

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2026, Legislative Day No. 9

Bill No. 39-26

Mr. Michael Ertel, Chairman
By Request of County Executive

By the County Council, April 20, 2026

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; adding certain new classifications; amending certain pay grades for certain classifications; amending certain rules and regulations of the Classification and Compensation Plans regarding promotions and premium pay; amending the compensation for the Chief Administrative Officer; 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, I-C, I-E, II, III, IV, V, VI, VI-P, VII, VIII, XI, XII, XIII, and EPP
Section I, Pay Schedules

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.

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

- BY adding
Certain class titles
Section II, Classifications and Grades

- BY repealing and re-enacting, with amendments
Rule 10: Premium Pay Regulations
Regulation 10.02.F
Section IV, Compensation Plan Rules and Regulations

- BY adding
Rule 6: Promotions
Regulation 6.05
Rule 10: Premium Pay Regulations
Regulation 10.02.G
Section IV, Compensation Plan Rules and Regulations

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:

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Baltimore County Government
 Pay Schedule III - Standard Grades
 Baltimore County Federation of Public Health Nurses
 Effective July 1, 2025

Grade	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)				
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	10 Years	15 Years	20 Years	25 Years	29 Years
1N	36,385	37,876	39,461	41,430	42,864	44,876	46,883	48,991	51,286	53,779	56,351
2N	37,876	39,461	41,430	42,864	44,876	46,883	48,991	51,286	53,779	56,351	58,942
3N	39,461	41,430	42,864	44,876	46,883	48,991	51,286	53,779	56,351	58,942	61,524
4N	41,430	42,864	44,876	46,883	48,991	51,286	53,779	56,351	58,942	61,524	64,056
5N	42,864	44,876	46,883	48,991	51,286	53,779	56,351	58,942	61,524	64,056	66,976
6N	44,876	46,883	48,991	51,286	53,779	56,351	58,942	61,524	64,056	66,976	69,946
7N	46,883	48,991	51,286	53,779	56,351	58,942	61,524	64,056	66,976	69,946	73,011
8N	48,991	51,286	53,779	56,351	58,942	61,524	64,056	66,976	69,946	73,011	76,077
9N	51,286	53,779	56,351	58,942	61,524	64,056	66,976	69,946	73,011	76,077	79,140
10N	53,779	56,351	58,942	61,524	64,056	66,976	69,946	73,011	76,077	79,140	83,064
11N	56,351	58,942	61,524	64,056	66,976	69,946	73,011	76,077	79,140	83,064	87,175
12N	58,942	61,524	64,056	66,976	69,946	73,011	76,077	79,140	83,064	87,175	91,288
13N	61,524	64,056	66,976	69,946	73,011	76,077	79,140	83,064	87,175	91,288	95,692
14N	64,056	66,976	69,946	73,011	76,077	79,140	83,064	87,175	91,288	95,692	100,480
15N	66,976	69,946	73,011	76,077	79,140	83,064	87,175	91,288	95,692	100,480	105,268
16N	69,946	73,011	76,077	79,140	83,064	87,175	91,288	95,692	100,480	105,268	110,052
17N	73,011	76,077	79,140	83,064	87,175	91,288	95,692	100,480	105,268	110,052	115,210
18N	76,077	79,140	83,064	87,175	91,288	95,692	100,480	105,268	110,052	115,210	120,671
19N	79,140	83,064	87,175	91,288	95,692	100,480	105,268	110,052	115,210	120,671	126,513
20N	83,064	87,175	91,288	95,692	100,480	105,268	110,052	115,210	120,671	126,513	132,725
21N	87,175	91,288	95,692	100,480	105,268	110,052	115,210	120,671	126,513	132,725	139,362
18MN	41.8	43.48	45.64	47.9	50.16	52.58					
21MN	47.9	50.16	52.58	55.21	57.84	60.47					

SECTION 2. BE IT FURTHER ENACTED that the below specified pay schedules in

Section I of the Classification and Compensation Plans be amended as follows:

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Baltimore County Government Pay Schedule I-C - Standard Grades Baltimore County Federation of Public Employees - Correctional Officers Effective July 1, 2026																	
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	8 Years	9 Years	10 Years	11 Years	13 Years	15 Years	19 Years	22 Years	25 Years
2C	50,250	52,657	55,057	57,456	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932
3C	52,657	55,057	57,456	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005
4C	55,057	57,456	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005	115,505
5C	57,456	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005	115,505	121,281
6C	60,121	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005	115,505	121,281	127,344
7C	62,881	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005	115,505	121,281	127,344	133,711
8C	65,727	68,577	71,421	75,068	78,887	82,708	86,800	91,248	95,694	100,139	104,932	110,005	115,505	121,281	127,344	133,711	140,396

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Baltimore County Government Pay Schedule I-E - Standard Grades Baltimore County Federation of Public Employees - Emergency Communications Technicians Effective July 1, 2026																	
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	8 Years	9 Years	10 Years	11 Years	13 Years	15 Years	20 Years	25 Years	29 Years
1E	43,726	45,794	48,043	50,486	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559
2E	45,794	48,043	50,486	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137
3E	48,043	50,486	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943
4E	50,486	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943	105,991
5E	53,006	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943	105,991	111,290
6E	55,545	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943	105,991	111,290	116,854
7E	58,075	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943	105,991	111,290	116,854	122,697
8E	60,605	63,418	66,330	69,331	72,337	75,337	79,186	83,213	87,244	91,559	96,137	100,943	105,991	111,290	116,854	122,697	128,831

Baltimore County Government
Pay Schedule III - Standard Grades
Baltimore County Federation of Public Health Nurses
Effective July 1, 2026

Grade	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)				
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	10 Years	15 Years	20 Years	25 Years	29 Years
1N	37,477	39,012	40,645	42,673	44,150	46,222	48,289	50,461	52,825	55,392	58,042
2N	39,012	40,645	42,673	44,150	46,222	48,289	50,461	52,825	55,392	58,042	60,710
3N	40,645	42,673	44,150	46,222	48,289	50,461	52,825	55,392	58,042	60,710	63,370
4N	42,673	44,150	46,222	48,289	50,461	52,825	55,392	58,042	60,710	63,370	65,978
5N	44,150	46,222	48,289	50,461	52,825	55,392	58,042	60,710	63,370	65,978	68,985
6N	46,222	48,289	50,461	52,825	55,392	58,042	60,710	63,370	65,978	68,985	72,044
7N	48,289	50,461	52,825	55,392	58,042	60,710	63,370	65,978	68,985	72,044	75,201
8N	50,461	52,825	55,392	58,042	60,710	63,370	65,978	68,985	72,044	75,201	78,359
9N	52,825	55,392	58,042	60,710	63,370	65,978	68,985	72,044	75,201	78,359	81,514
10N	55,392	58,042	60,710	63,370	65,978	68,985	72,044	75,201	78,359	81,514	85,556
11N	58,042	60,710	63,370	65,978	68,985	72,044	75,201	78,359	81,514	85,556	89,790
12N	60,710	63,370	65,978	68,985	72,044	75,201	78,359	81,514	85,556	89,790	94,027
13N	63,370	65,978	68,985	72,044	75,201	78,359	81,514	85,556	89,790	94,027	98,563
14N	65,978	68,985	72,044	75,201	78,359	81,514	85,556	89,790	94,027	98,563	103,494
15N	68,985	72,044	75,201	78,359	81,514	85,556	89,790	94,027	98,563	103,494	108,426
16N	72,044	75,201	78,359	81,514	85,556	89,790	94,027	98,563	103,494	108,426	113,354
17N	75,201	78,359	81,514	85,556	89,790	94,027	98,563	103,494	108,426	113,354	118,666
18N	78,359	81,514	85,556	89,790	94,027	98,563	103,494	108,426	113,354	118,666	124,291
19N	81,514	85,556	89,790	94,027	98,563	103,494	108,426	113,354	118,666	124,291	130,308
20N	85,556	89,790	94,027	98,563	103,494	108,426	113,354	118,666	124,291	130,308	136,707
21N	89,790	94,027	98,563	103,494	108,426	113,354	118,666	124,291	130,308	136,707	143,543
18MN	43.05	44.79	47.01	49.34	51.66	54.16					
21MN	49.34	51.66	54.16	56.86	59.57	62.28					

