

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2018, Legislative Day No. 8

Bill No. 34-18

Mr. Julian E. Jones, Jr., Chairman
By Request of County Executive

By the County Council, April 16, 2018

A BILL
ENTITLED

AN ACT concerning

Personnel Law of Baltimore County

FOR the purpose of providing for certain changes to the 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 and grades; amending certain personnel rules and regulations; 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

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

BY repealing and reenacting with amendments

Section IV, Compensation Plan Rules and Regulations

Rule 11: Supplementary Compensation

Regulation 11.02 C

Regulation 11.03 1

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, MARYLAND, that the
2 “Baltimore County Classification and Compensation Plans,” adopted by Council Bill 27-76, as amended,
3 be and they are hereby amended to read as follows:
4

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6 Classified employees under Section I are hereby repealed and reenacted with amendments to read as follows:

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES
Baltimore County Federation of Public Employees
Effective January 1, 2019

<u>GRADE</u>	<u>BASE ANNUAL RATES</u> <u>(In Dollars)</u>					<u>LONGEVITY ANNUAL RATES</u> <u>(In Dollars)</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>20 YEARS</u>	<u>25 YEARS</u>	<u>29 YEARS</u>
1	18,312	18,872	19,469	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477
2	18,872	19,469	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212
3	19,469	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005
4	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815
5	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806
6	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999
7	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268
8	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614
9	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964
10	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506
11	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216
12	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922
13	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714
14	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664
15	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782
16	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES
Baltimore County Federation of Public Employees
Effective January 1, 2019

<u>GRADE</u>	<u>BASE ANNUAL RATES</u>					<u>LONGEVITY ANNUAL RATES</u>					
	<u>MINIMUM</u>	<u>(In Dollars)</u>				<u>MAXIMUM</u>	<u>(In Dollars)</u>				
		<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>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>		<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>
17	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170
18	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365
19	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560
20	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998
21	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523
22	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126
23	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733
24	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335
25	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671
26	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165
27	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660
28	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403
29	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472
30	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540
31	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606
32	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990
33	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990	100,631

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE I-C

STANDARD GRADES

Baltimore County Federation of Public Employees

Correctional Officers

Effective January 1, 2019

GRADE	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES				
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	25 YEARS	30 YEARS
1C	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671
2C	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165
3C	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660
4C	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403
5C	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472
6C	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-E
STANDARD GRADES**

**Baltimore County Federation of Public Employees
Emergency Communications Technicians
January 1, 2019**

<u>GRADE</u>	<u>BASE ANNUAL RATES</u> (In Dollars)						<u>LONGEVITY ANNUAL RATES</u> (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>	
1E	40,000	41,892	43,949	46,184	48,489	50,812	53,126	55,441	58,014	60,678	63,423	
2E	41,892	43,949	46,184	48,489	50,812	53,126	55,441	58,014	60,678	63,423	66,173	
3E	43,949	46,184	48,489	50,812	53,126	55,441	58,014	60,678	63,423	66,173	68,917	
4E	46,184	48,489	50,812	53,126	55,441	58,014	60,678	63,423	66,173	68,917	72,438	
5E	48,489	50,812	53,126	55,441	58,014	60,678	63,423	66,173	68,917	72,438	76,122	
6E	50,812	53,126	55,441	58,014	60,678	63,423	66,173	68,917	72,438	76,122	79,810	
7E	53,126	55,441	58,014	60,678	63,423	66,173	68,917	72,438	76,122	79,810	83,757	

