

FINAL

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2017, Legislative Day No. 19

Bill No. 58-17

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

By the County Council, May 15, 2017

---

Introduced and first read on May 15, 2017  
Public Hearing set for and held on June 19, 2017  
Bill Expires August 18, 2017

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; amending  
4 the provisions for advancement through steps for certain classified employees; amending  
5 the variable pay provision to include certain classified employees; amending allowances  
6 for certain classified employees; amending the annual and disability leave provisions for  
7 certain classified employees; adding new pay schedules for certain exempt employees;  
8 providing for increases in pay for certain employees; providing for the application of this  
9 Ordinance; and generally relating to personnel.

10  
11 BY repealing: §§ 6-1-202(a), (b)(1), (c)(1) and (c)(2), (d), (e), (f), (g)(1) and (g)(4), (h), and  
12 (i); 6-2-101(b); and 6-2-105(d)  
13 Anne Arundel County Code (2005, as amended)

14  
15 BY adding: §§ 6-1-202(a), (b)(1), (c)(1) and (c)(2), (d), (e), (f), (g)(1) and (g)(4), (h), and (i);  
16 6-2-101(b); and 6-2-105(d)  
17 Anne Arundel County Code (2005, as amended)

18  
19 BY repealing and reenacting, with amendments: §§ 6-1-202(g)(2) and (g)(3); 6-1-205(a); 6-  
20 1-207(c); 6-1-217; 6-1-302(d); and 6-1-303(1)  
21 Anne Arundel County Code (2005, as amended)

22  
23 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*  
24 That §§ 6-1-202(a), (b)(1), (c)(1) and (c)(2), (d), (e), (f), (g)(1) and (g)(4), (h), and (i); 6-2-

---

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

1 101(b); and 6-2-105(d) of the Anne Arundel County Code (2005, as amended) be and are  
2 hereby repealed.

3  
4 SECTION 2. *And be it further enacted,* That Section(s) of the Anne Arundel County  
5 Code (2005, as amended) read as follows:

6  
7 **ARTICLE 6. PERSONNEL**

8  
9 **TITLE 1. CLASSIFIED SERVICE**

10  
11 **6-1-202. Pay schedules.**

12  
13 **(A) Non-represented employees.**

14  
15 BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 THE ANNUAL PAY  
16 SCHEDULE FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE  
17 DESIGNATED "NR" IS:

18  
19 **NON-REPRESENTED EMPLOYEES (NR) PAY SCHEDULE**

20

GRADE	MINIMUM	MAXIMUM
NR-01	\$24,286	\$40,478
NR-02	25,513	42,534
NR-03	26,815	44,683
NR-04	28,167	46,944
NR-05	29,593	49,320
NR-06	31,091	51,823
NR-07	32,669	54,447
NR-08	34,322	57,198
NR-09	36,051	60,102
NR-10	37,882	63,146
NR-11	39,803	66,337
NR-12	41,818	69,694
NR-13	43,929	73,220
NR-14	46,155	76,926
NR-15	48,494	80,823
NR-16	52,219	91,446
NR-17	56,233	98,475
NR-18	60,561	106,049
NR-19	65,219	114,209
NR-20	70,233	122,989
NR-21	75,631	132,447
NR-22	81,448	142,630
NR-23	85,522	153,324
NR-24	89,907	161,372

21  
22 **(B) Office Support, Administrative Aides, and Technical employees.**

23  
24 (1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 FOR  
25 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS" THE  
26 HOURLY PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
OS-1	\$12.06	\$19.01
OS-2	12.65	19.91
OS-3	13.27	20.89
OS-4	13.90	21.93
OS-5	14.58	23.00
OS-6	15.27	24.11
OS-7	16.02	25.29
OS-8	16.80	26.51
OS-9	17.61	27.83
OS-10	18.48	29.20
OS-11	19.37	30.62
OS-12	20.33	32.13

