

Howard County General Salary Schedule FY 18
Effective July 10, 2017

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	30,924	31,176	31,428	31,701	31,953	32,374	32,689	33,045	33,403	34,369	35,482	36,470	37,626	38,760	39,915	41,133	42,394	43,634	44,936
D	31,407	31,680	31,953	32,142	32,785	33,793	34,821	35,828	36,964	38,099	39,213	40,457	41,656	42,942	44,228	45,556	46,970	48,385	49,820
E	32,228	33,149	34,221	35,249	36,321	37,435	38,550	39,727	40,906	42,256	43,521	44,763	46,135	47,549	48,985	50,441	51,963	53,528	55,114
F	35,699	36,792	37,928	39,064	40,285	41,506	42,749	44,014	45,384	46,799	48,171	49,627	51,106	52,692	54,277	55,928	57,621	59,378	61,134
G	39,557	40,757	41,999	43,263	44,614	45,963	47,335	48,792	50,313	51,792	53,377	54,984	56,635	58,392	60,171	61,971	63,856	65,742	67,735
H	43,823	45,146	46,490	47,982	49,411	50,923	52,478	54,074	55,755	57,394	59,159	60,966	62,793	64,726	66,679	68,675	70,776	72,898	75,082
I	48,528	50,041	51,596	53,150	54,768	56,449	58,150	59,852	61,680	63,612	65,524	67,520	69,558	71,680	73,864	76,070	78,360	80,692	83,129
J	53,823	55,440	57,121	58,844	60,651	62,436	64,390	66,364	68,339	70,482	72,625	74,788	77,057	79,410	81,784	84,263	86,763	89,347	92,057
K	59,600	61,386	63,255	65,167	67,247	69,243	71,385	73,528	75,755	78,045	80,398	82,834	85,335	87,897	90,566	93,297	96,112	98,990	101,973
L	66,049	68,087	70,124	72,162	74,431	76,700	79,033	81,406	83,948	86,511	89,116	91,826	94,557	97,415	100,356	103,422	106,532	109,704	113,002
M	73,150	75,419	77,708	80,062	82,499	85,040	87,603	90,229	92,960	95,775	98,759	101,721	104,809	108,024	111,259	114,620	118,086	121,615	125,250
N	81,070	83,549	86,049	88,696	91,364	94,158	97,036	99,998	103,023	106,133	109,409	112,687	116,112	119,641	123,212	126,972	130,775	134,704	138,715
O	89,767	92,540	95,355	98,191	101,259	104,347	107,498	110,755	114,157	117,602	121,174	124,914	128,653	132,603	136,573	140,670	144,934	149,283	153,779
P	99,473	102,477	105,649	108,884	112,162	115,586	119,115	122,708	126,447	130,355	134,304	138,380	142,539	146,783	151,215	155,774	160,501	165,312	170,249
Q	110,187	113,548	117,036	120,628	124,284	128,065	131,951	135,984	140,102	144,367	148,799	153,296	157,938	162,728	167,644	172,686	177,895	183,232	188,736
R	122,099	125,817	129,619	133,590	137,645	141,867	146,194	150,670	155,228	159,955	164,808	169,828	174,934	180,206	185,648	191,278	197,076	202,980	209,092
S	135,292	139,388	143,652	148,044	152,561	157,182	161,909	166,930	172,034	177,224	182,602	188,189	193,904	199,660	205,711	211,908	218,316	224,869	231,613

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 Rescure 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, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff job classifications are paid in accordance with the *DS Schedule*.

NOTE: TIME IN STEPS 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11= 1 YEAR; STEPS 12, 13, 14, 15, 16, 17, 18 = 2 YEARS

