

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2026, Legislative Day No. 17

Bill No. 93-26

Mr. Michael Ertel, Chair
By Request of County Executive

By the County Council, September 22, 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 effective date for the Orphan Court Judges compensation; and generally relating to the governance and compensation of the personnel of Baltimore County Government.

BY repealing and re-enacting, with amendments

Pay Schedule VI-P
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 6 – Promotions
Regulation 6.01.C
Rule 10 – Premium Pay Regulations
Regulation 10.01.J.5
Regulation 10.02.F.5
Rule 11 – Supplementary Compensation
Regulation 11.02.B and .D
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

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

Section Continues on Next Page

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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	8 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	164,914	
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	173,160	
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	181,818	
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	190,909	

SECTION 2. 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
10.110	Correctional Heating and Air Conditioning Mechanic	II	[H24]	H25
10.111	Correctional Maintenance Mechanic I	II	[H17]	H20
10.112	Correctional Maintenance Mechanic II	II	[H21]	H22
01.432	Senior Trial Counsel	EPP	[EP7]	EP8

SECTION 3. AND BE IT FURTHER ENACTED, that the below specified classification and pay grade in Section II of the Classification and Compensation Plans be added as follows:

Code	Class Title	Pay Schedule	Proposed Pay Grade
01.219	Assistant County Attorney Division Chief	EPP	EP9

SECTION 4. AND BE IT FURTHER ENACTED that the following regulations in Section IV of the Classification and Compensation Plans be amended as follows:

Rule 06 – Promotions

Regulation 6.01.

C. Except as provided above, employees promoted to pay XII shall be provided a three (3) step increase from the employee's current base pay if the advancement is one (1) grade. If the advancement is more than one (1) grade the entrance rate shall be a four (4) step increase from the employee's current base pay on the grade that corresponds with the promoted class. If the current base pay does not exist on the new grade, count the minimum pay as the first of the promotional step increases and advance accordingly. IF THE CURRENT SALARY IS IN BETWEEN STEPS, FIND THE CLOSEST SALARY WITHOUT GOING UNDER AND COUNT THAT AS THE FIRST STEP OF THE ADVANCEMENT.

Rule 10 – Premium Pay Regulations

Regulation 10.01.

J. Call-back Pay.

Classified employees on Pay Schedules I, II, III, IV, V, VI or XIII who have left their normal place of work for their residences and are called to return to work for overtime in accordance with B, C, E, F, G, or H (above), shall be eligible to receive payment for those hours in accordance with the following:

1 5. Pay Schedule V: Subject to the provisions of the Memorandum of
2 Understanding in effect at the time between [the BCFA] THE IAFF and the Administration, all
3 call backs will be paid [at the appropriate overtime rate for the hours actually worked.] IN
4 ACCORDANCE TO THE MEMORANDUM OF UNDERSTANDING:

5 A. ANY EMPLOYEE ON “A”, “B”, “C”, “D”, “E”, “M-1”, AND “M-2”
6 SHIFTS CALLED BACK TO WORK ON ANY SHIFT ON WHICH THEY WERE NOT
7 NORMALLY SCHEDULED TO WORK SHALL BE PAID FOR ALL HOURS WORKED
8 BUT NOT LESS THAN FOUR (4) HOURS. SUBSEQUENT CALL BACKS WITHIN A
9 TWENTY-FOUR (24) HOUR PERIOD SHALL BE PAID AT THE OVERTIME RATE FOR
10 TIME ACTUALLY WORKED.

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12 Regulation 10.02. Higher Class Substitution Pay.

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

16 5. Pay Schedule V shall receive payment for substituting in higher class as in (B)
17 above or when authorized and approved by the Department Chief or the Chief’s designee.
18 EMPLOYEES SHALL RECEIVE PAYMENT FOR SUBSTITUTING IN A POSITION
19 ALLOCATED TO A HIGHER CLASS FOR ACTUAL HOURS WORKED when the [higher
20 class] POSITION is vacant or a newly authorized funded position exists [as follows:]. SUCH
21 PAYMENT SHALL BE IN ACCORDANCE WITH BALTIMORE COUNTY LAW.

