

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND  
Legislative Session 2016, Legislative Day No. 8

Bill No. 24-16

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Mrs. Vicki Almond, Chairwoman  
By Request of County Executive

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By the County Council, April 18, 2016

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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 and grades; abolishing a certain job classification, code and grade; 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, IX, X, XI, XII, XIII

Section I, Pay Schedules

BY repealing and reenacting, with amendments

Certain job classifications and pay grades

Section II, Classification and Grades

BY adding

Certain new job classifications and pay grades

Section II, Classifications and Grades

BY repealing

Certain job classification, code and pay grade

Section II, Classifications and Grades

BY repealing and reenacting, with amendments

Section IV, Compensation Plan Rules and Regulations

Rule 6: Promotions

Regulation 6.04

Rule 10: Premium Pay Regulations

Regulation 10.01 E

Regulation 10.01 I

Regulation 10.01 J

Rule 11: Supplementary Compensation

Regulation 11.02 C

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 Council Bill  
3 27-76, as amended, be and they are hereby amended to read as follows:

4 A.

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6 for Classified employees under Section I are hereby repealed and reenacted with amendments to read as  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

**PAY SCHEDULE I**

**STANDARD GRADES**

**Baltimore County Federation of Public Employees**

**Effective July 1, 2016**

		<b>BASE ANNUAL RATES</b>					<b>LONGEVITY ANNUAL RATES</b>				
		<b>(In Dollars)</b>					<b>(In Dollars)</b>				
		1ST	2ND	3RD	4TH		10	15	20	25	29
<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>1</b>	17,430	17,963	18,531	18,995	19,572	20,153	20,740	21,324	21,902	22,600	23,298
<b>2</b>	17,963	18,531	18,995	19,572	20,153	20,740	21,324	21,902	22,600	23,298	23,998
<b>3</b>	18,531	18,995	19,572	20,153	20,740	21,324	21,902	22,600	23,298	23,998	24,753
<b>4</b>	18,995	19,572	20,153	20,740	21,324	21,902	22,600	23,298	23,998	24,753	25,524
<b>5</b>	19,572	20,153	20,740	21,324	21,902	22,600	23,298	23,998	24,753	25,524	26,467
<b>6</b>	20,153	20,740	21,324	21,902	22,600	23,298	23,998	24,753	25,524	26,467	27,602
<b>7</b>	20,740	21,324	21,902	22,600	23,298	23,998	24,753	25,524	26,467	27,602	28,810
<b>8</b>	21,324	21,902	22,600	23,298	23,998	24,753	25,524	26,467	27,602	28,810	30,091
<b>9</b>	21,902	22,600	23,298	23,998	24,753	25,524	26,467	27,602	28,810	30,091	31,376
<b>10</b>	22,600	23,298	23,998	24,753	25,524	26,467	27,602	28,810	30,091	31,376	32,844
<b>11</b>	23,298	23,998	24,753	25,524	26,467	27,602	28,810	30,091	31,376	32,844	34,472
<b>12</b>	23,998	24,753	25,524	26,467	27,602	28,810	30,091	31,376	32,844	34,472	36,095
<b>13</b>	24,753	25,524	26,467	27,602	28,810	30,091	31,376	32,844	34,472	36,095	37,801
<b>14</b>	25,524	26,467	27,602	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657
<b>15</b>	26,467	27,602	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674
<b>16</b>	27,602	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE I**

**STANDARD GRADES**

**Baltimore County Federation of Public Employees**

**Effective July 1, 2016**

		<b>BASE ANNUAL RATES</b> (In Dollars)					<b>LONGEVITY ANNUAL RATES</b> (In Dollars)				
		1ST	2ND	3RD	4TH		10	15	20	25	29
<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>	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850
<b>18</b>	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939
<b>19</b>	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028
<b>20</b>	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349
<b>21</b>	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753
<b>22</b>	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230
<b>23</b>	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712
<b>24</b>	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188
<b>25</b>	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364
<b>26</b>	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689
<b>27</b>	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016
<b>28</b>	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578
<b>29</b>	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452
<b>30</b>	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324
<b>31</b>	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194
<b>32</b>	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194	91,367
<b>33</b>	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194	91,367	95,784

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

**Baltimore County Federation Of Public Employees**

**Correctional Officers**

**Effective July 1, 2016**

<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>19 YEARS</u>	<u>25 YEARS</u>	<u>30 YEARS</u>	
<b>1C</b>	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	
<b>2C</b>	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	
<b>3C</b>	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	
<b>4C</b>	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	
<b>5C</b>	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	
<b>6C</b>	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	

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

Baltimore County Federation of Public Employees

Emergency Communications Technicians

Effective July 1, 2016

<u>GRADE</u>	<b>BASE ANNUAL RATES (In Dollars)</b>						<b>LONGEVITY ANNUAL RATES (In Dollars)</b>				
	<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>
<b>1E</b>	38,074	39,875	41,832	43,960	46,154	48,364	50,568	52,771	55,220	57,755	60,369
<b>2E</b>	39,875	41,832	43,960	46,154	48,364	50,568	52,771	55,220	57,755	60,369	62,986
<b>3E</b>	41,832	43,960	46,154	48,364	50,568	52,771	55,220	57,755	60,369	62,986	65,598
<b>4E</b>	43,960	46,154	48,364	50,568	52,771	55,220	57,755	60,369	62,986	65,598	68,949
<b>5E</b>	46,154	48,364	50,568	52,771	55,220	57,755	60,369	62,986	65,598	68,949	72,456
<b>6E</b>	48,364	50,568	52,771	55,220	57,755	60,369	62,986	65,598	68,949	72,456	75,966
<b>7E</b>	50,568	52,771	55,220	57,755	60,369	62,986	65,598	68,949	72,456	75,966	79,722

