

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2009, Legislative Day No. 8

Bill No. 37-09

Mr. Joseph Bartenfelder, Chairman
By Request of County Executive

By the County Council, April 20, 2009

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; 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 repealing and reenacting, with amendments

Pay Schedules ~~I, I-C~~, 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, Classifications and Grades

BY adding

Certain new job classifications and pay grades
Section II, Classifications 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 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 10.02 E.5.
Regulation 11.03

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

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

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

A.

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specified job classifications, codes, and grades in Section II, Classification and Compensation Plans are hereby repealed and reenacted with amendments to read as follows:

CODE	CLASS TITLE	GRADE
3.381	[Business Analyst] INFORMATION SYSTEMS MANAGER	3M
3.382	[Executive Business Analyst] BUSINESS APPLICATIONS MANAGER	6M
3.385	[Customer Service and Support Manager] CHIEF SERVICE DELIVERY OFFICER	4M
4.119	[Chief, Bureau of Disease Control] CHIEF, BUREAU OF PREVENTION, PROTECTION AND PREPAREDNESS	5M
4.130	[Chief of Administrative Support Services], CHIEF, BUREAU OF ADMINISTRATIVE SERVICES	5M
4.267	[Chief, Long Term Care Services] CHIEF, BUREAU OF COMMUNITY HEALTH SERVICES	5M

4.310	Environmental Associate (40 HOURS)		21
4.415	[Chief, Bureau of Substance Abuse] CHIEF, BUREAU OF BEHAVIORAL HEALTH		5M
4.465	Chief, Mental Health Services	[5M]	4M
10.506	Forensic Photographer I		24
10.513	Firearms and Tool Mark Examiner I		28
10.532	Computer Forensics Examiner I		28

B.

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

CODE	CLASS TITLE		GRADE
3.350	GEOGRAPHIC INFORMATION SYSTEM SPECIALIST I		25
3.351	GEOGRAPHIC INFORMATION SYSTEM SPECIALIST II		28
3.352	GEOGRAPHIC INFORMATION SYSTEM SPECIALIST III		30
3.369	INFORMATION TECHNOLOGY SECURITY OFFICER		3M
3.370	INFORMATION TECHNOLOGY SERVICE DESK MANAGER		3M
4.320	NATURAL RESOURCE ASSOCIATE		21
7.220	MINORITY AND SMALL BUSINESS MARKETING MANAGER		1M
10.511	FORENSIC PHOTOGRAPHER II		26
10.534	COMPUTER FORENSIC EXAMINER II		30
10.535	FIREARMS AND TOOL MARK EXAMINER II		30
10.553	JUVENILE COUNSELOR		28
10.708	EMERGENCY COMMUNICATIONS ASSISTANT SHIFT SUPERVISOR (40 HOURS)		26

C.

The following job classification titles, codes, and grades in Section II, Baltimore Classification and Compensation Plans, are hereby repealed:

CODE	CLASS TITLE	GRADE
3.383	Business Operations Manager	4M
3.384	Manager Network and Systems Management	6M

SECTION 2. BE IT FURTHER ENACTED, that Regulations 10.02 E.5. and 11.03 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:

- Regulation 10.02 E. 5. Pay Schedule V shall receive payment for substituting in higher class as in (A) above or when authorized and approved by the Department Chief or the Chief’s designee when the higher class is vacant or a newly authorized funded position exists as follows:
- a. [Payment shall be made if the substitute first completes sixty (60) hours of work whether continuous or not, including overtime which occurs during this period, performing the duties of the higher class. The payment shall not be retroactive to the beginning of the substitution assignment, but shall begin once the sixty (60) hours are completed in the higher class. Provided further, that no] NO employee in the class of Firefighter/EMT shall substitute in a class assigned to a grade higher than Paramedic, except in cases of extreme emergency. Provided further that Firefighters assigned to the Central Communications Center may substitute for Fire Lieutenants in the Communications Center. Provided further that no employee in the class of Firefighter/EMT shall receive payment for substituting in the class of Fire Specialist, whether on duty or called back. Provided further that substitution pay shall be provided in accordance with [specific assignments stipulated in] the Memorandum of Understanding in effect at the time between the Baltimore County Professional Firefighters Association (BCFA) and the Administration.

