

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2008, Legislative Day No. 11

Bill No. 51-08

Introduced by Ms. Vitale, Chairman  
(by request of the County Executive)

By the County Council, May 5, 2008

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Introduced and first read on May 5, 2008  
Public Hearing set for June 2, 2008  
Bill Expires August 8, 2008

By Order: Judy C. Holmes, Administrative Officer

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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; altering certain pay schedules  
4 and providing for pay increases for certain employees in the classified and exempt  
5 services; providing for the applicability of this Ordinance; and generally relating to  
6 the classified and exempt services.

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8 BY repealing: §§ 6-1-202(a), (d)(3) and (5), (e)(3), (f)(2), and (g)(3); 6-2-101(b); and 6-  
9 2-105(d)  
10 Anne Arundel County Code (2005, as amended)

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12 BY adding: §§ 6-1-202(a), (d)(3) and (5), (e)(3), (f)(2), and (g)(3); 6-2-101(b); and 6-2-  
13 105(d)  
14 Anne Arundel County Code (2005, as amended)

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16 SECTION 1. *Be it enacted by the County Council of Anne Arundel County,*  
17 *Maryland,* That §§ 6-1-202(a), (d)(3) and (5), (e)(3), (f)(2), and (g)(3); 6-2-101(b); and 6-  
18 2-105(d) of the Anne Arundel County Code (1985, as amended) are hereby repealed.

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

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23 **ARTICLE 6 PERSONNEL**  
24 **TITLE 1. CLASSIFIED SERVICE**

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

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

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(A) **Non-represented employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “NR” IS:

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

GRADE	MINIMUM	MAXIMUM
NR1	\$21,565	\$34,075
NR2	22,655	35,807
NR3	23,812	37,617
NR4	25,012	39,520
NR5	26,277	41,519
NR6	27,608	43,626
NR7	29,008	45,835
NR8	30,476	48,152
NR9	32,013	50,596
NR10	33,638	53,159
NR11	35,345	55,844
NR12	37,132	58,671
NR13	39,008	61,639
NR14	40,984	64,759
NR15	43,062	68,039
NR16	46,369	76,983
NR17	49,932	82,900
NR18	53,776	89,276
NR19	57,913	96,146
NR20	62,365	103,536
NR21	67,159	111,498
NR22	72,324	120,072
NR23	75,941	129,074
NR24	79,835	135,849

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(d) **Detention Center employees.**

(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “D5” THROUGH “D8” THE ANNUAL PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
D5	\$50,049	\$86,659
D6	55,056	95,326
D7	62,375	104,861
D8	72,309	120,590

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(5) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED “C3” THE ANNUAL PAY SCHEDULE IS:

**CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES PAY SCHEDULE**

GRADE	MINIMUM	MAXIMUM
C3	\$48,470	\$86,934

**(e) Deputy Sheriff employees.**

(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "S3" AND "S4" THE ANNUAL PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
S3	\$52,684	\$81,328
S4	57,953	89,459

**(f) Fire Department employees.**

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "F7" THROUGH "F9" THE ANNUAL PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
F7	\$57,888	\$105,202
F8	60,782	115,723
F9	70,855	133,083

**(g) Police Department employees.**

(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED "P3" THROUGH "P6" THE ANNUAL PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
P3	\$62,708	\$111,359
P4	68,977	128,064
P5	75,874	134,468
P6	83,462	147,915

**TITLE 2. EXEMPT SERVICE**

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

**(B) Annual pay schedule.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:

GRADE	MINIMUM	MAXIMUM
EL1	\$24,126	\$39,420
EL2	32,862	53,687

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EL3	48,252	78,834
EX1	21,565	34,075
EX2	22,655	35,807
EX3	23,812	37,617
EX4	25,012	39,520
EX5	26,277	41,519
EX6	27,608	43,626
EX7	29,008	45,835
EX8	30,476	48,152
EX9	32,013	50,596
EX10	33,638	53,159
EX11	35,345	55,844
EX12	37,132	58,671
EX13	39,008	61,639
EX14	40,984	64,759
EX15	43,062	68,039
EX16	46,369	76,983
EX17	49,932	82,900
EX18	53,776	89,276
EE1	32,013	50,596
EE2	57,913	96,144
E1	39,318	61,639
E2	57,913	96,146
E3	62,365	103,536
E4	67,159	111,498
E5	72,324	120,072
E6	79,835	135,849
E7	88,121	143,976
E8	99,580	162,693
E9	106,548	174,084
E10	114,009	186,266

