

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND  
Legislative Session 2022, Legislative Day No. 13

Bill No. 39-23

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Mr. Julian E. Jones Jr., Chairman  
By Request of County Executive

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By the County Council, June 5, 2023

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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 VI-P, VII, and VIII  
Section I, Pay Schedules

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

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.  
[Brackets] indicate matter stricken from existing law.  
~~Strike out~~ indicates matter stricken from bill.  
Underlining 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

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

Baltimore County Government PAY SCHEDULE VI-P - STANDARD GRADES Public Safety Supervisory, Management, and Confidential Employees Effective July 1, 2023															
Grade	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)							
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	13 Years	15 Years	19 Years	22 Years	25 Years	
31	61,641	64,433	67,226	70,014	73,588	77,332	81,078	85,089	89,450	93,809	98,166	102,864	107,837	113,158	
32	64,433	67,226	70,014	73,588	77,332	81,077	85,089	89,450	93,809	98,166	102,864	107,837	113,158	118,817	
33	67,226	70,014	73,588	77,332	81,077	85,089	89,450	93,809	98,166	102,864	107,837	113,158	118,817	124,163	
34	70,014	73,588	77,332	81,077	85,089	89,449	93,809	98,166	102,864	107,837	113,158	118,817	124,163	130,371	
35	73,588	77,332	81,077	85,089	89,449	93,809	98,166	102,864	107,837	113,158	118,817	124,163	130,371	136,890	
36	77,332	81,077	85,089	89,449	93,809	98,166	102,864	107,837	113,158	118,817	124,163	130,371	136,890	143,734	
37	81,077	85,089	89,449	93,809	98,166	102,864	107,837	113,158	118,817	124,163	130,371	136,890	143,734	150,920	

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BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VII - STANDARD GRADES Supervisory, Management, and Confidential Employees - Police Department Effective July 1, 2023																
Grade	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)								
	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	Max	10 Years	11 Years	13 Years	15 Years	17 Years	19 Years	22 Years	24 Years	29 Years
19P	90,895	94,577	98,450	102,517	106,755	111,279	115,900	120,972	126,308	133,853	139,735	145,909	152,392	157,255	164,730	172,579
20P	94,577	98,450	102,517	106,755	111,279	115,900	120,972	126,308	131,909	139,735	145,909	152,392	159,200	164,730	172,579	180,821
21P	98,450	102,517	106,755	111,279	115,900	120,972	126,308	131,909	137,792	145,909	152,392	159,200	166,673	172,579	180,821	189,638
22P	102,517	106,755	111,279	115,900	120,972	126,308	131,909	137,792	143,966	152,392	159,200	166,673	174,523	180,821	189,638	199,025
23P	106,755	111,279	115,900	120,972	126,308	131,909	137,792	143,966	150,448	159,200	166,673	174,523	182,765	189,638	199,025	208,883
24P	111,279	115,900	120,972	126,308	131,909	137,792	143,966	150,448	157,255	166,673	174,523	182,765	191,583	199,025	208,883	219,231
25P	115,900	120,972	126,308	131,909	137,792	143,966	150,448	157,255	164,730	174,523	182,765	191,583	200,970	208,883	219,231	230,101
26P	120,972	126,308	131,909	137,792	143,966	150,448	157,255	164,730	172,579	182,765	191,583	200,970	210,826	219,231	230,101	241,511
27P	126,308	131,909	137,792	143,966	150,448	157,255	164,730	172,579	182,765	191,583	200,970	210,826	219,231	230,101	241,511	253,586

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BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VIII - STANDARD GRADES Supervisory, Management, and Confidential Employees - Fire Department Effective July 1, 2023																
Grade	Base Annual Rates (in dollars)								Longevity Annual Rates (in dollars)							
	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	Max	10 Years	13 Years	15 Years	17 Years	19 Years	21 Years	24 Years	29 Years
20F	78,181	81,666	85,327	89,175	93,222	97,426	101,931	106,509	111,554	116,859	122,427	128,271	134,404	140,844	147,604	154,707
21F	81,666	85,327	89,175	93,222	97,426	101,931	106,509	111,554	116,859	122,427	128,271	134,404	140,844	147,604	154,707	162,315
22F	85,327	89,175	93,222	97,426	101,931	106,509	111,554	116,859	122,427	128,271	134,404	140,844	147,604	154,707	162,315	170,303
23F	89,175	93,222	97,426	101,931	106,509	111,554	116,859	122,427	128,271	134,404	140,844	147,604	154,707	162,315	170,303	178,691
24F	93,222	97,426	101,931	106,509	111,554	116,859	122,427	128,271	134,404	140,844	147,604	154,707	162,315	170,303	178,691	187,497
25F	97,426	101,931	106,509	111,554	116,859	122,427	128,271	134,404	140,844	147,604	154,707	162,315	170,303	178,691	187,497	196,745
26F	101,931	106,509	111,554	116,859	122,427	128,271	134,404	140,844	147,604	154,707	162,315	170,303	178,691	187,497	196,745	206,454
27F	106,509	111,554	116,859	122,427	128,271	134,404	140,844	147,604	154,707	162,315	170,303	178,691	187,497	196,745	206,454	216,649

SECTION 2. AND BE IT FURTHER ENACTED that the below specified pay schedules in Section I of the Classification and

Compensation Plans be amended as follows:

