

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

County Council Of Howard County, Maryland

2015 Legislative Session

Legislative Day No. 11

Bill No. 44 -2015

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

AN ACT amending the Pay Plan for Howard County; adding steps to the pay scales for members of certain collective bargaining units that were recently negotiated in collective bargaining agreements; providing certain Correctional management pay scales with the same additional step provided to members of Local 3080; providing an additional step to the pay scale for certain Sheriff employees and Sheriff management; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time _____, 2015. Ordered posted and hearing scheduled.

By order _____
Jessica Feldmark, 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 _____, 2015.

By order _____
Jessica Feldmark, Administrator

This Bill was read the third time on _____, 2015 and Passed ____, Passed with amendments _____, Failed _____.

By order _____
Jessica Feldmark, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ___ day of _____, 2015 at ___ a.m./p.m.

By order _____
Jessica Feldmark, Administrator

Approved/Vetoed by the County Executive _____, 2015

Allan H. Kittleman, 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**, pursuant to recent negotiations, the County agreed to add steps to the pay
11 scales for the following collective bargaining units:

- 12 1. Howard County Public Safety Dispatchers Association (one step);
- 13 2. Local 3080 of the American Federation of State, Local and Municipal Employees
14 (one step);
- 15 3. Local 3085 of the American Federation of State, Local and Municipal Employees
16 (one step); and
- 17 4. Local 3888 of the American Federation of State, Local and Municipal Employees
18 (two steps); and

19
20 **WHEREAS**, the additional step added to the pay scale for members of Local 3080
21 (Correction employees) has also been added to the pay scale that applies to Correctional
22 management employees; and
23

24 **WHEREAS**, an additional step has also been added to the pay scale applicable to
25 members of Lodge 131 of the Fraternal Order of Police (Sheriff employees) and to Sheriff
26 management; and
27

28 **WHEREAS**, the Pay Plan is amended to:

- 29 1. Add steps to the pay scales for members of the following collective bargaining
30 units:
 - 31 a. Howard County Public Safety Dispatchers Association – adds step 18;

- 1 b. Local 3080 of the American Federation of State, Local and Municipal
- 2 Employees – adds step 15;
- 3 c. Local 3085 of the American Federation of State, Local and Municipal
- 4 Employees – adds step Q; and
- 5 d. Local 3888 of the American Federation of State, Local and Municipal
- 6 Employees - adds steps 18 and 19;
- 7 2. Adds step 15 to the pay scale for Corrections Management employees; and
- 8 3. Adds step 18 to the pay scale for certain Sheriff employees and Sheriff
- 9 Management employees.

10

11 **NOW, THEREFORE,**

12

13 *Section 1. Be It Enacted by the County Council of Howard County, Maryland that it adopts*

14 *amendments to the Pay Plan of Howard County, as attached to this Bill.*

15

16 *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland,*

17 *that the Act shall apply beginning with the first pay date after July 1, 2015.*

18

19 *Section 3. And Be It Further Enacted by the County Council of Howard County, Maryland,*

20 *that this Act shall become effective 61 days after enactment.*

Howard County Pay Plan

Fiscal Year 2016

Effective July 1, 2015

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.

