

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2019, Legislative Day No. 32

Bill No. 58-19

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

By the County Council, June 17, 2019

Introduced and first read on June 17, 2019
Public Hearing set for and held on July 15, 2019
Bill AMENDED and VOTED on July 15, 2019
Bill Expires September 20, 2019

By Order: JoAnne Gray, Administrative Officer

A BILL ENTITLED

- 1 AN ORDINANCE concerning: Personnel – Classified Service; Exempt Service
- 2
- 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; amending
- 5 the pay on promotion provisions of certain classified employees; correcting an
- 6 employee classification; amending the annual and disability leave provisions for certain
- 7 classified employees; amending the education assistance provisions for certain
- 8 classified employees; adding new pay schedules for certain exempt employees;
- 9 providing for increases in pay for certain employees; confirming applicability of certain
- 10 terms related to pay in memoranda of agreements; providing for the application of this
- 11 Ordinance; and generally relating to personnel.
- 12
- 13 BY repealing: §§ 6-1-202(a), (b)(1), (4) and (5), (c)(1) and (2), (d), (e), (f)(1)(i), (2) and
- 14 (3), and (g), (h) and (i); 6-2-101(b); and 6-2-105(d)
- 15 Anne Arundel County Code (2005, as amended)
- 16
- 17 BY adding: §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d), (e), (f)(1)(ii), (2) and (3), and (g) (h),
- 18 and (i) ; 6-2-101(b); and 6-2-105(d)
- 19 Anne Arundel County Code (2005, as amended)
- 20
- 21 BY repealing and reenacting, with amendments: §§ 6-1-202(b)(3) ~~and~~, (c)(3), and (f)(1)(ii);
- 22 6-1-208(c)(3); 6-1-302(d); 6-1-303(l); and 6-1-307(b)(4)

EXPLANATION: CAPITALS indicate new matter added to existing law.
[Brackets] indicate matter stricken from existing law.
Captions and taglines in **bold** in this bill are catchwords and are not law.
Underlining indicates amendments to bill.
~~Strikeover~~ indicates matter removed from bill by amendment.

Anne Arundel County Code (2005, as amended)

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(3), and (g), (h), and (i); 6-2-101(b); and 6-2-105(d) of the Anne Arundel County Code (2005, as amended) are hereby repealed.

SECTION 2. *And be it further enacted,* That Section(s) of the Anne Arundel County Code (2005, as amended) read as follows:

ARTICLE 6. PERSONNEL

TITLE 1. CLASSIFIED SERVICE

6-1-202. Pay schedules.

(A) **Non-represented employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, 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-01	\$25,267	\$42,939
NR-02	26,543	45,120
NR-03	27,898	47,399
NR-04	29,305	49,798
NR-05	30,789	52,319
NR-06	32,347	54,974
NR-07	33,988	57,758
NR-08	35,708	60,676
NR-09	37,507	63,756
NR-10	39,413	66,985
NR-11	41,411	70,370
NR-12	43,507	73,932
NR-13	45,704	77,672
NR-14	48,020	81,603
NR-15	50,453	85,737
NR-16	54,328	97,006
NR-17	58,505	104,462
NR-18	63,007	112,497
NR-19	67,853	121,153
NR-20	73,071	130,467
NR-21	78,687	140,500
NR-22	84,739	151,302
NR-23	88,977	162,646

NR-24	93,539	171,184
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(B) Office Support, Administrative Aides, and Technical employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “OS”, THE HOURLY PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
OS-1	\$12.55	\$20.36
OS-2	13.16	21.33
OS-3	13.81	22.38
OS-4	14.46	23.49
OS-5	15.17	24.64
OS-6	15.89	25.82
OS-7	16.67	27.09
OS-8	17.48	28.40
OS-9	18.32	29.81
OS-10	19.23	31.28
OS-11	20.16	32.80
OS-12	21.15	34.42

(3) Beginning the first full pay period on or after July 1, 2008 an employee on the OS pay schedule who completes the following required years of service is entitled to a longevity award as follows:

(i) for completion of seven years of continuous County service, a total of 5% of the employee’s rate of pay for the grade;

(ii) for completion of 11 years of continuous County service, a total of 10% of the employee’s rate of pay for the grade; [and]

(iii) for completion of 16 years of continuous County service, a total of 15% of the employee’s rate of pay for the grade[.]; AND

(IV) FOR COMPLETION OF 25 YEARS OF CONTINUOUS COUNTY SERVICE, A TOTAL OF 18% OF THE EMPLOYEE’S RATE OF PAY FOR THE GRADE.

