

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND  
Legislative Session 2017, Legislative Day No. 9

Bill No. 30-17

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Mr. Tom Quirk, Chairman  
By Request of County Executive

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By the County Council, May 1, 2017

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A BILL  
ENTITLED

AN ACT concerning

Personnel Law of Baltimore County

FOR the purpose of providing for certain changes to the Baltimore County Code and Baltimore County

Classification and Compensation Plans by amending certain Pay Schedules; adding certain new class titles, codes and grades; changing certain job classifications, class titles, codes, pay schedules, and grades; providing for the effective date of this Act; altering certain salaries; and generally relating to the governance and compensation of the personnel of Baltimore County Government.

BY repealing and reenacting, with amendments

Pay Schedules I, I-C, I-E, II, III, IV, V, VI, VII, VIII, XI, XII, XIII

Section I, Pay Schedules

BY repealing and reenacting, with amendments

Certain job classifications and pay grades

Section II, Classification and Grades

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.  
[Brackets] indicate matter stricken from existing law.  
~~Strike out~~ indicates matter stricken from bill.  
Underlining indicates amendments to bill.

BY adding

Certain new job classifications and pay grades

Section II, Classifications and Grades

WHEREAS, the Personnel and Salary Advisory Board has recommended amendments to “Baltimore County Classification and Compensation Plans” as adopted by Council Bill 27-76, as amended; and

WHEREAS, the recommended amendments are contained in this Bill and the County Executive has approved said recommendations, now therefore

1 SECTION 1. BE IT ENACTED BY THE COUNTY COUNCIL OF BALTIMORE COUNTY,  
2 MARYLAND, that the “Baltimore County Classification and Compensation Plans,” adopted by  
3 Council Bill 27-76, as amended, be and they are hereby amended to read as follows:

4 A.

5  
6 Pay Schedules I, I-C, I-E, II, III, IV, V, VI, VII, VIII, XI, XII, XIII of the Standard Salary  
7 Grades for Classified employees under Section I are hereby repealed and reenacted with amendments  
8 to read as follows:

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE I  
STANDARD GRADES  
Baltimore County Federation of Public Employees  
Effective July 1, 2017**

GRADE	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES				
	(In Dollars)						(In Dollars)				
	MINIMUM	<u>1ST</u> STEP	<u>2ND</u> STEP	<u>3RD</u> STEP	<u>4TH</u> STEP	MAXIMUM	<u>10</u> YEARS	<u>15</u> YEARS	<u>20</u> YEARS	<u>25</u> YEARS	<u>29</u> YEARS
<b>1</b>	17,779	18,322	18,902	19,375	19,963	20,556	21,155	21,750	22,340	23,052	23,764
<b>2</b>	18,322	18,902	19,375	19,963	20,556	21,155	21,750	22,340	23,052	23,764	24,478
<b>3</b>	18,902	19,375	19,963	20,556	21,155	21,750	22,340	23,052	23,764	24,478	25,248
<b>4</b>	19,375	19,963	20,556	21,155	21,750	22,340	23,052	23,764	24,478	25,248	26,034
<b>5</b>	19,963	20,556	21,155	21,750	22,340	23,052	23,764	24,478	25,248	26,034	26,996
<b>6</b>	20,556	21,155	21,750	22,340	23,052	23,764	24,478	25,248	26,034	26,996	28,154
<b>7</b>	21,155	21,750	22,340	23,052	23,764	24,478	25,248	26,034	26,996	28,154	29,386
<b>8</b>	21,750	22,340	23,052	23,764	24,478	25,248	26,034	26,996	28,154	29,386	30,693
<b>9</b>	22,340	23,052	23,764	24,478	25,248	26,034	26,996	28,154	29,386	30,693	32,004
<b>10</b>	23,052	23,764	24,478	25,248	26,034	26,996	28,154	29,386	30,693	32,004	33,501
<b>11</b>	23,764	24,478	25,248	26,034	26,996	28,154	29,386	30,693	32,004	33,501	35,161
<b>12</b>	24,478	25,248	26,034	26,996	28,154	29,386	30,693	32,004	33,501	35,161	36,817
<b>13</b>	25,248	26,034	26,996	28,154	29,386	30,693	32,004	33,501	35,161	36,817	38,557
<b>14</b>	26,034	26,996	28,154	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450
<b>15</b>	26,996	28,154	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507
<b>16</b>	28,154	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629

