

Howard County Pay Plan

Fiscal Year 2015

Effective July 1, 2014

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) 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.

[[P SCHEDULE Eff. July 1, 2014]]

| [[Pay Grade | Minimum Base Pay | Maximum Base Pay | PL 14 | PL 15 | PL 16 | PL 17 | PL 18 | PL 20 |
|--------------------|-------------------------|-------------------------|--------------|--------------|--------------|--------------|--------------|----------------|
| PO | 23.44 | 35.40 | 36.64 | 37.84 | 39.07 | 40.33 | 41.64 | 42.99 |
| PFC | 26.91 | 36.64 | 37.84 | 39.07 | 40.33 | 41.64 | 42.99 | 44.39 |
| CPL | 29.84 | 39.28 | 40.55 | 41.86 | 42.23 | 44.64 | 46.08 | 47.13]] |

P SCHEDULE EFF. JULY 1, 2014

| PAY GRADE | MINIMUM BASE PAY | MAXIMUM BASE PAY | PL 14 | PL 15 | PL 16 | PL 17 | PL 18 | PL 19 | PL 20 |
|------------------|-------------------------|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PO | 23.44 | 35.40 | 36.64 | 37.84 | 39.07 | 40.33 | 41.64 | 42.99 | 44.39 |
| PFC | 26.91 | 36.64 | 37.84 | 39.07 | 40.33 | 41.64 | 42.99 | 44.39 | 45.83 |
| CPL | 29.84 | 39.28 | 40.55 | 41.86 | 42.23 | 44.64 | 46.08 | 47.58 | 49.13 |

P SCHEDULE EFF. JANUARY 1, 2015

| PAY GRADE | MINIMUM BASE PAY | MAXIMUM BASE PAY | PL 14 | PL 15 | PL 16 | PL 17 | PL 18 | PL 19 | PL20 |
|------------------|-------------------------|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PO | 24.38 | 36.82 | 38.11 | 39.35 | 40.63 | 41.94 | 43.31 | 44.71 | 46.17 |
| PFC | 27.99 | 38.11 | 39.35 | 40.63 | 41.94 | 43.31 | 44.71 | 46.17 | 47.66 |
| CPL | 31.03 | 40.85 | 42.17 | 43.53 | 44.96 | 46.43 | 49.48 | 47.13 | 51.10 |

[[PS SCHEDULE Eff. July 1, 2014]]

| | | | | | | | | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-----------|
| [[Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | L 15 | L 16 | L 17 | L 18 | L 19 | L 20 |
| Rank | | | | | | | | | | | | | | | |
| mos. | 60 | 72 | 84 | 96 | 108 | 120 | 132 | 144 | 168 | 180 | 192 | 204 | 216 | 228 | 240 |
| Sergeant | | | | | | | | | | | | | | | |
| (PS) | \$33.01 | \$34.13 | \$35.34 | \$36.57 | \$37.85 | \$39.21 | \$40.55 | \$42.02 | \$43.46 | \$44.87 | \$46.32 | \$47.83 | \$49.38 | \$50.98 | \$52.63]] |

PS SCHEDULE EFF. JULY 1, 2014

| | | | | | | | | | | | | | | | | |
|-----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| STEPS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | L 14 | L 15 | L 16 | L 17 | L 18 | L 19 | L 20 |
| RANK | | | | | | | | | | | | | | | | |
| MOS. | 60 | 72 | 84 | 96 | 108 | 120 | 132 | 144 | 156 | 168 | 180 | 192 | 204 | 216 | 228 | 240 |
| SERGEANT | | | | | | | | | | | | | | | | |
| (PS) | \$33.01 | \$34.13 | \$35.34 | \$36.57 | \$37.85 | \$39.21 | \$40.55 | \$42.02 | \$43.49 | \$44.90 | \$46.36 | \$47.87 | \$49.43 | \$51.04 | \$52.70 | \$54.41 |

PS SCHEDULE EFF. JANUARY 1, 2015

| | | | | | | | | | | | | | | | | |
|-----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| STEPS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | L 14 | L 15 | L 16 | L 17 | L 18 | L 19 | L 20 |
| RANK | | | | | | | | | | | | | | | | |
| MOS. | 60 | 72 | 84 | 96 | 108 | 120 | 132 | 144 | 156 | 168 | 180 | 192 | 204 | 216 | 228 | 240 |
| SERGEANT | | | | | | | | | | | | | | | | |
| (PS) | \$34.33 | \$35.50 | \$36.75 | \$38.03 | \$39.36 | \$40.78 | \$42.17 | \$43.70 | \$45.23 | \$46.70 | \$48.21 | \$49.78 | \$51.41 | \$53.08 | \$54.81 | \$56.59 |