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE II**

**STANDARD GRADES**

**American Federation of State, County and Municipal Employees**

**Effective July 1, 2016**

<u>Grade</u>	<b>BASE HOURLY RATES</b>						<b>LONGEVITY HOURLY RATES</b>					
	<b>(In Dollars)</b>						<b>(In Dollars)</b>					
<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>	
H1	9.60	9.92	10.23	10.54	10.80	11.14	11.40	11.72	12.03	12.39	12.76	13.11
H2	9.92	10.23	10.54	10.80	11.14	11.40	11.72	12.03	12.39	12.76	13.11	13.59
H3	10.23	10.54	10.80	11.14	11.40	11.72	12.03	12.39	12.76	13.11	13.59	14.09
H4	10.54	10.80	11.14	11.40	11.72	12.03	12.39	12.76	13.11	13.59	14.09	14.68
H5	10.80	11.14	11.40	11.72	12.03	12.39	12.76	13.11	13.59	14.09	14.68	15.33
H6	11.14	11.40	11.72	12.03	12.39	12.76	13.11	13.59	14.09	14.68	15.33	16.04
H7	11.40	11.72	12.03	12.39	12.76	13.11	13.59	14.09	14.68	15.33	16.04	16.71
H8	11.72	12.03	12.39	12.76	13.11	13.59	14.09	14.68	15.33	16.04	16.71	17.45
H9	12.03	12.39	12.76	13.11	13.59	14.09	14.68	15.33	16.04	16.71	17.45	18.22
H10	12.39	12.76	13.11	13.59	14.09	14.68	15.33	16.04	16.71	17.45	18.22	19.10
H11	12.76	13.11	13.59	14.09	14.68	15.33	16.04	16.71	17.45	18.22	19.10	19.98
H12	13.11	13.59	14.09	14.68	15.33	16.04	16.71	17.45	18.22	19.10	19.98	20.90
H13	13.59	14.09	14.68	15.33	16.04	16.71	17.45	18.22	19.10	19.98	20.90	21.88
H14	14.09	14.68	15.33	16.04	16.71	17.45	18.22	19.10	19.98	20.90	21.88	23.03
H15	14.68	15.33	16.04	16.71	17.45	18.22	19.10	19.98	20.90	21.88	23.03	24.17
H16	15.33	16.04	16.71	17.45	18.22	19.10	19.98	20.90	21.88	23.03	24.17	25.34
H17	16.04	16.71	17.45	18.22	19.10	19.98	20.90	21.88	23.03	24.17	25.34	26.57
H18	16.71	17.45	18.22	19.10	19.98	20.90	21.88	23.03	24.17	25.34	26.57	27.88
H19	17.45	18.22	19.10	19.98	20.90	21.88	23.03	24.17	25.34	26.57	27.88	29.27
H20	18.22	19.10	19.98	20.90	21.88	23.03	24.17	25.34	26.57	27.88	29.27	30.73
H21	19.10	19.98	20.90	21.88	23.03	24.17	25.34	26.57	27.88	29.27	30.73	32.26
H22	19.98	20.90	21.88	23.03	24.17	25.34	26.57	27.88	29.27	30.73	32.26	33.87
H23	20.90	21.88	23.03	24.17	25.34	26.57	27.88	29.27	30.73	32.26	33.87	35.57
H24	21.88	23.03	24.17	25.34	26.57	27.88	29.27	30.73	32.26	33.87	35.57	37.34
H25	23.03	24.17	25.34	26.57	27.88	29.27	30.73	32.26	33.87	35.57	37.34	39.21
H26	24.17	25.34	26.57	27.88	29.27	30.73	32.26	33.87	35.57	37.34	39.21	41.17

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE III  
STANDARD GRADES  
Baltimore County Federation of Public Health Nurses  
Effective July 1, 2016**

<u>GRADE</u>	<b>BASE ANNUAL RATES</b>						<b>LONGEVITY ANNUAL RATES</b>				
	<u>MINIMUM</u>	<u>(In Dollars)</u>				<u>MAXIMUM</u>	<u>(In Dollars)</u>				
		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>		<u>10 YEARS</u>	<u>15 YEARS</u>	<u>20 YEARS</u>	<u>25 YEARS</u>	<u>29 YEARS</u>
<b>1N</b>	27,602	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754
<b>2N</b>	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850
<b>3N</b>	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939
<b>4N</b>	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028
<b>5N</b>	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349
<b>6N</b>	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753
<b>7N</b>	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230
<b>8N</b>	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712
<b>9N</b>	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188
<b>10N</b>	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364
<b>11N</b>	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689
<b>12N</b>	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016
<b>13N</b>	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578
<b>14N</b>	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452
<b>15N</b>	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324
<b>16N</b>	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194
<b>17N</b>	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194	91,367
<b>18N</b>	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194	91,367	95,784
<b>19N</b>	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194	91,367	95,784	100,510



**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE IV  
STANDARD GRADES  
Fraternal Order of Police, Lodge #4  
Police Department  
Effective July 1, 2016**

<b>GR</b>	<b>BASE ANNUAL RATES</b>							<b>LONGEVITY ANNUAL RATES</b>									
	<b>MINIMUM</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>	<b>6TH STEP</b>	<b>MAXIMUM</b>	<b>10 YEARS</b>	<b>11 YEARS</b>	<b>13 YEARS</b>	<b>15 YEARS</b>	<b>17 YEARS</b>	<b>19 YEARS</b>	<b>22 YEARS</b>	<b>24 YEARS</b>	<b>29 YEARS</b>
<b>PC</b>	25,524	26,467	27,602	28,809	30,091	31,376	N/A										
<b>8P</b>	49,062	50,959	52,859	54,839	57,055	59,276	61,649	64,106	66,713	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828
<b>9P</b>	50,959	52,859	54,839	57,055	59,276	61,649	64,106	66,713	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828	96,791
<b>10P</b>	52,859	54,839	57,055	59,276	61,649	64,106	66,713	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828	96,791	101,008
<b>11P</b>	54,839	57,055	59,276	61,649	64,106	66,713	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828	96,791	101,008	105,805
<b>12P</b>	57,055	59,276	61,649	64,106	66,713	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828	96,791	101,008	105,805	110,981
<b>13P</b>	59,276	61,649	64,106	66,713	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828	96,791	101,008	105,805	110,981	116,530
<b>14P</b>	61,649	64,106	66,713	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828	96,791	101,008	105,805	110,981	116,530	122,357
<b>15P</b>	64,106	66,713	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828	96,791	101,008	105,805	110,981	116,530	122,357	128,474
<b>16P</b>	66,713	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828	96,791	101,008	105,805	110,981	116,530	122,357	128,474	134,898
<b>17P</b>	69,481	72,328	75,342	78,502	81,823	85,314	88,951	92,828	96,791	101,008	105,805	110,981	116,530	122,357	128,474	134,898	141,642

