

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2022, Legislative Day No. 9

Bill No. 31-22

Mr. Julian E. Jones Jr., Chairman
By Request of County Executive

By the County Council, April 18, 2022

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; providing for the effective date of this Act; and generally relating to the governance and compensation of the personnel of Baltimore County Government.

BY repealing and re-enacting, with amendments
Pay Schedules I, I-C, I-E, II, III, IV, V, VI, VII, VIII, XI, XII, and XIII
Section I, Pay Schedules

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter stricken from existing law.
~~Strike out~~ indicates matter stricken from bill.
Underlining indicates amendments to bill.

SECTION 1. BE IT ENACTED BY THE COUNTY COUNCIL OF BALTIMORE

COUNTY, MARYLAND, that the below specified pay schedules in Section I of the

Classification and Compensation Plans be amended as follows:

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE I - STANDARD GRADES Baltimore County Federation of Public Employees Effective December 24, 2022													
Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)						
Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	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	35,900	37,679
10	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454
11	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318
12	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347
13	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551
14	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825
15	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
16	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400
17	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683
18	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220
19	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847
20	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555
21	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267
22	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975
23	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445
24	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
25	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
26	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
27	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
28	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
29	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307
30	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868
31	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696
32	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696	109,862
33	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696	109,862	115,356

1	BALTIMORE COUNTY GOVERNMENT													
2	PAY SCHEDULE I-C - STANDARD GRADES													
3	Baltimore County Federation of Public Employees - Correctional Officers													
4	Effective December 24, 2022													
5	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)						
6	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	15 Years	19 Years	22 Years	25 Years
7	2C	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
8	3C	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
9	4C	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
10	5C	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307
11	6C	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868
12	7C	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696

13	BALTIMORE COUNTY GOVERNMENT													
14	PAY SCHEDULE I-E - STANDARD GRADES													
15	Baltimore County Federation of Public Employees - Emergency Communications Technicians													
16	Effective December 24, 2022													
17	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)						
18	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	15 Years	20 Years	25 Years	29 Years
19	1E	41,616	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701
20	2E	43,584	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364
21	3E	45,725	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197
22	4E	48,050	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034
23	5E	50,448	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034	87,141
24	6E	52,865	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034	87,141	91,498
25	7E	55,272	57,681	60,358	63,129	65,985	68,846	71,701	75,364	79,197	83,034	87,141	91,498	96,072

26	BALTIMORE COUNTY GOVERNMENT													
27	PAY SCHEDULE II - STANDARD GRADES													
28	American Federation of State, County and Municipal Employees													
29	Effective December 24, 2022													
30	Base Hourly Rates (in dollars)							Longevity Hourly Rates (in dollars)						
31	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	7 Years	10 Years	15 Years	20 Years	22 Years	25 Years	29 Years
32	H11	14.66	15.05	15.61	16.18	16.85	17.61	18.42	19.18	20.04	20.92	21.93	22.94	24.00
33	H12	15.05	15.61	16.18	16.85	17.61	18.42	19.18	20.04	20.92	21.93	22.94	24.00	25.13
34	H13	15.61	16.18	16.85	17.61	18.42	19.18	20.04	20.92	21.93	22.94	24.00	25.13	26.44
35	H14	16.18	16.85	17.61	18.42	19.18	20.04	20.92	21.93	22.94	24.00	25.13	26.44	27.75

