

# Howard County Pay Plan

Fiscal Year ~~2021~~ 2022

Effective July 1, ~~2020~~ 2021

## Salary Schedules

Hourly rates for employees of Howard County are as provided in the General Salary Schedule, the Police Management Schedule (PM), the Corrections Management Schedule (CM), the County Sheriff Schedule (DS), the Emergency Communications Supervisor Schedule (EC), and the Fire Management Schedule (FM) except that hourly rates for positions included in Unit Descriptions in collective bargaining agreements shall be in accordance with the following schedules:

- (1) *C Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3080 of the American Federation of State, Local and municipal employees;
- (2) *H Schedule* for employees within the Unit Description as contained in the collective bargaining agreement between the County and Local 3085 of the American Federation of State, Local and Municipal Employees;
- (3) *P Schedule* for employees of the Police Department who are within the Unit Description as contained in the collective bargaining agreement between the County and The Howard County's Police Officer's Association, Lodge 21;
- (4) *F Schedule* for employees of the Department of Fire and Rescue Services who are within the unit description as contained in the collective bargaining agreement between the County and Local 2000 of the International Association of Firefighters;
- (5) *PS Schedule* for Police Sergeant employees of the Police Department who are within the description as contained in the collective bargaining agreement between the County and The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance;
- (6) *D Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and The Howard County Public Safety Dispatchers Association;
- (7) *OS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3888 of the American Federation of State, Local and Municipal employees;
- (8) *OT Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 1810 of the American Federation of State, Local and Municipal Employees; and
- (9) *CS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the Howard County Sheriff and Lodge 131 of the Fraternal Order of Police.

**Howard County General Salary Schedule  
-Rates Effective June 22, 2020**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	32,495	32,760	33,025	33,311	33,576	34,019	34,350	34,724	35,100	36,115	37,285	38,323	39,537	40,730	41,942	43,223	44,547	45,850	47,219	48,636	50,095
D	33,002	33,290	33,576	33,774	34,451	35,510	36,589	37,648	38,843	40,035	41,205	42,513	43,772	45,123	46,474	47,871	49,357	50,843	52,350	53,921	55,539
E	33,865	34,833	35,959	37,039	38,166	39,336	40,509	41,745	42,984	44,404	45,732	47,037	48,479	49,964	51,474	53,003	54,604	56,247	57,914	59,651	61,441
F	37,513	38,661	39,854	41,049	42,332	43,614	44,921	46,250	47,690	49,176	50,619	52,148	53,702	55,369	57,034	58,769	60,548	62,394	64,240	66,167	68,152
G	41,567	42,828	44,132	45,461	46,880	48,298	49,739	51,271	52,869	54,423	56,089	57,778	59,512	61,359	63,228	65,120	67,101	69,082	71,176	73,311	75,510
H	46,049	47,439	48,852	50,420	51,921	53,510	55,144	56,821	58,588	60,310	62,165	64,064	65,983	68,014	70,067	72,164	74,372	76,602	78,897	81,264	83,702
I	50,993	52,583	54,217	55,851	57,550	59,316	61,105	62,893	64,814	66,844	68,853	70,950	73,092	75,322	77,617	79,935	82,342	84,792	87,352	89,973	92,672
J	56,557	58,256	60,023	61,833	63,733	65,607	67,662	69,736	71,810	74,063	76,314	78,588	80,973	83,444	85,939	88,544	91,172	93,886	96,735	99,637	102,626
K	62,628	64,505	66,469	68,478	70,663	72,761	75,012	77,263	79,604	82,010	84,483	87,042	89,670	92,363	95,167	98,037	100,994	104,020	107,154	110,369	113,680
L	69,404	71,546	73,687	75,829	78,213	80,596	83,047	85,541	88,213	90,906	93,643	96,491	99,361	102,364	105,455	108,676	111,944	115,277	118,743	122,305	125,974
M	76,867	79,250	81,656	84,130	86,690	89,360	92,054	94,813	97,683	100,641	103,777	106,889	110,133	113,512	116,911	120,443	124,085	127,794	131,614	135,562	139,629
N	85,189	87,793	90,420	93,203	96,006	98,942	101,965	105,078	108,257	111,525	114,967	118,412	122,010	125,719	129,472	133,423	137,420	141,547	145,762	150,135	154,639
O	94,328	97,241	100,200	103,179	106,403	109,648	112,959	116,382	119,957	123,577	127,331	131,260	135,190	139,340	143,512	147,817	152,297	156,868	161,591	166,439	171,432
P	104,527	107,683	111,016	114,415	117,861	121,459	125,166	128,942	132,870	136,978	141,127	145,410	149,780	154,240	158,898	163,689	168,655	173,710	178,898	184,265	189,793
Q	115,785	119,317	122,981	126,756	130,599	134,572	138,655	142,893	147,220	151,702	156,359	161,085	165,961	170,995	176,160	181,459	186,932	192,540	198,324	204,274	210,402
R	128,302	132,209	136,204	140,378	144,637	149,075	153,621	158,325	163,114	168,082	173,181	178,456	183,821	189,361	195,079	200,996	207,089	213,292	219,715	226,306	233,095
S	142,166	146,470	150,951	155,564	160,312	165,168	170,135	175,410	180,774	186,228	191,879	197,749	203,755	209,804	216,161	222,674	229,407	236,293	243,380	250,681	258,201

