

Introduced 06.02.2025
Public Hearing 06.16.2025
Council Action 07.07.2025
Executive Action 07.08.2025
Effective Date 09.07.2025

County Council of Howard County, Maryland

2025 Legislative Session

Legislative Day No. 9

Bill No. 48 -2025

Introduced by: The Chairperson at the request of the County Executive

Short Title: Pay Plan Amendment – Specialty Pays for Fire Management employees

Title: AN ACT amending the Pay Plan for Howard County to provide for certain specialty pay for management employees in the Department of Fire and Rescue Service; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time June 2, 2025. Ordered posted and hearing scheduled.

By order

Michelle Harrod
Michelle Harrod, Administrator

Having been posted and notice of time & place of hearing, & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on June 16, 2025.

By order

Michelle Harrod
Michelle Harrod, Administrator

This Bill was read the third time on July 7, 2025 and Passed ☒, Passed with amendments _____, Failed _____.

By order

Michelle Harrod
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 8 day of July, 2025 at 5 a.m./p.m.

By order

Michelle Harrod
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive July 8, 2025

Calvin Ball
Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.

1 **WHEREAS**, Sections 706 and 707 of the Howard County Charter and Section 1.301 of
2 the Howard County Code provide for the adoption of and amendment to the Pay Plan for
3 Howard County, which allocates each class of positions to the appropriate pay grade, and which
4 establishes rules for administration of the Pay Plan for positions within County government; and
5

6 **WHEREAS**, under Section 1.301(c) of the County Code the Pay Plan, and any
7 amendments thereto, are adopted by the County Council as attachments to the Council Bill
8 through which the County Council exercises its legislative action on the Pay Plan; and
9

10 **WHEREAS**, the County wants to provide or amend the following specialty pays to
11 management Employees of Department of Fire and Rescue Services as follows:

- 12 1. An annual premium pay of \$4,000 to the Medical Duty Officer ;
- 13 2. An increase to \$1,250 provided to employees assigned to the Fire Marshal's
14 office;
- 15 3. An increase to \$1,250 to employees assigned to the regional search and rescue
16 team or the special operations team along with the requirement that special
17 criteria for eligibility be established by the Fire Chief;
- 18 4. An annual language fluency premium pay of \$1,250 for management employees
19 who are fluent in Spanish, Korean or Chinese, or any other language with
20 approval of the Fire Chief; and
- 21 5. An annual premium pay of \$2,000 for management employees who are certified
22 in Rapid Sequence Intubation; and
23

24 **WHEREAS**, the proposed amendments to specialty pays are included in the Specialty
25 Pay section of the Pay Plan, attached as Exhibit A, and all other provisions of the Pay Plan
26 adopted by Council Bill No. 34-2025 shall remain in effect.
27

28 **NOW, THEREFORE,**
29

1 **Section 1. Be It Enacted** by the County Council of Howard County, Maryland that it adopts
2 amendments to the Specialty Pay Section of Pay Plan of Howard County, as provided in Exhibit
3 A to this Bill.

4
5 **Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland,
6 that all other provisions of the Pay Plan, as adopted by Council Bill No. 34-2025, shall remain
7 in full force and effect.

8
9 **Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland,
10 that this Act shall become effective 61 days after enactment.

EXHIBIT A

Specialty Pays.

(a) *Shift Differentials for Classified Employees.*

- (1) Classified employees who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.
- (2) Classified employees whose shifts begin from 9:00 p.m. through 4:59 a.m. will receive a shift differential increment of 7.5% over their base hourly rate of pay.
- (3) Uniformed career personnel in the Department of Fire and Rescue Services are not eligible for shift differential pay with the exception that Fire Captains who are assigned to the Communications (911) Center and who work a shift beginning between 5:00 p.m. and 4:59 a.m. shall receive an 8.3% per hour shift differential for the entire shift.
- (4) Employees paid according to the DS Schedule in the Sheriff's Department who work
 - (i) A shift beginning between 1,300 hours and 5:59 PM 1,759 hours shall receive a shift differential of 6 % for all hours worked during the shift, or
 - (ii) An evening shift beginning between 1800 hours and 0200 hours shall receive a shift differential of 9.3% for all hours worked during the shift.
 - (iii) Permanent night shift in the Sheriff's Office when assigned to Court, MVA hearings, and training (except training extending beyond five days), and excluding voluntary day shift assignments.
- (5) Sworn members of the Howard County Police Department are not eligible for shift differential pay, except that:
 - (i) Lieutenants who worked a night shift beginning between 5:00 p.m. and 4:59 a.m. shall receive a shift differential increment of 6% over their base hourly rate of pay; and
 - (ii) Lieutenants who worked an afternoon shift beginning between 1:00 p.m. and 8:59 p.m. shall receive a shift differential increment of 3% above their base hourly rate of pay.
- (6) Correctional Lieutenants and Captains who work a fixed shift starting from 3:00 p.m. through 8:59 p.m. will receive a shift differential increment of 3% over their base hourly rate of pay and for shifts which begin from 9:00 p.m. through 4:59 p.m. will receive a shift differential increment of 5% over their base hourly rate of pay.

