



Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact Statement for
FY26 Fire Management Pay Plan Amendments

TO: Brandee Ganz
Chief Administrative Officer

FROM: Jamar Herry
Deputy Chief Administrative Officer

Anju Bennett
Human Resources Administrator

DATE: May 22, 2025

The Administration supports and urges the passage of Council Bill ____-2025 which relates to amendments to the Pay Plan, specifically affecting Fire Department Management Employees. The recommended changes reflect premiums based on the negotiated collective bargaining agreement between Howard County and the Howard County Professional Fire Fighters Association, Local 2000. Additionally, the amendments remove portions of the specialty pay that are no longer applicable.

The proposed changes include the following:

- (1) An annual premium in the amount of \$4,000 for Captain Paramedics serving as Medical Duty Officers;
- (2) An annual premium in the amount of \$2,000 for Fire Management that is certified in Rapid Sequence Intubation;
- (3) An annual language fluency premium of \$1,250 for management employees who are fluent in Spanish, Korean or Chinese, or any other language with approval of the Fire Chief;
- (4) A \$250 increase to the special operations premium pay to employees assigned to the regional search and rescue team or the special operations team along with the requirement that special criteria for eligibility be established by the Fire Chief;
- (5) A \$250 increase to the specialty pay for employees assigned to the Fire Marshal's office;

(6) Removal of references to EMT-I and CRT designations and premiums;

(7) Removal of the Community Relations Unit Premium; and

(8) Correcting the spelling of Fire Marshal.

The Fiscal impact in FY26 for the aforementioned proposed pay plan changes is approximately \$57,000.