




# Howard County


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## 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:** September 22, 2022

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

The changes to the pay plan affect:

**Local 3888**

- Adds pay scale effective December 19, 2022 which includes a 6% Across The Board (ATB) increase.

**Local 3085**

- Adds pay scale effective December 19, 2022 which adjusts and provides for consistent increases between steps and grades and includes a new grade-H10.

**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**

- Adds the new classification of Journey-Skilled Trade grade-H9
- Updated certain classifications that will move to the new grade on the pay scale-H10