

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2010, Legislative Day No. 8

Bill No. 29-10

Mr. John Olszewski Sr., Chairman
By Request of County Executive

By the County Council, April 19, 2010

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 adding certain new class titles, codes and grades; abolishing certain job classifications, codes, and grades; amending certain personnel rules and regulations; providing for the application of this Act; and generally relating to the governance and compensation of the personnel of Baltimore County Government.

BY adding

Certain new job classifications and pay grades
Section II, Classifications and Grades

BY repealing

Certain job classifications, codes and pay grades
Section II, Classifications and Grades

BY repealing and reenacting, with amendments

Compensation Plan Rules and Regulations, Section IV
Regulation 10.01 E
Regulation 10.01 I
Regulation 10.01 J
Regulation 10.02 A

All of the Baltimore County Classification and Compensation Plans
(Bill No. 27, 1976, as amended)

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.

WHEREAS, the Personnel and Salary Advisory Board has recommended amendments to the “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
2 COUNTY, MARYLAND, that the “Baltimore County Classification and Compensation Plans,”
3 adopted by Council Bill 27-76, as amended, be and they are hereby amended to read as follows:

4 A.

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

7	CODE	CLASS TITLE	GRADE
8	2.347	CHIEF OF PROPERTY MANAGEMENT AND LAND ACQUISITION	6M
9	4.223	NURSE PRACTITIONER (10 MONTHS)	19N
10	6.140	CHIEF BUILDING INSPECTOR	31
11	6.141	CHIEF ELECTRICAL INSPECTOR	31
12	6.142	CHIEF PLUMBING INSPECTOR	31

13 B.

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15 Classification and Compensation Plans, are hereby repealed:

16	CODE	CLASS TITLE	GRADE
17	1.415	Personnel Manager	4M

1 SECTION 2. BE IT FURTHER ENACTED, that Regulations 10.01 E, 10.01 I, 10.01J,
2 and 10.02 A of the Compensation Plan Rules and Regulations, “Baltimore County Classification
3 and Compensation Plans,” Section IV are hereby repealed and reenacted, with amendments to
4 read as follows:

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

6 Such employees shall receive payment at one and one-half (1 ½) times their regular
7 hourly rate for all hours worked beyond their regularly scheduled workweek[, provided
8 that, at the discretion of the Department Head, and when agreed to by the employee, such
9 employees may receive compensatory leave for said hours worked]. SUCH
10 EMPLOYEES SHALL HAVE THE OPTION OF SELECTING PAYMENT OR
11 COMPENSATORY TIME UP TO SIXTY (60) HOURS. AT THE DISCRETION OF
12 THE DEPARTMENT HEAD, AND WHEN AGREED TO BY THE EMPLOYEE,
13 SUCH EMPLOYEES MAY RECEIVE ADDITIONAL COMPENSATORY LEAVE
14 FOR SAID HOURS WORKED. When such employees are required to return to work on
15 their regularly scheduled day off, and such work results in this day becoming the sixth
16 consecutive day of work, they shall receive a minimum payment for four (4) hours at one
17 and one-half (1 ½) times their regular hourly rate. When such employees are required to
18 work on their regularly scheduled day off, and such work results in this day becoming the
19 seventh consecutive day of actual work, they shall be paid at two (2) times their regular
20 hourly rate for the actual hours worked.

21 Regulation 10.01 I Stand-by Pay

22 Classified employees in positions in grade 19 and below on Pay Schedule I or VI, or in
23 the following classes on Pay Schedule I: Animal Control Officer I (40 Hours), Animal
24 Control Officer II (40 Hours), Correctional Dietary Officer (40 Hours), Correctional
25 Officer (40 Hours), Emergency Communications Technician I (40 Hours), Emergency
26 Communications Technician II (40 Hours), Forensic Photographer, Forensic Services
27 Technician I (40 Hours), Highways Crew Chief (40 Hours), Landfill Crew Chief (40
28 Hours), Recreation and Parks Maintenance Crew Chief (40 Hours), STOREKEEPER II
29 (40 HOURS), Traffic Road Marking Crew Chief (40 Hours), Traffic Signal Construction

1 Crew Chief (40 Hours), and Utilities Crew Chief (40 Hours) or in the following classes
2 on Pay Schedule XIII: Deputy Sheriff, Deputy Sheriff First Class, or in positions on Pay
3 Schedule II, Pay Schedule V, or Pay Schedule III, who are required by their Departments
4 Heads, in writing, to serve in a recurring regularly scheduled stand-by duty assignment
5 by being available at their homes or subject to call exclusively for work, following
6 regular working hours or on Saturdays, Sundays, or holidays when such employee is not
7 normally expected to work, shall be eligible for stand-by duty pay.

8 Regulation 10.01 J Call-back Pay

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

- 13 1. Pay Schedule I Employees in classes allocated to grade 19 and
14 below or in the classes of Animal Control Officer I (40 Hours), Animal Control
15 Officer II (40 Hours), Correctional Dietary Officer (40 Hours), Correctional
16 Officer (40 Hours), Emergency Communications Technician I (40 Hours),
17 Emergency Communications Technician II (40 Hours), Forensic Photographer,
18 Highways Crew Chief (40 Hours), Landfill Crew Chief (40 Hours), Recreation
19 and Parks Maintenance Crew Chief (40 Hours), STOREKEEPER II (40 HOURS),
20 Traffic Road Marking Crew Chief (40 Hours), Traffic Signal Construction Crew
21 Chief (40 Hours) and Utilities Crew Chief (40 Hours) shall receive a minimum
22 payment for four (4) hours at one and one-half (1 ½) times their regular hourly
23 rate for the first call-back only in any twenty-four (24) hour period. All call-
24 backs after the first will be paid at the appropriate overtime rate for the time
25 actually worked. If employees are called in to work early, and the call-in
26 assignment and regular working shift overlap, such employees will receive a
27 minimum payment for two hours at one and one-half (1 ½) times their regular
28 hourly rate.

1 Regulation 10.02 Higher Class Substitution Pay

2 A. When authorized and approved by the agency or department head, or his/her
3 designee, employees shall receive payment for substituting in a position allocated
4 to a higher class when the position is vacant because of sick leave, accident leave,
5 vacation leave, military leave, leave of absence, resignation, retirement, death,
6 discharge, promotion, or a newly authorized funded position exists. Such
7 substitution shall be reported and justified as required by the County
8 Administrative Officer.

9 1. Notwithstanding the above provision, effective July 1, 2007, Pay Schedule I
10 employees shall also receive payment for substituting in a higher class when
11 the position is vacant because of County mandated training.

12 2. Notwithstanding the above provision, effective July 1, 2008, Pay Schedule I
13 employees shall also receive payment for substituting in a higher class for any
14 reason in excess of thirty (30) consecutive days. Such substitution shall be
15 reported and approved by the County Administrative Officer in advance.

16 3. NOTWITHSTANDING THE ABOVE PROVISION, EFFECTIVE JULY 1,
17 PAY SCHEDULE I EMPLOYEES SHALL ALSO RECEIVE
18 PAYMENT FOR SUBSTITUTING IN A HIGHER CLASS WHEN THE
19 POSITION IS VACANT DUE TO BEREAVEMENT LEAVE AND JURY
20 DUTY.

21 SECTION 3. AND BE IT FURTHER ENACTED, that this Act, having been passed by
22 the affirmative vote of five members of the County Council, shall take effect on July 1, 2010.