

PROPOSED

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2024, Legislative Day No. 10

Bill No. 51-24

Introduced by Ms. Pickard, Chair
(by request of the County Executive)

By the County Council, May 6, 2024

Introduced and first read on May 6, 2024
Public Hearing set for June 3, 2024
Bill Expires August 9, 2024

By Order: Kaley Schultze, Administrative Officer

A BILL ENTITLED

1 AN ORDINANCE concerning: Personnel – Classification and Pay Plans – Classified
2 Service and Exempt Service – Public Ethics – Financial Disclosure

3
4 FOR the purpose of modifying pay at hire for certain represented employees; modifying
5 leave accrual for certain represented employees; requiring certain employees to file
6 financial disclosure statements; approving the Personnel Officer’s Classification and
7 Pay Plans; providing for pay increases for certain employees; providing for
8 advancement to new rate of pay for certain employees; providing for lump sum
9 payments for certain employees; confirming applicability of certain terms related to
10 pay in memoranda of agreements; providing for certain salary adjustments for certain
11 classified employees based on salary compression; applying certain provisions of this
12 Ordinance retroactively; providing for application of this Ordinance; and generally
13 relating to personnel, public ethics, and the Personnel Officer’s Classification and Pay
14 Plans.

15
16 BY repealing: §§ 6-2-103(a) and 7-6-101(a)
17 Anne Arundel County Code (2005, as amended)

18
19 BY adding: § 6-1-302(a)(4); 6-2-103(a); and § 7-6-101(a)
20 Anne Arundel County Code (2005, as amended)

21
22 BY repealing and reenacting, with amendments: §§ 6-1-207(b)(1) and 6-1-302(a)(1)
23 Anne Arundel County Code (2005, as amended)

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.

1 WHEREAS, § 6-1-201(a) of the County Code, as amended by Bill No. 4-24,
2 requires the Personnel Officer to prepare a classification plan for all positions in the
3 classified service and to present it to the County Council annually for approval by
4 ordinance; and

5
6 WHEREAS, § 6-1-201(c) of the County Code, as amended by Bill No. 4-24,
7 provides that the Personnel Officer may make modifications to the classification
8 plan during a year, but that any change in a pay grade assigned to an existing job
9 classification for which the base of the new pay grade exceeds the base of the
10 current pay grade by more than 10% must be approved by ordinance of the County
11 Council to become effective; and

12
13 WHEREAS, the Personnel Officer's Classification Plan for the Classified Service
14 dated January 2, 2024, was approved by the County Council by Bill No. 4-24; and

15
16 WHEREAS, the Personnel Officer has formulated the Classification Plan for the
17 Classified Service dated July 1, 2024, which includes changes in pay grades
18 assigned to existing job classifications for which the base of the new pay grade
19 exceeds the base of the current pay grade by more than 10%; and

20
21 WHEREAS, § 6-1-202 of the County Code, as amended by Bill No. 4-24, provides
22 that the Personnel Officer shall formulate a pay plan for all positions in the
23 classified service, which shall be approved annually by ordinance of the County
24 Council; and

25
26 WHEREAS, § 6-2-101 of the County Code, as amended by Bill No. 4-24, provides
27 that the Personnel Officer shall formulate a pay plan for all positions in the exempt
28 service, which shall be approved annually by ordinance of the County Council; and

29
30 WHEREAS, § 6-2-104 of the County Code, as amended by Bill No. 4-24, provides
31 that the Personnel Officer shall formulate a pay plan for positions in the exempt
32 service to which employees are appointed by the judges of the Circuit Court for the
33 Court or the State's Attorney for the County, which shall be approved annually by
34 ordinance of the County Council; and

35
36 WHEREAS, § 6-2-105 of the County Code, as amended by Bill No. 4-24, provides
37 that the Personnel Officer shall formulate a pay plan for all employees appointed
38 by the Soil Conservation Board of Supervisors, which shall be approved annually
39 by ordinance of the County Council; and

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41 WHEREAS, the Personnel Officer's Pay Plan for the Classified Service, Pay Plan
42 for the Exempt Service, Pay Plan for the Court and State's Attorney, and Pay Plan
43 for the Soil Conservation District Employees, all dated July 1, 2024, were approved
44 by the County Council by Bill No. 4-24; and

45
46 WHEREAS, the Personnel Officer has formulated a Pay Plan for the Classified
47 Service, Pay Plan for the Exempt Service, Pay Plan for the Court and State's
48 Attorney, and Pay Plan for the Soil Conservation District Employees, all dated July
49 1, 2024; now, therefore,

SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,* That §§ 6-2-103(a) and 7-6-101(a) of the Anne Arundel County Code (2005, as amended) are hereby repealed.

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

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

(b) Generally.

(1) Except as otherwise provided in this subsection OR BY AN APPLICABLE MEMORANDUM OF AGREEMENT:

(i) an employee other than an employee hired into a classification on the FW pay schedule shall be hired at the minimum rate of pay of the grade; and

(ii) an employee hired as a Water/Wastewater Systems Technician I on the FW pay schedule shall be hired at the FW1 base rate; and

(iii) an employee hired into the water/wastewater systems technician series who holds a current permanent water or wastewater operator's license issued by the Maryland Department of the Environment may be placed as proficiency level II, subject to FW-02 base rate of pay and standard internal position requirements.

6-1-302. Annual leave.

(a) Generally.

(1) Except as provided in subsections (a)(2), ~~[[and]]~~ (a)(3), AND (A)(4), full-time represented employees accrue annual leave as follows:

(4) EFFECTIVE THE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2025, FULL-TIME EMPLOYEES IN THE CLASSIFICATIONS OF DEPUTY SHERIFF, DEPUTY SHERIFF CORPORAL, AND DEPUTY SHERIFF SERGEANT 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

TITLE 2. EXEMPT SERVICE

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:

TITLES
EXECUTIVE BRANCH
ADMINISTRATIVE ASSISTANT TO DEPARTMENT/AGENCY HEAD
ADMINISTRATIVE ASSISTANT TO THE COUNTY EXECUTIVE
ADMINISTRATIVE HEARING OFFICER
ASSISTANT CHIEF OF POLICE
ASSISTANT FIRE CHIEF
CHIEF OF STAFF
COUNTY EXECUTIVE APPOINTMENT COORDINATOR
CRIMINAL JUSTICE COORDINATOR
DEPUTY CENTRAL SERVICES OFFICER
DEPUTY CHIEF ADMINISTRATIVE OFFICER
DEPUTY DIRECTOR, AGING AND DISABILITIES
DEPUTY EMERGENCY MANAGEMENT DIRECTOR
DEPUTY PLANNING AND ZONING OFFICER
DEPUTY POLICE CHIEF, EXEMPT SERVICE
DIRECTOR, EQUITY AND HUMAN RELATIONS
DIRECTOR OF COMMUNICATIONS & POLICY
EXECUTIVE ADMINISTRATIVE ASSISTANT IV
EXECUTIVE ASSISTANT TO THE CHIEF OF POLICE
EXECUTIVE BUDGET & MANAGEMENT ANALYST
EXECUTIVE CLERICAL AIDE
EXECUTIVE DIRECTOR, POLICE ACCOUNTABILITY BOARD
EXECUTIVE MANAGEMENT ASSISTANT I
EXECUTIVE MANAGEMENT ASSISTANT II
EXECUTIVE OFFICE SUPPORT ASSISTANT I
EXECUTIVE OFFICE SUPPORT ASSISTANT II
EXECUTIVE OFFICE SUPPORT SPECIALIST
EXECUTIVE PROGRAM MANAGER
EXECUTIVE PUBLIC INFORMATION ASSISTANT
FIRE CHIEF OF STAFF (CIVILIAN)
HUMAN SERVICES OFFICER
LAND USE AND ENVIRONMENT OFFICER
POLICE CHIEF OF STAFF (CIVILIAN)
POLICE MAJOR
RESILIENCE AUTHORITY DIRECTOR

LEGISLATIVE BRANCH
LEGISLATIVE CHIEF OF STAFF

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ARTICLE 7. PUBLIC ETHICS

TITLE 6. FINANCIAL DISCLOSURE

7-6-101. Persons required to file statements.

(A) **Generally.** ANY AND ALL INDIVIDUALS IN THE FOLLOWING CHART SHALL FILE WITH THE ETHICS COMMISSION THE STATEMENTS PROVIDED FOR IN THIS TITLE:

ANY BRANCH OR BOARDS, COMMISSIONS AND SIMILAR BODIES
ANY EMPLOYEE IN AN "ACTING" CAPACITY FOR MORE THAN 60 DAYS FOR ANY OF THE OFFICES OR POSITIONS LISTED IN THIS SUBSECTION
PUBLIC INFORMATION OFFICER
BOARDS, COMMISSIONS, AND SIMILAR BODIES
MEMBERS OF THE AGRICULTURAL LAND PRESERVATION ADVISORY BOARD
COMMISSIONERS OF THE AMUSEMENT LICENSING COMMISSION
MEMBERS, THE EXECUTIVE DIRECTOR, AND THE SECRETARY-TREASURER OF THE ANNE ARUNDEL COUNTY RECREATIONAL FACILITIES REVENUE AUTHORITY
TRUSTEES OF THE BOARD OF TRUSTEES OF THE ANNE ARUNDEL COUNTY RETIREMENT AND PENSION SYSTEM
MEMBERS, AIRPORT MANAGER, AND CHIEF FINANCIAL OFFICER OF THE ANNE ARUNDEL COUNTY TIPTON AIRPORT AUTHORITY
MEMBERS OF THE BOARD OF APPEALS
MEMBERS OF THE BOARD OF ELECTRICAL EXAMINERS
MEMBERS OF THE BOARD OF ENVIRONMENTAL SYSTEMS EXAMINERS
COMMISSIONERS OF THE ETHICS COMMISSION
EXECUTIVE DIRECTOR OF THE ETHICS COMMISSION
COMMISSIONERS OF THE GAS COMMISSION
COMMISSIONERS OF THE HOUSING COMMISSION OF ANNE ARUNDEL COUNTY
EXECUTIVE DIRECTOR OF THE HOUSING COMMISSION OF ANNE ARUNDEL COUNTY
VOTING MEMBERS OF THE HUMAN RELATIONS COMMISSION
MEMBERS OF THE PERSONNEL BOARD
MEMBERS OF THE PLANNING ADVISORY BOARD
COMMISSIONERS OF THE PLUMBING COMMISSION
EXECUTIVE DIRECTOR OF THE POLICE ACCOUNTABILITY BOARD
VOTING MEMBER OF THE POLICE ACCOUNTABILITY BOARD
RESILIENCE AUTHORITY DIRECTOR
MEMBERS OF THE VIDEO LOTTERY FACILITY LOCAL DEVELOPMENT COUNCIL
CANDIDATES
FOR COUNTY COUNCIL
FOR COUNTY EXECUTIVE
EXECUTIVE BRANCH
ADMINISTRATIVE HEARING OFFICER
ASSISTANT BUDGET OFFICER
ASSISTANT CHIEF OF POLICE

ASSISTANT CONTROLLER
ASSISTANT CORRECTIONAL FACILITY ADMINISTRATOR
ASSISTANT DIRECTOR, INSPECTIONS AND PERMITS
ASSISTANT DIRECTOR, PUBLIC WORKS
ASSISTANT DIRECTOR OF AGING AND DISABILITIES
ASSISTANT FIRE CHIEF
ASSISTANT PERSONNEL OFFICER
ASSISTANT PLANNING AND ZONING OFFICER
ASSISTANT TO THE CHIEF ADMINISTRATIVE OFFICER
ASSISTANT TO THE COUNTY EXECUTIVE
BUDGET ADMINISTRATOR
BUDGET OFFICER
CABLE TELEVISION ADMINISTRATOR
CENTRAL SERVICES OFFICER
CHIEF, ENVIRONMENTAL FACILITIES AND PROGRAMS IN THE DEPARTMENT OF RECREATION AND PARKS
CHIEF, INFORMATION SECURITY
CHIEF, INFORMATION TECHNOLOGY OPERATIONS
CHIEF, NETWORK AND CYBER SECURITY
CHIEF, RECREATION AND ATHLETIC PROGRAMS
CHIEF, TELECOMMUNICATION SERVICES
CHIEF ADMINISTRATIVE OFFICER
CHIEF OF PLANNING AND CONSTRUCTION PROGRAMS IN THE DEPARTMENT OF RECREATION AND PARKS
CHIEF OF POLICE
CHIEF OF STAFF
CONTROLLER
CORRECTIONAL FACILITY ADMINISTRATOR
COUNTY ATTORNEY
COUNTY EXECUTIVE
DEPUTY CENTRAL SERVICES OFFICER
DEPUTY CHIEF ADMINISTRATIVE OFFICER
DEPUTY COUNTY ATTORNEY
DEPUTY DIRECTOR, AGING AND DISABILITIES
DEPUTY DIRECTOR, PUBLIC WORKS
DEPUTY DIRECTOR, RECREATION AND PARKS
DEPUTY EMERGENCY MANAGEMENT DIRECTOR
DEPUTY PLANNING AND ZONING OFFICER
DEPUTY POLICE CHIEF, EXEMPT SERVICE
DEPUTY POLICE CHIEF IN THE CLASSIFIED SERVICE
DIRECTOR OF AGING AND DISABILITIES
DIRECTOR OF COMMUNICATIONS & POLICY
DIRECTOR OF INSPECTIONS AND PERMITS
DIRECTOR OF RECREATION AND PARKS
DIRECTOR OF PUBLIC WORKS
ECONOMIC DEVELOPMENT OFFICER
EQUITY AND HUMAN RELATIONS DIRECTOR
FACILITY SUPERINTENDENT, TRAILS AND GREENWAYS
FINANCIAL OPERATIONS SUPERVISOR
FIRE CHIEF
FIRE CHIEF OF STAFF

FIRE DEPUTY CHIEF IN THE CLASSIFIED SERVICE
FIRE DIVISION CHIEF
HUMAN SERVICES OFFICER
INFORMATION TECHNOLOGY OFFICER
INFORMATION SERVICES MANAGER
LAND USE AND ENVIRONMENT OFFICER
LEGISLATIVE LIAISON OFFICER
PARKS ADMINISTRATOR
PERSONNEL OFFICER
PLANNING AND ZONING OFFICER
POLICE CHIEF OF STAFF
POLICE FISCAL OPERATIONS AND MANAGEMENT ADMINISTRATOR
POLICE MAJOR (EXEMPT SERVICE)
PROCUREMENT CATEGORY MANAGEMENT MANAGER
PROCUREMENT STRATEGY MANAGER
PROGRAM SPECIALIST II IN THE DEPARTMENT OF RECREATION AND PARKS
PURCHASING AGENT
RECREATION ADMINISTRATOR
RECREATION AND PARKS FACILITY SUPERINTENDENT
RECREATION AND PARKS PROJECT MANAGER
RECREATION SUPERVISOR
REAL ESTATE MANAGER
SENIOR MANAGEMENT ASSISTANT IN THE DEPARTMENT OF RECREATION AND PARKS
SUPERINTENDENT, DETENTION CENTER
ANY OTHER INDIVIDUAL EMPLOYED IN THE EXECUTIVE BRANCH OF THE COUNTY GOVERNMENT WHO IS DECLARED BY THE COUNTY EXECUTIVE, BY EXECUTIVE ORDER, TO BE IN A POLICY MAKING OR MANAGERIAL POSITION
LEGISLATIVE BRANCH
COUNTY AUDITOR
LEGISLATIVE CHIEF OF STAFF
MEMBERS OF THE COUNTY COUNCIL

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SECTION 3. *And be it further enacted*, That the Personnel Officer’s Classification Plan for the Classified Service dated July 1, 2024, attached hereto as Exhibit A, is hereby approved.

SECTION 4. *And be it further enacted*, that the Personnel Officer’s Pay Plan for the Classified Service dated July 1, 2024, attached hereto as Exhibit B, is hereby approved.

SECTION 5. *And be it further enacted*, that the Personnel Officer’s Pay Plan for the Exempt Service dated July 1, 2024, attached hereto as Exhibit C, is hereby approved.

SECTION 6. *And be it further enacted*, that the Personnel Officer’s Pay Plan for the Court and State’s Attorney dated July 1, 2024, attached hereto as Exhibit D, is hereby approved.

1 SECTION 7. And be it further enacted, that the Personnel Officer's Pay Plan for Soil
2 Conservation District Employees dated July 1, 2024, attached hereto as Exhibit E, is hereby
3 approved.
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5 SECTION 8. *And be it further enacted*, That if an employee's pay rate is below the
6 minimum of the employee's pay schedule established under this Ordinance, the employee's
7 rate of pay shall be increased to the minimum rate of pay of the employee's pay schedule.
8

9 SECTION 9. *And be it further enacted*, That the following employees shall receive a
10 3% increase in pay, not to exceed the maximum pay rate for the grade, effective the first
11 full pay period beginning on or after July 1, 2024, exclusive of any increase granted to any
12 such employee under § 6-1-205:
13

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

17 (2) exempt employees under the Exempt Pay and Benefit Plan in § 6-2-101;
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19 (3) exempt employees who are appointed by and with the approval of the State's
20 Attorney or the judges of the Circuit Court for the County and are paid under the Court and
21 State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and
22

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

26 SECTION 10. *And be it further enacted*, That classified employees on the FW pay
27 schedules shall receive a 3% increase in pay effective the first full pay period beginning on
28 or after July 1, 2024, exclusive of any increase granted to any such employee under § 6-1-
29 205.
30

31 SECTION 11. *And be it further enacted*, That classified employees on the FW pay
32 schedules shall receive a 1.5% increase in pay effective the first full pay period beginning
33 on or after January 1, 2025, exclusive of any increase granted to any such employee under
34 § 6-1-205.
35

36 SECTION 12. *And be it further enacted*, That classified employees on the F-1 through
37 F-7P, P-00 through P-4, D-1 through D-3, C-1 through C-2, and S-1 through S-3 pay
38 schedules shall receive variable increases in pay through placement at the employee's
39 current grade and step on the respective adjusted pay schedule effective the first full pay
40 period beginning on or after July 1, 2024.
41

42 SECTION 13. *And be it further enacted*, That the following employees, whose overall
43 performance is rated satisfactory shall receive a 3% increase in pay, not to exceed the
44 maximum pay rate for the grade, effective the first full pay period beginning on or after the
45 employee's anniversary date:
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47 (1) classified employees on the NR, OS, LM, D-5 through D-8, C-3, S-4, F-8
48 through F-9, LA, CO-3 through CO-4, and R-1 through R-2 pay schedules;

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

2

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

6

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

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10 SECTION 14. *And be it further enacted*, That classified employees on the C-1 through
11 C-2, D-1 through D-3, S-1 through S-3, F-1 through F-7P, and P-00 through P-4 pay
12 schedules whose overall performance is rated satisfactory shall receive an increase in pay,
13 not to exceed the maximum pay rate for the grade, by advancing one step on the pay
14 schedule in effect the first full pay period beginning on or after the employee's anniversary
15 date.

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17 SECTION 15. *And be it further enacted*, That classified employees on the F-7 through
18 F-7P pay scales who receive no increase in pay under § 6-1-207, because such an increase
19 would exceed the maximum of the pay grade, shall receive a lump sum payment of \$2,850,
20 on the first full pay period beginning on or after the employee's anniversary date.

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22 SECTION 16. *And be it further enacted*, That classified employees on the C-1 through
23 C-2 pay scales who receive no increase in pay under § 6-1-207, because such an increase
24 would exceed the maximum of the pay grade, shall receive a lump sum payment of \$750,
25 on the first full pay period beginning on or after the employee's anniversary date.