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, 19, 20 = 2 years

**Howard County General Salary Schedule  
Rates Effective December 21, 2020**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	33,145	33,415	33,686	33,977	34,248	34,699	35,037	35,418	35,802	36,837	38,031	39,089	40,328	41,545	42,781	44,087	45,438	46,767	48,163	49,609	51,097
D	33,662	33,956	34,248	34,449	35,140	36,220	37,321	38,401	39,620	40,836	42,029	43,363	44,647	46,025	47,403	48,828	50,344	51,860	53,397	54,999	56,650
E	34,542	35,530	36,678	37,780	38,929	40,123	41,319	42,580	43,844	45,292	46,647	47,978	49,449	50,963	52,503	54,063	55,696	57,372	59,072	60,844	62,670
F	38,263	39,434	40,651	41,870	43,179	44,486	45,819	47,175	48,644	50,160	51,631	53,191	54,776	56,476	58,175	59,944	61,759	63,642	65,525	67,490	69,515
G	42,398	43,685	45,015	46,370	47,818	49,264	50,734	52,296	53,926	55,511	57,211	58,934	60,702	62,586	64,493	66,422	68,443	70,464	72,600	74,777	77,020
H	46,970	48,388	49,829	51,428	52,959	54,580	56,247	57,957	59,760	61,516	63,408	65,345	67,303	69,374	71,468	73,607	75,859	78,134	80,475	82,889	85,376
I	52,013	53,635	55,301	56,968	58,701	60,502	62,327	64,151	66,110	68,181	70,230	72,369	74,554	76,828	79,169	81,534	83,989	86,488	89,099	91,772	94,525
J	57,688	59,421	61,223	63,070	65,008	66,919	69,015	71,131	73,246	75,544	77,840	80,160	82,592	85,113	87,658	90,315	92,995	95,764	98,670	101,630	104,679
K	63,881	65,795	67,798	69,848	72,076	74,216	76,512	78,808	81,196	83,650	86,173	88,783	91,463	94,210	97,070	99,998	103,014	106,100	109,297	112,576	115,954
L	70,792	72,977	75,161	77,346	79,777	82,208	84,708	87,252	89,977	92,724	95,516	98,421	101,348	104,411	107,564	110,850	114,183	117,583	121,118	124,751	128,493
M	78,404	80,835	83,289	85,813	88,424	91,147	93,895	96,709	99,637	102,654	105,853	109,027	112,336	115,782	119,249	122,852	126,567	130,350	134,246	138,273	142,422
N	86,893	89,549	92,228	95,067	97,926	100,921	104,004	107,180	110,422	113,756	117,266	120,780	124,450	128,233	132,061	136,091	140,168	144,378	148,677	153,138	157,732
O	96,215	99,186	102,204	105,243	108,531	111,841	115,218	118,710	122,356	126,049	129,878	133,885	137,894	142,127	146,382	150,773	155,343	160,005	164,823	169,768	174,861
P	106,618	109,837	113,236	116,703	120,218	123,888	127,669	131,521	135,527	139,718	143,950	148,318	152,776	157,325	162,076	166,963	172,028	177,184	182,476	187,950	193,589
Q	118,101	121,703	125,441	129,291	133,211	137,263	141,428	145,751	150,164	154,736	159,486	164,307	169,280	174,415	179,683	185,088	190,671	196,391	202,290	208,359	214,610
R	130,868	134,853	138,928	143,186	147,530	152,057	156,693	161,492	166,376	171,444	176,645	182,025	187,497	193,148	198,981	205,016	211,231	217,558	224,109	230,832	237,757
S	145,009	149,399	153,970	158,675	163,518	168,471	173,538	178,918	184,389	189,953	195,717	201,704	207,830	214,000	220,484	227,127	233,995	241,019	248,248	255,695	263,365

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, 19, 20 = 2 years

**Howard County General Salary Schedule**  
**Rates Effective December 20, 2021**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	33,808	34,083	34,360	34,657	34,933	35,393	35,738	36,126	36,518	37,574	38,792	39,871	41,135	42,376	43,637	44,969	46,347	47,702	49,126	50,601	52,119
D	34,335	34,635	34,933	35,138	35,843	36,944	38,067	39,169	40,412	41,653	42,870	44,230	45,540	46,946	48,351	49,805	51,351	52,897	54,465	56,099	57,783
E	35,233	36,241	37,412	38,536	39,708	40,925	42,145	43,432	44,721	46,198	47,580	48,938	50,438	51,982	53,553	55,144	56,810	58,519	60,253	62,061	63,923
F	39,028	40,223	41,464	42,707	44,043	45,376	46,735	48,119	49,617	51,163	52,664	54,255	55,872	57,606	59,339	61,143	62,994	64,915	66,836	68,840	70,905
G	43,246	44,559	45,915	47,297	48,774	50,249	51,749	53,342	55,005	56,621	58,355	60,113	61,916	63,838	65,783	67,750	69,812	71,873	74,052	76,273	78,560
H	47,909	49,356	50,826	52,457	54,018	55,672	57,372	59,116	60,955	62,746	64,676	66,652	68,649	70,761	72,897	75,079	77,376	79,697	82,085	84,547	87,084
I	53,053	54,708	56,407	58,107	59,875	61,712	63,574	65,434	67,432	69,545	71,635	73,816	76,045	78,365	80,752	83,165	85,669	88,218	90,881	93,607	96,416
J	58,842	60,609	62,447	64,331	66,308	68,257	70,395	72,554	74,711	77,055	79,397	81,763	84,244	86,815	89,411	92,121	94,855	97,679	100,643	103,663	106,773
K	65,159	67,111	69,154	71,245	73,518	75,700	78,042	80,384	82,820	85,323	87,896	90,559	93,292	96,094	99,011	101,998	105,074	108,222	111,483	114,828	118,273
L	72,208	74,437	76,664	78,893	81,373	83,852	86,402	88,997	91,777	94,578	97,426	100,389	103,375	106,499	109,715	113,067	116,467	119,935	123,540	127,246	131,063
M	79,972	82,452	84,955	87,529	90,192	92,970	95,773	98,643	101,630	104,707	107,970	111,203	114,588	118,094	121,639	125,308	129,097	132,951	136,938	141,038	145,270
N	88,631	91,340	94,073	96,968	99,885	102,939	106,084	109,324	112,630	116,031	119,611	123,196	126,939	130,798	134,703	138,811	142,971	147,266	151,651	156,201	160,887
O	98,139	101,170	104,248	107,348	110,702	114,078	117,522	121,084	124,803	128,570	132,476	136,563	140,652	144,970	149,310	153,788	158,450	163,205	168,119	173,163	178,358
P	108,750	112,034	115,501	119,037	122,622	126,366	130,222	134,151	138,238	142,512	146,829	151,284	155,832	160,472	165,318	170,302	175,469	180,728	186,126	191,709	197,461
Q	120,463	124,137	127,950	131,877	135,875	140,008	144,257	148,666	153,167	157,831	162,676	167,593	172,666	177,903	183,277	188,790	194,484	200,319	206,336	212,526	218,902
R	133,485	137,550	141,707	146,050	150,488	155,099	159,827	164,722	169,704	174,873	180,117	185,666	191,247	197,011	202,966	209,116	215,456	221,909	228,591	235,449	242,512
S	147,909	152,387	157,049	161,849	166,788	171,840	177,009	182,496	188,077	193,752	199,631	205,738	211,987	218,280	224,894	231,670	238,675	245,839	253,213	260,809	268,632

