

FINAL

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2020, Legislative Day No. 22

Bill No. 44-20

Introduced by Ms. Pickard, Chair
(by request of the County Executive)

By the County Council, June 1, 2020

Introduced and first read on June 1, 2020
Public Hearing set for and held on July 6, 2020
Bill Expires September 4, 2020

By Order: JoAnne Gray, Administrative Officer

A BILL ENTITLED

1 AN ORDINANCE concerning: Personnel – Classified Service; Exempt Service

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3 FOR the purpose of adding new pay schedules for certain classified employees; providing
4 the method for certain classified employees to move to a new pay schedule; providing
5 for increases in pay for certain employees; providing for lump sum payments for certain
6 employees; modifying pay upon promotion; modifying pay upon movement between
7 pay schedules; making certain employees eligible for on-call pay; making certain
8 employees eligible for flight pay; adding an allowance for foreign language services
9 for certain employees; modifying carry over leave for certain employees; modifying
10 leave conversion for certain employees; confirming applicability of certain terms
11 related to pay in memoranda of agreements; providing for the application of this
12 Ordinance; and generally relating to personnel.

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14 BY repealing: § 6-1-202(b)(1), (c)(1) and (2), (d)(1) and (4), (f)(1) and (2), (g)(1) through
15 (3), and (i)
16 Anne Arundel County Code (2005, as amended)

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18 BY adding: §§ 6-1-202(b)(1), (c)(1) and (2), (d)(1) and (4), (f)(1) and (2), (g)(1) through
19 (3), and (i); and 6-1-217(h)
20 Anne Arundel County Code (2005, as amended)

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22 BY repealing and reenacting, with amendments: §§ 6-1-202(d)(2), (e)(1) through (3); 6-1-
23 208(c)(1); 6-1-209(e)(1); 6-1-214(b); 6-1-216; 6-1-302(d); and 6-1-303(m)
24 Anne Arundel County Code (2005, as amended)

EXPLANATION: CAPITALS indicate new matter added to existing law.
[[Brackets]] indicate matter deleted from existing law.
Captions and taglines in **bold** in this bill are catchwords and are not law.

SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,* That § 6-1-202(b)(1), (c)(1) and (2), (d)(1) and (4), (f)(1) and (2), (g)(1) through (3), and (i) of the Anne Arundel County Code (2005, as amended) are hereby repealed.

SECTION 2. *And be it further enacted,* That Section(s) of the Anne Arundel County Code (2005, as amended) read as follows:

ARTICLE 6. PERSONNEL

TITLE 1. CLASSIFIED SERVICE

6-1-202. Pay schedules.

(B) Office Support, Administrative Aides, and Technical employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “OS”, THE HOURLY PAY SCHEDULE IS:

OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL EMPLOYEES (OS) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
OS-1	\$12.80	\$20.97
OS-2	13.42	21.97
OS-3	14.09	23.05
OS-4	14.75	24.19
OS-5	15.47	25.38
OS-6	16.21	26.59
OS-7	17.00	27.90
OS-8	17.83	29.25
OS-9	18.69	30.70
OS-10	19.61	32.22
OS-11	20.56	33.78
OS-12	21.57	35.45

(C) Labor, Maintenance, Trades, and Inspection employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “LM”, THE HOURLY PAY SCHEDULE IS:

LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
LM-1	\$12.94	\$20.35
LM-2	13.59	21.42
LM-3	14.26	22.46
LM-4	15.00	23.61

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LM-5	15.76	24.77
LM-6	16.55	26.05
LM-7	17.43	27.36
LM-8	18.28	28.75
LM-9	19.23	30.19
LM-10	20.18	31.73
LM-11	21.20	33.35
LM-12	22.27	35.02

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "FW", THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (FW) PAY SCHEDULE

GRADE	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
FW-01	\$18.43	\$19.75	\$20.42	\$21.17	\$21.90	\$22.65
FW-02	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
	\$24.92	\$26.16	\$27.49	\$28.87	\$30.29	\$34.97
FW-03	SKILL 11	SKILL 12				
	\$38.14	\$40.06				
FW-04	SKILL 13					
	\$42.08					

