

HARFORD COUNTY BILL NO. 20-010

Brief Title (Pay Plan and Classification Plan)

is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

**CERTIFIED TRUE AND CORRECT**

Myelin A. Dexon  
Council Administrator

Date 6/9/20

**ENROLLED**

[Signature]  
Council President

Date 6/9/20

**BY THE COUNCIL**

Read the third time.

Passed: LSD 20-020

Failed of Passage: \_\_\_\_\_

By Order

Myelin A. Dexon  
Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this 10<sup>th</sup> day of June, 2020 at 3:00 p.m.

Myelin A. Dexon  
Council Administrator



**BY THE EXECUTIVE**

[Signature]  
COUNTY EXECUTIVE

APPROVED: Date 6/11/2020

**BY THE COUNCIL**

This Bill No. 20-010 having been approved by the Executive and returned to the Council, becomes law on June 11, 2020.

EFFECTIVE: June 13, 2020

COUNTY COUNCIL  
OF  
HARFORD COUNTY, MARYLAND

BILL NO. 20-010

Introduced by Council President Vincenti at the request of the County Executive

Legislative Day No. 20-015 Date May 5, 2020

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan, Harford County Ordinance No. 19-010, and to enact a new Harford County Pay Plan and Classification Plan to stand in lieu of the Ordinance repealed; to provide a pay plan for County employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, May 5, 2020

Introduced, read first time, ordered posted and public hearing scheduled

on: June 2, 2020

at: 7:15 PM

By Order: *Mylia A. Dixon*, Council Administrator

**PUBLIC HEARING**

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on June 2, 2020, and concluded on June 2, 2020.

*Mylia A. Dixon*, Council Administrator

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

1 Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford  
2 County Ordinance No. [18-007] 19-010, Harford County Pay Plan and Classification Plan, is  
3 hereby repealed and that new Harford County Pay Plan and Classification Plan be, and it is  
4 hereby, enacted to stand in lieu of the repealed Ordinance, all to read as follows:

**Harford County Classification Plan**

<b><u>Classification</u></b>	<b><u>Grade</u></b>
Accountant I	PT1
Accountant II	PT3
Accountant III	PT5
Accountant IV	MG1
Accounting Clerk I	CA4
Accounting Clerk II	CA5
Accounting Technician I	CA6
Accounting Technician II	PT1
Accounts Payable Supervisor	PT4
Administrative Assistant I	CA5
Administrative Assistant II	CA6
Administrative Budget Technician I	PT1
Administrative Budget Technician II	PT3
Administrative Secretary	PT3
Administrative Specialist I	PT1
Administrative Specialist II	PT2
Administrative Specialist III	PT3
Administrator	MG1
Asset Manager	PT5

1	Assistant Council Administrator	MG1
2	Assistant Council Attorney	PT4
3	Assistant County Attorney I	PT4
4	Assistant County Attorney II	MG1
5	Assistant Storekeeper	CA3
6	Assistant Superintendent	PT5
7	Assistant Supervisor of Custodial Workers	CA6
8	Assistant Supervisor of Revenue Collections	PT2
9	Auditor I (Staff Auditor)	PT1
10	Auditor II (Senior Staff Auditor)	PT3
11	Auditor III (Managing Auditor)	PT5
12	Auditor IV (Senior Managing Auditor)	MG1
13	Broadcast Technician	CA5
14	Budget Analyst	PT2
15	Building Caretaker	CA2
16	Building Inspections Supervisor	PT5
17	Central Services Operator	CA3
18	Central Services Specialist	CA5
19	Central Stores Coordinator	CA5
20	Central Stores Manager	PT1
21	Chauffeur-Laborer	CA3
22	Chief Construction Inspector	PT5
23	Chief of Staff	CB1
24	Chief Vertical Inspector	PT5
25	Chief, Budget & Management Research	MG3

