

Introduced 7/6/15  
Public Hearing 7/22/15  
Council Action 7/31/15  
Executive Action 8/10/15  
Effective Date 10/1/15

## County Council Of Howard County, Maryland

2015 Legislative Session

Legislative Day No. 8

Bill No. 34 -2015

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

AN ACT amending the Pay Plan for Howard County; correcting the pay scales for certain Sheriff employees; adding certain pay scales for members of certain collective bargaining units that will be effective ~~June 12, 2016~~ June 13, 2016; providing police and fire management employees with the same cost-of-living adjustment provided to certain collective bargaining units by this Act; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time July 6, 2015. Ordered posted and hearing scheduled.

By order Jessica Feldmark  
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 July 20, 2015.

By order Jessica Feldmark  
Jessica Feldmark, Administrator

This Bill was read the third time on July 31, 2015 and Passed , Passed with amendments , Failed .

By order Jessica Feldmark  
Jessica Feldmark, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 31<sup>st</sup> day of July, 2015 at 3 a.m./p.m.

By order Jessica Feldmark  
Jessica Feldmark, Administrator

Approved/Vetoed by the County Executive Aug 10, 2015

Allan H. Kittleman  
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 their collective bargaining agreements, the following collective  
11 bargaining units were guaranteed a 4% Cost of Living Adjustment (COLA) on January 1, 2016:

- 12           1.     Howard County Police Officer's Association, Lodge 21;
- 13           2.     Local 2000 of the International Association of Firefighters; and
- 14           3.     The Fraternal Order of Police, Lodge 143, the Howard County Police  
15                 Supervisor's Alliance; and  
16

17           **WHEREAS**, to address budget concerns, these collective bargaining units agreed to  
18 defer the previously negotiated 4% COLA until the last pay period of Fiscal Year 2016 (the pay  
19 period that starts on ~~June 12, 2016~~ June 13, 2016); and  
20

21           **WHEREAS**, after the budget for Fiscal Year 2016 was adopted, an error in the Sheriff  
22 pay scales was discovered; and  
23

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

- 25           1.     Correct pay scales for certain Sheriff employees; and
- 26           2.     Add a pay scale that will be effective on ~~June 12, 2016~~ June 13, 2016 for the  
27                 Howard County Police Officer's Association - Lodge 21, Local 2000 of the  
28                 International Association of Firefighters, and the Fraternal Order of Police, Lodge  
29                 143- the Howard County Police Supervisor's Alliance; and
- 30           3.     Provide police and fire management employees the same cost of living adjustment  
31                 provided to members of Lodge 21, Local 2000 and Lodge 143.

1  
2 **NOW, THEREFORE,**

3  
4 *Section 1. Be It Enacted by the County Council of Howard County, Maryland that it adopts*  
5 *amendments to the Pay Plan of Howard County, as attached to this Bill.*  
6

7 *Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland,*  
8 *that pay scales that are effective on ~~June 12, 2016~~ June 13, 2016 shall apply with the pay period*  
9 *that begins ~~June 12, 2016~~ June 13, 2016 for the following:*

- 10 1. *Howard County Police Officer's Association - Lodge 21;*
- 11 2. *Local 2000 of the International Association of Firefighters;*
- 12 3. *Fraternnal Order of Police, Lodge 143- the Howard County Police Supervisor's Alliance;*  
13 *and*
- 14 4. *Employees in police and fire management.*  
15

16 *Section 3. And Be It Further Enacted by the County Council of Howard County, Maryland,*  
17 *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	23.2 <sup>F</sup>
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	25.7 <sub>2</sub>
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	88.0
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**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>F Operator</b>	<b>\$17.76</b>	<b>\$28.51</b>
<b>G Dispatcher</b>	<b>19.65</b>	<b>31.56</b>
<b>DFC Dispatcher 1<sup>st</sup> Class</b>	<b>23.57</b>	<b>32.65</b>
<b>H Senior Dispatcher</b>	<b>21.74</b>	<b>34.95</b>

**OS Schedule**  
**(Lodge 131 of the Fraternal Order of Police)**  
**Eff. July 1, 2015**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>I Operations Sup I</b>	<b>\$22.65</b>	<b>\$36.57</b>
<b>J Operations Sup II</b>	<b>\$25.12</b>	<b>\$40.49</b>