Howard County General Salary Schedule FY 16
Effective July 1, 2015

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
A	9.97	10.31	10.61	10.93	11.23	11.60	11.96	12.31	12.69	13.09	13.47	13.86	14.29	14.73	15.17	15.63	16.10	16.58	17.08
B	11.06	11.40	11.75	12.11	12.48	12.88	13.25	13.65	14.07	14.49	14.92	15.37	15.84	16.32	16.81	17.31	17.83	18.36	18.91
C	12.24	12.62	13.01	13.40	13.80	14.21	14.66	15.11	15.59	16.04	16.56	17.02	17.56	18.09	18.63	19.20	19.78	20.36	20.97
D	13.55	14.00	14.43	14.84	15.30	15.77	16.25	16.72	17.25	17.78	18.30	18.88	19.44	20.04	20.64	21.26	21.92	22.58	23.25
E	15.04	15.47	15.97	16.45	16.95	17.47	17.99	18.54	19.09	19.72	20.31	20.89	21.53	22.19	22.86	23.54	24.25	24.98	25.72
F	16.66	17.17	17.70	18.23	18.80	19.37	19.95	20.54	21.18	21.84	22.48	23.16	23.85	24.59	25.33	26.10	26.89	27.71	28.53
G	18.46	19.02	19.60	20.19	20.82	21.45	22.09	22.77	23.48	24.17	24.91	25.66	26.43	27.25	28.08	28.92	29.80	30.68	31.61
H	20.45	21.07	21.70	22.39	23.06	23.76	24.49	25.24	26.02	26.78	27.61	28.45	29.30	30.21	31.12	32.05	33.03	34.02	35.04
I	22.65	23.36	24.08	24.80	25.56	26.34	27.14	27.93	28.78	29.69	30.58	31.51	32.46	33.45	34.47	35.50	36.57	37.66	38.79
J	25.12	25.87	26.66	27.46	28.30	29.14	30.05	30.97	31.89	32.89	33.89	34.90	35.96	37.06	38.17	39.32	40.49	41.70	42.96
K	27.81	28.65	29.52	30.41	31.38	32.31	33.31	34.31	35.35	36.42	37.52	38.66	39.82	41.02	42.26	43.54	44.85	46.20	47.59
L	30.82	31.77	32.73	33.68	34.74	35.79	36.88	37.99	39.18	40.37	41.59	42.85	44.13	45.46	46.83	48.26	49.72	51.20	52.74
M	34.14	35.20	36.26	37.36	38.50	39.69	40.88	42.11	43.38	44.70	46.09	47.47	48.91	50.41	51.92	53.49	55.11	56.75	58.45
N	37.83	38.99	40.16	41.39	42.64	43.94	45.28	46.67	48.08	49.53	51.06	52.59	54.19	55.83	57.50	59.25	61.03	62.86	64.74
O	41.89	43.19	44.50	45.82	47.25	48.70	50.17	51.69	53.27	54.88	56.55	58.29	60.04	61.88	63.74	65.65	67.64	69.67	71.76
P	46.42	47.82	49.30	50.81	52.34	53.94	55.59	57.26	59.01	60.83	62.68	64.58	66.52	68.50	70.57	72.70	74.90	77.15	79.45
Q	51.42	52.99	54.62	56.29	58.00	59.76	61.58	63.46	65.38	67.37	69.44	71.54	73.71	75.94	78.24	80.59	83.02	85.51	88.08
R	56.98	58.72	60.49	62.34	64.24	66.21	68.23	70.31	72.44	74.65	76.91	79.25	81.64	84.10	86.64	89.26	91.97	94.73	97.58
S	63.14	65.05	67.04	69.09	71.20	73.35	75.56	77.90	80.28	82.71	85.22	87.82	90.49	93.18	96.00	98.89	101.88	104.94	108.09

Hourly rates for Police Lieutenants, Captains, and Majors are contained in the *PM Schedule*, and hourly rates for Fire Captains, Battalion Chiefs, and Assistant Chiefs in the Department of Fire and Rescue Services are contained in the *FM Schedule*. Hourly rates for Correctional Lieutenants and Captains are contained in the *CM Schedule*. Hourly rates for employees within Security Officer II, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff job classifications are paid in accordance with the *DS Schedule*.

EC Schedule FY 16
 (Emergency Communications Supervisors)
 Eff. July 1, 2015

<u>EC</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>
1	\$25.87	\$26.87	\$27.87	\$28.87	\$29.87	\$30.87	\$31.87	\$32.87	\$33.87	\$34.87	\$35.87	\$36.87	\$37.87	\$38.87	\$39.87	\$40.87	\$41.87	\$42.87	\$43.87

Note: Time in Steps = 1 year

OT Schedule
(Local 1810 of the American Federation of State, Local and Municipal Employees)
Eff. July 1, 2015

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
A	\$9.97	\$16.10
B	\$11.06	\$17.83
C	\$12.24	\$19.78
D	\$13.55	\$21.92
E	\$15.04	\$24.25
F	\$16.66	\$26.89
G	\$18.46	\$29.80
H	\$20.45	\$33.03
I	\$22.65	\$36.57
J	\$25.12	\$40.49
K	\$27.81	\$44.85