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(D) Detention Center employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-1" AND "D-2", THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

STEP	GRADE	
	D-1	D-2
0	\$45,232	
1	46,589	
2	47,986	\$50,386
3	49,426	51,898
4	50,909	53,454
5	52,436	55,058
6	54,009	56,709
7	55,629	58,411
8	57,298	60,164
9	59,017	61,968
10	60,789	63,827

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11	62,612	65,743
12	64,490	67,714
13	66,425	69,746
14	68,417	71,839
15	70,470	73,993
16	72,585	76,213
17	74,761	78,500
18	77,004	80,855
19	79,315	83,280
20	81,695	85,778
21	84,146	88,352

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(2) (1) Beginning the first full pay period on or after July 1, 2019, for employees in the classified service whose pay [[grades are]] GRADE IS designated “D-3”, the annual pay schedule is:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

	GRADE
STEP	D-3
5	\$56,740
6	58,442
7	60,195
8	62,001
9	63,861
10	65,777
11	67,750
12	69,782
13	71,876
14	74,032
15	76,253
16	78,541
17	80,897
18	83,324
19	85,824
20	88,398
21	91,050
22	93,782
23	96,595
24	99,493

1 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2021, FOR
 2 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "D-3", THE
 3 ANNUAL PAY SCHEDULE IS:

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 5 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**
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	GRADE
STEP	D-3
5	\$58,442
6	60,195
7	62,001
8	63,861
9	65,777
10	67,750
11	69,783
12	71,875
13	74,032
14	76,253
15	78,541
16	80,897
17	83,324
18	85,824
19	88,399
20	91,050
21	93,782
22	96,595
23	99,493
24	102,478

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 8 (4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR
 9 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "C-1"
 10 AND "C-2", THE ANNUAL PAY SCHEDULE IS:

11 **CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE**
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	GRADE	GRADE
STEP	C-1	C-2
1	\$45,042	\$49,490
2	46,393	50,975
3	47,785	52,504
4	49,218	54,079
5	50,695	55,701
6	52,216	57,372
7	53,782	59,094
8	55,395	60,866
9	57,057	62,692

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10	58,769	64,573
11	60,532	66,510
12	62,348	68,506
13	64,218	70,561
14	66,145	72,678
15	68,129	74,858
16	70,173	77,104
17	72,278	79,417
18	74,447	81,799
19	76,680	84,253
20	78,981	86,781
21	81,350	89,384
22	83,791	92,066
23	86,304	94,828

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(e) Deputy Sheriff employees.

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(1) (I) Beginning the first full pay period on or after July 1, 2019, for employees in the classified service whose pay grades are designated “S-1” and “S-1A”, the annual pay schedule is:

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DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

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STEP	GRADE	
	S-1	S-1A
1	\$46,750	
2	48,153	\$50,079
3	49,597	51,581
4	51,085	53,129
5	52,618	54,723
6	54,196	56,364
7	55,822	58,055
8	57,497	59,797
9	59,222	61,591
10	60,999	63,439
11	62,829	65,342
12	64,713	67,302
13	66,655	69,321
14	68,655	71,401
15	70,714	73,543
16	72,836	75,749
17	75,021	78,021

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18	77,271	80,362
19	79,589	82,773
20	81,977	85,256

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-1" AND "S-1A", THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

	GRADE	GRADE
STEP	S-1	S-1A
1	\$48,153	
2	49,598	\$51,581
3	51,085	53,128
4	52,618	54,723
5	54,197	56,365
6	55,822	58,055
7	57,497	59,797
8	59,222	61,591
9	60,999	63,439
10	62,829	65,342
11	64,714	67,302
12	66,654	69,321
13	68,655	71,401
14	70,715	73,543
15	72,835	75,749
16	75,021	78,021
17	77,272	80,362
18	79,589	82,773
19	81,977	85,256
20	84,436	87,814

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(2) (I) Beginning the first full pay period on or after July 1, 2019, for employees in the classified service whose pay [[grades are]] GRADE IS designated "S-2", the annual pay schedule IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

