

FINAL

AMENDED
June 18, 2018

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2018, Legislative Day No. 23

Bill No. 56-18

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

By the County Council, May 21, 2018

Introduced and first read on May 21, 2018
Public Hearing set for and held on June 18, 2018
Public Hearing on AMENDED bill set for and held on July 2, 2018
Bill Expires August 24, 2018

By Order: JoAnne Gray, 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; amending
4 the provisions for advancement through steps for certain classified employees;
5 amending the pay on promotion provisions of certain classified employees; correcting
6 an employee classification; amending flight pay provisions for certain classified
7 employees; amending allowances for certain classified employees; adding stand-by pay
8 provisions for certain classified employees; amending the annual and disability leave
9 provisions for certain classified employees; adding new pay schedules for certain
10 exempt employees; providing for increases in pay for certain employees; providing for
11 the application of this Ordinance; and generally relating to personnel.
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13 BY repealing: §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d), (e), (f)(2) and (3), (g), (h), and (i);
14 6-2-101(b); and 6-2-105(d)
15 Anne Arundel County Code (2005, as amended)
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17 BY adding: §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d), (e), (f)(2) and (3), (g), (h), and (i); 6-
18 1-220; 6-2-101(b); and 6-2-105(d)
19 Anne Arundel County Code (2005, as amended)
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21 BY repealing and reenacting, with amendments: §§ 6-1-202(f)(1); 6-1-207(c); 6-1-208(c);
22 6-1-216; 6-1-217(d), (e), and (g); and 6-1-303(l)

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 stricken 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), (c)(1) and (2), (d), (e), (f)(2) and (3), (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, 2018, 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	\$24,772	\$42,097
NR-02	26,023	44,235
NR-03	27,351	46,470
NR-04	28,730	48,822
NR-05	30,185	51,293
NR-06	31,713	53,896
NR-07	33,322	56,625
NR-08	35,008	59,486
NR-09	36,772	62,506
NR-10	38,640	65,672
NR-11	40,599	68,990
NR-12	42,654	72,482
NR-13	44,808	76,149
NR-14	47,078	80,003
NR-15	49,464	84,056
NR-16	53,263	95,104
NR-17	57,358	102,414
NR-18	61,772	110,291
NR-19	66,523	118,777
NR-20	71,638	127,909
NR-21	77,144	137,745
NR-22	83,077	148,335
NR-23	87,232	159,457
NR-24	91,705	167,827

(B) Office Support, Administrative Aides, and Technical employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, 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	\$12.30	\$19.77
OS-2	12.90	20.71
OS-3	13.54	21.73
OS-4	14.18	22.81
OS-5	14.87	23.92
OS-6	15.58	25.07
OS-7	16.34	26.30
OS-8	17.14	27.57
OS-9	17.96	28.94
OS-10	18.85	30.37
OS-11	19.76	31.84
OS-12	20.74	33.42

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

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, 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	\$12.44	\$19.18
LM-2	13.06	20.19
LM-3	13.71	21.17
LM-4	14.42	22.25
LM-5	15.15	23.35
LM-6	15.91	24.55
LM-7	16.75	25.79
LM-8	17.57	27.10
LM-9	18.48	28.46
LM-10	19.39	29.91
LM-11	20.37	31.44
LM-12	21.40	33.01

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "FW" THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (FW) PAY SCHEDULE

GRADE	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
FW-01	\$17.37	\$18.61	\$19.25	\$19.95	\$20.64	\$21.35
	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
FW-02	\$23.49	\$24.66	\$25.91	\$27.21	\$28.55	\$32.96
	SKILL 11	SKILL 12				

