



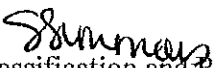
# Howard County

## Internal Memorandum

**Subject:** Council Testimony and Fiscal Impact Statement

**To:** Lonnie Robbins  
Chief Administrative Officer

**Through:**   
Wanda Hutchinson  
Human Resources Administrator

**From:** Stacey Simmons   
Acting Chief, Classification and Pay

**Date:** September 28, 2015

The Administration is seeking Council approval for a bill adjusting the pay plan of four groups of County employees: Howard County Public Safety Dispatchers Association, Local 3080, Local 3085, Local 3888, and Lodge 131 (Sheriff).

In accordance with the recently negotiated collective bargaining agreements, the County has agreed to additional steps in the pay plans for the above bargaining units. This will allow those employees who have reached the top of the pay scale to receive increments on their anniversary date based on provisions in the pay plan. One step (Step 15) was added to the pay plan for Local 3080; likewise one step (Step Q) was added to the pay plan for Local 3085.

The additional step negotiated by Local 3080 has also been added to the pay plan for Correctional Management positions. The pay scale for Corrections Management now has 15 steps and employees will be moved into that step on their anniversary date.

For Local 3888, an additional two steps have been added to the pay scale. Employees in this pay scale will now move into steps 18 & 19 on their anniversary dates according to the provisions in the pay plan.

For Lodge 131, one additional step for Deputy Sheriffs and Sheriff Management was negotiated into the new contract.

cc: Jennifer Sager