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Baltimore County Government Pay Schedule VI-P - Standard Grades Public Safety Supervisory, Management, and Confidential Employees - Corrections Effective July 1, 2026																	
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	8 Years	9 Years	10 Years	11 Years	13 Years	15 Years	19 Years	22 Years	25 Years
31	63,491	66,366	69,243	72,115	75,796	79,652	83,511	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282
32	66,366	69,243	72,115	75,796	79,652	83,511	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997
33	69,243	72,115	75,796	79,652	83,511	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046
34	72,115	75,796	79,652	83,511	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448
35	75,796	79,652	83,511	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220
36	79,652	83,511	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381
37	83,511	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381	179,950
38	87,642	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381	179,950	188,948
39	92,133	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381	179,950	188,948	198,395
40	96,624	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381	179,950	188,948	198,395	208,315
41	101,111	105,950	111,073	116,553	122,381	127,888	134,282	140,997	148,046	155,448	163,220	171,381	179,950	188,948	198,395	208,315	218,731

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Baltimore County Government Pay Schedule VI-P - Standard Grades Public Safety Supervisory, Management, and Confidential Employees - Emergency Communications Effective July 1, 2026															
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	11 Years	13 Years	15 Years	19 Years	22 Years	25 Years
32E	67,693	70,628	73,557	77,312	81,245	85,180	89,395	93,976	98,556	103,133	108,069	113,294	118,884	124,829	130,446
33E	70,628	73,557	77,312	81,245	85,180	89,395	93,976	98,556	103,133	108,069	113,294	118,884	124,829	130,446	136,968
34E	73,557	77,312	81,245	85,180	89,395	93,976	98,556	103,133	108,069	113,294	118,884	124,829	130,446	136,968	143,817

Baltimore County Government
 Pay Schedule XIII - Standard Grades
 Fraternal Order of Police, Lodge #25, Sheriff's Office
 Effective July 1, 2026

Grade	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)									
	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	Max	7 Years	8 Years	9 Years	10 Years	13 Years	15 Years	16 Years	19 Years	22 Years	25 Years
1S	48,371	50,350	52,501	54,841	57,252	59,683	62,105	63,529	66,220	68,491	71,365	74,243	77,114	80,796	84,653	88,510	92,642
2S	50,350	52,501	54,841	57,252	59,683	62,105	64,529	66,220	69,006	71,365	74,243	77,114	80,796	84,653	88,510	92,642	97,132
3S	52,501	54,841	57,252	59,683	62,105	64,529	67,220	69,006	71,880	74,243	77,114	80,796	84,653	88,510	92,642	97,132	101,623
4S	54,841	57,252	59,683	62,105	64,529	67,220	70,006	71,880	74,758	77,114	80,796	84,653	88,510	92,642	97,132	101,623	106,455
5S	57,252	59,683	62,105	64,529	67,220	70,006	72,880	74,758	77,629	80,796	84,653	88,510	92,642	97,132	101,623	106,455	111,528
6S	59,683	62,105	64,529	67,220	70,006	72,880	75,758	77,629	81,311	84,653	88,510	92,642	97,132	101,623	106,455	111,528	116,855
7S	62,105	64,529	67,220	70,006	72,880	75,758	78,629	81,311	85,168	88,510	92,642	97,132	101,623	106,455	111,528	116,855	122,448
8S	64,529	67,220	70,006	72,880	75,758	78,629	82,311	85,168	89,025	92,642	97,132	101,623	106,455	111,528	116,855	122,448	128,321
9S	67,220	70,006	72,880	75,758	78,629	82,311	86,168	89,025	93,157	97,132	101,623	106,455	111,528	116,855	122,448	128,321	134,486
10S	70,006	72,880	75,758	78,629	82,311	86,168	90,025	93,157	97,647	101,623	106,455	111,528	116,855	122,448	128,321	134,486	140,961

SECTION 3. BE IT FURTHER ENACTED that the below specified pay schedules in Section I of the Classification and

Compensation Plans be amended as follows:

Section Continues on Next Page

Baltimore County Government
Pay Schedule I - Standard Grades
Baltimore County Federation of Public Employees
Effective January 1, 2027

