

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

County Council Of Howard County, Maryland

2016 Legislative Session

Legislative Day No. 3

Bill No. 17 -2016

Introduced by the Chairperson at the request of the County Executive

AN ACT amending the required rates of pay when an employee's position is reclassified; and generally relating to the application of the Howard County Pay Plan.

Introduced and read first time _____, 2016. 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 _____, 2016.

By order _____
Jessica Feldmark, Administrator

This Bill was read the third time on _____, 2016 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 _____, 2016 at ____ a.m./p.m.

By order _____
Jessica Feldmark, Administrator

Approved/Vetoed by the County Executive _____, 2016

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 **Section 1. Be It Enacted** by the County Council of Howard County, Maryland, that the
2 following provision of the Howard County Code is amended:

3 Title 1 "Human Resources"

4 Subsection (e) of Section 1.302 "Starting rate of pay; promotion, demotion, and
5 reclassification rates"

6
7 **Title 1. Human Resources**

8 **Subtitle 3. Pay Plan**

9
10 **Section 1.302. Starting rate of pay; promotion, demotion, and reclassification rates.**

11 (e) *Reclassification.* If an occupied position is reclassified under subsection 1.202(c) of this title,
12 the position incumbent shall be paid at the rate of pay [[in the new grade that is closest to, but not
13 less than, the employee's current rate of pay.]] AS FOLLOWS:

14 (1) IF THE EMPLOYEE'S POSITION IS RECLASSIFIED TO A HIGHER GRADE, THE
15 EMPLOYEE'S NEW BASE HOURLY RATE OF PAY SHALL:

16 (I) BE THE BASE HOURLY RATE OF THE STEP WITHIN THE NEW GRADE WHICH
17 MOST CLOSELY CORRESPONDS TO, BUT IS NOT LESS THAN, THE EMPLOYEE'S
18 FORMER BASE HOURLY RATE, PLUS TWO STEPS; AND

19 (II) NOT EXCEED THE MAXIMUM BASE HOURLY RATE OF PAY FOR THE NEW
20 GRADE.

21 (2) IF THE EMPLOYEE'S POSITION IS RECLASSIFIED TO A LOWER GRADE FOR NON-
22 DISCIPLINARY REASONS:

23 (I) THE EMPLOYEE'S BASE HOURLY RATE SHALL BE AT A LEVEL WITHIN THE
24 NEW GRADE THAT IS CLOSEST TO, BUT NOT LESS THAN, THE EMPLOYEE'S
25 BASE HOURLY RATE IN THE EMPLOYEE'S FORMER GRADE; AND

26 (II) IF THE BASE HOURLY RATE AT WHICH THE EMPLOYEE WAS PAID IN THE
27 FORMER GRADE IS MORE THAN THE MAXIMUM BASE HOURLY RATE FOR THE
28 NEW GRADE, THE EMPLOYEE'S NEW BASE HOURLY RATE SHALL REMAIN THE
29 SAME AS THE EMPLOYEE'S BASE HOURLY RATE IN THE EMPLOYEE'S FORMER

1
2
3
4
5
6
7

GRADE; AND

(3) THE PERSONNEL OFFICER MAY APPROVE A RATE OF PAY FOR AN EMPLOYEE WHOSE POSITION IS RECLASSIFIED THAT IS HIGHER THAN THE RATE OTHERWISE PROVIDED FOR BY THIS SUBSECTION.

Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland, that this Act shall become effective 61 days after its enactment.