

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND  
Legislative Session 2007, Legislative Day No. 9

Bill No. 41-07

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Mr. S. G. Samuel Moxley, Chairman  
By Request of County Executive

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By the County Council, May 7, 2007

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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 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, III, IV, V, VI, VII, VIII, X, XI, XII, XIII  
Section I, Pay Schedules

BY repealing and reenacting, with amendments

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

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

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 adding

Compensation Plan Rules and Regulations, Section IV

Regulation 2.17

Regulation 2.18

Regulation 6.02

BY repealing and reenacting with amendments

Compensation Plan Rules and Regulations, Section IV

Regulation 10.01A

Regulation 10.02 A

Regulation 11.01

Regulation 11.03

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

BY repealing and reenacting, with amendments

Section 4-8-101, Rule 7.01

Article 4. Human Resources,

Baltimore County Code, 2003

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



# BALTIMORE COUNTY GOVERNMENT

## PAY SCHEDULE I

### STANDARD GRADES

Baltimore County Federation of Public Employees

Effective July 1, 2007

GRADE	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES					
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19/20 YEARS*	25 YEARS	29/30 YEARS*	
1	16,265	16,763	17,293	17,726	18,264	18,807	19,354	19,899	20,439	21,090	21,741	
2	16,763	17,293	17,726	18,264	18,807	19,354	19,899	20,439	21,090	21,741	22,394	
3	17,293	17,726	18,264	18,807	19,354	19,899	20,439	21,090	21,741	22,394	23,099	
4	17,726	18,264	18,807	19,354	19,899	20,439	21,090	21,741	22,394	23,099	23,819	
5	18,264	18,807	19,354	19,899	20,439	21,090	21,741	22,394	23,099	23,819	24,698	
6	18,807	19,354	19,899	20,439	21,090	21,741	22,394	23,099	23,819	24,698	25,758	
7	19,354	19,899	20,439	21,090	21,741	22,394	23,099	23,819	24,698	25,758	26,884	
8	19,899	20,439	21,090	21,741	22,394	23,099	23,819	24,698	25,758	26,884	28,080	
9	20,439	21,090	21,741	22,394	23,099	23,819	24,698	25,758	26,884	28,080	29,279	
10	21,090	21,741	22,394	23,099	23,819	24,698	25,758	26,884	28,080	29,279	30,649	
11	21,741	22,394	23,099	23,819	24,698	25,758	26,884	28,080	29,279	30,649	32,169	
12	22,394	23,099	23,819	24,698	25,758	26,884	28,080	29,279	30,649	32,169	33,682	
13	23,099	23,819	24,698	25,758	26,884	28,080	29,279	30,649	32,169	33,682	35,275	
14	23,819	24,698	25,758	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	
15	24,698	25,758	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	
16	25,758	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	

\*Employees occupying the classes of Correctional Officer (40 Hours), Correctional Dietary Officer (40 Hours), Correctional Classification Officer (40 Hours), Correctional Corporal (40 Hours), Correctional Sergeant (40 Hours), Correctional Dietary Sergeant (40 Hours), and Correctional Lieutenant (40 Hours), will receive a longevity step upon the completion of 10, 15, 19, 25 and 30 years of service. All other Pay Schedule I employees will receive a longevity step upon the completion of 10, 15, 20, 25, and 29 years of service.

# BALTIMORE COUNTY GOVERNMENT

## PAY SCHEDULE I

### STANDARD GRADES

Baltimore County Federation of Public Employees

Effective July 1, 2007

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*	
17	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	
18	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	
19	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	
20	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	
21	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	
22	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	
23	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	
24	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	
25	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	
26	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	
27	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	
28	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	
29	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	
30	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	
31	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	81,367	
32	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	81,367	85,261	
33	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	81,367	85,261	89,383	

\*Employees occupying the classes of Correctional Officer (40 Hours), Correctional Dietary Officer (40 Hours), Correctional Classification Officer (40 Hours), Correctional Corporal (40 Hours), Correctional Sergeant (40 Hours), Correctional Dietary Sergeant (40 Hours), and Correctional Lieutenant (40 Hours), will receive a longevity step upon the completion of 10, 15, 19, 25 and 30 years of service. All other Pay Schedule I employees will receive a longevity step upon the completion of 10, 15, 20, 25, and 29 years of service.

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

**Baltimore County Federation of Public Health Nurses**

**Effective July 1, 2007**

<b>GRADE</b>	<b>BASE ANNUAL RATES</b>						<b>LONGEVITY ANNUAL RATES</b>					
	<b>(In Dollars)</b>						<b>(In Dollars)</b>					
<b>MINIMUM</b>	<b>1ST STEP</b>	<b>2<sup>ND</sup> STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>MAXIMUM</b>	<b>10 YEARS</b>	<b>15 YEARS</b>	<b>20 YEARS</b>	<b>25 YEARS</b>	<b>29 YEARS</b>		
<b>1N</b>	25,758	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	
<b>2N</b>	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	
<b>3N</b>	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	
<b>4N</b>	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	
<b>5N</b>	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	
<b>6N</b>	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	
<b>7N</b>	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	
<b>8N</b>	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	
<b>9N</b>	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	
<b>10N</b>	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	
<b>11N</b>	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	
<b>12N</b>	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	
<b>13N</b>	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	
<b>14N</b>	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	
<b>15N</b>	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	
<b>16N</b>	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	81,367	
<b>17N</b>	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	81,367	85,261	

**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE IV  
STANDARD GRADES  
Fraternal Order of Police, Lodge #4  
Police Department  
Effective July 1, 2007**

<b>GRADE</b>	<b>BASE ANNUAL RATES</b>							<b>LONGEVITY ANNUAL RATES</b>						
	<b>(In Dollars)</b>							<b>(In Dollars)</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>MAXIMUM</b>	<b>10 YEARS</b>	<b>11 YEARS</b>	<b>13 YEARS</b>	<b>15 YEARS</b>	<b>19 YEARS</b>	<b>24 YEARS</b>	<b>29 YEARS</b>	
<b>PC</b>	23,819	24,698	25,758	26,884	28,080	29,279	N/A							
<b>8P</b>	45,783	47,554	49,327	51,175	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355
<b>9P</b>	47,554	49,327	51,175	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613
<b>10P</b>	49,327	51,175	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007
<b>11P</b>	51,175	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625
<b>12P</b>	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323
<b>13P</b>	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258
<b>14P</b>	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734
<b>15P</b>	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734	103,565
<b>16P</b>	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734	103,565	108,743
<b>17P</b>	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734	103,565	108,743	114,180