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, 19, 20 = 2 years

**EC Schedule (Emergency Communications Supervisors)**  
**Rates Eff. December 23, 2019**

<u>EC</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>
1	\$29.12	\$30.00	\$30.89	\$31.80	\$32.78	\$33.74	\$34.78	\$35.84	\$36.89	\$38.04	\$39.18	\$40.35	\$41.28	\$42.83	\$44.12	\$45.42	\$46.77	\$48.17	\$49.59

**EC Schedule (Emergency Communications Supervisors)**  
**Rates Eff. December 21, 2020**

<u>EC</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>
1	\$30.59	\$31.52	\$32.46	\$33.41	\$34.44	\$35.45	\$36.54	\$37.66	\$38.76	\$39.96	\$41.17	\$42.39	\$43.37	\$44.99	\$46.35	\$47.72	\$49.13	\$50.61	\$52.10

**EC Schedule (Emergency Communications Supervisors)**  
**Rates Eff. December 20, 2021**

<u>EC</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>
1	\$31.20	\$32.15	\$33.11	\$34.08	\$35.13	\$36.16	\$37.27	\$38.41	\$39.54	\$40.76	\$41.99	\$43.24	\$44.24	\$45.89	\$47.28	\$48.67	\$50.11	\$51.62	\$53.14

## Local 1810 of the American Federation of State, County and Municipal Employees

**OT Schedule**

Rates Eff. June 22, 2020

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
<b>C</b>	<b>\$15.83</b>	<b>\$23.93</b>
<b>D</b>	<b>\$16.08</b>	<b>\$26.46</b>
<b>E</b>	<b>\$16.48</b>	<b>\$29.22</b>
<b>F</b>	<b>\$18.20</b>	<b>\$32.35</b>
<b>G</b>	<b>\$20.11</b>	<b>\$35.78</b>
<b>H</b>	<b>\$22.23</b>	<b>\$39.61</b>
<b>I</b>	<b>\$24.55</b>	<b>\$43.80</b>
<b>J</b>	<b>\$27.17</b>	<b>\$48.44</b>
<b>K</b>	<b>\$30.04</b>	<b>\$53.61</b>

**OT Schedule**

Rates Eff. December 21, 2020

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
<b>C</b>	<b>\$16.15</b>	<b>\$24.42</b>
<b>D</b>	<b>\$16.40</b>	<b>\$26.98</b>
<b>E</b>	<b>\$16.81</b>	<b>\$29.81</b>
<b>F</b>	<b>\$18.56</b>	<b>\$33.01</b>
<b>G</b>	<b>\$20.51</b>	<b>\$36.50</b>
<b>H</b>	<b>\$22.67</b>	<b>\$40.40</b>
<b>I</b>	<b>\$25.04</b>	<b>\$44.67</b>
<b>J</b>	<b>\$27.71</b>	<b>\$49.42</b>
<b>K</b>	<b>\$30.64</b>	<b>\$54.67</b>

**OT Schedule**

Rates Eff. December 20, 2021

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
<b>C</b>	<b>\$16.47</b>	<b>\$24.91</b>
<b>D</b>	<b>\$16.73</b>	<b>\$27.52</b>
<b>E</b>	<b>\$17.15</b>	<b>\$30.41</b>
<b>F</b>	<b>\$18.93</b>	<b>\$33.67</b>
<b>G</b>	<b>\$20.92</b>	<b>\$37.23</b>
<b>H</b>	<b>\$23.12</b>	<b>\$41.21</b>
<b>I</b>	<b>\$25.54</b>	<b>\$45.56</b>
<b>J</b>	<b>\$28.26</b>	<b>\$50.41</b>
<b>K</b>	<b>\$31.25</b>	<b>\$55.76</b>

~~Howard County Public Safety Dispatchers Association  
D Schedule  
Rates Eff. June 22, 2020~~

<del>Pay Grade</del>	<del>Minimum Base Pay</del>	<del>Maximum Base Pay</del>
<del>F Operator</del>	<del>\$20.00</del>	<del>\$34.08</del>
<del>G Dispatcher</del>	<del>\$22.00</del>	<del>\$38.70</del>
<del>DFC Dispatcher 1<sup>st</sup> Class</del>	<del>\$28.31</del>	<del>\$41.57</del>
<del>H Senior Dispatcher</del>	<del>26.18</del>	<del>\$44.59</del>

Howard County Public Safety Dispatchers Association  
D Schedule  
Rates Eff. December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	\$20.40	\$34.76
G Dispatcher	\$22.44	\$39.47
DFC Dispatcher 1 <sup>st</sup> Class	\$28.88	\$42.40
H Senior Dispatcher	\$26.70	\$45.48

Howard County Public Safety Dispatchers Association  
D Schedule  
Rates Eff. **December 20, 2021**

