

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

County Council of Howard County, Maryland

2023 Legislative Session

Legislative Day No. **10**

Bill No. 36 -2023

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 that shall be effective January 1, 2024; to correct a scale that applies to members of the Fraternal Order of Police Lodge 143; and generally relating to the Pay Plan for Howard County.

Introduced and read first time _____, 2023. 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 _____, 2023.

By order _____
Michelle Harrod, Administrator

This Bill was read the third time on _____, 2023 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 _____, 2023 at ____ a.m./p.m.

By order _____
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2023

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 adopt scales effective January 1, 2024 for the
11 following:

- 12 1. Emergency Communications Supervisors;
- 13 2. Members of the Howard County Public Safety Dispatchers Association;
- 14 3. Members of the Howard County Police Officer’s Association, Lodge 21;
- 15 4. Members of the Fraternal Order of Police Lodge 143, Howard County Police
16 Supervisor’s Alliance
- 17 5. Employees on the Police Management Schedule;
- 18 6. Members of the International Association of Firefighters Local 2000; and
- 19 7. Employees on the Fire Management Schedule; and
20

21 **WHEREAS**, the pay scale for the Fraternal Order of Police, Lodge 131, is also corrected
22 in order to reflect the Cost-of-Living Adjustment for employees on the DS2 portion of the pay
23 scale, that will be applied retroactively to July 1, 2023.
24

25 **NOW, THEREFORE,**
26

27 ***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that it adopts
28 amendments to the Pay Plan of Howard County, as shown in the attached Exhibit A to this Bill.
29*

1 **Section 2. 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 scales included in the Pay Plan*
3 *shall remain in full force and effect.*
4
5 **Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland,
6 *that this Act shall take effect 61 days after enactment.*

Howard County Pay Plan

Fiscal Year 2024

Effective July 1, 2023

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) and Recreational Licensed Childcare Schedule (RLC) 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.

Unless stated otherwise in the relevant pay schedule, employees are eligible for a step increment on an annual basis, subject to satisfactory performance and conditions of the pay plan and anniversary date. In the event that there is conflict with language contained in a collective bargaining agreement, the agreement shall prevail.

EC Schedule (Emergency Communications Supervisors)
Rates Effective December 19, 2022

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

EC SCHEDULE (EMERGENCY COMMUNICATIONS SUPERVISORS)
RATES EFFECTIVE JANUARY 1, 2024

| EC | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | YR22 |
|----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | \$32.78 | \$33.78 | \$34.79 | \$35.81 | \$36.91 | \$38.00 | \$39.17 | \$40.36 | \$41.54 | \$42.84 | \$44.13 | \$45.43 | \$46.48 | \$48.23 | \$49.68 | \$51.14 | \$52.65 | \$54.24 | \$55.83 | \$57.50 |

Howard County Public Safety Dispatchers Association
D Schedule
Rates Effective December 19, 2022

| Pay Grade | Minimum Base Pay | Maximum Base Pay |
|--------------------------------------|------------------|------------------|
| G Dispatcher | \$23.58 | \$42.72 |
| DFC Dispatcher 1 st Class | \$30.35 | \$45.89 |
| H Senior Dispatcher | \$28.05 | \$49.23 |

