



**CHAIRPERSON**  
Vivian M. Lawyer

**MEMBERS**  
Michael Richardson  
Susan Mascaro  
Kirk Thompson

**EXECUTIVE SECRETARY**  
Wanda Hutchinson

**RECORDING SECRETARY**  
Linda Bennett

**HOWARD COUNTY PERSONNEL BOARD  
MEETING OF THE BOARD  
April 27, 2021**

A WebEx meeting of the Howard County Personnel Board was held on Wednesday, April 27, 2021 at 1:00 p.m. During the current State of Emergency due to the Coronavirus Pandemic this meeting was conducted virtually.

**Present**

Vivian Lawyer, Chairperson  
Michael Richardson, Member  
Kirk Thompson, Member  
Wanda Hutchinson, Executive Secretary  
Melissa Goldmeier, Counsel  
Stacey Simmons, Chief of Pay and Classification, Office of Human Resources  
Linda Bennett, Recording Secretary

- I. The meeting was called to order at 1:03 p.m.
- II. The agenda was approved unanimously.
- III. The minutes from meeting held on February 17, 2021 were approved unanimously as presented.
- IV. Ms. Stacey Simmons presented Pay Plan and Class Changes for Fiscal Year 2022. The changes to the Pay Plan include an across the board increase of 2% and changes that have been previously approved by employee unions. Additions, deletions and revisions in the class plan were approved. All of the changes presented were unanimously approved.
- V. Ms. Wanda Hutchinson, Administrator of the Office of Human Resources, reported regarding questions from employees in the prior meeting. The concerns regarding Covid-19 employee vaccinations and hazard pay for contingent employees in childcare programs were addressed by Mr. Raul Delerme, Director of Recreation and Parks with

the employees. All employees who wish to be vaccinated may be and the hazard pay questions were answered by Mr. Delorme.

- VI. Employee Jason Ludlow from the water treatment plant participated in the Speak-Out with concerns regarding unfilled positions at the plant. Mr. Ludlow expressed that it's his belief that the positions have remained vacant because the pay scale is too low for qualified applicants. Ms. Hutchinson advised Mr. Ludlow that he would need to take his concern directly to Mr. Thomas Muenier, Director of the Department of Public Works, for his consideration.
- VII. Oral Arguments were presented for an On the Record Appeal made by Employee Theodore Wimberly, regarding the denial of his request to carry forward annual leave from Fiscal Year 2020 in excess of the number of hours permitted. Mr. Wimberly presented his reasons as did Mr. Jamar Herry, Attorney representing the County.
- VIII. An additional Employee, Lou Maltese, supervisor from the water treatment plant was permitted to participate in the Speak-Out outside of the time allotted earlier in the meeting. Mr. Maltese expressed how difficult it has been to fill three vacant positions and the negative impact it is having on the plant. Ms. Hutchinson thanked him and advised him as she did Mr. Ludlow to discuss the matter with Mr. Muenier.
- IX. Pursuant to the Maryland Open Meetings Act, General Provisions Article, Section 3-305 of the Annotated Code of Maryland, a motion was approved to go into closed session for the Board members to conference and receive legal counsel.
- X. Meeting was adjourned at 2:30 p.m.