



CHAIRPERSON
Vivian M. Lawyer

MEMBERS
Michael Richardson
Susan Mascaro
Kirk Thompson

EXECUTIVE SECRETARY
Anju A. Bennett

RECORDING SECRETARY
Linda Bennett

**HOWARD COUNTY PERSONNEL BOARD
MEETING OF THE BOARD
Friday, March 25, 2022**

A WebEx meeting of the Howard County Personnel Board was held on Friday, March 25, 2022 at 11:00 a.m. This meeting was conducted virtually.

Present

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

- I. The meeting was called to order at 11:01 a.m.
- II. The agenda was approved unanimously.
- III. The minutes from the meeting held on December 17, 2021 were approved unanimously as presented.
- IV. Ms. Stacey Simmons presented proposed changes to the Fire, Dispatch & Sheriff Class Plans. The Classification Plan changes to the Dispatch and Sheriff class titles and the negotiated change to years of experience for the Deputy First Class Sheriff were approved by the Board. Changes to the minimum education for the current Deputy Sheriff Lieutenant were not approved. Fire and Rescue Classification Plan changes to minimum education requirements prompted discussion among Board members and Chief Louis Winston and Battalion Chief Jeremy Clancy. These changes were not approved by the Board.

- V. Ms. Anju Bennett presented updates from the Office of Human Resources. She announced that the Office is currently co-located with Risk Management on Marshalee Drive while renovations take place to the offices at Ascend One, where they will both move back to in the future. Also, a full migration to a new Enterprise Resource Planning software to integrate human capital, payroll, learning management, on-boarding, and more will be beginning this calendar year. A complete Classification and Compensation Study will begin shortly and a new Employee Assistance Program with mental health enhancements and dedicated public safety assistance is now in place.
- VI. During the Employee Speak-Out time, Lakisha Williams, an employee from DPW asked multiple questions regarding the upcoming Class and Compensation Study which Ms. A. Bennett answered to her satisfaction. Another employee, Stephanie Erm, left a question with Ms. Lawyer as she had to return to work before the speak-out. Ms. Erm asked if the mental health program is available for employees and volunteers. Ms. A. Bennett said that yes, it is.
- VII. Meeting was adjourned at 12:12 p.m.