

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2015, Legislative Day No. 12

Bill No. 45-15

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

By the County Council, May 6, 2015

Introduced and first read on May 6, 2015
Public Hearing set for and held on June 1, 2015
Public Hearing on AMENDED BILL set for and held on June 15, 2015
Bill AMENDED AND VOTED on June 15, 2015
Bill Expires August 9, 2015

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 classified employees; providing
4 allowances for certain classified employees; adding new pay schedules for certain exempt
5 employees; providing for increases in pay for certain employees; providing for the
6 application of this Ordinance; and generally relating to 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); 6-1-217(h); 6-2-
13 101(b); and 6-2-105(d)
14 Anne Arundel County Code (2005, as amended)

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16 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*
17 *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-*
18 *105(d) of the Anne Arundel County Code (2005, as amended) are hereby repealed.*

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20 SECTION 2. *And be it further enacted, That Section(s) of the Anne Arundel County*

EXPLANATION: CAPITALS indicate new matter added to existing law.
[Brackets] indicate matter stricken from existing law.
Underlining indicates amendments to bill.
~~Strikeover~~ indicates matter stricken from bill by amendment.

Code (2005, as amended) read as follows:

ARTICLE 6. PERSONNEL
TITLE 1. CLASSIFIED SERVICE

6-1-202. Pay schedules.

(A) Non-represented employees.

(1) 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
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

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 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	\$23,810	\$38,187
NR-2	25,013	40,126
NR-3	26,289	42,154
NR-4	27,615	44,287
NR-5	29,013	46,528

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NR-6	30,481	48,890
NR-7	32,028	51,365
NR-8	33,649	53,960
NR-9	35,344	56,700
NR-10	37,139	59,572
NR-11	39,023	62,582
NR-12	40,998	65,749
NR-13	43,068	69,075
NR-14	45,250	72,572
NR-15	47,543	76,248
NR-16	51,195	86,270
NR-17	55,130	92,901
NR-18	59,374	100,046
NR-19	63,940	107,744
NR-20	68,856	116,027
NR-21	74,148	124,950
NR-22	79,851	134,557
NR-23	83,845	144,645
NR-24	88,144	152,238

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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 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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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 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

GRADE	MINIMUM	MAXIMUM
OS-1	\$11.82	\$18.10
OS-2	12.40	18.95
OS-3	13.01	19.88
OS-4	13.63	20.87
OS-5	14.29	21.89
OS-6	14.97	22.95
OS-7	15.71	24.07
OS-8	16.47	25.24
OS-9	17.26	26.49
OS-10	18.12	27.79
OS-11	18.99	29.15
OS-12	19.93	30.58

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

(1) (I) 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
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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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 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	\$11.96	\$17.55
LM-2	12.55	18.47

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LM-3	13.18	19.38
LM-4	13.86	20.36
LM-5	14.56	21.37
LM-6	15.29	22.47
LM-7	16.10	23.61
LM-8	16.89	24.80
LM-9	17.76	26.05
LM-10	18.64	27.37
LM-11	19.58	28.77
LM-12	20.57	30.22

(2) (I) 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
FW-2	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
	\$20.87	\$21.91	\$23.02	\$24.17	\$25.37	\$29.29
FW-3	SKILL 11	SKILL 12				
	\$30.42	\$31.95				
FW-4	SKILL 13					
	\$33.55					

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 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	\$15.89	\$17.03	\$17.62	\$18.25	\$18.89	\$19.54
FW-2	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
	\$21.50	\$22.57	\$23.71	\$24.90	\$26.13	\$30.17
FW-3	SKILL 11	SKILL 12				
	\$31.33	\$32.91				
FW-4	SKILL 13					
	\$34.56					

(D) Detention Center employees.

