

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2007, Legislative Day No. 13

Bill No. 41-07

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

By the County Council, May 7, 2007

Introduced and first read on May 7, 2007
Public Hearing set for June 4, 2007
Bill Expires August 10, 2007

By Order: Judy C. Holmes, Administrative Officer

A BILL ENTITLED

- 1 AN ORDINANCE concerning: Personnel – Classified Service; Exempt Service
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3 FOR the purpose of altering the classification and pay plan; amending minimum
4 qualifications and pay grades for certain classifications in the classified and exempt
5 service; providing and altering the pay schedules and base salaries for certain
6 employees; amending provisions related to pay at hiring, advancement, promotion,
7 demotion, or reclassification of certain employees; providing for the applicability of
8 this Ordinance; altering certain provisions for educational assistance; and generally
9 relating to the classified service and the exempt service.
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11 BY repealing §§ 6-1-202; 6-1-208(c)(3) and (d); 6-2-101(b); and 6-2-105(d)
12 Anne Arundel County Code (2005, as amended)
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14 BY renumbering § 6-1-208(e) through (h) to be § 6-1-208(d) through (g)
15 Anne Arundel County Code (2005, as amended)
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17 BY repealing and reenacting, with amendments §§ 6-1-201(d)(8); 6-1-207(c)(1) through
18 (3) and (d); 6-1-307(b); and 6-2-101(a)
19 Anne Arundel County Code (2005, as amended)
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21 BY adding: §§ 6-1-202, 6-1-208(f)(4); 6-2-101(b), and 6-2-105(d)
22 Anne Arundel County Code (2005, as amended)

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

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 3 Anne Arundel County Code (2005, as amended) are hereby repealed.

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 5 SECTION 2. *And be it further enacted,* That § 6-1-208(e) through (h) of the Anne
 6 Arundel County Code (2005, as amended) is hereby renumbered to be § 6-1-208(d)
 7 through (g), respectively.

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

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 12 ARTICLE 6 PERSONNEL
 13 TITLE 1. CLASSIFIED SERVICE
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15 **6-1-201. Titles; pay grades; work weeks; minimum qualifications.**

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

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 21 (8) Public Safety and Criminal Justice (PS).
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|-------------------------------------|--------------|---|
| Criminal Justice Program Supervisor | [NR17C] C3C | [Bachelor's] A BACHELOR'S degree from an accredited four-year college or university with major course work in criminal justice, corrections, or the social sciences; thorough experience working in criminal justice programs, preferably in corrections; a minimum age of 18 at the time of appointment; and a valid non-commercial Class C motor vehicle operator's license |
| Fire Communications Operator | [NR13D]LM10D | Graduation from high school; [some] experience in [communications center operations, computer operation, and emergency telephone answering service; and a valid non-commercial Class C motor vehicle operator's license] AN EMERGENCY SERVICES ENVIRONMENT OR PROGRESSIVELY RESPONSIBLE MULTI-FACETED CLERICAL WORK; AND SKILL IN DATA ENTRY KEYBOARD FUNCTIONS |
| Police Officer First Class | P1AB | Graduation from high school; successful completion of two CONTINUOUS years of |

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|-----------------|-----|--|
| | | experience as an Anne Arundel County Police Officer; and a valid non-commercial Class C motor vehicle operator's license |
| Police Sergeant | P2C | Graduation from high school; SUCCESSFUL COMPLETION OF [four] TWO CONTINUOUS years of experience [with the] AS AN Anne Arundel County Police [Department as a police officer] OFFICER; TWO CONTINUOUS YEARS AS AN ANNE ARUNDEL COUNTY POLICE OFFICER FIRST CLASS; ATTAINMENT OF THE RANK OF POLICE CORPORAL IN THE ANNE ARUNDEL COUNTY POLICE DEPARTMENT; and a valid non-commercial Class C motor vehicle operator's license |

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6-1-202. Pay schedules.

(A) **Non-represented employees.** THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "NR" ARE AS FOLLOWS:

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE ANNUAL PAY SCHEDULE IS:

NON-REPRESENTED EMPLOYEES (NR) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| NR1 | \$20,725 | \$31,789 |
| NR2 | 21,773 | 33,403 |
| NR3 | 22,884 | 35,092 |
| NR4 | 24,036 | 36,868 |
| NR5 | 25,255 | 38,734 |
| NR6 | 26,532 | 40,697 |
| NR7 | 27,878 | 42,759 |
| NR8 | 29,288 | 44,922 |
| NR9 | 30,767 | 47,199 |
| NR10 | 32,329 | 49,593 |
| NR11 | 33,971 | 52,098 |
| NR12 | 35,687 | 54,733 |
| NR13 | 37,492 | 57,504 |
| NR14 | 39,389 | 60,414 |
| NR15 | 41,386 | 63,473 |
| NR16 | 44,566 | 71,816 |
| NR17 | 47,990 | 77,339 |
| NR18 | 51,684 | 83,287 |
| NR19 | 55,659 | 89,694 |
| NR20 | 59,937 | 96,591 |
| NR21 | 64,547 | 104,017 |
| NR22 | 69,509 | 112,014 |
| NR23 | 72,985 | 120,413 |
| NR24 | 76,727 | 126,734 |

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008 THE ANNUAL PAY SCHEDULE IS:

NON-REPRESENTED EMPLOYEES (NR) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| NR1 | \$20,933 | \$32,107 |
| NR2 | 21,992 | 33,738 |
| NR3 | 23,113 | 35,443 |
| NR4 | 24,278 | 37,236 |
| NR5 | 25,507 | 39,121 |
| NR6 | 26,799 | 41,105 |
| NR7 | 28,157 | 43,187 |
| NR8 | 29,582 | 45,371 |
| NR9 | 31,075 | 47,672 |
| NR10 | 32,652 | 50,088 |
| NR11 | 34,310 | 52,618 |
| NR12 | 36,044 | 55,280 |
| NR13 | 37,866 | 58,078 |
| NR14 | 39,782 | 61,017 |
| NR15 | 41,800 | 64,108 |
| NR16 | 45,011 | 72,534 |
| NR17 | 48,470 | 78,112 |
| NR18 | 52,200 | 84,119 |
| NR19 | 56,216 | 90,590 |
| NR20 | 60,536 | 97,556 |
| NR21 | 65,191 | 105,057 |
| NR22 | 70,204 | 113,135 |
| NR23 | 73,715 | 121,618 |
| NR24 | 77,495 | 128,001 |

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

(1) THE HOURLY PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS" ARE AS FOLLOWS:

(I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS" THE HOURLY PAY SCHEDULE IS:

OFFICE SUPPORT, ADMINISTRATIVE AIDES,
AND TECHNICAL EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| OS-1 | \$10.83 | \$14.71 |
| OS-2 | 11.35 | 15.41 |
| OS-3 | 11.90 | 16.16 |
| OS-4 | 12.47 | 16.95 |
| OS-5 | 13.08 | 17.78 |
| OS-6 | 13.70 | 18.64 |
| OS-7 | 14.38 | 19.55 |
| OS-8 | 15.07 | 20.50 |
| OS-9 | 15.80 | 21.51 |
| OS-10 | 16.58 | 22.57 |
| OS-11 | 17.38 | 23.68 |
| OS-12 | 18.24 | 24.84 |