D Schedule
(Howard County Public Safety Dispatchers Association)
Eff. July 1, 2015

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$17.76	\$ 28.51 29.37
G Dispatcher	19.65	31.56 32.51
DFC Dispatcher 1st Class	23.57	32.65 33.63
H Senior Dispatcher	21.74	34.95 36.00

OS Schedule
(~~Lodge 131 of the Fraternal Order of Police~~) LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE,
LOCAL AND MUNICIPAL EMPLOYEES)
Eff. July 1, 2015

Pay Grade	Minimum Base Pay	Maximum Base Pay
I Operations Sup I	\$ 22.65 23.35	\$ 36.57 38.80
J Operations Sup II	\$ 25.12 25.87	\$ 40.49 42.95

H Schedule
(Local 3085 of the American State, Local and Municipal Employees)
Eff. July 1, 2015

Pay Grade	Minimum Base Pay	Maximum Base Pay
H2	\$12.89	\$ 18.19 18.74
H 3	13.51	19.10 19.67
H 4	14.56	20.55 21.17
H 5	15.70	22.15 22.81
H 6	16.48	23.83 24.54
H 7	17.32	25.67 26.44
H 8	18.60	27.67 28.50
H 9	21.07	31.32 32.26

P Schedule
(Howard County Police Officer's Association, Lodge 21)
Eff. July 1, 2015

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	24.38	36.82	38.11	39.35	40.63	41.94	43.31	44.71	46.17
PFC	27.99	38.11	39.35	40.63	41.94	43.31	44.71	46.17	47.66
CPL	31.03	40.85	42.17	43.53	44.96	46.43	47.92	49.48	51.10

P Schedule
(Howard County Police Officer's Association, Lodge 21)
Eff. June 13, 2016

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$25.36	\$38.29	\$39.63	\$40.92	\$42.26	\$43.62	\$45.04	\$46.50	\$48.02
PFC	\$29.11	\$39.63	\$40.92	\$42.26	\$43.62	\$45.04	\$46.50	\$48.02	\$49.57
CPL	\$32.27	\$42.48	\$43.86	\$45.27	\$46.76	\$48.29	\$49.84	\$51.46	\$53.14

PS Schedule
(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)
Eff. July 1, 2015

Steps	1	2	3	4	5	6	7	8	9	L 14	L 15	L 16	L 17	L18	L19	L20
Rank																
mos.	60	72	84	96	108	120	132	144	156	168	180	192	204	216	228	240
Sergeant																
(PS)	34.33	35.50	\$36.75	\$38.03	\$39.36	\$40.78	\$42.17	\$43.70	\$45.23	\$46.70	\$48.21	\$49.78	\$51.41	\$53.08	\$54.81	56.59

PS Schedule
(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)
Eff. June 13, 2016

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$35.70	\$47.04	\$48.57	\$50.14	\$51.77	\$53.47	\$55.20	\$57.00	\$58.85

**PM Schedule
(Police Management)**

Eff. July 1, 2015

Steps mos	1	2	3	4	5	6	7	8	9	10	L1yr16	L2Yr17	L3Yr18	L4Yr19	L5Yr20	L6Yr21
	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)	mos.	84	96	108	120	132	144	156	168	180						
	Steps	\$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
Major (PM 4)	Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
		\$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

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
(Police Management)**
Eff. June 13, 2016

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 1	PL 2	PL 3	PL 4	PL 5	PL 6
LT (PM 2)	\$39.56	\$53.92	\$55.81	\$57.77	\$59.78	\$61.88	\$64.04	\$66.12
Captain (PM 3)	\$48.91	\$64.44	\$66.70	\$69.02	\$71.44	\$73.94	\$76.53	\$79.02
Major (PM 4)	\$55.02	\$72.50	\$75.03	\$77.66	\$80.37	\$83.20	\$86.10	\$88.91

Note: A Police Lieutenant or Captain shall receive, upon completion of years 16, 17, 18, 19 and 20 of Howard County Service, longevity pay equal to 3.5% of the employees' previous base rate and after 21 years a 3.25% longevity increase.