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

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “LM”, THE HOURLY PAY SCHEDULE IS:

1 **LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
LM-1	\$12.69	\$19.76
LM-2	13.32	20.80
LM-3	13.98	21.81
LM-4	14.71	22.92
LM-5	15.45	24.05
LM-6	16.23	25.29
LM-7	17.09	26.56
LM-8	17.92	27.91
LM-9	18.85	29.31
LM-10	19.78	30.81
LM-11	20.78	32.38
LM-12	21.83	34.00

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4 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR
5 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “FW”,
6 THE HOURLY PAY SCHEDULE IS:

7 **FLEXIBLE WORKER (FW) PAY SCHEDULE**
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GRADE	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
FW-01	\$17.89	\$19.17	\$19.83	\$20.55	\$21.26	\$21.99
	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
FW-02	\$24.19	\$25.40	\$26.69	\$28.03	\$29.41	\$33.95
	SKILL 11	SKILL 12				
FW-03	\$37.03	\$38.89				
	SKILL 13					
FW-04	\$40.85					

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11 (3) An employee on the LM or FW pay schedule who completes the following
12 required years of service is entitled to a longevity award as follows:

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14 (i) for completion of seven years of continuous County service, a total of 5% of
15 the employee’s pay rate for the grade;

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17 (ii) for completion of 11 years of continuous County service, a total of 10% of
18 the employee’s pay rate for the grade; [and]

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20 (iii) for completion of 16 years of continuous County service, a total of 15% of
21 the employee’s pay rate for the grade[.]; AND

(IV) FOR COMPLETION OF 25 YEARS OF CONTINUOUS COUNTY SERVICE, A TOTAL OF 18% OF THE EMPLOYEES PAY RATE FOR THE GRADE.

(D) Detention Center employees.

(1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, 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	\$44,341	
2	45,671	
3	47,041	\$49,393
4	48,452	50,875
5	49,906	52,401
6	51,403	53,973
7	52,945	55,592
8	54,533	57,260
9	56,169	58,978
10	57,854	60,747
11	59,591	62,569
12	61,378	64,448
13	63,219	66,380
14	65,116	68,371
15	67,069	70,424
16	69,081	72,535
17	71,154	74,711
18	73,288	76,953
19	75,487	79,261
20	77,752	81,639
21	80,085	84,088

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2020, 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	\$44,784	
2	46,128	
3	47,511	\$49,887

4	48,937	51,384
5	50,405	52,925
6	51,917	54,513
7	53,474	56,148
8	55,078	57,833
9	56,731	59,568
10	58,433	61,354
11	60,187	63,195
12	61,992	65,092
13	63,851	67,044
14	65,767	69,055
15	67,740	71,128
16	69,772	73,260
17	71,866	75,458
18	74,021	77,723
19	76,242	80,054
20	78,530	82,455
21	80,886	84,929

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "D-3", THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

	GRADE
STEP	D-3
5	\$56,740
6	58,442
7	60,195
8	62,001
9	63,861
10	65,777
11	67,750
12	69,782
13	71,876
14	74,032
15	76,253
16	78,541
17	80,897
18	83,324
19	85,824
20	88,398

21	91,050
22	93,782
23	96,595
24	99,493

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, 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	\$60,647	\$111,787
D-6	66,573	122,818
D-7	73,799	133,430
D-8	85,553	153,446

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(4) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, 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