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE II
STANDARD GRADES**

**American Federation of State, County and Municipal Employees
Effective January 1, 2019**

BASE HOURLY RATES							LONGEVITY HOURLY RATES					
(In Dollars)							(In Dollars)					
Grade	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	10 Years	15 Years	20 Years	25 Years	29 Years	34 Years
H1	10.08	10.42	10.74	11.07	11.35	11.70	11.98	12.31	12.64	13.02	13.41	13.77
H2	10.42	10.74	11.07	11.35	11.70	11.98	12.31	12.64	13.02	13.41	13.77	14.28
H3	10.74	11.07	11.35	11.70	11.98	12.31	12.64	13.02	13.41	13.77	14.28	14.80
H4	11.07	11.35	11.70	11.98	12.31	12.64	13.02	13.41	13.77	14.28	14.80	15.42
H5	11.35	11.70	11.98	12.31	12.64	13.02	13.41	13.77	14.28	14.80	15.42	16.11
H6	11.70	11.98	12.31	12.64	13.02	13.41	13.77	14.28	14.80	15.42	16.11	16.85
H7	11.98	12.31	12.64	13.02	13.41	13.77	14.28	14.80	15.42	16.11	16.85	17.55
H8	12.31	12.64	13.02	13.41	13.77	14.28	14.80	15.42	16.11	16.85	17.55	18.33
H9	12.64	13.02	13.41	13.77	14.28	14.80	15.42	16.11	16.85	17.55	18.33	19.14
H10	13.02	13.41	13.77	14.28	14.80	15.42	16.11	16.85	17.55	18.33	19.14	20.06
H11	13.41	13.77	14.28	14.80	15.42	16.11	16.85	17.55	18.33	19.14	20.06	20.99
H12	13.77	14.28	14.80	15.42	16.11	16.85	17.55	18.33	19.14	20.06	20.99	21.96
H13	14.28	14.80	15.42	16.11	16.85	17.55	18.33	19.14	20.06	20.99	21.96	22.99
H14	14.80	15.42	16.11	16.85	17.55	18.33	19.14	20.06	20.99	21.96	22.99	24.19
H15	15.42	16.11	16.85	17.55	18.33	19.14	20.06	20.99	21.96	22.99	24.19	25.39
H16	16.11	16.85	17.55	18.33	19.14	20.06	20.99	21.96	22.99	24.19	25.39	26.63
H17	16.85	17.55	18.33	19.14	20.06	20.99	21.96	22.99	24.19	25.39	26.63	27.91
H18	17.55	18.33	19.14	20.06	20.99	21.96	22.99	24.19	25.39	26.63	27.91	29.29
H19	18.33	19.14	20.06	20.99	21.96	22.99	24.19	25.39	26.63	27.91	29.29	30.76
H20	19.14	20.06	20.99	21.96	22.99	24.19	25.39	26.63	27.91	29.29	30.76	32.28
H21	20.06	20.99	21.96	22.99	24.19	25.39	26.63	27.91	29.29	30.76	32.28	33.90
H22	20.99	21.96	22.99	24.19	25.39	26.63	27.91	29.29	30.76	32.28	33.90	35.59
H23	21.96	22.99	24.19	25.39	26.63	27.91	29.29	30.76	32.28	33.90	35.59	37.37
H24	22.99	24.19	25.39	26.63	27.91	29.29	30.76	32.28	33.90	35.59	37.37	39.23
H25	24.19	25.39	26.63	27.91	29.29	30.76	32.28	33.90	35.59	37.37	39.23	41.19
H26	25.39	26.63	27.91	29.29	30.76	32.28	33.90	35.59	37.37	39.23	41.19	43.25

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE III
STANDARD GRADES
Baltimore County Federation of Public Health Nurses
Effective January 1, 2019**

<u>GRADE</u>	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES				
	<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>
1N	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968
2N	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170
3N	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365
4N	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560
5N	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998
6N	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523
7N	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126
8N	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733
9N	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335
10N	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671
11N	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165
12N	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660
13N	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403
14N	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472
15N	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540
16N	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606
17N	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990
18N	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990	100,631
19N	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990	100,631	105,596
20N	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990	100,631	105,596	110,875
21N	72,165	75,660	79,403	83,472	87,540	91,606	95,990	100,631	105,596	110,875	116,419