Pay Grade	Minimum Base Pay	Maximum Base Pay
F Operator	<b>\$20.81</b>	<b>\$35.46</b>
G Dispatcher	<b>\$22.89</b>	<b>\$40.26</b>
DFC Dispatcher 1 <sup>st</sup> Class	<b>\$29.46</b>	<b>\$43.25</b>
H Senior Dispatcher	<b>\$27.23</b>	<b>\$46.39</b>

~~Local 3888 of the American Federation of State, County and Municipal Employees  
OS Schedule  
Rates Eff. June 22, 2020~~

<del>Pay Grade</del>	<del>Minimum Base Pay</del>	<del>Maximum Base Pay</del>
<del>I Operations Sup I</del>	<del>\$25.29</del>	<del>\$43.26</del>
<del>J Operations Sup II</del>	<del>\$28.01</del>	<del>\$47.88</del>

Local 3888 of the American Federation of State, County and Municipal Employees  
OS Schedule  
Rates Eff. December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay
I Operations Sup I	\$25.80	\$44.13
J Operations Sup II	\$28.57	\$48.84

Local 3888 of the American Federation of State, County and Municipal Employees  
OS Schedule  
Rates Eff. **December 20, 2021**

Pay Grade	Minimum Base Pay	Maximum Base Pay
I Operations Sup I	<b>\$26.32</b>	<b>\$45.01</b>
J Operations Sup II	<b>\$29.14</b>	<b>\$49.82</b>



**Local 3085 of the American State, County and Municipal Employees  
H Schedule  
Rates Eff. December 23, 2019**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>H3</b>	<b>\$15.62</b>	<b>\$21.29</b>
<b>H4</b>	<b>\$15.76</b>	<b>\$22.92</b>
<b>H5</b>	<b>\$16.99</b>	<b>\$24.69</b>
<b>H6</b>	<b>\$17.84</b>	<b>\$26.56</b>
<b>H7</b>	<b>\$18.76</b>	<b>\$28.62</b>
<b>H8</b>	<b>\$20.13</b>	<b>\$30.84</b>
<b>H9</b>	<b>\$22.81</b>	<b>\$34.92</b>

**Local 3085 of the American State, County and Municipal Employees  
H Schedule  
Rates Eff. December 21, 2020**

<b>PAY GRADE</b>	<b>MINIMUM BASE PAY</b>	<b>MAXIMUM BASE PAY</b>
<b>H 3</b>	<b>\$16.00</b>	<b>\$23.06</b>
<b>H 4</b>	<b>\$16.64</b>	<b>\$24.12</b>
<b>H 5</b>	<b>\$17.34</b>	<b>\$27.32</b>
<b>H 6</b>	<b>\$18.26</b>	<b>\$27.78</b>
<b>H 7</b>	<b>\$19.18</b>	<b>\$29.18</b>
<b>H 8</b>	<b>\$20.71</b>	<b>\$31.51</b>
<b>H 9</b>	<b>\$23.27</b>	<b>\$35.62</b>

**Local 3085 of the American State, County and Municipal Employees  
H Schedule**

**Rates Eff. December 20, 2021**

<b>PAY GRADE</b>	<b>MINIMUM BASE PAY</b>	<b>MAXIMUM BASE PAY</b>
<b>H 3</b>	<b>\$16.32</b>	<b>\$23.52</b>
<b>H 4</b>	<b>\$16.97</b>	<b>\$24.60</b>
<b>H 5</b>	<b>\$17.69</b>	<b>\$27.87</b>
<b>H 6</b>	<b>\$18.63</b>	<b>\$28.34</b>
<b>H 7</b>	<b>\$19.56</b>	<b>\$29.76</b>
<b>H 8</b>	<b>\$21.12</b>	<b>\$32.14</b>
<b>H 9</b>	<b>\$23.74</b>	<b>\$36.33</b>

**Howard County Police Officer's Association, Lodge 21  
P Schedule**

**Rates Eff. June 22, 2020**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>	<b>PL 14</b>	<b>PL 15</b>	<b>PL 16</b>	<b>PL 17</b>	<b>PL 18</b>	<b>PL 19</b>	<b>PL 20</b>
<b>PO</b>	\$27.45	\$42.07	\$42.81	\$44.20	\$45.75	\$47.24	\$48.78	\$50.37	\$52.38
<b>PFC</b>	\$31.52	\$43.53	\$44.29	\$45.75	\$47.22	\$48.76	\$50.34	\$51.98	\$54.06
<b>CPL</b>	\$34.92	\$46.67	\$47.49	\$49.00	\$50.61	\$52.26	\$53.95	\$55.70	\$57.93

**Howard County Police Officer's Association, Lodge 21  
P Schedule**

**Rates Eff. December 21, 2020**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>	<b>PL 14</b>	<b>PL 15</b>	<b>PL 16</b>	<b>PL 17</b>	<b>PL 18</b>	<b>PL 19</b>	<b>PL 20</b>
<b>PO</b>	\$28.00	\$42.93	\$43.68	\$45.10	\$46.57	\$48.08	\$49.64	\$51.25	\$53.30
<b>PFC</b>	32.15	44.48	\$45.26	\$46.73	\$48.25	\$49.82	\$51.44	\$53.11	\$55.23
<b>CPL</b>	\$35.62	\$47.61	\$48.44	\$50.01	\$51.64	\$53.32	\$55.05	\$56.84	\$59.11

P 11  
**Howard County Police Officer's Association, Lodge 21**  
**P Schedule**

Rates Eff. **June 21, 2021**

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$28.00	<del>\$42.93</del> \$43.15	<del>\$43.68</del> \$43.91	<del>\$45.10</del> \$45.12	<del>\$46.57</del> \$46.59	<del>\$48.08</del> \$48.10	<del>\$49.64</del> \$49.66	<del>\$51.25</del> \$51.27	<del>\$53.30</del> \$53.32
PFC	\$32.15	<del>44.48</del> \$44.70	<del>\$45.26</del> \$45.48	\$46.73	\$48.25	\$49.82	\$51.44	\$53.11	\$55.23
CPL	\$35.62	<del>\$47.61</del> \$47.85	<del>\$48.44</del> \$48.69	<del>\$50.01</del> \$50.03	<del>\$51.64</del> \$51.66	<del>\$53.32</del> \$53.34	<del>\$55.05</del> \$55.07	<del>\$56.84</del> \$56.86	<del>\$59.11</del> \$59.13

