



HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

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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, OHR

Re: Council Testimony for Approval of FY25 Pay Plan Amendments

The Administration is seeking Council approval for minor updates to a few pay schedules that were previously approved within the adopted FY25 Pay Plan. The proposed changes pertain to Dispatchers represented by the Howard County Public Safety Dispatchers Association, Lodge 107; and the Fire Management (non-represented).

As part of the legislative process, this update has been approved by the Chief Administrative Officer for submission to the Council for action.

Changes to the Pay Schedules in the Pay Plan are as follows:

1. **D Schedule: Howard County Public Safety Dispatchers Association, Local 107**

• Update the following FY25 schedule:

- ✓ The January 1, 2025, schedule is being revised so all hourly rates are rounded to the nearest cent. Presently senior dispatchers (Grade H) were inadvertently reflected in whole dollars.

Fiscal Impact: no notable fiscal impact.

2. **FM Schedule: Fire Management (Non-Union)**

• Update the following FY25 schedules:

- ✓ The July 1, 2024, and January 1, 2025, schedules are being updated to recognize 42-hour and 48-hour work schedules for the Assistant Chief positions. This change is consistent with similar schedules already in place for other positions listed on the same pay schedule (Captain and Battalion Chief).

Fiscal impact: There is no fiscal impact as the annual salary remains the same. The annual salary is prorated for the applicable work schedule hours.