**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE V**  
**STANDARD GRADES**  
**Baltimore County Firefighters Association**  
**Fire Department**  
**Effective July 1, 2007**

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	15 YEARS	19 YEARS	21 YEARS	24 YEARS	29 YEARS
<b>PF</b>	33,433	34,646	37,350	38,812	40,346	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753
<b>7F</b>	37,350	38,812	40,346	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097
<b>8F</b>	38,812	40,346	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961
<b>9F</b>	40,346	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968
<b>10F</b>	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126
<b>11F</b>	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447
<b>12F</b>	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906
<b>13F</b>	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595
<b>14F</b>	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363
<b>15F</b>	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263
<b>16F</b>	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263	95,826
<b>17F</b>	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263	95,826	100,618
<b>18F</b>	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263	95,826	100,618	105,649

# BALTIMORE COUNTY GOVERNMENT

## PAY SCHEDULE VI

### STANDARD GRADES

Supervisory, Management, Confidential and Unrepresented Employees

Effective July 1, 2007

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*	
1	16,265	16,763	17,293	17,726	18,264	18,807	19,354	19,899	20,439	21,090	21,741	
2	16,763	17,293	17,726	18,264	18,807	19,354	19,899	20,439	21,090	21,741	22,394	
3	17,293	17,726	18,264	18,807	19,354	19,899	20,439	21,090	21,741	22,394	23,099	
4	17,726	18,264	18,807	19,354	19,899	20,439	21,090	21,741	22,394	23,099	23,819	
5	18,264	18,807	19,354	19,899	20,439	21,090	21,741	22,394	23,099	23,819	24,698	
6	18,807	19,354	19,899	20,439	21,090	21,741	22,394	23,099	23,819	24,698	25,758	
7	19,354	19,899	20,439	21,090	21,741	22,394	23,099	23,819	24,698	25,758	26,884	
8	19,899	20,439	21,090	21,741	22,394	23,099	23,819	24,698	25,758	26,884	28,080	
9	20,439	21,090	21,741	22,394	23,099	23,819	24,698	25,758	26,884	28,080	29,279	
10	21,090	21,741	22,394	23,099	23,819	24,698	25,758	26,884	28,080	29,279	30,649	
11	21,741	22,394	23,099	23,819	24,698	25,758	26,884	28,080	29,279	30,649	32,169	
12	22,394	23,099	23,819	24,698	25,758	26,884	28,080	29,279	30,649	32,169	33,682	
13	23,099	23,819	24,698	25,758	26,884	28,080	29,279	30,649	32,169	33,682	35,275	
14	23,819	24,698	25,758	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	
15	24,698	25,758	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	
16	25,758	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	
17	26,884	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	

\*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, 2007

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	28,080	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	
19	29,279	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	
20	30,649	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	
21	32,169	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	
22	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	
23	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	
24	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	
25	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	
26	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	
27	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	
28	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	
29	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	
30	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	
31	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	81,367	
32	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	81,367	85,261	
33	55,722	58,032	60,996	64,099	67,204	70,527	74,142	77,756	81,367	85,261	89,383	
34	58,032	60,996	64,099	67,204	70,527	74,142	77,756	81,367	85,261	89,383	93,793	
35	60,996	64,099	67,204	70,527	74,142	77,756	81,367	85,261	89,383	93,793	98,483	

\*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, 2007**

<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>5TH STEP</b>	<b>MAXIMUM</b>	<b>10 YEARS</b>	<b>11 YEARS</b>	<b>13 YEARS</b>	<b>15 YEARS</b>	<b>19 YEARS</b>	<b>24 YEARS</b>	<b>29 YEARS</b>
<b>19P</b>	72,325	75,318	78,466	81,772	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252
<b>20P</b>	75,318	78,466	81,772	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326
<b>21P</b>	78,466	81,772	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705
<b>22P</b>	81,772	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403
<b>23P</b>	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403	152,567
<b>24P</b>	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403	152,567	160,196
<b>25P</b>	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403	152,567	160,196	168,206

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE VIII**

**STANDARD GRADES**

**Supervisory, Management and Confidential Employees**

**Fire Department**

**Effective July 1, 2007**

<u>GRADE</u>	<u>BASE ANNUAL RATES</u>							<u>LONGEVITY ANNUAL RATES</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>15 YEARS</u>	<u>19 YEARS</u>	<u>21 YEARS</u>	<u>24 YEARS</u>	<u>29 YEARS</u>
<b>20F</b>	63,303	66,222	69,284	72,504	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752
<b>21F</b>	66,222	69,284	72,504	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411
<b>22F</b>	69,284	72,504	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355
<b>23F</b>	72,504	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355	133,723
<b>24F</b>	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355	133,723	140,409
<b>25F</b>	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355	133,723	140,409	147,429

1 **BALTIMORE COUNTY GOVERNMENT**

2 **PAY SCHEDULE X**

3 **FIRE DEPARTMENT**  
4 **SUPPLEMENTARY SALARIES**

5

6

7

8 **Communication Center** **Annual Supplementary Salary**  
9 Firefighters Assigned Shall be paid a supplementary  
10 salary equivalent to the difference  
11 between their present salary and  
12 one (1) step higher.  
13

14 **Advanced Tactical Rescue Team** \$1,560.00  
15 Pay Schedule V employees as stipulated  
16 in the Memorandum of Understanding.  
17

18 **Battalion Training Facilitator** \$1,560.00  
19 Pay Schedule V employees as stipulated  
20 in the Memorandum of Understanding.  
21

22 **EMS Field Preceptor** \$1,560.00  
23 Pay Schedule V employees as stipulated  
24 in the Memorandum of Understanding.  
25

26 **Fire Rescue Academy** \$1,560.00  
27 Pay Schedule V employees as stipulated  
28 in the Memorandum of Understanding.  
29

30 **Primary Hazardous Materials Unit** \$1,560.00  
31 Pay Schedule V employees as stipulated  
32 in the Memorandum of Understanding.  
33