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE V  
STANDARD GRADES  
Baltimore County Firefighters Association  
Fire Department  
July 1, 2016**

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	29 YEARS
PF	35,828	37,127	40,025	41,592	43,236	44,967	46,902	48,837	50,858	53,117	55,379	57,797	60,302	62,961	65,783	68,687
7F	40,025	41,592	43,236	44,967	46,902	48,837	50,858	53,117	55,379	57,797	60,302	62,961	65,783	68,687	71,756	74,978
8F	41,592	43,236	44,967	46,902	48,837	50,858	53,117	55,379	57,797	60,302	62,961	65,783	68,687	71,756	74,978	78,364
9F	43,236	44,967	46,902	48,837	50,858	53,117	55,379	57,797	60,302	62,961	65,783	68,687	71,756	74,978	78,364	81,921
10F	44,967	46,902	48,837	50,858	53,117	55,379	57,797	60,302	62,961	65,783	68,687	71,756	74,978	78,364	81,921	85,628
11F	46,902	48,837	50,858	53,117	55,379	57,797	60,302	62,961	65,783	68,687	71,756	74,978	78,364	81,921	85,628	89,582
12F	48,837	50,858	53,117	55,379	57,797	60,302	62,961	65,783	68,687	71,756	74,978	78,364	81,921	85,628	89,582	93,619
13F	50,858	53,117	55,379	57,797	60,302	62,961	65,783	68,687	71,756	74,978	78,364	81,921	85,628	89,582	93,619	97,799
14F	53,117	55,379	57,797	60,302	62,961	65,783	68,687	71,756	74,978	78,364	81,921	85,628	89,582	93,619	97,799	102,689
15F	55,379	57,797	60,302	62,961	65,783	68,687	71,756	74,978	78,364	81,921	85,628	89,582	93,619	97,799	102,689	107,823
16F	57,797	60,302	62,961	65,783	68,687	71,756	74,978	78,364	81,921	85,628	89,582	93,619	97,799	102,689	107,823	113,215
17F	60,302	62,961	65,783	68,687	71,756	74,978	78,364	81,921	85,628	89,582	93,619	97,799	102,689	107,823	113,215	118,876
18F	62,961	65,783	68,687	71,756	74,978	78,364	81,921	85,628	89,582	93,619	97,799	102,689	107,823	113,215	118,876	124,819
19F	65,783	68,687	71,756	74,978	78,364	81,921	85,628	89,582	93,619	97,799	102,689	107,823	113,215	118,876	124,819	131,060

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE VI**

**STANDARD GRADES**

**Supervisory, Management, Confidential and Unrepresented Employees**

**Effective July 1, 2016**

<u>GRADE</u>	<u>MINIMUM</u>	<u>BASE ANNUAL RATES</u> (In Dollars)				<u>MAXIMUM</u>	<u>LONGEVITY ANNUAL RATES</u> (In Dollars)				
		<u>1st STEP</u>	<u>2nd STEP</u>	<u>3rd STEP</u>	<u>4th STEP</u>		<u>10 YEARS</u>	<u>15 YEARS</u>	<u>19/20 YEARS*</u>	<u>25 YEARS</u>	<u>29/30 YEARS*</u>
<b>1</b>	17,430	17,963	18,531	18,995	19,572	20,153	20,740	21,324	21,902	22,600	23,298
<b>2</b>	17,963	18,531	18,995	19,572	20,153	20,740	21,324	21,902	22,600	23,298	23,998
<b>3</b>	18,531	18,995	19,572	20,153	20,740	21,324	21,902	22,600	23,298	23,998	24,753
<b>4</b>	18,995	19,572	20,153	20,740	21,324	21,902	22,600	23,298	23,998	24,753	25,524
<b>5</b>	19,572	20,153	20,740	21,324	21,902	22,600	23,298	23,998	24,753	25,524	26,467
<b>6</b>	20,153	20,740	21,324	21,902	22,600	23,298	23,998	24,753	25,524	26,467	27,602
<b>7</b>	20,740	21,324	21,902	22,600	23,298	23,998	24,753	25,524	26,467	27,602	28,810
<b>8</b>	21,324	21,902	22,600	23,298	23,998	24,753	25,524	26,467	27,602	28,810	30,091
<b>9</b>	21,902	22,600	23,298	23,998	24,753	25,524	26,467	27,602	28,810	30,091	31,376
<b>10</b>	22,600	23,298	23,998	24,753	25,524	26,467	27,602	28,810	30,091	31,376	32,844
<b>11</b>	23,298	23,998	24,753	25,524	26,467	27,602	28,810	30,091	31,376	32,844	34,472
<b>12</b>	23,998	24,753	25,524	26,467	27,602	28,810	30,091	31,376	32,844	34,472	36,095
<b>13</b>	24,753	25,524	26,467	27,602	28,810	30,091	31,376	32,844	34,472	36,095	37,801
<b>14</b>	25,524	26,467	27,602	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657
<b>15</b>	26,467	27,602	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674
<b>16</b>	27,602	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754
<b>17</b>	28,810	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850

