

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2025 Legislative Session

Legislative Day No. 13

Bill No. 62 -2025

Introduced by: The Chairperson at the request of the County Executive

Short Title: Pay Plan Amendment – Members of Local 3080 and Corrections Management

Title: AN ACT amending the Pay Plan for Howard County to insert pay scales for members of Local 3080 of the American Federation of State, Local and Municipal Employees and management employees in the Department of Corrections; to amend and provide for certain specialty pays for management employees in the Department of Corrections; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time _____, 2025. Ordered posted and hearing scheduled.

By order _____
Michelle Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on _____, 2025.

By order _____
Michelle Harrod, Administrator

This Bill was read the third time on _____, 2025 and Passed ____, Passed with amendments _____, Failed _____.

By order _____
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ___ day of _____, 2025 at ___ a.m./p.m.

By order _____
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2025

Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.

1 **WHEREAS**, Sections 706 and 707 of the Howard County Charter and Section 1.301 of
2 the Howard County Code provide for the adoption of and amendment to the Pay Plan for
3 Howard County, which allocates each class of positions to the appropriate pay grade, and which
4 establishes rules for administration of the Pay Plan for positions within County government; and
5

6 **WHEREAS**, under Section 1.301(c) of the County Code the Pay Plan, and any
7 amendments thereto, are adopted by the County Council as attachments to the Council Bill
8 through which the County Council exercises its legislative action on the Pay Plan; and
9

10 **WHEREAS**, the County and members of Local 3080 of the American Federation of
11 State, Local and Municipal Employees (Local 3080) have reached agreement that contains
12 certain pay scales to be effective during Fiscal Year 2026, and these scales need to be inserted
13 into the Pay Plan for members of Local 3080 and management employees in the Department of
14 Corrections; and
15

16 **WHEREAS**, the County also wants to provide or amend the specialty pays for
17 management employees of Department of Corrections as follows:

- 18 (1) Revising the start times for shift differential for fixed shifts and providing for shift
19 differential for 12-hour shifts;
- 20 (2) Increasing the annual premium to \$1,200 for Correction Management Employees who
21 are assigned to Special Emergency Response Team (SERT);
- 22 (3) Increasing the annual premium to \$1,200 for Correction Management Employees who
23 perform duties as a Classroom Training Officer;
- 24 (4) Providing an annual premium in the amount of \$1,000 for Correction Management
25 Employees who maintain a hostage negotiations certificate; and
- 26 (5) Increasing the annual premium in the amount of \$1,200 to Dietary Officers who
27 maintain a ServSafe certification.

28
29 **WHEREAS**, the proposed amendments to specialty pays are included in the Specialty
30 Pay section of the Pay Plan, attached as Exhibit B, and all other provisions of the Pay Plan

1 adopted by Council Bill No. 34-2025, as amended by Council Bill No. 48-2025, shall remain in
2 effect.

3

4 **NOW, THEREFORE,**

5

6 ***Section 1. Be It Enacted*** by the County Council of Howard County, Maryland that the C
7 *Schedule, applicable to members of Local 3080 of the American Federation of State, Local and*
8 *Municipal Employees, and the CM Schedule, applicable to Corrections Management employees,*
9 *are amended as provided in Exhibit A to this Bill.*

10

11 ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
12 *that it adopts amendments to the Specialty Pay Section of Pay Plan of Howard County, as*
13 *provided in Exhibit B to this Bill.*

14

15 ***Section 3. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
16 *that all other provisions of the Pay Plan, as adopted by Council Bill No. 34-2025, as amended by*
17 *Council Bill No. 48-2025, shall remain in full force and effect.*

18

19 ***Section 4. And Be It Further Enacted*** by the County Council of Howard County, Maryland that
20 *the provisions of this Act shall apply to the pay period that includes July 1, 2025.*

21

22 ***Section 5. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
23 *that this Act shall become effective 61 days after enactment.*