Field Training Officer

1. Employees in the Police Department serving as the Field Training Officers shall receive supplementary compensation of [one dollar fifty cents (\$1.50)] TWO DOLLARS FIFTY CENTS (\$2.50) per hour while serving in that capacity.
2. Deputy Sheriffs First Class serving as Field Training Officers shall receive supplementary compensation of one dollar fifty cents (\$1.50) per hour while serving in that capacity.
3. Correctional Officers (40 Hours) serving as Field Training Officers shall receive supplementary compensation of one dollar (\$1.00) per hour while serving in that capacity.
4. Employees occupying the class of Emergency Communications Technician I (40 Hours) and serving as a trainer shall receive supplementary compensation of one dollar (\$1.00) per hour while serving in the capacity.

SECTION 3. BE IT FURTHER ENACTED, that Section I and Section II of the Classification and Compensation Plans be hereby amended as follows:

A.

Pay Schedules ~~I, I-C~~, II, III, IV, V, VI, VII, VIII, XI, XII and XIII of Standard Salary Grades for classified employees under Section I of said Plans are hereby repealed and reenacted with amendments. Said Pay Schedules to read as follows:

~~BALTIMORE COUNTY GOVERNMENT~~

~~PAY SCHEDULE I~~

~~STANDARD GRADES~~

~~Baltimore County Federation of Public Employees~~

~~Effective January 1, 2010~~

~~BASE ANNUAL RATES~~

~~(In Dollars)~~

~~LONGEVITY ANNUAL RATES~~

~~(In Dollars)~~

GRADE	MINIMUM	1ST STE	2ND STE	3RD STE	4TH STE	MAXIMUM	10 YEAR	15 YEAR	20 YEAR	25 YEAR	29 YEAR
1	#####	#####	#####	#####	#####	19,183	#####	#####	#####	#####	22,176
2	#####	#####	#####	#####	#####	19,741	#####	#####	#####	#####	22,842
3	#####	#####	#####	#####	#####	20,297	#####	#####	#####	#####	23,561
4	#####	#####	#####	#####	#####	20,848	#####	#####	#####	#####	24,295
5	#####	#####	#####	#####	#####	21,512	#####	#####	#####	#####	25,192
6	#####	#####	#####	#####	#####	22,176	#####	#####	#####	#####	26,273
7	#####	#####	#####	#####	#####	22,842	#####	#####	#####	#####	27,422
8	#####	#####	#####	#####	#####	23,561	#####	#####	#####	#####	28,642
9	#####	#####	#####	#####	#####	24,295	#####	#####	#####	#####	29,865
10	#####	#####	#####	#####	#####	25,192	#####	#####	#####	#####	31,262
11	#####	#####	#####	#####	#####	26,273	#####	#####	#####	#####	32,812
12	#####	#####	#####	#####	#####	27,422	#####	#####	#####	#####	34,356
13	#####	#####	#####	#####	#####	28,642	#####	#####	#####	#####	35,981
14	#####	#####	#####	#####	#####	29,865	#####	#####	#####	#####	37,747
15	#####	#####	#####	#####	#####	31,262	#####	#####	#####	#####	39,667
16	#####	#####	#####	#####	#####	32,812	#####	#####	#####	#####	41,647