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27 SECTION 17. *And be it further enacted*, That classified employees on the R-1 through
28 R-2 pay scales who receive no increase in pay under § 6-1-207, because such an increase
29 would exceed the maximum of the pay grade, shall receive a lump sum payment of \$1,500,
30 on the first full pay period beginning on or after the employee's anniversary date.

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32 SECTION 18. *And be it further enacted*, That classified employees on the D-3 pay
33 scales who receive no increase in pay under § 6-1-207, because such an increase would
34 exceed the maximum of the pay grade, shall receive a lump sum payment of \$1,750, on the
35 first full pay period beginning on or after the employee's anniversary date.

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37 SECTION 19. *And be it further enacted*, That classified employees on the P-00 through
38 P1-B pay scales who are in steps 5 through 13 prior to merit increases in FY25, shall receive
39 a lump sum payment of \$500, effective the first full pay period on or after July 1, 2024.

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41 SECTION 20. *And be it further enacted*, That classified employees on the CO-3
42 through CO-4 pay scales who receive no increase in pay under § 6-1-207, because such an
43 increase would exceed the maximum of the pay grade, shall receive a lump sum payment
44 of \$1,500, on the first full pay period beginning on or after the employee's anniversary
45 date.

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47 SECTION 21. *And be it further enacted*, That classified employees in the classification
48 of Deputy Sheriff, Deputy Sheriff Corporal, Deputy Sheriff II, and Deputy Sheriff III shall

1 receive any salary increases, lump sum payments, pay adjustments, and/or allowances in
2 accordance with the pay provisions of the Memorandum of Agreement between Anne
3 Arundel County and the Fraternal Order of Police, Anne Arundel County Lodge #106, Inc.
4 (Sheriffs) for Fiscal Year 2025.

5
6 SECTION 22. *And be it further enacted,* That classified employees in the classification
7 of Detention Officer and Detention Corporal shall receive any salary increases, lump sum
8 payments, pay adjustments, and/or allowances in accordance with the pay provisions of the
9 Memorandum of Agreement between Anne Arundel County and the Fraternal Order of
10 Anne Arundel Detention Center Officers and Personnel, Inc. for Fiscal Year 2025.

11
12 SECTION 23. *And be it further enacted,* That classified employees in the classification
13 of Detention Sergeant shall receive any salary increases, lump sum payments, pay
14 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
15 of Agreement between Anne Arundel County and the Anne Arundel County Detention
16 Sergeants Association International Union of Police Associations, Local 141, AFL-CIO
17 for Fiscal Year 2025.

18
19 SECTION 24. *And be it further enacted,* That classified employees in the classification
20 of Fire Battalion Chief and Fire Battalion Chief Emergency Medical Technician-Paramedic
21 shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances
22 in accordance with the pay provisions of the Memorandum of Agreement between Anne
23 Arundel County and the Teamsters Union Local 355 Battalion Chiefs for Fiscal Year 2025.

24
25 SECTION 25. *And be it further enacted,* That classified employees in the classification
26 of Police Officer, Police Officer First Class, Police Corporal, Police Sergeant and Police
27 Lieutenant shall receive any salary increases, lump sum payments, pay adjustments, and/or
28 allowances in accordance with the pay provisions of the Memorandum of Agreement
29 between Anne Arundel County and the Fraternal Order of Police, Anne Arundel County
30 Lodge #70 for Fiscal Year 2025.

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32 SECTION 26. *And be it further enacted,* That classified employees in the classification
33 of Fire Fighter II, Fire Fighter III, Fire Fighter/Emergency Medical Technician –
34 Paramedic, Fire Lieutenant, Fire Lieutenant/Emergency Medical Technician-Paramedic,
35 Fire Captain, Fire Captain/Emergency Medical Technician-Paramedic shall receive any
36 salary increases, lump sum payments, pay adjustments, and/or allowances in accordance
37 with the pay provisions of the Memorandum of Agreement between Anne Arundel County
38 and the Local 1563 Anne Arundel County Professional Fire Fighters, International
39 Association of Fire Fighters, AFL-CIO-CLC for Fiscal Year 2025.

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41 SECTION 27. *And be it further enacted,* That classified employees in the
42 classifications of Park Ranger I and Park Ranger II shall receive any salary increases, lump
43 sum payments, pay adjustments, and/or allowances in accordance with the pay provisions
44 of the Memorandum of Agreement between Anne Arundel County and the Teamsters
45 Union Local 355 Park Rangers for Fiscal Year 2025.

46
47 SECTION 28. *And be it further enacted,* That classified employees in the
48 classifications of Correctional Program Specialist I and Correctional Program Specialist II
49 shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances

1 in accordance with the pay provisions of the Memorandum of Agreement between Anne
2 Arundel County and the Teamsters Union Local 355 Correctional Program Specialists for
3 Fiscal Year 2025.

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5 SECTION 29. *And be it further enacted*, That classified employees represented by
6 AFSCME Local 582 shall receive any salary increases, lump sum payments, pay
7 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
8 of Agreement between Anne Arundel County and Local 582 of the American Federation
9 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
10 Employees Council 3) for Fiscal Year 2025.

11
12 SECTION 30. *And be it further enacted*, That classified employees represented by
13 AFSCME Local 2563 shall receive any salary increases, lump sum payments, pay
14 adjustments, and/or allowances in accordance with the pay provisions of the Memorandum
15 of Agreement between Anne Arundel County and Local 2563 of the American Federation
16 of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public
17 Employees Council 3) for Fiscal Year 2025.

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19 SECTION 31. *And be it further enacted*, That classified employees in the classification
20 of Police Communications Operator III and Police Communications Operator IV shall
21 receive any salary increases, lump sum payments, pay adjustments, and/or allowances in
22 accordance with the pay provisions of the Memorandum of Agreement between Anne
23 Arundel County and the Teamsters Union Local 355 Police Communications Operator for
24 Fiscal Year 2025.

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26 SECTION 32. *And be it further enacted*, That employees in the classified service may
27 receive a salary adjustment to correct salary compression identified by the Personnel
28 Officer.

29
30 SECTION 33. *And be it further enacted*, That the provisions of this Ordinance shall
31 apply to the first full pay period beginning on or after July 1, 2024.

32
33 SECTION 34. *And be it further enacted*, That this Ordinance shall take effect 45 days
34 from the date it becomes law.



CLASSIFICATION PLAN
FISCAL YEAR 2025
July 1, 2024

Titles; pay grades; work weeks; minimum qualifications.

(a) **Definitions.** In this section, the following words have the meanings indicated.

(1) “Extensive experience” means the most advanced degree of experience likely to be found. The work calls for complete mastery and understanding of the subject. This level is generally attained through six or more years of experience in a relevant field of work.

(2) “Thorough experience” means almost complete coverage of the subject matter area. The work calls for sufficient comprehension of the subject to solve unusual as well as commonplace work problems. This level is generally attained through four or more years of experience in a relevant field of work.

(3) “Considerable experience” implies sufficient knowledge in a field to perform most assigned work with little direct supervision. The work calls for journeyman comprehension of standard work situations. This level is generally gained through two or more years of experience in a relevant field of work.

(4) “Experience” means sufficient knowledge of the subject to enable the employee to work effectively in a limited range of work situations. This level is generally attained through one or more years of experience.

(5) “Graduation from high school” means receipt of a high school diploma upon the successful completion of high school or upon the award of a G.E.D. diploma by the State of Maryland or other agency approved by the Personnel Officer.

(6) “Motor vehicle operator’s license” means a valid license of a certain class from the State of Maryland or from another state that authorizes the person to drive the types of motor vehicles that the Maryland license would authorize the person to drive.

(7) “Some experience” means sufficient familiarity with the subject to know elementary principles and terminology and to understand simple problems. This level is generally attained through six or more months of experience in a relevant field of work.

(b) Work weeks. Except as provided in subsection (c) or as otherwise provided in a memorandum of agreement negotiated and signed under Title 4 between the County and an exclusive representative, a “B” work week means 40 hours; a “C” work week means hours as required; and a “D” work week means hours as scheduled.

(c) Part-time positions.

(1) A full-time position in the classified service may be permanently reduced to part-time by ordinance or temporarily reduced to part-time by agreement of an appointing authority and an employee.

(2) A part-time position in the classified service is entitled to compensation at a prorated rate in the pay grade provided in subsection (d), and is required to follow the indicated work week as reduced.

(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:

(1) Accounting, Auditing, and Budgeting (AC).

Title	Grade and Work Week	Minimum Qualifications
Accountant I	NR15B	Graduation from an accredited four-year college or university with major course work in accounting
Accountant II	NR17C	Graduation from an accredited four-year college or university with major course work in accounting; and considerable experience in accounting and fiscal operations
Accountant III	NR19C	Graduation from an accredited four-year college or university, with major course work in accounting; and considerable experience in complex accounting and fiscal operations, including considerable supervisory experience
Assistant Budget Officer	NR23C	A graduate degree in finance, public or business administration, or a related field; and thorough supervisory experience in fiscal operations and budget and management analysis
Assistant Controller	NR23C	Graduation from an accredited four-year college or university, with major course work in accounting, finance, or business; certification as a certified public accountant, or a master's degree in business or finance from an accredited college or university; and extensive supervisory experience in business, finance, fiscal operations, or governmental accounting
Budget Administrator	NR24C	A graduate degree in economics, finance, public or business administration, or a related field; and extensive supervisory experience in fiscal operations and budget and management analysis
Budget and Management Analyst I	NR16C	Graduation from an accredited four-year college or university, with major course work in public or business administration, finance, or accounting; and considerable experience in public management or finance administration
Budget and	NR18C	Graduation from an accredited four-year college or

Management Analyst II		university, with major course work in public or business administration, finance, or accounting, supplemented by graduate study in business or public management; and considerable technical experience in public management or finance administration
Budget and Management Analyst III	NR20C	A graduate degree in public or business administration; and broad and diversified experience in public management and financial administration, including supervisory experience
Cashier I	OS3B	Graduation from high school; and experience in cashiering
Cashier II	OS7B	Graduation from high school; and thorough experience in cashiering
Finance Systems Analyst	NR20C	Graduation from an accredited four-year college or university with major course work in mathematics, public or business administration, or a related field, including or supplemented by specialized training in electronic data processing, programming, operations, and methodologies; and extensive experience in electronic data processing systems analysis and design
Financial Analyst	NR16C	Graduation from an accredited four-year college or university with major course work in accounting, economics, business administration, or a related field; experience in cost analysis and general accounting; and a valid non-commercial Class C motor vehicle operator's license
Financial Clerk I	OS7B	Graduation from high school including or supplemented by accounting or accounting-related course work; and considerable experience in bookkeeping, payroll, or disbursements
Financial Clerk II	NR11B	Graduation from high school including or supplemented by accounting or accounting-related course work; and thorough experience in bookkeeping, payroll, or disbursements
Financial Operations Supervisor	NR16C	Graduation from an accredited four-year college or university with major course work in finance, accounting, business, or public administration, or a related field; and thorough experience in financial services in the specialty area of assignment or a related field to include some supervisory experience
Financial Reporting Manager	NR21C	Graduation from an accredited four-year college or university with major course work in accounting; and extensive experience in complex accounting and fiscal operations, including considerable experience in preparing governmental financial reports and in supervision
Investment Analyst	NR19C	Graduation from an accredited four-year college or university in business or public administration or a related field; and considerable experience in banking, financial, investment, or related work

Manager, Financial Services	NR20C	Graduation from an accredited four-year college or university with major course work in finance, accounting, public administration or a related field; thorough experience in financial management, including reporting, forecasting, and budget administration; and some supervisory experience
Manager, Utilities Revenue Administration	NR19C	Graduation from an accredited four-year college or university with major course work in public or business administration, finance, or a related field; thorough experience in office administration, including revenue billing and assessments; and considerable supervisory experience
Police Fiscal Operations and Management Administrator	NR24C	A graduate degree in economics, finance, public or business administration, or a related field; and extensive supervisory experience in fiscal operations and budget and management analysis; or any combination of training, education, or experience equivalent to the graduate degree requirements
Senior Budget and Management Analyst	NR21C	A graduate degree in public or business administration, finance, or accounting; and senior level experience in managing technical financial operations and managing technical budget personnel in a non-traditional budget environment

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

Title	Grade and Work Week	Minimum Qualifications
Assistant Chief, Bureau of Highways	NR21C	Graduation from an accredited four-year college or university with major course work in public or business administration, engineering, or a related field; and thorough experience in progressively responsible managerial work, including considerable supervisory experience over technical and clerical personnel in the field of public works maintenance and construction
Assistant Chief, Road Operations	NR20C	Graduation from an accredited four-year college or university with major course work in civil engineering; thorough experience in the field of public works maintenance and construction, including supervisory and administrative experience; and a valid non-commercial Class C motor vehicle operator's license
Assistant Claims Adjustor	NR12B	Graduation from high school with some college or university courses in risk management, business administration, or a related field; and some experience in claims adjustment/loss control work
Assistant Director,	NR24C	Graduation from a four-year college or university with

Public Works		major course work in engineering or a related field; a master's degree in management or business administration; extensive experience in the field of public or business administration, including thorough supervisory and administrative experience; and a valid non-commercial Class C motor vehicle operator's license
Assistant Facilities Administrator	NR19C	Graduation from high school or vocational school supplemented by completion of college-level courses in civil engineering or a related field; thorough experience in building maintenance, heating, ventilation, repair, and alterations, including supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Assistant Facility Superintendent	NR16C	Graduation from an accredited four-year college or university with major course work in park/facility management or a related field; considerable experience in park/facility operations and maintenance, including some supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Assistant Manager, Safety and Insurance	NR19C	Graduation from an accredited four-year college or university with major course work in risk management, safety-engineering, or a related field; experience in safety, occupational risk insurance, or a related field; and a valid non-commercial Class C motor vehicle operator's license
Assistant Personnel Officer	NR22C	Graduation from an accredited four-year college or university with major course work in public or business administration, social sciences, or a related field, supplemented by graduate study in public or personnel administration; and thorough professional experience in the field of personnel administration
Attorney I	NR17C	Graduation from an accredited school of law; and admission to the bar of the State
Attorney II	NR19C	Graduation from an accredited school of law; admission to the bar of the State; and experience in professional legal work as an attorney
Attorney III	NR21C	Graduation from an accredited school of law; admission to the bar of the State; and considerable experience in professional legal work as an attorney
Automotive Fleet Manager	NR21C	Graduation from a four-year college or university with major course work in transportation or business administration or a related field; extensive experience in automotive and construction fleet maintenance and management, including considerable managerial experience; and a valid non-commercial Class C motor vehicle operator's license
Chief, Road Operations	NR22C	Graduation from an accredited four-year college or university with major course work in civil engineering, business administration, or a related field; extensive

		experience in the field of public works maintenance and construction, including considerable administrative experience; and a valid non-commercial Class C motor vehicle operator's license
Claims Adjustor	NR16C	Graduation from an accredited four-year college or university with major course work in business administration, risk management, or a related field; thorough experience in insurance adjusting and managing worker's compensation, vehicle liability, and general liability claims; and a valid non-commercial Class C motor vehicle operator's license
Communications Emergency Management Planner	NR18C	Graduation from an accredited four-year college or university with a degree in emergency management, emergency and disaster management, homeland security, public administration, journalism, or a related field; and thorough experience in emergency management services to include: National Incident Management System (NIMS); Incident Command System (ICS); one year experience as a public information officer; and, a valid non-commercial Class C motor vehicle operator's license
Deputy Central Services Officer	NR23C	Graduation from an accredited four-year college or university with major course work in public administration, business administration, or a related field; extensive supervisory experience in administrative management of a centralized procurement and contract administration, facility construction and maintenance, fleet management, risk management and insurance, and real estate management; and a valid Class C motor vehicle operator's license
Deputy County Attorney	NR24C	Graduation from an accredited school of law; admission to the bar of the State; and extensive experience in professional legal work as an attorney
Deputy Director Aging	NR23C	Graduation from an accredited four-year college or university with major course work in public administration, business administration or a related field in the human services environment; extensive supervisory experience in the administration of services to older adults, adults with disabilities and caregivers; extensive experience in business planning and development in the government and non-profit environment; and, a valid Class C motor vehicle operator's license
Deputy Director, Public Works	NR24C	A bachelor's degree from an accredited four-year college or university with a degree in civil engineering or a related field; some graduate level course work in business administration, management, or a related field; extensive engineering experience in a specific engineering program area such as civil, environmental, transportation, utility, highway, water, wastewater, or sanitary engineering,

		including management, supervisory, and administrative experience; and a valid non-commercial Class C motor vehicle operator's license
Deputy Personnel Officer	NR23C	Graduation from an accredited four-year college or university; a master's degree in business administration, public administration or benefits administration, or a related field; and extensive supervisory experience in the administration of employee benefits or other major areas in the field of human resources
Facilities Construction and Planning Coordinator	NR18C	Graduation from high school, supplemented by college level courses in construction project management, contract administration, or engineering; thorough experience in planning, supervising, and coordinating construction projects to include plans and contract review; and a valid non-commercial Class C motor vehicle operator's license
Facilities Manager	NR21C	Graduation from an accredited four-year college or university with major course work in civil engineering or a related field; thorough experience in building and HVAC maintenance, repair, and alterations, including extensive supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Human Relations Officer	NR21C	Graduation from an accredited four-year college or university with major course work in sociology, human relations, social work, or a related field; considerable experience in the field of minority relations; and a valid non-commercial Class C motor vehicle operator's license
Human Resources Records Manager	NR18C	Graduation from an accredited four-year college or university with major course work in public or business administration or a related field and considerable government experience in data analysis, employee database and human resources records management, some supervisory 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
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; and experience in office management or another specialty area related to the specific position
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 or another specialty area related to the specific position

Manager, Inspections and Permits Personnel Administration	NR20C	Graduation from an accredited four-year college or university with major course work in public administration, human resources, or a related field; thorough experience in public personnel administration; and some supervisory experience
Manager, Public Works Customer Relations	NR17C	Graduation from an accredited four-year college or university with major course work in public or business administration, journalism, or a related field; considerable experience in developing and administering customer relations programs; and some supervisory experience
Manager, Public Works Financial Services	NR19C	Graduation from an accredited four-year college or university with major course work in finance, accounting, or a related field; thorough experience in financial management, including reporting, forecasting, and budget administration; and some supervisory experience
Manager, Public Works Personnel Administration	NR20C	Graduation from an accredited four-year college or university with major course work in public administration, human resources, or a related field; thorough experience in public personnel administration; and some supervisory experience
Manager, Recreation & Parks Personnel Administration	NR20C	Graduation from an accredited four-year college or university with major course work in public administration, human resources, or a related field; thorough experience in public personnel administration; and some supervisory experience
Manager, Safety and Insurance	NR21C	Graduation from an accredited four-year college or university with major course work in business administration; considerable experience with risk management or insurance programs; and a valid non-commercial Class C motor vehicle operator's license
Manager, Solid Waste Operations	NR21C	Graduation from an accredited four-year college or university with major course work in civil engineering or a related field; thorough experience in public works management, operations, and construction, including solid waste management, supervision, and administrative experience; and a valid non-commercial Class C motor vehicle operator's license
Minority Business and Small Business Coordinator	NR16C	Graduation from an accredited four-year college or university with major course work in business administration or a related field; and considerable experience in purchasing, including experience promoting the participation of small and minority business in the bid purchasing process
Paralegal	NR12B	Graduation from an accredited four-year college or university with major course work in a related degree program or completion of training as a paralegal; and some experience in legal research and other phases of paralegal

		services
Personnel Analyst I	NR15C	Graduation from an accredited four-year college or university with major course work in business or public administration, the social sciences, or a related field; and work experience in personnel administration
Personnel Analyst II	NR17C	Graduation from an accredited four-year college or university with major course work in public or business administration, the social sciences, or a related field; and considerable technical experience in major phases of personnel management
Personnel Analyst III	NR19C	Graduation from an accredited four-year college or university with major course work in public or business administration, the social sciences, or a related field, supplemented by graduate study related to public personnel administration; and considerable professional experience in the field of personnel administration
Personnel Assistant I	NR10B	Graduation from high school; and considerable experience in administrative support work, including data entry, data verification, and customer service
Personnel Assistant II	NR12B	Graduation from high school supplemented by educational or training courses in office practice; and thorough experience in administrative support work, including data entry, data verification, and customer service
Personal Assistant III	NR13B	Graduation from high school supplemented by educational or training courses in personnel office practice; and thorough experience in advanced technical paraprofessional support work in the appropriate personnel discipline
Program Manager	NR19	Graduation from an accredited four-year college or university; and thorough experience in a program/specialization area directly related to the assignment of the position
Program Specialist I	NR15C	Graduation from an accredited four-year college or university; and experience in a program/specialization area directly related to the assignment of the position
Program Specialist 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 program management or another specialty area directly related to the specific position
Recreation Administrator	NR22C	Graduation from a four-year college or university with major course work in recreation administration or a related field; extensive experience in recreation administration or a related field, including thorough supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Recreation and Parks Facility	NR17C	Graduation from an accredited four-year college or university with major course work in park management or a