HOWARD COUNTY PUBLIC SAFETY DISPATCHERS
ASSOCIATION (LOCAL 107)
D SCHEDULE
RATES EFFECTIVE JANUARY 1, 2024

| GRADE | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 22 YEAR |
|----------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|
| G DISPATCHER | \$24.05 | \$24.77 | \$25.53 | \$26.29 | \$27.08 | \$27.88 | \$29.69 | \$30.58 | \$31.51 | \$32.44 | \$33.41 | \$34.41 | \$35.43 | \$36.50 | \$37.61 | \$38.73 | \$39.88 | \$41.08 | \$42.31 | \$43.57 |
| | \$52,525 | \$54,098 | \$55,758 | \$57,417 | \$59,143 | \$60,890 | \$64,843 | \$66,787 | \$68,818 | \$70,849 | \$72,967 | \$75,151 | \$77,379 | \$79,716 | \$82,140 | \$84,586 | \$87,098 | \$89,719 | \$92,405 | \$95,157 |
| DFC DISPATCHER FIRST CLASS | | | | | | \$30.96 | \$31.88 | \$32.82 | \$33.81 | \$34.83 | \$35.88 | \$36.95 | \$38.06 | \$39.20 | \$40.37 | \$41.59 | \$42.84 | \$44.13 | \$45.45 | \$46.81 |
| | | | | | | \$67,617 | \$69,626 | \$71,679 | \$73,841 | \$76,069 | \$78,362 | \$80,699 | \$83,123 | \$85,613 | \$88,168 | \$90,833 | \$93,563 | \$96,380 | \$99,263 | \$102,233 |
| H SR. DISPATCHER | \$28.61 | \$29.49 | \$30.38 | \$31.27 | \$32.21 | \$33.18 | \$34.18 | \$35.20 | \$36.26 | \$37.35 | \$38.47 | \$39.64 | \$40.84 | \$42.05 | \$43.31 | \$44.61 | \$45.95 | \$47.33 | \$48.75 | \$50.21 |
| | \$62,484 | \$64,406 | \$66,350 | \$68,294 | \$70,347 | \$72,465 | \$74,649 | \$76,877 | \$79,192 | \$81,572 | \$84,018 | \$86,574 | \$89,195 | \$91,837 | \$94,589 | \$97,428 | \$100,355 | \$103,369 | \$106,470 | \$109,659 |

Howard County Police Officer's Association, Lodge 21
P Schedule
Rates Effective 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 |

