COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND Legislative Session 2020, Legislative Day No. 10

Bill No. 35-20

Mrs. <u>Cathy Bevins</u>, Chair By Request of County Executive

By the County Council, April 20, 2020

A BILL ENTITLED

AN ACT concerning

Personnel Law of Baltimore County

FOR the purpose of providing for certain changes to the Baltimore County Classification and Compensation

Plans by amending certain Pay Schedules; adding certain new class titles, codes and grades; changing

certain job classifications, class titles, codes and grades; amending certain personnel rules and regulations;

providing for the effective date of this Act; altering certain salaries; and generally relating to the

governance and compensation of the personnel of Baltimore County Government.

BY repealing and reenacting, with amendments

Section I, Pay Schedules

BY repealing and reenacting, with amendments

Certain job classifications and pay grades

Section II, Classification and Grades

BY adding

Certain new job classifications and pay grades

Section II, Classification and Grades

BY repealing and reenacting with amendments

Section IV, Compensation Plan Rules and Regulations

Regulation 10.01 I.2, Stand-By Pay for Employees on Pay Schedule IV

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, 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:

PAY SCHEDULE I

-STANDARD GRADES -

-Baltimore County Federation of Public Employees - Effective July 1, 2020 --

	-		NUAL RA	TES			LOI	NGEVITY A	NNUAL R	ATES -	
		— (!!! 1ST	2ND	3RD	4TH		10	15	20	25	20
GRADE	MINIMUM		STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS	YEARS	YEARS
9	23,470	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623
10	24,219	24,967	25,716	26,525	27,35 1	28,362	29,579	30,873	32,246	33,623	35,196
_11	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940
12	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680-
13	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508
14	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497
15	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658
16	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887
-17	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133
-18	32,246	33,623	- 35,196 -	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372
19	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611
-20 -	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098
21	36,940	38,680	40,508	-42,497 -	44,658	46,887	49,133	51,372	53,611	56,098	- 58,673 -
22	38,680	40,508	<u> 42,497</u>	44,658	 46,887	49,133	51,372	- 53,611	56,098	- 58,673	61,329
-23	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988
-24	<u> 42,497 </u>	44,658	46,887	49,133	51,372	53,611	56,098	- 58,673 -	61,329	63,988	66,642
-25	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044
-26 -	46,887	49,133	51,372	-53,611 -	56,098	58,673	61,329	63,988	66,642	70,044	73,608
-27	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173
-28	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991
-29	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141
-30	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291
-31	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438
32	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910
-33	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910	102,644

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I

STANDARD GRADES

Baltimore County Federation of Public Employees -Effective January 1, 2021

		BAS	E ANNU.		\$			LONGEV	ITY ANNU In Dollars	JAL RATE	Ş
-		1ST	2ND	3RD	4TH		10	15	20	25	29
GRADE	MINIMUM	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS	YEARS	YEARS
9	23.940	24.703	25.466	26.231	27,056	27,898	28,929	30,171	31.491	32.891	34.296
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-10	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900
11	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679
12	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454
13	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318
14	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347
15	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551
-16	30,171	31,491	-32,891 -	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825
-17	31.491	32.891	34.296	35.900	37.679	39.454	41,318	43.347	45.551	47.825	-50.116 -
	, -	34,296	35,900	37.679	39,454	41,318	43,347	45,551	47,825	50.116	52,400
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-19	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683
20	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220
-21	37,679 	39,454	41,318	43,347	45,551	47,825	50,116	52,400	 54,683	+ 57,220	59,847
-22	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555
-23	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267
2 4	43,347	45,551	47,825	50,116	- 52,400	54,683	57,220	59,847	62,555	+ 65,267	67,975
-25	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445
-26	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
-27	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
-28	52.400	54.683	57,220	59,847	62,555	65,267	67.975	71,445	75,080	78,717	82,611
						67,975			78,717	82.611	86.844
											,-
			62,555			71,445		- 78,717 -	82,611	86,844	91,077
-31	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307
32	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868
-33	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696

-Baltimore County Federation of Public Employees

Correctional Officers

-Effective July 1, 2020

		-BAS	E ANNUA						TY ANNU/ (In Dollars)	AL RATES	
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM -	10 YEARS	15 YEARS	19 YEARS	22 YEARS	25 YEARS
-2C	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608
3C	49,133	51,372	53,611	56,098	58,673	- 61,329	63,988	66,642	70,044	73,608	77,173
4C	51,372	53,611	-56,098	58,673	61,329	63,988-	66,642	70,044	73,608	77,173	80,991
-5C	- 53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141
6C	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291
7C	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,309

Baltimore County Federation of Public Employees

Correctional Officers

Effective January 1, 2021

			NUAL RA' Dollars)	TES					Y ANNUA (In Dollars)	L RATES	
<u>GRADE</u>	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	22 YEARS	25 YEARS
2C	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
3C	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
4C	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
-5C	54,683	57,220	- 59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
6C	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
7C	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,175

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I-E

STANDARD GRADES

Baltimore County Federation of Public Employees Emergency Communications Technicians January 1, 2021

	BASE	ANNUAL					Į	ONGEVIT	Y ANNUA In Dollars)	L RATES	
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1E-	41,616	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985
-2E	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846
-3E	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846 -	71,701
-4E	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364
-5E	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197
-6E	52,865	55,272	57,681	60,358	63,129	65,985	68,846 —	71,701	75,364	79,197	83,034
-7E -	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034	87,141

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE II

STANDARD GRADES

American Federation of State, County and Municipal Employees Effective July 1, 2020

		BASE	HOURL	Y RATE	S			LONGE	VITY H	OURLY	RATES	}
	(In E	ollars)							(In D	ollars)		
Grade	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	10 Years	15 Years	20 Years	22 Years	25 Years	29 Years
1111	13.68	14.05	14.57	15.10	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41
H12	14.05	14.57	15.10	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40
H13	14.57	15.10	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45
H14	15.10	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67
H15	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90
H16	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16
H17	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47
H18	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88
H19	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38
H20	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93
H21	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58
H22	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30-
H23	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30	38.12
H24	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30	38.12	40.01
H25	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30	38.12	40.01	42.01
H26	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30	38.12	40.01	42.01	44.12

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE II

STANDARD GRADES

American Federation of State, County and Municipal Employees Effective January 1, 2021

		BASE	HOURL	Y RATE	S			LONGE	VITY H	OURLY	RATES	•
	(In D	Oollars)							(In D	ollars)		
Grade	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	10 Years	15 Years	20 Years	22 Years	25 Years	29 Years
1111	13.95	14.33	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84
H12	14.33	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85
H13	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92
H14	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17
H15	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42
H16	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71
H17	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04
H18	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47
H19	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00
-H20	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58
H21	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27
H22	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03 -
H23	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88
H24	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81
1125	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81	42.85
H26	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81	42.85	45.00

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE III STANDARD GRADES

Baltimore County Federation of Public Health Nurses Effective January 1, 2021

		BASE	ANNUAL	RATES			LC	NGEVIT	Y ANNU	AL RAT	ES
			(In Dollar	s)					(In Dollars	s)	
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
-1N	30,171	31,490	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825
2N	31,490	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
3N	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399
-4N	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638
-5N	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220
-6N	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846
7N	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556
-8N	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267
9N	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975
10N	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445
11N	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080
12N	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716
13N	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610
14N	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844
15N	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077
16N	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307
17N	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868
18N	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697
19N	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862
20N	71,455	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862	115,355
21N	75.080	78.716	82.610	86.844	91.077	95.307	99.868	104.697	109.862	115.355	121,122

Fraternal Order of Police, Lodge #4 Police Department Effective January 1, 2021

		BAS	SE ANN	•	TES						LC	ONGEVIT	Y ANNU	AL RAT	ES.		
<u>GR</u> !	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	<u>MAXIMUM</u>	10 YEARS	11 YEARS	13 YEARS	15 YEARS	17 YEARS	10 YEARS	22 YEARS	24 YEARS	20 YEARS
PG	29,861	30,872	32,089	33,382	34,756	36,133	_										
- 8P	55,085	57,118	59,154	61,276	63,651	66,032	68,573	71,207	73,490	76,457	79,508	82,737	86,123	89,682	93,424	97,321	101,477
9P	57,118	50,154	61,276	63,651	-66,032	68,573	71,207	74,000	76,457	79,508	82,737	86,123	89,682	93,424	97,321	101,477	105,723
10P	59,154	61,276	63,651	66,032	68,573	71,207	74,000	76,967	79,508	82,737	86,123	89,682	93,322	97,321	101,477	105,723	110,241
11P		63,651	66,032	68,573	- 71,207	74,000	76,967	80,018	82,737	86,123	89,682	93,424	97,321	101,477	105,723	110,241	115,382
12P		66,032	68,573	71,207	74,000	76,967	80,018	83,247	86,123	89,682	93,424	97,321	101,477	105,723	110,241	115,382	120,929
13P		68,573	71,207	74,000	76,967	80,018	83,247	86,633	89,682	93,424	97,321	101,477	105,723	110,241	115,382	120,929	126,876
14P		71,207	74,000	76,967	80,018	83,247	86,633	90,192	93,424	97,321	101,477	105,723	110,241	115,382	120,929	126,876	133,119
15P		74,000	76,967	80,018	83,247	86,633	90,192	93,934	97,321	101,477	105,723	110,241	115,382	120,929	126,876	133,119	139,673
16P		76,967	80,018	83,247	86,633	90,192	93,934	97,831	101,477	105,723	110,241	115,382	120,929	126,876	133,110	139,673	146,558
17P		80,018	83,247	86,633	90,192	93,934	97,831	101,987	105,723	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,785
18P		83,247	86,633	90,192	93,934	- 97,831 -	101,987	106,233	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,785	161,373

PAY SCHEDULE V

STANDARD GRADES

Baltimore County Firefighters Association

Fire Department

Effective January 1, 2021

				ANNUAL R (In Dollars)							FC	ONGEVITY A (In Do	NNUAL RA ollars)	TES		
GRADE	MIN.	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAX.	10 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	21 YEARS	24 YEARS	29 YEARS
PF	39,162	40,502	43,750	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,070
7 F	43,750	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,95
8F	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,65
9F	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,54
10F	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,901	75,078	78,433	81,954	85,656	89,543	93,59
11F	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,91
12F	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,917	102,32
13F	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,89
14F	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,24
15F	60,533	63,175	65,912	68,819	71,901	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,211	117,85
16F	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,74
17F	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748	129,93
18F	68,819	71,904	75,078	70,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,740	129,938	136,43
19F	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,055	123,740	129,938	136,432	143,25

