BILL NO. 92-50
AS AMENDED

COUNTY COUNCIL

OF

HARFORD COUNTY, MARYLAND

BILL NO. 92-50 (AS AMENDED)

Introduced by Council President Wilson at the request of the County Executive

Legislative Day No. 92-13 Date May 5, 1992

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 91-79, as amended, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees and employees of the following agencies: judicial service employees, State's Attorney employees and the Harford County Sheriff's Office; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, May 5, 1992

Introduced, read first time, ordered posted and public hearing scheduled

on: June 2, 1992

at: 6:00 P.M.

By Order: Doris Poulsen, Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on June 2, 1992, and concluded on, June 2, 1992

Doris Poulsen, Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

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Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. 91-79, Harford County Pay Plan is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby enacted to stand in lieu of the repealed Ordinance, all to read as follows:

Harford County Classification Plan

General Administration:	Grade
Administrative Assistant I	S-06
Administrative Assistant II	S-08
Administrative Specialist	M-10
Aging Program Director	M-14
Alcohol/Drug Coordinator	M-10
Assistant Council Attorney	M-16
Assistant County Attorney	M-16
Assistant County Attorney (Entry Level)	M-13
Assistant Secretary of the Council	S-09
ASSISTANT TO DIRECTOR OF PUBLIC WORKS	M-15
Bus Driver	S-02
Bus Driver (Grandfathered)	S-03
Central Services Lead Technician	M-09
Commission for Women Coordinator	M-10
COMMUNITY RESOURCES COORDINATOR	S-08*
*SEE CLASSIFIED SERVICE SALARY SCHEDULE	
Computer Center Coordinator	M-10

1	Computer Records Assistant	S-06
2	Computer Resource Technician	S-08
3	Crisis Intervention Worker	S-02
4	Deputy Director of Public Works	M-18
5	Client Services Worker	S-06
6	Equal Opportunity Officer	S-06
7	FLEET MANAGER	M-10*
8	*SEE MANAGEMENT/TECHNICAL PAY SCHEDULE	
9	FUEL SYSTEMS SPECIALIST	S-08
10	Geographic Information Systems Coordinator - (M-13)	M-15*
11	*See Management/Technical Pay Schedule	
12	Grants Coordinator	S-12
13	Grants Specialist I	S-06
14	Grants Specialist II	S-08
15	HOUSING COUNSELOR	S-08
16	HOUSING SERVICES COORDINATOR	M-10
17	Human Relations Coordinator	M-10
18	Lead Bus Driver	S-04
19	Legal Assistant I	S-05
20	Legal Assistant II	S-09
21	Legislative Drafter	M-11
22	Legislative Research Assistant	S-06
23	[Management Analyst	M-12]
24	<u>MANAGEMENT ANALYST</u>	<u>M-12</u>
25	Management Assistant I	M-10
26	Management Assistant II	M-12
27	Media Specialist	S-09

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Nutrition Project Supervisor	S-06
Nutrition Site Worker	S-01
Personnel Specialist	S-08
Personnel Technician	S-07
Position Classification Specialist	M-13
Producer-Manager	M-11
Purchasing Agent I	S-08
Purchasing Agent II	S-10
Risk Manager - (M-14) *See Management/Technical Pay Schedule	M-16*
Risk Management Assistant	S-08
Supervisor of Outreach Programs	M-08
Supervisor, Transportation Services	M-10
Tourist Development Coordinator	M-10
Zoning Hearing Assistant	S-07
<u>Building Maintenance Service</u>:	<u>Grade</u>
Building Construction and Repair Supervisor	M-10
Building Maintenance Worker	S-04
Building Maintenance Mechanic I	S-07
Building Maintenance Mechanic II	S-09
Building Maintenance Supervisor	M-10
Chief Custodian	M-05
Custodian I	S-01
Custodian II	S-03
Facilities Attendant	S-04