HOWARD COUNTY POLICE OFFICER'S ASSOCIATION, LODGE 21
P SCHEDULE
RATES EFFECTIVE JANUARY 1, 2024

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 13A | PL 14 | PL15 | PL16 | PL17 | PL18 | PL19 | PL20 |
|------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | HIRE | 12 MOS. | 24 MOS. | 36 MOS. | 48 MOS. | 60 MOS. | 72 MOS. | 84 MOS. | 96 MOS. | 108 MOS. | 120 MOS. | 132 MOS. | 144 MO | 156 Mo. | 168 MO | 180 MO | 192 MO | 204 MO | 216 MO | 228 MO | 240 MO |
| PO | \$30.89 | \$31.97 | \$33.09 | \$34.24 | \$35.44 | \$36.69 | \$37.97 | \$39.30 | \$40.68 | \$42.11 | \$43.58 | \$45.10 | \$46.67 | \$47.61 | \$48.44 | \$49.77 | \$51.40 | \$53.06 | \$54.78 | \$56.56 | \$58.82 |
| | \$64,251 | \$66,498 | \$68,827 | \$71,219 | \$73,715 | \$76,315 | \$78,978 | \$81,744 | \$84,614 | \$87,589 | \$90,646 | \$93,808 | \$97,074 | \$99,029 | \$100,755 | \$103,522 | \$106,912 | \$110,365 | \$113,942 | \$117,645 | \$122,346 |
| LAT | \$33.09 | \$34.24 | \$35.44 | \$36.69 | \$37.97 | \$39.30 | \$40.68 | \$42.11 | \$43.58 | \$45.10 | \$46.67 | \$46.67 | \$46.67 | \$47.61 | \$48.44 | \$49.77 | \$51.40 | \$53.06 | \$54.78 | \$56.56 | \$58.82 |
| | \$68,827 | \$71,219 | \$73,715 | \$76,315 | \$78,978 | \$81,744 | \$84,614 | \$87,589 | \$90,646 | \$93,808 | \$97,074 | \$97,074 | \$97,074 | \$99,029 | \$100,755 | \$103,522 | \$106,912 | \$110,365 | \$113,942 | \$117,645 | \$122,346 |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | 36 MOS. | 48 MOS. | 60 MOS. | 72 MOS. | 84 MOS. | 96 MOS. | 108 MOS. | 120 MOS. | 132 MOS. | 144 MO | 156 Mo. | 168 MO | 180 MO | 192 MO | 204 MO | 216 MO | 228 MO | 240 MO |
| PFC | | | | \$35.46 | \$36.71 | \$37.99 | \$39.32 | \$40.70 | \$42.13 | \$43.60 | \$45.12 | \$46.70 | \$48.33 | \$49.30 | \$50.16 | \$51.54 | \$53.22 | \$54.95 | \$56.73 | \$58.57 | \$60.92 |
| | | | | \$73,757 | \$76,357 | \$79,019 | \$81,786 | \$84,656 | \$87,630 | \$90,688 | \$93,850 | \$97,136 | \$100,526 | \$102,544 | \$104,333 | \$107,203 | \$110,698 | \$114,296 | \$117,998 | \$121,826 | \$126,714 |
| LAT | | | | \$37.99 | \$39.32 | \$40.70 | \$42.13 | \$43.60 | \$45.12 | \$46.70 | \$48.33 | \$48.33 | \$48.33 | \$49.30 | \$50.16 | \$51.54 | \$53.22 | \$54.95 | \$56.73 | \$58.57 | \$60.92 |
| | | | | \$79,019 | \$81,786 | \$84,656 | \$87,630 | \$90,688 | \$93,850 | \$97,136 | \$100,526 | \$100,526 | \$100,526 | \$102,544 | \$104,333 | \$107,203 | \$110,698 | \$114,296 | \$117,998 | \$121,826 | \$126,714 |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | 48 MOS. | 60 MOS. | 72 MOS. | 84 MOS. | 96 MOS. | 108 MOS. | 120 MOS. | 132 MOS. | 144 MO | 156 Mo. | 168 MO | 180 MO | 192 MO | 204 MO | 216 MO | 228 MO | 240 MO |
| CORP | | | | | \$39.29 | \$40.67 | \$42.09 | \$43.56 | \$45.09 | \$46.66 | \$48.30 | \$49.99 | \$51.74 | \$52.77 | \$53.70 | \$55.18 | \$56.97 | \$58.82 | \$60.73 | \$62.72 | \$65.23 |
| | | | | | \$81,723 | \$84,594 | \$87,547 | \$90,605 | \$93,787 | \$97,053 | \$100,464 | \$103,979 | \$107,619 | \$109,762 | \$111,696 | \$114,774 | \$118,498 | \$122,346 | \$126,318 | \$130,458 | \$135,678 |
| LAT | | | | | \$42.09 | \$43.56 | \$45.09 | \$46.66 | \$48.30 | \$49.99 | \$51.74 | \$51.74 | \$51.74 | \$52.77 | \$53.70 | \$55.18 | \$56.97 | \$58.82 | \$60.73 | \$62.72 | \$65.23 |
| | | | | | \$87,547 | \$90,605 | \$93,787 | \$97,053 | \$100,464 | \$103,979 | \$107,619 | \$107,619 | \$107,619 | \$109,762 | \$111,696 | \$114,774 | \$118,498 | \$122,346 | \$126,318 | \$130,458 | \$135,678 |

**The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance
Police Sergeants (PS) Schedule
Rates Effective 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 |

**THE FRATERNAL ORDER OF POLICE LODGE 143, HOWARD COUNTY POLICE SUPERVISOR'S ALLIANCE
POLICE SERGEANTS (PS) SCHEDULE
RATES EFFECTIVE JANUARY 1, 2024**

| STEP | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | L14 | L15 | L16 | L17 | L18 | L19 | L20 |
|---------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| MONTHS | 60 | 72 | 84 | 96 | 108 | 120 | 132 | 144 | 156 | 168 | 180 | 192 | 204 | 216 | 228 | 240 |
| | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS | MONTHS |
| HOURLY | \$43.48 | \$45.00 | \$46.57 | \$48.21 | \$49.85 | \$51.66 | \$53.41 | \$55.36 | \$57.30 | \$59.15 | \$61.06 | \$63.06 | \$65.12 | \$67.24 | \$69.43 | \$72.20 |
| ANNUAL | \$90,438 | \$93,600 | \$96,866 | \$100,277 | \$103,688 | \$107,453 | \$111,093 | \$115,149 | \$119,184 | \$123,032 | \$127,005 | \$131,165 | \$135,450 | \$139,859 | \$144,414 | \$150,176 |
| | | | | | | | | | | | | | | | | |
| LATERAL | \$46.55 | \$48.17 | \$49.85 | \$51.66 | \$53.41 | \$55.36 | \$55.36 | \$55.36 | \$57.30 | \$59.15 | \$61.06 | \$63.06 | \$65.12 | \$67.24 | \$69.43 | \$72.20 |
| | \$96,824 | \$100,194 | \$103,688 | \$107,453 | \$111,093 | \$115,149 | \$115,149 | \$115,149 | \$119,184 | \$123,032 | \$127,005 | \$131,165 | \$135,450 | \$139,859 | \$144,414 | \$150,176 |

Police Management (PM) Schedule
Rates Effective 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 (PM3) | | 84 | 96 | 108 | 120 | 132 | 144 | 156 | 168 | 180 | | | | | | |
| | | \$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 |
| | | | | | | | | | | | | | | | | |
| Steps | | 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.