**Howard County Police Officer's Association, Lodge 21**  
**P Schedule**

Rates Eff. **December 20, 2021**

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$28.56	\$44.02	\$44.79	\$46.02	\$47.52	\$49.06	\$50.65	\$52.30	\$54.39
PFC	\$32.79	\$45.58	\$46.38	\$47.66	\$49.21	\$50.81	\$52.46	\$54.16	\$56.33
CPL	\$36.33	\$48.80	\$49.65	\$51.02	\$52.68	\$54.39	\$56.16	\$57.99	\$60.31

**PS Schedule**  
**(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)**  
 Rates Eff. June 22, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$38.64	\$50.92	\$52.57	\$54.26	\$56.05	\$57.87	\$59.75	\$61.70	\$64.01

**PS Schedule**  
**(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)**  
 Rates Eff. June 21, 2021

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$39.41	\$51.94	\$53.62	\$55.35	\$57.17	\$59.03	\$60.95	\$62.93	\$65.29 \$65.45

**PS Schedule**  
**(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)**  
 Rates Eff. December 20, 2021

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$40.20	\$52.98	\$54.69	\$56.46	\$58.31	\$60.21	\$62.17	\$64.19	\$66.76

**PM Schedule**

(Police Management)

Rates Eff. December 23, 2019

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)	\$42.82	\$44.29	\$45.88	\$47.52	\$49.13	\$50.92	\$52.65	\$54.51	\$56.43	\$58.36	\$60.41	\$62.54	\$64.71	\$66.98	\$69.32	\$71.67
Captain (PM3)		84	96	108	120	132	144	156	168	180						
		\$52.95	\$54.84	\$56.79	\$58.74	\$60.84	\$62.93	\$65.13	\$67.44	\$69.75	\$72.20	\$74.72	\$77.34	\$80.04	\$82.83	\$85.53
Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major (PM4)		\$59.55	\$61.68	\$63.88	\$66.05	\$68.45	\$70.80	\$73.26	\$75.87	\$78.48	\$81.24	\$84.06	\$87.00	\$90.06	\$93.20	\$96.24

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)

Rates Eff. December 21, 2020

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)	\$43.68	\$45.18	\$46.80	\$48.47	\$50.11	\$51.94	\$53.70	\$55.60	\$57.56	\$59.53	\$61.62	\$63.79	\$66.00	\$68.32	\$70.71	\$73.00
Captain (PM3)		84	96	108	120	132	144	156	168	180						
		\$54.01	\$55.91	\$57.93	\$59.88	\$62.06	\$64.19	\$66.43	\$68.79	\$71.15	\$73.64	\$76.21	\$78.89	\$81.64	\$84.49	\$87.24
Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major (PM4)		\$60.74	\$62.91	\$65.16	\$67.37	\$69.82	\$72.22	\$74.73	\$77.39	\$80.05	\$82.83	\$85.74	\$88.74	\$91.86	\$95.06	\$98.16

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.

P 14  
**PM Schedule**  
(Police Management)  
Rates Eff. **December 20, 2021**

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)	\$44.55	\$46.08	\$47.74	\$49.44	\$51.11	\$52.98	\$54.77	\$56.71	\$58.71	\$60.72	\$62.85	\$65.07	\$67.32	\$69.69	\$72.12	\$74.46
Captain mos. (PM3)		84	96	108	120	132	144	156	168	180						
		\$55.09	\$57.03	\$59.09	\$61.08	\$63.30	\$65.47	\$67.76	\$70.17	\$72.57	\$75.11	\$77.73	\$80.47	\$83.27	\$86.18	\$88.98
Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major (PM 4)		\$61.95	\$64.17	\$66.46	\$68.72	\$71.22	\$73.66	\$76.22	\$78.94	\$81.65	\$84.49	\$87.45	\$90.51	\$93.70	\$96.96	\$100.12

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**  
 Rates Effective June 22, 2020

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$25.90	\$26.69
D 48 Hours	\$21.58	\$22.24
E 40	\$26.96	\$40.07
E 42	\$25.68	\$38.16
E 48	\$22.47	\$33.39
F 40	\$29.90	\$44.46
F 42	\$28.48	\$42.34
F 48	\$24.92	\$37.05
G 40	\$30.38	\$44.95
G 42	\$28.94	\$42.82
G 48	\$25.32	\$37.46
H 40	\$33.12	\$49.22
H 42	\$31.54	\$46.87
H 48	\$27.60	\$41.01
I 40	\$33.60	\$49.72
I 42	\$32.00	\$47.35
I 48	\$28.00	\$41.43
J 40	\$36.68	\$54.58
J 42	\$34.94	\$51.98
J 48	\$30.57	\$45.48

**F Schedule**  
**International Association of Firefighters Local 2000**  
Rates Effective December 21, 2020

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$26.41	\$27.22
D 48 Hours	\$22.01	\$22.68
E 40	\$27.50	\$40.87
E 42	\$26.19	\$38.93
E 48	\$22.92	\$34.06
F 40	\$30.50	\$45.35
F 42	\$29.05	\$43.19
F 48	\$25.42	\$37.79
G 40	\$30.98	\$45.83
G 42	\$29.51	\$43.65
G 48	\$25.82	\$38.19
H 40	\$33.78	\$50.20
H 42	\$32.17	\$47.81
H 48	\$28.15	\$41.83
I 40	\$34.26	\$50.68
I 42	\$32.63	\$48.26
I 48	\$28.55	\$42.23
J 40	\$37.42	\$55.67
J 42	\$35.63	\$53.02
J 48	\$31.18	\$46.39