	GRADE
STEP	S-2
5	\$60,025
6	61,826

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7	63,681
8	65,591
9	67,559
10	69,585
11	71,673
12	73,823
13	76,038
14	78,319
15	80,669
16	83,089
17	85,581
18	88,149
19	90,793
20	93,517
21	96,323

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "S-2", THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

	GRADE
STEP	S-2
5	\$63,627
6	65,536
7	67,502
8	69,526
9	71,613
10	73,760
11	75,973
12	78,252
13	80,600
14	83,018
15	85,509
16	88,074
17	90,716
18	93,438
19	96,241
20	99,128
21	102,102

1 (3) (I) Beginning the first full pay period on or after July 1, 2019, for employees in
 2 the classified service whose pay [[grades are]] GRADE IS designated "S-3", the annual pay
 3 schedule is:

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DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

	GRADE
STEP	S-3
5	\$63,026
6	64,917
7	66,865
8	68,870
9	70,937
10	73,065
11	75,257
12	77,514
13	79,840
14	82,235
15	84,702
16	87,243
17	89,860
18	92,556
19	95,333
20	98,193
21	101,139

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR
 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "S-3", THE
 ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

	GRADE
STEP	S-3
5	\$66,808
6	68,812
7	70,877
8	73,002
9	75,193
10	77,449
11	79,772
12	82,165
13	84,630
14	87,169

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15	89,784
16	92,478
17	95,252
18	98,109
19	101,053
20	104,085
21	107,207

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(F) Fire Department employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “F-1” THROUGH “F-6”, THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE						
STEP	F-1	F-2	F-3	F-4	F-5	F-6
0-11 MONTHS	\$43,182	\$45,341	\$46,375	\$48,694		
1	44,791	47,031	48,107	50,512		
2	46,462	48,785	49,904	52,399		
3	48,194	50,604	51,768	54,356		
4	49,992	52,492	53,702	56,387		
5	51,857	54,450	55,709	58,494	\$61,419	
6	53,792	56,482	57,791	60,680	63,714	
7	55,799	58,589	59,951	62,948	66,096	\$69,401
8	57,882	60,776	62,192	65,302	68,567	71,995
9	60,043	63,045	64,518	67,743	71,131	74,687
10	62,284	65,399	66,930	70,277	73,791	77,480
11	64,610	67,841	69,434	72,905	76,551	80,378
12	67,023	70,375	72,031	75,633	79,414	83,385
13	69,527	73,003	74,726	78,463	82,386	86,505
14	72,124	75,731	77,523	81,399	85,469	89,742
15	74,819	78,560	80,424	84,445	88,667	93,101
16	77,616	81,496	83,434	87,606	91,986	96,586
17	80,517	84,543	86,558	90,886	95,430	100,202
18	83,527	87,703	89,799	94,289	99,004	103,954
19	86,650	90,982	93,162	97,821	102,712	107,847
20					106,559	111,887
21					110,551	116,078

1 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR
 2 **EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "F-7", THE**
 3 **ANNUAL PAY SCHEDULE IS:**

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 5 **FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
F-7	\$81,650	\$131,813

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 8 **(G) Police Department employees.**
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10 (1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR
 11 **EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P-00"**
 12 **AND "P-1B", THE ANNUAL PAY SCHEDULE IS:**

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 14 **POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**
 15

STEP	GRADE	
	P-00	P-1B
1	\$55,000	\$57,200
2	57,200	59,488
3	59,488	61,868
4	61,868	64,342
5	64,342	66,916
6	66,916	69,593
7	69,593	72,376
8	72,028	74,909
9	74,549	77,531
10	77,158	80,245
11	79,859	83,053
12	82,654	85,960
13	85,547	88,969
14	88,541	92,083
15	91,640	95,306
16	94,847	98,641
17	98,167	102,094
18	100,131	104,136
19	102,133	106,218
20	104,176	108,343

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 17 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR
 18 **EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P-2", THE**
 19 **ANNUAL PAY SCHEDULE IS:**

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POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE
STEP	P-2
5	\$73,608
6	76,552
7	79,614
8	82,400
9	85,284
10	88,270
11	91,358
12	94,556
13	97,866
14	101,291
15	104,837
16	108,505
17	112,303
18	114,550
19	116,840
20	119,177
21	121,561

