

Introduced 05.04.2022
Public Hearing 05.16.2022
Council Action 05.25.2022
Executive Action 05.31.2022
Effective Date 07.01.2022

County Council of Howard County, Maryland

2022 Legislative Session

Legislative Day No. 7

Bill No. 32 -2022

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 certain specialty pay; amending certain overtime provisions; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time May 4, 2022. Ordered posted and hearing scheduled.

By order Michelle Harrod
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 16, 2022.

By order Michelle Harrod
Michelle Harrod, Administrator

This Bill was read the third time on May 25, 2022 and Passed , Passed with amendments _____, Failed _____.

By order Michelle Harrod
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 27 day of May, 2022 at 12⁰⁰ p.m. a.m./p.m.

By order Michelle Harrod
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive May 31, 2022

Calvin Ball
Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1 **WHEREAS**, Sections 706 and 707 of the Howard County Charter and Section 1.301 of
2 the Howard County Code provide for the adoption of and amendment to the Pay Plan for
3 Howard County, which allocates each class of positions to the appropriate pay grade, and which
4 establishes rules for administration of the Pay Plan for positions within County government; and
5

6 **WHEREAS**, under Section 1.301(c) of the County Code the Pay Plan, and any
7 amendments thereto, are adopted by the County Council as attachments to the Council Bill
8 through which the County Council exercises its legislative action on the Pay Plan; and
9

10 **WHEREAS**, the Pay Plan is amended to establish pay rates for employees that shall
11 apply during Fiscal Year 2023; and
12

13 **WHEREAS**, specifically, the Pay Plan for Fiscal Year 2023:

- 14 1. Establishes a General Salary Schedule to be effective July 1, 2022, and to begin
15 applying with the pay period starting June 20, 2022 (the pay period that includes July
16 1, 2022) and December 19, 2022 (the pay period that includes January 1, 2023);
- 17 2. Adopts pay schedules to be effective July 1, 2022, and to begin applying with the pay
18 period beginning June 20, 2022 (the pay period that includes July 1, 2022) and
19 December 19, 2022 (the pay period that includes January 1, 2023) for Emergency
20 Communications Supervisors, members of Local 1810 of the American Federation of
21 State, County and Municipal Employees, members of the Howard County Public
22 Safety Dispatchers Association and employees on the RLC (part-time benefitted
23 payscale),
- 24 3. Adopts paycales to be effective on December 19, 2022 (the pay period that includes
25 January 1, 2023) for members of Local 3080 of the American Federation of State,
26 County and Municipal Employees and members of Corrections Management;
- 27 4. Adds specialty pays for police cadets and crossing guards who are assigned to special
28 events;
- 29 5. Removes language that requires overtime be specifically appropriated in order to
30 allow a FLSA non-exempt employee who is approved to work overtime the choice to
31 earn compensatory time in lieu of cash overtime at the employee's option, not the
32 County's; and

1 6. Removes positions commensurate to changes made in the Classification Plan.

2
3 **NOW, THEREFORE,**

4
5 *Section 1. Be It Enacted by the County Council of Howard County, Maryland that it adopts*
6 *amendments to the Pay Plan of Howard County, as attached to this Bill.*

7
8 *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland,*
9 *that, subject to specific effective dates for Pay Scales as included in the Pay Plan, the provisions*
10 *of this Act shall apply on July 1, 2022.*

11
12 *Section 3. And Be It Further Enacted by the County Council of Howard County, Maryland,*
13 *that this Act shall become effective July 1, 2022.*

Howard County Pay Plan

Fiscal Year ~~[[2022]]~~2023

Effective July 1, ~~[[2021]]~~2022

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.

**[[Howard County General Salary Schedule
Rates Effective December 21, 2020**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
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
D	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
E	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
F	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
G	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
H	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
I	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
J	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
K	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
L	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
M	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
N	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
O	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
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

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**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
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
E	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
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
H	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
I	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
K	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
L	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	109,717	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
O	98,139	101,170	104,248	107,348	110,702	114,078	117,522	121,083	124,803	128,570	132,476	136,563	140,652	144,970	149,318	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
Q	120,463	124,137	127,950	131,877	135,875	140,008	144,257	148,666	153,167	157,831	162,677	167,593	172,663	177,907	183,277	188,790	194,484	200,319	206,336	212,522	218,902
R	133,485	137,550	141,707	146,050	150,481	155,099	159,827	164,724	169,707	174,877	180,177	185,666	191,244	197,011	202,967	209,116	215,456	221,909	228,591	235,449	242,512
S	147,909	152,387	157,049	161,848	166,788	171,840	177,009	182,499	188,077	193,752	199,631	205,738	211,987	218,280	224,894	231,670	238,675	245,839	253,213	260,809	268,632

