

BALTIMORE COUNTY GOVERNMENT														
PAY SCHEDULE I														
STANDARD GRADES														
Baltimore County Federation of Public Employees														
Effective July 1, 2024														
	Base Annual Rates						Longevity Annual Rates							
Grade	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	6yr	7yr	10 yr	15yr	20yr	25yr	29 yr	
	9	24,907	25,701	26,495	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201
	10	25,701	26,495	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048
	11	26,495	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988
	12	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098
	13	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391
	14	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757
	15	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141
	16	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517
	17	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893
	18	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532
	19	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265
	20	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082
	21	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904
	22	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721
10.126 - Correctional Commitment Specialist (All essential)	23	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332
	24	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114
10.127 - Correctional Commitment Supervisor (All essential)	25	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897
	26	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948
10.103 Correctional Program Specialist	27	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353
	28	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756
All Crew Chief Classifications (see below)	29	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157
	30	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903
	31	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926
	32	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300
	33	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016
	34	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417
	35	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417	131,688
	36	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016	125,417	131,688	138,272

<sup>1</sup> The amount of a longevity increase for employees on an annual salary scale is the equivalent of one (1) step in the pay grade of the class to which the employee's position is assigned.  
Classified employees are rewarded for long and faithful service through longevity increments. These increments are earned upon the attainment of 6, 7, 10, 15, 20, 25, 29 years of service

**Proposed changes for July 1, 2024**  
**Grade reallocations for 14 classifications**

New Grade Reallocation

10.126 - Correctional Commitment Specialist (All essential)

10.127 - Correctional Commitment Supervisor (All essential)

10.103 Correctional Program Specialist

All Crew Chief Classifications (see below)

Utilities Crew Chief 9.105

Pumping Station Crew Chief 9.106

Landfill Crew Chief 9.207

Solid Waste Crew Chief 9.214

Highways Crew Chief 9.307

Property Management Crew Chief 5.205

Correctional Maintenance Crew Chief 10.113

Survey Crew Chief 02.647

Traffic Road Marking Crew Chief 10.103

Traffic Signal Construction Crew Chief 10.339

Traffic Sign Maintenance Crew Chief 10.349

1.01

BALTIMORE COUNTY GOVERNMENT														
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STANDARD GRADES														
Baltimore County Federation of Public Employees														
Effective January 1, 2025														
Grade	Base Annual Rates						Longevity Annual Rates							
	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	6yr	7yr	9yr	10 yr	15yr	20yr	25yr	29 yr
9	25,156	25,958	26,760	27,563	28,430	29,315	30,399	31,703	33,091	34,562	36,038	37,724	39,593	41,988
10	25,958	26,760	27,563	28,430	29,315	30,399	31,703	33,091	34,562	36,038	37,724	39,593	41,458	43,967
11	26,760	27,563	28,430	29,315	30,399	31,703	33,091	34,562	36,038	37,724	39,593	41,458	43,418	46,045
12	27,563	28,430	29,315	30,399	31,703	33,091	34,562	36,038	37,724	39,593	41,458	43,418	45,549	48,305
13	28,430	29,315	30,399	31,703	33,091	34,562	36,038	37,724	39,593	41,458	43,418	45,549	47,865	50,761
14	29,315	30,399	31,703	33,091	34,562	36,038	37,724	39,593	41,458	43,418	45,549	47,865	50,255	53,295
15	30,399	31,703	33,091	34,562	36,038	37,724	39,593	41,458	43,418	45,549	47,865	50,255	52,662	55,848
16	31,703	33,091	34,562	36,038	37,724	39,593	41,458	43,418	45,549	47,865	50,255	52,662	55,062	58,393
17	33,091	34,562	36,038	37,724	39,593	41,458	43,418	45,549	47,865	50,255	52,662	55,062	57,462	60,938
18	34,562	36,038	37,724	39,593	41,458	43,418	45,549	47,865	50,255	52,662	55,062	57,462	60,127	63,765
19	36,038	37,724	39,593	41,458	43,418	45,549	47,865	50,255	52,662	55,062	57,462	60,127	62,888	66,692
20	37,724	39,593	41,458	43,418	45,549	47,865	50,255	52,662	55,062	57,462	60,127	62,888	65,733	69,710
21	39,593	41,458	43,418	45,549	47,865	50,255	52,662	55,062	57,462	60,127	62,888	65,733	68,583	72,732
22	41,458	43,418	45,549	47,865	50,255	52,662	55,062	57,462	60,127	62,888	65,733	68,583	71,428	75,750
23	43,418	45,549	47,865	50,255	52,662	55,062	57,462	60,127	62,888	65,733	68,583	71,428	75,075	79,617
24	45,549	47,865	50,255	52,662	55,062	57,462	60,127	62,888	65,733	68,583	71,428	75,075	78,895	83,668
25	47,865	50,255	52,662	55,062	57,462	60,127	62,888	65,733	68,583	71,428	75,075	78,895	82,716	87,720
26	50,255	52,662	55,062	57,462	60,127	62,888	65,733	68,583	71,428	75,075	78,895	82,716	86,807	92,059
27	52,662	55,062	57,462	60,127	62,888	65,733	68,583	71,428	75,075	78,895	82,716	86,807	91,257	96,778
28	55,062	57,462	60,127	62,888	65,733	68,583	71,428	75,075	78,895	82,716	86,807	91,257	95,704	101,494
29	57,462	60,127	62,888	65,733	68,583	71,428	75,075	78,895	82,716	86,807	91,257	95,704	100,149	106,208
30	60,127	62,888	65,733	68,583	71,428	75,075	78,895	82,716	86,807	91,257	95,704	100,149	104,942	111,291
31	62,888	65,733	68,583	71,428	75,075	78,895	82,716	86,807	91,257	95,704	100,149	104,942	110,015	116,671
32	65,733	68,583	71,428	75,075	78,895	82,716	86,807	91,257	95,704	100,149	104,942	110,015	115,443	122,427
33	68,583	71,428	75,075	78,895	82,716	86,807	91,257	95,704	100,149	104,942	110,015	115,443	121,216	128,550
34	71,428	75,075	78,895	82,716	86,807	91,257	95,704	100,149	104,942	110,015	115,443	121,216	126,671	134,335
35	75,075	78,895	82,716	86,807	91,257	95,704	100,149	104,942	110,015	115,443	121,216	126,671	133,005	141,052
36	78,895	82,716	86,807	91,257	95,704	100,149	104,942	110,015	115,443	121,216	126,671	133,005	139,655	148,104

<sup>1</sup> The amount of a longevity increase for employees on an annual salary scale is the equivalent of one (1) step in the pay grade of the class to which the employee's position is assigned.

Classified employees are rewarded for long and faithful service through longevity increments. These increments are earned upon the attainment of 6, 7, 9, 10, 15, 20, 25, 29 years of service

**Proposed changes for January 1, 2025**

**Add 9th year longevity plus 1% COLA**

1.01

BALTIMORE COUNTY GOVERNMENT															
PAY SCHEDULE I															
STANDARD GRADES															
Baltimore County Federation of Public Employees															
Effective January 1, 2026															
Grade	Base Annual Rates						Longevity Annual Rates								
	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	6yr	7yr	8yr	9yr	10 yr	15yr	20yr	25yr	29 yr
9	25,408	26,218	27,028	27,839	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	42,832	45,878
10	26,218	27,028	27,839	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	44,850	48,040
11	27,028	27,839	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,970	50,310
12	27,839	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	49,276	52,779
13	28,715	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	51,781	55,463
14	29,608	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	54,366	58,232
15	30,703	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	56,971	61,022
16	32,020	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	59,567	63,803
17	33,422	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	62,163	66,583
18	34,908	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	65,047	69,672
19	36,398	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	68,033	72,870
20	38,101	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	71,111	76,167
21	39,989	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	74,194	79,470
22	41,873	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	77,272	82,767
23	43,852	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	81,218	86,993
24	46,004	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	85,350	91,419
25	48,344	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	89,483	95,846
26	50,757	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	93,910	100,587
27	53,189	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	98,723	105,742
28	55,613	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	103,534	110,895
29	58,037	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	108,342	116,046
30	60,729	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	113,528	121,600
31	63,517	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	119,016	127,479
32	66,390	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	124,888	133,768
33	69,269	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	131,134	140,458
34	72,142	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	127,938	137,035	146,779
35	75,826	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	127,938	134,335	143,887	154,118
36	79,684	83,543	87,676	92,169	96,661	101,150	105,991	111,115	116,597	122,428	127,938	134,335	141,051	151,081	161,823

<sup>1</sup> The amount of a longevity increase for employees on an annual salary scale is the equivalent of one (1) step in the pay grade of the class to which the employee's position is assigned.

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**Proposed changes for January 1, 2026**

**Add 8th year longevity plus 1% COLA**

BALTIMORE COUNTY GOVERNMENT																
PAY SCHEDULE I																
STANDARD GRADES																
Baltimore County Federation of Public Employees																
Effective January 1, 2027																
Grade	Base Annual Rates						Longevity Annual Rates									
	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	6yr	7yr	8yr	9yr	10 yr	11yr	15yr	20yr	25yr	29 yr
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	43,693	47,268	50,128
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	45,752	49,495	52,490
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	47,914	51,834	54,970
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	50,266	54,379	57,669
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	52,822	57,143	60,601
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	55,459	59,996	63,626
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	58,116	62,871	66,675
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	60,764	65,736	69,713
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	63,413	68,601	72,751
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	66,354	71,783	76,126
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	69,400	75,078	79,621
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	72,540	78,475	83,223
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	75,686	81,878	86,831
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	78,825	85,275	90,434
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	82,850	89,629	95,051
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	87,066	94,189	99,887
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	91,282	98,750	104,725
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	95,797	103,635	109,905
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	100,707	108,947	115,538
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	105,615	114,256	121,168
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	110,520	119,562	126,796
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	115,810	125,285	132,865
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	121,409	131,342	139,288
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	127,398	137,822	146,160
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	133,769	144,714	153,469
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	139,789	151,226	160,376
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	146,779	158,788	168,394
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	154,117	166,727	176,814

1.01

<sup>1</sup> The amount of a longevity increase for employees on an annual salary scale is the equivalent of one (1) step in the pay grade of the class to which the employee's position is assigned.  
Classified employees are rewarded for long and faithful service through longevity increments. These increments are earned upon the attainment of 6, 7, 9, 10, 15, 20, 25, 29 years of service

**Proposed changes for January 1, 2027**  
**Add 11th year longevity plus 1% COLA**