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

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$12.20	\$18.44
LM-2	12.80	19.41
LM-3	13.44	20.36
LM-4	14.14	21.39
LM-5	14.85	22.45
LM-6	15.60	23.61
LM-7	16.42	24.80
LM-8	17.23	26.06
LM-9	18.12	27.37
LM-10	19.01	28.76
LM-11	19.97	30.23
LM-12	20.98	31.74

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$16.70	\$17.89	\$18.51	\$19.18	\$19.85	\$20.53
FW-02	<b>BASE</b>	<b>SKILL 6</b>	<b>SKILL 7</b>	<b>SKILL 8</b>	<b>SKILL 9</b>	<b>SKILL 10</b>
	\$22.59	\$23.71	\$24.91	\$26.16	\$27.45	\$31.69
FW-03	<b>SKILL 11</b>	<b>SKILL 12</b>				
	\$34.57	\$36.31				
FW-04	<b>SKILL 13</b>					
	\$38.13					

1 (D) Detention Center employees.

2  
3  
4  
5  
6  
7  
8

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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

9  
10  
11  
12  
13  
14  
15

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	MINIMUM	MAXIMUM
D-3	\$49,036	\$93,000

16  
17  
18  
19  
20  
21  
22

(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$58,292	\$105,380
D-6	63,988	115,779
D-7	70,933	125,783
D-8	82,230	144,651

23  
24  
25  
26

(4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$41,639	\$82,422
C-2	45,832	90,721

(5) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$54,585	\$103,267

**(E) Deputy Sheriff employees.**

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "S-1" THE ANNUAL PAY SCHEDULE IS:

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

STEP	GRADE
	<b>S-1</b>
1	\$44,935
2	46,283
3	47,672
4	49,102
5	50,575
6	52,092
7	53,655
8	55,264
9	56,922
10	58,630
11	60,389
12	62,201
13	64,067
14	65,989
15	67,968
16	70,007
17	72,107

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	MINIMUM	MAXIMUM
S-2	\$49,071	\$87,666

(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$61,239	\$98,934
S-4	67,230	114,348

**(F) Fire Department employees.**

(1) 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**

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

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$63,256	\$123,004

(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$69,122	\$138,812
F-9	80,576	159,637

**(G) Police Department employees.**

(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 "P1", "P1A", OR "P1B" THE ANNUAL PAY SCHEDULE IS:

**POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

STEP	GRADE		
	P1	P1A	P1B
1	\$45,936	\$47,773	\$49,684
2	47,313	49,206	51,175
3	48,733	50,682	52,710
4	50,195	52,203	54,291
5	51,701	53,768	55,920
6	53,252	55,382	57,597
7	54,849	57,044	59,325
8	56,494	58,755	61,105
9	58,190	60,517	62,938
10	59,935	62,333	64,826
11	61,733	64,203	66,771
12	63,586	66,129	68,774
13	65,493	68,112	70,837
14	67,458	70,157	72,962
15	69,482	72,260	75,151
16	71,566	74,429	77,405
17	73,713	76,661	79,728
18	75,925	78,962	82,120
19	78,202	81,330	84,583
20	80,549	83,770	87,121
21	82,964	86,283	89,734
22	85,453	88,872	92,426
23	88,017	91,538	95,200

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER DECEMBER 14, 2017 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P1", "P1A", OR "P1B" THE ANNUAL PAY SCHEDULE IS:

1  
2

**POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

STEP	GRADE		
	P1	P1A	P1B
1	\$46,855	\$48,728	\$50,678
2	48,259	50,190	52,199
3	49,708	51,696	53,764
4	51,199	53,247	55,377
5	52,735	54,843	57,038
6	54,317	56,490	58,749
7	55,946	58,185	60,512
8	57,624	59,930	62,327
9	59,354	61,727	64,197
10	61,134	63,580	66,123
11	62,968	65,487	68,106
12	64,858	67,452	70,149
13	66,803	69,474	72,254
14	68,807	71,560	74,421
15	70,872	73,705	76,654
16	72,997	75,918	78,953
17	75,187	78,194	81,323
18	77,444	80,541	83,762
19	79,766	82,957	86,275
20	82,160	85,445	88,863
21	84,623	88,009	91,529
22	87,162	90,649	94,275
23	89,777	93,369	97,104

