

Office of the County Auditor
Auditor's Analysis

Council Bill No. 35-2023

Introduced: September 5, 2023

Auditor: Lori Buchman

Fiscal Impact:

The fiscal impact of the proposed legislation is indeterminable and will be realized as increased salary costs to the extent that pay adjustments are granted to classified employees for purposes of salary equity. The Human Resources Administrator (HR Administrator) stated that development of the procedures, which must be in place prior to initiating salary equity reviews, will take approximately 90 days to complete.

The Budget Office will help to identify available appropriation authority when a pay equity situation is identified. Employee turnover will be the most likely source of funding to adjust salaries.

According to the HR Administrator, no additional staff will be required to review and assess pay equity concerns at this time.

Purpose:

The proposed legislation authorizes the Personnel Officer to consider and approve post-hire internal step adjustments to correct pay inequities for classified employees following the recommendation of the Human Resources Administrator and determination of available appropriation. In addition, the Personnel Officer shall establish a program governing the review of pay equity issues.

Other Comments:

The County's consultant, Evergreen Solutions, LLC, provided recommendations for the Salary Adjustment Policy for Howard County, which are available upon request.