

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2022, Legislative Day No. 10

Bill No. 51-22

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

By the County Council, May 2, 2022

Introduced and first read on May 2, 2022
Public Hearing set for and held on June 6, 2022
Bill AMENDED on June 6, 2022
Bill VOTED on June 21, 2022
Bill Expires August 5, 2022

By Order: Laura Corby, 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 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 advancement to new rate of pay for certain employees;
7 modifying pay on promotion, reclassification or grade reallocation for certain
8 employees; ~~removing certain employees~~ removing certain employees eligible for
9 allowances; removing certain employees eligible for overtime pay; modifying
10 disability leave for certain employees; modifying education assistance for certain
11 employees; adding new pay schedules for certain exempt employees; confirming
12 applicability of certain terms related to pay in memoranda of agreements; providing for
13 the application of this Ordinance; and generally relating to personnel.
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15 BY repealing: §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d) through (i); 6-1-208(c)(3); 6-1-
16 211(a)(3); 6-1-217(b) and (e); 6-2-101(b); and 6-2-105(d)
17 Anne Arundel County Code (2005, as amended)
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19 BY renumbering: §§ 6-1-211(a)(4) to be 6-1-211(a)(3); and 6-1-217(c), (d), and (f) through
20 (h) to be 6-1-217(b), (c), and (d) through (f), respectively
21 Anne Arundel County Code (2005, as amended)

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 matter added to bill by amendment.
~~Strikeover~~ indicates matter removed from bill by amendment.

1 BY adding: §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d) through (j); 6-2-101(b); and 6-2-105(d)
2 Anne Arundel County Code (2005, as amended)

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4 BY repealing and reenacting, with amendments: §§ 6-1-207(c)(2); 6-1-208(f)(4); 6-1-
5 303(m); and 6-1-307(b)(4) and (d)
6 Anne Arundel County Code (2005, as amended)

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8 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*
9 That §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d) through (i); 6-1-208(c)(3); 6-1-211(a)(3); 6-
10 1-217(b) and (e); 6-2-101(b); and 6-2-105(d) of the Anne Arundel County Code (2005, as
11 amended) are hereby repealed.

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13 SECTION 2. *And be it further enacted,* That §§ 6-1-211(a)(4), and 6-1-217(c), (d), and
14 (f) through (h), respectively, be renumbered to be §§ 6-1-211(a)(3), and 6-1-217(b), (c),
15 and (d) through (f), respectively.

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

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20 **ARTICLE 6. PERSONNEL**

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22 **TITLE 1. CLASSIFIED SERVICE**

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24 **6-1-202. Pay schedules.**

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26 (A) NON-REPRESENTED EMPLOYEES. BEGINNING THE FIRST FULL PAY PERIOD ON OR
27 AFTER JULY 1, 2022, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE CLASSIFIED
28 SERVICE WHOSE PAY GRADES ARE DESIGNATED “NR” IS:

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

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GRADE	MINIMUM	MAXIMUM
NR-01	\$26,801	\$45,544
NR-02	28,153	47,858
NR-03	29,591	50,275
NR-04	31,084	52,820
NR-05	32,657	55,493
NR-06	34,310	58,309
NR-07	36,051	61,262
NR-08	37,875	64,357
NR-09	39,783	67,625
NR-10	41,804	71,050
NR-11	43,924	74,640
NR-12	46,147	78,417

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NR-13	48,477	82,385
NR-14	50,933	86,554
NR-15	53,515	90,939
NR-16	57,625	102,892
NR-17	62,055	110,801
NR-18	66,830	119,323
NR-19	71,970	128,503
NR-20	77,504	138,383
NR-21	83,461	149,025
NR-22	89,880	160,483
NR-23	94,376	172,515
NR-24	99,215	181,571

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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 JULY 1, 2022, 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	\$14.01	\$22.14
OS-2	14.71	23.19
OS-3	15.44	24.34
OS-4	16.22	25.53
OS-5	17.03	26.79
OS-6	17.87	28.07
OS-7	18.76	29.46
OS-8	19.71	30.88
OS-9	20.69	32.41
OS-10	21.72	34.01
OS-11	22.81	35.67
OS-12	23.95	37.43

