



# HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

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Brandee Ganz, Chief Administrative Officer Voice/Relay

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June 17, 2024

To: Brandee Ganz  
Chief Administrative Officer

From: Anju A. Bennett, Administrator *Anju A. Bennett*  
Office of Human Resources

Tae Oh, Chief *Tae Oh*  
Classification and Compensation Division

Re: Council Testimony for Approval of FY25 Pay Plan Amendments

The Administration is seeking Council approval for updates to the Pay Plan for Fiscal Year 2025. As part of the legislative process, this update has been approved by the Chief Administrative Officer for submission to the Council for action.

The proposed change updates the pay schedule for firefighters represented by the International Association of Firefighters, Local 2000. The recommended change is based on the negotiated collective bargaining agreement and helps address compensation analysis recommendations.

## Changes to the Pay Schedules are as follows:

### 1. **F Schedule: International Association of Firefighters Local 2000**

The following actions reflect the proposed amendments and replace any previously adopted pay provisions.

- Remove schedule effective December 19, 2022.
- Remove schedule effective January 1, 2024.
- Add the following FY25 schedules:
  - ✓ Add schedule that will become effective July 1, 2024. The new schedule reflects a 2% COLA across the pay scale. Additionally, Firefighter Heavy Vehicle Operator (HVO) and Master Firefighter HVO will receive adjusted annual premiums which will be added to their base pay as follows:
    - Firefighter HVO will receive a \$1,000 dollar premium over the base pay for the Firefighter position.
    - Master Firefighter HVO will receive a \$1,000 dollar premium over the base pay for the Master Firefighter position.
  - ✓ Add schedule that will become effective January 1, 2025. This schedule will amend the July 1, 2024, schedule by adding a 2% COLA across the pay scale. Additionally, the annual premiums will be adjusted for Firefighter HVO and Master Firefighter HVO as follows:
    - Firefighter HVO will receive a \$2,000 dollar premium over the base pay for the Firefighter position.

- Master Firefighter HVO will receive a \$2,000 dollar premium over the base pay for the Master Firefighter position.

Fiscal impact in FY25 is approximately: \$1.8 million.

2. **Position Classification Codes and Pay Grades for Executive Exempt Employees**

In the list of Position Classification Codes and Pay Grades for Executive Exempt Employees, this bill also includes changes to the position of the Consumer Protection Administrator to reflect that position as a Human Services Manager II instead of a Human Services Manager I. Additionally, this bill also adds an Administrative Manager position serving as the Administrator of the Office of Agriculture.

There is no direct fiscal impact to these changes, and they are necessary to implement the Executive Reorganization enacted in Council Bill No. 7-2024. Associated costs were included in the approved FY25 budget.