**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE I**  
**STANDARD GRADES**  
**Baltimore County Federation of Public Employees**  
**Effective July 1, 2017**

	BASE ANNUAL RATES					LONGEVITY ANNUAL RATES					
	(In Dollars)					(In Dollars)					
		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>		<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>	<u>29</u>
<u>GRADE</u>	<u>MINIMUM</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>MAXIMUM</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>
<b>17</b>	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767
<b>18</b>	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898
<b>19</b>	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029
<b>20</b>	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396
<b>21</b>	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848
<b>22</b>	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375
<b>23</b>	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906
<b>24</b>	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432
<b>25</b>	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671
<b>26</b>	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063
<b>27</b>	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456
<b>28</b>	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090
<b>29</b>	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041
<b>30</b>	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990
<b>31</b>	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938
<b>32</b>	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194
<b>33</b>	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194	97,700

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE I-C  
Baltimore County Federation Of Public Employees  
Correctional Officers  
Effective July 1, 2017**

LONGEVITY ANNUAL RATES (In Dollars)											
<u>GRADE</u>	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>15 YEARS</u>	<u>19 YEARS</u>	<u>25 YEARS</u>	<u>30 YEARS</u>
<b>1C</b>	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671
<b>2C</b>	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063
<b>3C</b>	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456
<b>4C</b>	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090
<b>5C</b>	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041
<b>6C</b>	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE I-E  
STANDARD GRADES  
Baltimore County Federation of Public Employees  
Emergency Communications Technicians  
Effective July 1, 2017**

GRADE	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)					
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1E	38,835	40,672	42,669	44,839	47,077	49,332	51,579	53,826	56,324	58,911	61,576
2E	40,672	42,669	44,839	47,077	49,332	51,579	53,826	56,324	58,911	61,576	64,246
3E	42,669	44,839	47,077	49,332	51,579	53,826	56,324	58,911	61,576	64,246	66,910
4E	44,839	47,077	49,332	51,579	53,826	56,324	58,911	61,576	64,246	66,910	70,328
5E	47,077	49,332	51,579	53,826	56,324	58,911	61,576	64,246	66,910	70,328	73,905
6E	49,332	51,579	53,826	56,324	58,911	61,576	64,246	66,910	70,328	73,905	77,485
7E	51,579	53,826	56,324	58,911	61,576	64,246	66,910	70,328	73,905	77,485	81,317



**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE II  
STANDARD GRADES  
American Federation of State, County and Municipal Employees  
Effective July 1, 2017**