\*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, 2016

GRADE	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)					
	MINIMUM	1st STEP	2nd STEP	3 <sup>rd</sup> STEP	4th STEP	MAXIMUM	10 YEARS	15 YEARS	19/20 YEARS*	25 YEARS	29/30 YEARS*
18	30,091	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939
19	31,376	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028
20	32,844	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349
21	34,472	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753
22	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230
23	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712
24	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188
25	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364
26	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689
27	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016
28	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578
29	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452
30	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324
31	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194
32	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194	91,367
33	59,712	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194	91,367	95,784
34	62,188	65,364	68,689	72,016	75,578	79,452	83,324	87,194	91,367	95,784	100,510
35	65,364	68,689	72,016	75,578	79,452	83,324	87,194	91,367	95,784	100,510	105,536

\*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, 2016**

BASE ANNUAL RATES (In Dollars)							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>5TH 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>
<b>19P</b>	77,505	80,712	84,085	87,627	91,318	95,255	99,279	103,698	108,343	113,221	118,344	123,720	129,365	135,293	141,802	148,637
<b>20P</b>	80,712	84,085	87,627	91,318	95,255	99,279	103,698	108,343	113,221	118,344	123,720	129,365	135,293	141,802	148,637	155,815
<b>21P</b>	84,085	87,627	91,318	95,255	99,279	103,698	108,343	113,221	118,344	123,720	129,365	135,293	141,802	148,637	155,815	163,493
<b>22P</b>	87,627	91,318	95,255	99,279	103,698	108,343	113,221	118,344	123,720	129,365	135,293	141,802	148,637	155,815	163,493	171,668
<b>23P</b>	91,318	95,255	99,279	103,698	108,343	113,221	118,344	123,720	129,365	135,293	141,802	148,637	155,815	163,493	171,668	180,251
<b>24P</b>	95,255	99,279	103,698	108,343	113,221	118,344	123,720	129,365	135,293	141,802	148,637	155,815	163,493	171,668	180,251	189,263
<b>25P</b>	99,279	103,698	108,343	113,221	118,344	123,720	129,365	135,293	141,802	148,637	155,815	163,493	171,668	180,251	189,263	198,727

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE VIII**

**STANDARD GRADES**

**Supervisory, Management and Confidential Employees**

**Fire Department**

**Effective July 1, 2016**

BASE ANNUAL RATES									LONGEVITY ANNUAL RATES							
(In Dollars)									(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>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	67,836	70,963	74,246	77,696	81,326	85,098	89,138	93,246	97,771	102,529	107,523	112,764	118,265	124,041	130,105	136,475
21F	70,963	74,246	77,696	81,326	85,098	89,138	93,246	97,771	102,529	107,523	112,764	118,265	124,041	130,105	136,475	143,299
22F	74,246	77,696	81,326	85,098	89,138	93,246	97,771	102,529	107,523	112,764	118,265	124,041	130,105	136,475	143,299	150,464
23F	77,696	81,326	85,098	89,138	93,246	97,771	102,529	107,523	112,764	118,265	124,041	130,105	136,475	143,299	150,464	157,987
24F	81,326	85,098	89,138	93,246	97,771	102,529	107,523	112,764	118,265	124,041	130,105	136,475	143,299	150,464	157,987	165,886
25F	85,098	89,138	93,246	97,771	102,529	107,523	112,764	118,265	124,041	130,105	136,475	143,299	150,464	157,987	165,886	174,180
26F	89,138	93,246	97,771	102,529	107,523	112,764	118,265	124,041	130,105	136,475	143,299	150,464	157,987	165,886	174,180	182,889



1 **BALTIMORE COUNTY GOVERNMENT**

2  
3 **PAY SCHEDULE IX**

4  
5 **POLICE DEPARTMENT**  
6 **SUPPLEMENTARY SALARIES**

7  
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9  
10 **Annual Supplementary Salary**

11 **Criminal Investigation Division**

12 Captain \$ 520.00  
13 MAJOR 520.00  
14 Other Sworn Members Assigned 320.00  
15 Hazardous Devices Disposal Technician 1,500.00

16  
17 **Tactical**

18 Officer-in-Charge \$ 520.00  
19 Officer-in-Charge of Shift 412.00  
20 Other Sworn Members Assigned 360.00

21  
22 **K-9**

23 Officer-in-Charge \$ 520.00  
24 Officer-in-Charge of Shift 412.00  
25 Other Sworn Members Assigned 360.00

26  
27 **Marine**

28 Sworn Members Assigned \$ 320.00

29  
30 **Firearms Instruction**

31 Officer-in-Charge \$ 520.00  
32 Other Sworn Members Assigned 260.00

33  
34 **911 Liaison**

35 Officer-in-Charge \$ 520.00  
36 Officer-in-Charge of Shift 312.00  
37 Other Sworn Members Assigned 260.00

38  
39 **Recruitment and Selection**

40 Sworn Members Assigned \$ 320.00

41  
42 **Investigative Services**

43 Sworn Members Assigned \$ 320.00  
44



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2 **BALTIMORE COUNTY GOVERNMENT**

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4 **PAY SCHEDULE IX**

5  
6 **POLICE DEPARTMENT**  
7 **SUPPLEMENTARY SALARIES**

8  
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11 **Annual Supplementary Salary**

12  
13 **County Executive Aide**  
14 **Pilot**

15 Shall be paid a salary two grades higher  
16 (in the same step) than the grade  
17 normally assigned to his rank.

18 **Police Psychologist**

19 Shall be paid at the salary grade of  
20 Lieutenant and in accordance with Rule  
21 6 of the Compensation Plan.

22  
23 The above supplementary salaries shall be paid only while the sworn member is assigned to one of the above units.

24 Transfer or removal from one of the above units shall immediately cancel the above supplement.

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5 **BALTIMORE COUNTY GOVERNMENT**  
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7 **PAY SCHEDULE X**  
8

9 **FIRE DEPARTMENT**  
10 **SUPPLEMENTARY SALARIES**  
11 **Effective July 1, 2016**  
12

13  
14 **Communication Center**

15 Firefighters Assigned

16 **Annual Supplementary Salary**

17 Shall be paid a supplementary  
18 salary equivalent to the difference  
19 between their present salary and  
20 one (1) step higher.