GRADE	MINIMUM	MAXIMUM
C-1	\$43,321	\$85,449.78
C-2	47,684	93,889.07

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2020, 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	
	C-01 C-1	C-02 C-2
1	\$44,595.60	\$49,000.00
2	45,933.47	50,470.00
3	47,311.47	51,984.10
4	48,730.82	53,543.62
5	50,192.74	55,149.93
6	51,698.52	56,804.43
7	53,249.48	58,508.56
8	54,846.96	60,263.82
9	56,492.37	62,071.73
10	58,187.14	63,933.89
11	59,932.76	65,851.90
12	61,730.74	67,827.46
13	63,582.66	69,862.28

14	65,490.14	71,958.15
15	67,454.85	74,116.90
16	69,478.49	76,340.40
17	71,562.85	78,630.62
18	73,709.73	80,989.53
19	75,921.02	83,419.22
20	78,198.65	85,921.80
21	80,544.61	88,499.45
22	82,960.95	91,154.43
23	85,449.78	93,889.07

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(5) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "C-3", THE ANNUAL PAY SCHEDULE IS:

CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES (C) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
C-3	\$56,791	\$109,546

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(E) Deputy Sheriff employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, 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

STEP	GRADE	
	S-1	S-1A
1	\$ 46,750	
2	48,153	\$ 50,079
3	49,597	51,581
4	51,085	53,129
5	52,618	54,723
6	54,196	56,364
7	55,822	58,055
8	57,497	59,797
9	59,222	61,591
10	60,999	63,439
11	62,829	65,342
12	64,713	67,302
13	66,655	69,321
14	68,655	71,401
15	70,714	73,543
16	72,836	75,749

17	75,021	78,021
18	77,271	80,362
19	79,589	82,773
20	81,977	85,256

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "S-2", THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

GRADE	
STEP	S-2
5	\$60,025
6	61,826
7	63,681
8	65,591
9	67,559
10	69,585
11	71,673
12	73,823
13	76,038
14	78,319
15	80,669
16	83,089
17	85,581
18	88,149
19	90,793
20	93,517
21	96,323

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "S-3", THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

GRADE	
STEP	S-3
5	\$63,026
6	64,917
7	66,865
8	68,870
9	70,937
10	73,065

11	75,257
12	77,514
13	79,840
14	82,235
15	84,702
16	87,243
17	89,860
18	92,556
19	95,333
20	98,193
21	101,139

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(4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED “S-4”, THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
S-4	\$69,947	\$121,300

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(F) Fire Department employees.

(1) [(ii)] (i) Beginning the first full pay period on or after July 1, 2018, 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 B

STEP	GRADE					
	F-1	F-2	F-3	F-4	F-5	F-6
0-11 MONTHS	\$39,418	\$41,389	\$43,458	\$45,631	\$47,913	\$50,308
1	41,026	43,078	45,231	47,493	49,868	52,361
2	42,470	44,594	46,823	49,165	51,623	54,204
3	43,966	46,164	48,473	50,896	53,441	56,113
4	45,516	47,791	50,181	52,690	55,324	58,091
5	47,121	49,477	51,951	54,548	57,276	60,139
6	48,784	51,223	53,784	56,473	59,297	62,262
7	50,507	53,032	55,684	58,468	61,391	64,461
8	52,292	54,906	57,652	60,534	63,561	66,739
9	54,141	56,848	59,690	62,675	65,809	69,099
10	56,057	58,860	61,803	64,893	68,137	71,544
11	58,042	60,944	63,991	67,191	70,550	74,078
12	60,099	63,104	66,259	69,572	73,050	76,703

13	62,230	65,341	68,609	72,039	75,641	79,423
14	64,438	67,660	71,043	74,595	78,325	82,241
15	66,726	70,063	73,566	77,244	81,106	85,161
16	69,097	72,552	76,180	79,989	83,988	88,187
17	71,554	75,132	78,888	82,833	86,974	91,323
18	74,100	77,805	81,695	85,780	90,069	94,572
19	75,077	78,831	82,773	86,911	93,276	97,939
20	76,084	79,888	83,882	88,076	96,599	101,429
21	77,121	80,977	85,025	89,277	97,859	102,752
22	78,188	82,098	86,203	90,513	99,157	104,115
23	79,288	83,253	87,415	91,786	100,494	105,519
24	80,421	84,442	88,664	93,098	101,871	106,965
25	81,588	85,668	89,951	94,449	103,290	108,454
26	82,790	86,930	91,276	95,840	104,751	109,988
27					106,255	111,568
28					107,805	113,195

