

Introduced 11-03-2025
Public Hearing 11-17-2025
Council Action 11-17-2025
Executive Action 11-18-2025
Effective Date 1-18-2026

County Council of Howard County, Maryland

2025 Legislative Session

Legislative Day No. 15

Bill No. 73-2025

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

Short Title: Pay Plan Amendment – Payscale for Local 3085, Local 3888 and Local 1810

Title: AN ACT amending the Pay Plan for Howard County to insert pay scales for members of Local 3085 of the American Federation of State, Local and Municipal Employees, members of Local 3888 of the American Federation of State, Local and Municipal Employees, and members of Local 1810 of the American Federation of State, Local and Municipal Employees; and generally relating to the Pay Plan for Howard County.

Introduced and read first time Nov 3, 2025. Ordered posted and hearing scheduled.
By order Michelle Harrod
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 Nov 17, 2025.
By order Michelle Harrod
Michelle Harrod, Administrator

This Bill was read the third time on Nov 17, 2025 and Passed ☒, Passed with amendments ☐, Failed ☐.

By order Michelle Harrod
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 18 day of Nov, 2025 at 5:00 a.m. (p.m.)

By order Michelle Harrod
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive Nov 18, 2025

Calvin Ball
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 3085 of the American Federation of
11 State, Local and Municipal Employees (“Local 3085”), members of Local 3888 of the American
12 Federation of State, Local and Municipal Employees (“Local 3888”), and members of Local
13 1810 of the American Federation of State, Local and Municipal Employees (“Local 1810”) have
14 reached agreement that contains certain pay scales to be effective during Fiscal Year 2026, and
15 these scales need to be inserted into the Pay Plan.
16

17 **NOW, THEREFORE,**
18

19 ***Section 1. Be It Enacted*** by the County Council of Howard County, Maryland that the H
20 *Schedule, applicable to members of Local 3085 of the American Federation of State, Local and*
21 *Municipal Employees, are amended as provided in Exhibit A to this Bill.*
22

23 ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland that
24 *the OS Schedule, applicable to members of Local 3888 of the American Federation of State,*
25 *Local and Municipal Employees, are amended as provided in Exhibit A to this Bill.*
26

27 ***Section 3. And Be It Further Enacted*** by the County Council of Howard County, Maryland that
28 *the OT Schedule, applicable to members of Local 1810 of the American Federation of State,*
29 *Local and Municipal Employees, are amended as provided in Exhibit A to this Bill.*

1 ***Section 4. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
2 *that all other provisions of the Pay Plan, as adopted by Council Bill No. 34-2025 and as*
3 *amended by Council Bill No. 48-2025 and Council Bill No. 62-2025, shall remain in full force*
4 *and effect.*

5
6 ***Section 5. And Be It Further Enacted*** by the County Council of Howard County, Maryland that
7 *the provisions of this Act shall apply beginning with the pay period in which January 1, 2026*
8 *falls.*

9
10 ***Section 6. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
11 *that this Act shall become effective 61 days after enactment.*

[[H SCHEDULE:
SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025*

	ENTRY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
H3	\$19.45	\$19.94	\$20.45	\$20.95	\$21.49	\$22.01	\$22.57	\$23.12	\$23.71	\$24.29	\$24.91	\$25.54	\$26.17	\$26.82	\$27.49	\$28.19	\$28.89	\$29.77	\$30.65	\$31.58
	\$40,456	\$41,475	\$42,536	\$43,576	\$44,699	\$45,781	\$46,946	\$48,090	\$49,317	\$50,523	\$51,813	\$53,123	\$54,434	\$55,786	\$57,179	\$58,635	\$60,091	\$61,922	\$63,752	\$65,686
H4	\$20.42	\$20.93	\$21.45	\$21.99	\$22.54	\$23.10	\$23.69	\$24.27	\$24.87	\$25.51	\$26.13	\$26.79	\$27.46	\$28.16	\$28.86	\$29.58	\$30.32	\$31.23	\$32.17	\$33.14
	\$42,474	\$43,534	\$44,616	\$45,739	\$46,883	\$48,048	\$49,275	\$50,482	\$51,730	\$53,061	\$54,350	\$55,723	\$57,117	\$58,573	\$60,029	\$61,526	\$63,066	\$64,958	\$66,914	\$68,931
H5	\$21.44	\$21.98	\$22.53	\$23.09	\$23.68	\$24.26	\$24.86	\$25.50	\$26.12	\$26.78	\$27.45	\$28.15	\$28.85	\$29.57	\$30.31	\$31.06	\$31.85	\$32.80	\$33.78	\$34.79
	\$44,595	\$45,718	\$46,862	\$48,027	\$49,254	\$50,461	\$51,709	\$53,040	\$54,330	\$55,702	\$57,096	\$58,552	\$60,008	\$61,506	\$63,045	\$64,605	\$66,248	\$68,224	\$70,262	\$72,363
H6	\$22.52	\$23.08	\$23.67	\$24.25	\$24.85	\$25.49	\$26.11	\$26.77	\$27.44	\$28.14	\$28.84	\$29.56	\$30.30	\$31.05	\$31.84	\$32.62	\$33.44	\$34.44	\$35.47	\$36.53
	\$46,842	\$48,006	\$49,234	\$50,440	\$51,688	\$53,019	\$54,309	\$55,682	\$57,075	\$58,531	\$59,987	\$61,485	\$63,024	\$64,584	\$66,227	\$67,850	\$69,555	\$71,635	\$73,778	\$75,982
H7	\$23.65	\$24.23	\$24.83	\$25.46	\$26.09	\$26.75	\$27.42	\$28.12	\$28.82	\$29.54	\$30.27	\$31.03	\$31.82	\$32.60	\$33.42	\$34.25	\$35.11	\$36.16	\$37.24	\$38.36
	\$49,192	\$50,398	\$51,646	\$52,957	\$54,267	\$55,640	\$57,034	\$58,490	\$59,946	\$61,443	\$62,962	\$64,542	\$66,186	\$67,808	\$69,514	\$71,240	\$73,029	\$75,213	\$77,459	\$79,789
H8	\$25.29	\$25.93	\$26.58	\$27.24	\$27.91	\$28.61	\$29.33	\$30.07	\$30.82	\$31.59	\$32.38	\$33.19	\$34.02	\$34.87	\$35.73	\$36.64	\$37.53	\$38.67	\$39.82	\$41.01
	\$52,603	\$53,934	\$55,286	\$56,659	\$58,053	\$59,509	\$61,006	\$62,546	\$64,106	\$65,707	\$67,350	\$69,035	\$70,762	\$72,530	\$74,318	\$76,211	\$78,062	\$80,434	\$82,826	\$85,301
H9	\$26.55	\$27.21	\$27.89	\$28.59	\$29.31	\$30.05	\$30.80	\$31.57	\$32.36	\$33.17	\$34.00	\$34.84	\$35.71	\$36.61	\$37.51	\$38.46	\$39.41	\$40.59	\$41.82	\$43.06
	\$55,224	\$56,597	\$58,011	\$59,467	\$60,965	\$62,504	\$64,064	\$65,666	\$67,309	\$68,994	\$70,720	\$72,467	\$74,277	\$76,149	\$78,021	\$79,997	\$81,973	\$84,427	\$86,986	\$89,565
H10	\$28.41	\$29.12	\$29.85	\$30.59	\$31.36	\$32.15	\$32.95	\$33.77	\$34.62	\$35.49	\$36.38	\$37.29	\$38.23	\$39.19	\$40.16	\$41.17	\$42.20	\$43.48	\$44.77	\$46.12
	\$59,093	\$60,570	\$62,088	\$63,627	\$65,229	\$66,872	\$68,536	\$70,242	\$72,010	\$73,819	\$75,670	\$77,563	\$79,518	\$81,515	\$83,533	\$85,634	\$87,776	\$90,438	\$93,122	\$95,930
HW	\$28.94	\$29.65	\$30.39	\$31.13	\$31.90	\$32.68	\$33.49	\$34.30	\$35.15	\$36.03	\$36.90	\$37.83	\$38.76	\$39.73	\$40.72	\$41.70	\$42.72	\$44.00	\$45.32	\$46.68
	\$60,195	\$61,672	\$63,211	\$64,750	\$66,352	\$67,974	\$69,659	\$71,344	\$73,112	\$74,942	\$76,752	\$78,686	\$80,621	\$82,638	\$84,698	\$86,736	\$88,858	\$91,520	\$94,266	\$97,094

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.]]

