor Schedule (EC), and the Fire Management Schedule (FM) except that hearly rates for positions included in Unit Descriptions in collective bargaining agreements shall be in accordance with the following schedules:

- (1) *C Schedule* for employees within the unit description contained in the collective bargaining agreement between the County and Local 3080 of the American Federation of State, Local and municipal employees;
- (2) *H Schedule* for employees within the Unit Description as contained in the collective bargaining agreement between the County and Local 3085 of the American Federation of State, Local and Municipal Employees.
- (3) *P Schedule* for employees of the Police Department who are within the Unit Description as contained in the collective bargaining agreement between the County and The Howard County's Police Officer's Association, Lodge 21,
- (4) *F Schedule* for employees of the Department of Fire and Rescue Services who are within the unit description as contained in the collective bargaining agreement between the County and Local 2000 of the International Association of Fire Patters;
- (5) *PS Schedule* for Police Sergeant employees of the Police Department who are within the description as contained in the collective bargaining agreement between the County and The Fraternal Order & Police Lodge 143, Howard County Police Supervisor's Alliance;
- (6) *D Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and The Howard County Public Safety Dispatchers Association;
- (7) OS Schedule for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3888 of the American Federation of State, Local and Municipal employees;
- (8) OT Schedule for employees within the unit description as contained in the collective bargaining agreement between the County and Local 1810 of the American Federation of State, Local and Municipal Employees; and
- (9) *CS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the Howard County Sheriff and Lodge 131 of the Fraternal Order of Police.

[[Howard County General Salary Schedule Rates Effective June 22, 2020

Kates Effective June 22, 2020																				
1	2	3	4	5	<u>6</u>	<u>7</u>	<u>8</u>	9	<u>10</u>	<u>11</u>	12	13	<u>14</u>	<u>15</u>	<u>16</u>	17	<u>18</u>	<u>19</u>	<u>20</u>	21
\$	\$	\$	s	s	\$	\$	\$	\$	S	\$	s	<u> </u>	\$	5	\$	s	S	S	\$	s
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
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
33,865	34,833	35,959	9039	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
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
41,567	42,828	44,132	45,461	46,800	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		75,510
46,049	47,439	48,852	50,420	51,921	53,5	55,144	56,821	58,588	60,310	62,165	64,064	65,983	68,014	70,067	72,164	· · · · ·	76,602	78.897	81.264	83,702
50,993	52,583	54,217	55,851	57,550	59,316	61,406	62,893	64,814	66,844	68,853	70,950	73,092	75,322	77,617	79,935		84,792	87,352	89,973	92
56,557	58,256	60,023	61,833	63,733	65,607	67,662	69966	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
62,628	64,505	66,469	68,478	70,663	72,761	75,012	77,263	9604	82,010	84,483	87,042	89,670	92,363	95,167	98,037	100,994	104,020	107,154	110,369	113,680
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
76,867	79,250	81,656	84,130	86,690	89,360	92,054	94,813	97,683	100,64	103,777	106,889	110,133	113,512	116,911	120,443	124,085	127,794	131,614	135,562	139,629
85,189	87,793	90,420	93,203	96,006	98,942	101,965	105,078	108,257	111,525	114,957	118,412	122,010	125,719	129,472	133,423	137,420	141,547	145.762	150,135	154,639
94,328	97,241	100,200	103,179	106,403	109,648	112,959	116,382	119,957	123,577	127,331	260	135,190	139,340	143,512	147,817	152,297	156,868	161.591	166,439	171,432
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
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
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	989,361	195,079	200,996	207,089	213,292	219,715	226,306	233,095
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	209,80	216,161	222,674	229,407	236,293	243,380	250,681	
	32,495 33,002 33,865 37,513 41,567 46,049 50,993 56,557 62,628 69,404 76,867 85,189 94,328 104,527 115,785 128,302	S         S           32,495         32,760           33,002         33,290           33,865         34,833           37,513         38,661           41,567         42,828           46,049         47,439           50,993         52,583           56,557         58,256           62,628         64,505           69,404         71,546           76,867         79,250           85,189         87,793           94,328         97,241           104,527         107,683           115,785         119,317           128,302         132,209	S         S         S           S         S         S           32,495         32,760         33,025           33,002         33,290         33,576           33,865         34,833         35,959           37,513         38,661         39,854           41,567         42,828         44,132           46,049         47,439         48,852           50,993         52,583         54,217           56,557         58,256         60,023           62,628         64,505         66,469           69,404         71,546         73,687           76,867         79,250         81,656           85,189         87,793         90,420           94,328         97,241         100,200           104,527         107,683         111,016           115,785         119,317         122,981           128,302         132,209         136,204	S         S         S         S           S         S         S         S         S           32,495         32,760         33,025         33,311           33,002         33,290         33,576         33,774           33,865         34,833         35,959         939           37,513         38,661         39,854         41,049           41,567         42,828         44,132         45,461           46,049         47,439         48,852         50,420           50,993         52,583         54,217         55,851           56,557         58,256         60,023         61,833           62,628         64,505         66,469         68,478           69,404         71,546         73,687         75,829           76,867         79,250         81,656         84,130           85,189         87,793         90,420         93,203           94,328         97,241         100,200         103,179           104,527         107,683         111,016         114,415           115,785         119,317         122,981         126,756           128,302         132,209         136,204         140,378	S         S         S         S         S           S         S         S         S         S         S           32,495         32,760         33,025         33,311         33,576           33,002         33,290         33,576         33,774         34,451           33,865         34,833         35,959         3039         38,166           37,513         38,661         39,854         41,049         42,332           41,567         42,828         44,132         45,461         46,856           46,049         47,439         48,852         50,420         51,921           50,993         52,583         54,217         55,851         57,550           56,557         58,256         60,023         61,833         63,733           62,628         64,505         66,469         68,478         70,663           69,404         71,546         73,687         75,829         78,213           76,867         79,250         81,656         84,130         86,690           85,189         87,793         90,420         93,203         96,006           94,328         97,241         100,200         103,179         106,403	S         S	S $S$ $S$ $S$ $S$ $S$ $S$ $32,495$ $32,760$ $33,025$ $33,311$ $33,576$ $34,019$ $34,350$ $33,002$ $33,290$ $33,576$ $33,774$ $34,451$ $35,510$ $36,589$ $33,865$ $34,833$ $35,959$ $5039$ $38,166$ $39,336$ $40,509$ $37,513$ $38,661$ $39,854$ $41,049$ $42,332$ $43,614$ $44,921$ $41,567$ $42,828$ $44,132$ $45,461$ $46,839$ $48,298$ $49,739$ $46,049$ $47,439$ $48,852$ $50,420$ $51,921$ $53,545$ $55,144$ $50,993$ $52,583$ $54,217$ $55,851$ $57,550$ $59,316$ $61,145$ $56,557$ $58,256$ $60,023$ $61,833$ $63,733$ $65,607$ $67,662$ $62,628$ $64,505$ $66,469$ $68,478$ $70,663$ $72,761$ $75,012$ $69,404$ $71,546$ $73,687$ $75,829$ $78,213$ $80,596$ $83,047$ $76,867$ $79,250$ $81,656$ $84,130$ $86,690$ $89,360$ $92,054$ $85,189$ $87,793$ $90,420$ $93,203$ $96,006$ $98,942$ $101,965$ $94,328$ $97,241$ $100,200$ $103,179$ $106,403$ $109,648$ $112,959$ $104,527$ $107,683$ $111,016$ $114,415$ $117,861$ $121,459$ $125,166$ $115,785$ $119,317$ $122,981$ $126,756$ $130,599$ $134,572$ $138,655$ <t< th=""><th>2<math>2</math><math>2</math><math>2</math><math>2</math><math>2</math><math>2</math><math>2</math><math>2</math><math>2</math>SSSSSSSSS<math>32,495</math><math>32,760</math><math>33,025</math><math>33,311</math><math>33,576</math><math>34,019</math><math>34,350</math><math>34,724</math><math>33,002</math><math>33,290</math><math>33,576</math><math>33,774</math><math>34,451</math><math>35,510</math><math>36,589</math><math>37,648</math><math>33,865</math><math>34,833</math><math>35,959</math><math>9029</math><math>38,166</math><math>39,336</math><math>40,509</math><math>41,745</math><math>37,513</math><math>38,661</math><math>39,854</math><math>41,049</math><math>42,332</math><math>43,614</math><math>44,921</math><math>46,250</math><math>41,567</math><math>42,828</math><math>44,132</math><math>45,461</math><math>46,856</math><math>48,298</math><math>49,739</math><math>51,271</math><math>46,049</math><math>47,439</math><math>48,852</math><math>50,420</math><math>51,921</math><math>53,54</math><math>55,144</math><math>56,821</math><math>50,993</math><math>52,583</math><math>54,217</math><math>55,851</math><math>57,550</math><math>59,316</math><math>61,745</math><math>62,893</math><math>56,557</math><math>58,256</math><math>60,023</math><math>61,833</math><math>63,733</math><math>65,607</math><math>67,662</math><math>63,478</math><math>62,628</math><math>64,505</math><math>66,469</math><math>68,478</math><math>70,663</math><math>72,761</math><math>75,012</math><math>77,263</math><math>69,404</math><math>71,546</math><math>73,687</math><math>75,829</math><math>78,213</math><math>80,596</math><math>83,047</math><math>85,541</math><math>76,867</math><math>79,250</math><math>81,656</math><math>84,130</math><math>86,690</math><math>89,360</math><math>92,054</math><math>94,813</math><math>85,189</math><math>87,793</math><math>90,420</math><math>93,203</math><math>96,006</math><math>98,942</math><math>101,965</math><math>105,078</math><math>94,328</math><math>97,241</math><math>100,200</math><math>103,179</math>&lt;</th><th>123456789SSSSSSSSS32,49532,76033,02533,31133,57634,01934,35034,72435,10033,00233,29033,57633,77434,45135,51036,58937,64838,84333,86534,83335,9599,03938,16639,33640,50941,74542,98437,51338,66139,85441,04942,33243,61444,92146,25047,69041,56742,82844,13245,46146,85048,29849,73951,27152,86946,04947,43948,85250,42051,92153,5455,14456,82158,58850,99352,58354,21755,85157,55059,31661,74562,89364,81456,55758,25660,02361,83363,73365,60767,66263,46371,81062,62864,50566,46968,47870,66372,76175,01277,263160469,40471,54673,68775,82978,21380,59683,04785,54188,21376,86779,25081,65684,13086,69089,36092,05494,81397,68385,18987,79390,42093,20396,00698,942101,965105,078108,25794,32897,241100,200103,179106,403109,648112,959</th></t<> <th>12345678910SSSSSSSSSSSS32,49532,76033,02533,31133,57634,01934,35034,72435,10036,11533,00233,29033,57633,77434,45135,51036,58937,64838,84340,03533,86534,83335,95932,3938,16639,33640,50941,74542,98444,40437,51338,66139,85441,04942,33243,61444,92146,25047,69049,17641,56742,82844,13245,46146,30943,29849,73951,27152,86954,42346,04947,43948,85250,42051,92153,5455,14456,82158,58860,31050,99352,58354,21755,85157,55059,31661,4562,89364,81466,84456,55758,25660,02361,83363,73365,60767,66254,6671,81074,06362,62864,50566,46968,47870,66372,76175,01277,26376,60482,01069,40471,54673,68775,82978,21380,59683,04785,54188,21340,90676,86779,25081,65684,13086,69089,36092,05494,81397,683100,5785,18987,79390,420</th> <th><math display="block">\begin{array}{c c c c c c c c c c c c c c c c c c c </math></th> <th><math display="block">\begin{array}{ c c c c c c c c c c c c c c c c c c c</math></th> <th><math display="block">\begin{array}{c c c c c c c c c c c c c c c c c c c </math></th> <th><math 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$46,856$ $48,298$ $49,739$ $51,271$ $46,049$ $47,439$ $48,852$ $50,420$ $51,921$ $53,54$ $55,144$ $56,821$ $50,993$ $52,583$ $54,217$ $55,851$ $57,550$ $59,316$ $61,745$ $62,893$ $56,557$ $58,256$ $60,023$ $61,833$ $63,733$ $65,607$ $67,662$ $63,478$ $62,628$ $64,505$ $66,469$ $68,478$ $70,663$ $72,761$ $75,012$ $77,263$ $69,404$ $71,546$ $73,687$ $75,829$ $78,213$ $80,596$ $83,047$ $85,541$ $76,867$ $79,250$ $81,656$ $84,130$ $86,690$ $89,360$ $92,054$ $94,813$ $85,189$ $87,793$ $90,420$ $93,203$ $96,006$ $98,942$ $101,965$ $105,078$ $94,328$ $97,241$ $100,200$ $103,179$ <	123456789SSSSSSSSS32,49532,76033,02533,31133,57634,01934,35034,72435,10033,00233,29033,57633,77434,45135,51036,58937,64838,84333,86534,83335,9599,03938,16639,33640,50941,74542,98437,51338,66139,85441,04942,33243,61444,92146,25047,69041,56742,82844,13245,46146,85048,29849,73951,27152,86946,04947,43948,85250,42051,92153,5455,14456,82158,58850,99352,58354,21755,85157,55059,31661,74562,89364,81456,55758,25660,02361,83363,73365,60767,66263,46371,81062,62864,50566,46968,47870,66372,76175,01277,263160469,40471,54673,68775,82978,21380,59683,04785,54188,21376,86779,25081,65684,13086,69089,36092,05494,81397,68385,18987,79390,42093,20396,00698,942101,965105,078108,25794,32897,241100,200103,179106,403109,648112,959	12345678910SSSSSSSSSSSS32,49532,76033,02533,31133,57634,01934,35034,72435,10036,11533,00233,29033,57633,77434,45135,51036,58937,64838,84340,03533,86534,83335,95932,3938,16639,33640,50941,74542,98444,40437,51338,66139,85441,04942,33243,61444,92146,25047,69049,17641,56742,82844,13245,46146,30943,29849,73951,27152,86954,42346,04947,43948,85250,42051,92153,5455,14456,82158,58860,31050,99352,58354,21755,85157,55059,31661,4562,89364,81466,84456,55758,25660,02361,83363,73365,60767,66254,6671,81074,06362,62864,50566,46968,47870,66372,76175,01277,26376,60482,01069,40471,54673,68775,82978,21380,59683,04785,54188,21340,90676,86779,25081,65684,13086,69089,36092,05494,81397,683100,5785,18987,79390,420	$\begin{array}{c 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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*.