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Superintendent of Buildings and Grounds	M-12
<u>Clerical Service</u>:	<u>Grade</u>
Claims Clerk	S-05
Clerk Stenographer I	S-03
Clerk Stenographer II	S-04
Clerk Typist I	S-02
Clerk Typist II	S-04
Fixed Asset Control Clerk	S-03
Legal Clerk	S-05
Mail Room Clerk-Messenger	S-02
Office Aide	S-01
Personnel Clerk	S-05
Secretary	S-05
Secretary, Legal/Legislative	S-06
Secretary (Typing)	S-04
Telecommo-graphics Operator	S-04
Timekeeper	S-03
<u>Engineering and Related Service</u>:	<u>Grade</u>
Chief, Construction Inspection Bureau (Grandfathered)	M-15
Chief, Construction Inspection Bureau	M-14
Chief Construction Inspector	M-12
Chief, Engineering Division	M-16
Chief, Environmental Enforcement	M-12
Chief, Facilities and Operations Division (Grandfathered)	M-15

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1	Chief, Facilities and Operations Division	M-14
2	Chief, Highways Division	M-15
3	Chief, Land Acquisition	M-13
4	Chief, Solid Waste Management Division	M-15
5	Chief, Traffic and Transportation Division	M-15
6	Chief, Water and Sewer Division	M-16
7	Chief Materials and Testing Inspector	M-12
8	Civil Engineer I	S-11
9	Civil Engineer II	M-13
10	Civil Engineer III (M-14)	M-15*
11	*See Management/Technical Pay Schedule	
12	Construction Inspector I	S-07
13	Construction Inspector II	S-09
14	Construction Inspector III	S-11
15	Drafting Technician I	S-04
16	Drafting Technician II	S-06
17	Drafting Technician III	S-07
18	Drafting Technician IV	S-09
19	Engineering Associate I	S-07
20	Engineering Associate II	S-09
21	Engineering Associate III	S-11
22	Engineering Associate IV	M-12
23	Land Surveyor	M-12
24	Material Inspector I	S-07
25	Material Inspector II	S-09

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1	Material Inspector III	S-11
2	Right-of-Way Agent (Grandfathered)	M-11
3	Right-of-Way Agent I	S-09
4	Right-of-Way Agent II	S-11
5	<u>Fiscal and Accounting Service</u>:	<u>Grade</u>
6	Accountant I	M-10
7	Accountant II	M-12
8	Accountant III	M-13
9	Accounting Clerk I	S-05
10	Accounting Clerk II	S-07
11	Accounting Technician	S-09
12	Administrative Budget Technician	M-09
13	Assistant Comptroller	M-12
14	Budget Analyst	M-14
15	Budget Assistant	S-09
16	Cashier I	S-05
17	Cashier II	S-06
18	Chief, Bureau of Accounting	M-14
19	Comptroller	M-14
20	Computer Operations Supervisor	M-11
21	Computer Operator	S-07
22	Computer Operator Trainee	S-05
23	Data Entry Leader	S-05
24	Data Entry Operator	S-04
25	Data Processing Manager	M-16

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Deputy Treasurer	M-16
Internal Auditor I	S-10
Internal Auditor II	S-12
Programmer	S-09
Programmer Analyst	S-12
Revenue Control Supervisor	M-10
Senior Computer Operator	S-09
Supervisor of Cashiers	M-10
Systems Analyst - (M-13)	M-15*

*See Management/Technical Pay Schedule

Parks and Recreation Service:	Grade
Activity Coordinator	S-11
Chief of Parks and Facilities	M-14
Chief of Recreation	M-14
Community Director	S-10
Community Leader	S-06
District Supervisor	M-12
Park Maintenance Crew Leader	H-07
Park Maintenance Worker I	H-03
Park Maintenance Worker II	H-05
Park Naturalist	S-08
Park Security Worker	S-05
Parks and Facilities Maintenance Supervisor	M-12
Program Coordinator for the Handicapped	S-08

Planning and Zoning Service:	Grade

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1	Chief, Comprehensive Planning	M-16
2	Chief, Current Planning	M-16
3	Graphics Illustrator	S-06
4	Permits Review Supervisor	M-11
5	Planner I	S-10
6	Planner II	S-12
7	Planner III	M-14
8	Planning and Zoning Technician	S-07
9	Planning Assistant I	S-08
10	Planning Assistant II	S-09
11	Urban Design Specialist	M-14
12	Zoning Administrator	M-13
13	Zoning Inspector I	S-06
14	Zoning Inspector II	S-08
15	<u>Public Safety Service</u>:	<u>Grade</u>
16	Animal Control Warden I	S-05
17	Animal Control Warden II	S-07
18	Chief, Animal Control Services	M-09
19	Chief, Emergency Operations Division	M-15
20	Deputy Chief, Emergency Operations	M-12
21	Emergency Equipment Dispatcher (Entry Level)	S-04
22	Emergency Equipment Dispatcher I	S-06
23	Emergency Equipment Dispatcher II	S-07
24	Emergency Equipment Dispatcher III	S-08
25	Safety Inspector	S-09