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, 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 C

STEP	GRADE					
	F-1	F-2	F-3	F-4	F-5	F-6
0-11 MONTHS	\$39,418	\$41,389	\$43,458	\$45,631	\$47,913	\$50,308
1	40,995	43,044	45,197	47,457	49,829	52,321
2	42,635	44,766	47,005	49,355	51,823	54,414
3	44,340	46,557	48,885	51,329	53,895	56,590
4	46,113	48,419	50,840	53,382	56,051	58,854
5	47,958	50,356	52,874	55,517	58,293	61,208
6	49,876	52,370	54,989	57,738	60,625	63,656
7	51,871	54,465	57,188	60,048	63,050	66,203
8	53,946	56,644	59,476	62,450	65,572	68,851
9	56,104	58,909	61,855	64,948	68,195	71,605
10	58,348	61,266	64,329	67,545	70,923	74,469
11	60,682	63,716	66,902	70,247	73,760	77,448
12	63,109	66,265	69,578	73,057	76,710	80,545
13	65,634	68,916	72,361	75,979	79,778	83,767
14	68,259	71,672	75,256	79,019	82,970	87,118
15	70,990	74,539	78,266	82,179	86,288	90,603
16	73,829	77,521	81,397	85,466	89,740	94,227
17	76,782	80,621	84,653	88,885	93,329	97,996

18	79,854	83,846	88,039	92,441	97,063	101,916
19	83,048	87,200	91,560	96,138	100,945	105,992
20					104,983	110,232
21					109,182	114,641

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, 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	\$65,811	\$129,228

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, 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	\$71,914	\$147,251
F-9	83,832	169,342

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(G) Police Department employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “P-00” AND “P-1B”, THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE	
	P-00	P-1B
1	\$52,530	\$54,631
2	54,106	56,270
3	55,729	57,958
4	57,401	59,697
5	59,123	61,488
6	60,897	63,333
7	62,724	65,233
8	64,605	67,189
9	66,543	69,205
10	68,540	71,281
11	70,596	73,420
12	72,714	75,622
13	74,895	77,891
14	77,142	80,228

15	79,456	82,635
16	81,840	85,114
17	84,295	87,667
18	86,824	90,297
19	89,429	93,006
20	92,112	95,796
21	94,875	98,670
22	97,721	101,630
23	100,653	104,679

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P-2", THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE
STEP	P-2
5 (MINIMUM)	\$66,694
6	68,695
7	70,756
8	72,878
9	75,066
10	77,318
11	79,636
12	82,026
13	84,487
14	87,021
15	89,632
16	92,320
17	95,091
18	97,943
19	100,882
20	103,908
21	107,025
22	110,236
23	113,543
24	116,949

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P-3", THE ANNUAL PAY SCHEDULE IS:

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2

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE
STEP	P-3
5 (MINIMUM)	\$70,030
6	72,130
7	74,294
8	76,523
9	78,819
10	81,183
11	83,619
12	86,127
13	88,711
14	91,372
15	94,115
16	96,937
17	99,846
18	102,840
19	105,926
20	109,103
21	112,377
22	115,749
23	119,219
24	122,796
25	126,481
26	130,275

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(4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P-4" THROUGH "P-6", THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE		
STEP	P-4	P-5	P-6
8	\$80,709		
9	83,067	\$87,114	\$93,484
10	85,495	89,663	96,288
11	87,995	92,289	99,177
12	90,572	94,994	102,152
13	93,225	97,780	105,216
14	95,958	100,650	108,373
15	98,774	103,606	111,623
16	101,673	106,650	114,973

17	104,658	109,786	118,422
18	107,735	113,014	121,974
19	110,903	116,342	125,634
20	114,167	119,768	129,402
21	117,528	123,296	133,285
22	120,988	126,931	137,283
23	124,554	130,677	141,401
24	128,228	134,532	145,644
25	132,010	138,504	150,014
26	135,907	142,596	154,513
27	139,921	146,811	159,149
28	144,055	151,152	163,924
29	148,313	155,622	168,842
30	152,698	160,226	173,907
31	157,278	165,033	179,124

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(H) Legislative Auditor employees.

BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "LA", THE ANNUAL PAY SCHEDULE IS:

LEGISLATIVE AUDITORS (LA) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
LA-1	\$50,453	\$80,242
LA-2	63,007	106,988
LA-3	90,527	140,423
LA-4	108,632	180,544

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(I) Park Ranger employees.

BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "R", THE ANNUAL PAY SCHEDULE IS:

PARK RANGER EMPLOYEES (R) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
R	\$44,794	\$70,784

19
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21
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6-1-208. Pay on promotion, demotion, reclassification, or grade reallocation – Represented employees.

(c) Promotion.

(3) An employee promoted to S-1A OR P-1B shall receive a 4% increase in pay.

1
2 **6-1-302. Annual leave.**

3
4 (d) **Accumulation of annual leave.** An employee may accumulate annual leave in
5 accordance with the following schedule:

6
7 (1) [except as provided in subsection (d)(2),] an employee IN THE CLASSIFICATION
8 OF D-3 may not carry over more than 30 days of annual leave into a pay period calendar
9 year; and

10
11 (2) [non-represented employees and represented] employees in classifications [on
12 the F, P, or R pay schedule] OTHER THAN D-3 may not carry over more than 35 days of
13 annual leave into a pay period calendar year.

14
15 **6-1-303. Disability leave.**

16
17 (l) **Annual leave conversion into disability leave.** Annual leave accumulated by a
18 non-represented employee or an employee in the classification of DEPUTY SHERIFF I,
19 DEPUTY SHERIFF CORPORAL, Deputy Sheriff II, DEPUTY SHERIFF III, Park Ranger, Fire
20 Battalion Chief, Police Sergeant, or Police Lieutenant, OR IN A CLASSIFICATION ON THE
21 LM OR FW PAY SCHEDULE, which exceeds the maximum carry over limit of 35 days per
22 calendar year as provided by § 6-1-302(d)(2), will be converted to disability leave. [Annual
23 leave accumulated by an employee represented by AFSCME Local 582, which exceeds the
24 maximum carry over limit of 30 days per calendar year as provided by § 6-1-302(d)(1),
25 will be converted to disability leave.]

26
27 **6-1-307. Education Assistance.**

28
29 (b) **Generally.**

30
31 (4) An employee who is not a member of an employee organization specified in
32 subsection (b)(2) is entitled to a reimbursement of 100% for a grade of "A"; 75% for a
33 grade of "B"; 65% for a grade of "satisfactory"; 50% for a grade of "C", except that an
34 employee who is represented by Teamsters 355 on behalf of Deputy Sheriff I's or by
35 [NULEA 777] ANNE ARUNDEL COUNTY SHERIFF'S SERGEANTS ASSOCIATION,
36 FRATERNAL ORDER OF POLICE, LODGE 106 is entitled to 65% for a grade of "C"; and 0%
37 for a grade lower than a grade of "C".

38
39 **TITLE 2. EXEMPT SERVICE**

40
41 **6-2-101. Exempt pay and benefit plan.**

42
43 (B) **Annual pay schedule.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY
44 1, 2019, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:

45

GRADE	MINIMUM	MAXIMUM
EL-01	\$28,267	\$49,673
EL-02	38,503	67,653

EL-03	56,535	99,340
EX-01	25,267	42,939
EX-02	26,543	45,120
EX-03	27,898	47,399
EX-04	29,305	49,798
EX-05	30,789	52,319
EX-06	32,347	54,974
EX-07	33,988	57,758
EX-08	35,708	60,676
EX-09	37,507	63,756
EX-10	39,413	66,985
EX-11	41,411	70,370
EX-12	43,507	73,932
EX-13	45,704	77,672
EX-14	48,020	81,603
EX-15	50,453	85,737
EX-16	54,328	97,006
EX-17	58,505	104,462
EX-18	63,007	112,497
EE-01	37,507	63,756
EE-02	67,853	121,151
E-01	46,066	77,672
E-02	67,853	121,153
E-03	73,071	130,467
E-04	78,687	140,500
E-05	84,739	151,302
E-06	93,539	171,184
E-07	103,248	181,426
E-08	116,674	205,010
E-09	124,839	219,364
E-10	133,580	234,714

