

FINAL

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2014, Legislative Day No. 12

Bill No. 35-14

Introduced by Mr. Grasso, Chairman
(by request of the County Executive)

By the County Council, May 5, 2014

Introduced and first read on May 5, 2014
Public Hearing set for and held on June 2, 2014
Bill Expires August 8, 2014

By Order: Elizabeth E. Jones, Administrative Officer

A BILL ENTITLED

1 AN ORDINANCE concerning: Personnel – Classified Service; Exempt Service

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3 FOR the purpose of adding new pay schedules for certain employees; providing for increases
4 in burial expenses for certain employees; providing for increases in pay for certain
5 employees; providing for the application of this Ordinance; and generally relating to
6 personnel.

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8 BY repealing: §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d), (e), (f), (g), (h), and (i); 6-2-101(b);
9 and 6-2-105(d)
10 Anne Arundel County Code (2005, as amended)

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12 BY adding: §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d), (e), (f), (g), (h), and (i); 6-2-101(b); and
13 6-2-105(d)
14 Anne Arundel County Code (2005, as amended)

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16 BY repealing and reenacting, with amendments: 6-1-310(c)
17 Anne Arundel County Code (2005, as amended)

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19 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*
20 *That §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d), (e), (f), (g), (h), and (i); 6-2-101(b); and 6-2-*
21 *105(d) of the Anne Arundel County Code (2005, as amended) are hereby repealed.*

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23 SECTION 2. *Be it further enacted by the County Council of Anne Arundel County,*

EXPLANATION: CAPITALS indicate new matter added to existing law.
[Brackets] indicate matter stricken from existing law.

1 *Maryland*, That Section(s) of the Anne Arundel County Code (2005, as amended) read as
2 follows:

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4 **ARTICLE 6 PERSONNEL**

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6 **TITLE 1. CLASSIFIED SERVICE**

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8 **6-1-202. Pay schedules.**

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10 **(A) Non-represented employees.**

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12 (1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 THE ANNUAL
13 PAY SCHEDULE FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE
14 DESIGNATED "NR" IS:

15 **NON-REPRESENTED EMPLOYEES (NR) PAY SCHEDULE**

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GRADE	MINIMUM	MAXIMUM
NR-1	\$22,436	\$35,984
NR-2	23,570	37,812
NR-3	24,774	39,723
NR-4	26,022	41,733
NR-5	27,339	43,844
NR-6	28,723	46,070
NR-7	30,180	48,402
NR-8	31,708	50,848
NR-9	33,306	53,430
NR-10	34,997	56,136
NR-11	36,773	58,972
NR-12	38,633	61,957
NR-13	40,584	65,091
NR-14	42,640	68,386
NR-15	44,801	71,850
NR-16	48,242	81,294
NR-17	51,950	87,543
NR-18	55,949	94,276
NR-19	60,252	101,530
NR-20	64,884	109,335
NR-21	69,872	117,743
NR-22	75,245	126,796
NR-23	79,009	136,302
NR-24	83,061	143,457

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20 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 THE
21 ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES
22 ARE DESIGNATED "NR" IS:

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NON-REPRESENTED EMPLOYEES (NR) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
NR-1	\$22,885	\$36,704
NR-2	24,041	38,568
NR-3	25,269	40,517
NR-4	26,542	42,568
NR-5	27,886	44,721
NR-6	29,297	46,991
NR-7	30,784	49,370
NR-8	32,342	51,865
NR-9	33,972	54,499
NR-10	35,697	57,259
NR-11	37,508	60,151
NR-12	39,406	63,196
NR-13	41,396	66,393
NR-14	43,493	69,754
NR-15	45,697	73,287
NR-16	49,207	82,920
NR-17	52,989	89,294
NR-18	57,068	96,162
NR-19	61,457	103,561
NR-20	66,182	111,522
NR-21	71,269	120,098
NR-22	76,750	129,332
NR-23	80,589	139,028
NR-24	84,722	146,326

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2015 THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "NR" IS:

NON-REPRESENTED EMPLOYEES (NR) PAY SCHEDULE

Grade	Minimum	Maximum
NR-1	\$23,343	\$37,438
NR-2	24,522	39,339
NR-3	25,774	41,327
NR-4	27,073	43,419
NR-5	28,444	45,615
NR-6	29,883	47,931
NR-7	31,400	50,357

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NR-8	32,989	52,902
NR-9	34,651	55,589
NR-10	36,411	58,404
NR-11	38,258	61,354
NR-12	40,194	64,460
NR-13	42,224	67,721
NR-14	44,363	71,149
NR-15	46,611	74,753
NR-16	50,191	84,578
NR-17	54,049	91,080
NR-18	58,209	98,085
NR-19	62,686	105,632
NR-20	67,506	113,752
NR-21	72,694	122,500
NR-22	78,285	131,919
NR-23	82,201	141,809
NR-24	86,416	149,253

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(B) Office Support, Administrative Aides, and Technical employees.