Howard County General Salary Schedule FY 19
JULY 2018

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	31,233	31,488	31,742	32,018	32,273	32,698	33,016	33,375	33,737	34,713	35,837	36,835	38,002	39,148	40,314	41,544	42,818	44,070	35,385
D	31,721	31,997	32,273	32,463	33,113	34,131	35,169	36,186	37,334	38,480	39,605	40,862	42,073	43,371	44,670	46,012	47,440	48,869	50,318
E	32,550	33,480	34,563	35,601	36,684	37,809	38,936	40,124	41,315	42,679	43,956	45,211	46,596	48,024	49,475	50,945	52,483	54,063	55,665
F	36,056	37,160	38,307	39,455	40,688	41,921	43,176	44,454	45,838	47,267	48,653	50,123	51,617	53,219	54,820	56,487	58,197	59,972	61,745
G	39,953	41,165	42,419	43,696	45,060	46,423	47,808	49,280	50,816	52,310	53,911	55,534	57,201	58,976	60,773	62,591	64,495	66,399	68,412
H	44,261	45,597	46,955	48,462	49,905	51,432	53,003	54,615	56,313	57,968	59,751	61,576	63,421	65,373	67,346	69,362	71,484	73,627	75,833
I	49,013	50,541	52,112	53,682	55,316	57,013	58,732	60,451	62,297	64,248	66,179	68,195	70,254	72,397	74,603	76,831	79,144	81,499	83,960
J	54,361	55,994	57,692	59,432	61,258	63,060	65,034	67,028	69,022	71,187	73,351	75,536	77,828	80,204	82,602	85,106	87,631	90,240	92,978
K	60,196	62,000	63,888	65,819	67,919	69,935	72,099	74,263	76,513	78,825	81,202	83,662	86,188	88,776	91,472	94,230	97,073	99,980	102,993
L	66,709	68,768	70,825	72,884	75,175	77,467	79,823	82,220	84,787	87,376	90,007	92,744	95,503	98,389	101,360	104,456	107,597	110,801	114,132
M	73,882	76,173	78,485	80,863	83,324	85,890	88,479	91,131	93,890	96,733	99,747	102,738	105,857	109,104	112,372	115,766	119,267	122,831	126,503
N	81,881	84,384	86,909	89,583	92,278	95,100	98,006	100,998	104,053	107,194	110,503	113,814	117,273	120,837	124,444	128,242	132,083	136,051	140,102
O	90,665	93,465	96,309	99,173	102,272	105,390	108,573	111,863	115,299	118,778	122,386	126,163	129,940	133,929	137,939	142,077	146,383	150,776	155,317
P	100,468	103,502	106,705	109,973	113,284	116,742	120,306	123,935	127,711	131,659	135,647	139,764	143,964	148,251	152,727	157,332	162,106	166,965	171,951
Q	111,289	114,683	118,206	121,834	125,527	129,346	133,271	137,344	141,503	145,811	150,287	154,829	159,517	164,355	169,320	174,413	179,674	185,064	190,623
R	123,320	127,075	130,915	134,926	139,021	143,286	147,656	152,177	156,780	161,555	166,456	171,526	176,683	182,008	187,504	193,191	199,047	205,010	211,183
S	136,645	140,782	145,089	149,524	154,087	158,754	163,528	168,599	173,754	178,996	184,428	190,071	195,843	201,657	207,768	214,027	220,499	227,118	233,929

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, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff job classifications are paid in accordance with the *DS Schedule*.

Note: Time in Steps 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11= 1 year; Steps 12, 13, 14, 15, 16, 17, 18 = 2 years

**HOWARD COUNTY GENERAL SALARY SCHEDULE FY 19
DECEMBER 24, 2018**

<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>	<u>18</u>	<u>19</u>
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	31,858	32,118	32,377	32,658	32,918	33,352	33,676	34,043	34,412	35,407	36,554	37,572	38,762	39,931	41,120	42,375	43,674	44,951	46,293
D	32,355	32,637	32,918	33,112	33,775	34,814	35,872	36,910	38,081	39,250	40,397	41,679	42,914	44,238	45,563	46,932	48,389	49,846	51,324
E	33,201	34,150	35,254	36,313	37,418	38,565	39,715	40,926	42,141	43,533	44,835	46,115	47,528	48,984	50,465	51,964	53,533	55,144	56,778
F	36,777	37,903	39,073	40,244	41,502	42,759	44,040	45,343	46,755	48,212	49,626	51,125	52,649	54,283	55,916	57,617	59,361	61,171	62,980
G	40,752	41,988	43,267	44,570	45,961	47,351	48,764	50,266	51,832	53,356	54,989	56,645	58,345	60,156	61,988	63,843	65,785	67,727	69,780
H	45,146	46,509	47,894	49,431	50,903	52,461	54,063	55,707	57,439	59,127	60,946	62,808	64,689	66,680	68,693	70,749	72,914	75,100	77,350
I	49,993	51,552	53,154	54,756	56,422	58,153	59,907	61,660	63,543	65,533	67,503	69,559	71,659	73,845	76,095	78,368	80,727	83,129	85,639
J	55,448	57,114	58,846	60,621	62,483	64,321	66,335	68,369	70,402	72,611	74,818	77,047	79,385	81,808	84,254	86,808	89,384	92,045	94,838
K	61,400	63,240	65,166	67,135	69,277	71,334	73,541	75,748	78,043	80,402	82,826	85,335	87,912	90,552	93,301	96,115	99,014	101,980	105,053
L	68,043	70,143	72,242	74,342	76,679	79,016	81,419	83,864	86,483	89,124	91,807	94,599	97,413	100,357	103,387	106,545	109,749	113,017	116,415
M	75,360	77,696	80,055	82,480	84,990	87,608	90,249	92,954	95,768	98,668	101,742	104,793	107,974	111,286	114,619	118,081	121,652	125,288	129,033
N	83,519	86,072	88,647	91,375	94,124	97,002	99,966	103,018	106,134	109,338	112,713	116,090	119,618	123,254	126,933	130,807	134,725	138,772	142,904
O	92,478	95,334	98,235	101,156	104,317	107,498	110,744	114,100	117,605	121,154	124,834	128,686	132,539	136,608	140,698	144,919	149,311	153,792	158,423
P	102,477	105,572	108,839	112,172	115,550	119,077	122,712	126,414	130,265	134,292	138,360	142,559	146,843	151,216	155,782	160,479	165,348	170,304	175,390
Q	113,515	116,977	120,570	124,271	128,038	131,933	135,936	140,091	144,333	148,727	153,293	157,926	162,707	167,642	172,706	177,901	183,267	188,765	194,435
R	125,786	129,617	133,533	137,625	141,801	146,152	150,609	155,221	159,916	164,786	169,785	174,957	180,217	185,648	191,254	197,055	203,028	209,110	215,407
S	139,378	143,598	147,991	152,514	157,169	161,929	166,799	171,971	177,229	182,576	188,117	193,872	199,760	205,690	211,923	218,308	224,909	231,660	238,608