**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
H 3	13.51	19.10
H 4	14.56	20.55
H 5	15.70	22.15
H 6	16.48	23.83
H 7	17.32	25.67
H 8	18.60	27.67
H 9	21.07	31.32

**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 12, 2016 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 12, 2016 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	1	2	3	4	5	6	7	8	9	10	L1Yr16	L2Yr17	L3Yr18	L4Yr19	L5Yr20	L6Yr21
mos	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)		84	96	108	120	132	144	156	168	180						
mos.		\$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
Steps		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Major (PM 4)		\$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 12, 2016 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 12, 2016 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 12, 2016 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
C3	21.00	32.86
C4	23.45	36.68

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
CM2	28.37	44.36

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)  
Eff. July 1, 2015**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>CS1</b>	<b>\$18.99</b>	<b>30.66</b>
<b>CS2</b>	<b>21.03</b>	<b>33.99</b>

]]

**[[DS Schedule  
(Sheriff)**

**Eff. July 1, 2015**

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
DS1	\$15.46	\$15.92	\$16.44	\$16.92	\$17.45	\$17.98	\$18.52	\$19.09	\$19.65	\$20.29	\$20.91	\$21.49	\$22.14	\$22.83	\$23.52	\$24.23	\$24.95
DS2	\$17.14	\$17.67	\$18.21	\$18.76	\$19.34	\$19.94	\$20.53	\$21.13	\$21.49	\$22.47	\$23.13	\$23.84	\$24.55	\$25.30	\$26.17	\$26.86	\$27.68
DS5	\$23.32	\$24.03	\$24.79	\$25.53	\$26.31	\$27.10	\$27.93	\$28.75	\$29.62	\$30.56	\$31.48	\$32.44	\$33.39	\$34.41	\$35.47	\$36.54	\$37.63
DS6	\$25.85	\$26.62	\$27.43	\$28.26	\$29.13	\$30.00	\$30.93	\$31.88	\$32.82	\$33.84	\$34.87	\$35.92	\$37.01	\$38.13	\$39.28	\$40.46	\$41.68

Note: Time in Steps 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 = 1 year; Steps 11, 12, 13, 14, 15, 16 = 2 years]]

**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 = 2 YEARS. ALL OTHER GRADES HAVE 1 YEAR BETWEEN STEPS.
2. STEP 18 FOR GRADES CS1, CS2, DS5 AND DS6 IS A NEW PROPOSAL AND HAS NOT YET BEEN APPROVED.—

Amendment 1 to Council Bill No. 34-2015

BY: The Chairperson at the  
request of the County Executive

Legislative Day No. 9  
Date: July 31, 2015

Amendment No. 1

*(This amendment corrects a date and removes a step that has not been ratified.)*

1 Strike "June 12, 2016" and substitute "June 13, 2016" in the following instances:

- 2 1. In the title;  
3 2. On page 1, in lines 19 and 26; and  
4 3. On page 2, in lines 8 and 9.

5  
6 Strike "JUNE 12, 2016" and substitute "JUNE 13, 2016" in the following instances:

- 7 1. On page P5 of the Pay Plan, under "P SCHEDULE";  
8 2. On page P6 of the Pay Plan, under "PS SCHEDULE";  
9 3. On page P7 of the Pay Plan, under "PM SCHEDULE";  
10 4. On page P8 of the Pay Plan, under "F SCHEDULE"; and  
11 5. On page P9 of the Pay Plan under "FM SCHEDULE".

12  
13 On page P12 of the Pay Plan, in the scale titled "CS SCHEDULE (LODGE 131 OF THE FRATERNAL  
14 ORDER OF POLICE) AND DS SCHEDULE (SHERIFF)":

- 15 1. Strike the column titled "STEP 18" in its entirety; and  
16 2. Strike Note number 2 in its entirety.

