

# FINAL

## COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2013, Legislative Day No. 32

Bill No. 57-13

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

By the County Council, June 3, 2013

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Introduced and first read on June 3, 2013  
Public Hearing set for and held on July 1, 2013  
Bill Expires September 6, 2013

By Order: Elizabeth E. Jones, Administrative Officer

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### A BILL ENTITLED

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

2  
3 FOR the purpose of adding new pay schedules for certain employees; altering pay allowances  
4 for certain employees in the classified services; providing for increases in pay for certain  
5 employees; providing for the application of this Ordinance; and generally relating to  
6 personnel.

7  
8 BY repealing and reenacting, with amendments: §§ 6-1-202(a); (d)(3) and(5), (e)(3), and (h);  
9 6-1-217(b); 6-2-101(b); and 6-2-105(d)  
10 Anne Arundel County Code (2005, as amended)

11  
12 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*  
13 That Section(s) of the Anne Arundel County Code (2005, as amended) read as follows:

### ARTICLE 6 PERSONNEL

#### TITLE 1. CLASSIFIED SERVICE

#### 19 6-1-202. Pay schedules.

##### 21 (a) Non-represented employees.

22  
23 (1) Beginning the first full pay period on or after July 1, 2008 the annual pay schedule  
24 for employees in the classified service whose pay grades are designated "NR" is:

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

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

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
NR1	\$21,565	\$34,075
NR2	22,655	35,807
NR3	23,812	37,617
NR4	25,012	39,520
NR5	26,277	41,519
NR6	27,608	43,626
NR7	29,008	45,835
NR8	30,476	48,152
NR9	32,013	50,596
NR10	33,638	53,159
NR11	35,345	55,844
NR12	37,132	58,671
NR13	39,008	61,639
NR14	40,984	64,759
NR15	43,062	68,039
NR16	46,369	76,983
NR17	49,932	82,900
NR18	53,776	89,276
NR19	57,913	96,146
NR20	62,365	103,536
NR21	67,159	111,498
NR22	72,324	120,072
NR23	75,941	129,074
NR24	79,835	135,849

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

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

<b>GRADE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
NR1	\$21,996	\$34,757
NR2	23,108	36,523
NR3	24,288	38,369
NR4	25,512	40,310
NR5	26,803	42,349
NR6	28,160	44,499
NR7	29,588	46,752
NR8	31,086	49,115
NR9	32,653	51,608
NR10	34,311	54,222
NR11	36,052	56,961
NR12	37,875	59,844
NR13	39,788	62,872

NR14	41,804	66,054
NR15	43,923	69,400
NR16	47,296	78,523
NR17	50,931	84,558
NR18	54,852	91,062
NR19	59,071	98,069
NR20	63,612	105,607
NR21	68,502	113,728
NR22	73,770	122,473
NR23	77,460	131,655
NR24	81,432	138,566

(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2014 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
NR1	\$22,436	\$35,452
NR2	23,570	37,253
NR3	24,774	39,136
NR4	26,022	41,116
NR5	27,339	43,196
NR6	28,723	45,389
NR7	30,180	47,687
NR8	31,708	50,097
NR9	33,306	52,640
NR10	34,997	55,306
NR11	36,773	58,100
NR12	38,633	61,041
NR13	40,584	64,129
NR14	42,640	67,375
NR15	44,801	70,788
NR16	48,242	80,093
NR17	51,950	86,249
NR18	55,949	92,883
NR19	60,252	100,030
NR20	64,884	107,719
NR21	69,872	116,003
NR22	75,245	124,922
NR23	79,009	134,288
NR24	83,061	141,337

**(d) Detention Center employees.**

(3) (I) Beginning the first full pay period on or after July 1, 2008 for employees in the classified service whose pay grades are designated "D5" through "D8" the annual pay schedule is:

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

Grade	Minimum	Maximum
D5	\$50,049	\$86,659
D6	55,056	95,326
D7	62,375	104,861
D8	72,309	120,590

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D5" THROUGH "D8" THE ANNUAL PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
D5	\$51,050	\$88,392
D6	56,157	97,233
D7	63,623	106,958
D8	73,755	123,002

(III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D5" THROUGH "D8" THE ANNUAL PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
D5	\$52,071	\$90,160
D6	57,280	99,178
D7	64,895	109,097
D8	75,230	125,462

(5) (I) Beginning the first full pay period on or after July 1, 2008 for employees in the classified service whose pay grade is designated "C3" the annual pay schedule is:

**CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE**

Grade	Minimum	Maximum
C3	\$48,470	\$86,934

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "C3" THE ANNUAL PAY SCHEDULE IS:

**CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE**

GRADE	MINIMUM	MAXIMUM
C3	\$49,439	\$88,673

(III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2014 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "C3" THE

1 ANNUAL PAY SCHEDULE IS:

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3 **CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE**

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GRADE	MINIMUM	MAXIMUM
C3	\$50,428	\$90,446

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6 (e) Deputy Sheriff employees.

