

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2025, Legislative Day No. 8

Bill No. 28-25

Mr. Michael Ertel, Chairman
By Request of County Executive

By the County Council, April 21, 2025

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; amending certain compensation amounts for Orphan's Court Judges; amending certain pay grades for certain classifications; repealing certain classifications; amending certain rules and regulations of the Classification and Compensation Plans regarding premium pay; providing for the effective date of certain sections 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, V, VI, VI-P, XI, ~~and XII~~, and XIII
Section I, Pay Schedules

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.

BY repealing and re-enacting, with amendments
 Certain class titles and pay grades
 Section II, Classifications and Grades

BY repealing and re-enacting, with amendments
 Rule 10: Premium Pay Regulations
 Regulations 10.01.I.1 and 10.01.J.1
 Section IV, Compensation Plan Rules and Regulations

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

1 SECTION 1. BE IT ENACTED BY THE COUNTY COUNCIL OF BALTIMORE
2 COUNTY, MARYLAND, that the below specified pay schedules in Section I of the
3 Classification and Compensation Plans be amended as follows:

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Section Continues on Next Page

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1	Baltimore County Government																
2	Pay Schedule I-C - Standard Grades																
3	Baltimore County Federation of Public Employees - Correctional Officers																
4	Effective July 1, 2025																
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	8 Years	9 Years	10 Years	13 Years	15 Years	19 Years	22 Years	25 Years
7	2C	49,752	52,136	54,511	56,887	59,526	62,259	65,076	67,898	70,714	74,325	78,106	81,889	85,940	90,344	94,747	99,148
8	3C	52,136	54,511	56,887	59,526	62,259	65,076	67,898	70,714	74,325	78,106	81,889	85,940	90,344	94,747	99,148	103,893
9	4C	54,511	56,887	59,526	62,259	65,076	67,898	70,714	74,325	78,106	81,889	85,940	90,344	94,747	99,148	103,893	108,916
10	5C	56,887	59,526	62,259	65,076	67,898	70,714	74,325	78,106	81,889	85,940	90,344	94,747	99,148	103,893	108,916	114,361
11	6C	59,526	62,259	65,076	67,898	70,714	74,325	78,106	81,889	85,940	90,344	94,747	99,148	103,893	108,916	114,361	120,080
12	7C	62,259	65,076	67,898	70,714	74,325	78,106	81,889	85,940	90,344	94,747	99,148	103,893	108,916	114,361	120,080	126,083
13	8C	65,076	67,898	70,714	74,325	78,106	81,889	85,940	90,344	94,747	99,148	103,893	108,916	114,361	120,080	126,083	132,387

14	Baltimore County Government																
15	Pay Schedule I-E - Standard Grades																
16	Baltimore County Federation of Public Employees - Emergency Communications Technicians																
17	Effective July 1, 2025																
18		Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)									
19	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	8 Years	9 Years	10 Years	13 Years	15 Years	20 Years	25 Years	29 Years
20	1E	43,293	45,341	47,567	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381
21	2E	45,341	47,567	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653
22	3E	47,567	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185
23	4E	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944
24	5E	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941
25	6E	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941	110,189
26	7E	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941	110,189	115,698
27	8E	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941	110,189	115,698	121,483

1	Baltimore County Government																
2	Pay Schedule VI-P - Standard Grades																
3	Public Safety Supervisory, Management, and Confidential Employees - Corrections																
4	Effective July 1, 2025																
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	8 Years	9 Years	10 Years	13 Years	15 Years	19 Years	22 Years	25 Years
7	31	63,491	66,366	69,243	72,115	75,796	79,652	83,511	87,642	92,133	96,623	101,111	105,950	111,073	116,553	122,381	127,888
8	32	66,366	69,243	72,115	75,796	79,652	83,510	87,642	92,133	96,623	101,111	105,950	111,073	116,553	122,381	127,888	134,282
9	33	69,243	72,115	75,796	79,652	83,510	87,642	92,133	96,623	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997
10	34	72,115	75,796	79,652	83,510	87,642	92,133	96,623	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046
11	35	75,796	79,652	83,510	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448
12	36	79,652	83,510	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220
13	37	83,510	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381
14	38	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381	179,950
15	39	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381	179,950	188,948
16	40	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381	179,950	188,948	198,395
17	41	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381	179,950	188,948	198,395	208,315