34 **Fire Investigation Division** [\$ 780.00] \$1,560.00  
35 Pay Schedule V employees as stipulated  
36 in the Memorandum of Understanding.  
37

38 **Fire Marshal[!]'s Office/ CASE OFFICE/**  
39 **OFFICE OF EMERGENCY PREPAREDNESS**  
40  
41 Pay Schedule V employees as stipulated [\$ 780.00] \$1,560.00  
42 in the Memorandum of Understanding.  
43

44 **Satellite Hazardous Materials Unit** \$ 780.00  
45 Pay Schedule V employees as stipulated in the  
46 memorandum of understanding.  
47

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

1  
2 **BALTIMORE COUNTY GOVERNMENT**

3  
4 **PAY SCHEDULE X**

5  
6 **FIRE DEPARTMENT**  
7 **SUPPLEMENTARY SALARIES**

8  
9  
10 **Medic Certification Supplements**

11  
12 Pay Schedule V employees who, as of [\$ 500.00] \$ 800.00  
13 November 1, [2006] 2007 possess a CRT  
14 Certification and function in Baltimore County.

15  
16 Pay Schedule V employees who, as of [\$1,500.00] \$ 1,800.00  
17 November 1, [2006] 2007 possess a CRT-I or EMT-I  
18 Certification and function in Baltimore County.

19  
20 Pay Schedule V employees who, as of [\$1,750.00] \$2,050.00  
21 November 1, [2006] 2007 possess an EMT-P  
22 Certification and function in Baltimore County.

23  
24 Employees may receive only one of the above supplements based on medical certifications.

**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE XI**  
**STANDARD GRADES**  
**Physicians and Dentists**  
**Effective July 1, 2007**

<b>BASE ANNUAL RATES</b>												
(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>MAXIMUM</u>
<b>1D</b>	DENTIST I	65,726	67,698	69,729	71,821	73,976	76,195	78,481	80,835	83,260	85,758	88,331
<b>2D</b>	DENTIST II	70,328	72,438	74,611	76,849	79,154	81,529	83,975	86,494	89,089	91,762	94,515
<b>3D</b>	PHYSICIAN I	88,896	91,563	94,310	97,139	100,053	103,055	106,147	109,331	112,611	115,989	119,469
<b>4D</b>	PHYSICIAN II	91,713	94,464	97,298	100,217	103,224	106,321	109,511	112,796	116,180	119,665	123,255
<b>5D</b>	PHYSICIAN III	94,525	97,361	100,282	103,290	106,389	109,581	112,868	116,254	119,742	123,334	127,034
<b>6D</b>	DEPUTY DIRECTOR PUBLIC HEALTH	97,358	100,279	103,287	106,386	109,578	112,865	116,251	119,739	123,331	127,031	130,842

**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE XII**  
**STANDARD GRADES**  
**Supervisory, Management, And Confidential Employees**  
**Effective July 1, 2007**

<b>BASE ANNUAL RATES</b>																
(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>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>
1M	53,509	55,114	56,765	58,468	60,223	62,030	63,892	65,807	67,782	69,815	71,908	74,066	76,288	78,577	80,935	83,362
2M	56,765	58,468	60,223	62,030	63,892	65,807	67,782	69,815	71,908	74,066	76,288	78,577	80,935	83,362	85,863	88,439
3M	60,223	62,030	63,892	65,807	67,782	69,815	71,908	74,066	76,288	78,577	80,935	83,362	85,863	88,439	91,093	93,825
4M	63,892	65,807	67,782	69,815	71,908	74,066	76,288	78,577	80,935	83,362	85,863	88,439	91,093	93,825	96,640	99,539
5M	67,782	69,815	71,908	74,066	76,288	78,577	80,935	83,362	85,863	88,439	91,093	93,825	96,640	99,539	102,526	105,602
6M	71,908	74,066	76,288	78,577	80,935	83,362	85,863	88,439	91,093	93,825	96,640	99,539	102,526	105,602	108,769	112,032
7M	76,288	78,577	80,935	83,362	85,863	88,439	91,093	93,825	96,640	99,539	102,526	105,602	108,769	112,032	115,393	118,855

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE XIII**

**STANDARD GRADES**

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

**Effective July 1, 2007**

<b>GRADE</b>	<b>BASE ANNUAL RATES</b>						<b>LONGEVITY ANNUAL RATES</b>				
	<b>(In Dollars)</b>						<b>(In Dollars)</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>	33,682	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406
<b>2S</b>	35,275	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722
<b>3S</b>	37,007	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032
<b>4S</b>	38,889	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996
<b>5S</b>	40,830	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099
<b>6S</b>	42,786	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204
<b>7S</b>	44,735	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527
<b>8S</b>	46,684	48,851	51,094	53,406	55,722	58,032	60,996	64,099	67,204	70,527	74,142

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	CURRENT PAY GRADE	PROPOSED PAY GRADE
<u>1.128</u>	<u>Public Information Specialist</u>	<u>[25]</u>	<u>26</u>
<u>1.136</u>	<u>Safety Officer</u>	<u>[25]</u>	<u>26</u>
<u>1.137</u>	<u>Training and Emergency Operations Coordinator</u>	<u>[27]</u>	<u>28</u>
1.165	Minority Business Enterprise Officer	[31]	1M
1.180	Management Analyst III	[31]	1M
1.181	Management Analyst IV	[2M]	3M
1.192	Senior Claims Adjuster	[2M]	3M
1.195	Medical Vocational Coordinator	[2M]	3M
1.413	Personnel Analyst III	[31]	1M
1.414	Personnel Analyst IV	[2M]	3M
<u>2.105</u>	<u>Planner I</u>	<u>[24]</u>	<u>25</u>
<u>2.106</u>	<u>Planner II</u>	<u>[27]</u>	<u>28</u>
2.107	Planner III	[31]	1M
2.108	Planner IV	[2M]	3M
<u>2.110</u>	<u>Landscape Architect</u>	<u>[31]</u>	<u>32</u>
2.115	Project Manager	[31]	1M
2.116	Development Manager	[2M]	3M
2.122	Zoning Supervisor	[31]	1M
2.309	Title Examination Supervisor	[2M]	3M
<u>2.314</u>	<u>Appraiser</u>	<u>[23]</u>	<u>25</u>
<u>2.320</u>	<u>Review Appraiser</u>	<u>[27]</u>	<u>28</u>
2.321	Appraisal Review Supervisor	[31]	1M
<u>2.322</u>	<u>Senior Review Appraiser</u>	<u>[29]</u>	<u>30</u>
<u>2.323</u>	<u>Real Estate Specialist I</u>	<u>[23]</u>	<u>25</u>
<u>2.324</u>	<u>Real Estate Specialist II</u>	<u>[27]</u>	<u>28</u>
<u>2.325</u>	<u>Real Estate Specialist III</u>	<u>[29]</u>	<u>30</u>
2.331	Contact, [and] Negotiation, AND APPRAISAL Supervisor	[31]	3M
2.405	Engineer I	[23]	25

