

# FINAL

## COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2021, Legislative Day No. 9

Bill No. 45-21

Introduced by Ms. Lacey, Chair  
(by request of the County Executive)

By the County Council, May 3, 2021

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Introduced and first read on May 3, 2021  
Public Hearing set for and held on June 7, 2021  
Bill Expires August 6, 2021

By Order: Laura Corby, Administrative Officer

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### 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 classified employees; providing  
4 the method for certain classified employees to move to a new pay schedule; providing  
5 for increases in pay for certain employees; providing for lump sum payments for certain  
6 employees; modifying pay upon promotion; modifying pay upon movement between  
7 pay schedules; removing certain employees eligible for night differential pay;  
8 removing certain employees eligible for on-call pay; removing certain employees  
9 eligible for allowances; modifying disability leave for certain employees; modifying  
10 education assistance for certain employees; adding new pay schedules for certain  
11 exempt employees; confirming applicability of certain terms related to pay in  
12 memoranda of agreements; providing for the application of this Ordinance; and  
13 generally relating to personnel.

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15 BY repealing: §§ 6-1-202(a), (b)(1), (c)(1), (c)(2), (d)(1), (d)(2)(i), (d)(3), (d)(4), (d)(5),  
16 (e)(1)(i), (e)(2)(i), (e)(3)(i), (e)(4), (f), (g), (h), and (i); 6-1-217(b); 6-2-101(b); and 6-  
17 2-105(d)  
18 Anne Arundel County Code (2005, as amended)

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20 BY renumbering: §§ 6-1-202(d)(2)(ii), (e)(1)(ii), (e)(2)(ii), and (e)(3)(ii), respectively, to  
21 be 6-1-202(d)(2)(i), (e)(1)(i), (e)(2)(i), and (e)(3)(i), respectively; and § 6-217(c)  
22 through (h), respectively, to be 6-1-217(b) through (g), respectively  
23 Anne Arundel County Code (2005, as amended)

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EXPLANATION: CAPITALS indicate new matter added to existing law.  
[[Brackets]] indicate matter repealed from existing law.  
Captions and taglines in **bold** in this bill are catchwords and are not law.  
Asterisks \*\*\* indicate existing Code provisions in a list or chart that remain unchanged.

1 BY adding: §§ 6-1-202(a), (b)(1), (c)(1), (c)(2), (d)(1), (d)(2)(ii), (d)(3), (d)(4), (d)(5),  
2 (e)(1)(ii), (e)(2)(ii), (e)(3)(ii), (e)(4), (f), (g), (h), and (i); 6-2-101(b); and 6-2-105(d)  
3 Anne Arundel County Code (2005, as amended)

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5 BY repealing and reenacting, with amendments: §§ 6-1-208(c)(3); 6-1-212(c); 6-1-214(a);  
6 6-1-303(l)(2); and 6-1-307(b)(4)  
7 Anne Arundel County Code (2005, as amended)

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9 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*  
10 That §§ §§ 6-1-202(a), (b)(1), (c)(1), (c)(2), (d)(1), (d)(2)(i), (d)(3), (d)(4), (d)(5), (e)(1)(i),  
11 (e)(2)(i), (e)(3)(i), (e)(4), (f), (g), (h), and (i); 6-1-217(b); 6-2-101(b); and 6-2-105(d) of the  
12 Anne Arundel County Code (2005, as amended) are hereby repealed.

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14 SECTION 2. *And be it further enacted,* That §§ 6-1-202(d)(2)(ii), (e)(1)(ii), (e)(2)(ii),  
15 and (e)(3)(ii); and 6-1-217(c) through (h), respectively, are hereby renumbered to be §§ 6-  
16 1-202(d)(2)(i), (e)(1)(i), (e)(2)(i), and (e)(3)(i); and 6-217(b) through (g), respectively

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18 SECTION 3. *And be it further enacted,* That Section(s) of the Anne Arundel County  
19 Code (2005, as amended) read as follows:

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21 **ARTICLE 6. PERSONNEL**

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23 **TITLE 1. CLASSIFIED SERVICE**

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25 **6-1-202. Pay schedules.**