	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)										
Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	8 Years	9 Years	10 Years	11 Years	15 Years	20 Years	25 Years	29 Years	
9	25,662	26,480	27,298	28,117	29,002	29,904	31,010	32,340	33,756	35,257	36,762	38,482	40,389	42,292	44,291	46,465	
10	26,480	27,298	28,117	29,002	29,904	31,010	32,340	33,756	35,257	36,762	38,482	40,389	42,292	44,291	46,465	48,827	
11	27,298	28,117	29,002	29,904	31,010	32,340	33,756	35,257	36,762	38,482	40,389	42,292	44,291	46,465	48,827	51,265	
12	28,117	29,002	29,904	31,010	32,340	33,756	35,257	36,762	38,482	40,389	42,292	44,291	46,465	48,827	51,265	53,721	
13	29,002	29,904	31,010	32,340	33,756	35,257	36,762	38,482	40,389	42,292	44,291	46,465	48,827	51,265	53,721	56,169	
14	29,904	31,010	32,340	33,756	35,257	36,762	38,482	40,389	42,292	44,291	46,465	48,827	51,265	53,721	56,169	58,617	
15	31,010	32,340	33,756	35,257	36,762	38,482	40,389	42,292	44,291	46,465	48,827	51,265	53,721	56,169	58,617	61,336	
16	32,340	33,756	35,257	36,762	38,482	40,389	42,292	44,291	46,465	48,827	51,265	53,721	56,169	58,617	61,336	64,152	
17	33,756	35,257	36,762	38,482	40,389	42,292	44,291	46,465	48,827	51,265	53,721	56,169	58,617	61,336	64,152	67,054	
18	35,257	36,762	38,482	40,389	42,292	44,291	46,465	48,827	51,265	53,721	56,169	58,617	61,336	64,152	67,054	69,962	
19	36,762	38,482	40,389	42,292	44,291	46,465	48,827	51,265	53,721	56,169	58,617	61,336	64,152	67,054	69,962	72,864	
20	38,482	40,389	42,292	44,291	46,465	48,827	51,265	53,721	56,169	58,617	61,336	64,152	67,054	69,962	72,864	76,584	
21	40,389	42,292	44,291	46,465	48,827	51,265	53,721	56,169	58,617	61,336	64,152	67,054	69,962	72,864	76,584	80,481	
22	42,292	44,291	46,465	48,827	51,265	53,721	56,169	58,617	61,336	64,152	67,054	69,962	72,864	76,584	80,481	84,379	
23	44,291	46,465	48,827	51,265	53,721	56,169	58,617	61,336	64,152	67,054	69,962	72,864	76,584	80,481	84,379	88,552	
24	46,465	48,827	51,265	53,721	56,169	58,617	61,336	64,152	67,054	69,962	72,864	76,584	80,481	84,379	88,552	93,091	
25	48,827	51,265	53,721	56,169	58,617	61,336	64,152	67,054	69,962	72,864	76,584	80,481	84,379	88,552	93,091	97,627	
26	51,265	53,721	56,169	58,617	61,336	64,152	67,054	69,962	72,864	76,584	80,481	84,379	88,552	93,091	97,627	102,162	
27	53,721	56,169	58,617	61,336	64,152	67,054	69,962	72,864	76,584	80,481	84,379	88,552	93,091	97,627	102,162	107,051	
28	56,169	58,617	61,336	64,152	67,054	69,962	72,864	76,584	80,481	84,379	88,552	93,091	97,627	102,162	107,051	112,227	
29	58,617	61,336	64,152	67,054	69,962	72,864	76,584	80,481	84,379	88,552	93,091	97,627	102,162	107,051	112,227	117,763	
30	61,336	64,152	67,054	69,962	72,864	76,584	80,481	84,379	88,552	93,091	97,627	102,162	107,051	112,227	117,763	123,653	
31	64,152	67,054	69,962	72,864	76,584	80,481	84,379	88,552	93,091	97,627	102,162	107,051	112,227	117,763	123,653	129,217	
32	67,054	69,962	72,864	76,584	80,481	84,379	88,552	93,091	97,627	102,162	107,051	112,227	117,763	123,653	129,217	135,678	
33	69,962	72,864	76,584	80,481	84,379	88,552	93,091	97,627	102,162	107,051	112,227	117,763	123,653	129,217	135,678	142,462	
34	72,864	76,584	80,481	84,379	88,552	93,091	97,627	102,162	107,051	112,227	117,763	123,653	129,217	135,678	142,462	149,585	
35	76,584	80,481	84,379	88,552	93,091	97,627	102,162	107,051	112,227	117,763	123,653	129,217	135,678	142,462	149,585	157,064	
36	80,481	84,379	88,552	93,091	97,627	102,162	107,051	112,227	117,763	123,653	129,217	135,678	142,462	149,585	157,064	164,917	

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Baltimore County Government Pay Schedule I-E - Standard Grades Baltimore County Federation of Public Employees - Emergency Communications Technicians Effective January 1, 2027																	
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	8 Years	9 Years	10 Years	11 Years	13 Years	15 Years	20 Years	25 Years	29 Years
1E	44,163	46,252	48,523	50,991	53,536	56,101	58,656	61,211	64,052	66,994	70,024	73,060	76,090	79,978	84,045	88,117	92,475
2E	46,252	48,523	50,991	53,536	56,101	58,656	61,211	64,052	66,994	70,024	73,060	76,090	79,978	84,045	88,117	92,475	97,099
3E	48,523	50,991	53,536	56,101	58,656	61,211	64,052	66,994	70,024	73,060	76,090	79,978	84,045	88,117	92,475	97,099	101,953
4E	50,991	53,536	56,101	58,656	61,211	64,052	66,994	70,024	73,060	76,090	79,978	84,045	88,117	92,475	97,099	101,953	107,051
5E	53,536	56,101	58,656	61,211	64,052	66,994	70,024	73,060	76,090	79,978	84,045	88,117	92,475	97,099	101,953	107,051	112,403
6E	56,101	58,656	61,211	64,052	66,994	70,024	73,060	76,090	79,978	84,045	88,117	92,475	97,099	101,953	107,051	112,403	118,023
7E	58,656	61,211	64,052	66,994	70,024	73,060	76,090	79,978	84,045	88,117	92,475	97,099	101,953	107,051	112,403	118,023	123,924
8E	61,211	64,052	66,994	70,024	73,060	76,090	79,978	84,045	88,117	92,475	97,099	101,953	107,051	112,403	118,023	123,924	130,120

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Baltimore County Government Pay Schedule I-C - Standard Grades Baltimore County Federation of Public Employees - Correctional Officers Effective January 1, 2027																	
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	8 Years	9 Years	10 Years	11 Years	13 Years	15 Years	19 Years	22 Years	25 Years
2C	50,752	53,184	55,607	58,031	60,722	63,510	66,384	69,262	72,135	75,818	79,676	83,535	87,667	92,160	96,651	101,141	105,981
3C	53,184	55,607	58,031	60,722	63,510	66,384	69,262	72,135	75,818	79,676	83,535	87,667	92,160	96,651	101,141	105,981	111,105
4C	55,607	58,031	60,722	63,510	66,384	69,262	72,135	75,818	79,676	83,535	87,667	92,160	96,651	101,141	105,981	111,105	116,660
5C	58,031	60,722	63,510	66,384	69,262	72,135	75,818	79,676	83,535	87,667	92,160	96,651	101,141	105,981	111,105	116,660	122,493
6C	60,722	63,510	66,384	69,262	72,135	75,818	79,676	83,535	87,667	92,160	96,651	101,141	105,981	111,105	116,660	122,493	128,618
7C	63,510	66,384	69,262	72,135	75,818	79,676	83,535	87,667	92,160	96,651	101,141	105,981	111,105	116,660	122,493	128,618	135,048
8C	66,384	69,262	72,135	75,818	79,676	83,535	87,667	92,160	96,651	101,141	105,981	111,105	116,660	122,493	128,618	135,048	141,801

Baltimore County Government
Pay Schedule II - Standard Grades
American Federation of State, County and Municipal Employees
Effective January 1, 2027

