

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2023, Legislative Day No. 9

Bill No. 44-23

Introduced by Mr. Smith, Chair
(by request of the County Executive)

By the County Council, May 1, 2023

Introduced and first read on May 1, 2023
Public Hearing set for and held on June 5, 2023
Public Hearing on AMENDED bill set for and held on June 20, 2023
Bill Expires August 4, 2023

By Order: Laura Corby, Administrative Officer

A BILL ENTITLED

1 AN ORDINANCE concerning: Personnel – Public Ethics – Public Safety – Classified
2 Service and Exempt Service – Pay Schedules and Positions

3
4 FOR the purpose of correcting the removal and addition of certain employees eligible for
5 allowances retroactively; modifying the conditions of eligibility and certification lists;
6 modifying the pay grade and minimum qualifications for certain positions in the
7 classified service; adding certain positions in the classified service; providing for the
8 pay grade, work week, and minimum qualifications applicable to positions added to the
9 classified service; adding new pay schedules for certain classified employees;
10 modifying pay on promotion, reclassification or grade reallocation for certain
11 employees; modifying the conditions for allowances for certain employees; adding
12 certain classified employees eligible for bonus pay; modifying annual leave for certain
13 employees; modifying disability leave for certain employees; modifying education
14 assistance for certain employees; adding certain positions in the exempt service; adding
15 new pay schedules for certain exempt employees; amending the definition of
16 “Uniformed Public Safety Exclusive Representative”; modifying the exclusion of
17 certain employees from joining employee organizations; adding certain classified and
18 exempt employees required to file financial disclosure statements; modifying the title
19 of certain classified employees required to file financial disclosure statements; adding
20 certain classified employees eligible to be members of the Fire Advisory Board;
21 providing for increases in pay for certain employees; providing the method for certain

EXPLANATION: CAPITALS indicate new matter added to existing law.
[[Brackets]] indicate matter deleted from existing law.
Captions and taglines in **bold** in this bill are catchwords and are not law.
Asterisks *** indicate existing Code provisions in a list or chart that remain unchanged.
Underlining indicates matter added to bill by amendment.
~~Strikeover~~ indicates matter removed from bill by amendment.

1 classified employees to move to a new pay schedule; providing for advancement to
2 new rate of pay for certain employees; providing for lump sum payments for certain
3 employees; confirming applicability of certain terms related to pay in memoranda of
4 agreements; providing for an increase in pay for certain classified employees based on
5 certain comparable classified employees; providing for certain salary adjustments for
6 certain classified employees based on salary compression; providing for the elimination
7 of certain classified positions approved as part of the Annual Budget and Appropriation
8 Ordinance under certain circumstances; applying a certain Section of this Ordinance
9 retroactively; providing for the application of this Ordinance; and generally relating to
10 personnel, public ethics, and public safety.

11
12 BY repealing and reenacting, with amendments: § 6-1-217
13 Anne Arundel County Code (2005, as amended)
14 (As enacted by Bill No. 51-22)

15
16 BY repealing: §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d), (e), (f), (g), (h), (i), and (j); 6-2-
17 101(b); and 6-2-105(d)
18 Anne Arundel County Code (2005, as amended)

19
20 BY renumbering: § 6-1-201(d)(6) through (10) to be § 6-1-201(d)(7) through (11),
21 respectively; § 6-1-307(b)(4) to be § 6-1-307(b)(5); § 6-2-103(a)(4) through ~~(22) and~~
22 ~~(23) through~~ (36) to be § 6-2-103(a)(5) through ~~(23) and (25) through (38) (37)~~,
23 respectively; and § 7-6-101(a)~~(31) through (75) and (76) (77)~~ through (102) to be § 7-
24 6-101(a)~~(32) through (76) and (78) through (104) (78) through (103)~~, respectively
25 Anne Arundel County Code (2005, as amended)

26
27 BY adding: §§ 6-1-201(d)(6); 6-1-202(a), (b)(1), (c)(1) and (2), (d), (e), (f), (g), (h), (i),
28 and (j); 6-1-307(b)(4); 6-2-101(b); 6-2-103(a)(4)~~and (24)~~; 6-2-105(d); and 7-6-
29 101(a)~~(31) and (77)~~
30 Anne Arundel County Code (2005, as amended)

31
32 BY repealing and reenacting, with amendments: §§ 6-1-106(a)(3), (4), and (5); 6-1-
33 201(d)(1), (2), (3), (4), (9), (10), and (11); 6-1-208(f)(4); 6-1-217; 6-1-218(a); 6-1-
34 302(a); 6-1-303(l)(2) and (m); 6-1-307(b)(5) and (d); 6-2-101(a); 6-4-101(16); 6-4-
35 105(b)(1); 7-6-101(a)(30); and 12-1-402(a)(3)
36 Anne Arundel County Code (2005, as amended)
37 (As enacted by Section 2 of this Ordinance)

38
39 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*
40 *That §§ 6-1-202(a), (b)(1), (c)(1) and (2), (d), (e), (f), (g), (h), (i), and (j); 6-2-101(b); and*
41 *6-2-105(d) of the Anne Arundel County Code (2005, as amended) are hereby repealed.*

42
43 SECTION 2. *And be it further enacted, That §§ 6-1-201(d)(6) through (10); 6-1-*
44 *307(b)(4); 6-2-103(a)(4) through ~~(22) and (23)~~ through (36); and 7-6-101(a)~~(31) through~~*
45 *~~(75) and (76) (77)~~ through (102), respectively, of the Anne Arundel County Code (2005,*
46 *as amended) are hereby renumbered to be §§ 6-1-201(d)(7) through (11); 6-1-307(b)(5); 6-*

1 2-103(a)(5) through ~~(23) and (25) through (38)~~ (37); and 7-6-101(a)~~(32) through (76) and~~
2 ~~(78) through (104)~~ (78) through (103), respectively.

3
4 SECTION 3. *And be it further enacted*, That Section(s) of the Anne Arundel County
5 Code (2005, as amended) (as enacted by Bill No. 51-22) read as follows:

6 7 ARTICLE 6. PERSONNEL

8 9 TITLE 1. CLASSIFIED SERVICE

10 11 **6-1-217. Allowances.**

12
13 (a) **Memorandum of agreement applicability.** A represented employee shall receive
14 allowances in accordance with an applicable memorandum of agreement, negotiated and
15 executed in accordance with Title 4, between the County and an exclusive representative.

16
17 (B) **Allowances for Police Captain and Police Major.** UNIFORMED OFFICERS IN THE
18 CLASSIFICATIONS OF POLICE CAPTAIN AND POLICE MAJOR ARE ENTITLED TO THE SAME
19 ALLOWANCES AFFORDED UNIFORMED OFFICERS IN THE CLASSIFICATION OF POLICE
20 SERGEANT UNDER THIS SECTION.

21
22 ~~[[b)]]~~ (C) **Allowances for Fire Division Chief and Fire Deputy Chief.** Uniformed
23 officers in the classifications of Fire Division Chief and Fire Deputy Chief are entitled to
24 the emergency medical technician-paramedic certification allowance afforded to certain
25 employees who are members of IAFF Local 1563 and to employees in the classification of
26 Fire Battalion Chief.

27
28 ~~[[c)]]~~ **Allowances for Police Communications Operator III and Police**
29 **Communications Operator IV.** Employees in the classifications of Police
30 Communications Operator III and Police Communications Operator IV are entitled to the
31 same allowances provided to employees in the classification of Police Communications
32 Operator II.]

33
34 (D) **Allowances for Animal Control Supervisor.** EMPLOYEES IN THE CLASSIFICATION
35 OF ANIMAL CONTROL SUPERVISOR ARE ENTITLED TO THE SAME ALLOWANCES PROVIDED
36 TO EMPLOYEES IN THE CLASSIFICATION OF ANIMAL CONTROL OFFICER.

37
38 ~~[[d)]]~~ (E) **Allowances for certain represented employees in the “LM” pay grade.**

39
40 (1) Certain employees in the classified service whose pay grades are designated
41 “LM” are entitled to an increase of 5% of their regular rate of pay for all hours worked
42 while assigned to the Fire Shop of the Central Services Garage, as set forth in the applicable
43 memorandum of agreement, negotiated and executed in accordance with Title 4, between
44 the County and AFSCME Local 582.

45
46 (2) Employees of the Detention Center who are in the classifications of Storekeeper
47 II, Facilities Maintenance Mechanic II or Facilities Maintenance Mechanic III are entitled

1 to 5% of their regular rate of pay for all hours worked, as set forth in the applicable
2 memorandum of agreement, negotiated and executed in accordance with Title 4, between
3 the County and AFSCME Local 582.

4
5 **[[e)] (F) Allowances for non-represented and exempt employees.** Employees in the
6 classified service who are not represented by an exclusive representative and employees in
7 the exempt service who are designated by the appointing authority to be and are certified
8 in accordance with County policies and procedures to provide foreign language services
9 are entitled to an allowance as determined by the appointing authority payable on a per day
10 period basis.

