

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2009, Legislative Day No. 10

Bill No. 33-09

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

By the County Council, May 4, 2009

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Introduced and first read on May 4, 2009  
Public Hearing set for June 1, 2009  
Bill Expires August 7, 2009

By Order: Judy C. Holmes, Administrative Officer

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A BILL ENTITLED

1 AN ORDINANCE concerning: Personnel – Classified Service

2  
3 FOR the purpose of altering the classification and pay plan; amending minimum  
4 qualifications and pay grades for certain classifications in the classified service; deleting  
5 certain classifications in the classified service; amending the pay schedules for certain  
6 represented employees; amending provisions related to pay advancements for certain  
7 represented employees; providing for flight premium pay for certain employees;  
8 increasing the maximum amount of burial costs paid to certain beneficiaries of certain  
9 employees killed in the line of duty; providing for the retroactive adjustment of pay for  
10 certain employees in the classification of Police Officer First Class and Police Corporal;  
11 providing for the applicability of this Ordinance; and generally relating to the classified  
12 service.

13  
14 BY repealing and reenacting, with amendments: §§ 6-1-201(d)(2), (5), (8) and (10); 6-1-202  
15 (e)(1)(ii); 6-1-207(c)(2); and 6-1-310(c)  
16 Anne Arundel County Code (2005, as amended)

17  
18 BY repealing: §§ 6-1-202(b)(1)(i) through (v), and (vii) through (ix), (b)(3), (c)(1)(i) through  
19 (v), and (vii) through (ix), (c)(2)(i), (ii), and (iv) through (vi), (d)(1)(i) through (iii), (v),  
20 and (vi), (d)(2)(i) through (iii), (v), and (vi), (d)(4)(i) through (iii), (v), and (vi), (e)(1)(i)  
21 and (iii), (e)(2)(i) and (iii), (f)(1)(i) and (iii), (g)(1)(i) through (iii), (g)(2)(i); and 6-1-  
22 207(c)(3) through (7)  
23 Anne Arundel County Code (2005, as amended)

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EXPLANATION: CAPITALS indicate new matter added to existing law.  
[Brackets] indicate matter stricken from existing law.  
Asterisks\*\*\*indicate existing Code provisions in a chart that remain unchanged.

1 BY renumbering: §§ 6-1-202 (b)(1)(vi), (x), and (xi), (b)(4) through (6), (c)(1)(vi), (x), and  
 2 (xi), (c)(2)(iii), (vii) and (viii), (d)(1)(iv), (vii), and (viii), (d)(2)(iv), (vii), and (viii),  
 3 (d)(4)(iv) and (vii), (e)(2)(ii), (f)(1)(ii), (g)(1)(iv), and (g)(2)(ii); and 6-1-216  
 4 through 6-1-218 to be §§ 6-1-202 (b)(1)(i), (iii), and (iv), (b)(3) through (5), (c)(1)(i),  
 5 (iii), and (iv), (c)(2)(i), (iii) and (iv), (d)(1)(i) through (iii), (d)(2)(i), (iii), and (iv),  
 6 (d)(4)(i) and (ii), (e)(2)(i), (f)(1)(i), (g)(1)(i), and (g)(2)(i); and 6-1-217 through 6-1-219  
 7 Anne Arundel County Code (2005, as amended)

8  
 9 BY adding: §§ 6-1-202 (b)(1)(ii), (c)(1)(ii), (c)(2)(ii), (d)(2)(ii), (e)(2)(ii), (f)(1)(ii),  
 10 (g)(1)(ii), and (g)(2)(ii); 6-1-207(c)(3); and 6-1-216  
 11 Anne Arundel County Code (2005, as amended)

12  
 13 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*  
 14 That §§ 6-1-202(b)(1)(i) through (v), and (vii) through (ix), (b)(3), (c)(1)(i) through (v), and  
 15 (vii) through (ix), (c)(2)(i), (ii), and (iv) through (vi), (d)(1)(i) through (iii), (v) and (vi),  
 16 (d)(2)(i) through (iii), (v), and (vi), (d)(4)(i) through (iii), (v), and (vi), (e)(1)(i) and (iii),  
 17 (e)(2)(i) and (iii), (f)(1)(i) and (iii), (g)(1)(i) through (iii), (g)(2)(i), and 6-1-207(c)(3)  
 18 through (7), are hereby repealed.

