# COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND Legislative Session 2023, Legislative Day No. 21

Bill No. <u>92-23</u>

Mr. <u>Julian E. Jones Jr.</u>, Chairman By Request of County Executive

By the County Council, November 20, 2023

#### A BILL ENTITLED

AN ACT concerning

Personnel Law of Baltimore County

FOR the purpose of providing for certain changes to the Baltimore County Classification and Compensation Plans by amending certain Pay Schedules; changing certain pay grades; providing for the effective date of this Act; and generally relating to the governance and compensation of the personnel of Baltimore County Government.

BY repealing and re-enacting, with amendments

Pay Schedules I and VI

Section I, Pay Schedules

BY repealing and re-enacting, with amendments Certain pay grades Section II, Classifications and Grades

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter stricken from existing law.

Strike out indicates matter stricken from bill. <u>Underlining</u> indicates amendments to bill.

WHEREAS, the Personnel and Salary Advisory Board has recommended amendments to "Baltimore County Classification and Compensation Plans" as adopted by Council Bill 27-76, as amended; and

WHEREAS, the recommended amendments are contained in this Bill and the County

Executive has approved said recommendations; now therefore

- SECTION 1. AND BE ENACTED that the below specified pay grades in Section II-BE
- 2 IT ENACTED BY THE COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND,
- 3 that the below specified pay schedules in Section I of the Classification and Compensation Plans
- 4 be amended as follows:

5	BALTIMORE COUNTY GOVERNMENT														
6					PAY	SCHEI	OULE I -	STAND	ARD GF	RADES					
7	Baltimore County Federation of Public Employees														
8	Effective January 1, 2024														
9	_	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)						
10	<u>Grade</u>	<u>Min</u>	<u>1st</u> Step	2nd Step	3rd Step	4th Step	<u>Max</u>	6 Years	7 Years	<u>10</u> <u>Years</u>	<u>15</u> <u>Years</u>	<u>20</u> <u>Years</u>	<u>25</u> <u>Years</u>	<u>29</u> <u>Years</u>	
11	<u>9</u>	24,907	<u>25,701</u>	<u>26,495</u>	<u>27,290</u>	28,149	<u>29,025</u>	30,098	31,389	32,763	<u>34,220</u>	<u>35,681</u>	<u>37,350</u>	<u>39,201</u>	
12	<u>10</u>	25,701	26,495	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	
13	<u>11</u>	<u>26,495</u>	27,290	28,149	<u>29,025</u>	30,098	31,389	32,763	<u>34,220</u>	<u>35,681</u>	<u>37,350</u>	<u>39,201</u>	41,048	<u>42,988</u>	
14	<u>12</u>	27,290	28,149	<u>29,025</u>	30,098	31,389	32,763	34,220	<u>35,681</u>	<u>37,350</u>	<u>39,201</u>	41,048	42,988	<u>45,098</u>	
15	<u>13</u>	28,149	29,025	30,098	31,389	32,763	34,220	35,681	<u>37,350</u>	39,201	41,048	42,988	45,098	<u>47,391</u>	
16	<u>14</u>	<u>29,025</u>	30,098	31,389	32,763	34,220	<u>35,681</u>	<u>37,350</u>	<u>39,201</u>	41,048	<u>42,988</u>	<u>45,098</u>	<u>47,391</u>	<u>49,757</u>	
17	<u>15</u>	30,098	31,389	32,763	34,220	<u>35,681</u>	<u>37,350</u>	<u>39,201</u>	<u>41,048</u>	<u>42,988</u>	<u>45,098</u>	<u>47,391</u>	<u>49,757</u>	<u>52,141</u>	
18	<u>16</u>	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	<u>47,391</u>	49,757	<u>52,141</u>	<u>54,517</u>	
19	<u>17</u>	32,763	34,220	<u>35,681</u>	<u>37,350</u>	<u>39,201</u>	41,048	<u>42,988</u>	<u>45,098</u>	<u>47,391</u>	<u>49,757</u>	<u>52,141</u>	<u>54,517</u>	<u>56,893</u>	
20	<u>18</u>	34,220	35,681	<u>37,350</u>	<u>39,201</u>	41,048	42,988	<u>45,098</u>	<u>47,391</u>	<u>49,757</u>	<u>52,141</u>	<u>54,517</u>	<u>56,893</u>	<u>59,532</u>	
21	<u>19</u>	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	<u>52,141</u>	<u>54,517</u>	<u>56,893</u>	<u>59,532</u>	<u>62,265</u>	
22	<u>20</u>	37,350	39,201	41,048	42,988	45,098	47,391	49,757	<u>52,141</u>	<u>54,517</u>	56,893	<u>59,532</u>	62,265	65,082	
23	<u>21</u>	<u>39,201</u>	41,048	<u>42,988</u>	<u>45,098</u>	<u>47,391</u>	<u>49,757</u>	<u>52,141</u>	<u>54,517</u>	<u>56,893</u>	<u>59,532</u>	<u>62,265</u>	<u>65,082</u>	<u>67,904</u>	
24	<u>22</u>	<u>41,048</u>	42,988	<u>45,098</u>	47,391	49,757	<u>52,141</u>	<u>54,517</u>	<u>56,893</u>	<u>59,532</u>	<u>62,265</u>	<u>65,082</u>	<u>67,904</u>	<u>70,721</u>	