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

(D) **Pay schedule.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2019, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE SOIL AND CONSERVATION DISTRICT EMPLOYEES’ PAY AND BENEFIT PLAN IS:

GRADE	MINIMUM	MAXIMUM
ES-1	\$33,988	\$57,756
ES-2	37,507	63,757
ES-3	43,507	73,932

ES-4	54,328	97,006
ES-5	63,006	112,498
ES-6	73,071	130,467

1 SECTION 3. *And be it further enacted*, That if an employee’s pay rate is below the
2 minimum of the employee’s pay schedule established under this Ordinance, the employee’s
3 rate of pay shall be increased to the minimum rate of pay of the employee’s pay schedule.
4

5 SECTION 4. *And be it further enacted*, That the following employees shall receive a
6 2% increase in pay, not to exceed the maximum pay rate for the grade, effective the first
7 full pay period beginning on or after July 1, 2019:
8

9 (1) classified employees on the NR, OS, LM, D-5 through D-8, C, S-4, F-7 through
10 F-9, LA, and R pay schedules, such increase to be exclusive of any increase granted to any
11 such employee under § 6-1-205;
12

13 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101;
14

15 (3) exempt employees who are appointed by and with the approval of the State’s
16 Attorney or the judges of the Circuit Court for the County and are paid under the Court and
17 State’s Attorney Employees’ Pay and Benefit Plan in § 6-2-104; and
18

19 (4) exempt employees paid under the Soil Conservation District Employees’ Pay
20 and Benefit Plan under § 6-2-105.
21

22 SECTION 5. *And be it further enacted*, that Police Majors in the exempt service,
23 Deputy Police Chiefs in the exempt service, and the Chief of Police shall receive a 5%
24 increase in pay, not to exceed the maximum pay rate for the grade, effective the first full
25 pay period beginning on or after July 1, 2019.
26

27 SECTION 6. *And be it further enacted*, That the following employees whose overall
28 performance is rated satisfactory shall receive a 3% increase in pay, not to exceed the
29 maximum pay rate for the grade, effective the first full pay period beginning on or after the
30 employee’s anniversary date:
31

32 (1) classified employees on the NR, OS, LM, C, D-5 through D-8, F-7 through F-
33 9, S-4, LA, and R pay schedules;
34

35 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101;
36

37 (3) exempt employees who are appointed by and with the approval of the State’s
38 Attorney or the judges of the Circuit Court for the County and are paid under the Court and
39 State’s Attorney Employees’ Pay and Benefit Plan in § 6-2-104; and
40

41 (4) exempt employees paid under the Soil Conservation District Employees’ Pay
42 and Benefit Plan under § 6-2-105.

1 SECTION 7. *And be it further enacted*, That classified employees on the C-1, and C-2
2 pay schedules shall receive an increase in pay, not to exceed the maximum pay rate for the
3 grade, by placing CPS I and CPS II on the appropriate pay schedule effective the first full
4 pay period in January 2020 as follows:

5
6 (1) for an employee who received a merit increase prior to the first full pay period
7 of January 2020, place the employee on the step closest to but not below the employee's
8 current salary;

9 (2) for an employee who was not eligible to receive a merit increase prior to the
10 first full pay period of January 2020, calculate an increase of 3% to the employee's salary
11 and place the employee on the step closest to but not below that increased salary; and

12
13 (3) for an employee at the top of the pay grade as of the first full pay period of
14 January 2020, place the employee at Step 23.