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P-3", THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE
STEP	P-3
5	\$77,288
6	80,380
7	83,595
8	86,520
9	89,548
10	92,684
11	95,926
12	99,284
13	102,759
14	106,356
15	110,079
16	113,930

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17	117,918
18	120,278
19	122,682
20	125,136
21	127,639
22	132,744

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(I) **Park Ranger employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2020, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED “R”, THE ANNUAL PAY SCHEDULE IS:

PARK RANGER EMPLOYEES (R) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
R	\$45,690	\$72,200

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6-1-208. Pay on promotion, demotion, reclassification, or grade reallocation – Represented employees.

(c) Promotion.

(1) Except as otherwise provided in this subsection, if an employee is promoted to a position that is classified in a higher grade, the employee’s new pay is the greater of:

(i) the minimum pay rate of the new grade; or

(ii) that pay rate for those employees within the new grade that is AT LEAST 5% above the level at which the employee was paid in the former grade, but not exceeding the maximum pay on the applicable pay schedule for the new grade.

6-1-209. Pay upon movement between pay schedules – Represented and non-represented employees.

(e) Promotion.

(1) Except as otherwise provided in this subsection, if an employee is promoted, the employee’s new pay shall be the greater of:

(i) the minimum pay rate of the new grade;

(ii) when moving from a represented or non-represented pay schedule to a represented pay schedule, that pay rate within the new grade that is AT LEAST 5% above the level at which the employee was paid in the former grade, but not exceeding the maximum pay for the new grade; or

(iii) when moving from a represented pay schedule to the non-represented pay schedule, that pay amount within the new grade that is [[a minimum of]] AT LEAST 5% but

1 no more than 15% above the level at which the employee was paid in the former grade, in
2 accordance with Office of Personnel policies and procedures, but not exceeding the
3 maximum pay on the applicable pay schedule for the new grade.

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5 **6-1-214. On-call pay.**

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7 **(b) Eligibility.**

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9 (1) Uniformed officers in the classification of Police Captain are entitled to the same
10 on-call pay afforded uniformed officers in the classification of Police Sergeant under this
11 section.

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13 (2) EMPLOYEES IN THE CLASSIFICATION OF ANIMAL CONTROL SUPERVISOR ARE
14 ENTITLED TO RECEIVE ON-CALL PAY AT THE SAME RATE THAT IS PAID TO EMPLOYEES IN
15 THE CLASSIFICATION OF ANIMAL CONTROL OFFICER UNDER THIS SECTION.

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17 **6-1-216. Flight Pay.**

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19 Represented employees whose pay grades are designated P-00, P-1B, [[or]] P-2, OR P-3
20 shall be entitled to flight premium pay as provided by the applicable memorandum of
21 agreement, negotiated and executed between the County and an exclusive representative
22 in accordance with Title 4.

23
24 **6-1-217. Allowances.**

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26 **(H) Allowances for non-represented and exempt employees.** EMPLOYEES IN THE
27 CLASSIFIED SERVICE WHO ARE NOT REPRESENTED BY AN EXCLUSIVE REPRESENTATIVE
28 AND EMPLOYEES IN THE EXEMPT SERVICE WHO ARE DESIGNATED BY THE APPOINTING
29 AUTHORITY TO BE AND ARE CERTIFIED IN ACCORDANCE WITH COUNTY POLICIES AND
30 PROCEDURES TO PROVIDE FOREIGN LANGUAGE SERVICES ARE ENTITLED TO AN
31 ALLOWANCE AS DETERMINED BY THE APPOINTING AUTHORITY PAYABLE ON A PER PAY
32 PERIOD BASIS.

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34 **6-1-302. Annual leave.**

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36 **(d) Accumulation of annual leave.** [[An employee may accumulate annual leave in
37 accordance with the following schedule:

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39 (1) an employee in the classification of D-3 may not carry over more than 30 days
40 of annual leave into a pay period calendar year; and

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42 (2) employees in classifications other than D-3]] EMPLOYEES ELIGIBLE TO
43 ACCUMULATE ANNUAL LEAVE may not carry over more than 35 days of annual leave into
44 a pay period calendar year.