F Schedule
(Local 2000 of the International Association of Firefighters)
Eff. July 1, 2015

	Minimum Base Pay	Maximum Base Pay
D 40	\$22.99	\$23.70
D 48	19.16	19.75
E 40	23.94	35.33
E 48	19.95	29.44
F 40	26.56	39.17
F 48	22.13	32.64
G 40	27.04	39.65
G 48	22.53	33.04
H 40	29.41	43.42
H 48	24.51	36.18
I 40	29.89	43.90
I 48	24.91	36.58
J 40	32.58	48.14
J 48	27.15	40.12

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
International Association of Firefighters Local 2000
(48 Hours per week)
Effective June 13, 2016

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$23.92	\$24.65
D 48 Hours	\$19.93	\$20.54
E 40	\$24.90	\$36.74
E 48	\$20.75	\$30.62
F 40	\$27.62	\$40.74
F 48	\$23.02	\$33.95
G 40	\$28.10	\$41.22
G 48	\$23.42	\$34.35
H 40	\$30.59	\$45.16

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
H 48	\$25.49	\$37.63
I 40	\$31.07	\$45.64
I 48	\$25.89	\$38.03
J 40	\$33.89	\$50.06
J 48	\$28.24	\$41.72

FM Schedule
(Fire Management)

Eff. July 1, 2015

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

FM Schedule
(Howard County Fire and Rescue Service Management)
Eff. June 13, 2016

Pay Grade	Minimum Base Pay	Maximum Base Pay
Captain 40 Hours	\$37.90	\$55.95
48 Hours	\$31.58	\$46.62

Battalion Chief	\$42.05	\$61.96
48 Hours	\$35.04	\$51.64
Asst Chief	\$48.68	\$71.83

Note: Employees who have completed 252 months of creditable service shall begin receiving Longevity Pay at the annualized rate of \$2,500.

C Schedule

(Local 3080 of the American Federation of State, Local and Municipal Employees)

Eff. July 1, 2015

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$19.11	\$[[29.88]] 30.78
C3	21.00	[[32.86]] 33.85
C4	23.45	[[36.68]] 37.78

An employee who has completed 10 years of continuous service with the Department of Corrections shall receive an additional \$.75 per hour over their base pay schedule rate. Employees who have completed 15 years of continuous service within the Department of Corrections shall receive an additional \$ 1.00 per hour over their base pay schedule rate.

CM Schedule

(Corrections Management)

Eff. July 1, 2015

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM1	\$25.63	\$[[40.07]] 41.27
CM2	28.37	[[44.36]] 45.69

An employee who has completed 10 years of continuous service with the Department of Corrections shall receive an additional \$.75 per hour over their base pay schedule rate. Employees who have completed 15 years of continuous service within the Department of Corrections shall receive an additional \$ 1.00 per hour over their base pay schedule rate.

**CS Schedule (Lodge 131 of the Fraternal Order of Police) and DS Schedule (Sheriff)
Eff. July 1, 2015**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	STEP 18
CS1	19.56	20.16	20.80	21.40	22.05	22.74	23.43	24.14	24.88	25.63	26.40	27.19	28.03	28.88	29.78	30.65	31.58	32.53
CS2	21.66	22.35	23.01	23.73	24.45	25.19	25.96	26.75	27.56	28.40	29.26	30.16	31.05	32.01	32.99	33.98	35.01	36.06
DS1	15.92	16.40	16.93	17.43	17.97	18.52	19.08	19.66	20.24	20.90	21.54	22.13	22.80	23.51	24.23	24.96	25.70	NA
DS2	17.65	18.20	18.76	19.32	19.92	20.54	21.15	21.76	22.13	23.14	23.82	24.56	25.29	26.06	26.96	27.67	28.51	NA
DS5	24.02	24.75	25.53	26.30	27.10	27.91	28.77	29.61	30.51	31.48	32.42	33.41	34.39	35.44	36.53	37.64	38.76	39.92
DS6	26.63	27.42	28.25	29.11	30.00	30.90	31.86	32.84	33.80	34.86	35.92	37.00	38.12	39.27	40.46	41.67	42.93	44.22

Notes:

1. Grades DS1 and DS2; Time in Steps 1 to 10 = 1 year and Steps 11 to [[16]]17 = 2 years. All other grades have 1 year between steps.