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE IV
STANDARD GRADES
Fraternal Order of Police, Lodge #4
Police Department
Effective January 1, 2019

<u>GR</u>	BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)									
	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	<u>6TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>11 YEARS</u>	<u>13 YEARS</u>	<u>15 YEARS</u>	<u>17 YEARS</u>	<u>19 YEARS</u>	<u>22 YEARS</u>	<u>24 YEARS</u>	<u>29 YEARS</u>
PC	26,815	27,806	28,999	30,267	31,614	32,964	N/A										
8P	51,544	53,537	55,533	57,614	59,942	62,276	64,768	67,350	70,088	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526
9P	53,537	55,533	57,614	59,942	62,276	64,768	67,350	70,088	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526	101,689
10P	55,533	57,614	59,942	62,276	64,768	67,350	70,088	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526	101,689	106,119
11P	57,614	59,942	62,276	64,768	67,350	70,088	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526	101,689	106,119	111,159
12P	59,942	62,276	64,768	67,350	70,088	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526	101,689	106,119	111,159	116,597
13P	62,276	64,768	67,350	70,088	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526	101,689	106,119	111,159	116,597	122,427
14P	64,768	67,350	70,088	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526	101,689	106,119	111,159	116,597	122,427	128,548
15P	67,350	70,088	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526	101,689	106,119	111,159	116,597	122,427	128,548	134,974
16P	70,088	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526	101,689	106,119	111,159	116,597	122,427	128,548	134,974	141,724
17P	72,997	75,988	79,154	82,474	85,963	89,631	93,452	97,526	101,689	106,119	111,159	116,597	122,427	128,548	134,974	141,724	148,809

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE V
STANDARD GRADES
Baltimore County Firefighters Association
Fire Department
Effective January 1, 2019**

<u>GRADE</u>	BASE ANNUAL RATES (In Dollars)								LONGEVITY ANNUAL RATES (In Dollars)							
	<u>MIN.</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	<u>6TH STEP</u>	<u>MAX.</u>	<u>10 YEARS</u>	<u>13 YEARS</u>	<u>15 YEARS</u>	<u>17 YEARS</u>	<u>19 YEARS</u>	<u>21 YEARS</u>	<u>24 YEARS</u>	<u>29 YEARS</u>
PF	37,641	39,006	42,051	43,697	45,424	47,242	49,275	51,308	53,431	55,804	58,182	60,722	63,353	66,147	69,112	72,163
7F	42,051	43,697	45,424	47,242	49,275	51,308	53,431	55,804	58,182	60,722	63,353	66,147	69,112	72,163	75,387	78,772
8F	43,697	45,424	47,242	49,275	51,308	53,431	55,804	58,182	60,722	63,353	66,147	69,112	72,163	75,387	78,772	82,329
9F	45,424	47,242	49,275	51,308	53,431	55,804	58,182	60,722	63,353	66,147	69,112	72,163	75,387	78,772	82,329	86,066
10F	47,242	49,275	51,308	53,431	55,804	58,182	60,722	63,353	66,147	69,112	72,163	75,387	78,772	82,329	86,066	89,961
11F	49,275	51,308	53,431	55,804	58,182	60,722	63,353	66,147	69,112	72,163	75,387	78,772	82,329	86,066	89,961	94,115
12F	51,308	53,431	55,804	58,182	60,722	63,353	66,147	69,112	72,163	75,387	78,772	82,329	86,066	89,961	94,115	98,356
13F	53,431	55,804	58,182	60,722	63,353	66,147	69,112	72,163	75,387	78,772	82,329	86,066	89,961	94,115	98,356	102,748
14F	55,804	58,182	60,722	63,353	66,147	69,112	72,163	75,387	78,772	82,329	86,066	89,961	94,115	98,356	102,748	107,885
15F	58,182	60,722	63,353	66,147	69,112	72,163	75,387	78,772	82,329	86,066	89,961	94,115	98,356	102,748	107,885	113,278
16F	60,722	63,353	66,147	69,112	72,163	75,387	78,772	82,329	86,066	89,961	94,115	98,356	102,748	107,885	113,278	118,943
17F	63,353	66,147	69,112	72,163	75,387	78,772	82,329	86,066	89,961	94,115	98,356	102,748	107,885	113,278	118,943	124,892
18F	66,147	69,112	72,163	75,387	78,772	82,329	86,066	89,961	94,115	98,356	102,748	107,885	113,278	118,943	124,892	131,134
19F	69,112	72,163	75,387	78,772	82,329	86,066	89,961	94,115	98,356	102,748	107,885	113,278	118,943	124,892	131,134	137,691