STANDARD GRADES

-Supervisory, Management, Confidential and Unrepresented Employees-

Effective July 1, 2020

9 23,470 24,219 24,967 25,716 26,525 27,351 28,362 29,579 30,873 32,246 33,623 35,110 24,219 24,967 25,716 26,525 27,351 28,362 29,579 30,873 32,246 33,623 35,141 24,067 25,716 26,525 27,351 28,362 29,679 30,873 32,246 33,623 36,106 36,940 38,641 22,57,16 26,525 27,351 28,362 29,579 30,873 32,246 33,623 35,106 36,940 38,641 32,6525 27,351 28,362 29,579 30,873 32,246 33,623 35,106 36,940 38,681 40,51 42,7351 28,362 29,579 30,873 32,246 33,623 35,106 36,940 38,680 40,51 42,47,351 28,362 29,579 30,873 32,246 33,623 35,106 36,940 38,680 40,508 42,497 44,651 42,7351 28,362 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,651 46,29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,43 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,43 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,43 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,43 35,372 53,611 56,098 58,673 61,329 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 33,438 97,910 102,644 107,708 113,00 36,00 40,509 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,17			BASE	ANNUAL	RATES				LONGEV	ITY ANNU	AL RATE	
SRADE MINIMUM STEP STEP STEP STEP MAXIMUM YEARS				(In Dollars	s)					(In Dollars) _	
9 23,470 24,219 24,967 25,716 26,525 27,351 28,362 29,579 30,873 32,246 33,623 35,110 24,219 24,967 25,716 26,525 27,351 28,362 29,579 30,873 32,246 33,623 35,141 24,067 25,716 26,525 27,351 28,362 29,679 30,873 32,246 33,623 36,106 36,940 38,641 22,57,16 26,525 27,351 28,362 29,579 30,873 32,246 33,623 35,106 36,940 38,641 32,6525 27,351 28,362 29,579 30,873 32,246 33,623 35,106 36,940 38,681 40,51 42,7351 28,362 29,579 30,873 32,246 33,623 35,106 36,940 38,680 40,51 42,47,351 28,362 29,579 30,873 32,246 33,623 35,106 36,940 38,680 40,508 42,497 44,651 42,7351 28,362 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,651 46,29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,43 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,43 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,43 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,43 35,372 53,611 56,098 58,673 61,329 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 33,438 97,910 102,644 107,708 113,00 36,00 40,509 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,173 80,991 85,141 89,291 39,430 97,910 102,644 107,708 113,00 36 70,044 73,608 77,17			. • •		U. U			. •	. •			_0,00
10	GRADE	MINIMUM	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS*	<u>YEARS</u>	YEARS*
11 24,967 26,716 26,625 27,361 28,362 29,670 30,873 32,246 33,623 36,196 36,940 12 26,716 26,525 27,351 28,362 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,51 14 27,351 28,362 29,579 30,873 32,246 33,623 35,196 36,940 36,680 40,508 42,447 15 28,362 29,579 30,873 32,246 33,623 35,196 36,940 30,680 40,508 42,497 44,668 46,887 16 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,17 18 32,246 33,623 35,196 36,940 36,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 20 35,196 36,940 38,680 40,508	9	23,470	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623
12	-10	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196
13 26,525 27,351 28,362 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,506 42,441 27,351 28,362 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,506 42,441 15 20,362 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,881 47 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,881 48,887 49,13 418 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,13 51,372 53,611 56,938 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 20 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 20 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,998 21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,998 21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,998 42,497 44,658 46,887 49,133 51,372 53,611 56,998 42,497 44,658 46,887 49,133 51,372 53,611 56,998 58,673 61,329 63,988 66,642 42,497 44,658 46,887 49,133 51,372 53,611 56,998 58,673 61,329 63,988 66,642 70,044 42,497 44,658 46,887 49,133 51,372 53,611 56,998 58,673 61,329 63,988 66,642 70,044 24,497 44,658 46,887 49,133 51,372 53,611 56,998 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 25 34,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 25 34,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 25 34,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 25 34,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 25 34,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,430 97,910 102,644 107,708 113,093 40,094 473,608 77,173 80,991 85,141 89,291 93,430 97,910 102,644 107,708 40,094 473,608 77,173 80,991 85,141 89,291 93,430 97,910 102,644 107,708 40,094 473,608 77,173 80,991 85,141 89,291 93,430 97,910 102,644 107,708 40,094 473,608 77,173 80,991 85,141 89,291 93,430 97,910 102,644 107,708 40,094 473,608 77,173 80,991 85,141 89,291 93,430 97,9	-11	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940
14 27,351 28,362 29,579 30,673 32,246 33,623 35,196 36,940 30,680 40,508 42,497 44,658 15 20,362 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 17 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 40,13 18 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 20 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 22 36,600 40,508 42,497 44,658 46,887 49,133	-12	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680
15 26,362 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 16 29,579 30,873 32,246 33,623 36,196 36,940 38,680 40,508 42,497 44,658 46,887 49,13 18 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 19 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 20 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 22 30,600 40,508 42,497 44,658 46,887	-13	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508
16 29,579 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,668 46,887 17 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 19 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 20 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 22 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 23 40,508 42,497 44,658 46,887	-14	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497
17 30,873 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 19 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 20 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 22 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 23 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 24 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 25 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 26 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 27 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 28 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 33,438 97,910 102,644 107,708 31 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,093 70,044 73,608 77,173 80,991 85,144 89,291 93,438 97,910 102,644 107,708 113,093 70,004 73,608 77,173 80,991 85,144 89,291 93,438 97,910 102,644 107,708 113,093 70,004 73,608 77,173 80,991 85,144 89,291 93,438 97,910 102,644 107,708 113,093 70,004 73,608 77,173 80,991 85,14	-15	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658
18 32,246 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 19 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 22 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 23 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 24 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 25 44,658 46,887 49,133 51,372 53,611 56,098	-16	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887
19 33,623 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 20 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 22 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 23 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 24 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 25 44,658 46,887 49,133 51,372 53,611 56,098 58,673	-17	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133
20 35,196 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 22 30,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 24 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 25 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 25 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 26 46,887 49,133 51,372 53,611	-18	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372
21 36,940 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 22 38,680 40,508 42,497 44,658 46,087 49,133 51,372 53,611 56,098 58,673 61,329 23 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 24 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 25 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 26 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 20,004 73,608 77,173 80,991 85,141 89,291 93,436 </td <td>-19</td> <td>33,623</td> <td>35,196</td> <td>36,940</td> <td>38,680</td> <td>40,508</td> <td>42,497</td> <td>44,658</td> <td>46,887</td> <td>49,133</td> <td>51,372</td> <td>53,611</td>	-19	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611
22 38,680 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 23 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 24 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 25 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 26 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 27 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,993 28 51,372 53,611 56,098 58,673 61,329 63,988	-20	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098
23 40,508 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,986 24 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 25 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 26 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 27 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 28 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,436 30 56,098 58,673	-21	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673
24 42,497 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 25 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,606 26 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 27 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 28 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 29 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 30 56,098 58,673 61,329 63,988 66,642	22	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329
25 44,658 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 26 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 27 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,993 28 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 30 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 31 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 32 61,329 63,988 66,642 70,044	-23	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988
26 46,887 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 27 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,993 28 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 29 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 30 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 31 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 32 61,329 63,988 66,642 70,044 73,608	24	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642
27 49,133 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 28 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,993 29 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 30 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,436 31 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 32 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 33 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644	-25	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044
28 51,372 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,993 29 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 30 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,293 31 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,436 32 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 33 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 34 66,642 70,044 73,608 77,173 80,991 85,141 89,291	-26	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608
29 53,611 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,142 30 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,436 31 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 32 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,64 33 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 34 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,09 35 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,09 <td>-27</td> <td>49,133</td> <td>51,372</td> <td>53,611</td> <td>56,098</td> <td>58,673</td> <td>61,329</td> <td>63,988</td> <td>66,642</td> <td>70,044</td> <td>73,608</td> <td>77,173</td>	-27	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173
30 56,098 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,294 31 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 32 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,64 34 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 35 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 35 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,09	-28 -	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991
31 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,436 32 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,64 34 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 35 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,09	_29	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141
31 58,673 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,436 32 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,64 34 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 35 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,09	-30	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	-85,141	89,291
32 61,329 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 33 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,70 34 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,09	-31 -	·	·	,	•	ŕ	ŕ	,	ŕ	,	ŕ	93,438
33 63,988 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 34 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,09		,	,	,	•	ŕ	ŕ	,	ŕ	,	,	97,910
34 66,642 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 35 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,09												102,644
35 70,044 73,608 77,173 80,991 85,141 89,291 93,438 97,910 102,644 107,708 113,09		,										- ,-
	-35		·									•
 36 	-36	73,608	·									118,183

*Employees occupying the classes of Correctional Glassification 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, 22 and 25 years of service. All other Pay Schedule VI employees—will receive a longevity step upon the completion of 10, 15, 20, 25, and 29 years of service.

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VI

STANDARD GRADES

Supervisory, Management, Confidential and Unrepresented Employees Effective January 1, 2021

		BASE	ANNUAI (In Dollar				-	LONGEV	ITY ANNU	IAL RATES	\$
		1st	2nd	3rd	4th		10	15	19/20	25	29/30
GRADE	MINIMUM	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS*	YEARS	YEARS*
9	23,939	24,703	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,29
10	24,703	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900
11	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,67
12	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,45
13	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,31
14	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,34
15	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,55
16	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,82
17	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,11
18	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,39
19	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,68
20	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,22
21	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,84
22	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,55
23	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,26
24	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,97
25	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,44
26	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,08
27	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,71
28	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,61
29	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,84
30	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,07
31	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,30
32	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,86
33	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,69
34	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,86
35	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862	115,35
36	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862	115,356	120,54
						fficer Cuper					

^{*}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, 22 and 25 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 Janaury 1, 2021

	BASE ANNUAL RATES (In Dollars)								LONGEVITY ANNUAL RATES (In Dollars)							
		13T	2ND	3RD	4TH	5TH		10	11	13	15	17	19	22	24	29
GRADE	MINIMUM	STEP	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS
_19P	84,717	88,222	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467
20P	88,222	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312
21P	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705
22P	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640
23P	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022
24P	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872
25P	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872	217,218
26P	113,346	118,424	123,756	120,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872	217,218	228,070

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VIII

STANDARD GRADES

Supervisory, Management and Confidential Employees

Fire Department

Effective January 1, 2021

	BASE ANNUAL RATES									LONGEVITY ANNUAL RATES						
				(In Dollars	s)							(In Do	llars)			
-		1ST	2ND	3RD	4TH	5TH	6TH		10	13	15	17	19	21	24	29
GRADE	MIN.	STEP	STEP	STEP	STEP	STEP	STEP	MAX.	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS
20 F	74,148	77,565	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174
21F	77,565	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632
- 22F	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464
23F	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687
24 F	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321
25 F	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321	190,387
26F	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321	190,387	199,906

PAY SCHEDULE IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

	Annual Supplementary Salary
Criminal Investigation Division	
Captain	\$ 520.00
Major	520.00
Other Sworn Members Assigned	320.00
Hazardous Devices Disposal Technician	1,500.00
<u>Tactical</u>	
Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	360.00
<u>K-9</u>	
Officer-in-Charge	
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	
Trainer	500.00
Marine	
Sworn Members Assigned	\$ 320.00
Firearms Instruction	
Officer-in-Charge	\$ 520.00
Other Sworn Members Assigned	260.00
911 Liaison	
Officer-in-Charge	
Officer-in-Charge of Shift	
Other Sworn Members Assigned	260.00
Recruitment and Selection	
Sworn Members Assigned	\$ 320.00
Investigative Services	
Sworn Members Assigned	\$ 320.00
Tactical Flight Officer	•
Sworn Members Assigned	\$ 475.00

PAY SCHEDULE IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

	Annual Supplementary Salary
County Executive Aide	Shall be paid a salary two grades higher
Pilot	(in the same step) than the grade
	normally assigned to his rank.