7  
8 (3) (I) Beginning the first full pay period on or after July 1, 2008 for employees in the  
9 classified service whose pay grades are designated "S3" and "S4" the annual pay schedule is:

10  
11 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**

12

Grade	Minimum	Maximum
S3	\$52,684	\$81,328
S4	57,953	89,459

13  
14 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2014 FOR  
15 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S3" AND "S4"  
16 THE ANNUAL PAY SCHEDULE IS:

17  
18 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**

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GRADE	MINIMUM	MAXIMUM
S3	\$53,738	\$82,955
S4	59,112	91,248

20  
21 (III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2014 FOR  
22 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S3" AND "S4"  
23 THE ANNUAL PAY SCHEDULE IS:

24  
25 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**

26

GRADE	MINIMUM	MAXIMUM
S3	\$54,813	\$84,614
S4	60,294	93,073

27  
28 (h) Legislative Auditor employees.

29  
30 (1) Beginning the first full pay period on or after July 1, 2008 for employees in the  
31 classified service whose pay grades are designated "LA" the annual pay schedule is:

32  
33 **LEGISLATIVE AUDITORS (LA) PAY SCHEDULE**

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Grade	Minimum	Maximum
LA1	\$43,062	\$63,678
LA2	53,776	84,904
LA3	77,265	111,437
LA4	92,718	143,276

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

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

GRADE	MINIMUM	MAXIMUM
LA1	\$43,923	\$64,952
LA2	54,852	86,602
LA3	78,810	113,666
LA4	94,572	146,142

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

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

GRADE	MINIMUM	MAXIMUM
LA1	\$44,801	\$66,251
LA2	55,949	88,334
LA3	80,386	115,939
LA4	96,463	149,065

**6-1-217. Allowances.**

(b) **Allowances for Detention Lieutenants and Detention Captains.** Uniformed officers in the classifications of Detention Lieutenant and Detention Captain [shall receive a cleaning allowance in the amount of \$750 per fiscal year] ARE ENTITLED TO THE SAME ALLOWANCES AFFORDED UNIFORMED OFFICERS IN THE CLASSIFICATION OF DETENTION SERGEANT.

**TITLE 2. EXEMPT SERVICE**

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

**(b) Annual pay schedule.**

(1) Beginning the first full pay period on or after July 1, 2008 the annual pay schedule for employees in the exempt service is:

Grade	Minimum	Maximum
EL1	\$24,126	\$39,420
EL2	32,862	53,687
EL3	48,252	78,834
EX1	21,565	34,075
EX2	22,655	35,807
EX3	23,812	37,617
EX4	25,012	39,520

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EX5	26,277	41,519
EX6	27,608	43,626
EX7	29,008	45,835
EX8	30,476	48,152
EX9	32,013	50,596
EX10	33,638	53,159
EX11	35,345	55,844
EX12	37,132	58,671
EX13	39,008	61,639
EX14	40,984	64,759
EX15	43,062	68,039
EX16	46,369	76,983
EX17	49,932	82,900
EX18	53,776	89,276
EE1	32,013	50,596
EE2	57,913	96,144
E1	39,318	61,639
E2	57,913	96,146
E3	62,365	103,536
E4	67,159	111,498
E5	72,324	120,072
E6	79,835	135,849
E7	88,121	143,976
E8	99,580	162,693
E9	106,548	174,084
E10	114,009	186,266

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

GRADE	MINIMUM	MAXIMUM
EL1	\$24,609	\$40,208
EL2	33,519	54,761
EL3	49,217	80,411
EX1	21,996	34,757
EX2	23,108	36,523
EX3	24,288	38,369
EX4	25,512	40,310
EX5	26,803	42,349
EX6	28,160	44,499
EX7	29,588	46,752
EX8	31,086	49,115
EX9	32,653	51,608
EX10	34,311	54,222
EX11	36,052	56,961
EX12	37,875	59,844
EX13	39,788	62,872

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EX14	41,804	66,054
EX15	43,923	69,400
EX16	47,296	78,523
EX17	50,931	84,558
EX18	54,852	91,062
EE1	32,653	51,608
EE2	59,071	98,067
E1	40,104	62,872
E2	59,071	98,069
E3	63,612	105,607
E4	68,502	113,728
E5	73,770	122,473
E6	81,432	138,566
E7	89,883	146,856
E8	101,572	165,947
E9	108,679	177,566
E10	116,289	189,991