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 JUNE 20, 2022**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	34,484	34,765	35,047	35,350	35,632	36,101	36,453	36,849	37,248	38,325	39,568	40,668	41,958	43,224	44,510	45,868	47,274	48,656	50,109	51,613	53,161
D	35,022	35,328	35,632	35,841	36,560	37,683	38,828	39,952	41,220	42,486	43,727	45,115	46,451	47,885	49,318	50,801	52,378	53,955	55,554	57,221	58,939
E	35,938	36,966	38,160	39,307	40,502	41,744	42,988	44,301	45,615	47,122	48,532	49,917	51,447	53,022	54,624	56,247	57,946	59,689	61,458	63,302	65,201
F	39,809	41,027	42,293	43,561	44,924	46,284	47,670	49,081	50,609	52,186	53,717	55,340	56,989	58,758	60,526	62,366	64,254	66,213	68,173	70,217	72,323
G	44,111	45,450	46,833	48,243	49,749	51,254	52,784	54,409	56,105	57,753	59,522	61,315	63,154	65,115	67,099	69,105	71,208	73,310	75,533	77,798	80,131
H	48,867	50,343	51,843	53,506	55,098	56,785	58,519	60,298	62,174	64,001	65,970	67,985	70,022	72,176	74,355	76,581	78,924	81,291	83,727	86,238	88,826
I	54,114	55,802	57,535	59,269	61,073	62,946	64,845	66,743	68,781	70,936	73,068	75,292	77,566	79,932	82,367	84,828	87,382	89,982	92,699	95,479	98,344
J	60,019	61,821	63,696	65,618	67,634	69,622	71,803	74,005	76,205	78,596	80,985	83,398	85,929	88,551	91,199	93,963	96,752	99,633	102,656	105,736	108,908
K	66,462	68,453	70,537	72,670	74,988	77,214	79,603	81,992	84,476	87,029	89,654	92,370	95,158	98,016	100,991	104,038	107,175	110,386	113,713	117,125	120,638
L	73,652	75,926	78,197	80,471	83,000	85,529	88,130	90,777	93,613	96,470	99,375	102,397	105,443	108,629	111,909	115,328	118,796	122,334	126,011	129,791	133,684
M	81,571	84,101	86,654	89,280	91,996	94,829	97,688	100,616	103,663	106,801	110,129	113,432	116,875	120,460	124,067	127,815	131,680	135,616	139,670	143,859	148,175
N	90,404	93,167	95,954	98,907	101,883	104,998	108,206	111,510	114,883	118,352	122,003	125,666	129,478	133,414	137,396	141,589	145,831	150,214	154,684	159,325	164,105
O	100,102	103,193	106,333	109,495	112,916	116,360	119,872	123,506	127,299	131,141	135,126	139,294	143,465	147,869	152,296	156,864	161,619	166,469	171,481	176,626	181,925
P	110,925	114,271	117,811	121,418	125,074	128,893	132,822	136,834	141,003	145,362	149,760	154,319	158,941	163,681	168,624	173,708	178,978	184,343	189,849	195,543	201,410
Q	122,872	126,629	130,509	134,515	138,593	142,808	147,142	151,639	156,230	160,988	165,930	170,945	176,119	181,461	186,943	192,566	198,374	204,325	210,463	216,777	223,280
R	136,155	140,301	144,541	148,971	153,491	158,200	163,024	168,016	173,098	178,370	183,782	189,379	195,072	200,951	207,020	213,298	219,765	226,347	233,163	240,158	247,362
S	150,867	155,435	160,190	165,086	170,124	175,277	180,549	186,146	191,839	197,627	203,624	209,853	216,227	222,646	229,392	236,303	243,449	250,756	258,277	266,025	274,005

