

Amendment 1 to Council Bill No. 24-2024

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

**Legislative Day No. 6
Date: May 22, 2024**

Amendment No. 1

(This amendment inserts pay scales for Fiscal Year 2026 and Fiscal Year 2027 into the Memorandum of Agreement and corrects the exhibit reference for a pay scale that should be part of Exhibit B-1.

This amendment also corrects the list of provisions that conflict with Title 1, Human Resources, of the County Code or the Employee Manual.)

1 In the Memorandum of Agreement, attached to the Bill as Exhibit 1, on the Exhibit marked
2 “Exhibit B-2”, strike the “Exhibit B-2”, insert Exhibit B-2 and Exhibit B-3, as attached to this
3 Amendment, after Exhibit B-2.

4

5 In the list of provisions that conflict with Title 1, Human Resources, of the County Code or the
6 Employee Manual, attached to the Bill as Exhibit 2:

7 1. In item 25, strike “11.16” and substitute “11.15”.

8 2. Strike item 33 and renumber items 34 through 42 to be 33 through 41, respectively.

EXHIBIT B-2

P SCHEDULE:
POLICE OFFICERS – LODGE 21 OF THE HOWARD COUNTY POLICE OFFICER’S ASSOCIATION
EFFECTIVE JULY 1, 2025*

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>PL 14</u>	<u>PL 15</u>	<u>PL 16</u>	<u>PL 17</u>	<u>PL 18</u>	<u>PL 19</u>	<u>PL 20</u>	<u>PL 21</u>	
	Hire	12 mos.	24 mos.	36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	
PO	<u>\$32.46</u>	<u>\$33.59</u>	<u>\$34.77</u>	<u>\$35.98</u>	<u>\$37.24</u>	<u>\$38.55</u>	<u>\$39.90</u>	<u>\$41.30</u>	<u>\$42.74</u>	<u>\$44.25</u>	<u>\$45.79</u>	<u>\$47.39</u>	<u>\$49.04</u>	<u>\$50.63</u>	<u>\$52.29</u>	<u>\$53.98</u>	<u>\$55.73</u>	<u>\$57.55</u>	<u>\$59.41</u>	<u>\$61.35</u>	<u>\$63.80</u>	
	<u>\$67.517</u>	<u>\$69.867</u>	<u>\$72.322</u>	<u>\$74.838</u>	<u>\$77.459</u>	<u>\$80.184</u>	<u>\$82.992</u>	<u>\$85.904</u>	<u>\$88.899</u>	<u>\$92.040</u>	<u>\$95.243</u>	<u>\$98.571</u>	<u>\$102.003</u>	<u>\$105.310</u>	<u>\$108.763</u>	<u>\$112.278</u>	<u>\$115.918</u>	<u>\$119.704</u>	<u>\$123.573</u>	<u>\$127.608</u>	<u>\$132.704</u>	
LAT	<u>\$34.77</u>	<u>\$35.98</u>	<u>\$37.24</u>	<u>\$38.55</u>	<u>\$39.90</u>	<u>\$41.30</u>	<u>\$42.74</u>	<u>\$44.25</u>	<u>\$45.79</u>	<u>\$47.39</u>	<u>\$49.04</u>	<u>\$49.04</u>	<u>\$49.04</u>	<u>\$50.63</u>	<u>\$52.29</u>	<u>\$53.98</u>	<u>\$55.73</u>	<u>\$57.55</u>	<u>\$59.41</u>	<u>\$61.35</u>	<u>\$63.80</u>	
	<u>\$72.322</u>	<u>\$74.838</u>	<u>\$77.459</u>	<u>\$80.184</u>	<u>\$82.992</u>	<u>\$85.904</u>	<u>\$88.899</u>	<u>\$92.040</u>	<u>\$95.243</u>	<u>\$98.571</u>	<u>\$102.003</u>	<u>\$102.003</u>	<u>\$102.003</u>	<u>\$105.310</u>	<u>\$108.763</u>	<u>\$112.278</u>	<u>\$115.918</u>	<u>\$119.704</u>	<u>\$123.573</u>	<u>\$127.608</u>	<u>\$132.704</u>	