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2023, 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	\$14.26	\$22.47
OS-2	14.97	23.54
OS-3	15.72	24.70
OS-4	16.51	25.92
OS-5	17.33	27.19
OS-6	18.20	28.49
OS-7	19.11	29.90
OS-8	20.07	31.34
OS-9	21.07	32.89
OS-10	22.12	34.52
OS-11	23.23	36.20
OS-12	24.39	37.99

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

(1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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	\$14.11	\$21.49
LM-2	14.81	22.61
LM-3	15.56	23.71
LM-4	16.33	24.92
LM-5	17.15	26.15
LM-6	18.01	27.50
LM-7	18.91	28.89
LM-8	19.85	30.36
LM-9	20.84	31.87
LM-10	21.89	33.49
LM-11	22.99	35.21
LM-12	24.14	36.97

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2023, 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	\$14.32	\$21.81
LM-2	15.03	22.95
LM-3	15.79	24.07
LM-4	16.58	25.30
LM-5	17.41	26.55
LM-6	18.28	27.91
LM-7	19.19	29.32
LM-8	20.15	30.81
LM-9	21.16	32.35
LM-10	22.22	33.99
LM-11	23.33	35.74
LM-12	24.50	37.52

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 4 (2) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, FOR
 5 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "FW",
 6 THE HOURLY PAY SCHEDULE IS:
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8 **FLEXIBLE WORKER (FW) PAY SCHEDULE**
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GRADE						
FW-01	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
	\$19.46	\$20.86	\$21.56	\$22.35	\$23.12	\$23.91
FW-02	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
	\$26.31	\$27.61	\$29.02	\$30.48	\$31.98	\$36.92
FW-03	SKILL 11	SKILL 12				
	\$40.26	\$42.29				
FW-04	SKILL 13					
	\$44.42					

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 11 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2023, FOR
 12 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "FW",
 13 THE HOURLY PAY SCHEDULE IS:
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15 **FLEXIBLE WORKER (FW) PAY SCHEDULE**
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GRADE						
FW-01	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
	\$19.75	\$21.17	\$21.88	\$22.69	\$23.47	\$24.27
FW-02	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
	\$26.70	\$28.02	\$29.46	\$30.94	\$32.46	\$37.47

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FW-03	SKILL 11	SKILL 12				
	\$40.86	\$42.92				
FW-04	SKILL 13					
	\$45.09					

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(D) Detention Center employees.

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(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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

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STEP	GRADE	
	D-1	D-2
0	\$49,179	
1	49,179	
2	50,898	\$53,443
3	52,425	55,047
4	53,998	56,698
5	55,618	58,399
6	57,286	60,150
7	59,004	61,955
8	60,775	63,814
9	62,598	65,727
10	64,477	67,700
11	66,411	69,732
12	68,402	71,823
13	70,455	73,977
14	72,569	76,198
15	74,745	78,482
16	76,989	80,837
17	79,297	83,263
18	81,677	85,760
19	84,128	88,333
20	86,652	90,983
21	89,252	93,713
22	91,929	96,524

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

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DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

GRADE	
STEP	D-3
5	\$62,603
6	64,481
7	66,415
8	68,408
9	70,460
10	72,574
11	74,751
12	76,993
13	79,303
14	81,682
15	84,133
16	86,657
17	89,257
18	91,935
19	94,693
20	97,533
21	100,459
22	103,473
23	106,577
24	109,774

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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	\$64,327	\$118,570
D-6	70,613	130,270
D-7	78,277	141,525
D-8	90,744	162,757

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(4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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

STEP	GRADE	
	C-1	C-2
1	\$47,546	\$52,242
2	48,972	53,809
3	50,442	55,423
4	51,955	57,086
5	53,514	58,798
6	55,119	60,562
7	56,772	62,380
8	58,475	64,250
9	60,229	66,178
10	62,037	68,163
11	63,898	70,208
12	65,815	72,315
13	67,789	74,484
14	69,823	76,719
15	71,917	79,020
16	74,075	81,391
17	76,297	83,833
18	78,586	86,347
19	80,943	88,937
20	83,372	91,606
21	85,873	94,354
22	88,450	97,185
23	91,103	100,100