1	H15	16.85	17.61	18.42	19.18	20.04	20.92	21.93	22.94	24.00	25.13	26.44	27.75	29.11	30.51
2	H16	17.61	18.42	19.18	20.04	20.92	21.93	22.94	24.00	25.13	26.44	27.75	29.11	30.51	32.02
3	H17	18.42	19.18	20.04	20.92	21.93	22.94	24.00	25.13	26.44	27.75	29.11	30.51	32.02	33.62
4	H18	19.18	20.04	20.92	21.93	22.94	24.00	25.13	26.44	27.75	29.11	30.51	32.02	33.62	35.28
5	H19	20.04	20.92	21.93	22.94	24.00	25.13	26.44	27.75	29.11	30.51	32.02	33.62	35.28	37.05
6	H20	20.92	21.93	22.94	24.00	25.13	26.44	27.75	29.11	30.51	32.02	33.62	35.28	37.05	38.90
7	H21	21.93	22.94	24.00	25.13	26.44	27.75	29.11	30.51	32.02	33.62	35.28	37.05	38.90	40.85
8	H22	22.94	24.00	25.13	26.44	27.75	29.11	30.51	32.02	33.62	35.28	37.05	38.90	40.85	42.88
9	H23	24.00	25.13	26.44	27.75	29.11	30.51	32.02	33.62	35.28	37.05	38.90	40.85	42.88	45.02
10	H24	25.13	26.44	27.75	29.11	30.51	32.02	33.62	35.28	37.05	38.90	40.85	42.88	45.02	47.27
11	H25	26.44	27.75	29.11	30.51	32.02	33.62	35.28	37.05	38.90	40.85	42.88	45.02	47.27	49.65
12	H26	27.75	29.11	30.51	32.02	33.62	35.28	37.05	38.90	40.85	42.88	45.02	47.27	49.65	52.12

13	BALTIMORE COUNTY GOVERNMENT											
14	PAY SCHEDULE III - STANDARD GRADES											
15	Baltimore County Federation of Public Health Nurses											
16	Effective December 24, 2022											
17	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)				
18	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	10 Years	15 Years	20 Years	25 Years	29 Years
19	1N	33,136	34,495	35,938	37,731	39,037	40,869	42,698	44,618	46,707	48,978	51,320
20	2N	34,495	35,938	37,731	39,037	40,869	42,698	44,618	46,707	48,978	51,320	53,679
21	3N	35,938	37,731	39,037	40,869	42,698	44,618	46,707	48,978	51,320	53,679	56,031
22	4N	37,731	39,037	40,869	42,698	44,618	46,707	48,978	51,320	53,679	56,031	58,337
23	5N	39,037	40,869	42,698	44,618	46,707	48,978	51,320	53,679	56,031	58,337	60,997
24	6N	40,869	42,698	44,618	46,707	48,978	51,320	53,679	56,031	58,337	60,997	63,701
25	7N	42,698	44,618	46,707	48,978	51,320	53,679	56,031	58,337	60,997	63,701	66,493
26	8N	44,618	46,707	48,978	51,320	53,679	56,031	58,337	60,997	63,701	66,493	69,285
27	9N	46,707	48,978	51,320	53,679	56,031	58,337	60,997	63,701	66,493	69,285	72,074
28	10N	48,978	51,320	53,679	56,031	58,337	60,997	63,701	66,493	69,285	72,074	75,648
29	11N	51,320	53,679	56,031	58,337	60,997	63,701	66,493	69,285	72,074	75,648	79,392
30	12N	53,679	56,031	58,337	60,997	63,701	66,493	69,285	72,074	75,648	79,392	83,137
31	13N	56,031	58,337	60,997	63,701	66,493	69,285	72,074	75,648	79,392	83,137	87,148
32	14N	58,337	60,997	63,701	66,493	69,285	72,074	75,648	79,392	83,137	87,148	91,509
33	15N	60,997	63,701	66,493	69,285	72,074	75,648	79,392	83,137	87,148	91,509	95,869
34	16N	63,701	66,493	69,285	72,074	75,648	79,392	83,137	87,148	91,509	95,869	100,226
35	17N	66,493	69,285	72,074	75,648	79,392	83,137	87,148	91,509	95,869	100,226	104,924
36	18N	69,285	72,074	75,648	79,392	83,137	87,148	91,509	95,869	100,226	104,924	109,898
37	19N	72,074	75,648	79,392	83,137	87,148	91,509	95,869	100,226	104,924	109,898	115,218