Superintendent		related field; considerable experience in park operation and maintenance, including some supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Roads Maintenance Management Administrator	NR17C	Graduation from an accredited four-year college or university with major course work in public or business administration; considerable experience in the financial administration of budgets and projects, including management analysis, supervisory, and computer experience; experience in administration related to maintenance of roads, bridges, and storm drains; and a valid non-commercial Class C motor vehicle operator's license
Roads Superintendent	NR18C	Graduation from high school, supplemented by college-level course work in civil engineering or a related field; considerable experience in managing road and storm drain maintenance, repair, and limited construction activities; and a valid non-commercial Class C motor vehicle operator's license
Safety Coordinator	NR15B	Graduation from an accredited four-year college or university with major course work in safety management and program development; experience in risk management, safety education, or training; and a valid non-commercial Class C motor vehicle operator's license
Senior Assistant County Attorney	NR22C	Graduation from an accredited school of law; admission to the bar of the State; and thorough experience in professional legal work as an attorney
Senior Management Assistant	NR19C	Graduation from an accredited four-year college or university with major course work in public or business administration or a related field; and thorough experience in office and personnel management, including fiscal and budgetary analysis
Senior Paralegal	NR14B	Graduation from an accredited four-year college or university with major course work in a related degree program or completion of training as a paralegal; and thorough experience in legal research and other phases of paralegal services
Senior Personnel Analyst	NR20C	Graduation from an accredited four-year college or university with major course work in public or business administration, the social sciences, or a related field, supplemented by graduate study related to personnel administration; and thorough professional experience in the field of personnel administration
Senior Safety Coordinator	NR17C	Graduation from an accredited four-year college or university with major coursework in risk management and occupational safety and health, or a related field; considerable experience in risk management and occupational safety and health programs; and a valid non-

		commercial Class C motor vehicle operator's license
Solid Waste Community Services Manager	NR20C	A bachelor's degree from an accredited college or university in environmental science, business management, public administration, or a related area; thorough supervisory and administrative management experience in developing and implementing solid waste collection programs and services; and a valid non-commercial Class C motor vehicle operator's license
Solid Waste Disposal and Maintenance Manager	NR21C	A bachelor's degree from an accredited college or university in engineering, environmental science, physical science, geology, public administration, business management, or a related field; thorough supervisory and administrative management experience in solid waste management and operations; and a valid non-commercial Class C motor vehicle operator's license
Solid Waste Operations Administrator	NR22C	A bachelor's degree from an accredited four-year college or university in environmental policy, environmental science, engineering, business management, public administration, or a related field; extensive experience in solid waste management operations in managing the collection, disposal, recycling, equipment maintenance, scalehouse operation, and environmental monitoring for a large organization that includes work involving business management, environmental policy, environmental sciences, construction, contract, finance, and human resources management; and a valid non-commercial Class C motor vehicle operator's license
Solid Waste Recycling Manager	NR20C	Graduation from an accredited four-year college or university with coursework in business administration, environmental sciences, or a related field; thorough supervisory and administrative management experience in large-scale comprehensive residential recycling programs, including the direction of significant public information marketing campaigns; and a valid non-commercial Class C motor vehicle operator's license
Special Program Manager I	NR14B	Graduation from an accredited four-year college or university with major course work in health, human and social services, or a related field; considerable experience in the management of human services-related programs, including some supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Special Program Manager II	NR16C	Graduation from an accredited four-year college or university with major course work in health, human and social services, or a related field; thorough experience in the management of human service-related programs, including some supervisory experience; and a valid non-commercial Class C motor vehicle operator's license

Supervising County Attorney	NR23C	Graduation from an accredited school of law; admission to the bar of the State; and extensive experience in professional legal work as an attorney that includes representing County departments or comparable organizations in administrative actions, drafting and interpreting legislation, providing legal opinions, or litigating complex legal cases
Technical Support Programs Administrator	NR20C	Graduation from an accredited four-year college or university with major course work in engineering, natural science, environmental science, business administration, GIS, or a related field; extensive experience in asset management or public works systems administration and management, including thorough experience in public works computerized systems including data acquisition, evaluation, and analysis, or public works and water and wastewater system maintenance, repair, and rehabilitation; considerable supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Traffic Maintenance Superintendent	NR18C	Graduation from high school, supplemented by college-level course work related to traffic-control devices; extensive experience in the installation, maintenance, and repair of traffic-control devices, including considerable managerial experience in traffic maintenance activities; and a valid non-commercial Class C motor vehicle operator's license
Urban Roads Superintendent	NR19C	Graduation from high school, supplemented by college-level course work in civil engineering or a related field; thorough managerial experience in road and storm drainage maintenance, repair, and limited construction activities; and a valid non-commercial Class C motor vehicle operator's license
Utilities Electrical Coordinator	NR18C	An associate's degree or 60 college credits with college course work in engineering, electronics, and electrical or pneumatic instrumentation from an accredited college or university; additional training in programmable process controllers and related equipment; thorough experience in the design, repair, and inspection of electrical and electronic equipment and systems; and a valid non-commercial Class C motor vehicle operator's license
Utilities Emergency Response Technician	LM9B	Graduation from high school; thorough experience in the construction, repair, and maintenance of water distribution or wastewater collection systems; and a valid non-commercial Class C motor vehicle operator's license
Utilities Mechanical Maintenance Superintendent	NR19C	Graduation from an accredited four-year college or university with major course work in mechanical engineering; extensive experience in progressively responsible supervisory and technical work in equipment repair and maintenance operations; and a valid non-commercial Class C motor vehicle operator's license

Utilities Team Manager	NR19C	An associate's degree or 60 college credits with college course work in civil or sanitary engineering, environmental science, or a related field; thorough experience in the maintenance, repair, and operation of water or wastewater treatment plants and facilities; considerable supervisory experience; state licensure for water or wastewater utility operations; and a valid non-commercial Class C motor vehicle operator's license
Utility Lines Superintendent	NR18C	Graduation from an accredited four-year college or university with major course work in sanitation, civil engineering, or a related field; extensive knowledge of and experience in water/wastewater system operation and maintenance; thorough supervisory and managerial experience; water/wastewater facilities licenses as required by the State or the education and experience to obtain the licenses within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Utility Operations Administrator	NR22C	A bachelor's degree from an accredited four-year college or university with major course work in civil, environmental, or sanitary engineering, business administration, or a related field; extensive engineering experience or administration and management of a large public utility operating system, including extensive management, supervisory, administrative, and financial experience; and a valid non-commercial Class C motor operator's license
Volunteer Coordinator	NR17C	Graduation from an accredited four-year college or university with course work in public or business administration, community relations, or a related field; and considerable experience in community relations and fiscal management associated with volunteer programs
Wastewater Operations Superintendent	NR20C	Graduation from an accredited four-year college or university with major course work in sanitary, civil, or environmental engineering; extensive experience in all technical aspects of wastewater treatment and pumping station operations, including design, construction, and maintenance; thorough supervisory experience; licenses for wastewater treatment operations as required by the State or the education and experience necessary to obtain the licenses within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Wastewater Plant Superintendent I	NR18C	Graduation from high school supplemented by two years of college course work in civil or sanitary engineering or environmental sciences; thorough experience in all technical aspects of wastewater treatment plant operation; considerable supervisory experience in wastewater treatment; licenses for wastewater treatment operations as required by the State or the education and experience to

		obtain the licenses within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Wastewater Plant Superintendent II	NR19C	Graduation from an accredited four-year college or university with major course work in civil or sanitary engineering, wastewater technology, or environmental sciences; extensive experience in all technical aspects of wastewater treatment plant operations, including administration, operations, and maintenance; thorough supervisory experience; licenses for wastewater treatment operations as required by the State or the education and experience to obtain the licenses within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Water Operations Superintendent	NR19C	Graduation from an accredited four-year college or university with major course work in sanitary, civil, or environmental engineering; extensive experience in all technical aspects of water treatment, distribution, and plant operations, including design, construction, and maintenance; thorough supervisory experience; licenses for water treatment operations as required by the State or the education and experience necessary to obtain the licenses within six months of hire; and a valid non-commercial Class C motor vehicle operator's license

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

Title	Grade and Work Week	Minimum Qualifications
Administrative Assistant II (NR)	NR7B	Graduation from high school, including or supplemented by courses in secretarial science; considerable experience in secretarial and general clerical work; and a passing score on appropriate proficiency tests
Administrative Assistant II (represented)	OS4B	Graduation from high school, including or supplemented by courses in secretarial science; considerable experience in secretarial and general clerical work; and a passing score on appropriate proficiency tests
Administrative Assistant III (NR)	NR9B	Graduation from high school, including or supplemented by courses in secretarial science; thorough experience in secretarial and general clerical work; and a passing score on appropriate proficiency tests
Administrative Assistant III (represented)	OS6B	Graduation from high school, including or supplemented by courses in secretarial science; thorough experience in secretarial and general clerical work; and a passing score on appropriate proficiency tests
Administrative Lead	NR12B	Graduation from high school, including or supplemented by courses in secretarial sciences; thorough experience in

		secretarial and general office administrative work; and a passing score on appropriate proficiency tests
Copy Center Operator	OS5B	Graduation from high school; experience operating computer graphics publishing software, duplicating equipment, or network printers; and a valid non-commercial Class C operator's license
Customer Service Representative	OS7B	Graduation from high school; college-level course work in public or human relations or a related field; and thorough experience in public contact work involving complaint and problem-solving situations
Lead Mail Clerk	OS6B	Graduation from high school; thorough experience in providing central mail services; and a valid non-commercial Class C motor vehicle operator's license
Legal Administrative Assistant	NR10B	Graduation from high school; thorough experience in legal secretarial work; and a passing score on appropriate proficiency tests
Mail Clerk	OS2B	Sufficient education to interpret and follow oral and written instructions and postal regulations; and a valid non-commercial Class C motor vehicle operator's license
Mail Room Supervisor	NR11B	Graduation from high school; considerable experience in providing central mail and office supply services; and a valid non-commercial Class C motor vehicle operator's license
Management Aide	NR12B	Completion of an associate's degree from an accredited college; and considerable paraprofessional experience in supporting a program/specialization area directly related to the assignment of the position
Office Support Assistant I (NR)	NR5B	Graduation from high school; and experience in general office support clerical duties
Office Support Assistant I (represented)	OS2B	Graduation from high school; and experience in general office support clerical duties
Office Support Assistant II (NR)	NR7B	Graduation from high school; and considerable experience in general office support duties
Office Support Assistant II (represented)	OS4B	Graduation from high school; and considerable experience in general office support duties
Office Support Specialist (NR)	NR9B	Graduation from high school; and thorough experience in progressively responsible office support work
Office Support Specialist (represented)	OS6B	Graduation from high school; and thorough experience in progressively responsible office support work
Public Services Dispatcher	LM7B	Graduation from high school; and experience in dispatching, computerized dispatch systems, and customer service
Senior Center Associate	OS6B	Graduation from high school and considerable experience working in a general office support capacity for a senior

		center or a related senior care environment
Senior Customer Service Representative	OS9B	Graduation from high school, college-level course work in public or human relations or a related field; and extensive experience in public contact work involving complaint and problem-solving situations
Space Permits Facilitator	OS7B	Graduation from high school; and considerable experience in governmental permit processes
Telephone Clerk	OS3B	Graduation from high school; considerable experience in the operation of a telephone switchboard; and progressively responsible clerical work to include telephone order processing, computer database management, and word processing
Title Abstractor	NR9B	Graduation from high school; and considerable experience in title abstracting or related work

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

Title	Grade and Work Week	Minimum Qualifications
Assistant Water Plant Operator	LM6B	Graduation from high school, supplemented by some facility operational, mechanical, or electrical experience; the skills and knowledge to obtain a temporary State Class IV water treatment plant operator's license within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Automotive Machinist	LM11B	Graduation from high school or vocational school; thorough experience as an automotive machinist; automotive service excellence (ASE) certification as determined by the area of assignment; and a valid non-commercial Class C motor vehicle operator's license
Automotive Maintenance Manager	NR16C	Graduation from high school or vocational school; considerable experience of progressive responsibility in the maintenance and repair of automotive, heavy road, and specialized equipment, including considerable experience in a supervisory capacity; and a valid non-commercial Class C motor vehicle operator's license
Automotive Maintenance Supervisor	NR15B	Graduation from high school or vocational school; thorough experience as a journeyman automotive mechanic, including some supervisory experience; and a valid commercial Class A motor vehicle operator's license without air brake restriction
Automotive Mechanic I	LM7B	Sufficient education to read and interpret automotive repair manuals; some experience in basic automotive repair and maintenance; automotive service excellence (ASE) certification as determined by area of assignment; a valid

		non-commercial Class C motor vehicle operator's license; and, as determined by area of assignment, a valid commercial Class B motor vehicle operator's license
Automotive Mechanic II	LM9B	Graduation from high school or vocational school; considerable experience in the repair and maintenance of automotive equipment at the full performance level; automotive service excellence (ASE) certification as determined by area of assignment; a valid commercial Class B motor vehicle operator's license without air brake restriction; a tanker endorsement or ability to obtain the tanker endorsement within six months of employment, as determined by area of assignment; and a HazMat endorsement or ability to obtain the HazMat endorsement within 12 months of employment, as determined by area of assignment
Automotive Mechanic III	LM11B	Graduation from high school or vocational school supplemented by special courses in electrical, hydraulic, or instrumentation systems; considerable experience in skilled work in the diagnosis and repair of complex diesel or gasoline-powered equipment and ancillary systems; automotive service excellence (ASE) certification as determined by area of assignment; a valid commercial Class A or B motor vehicle operator's license without air brake restriction, as determined by area of assignment, except that a valid commercial Class A motor vehicle operator's license without air brake restriction may be substituted with a valid commercial Class B motor vehicle operator's license without air brake restriction so long as a candidate obtains a valid commercial Class A motor vehicle operator's license without air brake restriction within six months of employment; a tanker endorsement or ability to obtain the tanker endorsement within six months of employment, as determined by area of assignment; and a HazMat endorsement or the ability to obtain the HazMat endorsement within 12 months of employment, as determined by area of assignment
Automotive Service Worker	LM5B	Sufficient education to interpret and follow oral and written instructions; some experience in general automotive maintenance; a valid non-commercial Class C motor vehicle operator's license; and, as determined by area of assignment, a valid commercial Class B motor vehicle operator's license
Custodial Supervisor	NR8B	Sufficient education to understand and follow oral and written instructions
Custodial Worker	LM2B	Sufficient education to understand and follow oral and written instructions; and, as determined by area of assignment, a valid Class C motor vehicle license

Electrical Technician I	FW1B	Graduation from high school; experience in the installation, maintenance, and repair of electrical systems; qualified to enter, or the successful completion of, an electrical apprenticeship program registered with the Maryland Apprenticeship and Training Council; and a valid non-commercial Class C motor vehicle operator's license
Electrical Technician II	FW2B	Graduation from high school; maintenance career path certification as an Electrical Technician I; considerable experience in the installation and maintenance of industrial electrical equipment and systems; and a valid non-commercial Class C motor vehicle operator's license
Electrical Technician III	FW3B	Graduation from high school; maintenance career path certification as an Electrical Technician II; qualified to obtain Maryland State Board of Master Electricians' license; and a valid non-commercial Class C motor vehicle operator's license
Equipment Operator I	LM6B	Sufficient education to understand and follow oral and written instructions; experience in the operation of light- to medium-duty automotive and related equipment; and, as determined by area of assignment, a valid commercial Class B motor vehicle operator's license
Equipment Operator II	LM7B	Sufficient education to understand and follow oral and written instructions; considerable experience in the operation of medium- duty motor equipment; and, as determined by area of assignment, a valid commercial Class B motor vehicle operator's license
Equipment Operator III	LM9B	Sufficient education to understand and follow oral and written instructions; thorough experience in the operation of heavy-duty automotive and related equipment; and, as determined by area of assignment, a valid commercial Class A or B motor vehicle operator's license
Facilities Attendant	LM1B	Sufficient education to understand and follow oral and written instructions; and a valid non-commercial Class C motor vehicle operator's license
Facilities Construction Supervisor	NR16C	Graduation from high school or vocational school supplemented by course work in civil engineering; extensive experience in a wide variety of building construction; and a valid non-commercial Class C motor vehicle operator's license
Facilities Maintenance Manager	NR17C	Graduation from high school or vocational school with course work in civil or mechanical engineering; extensive experience in building maintenance and repair, including the use of tools and equipment related to such trades as plumbing, carpentry, and HVAC; supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Facilities	LM7B	Graduation from high school or vocational school; some