~~BALTIMORE COUNTY GOVERNMENT~~

~~PAY SCHEDULE I~~

~~STANDARD GRADES~~

~~Baltimore County Federation of Public Employees~~

~~Effective January 1, 2010~~

~~BASE ANNUAL RATES
(In Dollars)~~

~~LONGEVITY ANNUAL RATES
(In Dollars)~~

GRADE	MINIMUM	1ST STE	2ND STE	3RD STE	4TH STE	MAXIMUM	10 YEAR	15 YEAR	20 YEAR	25 YEAR	29 YEAR
17	#####	#####	#####	#####	#####	34,356	#####	#####	#####	#####	43,642
18	#####	#####	#####	#####	#####	35,981	#####	#####	#####	#####	45,630
19	#####	#####	#####	#####	#####	37,747	#####	#####	#####	#####	47,618
20	#####	#####	#####	#####	#####	39,667	#####	#####	#####	#####	49,828
21	#####	#####	#####	#####	#####	41,647	#####	#####	#####	#####	52,116
22	#####	#####	#####	#####	#####	43,642	#####	#####	#####	#####	54,474
23	#####	#####	#####	#####	#####	45,630	#####	#####	#####	#####	56,836
24	#####	#####	#####	#####	#####	47,618	#####	#####	#####	#####	59,193
25	#####	#####	#####	#####	#####	49,828	#####	#####	#####	#####	62,216
26	#####	#####	#####	#####	#####	52,116	#####	#####	#####	#####	65,381
27	#####	#####	#####	#####	#####	54,474	#####	#####	#####	#####	68,548
28	#####	#####	#####	#####	#####	56,836	#####	#####	#####	#####	71,938
29	#####	#####	#####	#####	#####	59,193	#####	#####	#####	#####	75,625
30	#####	#####	#####	#####	#####	62,216	#####	#####	#####	#####	79,311
31	#####	#####	#####	#####	#####	65,381	#####	#####	#####	#####	82,994
32	#####	#####	#####	#####	#####	68,548	#####	#####	#####	#####	86,966
33	#####	#####	#####	#####	#####	71,938	#####	#####	#####	#####	91,171

~~BALTIMORE COUNTY GOVERNMENT~~

~~PAY SCHEDULE I-C~~

~~STANDARD GRADES~~

~~Baltimore County Federation Of Public Employees
Correctional Officers~~

~~Effective January 1, 2010~~

~~BASE ANNUAL RATES~~

~~(In Dollars)~~

~~LONGEVITY ANNUAL RATES~~

~~(In Dollars)~~

GRADE	MINIMUM	1ST STE	2ND STE	3RD STE	4TH STE	MAXIMUM	10 YEAR	15 YEAR	19 YEAR	25 YEAR	29 YEARS
1C	39,667	#####	#####	#####	#####	49,828	#####	#####	#####	#####	62,216
2C	41,647	#####	#####	#####	#####	52,116	#####	#####	#####	#####	65,381
3C	43,642	#####	#####	#####	#####	54,474	#####	#####	#####	#####	68,548
4C	45,630	#####	#####	#####	#####	56,836	#####	#####	#####	#####	71,938
5C	47,618	#####	#####	#####	#####	59,193	#####	#####	#####	#####	75,625
6C	49,828	#####	#####	#####	#####	62,216	#####	#####	#####	#####	79,311

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

**American Federation of State, County and Municipal Employees
Effective January 1, 2010**

GRADE	BASE HOURLY RATES						LONGEVITY HOURLY RATES					
	(In Dollars)						(In Dollars)					
MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS	34 YEARS	
H1	9.14	9.45	9.74	10.03	10.28	10.60	10.85	11.16	11.45	11.80	12.15	12.48
H2	9.45	9.74	10.03	10.28	10.60	10.85	11.16	11.45	11.80	12.15	12.48	12.93
H3	9.74	10.03	10.28	10.60	10.85	11.16	11.45	11.80	12.15	12.48	12.93	13.41
H4	10.03	10.28	10.60	10.85	11.16	11.45	11.80	12.15	12.48	12.93	13.41	13.97
H5	10.28	10.60	10.85	11.16	11.45	11.80	12.15	12.48	12.93	13.41	13.97	14.59
H6	10.60	10.85	11.16	11.45	11.80	12.15	12.48	12.93	13.41	13.97	14.59	15.27
H7	10.85	11.16	11.45	11.80	12.15	12.48	12.93	13.41	13.97	14.59	15.27	15.90
H8	11.16	11.45	11.80	12.15	12.48	12.93	13.41	13.97	14.59	15.27	15.90	16.61
H9	11.45	11.80	12.15	12.48	12.93	13.41	13.97	14.59	15.27	15.90	16.61	17.34
H10	11.80	12.15	12.48	12.93	13.41	13.97	14.59	15.27	15.90	16.61	17.34	18.18
H11	12.15	12.48	12.93	13.41	13.97	14.59	15.27	15.90	16.61	17.34	18.18	19.02
H12	12.48	12.93	13.41	13.97	14.59	15.27	15.90	16.61	17.34	18.18	19.02	19.89
H13	12.93	13.41	13.97	14.59	15.27	15.90	16.61	17.34	18.18	19.02	19.89	20.83
H14	13.41	13.97	14.59	15.27	15.90	16.61	17.34	18.18	19.02	19.89	20.83	21.92
H15	13.97	14.59	15.27	15.90	16.61	17.34	18.18	19.02	19.89	20.83	21.92	23.01
H16	14.59	15.27	15.90	16.61	17.34	18.18	19.02	19.89	20.83	21.92	23.01	24.12
H17	15.27	15.90	16.61	17.34	18.18	19.02	19.89	20.83	21.92	23.01	24.12	25.29
H18	15.90	16.61	17.34	18.18	19.02	19.89	20.83	21.92	23.01	24.12	25.29	26.53
H19	16.61	17.34	18.18	19.02	19.89	20.83	21.92	23.01	24.12	25.29	26.53	27.86
H20	17.34	18.18	19.02	19.89	20.83	21.92	23.01	24.12	25.29	26.53	27.86	29.25
H21	18.18	19.02	19.89	20.83	21.92	23.01	24.12	25.29	26.53	27.86	29.25	30.71
H22	19.02	19.89	20.83	21.92	23.01	24.12	25.29	26.53	27.86	29.25	30.71	32.24
H23	19.89	20.83	21.92	23.01	24.12	25.29	26.53	27.86	29.25	30.71	32.24	33.85
H24	20.83	21.92	23.01	24.12	25.29	26.53	27.86	29.25	30.71	32.24	33.85	35.54