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(5) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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	\$60,237	\$116,193

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(E) **Communications Operator employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “CO-3” AND “CO-4”, THE ANNUAL PAY SCHEDULE IS:

COMMUNICATIONS OPERATOR EMPLOYEES (CO) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
CO-3	\$50,202	\$85,312
CO-4	56,797	101,415

(F) Deputy Sheriff employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “S-1”, “S-1A”, “S-2”, AND “S-3”, THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

STEP	GRADE			
	S-1	S-1A	S-2	S-3
1	\$51,829			
2	53,385	\$55,519		
3	54,986	57,184		
4	56,635	58,901		
5	58,335	60,669	\$70,480	\$74,003
6	60,084	62,488	72,594	76,224
7	61,887	64,362	74,772	78,510
8	63,744	66,293	77,014	80,864
9	65,656	68,282	79,326	83,292
10	67,626	70,331	81,704	85,790
11	69,654	72,441	84,155	88,363
12	71,743	74,614	86,680	91,014
13	73,897	76,852	89,281	93,745
14	76,114	79,158	91,959	96,557
15	78,396	81,532	94,719	99,454
16	80,749	83,978	97,559	102,438
17	83,172	86,498	100,486	105,510
18	85,666	89,093	103,500	108,675
19	88,236	91,765	106,605	111,936
20	90,883	94,518	109,804	115,295
21			113,099	118,753

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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	\$74,191	\$128,660

(G) Fire Department employees.

(1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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

STEP	GRADE					
	F-1	F-2	F-3	F-4	F-5	F-6
0-11 MONTHS	\$48,588	\$51,018	\$51,018	\$53,568		
1	50,289	52,803	52,803	55,443		
2	52,049	54,651	54,651	57,384		
3	53,871	56,564	56,564	59,392		
4	55,756	58,544	58,544	61,471		
5	57,708	60,593	60,593	63,623	\$68,394	
6	59,727	62,714	62,714	65,849	70,788	
7	61,818	64,909	64,909	68,154	73,266	\$78,761
8	63,981	67,180	67,180	70,539	75,830	81,517
9	66,221	69,532	69,532	73,008	78,484	84,370
10	68,538	71,965	71,965	75,564	81,231	87,323
11	70,937	74,484	74,484	78,208	84,074	90,379
12	73,420	77,091	77,091	80,946	87,017	93,543
13	75,990	79,789	79,789	83,779	90,062	96,817
14	78,649	82,582	82,582	86,711	93,214	100,205
15	81,402	85,472	85,472	89,746	96,477	103,713
16	84,251	88,464	88,464	92,887	99,853	107,342
17	87,200	91,560	91,560	96,138	103,348	111,099
18	90,252	94,765	94,765	99,503	106,966	114,988
19	93,411	98,081	98,081	102,985	110,709	119,013
20					114,584	123,178
21					118,595	127,489

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2023, 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

STEP	GRADE					
	F-1	F-2	F-3	F-4	F-5	F-6
0-11 MONTHS	\$49,317	\$51,783	\$51,783	\$54,372		
1	51,043	53,595	53,595	56,275		
2	52,830	55,471	55,471	58,245		
3	54,679	57,413	57,413	60,283		
4	56,592	59,422	59,422	62,393		
5	58,573	61,502	61,502	64,577	\$69,420	
6	60,623	63,654	63,654	66,837	71,850	
7	62,745	65,882	65,882	69,176	74,365	\$79,942
8	64,941	68,188	68,188	71,598	76,967	82,740
9	67,214	70,575	70,575	74,103	79,661	85,636
10	69,566	73,045	73,045	76,697	82,449	88,633
11	72,001	75,601	75,601	79,381	85,335	91,735
12	74,521	78,247	78,247	82,160	88,322	94,946
13	77,130	80,986	80,986	85,035	91,413	98,269
14	79,829	83,821	83,821	88,012	94,613	101,708
15	82,623	86,754	86,754	91,092	97,924	105,268
16	85,515	89,791	89,791	94,280	101,351	108,953
17	88,508	92,933	92,933	97,580	104,899	112,766
18	91,606	96,186	96,186	100,995	108,570	116,713
19	94,812	99,553	99,553	104,530	112,370	120,798
20					116,303	125,026
21					120,374	129,402

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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	\$86,604	\$142,516

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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	\$76,278	\$156,186
F-9	88,918	179,617

(H) Police Department employees.