<u>Grade</u>	<b>BASE HOURLY RATES</b> (In Dollars)						<b>LONGEVITY HOURLY RATES</b> (In Dollars)						
	<u>Minimum</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>Maximum</u>	<u>10 Years</u>	<u>15 Years</u>	<u>20 Years</u>	<u>25 Years</u>	<u>29 Years</u>	<u>34 Years</u>	
<b>H1</b>	9.79	10.12	10.43	10.75	11.02	11.36	11.63	11.95	12.27	12.64	13.02	13.37	
<b>H2</b>	10.12	10.43	10.75	11.02	11.36	11.63	11.95	12.27	12.64	13.02	13.37	13.86	
<b>H3</b>	10.43	10.75	11.02	11.36	11.63	11.95	12.27	12.64	13.02	13.37	13.86	14.37	
<b>H4</b>	10.75	11.02	11.36	11.63	11.95	12.27	12.64	13.02	13.37	13.86	14.37	14.97	
<b>H5</b>	11.02	11.36	11.63	11.95	12.27	12.64	13.02	13.37	13.86	14.37	14.97	15.64	
<b>H6</b>	11.36	11.63	11.95	12.27	12.64	13.02	13.37	13.86	14.37	14.97	15.64	16.36	
<b>H7</b>	11.63	11.95	12.27	12.64	13.02	13.37	13.86	14.37	14.97	15.64	16.36	17.04	
<b>H8</b>	11.95	12.27	12.64	13.02	13.37	13.86	14.37	14.97	15.64	16.36	17.04	17.80	
<b>H9</b>	12.27	12.64	13.02	13.37	13.86	14.37	14.97	15.64	16.36	17.04	17.80	18.58	
<b>H10</b>	12.64	13.02	13.37	13.86	14.37	14.97	15.64	16.36	17.04	17.80	18.58	19.48	
<b>H11</b>	13.02	13.37	13.86	14.37	14.97	15.64	16.36	17.04	17.80	18.58	19.48	20.38	
<b>H12</b>	13.37	13.86	14.37	14.97	15.64	16.36	17.04	17.80	18.58	19.48	20.38	21.32	
<b>H13</b>	13.86	14.37	14.97	15.64	16.36	17.04	17.80	18.58	19.48	20.38	21.32	22.32	
<b>H14</b>	14.37	14.97	15.64	16.36	17.04	17.80	18.58	19.48	20.38	21.32	22.32	23.49	
<b>H15</b>	14.97	15.64	16.36	17.04	17.80	18.58	19.48	20.38	21.32	22.32	23.49	24.65	
<b>H16</b>	15.64	16.36	17.04	17.80	18.58	19.48	20.38	21.32	22.32	23.49	24.65	25.85	
<b>H17</b>	16.36	17.04	17.80	18.58	19.48	20.38	21.32	22.32	23.49	24.65	25.85	27.10	
<b>H18</b>	17.04	17.80	18.58	19.48	20.38	21.32	22.32	23.49	24.65	25.85	27.10	28.44	
<b>H19</b>	17.80	18.58	19.48	20.38	21.32	22.32	23.49	24.65	25.85	27.10	28.44	29.86	
<b>H20</b>	18.58	19.48	20.38	21.32	22.32	23.49	24.65	25.85	27.10	28.44	29.86	31.34	
<b>H21</b>	19.48	20.38	21.32	22.32	23.49	24.65	25.85	27.10	28.44	29.86	31.34	32.91	
<b>H22</b>	20.38	21.32	22.32	23.49	24.65	25.85	27.10	28.44	29.86	31.34	32.91	34.55	
<b>H23</b>	21.32	22.32	23.49	24.65	25.85	27.10	28.44	29.86	31.34	32.91	34.55	36.28	
<b>H24</b>	22.32	23.49	24.65	25.85	27.10	28.44	29.86	31.34	32.91	34.55	36.28	38.09	
<b>H25</b>	23.49	24.65	25.85	27.10	28.44	29.86	31.34	32.91	34.55	36.28	38.09	39.99	
<b>H26</b>	24.65	25.85	27.10	28.44	29.86	31.34	32.91	34.55	36.28	38.09	39.99	41.99	



**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE III  
STANDARD GRADES  
Baltimore County Federation of Public Health Nurses  
Effective July 1, 2017**

GRADE	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)					
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1N	28,154	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629
2N	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767
3N	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898
4N	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029
5N	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396
6N	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848
7N	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375
8N	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906
9N	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432
10N	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671
11N	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063
12N	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456
13N	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090
14N	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041
15N	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990
16N	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938
17N	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194
18N	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194	97,700
19N	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194	97,700	102,520
20N	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194	97,700	102,520	107,646
21N	70,063	73,456	77,090	81,041	84,990	88,938	93,194	97,700	102,520	107,646	113,028

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE IV  
STANDARD GRADES  
Fraternal Order of Police, Lodge #4  
Police Department  
Effective July 1, 2017**

GR	BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)									
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAXIMUM	10 YEARS	11 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	22 YEARS	24 YEARS	29 YEARS
PC	26,034	26,996	28,154	29,385	30,693	32,004	N/A										
8P	50,043	51,978	53,916	55,936	58,196	60,462	62,882	65,388	68,047	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685
9P	51,978	53,916	55,936	58,196	60,462	62,882	65,388	68,047	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685	98,727
10P	53,916	55,936	58,196	60,462	62,882	65,388	68,047	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685	98,727	103,028
11P	55,936	58,196	60,462	62,882	65,388	68,047	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685	98,727	103,028	107,921
12P	58,196	60,462	62,882	65,388	68,047	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685	98,727	103,028	107,921	113,201
13P	60,462	62,882	65,388	68,047	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685	98,727	103,028	107,921	113,201	118,861
14P	62,882	65,388	68,047	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685	98,727	103,028	107,921	113,201	118,861	124,804
15P	65,388	68,047	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685	98,727	103,028	107,921	113,201	118,861	124,804	131,043
16P	68,047	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685	98,727	103,028	107,921	113,201	118,861	124,804	131,043	137,596
17P	70,871	73,775	76,849	80,072	83,459	87,020	90,730	94,685	98,727	103,028	107,921	113,201	118,861	124,804	131,043	137,596	144,475