1	<u>23</u>	42,988	45,098	<u>47,391</u>	<u>49,757</u>	<u>52,141</u>	<u>54,517</u>	<u>56,893</u>	<u>59,532</u>	<u>62,265</u>	<u>65,082</u>	<u>67,904</u>	<u>70,721</u>	74,332
2	<u>24</u>	<u>45,098</u>	<u>47,391</u>	<u>49,757</u>	<u>52,141</u>	<u>54,517</u>	<u>56,893</u>	<u>59,532</u>	62,265	<u>65,082</u>	<u>67,904</u>	<u>70,721</u>	<u>74,332</u>	<u>78,114</u>
3	<u>25</u>	47,391	49,757	<u>52,141</u>	<u>54,517</u>	56,893	59,532	62,265	65,082	67,904	70,721	74,332	<u>78,114</u>	81,897
4	<u>26</u>	<u>49,757</u>	52,141	<u>54,517</u>	56,893	<u>59,532</u>	62,265	65,082	67,904	<u>70,721</u>	74,332	<u>78,114</u>	81,897	85,948
5	<u>27</u>	<u>52,141</u>	54,517	56,893	59,532	62,265	65,082	<u>67,904</u>	70,721	<u>74,332</u>	<u>78,114</u>	81,897	<u>85,948</u>	90,353
6	<u>28</u>	<u>54,517</u>	56,893	<u>59,532</u>	62,265	65,082	67,904	<u>70,721</u>	74,332	<u>78,114</u>	81,897	<u>85,948</u>	90,353	94,756
7	<u>29</u>	56,893	59,532	62,265	65,082	67,904	70,721	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157
8	<u>30</u>	<u>59,532</u>	62,265	65,082	<u>67,904</u>	<u>70,721</u>	<u>74,332</u>	<u>78,114</u>	81,897	<u>85,948</u>	90,353	94,756	99,157	103,903
9	<u>31</u>	<u>62,265</u>	65,082	67,904	<u>70,721</u>	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926
10	<u>32</u>	65,082	67,904	70,721	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300
11	<u>33</u>	<u>67,904</u>	70,721	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016
12	<u>34</u>	<u>70,721</u>	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417
13	<u>35</u>	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417	131,688
14	<u>36</u>	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417	131,688	138,272

