

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2024 Legislative Session

Legislative Day No. 10

Bill No. 50 -2024

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

Short Title: Amendment to Pay Plan – Fire Management and Dispatcher pay scales

Title: AN ACT amending the Pay Plan for Howard County; amending pay scales for certain positions within Fire Management; correcting certain pay scales applicable to members of the Howard County Public Safety Dispatchers Association; providing for the application of this Act; and generally relating to the Pay Plan for Howard County.

Introduced and read first time _____, 2024. Ordered posted and hearing scheduled.

By order _____
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 _____, 2024.

By order _____
Michelle Harrod, Administrator

This Bill was read the third time on _____, 2024 and Passed ____, Passed with amendments _____, Failed _____.

By order _____
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ____ day of _____, 2024 at ____ a.m./p.m.

By order _____
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2024

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 Pay Plan is amended to reflect a 42-hour and 48-hour pay rate for the
11 position of Assistant Chief (DFRS); and
12

13 **WHEREAS**, this Amendment also corrects a rounding error in pay scales, effective
14 January 1, 2025, applicable to members of the Howard County Public Safety Dispatchers
15 Association.
16

17 **NOW, THEREFORE,**
18

19 ***Section 1. Be It Enacted*** by the County Council of Howard County, Maryland that it adopts
20 revised pay scales for members of the Howard County Public Safety Dispatchers Association
21 and members of Fire Management, as shown in the attached Exhibit to this Bill.
22

23 ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland that
24 the Administrator of the Office of Human Resources shall publish the Pay Plan and may correct
25 obvious errors in section references, numbering, formatting, capitalization, spelling, grammar,
26 headings and similar matters.
27

28 ***Section 3. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
29 that amendments to the Pay Plan shall apply to the pay period that begins on July 1, 2024.
30

31 ***Section 4. And Be It Further Enacted*** by the County Council of Howard County, Maryland,
32 that this Act shall be effective 61 days after enactment.

Howard County Pay Plan

Fiscal Year 2025

Effective July 1, 2024

Salary Schedules

Hourly rates for employees of Howard County are as provided in the General Salary Schedule, the Police Management Schedule (PM), the Corrections Management Schedule (CM), the County Sheriff Schedule (DS), the Emergency Communications Supervisor Schedule (EC), and the Fire Management Schedule (FM) and Recreational Licensed Childcare Schedule (RLC) except that hourly rates for positions included in Unit Descriptions in collective bargaining agreements shall be in accordance with the following schedules:

- (1) *C Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3080 of the American Federation of State, Local and municipal employees;
- (2) *H Schedule* for employees within the Unit Description as contained in the collective bargaining agreement between the County and Local 3085 of the American Federation of State, Local and Municipal Employees;
- (3) *P Schedule* for employees of the Police Department who are within the Unit Description as contained in the collective bargaining agreement between the County and The Howard County's Police Officer's Association, Lodge 21;
- (4) *F Schedule* for employees of the Department of Fire and Rescue Services who are within the unit description as contained in the collective bargaining agreement between the County and Local 2000 of the International Association of Firefighters;
- (5) *PS Schedule* for Police Sergeant employees of the Police Department who are within the description as contained in the collective bargaining agreement between the County and The Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance;
- (6) *D Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and The Howard County Public Safety Dispatchers Association;
- (7) *OS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3888 of the American Federation of State, Local and Municipal employees;
- (8) *OT Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 1810 of the American Federation of State, Local and Municipal Employees; and
- (9) *CS Schedule* for employees within the unit description as contained in the collective bargaining agreement between the Howard County Sheriff and Lodge 131 of the Fraternal Order of Police.

Unless stated otherwise in the relevant pay schedule, employees are eligible for a step increment on an annual basis, subject to satisfactory performance and condition of the Pay Plan and anniversary date. In the event that there is conflict with language contained in a collective bargaining agreement, the agreement shall prevail.

**HOWARD COUNTY
GENERAL SALARY SCHEDULE
Effective July 1, 2024**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C	\$38,609	\$38,923	\$39,239	\$39,578	\$39,894	\$40,419	\$40,816	\$41,257	\$41,704	\$42,908	\$44,300	\$45,533	\$46,979	\$48,393	\$49,833	\$51,355	\$52,930	\$54,477	\$56,104	\$57,789	\$59,521	\$61,306	\$63,145
D	\$39,212	\$39,553	\$39,894	\$40,129	\$40,934	\$42,191	\$43,472	\$44,732	\$46,151	\$47,570	\$48,957	\$50,511	\$52,008	\$53,614	\$55,216	\$56,878	\$58,644	\$60,409	\$62,200	\$64,066	\$65,990	\$67,968	\$70,009
E	\$40,238	\$41,388	\$42,725	\$44,009	\$45,348	\$46,738	\$48,129	\$49,602	\$51,072	\$52,759	\$54,336	\$55,888	\$57,599	\$59,363	\$61,158	\$62,974	\$64,877	\$66,830	\$68,811	\$70,874	\$73,000	\$75,192	\$77,447
F	\$44,572	\$45,935	\$47,351	\$48,772	\$50,299	\$51,821	\$53,373	\$54,952	\$56,661	\$58,429	\$60,141	\$61,961	\$63,806	\$65,786	\$67,766	\$69,828	\$71,941	\$74,133	\$76,328	\$78,616	\$80,974	\$83,404	\$85,904
G	\$49,388	\$50,887	\$52,435	\$54,013	\$55,700	\$57,385	\$59,099	\$60,917	\$62,818	\$64,661	\$66,641	\$68,650	\$70,710	\$72,904	\$75,125	\$77,372	\$79,726	\$82,079	\$84,569	\$87,104	\$89,717	\$92,408	\$95,181
H	\$54,714	\$56,364	\$58,044	\$59,906	\$61,689	\$63,579	\$65,518	\$67,513	\$69,611	\$71,656	\$73,861	\$76,118	\$78,397	\$80,810	\$83,250	\$85,742	\$88,365	\$91,015	\$93,741	\$96,554	\$99,451	\$102,434	\$105,506
I	\$60,586	\$62,477	\$64,416	\$66,358	\$68,380	\$70,475	\$72,600	\$74,726	\$77,010	\$79,421	\$81,808	\$84,300	\$86,844	\$89,492	\$92,219	\$94,975	\$97,835	\$100,745	\$103,788	\$106,902	\$110,107	\$113,412	\$116,813
J	\$67,199	\$69,216	\$71,315	\$73,466	\$75,724	\$77,950	\$80,392	\$82,859	\$85,320	\$87,999	\$90,671	\$93,375	\$96,208	\$99,145	\$102,107	\$105,204	\$108,326	\$111,550	\$114,937	\$118,383	\$121,936	\$125,595	\$129,361
K	\$74,414	\$76,642	\$78,973	\$81,363	\$83,959	\$86,451	\$89,126	\$91,799	\$94,582	\$97,440	\$100,379	\$103,420	\$106,542	\$109,741	\$113,073	\$116,484	\$119,995	\$123,589	\$127,315	\$131,136	\$135,069	\$139,119	\$143,293
L	\$82,464	\$85,010	\$87,551	\$90,099	\$92,930	\$95,761	\$98,671	\$101,637	\$104,811	\$108,012	\$111,263	\$114,645	\$118,055	\$121,624	\$125,295	\$129,124	\$133,008	\$136,968	\$141,084	\$145,317	\$149,675	\$154,168	\$158,791
M	\$91,329	\$94,162	\$97,022	\$99,961	\$103,002	\$106,172	\$109,375	\$112,653	\$116,064	\$119,577	\$123,302	\$127,001	\$130,855	\$134,871	\$138,909	\$143,104	\$147,432	\$151,838	\$156,379	\$161,069	\$165,899	\$170,878	\$176,003
N	\$101,219	\$104,312	\$107,434	\$110,739	\$114,071	\$117,560	\$121,152	\$124,850	\$128,625	\$132,511	\$136,598	\$140,693	\$144,968	\$149,373	\$153,833	\$158,527	\$163,276	\$168,178	\$173,189	\$178,385	\$183,737	\$189,247	\$194,925
O	\$112,077	\$115,538	\$119,053	\$122,593	\$126,422	\$130,281	\$134,212	\$138,278	\$142,526	\$146,829	\$151,289	\$155,956	\$160,628	\$165,558	\$170,512	\$175,629	\$180,952	\$186,385	\$191,994	\$197,754	\$203,686	\$209,797	\$216,091
P	\$124,193	\$127,945	\$131,905	\$135,943	\$140,036	\$144,310	\$148,716	\$153,200	\$157,870	\$162,750	\$167,681	\$172,769	\$177,963	\$183,260	\$188,795	\$194,488	\$200,389	\$206,394	\$212,557	\$218,932	\$225,503	\$232,269	\$239,235
Q	\$137,571	\$141,767	\$146,120	\$150,607	\$155,172	\$159,892	\$164,744	\$169,778	\$174,918	\$180,247	\$185,777	\$191,393	\$197,186	\$203,168	\$209,304	\$215,600	\$222,104	\$228,767	\$235,639	\$242,709	\$249,989	\$257,487	\$265,212
R	\$152,443	\$157,084	\$161,832	\$166,791	\$171,852	\$177,124	\$182,524	\$188,115	\$193,806	\$199,707	\$205,766	\$212,033	\$218,406	\$224,989	\$231,785	\$238,813	\$246,054	\$253,423	\$261,055	\$268,888	\$276,954	\$285,262	\$293,819
S	\$168,915	\$174,029	\$179,352	\$184,833	\$190,476	\$196,244	\$202,145	\$208,414	\$214,787	\$221,268	\$227,980	\$234,957	\$242,093	\$249,280	\$256,834	\$264,570	\$272,569	\$280,752	\$289,174	\$297,848	\$306,781	\$315,985	\$325,464

NOTE:

Hourly rates for Police Lieutenants, Captains, and Majors are contained in the *PM schedule*, and hourly rates for Fire Captains, Battalion Chiefs, and Assistant Chiefs in the Department of Fire and Rescue Services are contained in the *FM schedule*. Hourly rates for Correctional Lieutenants and Captains are contained in the *CM schedule*. Hourly rates for employees within Security Officer, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff job classifications are paid in accordance with the *DS schedule*.

**HOWARD COUNTY
GENERAL SALARY SCHEDULE
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C	\$39,381	\$39,701	\$40,023	\$40,371	\$40,693	\$41,228	\$41,631	\$42,083	\$42,538	\$43,767	\$45,186	\$46,444	\$47,919	\$49,360	\$50,829	\$52,383	\$53,988	\$55,567	\$57,225	\$58,945	\$60,711	\$62,531	\$64,407
D	\$39,996	\$40,344	\$40,693	\$40,932	\$41,754	\$43,035	\$44,341	\$45,627	\$47,075	\$48,520	\$49,937	\$51,522	\$53,048	\$54,687	\$56,320	\$58,015	\$59,817	\$61,618	\$63,444	\$65,347	\$67,311	\$69,328	\$71,408
E	\$41,043	\$42,216	\$43,580	\$44,888	\$46,255	\$47,672	\$49,092	\$50,594	\$52,094	\$53,814	\$55,422	\$57,004	\$58,752	\$60,551	\$62,381	\$64,235	\$66,175	\$68,168	\$70,188	\$72,290	\$74,460	\$76,696	\$78,996
F	\$45,465	\$46,854	\$48,298	\$49,747	\$51,305	\$52,857	\$54,440	\$56,050	\$57,795	\$59,598	\$61,343	\$63,201	\$65,083	\$67,103	\$69,123	\$71,223	\$73,380	\$75,616	\$77,854	\$80,188	\$82,595	\$85,072	\$87,622
G	\$50,376	\$51,904	\$53,483	\$55,093	\$56,815	\$58,533	\$60,280	\$62,136	\$64,074	\$65,955	\$67,974	\$70,023	\$72,124	\$74,362	\$76,627	\$78,919	\$81,322	\$83,720	\$86,260	\$88,847	\$91,512	\$94,257	\$97,084
H	\$55,808	\$57,491	\$59,205	\$61,104	\$62,922	\$64,850	\$66,828	\$68,863	\$71,003	\$73,089	\$75,338	\$77,640	\$79,966	\$82,426	\$84,914	\$87,456	\$90,133	\$92,835	\$95,616	\$98,484	\$101,440	\$104,483	\$107,615
I	\$61,799	\$63,727	\$65,703	\$67,685	\$69,749	\$71,885	\$74,052	\$76,222	\$78,549	\$81,010	\$83,445	\$85,987	\$88,581	\$91,283	\$94,064	\$96,874	\$99,792	\$102,760	\$105,864	\$109,040	\$112,310	\$115,681	\$119,149
J	\$68,542	\$70,601	\$72,742	\$74,934	\$77,239	\$79,510	\$82,000	\$84,517	\$87,025	\$89,758	\$92,485	\$95,243	\$98,132	\$101,128	\$104,150	\$107,309	\$110,494	\$113,782	\$117,235	\$120,750	\$124,374	\$128,107	\$131,949
K	\$75,903	\$78,175	\$80,552	\$82,990	\$85,638	\$88,180	\$90,908	\$93,635	\$96,472	\$99,389	\$102,386	\$105,487	\$108,672	\$111,935	\$115,334	\$118,814	\$122,396	\$126,060	\$129,861	\$133,759	\$137,771	\$141,902	\$146,160
L	\$84,113	\$86,709	\$89,303	\$91,901	\$94,790	\$97,677	\$100,645	\$103,669	\$106,908	\$110,173	\$113,489	\$116,938	\$120,415	\$124,055	\$127,801	\$131,708	\$135,668	\$139,707	\$143,907	\$148,223	\$152,668	\$157,250	\$161,968
M	\$93,155	\$96,044	\$98,962	\$101,960	\$105,061	\$108,295	\$111,563	\$114,905	\$118,385	\$121,969	\$125,769	\$129,540	\$133,472	\$137,569	\$141,688	\$145,966	\$150,382	\$154,875	\$159,507	\$164,291	\$169,216	\$174,296	\$179,523
N	\$103,243	\$106,398	\$109,583	\$112,954	\$116,353	\$119,910	\$123,575	\$127,346	\$131,198	\$135,160	\$139,329	\$143,508	\$147,867	\$152,360	\$156,909	\$161,697	\$166,541	\$171,542	\$176,652	\$181,952	\$187,412	\$193,032	\$198,823
O	\$114,319	\$117,849	\$121,435	\$125,045	\$128,952	\$132,887	\$136,897	\$141,045	\$145,375	\$149,766	\$154,315	\$159,076	\$163,842	\$168,869	\$173,923	\$179,142	\$184,571	\$190,112	\$195,834	\$201,708	\$207,761	\$213,992	\$220,413
P	\$126,676	\$130,503	\$134,543	\$138,661	\$142,838	\$147,197	\$151,690	\$156,264	\$161,027	\$166,005	\$171,034	\$176,224	\$181,522	\$186,925	\$192,571	\$198,378	\$204,397	\$210,523	\$216,809	\$223,311	\$230,013	\$236,914	\$244,019
Q	\$140,323	\$144,602	\$149,042	\$153,618	\$158,276	\$163,089	\$168,039	\$173,172	\$178,416	\$183,851	\$189,492	\$195,220	\$201,130	\$207,232	\$213,491	\$219,912	\$226,547	\$233,343	\$240,352	\$247,564	\$254,989	\$262,637	\$270,516
R	\$155,492	\$160,224	\$165,069	\$170,127	\$175,288	\$180,667	\$186,175	\$191,878	\$197,683	\$203,701	\$209,882	\$216,274	\$222,774	\$229,488	\$236,421	\$243,589	\$250,975	\$258,492	\$266,275	\$274,265	\$282,493	\$290,967	\$299,695
S	\$172,293	\$177,509	\$182,940	\$188,529	\$194,287	\$200,169	\$206,188	\$212,382	\$219,082	\$225,695	\$232,540	\$239,656	\$246,936	\$254,265	\$261,972	\$269,861	\$278,021	\$286,368	\$294,959	\$303,805	\$312,917	\$322,304	\$331,972