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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]]

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1	2	3	4	5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	10	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>21</u>
\$	S	\$	s	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	s	\$
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
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
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
38,263	39,434	40,651	4.070	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
42,398	43,685	45,015	46,370	41,418	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	,600	74,777	77,020
46,970	48,388	49,829	51,428	52,959	54,	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
52,013	53,635	55,301	56,968	58,701	60,502	62,-	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.
57,688	59,421	61,223	63,070	65,008	66,919	69,015	71,	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
63,881	65,795	67,798	69,848	72,076	74,216	76,512	78,808	81,100	83,650	86,173	88,783	91,463	94,210	97,070	99,998	103,014	106,100	109,297	112,576	115,954
70,792	72,977	75,161	77,346	79,777	82,208	84,708	87,252	89,977	92,121	95,516	98,421	101,348	104,411	107,564	110,850	114,183	117,583	121,118	124,751	128,493
78,404	80,835	83,289	85,813	88,424	91,147	93,895	96,709	99,637	102,654	1003653	109,027	112,336	115,782	119,249	122,852	126,567	130,350	134,246	138,273	142,422
86,893	89,549	92,228	95,067	97,926	100,921	104,004	107,180	110,422	113,756	117,266	20,780	124,450	128,233	132,061	136,091	140,168	144,378	148,677	153,138	157,732
96,215	99,186	102,204	105,243	108,531	111,841	115,218	118,710	122,356	126,049	129,878	133,885	37,894	142,127	146,382	150,773	155,343	160,005	164,823	169,768	174,861
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
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
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	198,961	205,016	211,231	217,558	224,109	230,832	237,757
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
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#### Howard County General Salary Schedule Rates Effective December 21, 2020

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 20, 2021

		· · · · · · · · · · · · · · · · · · ·				,		*****	AAJSAA	A		w V g der V An 3	ι,							
1	2	3	4	5	6	7	8	9	10	<u>11</u>	12	13	14	15	16	17	18	<u>19</u>	20	21
\$	S	\$	S	69	S	S	s	\$	5	s	S		S	s	\$	5	s	S	5	s
33,808	34,083	34,360	34,657	34,933	35,393	35,738	36,126	36,518	37,574	38,792	39,871	41,135	42,376	43,637	44,969	46,347	47,702	49,126	50,601	52,119
34,335	34,635	34,933	35,138	35,843	36,944	38,067	39,169	40,412	41,653	42,870	44,230	45,540	46,946	48,351	49,805	51,351	52,897	54,465	56,099	57,783
35,233	36,241	37,412	38,536	39,708	40,925	42,145	43,432	44,721	46,198	47,580	48,938	50,438	51,982	53,553	55,144	56,810	58,519	60,253	62,061	63,923
39,028	40,223	41,464	42,707	44,043	45,376	46,735	48,119	49,617	51,163	52,664	54,255	55,872	57,606	59,339	61,143	62,994	64,915	66,836	68,840	70,905
43,246	44,559	45,915	Al ya	48,774	50,249	51,749	53,342	55,005	56,621	58,355	60,113	61,916	63,838	65,783	67,750	69,812	71,873	7.652	76,273	78,560
47,909	49,356	50,826	52,457	54,018	55.572	57,372	59,116	60,955	62,746	64,676	66,652	68,649	70,761	72,897	75,079	77,376	79,697	82,085	84,547	87,084
53,053	54,708	56,407	58,107	59,875	61,712	0.7	65,434	67,432	69,545	71,635	73,816	76,045	78,365	80,752	83,165	85,869	88,218	90,881	93,607	95 . 5
58,842	60,609	62,447	64,331	66,308	68,257	70,395	72,55	74,711	77,055	79,397	81,763	84,244	86,815	89,411	92,121	94,855	97,679	100,643	103,663	106,/73
65,159	67,111	69,154	71,245	73,518	75,700	78,042	80,384	82,820	85 323	87,896	90,559	93,292	96,094	99,011	101,998	105,074	108,222	111,483	114,828	118,273
72,208	74,437	76,664	78,893	81,373	83,852	86,402	88,997	91,777	94,578	81.426	100,389	103,375	106,499	109,715	113,067	116,467	119,935	123,540	127,246	131,063
79,972	82,452	84,955	87,529	90,192	92,970	95,773	98,643	101,630	104,707	107,970	11,208	114,583	118,098	121,634	125,309	129,098	132,957	136,931	141,038	145,270
88,631	91,340	94,073	96,968	99,885	102,939	106,084	109,324	112,630	116,031	119,611	123,196	126,939	130,798	134,702	138,813	142,971	147,266	151,651	156,201	160,887
98,139	101,170	104,248	107,348	110,702	114,078	117,522	121,084	124,803	128,570	132,476	136,563	140,652	1000	149,310	153,788	158,450	163,205	168,119	173,163	178,358
108,750	112,034	115,501	119,037	122,622	126,366	130,222	134,151	138,238	142,512	146,829	151,284	155,832	160,472	165,318	170,302	175,469	180,728	186,126	191,709	197,461
120,463	124,137	127,950	131,877	135,875	140,008	144,257	148,666	153,167	157,831	162,676	167,593	172,666	177,903	277	188,790	194,484	200,319	206,336	212,526	218,902
133,485	137,550	141,707	146,050	150,481	155,098	159,827	164,722	169,704	174,873	180,178	185,666	191,247	197,011	202,961	209,116	215,456	221,909	228,591	235,449	242,512
147,909	152,387	157,049	161,849	166,788	171,840	177,009	182,496	188,077	193,752	199,631	205,738	211,987	218,280	224,894	231, 0	238,675	245,839	253,213	260,809	268,632
	35,233 39,028 43,246 47,909 53,053 58,842 65,159 72,208 79,972 88,631 98,139 108,750 120,463 133,485	S         S           33,808         34,083           34,335         34,635           35,233         36,241           39,028         40,223           43,246         44,559           47,909         49,356           53,053         54,708           58,842         60,609           65,159         67,111           72,208         74,437           79,972         82,452           88,631         91,340           98,139         101,170           108,750         112,034           120,463         124,137           133,485         137,550	S         S         S           33,808         34,083         34,360           34,335         34,635         34,933           35,233         36,241         37,412           39,028         40,223         41,464           43,246         44,559         45,915           47,909         49,356         50,826           53,053         54,708         56,407           58,842         60,609         62,447           65,159         67,111         69,154           79,972         82,452         84,955           88,631         91,340         94,073           98,139         101,170         104,248           108,750         112,034         115,501           120,463         124,137         127,950           133,485         137,550         141,707	S         S         S         S           33,808         34,083         34,360         34,657           34,335         34,635         34,933         35,138           35,233         36,241         37,412         38,536           39,028         40,223         41,464         42,707           43,246         44,559         45,915         47,909           47,909         49,356         50,826         52,457           53,053         54,708         56,407         58,107           58,842         60,609         62,447         64,331           65,159         67,111         69,154         71,245           72,208         74,437         76,664         78,893           79,972         82,452         84,955         87,529           88,631         91,340         94,073         96,968           98,139         101,170         104,248         107,348           108,750         112,034         115,501         119,037           120,463         124,137         127,950         131,877           133,485         137,550         141,707         146,050	SSSS33,80834,08334,36034,65734,93334,33534,63534,93335,13835,84335,23336,24137,41238,53639,70839,02840,22341,46442,70744,04343,24644,55945,91547,4448,77447,90949,35650,82652,45754,01853,05354,70856,40758,10759,87558,84260,60962,44764,33166,30865,15967,11169,15471,24573,51872,20874,43776,66478,89381,37379,97282,45284,95587,52990,19288,63191,34094,07396,96899,88598,139101,170104,248107,348110,702108,750112,034115,501119,037122,622120,463124,137127,950131,877135,875133,485137,550141,707146,050150,481	SSSSS33,80834,08334,36034,65734,93335,39334,33534,63534,93335,13835,84336,94435,23336,24137,41238,53639,70840,92539,02840,22341,46442,70744,04345,37643,24644,55945,91547,5048,77450,24947,90949,35650,82652,45754,01856,57253,05354,70856,40758,10759,87561,71258,84260,60962,44764,33166,30868,25765,15967,11169,15471,24573,51875,70072,20874,43776,66478,89381,37383,85279,97282,45284,95587,52990,19292,97088,63191,34094,07396,96899,885102,93998,139101,170104,248107,348110,702114,078108,750112,034115,501119,037122,622126,366120,463124,137127,950131,877135,875140,008133,485137,550141,707146,050150,481155,098	SSSSSS33,80834,08334,36034,65734,93335,39335,73834,33534,63534,93335,13835,84336,94438,06735,23336,24137,41238,53639,70840,92542,14539,02840,22341,46442,70744,04345,37646,73543,24644,55945,91547,4448,77450,24951,74947,90949,35650,82652,45754,01856,57257,37253,05354,70856,40758,10759,87561,71253,01458,84260,60962,44764,33166,30868,25770,39565,15967,11169,15471,24573,51875,70078,04272,20874,43776,66478,89381,37383,85286,40279,97282,45284,95587,52990,19292,97095,77388,63191,34094,07396,96899,885102,939106,08498,139101,170104,248107,348110,702114,078117,522108,750112,034115,501119,037122,622126,366130,222120,463124,137127,950131,877135,875140,008144,257133,485137,550141,707146,050150,481155,098159,827	$\begin{array}{c 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c c c c$	$\begin{array}{ c c c c c c c c c c c c c c c c c c c$	$\begin{array}{ c c c c c c c c c c c c c c c c c c c$	1234567891011121314151617181920555 <th< td=""></th<>

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## EC Schedule (Emergency Communications Supervisors) Rates Eff. December 21, 2020

c	1	2	3	4	5	6	7	8	9	10	11	12	13	14	<u>15</u>	<u>16</u>	<u>17</u>	18	<u>19</u>
=	\$30.59	\$31.52	\$32.46	\$33.41	\$34.44	\$35.45	\$36.54	\$37.66	\$38.76	\$39.96	\$41.17	\$42.39	\$43.37	\$44.99	\$46.35	\$47.72	\$49.13	\$50.61	\$52.10

**EC SCHEDULE** (EMERGENCY COMMUNICATIONS SUPERVISORS)

							RATES	Eff. De	CEMBER	<u>t 20, 202</u>	1							
 1	2	3	4	5		7	<u>8</u>	2	<u>10</u>	11	12	13	<u>14</u>	15	<u>16</u>	17	18	19
 \$31.20	\$32.15	\$33.11	\$34.08	\$35.13	\$36.16	\$3407	\$38.41	\$39.54	\$40.76	\$41.99	\$43.24	\$44.24	\$45.89	\$47.28	\$48.67	\$50.11	\$51.62	\$53.14

Local 1810 of the American Federation of State, County and Municipal Employees

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P	[[ <b>OT Sched</b> Rates Eff. June 1	
Grade	Minimum	Maximum
С	\$15.83	\$23.9
D	\$16.08	\$26,46
E	\$16.48	\$29.22
F	\$18.20	\$32.35
G	\$20.11	\$35.78
H	\$22.23	\$39.61
Ι	\$24.55	\$43.80
J	\$27.17	\$48.44
K	\$30.04	\$53.61]]

OT Schedule Rates Eff December 21, 2020

Grade	Minimum	Maximum
С	\$16,5	\$24.42
<b>D</b>	\$1,40	\$26.98
E	\$16.81	\$29.81
F	18.56	\$33.01
G	\$20.51	\$36.50
H	\$22.67	\$40.40
I	\$25.04	\$44.67
J	\$27.71	\$49.42
K	\$30.64	\$54.67

OT SCHEDULE RATES EFF. DECEMBER 20, 2021

GRADE	MINIMUM	MAXIMUM
	\$16.47	\$24.91
	\$16.73	\$27.52
E	\$17.15	\$30.41
F	\$18.93	\$33.67
G	\$20.92	\$37.23
H	\$23.12	\$41.21
	\$25.54	\$45.56
J	\$28.26	\$50.41
K	\$31.25	\$55.76

P 6
### [[Howard County Public Safety Dispatchers Association D Schedule Rates Eff. June 22, 2020

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	Rates EII. June 22, 2	2020
Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$20.00	\$74.08
G Dispatcher	\$22.00	\$38.70
DFC Dispatcher 1st Class	\$28.31	\$41.57
H Senior Dispatcher	26.18	\$44.59]]

Howard County Public Safety Dispatchers Association D Schedule Rates Eff. December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay		
F Operator	\$20,0	\$34.76		
G Dispatcher	\$22.44	\$39.47		
DFC Dispatcher 1st Class	28.88	\$42.40		
H Senior Dispatcher	\$26.70	\$45.48		

HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION D SCHEDULE RATES EFE. DECEMBER 20, 2021

Pay Grade	MINIMUM BASE PAY	MAXIMUM BASE Pay
F OPERATOR	\$20.81	\$35.46
G DISPATCHER	\$22.89	\$40.26
DFC DISPATCHER 1	\$29.46	\$43.25
H SENIOR	\$27.23	\$46.39