1 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008
 2 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER APRIL 1, 2008 FOR
 3 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS"
 4 THE HOURLY PAY SCHEDULE IS:

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 6 OFFICE SUPPORT, ADMINISTRATIVE AIDES,
 7 AND TECHNICAL EMPLOYEES PAY SCHEDULE
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| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| OS-1 | \$10.83 | \$14.86 |
| OS-2 | 11.35 | 15.56 |
| OS-3 | 11.90 | 16.32 |
| OS-4 | 12.47 | 17.12 |
| OS-5 | 13.08 | 17.96 |
| OS-6 | 13.70 | 18.83 |
| OS-7 | 14.38 | 19.75 |
| OS-8 | 15.07 | 20.71 |
| OS-9 | 15.80 | 21.73 |
| OS-10 | 16.58 | 22.80 |
| OS-11 | 17.38 | 23.92 |
| OS-12 | 18.24 | 25.09 |

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 10 (III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2008 AND
 11 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2008 FOR
 12 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS"
 13 THE HOURLY PAY SCHEDULE IS:

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 15 OFFICE SUPPORT, ADMINISTRATIVE AIDES,
 16 AND TECHNICAL EMPLOYEES PAY SCHEDULE
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| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| OS-1 | \$10.83 | \$15.01 |
| OS-2 | 11.35 | 15.72 |
| OS-3 | 11.90 | 16.48 |
| OS-4 | 12.47 | 17.29 |
| OS-5 | 13.08 | 18.14 |
| OS-6 | 13.70 | 19.02 |
| OS-7 | 14.38 | 19.95 |
| OS-8 | 15.07 | 20.92 |
| OS-9 | 15.80 | 21.95 |
| OS-10 | 16.58 | 23.03 |
| OS-11 | 17.38 | 24.16 |
| OS-12 | 18.24 | 25.34 |

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 19 (IV) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 AND
 20 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2009 FOR
 21 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS"
 22 THE HOURLY PAY SCHEDULE IS:

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 24 OFFICE SUPPORT, ADMINISTRATIVE AIDES,
 25 AND TECHNICAL EMPLOYEES PAY SCHEDULE
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| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| OS-1 | \$10.83 | \$15.31 |
| OS-2 | 11.35 | 16.03 |
| OS-3 | 11.90 | 16.81 |
| OS-4 | 12.47 | 17.64 |
| OS-5 | 13.08 | 18.50 |
| OS-6 | 13.70 | 19.40 |

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| OS-7 | 14.38 | 20.35 |
| OS-8 | 15.07 | 21.34 |
| OS-9 | 15.80 | 22.39 |
| OS-10 | 16.58 | 23.49 |
| OS-11 | 17.38 | 24.64 |
| OS-12 | 18.24 | 25.85 |

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(V) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2009 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER APRIL 1, 2009 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS" THE HOURLY PAY SCHEDULE IS:

OFFICE SUPPORT, ADMINISTRATIVE AIDES,
AND TECHNICAL EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| OS-1 | \$10.83 | \$15.46 |
| OS-2 | 11.35 | 16.19 |
| OS-3 | 11.90 | 16.98 |
| OS-4 | 12.47 | 17.82 |
| OS-5 | 13.08 | 18.69 |
| OS-6 | 13.70 | 19.59 |
| OS-7 | 14.38 | 20.55 |
| OS-8 | 15.07 | 21.55 |
| OS-9 | 15.80 | 22.61 |
| OS-10 | 16.58 | 23.72 |
| OS-11 | 17.38 | 24.89 |
| OS-12 | 18.24 | 26.11 |

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(VI) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2009 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 "OS" THE HOURLY PAY SCHEDULE IS:

OFFICE SUPPORT, ADMINISTRATIVE AIDES,
AND TECHNICAL EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| OS-1 | \$10.83 | \$15.61 |
| OS-2 | 11.35 | 16.35 |
| OS-3 | 11.90 | 17.15 |
| OS-4 | 12.47 | 18.00 |
| OS-5 | 13.08 | 18.88 |
| OS-6 | 13.70 | 19.79 |
| OS-7 | 14.38 | 20.76 |
| OS-8 | 15.07 | 21.77 |
| OS-9 | 15.80 | 22.84 |
| OS-10 | 16.58 | 23.96 |
| OS-11 | 17.38 | 25.14 |
| OS-12 | 18.24 | 26.37 |

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(VII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2010 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS" THE HOURLY PAY SCHEDULE IS:

OFFICE SUPPORT, ADMINISTRATIVE AIDES,
AND TECHNICAL EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| OS-1 | \$11.05 | \$15.92 |
| OS-2 | 11.58 | 16.68 |
| OS-3 | 12.14 | 17.49 |
| OS-4 | 12.72 | 18.36 |
| OS-5 | 13.34 | 19.26 |
| OS-6 | 13.97 | 20.19 |
| OS-7 | 14.67 | 21.18 |
| OS-8 | 15.37 | 22.21 |
| OS-9 | 16.12 | 23.30 |
| OS-10 | 16.91 | 24.44 |
| OS-11 | 17.73 | 25.64 |
| OS-12 | 18.60 | 26.90 |

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(VIII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2010 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER APRIL 1, 2010 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS" THE HOURLY PAY SCHEDULE IS:

OFFICE SUPPORT, ADMINISTRATIVE AIDES,
AND TECHNICAL EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| OS-1 | \$11.16 | \$16.08 |
| OS-2 | 11.70 | 16.85 |
| OS-3 | 12.26 | 17.66 |
| OS-4 | 12.85 | 18.54 |
| OS-5 | 13.47 | 19.45 |
| OS-6 | 14.11 | 20.39 |
| OS-7 | 14.82 | 21.39 |
| OS-8 | 15.52 | 22.43 |
| OS-9 | 16.28 | 23.53 |
| OS-10 | 17.08 | 24.68 |
| OS-11 | 17.91 | 25.90 |
| OS-12 | 18.79 | 27.17 |

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(IX) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2010 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:

OFFICE SUPPORT, ADMINISTRATIVE AIDES,
AND TECHNICAL EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| OS-1 | \$11.16 | \$16.40 |
| OS-2 | 11.70 | 17.19 |
| OS-3 | 12.26 | 18.01 |
| OS-4 | 12.85 | 18.91 |
| OS-5 | 13.47 | 19.84 |
| OS-6 | 14.11 | 20.80 |
| OS-7 | 14.82 | 21.82 |
| OS-8 | 15.52 | 22.88 |
| OS-9 | 16.28 | 24.00 |
| OS-10 | 17.08 | 25.17 |
| OS-11 | 17.91 | 26.42 |
| OS-12 | 18.79 | 27.71 |

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(X) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2010 AND

1 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER APRIL 1, 2011 FOR
2 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS"
3 THE HOURLY PAY SCHEDULE IS:

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OFFICE SUPPORT, ADMINISTRATIVE AIDES,
AND TECHNICAL EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| OS-1 | \$11.49 | \$16.89 |
| OS-2 | 12.05 | 17.71 |
| OS-3 | 12.63 | 18.55 |
| OS-4 | 13.24 | 19.48 |
| OS-5 | 13.87 | 20.44 |
| OS-6 | 14.53 | 21.42 |
| OS-7 | 15.26 | 22.47 |
| OS-8 | 15.99 | 23.57 |
| OS-9 | 16.77 | 24.72 |
| OS-10 | 17.59 | 25.93 |
| OS-11 | 18.45 | 27.21 |
| OS-12 | 19.35 | 28.54 |

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(XI) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2011 FOR
EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "OS"
THE HOURLY PAY SCHEDULE IS:

OFFICE SUPPORT, ADMINISTRATIVE AIDES,
AND TECHNICAL EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| OS-1 | \$11.49 | \$16.89 |
| OS-2 | 12.05 | 17.71 |
| OS-3 | 12.63 | 18.55 |
| OS-4 | 13.24 | 19.48 |
| OS-5 | 13.87 | 20.44 |
| OS-6 | 14.53 | 21.42 |
| OS-7 | 15.26 | 22.47 |
| OS-8 | 15.99 | 23.57 |
| OS-9 | 16.77 | 24.72 |
| OS-10 | 17.59 | 25.93 |
| OS-11 | 18.45 | 27.21 |
| OS-12 | 19.35 | 28.54 |

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(2) THE METHOD OF PAYMENT FOR EMPLOYEES IN THE CLASSIFICATION OF
BOOKING OFFICER SHALL BE AS STATED IN THE APPLICABLE MEMORANDUM OF
AGREEMENT, NEGOTIATED AND EXECUTED IN ACCORDANCE WITH TITLE 4 OF THIS
ARTICLE AND IN EFFECT FROM JULY 1, 2007 THROUGH JUNE 30, 2011.

(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JUNE 1, 2007 UNTIL
FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 AN EMPLOYEE ON THE OS PAY
SCHEDULE WHO COMPLETES THE FOLLOWING NUMBER OF YEARS OF SERVICE IS
ENTITLED TO A LONGEVITY AWARD AS FOLLOWS:

(I) FOR COMPLETION OF 8 YEARS OF CONTINUOUS COUNTY SERVICE, A TOTAL
OF 5% OF THE EMPLOYEE'S RATE OF PAY FOR THE GRADE;

(II) FOR COMPLETION OF 12 YEARS OF CONTINUOUS COUNTY SERVICE, A
TOTAL OF 10% OF THE EMPLOYEE'S RATE OF PAY FOR THE GRADE; AND

(III) FOR COMPLETION OF 17 YEARS OF CONTINUOUS COUNTY SERVICE, A

1 TOTAL OF 15% OF THE EMPLOYEE'S RATE OF PAY FOR THE GRADE.

2 (4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 AN
 3 EMPLOYEE ON THE OS PAY SCHEDULE WHO COMPLETES THE FOLLOWING REQUIRED
 4 YEARS OF SERVICE IS ENTITLED TO A LONGEVITY AWARD AS FOLLOWS:

5
 6 (I) FOR COMPLETION OF 7 YEARS OF CONTINUOUS COUNTY SERVICE, A TOTAL
 7 OF 5% OF THE EMPLOYEE'S RATE OF PAY FOR THE GRADE;

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 9 (II) FOR COMPLETION OF 11 YEARS OF CONTINUOUS COUNTY SERVICE, A
 10 TOTAL OF 10% OF THE EMPLOYEE'S RATE OF PAY FOR THE GRADE; AND

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 12 (III) FOR COMPLETION OF 16 YEARS OF CONTINUOUS COUNTY SERVICE, A
 13 TOTAL OF 15% OF THE EMPLOYEE'S RATE OF PAY FOR THE GRADE.

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 15 (5) AN EMPLOYEE ON THE OS PAY SCHEDULE WHO HAS RECEIVED A 15%
 16 LONGEVITY AWARD PRIOR TO JULY 1, 1996 SHALL CONTINUE TO RECEIVE THIS
 17 LONGEVITY AWARD AND RECEIVE OR CONTINUE TO RECEIVE AN ADDITIONAL 2.5%
 18 INCREASE IN THE EMPLOYEE'S RATE OF PAY FOR COMPLETION OF 25 YEARS OF
 19 CONTINUOUS SERVICE.

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 21 (6) AN EMPLOYEE ON THE OS PAY SCHEDULE WHO HAS RECEIVED A 2.5%
 22 INCREASE IN THE EMPLOYEE'S RATE OF PAY FOR COMPLETION OF 25 YEARS OF
 23 CONTINUOUS SERVICE PRIOR TO JULY 1, 2004 SHALL CONTINUE TO RECEIVE THIS
 24 LONGEVITY AWARD.

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

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 28 (1) THE HOURLY PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE
 29 WHOSE PAY GRADES ARE DESIGNATED "LM" ARE AS FOLLOWS:

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 31 (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND
 32 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE
 33 HOURLY PAY SCHEDULE IS:

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 35 LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
 36 PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| LM-1 | \$10.51 | \$14.13 |
| LM-2 | 11.05 | 14.84 |
| LM-3 | 11.60 | 15.59 |
| LM-4 | 12.19 | 16.39 |
| LM-5 | 12.81 | 17.21 |
| LM-6 | 13.45 | 18.08 |
| LM-7 | 14.15 | 19.00 |
| LM-8 | 14.86 | 19.96 |
| LM-9 | 15.61 | 20.97 |
| LM-10 | 16.40 | 22.03 |
| LM-11 | 17.22 | 23.15 |
| LM-12 | 18.09 | 24.32 |

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 39 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008
 40 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER APRIL 1, 2008 THE
 41 HOURLY PAY SCHEDULE IS:

42
 43 LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
 44 PAY SCHEDULE

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| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| LM-1 | \$10.62 | \$14.27 |
| LM-2 | 11.16 | 14.99 |
| LM-3 | 11.72 | 15.75 |
| LM-4 | 12.31 | 16.55 |
| LM-5 | 12.94 | 17.38 |
| LM-6 | 13.58 | 18.26 |
| LM-7 | 14.29 | 19.19 |
| LM-8 | 15.01 | 20.16 |
| LM-9 | 15.77 | 21.18 |
| LM-10 | 16.56 | 22.25 |
| LM-11 | 17.39 | 23.38 |
| LM-12 | 18.27 | 24.56 |

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(III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2008 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2008 THE HOURLY PAY SCHEDULE IS:

LABOR, MAINTENANCE, TRADES, AND INSPECTIONS EMPLOYEES (LM)
PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| LM-1 | \$10.62 | \$14.56 |
| LM-2 | 11.16 | 15.29 |
| LM-3 | 11.72 | 16.07 |
| LM-4 | 12.31 | 16.88 |
| LM-5 | 12.94 | 17.73 |
| LM-6 | 13.58 | 18.63 |
| LM-7 | 14.29 | 19.57 |
| LM-8 | 15.01 | 20.56 |
| LM-9 | 15.77 | 21.60 |
| LM-10 | 16.56 | 22.70 |
| LM-11 | 17.39 | 23.85 |
| LM-12 | 18.27 | 25.05 |

