

Howard County Pay Plan

Fiscal Year ~~2022~~23

Effective July 1, ~~2021~~2022

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 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	38,034	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	37,324	38,404	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	55,304	56,968	58,704	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	36,548	37,574	38,792	39,874	41,135	42,376	43,637	44,969	46,347	47,702	49,126	50,604	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	61,742	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	111,208	114,583	118,098	121,634	125,309	129,098	132,957	136,931	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	134,702	138,813	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	150,481	155,098	159,827	164,722	169,704	174,873	180,178	185,666	191,247	197,011	202,961	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

Howard County General Salary Schedule
Rates Effective JUNE 20, 2022

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	34,484	34,765	35,047	35,350	35,632	36,101	36,453	36,849	37,248	38,325	39,568	40,668	41,958	43,224	44,510	45,868	47,274	48,656	50,109	51,613	53,161
D	35,022	35,328	35,632	35,841	36,560	37,683	38,828	39,952	41,220	42,486	43,727	45,115	46,451	47,885	49,318	50,801	52,378	53,955	55,554	57,221	58,939
E	35,938	36,966	38,160	39,307	40,502	41,744	42,988	44,301	45,615	47,122	48,532	49,917	51,447	53,022	54,624	56,247	57,946	59,689	61,458	63,302	65,201
F	39,809	41,027	42,293	43,561	44,924	46,284	47,670	49,081	50,609	52,186	53,717	55,340	56,989	58,758	60,526	62,366	64,254	66,213	68,173	70,217	\$72,323
G	44,111	45,450	46,833	48,243	49,749	51,254	52,784	54,409	56,105	57,753	59,522	61,315	63,154	65,115	67,099	69,105	71,208	73,310	75,533	77,798	80,131
H	48,867	50,343	51,843	53,506	55,098	56,785	58,519	60,298	62,174	64,001	65,970	67,985	70,022	72,176	74,355	76,581	78,924	81,291	83,727	86,238	88,826
I	54,114	55,802	57,535	59,269	61,073	62,946	64,845	66,743	68,781	70,936	73,068	75,292	77,566	79,932	82,367	84,828	87,382	89,982	92,699	95,479	98,344
J	60,019	61,821	63,696	65,618	67,634	69,622	71,803	74,005	76,205	78,596	80,985	83,398	85,929	88,551	91,199	93,963	96,752	99,633	102,656	105,736	108,908
K	66,462	68,453	70,537	72,670	74,988	77,214	79,603	81,992	84,476	87,029	89,654	92,370	95,158	\$98,016	100,991	104,038	107,175	110,386	113,713	117,125	120,638
L	73,652	75,926	78,197	80,471	83,000	85,529	88,130	90,777	93,613	96,470	99,375	102,397	105,443	108,629	111,909	115,328	118,796	122,334	126,011	129,791	133,684
M	81,571	84,101	86,654	89,280	91,996	94,829	97,688	100,616	103,663	106,801	110,129	113,432	116,875	120,460	124,067	127,815	131,680	135,616	139,670	143,859	148,175
N	90,404	93,167	95,954	98,907	101,883	104,998	108,206	111,510	114,883	118,352	122,003	125,660	129,478	133,414	137,396	141,589	145,830	150,211	154,684	159,325	164,105
O	100,102	103,193	106,333	109,495	112,916	116,360	119,872	123,506	127,299	131,141	135,126	139,294	143,465	147,869	152,296	156,864	161,619	166,469	171,481	176,626	181,925
P	110,925	114,275	117,811	121,418	125,074	128,893	132,826	136,834	141,003	145,362	149,766	154,310	158,949	163,681	168,624	173,708	178,978	184,343	189,849	195,543	201,410
Q	122,872	126,620	130,509	134,515	138,593	142,808	147,142	151,639	156,230	160,988	165,930	170,945	176,119	181,461	186,943	192,566	198,374	204,325	210,463	216,777	223,280
R	136,155	140,301	144,541	148,971	153,491	158,200	163,024	168,016	173,098	178,370	183,782	189,379	195,072	200,951	207,020	213,298	219,765	226,347	233,163	240,158	247,362
S	150,867	155,435	160,190	165,086	170,124	175,277	180,549	186,146	191,839	197,627	203,624	209,853	216,227	222,646	229,392	236,303	243,449	250,756	258,277	266,025	274,005