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE VI

STANDARD GRADES

Supervisory, Management, Confidential and Unrepresented Employees

Effective January 1, 2019

GRADE	BASE ANNUAL RATES					LONGEVITY ANNUAL RATES					
	MINIMUM	(In Dollars)				MAXIMUM	(In Dollars)				
	1st	2nd	3rd	4th		10	15	19/20	25	29/30	
	STEP	STEP	STEP	STEP		YEARS	YEARS	YEARS*	YEARS	YEARS*	
1	18,312	18,872	19,469	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477
2	18,872	19,469	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212
3	19,469	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005
4	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815
5	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806
6	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999
7	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268
8	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614
9	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964
10	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506
11	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216
12	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922
13	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714
14	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664
15	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782
16	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968
17	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170

*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 January 1, 2019

BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)				
GRADE	MINIMUM	1st STEP	2nd STEP	3rd STEP	4th STEP	MAXIMUM	10 YEARS	15 YEARS	19/20 YEARS*	25 YEARS	29/30 YEARS*
18	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365
19	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560
20	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998
21	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523
22	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126
23	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733
24	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335
25	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671
26	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165
27	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660
28	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403
29	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472
30	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540
31	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606
32	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990
33	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990	100,631
34	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990	100,631	105,596
35	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990	100,631	105,596	110,876

*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 January 1, 2019

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)									
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	MAXIMUM	10 YEARS	11 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	22 YEARS	24 YEARS	29 YEARS
19P	81,427	84,796	88,340	92,061	95,938	100,075	104,303	108,945	113,825	118,950	124,332	129,980	135,911	142,139	148,977	156,158
20P	84,796	88,340	92,061	95,938	100,075	104,303	108,945	113,825	118,950	124,332	129,980	135,911	142,139	148,977	156,158	163,699
21P	88,340	92,061	95,938	100,075	104,303	108,945	113,825	118,950	124,332	129,980	135,911	142,139	148,977	156,158	163,699	171,766
22P	92,061	95,938	100,075	104,303	108,945	113,825	118,950	124,332	129,980	135,911	142,139	148,977	156,158	163,699	171,766	180,354
23P	95,938	100,075	104,303	108,945	113,825	118,950	124,332	129,980	135,911	142,139	148,977	156,158	163,699	171,766	180,354	189,372
24P	100,075	104,303	108,945	113,825	118,950	124,332	129,980	135,911	142,139	148,977	156,158	163,699	171,766	180,354	189,372	198,839
25P	104,303	108,945	113,825	118,950	124,332	129,980	135,911	142,139	148,977	156,158	163,699	171,766	180,354	189,372	198,839	208,783

