

**HOWARD COUNTY GOVERNMENT**  
**(Compensation subject to collective bargaining)**

	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17
<b>Police</b>										
Increment	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%
General adjustment (COLA)	5.0%	5.0%	-	-	2.0% (d)	2.0% (d)	2.0% (d)	4.0% (k)	4.0% (p)	2.0% (r)
Top of range adjustment	-	(b)	-	-	-	(h)	(i)	(o)	-	-
<b>Firefighters</b>										
Increment	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%
General adjustment (COLA)	6.0%	6.0%	6.0%	6.0%	-	-	2.0% (d)	4.0% (k)	4.0% (p)	2.0% (r)
Lump-sum payment	\$250	\$250	\$250	\$250	\$250	\$250	\$250	-	-	-
Longevity	-	-	-	-	-	-	\$2,500(j)	\$2,500(j)	\$2,500(j)	\$2,500(j)
<b>General Schedule</b>										
Increment	3.05	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%
General adjustment (COLA)	3.0%	3.0%	-	-	-	-	2.0% (d)	3.0% (l)	-	2.0% (d)
Top of range adjustment	-	-	-	-	-	-	(i)	-	-	-
<b>Others (Service/Labor/Trades)</b>										
Increment	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
General adjustment (COLA)	3.0%	3.0%	-	-	1.0%	-	2.0% (d)	3.0% (l)	-	2.0% (d)
Longevity	-	-	-	-	-	-	-	(m)	(m)	(m)
<b>Teachers</b>										
Increment	Yes(a)	Yes	No	Yes(c)	Yes(e,f)	Yes(g)	Yes	Yes(n)	Yes(q)	Yes(s)
General adjustment(COLA)	5.0%	5.0%	1.2%	-	-	-	-	3.0%	-	(s)
<b>Library</b>										
Merit Increase	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
General adjustment(COLA)	3.0%	3.0%	-	-	-	-	2.0% (d)	3.0%	-	2.0% (d)

- (a) Across board increases and/or restructured scales
- (b) 3.25% longevity to be added on 7/1/08 for Sergeants & 1/1/09 for Police Union
- (c) \$500 or equivalent increase for employees not increment-eligible
- (d) 2% adjustment effective January 1 of the fiscal year (6months)
- (e) Half increment in FY2012; other half delayed until FY2013
- (f) Small improvements to steps 1-3
- (g) Compression of scale to step 30 and adjustment of “seed” to \$41,230; including index adjustments
- (h) 3.25% longevity to be added on 7/1/12 for Sergeants & for Police Union
- (i) Additional steps added to scale
- (j) \$2,500 longevity for employees who completed 252 months of service
- (k) 4% effective 1/1/14
- (l) 3% effective 1/1/15
- (m) Longevity of \$0.75 per hour after 10 years of service, \$1.45 per hour after 15 years of service, and \$1.75 per hour after 20 years of service
- (n) Half increment 7/1/14
- (o) 3.25% longevity at the completion of years 14-20 of service
- (p) 4% effective with last pay period in FY2016
- (q) Half increment 7/1/15 and stipend equal to half increment
- (r) 2% effective with last pay period in FY2017
- (s) Combined increases are the equivalent of a 4% salary increase