

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

Bill No. 35-20

Mrs. Cathy Bevins, 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

Pay Schedules I, I-C, I-E, II, III, IV, V, VI, VII, VIII, IX, X, XI, XII, XIII

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 Schedules I, I-C, I-E II, III, IV, V, VI, VII, VIII, IX, X, XI, XII, XIII of the Standard Salary Grades for Classified employees under Section I are hereby repealed and reenacted with amendments to read as follows:

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES
Baltimore County Federation of Public Employees
Effective July 1, 2020

GRADE	BASE ANNUAL RATES					LONGEVITY ANNUAL RATES					
	(In Dollars)					(In Dollars)					
	<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>MAXIMUM</u>	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>	<u>30</u>	
<u>MINIMUM</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>	<u>YEARS</u>		
9	23,470	24,210	24,967	25,716	26,525	27,351	28,362	29,579	30,873	32,246	33,623
10	24,210	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	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	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	102,644

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES
Baltimore County Federation of Public Employees
Effective January 1, 2021

BASE ANNUAL RATES						LONGEVITY ANNUAL RATES					
(In Dollars)						(In Dollars)					
	1ST	2ND	3RD	4TH		10	15	20	25	29	
GRADE	MINIMUM	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 Federation of Public Employees~~

~~Correctional Officers~~

~~Effective July 1, 2020~~

BASE ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	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

BASE ANNUAL RATES (In Dollars)							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
2C	47,925	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 RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)				
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 HOURLY RATES							LONGEVITY HOURLY RATES					
(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 II****STANDARD GRADES****American Federation of State, County and Municipal Employees****Effective January 1, 2021**

BASE HOURLY RATES							LONGEVITY HOURLY RATES					
(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	13.95	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 ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
<u>GRADE</u>	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>15 YEARS</u>	<u>20 YEARS</u>	<u>25 YEARS</u>	<u>29 YEARS</u>
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

BASE ANNUAL RATES							LONGEVITY ANNUAL RATES										
(In Dollars)							(In Dollars)										
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
PG	20,861	30,872	32,080	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

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE V

STANDARD GRADES

Baltimore County Firefighters Association

Fire Department

Effective January 1, 2021

GRADE	BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)								
	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	75,078
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	97,917	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	97,917	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	97,917	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	97,917	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	97,917	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	97,917	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	97,917	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 July 1, 2020~~

GRADE	BASE ANNUAL RATES					LONGEVITY ANNUAL RATES					
	MINIMUM	(In Dollars)				MAXIMUM	(In Dollars)				
	1st	2nd	3rd	4th		10	15	19/20	25	29/30	
	STEP	STEP	STEP	STEP		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	27,351	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	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	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	102,644
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	113,094
36	73,608	77,173	80,991	85,141	89,291	93,438	97,910	102,644	107,708	113,094	118,183

~~*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 VI

STANDARD GRADES

Supervisory, Management, Confidential and Unrepresented Employees

Effective January 1, 2021

BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)				
GRADE	MINIMUM	1st STEP	2nd STEP	3rd STEP	4th STEP	MAXIMUM	10 YEARS	15 YEARS	19/20 YEARS*	25 YEARS	29/30 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 January 1, 2021

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)									
	MINIMUM	1ST	2ND	3RD	4TH	5TH	MAXIMUM	10	11	13	15	17	19	22	24	29
		STEP	STEP	STEP	STEP	STEP		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	86,222	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 January 1, 2021

BASE ANNUAL RATES (In Dollars)									LONGEVITY ANNUAL RATES (In Dollars)							
GRADE	MIN.	1ST	2ND	3RD	4TH	5TH	6TH	MAX.	10	13	15	17	19	21	24	29
		STEP	STEP	STEP	STEP	STEP	STEP		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

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

	<u>Annual Supplementary Salary</u>
<u>Criminal Investigation Division</u>	
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	\$ 520.00
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	360.00
Trainer	500.00
<u>Marine</u>	
Sworn Members Assigned	\$ 320.00
<u>Firearms Instruction</u>	
Officer-in-Charge	\$ 520.00
Other Sworn Members Assigned	260.00
<u>911 Liaison</u>	
Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	312.00
Other Sworn Members Assigned	260.00
<u>Recruitment and Selection</u>	
Sworn Members Assigned	\$ 320.00
<u>Investigative Services</u>	
Sworn Members Assigned	\$ 320.00
<u>Tactical Flight Officer</u>	
Sworn Members Assigned	\$ 475.00

BALTIMORE COUNTY GOVERNMENT

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.~~

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE X

**FIRE DEPARTMENT
SUPPLEMENTARY SALARIES**

<u>Communication Center</u>	<u>Annual Supplementary Salary</u>
Assigned Bargaining Unit members below the rank of Lieutenant	Shall be paid a supplementary salary equivalent to the difference between their present salary and one (1) step higher.