**FM Schedule  
(Fire Management)  
Rates Eff. December 23, 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	\$41.03	\$42.28	\$43.54	\$44.90	\$46.28	\$47.69	\$49.16	\$50.63	\$52.13	\$53.72	\$55.37	\$57.07	\$58.78	\$60.58
48 hrs	\$34.19	\$35.23	\$36.28	\$37.42	\$38.57	\$39.74	\$40.97	\$42.19	\$43.44	\$44.77	\$46.14	\$47.56	\$48.98	\$50.48
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief														
40 hrs	\$45.52	\$46.80	\$48.28	\$49.72	\$51.25	\$52.80	\$54.47	\$56.09	\$57.79	\$59.52	\$61.37	\$63.23	\$65.11	\$67.09
48 hrs	\$37.93	\$39.00	\$40.23	\$41.43	\$42.71	\$44.00	\$45.39	\$46.74	\$48.16	\$49.60	\$51.14	\$52.69	\$54.26	\$55.91
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief														
40 hrs	\$52.70	\$54.32	\$55.96	\$57.65	\$59.44	\$61.18	\$63.07	\$65.00	\$66.95	\$69.03	\$71.12	\$73.24	\$75.47	\$77.76

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)  
Rates Eff. December 21, 2020**

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	\$41.84	\$43.12	\$44.41	\$45.80	\$47.21	\$48.64	\$50.15	\$51.64	\$53.17	\$54.80	\$56.47	\$58.21	\$59.95	\$61.79
48 hrs	\$34.87	\$35.93	\$37.01	\$38.17	\$39.34	\$40.53	\$41.79	\$43.03	\$44.31	\$45.67	\$47.06	\$48.51	\$49.96	\$51.49
42 HRS	\$39.85	\$41.06	\$42.30	\$43.62	\$44.96	\$46.32	\$47.76	\$49.18	\$50.64	\$52.19	\$53.78	\$55.44	\$57.10	\$58.85
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief														
40 hrs	\$46.43	\$47.74	\$49.24	\$50.71	\$52.27	\$53.86	\$55.56	\$57.20	\$58.94	\$60.71	\$62.59	\$64.49	\$66.42	\$68.44
48 hrs	\$38.69	\$39.78	\$41.03	\$42.26	\$43.56	\$44.88	\$46.30	\$47.67	\$49.12	\$50.59	\$52.16	\$53.74	\$55.35	\$57.03
42 HRS	\$44.22	\$45.46	\$46.89	\$48.30	\$49.78	\$51.29	\$52.91	\$54.48	\$56.14	\$57.82	\$59.61	\$61.42	\$63.26	\$65.18
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Asst Chief														
40 hrs	\$53.75	\$55.41	\$57.08	\$58.80	\$60.63	\$62.40	\$64.33	\$66.30	\$68.29	\$70.41	\$72.54	\$74.70	\$76.98	\$79.32

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.

~~Local 3080 of the American Federation of State, County and Municipal Employees  
C Schedule  
Rates Eff. June 22, 2020~~

<del>Pay Grade</del>	<del>Minimum Base Pay</del>	<del>Maximum Base Pay</del>
<del>C2</del>	<del>\$22.12</del>	<del>\$35.43</del>
<del>C3</del>	<del>\$23.52</del>	<del>\$38.86</del>
<del>C4</del>	<del>\$26.29</del>	<del>\$43.24</del>

**Local 3080 of the American Federation of State, County and Municipal Employees  
C Schedule  
Rates Eff. December 21, 2020**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>C2</b>	<b>\$ 22.56</b>	<b>\$36.14</b>
<b>C3</b>	<b>\$23.99</b>	<b>\$39.64</b>
<b>C4</b>	<b>\$26.82</b>	<b>\$44.10</b>

**Local 3080 of the American Federation of State, County and Municipal Employees  
C Schedule**

**Rates Eff. December 20, 2021**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>C2</b>	<b>\$ 23.01</b>	<b>\$36.86</b>
<b>C3</b>	<b>\$24.47</b>	<b>\$40.43</b>
<b>C4</b>	<b>\$27.36</b>	<b>\$44.98</b>

**Corrections Management**  
**~~Rates Eff. December 23, 2019~~**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>CM1</b>	<b>\$27.73</b>	<b>\$45.97</b>
<b>CM2</b>	<b>\$30.71</b>	<b>\$50.79</b>

**Corrections Management**  
**Rates Eff. December 21, 2020**

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>CM 1</b>	<b>\$28.28</b>	<b>\$46.89</b>
<b>CM 2</b>	<b>\$31.32</b>	<b>\$51.81</b>

**Corrections Management**  
**Rates Eff. **December 20, 2021****

<b>Pay Grade</b>	<b>Minimum Base Pay</b>	<b>Maximum Base Pay</b>
<b>CM 1</b>	<b>\$28.85</b>	<b>\$47.83</b>
<b>CM 2</b>	<b>\$31.95</b>	<b>\$52.85</b>

**Rates Effective December 23, 2019**

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	21.17	21.82	22.51	23.17	23.87	24.60	25.37	26.12	26.94	27.73	28.58	29.43	30.33	31.26	32.24	33.17	34.18	35.21
CS2				23.62	24.34	25.09	25.87	26.63	27.47	28.28	29.14	30.00	30.94	31.88	32.87	33.83	34.84	35.89
CS3	23.44	24.20	24.91	25.67	26.47	27.25	28.10	28.97	29.82	30.74	31.68	32.65	33.61	34.65	35.71	36.78	37.89	39.04
DS2	19.10	19.70	20.31	20.91	21.56	22.24	22.89	23.55	23.95	25.04	25.80	26.58	27.39	28.20	29.18	29.95	30.86	NA
DS5	26.00	26.81	27.63	28.48	29.33	30.21	31.15	32.05	33.02	34.08	35.09	36.17	37.23	38.36	39.55	40.74	41.96	43.21
DS6	28.82	29.68	30.59	31.51	32.47	33.45	34.49	35.55	36.59	37.74	38.88	40.05	41.26	42.51	43.80	45.10	46.47	47.86

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.
3. Longevity Pay: Employees in the pay grades CS1, CS2, CS3, DS5 & DS6 who have 27 years of service in the Sheriff's Department will receive an additional 3% longevity pay added to their base pay.

