

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2007, Legislative Day No. 33

Bill No. 51-07

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

By the County Council, July 2, 2007

Introduced and first read on July 2, 2007
Public Hearing set for August 6, 2007
Bill Expires October 5, 2007

By Order: Judy C. Holmes, Administrative Officer

A BILL ENTITLED

1 AN ORDINANCE concerning: Personnel – Classified Service; Exempt Service

2
3 FOR the purpose of altering the classification and pay plan; changing minimum and
4 maximum pay rates for certain pay schedules in the classified and exempt service
5 plans; adding and deleting certain titles, grades and minimum qualifications for
6 certain classifications in the classified service; providing for increases in pay for
7 certain employees; providing for the applicability of this Ordinance; and generally
8 relating to the classified service and the exempt service.
9

10 BY repealing and reenacting §§ 6-1-201(d)(8) (as amended by Bill No. 41-07)
11 Anne Arundel County Code (2005, as amended)
12

13 BY repealing §§ 6-1-202 (b)(1)(xi), (d)(5)(ii), (f)(1)(i) and (2)(i) and (ii), and (g)(3)(ii);
14 and 6-2-105(d)(1) and (2) (all as amended by Bill Nos. 41-07 and 42-07)
15 Anne Arundel County Code (2005, as amended)
16

17 BY adding: §§ 6-1-202 (b)(1)(xi), (d)(5)(ii), (f)(1)(i) and (2)(i) and (ii), and (g)(3)(ii); and
18 6-2-105(d)(1) and (2) (all as amended by Bill Nos. 41-07 and 42-07)
19 Anne Arundel County Code (2005, as amended)
20

21 SECTION 1. *Be it enacted by the County Council of Anne Arundel County,*
22 *Maryland,* That §§ 6-1-202 (b)(1)(xi), (d)(5)(ii), (f)(1)(i) and (2)(i) and (ii), and (g)(3)(ii);
23 and 6-2-105(d)(1) and (2) of the Anne Arundel County Code (2005, as amended) (all as
24 amended by Bill Nos. 41-07 and 42-07) are hereby repealed.

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

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

ARTICLE 6 PERSONNEL

TITLE 1. CLASSIFIED SERVICE

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

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

(8) Public Safety and Criminal Justice (PS).

Title	Grade and Work Week	Minimum Qualifications
[Fire Fighter/Cardiac Rescue Technician	F3D	Graduation from high school; successful completion of the Anne Arundel County Fire Training Academy program; one year as a Fire Fighter II in the classified service of the Anne Arundel County Fire Department; certification as a cardiac rescue technician by the Maryland State EMS Board; and a valid non-commercial Class B motor vehicle operator's license]
FIRE FIGHTER/EMERGENCY MEDICAL TECHNICIAN-INTERMEDIATE	F3D	GRADUATION FROM HIGH SCHOOL; SUCCESSFUL COMPLETION OF THE ANNE ARUNDEL COUNTY FIRE TRAINING ACADEMY PROGRAM; ONE YEAR AS A FIRE FIGHTER II IN THE CLASSIFIED SERVICE OF THE ANNE ARUNDEL COUNTY FIRE DEPARTMENT; CERTIFICATION AS A NATIONALLY REGISTERED EMERGENCY MEDICAL TECHNICIAN-INTERMEDIATE AND CERTIFICATION BY THE MARYLAND STATE EMS BOARD; AND A VALID NON-COMMERCIAL CLASS B MOTOR VEHICLE OPERATOR'S LICENSE

6-1-202. Pay schedules.