21 **Advanced Tactical Rescue Team**

22 Pay Schedule V employees as stipulated  
23 in the Memorandum of Understanding.

[ \$1,560.00 ] \$2,340.00

24 **Battalion Training Facilitator**

25 Pay Schedule V employees as stipulated  
26 in the Memorandum of Understanding.

\$1,560.00

27  
28 **EMS Field Preceptor**

29 Pay Schedule V employees as stipulated  
30 in the Memorandum of Understanding.

[ \$1,560.00 ] \$2,340.00

31  
32 **Fire Rescue Academy & Station 57**

33 Pay Schedule V employees as stipulated  
34 in the Memorandum of Understanding.

\$1,560.00

35  
36 **PEER FITNESS COORDINATOR**

37 PAY SCHEDULE V EMPLOYEES AS STIPULATED  
38 IN THE MEMORANDUM OF UNDERSTANDING

\$1,560.00

39  
40 **Primary Hazardous Materials Unit**

41 Pay Schedule V employees as stipulated  
42 in the Memorandum of Understanding.

[ \$1,560.00 ] \$2,340.00

43  
44 **Fire Marshall's Office/Office of**  
45 **Emergency Management**

46 Pay Schedule V employees as stipulated  
47 in the Memorandum of Understanding.

\$1,560.00

48  
49 **Satellite Hazardous Materials Unit**

50 Pay Schedule V employees as stipulated in the  
51 memorandum of understanding.

[ \$ 780.00 ] \$1,170.00

52  
53 The above supplementary salary shall be paid only while the employee is assigned to the above unit. Transfer or  
54 removal from the above unit shall immediately cancel the above supplement.

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4 **BALTIMORE COUNTY GOVERNMENT**

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6 **PAY SCHEDULE X**

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8 **FIRE DEPARTMENT**  
9 **SUPPLEMENTARY SALARIES**  
10

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13 **Medic Certification Supplements**

14  
15 Pay Schedule V employees who, as of November 1, 2015 \$2,200.00  
16 are certified and function in Baltimore County as a CRT-I  
17 or EMT-I and are assigned to EMS or those not assigned  
18 who functioned as an ALS Provider a minimum of 40  
19 occurrences in the previous calendar year.  
20

21 Pay Schedule V employees who, as of November 1, 2015 \$2,325.00  
22 are certified and function in Baltimore County as a EMT-P  
23 and are assigned to EMS or those not assigned  
24 who functioned as an ALS Provider a minimum of 40  
25 occurrences in the previous calendar year.  
26

27  
28 Employees may receive only one of the above supplements based on medical certifications.  
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**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE XI**  
**STANDARD GRADES**  
**Physicians and Dentists**  
**Effective July 1, 2016**

**BASE ANNUAL RATES**  
(In Dollars)

<u>GRADE</u>	<u>CLASSIFICATION</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	DENTIST I	70,433	72,546	74,722	76,965	79,273	81,652	84,101	86,624	89,222	91,900	94,657	97,496	100,421	103,433	106,537	109,733
2D	DENTIST II	75,365	77,625	79,954	82,352	84,823	87,368	89,988	92,688	95,469	98,333	101,283	104,322	107,452	110,675	113,995	117,415
3D	PHYSICIAN I	95,262	98,120	101,064	104,095	107,218	110,435	113,748	117,160	120,675	124,295	128,024	131,866	135,821	139,895	144,092	148,415
4D	PHYSICIAN II	98,280	101,229	104,265	107,394	110,616	113,935	117,353	120,874	124,499	128,234	132,082	136,044	140,126	144,330	148,659	153,118
5D	PHYSICIAN III	101,294	104,334	107,463	110,687	114,008	117,428	120,951	124,580	128,317	132,167	136,131	140,214	144,421	148,755	153,216	157,812
6D	DEPUTY DIRECTOR PUBLIC HEALTH	104,331	107,460	110,684	114,005	117,424	120,948	124,577	128,314	132,163	136,128	140,211	144,418	148,752	153,213	157,810	162,544

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**BALTIMORE COUNTY GOVERNMENT  
 PAY SCHEDULE XII  
 STANDARD GRADES  
 Supervisory, Management, And Confidential Employees  
 Effective July 1, 2016**

<b>BASE ANNUAL RATES</b>																
<b>(In Dollars)</b>																
<b>Grade</b>	<b>Minimum</b>	<b>1st Step</b>	<b>2nd Step</b>	<b>3rd Step</b>	<b>4th Step</b>	<b>5th Step</b>	<b>6th Step</b>	<b>7th Step</b>	<b>8th Step</b>	<b>9th Step</b>	<b>10th Step</b>	<b>11th Step</b>	<b>12th Step</b>	<b>13th Step</b>	<b>14th Step</b>	<b>Maximum</b>
<b>1M</b>	57,340	59,060	60,830	62,655	64,535	66,472	68,468	70,520	72,636	74,814	77,057	79,369	81,751	84,204	86,732	89,332
<b>2M</b>	60,830	62,655	64,535	66,472	68,468	70,520	72,636	74,814	77,057	79,369	81,751	84,204	86,732	89,332	92,011	94,772
<b>3M</b>	64,535	66,472	68,468	70,520	72,636	74,814	77,057	79,369	81,751	84,204	86,732	89,332	92,011	94,772	97,616	100,544
<b>4M</b>	68,468	70,520	72,636	74,814	77,057	79,369	81,751	84,204	86,732	89,332	92,011	94,772	97,616	100,544	103,561	106,668
<b>5M</b>	72,636	74,814	77,057	79,369	81,751	84,204	86,732	89,332	92,011	94,772	97,616	100,544	103,561	106,668	109,868	113,164
<b>6M</b>	77,057	79,369	81,751	84,204	86,732	89,332	92,011	94,772	97,616	100,544	103,561	106,668	109,868	113,164	116,557	120,055
<b>7M</b>	81,751	84,204	86,732	89,332	92,011	94,772	97,616	100,544	103,561	106,668	109,868	113,164	116,557	120,055	123,657	127,366
<b>8M</b>	86,732	89,332	92,011	94,772	97,616	100,544	103,561	106,668	109,868	113,164	116,557	120,055	123,657	127,366	131,187	135,122

