

Introduced 7/7/2014  
Public Hearing 7/14/2014  
Council Action 7/21/2014  
Executive Action 7/30/2014  
Effective Date 9/29/2014

**County Council Of Howard County, Maryland**

2014 Legislative Session

Legislative Day No. 8

**Bill No. 42 -2014**

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

AN ACT amending the Pay Plan for Howard County; providing certain pay scales for police officers, police sergeants, police management, and certain employees in the Department of Fire and Rescue Services; amending the pay grade for the position of Police Services Support Supervisor II; and generally relating to the Pay Plan for Howard County.

Introduced and read first time July 7, 2014. Ordered posted and hearing scheduled.  
By order Sheila M. Tolliver  
Sheila M. Tolliver, 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 July 14, 2014.  
By order Sheila M. Tolliver  
Sheila M. Tolliver, Administrator

This Bill was read the third time on July 25, 2014 and Passed  Passed with amendments \_\_\_\_\_, Failed \_\_\_\_\_.  
By order Sheila M. Tolliver  
Sheila M. Tolliver, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 28<sup>th</sup> day of July, 2014 at 12:30 a.m./p.m.  
By order Sheila M. Tolliver  
Sheila M. Tolliver, Administrator

Approved/Vetoed by the County Executive July 30, 2014  
Ken Ulman  
Ken Ulman, 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 Pay Plan for Fiscal Year 2015 is amended to:

- 11       1. Amend pay rates for police officers that are effective July 1, 2014 and to establish  
12 pay rates for police officers to be effective January 1, 2015;
- 13       2. Amend pay rates for police sergeants that are effective July 1, 2014 and to  
14 establish pay rates for police sergeants to be effective January 1, 2015;
- 15       3. Amend pay rates for police management employees that are effective July 1, 2014  
16 and to establish pay rates to be effective January 1, 2015;
- 17       4. Establish pay rates for certain employees in the Department of Fire and Rescue  
18 Services to be effective January 1, 2015; and
- 19       5. Establish pay rates for Fire Management employees to be effective January 1,  
20 2015; and  
21

22       **WHEREAS**, the amendment also changes the pay grade for the position of Police  
23 Services Support Supervisor II from a J to be an I.  
24

25       **NOW, THEREFORE,**  
26

27       *Section 1. Be It Enacted by the County Council of Howard County, Maryland that it adopts*  
28 *amendments to the Pay Plan of Howard County, as attached to this Bill.*  
29

30       *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland,*  
31 *that the provisions of this Act shall apply beginning with the first pay date after July 1, 2014.*

1

2 **Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland,  
3 *that this Act shall become effective 61 days after enactment.*



# 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]]**

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

**P SCHEDULE EFF. JULY 1, 2014**

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

**P SCHEDULE EFF. JANUARY 1, 2015**

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

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

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

**PS SCHEDULE EFF. JULY 1, 2014**

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

**PS SCHEDULE EFF. JANUARY 1, 2015**

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

**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)		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
Steps		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Major (PM 4)		\$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)		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
STEPS		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
MAJOR (PM 4)		\$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**

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

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**

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

**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**

<b>Steps</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258
<b>Captain</b>														
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
<b>Batt Chief</b>														
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
<b>Asst Chief</b>														
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**

<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
MONTHS	66	78	90	102	114	126	138	150	162	174	186	210	234	258
<b>CAPTAIN</b>														
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
<b>BATT CHIEF</b>														
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
<b>ASST CHIEF</b>														
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**

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
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