



**Office of the County Executive
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ANNE ARUNDEL COUNTY GOVERNMENT RELATIONS OFFICE

Legislative and Fiscal Summary of Administration Legislation

To: Members, Anne Arundel County Council

From: Ethan Hunt, Director of Government Affairs /s/

Date: May 18, 2026

Subject: Bill No. 50-26 – Pensions – Retirement Plans – Personnel – Classification and Pay Plans – Classified Service and Exempt Service – Public Ethics – Financial Disclosure

This summary was prepared by the Anne Arundel County Government Relations Office for use by members of the Anne Arundel County Council during consideration of Bill No. 50-26.

Summary

Anne Arundel County Code §6-1-201(a) requires the Personnel Officer to prepare a classification plan for all positions in the classified service and to present it to the County Council annually for approval by ordinance. Section (c) provides that the Personnel Officer may make modifications to the classification plan during a year, but that any change in a pay grade assigned to an existing job classification for which the base of the new pay grade exceeds the base of the current pay grade by more than 10% must be approved by ordinance of the County Council. The County Council approved Bill No. 47-25 on June 16, 2025, which adopted the Personnel Officer’s Classification Plan for the Classified Service. The Personnel Officer has formulated the Classification Plan for the Classified Service dated July 1, 2026, which includes changes in pay grades assigned to existing job classifications for which the base of the new pay grade exceeds the base of the current pay grade by more than 10%.

Anne Arundel County Code §6-2-101 also provides that the Personnel Officer shall formulate a pay plan for all positions in the exempt service, which shall be approved annually by ordinance of the County Council. §6-2-104 of the County Code provides that the Personnel Officer shall formulate a pay plan for positions in the exempt service to which employees are appointed by the judges of the Circuit Court for the Court or the State’s Attorney for the County, which shall be approved annually by ordinance of the County Council, and §6-2-105 of the County Code provides that the Personnel Officer shall formulate a pay plan for all employees appointed by the Soil Conservation Board of Supervisors, which shall be approved annually by ordinance of the County Council. Bill No. 47-25 approved the Personnel Officer’s Pay Plan for

Note: This Legislative and Fiscal Summary provides a synopsis of the legislation as introduced. It does not address subsequent amendments to the legislation.

the Classified Service, Pay Plan for the Exempt Service, Pay Plan for the Court and State’s Attorney, and Pay Plan for the Soil Conservation District Employees, all dated June 16, 2025. The Personnel Officer has formulated a Pay Plan for the Classified Service, Pay Plan for the Exempt Service, Pay Plan for the Court and State’s Attorney, and Pay Plan for the Soil Conservation District Employees, all dated July 1, 2026.

The Bill makes the following changes to the Anne Arundel County Code:

- In §5-1-506, a participant who is a member of the Police Service Retirement Plan, who is in the Deferred Retirement Option Program (DROP), may currently extend their DROP participation for an additional one-year term, for a total of seven years, subject to certain conditions. The Bill clarifies that a DROP participant who is a Police Major (classified), police major (exempt), deputy police chief (classified), or deputy police chief (exempt) must have the approval of the appointing authority to extend the DROP participation period beyond the fifth year.
- In §5-3-103, Deputy Police Chief (Exempt) and Police Major (Exempt) are added to the list of appointed officials who are not participants in the Employees Retirement System.
- In §5-4-102, a technical correction is made to reflect that the Fire Deputy Chief is a participant in the Fire Service Retirement Plan.
- In §5-5-102, clarifications are made that the Police Major and Deputy Police Chief are classified exempt positions for purposes of participation in the police service retirement plan.
- In §5-6-102, technical corrections are made to reflect revised job classifications and include Deputy Sheriff First Class, Deputy Sheriff Corporal, Deputy Sheriff Sergeant, Deputy Sheriff Lieutenant, and Deputy Sheriff Captain, as participants in the Detention Officers’ and Deputy Sheriffs’ Retirement Plan.
- In §6-1-106, Detention Captain is added to the category of positions eligible for veteran’s preference and county residence preference in hiring.
- In §6-1-202, the longevity award for employees on the OS, LM, or FW pay schedule is adjusted to provide a total of 18% of the employee’s rate of pay for the grade for completion of 22 years of continuous County service.
- In §6-1-212, the night shift differential pay for eligible employees required by the appointing authority to work on a shift on which the majority of hours worked are after 4:00 p.m. and before 9:00 a.m. is increased from 7% to 9% more than the employee’s regular pay rate.
- In §6-1-214, eligibility for police captains for on-call pay equivalent to the on-call pay for Police Sergeants is removed.
- In §6-1-217, Police Majors in the classified and exempt service are granted the same allowances afforded to uniformed officers in the classification of Police Sergeant.
- In §6-1-302, Police Captain is added to and Deputy Sheriff is struck from the list of employee classifications who accumulate leave as follows:

