



HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

3430 Courthouse Drive

Ellicott City, Maryland 21043

410-313-2033

Brandee Ganz, Chief Administrative Officer

Voice/Relay

Anju A. Bennett, Administrator, Office of Human Resources

FAX 410-313-3470

Agenda Item III

May 29, 2025

TO: Personnel Board
Howard County Personnel Board

FROM: Anju A. Bennett, Administrator *Anju A. Bennett*
Office of Human Resources
Lauriane Shipley, Lead Analyst *L7S*
Classification and Compensation Division

SUBJECT: Amendment to the FY26 Pay Plan – for Local 2000 and Fire Management Pay Scales
& Fire Management Specialty Pay

Requested Action:

On behalf of County Administration, we are seeking the Personnel Board's approval on updates to the Pay Plan for Fiscal Year 2026. More specifically these changes cover pay changes for Firefighters Local 2000 and Fire Management. Please note that recommended changes to pay schedules for Local 2000 are based on negotiated agreements, which will be presented to the Council for action.

Furthermore, we are seeking the Personnel Board's approval 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 Additionally, the amendments will also remove portions of the specialty pay that are no longer applicable.

With the Personnel Boards approval, the pay schedule changes will be presented to the County Council for their adoption.

Items for Consideration:

A) Proposed changes to the pay schedules are as follows:

1) F Schedule: International Association of Firefighters Local 2000

In addition to changes presented from the Personnel Board meeting of May 7, 2025, the following additional amendments are being made:

- Remove the salary schedule that was effective January 1, 2025
- Add the following FY26 pay schedules:
 - ✓ Add schedule that will become effective July 1, 2025. This schedule reflects a 1% COLA across the pay scale.
 - ✓ Add schedule that will be effective January 1, 2026. This will amend the July 1, 2025, schedule by adding 3% COLA across the pay scale.

2) FM Schedule – Fire Management:

In addition to changes presented from the Personnel Board meeting of May 7, 2025, the following additional amendments are being made:

- Add the following FY26 pay schedules:
 - ✓ Add schedule that will become effective July 1, 2025. This schedule reflects a 1% COLA across the pay scale.
 - ✓ Add schedule that will be effective January 1, 2026. This will amend the July 1, 2025, schedule by adding 3% COLA across the pay scale.

B) Implementing Specialty Pay - Management Employees of Department of Fire and Rescue Services:

The following specialty pay is also being added to the Pay Plan:

- (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.

Attachments:

Exhibit A: Proposed Changes to the pay schedules

- (Local 2000 pg. 3 – 6)
- (Fire Management pg. 7 – 8)

Exhibit B: Proposed changes – Implementing Specialty Pay - Management Employees of Department of Fire and Rescue Services (pg. 12 – 13)

F SCHEDULE:
FIREFIGHTERS – INTERNATION ASSOCIATION OF FIREFIGHTERS HOWARD COUNTY LOCAL 2000
Effective July 1, 2025*

<u>Step</u>	<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>14</u>	<u>15</u>	<u>16</u>
<u>D</u>	<u>Hire</u>	<u>6 mos.</u>														
<u>40 hours</u>	<u>\$30.46</u>	<u>\$31.40</u>														
<u>42 hours</u>	<u>\$29.01</u>	<u>\$29.90</u>														
<u>48 hours</u>	<u>\$25.39</u>	<u>\$26.16</u>														
<u>Trainee</u>	<u>\$63,366</u>	<u>\$65,308</u>														

ACADEMY GRADUATE

<u>E</u>														
<u>40 hours</u>	<u>\$31.73</u>	<u>\$32.67</u>	<u>\$33.74</u>	<u>\$34.71</u>	<u>\$35.82</u>	<u>\$36.86</u>	<u>\$37.94</u>	<u>\$39.12</u>	<u>\$40.36</u>	<u>\$41.60</u>	<u>\$42.86</u>	<u>\$44.10</u>	<u>\$45.43</u>	<u>\$47.15</u>
<u>42 hours</u>	<u>\$30.21</u>	<u>\$31.12</u>	<u>\$32.14</u>	<u>\$33.06</u>	<u>\$34.12</u>	<u>\$35.10</u>	<u>\$36.14</u>	<u>\$37.25</u>	<u>\$38.44</u>	<u>\$39.62</u>	<u>\$40.82</u>	<u>\$42.00</u>	<u>\$43.27</u>	<u>\$44.90</u>
<u>48 hours</u>	<u>\$26.44</u>	<u>\$27.23</u>	<u>\$28.12</u>	<u>\$28.93</u>	<u>\$29.85</u>	<u>\$30.71</u>	<u>\$31.62</u>	<u>\$32.60</u>	<u>\$33.64</u>	<u>\$34.67</u>	<u>\$35.72</u>	<u>\$36.75</u>	<u>\$37.86</u>	<u>\$39.29</u>
<u>Recruit</u>	<u>\$65,989</u>	<u>\$67,956</u>	<u>\$70,187</u>	<u>\$72,206</u>	<u>\$74,514</u>	<u>\$76,664</u>	<u>\$78,920</u>	<u>\$81,361</u>	<u>\$83,956</u>	<u>\$86,527</u>	<u>\$89,150</u>	<u>\$91,720</u>	<u>\$94,501</u>	<u>\$98,067</u>

<u>F</u>	<u>Prob comp</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>162 mos.</u>	<u>186 mos.</u>	<u>210 mos.</u>	<u>252 mos.</u>
<u>40 hours</u>	<u>\$35.18</u>	<u>\$36.21</u>	<u>\$37.32</u>	<u>\$38.45</u>	<u>\$39.67</u>	<u>\$40.85</u>	<u>\$42.12</u>	<u>\$43.39</u>	<u>\$44.73</u>	<u>\$46.09</u>	<u>\$47.43</u>	<u>\$48.93</u>	<u>\$50.41</u>	<u>\$52.32</u>	<u>\$53.88</u>
<u>42 hours</u>	<u>\$33.51</u>	<u>\$34.49</u>	<u>\$35.55</u>	<u>\$36.62</u>	<u>\$37.78</u>	<u>\$38.91</u>	<u>\$40.11</u>	<u>\$41.32</u>	<u>\$42.60</u>	<u>\$43.89</u>	<u>\$45.17</u>	<u>\$46.60</u>	<u>\$48.01</u>	<u>\$49.83</u>	<u>\$51.32</u>
<u>48 hours</u>	<u>\$29.32</u>	<u>\$30.18</u>	<u>\$31.10</u>	<u>\$32.04</u>	<u>\$33.06</u>	<u>\$34.05</u>	<u>\$35.10</u>	<u>\$36.16</u>	<u>\$37.27</u>	<u>\$38.41</u>	<u>\$39.52</u>	<u>\$40.77</u>	<u>\$42.01</u>	<u>\$43.60</u>	<u>\$44.90</u>
<u>Firefighter</u>	<u>\$73,177</u>	<u>\$75,327</u>	<u>\$77,636</u>	<u>\$79,970</u>	<u>\$82,513</u>	<u>\$84,978</u>	<u>\$87,601</u>	<u>\$90,251</u>	<u>\$93,031</u>	<u>\$95,864</u>	<u>\$98,645</u>	<u>\$101,766</u>	<u>\$104,860</u>	<u>\$108,820</u>	<u>\$112,073</u>