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Safety Officer	M-12
<u>Labor and Trades Service</u>:	<u>Grade</u>
Assistant Foreman	H-09
Assistant Storekeeper	H-03
Automotive Mechanic I	H-09
Automotive Mechanic II	H-11
Automotive Mechanic Helper	H-06
Chauffeur-Laborer	H-05
Equipment Operator I	H-06
Equipment Operator II	H-08
Equipment Operator III	H-11
Laborer	H-01
Laborer (Grandfathered)	H-02
Laborer/Trades	H-03
Lubrication Worker	H-08
Maintenance Worker	H-06
ROAD MARKING EQUIPMENT OPERATOR I	H-06
ROAD MARKING EQUIPMENT OPERATOR II	H-08
Storekeeper	H-08
Storekeeper/Maintenance Mechanic	H-10
Tire Changer	H-03
Tractor Trailer Operator	H-07
Trades Helper	H-01
Traffic Sign Mechanic I	H-02
Traffic Sign Mechanic II	H-04

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Traffic Sign Mechanic III	H-06
Utility Worker	H-10
Water Meter Mechnaic I	H-06
Water Meter Mechanic II	H-07
Water Meter Mechanic III	H-08
Water/Sewer Utility Worker I	H-02
Water/Sewer Utility Worker II	H-05
Water/Sewer Utility Worker III	H-07
Water/Sewer Utility Worker IV	H-09
<u>Public Works Operation Service</u>:	<u>Grade</u>
Automotive Equipment Supervisor	M-11
[Chief, Central Automotive Management Division	M-13]
Clerk/Dispatcher	S-05
Foreman	M-09
Highway Maintenance Supervisor	M-11
Laboratory Assistant	S-06
Laboratory Supervisor	M-10
Laboratory Technician	S-08
Landfill Attendant	S-02
Landfill Attendant Supervisor	M-05
[Maintenance Clerk	S-05]
Plant Operator Trainee I	S-05
Plant Operator Trainee II	S-06
Plant Superintendent, Joppatowne/Perryman	M-12
Plant Superintendent, Sod Run	M-13

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Pre-Treatment Inspector	S-08
Pumping Station Mechanic	S-08
[Road Marking Equipment Operator I	H-06]
[Road Marking Equipment Operator II	H-07]
Senior Treatment Plant Operator (Joppatowne)	S-08
Senior Waste Water Treatment Plant Operator (Grandfathered)	S-08
Senior Waste Water Treatment Plant Operator (Sod Run)	S-09
Senior Water Treatment Plant Operator	S-08
Shift Supervisor	M-10
[Sign Fabricator	S-06]
[Sign Fabricator (Grandfathered)	S-07]
<u>SIGN FABRICATOR (GRANDFATHERED)</u>	<u>S-07</u>
Superintendent (Hwys.)	M-13
Superintendent of Highways, Construction & Drainage	M-13
Superintendent of Solid Waste Management	M-10
Superintendent of Solid Waste Management (Grandfathered)	M-13
Superintendent, Water and Sewer	M-12
Superintendent, Water and Sewer (Grandfathered)	M-13
Traffic Assistant	S-04
Traffic Operations Supervisor	M-11
Treatment Plant Operator (Joppatowne)	S-07
Waste Water Treatment Plant Operator	S-07
Waste Water Treatment Plant Operator (Sod Run)	S-08
Water Plant Operator	S-07
Water and Sewer Facilities Chief	M-14