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27 (A) NON-REPRESENTED EMPLOYEES. BEGINNING THE FIRST FULL PAY PERIOD ON OR  
28 AFTER JULY 1, 2021, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE CLASSIFIED  
29 SERVICE WHOSE PAY GRADES ARE DESIGNATED “NR” IS:

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

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<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
<b>NR-01</b>	\$25,646	\$43,583
<b>NR-02</b>	26,941	45,797
<b>NR-03</b>	28,316	48,110
<b>NR-04</b>	29,745	50,545
<b>NR-05</b>	31,251	53,104
<b>NR-06</b>	32,832	55,799
<b>NR-07</b>	34,498	58,624
<b>NR-08</b>	36,244	61,586
<b>NR-09</b>	38,070	64,712
<b>NR-10</b>	40,004	67,990
<b>NR-11</b>	42,032	71,426

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<b>NR-12</b>	44,160	75,041
<b>NR-13</b>	46,390	78,837
<b>NR-14</b>	48,740	82,827
<b>NR-15</b>	51,210	87,023
<b>NR-16</b>	55,143	98,461
<b>NR-17</b>	59,383	106,029
<b>NR-18</b>	63,952	114,184
<b>NR-19</b>	68,871	122,970
<b>NR-20</b>	74,167	132,424
<b>NR-21</b>	79,867	142,608
<b>NR-22</b>	86,010	153,572
<b>NR-23</b>	90,312	165,086
<b>NR-24</b>	94,942	173,752

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

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(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, 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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<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
<b>OS-1</b>	\$13.53	\$21.39
<b>OS-2</b>	14.21	22.41
<b>OS-3</b>	14.92	23.51
<b>OS-4</b>	15.67	24.67
<b>OS-5</b>	16.45	25.89
<b>OS-6</b>	17.27	27.12
<b>OS-7</b>	18.13	28.46
<b>OS-8</b>	19.04	29.84
<b>OS-9</b>	19.99	31.31
<b>OS-10</b>	20.99	32.86
<b>OS-11</b>	22.04	34.46
<b>OS-12</b>	23.14	36.16

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

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, 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	\$13.63	\$20.76
LM-2	14.31	21.85
LM-3	15.03	22.91
LM-4	15.78	24.08
LM-5	16.57	25.27
LM-6	17.40	26.57
LM-7	18.27	27.91
LM-8	19.18	29.33
LM-9	20.14	30.79
LM-10	21.15	32.36
LM-11	22.21	34.02
LM-12	23.32	35.72

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “FW”, THE HOURLY PAY SCHEDULE IS:

**FLEXIBLE WORKER (FW) PAY SCHEDULE**

GRADE						
FW-01	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
	\$18.80	\$20.15	\$20.83	\$21.59	\$22.34	\$23.10
FW-02	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
	\$25.42	\$26.68	\$28.04	\$29.45	\$30.90	\$35.67
FW-03	SKILL 11	SKILL 12				
	\$38.90	\$40.86				
FW-04	SKILL 13					
	\$42.92					

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**(D) Detention Center employees.**

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “D-1” AND “D-2”, THE ANNUAL PAY SCHEDULE IS:

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

STEP	GRADE	
	D-1	D-2
0	\$45,910	
1	47,288	
2	48,706	\$51,142
3	50,168	52,676
4	51,673	54,256
5	53,223	55,884
6	54,819	57,560
7	56,463	59,287
8	58,158	61,066
9	59,903	62,897
10	61,701	64,784
11	63,551	66,729
12	65,457	68,730
13	67,421	70,792
14	69,444	72,917
15	71,527	75,102
16	73,673	77,356
17	75,883	79,678
18	78,159	82,067
19	80,505	84,529
20	82,920	87,065
21	85,408	89,677
22	87,971	92,367
23	89,290	93,753

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(2) (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2022, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED “D-3”, THE ANNUAL PAY SCHEDULE IS:

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

STEP	GRADE
	D-3
5	\$60,195
6	62,001
7	63,861
8	65,777

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9	67,750
10	69,783
11	71,876
12	74,031
13	76,253
14	78,541
15	80,897
16	83,324
17	85,824
18	88,399
19	91,051
20	93,782
21	96,595
22	99,493
23	102,478
24	105,552

