

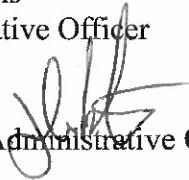


Howard County

Internal Memorandum

Subject: Council Testimony and Fiscal Impact Statement
Re: RLC and Contingent Pay Scale

To: Lonnie R. Robbins
Chief Administrative Officer

From: John K. Peterson 
Assistant Chief Administrative Officer

Date: December 17, 2021

The Administration supports and urges the passage of the Council Bill XX-2021 which relates to a change in the Recreational Licensed Child Care (RLC) and contingent employee pay scale.

The changes to the RLC and Contingent scales are necessary in order to remain competitive with hiring and retaining child care workers and in preparation to meet the requirements in the recently passed Council Bill 82. There has not been a significant revision to the Contingent pay scale maximums in a number of years.

There is no immediate fiscal impact as this is a change to the scales and not an across the board increase for individual employees, however the estimated fiscal impact for hiring new employees and the cascading effect of the increases to existing employees throughout the pay scales for FY 2022 and beyond is estimated at \$1.2 million dollars. A copy of the fiscal analysis was provided to the Council in response to Council Bill 82.

cc: Jennifer Sager