NOTES:

Hourly rates for Police Lieutenants, Captains, and Majors are contained in the *PM schedule*, and hourly rates for Fire Captains, Battalion Chiefs, and Assistant Chiefs in the Department of Fire and Rescue Services are contained in the *FM schedule*. Hourly rates for Correctional Lieutenants and Captains are contained in the *CM schedule*. Hourly rates for employees within Security Officer, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff job classifications are paid in accordance with the *DS schedule*.

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

D SCHEDULE: HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION (LODGE 107)
Effective July 1, 2024

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	22 Year
G	\$25.01	\$25.76	\$26.55	\$27.34	\$28.16	\$29.00	\$30.88	\$31.80	\$32.77	\$33.74	\$34.75	\$35.79	\$36.85	\$37.96	\$39.11	\$40.28	\$41.48	\$42.72	\$44.00	\$45.31
Dispatcher	\$52,021	\$53,581	\$55,224	\$56,867	\$58,573	\$60,320	\$64,230	\$66,144	\$68,162	\$70,179	\$72,280	\$74,443	\$76,648	\$78,957	\$81,349	\$83,782	\$86,278	\$88,858	\$91,520	\$94,245
DFC						\$32.20	\$33.16	\$34.13	\$35.16	\$36.22	\$37.32	\$38.43	\$39.58	\$40.77	\$41.98	\$43.25	\$44.55	\$45.90	\$47.27	\$48.68
Dispatcher First Class						\$66,976	\$68,973	\$70,990	\$73,133	\$75,338	\$77,626	\$79,934	\$82,326	\$84,802	\$87,318	\$89,960	\$92,664	\$95,472	\$98,322	\$101,254
H	\$29.75	\$30.67	\$31.60	\$32.52	\$33.50	\$34.51	\$35.55	\$36.61	\$37.71	\$38.84	\$40.01	\$41.23	\$42.47	\$43.73	\$45.04	\$46.39	\$47.79	\$49.22	\$50.70	\$52.22
Sr. Dispatcher	\$61,880	\$63,794	\$65,728	\$67,642	\$69,680	\$71,781	\$73,944	\$76,149	\$78,437	\$80,787	\$83,221	\$85,758	\$88,338	\$90,958	\$93,683	\$96,491	\$99,403	\$102,378	\$105,456	\$108,618

||D SCHEDULE: HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION (LODGE 107)
Effective January 1, 2025*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	22 Year
G	\$26.01	\$26.79	\$27.61	\$28.43	\$29.29	\$30.16	\$32.12	\$33.07	\$34.08	\$35.09	\$36.14	\$37.22	\$38.32	\$39.48	\$40.67	\$41.89	\$43.14	\$44.43	\$45.76	\$47.12
Dispatcher	\$54,101	\$55,723	\$57,429	\$59,134	\$60,923	\$62,733	\$66,810	\$68,786	\$70,886	\$72,987	\$75,171	\$77,418	\$79,706	\$82,118	\$84,594	\$87,131	\$89,731	\$92,414	\$95,181	\$98,010
DFC						\$33.49	\$34.49	\$35.50	\$36.57	\$37.67	\$38.81	\$39.97	\$41.16	\$42.40	\$43.66	\$44.98	\$46.33	\$47.74	\$49.16	\$50.63
Dispatcher First Class						\$69,659	\$71,739	\$73,840	\$76,066	\$78,354	\$80,725	\$83,138	\$85,613	\$88,192	\$90,813	\$93,558	\$96,366	\$99,299	\$102,253	\$105,310
H	\$31.00	\$32.00	\$33.00	\$34.00	\$35.00	\$36.00	\$37.00	\$38.00	\$39.00	\$40.00	\$42.00	\$43.00	\$44.00	\$45.00	\$47.00	\$48.00	\$50.00	\$51.00	\$53.00	\$54.00
Sr. Dispatcher	\$64,480	\$66,560	\$68,640	\$70,720	\$72,800	\$74,880	\$76,960	\$79,040	\$81,120	\$83,200	\$87,360	\$89,440	\$91,520	\$93,600	\$97,760	\$99,840	\$104,000	\$106,080	\$110,240	\$112,320

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.||

**D SCHEDULE: HOWARD COUNTY PUBLIC SAFETY DISPATCHERS ASSOCIATION (LODGE 107)
EFFECTIVE JANUARY 1, 2025***

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	22 YEAR
G		\$26.01	\$26.79	\$27.61	\$28.43	\$29.29	\$30.16	\$32.12	\$33.07	\$34.08	\$35.09	\$36.14	\$37.22	\$38.32	\$39.48	\$40.67	\$41.89	\$43.14	\$44.43	\$45.76	\$47.12
DISPATCHER	40 HOURS	\$54,101	\$55,723	\$57,429	\$59,134	\$60,923	\$62,733	\$66,810	\$68,786	\$70,886	\$72,987	\$75,171	\$77,418	\$79,706	\$82,118	\$84,594	\$87,131	\$89,731	\$92,414	\$95,181	\$98,010
DFC							\$33.49	\$34.49	\$35.50	\$36.57	\$37.67	\$38.81	\$39.97	\$41.16	\$42.40	\$43.66	\$44.98	\$46.33	\$47.74	\$49.16	\$50.63
DISPATCHER FIRST CLASS	40 HOURS						\$69,659	\$71,739	\$73,840	\$76,066	\$78,354	\$80,725	\$83,138	\$85,613	\$88,192	\$90,813	\$93,558	\$96,366	\$99,299	\$102,253	\$105,310
H		\$30.94	\$31.90	\$32.86	\$33.82	\$34.84	\$35.89	\$36.97	\$38.07	\$39.22	\$40.39	\$41.61	\$42.88	\$44.17	\$45.48	\$46.84	\$48.25	\$49.70	\$51.19	\$52.73	\$54.31
SR. DISPATCHER	40 HOURS	\$64,355	\$66,352	\$68,349	\$70,346	\$72,467	\$74,651	\$76,898	\$79,186	\$81,578	\$84,011	\$86,549	\$89,190	\$91,874	\$94,598	\$97,427	\$100,360	\$103,376	\$106,475	\$109,678	\$112,965

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2025, FALLS.

**EC SCHEDULE: EMERGENCY COMMUNICATIONS SUPERVISOR
Rates Effective July 1, 2024**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	22 Year
EC	\$34.09	\$35.13	\$36.18	\$37.24	\$38.39	\$39.52	\$40.74	\$41.97	\$43.20	\$44.55	\$45.90	\$47.25	\$48.34	\$50.16	\$51.67	\$53.19	\$54.76	\$56.41	\$58.06	\$59.80
	\$70,907	\$73,070	\$75,254	\$77,459	\$79,851	\$82,202	\$84,739	\$87,298	\$89,856	\$92,664	\$95,472	\$98,280	\$100,547	\$104,333	\$107,474	\$110,635	\$113,901	\$117,333	\$120,765	\$124,384

**EC SCHEDULE: EMERGENCY COMMUNICATIONS SUPERVISOR
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	22 Year
EC	\$35.45	\$36.54	\$37.63	\$38.73	\$39.93	\$41.10	\$42.37	\$43.65	\$44.93	\$46.33	\$47.74	\$49.14	\$50.27	\$52.17	\$53.74	\$55.32	\$56.95	\$58.67	\$60.38	\$62.19
	\$73,736	\$76,003	\$78,270	\$80,558	\$83,054	\$85,488	\$88,130	\$90,792	\$93,454	\$96,366	\$99,299	\$102,211	\$104,562	\$108,514	\$111,779	\$115,066	\$118,456	\$122,034	\$125,590	\$129,355

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

**OT SCHEDULE:
OFFICE/TECHNICAL - LOCAL 1810 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective July 1, 2024**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C	\$18.12	\$18.27	\$18.41	\$18.57	\$18.73	\$18.97	\$19.16	\$19.36	\$19.57	\$20.13	\$20.79	\$21.37	\$22.04	\$22.72	\$23.39	\$24.10	\$24.84	\$25.57	\$26.33	\$27.12	\$27.94	\$28.77	\$29.63
	\$37,690	\$38,002	\$38,293	\$38,626	\$38,958	\$39,458	\$39,853	\$40,269	\$40,706	\$41,870	\$43,243	\$44,450	\$45,843	\$47,258	\$48,651	\$50,128	\$51,667	\$53,186	\$54,766	\$56,410	\$58,115	\$59,842	\$61,630
D	\$18.40	\$18.56	\$18.73	\$18.83	\$19.21	\$19.80	\$20.40	\$20.99	\$21.65	\$22.33	\$22.98	\$23.70	\$24.41	\$25.16	\$25.92	\$26.69	\$27.52	\$28.36	\$29.19	\$30.07	\$30.97	\$31.90	\$32.85
	\$38,272	\$38,605	\$38,958	\$39,166	\$39,957	\$41,184	\$42,432	\$43,659	\$45,032	\$46,446	\$47,798	\$49,296	\$50,773	\$52,333	\$53,914	\$55,515	\$57,242	\$58,989	\$60,715	\$62,546	\$64,418	\$66,352	\$68,328
E	\$18.88	\$19.42	\$20.05	\$20.66	\$21.28	\$21.93	\$22.59	\$23.28	\$23.97	\$24.77	\$25.50	\$26.22	\$27.03	\$27.86	\$28.70	\$29.56	\$30.45	\$31.37	\$32.29	\$33.26	\$34.26	\$35.29	\$36.34
	\$39,270	\$40,394	\$41,704	\$42,973	\$44,262	\$45,614	\$46,987	\$48,422	\$49,858	\$51,522	\$53,040	\$54,538	\$56,222	\$57,949	\$59,696	\$61,485	\$63,336	\$65,250	\$67,163	\$69,181	\$71,261	\$73,403	\$75,587
F	\$20.92	\$21.55	\$22.23	\$22.89	\$23.60	\$24.32	\$25.05	\$25.79	\$26.59	\$27.42	\$28.22	\$29.08	\$29.95	\$30.88	\$31.80	\$32.77	\$33.76	\$34.79	\$35.82	\$36.89	\$38.01	\$39.14	\$40.32
	\$43,514	\$44,824	\$46,238	\$47,611	\$49,088	\$50,586	\$52,104	\$53,643	\$55,307	\$57,034	\$58,698	\$60,486	\$62,296	\$64,230	\$66,144	\$68,162	\$70,221	\$72,363	\$74,506	\$76,731	\$79,061	\$81,411	\$83,866
G	\$23.17	\$23.88	\$24.61	\$25.35	\$26.14	\$26.93	\$27.73	\$28.59	\$29.48	\$30.35	\$31.27	\$32.22	\$33.18	\$34.21	\$35.26	\$36.31	\$37.41	\$38.53	\$39.69	\$40.88	\$42.11	\$43.37	\$44.67
	\$48,194	\$49,670	\$51,189	\$52,728	\$54,371	\$56,014	\$57,678	\$59,467	\$61,318	\$63,128	\$65,042	\$67,018	\$69,014	\$71,157	\$73,341	\$75,525	\$77,813	\$80,142	\$82,555	\$85,030	\$87,589	\$90,210	\$92,914
H	\$25.67	\$26.45	\$27.24	\$28.11	\$28.95	\$29.84	\$30.75	\$31.68	\$32.67	\$33.63	\$34.66	\$35.72	\$36.79	\$37.92	\$39.07	\$40.24	\$41.47	\$42.72	\$43.99	\$45.32	\$46.68	\$48.07	\$49.51
	\$53,394	\$55,016	\$56,659	\$58,469	\$60,216	\$62,067	\$63,960	\$65,894	\$67,954	\$69,950	\$72,093	\$74,298	\$76,523	\$78,874	\$81,266	\$83,699	\$86,258	\$88,858	\$91,499	\$94,266	\$97,094	\$99,986	\$102,981
I	\$28.44	\$29.33	\$30.23	\$31.14	\$32.09	\$33.08	\$34.07	\$35.07	\$36.14	\$37.27	\$38.39	\$39.57	\$40.76	\$42.00	\$43.28	\$44.57	\$45.91	\$47.28	\$48.71	\$50.17	\$51.67	\$53.22	\$54.83
	\$59,155	\$61,006	\$62,878	\$64,771	\$66,747	\$68,806	\$70,866	\$72,946	\$75,171	\$77,522	\$79,851	\$82,306	\$84,781	\$87,360	\$90,022	\$92,706	\$95,493	\$98,342	\$101,317	\$104,354	\$107,474	\$110,698	\$114,046
J	\$31.54	\$32.49	\$33.47	\$34.48	\$35.54	\$36.59	\$37.73	\$38.88	\$40.05	\$41.30	\$42.55	\$43.82	\$45.16	\$46.53	\$47.92	\$49.38	\$50.84	\$52.36	\$53.94	\$55.56	\$57.22	\$58.95	\$60.71
	\$65,603	\$67,579	\$69,618	\$71,718	\$73,923	\$76,107	\$78,478	\$80,870	\$83,304	\$85,904	\$88,504	\$91,146	\$93,933	\$96,782	\$99,674	\$102,710	\$105,747	\$108,909	\$112,195	\$115,565	\$119,018	\$122,616	\$126,277
K	\$34.92	\$35.97	\$37.07	\$38.19	\$39.40	\$40.58	\$41.83	\$43.08	\$44.39	\$45.73	\$47.11	\$48.53	\$50.00	\$51.50	\$53.07	\$54.66	\$56.31	\$58.01	\$59.75	\$61.55	\$63.39	\$65.29	\$67.25
	\$72,634	\$74,818	\$77,106	\$79,435	\$81,952	\$84,406	\$87,006	\$89,606	\$92,331	\$95,118	\$97,989	\$100,942	\$104,000	\$107,120	\$110,386	\$113,693	\$117,125	\$120,661	\$124,280	\$128,024	\$131,851	\$135,803	\$139,880