1	Chief, Bureau of Construction Management	MG1
2	Chief, Citizen Affairs & Agricultural Services	MG1
3	Chief, Efficiency and Innovation	MG1
4	Chief, Engineering Division	MG2
5	Chief, Facilities & Operations Division	MG3
6	Chief, Highways Division	MG2
7	Chief, Inspections, Licenses & Permits	MG1
8	Chief, Parks & Recreation	MG2
9	Chief, Treasury Bureau	MG2
10	Chief, Water & Sewer	MG2
11	Civil Engineer I	PT2
12	Civil Engineer II	PT3
13	Civil Engineer III	PT5
14	Civil Engineer IV	MG1
15	Clerk Typist	CA3
16	Client Advocacy Services Assistant Manager	PT4
17	Client Advocacy Services Manager	PT5
18	Client Advocacy Services Specialist	PT3
19	Communications Specialist I	CA3
20	Communications Specialist II	CA5
21	Community Resources Coordinator	PT2
22	Computer Engineer	PT1
23	Computer Operator	CA5
24	Computer Systems Engineer	PT2
25	Coordinator for Disabilities	PT2

1	Council Administrator	MG3
2	Council Attorney	MG4
3	County Attorney	CB2
4	County Auditor	MG3
5	Crew Chief	PT2
6	Crew Leader I	CA5
7	Crew Leader II	CA6
8	Custodial Worker I	LB2
9	Custodial Worker II	CA2
10	Custodian Of Records	PT2
11	Customer Support Analyst I	CA5
12	Customer Support Analyst II	CA6
13	Database Administrator	PT4
14	Deputy Chief of Staff	MG1
15	Deputy County Attorney	MG3
16	Deputy Director of Community & Economic Development	MG3
17	Deputy Director of Community Services	MG3
18	Deputy Director of Emergency Services	MG3
19	Deputy Director of Governmental & Community Relations	MG3
20	Deputy Director of Human Resources	MG3
21	Deputy Director of Information & Communication Technology	MG3
22	Deputy Director of Inspections, Licenses & Permits	MG3
23	Deputy Director of Parks & Recreation	MG3
24	Deputy Director of Planning & Zoning	MG3
25	Deputy Director of Procurement	MG3

1	Deputy Director of Public Works	MG3
2	Deputy Treasurer	MG3
3	Director of Administration	CB2
4	Director of Community & Economic Development	CB1
5	Director of Community Services	CB1
6	Director of Emergency Services	CB1
7	Director of Governmental & Community Relations	CB1
8	Director of Human Resources	CB1
9	Director of Information & Communications Technology	CB1
10	Director of Inspections, Licenses & Permits	CB1
11	Director of Parks & Recreation	CB1
12	Director of Planning & Zoning	CB1
13	Director of Procurement	CB1
14	Director of Public Works	CB2
15	Drafting Technician I	CA3
16	Drafting Technician II	CA5
17	Drafting Technician Trainee	CA1
18	Economic Development Associate	PT2
19	Electrician, Water & Sewer Operations	PT2
20	Electronic Services Technician I	PT1
21	Electronic Services Technician II	PT2
22	EMS Supervisor	PT2
23	EMT	CA6
24	Engineering Associate I	CA5
25	Engineering Associate II	CA6

1	Engineering Associate III	PT2
2	Engineering Associate IV	PT3
3	Engineering Associate V	PT4
4	Engineering Records Technician	PT1
5	Environmental Chemist I	PT2
6	Environmental Chemist II	PT4
7	Equipment Operator	CA5
8	Equipment Operator Trainee	CA4
9	Equipment Repair Specialist	CA6
10	Executive Director, HCN	MG1
11	Fleet Manager	PT5
12	GIS Analyst I	PT3
13	GIS Analyst II	PT4
14	GIS Coordinator	PT5
15	GIS Technician I	PT1
16	GIS Technician II	PT3
17	Grants Administrator	PT4
18	Grants Coordinator	PT3
19	Grants Specialist I	CA6
20	Grants Specialist II	PT1
21	Housing Inspector	PT1
22	Housing Services Coordinator	PT4
23	Housing Services Counselor I	PT2
24	Housing Services Counselor II	PT4
25	Human Relations Manager	PT5