				<u>36 mos.</u>	<u>48 mos.</u>	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>156 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	<u>216 mos.</u>	<u>228 mos.</u>	<u>240 mos.</u>	
PFC				<u>\$37.26</u>	<u>\$38.57</u>	<u>\$39.93</u>	<u>\$41.32</u>	<u>\$42.76</u>	<u>\$44.27</u>	<u>\$45.81</u>	<u>\$47.41</u>	<u>\$49.07</u>	<u>\$50.79</u>	<u>\$52.44</u>	<u>\$54.14</u>	<u>\$55.90</u>	<u>\$57.71</u>	<u>\$59.60</u>	<u>\$61.53</u>	<u>\$63.53</u>	<u>\$66.06</u>	
				<u>\$77.501</u>	<u>\$80.226</u>	<u>\$83.054</u>	<u>\$85.946</u>	<u>\$88.941</u>	<u>\$92.082</u>	<u>\$95.285</u>	<u>\$98.613</u>	<u>\$102.066</u>	<u>\$105.643</u>	<u>\$109.075</u>	<u>\$112.611</u>	<u>\$116.272</u>	<u>\$120.037</u>	<u>\$123.968</u>	<u>\$127.982</u>	<u>\$132.142</u>	<u>\$137.405</u>	
LAT				<u>\$39.93</u>	<u>\$41.32</u>	<u>\$42.76</u>	<u>\$44.27</u>	<u>\$45.81</u>	<u>\$47.41</u>	<u>\$49.07</u>	<u>\$50.79</u>	<u>\$50.79</u>	<u>\$50.79</u>	<u>\$52.44</u>	<u>\$54.14</u>	<u>\$55.90</u>	<u>\$57.71</u>	<u>\$59.60</u>	<u>\$61.53</u>	<u>\$63.53</u>	<u>\$66.06</u>	
				<u>\$83.054</u>	<u>\$85.946</u>	<u>\$88.941</u>	<u>\$92.082</u>	<u>\$95.285</u>	<u>\$98.613</u>	<u>\$102.066</u>	<u>\$105.643</u>	<u>\$105.643</u>	<u>\$105.643</u>	<u>\$109.075</u>	<u>\$112.611</u>	<u>\$116.272</u>	<u>\$120.037</u>	<u>\$123.968</u>	<u>\$127.982</u>	<u>\$132.142</u>	<u>\$137.405</u>	
					<u>48 mos.</u>	<u>60 mos.</u>	<u>72 mos.</u>	<u>84 mos.</u>	<u>96 mos.</u>	<u>108 mos.</u>	<u>120 mos.</u>	<u>132 mos.</u>	<u>144 mos.</u>	<u>156 mos.</u>	<u>168 mos.</u>	<u>180 mos.</u>	<u>192 mos.</u>	<u>204 mos.</u>	<u>216 mos.</u>	<u>228 mos.</u>	<u>240 mos.</u>	
Corp				<u>\$41.29</u>	<u>\$42.73</u>	<u>\$44.23</u>	<u>\$45.77</u>	<u>\$47.38</u>	<u>\$49.03</u>	<u>\$50.76</u>	<u>\$52.53</u>	<u>\$54.37</u>	<u>\$56.14</u>	<u>\$57.96</u>	<u>\$59.84</u>	<u>\$61.79</u>	<u>\$63.80</u>	<u>\$65.87</u>	<u>\$68.01</u>	<u>\$70.73</u>		
				<u>\$85.883</u>	<u>\$88.878</u>	<u>\$91.998</u>	<u>\$95.202</u>	<u>\$98.550</u>	<u>\$101.982</u>	<u>\$105.581</u>	<u>\$109.262</u>	<u>\$113.090</u>	<u>\$116.771</u>	<u>\$120.557</u>	<u>\$124.467</u>	<u>\$128.523</u>	<u>\$132.704</u>	<u>\$137.010</u>	<u>\$141.461</u>	<u>\$147.118</u>		
LAT				<u>\$44.23</u>	<u>\$45.77</u>	<u>\$47.38</u>	<u>\$49.03</u>	<u>\$50.76</u>	<u>\$52.53</u>	<u>\$54.37</u>	<u>\$54.37</u>	<u>\$54.37</u>	<u>\$56.14</u>	<u>\$57.96</u>	<u>\$59.84</u>	<u>\$61.79</u>	<u>\$63.80</u>	<u>\$65.87</u>	<u>\$68.01</u>	<u>\$70.73</u>		
				<u>\$91.998</u>	<u>\$95.202</u>	<u>\$98.550</u>	<u>\$101.982</u>	<u>\$105.581</u>	<u>\$109.262</u>	<u>\$113.090</u>	<u>\$113.090</u>	<u>\$113.090</u>	<u>\$116.771</u>	<u>\$120.557</u>	<u>\$124.467</u>	<u>\$128.523</u>	<u>\$132.704</u>	<u>\$137.010</u>	<u>\$141.461</u>	<u>\$147.118</u>		

NOTES:

1. LAT = LATERALLY HIRED OFFICERS

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JULY 1, 2025, FALLS.