11
12 SECTION 4. *And be it further enacted,* That Section(s) of the Anne Arundel County
13 Code (2005, as amended) read as follows:

14
15 **ARTICLE 6. PERSONNEL**

16
17 **TITLE 1. CLASSIFIED SERVICE**

18
19 **6-1-106. Eligibility and certification lists.**

20
21 **(a) Generally.**

22
23 (3) An applicant for a position as a Fire Fighter II OR FIRE FIGHTER/EMERGENCY
24 MEDICAL TECHNICIAN-PARAMEDIC is entitled to receive preference in hiring if the
25 applicant is certified as having satisfactorily completed the Maryland Fire and Rescue
26 Institute basic firefighting course; is a certified emergency technician; is certified by the
27 Controller as having completed the two consecutive years immediately preceding the date
28 of application for employment as an active volunteer member of the Anne Arundel County
29 Fire Service as defined in § 12-1-301 of this Code; and successfully completes all
30 components of the selection process. The hiring preference shall not displace any
31 preference or requirement of any lawful selective certification applicable to the selection
32 process for the position of Fire Fighter II OR FIRE FIGHTER/EMERGENCY MEDICAL
33 TECHNICIAN – PARAMEDIC.

34
35 (4) (i) “Eligible veteran” means a veteran of any branch of the Armed Forces of the
36 United States who has received an honorable discharge or a certificate of satisfactory
37 completion of military service, including the National Guard, the Coast Guard and the
38 Military Reserves. An eligible veteran does not include a person who is employed by the
39 County at the time of application.

40
41 (ii) An eligible veteran applying for the position of Fire Fighter II, FIRE
42 FIGHTER/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC, Police Officer, Detention
43 Officer, Deputy Sheriff I, Fire Communications Operator I, Sheriff’s Communications
44 Operator, or Police Communications Operator I or II who successfully completes all
45 components and lawful requirements of the selection process shall receive preference in

1 hiring. The hiring preference shall not displace any preference provided in subsection (a)(3)
 2 of this section.

3
 4 (iii) Except for positions referenced in subsection (a)(4)(ii), an eligible veteran
 5 applying for a position in the classified service who meets all the components and lawful
 6 requirements of the position, and meets all the preferences posted for the position that other
 7 certified candidates meet, will be interviewed for the position.

8
 9 (5) (i) “County resident preference” means the criteria established by the Personnel
 10 Officer to provide preference in hiring for a County resident.

11
 12 (ii) A County resident applying for the position of Fire Fighter II, FIRE
 13 FIGHTER/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC, Police Officer, Detention
 14 Officer, Deputy Sheriff I, Fire Communications Operator I, Sheriff’s Communications
 15 Operator, or Police Communications Operator I or II who successfully completes all
 16 components and lawful requirements of the selection process and is among the best
 17 qualified candidates shall receive a County resident preference and be certified for the
 18 position. The hiring preference shall not displace any preference provided in paragraph
 19 (a)(3) of this section.

20
 21 (iii) Except for positions referenced in subparagraph (ii), a County resident
 22 applying for a position for initial appointment in the classified service who meets all the
 23 components and lawful requirements of the position, and is among the best qualified
 24 candidates shall receive County resident preference and be certified for the position.

25
 26 **6-1-201. Titles; pay grades; work weeks; minimum qualifications.**

27
 28 (d) **Title, pay grades, work week, and minimum qualifications.** The title, minimum
 29 standards, pay grade, and the work week designation that an employee is required to follow
 30 for each class within the classified service are as follows:

31
 32 (1) Accounting, Auditing, and Budgeting (AC)

33

Title	Grade and Work Week	Minimum Qualifications

[[Assistant County Auditor]]	[[LA4C]]	[[Graduation from an accredited four-year college or university with major course work in accounting or finance; seven years experience in governmental or public accounting and auditing; and certification as a public accountant in the State, or a master’s degree in accounting or a related field from an accredited college or university]]

Cashier II	[[NR8B]] OS7B	Graduation from high school; and thorough experience in cashiering

[[Legislative IT Audit Manager]]	[[LA3C]]	[[Graduation from an accredited four-year college or university with major work in information technology or a related field; and five years of IT auditing experience]]
[[Legislative Audit Manager]]	[[LA3C]]	[[Graduation from an accredited four-year college or university with major course work in accounting or finance; and five years experience in accounting or auditing]]
[[Legislative Senior Staff Auditor]]	[[LA2C]]	[[Graduation from an accredited four-year college or university with major course work in accounting or finance; and three years experience in accounting or auditing]]
[[Legislative Staff Auditor]]	[[LA1C]]	[[Graduation from an accredited four-year college or university with major course work in accounting or finance]]

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

Title	Grade and Work Week	Minimum Qualifications

[[Legislative Analyst]]	[[NR17C]]	[[Graduation from an accredited four-year college or university with major course work in political science, public or business administration, public policy or a related subject; thorough experience in professional level programming for a subject area relevant to local government administration; considerable experience working with a legislative body or committee; or a combination of education and experience]]
[[Legislative Management Assistant I]]	[[NR15C]]	[[Graduation from an accredited four-year college or university with major course work in public or business administration or a related field; experience in office management in the legislative field or a related field; or an equivalent combination of education and experience]]
[[Legislative Management Assistant II]]	[[NR17C]]	[[Graduation from an accredited four-year college or university with major course work in public or business administration or a related field; and considerable experience in office management in the legislative field or a related field]]

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(3) Administrative Office Support and Clerical (AO).

Title	Grade and Work Week	Minimum Qualifications

[[Legislative Administrative Secretary]]	[[NR12B]]	[[Graduation from high school, including or supplemented by courses in secretarial sciences; thorough experience in secretarial and administrative work in the legislative field or a related field; and a passing score on appropriate proficiency tests]]
[[Legislative Secretary]]	[[NR9B]]	[[Graduation from high school, including or supplemented by courses in secretarial science; considerable experience in secretarial and office support work in the legislative field or a related field; and a passing score on appropriate proficiency tests]]
[[Legislative Senior Secretary]]	[[NR10B]]	[[Graduation from high school, including or supplemented by courses in secretarial science; thorough experience in secretarial and office support work in the legislative field or a related field; and a passing score on appropriate proficiency tests]]

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(4) Facilities, Trades, Equipment and Maintenance (FT).

Title	Grade and Work Week	Minimum Qualifications

Utilities Area Maintenance Supervisor	NR16C	Graduation from high school; extensive experience in progressively responsible work at journeyman level mechanical, electrical, or utility plant maintenance; considerable supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
UTILITIES CREW LEADER I	LM9B	GRADUATION FROM HIGH SCHOOL; CONSIDERABLE EXPERIENCE IN MAINTENANCE, REPAIR OR CONSTRUCTION OF WATER DISTRIBUTION OR WASTEWATER COLLECTION SYSTEMS INFRASTRUCTURE; SOME LEAD WORKER EXPERIENCE; A VALID STATE OF MARYLAND CLASS II WASTEWATER COLLECTION

			SYSTEM OPERATOR'S LICENSE OR A CLASS I WATER DISTRIBUTION OPERATOR'S LICENSE; AND A VALID STATE OF MARYLAND COMMERCIAL CLASS B MOTOR VEHICLE OPERATOR'S LICENSE
UTILITIES LEADER II	CREW	LM11B	GRADUATION FROM HIGH SCHOOL; THOROUGH EXPERIENCE IN MAINTENANCE, REPAIR, OR CONSTRUCTION OF WATER DISTRIBUTION OR WASTEWATER COLLECTION SYSTEMS INFRASTRUCTURE; LEAD WORKER EXPERIENCE; A VALID STATE OF MARYLAND CLASS II WASTEWATER COLLECTION SYSTEM OPERATOR'S LICENSE OR A CLASS I WATER DISTRIBUTION OPERATOR'S LICENSE; AND A VALID STATE OF MARYLAND COMMERCIAL CLASS B MOTOR VEHICLE OPERATOR'S LICENSE
UTILITIES LEADER III	CREW	LM12B	GRADUATION FROM HIGH SCHOOL, THOROUGH EXPERIENCE IN THE REPAIR, MAINTENANCE OR CONSTRUCTION WORK OF WATER OR WASTEWATER LINES AND RELATED INFRASTRUCTURE, INCLUDING THOROUGH SUPERVISORY EXPERIENCE; POSSESSION OF A STATE OF MARYLAND CLASS I WATER DISTRIBUTION SYSTEM AND A CLASS II WASTEWATER COLLECTION SYSTEM OPERATOR'S LICENSE; AND A VALID STATE OF MARYLAND COMMERCIAL CLASS B MOTOR VEHICLE OPERATOR'S LICENSE

Utilities Worker I	Support	LM6B	Graduation from high school; some experience in repair, maintenance, [[and]] OR construction work; a valid commercial Class B motor vehicle operator's license with tanker endorsement or ability to obtain the license with tanker endorsement within six months of hire; at minimum, a valid non-provisional Class C motor vehicle operator's license; obtain a CDL learner's permit within 45 days of hire to allow for adequate CDL training; and obtain a medical certificate as mandated by federal law for a CDL learner's permit
Utilities Worker II	Support	LM7B	Graduation from high school; considerable experience in repair, maintenance, [[and]] OR construction of water [[and]] OR wastewater systems; a valid commercial Class B motor vehicle operator's license or the ability to obtain a commercial Class B motor vehicle operator's license within six months of employment; at minimum, a valid non-provisional Class C motor vehicle operator's license; obtain a CDL learner's permit within 45 days of hire to allow for adequate

		CDL training; and obtain a medical certificate as mandated by federal law for a CDL learner's permit
UTILITIES SUPPORT WORKER III	LM8B	GRADUATION FROM HIGH SCHOOL; THOROUGH EXPERIENCE IN REPAIR, MAINTENANCE OR CONSTRUCTION OF WATER OR WASTEWATER SYSTEMS; VALID STATE OF MARYLAND COMMERCIAL CLASS A (RESTRICTED) MOTOR VEHICLE OPERATOR'S LICENSE, WITH TANK VEHICLE ENDORSEMENT (N); AND A STATE OF MARYLAND CLASS I WATER DISTRIBUTION OR CLASS II WASTEWATER COLLECTION SYSTEM LICENSE

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(6) LEGISLATIVE BRANCH (LG).