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Baltimore County Government															
Pay Schedule VI-P - Standard Grades															
Public Safety Supervisory, Management, and Confidential Employees - Emergency Communications															
Effective July 1, 2025															
	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	13 Years	15 Years	19 Years	22 Years	25 Years	
32E	66,366	69,243	72,115	75,796	79,652	83,510	87,642	92,133	96,623	101,111	105,950	111,073	116,553	122,381	
33E	69,243	72,115	75,796	79,652	83,510	87,642	92,133	96,623	101,111	105,950	111,073	116,553	122,381	127,888	

26	Baltimore County Government																
27	Pay Schedule VI-P - Standard Grades																
28	Public Safety Supervisory, Management, and Confidential Employees - Sheriff																
29	Effective July 1, 2025																
30		Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)									
31	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	13 Years	15 Years	19 Years	22 Years	25 Years		
32	34S	72,115	75,796	79,652	83,510	87,642	92,133	96,623	101,111	105,950	111,073	116,553	122,381	127,888	134,282		
33	35S	75,796	79,652	83,510	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997		
34	36S	79,652	83,510	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046		
35	37S	83,510	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448		

Baltimore County Government
Pay Schedule XIII - Standard Grades
Fraternal Order of Police, Lodge #25, Sheriff's Office
Effective July 1, 2025

	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)									
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	8 Years	9 Years	10 Years	13 Years	15 Years	19 Years	22 Years	25 Years
1S	41,137	43,058	45,147	47,418	49,759	52,119	54,471	56,824	59,437	61,642	64,432	67,226	70,014	73,588	77,333	81,078
2S	43,058	45,147	47,418	49,759	52,119	54,471	56,824	59,437	62,142	64,432	67,226	70,014	73,588	77,333	81,078	85,089
3S	45,147	47,418	49,759	52,119	54,471	56,824	59,437	62,142	64,932	67,226	70,014	73,588	77,333	81,078	85,089	89,449
4S	47,418	49,759	52,119	54,471	56,824	59,437	62,142	64,932	67,726	70,014	73,588	77,333	81,078	85,089	89,449	93,809
5S	49,759	52,119	54,471	56,824	59,437	62,142	64,932	67,726	70,514	73,588	77,333	81,078	85,089	89,449	93,809	98,500
6S	52,119	54,471	56,824	59,437	62,142	64,932	67,726	70,514	74,088	77,333	81,078	85,089	89,449	93,809	98,500	103,425
7S	54,471	56,824	59,437	62,142	64,932	67,726	70,514	74,088	77,833	81,078	85,089	89,449	93,809	98,500	103,425	108,597
8S	56,824	59,437	62,142	64,932	67,726	70,514	74,088	77,833	81,578	85,089	89,449	93,809	98,500	103,425	108,597	114,027
9S	59,437	62,142	64,932	67,726	70,514	74,088	77,833	81,578	85,589	89,449	93,809	98,500	103,425	108,597	114,027	119,729
10S	62,142	64,932	67,726	70,514	74,088	77,833	81,578	85,589	89,949	93,809	98,500	103,425	108,597	114,027	119,729	125,715

SECTION 2. AND BE IT FURTHER ENACTED 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 January 1, 2026																
	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	8 Years	9 Years	10 Years	15 Years	20 Years	25 Years	29 Years	
9	25,408	26,218	27,028	27,839	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	
10	26,218	27,028	27,839	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	
11	27,028	27,839	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	
12	27,839	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	
13	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	
14	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	
15	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	
16	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	
17	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	
18	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	
19	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	
20	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	
21	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	
22	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	
23	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	
24	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	
25	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	
26	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	
27	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	
28	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	
29	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	
30	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	
31	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	
32	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	127,938	
33	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	127,938	134,335	
34	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	127,938	134,335	141,051	
35	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	127,938	134,335	141,051	148,104	
36	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	127,938	134,335	141,051	148,104	155,509	