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(1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS" THE HOURLY PAY SCHEDULE IS:

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OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL EMPLOYEES (OS) PAY SCHEDULE

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GRADE	MINIMUM	MAXIMUM
OS-1	\$11.15	\$17.06
OS-2	11.69	17.86
OS-3	12.26	18.74
OS-4	12.84	19.67
OS-5	13.47	20.63
OS-6	14.11	21.63
OS-7	14.81	22.69
OS-8	15.52	23.79
OS-9	16.27	24.97
OS-10	17.08	26.19
OS-11	17.90	27.48
OS-12	18.79	28.83

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS" THE HOURLY PAY SCHEDULE IS:

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OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL EMPLOYEES (OS) PAY SCHEDULE

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GRADE	MINIMUM	MAXIMUM
OS-1	\$11.48	\$17.57
OS-2	12.04	18.40
OS-3	12.63	19.30
OS-4	13.23	20.26
OS-5	13.87	21.25
OS-6	14.53	22.28
OS-7	15.25	23.37
OS-8	15.99	24.50
OS-9	16.76	25.72
OS-10	17.59	26.98
OS-11	18.44	28.30
OS-12	19.35	29.69

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(C) Labor, Maintenance, Trades, and Inspection employees.

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(1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "LM" THE HOURLY PAY SCHEDULE IS:

LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
LM-1	\$11.27	\$16.54
LM-2	11.83	17.41
LM-3	12.43	18.27
LM-4	13.07	19.19
LM-5	13.73	20.15
LM-6	14.41	21.18
LM-7	15.17	22.25
LM-8	15.92	23.38
LM-9	16.74	24.55
LM-10	17.57	25.80
LM-11	18.46	27.12
LM-12	19.39	28.49

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "LM" THE HOURLY PAY SCHEDULE IS:

LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
LM-1	\$11.61	\$17.04
LM-2	12.18	17.93
LM-3	12.80	18.82
LM-4	13.46	19.77

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LM-5	14.14	20.75
LM-6	14.84	21.82
LM-7	15.63	22.92
LM-8	16.40	24.08
LM-9	17.24	25.29
LM-10	18.10	26.57
LM-11	19.01	27.93
LM-12	19.97	29.34

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(2) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "FW" THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (WT) PAY SCHEDULE

GRADE	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
FW-1	\$14.98	\$16.05	\$16.61	\$17.20	\$17.81	\$18.42
FW-2	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
	\$20.26	\$21.27	\$22.35	\$23.47	\$24.63	\$28.44
FW-3	SKILL 11	SKILL 12				
	\$29.53	\$31.02				
FW-4	SKILL 13					
	\$32.57					

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "FW" THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (WT) PAY SCHEDULE

GRADE	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
FW-1	\$15.43	\$16.53	\$17.11	\$17.72	\$18.34	\$18.97
	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
FW-2	\$20.87	\$21.91	\$23.02	\$24.17	\$25.37	\$29.29
	SKILL 11	SKILL 12				
FW-3	\$30.42	\$31.95				
	SKILL 13					
FW-4	\$33.55					

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(D) Detention Center employees.