TITLE	GRADE AND WORK WEEK	MINIMUM QUALIFICATIONS
ASSISTANT COUNTY AUDITOR	LA4C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN ACCOUNTING OR FINANCE; SEVEN YEARS EXPERIENCE IN GOVERNMENTAL OR PUBLIC ACCOUNTING AND AUDITING; CERTIFICATION AS A PUBLIC ACCOUNTANT IN THE STATE, OR A MASTER'S DEGREE IN ACCOUNTING OR A RELATED FIELD FROM AN ACCREDITED COLLEGE OR UNIVERSITY; OR A COMBINATION OF EDUCATION AND EXPERIENCE
DEPUTY COUNTY AUDITOR	LA5C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN ACCOUNTING OR FINANCE; EXTENSIVE EXPERIENCE IN GOVERNMENTAL OR PUBLIC ACCOUNTING AND AUDITING; CERTIFICATION AS A PUBLIC ACCOUNTANT IN THE STATE, OR A MASTER'S DEGREE IN ACCOUNTING OR A RELATED FIELD FROM AN ACCREDITED COLLEGE OR UNIVERSITY; AND THOROUGH SUPERVISORY EXPERIENCE IN GOVERNMENTAL OR PUBLIC ACCOUNTING AND AUDITING
LEGISLATIVE ADMINISTRATIVE SECRETARY	NR12B	GRADUATION FROM HIGH SCHOOL, INCLUDING OR SUPPLEMENTED BY COURSES IN SECRETARIAL SCIENCES; THOROUGH EXPERIENCE IN SECRETARIAL AND ADMINISTRATIVE WORK IN THE LEGISLATIVE FIELD OR A RELATED FIELD; AND A PASSING SCORE ON APPROPRIATE PROFICIENCY TESTS
LEGISLATIVE ANALYST I	NR17C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN POLITICAL SCIENCE, PUBLIC OR BUSINESS ADMINISTRATION, PUBLIC POLICY OR A RELATED SUBJECT; CONSIDERABLE EXPERIENCE

		IN PROFESSIONAL LEVEL PROGRAMMING FOR A SUBJECT AREA RELEVANT TO LOCAL GOVERNMENT ADMINISTRATION; CONSIDERABLE EXPERIENCE WORKING WITH A LEGISLATIVE BODY OR COMMITTEE; OR A COMBINATION OF EDUCATION AND EXPERIENCE
LEGISLATIVE ANALYST II	NR19C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN POLITICAL SCIENCE, PUBLIC OR BUSINESS ADMINISTRATION, PUBLIC POLICY OR A RELATED SUBJECT; THOROUGH EXPERIENCE IN PROFESSIONAL LEVEL PROGRAMMING FOR A SUBJECT AREA RELEVANT TO LOCAL GOVERNMENT ADMINISTRATION; CONSIDERABLE EXPERIENCE WORKING WITH A LEGISLATIVE BODY OR COMMITTEE; OR A COMBINATION OF EDUCATION AND EXPERIENCE
LEGISLATIVE AUDIT MANAGER	LA3C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN ACCOUNTING OR FINANCE; AND FIVE YEARS EXPERIENCE IN ACCOUNTING OR AUDITING
LEGISLATIVE IT AUDIT MANAGER	LA3C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN INFORMATION TECHNOLOGY OR A RELATED FIELD; AND FIVE YEARS OF IT AUDITING EXPERIENCE
LEGISLATIVE IT TECHNICIAN	NR16C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN COMPUTER SCIENCE, INFORMATION TECHNOLOGY, OR A RELATED SUBJECT; CONSIDERABLE EXPERIENCE IN SERVICE MANAGEMENT BEST PRACTICES, INFORMATION TECHNOLOGY METHODOLOGIES AND STANDARDS, AND MAINTENANCE OF COMPUTER SYSTEMS, INCLUDING THE CONFIGURATION AND TROUBLESHOOTING OF HARDWARE AND SOFTWARE; OR AN EQUIVALENT COMBINATION OF EDUCATION AND EXPERIENCE
LEGISLATIVE MANAGEMENT ASSISTANT I	NR15C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN PUBLIC OR BUSINESS ADMINISTRATION OR A RELATED FIELD; EXPERIENCE IN OFFICE MANAGEMENT IN THE LEGISLATIVE FIELD OR A RELATED FIELD; OR AN EQUIVALENT COMBINATION OF EDUCATION AND EXPERIENCE
LEGISLATIVE MANAGEMENT ASSISTANT II	NR17C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN PUBLIC OR BUSINESS ADMINISTRATION OR A RELATED FIELD; AND CONSIDERABLE EXPERIENCE IN OFFICE MANAGEMENT IN THE LEGISLATIVE FIELD OR A RELATED FIELD; OR AN EQUIVALENT COMBINATION OF EDUCATION AND EXPERIENCE

LEGISLATIVE SECRETARY	NR9B	GRADUATION FROM HIGH SCHOOL, INCLUDING OR SUPPLEMENTED BY COURSES IN SECRETARIAL SCIENCE; CONSIDERABLE EXPERIENCE IN SECRETARIAL AND OFFICE SUPPORT WORK IN THE LEGISLATIVE FIELD OR A RELATED FIELD; AND A PASSING SCORE ON APPROPRIATE PROFICIENCY TESTS
LEGISLATIVE SENIOR SECRETARY	NR10B	GRADUATION FROM HIGH SCHOOL, INCLUDING OR SUPPLEMENTED BY COURSES IN SECRETARIAL SCIENCE; THOROUGH EXPERIENCE IN SECRETARIAL AND OFFICE SUPPORT WORK IN THE LEGISLATIVE FIELD OR A RELATED FIELD; AND A PASSING SCORE ON APPROPRIATE PROFICIENCY TESTS
LEGISLATIVE SENIOR STAFF AUDITOR	LA2C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN ACCOUNTING OR FINANCE; AND THREE YEARS EXPERIENCE IN ACCOUNTING OR AUDITING
LEGISLATIVE STAFF AUDITOR	LA1C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN ACCOUNTING OR FINANCE
SENIOR LEGISLATIVE ANALYST	NR21C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN POLITICAL SCIENCE, PUBLIC OR BUSINESS ADMINISTRATION, PUBLIC POLICY OR A RELATED SUBJECT; EXTENSIVE EXPERIENCE IN PROFESSIONAL LEVEL PROGRAMMING FOR A SUBJECT AREA RELEVANT TO LOCAL GOVERNMENT ADMINISTRATION, INCLUDING SUPERVISORY EXPERIENCE; CONSIDERABLE EXPERIENCE WORKING WITH A LEGISLATIVE BODY OR COMMITTEE; OR A COMBINATION OF EDUCATION AND EXPERIENCE

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[[(8)]] (9) Public Safety and Criminal Justice (PS).

Title	Grade and Work Week	Minimum Qualifications

Emergency Management Training and Exercise Coordinator	[[NR16C]] NR18C	Graduation from an accredited four-year college or university with a degree in business administration, business management or public administration or a related field; and thorough experience in emergency management training and exercise services to include a certificate of completion of the FEMA Professional Development Series; National Incident Management System (NIMS); Incident Command System (ICS); and a valid non-commercial Class C motor vehicle operator's license

Fire Battalion Chief	F7C	Two years of acceptable college course work in fire science, emergency health services, public or business administration, or a related field; nine years of progressively responsible experience in the Anne Arundel County Fire Department, including two years as a captain; certification as a Fire Officer 3 by the Maryland Fire Service Personnel Qualifications Board; [[for assignment to the Emergency Medical Services Divisions, certification as a nationally registered EMT/Paramedic and certification by the Maryland State EMS Board;]] and a valid non-commercial Class C motor vehicle operator's license
FIRE BATTALION CHIEF/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC	F7PC	TWO YEARS OF ACCEPTABLE COLLEGE COURSE WORK IN FIRE SCIENCE, EMERGENCY HEALTH SERVICES, PUBLIC OR BUSINESS ADMINISTRATION, OR A RELATED FIELD; NINE YEARS OF PROGRESSIVELY RESPONSIBLE EXPERIENCE IN THE ANNE ARUNDEL COUNTY FIRE DEPARTMENT, INCLUDING TWO YEARS AS A CAPTAIN; CERTIFICATION AS A FIRE OFFICER 3 BY THE MARYLAND FIRE SERVICE PERSONNEL QUALIFICATIONS BOARD; CERTIFICATION AS A NATIONALLY REGISTERED PARAMEDIC AND LICENSED AS A PARAMEDIC BY THE MARYLAND STATE EMS BOARD; AND A VALID NON-COMMERCIAL CLASS C MOTOR VEHICLE OPERATOR'S LICENSE
Fire Captain	F6D	One year of acceptable college education; six years of progressively responsible experience in the classified service of the Anne Arundel County Fire Department, two years of which must have been at the level of lieutenant, or graduation from high school and seven years of progressively responsible Anne Arundel County Fire Department experience, two years of which must have been at the lieutenant level; certification as Fire Officer 2 by the Maryland Fire Service Personnel Qualifications Board; [[for assignment to the Emergency Medical Services Division, certification as a nationally registered EMT/Paramedic and certification by the Maryland State EMS Board;]] and a valid non-commercial Class B motor vehicle operator's license
FIRE CAPTAIN/EMERGENCY MEDICAL	F6PD	ONE YEAR OF ACCEPTABLE COLLEGE EDUCATION; SIX YEARS OF PROGRESSIVELY RESPONSIBLE EXPERIENCE IN THE CLASSIFIED SERVICE OF THE ANNE ARUNDEL COUNTY FIRE

