

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2007, Legislative Day No. 18

Bill No. 42-07

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

By the County Council, May 14, 2007

Introduced and first read on May 14, 2007
Public Hearing set for June 4, 2007
Bill Expires August 17, 2007

By Order: Judy C. Holmes, Administrative Officer

A BILL ENTITLED

1 AN ORDINANCE concerning: Personnel – Classified Service

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3 FOR the purpose of providing and altering the pay schedules and base salaries for certain
4 employees; amending provisions related to pay advancement for certain employees;
5 providing for the applicability of this Ordinance; and generally relating to the
6 classified service.

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8 BY repealing: § 6-1-202(f)(1), and (g)(2)
9 Anne Arundel County Code (2005, as amended)

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11 BY adding: § 6-1-202(f)(1), and (g)(2)
12 Anne Arundel County Code (2005, as amended)

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14 BY repealing and reenacting, with amendments: § 6-1-207(c)(4) through (6)
15 Anne Arundel County Code (2005, as amended)

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17 SECTION 1. *Be it enacted by the County Council of Anne Arundel County,*
18 *Maryland,* That § 6-1-202(f)(1), and (g)(2) of the Anne Arundel County Code (2005, as
19 amended) is hereby repealed.

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

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

ARTICLE 6 PERSONNEL
TITLE 1. CLASSIFIED SERVICE

6-1-202. Pay schedules.

(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:

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

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F1	\$35,022	\$65,838
F2	36,733	69,131
F3	38,612	72,587
F4	41,523	76,285
F5	46,988	84,221
F6	49,719	88,432

(II) 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 THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F1	\$36,073	\$71,204
F2	37,876	74,765
F3	39,770	78,503
F4	42,769	82,502
F5	48,398	91,085
F6	51,211	95,639

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

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F1	\$37,155	\$77,007
F2	39,012	80,858
F3	40,963	84,901
F4	44,052	89,226
F5	49,850	98,508
F6	52,747	103,434

(g) Police Department employees.

(2) THE ANNUAL PAY SCHEDULES FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED "P2" ARE AS FOLLOWS:

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

1 UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2008 THE ANNUAL
 2 PAY SCHEDULE IS:

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 4 POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

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GRADE	MINIMUM	MAXIMUM
P2	\$55,346	\$85,000

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

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 10 POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

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GRADE	MINIMUM	MAXIMUM
P2	\$57,006	\$92,800

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 13 **6-1-207. Pay at hiring; advancement through steps – Represented employees.**

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

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 18 (4) for employees in pay grade P2, a [4.25%] 5% increase in pay beginning the
 19 first full [bi-weekly] pay period on or after [July 1, 2005] JULY 1, 2007;

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 21 (5) for represented employees on the F pay schedule, a [4.5%] 5% increase in
 22 pay[, except that as provided in the memorandum of agreement between the County and
 23 IAFF, Local 1563, the percentage of increase may decrease to 4%] BEGINNING THE FIRST
 24 FULL PAY PERIOD ON OR AFTER JULY 1, 2007;

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 26 (6) for employees in pay grades D1 and D2, a 4% increase in pay [beginning the
 27 first full bi-weekly pay period on or after July 1, 2005]; and

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 29 SECTION 3. *And be it further enacted,* That all classified employees who are
 30 represented by the Police Sergeant’s Association or by the IAFF Local 1563 shall receive
 31 an increase of 3% in their rate of pay, not to exceed the maximum pay rate for the grade,
 32 effective with the first full pay period on or after July 1, 2007, such increase to be
 33 exclusive of any increase granted to any such employee under § 6-1-207, Anne Arundel
 34 County Code (2005, as amended).

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 36 SECTION 4. *And be it further enacted,* That as provided in the arbitration decision
 37 dated May 7, 2007 between Anne Arundel County Government and the Police Sergeant’s
 38 Association, certain classified employees who are represented by the Police Sergeant’s
 39 Association shall receive the designated pay rate adjustments effective July 12, 2007
 40 prior to the across the board pay increase provided in Section 3 of this legislation. Any
 41 classified employee who is a Police Sergeant on July 12, 2007 and is scheduled to receive
 42 a merit increase effective July 12, 2007 pay period shall have the merit increase applied
 43 following the across the board pay increase.

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 45 SECTION 5. *And be it further enacted,* That an employee receiving a rate of pay

1 greater than the maximum salary of the employee's grade enacted by this Ordinance shall
2 continue to receive the higher rate of pay. However, such an employee will only be
3 eligible for a pay increase when the maximum salary of the employee's grade exceeds the
4 employee's rate of pay. An employee may only receive an increase in pay up to the
5 maximum salary of the pay schedule for the employee's grade.

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7 SECTION 6. *And be it further enacted,* That each employee whose rate of pay is
8 below the minimum of the employee's pay schedule effective under this Ordinance on
9 July 1, 2007 will be placed at and receive the minimum rate of pay for the employee's
10 pay schedule subject to the terms of any applicable memorandum of agreement.

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12 SECTION 7. *And be it further enacted,* That the pay schedules bearing an effective
13 date of July 1, 2007 in this Ordinance shall apply retroactively to the first full pay period
14 beginning on or after July 1, 2007.

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