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “D-5” THROUGH “D-8”, THE ANNUAL PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
D-5	\$61,557	\$113,464
D-6	67,572	124,660
D-7	74,906	135,431
D-8	86,836	155,748

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(4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “C-1” AND “C-2”, THE ANNUAL PAY SCHEDULE IS:

**CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE**

STEP	GRADE	GRADE
	C-1	C-2
1	\$45,718	\$50,232
2	47,089	51,740
3	48,502	53,292

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4	49,956	54,890
5	51,455	56,537
6	52,999	58,233
7	54,589	59,980
8	56,226	61,779
9	57,913	63,632
10	59,651	65,542
11	61,440	67,508
12	63,283	69,534
13	65,181	71,619
14	67,137	73,768
15	69,151	75,981
16	71,226	78,261
17	73,362	80,608
18	75,564	83,026
19	77,830	85,517
20	80,166	88,083
21	82,570	90,725
22	85,048	93,447
23	87,599	96,250

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(5) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED “C-3”, THE ANNUAL PAY SCHEDULE IS:

**CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE**

GRADE	MINIMUM	MAXIMUM
C-3	\$57,643	\$111,189

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**(e) Deputy Sheriff employees.**

(1) (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2022, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “S-1” AND “S-1A”, THE ANNUAL PAY SCHEDULE IS:

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

	GRADE	GRADE
STEP	S-1	S-1A
1	\$49,598	
2	51,086	\$53,128

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3	52,618	54,722
4	54,197	56,365
5	55,823	58,056
6	57,497	59,797
7	59,222	61,591
8	60,999	63,439
9	62,829	65,342
10	64,714	67,302
11	66,655	69,321
12	68,654	71,401
13	70,715	73,543
14	72,836	75,749
15	75,020	78,021
16	77,272	80,362
17	79,590	82,773
18	81,977	85,256
19	84,436	87,814
20	86,969	90,448

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(2) (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "S-2", THE ANNUAL PAY SCHEDULE IS:

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

	<b>GRADE</b>
<b>STEP</b>	<b>S-2</b>
5	\$67,445
6	69,468
7	71,552
8	73,698
9	75,910
10	78,186
11	80,531
12	82,947
13	85,436
14	87,999
15	90,640
16	93,358
17	96,159



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18	99,044
19	102,015
20	105,076
21	108,228

(3) (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "S-3", THE ANNUAL PAY SCHEDULE IS:

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

	<b>GRADE</b>
<b>STEP</b>	<b>S-3</b>
5	\$70,816
6	72,941
7	75,130
8	77,382
9	79,705
10	82,096
11	84,558
12	87,095
13	89,708
14	92,399
15	95,171
16	98,027
17	100,967
18	103,996
19	107,116
20	110,330
21	113,639

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(4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "S-4", THE ANNUAL PAY SCHEDULE IS:

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

<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
S-4	\$70,996	\$123,120

1 (F) **Fire Department employees.**

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(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, 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						
STEP	F-1	F-2	F-3	F-4	F-5	F-6
0-11 MONTHS	\$46,945	\$49,292	\$49,292	\$51,757		
1	48,588	51,018	51,018	53,568		
2	50,289	52,803	52,803	55,443		
3	52,049	54,651	54,651	57,384		
4	53,871	56,564	56,564	59,392		
5	55,756	58,544	58,544	61,471	\$64,545	
6	57,708	60,593	60,593	63,623	66,804	
7	59,727	62,714	62,714	65,849	69,142	\$72,599
8	61,818	64,909	64,909	68,154	71,562	75,140
9	63,981	67,180	67,180	70,539	74,066	77,770
10	66,221	69,532	69,532	73,008	76,659	80,492
11	68,538	71,965	71,965	75,564	79,342	83,309
12	70,937	74,484	74,484	78,208	82,119	86,225
13	73,420	77,091	77,091	80,946	84,993	89,243
14	75,990	79,789	79,789	83,779	87,968	92,366
15	78,649	82,582	82,582	86,711	91,047	95,599
16	81,402	85,472	85,472	89,746	94,233	98,945
17	84,251	88,464	88,464	92,887	97,531	102,408
18	87,200	91,560	91,560	96,138	100,945	105,992
19	90,252	94,765	94,765	99,503	104,478	109,702
20					108,135	113,541
21					111,919	117,515