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

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

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GRADE	MINIMUM	MAXIMUM
D-1	\$40,578	\$69,805
D-2	42,608	73,283

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-1" AND "D-2" THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

STEP	GRADE	
	D-1	D-2
1	\$40,578	
2	41,795	
3	43,049	\$45,202
4	44,341	46,558
5	45,671	47,954
6	47,041	49,393
7	48,452	50,875
8	49,906	52,401
9	51,403	53,973
10	52,945	55,592
11	54,533	57,260
12	56,169	58,978
13	57,855	60,747
14	59,590	62,570
15	61,378	64,447
16	63,219	66,380
17	65,116	68,372
18	67,069	70,423
19	69,081	72,535
20	71,154	74,711

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

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

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

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-3" THE ANNUAL PAY SCHEDULE IS:

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DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
D-3	\$47,686	\$89,251

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

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DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

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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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-5" THROUGH "D-8" THE ANNUAL PAY SCHEDULE IS:

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DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
D-5	\$55,799	\$98,065
D-6	61,383	107,875
D-7	69,542	118,663
D-8	80,618	136,463

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

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CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE

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

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "C-1" AND "C-2" THE ANNUAL PAY SCHEDULE IS:

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CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
C-1	\$40,823	\$80,806
C-2	44,933	88,942

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

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

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 8 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR
 9 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "C-3" THE
 10 ANNUAL PAY SCHEDULE IS:

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 12 **CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
C-3	\$53,515	\$97,422

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 15 **(E) Deputy Sheriff employees.**
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17 (1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR
 18 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-1" THE
 19 ANNUAL PAY SCHEDULE IS:

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 21 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
S-1	\$42,769	\$67,085

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 24 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR
 25 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-1" THE
 26 ANNUAL PAY SCHEDULE IS:

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 28 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
S-1	\$44,052	\$69,098

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 31 (2) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2015 FOR
 32 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-2" THE
 33 ANNUAL PAY SCHEDULE:

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 35 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
S-2	\$50,812	\$79,920

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 38 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR
 39 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-2" THE
 40 ANNUAL PAY SCHEDULE IS:

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DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

	GRADE
	S-2
3	\$47,642
4	49,071
5	50,543
6	52,060
7	53,621
8	55,230
9	56,887
10	58,594
11	60,351
12	62,162
13	64,027
14	65,948
15	67,926
16	69,964
17	72,063
18	74,225
19	76,451
20	78,745
21	81,107

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(3) (I) 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

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 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	\$58,738	\$92,034
S-4	64,612	101,234

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(F) **Fire Department employees.**

(1) (I) 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:

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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

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 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	\$39,418	\$81,698
F-2	41,388	85,783
F-3	43,458	90,073
F-4	46,735	94,660
F-5	52,886	104,508
F-6	55,959	109,733

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(2) (I) 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

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 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	\$63,256	\$114,957

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(3) (I) 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

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

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "F-8" AND "F-9" THE ANNUAL PAY SCHEDULE IS:

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FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-8	\$67,767	\$130,955
F-9	78,996	150,601

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(G) Police Department employees.

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(1) (I) 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:

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POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

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	68,039 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

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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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(II) BEGINNING THE SECOND FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 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	\$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
24	87,146	90,632	94,257

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(2) (I) 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:

1

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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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER DECEMBER 17, 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	\$59,878
6	61,674
7	63,525
8	65,430
9	67,393
10	69,415
11	71,497
12	73,642
13	75,852
14	78,127

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15	80,471
16	82,885
17	85,372
18	87,933
19	90,571
20	93,288
21	96,087
22	98,969
23	101,938
24	104,996

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(3) (I) 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

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

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER DECEMBER 17, 2015 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P3" THE ANNUAL PAY SCHEDULE IS:

1

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE
STEP	P3
5	\$62,872
6	64,758
7	66,701
8	68,702
9	70,763
10	72,886
11	75,072
12	77,325
13	79,644
14	82,034
15	84,495
16	87,030
17	89,640
18	92,330
19	95,100
20	97,953
21	100,891
22	103,918
23	107,035
24	110,246
25	113,554
26	116,960

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(4) (I) 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

	GRADE		
STEP	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

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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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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 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
29	132,517	139,143	153,057
30	136,492	143,317	157,649

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(H) **Legislative Auditor employees.**

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

4
 5 **LEGISLATIVE AUDITORS (LA) PAY SCHEDULE**
 6

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

7
 8 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR
 9 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "LA" THE
 10 ANNUAL PAY SCHEDULE IS:

11
 12 **LEGISLATIVE AUDITORS (LA) PAY SCHEDULE**
 13

GRADE	MINIMUM	MAXIMUM
LA-1	\$47,543	\$71,361
LA-2	59,374	95,147
LA-3	85,306	124,882
LA-4	102,367	160,562

14
 15 **(I) Park Ranger employees.**
 16

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

20
 21 **PARK RANGER EMPLOYEES (R) PAY SCHEDULE**
 22

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

23
 24 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 FOR
 25 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "R" THE
 26 ANNUAL PAY SCHEDULE IS:

27
 28 **PARK RANGER EMPLOYEES (R) PAY SCHEDULE**
 29

GRADE	MINIMUM	MAXIMUM
R	\$42,211	\$66,701

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 31
 32 **6-1-217. Allowances.**
 33

34 **(H) Allowances for Certain Represented Employees in the "LM" Pay Grade.**
 35 CERTAIN EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED
 36 "LM" ARE ENTITLED TO AN INCREASE OF 5% OF THEIR REGULAR RATE OF PAY FOR ALL
 37 HOURS WORKED WHILE ASSIGNED TO THE FIRE SHOP OF THE CENTRAL SERVICES GARAGE,
 38 AS SET FORTH IN THE APPLICABLE MEMORANDUM OF AGREEMENT, NEGOTIATED AND

EXECUTED IN ACCORDANCE WITH TITLE 4, BETWEEN THE COUNTY AND AFSCME LOCAL 582.

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 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
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

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E-9	115,331	191,261
E-10	123,407	204,645

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:

GRADE	MINIMUM	MAXIMUM
EL-1	\$26,637	\$44,175
EL-2	36,282	60,165
EL-3	53,274	88,345
EX-1	23,810	38,187
EX-2	25,013	40,126
EX-3	26,289	42,154
EX-4	27,615	44,287
EX-5	29,013	46,528
EX-6	30,481	48,890
EX-7	32,028	51,365
EX-8	33,649	53,960
EX-9	35,344	56,700
EX-10	37,139	59,572
EX-11	39,023	62,582
EX-12	40,998	65,749
EX-13	43,068	69,075
EX-14	45,250	72,572
EX-15	47,543	76,248
EX-16	51,195	86,270
EX-17	55,130	92,901
EX-18	59,374	100,046
EE-1	35,344	56,700
EE-2	63,940	107,742
E-1	43,409	69,075
E-2	63,940	107,744
E-3	68,856	116,027
E-4	74,148	124,950
E-5	79,851	134,557
E-6	88,144	152,238
E-7	97,293	161,347
E-8	109,944	182,321
E-9	117,638	195,086
E-10	125,875	208,738

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

(D) Pay schedule.

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1 (1) 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 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2016 THE
7 ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE SOIL AND CONSERVATION DISTRICT
8 EMPLOYEES' PAY AND BENEFIT PLAN IS:
9

GRADE	MINIMUM	MAXIMUM
ES-1	\$32,028	\$51,364
ES-2	35,344	56,701
ES-3	40,998	65,749
ES-4	51,195	86,270
ES-5	59,373	100,047
ES-6	68,856	116,027

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11 SECTION 3. *And be it further enacted*, that if an employee's pay rate is below the
12 minimum of the employee's pay schedule established under this Ordinance, the employee's
13 rate of pay shall be increased to the minimum rate of pay of the employee's pay schedule.
14

15 SECTION 4. *And be it further enacted*, that there will be no merit increases pay
16 advancement or performance pay awards under §§ 6-1-204 (b)-(d), 6-1-207(c) or 6-2-101(j)
17 during Fiscal Year 2016 for any classified or exempt employee.
18

19 SECTION 5. *And be it further enacted*, that the following employees shall receive an
20 increase of 2% in their rate of pay, not to exceed the maximum pay rate for the grade,
21 effective the first full pay period beginning on or after January 1, 2016:
22

23 (1) classified employees on the NR, C, R and LA pay schedules, such increase to be
24 exclusive of any increase granted to any such employee under § 6-1-205;
25

26 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101;
27

28 (3) exempt employees paid under the Court and State's Attorney Employees' Pay and
29 Benefit Plan in § 6-2-104; and
30

31 (4) exempt employees paid under the Soil Conservation District Employees' Pay and
32 Benefit Plan under § 6-2-105.
33

1 SECTION 6. *And be it further enacted*, that classified employees represented by
2 Fraternal Order of Police Lodge #70 shall receive an increase in their rate of pay, not to
3 exceed the maximum pay rate for the grade, effective the first full pay period beginning on or
4 after January 1, 2016, in accordance with the pay provisions of the Memorandum of
5 Agreement between Anne Arundel County and Fraternal Order of Police Lodge #70 for
6 Fiscal Year 2016.