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 19, 2022

	<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>	<u>20</u>	<u>21</u>
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
C	34,829	35,113	35,397	35,704	35,988	36,462	36,818	37,217	37,620	38,708	39,964	41,075	42,378	43,656	44,955	46,327	47,747	49,143	50,610	52,129	53,693
D	35,372	35,681	35,988	36,199	36,926	38,060	39,216	40,352	41,632	42,911	44,164	45,566	46,916	48,364	49,811	51,309	52,902	54,495	56,110	57,793	59,528
E	36,297	37,336	38,542	39,700	40,907	42,161	43,418	44,744	46,071	47,593	49,017	50,416	51,961	53,552	55,170	56,809	58,525	60,286	62,073	63,935	65,853
F	40,207	41,437	42,716	43,997	45,373	46,747	48,147	49,572	51,115	52,708	54,254	55,893	57,559	59,346	61,131	62,990	64,897	66,875	68,855	70,919	73,046
G	44,552	45,905	47,301	48,725	50,246	51,767	53,312	54,953	56,666	58,331	60,117	61,928	63,786	65,766	67,770	69,796	71,920	74,043	76,288	78,576	80,932
H	49,356	50,846	52,361	54,041	55,649	57,353	59,104	60,901	62,796	64,641	66,630	68,665	70,722	72,898	75,099	77,347	79,713	82,104	84,564	87,100	89,714
I	54,655	56,360	58,110	59,862	61,684	63,575	65,493	67,410	69,469	71,645	73,799	76,045	78,342	80,731	83,191	85,676	88,256	90,882	93,626	96,434	99,327
J	60,619	62,439	64,333	66,274	68,310	70,318	72,521	74,745	76,967	79,382	81,795	84,232	86,788	89,437	92,111	94,903	97,720	100,629	103,683	106,793	109,997
K	67,127	69,138	71,242	73,397	75,738	77,986	80,399	82,812	85,321	87,899	90,551	93,294	96,110	98,996	102,001	105,078	108,247	111,490	114,850	118,296	121,844
L	74,389	76,685	78,979	81,276	83,830	86,384	89,011	91,685	94,549	97,435	100,369	103,421	106,497	109,715	113,028	116,481	119,984	123,557	127,271	131,089	135,021
M	82,387	84,942	87,521	90,173	92,916	95,777	98,665	101,622	104,700	107,869	111,230	114,566	118,044	121,665	125,308	129,093	132,997	136,972	141,067	145,298	149,657
N	91,308	94,099	96,914	99,896	102,902	106,048	109,288	112,625	116,032	119,536	123,223	126,917	130,773	134,748	138,770	143,005	147,288	151,713	156,231	160,918	165,746
O	101,103	104,225	107,396	110,590	114,045	117,524	121,071	124,741	128,572	132,452	136,477	140,687	144,900	149,348	153,819	158,433	163,235	168,134	173,196	178,392	183,744
P	112,034	115,418	118,989	122,632	126,325	130,182	134,154	138,202	142,413	146,816	151,264	155,853	160,538	165,318	170,310	175,445	180,768	186,186	191,747	197,498	203,424
Q	124,101	127,886	131,814	135,860	139,979	144,236	148,613	153,155	157,792	162,598	167,589	172,654	177,880	183,276	188,812	194,492	200,358	206,368	212,568	218,945	225,513
R	137,517	141,704	145,986	150,461	155,026	159,782	164,654	169,696	174,829	180,154	185,620	191,273	197,023	202,961	209,090	215,431	221,963	228,610	235,495	242,560	249,836
S	152,376	156,989	161,792	166,737	171,825	177,030	182,354	188,007	193,757	199,603	205,660	211,952	218,389	224,872	231,686	238,666	245,883	253,264	260,860	268,685	276,745

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 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

EC Schedule (Emergency Communications Supervisors)
Rates Eff. JUNE 20, 2022

<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	\$31.82	\$32.79	\$33.77	\$34.76	\$35.83	\$36.88	\$38.02	\$39.18	\$40.33	\$41.58	\$42.83	\$44.10	\$45.12	\$46.81	\$48.23	\$49.64	\$51.11	\$52.65	\$54.20

EC Schedule (Emergency Communications Supervisors)
Rates Eff. DECEMBER 19, 2022

<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	\$32.14	\$33.12	\$34.11	\$35.11	\$36.19	\$37.25	\$38.40	\$39.57	\$40.73	\$42.00	\$43.26	\$44.54	\$45.57	\$47.28	\$48.71	\$50.14	\$51.62	\$53.18	\$54.74