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

- In the same section, the leave accrual chart for the positions of Deputy Sheriff, Deputy Sheriff Corporal, and Deputy Sheriff Sergeant is removed and the leave accrual chart shown below, which currently applies to the classifications of Deputy Sheriff, Deputy Sheriff Corporal, Deputy Sheriff Sergeant, and Deputy Sheriff Lieutenant, is also applied to the classification of Deputy Sheriff First Class.

Years of Continuous Service	Number of Working Days of Leave per Year
Less than 5	13
5 to less than 10	17
10 to less than 20	21
20 or more	26

- In §6-1-303, Police Captain is added to the classifications that are paid \$25 per day for each day of unused disability leave at the time of retirement or leaving county service if vested in their pension plan and electing not to withdraw from the plan.
- In the same section, Deputy Sheriff Sergeant, Deputy Sheriff Lieutenant, and Police Captain, are added to the classifications whose annual leave at the time of retirement exceeds the maximum carry over limit per calendar year is converted to disability leave.
- In §6-1-310, Deputy Sheriff First Class, Deputy Sheriff Corporal, and Deputy Sheriff Sergeant are added to the classifications of employees for whom, if killed in the line of duty, the beneficiary named on the employee’s life insurance shall receive an amount equal to the employee’s annual pay and for whom the County shall pay the costs of burial up to a maximum \$15,000.
- In §6-2-103, in accordance with § 802(b) of the Charter, Deputy Police Chief (exempt) and Deputy Police (Major) are established as positions in the exempt service that are in addition to the positions established by § 802(a) of the Charter
- In §6-2-108 a technical change is made to provide that the Police Major (exempt) is appointed by the Chief of Police and at the time of appointment is a Captain in the classified service.
- In the same section, an update is made to replace a reference to the Law Enforcement Officers’ Bill of Rights with Title 3, Subtitle 1 of the Public Safety Article of the state code (Maryland Police Accountability Act of 2021), which now governs terminations for police officers.
- In §6-4-101, the definition of “Uniformed Public Safety Exclusive Representative” is updated to replace the the classifications of Deputy Sheriff (I), (II), and (III) with Deputy Sheriff First Class, Deputy Sheriff Sergeant, and Deputy Sheriff Lieutenant, as classifications who may have an exclusive representative.
- In §6-4-105, Lieutenants in the Sheriff’s Office are added to the list of classifications that are excepted from the prohibition on management employees joining or participating in organizations or affiliates that represent or seek to represent employees under the direction of management employees.
- In §7-6-101, the deputy director of emergency management is added to the list of individuals in the Executive Branch who are required to file statements with the Ethics Commission. Technical changes are made to the list for deputy police chief (classified)

and deputy police chief (exempt).

The following exhibits are attached to the Bill.

- Exhibit A is the Personnel Officer's Classification Plan for the Classified Service dated July 1, 2026.
- Exhibit B is the Personnel Officer's Pay Plan for the Classified Service dated July 1, 2026.
- Exhibit C is the Personnel Officer's Pay Plan for the Exempt Service dated July 1, 2026.
- Exhibit D is the Personnel Officer's Pay Plan for the Court and State's Attorney dated July 1, 2026.
- Exhibit E is the Personnel Officer's Pay Plan for Soil Conservation District Employees dated July 1, 2026.