Maintenance Mechanic I		experience in performing skilled trades work in the repair and maintenance of buildings and mechanical equipment; and a valid non-commercial Class C motor vehicle operator's license in the State
Facilities Maintenance Mechanic II	LM9B	Graduation from high school or vocational school; experience at the journeyman level in one or more of the building and mechanical trades; and a valid non-commercial Class C motor vehicle operator's license
Facilities Maintenance Mechanic III	LM11B	Graduation from high school or vocational school; State license or International Code Council certification in one or more of the building trades; experience as a Facilities Maintenance Mechanic II; considerable knowledge of energy management system programs; and a valid non-commercial Class C motor vehicle operator's license
Facilities Maintenance Supervisor	NR14B	Graduation from high school or vocational school; considerable experience in building maintenance and repair operations, including supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Field Service Representative	LM10B	Graduation from high school; thorough experience in meter reading and repair; experience in public relations; and a valid non-commercial Class C motor vehicle operator's license
Fuel Systems Technician	NR15B	Graduation from high school or vocational school, supplemented by course work in electronic and electrical systems or a related field; considerable experience in the maintenance and inspection of remote terminal units as associated with automated fuel management systems; and, as determined by area of assignment, a valid commercial Class B motor vehicle operator's license
Fuel Technician I	LM7B	Graduation from high school or vocation school, supplemented by course work in fuel systems or a related field; experience in the maintenance and inspection of remote terminal units as associated with automated fuel management systems; and a valid non-commercial Class C motor vehicle operator's license
Fuel Technician II	LM9B	Graduation from high school or vocational school, supplemented by course work in fuel systems or a related field; considerable experience in the maintenance and inspection of remote terminal units as associated with automated fuel management systems, at the full performance level; and, as determined by area of assignment; a valid commercial Class B motor vehicle operator's license without air brake restriction; a tanker endorsement or ability to obtain the tanker endorsement within six months of employment, as determined by area of assignment; and a hazmat endorsement or ability to obtain the hazmat endorsement within 12 months of employment,

		as determined by area of assignment
Fuel Technician III	LM11B	Graduation from high school or vocation school, supplemented by course work in fuel systems or a related field; thorough experience in skilled work in the diagnosis and inspection of complex remote terminal units as associated with automated fuel management systems; and, as determined by area of assignment; a valid commercial Class B motor vehicle operator's license without air brake restriction; a tanker endorsement or ability to obtain the tanker endorsement within six months of employment, as determined by area of assignment; and a hazmat endorsement or ability to obtain the hazmat endorsement within 12 months of employment, as determined by area of assignment
Fuel Technician Supervisor	NR15B	Graduation from high school or vocational school, supplemented by course work in fuel systems or a related field; thorough experience in the diagnosis and inspection of complex remote terminal units as associated with automated fuel management systems; some supervisory experience, and, as determined by area of assignment; a valid Class B motor vehicle operator's license without air brake restriction; a tanker endorsement or ability to obtain the tanker endorsement within six months of employment, as determined by area of assignment; and a hazmat endorsement or ability to obtain the hazmat endorsement within 12 months of employment, as determined by area of assignment
Generator Mechanic	LM12B	Graduation from high school or vocational school; considerable experience in repair, operation, and maintenance of various types of diesel, gasoline, natural gas, and propane fueled generator sets or similar equipment; and a valid non-commercial Class C motor vehicle operator's license
Generator Technician I	FW1B	Graduation from high school; experience in the maintenance and repair of internal combustion engines or electric motors; and a valid non-commercial Class C motor vehicle operator's license
Generator Technician II	FW2B	Graduation from high school; maintenance career path certification as a Generator Technician I; considerable experience in the maintenance and repair of internal combustion engine-driven generator sets and related electrical equipment; and a valid commercial Class A motor vehicle operator's license
Generator Technician III	FW3B	Graduation from high school; maintenance career path certification as a Generator Technician II; extensive experience in the operation, installation, and repair of internal combustion engine-driven generator sets and

		related electrical equipment; and a valid commercial Class A motor vehicle operator's license
Instrumentation Technician I	FW1B	Graduation from high school; experience in the maintenance, repair, and installation of microcomputer hardware and operating systems; and a valid non-commercial Class C motor vehicle operator's license
Instrumentation Technician II	FW2B	Graduation from high school; maintenance career path certification as an Instrumentation Technician I; considerable experience in the installation and maintenance of 4-20 mille-ampere control loops, flow measurement devices, and process alarm circuits; and a valid non-commercial Class C motor vehicle operator's license
Instrumentation Technician III	FW3B	Graduation from high school; maintenance career path certification as an Instrumentation Technician II; extensive experience in the maintenance and repair of instrumentation equipment and the programming and maintenance of programmable logic controllers and their interface with flow processing instrumentation; and a valid non-commercial Class C motor vehicle operator's license
Landfill Manager	NR19C	A bachelor's degree from an accredited college or university in physical, environmental, or biological sciences, engineering, geology, hydrology, or a related field; considerable experience in landfill operations, environmental regulations, and waste management service operations; and a valid non-commercial Class C motor vehicle operator's license
Laundry Assistant	NR8B	Graduation from high school; experience in a large-scale commercial, industrial, or institutional laundry operation; and a valid non-commercial Class C motor vehicle operator's license
Laundry Supervisor	NR12B	Graduation from high school; considerable experience in a large- scale commercial, industrial, or institutional laundry operation, including supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Maintenance Worker I	LM3B	Sufficient education to understand and follow oral and written instructions; and a valid non-commercial Class C motor vehicle operator's license
Maintenance Worker II	LM5B	Sufficient education to understand and follow oral and written instructions; experience in work providing a familiarity with the area of assignment; a valid non-commercial Class C motor vehicle operator's license; as determined by area of assignment, a valid commercial Class B motor vehicle operator's license or the ability to obtain the valid commercial Class B motor vehicle operator's license 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
Mason	LM10B	Sufficient education to understand and follow blueprints, plans, and specifications; considerable experience at the journeyman level in the masonry trade; and a valid non-commercial Class C motor vehicle operator's license
Mechanical Technician I	FW1B	Graduation from high school; experience in the maintenance and repair of mechanical equipment, including engines, transmissions, gear drives, pumps, and valves; and a valid non-commercial Class C motor vehicle operator's license
Mechanical Technician II	FW2B	Graduation from high school; maintenance career path certification as a Mechanical Technician I; considerable experience in the operation, maintenance, and repair of mechanical, electrical, pneumatic, and plumbing equipment; a valid commercial Class B motor vehicle operator's license; and, as determined by area of assignment, a hazardous materials (HazMat) and tanker endorsement
Meter Services Manager	NR18C	Graduation from high school with college-level course work in management, water utility, distribution, or a related field; considerable experience in the repair, installation, reading of meters and automated meter reading; considerable supervisory experience; and a valid Class C motor vehicle operator's license
Meter Technician I	LM4B	Graduation from high school; and a valid non-commercial Class C motor vehicle operator's license
Meter Technician II	LM6B	Graduation from high school; experience in reading, servicing, and repairing water meters; and a valid non-commercial Class C motor vehicle operator's license
Meter Technician III	LM7B	Graduation from high school; considerable experience in reading, servicing, and repairing water meters; and a valid non-commercial Class C motor vehicle operator's license
Pumping Station Operator	LM9B	Graduation from high school; considerable experience in the operation of wastewater pumping stations; a wastewater collection systems operations certification as required by the State or eligibility to obtain the license within six months of hire; some supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Road Operations Supervisor	NR16C	Graduation from high school supplemented by college-level courses in surveying and civil engineering or a related field; considerable experience in planning and overseeing the construction and maintenance of roads, drains, and other public facilities; and a valid non-commercial Class C motor vehicle operator's license
Roads Maintenance Crew Leader	LM10B	Graduation from high school or vocational school; thorough experience in maintenance, repair, and construction work; a

		valid commercial Class B motor vehicle operator's license or ability to obtain the 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
Roads Maintenance Supervisor	NR14B	Graduation from high school or vocational school; thorough experience in maintenance, repair, and construction work in public works, including considerable supervisory experience; a valid non-commercial Class C motor vehicle operator's license; and a valid commercial Class B motor vehicle operator's license
Scale House Supervisor	NR15B	An associate's degree or 60 college credits from an accredited college or university in business administration or a related field with major course work in accounting and financial management; experience in customer service, accounting, and developing and applying effective cash management techniques and audit controls; and a valid non-commercial Class C motor vehicle operator's license
Senior Automotive Mechanic	LM12B	Graduation from high school or vocational school supplemented by special courses in electrical, hydraulic, or instrumentation systems; extensive experience in skilled work in the diagnosis and repair of complex diesel- or gasoline-powered equipment and ancillary systems; automotive service excellence (ASE) certification as determined by area of assignment; and a valid commercial Class A motor vehicle operator's license without air brake restriction
Senior Electrical Technician	FW4B	Graduation from high school; maintenance career path certification as an Electrical Technician III; qualified to obtain Maryland State Board of Master Electricians' license; experience in the administration of a maintenance work team; and a valid non-commercial Class C motor vehicle operator's license
Senior Equipment Operator	LM10B	Graduation from high school or vocational school; extensive experience in the operation of heavy construction vehicles, equipment, and power tools; and a valid commercial Class B motor vehicle operator's license
Senior Facilities Maintenance Mechanic	LM12B	Graduation from high school or vocational school; State license or International Code Council certification in one or more of the building trades; extensive knowledge of energy management system programs; and a valid non-commercial Class C motor vehicle operator's license
Senior Generator Technician	FW4B	Graduation from high school; maintenance career path certification as a Generator Technician III; extensive experience in the operation, installation, and repair of

		internal combustion, engine-driven generator sets, and related electrical equipment; experience in the installation and maintenance of three-phase electric motors and motor control circuits; experience in the administration of a maintenance work team; and a valid commercial Class A motor vehicle operator's license
Senior Instrumentation Technician	FW4B	Graduation from high school; maintenance career path certification as an Instrumentation Technician III; extensive experience in the installation, maintenance, calibration, and repair of instrumentation equipment that includes three-phase electric motors and motor control circuits; experience in the administration of a maintenance work team; and a valid non-commercial Class C motor vehicle operator's license
Senior Mechanical Technician	FW3B	Graduation from high school; maintenance career path certification as a Mechanical Technician II; extensive experience in the maintenance, operation, installation, and repair of mechanical, electrical, pneumatic, and pumping equipment; and a valid commercial Class B motor vehicle operator's license
Senior Wastewater Plant Operator	LM11B	Graduation from high school supplemented by courses in basic sciences and wastewater treatment; thorough experience in wastewater treatment plant operations; some supervisory experience; a State Class 5-A wastewater treatment operator's license or eligibility to become fully certified within one year of hire; and a valid non-commercial Class C motor vehicle operator's license
Senior Water Plant Operator	LM11B	Graduation from high school supplemented by courses in basic sciences and water treatment and supply; thorough experience in water treatment plant operation; some supervisory experience; a State Class IV water treatment plant operator's license or eligibility to become fully certified within one year of hire; and a valid non-commercial Class C motor vehicle operator's license
Sign Fabrication Supervisor	NR15B	Graduation from high school; thorough experience in the production of signs by silk screening and overlaying techniques, including supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Sign Fabricator	LM10B	Graduation from high school supplemented by training or education to provide ability to read and interpret sketches, layouts, drawings, and specifications; experience in the layout and production of signs by silk screening and overlaying techniques; and a valid non-commercial Class C motor vehicle operator's license
Solid Waste Collection Inspector	LM8B	Graduation from high school; considerable experience in work involving solid waste collection and public contact and a valid non-commercial Class C motor vehicle

		operator's license
Solid Waste Crew Supervisor	NR14B	Graduation from high school; considerable experience in solid waste operations involving the collection, and transportation of trash and recyclables, or a related field; experience operating equipment, working with contractual personnel, enforcing environmental regulations, and meeting with the public to explain and resolve complaints; and a valid non-commercial Class C motor vehicle operator's license
Solid Waste Equipment Maintenance Supervisor	NR16C	Graduation from high school; thorough experience in supervising an equipment and maintenance facility involving the maintenance and repair of a wide variety of light automotive and heavy duty on and off road equipment; and a valid commercial Class B motor vehicle operator's license
Solid Waste Mechanic	LM12B	Graduation from high school or vocational school supplemented by special courses in electrical, hydraulic, or instrumentation systems; considerable experience in skilled work in the diagnosis and repair of complex diesel- or gasoline-powered vehicles, equipment, and ancillary systems; a valid Class A CDL with hazardous materials and tanker endorsements; and ASE certifications, including T1 (gasoline engines), T2 (diesel engines), T4 (brakes), and T8 (preventative maintenance inspections) or the ability to obtain such certifications within six (6) months
Solid Waste Scale House Operator	LM5B	Graduation from high school; and some office or landfill operations experience in cashiering, bookkeeping, and general clerical work requiring use of a computer and computer software applications
Solid Waste Supervisor	NR15B	Graduation from high school; considerable experience in planning and supervising solid waste management services in collection, landfill, disposal, recycling operations or a related field; and a valid non-commercial Class C motor vehicle operator's license
Trades Helper	LM7B	Graduation from high school; considerable experience in the repair, maintenance and construction of water and wastewater systems; and, as determined by area of assignment, a valid commercial Class B motor vehicle operator's license
Tree Crew Worker	LM6B	Sufficient education to understand and follow oral and written instructions; experience in climbing and trimming of trees; and, as determined by area of assignment, a valid commercial Class B motor vehicle operator's license
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 Crew Leader II	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 Crew Leader III	LM12B	Graduation from high school; thorough experience in the repair, maintenance or construction work of water or wastewater lines and related infrastructure, including thorough lead worker 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 Electrical Technician	LM12B	Graduation from high school or vocational school; completion of a four-year electrical apprenticeship program; a master electrician's license or ability to obtain the license within 12 months of hire; considerable experience in the repair, inspection, adjustment, reconstruction, and rehabilitation of electrical and electronic controls and equipment; and a valid non-commercial Class C motor vehicle operator's license
Utilities Electrician	LM10B	Graduation from high school or vocational school; completion of a four-year electrical apprenticeship program; a journeyman electrician's license or ability to obtain the license within 12 months of hire; and a valid non-commercial Class C motor vehicle operator's license
Utilities Instrumentation Technician	LM12B	Graduation from high school or vocational school supplemented by courses in electronics, electrical/pneumatic instrumentation, and controls; considerable experience in the repair, inspection, adjustment, and calibration of electronic controls and instrumentation; and a valid non-commercial Class C motor vehicle operator's license
Utilities Line Marking Technician	LM7B	Graduation from high school; experience in reading and interpreting project plans, blue prints, plat maps, and like

		materials related to water and wastewater systems and the marking of utility infrastructures; and a valid non-commercial Class C motor vehicle operator's license
Utilities Maintenance and Repair Supervisor	NR16C	Graduation from high school; thorough experience in maintenance, repair, and limited construction work of water and wastewater lines and related facilities, including considerable supervisory experience; certification in water/wastewater facilities operation as required by the State or the education and experience necessary to obtain the certification within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Utilities Maintenance Coordinator	NR16C	Graduation from an accredited four-year college or university with major course work in public or business administration, transportation, or a related field; considerable experience in automotive and heavy equipment maintenance or fleet management, including supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Utilities Maintenance Crew Leader	LM8B	Graduation from high school; considerable experience in maintenance, repair, and construction of water and wastewater systems; some lead worker experience; a temporary wastewater collection system certificate at hire; meeting the education and experience requirements and passing the appropriate board examination to obtain either the Class II wastewater collection system operator's certificate within the renewal time period of three years as established by the State; and a valid commercial Class B motor vehicle operator's license
Utilities Mechanic I	LM8B	Graduation from high school; considerable experience in the operation, maintenance and repair of electrical, mechanical, pneumatic, and pumping equipment; experience in welding and reading blueprints and schematics; such licenses as may be required by job assignment; and a valid non-commercial Class C motor vehicle operator's license
Utilities Mechanic II	LM10B	Graduation from high school; thorough experience in the operation, maintenance and repair of electrical, mechanical, pneumatic, and pumping equipment; experience in using welding equipment and precision tools and reading blueprints and schematics; such licenses as may be required by job assignment; and a valid non-commercial Class C motor vehicle operator's license
Utilities Mechanic III	LM11B	Graduation from high school; completion of a related apprenticeship program; machinist grade skills; extensive experience in the maintenance, operation, installation, and repair of electrical, mechanical, pneumatic, and pumping equipment; experience in the use of oxygen acetylene torch

		and arc welder and in machinery upgrade programs; such licenses as may be required by job assignment; and a valid non-commercial Class C motor vehicle operator's license
Utilities Repair Crew Leader	LM11B	Graduation from high school; thorough experience in maintenance, repair, and construction of water and wastewater systems; lead worker experience; a temporary wastewater collection system certificate or a temporary water distribution certificate at time of hire; meeting the education and experience requirements and passing the appropriate board examination to obtain either the Class II wastewater collection system operator's certificate within the renewal time period of three years as established by the State or the Class I water distribution system operator's certificate within the renewal time period of one year as established by the State; and a valid commercial Class B motor vehicle operator's license
Utilities Special Crew Leader	LM9B	Graduation from high school; thorough experience in maintenance, repair, and construction of water and wastewater systems and operation of specialized water or wastewater equipment; some lead worker experience; a temporary wastewater collection system certificate at hire and meeting the education and experience requirement and passing the appropriate board examination to obtain the Class II wastewater collection system operator's certificate within the renewal time period of three years as established by the State; and a valid commercial Class B motor vehicle operator's license
Utilities Support Worker I	LM6B	Graduation from high school; some experience in repair, maintenance, 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 Support Worker II	LM7B	Graduation from high school; considerable experience in repair, maintenance, or construction of water 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

Utility Assessments Technician	OS9B	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
Utility Systems Technician I	LM6B	Graduation from high school; experience in the construction and maintenance of water distribution or wastewater collection systems; and a valid non-commercial Class C motor vehicle operator's license
Utility Systems Technician II	LM8B	Graduation from high school, supplemented by course work in mathematics; considerable experience in the construction and maintenance of water distribution or wastewater collection systems; and a valid non-commercial Class C motor vehicle operator's license
Utility Systems Technician III	LM10B	Graduation from high school supplemented by at least two years of course work in mathematics; thorough experience in water distribution and wastewater collection systems evaluation survey work or thorough experience in the reading and interpretation of maps, as-built drawings, schematics, and various water and sewer computer models; considerable lead worker experience; and a valid non-commercial Class C motor vehicle operator's license
Vacuum Rodder Operator	LM8B	Sufficient education to understand and follow oral and written instructions and blueprints, diagrams, and sketches; considerable experience in the maintenance, repair, and limited construction of public works and facilities; considerable experience in the operation of light- to medium-duty motor equipment; and a valid commercial Class B motor vehicle operator's license with tanker endorsement or ability to obtain the tanker endorsement within six months of employment
Wastewater Plant Supervisor	NR16C	Graduation from high school supplemented by college-level courses in civil or sanitary engineering or environmental sciences; thorough experience in wastewater treatment operations and maintenance; considerable supervisory experience; licenses for wastewater treatment operations as required by the State or the education and experience to obtain the licenses within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Water Plant Supervisor	NR16C	Graduation from high school supplemented by college-level courses in civil or sanitary engineering or environmental sciences; thorough experience in water treatment plant operation and maintenance; considerable supervisory experience; licenses for water treatment operations as required by the State or the education and experience to

		obtain the licenses within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Water/Wastewater Systems Technician I	FW1B	Graduation from high school; considerable experience in facility plant operations, laboratory work, or mechanical, electrical or instrumentation maintenance work; a temporary water or wastewater operator's license; and a valid non-commercial Class C motor vehicle operator's license
Water/Wastewater Systems Technician II	FW2B	Graduation from high school; Anne Arundel County Water or Wastewater Systems Technician I certification; a temporary water or wastewater operator's license; passage of water or wastewater tests administered by the Maryland Department of the Environment; and a valid non-commercial Class C motor vehicle operator's license
Water/Wastewater Systems Technician III	FW3B	Graduation from high school; Anne Arundel County Water or Wastewater Systems Technician II certification; a water or wastewater operator's license; and a valid non-commercial Class C motor vehicle operator's license
Welder	LM10B	Graduation from high school or vocational school; considerable experience in complex welding work at the journeyman level; a welding certification in accordance with AWS Structural Code D-1-1-83 or equivalent or ability to obtain the certification within six months of hire; and a valid non-commercial Class C motor vehicle operator's license

(5) Health and Human Services (HE).