TECHNICIAN-PARAMEDIC		DEPARTMENT, TWO YEARS OF WHICH MUST HAVE BEEN AT THE LEVEL OF LIEUTENANT, OR GRADUATION FROM HIGH SCHOOL AND SEVEN YEARS OF PROGRESSIVELY RESPONSIBLE ANNE ARUNDEL COUNTY FIRE DEPARTMENT EXPERIENCE, TWO YEARS OF WHICH MUST HAVE BEEN AT THE LIEUTENANT LEVEL; CERTIFICATION AS FIRE OFFICER 2 BY THE MARYLAND FIRE SERVICE PERSONNEL QUALIFICATIONS BOARD; CERTIFICATION AS A NATIONALLY REGISTERED PARAMEDIC AND LICENSED AS A PARAMEDIC BY THE MARYLAND STATE EMS BOARD; AND A VALID NON-COMMERCIAL CLASS B MOTOR VEHICLE OPERATOR'S LICENSE

Fire Fighter/Emergency Medical Technician-Paramedic	[[F4D]] F4PD	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 paramedic and licensed as a paramedic by the Maryland State EMS Board; and a valid non-commercial Class B motor vehicle operator's license; or graduation from high school; certification at hire as a nationally registered paramedic and licensed as a paramedic by the Maryland State EMS Board; and a valid non-commercial Class B motor vehicle operator's license
Fire Lieutenant	F5D	Graduation from high school; five years of progressively responsible experience in the Anne Arundel County Fire Department; certification as a Fire Officer 1 by the Maryland Fire Service Personnel Qualifications Board; [[for assignment to the Emergency Medical Services Division, certification as a nationally registered EMT/Paramedic and certification by the Maryland State EMS Board;]] and a valid non-commercial Class B motor vehicle operator's license
FIRE LIEUTENANT/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC	F5PD	GRADUATION FROM HIGH SCHOOL; FIVE YEARS OF PROGRESSIVELY RESPONSIBLE EXPERIENCE IN THE ANNE ARUNDEL COUNTY FIRE DEPARTMENT; CERTIFICATION AS A FIRE OFFICER 1 BY THE MARYLAND FIRE SERVICE PERSONNEL QUALIFICATIONS BOARD; CERTIFICATION AS A NATIONALLY REGISTERED PARAMEDIC AND LICENSED AS A PARAMEDIC BY THE MARYLAND STATE EMS BOARD; AND A VALID NON-COMMERCIAL CLASS B MOTOR VEHICLE OPERATOR'S LICENSE

Senior Forensic Chemist	NR18C	Graduation from an accredited four-year college or university with major course work in forensic science, chemistry, biology, physics, or other natural science, such as organic chemistry, biochemistry, or molecular biology; thorough experience in the forensic discipline or subdiscipline as a technical leader, to include four years with a bachelor’s degree, three years with a master’s degree, or two years with a doctoral degree, as required by the Code of Maryland Regulations (“COMAR”); and a valid non-commercial Class C motor vehicle operator’s license
SENIOR FORENSIC EXAMINER	NR18C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH MAJOR COURSE WORK IN FORENSIC SCIENCE, CHEMISTRY, BIOLOGY, PHYSICS, CRIMINALISTICS, OR OTHER NATURAL SCIENCE; ADDITIONAL COURSES AT THE GRADUATE OR UNDERGRADUATE LEVEL AS REQUIRED BY THE CODE OF MARYLAND REGULATIONS (“COMAR”); FOUR YEARS OF FORENSIC DISCIPLINE OR SUBDISCIPLINE WORK EXPERIENCE WITH A BACHELOR’S DEGREE, THREE YEARS WORK EXPERIENCE WITH A MASTER’S DEGREE, OR TWO YEARS WORK EXPERIENCE WITH A DOCTORAL DEGREE; WITH PROGRESSIVELY MORE RESPONSIBLE WORK IN FORENSIC ANALYSIS WITHIN A LABORATORY, INCLUDING SUPERVISORY EXPERIENCE; AND A VALID NON-COMMERCIAL CLASS C MOTOR VEHICLE OPERATOR’S LICENSE

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[[(9)] (10) Recreation and Parks (RP).

Title	Grade and Work Week	Minimum Qualifications

Parks Administrator	NR22C	Graduation from an accredited four-year college or university with major course work in parks administration or a related field; extensive experience in the construction, maintenance, and operation of parks and related facilities, including thorough supervisory experience; and a valid non-commercial Class C motor vehicle operator’s license

RECREATION AND PARKS PROJECT MANAGER	NR18C	GRADUATION FROM AN ACCREDITED FOUR-YEAR COLLEGE OR UNIVERSITY WITH A BACHELOR'S DEGREE, AND THOROUGH EXPERIENCE IN RECREATION AND PARKS PLANNING OR FACILITIES MANAGEMENT, ENGINEERING, DEVELOPMENT MANAGEMENT, LANDSCAPE ARCHITECTURE, CONSTRUCTION MANAGEMENT, OR A CLOSELY RELATED FIELD; AND A VALID NON-COMMERCIAL CLASS C MOTOR VEHICLE OPERATOR'S LICENSE

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[[(10)] (11) Engineering, Information Technology and Science (SC).

Title	Grade and Work Week	Minimum Qualifications

[[Legislative IT Technician]]	[[NR16C]]	[[Graduation from an accredited four-year college or university with major course work in computer science, information technology, or a related subject; considerable experience in service management best practices, information technology methodologies and standards, and maintenance of computer systems, including the configuration and troubleshooting of hardware and software; or an equivalent combination of education and experience]]

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6-1-202. Pay schedules.

(A) **Non-represented employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, 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
NR-01	\$28,141	\$50,554
NR-02	29,561	53,122
NR-03	31,070	55,806
NR-04	32,638	58,630
NR-05	34,290	61,598
NR-06	36,025	64,724
NR-07	37,853	68,001
NR-08	39,768	71,437

NR-09	41,772	75,063
NR-10	43,894	78,865
NR-11	46,120	82,851
NR-12	48,454	87,043
NR-13	50,901	91,447
NR-14	53,480	96,075
NR-15	56,190	100,943
NR-16	60,506	114,210
NR-17	65,158	122,989
NR-18	70,171	132,448
NR-19	75,569	142,639
NR-20	81,380	153,605
NR-21	87,634	165,418
NR-22	94,374	178,136
NR-23	99,095	191,491
NR-24	104,175	201,544

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

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “OS”, THE HOURLY PAY SCHEDULE IS:

OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL EMPLOYEES (OS) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
OS-1	\$14.97	\$24.04
OS-2	15.72	25.19
OS-3	16.51	26.43
OS-4	17.33	27.73
OS-5	18.20	29.10
OS-6	19.11	30.48
OS-7	20.07	31.99
OS-8	21.07	33.54
OS-9	22.12	35.19
OS-10	23.23	36.94
OS-11	24.39	38.73
OS-12	25.61	40.65

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

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(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “LM”, THE HOURLY PAY SCHEDULE IS:

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

GRADE	MINIMUM	MAXIMUM
LM-1	\$15.04	\$23.34
LM-2	15.78	24.56
LM-3	16.58	25.75
LM-4	17.41	27.07
LM-5	18.28	28.41
LM-6	19.19	29.86
LM-7	20.15	31.37
LM-8	21.16	32.97
LM-9	22.22	34.61
LM-10	23.33	36.37
LM-11	24.50	38.24
LM-12	25.73	40.15

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(2) (I) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “FW”, THE HOURLY PAY SCHEDULE IS:

FLEXIBLE WORKER (FW) PAY SCHEDULE

GRADE						
FW-01	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
	\$20.74	\$22.23	\$22.97	\$23.82	\$24.64	\$25.48
FW-02	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
	\$28.04	\$29.42	\$30.93	\$32.49	\$34.08	\$39.34
FW-03	SKILL 11	SKILL 12				
	\$42.90	\$45.07				
FW-04	SKILL 13					
	\$47.34					

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(II) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JANUARY 1, 2024, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “FW”, THE HOURLY PAY SCHEDULE IS:

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FLEXIBLE WORKER (FW) PAY SCHEDULE

GRADE						
FW-01	BASE	SKILL 1	SKILL 2	SKILL 3	SKILL 4	SKILL 5
	\$21.15	\$22.67	\$23.43	\$24.30	\$25.13	\$25.99
FW-02	BASE	SKILL 6	SKILL 7	SKILL 8	SKILL 9	SKILL 10
	\$28.60	\$30.01	\$31.55	\$33.14	\$34.76	\$40.13
FW-03	SKILL 11	SKILL 12				
	\$43.76	\$45.97				
FW-04	SKILL 13					
	\$48.29					