Additional uncodified language in the Bill adds additional provisions.

Section 7 increases the minimum pay for an employee, if that employee's pay rate is below the minimum of their pay schedule established under this Ordinance, to the minimum rate of pay of the employee's pay schedule.

Section 8 provides a 2.25% increase in pay, not to exceed the maximum pay rate for the grade, effective the first full pay period beginning on or after July 1, 2026, exclusive of any increase granted to any such employee under § 6-1-205 to classified employees on the NR, D-3, D-5 through D-8, C-3, S-4, F-8 through F-9, P-5 through P-6, and LA pay schedules; exempt employees under the Exempt Pay and Benefit Plan in § 6-2-101; exempt employees who are appointed by and with the approval of the State's Attorney or the judges of the Circuit Court for the County and are paid under the Court and State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and exempt employees paid under the Soil Conservation District Employees' Pay and Benefit Plan in § 6-2-105.

Section 9 provides a 2.5% increase in pay, not to exceed the maximum pay rate for the grade, effective the first full pay period beginning on or after July 1, 2026, exclusive of any increase granted to any such employee under § 6-1-205, classified employees on the LM, FW, OS, R-1 through R-2, CO-3 through CO-4, and C-1 through C-2 pay schedules.

Section 10 provides that classified employees on the F-1 through F-7P, P-00 through P-4, D-1 through D-2, and S-1 through S-3 pay schedules shall receive variable increases in pay through placement at the employee's current grade and step on the respective adjusted pay schedule effective the first full pay period beginning on or after July 1, 2026.

Section 11 provides that the following employees, whose overall performance is rated satisfactory shall receive a 3% increase in pay, not to exceed the maximum pay rate for the grade, effective the first full pay period beginning on or after the employee's anniversary date for classified employees on the NR, OS, LM, D-5 through D-8, C-3, S-4, F-8 through F-9, P-5 through P-6, LA, CO-3 through CO-4, and R-1 through R-2 pay schedules; exempt employees on the Exempt Pay and Benefit Plan in § 6-2-101; exempt employees who are appointed by and with the approval of the State's Attorney or the judges of the Circuit Court for the County and are paid under the Court and State's Attorney Employees' Pay and Benefit Plan in § 6-2-104; and exempt employees paid under the Soil Conservation District Employees' Pay and Benefit Plan in § 6-2-105.

Section 12 provides that classified employees on the C-1 through C-2, D-1 through D-3, S-1 through S-3, F-1 through F-7P, and P-00 through P-4 pay schedules whose overall performance

is rated satisfactory shall receive an increase in pay, not to exceed the maximum pay rate for the grade, by advancing one step on the pay schedule in effect the first full pay period beginning on or after the employee's anniversary date.

Section 13 provides that classified employees on the F-7 through F-7P pay scales who receive no increase in pay under § 6-1-207, because such an increase would exceed the maximum of the pay grade, shall receive a lump sum payment of \$2,250, on the first full pay period beginning on or after the employee's anniversary date.

Section 14 provides that classified employees on the R-1 through R-2 pay scales who receive no increase in pay under § 6-1-207, because such an increase would exceed the maximum of the pay grade, shall receive a lump sum payment of \$1,500, on the first full pay period beginning on or after the employee's anniversary date.

Section 15 provides that classified employees on the D-3 pay scales who receive no increase in pay under § 6-1-207, because such an increase would exceed the maximum of the pay grade, shall receive a lump sum payment of \$1,800, on the first full pay period beginning on or after the employee's anniversary date.

Section 16 provides that classified employees in the classification of Deputy Sheriff, Deputy Sheriff First Class, Deputy Sheriff Corporal, Deputy Sheriff Sergeant, and Deputy Sheriff Lieutenant shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and the Fraternal Order of Police, Anne Arundel County Lodge #106, Inc. (Sheriffs) for Fiscal Year 2027.