<u>Advanced Tactical Rescue Team</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Battalion Training Facilitator</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>EMS Field Preceptor</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Fire Rescue Academy & Station 57</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Peer Fitness Coordinator</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Primary Hazardous Materials Unit</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Fire Marshall's Office/Office of Emergency Management</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Satellite Hazardous Materials Unit</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$1,170.00
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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.

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE X

**FIRE DEPARTMENT
SUPPLEMENTARY SALARIES**

Medic Certification Supplements

~~Pay Schedule V employees who, as of November 1, 2016, _____ \$3,000.00
possess a CRT 1, EMT 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 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~~

**BALTIMORE COUNTY GOVERNMENT
 PAY SCHEDULE XI
 STANDARD GRADES
 Physicians and Dentists
 Effective January 1, 2021**

BASE ANNUAL RATES

(In Dollars)

GRADE	Min.	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	Max.
		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	
1B	76,987	79,206	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
2B	82,377	84,848	87,394	90,014	92,715	95,496	98,362	101,313	104,351	107,482	110,707	114,028	117,450	120,974	124,601	128,339
3B	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
4B	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
5B	110,719	114,042	117,461	120,986	124,616	128,354	132,204	136,172	140,256	144,464	148,798	153,260	157,858	162,596	167,471	172,495
6B	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
7B	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, 2024

BASE ANNUAL 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	Step	Step	Step	Step	Step	Step	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	97,645
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 July 1, 2020

GRADE	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES				
	(In Dollars)						(In Dollars)				
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 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
2S	40,508	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988
3S	42,497	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642
4S	44,658	46,887	49,133	51,372	53,611	56,098	58,673	61,329	63,988	66,642	70,044
5S	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
7S	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

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	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]	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 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

	BASE ANNUAL RATES					LONGEVITY ANNUAL RATES					
	(In-Dollars)					(In-Dollars)					
GRADE	1ST	2ND	3RD	4TH	10	15	20	25	29		
MINIMUM	STEP	STEP	STEP	STEP	MAXIMUM	YEARS	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	27,351	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	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	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	102,644

Baltimore County Federation of Public Employees

Correctional Officers

Effective July 1, 2020

GRADE	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES				
	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 HOURLY RATES							LONGEVITY HOURLY RATES					
(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

GRADE	BASE ANNUAL RATES (In-Dollars)					LONGEVITY ANNUAL RATES (In-Dollars)					
	MINIMUM	1st STEP	2nd STEP	3rd STEP	4th STEP	MAXIMUM	10 YEARS	15 YEARS	19/20 YEARS*	25 YEARS	29/30 YEARS*
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	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	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	102,644
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	113,094
36	73,608	77,173	80,991	85,141	89,291	93,438	97,910	102,644	107,708	113,094	118,183

*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 IX

POLICE DEPARTMENT SUPPLEMENTARY SALARIES

	<u>Annual Supplementary Salary</u>
<u>Criminal Investigation Division</u>	
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	\$ 520.00
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	360.00
Trainer	500.00
<u>Marine</u>	
Sworn Members Assigned	\$ 320.00
<u>Firearms Instruction</u>	
Officer-in-Charge	\$ 520.00
Other Sworn Members Assigned	260.00
<u>911 Liaison</u>	
Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	312.00
Other Sworn Members Assigned	260.00
<u>Recruitment and Selection</u>	
Sworn Members Assigned	\$ 320.00
<u>Investigative Services</u>	
Sworn Members Assigned	\$ 320.00
<u>Tactical Flight Officer</u>	
Sworn Members Assigned	\$ 475.00

BALTIMORE COUNTY GOVERNMENT

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.~~

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE X

**FIRE DEPARTMENT
SUPPLEMENTARY SALARIES**

<u>Communication Center</u>	<u>Annual Supplementary Salary</u>
Assigned Bargaining Unit members below the rank of Lieutenant	Shall be paid a supplementary salary equivalent to the difference between their present salary and one (1) step higher.

<u>Advanced Tactical Rescue Team</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Battalion Training Facilitator</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>EMS Field Preceptor</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Fire Rescue Academy & Station 57</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Peer Fitness Coordinator</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Primary Hazardous Materials Unit</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Fire Marshall's Office/Office of Emergency Management</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$2,340.00
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<u>Satellite Hazardous Materials Unit</u> Pay Schedule V employees as stipulated in the Memorandum of Understanding.	\$1,170.00
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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.