1	2.406	Engineer II	[27]	29
2	2.407	Engineer III	[32]	2M
3	2.639	Engineering Program Manager	[31]	1M
4	2.652	Chief of Surveys [(40 Hours)]	[2M]	3M
5	3.118	Accountant I	[23]	25
6	3.119	Accountant II	[27]	28
7	3.120	Accountant III	[31]	1M
8	3.124	Accountant III - Certified	[1M]	2M
9	3.125	Accountant IV - Certified	[2M]	3M
10	3.331	[Information Systems Manager, Police Department]	[2M]	3M
11		PC NETWORK SUPPORT MANAGER		
12	3.355	Applications Programmer	[25]	26
13	3.356	Programmer Analyst I	[27]	28
14	3.357	Programmer Analyst II	[30]	31
15	3.358	Programmer Analyst III	[32]	33
16	3.363	Systems Analyst	[2M]	3M
17	3.378	Information Technology Senior Project Manager	[2M]	3M
18	3.380	Information Technology Project Manager	[32]	2M
19	3.381	Business Analyst	[2M]	3M
20	3.388	Electronic Information Manager	[2M]	3M
21	3.411	Budget Analyst II	[2M]	3M
22	3.505	Financial Operations Supervisor I	[23]	25
23	3.506	Financial Operations Supervisor II	[27]	28
24	3.507	Financial Operations Supervisor III	[31]	1M
25	3.508	Financial Operations Supervisor IV	[32]	3M
26	4.110	Public Health Educator I	[26]	27
27	4.115	Public Health Investigator I	[23]	25
28	4.116	Public Health Investigator II	[27]	28
29	4.117	Public Health Investigator III	[31]	1M
30	4.118	Chief of Communicable Disease Control	[2M]	3M
31	4.120	Chief of Medical Environmental Health	[2M]	3M
32	4.206	Nursing Assistant	[17]	19
33	4.224	Public Health Nurse (10 Months)	[12N]	15N

1	4.226	Public Health Nurse	[12N]	15N
2	4.227	Public Health Nurse Supervisor	[31]	1M
3	4.228	Public Health Nurse Administrator	[2M]	3M
4	4.233	Hearing and Vision Technician (10 Months)	[17]	19
5	4.236	Hearing and Vision Technician	[17]	19
6	4.238	Hearing and Vision Supervisor	[23]	25
7	4.244	Assistant Community Nutritionist	[19]	21
8	4.246	Community Nutritionist	[23]	25
9	4.247	Nutritionist I	[27]	28
10	4.248	Nutritionist II	[31]	1M
11	4.253	Audiologist	[27]	28
12	4.254	Speech-Language Pathologist	[27]	28
13	4.256	Speech Pathologist/Audiologist Supervisor	[31]	1M
14	4.311	Sanitarian I	[23]	25
15	4.312	Sanitarian II	[27]	28
16	4.313	Sanitarian III	[31]	1M
17	4.317	Natural Resource Specialist I (Options)	[23]	25
18	4.318	Natural Resource Specialist II (Options)	[27]	28
19	4.319	Natural Resource Specialist III (Options)	[31]	1M
20	4.321	Hydrologist I	[27]	28
21	4.322	Hydrologist II	[2M]	3M
22	4.327	Natural Resource Manager	[2M]	3M
23	4.329	Geohydrologist II	[2M]	3M
24	4.401	Social Work Associate	[23]	24
25	4.405	Alcohol and Drug Counselor Trainee	[19]	20
26	4.406	Alcohol and Drug Counselor I	[21]	22
27	4.407	Alcohol and Drug Counselor II	[23]	24
28	4.408	Alcohol and Drug Counselor III	[27]	28
29	4.432	Social Worker I	[25]	26
30	4.433	Social Worker II	[29]	30
31	4.434	Social Worker III	[32]	33
32	4.450	Psychologist	[31]	1M
33	4.469	Dental Assistant	[19]	21

1	4.470	Dental Hygienist	[21]	25
2	4.475	Dental Administrator	[25]	27
3	4.490	Human Services Program Specialist	[27]	28
4	4.496	Human Services Assistant	[19]	21
5	4.497	Human Services Associate	[23]	25
6	4.499	Human Services Program Manager	[31]	1M
7	4.505	Senior Affairs Associate I	[23]	25
8	4.510	Senior Affairs Associate II	[27]	28
9	4.520	Senior Affairs Associate IV	[2M]	3M
10	5.101	P.A.L. Recreation Center Coordinator	[23]	25
11	5.113	Naturalist	[27]	28
12	5.115	Horticulturist	[27]	28
13	5.135	Chief of Recreation & Parks Administrative	[2M]	3M
14		Support Services		
15	5.136	Chief of Park and Facility Maintenance	[2M]	3M
16	5.137	Chief of Recreation Services	[2M]	3M
17	5.138	Chief of Recreation and Parks	[2M]	3M
18		Capital Planning and Development		
19	5.205	Recreation and Parks Maintenance	[23]	24
20		<u>Crew Chief (40 Hours)</u>		
21	6.122	Code Inspection & Enforcement Supervisor	[31]	1M
22	6.220	Permit Services Supervisor	[31]	1M
23	6.309	Fire Protection Engineer	[29]	30
24	6.310	Chief Fire Protection Engineer	[32]	2M
25	6.433	Supervisor, Animal Control Division	[2M]	3M
26	7.123	Buildings Operations Manager (40 Hours)	[27]	28
27	7.128	Buildings Maintenance Supervisor – Non-Licensed	[27]	28
28		(40 Hours) (Options)		
29	7.129	Buildings Maintenance Supervisor – Licensed	[29]	30
30		(40 Hours) (Options)		
31	7.130	Building Maintenance Manager [(40 Hours)]	[31]	1M
32	7.222	Staff Buyer	[27]	28
33	7.223	Associate Buyer	[21]	22