FW-03	\$35.95	\$37.76				
	SKILL 13					
FW-04	\$39.66					

1 (D) **Detention Center employees.**

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(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, 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	\$41,795	
2	43,049	
3	44,341	\$46,558
4	45,671	47,954
5	47,041	49,393
6	48,452	50,875
7	49,906	52,401
8	51,403	53,973
9	52,945	55,592
10	54,533	57,260
11	56,169	58,978
12	57,854	60,747
13	59,591	62,569
14	61,378	64,448
15	63,219	66,380
16	65,116	68,371
17	67,069	70,424
18	69,081	72,535
19	71,154	74,711
20	73,288	76,953
21	75,487	79,261

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "D-3" THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

STEP	GRADE
	D-3
5	\$55,627
6	57,296
7	59,015
8	60,785
9	62,609
10	64,487
11	66,422
12	68,414
13	70,467
14	72,581
15	74,758
16	77,001
17	79,311

18	81,690
19	84,141
20	86,665
21	89,265
22	91,943
23	94,701

1 (3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR
 2 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D-5"
 3 THROUGH "D-8" THE ANNUAL PAY SCHEDULE IS:
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5 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
D-5	\$59,458	\$109,595
D-6	65,268	120,410
D-7	72,352	130,814
D-8	83,875	150,437

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 8 (4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR
 9 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "C-1"
 10 AND "C-2" THE ANNUAL PAY SCHEDULE IS:
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12 **CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
C-1	\$42,472	\$84,070
C-2	46,749	92,535

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 15 (5) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR
 16 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "C-3" THE
 17 ANNUAL PAY SCHEDULE IS:
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19 **CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES (C) PAY SCHEDULE**
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GRADE	MINIMUM	MAXIMUM
C-3	\$55,677	\$107,398

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 22 **(E) Deputy Sheriff employees.**
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24 (1)(I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR
 25 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "S-1" THE
 26 ANNUAL PAY SCHEDULE IS:
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28 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**
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GRADE	
STEP	S-1
1	\$45,834
2	47,209
3	48,625
4	50,084
5	51,586
6	53,134
7	54,728
8	56,370
9	58,061

10	59,803
11	61,597
12	63,445
13	65,348
14	67,308
15	69,328
16	71,407
17	73,550
18	75,756
19	78,029
20	80,370

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

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

	GRADE
STEP	S-1A
1	
2	\$49,097
3	50,570
4	52,087
5	53,650
6	55,259
7	56,917
8	58,624
9	60,383
10	62,195
11	64,061
12	65,982
13	67,962
14	70,001
15	72,101
16	74,264
17	76,492
18	78,786
19	81,150
20	83,584

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, 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	\$58,718
6	60,480
7	62,294
8	64,163
9	66,088
10	68,070
11	70,112
12	72,216

13	74,382
14	76,614
15	78,912
16	81,279
17	83,718
18	86,229
19	88,816
20	91,481
21	94,225

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S-3" AND "S-4" THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
S-3	\$62,464	\$102,891
S-4	68,575	118,922

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(F) Fire Department employees.

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(1)(I) Beginning the first full pay period on or after July 1, 2017 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 A

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	40,601	42,631	44,762	47,000	49,350	51,818
2	41,819	43,909	46,105	48,410	50,831	53,372
3	43,073	45,227	47,488	49,863	52,356	54,973
4	44,365	46,584	48,913	51,358	53,926	56,623
5	45,696	47,981	50,380	52,899	55,544	58,321
6	47,067	49,421	51,892	54,486	57,210	60,071
7	48,479	50,903	53,448	56,121	58,927	61,873
8	49,934	52,430	55,052	57,804	60,695	63,729
9	51,432	54,003	56,703	59,538	62,515	65,641
10	52,974	55,623	58,404	61,325	64,391	67,610
11	54,564	57,292	60,157	63,164	66,323	69,639
12	56,201	59,011	61,961	65,059	68,312	71,728
13	57,887	60,781	63,820	67,011	70,362	73,880
14	59,623	62,604	65,735	69,021	72,472	76,096
15	61,412	64,483	67,707	71,092	74,647	78,379
16	63,254	66,417	69,738	73,225	76,886	80,730
17	65,152	68,410	71,830	75,422	79,193	83,152
18	67,107	70,462	73,985	77,684	81,568	85,647
19	69,120	72,576	76,204	80,015	84,015	88,216