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, 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	\$82,875	\$134,449

1 (3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR  
 2 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "F-8" AND  
 3 "F-9", THE ANNUAL PAY SCHEDULE IS:  
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5 **FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE**  
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GRADE	MINIMUM	MAXIMUM
F-8	\$72,993	\$149,460
F-9	85,089	171,882

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 8 **(G) Police Department employees.**  
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10 (1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR  
 11 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P-00", "P-  
 12 1B", "P-2", AND "P-3", THE ANNUAL PAY SCHEDULE IS:  
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14 **POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**  
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STEP	GRADE			
	P-00	P-1B	P-2	P-3
1	\$55,825	\$58,338		
2	58,058	60,672		
3	60,380	63,098		
4	62,796	65,622		
5	65,307	68,247	\$75,072	\$78,826
6	67,920	70,977	78,075	81,979
7	70,636	73,816	81,198	85,258
8	73,109	76,400	84,040	88,242
9	75,668	79,074	86,981	91,330
10	78,316	81,841	90,025	94,527
11	81,057	84,706	93,176	97,835
12	83,894	87,670	96,438	101,259
13	86,830	90,739	99,813	104,803
14	89,869	93,915	103,306	108,472
15	93,015	97,202	106,922	112,268
16	96,270	100,604	110,664	116,197
17	99,640	104,125	114,538	120,264
18	101,632	106,208	116,828	122,670
19	103,665	108,332	119,165	125,123
20	105,738	110,498	121,548	127,626
21			123,979	130,178
22				135,385

1 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR  
2 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS "P-4", THE ANNUAL PAY  
3 SCHEDULE IS:

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**POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

	<b>GRADE</b>
<b>STEP</b>	<b>P-4</b>
9	\$100,474
10	103,990
11	107,630
12	111,397
13	115,296
14	119,331
15	123,508
16	127,830
17	132,304
18	134,951
19	137,650
20	140,403
21	143,211
22	148,939
23	154,153
24	159,547
25	165,132

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(H) **Legislative Auditor employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "LA", THE ANNUAL PAY SCHEDULE IS:

**LEGISLATIVE AUDITOR EMPLOYEES (LA) PAY SCHEDULE**

<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
LA-1	\$51,210	\$81,446
LA-2	63,952	108,593
LA-3	91,885	142,529
LA-4	110,261	183,252

1 (I) **Park Ranger employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER  
 2 JULY 1, 2021, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS  
 3 DESIGNATED “R”, THE ANNUAL PAY SCHEDULE IS:

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 5 **PARK RANGER EMPLOYEES (R) PAY SCHEDULE**  
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GRADE	MINIMUM	MAXIMUM
R	\$46,375	\$73,283

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 8 **6-1-208. Pay on promotion, demotion, reclassification, or grade reallocation –**  
 9 **Represented employees.**

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 11 (c) **Promotion.**

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 13 (3) An employee promoted to S-1A [[or P-1B]] shall receive a 4% increase in pay,  
 14 AND AN EMPLOYEE PROMOTED TO P-1B SHALL RECEIVE A 4.5% INCREASE IN PAY.  
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16 **6-1-212. Night shift differential pay.**

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 18 (c) **Memorandum of agreement applicability.** A represented employee shall receive  
 19 night shift differential pay as provided by the applicable memorandum of agreement,  
 20 negotiated and executed in accordance with Title 4, between the County and an exclusive  
 21 representative. [[Any non-represented Police Lieutenant shall be entitled to receive the  
 22 same night shift differential pay as represented Police Lieutenants.]]  
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24 **6-1-214. On-call pay.**

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 26 (a) **Memorandum of agreement applicability.** A represented employee shall receive  
 27 on-call pay in accordance with an applicable memorandum of agreement negotiated and  
 28 executed in accordance with Title 4, between the County and an exclusive representative.  
 29 [[Any non-represented Police Lieutenant shall be entitled to receive the same on-call pay  
 30 as represented Police Lieutenants.]]  
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32 **6-1-303. Disability leave.**