[[Local 3888 of the American Federation of State, County and Municipal Employees OS Schedule

Rates Eff. June 22, 2020							
Minimum Base Pay	Maximum Base Pay						
\$25.29	\$43.26						
\$28.01	\$47.88]]						
	Minimum Base Pay \$25.29						

Local 3888 of the American Federation of State, County and Municipal Employees OS Schemule

Pay Grade	Minimum Hase Pay	Maximum Base Pay
I Operations Sup I	\$15.80	\$44.13
J Operations Sup II ·	\$28.57	\$48.84

Rates Eff. December 21, 2020

LOCAL 3888 OF THE AMERICAN FEIERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES OS SCHEDULE RATES EFF. DECEMBER 20, 2021

	MINIMUM BASE PAY	MAXIMUM BASE PAY
I OPERATIONS SUP I	\$26.32	\$45.01
J OPERATIONS SUP	\$29.14	\$49.82

Pay Grade	Minimum Base Pay	Maximum Base Pay
НЗ 🗳	\$15.62	\$21.9
H 4	\$15.76	\$ 2.92
Н5	\$16.99	\$24.69
H 6	\$17.84	\$26.56
H7	\$18.76	\$28.62
H 8	\$20.13	\$30.84
Н9	\$22.81	\$34.92]]

[[Local 3085 of the American State, County and Municipal Employees H Schedule Rates Eff. December 23, 2019

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Local 3085 of the American State, County and Municipal Employees H Schedule Rates Eff. December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay
Н3	\$16.0	\$23.06
H4	\$1064	\$24.12
Н5	7.34	\$27.32
H6	\$18.26	\$27.78
H7	\$19.18	\$29.18
H8	\$20.71	\$31.51
Н9	\$23.27	\$35.62

LOCAL 3085 OF THY AMERICAN STATE, COUNTY AND MUNICIPAL EMPLOYEES H SCHEDULE

RATES EFF. DECEMBER 20, 2021

	MATES EFF. DECEMINER #0, #0#X				
PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY			
НЗ	\$16.32	\$23.52			
H4	\$16.97	\$24.60			
Н5	\$17.69	\$27.87			
H6	\$18.63	\$28.34			
Н7	\$19.56	\$29.76			
H 8	\$21.12	\$32.14			
Н9	\$23.74	\$36.33			

P 9

### [[Howard County Police Officer's Association, Lodge 21 P Schedule

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
РО	\$27.45	\$42.07	\$42.81	\$44.20	\$45.75	\$47.24	\$48.78	\$50.37	\$52.38
PFC	\$31.52	\$43.53	\$44.29	\$45.75	\$47.22	\$48.08	\$50.34	\$51.98	\$54.06
CPL	\$34.92	\$46.67	\$47.49	\$49.00	\$50.61	\$52.26	\$53.95	\$55.70	\$57.93

Rates Eff. June 22, 2020

## [[Howard County Police Officer's sociation, Lodge 21

	1		K	ates Eff. L	ecomber 2	21,2020			
Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
РО	\$28.00	\$42.93	\$43.68	\$45.10	\$46.57	\$48.08	\$49.64	\$51.25	\$53.30
PFC	32.15	44.48	\$45.26	\$46	\$48.25	\$49.82	\$51.44	\$53.11	55.23
CPL	\$35.62	\$47.61	\$48.44	\$ 0.01	\$51.64	\$53.32	\$55.05	\$56.84	\$59.11]]

#### P Scheduje es Eff. December 2

# HOWARD COUNTY POLICE OFFICER'S ASSOCIATION, LODGE 21 P SCHEDULE

			R	ATES EFF.	<u>June 21, 2</u>	.021			
Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 1	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$28.00	\$43.15	\$4.91	\$45.12	\$46.59	\$48.10	\$49.66	\$51.27	\$53.32
PFC	\$32.15	\$44.70	645,48	\$46,73	\$48.25	\$49.82	\$51.44	\$53,11	\$55.23
CPL	\$35.62	\$47.85	\$48.69	\$50.03	\$51.66	\$53.34	\$55.07	\$56.86	\$59.13



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#### P 11

	(The Frat	ernal Order o		[[ <b>PS Sched</b> lge 143, Howa ates Eff. June	ard County H	Police Superv	isor's Allian	ce)		
Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20	
SGT (PS)	\$38.64	\$50.92	\$52.57	\$54.26	\$56.05	\$57.87	\$59.75	\$61.70	\$64.01]]	
	PS Schedule (The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance) Rates Life [[December 21, 2020]] JUNE 21, 2021									
Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PE F	PL 16	PL 17	PL 18	PL 19	PL 20	
SGT (PS)	\$39.41	\$51.94	\$53.62	\$55.35	\$57.17	\$59.03	\$60.95	\$62.93	[ <b>[\$65.29]</b> ] \$65.45	
I)	PS Schedule (The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance) Rates Eff. December 20, 2021									
Pay Grade	MINIMUM Base Pay	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 2	
SGT (PS)	\$40.20	\$52.98	\$54.69	\$56.46	\$58.31	\$60.21	\$62.17	\$64.19	\$66.76	

							(Police N	Schedul Managem ecember	ient)	h						
	1	2	3	4	5	6	$\frac{25}{7}$	8	25, 2015	10	LIYR16	L2YR17	L3Yr18	L4Yr19	L5Yr20	L6Yr21
eps os	72	84	96	108	120	· 132	144	156	168	180						
eutenant M2)	\$42.82	\$44.29	\$45.88	\$47.52	\$49.13	\$50.92	\$52.65	\$54.51	\$56.43	\$58.36	\$60.41	\$62.54	\$64.71	\$66.98	\$69.32	\$71.57
aptain mos		84	96	108 .	120	132	144	156	168	180						
aptain mos PM3)	· ·	\$52.95	\$54.81	\$56.79	\$58.71	\$60.84	\$62.93	\$65.13	\$67.44	\$69.75	\$72.20	\$74.72	\$77.34	\$80.04	\$82.83	\$85.53
															•	L
Ste	os	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
fajor M 4)		\$59.55	\$61.0	\$63.88	\$66.05	\$68.45	\$70.80	\$73.26	\$75.87	\$78.48	\$81.21	\$84.06	\$87.00	\$90.06	\$93.20	\$96.24
Note: A Po the employee	lice Lieute s' previous	base rate	and afte	er 21 year	3 25%	6 longevi	ty increas Pl (Police	e.]] <b>M Sched</b> Managen	ule nent)							
tone	1	2	3	4	5	6	7	8	9	10	LIYR16	L2YR17	L3Yr18	LAYR19	L5Yr20	L6Yr21
teps 10s	72	84	96	108	120	132	144	156	4168	180						
ieutenant PM2)	\$43.68	\$45.18	\$46.80	\$48.47	\$50.11	\$51.94	\$53.70	\$55.60	\$57.56	559.63	\$61.62	\$63.79	\$66.00	\$68.32	\$70.71	\$73.00
Yantain ma		84	96	108	120	132	144	156	168	180						
Captain mo PM3)	>	\$54.01	\$55.91	\$57.93	\$59.88	\$62.06	\$64.19	\$66.43	\$68.79	\$71.15	\$73.64	\$76.20	\$78.89	\$81.64	\$84.49	\$87.24
1		4	1													

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\$74.73

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 3.5% of

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\$77.39

7

\$72.22

6

\$69.82

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PM 4)

Steps

2

\$60.74

3

\$62.91

the employees' previous base rate and after 21 years a 3.25% longevity increase.

4

\$65.16

5

\$67.37

16

\$98.16

15

06 66

14

\$88.74 \$91.86

13

11

\$80.05 \$82.83 \$85.74

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### PM SCHEDULE

(POLICE MANAGEMENT) RATES EFF. DECEMBER 20, 2021

······································	1					INAL	co lirr. L	<b>JECEMBE</b>	K 20, 202	-1						
STEPS	1	2	3	4	5	6	7	8	9	10	Llyr16	L2YR17	L3Yr18	L4YRI9	L5YR20	L6Yr21
MOS	72	84	96	108	120	132	144	156	168	180						
Lieutenant (PM2)	\$44.55	\$46.08	\$47.74	\$49.44	\$51.11	\$52.98	\$54.77	\$56.71	\$58.71	\$60.72	\$62.85	\$65.07	\$67.32	\$69.69	\$72.12	\$74.46
Captain mos.		84	96	108	120	132	144	156	168	180						
(PM3)		\$55.09	\$57.03	\$59.09	\$61.08	\$63.30	\$65.47	\$67.76	\$70.17	\$72.57	\$75.11	\$77.73	\$80.47	\$83.27	\$86.18	\$88.98
Step															<u> </u>	•
S		2		4	´ 5	6	7	8	9	10	11	12	13	14	15	16
Major (PM 4)		\$61,95	\$64.17	\$66.46		#74 00	<b>A</b> 70.00									
Nome A Dore	L				\$06.00	\$71.22	\$73.66	\$76.22	\$78.94	\$81.65	\$84.49	\$87.45	\$90.51	\$93.70	\$96.96	\$100.12

NOTE: A POLICE LIEUTENANT OR CAPTAIN SHALL RECEIVE, OPON 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 1 YEARS A 3.25% LONGEVITY INCREASE.

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<b>\$</b>	Rates Effective June 2	2, 2020
F Schedule Pay Grade	Minimum Base Pay	Maximum Fase Pay
D 40 Hours	\$25.90	26.69
D 48 Hours	\$21.58	\$22.24
E 40	\$26.96	\$40.07
E 42	\$25.68	\$38.16
E 48	\$22.47	\$33.39
F 40	\$29.90	\$44.46
F 42	\$28.48	\$42.34
F 48	\$24.92	\$37.05
G 40	\$30.38	\$44.95
G 42	\$28.94	\$42.82
G 48	\$25.3	\$37.46
H 40	\$33/2	\$49.22
H 42	\$21.54	\$46.87
H 48	27.60	\$41.01
I 40	\$33.60	\$49.72
I 42	\$32.00	\$47.35
I 48	\$28.00	\$41.43
J 40	\$36.68	\$54.58
J 42	\$34.94	\$51.98
J 48	\$30.57	\$45.48]]

[[F Schedule International Association of Firefighters Local 2000

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Interna 🍕	tional Association of Fire Rates Effective Decembe	efighters Local 2000
F Schedule Pay Grade	Minimum Base Pay	Maximun 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	\$ <b>1</b> 9.51	\$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
[ 48	\$28.55	\$42.23
J 40	\$37.42	\$55.67
J 42	\$35.63	\$53.02
J 48	\$31.18	\$46.39

F Schedule



#### [**FM Schedule** (Fire Management) Rates Eff. December 23, 2019

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1	2	3	4	5	6	7	8	9	10	11	12	13	14
- 1													
66	78	90	102	114	126	138	150	162	174	18	210	234	258
				L.									
\$41.03	\$42.28	\$43.54	\$44.90	\$46.28	\$47.69	\$49,16	\$50.63	\$52,13	\$53.72	\$55.37	\$57.07	\$58.78	\$60.58
\$34.19	\$35.23	\$36,28	\$37.42	\$38.57	\$39.74	\$40.97	\$42.19	\$43,44	\$44.77	\$46.14	\$47.56	\$48.98	\$50.48
		100	114	126	129	150	162	174	<b>A</b> 86	198	222	246	270
78	90	102	114	120	156	1.50	102						
						ļ				A (1.08	<b>A</b> (2, 22	000 11	0(7.00
\$45,52	\$46.80	\$48.28	\$49.72	\$51.25	\$52,80	\$54.47	\$56.09	\$57.79					\$67.09
\$37.93	\$39.00	\$40.23	\$41.43	\$42.71	\$44.00	\$45.39	\$46.74	\$48.16	\$49.60	\$51.14	\$52.69	\$54.26	\$55.91
00	102	114	126	138	150	162	174	6	198	210	234	258	282
90	102										T		
			ļ			-h							
\$53.70	\$54.32	\$55.96	\$57.65	\$59.44	\$61.18	\$63.07	\$65.00	\$66.95	\$69.03	\$71.12	\$73.24	\$75.47	\$77.76
	78 \$45.52	\$41.03 \$42.28 \$34.19 \$35.23 78 90 \$45.52 \$46.80 \$37.93 \$39.00 90 102	66     78     90       \$41.03     \$42.28     \$43.54       \$34.19     \$35.23     \$36.28       78     90     102       \$45.52     \$46.80     \$48.28       \$37.93     \$39.00     \$40.23       90     102     114	66       78       90       102         \$41.03       \$42.28       \$43.54       \$44.90         \$34.19       \$35.23       \$36.28       \$37.42         78       90       102       114         \$45.52       \$46.80       \$48.28       \$49.72         \$37.93       \$39.00       \$40.23       \$41.43         90       102       114       126	66       78       90       102       114         \$41.03       \$42.28       \$43.54       \$44.90       \$46.28         \$34.19       \$35.23       \$36.28       \$37.42       \$38.57         78       90       102       114       126         \$45.52       \$46.80       \$48.28       \$49.72       \$51.25         \$37.93       \$39.00       \$40.23       \$41.43       \$42.71         90       102       114       126       138         90       102       114       126       138	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$

Longevity Pay: Employees, paid according to the FM Pay Schedule, when have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.]]