3  
4  
5  
6  
7  
8  
9

(2) (i) Beginning the first full pay period on or after [July 1, 2016] JULY 1, 2017 for employees in the classified service whose pay grade is designated "P2" the annual pay schedule is:

**POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

Step	Grade
	P2
5	\$61,808
6	63,604
7	65,455
8	67,360
9	69,323
10	71,345
11	73,427
12	75,572
13	77,782
14	80,057
15	82,401
16	84,815
17	87,302
18	89,863



19	92,501
20	95,218
21	98,017
22	100,899
23	103,868
24	106,926

1  
2  
3  
4  
5  
6  
7

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER DECEMBER 14, 2017 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P2" THE ANNUAL PAY SCHEDULE IS:

**POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

	<b>GRADE</b>
<b>STEP</b>	<b>P2</b>
5 (MINIMUM)	\$62,273
6	64,141
7	66,066
8	68,047
9	70,089
10	72,192
11	74,357
12	76,588
13	78,886
14	81,252
15	83,690
16	86,200
17	88,787
18	91,450
19	94,194
20	97,020
21	99,930
22	102,928
23	106,016
24	109,196

8  
9  
10  
11  
12  
13  
14

(3) (I) Beginning the first full pay period on or after [July 1, 2016] JULY 1, 2017 for employees in the classified service whose pay grade is designated "P3" the annual pay schedule is:

**POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

	<b>Grade</b>
<b>Step</b>	<b>P3</b>
5	\$64,802
6	66,688
7	68,631
8	70,632
9	72,693
10	74,816

11	77,002
12	79,255
13	81,574
14	83,964
15	86,425
16	88,960
17	91,570
18	94,260
19	97,030
20	99,883
21	102,821
22	105,848
23	108,965
24	112,176
25	115,484
26	118,890

1  
2  
3  
4  
5  
6  
7

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER DECEMBER 14, 2017 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P3" THE ANNUAL PAY SCHEDULE IS:

**POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

STEP	GRADE
5 (MINIMUM)	P3 \$65,387
6	67,348
7	69,369
8	71,450
9	73,594
10	75,801
11	78,075
12	80,418
13	82,830
14	85,315
15	87,875
16	90,511
17	93,226
18	96,023
19	98,904
20	101,871
21	104,927
22	108,075
23	111,316
24	114,656
25	118,096
26	121,638

8  
9  
10  
11

(4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P4" THROUGH "P6" THE ANNUAL PAY SCHEDULE IS:

1  
2

**POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

STEP	GRADE		
	P4	P5	P6
8	\$75,359		
9	77,560	\$81,339	\$87,286
10	79,827	83,719	89,905
11	82,162	86,171	92,602
12	84,568	88,696	95,380
13	87,045	91,298	98,241
14	89,597	93,977	101,188
15	92,225	96,737	104,224
16	94,932	99,579	107,351
17	97,720	102,508	110,572
18	100,593	105,522	113,888
19	103,551	108,629	117,305
20	106,598	111,828	120,824
21	109,736	115,123	124,449
22	112,968	118,517	128,182
23	116,297	122,014	132,027
24	119,727	125,614	135,989
25	123,259	129,323	140,069
26	126,897	133,143	144,270
27	130,645	137,078	148,598
28	134,505	141,131	153,057
29	138,480	145,305	157,649
30	142,575	149,604	162,378
31	146,852	154,092	167,249

3  
4  
5  
6  
7  
8  
9  
10  
11

**(H) Legislative Auditor employees.**

BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$48,494	\$75,643
LA-2	60,561	100,856
LA-3	87,012	132,375
LA-4	104,414	170,196

