

Baltimore County Federation of Public Employees Proposal
February 5, 2018

Section 8.5- Regular Rate of Pay

- (a) Effective July 1, 2016 pay schedule I, I-C and I-E salary scale shall be increased by two (2%) percent.
- (b) Effective July 1, 2017 pay schedule I, I-C and I-E salary scale shall be increased by two (2%) percent.
- (c) Effective ~~July 1, 2018~~ **January 1, 2019** pay schedule I, I-C and I-E salary scale shall be increased by ~~two (2%)~~ three (3) percent.
- (d) Steps and longevities shall be guaranteed for fiscal years 2017, 2018 and 2019.

Article 19 Pensions

Contributions

Employee contributions into the Retirement System are made through automatic payroll deductions. Retirement deductions are non-taxable, reducing the taxable income reported on the member's W-2 Form.

Employees hired before July 1, 2007 I-C Payschedule

Effective July 1, 2016 pay schedule I-C employees who contribute less than 6.50% of their salary toward their pension shall increase their contribution to the rate of 6.50% of salary toward their pension.

Effective July 1, 2017 pay schedule I-C employees who contribute less than 7.00% of salary toward their pension shall increase their contribution to the rate of 7.00% of salary toward their pension.

Effective ~~July 1, 2018~~ **January 1, 2019** pay schedule I-C employees who contribute less than 7.50% of salary toward their pension shall increase their contribution to the rate of 7.50% of salary toward their pension.

Effective July 1, 2016 pay schedule I-C employees contributing more than 7.50% of their salary toward their pension shall have the contribution rate set at 7.50%

Employees hired before July 1, 2007 Pay Schedule I and I-E

Effective July 1, 2016 pay schedule I and I-E employees who contribute less than 6.25% of their salary toward their pension shall increase their contribution to the rate of 6.25% of salary toward their pension.

Effective July 1, 2017 pay schedule I and I-E employees who contribute less than 6.75% of salary toward their pension shall increase their contribution to the rate of 6.75% of salary toward their pension.

Effective ~~July 1, 2018~~ **January 1, 2019** pay schedule I and I-E employees who contribute less than 7.25% of salary toward their pension shall increase their contribution to the rate of 7.25% of salary toward their pension.

Effective July 1, 2016 pay schedule I and I-E employees contributing more than 7.25% of their salary toward their pension shall have the contribution rate set at 7.25%

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES
Baltimore County Federation of Public Employees
Effective July 1, 2018**

GRADE	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)					
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
1	18,134	18,688	19,280	19,763	20,362	20,967	21,578	22,185	22,787	23,513	24,239
2	18,688	19,280	19,763	20,362	20,967	21,578	22,185	22,787	23,513	24,239	24,968
3	19,280	19,763	20,362	20,967	21,578	22,185	22,787	23,513	24,239	24,968	25,753
4	19,763	20,362	20,967	21,578	22,185	22,787	23,513	24,239	24,968	25,753	26,555
5	20,362	20,967	21,578	22,185	22,787	23,513	24,239	24,968	25,753	26,555	27,536
6	20,967	21,578	22,185	22,787	23,513	24,239	24,968	25,753	26,555	27,536	28,717
7	21,578	22,185	22,787	23,513	24,239	24,968	25,753	26,555	27,536	28,717	29,974
8	22,185	22,787	23,513	24,239	24,968	25,753	26,555	27,536	28,717	29,974	31,307
9	22,787	23,513	24,239	24,968	25,753	26,555	27,536	28,717	29,974	31,307	32,644
10	23,513	24,239	24,968	25,753	26,555	27,536	28,717	29,974	31,307	32,644	34,171
11	24,239	24,968	25,753	26,555	27,536	28,717	29,974	31,307	32,644	34,171	35,864
12	24,968	25,753	26,555	27,536	28,717	29,974	31,307	32,644	34,171	35,864	37,553
13	25,753	26,555	27,536	28,717	29,974	31,307	32,644	34,171	35,864	37,553	39,328
14	26,555	27,536	28,717	29,974	31,307	32,644	34,171	35,864	37,553	39,328	41,259
15	27,536	28,717	29,974	31,307	32,644	34,171	35,864	37,553	39,328	41,259	43,357
16	28,717	29,974	31,307	32,644	34,171	35,864	37,553	39,328	41,259	43,357	45,522