~~FILED~~ 7/31/15  
~~FILED~~  
SIGNATURE Jessica Feldman

12/12/2020  
12/12/2020  
12/12/2020

Introduced \_\_\_\_\_  
Public Hearing \_\_\_\_\_  
Council Action \_\_\_\_\_  
Executive Action \_\_\_\_\_  
Effective Date \_\_\_\_\_

## County Council Of Howard County, Maryland

2015 Legislative Session

Legislative Day No. 8

Bill No. 34 -2015

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

AN ACT amending the Pay Plan for Howard County; correcting the pay scales for certain Sheriff employees; adding certain pay scales for members of certain collective bargaining units that will be effective June 12, 2016; providing police and fire management employees with the same cost-of-living adjustment provided to certain collective bargaining units by this Act; 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 their collective bargaining agreements, the following collective  
11 bargaining units were guaranteed a 4% Cost of Living Adjustment (COLA) on January 1, 2016:

- 12           1.     Howard County Police Officer's Association, Lodge 21;
- 13           2.     Local 2000 of the International Association of Firefighters; and
- 14           3.     The Fraternal Order of Police, Lodge 143, the Howard County Police  
15                 Supervisor's Alliance; and  
16

17           **WHEREAS**, to address budget concerns, these collective bargaining units agreed to  
18 defer the previously negotiated 4% COLA until the last pay period of Fiscal Year 2016 (the pay  
19 period that starts on June 12, 2016); and  
20

21           **WHEREAS**, after the budget for Fiscal Year 2016 was adopted, an error in the Sheriff  
22 pay scales was discovered; and  
23

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

- 25           1.     Correct pay scales for certain Sheriff employees; and
- 26           2.     Add a pay scale that will be effective on June 12, 2016 for the Howard County  
27                 Police Officer's Association - Lodge 21, Local 2000 of the International  
28                 Association of Firefighters, and the Fraternal Order of Police, Lodge 143- the  
29                 Howard County Police Supervisor's Alliance; and
- 30           3.     Provide police and fire management employees the same cost of living adjustment  
31                 provided to members of Lodge 21, Local 2000 and Lodge 143.

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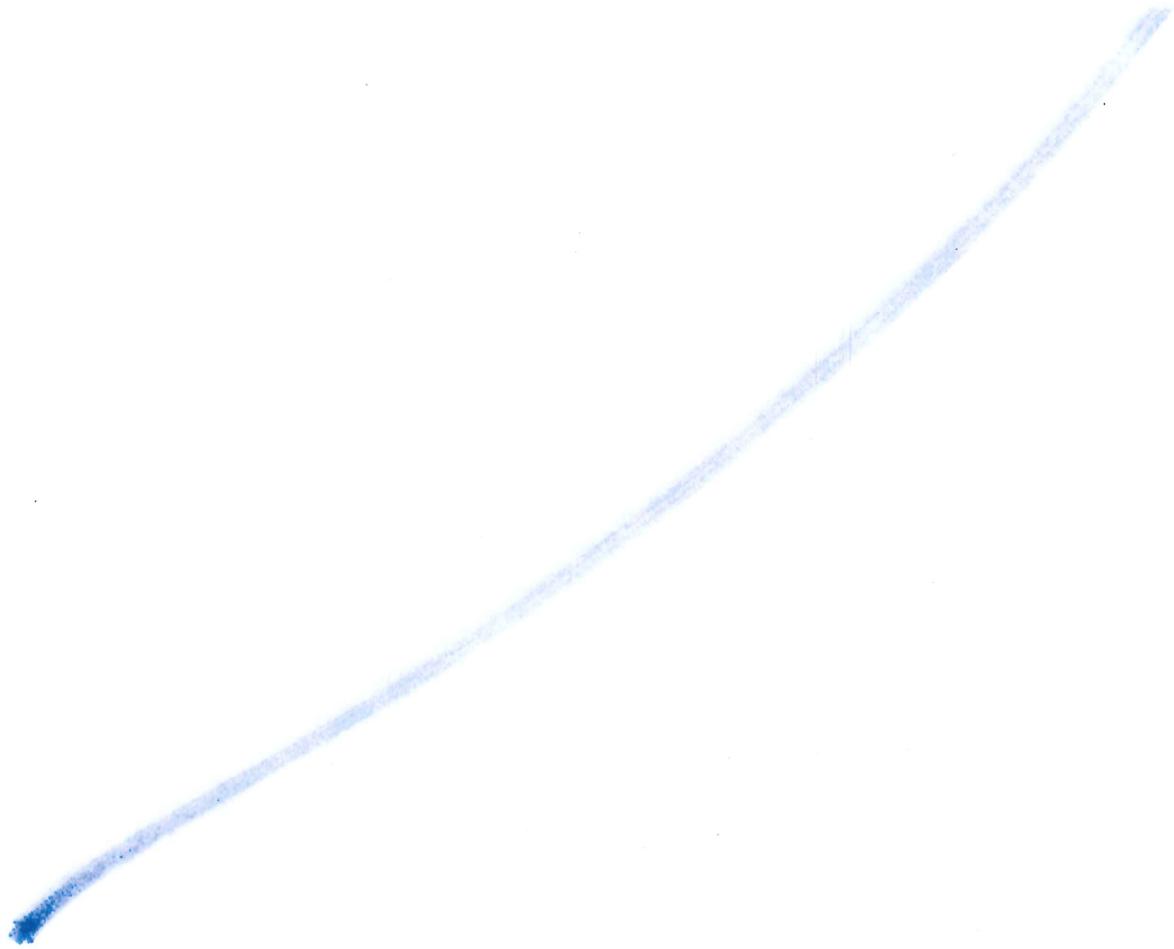
**NOW, THEREFORE,**