(1) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “P-00”, “P-1B”, “P-2”, AND “P-3”, THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE			
	P-00	P-1B	P-2	P-3
1	\$57,779	\$60,668		
2	60,090	63,095		
3	62,494	65,618		
4	64,993	68,243		
5	67,593	70,973	\$78,070	\$85,877
6	70,297	73,812	81,193	89,312
7	73,109	76,764	84,441	92,885
8	75,668	79,451	87,396	96,136
9	78,316	82,232	90,455	99,500
10	81,057	85,110	93,621	102,983
11	83,894	88,089	96,897	106,587
12	86,830	91,172	100,289	110,318
13	89,869	94,363	103,799	114,179
14	93,015	97,665	107,432	118,175
15	96,270	101,084	111,192	122,311
16	99,640	104,622	115,084	126,592
17	103,127	108,283	119,112	131,023
18	105,190	110,449	121,494	133,643
19	107,293	112,658	123,924	136,316
20	109,439	114,911	126,402	139,043
21			128,930	141,823
22				144,660

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “P-00”, “P-1B”, “P-2”, AND “P-3”, THE ANNUAL PAY SCHEDULE IS:

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POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE			
	P-00	P-1B	P-2	P-3
1	\$58,646	\$61,578		
2	60,991	64,041		
3	63,431	66,603		
4	65,968	69,267		
5	68,607	72,037	\$79,241	\$87,165
6	71,351	74,919	82,411	90,652
7	74,205	77,916	85,707	94,278
8	76,803	80,643	88,707	97,578
9	79,491	83,465	91,812	100,993
10	82,273	86,386	95,025	104,528
11	85,152	89,410	98,351	108,186
12	88,133	92,539	101,793	111,973
13	91,217	95,778	105,356	115,892
14	94,410	99,130	109,043	119,948
15	97,714	102,600	112,860	124,146
16	101,134	106,191	116,810	128,491
17	104,674	109,908	120,898	132,988
18	106,767	112,106	123,316	135,648
19	108,903	114,348	125,783	138,361
20	111,081	116,635	128,298	141,128
21			130,864	143,951
22				146,830

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(2) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS "P-4", THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE
	P-4
9	\$109,450
10	113,281
11	117,246
12	121,350
13	125,597
14	129,993
15	134,542

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16	139,251
17	144,125
18	147,008
19	149,948
20	152,947
21	156,006
22	159,126
23	164,695
24	170,460
25	176,426

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS “P-4”, THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE
STEP	P-4
9	\$111,092
10	114,980
11	119,005
12	123,170
13	127,481
14	131,943
15	136,561
16	141,340
17	146,287
18	149,213
19	152,197
20	155,241
21	158,346
22	161,513
23	167,166
24	173,017
25	179,072

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(I) **Legislative Auditor employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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
LA-1	\$53,514	\$85,111
LA-2	66,830	113,480
LA-3	96,020	148,943
LA-4	115,223	191,498

(J) **Park Ranger employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2022, 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	\$48,642 <u>\$48,462</u>	\$76,581

6-1-207. Pay at hiring; advancement through steps – Represented employees.

(c) **Advancement to new rate of pay.** Except as provided in subsection (d), an employee must receive an overall satisfactory performance annual appraisal rating before advancing to a new rate of pay as follows:

(2) (I) for represented employees on the LM pay schedule who are hired at the minimum pay rate for the grade, a 9% increase in pay on the first full pay period after the successful completion of 12 months of employment;

(II) FOR REPRESENTED EMPLOYEES ON THE LM PAY SCHEDULE WHO ARE HIRED ABOVE MINIMUM PAY RATE FOR THE GRADE, AN INCREASE TO 9% ABOVE THE MINIMUM PAY RATE ON THE FIRST FULL PAY PERIOD AFTER THE SUCCESSFUL COMPLETION OF 12 MONTHS OF EMPLOYMENT.