H SCHEDULE:
SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JANUARY 1, 2026*

	ENTRY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
H3	\$20.03	\$20.54	\$21.06	\$21.58	\$22.13	\$22.67	\$23.25	\$23.81	\$24.42	\$25.02	\$25.66	\$26.31	\$26.96	\$27.62	\$28.31	\$29.04	\$29.76	\$30.66	\$31.57	\$32.53
	\$41,670	\$42,719	\$43,812	\$44,883	\$46,040	\$47,154	\$48,354	\$49,532	\$50,796	\$52,039	\$53,367	\$54,717	\$56,067	\$57,459	\$58,895	\$60,394	\$61,894	\$63,779	\$65,665	\$67,657
H4	\$21.03	\$21.56	\$22.09	\$22.65	\$23.22	\$23.79	\$24.40	\$25.00	\$25.62	\$26.28	\$26.91	\$27.59	\$28.28	\$29.00	\$29.73	\$30.47	\$31.23	\$32.17	\$33.14	\$34.13
	\$43,748	\$44,840	\$45,954	\$47,111	\$48,290	\$49,489	\$50,753	\$51,996	\$53,281	\$54,653	\$55,981	\$57,395	\$58,830	\$60,330	\$61,830	\$63,372	\$64,958	\$66,907	\$68,921	\$70,999
H5	\$22.08	\$22.64	\$23.21	\$23.78	\$24.39	\$24.99	\$25.61	\$26.27	\$26.90	\$27.58	\$28.27	\$28.99	\$29.72	\$30.46	\$31.22	\$31.99	\$32.81	\$33.78	\$34.79	\$35.83
	\$45,933	\$47,090	\$48,268	\$49,468	\$50,732	\$51,975	\$53,260	\$54,631	\$55,959	\$57,373	\$58,809	\$60,309	\$61,808	\$63,351	\$64,936	\$66,543	\$68,235	\$70,271	\$72,370	\$74,534
H6	\$23.20	\$23.77	\$24.38	\$24.98	\$25.60	\$26.25	\$26.89	\$27.57	\$28.26	\$28.98	\$29.71	\$30.45	\$31.21	\$31.98	\$32.80	\$33.60	\$34.44	\$35.47	\$36.53	\$37.63
	\$48,247	\$49,447	\$50,711	\$51,953	\$53,239	\$54,610	\$55,938	\$57,352	\$58,787	\$60,287	\$61,787	\$63,329	\$64,915	\$66,522	\$68,214	\$69,885	\$71,642	\$73,784	\$75,991	\$78,262
H7	\$24.36	\$24.96	\$25.57	\$26.22	\$26.87	\$27.55	\$28.24	\$28.96	\$29.68	\$30.43	\$31.18	\$31.96	\$32.77	\$33.58	\$34.42	\$35.28	\$36.16	\$37.24	\$38.36	\$39.51
	\$50,668	\$51,910	\$53,196	\$54,546	\$55,895	\$57,309	\$58,745	\$60,244	\$61,744	\$63,286	\$64,850	\$66,479	\$68,171	\$69,842	\$71,599	\$73,377	\$75,220	\$77,469	\$79,783	\$82,182
H8	\$26.05	\$26.71	\$27.38	\$28.06	\$28.75	\$29.47	\$30.21	\$30.97	\$31.74	\$32.54	\$33.35	\$34.19	\$35.04	\$35.92	\$36.80	\$37.74	\$38.66	\$39.83	\$41.01	\$42.24
	\$54,181	\$55,552	\$56,945	\$58,359	\$59,794	\$61,294	\$62,837	\$64,422	\$66,029	\$67,678	\$69,371	\$71,106	\$72,884	\$74,705	\$76,548	\$78,498	\$80,404	\$82,847	\$85,310	\$87,860
H9	\$27.35	\$28.03	\$28.73	\$29.45	\$30.19	\$30.95	\$31.72	\$32.52	\$33.33	\$34.17	\$35.02	\$35.89	\$36.78	\$37.71	\$38.64	\$39.61	\$40.59	\$41.81	\$43.07	\$44.35
	\$56,881	\$58,295	\$59,752	\$61,251	\$62,794	\$64,379	\$65,986	\$67,636	\$69,328	\$71,063	\$72,842	\$74,641	\$76,505	\$78,433	\$80,361	\$82,397	\$84,432	\$86,960	\$89,595	\$92,252
H10	\$29.26	\$29.99	\$30.75	\$31.51	\$32.30	\$33.11	\$33.94	\$34.78	\$35.66	\$36.55	\$37.47	\$38.41	\$39.38	\$40.37	\$41.36	\$42.41	\$43.47	\$44.78	\$46.11	\$47.50
	\$60,866	\$62,387	\$63,951	\$65,536	\$67,186	\$68,878	\$70,592	\$72,349	\$74,170	\$76,034	\$77,941	\$79,890	\$81,904	\$83,961	\$86,039	\$88,203	\$90,409	\$93,152	\$95,915	\$98,807
HW	\$29.74	\$30.47	\$31.23	\$31.99	\$32.78	\$33.60	\$34.42	\$35.26	\$36.14	\$37.04	\$37.95	\$38.89	\$39.86	\$40.85	\$41.85	\$42.89	\$43.95	\$45.27	\$46.59	\$47.98
	\$61,866	\$63,387	\$64,951	\$66,536	\$68,186	\$69,878	\$71,592	\$73,349	\$75,170	\$77,034	\$78,941	\$80,890	\$82,904	\$84,961	\$87,039	\$89,203	\$91,409	\$94,152	\$96,915	\$99,807

