



HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

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TO: Brandee Ganz
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FROM: Anju A. Bennett, Administrator
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Lauriane Shipley, Lead Analyst
Classification and Compensation Division

SUBJECT: Amendment to the FY26 Pay Plan – Local 3080 - Corrections and Corrections Management Pay Scales & Corrections Management Specialty Pay

Requested Action:

The Administration supports and urges the passage of Council Bill ___-2025 which relates to amendments to the Pay Plan affecting Howard County Local 3080, AFSCME Maryland Council 3 (Howard County Local 3080) and Correction Management Employees. The updates relate to:

Updated Pay schedules for:

- Corrections positions covered represented by AFSCME, Local 3080. Please note that recommended changes to pay schedules for Local 3080 are based on negotiated agreements, which will be presented to the Council for action.
- Corrections Management.

Additional amendments to the Pay Plan are being proposed within the section titled, Specialty Pay

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) C Schedule: Corrections Local 3080

- Add the following FY26 pay schedules:
 - ✓ Effective July 1, 2025, amend the step increase amount between Step 16 through Step 20 to ensure a consistent 3% difference between these steps.
 - ✓ Add schedule that will be effective January 1, 2026. This will amend the January 1, 2025, schedule by adding 2% COLA across the pay scale.

2) CM Schedule – Corrections Management:

- ✓ Amend January 1, 2025, schedule to separate out Longevity adjustments starting from step 10 to 18. The longevity adjustments are referenced separately to ensure clearer application of these adjustments.
- ✓ Add schedule that will be effective January 1, 2026. This will amend the January 1, 2025, schedule by adding 2% COLA across the pay scale.

B) Implementing Specialty Pay - Uniformed Supervisory Employees in the Department of Corrections:

- (1) Revising the start times for shift differential for fixed shifts and providing for shift differential for 12-hour shifts
- (2) An increase from \$1,000 to \$1,200 in the annual premium for Correction Management Employees assigned to Special Emergency Response Team (SERT);
- (3) An increase from \$1,000 to \$1,200 in the annual premium for Correction Management Employees that perform duties as a Classroom Training Instructor;
- (4) An annual premium in the amount of \$1,000 for Correction Management Employees who maintain a hostage negotiations certificate; and
- (5) An increase from \$1,000 to \$1,200 in the annual premium for Dietary Officers that maintain a ServSafe certification.