





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: June 1, 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. Corrections Management
 - a. Added the longevity pay of \$.75 into steps 10-13 and added the longevity pay of \$1.00 to steps 14 & 15 effective July 1, 2016.
 - b. Added a 2% Across the Board increase effective January 1, 2017.
2. Sheriff
 - a. Per the negotiated contract added the following note to the pay scale: Employees pay grades CS1, CS2, DS5 and DS6 who have 20 years of service in the Sheriff's Department will receive 3% longevity pay added to their base pay. This is effective July 1, 2017.
 - b. Added a 2% Across the Board increase effective January 1, 2017.
3. Union 3888
 - a. Added a 2% Across the Board increase effective January 1, 2017.
4. Dispatchers
 - a. Premium pay has been added to the base pay for Dispatcher First Class and Senior Dispatcher effective July 1, 2017.
 - b. Increased steps 7 and above for Dispatcher effective July 1, 2017.
 - c. Added a 2% Across the Board increase effective January 1, 2017.

5. Union 3080
 - a. Increased steps 1 through 4 for grade C2 effective July 1, 2017
 - b. Longevity pay has been added in to base pay for steps 10-14 and step 15 effective July 1, 2017
 - c. Added a 2% Across the Board increase effective January 1, 2017.

6. Recreational Licensed Child Care (RLC Scale)
 - a. Developed a pay scale for the Part-Time benefitted staff in Recreational Licensed Child Care effective July 1, 2017.
 - b. Added a 2% Across the Board increase effective January 1, 2017.

7. General Scale
 - a. Removed grade B in accordance with the County's living wage policy effective July 1, 2017.

cc: Jennifer Sager