POLICE MANAGEMENT (PM) SCHEDULE
RATES EFFECTIVE JANUARY 1, 2024

| 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) | \$48.18 | \$49.83 | \$51.63 | \$53.47 | \$55.27 | \$57.30 | \$59.23 | \$61.33 | \$63.49 | \$65.67 | \$67.98 | \$70.37 | \$72.81 | \$75.37 | \$77.99 | \$81.11 |
| | \$100,214 | \$103,646 | \$107,390 | \$111,218 | \$114,962 | \$119,184 | \$123,198 | \$127,566 | \$132,059 | \$136,594 | \$141,398 | \$146,370 | \$151,445 | \$156,770 | \$162,219 | \$168,709 |
| | | | | | | | | | | | | | | | | |
| CAPTAIN (PM3) | | 84 | 96 | 108 | 120 | 132 | 144 | 156 | 168 | 180 | | | | | | |
| | | \$59.58 | \$61.68 | \$63.90 | \$66.06 | \$68.46 | \$70.80 | \$73.28 | \$75.89 | \$78.49 | \$81.23 | \$84.06 | \$87.02 | \$90.06 | \$93.21 | \$96.23 |
| | | \$123,926 | \$128,294 | \$132,912 | \$137,405 | \$142,397 | \$147,264 | \$152,422 | \$157,851 | \$163,259 | \$168,958 | \$174,845 | \$181,002 | \$187,325 | \$193,877 | \$200,158 |
| | | | | | | | | | | | | | | | | |
| Steps | | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| MAJOR (PM 4) | | \$67.00 | \$69.41 | \$71.87 | \$74.32 | \$77.03 | \$79.66 | \$82.44 | \$85.38 | \$88.31 | \$91.37 | \$94.57 | \$97.89 | \$101.34 | \$104.86 | \$108.28 |
| | | \$139,360 | \$144,373 | \$149,490 | \$154,586 | \$160,222 | \$165,693 | \$171,475 | \$177,590 | \$183,685 | \$190,050 | \$196,706 | \$203,611 | \$210,787 | \$218,109 | \$225,222 |

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 EMPLOYEE'S PREVIOUS BASE RATE AND AFTER 21 YEARS, A 3.25% LONGEVITY INCREASE.

**International Association of Firefighters Local 2000
F Schedule**

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 |

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000
F SCHEDULE
RATES EFFECTIVE JANUARY 1, 2024