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

OT Schedule

Rates Eff. December 21, 2020

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

OT Schedule

Rates Eff. December 20, 2021

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

OT Schedule

Rates Eff. **JUNE 20, 2022**

Grade	Minimum	Maximum
C	\$16.58	\$25.56
D	\$16.84	\$28.34
E	\$17.28	\$31.35
F	\$19.14	\$34.77
G	\$21.21	\$38.52
H	\$23.49	\$42.70
I	\$26.02	\$47.28
J	\$28.86	\$52.36
K	\$31.95	\$58.00

OT Schedule

Rates Eff. **DECEMBER 19, 2022**

Grade	Minimum	Maximum
C	\$16.74	\$25.81
D	\$17.01	\$28.62
E	\$17.45	\$31.66
F	\$19.33	\$35.12
G	\$21.42	\$38.91
H	\$23.73	\$43.13
I	\$26.28	\$47.75
J	\$29.14	\$52.88
K	\$32.27	\$58.58

**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 1st 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	\$20.81	\$35.46
G Dispatcher	\$22.89	\$40.26
DFC Dispatcher 1st Class	\$29.46	\$43.25
H Senior Dispatcher	\$27.23	\$46.39

**Howard County Public Safety Dispatchers Association
D Schedule
Rates Eff. **JUNE 20, 2022****

Pay Grade	Minimum Base Pay	Maximum Base Pay
G Dispatcher	\$23.35	\$42.30
DFC Dispatcher 1st Class	\$30.05	\$45.44
H Senior Dispatcher	\$27.77	\$48.74

**Howard County Public Safety Dispatchers Association
D Schedule
Rates Eff. **DECEMBER 19, 2022****

Pay Grade	Minimum Base Pay	Maximum Base Pay
G Dispatcher	\$23.58	\$42.72
DFC Dispatcher 1st Class	\$30.35	\$45.89
H Senior Dispatcher	\$28.05	\$49.23

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	\$26.32	\$45.01
J Operations Sup II	\$29.14	\$49.82

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

PAY GRADE	MINIMUM BASE PAY	MAXIMUM BASE PAY
H3	\$16.00	\$23.06
H4	\$16.64	\$24.12
H5	\$17.34	\$27.32
H6	\$18.26	\$27.78
H7	\$19.18	\$29.18
H8	\$20.71	\$31.51
H9	\$23.27	\$35.62

**Local 3085 of the American State, County and Municipal Employees
H Schedule
Rates Eff. December 20, 2021**

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

**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	PL 20
PO	\$28.00	\$43.15	\$43.91	\$45.12	\$46.59	\$48.10	\$49.66	\$51.27	\$53.32
PFC	\$32.15	\$44.70	\$45.48	\$46.73	\$48.25	\$49.82	\$51.44	\$53.11	\$55.23
CPL	\$35.62	\$47.85	\$48.69	\$50.03	\$51.66	\$53.34	\$55.07	\$56.86	\$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	PL 20
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 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	\$65.45

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 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	\$73.54
Captain mos. (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.

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	\$75.00
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 21, 2021

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	\$46.70
F 42	\$29.05	\$44.48
F 48	\$25.42	\$38.92
G 40	\$30.98	\$47.18
G 42	\$29.51	\$44.94
G 48	\$25.82	\$39.32
H 40	\$33.78	\$51.70
H 42	\$32.17	\$49.23
H 48	\$28.15	\$43.08
I 40	\$34.26	\$52.18
I 42	\$32.63	\$49.69
I 48	\$28.55	\$43.48
J 40	\$37.42	\$59.05
J 42	\$35.63	\$56.24
J 48	\$31.18	\$49.21

F Schedule
International Association of Firefighters Local 2000
Rates Effective December 20, 2021

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$26.81	\$27.62
D 48 Hours	\$22.34	\$23.02
E 40	\$27.91	\$41.48
E 42	\$26.58	\$39.51
E 48	\$23.26	\$34.57
F 40	\$30.96	\$47.40
F 42	\$29.49	\$45.14
F 48	\$25.80	\$39.50
G 40	\$31.44	\$47.88
G 42	\$29.94	\$45.60
G 48	\$26.20	\$39.90
H 40	\$34.38	\$52.48
H 42	\$32.65	\$49.98
H 48	\$28.57	\$43.73
I 40	\$34.76	\$52.96
I 42	\$33.11	\$50.44
I 48	\$28.97	\$44.13
J 40	\$37.98	\$59.94
J 42	\$36.17	\$57.09
J 48	\$31.65	\$49.95