1	20N	75,659	79,392	83,137	87,148	91,509	95,869	100,226	104,924	109,898	115,218	120,876
2	21N	79,392	83,137	87,148	91,509	95,869	100,226	104,924	109,898	115,218	120,876	126,816

3	BALTIMORE COUNTY GOVERNMENT													
4	PAY SCHEDULE VI - STANDARD GRADES													
5	Baltimore County Supervisory, Management, Confidential and Unrepresented Employees													
6	Effective December 24, 2022													
7	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)						
8	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	15 Years	20 Years	25 Years	29 Years
9	9	23,940	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679
10	10	24,703	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454
11	11	25,466	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318
12	12	26,231	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347
13	13	27,056	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551
14	14	27,898	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825
15	15	28,929	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116
16	16	30,171	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400
17	17	31,491	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683
18	18	32,891	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220
19	19	34,296	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847
20	20	35,900	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555
21	21	37,679	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267
22	22	39,454	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975
23	23	41,318	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445
24	24	43,347	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080
25	25	45,551	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717
26	26	47,825	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611
27	27	50,116	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844
28	28	52,400	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077
29	29	54,683	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307
30	30	57,220	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868
31	31	59,847	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696
32	32	62,555	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696	109,862
33	33	65,267	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696	109,862	115,356
34	34	67,975	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696	109,862	115,356	120,547
35	35	71,445	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696	109,862	115,356	120,547	126,574
36	36	75,080	78,717	82,611	86,844	91,077	95,307	99,868	104,696	109,862	115,356	120,547	126,574	132,903

1	BALTIMORE COUNTY GOVERNMENT																
2	PAY SCHEDULE XI - STANDARD GRADES																
3	Physicians and Dentists																
4	Effective December 24, 2022																
5	Base Annual Rates (in dollars)																
6	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
7	1D	80,883	83,308	85,806	88,383	91,033	93,766	96,576	99,475	102,458	105,534	108,700	111,960	115,318	118,778	122,342	126,013
8	2D	86,545	89,141	91,816	94,569	97,406	100,328	103,339	106,439	109,631	113,299	116,309	119,798	123,393	127,095	130,906	134,833
9	3D	109,395	112,676	116,058	119,537	123,124	126,818	130,623	134,541	138,578	142,735	147,017	151,428	155,970	160,648	165,468	170,431
10	4D	112,860	116,248	119,734	123,327	127,026	130,838	134,763	138,806	142,969	147,257	151,677	156,227	160,914	165,743	170,713	175,832
11	5D	116,321	119,813	123,405	127,108	130,922	134,849	138,894	143,062	147,352	151,774	156,327	161,015	165,846	170,823	175,945	181,223
12	6D	119,809	123,401	127,105	130,917	134,843	138,890	143,059	147,349	151,770	156,324	161,011	165,842	170,820	175,942	181,221	186,658
13	7D	123,401	127,105	130,917	134,843	138,890	143,059	147,349	151,770	156,324	161,011	165,842	170,820	175,942	181,221	186,658	192,258

14	BALTIMORE COUNTY GOVERNMENT																
15	PAY SCHEDULE XII - STANDARD GRADES																
16	Supervisory, Management, and Confidential Employees																
17	Effective December 24, 2022																
18	Base Annual Rates (in dollars)																
19	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
20	1M	65,848	67,821	69,855	71,951	74,110	76,333	78,625	80,982	83,412	85,911	88,489	91,144	93,879	96,696	99,599	102,586
21	2M	69,855	71,951	74,110	76,333	78,625	80,982	83,412	85,911	88,489	91,144	93,879	96,696	99,599	102,586	105,660	108,831
22	3M	74,110	76,333	78,625	80,982	83,412	85,911	88,489	91,144	93,879	96,696	99,599	102,586	105,660	108,831	112,097	115,461
23	4M	78,625	80,982	83,412	85,911	88,489	91,144	93,879	96,696	99,599	102,586	105,660	108,831	112,097	115,461	118,925	122,492
24	5M	83,412	85,911	88,489	91,144	93,879	96,696	99,599	102,586	105,660	108,831	112,097	115,461	118,925	122,492	126,168	129,952
25	6M	88,489	91,144	93,879	96,696	99,599	102,586	105,660	108,831	112,097	115,461	118,925	122,492	126,168	129,952	133,849	137,867
26	7M	93,879	96,696	99,599	102,586	105,660	108,831	112,097	115,461	118,925	122,492	126,168	129,952	133,849	137,867	142,001	146,260
27	8M	99,599	102,586	105,660	108,831	112,097	115,461	118,925	122,492	126,168	129,952	133,849	137,867	142,001	146,260	150,650	155,167