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 19, 2022**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	34,829	35,113	35,397	35,704	35,988	36,462	36,818	37,217	37,620	38,708	39,964	41,075	42,378	43,656	44,955	46,327	47,747	49,143	50,610	52,129	53,693
D	35,372	35,681	35,988	36,199	36,926	38,060	39,216	40,352	41,632	42,911	44,164	45,566	46,916	48,364	49,811	51,309	52,902	54,495	56,110	57,793	59,528
E	36,297	37,336	38,542	39,700	40,907	42,161	43,418	44,744	46,071	47,593	49,017	50,416	51,961	53,552	55,170	56,809	58,525	60,286	62,073	63,935	\$65,853
F	40,207	41,437	42,716	43,997	45,373	46,747	48,147	49,572	51,115	52,708	54,254	55,893	57,559	59,346	61,131	62,990	64,897	66,875	\$68,855	70,919	73,046
G	44,552	45,905	47,301	48,725	50,246	51,767	53,312	54,953	56,666	58,331	60,117	61,928	63,786	65,766	67,770	69,796	71,920	74,043	76,288	78,576	80,932
H	49,356	50,846	52,361	54,041	55,649	57,353	59,104	60,901	62,796	64,641	66,630	68,665	70,722	72,898	75,099	77,347	79,713	82,104	84,564	87,100	89,714
I	54,655	56,360	58,110	59,862	61,684	63,575	65,493	67,410	69,469	71,645	73,799	76,045	78,342	80,731	83,191	85,676	88,256	90,882	93,626	96,434	99,327
J	60,619	62,439	64,333	66,274	68,310	70,318	72,521	74,745	76,967	79,382	81,795	84,232	86,788	89,437	92,111	94,903	97,720	100,629	103,683	106,793	109,997
K	67,127	69,138	71,242	73,397	75,738	77,986	80,399	82,812	85,321	87,899	90,551	93,294	96,110	98,996	102,001	105,078	108,247	111,490	114,850	118,296	121,844
L	74,389	76,685	78,979	81,276	83,830	86,384	89,011	91,685	94,549	97,435	100,369	103,421	106,497	109,715	113,028	116,481	119,984	123,557	127,271	131,089	135,021
M	82,387	84,942	87,521	90,173	92,916	95,777	98,665	101,622	104,700	107,869	111,230	114,566	118,044	121,665	125,308	129,093	132,997	136,972	141,067	145,298	149,657
N	91,308	94,099	96,914	99,896	102,902	106,048	109,288	112,625	116,032	119,536	123,223	126,917	130,773	134,748	138,770	143,005	147,288	151,711	156,233	160,918	165,746
O	101,103	104,225	107,396	110,590	114,045	117,524	121,071	124,741	128,572	132,452	136,477	140,687	144,990	149,348	153,819	158,433	163,235	168,134	173,196	178,392	183,744
P	112,034	115,418	118,989	122,632	126,325	130,182	134,154	138,202	142,413	146,816	151,263	155,855	160,538	165,318	170,310	175,445	180,766	186,186	191,747	197,498	203,424
Q	124,101	127,886	131,814	135,860	139,979	144,233	148,613	153,155	157,792	162,599	167,588	172,659	177,880	183,276	188,812	194,499	200,358	206,368	212,568	218,945	225,513
R	137,517	141,704	145,986	150,461	155,026	159,782	164,654	169,699	174,829	180,154	185,620	191,273	197,023	202,966	209,099	215,431	221,966	228,610	235,495	242,560	249,836
S	152,376	156,989	161,792	166,737	171,825	177,030	182,354	188,007	193,757	199,603	205,666	211,955	218,389	224,877	231,686	238,666	245,883	253,264	260,860	268,685	276,745

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

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

EC	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	\$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. December 20, 2021**

EC	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	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

||

**EC SCHEDULE (EMERGENCY COMMUNICATIONS SUPERVISORS)
RATES EFF. JUNE 20, 2022**

EC	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	\$31.82	\$32.79	\$33.77	\$34.76	\$35.83	\$36.88	\$38.02	\$39.18	\$40.33	\$41.58	\$42.83	\$44.10	\$45.12	\$46.81	\$48.23	\$49.64	\$51.11	\$52.65	\$54.20

**EC SCHEDULE (EMERGENCY COMMUNICATIONS SUPERVISORS)
RATES EFF. DECEMBER 19, 2022**

EC	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	\$32.14	\$33.12	\$34.11	\$35.11	\$36.19	\$37.25	\$38.40	\$39.57	\$40.73	\$42.00	\$43.26	\$44.54	\$45.57	\$47.28	\$48.71	\$50.14	\$51.62	\$53.18	\$54.74

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

OT Schedule
Rates Eff. December 21, 2020

Grade	Minimum	Maximum
C	\$16.15	\$24.42
D	\$16.40	\$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
C	\$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

||

OT SCHEDULE
RATES EFF. JUNE 20, 2022

GRADE	MINIMUM	MAXIMUM
C	\$16.58	\$25.56
D	\$16.84	\$28.34
E	\$17.28	\$31.35
F	\$19.14	\$34.77
G	\$21.21	\$38.52
H	\$23.49	\$42.70
I	\$26.02	\$47.28
J	\$28.86	\$52.36
K	\$31.95	\$58.00

OT SCHEDULE
RATES EFF. DECEMBER 19, 2022

Grade	Minimum	Maximum
C	\$16.74	\$25.81
D	\$17.01	\$28.62
E	\$17.45	\$31.66
F	\$19.33	\$35.12
G	\$21.42	\$38.91
H	\$23.73	\$43.13
I	\$26.28	\$47.75
J	\$29.14	\$52.88
K	\$32.27	\$58.58

**[[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 Eff. 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 1st Class	\$29.46	\$43.25
H Senior Dispatcher	\$27.23	\$46.39

]]

**HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION
D SCHEDULE
RATES EFF. JUNE 20, 2022**

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
G DISPATCHER	\$23.35	\$42.30
DFC DISPATCHER 1ST	\$30.05	\$45.44
H SENIOR	\$27.77	\$48.74

**HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION
D SCHEDULE
RATES EFF. DECEMBER 19, 2022**

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
G DISPATCHER	\$23.58	\$42.72
DFC DISPATCHER 1ST	\$30.35	\$45.89
H SENIOR	\$28.05	\$49.23

**[[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

[[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
H 3	\$16.00	\$23.06
H 4	\$16.64	\$24.12
H 5	\$17.34	\$27.32
H 6	\$18.26	\$27.78
H 7	\$19.18	\$29.18
H 8	\$20.71	\$31.51
H 9	\$23.27	\$35.62

]]

Local 3085 of the American State, County and Municipal Employees
H Schedule
Rates Eff. December 20, 2021

Pay Grade	Minimum Base Pay	Maximum Base Pay
H 3	\$16.32	\$23.52
H 4	\$16.97	\$24.60
H 5	\$17.69	\$27.87
H 6	\$18.63	\$28.34
H 7	\$19.56	\$29.76
H 8	\$21.12	\$32.14
H 9	\$23.74	\$36.33

[[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
PO	\$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

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$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

**[[PS Schedule
(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)
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	PL 20
SGT (PS)	\$39.41	\$51.94	\$53.62	\$55.35	\$57.17	\$59.03	\$60.95	\$62.93	\$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. June 21, 2021**

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 (PM2)	\$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	\$73.54
Captain mos.		84	96	108	120	132	144	156	168	180						
(PM3)		\$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.]]

PM Schedule
(Police Management)
Rates Eff. December 20, 2021

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 (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	\$75.00
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
Major Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
(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	\$100.12

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.

[[F Schedule
International Association of Firefighters Local 2000
 Rates Effective June 21, 2021

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$26.41	\$27.22
D 48 Hours	\$22.01	\$22.68
E 40	\$27.50	\$40.87
E 42	\$26.19	\$38.93
E 48	\$22.92	\$34.06
F 40	\$30.50	\$46.70
F 42	\$29.05	\$44.48
F 48	\$25.42	\$38.92
G 40	\$30.98	\$47.18
G 42	\$29.51	\$44.94
G 48	\$25.82	\$39.32
H 40	\$33.78	\$51.70
H 42	\$32.17	\$49.23
H 48	\$28.15	\$43.08
I 40	\$34.26	\$52.18
I 42	\$32.63	\$49.69
I 48	\$28.55	\$43.48
J 40	\$37.42	\$59.05
J 42	\$35.63	\$56.24
J 48	\$31.18	\$49.21

F Schedule
International Association of Firefighters Local 2000
Rates Effective December 20, 2021

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$26.81	\$27.62
D 48 Hours	\$22.34	\$23.02
E 40	\$27.91	\$41.48
E 42	\$26.58	\$39.51
E 48	\$23.26	\$34.57
F 40	\$30.96	\$47.40
F 42	\$29.49	\$45.14
F 48	\$25.80	\$39.50
G 40	\$31.44	\$47.88
G 42	\$29.94	\$45.60
G 48	\$26.20	\$39.90
H 40	\$34.38	\$52.48
H 42	\$32.65	\$49.98
H 48	\$28.57	\$43.73
I 40	\$34.76	\$52.96
I 42	\$33.11	\$50.44
I 48	\$28.97	\$44.13
J 40	\$37.98	\$59.94
J 42	\$36.17	\$57.09
J 48	\$31.65	\$49.95

[[FM Schedule
(Fire-Management)
Rates Eff. June 21, 2021

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258	270
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	\$62.99	\$64.87
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	\$52.49	\$54.06
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	\$59.99	\$61.78
months	78	90	102	114	126	138	150	162	174	186	198	222	234	258	270
Batt Chief															
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	\$67.62	\$69.65
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	\$56.35	\$58.04
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	\$64.40	\$66.33
months	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
Asst Chief															
40 hrs	\$53.75	\$55.41	\$57.08	\$58.80	\$60.63	\$62.40	\$64.33	\$66.30	\$68.29	\$70.41	\$72.54	\$74.70	\$78.18	\$80.53	