*Section 1. Be It Enacted by the County Council of Howard County, Maryland that it adopts amendments to the Pay Plan of Howard County, as attached to this Bill.*

*Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland, that payscales that are effective on June 12, 2016 shall apply with the pay period that begins June 12, 2016 for the following:*

- 1. Howard County Police Officer's Association - Lodge 21;*
- 2. Local 2000 of the International Association of Firefighters;*
- 3. Fraternal Order of Police, Lodge 143- the Howard County Police Supervisor's Alliance;*  
*and*
- 4. Employees in police and fire management.*

*Section 3. And Be It Further Enacted by the County Council of Howard County, Maryland, 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	88.06
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**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>F Operator</b>	\$17.76	\$28.51
<b>G Dispatcher</b>	19.65	31.56
<b>DFC Dispatcher 1<sup>st</sup> Class</b>	23.57	32.65
<b>H Senior Dispatcher</b>	21.74	34.95

**OS Schedule**  
**(Lodge 131 of the Fraternal Order of Police)**  
**Eff. July 1, 2015**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>I Operations Sup I</b>	\$22.65	\$36.57
<b>J Operations Sup II</b>	\$25.12	\$40.49

**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
H 3	13.51	19.10
H 4	14.56	20.55
H 5	15.70	22.15
H 6	16.48	23.83
H 7	17.32	25.67
H 8	18.60	27.67
H 9	21.07	31.32

**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 12, 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 12, 2016**

<b>PAY GRADE</b>	<b>MINIMUM BASE PAY</b>	<b>MAXIMUM BASE PAY</b>	<b>PL 14</b>	<b>PL 15</b>	<b>PL 16</b>	<b>PL 17</b>	<b>PL 18</b>	<b>PL 19</b>	<b>PL 20</b>
<b>SGT (PS)</b>	<b>\$35.70</b>	<b>\$47.04</b>	<b>\$48.57</b>	<b>\$50.14</b>	<b>\$51.77</b>	<b>\$53.47</b>	<b>\$55.20</b>	<b>\$57.00</b>	<b>\$58.85</b>

**PM Schedule  
(Police Management)  
Eff. July 1, 2015**

Steps	1	2	3	4	5	6	7	8	9	10	L1Yr16	L2Yr17	L3Yr18	L4Yr19	L5Yr20	L6Yr21
mos	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 mos. (PM3)		84	96	108	120	132	144	156	168	180						
		\$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
Steps		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Major (PM 4)		\$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 12, 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 12, 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 12, 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
<b>C2</b>	<b>\$19.11</b>	<b>\$29.88</b>
<b>C3</b>	<b>21.00</b>	<b>32.86</b>
<b>C4</b>	<b>23.45</b>	<b>36.68</b>

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
<b>CM1</b>	<b>\$25.63</b>	<b>\$40.07</b>
<b>CM2</b>	<b>28.37</b>	<b>44.36</b>