| STEP | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|--------------------|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|----|
| D | HIRE | | | | | | | | | | | | | | | |
| 40 HOURS | \$28.99 | \$29.88 | | | | | | | | | | | | | | |
| 48 HOURS | \$24.16 | \$24.90 | | | | | | | | | | | | | | |
| 42 HOURS | \$27.61 | \$28.46 | | | | | | | | | | | | | | |
| TRAINEE | \$60,303 | \$62,150 | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| ACAD GRAD | ACAD Grad | | | | | | | | | | | | | | | |
| E | | | | | | | | | | | | | | | | |
| 40 HOURS | \$30.19 | \$31.09 | \$32.11 | \$33.04 | \$34.09 | \$35.08 | \$36.11 | \$37.22 | \$38.41 | \$39.59 | \$40.79 | \$41.96 | \$43.24 | \$44.87 | | |
| 48 HOURS | \$25.16 | \$25.91 | \$26.76 | \$27.53 | \$28.41 | \$29.23 | \$30.09 | \$31.02 | \$32.01 | \$32.99 | \$33.99 | \$34.97 | \$36.03 | \$37.39 | | |
| 42 HOURS | \$28.75 | \$29.61 | \$30.58 | \$31.46 | \$32.47 | \$33.41 | \$34.39 | \$35.45 | \$36.58 | \$37.70 | \$38.85 | \$39.97 | \$41.18 | \$42.73 | | |
| RECRUIT | \$62,799 | \$64,671 | \$66,793 | \$68,715 | \$70,911 | \$72,958 | \$75,105 | \$77,426 | \$79,897 | \$82,343 | \$84,839 | \$87,285 | \$89,931 | \$93,325 | | |
| | | | | | | | | | | | | | | | | |
| F | PROB COMP | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 162 | 186 | 210 | 252 | |
| 40 HOURS | \$33.48 | \$34.46 | \$35.52 | \$36.59 | \$37.75 | \$38.88 | \$40.08 | \$41.29 | \$42.56 | \$43.86 | \$45.13 | \$46.56 | \$47.98 | \$49.79 | \$51.28 | |
| 48 HOURS | \$27.90 | \$28.72 | \$29.60 | \$30.49 | \$31.46 | \$32.40 | \$33.40 | \$34.41 | \$35.47 | \$36.55 | \$37.61 | \$38.80 | \$39.98 | \$41.49 | \$42.73 | |
| 42 HOURS | \$31.89 | \$32.82 | \$33.83 | \$34.85 | \$35.95 | \$37.03 | \$38.17 | \$39.33 | \$40.54 | \$41.77 | \$42.98 | \$44.34 | \$45.69 | \$47.42 | \$48.83 | |
| FIRE FIGHTER | \$69,638 | \$71,685 | \$73,882 | \$76,103 | \$78,524 | \$80,870 | \$83,366 | \$85,887 | \$88,533 | \$91,229 | \$93,875 | \$96,845 | \$99,790 | \$103,559 | \$106,654 | |
| | | | | | | | | | | | | | | | | |
| G | 18 | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 162 | 186 | 210 | 252 | |
| 40 HOURS | \$33.96 | \$34.94 | \$36.00 | \$37.07 | \$38.23 | \$39.36 | \$40.56 | \$41.77 | \$43.04 | \$44.34 | \$45.61 | \$47.04 | \$48.46 | \$50.27 | \$51.76 | |
| 48 HOURS | \$28.30 | \$29.12 | \$30.00 | \$30.89 | \$31.86 | \$32.80 | \$33.80 | \$34.81 | \$35.87 | \$36.95 | \$38.01 | \$39.20 | \$40.38 | \$41.89 | \$43.13 | |
| 42 HOURS | \$32.34 | \$33.28 | \$34.29 | \$35.30 | \$36.41 | \$37.49 | \$38.63 | \$39.78 | \$40.99 | \$42.23 | \$43.44 | \$44.80 | \$46.15 | \$47.88 | \$49.29 | |
| FIREFIGHTER HVO | \$70,638 | \$72,685 | \$74,882 | \$77,103 | \$79,524 | \$81,870 | \$84,366 | \$86,887 | \$89,533 | \$92,229 | \$94,875 | \$97,845 | \$100,790 | \$104,559 | \$107,654 | |
| | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | |
|------------------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| H | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 174 | 198 | 222 | 252 | |
| 40 HOURS | \$37.08 | \$38.22 | \$39.38 | \$40.56 | \$41.77 | \$43.09 | \$44.39 | \$45.80 | \$47.16 | \$48.55 | \$50.04 | \$51.58 | \$53.11 | \$55.10 | \$56.75 | |
| 48 HOURS | \$30.90 | \$31.85 | \$32.82 | \$33.80 | \$34.81 | \$35.91 | \$36.99 | \$38.17 | \$39.30 | \$40.46 | \$41.70 | \$42.98 | \$44.26 | \$45.92 | \$47.29 | |
| 42 HOURS | \$35.31 | \$36.40 | \$37.51 | \$38.63 | \$39.78 | \$41.04 | \$42.27 | \$43.62 | \$44.91 | \$46.24 | \$47.66 | \$49.12 | \$50.58 | \$52.48 | \$54.05 | |
| MASTER FF | \$77,126 | \$79,498 | \$81,919 | \$84,365 | \$86,886 | \$89,631 | \$92,327 | \$95,272 | \$98,093 | \$100,988 | \$104,083 | \$107,278 | \$110,473 | \$114,616 | \$118,036 | |
| | | | | | | | | | | | | | | | | |
| I | 30 | 42 | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 174 | 198 | 222 | 252 | |
| 40 HOURS | \$37.56 | \$38.70 | \$39.86 | \$41.04 | \$42.25 | \$43.57 | \$44.87 | \$46.28 | \$47.64 | \$49.03 | \$50.52 | \$52.06 | \$53.59 | \$55.58 | \$57.23 | |
| 48 HOURS | \$31.30 | \$32.25 | \$33.22 | \$34.20 | \$35.21 | \$36.31 | \$37.39 | \$38.57 | \$39.70 | \$40.86 | \$42.10 | \$43.38 | \$44.66 | \$46.32 | \$47.69 | |
| 42 HOURS | \$35.77 | \$36.86 | \$37.97 | \$39.09 | \$40.24 | \$41.50 | \$42.73 | \$44.08 | \$45.37 | \$46.70 | \$48.11 | \$49.58 | \$51.04 | \$52.94 | \$54.50 | |
| MASTER FF HVO | \$78,126 | \$80,498 | \$82,919 | \$85,365 | \$87,886 | \$90,631 | \$93,327 | \$96,272 | \$99,093 | \$101,988 | \$105,083 | \$108,278 | \$111,473 | \$115,616 | \$119,036 | |
| | | | | | | | | | | | | | | | | |
| J | 54 | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 198 | 222 | 246 | 258 | 270 |
| 40 HOURS | \$41.08 | \$42.31 | \$43.66 | \$45.00 | \$46.32 | \$47.69 | \$49.18 | \$50.70 | \$52.24 | \$53.84 | \$55.48 | \$57.11 | \$58.91 | \$61.12 | \$62.95 | \$64.82 |
| 48 HOURS | \$34.23 | \$35.26 | \$36.38 | \$37.50 | \$38.60 | \$39.74 | \$40.98 | \$42.25 | \$43.53 | \$44.87 | \$46.23 | \$47.59 | \$49.09 | \$50.93 | \$52.46 | \$54.02 |
| 42 HOURS | \$39.12 | \$40.30 | \$41.58 | \$42.86 | \$44.11 | \$45.42 | \$46.83 | \$48.29 | \$49.75 | \$51.28 | \$52.83 | \$54.39 | \$56.10 | \$58.21 | \$59.95 | \$61.74 |
| LIEUTENANT | \$85,438 | \$88,009 | \$90,804 | \$93,600 | \$96,346 | \$99,191 | \$102,286 | \$105,456 | \$108,651 | \$111,996 | \$115,390 | \$118,785 | \$122,529 | \$127,121 | \$130,940 | \$134,834 |