**Rates Effective December 21, 2020**

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	21.59	22.26	22.96	23.63	24.35	25.09	25.88	26.64	27.48	28.28	29.15	30.02	30.94	31.89	32.88	33.83	34.86	35.91
CS2				24.09	24.83	25.59	26.39	27.16	28.02	28.85	29.72	30.60	31.56	32.52	33.53	34.51	35.54	36.61
CS3	23.91	24.68	25.41	26.18	27.00	27.80	28.66	29.55	30.42	31.35	32.31	33.30	34.28	35.34	36.42	37.52	38.65	39.82
DS2	19.48	20.09	20.72	21.33	21.99	22.68	23.35	24.02	24.43	25.54	26.32	27.11	27.94	28.76	29.76	30.55	31.48	NA
6DS5	26.52	27.35	28.18	29.05	29.92	30.81	31.77	32.69	33.68	34.76	35.79	36.89	37.97	39.13	40.34	41.55	42.80	44.07
DS6	29.40	30.27	31.20	32.14	33.12	34.12	35.18	36.26	37.32	38.49	39.66	40.85	42.09	43.36	44.68	46.00	47.40	48.82

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.
3. LONGEVITY PAY: EMPLOYEES IN THE PAY GRADES CS1, CS2, CS3, DS5 & DS6 WHO HAVE 27 YEARS OF SERVICE IN THE SHERIFF'S DEPARTMENT WILL RECEIVE AN ADDITIONAL 3% LONGEVITY PAY ADDED TO THEIR BASE PAY.

RLC Scale  
(Part-Time Benefitted)  
Rates eff. ~~December 23, 2019~~

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
<b>B</b>	<b>\$11.96</b>	<b>\$20.46</b>
<b>C</b>	<b>\$13.24</b>	<b>\$22.71</b>
<b>D</b>	<b>\$14.67</b>	<b>\$25.17</b>
<b>E</b>	<b>\$16.27</b>	<b>\$27.84</b>
<b>F</b>	<b>\$18.03</b>	<b>\$30.88</b>

RLC Scale  
(Part-Time Benefitted)  
Rates Eff. **December 21, 2020**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
<b>B</b>	<b>\$12.20</b>	<b>\$20.87</b>
<b>C</b>	<b>\$13.50</b>	<b>\$23.16</b>
<b>D</b>	<b>\$14.96</b>	<b>\$25.67</b>
<b>E</b>	<b>\$16.60</b>	<b>\$28.40</b>
<b>F</b>	<b>\$18.39</b>	<b>\$31.50</b>

RLC Scale  
(Part-Time Benefitted)  
Rates Eff. **December 20, 2021**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
<b>B</b>	<b>\$12.44</b>	<b>\$21.29</b>
<b>C</b>	<b>\$13.77</b>	<b>\$23.62</b>
<b>D</b>	<b>\$15.26</b>	<b>\$26.18</b>
<b>E</b>	<b>\$16.93</b>	<b>\$28.97</b>
<b>F</b>	<b>\$18.76</b>	<b>\$32.13</b>

**Position Classification Codes and Pay Grades for the Classified Service**

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
1209	Purchasing Administrator	N
1208	Fiscal Manager III	N
1207	Fiscal Manager II	M
1205	Fiscal Manager I	L
1203	Fiscal Specialist II	K
1201	Fiscal Specialist I	J
1200	Fiscal Associate	I
1307	Administrative Manager	N
1306	Assistant Administrator	M
1305	Senior Administrative Analyst	L
1303	Administrative Analyst II	K
1301	Administrative Analyst I	I
1413	Administrative Assistant	I
1412	Administrative Technician	H
1411	Administrative Aide	G
1409	Administrative Support Technician III	F
1407	Administrative Support Technician II	E
1405	Administrative Support Technician I	D
1403	Office Assistant II	C
1503	Legal Support Services Specialist	I
1501	Legal Support Services Technician	G
2125	Police Captain	PM3
2123	Police Lieutenant	PM2
2121	Police Sergeant	PS
2119	Police Services Support Supervisor III	K



<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
2118	Police Services Support Specialist	J
2117	Police Services Support Supervisor II	I
2113	Police Services Support Supervisor I	H
2105	Police Services Support Technician II	H
2103	Police Services Support Technician I	F
2101	Police Cadet	D
2223	Correctional Captain	CM2
2221	Corrections Program Supervisor II	K
2219	Detention Center Nurse	J
2217	Correctional Lieutenant	CM1
2213	Correctional Specialist	I
2212	Correctional Technician	H
2211	Correctional Sergeant	C4
2210	Correctional Sergeant-Dietary	C4
2209	<del>Correctional Supervisor I</del> CORRECTIONAL DIETARY COORDINATOR	CM1
2207	Correctional Corporal	C3
2205	Correctional Officer	C2
2201	Correctional Dietary Officer	C2
2307	Emergency Communications Supervisor	EC1
2305	Senior Dispatcher	DH
2304	Dispatcher First Class	DFC
2303	Dispatcher	DG
2301	Emergency Communications Operator	DF
2401	Security Officer I	B
2515	Assistant Chief (Fire and Rescue Services)	FM3
2513	Battalion Chief	FM2 (P) (A)