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(IV) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2009 THE HOURLY PAY SCHEDULE IS:

LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| LM-1 | \$10.83 | \$14.85 |
| LM-2 | 11.38 | 15.60 |
| LM-3 | 11.95 | 16.39 |
| LM-4 | 12.56 | 17.22 |
| LM-5 | 13.20 | 18.08 |
| LM-6 | 13.85 | 19.00 |
| LM-7 | 14.58 | 19.96 |
| LM-8 | 15.31 | 20.97 |
| LM-9 | 16.09 | 22.03 |
| LM-10 | 16.89 | 23.15 |
| LM-11 | 17.74 | 24.33 |
| LM-12 | 18.64 | 25.55 |

18

19

20

(V) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2009 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER APRIL 1, 2009 THE

1 HOURLY PAY SCHEDULE IS:

2 LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
3 PAY SCHEDULE
4

| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| LM-1 | \$10.94 | \$15.00 |
| LM-2 | 11.49 | 15.76 |
| LM-3 | 12.07 | 16.55 |
| LM-4 | 12.69 | 17.39 |
| LM-5 | 13.33 | 18.26 |
| LM-6 | 13.99 | 19.19 |
| LM-7 | 14.73 | 20.16 |
| LM-8 | 15.46 | 21.18 |
| LM-9 | 16.25 | 22.25 |
| LM-10 | 17.06 | 23.38 |
| LM-11 | 17.92 | 24.57 |
| LM-12 | 18.83 | 25.81 |

5
6 (VI) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2009 AND
7 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2009 THE HOURLY
8 PAY SCHEDULE IS:
9

10 LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
11 PAY SCHEDULE
12

| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| LM-1 | \$10.94 | \$15.15 |
| LM-2 | 11.49 | 15.92 |
| LM-3 | 12.07 | 16.72 |
| LM-4 | 12.69 | 17.56 |
| LM-5 | 13.33 | 18.44 |
| LM-6 | 13.99 | 19.38 |
| LM-7 | 14.73 | 20.36 |
| LM-8 | 15.46 | 21.39 |
| LM-9 | 16.25 | 22.47 |
| LM-10 | 17.06 | 23.61 |
| LM-11 | 17.92 | 24.82 |
| LM-12 | 18.83 | 26.07 |

13
14 (VII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND
15 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2010 THE
16 HOURLY PAY SCHEDULE IS:
17

18 LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
19 PAY SCHEDULE
20

| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| LM-1 | \$11.16 | \$15.45 |
| LM-2 | 11.72 | 16.24 |
| LM-3 | 12.31 | 17.05 |
| LM-4 | 12.94 | 17.91 |
| LM-5 | 13.60 | 18.81 |
| LM-6 | 14.27 | 19.77 |
| LM-7 | 15.02 | 20.77 |
| LM-8 | 15.77 | 21.82 |
| LM-9 | 16.58 | 22.92 |
| LM-10 | 17.40 | 24.08 |
| LM-11 | 18.28 | 25.32 |

LM-12 19.21 26.59

1 (VIII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2010
2 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER APRIL 1, 2010 THE
3 HOURLY PAY SCHEDULE IS:
4

5 LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
6 PAY SCHEDULE
7

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| LM-1 | \$11.27 | \$15.60 |
| LM-2 | 11.84 | 16.40 |
| LM-3 | 12.43 | 17.22 |
| LM-4 | 13.07 | 18.09 |
| LM-5 | 13.74 | 19.00 |
| LM-6 | 14.41 | 19.97 |
| LM-7 | 15.17 | 20.98 |
| LM-8 | 15.93 | 22.04 |
| LM-9 | 16.75 | 23.15 |
| LM-10 | 17.57 | 24.32 |
| LM-11 | 18.46 | 25.57 |
| LM-12 | 19.40 | 26.86 |

8
9 (IX) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2010 AND
10 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2010 THE HOURLY
11 PAY SCHEDULE IS:
12

13 LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
14 PAY SCHEDULE
15

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| LM-1 | \$11.27 | \$15.76 |
| LM-2 | 11.84 | 16.56 |
| LM-3 | 12.43 | 17.39 |
| LM-4 | 13.07 | 18.27 |
| LM-5 | 13.74 | 19.19 |
| LM-6 | 14.41 | 20.17 |
| LM-7 | 15.17 | 21.19 |
| LM-8 | 15.93 | 22.26 |
| LM-9 | 16.75 | 23.38 |
| LM-10 | 17.57 | 24.56 |
| LM-11 | 18.46 | 25.83 |
| LM-12 | 19.40 | 27.13 |

16
17 (X) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2010 AND
18 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER APRIL 1, 2011 THE HOURLY
19 PAY SCHEDULE IS:
20

21 LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
22 PAY SCHEDULE
23

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| LM-1 | \$11.61 | \$16.23 |
| LM-2 | 12.20 | 17.06 |
| LM-3 | 12.80 | 17.91 |
| LM-4 | 13.46 | 18.82 |
| LM-5 | 14.15 | 19.77 |
| LM-6 | 14.84 | 20.78 |
| LM-7 | 15.63 | 21.83 |

| | | |
|-------|-------|-------|
| LM-8 | 16.41 | 22.93 |
| LM-9 | 17.25 | 24.08 |
| LM-10 | 18.10 | 25.30 |
| LM-11 | 19.01 | 26.60 |
| LM-12 | 19.98 | 27.94 |

(XI) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER APRIL 1, 2011 THE HOURLY PAY SCHEDULE IS:

LABOR, MAINTENANCE, TRADES, AND INSPECTION EMPLOYEES (LM)
PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|---------|---------|
| LM-1 | \$11.61 | \$16.55 |
| LM-2 | 12.20 | 17.40 |
| LM-3 | 12.80 | 18.27 |
| LM-4 | 13.46 | 19.20 |
| LM-5 | 14.15 | 20.17 |
| LM-6 | 14.84 | 21.20 |
| LM-7 | 15.63 | 22.27 |
| LM-8 | 16.41 | 23.39 |
| LM-9 | 17.25 | 24.56 |
| LM-10 | 18.10 | 25.81 |
| LM-11 | 19.01 | 27.13 |
| LM-12 | 19.98 | 28.50 |

(2) THE HOURLY PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "FW" ARE AS FOLLOWS:

(I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (WT) PAY SCHEDULE

| GRADE | BASE | SKILL 1 | SKILL 2 | SKILL 3 | SKILL 4 | SKILL 5 |
|-------|----------|----------|---------|---------|---------|----------|
| FW-1 | \$13.98 | \$14.98 | \$15.50 | \$16.05 | \$16.61 | \$17.18 |
| | BASE | SKILL 6 | SKILL 7 | SKILL 8 | SKILL 9 | SKILL 10 |
| FW-2 | \$18.91 | \$19.85 | \$20.86 | \$21.90 | \$22.98 | \$25.20 |
| | SKILL 11 | SKILL 12 | | | | |
| FW-3 | \$26.17 | \$27.48 | | | | |
| | SKILL 13 | | | | | |
| FW-4 | \$28.86 | | | | | |