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

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(D) **Pay schedule.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2008 THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE SOIL CONSERVATION DISTRICT EMPLOYEES' PAY AND BENEFIT PLAN IS:

GRADE	MINIMUM	MAXIMUM
ES1	\$29,008	\$45,835
ES2	32,013	50,596
ES3	37,132	58,671
ES4	46,369	76,983
ES5	53,776	89,276
ES6	62,365	103,536

1 SECTION 3. *And be it further enacted*, That any employee, who, on July 10, 2008, is  
2 receiving a rate of pay which is above the maximum salary for the range of the  
3 employee's grade, as established by this Ordinance, shall continue to receive that rate of  
4 pay. However, such an employee is not eligible for any form of pay increase until the  
5 maximum for the range of the employee's grade is increased so that it exceeds the  
6 employee's rate of pay. An employee may only receive an increase in pay up to the  
7 maximum salary of the pay schedule for the employee's grade.  
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9 SECTION 4. *And be it further enacted*, That the following employees shall receive an  
10 increase of 3% in their rate of pay, not to exceed the maximum pay rate for the grade,  
11 effective on the first full pay period beginning on or after July 1, 2008:  
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13 (1) all non-represented classified employees, such increase to be exclusive of any  
14 increase granted to any such employee under § 6-1-204 or § 6-1-205, Anne Arundel  
15 County Code (2005, as amended);  
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17 (2) all exempt employees paid under the Exempt Pay and Benefit Plan in § 6-2-  
18 101, Anne Arundel County Code (2005, as amended), such increase to be exclusive of  
19 any increase granted to any such employee under § 6-2-101, Anne Arundel County Code  
20 (2005, as amended);  
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22 (3) all exempt employees paid under the Court and State's Attorney Employees'  
23 Pay and Benefit Plan under § 6-2-104, Anne Arundel County Code (2005, as amended);  
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25 (4) all exempt employees paid under the Soil Conservation District Employees'  
26 Pay and Benefit Plan under § 6-2-105 of the Anne Arundel County Code (2005, as  
27 amended); and  
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29 (5) all classified employees in the classification of Deputy Sheriff I and all  
30 classified employees represented by the IAFF Local 1563, FOP Lodge 70, the Police  
31 Supervisors Association, and the Sheriff Sergeants Association, such increase to be  
32 exclusive of any increase granted to any such employee under § 6-1-207, Anne Arundel  
33 County Code (2005, as amended).  
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35 SECTION 5. *And be it further enacted*, That all classified employees in the  
36 classification of Correctional Program Specialist I or Correctional Program Specialist II,  
37 and all classified employees represented by AFSCME, Local 2563, AFSCME, Local 582,  
38 FODCOP, and the Detention Sergeants Association shall receive an increase of 2% in  
39 their rate of pay, such increase to be exclusive of any increase granted to any such  
40 employee under § 6-1-207, Anne Arundel County Code (2005, as amended), but not to  
41 exceed the maximum pay rate for the grade, effective the first full pay period on or after  
42 July 1, 2008.  
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44 SECTION 6. *And be it further enacted*, That all classified employees in the  
45 classification of Correctional Program Specialist I or Correctional Program Specialist II,  
46 and all classified employees represented by AFSCME, Local 2563, AFSCME, Local 582,  
47 FODCOP, and the Detention Sergeants Association shall receive an increase of 1% in  
48 their rate of pay, such increase to be exclusive of any increase granted to any such

1 employee under § 6-1-207, Anne Arundel County Code (2005, as amended), but not to  
2 exceed the maximum pay rate for the grade, effective the first full pay period on or after  
3 January 1, 2009.

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

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10 SECTION 8. *And be it further enacted,* That the provisions of this Ordinance  
11 amending certain pay schedules effective the first full pay period on or after July 1, 2008  
12 shall apply retroactively to the first full pay period beginning on or after July 1, 2008.

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