15	BALTIMORE COUNTY GOVERNMENT													
16					PAY S	SCHEDU	LE VI -	STAND	ARD GR	<u>ADES</u>				
17		]	Baltimore	County	Supervis	ory, Mar	nagement	, Confide	ential and	l Unrepre	esented E	mployee	<u>s</u>	
18	Effective January 1, 2024													
19	_	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)						
20	<u>Grade</u>	<u>Min</u>	<u>1st</u> Step	2nd Step	3rd Step	4th Step	<u>Max</u>	6 Years	7 Years	<u>10</u> <u>Years</u>	<u>15</u> <u>Years</u>	<u>20</u> <u>Years</u>	<u>25</u> <u>Years</u>	29 Years
21	<u>9</u>	<u>24,907</u>	<u>25,701</u>	26,495	<u>27,290</u>	<u>28,149</u>	<u>29,025</u>	<u>30,098</u>	<u>31,389</u>	<u>32,763</u>	<u>34,220</u>	<u>35,681</u>	<u>37,350</u>	-
22	<u>10</u>	<u>25,701</u>	<u>26,495</u>	27,290	28,149	<u>29,025</u>	30,098	<u>31,389</u>	32,763	<u>34,220</u>	<u>35,681</u>	<u>37,350</u>	<u>39,201</u>	41,048
23	<u>11</u>	<u>26,495</u>	27,290	28,149	<u>29,025</u>	30,098	31,389	32,763	34,220	35,681	<u>37,350</u>	39,201	41,048	42,988
24	<u>12</u>	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098
25	<u>13</u>	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	<u>42,988</u>	<u>45,098</u>	47,391
26	<u>14</u>	<u>29,025</u>	30,098	31,389	32,763	34,220	35,681	<u>37,350</u>	39,201	41,048	42,988	45,098	<u>47,391</u>	49,757
27	<u>15</u>	30,098	31,389	32,763	34,220	<u>35,681</u>	<u>37,350</u>	<u>39,201</u>	41,048	42,988	45,098	47,391	49,757	<u>52,141</u>
28	<u>16</u>	31,389	32,763	34,220	35,681	<u>37,350</u>	<u>39,201</u>	41,048	42,988	45,098	47,391	49,757	<u>52,141</u>	<u>54,517</u>
29	<u>17</u>	32,763	34,220	35,681	37,350	<u>39,201</u>	41,048	42,988	45,098	47,391	49,757	<u>52,141</u>	<u>54,517</u>	56,893
30	<u>18</u>	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	<u>52,141</u>	<u>54,517</u>	56,893	<u>59,532</u>
31	<u>19</u>	35,681	<u>37,350</u>	39,201	41,048	42,988	<u>45,098</u>	<u>47,391</u>	49,757	<u>52,141</u>	<u>54,517</u>	<u>56,893</u>	<u>59,532</u>	<u>62,265</u>
32	<u>20</u>	37,350	39,201	41,048	42,988	45,098	<u>47,391</u>	49,757	52,141	54,517	56,893	<u>59,532</u>	62,265	65,082
33	<u>21</u>	39,201	41,048	42,988	45,098	47,391	49,757	<u>52,141</u>	54,517	56,893	59,532	62,265	65,082	67,904
34	<u>22</u>	41,048	42,988	45,098	47,391	49,757	<u>52,141</u>	<u>54,517</u>	56,893	<u>59,532</u>	<u>62,265</u>	65,082	<u>67,904</u>	70,721

1	<u>23</u>	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	<u>70,721</u>	74,332
2	<u>24</u>	45,098	47,391	49,757	<u>52,141</u>	54,517	56,893	<u>59,532</u>	62,265	65,082	<u>67,904</u>	70,721	74,332	<u>78,114</u>
3	<u>25</u>	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	<u>78,114</u>	81,897
4	<u>26</u>	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948
5	<u>27</u>	<u>52,141</u>	<u>54,517</u>	56,893	<u>59,532</u>	62,265	65,082	<u>67,904</u>	70,721	<u>74,332</u>	<u>78,114</u>	81,897	<u>85,948</u>	90,353
6	<u>28</u>	<u>54,517</u>	56,893	59,532	<u>62,265</u>	65,082	<u>67,904</u>	70,721	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756
7	<u>29</u>	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157
8	<u>30</u>	59,532	62,265	65,082	67,904	70,721	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903
9	<u>31</u>	62,265	65,082	67,904	70,721	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926
10	<u>32</u>	65,082	67,904	70,721	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300
11	<u>33</u>	67,904	<u>70,721</u>	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016
12	<u>34</u>	70,721	74,332	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417
13	<u>35</u>	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417	131,688
14	<u>36</u>	<u>78,114</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417	131,688	138,272
15	<u>37</u>	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417	131,688	138,272	145,186
16	<u>38</u>	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417	131,688	138,272	145,186	152,445
17	<u>39</u>	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417	131,688	138,272	145,186	152,445	160,067
5														