1	8.112	Automotive Repair Operations Chief (40 Hours)	[29]	30
2	8.113	Vehicle Operations Administrator	[2M]	3M
3	8.115	Equipment Maintenance Manager [(40 Hours)]	[32]	1M
4	8.231	Heavy Equipment Supervisor (40 Hours) (Options)	[27]	28
5	8.237	Automotive Supervisor (40 Hours)	[27]	28
6	8.263	CountyRide Communications Technician I	[17]	18
7	8.264	CountyRide Communications Technician II	[19]	20
8	8.272	Radio-Electronic Supervisor (40 Hours)	[29]	30
9	8.273	Assistant Chief, Telecommunications and		3M
10		Electronic Services [(40 Hours)]		
11	8.274	Chief, Telecommunications and Electronic		4M
12		Services [(40 Hours)]		
13	<u>9.105</u>	<u>Utilities Crew Chief (40 Hours)</u>	<u>[23]</u>	<u>24</u>
14	<u>9.106</u>	<u>Pumping Station Crew Chief (40 Hours)</u>	<u>[25]</u>	<u>26</u>
15	<u>9.107</u>	<u>Pollution Control Analyst I (40 Hours)</u>	<u>[23]</u>	<u>25</u>
16	<u>9.108</u>	<u>Pollution Control Analyst II (40 Hours) (Options)</u>	<u>[27]</u>	<u>28</u>
17	9.109	Pollution Control Analyst III [(40 Hours)]	[31]	1M
18	9.110	Utilities Supervisor I (40 Hours)	[27]	28
19	9.111	Utilities Supervisor II (40 Hours)	[29]	30
20	9.115	Treatment Plant Supervisor (40 Hours)	[27]	28
21	9.121	Utilities Superintendent (Water & Sewer) [(40 Hours)]	[31]	1M
22	9.125	Environmental Laboratory Supervisor [(40 Hours)]	[31]	1M
23	<u>9.207</u>	<u>Landfill Crew Chief (40 Hours)</u>	<u>[23]</u>	<u>24</u>
24	9.208	Landfill Supervisor (40 Hours)	[27]	28
25	<u>9.214</u>	<u>Solid Waste Crew Chief (40 Hours)</u>	<u>[23]</u>	<u>24</u>
26	9.216	Solid Waste Superintendent [(40 Hours)]	[31]	1M
27	9.219	Recycling and Waste Prevention Manager	[31]	1M
28	9.222	Solid Waste Supervisor (40 Hours)	[25]	26
29	<u>9.307</u>	<u>Highways Crew Chief (40 Hours)</u>	<u>[23]</u>	<u>24</u>
30	9.310	County Arborist (40 Hours)	[25]	26
31	9.313	Highways Superintendent (40 Hours)	[27]	28
32	9.316	Assistant Chief of Highways	[2M]	3M
33	<u>10.105</u>	<u>Correctional Dietary Officer (40 Hours)</u>	<u>[23]</u>	<u>25</u>

1	<u>10.106</u>	<u>Correctional Dietary Sergeant (40 Hours)</u>	<u>[26]</u>	<u>28</u>
2	10.107	Correctional Dietary Captain (40 Hours)	[31]	33
3	<u>10.108</u>	<u>Correctional Classification Officer (40 Hours)</u>	<u>[24]</u>	<u>26</u>
4	10.109	Correctional Classification Officer Supervisor (40 Hours)	[28]	30
5	<u>10.113</u>	<u>Correctional Maintenance Crew Chief (40 Hours)</u>	<u>[25]</u>	<u>26</u>
6	<u>10.114</u>	<u>Correctional Officer (40 Hours)</u>	<u>[23]</u>	<u>25</u>
7	<u>10.115</u>	<u>Correctional Sergeant (40 Hours)</u>	<u>[26]</u>	<u>28</u>
8	<u>10.116</u>	<u>Correctional Lieutenant (40 Hours)</u>	<u>[28]</u>	<u>30</u>
9	10.118	Correctional Captain (40 Hours)	[31]	33
10	<u>10.119</u>	<u>Correctional Corporal (40 Hours)</u>	<u>[24]</u>	<u>26</u>
11	10.123	Correctional Major (40 Hours)	[33]	35
12	10.128	Correctional Commitment Manager	[31]	1M
13	<u>10.326</u>	<u>Traffic Road Marking Crew Chief (40 Hours)</u>	<u>[23]</u>	<u>24</u>
14	10.328	Traffic Sign and Marking Supervisor (40 Hours)	[27]	28
15	<u>10.339</u>	<u>Traffic Signal Construction Crew Chief (40 Hours)</u>	<u>[23]</u>	<u>24</u>
16	10.341	Traffic Signal Supervisor (40 Hours)	[27]	28
17	<u>10.349</u>	<u>Traffic Signal Maintenance Crew Chief (40 Hours)</u>	<u>[25]</u>	<u>26</u>
18	10.365	Traffic Inspection Supervisor	[27]	28
19	10.414	Emergency Medical Technician	[8F]	9F
20	10.415	Paramedic	[11F]	12F
21	10.417	Emergency Medical Technician/Firefighter	[9F]	10F
22	10.418	Paramedic/Firefighter	[12F]	13F
23	10.420	Firefighter/Emergency Medical Technician	[9F]	10F
24	10.421	Fire Lieutenant	[14F]	15F
25	10.422	Fire Captain	[17F]	18F
26	10.423	Battalion Fire Chief	[21F]	22F
27	10.424	Fire Director	[21F]	22F
28	10.425	Division Fire Chief	[22F]	23F
29	10.426	Firefighter	[7F]	8F
30	10.427	Fire Apparatus Driver/Operator	[10F]	11F
31	10.428	Fire Specialist	[10F]	11F
32	10.470	Assistant Chief, Fire Department	[24F]	25F
33	<u>10.503</u>	<u>Statistical Analyst</u>	<u>[27]</u>	<u>28</u>