**OT SCHEDULE:
OFFICE/TECHNICAL - LOCAL 1810 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C	\$18.66	\$18.82	\$18.96	\$19.13	\$19.29	\$19.54	\$19.73	\$19.94	\$20.16	\$20.73	\$21.41	\$22.01	\$22.70	\$23.40	\$24.09	\$24.82	\$25.59	\$26.34	\$27.12	\$27.93	\$28.78	\$29.63	\$30.52
	\$38,813	\$39,146	\$39,437	\$39,790	\$40,123	\$40,643	\$41,038	\$41,475	\$41,933	\$43,118	\$44,533	\$45,781	\$47,216	\$48,672	\$50,107	\$51,626	\$53,227	\$54,787	\$56,410	\$58,094	\$59,862	\$61,630	\$63,482
D	\$18.95	\$19.12	\$19.29	\$19.39	\$19.79	\$20.39	\$21.01	\$21.62	\$22.30	\$23.00	\$23.67	\$24.41	\$25.14	\$25.91	\$26.70	\$27.49	\$28.35	\$29.21	\$30.07	\$30.97	\$31.90	\$32.86	\$33.84
	\$39,416	\$39,770	\$40,123	\$40,331	\$41,163	\$42,411	\$43,701	\$44,970	\$46,384	\$47,840	\$49,234	\$50,773	\$52,291	\$53,893	\$55,536	\$57,179	\$58,968	\$60,757	\$62,546	\$64,418	\$66,352	\$68,349	\$70,387
E	\$19.45	\$20.00	\$20.65	\$21.28	\$21.92	\$22.59	\$23.27	\$23.98	\$24.69	\$25.51	\$26.27	\$27.01	\$27.84	\$28.70	\$29.56	\$30.45	\$31.36	\$32.31	\$33.26	\$34.26	\$35.29	\$36.35	\$37.43
	\$40,456	\$41,600	\$42,952	\$44,262	\$45,594	\$46,987	\$48,402	\$49,878	\$51,355	\$53,061	\$54,642	\$56,181	\$57,907	\$59,696	\$61,485	\$63,336	\$65,229	\$67,205	\$69,181	\$71,261	\$73,403	\$75,608	\$77,854
F	\$21.55	\$22.20	\$22.90	\$23.58	\$24.31	\$25.05	\$25.80	\$26.56	\$27.39	\$28.24	\$29.07	\$29.95	\$30.85	\$31.81	\$32.75	\$33.75	\$34.77	\$35.83	\$36.89	\$38.00	\$39.15	\$40.31	\$41.53
	\$44,824	\$46,176	\$47,632	\$49,046	\$50,565	\$52,104	\$53,664	\$55,245	\$56,971	\$58,739	\$60,466	\$62,296	\$64,168	\$66,165	\$68,120	\$70,200	\$72,322	\$74,526	\$76,731	\$79,040	\$81,432	\$83,845	\$86,382
G	\$23.87	\$24.60	\$25.35	\$26.11	\$26.92	\$27.74	\$28.56	\$29.45	\$30.36	\$31.26	\$32.21	\$33.19	\$34.18	\$35.24	\$36.32	\$37.40	\$38.53	\$39.69	\$40.88	\$42.11	\$43.37	\$44.67	\$46.01
	\$49,650	\$51,168	\$52,728	\$54,309	\$55,994	\$57,699	\$59,405	\$61,256	\$63,149	\$65,021	\$66,997	\$69,035	\$71,094	\$73,299	\$75,546	\$77,792	\$80,142	\$82,555	\$85,030	\$87,589	\$90,210	\$92,914	\$95,701
H	\$26.44	\$27.24	\$28.06	\$28.95	\$29.82	\$30.74	\$31.67	\$32.63	\$33.65	\$34.64	\$35.70	\$36.79	\$37.89	\$39.06	\$40.24	\$41.45	\$42.71	\$44.00	\$45.31	\$46.68	\$48.08	\$49.51	\$51.00
	\$54,995	\$56,659	\$58,365	\$60,216	\$62,026	\$63,939	\$65,874	\$67,870	\$69,992	\$72,051	\$74,256	\$76,523	\$78,811	\$81,245	\$83,699	\$86,216	\$88,837	\$91,520	\$94,245	\$97,094	\$100,006	\$102,981	\$106,080
I	\$29.29	\$30.21	\$31.14	\$32.07	\$33.05	\$34.07	\$35.09	\$36.12	\$37.22	\$38.39	\$39.54	\$40.76	\$41.98	\$43.26	\$44.58	\$45.91	\$47.29	\$48.70	\$50.17	\$51.68	\$53.22	\$54.82	\$56.47
	\$60,923	\$62,837	\$64,771	\$66,706	\$68,744	\$70,866	\$72,987	\$75,130	\$77,418	\$79,851	\$82,243	\$84,781	\$87,318	\$89,981	\$92,726	\$95,493	\$98,363	\$101,296	\$104,354	\$107,494	\$110,698	\$114,026	\$117,458
J	\$32.49	\$33.46	\$34.47	\$35.51	\$36.61	\$37.69	\$38.86	\$40.05	\$41.25	\$42.54	\$43.83	\$45.13	\$46.51	\$47.93	\$49.36	\$50.86	\$52.37	\$53.93	\$55.56	\$57.23	\$58.94	\$60.72	\$62.53
	\$67,579	\$69,597	\$71,698	\$73,861	\$76,149	\$78,395	\$80,829	\$83,304	\$85,800	\$88,483	\$91,166	\$93,870	\$96,741	\$99,694	\$102,669	\$105,789	\$108,930	\$112,174	\$115,565	\$119,038	\$122,595	\$126,298	\$130,062
K	\$35.97	\$37.05	\$38.18	\$39.34	\$40.58	\$41.80	\$43.08	\$44.37	\$45.72	\$47.10	\$48.52	\$49.99	\$51.50	\$53.05	\$54.66	\$56.30	\$58.00	\$59.75	\$61.54	\$63.40	\$65.29	\$67.25	\$69.27
	\$74,818	\$77,064	\$79,414	\$81,827	\$84,406	\$86,944	\$89,606	\$92,290	\$95,098	\$97,968	\$100,922	\$103,979	\$107,120	\$110,344	\$113,693	\$117,104	\$120,640	\$124,280	\$128,003	\$131,872	\$135,803	\$139,880	\$144,082

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

**OS SCHEDULE:
OPERATIONS SUPERVISOR - LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective July 1, 2024**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
I		\$30.19	\$31.10	\$32.07	\$33.01	\$34.03	\$35.05	\$36.08	\$37.19	\$38.36	\$39.51	\$40.71	\$41.93	\$43.21	\$44.52	\$45.85	\$47.25	\$48.66	\$50.12	\$51.62	\$53.17	\$54.76
		\$62,795	\$64,688	\$66,706	\$68,661	\$70,782	\$72,904	\$75,046	\$77,355	\$79,789	\$82,181	\$84,677	\$87,214	\$89,877	\$92,602	\$95,368	\$98,280	\$101,213	\$104,250	\$107,370	\$110,594	\$113,901
J		\$33.43	\$34.43	\$35.47	\$36.56	\$37.63	\$38.82	\$39.99	\$41.19	\$42.48	\$43.78	\$45.09	\$46.45	\$47.88	\$49.31	\$50.80	\$52.31	\$53.87	\$55.48	\$57.14	\$58.85	\$60.62
		\$69,534	\$71,614	\$73,778	\$76,045	\$78,270	\$80,746	\$83,179	\$85,675	\$88,358	\$91,062	\$93,787	\$96,616	\$99,590	\$102,565	\$105,664	\$108,805	\$112,050	\$115,398	\$118,851	\$122,408	\$126,090

**OS SCHEDULE:
OPERATIONS SUPERVISOR - LOCAL 3888 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
I		\$31.10	\$32.03	\$33.03	\$34.00	\$35.05	\$36.10	\$37.16	\$38.31	\$39.51	\$40.70	\$41.93	\$43.19	\$44.51	\$45.86	\$47.23	\$48.67	\$50.12	\$51.62	\$53.17	\$54.77	\$56.40
		\$64,688	\$66,622	\$68,702	\$70,720	\$72,904	\$75,088	\$77,293	\$79,685	\$82,181	\$84,656	\$87,214	\$89,835	\$92,581	\$95,389	\$98,238	\$101,234	\$104,250	\$107,370	\$110,594	\$113,922	\$117,312
J		\$34.43	\$35.46	\$36.53	\$37.66	\$38.76	\$39.98	\$41.19	\$42.43	\$43.75	\$45.09	\$46.44	\$47.84	\$49.32	\$50.79	\$52.32	\$53.88	\$55.49	\$57.14	\$58.85	\$60.62	\$62.44
		\$71,614	\$73,757	\$75,982	\$78,333	\$80,621	\$83,158	\$85,675	\$88,254	\$91,000	\$93,787	\$96,595	\$99,507	\$102,586	\$105,643	\$108,826	\$112,070	\$115,419	\$118,851	\$122,408	\$126,090	\$129,875

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

**H SCHEDULE:
SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective July 1, 2024**

	ENTRY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
H3	\$18.88	\$19.36	\$19.85	\$20.34	\$20.86	\$21.37	\$21.91	\$22.45	\$23.02	\$23.58	\$24.18	\$24.80	\$25.41	\$26.04	\$26.69	\$27.37	\$28.05	\$28.90	\$29.76	\$30.66
	\$39,270	\$40,269	\$41,288	\$42,307	\$43,389	\$44,450	\$45,573	\$46,696	\$47,882	\$49,046	\$50,294	\$51,584	\$52,853	\$54,163	\$55,515	\$56,930	\$58,344	\$60,112	\$61,901	\$63,773
H4	\$19.83	\$20.32	\$20.83	\$21.35	\$21.88	\$22.43	\$23.00	\$23.56	\$24.15	\$24.77	\$25.37	\$26.01	\$26.66	\$27.34	\$28.02	\$28.72	\$29.44	\$30.32	\$31.23	\$32.17
	\$41,246	\$42,266	\$43,326	\$44,408	\$45,510	\$46,654	\$47,840	\$49,005	\$50,232	\$51,522	\$52,770	\$54,101	\$55,453	\$56,867	\$58,282	\$59,738	\$61,235	\$63,066	\$64,958	\$66,914
H5	\$20.82	\$21.34	\$21.87	\$22.42	\$22.99	\$23.55	\$24.14	\$24.76	\$25.36	\$26.00	\$26.65	\$27.33	\$28.01	\$28.71	\$29.43	\$30.16	\$30.92	\$31.84	\$32.80	\$33.78
	\$43,306	\$44,387	\$45,490	\$46,634	\$47,819	\$48,984	\$50,211	\$51,501	\$52,749	\$54,080	\$55,432	\$56,846	\$58,261	\$59,717	\$61,214	\$62,733	\$64,314	\$66,227	\$68,224	\$70,262
H6	\$21.86	\$22.41	\$22.98	\$23.54	\$24.13	\$24.75	\$25.35	\$25.99	\$26.64	\$27.32	\$28.00	\$28.70	\$29.42	\$30.15	\$30.91	\$31.67	\$32.47	\$33.44	\$34.44	\$35.47
	\$45,469	\$46,613	\$47,798	\$48,963	\$50,190	\$51,480	\$52,728	\$54,059	\$55,411	\$56,826	\$58,240	\$59,696	\$61,194	\$62,712	\$64,293	\$65,874	\$67,538	\$69,555	\$71,635	\$73,778
H7	\$22.96	\$23.52	\$24.11	\$24.72	\$25.33	\$25.97	\$26.62	\$27.30	\$27.98	\$28.68	\$29.39	\$30.13	\$30.89	\$31.65	\$32.45	\$33.25	\$34.09	\$35.11	\$36.16	\$37.24
	\$47,757	\$48,922	\$50,149	\$51,418	\$52,686	\$54,018	\$55,370	\$56,784	\$58,198	\$59,654	\$61,131	\$62,670	\$64,251	\$65,832	\$67,496	\$69,160	\$70,907	\$73,029	\$75,213	\$77,459
H8	\$24.55	\$25.17	\$25.81	\$26.45	\$27.10	\$27.78	\$28.48	\$29.19	\$29.92	\$30.67	\$31.44	\$32.22	\$33.03	\$33.85	\$34.69	\$35.57	\$36.44	\$37.54	\$38.66	\$39.82
	\$51,064	\$52,354	\$53,685	\$55,016	\$56,368	\$57,782	\$59,238	\$60,715	\$62,234	\$63,794	\$65,395	\$67,018	\$68,702	\$70,408	\$72,155	\$73,986	\$75,795	\$78,083	\$80,413	\$82,826
H9	\$25.78	\$26.42	\$27.08	\$27.76	\$28.46	\$29.17	\$29.90	\$30.65	\$31.42	\$32.20	\$33.01	\$33.83	\$34.67	\$35.54	\$36.42	\$37.34	\$38.26	\$39.41	\$40.60	\$41.81
	\$53,622	\$54,954	\$56,326	\$57,741	\$59,197	\$60,674	\$62,192	\$63,752	\$65,354	\$66,976	\$68,661	\$70,366	\$72,114	\$73,923	\$75,754	\$77,667	\$79,581	\$81,973	\$84,448	\$86,965
H10	\$27.58	\$28.27	\$28.98	\$29.70	\$30.45	\$31.21	\$31.99	\$32.79	\$33.61	\$34.46	\$35.32	\$36.20	\$37.12	\$38.05	\$38.99	\$39.97	\$40.97	\$42.21	\$43.47	\$44.78
	\$57,366	\$58,802	\$60,278	\$61,776	\$63,336	\$64,917	\$66,539	\$68,203	\$69,909	\$71,677	\$73,466	\$75,296	\$77,210	\$79,144	\$81,099	\$83,138	\$85,218	\$87,797	\$90,418	\$93,142
HW	\$28.10	\$28.79	\$29.50	\$30.22	\$30.97	\$31.73	\$32.51	\$33.30	\$34.13	\$34.98	\$35.83	\$36.73	\$37.63	\$38.57	\$39.53	\$40.49	\$41.48	\$42.72	\$44.00	\$45.32
	\$58,448	\$59,883	\$61,360	\$62,858	\$64,418	\$65,998	\$67,621	\$69,264	\$70,990	\$72,758	\$74,526	\$76,398	\$78,270	\$80,226	\$82,222	\$84,219	\$86,278	\$88,858	\$91,520	\$94,266