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Water and Sewer Maintenance Supervisor	M-11
Water and Sewer Operations Chief	M-15
<u>Permits and Inspection Service</u>:	<u>Grade</u>
Building Inspector I	S-08
Building Inspector II	S-09
Building Inspector III	S-11
Chief of Building Services	M-14
Chief Electrical Inspector	M-13
Chief Plumbing Inspector	M-13
Electrical Inspector I	S-08
Electrical Inspector II	S-09
Electrical Inspector III	S-11
Environmental Inspector I	S-07
Environmental Inspector II	S-09
ENVIRONMENTAL SANITARIAN	S-09
Licensing Clerk	S-05
Permits Clerk	S-05
Plans Reviewer (Grandfathered)	S-08
Plans Reviewer	S-09
Plumbing Inspector I	S-08
Plumbing Inspector II	S-09
Plumbing Inspector III	S-11
<u>Exempt Personnel</u>:	<u>Grade</u>
County Attorney	E-20
Deputy County Attorney	E-17

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1	Council Attorney (Part-Time)	E-13
2	Director of Administration	E-21
3	Director of Community Services	E-17
4	Director of Economic Development	E-14
5	Director of Emergency Services Coordination	E-14
6	Director of Governmental and Community Relations	E-15
7	Director of Inspections, Licenses and Permits	E-18
8	Director of Parks and Recreation	E-18
9	Director of Planning and Zoning	E-18
10	Director of Procurement	E-16
11	Director of Public Works	E-20
12	Personnel Officer	E-16
13	Secretary-Administration	E-03
14	Secretary-Community Services	E-02
15	Secretary-County Attorney	E-02
16	Secretary-County Executive	E-04
17	Secretary-Department of Public Works	E-03
18	Secretary-Economic Development	E-01
19	Secretary-Governmental and Community Relations	E-01
20	Secretary-Inspections, Licenses and Permits	E-02
21	Secretary-Parks and Recreation	E-02
22	Secretary-Personnel	E-01
23	Secretary-Planning and Zoning	E-02
24	Secretary-Procurement	E-01
25	Secretary-Treasury	E-03

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Secretary of the Council	E-12
Treasurer	E-20
Zoning Hearing Examiner (Part-Time)	E-16

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Special Funded Positions

Sheriff's Office

Law Enforcement:	Grade
Chief Deputy	L-09
Captain	L-07
Corporal	L-04
Deputy	L-02
Deputy First Class	L-03
Deputy/Recruit	L-01
Lieutenant	L-06
Major	L-08
Sergeant	L-05
Corrections:	
Captain	D-07
Corporal	D-04
Corrections Officer, Recruit	D-01
Lieutenant	D-06
Major	D-08
Officer	D-02
Officer First Class	D-03
Sergeant	D-05
Unranked:	
Classifications Counselor	A-05
Crossing Guard	A-00
Nurse (Registered)	A-07

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Nurse (Licensed Practical Nurse)	A-05
Personnel Specialist	A-10
Police Communication Manager	A-04
Police Communication Officer	A-02
Probationary Cook Police Communication Officer Secretary	A-01
Records Administrator I	A-06
Records Manager	A-10
Secretary I	A-02
Secretary II	A-03
Secretary-Sheriff	X-03
Security Guard	A-03
Security Guard (Probation)	A-02
Senior Cook	A-02
Senior Police Communication Officer	A-03
Steward	A-04
Systems Programmer	A-07

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

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Special Funded Positions

Judicial

	Grade
Court Bailiff	C-01
Court Reporter I	C-11
Court Reporter II	C-14
Jury Commissioner	C-09
Law Clerk	C-07
Secretary (Administrative)	C-10
Secretary (Judicial)	C-08
Juvenile Master	C-12
Assistant to Jury Commissioner	C-02
Social Worker	C-13

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

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Special Funded Positions

State's Attorney Office*

Assistant State's Attorney I	E-08
Assistant State's Attorney II	E-11
Assistant State's Attorney III	E-15
Deputy State's Attorney/Senior Trial Assistant	E-17

*Salaries and classifications for clerical, administrative, investigative, and other personnel shall be determined by the State's Attorney in conformity with the Harford County Pay and Classification Plan.

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

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Section 2. Be It Further Enacted, that this act shall not be codified in the Harford County Code, as amended.

Section 3. Be It Further Enacted, that

A. Employees covered by the Management/Technical Pay Schedule for fiscal year [1992] 1993 will be covered upon the implementation of this plan effective with the first full pay period in July, [1991] 1992;

B. Step increases may be authorized upon completion of the performance appraisal program for Management/Technical employees. In order to be eligible for a step increase, the employee must achieve satisfactory or better performance appraisal.