20	71,193	74,753	78,491	82,415	86,536	90,863
21	73,329	76,996	80,845	84,888	89,132	93,589
22	75,529	79,305	83,271	87,434	91,806	96,396
23	77,795	81,685	85,769	90,057	94,560	99,288
24	80,129	84,135	88,342	92,759	97,397	102,267
25	82,533	86,659	90,992	95,542	100,319	105,335
26					103,328	108,495
27					106,428	111,750

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(II) 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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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, 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	\$64,521	\$126,694

1 (3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR
2 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "F-8" AND
3 "F-9" THE ANNUAL PAY SCHEDULE IS:

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FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-8	\$70,504	\$144,364
F-9	82,188	166,022

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(G) Police Department employees.

10 (1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR
11 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P-00", OR
12 "P-1B" THE ANNUAL PAY SCHEDULE IS:

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POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE	
	P-00	P-1B
1	\$51,500	\$53,560
2	53,045	55,167
3	54,636	56,822
4	56,275	58,526
5	57,964	60,282
6	59,703	62,091
7	61,494	63,953
8	63,339	65,872
9	65,239	67,848
10	67,196	69,884
11	69,212	71,980
12	71,288	74,140
13	73,427	76,364
14	75,629	78,655
15	77,898	81,014
16	80,235	83,445
17	82,642	85,948
18	85,122	88,527
19	87,675	91,182
20	90,306	93,918
21	93,015	96,735
22	95,805	99,637
23	98,679	102,626

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR
EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P-2" THE
ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE
	P-2
5 (MINIMUM)	\$63,518
6	65,424
7	67,387
8	69,408

9	71,491
10	73,636
11	75,844
12	78,120
13	80,464
14	82,877
15	85,364
16	87,924
17	90,563
18	93,279
19	96,078
20	98,960
21	101,929
22	104,987
23	108,136
24	111,380

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P-3" THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	GRADE
STEP	P-3
5 (MINIMUM)	\$66,695
6	68,695
7	70,756
8	72,879
9	75,066
10	77,317
11	79,637
12	82,026
13	84,487
14	87,021
15	89,633
16	92,321
17	95,091
18	97,943
19	100,882
20	103,908
21	107,026
22	110,237
23	113,542
24	116,949
25	120,458
26	124,071

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(4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, 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	\$76,866		

9	79,111	\$82,966	\$89,032
10	81,424	85,393	91,703
11	83,805	87,894	94,454
12	86,259	90,470	97,288
13	88,786	93,124	100,206
14	91,389	95,857	103,212
15	94,070	98,672	106,308
16	96,831	101,571	109,498
17	99,674	104,558	112,783
18	102,605	107,632	116,166
19	105,622	110,802	119,651
20	108,730	114,065	123,240
21	111,931	117,425	126,938
22	115,227	120,887	130,746
23	118,623	124,454	134,668
24	122,122	128,126	138,709
25	125,724	131,909	142,870
26	129,435	135,806	147,155
27	133,258	139,820	151,570
28	137,195	143,954	156,118
29	141,250	148,211	160,802
30	145,427	152,596	165,626
31	149,789	157,174	170,594

(H) Legislative Auditor employees.

BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, 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	\$49,464	\$78,669
LA-2	61,772	104,890
LA-3	88,752	137,670
LA-4	106,502	177,004

(I) Park Ranger employees.

BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, 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	\$43,916	\$69,396

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:

1 (1) except as provided in subsection (c)(2)[and c(3)], for represented employees an
2 increase in pay not to exceed the maximum for the grade as set forth in the applicable
3 memorandum of agreement negotiated and executed in accordance with Title 4, between
4 the County and an exclusive representative; and

5
6 (2) for represented employees on the LM pay schedule who are hired at the
7 minimum pay rate for the grade, a 9% increase in pay on the first full pay period after the
8 successful completion of 12 months of employment[; and

9
10 (3) for employees represented by Teamsters Local 355 Deputy Sheriffs, there shall
11 be no advances in pay under this subsection in fiscal year 2018].

12
13 **6-1-208. Pay on promotion, demotion, reclassification, or grade reallocation –**
14 **Represented employees.**

15
16 (c) **Promotion.**

17
18 (1) Except as otherwise provided in this subsection, if an employee is promoted to
19 a position that is classified in a higher grade, the employee's new pay is the greater of:

20
21 (i) the minimum pay rate of the new grade; or

22
23 (ii) that pay rate for those employees within the new grade that is 5% above the
24 level at which the employee was paid in the former grade, but not exceeding the maximum
25 pay on the applicable pay schedule for the new grade.

26
27 (2) If the level at which the employee was paid in the former grade is more than the
28 maximum pay for the new grade:

29
30 (i) the employee's new pay shall remain the same as the employee's pay in the
31 former grade; and

32
33 (ii) the employee is not eligible for any form of pay increase until the maximum
34 pay for the new grade is increased so that it exceeds the employee's pay.

35
36 (3) An employee promoted to [P1A or] P-1B shall receive a 4% increase in pay.

37
38 **6-1-216. Flight pay.**

39
40 Represented employees whose pay grades are designated [P1, P1A] P00, P1B, or P2
41 shall be entitled to flight premium pay as provided by the applicable memorandum of
42 agreement, negotiated and executed between the County and an exclusive representative
43 in accordance with Title 4.

44
45 **6-1-217. Allowances.**

46
47 (d) **Allowances for Fire Division Chief and Fire Deputy Chief.** Uniformed officers
48 in the classifications of Fire Division Chief and Fire Deputy Chief are entitled to the
49 emergency medical technician-paramedic certification allowance afforded TO CERTAIN

1 employees who are members of IAFF Local 1563 AND TO EMPLOYEES IN THE
 2 CLASSIFICATION OF FIRE BATTALION CHIEF.

3
 4 **(e) Allowances for Police Communications Operator III and Police**
 5 **Communications Operator IV.** Employees in the classifications of Police
 6 Communications Operator III and Police Communications Operator IV are entitled to the
 7 same allowances provided to employees in the classification of Police Communications
 8 [Officer] OPERATOR II.

9
 10 **(g) Allowances for certain represented employees in the “LM” pay grade.**

11
 12 (1) Certain employees in the classified service whose pay grades are designated
 13 “LM” are entitled to an increase of 5% of their regular rate of pay for all hours worked
 14 while assigned to the Fire Shop of the Central Services Garage, as set forth in the applicable
 15 memorandum of agreement, negotiated and executed in accordance with title 4, between
 16 the County and AFSCME Local 582.

17
 18 (2) EMPLOYEES OF THE DETENTION CENTER WHO ARE IN THE CLASSIFICATIONS OF
 19 STOREKEEPER II, FACILITIES MAINTENANCE MECHANIC II OR FACILITIES MAINTENANCE
 20 MECHANIC III ARE ENTITLED TO 5% OF THEIR REGULAR RATE OF PAY FOR ALL HOURS
 21 WORKED, AS SET FORTH IN THE APPLICABLE MEMORANDUM OF AGREEMENT,
 22 NEGOTIATED AND EXECUTED IN ACCORDANCE WITH TITLE 4, BETWEEN THE COUNTY AND
 23 AFSCME LOCAL 582.

24
 25 **6-1-220. Stand-by pay.** EMPLOYEES WHO ARE IN THE CLASSIFICATION OF ROADS
 26 MAINTENANCE SUPERVISOR AND WHO ARE NOT REPRESENTED BY A CERTIFIED
 27 EMPLOYEE ORGANIZATION MAY BE PAID STAND-BY PAY AT THE RATE OF \$20 PER SHIFT
 28 UP TO 8 HOURS OF STAND-BY TIME AND \$2.50 PER HOUR OR \$1.25 PER HALF-HOUR OF
 29 STAND-BY TIME THEREAFTER.

30
 31 **6-1-303. Disability leave.**

32
 33 **(l) Annual leave conversion into disability leave.** Annual leave accumulated by a
 34 non- represented employee or an employee in the classification of Deputy Sheriff II, Park
 35 Ranger, Fire Battalion Chief, Police Sergeant, or Police Lieutenant, which exceeds the
 36 maximum carry over limit of 35 days per calendar year as provided by § 6-1-302(d)(2),
 37 will be converted to disability leave. ANNUAL LEAVE ACCUMULATED BY AN EMPLOYEE
 38 REPRESENTED BY AFSCME LOCAL 582, WHICH EXCEEDS THE MAXIMUM CARRY OVER
 39 LIMIT OF 30 DAYS PER CALENDAR YEAR AS PROVIDED BY § 6-1-302(D)(1), WILL BE
 40 CONVERTED TO DISABILITY LEAVE.

41
 42 **TITLE 2. EXEMPT SERVICE**

43
 44 **6-2-101. Exempt pay and benefit plan.**

45
 46 **(B) Annual pay schedule.**

47
 48 BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2018, THE ANNUAL PAY
 49 SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:

50

GRADE	MINIMUM	MAXIMUM
EL-01	\$27,713	\$48,699
EL-02	37,748	66,326

EL-03	55,426	97,392
EX-01	24,772	42,097
EX-02	26,023	44,235
EX-03	27,351	46,470
EX-04	28,730	48,822
EX-05	30,185	51,293
EX-06	31,713	53,896
EX-07	33,322	56,625
EX-08	35,008	59,486
EX-09	36,772	62,506
EX-10	38,640	65,672
EX-11	40,599	68,990
EX-12	42,654	72,482
EX-13	44,808	76,149
EX-14	47,078	80,003
EX-15	49,464	84,056
EX-16	53,263	95,104
EX-17	57,358	102,414
EX-18	61,772	110,291
EE-01	36,772	62,506
EE-02	66,523	118,775
E-01	45,163	76,149
E-02	66,523	118,777
E-03	71,638	127,909
E-04	77,144	137,745
E-05	83,077	148,335
E-06	91,705	167,827
E-07	101,224	177,869
E-08	114,386	200,990
E-09	122,391	215,063
E-10	130,961	230,112

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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, 2018, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE SOIL AND CONSERVATION DISTRICT EMPLOYEES’ PAY AND BENEFIT PLAN IS:

GRADE	MINIMUM	MAXIMUM
ES-1	\$33,322	\$56,624
ES-2	36,772	62,507
ES-3	42,654	72,482
ES-4	53,263	95,104
ES-5	61,771	110,292
ES-6	71,638	127,909

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

SECTION 4. *And be it further enacted,* That the following employees shall receive a 2% increase in pay, not to exceed the maximum pay rate for the grade, effective the first full pay period beginning on or after July 1, 2018:

1 (1) classified employees on the NR, OS, LM, D-5 through D-8, C, S-1, S-3 and S-
2 4, ~~F F-7 through F-9~~, P-2 through P-6, LA, and R pay schedules, such increase to be
3 exclusive of any increase granted to any such employee under § 6-1-205;

4
5 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101;

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

10
11 (4) exempt employees paid under the Soil Conservation District Employees' Pay
12 and Benefit Plan under § 6-2-105.