Section 17 provides that classified employees in the classification of Detention Officer and Detention Corporal shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and the Fraternal Order of Anne Arundel Detention Center Officers and Personnel, Inc. for Fiscal Year 2027.

Section 18 provides that classified employees in the classification of Detention Sergeant shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and the Anne Arundel County Detention Sergeants Association International Union of Police Associations, Local 141, AFL-CIO for Fiscal Year 2027.

Section 19 provides that classified employees in the classification of Fire Battalion Chief and Fire Battalion Chief Emergency Medical Technician-Paramedic shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and the Teamsters Union Local 355 Battalion Chiefs for Fiscal Year 2027.

Section 20 provides that classified employees in the classification of Police Officer, Police Officer First Class, Police Corporal, Police Sergeant, Police Lieutenant, and Police Captain shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and the Fraternal Order of Police, Anne Arundel County Lodge #70 for Fiscal Year 2027.

Section 21 provides that classified employees in the classification of Fire Fighter II, Fire Fighter III, Fire Fighter/Emergency Medical Technician-Paramedic, Fire Lieutenant, Fire Lieutenant/Emergency Medical Technician-Paramedic, Fire Captain, and Fire Captain/Emergency Medical Technician-Paramedic shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the

Memorandum of Agreement between Anne Arundel County and the Local 1563 Anne Arundel County Professional Fire Fighters, International Association of Fire Fighters, AFL-CIO-CLC for Fiscal Year 2027.

Section 22 provides that classified employees in the classifications of Park Ranger I and Park Ranger II shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and the Teamsters Union Local 355 Park Rangers for Fiscal Year 2027.

Section 23 provides that classified employees in the classifications of Correctional Program Specialist I and Correctional Program Specialist II shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and the Teamsters Union Local 355 Correctional Program Specialists for Fiscal Year 2027.

Section 24 provides that classified employees represented by AFSCME Local 582 shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and Local 582 of the American Federation of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public Employees Council 3) for Fiscal Year 2027.

Section 25 provides that classified employees represented by AFSCME Local 2563 shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and Local 2563 of the American Federation of State, County and Municipal Employees AFL-CIO (affiliated with Maryland Public Employees Council 3) for Fiscal Year 2027.

Section 26 provides that classified employees in the classification of Police Communications Operator III and Police Communications Operator IV shall receive any salary increases, lump sum payments, pay adjustments, and/or allowances in accordance with the pay provisions of the Memorandum of Agreement between Anne Arundel County and the Teamsters Union Local 355 Police Communications Operator for Fiscal Year 2027.

Section 27 provides that employees in the classified service may receive a salary adjustment to correct salary compression identified by the Personnel Officer.

Section 28 provides that one exempt position of Deputy Emergency Management Director in the Office of Emergency Management will be eliminated when the current occupant of the position vacates the position.

Section 29 provides that the provisions of this Ordinance shall apply to the first full pay period beginning on or after July 1, 2026.

Section 30 provides that the Ordinance shall take effect 45 days from the date it becomes law.

Purpose

The purpose of this legislation is to enact the Personnel Officer's Classification and Pay Plans for County Classified and Exempt position classifications consistent with the FY2027 Proposed Budget.

Fiscal Impact

Please see the Fiscal Note the Budget Office has prepared for an explanation of the fiscal impact of this Bill.

Additional Information

The Government Relations Office is available to answer any additional questions regarding this Bill. Specific questions should be directed to Lori Blair Klasmeier, Office of Law, or Anne Budowski, Jacqueline Atkinson, or Judy Slater, Office of Personnel. Thank you.

cc: Honorable Steuart Pittman, County Executive
Christine Anderson, Chief Administrative Officer
Jenny Proebstle, Chief of Staff
Anne Budowski, Personnel Officer
Gregory Swain, County Attorney
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