### FM Schedule (Fire Management) Rates Eff. December 21, 2020

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14
otops	-													
	66	78	90	102	114	126	<b>A</b> 38	150	162	174	186	210	234	258
months Contain	00													
Captain		<u> </u>	A 4 4 1	645.00	\$47.21	\$48.64	\$50,15	\$51.64	\$53.17	\$54.80	\$56.47	\$58,21	\$59.95	\$61.79
40 hrs	\$41.84	\$43.12	\$44.41	\$45.80	\$39,34	\$40.53	\$41.79	\$43.03	\$44.31	\$45.67	\$47.06	\$48.51	\$49.96	\$51.49
48 hrs	\$34.87	\$35.93	\$37.01	\$38.17			\$47.76	\$49.18	\$50.64	\$52.19	\$53.78	\$55.44	\$57.10	\$58.85
42 hrs	\$39.85	\$41.06	\$42.30	\$43.62	\$44.96	\$46.7	\$47.70	\$47.10	920.04	\$54.15				
	78	90	102	114	126	38	150	162	174	186	198	222	246	270
months	/0		102	<u> </u>							[			
Batt Chief	016.40	647.74	640.34	\$50.71	\$52.27	\$53.86	\$55,56	\$57.20	\$58.94	\$60,71	\$62,59	\$64.49	\$66.42	\$68.44
40 hrs	\$46.43	\$47.74	\$49.24	<u> </u>	\$43.56	\$44.88	\$46.30	\$47.67	\$49.12	\$50.59	\$52.16	\$53.74	\$55.35	\$57,03
48 hrs	\$38.69	\$39.78	\$41.03	\$42.26			\$52.91	\$54,48	\$56.14	\$57.82	\$59.61	\$61.42	\$63.26	\$65.18
42 HRS	\$44.22	\$45.46	\$46.89	\$48.30	\$49.78	\$51.29	\$32.91	\$J7.70	\$50.14	007.02		1		
											]	1		
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief	+						1							<u> </u>
40 hrs		<del> </del>		1										
	\$53.75	\$55.41	\$57.08	\$58.80	\$	\$62.40	\$64.33	\$66.30	\$68.29	\$70.41	\$72.54	\$74.70	\$76.98	\$79.32

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 innualized rate of \$2,500.

### [[Local 3080 of the American Federation of State, County and Municipal Employees C Schedule Rates Eff. June 22, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$22.12	\$ 35.43
C3	\$23.52	\$38.86
C4	\$26.29	\$43.24]]

Local 3080 of the American Federation of State, County and Municipal Employees

	C Schedule Rates Eff. December 21, 2020									
Pay Grade	Minimum Base Pay	Maximum Base Pay								
C2	\$ 22.56	\$36.14								
<u>C3</u>	\$23.99	\$39.64								
C4	\$26.82	\$44.10								

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R	ATES EFF. DECEMBER 20,		
Pay Grade	MINIMUM BASE PAY	MAXIMUM BASE PAY	
C2	\$ 23.01	\$36.86	
C3	\$24.47	\$40.43	
C4	\$27.36	\$44.98	

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	[[Corrections Mana Rates Eff. December	
Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$27.73	\$45.97
CM 2	\$30.71	\$50.79]]
	Corrections Manag Rate Eff. December	
Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$28.28	546.89
CM 2	\$31.32	\$51.81

Correcti	ONS MANAGEMENT
RATES EFF.	DECEMBER 20, 2021

**A** 

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE Pay
CM 1	\$28.85	\$47.83
CM 2	\$31.95	\$52.85



				11~		- 9	Rate	s Effecti	ive Dece	mber 23	3, 2019					<u></u>		
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
CS1	21.17	21.82	22.51	23.17	23.87	24.60	25.37	26.12	26.94	27.73	28.58	29.43	30.33	31.26	32.24	33.17	34.18	35.21
CS2				23.62	24.34	25.09	25.87	26.63	27.47	28.28	29.14	30.00	30.94	31.88	32.87	33.83	34.84	35.89
CS3	23.44	24.20	24.91	25.67	26.47	28.25	28.10	28.97	29.82	30.74	31.68	32.65	33.61	34.65	35.71	36.78	37.89	39.04
DS2	19.10	19.70	20.31	20.91	21.56	22.24	22.89	03 55	23.95	25.04	25.80	26.58	27.39	28.20	29.18	29.95	30.86	NA
DS5	26.00	26.81	27.63	28.48	29.33	30.21	31.15	32.05	33.0	34.08	35.09	36.17	37.23	38.36	39.55	40.74	41.96	43.21
DS6	28.82	29.68	30.59	31.51	32.47	33.45	34.49	35.55	36.59	37.74	38.88	40.05	41.26	42.51	43.80	45.10	46.47	47.86

### [[Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)

Notes:

1. Grade DS2; Time in Steps 1 to 10 = 1 year and Steps 11 to 16 = 2 years. All other grades have 1 year between steps.

2. Longevity Pay: Employees in the pay grades CS1, CS2, CS3, DS5 & DS6 who have 20 years of service in the Shariff's Department will receive 3% longevity pay added to their base pay.

3. Longevity Pay: Employees in the pay grades CS1, CS2, CS3, DS5 & DS6 who have 27 years of service in the Sheriff's Department will receive an additional 3% longevity pay added to their base pay.

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			T _		·····	-m	<u>, Nau</u>	es Elleci	Ive Dece	under 2	1,2020							
Crada	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step						
Grade	1	2		4	5	6	17	8	9	10	11	12	13	14	15	16	17	18
CS1	21.59	22.26	22.96	23.63	24.35	25.09	25.88	26.64	27.48	28.28	29.15	30.02	30.94	31.89	32.88	33.83	34.86	35.91
CS2				24.09	24.83	25.59	26.39	27.16	28.02	28.85	29.72	30.60	31.56	32.52	33.53	34.51	35.54	36.61
CS3	23.91	24.68	25.41	26.1	27.00	27.80	28.66	29.55	30.42	31.35	32.31	33.30	34.28	35.34	36.42	37.52	38.65	39.82
DS2	19.48	20.09	20.72	21.33	21.99	2068	23.35	24.02	24.43	25.54	26.32	27.11	27.94	28.76	29.76	30.55	31.48	NA
6DS5	26.52	27.35	28.18	29.05	29.92	30.81	31.77	32.69	33.68	34.76	35.79	36.89	37.97	39.13	40.34	41.55	42.80	44.07
DS6	29.40	30.27	31.20	32.14	33.12	34.12	35.18	36.26	37.32	38.49	39.66	40.85	42.09	43.36	44.68	46.00	47.40	48.82

Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff) Rates Effective December 21 2020

Notes:

1. Grade DS2; Time in Steps 1 to 10 = 1 year and Steps 11 to 16 = 2 years. All other grades have 1 year between steps.

2. Longevity Pay: Employees in the pay grades CS1, CS2, CS3, DS5 & DS6 who have 20 years a service in the Sheriff's Department will receive 3% longevity pay added to their base pay.

3. Longevity Pay: Employees in the pay grades CS1, CS2, CS3, DS5 & DS6 who have 27 years of service the Sheriff's Department will receive an additional 3% longevity pay added to their base pay.

	[[RLC Sca (Part-Time Ben Rates eff. Decemb	nefitted)
Grade	Minimum	Maximum
В	\$11.96	\$28.46
С	\$13.24	22.71
D	\$14.67	\$25.17
E	\$16.27	\$27.84
F	\$18.03	\$30.88]]

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### RLC Some (Part-Time Benefitted) Rates Eff. **December 21, 2020**

Grade	Minimum	Maximum
B	\$12.2	\$20.87
C	\$13,0	\$23.16
D	\$1,	\$25.67
E	\$16.60	\$28.40
F	\$18.39	\$31.50

RLC SCALE (Part-Time Benefitted) (Ates Eff. **December 20, 2021** 

GRADE	MINIMUM	MAXIMUM
В	\$12.44	\$21.29
C	\$13.77	\$23.62
D	\$15.26	\$26.18
	\$16.93	\$28.97
F	\$18.76	\$32.13

### Implementing the Pay Plan.

- (a) *Rates are Hourly Rates.* All rates of pay contained in the Pay Plan are expressed as hourly rates.
   (b) *Fair Labor Standards Act* (The "FLSA").
  - (1) Except as otherwise provided in the Pay Plan, full-time employees exempt from coverage of the federal FLSA receive an annual salary, which shall be calculated by multiplying the employee's hourly rate by the number of hours the employee is regularly scheduled to work per year, which are either the standard work hours for County employees or a schedule approved by the Personnel Officer under section 1.113(a)(1) of the County Code.
  - (2) In accordance with requirements of the FLS/, while the rates of pay in this Pay Plan, which are established by ordinance, may be expressed as hourly rates, employees in positions which have been determined to be exempt under the FLSA are paid on a salary basis, meaning a predetermined amount that does not vary from pay period to pay period, is not adjusted for quality or quantity of work, and meets the minimum salary level requirements under FLSA.
- (c) *Adjustments to Salary Schedule*. In order to maintain the effectiveness of the Pay Plan, the County annually shall review the general labor market, and, subject to the availability of appropriated funds, may propose an adjustment to the Salary Schedule.
- (d) Management Employees of the Department of Fire and Rescue Services.
  - (1) For purposes of determining the appropriate step within the *Fire Management (FM)* schedule upon appointment of an employee to the position of Fire Captain, Battalion Chief, or Assistant Chief, the Personnel Officer shall utilize the employee's length of creditable service.
  - (2) Length of creditable service, in months, for purposes of paragraph (1) of this section shall be applied in accordance with the following schedule:

Rank	1	2	3	4		6	7	8	9	10	11	12	13	14
Capt.	66	78	90	102	14	126	138	150	162	174	186	210	234	258
Batt. Ch.	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Asst Chf	90	102	114	126	138	150	162	174	186	198	210	234	258	282

Steps

(e) "Creditable Service" Defined.

- (1) In implementing the Pay Plan for management employees of the Police Department and the Department of Fire and Rescue Services, "creditable service" means time spent in sworn classifications of the Police Department, in uniformed service in positions in the Department of Fire and Rescue Services, and in the positions of Police Officer (Probationary) and Firefighter Trainee.
- (2) An employee shall be credited with service upon completion of the required length of service.
- (3) "Creditable service" does not include time spent during unpaid breaks in service, time worked for which performance was rated less than satisfactory, or paid leave that was not credited is service time under application of the section entitled "Step Increment" of the Pay Plan.

### Step Increment.

- (a) When Authorized. In a fiscal year, an employee in the Classified Service may be granted a step increment if:
  - The Personnel Officer establishes a step increment in the fiscal year for all eligible (1) employees:
  - The County Executive provides for the step increment in the proposed annual expense (2)budget for the fiscal year;
  - The step increment is approved by the County Conncil as part of the expense budget; and (3)

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The employee is eligible under subsection (b) of this section. (4)

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- (b) Eligibility. A Classified employee is eligible to receive astep increment approved under subsection (a) of this section if:
  - The employee is being paid below the maximum rate of pay in the employee's grade; (1)
  - Except for employees paid according to the PM or FM Schedule, the employee is: (2)
    - Currently in step 1 through 110 the grade; or (i)
      - At the end of the second year **a** steps 12 through 18 of the grade; (ii)
  - The employee's work meets the standards for satisfactory performance; and if the (3) employee is eligible under paragraph (2)(ii) of this subsection, the employee has met those standards for a total number of 2 sears while in the step; and
  - The employee has worked more than 75% of the scheduled work days in the preceding (4) year; and
- The employee is not, based upon the employee's position description, included within a (5) representation unit that has been deemed appropriate for purposes of collective negotiations under Title 1 of the County Code. (c) Employees paid according to the PM or FM Schedule. Notwithstanding subsection (b)(2) of this
- section, when authorized under subjection (a) of this section:
  - An employee being pair below the maximum rate of pay in the employee's grade (1)according to the *PM* schedule is eligible for a step increment in accordance with the defined months of cyditable service as indicated on the PM Schedule; and
  - An employee being paid below the maximum rate of pay in the employee's grade (2)according to the FM Schedule is eligible for step increment in accordance with the defined months of credit ble service as indicated on the FM Schedule.
- (d) Step Increment After Probationary Period. Subject to subsection (a) of this section, and notwithstanding subsection (b)(2) of this section, if at the end of the initial probationary period an employee receives an overall rating of "Substantially Exceeds Standards" or better on the employee's performance appraisal, the department head may recommend and the Personnel Officer may approve a step increment for the employee.
- (e) Effect of Funding on Sep Increment. If the County does not provide for a step increment in the current expense budget for any fiscal year, each year in which no step increment was granted shall be counted as one year purposes of determining eligibility for a step increment in a subsequent year.
- (f) When Step Increment Effective.
  - A step increment is effective for a Classified employee at the beginning of the pay period (1)during which the anniversary of the employee's date of appointment occurs. If an employee receives a step increment at the end of a probationary period, subsequent step increments shall be effective at the beginning of the pay period during which the

anniversary of the date the increment became effective occurs, not the employee's anniversary date.

- (2) An employee who is not eligible for a step increment on the appropriate date because the employee has not worked 75% of the scheduled work days in the preceding year shall receive the increment immediately after the employee has worked the required number of scheduled work days. The effective date of a step increment under this paragraph becomes the date on which the employee shall receive subsequent step increments under this section.
- (g) *Eligibility not Affected*. Eligibility for a step increment shall not be affected by:
  - (1) Pay increases due to change in hours of work;
  - (2) General pay increases affecting 1 or more classes;
  - (3) Transfer; or
  - Except as provided in subsection (f) of this section, promotion or reclassification to the extent that, for the purpose of determining eligibility for a step increment under Subsection (b)(2) of this section, the time spent in the former step is counted as time spent in the new step.
- (h) Effect of Promotion or Reclassification on Step increment. If an employee is promoted or reclassified, the employee's anniversary date does not change, and future step increments shall be paid at the beginning of the pay period during which the anniversary date Occurs. Granting a step increment during the employee's promotional probationary period does not satisfy the requirements of probation.