15 SECTION 8. *And be it further enacted*, That classified employees on the D-1 through
16 D-3, P, and S-1 through S-3 pay schedules whose overall performance is rated satisfactory
17 shall receive an increase in pay, not to exceed the maximum pay rate for the grade, by
18 advancing one step on the pay schedule in effect the first full pay period beginning on or
19 after the employee's anniversary date.

20
21 SECTION 9. *And be it further enacted*, That, beginning the first full pay period on or
22 after the employee's anniversary date, classified employees on the F-1 through F-6 pay
23 schedules whose overall performance is rated satisfactory shall receive an increase in pay,
24 not to exceed the maximum pay rate for the grade, by moving from pay schedule B to new
25 pay schedule C and advancing one step in accordance with the pay provisions of the
26 Memorandum of Agreement between Anne Arundel County and Local 1563 Anne Arundel
27 County Professional Fire Fighters, International Association of Fire Fighters, AFL-CIO-
28 CLC for Fiscal Year 2020.

29
30 SECTION 10. *And be it further enacted*, That classified employees in the classification
31 of Deputy Sheriff I and Deputy Sheriff Corporal shall receive any salary increases, lump
32 sum payments, pay adjustments, and/or allowances in accordance with the pay provisions
33 of the Memorandum of Agreement between Anne Arundel County and the Teamsters
34 Union Local 355 Deputy Sheriffs and Deputy Sheriffs Corporals for Fiscal Year 2020.

35
36 SECTION 11. *And be it further enacted*, That classified employees in the classification
37 of Deputy Sheriff II and Deputy Sheriff III shall receive any salary increases, lump sum
38 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
39 Memorandum of Agreement between Anne Arundel County and the Anne Arundel County
40 Sheriff's Sergeants Association, Fraternal Order of Police, Anne Arundel County Lodge
41 #106 for Fiscal Year 2020.

42
43 SECTION 12. *And be it further enacted*, That classified employees in the classification
44 of Detention Officer and Detention Corporal 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 Fraternal Order of
47 Anne Arundel Detention Center Officers and Personnel, Inc. for Fiscal Year 2020.

1 SECTION 13. *And be it further enacted*, That classified employees in the classification
2 of Detention Sergeant shall receive any salary increases, lump sum payments, pay
3 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
4 of Agreement between Anne Arundel County and the Anne Arundel County Detention
5 Sergeants Association International Union of Police Associations, Local 141, AFL-CIO
6 for Fiscal Year 2020.

7
8 SECTION 14. *And be it further enacted*, That classified employees in the classification
9 of Fire Battalion Chief shall receive any salary increases, lump sum payments, pay
10 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
11 of Agreement between Anne Arundel County and Teamsters Union Local 355 Battalion
12 Chiefs for Fiscal Year 2020.

13
14 SECTION 15. *And be it further enacted*, That classified employees in the classification
15 of Police Sergeant and Police Lieutenant shall receive any salary increases, lump sum
16 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
17 Memorandum of Agreement between Anne Arundel County and the Anne Arundel County
18 Police Supervisors Association for Fiscal Year 2020.

19
20 SECTION 16. *And be it further enacted*, That classified employees represented by the
21 International Association of Fire Fighters Local 1563 shall receive any salary increases,
22 lump sum payments, pay adjustments, and/or allowances in accordance with the pay
23 provisions of the Memorandum of Agreement between Anne Arundel County and Local
24 1563 Anne Arundel County Professional Fire Fighters, International Association of Fire
25 Fighters, AFL-CIO-CLC for Fiscal Year 2020.

26
27 SECTION 17. *And be it further enacted*, That classified employees represented by the
28 Fraternal Order of Police, Lodge #70 shall receive any salary increases, lump sum
29 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
30 Memorandum of Agreement between Anne Arundel County and the Fraternal Order of
31 Police, Anne Arundel County Lodge #70, Inc. for Fiscal Year 2020.

32
33 SECTION 18. *And be it further enacted*, That classified employees in the classification
34 of Park Ranger shall receive any salary increases, lump sum payments, pay adjustments,
35 and/or allowances in accordance with the pay provisions of the Memorandum of
36 Agreement between Anne Arundel County and the Teamsters Union Local 355 Park
37 Rangers for Fiscal Year 2020.