P SCHEDULE:
POLICE OFFICERS – LODGE 21 OF THE HOWARD COUNTY POLICE OFFICER’S ASSOCIATION
EFFECTIVE JANUARY 1, 2026*

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>PL 14</u>	<u>PL 15</u>	<u>PL 16</u>	<u>PL 17</u>	<u>PL 18</u>	<u>PL 19</u>	<u>PL 20</u>	<u>PL 21</u>
	Hire	12 mos.	24 mos.	36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.
PO	\$33.43	\$34.60	\$35.81	\$37.06	\$38.36	\$39.71	\$41.10	\$42.54	\$44.02	\$45.58	\$47.16	\$48.81	\$50.51	\$52.15	\$53.86	\$55.60	\$57.40	\$59.28	\$61.19	\$63.19	\$65.71
	\$69,534	\$71,968	\$74,485	\$77,085	\$79,789	\$82,597	\$85,488	\$88,483	\$91,562	\$94,806	\$98,093	\$101,525	\$105,061	\$108,472	\$112,029	\$115,648	\$119,392	\$123,302	\$127,275	\$131,435	\$136,677
LAT	\$35.81	\$37.06	\$38.36	\$39.71	\$41.10	\$42.54	\$44.02	\$45.58	\$47.16	\$48.81	\$50.51	\$50.51	\$50.51	\$52.15	\$53.86	\$55.60	\$57.40	\$59.28	\$61.19	\$63.19	\$65.71
	\$74,485	\$77,085	\$79,789	\$82,597	\$85,488	\$88,483	\$91,562	\$94,806	\$98,093	\$101,525	\$105,061	\$105,061	\$105,061	\$108,472	\$112,029	\$115,648	\$119,392	\$123,302	\$127,275	\$131,435	\$136,677
				36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.
PFC				\$38.38	\$39.73	\$41.13	\$42.56	\$44.04	\$45.60	\$47.18	\$48.83	\$50.54	\$52.31	\$54.01	\$55.76	\$57.58	\$59.44	\$61.39	\$63.38	\$65.44	\$68.04
				\$79,830	\$82,638	\$85,550	\$88,525	\$91,603	\$94,848	\$98,134	\$101,566	\$105,123	\$108,805	\$112,341	\$115,981	\$119,766	\$123,635	\$127,691	\$131,830	\$136,115	\$141,523
LAT				\$41.13	\$42.56	\$44.04	\$45.60	\$47.18	\$48.83	\$50.54	\$52.31	\$52.31	\$52.31	\$54.01	\$55.76	\$57.58	\$59.44	\$61.39	\$63.38	\$65.44	\$68.04
				\$85,550	\$88,525	\$91,603	\$94,848	\$98,134	\$101,566	\$105,123	\$108,805	\$108,805	\$108,805	\$112,341	\$115,981	\$119,766	\$123,635	\$127,691	\$131,830	\$136,115	\$141,523
				48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	
Corp				\$42.53	\$44.01	\$45.56	\$47.14	\$48.80	\$50.50	\$52.28	\$54.11	\$56.00	\$57.82	\$59.70	\$61.64	\$63.64	\$65.71	\$67.85	\$70.05	\$72.85	
				\$88,462	\$91,541	\$94,765	\$98,051	\$101,504	\$105,040	\$108,742	\$112,549	\$116,480	\$120,266	\$124,176	\$128,211	\$132,371	\$136,677	\$141,128	\$145,704	\$151,528	
LAT				\$45.56	\$47.14	\$48.80	\$50.50	\$52.28	\$54.11	\$56.00	\$56.00	\$56.00	\$57.82	\$59.70	\$61.64	\$63.64	\$65.71	\$67.85	\$70.05	\$72.85	
				\$94,765	\$98,051	\$101,504	\$105,040	\$108,742	\$112,549	\$116,480	\$116,480	\$116,480	\$120,266	\$124,176	\$128,211	\$132,371	\$136,677	\$141,128	\$145,704	\$151,528	

NOTES:

1. LAT = LATERALLY HIRED OFFICERS

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2026, FALLS.