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)  
Eff. July 1, 2015

Pay Grade	Minimum Base Pay	Maximum Base Pay
CS1	\$18.99	30.66
CS2	21.03	33.99

II

**[[DS Schedule  
(Sheriff)  
Eff. July 1, 2015**

<u>Grade</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>
DS1	\$15.46	\$15.92	\$16.44	\$16.92	\$17.45	\$17.98	\$18.52	\$19.09	\$19.65	\$20.29	\$20.91	\$21.49	\$22.14	\$22.83	\$23.52	\$24.23	\$24.95
DS2	\$17.14	\$17.67	\$18.21	\$18.76	\$19.34	\$19.94	\$20.53	\$21.13	\$21.49	\$22.47	\$23.13	\$23.84	\$24.55	\$25.30	\$26.17	\$26.86	\$27.68
DS5	\$23.32	\$24.03	\$24.79	\$25.53	\$26.31	\$27.10	\$27.93	\$28.75	\$29.62	\$30.56	\$31.48	\$32.44	\$33.39	\$34.41	\$35.47	\$36.54	\$37.63
DS6	\$25.85	\$26.62	\$27.43	\$28.26	\$29.13	\$30.00	\$30.93	\$31.88	\$32.82	\$33.84	\$34.87	\$35.92	\$37.01	\$38.13	\$39.28	\$40.46	\$41.68

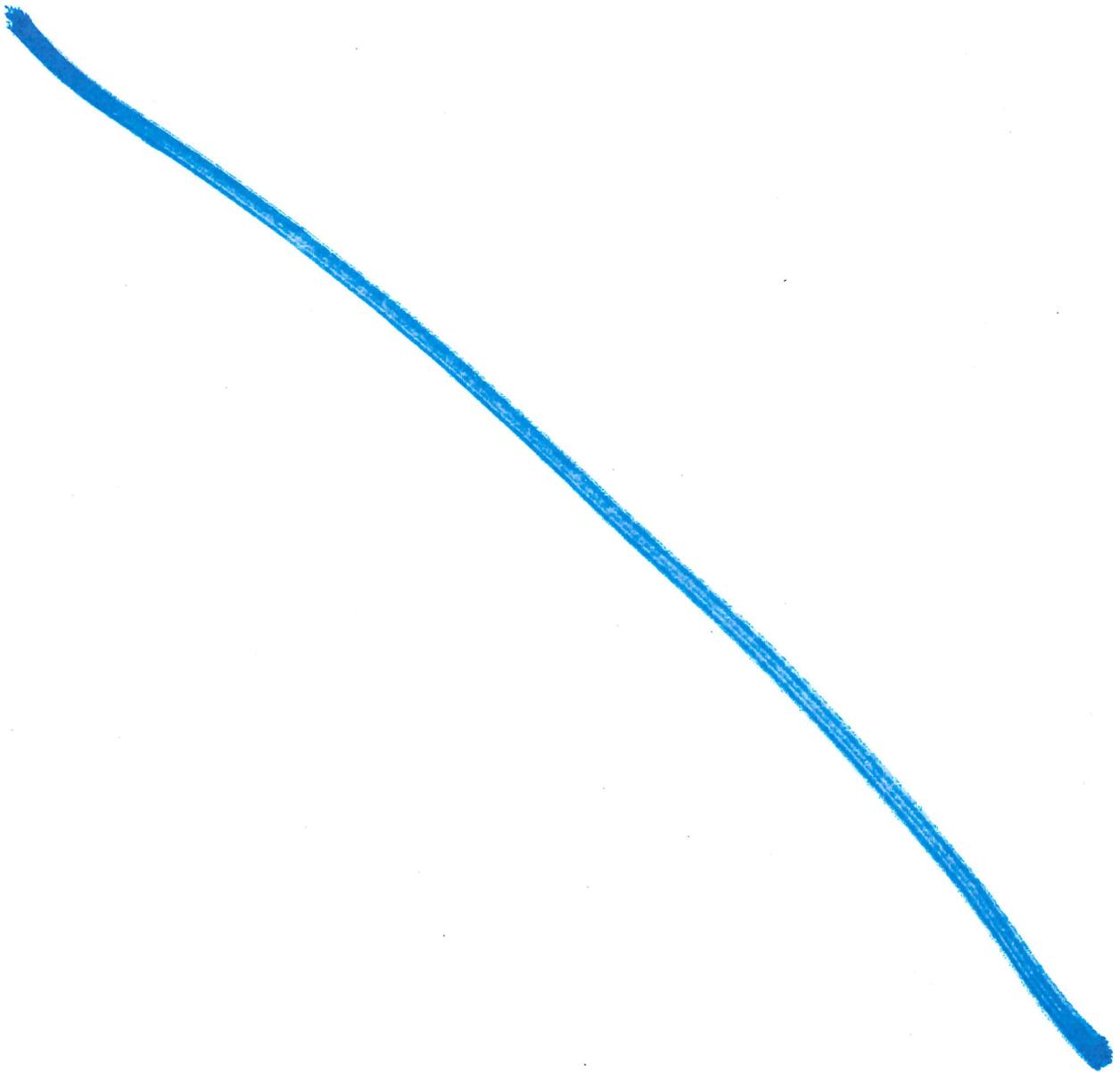
Note: Time in Steps 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 = 1 year; Steps 11, 12, 13, 14, 15, 16 = 2 years]]