38
39 SECTION 19. *And be it further enacted*, That classified employees in the classification
40 of Correctional Program Specialist shall receive any salary increases, lump sum payments,
41 pay adjustments, and/or allowances for Fiscal Year 2020 in accordance with County
42 Council Resolution No. 25-19.

43
44 SECTION 20. *And be it further enacted*, That classified employees represented by
45 AFSCME Local 582 shall receive any salary increases, lump sum payments, pay
46 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
47 of Agreement between Anne Arundel County and Local 582 of the American Federation
48 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
49 Employees Council 67) for Fiscal Year 2020.

1 SECTION 21. *And be it further enacted*, That classified employees represented by
2 AFSCME Local 2563 shall receive any salary increases, lump sum payments, pay
3 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
4 of Agreement between Anne Arundel County and Local 2563 of the American Federation
5 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
6 Employees Council 67) for Fiscal Year 2020.

7
8 SECTION 22. *And be it further enacted*, That classified employees in the following
9 classifications on the first full pay period on or after July 1, 2019, shall receive an
10 adjustment to their base rate of pay, not to exceed the maximum pay rate for the grade, as
11 follows:

12
13 (1) employees in the classification of Fire Division Chief who, after receiving the
14 increases described in Sections 4 and 6, have a rate of pay that is less than the rate of pay
15 of a Fire Battalion Chief hired by the County at or about the same time as the Fire Division
16 Chief shall receive an increase to a rate of pay which is 10% above the rate of pay of the
17 Fire Battalion Chief hired by the County on or about the same time, up to and including
18 the maximum for the F-7 pay schedule;

19
20 (2) employees in the classification of Detention Sergeant who, after receiving the
21 increases described in Section 8 and § 6-1-202(d)(2) of the Code, have a rate of pay that is
22 less than the rate of pay of a Detention Corporal hired by the County at or about the same
23 time as the Detention Sergeant shall receive an increase to a rate of pay by moving to the
24 step within the D-3 pay schedule that is at least 5% above the rate of pay of a Detention
25 Corporal hired by the County on or about the same time;

26
27 (3) employees in the classification of Police Sergeant, who have a rate of pay that
28 is lower than a newly promoted Police Sergeant that was hired by the County at or about
29 the same time as that Police Sergeant shall have their rate of pay adjusted to a step within
30 the P-02 pay schedule that is the same as the newly promoted Police Sergeant; and

31
32 (4) employees in the classification of Detention Lieutenant, who, after receiving the
33 increases described in Sections 4 and 6 shall receive an increase to a rate of pay which is
34 5% above rate of pay of a Detention Sergeant hired by the County on or about the same
35 time period;

36
37 SECTION 23. *And be it further enacted*, That the provisions of this Ordinance shall
38 apply the first full pay period beginning on or after July 1, 2019.

39
40 SECTION 24. *And be it further enacted*, That this Ordinance shall take effect 45 days
41 from the date it becomes law.

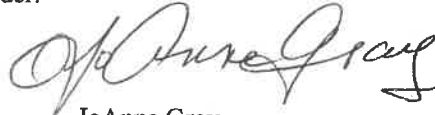
AMENDMENTS ADOPTED: July 15, 2019

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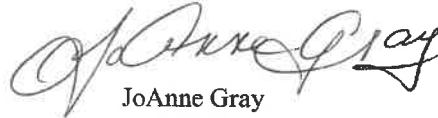
READ AND PASSED this 15th day of July, 2019

By Order:



JoAnne Gray
Administrative Officer

PRESENTED to the County Executive for his approval this 16th day of July, 2019



JoAnne Gray
Administrative Officer

APPROVED AND ENACTED this 25th day of July, 2019



Steuart Pittman
County Executive

EFFECTIVE DATE:

SEP 8 2019

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF BILL NO.
58-19. THE ORIGINAL OF WHICH IS RETAINED IN THE FILES
OF THE COUNTY COUNCIL.



JoAnne Gray
Administrative Officer