1	Baltimore County Government																
2	Pay Schedule I-C - Standard Grades																
3	Baltimore County Federation of Public Employees - Correctional Officers																
4	Effective January 1, 2026																
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	8 Years	9 Years	10 Years	13 Years	15 Years	19 Years	22 Years	25 Years
7	2C	50,250	52,657	55,057	57,456	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139
8	3C	52,657	55,057	57,456	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932
9	4C	55,057	57,456	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005
10	5C	57,456	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005	115,505
11	6C	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005	115,505	121,281
12	7C	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005	115,505	121,281	127,344
13	8C	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005	115,505	121,281	127,344	133,711

14	Baltimore County Government																
15	Pay Schedule I-E - Standard Grades																
16	Baltimore County Federation of Public Employees - Emergency Communications Technicians																
17	Effective January 1, 2026																
18		Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)									
19	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	8 Years	9 Years	10 Years	13 Years	15 Years	20 Years	25 Years	29 Years
20	1E	43,726	45,794	48,043	50,486	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244
21	2E	45,794	48,043	50,486	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559
22	3E	48,043	50,486	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137
23	4E	50,486	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943
24	5E	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943	105,991
25	6E	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943	105,991	111,290
26	7E	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943	105,991	111,290	116,855
27	8E	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943	105,991	111,290	116,855	122,698

1	Baltimore County Government															
2	Pay Schedule II - Standard Grades															
3	American Federation of State, County and Municipal Employees															
4	Effective January 1, 2026															
5	Base Hourly Rates (in dollars)								Longevity Hourly Rates (in dollars)							
6	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	34 Years	
7	H11	15.92	16.29	16.90	17.51	18.24	19.06	19.94	20.76	21.69	22.65	23.73	24.83	25.98	27.20	
8	H12	16.29	16.90	17.51	18.24	19.06	19.94	20.76	21.69	22.65	23.73	24.83	25.98	27.20	28.62	
9	H13	16.90	17.51	18.24	19.06	19.94	20.76	21.69	22.65	23.73	24.83	25.98	27.20	28.62	30.04	
10	H14	17.51	18.24	19.06	19.94	20.76	21.69	22.65	23.73	24.83	25.98	27.20	28.62	30.04	31.51	
11	H15	18.24	19.06	19.94	20.76	21.69	22.65	23.73	24.83	25.98	27.20	28.62	30.04	31.51	33.02	
12	H16	19.06	19.94	20.76	21.69	22.65	23.73	24.83	25.98	27.20	28.62	30.04	31.51	33.02	34.65	
13	H17	19.94	20.76	21.69	22.65	23.73	24.83	25.98	27.20	28.62	30.04	31.51	33.02	34.65	36.39	
14	H18	20.76	21.69	22.65	23.73	24.83	25.98	27.20	28.62	30.04	31.51	33.02	34.65	36.39	38.19	
15	H19	21.69	22.65	23.73	24.83	25.98	27.20	28.62	30.04	31.51	33.02	34.65	36.39	38.19	40.11	
16	H20	22.65	23.73	24.83	25.98	27.20	28.62	30.04	31.51	33.02	34.65	36.39	38.19	40.11	42.11	
17	H21	23.73	24.83	25.98	27.20	28.62	30.04	31.51	33.02	34.65	36.39	38.19	40.11	42.11	44.21	
18	H22	24.83	25.98	27.20	28.62	30.04	31.51	33.02	34.65	36.39	38.19	40.11	42.11	44.21	46.41	
19	H23	25.98	27.20	28.62	30.04	31.51	33.02	34.65	36.39	38.19	40.11	42.11	44.21	46.41	48.73	
20	H24	27.20	28.62	30.04	31.51	33.02	34.65	36.39	38.19	40.11	42.11	44.21	46.41	48.73	51.17	
21	H25	28.62	30.04	31.51	33.02	34.65	36.39	38.19	40.11	42.11	44.21	46.41	48.73	51.17	53.74	
22	H26	30.04	31.51	33.02	34.65	36.39	38.19	40.11	42.11	44.21	46.41	48.73	51.17	53.74	56.41	

