

Agenda Item II

Pay Plan Changes for Emergency Communication Supervisors,
Fire, Police and Sheriff

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>	<u>YR 22</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	\$56.38

**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

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

Rates Eff. **DECEMBER 19, 2022**

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL20
PO	\$29.42	\$45.34	\$46.13	\$47.40	\$48.95	\$50.53	\$52.17	\$53.87	\$56.02
PFC	\$33.77	\$46.95	\$47.77	\$49.09	\$50.69	\$52.33	\$54.03	\$55.78	\$58.02
CPL	\$37.42	\$50.26	\$51.14	\$52.55	\$54.26	\$56.02	\$57.84	\$59.73	\$62.12

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

PS Schedule
(The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance)
 Rates Eff. **DECEMBER 19, 2022**

Pay Grade	Minimum Base Pay	Maximum Base Pay	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20
SGT (PS)	\$41.41	\$54.57	\$56.33	\$58.15	\$60.06	\$62.02	\$64.04	\$66.12	\$68.76

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 (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
Major (PM4)		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		\$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.

PM Schedule
(Police Management)
Rates Eff. DECEMBER 19, 2022

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)	\$45.89	\$47.46	\$49.17	\$50.92	\$52.64	\$54.57	\$56.41	\$58.41	\$60.47	\$62.54	\$64.74	\$67.02	\$69.34	\$71.78	\$74.28	\$77.25
Captain (PM3)		84	96	108	120	132	144	156	168	180						
		\$56.74	\$58.74	\$60.86	\$62.91	\$65.20	\$67.43	\$69.79	\$72.28	\$74.75	\$77.36	\$80.06	\$82.88	\$85.77	\$88.77	\$91.65
Major (PM4)		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		\$63.81	\$66.10	\$68.45	\$70.78	\$73.36	\$75.87	\$78.51	\$81.31	\$84.10	\$87.02	\$90.07	\$93.23	\$96.51	\$99.87	\$103.12

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 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

F Schedule
International Association of Firefighters Local 2000
Rates Effective **DECEMBER 19, 2022**

F Schedule Pay Grade	Minimum Base Pay	Maximum Base Pay
D 40 Hours	\$27.61	\$28.45
D 48 Hours	\$23.01	\$23.71
E 40	\$28.75	\$42.73
E 42	\$27.38	\$40.70
E 48	\$23.96	\$35.61
F 40	\$31.88	\$48.83
F 42	\$30.37	\$46.50
F 48	\$26.57	\$40.69
G 40	\$32.36	\$49.31
G 42	\$30.82	\$46.96
G 48	\$26.97	\$41.09
H 40	\$35.32	\$54.05
H 42	\$33.63	\$51.47
H 48	\$29.43	\$45.04
I 40	\$35.80	\$54.53
I 42	\$34.09	\$51.93
I 48	\$29.83	\$45.44
J 40	\$39.12	\$61.74
J 42	\$37.26	\$58.80
J 48	\$32.60	\$51.45

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	

FM Schedule
(Fire Management)
Rates Eff. **DECEMBER 19, 2022**

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	\$43.74	\$45.07	\$46.44	\$47.88	\$49.36	\$50.84	\$52.43	\$53.99	\$55.58	\$57.30	\$59.04	\$60.86	\$62.68	\$65.86	\$67.82
48 hrs	\$36.45	\$37.56	\$38.70	\$39.90	\$41.13	\$42.37	\$43.69	\$44.99	\$46.32	\$47.75	\$49.20	\$50.72	\$52.23	\$54.88	\$56.52
42 HRS	\$41.66	\$42.93	\$44.23	\$45.60	\$47.01	\$48.42	\$49.93	\$51.42	\$52.94	\$54.57	\$56.23	\$57.97	\$59.69	\$62.72	\$64.59
months	78	90	102	114	126	138	150	162	174	186	198	222	234	258	270
Batt Chief															
40 hrs	\$48.54	\$49.91	\$51.48	\$53.02	\$54.65	\$56.30	\$58.08	\$59.81	\$61.63	\$63.47	\$65.44	\$67.43	\$69.44	\$70.70	\$72.82
48 hrs	\$40.45	\$41.59	\$42.90	\$44.18	\$45.54	\$46.92	\$48.40	\$49.84	\$51.36	\$52.89	\$54.53	\$56.19	\$57.87	\$58.92	\$60.68
42 HRS	\$46.23	\$47.53	\$49.03	\$50.49	\$52.05	\$53.62	\$55.31	\$56.96	\$58.70	\$60.45	\$62.32	\$64.22	\$66.14	\$67.34	\$69.35
months	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
Asst Chief															
40 hrs	\$56.20	\$57.93	\$59.68	\$61.47	\$63.39	\$65.24	\$67.25	\$69.31	\$71.39	\$73.61	\$75.84	\$78.09	\$81.73	\$84.19	

**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

**CS and DS Scale (Office of the Sheriff)
Rates Effective DECEMBER 19, 2022**

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	24.48	25.22	25.97	26.75	27.55	28.38	29.23	30.11	31.01	31.94	32.90	33.89	34.91	35.95	37.03	38.14	39.29	40.46	41.68	42.93
CS2			26.49	27.29	28.11	28.95	29.82	30.71	31.63	32.58	33.56	34.57	35.60	36.67	37.77	38.90	40.07	41.27	42.51	43.79
CS3	25.71	26.48	27.27	28.09	28.93	29.80	30.69	31.61	32.56	33.54	34.55	35.58	36.65	37.75	38.88	40.05	41.25	42.49	43.76	45.08
DS2	20.88	21.53	22.20	22.87	23.57	24.30	25.03	25.74	26.18	27.37	28.21	29.05	29.94	30.83	31.90	32.73	33.73	NA	NA	NA
DS5	27.12	27.93	28.77	29.63	30.52	31.44	32.38	33.35	34.35	35.38	36.45	37.54	38.67	39.83	41.02	42.25	43.52	44.82	46.17	47.55
DS6	30.07	30.98	31.90	32.86	33.85	34.86	35.91	36.99	38.10	39.24	40.42	41.63	42.88	44.16	45.49	46.85	48.26	49.71	51.20	52.74
DS7	33.34	34.34	35.37	36.43	37.53	38.65	39.81	41.01	42.24	43.51	44.81	46.15	47.54	48.97	50.43	51.95	53.51	55.11	56.76	58.47

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

Position Classification Codes and Pay Grades for State-Authorized Exempt Employees

2411	Lieutenant CAPTAIN Deputy Sheriff	DS 6 -7
2409	Sergeant LIEUTENANT Deputy Sheriff	DS 5 -6
2408	CORPORAL DEPUTY SHERIFF	CS 3
2407	Corporal SERGEANT Deputy Sheriff	DS 5
2406	Deputy First Class	CS 2
2405	Deputy Sheriff	CS 1

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
2408	CORPORAL DEPUTY SHERIFF	CS 3
2407	Sergeant Deputy Sheriff	CS 3