



# Howard County

## Internal Memorandum

**Subject:** Council Testimony

**To:** Lonnie R. Robbins  
Chief Administrative Officer

**Through:** Anju A. Bennett *AAB*  
Human Resources Administrator

**From:** Stacey Simmons *S*  
Chief, Classification and Pay

**Date:** August 25, 2022

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

The changes to the pay plan affect:

### **Emergency Communication Supervisors**

- Adds a step at the top of the pay scale
- Fiscal impact is approximately \$10,378

### **Police/Lodge 21**

- Adds pay scale effective December 19, 2022, which includes a 3% Across The Board (ATB) increase. This replaces the scale effective December 20, 2021.

### **Police Sgts/Lodge 143**

- Adds scale effective December 19, 2022, which includes a 3% ATB increase. This replaces the scale effective December 20, 2021.

### **Police Management**

- Adds scale effective December 19, 2022, which includes a 3% ATB increase. This replaces the scale effective December 20, 2021.
- Fiscal impact is approximately \$127,166

### **Fire/Local 2000**

- Adds scale effective December 19, 2022, which includes a 3% ATB increase. This replaces the scale effective December 20, 2021.

### **Fire Management**

- Adds scale effective December 19, 2022, which includes a 3% ATB increase. This replaces the scale effective December 20, 2021
- Fiscal impact is approximately \$193,480

### **Sheriff's Office**

- Adds scale effective December 19, 2022, which includes a 9% ATB increase/DS2 grade 3% ATB. This replaces the scale effective December 20, 2021
- Fiscal impact is approximately \$249,894

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

- For the Sheriff, the changes revise classification titles and pay grades

### **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**

- Adds newly created classification and removes classification no longer covered by Local 131