Title	Grade and Work Week	Minimum Qualifications
ADA Coordinator	NR19C	Graduation from an accredited four-year college or university with major course work in the social sciences, psychology, human resources, or a related field; thorough experience in developing and implementing employer-based compliance and accommodation programs mandated by federal and State laws, including the Americans with Disabilities Act; and considerable training experience
Addictions Specialist	NR14C	Graduation from an accredited four-year college or university with major course work in counseling, education, or a related field; considerable experience in counseling or education; and certification or license as required by the State
Assistant Director, Aging and Disabilities	NR22C	A graduate degree from an accredited college or university in public or business administration, the social sciences, or a closely related field; thorough experience, including considerable management experience, in the field of

		programs and services for the aging or a related field; and a valid non-commercial Class C motor vehicle operator's license
Crisis Intervention Counselor	NR14B	A master's degree in counseling, social work, psychology, or a closely related discipline; and considerable experience in counseling
Deputy Director, Public Health Programs	NR20C	Graduation from an accredited four-year college or university with major course work in business administration, health, human services, or a related degree; and thorough administrative experience in a related field including experience in supervising a health program
Director, Public Health Programs	NR21C	Graduation from an accredited college or university with major course work in business administration, health, human services, or a related degree; and extensive administrative experience in a related field including experience in supervising a health program
Environmental Sanitarian I	NR12B	Graduation from an accredited four-year college or university with major course work in biological, environmental, or physical sciences; certification as a registered environmental sanitarian or proof of eligibility to obtain license, from the Maryland State Board of Environmental Sanitarian Registration; and a valid non-commercial Class C motor vehicle operator's license
Environmental Sanitarian II	NR15B	Graduation from an accredited four-year college or university with major course work in biological, environmental, or physical sciences; certification as a registered environmental sanitarian with the Maryland State Board of Environmental Sanitarian Registration; professional experience in environmental health inspection work; and a valid non-commercial Class C motor vehicle operator's license
Environmental Sanitarian III	NR16C	Graduation from an accredited four-year college or university with major course work in biological, environmental, or physical sciences; certification as a registered environmental sanitarian with the Maryland State Board of Environmental Sanitarian Registration; considerable professional experience in environmental health inspection work; and a valid non-commercial Class C motor vehicle operator's license
Environmental Sanitarian Supervisor	NR17C	Certification as a registered environmental sanitarian by the Maryland State Board of Environmental Sanitarian Registration; thorough experience in professional environmental inspection work; and a valid non-commercial Class C motor vehicle operator's license
Environmental Technician	LM10B	Graduation from high school; considerable experience in environmental contamination, pollution, emissions control or related work; and a valid non-commercial Class C motor

		vehicle operator's license
Human Services Aide I	OS7B	Graduation from high school supplemented by college course work in social work, psychology, or a related field; and some experience in a human services program area
Human Services Aide II	OS9B	Graduation from high school supplemented by at least 30 credits of college level course work in social work, psychology, or a related field; and considerable experience in a human services program area
Human Services Specialist	NR15B	Graduation from an accredited four-year college or university with a bachelor's degree in social work, nursing, psychology, or a related area; considerable experience in human services program areas; and a valid non-commercial Class C motor vehicle operator's license
Human Services Supervisor	NR17C	Graduation from an accredited four-year college or university with a master's degree in social work or nursing; and thorough experience in human services case management or a related human services program area

(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 Lead	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 Administrative Assistant	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 Administrative	NR10B	Graduation from high school, including or supplemented by courses in secretarial science; thorough experience in

Assistant		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

(7) Planning and Inspections (PI).

Title	Grade and Work Week	Minimum Qualifications
Assistant Director, Inspections and Permits	NR22C	Graduation from an accredited four-year college or university with major course work in public or business administration, civil engineering, or a related field; extensive experience in the field of public administration, development and enforcement of codes, regulations, and licensing requirements, including thorough supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Assistant Planning and Zoning Officer	NR22C	Graduation from an accredited four-year college or university with major course work in public or business administration, planning, or a related field; extensive experience in the field of public administration, planning, development and enforcement of regulations, including thorough supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Building Inspection Supervisor	NR17C	Graduation from high school; considerable experience in the field of building construction, including experience in working with or inspecting building construction plans; certification as a building inspector; and a valid non-commercial Class C motor vehicle operator's license
Building Inspector	LM12B	Graduation from high school; thorough experience in building construction; BOCA or State certification as a

		building inspector or ability to obtain certification within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Chief, Building Inspection	NR19C	Graduation from high school supplemented by course work in construction technology; thorough experience in building inspection work; International Code Council or State certification as a building inspector; supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Chief, Electrical Inspections	NR19C	Graduation from high school or vocational school; extensive experience as a journeyman electrician; thorough experience in electrical inspection work, including supervisory experience; a master electrician's license or graduation from an accredited four-year college or university with major course work in electrical engineering or a related field; and a valid non-commercial Class C motor vehicle operator's license
Chief, Licensing	NR19C	Graduation from an accredited four-year college or university with major course work in public or business administration, education, or law; thorough experience in office management, licensing, utility allocation systems, or a related area; and a valid non-commercial Class C motor vehicle operator's license
Chief, Plumbing Inspections	NR19C	Graduation from high school or vocational school; extensive experience in plumbing or heating, ventilating, and air conditioning; thorough experience in plumbing or HVAC inspection work, including supervisory experience; a master plumber's license in the State, a master mechanical contractor's license, or graduation from an accredited four-year college or university with major course work in mechanical engineering, or a related field; and a valid non-commercial Class C motor vehicle operator's license
Code Enforcement Administrator	NR21C	Graduation from an accredited four-year college or university with major course work in engineering, environmental resource management, or a related field; extensive experience in a variety of construction inspection work, including thorough supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Combination Inspections Supervisor	NR18C	Graduation from high school or vocational school; thorough experience in the field of construction, including experience in construction inspection and enforcement work; International Code Council certification as residential combination inspector; and a valid non-commercial Class C motor vehicle operator's license
Combination	NR16C	Graduation from high school; considerable experience in

Inspector		the field of construction, including experience in inspection and code enforcement; International Code Council certification as a residential combination inspector; and a valid non-commercial Class C motor vehicle operator's license
Commercial Permit Coordinator	NR19C	Graduation from an accredited four-year college or university with major course work in information processing, public or business administration, planning, architecture, or engineering; considerable technical experience in management information systems, the governmental permit process, or planning and zoning; supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Construction Code Inspector	LM12B	Graduation from high school; thorough experience as a journeyman plumber, journeyman HVACR mechanic, journeyman electrician, or in building construction; State certificate in building inspection, International Code Council certification in building, plumbing, electrical, or HVAC mechanical, or a master trade license issued by the State in plumbing, electrical, or HVACR mechanical; and a valid non-commercial Class C motor vehicle operator's license
Construction Inspection Supervisor	NR17C	Graduation from high school supplemented by completion of college-level courses in engineering; thorough experience in a wide variety of construction inspection work, including supervisory and managerial experience in construction; and a valid non-commercial Class C motor vehicle operator's license
Construction Inspector	LM12B	Graduation from high school or vocational school; considerable technical and trades experience in a variety of construction work, to include inspections; and a valid non-commercial Class C motor vehicle operator's license
Electrical Inspections Supervisor	NR17C	Graduation from high school or vocational school; thorough experience as a journeyman electrician, including experience in electrical inspection work; a master electrician's license; and a valid non-commercial Class C motor vehicle operator's license
Electrical Inspector	LM12B	Graduation from high school or vocational school; considerable experience in all phases of commercial and residential electrical construction of new and existing buildings; a master electrician's license valid in the State; and a valid non-commercial Class C motor vehicle operator's license
Environmental Control Inspection Supervisor	NR17C	Graduation from high school; considerable experience in the field of building construction with emphasis on grading, sediment control, soil erosion, and inspection techniques, or a related field; successful completion of an

		erosion and sediment control training program pursuant to State law; and a valid non-commercial Class C motor vehicle operator's license
Environmental Control Inspector	LM12B	Graduation from high school, including or supplemented by courses in plan reading; considerable experience in erosion control practices and infrastructure installations or a related field; a Maryland certificate in training for erosion control or ability to obtain the certificate within six months of hire; and a valid non-commercial Class C motor vehicle operator's license
Fire Inspector	LM12B	Graduation from high school; ; an associate's degree in fire science engineering or considerable experience in fire inspections or prevention; successful completion of Fire Inspector I training course by the end of probation; thorough experience enforcing codes, ordinances, and standards; and a valid non-commercial Class C motor vehicle operator's license
Land Use and Environmental Affairs Manager	NR19C	Graduation from an accredited four-year college or university with major course work in public or business administration, community relations, or a related field; and thorough experience in environmental projects to include investigation and resolution of complaints in working with community groups
Land Use and Environmental Impact Coordinator	NR21C	Graduation from an accredited four-year college or university with major course work in planning, environmental science, engineering, or a related field; and extensive management experience in land use issues, state and local legislative processes, and community consensus-building at the local government level
License Inspector	LM9B	Graduation from high school; considerable experience in the field of governmental licensing or regulatory authority; and a valid non-commercial Class C motor vehicle operator's license
Mechanical Inspection Supervisor	NR17C	Graduation from high school or vocational school; thorough experience as a journeyman; a master mechanic's license; and a valid non-commercial Class C motor vehicle operator's license
Mechanical Inspector	LM12B	Graduation from high school or vocational school; thorough experience as a journeyman HVAC mechanic; a master or master restricted HVAC license; and a valid non-commercial Class C motor vehicle operator's license
Permits Processor I	OS6B	Graduation from high school; considerable experience in office work, including interaction with the public; and some experience in permits work
Permits Processor II	OS7B	Graduation from high school; and considerable experience in permits work
Planner I	NR15B	A bachelor's degree from an accredited four-year college

		or university with course work in planning or a closely related field; experience in professional planning and zoning work or a related field; and a valid non-commercial Class C motor vehicle operator's license
Planner II	NR17C	A bachelor's degree from an accredited four-year college or university with course work in planning or a closely related field; considerable experience in professional planning and zoning work or a related field; and a valid non-commercial Class C motor vehicle operator's license
Planner III	NR18C	A bachelor's degree from an accredited four-year college or university with course work in planning or a closely related field; thorough experience in professional planning and zoning work or a related field; and a valid non-commercial Class C motor vehicle operator's license
Planning Administrator	NR21C	A bachelor's degree from an accredited four-year college or university with course work in planning or a closely related field; extensive experience in major professional planning and zoning projects to include considerable lead worker or project management experience in the area of assignment; and a valid non-commercial Class C motor vehicle operator's license
Planning Technician I	OS7B	Graduation from high school; some experience in real estate or building construction; experience in building permit review; and a valid non-commercial Class C motor vehicle operator's license
Planning Technician II	OS9B	Graduation from high school; considerable experience in planning, subdivision control, and zoning enforcement work; and a valid non-commercial Class C motor vehicle operator's license
Plumbing Inspection Supervisor	NR17C	Graduation from high school or vocational school; thorough experience as a journeyman plumber, including considerable experience in plumbing inspection work; a master plumber's license in the State; and a valid non-commercial Class C motor vehicle operator's license
Plumbing Inspector	LM12B	Graduation from high school or vocational school; thorough experience as a journeyman plumber; a master plumber's license in the State or ability to obtain the license within six months of hire, and other licenses as may be required for the area of assignment; and a valid non-commercial Class C motor vehicle operator's license
Project Development Administrator	NR21C	A bachelor's degree from an accredited four-year college or university; extensive experience in permitting, planning, zoning, or property development management; and a valid non-commercial Class C motor vehicle operator's license
Quality Control Inspector	NR16C	Graduation from high school; thorough experience conducting utility inspections; computer proficiency in the operation of personal computers; and a valid non-

		commercial Class C motor vehicle operator's license
Residential Permit Coordinator	NR17C	Graduation from an accredited four-year college or university with major course work in information processing, public or business administration, planning, architecture, or engineering; considerable technical experience in management information systems, the governmental permit process, and planning and zoning; and a valid non-commercial Class C motor vehicle operator's license
Senior Planner	NR19C	A bachelor's degree from an accredited four-year college or university with course work in planning or a closely related field; extensive experience in major professional planning and zoning projects; and a valid non-commercial Class C motor vehicle operator's license
Zoning Inspection Supervisor	NR18C	Graduation from an accredited four-year college or university with major course work in planning or a related field; considerable technical experience in planning, zoning, and code enforcement, including some supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Zoning Inspector	OS12B	Graduation from high school with some college-level course work in planning or a related field; experience in land use enforcement or related work; and a valid non-commercial Class C motor vehicle operator's license

(8) Purchasing and Property Control (PP).

Title	Grade and Work Week	Minimum Qualifications
Assistant Purchasing Agent	NR19C	Graduation from an accredited four-year college or university with major course work in business administration or a related field; and thorough experience in governmental purchasing and contracting, including considerable supervisory experience
Buyer I	NR9B	Graduation from high school; and considerable experience in responsible fiscal, storekeeping, or clerical work, including the requisitioning or purchasing of commodities
Buyer II	NR13B	Graduation from high school, supplemented by completion of college-level courses in business administration; and experience in the purchasing of a variety of supplies, materials, and equipment
Buyer III	NR16C	Graduation from an accredited four-year college or university with major course work in business administration or a related field; and considerable experience in governmental purchasing

Buyer IV	NR18C	Graduation from an accredited four-year college or university with major course work in business administration, finance, or a related field; and thorough technical experience in large-scale procurement of diverse materials, supplies, and services
Buyer's Assistant	OS5B	Graduation from high school; and experience in fiscal, storekeeping, or clerical work, including the requisitioning or purchasing of commodities
Duplicating Equipment Operator	OS6B	Graduation from high school; and experience in the operation of offset duplicating and related equipment
Duplicating Equipment Supervisor	NR11B	Graduation from high school; and considerable supervisory experience in the operation and management of offset duplicating and related printing shop services
Peripheral Equipment Operator	OS3B	Graduation from high school, including or supplemented by training in the operation of standard tabulating equipment and various standard binding and copying equipment
Procurement Category Management Manager	NR20	Graduation from an accredited four-year college or university with major course work in public or business administration or a related field; extensive experience in governmental purchasing to include five or more years of progressively responsible management of other procurement professionals; and a valid non-commercial Class C motor vehicle operator's license
Procurement Strategy Manager	NR20	Graduation from an accredited four-year college or university with major course work in public or business administration or a related field; extensive experience in governmental purchasing to include five or more years of progressively responsible management of other procurement professionals; and a valid non-commercial Class C motor vehicle operator's license
Property Acquisition Agent	NR15B	Graduation from high school, supplemented by completion of college-level course work in public or business administration or real estate; experience in the real estate field, including experience in the legal and engineering aspects of the appraisal and acquisition of real property; and a valid non-commercial Class C motor vehicle operator's license
Property Control and Accountability Manager	NR18C	Graduation from an accredited four-year college or university with a bachelor's degree in public or business administration, finance, or a related field; and extensive experience in inventory control and automated inventory systems
Purchasing Agent	NR22C	Graduation from an accredited four-year college or university with major course work in public or business administration; extensive experience in governmental purchasing, including managerial experience; and a valid

		non-commercial Class C motor vehicle operator's license
Real Estate Manager	NR21C	Graduation from an accredited four-year college or university with a degree in public or business administration, finance, or a related field; and extensive experience in real estate, including property acquisition and management, lease agreements, and space planning, including thorough supervisory experience
Storekeeper I	LM4B	Graduation from high school; some stock-keeping experience; and a valid non-commercial Class C motor vehicle operator's license
Storekeeper II	LM6B	Graduation from high school; considerable experience in the keeping of warehouses and warehouse records; and a valid non-commercial Class C motor vehicle operator's license
Warehouse Manager	NR14C	Graduation from high school; thorough supervisory experience in the operation and management of warehouse operations and related services; and a valid, non-commercial Class C motor vehicle operator's license
Warehouse Supervisor	NR11B	Graduation from high school; considerable supervisory experience in the operation and management of warehouse operations and related services; and a valid non-commercial Class C motor vehicle operator's license

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

Title	Grade and Work Week	Minimum Qualifications
Animal Care Attendant I	LM5B	Sufficient education to understand and follow oral and written instructions; some experience in the knowledge or various breeds, coloration and treatment of animals; and a valid non-commercial Class C motor vehicle operator's license
Animal Care Attendant II	LM6B	Graduation from high school; experience in humane animal care and treatment, animal shelter operations and laws governing animal protection and control; certified euthanasia; and a valid non-commercial Class C motor vehicle operator's license
Animal Control Administrator	NR20C	Graduation from an accredited four-year college or university, with major course work in business or public administration; thorough experience in animal control work, including considerable supervisory and administrative experience; and a valid non-commercial Class C motor vehicle operator's license
Animal Control Officer	LM9B	Graduation from high school; experience in animal control or related work dealing with the public; and a valid non-

		commercial Class C motor vehicle operator's license
Animal Control Supervisor	NR15B	Graduation from high school; considerable experience in animal control work; and a valid non-commercial Class C motor vehicle operator's license
Animal Control Technician	LM9	Graduation from high school; and experience as a veterinary technician, including euthanizing animals
Assistant Correctional Facility Administrator	D7C	Graduation from an accredited four-year college or university with major course work in penology, social sciences, or a related field; thorough administrative experience in correctional facility functions, or a related criminal justice function, including considerable supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Booking Officer	OS9B	Graduation from high school; one year of responsible work experience; some experience in computer keyboard entry; and a valid non-commercial Class C motor vehicle operator's license
Correctional Facility Administrator	D8C	Graduation from an accredited four-year college or university with major course work in penology, criminal justice, social science, business management, or a related field; extensive experience in supervision, management, or administration of correctional facility functions; and a valid non-commercial Class C motor vehicle operator's license
Correctional Program Specialist I	C1B	Graduation from high school; experience in the field of criminal justice; a minimum age of 21 at the time of appointment; and a valid non-commercial Class C motor vehicle operator's license
Correctional Program Specialist II	C2B	Graduation from an accredited four-year college or university with major course work in criminal justice, corrections, or the social sciences; considerable experience in criminal justice; a minimum age of 18 at the time of appointment; and a valid non-commercial Class C motor vehicle operator's license
Correctional Records Clerk I	OS9B	Graduation from high school; and thorough experience in progressively responsible office support work including experience in a specialized work environment requiring attention to detail and accuracy and proficiency in office software systems
Correctional Records Clerk II	OS10B	Graduation from high school; and extensive experience in progressively responsible office support work, including considerable experience in a specialized work environment requiring attention to detail and accuracy and proficiency in office software systems
Correctional Support Services Manager	NR20C	Graduation from an accredited four-year college or university with major course work in public or business administration or a related field; and thorough experience in financial administration to include personnel

		management with considerable supervisory experience in these areas
Crime Analyst	OS11B	An associate's degree or 60 college credits from an accredited college or university with major course work in mathematics or the social sciences, including courses in statistical analysis and data processing; and a valid non-commercial Class C motor vehicle operator's license
Crime Scene Supervisor	NR15B	An associate's degree or 60 college credits from an accredited college or university with major course work in law enforcement, criminal justice, chemistry, biology, physics, or a related field and course work in the collection and preservation of evidence or other areas of forensic science or criminalistics; thorough experience in the collection and preservation of evidence or a related field of forensic science or criminalistics; and a valid non-commercial Class C motor vehicle operator's license
Crime Scene Technician I	OS10B	An associate's degree or 60 college credits from an accredited college or university with major course work in forensic science, chemistry, biology, physics, or a related science and course work in the collection and preservation of evidence or other areas of forensic science or criminalistics; experience in the collection and preservation of evidence or a related field of forensic science or criminalistics; and a valid non-commercial Class C motor vehicle operator's license
Crime Scene Technician II	OS12B	A bachelor's degree from an accredited college or university with major course work in forensic science, chemistry, biology, physics, or a related science and course work in the collection and preservation of evidence or other areas of forensic science or criminalistics; considerable experience in the collection, preservation and latent fingerprint processing of evidence or in a related field of forensic science or criminalistics; and a valid non-commercial Class C motor vehicle operator's license
Criminal Justice Program Supervisor	C3C	A bachelor's degree from an accredited four-year college or university with major course work in criminal justice, corrections or the social sciences; thorough experience working in criminal justice programs, preferably in corrections; a minimum age of 18 at the time of appointment; and a valid non-commercial Class C motor vehicle operator's license
Deputy Police Chief	P6C	Graduation from an accredited four-year college or university; a total of ten years of experience in progressively responsible police work in police administration, management, or supervision, including one year of experience at the rank of major or captain; and a valid non-commercial Class C motor vehicle operator's