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2008 THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (WT) PAY SCHEDULE

| GRADE | BASE | SKILL 1 | SKILL 2 | SKILL 3 | SKILL 4 | SKILL 5 |
|-------|---------|---------|---------|---------|---------|----------|
| FW-1 | \$14.12 | \$15.13 | \$15.66 | \$16.21 | \$16.78 | \$17.35 |
| | BASE | SKILL 6 | SKILL 7 | SKILL 8 | SKILL 9 | SKILL 10 |
| FW-2 | \$19.10 | \$20.05 | \$21.07 | \$22.12 | \$23.21 | \$25.45 |

| | | |
|------|-----------------|-----------------|
| | SKILL 11 | SKILL 12 |
| FW-3 | \$26.43 | \$27.75 |

| | |
|------|-----------------|
| | SKILL 13 |
| FW-4 | \$29.15 |

(III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2009 THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (WT) PAY SCHEDULE

| | | | | | | |
|--------------|-----------------|-----------------|----------------|----------------|----------------|-----------------|
| GRADE | BASE | SKILL 1 | SKILL 2 | SKILL 3 | SKILL 4 | SKILL 5 |
| FW-1 | \$14.40 | \$15.43 | \$15.97 | \$16.53 | \$17.12 | \$17.70 |
| | BASE | SKILL 6 | SKILL 7 | SKILL 8 | SKILL 9 | SKILL 10 |
| FW-2 | \$19.48 | \$20.45 | \$21.49 | \$22.56 | \$23.67 | \$25.96 |
| | SKILL 11 | SKILL 12 | | | | |
| FW-3 | \$26.96 | \$28.31 | | | | |
| | SKILL 13 | | | | | |
| FW-4 | \$29.73 | | | | | |

(IV) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2009 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2009 THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (WT) PAY SCHEDULE

| | | | | | | |
|--------------|-----------------|-----------------|----------------|----------------|----------------|-----------------|
| GRADE | BASE | SKILL 1 | SKILL 2 | SKILL 3 | SKILL 4 | SKILL 5 |
| FW-1 | \$14.54 | \$15.58 | \$16.13 | \$16.70 | \$17.29 | \$17.88 |
| | BASE | SKILL 6 | SKILL 7 | SKILL 8 | SKILL 9 | SKILL 10 |
| FW-2 | \$19.67 | \$20.65 | \$21.70 | \$22.79 | \$23.91 | \$26.22 |
| | SKILL 11 | SKILL 12 | | | | |
| FW-3 | \$27.23 | \$28.59 | | | | |
| | SKILL 13 | | | | | |
| FW-4 | \$30.03 | | | | | |

(V) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2010 THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (WT) PAY SCHEDULE

| | | | | | | |
|--------------|-----------------|-----------------|----------------|----------------|----------------|-----------------|
| GRADE | BASE | SKILL 1 | SKILL 2 | SKILL 3 | SKILL 4 | SKILL 5 |
| FW-1 | \$14.83 | \$15.89 | \$16.45 | \$17.03 | \$17.64 | \$18.24 |
| | BASE | SKILL 6 | SKILL 7 | SKILL 8 | SKILL 9 | SKILL 10 |
| FW-2 | \$20.06 | \$21.06 | \$22.13 | \$23.25 | \$24.39 | \$26.74 |
| | SKILL 11 | SKILL 12 | | | | |
| FW-3 | \$27.77 | \$29.16 | | | | |
| | SKILL 13 | | | | | |
| FW-4 | \$30.63 | | | | | |

1 (VI) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2010
 2 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2010 THE
 3 HOURLY PAY SCHEDULE IS:

4 FLEXIBLE WORKER (WT) PAY SCHEDULE

5

| | | | | | | | |
|---|--------------|-----------------|-----------------|----------------|----------------|----------------|-----------------|
| 6 | GRADE | BASE | SKILL 1 | SKILL 2 | SKILL 3 | SKILL 4 | SKILL 5 |
| | FW-1 | \$14.98 | \$16.05 | \$16.61 | \$17.20 | \$17.82 | \$18.42 |
| | | BASE | SKILL 6 | SKILL 7 | SKILL 8 | SKILL 9 | SKILL 10 |
| | FW-2 | \$20.26 | \$21.27 | \$22.35 | \$23.48 | \$24.63 | \$27.01 |
| | | SKILL 11 | SKILL 12 | | | | |
| | FW-3 | \$28.05 | \$29.45 | | | | |
| | | SKILL 13 | | | | | |
| | FW-4 | \$30.94 | | | | | |

7
 8 (VII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2010 THE
 9 HOURLY PAY SCHEDULE IS:

10 FLEXIBLE WORKER (WT) PAY SCHEDULE

11

| | | | | | | | |
|----|--------------|-----------------|-----------------|----------------|----------------|----------------|-----------------|
| 12 | GRADE | BASE | SKILL 1 | SKILL 2 | SKILL 3 | SKILL 4 | SKILL 5 |
| | FW-1 | \$15.43 | \$16.53 | \$17.11 | \$17.72 | \$18.35 | \$18.97 |
| | | BASE | SKILL 6 | SKILL 7 | SKILL 8 | SKILL 9 | SKILL 10 |
| | FW-2 | \$20.87 | \$21.91 | \$23.02 | \$24.18 | \$25.37 | \$27.82 |
| | | SKILL 11 | SKILL 12 | | | | |
| | FW-3 | \$28.89 | \$30.33 | | | | |
| | | SKILL 13 | | | | | |
| | FW-4 | \$31.87 | | | | | |

13
 14 (3) AN EMPLOYEE ON THE LM OR FW PAY SCHEDULE WHO COMPLETES THE
 15 FOLLOWING REQUIRED YEARS OF SERVICE IS ENTITLED TO A LONGEVITY AWARD AS
 16 FOLLOWS:

17
 18 (I) FOR COMPLETION OF 7 YEARS OF CONTINUOUS COUNTY SERVICE, A TOTAL
 19 OF 5% OF THE EMPLOYEE'S PAY RATE FOR THE GRADE;

20
 21 (II) FOR COMPLETION OF 11 YEARS OF CONTINUOUS COUNTY SERVICE, A
 22 TOTAL OF 10% OF THE EMPLOYEE'S PAY RATE FOR THE GRADE; AND

23
 24 (III) FOR COMPLETION OF 16 YEARS OF CONTINUOUS COUNTY SERVICE, A
 25 TOTAL OF 15% OF THE EMPLOYEE'S PAY RATE FOR THE GRADE;

26
 27 **(D) Detention Center employees.**

28
 29 (1) THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE
 30 WHOSE PAY GRADES ARE DESIGNATED "D1" AND "D2" ARE AS FOLLOWS:

31
 32 (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND
 33 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE
 34 ANNUAL PAY SCHEDULE IS:

1

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| D1 | \$36,569 | \$59,303 |
| D2 | 38,398 | 62,258 |

2

3

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2008 THE ANNUAL PAY SCHEDULE IS:

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6

7

8

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| D1 | \$36,935 | \$59,896 |
| D2 | 38,782 | 62,881 |

9

10

11

(III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2009 THE ANNUAL PAY SCHEDULE IS:

12

13

14

15

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| D1 | \$37,674 | \$62,316 |
| D2 | 39,558 | 65,421 |

