

Introduced 09.05.2023
Public Hearing 09.18.2023
Council Action 10.05.2023
Executive Action 10.05.2023
Effective Date 12.01.2023

County Council of Howard County, Maryland

2023 Legislative Session

Legislative Day No. _____

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 Sept 5, 2023. 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 Sept 15, 2023.

By order

Michelle Harrod
Michelle Harrod, Administrator

This Bill was read the third time on Oct 2, 2023 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 3 day of October, 2023 at 2⁰⁰ pm a.m./p.m.

By order

Michelle Harrod
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive October 5, 2023

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 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 MONTHS	72 MONTHS	84 MONTHS	96 MONTHS	108 MONTHS	120 MONTHS	132 MONTHS	144 MONTHS	156 MONTHS	168 MONTHS	180 MONTHS	192 MONTHS	204 MONTHS	216 MONTHS	228 MONTHS	240 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)	mos.	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)	MOS.	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 <u>\$22.14</u>	\$22.16 <u>\$22.82</u>	\$22.85 <u>\$23.53</u>	\$23.53 <u>\$24.24</u>	\$24.26 <u>\$24.98</u>	\$25.01 <u>\$25.76</u>	\$25.76 <u>\$26.53</u>	\$26.50 <u>\$27.30</u>	\$26.95 <u>\$27.76</u>	\$28.17 <u>\$29.02</u>	\$29.04 <u>\$29.91</u>	\$29.90 <u>\$30.80</u>	\$30.83 <u>\$31.75</u>	\$31.73 <u>\$32.68</u>	\$32.83 <u>\$33.82</u>	\$33.69 <u>\$34.71</u>	\$34.72 <u>\$35.77</u>	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.]]

Amendment 1 to Council Bill No. 36-2023

**BY: Chairperson at the request
of the County Executive**

**Legislative Day No. 11
Date: October 2, 2023**

Amendment No. 1

(This amendment corrects rates for the DS2 (security officer) grade for the pay schedule effective January 1, 2024.)

- 1 On page 14 of Exhibit 1 of the Act, amend the row for DS2, Security Officers, as shown in the
- 2 attached:

I certify this is a true copy of

Am 1 to CB 36-2023

passed on October 2, 2023

Michelle Howard

Council Administrator

**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	<u>\$21.49</u>	<u>\$22.16</u>	<u>\$22.85</u>	<u>\$23.53</u>	<u>\$24.26</u>	<u>\$25.01</u>	<u>\$25.76</u>	<u>\$26.50</u>	<u>\$26.95</u>	<u>\$28.17</u>	<u>\$29.04</u>	<u>\$29.90</u>	<u>\$30.83</u>	<u>\$31.73</u>	<u>\$32.83</u>	<u>\$33.69</u>	<u>\$34.72</u>	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.]]



HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

3430 Courthouse Drive ■ Ellicott City, Maryland 21043 ■ 410-313-2033
Brandee Ganz, Chief Administrative Officer Voice/Relay

Anju A. Bennett, Administrator, Office of Human Resources

FAX 410-313-3470

August 24, 2023

TO: Brandee Ganz
Chief Administrative Officer

VIA: Anju A. Bennett, Administrator
Office of Human Resources

DocuSigned by:
Anju Bennett
508F6E92C5664F4...

FROM: Shana Fischer, Manager
Classification and Compensation Division

SUBJECT: Approval of Pay Plan Amendments

The Administration is seeking approval for updates to the Pay Plan for Fiscal Year 2024, to be effective January 1, 2024. These changes are primarily being made to update pay schedules that were not presented in the most recent Pay Plan revisions adopted by the County Council. One additional change is being made to amend a portion of one pay schedule that was effective July 1, 2023. All Pay Plan changes related to Collective Bargaining units are the result of negotiated contracts. The changes to the Pay Schedules are as follows:

Emergency Communication Supervisors, EC Schedule

- Add new schedule effective January 1, 2024. The new schedule reflects a 2% Cost-of-Living Adjustment (COLA), also sometimes referred to as an “across the board” (ATB) increase.
- Fiscal impact is approximately: \$7,000

Howard County Public Safety Dispatchers Association, Local 107, D Schedule

- Add new schedule effective January 1, 2024. This new schedule reflects a 2% COLA.
- These changes reflect the negotiated Collective Bargaining Agreement. Fiscal impact was filed/reviewed as part of the earlier legislation adopting the Collective Bargaining Agreement.

Howard County Police Officer’s Association, Lodge 21, P Schedule

- Add new schedule effective January 1, 2024. This new schedule reflects a 5% COLA.
- These changes reflect the negotiated Collective Bargaining Agreement. Fiscal impact was filed/reviewed as part of the earlier legislation adopting the Collective Bargaining Agreement.