NOTE:

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2026, FALLS.

NOTE: HW = INCLUDES WELDER PREMIUM

**[[OS SCHEDULE:
OPERATIONS SUPERVISOR - LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
I		\$31.10	\$32.03	\$33.03	\$34.00	\$35.05	\$36.10	\$37.16	\$38.31	\$39.51	\$40.70	\$41.93	\$43.19	\$44.51	\$45.86	\$47.23	\$48.67	\$50.12	\$51.62	\$53.17	\$54.77	\$56.40
		\$64,688	\$66,622	\$68,702	\$70,720	\$72,904	\$75,088	\$77,293	\$79,685	\$82,181	\$84,656	\$87,214	\$89,835	\$92,581	\$95,389	\$98,238	\$101,234	\$104,250	\$107,370	\$110,594	\$113,922	\$117,312
J		\$34.43	\$35.46	\$36.53	\$37.66	\$38.76	\$39.98	\$41.19	\$42.43	\$43.75	\$45.09	\$46.44	\$47.84	\$49.32	\$50.79	\$52.32	\$53.88	\$55.49	\$57.14	\$58.85	\$60.62	\$62.44
		\$71,614	\$73,757	\$75,982	\$78,333	\$80,621	\$83,158	\$85,675	\$88,254	\$91,000	\$93,787	\$96,595	\$99,507	\$102,586	\$105,643	\$108,826	\$112,070	\$115,419	\$118,851	\$122,408	\$126,090	\$129,875

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.]]