**Position Classification Codes and Pay Grades for Executive Exempt Employees**

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
1119	Chief Administrative Officer	S
1117	Deputy Chief Administrative Officer	Q
1116	Chief of Staff	Q
1115	Administrator to County Council	Q
<b>1114</b>	<b>DEPUTY CHIEF OF STAFF</b>	<b>P</b>
1113	Human Resources Administrator	O
1111	Labor Relations Coordinator	N
1110	Transportation Administrator	O
1109	Community Sustainability Administrator	N
1107	Public Information Administrator – Administration	O
1107	Public Information Administrator- County Council	O
1105	Deputy Administrator to County Council	M
1104	Executive Assistant II - Assistant to County Executive	N
1104	Executive Assistant II - Assistant to Chief Administrative Officer	N
1103	Executive Assistant I - Assistant to County Executive	L
1103	Executive Assistant I - Assistant to Chief Administrative Officer	L
1103	Executive Assistant I-Assistant to County Council Administrator	L
1101	Special Assistant - County Council	L
1217	Director of Finance	P
1215	County Auditor	Q
1213	Budget Administrator	P
1211	Deputy Director of Finance	O
1212	Deputy County Auditor	O
1303	Administrative Analyst II	K

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
1306	Assistant Administrator-Executive Asst. to Chief of Police	M
1306	Assistant Administrator-Executive Asst. to Fire Chief	M
1413	Administrative Assistant- Secretary to County Solicitor	I
1413	Administrative Assistant - Secretary To The Chief Administrative Officer	I
1413	Administrative Assistant - Secretary To The Chief Of Staff	I
1413	Administrative Assistant - Secretary to the County Executive	I
1413	Administrative Assistant – Constituent Relations Assistant To The County Executive	I
1414	District Aide	H
1517	County Solicitor	Q
1515	Deputy Attorney - Deputy County Solicitor	P
1511	Principal Attorney - Office of Law	O
1507	Senior Attorney - Office of Law	N
1505	Attorney - Office of Law	M
1504	Entry Level Attorney - Office of Law	L
2119	Police Services Support Supervisor III - Animal Control Administrator	K
2120	Police Information Supervisor	N
2129	Chief of Police	R
2127	Police Major	PM4
2229	Director of Corrections	P
2227	Deputy Director of Corrections	N
2225	Custody and Security Chief	M
2516	Administrator, Office of Emergency Management	O
2519	Chief, Fire & Rescue Services	R
2518	Medical Director	Q

2517	Deputy Chief	P
3121	Director, Public Works	R
3120	Deputy Director, Public Works	P
3119	Engineering Manager II	P
3215	Director, Planning & Zoning	P
3213	Deputy Director of Planning & Zoning	N
3317	Director, Inspections, Licenses & Permits	P
4215	Technical Services Supervisor - Cable Administrator	L
4223	Director, Technology & Communication Services	S
4221	Deputy Director, Technology and Communication Services	O
5135	Director, Recreation & Parks	P
5218	Director, Housing and Community Development	P
5217	Director, Community Resources and Services	P
5215	Human Services Manager II - Deputy Director, Community Resources and Services	N
5215	Human Services Manager II - Human Rights Administrator	N
5215	Human Services Manager II - Deputy Director, Housing and Community Development	N
5215	Human Services Manager II - Administrator on Aging and Independence	N
5213	Human Services Manager I – Community Partnerships Administrator	M
5213	Human Services Manager I –Workforce Development Administrator	M
5213	Human Services Manager I - Consumer Protection Administrator	M
5213	Human Services Manager I –Administrator of the Office of Children and Families	M
<del>5211</del>	<del>Human Services Specialist III – Substance Abuse Impact Coordinator</del>	<del>K</del>
<del>5211</del>	<del>Human Services Specialist III – Child Care Coordinator</del>	<del>K</del>

5211 Human Services Specialist III—Grants Coordinator K

**Position Classification Codes and Pay Grades for Grant-Funded Employees**

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
2103	Police Services Support Technician—School Crossing Guard Supervisor	F
4101	Operations Worker I—Utility Assistant	B
4215	Technical Services Supervisor—Cable T.V. Station Manager	L
4207	Technical Services Support Specialist I—Television Production	I
4205	Technical Services Support Technician III—T.V. Production; Public Access Coordinator	H
4203	Technical Services Support Technician II—T.V. Production Asst.	G
5211	Human Services Specialist III—Employment and Training Services Supervisor	K
5209	Human Services Specialist II—Employment Counselor II; Employment and Training Specialist	J
5207	Human Services Specialist I—Employment Counselor I	H
5203	Human Services Worker I—Employment Counseling Aide	E

**Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement Between Howard County and Local 3085 of the American Federation of State, County and Municipal Employees**

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
1815	Stores Clerk	H4
1835	Senior Stores Clerk	H6
1855	Stores Control Technician	H7
3011	Parks Maintenance Worker	H5
3012	Parks Maintenance Specialist	H7
3013	Parks Maintenance Leader	H8
3015	Park Ranger	H7
7134	Communications Equip. Tech. I	H7
7135	Communications Equip. Tech II	H8
9113	Animal Handler	<del>H5</del> H6
9115	Animal Control Officer	<del>H7</del> H8
9215	Custodial Worker	H2
9221	Maintenance Mechanic I	H6
9222	Maintenance Mechanic II	H8
9234	Instruments/Electronics Technician	H8
9421	Motor Equipment Operator I	H5
9422	Motor Equipment Operator II	H7
9423	Motor Equipment Operator III	H8
9521	Buildings Control Technician	H9
9523	Apprentice	H6
9525	Air Conditioning & Heating Mechanic	H9
9535	Traffic Signal Maintenance Technician	H9

<b>Class Code</b>	<b>Classification</b>	<b>Pay Grade</b>
9546	Electrician	H9
9565	Plumber	H9
9581	Motor Equipment Mechanic I	H8
9582	Motor Equipment Mechanic II	H9
9615	Weighmaster	H5
9621	Utility Worker I	H3
9622	Utility Worker II	H4
9623	Utility Worker III	H6
9624	Utility Worker IV	H7
9721	Water Reclamation Plant Operator I	H6
9722	Water Reclamation Plant Operator II	H8
9723	Water Reclamation Plant Operator III	H9