22 a. [No employee in the class of Firefighter/EMT shall substitute in a class
23 assigned to a grade higher than Paramedic, except in cases of extreme emergency. Provided

1 further, that Firefighters assigned to the Central Communications Center may substitute for Fire
2 Lieutenants in the Communications Center. Provided further that no employee in the class of
3 Firefighter/EMT shall receive payment for substituting in the class of Fire Specialist, whether on
4 duty or called back. Provided further, that substitution pay shall be provided in accordance with
5 the Memorandum of Understanding in effect at the time between the Baltimore County
6 Professional Firefighters Association (BCFA) and the Administration.] SUBSTITUTION
7 SHALL BE IN ACCORDANCE WITH THE FOLLOWING, IN ADDITION TO THE
8 CURRENT POLICY:

9 1. THE FIRE FIGHTERS ASSIGNED TO THE
10 COMMUNICATIONS CENTER FOR THE SHIFT LIEUTENANTS;

11 2. THE PERSONNEL ASSIGNED TO THE FIRE ACADEMY
12 FOR ONE OF THE BUDGETED OFFICER POSITIONS; AND

13 3. THE FIRE SPECIALISTS OR FADOS ASSIGNED TO FIRE
14 PREVENTION, FIRE INVESTIGATION, OR OTHER SUPPORT SERVICE AREAS FOR
15 ONE OF THE BUDGETED OFFICER POSITIONS.

16 4. SUBSTITUTION PAY SHALL NOT BE PAID TO A FIRE
17 FIGHTER ACTING AS A FIRE SPECIALIST, WHETHER ON DUTY OR CALLED BACK.

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19 Rule 11 – Supplementary Compensation
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21 Regulation 11.02. Shift Differential.

1 All County Employees in the Classified Service, except those in positions assigned to Pay
2 Schedule VII or to positions other than Battalion Fire Chief on Pay Schedule VIII, shall receive
3 payment for shift assignments as follows:

4 B. [Pay Schedule II shall receive one dollar ten cents \$1.10 per hour for all hours
5 worked, or for which a paid leave payroll marking has been received, during a full shift regularly
6 scheduled to begin after 3:00 p.m. or to end before 8:00 a.m. during an otherwise regularly
7 scheduled work day, except that the differential shall be 10 percent (10%) of their regular hourly
8 rate for employees on the payroll as of June 30, 1985, provided further that no employee on the
9 payroll as of June 30, 1985 shall receive less than one dollar ten cents (\$1.10) per hour as
10 stipulated above. Notwithstanding any other provision of this Rule, any such employee, whose
11 regular shift is scheduled to begin after 3:00 p.m. or to end before 8:00 a.m. during an otherwise
12 regularly scheduled workday and who, due to a work-related illness or injury, is assigned a
13 restricted duty assignment outside of the shift hours noted above, shall continue to receive the
14 differential noted above for the first two weeks of such assignment.] PAY SCHEDULE II

15 EMPLOYEES ON THE PAYROLL OF THE COUNTY AS OF JUNE 30, 1985, SHALL
16 RECEIVE A SHIFT DIFFERENTIAL EQUAL TO THE GREATER OF TEN PERCENT (10%)
17 OF THE EMPLOYEE'S REGULAR RATE OF PAY OR ONE DOLLAR FIFTY CENTS
18 (\$1.50) PER HOUR. EMPLOYEES HIRED ON OR AFTER JULY 1, 1985, SHALL RECEIVE
19 A PAY SHIFT DIFFERENTIAL OF ONE DOLLAR FIFTY CENTS (\$1.50) PER HOUR.
20 NOTWITHSTANDING ANY OTHER PROVISION OF THIS RULE, EMPLOYEES WHO
21 HAVE VOLUNTEERED FOR TEMPORARY NIGHT-SHIFT DUTY SHALL BE PAID A
22 SHIFT DIFFERENTIAL ONLY FOR HOURS ACTUALLY WORKED. ANY OTHER
23 EMPLOYEE WHO IS ABSENT FROM WORK UNDER THE PROVISIONS OF ARTICLES

1 15 AND 16 SHALL NOT RECEIVE SHIFT DIFFERENTIAL AFTER AN ABSENCE OF
2 TWENTY-NINE (29) CALENDAR DAYS. AN EMPLOYEE WHO IS GIVEN A LIGHT
3 DUTY ASSIGNMENT FOLLOWING A WORK-RELATED INJURY AND IS
4 TRANSFERRED TO A DAY SHIFT IN ORDER TO FULFILL THAT LIGHT DUTY
5 ASSIGNMENT SHALL CONTINUE TO RECEIVE SHIFT DIFFERENTIAL FOR TWO (2)
6 WORKWEEKS. ANY EMPLOYEE REQUIRED TO WORK DURING THE HOURS OF 3:00
7 P.M. TO 7:00 A.M. WILL RECEIVE A SHIFT DIFFERENTIAL FOR ALL HOURS
8 WORKED BETWEEN SAID TIMES.