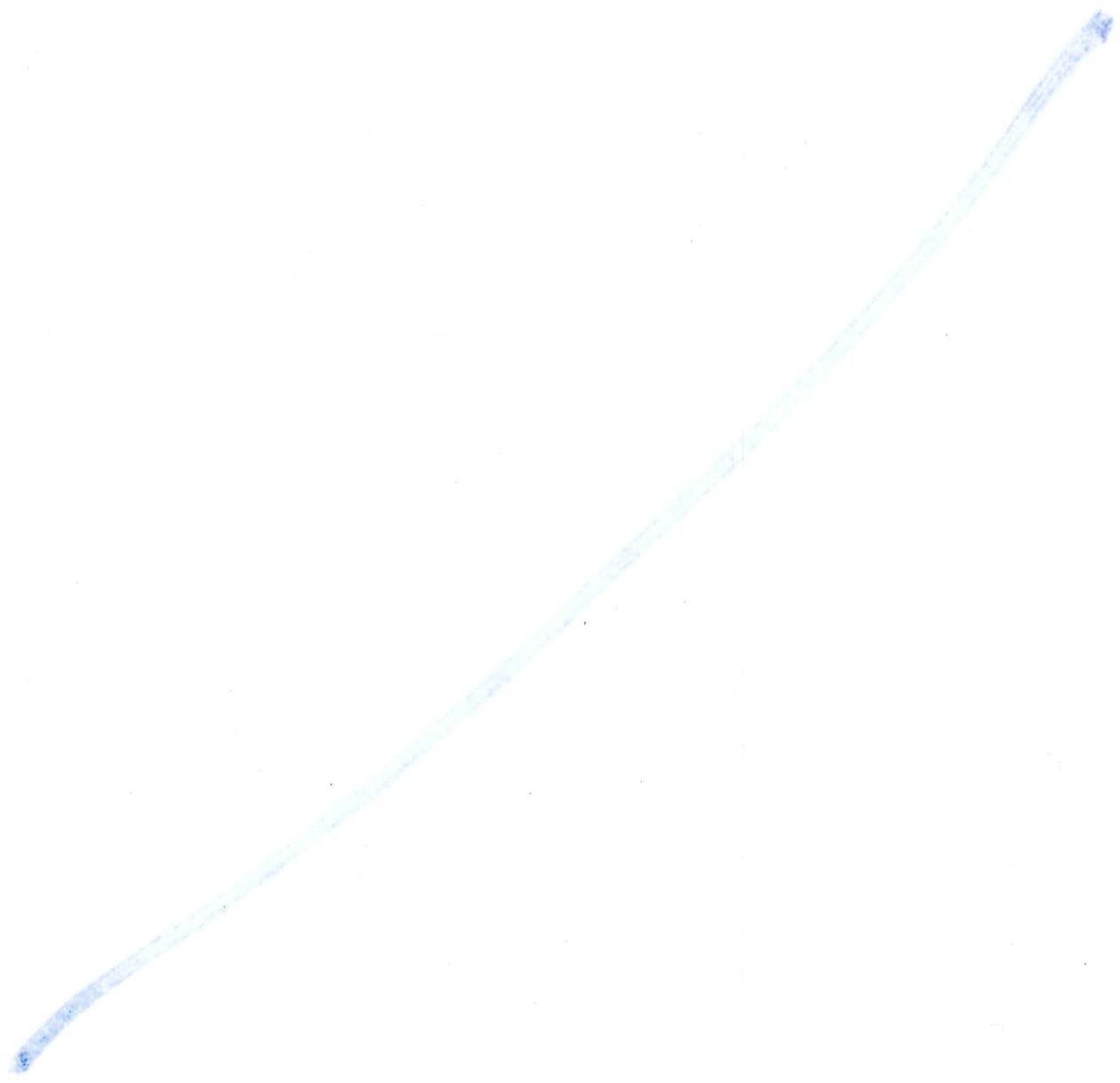
**CS SCHEDULE (LODGE 131 OF THE FRATERNAL ORDER OF POLICE) AND DS SCHEDULE (SHERIFF)  
EFF. JULY 1, 2015**