1	BALTIMORE COUNTY GOVERNMENT													
2	PAY SCHEDULE XIII - STANDARD GRADES													
3	Fraternal Order of Police, Lodge #25, Sheriff's Office													
4	Effective December 24, 2022													
5	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)						
6	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	15 Years	19 Years	22 Years	25 Years
7	1S	39,454	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975
8	2S	41,318	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445
9	3S	43,347	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080
10	4S	45,551	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716
11	5S	47,825	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611
12	6S	50,116	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844
13	7S	52,399	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077
14	8S	54,683	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,631
15	9S	57,220	59,846	62,556	65,268	67,975	71,445	75,080	78,716	82,611	86,844	91,077	95,631	100,413

16 SECTION 2. AND BE IT FURTHER ENACTED that the below specified pay schedule

17 in Section I of the Classification and Compensation Plans be amended as follows:

18	BALTIMORE COUNTY GOVERNMENT																	
19	PAY SCHEDULE IV - STANDARD GRADES																	
20	Baltimore County Fraternal Order of Police, Lodge #4																	
21	Effective December 17, 2022																	
22	Base Annual Rates (in dollars)									Longevity Annual Rates (in dollars)								
23	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	Max	10 Years	11 Years	13 Years	15 Years	17 Years	19 Years	22 Years	24 Years	29 Years
24	PC	32,611	33,652	34,906	36,237	37,653	39,071											
25	8P	58,592	60,686	62,783	64,968	67,415	69,867	72,484	75,197	77,549	80,605	85,653	88,979	92,466	96,132	98,081	102,095	106,375
26	9P	60,686	62,783	64,968	67,415	69,867	72,484	75,197	78,074	80,605	83,747	88,979	92,466	96,132	99,986	102,095	106,375	110,749
27	10P	62,783	64,968	67,415	69,867	72,484	75,197	78,074	81,130	83,747	87,073	92,466	96,132	99,881	104,000	106,375	110,749	115,402
28	11P		67,415	69,867	72,484	75,197	78,074	81,130	84,273	87,073	90,561	96,132	99,986	104,000	108,281	110,749	115,402	120,697
29	12P		69,867	72,484	75,197	78,074	81,130	84,273	87,598	90,561	94,226	99,986	104,000	108,281	112,654	115,402	120,697	126,411
30	13P		72,484	75,197	78,074	81,130	84,273	87,598	91,086	94,226	98,081	104,000	108,281	112,654	117,308	120,697	126,411	132,536
31	14P		75,197	78,074	81,130	84,273	87,598	91,086	94,752	98,081	102,095	108,281	112,654	117,308	122,603	126,411	132,536	138,967
32	15P		78,074	81,130	84,273	87,598	91,086	94,752	98,606	102,095	106,375	112,654	117,308	122,603	128,316	132,536	138,967	145,717
33	16P		81,130	84,273	87,598	91,086	94,752	98,606	102,620	106,375	110,749	117,308	122,603	128,316	134,442	138,967	145,717	152,809
34	17P		84,273	87,598	91,086	94,752	98,606	102,620	106,901	110,749	115,402	122,603	128,316	134,442	140,872	145,717	152,809	160,253
35	18P		87,598	91,086	94,752	98,606	102,620	106,901	111,274	115,402	120,697	128,316	134,442	140,872	147,623	152,809	160,253	168,068