12  
13  
14  
15  
16  
17  
18  
19  
20

**(I) Park Ranger employees.**

BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 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	\$43,055	\$68,035

1 **6-1-205. Variable pay.**

2  
3 (a) **Applicability.** This section applies to all employees in the classified service who are  
4 not represented by a certified employee organization, including employees who are at or  
5 above the maximum pay for their grade[.], AND TO ALL CLASSIFIED EMPLOYEES  
6 REPRESENTED BY AFSCME LOCAL 582 AND AFSCME LOCAL 2563.

7  
8 **6-1-207. Pay at hiring; advancement through steps – Represented employees.**

9  
10 (c) **Advancement to new rate of pay.** Except as provided in subsection (d), an  
11 employee must receive an overall satisfactory performance annual appraisal rating before  
12 advancing to a new rate of pay as follows:

13  
14 (1) except as provided in subsection (c)(2) AND C(3), for represented employees an  
15 increase in pay not to exceed the maximum for the grade as set forth in the applicable  
16 memorandum of agreement negotiated and executed in accordance with Title 4, between the  
17 County and an exclusive representative; and

18  
19 (2) or represented employees on the LM pay schedule who are hired at the minimum  
20 pay rate for the grade, a 9% increase in pay on the first full pay period after the successful  
21 completion of 12 months of employment[.]; AND

22  
23 (3) FOR EMPLOYEES REPRESENTED BY TEAMSTERS LOCAL 355 DEPUTY SHERIFFS,  
24 THERE SHALL BE NO ADVANCES IN PAY UNDER THIS SUBSECTION IN FISCAL YEAR 2018.

25  
26 **6-1-217. Allowances.**

27  
28 (a) **Memorandum of agreement applicability.** A represented employee shall receive  
29 allowances in accordance with an applicable memorandum of agreement, negotiated and  
30 executed in accordance with Title 4, between the County and an exclusive representative.

31  
32 (B) **Allowances for non-represented Police Lieutenant.** A NON-REPRESENTED POLICE  
33 LIEUTENANT SHALL BE ENTITLED TO RECEIVE THE SAME ALLOWANCES AS REPRESENTED  
34 POLICE LIEUTENANTS.

35  
36 (C) **Allowances for Police Captain and Police Major.** UNIFORMED OFFICERS IN THE  
37 CLASSIFICATIONS OF POLICE CAPTAIN AND POLICE MAJOR ARE ENTITLED TO THE SAME  
38 ALLOWANCES AFFORDED UNIFORMED OFFICERS IN THE CLASSIFICATION OF POLICE  
39 SERGEANT UNDER THIS SECTION.

40  
41 [(b)](D) **Allowances for Fire Division Chief and Fire Deputy Chief.** Uniformed  
42 officers in the classifications of Fire Division Chief and Fire Deputy Chief are entitled to the  
43 emergency medical technician-paramedic certification allowance afforded employees who  
44 are members of IAFF Local 1563.

45  
46 [(c)](E) **Allowances for Police Communications Operator III and Police**  
47 **Communications Operator IV.** Employees in the classifications of Police Communications  
48 Operator III and Police Communications Operator IV are entitled to THE same allowances  
49 provided to employees in the classification of Police Communications Officer II.