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE V  
STANDARD GRADES  
Baltimore County Firefighters Association  
Fire Department  
July 1, 2017**

GRADE	BASE ANNUAL RATES (In Dollars)								LONGEVITY ANNUAL RATES (In Dollars)							
	MIN.	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAX.	10 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	21 YEARS	24 YEARS	28 YEARS
PF	36,545	37,870	40,826	42,424	44,101	45,866	47,840	49,814	51,875	54,179	56,487	58,953	61,508	64,220	67,099	70,061
7F	40,826	42,424	44,101	45,866	47,840	49,814	51,875	54,179	56,487	58,953	61,508	64,220	67,099	70,061	73,191	76,478
8F	42,424	44,101	45,866	47,840	49,814	51,875	54,179	56,487	58,953	61,508	64,220	67,099	70,061	73,191	76,478	79,931
9F	44,101	45,866	47,840	49,814	51,875	54,179	56,487	58,953	61,508	64,220	67,099	70,061	73,191	76,478	79,931	83,559
10F	45,866	47,840	49,814	51,875	54,179	56,487	58,953	61,508	64,220	67,099	70,061	73,191	76,478	79,931	83,559	87,341
11F	47,840	49,814	51,875	54,179	56,487	58,953	61,508	64,220	67,099	70,061	73,191	76,478	79,931	83,559	87,341	91,374
12F	49,814	51,875	54,179	56,487	58,953	61,508	64,220	67,099	70,061	73,191	76,478	79,931	83,559	87,341	91,374	95,491
13F	51,875	54,179	56,487	58,953	61,508	64,220	67,099	70,061	73,191	76,478	79,931	83,559	87,341	91,374	95,491	99,755
14F	54,179	56,487	58,953	61,508	64,220	67,099	70,061	73,191	76,478	79,931	83,559	87,341	91,374	95,491	99,755	104,743
15F	56,487	58,953	61,508	64,220	67,099	70,061	73,191	76,478	79,931	83,559	87,341	91,374	95,491	99,755	104,743	109,979
16F	58,953	61,508	64,220	67,099	70,061	73,191	76,478	79,931	83,559	87,341	91,374	95,491	99,755	104,743	109,979	115,479
17F	61,508	64,220	67,099	70,061	73,191	76,478	79,931	83,559	87,341	91,374	95,491	99,755	104,743	109,979	115,479	121,254
18F	64,220	67,099	70,061	73,191	76,478	79,931	83,559	87,341	91,374	95,491	99,755	104,743	109,979	115,479	121,254	127,315
19F	67,099	70,061	73,191	76,478	79,931	83,559	87,341	91,374	95,491	99,755	104,743	109,979	115,479	121,254	127,315	133,681

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE VI  
STANDARD GRADES  
Supervisory, Management, Confidential and Unrepresented Employees  
Effective July 1, 2017**

GRADE	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)					
	MINIMUM	<u>1ST</u> STEP	<u>2ND</u> STEP	<u>3RD</u> STEP	<u>4TH</u> STEP	MAXIMUM	<u>10</u> YEARS	<u>15</u> YEARS	<u>19/20</u> YEARS*	<u>25</u> YEARS	<u>29/30</u> YEARS*
1	17,779	18,322	18,902	19,375	19,963	20,556	21,155	21,750	22,340	23,052	23,764
2	18,322	18,902	19,375	19,963	20,556	21,155	21,750	22,340	23,052	23,764	24,478
3	18,902	19,375	19,963	20,556	21,155	21,750	22,340	23,052	23,764	24,478	25,248
4	19,375	19,963	20,556	21,155	21,750	22,340	23,052	23,764	24,478	25,248	26,034
5	19,963	20,556	21,155	21,750	22,340	23,052	23,764	24,478	25,248	26,034	26,996
6	20,556	21,155	21,750	22,340	23,052	23,764	24,478	25,248	26,034	26,996	28,154
7	21,155	21,750	22,340	23,052	23,764	24,478	25,248	26,034	26,996	28,154	29,386
8	21,750	22,340	23,052	23,764	24,478	25,248	26,034	26,996	28,154	29,386	30,693
9	22,340	23,052	23,764	24,478	25,248	26,034	26,996	28,154	29,386	30,693	32,004
10	23,052	23,764	24,478	25,248	26,034	26,996	28,154	29,386	30,693	32,004	33,501
11	23,764	24,478	25,248	26,034	26,996	28,154	29,386	30,693	32,004	33,501	35,161
12	24,478	25,248	26,034	26,996	28,154	29,386	30,693	32,004	33,501	35,161	36,817
13	25,248	26,034	26,996	28,154	29,386	30,693	32,004	33,501	35,161	36,817	38,557
14	26,034	26,996	28,154	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450
15	26,996	28,154	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507
16	28,154	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629
17	29,386	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767