**H SCHEDULE:
SKILLED TRADES - LOCAL 3085 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025***

	ENTRY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
H3	\$19.45	\$19.94	\$20.45	\$20.95	\$21.49	\$22.01	\$22.57	\$23.12	\$23.71	\$24.29	\$24.91	\$25.54	\$26.17	\$26.82	\$27.49	\$28.19	\$28.89	\$29.77	\$30.65	\$31.58
	\$40,456	\$41,475	\$42,536	\$43,576	\$44,699	\$45,781	\$46,946	\$48,090	\$49,317	\$50,523	\$51,813	\$53,123	\$54,434	\$55,786	\$57,179	\$58,635	\$60,091	\$61,922	\$63,752	\$65,686
H4	\$20.42	\$20.93	\$21.45	\$21.99	\$22.54	\$23.10	\$23.69	\$24.27	\$24.87	\$25.51	\$26.13	\$26.79	\$27.46	\$28.16	\$28.86	\$29.58	\$30.32	\$31.23	\$32.17	\$33.14
	\$42,474	\$43,534	\$44,616	\$45,739	\$46,883	\$48,048	\$49,275	\$50,482	\$51,730	\$53,061	\$54,350	\$55,723	\$57,117	\$58,573	\$60,029	\$61,526	\$63,066	\$64,958	\$66,914	\$68,931
H5	\$21.44	\$21.98	\$22.53	\$23.09	\$23.68	\$24.26	\$24.86	\$25.50	\$26.12	\$26.78	\$27.45	\$28.15	\$28.85	\$29.57	\$30.31	\$31.06	\$31.85	\$32.80	\$33.78	\$34.79
	\$44,595	\$45,718	\$46,862	\$48,027	\$49,254	\$50,461	\$51,709	\$53,040	\$54,330	\$55,702	\$57,096	\$58,552	\$60,008	\$61,506	\$63,045	\$64,605	\$66,248	\$68,224	\$70,262	\$72,363
H6	\$22.52	\$23.08	\$23.67	\$24.25	\$24.85	\$25.49	\$26.11	\$26.77	\$27.44	\$28.14	\$28.84	\$29.56	\$30.30	\$31.05	\$31.84	\$32.62	\$33.44	\$34.44	\$35.47	\$36.53
	\$46,842	\$48,006	\$49,234	\$50,440	\$51,688	\$53,019	\$54,309	\$55,682	\$57,075	\$58,531	\$59,987	\$61,485	\$63,024	\$64,584	\$66,227	\$67,850	\$69,555	\$71,635	\$73,778	\$75,982
H7	\$23.65	\$24.23	\$24.83	\$25.46	\$26.09	\$26.75	\$27.42	\$28.12	\$28.82	\$29.54	\$30.27	\$31.03	\$31.82	\$32.60	\$33.42	\$34.25	\$35.11	\$36.16	\$37.24	\$38.36
	\$49,192	\$50,398	\$51,646	\$52,957	\$54,267	\$55,640	\$57,034	\$58,490	\$59,946	\$61,443	\$62,962	\$64,542	\$66,186	\$67,808	\$69,514	\$71,240	\$73,029	\$75,213	\$77,459	\$79,789
H8	\$25.29	\$25.93	\$26.58	\$27.24	\$27.91	\$28.61	\$29.33	\$30.07	\$30.82	\$31.59	\$32.38	\$33.19	\$34.02	\$34.87	\$35.73	\$36.64	\$37.53	\$38.67	\$39.82	\$41.01
	\$52,603	\$53,934	\$55,286	\$56,659	\$58,053	\$59,509	\$61,006	\$62,546	\$64,106	\$65,707	\$67,350	\$69,035	\$70,762	\$72,530	\$74,318	\$76,211	\$78,062	\$80,434	\$82,826	\$85,301
H9	\$26.55	\$27.21	\$27.89	\$28.59	\$29.31	\$30.05	\$30.80	\$31.57	\$32.36	\$33.17	\$34.00	\$34.84	\$35.71	\$36.61	\$37.51	\$38.46	\$39.41	\$40.59	\$41.82	\$43.06
	\$55,224	\$56,597	\$58,011	\$59,467	\$60,965	\$62,504	\$64,064	\$65,666	\$67,309	\$68,994	\$70,720	\$72,467	\$74,277	\$76,149	\$78,021	\$79,997	\$81,973	\$84,427	\$86,986	\$89,565
H10	\$28.41	\$29.12	\$29.85	\$30.59	\$31.36	\$32.15	\$32.95	\$33.77	\$34.62	\$35.49	\$36.38	\$37.29	\$38.23	\$39.19	\$40.16	\$41.17	\$42.20	\$43.48	\$44.77	\$46.12
	\$59,093	\$60,570	\$62,088	\$63,627	\$65,229	\$66,872	\$68,536	\$70,242	\$72,010	\$73,819	\$75,670	\$77,563	\$79,518	\$81,515	\$83,533	\$85,634	\$87,776	\$90,438	\$93,122	\$95,930
HW	\$28.94	\$29.65	\$30.39	\$31.13	\$31.90	\$32.68	\$33.49	\$34.30	\$35.15	\$36.03	\$36.90	\$37.83	\$38.76	\$39.73	\$40.72	\$41.70	\$42.72	\$44.00	\$45.32	\$46.68
	\$60,195	\$61,672	\$63,211	\$64,750	\$66,352	\$67,974	\$69,659	\$71,344	\$73,112	\$74,942	\$76,752	\$78,686	\$80,621	\$82,638	\$84,698	\$86,736	\$88,858	\$91,520	\$94,266	\$97,094

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

**P SCHEDULE:
POLICE OFFICERS – LODGE 21 OF THE HOWARD COUNTY POLICE OFFICER’S ASSOCIATION
Effective July 1, 2024**

	1	2	3	4	5	6	7	8	9	10	11	12	13	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20	PL 21	
	Hire	12 mos.	24 mos.	36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	
PO	\$31.51	\$32.61	\$33.75	\$34.92	\$36.15	\$37.42	\$38.73	\$40.09	\$41.49	\$42.95	\$44.45	\$46.00	\$47.60	\$49.15	\$50.75	\$52.40	\$54.10	\$55.86	\$57.67	\$59.55	\$61.93	
	\$65,541	\$67,829	\$70,200	\$72,634	\$75,192	\$77,834	\$80,558	\$83,387	\$86,299	\$89,336	\$92,456	\$95,680	\$99,008	\$102,232	\$105,560	\$108,992	\$112,528	\$116,189	\$119,954	\$123,864	\$128,814	
LAT	\$33.75	\$34.92	\$36.15	\$37.42	\$38.73	\$40.09	\$41.49	\$42.95	\$44.45	\$46.00	\$47.60	\$47.60	\$47.60	\$49.15	\$50.75	\$52.40	\$54.10	\$55.86	\$57.67	\$59.55	\$61.93	
	\$70,200	\$72,634	\$75,192	\$77,834	\$80,558	\$83,387	\$86,299	\$89,336	\$92,456	\$95,680	\$99,008	\$99,008	\$99,008	\$102,232	\$105,560	\$108,992	\$112,528	\$116,189	\$119,954	\$123,864	\$128,814	
				36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	
PFC				\$36.17	\$37.44	\$38.75	\$40.11	\$41.51	\$42.97	\$44.47	\$46.02	\$47.63	\$49.30	\$50.90	\$52.55	\$54.26	\$56.02	\$57.85	\$59.73	\$61.67	\$64.13	
				\$75,234	\$77,875	\$80,600	\$83,429	\$86,341	\$89,378	\$92,498	\$95,722	\$99,070	\$102,544	\$105,872	\$109,304	\$112,861	\$116,522	\$120,328	\$124,238	\$128,274	\$133,390	
LAT				\$38.75	\$40.11	\$41.51	\$42.97	\$44.47	\$46.02	\$47.63	\$49.30	\$49.30	\$49.30	\$50.90	\$52.55	\$54.26	\$56.02	\$57.85	\$59.73	\$61.67	\$64.13	
				\$80,600	\$83,429	\$86,341	\$89,378	\$92,498	\$95,722	\$99,070	\$102,544	\$102,544	\$102,544	\$105,872	\$109,304	\$112,861	\$116,522	\$120,328	\$124,238	\$128,274	\$133,390	
					48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	
Corp				\$40.08	\$41.48	\$42.93	\$44.43	\$45.99	\$47.59	\$49.27	\$50.99	\$52.77	\$54.49	\$56.26	\$58.09	\$59.98	\$61.93	\$63.94	\$66.02	\$68.66		
				\$83,366	\$86,278	\$89,294	\$92,414	\$95,659	\$98,987	\$102,482	\$106,059	\$109,762	\$113,339	\$117,021	\$120,827	\$124,758	\$128,814	\$132,995	\$137,322	\$142,813		
LAT				\$42.93	\$44.43	\$45.99	\$47.59	\$49.27	\$50.99	\$52.77	\$52.77	\$52.77	\$54.49	\$56.26	\$58.09	\$59.98	\$61.93	\$63.94	\$66.02	\$68.66		
				\$89,294	\$92,414	\$95,659	\$98,987	\$102,482	\$106,059	\$109,762	\$109,762	\$109,762	\$113,339	\$117,021	\$120,827	\$124,758	\$128,814	\$132,995	\$137,322	\$142,813		

NOTES:

1. LAT = Laterally Hired Officers
2. Steps PL14 – PL21 reflect the renumbering of steps 13A - PL20.

**P SCHEDULE:
POLICE OFFICERS – LODGE 21 OF THE HOWARD COUNTY POLICE OFFICER’S ASSOCIATION
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20	PL 21	
	HIRE	12 MOS.	24 MOS.	36 MOS.	48 MOS.	60 MOS.	72 MOS.	84 MOS.	96 MOS.	108 MOS.	120 MOS.	132 MOS.	144 MOS.	156 MOS.	168 MOS.	180 MOS.	192 MOS.	204 MOS.	216 MOS.	228 MOS.	240 MOS.	
PO	\$32.14	\$33.26	\$34.43	\$35.62	\$36.87	\$38.17	\$39.50	\$40.89	\$42.32	\$43.81	\$45.34	\$46.92	\$48.55	\$50.13	\$51.77	\$53.45	\$55.18	\$56.98	\$58.82	\$60.74	\$63.17	
	\$66,851	\$69,181	\$71,614	\$74,090	\$76,690	\$79,394	\$82,160	\$85,051	\$88,026	\$91,125	\$94,307	\$97,594	\$100,984	\$104,270	\$107,682	\$111,176	\$114,774	\$118,518	\$122,346	\$126,339	\$131,394	
LAT	\$34.43	\$35.62	\$36.87	\$38.17	\$39.50	\$40.89	\$42.32	\$43.81	\$45.34	\$46.92	\$48.55	\$48.55	\$48.55	\$50.13	\$51.77	\$53.45	\$55.18	\$56.98	\$58.82	\$60.74	\$63.17	
	\$71,614	\$74,090	\$76,690	\$79,394	\$82,160	\$85,051	\$88,026	\$91,125	\$94,307	\$97,594	\$100,984	\$100,984	\$100,984	\$104,270	\$107,682	\$111,176	\$114,774	\$118,518	\$122,346	\$126,339	\$131,394	
				36 MOS.	48 MOS.	60 MOS.	72 MOS.	84 MOS.	96 MOS.	108 MOS.	120 MOS.	132 MOS.	144 MOS.	156 MOS.	168 MOS.	180 MOS.	192 MOS.	204 MOS.	216 MOS.	228 MOS.	240 MOS.	
PFC				\$36.89	\$38.19	\$39.53	\$40.91	\$42.34	\$43.83	\$45.36	\$46.94	\$48.58	\$50.29	\$51.92	\$53.60	\$55.35	\$57.14	\$59.01	\$60.92	\$62.90	\$65.41	
				\$76,731	\$79,435	\$82,222	\$85,093	\$88,067	\$91,166	\$94,349	\$97,635	\$101,046	\$104,603	\$107,994	\$111,488	\$115,128	\$118,851	\$122,741	\$126,714	\$130,832	\$136,053	
LAT				\$39.53	\$40.91	\$42.34	\$43.83	\$45.36	\$46.94	\$48.58	\$50.29	\$50.29	\$50.29	\$51.92	\$53.60	\$55.35	\$57.14	\$59.01	\$60.92	\$62.90	\$65.41	
				\$82,222	\$85,093	\$88,067	\$91,166	\$94,349	\$97,635	\$101,046	\$104,603	\$104,603	\$104,603	\$107,994	\$111,488	\$115,128	\$118,851	\$122,741	\$126,714	\$130,832	\$136,053	
					48 MOS.	60 MOS.	72 MOS.	84 MOS.	96 MOS.	108 MOS.	120 MOS.	132 MOS.	144 MOS.	156 MOS.	168 MOS.	180 MOS.	192 MOS.	204 MOS.	216 MOS.	228 MOS.	240 MOS.	
Corp				\$40.88	\$42.31	\$43.79	\$45.32	\$46.91	\$48.54	\$50.26	\$52.01	\$53.83	\$55.58	\$57.39	\$59.25	\$61.18	\$63.17	\$65.22	\$67.34	\$70.03		
				\$85,030	\$88,005	\$91,083	\$94,266	\$97,573	\$100,963	\$104,541	\$108,181	\$111,966	\$115,606	\$119,371	\$123,240	\$127,254	\$131,394	\$135,658	\$140,067	\$145,662		
LAT				\$43.79	\$45.32	\$46.91	\$48.54	\$50.26	\$52.01	\$53.83	\$53.83	\$53.83	\$55.58	\$57.39	\$59.25	\$61.18	\$63.17	\$65.22	\$67.34	\$70.03		
				\$91,083	\$94,266	\$97,573	\$100,963	\$104,541	\$108,181	\$111,966	\$111,966	\$111,966	\$115,606	\$119,371	\$123,240	\$127,254	\$131,394	\$135,658	\$140,067	\$145,662		

NOTES:

1. LAT = laterally hired officers
2. Steps PL14 – PL21 reflect the renumbering of steps 13A - PL20

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

**PS SCHEDULE:
POLICE SERGEANTS – THE FRATERNAL ORDER OF THE POLICE LODGE 143
HOWARD COUNTY POLICE SUPERVISOR’S ALLIANCE
Effective July 1, 2024**

	1	2	3	4	5	6	7	8	9	L14	L15	L16	L17	L18	L19	L20	L21
	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	252 mos.
Hourly	\$43.91	\$45.45	\$47.04	\$48.69	\$50.35	\$52.18	\$53.94	\$55.91	\$57.87	\$59.74	\$61.67	\$63.69	\$65.77	\$67.91	\$70.12	\$72.92	\$75.29
Annual	\$91,333	\$94,536	\$97,843	\$101,275	\$104,728	\$108,534	\$112,195	\$116,293	\$120,370	\$124,259	\$128,274	\$132,475	\$136,802	\$141,253	\$145,850	\$151,674	\$156,603
Lateral	\$47.02	\$48.65	\$50.35	\$52.18	\$53.94	\$55.91	\$55.91	\$55.91	\$57.87	\$59.74	\$61.67	\$63.69	\$65.77	\$67.91	\$70.12	\$72.92	\$75.29
	\$97,802	\$101,192	\$104,728	\$108,534	\$112,195	\$116,293	\$116,293	\$116,293	\$120,370	\$124,259	\$128,274	\$132,475	\$136,802	\$141,253	\$145,850	\$151,674	\$156,603

**PS SCHEDULE:
POLICE SERGEANTS – THE FRATERNAL ORDER OF THE POLICE LODGE 143
HOWARD COUNTY POLICE SUPERVISOR’S ALLIANCE
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	L14	L15	L16	L17	L18	L19	L20	L21
	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	252 mos.
Hourly	\$45.23	\$46.81	\$48.45	\$50.15	\$51.86	\$53.75	\$55.56	\$57.59	\$59.61	\$61.53	\$63.52	\$65.60	\$67.74	\$69.95	\$72.22	\$75.11	\$77.55
Annual	\$94,078	\$97,365	\$100,776	\$104,312	\$107,869	\$111,800	\$115,565	\$119,787	\$123,989	\$127,982	\$132,122	\$136,448	\$140,899	\$145,496	\$150,218	\$156,229	\$161,306
Lateral	\$48.43	\$50.11	\$51.86	\$53.75	\$55.56	\$57.59	\$57.59	\$57.59	\$59.61	\$61.53	\$63.52	\$65.60	\$67.74	\$69.95	\$72.22	\$75.11	\$77.55
	\$100,734	\$104,229	\$107,869	\$111,800	\$115,565	\$119,787	\$119,787	\$119,787	\$123,989	\$127,982	\$132,122	\$136,448	\$140,899	\$145,496	\$150,218	\$156,229	\$161,306

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

PM SCHEDULE: POLICE MANAGEMENT
Effective July 1, 2024

Steps	1	2	3	4	5	6	7	8	9	10	L1	L2	L3	L4	L5	L6
	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21
Lieutenant	\$48.66	\$50.33	\$52.15	\$54.00	\$55.82	\$57.87	\$59.82	\$61.94	\$64.12	\$66.33	\$68.66	\$71.07	\$73.54	\$76.12	\$78.77	\$81.92
(PM2)	\$101,213	\$104,686	\$108,472	\$112,320	\$116,106	\$120,370	\$124,426	\$128,835	\$133,370	\$137,966	\$142,813	\$147,826	\$152,963	\$158,330	\$163,842	\$170,394
Captain		\$59.58	\$61.68	\$63.90	\$66.06	\$68.46	\$70.80	\$73.28	\$75.89	\$78.49	\$81.23	\$84.06	\$87.02	\$90.06	\$93.21	\$96.23
(PM3)		\$123,926	\$128,294	\$132,912	\$137,405	\$142,397	\$147,264	\$152,422	\$157,851	\$163,259	\$168,958	\$174,845	\$181,002	\$187,325	\$193,877	\$200,158
Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major		\$67.00	\$69.41	\$71.87	\$74.32	\$77.03	\$79.66	\$82.44	\$85.38	\$88.31	\$91.37	\$94.57	\$97.89	\$101.34	\$104.86	\$108.28
(PM4)		\$139,360	\$144,373	\$149,490	\$154,586	\$160,222	\$165,693	\$171,475	\$177,590	\$183,685	\$190,050	\$196,706	\$203,611	\$210,787	\$218,109	\$225,222

NOTE:

A Police Lieutenant or Captain shall receive, upon completion of years 16, 17, 18, 19, 20, and 21, Longevity increases as reflected above.

PM SCHEDULE: POLICE MANAGEMENT
Effective January 1, 2025*

Steps	1	2	3	4	5	6	7	8	9	10	<u>L1</u>	<u>L2</u>	<u>L3</u>	<u>L4</u>	<u>L5</u>	<u>L6</u>
	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21
Lieutenant	\$50.12	\$51.84	\$53.71	\$55.62	\$57.49	\$59.61	\$61.61	\$63.80	\$66.04	\$68.32	\$70.72	\$73.20	\$75.75	\$78.40	\$81.13	\$84.38
(PM2)	\$104,250	\$107,827	\$111,717	\$115,690	\$119,579	\$123,989	\$128,149	\$132,704	\$137,363	\$142,106	\$147,098	\$152,256	\$157,560	\$163,072	\$168,750	\$175,510
Captain		\$59.58	\$61.68	\$63.90	\$66.06	\$68.46	\$70.80	\$73.28	\$75.89	\$78.49	\$81.23	\$84.06	\$87.02	\$90.06	\$93.21	\$96.23
(PM3)		\$123,926	\$128,294	\$132,912	\$137,405	\$142,397	\$147,264	\$152,422	\$157,851	\$163,259	\$168,958	\$174,845	\$181,002	\$187,325	\$193,877	\$200,158
Steps		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Major		\$67.00	\$69.41	\$71.87	\$74.32	\$77.03	\$79.66	\$82.44	\$85.38	\$88.31	\$91.37	\$94.57	\$97.89	\$101.34	\$104.86	\$108.28
(PM4)		\$139,360	\$144,373	\$149,490	\$154,586	\$160,222	\$165,693	\$171,475	\$177,590	\$183,685	\$190,050	\$196,706	\$203,611	\$210,787	\$218,109	\$225,222

NOTES:

A Police Lieutenant or Captain shall receive, upon completion of years 16, 17, 18, 19, 20, and 21, Longevity increases as reflected above.

* The pay plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

**F SCHEDULE:
FIREFIGHTERS – INTERNATION ASSOCIATION OF FIREFIGHTERS HOWARD COUNTY LOCAL 2000
Effective JULY 1, 2024**

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
D	Hire	6 mos.														
40 hours	\$29.57	\$30.48														
42 hours	\$28.16	\$29.03														
48 hours	\$24.64	\$25.40														
Trainee	\$61,509	\$63,393														

Acad Grad

E																
40 hours	\$30.80	\$31.71	\$32.75	\$33.70	\$34.77	\$35.78	\$36.83	\$37.97	\$39.18	\$40.38	\$41.60	\$42.80	\$44.10	\$45.77		
42 hours	\$29.33	\$30.20	\$31.19	\$32.09	\$33.12	\$34.07	\$35.08	\$36.16	\$37.31	\$38.46	\$39.62	\$40.77	\$42.00	\$43.59		
48 hours	\$25.66	\$26.43	\$27.30	\$28.08	\$28.98	\$29.81	\$30.69	\$31.64	\$32.65	\$33.65	\$34.67	\$35.67	\$36.75	\$38.14		
Recruit	\$64,055	\$65,964	\$68,129	\$70,089	\$72,329	\$74,417	\$76,607	\$78,975	\$81,495	\$83,990	\$86,536	\$89,031	\$91,730	\$95,192		

F	Prob comp	30 mos.	42 mos.	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	162 mos.	186 mos.	210 mos.	252 mos.
40 hours	\$34.15	\$35.15	\$36.23	\$37.32	\$38.51	\$39.66	\$40.88	\$42.12	\$43.42	\$44.74	\$46.04	\$47.49	\$48.94	\$50.78	\$52.30
42 hours	\$32.52	\$33.48	\$34.51	\$35.54	\$36.67	\$37.77	\$38.93	\$40.11	\$41.35	\$42.61	\$43.84	\$45.23	\$46.61	\$48.37	\$49.81
48 hours	\$28.46	\$29.29	\$30.19	\$31.10	\$32.09	\$33.05	\$34.07	\$35.10	\$36.18	\$37.28	\$38.36	\$39.58	\$40.78	\$42.32	\$43.58
Firefighter	\$71,031	\$73,119	\$75,360	\$77,625	\$80,094	\$82,487	\$85,033	\$87,605	\$90,304	\$93,054	\$95,753	\$98,782	\$101,786	\$105,630	\$108,787

G	18 mos.	30 mos.	42 mos.	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	162 mos.	186 mos.	210 mos.	252 mos.
40 hours	\$34.63	\$35.63	\$36.71	\$37.80	\$38.99	\$40.14	\$41.36	\$42.60	\$43.90	\$45.22	\$46.52	\$47.97	\$49.42	\$51.26	\$52.78
42 hours	\$32.98	\$33.94	\$34.96	\$36.00	\$37.13	\$38.23	\$39.39	\$40.57	\$41.81	\$43.07	\$44.30	\$45.69	\$47.06	\$48.82	\$50.27
48 hours	\$28.86	\$29.70	\$30.59	\$31.50	\$32.49	\$33.45	\$34.47	\$35.50	\$36.58	\$37.68	\$38.76	\$39.98	\$41.18	\$42.72	\$43.99
Firefighter HVO	\$72,031	\$74,119	\$76,360	\$78,625	\$81,094	\$83,487	\$86,033	\$88,605	\$91,304	\$94,054	\$96,753	\$99,782	\$102,786	\$106,630	\$109,787

H	30 mos.	42 mos.	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	150 mos.	174 mos.	198 mos.	222 mos.	252 mos.
40 hours	\$37.82	\$38.98	\$40.17	\$41.37	\$42.61	\$43.95	\$45.28	\$46.72	\$48.10	\$49.52	\$51.04	\$52.61	\$54.17	\$56.21	\$57.88
42 hours	\$36.02	\$37.13	\$38.26	\$39.40	\$40.58	\$41.86	\$43.12	\$44.49	\$45.81	\$47.16	\$48.61	\$50.10	\$51.59	\$53.53	\$55.13

48 hours	\$31.52	\$32.49	\$33.48	\$34.48	\$35.51	\$36.63	\$37.73	\$38.93	\$40.09	\$41.27	\$42.53	\$43.84	\$45.15	\$46.84	\$48.24
Master Firefighter	\$78,669	\$81,088	\$83,557	\$86,052	\$88,624	\$91,424	\$94,174	\$97,177	\$100,055	\$103,008	\$106,165	\$109,424	\$112,682	\$116,908	\$120,397

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
I	30 mos.	42 mos.	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	150 mos.	174 mos.	198 mos.	222 mos.	252 mos.	
40 hours	\$38.30	\$39.47	\$40.65	\$41.85	\$43.09	\$44.43	\$45.76	\$47.20	\$48.58	\$50.00	\$51.52	\$53.09	\$54.65	\$56.69	\$58.36	
42 hours	\$36.48	\$37.59	\$38.72	\$39.86	\$41.04	\$42.32	\$43.58	\$44.95	\$46.27	\$47.62	\$49.07	\$50.56	\$52.05	\$53.99	\$55.58	
48 hours	\$31.92	\$32.89	\$33.88	\$34.88	\$35.91	\$37.03	\$38.13	\$39.33	\$40.49	\$41.67	\$42.93	\$44.24	\$45.55	\$47.24	\$48.64	
Master Firefighter HVO	\$79,669	\$82,088	\$84,557	\$87,052	\$89,624	\$92,424	\$95,174	\$98,177	\$101,055	\$104,008	\$107,165	\$110,424	\$113,682	\$117,908	\$121,397	