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE III

STANDARD GRADES

Baltimore County Federation of Public Health Nurses

Effective January 1, 2010

GRADE	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES				
	(In Dollars)						(In Dollars)				
MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS	
1N	26,273	27,422	28,642	29,865	31,262	32,812	34,356	35,981	37,747	39,667	41,647
2N	27,422	28,642	29,865	31,262	32,812	34,356	35,981	37,747	39,667	41,647	43,642
3N	28,642	29,865	31,262	32,812	34,356	35,981	37,747	39,667	41,647	43,642	45,630
4N	29,865	31,262	32,812	34,356	35,981	37,747	39,667	41,647	43,642	45,630	47,618
5N	31,262	32,812	34,356	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828
6N	32,812	34,356	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116
7N	34,356	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474
8N	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836
9N	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193
10N	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216
11N	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381
12N	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548
13N	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938
14N	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938	75,625
15N	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938	75,625	79,311
16N	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938	75,625	79,311	82,994
17N	54,474	56,836	59,193	62,216	65,381	68,548	71,938	75,625	79,311	82,994	86,966
18N	56,836	59,193	62,216	65,381	68,548	71,938	75,625	79,311	82,994	86,966	91,171
19N	59,193	62,216	65,381	68,548	71,938	75,625	79,311	82,994	86,966	91,171	95,669

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE IV
STANDARD GRADES
Fraternal Order of Police, Lodge #4
Police Department
Effective January 1, 2010

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	11 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	22 YEARS	24 YEARS	29 YEARS	
PC	24,295	25,192	26,273	27,422	28,642	29,865	NA											
8P	46,699	48,505	50,314	52,199	54,307	56,421	58,680	61,018	63,500	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	
9P	48,505	50,314	52,199	54,307	56,421	58,680	61,018	63,500	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	92,129	
10P	50,314	52,199	54,307	56,421	58,680	61,018	63,500	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	92,129	96,143	
11P	52,199	54,307	56,421	58,680	61,018	63,500	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	92,129	96,143	100,709	
12P	54,307	56,421	58,680	61,018	63,500	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	92,129	96,143	100,709	105,636	
13P	56,421	58,680	61,018	63,500	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	92,129	96,143	100,709	105,636	110,918	
14P	58,680	61,018	63,500	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	92,129	96,143	100,709	105,636	110,918	116,464	
15P	61,018	63,500	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	92,129	96,143	100,709	105,636	110,918	116,464	122,287	
16P	63,500	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	92,129	96,143	100,709	105,636	110,918	116,464	122,287	128,401	
17P	66,135	68,845	71,713	74,721	77,882	81,205	84,667	88,358	92,129	96,143	100,709	105,636	110,918	116,464	122,287	128,401	134,821	