FM Schedule
(Fire Management)
Rates Eff. JUNE 21, 2021

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258	270
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	\$62.99	\$64.87
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	\$52.49	\$54.06
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	\$59.99	\$61.78
months	78	90	102	114	126	138	150	162	174	186	198	222	234	258	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	\$67.62	\$69.65
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	\$56.35	\$58.04
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	\$64.40	\$66.33
months	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
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	\$78.18	\$80.53	

FM Schedule
(Fire Management)
Rates Eff. December 20, 2021

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258	270
Captain															
40 hrs	\$42.47	\$43.76	\$45.08	\$46.49	\$47.92	\$49.37	\$50.90	\$52.42	\$53.96	\$55.63	\$57.32	\$59.09	\$60.85	\$63.94	\$65.84
48 hrs	\$35.39	\$36.47	\$37.57	\$38.74	\$39.93	\$41.14	\$42.42	\$43.68	\$44.97	\$46.36	\$47.77	\$49.24	\$50.71	\$53.28	\$54.87
42 HRS	\$40.45	\$41.68	\$42.94	\$44.27	\$45.63	\$47.02	\$48.48	\$49.92	\$51.39	\$52.98	\$54.59	\$56.27	\$57.95	\$60.89	\$62.71
months	78	90	102	114	126	138	150	162	174	186	198	222	234	258	270
Batt Chief															
40 hrs	\$47.12	\$48.46	\$49.98	\$51.47	\$53.05	\$54.66	\$56.39	\$58.07	\$59.83	\$61.62	\$63.53	\$65.46	\$67.42	\$68.64	\$70.69
48 hrs	\$39.27	\$40.38	\$41.65	\$42.89	\$44.21	\$45.55	\$46.99	\$48.39	\$49.86	\$51.35	\$52.94	\$54.55	\$56.18	\$57.20	\$58.91
42 HRS	\$44.88	\$46.15	\$47.60	\$49.02	\$50.53	\$52.06	\$53.70	\$55.30	\$56.98	\$58.69	\$60.50	\$62.34	\$64.21	\$65.37	\$67.33
months	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
Asst Chief															
40 hrs	\$54.56	\$56.24	\$57.94	\$59.68	\$61.54	\$63.34	\$65.29	\$67.29	\$69.31	\$71.47	\$73.63	\$75.82	\$79.35	\$81.74	

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

Pay Grade	Minimum Base Pay	Maximum Base Pay
€2	\$ 22.56	\$36.14
€3	\$23.99	\$39.64
€4	\$26.82	\$44.10

**Local 3080 of the American Federation of State, County and Municipal Employees
C Schedule
Rates Eff. December 20, 2021**

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

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

Rates Eff. DECEMBER 19, 2022

Pay Grade	Minimum Base Pay	Maximum Base Pay
C2	\$ 24.05	\$38.75
C3	\$25.88	\$42.10
C4	\$28.21	\$47.24

Corrections Management
Rates Eff. December 21, 2020

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM1	\$28.28	\$46.89
CM2	\$31.32	\$51.81

Corrections Management
Rates Eff. December 20, 2021

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$28.85	\$47.83
CM 2	\$31.95	\$52.85

Corrections Management
Rates Eff. **DECEMBER 19, 2022**

Pay Grade	Minimum Base Pay	Maximum Base Pay
CM 1	\$29.86	\$50.01
CM 2	\$32.85	\$55.01

**Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)
Rates Effective June 21, 2021**

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	YR 20	YR 27
CS1	22.02	22.71	23.42	24.10	24.84	25.59	26.40	27.17	28.03	28.85	29.73	30.62	31.56	32.53	33.54	34.51	35.56	36.63	37.73	38.86
CS2			23.89	24.61	25.35	26.11	26.89	27.70	28.53	29.39	30.27	31.18	32.12	33.08	34.07	35.09	36.14	37.22	38.34	39.49
CS3	24.39	25.17	25.92	26.70	27.54	28.36	29.23	30.14	31.03	31.98	32.96	33.97	34.97	36.05	37.15	38.27	39.42	40.62	41.83	43.08
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	NA	NA
DS5	27.05	27.90	28.74	29.63	30.52	31.43	32.41	33.34	34.35	35.46	36.51	37.63	38.73	39.91	41.15	42.38	43.66	44.95	46.30	47.69
DS6	29.99	30.88	31.82	32.78	33.78	34.80	35.88	36.99	38.07	39.26	40.45	41.67	42.93	44.23	45.57	46.92	48.35	49.80	51.29	52.83