Fire Management (FM) Schedule
Rates Effective 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 | |

**FIRE MANAGEMENT (FM) SCHEDULE
RATES EFFECTIVE JANUARY 1, 2024**

| 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 | \$45.93 | \$47.32 | \$48.76 | \$50.27 | \$51.83 | \$53.38 | \$55.05 | \$56.69 | \$58.36 | \$60.17 | \$61.99 | \$63.90 | \$65.81 | \$69.15 | \$71.22 |
| 48 HRS | \$38.27 | \$39.44 | \$40.64 | \$41.90 | \$43.19 | \$44.49 | \$45.87 | \$47.24 | \$48.64 | \$50.14 | \$51.66 | \$53.26 | \$54.84 | \$57.62 | \$59.35 |
| 42 HRS | \$43.74 | \$45.08 | \$46.44 | \$47.88 | \$49.36 | \$50.84 | \$52.43 | \$53.99 | \$55.59 | \$57.30 | \$59.04 | \$60.86 | \$62.68 | \$65.86 | \$67.82 |
| | | | | | | | | | | | | | | | |
| MONTHS | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 186 | 198 | 222 | 234 | 258 | 270 |
| BATT CHIEF | | | | | | | | | | | | | | | |
| 40 HRS | \$50.97 | \$52.41 | \$54.05 | \$55.67 | \$57.38 | \$59.12 | \$60.98 | \$62.80 | \$64.71 | \$66.64 | \$68.71 | \$70.80 | \$72.92 | \$74.24 | \$76.46 |
| 48 HRS | \$42.47 | \$43.67 | \$45.05 | \$46.39 | \$47.82 | \$49.27 | \$50.82 | \$52.33 | \$53.93 | \$55.53 | \$57.26 | \$59.00 | \$60.76 | \$61.87 | \$63.71 |
| 42 HRS | \$48.54 | \$49.91 | \$51.48 | \$53.01 | \$54.65 | \$56.30 | \$58.08 | \$59.81 | \$61.64 | \$63.47 | \$65.44 | \$67.43 | \$69.44 | \$70.70 | \$72.82 |
| | | | | | | | | | | | | | | | |
| MONTHS | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 186 | 198 | 210 | 234 | 258 | 270 | |
| ASST CHIEF | | | | | | | | | | | | | | | |
| 40 HRS | \$59.01 | \$60.83 | \$62.66 | \$64.54 | \$66.56 | \$68.50 | \$70.61 | \$72.78 | \$74.96 | \$77.29 | \$79.63 | \$81.99 | \$85.82 | \$88.40 | |