||

FM Schedule
(Fire Management)
Rates Eff. December 20, 2021

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258	270
Captain															
40 hrs	\$42.47	\$43.76	\$45.08	\$46.49	\$47.92	\$49.37	\$50.90	\$52.42	\$53.96	\$55.63	\$57.32	\$59.09	\$60.85	\$63.94	\$65.84
48 hrs	\$35.39	\$36.47	\$37.57	\$38.74	\$39.93	\$41.14	\$42.42	\$43.68	\$44.97	\$46.36	\$47.77	\$49.24	\$50.71	\$53.28	\$54.87
42 HRS	\$40.45	\$41.68	\$42.94	\$44.27	\$45.63	\$47.02	\$48.48	\$49.92	\$51.39	\$52.98	\$54.59	\$56.27	\$57.95	\$60.89	\$62.71
months	78	90	102	114	126	138	150	162	174	186	198	222	234	258	270
Batt Chief															
40 hrs	\$47.12	\$48.46	\$49.98	\$51.47	\$53.05	\$54.66	\$56.39	\$58.07	\$59.83	\$61.62	\$63.53	\$65.46	\$67.42	\$68.64	\$70.69
48 hrs	\$39.27	\$40.38	\$41.65	\$42.89	\$44.21	\$45.55	\$46.99	\$48.39	\$49.86	\$51.35	\$52.94	\$54.55	\$56.18	\$57.20	\$58.91
42 HRS	\$44.88	\$46.15	\$47.60	\$49.02	\$50.53	\$52.06	\$53.70	\$55.30	\$56.98	\$58.69	\$60.50	\$62.34	\$64.21	\$65.37	\$67.33
months	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
Asst Chief															
40 hrs	\$54.56	\$56.24	\$57.94	\$59.68	\$61.54	\$63.34	\$65.29	\$67.29	\$69.31	\$71.47	\$73.63	\$75.82	\$79.35	\$81.74	

[[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

]]

Local 3080 of the American Federation of State, County and Municipal Employees
C Schedule
Rates Eff. December 20, 2021

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$ 23.01	\$36.86
C3	\$24.47	\$40.43
C4	\$27.36	\$44.98

LOCAL 3080 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
C SCHEDULE
RATES EFF. DECEMBER 19, 2022

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
C2	\$ 24.05	\$38.75
C3	\$25.88	\$42.10
C4	\$28.21	\$47.24

**[[Corrections Management
Rates Eff. December 21, 2020**

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$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

**CORRECTIONS MANAGEMENT
RATES EFF. DECEMBER 19, 2022**

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
CM 1	\$29.86	\$50.01
CM 2	\$32.85	\$55.01

**[[Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)
Rates Effective June 21, 2021**

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	YR 20	YR 27
DS1	22.02	22.71	23.42	24.10	24.84	25.59	26.40	27.17	28.03	28.85	29.73	30.62	31.56	32.53	33.54	34.51	35.56	36.63	37.73	38.86
DS2			23.89	24.61	25.35	26.11	26.89	27.70	28.53	29.39	30.27	31.18	32.12	33.08	34.07	35.09	36.14	37.22	38.34	39.49
DS3	24.39	25.17	25.92	26.70	27.54	28.36	29.23	30.14	31.03	31.98	32.96	33.97	34.97	36.05	37.15	38.27	39.42	40.62	41.83	43.08
DS2	19.48	20.09	20.72	21.33	21.99	22.68	23.35	24.02	24.43	25.54	26.32	27.11	27.94	28.76	29.76	30.55	31.48	NA	NA	NA
DS5	27.05	27.90	28.74	29.63	30.52	31.43	32.41	33.34	34.35	35.46	36.51	37.63	38.73	39.91	41.15	42.38	43.66	44.95	46.30	47.69
DS6	29.99	30.88	31.82	32.78	33.78	34.80	35.88	36.99	38.07	39.26	40.45	41.67	42.93	44.23	45.57	46.92	48.35	49.80	51.29	52.83

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.

II

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

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	YR 20	YR 27
S1	22.46	23.16	23.89	24.58	25.34	26.10	26.93	27.71	28.59	29.43	30.32	31.23	32.19	33.18	34.21	35.20	36.27	37.36	38.48	39.64
S2			24.37	25.07	25.85	26.62	27.47	28.26	29.16	30.02	30.93	31.85	32.83	33.84	34.89	35.90	37.00	38.11	39.25	40.43
S3	24.88	25.67	26.44	27.23	28.09	28.93	29.81	30.74	31.65	32.62	33.62	34.65	35.67	36.77	37.89	39.04	40.21	41.43	42.67	43.94
S2	19.87	20.49	21.13	21.76	22.43	23.13	23.82	24.50	24.92	26.05	26.85	27.65	28.50	29.34	30.36	31.16	32.11	NA	NA	NA
S5	27.59	28.46	29.31	30.22	31.13	32.06	33.06	34.01	35.04	36.17	37.24	38.38	39.50	40.71	41.97	43.23	44.53	45.85	47.23	48.65
S6	30.59	31.50	32.46	33.44	34.46	35.50	36.60	37.73	38.83	40.05	41.26	42.50	43.79	45.11	46.48	47.86	49.32	50.80	52.32	53.89

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.