**OS SCHEDULE:
OPERATIONS SUPERVISOR - LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JANUARY 1, 2026***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
I		\$32.03	\$32.99	\$34.02	\$35.02	\$36.10	\$37.18	\$38.27	\$39.46	\$40.70	\$41.92	\$43.19	\$44.49	\$45.85	\$47.24	\$48.65	\$50.13	\$51.62	\$53.17	\$54.77	\$56.41	\$58.09
		\$66,629	\$68,621	\$70,763	\$72,842	\$75,091	\$77,341	\$79,612	\$82,075	\$84,646	\$87,196	\$89,831	\$92,530	\$95,358	\$98,250	\$101,186	\$104,271	\$107,377	\$110,591	\$113,911	\$117,339	\$120,831
J		\$35.46	\$36.52	\$37.63	\$38.79	\$39.92	\$41.18	\$42.43	\$43.70	\$45.06	\$46.44	\$47.83	\$49.28	\$50.80	\$52.31	\$53.89	\$55.50	\$57.15	\$58.85	\$60.62	\$62.44	\$64.31
		\$73,763	\$75,970	\$78,262	\$80,683	\$83,039	\$85,653	\$88,245	\$90,902	\$93,730	\$96,601	\$99,493	\$102,492	\$105,663	\$108,812	\$112,090	\$115,433	\$118,882	\$122,417	\$126,080	\$129,872	\$133,771

NOTE:

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2026, FALLS.