1 (1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2014 FOR
 2 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-1" AND
 3 "D-2" THE ANNUAL PAY SCHEDULE IS:
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5 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
D-1	\$39,200	\$67,435
D-2	41,161	70,794

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 8 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR
 9 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-1" AND
 10 "D-2" THE ANNUAL PAY SCHEDULE IS:
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12 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
D-1	\$40,376	\$69,458
D-2	42,396	72,918

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 15 (2) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2014 FOR
 16 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-3" THE
 17 ANNUAL PAY SCHEDULE IS:
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19 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
D-3	\$44,949	\$84,127

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 22 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR
 23 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-3" THE
 24 ANNUAL PAY SCHEDULE IS:
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26 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**
 27

GRADE	MINIMUM	MAXIMUM
D-3	\$46,297	\$86,651

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 29 (3) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 FOR
 30 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-5"
 31 THROUGH "D-8" THE ANNUAL PAY SCHEDULE IS:
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33 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**
 34

GRADE	MINIMUM	MAXIMUM
D-5	\$52,071	\$91,512
D-6	57,280	100,666
D-7	64,895	110,733
D-8	75,230	127,344

35 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015

1 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-
2 5" THROUGH "D-8" THE ANNUAL PAY SCHEDULE IS:

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4 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
D-5	\$53,112	\$93,342
D-6	58,426	102,679
D-7	66,193	112,948
D-8	76,735	129,891

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7 (III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2015 FOR
8 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-5"
9 THROUGH "D-8" THE ANNUAL PAY SCHEDULE IS:

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11 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**
12

GRADE	MINIMUM	MAXIMUM
D-5	\$54,174	\$95,209
D-6	59,595	104,733
D-7	67,517	115,207
D-8	78,270	132,489

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14 (4) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR
15 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "C-1" AND
16 "C-2" THE ANNUAL PAY SCHEDULE IS:

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18 **CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
C-1	\$38,857	\$76,915
C-2	42,769	84,658

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21 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR
22 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "C-1" AND
23 "C-2" THE ANNUAL PAY SCHEDULE IS:

24
25 **CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE**
26

GRADE	MINIMUM	MAXIMUM
C-1	\$40,023	\$79,222
C-2	44,052	87,198

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28 (5) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 FOR
29 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "C-3" THE
30 ANNUAL PAY SCHEDULE IS:

31
32 **CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE**

GRADE	MINIMUM	MAXIMUM
C-3	\$50,428	\$91,803

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34 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR

1 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "C-3" THE
 2 ANNUAL PAY SCHEDULE IS:

3
 4 **CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
C-3	\$51,437	\$93,639

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 7 (III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2015 FOR
 8 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "C-3" THE
 9 ANNUAL PAY SCHEDULE IS:

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 11 **CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
C-3	\$52,466	\$95,512

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 14 **(E) Deputy Sheriff employees.**
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16 (1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR
 17 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-1" THE
 18 ANNUAL PAY SCHEDULE IS:

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 20 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
S-1	\$41,523	\$65,131

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 23 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR
 24 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-1" THE
 25 ANNUAL PAY SCHEDULE IS:

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 27 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**
 28

GRADE	MINIMUM	MAXIMUM
S-1	\$42,769	\$67,085

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 30 (2) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014
 31 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-
 32 2" THE ANNUAL PAY SCHEDULE:

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 34 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
S-2	\$49,332	\$77,592

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 37 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015
 38 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-
 39 2" THE ANNUAL PAY SCHEDULE:

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 41 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**

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GRADE	MINIMUM	MAXIMUM
S-2	\$50,812	\$79,920

(3) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-3" AND "S-4" THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
S-3	\$54,813	\$85,883
S-4	60,294	94,469

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-3" AND "S-4" THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
S-3	\$55,909	\$87,601
S-4	61,500	96,358

(III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-3" AND "S-4" THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
S-3	\$57,027	\$89,353
S-4	62,730	98,285

(F) Fire Department employees.

(1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "F-1" THROUGH "F-6" THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-1	\$37,155	\$77,008
F-2	39,012	80,859
F-3	40,963	84,902
F-4	44,052	89,226
F-5	49,850	98,509
F-6	52,747	103,434

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "F-1" THROUGH "F-6" THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-1	\$38,270	\$79,318
F-2	40,182	83,285
F-3	42,192	87,449
F-4	45,374	91,903
F-5	51,346	101,464
F-6	54,329	106,537

(2) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "F-7" THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-7	\$59,625	\$108,358

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "F-7" THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-7	\$61,414	\$111,609

(3) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "F-8" AND "F-9" THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-8	\$63,238	\$122,204
F-9	73,717	140,537

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "F-8" AND "F-9" THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-8	\$64,503	\$124,648
F-9	75,191	143,348

(III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "F-8" AND "F-9" THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-8	\$65,793	\$127,141
F-9	76,695	146,215

(G) Police Department employees.

