

Introduced 10.3.2022  
Public Hearing 10.17.2022  
Council Action 10.31.2022  
Executive Action 11.09.2022  
Effective Date 01.09.2023

## County Council of Howard County, Maryland

2022 Legislative Session

Legislative Day No. 14

Bill No. 69 -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 employees subject to certain Memorandums of Agreement; adding new classifications to a list of classifications covered by a Memorandum of Agreement; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time Oct 3, 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 Oct 17, 2022.

By order Michelle Harrod  
Michelle Harrod, Administrator

This Bill was read the third time on Oct 31, 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 1 day of Nov, 2022 at 4:00 a.m./p.m.

By order Michelle Harrod  
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive November 9, 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 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 members of Local 3888 of the American Federation of State,  
14           County and Municipal Employees (“Local 3888”) and members of Local 3085 of the  
15           American State, County and Municipal Employees (“Local 3085”); and
- 16           2. Adds the classification of “Journey-Skilled Trades” into the list of paygrades for  
17           members of Local 3085 and amends grades accordingly.

18  
19          **NOW, THEREFORE,**

20  
21          ***Section 1. Be It Enacted*** by the County Council of Howard County, Maryland that it adopts  
22          *amendments to the Pay Plan of Howard County, as attached to this Bill.*

23  
24          ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland that  
25          *the Pay Plan for Fiscal Year 2022 is amended as follows and as shown in the attached Exhibit:*

- 26           1. *Scales to be effective on December 19, 2022 are inserted for Local 3085 and Local 3888;*  
27           *and*
- 28           2. *The list of position classification codes and pay grades for members of Local 3085 is*  
29           *amended.*

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

4

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

**Local 3888 of the American Federation of State, County and Municipal Employees  
OS Schedule  
Rates Eff. December 20, 2021**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>I Operations Sup I</b>	<b>\$26.32</b>	<b>\$45.01</b>
<b>J Operations Sup II</b>	<b>\$29.14</b>	<b>\$49.82</b>

**LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL  
EMPLOYEES  
OS SCHEDULE  
RATES EFF. DECEMBER 19, 2022**

<b>PAY GRADE</b>	<b>MINIMUM BASE PAY</b>	<b>MAXIMUM BASE PAY</b>
<b>I OPERATIONS SUP I</b>	<b>\$27.90</b>	<b>\$47.71</b>
<b>J OPERATIONS SUP II</b>	<b>\$30.89</b>	<b>\$52.81</b>

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

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

**LOCAL 3085 OF THE AMERICAN STATE, COUNTY AND MUNICIPAL EMPLOYEES  
H SCHEDULE  
RATES EFF. DECEMBER 19, 2022**

<b>PAY GRADE</b>	<b>MINIMUM BASE PAY</b>	<b>MAXIMUM BASE PAY</b>
<b>H 3</b>	<b>\$17.45</b>	<b>\$26.70</b>
<b>H 4</b>	<b>\$18.32</b>	<b>\$28.02</b>
<b>H 5</b>	<b>\$19.24</b>	<b>\$29.43</b>
<b>H 6</b>	<b>\$20.20</b>	<b>\$30.90</b>
<b>H 7</b>	<b>\$21.21</b>	<b>\$32.45</b>
<b>H 8</b>	<b>\$22.69</b>	<b>\$34.69</b>
<b>H 9</b>	<b>\$23.82</b>	<b>\$36.42</b>
<b>H 10</b>	<b>\$25.49</b>	<b>\$39.00</b>

**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**

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
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]] H10
9523	Apprentice	H6
9524	<b>JOURNEY-SKILLED TRADES</b>	<b>H9</b>
9525	Air Conditioning & Heating Mechanic	[[H9]] H10
9535	Traffic Signal Maintenance Technician	[[H9]] H10
9546	Electrician	[[H9]] H10

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
9565	Plumber	[[H9]] H10
9581	Motor Equipment Mechanic I	H8
9582	Motor Equipment Mechanic II	[[H9]] H10
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]] H10




# 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



BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on Nov 9, 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