

HARFORD COUNTY BILL NO. 22-010

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**

Mylia A. Devon  
Council Administrator

Date 5/24/22

**ENROLLED**

[Signature]  
Council President

Date May 24 2022

**BY THE COUNCIL**

Read the third time.

Passed: LSD 22-017

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

By Order

Mylia A. Devon  
Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this 25<sup>th</sup> day of May, 2022 at 3:00 p.m.

Mylia A. Devon  
Council Administrator



**BY THE EXECUTIVE**

[Signature]  
COUNTY EXECUTIVE

APPROVED: Date 5/24/2022

**BY THE COUNCIL**

This Bill No. 22-010 having been approved by the Executive and returned to the Council, becomes law on May 26, 2022.

EFFECTIVE: May 26, 2022

COUNTY COUNCIL  
OF  
HARFORD COUNTY, MARYLAND

BILL NO. 22-010

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

Legislative Day No. 22-013 Date April 19, 2022

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan, Harford County Ordinance No. 21-007, and to enact a new Harford County Pay Plan and Classification Plan to stand in lieu of the Ordinance repealed; to provide a pay plan for County employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the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,

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

on: May 17, 2022

at: 6:45 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 May 17, 2022, and concluded on May 17, 2022.

*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. [20-010] 21-007, 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3 hereby repealed and that new Harford County Pay Plan and Classification Plan be, and it is hereby,  
4 enacted to stand in lieu of the repealed Ordinance, all to read as follows:

5 **Harford County Classification Plan**

| 6 <b><u>Classification</u></b>         | <b><u>Grade</u></b> |
|--|---------------------|
| 7 Accountant I                         | PT1                 |
| 8 Accountant II                        | PT3                 |
| 9 Accountant III                       | PT5                 |
| 10 Accountant IV                       | MG1                 |
| 11 Accounting Clerk I                  | CA4                 |
| 12 Accounting Clerk II                 | CA5                 |
| 13 Accounting Technician I             | CA6                 |
| 14 Accounting Technician II            | PT1                 |
| 15 Accounts Payable Supervisor         | PT4                 |
| 16 Administrative Assistant I          | CA5                 |
| 17 Administrative Assistant II         | CA6                 |
| 18 Administrative Budget Technician I  | PT1                 |
| 19 Administrative Budget Technician II | PT3                 |
| 20 Administrative Secretary            | PT3                 |
| 21 Administrative Specialist I         | PT1                 |
| 22 Administrative Specialist II        | PT2                 |
| 23 Administrative Specialist III       | PT3                 |
| 24 Administrator                       | MG1                 |
| 25 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                      | CA5 |
| 23 | Public Safety Dispatcher II                     | CA6 |
| 24 | Public Safety Dispatcher III                    | PT1 |
| 25 | Public Safety Dispatcher, Probationary          | CA4 |

|    |                                      |     |
|----|--------------------------------------|-----|
| 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

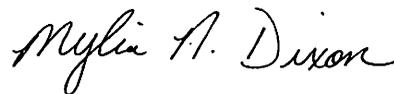
3 Section 2. Be It Further Enacted, that this Act shall not be codified in the Harford County  
4 Code, as amended.

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 under  
10 Ordinance [20-010] 21-007 until [June 11, 2021] JUNE 10, 2022 and no payments or benefits shall  
11 accrue under this act until on or after [June 12, 2021] JUNE 11, 2022.

EFFECTIVE: May 26, 2022

*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 FY23**

| <u>GRADE</u> | <u>MINIMUM</u> | <u>MAXIMUM</u> |
|--------------|----------------|----------------|
| LB1          | \$21,828       | \$86,450       |
| LB2          | \$23,052       | \$89,986       |
| CA1          | \$24,174       | \$93,002       |
| CA2          | \$30,090       | \$96,142       |
| CA3          | \$31,824       | \$99,182       |
| CA4          | \$33,415       | \$104,608      |
| CA5          | \$35,088       | \$108,290      |
| CA6          | \$38,046       | \$113,198      |
| PT1          | \$40,698       | \$118,190      |
| PT2          | \$44,778       | \$126,032      |
| PT3          | \$48,348       | \$132,230      |
| PT4          | \$53,856       | \$139,261      |
| PT5          | \$58,854       | \$152,115      |
| MG1          | \$65,586       | \$156,629      |
| MG2          | \$72,828       | \$160,934      |
| MG3          | \$82,620       | \$166,862      |
| MG4          | \$93,432       | \$183,606      |
| CB1          | \$93,432       | \$183,606      |
| CB2          | \$107,814      | \$199,464      |