Grade	Base Hourly Rates (in dollars)						Longevity Hourly Rates (in dollars)								
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	7 Years	10 Years	15 Years	20 Years	22 Years	25 Years	29 Years	34 Years	
H11	16.24	16.62	17.23	17.86	18.61	19.44	20.33	21.18	22.12	23.10	24.21	25.33	26.50	27.74	
H12	16.62	17.23	17.86	18.61	19.44	20.33	21.18	22.12	23.10	24.21	25.33	26.50	27.74	29.19	
H13	17.23	17.86	18.61	19.44	20.33	21.18	22.12	23.10	24.21	25.33	26.50	27.74	29.19	30.64	
H14	17.86	18.61	19.44	20.33	21.18	22.12	23.10	24.21	25.33	26.50	27.74	29.19	30.64	32.14	
H15	18.61	19.44	20.33	21.18	22.12	23.10	24.21	25.33	26.50	27.74	29.19	30.64	32.14	33.68	
H16	19.44	20.33	21.18	22.12	23.10	24.21	25.33	26.50	27.74	29.19	30.64	32.14	33.68	35.35	
H17	20.33	21.18	22.12	23.10	24.21	25.33	26.50	27.74	29.19	30.64	32.14	33.68	35.35	37.12	
H18	21.18	22.12	23.10	24.21	25.33	26.50	27.74	29.19	30.64	32.14	33.68	35.35	37.12	38.96	
H19	22.12	23.10	24.21	25.33	26.50	27.74	29.19	30.64	32.14	33.68	35.35	37.12	38.96	40.91	
H20	23.10	24.21	25.33	26.50	27.74	29.19	30.64	32.14	33.68	35.35	37.12	38.96	40.91	42.95	
H21	24.21	25.33	26.50	27.74	29.19	30.64	32.14	33.68	35.35	37.12	38.96	40.91	42.95	45.10	
H22	25.33	26.50	27.74	29.19	30.64	32.14	33.68	35.35	37.12	38.96	40.91	42.95	45.10	47.34	
H23	26.50	27.74	29.19	30.64	32.14	33.68	35.35	37.12	38.96	40.91	42.95	45.10	47.34	49.71	
H24	27.74	29.19	30.64	32.14	33.68	35.35	37.12	38.96	40.91	42.95	45.10	47.34	49.71	52.19	
H25	29.19	30.64	32.14	33.68	35.35	37.12	38.96	40.91	42.95	45.10	47.34	49.71	52.19	54.81	
H26	30.64	32.14	33.68	35.35	37.12	38.96	40.91	42.95	45.10	47.34	49.71	52.19	54.81	57.54	

Baltimore County Government
 Pay Schedule IV - Standard Grades
 Baltimore County Fraternal Order of Police, Lodge #4 - Police Department
 Effective January 1, 2027

Grade	Base Annual Rates (in dollars)									Longevity Annual Rates (in dollars)															
	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	Max	9 Years	10 Years	11 Years	12 Years	13 Years	14 Years	15 Years	16 Years	17 Years	18 Years	19 Years	20 Years	22 Years	24 Years	26 Years	
PC	40,238	41,388	42,771	44,241	45,803	47,369																			
11P	73,781	75,988	78,653	81,360	84,249	87,243	90,419	93,792	97,260	99,888	101,434	105,283	108,358	111,432	113,559	115,687	117,902	120,117	122,480	124,842	126,204	127,566	132,702	138,546	144,590
12P	75,988	78,653	81,360	84,249	87,243	90,419	93,792	97,260	99,888	101,434	105,283	108,358	111,432	113,559	115,687	117,902	120,117	122,480	124,842	126,204	127,566	132,702	138,546	144,590	
13P	81,360	84,249	87,243	90,419	93,792	97,260	100,931	104,781	105,936	107,092	108,247	112,501	115,769	119,035	121,398	123,760	126,174	128,587	131,155	133,724	135,594	137,464	143,771	150,532	
14P	84,249	87,243	90,419	93,792	97,260	100,931	104,781	105,936	107,092	108,247	112,501	115,769	119,035	121,398	123,760	126,174	128,587	131,155	133,724	135,594	137,464	143,771	150,532	157,629	
15P	87,243	90,419	93,792	97,260	100,931	104,781	108,827	113,081	114,365	115,648	116,932	121,656	125,122	128,587	131,155	133,724	136,646	139,568	142,721	145,874	148,203	150,532	157,629	165,080	
16P	90,419	93,792	97,260	100,931	104,781	108,827	113,081	114,365	115,648	116,932	121,656	125,122	128,587	131,155	133,724	136,646	139,568	142,721	145,874	148,203	150,532	157,629	165,080	173,122	
17P	93,792	97,260	100,931	104,781	108,827	113,081	114,365	115,648	116,932	121,656	125,122	128,587	131,155	133,724	136,646	139,568	142,721	145,874	148,203	150,532	157,629	165,080	173,122	181,566	
18P	97,260	100,931	104,781	108,827	113,081	117,511	122,236	127,063	128,582	130,101	131,620	137,465	141,669	145,874	149,255	152,635	156,184	159,733	163,459	167,184	170,046	172,908	181,124	189,750	

Baltimore County Government
 Pay Schedule V - Standard Grades
 Baltimore County Firefighters Association - Fire Department
 Effective January 1, 2027

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	11 Years	12 Years	13 Years	14 Years	15 Years	16 Years	17 Years	18 Years	19 Years	20 Years	21 Years	22 Years	23 Years	24 Years	27 Years	29 Years	
PF	52,477	54,044	57,539	59,428	61,411	63,498	65,832	68,165	70,602	73,326	74,691	76,056	77,514	78,971	80,481	81,991	83,595	85,199	86,900	88,602	89,770	90,937	92,104	94,136	96,167		
7F	57,539	59,428	61,411	63,498	65,832	68,165	70,602	73,326	76,056	78,971	80,481	81,991	83,595	85,199	86,900	88,602	90,353	92,104	93,956	95,806	97,101	98,396	99,691	101,893	104,095		
8F	59,428	61,411	63,498	65,832	68,165	70,602	73,326	76,056	78,971	81,991	83,595	85,199	86,900	88,602	90,353	92,104	93,956	95,806	97,748	99,691	101,052	102,414	103,775	106,069	108,363		
9F	61,411	63,498	65,832	68,165	70,602	73,326	76,056	78,971	81,991	85,199	86,900	88,602	90,353	92,104	93,956	95,806	97,748	99,691	101,733	103,775	105,205	106,635	108,064	110,454	112,845		
10F	63,498	65,832	68,165	70,602	73,326	76,056	78,971	81,991	85,199	88,602	90,353	92,104	93,956	95,806	97,748	99,691	101,733	103,775	105,920	108,064	109,555	111,044	112,535	115,026	117,517		
11F	65,832	68,165	70,602	73,326	76,056	78,971	81,991	85,199	88,602	92,104	93,956	95,806	97,748	99,691	101,733	103,775	105,920	108,064	110,300	112,535	114,124	115,713	117,303	119,902	122,500		
12F	69,269	71,706	74,429	77,160	80,075	83,094	86,302	89,706	93,208	96,909	98,852	100,794	102,836	104,879	107,023	109,167	111,403	113,638	116,022	118,407	120,029	121,651	123,275	126,008	128,741		
13F	70,602	73,326	76,056	78,971	81,991	85,199	88,602	92,104	95,806	99,691	101,733	103,775	105,920	108,064	110,299	112,535	114,919	117,303	119,738	122,171	123,852	125,532	127,214	130,035	132,856		
14F	76,636	79,366	82,281	85,301	88,509	91,912	95,414	99,116	103,001	107,085	109,230	111,374	113,609	115,845	118,229	120,613	123,047	125,481	128,002	130,524	132,489	134,454	136,421	139,450	142,478		
15F	79,366	82,281	85,301	88,509	91,912	95,414	99,116	103,001	107,085	111,374	113,609	115,845	118,229	120,613	123,047	125,481	128,002	130,524	133,472	136,421	138,485	140,548	142,612	145,779	148,947		
16F	78,971	81,991	85,199	88,602	92,104	95,806	99,691	103,775	108,064	112,535	114,919	117,303	119,737	122,171	124,692	127,214	130,162	133,111	136,206	139,302	141,468	143,636	145,804	149,043	152,282		
16F2	82,281	85,301	88,509	91,912	95,414	99,116	103,001	107,085	111,374	115,845	118,229	120,613	123,047	125,481	128,002	130,524	133,472	136,421	139,516	142,612	144,779	146,946	149,114	152,353	155,592		
17F	81,991	85,199	88,602	92,104	95,806	99,691	103,775	108,064	112,535	117,303	119,737	122,171	124,692	127,214	130,162	133,111	136,206	139,302	142,553	145,804	149,218	152,633	155,022	157,410	159,798	163,353	166,907
18F	85,199	88,602	92,104	95,806	99,691	103,775	108,064	112,535	117,303	122,171	124,692	127,214	130,162	133,111	136,206	139,302	142,553	145,804	149,218	152,633	156,216	159,798	162,307	164,816	167,325	171,049	174,773
19F	88,602	92,104	95,806	99,691	103,775	108,064	112,535	117,303	122,171	127,214	130,162	133,111	136,206	139,302	142,553	145,804	149,218	152,633	156,216	159,798	162,307	164,816	167,325	171,049	174,773		
19F2	91,912	95,414	99,116	103,001	107,085	111,374	115,845	120,613	125,481	130,524	133,472	136,421	139,516	142,612	145,863	149,114	152,528	155,943	159,526	163,108	165,618	168,126	170,635	174,359	178,083		