23	Baltimore County Government																									
24	Pay Schedule V - Standard Grades																									
25	Baltimore County Firefighters Association - Fire Department																									
26	Effective January 1, 2026																									
27		Base Annual Rates (in dollars)								Longevity Annual Rates (in dollars)																
28	Grade	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	Max	10 Years	11 Years	12 Years	13 Years	14 Years	15 Years	16 Years	17 Years	18 Years	19 Years	20 Years	21 Years	22 Years	23 Years	24 Years	27 Years	29 Years
29	PF	50,948	52,470	55,863	57,697	59,622	61,649	63,914	66,180	68,546	71,190	72,515	73,841	75,256	76,671	78,137	79,603	81,160	82,717	84,369	86,022	87,155	88,288	89,422	91,394	93,366
30	7F	55,863	57,697	59,622	61,649	63,914	66,180	68,546	71,190	73,841	76,671	78,137	79,603	81,160	82,717	84,369	86,022	87,722	89,422	91,219	93,016	94,273	95,530	96,787	98,925	101,063
31	8F	57,697	59,622	61,649	63,914	66,180	68,546	71,190	73,841	76,671	79,603	81,160	82,717	84,369	86,022	87,722	89,422	91,219	93,016	94,901	96,787	98,109	99,431	100,753	102,980	105,207
32	9F	59,622	61,649	63,914	66,180	68,546	71,190	73,841	76,671	79,603	82,717	84,369	86,022	87,722	89,422	91,219	93,016	94,901	96,787	98,770	100,753	102,141	103,529	104,917	107,237	109,558
33	10F	61,649	63,914	66,180	68,546	71,190	73,841	76,671	79,603	82,717	86,022	87,722	89,422	91,219	93,016	94,901	96,787	98,770	100,753	102,835	104,917	106,364	107,810	109,257	111,676	114,095
34	11F	63,914	66,180	68,546	71,190	73,841	76,671	79,603	82,717	86,022	89,422	91,219	93,016	94,901	96,787	98,770	100,753	102,835	104,917	107,087	109,257	110,800	112,343	113,887	116,409	118,932
35	12F	67,251	69,617	72,261	74,912	77,742	80,674	83,788	87,093	90,493	94,087	95,973	97,858	99,841	101,824	103,906	105,988	108,158	110,328	112,643	114,958	116,533	118,108	119,684	122,337	124,991
36	13F	68,546	71,190	73,841	76,671	79,603	82,717	86,022	89,422	93,016	96,787	98,770	100,753	102,835	104,917	107,087	109,257	111,572	113,887	116,250	118,613	120,245	121,876	123,508	126,247	128,986
37	14F	74,403	77,055	79,885	82,817	85,931	89,235	92,635	96,229	100,001	103,966	106,048	108,130	110,300	112,471	114,786	117,100	119,463	121,827	124,274	126,722	128,630	130,538	132,447	135,388	138,328
38	15F	77,055	79,885	82,817	85,931	89,235	92,635	96,229	100,001	103,966	108,130	110,300	112,471	114,786	117,100	119,463	121,827	124,274	126,722	129,584	132,447	134,451	136,454	138,458	141,533	144,609
39	16F	76,671	79,603	82,717	86,022	89,422	93,016	96,787	100,753	104,917	109,257	111,572	113,887	116,250	118,613	121,061	123,508	126,371	129,234	132,239	135,244	137,348	139,452	141,557	144,702	147,847
40	16F2	79,885	82,817	85,931	89,235	92,635	96,229	100,001	103,966	108,130	112,471	114,786	117,100	119,463	121,827	124,274	126,722	129,585	132,447	135,453	138,458	140,562	142,666	144,771	147,916	151,061
41	17F	79,603	82,717	86,022	89,422	93,016	96,787	100,753	104,917	109,257	113,887	116,250	118,613	121,061	123,508	126,371	129,234	132,239	135,244	138,401	141,557	143,767	145,977	148,188	151,482	154,777
42	18F	82,717	86,022	89,422	93,016	96,787	100,753	104,917	109,257	113,887	118,613	121,061	123,508	126,371	129,234	132,239	135,244	138,401	141,557	144,872	148,188	150,507	152,825	155,144	158,595	162,046
43	19F	86,022	89,422	93,016	96,787	100,753	104,917	109,257	113,887	118,613	123,508	126,371	129,234	132,239	135,244	138,401	141,557	144,872	148,188	151,666	155,144	157,580	160,016	162,452	166,067	169,682
44	19F2	89,235	92,635	96,229	100,001	103,966	108,130	112,471	117,100	121,827	126,722	129,585	132,447	135,453	138,458	141,614	144,771	148,086	151,401	154,879	158,358	160,794	163,229	165,665	169,281	172,896