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, SERGEANT DEPUTY SHERIFF AND LIEUTENANT DEPUTY SHERIFF JOB CLASSIFICATIONS ARE PAID IN ACCORDANCE WITH THE *DS SCHEDULE*.
NOTE: TIME IN STEPS 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11= 1 YEAR; STEPS 12, 13, 14, 15, 16, 17, 18 = 2 YEARS

EC Schedule FY18
 (Emergency Communications Supervisors)
 Eff. July 1, 2017

EC	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	\$27.44	\$28.26	\$29.11	\$29.97	\$30.89	\$31.79	\$32.77	\$33.77	\$34.76	\$35.84	\$36.92	\$38.02	\$38.90	\$40.36	\$41.57	\$42.80	\$44.07	\$45.39	\$46.74

Note: Time in Steps = 1 year

EC Schedule FY18
 (Emergency Communications Supervisors)
 Eff. January 8, 2018

EC	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	\$27.99	\$28.83	\$29.69	\$30.57	\$31.51	\$32.43	\$33.43	\$34.45	\$35.46	\$36.56	\$37.66	\$38.78	\$39.68	\$41.17	\$42.40	\$43.66	\$44.95	\$46.30	\$47.67

Note: Time in Steps = 1 year

EC SCHEDULE FY18
 (EMERGENCY COMMUNICATIONS SUPERVISORS)
 EFF. DECEMBER 24, 2018

EC	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	\$28.55	\$29.41	\$30.28	\$31.18	\$32.14	\$33.08	\$34.10	\$35.14	\$36.17	\$37.29	\$38.41	\$39.56	\$40.47	\$41.99	\$43.25	\$44.53	\$45.85	\$47.23	\$48.62

NOTE: TIME IN STEPS = 1 YEAR

Local 1810 of the American Federation of State, COUNTY and Municipal Employees
OT Schedule
 -Eff. July 1, 2017

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
C	\$14.92	\$21.46
D	\$15.15	\$23.74
E	\$15.53	\$26.21
F	\$17.15	\$29.02
G	\$18.95	\$32.10
H	\$20.94	\$35.53
I	\$23.14	\$39.28
J	\$25.61	\$43.45
K	\$28.30	\$48.08

Local 1810 of the American Federation of State, COUNTY and Municipal Employees
OT Schedule
 Eff. January 8, 2018

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
C	\$15.22	\$21.89
D	\$15.45	\$24.21
E	\$15.84	\$26.73
F	\$17.49	\$29.60
G	\$19.33	\$32.74
H	\$21.36	\$36.24
I	\$23.60	\$40.07
J	\$26.12	\$44.32
K	\$28.87	\$49.04

LOCAL 1810 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

OT SCHEDULE

EFF. DECEMBER 24, 2018

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
C	\$15.52	\$22.33
D	\$15.76	\$24.69
E	\$16.16	\$27.26
F	\$17.84	\$30.19
G	\$19.72	\$33.39
H	\$21.79	\$36.96
I	\$24.07	\$40.87
J	\$26.64	\$45.21
K	\$29.45	\$50.02

~~—Howard County Public Safety Dispatchers Association
D Schedule
Eff. July 1, 2017~~

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$18.12	\$29.96
G Dispatcher	\$20.04	\$34.30
DFC Dispatcher 1st Class	\$25.85	\$36.87
H Senior Dispatcher	\$23.84	\$39.47

**Howard County Public Safety Dispatchers Association
D Schedule
Eff. January 8, 2018**

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$18.48	\$30.56
G Dispatcher	\$20.44	\$34.99
DFC Dispatcher 1st Class	\$26.37	\$37.61
H Senior Dispatcher	\$24.32	\$40.26

**HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION
D SCHEDULE
EFF. DECEMBER 24, 2018**

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
F OPERATOR	\$18.85	\$31.17
G DISPATCHER	\$20.85	\$35.69
DFC DISPATCHER 1ST	\$26.90	\$38.36
H SENIOR	\$24.81	\$41.07

**Local 3888 of the American Federation of State, COUNTY and Municipal Employees
OS Schedule
Eff. July 10, 2017**

Pay Grade	Minimum Base Pay	Maximum Base Pay
I Operations Sup I	\$24.30	\$40.37
J Operations Sup II	\$26.92	\$44.69

**LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
OS SCHEDULE
EFF. DECEMBER 24, 2018**

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
I OPERATIONS SUP I	\$24.79	\$41.18
J OPERATIONS SUP II	\$27.46	\$45.58

**Local 3085 of the American State, COUNTY and Municipal Employees
H Schedule
Eff. July 10, 2017**

Pay Grade	Minimum Base Pay	Maximum Base Pay
H 3	\$14.86	\$20.26
H 4	\$15.00	\$21.81
H 5	\$16.17	\$23.50
H 6	\$16.98	\$25.28
H 7	\$17.85	\$27.24
H 8	\$19.16	\$29.36
H 9	\$21.70	\$33.24

**Local 3085 of the American State, COUNTY and Municipal Employees
H Schedule
Eff. January 8, 2018**

Pay Grade	Minimum Base Pay	Maximum Base Pay
H 3	\$15.01	\$20.46
H 4	\$15.15	\$22.03
H 5	\$16.33	\$23.74
H 6	\$17.15	\$25.53
H 7	\$18.03	\$27.51
H 8	\$19.35	\$29.65
H 9	\$21.92	\$33.57