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES
Baltimore County Federation of Public Employees
Effective July 1, 2018**

GRADE	BASE ANNUAL RATES (In Dollars)					LONGEVITY ANNUAL RATES (In Dollars)					
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
17	29,974	31,307	32,644	34,171	35,864	37,553	39,328	41,259	43,357	45,522	47,702
18	31,307	32,644	34,171	35,864	37,553	39,328	41,259	43,357	45,522	47,702	49,876
19	32,644	34,171	35,864	37,553	39,328	41,259	43,357	45,522	47,702	49,876	52,050
20	34,171	35,864	37,553	39,328	41,259	43,357	45,522	47,702	49,876	52,050	54,464
21	35,864	37,553	39,328	41,259	43,357	45,522	47,702	49,876	52,050	54,464	56,965
22	37,553	39,328	41,259	43,357	45,522	47,702	49,876	52,050	54,464	56,965	59,542
23	39,328	41,259	43,357	45,522	47,702	49,876	52,050	54,464	56,965	59,542	62,124
24	41,259	43,357	45,522	47,702	49,876	52,050	54,464	56,965	59,542	62,124	64,701
25	43,357	45,522	47,702	49,876	52,050	54,464	56,965	59,542	62,124	64,701	68,004
26	45,522	47,702	49,876	52,050	54,464	56,965	59,542	62,124	64,701	68,004	71,464
27	47,702	49,876	52,050	54,464	56,965	59,542	62,124	64,701	68,004	71,464	74,925
28	49,876	52,050	54,464	56,965	59,542	62,124	64,701	68,004	71,464	74,925	78,631
29	52,050	54,464	56,965	59,542	62,124	64,701	68,004	71,464	74,925	78,631	82,662
30	54,464	56,965	59,542	62,124	64,701	68,004	71,464	74,925	78,631	82,662	86,690
31	56,965	59,542	62,124	64,701	68,004	71,464	74,925	78,631	82,662	86,690	90,717
32	59,542	62,124	64,701	68,004	71,464	74,925	78,631	82,662	86,690	90,717	95,058
33	62,124	64,701	68,004	71,464	74,925	78,631	82,662	86,690	90,717	95,058	99,654

BALTIMORE COUNTY GOVERNMENT

PAY SCHEDULE I-C

STANDARD GRADES

Baltimore County Federation Of Public Employees

Correctional Officers

Effective July 1, 2018

BASE ANNUAL RATES (In Dollars)							LONGEVITY ANNUAL RATES (In Dollars)					
GRADE	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	19 YEARS	25 YEARS	30 YEARS	
1C	43,357	45,522	47,702	49,876	52,050	54,464	56,965	59,543	62,124	64,701	68,004	
2C	45,522	47,702	49,876	52,050	54,464	56,965	59,543	62,124	64,701	68,004	71,464	
3C	47,702	49,876	52,050	54,464	56,965	59,543	62,124	64,701	68,004	71,464	74,925	
4C	49,876	52,050	54,464	56,965	59,543	62,124	64,701	68,004	71,464	74,925	78,632	
5C	52,050	54,464	56,965	59,543	62,124	64,701	68,004	71,464	74,925	78,632	82,662	
6C	54,464	56,965	59,543	62,124	64,701	68,004	71,464	74,925	78,632	82,662	86,690	

10.105	Correctional Dietary Officer (40 Hours)	1C
10.106	Correctional Dietary Sergeant (40 Hours)	4C
10.108	Correctional Classification Officer (40 Hours)	2C
10.114	Correctional Officer (40 Hours)	1C
10.115	Correctional Sergeant (40 Hours)	4C
10.116	Correctional Lieutenant (40 Hours)	6C
10.119	Correctional Corporal (40 Hours)	2C

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-E
STANDARD GRADES**

**Baltimore County Federation of Public Employees
Emergency Communications Technicians
Effective July 1, 2018**

<u>GRADE</u>	<u>BASE ANNUAL RATES (In Dollars)</u>						<u>LONGEVITY ANNUAL RATES (In Dollars)</u>				
	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>15 YEARS</u>	<u>20 YEARS</u>	<u>25 YEARS</u>	<u>29 YEARS</u>
1E	39,612	41,485	43,522	45,736	48,019	50,319	52,611	54,903	57,450	60,089	62,808
2E	41,485	43,522	45,736	48,019	50,319	52,611	54,903	57,450	60,089	62,808	65,531
3E	43,522	45,736	48,019	50,319	52,611	54,903	57,450	60,089	62,808	65,531	68,248
4E	45,736	48,019	50,319	52,611	54,903	57,450	60,089	62,808	65,531	68,248	71,735
5E	48,019	50,319	52,611	54,903	57,450	60,089	62,808	65,531	68,248	71,735	75,383
6E	50,319	52,611	54,903	57,450	60,089	62,808	65,531	68,248	71,735	75,383	79,035
7E	52,611	54,903	57,450	60,089	62,808	65,531	68,248	71,735	75,383	79,035	82,943

