

BALTIMORE COUNTY GOVERNMENT															
PAY SCHEDULE I-E															
STANDARD GRADES															
Baltimore County Federation of Public Employees															
Emergency Communications Technicians															
Effective July 1, 2024															
	Base Annual Rates						Longevity Annual Rates								
GRADE	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	6yr	7yr	8yr	10yr	13yr	15yr	20yr	25yr	29yr
1E	42,864	44,892	47,096	49,491	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573
2E	44,892	47,096	49,491	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525
3E	47,096	49,491	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755
4E	49,491	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	94,243
5E	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	94,243	98,954
6E	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	94,243	98,954	103,902
7E	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	94,243	98,954	103,902	109,098
8E	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	94,243	98,954	103,902	109,098	114,552

<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, 8, 10,13, 15, 19, 22, 25 and 29 years of service

**Proposed changes for July 1, 2024**  
Add 8 yr longevity

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	Base Annual Rates						Longevity Annual Rates								
GRADE	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	6yr	7yr	8yr	10yr	13yr	15yr	20yr	25yr	29yr
1E	43,293	45,341	47,567	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389
2E	45,341	47,567	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381
3E	47,567	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653
4E	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185
5E	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944
6E	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941
7E	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941	110,189
8E	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941	110,189	115,698

<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, 8, 10,13, 15, 19, 22, 25 and 29 years of service

**Proposed changes for January 1, 2025**  
1% COLA

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE I-E**

**STANDARD GRADES**

**Baltimore County Federation of Public Employees**

**Emergency Communications Technicians**

**Effective July 1, 2025**

GRADE	Base Annual Rates						Longevity Annual Rates									
	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	6yr	7yr	8yr	9yr	10yr	13yr	15yr	20yr	25yr	29yr
<b>1E</b>	43,293	45,341	47,567	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381
<b>2E</b>	45,341	47,567	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653
<b>3E</b>	47,567	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185
<b>4E</b>	49,986	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944
<b>5E</b>	52,481	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941
<b>6E</b>	54,995	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941	110,189
<b>7E</b>	57,500	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941	110,189	115,698
<b>8E</b>	60,005	62,790	65,674	68,644	71,621	74,591	78,402	82,389	86,381	90,653	95,185	99,944	104,941	110,189	115,698	121,483

<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, 8, 9, 10,13, 15, 19, 22, 25 and 29 years of service

**Proposed changes for July 1, 2025**

9th year longevity

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE I-E**

**STANDARD GRADES**

**Baltimore County Federation of Public Employees**

**Emergency Communications Technicians**

**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	10yr	13yr	15yr	20yr	25yr	29yr
<b>1E</b>	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
<b>2E</b>	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
<b>3E</b>	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
<b>4E</b>	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
<b>5E</b>	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
<b>6E</b>	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
<b>7E</b>	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
<b>8E</b>	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

<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, 8, 9, 10, 13, 15, 19, 22, 25 and 29 years of service

**Proposed changes for January 1, 2026**

1% cola

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STANDARD GRADES																	
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Emergency Communications Technicians																	
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	Base Annual Rates						Longevity Annual Rates										
GRADE	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	6yr	7yr	8yr	9yr	10yr	11yr	13yr	15yr	20yr	25yr	29yr
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

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**Proposed changes for July 1, 2026**  
11th year longevity

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STANDARD GRADES																	
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Emergency Communications Technicians																	
Effective January 1, 2027																	
	Base Annual Rates						Longevity Annual Rates										
GRADE	Minimum	1st Step	2nd Step	3rd Step	4th Step	Maximum	6yr	7yr	8yr	9yr	10yr	11yr	13yr	15yr	20yr	25yr	29yr
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

<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, 2027**  
1% cola