<u>G</u>	<u>18 mos.</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>162 mos.</u>	<u>186 mos.</u>	<u>210 mos.</u>	<u>252 mos.</u>
<u>40 hours</u>	<u>\$36.14</u>	<u>\$37.18</u>	<u>\$38.29</u>	<u>\$39.41</u>	<u>\$40.63</u>	<u>\$41.82</u>	<u>\$43.08</u>	<u>\$44.35</u>	<u>\$45.69</u>	<u>\$47.05</u>	<u>\$48.39</u>	<u>\$49.89</u>	<u>\$51.38</u>	<u>\$53.28</u>	<u>\$54.84</u>
<u>42 hours</u>	<u>\$34.42</u>	<u>\$35.41</u>	<u>\$36.46</u>	<u>\$37.53</u>	<u>\$38.70</u>	<u>\$39.83</u>	<u>\$41.03</u>	<u>\$42.24</u>	<u>\$43.51</u>	<u>\$44.81</u>	<u>\$46.08</u>	<u>\$47.51</u>	<u>\$48.93</u>	<u>\$50.74</u>	<u>\$52.23</u>
<u>48 hours</u>	<u>\$30.12</u>	<u>\$30.98</u>	<u>\$31.91</u>	<u>\$32.84</u>	<u>\$33.86</u>	<u>\$34.85</u>	<u>\$35.90</u>	<u>\$36.96</u>	<u>\$38.07</u>	<u>\$39.21</u>	<u>\$40.32</u>	<u>\$41.57</u>	<u>\$42.81</u>	<u>\$44.40</u>	<u>\$45.70</u>
<u>Firefighter HVO</u>	<u>\$75,177</u>	<u>\$77,327</u>	<u>\$79,636</u>	<u>\$81,970</u>	<u>\$84,513</u>	<u>\$86,978</u>	<u>\$89,601</u>	<u>\$92,251</u>	<u>\$95,031</u>	<u>\$97,864</u>	<u>\$100,645</u>	<u>\$103,766</u>	<u>\$106,860</u>	<u>\$110,820</u>	<u>\$114,073</u>

<u>Step</u>	<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>14</u>	<u>15</u>	<u>16</u>
<u>H</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>252 mos.</u>	
<u>40 hours</u>	<u>\$38.96</u>	<u>\$40.16</u>	<u>\$41.38</u>	<u>\$42.62</u>	<u>\$43.89</u>	<u>\$45.28</u>	<u>\$46.64</u>	<u>\$48.13</u>	<u>\$49.56</u>	<u>\$51.02</u>	<u>\$52.58</u>	<u>\$54.20</u>	<u>\$55.81</u>	<u>\$57.90</u>	<u>\$59.63</u>	
<u>42 hours</u>	<u>\$37.11</u>	<u>\$38.25</u>	<u>\$39.41</u>	<u>\$40.59</u>	<u>\$41.80</u>	<u>\$43.12</u>	<u>\$44.42</u>	<u>\$45.84</u>	<u>\$47.20</u>	<u>\$48.59</u>	<u>\$50.08</u>	<u>\$51.62</u>	<u>\$53.15</u>	<u>\$55.15</u>	<u>\$56.79</u>	
<u>48 hours</u>	<u>\$32.47</u>	<u>\$33.47</u>	<u>\$34.49</u>	<u>\$35.52</u>	<u>\$36.58</u>	<u>\$37.73</u>	<u>\$38.87</u>	<u>\$40.11</u>	<u>\$41.30</u>	<u>\$42.52</u>	<u>\$43.82</u>	<u>\$45.16</u>	<u>\$46.51</u>	<u>\$48.25</u>	<u>\$49.69</u>	
<u>Master Firefighter</u>	<u>\$81,044</u>	<u>\$83,537</u>	<u>\$86,080</u>	<u>\$88,651</u>	<u>\$91,300</u>	<u>\$94,185</u>	<u>\$97,018</u>	<u>\$100,112</u>	<u>\$103,077</u>	<u>\$106,119</u>	<u>\$109,371</u>	<u>\$112,728</u>	<u>\$116,085</u>	<u>\$120,438</u>	<u>\$124,033</u>	

<u>I</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>252 mos.</u>	
<u>40 hours</u>	<u>\$39.93</u>	<u>\$41.12</u>	<u>\$42.35</u>	<u>\$43.58</u>	<u>\$44.86</u>	<u>\$46.24</u>	<u>\$47.60</u>	<u>\$49.09</u>	<u>\$50.52</u>	<u>\$51.98</u>	<u>\$53.54</u>	<u>\$55.16</u>	<u>\$56.77</u>	<u>\$58.86</u>	<u>\$60.59</u>	
<u>42 hours</u>	<u>\$38.02</u>	<u>\$39.17</u>	<u>\$40.33</u>	<u>\$41.51</u>	<u>\$42.72</u>	<u>\$44.04</u>	<u>\$45.34</u>	<u>\$46.75</u>	<u>\$48.11</u>	<u>\$49.50</u>	<u>\$50.99</u>	<u>\$52.53</u>	<u>\$54.07</u>	<u>\$56.06</u>	<u>\$57.71</u>	
<u>48 hours</u>	<u>\$33.27</u>	<u>\$34.27</u>	<u>\$35.29</u>	<u>\$36.32</u>	<u>\$37.38</u>	<u>\$38.54</u>	<u>\$39.67</u>	<u>\$40.91</u>	<u>\$42.10</u>	<u>\$43.32</u>	<u>\$44.62</u>	<u>\$45.96</u>	<u>\$47.31</u>	<u>\$49.05</u>	<u>\$50.49</u>	
<u>Master Firefighter HVO</u>	<u>\$83,044</u>	<u>\$85,537</u>	<u>\$88,080</u>	<u>\$90,651</u>	<u>\$93,300</u>	<u>\$96,185</u>	<u>\$99,018</u>	<u>\$102,112</u>	<u>\$105,077</u>	<u>\$108,119</u>	<u>\$111,371</u>	<u>\$114,728</u>	<u>\$118,085</u>	<u>\$122,438</u>	<u>\$126,033</u>	

<u>J</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>162 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>246 mos.</u>	<u>258 mos.</u>	<u>270 mos.</u>
<u>40 hours</u>	<u>\$43.16</u>	<u>\$44.46</u>	<u>\$45.87</u>	<u>\$47.29</u>	<u>\$48.67</u>	<u>\$50.11</u>	<u>\$51.67</u>	<u>\$53.28</u>	<u>\$54.89</u>	<u>\$56.58</u>	<u>\$58.29</u>	<u>\$60.01</u>	<u>\$61.90</u>	<u>\$64.22</u>	<u>\$66.15</u>	<u>40 hours</u>
<u>42 hours</u>	<u>\$41.11</u>	<u>\$42.34</u>	<u>\$43.69</u>	<u>\$45.03</u>	<u>\$46.36</u>	<u>\$47.72</u>	<u>\$49.21</u>	<u>\$50.74</u>	<u>\$52.28</u>	<u>\$53.89</u>	<u>\$55.52</u>	<u>\$57.15</u>	<u>\$58.95</u>	<u>\$61.16</u>	<u>\$63.00</u>	<u>42 hours</u>
<u>48 hours</u>	<u>\$35.97</u>	<u>\$37.05</u>	<u>\$38.23</u>	<u>\$39.40</u>	<u>\$40.56</u>	<u>\$41.76</u>	<u>\$43.06</u>	<u>\$44.40</u>	<u>\$45.74</u>	<u>\$47.15</u>	<u>\$48.58</u>	<u>\$50.01</u>	<u>\$51.58</u>	<u>\$53.52</u>	<u>\$55.13</u>	<u>48 hours</u>
<u>Lieutenant</u>	<u>\$89,779</u>	<u>\$92,480</u>	<u>\$95,417</u>	<u>\$98,355</u>	<u>\$101,240</u>	<u>\$104,231</u>	<u>\$107,483</u>	<u>\$110,813</u>	<u>\$114,170</u>	<u>\$117,686</u>	<u>\$121,253</u>	<u>\$124,820</u>	<u>\$128,755</u>	<u>\$133,579</u>	<u>\$137,592</u>	<u>\$141,685</u>

Notes:

1. Academy graduation is 8 months after hire.

* The pay plan will be implemented at the beginning of the pay period in which July 1, 2025, falls.

F SCHEDULE:
FIREFIGHTERS – INTERNATIONAL ASSOCIATION OF FIREFIGHTERS HOWARD COUNTY LOCAL 2000
Effective January 1, 2026*

<u>Step</u>	<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>14</u>	<u>15</u>	<u>16</u>
<u>D</u>	<u>Hire</u>	<u>6 mos.</u>														
<u>40 hours</u>	<u>\$31.38</u>	<u>\$32.34</u>														
<u>42 hours</u>	<u>\$29.88</u>	<u>\$30.80</u>														
<u>48 hours</u>	<u>\$26.15</u>	<u>\$26.95</u>														
<u>Trainee</u>	<u>\$65,267</u>	<u>\$67,267</u>														

ACADEMY GRADUATE

<u>E</u>														
<u>40 hours</u>	<u>\$32.68</u>	<u>\$33.65</u>	<u>\$34.76</u>	<u>\$35.76</u>	<u>\$36.90</u>	<u>\$37.96</u>	<u>\$39.08</u>	<u>\$40.29</u>	<u>\$41.57</u>	<u>\$42.85</u>	<u>\$44.15</u>	<u>\$45.42</u>	<u>\$46.80</u>	<u>\$48.56</u>
<u>42 hours</u>	<u>\$31.12</u>	<u>\$32.05</u>	<u>\$33.10</u>	<u>\$34.05</u>	<u>\$35.14</u>	<u>\$36.16</u>	<u>\$37.22</u>	<u>\$38.37</u>	<u>\$39.59</u>	<u>\$40.81</u>	<u>\$42.04</u>	<u>\$43.26</u>	<u>\$44.57</u>	<u>\$46.25</u>
<u>48 hours</u>	<u>\$27.23</u>	<u>\$28.04</u>	<u>\$28.96</u>	<u>\$29.80</u>	<u>\$30.75</u>	<u>\$31.64</u>	<u>\$32.57</u>	<u>\$33.57</u>	<u>\$34.65</u>	<u>\$35.71</u>	<u>\$36.79</u>	<u>\$37.85</u>	<u>\$39.00</u>	<u>\$40.47</u>
<u>Recruit</u>	<u>\$67,969</u>	<u>\$69,995</u>	<u>\$72,293</u>	<u>\$74,372</u>	<u>\$76,749</u>	<u>\$78,964</u>	<u>\$81,288</u>	<u>\$83,801</u>	<u>\$86,475</u>	<u>\$89,123</u>	<u>\$91,824</u>	<u>\$94,472</u>	<u>\$97,336</u>	<u>\$101,009</u>

<u>F</u>	<u>Prob comp</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>162 mos.</u>	<u>186 mos.</u>	<u>210 mos.</u>	<u>252 mos.</u>
<u>40 hours</u>	<u>\$36.24</u>	<u>\$37.30</u>	<u>\$38.44</u>	<u>\$39.60</u>	<u>\$40.86</u>	<u>\$42.08</u>	<u>\$43.38</u>	<u>\$44.69</u>	<u>\$46.07</u>	<u>\$47.47</u>	<u>\$48.85</u>	<u>\$50.39</u>	<u>\$51.93</u>	<u>\$53.89</u>	<u>\$55.50</u>
<u>42 hours</u>	<u>\$34.51</u>	<u>\$35.53</u>	<u>\$36.61</u>	<u>\$37.71</u>	<u>\$38.91</u>	<u>\$40.08</u>	<u>\$41.31</u>	<u>\$42.56</u>	<u>\$43.87</u>	<u>\$45.21</u>	<u>\$46.52</u>	<u>\$47.99</u>	<u>\$49.45</u>	<u>\$51.32</u>	<u>\$52.85</u>
<u>48 hours</u>	<u>\$30.20</u>	<u>\$31.08</u>	<u>\$32.04</u>	<u>\$33.00</u>	<u>\$34.05</u>	<u>\$35.07</u>	<u>\$36.15</u>	<u>\$37.24</u>	<u>\$38.39</u>	<u>\$39.56</u>	<u>\$40.71</u>	<u>\$41.99</u>	<u>\$43.27</u>	<u>\$44.91</u>	<u>\$46.25</u>
<u>Firefighter</u>	<u>\$75,372</u>	<u>\$77,587</u>	<u>\$79,965</u>	<u>\$82,369</u>	<u>\$84,988</u>	<u>\$87,528</u>	<u>\$90,229</u>	<u>\$92,958</u>	<u>\$95,822</u>	<u>\$98,740</u>	<u>\$101,604</u>	<u>\$104,819</u>	<u>\$108,006</u>	<u>\$112,085</u>	<u>\$115,435</u>

<u>G</u>	<u>18 mos.</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>162 mos.</u>	<u>186 mos.</u>	<u>210 mos.</u>	<u>252 mos.</u>
<u>40 hours</u>	<u>\$37.20</u>	<u>\$38.26</u>	<u>\$39.41</u>	<u>\$40.56</u>	<u>\$41.82</u>	<u>\$43.04</u>	<u>\$44.34</u>	<u>\$45.65</u>	<u>\$47.03</u>	<u>\$48.43</u>	<u>\$49.81</u>	<u>\$51.36</u>	<u>\$52.89</u>	<u>\$54.85</u>	<u>\$56.46</u>
<u>42 hours</u>	<u>\$35.43</u>	<u>\$36.44</u>	<u>\$37.53</u>	<u>\$38.63</u>	<u>\$39.83</u>	<u>\$40.99</u>	<u>\$42.23</u>	<u>\$43.48</u>	<u>\$44.79</u>	<u>\$46.13</u>	<u>\$47.44</u>	<u>\$48.91</u>	<u>\$50.37</u>	<u>\$52.24</u>	<u>\$53.77</u>
<u>48 hours</u>	<u>\$31.00</u>	<u>\$31.89</u>	<u>\$32.84</u>	<u>\$33.80</u>	<u>\$34.85</u>	<u>\$35.87</u>	<u>\$36.95</u>	<u>\$38.04</u>	<u>\$39.19</u>	<u>\$40.36</u>	<u>\$41.51</u>	<u>\$42.80</u>	<u>\$44.07</u>	<u>\$45.71</u>	<u>\$47.05</u>
<u>Firefighter HVO</u>	<u>\$77,372</u>	<u>\$79,587</u>	<u>\$81,965</u>	<u>\$84,369</u>	<u>\$86,988</u>	<u>\$89,528</u>	<u>\$92,229</u>	<u>\$94,958</u>	<u>\$97,822</u>	<u>\$100,740</u>	<u>\$103,604</u>	<u>\$106,819</u>	<u>\$110,006</u>	<u>\$114,085</u>	<u>\$117,435</u>

Step	<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>14</u>	<u>15</u>	<u>16</u>
<u>H</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>252 mos.</u>	
<u>40 hours</u>	<u>\$40.13</u>	<u>\$41.37</u>	<u>\$42.63</u>	<u>\$43.90</u>	<u>\$45.21</u>	<u>\$46.64</u>	<u>\$48.04</u>	<u>\$49.57</u>	<u>\$51.04</u>	<u>\$52.55</u>	<u>\$54.16</u>	<u>\$55.82</u>	<u>\$57.48</u>	<u>\$59.64</u>	<u>\$61.42</u>	
<u>42 hours</u>	<u>\$38.22</u>	<u>\$39.40</u>	<u>\$40.60</u>	<u>\$41.81</u>	<u>\$43.06</u>	<u>\$44.42</u>	<u>\$45.75</u>	<u>\$47.21</u>	<u>\$48.61</u>	<u>\$50.05</u>	<u>\$51.58</u>	<u>\$53.16</u>	<u>\$54.75</u>	<u>\$56.80</u>	<u>\$58.50</u>	
<u>48 hours</u>	<u>\$33.44</u>	<u>\$34.47</u>	<u>\$35.52</u>	<u>\$36.58</u>	<u>\$37.68</u>	<u>\$38.87</u>	<u>\$40.04</u>	<u>\$41.31</u>	<u>\$42.54</u>	<u>\$43.79</u>	<u>\$45.13</u>	<u>\$46.52</u>	<u>\$47.90</u>	<u>\$49.70</u>	<u>\$51.18</u>	
<u>Master Firefighter</u>	<u>\$83,476</u>	<u>\$86,043</u>	<u>\$88,663</u>	<u>\$91,310</u>	<u>\$94,039</u>	<u>\$97,010</u>	<u>\$99,928</u>	<u>\$103,116</u>	<u>\$106,169</u>	<u>\$109,302</u>	<u>\$112,652</u>	<u>\$116,110</u>	<u>\$119,568</u>	<u>\$124,052</u>	<u>\$127,754</u>	

<u>I</u>	<u>30 mos.</u>	<u>42 mos.</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>252 mos.</u>	
<u>40 hours</u>	<u>\$41.09</u>	<u>\$42.33</u>	<u>\$43.59</u>	<u>\$44.86</u>	<u>\$46.17</u>	<u>\$47.60</u>	<u>\$49.00</u>	<u>\$50.54</u>	<u>\$52.00</u>	<u>\$53.51</u>	<u>\$55.12</u>	<u>\$56.78</u>	<u>\$58.45</u>	<u>\$60.60</u>	<u>\$62.38</u>	
<u>42 hours</u>	<u>\$39.14</u>	<u>\$40.31</u>	<u>\$41.51</u>	<u>\$42.72</u>	<u>\$43.97</u>	<u>\$45.33</u>	<u>\$46.67</u>	<u>\$48.13</u>	<u>\$49.53</u>	<u>\$50.96</u>	<u>\$52.50</u>	<u>\$54.08</u>	<u>\$55.66</u>	<u>\$57.72</u>	<u>\$59.41</u>	
<u>48 hours</u>	<u>\$34.25</u>	<u>\$35.27</u>	<u>\$36.32</u>	<u>\$37.38</u>	<u>\$38.48</u>	<u>\$39.67</u>	<u>\$40.84</u>	<u>\$42.11</u>	<u>\$43.34</u>	<u>\$44.59</u>	<u>\$45.93</u>	<u>\$47.32</u>	<u>\$48.71</u>	<u>\$50.50</u>	<u>\$51.98</u>	
<u>Master Firefighter HVO</u>	<u>\$85,476</u>	<u>\$88,043</u>	<u>\$90,663</u>	<u>\$93,310</u>	<u>\$96,039</u>	<u>\$99,010</u>	<u>\$101,928</u>	<u>\$105,116</u>	<u>\$108,169</u>	<u>\$111,302</u>	<u>\$114,652</u>	<u>\$118,110</u>	<u>\$121,568</u>	<u>\$126,052</u>	<u>\$129,754</u>	

<u>J</u>	<u>54 mos.</u>	<u>66 mos.</u>	<u>78 mos.</u>	<u>90 mos.</u>	<u>102 mos.</u>	<u>114 mos.</u>	<u>126 mos.</u>	<u>138 mos.</u>	<u>150 mos.</u>	<u>162 mos.</u>	<u>174 mos.</u>	<u>198 mos.</u>	<u>222 mos.</u>	<u>246 mos.</u>	<u>258 mos.</u>	<u>270 mos.</u>
<u>40 hours</u>	<u>\$44.46</u>	<u>\$45.80</u>	<u>\$47.25</u>	<u>\$48.70</u>	<u>\$50.13</u>	<u>\$51.61</u>	<u>\$53.22</u>	<u>\$54.87</u>	<u>\$56.54</u>	<u>\$58.28</u>	<u>\$60.04</u>	<u>\$61.81</u>	<u>\$63.76</u>	<u>\$66.15</u>	<u>\$68.13</u>	<u>\$70.16</u>
<u>42 hours</u>	<u>\$42.34</u>	<u>\$43.61</u>	<u>\$45.00</u>	<u>\$46.39</u>	<u>\$47.75</u>	<u>\$49.16</u>	<u>\$50.69</u>	<u>\$52.26</u>	<u>\$53.84</u>	<u>\$55.50</u>	<u>\$57.18</u>	<u>\$58.87</u>	<u>\$60.72</u>	<u>\$63.00</u>	<u>\$64.89</u>	<u>\$66.82</u>
<u>48 hours</u>	<u>\$37.05</u>	<u>\$38.16</u>	<u>\$39.37</u>	<u>\$40.59</u>	<u>\$41.78</u>	<u>\$43.01</u>	<u>\$44.35</u>	<u>\$45.73</u>	<u>\$47.11</u>	<u>\$48.56</u>	<u>\$50.04</u>	<u>\$51.51</u>	<u>\$53.13</u>	<u>\$55.12</u>	<u>\$56.78</u>	<u>\$58.47</u>
<u>Lieutenant</u>	<u>\$92,472</u>	<u>\$95,254</u>	<u>\$98,279</u>	<u>\$101,305</u>	<u>\$104,278</u>	<u>\$107,358</u>	<u>\$110,708</u>	<u>\$114,138</u>	<u>\$117,596</u>	<u>\$121,217</u>	<u>\$124,890</u>	<u>\$128,564</u>	<u>\$132,617</u>	<u>\$137,586</u>	<u>\$141,720</u>	<u>\$145,935</u>