16

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20

(IV) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2009 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2009 THE ANNUAL PAY SCHEDULE IS:

21

22

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| D1 | \$38,051 | \$62,939 |
| D2 | 39,954 | 66,075 |

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30

(V) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2010 THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| D1 | \$38,812 | \$65,482 |
| D2 | 40,753 | 68,744 |

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37

(VI) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2010 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2010 THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| D1 | \$39,200 | \$66,137 |
| D2 | 41,161 | 69,431 |

38

39

40

(VII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2010 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2011 THE

1 ANNUAL PAY SCHEDULE IS:

2 DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE
3

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D1 | \$39,984 | \$68,809 |
| D2 | 41,984 | 72,236 |

4

5 (VIII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2011
6 THE ANNUAL PAY SCHEDULE IS:

7

8 DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE
9

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D1 | \$40,384 | \$69,497 |
| D2 | 42,404 | 72,958 |

10

11 (2) THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE
12 WHOSE PAY GRADES ARE DESIGNATED "D3" ARE AS FOLLOWS:

13

14 (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND
15 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE
16 ANNUAL PAY SCHEDULE IS:

17

18 DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE
19

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D3 | \$43,631 | \$73,984 |

20

21 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008
22 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2008 THE
23 ANNUAL PAY SCHEDULE IS:

24

25 DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE
26

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D3 | \$43,631 | \$74,724 |

27

28 (III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 AND
29 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2009 THE
30 ANNUAL PAY SCHEDULE IS:

31

32 DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE
33

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D3 | \$43,631 | \$77,743 |

34

35 (IV) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2009
36 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2009 THE
37 ANNUAL PAY SCHEDULE IS:

38

39 DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE
40

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D3 | \$43,631 | \$78,520 |

41

42 (V) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND
43 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2010 THE
44 ANNUAL PAY SCHEDULE IS:

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DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D3 | \$43,631 | \$81,692 |

(VI) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2010 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2010 THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D3 | \$44,504 | \$82,509 |

(VII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2010 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2011 THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D3 | \$44,504 | \$86,684 |

(VIII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2011 THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D3 | \$45,394 | \$86,684 |

(3) THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "D5" THROUGH "D8" ARE AS FOLLOWS:

(I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D5 | \$50,041 | \$82,191 |
| D6 | 55,045 | 90,411 |
| D7 | 60,549 | 99,453 |
| D8 | 70,192 | 113,112 |

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008 THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| D5 | \$50,041 | \$82,191 |
| D6 | 55,045 | 90,411 |
| D7 | 60,549 | 99,453 |
| D8 | 70,192 | 113,112 |

1 (4) THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE
 2 WHOSE PAY GRADES ARE DESIGNATED "C1" AND "C2" ARE AS FOLLOWS:

3
 4 (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND
 5 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE
 6 ANNUAL PAY SCHEDULE IS:

7
 8 CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE
 9

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| C1 | \$37,725 | \$66,353 |
| C2 | 41,523 | 73,034 |

10
 11 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008
 12 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2008 THE
 13 ANNUAL PAY SCHEDULE IS:

14
 15 CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE
 16

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| C1 | \$37,725 | \$67,017 |
| C2 | 41,523 | 73,764 |

17
 18 (III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 AND
 19 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2009 THE
 20 ANNUAL PAY SCHEDULE IS:

21
 22 CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE
 23

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| C1 | \$37,725 | \$71,092 |
| C2 | 41,523 | 78,249 |

24
 25 (IV) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2009
 26 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2009 THE
 27 ANNUAL PAY SCHEDULE IS:

28
 29 CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE
 30

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| C1 | \$37,725 | \$71,803 |
| C2 | 41,523 | 79,031 |

31
 32 (V) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2009 AND
 33 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2010 THE
 34 ANNUAL PAY SCHEDULE IS:

35
 36 CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE
 37

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| C1 | \$38,480 | \$76,169 |
| C2 | 42,353 | 83,836 |

38
 39 (VI) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2010
 40 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2010 THE
 41 ANNUAL PAY SCHEDULE IS:

42
 43 CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| C1 | \$38,480 | \$76,931 |
| C2 | 42,353 | 84,674 |

(VII) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2010 THE ANNUAL PAY SCHEDULE IS:

CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| C1 | \$39,250 | \$82,408 |
| C2 | 43,200 | 90,703 |

(5) THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "C3" ARE AS FOLLOWS:

(I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE ANNUAL PAY SCHEDULE IS:

CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| C3 | \$47,990 | \$80,337 |

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008 THE ANNUAL PAY SCHEDULE IS:

CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| C3 | \$48,462 | \$81,139 |

(E) Deputy Sheriff employees.

(1) FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S1" THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| S1 | \$35,024 | \$51,445 |

(2) FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S2" THE ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| S2 | \$43,871 | \$68,277 |

(3) THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S3" AND "S4" ARE AS FOLLOWS:

(I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE

1 ANNUAL PAY SCHEDULE IS:

2 DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE
3

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| S3 | \$48,751 | \$75,872 |
| S4 | 53,624 | 83,458 |

4
5 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008
6 THE ANNUAL PAY SCHEDULE IS:

7 DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE
8
9

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| S3 | \$49,238 | \$76,631 |
| S4 | 54,161 | 84,292 |

10
11 (F) Fire Department employees.

12
13 (1) FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE
14 DESIGNATED "F1" THROUGH "F6" THE ANNUAL PAY SCHEDULE IS:

15 FIRE DEPARTMENT EMPLOYEES PAY SCHEDULE
16
17

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| F1 | \$34,022 | \$60,877 |
| F2 | 35,702 | 63,921 |
| F3 | 37,487 | 67,117 |
| F4 | 40,314 | 70,536 |
| F5 | 45,619 | 77,874 |
| F6 | 48,271 | 81,768 |

18
19 (2) FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE
20 DESIGNATED "F7" THROUGH "F10" THE ANNUAL PAY SCHEDULES ARE:

21
22 (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND
23 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE
24 ANNUAL PAY SCHEDULE IS:

25 FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE
26
27

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| F7 | \$57,314 | \$93,128 |
| F8 | 60,181 | 97,783 |
| F9 | 70,154 | 112,670 |
| F10 | 74,924 | 126,696 |

28
29 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008
30 THE ANNUAL PAY SCHEDULE IS:

31 FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE
32
33

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| F7 | \$57,878 | \$94,060 |
| F8 | 60,770 | 98,760 |
| F9 | 70,843 | 113,809 |
| F10 | 75,681 | 127,976 |

1 (G) **Police Department employees.**

2
3 (1) THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE
4 WHOSE PAY GRADES ARE DESIGNATED "P1", "P1A", OR "P1B" ARE AS FOLLOWS:

5
6 (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND
7 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE
8 ANNUAL PAY SCHEDULE IS:

9
10 POLICE DEPARTMENT EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| P1 | \$40,000 | \$71,352 |
| P1A | 41,600 | 74,206 |
| P1B | 43,264 | 77,174 |

11
12
13 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008
14 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2008 THE
15 ANNUAL PAY SCHEDULE IS:

16
17 POLICE DEPARTMENT EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| P1 | \$40,400 | \$71,352 |
| P1A | 42,016 | 74,206 |
| P1B | 43,697 | 77,174 |

18
19
20 (III) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 AND
21 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2009 THE
22 ANNUAL PAY SCHEDULE IS:

23
24 POLICE DEPARTMENT EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| P1 | \$41,208 | \$77,061 |
| P1A | 42,856 | 80,143 |
| P1B | 44,571 | 83,348 |

25
26
27 (IV) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2009
28 THE ANNUAL PAY SCHEDULE IS:

29
30 POLICE DEPARTMENT EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| P1 | \$41,620 | \$77,061 |
| P1A | 43,285 | 80,143 |
| P1B | 45,017 | 83,348 |

31
32
33 (2) FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE
34 DESIGNATED "P2" THE ANNUAL PAY SCHEDULE IS:

35
36 POLICE DEPARTMENT EMPLOYEES PAY SCHEDULE

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| P2 | \$53,734 | \$77,500 |

37
38
39 (3) FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE

1 DESIGNATED "P3" THROUGH "P6" THE ANNUAL PAY SCHEDULES ARE:

2 (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND
 3 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE
 4 ANNUAL PAY SCHEDULE IS:

5
 6 POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE
 7

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| P3 | \$60,865 | \$90,336 |
| P4 | 66,949 | 101,096 |
| P5 | 73,644 | 112,657 |
| P6 | 81,010 | 127,375 |

8
 9 (II) BEGINNING THE FIRST FULL PAY PERIOD ON OR JANUARY 1, 2008 THE
 10 ANNUAL PAY SCHEDULE IS:

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| P3 | \$61,462 | \$91,239 |
| P4 | 67,606 | 102,107 |
| P5 | 74,366 | 113,761 |
| P6 | 81,802 | 128,623 |

11
 12
 13 **6-1-207. Pay at hiring; increases in the rate of pay – Represented employees.**

14
 15 (c) **Advancement to new rate of pay.** Except as provided in subsection (d), an
 16 employee must receive an overall satisfactory performance ANNUAL appraisal rating [and
 17 have spent 12 months at a rate of pay] before advancing to a new rate of pay as follows:

18
 19 (1) except as provided in subsection (c)(2), for represented employees on the OS
 20 pay schedule, the LM pay schedule, and the S pay schedule, a 3% increase in pay;

21
 22 (2) for represented employees on the LM pay schedule who are hired at the
 23 minimum pay rate for the grade, a 9% increase in pay on the first full [bi-weekly] pay
 24 period after the successful completion of 12 months of employment;

25
 26 (3) for employees in pay grades P1, P1A, and P1B, a [3.25%] 4.25% increase in
 27 [merit-step] pay BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007;

28
 29 (d) **Memorandum of agreement applicability.** Advancement through the pay
 30 schedule for represented employees [in the classification of Police Officer First Class,
 31 Police Corporal, or] on the FW[, F, or C] pay [schedules] SCHEDULE shall be in
 32 accordance with the applicable memorandum of agreement.

33
 34 **6-1-208. Pay on promotion, demotion, reclassification, or grade reallocation –**
 35 **Represented employees.**

36
 37 (f) **Reclassification or grade reallocation**

38
 39 (4) PROFICIENCY ADVANCEMENT OF AN EMPLOYEE TO THE CLASSIFICATION OF
 40 POLICE OFFICER FIRST CLASS, POLICE CORPORAL, FIRE FIGHTER /CARDIAC RESCUE
 41 TECHNICIAN, FIRE FIGHTER/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC, OR A
 42 CLASSIFICATION ON THE FW PAY SCHEDULE SHALL BE IN ACCORDANCE WITH THE

1 APPLICABLE MEMORANDUM OF AGREEMENT AND OFFICE OF PERSONNEL POLICIES AND
2 PROCEDURES.

3 **6-1-307. Education assistance.**

4
5 (b) **Generally.**

6
7 (1) Subject to the conditions provided in this section, a full-time employee who is
8 in good standing is entitled to reimbursement of direct tuition costs incurred on
9 satisfactory completion of each approved course of study that is directly related to the
10 employee’s current work assignment; related to a type of work to which the employee
11 may reasonably be expected to progress; or a required course in an approved degree or
12 certificate program from an accredited college, university, or learning institution.
13

14 (2) An employee who is a member of IAFF Local 1563, FODCOP, IUPA 141,
15 [Teamsters Local 355 on behalf of the Correctional Program Specialists,] or AFSCME
16 Local 582 is entitled to a reimbursement of 65%.
17

18 (3) AN EMPLOYEE WHO IS A MEMBER OF TEAMSTERS LOCAL 355 ON BEHALF OF
19 THE CORRECTIONAL PROGRAM SPECIALISTS IS ENTITLED TO REIMBURSEMENT OF 75%
20

21 [(3)] (4) An employee who is not a member of an employee organization specified
22 in subsection (b)(2) is entitled to a reimbursement of 100% for a grade of “A”; 75% for a
23 grade of “B”; 65% for a grade of “satisfactory”; 50% for a grade of “C”, except that an
24 employee who is represented by Teamsters 355 on behalf of Deputy Sheriff I’s or by
25 NULEA 777 is entitled to 65% for a grade of “C”; and 0% for a grade lower than a grade
26 of “C”.
27

28 TITLE 2. EXEMPT SERVICE

29
30 **6-2-101. Exempt pay and benefit plan.**

31
32 (a) **Pay grades.** The following officers and employees in the exempt service of the
33 County are entitled to compensation at the indicated pay grade:
34

35 Assistant Administrative Officer, County Council [E3] E4
36

37 (B) **Annual pay schedule.** THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE
38 EXEMPT SERVICE ARE AS FOLLOWS:
39

40 (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND
41 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE
42 ANNUAL PAY SCHEDULE IS:
43

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| EL1 | \$23,188 | \$36,774 |
| EL2 | 31,583 | 50,084 |
| EL3 | 46,374 | 73,545 |
| EX1 | 20,725 | 31,789 |
| EX2 | 21,773 | 33,403 |
| EX3 | 22,884 | 35,092 |
| EX4 | 24,036 | 36,868 |

| | | |
|------|---------|---------|
| EX5 | 25,255 | 38,734 |
| EX6 | 26,532 | 40,697 |
| EX7 | 27,878 | 42,759 |
| EX8 | 29,288 | 44,922 |
| EX9 | 30,767 | 47,199 |
| EX10 | 32,329 | 49,593 |
| EX11 | 33,971 | 52,098 |
| EX12 | 35,687 | 54,733 |
| EX13 | 37,492 | 57,504 |
| EX14 | 39,389 | 60,414 |
| EX15 | 41,386 | 63,473 |
| EX16 | 44,566 | 71,816 |
| EX17 | 47,990 | 77,339 |
| EX18 | 51,684 | 83,287 |
| EE1 | 30,767 | 47,199 |
| EE2 | 55,659 | 89,694 |
| E1 | 37,787 | 57,504 |
| E2 | 55,659 | 89,694 |
| E3 | 59,937 | 96,591 |
| E4 | 64,547 | 104,017 |
| E5 | 69,509 | 112,014 |
| E6 | 76,727 | 126,734 |
| E7 | 84,691 | 134,316 |
| E8 | 95,703 | 151,778 |
| E9 | 102,400 | 162,404 |
| E10 | 109,570 | 173,772 |