(b) *Rotating Shifts.*

- (1) A classified employee who works a rotating shift that begins from 3:00 p.m. to 8:59 p.m. shall receive a shift differential increment of 2.5% over the employee's base hourly rate of pay.
- (2) A classified employee who works a rotating shift that begins from 9:00 p.m. to 4:59 a.m. shall receive a shift differential increment of 5% over the employee's base hourly rate of pay.

(c) *Holiday Pay*

- (1) Police Lieutenants will be paid at a rate of one and one-half time their regular rate of pay if they are required to work on:
 - (i) The night shift beginning on the day before Christmas;
 - (ii) The day or evening shift on Christmas Day; or
 - (iii) The day, evening, or night shift on Thanksgiving Day.
- (2) (i) Police Lieutenants who are regularly scheduled to work on the July Fourth celebration will be paid at the rate of one and one-half times their regular hourly rate of pay.

- (ii) Police Lieutenants assigned to work the July Fourth celebration who are not regularly scheduled to work on that day shall be paid at one and one-half their regular hourly rate of pay for all hours worked.
 - (iii) If a Police Lieutenant has taken a day of annual leave in order to be off from work on the day of the July Fourth celebration, and is later called in to work at least 4 hours on the celebration detail, the Lieutenant shall receive a substitute day of annual leave.
- (3) Police Lieutenants and Captains scheduled and required to work on, or called in to work on, Thanksgiving, Christmas Eve, Christmas Day, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each holiday plus any additional hours worked during that particular shift.
- (4)
 - (i) Emergency Communication Supervisors will be paid at one and one-half times their regular rate of pay when required to work the following Holidays:
 - 7 a.m. to 7 p.m. Christmas Eve
 - 7 p.m. Christmas Eve to 7 a.m. Christmas Day
 - 7 a.m. to 7 p.m. Christmas Day
 - 7 p.m. Christmas Day to 7 a.m. December 26th
 - 7 p.m. New Year's Eve to 7 a.m. on January 2
 - 7 a.m. Thanksgiving Day to 7 p.m. on the day after Thanksgiving Day
 - 7 a.m. July 4th to 7 a.m. July 5th
 - (ii) Emergency Communications Supervisors scheduled and required to work on Thanksgiving, Christmas, or the Fourth of July will be credited a minimum of eight hours of Annual Leave for each holiday plus any additional hours worked during that particular shift.
 - (iii) An Emergency Communication Supervisor who utilizes annual leave on an above listed holiday of this section and who is called in to work will be paid at a rate of two and one-half times their hourly rate and will be re-credited with the number of hours actually worked, not to exceed the amount of leave scheduled. Emergency Communication Supervisors working overtime as part of their regularly scheduled 48-hour week on these specified holidays are compensated at two-and-one-half times the hourly pay rate for the overtime hours worked.
- (5) Fire Captains, Battalion Chiefs and Assistant Chiefs will be paid at one and one-half times their regular rate of pay when required to work on the following holidays:
 - 7:00 a.m. on Easter Sunday to 7:00 a.m. on the day after Easter
 - 7:00 a.m. on Thanksgiving Day and 7:00 a.m. on the day after Thanksgiving
 - 7:00 p.m. on Christmas Eve and 7:00 p.m. on Christmas Day
- (6) Correctional Lieutenants and Captains will be paid at one and one-half times their regular rate of pay for hours actually worked on the following holidays:
 - Thanksgiving Day
 - Christmas Day
 - July 4th
 - Labor Day
- (7) Employees paid in accordance with the DS Schedule will be paid at time and one-half when required to work on the following holidays:
 - Night Shift on Christmas Eve Day
 - or night shift Christmas Day
 - Day or night shift Thanksgiving Day

July 4th

(d) *Premium Compensation for Police Lieutenants, Captains, 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.

(e) *Management Employees of Department of Fire and Rescue Services.*

(1) *Paramedic, EMT-P ~~II~~, EMT-I, CRT~~II~~ and Preceptor Pay*

- (i) Paramedic or EMT-P. An Assistant Chief, Battalion Chief or Fire Captain who is a qualified Howard County paramedic shall receive a paramedic premium of a flat rate of \$7,000 annually. Failure to maintain EMT-P registration will result in forfeiture of paramedic premium pay.