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**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE XIII**  
**STANDARD GRADES**  
**Fraternal Order of Police, Lodge #25, Sheriff's Office**  
**Effective July 1, 2016**

<b>BASE ANNUAL RATES</b>							<b>LONGEVITY ANNUAL RATES</b>				
<b>(In Dollars)</b>							<b>(In Dollars)</b>				
<b>GRADE</b>	<b>MINIMUM</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>MAXIMUM</b>	<b>10 YEARS</b>	<b>15 YEARS</b>	<b>19 YEARS</b>	<b>25 YEARS</b>	<b>30 YEARS</b>
<b>1S</b>	36,095	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230
<b>2S</b>	37,801	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712
<b>3S</b>	39,657	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188
<b>4S</b>	41,674	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364
<b>5S</b>	43,754	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689
<b>6S</b>	45,850	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016
<b>7S</b>	47,939	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578
<b>8S</b>	50,028	52,349	54,753	57,230	59,712	62,188	65,364	68,689	72,016	75,578	79,452

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
03.124	Accountant III-Certified	[2M]	3M
03.125	Accountant IV-Certified	[3M]	4M
03.127	Chief Accountant	[5M]	6M
03.139	Investment and Debt Management Administrator	[4M]	6M
04.253	Audiologist	[28]	30
06.122	CHIEF OF Code Inspection and Enforcement [Supervisor]	[1M]	3M
06.404	Animal [Control] SERVICES FIELD Assistant		H14
06.405	Animal [Control] SERVICES FIELD Officer I (40 Hours)		21
06.406	Animal [Control] SERVICES FIELD Officer II (40 Hours)		23
06.407	Animal [Control] SERVICES FIELD Officer Supervisor (40 Hours)		25
06.432	Assistant Supervisor, Animal [Control] SERVICES Division		27
06.433	Supervisor, Animal [Control] SERVICES Division		3M
07.219	Chief, Purchasing Services	[4M]	6M
07.220	Minority & Small Business Marketing Manager	[1M]	2M
08.269	Communications Equipment Technician I		H24
10.421	Fire Lieutenant	[15F]	16F
10.422	Fire Captain	[18F]	19F
10.423	Battalion Fire Chief	[22F]	{23F}
10.424	Fire Director	[22F]	{23F}
10.425	Division Fire Chief	[23F]	{24F}

1	10.427	Fire Apparatus Driver/Operator	[11F]	12F
2				
3	10.428	Fire Specialist	[11F]	12F
4				
5	10.429	Director of Emergency Management	[25F]	{26F}
6				
7	10.430	Emergency Medical Services Lieutenant	[15F]	16F
8				
9	10.431	Emergency Medical Services Captain	[18F]	19F
10				
11	10.470	Assistant Chief, Fire Department	[25F]	{26F}

C.

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

17				
18				PROPOSED
19	CODE	CLASS TITLE		GRADE
20				
21	04.441	EPIDEMIOLOGIST		3M
22	08.270	COMMUNICATIONS EQUIPMENT TECHNICIAN II		H26

D.

The following job classification title, code, and grade in Section II, Baltimore County Classification and Compensation Plans, is hereby repealed:

27				
28	CODE	CLASS TITLE		GRADE
29	03.381	Information Systems Manager		3M

SECTION 2. AND BE IT FURTHER ENACTED, that the following sections of the Compensation Rules and Regulations, "Baltimore County Classification and Compensation Plans," Section IV are hereby repealed and reenacted, with amendments to read as follows:

RULE 6: PROMOTIONS



1  
2 REGULATION 6.04 NOTWITHSTANDING ANY OTHER PROVISION OF THIS RULE,  
3 AN  
4  
5 EMPLOYEE ON PAY SCHEDULE V PROMOTED TO FIRE  
6  
7 LIEUTENANT OR EMERGENCY MEDICAL SERVICES  
8  
9 LIEUTENANT SHALL BE PROVIDED FOUR (4) STEPS OVER  
10 THE  
11  
12 RATE RECEIVED IMMEDIATELY PRIOR TO SUCH  
13 PROMOTION,  
14  
15 PROVIDED FURTHER THAT SUCH PROMOTION IS EFFECTIVE  
16 ON  
17  
18 OR AFTER JULY 1, 2016. IN NO CASE SHALL A PROMOTED  
19  
20 EMPLOYEE RECEIVE LESS THAN THE MINIMUM OF THE  
21 NEW  
22  
23 GRADE.  
24

25 Regulation 10.01 E. Overtime Compensation for Employees in Positions on Pay Schedule II

26  
27 Such employees shall receive payment at one and one-half (1 1/2)  
28 times their regular hourly rate for all hours worked beyond their  
29 regularly scheduled workweek. Such employees shall have the  
30 option of selecting payment or compensatory time up to [sixty (60)  
31 hours] TWO HUNDRED FORTY (240) HOURS. At the discretion  
32 of the Department Head, and when agreed to by the employee, such  
33 employees may receive additional compensatory leave for said hours  
34 worked. When such employees are required to return to work on  
35 their regularly scheduled day off, and such work results in this day  
36 becoming the sixth consecutive day of work, they shall receive a  
37 minimum payment for four (4) hours at one and one-half (1 1/2)  
38 times their regular hourly rate. When such employees are required to

1 work on their regularly scheduled day off, and such work results in  
2 this day becoming the seventh consecutive day of actual work, they  
3 shall be paid at two (2) times their regular hourly rate for the actual  
4 hours worked.