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE V

STANDARD GRADES

Baltimore County Firefighters Association

Fire Department

Effective January 1, 2010

<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>5TH STEP</u>	<u>6TH STEP</u>	<u>MAXIMUM</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	34,102	35,339	38,097	39,588	41,153	42,801	44,643	46,484	48,409	50,558	52,712	55,014	57,398	59,928	62,615	65,379
7F	38,097	39,588	41,153	42,801	44,643	46,484	48,409	50,558	52,712	55,014	57,398	59,928	62,615	65,379	68,300	71,367
8F	39,588	41,153	42,801	44,643	46,484	48,409	50,558	52,712	55,014	57,398	59,928	62,615	65,379	68,300	71,367	74,589
9F	41,153	42,801	44,643	46,484	48,409	50,558	52,712	55,014	57,398	59,928	62,615	65,379	68,300	71,367	74,589	77,976
10F	42,801	44,643	46,484	48,409	50,558	52,712	55,014	57,398	59,928	62,615	65,379	68,300	71,367	74,589	77,976	81,504
11F	44,643	46,484	48,409	50,558	52,712	55,014	57,398	59,928	62,615	65,379	68,300	71,367	74,589	77,976	81,504	85,267
12F	46,484	48,409	50,558	52,712	55,014	57,398	59,928	62,615	65,379	68,300	71,367	74,589	77,976	81,504	85,267	89,110
13F	48,409	50,558	52,712	55,014	57,398	59,928	62,615	65,379	68,300	71,367	74,589	77,976	81,504	85,267	89,110	93,088
14F	50,558	52,712	55,014	57,398	59,928	62,615	65,379	68,300	71,367	74,589	77,976	81,504	85,267	89,110	93,088	97,743
15F	52,712	55,014	57,398	59,928	62,615	65,379	68,300	71,367	74,589	77,976	81,504	85,267	89,110	93,088	97,743	102,630
16F	55,014	57,398	59,928	62,615	65,379	68,300	71,367	74,589	77,976	81,504	85,267	89,110	93,088	97,743	102,630	107,762
17F	57,398	59,928	62,615	65,379	68,300	71,367	74,589	77,976	81,504	85,267	89,110	93,088	97,743	102,630	107,762	113,150
18F	59,928	62,615	65,379	68,300	71,367	74,589	77,976	81,504	85,267	89,110	93,088	97,743	102,630	107,762	113,150	118,808

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

Supervisory, Management, Confidential and Unrepresented Employees

Effective January 1, 2010

GRADE	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES					
	(In Dollars)						(In Dollars)					
MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19/20 YEARS	25 YEARS	29/30 YEARS*		
1	16,590	17,098	17,639	18,081	18,629	19,183	19,741	20,297	20,848	21,512	22,176	
2	17,098	17,639	18,081	18,629	19,183	19,741	20,297	20,848	21,512	22,176	22,842	
3	17,639	18,081	18,629	19,183	19,741	20,297	20,848	21,512	22,176	22,842	23,561	
4	18,081	18,629	19,183	19,741	20,297	20,848	21,512	22,176	22,842	23,561	24,295	
5	18,629	19,183	19,741	20,297	20,848	21,512	22,176	22,842	23,561	24,295	25,192	
6	19,183	19,741	20,297	20,848	21,512	22,176	22,842	23,561	24,295	25,192	26,273	
7	19,741	20,297	20,848	21,512	22,176	22,842	23,561	24,295	25,192	26,273	27,422	
8	20,297	20,848	21,512	22,176	22,842	23,561	24,295	25,192	26,273	27,422	28,642	
9	20,848	21,512	22,176	22,842	23,561	24,295	25,192	26,273	27,422	28,642	29,865	
10	21,512	22,176	22,842	23,561	24,295	25,192	26,273	27,422	28,642	29,865	31,262	
11	22,176	22,842	23,561	24,295	25,192	26,273	27,422	28,642	29,865	31,262	32,812	
12	22,842	23,561	24,295	25,192	26,273	27,422	28,642	29,865	31,262	32,812	34,356	
13	23,561	24,295	25,192	26,273	27,422	28,642	29,865	31,262	32,812	34,356	35,981	
14	24,295	25,192	26,273	27,422	28,642	29,865	31,262	32,812	34,356	35,981	37,747	
15	25,192	26,273	27,422	28,642	29,865	31,262	32,812	34,356	35,981	37,747	39,667	
16	26,273	27,422	28,642	29,865	31,262	32,812	34,356	35,981	37,747	39,667	41,647	
17	27,422	28,642	29,865	31,262	32,812	34,356	35,981	37,747	39,667	41,647	43,642	