		license
Deputy Sheriff	S1B	Graduation from high school; considerable general work experience; a minimum age of 21 at the time of appointment; and a valid non-commercial Class C motor vehicle operator's license
Deputy Sheriff Corporal	S1AB	Graduation from high school; two continuous years of experience as an Anne Arundel County Deputy Sheriff; and a valid non-commercial Class C motor vehicle operator's license
Deputy Sheriff II ("Sergeant")	S2B	Graduation from high school; considerable experience as a deputy sheriff in the Anne Arundel County Sheriff's Office; and a valid non-commercial Class C motor vehicle operator's license
Deputy Sheriff III ("Lieutenant")	S3C	Graduation from high school; a minimum of 60 credits of acceptable college-level course work in law enforcement, criminal justice, police administration, or a related discipline; thorough experience as a deputy sheriff in the Anne Arundel County Sheriff's Office to include two years at the rank of Deputy Sheriff II; and a valid non-commercial Class C motor vehicle operator's license
Deputy Sheriff IV ("Captain")	S4C	Graduation from high school; 60 credits of college-level course work in law enforcement or a related discipline; extensive experience as a deputy sheriff in the Anne Arundel County Sheriff's Office to include two years at the rank of Deputy Sheriff III; and a valid non-commercial Class C motor operator's license
Detention Captain	D6C	Graduation from an accredited four-year college or university with major course work in criminal justice, corrections, or the social sciences; considerable experience in an administrative support position in a criminal justice agency; a minimum age of 18 at the time of appointment; and a valid non-commercial Class C motor vehicle operator's license
Detention Corporal	D2D	Graduation from high school; two years of experience as a detention officer for Anne Arundel County; and a valid non-commercial Class C motor vehicle operator's license
Detention Lieutenant	D5D	Graduation from high school; two years of experience as a detention officer for Anne Arundel County; one year of experience as a detention sergeant for Anne Arundel County; and a valid non-commercial Class C motor vehicle operator's license
Detention Officer	D1D	Graduation from high school; a minimum age of 18 at the time of appointment; and a valid non-commercial Class C motor vehicle operator's license
Detention Sergeant	D3D	Graduation from high school; three years of experience as a detention officer for Anne Arundel County, or two years of experience as a detention officer for Anne Arundel County

		and one year of experience as a detention corporal for Anne Arundel County; and a valid non-commercial Class C motor vehicle operator's license
Emergency Management Planner	NR16	Graduation from an accredited four-year college or university with a degree in emergency management, emergency and disaster management, homeland security, public administration, or a related field; and thorough experience in emergency management 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
Emergency Management Training and Exercise Coordinator	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
Evidence Coordinator	NR15	An associate's degree or 60 college credits from an accredited college or university in law enforcement, criminal justice, chemistry, biology, physics, or a related field; considerable experience in progressively more responsible work in the collection and preservation of evidence for use in criminal or civil proceedings; and a valid non-commercial Class C motor vehicle operator's license
Evidence Coordinator Leader	NR16C	An associate's degree or 60 college credits from an accredited college or university in law enforcement, criminal justice, chemistry, biology, physics, or a related field; thorough experience in progressively responsible work in the collection and preservation of evidence for use in criminal or civil proceedings; and a valid non-commercial Class C motor vehicle operator's license
Fingerprint Technician	OS6B	Graduation from high school; considerable experience in fingerprint classification and identification using the ten-print Henry Classification System; 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; 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; and a valid non-commercial Class B motor vehicle operator's license
Fire Captain/Emergency Medical Technician-Paramedic	F6PD	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; 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 Communications Operator I	LM11D	Graduation from high school; experience in an emergency services environment or progressively responsible multi-faceted clerical work; skill in data entry keyboard functions; successful completion of the Fire Communications Operator entry-level training program offered through the Fire Department Information Management Division; and certifications maintained in ETC/Priority Dispatch, EMD/Priority Dispatch, EFD/Priority Dispatch, EMD/MIEMSS, and CPR/AHA as conditions of continued employment
Fire Communications	LM12D	Graduation from high school; considerable experience in

Operator II		an emergency services environment or progressively responsible multi-faceted clerical work; skill in data entry keyboard functions; two years experience as an FCO I; certification as a Communication Training Officer (CTO) and Public Safety Telecommunicator II; successful completion of the Fire Communications Operator II (FCO II) clearance process; and current certifications in ETC/Priority Dispatch, EMD/Priority Dispatch, EFD/Priority Dispatch, EMD/MIEMSS, and CPR/AHA
Fire Communications Operator III	NR15D	Graduation from high school; five years of experience as an Emergency Services Communications Operator in a fire or police 911 dispatch center; certified in ETC/Priority Dispatch, EMD/Priority Dispatch, EFD/Priority Dispatch, EMD/MIEMSS, and CPR/AHA; and served as an FCO with the Anne Arundel County Fire Department for the past three years with at least one year at the FCO II level
Fire Deputy Chief	F9C	Graduation from an accredited four-year college or university with major course work in fire science, emergency health services, public or business administration, or a related field; 11 years of progressively responsible experience, including at least two years at the level of Division Chief, or two years of acceptable college course work and 13 years of progressively responsible experience, including two years at the level of Division Chief; certification as a Fire Officer 4 by the Maryland Fire Service Personnel Qualifications Board; and a valid non-commercial Class C motor vehicle operator's license
Fire Division Chief	F8C	Two years of acceptable college course work in fire science, emergency health services, public or business administration, or a related field; 11 years of progressively responsible experience in the Anne Arundel County Fire Department including two years at the level of Fire Battalion Chief; certification as a Fire Officer 4 by the Maryland Fire Service Personnel Qualifications Board; and a valid non-commercial Class C motor vehicle operator's license
Fire Fighter II	F1D	Graduation from high school; some work experience; a valid non-commercial Class C motor vehicle operator's license; and a valid non-commercial Class B motor vehicle operator's license upon graduation from the Anne Arundel County Fire Training Academy program
Fire Fighter III	F2D	Graduation from high school; two years of experience as a fire fighter in the classified service of the Anne Arundel County Fire Department; and a valid non-commercial Class B motor vehicle operator's license
Fire Fighter/Emergency	F3D	Graduation from high school; successful completion of the Anne Arundel County Fire Training Academy program;

Medical Technician-Intermediate		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
Fire Fighter/Emergency Medical Technician-Paramedic	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; 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
Firearms Examiner	NR17	A bachelor's degree from an accredited four-year college or university with major course work in biological or physical science; considerable experience in criminal justice; law enforcement or a related field. Completion of a training program providing original certification by the Association of Firearms and Toolmark Examiners (AFTE) as a firearms and toolmark examiner; and a valid non-commercial Class C motor vehicle operator's license
Forensic Chemist I	NR16C	A bachelor's degree from an accredited four-year college or university with major course work in forensic science, chemistry, biology, or other natural science; and a valid non-commercial Class C motor vehicle operator's license
Forensic Chemist II	NR17C	A bachelor's degree from an accredited four-year college or university with major course work in forensic science, chemistry, biology, or other natural science; experience in forensic identification and analysis; and a valid non-

		commercial Class C motor vehicle operator's license
Forensic Chemist Supervisor	NR19C	A master's degree from an accredited four-year college or university with major course work in forensic science, chemistry, biology, or other natural science; thorough experience in progressively more responsible work in CDS or serology/DNA analysis in a forensic laboratory, including supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Forensic Services Director	NR20	A master's degree from an accredited four-year college or university in forensic science, a natural science such as chemistry, physics, or biology; or a subspecialty of a natural science such as organic chemistry, biochemistry, or molecular biology; and thorough experience in documented forensic laboratory work; considerable years of managerial or supervisory experience; extensive experience with ASLD/Lab-International (American Society of Crime Lab Directors/Laboratory Accreditation Board-International) standards; a valid non-commercial Class C motor vehicle operator's license; and meet the minimum qualifications of a Forensic Laboratory Director as defined in Title 10 (Department of Health & Mental Hygiene) Subtitle 51 (Forensic Laboratories) in the Code of Maryland Regulations (COMAR)
Latent Print Examiner I	NR14B	Graduation from high school; thorough experience in classifying, identifying, and processing fingerprints using the ten-print Henry Classification System and an automated fingerprint identification system; formal training or courses in fingerprint classification and identification through completion of the FBI Basic Fingerprint School or an equivalent recognized fingerprint training program; and a valid non-commercial Class C motor vehicle operator's license
Latent Print Examiner II	NR16B	An associate's degree or 60 college credits in law enforcement, mathematics, biology, chemistry, criminalistics, physics, or a related field from an accredited college or university; formal training or courses in fingerprint classification and identification through completion of the FBI Basic Fingerprint School or an equivalent recognized fingerprint training program; considerable experience in latent print identification, including court qualification as an expert witness; and a valid non-commercial Class C motor vehicle operator's license
Law Enforcement Training Coordinator	NR14C	Graduation from an accredited four-year college or university with major course work in law enforcement, criminal justice, or a related field; experience in the development and presentation of staff training in a law

		enforcement organization; and a valid non-commercial Class C motor vehicle operator's license
Photographic Laboratory Technician	NR12B	Graduation from high school, supplemented by acceptable college course work in photography, audiovisual production, computer- aided design, or related areas; considerable experience in photography and print making, and developing video presentations; some experience with related computer software; and a valid non-commercial Class C motor vehicle operator's license
Police Captain	P4C	Graduation from high school; 90 credits at an accredited college or university; eight years of experience with the Anne Arundel County Police Department in progressively responsible police work, with four years of experience in police administration, management, or supervision and with two years of experience at the rank of lieutenant with the Anne Arundel County Police Department; and a valid non-commercial Class C motor vehicle operator's license
Police Communications Coordinator	NR14D	Graduation from high school; and considerable experience as a police communications operator
Police Communications Manager	NR20D	Graduation from an accredited four-year college or university with major course work in public or business administration or a related field; thorough experience in public safety communications management and supervision; and a valid non-commercial Class C motor vehicle operator's license
Police Communications Operator I	LM10D	Graduation from high school or a GED; one year of responsible work experience; and some knowledge of data entry keyboard functions
Police Communications Operator II	LM11D	Graduation from high school or a GED; considerable work experience with multi-faceted responsibilities; and skill in data entry keyboard functions
Police Communications Operator III	CO3D	Graduation from high school; and considerable experience as a police communications operator, including experience as a Police Communications Operator II
Police Communications Operator IV	CO3D	Graduation from high school; and thorough experience as a police communications operator, with two years of experience as a Police Communications Operator II or Police Communications Operator III, including experience in the supervision of operations in a communications center
Police Corporal	P1BB	Graduation from high school; successful completion of two years as an Anne Arundel County Police Officer First Class; two years as an Anne Arundel County Police Officer; and a valid non-commercial Class C motor vehicle operator's license
Police Fleet Coordinator	NR15B	Graduation from high school; 60 college credits in business administration or a closely related field; considerable

		experience in inventory management; some experience with vehicle mechanics; and a valid non-commercial Class C motor vehicle operator's license
Police Lieutenant	P3	Graduation from high school; 60 credits of college-level course work or an associate degree; six years of experience in progressively responsible police work with the Anne Arundel County Police Department, with two years of experience in police administration, management, or supervision as an Anne Arundel County police sergeant; and a valid non-commercial Class C motor vehicle operator's license
Police Major	P5C	Graduation from an accredited four-year college or university with major course work in police administration, criminal justice, or a related field; 10 years of experience with the Anne Arundel County Police Department in progressively responsible police work to include six years of experience in police administration, management, or supervision, with one year of experience at the rank of captain with the Anne Arundel County Police Department; and a valid non-commercial Class C motor vehicle operator's license
Police Officer	P-00B	Graduation from high school; successful completion of recruit training and probationary period; and a valid non-commercial Class C motor vehicle operator's license
Police Officer First Class	P-00B	Graduation from high school; successful completion of two continuous years of experience as an Anne Arundel County Police Officer; and a valid non-commercial Class C motor vehicle operator's license
Police Records Manager	NR19C	Graduation from an accredited four-year college or university with major course work in public or business administration, criminal justice, or a related field; training in the application of computer technology to record or retrieve large bodies of information; and considerable experience in records management, including considerable supervisory experience
Police Sergeant	P2C	Graduation from high school; successful completion of two continuous years of experience as an Anne Arundel County Police Officer; two continuous years as an Anne Arundel County Police Officer First Class; attainment of the rank of Police Corporal in the Anne Arundel County Police Department; and a valid non-commercial Class C motor vehicle operator's license
Polygraph Examiner	NR15B	Graduation from an accredited four-year college or university with major course work in psychology, sociology, or criminal justice; considerable experience in the administration of criminal case examinations; graduation from an American Polygraph Association-

		accredited school; full membership in the American Polygraph Association; and a valid non-commercial Class C motor vehicle operator's license
Public Safety Analyst I	LM11B	Graduation from high school or a GED; experience working in law enforcement operations, public safety analytics, or public safety emergency dispatch; a valid non-commercial Class C motor vehicle operator's license; and a NCIC/METERS certification or ability to obtain a NCIC/METERS certification within six months of hire
Public Safety Analyst II	LM12B	Graduation from high school or a GED; considerable experience working in law enforcement operations, public safety analytics, or public safety emergency dispatch; a valid non-commercial Class C motor vehicle operator's license; and a NCIC/METERS certification or ability to obtain a NCIC/METERS certification within six months of hire
Public Safety Analyst II	NR15B	Graduation from high school or a GED; thorough experience working in law enforcement operations, public safety analytics, or public safety emergency dispatch; a valid non-commercial Class C motor vehicle operator's license; and a NCIC/METERS certification or ability to obtain a NCIC/METERS certification within six months of hire
Senior Booking Officer	OS10B	Graduation from high school; three years of work as a booking officer; considerable experience in computer keyboard entry; and a valid non-commercial Class C motor vehicle operator's license
Senior Emergency Management Planner	NR19C	Graduation from an accredited four-year college or university with a degree in emergency management, emergency and disaster management, homeland security, public administration, or a related field; extensive experience in emergency management services to include a certificate of completion of the FEMA Professional Development Series, National Incident Management System (NIMS), and Incident Command System (ICS); and, a valid non-commercial Class C 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	Graduated 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
Senior Latent Print Examiner	NR18C	Graduation from an accredited four-year college or university with major course work in law enforcement, mathematics, biology, chemistry, criminalistics, physics, or other natural science; additional courses at the graduate or undergraduate level as required by the American Society of Crime Lab Directors/Laboratory Accreditation Board; thorough experience in progressively more responsible work in latent print identification and analysis in a latent print laboratory, including supervisory experience; and a valid non-commercial Class C motor vehicle operator’s license
Senior Photographic Laboratory Technician	NR13B	Graduation from high school; thorough work experience in forensic photography, digital image processing and enhancement, and dark room techniques; and a valid non-commercial Class C motor vehicle operator’s license
Senior Special Investigator	NR15B	Graduation from high school; extensive experience conducting investigations for a police department or other criminal justice agency, including applicant processing; and a valid non-commercial Class C motor vehicle operator’s license
Sheriff’s Communications Operator	LM8B	Graduation from high school; considerable work experience in data entry and keyboard functions; a passing score on all required proficiency tests; and a valid non-commercial Class C motor vehicle operator’s license
Special Investigator	NR14B	Graduation from high school; four years of experience in conducting investigations for a police department or other criminal justice agency, including applicant processing; and a valid non-commercial Class C motor vehicle operator’s license
Veterinarian	NR24C	Graduation from an accredited four-year college or university with a doctor of veterinary medicine, must have at least two (2) years professional experience, at least one (1) year of which should be work in a public shelter or high

		<p>volume spay/neuter clinic; possession of a shelter medicine certificate from an accredited institution may be accepted in lieu of professional experience; DEA license is required prior to hire and must be maintained during employment; must be licensed by the State of Maryland to practice veterinary medicine prior to hire and said license maintained during employment; and, a valid non-commercial Class C motor vehicle operator's license</p>
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(10) Recreation and Parks (RP).

Title	Grade and Work Week	Minimum Qualifications
Aquatics Recreation Center Supervisor	NR11B	Graduation from high school supplemented by college-level courses in recreation, physical education, or a related field; and experience in managing aquatic programs
Chief, Environmental Facilities and Programs	NR19C	Graduation from an accredited four-year college or university with major course work in environmental, natural or marine science, or horticulture supplemented by graduate study; thorough technical and managerial experience in a park or recreational facility; and a valid non-commercial Class C motor vehicle operator's license
Chief, Planning and Construction Programs	NR20C	Graduation from an accredited four-year college or university with major course work in landscape architecture, parks management, or a related field; extensive experience in parks management of a major public parks program; and a valid non-commercial Class C motor vehicle operator's license
Chief, Recreation and Athletics Programs	NR20C	Graduation from an accredited four-year college or university with major course work in recreation, business, or public administration, or a related field; considerable experience in recreation administration or a related field, including supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Child Care Program Specialist	NR14B	A bachelor's degree from an accredited four-year college or university with major course work in business or recreation administration, education, or a related field; considerable experience in youth programs management and administration; and a valid non-commercial Class C motor vehicle operator's license
Deputy Director, Recreation and Parks	NR23C	Graduation from a college or university with a bachelor's degree in business administration, recreation, public or park administration, park planning, landscape architecture, or a related field; extensive park and recreation management experience; extensive supervisory and

		budgetary experience; and, a valid Class C motor vehicle operator's license
District Park Maintenance Supervisor	NR14B	Graduation from high school or vocational school; thorough experience in the maintenance and repair of equipment and facilities; considerable supervisory experience; and a valid commercial Class B motor vehicle operator's license
Facility Superintendent, Trails and Greenways	NR18C	Graduation from an accredited four-year college or university with major course work in park management, conservation, or natural resources management, recreation or forestry; considerable experience in park operation and maintenance, including supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Horticulturist I	LM10B	Graduation from a two-year degree program at an accredited college or university with major course work in horticulture; considerable experience in planning and maintaining landscape plantings and exhibits; and a valid non-commercial Class C motor vehicle operator's license
Horticulturist II	NR16C	Graduation from an accredited four-year college or university with major course work in horticulture; considerable experience in park, recreational, or landscape plantings; and a valid non-commercial Class C motor vehicle operator's license
Naturalist	NR14B	Graduation from an accredited college or university with a bachelor's degree in outdoor education, conservation, biological sciences, or a related field; and three years of experience in nature interpretation, conservation, and teaching natural science, including one year of experience in scientific research in field ecology or biology
Park Maintenance Foreman	LM10B	Graduation from high school or vocational school; considerable experience in the repair and maintenance of park facilities and equipment, including some lead worker experience; and, as determined by area of assignment, a valid commercial Class B motor vehicle operator's license
Park Maintenance Supervisor	NR13B	Graduation from high school or vocational school; considerable experience in the repair and maintenance of park facilities and equipment, including some lead worker experience; and a valid commercial Class B motor vehicle operator's license
Park Ranger I	R1B	Graduation from an accredited four-year college or university with major course work and some experience in park, conservation or natural resource management, recreation, or forestry; and a valid non-commercial Class C motor vehicle operator's license
Park Ranger II	R2B	Graduation from an accredited four-year college or university with major course work and extensive experience in park, conservation or natural resource

		management, recreation, or forestry; and a valid non-commercial Class C motor vehicle operator's license
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
Recreation Specialist	NR13B	A bachelor's degree from an accredited four-year college or university with major course work in recreation administration or a related field; experience in general recreation or physical education programs; and a valid non-commercial Class C motor vehicle operator's license
Recreation Supervisor	NR17C	Graduation from an accredited four-year college or university with major course work in recreation administration or a related field; considerable experience in management of recreation programs, including some supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Sports Complex Supervisor	NR14B	Graduation from high school; thorough experience in the supervision of sports programs and sports facility maintenance; and a valid non-commercial Class C motor vehicle operator's license
Turf Maintenance Assistant	NR9B	Graduation from high school; experience in the maintenance of turf and irrigation systems; and a valid non-commercial Class C motor vehicle operator's license
Turf Maintenance Specialist	NR16C	A bachelor's degree from an accredited four-year college or university with major course work in agronomy or a related field; thorough experience in design, installation, and maintenance of irrigation systems; considerable supervisory experience; and a valid non-commercial Class C motor vehicle operator's license

(11) Engineering, Information Technology and Science (SC).