1	Human Resources Clerk	CA4
2	Human Resources Generalist	PT3
3	Human Resources Manager	PT5
4	Human Resources Specialist	PT1
5	ICT Manager	MG1
6	ICT Supervisor	PT5
7	Inspector I	CA6
8	Inspector II – DILP	PT3
9	Inspector II - DPW	PT2
10	Inspector III – DILP	PT5
11	Inspector III - DPW	PT4
12	Instrumentation Technician	PT2
13	Juvenile Drug Court Coordinator	PT4
14	Laboratory Assistant	CA5
15	Laboratory Technician	PT1
16	Laborer	LB2
17	Land Surveyor	PT4
18	Lead Maintenance Mechanic (Facilities & Operations)	PT2
19	Lead Maintenance Worker (Facilities & Operations)	CA6
20	Legal Assistant I	CA5
21	Legal Assistant II	PT1
22	Legal Specialist I	CA6
23	Legal Specialist II	PT1
24	Legal Specialist III	PT2
25	Legislative Aide	CA5

1	Legislative Aide to the Council President	CA6
2	Legislative Drafter/Legal Analyst	PT5
3	Licensing Clerk	CA3
4	Litter Control Program Supervisor	CA6
5	Long-Term Care Coordinator	PT3
6	Maintenance Mechanic I	CA5
7	Maintenance Mechanic II	PT1
8	Maintenance Supervisor	PT4
9	Maintenance Worker I	CA2
10	Maintenance Worker II	CA4
11	Management Assistant I	PT3
12	Management Assistant II	PT4
13	Manager, Harford Transit	PT4
14	Manager, Senior Center Division	PT5
15	Marketing Coordinator	PT3
16	Paramedic	PT1
17	Permits Clerk	CA3
18	Permits Review Supervisor	PT5
19	Planner I	PT1
20	Planner II	PT3
21	Planner III	PT4
22	Planner IV	MG1
23	Planning & Zoning Division Chief	MG2
24	Planning Technician I	CA5
25	Planning Technician II	CA6

1	Planning Technician III	PT1
2	Plans Reviewer I	PT2
3	Plans Reviewer II	PT4
4	Plant Operations Manager	PT5
5	Plant Operator (Water or Wastewater)	CA6
6	Plant Operator Trainee I (Water or Wastewater)	CA3
7	Plant Operator Trainee II (Water or Wastewater)	CA5
8	Plant Superintendent, Water & Sewer	MG1
9	Pre-Treatment Inspector	PT2
10	Process Engineer	PT5
11	Procurement Agent I	PT1
12	Procurement Agent II	PT3
13	Procurement Agent III	PT4
14	Producer Manager, HCN	PT5
15	Production Supervisor, HCN	PT3
16	Programmer	PT2
17	Programmer Analyst	PT3
18	Project Coordinator	PT3
19	Project Manager	MG2
20	Public Safety Assistant Shift Manager	PT3
21	Public Safety Branch Manager	MG1
22	Public Safety Dispatcher I	CA4
23	Public Safety Dispatcher II	CA5
24	Public Safety Dispatcher III	PT1
25	Public Safety Dispatcher, Probationary	CA3

1	Public Safety Hazmat Manager	PT3
2	Public Safety Shift Manager	PT4
3	Public Safety Shift Supervisor	PT2
4	Public Safety Support Specialist I	PT1
5	Public Safety Support Specialist II	PT2
6	Public Safety Support Specialist III	PT3
7	Real Property Agent I	PT1
8	Real Property Agent II	PT3
9	Real Property Agent III	PT4
10	Recreation Specialist I	CA5
11	Recreation Specialist II	PT1
12	Recreation Specialist III	PT3
13	Recreation Specialist IV	PT4
14	Recreation Specialist V	PT5
15	Recycling Program Coordinator	PT2
16	Recycling Program Manager	PT5
17	Risk & Safety Officer	PT5
18	Road Marking Equipment Operator I	CA5
19	Road Marking Equipment Operator II	CA6
20	Road Marking Equipment Operator III	PT1
21	Senior Assistant Council Attorney	MG3
22	Senior Assistant County Attorney	MG3
23	Senior Budget Analyst	PT4
24	Senior Center Specialist	PT2
25	Senior Computer Engineer	PT3

