

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND  
Legislative Session 2008, Legislative Day No. 9  
Bill No. 50-08

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Mr. Kevin Kamenetz, Chairman  
By Request of County Executive

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By the County Council, May 5, 2008

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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 Classification and Compensation Plans by amending a certain Pay Schedule; amending certain personnel rules and regulations; and generally relating to the governance and compensation of the personnel of Baltimore County Government.

BY repealing and reenacting, with amendments

Pay Schedule IV  
Section I, Pay Schedules

BY repealing and reenacting, with amendments

Compensation Plan Rules and Regulations, Section IV

Regulation 10.02 E  
Regulation 13.01  
Regulation 13.02

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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 bill.

BY adding

Compensation Plan Rules and Regulations, Section IV

Regulation 6.03

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 “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.

Pay Schedule IV of Standard Salary Grades for Classified employees under Section I of said Plans is hereby repealed and reenacted with amendments. Said Pay Schedule to read as follows:

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

**BASE ANNUAL RATES  
(In Dollars)**

**LONGEVITY ANNUAL RATES  
(In Dollars)**

<u>GRADE</u>	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	<u>6TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>11 YEARS</u>	<u>13 YEARS</u>	<u>15 YEARS</u>	<u>17 YEARS</u>	<u>19 YEARS</u>	<u>22 YEARS</u>	<u>24 YEARS</u>	<u>29 YEARS</u>
<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	86,625
<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	90,323
<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	94,258
<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	98,734
<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	103,565
<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	108,743
<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	114,180
<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	119,889
<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	125,883
<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	132,177

SECTION 2. BE IT FURTHER ENACTED, that Regulations 10.02 E, 13.01, and 13.02 of the Compensation Plan 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

4. Pay Schedule IV as outlined in (A) above and employees substituting for a higher classified employee who is otherwise absent from a duty station for an entire shift, shall receive payment for substituting in a higher class as follows:
  - a. If an employee assigned to the class of Police Officer or Police Officer First Class substitutes in a vacant position allocated to a class assigned a higher salary grade, payment shall be received for all hours worked, including overtime, beginning with the assumption of the substitution assignment. Provided, further, that the substitute must be designated by the Chief or his designee immediately upon the position becoming vacant.
  - b. If an employee assigned to the class of Corporal or above substitutes in a position allocated to a class assigned a higher salary grade, payment shall be received for all hours worked, including overtime, beginning with the assumption of the substitution assignment[, provided that the employee has previously accumulated one hundred twenty (120) hours of work, whether continuous or not, including overtime, in the higher classification].

Regulation 13.01 Probationary Employees

All County employees who are still in their probationary period as of

July 1, 1988 shall be advanced to the next step in range on the anniversary date of their appointment to the merit system.

In the event that a promoted employee does not satisfactorily complete his probationary period in his promoted classification, he shall revert to such lower position with the rate of pay to which he would have been entitled had he continued to serve in such lower position without promotion.

Notwithstanding any other provision of this rule, all employees classified as Police Officer shall receive a one-step merit increase upon their graduation from the Police Academy, provided they are not at the maximum base annual rate of pay for their pay grade and they have not previously graduated from the academy as of July 3, 1999. Thereafter, these employees shall be eligible for their in-grade merit increase on the anniversary date of their original hire.

NOTWITHSTANDING ANY OTHER PROVISION OF THIS RULE, ALL EMPLOYEES CLASSIFIED AS POLICE OFFICER AND HIRED ON OR AFTER JULY 1, 2008 SHALL NOT RECEIVE A ONE-STEP MERIT INCREASE UPON THEIR GRADUATION FROM THE POLICE ACADEMY BUT SHALL RECEIVE AN IN-GRADE MERIT INCREASE ON THE ANNIVERSARY DATE OF THEIR ORIGINAL HIRE.

Regulation 13.02 Merit increase for employees with merit system status and sworn employees of the Fire and Police Departments and Sheriff's Office.

- A. All employees who are currently employed and who have merit system status shall be eligible for their in-grade merit increase on the anniversary date of their original appointment.
  1. All County employees hired before July 1, 1988 shall retain their anniversary date held as of June 30, 1988.
  2. Notwithstanding any other provision of this Rule, all employees classified as Police Officer, Corporal, and Sergeant, who, on June

30, 1996 are paid at step maximum of their appropriate salary grade, shall have their anniversary date changed to July 1, 1997 and shall be eligible for their next merit increase on July 1, 1997.

3. Notwithstanding any other provision of this Rule, all employees classified as Lieutenant, who on June 30, 1996 are paid at step maximum of their appropriate salary grade, shall have their anniversary date changed to July 1, 1997 and shall be eligible for a two step in-grade merit increase effective July 1, 1997.
  4. Notwithstanding any other provision of this Rule, all employees classified as Traffic Sign and Marking Mechanic (40 Hours) and Traffic Signal Construction Mechanic (40 Hours), who on June 30, 1999 are paid at step maximum of their appropriate salary grade, shall have their anniversary date changed to July 1, 1999 and shall be eligible for their next merit increase on July 1, 1999.
  5. Notwithstanding any other provision of this rule, all employees classified as Police Officer First Class, Corporal, Sergeant, and Lieutenant, who on June 30, 2000 are paid at the fifth step of Pay Schedule IV, shall have their anniversary date changed to July 1, 2000 and shall be eligible for their next merit increase on July 1, 2000.
  6. Notwithstanding any other provision of this rule, all employees classified as Captain, Major, and Colonel, who on June 30, 2000 are paid at step maximum of Pay Schedule VII, shall have their anniversary date changed to July 1, 2000 and shall be eligible for their next merit increase on July 1, 2000.
  7. NOTWITHSTANDING ANY OTHER PROVISION OF THIS RULE, ALL EMPLOYEES CLASSIFIED AS POLICE OFFICER, POLICE OFFICER FIRST CLASS, CORPORAL, SERGEANT, AND LIEUTENANT, WHO ON JUNE 30, 2008 ARE PAID AT STEP MAXIMUM, SHALL BE PLACED AT STEP MAXIMUM ON PAY SCHEDULE IV ON JULY 1, 2008.
- B. In-grade merit increases shall not be granted automatically but shall be based upon satisfactory work performance in addition to length of service in a class. (See Compensation Plan Rule 15: Withholding of Merit Increases)

SECTION 3. BE IT FURTHER ENACTED, that Regulation 6.03 be added to the Compensation Plan Rules and Regulations “Baltimore County Classification and Compensation Plans”, Section IV to read as follows:

REGULATION 6.03

NOTWITHSTANDING ANY OTHER PROVISION OF THIS RULE, AN EMPLOYEE ON PAY SCHEDULE IV CLASSIFIED AS LIEUTENANT AND PROMOTED TO CAPTAIN, SHALL BE PROVIDED THREE (3) STEPS OVER THE RATE RECEIVED IMMEDIATELY PRIOR TO SUCH PROMOTION, PROVIDED FURTHER THAT SUCH PROMOTION IS EFFECTIVE ON OR AFTER JULY 1, 2008. IN NO CASE SHALL A PROMOTED EMPLOYEE RECEIVE LESS THAN THE MINIMUM OF THE NEW GRADE.

SECTION 4. 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, 2008.