Title	Grade and Work Week	Minimum Qualifications
Assistant Chief,	NR16C	Graduation from high school or vocational school,

Surveys		supplemented by course work in land surveying, global positioning system (GPS) surveying, or related subjects; thorough experience in boundary, right-of-way, easement, construction, topographic, and as-built surveying and field operations; experience in GPS surveying; considerable supervisory experience; certification as a Certified Survey Technician IV by the National Society of Professional Surveyors or registration with the State of Maryland as a property line surveyor or professional land surveyor; and a valid non-commercial Class C motor vehicle operator's license
Assistant Information Technology Officer	NR24C	A master's degree from an accredited college or university in information systems management, business or public administration, or a related field; and extensive experience in integrated information technology systems, including considerable supervisory experience
Cable Television Administrator	NR19C	Graduation from an accredited four-year college or university with major course work in communications or a related field; thorough experience in television programming and production, cable television franchises, legislation, and program development, including supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Chemist	NR17C	Graduation from an accredited four-year college or university with major course work in chemistry or biology; considerable experience in the field of water and wastewater chemistry, including supervisory experience; some experience in instrumentation and environmental chemistry analysis; and a valid non-commercial Class C motor vehicle operator's license
Chief, Client Support	NR20C	Graduation from an accredited four-year college or university with major course work in computer programming or a related field; and extensive supervisory experience in the design and operation of local and wide area networks, and support of network users
Chief, Data Resources	NR21C	Graduation from an accredited four-year college or university with major course work in mathematics, public or business administration, or a related field, including or supplemented by specialized training in electronic data processing programming, operations, and methodologies; and thorough responsible experience in telecommunications, computer operating systems, and data base management
Chief, Information Security	NR23C	Graduation from an accredited four-year college or university with major course work in computer science, information technology, information systems or a related field; extensive experience in cybersecurity operations,

		strategy, policy and program development; supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Chief, Information Technology Operations	NR23C	Graduation from an accredited four-year college or university with major course work in computer programming or a related field; extensive experience with information technology operations and infrastructure; extensive experience in WAN/LAN multiple server systems administration, information processing, telecommunications, and troubleshooting internet issues; extensive supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Chief, Network and Cyber Security	NR23C	Graduation from an accredited four-year college or university with major course work in computer science or a related field; extensive experience with information technology and network security methods and infrastructure; extensive experience in WAN/LAN multiple server systems administration, information processing, telecommunications, and troubleshooting internet issues; extensive experience dealing with intranet/extranet firewall and anti-virus security issues; extensive supervisory experience; and a valid non-commercial Class C motor vehicle operator's license
Chief, Production Services	NR21C	Graduation from a four-year college or university with major course work in mathematics, accounting, public or business administration, or a related field, including or supplemented by specialized training in electronic computer operation; and thorough supervisory experience
Chief, Programming and Systems	NR21C	Graduation from an accredited four-year college or university with major course work in mathematics, accounting, public or business administration, or a related field, including or supplemented by specialized training in electronic computer programming and systems analysis; and extensive supervisory experience in the field of electronic computer programming and systems analysis
Chief, Project Management and Planning	NR23C	Graduation from an accredited four-year college or university with major course work in computer science or a related field; extensive experience in technical project management; extensive experience in leading a project management office; extensive experience in the implementation of software and infrastructure technologies; demonstrated knowledge of technology related planning and development; and a valid non-commercial Class C motor vehicle operator's license
Chief, Rights-of-Way	NR19C	Graduation from an accredited four-year college or university with major course work in public or business administration or real estate; detailed working knowledge

		of plats, plans, and other engineering documents; full comprehension of subdivision and land development guidelines and procedures; thorough experience in the appraisal and acquisition of real property; considerable supervisory and negotiation experience; and a valid non-commercial Class C motor vehicle operator's license
Chief, Surveys	NR19C	Graduation from high school or vocational school, supplemented by course work in land surveying, global positioning system (GPS) surveying, or related subjects; extensive experience in boundary, right-of-way, easement, construction, topographic, and as-built surveying and field operations; experience in GPS surveying and field operations; thorough supervisory experience; registration with the State of Maryland as a property line surveyor or professional land surveyor; and a valid non-commercial Class C motor vehicle operator's license
Chief, Telecommunication Services	NR23C	Graduation from an accredited four-year college or university in business or public administration, supplemented by course work in engineering; considerable experience in management of telecommunications facilities and systems for government organizations, including supervisory experience and related computer applications experience; and a valid non-commercial Class C motor vehicle operator's license
Communications Officer	NR19C	Graduation from an accredited four-year college or university with a specialization in communications, electronics, or a related field; extensive experience in radio and telephone communications systems with particular emphasis on computer- assisted systems and participation in the integration of different types of communications facilities and systems or closely related work; and a valid non-commercial Class C motor vehicle operator's license
Communications Services Manager	NR17C	Graduation from an accredited four-year college or university with a degree in electrical engineering or a related field; considerable experience in fiber optics and telecommunications systems and operations, including some experience in contract management; and a valid non-commercial Class C motor vehicle operator's license
Communications System Manager	NR16C	Graduation from high school supplemented by training in computer systems programming, operations, and methodologies; experience in telecommunications, including public safety communications, operations, computer-aided dispatch functions, computer operating systems, and data base management
Communications Systems Support Specialist	NR13B	Graduation from high school; considerable experience in telecommunications, computer-aided, dispatch functions; and a valid non-commercial Class C motor vehicle

		operator's license
Computer Operations Supervisor	NR14B	Graduation from high school supplemented by training in the operation of electronic computers; and thorough experience in the operation of electronic computers and peripheral equipment, including some supervisory experience
Data Base Administrator	NR18C	Graduation from an accredited four-year college or university with major course work in computer science or a related field supplemented by specialized training in electronic data processing, programming, operations, and methodologies; and experience of progressive responsibility in operating systems and data base design and maintenance
Data Entry Supervisor	NR8B	Graduation from high school, including or supplemented by training in the operation of key punch machines; and considerable experience in the operation of key punch, verifier, and related machines
Drafting Supervisor	NR14B	Graduation from high school or vocational school, including or supplemented by course work in drafting; extensive experience in technical drafting work; and thorough supervisory experience in technical drafting or a related field
Emergency Services Manager	NR18C	Graduation from an accredited four-year college or university with major course work in business administration or a related field and course work or technical training in computer operations; considerable experience in managing a computerized emergency dispatch system; some experience in fleet management; and a valid non-commercial Class C motor vehicle operator's license
Engineer Administrator	NR22C	A bachelor's degree from an accredited four-year college or university with a degree in engineering or a related field; extensive experience in several of the various specialized areas of engineering work, including thorough management, supervisory, and administrative experience; state registration as a professional engineer; and a valid non-commercial Class C motor vehicle operator's license
Engineer I	NR16C	A bachelor's degree from an accredited four-year college or university with a degree in engineering or a related field; and a valid non-commercial Class C motor vehicle operator's license
Engineer II	NR17C	A bachelor's degree from an accredited four-year college or university with a degree in engineering or a related field; considerable experience in professional engineering work; and a valid non-commercial Class C motor vehicle operator's license
Engineer III	NR18C	A bachelor's degree from an accredited four-year college

		or university with a degree in engineering or a related field; thorough experience in professional engineering work; and a valid non-commercial Class C motor vehicle operator's license
Engineer Manager	NR21C	A bachelor's degree from an accredited four-year college or university with a degree in engineering or a related field; considerable administrative and lead, advanced, or supervisory work experience; state registration as a professional engineer; and a valid non-commercial Class C motor vehicle operator's license
Engineering Specialist I	NR16C	A bachelor's degree from an accredited four-year college or university with a degree in environmental science, engineering or a related field; office, field, technical or internship experience in engineering, GIS, environmental sciences or a related field; and a valid non-commercial Class C motor vehicle operator's license
Engineering Specialist II	NR17C	A bachelor's degree from an accredited four-year college or university with a degree in environmental science, engineering or a related field; considerable office, field, or technical experience in engineering, GIS, environmental sciences or a related field; and a valid non-commercial Class C motor vehicle operator's license
Engineering Specialist III	NR18C	A bachelor's degree from an accredited four-year college or university with a degree in environmental science, engineering or a related field; thorough office, field, or technical experience in engineering, GIS, environmental sciences or a related field; and a valid non-commercial Class C motor vehicle operator's license
Enterprise Application Manager	NR21C	Graduation from an accredited four-year college or university with major course work in computer science, information systems, mathematics, business administration, or a related field, including or supplemented by specialized training in electronic data processing programming, operations, and methodologies; thorough responsible experience in telecommunications, computer operating systems, and database management; and a valid non-commercial Class C motor vehicle operator's license
GIS Manager	NR21C	Graduation from an accredited four-year college or university with a bachelor's degree in geographic information systems (GIS), geography, computer science, earth science, or a related field; considerable administrative and lead, advanced, or supervisory work experience; certification as a geographic information systems professional (GISP); and a valid non-commercial Class C motor vehicle operator's license
GIS Senior Specialist	NR19C	Graduation from an accredited four-year college or

		university with major course work in geography, cartography, planning, computer science, civil engineering, or related discipline; thorough experience in the operation and application of GIS technology; experience in GIS application software, automated drafting techniques, equipment plotting, digitizing, and data input; and a valid non-commercial Class C motor vehicle operator's license
GIS Specialist I	NR15B	Graduation from an accredited four-year college or university with major course work in geography, cartography, planning, computer science, civil engineering, or related disciplines; considerable experience in the operation and application of GIS technology; and a valid non-commercial Class C motor vehicle operator's license
GIS Specialist II	NR17C	Graduation from an accredited four-year college or university with major course work in geography, cartography, planning, computer science, civil engineering, or related disciplines; considerable experience in the operation and application of GIS technology; experience in GIS application software, automated drafting techniques, equipment plotting, digitizing, and data input; and a valid non-commercial Class C motor vehicle operator's license
GIS Technician I	NR11B	Graduation from high school, supplemented by college-level courses in geography, cartography, planning, engineering, computer science, or related disciplines; experience in GIS application software, automated drafting techniques, equipment plotting, digitizing, and data input; and a valid non-commercial Class C motor vehicle operator's license
GIS Technician II	NR13B	Graduation from high school with courses in drafting, geography, or mathematics; or college-level courses in geography, cartography, planning, engineering, or computer science, or related disciplines; experience in GIS application software, automated drafting techniques, equipment plotting, digitizing, and data input; considerable years of work experience in AutoCAD, GIS, or closely related work; and a valid non-commercial Class C motor vehicle operator's license
Graphics Specialist	OS4B	Graduation from high school or vocational school; and experience in graphic arts, including computer-aided design
Information Services Manager	NR22C	A graduate degree in business, public administration, or information services; and thorough experience in the supervision of information services and systems
Information Services	NR18C	Graduation from an accredited four-year college or

Quality Assurance Analyst		university with major course work in computer science, data processing, systems analysis and design, personal computers, and software applications; and thorough experience in designing and implementing quality assurance standards and in developing procedures and practices for an organization's quality assurance program
Information Systems Support Specialist	NR14B	Two years of course work with an AA certificate in electronic data processing from an accredited college, supplemented by courses in computer system administration or a related field; considerable experience in technical support and maintenance of computer systems, including the configuration and troubleshooting of hardware and software
Information Technology Senior Project Manager	NR21C	Graduation from an accredited four-year college or university with major course work in computer science, business, or a related field; considerable experience in managing concurrent complex technology and related projects; thorough experience in project life cycle methodologies, cost and schedule development and controls; and a valid non-commercial Class C motor vehicle operator's license
Laboratory Technician	LM10B	Graduation from high school, supplemented by college-level courses in chemistry or microbiology; eligibility for State certification in bacteriological testing of water and wastewater; experience in conducting chemical and bacteriological laboratory tests; and a valid non-commercial Class C motor vehicle operator's license
Manager, Computer Operations	NR19C	Graduation from a four-year college or university with major course work in electronic data processing; and thorough technical experience in electronic computer operations, including considerable supervisory experience
Manager, Public Works Information Services	NR17C	Graduation from high school supplemented by college-level courses in mathematics, computer science, or engineering; thorough experience in computer systems, including operations, programming, network administration, and maintenance
Office Automation Specialist	NR19C	Graduation from an accredited four-year college or university with major course work in accounting, computer services, or public or business administration; special training in office automation techniques; and considerable experience in the design and installation of automated office systems
Programmer I	NR14C	Two years of college with an AA certificate in electronic data processing supplemented by courses in electronic computer programming
Programmer II	NR16C	Two years of college with an AA certificate in electronic data processing supplemented by courses in electronic

		computer programming; and considerable experience in programming electronic computers
Programmer-Analyst I	NR17C	Graduation from an accredited four-year college or university with a bachelor's degree, including or supplemented by courses in electronic computer programming, systems analysis, and operating systems; and considerable experience in the field of electronic computer programming
Programmer-Analyst II	NR18C	Graduation from an accredited four-year college or university with a bachelor's degree, including or supplemented by courses in electronic computer programming, system analysis, and operating systems; and thorough experience in the field of electronic computer programming
Senior Engineer	NR19C	A bachelor's degree from an accredited four-year college or university with a degree in engineering or a related field; thorough technical experience in engineering; and a valid non-commercial Class C motor vehicle operator's license
Senior Information Systems Support Specialist	NR15B	Two years of course work with an AA certificate in electronic data processing from an accredited college, supplemented by courses in computer system administration or a related subject; thorough experience in technical support and maintenance of computer systems, including the configuration and troubleshooting of hardware and software
Senior Traffic Signal Technician	NR16B	Graduation from high school or vocational school, supplemented by specialized training in electronic technology; thorough experience in the maintenance and repair of microprocessor-based and solid state devices; and a valid non-commercial Class C motor vehicle operator's license
Survey Crew Chief I	NR14B	Graduation from high school or vocational school, supplemented by course work in land surveying, global positioning system (GPS) surveying, or related subjects; considerable experience in boundary, right-of-way, easement, construction, topographic, and as-built surveying and field operations; and a valid non-commercial Class C motor vehicle operator's license
Survey Crew Chief II	NR15B	Graduation from high school or vocational school, supplemented by course work in land surveying, global positioning system (GPS) surveying, or related subjects; thorough experience in boundary, right-of-way, easement, construction, topographic, and as-built surveying and field operations; considerable experience in global positioning system (GPS) surveying and field operations; certification as a Certified Survey Technician III by the National

		Society of Professional Surveyors or registration with the State of Maryland as a property line surveyor or professional land surveyor; and a valid non-commercial Class C motor vehicle operator's license
Survey Field Technician I	LM8B	Graduation from high school or vocational school; experience in boundary, right-of-way, easement, construction, topographic, and as-built surveying and field operations; and a valid non-commercial Class C motor vehicle operator's license
Survey Field Technician II	LM9B	Graduation from high school or vocational school; experience in boundary, right-of-way, easement, construction, topographic, as-built and global positioning system (GPS) surveying and field operations; certification as a Certified Survey Technician II by the National Society of Professional Surveyors; and a valid non-commercial Class C motor vehicle operator's license
Survey Technician I	NR14B	Graduation from high school or vocational school, supplemented by course work in land surveying, global positioning system (GPS) surveying, or related subjects; considerable experience in boundary, right-of-way, easement, construction, topographic, and as-built surveying and field operations; experience in GPS surveying and field operations; and a valid non-commercial Class C motor vehicle operator's license
Survey Technician II	NR15B	Graduation from high school or vocational school, supplemented by course work in land surveying, global positioning system (GPS) surveying, or related subjects; thorough experience in boundary, right-of-way, easement, construction, topographic, and as-built surveying and field operations; considerable experience in GPS surveying and field operations; certification as a Certified Survey Technician III by the National Society of Professional Surveyors or registration with the State of Maryland as a property line surveyor or professional land surveyor; and a valid non-commercial Class C motor vehicle operator's license
Systems Analyst	NR20C	Graduation from an accredited four-year college or university with major course work in mathematics, public or business administration, or a related field, including or supplemented by specialized training in electronic data processing, programming, operations, and methodologies; and extensive experience in electronic data processing systems analysis and design
Systems Programmer I	NR17C	Graduation from an accredited four-year college or university with major course work in mathematics, public or business administration, or a related field, including or supplemented by specialized training in electronic data

		processing, programming, operations, and methodologies; and experience in telecommunications, computer operating systems, and data base management
Systems Programmer II	NR19C	Graduation from an accredited four-year college or university with major course work in mathematics, public or business administration, or a related field, including or supplemented by specialized training in electronic data processing, programming, operations, and methodologies; and considerable experience in telecommunications, computer operating systems, and data base management
Traffic Analyst I	LM10B	Graduation from high school, including or supplemented by courses in mathematics and computers; experience in traffic data collection or related work; and a valid non-commercial Class C motor vehicle operator's license
Traffic Analyst II	LM12B	Graduation from high school, including or supplemented by courses in mathematics and computers; considerable experience in traffic data collection or analysis or related work; and a valid non-commercial Class C motor vehicle operator's license
Traffic Maintenance Technician	LM8B	Sufficient education to understand and follow oral and written instructions and blueprints, diagrams, and sketches; considerable experience in the installation and maintenance of traffic control devices; experience in utilizing appropriate traffic-control measures to protect work sites in or along roadways; a valid non-commercial Class C motor vehicle operator's license; and, as determined by area of assignment, a valid commercial Class B motor vehicle operator's license
Traffic Signal Technician	LM11B	Graduation from high school or vocational school supplemented by specialized training in electronic technology; considerable experience in the maintenance and repair of electronic, electro-mechanical, and solid state devices; and a valid commercial Class B motor vehicle operator's license or ability to obtain the valid Class B commercial motor vehicle operator's license within six months of hire
Water Quality Compliance Specialist	NR18C	Graduation from an accredited four-year college or university with major course work in chemistry or biology; considerable experience in the field of water and wastewater chemistry; some experience in instrumentation and environmental chemistry analysis; and a valid non-commercial Class C motor vehicle operator's license



PAY PLAN – CLASSIFIED SERVICE
FISCAL YEAR 2025
July 1, 2024

Pay schedules.