19  
 20 SECTION 2. *And be it further enacted,* That §§ 6-1-202 (b)(1)(vi), (x), and (xi), (b)(4)  
 21 through (6), (c)(1)(vi), (x), and (xi), (c)(2)(iii), (vii), and (viii), (d)(1)(iv), (vii), and (viii),  
 22 (d)(2)(iv), (vii), and (viii), (d)(4)(iv) and (vii), (e)(2)(ii), (f)(1)(ii), (g)(1)(iv), and (g)(2)(ii);  
 23 and 6-1-216 through 6-1-218 of the Anne Arundel County Code (2005, as amended) are  
 24 hereby renumbered to be §§ 6-1-202(b)(1)(i), (iii), and (iv), (b)(3) through (5), (c)(1)(i), (iii),  
 25 and (iv), (c)(2)(i), (iii), and (iv), (d)(1)(i) through (iii), (d)(2)(i), (iii), and (iv), (d)(4)(i) and  
 26 (ii), (e)(2)(i), (f)(1)(i), (g)(1)(i), and (g)(2)(i); and 6-1-217 through 6-1-219, respectively.

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

30  
 31 **ARTICLE 6 PERSONNEL**

32  
 33 **TITLE 1. CLASSIFIED SERVICE**

34  
 35 **6-1-201. Titles; pay grades; work weeks; minimum qualifications.**

36  
 37 (d) **Title, pay grades, work week, and minimum qualifications.** The title, minimum  
 38 standards, pay grade, and the work week designation that an employee is required to follow  
 39 for each class within the classified service are as follows:

40  
 41 (2) Administrative, Managerial, Professional, and Legal (AD).

42

Title	Grade and Work Week	Minimum Qualifications
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1

[Deputy Director, Communicable Diseases and Environmental Health	NR20C	A bachelor's degree from an accredited four-year college or university with major course work in biological, environmental, or physical science; extensive experience in professional public health environmental control work; considerable experience in the direct supervision of sanitarians or environmental health professionals; and a valid non-commercial Class C motor vehicle operator's license
Deputy Director, Mental Health and Addictions	NR20C	Graduation from an accredited four-year college or university with major course work in health, human services, or the behavioral sciences; and extensive experience in clinical or administrative service in mental health or substance abuse programs, of which four years must have been managing, directing, and supervising mental health or substance abuse programs]
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(5) Health and Human Services (HE).

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<b>Title</b>	<b>Grade and Work Week</b>	<b>Minimum Qualifications</b>
***		
DEPUTY DIRECTOR, PUBLIC HEALTH PROGRAMS	NR20C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN BUSINESS ADMINISTRATION, HEALTH, HUMAN SERVICES, OR A RELATED DEGREE; AND THOROUGH ADMINISTRATIVE EXPERIENCE IN A RELATED FIELD INCLUDING EXPERIENCE IN SUPERVISING A HEALTH PROGRAM

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[Director, Communicable Diseases and Environmental Health	NR21C	A bachelor's degree from an accredited four-year college or university with major course work in biological, environmental, or physical sciences; extensive experience in professional environmental science; thorough experience in the direction of an environmental control project or the supervision of environmental health professionals; and a valid non-commercial Class C motor vehicle operator's license
Director, Mental Health and Addictions	NR21C	Graduation from an accredited four-year college or university with major course work in health, human services, or the behavioral sciences; and extensive experience in clinical or administrative service in mental health or substance abuse programs, of which five years must have been managing, directing, and supervising mental health or substance abuse programs]
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(8) Public Safety and Criminal Justice (PS).

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<b>Title</b>	<b>Grade and Work Week</b>	<b>Minimum Qualifications</b>
***		
Polygraph Examiner	[NR13B] NR15B	Graduation from an accredited four-year college or university with major course work in psychology, sociology, or criminal justice; considerable experience in the administration of criminal case examinations; graduation from an American Polygraph Association-accredited school; [and] full membership in the American Polygraph Association; AND A VALID NON-COMMERCIAL CLASS C MOTOR VEHICLE OPERATOR'S LICENSE
***		

5

6

(10) Engineering, Information Technology, and Science (SC).