J	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	150 mos.	162 mos.	174 mos.	198 mos.	222 mos.	246 mos.	258 mos.	270 mos.
40 hours	\$41.90	\$43.16	\$44.53	\$45.90	\$47.25	\$48.64	\$50.16	\$51.71	\$53.28	\$54.92	\$56.59	\$58.25	\$60.09	\$62.34	\$64.21	\$66.12
42 hours	\$39.90	\$41.10	\$42.41	\$43.71	\$45.00	\$46.33	\$47.77	\$49.25	\$50.74	\$52.31	\$53.89	\$55.48	\$57.23	\$59.37	\$61.15	\$62.97
48 hours	\$34.91	\$35.97	\$37.11	\$38.25	\$39.37	\$40.53	\$41.80	\$43.09	\$44.40	\$45.77	\$47.15	\$48.54	\$50.07	\$51.95	\$53.51	\$55.10
Lieutenant	\$87,147	\$89,769	\$92,620	\$95,472	\$98,273	\$101,175	\$104,332	\$107,565	\$110,824	\$114,236	\$117,698	\$121,161	\$124,980	\$129,663	\$133,559	\$137,531

NOTES:

1. Academy graduation is 8 months after hire.

**F SCHEDULE:
FIREFIGHTERS – INTERNATION ASSOCIATION OF FIREFIGHTERS HOWARD COUNTY LOCAL 2000
Effective JANUARY 1, 2025***

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
D	Hire	6 mos.														
40 hours	\$30.16	\$31.09														
42 hours	\$28.73	\$29.61														
48 hours	\$25.14	\$25.91														
Trainee	\$62,739	\$64,661														

Acad Grad

E																
40 hours	\$31.41	\$32.35	\$33.41	\$34.37	\$35.47	\$36.49	\$37.57	\$38.73	\$39.96	\$41.19	\$42.44	\$43.66	\$44.98	\$46.68		
42 hours	\$29.92	\$30.81	\$31.82	\$32.73	\$33.78	\$34.76	\$35.78	\$36.88	\$38.06	\$39.23	\$40.42	\$41.58	\$42.84	\$44.46		
48 hours	\$26.18	\$26.96	\$27.84	\$28.64	\$29.56	\$30.41	\$31.31	\$32.27	\$33.30	\$34.32	\$35.36	\$36.38	\$37.49	\$38.90		
Recruit	\$65,336	\$67,283	\$69,492	\$71,491	\$73,776	\$75,905	\$78,139	\$80,555	\$83,125	\$85,670	\$88,267	\$90,812	\$93,565	\$97,096		

F	Prob comp	30 mos.	42 mos.	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	162 mos.	186 mos.	210 mos.	252 mos.
40 hours	\$34.83	\$35.86	\$36.96	\$38.07	\$39.28	\$40.45	\$41.70	\$42.96	\$44.28	\$45.63	\$46.96	\$48.44	\$49.91	\$51.80	\$53.35
42 hours	\$33.17	\$34.15	\$35.20	\$36.25	\$37.41	\$38.52	\$39.71	\$40.91	\$42.17	\$43.46	\$44.72	\$46.13	\$47.54	\$49.33	\$50.81
48 hours	\$29.03	\$29.88	\$30.80	\$31.72	\$32.73	\$33.71	\$34.75	\$35.80	\$36.90	\$38.03	\$39.13	\$40.37	\$41.60	\$43.17	\$44.46
FireFighter	\$72,452	\$74,581	\$76,867	\$79,178	\$81,696	\$84,137	\$86,734	\$89,357	\$92,110	\$94,915	\$97,668	\$100,758	\$103,822	\$107,743	\$110,963

G	18 mos.	30 mos.	42 mos.	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	162 mos.	186 mos.	210 mos.	252 mos.
40 hours	\$35.79	\$36.82	\$37.92	\$39.03	\$40.24	\$41.41	\$42.66	\$43.92	\$45.25	\$46.59	\$47.92	\$49.40	\$50.88	\$52.76	\$54.31
42 hours	\$34.09	\$35.06	\$36.11	\$37.17	\$38.32	\$39.44	\$40.63	\$41.83	\$43.09	\$44.38	\$45.64	\$47.05	\$48.45	\$50.25	\$51.72
48 hours	\$29.83	\$30.68	\$31.60	\$32.52	\$33.53	\$34.51	\$35.55	\$36.60	\$37.70	\$38.83	\$39.93	\$41.17	\$42.40	\$43.97	\$45.26
Firefighter HVO	\$74,452	\$76,581	\$78,867	\$81,178	\$83,696	\$86,137	\$88,734	\$91,357	\$94,110	\$96,915	\$99,668	\$102,758	\$105,822	\$109,743	\$112,963

H	30 mos.	42 mos.	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	150 mos.	174 mos.	198 mos.	222 mos.	252 mos.
40 hours	\$38.58	\$39.76	\$40.98	\$42.20	\$43.46	\$44.83	\$46.18	\$47.65	\$49.07	\$50.51	\$52.06	\$53.66	\$55.26	\$57.33	\$59.04

42 hours	\$36.74	\$37.87	\$39.02	\$40.19	\$41.39	\$42.70	\$43.98	\$45.39	\$46.73	\$48.11	\$49.58	\$51.10	\$52.63	\$54.60	\$56.23
48 hours	\$32.15	\$33.14	\$34.15	\$35.17	\$36.22	\$37.36	\$38.48	\$39.71	\$40.89	\$42.09	\$43.38	\$44.72	\$46.05	\$47.77	\$49.20
Master FF	\$80,242	\$82,710	\$85,228	\$87,773	\$90,396	\$93,252	\$96,057	\$99,121	\$102,056	\$105,068	\$108,288	\$111,612	\$114,936	\$119,246	\$122,805

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
I	30 mos.	42 mos.	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	150 mos.	174 mos.	198 mos.	222 mos.	252 mos.	
40 hours	\$39.54	\$40.73	\$41.94	\$43.16	\$44.42	\$45.79	\$47.14	\$48.62	\$50.03	\$51.48	\$53.02	\$54.62	\$56.22	\$58.29	\$60.00	
42 hours	\$37.66	\$38.79	\$39.94	\$41.10	\$42.31	\$43.61	\$44.90	\$46.30	\$47.64	\$49.02	\$50.50	\$52.02	\$53.54	\$55.52	\$57.15	
48 hours	\$32.95	\$33.94	\$34.95	\$35.97	\$37.02	\$38.16	\$39.29	\$40.51	\$41.69	\$42.90	\$44.19	\$45.52	\$46.85	\$48.58	\$50.00	
Master FF HVO	\$82,242	\$84,710	\$87,228	\$89,773	\$92,396	\$95,252	\$98,057	\$101,121	\$104,056	\$107,068	\$110,288	\$113,612	\$116,936	\$121,246	\$124,805	

J	54 mos.	66 mos.	78 mos.	90 mos.	102 mos.	114 mos.	126 mos.	138 mos.	150 mos.	162 mos.	174 mos.	198 mos.	222 mos.	246 mos.	258 mos.	270 mos.
40 hours	\$42.74	\$44.02	\$45.42	\$46.82	\$48.19	\$49.61	\$51.16	\$52.75	\$54.35	\$56.02	\$57.72	\$59.42	\$61.29	\$63.58	\$65.50	\$67.44
42 hours	\$40.70	\$41.92	\$43.26	\$44.59	\$45.90	\$47.25	\$48.73	\$50.24	\$51.76	\$53.35	\$54.97	\$56.59	\$58.37	\$60.56	\$62.38	\$64.23
48 hours	\$35.61	\$36.68	\$37.85	\$39.01	\$40.16	\$41.35	\$42.64	\$43.96	\$45.29	\$46.68	\$48.10	\$49.51	\$51.07	\$52.99	\$54.58	\$56.20
Lieutenant	\$88,890	\$91,564	\$94,472	\$97,381	\$100,238	\$103,199	\$106,419	\$109,716	\$113,040	\$116,521	\$120,052	\$123,584	\$127,480	\$132,256	\$136,230	\$140,282

Notes:

1. Academy graduation is 8 months after hire.

* The pay plan will be implemented at the beginning of the pay period in which January 1, 2025 falls.

FM SCHEDULE: FIRE MANAGEMENT
Effective July 1, 2024

	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															
FM1	\$97,439	\$100,406	\$103,454	\$106,661	\$109,950	\$113,264	\$116,793	\$120,268	\$123,823	\$127,646	\$131,522	\$135,586	\$139,622	\$146,707	\$151,091
40 hrs	\$46.85	\$48.27	\$49.74	\$51.28	\$52.86	\$54.45	\$56.15	\$57.82	\$59.53	\$61.37	\$63.23	\$65.19	\$67.13	\$70.53	\$72.64
42 hrs	\$44.61	\$45.97	\$47.37	\$48.84	\$50.34	\$51.86	\$53.48	\$55.07	\$56.70	\$58.45	\$60.22	\$62.08	\$63.93	\$67.17	\$69.18
48 hrs	\$39.04	\$40.23	\$41.45	\$42.73	\$44.05	\$45.38	\$46.79	\$48.18	\$49.61	\$51.14	\$52.69	\$54.32	\$55.94	\$58.78	\$60.53
Months	78	90	102	114	126	138	150	162	174	186	198	222	234	258	270
Battalion Chief															
FM2	\$108,131	\$111,179	\$114,681	\$118,103	\$121,738	\$125,427	\$129,384	\$133,233	\$137,296	\$141,386	\$145,770	\$150,208	\$154,699	\$157,506	\$162,211
40 hrs	\$51.99	\$53.45	\$55.14	\$56.78	\$58.53	\$60.30	\$62.20	\$64.05	\$66.01	\$67.97	\$70.08	\$72.22	\$74.37	\$75.72	\$77.99
42 hrs	\$49.51	\$50.91	\$52.51	\$54.08	\$55.74	\$57.43	\$59.24	\$61.00	\$62.86	\$64.74	\$66.74	\$68.78	\$70.83	\$72.12	\$74.27
48 hrs	\$43.32	\$44.54	\$45.95	\$47.32	\$48.77	\$50.25	\$51.84	\$53.38	\$55.01	\$56.65	\$58.40	\$60.18	\$61.98	\$63.10	\$64.99
Months	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
Assistant Chief															
FM3	\$122,741	\$126,519	\$130,341	\$134,250	\$138,444	\$142,484	\$146,874	\$151,373	\$155,916	\$160,764	\$165,635	\$170,549	\$178,498	\$183,871	
40 hrs	\$59.01	\$60.83	\$62.66	\$64.54	\$66.56	\$68.50	\$70.61	\$72.78	\$74.96	\$77.29	\$79.63	\$81.99	\$85.82	\$88.40	



FM SCHEDULE: FIRE MANAGEMENT
EFFECTIVE JULY 1, 2024

	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															
FM1	\$97,439	\$100,406	\$103,454	\$106,661	\$109,950	\$113,264	\$116,793	\$120,268	\$123,823	\$127,646	\$131,522	\$135,586	\$139,622	\$146,707	\$151,091

40 HOURS	\$46.85	\$48.27	\$49.74	\$51.28	\$52.86	\$54.45	\$56.15	\$57.82	\$59.53	\$61.37	\$63.23	\$65.19	\$67.13	\$70.53	\$72.64
42 HOURS	\$44.61	\$45.97	\$47.37	\$48.84	\$50.34	\$51.86	\$53.48	\$55.07	\$56.70	\$58.45	\$60.22	\$62.08	\$63.93	\$67.17	\$69.18
48 HOURS	\$39.04	\$40.23	\$41.45	\$42.73	\$44.05	\$45.38	\$46.79	\$48.18	\$49.61	\$51.14	\$52.69	\$54.32	\$55.94	\$58.78	\$60.53
MONTHS	78	90	102	114	126	138	150	162	174	186	198	222	234	258	270
BATTALION CHIEF															
FM2	\$108,131	\$111,179	\$114,681	\$118,103	\$121,738	\$125,427	\$129,384	\$133,233	\$137,296	\$141,386	\$145,770	\$150,208	\$154,699	\$157,506	\$162,211
40 HOURS	\$51.99	\$53.45	\$55.14	\$56.78	\$58.53	\$60.30	\$62.20	\$64.05	\$66.01	\$67.97	\$70.08	\$72.22	\$74.37	\$75.72	\$77.99
42 HOURS	\$49.51	\$50.91	\$52.51	\$54.08	\$55.74	\$57.43	\$59.24	\$61.00	\$62.86	\$64.74	\$66.74	\$68.78	\$70.83	\$72.12	\$74.27
48 HOURS	\$43.32	\$44.54	\$45.95	\$47.32	\$48.77	\$50.25	\$51.84	\$53.38	\$55.01	\$56.65	\$58.40	\$60.18	\$61.98	\$63.10	\$64.99
MONTHS	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
ASSISTANT CHIEF															
FM3	\$122,741	\$126,519	\$130,341	\$134,250	\$138,444	\$142,484	\$146,874	\$151,373	\$155,916	\$160,764	\$165,635	\$170,549	\$178,498	\$183,871	
40 Hours	\$59.01	\$60.83	\$62.66	\$64.54	\$66.56	\$68.50	\$70.61	\$72.78	\$74.96	\$77.29	\$79.63	\$81.99	\$85.82	\$88.40	
42 Hours	\$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	
48 Hours	\$49.18	\$50.69	\$52.22	\$53.79	\$55.47	\$57.08	\$58.84	\$60.65	\$62.47	\$64.41	\$66.36	\$68.33	\$71.51	\$73.67	