Lodge 131 of the Fraternal Order of Police (CS) and (DS) Schedule
Rates Effective [[December 19, 2022]]JULY 1, 2023****

| 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 | 20.47 | 21.10 | 21.76 | 22.41 | 23.10 | 23.82 | 24.53 | 25.24 | 25.67 | 26.83 | 27.66 | 28.48 | 29.36 | 30.22 | 31.27 | 32.09 | 33.07 | 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 |
| DS2 SEC OFFICER | 21.49 | 22.16 | 22.85 | 23.53 | 24.26 | 25.01 | 25.76 | 26.50 | 26.95 | 28.17 | 29.04 | 29.90 | 30.83 | 31.73 | 32.83 | 33.69 | 34.72 | NA | NA | NA |

NOTES:

- Grade DS2; Time in Steps 1 to 10 = 1 year and Steps 11 to 17 = 2 years. All other grades have 1 year between steps.

**Lodge 131 of the Fraternal Order of Police (CS) and (DS) Schedule
Rates Effective January 1, 2024**

| 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 | 25.22 | 25.97 | 26.75 | 27.55 | 28.38 | 29.23 | 30.11 | 31.01 | 31.94 | 32.9 | 33.89 | 34.91 | 35.95 | 37.03 | 38.14 | 39.29 | 40.46 | 41.68 | 42.93 | 44.22 |
| CS2 | | | 27.29 | 28.11 | 28.95 | 29.82 | 30.71 | 31.63 | 32.58 | 33.56 | 34.57 | 35.6 | 36.67 | 37.77 | 38.91 | 40.07 | 41.28 | 42.51 | 43.79 | 45.10 |
| CS3 | 26.48 | 27.27 | 28.09 | 28.93 | 29.80 | 30.69 | 31.62 | 32.56 | 33.54 | 34.55 | 35.58 | 36.65 | 37.75 | 38.88 | 40.05 | 41.25 | 42.49 | 43.76 | 45.08 | 46.43 |
| DS2 | 21.08 | 21.73 | 22.41 | 23.08 | 23.79 | 24.53 | 25.27 | 26.00 | 26.44 | 27.63 | 28.49 | 29.33 | 30.24 | 31.13 | 32.21 | 33.05 | 34.06 | NA | NA | NA |
| DS5 | 27.93 | 28.77 | 29.63 | 30.52 | 31.44 | 32.38 | 33.35 | 34.35 | 35.38 | 36.45 | 37.54 | 38.67 | 39.83 | 41.02 | 42.25 | 43.52 | 44.82 | 46.17 | 47.55 | 48.98 |
| DS6 | 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 | 54.32 |
| DS7 | 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 | 60.22 |
| DS2 SEC OFFICER | \$21.49 | \$22.16 | \$22.85 | \$23.53 | \$24.26 | \$25.01 | \$25.76 | \$26.50 | \$26.95 | \$28.17 | \$29.04 | \$29.90 | \$30.83 | \$31.73 | \$32.83 | \$33.69 | \$34.72 | NA | NA | NA |

NOTES:

- Grade DS2; Time in Steps 1 to 10 = 1 year and Steps 11 to 17 = 2 years. All other grades have 1 year between steps.