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46 **6-1-303. Disability Leave.**

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48 **(m) Annual leave conversion into disability leave.** Annual leave accumulated by a
49 non-represented employee or an employee in the classification of Deputy Sheriff I, Deputy
50 Sheriff Corporal, Deputy Sheriff II, Deputy Sheriff III, Park Ranger, Fire Battalion Chief,
51 POLICE OFFICER, POLICE OFFICER FIRST CLASS, POLICE CORPORAL, Police Sergeant, or

1 Police Lieutenant, or in a classification on the LM or FW pay schedule, which exceeds the
2 maximum carry over limit of 35 days per calendar year as provided by [[§ 6-1-302(d)(2)]]
3 § 6-1-302(D), will be converted to disability leave.

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5 SECTION 3. *And be it further enacted*, That if an employee's pay rate is below the
6 minimum of the employee's pay schedule established under this Ordinance, the employee's
7 rate of pay shall be increased to the minimum rate of pay of the employee's pay schedule.

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9 SECTION 4. *And be it further enacted*, That classified employees on the F-7, OS, LM,
10 and R pay schedules shall receive a 2% increase in pay, not to exceed the maximum pay
11 rate for the grade, effective the first full pay period beginning on or after July 1, 2020,
12 exclusive of any increase granted to any such employee under § 6-1-205.

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14 SECTION 5. *And be it further enacted*, That classified employees on the S-1, S-1A,
15 and D-3 pay schedules shall receive a 3% increase in pay, not to exceed the maximum pay
16 rate for the grade, effective the first full pay period beginning on or after January 1, 2021,
17 exclusive of any increase granted to any such employee under § 6-1-205.

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19 SECTION 6. *And be it further enacted*, That classified employees on the C-1 and C-2
20 pay schedules shall receive a 1% increase in pay, not to exceed the maximum pay rate for
21 the grade, effective the first full pay period beginning on or after July 1, 2020, exclusive of
22 any increase granted to any such employee under § 6-1-205.

23
24 SECTION 7. *And be it further enacted*, That effective July 1, 2020, the S-2 and S-3
25 pay schedules shall be adjusted by 6%, and classified employees on those pay schedules
26 will receive variable increases in pay in accordance with Section 13 below.

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28 SECTION 8. *And be it further enacted*, That effective July 1, 2020, the D-1 and D-2
29 pay schedules shall be adjusted by 4%, and classified employees on those pay schedules
30 will receive variable increases in pay in accordance with Section 13 below.

31
32 SECTION 9. *And be it further enacted*, That classified employees on the F-1 through
33 F-6, and P-00 through P-3 pay schedules shall receive variable increases in pay through
34 placement at the employee's current grade and step on the respective adjusted pay schedule
35 implemented July 1, 2020.

36
37 SECTION 10. *And be it further enacted*, That classified employees on the OS, LM, and
38 R pay schedules whose overall performance is rated satisfactory shall receive a 3% increase
39 in pay, not to exceed the maximum pay rate for the grade, effective the first full pay period
40 beginning on or after the employee's anniversary date.

41
42 SECTION 11. *And be it further enacted*, That classified employees on the F-7 pay
43 schedule whose overall performance is rated satisfactory shall receive a 3.5% increase in
44 pay, not to exceed the maximum pay rate for the grade, effective the first full pay period
45 beginning on or after the employee's anniversary date.

46
47 SECTION 12. *And be it further enacted*, That classified employees on the F-1 through
48 F-6, S-1 through S-1A, and P-00 through P-3 pay schedules whose overall performance is
49 rated satisfactory shall receive an increase in pay, not to exceed the maximum pay rate for

1 the grade, by advancing one step on the pay schedule in effect the first full pay period
2 **beginning on or after the employee's anniversary date.**

3
4 SECTION 13. *And be it further enacted*, That, beginning the first full pay period on or
5 **after the employee's anniversary date**, classified employees on the C-1, C-2, D-1 through
6 D-3, S-2, and S-3 pay schedules whose overall performance is rated satisfactory shall
7 receive an increase in pay, not to exceed the maximum pay rate for the grade, by moving
8 to the pay schedule in effect in accordance with the respective Memorandum of Agreement
9 for Fiscal Year 2021.