1 [(d)](F) **Allowances for Animal Control Supervisor.** Employees in the classification of  
 2 Animal Control Supervisor are entitled to the same allowances provided to employees in the  
 3 classification of Animal Control Officer.  
 4

5 [(e)](G) **Allowances for certain represented employees in the “LM” pay grade.**  
 6 Certain employees in the classified service whose pay grades are designated “LM” are  
 7 entitled to an increase of 5% of their regular rate of pay for all hours worked while assigned  
 8 to the Fire Shop of the Central Services Garage, as set forth in the applicable memorandum  
 9 of agreement, negotiated and executed in accordance with Title 4, between the County and  
 10 AFSCME Local 582.  
 11

12 **6-1-302. Annual leave.**

13  
 14 (d) **Accumulation of annual leave.** An employee may accumulate annual leave in  
 15 accordance with the following schedule:  
 16

17 (1) except as provided in subsection (d)(2), an employee may not carry over more  
 18 than 30 days of annual leave into a pay period calendar year; and  
 19

20 (2) non-represented employees[, represented employees in the classification of  
 21 Deputy Sheriff I and Deputy Sheriff II,] and represented employees in classifications on the  
 22 S, F, P, or R pay schedule may not carry over more than 35 days of annual leave into a pay  
 23 period calendar year.  
 24

25 **6-1-303. Disability leave.**

26  
 27 (l) **Annual leave conversion into disability leave.** Annual leave accumulated by a non-  
 28 represented employee or an employee in the classification of Deputy Sheriff II, Park Ranger,  
 29 Fire Battalion Chief, POLICE SERGEANT, or Police Lieutenant, which exceeds the maximum  
 30 carry over limit of 35 days per calendar year as provided by § 6-1-302(d)(2), will be  
 31 converted to disability leave.  
 32

33 **TITLE 2. EXEMPT SERVICE**

34  
 35 **6-2-101. Exempt pay and benefit plan.**

36  
 37 (B) **Annual pay schedule.**

38  
 39 BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2017 THE ANNUAL PAY  
 40 SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:  
 41

GRADE	MINIMUM	MAXIMUM
EL-01	\$27,170	\$46,826
EL-02	37,008	63,775
EL-03	54,339	93,646
EX-01	24,286	40,478
EX-02	25,513	42,534
EX-03	26,815	44,683

EX-04	28,167	46,944
EX-05	29,593	49,320
EX-06	31,091	51,823
EX-07	32,669	54,447
EX-08	34,322	57,198
EX-09	36,051	60,102
EX-10	37,882	63,146
EX-11	39,803	66,337
EX-12	41,818	69,694
EX-13	43,929	73,220
EX-14	46,155	76,926
EX-15	48,494	80,823
EX-16	52,219	91,446
EX-17	56,233	98,475
EX-18	60,561	106,049
EE-01	36,051	60,102
EE-02	65,219	114,207
E-01	44,277	73,220
E-02	65,219	114,209
E-03	70,233	122,989
E-04	75,631	132,447
E-05	81,448	142,630
E-06	89,907	161,372
E-07	99,239	171,028
E-08	112,143	193,260
E-09	119,991	206,791
E-10	128,393	221,262

1  
2  
3  
4  
5  
6  
7

**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, 2017 THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE SOIL AND CONSERVATION DISTRICT EMPLOYEES' PAY AND BENEFIT PLAN IS:

GRADE	MINIMUM	MAXIMUM
ES-1	\$32,669	\$54,446
ES-2	36,051	60,103
ES-3	41,818	69,694
ES-4	52,219	91,446
ES-5	60,560	106,050
ES-6	70,233	122,989

8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18

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, 2017:

(1) classified employees on the NR, OS, LM, C, R, LA, D-5 through D-8, F-8 through F-9, and S-3 through S-4 pay schedules, such increase to be exclusive of any

1 increase granted to any such employee under § 6-1-205;

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

4  
5 (3) exempt employees who are appointed by and with the approval of the State's  
6 Attorney or the judges of the Circuit Court for the County and are paid under the Court and  
7 State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and

8  
9 (4) exempt employees paid under the Soil Conservation District Employees' Pay and  
10 Benefit Plan under § 6-2-105.

11  
12 SECTION 5. *And be it further enacted*, That classified employees in the classification of  
13 Detention Officer, Detention Corporal, Police Captain, and Police Major shall receive a 3%  
14 increase in pay, not to exceed the maximum pay rate for the grade, effective the first full pay  
15 period beginning on or after July 1, 2017.