1	<u>10.510</u>	<u>Background Investigator</u>	<u>[25]</u>	<u>26</u>
2	<u>10.512</u>	<u>Document Examiner</u>	<u>[27]</u>	<u>28</u>
3	<u>10.513</u>	<u>Firearms and Tool Mark Examiner</u>	<u>[27]</u>	<u>28</u>
4	<u>10.514</u>	<u>Forensic Chemist II</u>	<u>[30]</u>	<u>31</u>
5	10.515	Forensic Chemistry Supervisor	[2M]	3M
6	10.517	Police Officer	[7P]	8P
7	10.518	Corporal	[11P]	12P
8	10.519	Sergeant	[13P]	14P
9	10.520	Lieutenant	[16P]	17P
10	10.521	Captain	[19P]	20P
11	10.522	Major	[ 21P]	22P
12	10.523	Colonel	[23P]	24P
13	10.524	Deputy Chief of Police	[24P]	25P
14	10.526	Police Officer First Class	[9P]	10P
15	<u>10.530</u>	<u>Forensic Chemist I</u>	<u>[25]</u>	<u>26</u>
16	<u>10.531</u>	<u>Forensic Analyst (40 Hours)</u>	<u>[27]</u>	<u>28</u>
17	<u>10.532</u>	<u>Computer Forensics Examiner</u>	<u>[27]</u>	<u>28</u>
18	<u>10.533</u>	<u>Latent Print Examiner II</u>	<u>[27]</u>	<u>28</u>
19	<u>10.538</u>	<u>Forensic Services Technician II (40 Hours)</u>	<u>[27]</u>	<u>28</u>
20	<u>10.539</u>	<u>Helicopter Pilot (40 Hours)</u>	<u>[27]</u>	<u>28</u>
21	<u>10.542</u>	<u>Forensic Services Technician I (40 Hours)</u>	<u>[23]</u>	<u>25</u>
22	10.543	Forensic Services Supervisor [(40 Hours)]	[31]	1M
23	<u>10.546</u>	<u>Statistical Supervisor</u>	<u>[31]</u>	<u>32</u>
24	10.547	Chief Statistician	[2M]	3M
25	<u>10.548</u>	<u>Forensic Biologist I</u>	<u>[25]</u>	<u>26</u>
26	<u>10.549</u>	<u>Forensic Biologist II</u>	<u>[28]</u>	<u>29</u>
27	10.605	Deputy Sheriff	[2S]	3S
28	10.606	Deputy Sheriff First Class	[3S]	4S
29	10.607	Deputy Sheriff Sergeant	[5S]	6S
30	10.609	Deputy Sheriff Lieutenant	[7S]	8S
31	10.611	Deputy Sheriff Captain (40 HOURS)	[30]	32
32	10.613	Undersheriff (40 HOURS)	[32]	34

1	10.615	Chief Deputy Sheriff (40 HOURS)	[31]	33
2	<u>10.701</u>	<u>Emergency Communications Technician</u>	<u>[20]</u>	<u>22</u>
3		<u>Trainee (40 Hours)</u>		
4	<u>10.702</u>	<u>Emergency Communications Technician I (40 Hours)</u>	<u>[21]</u>	<u>23</u>
5	<u>10.703</u>	<u>Emergency Communications Technician II (40 Hours)</u>	<u>[23]</u>	<u>25</u>
6	<u>10.704</u>	<u>Emergency Communications Shift Supervisor</u>	<u>[25]</u>	<u>27</u>
7		<u>(40 Hours)</u>		
8	10.705	Emergency Communications Operations	[27]	29
9		Supervisor (40 Hours)		
10	10.706	Assistant Chief, Emergency Communications	[31]	2M
11		Center [(40 Hours)]		
12	10.707	Chief, Emergency Communications Center [(40 Hours)]		4M

C.

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

20	CODE	CLASS TITLE	GRADE
22	2.655	PROPERTY MANAGEMENT SPECIALIST	1M
23	2.656	PROPERTY MANAGEMENT COORDINATOR	2M
24	3.319	SECURITY ANALYST I	25
25	3.320	SECURITY ANALYST II	28
26	3.321	SECURITY ANALYST III	1M
27	4.119	CHIEF, BUREAU OF DISEASE CONTROL	4M
28	8.207	SENIOR WEB PAGE DESIGN COORDINATOR	25
29	8.257	RECREATION AND PARKS MAINTENANCE SPECIALIST TRAINEE	H11
30	10.129	CORRECTIONAL PROGRAM ANALYST	29
31	10.429	DIRECTOR OF EMERGENCY MANAGEMENT	25F
32	10.430	EMERGENCY MEDICAL SERVICES LIEUTENANT	15F

D.

The following job classification titles, codes, and grades in Section II, Baltimore County

1 Classification and Compensation Plans, are hereby repealed:

2	3	4	5	6
CODE	CLASS TITLE			GRADE
1.193	Assistant Claims Manager			2M
1.194	Claims Manager			4M

7 SECTION 2. BE IT FURTHER ENACTED, that Regulations 10.01A, 10.02A, 11.01, and 11.03 of  
8 the Compensation Plan Rules and Regulations, “Baltimore County Classification and Compensation Plans,”  
9 Section IV are hereby repealed and reenacted, with amendments to read as follows:

10 Regulation 10.01 A. Overtime Administration

11 In emergencies, a Department Head may prescribe reasonable periods of overtime work to meet operational  
12 needs. Such overtime shall be reported and justified as required by the County Administrative Officer.

13 Should a legal holiday as prescribed by law in Rule 25, Regulation 25.01 of the Personnel Rules and  
14 Regulations, a vacation day, a personal leave day, a paid sick leave day, time granted for death in the family  
15 or a non-workday officially declared by the County Administration, fall within the regular workweek, such  
16 time off shall be considered a workday in computing overtime; provided further that, for those employees on  
17 Pay Schedule[s] I [and II], compensatory leave, JURY DUTY, and military leave shall be considered as a  
18 workday in computing overtime; provided further that, FOR THOSE EMPLOYEES ON PAY SCHEDULE  
19 II, COMPENSATORY LEAVE AND MILITARY LEAVE SHALL BE CONSIDERED AS A WORKDAY  
20 IN COMPUTING OVERTIME; PROVIDED FURTHER THAT, for those employees on Pay Schedule VI,  
21 compensatory leave shall be considered as a workday in computing overtime.

