

Agenda Item III

Pay Plan Changes for Local 3888 and Local 3088

Local 3888

- Adds pay scale effective December 19, 2022 which includes a 6% Across The Board (ATB) increase.

Local 3085

- Adds pay scale effective December 19, 2022 which adjusts and provides for consistent increases between steps and grades and includes a new grade-H10.

**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 3888 of the American Federation of State, County and Municipal Employees
OS Schedule
Rates Eff. **December 19, 2022****

| Pay Grade | Minimum Base Pay | Maximum Base Pay |
|----------------------------|-------------------------|-------------------------|
| I Operations Sup I | \$27.90 | \$47.71 |
| J Operations Sup II | \$30.89 | \$52.81 |

**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 |

**Local 3085 of the American State, County and Municipal Employees
H Schedule
Rates Eff. **December 19, 2022****

| PAY GRADE | MINIMUM BASE PAY | MAXIMUM BASE PAY |
|------------------|-------------------------|-------------------------|
| H 3 | \$17.45 | \$26.70 |
| H 4 | \$18.32 | \$28.02 |
| H 5 | \$19.24 | \$29.43 |
| H 6 | \$20.20 | \$30.90 |
| H 7 | \$21.21 | \$32.45 |
| H 8 | \$22.69 | \$34.69 |
| H 9 | \$23.82 | \$36.42 |
| H 10 | \$25.49 | \$39.00 |

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

| Class Code | Classification | Pay Grade |
|-------------------|---------------------------------------|-------------------|
| 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 | H6 |
| 9115 | Animal Control Officer | 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 H10 |
| 9523 | Apprentice | H6 |
| 9524 | JOURNEY-SKILLED TRADES | H9 |
| 9525 | Air Conditioning & Heating Mechanic | H9 H10 |
| 9535 | Traffic Signal Maintenance Technician | H9 H10 |
| 9546 | Electrician | H9 H10 |
| 9565 | Plumber | H9 H10 |

| Class Code | Classification | Pay Grade |
|-------------------|--------------------------------------|-------------------|
| 9581 | Motor Equipment Mechanic I | H8 |
| 9582 | Motor Equipment Mechanic II | H9 H10 |
| 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 H10 |