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES**

**Baltimore County Federation of Public Employees
Proposed 3% - Effective January 1, 2019**

<u>GRADE</u>	<u>BASE ANNUAL RATES</u> (In Dollars)						<u>LONGEVITY ANNUAL RATES</u> (In Dollars)				
	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>15 YEARS</u>	<u>20 YEARS</u>	<u>25 YEARS</u>	<u>29 YEARS</u>
1	18,312	18,872	19,469	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477
2	18,872	19,469	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212
3	19,469	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005
4	19,956	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815
5	20,562	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806
6	21,173	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999
7	21,790	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268
8	22,403	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614
9	23,010	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964
10	23,744	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506
11	24,477	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216
12	25,212	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922
13	26,005	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714
14	26,815	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664
15	27,806	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782
16	28,999	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I
STANDARD GRADES**

**Baltimore County Federation of Public Employees
Proposed 3% - effective January 1, 2019**

GRADE	BASE ANNUAL RATES (In Dollars)						LONGEVITY ANNUAL RATES (In Dollars)				
	MINIMUM	1ST STEP	2ND STEP	3RD STEP	4TH STEP	MAXIMUM	10 YEARS	15 YEARS	20 YEARS	25 YEARS	29 YEARS
17	30,268	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170
18	31,614	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365
19	32,964	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560
20	34,506	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998
21	36,216	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523
22	37,922	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126
23	39,714	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733
24	41,664	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335
25	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671
26	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165
27	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660
28	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403
29	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472
30	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540
31	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606
32	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990
33	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	91,606	95,990	#####

**BALTIMORE COUNTY GOVERNMENT
 PAY SCHEDULE I-C
 STANDARD GRADES
 Baltimore County Federation Of Public Employees
 Correctional Officers
 Proposed 3% - Effective January 1, 2019**

<u>GRADE</u>	<u>BASE ANNUAL RATES</u> (In Dollars)						<u>LONGEVITY ANNUAL RATES</u> (In Dollars)					
	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>15 YEARS</u>	<u>19 YEARS</u>	<u>25 YEARS</u>	<u>30 YEARS</u>	
1C	43,782	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	
2C	45,968	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	
3C	48,170	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	
4C	50,365	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	
5C	52,560	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	
6C	54,998	57,523	60,126	62,733	65,335	68,671	72,165	75,660	79,403	83,472	87,540	

**BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-E
STANDARD GRADES**

**Baltimore County Federation of Public Employees
Emergency Communications Technicians
proposed 3% - Effective January 1, 2019**

<u>GRADE</u>	<u>BASE ANNUAL RATES</u> (In Dollars)						<u>LONGEVITY ANNUAL RATES</u> (In Dollars)				
	<u>MINIMUM</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>MAXIMUM</u>	<u>10 YEARS</u>	<u>15 YEARS</u>	<u>20 YEARS</u>	<u>25 YEARS</u>	<u>29 YEARS</u>
1E	40,000	41,892	43,949	46,184	48,489	50,812	53,126	55,441	58,014	60,678	63,423
2E	41,892	43,949	46,184	48,489	50,812	53,126	55,441	58,014	60,678	63,423	66,173
3E	43,949	46,184	48,489	50,812	53,126	55,441	58,014	60,678	63,423	66,173	68,917
4E	46,184	48,489	50,812	53,126	55,441	58,014	60,678	63,423	66,173	68,917	72,438
5E	48,489	50,812	53,126	55,441	58,014	60,678	63,423	66,173	68,917	72,438	76,122
6E	50,812	53,126	55,441	58,014	60,678	63,423	66,173	68,917	72,438	76,122	79,810
7E	53,126	55,441	58,014	60,678	63,423	66,173	68,917	72,438	76,122	79,810	83,757