10
11 SECTION 14. *And be it further enacted*, That the following employees shall receive a
12 lump sum payment of \$1,500, effective the first full pay period beginning on or after July
13 1, 2020:

14
15 (1) classified employees on the NR, D-5 through D-8, C-3, S-4, F-8 through F-9,
16 P-4 through P-6, and LA pay schedules;

17
18 (2) exempt employees paid under the Exempt Pay and Benefits Plan in § 6-2-101;

19
20 (3) **exempt employees who are appointed by and with the approval of the State's**
21 **Attorney or the judges of the Circuit Court for the County and are paid under the Court and**
22 **State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and**

23
24 (4) **exempt employees paid under the Soil Conservation District Employees' Pay**
25 **and Benefit Plan in § 6-2-105.**

26
27 SECTION 15. *And be it further enacted*, That classified employees in the classification
28 of Deputy Sheriff I and Deputy Sheriff Corporal shall receive any salary increases, lump
29 sum payments, pay adjustments, and/or allowances in accordance with the pay provisions
30 of the Memorandum of Agreement between Anne Arundel County and the Teamsters
31 Union Local 355 Deputy Sheriffs and Deputy Sheriffs Corporals for Fiscal Year 2021.

32
33 SECTION 16. *And be it further enacted*, That classified employees in the classification
34 of Deputy Sheriff II and Deputy Sheriff III shall receive any salary increases, lump sum
35 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
36 Memorandum of Agreement between Anne Arundel County and the Anne Arundel County
37 **Sheriff's Sergeants Association, Fraternal Order of Police, Anne Arundel County Lodge**
38 **#106 for Fiscal Year 2021.**

39
40 SECTION 17. *And be it further enacted*, That classified employees in the classification
41 of Detention Officer and Detention Corporal shall receive any salary increases, lump sum
42 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
43 Memorandum of Agreement between Anne Arundel County and the Fraternal Order of
44 Anne Arundel Detention Center Officers and Personnel, Inc. for Fiscal Year 2021.

45
46 SECTION 18. *And be it further enacted*, That classified employees in the classification
47 of Detention Sergeant shall receive any salary increases, lump sum payments, pay
48 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
49 of Agreement between Anne Arundel County and the Anne Arundel County Detention

1 Sergeants Association International Union of Police Associations, Local 141, AFL-CIO
2 for Fiscal Year 2021.

3
4 SECTION 19. *And be it further enacted*, That classified employees in the classification
5 of Fire Battalion Chief shall receive any salary increases, lump sum payments, pay
6 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
7 of Agreement between Anne Arundel County and Teamsters Union Local 355 Battalion
8 Chiefs for Fiscal Year 2021.

9
10 SECTION 20. *And be it further enacted*, That classified employees in the classification
11 of Police Sergeant and Police Lieutenant shall receive any salary increases, lump sum
12 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
13 Memorandum of Agreement between Anne Arundel County and the Anne Arundel County
14 Police Supervisors Association for Fiscal Year 2021.

15
16 SECTION 21. *And be it further enacted*, That classified employees represented by the
17 International Association of Fire Fighters Local 1563 shall receive any salary increases,
18 lump sum payments, pay adjustments, and/or allowances in accordance with the pay
19 provisions of the Memorandum of Agreement between Anne Arundel County and Local
20 1563 Anne Arundel County Professional Fire Fighters, International Association of Fire
21 Fighters, AFL-CIO-CLC for Fiscal Year 2021.

22
23 SECTION 22. *And be it further enacted*, That classified employees represented by the
24 Fraternal Order of Police, Lodge #70 shall receive any salary increases, lump sum
25 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
26 Memorandum of Agreement between Anne Arundel County and the Fraternal Order of
27 Police, Anne Arundel County Lodge #70, Inc. for Fiscal Year 2021.

28
29 SECTION 23. *And be it further enacted*, That classified employees in the classification
30 of Park Ranger shall receive any salary increases, lump sum payments, pay adjustments,
31 and/or allowances in accordance with the pay provisions of the Memorandum of
32 Agreement between Anne Arundel County and the Teamsters Union Local 355 Park
33 Rangers for Fiscal Year 2021.