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE X

**FIRE DEPARTMENT
SUPPLEMENTARY SALARIES**

Medic Certification Supplements

~~Pay Schedule V employees who, as of November 1, 2016, _____ \$3,000.00
possess a CRT 1, EMT 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 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

GRADE	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)					
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 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 Federation of Public Employees

Correctional Officers

Effective January 1, 2021

GRADE	BASE ANNUAL RATES						LONGEVITY ANNUAL RATES				
	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

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)				
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	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**

Grade	BASE HOURLY RATES					LONGEVITY HOURLY RATES						
	(In Dollars)					(In Dollars)						
	<u>Minimum</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>Maximum</u>	<u>10 Years</u>	<u>15 Years</u>	<u>20 Years</u>	<u>22 Years</u>	<u>25 Years</u>	<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 January 1, 2021

BASE ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	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

BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)										
OR	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	26 YEARS
PC	29,861	30,872	32,089	33,302	34,756	36,133											
8P	55,085	57,118	59,154	61,276	63,051	66,032	68,573	71,207	73,490	76,457	79,500	82,737	86,123	89,682	93,424	97,321	101,477
9P	57,110	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	97,934	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	97,934	101,987	105,723	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,786
18P		83,247	86,633	90,192	93,934	97,934	101,987	106,233	110,241	115,382	120,929	126,876	133,119	139,673	146,558	153,786	161,373

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE V

STANDARD GRADES

Baltimore County Firefighters Association

Fire Department

Effective January 1, 2021

GRADE	BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)								
	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	39,163	40,583	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	97,917	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	97,917	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	97,917	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	97,917	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	97,917	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	97,917	102,329	106,899	112,244	117,855	123,748	129,938	136,433
19F	71,904	75,078	78,433	81,954	85,656	89,543	93,595	97,917	102,329	106,899	112,244	117,855	123,748	129,938	136,433	143,254

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE VI

STANDARD GRADES

Supervisory, Management, Confidential and Unrepresented Employees

Effective January 1, 2021

		BASE ANNUAL RATES					LONGEVITY ANNUAL RATES				
		(In Dollars)					(In Dollars)				
GRADE	MINIMUM	1st STEP	2nd STEP	3rd STEP	4th STEP	MAXIMUM	10 YEARS	15 YEARS	19/20 YEARS*	25 YEARS	29/30 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 January 1, 2021

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)									
	1ST	2ND	3RD	4TH	5TH	MAXIMUM	10	11	13	15	17	19	22	24	29	
	MINIMUM	STEP	STEP	STEP	STEP	STEP	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	YEARS	
19P	84,717	88,222	91,909	95,780	99,814	104,110	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	104,110	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	104,110	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	104,110	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	104,110	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	104,110	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	217,210
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	217,210	228,079

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE VIII

STANDARD GRADES

Supervisory, Management and Confidential Employees

Fire Department

Effective January 1, 2021

BASE ANNUAL RATES (In Dollars)								LONGEVITY ANNUAL RATES (In Dollars)								
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

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE XI
STANDARD GRADES
Physicians and Dentists
Effective January 1, 2021

BASE ANNUAL RATES

(In Dollars)

GRADE	Min	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	Max
		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	
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	107,482	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	110,710	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	128,340	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	128,340	132,201	136,160	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

BASE ANNUAL RATES																
(In Dollars)																
Grade	Min.	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	Max.
1M	62,676	64,555	66,400	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	66,400	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

GRADE	BASE ANNUAL RATES					LONGEVITY ANNUAL RATES					
	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
4S	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
9S	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 GOVERNMENT

PAY SCHEDULE I

Baltimore County Federation of Public Employees

Effective June 30, 2021

BASE ANNUAL RATES (in Dollars)		LONGEVITY ANNUAL RATES (in Dollars)	
1ST	2ND	3RD	4TH

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
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

Effective June 30, 2021

BASE ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	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**

BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)				
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 HOURLY RATES							LONGEVITY HOURLY RATES					
(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	13.95	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 ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
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

BASE ANNUAL RATES (In Dollars)								LONGEVITY ANNUAL RATES (In Dollars)									
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

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE V

STANDARD GRADES

Baltimore County Firefighters Association

Fire Department

Effective June 30, 2021

GRADE	BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)								
	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	81,954
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 ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
GRADE	MINIMUM	1st STEP	2nd STEP	3rd STEP	4th STEP	MAXIMUM	10 YEARS	15 YEARS	19/20 YEARS*	25 YEARS	29/30 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

		BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)									
		1ST	2ND	3RD	4TH	5TH										
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 (In Dollars)								LONGEVITY ANNUAL RATES (In Dollars)								
<u>GRADE</u>	<u>MIN.</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	<u>6TH STEP</u>	<u>MAX.</u>	<u>10 YEARS</u>	<u>13 YEARS</u>	<u>15 YEARS</u>	<u>17 YEARS</u>	<u>19 YEARS</u>	<u>21 YEARS</u>	<u>24 YEARS</u>	<u>29 YEARS</u>
20F	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

BALTIMORE COUNTY GOVERNMENT

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

Tactical

Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	360.00

K-9

Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	360.00
Trainer	500.00

Marine

Sworn Members Assigned	\$ 320.00
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Firearms Instruction

Officer-in-Charge	\$ 520.00
Other Sworn Members Assigned	260.00

911 Liaison

Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	312.00
Other Sworn Members Assigned	260.00

Recruitment and Selection

Sworn Members Assigned	\$ 320.00
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Investigative Services

Sworn Members Assigned	\$ 320.00
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Tactical Flight Officer

Sworn Members Assigned	\$ 475.00
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BALTIMORE COUNTY GOVERNMENT

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.

BALTIMORE COUNTY GOVERNMENT

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.

BALTIMORE COUNTY GOVERNMENT

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, possess a CRT-1, EMT-1, EMT-P Medical Certification of EMT or higher \$500.00~~

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)

GRADE	Min.	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	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	107,482	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)																
Grade	Min.	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	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 June 30, 2021**

BASE ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	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
4S	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
9S	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.

BALTIMORE COUNTY GOVERNMENT

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.

BALTIMORE COUNTY GOVERNMENT

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, possess a CRT-1, EMT-1, EMT-P Medical Certification of EMT or higher \$500.00~~

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**

BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)				
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 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

Effective June 30, 2021

BASE ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	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**

BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)				
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 HOURLY RATES							LONGEVITY HOURLY RATES					
(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	13.95	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 ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
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**

BASE ANNUAL RATES (In Dollars)								LONGEVITY ANNUAL RATES (In Dollars)									
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

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE V

STANDARD GRADES

Baltimore County Firefighters Association

Fire Department

Effective June 30, 2021

GRADE	BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)								
	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	81,954
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 ANNUAL RATES							LONGEVITY ANNUAL RATES				
(In Dollars)							(In Dollars)				
GRADE	MINIMUM	1st STEP	2nd STEP	3rd STEP	4th STEP	MAXIMUM	10 YEARS	15 YEARS	19/20 YEARS*	25 YEARS	29/30 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

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)									
	MINIMUM	1ST	2ND	3RD	4TH	5TH	MAXIMUM	10	11	13	15	17	19	22	24	29
		STEP	STEP	STEP	STEP	STEP		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 (In Dollars)									LONGEVITY ANNUAL RATES (In Dollars)							
<u>GRADE</u>	<u>MIN.</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	<u>6TH STEP</u>	<u>MAX.</u>	<u>10 YEARS</u>	<u>13 YEARS</u>	<u>15 YEARS</u>	<u>17 YEARS</u>	<u>19 YEARS</u>	<u>21 YEARS</u>	<u>24 YEARS</u>	<u>29 YEARS</u>
20F	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

BALTIMORE COUNTY GOVERNMENT

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

Tactical

Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	360.00

K-9

Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	412.00
Other Sworn Members Assigned	360.00
Trainer	500.00

Marine

Sworn Members Assigned	\$ 320.00
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Firearms Instruction

Officer-in-Charge	\$ 520.00
Other Sworn Members Assigned	260.00

911 Liaison

Officer-in-Charge	\$ 520.00
Officer-in-Charge of Shift	312.00
Other Sworn Members Assigned	260.00

Recruitment and Selection

Sworn Members Assigned	\$ 320.00
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Investigative Services

Sworn Members Assigned	\$ 320.00
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Tactical Flight Officer

Sworn Members Assigned	\$ 475.00
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BALTIMORE COUNTY GOVERNMENT

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.

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE XI

STANDARD GRADES

Physicians and Dentists

Effective June 30, 2021

BASE ANNUAL RATES

(In Dollars)

GRADE	Min.	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	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	107,482	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)																
Grade	Min.	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	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 June 30, 2021

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)				
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 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
4S	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
9S	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.