**LOCAL 3085 OF THE AMERICAN STATE, COUNTY AND MUNICIPAL EMPLOYEES
H SCHEDULE
EFF. DECEMBER 24, 2018**

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
H 3	\$15.31	\$20.87
H 4	\$15.45	\$22.47
H 5	\$16.66	\$24.21
H 6	\$17.49	\$26.04
H 7	\$18.39	\$28.06
H 8	\$19.74	\$30.24
H 9	\$22.36	\$34.24

**Howard County Police Officer's Association, Lodge 21
P Schedule
Eff. JUNE 12, 2017**

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
PO	\$25.87	\$39.06	\$40.42	\$41.74	\$43.11	\$44.49	\$45.94	\$47.43	\$48.98
PFC	\$29.69	\$40.42	\$41.74	\$43.11	\$44.49	\$45.94	\$47.43	\$48.98	\$50.56
CPL	\$32.92	\$43.33	\$44.74	\$46.18	\$47.70	\$49.26	\$50.84	\$52.49	\$54.20

Howard County Police Officer's Association, Lodge 21

P Schedule

Eff. December 25, 2017

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$26.38	\$39.84	\$41.23	\$42.57	\$43.97	\$45.38	\$46.86	\$48.38	\$49.96
PFC	\$30.29	\$41.23	\$42.57	\$43.97	\$45.38	\$46.86	\$48.38	\$49.96	\$51.57
CPL	\$33.57	\$44.20	\$45.63	\$47.10	\$48.65	\$50.24	\$51.85	\$53.54	\$55.29

HOWARD COUNTY POLICE OFFICER'S ASSOCIATION, LODGE 21

P SCHEDULE

EFF. DECEMBER 24, 2018

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$26.91	\$40.64	\$42.05	\$43.42	\$44.85	\$46.29	\$47.80	\$49.35	\$50.96
PFC	\$30.90	\$42.05	\$43.42	\$44.85	\$46.29	\$47.80	\$49.35	\$50.96	\$52.60
CPL	\$34.25	\$45.08	\$46.54	\$48.04	\$49.62	\$51.26	\$52.90	\$54.61	\$56.39

PS Schedule
(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)
 Eff. JUNE 12, 2017

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$36.41	\$47.98	\$49.54	\$51.14	\$52.81	\$54.54	\$56.30	\$58.14	\$60.03

PS Schedule
(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)
 Eff. December 25, 2017

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$37.14	\$48.94	\$50.53	\$52.16	\$53.87	\$55.63	\$57.43	\$59.30	\$61.23

PS SCHEDULE
(THE FRATERNAL ORDER OF POLICE LODGE 143, HOWARD COUNTY POLICE SUPERVISOR'S ALLIANCE)
 EFF. DECEMBER 24, 2018

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$37.88	\$49.92	\$51.54	\$53.20	\$54.95	\$56.74	\$58.58	\$60.49	\$62.45

PM Schedule
(Police Management)
Eff. JUNE 12, 2017

Steps mos	1	2	3	4	5	6	7	8	9	10	L1Yr16	L2Yr17	L3Yr18	L4Yr19	L5Yr20	L6Yr21
	72	84	96	108	120	132	144	156	168	180						
Lieutenant (PM2)	\$40.35	\$41.74	\$43.24	\$44.78	\$46.30	\$47.98	\$49.62	\$51.36	\$53.18	\$55.00	\$56.93	\$58.93	\$60.98	\$63.12	\$65.32	\$67.44
Captain mos. (PM3)		84	96	108	120	132	144	156	168	180						
		\$49.89	\$51.66	\$53.52	\$55.32	\$57.33	\$59.30	\$61.37	\$63.55	\$65.73	\$68.03	\$70.40	\$72.87	\$75.42	\$78.06	\$80.60
Steps Major (PM 4)		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		\$56.12	\$58.12	\$60.20	\$62.24	\$64.50	\$66.72	\$69.03	\$71.49	\$73.95	\$76.53	\$79.21	\$81.98	\$84.86	\$87.82	\$90.69

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.

PM Schedule
(Police Management)
Eff. December 25, 2017

Steps mos	1	2	3	4	5	6	7	8	9	10	L1Yr16	L2Yr17	L3Yr18	L4Yr19	L5Yr20	L6Yr21
	72	84	96	108	120	132	144	156	168	180						
Lieutenant (PM2)	\$41.16	\$42.57	\$44.10	\$45.68	\$47.23	\$48.94	\$50.61	\$52.39	\$54.24	\$56.10	\$58.07	\$60.11	\$62.20	\$64.38	\$66.63	\$68.79
Captain mos. (PM3)		84	96	108	120	132	144	156	168	180						
		\$50.89	\$52.69	\$54.59	\$56.43	\$58.48	\$60.49	\$62.60	\$64.82	\$67.04	\$69.39	\$71.81	\$74.33	\$76.93	\$79.62	\$82.21
Steps Major (PM 4)		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		\$57.24	\$59.28	\$61.40	\$63.48	\$65.79	\$68.05	\$70.41	\$72.92	\$75.43	\$78.06	\$80.79	\$83.62	\$86.56	\$89.58	\$92.50

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.