The above supplementary salaries shall be paid only while the sworn member is assigned to one of the above units. Transfer or removal from one of the above units shall immediately cancel the above supplement.

PAY SCHEDULE X

FIRE DEPARTMENT SUPPLEMENTARY SALARIES

Communication Center	Annual Supplementary Salary	
Assigned Bargaining Unit members	Shall be paid a supplementary	
below the rank of Lieutenant	salary equivalent to the difference	
	between their present salary and	
	one (1) step higher.	
Advanced Tactical Rescue Team		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Battalion Training Facilitator		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
EMS Field Preceptor		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Fire Rescue Academy & Station 57		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Peer Fitness Coordinator		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Primary Hazardous Materials Unit		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Fire Marshall's Office/Office of		
Emergency Management		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Satellite Hazardous Materials Unit	44.470.00	
Pay Schedule V employees as stipulated	\$1,170.00	
in the Memorandum of Understanding.		

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

PAY SCHEDULE X

FIRE DEPARTMENT SUPPLEMENTARY SALARIES

Modic	Cartification	Supplements	
Micuic	Cel uncauon	Duppiements	

Pay Schedule V employees who, as of November 1, 2016, \$3,000.00 possess a CRT-1, EMT-P Certification and Functions in Baltimore County

Pay Schedule V employees who, as of November 1, 2016, \$500.00 possess a CRT-1, EMT-P Medical Certification of EMT or higher

Pay Schedule VIII employees who, as of \$3,000.00

November 1, 2016, are certified and function in Baltimore

County as a CRT-I, EMT-I, or EMT-P.

Lead Instructor of the Fire Academy

Pay Schedule V employees who are assigned as \$500.00/ per class

Lead Instructor for each Fire Academy Recruit Class

Support or Administrative Services

Any employee assigned to a 40-hour work week \$90.00/ per pay in Support or Administrative Services, and who is not enumerated in the supplemental pay sections above, shall also receive a ninety dollar supplement per pay

PAY SCHEDULE XI

STANDARD GRADES

Physicians and Dentists
Effective January 1, 2021

							BA	SE ANNU	AL RATES							
	(In Dollars)															
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	
GRADE	Min.	Step	Step	Step	Step	Step	Step	Step	Max.							
1D	76,987	79,296	81,673	84,126	86,649	89,250	91,925	94,684	97,523	100,451	103,465	106,568	109,764	113,057	116,450	119,94
2D	82,377	84,848	87,394	90,014	92,715	95,496	98,362	101,313	104,351	107,842	110,707	114,028	117,450	120,974	124,601	128,330
3D	104,126	107,249	110,468	113,780	117,194	120,710	124,332	128,061	131,904	135,860	139,936	144,135	148,458	152,911	157,499	162,223
4D	107,424	110,649	113,967	117,387	120,908	124,536	128,272	132,121	136,083	140,165	144,372	148,703	153,164	157,760	162,491	167,360
5D	110.719	114.042	117,461	120.986	124,616	128.354	132,204	136.172	140,255	144,464	148.798	153,260	157.858	162,596	167.471	172.49
6D	114.039	117,458	120,983	124,612	128,349	132,201	136,169	140,252	144,460	148,795	153,256	157,855	162,593	167,468	172,493	177,668
7D	117.458	120 083	124 612	128 340	132 201	136 169	140 252	144.460	148 795	153 256	157.855	162 593	167.468	172 493	177 668	182,998

PAY SCHEDULE XII

STANDARD GRADES

Supervisory, Management, and Confidential Employees

Effective January 1, 2021

	(In Dollars)															
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	
<u>Grade</u>	Min.	<u>Step</u>	Step	Step	Step	Step	<u>Step</u>	Step	Max.							
1M	62,676	64,555	66,490	68,485	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,64
2M	66,490	68,485	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,58
3M	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645-	100,572	103,589	106,698	109,90
4M	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,59
-5M	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,69
-6M	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,22
7M	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226	135,162	139,21
-8M	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226	135,162	139,216	143,394	147,69

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE XIII

STANDARD GRADES

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

Effective July 1, 2020

		BASE A	NNUAL I	RATES			Ŧ	ONGEVIT	Y ANNUAI	RATES				
		•	In Dollar	s)				(In Dollars)						
SRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	22 YEARS	25 YEARS			
1S	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329			
28	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988			
38	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642			
48	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044			
58	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608			
6S	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173			
7 \$	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991			
8S	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141			
-9S	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	88,972			

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE XIII

STANDARD GRADES

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

Effective January 1, 2021 **BASE ANNUAL RATES LONGEVITY ANNUAL RATES** (In Dollars) (In Dollars) 1ST STEP 2ND STEP 3RD STEP 4TH STEP MAXIMUM 10 YEARS **MINIMUM** 15 YEARS 19 YEARS 18 41,318 43,347 45,551 47,825 50,116 52,399 54,683 57,220 59,846 62,556 25 43,347 45,551 47,825 50,116 52,399 54,683 57,220 59,846 62,556 65,268 3S 43,347 45,551 47,825 50,116 52,399 54,683 57,220 59,846 62,556 67,975 65,268 48 45,551 47,825 50,116 52,399 54,683 57,220 59,846 62,556 65,268 67,975 71,445 5S 47,825 50,116 52,399 54,683 57,220 59,846 62,556 65,268 67,975 75,080 71,445 6S 52,399 54,683 57,220 59,846 62,556 50,116 65,268 67,975 71,445 75,080 78,716 7S 52,399 54,683 57,220 59,846 62,556 65,268 67,975 71,445 75,080 78,716 82,611 8S 54,683 65,268 67,975 71,445 75,080 78,716 82,611 86,844 91,077 90,752

67,975 71,445

75,080

78,716

82,611

86,844

57,220

59,846 62,556 65,268

SECTION 2. AND BE IT FURTHER ENACTED that Section II of the Classification and Compensation Plans be amended as follows:

The following specified job classifications, codes, and grades in Section II, Classification and Compensation

Plans are hereby repealed and reenacted with amendments as follows:

CODE—	CLASS TITLE	PAY SCHEDULE	CURRENT PAY GRADE	PROPOSED PAY GRADE
2.405	Engineer I	I	[25]	26
2.406	Engineer II	I	[29]	30
8.227	Heavy Equipment Maintenance Center Team Leader	II	[H23] -	<u>H2</u> 4
8.238	Automotive Team Leader		[H23]	H24
10.105	Correctional Dietary Officer	I	[1C]	2C
10.106	Correctional Dietary Sergeant	I	[4C]	5C
10.107	Correctional Dietary Captain	VI	[33]	34
10.108	Correctional Classification Officer	I	[2C]	3C
10.109	Correctional Classification Officer Supervisor	VI	[30]	31
10.114	Correctional Officer	I	[1C]	2C
10.115	Correctional Sergeant	I	[4C]	5C
10.116	Correctional Lieutenant	I	[6C]	7C
10.118	Correctional Captain	VI	[33]	34
10.119	Correctional Corporal	I	[1C]	2C
10.123	Correctional Major	VI	[35]	36
10.513	Firearms & Tool Mark Examiner I	I	[29]	30
10.530	Forensic Chemist I	I	[27]	28
10.532	Computer Forensic Examiner I	I	[29]	30
10.533	Latent Print Examiner II	I	[29]	30

10.534	Computer Forensic Examiner II	I	[31]	32
10.535	Firearms & Tool Mark Examiner II	I	[31]	_32
10.605	Deputy Sheriff	XIII	[3S]	_4 S
10.606	Deputy Sheriff First Class	XIII	[4 S]	_5 <u>S</u>
10.607	Deputy Sheriff Sergeant	XIII	[6S]	7S
10.609	Deputy Sheriff Lieutenant	XIII	[8S]	<u>9\$</u>
10.611	Deputy Sheriff Captain	VI	[32]	33
10.613	Undersheriff	VI	[34]	35
10.615	Chief Deputy Sheriff	VI	[33]	_34

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

CODE	CLASS TITLE	PROPOSED GRADE
4.243	NUTRITION FIELD COORDINATOR	18
9.112	ENGINEERING AND REGULATIONS DIVISION CHIEF	4 <u>M</u>

SECTION 3. AND BE IT FURTHER ENACTED, that the following section of the Compensation Rules and regulations, "Baltimore County Classification and Compensation Plans," Section IV is hereby repealed and reenacted, with amendments to read as follows:

RULE 10: PREMIUM PAY REGULATIONS REGULATION 10.01 I. STAND-BY PAY

2. CLASSIFIED EMPLOYEES ON PAY SCHEDULE IV ASSIGNED TO THE TACTICAL UNIT, INCLUDING THE DRIVER OF THE APC, AND THE HAZARDOUS DEVICES UNIT SHALL BE COMPENSATED WITH A STIPEND EQUAL TO 18% OF THE PROBATIONARY POLICE OFFICER STARTING SALARY. THE STIPEND WILL BE DIVIDED EQUALLY IN 24 PAYS PER CALENDAR YEAR.

ALL OTHER EMPLOYEES DESIGNATED BY THE DEPARTMENT TO REMAIN AVAILABLE FOR WORK IN A STAND-BY STATUS SHALL BE

COMPENSATED AT A RATE EQUAL TO 18% OF A POLICE OFFICER MINIMUM HOURLY RATE FOR EACH HOUR IN STAND-BY STATUS. ASSIGNMENT TO STAND-BY STATUS INCLUDES THE FOLLOWING CONDITIONS:

- A. THE REQUIREMENT TO BE ON STAND BY STATUS MUST BE DEFINITE, AND THE EMPLOYEE MUST BE OFFICIALLY NOTIFIED BY THE DEPARTMENT. THE DEPARTMENT SHALL SCHEDULE THE EMPLOYEE IN ADVANCE, AND THE DEPARTMENT SHALL DESIGNATE THE HOURS OF STAND BY PAY ON A STAND BY SCHEDULE.
- B. EMPLOYEES WILL REMAIN ON STAND BY DURING THOSE HOURS DESIGNATED OR UNTIL NOTIFIED BY THE DEPARTMENT THAT THE STAND BY IS LIFTED.
- C. AN EMPLOYEE WHO IS ON STAND-BY AND IS NOTIFIED TO PERFORM WORK WILL BE ELIGIBLE FOR CALLBACK UNDER SECTION 6.4 OF THIS ARTICLE STARTING AT THE TIME OF THE NOTIFICATION.
- D. AN EMPLOYEE WILL NOT BE ELIGIBLE FOR STAND-BY PAY WHILE IN CALLBACK, OVERTIME OR REGULAR PAY STATUS.
- E. STAND BY STATUS WILL NOT BE USED FOR THE PURPOSE OF PLACING EMPLOYEES ON STAND-BY FOR TESTIFYING OR APPEARING IN COURT (TO INCLUDE MVA HEARINGS, GRAND JURY, DEPOSITIONS OR OTHER JOB-RELATED ADMINISTRATIVE HEARINGS, E.G. WORKERS' COMPENSATION, LIQUOR BOARD, HEARING BOARD, ETC.).