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

(f) **Reclassification or grade reallocation.**

(4) Proficiency advancement of an employee to the classification of Police Officer First Class, Police Corporal, [[Fire Fighter/Cardiac Rescue Technician,]] Fire Fighter/Emergency Medical Technician-Paramedic, DEPUTY SHERIFF CORPORAL, or a classification on the FW pay schedule shall be in accordance with the applicable memorandum of agreement and Office of Personnel policies and procedures.

6-1-303. Disability leave.

(m) **Annual leave conversion into disability leave.** Annual leave accumulated by a non-represented employee or an employee in the classification of Deputy Sheriff I, Deputy

1 Sheriff Corporal, Deputy Sheriff II, Deputy Sheriff III, Park Ranger, [[Fire Battalion
2 Chief,]] Police Officer, Police Officer First Class, Police Corporal, Police Sergeant, or
3 Police Lieutenant, or in a classification on the OS, F, LM or FW pay schedule, which
4 exceeds the maximum carry over limit of 35 days per calendar year as provided by § 6-1-
5 302(d), will be converted to disability leave.

6
7 **6-1-307. Education assistance.**

8
9 (b) **Generally.**

10
11 (4) An employee who is not a member of an employee organization specified in
12 subsection (b)(2) is entitled to a reimbursement of 100% for a grade of “A”; 75% for a
13 grade of “B”; 65% for a grade of “satisfactory”; 50% for a grade of “C”, except that an
14 employee who is represented by Teamsters 355 on behalf of [[Deputy Sheriff I’s and]] Park
15 Rangers AND POLICE COMMUNICATIONS OPERATORS III AND IV, or by [[Anne Arundel
16 County Sheriff’s Sergeants Association,]] Fraternal Order of Police, ANNE ARUNDEL
17 COUNTY Lodge 106 – SHERIFFS OFFICE is entitled to 65% for a grade of “C”; and 0% for a
18 grade lower than a grade of “C”.

19
20 (d) Limitation on reimbursement. In each fiscal year, reimbursement for direct tuition
21 costs is limited to:

22
23 (1) \$800 for an employee who is a member of [[IAFF Local 1563,]] FODCOP,
24 IUPA 141, Teamsters Local 355 on behalf of the Correctional Program Specialists, or
25 AFSCME Local 582;

26
27 (2) \$1,200 for AN EMPLOYEE WHO IS A MEMBER OF AFSCME LOCAL 2563 OR IAFF
28 LOCAL 1563, OR any other represented employee who is a member of a certified employee
29 organization not identified in [[subsection]] SUBSECTIONS (d)(1) AND (D)(3); and

30
31 (3) \$2,000 for AN EMPLOYEE WHO IS A MEMBER OF FOP LODGE 70, OR an employee
32 who is not a member of an employee organization specified in [[subsection]] SUBSECTIONS
33 (d)(1) and (d)(2).

34
35 **TITLE 2. EXEMPT SERVICE**

36
37 **6-2-101. Exempt pay and benefit plan.**

38
39 (B) **Annual pay schedule.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY
40 1, 2022, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:

GRADE	MINIMUM	MAXIMUM
EL-01	\$29,982	\$52,687
EL-02	40,840	71,758
EL-03	59,965	105,367
EX-01	26,800	45,544

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EX-02	28,153	47,858
EX-03	29,590	50,275
EX-04	31,084	52,820
EX-05	32,657	55,494
EX-06	34,309	58,310
EX-07	36,050	61,262
EX-08	37,875	64,357
EX-09	39,783	67,624
EX-10	41,804	71,050
EX-11	43,923	74,640
EX-12	46,147	78,418
EX-13	48,478	82,385
EX-14	50,933	86,554
EX-15	53,514	90,939
EX-16	57,624	102,892
EX-17	62,055	110,800
EX-18	66,830	119,322
EE-01	39,783	67,624
EE-02	71,970	128,502
E-01	48,797	82,385
E-02	71,970	128,504
E-03	77,505	138,383
E-04	83,461	149,025
E-05	89,880	160,483
E-06	99,214	181,571
E-07	109,513	192,434
E-08	123,753	217,449
E-09	132,414	232,673
E-10	141,685	248,956