13
14 SECTION 5. *And be it further enacted*, That the following employees whose overall
15 performance is rated satisfactory shall receive a 2.5% increase in pay, not to exceed the
16 maximum pay rate for the grade, effective the first full pay period beginning on or after the
17 employee's anniversary date:

18
19 (1) classified employees on the NR, OS, LM, C-1 through C-3, ~~E~~ LA, and R pay
20 schedules;

21
22 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101,
23 except for those employees in the classifications of Police Major – Exempt, Police Deputy
24 Chief – Exempt, Police Chief, Fire Assistant Chief, Fire Chief of Staff, Fire Chief, and
25 Superintendent of Detention Facilities;

26
27 (3) exempt employees who are appointed by and with the approval of the State's
28 Attorney or the judges of the Circuit Court for the County and are paid under the Court and
29 State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and

30
31 (4) exempt employees paid under the Soil Conservation District Employees' Pay
32 and Benefit Plan under § 6-2-105.

33
34 SECTION 6. *And be it further enacted*, That the following classified employees whose
35 overall performance is rated satisfactory shall receive an increase in pay, not to exceed the
36 maximum pay rate for the grade, by advancing one step on the pay schedule in effect the
37 first full pay period beginning on or after the employee's anniversary date:

38
39 (1) employees on the D-1 and D-2 pay ~~schedule~~ schedules;

40
41 (2) employees on the P-00 through P-6 pay schedules; and

42
43 (3) employees on the S-1 and S-1A pay schedules.

44
45 SECTION 7. *And be it further enacted*, That classified employees on the F-1 through
46 F-6 pay schedules whose overall performance is rated satisfactory shall receive an increase
47 in pay, not to exceed the maximum pay rate for the grade, by moving from pay schedule A
48 to new pay schedule B and advancing one step.

1 SECTION 8. *And be it further enacted*, That the following employees whose overall
2 performance is rated satisfactory shall receive a 3% increase in pay, not to exceed the
3 maximum pay rate for the grade, effective the first full pay period beginning on or after the
4 employee's anniversary date:

5
6 (1) employees on the ~~D-4~~ D-5 through D-8 pay schedules;

7
8 (2) employees on the F-7 through F-9 pay schedules;

9
10 (3) employees on the S-3 and S-4 pay schedules; and

11
12 (4) employees in the classifications of Police Major – Exempt, Police Deputy Chief
13 – Exempt, Police Chief, Fire Assistant Chief, Fire Chief of Staff, Fire Chief, and
14 Superintendent of Detention Facilities.

15
16 SECTION 9. *And be it further enacted*, That classified employees in the classification
17 of Deputy Sheriff I shall receive any salary increases, lump sum payments, pay
18 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
19 of Agreement between Anne Arundel County and the Teamsters Local 355 Deputy Sheriffs
20 for Fiscal Year 2019.

21
22 SECTION 10. *And be it further enacted*, That classified employees in the classification
23 of Deputy Sheriff Sergeant shall receive any salary increases, lump sum payments, pay
24 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
25 of Agreement between Anne Arundel County and the Anne Arundel County Sheriff's
26 Association, Fraternal Order of Police, Lodge #106 for Fiscal Year 2019.

27
28 SECTION 11. *And be it further enacted*, That classified employees in the classification
29 of Detention Officer and Detention Corporal shall receive any salary increases, lump sum
30 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
31 Memorandum of Agreement between Anne Arundel County and the Fraternal Order of
32 Anne Arundel Detention Officers and Personnel, Inc. for Fiscal Year 2019.

33
34 SECTION 12. *And be it further enacted*, That classified employees in the classification
35 of Detention Sergeant shall receive any salary increases, lump sum payments, pay
36 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
37 of Agreement between Anne Arundel County and the Anne Arundel Detention Sergeants
38 Association International Union of Police Associations, Local 141 for Fiscal Year 2019.

39
40 SECTION 13. *And be it further enacted*, That classified employees in the classification
41 of Fire Battalion Chief shall receive any salary increases, lump sum payments, pay
42 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
43 of Agreement between Anne Arundel County and Teamsters Local 355 Battalion Chiefs
44 for Fiscal Year 2019.