**[[OT SCHEDULE:
OFFICE/TECHNICAL - LOCAL 1810 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C	\$18.66	\$18.82	\$18.96	\$19.13	\$19.29	\$19.54	\$19.73	\$19.94	\$20.16	\$20.73	\$21.41	\$22.01	\$22.70	\$23.40	\$24.09	\$24.82	\$25.59	\$26.34	\$27.12	\$27.93	\$28.78	\$29.63	\$30.5
	\$38,813	\$39,146	\$39,437	\$39,790	\$40,123	\$40,643	\$41,038	\$41,475	\$41,933	\$43,118	\$44,533	\$45,781	\$47,216	\$48,672	\$50,107	\$51,626	\$53,227	\$54,787	\$56,410	\$58,094	\$59,862	\$61,630	\$63,4
D	\$18.95	\$19.12	\$19.29	\$19.39	\$19.79	\$20.39	\$21.01	\$21.62	\$22.30	\$23.00	\$23.67	\$24.41	\$25.14	\$25.91	\$26.70	\$27.49	\$28.35	\$29.21	\$30.07	\$30.97	\$31.90	\$32.86	\$33.8
	\$39,416	\$39,770	\$40,123	\$40,331	\$41,163	\$42,411	\$43,701	\$44,970	\$46,384	\$47,840	\$49,234	\$50,773	\$52,291	\$53,893	\$55,536	\$57,179	\$58,968	\$60,757	\$62,546	\$64,418	\$66,352	\$68,349	\$70,3
E	\$19.45	\$20.00	\$20.65	\$21.28	\$21.92	\$22.59	\$23.27	\$23.98	\$24.69	\$25.51	\$26.27	\$27.01	\$27.84	\$28.70	\$29.56	\$30.45	\$31.36	\$32.31	\$33.26	\$34.26	\$35.29	\$36.35	\$37.4
	\$40,456	\$41,600	\$42,952	\$44,262	\$45,594	\$46,987	\$48,402	\$49,878	\$51,355	\$53,061	\$54,642	\$56,181	\$57,907	\$59,696	\$61,485	\$63,336	\$65,229	\$67,205	\$69,181	\$71,261	\$73,403	\$75,608	\$77.8
F	\$21.55	\$22.20	\$22.90	\$23.58	\$24.31	\$25.05	\$25.80	\$26.56	\$27.39	\$28.24	\$29.07	\$29.95	\$30.85	\$31.81	\$32.75	\$33.75	\$34.77	\$35.83	\$36.89	\$38.00	\$39.15	\$40.31	\$41.5
	\$44,824	\$46,176	\$47,632	\$49,046	\$50,565	\$52,104	\$53,664	\$55,245	\$56,971	\$58,739	\$60,466	\$62,296	\$64,168	\$66,165	\$68,120	\$70,200	\$72,322	\$74,526	\$76,731	\$79,040	\$81,432	\$83,845	\$86,3
G	\$23.87	\$24.60	\$25.35	\$26.11	\$26.92	\$27.74	\$28.56	\$29.45	\$30.36	\$31.26	\$32.21	\$33.19	\$34.18	\$35.24	\$36.32	\$37.40	\$38.53	\$39.69	\$40.88	\$42.11	\$43.37	\$44.67	\$46.0
	\$49,650	\$51,168	\$52,728	\$54,309	\$55,994	\$57,699	\$59,405	\$61,256	\$63,149	\$65,021	\$66,997	\$69,035	\$71,094	\$73,299	\$75,546	\$77,792	\$80,142	\$82,555	\$85,030	\$87,589	\$90,210	\$92,914	\$95,7
H	\$26.44	\$27.24	\$28.06	\$28.95	\$29.82	\$30.74	\$31.67	\$32.63	\$33.65	\$34.64	\$35.70	\$36.79	\$37.89	\$39.06	\$40.24	\$41.45	\$42.71	\$44.00	\$45.31	\$46.68	\$48.08	\$49.51	\$51.0
	\$54,995	\$56,659	\$58,365	\$60,216	\$62,026	\$63,939	\$65,874	\$67,870	\$69,992	\$72,051	\$74,256	\$76,523	\$78,811	\$81,245	\$83,699	\$86,216	\$88,837	\$91,520	\$94,245	\$97,094	\$100,006	\$102,981	\$106,0
I	\$29.29	\$30.21	\$31.14	\$32.07	\$33.05	\$34.07	\$35.09	\$36.12	\$37.22	\$38.39	\$39.54	\$40.76	\$41.98	\$43.26	\$44.58	\$45.91	\$47.29	\$48.70	\$50.17	\$51.68	\$53.22	\$54.82	\$56.4
	\$60,923	\$62,837	\$64,771	\$66,706	\$68,744	\$70,866	\$72,987	\$75,130	\$77,418	\$79,851	\$82,243	\$84,781	\$87,318	\$89,981	\$92,726	\$95,493	\$98,363	\$101,296	\$104,354	\$107,494	\$110,698	\$114,026	\$117,4
J	\$32.49	\$33.46	\$34.47	\$35.51	\$36.61	\$37.69	\$38.86	\$40.05	\$41.25	\$42.54	\$43.83	\$45.13	\$46.51	\$47.93	\$49.36	\$50.86	\$52.37	\$53.93	\$55.56	\$57.23	\$58.94	\$60.72	\$62.5
	\$67,579	\$69,597	\$71,698	\$73,861	\$76,149	\$78,395	\$80,829	\$83,304	\$85,800	\$88,483	\$91,166	\$93,870	\$96,741	\$99,694	\$102,669	\$105,789	\$108,930	\$112,174	\$115,565	\$119,038	\$122,595	\$126,298	\$130,0
K	\$35.97	\$37.05	\$38.18	\$39.34	\$40.58	\$41.80	\$43.08	\$44.37	\$45.72	\$47.10	\$48.52	\$49.99	\$51.50	\$53.05	\$54.66	\$56.30	\$58.00	\$59.75	\$61.54	\$63.40	\$65.29	\$67.25	\$69.2
	\$74,818	\$77,064	\$79,414	\$81,827	\$84,406	\$86,944	\$89,606	\$92,290	\$95,098	\$97,968	\$100,922	\$103,979	\$107,120	\$110,344	\$113,693	\$117,104	\$120,640	\$124,280	\$128,003	\$131,872	\$135,803	\$139,880	\$144,0

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.]]