NO EMPLOYEE MAY BE IN STAND-BY STATUS FOR MORE THAN FOURTEEN (14) CONSECUTIVE DAYS WITHOUT BEING RELIEVED OF STAND-BY STATUS FOR A MINIMUM OF TWO (2) CONSECUTIVE DAYS. (MEMBERS IN PARAGRAPH 3 ARE EXCLUDED FROM THIS PROVISION. HOWEVER, EVERY EFFORT WILL BE MADE TO PROVIDE THOSE MEMBERS SUFFICIENT TIME OFF DUTY AND NOT ON STAND-BY STATUS.)

SECTION 4. AND BE IT FURTHER that the following pay schedules from Section 1, Section

2 and 3, of this Act shall take effect on July 1, 2020.

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I STANDARD GRADES

Baltimore County Federation of Public Employees -Effective July 1, 2020

	- 1		NUAL RA	ATES			LOI	NGEVITY /	ANNUAL F	RATES	
			2ND	3RD	4TH		10	15	20	25	29
GRADE	<u>MINIMUM</u>		STEP	STEP	STEP	MAXIMUM		YEARS	YEARS	YEARS	YEARS
9	23,470	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623
-10 -	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196
-11	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940
-12	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680
-13	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508
_14	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497
-15	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658
-16	,	30,873	,	,	,	36,940	,	40,508	42,497	44,658	46,887
- 17 -	,	32,246	,	,	,	- 38,680 -	,	-42,497 -	-44,658 -	-46,887 -	-49,133 -
18	,	33,623	35,196	36,940	38,680	,	42,497	44,658	46,887	49,133	51,372
19	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611
20	35,196 36,940	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	- 53,611 -	56,098
_21	38.680	38,680 40.508	_40,508_ _42.497 _	42,497 44,658	44,658 46,887	46,887 49,133	49,133 51,372	51,372 53,611	53,611 56,098	56,098 58,673	58,673 61,329
23	,	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63.988
24 	,	,	,	,	,	53,611	,	58.673	61.329	63.988	-66.642
25	44,658	,	,	,	,	56.098	,	22,212	63,988	66,642	70,044
<u> 26</u>	46,887	49,133	51,372	<u>53,611</u>	56,098	58,673	61,329	63,988	66,642	70,044	73,608
<u>27</u>	49,133	51,372	-53,611	56,098	-58,673	61,329	63,988	-66,642 -	70,044	73,608	77,173
-28	51,372	53,611	-56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991
-29	-53,611 -	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141
30	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291
_31	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438
32	61,329	63,988	-66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910
-33	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910	102,644

Baltimore County Federation of Public Employees

Correctional Officers

Effective July 1, 2020

		BAS	E ANNUA		LONGEVITY ANNUAL RATES						
			(In Dolla	rs)			(In Dollars)				
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	22 YEARS	25 YEARS
2C	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608
3C	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173
-4C	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991
5C	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141
-6C	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291
7C	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,309

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE II

STANDARD GRADES

American Federation of State, County and Municipal Employees Effective July 1, 2020

		BASE	HOURL	Y RATE	S		LONGE	VITY H	OURLY	RATE			
	(In Dollars)							(In Dollars)					
Grade	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	10 Years	15 Years	20 Years	22 Years	25 Years	29 Years	
H11	13.68	14.05	14.57	15.10	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41	
H12	14.05	14.57	15.10	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40	
H13	14.57	15.10	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45	
H14	15.10	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67	
H15	15.73	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90	
H16	16.43	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16	
H17	17.19	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47	
H18	17.90	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88	
H19	18.70	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38	
H20	19.52	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93	
H21	20.46	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58	
H22	21.41	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30	
H23	22.40	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30	38.12	
H24	23.45	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30	38.12	40.01	
H25	24.67	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30	38.12	40.01	42.01	
H26	25.90	27.16	28.47	29.88	31.38	32.93	34.58	36.30	38.12	40.01	42.01	44.12	

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VI

STANDARD GRADES

Supervisory, Management, Confidential and Unrepresented Employees Effective July 1, 2020

		BASE	ANNUAL					LONGEV	ITY ANNU	JAL RATE:	§.
		1st	2nd	3rd	4th		10	15	19/20	25	29/30
GRADE	MINIMUM	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS*	YEARS	YEARS*
9	23,470	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,62
10	24,219	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,19
11	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,94
12	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,68
13	26,525	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,50
14	27,351	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,49
15	28,362	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,65
16	29,579	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,88
-17	30,873	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,13
18	32,246	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372
19	33,623	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611
20	35,196	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098
21	36,940	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	-58,673
22	38,680	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329
23	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988
24	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642
-25	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044
26	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608
27	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173
28	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991
-29 -	53,611	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141
_30	56,098	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291
31	58,673	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438
32	61,329	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910
33	63,988	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910	102,64
_34	66,642	70,044	73,608	77,173	80,991	85,141	89,291	93,438	97,910	102,644	107,70
35	70,044	73,608	-77,173	80,991	85,141	89,291	93,438	97,910	102,644	107,708	113,094
-36	73,608	77 173	80 991	85 141	89 291	93,438	97 910	102 644	107 708	113 004	118,18

*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, 22 and 25 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.

PAY SCHEDULE IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

	Annual Supplementary Salary
Criminal Investigation Division	
Captain	\$ 520.00
Major	520.00
Other Sworn Members Assigned	320.00
Hazardous Devices Disposal Technician	1,500.00
<u>Tactical</u>	
Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	360.00
<u>K-9</u>	
Officer-in-Charge	
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	360.00
Trainer	500.00
Marine	
Sworn Members Assigned	\$ 320.00
Firearms Instruction	
Officer-in-Charge	<u>\$ 520.00</u>
Other Sworn Members Assigned	260.00
911 Liaison	
Officer-in-Charge	
Officer-in-Charge of Shift	
Other Sworn Members Assigned	260.00
Recruitment and Selection	
Sworn Members Assigned	\$ 320.00
Investigative Services	
Sworn Members Assigned	\$ 320.00
Tactical Flight Officer	
Sworn Members Assigned	\$ 475.00

PAY SCHEDULE IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

	Annual Supplementary Salary
County Executive Aide	Shall be paid a salary two grades higher
Pilot	(in the same step) than the grade
	normally assigned to his rank.

The above supplementary salaries shall be paid only while the sworn member is assigned to one of the above units. Transfer or removal from one of the above units shall immediately cancel the above supplement.

PAY SCHEDULE X

FIRE DEPARTMENT SUPPLEMENTARY SALARIES

Communication Center	Annual Supplementary Salary	
Assigned Bargaining Unit members	Shall be paid a supplementary	
below the rank of Lieutenant	salary equivalent to the difference	
	between their present salary and	
	one (1) step higher.	
Advanced Tactical Rescue Team		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Battalion Training Facilitator		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
EMS Field Preceptor		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Fire Rescue Academy & Station 57		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Peer Fitness Coordinator		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Primary Hazardous Materials Unit		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Fire Marshall's Office/Office of		
Emergency Management		
Pay Schedule V employees as stipulated	\$2,340.00	
in the Memorandum of Understanding.		
Satellite Hazardous Materials Unit		
Pay Schedule V employees as stipulated	\$1,170.00	
in the Memorandum of Understanding.		

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

PAY SCHEDULE X

FIRE DEPARTMENT SUPPLEMENTARY SALARIES

Modic	Cartification	Supplements	
Micuic	Cel uncauon	Duppiements	

Pay Schedule V employees who, as of November 1, 2016, \$3,000.00 possess a CRT-1, EMT-P Certification and Functions in Baltimore County

Pay Schedule V employees who, as of November 1, 2016, \$500.00 possess a CRT-1, EMT-P Medical Certification of EMT or higher

Pay Schedule VIII employees who, as of \$3,000.00

November 1, 2016, are certified and function in Baltimore

County as a CRT-I, EMT-I, or EMT-P.

Lead Instructor of the Fire Academy

Pay Schedule V employees who are assigned as \$500.00/ per class

Lead Instructor for each Fire Academy Recruit Class

Support or Administrative Services

Any employee assigned to a 40-hour work week \$90.00/ per pay in Support or Administrative Services, and who is not enumerated in the supplemental pay sections above, shall also receive a ninety dollar supplement per pay

SECTION 5. AND BE IT FURTHER ENACTED that the following pay schedules from Section 1,
of this Act shall take effect on January 1, 2021.

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I

STANDARD GRADES

Baltimore County Federation of Public Employees -Effective January 1, 2021

		BAS	E ANNU/		\$			LONGEV	ITY ANNU In Dollars)		S
		1ST	2ND	3RD	4TH		10	15	20	1 25	29
			STEP	STEP	STEP	MAXIMUM		YEARS	YEARS	YEARS	YEARS
וטאאנ	<u> IVIII VIIVIOIV</u> I	<u>STLI</u>	<u> </u>	<u>STEI</u>	<u>STEI</u>	IVIAXIIVIOIVI	ILAKO	ILANO	TEARO	ILAKO	TEARO
9_	23,940	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296
10	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900
11	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679
12	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454
13	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318
14	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347
15	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551
16	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825
-17	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
18	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	. 4 7,825	- 50,116	52,400
19	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	-50,116 -	52,400	54,683
20	35,900	37,679	39,454	41,318	+ 43,347	45,551	47,825	50,116	52,400	54,683	57,220
21	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	-59,847
22	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555
23	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267
24_	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975
-25	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,44 5
-26 -	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
27	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
28	52,400	54,683	57,220	59,847	+ 62,555	65,267	67,975	71,445	· 75,080	· 78,717	82,611
29	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
30 —	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
31	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307
32	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868
33	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	-104,69 6

Baltimore County Federation of Public Employees

Correctional Officers

Effective January 1, 2021

			NUAL RA Dollars)	TES					Y ANNUA (In Dollars)	L RATES	
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	22 YEARS	25 YEARS
2C	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
3C	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
4C	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
5C	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
-6C	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
7C	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,175

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I-E

STANDARD GRADES

Baltimore County Federation of Public Employees
Emergency Communications Technicians
January 1, 2021

	BASI	ANNUAI					1	ONGEVIT	Y ANNUA In Dollars)	L RATES	
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1E	41,616	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985
2E	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846
3E	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701
4E	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364
5E	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197
6E	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034
-7E	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034	87,141

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE II

STANDARD GRADES

American Federation of State, County and Municipal Employees Effective January 1, 2021

		BASE	HOURL	Y RATE	S			LONGE	VITY H	OURLY	RATES	€
	(In E	Oollars)							(In D	ollars)		
Grade	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	10 Years	15 Years	20 Years	22 Years	25 Years	29 Years
H11	13.95	14.33	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84
H12	14.33	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85
H13	14.86 -	15.40	16.04	16.76 -	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92
H14	- 15.40	16.04	16.76	17.53 -	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17
H15	16.04	16.76	17.53	- 18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42
H16	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71
H17	17.53	18.26	-19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04
H18	- 18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47
H19	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00
H20	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58
H21	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27
H22	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03
H23	22.85	23.92	25.17	26.42	27.71-	29.04	30.47	32.00	33.58	35.27	37.03	38.88
H24	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81
H25	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81	42.85
H26	26.42	27.71	29.04	30.47	32.00	33.58-	35.27	37.03	38.88	40.81	42.85	45.00