1
2
3
4

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008
THE ANNUAL PAY SCHEDULE IS:

| GRADE | MINIMUM | MAXIMUM |
|--------------|----------------|----------------|
| EL1 | \$23,419 | \$37,143 |
| EL2 | 31,899 | 50,586 |
| EL3 | 46,837 | 74,281 |
| EX1 | 20,933 | 32,107 |
| EX2 | 21,992 | 33,738 |
| EX3 | 23,113 | 35,443 |
| EX4 | 24,278 | 37,236 |
| EX5 | 25,507 | 39,121 |
| EX6 | 26,799 | 41,105 |
| EX7 | 28,157 | 43,187 |
| EX8 | 29,582 | 45,371 |
| EX9 | 31,075 | 47,672 |
| EX10 | 32,652 | 50,088 |
| EX11 | 34,310 | 52,618 |
| EX12 | 36,044 | 55,280 |
| EX13 | 37,866 | 58,078 |
| EX14 | 39,782 | 61,017 |
| EX15 | 41,800 | 64,108 |
| EX16 | 45,011 | 72,534 |
| EX17 | 48,470 | 78,112 |
| EX18 | 52,200 | 84,119 |
| EE1 | 31,075 | 47,672 |
| EE2 | 56,216 | 90,590 |
| E1 | 38,166 | 58,078 |
| E2 | 56,216 | 90,590 |
| E3 | 60,536 | 97,556 |
| E4 | 65,191 | 105,057 |
| E5 | 70,204 | 113,135 |

| | | |
|-----|---------|---------|
| E6 | 77,495 | 128,001 |
| E7 | 85,538 | 135,660 |
| E8 | 96,660 | 153,296 |
| E9 | 103,424 | 164,029 |
| E10 | 110,666 | 175,508 |

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

(D) **Pay schedule.** THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE SOIL CONSERVATION DISTRICT EMPLOYEES' PAY AND BENEFIT PLAN IS AS FOLLOWS:

(I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2007 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008 THE ANNUAL PAY SCHEDULE IS:

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| ES1 | \$28,151 | \$43,179 |
| ES2 | 31,069 | 47,661 |
| ES3 | 36,038 | 55,270 |
| ES4 | 45,003 | 72,521 |
| ES5 | 52,191 | 84,105 |
| ES6 | 60,526 | 97,537 |

(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008 THE ANNUAL PAY SCHEDULE IS:

| GRADE | MINIMUM | MAXIMUM |
|-------|----------|----------|
| ES1 | \$28,151 | \$43,179 |
| ES2 | 31,069 | 47,661 |
| ES3 | 36,038 | 55,270 |
| ES4 | 45,003 | 72,521 |
| ES5 | 52,191 | 84,105 |
| ES6 | 60,526 | 97,537 |

SECTION 4. *And be it further enacted,* That the pay schedules bearing an effective date of July 1, 2007 in this Ordinance shall apply retroactively to the first full pay period beginning on or after July 1, 2007.

SECTION 5. *And be it further enacted,* That an employee receiving a rate of pay greater than the maximum salary of the employee's grade enacted by this Ordinance shall continue to receive the higher rate of pay. However, such an employee will only be eligible for a pay increase when the maximum salary of the employee's grade exceeds the employee's rate of pay. An employee may only receive an increase in pay up to the maximum salary of the pay schedule for the employee's grade.

SECTION 6. *And be it further enacted,* That the following employees shall receive an increase of 2% in their rate of pay, not to exceed the maximum pay rate for the grade, effective with the first full pay period on or after July 1, 2007:

(1) all non-represented classified employees, such increase to be exclusive of any increase granted to any such employee under § 6-1-204 or § 6-1-205, Anne Arundel County Code (2005, as amended);

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

1 101, Anne Arundel County Code (2005, as amended), such increase to be exclusive of
2 any increase granted to any such employee under § 6-2-101, Anne Arundel County Code
3 (2005, as amended);

4
5 (3) all exempt employees paid under the Court and State's Attorney Employees'
6 Pay and Benefit Plan under § 6-2-104, Anne Arundel County Code (2005, as amended);

7
8 (4) all exempt employees paid under the Soil Conservation District Employees'
9 Pay and Benefit Plan under § 6-2-105(d), Anne Arundel County Code (2005, as
10 amended); and

11
12 (5) all classified employees represented by AFSCME, Local 2563, AFSCME,
13 Local 582, FODCOP, Detention Sergeant's Association, and Teamster's Local 355
14 representing Correctional Program Specialists, such increase to be exclusive of any
15 increase granted to any such employee under § 6-1-207, Anne Arundel County Code
16 (2005, as amended).

17
18 SECTION 7. *And be it further enacted*, That the following employees shall receive an
19 increase of 1% in their rate of pay, not to exceed the maximum pay rate for the grade,
20 effective with the first full pay period on or after January 1, 2008:

21
22 (1) all non-represented classified employees, such increase to be exclusive of any
23 increase granted to any such employee under § 6-1-204 or § 6-1-205, Anne Arundel
24 County Code (2005, as amended);

25
26 (2) all exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-
27 101, Anne Arundel County Code (2005, as amended), such increase to be exclusive of
28 any increase granted to any such employee under § 6-2-101(d), Anne Arundel County
29 Code (2005, as amended);

30
31 (3) all exempt employees paid under the Court and State's Attorney Employees'
32 Pay and Benefit Plan under § 6-2-104(d), Anne Arundel County Code (2005, as
33 amended);

34
35 (4) all classified employees who are represented by AFSCME, Local 2563,
36 AFSCME, Local 582, FODCOP, Detention Sergeant's Association, and Teamster's
37 Local 355 representing Correctional Program Specialists, such increase to be exclusive of
38 any increase granted to any such employee under § 6-1-207, Anne Arundel County Code
39 (2005, as amended).

40
41 SECTION 8. *And be it further enacted*, That all classified employees who are
42 represented by FOP Lodge 70 shall receive an increase of 3% in their rate of pay, not to
43 exceed the maximum pay rate for the grade, effective the first full pay period beginning
44 on or after July 1, 2007, such increase to be exclusive of any increase granted to any such
45 employee under § 6-1-207, Anne Arundel County Code (2005, as amended).

46
47 SECTION 9. *And be it further enacted*, That each employee whose rate of pay is
48 below the minimum of the employee's pay schedule effective under this Ordinance on
49 July 1, 2007 will be placed at and receive the minimum rate of pay for the employee's

1 pay schedule subject to the terms of any applicable memorandum of agreement.

2 SECTION 10. *And be it further enacted*, That the provisions of this Ordinance
3 amending classifications in the Classification and Pay Plan shall take effect the first full
4 pay period after this Ordinance becomes effective under Section 10 of this Ordinance.

5
6 SECTION 11. *And be it further enacted*, That this Ordinance shall take effect 45 days
7 from the date it becomes law.