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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, 2022, 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	\$36,050	\$61,260

1

ES-2	39,783	67,625
ES-3	46,147	78,418
ES-4	57,624	102,892
ES-5	66,829	119,323
ES-6	77,505	138,383

2

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

6

7 SECTION 5. *And be it further enacted*, That the following employees shall receive a
8 4.5% increase in pay, not to exceed the maximum pay rate for the grade, effective the first
9 full pay period beginning on or after July 1, 2022, exclusive of any increase granted to any
10 such employee under § 6-1-205:

11

12 (1) classified employees on the NR, D-1 through D-2, D-5 through D-8, C-3, S-1
13 through S-4, F-7 through F-9, LA, and R pay schedules;

14

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

16

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

20

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

23

24 SECTION 6. *And be it further enacted*, That classified employees on the D-3 and C-1
25 through C-2 pay schedules shall receive a 4% increase in pay, not to exceed the maximum
26 pay rate for the grade, effective the first full pay period beginning on or after July 1, 2022,
27 exclusive of any increase granted to any such employee under § 6-1-205.

28

29 SECTION 7. *And be it further enacted*, That classified employees on the OS, LM, and
30 FW pay schedules shall receive a 3.5% increase in pay, not to exceed the maximum pay
31 rate for the grade, effective the first full pay period beginning on or after July 1, 2022,
32 exclusive of any increase granted to any such employee under § 6-1-205.

33

34 SECTION 8. *And be it further enacted*, That classified employees on the CO-3 and
35 CO-4 pay schedules shall receive a 3% increase in pay, not to exceed the maximum pay
36 rate for the grade, effective the first full pay period beginning on or after July 1, 2022,
37 exclusive of any increase granted to any such employee under § 6-1-205.

38

39 SECTION 9. *And be it further enacted*, That classified employees on the OS, LM, FW,
40 P-00 through P-4, and F1 through F6 pay schedules shall receive a 1.5% increase in pay,
41 not to exceed the maximum pay rate for the grade, effective the first full pay period

1 beginning on or after January 1, 2023, exclusive of any increase granted to any such
2 employee under § 6-1-205.

3
4 SECTION 10. *And be it further enacted*, That classified employees on the F-1 through
5 F-6, and P-00 through P-4 pay schedules shall receive variable increases in pay through
6 placement at the employee's current grade and step on the respective adjusted pay schedule
7 implemented July 1, 2022.

8
9 SECTION 11. *And be it further enacted*, That classified employees on the P-00 through
10 P-3 pay schedules shall receive a lump sum payment of \$1,500, effective the first full pay
11 period beginning on or after July 1, 2022:

12
13 SECTION 12. *And be it further enacted*, That classified employees on the S-1 through
14 S-3, and F-1 through F-6 pay schedules shall receive a lump sum payment of \$1,500,
15 effective the first full pay period beginning on or after January 1, 2023:

16
17 SECTION 13. *And be it further enacted*, That classified employees on the LM, FW,
18 OS, and D-1 through D-3 pay schedules shall receive a lump sum payment of \$1,000,
19 effective the first full pay period beginning on or after January 1, 2023:

20
21 SECTION 14. *And be it further enacted*, That classified employees on the C-1 through
22 C-2 pay schedules shall receive a lump sum payment of \$500, effective the first full pay
23 period beginning on or after January 1, 2023:

24
25 SECTION 15. *And be it further enacted*, That the following employees, whose overall
26 performance is rated satisfactory shall receive a 3% increase in pay, not to exceed the
27 maximum pay rate for the grade, effective the first full pay period beginning on or after the
28 employee's anniversary date:

29
30 (1) classified employees on the NR, OS, LM, D-5 through D-8, C-3, S-4, F-8
31 through F-9, LA, CO-3 through CO-4, and R pay schedules;

32
33 (2) exempt employees on the Exempt Pay and Benefit Plan in § 6-2-101;

34
35 (3) exempt employees who are appointed by and with the approval of the State's
36 Attorney or the judges of the Circuit Court for the County and are paid under the Court and
37 State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and

38
39 (4) exempt employees paid under the Soil Conservation District Employees' Pay
40 and Benefit Plan in § 6-2-105.