Notes:

1. Academy graduation is 8 months after hire.

* The pay plan will be implemented at the beginning of the pay period in which January 1, 2026, falls

FM SCHEDULE: FIRE MANAGEMENT
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>14</u>	<u>15</u>
<u>Months</u>	<u>66</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>210</u>	<u>234</u>	<u>258</u>	<u>270</u>
<u>Captain</u>															
<u>FM1</u>	<u>\$100,382</u>	<u>\$103,438</u>	<u>\$106,578</u>	<u>\$109,882</u>	<u>\$113,270</u>	<u>\$116,684</u>	<u>\$120,320</u>	<u>\$123,900</u>	<u>\$127,562</u>	<u>\$131,501</u>	<u>\$135,494</u>	<u>\$139,681</u>	<u>\$143,838</u>	<u>\$151,137</u>	<u>\$155,654</u>
<u>40 Hours</u>	<u>\$48.26</u>	<u>\$49.73</u>	<u>\$51.24</u>	<u>\$52.83</u>	<u>\$54.46</u>	<u>\$56.10</u>	<u>\$57.85</u>	<u>\$59.57</u>	<u>\$61.33</u>	<u>\$63.22</u>	<u>\$65.14</u>	<u>\$67.15</u>	<u>\$69.15</u>	<u>\$72.66</u>	<u>\$74.83</u>
<u>42 Hours</u>	<u>\$45.96</u>	<u>\$47.36</u>	<u>\$48.80</u>	<u>\$50.31</u>	<u>\$51.86</u>	<u>\$53.43</u>	<u>\$55.09</u>	<u>\$56.73</u>	<u>\$58.41</u>	<u>\$60.21</u>	<u>\$62.04</u>	<u>\$63.96</u>	<u>\$65.86</u>	<u>\$69.20</u>	<u>\$71.27</u>
<u>48 Hours</u>	<u>\$40.22</u>	<u>\$41.44</u>	<u>\$42.70</u>	<u>\$44.02</u>	<u>\$45.38</u>	<u>\$46.75</u>	<u>\$48.21</u>	<u>\$49.64</u>	<u>\$51.11</u>	<u>\$52.68</u>	<u>\$54.28</u>	<u>\$55.96</u>	<u>\$57.63</u>	<u>\$60.55</u>	<u>\$62.36</u>
<u>Months</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>222</u>	<u>234</u>	<u>258</u>	<u>270</u>
<u>Battalion Chief</u>															
<u>FM2</u>	<u>\$111,397</u>	<u>\$114,537</u>	<u>\$118,145</u>	<u>\$121,670</u>	<u>\$125,415</u>	<u>\$129,215</u>	<u>\$133,292</u>	<u>\$137,257</u>	<u>\$141,442</u>	<u>\$145,656</u>	<u>\$150,172</u>	<u>\$154,744</u>	<u>\$159,371</u>	<u>\$162,263</u>	<u>\$167,110</u>
<u>40 Hours</u>	<u>\$53.56</u>	<u>\$55.07</u>	<u>\$56.80</u>	<u>\$58.50</u>	<u>\$60.30</u>	<u>\$62.12</u>	<u>\$64.08</u>	<u>\$65.99</u>	<u>\$68.00</u>	<u>\$70.03</u>	<u>\$72.20</u>	<u>\$74.40</u>	<u>\$76.62</u>	<u>\$78.01</u>	<u>\$80.34</u>
<u>42 Hours</u>	<u>\$51.01</u>	<u>\$52.44</u>	<u>\$54.10</u>	<u>\$55.71</u>	<u>\$57.42</u>	<u>\$59.16</u>	<u>\$61.03</u>	<u>\$62.85</u>	<u>\$64.76</u>	<u>\$66.69</u>	<u>\$68.76</u>	<u>\$70.85</u>	<u>\$72.97</u>	<u>\$74.30</u>	<u>\$76.52</u>
<u>48 Hours</u>	<u>\$44.63</u>	<u>\$45.89</u>	<u>\$47.33</u>	<u>\$48.75</u>	<u>\$50.25</u>	<u>\$51.77</u>	<u>\$53.40</u>	<u>\$54.99</u>	<u>\$56.67</u>	<u>\$58.36</u>	<u>\$60.17</u>	<u>\$62.00</u>	<u>\$63.85</u>	<u>\$65.01</u>	<u>\$66.95</u>
<u>Months</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>210</u>	<u>234</u>	<u>258</u>	<u>270</u>	
<u>Assistant Chief</u>															
<u>FM3</u>	<u>\$123,968</u>	<u>\$127,784</u>	<u>\$131,644</u>	<u>\$135,593</u>	<u>\$139,828</u>	<u>\$143,909</u>	<u>\$148,343</u>	<u>\$152,887</u>	<u>\$157,475</u>	<u>\$162,372</u>	<u>\$167,291</u>	<u>\$172,254</u>	<u>\$180,283</u>	<u>\$185,710</u>	
<u>40 Hours</u>	<u>\$59.60</u>	<u>\$61.43</u>	<u>\$63.29</u>	<u>\$65.19</u>	<u>\$67.23</u>	<u>\$69.19</u>	<u>\$71.32</u>	<u>\$73.50</u>	<u>\$75.71</u>	<u>\$78.06</u>	<u>\$80.43</u>	<u>\$82.81</u>	<u>\$86.67</u>	<u>\$89.28</u>	
<u>42 Hours</u>	<u>\$56.76</u>	<u>\$58.51</u>	<u>\$60.28</u>	<u>\$62.08</u>	<u>\$64.02</u>	<u>\$65.89</u>	<u>\$67.92</u>	<u>\$70.00</u>	<u>\$72.10</u>	<u>\$74.35</u>	<u>\$76.60</u>	<u>\$78.87</u>	<u>\$82.55</u>	<u>\$85.03</u>	
<u>48 Hours</u>	<u>\$49.67</u>	<u>\$51.20</u>	<u>\$52.74</u>	<u>\$54.32</u>	<u>\$56.02</u>	<u>\$57.66</u>	<u>\$59.43</u>	<u>\$61.25</u>	<u>\$63.09</u>	<u>\$65.05</u>	<u>\$67.02</u>	<u>\$69.01</u>	<u>\$72.23</u>	<u>\$74.40</u>	

NOTES:

* The pay plan will be implemented at the beginning of the pay period in which July 1, 2025, falls.