\*Employees occupying the classes of Correctional Classification Officer Supervisor (40 Hours), Correctional Captain (40 Hours), Correctional Dietary Captain (40 Hours), Correctional Major (40 Hours), Deputy Sheriff Captain (40 Hours), and Chief Deputy Sheriff (40 Hours) will receive a longevity step upon the completion of 10, 15, 19, 25 and 30 years of service. All other Pay Schedule VI employees will receive a longevity step upon the completion of 10, 15, 20, 25, and 29 years of service.

**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE VI**  
**STANDARD GRADES**  
**Supervisory, Management, Confidential and Unrepresented Employees**  
**Effective July 1, 2017**

GRADE	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)					
	MINIMUM	<u>1ST</u> STEP	<u>2ND</u> STEP	<u>3RD</u> STEP	<u>4TH</u> STEP	MAXIMUM	<u>10</u> YEARS	<u>15</u> YEARS	<u>19/20</u> YEARS*	<u>25</u> YEARS	<u>29/30</u> YEARS*
18	30,693	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898
19	32,004	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029
20	33,501	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396
21	35,161	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848
22	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375
23	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906
24	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432
25	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671
26	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063
27	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456
28	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090
29	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041
30	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990
31	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938
32	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194
33	60,906	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194	97,700
34	63,432	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194	97,700	102,520
35	66,671	70,063	73,456	77,090	81,041	84,990	88,938	93,194	97,700	102,520	107,647

\*Employees occupying the classes of Correctional Classification Officer Supervisor (40 Hours), Correctional Captain (40 Hours), Correctional Dietary Captain (40 Hours), Correctional Major (40 Hours), Deputy Sheriff Captain (40 Hours), and Chief Deputy Sheriff (40 Hours) will receive a longevity step upon the completion of 10, 15, 19, 25 and 30 years of service. All other Pay Schedule VI employees will receive a longevity step upon the completion of 10, 15, 20, 25, and 29 years of service.

**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE VII**  
**STANDARD GRADES**  
**Supervisory, Management, And Confidential Employees**  
**Police Department**  
**Effective July 1, 2017**

GRADE	BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)									
	MIN	<u>1ST</u> STEP	<u>2ND</u> STEP	<u>3RD</u> STEP	<u>4TH</u> STEP	<u>5TH</u> STEP	MAX	<u>10</u> YEARS	<u>11</u> YEARS	<u>13</u> YEARS	<u>15</u> YEARS	<u>17</u> YEARS	<u>19</u> YEARS	<u>22</u> YEARS	<u>24</u> YEARS	<u>29</u> YEARS	
19P	79,055	82,326	85,767	89,380	93,144	97,160	101,265	105,772	110,510	115,485	120,711	126,194	131,952	137,999	144,638	151,610	
20P	82,326	85,767	89,380	93,144	97,160	101,265	105,772	110,510	115,485	120,711	126,194	131,952	137,999	144,638	151,610	158,931	
21P	85,767	89,380	93,144	97,160	101,265	105,772	110,510	115,485	120,711	126,194	131,952	137,999	144,638	151,610	158,931	166,763	
22P	89,380	93,144	97,160	101,265	105,772	110,510	115,485	120,711	126,194	131,952	137,999	144,638	151,610	158,931	166,763	175,101	
23P	93,144	97,160	101,265	105,772	110,510	115,485	120,711	126,194	131,952	137,999	144,638	151,610	158,931	166,763	175,101	183,856	
24P	97,160	101,265	105,772	110,510	115,485	120,711	126,194	131,952	137,999	144,638	151,610	158,931	166,763	175,101	183,856	193,048	
25P	101,265	105,772	110,510	115,485	120,711	126,194	131,952	137,999	144,638	151,610	158,931	166,763	175,101	183,856	193,048	202,702	