Baltimore County Government Pay Schedule VI - Standard Grades Baltimore County Supervisory, Management, Confidential and Unrepresented Employees Effective January 1, 2026													
	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	26,167	27,001	27,836	28,671	29,573	30,494	31,621	32,977	34,421	35,952	37,486	39,240	41,185
10	27,001	27,836	28,671	29,573	30,494	31,621	32,977	34,421	35,952	37,486	39,240	41,185	43,125
11	27,836	28,671	29,573	30,494	31,621	32,977	34,421	35,952	37,486	39,240	41,185	43,125	45,163
12	28,671	29,573	30,494	31,621	32,977	34,421	35,952	37,486	39,240	41,185	43,125	45,163	47,380
13	29,573	30,494	31,621	32,977	34,421	35,952	37,486	39,240	41,185	43,125	45,163	47,380	49,789
14	30,494	31,621	32,977	34,421	35,952	37,486	39,240	41,185	43,125	45,163	47,380	49,789	52,275
15	31,621	32,977	34,421	35,952	37,486	39,240	41,185	43,125	45,163	47,380	49,789	52,275	54,779
16	32,977	34,421	35,952	37,486	39,240	41,185	43,125	45,163	47,380	49,789	52,275	54,779	57,276
17	34,421	35,952	37,486	39,240	41,185	43,125	45,163	47,380	49,789	52,275	54,779	57,276	59,772
18	35,952	37,486	39,240	41,185	43,125	45,163	47,380	49,789	52,275	54,779	57,276	59,772	62,544
19	37,486	39,240	41,185	43,125	45,163	47,380	49,789	52,275	54,779	57,276	59,772	62,544	65,416
20	39,240	41,185	43,125	45,163	47,380	49,789	52,275	54,779	57,276	59,772	62,544	65,416	68,375
21	41,185	43,125	45,163	47,380	49,789	52,275	54,779	57,276	59,772	62,544	65,416	68,375	71,340
22	43,125	45,163	47,380	49,789	52,275	54,779	57,276	59,772	62,544	65,416	68,375	71,340	74,299
23	45,163	47,380	49,789	52,275	54,779	57,276	59,772	62,544	65,416	68,375	71,340	74,299	78,093
24	47,380	49,789	52,275	54,779	57,276	59,772	62,544	65,416	68,375	71,340	74,299	78,093	82,067
25	49,789	52,275	54,779	57,276	59,772	62,544	65,416	68,375	71,340	74,299	78,093	82,067	86,041
26	52,275	54,779	57,276	59,772	62,544	65,416	68,375	71,340	74,299	78,093	82,067	86,041	90,297
27	54,779	57,276	59,772	62,544	65,416	68,375	71,340	74,299	78,093	82,067	86,041	90,297	94,925
28	57,276	59,772	62,544	65,416	68,375	71,340	74,299	78,093	82,067	86,041	90,297	94,925	99,551
29	59,772	62,544	65,416	68,375	71,340	74,299	78,093	82,067	86,041	90,297	94,925	99,551	104,174
30	62,544	65,416	68,375	71,340	74,299	78,093	82,067	86,041	90,297	94,925	99,551	104,174	109,160
31	65,416	68,375	71,340	74,299	78,093	82,067	86,041	90,297	94,925	99,551	104,174	109,160	114,438
32	68,375	71,340	74,299	78,093	82,067	86,041	90,297	94,925	99,551	104,174	109,160	114,438	120,084
33	71,340	74,299	78,093	82,067	86,041	90,297	94,925	99,551	104,174	109,160	114,438	120,084	126,089
34	74,299	78,093	82,067	86,041	90,297	94,925	99,551	104,174	109,160	114,438	120,084	126,089	131,763
35	78,093	82,067	86,041	90,297	94,925	99,551	104,174	109,160	114,438	120,084	126,089	131,763	138,351
36	82,067	86,041	90,297	94,925	99,551	104,174	109,160	114,438	120,084	126,089	131,763	138,351	145,269
37	86,041	90,297	94,925	99,551	104,174	109,160	114,438	120,084	126,089	131,763	138,351	145,269	152,532
38	90,297	94,925	99,551	104,174	109,160	114,438	120,084	126,089	131,763	138,351	145,269	152,532	160,159
39	94,925	99,551	104,174	109,160	114,438	120,084	126,089	131,763	138,351	145,269	152,532	160,159	168,166