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(D) Detention Center employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “D-1” AND “D-2”, THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

STEP	GRADE	
	D-1	D-2
0	\$52,500	
1	53,490	
2	54,481	\$57,205
3	55,471	58,245
4	56,462	59,285
5	58,156	61,064
6	59,900	62,896
7	61,698	64,782
8	63,548	66,726
9	65,455	68,728
10	67,419	70,789
11	69,441	72,913
12	71,524	75,101
13	73,670	77,354
14	75,880	79,674
15	78,157	82,064
16	80,501	84,526
17	82,916	87,062
18	85,404	89,674
19	87,966	92,364

20	90,605	94,673
21	92,870	97,040
22	95,192	99,951

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED “D-3”, THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

GRADE	
STEP	D-3
5	\$65,733
6	67,705
7	69,736
8	71,828
9	73,983
10	76,203
11	78,489
12	80,842
13	83,268
14	85,767
15	88,340
16	90,990
17	93,719
18	96,532
19	99,428
20	102,410
21	105,482
22	108,646
23	111,906
24	115,263

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “D-5” THROUGH “D-8”, THE ANNUAL PAY SCHEDULE IS:

DETENTION CENTER EMPLOYEES (D) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
D-5	\$67,543	\$131,612
D-6	74,143	144,600
D-7	82,191	157,093

D-8	95,281	180,660
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(4) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “C-1” AND “C-2”, THE ANNUAL PAY SCHEDULE IS:

CORRECTIONAL PROGRAM SPECIALIST EMPLOYEES (C) PAY SCHEDULE

STEP	GRADE	
	C-1	C-2
1	\$49,923	\$54,854
2	51,421	56,499
3	52,964	58,194
4	54,553	59,940
5	56,190	61,738
6	57,875	63,590
7	59,611	65,499
8	61,399	67,463
9	63,240	69,487
10	65,139	71,571
11	67,093	73,718
12	69,106	75,931
13	71,178	78,208
14	73,314	80,555
15	75,513	82,971
16	77,779	85,461
17	80,112	88,025
18	82,515	90,664
19	84,990	93,384
20	87,541	96,186
21	90,167	99,072
22	92,873	102,044
23	95,658	105,105

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(5) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED “C-3”, THE ANNUAL PAY SCHEDULE IS:

CRIMINAL JUSTICE PROGRAM SUPERVISOR EMPLOYEES (C) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
C-3	\$63,249	\$128,974

1 (E) **Communications Operator employees.** BEGINNING THE FIRST FULL PAY PERIOD
 2 ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY
 3 GRADES ARE DESIGNATED “CO-3” AND “CO-4”, THE ANNUAL PAY SCHEDULE IS:

4
 5 **COMMUNICATIONS OPERATOR EMPLOYEES (CO) PAY SCHEDULE**
 6

GRADE	MINIMUM	MAXIMUM
CO-3	\$52,712	\$89,578
CO-4	\$59,637	\$106,486

7
 8 (F) **Deputy Sheriff employees.**
 9

10 (1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR
 11 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “S-1”, “S-
 12 1A”, “S-2”, AND “S-3”, THE ANNUAL PAY SCHEDULE IS:

13
 14 **DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE**
 15

STEP	GRADE			
	S-1	S-1A	S-2	S-3
1	\$54,420			
2	56,054	\$58,295		
3	57,735	60,043		
4	59,467	61,846		
5	61,252	63,702	\$74,004	\$77,703
6	63,088	65,612	76,224	80,035
7	64,981	67,580	78,511	82,436
8	66,931	69,608	80,865	84,907
9	68,939	71,696	83,292	87,457
10	71,007	73,848	85,789	90,080
11	73,137	76,063	88,363	92,781
12	75,330	78,345	91,014	95,565
13	77,592	80,695	93,745	98,432
14	79,920	83,116	96,557	101,385
15	82,316	85,609	99,455	104,427
16	84,786	88,177	102,437	107,560
17	87,331	90,823	105,510	110,786
18	89,949	93,548	108,675	114,109
19	92,648	96,353	111,935	117,533
20	95,427	99,244	115,294	121,060
21			118,754	124,691

16
 17 (2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR
 18 EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS DESIGNATED “S-4”, THE
 19 ANNUAL PAY SCHEDULE IS:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
S-4	\$77,900	\$142,813

(G) Fire Department employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “F-1” THROUGH “F-6” AND “F-4P” THROUGH “F-6P”, THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

STEP	GRADE						
	F-1	F-2	F-5	F-6	F-4P	F-5P	F-6P
0-11 MONTHS	\$51,783	\$54,372			\$62,572		
1	53,595	56,275			64,618		
2	55,471	58,245			66,735		
3	57,413	60,283			68,927		
4	59,422	62,393			71,195		
5	61,502	64,577	\$74,627		73,543	\$78,749	
6	63,654	66,837	77,239		75,972	81,361	
7	65,882	69,176	79,942	\$85,938	78,487	84,064	\$90,060
8	68,188	71,598	82,740	88,945	81,090	86,862	93,068
9	70,575	74,103	85,636	92,058	83,784	89,758	96,181
10	73,045	76,697	88,633	95,281	86,572	92,755	99,403
11	75,601	79,381	91,735	98,615	89,458	95,858	102,738
12	78,247	82,160	94,946	102,067	92,444	99,068	106,189
13	80,986	85,035	98,269	105,639	95,536	102,391	109,762
14	83,821	88,012	101,708	109,337	98,735	105,831	113,459
15	86,754	91,092	105,268	113,163	102,046	109,391	117,286
16	89,791	94,280	108,953	117,124	105,474	113,075	121,247
17	92,933	97,580	112,766	121,223	109,021	116,888	125,346
18	96,186	100,995	116,713	125,466	112,692	120,835	129,589
19	99,553	104,530	120,798	129,858	116,492	124,920	133,980
20			125,026	134,403		129,148	138,525
21			129,402	139,107		133,524	143,229

(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “F-7” AND “F-7P”, THE ANNUAL PAY SCHEDULE IS:

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FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

STEP	GRADE	
	F-7	F-7P
1	\$108,864	\$112,986
2	112,674	116,797
3	116,618	120,740
4	120,699	124,822
5	124,924	129,046
6	129,296	133,419
7	133,822	137,944
8	138,505	142,628
9	143,353	147,476
10	148,370	152,493
11	153,563	157,686
12	158,938	163,061
13	164,501	168,623

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(3) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “F-8” AND “F-9”, THE ANNUAL PAY SCHEDULE IS:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

GRADE	MINIMUM	MAXIMUM
F-8	\$80,092	\$180,951
F-9	93,364	208,094

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(H) Police Department employees.

(1) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE DESIGNATED “P-00”, “P-1B”, “P-2”, AND “P-3”, THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

STEP	GRADE			
	P-00	P-1B	P-2	P-3
1	\$62,160	\$65,268		
2	64,646	67,879		
3	67,232	70,594		
4	69,922	73,418		
5	72,718	76,354	\$83,990	\$92,389
6	75,627	79,409	87,349	96,084
7	78,652	82,585	90,843	99,928
8	81,405	85,475	94,023	103,425

9	84,254	88,467	97,314	107,045
10	87,203	91,563	100,720	110,792
11	90,255	94,768	104,245	114,669
12	93,414	98,085	107,893	118,683
13	96,684	101,518	111,670	122,837
14	100,068	105,071	115,578	127,136
15	103,570	108,748	119,623	131,586
16	107,195	112,555	123,810	136,191
17	110,947	116,494	128,143	140,958
18	113,720	119,406	131,347	144,482
19	116,563	122,392	134,631	148,094
20	119,769	125,757	138,333	152,166
21			142,137	156,351
22				160,651

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(2) BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADE IS “P-4”, THE ANNUAL PAY SCHEDULE IS:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

GRADE	
STEP	P-4
9	\$117,750
10	121,871
11	126,136
12	130,551
13	135,120
14	139,849
15	144,744
16	149,810
17	155,054
18	158,930
19	162,903
20	167,383
21	171,986
22	176,716
23	182,901
24	189,302
25	195,928

1 (I) **Legislative Auditor employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR
 2 AFTER JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES
 3 ARE DESIGNATED “LA”, THE ANNUAL PAY SCHEDULE IS:

4
 5 **LEGISLATIVE AUDITOR EMPLOYEES (LA) PAY SCHEDULE**
 6

GRADE	MINIMUM	MAXIMUM
LA-1	\$56,190	\$94,473
LA-2	70,171	125,962
LA-3	100,821	165,327
LA-4	120,984	201,544
LA-5	145,181	213,601

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 8 (J) **Park Ranger employees.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER
 9 JULY 1, 2023, FOR EMPLOYEES IN THE CLASSIFIED SERVICE WHOSE PAY GRADES ARE
 10 DESIGNATED “R”, THE ANNUAL PAY SCHEDULE IS:

11
 12 **PARK RANGER EMPLOYEES (R) PAY SCHEDULE**
 13

GRADE	MINIMUM	MAXIMUM
R-1	\$50,885	\$80,410
R-2	53,429	84,431

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 15 **6-1-208. Pay on promotion, demotion, reclassification, or grade reallocation –**
 16 **Represented employees.**