OT SCHEDULE:
OFFICE/TECHNICAL - LOCAL 1810 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
EFFECTIVE JANUARY 1, 2026*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C	\$19.22	\$19.38	\$19.53	\$19.70	\$19.87	\$20.13	\$20.32	\$20.54	\$20.76	\$21.35	\$22.05	\$22.67	\$23.38	\$24.10	\$24.81	\$25.56	\$26.36	\$27.13	\$27.93	\$28.77	\$29.64	\$30.52	\$31.44
	\$39,977	\$40,320	\$40,620	\$40,984	\$41,327	\$41,862	\$42,270	\$42,719	\$43,191	\$44,412	\$45,869	\$47,154	\$48,632	\$50,132	\$51,610	\$53,174	\$54,824	\$56,431	\$58,102	\$59,837	\$61,658	\$63,479	\$65,386
D	\$19.52	\$19.69	\$19.87	\$19.97	\$20.38	\$21.00	\$21.64	\$22.27	\$22.97	\$23.69	\$24.38	\$25.14	\$25.89	\$26.69	\$27.50	\$28.31	\$29.20	\$30.09	\$30.97	\$31.90	\$32.86	\$33.85	\$34.86
	\$40,598	\$40,963	\$41,327	\$41,541	\$42,398	\$43,684	\$45,012	\$46,319	\$47,776	\$49,275	\$50,711	\$52,296	\$53,860	\$55,510	\$57,202	\$58,895	\$60,737	\$62,580	\$64,422	\$66,350	\$68,343	\$70,399	\$72,499
E	\$20.03	\$20.60	\$21.27	\$21.92	\$22.58	\$23.27	\$23.97	\$24.70	\$25.43	\$26.28	\$27.06	\$27.82	\$28.68	\$29.56	\$30.45	\$31.36	\$32.30	\$33.28	\$34.26	\$35.29	\$36.35	\$37.44	\$38.55
	\$41,670	\$42,848	\$44,241	\$45,590	\$46,961	\$48,397	\$49,854	\$51,375	\$52,896	\$54,653	\$56,281	\$57,866	\$59,644	\$61,487	\$63,329	\$65,236	\$67,186	\$69,221	\$71,256	\$73,399	\$75,605	\$77,876	\$80,190
F	\$22.20	\$22.87	\$23.59	\$24.29	\$25.04	\$25.80	\$26.57	\$27.36	\$28.21	\$29.09	\$29.94	\$30.85	\$31.78	\$32.76	\$33.73	\$34.76	\$35.81	\$36.90	\$38.00	\$39.14	\$40.32	\$41.52	\$42.78
	\$46,169	\$47,561	\$49,061	\$50,518	\$52,082	\$53,667	\$55,274	\$56,902	\$58,680	\$60,501	\$62,280	\$64,165	\$66,093	\$68,150	\$70,164	\$72,306	\$74,491	\$76,762	\$79,033	\$81,411	\$83,875	\$86,360	\$88,974
G	\$24.59	\$25.34	\$26.11	\$26.89	\$27.73	\$28.57	\$29.42	\$30.33	\$31.27	\$32.20	\$33.18	\$34.19	\$35.21	\$36.30	\$37.41	\$38.52	\$39.69	\$40.88	\$42.11	\$43.37	\$44.67	\$46.01	\$47.39
	\$51,139	\$52,703	\$54,310	\$55,938	\$57,673	\$59,430	\$61,187	\$63,094	\$65,043	\$66,971	\$69,007	\$71,106	\$73,227	\$75,498	\$77,812	\$80,126	\$82,547	\$85,032	\$87,581	\$90,216	\$92,916	\$95,701	\$98,572
H	\$27.23	\$28.06	\$28.90	\$29.82	\$30.71	\$31.66	\$32.62	\$33.61	\$34.66	\$35.68	\$36.77	\$37.89	\$39.03	\$40.23	\$41.45	\$42.69	\$43.99	\$45.32	\$46.67	\$48.08	\$49.52	\$51.00	\$52.53
	\$56,645	\$58,359	\$60,116	\$62,022	\$63,886	\$65,857	\$67,850	\$69,907	\$72,092	\$74,213	\$76,484	\$78,819	\$81,176	\$83,682	\$86,210	\$88,802	\$91,502	\$94,266	\$97,072	\$100,007	\$103,007	\$106,070	\$109,262
I	\$30.17	\$31.12	\$32.07	\$33.03	\$34.04	\$35.09	\$36.14	\$37.20	\$38.34	\$39.54	\$40.73	\$41.98	\$43.24	\$44.56	\$45.92	\$47.29	\$48.71	\$50.16	\$51.68	\$53.23	\$54.82	\$56.46	\$58.16
	\$62,751	\$64,722	\$66,714	\$68,707	\$70,806	\$72,992	\$75,177	\$77,383	\$79,740	\$82,247	\$84,710	\$87,324	\$89,938	\$92,680	\$95,508	\$98,358	\$101,314	\$104,335	\$107,484	\$110,719	\$114,019	\$117,446	\$120,981
J	\$33.46	\$34.46	\$35.50	\$36.58	\$37.71	\$38.82	\$40.03	\$41.25	\$42.49	\$43.82	\$45.14	\$46.48	\$47.91	\$49.37	\$50.84	\$52.39	\$53.94	\$55.55	\$57.23	\$58.95	\$60.71	\$62.54	\$64.41
	\$69,607	\$71,685	\$73,849	\$76,077	\$78,433	\$80,747	\$83,254	\$85,803	\$88,374	\$91,138	\$93,901	\$96,687	\$99,643	\$102,685	\$105,749	\$108,962	\$112,197	\$115,540	\$119,032	\$122,610	\$126,273	\$130,087	\$133,964
K	\$37.05	\$38.16	\$39.33	\$40.52	\$41.80	\$43.05	\$44.37	\$45.70	\$47.09	\$48.51	\$49.98	\$51.49	\$53.05	\$54.64	\$56.30	\$57.99	\$59.74	\$61.54	\$63.39	\$65.30	\$67.25	\$69.27	\$71.35
	\$77,062	\$79,376	\$81,797	\$84,282	\$86,939	\$89,552	\$92,295	\$95,058	\$97,951	\$100,907	\$103,949	\$107,099	\$110,334	\$113,654	\$117,104	\$120,617	\$124,259	\$128,008	\$131,843	\$135,828	\$139,877	\$144,076	\$148,404