PM SCHEDULE
(POLICE MANAGEMENT)
EFF. DECEMBER 24, 2018

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)	\$41.98	\$43.42	\$44.98	\$46.59	\$48.17	\$49.92	\$51.62	\$53.44	\$55.32	\$57.22	\$59.23	\$61.31	\$63.44	\$65.67	\$67.96	\$70.17
CAPTAIN (PM3)		84	96	108	120	132	144	156	168	180						
		\$51.91	\$53.74	\$55.68	\$57.56	\$59.65	\$61.70	\$63.85	\$66.12	\$68.38	\$70.78	\$73.25	\$75.82	\$78.47	\$81.21	\$83.85
		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
MAJOR (PM 4)		\$58.38	\$60.47	\$62.63	\$64.75	\$67.11	\$69.41	\$71.82	\$74.38	\$76.94	\$79.62	\$82.41	\$85.29	\$88.29	\$91.37	\$94.35

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
International Association of Firefighters Local 2000
Effective JUNE 12, 2017

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$24.40	\$25.14
D 48 Hours	\$20.33	\$20.95
E 40	\$25.40	\$37.48
E 48	\$21.17	\$31.23
F 40	\$28.18	\$41.56
F 48	\$23.48	\$34.63
G 40	\$28.67	\$42.05
G 48	\$23.89	\$35.04
H 40	\$31.20	\$46.06
H 48	\$26.00	\$38.38
I 40	\$31.69	\$46.55
I 48	\$26.41	\$38.79
J 40	\$34.56	\$51.06
J 48	\$28.80	\$42.55

F Schedule
International Association of Firefighters Local 2000
Effective December 25, 2017

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$24.64	\$25.39
D 48 Hours	\$20.53	\$21.16
E 40	\$25.66	\$37.85
E 48	\$21.38	\$31.54
F 40	\$28.45	\$41.98
F 48	\$23.71	\$34.98
G 40	\$28.96	\$42.47
G 48	\$24.13	\$35.39
H 40	\$31.51	\$46.51
H 48	\$26.26	\$38.76
I 40	\$32.00	\$47.02
I 48	\$26.67	\$39.18
J 40	\$34.91	\$51.58
J 48	\$29.09	\$42.98

**F Schedule
International Association of Firefighters Local 2000
Effective June 11, 2018**

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$24.89	\$25.64
D 48 Hours	\$20.74	\$21.37
E 40	\$25.91	\$38.23
E 42	\$24.67	\$36.41
E 48	\$21.59	\$31.86
F 40	\$28.74	\$42.40
F 42	\$27.37	\$40.38
F 48	\$23.95	\$35.33
G 40	\$29.24	\$42.89
G 42	\$27.85	\$40.85
G 48	\$24.37	\$35.74
H 40	\$31.82	\$46.98
H 42	\$30.31	\$44.74
H 48	\$26.52	\$39.15
I 40	\$32.33	\$47.48
I 42	\$30.79	\$45.22
I 48	\$26.94	\$39.57
J 40	\$35.26	\$52.09
J 42	\$33.58	\$49.61
J 48	\$29.38	\$43.41

**F SCHEDULE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000
EFFECTIVE DECEMBER 24, 2018**

F SCHEDULE PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
D 40 HOURS	\$25.14	\$25.90
D 48 HOURS	\$20.95	\$21.58
E 40	\$26.17	\$38.62
E 42	\$24.93	\$36.78
E 48	\$21.81	\$32.18
F 40	\$29.03	\$42.82
F 42	\$27.65	\$40.78
F 48	\$24.19	\$35.68
G 40	\$29.53	\$43.32
G 42	\$28.13	\$41.26
G 48	\$24.61	\$36.10
H 40	\$32.15	\$47.45
H 42	\$30.62	\$45.19
H 48	\$26.79	\$39.54
I 40	\$32.65	\$47.96
I 42	\$31.10	\$45.68
I 48	\$27.21	\$39.97
J 40	\$35.60	\$52.61
J 42	\$33.91	\$50.10
J 48	\$29.67	\$43.84

**F SCHEDULE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2000
EFFECTIVE JUNE 10, 2019**

F SCHEDULE PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
D 40 HOURS	\$25.39	\$26.16
D 48 HOURS	\$21.16	\$21.80
E 40	\$26.44	\$39.00
E 42	\$25.18	\$37.14
E 48	\$22.03	\$32.50
F 40	\$29.32	\$43.25
F 42	\$27.92	\$41.19
F 48	\$24.43	\$36.04
G 40	\$29.83	\$43.75
G 42	\$28.41	\$41.67
G 48	\$24.86	\$36.46
H 40	\$32.47	\$47.93
H 42	\$30.93	\$45.65
H 48	\$27.06	\$39.94
I 40	\$32.98	\$48.44
I 42	\$31.41	\$46.14
I 48	\$27.48	\$40.37
J 40	\$35.96	\$53.14
J 42	\$34.25	\$50.61
J 48	\$29.97	\$44.28