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. ———

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**Schedule Lodge 131 of the Fraternal Order of Police (CS) and DS Schedule (Sheriff)
Rates Effective December 20, 2021**

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	YR 20	YR 27
CS1	22.46	23.16	23.89	24.58	25.34	26.10	26.93	27.71	28.59	29.43	30.32	31.23	32.19	33.18	34.21	35.20	36.27	37.36	38.48	39.64
CS2			24.37	25.07	25.85	26.62	27.47	28.26	29.16	30.02	30.93	31.85	32.83	33.84	34.89	35.90	37.00	38.11	39.25	40.43
CS3	24.88	25.67	26.44	27.23	28.09	28.93	29.81	30.74	31.65	32.62	33.62	34.65	35.67	36.77	37.89	39.04	40.21	41.43	42.67	43.94
DS2	19.87	20.49	21.13	21.76	22.43	23.13	23.82	24.50	24.92	26.05	26.85	27.65	28.50	29.34	30.36	31.16	32.11	NA	NA	NA
DS5	27.59	28.46	29.31	30.22	31.13	32.06	33.06	34.01	35.04	36.17	37.24	38.38	39.50	40.71	41.97	43.23	44.53	45.85	47.23	48.65
DS6	30.59	31.50	32.46	33.44	34.46	35.50	36.60	37.73	38.83	40.05	41.26	42.50	43.79	45.11	46.48	47.86	49.32	50.80	52.32	53.89

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.

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

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

RLC Scale
(Part-Time Benefitted)
Rates Eff. ~~April 11, 2022~~

Grade	Minimum	Maximum
B	\$15.45	\$26.29
C	\$16.53	\$28.17
D	\$17.69	\$30.11
E	\$19.11	\$32.54
F	\$20.83	\$35.42

RLC Scale
(Part-Time Benefitted)
Rates Eff. **JUNE 20, 2022**

Grade	Minimum	Maximum
B	\$15.76	\$26.82
C	\$16.86	\$28.73
D	\$18.04	\$30.71
E	\$19.49	\$33.19
F	\$21.25	\$36.13

RLC Scale
(Part-Time Benefitted)
Rates Eff. **DECEMBER 19, 2022**

Grade	Minimum	Maximum
B	\$15.92	\$27.09
C	\$17.03	\$29.02
D	\$18.22	\$31.02
E	\$19.68	\$33.52
F	\$21.46	\$36.49

Specialty Pays.

(d) Premium Compensation for Police Lieutenants, Captains, ~~and~~ Majors, *CADETS AND CROSSING GUARDS*.

- (1) Police Lieutenants assigned to the following divisions shall be paid an annual premium compensation paid bi-weekly in the following amounts:
 - (I) \$2000 annually to employees not assigned to Patrol or Communications as well as the following Specialty Assignments.
 - Drug Recognition Experts (DREs)
 - Emergency Services Unit (ESU)
 - Hostage Negotiators
 - ESV Operators
 - Employees who are trained and assigned to operate the Department's Small Unmanned Aircraft System (sUAS)
 - (II) In addition to the Specialty Pay in (I), \$2,500 annually to employees assigned to the following units: Auto theft/Arson/Fraud/Forgery, Child Abuse, Domestic Violence, Internal Affairs, Narcotics, Property Crimes, Robbery, ROPE, Street Drug, Tactical, Traffic, Vice, Violent Crimes and Warrants.
 - (III) The department's honor guard-\$220.00 annually.

Police Lieutenants who are assigned to Specialty Pay assignments during light-duty status are ineligible for corresponding Specialty Pay Benefits (This does not apply to Police Lieutenants who are already permanently assigned to a particular Specialty Unit while on light-duty status.)

