

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2022 Legislative Session

Legislative Day No. 13

Bill No. 63 -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 certain public safety employees subject to certain Memorandums of Agreement; adding a step onto the PayScale for Emergency Communications Supervisors; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

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

By order _____
Michelle Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on _____, 2022.

By order _____
Michelle Harrod, Administrator

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

By order _____
Michelle Harrod, Administrator

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

By order _____
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2022

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 certain employees as
11 follows:

- 12 1. Adopts pay schedules to be effective December 19, 2022 (the pay period that includes
13 January 1, 2023) for the Police Officer’s Association, Lodge 21; the Howard County
14 Police Supervisor’s Alliance, Lodge 143; employees on the Police Management
15 PayScale; the International Association of Firefighters, Local 2000; employees on the
16 Fire Management PayScale; and Lodge 131 of the Fraternal Order of Police;
- 17 2. Corrects the class title and pay grade for positions in the Sheriff’s Office;
- 18 3. From the list of pay grades, adds certain new classifications within the Sheriff’s
19 Office and removes certain obsolete classifications; and
- 20 4. Adds a step at the top of the Emergency Communications Supervisors PayScale.

21
22 **NOW, THEREFORE,**
23

24 ***Section 1. Be It Enacted*** by the County Council of Howard County, Maryland that it adopts
25 *amendments to the Pay Plan of Howard County, as attached to this Bill.*
26

27 ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland that
28 *the Pay Plan for Fiscal Year 2022 is amended as follows and as shown in the attached Exhibit:*

- 29 1. *A step is added to the EC Schedule;*
- 30 2. *Scales to be effective on December 19, 2022 are inserted for Lodge 21, Lodge 143, Police*
31 *Management, Local 2000, Fire Management, and the Sheriff’s Office; and*

1 3. *The position classification titles, code and grades are amended for certain State-*
2 *Authorized Exempt Sheriff positions.*

3

4 ***Section 3. And Be It Further Enacted*** *by the County Council of Howard County, Maryland that*
5 *only the scales attached to this Act are amended and all other provisions of the Pay Plan shall*
6 *remain in full force and effect.*

7

8 ***Section 4. And Be It Further Enacted*** *by the County Council of Howard County, Maryland,*
9 *that this Act shall take effect 61 days after enactment.*

EC Schedule (Emergency Communications Supervisors)
Rates Eff. June 20, 2022

<u>EC</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>
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

<u>EC</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	YR 22
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	\$56.38

**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

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

RATES EFF. DECEMBER 19, 2022

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$29.42	\$45.34	\$46.13	\$47.40	\$48.95	\$50.53	\$52.17	\$53.87	\$56.02
PFC	\$33.77	\$46.95	\$47.77	\$49.09	\$50.69	\$52.33	\$54.03	\$55.78	\$58.02
CPL	\$37.42	\$50.26	\$51.14	\$52.55	\$54.26	\$56.02	\$57.84	\$59.73	\$62.12

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

PS SCHEDULE
(THE FRATERNAL ORDER OF POLICE LODGE 143, HOWARD COUNTY POLICE SUPERVISOR'S ALLIANCE)
 RATES EFF. DECEMBER 19, 2022

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$41.41	\$54.57	\$56.33	\$58.15	\$60.06	\$62.02	\$64.04	\$66.12	\$68.76

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
Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major (PM 4)		\$61.95	\$64.17	\$66.46	\$68.72	\$71.22	\$73.66	\$76.22	\$78.94	\$81.65	\$84.49	\$87.45	\$90.51	\$93.70	\$96.96	\$100.12

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.

PM SCHEDULE
(POLICE MANAGEMENT)
RATES EFF. DECEMBER 19, 2022

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)	\$45.89	\$47.46	\$49.17	\$50.92	\$52.64	\$54.57	\$56.41	\$58.41	\$60.47	\$62.54	\$64.74	\$67.02	\$69.34	\$71.78	\$74.28	\$77.25
CAPTAIN MOS.		84	96	108	120	132	144	156	168	180						
(PM3)		\$56.74	\$58.74	\$60.86	\$62.91	\$65.20	\$67.43	\$69.79	\$72.28	\$74.75	\$77.36	\$80.06	\$82.88	\$85.77	\$88.77	\$91.65
STEP S		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
MAJOR (PM 4)		\$63.81	\$66.10	\$68.45	\$70.78	\$73.36	\$75.87	\$78.51	\$81.31	\$84.10	\$87.02	\$90.07	\$93.23	\$96.51	\$99.87	\$103.12

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 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

F SCHEDULE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000
RATES EFFECTIVE DECEMBER 19, 2022