#### SECTION 2. AND BE IT FURTHER ENACTED that the below specified job

19 classifications and pay grades in Section II of the Classification and Compensation Plans be

### 20 <u>amended as follows:</u>

21	Code	Class Title	Pay	Current	Proposed
			Schedule	Pay Grade	Pay Grade
22	10.615	Chief Deputy Sheriff	VI-P	[35]	36
23	10.613	Under Sheriff	VI-P	[36]	37

## SECTION 3. AND BE IT FURTHER ENACTED that the below specified job

25 classifications and pay grades in Section II of the Classification and Compensation Plans be

### 26 <u>amended as follows:</u>

27	Code	Class Title	<u>Pay</u> <u>Schedule</u>	Current Pay Grade	Proposed Pay Grade
28	10.542	Forensic Services Tech I	Ī	[26]	<u>30</u>
29	10.538	Forensic Services Tech II	<u>I</u>	[29]	<u>31</u>

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18

### SECTION 4. AND BE IT FURTHER ENACTED that the below specified job

- 2 classifications and pay grades in Section II of the Classification and Compensation Plans be
- 3 <u>amended as follows:</u>

4	Code	Class Title	<u>Pay</u>	Current	<b>Proposed</b>
			<u>Schedule</u>	Pay Grade	Pay Grade
5	10.564	Forensic Services Assistant	Ī	[28]	<u>28</u>
6	<u>10.565</u>	Forensic Services Technician III	XII	[4M]	<u>4M</u>
7	<u>10.566</u>	Forensic Scientist I	<u>I</u>	[34]	<u>34</u>
8	<u>10.567</u>	Forensic Scientist II	<u>I</u>	<u>[36]</u>	<u>36</u>
9	10.568	Forensic Scientist III	<u>VI</u>	[38]	<u>38</u>
10	10.569	Forensic Scientist IV	XII	[6M]	<u>6M</u>
11	10.570	Forensic Scientist Supervisor	XII	[8M]	<u>8M</u>

- SECTION 5. AND BE IT FURTHER ENACTED that Sections 1, 3, and 4 of this Act
- shall take effect on Janary 1, 2024.

SECTION 6. AND BE IT FURTHER ENACTED that Section 2 of this Act shall take effect on December 31, 2023 and apply retroactively to July 1, 2023.

SECTION 2 7. AND BE IT FURTHER ENACTED that this Act, having passed by the affirmative vote of five members of the County Council, shall take effect on December 31, 2023 and apply retroactively to July 1, 2023.

LEGISLATION						
DISPOSITION						
ENACTED						
EFFECTIVE						
AMENDMENT	ΓS					
ROLL CALL - L	EGISLAT	TON	ROLL CALL -	AMEND	MENTS	
MOTION		SECOND	MOTION		SECOND	
AYE	NAY		AYE	NAY		
		Councilman Young			Councilman Young	
		Councilman Patoka			Councilman Patoka	
		Councilman Kach			Councilman Kach	
		Councilman Jones			Councilman Jones	
		Councilman Marks			Councilman Marks	
		Councilman Ertel			Councilman Ertel	
		Councilman Crandell			Councilman Crandell	
		AFNITC	DOLL CALL		NAFNITC	
ROLL CALL - A MOTION	MINIEMDIN	SECOND	ROLL CALL -	AIVIEND	SECOND	
AYE	NAY		AYE	NAY		
		Councilman Young			Councilman Young	
		Councilman Patoka			Councilman Patoka	
		Councilman Kach			Councilman Kach	
		Councilman Jones			Councilman Jones	
		Councilman Marks			Councilman Marks	
		Councilman Ertel			Councilman Ertel	
		Councilman Crandell			Councilman Crandell	