Baltimore County Government
Pay Schedule VI - Standard Grades
Baltimore County Supervisory, Management, Confidential and Unrepresented Employees
Effective January 1, 2027

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	15 Years	20 Years	25 Years	29 Years
9	26,952	27,812	28,671	29,531	30,461	31,408	32,570	33,967	35,453	37,030	38,611	40,417	42,420
10	27,812	28,671	29,531	30,461	31,408	32,570	33,967	35,453	37,030	38,611	40,417	42,420	44,419
11	28,671	29,531	30,461	31,408	32,570	33,967	35,453	37,030	38,611	40,417	42,420	44,419	46,518
12	29,531	30,461	31,408	32,570	33,967	35,453	37,030	38,611	40,417	42,420	44,419	46,518	48,801
13	30,461	31,408	32,570	33,967	35,453	37,030	38,611	40,417	42,420	44,419	46,518	48,801	51,283
14	31,408	32,570	33,967	35,453	37,030	38,611	40,417	42,420	44,419	46,518	48,801	51,283	53,843
15	32,570	33,967	35,453	37,030	38,611	40,417	42,420	44,419	46,518	48,801	51,283	53,843	56,423
16	33,967	35,453	37,030	38,611	40,417	42,420	44,419	46,518	48,801	51,283	53,843	56,423	58,994
17	35,453	37,030	38,611	40,417	42,420	44,419	46,518	48,801	51,283	53,843	56,423	58,994	61,565
18	37,030	38,611	40,417	42,420	44,419	46,518	48,801	51,283	53,843	56,423	58,994	61,565	64,421
19	38,611	40,417	42,420	44,419	46,518	48,801	51,283	53,843	56,423	58,994	61,565	64,421	67,378
20	40,417	42,420	44,419	46,518	48,801	51,283	53,843	56,423	58,994	61,565	64,421	67,378	70,426
21	42,420	44,419	46,518	48,801	51,283	53,843	56,423	58,994	61,565	64,421	67,378	70,426	73,480
22	44,419	46,518	48,801	51,283	53,843	56,423	58,994	61,565	64,421	67,378	70,426	73,480	76,528
23	46,518	48,801	51,283	53,843	56,423	58,994	61,565	64,421	67,378	70,426	73,480	76,528	80,436
24	48,801	51,283	53,843	56,423	58,994	61,565	64,421	67,378	70,426	73,480	76,528	80,436	84,529
25	51,283	53,843	56,423	58,994	61,565	64,421	67,378	70,426	73,480	76,528	80,436	84,529	88,622
26	53,843	56,423	58,994	61,565	64,421	67,378	70,426	73,480	76,528	80,436	84,529	88,622	93,006
27	56,423	58,994	61,565	64,421	67,378	70,426	73,480	76,528	80,436	84,529	88,622	93,006	97,773
28	58,994	61,565	64,421	67,378	70,426	73,480	76,528	80,436	84,529	88,622	93,006	97,773	102,537
29	61,565	64,421	67,378	70,426	73,480	76,528	80,436	84,529	88,622	93,006	97,773	102,537	107,300
30	64,421	67,378	70,426	73,480	76,528	80,436	84,529	88,622	93,006	97,773	102,537	107,300	112,435
31	67,378	70,426	73,480	76,528	80,436	84,529	88,622	93,006	97,773	102,537	107,300	112,435	117,871
32	70,426	73,480	76,528	80,436	84,529	88,622	93,006	97,773	102,537	107,300	112,435	117,871	123,686
33	73,480	76,528	80,436	84,529	88,622	93,006	97,773	102,537	107,300	112,435	117,871	123,686	129,871
34	76,528	80,436	84,529	88,622	93,006	97,773	102,537	107,300	112,435	117,871	123,686	129,871	135,716
35	80,436	84,529	88,622	93,006	97,773	102,537	107,300	112,435	117,871	123,686	129,871	135,716	142,502
36	84,529	88,622	93,006	97,773	102,537	107,300	112,435	117,871	123,686	129,871	135,716	142,502	149,627
37	88,622	93,006	97,773	102,537	107,300	112,435	117,871	123,686	129,871	135,716	142,502	149,627	157,108
38	93,006	97,773	102,537	107,300	112,435	117,871	123,686	129,871	135,716	142,502	149,627	157,108	164,963
39	97,773	102,537	107,300	112,435	117,871	123,686	129,871	135,716	142,502	149,627	157,108	164,963	173,211

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Baltimore County Government Pay Schedule VI-P - Standard Grades Public Safety Supervisory, Management, and Confidential Employees - Corrections Effective January 1, 2027																	
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	8 Years	9 Years	10 Years	11 Years	13 Years	15 Years	19 Years	22 Years	25 Years
31	65,395	68,357	71,320	74,278	78,070	82,042	86,016	90,271	94,897	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311
32	68,357	71,320	74,278	78,070	82,042	86,016	90,271	94,897	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227
33	71,320	74,278	78,070	82,042	86,016	90,271	94,897	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227	152,487
34	74,278	78,070	82,042	86,016	90,271	94,897	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227	152,487	160,111
35	78,070	82,042	86,016	90,271	94,897	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227	152,487	160,111	168,117
36	82,042	86,016	90,271	94,897	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227	152,487	160,111	168,117	176,522
37	86,016	90,271	94,897	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227	152,487	160,111	168,117	176,522	185,349
38	90,271	94,897	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227	152,487	160,111	168,117	176,522	185,349	194,616
39	94,897	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227	152,487	160,111	168,117	176,522	185,349	194,616	204,347
40	99,523	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227	152,487	160,111	168,117	176,522	185,349	194,616	204,347	214,564
41	104,145	109,128	114,405	120,049	126,053	131,725	138,311	145,227	152,487	160,111	168,117	176,522	185,349	194,616	204,347	214,564	225,292

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Baltimore County Government Pay Schedule VI-P - Standard Grades Public Safety Supervisory, Management, and Confidential Employees - Emergency Communications Effective January 1, 2027															
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	11 Years	13 Years	15 Years	19 Years	22 Years	25 Years
32E	69,724	72,747	75,764	79,631	83,683	87,735	92,077	96,795	101,512	106,227	111,311	116,693	122,450	128,574	134,359
33E	72,747	75,764	79,631	83,683	87,735	92,077	96,795	101,512	106,227	111,311	116,693	122,450	128,574	134,359	141,077
34E	75,764	79,631	83,683	87,735	92,077	96,795	101,512	106,227	111,311	116,693	122,450	128,574	134,359	141,077	148,131