[[RLC Scale
(Part-Time Benefitted)
Rates Eff. **April 11, 2022**

Grade	Minimum	Maximum
B	\$15.45	\$26.29
C	\$16.53	\$28.17
D	\$17.69	\$30.11
E	\$19.11	\$32.54
F	\$20.83	\$35.42

]]

RLC SCALE
(PART-TIME BENEFITTED)
RATES EFF. **JUNE 20, 2022**

GRADE	MINIMUM	MAXIMUM
B	\$15.76	\$26.82
C	\$16.86	\$28.73
D	\$18.04	\$30.71
E	\$19.49	\$33.19
F	\$21.25	\$36.13

RLC SCALE
(PART-TIME BENEFITTED)
RATES EFF. **DECEMBER 19, 2022**

GRADE	MINIMUM	MAXIMUM
B	\$15.92	\$27.09
C	\$17.03	\$29.02
D	\$18.22	\$31.02
E	\$19.68	\$33.52
F	\$21.46	\$36.49

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 FLSA, 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:

Steps

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

- (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, "creditible 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) "Creditible 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.

- (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
 - (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 11 of the grade; or
 - (ii) At the end of the second year in steps 12 through 20 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
 - (4) 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.

- (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.*

- (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]] CAPTAINS, MAJORS, CADETS AND CROSSING GUARDS.

- (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 OperatorsEmployees 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.)

- (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).
- (6) POLICE CADETS AND CROSSING GUARDS ASSIGNED TO SPECIAL EVENTS SHALL RECEIVE A MINIMUM OF THREE HOURS OF PAY FOR THE EVENT.

(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.

(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-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]]B) *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]]C) *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]]D) *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.
- [[F]]E) *Employees Exempt from Fair Labor Standards Act.*
 - (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
- 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 1st, 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 Support Supervisor II 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 1st, 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 one-half 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.
 - (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.

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.

Position Classification Codes and Pay Grades for the Classified Service

Class Code	Classification	Pay Grade
1209	Purchasing Administrator	N
1208	Fiscal Manager III	N
1207	Fiscal Manager II	M
1205	Fiscal Manager I	L
1203	Fiscal Specialist II	K
1201	Fiscal Specialist I	J
1200	Fiscal Associate	I
1307	Administrative Manager	N
1306	Assistant Administrator	M
1305	Senior Administrative Analyst	L
1303	Administrative Analyst II	K
1301	Administrative Analyst I	I
1413	Administrative Assistant	I
1412	Administrative Technician	H
1411	Administrative Aide	G
1409	Administrative Support Technician III	F
1407	Administrative Support Technician II	E
1405	Administrative Support Technician I	D
1403	Office Assistant II	C
1503	Legal Support Services Specialist	I
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

Class Code	Classification	Pay Grade
2117	Police Services Support Supervisor II	I
2113	Police Services Support Supervisor I	H
2105	Police Services Support Technician II	H
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	H
2211	Correctional Sergeant	C4
2210	Correctional Sergeant-Dietary	C4
2209	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	B
2515	Assistant Chief (Fire and Rescue Services)	FM3
2513	Battalion Chief	FM2 (P) (A)
2511	Fire Captain	FM1 (P) (A)
2507	Firefighter Lieutenant	J (P) (A)
2506	Master firefighter/HVO	I (P) (D)

Class Code	Classification	Pay Grade
2505	Master Firefighter	H (P) (A)
2504	Firefighter/HVO	G (P) (D)
2503	Firefighter	F (P) (A)
2501	Firefighter Recruit	E (P)
2500	Firefighter Trainee	D
3117	Engineering Manager I	N
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 Specialist I	I
3203	Planning Support Technician II	H
3201	Planning Support Technician I	F
3313	Regulation Manager	L
3309	Regulation Supervisor	J
3306	Regulation Inspector II	I
3305	Regulation Inspector I	H

Class Code	Classification	Pay Grade
3303	Regulation Support Technician II	G
3301	Regulation Support Technician I	E
4127	Operations Manager	M
4125	Operations Superintendent	L
4123	Operations Supervisor III	K
4121	Operations Supervisor II	J
4119	Operations Supervisor I	I
4117	Chief Mechanic	I
4115	Operations Leader II	H
4113	Operations Mechanic	G
4111	Operations Leader I	G
4110	Operations Technician III	G
4109	Operations Technician II	F
4107	Operations Technician I	E
4105	Operations Worker III	D
4103	Operations Worker II	C
4219	Technical Services Manager II	N
4217	Technical Services Manager I	M
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	H
4203	Technical Services Support Technician II	G
4201	Technical Services Support Technician I	E
5137	Child Care Site Director	F