FM Schedule
(Fire Management)
Eff. June 12, 2017

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	\$38.66	\$39.83	\$41.01	\$42.32	\$43.61	\$44.94	\$46.31	\$47.68	\$49.13	\$50.61	\$52.18	\$53.77	\$55.37	\$57.07
48 hrs	\$32.22	\$33.19	\$34.18	\$35.26	\$36.34	\$37.45	\$38.59	\$39.74	\$40.94	\$42.18	\$43.48	\$44.81	\$46.14	\$47.56
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief														
40 hrs	\$42.89	\$44.10	\$45.49	\$46.84	\$48.29	\$49.76	\$51.31	\$52.85	\$54.46	\$56.07	\$57.81	\$59.57	\$61.35	\$63.20
48 hrs	\$35.74	\$36.75	\$37.90	\$39.04	\$40.24	\$41.47	\$42.76	\$44.04	\$45.38	\$46.73	\$48.18	\$49.65	\$51.12	\$52.67
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief														
40 hrs	\$49.66	\$51.17	\$52.72	\$54.31	\$55.99	\$57.64	\$59.42	\$61.25	\$63.08	\$65.04	\$67.01	\$69.01	\$71.11	\$73.27

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
(Fire Management)
Eff. December 25, 2017

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	\$39.04	\$40.22	\$41.42	\$42.73	\$44.04	\$45.37	\$46.79	\$48.17	\$49.61	\$51.12	\$52.69	\$54.31	\$55.92	\$57.64
48 hrs	\$32.53	\$33.52	\$34.52	\$35.61	\$36.70	\$37.81	\$38.99	\$40.14	\$41.34	\$42.60	\$43.91	\$45.26	\$46.60	\$48.03
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief														
40 hrs	43.32	\$44.54	\$45.94	\$47.32	\$48.77	\$50.24	\$51.83	\$53.38	\$55.00	\$56.64	\$58.39	\$60.17	\$61.96	\$63.84
48 hrs	\$36.10	\$37.12	\$38.28	\$39.43	\$40.64	\$41.87	\$43.19	\$44.48	\$45.83	\$47.20	\$48.66	\$50.14	\$51.63	\$53.20
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief														
40 hrs	\$50.15	\$51.68	\$53.25	\$54.86	\$56.55	\$58.22	\$60.01	\$61.86	\$63.71	\$65.69	\$67.68	\$69.69	\$71.81	\$74.00

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
(Fire Management)
Eff. June 11, 2018

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	\$39.43	\$40.63	\$41.84	\$43.16	\$44.48	\$45.83	\$47.26	\$48.65	\$50.10	\$51.64	\$53.22	\$54.85	\$56.48	\$58.21
48 hrs	\$32.86	\$33.86	\$34.87	\$35.97	\$37.07	\$38.19	\$39.38	\$40.54	\$41.75	\$43.03	\$44.35	\$45.71	\$47.07	\$48.51
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief														
40 hrs	\$43.75	\$44.99	\$46.39	\$47.78	\$49.26	\$50.75	\$52.34	\$53.90	\$55.55	\$57.20	\$58.98	\$60.77	\$62.58	\$64.48
48 hrs	\$36.46	\$37.49	\$38.66	\$39.82	\$41.05	\$42.29	\$43.62	\$44.92	\$46.29	\$47.67	\$49.15	\$50.64	\$52.15	\$53.73
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief														
40 hrs	\$50.65	\$52.20	\$53.78	\$55.41	\$57.12	\$58.80	\$60.61	\$62.48	\$64.35	\$66.35	\$68.36	\$70.39	\$72.53	\$74.74

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
(FIRE MANAGEMENT)
EFF. DECEMBER 24, 2018

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	\$39.83	\$41.04	\$42.26	\$43.60	\$44.93	\$46.28	\$47.72	\$49.14	\$50.60	\$52.15	\$53.75	\$55.40	\$57.05	\$58.80
48 HRS	\$33.19	\$34.20	\$35.22	\$36.33	\$37.44	\$38.57	\$39.77	\$40.95	\$42.17	\$43.46	\$44.79	\$46.17	\$47.54	\$49.00
MONTHS	78	90	102	114	126	138	150	162	174	186	198	222	246	270
BATT CHIEF														
40 HRS	\$44.18	\$45.43	\$46.86	\$48.26	\$49.75	\$51.25	\$52.87	\$54.44	\$56.10	\$57.78	\$59.57	\$61.38	\$63.20	\$65.12
48 HRS	\$36.82	\$37.86	\$39.05	\$40.22	\$41.46	\$42.71	\$44.06	\$45.37	\$46.75	\$48.15	\$49.64	\$51.15	\$52.67	\$54.27
MONTHS	90	102	114	126	138	150	162	174	186	198	210	234	258	282
ASST CHIEF														
40 HRS	\$51.16	\$52.72	\$54.32	\$55.96	\$57.69	\$59.39	\$61.22	\$63.10	\$64.99	\$67.01	\$69.04	\$71.09	\$73.26	\$75.49

**FM SCHEDULE
(FIRE MANAGEMENT)
EFF. JUNE 10, 2019**

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	\$40.22	\$41.45	\$42.68	\$44.03	\$45.37	\$46.75	\$48.20	\$49.63	\$51.11	\$52.67	\$54.29	\$55.96	\$57.62	\$59.39
48 HRS	\$33.52	\$34.54	\$35.57	\$36.69	\$37.81	\$38.96	\$40.17	\$41.36	\$42.59	\$43.89	\$45.24	\$46.63	\$48.02	\$49.49
MONTHS	78	90	102	114	126	138	150	162	174	186	198	222	246	270
BATT CHIEF														
40 HRS	\$44.63	\$45.89	\$47.33	\$48.74	\$50.24	\$51.77	\$53.40	\$54.98	\$56.66	\$58.36	\$60.17	\$61.99	\$63.84	\$65.77
48 HRS	\$37.19	\$38.24	\$39.44	\$40.62	\$41.87	\$43.14	\$44.50	\$45.82	\$47.22	\$48.63	\$50.14	\$51.66	\$53.20	\$54.81
MONTHS	90	102	114	126	138	150	162	174	186	198	210	234	258	282
ASST CHIEF														
40 HRS	\$51.67	\$53.25	\$54.86	\$56.52	\$58.27	\$59.98	\$61.83	\$63.73	\$65.64	\$67.68	\$69.73	\$71.80	\$73.99	\$76.24