PM SCHEDULE Eff. July 1, 2014

| 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) | \$36.58 | \$37.84 | \$39.19 | \$40.59 | \$41.96 | \$43.49 | \$44.98 | \$46.55 | \$48.20 | \$49.86 | \$51.60 | \$53.41 | \$55.27 | \$57.21 | \$59.21 | 61.13 |
| Captain (PM3) | mos. | 84 | 96 | 108 | 120 | 132 | 144 | 156 | 168 | 180 | | | | | | |
| | | \$45.22 | \$46.83 | \$48.51 | \$50.14 | \$51.97 | \$53.75 | \$55.63 | \$57.60 | \$59.58 | \$61.66 | \$63.82 | \$66.05 | \$68.37 | \$70.76 | 73.06 |
| Major (PM 4) | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | \$50.87 | \$52.68 | \$54.57 | \$56.41 | \$58.47 | \$60.47 | \$62.58 | \$64.80 | \$67.03 | \$69.37 | \$71.80 | \$74.31 | \$76.92 | \$79.61 | 82.20 |

NOTE: A Police Lieutenant or Captain shall receive, upon completion of 16, 17, 18, 19 and 20 years of County service, longevity pay equal to 3.5% of the employee's base rate **AND AFTER 21 YEARS, A 3.25 % LONGEVITY INCREASE**. For purposes of determining the appropriate step within the *Police Management (PM) Schedule* upon appointment of an employee to the position of Police Lieutenant or Captain, the Personnel Officer shall utilize the employee's length of creditable service.

PM SCHEDULE EFF. JANUARY 1, 2015

| 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) | \$38.04 | \$39.35 | \$40.76 | \$42.21 | \$43.64 | \$45.23 | \$46.78 | \$48.41 | \$50.13 | \$51.85 | \$53.66 | \$55.55 | \$57.48 | \$59.50 | \$61.58 | \$63.58 |
| CAPTAIN (PM3) | MOS. | 84 | 96 | 108 | 120 | 132 | 144 | 156 | 168 | 180 | | | | | | |
| | | \$47.03 | \$48.70 | \$50.45 | \$52.15 | \$54.05 | \$55.90 | \$57.86 | \$59.90 | \$61.96 | \$64.13 | \$66.37 | \$68.69 | \$71.10 | \$73.59 | \$75.98 |
| MAJOR (PM 4) | STEPS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | \$52.90 | \$54.79 | \$56.75 | \$58.67 | \$60.81 | \$62.89 | \$65.08 | \$67.39 | \$69.71 | \$72.14 | \$74.67 | \$77.28 | \$80.00 | \$82.79 | \$85.49 |

F Schedule Eff. July 1, 2014

| PAY GRADE | Minimum Base Pay | Maximum Base Pay |
|------------------|-------------------------|-------------------------|
| D 40 | \$22.10 | \$22.79 |
| D 48 | 18.42 | 18.99 |
| E 40 | 23.02 | 33.97 |
| E 48 | 19.18 | 28.31 |
| F 40 | 25.54 | 37.76 |
| F 48 | 21.28 | 31.38 |
| G 40 | 26.02 | 38.14 |
| G 48 | 21.68 | 31.78 |
| H 40 | 28.28 | 41.75 |
| H 48 | 23.57 | 34.79 |
| I 40 | 28.76 | 42.23 |
| I 48 | 23.97 | 35.19 |
| J 40 | 31.33 | 46.30 |
| J 48 | 26.11 | 38.58 |

Longevity Pay: Employees who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.

F SCHEDULE EFF. JANUARY 1, 2015

| PAY GRADE | MINIMUM BASE PAY | MAXIMUM BASE PAY |
|------------------|-------------------------|-------------------------|
| D 40 | \$22.99 | \$23.70 |
| D 48 | 19.16 | 19.75 |
| E 40 | 23.94 | 35.33 |
| E 48 | 19.95 | 29.44 |
| F 40 | 26.56 | 39.17 |
| F 48 | 22.13 | 32.64 |
| G 40 | 27.04 | 39.65 |
| G 48 | 22.53 | 33.04 |
| H 40 | 29.41 | 43.42 |
| H 48 | 24.51 | 36.18 |
| I 40 | 29.89 | 43.90 |
| I 48 | 24.91 | 36.58 |
| J 40 | 32.58 | 48.14 |
| J 48 | 27.15 | 40.12 |

LONGEVITY PAY: EMPLOYEES WHO HAVE COMPLETED 252 MONTHS OF CREDITABLE SERVICE SHALL BEGIN RECEIVING LONGEVITY PAY AT THE ANNUALIZED RATE OF \$2,500.