5136	Child Care Assistant Site Director	E
5133	Child Care Group Leader	C
5131	Child Care Assistant Group Leader	B
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	H
5123	Natural Resource Technician II	G
5121	Natural Resource Technician I	F
5115	Recreation and Parks Bureau Chief	N
5111	Recreation Services Manager	L
5109	Recreation Services Supervisor	K
5107	Recreation Services Coordinator II	H
5105	Recreation Services Coordinator I	G
5103	Recreation Leader	F
5102	Recreation Services Assistant II	D
5215	Human Services Manager II	N
5213	Human Services Manager I	M
5212	Human Services Supervisor	L
5211	Human Services Specialist III	K
5209	Human Services Specialist II	J
5207	Human Services Specialist I	H
5205	Human Services Worker II	G
5203	Human Services Worker I	E

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	I
1412	Administrative Technician - Judicial Secretary	H
1411	Administrative Aide -Soil Conservation	G
1403	Office Assistant II - Law Library Assistant	C
1407	Administrative Support Technician II- Soil Conservation	E
1515	Deputy Attorney - Office of the State's Attorney	P
1513	Master in Chancery	P
1511	Principal Attorney - Office of the State's Attorney	O
1509	Circuit Court Administrator	P
1507	Senior Attorney - Office of the State's Attorney	N
1505	Attorney - Office of the State's Attorney	M
1504	Entry Level Attorney - 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 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
2404	Security Officer	DS 2

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

Position Classification Codes and Pay Grades for Executive Exempt Employees

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	P
1113	Human Resources Administrator	O
1111	Labor Relations Coordinator	N
1110	Transportation Administrator	O
1109	Community Sustainability Administrator	N
1107	Public Information Administrator – Administration	O
1107	Public Information Administrator- County Council	O
1105	Deputy Administrator to County Council	M
1104	Executive Assistant II - Assistant to County Executive	N
1104	Executive Assistant II - Assistant to Chief Administrative Officer	N
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	P
1215	County Auditor	Q
1213	Budget Administrator	P
1211	Deputy Director of Finance	O
1212	Deputy County Auditor	O
1303	Administrative Analyst II	K
1306	Assistant Administrator-Executive Asst. to Chief of Police	M

Class Code	Classification	Pay Grade
1306	Assistant Administrator-Executive Asst. to Fire Chief	M
1413	Administrative Assistant- Secretary to County Solicitor	I
1413	Administrative Assistant - Secretary To The Chief Administrative Officer	I
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	I
1414	District Aide	H
1517	County Solicitor	Q
1515	Deputy Attorney - Deputy County Solicitor	P
1511	Principal Attorney - Office of Law	O
1507	Senior Attorney - Office of Law	N
1505	Attorney - Office of Law	M
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	P
2227	Deputy Director of Corrections	N
2225	Custody and Security Chief	M
2516	Administrator, Office of Emergency Management	O
2519	Chief, Fire & Rescue Services	R
2518	Medical Director	Q
2517	Deputy Chief	P
3121	Director, Public Works	R

3120	Deputy Director, Public Works	P
3119	Engineering Manager II	P
3215	Director, Planning & Zoning	P
3213	Deputy Director of Planning & Zoning	N
3317	Director, Inspections, Licenses & Permits	P
4215	Technical Services Supervisor - Cable Administrator	L
4223	Director, Technology & Communication Services	S
4221	Deputy Director, Technology and Communication Services	O
5135	Director, Recreation & Parks	P
5218	Director, Housing and Community Development	P
5217	Director, Community Resources and Services	P
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 II - Administrator on Aging and Independence	N
5213	Human Services Manager I – Community Partnerships Administrator	M
5213	Human Services Manager II –Workforce Development Administrator	N
5213	Human Services Manager I - Consumer Protection Administrator	M
5213	Human Services Manager I –Administrator of the Office of Children and Families	M

**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**

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

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	H6
9115	Animal Control Officer	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

Class Code	Classification	Pay Grade
9581	Motor Equipment Mechanic I	H8
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

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	B
1403	Office Assistant II	C
1405	Admin Support Tech I	D
1407	Admin Support Tech II	E
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	H
3101	Engineering Support Worker	E
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	H
3301	Regulation Support Tech I	E
3303	Regulation Support Tech II	G
3305	Regulation Inspector I	H
3306	Regulation Inspector II	I

Class Code	Classification	Pay Grade
4107	Operations Technician I	E
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	H
4207	Technical Serv Support Spec I	I
4209	Technical Serv Support Spec II	J
4211	Technical Serv Supp Spec III	K
5105	Recreation Servs Coord I	G
5121	Natural Resources Tech I	F
5123	Natural Resources Tech II	G
5203	Human Servs Worker I	E
5205	Human Servs Worker II	G

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

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

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]]SERGEANT Deputy Sheriff	CS 3