FM SCHEDULE: FIRE MANAGEMENT
Effective January 1, 2025*

	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															
FM1	\$99,388	\$102,414	\$105,523	\$108,794	\$112,149	\$115,529	\$119,129	\$122,673	\$126,299	\$130,199	\$134,152	\$138,298	\$142,414	\$149,641	\$154,113
40 hrs	\$47.78	\$49.24	\$50.73	\$52.30	\$53.92	\$55.54	\$57.27	\$58.98	\$60.72	\$62.60	\$64.50	\$66.49	\$68.47	\$71.94	\$74.09
42 hrs	\$45.51	\$46.89	\$48.32	\$49.81	\$51.35	\$52.90	\$54.55	\$56.17	\$57.83	\$59.61	\$61.42	\$63.32	\$65.21	\$68.52	\$70.56
48 hrs	\$39.82	\$41.03	\$42.28	\$43.59	\$44.93	\$46.29	\$47.73	\$49.15	\$50.60	\$52.16	\$53.75	\$55.41	\$57.06	\$59.95	\$61.74
Months	78	90	102	114	126	138	150	162	174	186	198	222	234	258	270
Battalion Chief															

FM2	\$110,294	\$113,403	\$116,975	\$120,465	\$124,173	\$127,936	\$131,972	\$135,898	\$140,042	\$144,214	\$148,685	\$153,212	\$157,793	\$160,656	\$165,455
40 hrs	\$53.03	\$54.52	\$56.24	\$57.92	\$59.70	\$61.51	\$63.45	\$65.34	\$67.33	\$69.33	\$71.48	\$73.66	\$75.86	\$77.24	\$79.55
42 hrs	\$50.50	\$51.92	\$53.56	\$55.16	\$56.86	\$58.58	\$60.43	\$62.22	\$64.12	\$66.03	\$68.08	\$70.15	\$72.25	\$73.56	\$75.76
48 hrs	\$44.19	\$45.43	\$46.86	\$48.26	\$49.75	\$51.26	\$52.87	\$54.45	\$56.11	\$57.78	\$59.57	\$61.38	\$63.22	\$64.37	\$66.29
Months	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
Assistant Chief															
FM3	\$122,741	\$126,519	\$130,341	\$134,250	\$138,444	\$142,484	\$146,874	\$151,373	\$155,916	\$160,764	\$165,635	\$170,549	\$178,498	\$183,871	
40 hrs	\$59.01	\$60.83	\$62.66	\$64.54	\$66.56	\$68.50	\$70.61	\$72.78	\$74.96	\$77.29	\$79.63	\$81.99	\$85.82	\$88.40	

NOTES:

* The pay plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.]]

FM SCHEDULE: FIRE MANAGEMENT
EFFECTIVE JANUARY 1, 2025*

	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															
FM1	\$99,388	\$102,414	\$105,523	\$108,794	\$112,149	\$115,529	\$119,129	\$122,673	\$126,299	\$130,199	\$134,152	\$138,298	\$142,414	\$149,641	\$154,113
40 HOURS	\$47.78	\$49.24	\$50.73	\$52.30	\$53.92	\$55.54	\$57.27	\$58.98	\$60.72	\$62.60	\$64.50	\$66.49	\$68.47	\$71.94	\$74.09
42 HOURS	\$45.51	\$46.89	\$48.32	\$49.81	\$51.35	\$52.90	\$54.55	\$56.17	\$57.83	\$59.61	\$61.42	\$63.32	\$65.21	\$68.52	\$70.56
48 HOURS	\$39.82	\$41.03	\$42.28	\$43.59	\$44.93	\$46.29	\$47.73	\$49.15	\$50.60	\$52.16	\$53.75	\$55.41	\$57.06	\$59.95	\$61.74
MONTHS	78	90	102	114	126	138	150	162	174	186	198	222	234	258	270
BATTALION CHIEF															
FM2	\$110,294	\$113,403	\$116,975	\$120,465	\$124,173	\$127,936	\$131,972	\$135,898	\$140,042	\$144,214	\$148,685	\$153,212	\$157,793	\$160,656	\$165,455
40 HOURS	\$53.03	\$54.52	\$56.24	\$57.92	\$59.70	\$61.51	\$63.45	\$65.34	\$67.33	\$69.33	\$71.48	\$73.66	\$75.86	\$77.24	\$79.55
42 HOURS	\$50.50	\$51.92	\$53.56	\$55.16	\$56.86	\$58.58	\$60.43	\$62.22	\$64.12	\$66.03	\$68.08	\$70.15	\$72.25	\$73.56	\$75.76
48 HOURS	\$44.19	\$45.43	\$46.86	\$48.26	\$49.75	\$51.26	\$52.87	\$54.45	\$56.11	\$57.78	\$59.57	\$61.38	\$63.22	\$64.37	\$66.29
MONTHS	90	102	114	126	138	150	162	174	186	198	210	234	258	270	
ASSISTANT CHIEF															

FM3	\$122,741	\$126,519	\$130,341	\$134,250	\$138,444	\$142,484	\$146,874	\$151,373	\$155,916	\$160,764	\$165,635	\$170,549	\$178,498	\$183,871	
40 Hours	\$59.01	\$60.83	\$62.66	\$64.54	\$66.56	\$68.50	\$70.61	\$72.78	\$74.96	\$77.29	\$79.63	\$81.99	\$85.82	\$88.40	
42 Hours	\$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	
48 Hours	\$49.18	\$50.69	\$52.22	\$53.79	\$55.47	\$57.08	\$58.84	\$60.65	\$62.47	\$64.41	\$66.36	\$68.33	\$71.51	\$73.67	

NOTES:

* THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2025, FALLS.

**CORRECTIONS - HOWARD COUNTY LOCAL 3080 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective July 1, 2024**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Correctional/ Dietary Officer	C2	\$26.53	\$27.20	\$27.88	\$28.58	\$29.30	\$30.02	\$30.77	\$31.54	\$32.49	\$34.44	\$35.65	\$36.89	\$38.19	\$39.52	\$40.90	\$42.13	\$42.76	\$44.04	\$45.36	\$46.73
	Annual	\$55,182	\$56,576	\$57,990	\$59,446	\$60,944	\$62,442	\$64,002	\$65,603	\$67,579	\$71,635	\$74,152	\$76,731	\$79,435	\$82,202	\$85,072	\$87,630	\$88,941	\$91,603	\$94,349	\$97,198
Correctional Corporal	C3		\$28.56	\$29.56	\$30.44	\$31.51	\$32.46	\$33.59	\$34.60	\$35.81	\$37.96	\$39.10	\$40.47	\$41.68	\$43.14	\$44.43	\$45.76	\$46.46	\$47.85	\$49.29	\$50.76
	Annual		\$59,405	\$61,485	\$63,315	\$65,541	\$67,517	\$69,867	\$71,968	\$74,485	\$78,957	\$81,328	\$84,178	\$86,694	\$89,731	\$92,414	\$95,181	\$96,637	\$99,528	\$102,523	\$105,581
Correctional/ Dietary Sergeant	C4		\$31.13	\$32.22	\$33.34	\$34.52	\$35.71	\$36.97	\$38.25	\$39.59	\$41.96	\$43.43	\$44.95	\$46.53	\$48.16	\$49.86	\$51.36	\$52.12	\$53.68	\$55.30	\$56.96
	Annual		\$64,750	\$67,018	\$69,347	\$71,802	\$74,277	\$76,898	\$79,560	\$82,347	\$87,277	\$90,334	\$93,496	\$96,782	\$100,173	\$103,709	\$106,829	\$108,410	\$111,654	\$115,024	\$118,477

**C SCHEDULE:
CORRECTIONS - HOWARD COUNTY LOCAL 3080 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Effective January 1, 2025***

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Correctional/ Dietary Officer	C2	\$27.59	\$28.29	\$29.00	\$29.72	\$30.47	\$31.22	\$32.00	\$32.80	\$33.79	\$35.82	\$37.08	\$38.37	\$39.72	\$41.10	\$42.54	\$43.82	\$44.47	\$45.80	\$47.17	\$48.60
	Annual	\$57,387	\$58,843	\$60,320	\$61,818	\$63,378	\$64,938	\$66,560	\$68,224	\$70,283	\$74,506	\$77,126	\$79,810	\$82,618	\$85,488	\$88,483	\$91,146	\$92,498	\$95,264	\$98,114	\$101,088
Correctional Corporal	C3		\$29.70	\$30.74	\$31.66	\$32.77	\$33.76	\$34.93	\$35.98	\$37.24	\$39.48	\$40.66	\$42.09	\$43.35	\$44.87	\$46.21	\$47.59	\$48.32	\$49.76	\$51.26	\$52.79
	Annual		\$61,776	\$63,939	\$65,853	\$68,162	\$70,221	\$72,654	\$74,838	\$77,459	\$82,118	\$84,573	\$87,547	\$90,168	\$93,330	\$96,117	\$98,987	\$100,506	\$103,501	\$106,621	\$109,803
Correctional/ Dietary Sergeant	C4		\$32.38	\$33.51	\$34.67	\$35.90	\$37.14	\$38.45	\$39.78	\$41.17	\$43.64	\$45.17	\$46.75	\$48.39	\$50.09	\$51.85	\$53.41	\$54.20	\$55.83	\$57.51	\$59.24
	Annual		\$67,350	\$69,701	\$72,114	\$74,672	\$77,251	\$79,976	\$82,742	\$85,634	\$90,771	\$93,954	\$97,240	\$100,651	\$104,187	\$107,848	\$111,093	\$112,736	\$116,126	\$119,621	\$123,219

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

CM SCHEDULE: CORRECTIONS MANAGEMENT
Effective July 1, 2024

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
CM 1	\$32.95	\$34.11	\$35.30	\$36.52	\$37.81	\$39.14	\$40.50	\$41.91	\$43.39	\$45.76	\$47.37	\$49.02	\$50.74	\$52.52	\$54.36	\$55.99	\$57.95	\$59.98
	\$68,536	\$70,949	\$73,424	\$75,962	\$78,645	\$81,411	\$84,240	\$87,173	\$90,251	\$95,181	\$98,530	\$101,962	\$105,539	\$109,242	\$113,069	\$116,459	\$120,536	\$124,758
CM 2	\$36.25	\$37.51	\$38.83	\$40.19	\$41.59	\$43.06	\$44.55	\$46.10	\$47.73	\$50.35	\$52.10	\$53.92	\$55.82	\$57.77	\$59.80	\$61.60	\$63.75	\$65.99
	\$75,400	\$78,021	\$80,766	\$83,595	\$86,507	\$89,565	\$92,664	\$95,888	\$99,278	\$104,728	\$108,368	\$112,154	\$116,106	\$120,162	\$124,384	\$128,128	\$132,600	\$137,259

CM SCHEDULE: CORRECTIONS MANAGEMENT
Rates Effective January 1, 2025*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
CM 1	\$34.27	\$35.47	\$36.71	\$37.98	\$39.32	\$40.71	\$42.12	\$43.59	\$45.13	\$47.59	\$49.26	\$50.98	\$52.77	\$54.62	\$56.53	\$58.23	\$60.27	\$62.38
	\$71,282	\$73,778	\$76,357	\$78,998	\$81,786	\$84,677	\$87,610	\$90,667	\$93,870	\$98,987	\$102,461	\$106,038	\$109,762	\$113,610	\$117,582	\$121,118	\$125,362	\$129,750
CM 2	\$37.70	\$39.01	\$40.38	\$41.80	\$43.25	\$44.78	\$46.33	\$47.94	\$49.64	\$52.36	\$54.18	\$56.08	\$58.05	\$60.08	\$62.19	\$64.06	\$66.30	\$68.63
	\$78,416	\$81,141	\$83,990	\$86,944	\$89,960	\$93,142	\$96,366	\$99,715	\$103,251	\$108,909	\$112,694	\$116,646	\$120,744	\$124,966	\$129,355	\$133,245	\$137,904	\$142,750