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE III

STANDARD GRADES

Baltimore County Federation of Public Health Nurses Effective January 1, 2021

		BASE	ANNUA	L RATES			LC	NGEVIT	Y ANNU	AL RAT	E S
			(In Dolla	r s)					(In Dollars	s)	
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1N	30,171	31,490	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825
-2N	31,490	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
3N	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399
4N	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638
5N	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220
6N	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846
7N	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556
8N	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267
9N	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975
10N	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445
11N	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080
12N	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716
13N	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610
14N	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844
15N	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077
16N	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307
17N	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868
18N	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697
19N	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862
20N	71,455	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862	115,355
21N	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862	115,355	121,122

Fraternal Order of Police, Lodge #4 Police Department Effective January 1, 2021

		BAS	SE ANN (In Do	UAL RA	TES						LC		Y ANNU In Dollars)	AL RATI	ES		
-er	<u>MINIMUM</u>	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAXIMUM	10 YEARS	<u>11 YEARS</u>	13 YEARS	15 YEARS	17 YEARS	10 YEARS	22 YEARS	24 YEARS	29 YEARS
PC	29,861	30,872	32,089	33,382	34,756	36,133											
8P	55,085	57,118	59,154	61,276	63,651	66,032	68,573	71,207	73,490	76,457	79,508	82,737	86,123	89,682	93,424	97,321	101,477
9P	57,118	59,154	61,276	63,651	66,032	68,573	71,207	74,000	76,457	79,508	82,737	86,123	89,682	03,424	97,321	101,477	105,723
10P	59,154	61,276	-63,651	66,032	68,573	71,207	74,000 -	76,967	79,508	82,737	86,123	89,682	93,322	97,321	101,477	105,723	110,241
11P		63,651	66,032	68,573	71,207	74,000	76,967	80,018	82,737	86,123	89,682	93,424	97,321	101,477	105,723	110,241	115,382
12P		66,032	68,573	71,207	74,000	76,967	80,018	83,247	86,123	89,682	93,424	97,321	101,477	105,723 -	110,241	115,382	120,929
13P		68,573	71,207	74,000	76,967	80,018	83,247	86,633	89,682	93,424	97,321	101,477	105,723	110,241	115,382	120,929	126,876
14P		71,207	74,000	76,967	80,018	83,247	86,633	90,192	93,424	97,321	101,477	105,723	110,241	115,382	120,929	126,876	133,119
15P		74,000	-76,967	80,018	83,247	86,633	90,192	93,934	97,321	101,477	105,723	110,241	115,382	120,929	126,876	133,119	139,673
16P		76,967	80,018	83,247	86,633	90,192	93,934	97,831	101,477	105,723	110,241	115,382	120,929	126,876	133,119	139,673	146,558
17P		80,018	83,247	86,633	90,192	93,934	-97,831	101,987	105,723	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,785
18P		83,247	-86,633	90,192	93,934	97,831	101,987 -	106,233	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,785	161,373

PAY SCHEDULE V

STANDARD GRADES

Baltimore County Firefighters Association

Fire Department

Effective January 1, 2021

				ANNUAL R (In Dollars)	ATES						FC		ANNUAL RA' ollars)	TES		
00405		1ST	2ND	3RD	4TH	5TH	6TH		10	13	15	17	19	21	24	29
GRADE	MIN.	STEP	STEP	STEP	STEP	<u>STEP</u>	STEP	MAX.	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS
PF	39,162	40,582	43,750	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078
7F	43,750	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954
	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656
9F	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543
10F	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595
11F	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,917
12 F	53,301	55,590	58,050	60,533	63,175	65,912	68,819	71,904	75,078	78,133	81,954	85,656	89,543	93,595	97,917	102,329
13F	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899
14F	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244
15F	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855
16F	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748
17F	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748	129,938
18F	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748	129,938	136,432
19F	71,904	75,078	70,433	01,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,055	123,748	129,938	136,432	143,254

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VI

STANDARD GRADES

Supervisory, Management, Confidential and Unrepresented Employees Effective January 1, 2021

		BASE	ANNUAI (In Dollar	RATES				LONGEV	ITY ANNU	IAL RATES	S
		1st	2nd	3rd	4th		10	15	19/20	25	29/30
GRADE	MINIMUM	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS*	YEARS	YEARS*
9	23,939	24,703	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,29
10	24,703	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,90
11	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,67
12	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,45
13	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,31
14	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,34
15	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,55
16	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,82
17	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,11
18	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,39
19	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,68
20	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,22
21	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,84
22	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,55
23	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,26
24	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,97
25	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,44
26	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,08
27	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,71
28	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,61
29	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,84
30	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,07
31	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,30
32	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,86
33	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,69
34	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,86
35	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862	115,35
36	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862	115,356	120,54

*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, 22 and 25 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 Janaury 1, 2021

				INUAL RATES Dollars)								ITY ANNUA	LRATES			
_		1 3 T	2ND	3RD	4TH	5TH		10	11	13	15	17	19	22	24	29
GRADE	MINIMUM	STEP	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS
19P	84,717	88,222	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467
20P	88,222	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312
21P	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705
22P	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640
23P	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022
24P	104,119	108,517	113,346	118,424	123,756	120,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872
25P	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872	217,218
-26P	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	200,872	217,218	228,079

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VIII

STANDARD GRADES

Supervisory, Management and Confidential Employees

Fire Department

Effective January 1, 2021

			BASI	E ANNUAL	RATES						LON	GEVITY A	NNUAL R	ATES		
				(In Dollars	s)							(In Do	llars)			
+		1ST	2ND	3RD	4TH	5TH	6TH		10	13	15	17	19	21	24	29
GRADE	MIN.	STEP	STEP	STEP	STEP	STEP	STEP	MAX.	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS
	74,148	77,565	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174
21F	77,565	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632
	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464
23F	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687
24F	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321
25F	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321	190,387
26F	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321	190,387	199,906

PAY SCHEDULE XI

STANDARD GRADES

Physicians and Dentists
Effective January 1, 2021

							BAS	SE ANNUAL	RATES							
								(In Dollar	s)							
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	
GRADE	Min.	Step	Step	Step	Step	Step	Step	Step	Step	Max.						
1 D	76,987	79,296	81,673	84,126	86,649	89,250	91,925	94,684	97,523	100,451	103,465	106,568	109,764	113,057	116,450	119,944
2 D	82,377	84,848	87,394	90,014	92,715	95,496	98,362	101,313	104,351	107,842	110,707	114,028	117,450	120,974	124,601	128,339
3D	104,126	107,249	110,468	113,780	117,194	120,710	124,332	128,061	131,904	135,860	139,936	144,135	148,458	152,911	157,499	162,223
4 D	107,424	110,649	113,967	117,387	120,908	124,536	128,272	132,121	136,083	140,165	144,372	148,703	153,164	157,760	162,491	167,363
5D	110,719	114,042	117,461	120,986	124,616	128,354	132,204	136,172	140,255	144,464	148,798	153,260	157,858	162,596	167,471	172,495
6 D	114,039	117,458	120,983	124,612	128,349	132,201	136,169	140,252	144,460	148,795	153,256	157,855	162,593	167,468	172,493	177,668
7D	117,458	120,983	124,612	128,349	132,201	136,169	140,252	144,460	148,795	153,256	157,855	162,593	167,468	172,493	177,668	182,998

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE XII

STANDARD GRADES

Supervisory, Management, and Confidential Employees

Effective January 1, 2021

						BA		UAL RA	ATES							
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	
<u>Grade</u>	Min.	<u>Step</u>	Max.													
1M	62,676	64,555	66,490	68,485	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645
2M	66,490	68,485	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589
3M	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645-	100,572	103,589	106,698	109,900
4M	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592
-5M	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693
-6M	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226
7M	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226	135,162	139,216
_8M	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226	135,162	139,216	143,394	147,694

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE XIII

STANDARD GRADES

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

Effective January 1, 2021 **BASE ANNUAL RATES LONGEVITY ANNUAL RATES** (In Dollars) (In Dollars) 1ST STEP 2ND STEP 3RD STEP 4TH STEP MAXIMUM 10 YEARS 41,318 43,347 45,551 47,825 50,116 52,399 54,683 -57,220 62,556 **2S** 41.318 43,347 45,551 47,825 50,116 52,399 54,683 57.220 65.268 59.846 62.556 35 43.347 45.551 47.825 50.116 52.399 54.683 57.220 59.846 62.556 65.268 67.975 48 45.551 47.825 50.116 52.399 54.683 57.220 59.846 62.556 65.268 67.975 71.445 -5S 47.825 50,116 52,399 54,683 57,220 59,846 62,556 65,268 67,975 71,445 75,080 6S 50,116 52,399 54,683 57,220 59,846 62,556 65,268 67,975 71,445 75,080 78,716 7S 52.399 54.683 57.220 59.846 62,556 65,268 67.975 71.445 75.080 78.716 82.611 8S 54.683 57,220 59,846 62,556 65,268 67,975 71,445 75,080 78,716 82.611 86.844 -98 57,220 59,846 62,556 65,268 67,975 71,445 75,080 78,716 82,611 86,844 90,752

SECTION 6. AND BE IT FURTHER ENACTED that, this Act, having passed by the affirmative vote of five members of the County Council, shall take effect on July 1, 2020.

BALTIMORE COUNTY GOVERUMENT PAY SCHEDULE I STANDARD GRADES

Baltimore County Federation of Public Employees
Effective June 30, 2021

898'66											
	706,36	۲۲0,16	<i>1</i> 78'98	119,28	717,8T	080'94	944,17	926'29	792,28	999'79	32
708,307	770,16	118 ,88	119,28	717,87	080,87	9 77 '17	926'29	792,267	992,585	∠ 1 ⁄8'69	31
۲۲0,16	118,88	119,28	717,8T	75,080	944,17	926'29	792,267	999,59	∠ †8'69	022,78	30
11 8'98	119,28	717,8T	75,080	9 77 '17	946,78	792,88	999,59	∠ 1/ 8'69	022,73	£89' 1 9	58
119,28	T1 7,87	75,080	977,17	926'29	792,267	999'79	Z 1 8'69	57,220	£89' 1 9	62,400	82
717,8T	75,080	944,17	926'29	792,287	999,59	Z 1 /8'69	022,73	£89' † 9	907,400	911,03	72
080,87	944,17	926'29	792,28	62,555	Z 1 /8'69	67,220	289'79	62,400	911,03	328,74	97
9 77 ,17	926'29	792,88	999,59	7 1 8,63	022,78	£89' 1 2	62,400	911,03	328,74	199'9†	52
926'29	792,267	999,59	∠ 1/ 8'69	57,220	£89' † 9	92,400	911,03	528,74	199'97	748,84	24
792,267	62,555	Z 1 8'69	57,220	£89' 1 2	95,400	911,03	47,825	199'97	748,84	818,14	23
999'79	∠ †8'69	922,73	£89' 1 2	52,400	911,03	328,74	199'97	745,54	815,14	1 27'68	55
∠ 1/ 8'69	57,220	£89' 1 2	52,400	911,03	528,74	199'9 1	745,54	815,14	797'6E	6 7 9'7£	21
57,220	£89' 1 2	62,400	911,05	47,825	199'97	745,54	815,14	797 ⁶ 68	649,48	32,900	50
£89' 1 2	52,400	911,03	47,825	199'97	748,84	815,14	797 ⁶ 68	679,75	32,900	34,296	61
62,400	911,03	47,825	199'9 1	748,84	815,14	39,454	679,75	32,900	34,296	168,25	18
911,03	47,825	199'97	745,54	815,14	7 97'68	629'28	32,900	34,296	168,25	16 1 ,15	۷١
328,7 <i>4</i>	199'97	745,54	815,14	79t'6E	679,75	92,900	962,48	168,25	164,15	171,08	91
199'9 1	748,84	815,14	797'68	629'28	32,900	96Z' ⊁ E	168,28	164,15	171,08	626,82	12
745,54	818,14	797'68	679,75	32,900	962'78	168,25	164,18	171,05	626,82	868,72	Þl
815,14	79t'6E	649,75	32,900	34,296	168,25	164,15	171,08	58,929	868,72	950,72	13
797'68	679,75	32,900	96Z' 1 E	168,25	16 1 ,15	171,08	626,82	868,72	990,72	162,83	15
629,75	32,900	96Z' 1 E	168,25	16 1 ,15	171,08	626,82	868,72	990,72	162,82	994,62	l l
32,900	34,296	168,25	164,15	171,08	626,82	868,72	990,72	165,231	994,65	24,703	10
962'78	168,25	164,15	171,08	626,82	868,72	27,056	165,231	997'97	24,703	23,940	6
YEARS	YEARS	YEARS	YEARS	YEARS	MUMIXAM	STEP	STEP	STEP	STEP	MUMINIM	BUAR