(1) (I) BEGINNING THE SECOND FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P1", "P1A", OR "P1B" THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE		
	P1	P1A	P1B
1	\$42,870	\$44,585	\$46,368
2	44,156	45,922	47,759
3	45,481	47,300	49,192
4	46,845	48,719	50,668
5	48,251	50,181	52,188
6	49,698	51,686	53,753
7	51,189	53,237	55,366
8	52,725	54,834	57,027
9	54,306	56,479	58,738
10	56,100	58,173	60,500
11	57,614	59,918	62,315
12	59,700	61,716	64,500
13	61,122	63,900	66,110
14	62,956	65,600	68,600
15	64,845	67,439	70,136
16	66,790	69,462	72,900
17	68,794	71,600	74,500
18	70,858	73,692	76,640
19	72,983	76,400	79,400
20	75,173	78,180	82,700
21	77,428	81,300	84,600
22	79,751	82,941	87,300
23	82,143	85,429	88,846

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P1", "P1A", OR "P1B" THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

1

STEP	GRADE		
	P1	P1A	P1B
1	\$44,156	\$45,922	\$47,759
2	45,481	47,300	49,192
3	46,845	48,719	50,668
4	48,250	50,180	52,188
5	49,698	51,686	53,753
6	51,189	53,236	55,366
7	52,725	54,834	57,027
8	54,306	56,479	58,738
9	55,935	58,173	60,500
10	57,614	59,918	62,315
11	59,342	61,716	64,184
12	61,122	63,567	66,110
13	62,956	65,474	68,093
14	64,845	67,438	70,136
15	66,790	69,462	72,240
16	68,794	71,545	74,407
17	70,857	73,692	76,639
18	72,983	75,902	78,939
19	75,173	78,180	81,307
20	77,428	80,525	83,746
21	79,751	82,941	86,258
22	82,143	85,429	88,846
23	84,607	87,992	91,511

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(2) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P2" THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE
	P2
5	\$56,441
6	58,134
7	59,878
8	61,675
9	63,525
10	65,431
11	67,393
12	69,415
13	71,498
14	73,643
15	75,852
16	78,128

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17	80,471
18	82,885
19	85,372
20	87,933
21	90,571
22	93,288
23	96,087
24	98,970

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P2" THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE
STEP	P2
5	\$56,441
6	58,134
7	59,878
8	61,675
9	63,525
10	65,431
11	67,393
12	69,415
13	71,498
14	73,643
15	75,852
16	78,128
17	80,471
18	82,885
19	85,372
20	87,933
21	90,571
22	93,288
23	96,087
24	98,970
25	101,939

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(3) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P3" THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE
STEP	P3
7	\$62,872

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8	64,758
9	66,701
10	68,702
11	70,763
12	72,886
13	75,073
14	77,325
15	79,645
16	82,034
17	84,495
18	87,030
19	89,641
20	92,330
21	95,100
22	97,953
23	100,891
24	103,918
25	107,036
26	110,247

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P3" THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE
	P3
7	\$62,872
8	64,758
9	66,701
10	68,702
11	70,763
12	72,886
13	75,073
14	77,325
15	79,645
16	82,034
17	84,495
18	87,030
19	89,641
20	92,330
21	95,100
22	97,953
23	100,891

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24	103,918
25	107,036
26	110,247
27	113,554

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(4) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P4" THROUGH "P6" THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE		
	P4	P5	P6
8	\$71,234		
9	73,371	\$77,040	\$84,744
10	75,572	79,351	87,286
11	77,839	81,731	89,905
12	80,175	84,183	92,602
13	82,580	86,709	95,380
14	85,057	89,310	98,241
15	87,609	91,989	101,188
16	90,237	94,749	104,224
17	92,944	97,592	107,351
18	95,733	100,519	110,571
19	98,605	103,535	113,888
20	101,563	106,641	117,305
21	104,610	109,840	120,824
22	107,748	113,135	124,449
23	110,980	116,530	128,182
24	114,310	120,025	132,028
25	117,739	123,626	135,989
26	121,271	127,335	140,068
27	124,910	131,155	144,270
28	128,657	135,090	148,599

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P4" THROUGH "P6" THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE		
	P4	P5	P6
8	\$71,234		
9	73,371	\$77,040	\$84,744
10	75,572	79,351	87,286