~~II~~(ii) EMT-I or CRT. An Assistant Chief, Battalion Chief or Fire Captain who is a qualified Howard County Emergency Medical Technician-Intermediate (EMT-I) or a Cardiac Rescue Technician (CRT) shall receive a flat rate of \$2,500 annually. ~~II~~

~~(II)~~~~III~~(iii) Preceptor. An Assistant Chief, Battalion Chief or Fire Captain who is assigned to precept other employees of the department in the EMT-P~~II~~, EMT-I, and CRT~~II~~ shall receive a flat rate of \$5.00 per hour, added to base, while engaged as a preceptor.

- (2) ~~II~~*Community Relations Unit.* A Battalion Chief or Fire Captain assigned to the Community Relations Unit shall receive day shift premium pay of \$4,000. ~~II~~ *MEDICAL DUTY OFFICER (MDO) POSITION: A FIRE CAPTAIN PARAMEDIC WHO IS ASSIGNED TO A MDO POSITION SHALL RECEIVE A PREMIUM \$4000 ANNUALLY. A FIRE CAPTAIN PARAMEDIC THAT IS MDO CERTIFIED AND IS TEMPORARILY ASSIGNED TO THE MDO POSITION SHALL BE COMPENSATED FOR A MINIMUM OF 4 CONSECUTIVE HOURS BY PRORATING THE \$4000 ANNUAL PREMIUM TO AN HOURLY RATE.*

- (3) *Fire ~~II~~Marshall's~~II~~MARSHAL'S Office.* An Assistant Chief, Battalion Chief or Fire Captain assigned to the Fire ~~II~~Marshall's~~II~~MARSHAL'S Office shall receive ~~II~~\$1,000~~II~~\$1,250 per year while serving in this unit to be added to the base pay.

- (4) *Special Operations Pay.* An Assistant Chief, Battalion Chief or Fire Captain who is assigned to the regional search and rescue team or the special operations team ~~AND MEETS THE SPECIAL OPERATIONS CRITERIA ESTABLISHED BY MANAGEMENT~~ shall receive ~~II~~\$1,000~~II~~\$1,250 per year to be added to the base pay.

- (5) Fire Captains assigned to work a day work schedule and not assigned a take home vehicle shall receive a \$4,000 per year day work premium added to the base pay.

- (6) *LANGUAGE FLUENCY PAY FOR EMERGENCY COMMUNICATIONS SUPERVISORS – ASSISTANT CHIEF, BATTALION CHIEF OR FIRE CAPTAIN WHO SPEAKS FLUENT SPANISH, KOREAN, OR CHINESE (OR ANY OTHER LANGUAGE WITH THE APPROVAL OF THE FIRE CHIEF) WILL BE PAID AN ANNUAL PREMIUM OF \$1,250. THE CRITERIA FOR FLUENCY AS DETERMINED BY THE OFFICE OF THE FIRE CHIEF WILL BE PREDICATED ON A STATE, REGIONAL, OR NATIONAL EVALUATION INSTRUMENT OR A STANDARD DEVELOPED BY AN INSTITUTION OF HIGHER EDUCATION. THE CERTIFICATION WILL NOT BE OVERLY BURDENSOME (SUCH AS REQUIRING A DIPLOMA OR DEGREE FROM AN INSTITUTION WHERE THE NON-ENGLISH LANGUAGE IS THE MAJORITY SPOKEN) OR BASED ON THE REQUIREMENTS OF THE NATIONAL BOARD OF CERTIFICATION FOR MEDICAL INTERPRETERS.*

- (7) *RAPID SEQUENCE INTUBATION (RSI) PAY: A BATTALION CHIEF PARAMEDIC, CAPTAIN*

PARAMEDIC THAT IS RSI CERTIFIED SHALL RECEIVE \$2,000 ANNUALLY

[[(6)]] (8) Specialty pay received by management employees of the Department of Fire and Rescue Services shall be prorated on an annual basis and be added to the employee's base wage.

[[(7)]] (9) *Physical Fitness Pay.* Fire management employees in the classes of Assistant Chief, Battalion Chief and Fire Captain shall be eligible for an annual \$250.00 annual physical fitness allowance.

[[(8)]] (10) *Detail Pay.* A Fire Captain who is detailed to a station different than that to which they are normally assigned shall receive \$20.00 additional pay for each shift detailed, in accordance with Department detail guidelines.