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I-C

STANDARD GRADES

Baltimore County Federation of Public Employees

Correctional Officers

Effective June 30, 2021

			NUAL RA Dollars)	TES				LONGEVI	TY ANNU (In Dollars)		
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	22 YEARS	25 YEARS
2C	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
3C	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
4C	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
5C	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
6C	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
7C	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,175

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I-E

STANDARD GRADES

Baltimore County Federation of Public Employees Emergency Communications Technicians Effective June 30, 2021

	BAS	E ANNUAI (In Dolla	_				I	LONGEVI ⁻	「Y ANNUA (In Dollars)	_	5
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1E	41,616	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985
2E	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846
3E	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701
4E	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364
5E	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197
6E	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034
7E	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034	87,141

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE II

STANDARD GRADES

American Federation of State, County and Municipal Employees Effective June 30, 2021

		BASE I	HOURL	YRATE	S		I	LONGE	VITY H	OURLY	RATES	;
	(In D	ollars)							(In Do	ollars)		
Grade	<u>Minimum</u>	1st Step	2nd Step	3rd Step	4th Step	<u>Maxim um</u>	10 Years	15 Years	20 Years	22 Years	25 Years	29 Years
H11	13.95	14.33	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84
H12	14.33	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85
H13	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92
H14	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17
H15	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42
H16	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71
H17	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04
H18	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47
H19	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00
H20	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58
H21	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27
H22	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03
H23	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88
H24	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81
H25	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81	42.85
H26	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81	42.85	45.00

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE III

STANDARD GRADES

Baltimore County Federation of Public Health Nurses Effective June 30, 2021

		BASE	ANNUA	L RATES			LC	NGEVIT	Y ANNU	AL RAT	ES
			(In Dolla	rs)					(In Dollars	5)	
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1N	30,171	31,490	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825
2N	31,490	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
3N	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399
4N	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638
5N	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220
6N	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846
7N	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556
8N	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267
9N	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975
10N	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445
11N	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080
12N	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716
13N	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610
14N	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844
15N	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077
16N	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307
17N	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868
18N	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697
19N	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862
20N	71,455	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862	115,355
21N	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862	115,355	121,122

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE IV STANDARD GRADES

Fraternal Order of Police, Lodge #4 Police Department Effective June 30, 2021

		BAS	SE ANN (In Do	UAL RA	TES						L	ONGEVIT	Y ANNU.		S		
GR	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAXIMUM	10 YEARS	11 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	22 YEARS	24 YEARS	29 YEARS
PC	29,861	30,872	32,089	33,382	34,756	36,133											
8P	55,085	57,118	59,154	61,276	63,651	66,032	68,573	71,207	73,490	76,457	79,508	82,737	86,123	89,682	93,424	97,321	101,477
9P	57,118	59,154	61,276	63,651	66,032	68,573	71,207	74,000	76,457	79,508	82,737	86,123	89,682	93,424	97,321	101,477	105,723
10P	59,154	61,276	63,651	66,032	68,573	71,207	74,000	76,967	79,508	82,737	86,123	89,682	93,322	97,321	101,477	105,723	110,241
11P		63,651	66,032	68,573	71,207	74,000	76,967	80,018	82,737	86,123	89,682	93,424	97,321	101,477	105,723	110,241	115,382
12P		66,032	68,573	71,207	74,000	76,967	80,018	83,247	86,123	89,682	93,424	97,321	101,477	105,723	110,241	115,382	120,929
13P		68,573	71,207	74,000	76,967	80,018	83,247	86,633	89,682	93,424	97,321	101,477	105,723	110,241	115,382	120,929	126,876
14P		71,207	74,000	76,967	80,018	83,247	86,633	90,192	93,424	97,321	101,477	105,723	110,241	115,382	120,929	126,876	133,119
15P		74,000	76,967	80,018	83,247	86,633	90,192	93,934	97,321	101,477	105,723	110,241	115,382	120,929	126,876	133,119	139,673
16P		76,967	80,018	83,247	86,633	90,192	93,934	97,831	101,477	105,723	110,241	115,382	120,929	126,876	133,119	139,673	146,558
17P		80,018	83,247	86,633	90,192	93,934	97,831	101,987	105,723	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,785
18P		83,247	86,633	90,192	93,934	97,831	101,987	106,233	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,785	161,373

PAY SCHEDULE V

STANDARD GRADES

Baltimore County Firefighters Association

Fire Department

Effective June 30, 2021

				ANNUAL RA	ATES						LC		NNUAL RAT ollars)	TES		
GRADE	MIN.	1ST STEP	2ND STEP	3RD STEP	4TH <u>STEP</u>	5TH STEP	6TH <u>STEP</u>	MAX.	10 YEARS	13 YEARS	15 YEARS	17 YEARS	19 <u>YEARS</u>	21 YEARS	24 YEARS	29 YEARS
PF	39,162	40,582	43,750	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078
7F	43,750	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954
8F	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656
9F	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543
10F	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595
11F	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,917
12F	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,917	102,329
13F	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899
14F	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244
15F	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855
16F	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748
17F	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748	129,938
18F	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748	129,938	136,432
19F	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748	129,938	136,432	143,254

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VI

STANDARD GRADES

Supervisory, Management, Confidential and Unrepresented Employees Effective June 30, 2021

		BASE	ANNUA (In Dolla	L RATES	3			LONGE	ITY ANNI (In Dollar	JAL RATE	S
		1st	2nd	3rd	4th		10	15	19/20	25	29/30
GRADE	MINIMUM	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS*	YEARS	YEARS*
9	23,939	24,703	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295
10	24,703	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900
11	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679
12	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454
13	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318
14	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347
15	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551
16	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825
17	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
18	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399
19	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683
20	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220
21	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846
22	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556
23	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268
24	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975
25	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445
26	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080
27	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716
28	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611
29	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844
30	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077
31	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307
32	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868
33	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697
34	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862
35	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862	115,356
36	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862	115,356	120,547

*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, 22 and 25 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 June 30, 2021

				INUAL RATES Dollars)								TY ANNUAL				
		1ST	2ND	3RD	4TH	5TH		10	11	13	15	17	19	22	24	29
GRADE	MINIMUM	STEP	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS
19P	84,717	88,222	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467
20P	88,222	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312
21P	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705
22P	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640
23P	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022
24P	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872
25P	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872	217,218
26P	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872	217,218	228,079

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VIII

STANDARD GRADES

Supervisory, Management and Confidential Employees

Fire Department

Effective June 30, 2021

			BASE	ANNUAL	RATES						LON	GEVITY A	NNUAL RA	TES		
				(In Dollars	5)							(In Do	llars)			
		1ST	2ND	3RD	4TH	5TH	6TH		10	13	15	17	19	21	24	29
GRADE	MIN.	STEP	STEP	STEP	STEP	STEP	STEP	MAX.	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS
20F	74,148	77,565	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174
21F	77,565	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632
22F	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464
23F	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687
24F	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321
25F	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321	190,387
26F	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321	190,387	199,906

PAY SCHEDULE IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

	Annual Supplementary Salary
Criminal Investigation Division Captain Major Other Sworn Members Assigned Hazardous Devices Disposal Technician	\$ 520.00 520.00 320.00 1,500.00
Tactical Officer-in-Charge Officer-in-Charge of Shift Other Sworn Members Assigned	\$ 520.00 412.00 360.00
K-9 Officer-in-Charge Officer-in-Charge of Shift Other Sworn Members Assigned Trainer	\$ 520.00 412.00 360.00 500.00
Marine Sworn Members Assigned	\$ 320.00
Firearms Instruction Officer-in-Charge Other Sworn Members Assigned	\$ 520.00 260.00
911 Liaison Officer-in-Charge Officer-in-Charge of Shift Other Sworn Members Assigned	\$ 520.00 312.00 260.00
Recruitment and Selection Sworn Members Assigned	\$ 320.00
Investigative Services Sworn Members Assigned	\$ 320.00
Tactical Flight Officer Sworn Members Assigned	\$ 475.00

PAY SCHEDULE IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

Annual Supplementary Salary

County Executive Aide Pilot

Shall be paid a salary two grades higher (in the same step) than the grade normally assigned to his rank.

The above supplementary salaries shall be paid only while the sworn member is assigned to one of the above units. Transfer or removal from one of the above units shall immediately cancel the above supplement.