17

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11	77,839	81,731	89,905
12	80,175	84,183	92,602
13	82,580	86,709	95,380
14	85,057	89,310	98,241
15	87,609	91,989	101,188
16	90,237	94,749	104,224
17	92,944	97,592	107,351
18	95,733	100,519	110,571
19	98,605	103,535	113,888
20	101,563	106,641	117,305
21	104,610	109,840	120,824
22	107,748	113,135	124,449
23	110,980	116,530	128,182
24	114,310	120,025	132,028
25	117,739	123,626	135,989
26	121,271	127,335	140,068
27	124,910	131,155	144,270
28	128,657	135,090	148,599
29	132,517	139,143	153,057

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(H) Legislative Auditor employees.

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(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "LA" THE ANNUAL PAY SCHEDULE IS:

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LEGISLATIVE AUDITORS (LA) PAY SCHEDULE

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GRADE	MINIMUM	MAXIMUM
LA-1	\$44,801	\$67,245
LA-2	55,949	89,659
LA-3	80,386	117,678
LA-4	96,463	151,301

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "LA" THE ANNUAL PAY SCHEDULE IS:

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LEGISLATIVE AUDITORS (LA) PAY SCHEDULE

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GRADE	MINIMUM	MAXIMUM
LA-1	\$45,697	\$68,590
LA-2	57,068	91,452
LA-3	81,994	120,032
LA-4	98,392	154,327

17

(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "LA" THE ANNUAL PAY SCHEDULE IS:

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LEGISLATIVE AUDITORS (LA) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
LA-1	\$46,611	\$69,962
LA-2	58,209	93,281
LA-3	83,634	122,433
LA-4	100,360	157,414

(I) Park Ranger employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "R" THE ANNUAL PAY SCHEDULE IS:

PARK RANGER EMPLOYEES (R) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
R	\$40,178	\$63,488

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "R" THE ANNUAL PAY SCHEDULE IS:

PARK RANGER EMPLOYEES (R) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
R	\$41,383	\$65,393

6-1-310. Group life insurance.

(c) **Employees killed in the line of duty.** If an employee is killed in the line of duty, the County shall pay an amount equal to the employee's annual pay to the beneficiary named on the employee's life insurance and the costs of burial up to a maximum of \$10,000, except that for an employee on the F [or], P OR R pay schedule and employees in the classifications of Detention Officer, Detention Corporal, Detention Sergeant, Detention Lieutenant, Detention Captain, CORRECTIONAL PROGRAM SPECIALIST I, CORRECTIONAL PROGRAM SPECIALIST II, DEPUTY SHERIFF I and Deputy Sheriff II, the County shall pay the costs of burial up to a maximum of \$15,000.

TITLE 2. EXEMPT SERVICE

6-2-101. Exempt pay and benefit plan.

(B) Annual pay schedule.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:

1

GRADE	MINIMUM	MAXIMUM
EL-1	\$25,101	\$41,627
EL-2	34,189	56,694
EL-3	50,201	83,249
EX-1	22,436	35,984
EX-2	23,570	37,812
EX-3	24,774	39,723
EX-4	26,022	41,733
EX-5	27,339	43,844
EX-6	28,723	46,070
EX-7	30,180	48,402
EX-8	31,708	50,848
EX-9	33,306	53,430
EX-10	34,997	56,136
EX-11	36,773	58,972
EX-12	38,633	61,957
EX-13	40,584	65,091
EX-14	42,640	68,386
EX-15	44,801	71,850
EX-16	48,242	81,294
EX-17	51,950	87,543
EX-18	55,949	94,276
EE-1	33,306	53,430
EE-2	60,252	101,528
E-1	40,906	65,091
E-2	60,252	101,530
E-3	64,884	109,335
E-4	69,872	117,743
E-5	75,245	126,796
E-6	83,061	143,457
E-7	91,681	152,040
E-8	103,603	171,805
E-9	110,853	183,834
E-10	118,615	196,698

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:

5

GRADE	MINIMUM	MAXIMUM
EL-1	\$25,603	\$42,460
EL-2	34,873	57,828
EL-3	51,205	84,914
EX-1	22,885	36,704
EX-2	24,041	38,568
EX-3	25,269	40,517

