



Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact
Statement – Council Bills 34-2012 and 35-2012

To: Lonnie Robbins
Chief Administrative Officer

Through: L. Todd Allen 
Human Resources Administrator

From: Art Griffin 
Chief, Classification and Pay

Date: November 8, 2012

The Administration is seeking Council approval of two Human Resource related Council bills affecting the Howard County Classification and Pay Plans.

These bills will accomplish two things. One, The Chief of Security position at the Detention Center will become appointed and at a grade one level higher than the current allocation. This position manages all officers at the Detention Center overseeing the custody and security of the inmates. It is a highly responsible position and it is important for the Chief of Security to work closely with the Director of Corrections in accomplishing the mission of the facility. The second objective of this legislation is to provide a 2% increase on January 1, 2013 for Police Officers in the ranks of Probationary Officer through Police Captain. This increase was negotiated with Lodge 21 and Lodge 143 and in the contracts signed July 1, 2011. Those new rates are being added to the Pay Plan. Also, the Administration is seeking to pass those increases on to Police Lieutenants and Captains at the same time they will become effective for Police Sergeants and below.

There is no cost for these bills beyond that which has already been included in the County Executive's budget already reviewed and approved by the Council. The Chief of Security is an existing vacant position and any new occupant will likely make less than the retired former incumbent of the position. The funds for it are ongoing and included in the Corrections budget. Similarly, the Howard County Police Department has been aware of the increases included in the 2011 Agreement, which was for two years, and has been budgeting for those increases according to the timing of when they become effective, which hasn't been on the fiscal cycle in this contract.

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These items have been discussed before the Personnel Board and have received the Board's approval for items under its purview and the Board received a courtesy update for items in the Exempt Service.

Either Todd or I will be present and available to the Council to answer any questions and provide testimony.

cc: Ray Wacks
Jennifer Sager