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 34 (I) **Payment for certain employees for disability leave earned but not taken.**

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 36 (2) On and after September 1, 1986, a management, professional, or confidential  
 37 employee and employees in the classifications of Fire Battalion Chief, POLICE SERGEANT  
 38 and Police Lieutenant shall be paid \$25 for each day of disability leave earned but not  
 39 taken:  
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41 **6-1-307. Education assistance.**

42  
 43 (b) **Generally.**

(4) An employee who is not a member of an employee organization specified in subsection (b)(2) is entitled to a reimbursement of 100% for a grade of “A”; 75% for a grade of “B”; 65% for a grade of “satisfactory”; 50% for a grade of “C”, except that an employee who is represented by Teamsters 355 on behalf of Deputy Sheriff I’s AND PARK RANGERS or by Anne Arundel County Sheriff’s Sergeants Association, Fraternal Order of Police, Lodge 106 is entitled to 65% for a grade of “C”; and 0% for a grade lower than a grade of “C”.

**TITLE 2. EXEMPT SERVICE**

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

(B) **Annual pay schedule.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:

GRADE	MINIMUM	MAXIMUM
EL-01	\$28,691	\$50,418
EL-02	39,081	68,668
EL-03	57,383	100,830
EX-01	25,646	43,583
EX-02	26,941	45,797
EX-03	28,316	48,110
EX-04	29,745	50,545
EX-05	31,251	53,104
EX-06	32,832	55,799
EX-07	34,498	58,624
EX-08	36,244	61,586
EX-09	38,070	64,712
EX-10	40,004	67,990
EX-11	42,032	71,426
EX-12	44,160	75,041
EX-13	46,390	78,837
EX-14	48,740	82,827
EX-15	51,210	87,023
EX-16	55,143	98,461
EX-17	59,383	106,029
EX-18	63,952	114,184
EE-01	38,070	64,712
EE-02	68,871	122,968
E-01	46,696	78,837
E-02	68,871	122,970

1

E-03	74,167	132,424
E-04	79,867	142,608
E-05	86,010	153,572
E-06	94,942	173,752
E-07	104,797	184,147
E-08	118,424	208,085
E-09	126,712	222,654
E-10	135,584	238,235

2

3

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

4

5

(D) **Pay schedule.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2021, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE SOIL AND CONSERVATION DISTRICT EMPLOYEES' PAY AND BENEFIT PLAN IS:

6

7

8

GRADE	MINIMUM	MAXIMUM
ES-1	\$34,498	\$58,622
ES-2	38,070	64,713
ES-3	44,160	75,041
ES-4	55,143	98,461
ES-5	63,951	114,185
ES-6	74,167	132,424

9

10

SECTION 4. *And be it further enacted,* That if an employee's pay rate is below the minimum of the employee's pay schedule established under this Ordinance, the employee's rate of pay shall be increased to the minimum rate of pay of the employee's pay schedule.

11

12

13

14

SECTION 5. *And be it further enacted,* That the following employees shall receive a 1.5% increase in pay, not to exceed the maximum pay rate for the grade, effective the first full pay period beginning on or after July 1, 2021, exclusive of any increase granted to any such employee under § 6-1-205.

15

16

17

18

19

(1) classified employees on the NR, OS, LM, D-5 through D-8, C-3, S-4, F-7 through F-9, LA, and R pay schedules;

20

21

22

(2) exempt employees under the Exempt Pay and Benefit Plan in § 6-2-101;

23

24

(3) exempt employees who are appointed by and with the approval of the State's Attorney or the judges of the Circuit Court for the County and are paid under the Court and State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and

25

26

27

28

(4) exempt employees paid under the Soil Conservation District Employees' Pay

1 and Benefit Plan in § 6-2-105.