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EX-4	26,542	42,568
EX-5	27,886	44,721
EX-6	29,297	46,991
EX-7	30,784	49,370
EX-8	32,342	51,865
EX-9	33,972	54,499
EX-10	35,697	57,259
EX-11	37,508	60,151
EX-12	39,406	63,196
EX-13	41,396	66,393
EX-14	43,493	69,754
EX-15	45,697	73,287
EX-16	49,207	82,920
EX-17	52,989	89,294
EX-18	57,068	96,162
EE-1	33,972	54,499
EE-2	61,457	103,559
E-1	41,724	66,393
E-2	61,457	103,561
E-3	66,182	111,522
E-4	71,269	120,098
E-5	76,750	129,332
E-6	84,722	146,326
E-7	93,515	155,081
E-8	105,675	175,241
E-9	113,070	187,511
E-10	120,987	200,632

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2015 THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:

GRADE	MINIMUM	MAXIMUM
EL-1	\$26,115	\$43,309
EL-2	35,570	58,985
EL-3	52,229	86,612
EX-1	23,343	37,438
EX-2	24,522	39,339
EX-3	25,774	41,327
EX-4	27,073	43,419
EX-5	28,444	45,615
EX-6	29,883	47,931
EX-7	31,400	50,357
EX-8	32,989	52,902
EX-9	34,651	55,589
EX-10	36,411	58,404
EX-11	38,258	61,354

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EX-12	40,194	64,460
EX-13	42,224	67,721
EX-14	44,363	71,149
EX-15	46,611	74,753
EX-16	50,191	84,578
EX-17	54,049	91,080
EX-18	58,209	98,085
EE-1	34,651	55,589
EE-2	62,686	105,630
E-1	42,558	67,721
E-2	62,686	105,632
E-3	67,506	113,752
E-4	72,694	122,500
E-5	78,285	131,919
E-6	86,416	149,253
E-7	95,385	158,183
E-8	107,789	178,746
E-9	115,331	191,261
E-10	123,407	204,645

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3 **6-2-105. Soil Conservation District Employees' Pay and Benefit Plan.**

4

5 **(D) Pay schedule.**

6

7 (1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2014 THE ANNUAL
 8 PAY SCHEDULE FOR EMPLOYEES IN THE SOIL AND CONSERVATION DISTRICT EMPLOYEES'
 9 PAY AND BENEFIT PLAN IS:

10

GRADE	MINIMUM	MAXIMUM
ES-1	\$30,180	\$48,402
ES-2	33,306	53,430
ES-3	38,633	61,957
ES-4	48,242	81,294
ES-5	55,949	94,276
ES-6	64,884	109,335

11

12 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 THE
 13 ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE SOIL AND CONSERVATION DISTRICT
 14 EMPLOYEES' PAY AND BENEFIT PLAN IS:

15

GRADE	MINIMUM	MAXIMUM
ES-1	\$30,784	\$49,370
ES-2	33,972	54,499
ES-3	39,406	63,196
ES-4	49,207	82,920
ES-5	57,068	96,162
ES-6	66,182	111,522

16

1 (3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2015 THE ANNUAL
 2 PAY SCHEDULE FOR EMPLOYEES IN THE SOIL AND CONSERVATION DISTRICT EMPLOYEES'
 3 PAY AND BENEFIT PLAN IS:
 4

GRADE	MINIMUM	MAXIMUM
ES-1	\$31,400	\$50,357
ES-2	34,651	55,589
ES-3	40,194	64,460
ES-4	50,191	84,578
ES-5	58,209	98,085
ES-6	67,506	113,752

5
 6 SECTION 3. *And be it further enacted*, That if an employee's pay rate is below the
 7 minimum of the employee's pay schedule established under this Ordinance, the employee's
 8 rate of pay will be increased to the minimum rate of pay of the employee's pay schedule.
 9

10 SECTION 4. *And be it further enacted*, That any classified employee or exempt
 11 employee whose overall performance is rated satisfactory shall receive a 3% increase in pay,
 12 effective the first full pay period on or after the employee's anniversary date, not to exceed
 13 the maximum pay rate for the grade.
 14

15 SECTION 5. *And be it further enacted*, That the following employees shall receive an
 16 increase of 2% in their rate of pay, not to exceed the maximum pay rate for the grade,
 17 effective the first full pay period beginning on or after January 1, 2015:
 18