45
46 SECTION 14. *And be it further enacted*, That classified employees in the classification
47 of Police Sergeant and Police Lieutenant shall receive any salary increases, lump sum
48 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the

1 Memorandum of Agreement between Anne Arundel County and the Police Supervisors
2 Association for Fiscal Year 2019.

3
4 SECTION 15. *And be it further enacted*, That classified employees represented by the
5 International Association of Fire Fighters Local 1563 shall receive any salary increases,
6 lump sum payments, pay adjustments, and/or allowances in accordance with the pay
7 provisions of the Memorandum of Agreement between Anne Arundel County and
8 International Association of Fire Fighters Local 1563 for Fiscal Year 2019.

9
10 SECTION 16. *And be it further enacted*, That classified employees represented by the
11 Fraternal Order of Police, Lodge #70 shall receive any salary increases, lump sum
12 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
13 Memorandum of Agreement between Anne Arundel County and the Fraternal Order of
14 Police, Lodge #70 for Fiscal Year 2019.

15
16 SECTION 17. *And be it further enacted*, That classified employees in the classification
17 of Park Ranger shall receive any salary increases, lump sum payments, pay adjustments,
18 and/or allowances in accordance with the pay provisions of the Memorandum of
19 Agreement between Anne Arundel County and the Teamsters Local 355 Park Rangers for
20 Fiscal Year 2019.

21
22 SECTION 18. *And be it further enacted*, That classified employees in the classification
23 of Correctional Program Specialist shall receive any salary increases, lump sum payments,
24 pay adjustments, and/or allowances in accordance with the pay provisions of the
25 Memorandum of Agreement between Anne Arundel County and the Teamsters Local 355
26 Correctional Program Specialists for Fiscal Year 2019.

27
28 SECTION 19. *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 AFSCME Local 582 for Fiscal Year
32 2019.

33
34 SECTION 20. *And be it further enacted*, That classified employees represented by
35 AFSCME Local 2563 shall receive any salary increases, lump sum payments, pay
36 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
37 of Agreement between Anne Arundel County and AFSCME Local 2563 for Fiscal Year
38 2019.

39
40 SECTION 21. *And be it further enacted*, That classified employees on the FW pay scale
41 shall receive a 4% increase in pay, not to exceed the maximum pay rate for the grade,
42 effective the first full pay period beginning on or after July 1, 2018.

43
44 SECTION 22. *And be it further enacted*, That the provisions of this Ordinance shall
45 apply the first full pay period beginning on or after July 1, 2018.

46
47 SECTION 23. *And be it further enacted*, That this Ordinance shall take effect 45 days
48 from the date it becomes law.

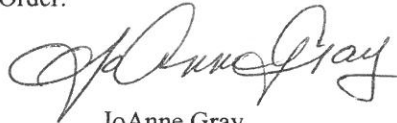
Bill No. 56-18

Page No. 18

AMENDMENTS ADOPTED: June 18, 2018

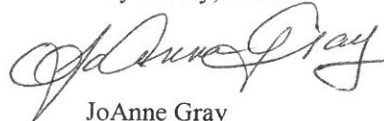
READ AND PASSED this 2nd day of July, 2018

By Order:



JoAnne Gray
Administrative Officer

PRESENTED to the County Executive for his approval this 3rd day of July, 2018



JoAnne Gray
Administrative Officer

APPROVED AND ENACTED this 9th day of July, 2018

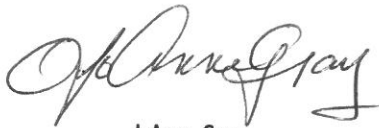


Steven R. Schuh
County Executive

EFFECTIVE DATE:

AUG 23 2018

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF BILL NO.
56-18. THE ORIGINAL OF WHICH IS RETAINED IN THE FILES
OF THE COUNTY COUNCIL.



JoAnne Gray
Administrative Officer