FM SCHEDULE: FIRE MANAGEMENT
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>14</u>	<u>15</u>
<u>Months</u>	<u>66</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>210</u>	<u>234</u>	<u>258</u>	<u>270</u>
<u>Captain</u>															
<u>FM1</u>	<u>\$103,393</u>	<u>\$106,541</u>	<u>\$109,776</u>	<u>\$113,178</u>	<u>\$116,669</u>	<u>\$120,185</u>	<u>\$123,930</u>	<u>\$127,617</u>	<u>\$131,389</u>	<u>\$135,446</u>	<u>\$139,558</u>	<u>\$143,871</u>	<u>\$148,153</u>	<u>\$155,672</u>	<u>\$160,324</u>
<u>40 Hours</u>	<u>\$49.71</u>	<u>\$51.22</u>	<u>\$52.78</u>	<u>\$54.41</u>	<u>\$56.09</u>	<u>\$57.78</u>	<u>\$59.58</u>	<u>\$61.35</u>	<u>\$63.17</u>	<u>\$65.12</u>	<u>\$67.10</u>	<u>\$69.17</u>	<u>\$71.23</u>	<u>\$74.84</u>	<u>\$77.08</u>
<u>42 Hours</u>	<u>\$47.34</u>	<u>\$48.78</u>	<u>\$50.26</u>	<u>\$51.82</u>	<u>\$53.42</u>	<u>\$55.03</u>	<u>\$56.74</u>	<u>\$58.43</u>	<u>\$60.16</u>	<u>\$62.02</u>	<u>\$63.90</u>	<u>\$65.88</u>	<u>\$67.84</u>	<u>\$71.28</u>	<u>\$73.41</u>
<u>48 Hours</u>	<u>\$41.42</u>	<u>\$42.68</u>	<u>\$43.98</u>	<u>\$45.34</u>	<u>\$46.74</u>	<u>\$48.15</u>	<u>\$49.65</u>	<u>\$51.13</u>	<u>\$52.64</u>	<u>\$54.27</u>	<u>\$55.91</u>	<u>\$57.64</u>	<u>\$59.36</u>	<u>\$62.37</u>	<u>\$64.23</u>
<u>Months</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>222</u>	<u>234</u>	<u>258</u>	<u>270</u>
<u>Battalion Chief</u>															
<u>FM2</u>	<u>\$114,739</u>	<u>\$117,973</u>	<u>\$121,689</u>	<u>\$125,320</u>	<u>\$129,177</u>	<u>\$133,092</u>	<u>\$137,290</u>	<u>\$141,375</u>	<u>\$145,686</u>	<u>\$150,026</u>	<u>\$154,677</u>	<u>\$159,386</u>	<u>\$164,152</u>	<u>\$167,130</u>	<u>\$172,123</u>
<u>40 Hours</u>	<u>\$55.16</u>	<u>\$56.72</u>	<u>\$58.50</u>	<u>\$60.25</u>	<u>\$62.10</u>	<u>\$63.99</u>	<u>\$66.01</u>	<u>\$67.97</u>	<u>\$70.04</u>	<u>\$72.13</u>	<u>\$74.36</u>	<u>\$76.63</u>	<u>\$78.92</u>	<u>\$80.35</u>	<u>\$82.75</u>
<u>42 Hours</u>	<u>\$52.54</u>	<u>\$54.02</u>	<u>\$55.72</u>	<u>\$57.38</u>	<u>\$59.15</u>	<u>\$60.94</u>	<u>\$62.86</u>	<u>\$64.73</u>	<u>\$66.71</u>	<u>\$68.69</u>	<u>\$70.82</u>	<u>\$72.98</u>	<u>\$75.16</u>	<u>\$76.52</u>	<u>\$78.81</u>
<u>48 Hours</u>	<u>\$45.97</u>	<u>\$47.26</u>	<u>\$48.75</u>	<u>\$50.21</u>	<u>\$51.75</u>	<u>\$53.32</u>	<u>\$55.00</u>	<u>\$56.64</u>	<u>\$58.37</u>	<u>\$60.11</u>	<u>\$61.97</u>	<u>\$63.86</u>	<u>\$65.77</u>	<u>\$66.96</u>	<u>\$68.96</u>
<u>Months</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>	<u>186</u>	<u>198</u>	<u>210</u>	<u>234</u>	<u>258</u>	<u>270</u>	
<u>Assistant Chief</u>															
<u>FM3</u>	<u>\$127,687</u>	<u>\$131,618</u>	<u>\$135,594</u>	<u>\$139,660</u>	<u>\$144,023</u>	<u>\$148,226</u>	<u>\$152,793</u>	<u>\$157,473</u>	<u>\$162,199</u>	<u>\$167,243</u>	<u>\$172,310</u>	<u>\$177,422</u>	<u>\$185,691</u>	<u>\$191,281</u>	
<u>40 Hours</u>	<u>\$61.39</u>	<u>\$63.28</u>	<u>\$65.19</u>	<u>\$67.14</u>	<u>\$69.24</u>	<u>\$71.26</u>	<u>\$73.46</u>	<u>\$75.71</u>	<u>\$77.98</u>	<u>\$80.41</u>	<u>\$82.84</u>	<u>\$85.30</u>	<u>\$89.27</u>	<u>\$91.96</u>	
<u>42 Hours</u>	<u>\$58.46</u>	<u>\$60.26</u>	<u>\$62.09</u>	<u>\$63.95</u>	<u>\$65.94</u>	<u>\$67.87</u>	<u>\$69.96</u>	<u>\$72.10</u>	<u>\$74.27</u>	<u>\$76.58</u>	<u>\$78.90</u>	<u>\$81.24</u>	<u>\$85.02</u>	<u>\$87.58</u>	
<u>48 Hours</u>	<u>\$51.16</u>	<u>\$52.73</u>	<u>\$54.32</u>	<u>\$55.95</u>	<u>\$57.70</u>	<u>\$59.39</u>	<u>\$61.22</u>	<u>\$63.09</u>	<u>\$64.98</u>	<u>\$67.00</u>	<u>\$69.03</u>	<u>\$71.08</u>	<u>\$74.40</u>	<u>\$76.64</u>	

NOTES:

* The pay plan will be implemented at the beginning of the pay period in which January 1, 2026, fall

EXHIBIT B

Specialty Pays.

(a) *Shift Differentials for Classified Employees.* (1) Classified employees who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.

(2) Classified employees whose shifts begin from 9:00 p.m. through 4:59 a.m. will receive a shift differential increment of 7.5% over their base hourly rate of pay.

(3) Uniformed career personnel in the Department of Fire and Rescue Services are not eligible for shift differential pay with the exception that Fire Captains who are assigned to the Communications (911) Center and who work a shift beginning between 5:00 p.m. and 4:59 a.m. shall receive an 8.3% per hour shift differential for the entire shift.

(4) Employees paid according to the DS Schedule in the Sheriff's Department who work (i) A shift beginning between 1,300 hours and 5:59 PM 1,759 hours shall receive a shift differential of 6 % for all hours worked during the shift, or

(ii) An evening shift beginning between 1800 hours and 0200 hours shall receive a shift differential of 9.3% for all hours worked during the shift.

(iii) Permanent night shift in the Sheriff's Office when assigned to Court, MVA hearings, and training (except training extending beyond five days), and excluding voluntary day shift assignments.

(5) Sworn members of the Howard County Police Department are not eligible for shift differential pay, except that: (i) Lieutenants who worked a night shift beginning between 5:00 p.m. and 4:59 a.m. shall receive a shift differential increment of 6% over their base hourly rate of pay; and

(ii) Lieutenants who worked an afternoon shift beginning between 1:00 p.m. and 8:59 p.m. shall receive a shift differential increment of 3% above their base hourly rate of pay.

(6) Correctional Lieutenants and Captains who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 3% over their base hourly rate of pay and for shifts which begin from 9:00 p.m. through 4:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.

(b) *Rotating Shifts.* (1) A classified employee who works a rotating shift that begins from 3:00 p.m. to 8:59 p.m. shall receive a shift differential increment of 2.5% over the employee's base hourly rate of pay.

(2) A classified employee who works a rotating shift that begins from 9:00 p.m. to 4:59 a.m. shall receive a shift differential increment of 5% over the employee's base hourly rate of pay.

(c) *Holiday Pay* (1) Police Lieutenants will be paid at a rate of one and one-half time their regular rate of pay if they are required to work on: (i) The night shift beginning on the day before Christmas;

(ii) The day or evening shift on Christmas Day; or

(iii) The day, evening, or night shift on Thanksgiving Day.

(2) (i) Police Lieutenants who are regularly scheduled to work on the July Fourth celebration will be paid at the rate of one and one-half times their regular hourly rate of pay.

(ii) Police Lieutenants assigned to work the July Fourth celebration who are not regularly scheduled to work on that day shall be paid at one and one-half their regular hourly rate of pay for all hours worked.

(iii) If a Police Lieutenant has taken a day of annual leave in order to be off from work on the day of the July Fourth celebration, and is later called in to work at least 4 hours on the celebration detail, the Lieutenant shall receive a substitute day of annual leave.

(3) Police Lieutenants and Captains scheduled and required to work on, or called in to work on, Thanksgiving, Christmas Eve, Christmas Day, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each holiday plus any additional hours worked during that particular shift.

(4)(i) Emergency Communication Supervisors will be paid at one and one-half times their regular rate of pay when required to work the following Holidays:

7 a.m. to 7 p.m. Christmas Eve
 7 p.m. Christmas Eve to 7 a.m. Christmas Day 7 a.m. to 7 p.m. Christmas Day
 7 p.m. Christmas Day to 7 a.m. December 26th 7 p.m. New Year's Eve to 7 a.m. on January 2
 7 a.m. Thanksgiving Day to 7 p.m. on the day after Thanksgiving Day 7 a.m. July 4th to 7 a.m. July 5th

(ii) Emergency Communications Supervisors scheduled and required to work on Thanksgiving, Christmas, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each holiday plus any additional hours worked during that particular shift.

(iii) An Emergency Communication Supervisor who utilizes annual leave on an above listed holiday of this section and who is called in to work will be paid at a rate of two and one-half times their hourly rate and will be re-credited with the number of hours actually worked, not to exceed the amount of leave scheduled.

Emergency Communication Supervisors working overtime as part of their regularly scheduled 48-hour week on these specified holidays are compensated at two-and-one-half times the hourly pay rate for the overtime hours worked.

(5) Fire Captains, Battalion Chiefs and Assistant Chiefs will be paid at one and one-half times their regular rate of pay when required to work on the following holidays:

7:00 a.m. on Easter Sunday to 7:00 a.m. on the day after Easter
 7:00 a.m. on Thanksgiving Day and 7:00 a.m. on the day after Thanksgiving 7:00 p.m. on Christmas Eve and 7:00 p.m. on Christmas Day

(6) Correctional Lieutenants and Captains will be paid at one and one-half times their regular rate of pay for hours actually worked on the following holidays:

Thanksgiving Day Christmas Day July 4th
 Labor Day

(7) Employees paid in accordance with the DS Schedule will be paid at time and one-half when required to work on the following holidays:

Night Shift on Christmas Eve Day or night shift Christmas Day
 Day or night shift Thanksgiving Day

July 4th

(d) *Premium Compensation for Police Lieutenants, Captains, Majors, Cadets and Crossing Guards.* (1) Police Lieutenants assigned to the following divisions shall be paid an annual premium compensation paid bi-weekly in the following amounts: (i) \$2000 annually to employees not assigned to Patrol or Communications as well as the following Specialty Assignments.

Drug Recognition Experts (DREs) Emergency Services Unit (ESU) Hostage Negotiators

ESV Operators

Employees who are trained and assigned to operate the Department's Small Unmanned Aircraft System (SUAS)

(ii) In addition to the Specialty Pay in (I), \$2,500 annually to employees assigned to the following units: Auto theft/Arson/Fraud/Forgery, Child Abuse, Domestic Violence, Internal Affairs, Narcotics, Property Crimes, Robbery, ROPE, Street Drug, Tactical, Traffic, Vice, Violent Crimes and Warrants.

(iii) The department's honor guard - \$220.00 annually.

Police Lieutenants who are assigned to Specialty Pay assignments during light-duty status are ineligible for corresponding Specialty Pay Benefits (This does not apply to Police Lieutenants who are already permanently assigned to a particular Specialty Unit while on light-duty status.)

(2) Police Lieutenants fluent in the following languages shall be paid a premium compensation based on the below qualifications:

(i) Employees will be paid \$3,000 annually when they have tested fluent in Spanish, Korean, or Chinese languages as designated by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional, or national evaluation instrument or a standard developed by an institution of higher education.

(ii) Employees will be paid an additional \$1,000 annually if they have tested at a superior level of fluency in Spanish, Korean, or Chinese languages and have successfully completed State requirements to become court certified. The Department will determine the number of court certified officers and the selection process for court certification eligibility.

(3) Police Lieutenants will be paid \$1,100 annually when they have tested fluent in any language not listed above designated by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional, or national evaluation instrument or a standard developed by an institution of higher education.

(4) Employees earning premium compensation under this section shall be ineligible for Standby pay.

(5) A Police Lieutenant, Captain or Major who successfully passes two or fewer components of the Department's voluntary fitness program shall receive one hundred and twenty-five dollars

(\$125.00) for each testing component they pass. If they pass three or more of the testing components, they shall receive one hundred fifty dollars (\$150.00) for each testing component. The maximum amount for passing all four components is six hundred dollars (\$600.00).

(6) Police Cadets and Crossing Guards assigned to special events shall receive a minimum of three hours of pay for the event.

(c) *Management Employees of Department of Fire and Rescue Services.* (1) *Paramedic, EMT-P* ~~/ EMT-I, CRT~~ ~~and Preceptor Pay~~ (i) Paramedic or EMT-P. An Assistant Chief, Battalion Chief or Fire Captain who is a qualified Howard County paramedic shall receive a paramedic premium of a flat rate of \$7,000 annually. Failure to maintain EMT-P registration will result in forfeiture of paramedic premium pay.