<u>GRADE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>	<u>STEP 12</u>	<u>STEP 13</u>	<u>STEP 14</u>	<u>STEP 15</u>	<u>STEP 16</u>	<u>STEP 17</u>	<u>STEP 18</u>
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:

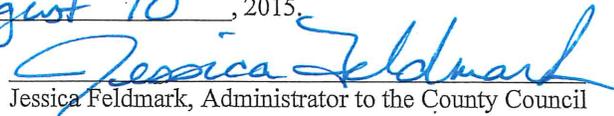
1. GRADES DS1 AND DS2; TIME IN STEPS 1 TO 10 = 1 YEAR AND STEPS 11 TO 16 = 2 YEARS. ALL OTHER GRADES HAVE 1 YEAR BETWEEN STEPS.
2. STEP 18 FOR GRADES CS1, CS2, DS5 AND DS6 IS A NEW PROPOSAL AND HAS NOT YET BEEN APPROVED.





BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on August 10, 2015.

  
\_\_\_\_\_  
Jessica Feldmark, 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 \_\_\_\_\_, 2015.

\_\_\_\_\_  
Jessica Feldmark, 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 \_\_\_\_\_, 2015.

\_\_\_\_\_  
Jessica Feldmark, 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 \_\_\_\_\_, 2015.

\_\_\_\_\_  
Jessica Feldmark, 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 \_\_\_\_\_, 2015.

\_\_\_\_\_  
Jessica Feldmark, 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 \_\_\_\_\_, 2015.

\_\_\_\_\_  
Jessica Feldmark, Administrator to the County Council

Amendment 1 to Council Bill No. 34-2015

BY: The Chairperson at the  
request of the County Executive

Legislative Day No. 9  
Date: July 31, 2015

Amendment No. 1

*(This amendment corrects a date and removes a step that has not been ratified.)*

1 Strike "June 12, 2016" and substitute "June 13, 2016" in the following instances:

- 2 1. In the title;  
3 2. On page 1, in lines 19 and 26; and  
4 3. On page 2, in lines 8 and 9.

5

6 Strike "JUNE 12, 2016" and substitute "JUNE 13, 2016" in the following instances:

- 7 1. On page P5 of the Pay Plan, under "P SCHEDULE";  
8 2. On page P6 of the Pay Plan, under "PS SCHEDULE";  
9 3. On page P7 of the Pay Plan, under "PM SCHEDULE";  
10 4. On page P8 of the Pay Plan, under "F SCHEDULE"; and  
11 5. On page P9 of the Pay Plan under "FM SCHEDULE".

12

13 On page P12 of the Pay Plan, in the scale titled "CS SCHEDULE (LODGE 131 OF THE FRATERNAL  
14 ORDER OF POLICE) AND DS SCHEDULE (SHERIFF)":

- 15 1. Strike the column titled "STEP 18" in its entirety; and  
16 2. Strike Note number 2 in its entirety.





# Howard County

## Internal Memorandum

SUBJECT: Council Testimony - Amending the Pay Plan for Howard County

TO: Lonnie Robbins  
Chief Administrative Officer

THROUGH:   
Wanda Hutchinson  
Administrator, Office of Human Resources

FROM: Brian G. Boettcher   
Chief, Classification and Compensation

DATE: June 29, 2015

The Administration is seeking Council approval of Human Resources related Council bills affecting the FY16 County Classification and Pay Plans.

The proposed Pay Plan changes (CB 34-2015) amend previously negotiated FY16 payscales for the Howard County Police Officer's Association - Lodge 21, Local 2000 of the International Association of Firefighters, and the Fraternal Order of Police, Lodge 143- the Howard County Police Supervisor's Alliance. By mutual agreement, the payscales that were originally to be effective January 1, 2016, will instead be effective on June 12, 2016. The terms of these agreements have been ratified by memberships of each labor organization. This bill also extends the previously negotiated 4% increase to police and fire management employees, effective June 12, 2016.

Further the bill updates payscales for certain Sheriff Department employees unavailable earlier.

Ms Hutchinson and I will be available to more fully explain any of these requests to the Council.