1

Title	Grade and Work Week	Minimum Qualifications
***		
Communications Services Manager	[NR16C] NR17C	Graduation from an accredited four-year college or university with a degree in electrical engineering or a related field; [and] considerable experience in fiber optics and telecommunications systems and operations, including some experience in contract management; AND A VALID NON-COMMERCIAL CLASS C MOTOR VEHICLE OPERATOR'S LICENSE
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**6-1-202. Pay schedules.**

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**(b) Office Support, Administrative Aides, and Technical employees.**

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(1) The hourly pay schedules for employees in the classified service whose pay grades are designated "OS" are as follows:

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2010 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 PAY SCHEDULE**

GRADE	MINIMUM	MAXIMUM
OS-1	\$10.83	\$16.08
OS-2	11.35	16.84
OS-3	11.90	17.66
OS-4	12.47	18.54
OS-5	13.08	19.45
OS-6	13.70	20.38
OS-7	14.38	21.38
OS-8	15.07	22.42
OS-9	15.80	23.53
OS-10	16.58	24.68
OS-11	17.38	25.89
OS-12	18.24	27.16

18

19

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

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21

(1) The hourly pay schedules for employees in the classified service whose pay grades are designated "LM" are as follows:

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23

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND UNTIL

1 THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2010 THE HOURLY PAY  
 2 SCHEDULE IS:

3  
 4 **LABOR, MAINTENANCE, TRADES, AND**  
 5 **INSPECTION EMPLOYEES (LM) PAY SCHEDULE**  
 6

GRADE	MINIMUM	MAXIMUM
LM-1	\$10.94	\$15.60
LM-2	11.49	16.40
LM-3	12.07	17.22
LM-4	12.69	18.09
LM-5	13.33	18.99
LM-6	13.99	19.96
LM-7	14.73	20.97
LM-8	15.46	22.03
LM-9	16.25	23.14
LM-10	17.06	24.32
LM-11	17.92	25.56
LM-12	18.83	26.85

7  
 8 (2) The hourly pay schedules for employees in the classified service whose pay  
 9 grades are designated "FW" are as follows:

10  
 11 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND UNTIL  
 12 THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2010 THE HOURLY PAY  
 13 SCHEDULE IS:

14 **FLEXIBLE WORKER (WT) PAY SCHEDULE**

<b>GRADE</b>	<b>BASE</b>	<b>SKILL 1</b>	<b>SKILL 2</b>	<b>SKILL 3</b>	<b>SKILL 4</b>	<b>SKILL 5</b>
FW1	\$14.54	\$15.58	\$16.13	\$16.70	\$17.29	\$17.88
<b>FW2</b>	<b>BASE</b>	<b>SKILL 6</b>	<b>SKILL 7</b>	<b>SKILL 8</b>	<b>SKILL 9</b>	<b>SKILL 10</b>
	\$19.67	\$20.65	\$21.70	\$22.79	\$23.91	\$27.61
<b>FW3</b>	<b>SKILL 11</b>	<b>SKILL 12</b>				
	\$28.67	\$30.12				
<b>FW4</b>	<b>SKILL 13</b>					
	\$31.62					

17  
 18 (d) **Detention Center employees.**

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 20 (2) The annual pay schedules for employees in the classified service whose pay  
 21 grades are designated "D3" are as follows:

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 23 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND UNTIL  
 24 THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2010 THE ANNUAL PAY  
 25 SCHEDULE IS:

26  
 27 **DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE**

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GRADE	MINIMUM	MAXIMUM
D3	\$43,631	\$81,661

**(e) Deputy Sheriff employees.**

(1) [The annual pay schedules for employees in the classified service whose pay grades are designated “S1” are as follows:

(ii) beginning] BEGINNING the first full pay period on or after July 1, 2008 and until the first full pay period beginning on or after July 1, 2009 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “S1” the annual pay schedule is:

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

Grade	Minimum	Maximum
S1	\$39,140	\$59,031

(2) The annual pay schedules for employees in the classified service whose pay grades are designated "S2" are as follows:

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S2" THE ANNUAL PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
S2	\$47,895	\$75,332

**(f) Fire Department employees.**

(1) The annual pay schedules for employees in the classified service whose pay grades are designated "F1" through “F6” are as follows:

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “F1” THROUGH “F6” THE ANNUAL PAY SCHEDULE IS:

**FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE**

GRADE	MINIMUM	MAXIMUM
F1	\$36,073	\$74,765
F2	37,876	78,504
F3	39,770	82,429
F4	42,769	86,627
F5	48,398	95,640
F6	51,211	100,421

