



# Howard County

## Internal Memorandum

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

**To:** Lonnie Robbins  
Chief Administrative Officer

**Through:** *Wish*  
Wanda Hutchinson  
Human Resources Administrator

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

**Date:** June 29, 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. Union 1810 (OT Scale)
  - a. Eliminated Grades A & B and made changes to the lower steps of Grades C & D in accordance with the County's Living Wage policy.
  - 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.
  - c. Added a flat rate Across the Board increase effective January 1, 2017.
  
2. Union 3085
  - a. Eliminated Grade H2 and made changes to Grade H3, steps 1-7 in accordance with the County's Living Wage policy.
  - b. Added a 2% Across the Board increase effective January 1, 2017.

cc: Jennifer Sager