2  
3 SECTION 6. *And be it further enacted*, That the following employees, whose overall  
4 performance is rated satisfactory shall receive a 3% increase in pay, not to exceed the  
5 maximum pay rate for the grade, effective the first full pay period beginning on or after the  
6 employee's anniversary date, shall receive:

7  
8 (1) classified employees on the NR, OS, LM, D-5 through D-8, C-3, S-4, F-8  
9 through F-9, LA, and R pay schedules;

10  
11 (2) exempt employees on the Exempt Pay and Benefit Plan in § 6-2-101;

12  
13 (3) exempt employees who are appointed by and with the approval of the State's  
14 Attorney or the judges of the Circuit Court for the County and are paid under the Court and  
15 State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and

16  
17 (4) exempt employees paid under the Soil Conservation District Employees' Pay  
18 and Benefit Plan in § 6-2-105.

19  
20 SECTION 7. *And be it further enacted*, That classified employees on the F-7 pay  
21 schedule whose overall performance is rated satisfactory shall receive a 3.5% increase in  
22 pay, not to exceed the maximum pay rate for the grade, effective the first full pay period  
23 beginning on or after the employee's anniversary date.

24  
25 SECTION 8. *And be it further enacted*, That classified employees on the S-2 and S-3  
26 pay schedules whose overall performance is rated satisfactory shall receive an increase in  
27 pay, not to exceed the maximum pay rate for the grade, by being placed on their current  
28 step on the pay schedule in effect the first full pay period beginning on or after the  
29 employee's anniversary date.

30  
31 SECTION 9. *And be it further enacted*, That classified employees on the C-1 and C-2,  
32 D-1 through D-3, S-1 through S-1A, F-1 through F-6, and P-00 through P-4 pay schedules  
33 whose overall performance is rated satisfactory shall receive an increase in pay, not to  
34 exceed the maximum pay rate for the grade, by advancing one step on the pay schedule in  
35 effect the first full pay period beginning on or after the employee's anniversary date.

36  
37 SECTION 10. *And be it further enacted*, That classified employees in the classification  
38 of Deputy Sheriff I and Deputy Sheriff Corporal shall receive any salary increases, lump  
39 sum payments, pay adjustments, and/or allowances in accordance with the pay provisions  
40 of the Memorandum of Agreement between Anne Arundel County and the Teamsters  
41 Union Local 355 Deputy Sheriffs and Deputy Sheriffs Corporals for Fiscal Year 2022.

42  
43 SECTION 11. *And be it further enacted*, That classified employees in the classification  
44 of Deputy Sheriff II and Deputy Sheriff III shall receive any salary increases, lump sum  
45 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the  
46 Memorandum of Agreement between Anne Arundel County and the Anne Arundel County



1 Sheriff's Sergeants Association, Fraternal Order of Police, Anne Arundel County Lodge  
2 #106 for Fiscal Year 2022.

3  
4 SECTION 12. *And be it further enacted*, That classified employees in the classification  
5 of Detention Officer and Detention Corporal shall receive any salary increases, lump sum  
6 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the  
7 Memorandum of Agreement between Anne Arundel County and the Fraternal Order of  
8 Anne Arundel Detention Center Officers and Personnel, Inc. for Fiscal Year 2022.

9  
10 SECTION 13. *And be it further enacted*, That classified employees in the classification  
11 of Detention Sergeant shall receive any salary increases, lump sum payments, pay  
12 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum  
13 of Agreement between Anne Arundel County and the Anne Arundel County Detention  
14 Sergeants Association International Union of Police Associations, Local 141, AFL-CIO  
15 for Fiscal Year 2022.

16  
17 SECTION 14. *And be it further enacted*, That classified employees in the classification  
18 of Fire Battalion Chief shall receive any salary increases, lump sum payments, pay  
19 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum  
20 of Agreement between Anne Arundel County and the Teamsters Union Local 355 Battalion  
21 Chiefs for Fiscal Year 2022.

22  
23 SECTION 15. *And be it further enacted*, That classified employees in the classification  
24 of Police Officer, Police Officer First Class, Police Corporal, Police Sergeant and Police  
25 Lieutenant shall receive any salary increases, lump sum payments, pay adjustments, and/or  
26 allowances in accordance with the pay provisions of the Memorandum of Agreement  
27 between Anne Arundel County and the Fraternal Order of Police, Anne Arundel County  
28 Lodge #70 for Fiscal Year 2022.