Local 3080 of the American Federation of State, County and Municipal Employees
 C Schedule
 Eff. July 1, 2017

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$20.84	\$32.42
C3	\$22.17	\$35.55
C4	\$24.76	\$39.56

Local 3080 of the American Federation of State, COUNTY and Municipal Employees
 C Schedule
 Eff. January 8, 2018

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$21.26	\$33.07
C3	\$22.61	\$36.26
C4	\$25.26	\$40.35

LOCAL 3080 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
C SCHEDULE
EFF. DECEMBER 24, 2018

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
C2	\$21.69	\$33.73
C3	\$23.06	\$36.99
C4	\$25.77	\$41.16

Corrections Management
Eff. July 1, 2017

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$26.14	\$43.32

Corrections Management
Eff. January 8, 2018

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$26.66	\$44.19
CM 2	\$29.52	\$48.81

**CORRECTIONS MANAGEMENT
EFF. DECEMBER 24, 2018**

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
CM 1	\$27.19	\$45.07
CM 2	\$30.11	\$49.79

**Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)
Eff. July 1, 2017**

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	19.95	20.56	21.22	21.83	22.49	23.19	23.90	24.62	25.38	26.14	26.93	27.73	28.59	29.46	30.38	31.26	32.21	33.18
CS2	22.09	22.80	23.47	24.20	24.94	25.69	26.48	27.29	28.11	28.97	29.85	30.76	31.67	32.65	33.65	34.66	35.71	36.78
DS1	16.24	16.73	17.27	17.78	18.33	18.89	19.46	20.05	20.64	21.32	21.97	22.57	23.26	23.98	24.71	25.46	26.21	NA
DS2	18.00	18.56	19.14	19.71	20.32	20.95	21.57	22.20	22.57	23.60	24.30	25.05	25.80	26.58	27.50	28.22	29.08	NA
DS5	24.50	25.25	26.04	26.83	27.64	28.47	29.35	30.20	31.12	32.11	33.07	34.08	35.08	36.15	37.26	38.39	39.54	40.72
DS6	27.16	27.97	28.82	29.69	30.60	31.52	32.50	33.50	34.48	35.56	36.64	37.74	38.88	40.06	41.27	42.50	43.79	45.10

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. Longevity Pay: Employees in the pay grades CS1, CS2, DS5 & DS6 who have 20 years of service in the Sheriff's Department will receive 3% longevity pay added to their base pay.

**Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)
Effective December 25, 2017**

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	20.35	20.97	21.64	22.27	22.94	23.65	24.38	25.11	25.89	26.66	27.47	28.28	29.16	30.05	30.99	31.89	32.85	33.84
CS2	22.53	23.26	23.94	24.68	25.44	26.20	27.01	27.84	28.67	29.55	30.45	31.38	32.30	33.30	34.32	35.35	36.42	37.52
DS2	18.36	18.93	19.52	20.10	20.73	21.37	22.00	22.64	23.02	24.07	24.79	25.55	26.32	27.11	28.05	28.78	29.66	NA
DS5	24.99	25.76	26.56	27.37	28.19	29.04	29.94	30.80	31.74	32.75	33.73	34.76	35.78	36.87	38.01	39.16	40.33	41.53
DS6	27.70	28.53	29.40	30.28	31.21	32.15	33.15	34.17	35.17	36.27	37.37	38.49	39.66	40.86	42.10	43.35	44.67	46.00

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. Longevity Pay: Employees in the pay grades CS1, CS2, DS5 & DS6 who have 20 years of service in the Sheriff's Department will receive 3% longevity pay added to their base pay.

**SCHEDULE LODGE 131 OF THE FRATERNAL ORDER OF POLICE (CS) AND DS SCHEDULE (SHERIFF)
EFFECTIVE JULY 9, 2018**

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	20.75	21.39	22.07	22.72	23.40	24.12	24.87	25.61	26.41	27.19	28.02	28.85	29.74	30.65	31.61	32.52	33.51	34.52
CS2				23.16	23.86	24.60	25.36	26.11	26.93	27.73	28.57	29.41	30.33	31.25	32.23	33.17	34.16	35.19
CS3	22.98	23.73	24.42	25.17	25.95	26.72	27.55	28.40	29.24	30.14	31.06	32.95	33.26	33.97	35.01	36.06	37.15	38.27
DS2	18.73	19.31	19.91	20.50	21.14	21.80	22.44	23.09	23.48	24.55	25.29	26.06	26.85	27.65	28.61	29.36	30.25	NA
DS5	25.49	26.28	27.09	27.92	28.75	29.62	30.54	31.42	32.37	33.41	34.40	35.46	36.50	37.61	38.77	39.54	41.14	42.36
DS6	28.25	29.10	29.99	30.89	31.83	32.79	33.81	34.85	35.87	37.00	38.12	39.26	40.45	41.68	42.94	44.22	45.56	46.92

NOTES:

- 1.GRADE 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.LONGEVITY PAY: EMPLOYEES IN THE PAY GRADES CS1, CS2, CS3, DS5 & DS6 WHO HAVE 20 YEARS OF SERVICE IN THE SHERIFF'S DEPARTMENT WILL RECEIVE 3% LONGEVITY PAY ADDED TO THEIR BASE PAY.