**(g) Police Department employees.**

1 (1) The annual pay schedules for employees in the classified service whose pay grades  
2 are designated "P1", "P1A", or "P1B" are as follows:

3  
4 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 FOR  
5 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P1",  
6 "P1A", OR "P1B" THE ANNUAL PAY SCHEDULE IS:

7  
8 **POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

9

GRADE	MINIMUM	MAXIMUM
P1	\$41,620	\$79,373
P1A	43,285	82,547
P1B	45,017	85,848

10  
11 (2) The annual pay schedules for employees in the classified service whose pay grade is  
12 designated "P2" are as follows:

13  
14 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 FOR  
15 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P2" THE  
16 ANNUAL PAY SCHEDULE IS:

17  
18 **POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE**

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GRADE	MINIMUM	MAXIMUM
P2	\$57,006	\$95,584

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21 **6-1-207. Pay at hiring; increases in the rate of pay – Represented employees.**

22  
23 (c) **Advancement to new rate of pay.** Except as provided in subsection (d), an employee  
24 must receive an overall satisfactory performance annual appraisal rating before advancing to  
25 a new rate of pay as follows:

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

30  
31 (3) FOR EMPLOYEES IN PAY GRADES P1, P1A, P1B, P2, F1 THROUGH F6, D3, AND S2 A 3%  
32 INCREASE IN PAY BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009.

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34 **6-1-216. Flight Pay.**

35  
36 REPRESENTED EMPLOYEES WHOSE PAY GRADES ARE DESIGNATED P1, P1A, P1B, OR P2  
37 SHALL BE ENTITLED TO FLIGHT PREMIUM PAY AS PROVIDED BY THE APPLICABLE  
38 MEMORANDUM OF AGREEMENT, NEGOTIATED AND EXECUTED BETWEEN THE COUNTY AND  
39 AN EXCLUSIVE REPRESENTATIVE IN ACCORDANCE WITH TITLE 4.

40  
41 **6-1-310. Group life insurance and burial expenses.**

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43 (c) **Employees killed in the line of duty.** If an employee is killed in the line of duty, the  
44 County shall pay an amount equal to the employee's annual pay to the beneficiary named on  
45 the employee's life insurance and the costs of burial up to a maximum of \$10,000, EXCEPT  
46 THAT FOR AN EMPLOYEE ON THE F OR P PAY SCHEDULE, THE COUNTY SHALL PAY THE

1 COSTS OF BURIAL UP TO A MAXIMUM OF \$15,000.  
2

3 SECTION 4. *And be it further enacted*, That the pay schedules bearing an effective date  
4 of July 1, 2009 in this Ordinance shall apply retroactively to the first full pay period  
5 beginning on or after July 1, 2009.  
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7 SECTION 5. *And be it further enacted*, That an employee receiving a rate of pay greater  
8 than the maximum salary of the employee's grade enacted by this Ordinance shall continue  
9 to receive the higher rate of pay. However, such an employee will only be eligible for a pay  
10 increase when the maximum salary of the employee's grade exceeds the employee's rate of  
11 pay. An employee may only receive an increase in pay up to the maximum salary of the pay  
12 schedule for the employee's grade.

13 SECTION 6. *And be it further enacted*, That the repeal, amendment, or addition of any  
14 classifications under this Ordinance shall take effect at the beginning of the first full bi-  
15 weekly pay period on or after the effective date provided in Section 8 of this Ordinance. The  
16 repeal of any classifications under this Ordinance shall only occur when such classifications  
17 are reclassified to existing classifications or to new classifications created by this Ordinance,  
18 it being the intent of the County Council that no position in the classified service shall be  
19 abolished as a result of this Ordinance, but that all positions in classifications repealed by  
20 this Ordinance shall be reclassified to existing classifications or to new classifications  
21 created by the Ordinance.  
22

23 SECTION 7. *And be it further enacted*, That the classified Police Officer First Class and  
24 Police Corporal employees identified in the April 14, 2009 Letter of Agreement, executed by  
25 Anne Arundel County and The Fraternal Order of Police, Lodge #70 as a side letter to the  
26 Memorandum of Agreement in effect July 1, 2007 through June 30, 2009, shall receive  
27 retroactive pay as specified in the of April 14, 2009 Letter of Agreement.  
28

29 SECTION 8. *And be it further enacted*, That this Ordinance shall take effect 45 days  
30 from the date it becomes law.