19 (1) non-represented classified employees on the NR, D, C, S, F and LA pay
 20 schedules, such increase to be exclusive of any increase granted to any such employee under
 21 § 6-1-204 or § 6-1-205;
 22

23 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101, such
 24 increase to be exclusive of any increase granted to any such employee under § 6-2-101(d);
 25

26 (3) exempt employees paid under the Court and State's Attorney Employees' Pay and
 27 Benefit Plan in § 6-2-104; and
 28

29 (4) exempt employees paid under the Soil Conservation District Employees' Pay and
 30 Benefit Plan under § 6-2-105.
 31

32 SECTION 6. *And be it further enacted*, That, the following employees shall receive an
 33 increase of 2% in their pay rates, not to exceed the maximum pay rate for the grade, effective
 34 the first full pay period beginning on or after April 1, 2015:
 35

36 (1) non-represented classified employees on the NR, D, C, S, F and LA pay
 37 schedules, such increase to be exclusive of any increase granted to any such employee under
 38 § 6-1-204 or § 6-1-205;
 39

40 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101, such
 41 increase to be exclusive of any increase granted to any such employee under § 6-2-101(d);

1 (3) exempt employees paid under the Court and State's Attorney Employees' Pay and
2 Benefit Plan in § 6-2-104; and

3
4 (4) exempt employees paid under the Soil Conservation District Employees' Pay and
5 Benefit Plan under § 6-2-105.

6
7 SECTION 7. *And be it further enacted*, That classified employees on the represented by
8 Fraternal Order of Police, Lodge #70 shall receive an increase in their rate of pay, not to
9 exceed the maximum pay rate for the grade, effective the first full pay period beginning on or
10 after January 1, 2015, in accordance with the pay provisions of the Memorandum of
11 Agreement between Anne Arundel County and Fraternal Order of Police Lodge #70 for
12 Fiscal Year 2015.

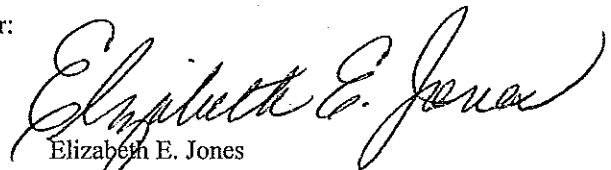
13
14 SECTION 8. *And be it further enacted*, That classified employees in the classification of
15 Police Sergeant, Police Lieutenant, Police Captain, Police Major and Police Deputy Chief
16 shall receive an increase of 3% in their rate of pay by advancing one step on the pay
17 schedule, not to exceed the maximum pay rate for the grade, effective the first full pay period
18 beginning on or after January 1, 2015.

19
20 SECTION 9. *And be it further enacted*, That represented classified employees on the
21 OS, LM, FW, D, C, S, F and R pay schedules shall receive an increase of 3% in their rate of
22 pay, not to exceed the maximum pay rate for the grade, effective the first full pay period
23 beginning on or after January 1, 2015.


24
25 SECTION 10. *And be it further enacted*, That this Ordinance shall take effect 45 days
26 from the date it becomes law.

READ AND PASSED this 2nd day of June, 2014

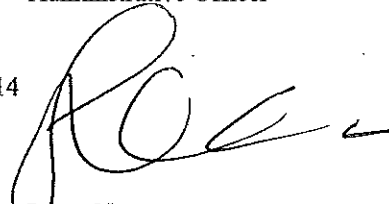
By Order:


Elizabeth E. Jones
Administrative Officer

PRESENTED to the County Executive for her approval this 3rd day of June, 2014


Elizabeth E. Jones
Administrative Officer

APPROVED AND ENACTED this 10th day of June, 2014

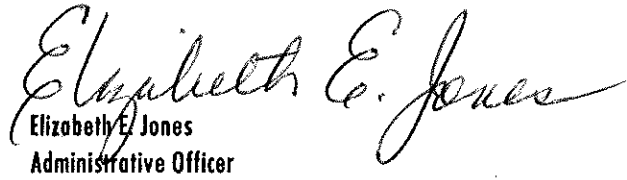

Laura Neuman
County Executive

Bill No. 35-14

Page No. 24

EFFECTIVE DATE: July 25, 2014

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF BILL NO.
35-14 THE ORIGINAL OF WHICH IS RETAINED IN THE FILES
OF THE COUNTY COUNCIL.


Elizabeth E. Jones
Administrative Officer