29  
30 SECTION 16. *And be it further enacted*, That classified employees represented by the  
31 International Association of Fire Fighters Local 1563 shall receive any salary increases,  
32 lump sum payments, pay adjustments, and/or allowances in accordance with the pay  
33 provisions of the Memorandum of Agreement between Anne Arundel County and the  
34 Local 1563 Anne Arundel County Professional Fire Fighters, International Association of  
35 Fire Fighters, AFL-CIO-CLC for Fiscal Year 2022.

36  
37 SECTION 17. *And be it further enacted*, That classified employees in the classification  
38 of Park Ranger shall receive any salary increases, lump sum payments, pay adjustments,  
39 and/or allowances in accordance with the pay provisions of the Memorandum of  
40 Agreement between Anne Arundel County and the Teamsters Union Local 355 Park  
41 Rangers for Fiscal Year 2022.

42  
43 SECTION 18. *And be it further enacted*, That classified employees in the  
44 classifications of Correctional Program Specialist I and Correctional Program Specialist II  
45 shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances  
46 in accordance with the pay provisions of the Memorandum of Agreement between Anne

1 Arundel County and the Teamsters Union Local 355 Correctional Program Specialists for  
2 Fiscal Year 2022.

3  
4 SECTION 19. *And be it further enacted*, That classified employees represented by  
5 AFSCME Local 582 shall receive any salary increases, lump sum payments, pay  
6 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum  
7 of Agreement between Anne Arundel County and Local 582 of the American Federation  
8 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public  
9 Employees Council 67) for Fiscal Year 2022.

10  
11 SECTION 20. *And be it further enacted*, That classified employees represented by  
12 AFSCME Local 2563 shall receive any salary increases, lump sum payments, pay  
13 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum  
14 of Agreement between Anne Arundel County and Local 2563 of the American Federation  
15 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public  
16 Employees Council 67) for Fiscal Year 2022.

17  
18 SECTION 21. *And be it further enacted*, That classified employees in the following  
19 classifications on the first full pay period on or after July 1, 2021, shall receive an  
20 adjustment to their base rate of pay, not to exceed the maximum pay rate for the grade, as  
21 follows:

22  
23 (1) certain employees in the classification of Fire Battalion Chief who, after  
24 receiving the increases described in Sections 5 and 7, have a rate of pay that is less than  
25 7% above the rate of pay of a Fire Captain hired by the County at or about the same time  
26 as the Fire Battalion Chief shall receive an increase in pay to a rate that is at least 7% above  
27 the rate of pay of the comparable Fire Captain.

28  
29 (2) certain employees in the classification of Detention Lieutenant who, after  
30 receiving the increases described in Sections 5 and 6, have a rate of pay that is less than  
31 5% above the rate of pay of a Detention Sergeant hired by the County at or about the same  
32 time as the Detention Lieutenant shall receive an increase in pay to a rate that is at least 5%  
33 above the rate of pay of the comparable Detention Sergeant.

34  
35 (3) certain employees in the classification of Personnel Analyst III shall receive a  
36 one-time adjustment to their base rate of pay, not to exceed the maximum pay rate for the  
37 grade, in an amount not more than 10% of their current rate of pay.

38  
39 SECTION 22. *And be it further enacted*, That the provisions of this Ordinance shall  
40 apply the first full pay period beginning on or after July 1, 2021.

41  
42 SECTION 23. *And be it further enacted*, That this Ordinance shall take effect 45 days  
43 from the date it becomes law.


READ AND PASSED this 7<sup>th</sup> day of June, 2021

By Order:



Laura Corby  
Administrative Officer

PRESENTED to the County Executive for his approval this 8<sup>th</sup> day of June, 2021



Laura Corby  
Administrative Officer

APPROVED AND ENACTED this 10<sup>th</sup> day of June, 2021



Steuart Pittman  
County Executive

EFFECTIVE DATE: July 25, 2021

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF  
BILL NO. 45-21. THE ORIGINAL OF WHICH IS RETAINED IN THE  
FILES OF THE COUNTY COUNCIL.



Laura Corby  
Administrative Officer