5  
6  
7 Regulation 10.01 I. Stand-by Pay

- 8  
9 1. Classified employees in positions in grade 19 and below on Pay  
10 Schedule I or VI, or in the following classes on Pay Schedule I:  
11 Animal [Control] SERVICES FIELD Officer I (40 Hours), Animal  
12 [Control] SERVICES FIELD Officer II (40 Hours), Correctional  
13 Dietary Officer (40 Hours), Correctional Officer (40 Hours),  
14 Emergency Communications Technician Trainee (40  
15 Hours), Emergency Communications Technician I (40 Hours),  
16 Emergency Communications Technician II (40 Hours), Emergency  
17 Communications Assistant Supervisor (40 Hours), Emergency  
18 Communications Supervisor (40 Hours), Forensic Photographer,  
19 Forensic Services Technician I (40 Hours), Highways Crew Chief  
20 (40 Hours), Landfill Crew Chief (40 Hours), Recreation and Parks  
21 Maintenance Crew Chief (40 Hours), Storekeeper II (40 Hours),  
22 Traffic Road Marking Crew Chief (40 Hours), Traffic Signal  
23 Construction Crew Chief (40 Hours), and Utilities Crew Chief (40  
24 Hours) or in the following classes on Pay Schedule XIII: Deputy  
25 Sheriff, Deputy Sheriff First Class, or in positions on Pay Schedule  
26 II, Pay Schedule V, or Pay Schedule III, who are required by their  
27 Department Heads, in writing, to serve in a recurring regularly

1 scheduled stand-by duty assignment by being available at their  
2 homes or subject to call exclusively for work, following regular  
3 working hours or on Saturdays, Sundays, or holidays when such  
4 employee is not normally expected to work, shall be eligible for  
5 stand-by duty pay.

6  
7 In accordance with a pre-determined authorized regular schedule  
8 for such stand-by duty, and subject to the following conditions,  
9 such employees shall be paid at one-fourth (1/4) their regular  
10 hourly rate for each hour spent on regularly scheduled stand-by  
11 assignments.

12  
13 A. Hours compensated as stand-by duty shall not be counted in  
14 determining the total hours worked in a given workweek for  
15 overtime administration.

16  
17 B. An employee not available for work after being assigned to  
18 stand by duty will not receive any credit for stand-by duty during  
19 such official assignment.

20  
21 C. In the event that such employees are actually called back to  
22 work during their stand-by assignments, such hours shall be  
23 deducted from the twenty-four (24) hour period before calculating  
24 stand-by pay.

25  
26 2. CLASSIFIED EMPLOYEES IN POSITIONS ON PAY SCHEDULE IV WHO  
27 ARE REQUIRED BY THEIR DEPARTMENT HEAD, TO SERVE IN A

1 STAND-BY STATUS SHALL BE PAID AT ONE-FOURTH (1/4) THE  
2 MINIMUM HOURLY RATE OF A POLICE OFFICER FOR EACH HOUR  
3 SPENT ON A REGULARLY SCHEDULED STAND-BY ASSIGNMENT.

4 Regulation 10.01 J. Call-back Pay

5  
6 Classified employees on Pay Schedules I, II, III, IV, V, VI, or XIII  
7 who have left their normal place of work for their residences and are  
8 called to return to work for overtime in accordance with B, C, E, F, G,  
9 or H (above), shall be eligible to receive payment for those hours in  
10 accordance with the following:

11  
12 1. Pay Schedule I Employees in classes allocated to grade 19 and below  
13 or in the classes of Animal [Control] SERVICES FIELD Officer I (40  
14 Hours), Animal [Control] SERVICES FIELD Officer II (40 Hours),  
15 Correctional Dietary Officer (40 Hours), Correctional Officer (40  
16 Hours), Emergency Communications Technician I (40 Hours),  
17 Emergency Communications Technician II (40 Hours), Forensic  
18 Photographer, Highways Crew Chief (40 Hours), Landfill Crew Chief  
19 (40 Hours), Recreation and Parks Maintenance Crew Chief (40  
20 Hours), Storekeeper II (40 Hours), Traffic Road Marking Crew Chief  
21 (40 Hours), Traffic Signal Construction Crew Chief (40 Hours) and  
22 Utilities Crew Chief (40 Hours) shall receive a minimum payment for  
23 four (4) hours at one and one-half (1 1/2) times their regular hourly  
24 rate for the first call-back only in any twenty-four (24) hour period.  
25 All call-backs after the first will be paid at the appropriate overtime  
26 rate for the time actually worked. If employees are called in to work  
27 early, and the call-in assignment and regular working shift overlap,

1 such employees will receive a minimum payment for two hours at one  
2 and one-half (1 1/2) times their regular hourly rate.

3  
4  
5 Regulation 11.02 Shift Differential

6  
7 All County Employees in the Classified Service, except those in  
8 positions assigned to Pay Schedule VII or to positions other than  
9 Battalion Fire Chief on Pay Schedule VIII, shall receive payment for  
10 shift assignments as follows:

11  
12 A. Pay Schedule III or VI

13  
14 1. Such employees shall receive one dollar (\$1.00) per hour for  
15 all hours worked, or for which a paid leave payroll marking  
16 has been received during a full shift regularly scheduled to  
17 begin after 3:00 p.m. or to end before 8:00 a.m. during an  
18 otherwise regularly scheduled work day.

19  
20 2. Such employees employed as of June 30, 1980, shall not  
21 have such differential pay reduced below the cents per hour  
22 (c/hr.) rate they are receiving, or would be entitled to  
23 receive, on said date.

24  
25 B. Pay Schedule II shall receive one dollar ten cents (\$1.10) per hour  
26 for all hours worked, or for which a paid leave payroll marking  
27 has been received, during a full shift regularly scheduled to

1 begin after 3:00 p.m. or to end before 8:00 a.m. during an  
2 otherwise regularly scheduled work day, except that the  
3 differential shall be ten percent (10%) of their regular hourly rate  
4 for employees on the payroll as of June 30, 1985, provided  
5 further that no employee on the payroll as of June 30, 1985 shall  
6 receive less than one dollar ten cents (\$1.10) per hour as  
7 stipulated above. Notwithstanding any other provision of this  
8 Rule, any such employee, whose regular shift is scheduled to  
9 begin after 3:00 p.m. or to end before 8:00 a.m. during an  
10 otherwise regularly scheduled workday and who, due to a work  
11 related illness or injury, is assigned a restricted duty assignment  
12 outside of the shift hours noted above, shall continue to receive  
13 the differential noted above for the first two weeks of such  
14 assignment.