16  
17 SECTION 6. *And be it further enacted*, That the following employees whose overall  
18 performance is rated satisfactory shall receive a 4% increase in pay, not to exceed the  
19 maximum pay rate for the grade, effective the first full pay period beginning on or after the  
20 employee's anniversary date:

21  
22 (1) classified employees on the NR, LA, C-3, D-5 through D-8, F-8 through F-9, and  
23 S-3 through S-4 pay schedules;

24  
25 (2) exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-101;

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 and  
32 Benefit Plan under § 6-2-105.

33  
34 SECTION 7. *And be it further enacted*, That classified employees on the OS, LM, C-1  
35 through C-2, and R pay schedules, whose overall performance is rated satisfactory shall  
36 receive a 2% increase in pay, not to exceed the maximum pay rate for the grade, effective the  
37 first full pay period beginning on or after the employee's anniversary date.

38  
39 SECTION 8. *And be it further enacted*, That the following classified employees whose  
40 overall performance is rated satisfactory shall receive an increase in pay, not to exceed the  
41 maximum pay rate for the grade, by advancing one step on the pay schedule in effect the first  
42 full pay period beginning on or after the employee's anniversary date:

43  
44 (1) employees on the P1, P1A, and P1B pay schedules; and

45  
46 (2) employees on the P2 through P6 pay schedules.

47  
48 SECTION 9. *And be it further enacted*, That classified employees in the classification of

1 Deputy Sheriff I shall receive salary increases and/or lump sum payments in accordance with  
2 the pay provisions of the Memorandum of Agreement between Anne Arundel County and the  
3 Teamsters Local 355 Deputy Sheriffs for Fiscal Year 2018.

4  
5 SECTION 10. *And be it further enacted*, That classified employees in the classification  
6 of Deputy Sheriff Sergeant shall receive salary increases in accordance with the pay  
7 provisions of the Memorandum of Agreement between Anne Arundel County and the Anne  
8 Arundel County Sheriff's Association, Fraternal Order of Police, Lodge #106 for Fiscal Year  
9 2018.

10  
11 SECTION 11. *And be it further enacted*, That classified employees in the classification  
12 of Detention Officer and Detention Corporal shall receive salary increases in accordance with  
13 the pay provisions of the Memorandum of Agreement between Anne Arundel County and the  
14 Fraternal Order of Anne Arundel Detention Officers and Personnel, Inc. for Fiscal Year  
15 2018.

16  
17 SECTION 12. *And be it further enacted*, That classified employees in the classification  
18 of Detention Sergeant shall receive salary increases in accordance with the pay provisions of  
19 the Memorandum of Agreement between Anne Arundel County and the Anne Arundel  
20 Detention Sergeants Association International Union of Police Associations, Local 141 for  
21 Fiscal Year 2018.

22  
23 SECTION 13. *And be it further enacted*, That classified employees in the classification  
24 of Fire Battalion Chief shall receive salary increases in accordance with the pay provisions of  
25 the Memorandum of Agreement between Anne Arundel County and Teamsters Local 355  
26 Battalion Chiefs for Fiscal Year 2018.

27  
28 SECTION 14. *And be it further enacted*, That classified employees in the classification  
29 of Police Sergeant and Police Lieutenant shall receive salary increases and/or lump sum  
30 payments in accordance with the pay provisions of the Memorandum of Agreement between  
31 Anne Arundel County and the Police Supervisors Association for Fiscal Year 2018.

32  
33 SECTION 15. *And be it further enacted*, That classified employees represented by the  
34 International Association of Fire Fighters Local 1563 shall receive salary increases in  
35 accordance with the pay provisions of the Memorandum of Agreement between Anne  
36 Arundel County and International Association of Fire Fighters Local 1563 for Fiscal Year  
37 2018.