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Baltimore County Government Pay Schedule VI-P - Standard Grades Public Safety Supervisory, Management, and Confidential Employees - Sheriff Effective January 1, 2027																
	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)									
Grade	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	9 Years	10 Years	13 Years	15 Years	16 Years	19 Years	22 Years	25 Years
34S	76,506	80,412	84,503	88,596	92,979	97,744	102,508	107,269	112,402	117,837	123,651	129,834	135,677	142,460	149,583	157,062
35S	80,412	84,503	88,596	92,979	97,744	102,508	107,269	112,402	117,837	123,651	129,834	135,677	142,460	149,583	157,062	164,914
36S	84,503	88,596	92,979	97,744	102,508	107,269	112,402	117,837	123,651	129,834	135,677	142,460	149,583	157,062	164,914	173,160
37S	88,596	92,979	97,744	102,508	107,269	112,402	117,837	123,651	129,834	135,677	142,460	149,583	157,062	164,914	173,160	181,818

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Baltimore County Government Pay Schedule VII - Standard Grades Supervisory, Management, and Confidential Employees - Police Department Effective January 1, 2027																
	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)									
Grade	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	100,326	104,391	108,665	113,154	117,832	122,826	127,926	133,524	139,414	147,742	154,234	161,048	168,204	173,572	181,823	190,486
20P	104,391	108,665	113,154	117,832	122,826	127,926	133,524	139,414	145,596	154,234	161,048	168,204	175,719	181,823	190,486	199,583
21P	108,665	113,154	117,832	122,826	127,926	133,524	139,414	145,596	152,090	161,048	168,204	175,719	183,967	190,486	199,583	209,315
22P	113,154	117,832	122,826	127,926	133,524	139,414	145,596	152,090	158,904	168,204	175,719	183,967	192,631	199,583	209,315	219,676
23P	117,832	122,826	127,926	133,524	139,414	145,596	152,090	158,904	166,059	175,719	183,967	192,631	201,728	209,315	219,676	230,557
24P	122,826	127,926	133,524	139,414	145,596	152,090	158,904	166,059	173,572	183,967	192,631	201,728	211,462	219,676	230,557	241,979
25P	127,926	133,524	139,414	145,596	152,090	158,904	166,059	173,572	181,823	192,631	201,728	211,462	221,822	230,557	241,979	253,976
26P	133,524	139,414	145,596	152,090	158,904	166,059	173,572	181,823	190,486	201,728	211,462	221,822	232,702	241,979	253,976	266,570
27P	139,414	145,596	152,090	158,904	166,059	173,572	181,823	190,486	201,728	211,462	221,822	232,702	241,979	253,976	266,570	279,898

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Baltimore County Government Pay Schedule VIII - Standard Grades Supervisory, Management, and Confidential Employees - Fire Department Effective January 1, 2027																
Base Annual Rates (in dollars)									Longevity Annual Rates (in dollars)							
Grade	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	86,293	90,139	94,181	98,429	102,895	107,535	112,508	117,560	123,129	128,984	135,130	141,580	148,350	155,458	162,920	170,760
21F	90,139	94,181	98,429	102,895	107,535	112,508	117,560	123,129	128,984	135,130	141,580	148,350	155,458	162,920	170,760	179,157
22F	94,181	98,429	102,895	107,535	112,508	117,560	123,129	128,984	135,130	141,580	148,350	155,458	162,920	170,760	179,157	187,973
23F	98,429	102,895	107,535	112,508	117,560	123,129	128,984	135,130	141,580	148,350	155,458	162,920	170,760	179,157	187,973	197,233
24F	102,895	107,535	112,508	117,560	123,129	128,984	135,130	141,580	148,350	155,458	162,920	170,760	179,157	187,973	197,233	206,952
25F	107,535	112,508	117,560	123,129	128,984	135,130	141,580	148,350	155,458	162,920	170,760	179,157	187,973	197,233	206,952	217,159
26F	112,508	117,560	123,129	128,984	135,130	141,580	148,350	155,458	162,920	170,760	179,157	187,973	197,233	206,952	217,159	227,875
27F	117,560	123,129	128,984	135,130	141,580	148,350	155,458	162,920	170,760	179,157	187,973	197,233	206,952	217,159	227,875	239,128

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Baltimore County Government Pay Schedule XI - Standard Grades Physicians and Dentists Effective January 1, 2027																
Base Annual Rates (in dollars)																
Grade	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	Max
1D	91,060	93,791	96,603	99,504	102,488	105,565	108,729	111,993	115,351	118,813	122,379	126,049	129,829	133,724	137,737	141,870
2D	97,436	100,359	103,370	106,469	109,664	112,953	116,343	119,834	123,426	127,116	130,905	134,803	138,810	143,025	147,348	151,800
3D	123,160	126,855	130,661	134,580	138,617	142,776	147,060	151,471	156,017	160,696	165,516	170,483	175,596	180,863	186,290	191,878
4D	127,061	130,876	134,801	138,845	143,011	147,301	151,721	156,273	160,960	165,788	170,764	175,886	181,163	186,599	192,195	197,957
5D	130,959	134,889	138,933	143,103	147,396	151,818	156,371	161,065	165,894	170,873	175,999	181,276	186,715	192,319	198,085	204,028
6D	134,886	138,930	143,099	147,391	151,811	156,368	161,061	165,891	170,868	175,996	181,272	186,711	192,315	198,082	204,025	210,146
7D	138,930	143,099	147,391	151,811	156,368	161,061	165,891	170,868	175,996	181,272	186,711	192,315	198,082	204,025	210,146	220,653

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Baltimore County Government Pay Schedule XII - Standard Grades Supervisory, Management, and Confidential Employees Effective January 1, 2027																
Base Annual Rates (in dollars)																
Grade	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	Max
1M	74,134	76,355	78,645	81,005	83,436	85,939	88,519	91,173	93,908	96,722	99,624	102,613	105,693	108,864	112,132	115,496
2M	78,645	81,005	83,436	85,939	88,519	91,173	93,908	96,722	99,624	102,613	105,693	108,864	112,132	115,496	118,955	122,526
3M	83,436	85,939	88,519	91,173	93,908	96,722	99,624	102,613	105,693	108,864	112,132	115,496	118,955	122,526	126,203	129,989
4M	88,519	91,173	93,908	96,722	99,624	102,613	105,693	108,864	112,132	115,496	118,955	122,526	126,203	129,989	133,890	137,906
5M	93,908	96,722	99,624	102,613	105,693	108,864	112,132	115,496	118,955	122,526	126,203	129,989	133,890	137,906	142,044	146,305
6M	99,624	102,613	105,693	108,864	112,132	115,496	118,955	122,526	126,203	129,989	133,890	137,906	142,044	146,305	150,693	155,215
7M	105,693	108,864	112,132	115,496	118,955	122,526	126,203	129,989	133,890	137,906	142,044	146,305	150,693	155,215	159,870	164,665
8M	112,132	115,496	118,955	122,526	126,203	129,989	133,890	137,906	142,044	146,305	150,693	155,215	159,870	164,665	169,607	178,087