17
 18 (f) **Reclassification or grade reallocation.**

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 20 (4) Proficiency advancement of an employee [[to the classification of Police Officer
 21 First Class, Police Corporal, Fire Fighter/Emergency Medical Technician-Paramedic,
 22 Deputy Sheriff Corporal, or a classification on the FW pay schedule]] shall be in
 23 accordance with the applicable memorandum of agreement [[and]] OR Office of Personnel
 24 policies and procedures.
 25

26 **6-1-217. Allowances.**

27
 28 (a) **Memorandum of agreement applicability.** A represented employee shall receive
 29 allowances in accordance with an applicable memorandum of agreement, negotiated and
 30 executed in accordance with Title 4, between the County and an exclusive representative.
 31

32 (B) **Allowances for Police Captain and Police Major.** UNIFORMED OFFICERS IN THE
 33 CLASSIFICATIONS OF POLICE CAPTAIN AND POLICE MAJOR ARE ENTITLED TO THE SAME
 34 ALLOWANCES AFFORDED UNIFORMED OFFICERS IN THE CLASSIFICATION OF POLICE
 35 SERGEANT UNDER THIS SECTION.
 36

37 [[(b)]] (C) **Allowances for Fire Division Chief and Fire Deputy Chief.** Uniformed
 38 officers in the classifications of Fire Division Chief and Fire Deputy Chief are entitled to

1 the emergency medical technician-paramedic certification allowance ~~[[afforded to certain~~
2 employees who are members of IAFF Local 1563 and to employees in the classification of
3 Fire Battalion Chief]] PER YEAR PAYABLE IN 26 PAY PERIODS BEGINNING THE FIRST FULL
4 PAY PERIOD ON OR AFTER JULY 1, 2023.

5
6 **[[c) Allowances for Police Communications Operator III and Police**
7 **Communications Operator IV.** Employees in the classifications of Police
8 Communications Operator III and Police Communications Operator IV are entitled to the
9 same allowances provided to employees in the classification of Police Communications
10 Operator II.]]

11
12 **(D) Allowances for Animal Control Supervisor.** EMPLOYEES IN THE CLASSIFICATION
13 OF ANIMAL CONTROL SUPERVISOR ARE ENTITLED TO THE SAME ALLOWANCES PROVIDED
14 TO EMPLOYEES IN THE CLASSIFICATION OF ANIMAL CONTROL OFFICER.

15
16 ~~[[d)]]~~ **(E) Allowances for certain represented employees in the “LM” pay grade.**

17
18 (1) Certain employees in the classified service whose pay grades are designated
19 “LM” are entitled to an increase of 5% of their regular rate of pay for all hours worked
20 while assigned to the Fire Shop of the Central Services Garage, as set forth in the applicable
21 memorandum of agreement, negotiated and executed in accordance with Title 4, between
22 the County and AFSCME Local 582.

23
24 (2) Employees of the Detention Center who are in the classifications of Storekeeper
25 II, Facilities Maintenance Mechanic II or Facilities Maintenance Mechanic III are entitled
26 to 5% of their regular rate of pay for all hours worked, as set forth in the applicable
27 memorandum of agreement, negotiated and executed in accordance with Title 4, between
28 the County and AFSCME Local 582.

29
30 ~~[[e)]]~~ **(F) Allowances for non-represented and exempt employees.** Employees in the
31 classified service who are not represented by an exclusive representative and employees in
32 the exempt service who are designated by the appointing authority to be and are certified
33 in accordance with County policies and procedures to provide foreign language services
34 are entitled to an allowance as determined by the appointing authority payable on a per day
35 period basis.

36
37 **6-1-218. Extra shift – Bonus payment.**

38
39 **(a) Memorandum of agreement applicability.** Bonus pay shall be paid to employees
40 in the ~~[[classification]]~~ CLASSIFICATIONS of Fire Battalion Chief AND FIRE BATTALION
41 CHIEF/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC as provided by the applicable
42 memorandum of agreement negotiated and executed under Title 4.

6-1-302. Annual leave.

(a) Generally.

(1) Except as provided in ~~[[subsection]]~~ SUBSECTIONS (a)(2) AND (A)(3), full-time represented employees accrue annual leave as follows:

Years of Continuous Service	Number of Working Days of Leave per Year
Less than 5	10
5 to less than 10	15
10 to less than 20	20
20 or more	25

(2) FULL-TIME EMPLOYEES REPRESENTED BY AFSCME LOCAL 582 AND AFSCME LOCAL 2563 ACCRUE ANNUAL LEAVE AS FOLLOWS:

YEARS OF CONTINUOUS SERVICE	NUMBER OF WORKING DAYS OF LEAVE PER YEAR
LESS THAN 5	13
5 TO LESS THAN 10	15
10 TO LESS THAN 20	20
20 OR MORE	26

~~[[2]]~~ (3) Full-time non-represented employees and employees in the classifications of Fire Battalion Chief, FIRE BATTALION CHIEF/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC, Police Lieutenant, ~~[[and]]~~ Park Ranger I, PARK RANGER II, AND DEPUTY SHERIFF III accrue annual leave as follows:

Years of Continuous Service	Number of Working Days of Leave per Year
Less than 3	13
3 to less than 15	20
15 or more	26

6-1-303. Disability leave.

(1) Payment for certain employees for disability leave earned but not taken.

(2) On and after September 1, 1986, a management, professional, or confidential employee and employees in the classifications of Fire Battalion Chief AND FIRE BATTALION CHIEF/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC, Police Sergeant and Police Lieutenant shall be paid \$25 for each day of disability leave earned but not taken:

(i) at the time of retirement; or

(ii) at the time of leaving County service, if at the time of leaving the employee has acquired vested rights in the pension plan in which the employee is a participant and the employee elects not to withdraw from the plan.

1 (m) **Annual leave conversion into disability leave.** Annual leave accumulated by a
2 non-represented employee or an employee in the classification of Deputy Sheriff I, Deputy
3 Sheriff Corporal, Deputy Sheriff II, Deputy Sheriff III, Park Ranger I, PARK RANGER II,
4 Police Officer, Police Officer First Class, Police Corporal, Police Sergeant, or Police
5 Lieutenant, or in a classification on the OS, F, LM or FW pay schedule, which exceeds the
6 maximum carry over limit of 35 days per calendar year as provided by § 6-1-302(d), will
7 be converted to disability leave.

8
9 **6-1-307. Education assistance.**

10
11 (b) **Generally.**

12
13 (4) AN EMPLOYEE WHO IS A MEMBER OF FOP LODGE 70 IS ENTITLED TO A
14 REIMBURSEMENT OF 100% FOR A GRADE OF "C" OR HIGHER, OR FOR A GRADE OF
15 SATISFACTORY, AND NO REIMBURSEMENT FOR A GRADE LOWER THAN A GRADE OF "C"
16 OR "SATISFACTORY".

17
18 ~~[[(4)]]~~ (5) An employee who is not a member of an employee organization specified
19 in ~~[[subsection]]~~ SUBSECTIONS (b)(2) THROUGH (B)(4) is entitled to a reimbursement of
20 100% for a grade of "A"; 75% for a grade of "B"; 65% for a grade of "satisfactory"; 50%
21 for a grade of "C", except that an employee who is represented by Teamsters 355 on behalf
22 of Park Rangers I and II, and Police Communications Operators III and IV, or by Fraternal
23 Order of Police, Anne Arundel County Lodge 106—Sheriff's Office is entitled to 65% for
24 a grade of "C"; and 0% for a grade lower than a grade of "C".

25
26 (d) **Limitation on reimbursement.** In each fiscal year, reimbursement for direct tuition
27 costs is limited to:

28
29 (1) \$800 for an employee who is a member of FODCOP, IUPA 141, OR Teamsters
30 Local 355 on behalf of the Correctional Program Specialists~~[[, or AFSCME Local 582]]~~;

31
32 (2) \$1,200 for an employee who is a member of AFSCME Local 2563, AFSCME
33 LOCAL 582, ~~[[or]]~~ IAFF Local 1563, OR any other represented employee who is a member
34 of a certified employee organization not identified in subsections (d)(1) and (d)(3); and

35
36 (3) \$2,000 for an employee who is a member of FOP Lodge 70, or an employee
37 who is not a member of an employee organization specified in subsections (d)(1) and (d)(2).

38
39 **TITLE 2. EXEMPT SERVICE**

40
41 **6-2-101. Exempt pay and benefit plan.**

42
43 (a) **Pay grades.** The following officers and employees in the exempt service of the
44 County are entitled to compensation at the indicated pay grade:

45
46 ***

1 Assistant to the Chief Administrative Officer E5

2
3 ADMINISTRATIVE ASSISTANT TO THE COUNTY EXECUTIVE E2

4
5 ***

6
7 Assistant Fire Chief E8

8
9 ~~FIRE DEPUTY CHIEF (EXEMPT) E7~~

10
11 ***

12
13 **(B) Annual pay schedule.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY
14 1, 2023, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE EXEMPT SERVICE IS:
15

GRADE	MINIMUM	MAXIMUM
EL-01	\$31,481	\$58,482
EL-02	42,882	79,651
EL-03	62,963	116,958
EX-01	28,140	50,554
EX-02	29,561	53,122
EX-03	31,070	55,806
EX-04	32,638	58,630
EX-05	34,290	61,598
EX-06	36,024	64,724
EX-07	37,853	68,001
EX-08	39,768	71,437
EX-09	41,772	75,063
EX-10	43,894	78,865
EX-11	46,119	82,851
EX-12	48,454	87,044
EX-13	50,902	91,447
EX-14	53,480	96,075
EX-15	56,190	100,943
EX-16	60,505	114,210
EX-17	65,158	122,988
EX-18	70,171	132,447
EE-01	41,772	75,063
EE-02	75,569	142,637
E-01	51,237	91,447
E-02	75,569	142,639
E-03	81,380	153,605
E-04	87,634	165,418
E-05	94,374	178,136
E-06	104,175	201,544
E-07	114,989	213,601
E-08	129,941	241,368

E-09	139,035	258,268
E-10	148,769	276,341

6-2-103. Additional exempt positions.