(f) *Emergency Communication Supervisors*

- (1) *Clothing Allowance* - Emergency Communication Supervisors shall receive a maximum of \$30 Per Month for uniform cleaning services.
- (2) *Language Fluency Pay for Emergency Communications Supervisors* – Emergency Communication Supervisors will be paid \$3,000 annually when they have tested fluent in Spanish, Korean or Chinese languages or \$1,200 annually for other languages, specifically approved 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.

(g) *Commercial Driver's License Premium*

Employees in the job classification of Operations Leader I shall be eligible to receive a premium of \$0.30 per hour for possession of a current and valid Commercial Driver's License issued by the State of Maryland and maintained in accordance with departmental policy, when required by job assignment. The CDL premium shall be added to base hourly wage. Failure to maintain the CDL license shall result in forfeiture of CDL premium pay.

(h) *Uniformed Supervisory Employees in the Department of Corrections*

Correctional employees in the job classifications of Correctional Captain, Correctional Lieutenant and Correctional Dietary Officer:

- (1) shall be eligible for an annual stipend of one-hundred fifty dollars (\$150.00) for clothing and equipment replacement, repair and alteration; and
- (2) shall receive an additional \$.75 per hour, for all hours worked, after having completed ten (10) years of continuous service with the Department of Corrections.
- (3) shall receive \$1.00 an hour above their base hourly rate for all hours worked, after having completed fifteen (15) years of continuous service with the Department of Corrections.

(i) *Uniformed Employees In The Sheriff's Office Paid in Accordance with the DS Schedule*

Sheriff's Office employees in the Job Classifications of Security Officer, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff shall receive:

- (1) a quarterly clothing allowance of \$350 when assigned as full-time warrant detectives;
- (2) \$50 per diem when assigned to field officer training duties for at least 4 hours a day;
- (3) \$400 annually when assigned to the honor guard detail;
- (4) \$1,600 annually when assigned as a warrant detective or as a Domestic Violence Deputy;
- (5) \$500 annually when assigned as full time Duty Officer or MPTC Certified Instructor
- (6) \$3,000 for fluency in Spanish, Korean or Chinese and providing translation services.
- (7) \$1,100 for fluency in language other than above and providing translation services.
- (8) \$1,000 annually when assigned as Firearm Instructor or CDL Operator.

(j) *Clothing Allowance for Police Lieutenants and Captains*

Police Lieutenants the Captains shall be eligible for quarterly payments of \$330 for full time plainclothes assignments requiring business attire, \$264 for non-business attire assignments, and \$132 for part time plainclothes assignments.

(k) *Supplemental Pay for State Health Department Positions*

For retention purposes, and as authorized in the budget, the Personnel Officer may establish supplemental pay for certain State Health Department positions, including; the Director of Substance Abuse Services, the Deputy Health Officer, Sanitarians and the Director of Policy and Planning.



Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact Statement for
FY26 Fire Management Pay Plan Amendments

TO: Brandee Ganz
Chief Administrative Officer

FROM: Jamar Herry
Deputy Chief Administrative Officer

Anju Bennett
Human Resources Administrator

DATE: May 22, 2025

The Administration supports and urges the passage of Council Bill ____-2025 which relates to amendments to the Pay Plan, specifically affecting Fire Department Management Employees. The recommended changes reflect premiums based on the negotiated collective bargaining agreement between Howard County and the Howard County Professional Fire Fighters Association, Local 2000. Additionally, the amendments remove portions of the specialty pay that are no longer applicable.

The proposed changes include the following:

- (1) An annual premium in the amount of \$4,000 for Captain Paramedics serving as Medical Duty Officers;
- (2) An annual premium in the amount of \$2,000 for Fire Management that is certified in Rapid Sequence Intubation;
- (3) An annual language fluency premium of \$1,250 for management employees who are fluent in Spanish, Korean or Chinese, or any other language with approval of the Fire Chief;
- (4) A \$250 increase to the special operations premium pay to employees assigned to the regional search and rescue team or the special operations team along with the requirement that special criteria for eligibility be established by the Fire Chief;
- (5) A \$250 increase to the specialty pay for employees assigned to the Fire Marshal's office;

(6) Removal of references to EMT-I and CRT designations and premiums;

(7) Removal of the Community Relations Unit Premium; and

(8) Correcting the spelling of Fire Marshal.

The Fiscal impact in FY26 for the aforementioned proposed pay plan changes is approximately \$57,000.

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on

July 8, 2025.

Michelle R. Harrod
Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on _____, 2025.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on _____, 2025.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on _____, 2025.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on _____, 2025.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on _____, 2025.

Michelle R. Harrod, Administrator to the County Council