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Baltimore County Government Pay Schedule XIII - Standard Grades Fraternal Order of Police, Lodge #25 - Sheriff's Office Effective January 1, 2027																		
Grade	Base Annual Rates (in dollars)							Longevity Annual Rates (in dollars)										
	Min	1st Step	2nd Step	3rd Step	4th Step	5th Step	Max	7 Years	8 Years	9 Years	10 Years	11 Years	13 Years	15 Years	16 Years	19 Years	22 Years	25 Years
1S	48,371	50,350	52,501	54,841	57,252	59,683	62,105	63,529	66,220	68,491	71,365	74,243	77,114	80,796	84,653	88,510	92,642	97,132
2S	50,350	52,501	54,841	57,252	59,683	62,105	64,529	66,220	69,006	71,365	74,243	77,114	80,796	84,653	88,510	92,642	97,132	101,623
3S	52,501	54,841	57,252	59,683	62,105	64,529	67,220	69,006	71,880	74,243	77,114	80,796	84,653	88,510	92,642	97,132	101,623	106,455
4S	54,841	57,252	59,683	62,105	64,529	67,220	70,006	71,880	74,758	77,114	80,796	84,653	88,510	92,642	97,132	101,623	106,455	111,528
5S	57,252	59,683	62,105	64,529	67,220	70,006	72,880	74,758	77,629	80,796	84,653	88,510	92,642	97,132	101,623	106,455	111,528	116,855
6S	59,683	62,105	64,529	67,220	70,006	72,880	75,758	77,629	81,311	84,653	88,510	92,642	97,132	101,623	106,455	111,528	116,855	122,448
7S	62,105	64,529	67,220	70,006	72,880	75,758	78,629	81,311	85,168	88,510	92,642	97,132	101,623	106,455	111,528	116,855	122,448	128,321
8S	64,529	67,220	70,006	72,880	75,758	78,629	82,311	85,168	89,025	92,642	97,132	101,623	106,455	111,528	116,855	122,448	128,321	134,486
9S	67,220	70,006	72,880	75,758	78,629	82,311	86,168	89,025	93,157	97,132	101,623	106,455	111,528	116,855	122,448	128,321	134,486	140,961
10S	70,006	72,880	75,758	78,629	82,311	86,168	90,025	93,157	97,647	101,623	106,455	111,528	116,855	122,448	128,321	134,486	140,961	148,009

Baltimore County Government Executive Pay Plan Effective January 1, 2027 - 3% COLA					
Annual Rates (in dollars)					
Grade	Min	Progress	Midpoint	Advance	Max
EP1	37,740	43,620	49,499	55,379	61,259
EP2	45,900	53,051	60,202	67,353	74,504
EP3	55,080	63,689	72,297	80,906	89,515
EP4	66,300	76,629	86,958	97,287	107,617
EP5	78,540	90,776	103,012	115,248	127,484
EP6	86,700	100,207	113,715	127,222	140,729
EP7	95,880	110,818	125,755	140,693	155,630
EP8	110,160	127,322	144,485	161,647	178,809
EP9	122,400	141,469	160,538	179,608	198,677
EP10	133,620	154,437	175,254	196,072	216,889
EP11	147,900	170,942	193,984	217,026	240,068
EP12	166,260	192,162	218,065	243,967	269,869
EP13	179,520	207,488	235,456	263,425	291,393
EP14	195,840	226,351	256,861	287,372	317,883
EP15	221,340	255,823	290,307	324,790	359,274
EPE1	58,140	67,198	76,256	85,314	94,372
EPE2	88,740	102,565	116,390	130,216	144,041
EPE3	140,760	162,690	184,619	206,549	228,478
EPE4	180,540	208,667	236,794	264,921	293,048

SECTION 4. AND BE IT FURTHER ENACTED that the below specified classifications in Section II of the Classification and Compensation Plans be added as follows:

Code	Class Title	Pay Schedule	Pay Grade
06.126	Code Inspection & Enforcement Officer IV (Deputy Chief)	XII	1M
10.394	Lead Traffic Sign and Marking Mechanic	II	H21
04.314	Environmental Operations Crew Chief	I	29

SECTION 5. AND BE IT FURTHER ENACTED that the below specified pay grades in Section II of the Classification and Compensation Plans be amended as follows:

Code	Class Title	Pay Schedule	Current Pay Grade	Proposed Pay Grade
04.224	Public Health Nurse (10 Month)	III	[17N]	18N
06.122	Chief of Code Inspection & Enforcement	XII	[3M]	4M
01.238	Criminal Records Processor	I	[20]	21
01.239	Criminal Records Supervisor	I	[23]	24
01.241	Criminal Information Processor	I	[18]	20
01.244	Information Processing Manager	VI	[25]	26
01.551	Executive Secretary	VI	[27]	28
02.116	Development Manager	XII	[3M]	4M
02.320	Review Appraiser	I	[28]	30
02.321	Appraisal Review Supervisor	XII	[1M]	2M
02.322	Senior Review Appraiser	I	[30]	32
02.639	Engineering Program Manager	XII	[1M]	3M
04.505	Senior Affairs Associate I	I	[25]	26
04.510	Senior Affairs Associate II	I	[28]	30
05.102	Activity Coordinator	I	[19]	20
05.112	Naturalist I	VI	[25]	27
05.113	Naturalist II	VI	[28]	30
06.309	Fire Protection Engineer	I	[32]	34
07.125	Building Maintenance Mechanic I	II	[H16]	H17
07.126	Building Maintenance Mechanic II	II	[H20]	H21
08.201	Trades Helper	II	[H14]	H15
08.208	Carpenter I	II	[H16]	H17
08.209	Carpenter II	II	[H20]	H22
08.211	Electrician I	II	[H19]	H20
08.212	Electrician II	II	[H23]	H24
08.214	Plumber I	II	[H19]	H20
08.215	Plumber II	II	[H23]	H24
08.217	Heating and Air Conditioning Mechanic I	II	[H20]	H21
08.218	Heating and Air Conditioning Mechanic II	II	[H24]	H25
08.227	Heavy Equipment Maintenance Center Team Leader	II	[H24]	H26
08.228	Heavy Equipment Mechanic I	II	[H20]	H22
08.229	Heavy Equipment Mechanic II	II	[H22]	H24
08.231	Heavy Equipment Supervisor	VI	[29]	30
08.249	Welder Mechanic	II	[H22]	H23
08.267	Wireless Communication Tech	II	[H24]	H25
08.268	Electronic Mechanic	II	[H19]	H21
09.310	County Arborist	VI	[26]	28
10.706	Assistant Chief, Emergency Communications Center	XII	[6M]	7M

1 SECTION 6. AND BE IT FURTHER ENACTED that the following regulations in
2 Section IV of the Classification and Compensation Plans be amended as follows:

3
4 Rule 06: Promotions

5
6 REGULATION 6.05.

7 NOTWITHSTANDING ANY OTHER PROVISION OF THIS RULE, AN EMPLOYEE
8 ON PAY SCHEDULE IV CLASSIFIED AS A POLICE CADET AND PROMOTED TO
9 POLICE OFFICER SHALL BE PLACED AT THE MINIMUM STEP.

