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Michael Richardson  
Kirk J. Thompson

**EXECUTIVE SECRETARY**  
Anju A. Bennett

**RECORDING SECRETARY**  
Linda Bennett

**PERSONNEL BOARD**  
3430 Court House Drive  
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**Meeting Minutes of  
Wednesday, May 4, 2022**

A WebEx meeting of the Howard County Personnel Board was held on Wednesday, May 4, 2022, at 9:00 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 9:00 a.m.
- II. The agenda was approved unanimously.
- III. The minutes from the meeting held on March 25, 2022, were approved unanimously as presented.
- IV. Ms. Stacey Simmons presented proposed changes of a 2% increase to be effective on June 20<sup>st</sup> and an additional 1% increase effective December 19<sup>th</sup> for the General Scale, Emergency Communication Supervisors, Local 1810 Office & Technical Schedule, Dispatchers, and Recreation Licensed Childcare Pay Scales. These changes, together with other adjustments outlined in the attached proposal, were approved unanimously.
- V. No employees participated in the Speak-Out
- VI. Meeting was adjourned at 9:29 a.m.

**General Scale**

- Removes scales effective December 2020 & December 2021
- Adds scale effective June 2022-2% ATB increase
- Adds scale effective December 2022-1% ATB increase

**Emergency Communication Supervisors**

- Removes scales effective December 2020 & December 2021
- Adds scale effective June 2022-2% ATB
- Adds scale effective December 2022-1% ATB

**OT/Union 1810**

- Removes scales effective December 2020 & December 2021
- Adds scale effective June 2022-aligned the steps in corresponding grades with the General scale and 2% ATB
- Adds scale effective December 2022-1% ATB increase

**Dispatchers**

- Removes scales effective December 2020 & December 2021
- Adds scale effective June 2022-included a 3% step at year 22 and 2% ATB
- Adds scale effective December 2022-1% ATB increase

**OS/Union 3888**

- Removes scale effective December 2020

**Union 3085**

- Removes scale effective December 2020

**Police/Lodge 21**

- Removes scale effective June 2021

**Police Sgts/Lodge 143**

- Removes scale effective June 2021

**Police Management**

- Removes scale effective December 2020

### **Fire/Local 2000**

- Removes scale effective June 2021

### **Fire Management**

- Removes scale effective June 2021

### **Union 3080**

- Removes scales effective December 2020
- Adds scale effective December 2022-with an approximate 4% increase and added a 1.5% step at the top of scale

### **Corrections Management**

- Removes scale effective December 2020
- Adds scale effective December 2022-revised in response to changes in the 3080 scale to avoid compression

### **Sheriff/Lodge 131**

- Removes scale effective June 2021

### **RLC**

- Removes scale effective December 2021
- Removes scale effective April 2022
- Adds scale effective June 2022-2% ATB increase
- Adds scale effective December-1% ATB increase

### **Specialty Pay-Police Cadets & Crossing Guards**

- Added premium pay for Police Cadets and Crossing Guards for special events-shall receive a minimum of three hours of pay for the event

### **Overtime and Compensatory Time.**

- Removed (b): per regulations: FLSA non-exempt positions receive overtime or compensatory time based on employee request, and not available funds. As a clarifying point: Any overtime should be preapproved by the employee's supervisor.