22 Regulation 10.02 Higher Class Substitution Pay

23 A. When authorized and approved by the agency or department head, or his/her designee, employees shall  
24 receive payment for substituting in a position allocated to a higher class when the position is vacant because  
25 of sick leave, accident leave, vacation leave, military leave, leave of absence, resignation, retirement, death,

1 discharge, promotion, or a newly authorized funded position exists. Such substitution shall be reported and  
2 justified as required by the County Administrative Officer.

3 1. NOTWITHSTANDING THE ABOVE PROVISION, EFFECTIVE JULY 1, 2007, PAY SCHEDULE I  
4 EMPLOYEES SHALL ALSO RECEIVE PAYMENT FOR SUBSTITUTING IN A HIGHER CLASS  
5 WHEN THE POSITION IS VACANT BECAUSE OF COUNTY MANDATED TRAINING.

6 Regulation 11.01 Supplementary Salaries

7 All County Employees in the Classified Service shall receive additional compensation as listed below:

8 A. PAY SCHEDULE I: EMPLOYEES SHALL RECEIVE SUPPLEMENTAL PAY AS STIPULATED IN  
9 THE MEMORANDUM OF UNDERSTANDING IN EFFECT BETWEEN THE ADMINISTRATION  
10 AND THE FEDERATION OF PUBLIC EMPLOYEES.

11 [A] B. Pay Schedule II: Employees shall receive supplemental pay as stipulated in the Memorandum of  
12 Understanding in effect between the Administration and the American Federation of State, County, and  
13 Municipal Employees.

14 [B] C. Pay Schedule IV or V: Members of the Police and Fire Departments assigned to the units as shown in  
15 the supplementary pay schedules shall receive additional compensation as listed in those schedules.

16 [C] D. Under this regulation, supplementary pay shall be received only during assignment to the specific  
17 unit. Transfer or removal from the unit shall immediately cancel the supplement.

18 Regulation 11.03 Field Training Officer

19 1. Employees in the Police Department serving as the Field Training Officers shall receive supplementary  
20 compensation of one dollar fifty cents (\$1.50) per hour while serving in that capacity.

21 2. Deputy Sheriffs First Class serving as Field Training Officers shall receive supplementary compensation  
22 of one dollar fifty cents (\$1.50) per hour while serving in that capacity.

23 3. Correctional Officers (40 Hours) serving as Field Training Officers shall receive supplementary  
24 compensation of one dollar (\$1.00) per hour while serving in that capacity.

25

1 4. EMPLOYEES OCCUPYING THE CLASS OF EMERGENCY COMMUNICATIONS TECHNICIAN I  
2 (40 HOURS) AND SERVING AS A TRAINER, SHALL RECEIVE SUPPLEMENTARY  
3 COMPENSATION OF ONE-DOLLAR (\$1.00) PER HOUR WHILE SERVING IN THAT CAPACITY.

4 SECTION 3. BE IT FURTHER ENACTED, that Regulations 2.17, 2.18 and 6.02 be added to the  
5 Compensation Plan Rules and Regulations “Baltimore County Classification and Compensation Plans”,  
6 Section IV to read as follows:

7 REGULATION 2.17

8  
9 NOTWITHSTANDING ANY OTHER PROVISION OF THESE REGULATIONS, IN  
10 ORDER TO EFFECTUATE THE REALLOCATION OF PAY GRADES NEGOTIATED  
11 FOR EMPLOYEES ON PAY SCHEDULE IV, EFFECTIVE JULY 1, 2007, THOSE  
12 EMPLOYEES ASSIGNED TO THE CLASSES OF POLICE OFFICER AT GRADE 7P,  
13 POLICE OFFICER FIRST CLASS AT GRADE 9P, CORPORAL AT GRADE 11P,  
14 SERGEANT AT GRADE 13P, AND LIEUTENANT AT GRADE 16P UPGRADED TO 8P,  
15 10P, 12P, 14P, AND 17P RESPECTIVELY SHALL BE ADJUSTED IN THE NEW GRADE  
16 AT THE SAME STEP HELD ON JUNE 30, 2007 EXCLUSIVE OF ANY MERIT  
17 INCREASE AWARDED ON JULY 1, 2007.

18 REGULATION 2.18

19  
20 NOTWITHSTANDING ANY OTHER PROVISION OF THESE REGULATIONS, IN  
21 ORDER TO EFFECTUATE THE REALLOCATION OF PAY GRADES NEGOTIATED  
22 FOR EMPLOYEES ON PAY SCHEDULE VII, EFFECTIVE JULY 1, 2007, THOSE  
23 EMPLOYEES ASSIGNED TO THE CLASSES OF CAPTAIN AT GRADE 19P, MAJOR  
24 AT GRADE 21P, COLONEL AT GRADE 23P, AND DEPUTY CHIEF OF POLICE AT  
25 GRADE 24P UPGRADED TO 20P, 22P, 24P, AND 25P RESPECTIVELY SHALL BE

1 ADJUSTED IN THE NEW GRADE AT THE SAME STEP HELD ON JUNE 30, 2007  
2 EXCLUSIVE OF ANY MERIT INCREASE AWARDED ON JULY 1, 2007.

3 REGULATION 6.02

4 NOTWITHSTANDING ANY OTHER PROVISION OF THIS RULE, AN EMPLOYEE ON  
5 PAY SCHEDULE IV CLASSIFIED AS SERGEANT AND PROMOTED TO  
6 LIEUTENANT OR AN EMPLOYEE ON PAY SCHEDULE V CLASSIFIED AS FIRE  
7 LIEUTENANT AND PROMOTED TO FIRE CAPTAIN, SHALL BE PROVIDED THREE  
8 (3) STEPS OVER THE RATE RECEIVED IMMEDIATELY PRIOR TO SUCH  
9 PROMOTION PROVIDED FURTHER THAT SUCH PROMOTION IS EFFECTIVE ON  
10 OR AFTER JULY 1, 2007. IN NO CASE SHALL A PROMOTED EMPLOYEE RECEIVE  
11 LESS THAN THE MINIMUM OF THE NEW GRADE.