1	Senior Computer Operator	CA6
2	Senior Computer Systems Engineer	PT4
3	Senior Customer Support Analyst	PT2
4	Senior Economic Development Associate	PT4
5	Senior Electrician Water & Sewer Operations	PT3
6	Senior Equipment Operator	CA6
7	Senior Instrumentation Technician	PT3
8	Senior Laboratory Technician	PT3
9	Senior Plans Reviewer	PT5
10	Senior Plant Operator (Water or Wastewater)	PT2
11	Senior Programmer Analyst	PT4
12	Senior Water/Wastewater Facility Mechanic	PT2
13	Shift Supervisor/Plant Operations	PT4
14	Storekeeper	CA4
15	Superintendent of Facilities & Operations	PT5
16	Superintendent of Highways	MG1
17	Superintendent of Laboratories	MG1
18	Superintendent of Parks & Recreation	PT5
19	Superintendent, Water & Sewer Facilities	MG1
20	Supervisor of Central Services	PT2
21	Supervisor of Custodial Workers	PT2
22	Supervisor, Radio Shop	PT4
23	Supervisor, Warehouse	CA6
24	Trades/Laborer	CA4
25	Traffic Operations Supervisor	PT4

1	Traffic Sign Mechanic I	CA2
2	Traffic Sign Mechanic II	CA4
3	Traffic Sign Mechanic III	CA6
4	Treasurer	CB1
5	Utility Worker I	CA5
6	Utility Worker II	CA6
7	Water & Sewer Facilities Maintenance Specialist	PT3
8	Water & Sewer Utility Crew Chief	PT2
9	Water Meter Mechanic I	CA3
10	Water Meter Mechanic II	CA5
11	Water Meter Mechanic Trainee	CA2
12	Water Meter Technician I	CA6
13	Water Meter Technician II	PT2
14	Water/Sewer Utility Technician I	PT1
15	Water/Sewer Utility Technician II	PT3
16	Water/Sewer Utility Technician III	PT4
17	Water/Sewer Utility Worker I	CA2
18	Water/Sewer Utility Worker II	CA3
19	Water/Sewer Utility Worker III (Certified)	CA6
20	Water/Sewer Utility Worker III (Non-certified)	CA4
21	Water/Sewer Utility Worker IV	PT1
22	Water/Wastewater Facility Mechanic	CA6
23	Water/Wastewater Facility Mechanic Trainee	CA5
24	Zoning Enforcement Coordinator	PT5
25	Zoning Inspector I	CA6

1 Zoning Inspector II

PT1

2 Zoning Technician

CA5

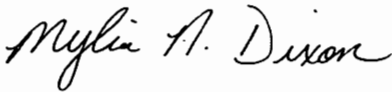
3 Section 2. Be It Further Enacted, that this Act shall not be codified in the Harford County  
4 Code, as amended.

5 Section 3. Be It Further Enacted, that a merit increase may be authorized for employees who  
6 meet the eligibility standards established by the County Executive.

7 Section 4. Be It Further Enacted, that this Act is hereby declared to be an emergency act,  
8 necessary for the proper operation of the county government, and it shall become law on the date  
9 it is signed by the County Executive; however, payments or benefits shall continue to be paid  
10 under Ordinance [18-007] 19-010 until [June 14, 2019] JUNE 12, 2020 and no payments or  
11 benefits shall accrue under this act until on or after [June 15, 2019] JUNE 13, 2020.

EFFECTIVE: June 13, 2020

*The Council Administrator does hereby certify that seven (7) copies of this Bill are immediately available for distribution to the public and the press.*



\_\_\_\_\_  
Council Administrator

**GOVERNMENT SERVICE SALARY SCHEDULE FY21**

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
LB1	\$21,828	\$61,450
LB2	\$23,052	\$64,986
CA1	\$24,174	\$68,002
CA2	\$30,090	\$71,142
CA3	\$31,824	\$74,182
CA4	\$33,415	\$79,608
CA5	\$35,088	\$83,290
CA6	\$38,046	\$88,198
PT1	\$40,698	\$93,190
PT2	\$44,778	\$101,032
PT3	\$48,348	\$107,230
PT4*	\$53,856	\$114,261
PT5*	\$58,854	\$127,115
MG1*	\$65,586	\$131,629
MG2*	\$72,828	\$135,934
MG3*	\$82,620	\$141,862
MG4	\$93,432	\$158,606
CB1	\$93,432	\$158,606
CB2	\$107,814	\$174,464

\*indicates a limited number of employees within the grade that may exceed the maximum due to longevity.