1	Baltimore County Government																
2	Pay Schedule XI - Standard Grades																
3	Physicians and Dentists																
4	Effective January 1, 2026																
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	88,408	91,060	93,789	96,606	99,503	102,490	105,562	108,731	111,991	115,353	118,814	122,378	126,048	129,829	133,726	137,738
8	2D	94,598	97,436	100,360	103,367	106,470	109,663	112,954	116,343	119,831	123,841	127,131	130,945	134,874	138,921	143,085	147,378
9	3D	119,573	123,160	126,856	130,660	134,580	138,617	142,777	147,059	151,472	156,015	160,696	165,518	170,482	175,595	180,864	186,289
10	4D	123,360	127,064	130,874	134,801	138,845	143,011	147,301	151,721	156,271	160,959	165,790	170,763	175,886	181,164	186,597	192,192
11	5D	127,145	130,960	134,887	138,934	143,103	147,396	151,817	156,373	161,062	165,896	170,873	175,997	181,277	186,718	192,315	198,085
12	6D	130,957	134,883	138,931	143,098	147,390	151,814	156,370	161,059	165,891	170,870	175,992	181,273	186,714	192,312	198,082	204,025
13	7D	134,883	138,931	143,098	147,390	151,814	156,370	161,059	165,891	170,870	175,992	181,273	186,714	192,312	198,082	204,025	214,227

14	Baltimore County Government																
15	Pay Schedule XII - Standard Grades																
16	Supervisory, Management, and Confidential Employees																
17	Effective January 1, 2026																
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	71,975	74,131	76,354	78,646	81,005	83,436	85,941	88,517	91,173	93,905	96,722	99,624	102,614	105,694	108,866	112,132
21	2M	76,354	78,646	81,005	83,436	85,941	88,517	91,173	93,905	96,722	99,624	102,614	105,694	108,866	112,132	115,490	118,957
22	3M	81,005	83,436	85,941	88,517	91,173	93,905	96,722	99,624	102,614	105,694	108,866	112,132	115,490	118,957	122,527	126,203
23	4M	85,941	88,517	91,173	93,905	96,722	99,624	102,614	105,694	108,866	112,132	115,490	118,957	122,527	126,203	129,991	133,890
24	5M	91,173	93,905	96,722	99,624	102,614	105,694	108,866	112,132	115,490	118,957	122,527	126,203	129,991	133,890	137,907	142,043
25	6M	96,722	99,624	102,614	105,694	108,866	112,132	115,490	118,957	122,527	126,203	129,991	133,890	137,907	142,043	146,303	150,694
26	7M	102,614	105,694	108,866	112,132	115,490	118,957	122,527	126,203	129,991	133,890	137,907	142,043	146,303	150,694	155,214	159,869
27	8M	108,866	112,132	115,490	118,957	122,527	126,203	129,991	133,890	137,907	142,043	146,303	150,694	155,214	159,869	164,667	172,900

Baltimore County Government
Pay Schedule XIII - Standard Grades
Fraternal Order of Police, Lodge #25, Sheriff's Office
Effective January 1, 2026