### **Specialty Pays.**

(a) Shift Differentials for Classified Employed

- (1) Classified employees who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.
- (2) Classified employees whose shifts begin from 9:00 p.m. through 4:59 a.m. will receive a shift differential increment of 7.5% over their base hourly rate of pay.
- (3) Uniformed career personnel in the Department of Fire and Rescue Services are not eligible for shift differential pay with the exception that Fire Captains who are assigned to the Communications (91) Center and who work a shift beginning between 5:00 p.m. and 4:59 a.m. shall receive an 8.3% per hour shift differential for the entire shift.
- (4) Employees paid according to the DS Schedule in the Sheriff's Department who work
  - (i) A shift beginning between 1,300 hours and 5:59 PM 1,759 hours shall receive a shift differential of 6 % for all hours worked during the shift, or
  - (ii) An evening shift beginning between 1800 hours and 0200 hours shall receive a shift differential of 9.3% for all hours worked during the shift.
  - (iii) Permanen night shift in the Sheriff's Office when assigned to Court, MVA hearings, and training (except training extending beyond five days), and excluding voluntary day shift assignments.
- (5) Sworn member of the Howard County Police Department are not eligible for shift differential pay except that:
  - (i) Lieuten ints who worked a night shift beginning between 5:00 p.m. and 4:59 a.m. shall receive a shift differential increment of 6% over their base hourly rate of pay; and

- (ii) Lieutenants who worked an afternoon shift beginning between 1:00 p.m. and 8:59 p.m. shall receive a shift differential increment of 3% above their base hourly rate of pay.
- (6) Correctional Lieutenants and Captains who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 3% over their base hourly rate of pay and for shifts which begin from 9:00 p.m. through 5:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.
- (b) Rotating Shifts.
  - (1) A classified employee who works a rotating shift that begins from 3:00 p.m. to 8:59 p.m. shall receive a shift differential increment of 2.5% over the employee's base hourly rate of pay.
  - (2) A classified employee who works a rotating shift that begins from 9:00 p.m. to 4:59 a.m. shall receive a shift differential increment of 5%, wer the employee's base hourly rate of pay.
- (c) Holiday Pay
  - (1) Police Lieutenants will be paid at a rate of one and one-half time their regular rate of pay if they are required to work on:
    - (i) The night shift beginning on the day before Christmas;
    - (ii) The day or evening shift on Christmas Day; or
    - (iii) The day, evening, or night shift on Thanksgiving Day.
  - (2) (i) Police Lieutenants who are regularly scheduled to work on the July Fourth celebration will be paid a the rate of one and one-half times their regular hourly rate of pay.
    - (ii) Police Lieutenants assigned to work the July Fourth celebration who are not regularly scheduled be work on that day shall be paid at one and one-half their regular hourly rate of pay for all hours worked.
    - (iii) If a Police Lieute ant has taken a day of annual leave in order to be off from work on the day of the July Fourth celebration, and is later called in to work at least 4 hours on the celebration detail, the Lieutenant shall receive a substitute day of annual leave
  - (3) Police Lieutenants and Captains scheduled and required to work on, or called in to work on, Thanksgiving Christmas Eve, Christmas Day, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each holiday plus any additional hours worked during nat particular shift.
  - (4) (i) Emergency Communication Supervisors will be paid at one and one-half times their egular rate of pay when required to work the following Holidays: 7 a. a. to 7 p.m. Christmas Eve
    - 7 um. Christmas Eve to 7 a.m. Christmas Day
    - .m. to 7 p.m. Christmas Day
    - p.m. Christmas Day to 7 a.m. December 26th
    - p.m. New Year's Eve to 7 a.m. on January 2
    - 7 a.m. Thanksgiving Day to 7 p.m. on the day after Thanksgiving Day
    - 7 a.m. July 4th to 7 a.m. July 5th
    - (ii) Emergency Communications Supervisors scheduled and required to work on Thanksgiving, Christmas, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each bilday plus any additional hours worked during

that particular shift.

- (iii) An Emergency Communication Supervisor who utilizes annual leave on an above listed holiday of this section and who is called in to work will be paid at a rate of two and one-half times their hourly rate and will be re-credited with the number of hours actually worked, not to exceed the amount of leave scheduled. Emergency
- hours actually worked, not to exceed the amount of leave scheduled. Emergency
  Communication Supervisors working overtime as part of their regularly scheduled
  48-hour week on these specified holidays are compensated at two and one half
  times the hourly pay rate for the overtime hours worked.
- (5) Fire Captains, Battalion Chiefs and Assistant Chiefs will be paid at one and one-half times their regular rate of pay when required to work on the following holidays:
   7:00 a.m. on Easter Sunday to 7:00 a.m. on the day after Easter

7:00 a.m. on Thanksgiving Day and 7:00 a.m. on the day after Thanksgiving

- 7:00 p.m. on Christmas Eve and 7:00 p.m. on Christmas Day
- (6) Correctional Lieutenants and Captain will be paid at one and one-half times their regular rate of pay for hours actually worked on the following holidays:

Thanksgiving Day

Christmas Day

July 4th

Labor Day

(7) Employees paid in accordance with the DS Schedule will be paid at time and one-half when required to work on the following holidays:

Night Shift on Christma Eve

Day or night shift Christmas Day

Day or night shift Thanksgiving Day

July 4th

(d) Premium Compensation for Police Lieutenints, Captains and Majors.

- (1) Police Lieutenants assigned to the following divisions shall be paid an annual premium compensation paid bi-week y in the following amounts:
  - (I) \$2000 annually to employees not assigned to Patrol or Communications as well as the following Specialty Assignments.
    - Drug Recognition Experts (DREs)

Emergence Services Unit (ESU)

Hostage Negotiators

ESV Operators

Employees who are trained and assigned to operate the Department's Small Upmanned Aircraft System (sUAS)

(II) In addition to the Specialty Pay in (I), \$2,500 annually to employees assigned to the oblowing units: Auto theft/Arson/Fraud/Forgery, Child Abuse, Domestic Violence, Internal Affairs, Narcotics, Property Crimes, Robbery, ROPE, Street Drug, Tectical, Traffic, Vice, Violent Crimes and Warrants.
 (III) The dependence of the property of t

(III) The department's honor guard-\$220.00 annually.

Police Lieuterants who are assigned to Specialty Pay assignments during light-duty status are inelligible for corresponding Specialty Pay Benefits (This does not apply

to Police Lieutenants who are already permanently assigned to a particular Specialty Unit while on light-duty status.)

(2) Police Lieutenants fluent in the following languages shall be faid a premium compensation based on the below qualifications:

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(I) Employees will be paid \$3,000 annually when they have tested fluent in Spanish, Korean, or Chinese languages as designated by the Chief of Police and provide translation services for Department brainess. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional, or national evaluation instrument or a standard developed by an institution of higher education.

(II) Employees will be paid an additional \$1,000 annually if they have tested at a superior level of fluency in Spanish, Korean, or Chinese languages and have successfully completed State requirements to become court certified. The Department will determine the number of court certified officers and the selection process for court certification eligibility.

- (3) Police Lieutenants will be paid \$1,100 annually when they have tested fluent in any language not listed above designated by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional, or national evaluation instrument or a standard developed by an institution of higher education.
- (4) Employees earning premium compensation under this section shall be ineligible for Standby pay.
- (5) A Police Lieutenant, Captain or Major who successfully passes two or fewer components of the Department's voluntary fitness program shall receive one hundred and twenty-five dollars (\$125.00) for each testing component they pass. If they pass three or more of the testing components, they shall receive one hundred fifty dollars (\$150.00) for each testing component. The maximum amount for passing all four components is six hundred dollars (\$600.00).
- (e) Management Employees of Department of Fire and Rescue Services.
  - (1) Paramedic, EMT-P, EMT-I, CRT and Preceptor Pay
    - (i) Paramedic of EMT-P. An Assistant Chief, Battalion Chief or Fire Captain who is a qualified floward County paramedic shall receive a paramedic premium of a flat rate of \$7,00 annually. Failure to maintain EMT-P registration will result in forfeiture of paramedic premium pay.
    - (ii) EMT-I & CRT. An Assistant Chief, Battalion Chief or Fire Captain who is a qualifier Howard County Emergency Medical Technician-Intermediate (EMT-I) or a Card ac Rescue Technician (CRT) shall receive a flat rate of \$2,500 annually.
    - (iii) Precedor. An Assistant Chief, Battalion Chief or Fire Captain who is assigned to precedent other employees of the department in the EMT-P, EMT-I, and CRT shall receive a flat rate of \$5.00 per hour, added to base, while engaged as a preceptor.
    - (2) Community Relations Unit. A Battalion Chief or Fire Captain assigned to the Community Relations Unit shall receive day shift premium pay of \$4,000.
    - (3) *Fire Marshall's Office*. An Assistant Chief, Battalion Chief or Fire Captain assigned to the Fire Marshall's Office shall receive-\$1,000 per year while serving in this unit to be

added to the base pay.

- (4) *Special Operations Pay.* An Assistant Chief, Battalian Chief or Fire Captain who is assigned to the regional search and rescue team or the special operations team shall receive \$1,000 per year to be added to the base pay.
- (5) Fire Captains assigned to work a day work schedule and not assigned a take home vehicle shall receive a \$4,000 per year day work premium added to the base pay.
- (6) Specialty pay received by management employees of the Department of Fire and Rescue Services shall be prorated on an annual basis and be added to the employee's base wage.
- (7) *Physical Fitness Pay.* Fire management employees in the classes of Assistant Chief, Battalion Chief and Fire Captain shall be eligible for an annual \$250.00 annual physical fitness allowance.
- (8) *Detail Pay.* A Fire Captain who is detailed to a station different than that to which they are normally assigned shall receive \$20.00 additional pay for each shift detailed, in accordance with Department detail guidelines.
- (f) Emergency Communication Supervisors
  - (1) *Clothing Allowance* Emergency Communication Supervisors shall receive a maximum of \$30 Per Month for uniform cleaning services.
  - (2) Language Fluency Pay for Emergency Communications Supervisors Emergency Communication Supervisors will be paid \$3,000 annually when they have tested fluent in Spanish, Korean or Chinese languages or \$1,200 annually for other languages, specifically approved by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional or national evaluation instrument or a standard developed by an institution of higher education.

(g) Commercial Driver's License Premium

Employees in the job classification of Operations Leader I shall be eligible to receive a premium of \$0.30 per hour for possession of a current and valid Commercial Driver's License issued by the State of Maryland and maintained in accordance with departmental policy, when required by job assignment. The CDL premium shall be added to base hourly wage. Failure to maintain the CDL license shall result in forfeiture of CDL premium pay.

(h) Uniformed Supervisory Employees in the Department of Corrections

Correctional employees in the ob classifications of Correctional Captain, Correctional Lieutenant and Correctional Supervisor

(1) shall be eligible for an annual stipend of one-hundred fifty dollars (\$150.00) for clothing and equipment replacement, repar and alteration; and

(2) shall receive an additional \$.75 per hour, for all hours worked, after having completed ten (10) years of continuous service with the Department of Corrections.

(3) Effective January 1, 2015, shall receive \$1.00 an hour above their base hourly rate for all hours worked, after having ompleted fifteen (15) years of continuous service with the Department of Corrections

 (i) Uniformed Employees In The She iff's Office Paid in Accordance with the DS Schedule Sheriff's Office employees in the Job Classifications of Security Officer II, Security Officer III, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff shall receive:

(1) a quarterly clothing allowance of \$350 when assigned as full-time warrant detectives;

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- (2) \$50 per diem when assigned to field officer training duties for at least 4 hours a day;
- (3) \$400 annually when assigned to the honor guard detail;
- (4) \$1,600 annually when assigned as a warrant detective or as a Domestic Violence Deputy;
- (5) \$500 annually when assigned as full time Duty Officer or MPTC Certified Instructor
- (6) \$3,000 for fluency in Spanish, Korean or Chinese and providing translation services.
- (7) \$1,100 for fluency in language other than above and providing translation services.
- (8) \$1,000 annually when assigned as Firearm Instructor or CDL Operator.

(j) Clothing Allowance for Police Lieutenants and Captains

Police Lieutenants the Captains shall be eligible for quarterly payments of \$330 for full time plainclothes assignments requiring business attire, \$264 for non ousiness attire assignments, and \$132 for part time plainclothes assignments.

(k) Supplemental Pay for State Health Department Positions

For retention purposes, and as authorized in the budget, the Personnel Officer may establish supplemental pay for certain State Health Department positions, including; the Director of Substance Abuse Services, the Deputy Health Officer, panitarians and the Director of Policy and Planning.

### Stand-by Pay

(a) Stand-by Pay Authorized. Except as otherwise provided in a collective bargaining agreement, the county will pay an employee stand-by pay if:

- (1) the employee is specifically assigned to stand-by status within the department;
- (2) central communications is notified that the employee is the designated person of contact under certain defined circumstances, for the department; and
- (3) the employee is accessible for contact by central communications or the department to respond immediately or within a reasonable time to a request to provide a service.
- (b) How Paid.
  - (1) an employee officially assigned to standby shall receive two (2) hours of pay at the straight time rate for the stand-by period between the employee's regularly scheduled work shift, or for *each* 24-hour stand by period between work shifts except employees paid according to the DS Schedule shall receive three (3) hours of pay at the straight rate.
- (2) stand-by pay shall be in addition to pay for any hours actually worked in between regular work shifts, such as when an employee is called in to report.
   (c) Stand-by Status Not Hours Worked. Stand-by pay is a payment for remaining available to work for
- (c) Stand-by Status Not Hours Worked. Stand-by pay is a payment for remaining available to work for the county. The stand-by period is not considered hours worked for purposes of leave accrual, overtime, or other FLSA computation. Wearing a county assigned cell phone or beeper does not, of itself, constitute being on stand-by status.
- (d) Failure to Remain Available or Report. An employee who is on stand-by status is subject to discipline if the employee is not available for contact or fails to report as requested.