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE VIII

STANDARD GRADES

Supervisory, Management and Confidential Employees

Fire Department

Effective January 1, 2019

<u>GRADE</u>	<u>BASE ANNUAL RATES</u>							<u>LONGEVITY ANNUAL RATES</u>								
	<u>MIN.</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	<u>6TH STEP</u>	<u>MAX.</u>	<u>10 YEARS</u>	<u>13 YEARS</u>	<u>15 YEARS</u>	<u>17 YEARS</u>	<u>19 YEARS</u>	<u>21 YEARS</u>	<u>24 YEARS</u>	<u>29 YEARS</u>
20F	71,269	74,553	78,003	81,628	85,442	89,404	93,649	97,964	102,718	107,717	112,963	118,470	124,249	130,318	136,688	143,381
21F	74,553	78,003	81,628	85,442	89,404	93,649	97,964	102,718	107,717	112,963	118,470	124,249	130,318	136,688	143,381	150,550
22F	78,003	81,628	85,442	89,404	93,649	97,964	102,718	107,717	112,963	118,470	124,249	130,318	136,688	143,381	150,550	158,077
23F	81,628	85,442	89,404	93,649	97,964	102,718	107,717	112,963	118,470	124,249	130,318	136,688	143,381	150,550	158,077	165,981
24F	85,442	89,404	93,649	97,964	102,718	107,717	112,963	118,470	124,249	130,318	136,688	143,381	150,550	158,077	165,981	174,280
25F	89,404	93,649	97,964	102,718	107,717	112,963	118,470	124,249	130,318	136,688	143,381	150,550	158,077	165,981	174,280	182,994
26F	93,649	97,964	102,718	107,717	112,963	118,470	124,249	130,318	136,688	143,381	150,550	158,077	165,981	174,280	182,994	192,143

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE XI

STANDARD GRADES

Physicians and Dentists

Effective January 1, 2019

BASE ANNUAL RATES																
(In Dollars)																
<u>GRADE</u>	<u>Min.</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	<u>12th Step</u>	<u>13th Step</u>	<u>14th Step</u>	<u>Max.</u>
1D	73,997	76,217	78,502	80,859	83,284	85,784	88,356	91,007	93,736	96,550	99,447	102,429	105,502	108,667	111,928	115,286
2D	79,178	81,553	84,000	86,519	89,115	91,788	94,542	97,378	100,299	103,309	106,408	109,600	112,889	116,276	119,763	123,356
3D	100,082	103,084	106,178	109,362	112,643	116,023	119,504	123,088	126,782	130,584	134,502	138,538	142,693	146,974	151,383	155,924
4D	103,253	106,352	109,541	112,828	116,213	119,700	123,291	126,990	130,799	134,723	138,766	142,928	147,217	151,634	156,181	160,865
5D	106,420	109,614	112,900	116,288	119,777	123,370	127,071	130,884	134,809	138,854	143,020	147,309	151,728	156,282	160,968	165,797
6D	109,611	112,897	116,285	119,774	123,365	127,068	130,881	134,806	138,850	143,017	147,305	151,725	156,279	160,965	165,795	170,769
7D	112,897	116,285	119,774	123,365	127,068	130,881	134,806	138,850	143,017	147,305	151,725	156,279	160,965	165,795	170,769	175,892

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE XII

STANDARD GRADES

Supervisory, Management, and Confidential Employees

Effective January 1, 2019

BASE ANNUAL RATES																
(In Dollars)																
Grade	Minimum	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	Maximum
1M	60,242	62,048	63,908	65,825	67,801	69,835	71,932	74,088	76,312	78,599	80,956	83,385	85,888	88,465	91,121	93,853
2M	63,908	65,825	67,801	69,835	71,932	74,088	76,312	78,599	80,956	83,385	85,888	88,465	91,121	93,853	96,667	99,567
3M	67,801	69,835	71,932	74,088	76,312	78,599	80,956	83,385	85,888	88,465	91,121	93,853	96,667	99,567	102,555	105,632
4M	71,932	74,088	76,312	78,599	80,956	83,385	85,888	88,465	91,121	93,853	96,667	99,567	102,555	105,632	108,801	112,065
5M	76,312	78,599	80,956	83,385	85,888	88,465	91,121	93,853	96,667	99,567	102,555	105,632	108,801	112,065	115,427	118,890
6M	80,956	83,385	85,888	88,465	91,121	93,853	96,667	99,567	102,555	105,632	108,801	112,065	115,427	118,890	122,455	126,130
7M	85,888	88,465	91,121	93,853	96,667	99,567	102,555	105,632	108,801	112,065	115,427	118,890	122,455	126,130	129,914	133,810
8M	91,121	93,853	96,667	99,567	102,555	105,632	108,801	112,065	115,427	118,890	122,455	126,130	129,914	133,810	137,825	141,959