(a) **Additional positions by title.** In accordance with § 802(b) of the Charter the positions described in this subsection are established as positions in the exempt service that are in addition to the positions established by § 802(a) of the Charter, with the compensation for the positions set forth in the exempt pay and benefit plan. Unless otherwise provided by this subsection, the number of positions under each title described in this subsection shall be approved as part of the annual budget and appropriation ordinance and may not be changed during a fiscal year except as approved by ordinance of the County Council. The positions are:

(4) ADMINISTRATIVE ASSISTANT TO THE COUNTY EXECUTIVE;

~~(24) FIRE DEPUTY CHIEF (EXEMPT);~~

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

(D) **Pay schedule.** BEGINNING THE FIRST FULL PAY PERIOD ON OR AFTER JULY 1, 2023, THE ANNUAL PAY SCHEDULE FOR EMPLOYEES IN THE SOIL AND CONSERVATION DISTRICT EMPLOYEES' PAY AND BENEFIT PLAN IS:

GRADE	MINIMUM	MAXIMUM
ES-1	\$37,853	\$67,999
ES-2	41,772	75,064
ES-3	48,454	87,044
ES-4	60,505	114,210
ES-5	70,170	132,449
ES-6	81,380	153,605

TITLE 4. EMPLOYEE RELATIONS

6-4-101. Definitions.

In this title, the following words have the meanings indicated.

(16) "Uniformed Public Safety Exclusive Representative" means an exclusive representative for any of the classifications of Deputy Sheriff I ~~[[and I-A]]~~, DEPUTY SHERIFF CORPORAL, Deputy Sheriff II, Deputy Sheriff III, Detention Officer, Detention

1 Corporal, Detention Sergeant, Firefighter II, Firefighter III, Firefighter/Cardiac Rescue
2 Technician, Firefighter/Emergency Medical Technician-Paramedic, Fire Lieutenant, FIRE
3 LIEUTENANT/ EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC, Fire Captain, FIRE
4 CAPTAIN/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC, Fire Battalion Chief, FIRE
5 BATTALION CHIEF/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC, Police Officer,
6 POLICE OFFICER FIRST CLASS, Police Corporal, Police Sergeant, and Police Lieutenant, that
7 is authorized under § 812 of the Charter to resolve an impasse with the County through
8 binding arbitration.

9
10 **6-4-105. Rights of classified employees – In general.**

11
12 **(b) Limitations on joining employee organizations.**

13
14 (1) With the exception of captains, CAPTAINS/EMERGENCY MEDICAL TECHNICIAN-
15 PARAMEDICS, lieutenants, LIEUTENANTS/EMERGENCY MEDICAL TECHNICIAN-
16 PARAMEDICS, [[and]] battalion chiefs, AND BATTALION CHIEFS/EMERGENCY MEDICAL
17 TECHNICIAN-PARAMEDICS in the Fire Department, lieutenants and sergeants in the Police
18 Department, and Deputy Sheriff IIIs in the Sheriff’s Office, management employees may
19 not join, assist, or participate in the activities of an employee organization, or an affiliate
20 of an employee organization, that represents or seeks to represent employees under the
21 direction of the management employees. This subsection (b)(1) shall be construed to
22 prohibit Detention Sergeants from joining, assisting, or participating in the activities of an
23 employee organization that represents or seeks to represent Detention Officers and
24 Detention Corporals.

25
26 **ARTICLE 7. PUBLIC ETHICS**

27
28 **TITLE 6. FINANCIAL DISCLOSURE**

29
30 **7-6-101. Persons required to file statements.**

31
32 (a) **Generally.** Each of the following and each candidate for County Executive or the
33 County Council shall file with the Ethics Commission the statements provided for in this
34 title:

35
36 ***

37
38 (30) each Fire Deputy Chief IN THE CLASSIFIED SERVICE;

39
40 ~~(31) EACH FIRE DEPUTY CHIEF (EXEMPT);~~

41
42 ***

43
44 (77) EACH RECREATION AND PARKS PROJECT MANAGER;

45
46 ***

47

ARTICLE 12. PUBLIC SAFETY

TITLE 1. FIRE SERVICES

12-1-402. Membership.

(a) **Composition.** The Fire Advisory Board consists of nine members. Of the nine members:

(3) one shall be a career firefighter at the rank of fire battalion chief, FIRE BATTALION CHIEF/EMERGENCY MEDICAL TECHNICIAN-PARAMEDIC, or deputy fire chief, appointed by the firefighters holding those ranks; and

SECTION 5. *And be it further enacted,* That if an employee's pay rate is below the minimum of the employee's pay schedule established under this Ordinance, the employee's rate of pay shall be increased to the minimum rate of pay of the employee's pay schedule.

SECTION 6. *And be it further enacted,* That the following employees shall receive a 5% increase in pay, not to exceed the maximum pay rate for the grade, effective the first full pay period beginning on or after July 1, 2023, exclusive of any increase granted to any such employee under § 6-1-205:

(1) classified employees on the NR, D-5 through D-8, C-3, S-4, F-8 through F-9, LA, and R-1 through R-2, CO-3 through CO-4, OS and LM pay schedules;

(2) exempt employees under the Exempt Pay and Benefit Plan in § 6-2-101;

(3) exempt employees who are appointed by and with the approval of the State's Attorney or the judges of the Circuit Court for the County and are paid under the Court and State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and

(4) exempt employees paid under the Soil Conservation District Employees' Pay and Benefit Plan in § 6-2-105.

SECTION 7. *And be it further enacted,* That classified employees on the FW pay schedules shall receive a 5% increase in pay effective the first full pay period beginning on or after July 1, 2023, exclusive of any increase granted to any such employee under § 6-1-205.

SECTION 8. *And be it further enacted,* That classified employees on the FW pay schedules shall receive a 2% increase in pay effective the first full pay period beginning on or after January 1, 2024, exclusive of any increase granted to any such employee under § 6-1-205.

SECTION 9. *And be it further enacted,* That classified employees on the F-1 through F-6P, and P-00 through P-4, D-1 through D-3, C-1 through C-2, S-1 through S-3 pay

1 schedules shall receive variable increases in pay through placement at the employee's
2 current grade and step on the respective adjusted pay schedule effective the first full pay
3 period beginning on or after July 1, 2023.

4
5 SECTION 10. *And be it further enacted*, That classified employees in the classification
6 of Fire Battalion Chief and Fire Battalion Chief Emergency Medical Technician-Paramedic
7 shall receive variable pay increases by being placed on the pay schedule for F-7 and F7P,
8 respectively, effective the first full pay period beginning on or after July 1, 2023, in
9 accordance with the pay provisions of the Memorandum of Agreement between Anne
10 Arundel County and Teamsters Union Local 355 Battalion Chiefs.

11
12 SECTION 11. *And be it further enacted*, That the following employees, whose overall
13 performance is rated satisfactory shall receive a 3% increase in pay, not to exceed the
14 maximum pay rate for the grade, effective the first full pay period beginning on or after the
15 employee's anniversary date:

16
17 (1) classified employees on the NR, OS, LM, D-5 through D-8, C-3, S-4, F-8
18 through F-9, LA, CO-3 through CO-4, and R-1 through R-2 pay schedules;

19
20 (2) exempt employees on the Exempt Pay and Benefit Plan in § 6-2-101;

21
22 (3) exempt employees who are appointed by and with the approval of the State's
23 Attorney or the judges of the Circuit Court for the County and are paid under the Court and
24 State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and

25
26 (4) exempt employees paid under the Soil Conservation District Employees' Pay
27 and Benefit Plan in § 6-2-105.

28
29 SECTION 12. *And be it further enacted*, That classified employees in the classification
30 of Fire Fighter Emergency Medical Technician-Paramedic, Fire Lieutenant Emergency
31 Medical Technician-Paramedic, and Fire Captain Emergency Medical Technician-
32 Paramedic shall be placed on the F4P, F5P and F6P pay schedule, respectively, effective
33 the first full pay period beginning on or after July 1, 2023, in accordance with the pay
34 provisions of the Memorandum of Agreement between Anne Arundel County and the
35 Local 1563 Anne Arundel County Professional Fire Fighters, International Association of
36 Fire Fighters, AFL-CIO-CLC for Fiscal Year 2024.

37
38 SECTION 13. *And be it further enacted*, That classified employees on the C-1 through
39 C-2, D-1 through D-3, S-1 through S-3, F-1 through F-7P, and P-00 through P-4 pay
40 schedules whose overall performance is rated satisfactory shall receive an increase in pay,
41 not to exceed the maximum pay rate for the grade, by advancing one step on the pay
42 schedule in effect the first full pay period beginning on or after the employee's anniversary
43 date.

44
45 SECTION 14. *And be it further enacted*, that classified employees on the S-1 through
46 S-3 pay scales who receive no increase in pay under § 6-1-207, because such an increase

1 would exceed the maximum of the pay grade, shall receive a lump sum payment of \$2,000,
2 on the first full pay period beginning on or after the employee's anniversary date.