1	BALTIMORE COUNTY GOVERNMENT																
2	PAY SCHEDULE V - STANDARD GRADES																
3	Baltimore County Firefighters Association - Fire Department																
4	Effective December 17, 2022																
5	Base Annual Rates (in dollars)									Longevity Annual Rates (in dollars)							
6	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
7	PF	43,762	45,182	48,350	50,062	51,859	53,751	55,866	57,981	60,190	62,658	65,133	67,775	70,512	73,419	76,504	79,678
8	7F	48,350	50,062	51,859	53,751	55,866	57,981	60,190	62,658	65,133	67,775	70,512	73,419	76,504	79,678	83,033	86,554
9	8F	50,062	51,859	53,751	55,866	57,981	60,190	62,658	65,133	67,775	70,512	73,419	76,504	79,678	83,033	86,554	90,256
10	9F	51,859	53,751	55,866	57,981	60,190	62,658	65,133	67,775	70,512	73,419	76,504	79,678	83,033	86,554	90,256	94,143
11	10F	53,751	55,866	57,981	60,190	62,658	65,133	67,775	70,512	73,419	76,504	79,678	83,033	86,554	90,256	94,143	98,195
12	11F	55,866	57,981	60,190	62,658	65,133	67,775	70,512	73,419	76,504	79,678	83,033	86,554	90,256	94,143	98,195	102,517
13	12F	57,981	60,190	62,658	65,133	67,775	70,512	73,419	76,504	79,678	83,033	86,554	90,256	94,143	98,195	102,517	106,929
14	13F	60,190	62,658	65,133	67,775	70,512	73,419	76,504	79,678	83,033	86,554	90,256	94,143	98,195	102,517	106,929	111,499
15	14F	65,658	68,133	70,775	73,512	76,419	79,504	82,678	86,033	89,554	93,256	97,143	101,195	105,517	109,929	114,499	119,844
16	15F	68,133	70,775	73,512	76,419	79,504	82,678	86,033	89,554	93,256	97,143	101,195	105,517	109,929	114,499	119,844	125,455
17	16F	67,775	70,512	73,419	76,504	79,678	83,033	86,554	90,256	94,143	98,195	102,517	106,929	111,499	116,844	122,455	128,348
18	17F	70,512	73,419	76,504	79,678	83,033	86,554	90,256	94,143	98,195	102,517	106,929	111,499	116,844	122,455	128,348	134,538
19	18F	73,419	76,504	79,678	83,033	86,554	90,256	94,143	98,195	102,517	106,929	111,499	116,844	122,455	128,348	134,538	141,032
20	19F	76,504	79,678	83,033	86,554	90,256	94,143	98,195	102,517	106,929	111,499	116,844	122,455	128,348	134,538	141,032	147,854