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE XIII

STANDARD GRADES

Fraternal Order of Police, Lodge #25, Sheriff's Office

January 1, 2019

BASE ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(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>
1S	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126
2S	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733
3S	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335
4S	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671
5S	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165
6S	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660
7S	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403
8S	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472

SECTION 2. AND BE IT FURTHER ENACTED that Section II of the Classification and Compensation

Plans be amended as follows:

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
01.551	Executive Secretary	[25]	27
03.125	Accountant IV – Certified	[4M]	5M
03.127	Chief Accountant	[6M]	7M
03.413	Deputy Director of Budget and Finance	[7M]	8M
04.206	Nursing Assistant	[19]	21
04.401	Social Work Associate	[24]	26
04.407	Alcohol and Drug Counselor II	[24]	25
04.408	Alcohol and Drug Counselor III	[28]	32
06.404	Animal Services Field Assistant	[H14]	H15
07.115	Custodial Worker I	[H12]	H13
07.116	Custodial Worker II	[H14]	H15
07.221	Senior Buyer	[2M]	3M
08.201	Trades Helper (Options)	[H12]	H13
08.257	Property Management Grounds Maintenance Specialist Trainee	[H14]	H15
08.310	Laborer I	[H12]	H13
08.312	Laborer II Trainee	[H14]	H15
08.315	Driver-Messenger	[H13]	H14
09.107	Pollution Control Analyst I (40 Hours)	[25]	27
09.108	Pollution Control Analyst II (40 Hours) (Options)	[28]	30

09.109	Pollution Control Analyst III (40 Hours)	[1M]	2M
10.390	Traffic Sign & Marking Associate	[H14]	H15
10.392	Traffic Signal Construction Associate	[H14]	H15

The following job classifications are hereby added to Section II, Baltimore County Classification and Compensation Plans, as amended to read as follows:

CODE	CLASS TITLE	PROPOSED GRADE
08.256	PLAYGROUND SPECIALIST	H20
10.563	FIREARMS AND TOOL MARK SUPERVISOR	3M

SECTION 3. AND BE IT FURTHER ENACTED, that the following section of the Compensation Rules and regulations, "Baltimore County Classification and Compensation Plans," Section IV is hereby repealed and reenacted, with amendments to read as follows:

RULE 11: SUPPLEMENTARY COMPENSATION

Regulation 11.02 Shift Differential

C. Pay Schedule IV

1. All employees who are scheduled to work shift 1 shall receive [4%] 4.50% of the maximum hourly rate of a Police Officer First Class for actual hours worked during said shift. Overtime shall be paid at the rate for the full shift worked immediately prior to the overtime hours worked.
2. All employees who are scheduled to work shifts 3 or 4 shall receive [3.15%] 3.50% of the maximum hourly rate of a Police Officer First Class for actual hours worked during said shift. Overtime shall be paid at the rate for the full shift worked immediately prior to the overtime hours worked.

1. Employees in the Police Department serving as the Field Training Officers shall receive supplementary compensation of [two dollars fifty cents (\$2.50)] FIVE DOLLARS (\$5.00) per hour while serving in that capacity.

SECTION 4. AND BE IT FURTHER ENACTED that, subject to Section 5 of this Act, Sections 1 and 3 of this Act shall take effect on January 1, 2019.

SECTION 5. AND BE IT FURTHER ENACTED that, this Act, having passed by the affirmative vote of five members of the County Council, shall take effect on July 1, 2018.