The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance, Police Sergeants, PS Schedule

- Add new schedule effective January 1, 2024. This new schedule reflects a 5% COLA.
- These changes reflect the negotiated Collective Bargaining Agreement. Fiscal impact was filed/reviewed as part of the earlier legislation adopting the Collective Bargaining Agreement.

Police Management, PM Schedule

- Add new schedule effective January 1, 2024. This new schedule reflects a 5% COLA.
- Fiscal impact is approximately: \$220,000

International Association of Firefighters Local 2000, F Schedule

- Add new schedule effective January 1, 2024. This new schedule reflects a 5% COLA.
- These changes reflect the negotiated Collective Bargaining Agreement. Fiscal impact was filed/reviewed as part of the earlier legislation adopting the Collective Bargaining Agreement.

Fire Management, FM Schedule

- Add new schedule effective January 1, 2024. This new schedule reflects a 5% COLA.
- Fiscal impact is approximately: \$345,000

Fraternal Order of Police Lodge 131, Sheriff (CS/DS) Schedule

The Council previously approved the CS/DS pay scale covering all positions on this schedule for an effective date of January 1, 2024. The schedule covers positions assigned to the Sheriff's Office, most of which are covered by collective bargaining. The pay covering collective bargaining positions reflects the negotiated agreement and will remain in place as previously adopted by the Council.

The Council is asked to adopt changes **only** to Grade DS2 (Security Officers, class code 2404), which is not covered by the Collective Bargaining Agreement. These changes reflect amendments agreed upon by the Sheriff and County Administration and align with adjustments adopted by the Council for other non-represented employees.

- Amend previously adopted schedule effective December 19, 2022. The new schedule:
 - Reflects a 5% Cost-of-Living Adjustment (COLA), also sometimes referred to as an "across the board" (ATB) increase, retroactively effective to July 1, 2023. All other portions of the December 19, 2022, schedule remain in place.

- Amend previously adopted schedule effective January 1, 2024. The new schedule:
 - Reflects a 3% COLA, effective January 1, 2024. This change reflects changes agreed upon by the Sheriff and County Administration.
 - Amends eligibility for performance-based increments so employees are eligible for consideration of step increments annually. Currently, employees who have attained Step 11 or above receive annual performance reviews but must wait two years for performance-based step increments. This change in the implementation of step increments is consistent with other positions on the CS/DS schedule.
- Fiscal impact is approximately: \$28,000.

Office of the County Auditor
Auditor's Analysis

Council Bill No. 36-2023

Introduced: September 5, 2023

Auditor: Lori Buchman

Fiscal Impact:

According to the Administration's testimony, the proposed legislation has a fiscal impact in Fiscal Year 2024 of approximately \$3.8 million. The Administration provided detailed support for each component of the fiscal impact that was identified. They noted that each of the below estimated pay increases are included in the FY 2024 operating budget except the Sheriff (CS/DS) schedule adjustment for security officers, which will result in the Sheriff's Office personnel costs exceeding its budgeted amount by approximately \$21,000.

The \$3.8 million Fiscal Year 2024 impact consists of the following:

- International Association of Firefighters - \$1,441,654 (per pay rates approved by Council Bill 59-2022)
- Police Officer's Association, Lodge 21 - \$1,297,397 (per pay rates approved by Council Bill 60-2022)
- Fire Management - \$345,000
- Fraternal Order of Police, Lodge 143 - \$285,791 (per pay rates approved by Council Bill 61-2022)
- Police Management - \$220,000
- Fraternal Order of Police, Lodge 131 - \$92,931 (per pay rates approved by Council Bill 63-2022)
- Public Safety Dispatchers, Local 107 - \$60,553 (per pay rates approved by Council Bill 30-2022)
- Fraternal Order of Police, Lodge 131 (Security Officers)¹ - \$28,000
- Emergency Communications Supervisor - \$7,000

¹Only applies to Grade D2 (Security Officers), which is not covered by the Collective Bargaining Agreement.

Purpose:

The proposed legislation amends pay rates for certain employees, as follows:

- Adjusts the Emergency Communications Supervisors and Public Safety Dispatchers pay schedules by adding a 2 percent across-the-board increase effective January 1, 2024
- Adjusts certain Police, Sheriff, and Fire pay schedules by adding a 5 percent across-the-board increase effective January 1, 2024

In addition to across-the-board salary increases for the Fraternal Order of Police, Lodge 131, Grade D2, the pay scale is adjusted to include a cost of living pay adjustment of 3 percent (retroactive back to January 1, 2023) and eligibility for performance-based increment steps annually.