### Acting Duty Pay.

(a) Acting Appointments. An appointing authority may make a acting appointment if there is a temporary

vacancy in an authorized budgeted position. Employees who have been appointed in an acting capacity to a higher graded position and have served in that capacity for 21 calendar days or longer shall be compensated retroactively to the first day of appointment to the acting capacity in the higher grade at either the minimum base hourly rate of the higher grade or at 5% above their current annualized base rate, whichever is greater. However, employees paid according to the DS Schedule shall be compensated at 6% above their regular rate or the minimum of the acting grade, whichever i migher, after seven consecutive work days in a higher pay grade to qualify for acting duty pay.

(b) Conditions. Acting duty pay shall be subject to the following conditions:

- (1) The higher graded position is temporarily vacant because there is no incumbent in the position or because the incumbent is on approved leave for purposes other than vacation;
- (2) The employee meets the minimum qualification for the higher graded position;
- (3) The employee is assigned and performs the full responsibilities of the vacant or newly created position;
- (4) The appointing authority has submitted appropriate forms, signed by the employee, indicating the first day, the 21st day and, when known, the last day of the acting appointment;
- (5) Merit increases during the period of acting duty shall be to the employee's permanent base hourly rate of pay;
- (6) An employee who is permanently appointed to the position in which he or she is acting or an employee who had been serving in an acting appointment is permanently appointed to a different higher graded position shall receive a promotional increase based on the employee's permanent base hourly rate of pay, rather than on any acting duty pay; and
- (7) There are sufficient budgeted funds to pay for the cost of the acting duty pay.

### **Overtime and Compensatory Time.**

- (a) *Paid Leave is Time Worked*. For the surpose of computing overtime or compensatory time, paid leave is considered time worked.
- (b) *Subject to Available Funds.* In order to pay overtime rather than grant compensatory time, a department must have sufficient budgeted funds available.
- (c) *Work Periods Adjusted.* If an employee works longer on any given day than the employee's regularly scheduled workday, the appointing authority may adjust the remainder of the employee's work period so that the employee does not work more than his/her regularly scheduled hours of work during that work period.
- (d) *Employees Covered by Collective Bargaining Agreements.* Employees covered by collective bargaining agreements shall be paid overtime pursuant to the provisions of the collective bargaining agreements.
- (e) Situational Pay for Non-uniformed, Non-union Employees. When there is a threat or occurrence of an emergency, special event, or other similar situation, the Chief Administrative Officer may authorize payment to an employee who staffed the Emergency Operations Center or who worked in response to the emergence, special event, or other similar situation for hours worked that the employee would have otherwise been off. Payment shall be monetary and shall not be in the form of compensatory time unless authorized by the Chief Administrative Officer. Payment shall be computed at the following rate; one and one-half times the regular hourly rate for non-exempt employees and at the straight hourly rate for FLSA exempt employees. Employees covered by

collective bargaining agreements shall be paid for hours worked under this subsection pursuant to the provisions of the collective bargaining agreements.

(f) Employees Exempt from Fair Labor Standards Act.

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- (1) Except as otherwise provided in this subsection, supervisors in Grades J and below shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hour per week.
- (2) (i) Police Lieutenants shall be paid overtime time at the stee of 1.5 hour's pay for each hour worked in excess of the assigned work schedure.
  - (ii) For purposes of computing overtime under this paragraph:
    - a. A Police Lieutenant who is called in to pork outside his or her regular shift shall be credited with all hours worker, but not less than 4 hours; and
    - b. A Police Lieutenant who is required to attend court or otherwise meet with government attorneys outside his other regular shift shall be credited with all hours of court time, but not less than 3 hours.
    - c. A Police Lieutenant who is assigned to a detail of at least fifteen (15) minutes but less than three (3) nours during off-duty hours shall receive a minimum of three (3) hours of pay or compensatory time at the overtime (1.5x) rate when the assignment is approved in advance.
    - d. In lieu of receiving an exera monetary benefit for working during an emergency event, which is defined as an unforeseen event, or an event requiring critical action that results in the closing of County offices for normal business operations, Police Lieutenants will receive 8 hours of vacation leave each fiscal year. The additional 8 hours of leave will be applied to the leave balance of each Police Lieutenant on July 1<sup>st</sup>, regardless of whether the County closes for an unforeseen emergency during the year.
  - (iii) Police Lieutenants may accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, not to exceed 80 hours. A Police Lieutenant who is promoted to the rank of Police Captain shall have one year from the date of promition to reduce any hours in excess of 80 hours. The use of excess compensatory time during this year is at the discretion of the Police Chief and dependent upon operational needs
  - (3) A Police Services Supervisor I who is called in to work hours which are not contiguous to their regular shift shall receive a minimum of 4 hours pay at the overtime rite. Such employees officially assigned to stand-by status shall receive minimum call-in pay, in addition to their stand-by pay, for the first call-in during any one stand-by period. Any additional required work time during the same stand-ly period shall be paid as overtime (i.e. time and one-half) for actual hours work d. Pay shall start when the supervisor receives notice to report to work.
- (4) Emergency Communication Supervisors:
  - (i) In leu of receiving an extra monetary benefit for working during an every event, which is defined as an unforeseen event, or an event requiring attical action that results in the closing of County offices for normal business perations, Emergency Communication Supervisors will receive 8 hours of vacation leave each fiscal year. The additional 8 hours of leave will be applied to the leave balance of each Emergency Communication Supervisors on July 1<sup>st</sup>,

regardless of whether the County closes for an unforeseen emergency during the year.

- (ii) Called in to work hours which are not contiguous to their regular shift shall receive a minimum of 4 hours pay at the overtime rate. If canceled after they leave their residence, but prior to arriving at the worksite, they shall receive one hour of pay at the overtime rate;
- (iii) Required to attend court as a result of a pork-related incident, or give a work related deposition during non-scheduled working hours, will be compensated at a minimum of three hours at the overtige rate;
- (iv) Required to attend meetings, or represent the Department on committees during non-scheduled working hours will be compensated at a minimum of three hours of pay at either the overtime rate, or the regular rate of pay, dependent upon the employees work hours for that week. Eligibility for, and applicability of, detail pay must be approved in advance of the event by the Division Commander or above.
- (v) May accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, no to exceed 80 hours.
- (5) Regarding Fire Captains, Battalion Chiefs and Assistant Chiefs:
  - (i) Fire Captains shall be paid overtime or earn compensatory leave at one and onehalf times their regular hearly rate for hours worked in excess of the regular hours in the employee's workweek;
  - (ii) Battalion Chiefs shall be paid overtime or earn compensatory leave at the straight rate for the first five hours worked over their regular workweek and shall be paid overtime or earn compensatory leave at time and one-half for all hours in excess of the regular hours in the employee's workweek.
  - (iii) Fire Assistant Chiefs are not eligible for overtime. Fire Assistant Chiefs may accrue compensatory time or additional straight time at an hour-for-hour rate for each hour worked in excess of the regular hours in the employee's work week.
  - (iv) Fire Captains may accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, not to exceed 80 hours. Fire Battalion Chiefs and Assistant Chiefs shall not accrue more than 80 hours of compensatory time.
- (6) Employees paid according to the DS Schedule shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hours per week. In addition, for purposes of computing overtime, employees paid according to the DS Schedule shall receive:
  - (i) A minimum of 4 hours pay at time and one-half when called in to work outside of their regular wift, starting when the employee receives notification.
  - (ii) One hour of any at time and one-half when off-duty and contacted by a supervisor and the employee spends a minimum of 30 minutes attempting to resolve an issue.
  - (iii) Three hours of pay at time and one-half when required to attend work related court, hearings, de ositions or meet with attorneys outside of their regular schedule. If contiguous of their regular shift they shall receive time and one-half for all hours worked, except for their shift hours.
  - (iv) Three hour of pay at time and one-half when assigned to a detail of at least 15

minutes but less than 3 hours during off-duty hours which are not contiguous to the employee's regular shift.

- (v) Time and one-half pay for all hours worked during the closing of County Offices during an event declared by the County Executive.
- (7) Correctional Captains shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hours per week.
- (8) Except as provided in paragraphs (1) (5) of this subsection, a merit system employee who is exempt from the coverage of the Fair Labor Standards Act, except those identified in Section 1.111(b) "Exempt Service" of the Howard County Code, shall be granted compensatory time, on an hour for hour basis, for all hours worked in excess of 40 hours per week, to a maximum of 80 hours.
- (9) Upon termination, retirement, or appointment to an Executive Exempt position, a merit system employee who is exempt from the coverage of the Fair Labor Standards Act shall be paid at the hourly rate in effect at the time of separation for accumulated compensatory hours, not to exceep 80.
- G) Employees Covered by Fair Labor Standards Act

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- (1) Except as provided in paragraph (2) of this subsection, employees covered by provisions of the Federal Fair Labor Standards Act shall be paid overtime or granted compensatory time at the rate of 1.5 hours pay or 1.5 hours of compensatory time for each hour worked in excess of 40 hours per yeek.
- (2) If a supervisor fails to arrange compensatory time off within 60 days of accrual, the employee may request compensatory pay in lieu thereof.

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### **Involuntary Separation Pay**

- (a) Scope of Section. This section applies to a Classified Employee or an Executive Exempt employee who:
  - (1) Is dismissed from employment for reasons other than those listed in Section 1.115(b) of the County Code:
  - (2) Did not voluntarily resign or retire; and
  - (3) Did not leave employment for any reason relating to mability to perform full range of essential job functions.

This section shall not apply to employees who failed to return from an approved leave of absence within the specified time.

- (b) Notice or Payment In-Lieu-of Notice. An appointing authority shall give an employee:
  - (1) At least two weeks' advance notice of a separation from employment; or
  - Additional pay under this section so that the employee receives a combination of two weeks' notice and pay-in-lieu thereof
- (c) Involuntary Separation Pay Authorized; Amount.
  - (1) The County shall pay an employee involuntary separation pay, not to exceed 10 weeks, in accordance with this subsection.
  - (2) The amount of involuntary separation pay, based on length of service shall be as follows:

Length of Service	Weeks of Involuntary Separation Pay
1-3 years	1 week
4-7 years	3 weeks
8-10 years	6 weeks
Over 10 years	10 weeks

(d) *Release Form*. In order to be eligible to receive involuntary separation pay under this section, an employee shall sign a release form as prescribed by the Personnel Officer.

### Position Classification Codes and Pay Grades for the Classified Service

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Class Code	Classification	Pay Grade
1209	Purchasing Administrator	N
1208	Fiscal Manager III	N
1207	Fiscal Manager II	M
1205	Fiscal Manager I	J.
1203	Fiscal Specialist II	K
1201	Fiscal Specialist I	J
1200	Fiscal Associate	Ι
1307	Administrative Manager	N
1306	Assistant Administrator	М
1305	Senior Administrative Analyst	L
1303	Administrative Analyst II	K
1301	Administrative Analyst I	I
1413	Administrative Assistant	Ι
1412	Administrative Technician	Н
1411	Administrative Aide	G
1409	Administrative Support Technician III	F
1407	Administrative Support Terminician II	Е
1405	Administrative Support / echnician I	D
1403	Office Assistant II	С
1503	Legal Support Services Specialist	Ι.
1501	Legal Support Services Technician	G
2125	Police Captain	PM3
2123	Police Lieuter int	PM2
2121	Police Serge int	PS
2119	Police Services Support Supervisor III	K
2118	Police Services Support Specialist	J 🧳

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Class Code	Classification	Pay Grade
2117	Police Services Support Supervisor II	I
2113	Police Services Support Supervisor I	Н
2105	Police Services Support Technician II	Н
2103	Police Services Support Technician I	F
2101	Police Cadet	D
2223	Correctional Captain	CM2
2221	Corrections Program Supervisor II	K
2219	Detention Center Nurse	J
2217	Correctional Lieutenant	CM1
2213	Correctional Specialist	I
2212	Correctional Technician	Н
2211	Correctional Sergeant	C4
2210	Correctional Sergeant-Digary	C4
2209	[[Correctional Supervised I]] CORRECTIONAL DIETARY COORDINATOR	CM1
2207	Correctional Corporal	C3
2205	Correctional Officer	C2
2201	Correctional Dietary Officer	C2
2307	Emergency Compunications Supervisor	EC1
2305	Senior Dispatcher	DH
2304	Dispatcher Fight Class	DFC
2303	Dispatcher	DG
2301	Emergency communications Operator	DF
2401	Security Officer I	В
2515	Assistant chief (Fire and Rescue Services)	FM3
2513	Battalion Chief	FM2 (P) (A)
2511	Fire Callain	FM1 (P) (A)