9 D. Pay Schedule V. [Effective January 1, 2004, shift differential and workload
10 incentive/differential pay shall discontinue for all employees in emergency operations (assigned
11 to A, B, C, and D shifts), including Fire Communications, effective with their next salary
12 anniversary date. Shift differential and workload incentive/differential shall decrease to seventy-
13 five cents (\$0.75) per hour for all employees in Support Services and those personnel assigned to
14 E shift (except employees on light duty and probationary employees in training) effective with
15 their next salary anniversary date.]

16 1. EFFECTIVE JULY 1, 2024, SHIFT AND WORKLOAD
17 DIFFERENTIAL SHALL BE SEVENTY-FIVE CENTS (\$0.75) PER HOUR FOR ALL
18 EMPLOYEES ON A 40-HOUR-PER-WEEK WORK SCHEDULE ASSIGNED TO SUPPORT
19 SERVICES, M-1 SHIFT, M-2 SHIFT, M-5 SHIFT, M-6 SHIFT, MDO, OR E-SHIFT AND
20 SHALL BE PAID FOR ALL HOURS WORKED ON SUCH SCHEDULE.

21 2. EMPLOYEES ON LIGHT DUTY, ON EXCHANGE, ON
22 CALLBACK AND PROBATIONARY EMPLOYEES IN TRAINING SHALL NOT BE PAID
23 A DIFFERENTIAL.

1 3. EFFECTIVE JANUARY 1, 2026, THE WORKLOAD
2 DIFFERENTIAL SHALL BE ONE DOLLAR AND TWENTY-FIVE CENTS (\$1.25) PER
3 HOUR FOR ALL EMPLOYEES LISTED IN 10.8(A) ABOVE AND THE WORKLOAD
4 DIFFERENTIAL SHALL BE FIFTY CENTS (\$.50) PER HOUR FOR ALL EMPLOYEES ON
5 THE A, B, C, AND D SHIFTS. THE WORKLOAD DIFFERENTIAL SHALL BE PAID FOR
6 ALL HOURS WORKED ON THE 40-HOUR AND 42-HOUR SCHEDULES AND FOR ALL
7 HOURS WORKED ON A REGULARLY SCHEDULED DAY SHIFT.

8 4. EFFECTIVE JANUARY 1, 2027, THE WORKLOAD
9 DIFFERENTIAL SHALL BE ONE DOLLAR AND SEVENTY-FIVE CENTS (\$1.75) PER
10 HOUR FOR ALL EMPLOYEES LISTED IN 10.8(A.) ABOVE AND THE WORKLOAD
11 DIFFERENTIAL SHALL BE ONE DOLLAR (\$1.00) PER HOUR FOR ALL EMPLOYEES
12 ON THE A, B, C, AND D SHIFTS. THE WORKLOAD DIFFERENTIAL SHALL BE PAID
13 FOR ALL HOURS WORKED ON THE 40-HOUR AND 42-HOUR SCHEDULES AND FOR
14 ALL HOURS WORKED ON A REGULARLY SCHEDULED DAY SHIFT.

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16 SECTION 5. AND BE IT FURTHER ENACTED that the below specified compensation
17 for the below specified classification in Section II of the Classification and Compensation Plans
18 be amended as follows:

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Job Code	Class Title	Pay Schedule	Current Compensation	Proposed Compensation
01.310	Associate Judge, Orphans' Court	XIV	[\$70,000]	\$100,000
01.315	Chief Judge, Orphans' Court	XIV	[\$75,000]	\$105,625

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1 SECTION 6. AND BE IT FURTHER ENACTED that Sections 1, 2, 3, and 4 of this Act
2 shall take effect on January 1, 2027.

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4 SECTION 7. AND BE IT FURTHER ENACTED that Section 5 of this Act shall take
5 effect on December 7, 2026.

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7 SECTION 8. AND BE IT FURTHER ENACTED, that this Act, having been passed by
8 the affirmative vote of five members of the County Council, shall take December 7, 2026.