3
4 SECTION 15. *And be it further enacted*, that classified employees on the C-1 through
5 C-2 and D-3 pay scales who receive no increase in pay under § 6-1-207, because such an
6 increase would exceed the maximum of the pay grade, shall receive a lump sum payment
7 of \$1,500, on the first full pay period beginning on or after the employee's anniversary
8 date.

9
10 SECTION 16. *And be it further enacted*, that classified employees on the R-1 through
11 R-2 pay scales who receive no increase in pay under § 6-1-207, because such an increase
12 would exceed the maximum of the pay grade, shall receive a lump sum payment of \$2,400,
13 on the first full pay period beginning on or after the employee's anniversary date.

14
15 SECTION 17. *And be it further enacted*, that classified employees on the CO-3 through
16 CO-4 pay scales who receive no increase in pay under § 6-1-207, because such an increase
17 would exceed the maximum of the pay grade, shall receive a lump sum payment of \$1,750,
18 on the first full pay period beginning on or after the employee's anniversary date.

19
20 SECTION 18. *And be it further enacted*, That classified employees in the classification
21 of Deputy Sheriff, Deputy Sheriff Corporal, Deputy Sheriff II, and Deputy Sheriff III shall
22 receive any salary increases, lump sum payments, pay adjustments, and/or allowances in
23 accordance with the pay provisions of the Memorandum of Agreement between Anne
24 Arundel County and the Fraternal Order of Police, Anne Arundel County Lodge #106, Inc.
25 (Sheriffs) for Fiscal Year 2024.

26
27 SECTION 19. *And be it further enacted*, That classified employees in the classification
28 of Detention Officer and Detention Corporal shall receive any salary increases, lump sum
29 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
30 Memorandum of Agreement between Anne Arundel County and the Fraternal Order of
31 Anne Arundel Detention Center Officers and Personnel, Inc. for Fiscal Year 2024.

32
33 SECTION 20. *And be it further enacted*, That classified employees in the classification
34 of Detention Sergeant shall receive any salary increases, lump sum payments, pay
35 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
36 of Agreement between Anne Arundel County and the Anne Arundel County Detention
37 Sergeants Association International Union of Police Associations, Local 141, AFL-CIO
38 for Fiscal Year 2024.

39
40 SECTION 21. *And be it further enacted*, That classified employees in the classification
41 of Fire Battalion Chief and Fire Battalion Chief Emergency Medical Technician-Paramedic
42 shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances
43 in accordance with the pay provisions of the Memorandum of Agreement between Anne
44 Arundel County and the Teamsters Union Local 355 Battalion Chiefs for Fiscal Year 2024.

1 SECTION 22. *And be it further enacted*, That classified employees in the classification
2 of Police Officer, Police Officer First Class, Police Corporal, Police Sergeant and Police
3 Lieutenant shall receive any salary increases, lump sum payments, pay adjustments, and/or
4 allowances in accordance with the pay provisions of the Memorandum of Agreement
5 between Anne Arundel County and the Fraternal Order of Police, Anne Arundel County
6 Lodge #70 for Fiscal Year 2024.

7
8 SECTION 23. *And be it further enacted*, That classified employees in the classification
9 of Fire Fighter II, Fire Fighter III, Fire Fighter/Emergency Medical Technician –
10 Paramedic, Fire Lieutenant, Fire Lieutenant Emergency Medical Technician-Paramedic,
11 Fire Captain, Fire Captain Emergency Medical Technician-Paramedic shall receive any
12 salary increases, lump sum payments, pay adjustments, and/or allowances in accordance
13 with the pay provisions of the Memorandum of Agreement between Anne Arundel County
14 and the Local 1563 Anne Arundel County Professional Fire Fighters, International
15 Association of Fire Fighters, AFL-CIO-CLC for Fiscal Year 2024.

16
17 SECTION 24. *And be it further enacted*, That classified employees in the
18 classifications of Park Ranger I and Park Ranger II shall receive any salary increases, lump
19 sum payments, pay adjustments, and/or allowances in accordance with the pay provisions
20 of the Memorandum of Agreement between Anne Arundel County and the Teamsters
21 Union Local 355 Park Rangers for Fiscal Year 2024.

22
23 SECTION 25. *And be it further enacted*, That classified employees in the
24 classifications of Correctional Program Specialist I and Correctional Program Specialist II
25 shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances
26 in accordance with the pay provisions of the Memorandum of Agreement between Anne
27 Arundel County and the Teamsters Union Local 355 Correctional Program Specialists for
28 Fiscal Year 2024.

29
30 SECTION 26. *And be it further enacted*, That classified employees represented by
31 AFSCME Local 582 shall receive any salary increases, lump sum payments, pay
32 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
33 of Agreement between Anne Arundel County and Local 582 of the American Federation
34 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
35 Employees Council 67) for Fiscal Year 2024.

36
37 SECTION 27. *And be it further enacted*, That classified employees represented by
38 AFSCME Local 2563 shall receive any salary increases, lump sum payments, pay
39 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
40 of Agreement between Anne Arundel County and Local 2563 of the American Federation
41 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
42 Employees Council 67) for Fiscal Year 2024.

43
44 SECTION 28. *And be it further enacted*, That classified employees in the classification
45 of Police Communications Operator III and Police Communications Operator IV shall
46 receive any salary increases, lump sum payments, pay adjustments, and/or allowances in

1 accordance with the pay provisions of the Memorandum of Agreement between Anne
2 Arundel County and the Teamsters Union Local 355 Police Communications Operator for
3 Fiscal Year 2024.

4
5 SECTION 29. *And be it further enacted*, That classified employees in the classification
6 of Police Communications Operator III who have a rate of pay that is less than 5% above
7 the rate of pay of a Police Communications Operator II hired by the County at or about the
8 same time as the Police Communications Operator III shall receive an increase in pay to
9 the base rate of pay, not to exceed the maximum pay rate, that is at least 5% above the rate
10 of pay of the comparable Police Communications Operator II on the first full pay period
11 on or after July 1, 2023.

12
13 SECTION 30. *And be it further enacted*, That employees in the classified service may
14 receive a salary adjustment to correct salary compression identified by the Personnel
15 Officer.

16
17 SECTION 31. *And be it further enacted*, That the one classified position of Legislative
18 Analyst I in the Office of the County Auditor approved as part of the Annual Budget and
19 Appropriation Ordinance will be eliminated when the current occupant of the position
20 vacates the position; however, the classified position of ~~Legislative Analyst II~~ Senior
21 Legislative Analyst in the Office of the County Auditor approved as part of the Annual
22 Budget and Appropriation Ordinance shall remain vacant until one Legislative Analyst I
23 position is eliminated as provided for in this Section.

24
25 SECTION 32. *And be it further enacted*, That the one classified position of Legislative
26 Senior Secretary and one classified position of Legislative Administrative Secretary in the
27 Office of the Board of Appeals approved as part of the Annual Budget and Appropriation
28 Ordinance will each be eliminated when the current occupants of the positions vacate the
29 positions; however, the classified positions of Legislative Management Assistant I and
30 Legislative Management Assistant II in the Office of the Board of Appeals approved as
31 part of the Annual Budget and Appropriation Ordinance shall each remain vacant until a
32 position of Legislative Senior Secretary or Legislative Administrative Secretary is
33 eliminated as provided for in this Section.

34
35 ~~SECTION 33. *And be it further enacted*, That the one classified position of Fire Deputy~~
36 ~~Chief in the Fire Department approved as part of the Annual Budget and Appropriation~~
37 ~~Ordinance will be eliminated when the current occupant of the position vacates the~~
38 ~~position; however, the position of Fire Deputy Chief (Exempt), in the Fire Department~~
39 ~~approved as part of the Annual Budget and Appropriation Ordinance shall remain vacant~~
40 ~~until one classified Fire Deputy Chief position is eliminated as provided for in this Section.~~

41
42 SECTION 34 ~~33~~. *And be it further enacted*, That Section 3 of this Ordinance shall be
43 construed to apply retroactively and shall be applied to and interpreted to affect the first
44 full pay period beginning on or after July 1, 2022; and shall remain in effect until the
45 application date provided for in Section 35 of this Ordinance, and thereafter, with no further
46 action required by the County Council, shall be abrogated and of no further force and effect.

1 SECTION ~~35~~ 34. *And be it further enacted*, That, except as provided in Section 34 of
2 this Ordinance, the provisions of this Ordinance shall apply to the first full pay period
3 beginning on or after July 1, 2023.

4
5 SECTION ~~36~~ 35. *And be it further enacted*, That this Ordinance shall take effect 45
6 days from the date it becomes law.

AMENDMENTS ADOPTED: June 5, 2023

READ AND PASSED this 20th day of June, 2023

By Order:



Laura Corby
Administrative Officer

PRESENTED to the County Executive for his approval this 21st day of June, 2023



Laura Corby
Administrative Officer

APPROVED AND ENACTED this 29th day of June, 2023



Steuart Pittman
County Executive

EFFECTIVE DATE: August 13, 2023

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF
BILL NO. 44-23 THE ORIGINAL OF WHICH IS RETAINED IN THE FILES
OF THE COUNTY COUNCIL.

A handwritten signature in black ink, appearing to read "Laura Corby", written in a cursive style.

Laura Corby
Administrative Officer