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

GRADE	MINIMUM	MAXIMUM
EL1	\$25,101	\$41,012
EL2	34,189	55,856
EL3	50,201	82,019
EX1	22,436	35,452
EX2	23,570	37,253
EX3	24,774	39,136
EX4	26,022	41,116
EX5	27,339	43,196
EX6	28,723	45,389
EX7	30,180	47,687
EX8	31,708	50,097
EX9	33,306	52,640
EX10	34,997	55,306
EX11	36,773	58,100
EX12	38,633	61,041
EX13	40,584	64,129
EX14	42,640	67,375
EX15	44,801	70,788
EX16	48,242	80,093
EX17	51,950	86,249
EX18	55,949	92,883
EE1	33,306	52,640
EE2	60,252	100,028
E1	40,906	64,129
E2	60,252	100,030
E3	64,884	107,719
E4	69,872	116,003
E5	75,245	124,922
E6	83,061	141,337
E7	91,681	149,793



E8	103,603	169,266
E9	110,853	181,117
E10	118,615	193,791

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

**(d) Pay schedule.**

(1) Beginning the first full pay period on or after July 1, 2008 the annual pay schedule for employees in the Soil Conservation District Employees' Pay and Benefit Plan is:

Grade	Minimum	Maximum
ES1	\$29,008	\$45,835
ES2	32,013	50,596
ES3	37,132	58,671
ES4	46,369	76,983
ES5	53,776	89,276
ES6	62,365	103,536

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

GRADE	MINIMUM	MAXIMUM
ES1	\$29,588	\$46,752
ES2	32,653	51,608
ES3	37,875	59,844
ES4	47,296	78,523
ES5	54,852	91,062
ES6	63,612	105,607

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

GRADE	MINIMUM	MAXIMUM
ES1	\$30,180	\$47,687
ES2	33,306	52,640
ES3	38,633	61,041
ES4	48,242	80,093
ES5	55,949	92,883
ES6	64,884	107,719

**SECTION 2.** *And be it further enacted,* That any non-represented classified employee or exempt employee whose overall performance is rated satisfactory shall receive a 3% increase in pay, effective the first full pay period on or after the employee's anniversary date, not to exceed the maximum pay rate for the grade.

1 SECTION 3. *And be it further enacted*, That Section 2 of this Ordinance shall apply  
2 retroactively to the first full pay period on or after July 1, 2013;

3  
4 SECTION 4. *And be it further enacted*, That the following employees shall receive an  
5 increase of 2% in their rate of pay, not to exceed the maximum pay rate for the grade,  
6 effective on the first full pay period beginning on or after January 1, 2014:

7  
8 (1) non-represented classified employees, such increase to be exclusive of any increase  
9 granted to any such employee under § 6-1-204 or § 6-1-205;

10  
11 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101, such  
12 increase to be exclusive of any increase granted to any such employee under § 6-2-101(d);

13  
14 (3) exempt employees paid under the Court and State's Attorney Employees' Pay and  
15 Benefit Plan in § 6-2-104; and

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

19  
20 SECTION 5. *And be it further enacted*, That the following employees shall receive an  
21 increase of 2% in their pay rates, not to exceed the maximum pay rate for the grade, effective  
22 on the first full pay period beginning on or after April 1, 2014:

23  
24 (1) non-represented classified employees, such increase to be exclusive of any increase  
25 granted to any such employee under § 6-1-204 or § 6-1-205;

26  
27 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101, such  
28 increase to be exclusive of any increase granted to any such employee under § 6-2-101(d);


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

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

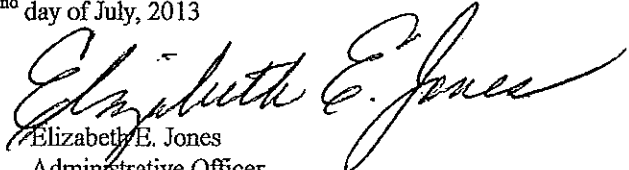
35  
36 SECTION 6. *And be it further enacted*, That this Ordinance shall take effect 45 days from  
37 the date it becomes law.

READ AND PASSED this 1<sup>st</sup> day of July, 2013


By Order:

  
Elizabeth E. Jones  
Administrative Officer

PRESENTED to the County Executive for her approval this 2<sup>nd</sup> day of July, 2013

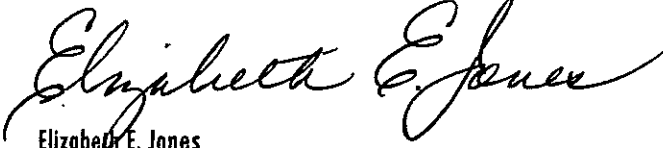
  
Elizabeth E. Jones  
Administrative Officer

APPROVED AND ENACTED this 10<sup>th</sup> day of July, 2013

  
Laura Neuman  
County Executive

EFFECTIVE DATE: August 24, 2013

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF BILL NO.  
57-13, THE ORIGINAL OF WHICH IS RETAINED IN THE FILES  
OF THE COUNTY COUNCIL.

  
Elizabeth E. Jones  
Administrative Officer