F SCHEDULE PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
D 40 HOURS	\$27.61	\$28.45
D 48 HOURS	\$23.01	\$23.71
E 40	\$28.75	\$42.73
E 42	\$27.38	\$40.70
E 48	\$23.96	\$35.61
F 40	\$31.88	\$48.83
F 42	\$30.37	\$46.50
F 48	\$26.57	\$40.69
G 40	\$32.36	\$49.31
G 42	\$30.82	\$46.96
G 48	\$26.97	\$41.09
H 40	\$35.32	\$54.05
H 42	\$33.63	\$51.47
H 48	\$29.43	\$45.04
I 40	\$35.80	\$54.53
I 42	\$34.09	\$51.93
I 48	\$29.83	\$45.44
J 40	\$39.12	\$61.74
J 42	\$37.26	\$58.80
J 48	\$32.60	\$51.45

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	

**FM SCHEDULE
(FIRE MANAGEMENT)
RATES EFF. DECEMBER 19, 2022**

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	\$43.74	\$45.07	\$46.44	\$47.88	\$49.36	\$50.84	\$52.43	\$53.99	\$55.58	\$57.30	\$59.04	\$60.86	\$62.68	\$65.86	\$67.82
48 HRS	\$36.45	\$37.56	\$38.70	\$39.90	\$41.13	\$42.37	\$43.69	\$44.99	\$46.32	\$47.75	\$49.20	\$50.72	\$52.23	\$54.88	\$56.52
42 HRS	\$41.66	\$42.93	\$44.23	\$45.60	\$47.01	\$48.42	\$49.93	\$51.42	\$52.94	\$54.57	\$56.23	\$57.97	\$59.69	\$62.72	\$64.59
MONTHS	78	90	102	114	126	138	150	162	174	186	198	222	234	258	270
BATT CHIEF															
40 HRS	\$48.54	\$49.91	\$51.48	\$53.02	\$54.65	\$56.30	\$58.08	\$59.81	\$61.63	\$63.47	\$65.44	\$67.43	\$69.44	\$70.70	\$72.82
48 HRS	\$40.45	\$41.59	\$42.90	\$44.18	\$45.54	\$46.92	\$48.40	\$49.84	\$51.36	\$52.89	\$54.53	\$56.19	\$57.87	\$58.92	\$60.68
42 HRS	\$46.23	\$47.53	\$49.03	\$50.49	\$52.05	\$53.62	\$55.31	\$56.96	\$58.70	\$60.45	\$62.32	\$64.22	\$66.14	\$67.34	\$69.35
MONTHS	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
ASST CHIEF															
40 HRS	\$56.20	\$57.93	\$59.68	\$61.47	\$63.39	\$65.24	\$67.25	\$69.31	\$71.39	\$73.61	\$75.84	\$78.09	\$81.73	\$84.19	

**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
CS1	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
CS2			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
CS3	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
DS2	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
DS5	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
DS6	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:

- 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.

**CS AND DS SCALE (OFFICE OF THE SHERIFF)
RATES EFFECTIVE DECEMBER 19, 2022**

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 24
CS1	24.48	25.21	25.97	26.75	27.55	28.38	29.23	30.11	31.01	31.94	32.90	33.89	34.91	35.96	37.04	38.15	39.29	40.47	41.68	42.93
CS2			26.49	27.29	28.10	28.95	29.81	30.71	31.63	32.58	33.56	34.57	35.61	36.68	37.78	38.91	40.08	41.28	42.51	43.79
CS3	25.70	26.47	27.27	28.09	28.93	29.80	30.69	31.62	32.56	33.54	34.55	35.58	36.66	37.76	38.89	40.06	41.25	42.49	43.76	45.08
DS2	20.88	21.53	22.20	22.87	23.57	24.30	25.03	25.74	26.18	27.37	28.21	29.05	29.94	30.83	31.90	32.73	33.73	NA	NA	NA
DS5	27.11	27.93	28.77	29.63	30.52	31.44	32.38	33.36	34.35	35.38	36.45	37.54	38.68	39.84	41.03	42.26	43.52	44.83	46.17	47.56
DS6	30.07	30.98	31.90	32.86	33.85	34.86	35.91	36.99	38.10	39.24	40.42	41.63	42.88	44.16	45.49	46.85	48.26	49.71	51.20	52.74
DS7	33.34	34.34	35.37	36.43	37.53	38.65	39.81	41.01	42.24	43.51	44.81	46.15	47.54	48.97	50.43	51.95	53.51	55.11	56.76	58.47

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.

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]] CAPTAIN Deputy Sheriff	DS [[6]]7
2409	[[Sergeant]] LIEUTENANT Deputy Sheriff	DS [[5]]6
2408	CORPORAL DEPUTY SHERIFF	CS 3
2407	[[Corporal]] SERGEANT Deputy Sheriff	[[CS 3]] DS 5
2406	Deputy First Class	CS 2

Class Code	Classification	Pay Grade
2405	Deputy Sheriff	CS 1
2404	Security Officer	DS 2
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 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
2408	CORPORAL DEPUTY SHERIFF	CS 3
[[2407	Sergeant Deputy Sheriff	CS 3]]