~~(ii) EMT-I or CRT. An Assistant Chief, Battalion Chief or Fire Captain who is a qualified Howard County Emergency Medical Technician Intermediate (EMT-I) or a Cardiac Rescue Technician (CRT) shall receive a flat rate of \$2,500 annually.~~

~~(iii) Preceptor. An Assistant Chief, Battalion Chief or Fire Captain who is assigned to precept other employees of the department in the EMT-P, EMT-I, and CRT shall receive a flat rate of \$5.00 per hour, added to base, while engaged as a preceptor.~~

~~(2) Community Relations Unit. A Battalion Chief or Fire Captain assigned to the Community Relations Unit shall receive day shift premium pay of \$4,000.~~ **MEDICAL DUTY OFFICER (MDO) POSITION: A FIRE CAPTAIN PARAMEDIC WHO IS ASSIGNED TO A MDO POSITION SHALL RECEIVE A PREMIUM \$4000 ANNUALLY. A FIRE CAPTAIN PARAMEDIC THAT IS MDO CERTIFIED AND IS TEMPORARILY ASSIGNED TO THE MDO POSITION SHALL BE COMPENSATED FOR A MINIMUM OF 4 CONSECUTIVE HOURS BY PRORATING THE \$4000 ANNUAL PREMIUM TO AN HOURLY RATE.**

~~(3) Fire Marshal's Office. An Assistant Chief, Battalion Chief or Fire Captain assigned to the Fire Marshal's Office shall receive \$1,000~~ **MARSHAL'S Office. An Assistant Chief, Battalion Chief or Fire Captain assigned to the Fire Marshal's Office shall receive \$1,250** per year while serving in this unit to be added to the base pay.

~~(4) Special Operations Pay. An Assistant Chief, Battalion Chief or Fire Captain who is assigned to the regional search and rescue team or the special operations team shall receive \$1,000~~ **AND MEETS THE SPECIAL OPERATIONS CRITERIA ESTABLISHED BY MANAGEMENT shall receive \$1,250** per year to be added to the base pay.

(5) Fire Captains assigned to work a day work schedule and not assigned a take home vehicle shall receive a \$4,000 per year day work premium added to the base pay.

(6) LANGUAGE FLUENCY PAY FOR EMERGENCY COMMUNICATIONS SUPERVISORS – ASSISTANT CHIEF, BATTALION CHIEF OR FIRE CAPTAIN WHO SPEAKS FLUENT SPANISH, KOREAN, OR CHINESE (OR ANY OTHER LANGUAGE WITH THE APPROVAL OF THE FIRE CHIEF) WILL BE PAID AN ANNUAL PREMIUM OF \$1,250. THE CRITERIA FOR FLUENCY AS DETERMINED BY THE OFFICE OF THE FIRE CHIEF WILL BE PREDICATED ON A STATE, REGIONAL, OR NATIONAL EVALUATION INSTRUMENT OR A STANDARD DEVELOPED BY AN INSTITUTION OF HIGHER EDUCATION. THE CERTIFICATION WILL NOT BE OVERLY BURDENSOME (SUCH AS REQUIRING A DIPLOMA OR DEGREE FROM AN INSTITUTION WHERE THE NON-ENGLISH LANGUAGE IS THE MAJORITY SPOKEN) OR BASED ON THE REQUIREMENTS OF THE NATIONAL BOARD OF CERTIFICATION FOR MEDICAL INTERPRETERS.

(7) RAPID SEQUENCE INTUBATION (RSI) PAY: A BATTALION CHIEF PARAMEDIC, CAPTAIN 5

PARAMEDIC THAT IS RSI CERTIFIED SHALL RECEIVE \$2,000 ANNUALLY

~~¶(6)¶~~(8) Specialty pay received by management employees of the Department of Fire and Rescue Services shall be prorated on an annual basis and be added to the employee's base wage.

~~¶(7)¶~~(9) *Physical Fitness Pay*. Fire management employees in the classes of Assistant Chief, Battalion Chief and Fire Captain shall be eligible for an annual \$250.00 annual physical fitness allowance.

~~¶(8)¶~~(10) *Detail Pay*. A Fire Captain who is detailed to a station different than that to which they are normally assigned shall receive \$20.00 additional pay for each shift detailed, in accordance with Department detail guidelines.

(f) *Emergency Communication Supervisors (1) Clothing Allowance* - Emergency Communication Supervisors shall receive a maximum of \$30 Per Month for uniform cleaning services.

(2) *Language Fluency Pay for Emergency Communications Supervisors* – Emergency Communication Supervisors will be paid \$3,000 annually when they have tested fluent in Spanish, Korean or Chinese languages or \$1,200 annually for other languages, specifically approved by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional or national evaluation instrument or a standard developed by an institution of higher education.

(g) *Commercial Driver's License Premium*

Employees in the job classification of Operations Leader I shall be eligible to receive a premium of \$0.30 per hour for possession of a current and valid Commercial Driver's License issued by the State of Maryland and maintained in accordance with departmental policy, when required by job assignment. The CDL premium shall be added to base hourly wage. Failure to maintain the CDL license shall result in forfeiture of CDL premium pay.

(h) *Uniformed Supervisory Employees in the Department of Corrections*

Correctional employees in the job classifications of Correctional Captain, Correctional Lieutenant and Correctional Dietary Officer:

(1) shall be eligible for an annual stipend of one-hundred fifty dollars (\$150.00) for clothing and equipment replacement, repair and alteration; and

(2) shall receive an additional \$.75 per hour, for all hours worked, after having completed ten (10) years of continuous service with the Department of Corrections.

(3) shall receive \$1.00 an hour above their base hourly rate for all hours worked, after having completed fifteen (15) years of continuous service with the Department of Corrections.

(i) *Uniformed Employees In The Sheriff's Office Paid in Accordance with the DS Schedule*

Sheriff's Office employees in the Job Classifications of Security Officer, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff shall receive:

(1) a quarterly clothing allowance of \$350 when assigned as full-time warrant detectives;

(2) \$50 per diem when assigned to field officer training duties for at least 4 hours a day;

(3) \$400 annually when assigned to the honor guard detail;

(4) \$1,600 annually when assigned as a warrant detective or as a Domestic Violence Deputy;

(5) \$500 annually when assigned as full time Duty Officer or MPTC Certified Instructor

(6) \$3,000 for fluency in Spanish, Korean or Chinese and providing translation services.

(7) \$1,100 for fluency in language other than above and providing translation services.

(8) \$1,000 annually when assigned as Firearm Instructor or CDL Operator.

(j) *Clothing Allowance for Police Lieutenants and Captains*

Police Lieutenants the Captains shall be eligible for quarterly payments of \$330 for full time plainclothes assignments requiring business attire, \$264 for non-business attire assignments, and \$132 for part time plainclothes assignments.

(k) Supplemental Pay for State Health Department Positions

For retention purposes, and as authorized in the budget, the Personnel Officer may establish supplemental pay for certain State Health Department positions, including; the Director of Substance Abuse Services, the Deputy Health Officer, Sanitarians and the Director of Policy and Planning.