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

**CS/DS SCHEDULE:
CS - FRATERNAL ORDER OF POLICE, HOWARD COUNTY SHERIFF LODGE 131
DS - SHERIFF MANAGEMENT & SECURITY OFFICER
Effective July 1, 2024**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	YR 20	YR 24
DEPUTY SHERIFF																				
CS1	\$26.73	\$27.53	\$28.36	\$29.20	\$30.08	\$30.98	\$31.92	\$32.87	\$33.86	\$34.87	\$35.92	\$37.00	\$38.11	\$39.25	\$40.43	\$41.65	\$42.89	\$44.18	\$45.51	\$46.87
	\$55,598	\$57,262	\$58,989	\$60,736	\$62,566	\$64,438	\$66,394	\$68,370	\$70,429	\$72,530	\$74,714	\$76,960	\$79,269	\$81,640	\$84,094	\$86,632	\$89,211	\$91,894	\$94,661	\$97,490
DEPUTY SHERIFF FIRST CLASS																				
CS2			\$28.93	\$29.80	\$30.69	\$31.61	\$32.55	\$33.53	\$34.53	\$35.57	\$36.64	\$37.74	\$38.87	\$40.04	\$41.24	\$42.47	\$43.76	\$45.06	\$46.42	\$47.81
			\$60,174	\$61,984	\$63,835	\$65,749	\$67,704	\$69,742	\$71,822	\$73,986	\$76,211	\$78,499	\$80,850	\$83,283	\$85,779	\$88,338	\$91,021	\$93,725	\$96,554	\$99,445
DEPUTY SHERIFF CORPORAL																				
CS3	\$28.07	\$28.91	\$29.78	\$30.67	\$31.59	\$32.53	\$33.52	\$34.51	\$35.55	\$36.62	\$37.71	\$38.85	\$40.02	\$41.21	\$42.45	\$43.73	\$45.04	\$46.39	\$47.78	\$49.22
	\$58,386	\$60,133	\$61,942	\$63,794	\$65,707	\$67,662	\$69,722	\$71,781	\$73,944	\$76,170	\$78,437	\$80,808	\$83,242	\$85,717	\$88,296	\$90,958	\$93,683	\$96,491	\$99,382	\$102,378
DEPUTY SHERIFF SERGEANT																				
DS5	\$29.61	\$30.50	\$31.41	\$32.35	\$33.33	\$34.32	\$35.35	\$36.41	\$37.50	\$38.64	\$39.79	\$40.99	\$42.22	\$43.48	\$44.79	\$46.13	\$47.51	\$48.94	\$50.40	\$51.92
	\$61,589	\$63,440	\$65,333	\$67,288	\$69,326	\$71,386	\$73,528	\$75,733	\$78,000	\$80,371	\$82,763	\$85,259	\$87,818	\$90,438	\$93,163	\$95,950	\$98,821	\$101,795	\$104,832	\$107,994
DEPUTY SHERIFF LIEUTENANT																				
DS6	\$32.84	\$33.81	\$34.83	\$35.88	\$36.95	\$38.06	\$39.21	\$40.39	\$41.59	\$42.85	\$44.13	\$45.45	\$46.81	\$48.22	\$49.66	\$51.16	\$52.69	\$54.27	\$55.90	\$57.58
	\$68,307	\$70,325	\$72,446	\$74,630	\$76,856	\$79,165	\$81,557	\$84,011	\$86,507	\$89,128	\$91,790	\$94,536	\$97,365	\$100,298	\$103,293	\$106,413	\$109,595	\$112,882	\$116,272	\$119,766
DEPUTY SHERIFF CAPTAIN																				
DS7	\$36.40	\$37.49	\$38.62	\$39.78	\$40.97	\$42.20	\$43.47	\$44.77	\$46.12	\$47.50	\$48.92	\$50.39	\$51.91	\$53.46	\$55.07	\$56.72	\$58.42	\$60.17	\$61.98	\$63.83
	\$75,712	\$77,979	\$80,330	\$82,742	\$85,218	\$87,776	\$90,418	\$93,122	\$95,930	\$98,800	\$101,754	\$104,811	\$107,973	\$111,197	\$114,546	\$117,978	\$121,514	\$125,154	\$128,918	\$132,766
SECURITY OFFICER																				
DS2	\$22.69	\$23.39	\$24.12	\$24.84	\$25.61	\$26.41	\$27.19	\$27.98	\$28.46	\$29.74	\$30.66	\$31.57	\$32.55	\$33.50	\$34.66	\$35.57	\$36.66			
	\$47,195	\$48,651	\$50,170	\$51,667	\$53,269	\$54,933	\$56,555	\$58,198	\$59,197	\$61,859	\$63,773	\$65,666	\$67,704	\$69,680	\$72,093	\$73,986	\$76,253			

**CS/DS SCHEDULE:
CS - FRATERNAL ORDER OF POLICE, HOWARD COUNTY SHERIFF LODGE 131
DS - SHERIFF MANAGEMENT & SECURITY OFFICER
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	YR 20	YR 24
DEPUTY SHERIFF																				
CS1	\$27.53	\$28.36	\$29.21	\$30.08	\$30.98	\$31.91	\$32.88	\$33.86	\$34.88	\$35.92	\$37.00	\$38.11	\$39.25	\$40.43	\$41.64	\$42.90	\$44.18	\$45.51	\$46.88	\$48.28
	\$57,262	\$58,989	\$60,757	\$62,566	\$64,438	\$66,373	\$68,390	\$70,429	\$72,550	\$74,714	\$76,960	\$79,269	\$81,640	\$84,094	\$86,611	\$89,232	\$91,894	\$94,661	\$97,510	\$100,422
DEPUTY SHERIFF FIRST CLASS																				
CS2			\$29.80	\$30.69	\$31.61	\$32.56	\$33.53	\$34.54	\$35.57	\$36.64	\$37.74	\$38.87	\$40.04	\$41.24	\$42.48	\$43.74	\$45.07	\$46.41	\$47.81	\$49.24
			\$61,984	\$63,835	\$65,749	\$67,725	\$69,742	\$71,843	\$73,986	\$76,211	\$78,499	\$80,850	\$83,283	\$85,779	\$88,358	\$90,979	\$93,746	\$96,533	\$99,445	\$102,419
DEPUTY SHERIFF CORPORAL																				
CS3	\$28.91	\$29.78	\$30.67	\$31.59	\$32.54	\$33.51	\$34.53	\$35.55	\$36.62	\$37.72	\$38.84	\$40.02	\$41.22	\$42.45	\$43.72	\$45.04	\$46.39	\$47.78	\$49.21	\$50.70
	\$60,133	\$61,942	\$63,794	\$65,707	\$67,683	\$69,701	\$71,822	\$73,944	\$76,170	\$78,458	\$80,787	\$83,242	\$85,738	\$88,296	\$90,938	\$93,683	\$96,491	\$99,382	\$102,357	\$105,456
DEPUTY SHERIFF SERGEANT																				
DS5	\$30.50	\$31.42	\$32.35	\$33.32	\$34.33	\$35.35	\$36.41	\$37.50	\$38.63	\$39.80	\$40.98	\$42.22	\$43.49	\$44.78	\$46.13	\$47.51	\$48.94	\$50.41	\$51.91	\$53.48
	\$63,440	\$65,354	\$67,288	\$69,306	\$71,406	\$73,528	\$75,733	\$78,000	\$80,350	\$82,784	\$85,238	\$87,818	\$90,459	\$93,142	\$95,950	\$98,821	\$101,795	\$104,853	\$107,973	\$111,238
DEPUTY SHERIFF LIEUTENANT																				
DS6	\$33.83	\$34.82	\$35.87	\$36.96	\$38.06	\$39.20	\$40.39	\$41.60	\$42.84	\$44.14	\$45.45	\$46.81	\$48.21	\$49.67	\$51.15	\$52.69	\$54.27	\$55.90	\$57.58	\$59.31
	\$70,366	\$72,426	\$74,610	\$76,877	\$79,165	\$81,536	\$84,011	\$86,528	\$89,107	\$91,811	\$94,536	\$97,365	\$100,277	\$103,314	\$106,392	\$109,595	\$112,882	\$116,272	\$119,766	\$123,365
DEPUTY SHERIFF CAPTAIN																				
DS7	\$37.49	\$38.61	\$39.78	\$40.97	\$42.20	\$43.47	\$44.77	\$46.11	\$47.50	\$48.93	\$50.39	\$51.90	\$53.47	\$55.06	\$56.72	\$58.42	\$60.17	\$61.98	\$63.84	\$65.74
	\$77,979	\$80,309	\$82,742	\$85,218	\$87,776	\$90,418	\$93,122	\$95,909	\$98,800	\$101,774	\$104,811	\$107,952	\$111,218	\$114,525	\$117,978	\$121,514	\$125,154	\$128,918	\$132,787	\$136,739
SECURITY OFFICER																				
DS2	\$23.14	\$23.86	\$24.60	\$25.34	\$26.12	\$26.94	\$27.73	\$28.54	\$29.03	\$30.33	\$31.27	\$32.20	\$33.20	\$34.17	\$35.35	\$36.28	\$37.39			
	\$48,131	\$49,629	\$51,168	\$52,707	\$54,330	\$56,035	\$57,678	\$59,363	\$60,382	\$63,086	\$65,042	\$66,976	\$69,056	\$71,074	\$73,528	\$75,462	\$77,771			

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

**RLC SCHEDULE:
RECREATIONAL LICENSED CHILDCARE (PART-TIME BENEFITTED)
Effective July 1, 2024**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
B	\$17.65	\$18.17	\$18.72	\$19.28	\$19.86	\$20.45	\$21.07	\$21.70	\$22.36	\$23.02	\$23.71	\$24.42	\$25.13	\$25.90	\$26.68	\$27.48	\$28.30	\$29.14	\$30.02	\$30.93	\$31.87
	\$36,712	\$37,794	\$38,938	\$40,102	\$41,309	\$42,536	\$43,826	\$45,136	\$46,509	\$47,882	\$49,317	\$50,794	\$52,270	\$53,872	\$55,494	\$57,158	\$58,864	\$60,611	\$62,442	\$64,334	\$66,290
C	\$18.88	\$19.44	\$20.03	\$20.63	\$21.25	\$21.89	\$22.56	\$23.24	\$23.92	\$24.64	\$25.39	\$26.15	\$26.95	\$27.76	\$28.59	\$29.45	\$30.32	\$31.24	\$32.16	\$33.13	\$34.13
	\$39,270	\$40,435	\$41,662	\$42,910	\$44,200	\$45,531	\$46,925	\$48,339	\$49,754	\$51,251	\$52,811	\$54,392	\$56,056	\$57,741	\$59,467	\$61,256	\$63,066	\$64,979	\$66,893	\$68,910	\$70,990
D	\$20.19	\$20.81	\$21.44	\$22.09	\$22.74	\$23.43	\$24.14	\$24.86	\$25.59	\$26.36	\$27.14	\$27.95	\$28.79	\$29.65	\$30.56	\$31.46	\$32.41	\$33.38	\$34.39	\$35.42	\$36.49
	\$41,995	\$43,285	\$44,595	\$45,947	\$47,299	\$48,734	\$50,211	\$51,709	\$53,227	\$54,829	\$56,451	\$58,136	\$59,883	\$61,672	\$63,565	\$65,437	\$67,413	\$69,430	\$71,531	\$73,674	\$75,899
E	\$21.81	\$22.47	\$23.15	\$23.85	\$24.57	\$25.31	\$26.07	\$26.83	\$27.65	\$28.47	\$29.33	\$30.22	\$31.12	\$32.06	\$33.02	\$34.01	\$35.02	\$36.08	\$37.17	\$38.28	\$39.43
	\$45,365	\$46,738	\$48,152	\$49,608	\$51,106	\$52,645	\$54,226	\$55,806	\$57,512	\$59,218	\$61,006	\$62,858	\$64,730	\$66,685	\$68,682	\$70,741	\$72,842	\$75,046	\$77,314	\$79,622	\$82,014
F	\$23.79	\$24.51	\$25.24	\$25.98	\$26.76	\$27.55	\$28.38	\$29.23	\$30.12	\$31.02	\$31.95	\$32.89	\$33.88	\$34.89	\$35.95	\$37.02	\$38.13	\$39.28	\$40.45	\$41.66	\$42.92
	\$49,483	\$50,981	\$52,499	\$54,038	\$55,661	\$57,304	\$59,030	\$60,798	\$62,650	\$64,522	\$66,456	\$68,411	\$70,470	\$72,571	\$74,776	\$77,002	\$79,310	\$81,702	\$84,136	\$86,653	\$89,274

**RLC SCHEDULE:
RECREATIONAL LICENSED CHILDCARE (PART-TIME BENEFITTED)
Effective January 1, 2025***

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
B	\$18.00	\$18.53	\$19.09	\$19.67	\$20.26	\$20.86	\$21.49	\$22.13	\$22.81	\$23.48	\$24.18	\$24.91	\$25.63	\$26.42	\$27.21	\$28.03	\$28.87	\$29.72	\$30.62	\$31.55	\$32.51
	\$37,440	\$38,542	\$39,707	\$40,914	\$42,141	\$43,389	\$44,699	\$46,030	\$47,445	\$48,838	\$50,294	\$51,813	\$53,310	\$54,954	\$56,597	\$58,302	\$60,050	\$61,818	\$63,690	\$65,624	\$67,621
C	\$19.26	\$19.83	\$20.43	\$21.04	\$21.68	\$22.33	\$23.01	\$23.70	\$24.40	\$25.13	\$25.90	\$26.67	\$27.49	\$28.32	\$29.16	\$30.04	\$30.93	\$31.86	\$32.80	\$33.79	\$34.81
	\$40,061	\$41,246	\$42,494	\$43,763	\$45,094	\$46,446	\$47,861	\$49,296	\$50,752	\$52,270	\$53,872	\$55,474	\$57,179	\$58,906	\$60,653	\$62,483	\$64,334	\$66,269	\$68,224	\$70,283	\$72,405
D	\$20.59	\$21.23	\$21.87	\$22.53	\$23.19	\$23.90	\$24.62	\$25.36	\$26.10	\$26.89	\$27.68	\$28.51	\$29.37	\$30.24	\$31.17	\$32.09	\$33.06	\$34.05	\$35.08	\$36.13	\$37.22
	\$42,827	\$44,158	\$45,490	\$46,862	\$48,235	\$49,712	\$51,210	\$52,749	\$54,288	\$55,931	\$57,574	\$59,301	\$61,090	\$62,899	\$64,834	\$66,747	\$68,765	\$70,824	\$72,966	\$75,150	\$77,418
E	\$22.25	\$22.92	\$23.61	\$24.33	\$25.06	\$25.82	\$26.59	\$27.37	\$28.20	\$29.04	\$29.92	\$30.82	\$31.74	\$32.70	\$33.68	\$34.69	\$35.72	\$36.80	\$37.91	\$39.05	\$40.22
	\$46,280	\$47,674	\$49,109	\$50,606	\$52,125	\$53,706	\$55,307	\$56,930	\$58,656	\$60,403	\$62,234	\$64,106	\$66,019	\$68,016	\$70,054	\$72,155	\$74,298	\$76,544	\$78,853	\$81,224	\$83,658
F	\$24.27	\$25.00	\$25.74	\$26.50	\$27.30	\$28.10	\$28.95	\$29.81	\$30.72	\$31.64	\$32.59	\$33.55	\$34.56	\$35.59	\$36.67	\$37.76	\$38.89	\$40.07	\$41.26	\$42.49	\$43.78
	\$50,482	\$52,000	\$53,539	\$55,120	\$56,784	\$58,448	\$60,216	\$62,005	\$63,898	\$65,811	\$67,787	\$69,784	\$71,885	\$74,027	\$76,274	\$78,541	\$80,891	\$83,346	\$85,821	\$88,379	\$91,062

NOTE:

* The Pay Plan will be implemented at the beginning of the pay period in which January 1, 2025, falls.