Pay Rates for Contingent Employees
Rates eff. April 11, 2022

Employment Category	Rate of Pay	
	Minimum	Maximum
Administrative Support	Minimum Wage	\$23.00/hour
Paraprofessional	Minimum Wage	\$30.00/hour
Professional	Minimum Wage	\$38.00/hour
Protective Service	Minimum Wage	\$30.00/hour
Service-Maintenance	Minimum Wage	\$23.00/hour
Special Project	\$30.00	\$75.00 Req. Executive Approval





Howard County

Internal Memorandum

Subject: Council Testimony

To: Lonnie R. Robbins
Chief Administrative Officer

Through: Anju A. Bennett 
Human Resources Administrator

From: Stacey Simmons 
Chief, Classification and Pay

Date: April 21, 2022

The Administration is seeking Council approval for updates to pay plan for Fiscal Year 2023.

The changes to the pay plan affect:

General Scale

- Removes scales effective December 2020 & December 2021
- Adds scale effective June 2022-2% ATB increase
- Adds scale effective December 2022-1% ATB increase
- Fiscal impact is approximately \$2,546,316

Emergency Communication Supervisors

- Removes scales effective December 2020 & December 2021
- Adds scale effective June 2022-2% ATB
- Adds scale effective December 2022-1% ATB
- Fiscal impact is approximately \$17,005

OT/Union 1810

- Removes scales effective December 2020 & December 2021
- Adds scale effective June 2022-aligned the steps in corresponding grades with the General scale and 2% ATB
- Adds scale effective December 2022-1% ATB increase

Dispatchers

- Removes scales effective December 2020 & December 2021
- Adds scale effective June 2022-included a 3% step at year 22 and 2% ATB
- Adds scale effective December 2022-1% ATB increase

OS/Union 3888

- Removes scale effective December 2020

Union 3085

- Removes scale effective December 2020

Police/Lodge 21

- Removes scale effective June 2021

Police Sgts/Lodge 143

- Removes scale effective June 2021

Police Management

- Removes scale effective December 2020

Fire/Local 2000

- Removes scale effective June 2021

Fire Management

- Removes scale effective June 2021

Union 3080

- Removes scales effective December 2020
- Adds scale effective December 2022-with an approximate 4% increase and added a 1.5% step at the top of scale

Corrections Management

- Removes scale effective December 2020
- Adds scale effective December 2022-revised in response to changes in the 3080 scale to avoid compression
- Fiscal impact is approximately \$33,245

Sheriff/Lodge 131

- Removes scale effective June 2021

RLC

- Removes scale effective December 2021
- Removes scale effective April 2022
- Adds scale effective June 2022-2% ATB increase
- Adds scale effective December-1% ATB increase
- Fiscal impact is approximately \$43,122

Specialty Pay-Police Cadets & Crossing Guards

- Added premium pay for Police Cadets and Crossing Guards for special events-shall receive a minimum of three hours of pay for the event

Overtime and Compensatory Time.

- Removed (b): per regulations: FLSA non-exempt positions receive overtime or compensatory time based on employee request, and not available funds. As a clarifying point: Any overtime should be preapproved by the employee's supervisor.

Fiscal Impact Template

Please provide a written summary on the impact of a proposed legislation on your department (operations, revenues, expenses, etc.). If there is no impact, briefly explain why. Use the template below to itemize your estimated expenses and/or revenues along with showing your calculations and assumptions.

Fund: _____

Projected Expenditure Impact

- Identify anticipated increases/decreases in expenses resulting from this legislation
- Indicate if the first year expenses are pro-rated due to timing of legislation taking effect
- Indicate if the expenses are one-time or ongoing
- Include in the Notes section any major assumptions regarding key drivers of spending

	Year 1	Year 2	Year 3	Year 4	Year 5	Notes
Expenditures	2,639,688	#####	\$0	\$0	\$0	
FTE (if applicable)						
Personnel Costs (1)	2,639,688					
Contractual Services						
Supplies and Materials						
Capital Outlay						
Other						

(1) Identify the classification, hiring step and # of positions. Provide an explanation of the need for the number and type of any personnel listed above, including (a) what specific provision(s) of the bill necessitate additional staff; (b) what the duties of each type of position will be; and (c) why existing personnel cannot absorb the additional work.

Projected Revenues Impact

- Identify anticipated increases/decreases in revenues resulting from this legislation
- Indicate if the first year revenues are pro-rated due to timing of legislation taking effect
- Indicate if the revenues are one-time or ongoing
- Include in the Notes section any major assumptions regarding key drivers for revenues

	Year 1	Year 2	Year 3	Year 4	Year 5	Notes
Revenues	\$0	\$0	\$0	\$0	\$0	

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on
May 31, 2022.

Michelle Harrod
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 _____, 2022.

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 _____, 2022.

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 _____, 2022.

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 _____, 2022.

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 _____, 2022.

Michelle Harrod, Administrator to the County Council