EXHIBIT B-3

P SCHEDULE:
POLICE OFFICERS – LODGE 21 OF THE HOWARD COUNTY POLICE OFFICER’S ASSOCIATION
EFFECTIVE JANUARY 1, 2027*

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>PL 14</u>	<u>PL 15</u>	<u>PL 16</u>	<u>PL 17</u>	<u>PL 18</u>	<u>PL 19</u>	<u>PL 20</u>	<u>PL 21</u>
	Hire	12 mos.	24 mos.	36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.
PO	\$34.77	\$35.98	\$37.24	\$38.54	\$39.89	\$41.30	\$42.74	\$44.24	\$45.78	\$47.40	\$49.05	\$50.76	\$52.53	\$54.24	\$56.01	\$57.82	\$59.70	\$61.65	\$63.64	\$65.72	\$68.34
	\$72,322	\$74,838	\$77,459	\$80,163	\$82,971	\$85,904	\$88,899	\$92,019	\$95,222	\$98,592	\$102,024	\$105,581	\$109,262	\$112,819	\$116,501	\$120,266	\$124,176	\$128,232	\$132,371	\$136,698	\$142,147
LAT	\$37.24	\$38.54	\$39.89	\$41.30	\$42.74	\$44.24	\$45.78	\$47.40	\$49.05	\$50.76	\$52.53	\$52.53	\$52.53	\$54.24	\$56.01	\$57.82	\$59.70	\$61.65	\$63.64	\$65.72	\$68.34
	\$77,459	\$80,163	\$82,971	\$85,904	\$88,899	\$92,019	\$95,222	\$98,592	\$102,024	\$105,581	\$109,262	\$109,262	\$109,262	\$112,819	\$116,501	\$120,266	\$124,176	\$128,232	\$132,371	\$136,698	\$142,147
				36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.
PFC				\$39.92	\$41.32	\$42.78	\$44.26	\$45.80	\$47.42	\$49.07	\$50.78	\$52.56	\$54.40	\$56.17	\$57.99	\$59.88	\$61.82	\$63.85	\$65.92	\$68.06	\$70.76
				\$83,034	\$85,946	\$88,982	\$92,061	\$95,264	\$98,634	\$102,066	\$105,622	\$109,325	\$113,152	\$116,834	\$120,619	\$124,550	\$128,586	\$132,808	\$137,114	\$141,565	\$147,181
LAT				\$42.78	\$44.26	\$45.80	\$47.42	\$49.07	\$50.78	\$52.56	\$54.40	\$54.40	\$54.40	\$56.17	\$57.99	\$59.88	\$61.82	\$63.85	\$65.92	\$68.06	\$70.76
				\$88,982	\$92,061	\$95,264	\$98,634	\$102,066	\$105,622	\$109,325	\$113,152	\$113,152	\$113,152	\$116,834	\$120,619	\$124,550	\$128,586	\$132,808	\$137,114	\$141,565	\$147,181
				48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	
Corp				\$44.23	\$45.77	\$47.38	\$49.03	\$50.75	\$52.52	\$54.37	\$56.27	\$58.24	\$60.13	\$62.09	\$64.11	\$66.19	\$68.34	\$70.56	\$72.85	\$75.76	
				\$91,998	\$95,202	\$98,550	\$101,982	\$105,560	\$109,242	\$113,090	\$117,042	\$121,139	\$125,070	\$129,147	\$133,349	\$137,675	\$142,147	\$146,765	\$151,528	\$157,581	
LAT				\$47.38	\$49.03	\$50.75	\$52.52	\$54.37	\$56.27	\$58.24	\$58.24	\$58.24	\$60.13	\$62.09	\$64.11	\$66.19	\$68.34	\$70.56	\$72.85	\$75.76	
				\$98,550	\$101,982	\$105,560	\$109,242	\$113,090	\$117,042	\$121,139	\$121,139	\$121,139	\$125,070	\$129,147	\$133,349	\$137,675	\$142,147	\$146,765	\$151,528	\$157,581	

NOTES:

1. LAT = LATERALLY HIRED OFFICERS

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2027, FALLS.