7
8 SECTION 7. *And be it further enacted*, that classified employees in the classification of
9 Police Captain, Police Major, and Police Deputy Chief shall receive an increase of 3% in
10 their pay rate by advancing one step on the pay schedule in effect on January 1, 2016, not to
11 exceed the maximum pay rate for the grade, effective the first full pay period beginning on or
12 after January 1, 2016.

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14 SECTION 8. *And be it further enacted*, that classified employees on the OS, LM, FW,
15 D-3, D-5 through D-8, S-1, S-3 and S-4, and F-7 through F-9 pay schedules shall receive an
16 increase of 3% 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, 2016.

18
19 SECTION 9. *And be it further enacted*, that classified employees represented by
20 International Association of Fire Fighters Local 1563 shall receive an increase of 3% in their
21 rate of pay, not to exceed the maximum pay rate for the grade, effective the first full pay
22 period beginning on or after January 1, 2016, in accordance with the pay provisions of the
23 Memorandum of Agreement between Anne Arundel County and International Association of
24 Fire Fighters Local 1563 for Fiscal Year 2016.

25
26 SECTION 10. *And be it further enacted*, that classified employees represented by
27 Fraternal Order of Detention Center Officers and Personnel shall receive an increase in their
28 rate of pay, not to exceed the maximum pay rate for the grade, in accordance with the pay
29 provisions of the Memorandum of Agreement between Anne Arundel County and Fraternal
30 Order of Detention Center Officers and Personnel for Fiscal Year 2016.

31
32 SECTION 11. *And be it further enacted*, that classified employees represented by
33 Fraternal Order of Police, Lodge 106 shall receive an increase in their rate of pay, not to
34 exceed the maximum pay rate for the grade, in accordance with the pay provisions of the
35 Memorandum of Agreement between Anne Arundel County and Fraternal Order of Police,
36 Lodge 106 for Fiscal Year 2016.

37
38 SECTION 12. *And be it further enacted*, that classified employees represented by the
39 Anne Arundel County Police Supervisors Association shall receive an increase in their rate
40 of pay, not to exceed the maximum pay rate for the grade, in accordance with the pay
41 provisions of the Memorandum of Agreement between Anne Arundel County and Anne
42 Arundel County Police Supervisors Association for Fiscal Year 2016.

43
44 SECTION 13. *And be it further enacted*, that a Deputy Sheriff's Lieutenant employed on
45 or before the effective date of this ordinance whose pay rate is not at least 5% greater than a
46 uniformed subordinate employee whose hire date is closest to his or her own hire date shall
47 receive a one-time only increase in pay effective the first full pay period beginning on or after
48 January 1, 2016 to a pay rate that is 5% above the rate of such employee except that any

1 increase in pay under this section may not exceed 10%.

2

3 SECTION 14. *And be it further enacted*, That the provisions of this Ordinance shall
4 apply the first full pay period beginning on or after July 1, 2015.

5

6 SECTION 15. *And be it further enacted*, That this Ordinance shall take effect 45 days
7 from the date it becomes law.

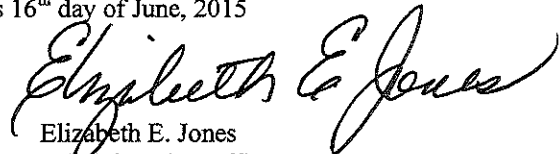
AMENDMENTS ADOPTED: June 1 and 15, 2015

READ AND PASSED this 15th day of June, 2015


By Order:


Elizabeth E. Jones
Administrative Officer

PRESENTED to the County Executive for his approval this 16th day of June, 2015


Elizabeth E. Jones
Administrative Officer

APPROVED AND ENACTED this 22 day of June, 2015


Steven R. Schuh
County Executive

EFFECTIVE DATE: August 6, 2015

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF BILL NO.
45-15 THE ORIGINAL OF WHICH IS RETAINED IN THE FILES
OF THE COUNTY COUNCIL.


Elizabeth E. Jones
Administrative Officer