

BALTIMORE COUNTY GOVERNMENT													
PAY SCHEDULE I													
STANDARD GRADES													
Baltimore County Federation of Public Employees													
Effective July 1, 2024													
Grade	Base Annual Rates						Longevity Annual Rates						
	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
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
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
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
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**

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE I**

**STANDARD GRADES**

**Baltimore County Federation of Public Employees**

**Effective January 1, 2025**

1.01

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	41,458
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	43,418
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	45,549
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	47,865
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	50,255
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	52,662
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	55,062
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	57,462
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	60,127
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	62,888
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	65,733
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	68,583
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	71,428
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	75,075
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	78,895
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	82,716
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	86,807
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	91,257
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	95,704
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	100,149
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	104,942
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	110,015
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	115,443
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	121,216
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	126,671
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	133,005
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	139,655
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	146,637

<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**

**BALTIMORE COUNTY GOVERNMENT**

**PAY SCHEDULE I**

**STANDARD GRADES**

Baltimore County Federation of Public Employees

Effective January 1, 2026

1.01

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	41,873	43,852
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	43,852	46,004
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	46,004	48,344
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	48,344	50,757
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	50,757	53,189
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	53,189	55,613
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	55,613	58,037
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	58,037	60,729
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	60,729	63,517
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	63,517	66,390
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	66,390	69,269
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	69,269	72,142
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	72,142	75,826
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	75,826	79,684
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	79,684	83,543
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	83,543	87,676
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	87,676	92,169
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	92,169	96,661
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	96,661	101,150
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	101,150	105,991
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	105,991	111,115
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	111,115	116,597
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	116,597	122,428
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	122,428	127,938
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	127,938	134,335
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	134,335	141,051
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	141,051	148,103
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	148,103	155,508

<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, 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

1.01

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	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

<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**