PAY SCHEDULE X

FIRE DEPARTMENT SUPPLEMENTARY SALARIES

Communication Center	Annual Supplementary Salary
Assigned Bargaining Unit members	Shall be paid a supplementary
below the rank of Lieutenant	salary equivalent to the difference
	between their present salary and
	one (1) step higher.
Advanced Tactical Rescue Team Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Battalion Training Facilitator Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
EMS Field Preceptor Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Fire Rescue Academy & Station 57 Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Peer Fitness Coordinator Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Primary Hazardous Materials Unit Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Fire Marshall's Office/Office of Emergency Management Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Satellite Hazardous Materials Unit Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$1,170.00

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

PAY SCHEDULE X

FIRE DEPARTMENT SUPPLEMENTARY SALARIES

Medic Certification Supplements

Pay Schedule V employees who, as of November 1, 2016, possess a CRT-1, EMT-1, EMT-P Certification and Functions in Baltimore County

\$3,000.00

Pay Schedule V employees who, as of November 1, 2016, \$500.00 possess a CRT-1, EMT-P Medical Certification of EMT or higher

Pay Schedule VIII employees who, as of November 1, 2016, are certified and function in Baltimore County as a CRT-I, EMT-I, or EMT-P. \$3,000.00

Lead Instructor of the Fire Academy

Pay Schedule V employees who are assigned as Lead Instructor for each Fire Academy Recruit Class

\$ 500.00/ per class

Support or Administrative Services

Any employee assigned to a 40-hour work week in Support or Administrative Services, and who is not enumerated in the supplemental pay sections above, shall also receive a ninety dollar supplement per pay \$ 90.00/ per pay

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE XI

STANDARD GRADES

Physicians and Dentists Effective June 30, 2021

	BASE ANNUAL RATES															
	(In Dollars)															
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	
GRADE	Min.	Step	Max.													
1D	76,987	79,296	81,673	84,126	86,649	89,250	91,925	94,684	97,523	100,451	103,465	106,568	109,764	113,057	116,450	119,944
2D	82,377	84,848	87,394	90,014	92,715	95,496	98,362	101,313	104,351	107,842	110,707	114,028	117,450	120,974	124,601	128,339
3D	104,126	107,249	110,468	113,780	117,194	120,710	124,332	128,061	131,904	135,860	139,936	144,135	148,458	152,911	157,499	162,223
4D	107,424	110,649	113,967	117,387	120,908	124,536	128,272	132,121	136,083	140,165	144,372	148,703	153,164	157,760	162,491	167,363
5D	110,719	114,042	117,461	120,986	124,616	128,354	132,204	136,172	140,255	144,464	148,798	153,260	157,858	162,596	167,471	172,495
6D	114,039	117,458	120,983	124,612	128,349	132,201	136,169	140,252	144,460	148,795	153,256	157,855	162,593	167,468	172,493	177,668
7D	117,458	120,983	124,612	128,349	132,201	136,169	140,252	144,460	148,795	153,256	157,855	162,593	167,468	172,493	177,668	182,998

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE XII

STANDARD GRADES

Supervisory, Management, and Confidential Employees Effective June 30, 2021

	BASE ANNUAL RATES (In Dollars)															
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	
<u>Grade</u>	Min.	<u>Step</u>	<u>Max.</u>													
1M	62,676	64,555	66,490	68,485	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645
2M	66,490	68,485	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589
3M	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900
4M	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592
5M	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693
6M	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226
7M	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226	135,162	139,216
8M	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226	135,162	139,216	143,394	147,694

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE XIII

STANDARD GRADES

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

Effective June 30, 2021

			ANNUAL (In Dollar			LONGEVITY ANNUAL RATES (In Dollars)					
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	22 YEARS	25 YEARS
1S	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556
2S	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268
3S	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975
48	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445
58	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080
6S	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716
7S	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611
8S	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844
98	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077

SECTION 2. AND BE IT FURTHER ENACTED that Section II of the Classification and Compensation Plans be amended as follows:

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

CODE	CLASS TITLE	PAY SCHEDULE	CURRENT PAY GRADE	PROPOSED PAY GRADE
2.405	Engineer I	I	[25]	26
2.406	Engineer II	I	[29]	30
8.227	Heavy Equipment Maintenance Center Team Leader	II	[H23]	H24
8.238	Automotive Team Leader	II	[H23]	H24
10.105	Correctional Dietary Officer	IC	[1C]	2C
10.106	Correctional Dietary Sergeant	IC	[4C]	5C
10.107	Correctional Dietary Captain	VI	[33]	34
10.108	Correctional Classification Officer	IC	[2C]	3C
10.109	Correctional Classification Officer Supervisor	VI	[30]	31
10.114	Correctional Officer	IC	[1C]	2C
10.115	Correctional Sergeant	IC	[4C]	5C
10.116	Correctional Lieutenant	IC	[6C]	7C
10.118	Correctional Captain	VI	[33]	34
10.119	Correctional Corporal	IC	[2C]	3C
10.123	Correctional Major	VI	[35]	36
10.513	Firearms & Tool Mark Examiner I	I	[29]	30
10.530	Forensic Chemist I	I	[27]	28
10.532	Computer Forensic Examiner I	I	[29]	30
10.533	Latent Print Examiner II	I	[29]	30
10.534	Computer Forensic Examiner II	I	[31]	32

10.535	Firearms & Tool Mark Examiner II	I	[31]	32
10.605	Deputy Sheriff	XIII	[3S]	4S
10.606	Deputy Sheriff First Class	XIII	[4S]	5S
10.607	Deputy Sheriff Sergeant	XIII	[6S]	7S
10.609	Deputy Sheriff Lieutenant	XIII	[8S]	9S
10.611	Deputy Sheriff Captain	VI	[32]	33
10.613	Undersheriff	VI	[34]	35
10.615	Chief Deputy Sheriff	VI	[33]	34

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

CODE	CLASS TITLE	PROPOSED GRADE
4.243	NUTRITION FIELD COORDINATOR	18
9.112	ENGINEERING AND REGULATIONS DIVISION CHIEF	4M

SECTION 3. AND BE IT FURTHER ENACTED, that the following section of the Compensation Rules and regulations, "Baltimore County Classification and Compensation Plans," Section IV is hereby repealed and reenacted, with amendments to read as follows:

RULE 10: PREMIUM PAY REGULATIONS REGULATION 10.01 I. STAND-BY PAY

2. CLASSIFIED EMPLOYEES ON PAY SCHEDULE IV ASSIGNED TO THE TACTICAL UNIT, INCLUDING THE DRIVER OF THE APC, AND THE HAZARDOUS DEVICES UNIT SHALL BE COMPENSATED WITH A STIPEND EQUAL TO 18% OF THE PROBATIONARY POLICE OFFICER STARTING SALARY. THE STIPEND WILL BE DIVIDED EQUALLY IN 24 PAYS PER CALENDAR YEAR.

ALL OTHER EMPLOYEES DESIGNATED BY THE DEPARTMENT TO REMAIN AVAILABLE FOR WORK IN A STAND-BY STATUS SHALL BE COMPENSATED AT A RATE EQUAL TO 18% OF A POLICE OFFICER MINIMUM HOURLY RATE FOR EACH HOUR IN STAND-BY STATUS.

ASSIGNMENT TO STAND-BY STATUS INCLUDES THE FOLLOWING CONDITIONS:

- A. THE REQUIREMENT TO BE ON STAND-BY STATUS MUST BE DEFINITE, AND THE EMPLOYEE MUST BE OFFICIALLY NOTIFIED BY THE DEPARTMENT. THE DEPARTMENT SHALL SCHEDULE THE EMPLOYEE IN ADVANCE, AND THE DEPARTMENT SHALL DESIGNATE THE HOURS OF STAND-BY PAY ON A STAND-BY SCHEDULE.
- B. EMPLOYEES WILL REMAIN ON STAND-BY DURING THOSE HOURS DESIGNATED OR UNTIL NOTIFIED BY THE DEPARTMENT THAT THE STAND-BY IS LIFTED.
- C. AN EMPLOYEE WHO IS ON STAND-BY AND IS NOTIFIED TO PERFORM WORK WILL BE ELIGIBLE FOR CALLBACK UNDER SECTION 6.4 OF THIS ARTICLE STARTING AT THE TIME OF THE NOTIFICATION.
- D. AN EMPLOYEE WILL NOT BE ELIGIBLE FOR STAND-BY PAY WHILE IN CALLBACK, OVERTIME OR REGULAR PAY STATUS.
- E. STAND-BY STATUS WILL NOT BE USED FOR THE PURPOSE OF PLACING EMPLOYEES ON STAND-BY FOR TESTIFYING OR APPEARING IN COURT (TO INCLUDE MVA HEARINGS, GRAND JURY, DEPOSITIONS OR OTHER JOB-RELATED ADMINISTRATIVE HEARINGS, E.G. WORKERS' COMPENSATION, LIQUOR BOARD, HEARING BOARD, ETC.).

NO EMPLOYEE MAY BE IN STAND-BY STATUS FOR MORE THAN FOURTEEN (14) CONSECUTIVE DAYS WITHOUT BEING RELIEVED OF STAND-BY STATUS FOR A MINIMUM OF TWO (2) CONSECUTIVE DAYS. (MEMBERS IN PARAGRAPH 3 ARE EXCLUDED FROM THIS PROVISION. HOWEVER, EVERY EFFORT WILL BE MADE TO PROVIDE THOSE MEMBERS SUFFICIENT TIME OFF DUTY AND NOT ON STAND-BY STATUS.)

SECTION 4. AND BE IT FURTHER ENACTED that the following pay schedules from Section 1,

Section 3, of this Act shall take effect on July 1, 2020.

PAY SCHEDULE X

FIRE DEPARTMENT SUPPLEMENTARY SALARIES

Communication Center Assigned Bargaining Unit members below the rank of Lieutenant	Annual Supplementary Salary Shall be paid a supplementary salary equivalent to the difference between their present salary and one (1) step higher.
Advanced Tactical Rescue Team Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Battalion Training Facilitator Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
EMS Field Preceptor Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Fire Rescue Academy & Station 57 Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Peer Fitness Coordinator Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Primary Hazardous Materials Unit Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Fire Marshall's Office/Office of Emergency Management Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
Satellite Hazardous Materials Unit Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$1,170.00

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

PAY SCHEDULE X

FIRE DEPARTMENT SUPPLEMENTARY SALARIES

Medic Certification Supplements

Pay Schedule V employees who, as of November 1, 2016, possess a CRT-1, EMT-1, EMT-P Certification and Functions in Baltimore County

\$3,000.00

Pay Schedule V employees who, as of November 1, 2016, \$500.00 possess a CRT-1, EMT-P Medical Certification of EMT or higher

Pay Schedule VIII employees who, as of November 1, 2016, are certified and function in Baltimore County as a CRT-I, EMT-I, or EMT-P. \$3,000.00

Lead Instructor of the Fire Academy

Pay Schedule V employees who are assigned as Lead Instructor for each Fire Academy Recruit Class \$ 500.00/ per class

Support or Administrative Services

Any employee assigned to a 40-hour work week in Support or Administrative Services, and who is not enumerated in the supplemental pay sections above, shall also receive a ninety dollar supplement per pay \$ 90.00/ per pay

SECTION 5. AND BE IT FURTHER ENACTED that the following pay schedules from Section 1, Section 2, of this Act shall take effect on June 30, 2021.