NOTE:

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2026, FALLS.



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

October 14, 2025

To: Brandee Ganz
Chief Administrative Officer

From: Anju A. Bennett, Administrator *Anju A. Bennett*
Office of Human Resources

Ann Koshy, Deputy Administrator

Lauriane Shipley, Senior Analyst *L7S*
Classification and Compensation Division

Re: FY26 Pay Plan Amendments Affecting AFSCME Local 1810 (OT), Local 3888 (OS), and Local 3085 (H)

The Administration is seeking Council approval for updates to the Pay Plan for Fiscal Year 2026. As part of the legislative process, these updates have been approved by the Chief Administrative Officer for submission to the Council for action.

The recommended changes stem from negotiated collective bargaining agreements with the American Federation of State, County and Municipal Employees (AFSCME) for bargaining units 1810, 3888, and 3085 as referenced below.

Changes to the Pay Schedules are as follows:

1. Local 1810 Office/Technical Bargaining Unit (OT Schedule)

- Add the updated pay schedule effective January 1, 2026, which will add 3% COLA across the pay scale.
✓ This will replace the current pay scale that was effective January 1, 2025.

Fiscal impact in FY26 is approximately: \$460,000

2. OS Schedule: Operations Supervisor - Local 3888 Of the American Federation of State, County and Municipal Employees

- Add the updated pay schedule effective January 1, 2026, which will add 3% COLA across the pay scale.
✓ This will replace the current pay scale that was effective January 1, 2025.

Fiscal impact in FY26 is approximately: \$120,000

3. H Schedule: Skilled Trades - Local 3085 Of the American Federation Of State, County And Municipal Employees

- Add the updated pay schedule effective January 1, 2026, which will add 3% COLA across the pay scale.
✓ This will replace the current pay scale that was effective January 1, 2025.

Fiscal impact in FY26 is approximately: \$390,000

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on November 18, 2025.

Michelle Harrod
Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on _____, 2025.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on _____, 2025.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on _____, 2025.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on _____, 2025.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on _____, 2025.

Michelle R. Harrod, Administrator to the County Council