12  
13 SECTION 4. BE IT FURTHER ENACTED, that Section 4-8-101, Rule 7.01, Article 4. Human  
14 Resources of the Baltimore County Code, 2003, as amended, be and is hereby repealed and reenacted with  
15  
16 amendments to read as follows:  
17  
18

19 §4-8-101 PERSONNEL RULES

20 Rule 7. Probationary Period

21 Rule 7.01. All appointments to jobs in the classified service shall be for a probationary period of six  
22  
23 (6) months. Subject to the approval of the Director of Human Resources, the department or office  
24 head may grant two (2) additional three-month extensions of the probationary period. Be it further  
25 provided, that the probationary period for Deputy Sheriff and Emergency Communications  
26 Technician Trainee (40 Hours) shall be for a period of two (2) years and the probationary period for  
27 Correctional Officer [and], Correctional Dietary Officer, AND CORRECTIONAL  
28 CLASSIFICATION OFFICER (40 HOURS) shall be for a period of one (1) year; provided further,  
29

1 that subject to the approval of the Director of Human Resources, the Director of the Department of  
2 Corrections may grant two (2) additional six-month extensions of the probationary period for  
3 Correctional Officer [and], Correctional Dietary Officer, AND CORRECTIONAL  
4 CLASSIFICATION OFFICER (40 HOURS).

5  
6 SECTION 5. BE IT FURTHER ENACTED, that Section I of the Classification and Compensation  
7  
8 Plans be hereby amended as follows:

9  
10 A.

11 Pay Schedules V and VIII of Standard Salary Grades for classified employees under Section I of said Plans  
12  
13 is hereby repealed and reenacted with amendments. Said Pay Schedules to read as follows:  
14

**BALTIMORE COUNTY GOVERNMENT**  
**PAY SCHEDULE V**  
**STANDARD GRADES**  
**Baltimore County Firefighters Association**  
**Fire Department**  
**Effective December 31, 2007**

GRADE	BASE ANNUAL RATES (In Dollars)								LONGEVITY ANNUAL RATES (In Dollars)							
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAXIMUM	10 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	21 YEARS	24 YEARS	29 YEARS
<b>PF</b>	33,433	34,646	37,350	38,812	40,346	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097
<b>7F</b>	37,350	38,812	40,346	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968
<b>8F</b>	38,812	40,346	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126
<b>9F</b>	40,346	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447
<b>10F</b>	41,962	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906
<b>11F</b>	43,768	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595
<b>12F</b>	45,573	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363
<b>13F</b>	47,460	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263
<b>14F</b>	49,567	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263	95,826
<b>15F</b>	51,678	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263	95,826	100,618
<b>16F</b>	53,935	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263	95,826	100,618	105,649
<b>17F</b>	56,273	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263	95,826	100,618	105,649	110,931
<b>18F</b>	58,753	61,387	64,097	66,961	69,968	73,126	76,447	79,906	83,595	87,363	91,263	95,826	100,618	105,649	110,931	116,478

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE VIII**

**STANDARD GRADES**

**Supervisory, Management and Confidential Employees**

**Fire Department**

**Effective December 31, 2007**

<b>GRADE</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>13 YEARS</b>	<b>15 YEARS</b>	<b>17 YEARS</b>	<b>19 YEARS</b>	<b>21 YEARS</b>	<b>24 YEARS</b>	<b>29 YEARS</b>
<b>20F</b>	63,303	66,222	69,284	72,504	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355
<b>21F</b>	66,222	69,284	72,504	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355	133,723
<b>22F</b>	69,284	72,504	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355	133,723	140,409
<b>23F</b>	72,504	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355	133,723	140,409	147,429
<b>24F</b>	75,891	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355	133,723	140,409	147,429	154,800
<b>25F</b>	79,411	83,181	87,015	91,237	95,677	100,338	105,228	110,362	115,752	121,411	127,355	133,723	140,409	147,429	154,800	162,540



**BALTIMORE COUNTY GOVERNMENT  
PAY SCHEDULE IV  
STANDARD GRADES  
Fraternal Order of Police, Lodge #4  
Police Department  
Effective January 1, 2008**

<u>GRADE</u>	<u>BASE ANNUAL RATES</u>							<u>LONGEVITY ANNUAL RATES</u>								
	<u>(In Dollars)</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>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>PC</b>	23,819	24,698	25,758	26,884	28,080	29,279	N/A									
<b>8P</b>	45,783	47,554	49,327	51,175	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007
<b>9P</b>	47,554	49,327	51,175	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625
<b>10P</b>	49,327	51,175	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323
<b>11P</b>	51,175	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258
<b>12P</b>	53,242	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734
<b>13P</b>	55,315	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734	103,565
<b>14P</b>	57,529	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734	103,565	108,743
<b>15P</b>	59,822	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734	103,565	108,743	114,180
<b>16P</b>	62,255	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734	103,565	108,743	114,180	119,889
<b>17P</b>	64,838	67,495	70,307	73,256	76,355	79,613	83,007	86,625	90,323	94,258	98,734	103,565	108,743	114,180	119,889	125,883

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE VII**

**STANDARD GRADES**

**Supervisory, Management, And Confidential Employees**

**Police Department**

**Effective January 1, 2008**

<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>5TH 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>19P</b>	72,325	75,318	78,466	81,772	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705
<b>20P</b>	75,318	78,466	81,772	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403
<b>21P</b>	78,466	81,772	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403	152,567
<b>22P</b>	81,772	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403	152,567	160,196
<b>23P</b>	85,215	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403	152,567	160,196	168,206
<b>24P</b>	88,889	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403	152,567	160,196	168,206	176,616
<b>25P</b>	92,644	96,769	101,103	105,655	110,436	115,452	120,720	126,252	132,326	138,705	145,403	152,567	160,196	168,206	176,616	185,446

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SECTION 7. AND BE IT FURTHER ENACTED, that Section 5 of this act shall take effect on  
December 31, 2007.

SECTION 8. AND BE IT FURTHER ENACTED, that Section 6 of this act shall take effect on  
January 1, 2008.

SECTION 9. 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, 2007.

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