	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)										
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	8 Years	9 Years	10 Years	13 Years	15 Years	16 Years	19 Years	22 Years	25 Years
1S	42,371	44,350	46,501	48,841	51,252	53,683	56,105	58,529	61,220	63,491	66,365	69,243	72,114	75,796	79,653	83,510	87,642
2S	44,350	46,501	48,841	51,252	53,683	56,105	58,529	61,220	64,006	66,365	69,243	72,114	75,796	79,653	83,510	87,642	92,132
3S	46,501	48,841	51,252	53,683	56,105	58,529	61,220	64,006	66,880	69,243	72,114	75,796	79,653	83,510	87,642	92,132	96,623
4S	48,841	51,252	53,683	56,105	58,529	61,220	64,006	66,880	69,758	72,114	75,796	79,653	83,510	87,642	92,132	96,623	101,455
5S	51,252	53,683	56,105	58,529	61,220	64,006	66,880	69,758	72,629	75,796	79,653	83,510	87,642	92,132	96,623	101,455	106,528
6S	53,683	56,105	58,529	61,220	64,006	66,880	69,758	72,629	76,311	79,653	83,510	87,642	92,132	96,623	101,455	106,528	111,855
7S	56,105	58,529	61,220	64,006	66,880	69,758	72,629	76,311	80,168	83,510	87,642	92,132	96,623	101,455	106,528	111,855	117,448
8S	58,529	61,220	64,006	66,880	69,758	72,629	76,311	80,168	84,025	87,642	92,132	96,623	101,455	106,528	111,855	117,448	123,321
9S	61,220	64,006	66,880	69,758	72,629	76,311	80,168	84,025	88,157	92,132	96,623	101,455	106,528	111,855	117,448	123,321	129,486
10S	64,006	66,880	69,758	72,629	76,311	80,168	84,025	88,157	92,647	96,623	101,455	106,528	111,855	117,448	123,321	129,486	135,961

SECTION 3. AND BE IT FURTHER ENACTED that the below specified compensation for the below specified classification be amended as follows:

Job Code	Class Title	Pay Schedule	Current Compensation	Proposed Compensation
01.310	Associate Judge, Orphans' Court	XIV	[\$70,000]	\$100,000
01.315	Chief Judge, Orphans' Court	XIV	[\$75,000]	\$105,625

SECTION 4. AND BE IT FURTHER ENACTED that the below specified pay grades in Section II of the Classification and Compensation Plans be amended as follows:

Job Code	Class Title	Pay Schedule	Current Pay Grade	Proposed Pay Grade
04.253	Audiologist	I	[30]	31
04.254	Speech-Language Pathologist	I	[30]	31
08.234	Automotive Mechanic	II	[H21]	H22
08.235	Automotive Specialist	II	[H23]	H24
08.238	Automotive Team Leader	II	[H24]	H25
08.237	Automotive Supervisor	VI	[29]	30
10.611	Deputy Sheriff Captain	VI-P	[34]	34S
10.615	Chief Deputy Sheriff	VI-P	[35] 36	35S 36S
10.613	Undersheriff	VI-P	[36] 37	36S 37S
10.705	Emergency Communications Manager	VI-P	[32]	33E

SECTION 5. AND BE IT FURTHER ENACTED that the below specified classification in Section II of the Classification and Compensation Plans be repealed follows:

Job Code	Class Title	Pay Schedule	Pay Grade
[04.256]	[Speech Pathologist-Audiologist Supervisor]	[XII]	[1M]

SECTION 6. AND BE IT FURTHER ENACTED that the following regulations in Section IV of the Classification and Compensation Plans be amended as follows:

Rule 10: Premium Pay Regulations

1 Regulation 10.01

2 I. Stand-by Pay.

3 1. Classified employees in positions in grade 19 and below on Pay Schedule I or
4 VI, or in the following classes on Pay Schedule I: Animal Services Field Officer I (40 Hours),
5 Animal Services Field Officer II (40 Hours), Correctional Dietary Officer (40 Hours),
6 Correctional Officer (40 Hours), CORRECTIONAL MAINTENANCE CREW CHIEF (40
7 HOURS), Emergency Communications Technician Trainee (40 Hours), Emergency
8 Communications Technician I (40 Hours), Emergency Communications Technician II (40
9 Hours), Emergency Communications Assistant Supervisor (40 Hours), Emergency
10 Communications Supervisor (40 Hours), Environmental Associate (40 Hours), Environmental
11 Health Specialist I, Environmental Health Specialist II Forensic Photographer, Forensic Services
12 Technician I (40 Hours), Highways Crew Chief (40 Hours), Landfill Crew Chief (40 Hours),
13 Pollution Control Analyst I (40 Hours), Pollution Control Analyst II (40 Hours) (Options),
14 Recreation and Parks Maintenance Crew Chief (40 Hours), Storekeeper II (40 Hours), Traffic
15 Road Marking Crew Chief (40 Hours), Traffic Signal Construction Crew Chief (40 Hours), and
16 Utilities Crew Chief (40 Hours) or in the following classes on Pay Schedule XIII: Deputy
17 Sheriff, Deputy Sheriff First Class, Deputy Sheriff Sergeant, Deputy Sheriff Lieutenant, or in
18 positions on Pay Schedule II, Pay Schedule V, or Pay Schedule III, who are required by their
19 Department Heads, in writing, to serve in a recurring regularly scheduled stand-by duty
20 assignment by being available at their homes or subject to call exclusively for work, following
21 regular working hours or on Saturdays, Sundays, or holidays when such employee is not
22 normally expected to work, shall be eligible for stand-by duty pay.