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I

STANDARD GRADES

Baltimore County Federation of Public Employees Effective June 30, 2021

		BAS	E ANNUA					LONGEV		AL RATES	
		1ST	(In Dolla	ars) 3RD	4TH		10	15	(In Dollars	25	29
SRADE	MINIMUM	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS	YEARS	YEARS
9	23,940	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296
10	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900
11	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679
12	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454
13	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318
14	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347
15	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551
16	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825
17	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
18	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400
19	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683
20	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220
21	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847
22	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555
23	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267
24	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975
25	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445
26	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
27	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
28	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
29	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
30	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
31	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307
32	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868
33	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I-C

STANDARD GRADES

Baltimore County Federation of Public Employees

Correctional Officers

			NUAL RA	TES				LONGEVI	TY ANNU (In Dollars)		
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	22 YEARS	25 YEARS
2C	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
3C	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
4C	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
5C	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
6C	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
7C	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,175

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I-E

STANDARD GRADES

Baltimore County Federation of Public Employees Emergency Communications Technicians Effective June 30, 2021

	BAS	E ANNUAI (In Dolla	_				I	LONGEVI ⁻	「Y ANNUA (In Dollars)	_	3
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1E	41,616	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985
2E	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846
3E	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701
4E	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364
5E	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197
6E	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034
7E	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034	87,141

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE II

STANDARD GRADES

American Federation of State, County and Municipal Employees Effective June 30, 2021

		BASE I	HOURL	YRATE	S		ļ	LONGE	VITY H	OURLY	RATES	3
	(In D	ollars)							(In Do	ollars)		
Grade	<u>Minimum</u>	1st Step	2nd Step	3rd Step	4th Step	<u>Maxim um</u>	10 Years	15 Years	20 Years	22 Years	25 Years	<u> 29 Years</u>
H11	13.95	14.33	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84
H12	14.33	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85
H13	14.86	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92
H14	15.40	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17
H15	16.04	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42
H16	16.76	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71
H17	17.53	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04
H18	18.26	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47
H19	19.07	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00
H20	19.91	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58
H21	20.87	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27
H22	21.84	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03
H23	22.85	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88
H24	23.92	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81
H25	25.17	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81	42.85
H26	26.42	27.71	29.04	30.47	32.00	33.58	35.27	37.03	38.88	40.81	42.85	45.00

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE III

STANDARD GRADES

Baltimore County Federation of Public Health Nurses Effective June 30, 2021

		BASE	ANNUA	L RATES	3		LC	NGEVIT	Y ANNU	AL RAT	ES
			(In Dolla	rs)					(In Dollars	s)	
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1N	30,171	31,490	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825
2N	31,490	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
3N	32,891	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399
4N	34,632	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638
5N	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220
6N	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846
7N	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556
8N	41,318	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267
9N	43,347	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975
10N	45,551	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445
11N	47,825	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080
12N	50,116	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716
13N	52,399	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610
14N	54,638	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844
15N	57,220	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077
16N	59,846	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307
17N	62,556	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868
18N	65,267	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697
19N	67,975	71,445	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862
20N	71,455	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862	115,355
21N	75,080	78,716	82,610	86,844	91,077	95,307	99,868	104,697	109,862	115,355	121,122

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE IV STANDARD GRADES

Fraternal Order of Police, Lodge #4
Police Department
Effective June 30, 2021

		BAS		UAL RA	TES						L	ONGEVIT	Y ANNU		S		
<u>GR</u>	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAXIMUM	10 YEARS	11 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	22 YEARS	24 YEARS	29 YEARS
PC	29,861	30,872	32,089	33,382	34,756	36,133											
8P	55,085	57,118	59,154	61,276	63,651	66,032	68,573	71,207	73,490	76,457	79,508	82,737	86,123	89,682	93,424	97,321	101,477
9P	57,118	59,154	61,276	63,651	66,032	68,573	71,207	74,000	76,457	79,508	82,737	86,123	89,682	93,424	97,321	101,477	105,723
10P	59,154	61,276	63,651	66,032	68,573	71,207	74,000	76,967	79,508	82,737	86,123	89,682	93,322	97,321	101,477	105,723	110,241
11P		63,651	66,032	68,573	71,207	74,000	76,967	80,018	82,737	86,123	89,682	93,424	97,321	101,477	105,723	110,241	115,382
12P		66,032	68,573	71,207	74,000	76,967	80,018	83,247	86,123	89,682	93,424	97,321	101,477	105,723	110,241	115,382	120,929
13P		68,573	71,207	74,000	76,967	80,018	83,247	86,633	89,682	93,424	97,321	101,477	105,723	110,241	115,382	120,929	126,876
14P		71,207	74,000	76,967	80,018	83,247	86,633	90,192	93,424	97,321	101,477	105,723	110,241	115,382	120,929	126,876	133,119
15P		74,000	76,967	80,018	83,247	86,633	90,192	93,934	97,321	101,477	105,723	110,241	115,382	120,929	126,876	133,119	139,673
16P		76,967	80,018	83,247	86,633	90,192	93,934	97,831	101,477	105,723	110,241	115,382	120,929	126,876	133,119	139,673	146,558
17P		80,018	83,247	86,633	90,192	93,934	97,831	101,987	105,723	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,785
18P		83,247	86,633	90,192	93,934	97,831	101,987	106,233	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,785	161,373

PAY SCHEDULE V

STANDARD GRADES

Baltimore County Firefighters Association

Fire Department

				ANNUAL RA (In Dollars)	ATES						LC	ONGEVITY A (In D	NNUAL RAT ollars)	ES		
GRADE	MIN.	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAX.	10 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	21 YEARS	24 YEARS	29 YEARS
PF	39,162	40,582	43,750	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078
7F	43,750	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,95
8F	45,462	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,65
9F	47,259	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543
10F	49,151	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,59
11F	51,266	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,91
12F	53,381	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,917	102,329
13F	55,590	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,89
14F	58,058	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,24
15F	60,533	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,85
16F	63,175	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748
17F	65,912	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748	129,938
18F	68,819	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748	129,938	136,432
19F	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,197	102,329	106,899	112,244	117,855	123,748	129,938	136,432	143,25

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VI

STANDARD GRADES

Supervisory, Management, Confidential and Unrepresented Employees Effective June 30, 2021

		BASE	ANNUA (In Dolla	L RATES	3			LONGEV	ITY ANNU	JAL RATE	S
		1st	2nd	3rd	4th		10	15	19/20	25	29/30
GRADE	MINIMUM	<u>STEP</u>	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS*	YEARS	YEARS*
9	23,939	24,703	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295
10	24,703	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900
11	25,466	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679
12	26,230	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454
13	27,056	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318
14	27,898	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347
15	28,929	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551
16	30,171	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825
17	31,490	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
18	32,891	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399
19	34,295	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683
20	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220
21	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846
22	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556
23	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268
24	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975
25	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445
26	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080
27	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716
28	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611
29	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844
30	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077
31	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307
32	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868
33	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697
34	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862
35	71,445	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862	115,356
36	75,080	78,716	82,611	86,844	91,077	95,307	99,868	104,697	109,862	115,356	120,547

*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, 22 and 25 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

				INUAL RATES Dollars)								TY ANNUAL				
		1ST	2ND	3RD	4TH	5TH		10	11	13	15	17	19	22	24	29
GRADE	MINIMUM	STEP	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS
19P	84,717	88,222	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467
20P	88,222	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312
21P	91,909	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705
22P	95,780	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640
23P	99,814	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022
24P	104,119	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872
25P	108,517	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872	217,218
26P	113,346	118,424	123,756	129,355	135,232	141,402	147,882	154,996	162,467	170,312	178,705	187,640	197,022	206,872	217,218	228,079

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VIII

STANDARD GRADES

Supervisory, Management and Confidential Employees

Fire Department

				ANNUAL	_						LON	GEVITY AI	_	TES		
GRADE	MIN.	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	MAX.	10 YEARS	13 YEARS	15 YEARS	17 YEARS	19 YEARS	21 YEARS	24 YEARS	29 YEARS
20F	74,148	77,565	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174
21F	77,565	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632
22F	81,154	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464
23F	84,926	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687
24F	88,894	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321
25F	93,016	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321	190,387
26F	97,432	101,921	106,867	112,068	117,526	123,256	129,269	135,582	142,210	149,174	156,632	164,464	172,687	181,321	190,387	199,906

PAY SCHEDULE IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

	Annual Supplementary Salary
Criminal Investigation Division Captain Major Other Sworn Members Assigned Hazardous Devices Disposal Technician	\$ 520.00 520.00 320.00 1,500.00
Tactical Officer-in-Charge Officer-in-Charge of Shift Other Sworn Members Assigned	\$ 520.00 412.00 360.00
K-9 Officer-in-Charge Officer-in-Charge of Shift Other Sworn Members Assigned Trainer	\$ 520.00 412.00 360.00 500.00
Marine Sworn Members Assigned	\$ 320.00
Firearms Instruction Officer-in-Charge Other Sworn Members Assigned	\$ 520.00 260.00
911 Liaison Officer-in-Charge Officer-in-Charge of Shift Other Sworn Members Assigned	\$ 520.00 312.00 260.00
Recruitment and Selection Sworn Members Assigned	\$ 320.00
Investigative Services Sworn Members Assigned	\$ 320.00
Tactical Flight Officer Sworn Members Assigned	\$ 475.00

PAY SCHEDULE IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

Annual Supplementary Salary

County Executive Aide Pilot

Shall be paid a salary two grades higher (in the same step) than the grade normally assigned to his rank.

The above supplementary salaries shall be paid only while the sworn member is assigned to one of the above units. Transfer or removal from one of the above units shall immediately cancel the above supplement.

PAY SCHEDULE XI

STANDARD GRADES

Physicians and Dentists Effective June 30, 2021

							BA	SE ANNUAL	RATES							
								(In Dolla	rs)							
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	
GRADE	Min.	Step	Step	Step	Step	Step	Step	Step	Step	Max.						
1D	76,987	79,296	81,673	84,126	86,649	89,250	91,925	94,684	97,523	100,451	103,465	106,568	109,764	113,057	116,450	119,944
2D	82,377	84,848	87,394	90,014	92,715	95,496	98,362	101,313	104,351	107,842	110,707	114,028	117,450	120,974	124,601	128,339
3D	104,126	107,249	110,468	113,780	117,194	120,710	124,332	128,061	131,904	135,860	139,936	144,135	148,458	152,911	157,499	162,223
4D	107,424	110,649	113,967	117,387	120,908	124,536	128,272	132,121	136,083	140,165	144,372	148,703	153,164	157,760	162,491	167,363
5D	110,719	114,042	117,461	120,986	124,616	128,354	132,204	136,172	140,255	144,464	148,798	153,260	157,858	162,596	167,471	172,495
6D	114,039	117,458	120,983	124,612	128,349	132,201	136,169	140,252	144,460	148,795	153,256	157,855	162,593	167,468	172,493	177,668
7D	117,458	120,983	124,612	128,349	132,201	136,169	140,252	144,460	148,795	153,256	157,855	162,593	167,468	172,493	177,668	182,998

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE XII

STANDARD GRADES

${\bf Supervisory, Management, and\ Confidential\ Employees}$

BASE ANNUAL RATES																
(In Dollars)																
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	
<u>Grade</u>	Min.	<u>Step</u>	<u>Max.</u>													
1M	62,676	64,555	66,490	68,485	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645
2M	66,490	68,485	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589
3M	70,540	72,657	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900
4M	74,838	77,081	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592
5M	79,395	81,774	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693
6M	84,227	86,754	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226
7M	89,358	92,039	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226	135,162	139,216
8M	94,802	97,645	100,572	103,589	106,698	109,900	113,197	116,592	120,091	123,693	127,402	131,226	135,162	139,216	143,394	147,694

PAY SCHEDULE XIII

STANDARD GRADES

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

Effective June 30, 2021

			ANNUAL In Dollar			LONGEVITY ANNUAL RATES (In Dollars)						
GRADE	MINIMUM	1ST STEP		3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	22 YEARS	25 YEARS	
18	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	
2S	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	
3S	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	
48	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	
58	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	
6 S	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	
7 S	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	
88	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	
98	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	

SECTION 6. AND BE IT FURTHER ENACTED that, this Act, having passed by the affirmative vote of five members of the County Council, shall take effect on July 1, 2020.