FM Schedule Eff. July 1, 2014

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| months | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 186 | 210 | 234 | 258 |
| Captain | | | | | | | | | | | | | | |
| 40 hrs | \$35.04 | \$36.11 | \$37.18 | \$38.35 | \$39.53 | \$40.73 | \$41.98 | \$43.22 | \$44.53 | \$45.88 | \$47.29 | \$48.74 | \$50.20 | \$51.73 |
| 48 hrs | \$29.20 | \$30.09 | \$30.98 | \$31.96 | \$32.94 | \$33.94 | \$34.98 | \$36.02 | \$37.11 | \$38.23 | \$39.41 | \$40.62 | \$41.83 | \$43.11 |
| months | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 186 | 198 | 222 | 246 | 270 |
| Batt Chief | | | | | | | | | | | | | | |
| 40 hrs | \$38.87 | \$39.97 | \$41.23 | \$42.46 | \$43.76 | \$45.11 | \$46.51 | \$47.90 | \$49.36 | \$50.83 | \$52.40 | \$54.00 | \$55.61 | \$57.29 |
| 48 hrs | \$32.39 | \$33.31 | \$34.36 | \$35.38 | \$36.47 | \$37.59 | \$38.76 | \$39.92 | \$41.13 | \$42.36 | \$43.67 | \$45.00 | \$46.34 | \$47.74 |
| months | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 186 | 198 | 210 | 234 | 258 | 282 |
| Asst Chief | | | | | | | | | | | | | | |
| 40 hrs | \$45.01 | \$46.38 | \$47.79 | \$49.23 | \$50.75 | \$52.25 | \$53.86 | \$55.52 | \$57.17 | \$58.95 | \$60.74 | \$62.55 | \$64.45 | \$66.41 |

Longevity Pay: Employees, paid according to the FM Pay Schedule, who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.

FM SCHEDULE EFF. JANUARY 1, 2015

| STEPS | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| MONTHS | 66 | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 186 | 210 | 234 | 258 |
| CAPTAIN | | | | | | | | | | | | | | |
| 40 HRS | \$36.44 | \$37.55 | \$38.66 | \$39.89 | \$41.11 | \$42.36 | \$43.66 | \$44.95 | \$46.31 | \$47.71 | \$49.19 | \$50.69 | \$52.20 | \$53.80 |
| 48 HRS | \$30.37 | \$31.29 | \$32.22 | \$33.24 | \$34.26 | \$35.30 | \$36.38 | \$37.46 | \$38.59 | \$39.76 | \$40.99 | \$42.24 | \$43.50 | \$44.83 |
| MONTHS | 78 | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 186 | 198 | 222 | 246 | 270 |
| BATT CHIEF | | | | | | | | | | | | | | |
| 40 HRS | \$40.43 | \$41.57 | \$42.88 | \$44.16 | \$45.52 | \$46.91 | \$48.37 | \$49.82 | \$51.34 | \$52.86 | \$54.50 | \$56.16 | \$57.83 | \$59.58 |
| 48 HRS | \$33.69 | \$34.64 | \$35.73 | \$36.80 | \$37.93 | \$39.09 | \$40.31 | \$41.52 | \$42.78 | \$44.05 | \$45.42 | \$46.80 | \$48.19 | \$49.65 |
| MONTHS | 90 | 102 | 114 | 126 | 138 | 150 | 162 | 174 | 186 | 198 | 210 | 234 | 258 | 282 |
| ASST CHIEF | | | | | | | | | | | | | | |
| 40 HRS | \$46.81 | \$48.24 | \$49.70 | \$51.20 | \$52.78 | \$54.34 | \$56.01 | \$57.74 | \$59.46 | \$61.31 | \$63.17 | \$65.05 | \$67.03 | \$69.07 |

LONGEVITY PAY: EMPLOYEES, PAID ACCORDING TO THE FM PAY SCHEDULE, WHO HAVE COMPLETED 252 MONTHS OF CREDITABLE SERVICE SHALL BEGIN RECEIVING LONGEVITY PAY AT THE ANNUALIZED RATE OF \$2,500.

Position Classification Codes and Pay Grades for the Classified Service

| Class Code | Classification | Pay Grade |
|-------------------|--|------------------|
| 2119 | Police Services Support Supervisor III | K |
| 2118 | Police Services Support Specialist | J |
| 2117 | Police Services Support Supervisor II | [[J]]I |
| 2113 | Police Services Support Supervisor I | H |
| 2110 | Police Services Support Specialist | J |
| 2105 | Police Services Support Technician II | H |
| 2103 | Police Services Support Technician I | F |
| 2101 | Police Cadet | D |
| 2223 | Correctional Captain | CM2 |
| 2221 | Corrections Program Supervisor II | K |
| 2219 | Detention Center Nurse | J |
| 2217 | Correctional Lieutenant | CM1 |
| 2213 | Correctional Specialist | I |
| 2212 | Correctional Technician | H |
| 2211 | Correctional Sergeant | C4 |
| 2209 | Correctional Supervisor I | CM1 |
| 2207 | Correctional Corporal | C3 |
| 2205 | Correctional Officer | C2 |
| 2201 | Correctional Dietary Officer | C2 |
| 2307 | Emergency Communications Supervisor | EC1 |
| 2305 | Senior Dispatcher | DH |
| 2304 | Dispatcher First Class | DFC |
| 2303 | Dispatcher | DG |
| 2301 | Emergency Communications Operator | DF |