*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, 2010

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	19/20 YEARS	25 YEARS	29/30 YEARS*	
18	28,642	29,865	31,262	32,812	34,356	35,981	37,747	39,667	41,647	43,642	45,630	
19	29,865	31,262	32,812	34,356	35,981	37,747	39,667	41,647	43,642	45,630	47,618	
20	31,262	32,812	34,356	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828	
21	32,812	34,356	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	
22	34,356	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	
23	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	
24	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	
25	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	
26	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	
27	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548	
28	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938	
29	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938	75,625	
30	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938	75,625	79,311	
31	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938	75,625	79,311	82,994	
32	54,474	56,836	59,193	62,216	65,381	68,548	71,938	75,625	79,311	82,994	86,966	
33	56,836	59,193	62,216	65,381	68,548	71,938	75,625	79,311	82,994	86,966	91,171	
34	59,193	62,216	65,381	68,548	71,938	75,625	79,311	82,994	86,966	91,171	95,669	
35	62,216	65,381	68,548	71,938	75,625	79,311	82,994	86,966	91,171	95,669	100,453	

*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, 2010

BASE ANNUAL RATES								LONGEVITY ANNUAL RATES								
(In Dollars)								(In Dollars)								
GRADE	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	73,772	76,824	80,035	83,407	86,919	90,667	94,497	98,704	103,125	107,768	112,645	117,761	123,134	128,777	134,973	141,479
20P	76,824	80,035	83,407	86,919	90,667	94,497	98,704	103,125	107,768	112,645	117,761	123,134	128,777	134,973	141,479	148,311
21P	80,035	83,407	86,919	90,667	94,497	98,704	103,125	107,768	112,645	117,761	123,134	128,777	134,973	141,479	148,311	155,618
22P	83,407	86,919	90,667	94,497	98,704	103,125	107,768	112,645	117,761	123,134	128,777	134,973	141,479	148,311	155,618	163,400
23P	86,919	90,667	94,497	98,704	103,125	107,768	112,645	117,761	123,134	128,777	134,973	141,479	148,311	155,618	163,400	171,570
24P	90,667	94,497	98,704	103,125	107,768	112,645	117,761	123,134	128,777	134,973	141,479	148,311	155,618	163,400	171,570	180,148
25P	94,497	98,704	103,125	107,768	112,645	117,761	123,134	128,777	134,973	141,479	148,311	155,618	163,400	171,570	180,148	189,155

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE VIII

STANDARD GRADES

Supervisory, Management and Confidential Employees

Fire Department

Effective January 1, 2010

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>5TH STEP</u>	<u>6TH STEP</u>	<u>MAXIMUM</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	64,569	67,546	70,670	73,954	77,409	80,999	84,845	88,755	93,062	97,591	102,345	107,333	112,569	118,067	123,839	129,902
21F	67,546	70,670	73,954	77,409	80,999	84,845	88,755	93,062	97,591	102,345	107,333	112,569	118,067	123,839	129,902	136,397
22F	70,670	73,954	77,409	80,999	84,845	88,755	93,062	97,591	102,345	107,333	112,569	118,067	123,839	129,902	136,397	143,217
23F	73,954	77,409	80,999	84,845	88,755	93,062	97,591	102,345	107,333	112,569	118,067	123,839	129,902	136,397	143,217	150,378
24F	77,409	80,999	84,845	88,755	93,062	97,591	102,345	107,333	112,569	118,067	123,839	129,902	136,397	143,217	150,378	157,896
25F	80,999	84,845	88,755	93,062	97,591	102,345	107,333	112,569	118,067	123,839	129,902	136,397	143,217	150,378	157,896	165,791