41
42 SECTION 16. *And be it further enacted*, That classified employees on the F-7 pay
43 schedule whose overall performance is rated satisfactory shall receive a 3.5% increase in
44 pay, not to exceed the maximum pay rate for the grade, effective the first full pay period
45 beginning on or after the employee's anniversary date.

1 SECTION 17. *And be it further enacted*, That classified employees on the C-1 through
2 C-2, D-1 through D-3, S-1 through S-3, F-1 through F-6, and P-00 through P-4 pay
3 schedules whose overall performance is rated satisfactory shall receive an increase in pay,
4 not to exceed the maximum pay rate for the grade, by advancing one step on the pay
5 schedule in effect the first full pay period beginning on or after the employee's anniversary
6 date.

7
8 SECTION 18. *And be it further enacted*, that classified employees on the LM, OS, D-
9 1 through D-3, R, and S-1 through S-3 pay scales who receive no increase in pay under §
10 6-1-207, because such an increase would exceed the maximum of the pay grade, shall
11 receive a lump sum payment of \$2,000, on the first full pay period beginning on or after
12 the employee's anniversary date.

13
14 SECTION 19. *And be it further enacted*, that classified employees on the C-1 through
15 C-2 pay scales who receive no increase in pay under § 6-1-207, because such an increase
16 would exceed the maximum of the pay grade, shall receive a lump sum payment of \$2,500,
17 on the first full pay period beginning on or after the employee's anniversary date.

18
19 SECTION 20. *And be it further enacted*, That classified employees in the classification
20 of Deputy Sheriff, Deputy Sheriff Corporal, Deputy Sheriff II, and Deputy Sheriff III shall
21 receive any salary increases, lump sum payments, pay adjustments, and/or allowances in
22 accordance with the pay provisions of the Memorandum of Agreement between Anne
23 Arundel County and the Fraternal Order of Police, Anne Arundel County Lodge #106, Inc.
24 (Sheriffs) for Fiscal Year 2023.

25
26 SECTION 21. *And be it further enacted*, That classified employees in the classification
27 of Detention Officer and Detention Corporal shall receive any salary increases, lump sum
28 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
29 Memorandum of Agreement between Anne Arundel County and the Fraternal Order of
30 Anne Arundel Detention Center Officers and Personnel, Inc. for Fiscal Year 2023.

31
32 SECTION 22. *And be it further enacted*, That classified employees in the classification
33 of Detention Sergeant shall receive any salary increases, lump sum payments, pay
34 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
35 of Agreement between Anne Arundel County and the Anne Arundel County Detention
36 Sergeants Association International Union of Police Associations, Local 141, AFL-CIO
37 for Fiscal Year 2023.

38
39 SECTION 23. *And be it further enacted*, That classified employees in the classification
40 of Fire Battalion Chief shall receive any salary increases, lump sum payments, pay
41 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
42 of Agreement between Anne Arundel County and the Teamsters Union Local 355 Battalion
43 Chiefs for Fiscal Year 2023.

44
45 SECTION 24. *And be it further enacted*, That classified employees in the classification
46 of Police Officer, Police Officer First Class, Police Corporal, Police Sergeant and Police

1 Lieutenant shall receive any salary increases, lump sum payments, pay adjustments, and/or
2 allowances in accordance with the pay provisions of the Memorandum of Agreement
3 between Anne Arundel County and the Fraternal Order of Police, Anne Arundel County
4 Lodge #70 for Fiscal Year 2023.