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2507Firefighter LieutenantJ(P) (A)2506Master firefighter/HVOI(P) (D)2505Master FirefighterH(P) (A)2504Firefighter/HVOG(P) (D)2503Firefighter RecruitF(P) (A)2500Firefighter RecruitE(P)2500Firefighter TraineeDI3117Engineering Manager INI3114Engineering Specialist IIIMI	
2500Master HiergemeerteH(P) (A)2505Master FirefighterG(P) (D)2504Firefighter/HVOF(P) (D)2503FirefighterF(P) (A)2501Firefighter RecruitE(P)2500Firefighter TraineeDJ3117Engineering Manager IN3115Engineering Support SupervisorM	
2500Firefighter/HVOG(P) (D)2503FirefighterF(P) (A)2501Firefighter RecruitE(P)2500Firefighter TraineeD3117Engineering Manager IN3115Engineering Support SupervisorM	
2501FirefighterF(P) (A)2503Firefighter RecruitE(P)2500Firefighter TraineeDD3117Engineering Manager INN3115Engineering Support SupervisorM	
2503FirefighterE(P)2501Firefighter RecruitE(P)2500Firefighter TraineeD3117Engineering Manager IN3115Engineering Support SupervisorM	
2501Firefighter TraineeD2500Firefighter TraineeD3117Engineering Manager IN3115Engineering Support SupervisorM	
2500Filefighter Humber3117Engineering Manager I3115Engineering Support SupervisorM	
3115   Engineering Support Supervisor   M	
3114 Engineering Specialist III M	
3112 Engineering Specialist II L	
3111 Engineering Specialist I K	
3110 Engineering Associate J	
3109 Stormwater Management Coordinator K	
3108 Engineering Support Technician IV K	
3107 Engineering Support Technician III J	
3105 Engineering Support Technician II I	
3103 Engineering Support Technician I G	
3101 Engineering Support Worker E	
3211 Planning Manager M	
3209 Planning Supervisor K	
3207 Planning Specialist II J	
3205 Planning pecialist I I	
3203 Planning Support Technician II H	
3201 Planning Support Technician I F	
3313 Regulation Manager L	
3309 Regiation Supervisor J	

Class Code	Classification	Pay <b>G</b> rade
3306	Regulation Inspector II	A Contraction of the second se
3305	Regulation Inspector I	H
3303	Regulation Support Technician II	G
3301	Regulation Support Technician I	E
4127	Operations Manager	Μ
4125	Operations Superintendent	L
4123	Operations Supervisor III	K
4121	Operations Supervisor II	J
4119	Operations Supervisor I	Ι
4117	Chief Mechanic	Ι
4115	Operations Leader II	Η
4113	Operations Mechanic	G
4111	Operations Leader I	G
4110	Operations Technician II	G
4109	Operations Technician II	F
4107	Operations Techniquan I	Ĕ
4105	Operations Worker III	D
4103	Operations Worker II	С
4219	Technical Services Manager II	N
4217	Technical Services Manager I	М
4215	Technical Services Supervisor	L
4213	Technical Services Support Specialist IV	L
4211	Technical Services Support Specialist III	K
4209	Technical Services Support Specialist II	J
4207	Technical Services Support Specialist I	I
4205	Chnical Services Support Technician III	н
4203	Technical Services Support Technician II	G

4201	Technical Services Support Technician I	Е
5137	Child Care Site Director	F
5136	Child Care Assistant Site Director	Е
5133	Child Care Group Leader	С
5131	Child Care Assistant Group Leader	ß
5129	Natural Resource Superintendent	L
5128	Natural Resource Program Manager III	K
5127	Natural Resource Program Manager II	J
5125	Natural Resource Program Manager I	I
5124	Natural Resource Specialist	Η
5123	Natural Resource Technician II	G
5121	Natural Resource Technician I	F
5115	Recreation and Parks Bureau Chief	Ν
5111	Recreation Services Manager	L
5109	Recreation Services Supervisor	К
5107	Recreation Services Coordinator II	Η
5105	Recreation Services Coordinator I	G
5103	Recreation Leader	F
5102	Recreation Services Assistant II	D
5215	Human Service, Manager II	N
5213	Human Services Manager I	М
5212	Human Services Supervisor	L
5211	Human vervices Specialist III	K
5209	Huma /Services Specialist II	J
5207	Hun in Services Specialist I	$\mathbf{H}$
5205	Hyman Services Worker II	G
5203	uman Services Worker I	E

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**P** Individuals serving in paramedic positions which are allocated to the Advanced Life Support (ALS) function are eligible to receive a paramedic premium. Failure to maintain EMT-P registration or movement to a position not allocated to the ALS function will result in forequire of paramedic premium pay.

**D** Individuals serving in designated heavy vehicle operator positions are eligible to receive a driver premium. Failure to maintain CDL certification endorsements or movement from a driver position will result in forfeiture of driver premium pay.

A Employees assigned to the day shift shall receive shift premium pay which shall be added to the base wage.
# Position Classification Codes and Pay Grades for State-Authorized Exempt Employees

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Class Code	Classification	Pay Grade
1301	Administrative Analyst I- Office of the State's Attorney	I
1305	Senior Administrative Analyst - Office of the State's Attorney	L
1413	Administrative Assistant - Assistant to the Chief Judge of the Circuit Court; Assistant to the State's Attorney	I
1412	Administrative Technician - Judicial Secretary	Η
1411	Administrative Aide -Soil Conservation	G
1403	Office Assistant II - Law Library Assistant	С
1407	Administrative Support Technic on II- Soil Conservation	Е
1515	Deputy Attorney - Office of the State's Attorney	Р
1513	Master in Chancery	Р
1511	Principal Attorney - Office of the State's Attorney	0
1509	Circuit Court Administrator	Р
1507	Senior Attorney - Office of the State's Attorney	Ν
1505	Attorney - Office of the State's Attorney	М
1504	Entry Level Atterney - Office of the State's Attorney	L
1503	Legal Support Services Specialist - Judicial Law Librarian; Jury Commissioner	I
1501	Legal Support Services Technician - Judicial Reporter; Judicial I w Clerk	G
2413	Chief Diputy Sheriff	L
2411	Lieute ant Deputy Sheriff	DS 6
2409	Sergiant Deputy Sheriff	DS 5
2407	Corporal Deputy Sheriff	CS 3
2406	Deputy First Class	CS 2
2405	Deputy Sheriff	CS 1

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Class Code	Classification	Pay Grade
2404	Security Officer	DS 2
3211	Planning Manager - Soil Conservation District Coordinator	М
3111	Engineering Specialist I - Soil Conservation	K
5207	Human Services Specialist I - Family Support Services Coord.	Н
5209	Human Services Specialist II- Office of the State's Attorney	J
5211	Human Services Specialist III - Circuit Court	K

Class Code	Classification	Pay Grade
1119	Chief Administrative Officer	S
1117	Deputy Chief Administrative Officer	Q
1116	Chief of Staff	Q
1115	Administrator to County Council	Q
1114	DEPUTY CHIEF OF STAFF	Р
1113	Human Resources Administrator	0
1111	Labor Relations Coordinator	Ν
1110	Transportation Administrator	0
1109	Community Sustainability Administrator	Ν
1107	Public Information Administrator – Administration	0
1107	Public Information Administrator- County Council	0
1105	Deputy Administrator to County Council	М
1104	Executive Assistant A-Assistant to County Executive	N
1104	Executive Assistant II - Assistant to Chief Administrative Officer	Ν
1103	Executive Assistant I - Assistant to County Executive	L
1103	Executive Asystant I - Assistant to Chief Administrative Officer	L
1103	Executive Assistant I-Assistant to County Council Administrator	L
1101	Special A sistant - County Council	L
1217	Director of Finance	Р
1215	Count Auditor	Q
1213	Budget Administrator	Р
1211	D puty Director of Finance	0
1212	Deputy County Auditor	0
1303	Administrative Analyst II	K
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Position Classification Codes and Pay Grades for Executive Exempt Employees

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Class Code	Classification	Pay Grade
1306	Assistant Administrator-Executive Asst. to Chief of Police	М
1306	Assistant Administrator-Executive Asst. to Fire Chief	М
1413	Administrative Assistant- Secretary to County Solicitor	I
1413	Administrative Assistant - Secretary To The Chief Administrative Officer	Ι
1413	Administrative Assistant - Secretary To The Chief Of Staff	I
1413	Administrative Assistant - Secretary to the County Executive	I
1413	Administrative Assistant – Constituent Relations Assistant To The County Executive	Ι
1414	District Aide	Н
1517	County Solicitor	Q
1515	Deputy Attorney - Deputy County Solicitor	Р
1511	Principal Attorney - Office of Law	0
1507	Senior Attorney - Office of Law	N
1505	Attorney - Office of Law	М
1504	Entry Level Attorney - Office of Law	L
2119	Police Services Support Supervisor III - Animal Control Administrator	K
2120	Police Information Supervisor	N
2129	Chief of Police	R
2127	Police Major	PM4
2229	Director of Corrections	Р
2227	Deputy Director of Corrections	N
2225	Custody and Security Chief	М
2516	Administrator, Office of Emergency Management	0
2519	Chief, Fire & Rescue Services	R
2518	Medical Director	Q
2517	Deputy Chief	Р
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3121	Director, Public Works	R
3120	Deputy Director, Public Works	Р
3119	Engineering Manager II	/
3215	Director, Planning & Zoning	P
3213	Deputy Director of Planning & Zoning	N
3317	Director, Inspections, Licenses & Permits	Р
4215	Technical Services Supervisor - Cable Administrator	L
4223	Director, Technology & Communication Services	S
4221	Deputy Director, Technology and Communication Services	0
5135	Director, Recreation & Parks	Р
5218	Director, Housing and Community Development	Р
5217	Director, Community Resources and Services	Р
5215	Human Services Manager II - Deputy Director, Community Resources and Services	N
5215	Human Services Manager II - Human Rights Administrator	N
5215	Human Services Manager II - Deputy Director, Housing and Community Development	N
5215	Human Services Manager IJ- Administrator on Aging and Independence	N
5213	Human Services Manager I – Community Partnerships Administrator	М
5213	Human Services Manager I – Workforce Development Administrator	М
5213	Human Services Manager I - Consumer Protection Administrator	М
5213	Human Service, Manager I –Administrator of the Office of Children and Jamilies	М
[[5211	Human Services Specialist III - Substance Abuse Impact Coordinate	K]]
[[5211	Human Services Specialist III - Child Care Coordinator	K]]
[[5211	Human Services Specialist III - Grants Coordinator	K]]

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Class Code	Classification	Pay Grade
2103	Police Services Support Technician - School Crossing Guar Supervisor	F
4101	Operations Worker I - Utility Assistant	В
4215	Technical Services Supervisor - Cable T.V. Station Manager	L
4207	Technical Services Support Specialist I - Television Production	Ι
4205	Technical Services Support Technician III - T.Y Production; Public Access Coordinator	Н
4203	Technical Services Support Technician II - 7.V. Production Asst.	G
5211	Human Services Specialist III - Employment and Training Services Supervisor	K
5209	Human Services Specialist II - Employment Counselor II; Employment and Training Specialist	J
5207	Human Services Specialist I - Employment Counselor I	Н
5203	Human Services Worker I - Employment Counseling Aide	E]]

# [[Position Classification Codes and Pay Grades for Grant-Funded Employees

Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Lodge 21 of the Howard County Police Officer's Association

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Class Code	Classification	Pay <b>G</b> rade
7762	Police Officer (Probationary)	PC
7764	Police Officer	; PO
7766	Police Officer First Class	' PFC
7767	Police Corporal	CPL

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## Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Local 3085 of the American Federation of State, County and Municipal Employees

Class Code	Classification	ay Grade
1815	Stores Clerk	H4
1835	Senior Stores Clerk	H6
1855	Stores Control Technician	H7
3011	Parks Maintenance Worker	H5
3012	Parks Maintenance Specialist	H7
3013	Parks Maintenance Leader	H8
3015	Park Ranger	H7
7134	Communications Equip. Tech. I	H7
7135	Communications Equip. Tech II	H8
9113	Animal Handler	<b>[[H5]]</b> H6
9115	Animal Control Officer	[ <b>[H7]]</b> H8
9215	Custodial Work r	H2
9221	Maintenance Mechanic I	H6
9222	Maintenance Mechanic II	H8
9234	Instrument Electronics Technician	H8
9421	Motor Equipment Operator I	H5
9422	Motor Equipment Operator II	H7
9423	Motor Aquipment Operator III	H8
9521	Buildings Control Technician	H9
9523	Appentice	H6
9525	Air Conditioning & Heating Mechanic	H9
9535	Truffic Signal Maintenance Technician	H9
9546	Electrician	H9
9565	llumber	Н9
9581	Motor Equipment Mechanic I	H8

Class Code	Classification	Pay Grad
9582	Motor Equipment Mechanic II	Н9
9615	Weighmaster	HS
9621	Utility Worker I	H3
9622	Utility Worker II	H4
9623	Utility Worker III	Н6
9624	Utility Worker IV	H7
9721	Water Reclamation Plant Operator I	H6
9722	Water Reclamation Plant operator II	H8
9723	Water Reclamation Plant Operator III	H9

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### Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Local 1810 of the American Federation of State, County and Municipal Employees Note: Confidential and non-merit exempt employees in these classes are neligible for union membership

Class Code	Clear the time	
	Classification	Pay Grade
1401	Office Assistant I	В
1403	Office Assistant II	С
1405	Admin Support Tech I	D
1407	Admin Support Tech II	Е
1409	Admin Support Tech III	F
1411	Admin Aide	G
1412	Administrative Technicia	Н
1413	Admin Assistant	I
1501	Legal Support Serv Teen	G.
2103	Police Serv Support Tech I	F
2105	Police Serv Support Tech II	Η
3101	Engineering Support Worker	Е
3103	Engineering Support Tech I	G
3105	Engineering Support Tech II	Ι
3107	Engineering Support Tech III	J
3108	Engineering Support Tech IV	K
3201	Planning Support Tech I	F
3203	Planning Support Tech II	н
3301	Regulation upport Tech I	Е
3303	Regulation Support Tech II	G
3305	Regulation Inspector I	H
3306	Regulation Inspector II	I
4107	Operations Technician I	Е

Class Code	Classification	Pay Grade
4109	Operations Technician II	F
4110	Operations Technician III	G
4111	Operations Leader I	G
4115	Operations Leader II	H
4201	Technical Serv Support Tech I	E
4203	Technical Serv Support Tech II	G
4205	Technical Serv Supp Tech III	Н
4207	Technical Serv Support Spec I	I
4209	Technical Serv Support Spec	J
4211	Technical Serv Supp Spec II	K
5105	Recreation Servs Coord	G
5121	Natural Resources Tech I	F
5123	Natural Resources Tech II	G
5203	Human Servs Worker I	Е
5205	Human Serve Worker II	G

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### Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and The Howard County Public Safety Dispatcher's Association

Class Code	Classification	Pyy Grade	
2301	Emergency Communications Operator		$\mathbf{DF}$
2303	Dispatcher		DG
2304	Dispatcher First Class		DFC
2305	Senior Dispatcher		DH
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### Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Local 3888 of the American Federation of State, County and Municipal Employees

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Class Code	Classification	Pay Grade
4119	<b>Operations Supervisor I</b>	I
4121	Operations Supervisor II	Pay Grade I J

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### Position classification codes and pay grades for employees covered under the bargaining agreement between the Howard County sheriff and Local 131 of the Fraternal Order of Police

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Class code	Classification	Pay grade
2405	Deputy Sheriff	CS 1
2406	Deputy First Class	CS 2
2407	Corporal Deputy Sheriff	CS 3

Pay Rates for Contingent Employees							
Employment Category	Rate of Pay						
	Minimum	Makimum					
Administrative Support	Minimum Wage	\$15.00/ nour					
Paraprofessional	Minimum Wage	\$24.00/ hour					
Professional	\$14.00/hour	\$32.00/ hour					
Protective Service	Minimum Wage	\$24.00/ hour					
Service-Maintenance	Minimum Wage	\$15.00/ hour					
Special Project	\$29.00	\$75.00 Req. Executive Approval					

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#### BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on Sine 2 , 2021.