21	BALTIMORE COUNTY GOVERNMENT																
22	PAY SCHEDULE VII - STANDARD GRADES																
23	Supervisory, Management, and Confidential Employees - Police Department																
24	Effective December 17, 2022																
25	Base Annual Rates (in dollars)								Longevity Annual Rates (in dollars)								
26	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	Max	10 Years	11 Years	13 Years	15 Years	17 Years	19 Years	22 Years	24 Years	29 Years
27	19P	89,113	92,723	96,520	100,507	104,662	109,097	113,627	118,600	123,831	131,228	136,995	143,048	149,404	154,172	161,500	169,195
28	20P	92,723	96,520	100,507	104,662	109,097	113,627	118,600	123,831	129,323	136,995	143,048	149,404	156,078	161,500	169,195	177,275
29	21P	96,520	100,507	104,662	109,097	113,627	118,600	123,831	129,323	135,090	143,048	149,404	156,078	163,405	169,195	177,275	185,920
30	22P	100,507	104,662	109,097	113,627	118,600	123,831	129,323	135,090	141,143	149,404	156,078	163,405	171,101	177,275	185,920	195,123
31	23P	104,662	109,097	113,627	118,600	123,831	129,323	135,090	141,143	147,498	156,078	163,405	171,101	179,181	185,920	195,123	204,787
32	24P	109,097	113,627	118,600	123,831	129,323	135,090	141,143	147,498	154,172	163,405	171,101	179,181	187,826	195,123	204,787	214,932
33	25P	113,627	118,600	123,831	129,323	135,090	141,143	147,498	154,172	161,500	171,101	179,181	187,826	197,029	204,787	214,932	225,589
34	26P	118,600	123,831	129,323	135,090	141,143	147,498	154,172	161,500	169,195	179,181	187,826	197,029	206,692	214,932	225,589	236,775

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE VIII - STANDARD GRADES

Supervisory, Management, and Confidential Employees - Fire Department

Effective December 17, 2022

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	22 Years	24 Years	29 Years
20F	78,131	81,616	85,277	89,125	93,172	97,376	101,881	106,459	111,504	116,809	122,377	128,221	134,354	140,794	147,554	154,657
21F	81,616	85,277	89,125	93,172	97,376	101,881	106,459	111,504	116,809	122,377	128,221	134,354	140,794	147,554	154,657	162,265
22F	85,277	89,125	93,172	97,376	101,881	106,459	111,504	116,809	122,377	128,221	134,354	140,794	147,554	154,657	162,265	170,253
23F	89,125	93,172	97,376	101,881	106,459	111,504	116,809	122,377	128,221	134,354	140,794	147,554	154,657	162,265	170,253	178,641
24F	93,172	97,376	101,881	106,459	111,504	116,809	122,377	128,221	134,354	140,794	147,554	154,657	162,265	170,253	178,641	187,447
25F	97,376	101,881	106,459	111,504	116,809	122,377	128,221	134,354	140,794	147,554	154,657	162,265	170,253	178,641	187,447	196,695
26F	101,881	106,459	111,504	116,809	122,377	128,221	134,354	140,794	147,554	154,657	162,265	170,253	178,641	187,447	196,695	206,404
27F	106,459	111,504	116,809	122,377	128,221	134,354	140,794	147,554	154,657	162,265	170,253	178,641	187,447	196,695	206,404	216,599

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	76,648	80,065	83,654	87,426	91,394	95,516	99,932	104,421	109,367	114,568	120,026	125,756	131,769	138,082	144,710	151,674
21F	80,065	83,654	87,426	91,394	95,516	99,932	104,421	109,367	114,568	120,026	125,756	131,769	138,082	144,710	151,674	159,132
22F	83,654	87,426	91,394	95,516	99,932	104,421	109,367	114,568	120,026	125,756	131,769	138,082	144,710	151,674	159,132	166,964
23F	87,426	91,394	95,516	99,932	104,421	109,367	114,568	120,026	125,756	131,769	138,082	144,710	151,674	159,132	166,964	175,187
24F	91,394	95,516	99,932	104,421	109,367	114,568	120,026	125,756	131,769	138,082	144,710	151,674	159,132	166,964	175,187	183,821
25F	95,516	99,932	104,421	109,367	114,568	120,026	125,756	131,769	138,082	144,710	151,674	159,132	166,964	175,187	183,821	192,887
26F	99,932	104,421	109,367	114,568	120,026	125,756	131,769	138,082	144,710	151,674	159,132	166,964	175,187	183,821	192,887	202,406
27F	104,421	109,367	114,568	120,026	125,756	131,769	138,082	144,710	151,674	159,132	166,964	175,187	183,821	192,887	202,406	212,401

SECTION 3. AND BE IT FURTHER ENACTED that the below specified pay schedule

in Section I of the Classification and Compensation Plans be amended as follows:

BALTIMORE COUNTY GOVERNMENT																
PAY SCHEDULE XI - STANDARD GRADES																
Physicians and Dentists																
Effective January 1, 2022																
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	78,527	80,882	83,306	85,809	88,382	91,035	93,764	96,578	99,473	102,460	105,534	108,699	111,959	115,318	118,779	122,343
2D	84,025	86,545	89,142	91,814	94,569	97,406	100,329	103,339	106,438	109,999	112,921	116,309	119,799	123,393	127,093	130,906
3D	106,209	109,394	112,677	116,056	119,538	123,124	126,819	130,622	134,542	138,577	142,735	147,018	151,427	155,969	160,649	165,467
4D	109,572	112,862	116,246	119,735	123,326	127,027	130,837	134,763	138,805	142,968	147,259	151,677	156,227	160,915	165,741	170,710
5D	112,933	116,323	119,810	123,406	127,108	130,921	134,848	138,895	143,060	147,353	151,774	156,325	161,015	165,848	170,820	175,945
6D	116,320	119,807	123,403	127,104	130,916	134,845	138,892	143,057	147,349	151,771	156,321	161,012	165,845	170,817	175,943	181,221
7D	119,807	123,403	127,104	130,916	134,845	138,892	143,057	147,349	151,771	156,321	161,012	165,845	170,817	175,943	181,221	186,658

SECTION 4. AND BE IT FURTHER ENACTED that the below specified pay schedule

in Section I of the Classification and Compensation Plans be amended as follows:

BALTIMORE COUNTY GOVERNMENT																
PAY SCHEDULE VIII - STANDARD GRADES																
Supervisory, Management, and Confidential Employees - Fire Department																
Effective June 4, 2022																
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
27F	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	209,901

1 SECTION 4 5. AND BE IT FURTHER ENACTED that Section 1 of this Act shall take
2 effect on December 24, 2022.

3 SECTION ~~5~~ 6. AND BE IT FURTHER ENACTED that Section 2 of this Act shall take
4 effect on December 17, 2022.

5 SECTION ~~6~~ 7. AND BE IT FURTHER ENACTED that Section 3 of this Act shall take
6 effect on July 1, 2022 and apply retroactively to January 1, 2022.

7 SECTION 8. AND BE IT FURTHER ENACTED that Section 4 of this Act shall take
8 effect on July 1, 2022 and apply retroactively to June 4, 2022.

9 SECTION ~~7~~ 9. AND BE IT FURTHER ENACTED that, this Act, having passed by the
10 affirmative vote of five members of the County Council, shall take effect on July 1, 2022.



LEGISLATION DETAIL

LEGISLATION

DISPOSITION

ENACTED

EFFECTIVE

AMENDMENTS

ROLL CALL - LEGISLATION

MOTION		SECOND
AYE	NAY	
☐	☐	Councilman Quirk
☐	☐	Councilman Patoka
☐	☐	Councilman Kach
☐	☐	Councilman Jones
☐	☐	Councilman Marks
☐	☐	Councilwoman Bevins
☐	☐	Councilman Crandell

ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
☐	☐	Councilman Quirk
☐	☐	Councilman Patoka
☐	☐	Councilman Kach
☐	☐	Councilman Jones
☐	☐	Councilman Marks
☐	☐	Councilwoman Bevins
☐	☐	Councilman Crandell

ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
☐	☐	Councilman Quirk
☐	☐	Councilman Patoka
☐	☐	Councilman Kach
☐	☐	Councilman Jones
☐	☐	Councilman Marks
☐	☐	Councilwoman Bevins
☐	☐	Councilman Crandell

ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
☐	☐	Councilman Quirk
☐	☐	Councilman Patoka
☐	☐	Councilman Kach
☐	☐	Councilman Jones
☐	☐	Councilman Marks
☐	☐	Councilwoman Bevins
☐	☐	Councilman Crandell