





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
Chief, Classification and Pay

Date: April 25, 2016

The Administration is seeking Council approval for a bill adjusting the pay plan for Fiscal Year 2017.

The changes to the pay plan affect:

1. General Scale
 - a. Eliminated Grade A and made changes to the lower steps of Grades C & D in accordance with the County's Living Wage policy. Fiscal Impact is \$0 because currently there are no full-time, permanent employees in the lower steps of Grades C & D.
 - b. Revised the time in steps: Steps 1-11 will now have one year between steps and Steps 12-18 have two years between steps. Fiscal Impact is approximately \$19,000 for FY 2017
 - c. Added a 2% across the board increase effective January 1, 2017. Fiscal Impact is approximately \$800,000
2. Emergency Communications Supervisors Scale
 - a. Added the 4% premium pay to the steps. Currently all employees in this pay scale receive the premium pay; in order to simplify the pay process, the decision was made to build in the premium to each step. The Fiscal Impact is \$2120 in pension costs only.
 - b. Added a 2% across the board increase effective January 1, 2017. Fiscal Impact is approximately \$5,200
3. Union Pay Scales
 - a. Corrected the name of the American Federation of State, County and Municipal Employees union.

- b. Revised the effective dates of the pay scales to July 1, 2016.
- 4. Police, Police Sergeants, Police Management
Fire and Fire Management
 - a. Updated all pay scales with effective dates July 1, 2106 and June 12, 2017. These revisions were approved last year.
 - 5. Removed Premium Pay wording for Emergency Communication Supervisors in Specialty Pays section (f)(3).

cc: Jennifer Sager