(a) Non-represented employees. Beginning the first full pay period on or after July 1, 2024, 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	\$28,985	\$52,071
NR-02	30,448	54,716
NR-03	32,002	57,480
NR-04	33,617	60,389
NR-05	35,318	63,445
NR-06	37,106	66,665
NR-07	38,989	70,041
NR-08	40,962	73,580
NR-09	43,026	77,315
NR-10	45,211	81,231
NR-11	47,503	85,336
NR-12	49,908	89,655
NR-13	52,428	94,190
NR-14	55,084	98,958
NR-15	57,876	103,971
NR-16	62,321	117,636
NR-17	67,112	126,678
NR-18	72,276	136,421
NR-19	77,836	146,918
NR-20	83,821	158,214
NR-21	90,263	170,381
NR-22	97,205	183,480
NR-23	102,068	197,236
NR-24	107,301	207,590

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

Beginning the first full pay period on or after July 1, 2024, 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	\$15.42	\$25.13
OS-2	16.19	26.32
OS-3	17.00	27.62
OS-4	17.85	28.98
OS-5	18.75	30.41
OS-6	19.68	31.86
OS-7	20.67	33.43
OS-8	21.70	35.05
OS-9	22.79	36.78
OS-10	23.92	38.60
OS-11	25.12	40.48
OS-12	26.38	42.48

(c) Labor, Maintenance, Trades, and Inspection employees.

(1) Beginning the first full pay period on or after July 1, 2024, 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	\$15.49	\$24.39
LM-2	16.26	25.67
LM-3	17.08	26.91
LM-4	17.93	28.29
LM-5	18.83	29.68
LM-6	19.77	31.20
LM-7	20.76	32.78
LM-8	21.79	34.45
LM-9	22.88	36.17
LM-10	24.03	38.01
LM-11	25.23	39.96
LM-12	26.50	41.96

(2) (i) Beginning the first full pay period on or after July 1, 2024, for employees in the classified service whose pay grades are designated “FW”, the hourly pay schedule is:

FLEXIBLE WORKER (WT) PAY SCHEDULE

Grade	Base	Skill 1	Skill 2	Skill 3	Skill 4	Skill 5
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Pay Plan-Classified Service-Fiscal Year 2025
 July 1, 2024
 Page No. 3

FW-01	\$21.78	\$23.35	\$24.13	\$25.03	\$25.88	\$26.77
FW-02	Base	Skill 6	Skill 7	Skill 8	Skill 9	Skill 10
	\$29.46	\$30.91	\$32.50	\$34.13	\$35.80	\$41.33
FW-03	Skill 11	Skill 12				
	\$45.07	\$47.35				
FW-04	Skill 13					
	\$49.74					

(ii) Beginning the first full pay period on or after January 1, 2025, for employees in the classified service whose pay grades are designated “FW”, the hourly pay schedule is:

Grade	Base	Skill 1	Skill 2	Skill 3	Skill 4	Skill 5
FW-01	\$22.11	\$23.70	\$24.49	\$25.41	\$26.27	\$27.17
FW-02	Base	Skill 6	Skill 7	Skill 8	Skill 9	Skill 10
	\$29.90	\$31.37	\$32.99	\$34.64	\$36.34	\$41.95
FW-03	Skill 11	Skill 12				
	\$45.75	\$48.06				
FW-04	Skill 13					
	\$50.49					

(d) Detention Center employees.

(1) Beginning the first full pay period on or after July 1, 2024, 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	\$54,000	
1	54,000	
2	55,620	\$58,401
3	57,289	60,153
4	59,007	61,958
5	60,777	63,816
6	62,601	65,731
7	64,479	67,703
8	66,413	69,734
9	68,406	71,826
10	70,458	73,981
11	72,571	76,200
12	74,749	78,486
13	76,991	80,841
14	79,301	83,266
15	81,680	85,764

16	84,130	88,337
17	86,654	90,987
18	89,254	93,716
19	91,931	96,528
20	94,689	99,424
21	97,530	102,407
22	100,456	105,479

(2) Beginning the first full pay period on or after July 1, 2024, 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	\$67,705
6	69,736
7	71,828
8	73,983
9	76,202
10	78,489
11	80,843
12	83,267
13	85,767
14	88,340
15	90,990
16	93,719
17	96,531
18	99,428
19	102,410
20	105,482
21	108,646
22	111,906
23	115,263
24	118,721

(3) Beginning the first full pay period on or after July 1, 2024, 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	\$69,570	\$135,561
D-6	76,368	148,938

D-7	84,656	161,806
D-8	98,140	186,080

(4) Beginning the first full pay period on or after July 1, 2024, 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

Grade		
Step	C-1	C-2
1	\$51,421	\$56,499
2	52,963	58,194
3	54,553	59,940
4	56,189	61,738
5	57,875	63,590
6	59,611	65,498
7	61,399	67,464
8	63,241	69,487
9	65,138	71,571
10	67,093	73,719
11	69,106	75,930
12	71,179	78,209
13	73,314	80,555
14	75,514	82,971
15	77,778	85,460
16	80,112	88,024
17	82,515	90,666
18	84,991	93,384
19	87,540	96,186
20	90,167	99,072
21	92,872	102,044
22	95,659	105,105
23	98,528	108,259

(5) Beginning the first full pay period on or after July 1, 2024, 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	\$65,146	\$132,843

(e) Communications Operator employees. Beginning the first full pay period on or after July 1, 2024, for employees in the classified service whose pay grades are designated “CO-3” and “CO-4”, the annual pay schedule is:

COMMUNICATIONS OPERATOR EMPLOYEES (CO) PAY SCHEDULE

Grade	Minimum	Maximum
CO-3	\$54,293	\$92,265
CO-4	\$61,426	\$109,681

(f) Deputy Sheriff employees.

(1) Beginning the first full pay period on or after July 1, 2024, for employees in the classified service whose pay grades are designated “S-1”, “S-1A”, “S-2”, and “S-3”, the annual pay schedule is:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

Step	Grade			
	S-1	S-1A	S-2	S-3
1	\$58,500	\$ 60,840		
2	58,500	60,840	\$ 68,062	
3	60,255	62,665	70,104	
4	62,063	64,545	72,207	
5	63,925	66,482	74,374	\$78,092
6	65,842	68,476	76,605	80,435
7	67,818	70,530	78,903	82,848
8	69,852	72,646	81,270	85,334
9	71,948	74,826	83,708	87,894
10	74,106	77,070	86,219	90,530
11	76,329	79,382	88,806	93,246
12	78,619	81,764	91,470	96,044
13	80,978	84,217	94,214	98,925
14	83,407	86,743	97,041	101,893
15	85,909	89,346	99,952	104,950
16	88,486	92,026	102,950	108,098
17	91,141	94,787	106,039	111,341
18	93,875	97,630	109,220	114,681
19	96,692	100,559	112,497	118,122
20	99,592	103,576	115,872	121,665
21			119,348	125,315

(2) Beginning the first full pay period on or after July 1, 2024, for employees in the classified service whose pay grade is designated “S-4”, the annual pay schedule is:

DEPUTY SHERIFF EMPLOYEES (S) PAY SCHEDULE

Grade	Minimum	Maximum
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S-4	\$80,237	\$147,097
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(g) Fire Department employees.

(1) Beginning the first full pay period on or after July 1, 2024, 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 B

Step	Grade						
	F-1	F-2	F-5	F-6	F-4P	F-5P	F-6P
0-11 months	\$53,595	\$56,275			\$65,189		
1	55,471	58,245			67,306		
2	57,413	60,283			69,498		
3	59,422	62,393			71,766		
4	61,502	64,577			74,114		
5	63,654	66,837	\$77,239		76,543	\$81,932	
6	65,882	69,176	79,942		79,058	84,635	
7	68,188	71,598	82,740	\$88,945	81,661	87,433	\$93,639
8	70,575	74,103	85,636	92,058	84,355	90,329	96,752
9	73,045	76,697	88,633	95,281	87,143	93,326	99,974
10	75,601	79,381	91,735	98,615	90,028	96,429	103,309
11	78,247	82,160	94,946	102,067	93,015	99,639	106,760
12	80,986	85,035	98,269	105,639	96,106	102,962	110,333
13	83,821	88,012	101,708	109,337	99,306	106,402	114,030
14	86,754	91,092	105,268	113,163	102,617	109,962	117,857
15	89,791	94,280	108,953	117,124	106,045	113,646	121,818
16	92,933	97,580	112,766	121,223	109,592	117,459	125,917
17	96,186	100,995	116,713	125,466	113,263	121,406	130,160
18	99,553	104,530	120,798	129,858	117,063	125,491	134,551
19	103,037	108,189	125,026	134,403	120,996	129,719	139,096
20	106,643	111,975	129,402	139,107	125,067	134,095	143,800
21			133,931	143,975		138,624	148,669

(2) Beginning the first full pay period on or after July 1, 2024, for employees in the classified service whose pay grade is designated “F-7” and “F-7P”, the annual pay schedule is:

FIRE DEPARTMENT EMPLOYEES (F) PAY SCHEDULE

Step	Grade	
	F-7	F-7P
1	\$112,674	\$117,367
2	116,618	121,311

3	120,700	125,393
4	124,923	129,616
5	129,296	133,989
6	133,821	138,514
7	138,506	143,199
8	143,353	148,046
9	148,370	153,063
10	153,563	158,256
11	158,938	163,631
12	164,501	169,194
13	170,259	174,952

(3) Beginning the first full pay period on or after July 1, 2024, 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	\$82,495	\$186,380
F-9	96,165	214,337

(h) Police Department employees.

(1) Beginning the first full pay period on or after July 1, 2024, 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	\$70,000	\$73,500		
2	70,875	74,419		
3	73,001	76,651		
4	75,191	78,951		
5	77,447	81,319	\$89,451	\$98,396
6	80,545	84,572	93,029	102,332
7	83,767	87,955	96,751	106,426
8	86,699	91,033	100,137	110,150
9	89,733	94,220	103,642	114,006
10	92,874	97,517	107,269	117,996
11	96,124	100,930	111,023	122,126
12	99,489	104,463	114,909	126,400
13	102,971	108,119	118,931	130,824
14	106,575	111,903	123,094	135,403

Pay Plan-Classified Service-Fiscal Year 2025

July 1, 2024

Page No. 9

15	110,305	115,820	127,402	140,142
16	114,165	119,874	131,861	145,047
17	118,161	124,069	136,476	150,124
18	121,115	127,171	139,888	153,877
19	124,143	130,350	143,385	157,724
20	127,557	133,935	147,328	162,061
21			151,380	166,518
22				171,097

(2) Beginning the first full pay period on or after July 1, 2024, for employees in the classified service whose pay grade is designated “P-4”, the annual pay schedule is:

POLICE DEPARTMENT EMPLOYEES (P) PAY SCHEDULE

	Grade
Step	P-4
9	\$123,637
10	127,964
11	132,443
12	137,079
13	141,876
14	146,842
15	151,981
16	157,301
17	162,806
18	166,876
19	171,048
20	175,752
21	180,585
22	185,551
23	192,046
24	198,767
25	205,724

(i) Legislative Auditor employees. Beginning the first full pay period on or after July 1, 2024, for employees in the classified service whose pay grades are designated “LA”, the annual pay schedule is:

LEGISLATIVE AUDITORS (LA) PAY SCHEDULE

Grade	Minimum	Maximum
LA-1	\$57,875	\$97,308
LA-2	72,276	129,741
LA-3	103,845	170,286
LA-4	124,613	207,590

LA-5	149,536	220,009
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(j) Park Ranger employees. Beginning the first full pay period on or after July 1, 2024, for employees in the classified service whose pay grades are designated “R”, the annual pay schedule is:

PARK RANGER EMPLOYEES (R) PAY SCHEDULE

Grade	Minimum	Maximum
R-1	\$52,412	\$82,822
R-2	55,032	86,964



PAY PLAN – EXEMPT SERVICE
FISCAL YEAR 2025
July 1, 2024

Exempt pay and benefit plan.

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

Title	Grade
Ethics Commission	
Administrative Assistant, Ethics Commission	EE1
Executive Director, Ethics Commission	EE2
Executive Branch	
Administrative Assistant to Department/Agency Head	E1
Administrative Assistant to the County Executive	E2
Administrative Hearing Officer	E7
Assistant Chief of Police	E7
Assistant Fire Chief	E8
Assistant to the Chief Administrative Officer	E5
Assistant to the County Executive	E5
Budget Officer	E8
Central Services Officer	E7
Chief Administrative Officer	E10
Chief of Police	E9
Chief of Staff	E8
Controller	E7
County Attorney	E8
County Executive Appointment Coordinator	EX15
Criminal Justice Coordinator	E7
Deputy Central Services Officer	E5
Deputy Chief Administrative Officer	E7
Deputy Director, Aging and Disabilities	E5
Deputy Emergency Management Director	E3
Deputy Planning and Zoning Officer	E5
Deputy Police Chief, exempt service	E8
Director, Equity, Diversity, and Inclusion	E7
Director of Aging and Disabilities	E7
Director of Communications & Policy	E7
Director of Inspections and Permits	E7
Director of Programming	E8
Director of Public Works	E8
Director of Recreation and Parks	E7

Emergency Management Director	E6
Executive Administrative Assistant IV	EX13
Executive Assistant to the Chief of Police	E2
Executive Budget & Management Analyst	EX17
Executive Clerical Aide	EX2
Executive Director, Police Accountability Board	E7
Executive Management Assistant I	EX16
Executive Management Assistant II	EX18
Executive Office Support Assistant I	EX5
Executive Office Support Assistant II	EX8
Executive Office Support Specialist	EX10
Executive Program Manager	EX18
Executive Public Information Assistant	EX11
Fire Chief	E9
Fire Chief of Staff	E6
Human Services Officer	E7
Information Technology Officer	E7
Land Use and Environmental Officer	E7
Legislative Liaison Officer	E6
Personnel Officer	E7
Planning and Zoning Officer	E7
Police Chief of Staff	E6
Police Major	E7
Public Information Officer	E5
Resilience Authority Director	E7
Superintendent, Detention Center	E8
Transit Officer	E6
Legislative Branch	
Administrative Assistant to the County Auditor	E2
Administrative Officer, County Council	E5
Assistant Administrative Officer, County Council	E4
County Auditor	E8
Legislative Aide I, County Council	EL1
Legislative Aide II, County Council	EL3
Legislative Chief of Staff	E6
Legislative Counsel to the County Council	E6

(b) Annual pay schedule. Beginning the first full pay period on or after July 1, 2024, the annual pay schedule for employees in the exempt service is:

GRADE	MINIMUM	MAXIMUM
EL-01	\$32,426	\$60,237
EL-02	44,168	82,041
EL-03	64,852	120,466
EX-01	28,984	52,071

EX-02	30,448	54,716
EX-03	32,002	57,480
EX-04	33,617	60,389
EX-05	35,318	63,446
EX-06	37,105	66,666
EX-07	38,988	70,041
EX-08	40,962	73,580
EX-09	43,026	77,315
EX-10	45,211	81,231
EX-11	47,503	85,336
EX-12	49,908	89,655
EX-13	52,429	94,190
EX-14	55,084	98,958
EX-15	57,875	103,971
EX-16	62,320	117,636
EX-17	67,112	126,678
EX-18	72,276	136,421
EE-01	43,026	77,315
EE-02	77,836	146,916
E-01	52,774	94,190
E-02	77,836	146,919
E-03	83,822	158,214
E-04	90,263	170,381
E-05	97,205	183,480
E-06	107,300	207,590
E-07	118,438	220,009
E-08	133,839	248,609
E-09	143,206	266,016
E-10	153,233	284,631

(c) Initial appointments.

(1) Except as provided in subsection (c)(2), the appointing authority shall make an appointment to a position in the exempt service at a pay not exceeding the maximum pay for the grade of the position as described in subsection (b).

(2) For a period not exceeding one year, the appointing authority may make an initial appointment at a pay not lower than 10% less than the minimum pay for the grade of the position.

(3) If the appointing authority does not increase the pay of an individual appointed under subsection (c)(2) to the minimum pay for the grade in the exempt service for the grade of the position within one year of the appointment, the individual automatically is dismissed from the position.

(d) Pay increases. The appointing authority may increase the base pay of an employee at intervals no more frequently than once every fiscal year if the employee has been a County employee for at least six months. The amount of the pay increase may not exceed 10% of the pay that the employee is receiving at the time of the increase, and may not exceed the maximum pay for the grade.



PAY PLAN – COURT AND STATE’S ATTORNEY
FISCAL YEAR 2025
July 1, 2024

Court and State’s Attorney employees’ pay and benefit plan.

Pay grades.

The following officers and employees of the Circuit Court and State’s Attorney’s Office are entitled to compensation at the indicated grade of the non-represented employee pay schedule:

Title	Grade
Administrative Assistant to State’s Attorney	NR19
Assistant Director of Assignment	NR15
Circuit Court Judge’s Administrative Aide	NR15
Court Administrative Secretary	NR11
Court Administrator	NR23
Court Assignment Clerk	NR12
Court Bailiff Supervisor	NR4
Court Clerk	NR1
Court Clerk II	NR4
Court Clerk III	NR6
Court Clerk IV	NR9
Court Clerk Typist I	NR2
Court Clerk Typist II	NR5
Court Clerk Typist III	NR6
Court Docket Officer	NR1
Court Law Clerk	NR11
Court Legal Assistant II	NR14
Court Management Assistant I	NR15
Court Management Assistant II	NR17
Court Mediator	NR16
Court Paralegal	NR12
Court Program Manager	NR19
Court Program Specialist I	NR15
Court Program Specialist II	NR17
Court Programmer I	NR12
Court Programmer II	NR14
Court Reporter I	NR12
Court Reporter II	NR15
Court Secretary I	NR6
Court Secretary II	NR7
Court Secretary III	NR9

Court Social Worker	NR16
Court Systems Programmer	NR17
Deputy Jury Commissioner	NR14
Director of Assignment	NR17
Director of Court Operations	NR20
Director Victim/Witness Advocate Program	NR19
Family Law Administrator	NR19
Jury Commissioner	NR17
Juvenile Drug Court Clerk	NR11
Master Circuit Court	NR23
Master's Administrative Aide	NR12
State's Attorney Special Investigator I	NR15
State's Attorney Special Investigator II	NR17
Victim/Witness Advocate	NR14



**PAY PLAN – SOIL CONSERVATION DISTRICT EMPLOYEES’
FISCAL YEAR 2025
July 1, 2024**

Soil Conservation District Employees’ Pay and Benefit Plan.

(a) Generally. An employee appointed by the Anne Arundel Soil Conservation Board of Supervisors is in the Soil Conservation District Employees’ Pay and Benefit Plan and is entitled to the pay and benefits set forth in this section.

(b) Pay grade. An employee of the Soil Conservation District is entitled to compensation according to the employee’s title at the indicated grade of the pay schedule in subsection (d):

Title	Grade
Senior Soil Conservation Specialist	ES5
Soil Conservation District Manager	ES6
Soil Conservation District Secretary	ES2
Soil Conservation Office Assistant	ES1
Soil Conservation Office Manager	ES3
Soil Conservation Specialist	ES4

(c) Pay schedule. Beginning the first full pay period on or after July 1, 2024, the annual pay schedule for employees in the Soil and Conservation District Employees’ Pay and Benefit Plan is:

Grade	Minimum	Maximum
ES-1	\$38,988	\$70,039
ES-2	43,026	77,316
ES-3	49,908	89,655
ES-4	62,320	117,636
ES-5	72,275	136,422
ES-6	83,822	158,214