38  
39 SECTION 16. *And be it further enacted*, That classified employees represented by the  
40 Fraternal Order of Police, Lodge #70 shall receive salary increases in accordance with the  
41 pay provisions of the Memorandum of Agreement between Anne Arundel County and the  
42 Fraternal Order of Police, Lodge #70 for Fiscal Year 2018.

43  
44 SECTION 17. *And be it further enacted*, That classified employees in the classification  
45 of Detention Lieutenant will be eligible to receive cash overtime pay in accordance with  
46 Anne Arundel County Code § 6-1-211(a)(1).

47  
48 SECTION 18. *And be it further enacted*, That classified employees in the classification



1 of Park Ranger who receive no increase in pay under § 6-1-207, because such an increase  
2 would exceed the maximum of the pay grade, shall receive a lump sum payment of \$1,350,  
3 on the first full pay period beginning on or after the employee's anniversary date.  
4

5 SECTION 19. *And be it further enacted*, That classified employees in the classification  
6 of Deputy Sheriff Lieutenant and Deputy Sheriff Captain shall receive the same allowances  
7 for which employees in the classification of Deputy Sheriff I are eligible as set forth in the  
8 Memorandum of Agreement between Anne Arundel County and the Teamsters Local 355  
9 Deputy Sheriffs for Fiscal Year 2018.  
10

11 SECTION 20. *And be it further enacted*, That classified employees on the FW-01  
12 through FW-02 pay scales shall receive a 3% increase in pay, not to exceed the maximum  
13 pay rate for the grade, effective the first full pay period beginning on or after July 1, 2017.  
14

15 SECTION 21. *And be it further enacted*, That classified employees on the FW-03  
16 through FW-04 pay scales shall receive a 8% increase in pay, not to exceed the maximum  
17 pay rate for the grade, effective the first full pay period beginning on or after July 1, 2017.  
18

19 SECTION 22. *And be it further enacted*, That classified employees in the following  
20 classifications on the first full pay period on or after July 1, 2017 shall receive an adjustment  
21 to their base rate of pay, not to exceed the maximum pay rate for the grade, as follows:  
22

23 (1) employees in the classification of Detention Lieutenant shall receive a pay  
24 increase to the pay rate which is 5% above the pay rate of a Detention Sergeant hired with the  
25 County on or about the same time period;  
26

27 (2) employees in the classification of Assistant Correctional Facility Administrator  
28 shall receive a pay increase to the pay rate which is 5% above the pay rate of a Detention  
29 Captain hired on or about the same time period; and  
30

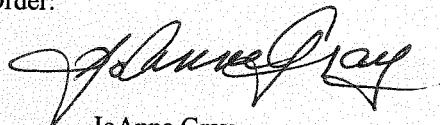
31 (3) employees in the classification of Deputy Sheriff III shall receive a pay increase  
32 to the pay rate which is 5% above the pay rate of a Deputy Sheriff II hired with the County on  
33 or about the same time period.  
34

35 SECTION 23. *And be it further enacted*, That the provisions of this Ordinance shall  
36 apply the first full pay period beginning on or after July 1, 2017.  
37

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

READ AND PASSED this 19<sup>th</sup> day of June, 2017

By Order:



JoAnne Gray  
Administrative Officer

PRESENTED to the County Executive for his approval this 20<sup>th</sup> day of June, 2017



JoAnne Gray  
Administrative Officer

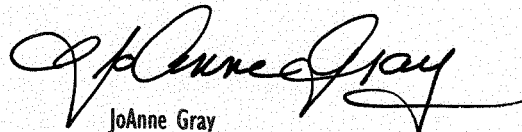
APPROVED AND ENACTED this 23<sup>rd</sup> day of June, 2017



Steven R. Schuh  
County Executive

EFFECTIVE DATE: August 7, 2017

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF BILL NO.  
58-17. THE ORIGINAL OF WHICH IS RETAINED IN THE FILES  
OF THE COUNTY COUNCIL.



JoAnne Gray  
Administrative Officer