Other Comments:

We determined that the pay plan included in this proposed legislation for the Fraternal Order of Police – Lodge 131 Sheriff (CS/DS Schedule) is incorrect. We were advised that the Administration will introduce an amendment to correct the issue.

Office of the County Auditor
Auditor's Analysis

Council Bill No. 36-2023

Introduced: September 5, 2023

Auditor: Lori Buchman

Fiscal Impact:

According to the Administration's testimony, the proposed legislation has a fiscal impact in Fiscal Year 2024 of approximately \$3.7 million. The Administration provided detailed support for each component of the fiscal impact that was identified. They noted that each of the below estimated pay increases are included in the FY 2024 operating budget except the Sheriff (CS/DS) schedule adjustment for security officers, which will result in the Sheriff's Office personnel costs exceeding its budgeted amount by approximately \$21,000.

The \$3.7 million Fiscal Year 2024 impact consists of the following:

- International Association of Firefighters - \$1,441,654 (per pay rates approved by Council Bill 59-2022)
- Police Officer's Association, Lodge 21 - \$1,297,397 (per pay rates approved by Council Bill 60-2022)
- Fire Management - \$345,000
- Fraternal Order of Police, Lodge 143 - \$285,791 (per pay rates approved by Council Bill 61-2022)
- Police Management - \$220,000
- Public Safety Dispatchers, Local 107 - \$60,553 (per pay rates approved by Council Bill 30-2022)
- Fraternal Order of Police, Lodge 131 (Security Officers)¹ - \$21,000
- Emergency Communications Supervisor - \$7,000

¹Only applies to Grade D2 (Security Officers), which is not covered by the Collective Bargaining Agreement.

Purpose:

The proposed legislation amends pay rates for certain employees, as follows:

- Adjusts the Emergency Communications Supervisors and Public Safety Dispatchers pay schedules by adding a 2 percent across-the-board increase effective January 1, 2024
- Adjusts certain Police, Sheriff, and Fire pay schedules by adding a 5 percent across-the-board increase effective January 1, 2024

In addition to across-the-board salary increases for the Fraternal Order of Police, Lodge 131, Grade D2, the pay scale is adjusted to include a cost of living pay adjustment of 3 percent (retroactive back to January 1, 2023) and eligibility for performance-based increment steps annually.

Other Comments:

We determined that the pay plan included in this proposed legislation for the Fraternal Order of Police – Lodge 131 Sheriff (CS/DS Schedule) is incorrect. We were advised that the Administration will introduce an amendment to correct the issue.

Council Bill 36-2023

Introduced: September 5, 2023

LA: Lynne Blume Rosen

Legislative Intent: This Bill would amend the Pay Plan for Howard County to provide new pay scales for specified public safety employees and would correct a scale that is applicable to members of the Fraternal Order of Police Lodge 143.

ANALYSIS

Specifics:

The bill amends the pay scales for the following public safety employees effective January 1, 2024:

Class Description	Changes to Pay Plan
Emergency Communications Supervisors, EC Schedule	Adds a 2% COLA
Howard County Public Safety Dispatchers Association, Local 107, D Schedule	Adds a 2% COLA
Howard County Police Officer's Association, Lodge 21, P Schedule	Adds a 5% COLA
Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance, Police Sergeants, PS Schedule	Adds a 5% COLA
Police Management Schedule, PM Schedule	Adds a 5% COLA
International Association of Firefighters Local 2000, F Schedule	Adds a 5% COLA
Fire Management, FM Schedule	Fire Management, FM Schedule

The bill also corrects the pay scale for the Fraternal Order of Police, Lodge 131, Sheriff (CS/DS Schedule) to reflect the Cost-of-Living Adjustment for employees on the DS2 portion of the pay scale, that will be applied retroactively to July 1, 2023.

Policy Implications:

None.

Issues/Questions:

None.

Special Notes:

According to the Administration, the proposed amendments to these pay scales were not part of the most recent Pay Plan revisions adopted by the Council in 2022, e.g., CB60-2022, CB61-2022, CB62-2022, and CB63-2022, except for the correction to the Fraternal Order of Police, Lodge 131, Sheriff (CS/DS Schedule) pay scale.

All of the proposed pay plan changes for the various Collective Bargaining Units are a result of the negotiated contracts.

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)	mos.	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)	MOS.	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.]]

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on October 5, 2023.

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 _____, 2023.

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 _____, 2023.

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 _____, 2023.

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 _____, 2023.

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 _____, 2023.

Michelle Harrod, Administrator to the County Council