**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE VIII**  
**STANDARD GRADES**  
**Supervisory, Management and Confidential Employees**  
**Fire Department**  
**Effective July 1, 2017**

GRADE	BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)								
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAXIMUM	10 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	21 YEARS	24 YEARS	29 YEARS
20F	69,193	72,382	75,731	79,250	82,953	86,800	90,921	95,111	99,726	104,580	109,673	115,019	120,630	126,522	132,707	139,205
21F	72,382	75,731	79,250	82,953	86,800	90,921	95,111	99,726	104,580	109,673	115,019	120,630	126,522	132,707	139,205	146,165
22F	75,731	79,250	82,953	86,800	90,921	95,111	99,726	104,580	109,673	115,019	120,630	126,522	132,707	139,205	146,165	153,473
23F	79,250	82,953	86,800	90,921	95,111	99,726	104,580	109,673	115,019	120,630	126,522	132,707	139,205	146,165	153,473	161,147
24F	82,953	86,800	90,921	95,111	99,726	104,580	109,673	115,019	120,630	126,522	132,707	139,205	146,165	153,473	161,147	169,204
25F	86,800	90,921	95,111	99,726	104,580	109,673	115,019	120,630	126,522	132,707	139,205	146,165	153,473	161,147	169,204	181,147
26F	90,921	95,111	99,726	104,580	109,673	115,019	120,630	126,522	132,707	139,205	146,165	153,473	161,147	169,204	181,147	186,547

**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE XI**  
**STANDARD GRADES**  
**Physicians and Dentists**  
**Effective July 1, 2017**

BASE ANNUAL RATES																
(In Dollars)																
<u>GRADE</u>	<u>MIN</u>	<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>	<u>6TH</u> <u>STEP</u>	<u>7TH</u> <u>STEP</u>	<u>8TH</u> <u>STEP</u>	<u>9TH</u> <u>STEP</u>	<u>10TH</u> <u>STEP</u>	<u>11TH</u> <u>STEP</u>	<u>12TH</u> <u>STEP</u>	<u>13TH</u> <u>STEP</u>	<u>14TH</u> <u>STEP</u>	<u>MAX</u>
<b>1D</b>	71,842	73,997	76,216	78,504	80,858	83,285	85,783	88,356	91,006	93,738	96,550	99,446	102,429	105,502	108,668	111,928
<b>2D</b>	76,872	79,178	81,553	83,999	86,519	89,115	91,788	94,542	97,378	100,300	103,309	106,408	109,601	112,889	116,275	119,763
<b>3D</b>	97,167	100,082	103,085	106,177	109,362	112,644	116,023	119,503	123,089	126,781	130,584	134,503	138,537	142,693	146,974	151,383
<b>4D</b>	100,246	103,254	106,350	109,542	112,828	116,214	119,700	123,291	126,989	130,799	134,724	138,765	142,929	147,217	151,632	156,180
<b>5D</b>	103,320	106,421	109,612	112,901	116,288	119,777	123,370	127,072	130,883	134,810	138,854	143,018	147,309	151,730	156,280	160,968
<b>6D</b>	106,418	109,609	112,898	116,285	119,772	123,367	127,069	130,880	134,806	138,851	143,015	147,306	151,727	156,277	160,966	165,795
<b>7D</b>	109,609	112,898	116,285	119,772	123,367	127,069	130,880	134,806	138,851	143,015	147,306	151,727	156,277	160,966	165,795	170,769



**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE XII**  
**STANDARD GRADES**  
**Supervisory, Management, And Confidential Employees**  
**Effective July 1, 2017**