**RLC Scale
(Part-Time Benefitted)**

~~Eff. July 10, 2017~~

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
B	\$11.39	\$19.48
C	\$12.60	\$21.60
D	\$13.96	\$23.96
E	\$15.49	\$26.49
F	\$17.16	\$29.39

**RLC Scale
(Part-Time Benefitted)**

Eff. January 8, 2018

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
B	\$11.50	\$19.67
C	\$12.73	\$21.82
D	\$14.10	\$24.20
E	\$15.64	\$26.75
F	\$17.33	\$29.68

**RLC SCALE
(PART-TIME BENEFITTED)**

EFF. DECEMBER 24, 2018

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
B	\$11.73	\$20.06
C	\$12.98	\$22.26
D	\$14.38	\$24.68
E	\$15.95	\$27.29
F	\$17.68	\$30.27

Overtime and Compensatory Time

2.

d. ~~Police Lieutenants who are required to report to work when the county offices are closed for normal operations by the county executive shall be compensated at the 1.5x rate for the hours actually worked during the duration of such closing.~~

D. IN LIEU OF RECEIVING AN EXTRA MONETARY BENEFIT FOR WORKING DURING AN EMERGENCY EVENT, WHICH IS DEFINED AS AN UNFORESEEN EVENT OR AN EVENT REQUIRING CRITICAL ACTION THAT RESULTS IN THE CLOSING OF COUNTY OFFICES FOR NORMAL BUSINESS OPERATIONS, POLICE LIEUTENANTS WILL RECEIVE 8 HOURS OF VACATION LEAVE EACH FISCAL YEAR. THE ADDITIONAL 8 HOURS OF LEAVE WILL BE APPLIED TO THE LEAVE BALANCE OF EACH POLICE LIEUTENANTS ON JULY 1ST, REGARDLESS OF WHETHER THE COUNTY CLOSES FOR AN UNFORESEEN EMERGENCY DURING THE YEAR.

(iii) Police Lieutenants may accrue compensatory hours in excess of 80 hours up to a maximum of 240 hours but shall be compensated at the time of separation at the hourly rate in effect at the time of separation, not to exceed 80 hours. A POLICE LIEUTENANT WHO IS PROMOTED TO THE RANK OF POLICE CAPTAIN SHALL HAVE ONE YEAR FROM THE DATE OF PROMOTION TO REDUCE ANY HOURS IN EXCESS OF 80 HOURS. THE USE OF EXCESS COMPENSATORY TIME DURING THIS YEAR IS AT THE DISCRETION OF THE POLICE CHIEF AND DEPENDENT UPON OPERATIONAL NEEDS.

(4) Emergency Communication Supervisors:

(i) ~~Required to work when the County offices are closed for normal operations by the County Executive shall be compensated at the 1.5X rate for the hours actually worked during the duration of such closing;~~

IN LIEU OF RECEIVING AN EXTRA MONETARY BENEFIT FOR WORKING DURING AN EMERGENCY EVENT, WHICH IS DEFINED AS AN UNFORESEEN EVENT OR AN EVENT REQUIRING CRITICAL ACTION THAT RESULTS IN THE CLOSING OF COUNTY OFFICES FOR NORMAL BUSINESS OPERATIONS, EMERGENCY COMMUNICATION SUPERVISORS WILL RECEIVE 8 HOURS OF VACATION LEAVE EACH FISCAL YEAR. THE ADDITIONAL 8 HOURS OF LEAVE WILL BE APPLIED TO THE LEAVE BALANCE OF EACH EMERGENCY COMMUNICATION SUPERVISOR ON JULY 1ST, REGARDLESS OF WHETHER THE COUNTY CLOSES FOR AN UNFORESEEN EMERGENCY DURING THE YEAR.

- (9) Upon termination ~~or~~, retirement, **OR APPOINTMENT TO AN EXECUTIVE EXEMPT POSITION**, a merit system employee who is exempt from the coverage of the Fair Labor Standards Act shall be paid at the hourly rate in effect at the time of separation for accumulated compensatory hours, not to exceed 80.

REVISIONS TO THE FOLLOWING SECTIONS:

1. Position Classification Codes and Pay Grades for the Classified Service

Removed the following classifications:

- Office Assistant I
- Operations Worker I
- Recreation Services Assistant I
- Human Services Aide

2. Position Classification Codes and Pay Grades for State-Authorized Exempt Employees and Position classification codes and pay grades for employees covered under the bargaining agreement between the Howard County sheriff and Local 131 of the Fraternal Order of Police

- Added the DFC classification and pay grade
- Corrected the pay grades for Deputy Sheriff and Corporal Deputy Sheriff

2405	Deputy Sheriff	CS 1
2406	DEPUTY FIRST CLASS	CS 2
2407	Corporal Deputy Sheriff	CS 3

3. Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Local 3085

- Added the Apprentice classification