1 In accordance with a pre-determined authorized regular schedule for such stand-
2 by duty, and subject to the following conditions, such employees shall be paid at one-fourth (1/4)
3 their regular hourly rate for each hour spent on regularly scheduled stand-by assignments.

4 a. Hours compensated as stand-by duty shall not be counted in
5 determining the total hours worked in a given workweek for overtime administration.

6 b. An employee not available for work after being assigned to stand by
7 duty will not receive any credit for stand-by duty during such official assignment.

8 c. In the event that such employees are actually called back to work
9 during their stand-by assignments, such hours shall be deducted from the twenty-four (24) hour
10 period before calculating stand-by pay.

11 J. Call-back Pay.

12 Classified employees on Pay Schedules I, II, III, IV, V, VI, or XIII who have left their
13 normal place of work for their residences and are called to return to work for overtime in
14 accordance with B, C, E, F, G, or H (above), shall be eligible to receive payment for those hours
15 in accordance with the following:

16 1. Pay Schedule I Employees in classes allocated to grade 19 and below or in the
17 classes of Animal Services Field Officer I (40 Hours), Animal Services Field Officer II (40
18 Hours), Correctional Dietary Officer (40 Hours), Correctional Officer (40 Hours),
19 CORRECTIONAL MAINTENANCE CREW CHIEF (40 HOURS), Emergency
20 Communications Technician I (40 Hours), Emergency Communications Technician II (40
21 Hours), Environmental Associate (40 Hours), Environmental Health Specialist I, Environmental
22 Health Specialist II, Forensic Photographer, Highways Crew Chief (40 Hours), Landfill Crew
23 Chief (40 Hours), Pollution Control Analyst I (40 Hours), Pollution Control Analyst II (40

1 Hours) (Options), Recreation and Parks Maintenance Crew Chief (40 Hours), Storekeeper II (40
2 Hours), Traffic Road Marking Crew Chief (40 Hours), Traffic Signal Construction Crew Chief
3 (40 Hours) and Utilities Crew Chief (40 Hours) shall receive a minimum payment for four (4)
4 hours at one and one-half (1 1/2) times their regular hourly rate for the first call-back only in any
5 twenty-four (24) hour period. All callbacks after the first will be paid at the appropriate overtime
6 rate for the time actually worked. If employees are called in to work early, and the call-in
7 assignment and regular working shift overlap, such employees will receive a minimum payment
8 for two hours at one and one-half (1 1/2) times their regular hourly rate.

9
10 SECTION 7. AND BE IT FURTHER ENACTED that Sections 1, 3, 4, 5, and 6 of this
11 Act shall take effect on July 1, 2025.

12
13 SECTION 8. AND BE IT FURTHER ENACTED that Section 2 of this Act shall take
14 effect on January 1, 2026.

15
16 SECTION 9. AND BE IT FURTHER ENACTED that this Act, having passed by the
17 affirmative vote of five members of the County Council, shall take effect on July 1, 2025.



LEGISLATION DETAIL

LEGISLATION

DISPOSITION

ENACTED

EFFECTIVE

AMENDMENTS

ROLL CALL - BILL

MOTION

SECOND

AYE

NAY

☐☐

Councilman Young

☐☐

Councilman Patoka

☐☐

Councilman Kach

☐☐

Councilman Jones

☐☐

Councilman Marks

☐☐

Councilman Ertel

☐☐

Councilman Crandell

ROLL CALL - AMENDMENTS

MOTION

SECOND

AYE

NAY

☐☐

Councilman Young

☐☐

Councilman Patoka

☐☐

Councilman Kach

☐☐

Councilman Jones

☐☐

Councilman Marks

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Councilman Marks

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Councilman Ertel

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Councilman Crandell