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Michelle Harrod, 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 \_\_\_\_\_, 2021.

Michelle Harrod, 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 \_\_\_\_\_, 2021.

Michelle Harrod, 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 \_\_\_\_\_, 2021.

Michelle Harrod, 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 \_\_\_\_\_, 2021.

Michelle Harrod, 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 \_\_\_\_\_, 2021.

Michelle Harrod, Administrator to the County Council

### Amendment 1 to Council Bill No. 31-2021

### BY: Chairperson at the request of the County Executive

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Legislative Day No. 9 Date: May 26, 2021

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## Amendment No. $\underline{1}$

(This amendment adds a payscale for Sheriff employees that was negotiated after prefile.)

1	On page 2, in line 2, strike "and".
2	· · ·
3	On page 2, in line 4, strike the period and substitute " <u>; and</u> ".
4	
5	On page 2, in line 5, insert:
6	"9. Adds payscales for members of Lodge 131."
7	
8	In the Pay Plan, attached to the Bill as introduced:
9	1. On page P22, strike the Schedule for Lodge 131, effective December 21, 2020, and substitute
10	the Schedules, effective June 21, 2021 and December 20, 2021, as attached to this
11	Amendment.
12	·
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certify this is a true copy of Am 1 to CB 31-2021 passed on May 24 2021 Muchule Hered Council Administrator
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<u>Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)</u> Rates Effective JUNE 21, 2021

43.08 47.69 52.83 38.86 39.49 27 27 <u>NN</u> 46.30 37.73 41.83 38.3449.80 51.29 NA 20 21 21 44.95 36.63 40.62 37.22 <u>STEP</u> 18 ¥Ν 43.66 48.35 35.56 36.14 39.42 31.48 <u>STEP</u> 17 30.55 42.38 46.92 35.09 34.51 38.27 <u>Srep</u> 41.15 33.54 29.76 45.57 34.07 37.15 STEP 15 32.53 33.08 36.05 28.76 39.91 44.23 STEP 14 31.56 27.9438.73 42.93 32.12 34.97 STEP 13 30.62 31.18 33.97 27.11 37.63 41.67 STEP 12 40.45 29.73 32.96 26.32 36.51 30.27 <u>STEP</u> 11 39.26 35.46 25.54 29.39 28.85 31.98 STEP 10 28.53 24.43 38.07 28.03 31.03 34.35 STEP 9 36.99 33.34 27.70 30.14 24.02 27.17 STEP 8 35.88 26.40 26.89 23.35 32.41 29.23 STEP 7 31.43 34.80 26.11 28.36 22.68 25.59 <u>Step</u> 33.78 24.84 25.35 27.54 21.99 30.52 STEP 5 24.10 32.78 24.61 26.70 21.33 29.63 <u>Step</u> 31.82 23.89 23.42 25.92 20.7228.74 STEP 3 27.9030.88 25.17 20.09 22.71 STEP 2 29.99 24.39 19.48 27.05 22.02 STEP RADE S S SS <u>S6</u> 5 S

NOTES:

1. GRADE DS2. TIME IN STEPS 1 TO 10 = 1 YEAR AND STEPS 11 TO 16 = 2 YEARS. ALL OTHER GRADES HAVE 1 YEAR BETWEEN STEPS.

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RADE	<u>Step</u> <u>1</u>	STEP 2	Step 3	Step 4	<u>Step</u> <u>5</u>	<u>Step</u> <u>6</u>	<u>Step</u> <u>7</u>	<u>Step</u> <u>8</u>	<u>Step</u> 9	<u>Step</u> 10	<u>Step</u> <u>11</u>	<u>Step</u> <u>12</u>	<u>STEP</u> 13	<u>Step</u> <u>14</u>	<u>Step</u> <u>15</u>	<u>Step</u> <u>16</u>	<u>Step</u> <u>17</u>	<u>Step</u> <u>18</u>	<u>YR</u> 20	<u>YR</u> <u>27</u>	
<u>51</u>	<u>22.46</u>	<u>23.16</u>	23,89	<u>24.58</u>	<u>25.34</u>	26.10	<u>26.93</u>	<u>27.71</u>	<u>28.59</u>	<u>29.43</u>	<u>30.32</u>	31.23	32.19	33.18	34.21	35.20	<u>36.27</u>	37.36	<u>38.48</u>	<u>39.64</u>	,
<u>52</u>			<u>24.37</u>	<u>25.07</u>	<u>25.85</u>	<u>26.62</u>	<u>27.47</u>	<u>28.26</u>	29.16	<u>30.02</u>	<u>30.93</u>	<u>31.85</u>	<u>32.83</u>	<u>33.84</u>	<u>34.89</u>	<u>35.90</u>	<u>37.00</u>	<u>38.11</u>	<u>39.25</u>	<u>40.43</u>	
<u>53</u>	<u>24.88</u>	<u>25.67</u>	<u>26.44</u>	27.23	28.09	<u>28.93</u>	<u>29.81</u>	<u>30.74</u>	<u>31.65</u>	<u>32.62</u>	<u>33.62</u>	<u>34.65</u>	<u>35.67</u>	<u>36.77</u>	<u>37.89</u>	<u>39.04</u>	<u>40.21</u>	41.43	<u>42.67</u>	<u>43.94</u>	
<u>52</u>	<u>19.87</u>	20.49	<u>21.13</u>	21.76	22.43	<u>23.13</u>	23.82	24.50	<u>24.92</u>	<u>26.05</u>	<u>26.85</u>	27.65	<u>28.50</u>	<u>29.34</u>	<u>30.36</u>	<u>31.16</u>	<u>32.11</u>	NA	NA	NA	
<u>35</u>	<u>27.59</u>	<u>28.46</u>	<u>29.31</u>	30.22	<u>31.13</u>	<u>32.06</u>	<u>33.06</u>	<u>34.01</u>	<u>35.04</u>	<u>36.17</u>	<u>37.24</u>	<u>38.38</u>	<u>39.50</u>	<u>40.71</u>	<u>41.97</u>	<u>43.23</u>	<u>44.53</u>	<u>45.85</u>	<u>47.23</u>	<u>48.65</u>	
<u>56</u>	30.59	<u>31.50</u>	32.46	<u>33.44</u>	<u>34.46</u>	<u>35.50</u>	<u>36.60</u>	<u>37.73</u>	<u>38.83</u>	<u>40.05</u>	<u>41.26</u>	42.50	<u>43.79</u>	<u>45.11</u>	<u>46.48</u>	<u>47.86</u>	<u>49.32</u>	50.80	<u>52.32</u>	<u>53.89</u>	

# Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff) Rates Effective DECEMBER 20, 2021

<u>NOTES:</u> <u>1. Grade DS2</u>; Time in Steps 1 to 10 = 1 year and Steps 11 to 16 = 2 years. All other grades have 1 year between steps.



Subject:	Council Testimony
То:	Lonnie Robbins Chief Administrative Officer
Through:	Wanda Hutchinson Human Resources Administrator
From:	Stacey Simmons S 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

#### **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

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• The fiscal impact for the Animal Control Officers is approximately \$7,860

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# Amendment <u>to Council Bill No. 31-2021</u>

# **BY:** Chairperson at the request of the County Executive

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Legislative Day No. Date: May 26, 2021

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# Amendment No.

(This amendment adds a payscale for Sheriff employees that was negotiated after prefile.)

1	On page 2, in line 2, strike "and".
2	
3	On page 2, in line 4, strike the period and substitute "; and".
4	
5	On page 2, in line 5, insert:
6	"9. Adds payscales for members of Lodge 131."
7	
8	In the Pay Plan, attached to the Bill as introduced:
9	1. On page P22, strike the Schedule for Lodge 131, effective December 21, 2020, and substitute
10	the Schedules, effective June 21, 2021 and December 20, 2021, as attached to this
11	Amendment.
12	

Rates Effective JUNE 21, 2021	Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)
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200	<u>DS5</u> 2	<u>DS2</u>	<u>CS3</u> 2	<u>CS2</u>	<u>CS1</u> 2	GRADE 1
29,99	27.05	19.48	24.39		22.02	STEP 1
30.88	27.90	20.09	25.17		22.71	Step 2
31.82	28.74	20.72	25.92	23.89	23.42	<u>Step</u> <u>3</u>
32.78	<u>29.63</u>	21.33	<u>26.70</u>	24.61	24.10	<u>Step</u>
33.78	<u> 30.52</u>	21.99	27.54	25.35	24.84	<u>Step</u> <u>5</u>
34.80	31.43	22.68	28.36	<u>26.11</u>	25,59	<u>Step</u>
35,88	<u>32.41</u>	23.35	<u> 29 23</u>	26.89	26.40	STEP 7
36.99	33.34	24.02	<u>30.14</u>	27.70	27.17	STEP S
38.07	<u>34.35</u>	24.43	<u>31.03</u>	28.53	28.03	STEP 9
39.26	<u>35.46</u>	25.54	31.98	29,39	28.85	Step 10
40.45	<u> 36.51</u>	26.32	32.96	30.27	29.73	STEP
41.67	37.63	27.11	33.97	31.18	30.62	STEP 12
42.93	38.73	27.94	34.97	32.12	31.56	STEP 13
44.23	39.91	28.76	36.05	33.08	32.53	STEP 14
45.57	41.15	29.76	37.15	34.07	33.54	STEP 15
46.92	42.38	30.55	38.27	35.09	34.51	STEP 16
48.35	43.66	31.48	39.42	36.14	35.56	STEP
49.80	44.95	NA	40.62	37.22	36.63	Step 18
51.29	46.30	NA			37.73	<u>YR</u> 20
52.83	47.69	M	43.08	39,49	38,86	<u>YR</u> <u>27</u>

NOTES: 1. GRADE DS2; TIME IN STEPS 1 TO 10 = 1 YEAR AND STEPS 11 TO 16 = 2 YEARS. ALL OTHER GRADES HAVE 1 YEAR BETWEEN STEPS. -----

<u>Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)</u> <u>Rates Effective DECEMBER 20, 2021</u>

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27 27	39.64	40.43	43.94	NA	48.65	53.89	
$\frac{\mathrm{YR}}{20}$	38.48	<u>39.25</u>	42.67	NA	47.23	52.32	
STEP 18	37.36	38.11	41.43	NA	<u>45.85</u>	50.80	
STEP 17	36.27	<u>37.00</u>	40.21	32.11	44.53	49.32	
<u>Step</u> 16	<u>35.20</u>	<u>35.90</u>	39.04	<u>31.16</u>	43.23	47.86	
STEP 15	34.21	34.89	37.89	30.36	41.97	46.48	
STEP 14	33.18	33.84	36.77	29.34	40.71	45.11	
<u>STEP</u> 13	32.19	32.83	35.67	28.50	39.50	43.79	
STEP 12	31.23	31.85	<u>34.65</u>	27.65	38.38	<u>42.50</u>	
<u>Step</u> 11	30.32	<u>30.93</u>	33.62	26.85	37.24	41.26	
STEP 10	<u>29.43</u>	30.02	32.62	26.05	36.17	<u>40.05</u>	
<u>STEP</u> <u>9</u>	28.59	29.16	31.65	24.92	35.04	38.83	
STEP 8	27.71	28.26	30.74	24.50	34.01	37.73	
STEP 7	26.93	27.47	29.81	23.82	<u>33.06</u>	36.60	2
<u>Step</u> <u>6</u>	<u>26.10 26.93</u>	26.62	28.93	23.13	<u>32.06</u>	35.50	
STEP 5	25.34	25.85	28.09	22.43	31.13	34.46	
STEP 4	24.58	<u>25.07</u>	27.23	21.76	30.22	33.44	
<u>3</u>	<u>23,89</u>	24.37	26.44	21.13	<u>29.31</u>	31.50 32.46	
<u>STEP</u> 2	<u>23.16</u>		25.67	20.49	<u>28.46</u>	31.50	
<u>Step</u> 1	22.46		24.88	19.87	<u>27.59</u>	30.59	
NADE	15	52	33	52	35	56	

NOTES: 1. GRADE DS2: TIME IN STEPS 1 TO 10 = 1 YEAR AND STEPS 11 TO 16 = 2 YEARS. ALL OTHER GRADES HAVE 1 YEAR BETWEEN STEPS.

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