5
6 SECTION 25. *And be it further enacted*, That classified employees in the classification
7 of Fire Fighter II, Fire Fighter III, Fire Fighter/Emergency Medical Technician –
8 Intermediate, Fire Fighter/Emergency Medical Technician – Paramedic, Fire Lieutenant,
9 and Fire Captain shall receive any salary increases, lump sum payments, pay adjustments,
10 and/or allowances in accordance with the pay provisions of the Memorandum of
11 Agreement between Anne Arundel County and the Local 1563 Anne Arundel County
12 Professional Fire Fighters, International Association of Fire Fighters, AFL-CIO-CLC for
13 Fiscal Year 2023.

14
15 SECTION 26. *And be it further enacted*, That classified employees in the classification
16 of Park Ranger shall receive any salary increases, lump sum payments, pay adjustments,
17 and/or allowances in accordance with the pay provisions of the Memorandum of
18 Agreement between Anne Arundel County and the Teamsters Union Local 355 Park
19 Rangers for Fiscal Year 2023.

20
21 SECTION 27. *And be it further enacted*, That classified employees in the
22 classifications of Correctional Program Specialist I and Correctional Program Specialist II
23 shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances
24 in accordance with the pay provisions of the Memorandum of Agreement between Anne
25 Arundel County and the Teamsters Union Local 355 Correctional Program Specialists for
26 Fiscal Year 2023.

27
28 SECTION 28. *And be it further enacted*, That classified employees represented by
29 AFSCME Local 582 shall receive any salary increases, lump sum payments, pay
30 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
31 of Agreement between Anne Arundel County and Local 582 of the American Federation
32 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
33 Employees Council 67) for Fiscal Year 2023.

34
35 SECTION 29. *And be it further enacted*, That classified employees represented by
36 AFSCME Local 2563 shall receive any salary increases, lump sum payments, pay
37 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
38 of Agreement between Anne Arundel County and Local 2563 of the American Federation
39 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
40 Employees Council 67) for Fiscal Year 2023.

41
42 SECTION 30. *And be it further enacted*, That classified employees in the classification
43 of Police Communications Operator III and IV shall receive any salary increases, lump
44 sum payments, pay adjustments, and/or allowances in accordance with the pay provisions
45 of the Memorandum of Agreement between Anne Arundel County and the Teamsters
46 Union Local 355 Police Communications Operator for Fiscal Year 2023.

1 SECTION 31. *And be it further enacted*, That classified employees in the following
2 classifications on the first full pay period on or after July 1, 2022, shall receive an
3 adjustment to their base rate of pay, not to exceed the maximum pay rate for the grade, as
4 follows:

5
6 (1) certain employees in the classification of Fire Battalion Chief who have a rate
7 of pay that is less than 10% above the rate of pay of a Fire Captain hired by the County at
8 or about the same time as the Fire Battalion Chief shall receive an increase in pay to a rate
9 that is at least 10% above the rate of pay of the comparable Fire Captain; and

10
11 (2) certain employees in the classification of Police Communications Operator III
12 who have a rate of pay that is less than 5% above the rate of pay of a Police
13 Communications Operator II hired by the County at or about the same time as the Police
14 Communications Operator III shall receive an increase in pay to a rate that is at least 5%
15 above the rate of pay of the comparable Police Communications Operator II.


16
17 SECTION 32. *And be it further enacted*, That the provisions of this Ordinance shall
18 apply the first full pay period beginning on or after July 1, 2022.

19
20 SECTION 33. *And be it further enacted*, That this Ordinance shall take effect 45 days
21 from the date it becomes law.


AMENDMENTS ADOPTED: June 6, 2022

READ AND PASSED this 21st day of June, 2022

By Order:


Laura Corby
Administrative Officer

PRESENTED to the County Executive for his approval this 22nd day of June, 2022


Laura Corby
Administrative Officer

APPROVED AND ENACTED this 27th day of June, 2022


Stuart Pittman
County Executive

EFFECTIVE DATE: August 11, 2022

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF
BILL NO. 51-22 THE ORIGINAL OF WHICH IS RETAINED IN THE FILES
OF THE COUNTY COUNCIL.


Laura Corby
Administrative Officer