BASE ANNUAL RATES (In Dollars)																
GR	MIN	<u>1ST</u> STEP	<u>2ND</u> STEP	<u>3RD</u> STEP	<u>4TH</u> STEP	<u>5TH</u> STEP	<u>6TH</u> STEP	<u>7TH</u> STEP	<u>8TH</u> STEP	<u>9TH</u> STEP	<u>10TH</u> STEP	<u>11TH</u> STEP	<u>12TH</u> STEP	<u>13TH</u> STEP	<u>14TH</u> STEP	MAX
1M	58,487	60,241	62,047	63,908	65,826	67,801	69,837	71,930	74,089	76,310	78,598	80,956	83,386	85,888	88,467	91,119
2M	62,047	63,908	65,826	67,801	69,837	71,930	74,089	76,310	78,598	80,956	83,386	85,888	88,467	91,119	93,851	96,667
3M	65,826	67,801	69,837	71,930	74,089	76,310	78,598	80,956	83,386	85,888	88,467	91,119	93,851	96,667	99,568	102,555
4M	69,837	71,930	74,089	76,310	78,598	80,956	83,386	85,888	88,467	91,119	93,851	96,667	99,568	102,555	105,632	108,801
5M	74,089	76,310	78,598	80,956	83,386	85,888	88,467	91,119	93,851	96,667	99,568	102,555	105,632	108,801	112,065	115,427
6M	78,598	80,956	83,386	85,888	88,467	91,119	93,851	96,667	99,568	102,555	105,632	108,801	112,065	115,427	118,888	122,456
7M	83,386	85,888	88,467	91,119	93,851	96,667	99,568	102,555	105,632	108,801	112,065	115,427	118,888	122,456	126,130	129,913
8M	88,467	91,119	93,851	96,667	99,568	102,555	105,632	108,801	112,065	115,427	118,888	122,456	126,130	129,913	133,811	137,824

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE XIII  
STANDARD GRADES  
Fraternal Order of Police, Lodge #25, Sheriff's Office  
Effective July 1, 2017**

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)				
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	25 YEARS	30 YEARS
<b>1S</b>	36,817	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375
<b>2S</b>	38,557	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906
<b>3S</b>	40,450	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432
<b>4S</b>	42,507	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671
<b>5S</b>	44,629	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063
<b>6S</b>	46,767	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456
<b>7S</b>	48,898	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090
<b>8S</b>	51,029	53,396	55,848	58,375	60,906	63,432	66,671	70,063	73,456	77,090	81,041

B.

The following specified job classifications, codes, and grades in Section II, Classification and Compensation Plans are hereby repealed and reenacted with amendments as follows:

CODE	CLASS TITLE	CURRENT PAY GRADE	PROPOSED PAY GRADE
01.180	Management Analyst III	[1M]	2M
01.181	Management Analyst IV	[3M]	4M
01.413	Personnel Analyst III	[1M]	2M
01.414	Personnel Analyst IV	[3M]	4M
02.107	Planner III	[1M]	2M
02.108	Planner IV	[3M]	4M
03.120	Accountant III	[1M]	2M
03.507	Financial Operations Supervisor III	[1M]	2M
03.508	Financial Operations Supervisor IV	[3M]	4M
04.108	Outreach Worker	[18]	19
04.117	Public Health Investigator III	[1M]	2M
04.222	Nurse Practitioner	[19N]	21N
04.223	Nurse Practitioner (10 Months)	[19N]	21N
04.224	Public Health Nurse (10 Months)	[15N]	17N
04.226	Public Health Nurse	[15N]	17N
04.227	Public Health Nurse Supervisor	[1M]	2M

1	04.228	Public Health Nurse Administrator	[3M]	4M
2	04.311	Environmental Health Specialist I	[25]	27
3	04.312	Environmental Health Specialist II	[28]	30
4	04.313	Environmental Health Specialist III	[1M]	2M
5	04.432	Social Worker I	[27]	28
6	04.433	Social Worker II	[31]	32
7	04.457	Physician I	[3D]	4D
8	04.458	Physician II	[4D]	5D
9	04.459	Physician III	[5D]	6D
10	04.479	Deputy Director of Public Health	[6D]	7D
11	06.219	Processing Supervisor	[26]	28
12	07.221	Senior Buyer	[1M]	2M

13

14

C.

15

The following specified job classification, code, and pay schedule in Section II, Classification

16

and Compensation Plans is hereby repealed and reenacted with amendments as follows:

17

18

19

20

CODE	CLASS TITLE	CURRENT PAY SCHEDULE	PROPOSED PAY SCHEDULE
05.113	Naturalist	[I]	VI

1 D.

2  
3 The following job classifications are hereby added to Section II, Baltimore County

4 Classification and Compensation Plans, as amended to read as follows:

5			PROPOSED
6	CODE	CLASS TITLE	PAY GRADE
7	04.141	CHIEF, QUALITY IMPROVEMENT	5M
8	04.270	OCCUPATIONAL THERAPIST	30

9  
10 SECTION 2. AND BE IT FURTHER ENACTED, that this Act having been passed by the  
11 affirmative vote of five members of the County Council, shall take effect on July 1, 2017.