(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:

1 (XI) BEGINNING THE FIRST FULL PAY PERIOD 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:

4
 5 OFFICE SUPPORT, ADMINISTRATIVE AIDES,
 6 AND TECHNICAL EMPLOYEES PAY SCHEDULE
 7

GRADE	MINIMUM	MAXIMUM
OS-1	\$11.49	\$17.23
OS-2	12.05	18.06
OS-3	12.63	18.92
OS-4	13.24	19.87
OS-5	13.87	20.85
OS-6	14.53	21.85
OS-7	15.26	22.92
OS-8	15.99	24.04
OS-9	16.77	25.21
OS-10	17.59	26.45
OS-11	18.45	27.75
OS-12	19.35	29.11

8
 9 (d) **Detention Center employees.**

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 11 (5) The annual pay schedules for employees in the classified service whose pay
 12 grades are designated "C3" are as follow:

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

16
 17 CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE
 18

GRADE	MINIMUM	MAXIMUM
C3	\$48,470	\$81,139

19
 20 (f) **Fire Department employees.**

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

24
 25 (I) BEGINNING THE FIRST FULL BI-WEEKLY PAY PERIOD ON OR AFTER JULY 1,
 26 2007 AND UNTIL THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JULY 1, 2008 THE
 27 ANNUAL PAY SCHEDULE IS:

28
 29 FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE
 30

GRADE	MINIMUM	MAXIMUM
F1	\$35,022	\$65,838
F2	36,773	69,131
F3	38,612	72,587
F4	41,523	76,285
F5	46,988	84,221
F6	49,719	88,432

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 32 (2) For employees in the classified service whose pay grades are designated "F7"
 33 through "F10" the annual pay schedules are:

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 35 (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 JANUARY 1, 2008 THE
2 ANNUAL PAY SCHEDULE IS:

3
4 FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE
5

GRADE	MINIMUM	MAXIMUM
F7	\$57,314	\$93,128
F8	60,181	97,783
F9	70,154	112,703
F10	74,947	126,734

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

9
10 FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE
11

GRADE	MINIMUM	MAXIMUM
F7	\$57,888	\$94,060
F8	60,782	98,760
F9	70,855	113,830
F10	75,695	128,001

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13 (g) **Police Department employees.**
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15 (3) For employees in the classified service whose pay grades are designated "P3"
16 through "P6" the annual pay schedules are:

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

GRADE	MINIMUM	MAXIMUM
P3	\$61,474	\$91,239
P4	67,619	102,107
P5	74,381	113,784
P6	81,819	128,648

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21
22 TITLE 2. EXEMPT SERVICE
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24 **6-2-105. Soil Conservation District Employees' Pay and Benefit Plan.**
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26 (d) **Pay schedule.** The annual pay schedule for employees in the soil conservation
27 district employees' pay and benefit plan is as follows:

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

GRADE	MINIMUM	MAXIMUM
ES1	\$27,878	\$42,759
ES2	30,767	47,199
ES3	35,687	54,733
ES4	44,566	71,816
ES5	51,684	83,287
ES6	59,937	96,591

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33
34 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2008 THE
35 ANNUAL PAY SCHEDULE IS:

GRADE	MINIMUM	MAXIMUM
ES1	\$28,157	\$43,187
ES2	31,075	47,672
ES3	36,044	55,280
ES4	45,011	72,534
ES5	52,200	84,119
ES6	60,536	97,556

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SECTION 3. *And be it further enacted*, That the pay schedules with 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 4. *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, other than if an employee qualifies for a lump sum payment under Section 7 of this Ordinance, when the maximum salary of the employee’s grade exceeds the employee’s rate of pay and an employee may only receive an increase in pay up to the maximum salary of the pay schedule for the employee’s grade.

SECTION 5. *And be it further enacted*, That, in addition to those employees identified in Section 7 of Bill No. 41-07, employees paid under the Soil Conservation District Employees’ Pay and Benefit Plan under § 6-2-105(d) of the Anne Arundel County Code (2005, as amended) shall receive an increase of 1% 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 January 1, 2008.

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

SECTION 7. *And be it further enacted*, That each classified employee who is a member of AFSCME Local 2563 whose rate of pay is above the maximum of the employee’s pay schedule effective under Bill No. 41-07 on the first pay period following July 1, 2007 will be entitled to a lump sum payment of \$500. This lump sum payment shall be effective the first full pay period on or after December 1, 2007.

SECTION 8. *And be it further enacted*, That the provisions of this Ordinance repealing and adding a classification in the Classification and Pay Plan shall take effect the first full pay period on or after the date this Ordinance takes effect.

SECTION 9. *And be it further enacted*, That this Ordinance shall take effect 45 days from the date it becomes law.