34
35 SECTION 24. *And be it further enacted*, That classified employees in the classification
36 of Correctional Program Specialist shall receive any salary increases, lump sum payments,
37 pay adjustments, and/or allowances in accordance with the pay provisions of the
38 Memorandum of Agreement between Anne Arundel County and the Teamsters Union
39 Local 355 Correctional Program Specialists for Fiscal Year 2021.

40
41 SECTION 25. *And be it further enacted*, That classified employees represented by
42 AFSCME Local 582 shall receive any salary increases, lump sum payments, pay
43 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
44 of Agreement between Anne Arundel County and Local 582 of the American Federation
45 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
46 Employees Council 67) for Fiscal Year 2021.

47
48 SECTION 26. *And be it further enacted*, That classified employees represented by
49 AFSCME Local 2563 shall receive any salary increases, lump sum payments, pay

1 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
2 of Agreement between Anne Arundel County and Local 2563 of the American Federation
3 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
4 Employees Council 67) for Fiscal Year 2021.

5
6 SECTION 27. *And be it further enacted*, That classified employees in the following
7 classifications on the first full pay period on or after July 1, 2020, shall receive an
8 adjustment to their base rate of pay, not to exceed the maximum pay rate for the grade, as
9 follows:

10
11 (1) certain employees in the classification of Fire Fighter/Emergency Medical
12 Technician Paramedic shall have their base rate of pay adjusted to the rate that would be
13 in effect if the terms of the Memorandum of Agreement for fiscal years 2019 and 2020 had
14 been applied at the time of their respective promotions during fiscal years 2017 and 2018;

15
16 (2) certain employees in the classification of Fire Lieutenant who were promoted
17 to Lieutenant from any rank other than Paramedic after their second anniversary in fiscal
18 years 2017 and 2018 or anytime during the fiscal year 2019 or 2020 Memorandum of
19 Agreement shall have their base rate of pay adjusted;

20
21 (3) certain employees in the classification of Police Sergeant who were promoted
22 under the terms of the former Memorandum of Agreement will receive a one-time step
23 adjustment to place the employees on the applicable scale at a rate of pay that corresponds
24 to the employees' respective years of sworn service with the Anne Arundel County Police
25 Department;

26
27 (4) one employee in the classification of Sheriff Sergeant shall have **the employee's**
28 base rate of pay adjusted to an appropriate rate over a comparable Deputy Sheriff Corporal
29 **with similar years of service with the Sheriff's Office;**

30
31 (5) one employee in the classification of Detention Sergeant, on the pay period on
32 or after **the employee's** anniversary date, shall have **the employee's** base rate of pay
33 adjusted to an appropriate rate on the applicable scale at a rate of pay that corresponds to
34 **the employee's** years of service with the Anne Arundel County Detention Center;

35
36 (6) certain employees in the classification of Fire Battalion Chief who, after
37 receiving the increases described in Sections 4 and 11, have a rate of pay that is less than
38 7% above the rate of pay of a Fire Captain hired by the County at or about the same time
39 as the Fire Battalion Chief shall receive an increase in pay to a rate that is at least 7% above
40 the rate of pay of the comparable Fire Captain.

41
42 SECTION 28. *And be it further enacted*, That the provisions of this Ordinance shall
43 apply the first full pay period beginning on or after July 1, 2020.

44
45 SECTION 29. *And be it further enacted*, That this Ordinance shall take effect 45 days
46 from the date it becomes law.

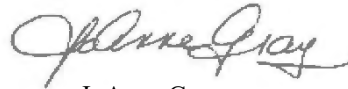
READ AND PASSED this 6th day of July, 2020

By Order:



JoAnne Gray
Administrative Officer

PRESENTED to the County Executive for his approval this 7th day of July, 2020



JoAnne Gray
Administrative Officer

APPROVED AND ENACTED this 8th day of July, 2020



Steuart Pittman
County Executive

EFFECTIVE DATE: August 22, 2020

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF
BILL NO. 44-20. THE ORIGINAL OF WHICH IS RETAINED IN THE
FILES OF THE COUNTY COUNCIL.



JoAnne Gray
Administrative Officer