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VII - STANDARD GRADES Supervisory, Management, and Confidential Employees - Police Department Effective January 1, 2024																
Grade	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)								
	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	Max	10 Years	11 Years	13 Years	15 Years	17 Years	19 Years	22 Years	24 Years	29 Years
19P	92,713	96,469	100,419	104,567	108,890	113,505	118,218	123,391	128,834	136,530	142,530	148,827	155,440	160,400	168,025	176,031
20P	96,469	100,419	104,567	108,890	113,505	118,218	123,391	128,834	134,547	142,530	148,827	155,440	162,384	168,025	176,031	184,437
21P	100,419	104,567	108,890	113,505	118,218	123,391	128,834	134,547	140,548	148,827	155,440	162,384	170,006	176,031	184,437	193,431
22P	104,567	108,890	113,505	118,218	123,391	128,834	134,547	140,548	146,845	155,440	162,384	170,006	178,013	184,437	193,431	203,006
23P	108,890	113,505	118,218	123,391	128,834	134,547	140,548	146,845	153,457	162,384	170,006	178,013	186,420	193,431	203,006	213,061
24P	113,505	118,218	123,391	128,834	134,547	140,548	146,845	153,457	160,400	170,006	178,013	186,420	195,415	203,006	213,061	223,616
25P	118,218	123,391	128,834	134,547	140,548	146,845	153,457	160,400	168,025	178,013	186,420	195,415	204,989	213,061	223,616	234,703
26P	123,391	128,834	134,547	140,548	146,845	153,457	160,400	168,025	176,031	186,420	195,415	204,989	215,043	223,616	234,703	246,341
27P	128,834	134,547	140,548	146,845	153,457	160,400	168,025	176,031	186,420	195,415	204,989	215,043	223,616	234,703	246,341	258,658

BALTIMORE COUNTY GOVERNMENT PAY SCHEDULE VIII - STANDARD GRADES Supervisory, Management, and Confidential Employees - Fire Department Effective January 1, 2024																
Grade	Base Annual Rates (in dollars)								Longevity Annual Rates (in dollars)							
	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	Max	10 Years	13 Years	15 Years	17 Years	19 Years	21 Years	24 Years	29 Years
20F	79,745	83,299	87,034	90,959	95,086	99,375	103,970	108,639	113,785	119,196	124,876	130,836	137,092	143,661	150,556	157,801
21F	83,299	87,034	90,959	95,086	99,375	103,970	108,639	113,785	119,196	124,876	130,836	137,092	143,661	150,556	157,801	165,561
22F	87,034	90,959	95,086	99,375	103,970	108,639	113,785	119,196	124,876	130,836	137,092	143,661	150,556	157,801	165,561	173,709
23F	90,959	95,086	99,375	103,970	108,639	113,785	119,196	124,876	130,836	137,092	143,661	150,556	157,801	165,561	173,709	182,265
24F	95,086	99,375	103,970	108,639	113,785	119,196	124,876	130,836	137,092	143,661	150,556	157,801	165,561	173,709	182,265	191,247
25F	99,375	103,970	108,639	113,785	119,196	124,876	130,836	137,092	143,661	150,556	157,801	165,561	173,709	182,265	191,247	200,680
26F	103,970	108,639	113,785	119,196	124,876	130,836	137,092	143,661	150,556	157,801	165,561	173,709	182,265	191,247	200,680	210,583
27F	108,639	113,785	119,196	124,876	130,836	137,092	143,661	150,556	157,801	165,561	173,709	182,265	191,247	200,680	210,583	220,982

1 SECTION 3. AND BE IT FURTHER ENACTED that the below specified pay grades in  
 2 Section II of the Classification and Compensation Plans be amended as follows:

Code	Class Title	Pay Schedule	Current Pay Grade	Proposed Pay Grade
10.109	Correctional Classification Officer Supervisor	VI-P	[31]	32
10.118	Correctional Captain	VI-P	[34]	35
10.107	Correctional Dietary Captain	VI-P	[34]	35
10.123	Correctional Major	VI-P	[36]	37
10.611	Deputy Sheriff Captain	VI-P	[33]	34
10.615	Chief Deputy Sheriff	VI-P	[34]	35
10.613	UnderSheriff	VI-P	[35]	36
1.414	HR Analyst IV	XII	[4M]	6M
10.707	Chief, Emergency Communications Center	XII	[6M]	8M
5.138	Chief of Recreation and Parks Capital Planning and Development	XII	[3M]	4M

14 SECTION 4. AND BE IT FURTHER ENACTED that Sections 1 and 3 of this Act shall  
 15 take effect on July 3, 2023 and apply retroactively to July 1, 2023.

16 SECTION 5. AND BE IT FURTHER ENACTED that Section 2 of this Act shall take  
 17 effect on January 1, 2024.

18 SECTION 6 . AND BE IT FURTHER ENACTED that this Act, having passed by the  
 19 affirmative vote of five members of the County Council, shall take effect on July 3, 2023 and  
 20 apply retroactively to July 1, 2023.



# LEGISLATION DETAIL

LEGISLATION \_\_\_\_\_

DISPOSITION \_\_\_\_\_

ENACTED \_\_\_\_\_

EFFECTIVE \_\_\_\_\_

AMENDMENTS \_\_\_\_\_

## ROLL CALL - LEGISLATION

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell

## ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell

## ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell

## ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell