



CHAIRPERSON

Tyera Sheppard

VICE-CHAIRPERSON

Wayne C. Howard

MEMBERS

Sue Mascaro

Kirk J. Thompson

Kecia S. Rome

ALTERNATE MEMBER

Nicholas Brightwell

EXECUTIVE SECRETARY

Anju A. Bennett

PERSONNEL BOARD

3430 Court House Drive

Ellicott City, MD 21043

(410) 313-2033, Fax (410) 313-3470

April 9, 2025

The Honorable Dr. Calvin Ball
County Executive
George Howard Building
3430 Courthouse Drive
Ellicott City, MD 21043

The Honorable Liz Walsh
Chairperson, County Council
George Howard Building
3430 Courthouse Drive
Ellicott City, MD 21043

RE: Annual Report of the Personnel Board

Dear Dr. Ball and Ms. Walsh:

The Annual Report of the Personnel Board of Howard County covering the period from January 1, 2024, through December 31, 2024, is respectfully submitted in accordance with Section 1.120 of the Howard County Code.

The Personnel Board met eight times in 2024. Four of the eight sessions were open meetings, which were primarily administrative/business meetings to consider amendments to the County's pay and classification policies. The remaining four meetings were closed sessions to address employment appeals.

Open Meetings:

- March 26, 2024: Discussion and vote held on amendments to the County's Classification and Pay Plans to address changes to the County Auditor position.

- May 15, 2024: Discussion and vote held on amendments to the County's Pay Plan to incorporate 14 pay scales for Fiscal Year 2025 (8 related to negotiated Collective Bargaining agreements).
- July 10, 2024: Discussion and vote held on amendments to the County's Classification and Pay Plans to incorporate:
 - The FY25 Pay scale for Local 2000, Firefighters.
 - Updates to the provisions covering Executive Exempt Employees to recognize newly created exempt positions of Human Services Manager II (as Administrator of the Office of Consumer Protection) and Administrative Manager (as Administrator of the Office of Agriculture).
- September 10, 2024: Meeting covered the following discussion and voting items:
 - Election of Chair and Vice Chair of Personnel Board.
 - Minor updates to the Pay Plan to incorporate consistent rounding of hourly pay rates for Howard County Safety Dispatchers Association Lodge 107.
 - Pay schedule amendment to incorporate 42 and 48 hour work schedules for the Assistant Chief, Howard County Fire Management pay scale.

Closed Meetings:

- March 11, 2024: Closed Hearing held on Pending Appeal (Day 1).
- March 13, 2024: Closed Hearing held on Pending Appeal (Day 2).
- March 19, 2024: Closed Deliberation on Pending Appeal.
- December 10, 2024: Closed meeting for the Pre Hearing Conference on Pending Appeal.

There was one appeal pending before the Board at calendar year's end.

The Board is available to respond to any questions or comments you may have.

Sincerely,

DocuSigned by:
 4/10/2025
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Tyera Sheppard, Chairperson
Howard County Personnel Board

cc: The Honorable Deb Jung
The Honorable Open Jones
The Honorable Christiana Rigby
The Honorable David Yungmann
Personnel Board Members
Anju A. Bennett (Executive Secretary to the Board)
Erin Purdy (Counsel to Personnel Board)