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE XI
STANDARD GRADES
Physicians and Dentists
Effective January 1, 2010**

BASE ANNUAL RATES																	
(In Dollars)																	
<u>GRADE</u>	<u>CLASSIFICATION</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>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>MAXIMUM</u>
1D	DENTIST I	67,041	69,052	71,124	73,257	75,456	77,719	80,051	82,452	84,925	87,473	90,098	92,801	95,584	98,452	101,405	104,448
2D	DENTIST II	71,735	73,887	76,103	78,386	80,737	83,160	85,655	88,224	90,871	93,597	96,405	99,297	102,276	105,345	108,505	111,760
3D	PHYSICIAN I	90,674	93,394	96,196	99,082	102,054	105,116	108,270	111,518	114,863	118,309	121,858	125,514	129,280	133,158	137,152	141,267
4D	PHYSICIAN II	93,547	96,353	99,244	102,221	105,288	108,447	111,701	115,052	118,504	122,058	125,720	129,492	133,376	137,378	141,500	145,744
5D	PHYSICIAN III	96,416	99,308	102,288	105,356	108,517	111,773	115,125	118,579	122,137	125,801	129,575	133,462	137,465	141,589	145,838	150,212
6D	DEPUTY DIRECTOR PUBLIC HEALTH	99,305	102,285	105,353	108,514	111,770	115,122	118,576	122,134	125,798	129,572	133,459	137,462	141,586	145,835	150,209	154,716

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE XII
STANDARD GRADES
Supervisory, Management, And Confidential Employees
Effective January 1, 2010

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	54,579	56,216	57,900	59,637	61,427	63,271	65,170	67,123	69,138	71,211	73,346	75,547	77,814	80,149	82,554	85,029
2M	57,900	59,637	61,427	63,271	65,170	67,123	69,138	71,211	73,346	75,547	77,814	80,149	82,554	85,029	87,580	90,208
3M	61,427	63,271	65,170	67,123	69,138	71,211	73,346	75,547	77,814	80,149	82,554	85,029	87,580	90,208	92,915	95,702
4M	65,170	67,123	69,138	71,211	73,346	75,547	77,814	80,149	82,554	85,029	87,580	90,208	92,915	95,702	98,573	101,530
5M	69,138	71,211	73,346	75,547	77,814	80,149	82,554	85,029	87,580	90,208	92,915	95,702	98,573	101,530	104,577	107,714
6M	73,346	75,547	77,814	80,149	82,554	85,029	87,580	90,208	92,915	95,702	98,573	101,530	104,577	107,714	110,944	114,273
7M	77,814	80,149	82,554	85,029	87,580	90,208	92,915	95,702	98,573	101,530	104,577	107,714	110,944	114,273	117,701	121,232
8M	82,554	85,029	87,580	90,208	92,915	95,702	98,573	101,530	104,577	107,714	110,944	114,273	117,701	121,232	124,869	128,615

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

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

Effective January 1, 2010

BASE ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	25 YEARS	30 YEARS
1S	34,356	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474
2S	35,981	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836
3S	37,747	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193
4S	39,667	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216
5S	41,647	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381
6S	43,642	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548
7S	45,630	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938
8S	47,618	49,828	52,116	54,474	56,836	59,193	62,216	65,381	68,548	71,938	75,625

B.

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

CODE	CLASS TITLE		GRADE
4.222	Nurse Practitioner	[17N]	19N
4.254	Speech-Language Pathologist	[28]	30
4.469	Dental Assistant	[21]	23
4.470	Dental Hygienist	[25]	27
4.475	Dental Administrator	[27]	29
8.112	Automotive Repair Operations Chief (40 Hours)	[30]	31
8.220	Masonry Mechanic	[H16]	H17
8.276	Breathing Apparatus Technician	[H21]	H23
9.315	Highways Area Superintendent (40 Hours)	[31]	32

SECTION 4. AND BE IT FURTHER ENACTED, that Section 3 of this act shall take effect on January 1, 2010.

SECTION 5. AND BE IT FURTHER ENACTED, that this Act, having been passed by the affirmative vote of five members of the County Council, shall take effect on July 1, 2009.