15  
16 C. Pay Schedule IV

17  
18 1. ALL EMPLOYEES WHO ARE SCHEDULED TO WORK  
19 SHIFT 1 SHALL RECEIVE 4% OF THE MAXIMUM  
20 HOURLY RATE OF A POLICE OFFICER FIRST CLASS  
21 FOR ACTUAL HOURS WORKED DURING SAID SHIFT.  
22 OVERTIME SHALL BE PAID AT THE RATE FOR THE  
23 FULL SHIFT WORKED IMMEDIATELY PRIOR TO THE  
24 OVERTIME HOURS WORKED.

25  
26 2. ALL EMPLOYEES WHO ARE SCHEDULED TO WORK  
27 SHIFTS 3 OR 4 shall receive 3.15% of the maximum hourly

1 rate of a Police Officer First Class for actual hours worked  
2 DURING SAID SHIFT. [on regularly scheduled full shifts 1,  
3 3, or 4.] Overtime shall be paid at the rate for the full shift  
4 worked immediately prior to the overtime hours worked.

5  
6  
7 SECTION 3. AND BE IT FURTHER ENACTED that Section I of the Classification and  
8 Compensation

9  
10 Plans be hereby amended as follows:

11 A.

12  
13  
14 Pay Schedule X of the Standard Salary Grades for Classified employees under Section I is hereby  
15 repealed and reenacted with amendments to read as follows:  
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**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE X**

**FIRE DEPARTMENT  
SUPPLEMENTARY SALARIES**

**Effective November 1, 2016**

11 **Communication Center**

12 Firefighters Assigned

**Annual Supplementary Salary**

Shall be paid a supplementary salary equivalent to the difference between their present salary and one (1) step higher.

13  
14  
15  
16 **Advanced Tactical Rescue Team**

17 Pay Schedule V employees as stipulated  
18 in the Memorandum of Understanding.

\$2,340.00

19  
20 **Battalion Training Facilitator**

21 Pay Schedule V employees as stipulated  
22 in the Memorandum of Understanding.

\$1,560.00

23  
24 **EMS Field Preceptor**

25 Pay Schedule V employees as stipulated  
26 in the Memorandum of Understanding.

\$2,340.00

27  
28 **Fire Rescue Academy & Station 57**

29 Pay Schedule V employees as stipulated  
30 in the Memorandum of Understanding.

\$1,560.00

31  
32 **Peer Fitness Coordinator**

33 Pay Schedule V employees as stipulated  
34 In the Memorandum of Understanding

\$1,560.00

35  
36 **Primary Hazardous Materials Unit**

37 Pay Schedule V employees as stipulated  
38 in the Memorandum of Understanding.

\$2,340.00

39  
40 **Fire Marshall's Office/Office of  
Emergency Management**

41 Pay Schedule V employees as stipulated  
42 in the Memorandum of Understanding.

\$1,560.00

43  
44  
45 **Satellite Hazardous Materials Unit**

46 Pay Schedule V employees as stipulated in the  
47 memorandum of understanding.

\$1,170.00

48  
49 The above supplementary salary shall be paid only while the employee is assigned to the above unit. Transfer or  
50 removal from the above unit shall immediately cancel the above supplement.  
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2  
3 **BALTIMORE COUNTY GOVERNMENT**

4  
5 **PAY SCHEDULE X**

6  
7 **FIRE DEPARTMENT**  
8 **SUPPLEMENTARY SALARIES**  
9

10  
11  
12 **Medic Certification Supplements**

13  
14 [Pay Schedule V employees who, as of November 1, 2015 [ \$2,200.00]  
15 are certified and function in Baltimore County as a CRT-I  
16 or EMT-I and are assigned to EMS or those not assigned  
17 who functioned as an ALS Provider a minimum of 40  
18 occurrences in the previous calendar year.]

19  
20 [Pay Schedule V employees who, as of November 1, 2015 [ \$2,325.00]  
21 are certified and function in Baltimore County as a EMT-P  
22 and are assigned to EMS or those not assigned  
23 who functioned as an ALS Provider a minimum of 40  
24 occurrences in the previous calendar year.]

25  
26  
27 PAY SCHEDULE V EMPLOYEES WHO, AS OF \$3,000.00  
28 NOVEMBER 1, 2016, ARE CERTIFIED AND  
29 FUNCTION IN BALTIMORE COUNTY AS A CRT-I, EMT-I,  
30 OR EMT-P AND ARE ASSIGNED TO EMS OR THOSE NOT  
31 ASSIGNED WHO FUNCTIONED AS AN ALS PROVIDER A  
32 MINIMUM OF 40 OCCURRENCES IN THE PREVIOUS  
33 CALENDAR YEAR.

34  
35 PAY SCHEDULE VIII EMPLOYEES WHO, AS OF \$3,000.00  
36 NOVEMBER 1, 2016, ARE CERTIFIED AND  
37 FUNCTION IN BALTIMORE COUNTY AS A CRT-I, EMT-I,  
38 OR EMT-P AND ARE ASSIGNED TO EMS OR THOSE NOT  
39 ASSIGNED WHO FUNCTIONED AS AN ALS PROVIDER A  
40 MINIMUM OF 40 OCCURRENCES IN THE PREVIOUS  
41 CALENDAR YEAR.  
42  
43  
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45 Employees may receive only one of the above supplements based on medical certifications.  
46  
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1 SECTION 4. AND BE IT FURTHER ENACTED, that Section 3 of this Act shall take effect on November

2 1, 2016.

3  
4 SECTION 5. AND BE IT FURTHER ENACTED, that this Act having been passed by the affirmative vote

5 of five members of the County Council, shall take effect on July 1, 2016.

6