10 NOTWITHSTANDING ANY OTHER PROVISION OF THIS RULE, A CURRENT
11 MERIT EMPLOYEE NOT CURRENTLY CERTIFIED AS A POLICE OFFICER HIRED
12 INTO THE POLICE OFFICER CLASSIFICATION SHALL BE HIRED AT THE MINIMUM
13 STEP ON PAY SCHEDULE IV FOR THE CLASSIFICATION, PLUS ANY LONGEVITY
14 STEPS, IF APPLICABLE.

15
16 Rule 10: Premium Pay Regulations

17
18 Regulation 10.02. Higher Class Substitution Pay.

19 F. Employees in classes assigned to Pay Schedule I through VIII III, V THROUGH VIII,
20 XI, XII, and XIII, who substitute in a higher class, shall receive payment for such assignments,
21 in accordance with Compensation Plan Rule 6, subject to the following conditions:

22 1. Employees in classes assigned to Pay Schedule VI, VII, VIII, XI and XII shall
23 receive payment if the substitute first completes ten (10) consecutive regular work days,

1 including overtime and any holiday which occurs during this period, performing the duties of the
2 higher class. The payment shall be retroactive to the beginning of the substitution assignment
3 once the ten (10) consecutive regular work days are completed in the higher class.

4 Notwithstanding the above, effective July 1, 1997, Pay Schedule VI, Grades 1 through 26, shall
5 receive payment if the substitute first completes five (5) consecutive regular workdays, including
6 overtime and any holiday which occurs during this period, performing the duties of the higher
7 class. The payment shall be retroactive to the beginning of the substitution assignment once the
8 five (5) consecutive regular workdays are completed in the higher class.

9 2. Effective July 1, 1996, Pay Schedule II employees, who substitute in a higher
10 class, shall receive payment if the substitute first completes one complete shift of actual work in
11 the higher classification provided the assignment is made in writing by a designee of the Agency
12 Head or Bureau Chief; provided further, that the requirement that a vacant position exists,
13 contained in [(A)] (B) above, shall be expanded to include “emergency circumstances” approved
14 by the Administrative Officer. The payment shall be for hours of actual work.

15 3. Pay Schedule III shall receive payment if the substitute first completes forty
16 (40) continuous hours of work, including overtime and any holiday which occurs during this
17 period, performing the duties of the higher class. The payment shall be retroactive to the
18 beginning of the substitution assignment once forty (40) continuous hours are completed in the
19 higher class.

20 4. Pay Schedule IV as outlined in [(A)] (B) above and employees substituting for
21 a higher classified employee who is otherwise absent from a duty station for an entire shift, shall
22 receive payment for substituting in a higher class as follows:

1 a. If an employee assigned to the class of Police Officer or Police Officer
2 First Class substitutes in a vacant position allocated to a class assigned a higher salary grade,
3 payment shall be received for all hours worked, including overtime, beginning with the
4 assumption of the substitution assignment. Provided, further, that the substitute must be
5 designated by the Chief or his designee immediately upon the position becoming vacant.

6 b. If an employee assigned to the class of Corporal or above substitutes in
7 a position allocated to a class assigned a higher salary grade, payment shall be received for all
8 hours worked, including overtime, beginning with the assumption of the substitution assignment.

9 [4.] 5. Pay Schedule V shall receive payment for substituting in higher class as in
10 [(A)] (B) above or when authorized and approved by the Department Chief or the Chief's
11 designee when the higher class is vacant or a newly authorized funded position exists as follows:

12 a. No employee in the class of Firefighter/EMT shall substitute in a class
13 assigned to a grade higher than Paramedic, except in cases of extreme emergency. Provided
14 further, that Firefighters assigned to the Central Communications Center may substitute for Fire
15 Lieutenants in the Communications Center. Provided further that no employee in the class of
16 Firefighter/EMT shall receive payment for substituting in the class of Fire Specialist, whether on
17 duty or called back. Provided further, that substitution pay shall be provided in accordance with
18 the Memorandum of Understanding in effect at the time between the Baltimore County
19 Professional Firefighters Association (BCFA) and the Administration.

20 [5.] 6. Pay Schedule I shall receive payment if the substitute first completes one
21 complete shift, including overtime, and any holiday which occurs during this period, performing
22 the duties of the higher class. The payment shall be retroactive to the beginning of the
23 substitution assignment in the higher class.

1 [6.] 7. Pay Schedule XIII shall receive payment if the substitute first completes
2 one complete shift, including overtime, and a holiday, which occurs during this period,
3 performing the duties of the higher class. The payment shall be retroactive to the beginning of
4 the substitution assignment in the higher class.

5 G. EMPLOYEES IN CLASSES ASSIGNED TO PAY SCHEDULE IV, WHO
6 SUBSTITUTE IN A HIGHER CLASS, SHALL RECEIVE PAYMENT FOR SUCH
7 ASSIGNMENTS, EQUAL TO TEN PERCENT (10%) OF THE EMPLOYEE'S SALARY,
8 SUBJECT TO THE FOLLOWING CONDITIONS:

9 1. PAY SCHEDULE IV AS OUTLINED IN (B) ABOVE AND EMPLOYEES
10 SUBSTITUTING FOR A HIGHER CLASSIFIED EMPLOYEE WHO IS OTHERWISE
11 ABSENT FROM A DUTY STATION FOR AN ENTIRE SHIFT, SHALL RECEIVE
12 PAYMENT FOR SUBSTITUTING IN A HIGHER CLASS, AS FOLLOWS:

13 A. IF AN EMPLOYEE ASSIGNED TO THE CLASS OF POLICE
14 OFFICER OR ABOVE THROUGH LIEUTENANT SUBSTITUTES IN A VACANT
15 POSITION ALLOCATED TO A CLASS ASSIGNED A HIGHER SALARY GRADE,
16 PAYMENT SHALL BE RECEIVED FOR ALL HOURS WORKED, INCLUDING
17 OVERTIME, BEGINNING WITH THE ASSUMPTION OF THE SUBSTITUTION
18 ASSIGNMENT. PROVIDED, FURTHER, THAT THE SUBSTITUTE MUST BE
19 DESIGNATED BY THE CHIEF OR HIS DESIGNEE IMMEDIATELY UPON THE
20 POSITION BECOMING VACANT.

21

1 SECTION 7. AND BE IT FURTHER ENACTED that the below specified compensation
2 for the below specified classification be amended as follows:

Code	Class Title	Pay Schedule	Current Compensation	Proposed Compensation
01.610	County Administrative Officer	EPP	[\$263,000.00]	\$310,721.00

3
4
5
6 SECTION 8. AND BE IT FURTHER ENACTED that Section 1 of this Act shall take
7 effect on July 1, 2026 and shall apply retroactively to July 1, 2025.

8
9 SECTION 9. AND BE IT FURTHER ENACTED that Sections 2, 4, 5, 6 and 7 of this
10 Act shall take effect on July 1, 2026.

11
12 SECTION 10. AND BE IT FURTHER ENACTED that Section 3 of this Act shall take
13 effect on January 1, 2027.

14
15 SECTION 11. AND BE IT FURTHER ENACTED that this Act, having passed by the
16 affirmative vote of five members of the County Council, shall take effect on July 1, 2026.