

**FINAL**

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2013, Legislative Day No. 23

Bill No. 50-13

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

By the County Council, May 20, 2013

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Introduced and first read on May 20, 2013  
Public Hearing set for and held on June 17, 2013  
Bill Expires August 23, 2013

By Order: Elizabeth E. Jones, Administrative Officer

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A BILL ENTITLED

1 AN ORDINANCE concerning: Personnel -- Exempt Pay and Benefit Plan

2  
3 FOR the purpose of authorizing the County Executive to eliminate a significant disparity  
4 in pay for the head of an office or department of County government in a position  
5 with a pay grade established by the Exempt Pay and Benefit Plan; setting forth the  
6 conditions for a pay increase authorized by this Ordinance, including the retroactive  
7 effect of any pay increase; and generally relating to the Exempt Pay and Benefit Plan.

8  
9 WHEREAS, the heads of the offices and departments of County government are  
10 in the exempt service of County employment, with the salary for those positions  
11 established by the Exempt Pay and Benefit Plan at grades E7 or E8 and with the  
12 intent of the Exempt Pay and Benefit Plan being that the heads of offices and  
13 departments with comparable duties and responsibilities have comparable  
14 compensation; and

15  
16 WHEREAS, there is an existing disparity between persons in positions at pay  
17 grade E7, with the head of an office or department of County government  
18 currently being paid at a salary that is significantly below the mean salary for all  
19 persons at the E7 pay grade; and

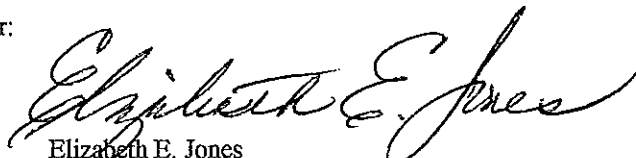
20  
21 WHEREAS, the provisions of Section 6-2-101(d) of the County Code governing  
22 annual pay increases for persons in positions under the Exempt Pay and Benefit  
23 Plan are inadequate to resolve this disparity in pay within a reasonable period of  
24 time; now, therefore

1 SECTION 1. *Be it enacted by the County Council of Anne Arundel County,*  
2 *Maryland,* That the County Executive may on a one-time basis increase the salary of the  
3 head of an office or department of County government in a position at pay grade E7 in  
4 the Exempt Pay and Benefit Plan whose salary on May 15, 2013 was 25% or more below  
5 the average (mean) salary of all persons in positions at pay grade E7. The salary increase  
6 under this Ordinance shall be given retroactive effect to June 20, 2013, and when added  
7 to any other increase the person receives in FY 2013 shall result in a salary no greater  
8 than the average salary of all persons in positions at pay grade E7 on May 15, 2013. The  
9 salary increase under this Ordinance shall not preclude the County Executive from  
10 increasing the salary of the person in that position under § 6-2-101(d) of the County Code  
11 in FY 2014.

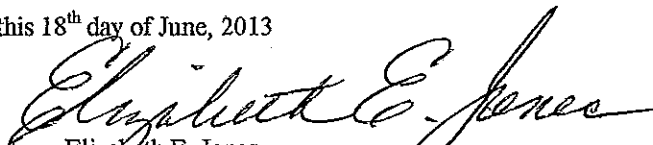
12  
13 SECTION 2. *And be it further enacted,* That this Ordinance shall take effect 45 days  
14 from the date it becomes law.

READ AND PASSED this 17<sup>th</sup> day of June, 2013

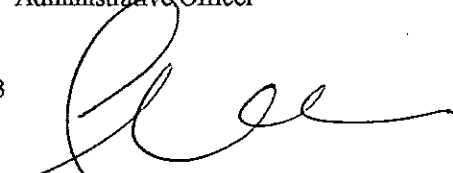
By Order:

  
Elizabeth E. Jones  
Administrative Officer

PRESENTED to the County Executive for her approval this 18<sup>th</sup> day of June, 2013

  
Elizabeth E. Jones  
Administrative Officer

APPROVED AND ENACTED this 28 day of June, 2013

  
Laura Neuman  
County Executive

EFFECTIVE DATE: August 12, 2013

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF BILL NO.  
50-13, THE ORIGINAL OF WHICH IS RETAINED IN THE FILES  
OF THE COUNTY COUNCIL.

  
Elizabeth E. Jones  
Administrative Officer