- (2) Police Lieutenants fluent in the following languages shall be paid a premium compensation based on the below qualifications:
 - (I) Employees will be paid \$3,000 annually when they have tested fluent in Spanish, Korean, or Chinese languages as designated by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional, or national evaluation instrument or a standard developed by an institution of higher education.
 - (II) Employees will be paid an additional \$1,000 annually if they have tested at a superior level of fluency in Spanish, Korean, or Chinese languages and have successfully completed State requirements to become court certified. The Department will determine the number of court certified officers and the selection process for court certification eligibility.
- (3) Police Lieutenants will be paid \$1,100 annually when they have tested fluent in any language not listed above designated by the Chief of Police and provide translation services for Department business. The criteria for fluency as determined by the Chief of Police will be predicated on a state, regional, or national evaluation instrument or a

- standard developed by an institution of higher education.
- (4) Employees earning premium compensation under this section shall be ineligible for Standby pay.
 - (5) A Police Lieutenant, Captain or Major who successfully passes two or fewer components of the Department's voluntary fitness program shall receive one hundred and twenty-five dollars (\$125.00) for each testing component they pass. If they pass three or more of the testing components, they shall receive one hundred fifty dollars (\$150.00) for each testing component. The maximum amount for passing all four components is six hundred dollars (\$600.00).
 - (6) **POLICE CADETS AND CROSSING GUARDS ASSIGNED TO SPECIAL EVENTS SHALL RECEIVE A MINIMUM OF THREE HOURS OF PAY FOR THE EVENT.**

Overtime and Compensatory Time.

- (a) *Paid Leave is Time Worked.* For the purpose of computing overtime or compensatory time, paid leave is considered time worked.
- (b) ~~*Subject to Available Funds.* In order to pay overtime rather than grant compensatory time, a department must have sufficient budgeted funds available.~~
- (b) *Work Periods Adjusted.* If an employee works longer on any given day than the employee's regularly scheduled workday, the appointing authority may adjust the remainder of the employee's work period so that the employee does not work more than his/her regularly scheduled hours of work during that work period.
- (c) *Employees Covered by Collective Bargaining Agreements.* Employees covered by collective bargaining agreements shall be paid overtime pursuant to the provisions of the collective bargaining agreements.
- (d) *Situational Pay for Non-uniformed, Non-union Employees.* When there is a threat or occurrence of an emergency, special event, or other similar situation, the Chief Administrative Officer may authorize payment to an employee who staffed the Emergency Operations Center or who worked in response to the emergency, special event, or other similar situation for hours worked that the employee would have otherwise been off. Payment shall be monetary and shall not be in the form of compensatory time unless authorized by the Chief Administrative Officer. Payment shall be computed at the following rate; one and one-half times the regular hourly rate for non-exempt employees and at the straight hourly rate for FLSA exempt employees. Employees covered by collective bargaining agreements shall be paid for hours worked under this subsection pursuant to the provisions of the collective bargaining agreements.
- (e) *Employees Exempt from Fair Labor Standards Act.*
 - (1) Except as otherwise provided in this subsection, supervisors in Grades J and below shall be paid overtime or granted compensatory time off at the rate of 1.5 hours of overtime or compensatory time for each hour worked in excess of 40 hours per week.
 - (2)
 - (i) Police Lieutenants shall be paid overtime time at the rate of 1.5 hour's pay for each hour worked in excess of the assigned work schedule.
 - (ii) For purposes of computing overtime under this paragraph:
 - a. A Police Lieutenant who is called in to work outside his or her regular shift shall be credited with all hours worked, but not less than 4 hours; and
 - b. A Police Lieutenant who is required to attend court or otherwise meet with government attorneys outside his or her regular shift shall be credited with

- all hours of court time, but not less than 3 hours.
- c. A Police Lieutenant who is assigned to a detail of at least fifteen (15) minutes but less than three (3) hours during off-duty hours shall receive a minimum of three (3) hours of pay or compensatory time at the overtime (1.5x) rate when the assignment is approved in advance.
 - 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 Lieutenant 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
 - (3) A Police Services Support Supervisor II who is called in to work hours which are not contiguous to their regular shift shall receive a minimum of 4 hours pay at the overtime rate. Such employees officially assigned to stand-by status shall receive minimum call-in pay, in addition to their stand-by pay, for the first call-in during any one stand-by period. Any additional required work time during the same stand-by period shall be paid as overtime (i.e. time and one-half) for actual hours worked. Pay shall start when the supervisor receives notice to report to work.

**Position Classification Codes and Pay Grades for Employees Covered Under the Bargaining Agreement
Between Howard County and The Howard County Public Safety Dispatcher's Association**

Class Code	Classification	Pay Grade
2301	Emergency Communications Operator	DF
2303	Dispatcher	DG
2304	Dispatcher First Class	DFC
2305	Senior Dispatcher	DH

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

Class code	Classification	Pay grade
2405	Deputy Sheriff	CS 1
2406	Deputy First Class	CS 2
2407	Corporal SERGEANT Deputy Sheriff	CS 3