C. Employees who are ineligible for step increases by virtue of being in the last steps of their respective grades will be eligible to move into the first longevity step of their respective grades (M-L1) if they have achieved at least three years of service at the last step of their respective grades.

D. Employees who are in the longevity portion of the salary schedule must remain in each longevity step a minimum of three years before being eligible to move into successive longevity steps.

E. Longevity steps may be denied if the employee does not achieve a performance appraisal of satisfactory or better in the year when eligible to move into a longevity step.

Section 4. Be It Further Enacted, that

1 A. Effective the first full pay period in July, [1991] 1992,
2 employees covered by the Hourly Service Pay Schedule for fiscal
3 year [1992] 1993, who have received a performance appraisal of
4 average or better and who are not at the maximum step rates of
5 their grades, will be eligible to receive one step increase upon
6 implementation of the salary schedule; in order to be eligible for
7 movement into longevity steps, employees must achieve at least
8 three years of service at the last step of their respective grades.
9 B. Employees in the longevity portion of the salary schedule
10 must remain in each longevity step a minimum of three years before
11 being eligible to move into successive longevity steps.
12 C. Longevity steps may be denied if the employee does not
13 achieve a performance appraisal of average or better in the year
14 when eligible to move into a longevity step.
15 Section 5. Be It Further Enacted, that
16 A. Effective the first full pay period in July, [1991] 1992,
17 employees covered by the Salaried Service Pay Schedule for fiscal
18 year [1992] 1993, who have received a performance appraisal of
19 average or better and who are not at the maximum step rates of
20 their grades, will be eligible to receive one step increase upon
21 implementation of the salary schedule;
22 B. In order to be eligible for movement into longevity steps,
23 employees must achieve at least three years of service at the last
24 step of their respective grades.

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C. Employees in the longevity portion of the salary schedule must remain in each longevity step a minimum of three years before being eligible to move into successive longevity steps.

D. Longevity steps may be denied if the employee does not achieve a performance appraisal of average or better in the year when eligible to move into a longevity step.

Section 6. Be It Further Enacted, that employees covered by the Exempt Service Pay Schedule who are in the maximum step rates of their grades, may, upon authorization of the County Executive, be authorized payments of one thousand dollars ($1,000.00) per employee in accordance with Personnel Rules and Regulations for exempt employees.

Section 7. Be It Further Enacted, that effective with the first full pay period in July, [1991] 1992, Court system employees will be covered by the Judicial Pay Schedule for fiscal year [1992] 1993; step increases for court system employees may be authorized by authority of the Chief Administrative Judge.

Section 8. Be It Further Enacted, that

A. Effective the first full pay period in July, [1991] 1992, Sheriff's Office employees will be covered by the Sheriff's Office Pay Schedule for fiscal year [1992] 1993.

B. The Sheriff may grant step increases on an annual basis based on performance evaluations of meets standards or better.

C. In order to be eligible to move into the longevity portion of the salary schedule, the Sheriff's Office employees must achieve

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a minimum of three consecutive years of service in the last step of their respective grades. Employees who are in the longevity steps must remain in each longevity step for a minimum of three consecutive years.

D. Longevity steps may be denied if the Sheriff's Office employee does not achieve a performance appraisal of meets standards or better in the year when eligible to move into a longevity step.

Section 9. Be It Further Enacted, that this act is hereby declared to be an Emergency Act, necessary for the proper operation of the County government, and it shall become law on the date it is signed by the County Executive; however, no payments or benefits shall accrue until on or after [6 July 1991] 4 JULY 1992.

EFFECTIVE: July 4, 1992

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HARFORD COUNTY, MARYLAND
CLASSIFIED SERVICE SALARY SCHEDULE
FISCAL YEAR 1993

	1	2	3	4	5	6	7	L1	L2	L3
S01	8.30	8.53	8.78	9.03	9.29	9.55	9.82	10.13	10.43	10.74
S02	8.66	8.91	9.16	9.43	9.70	9.98	10.26	10.58	10.89	11.22
S03	9.10	9.36	9.63	9.91	10.20	10.49	10.81	11.13	11.46	11.81
S04	9.57	9.84	10.13	10.42	10.73	11.06	11.39	11.72	12.08	12.45
S05	10.08	10.38	10.68	11.00	11.34	11.67	12.03	12.38	12.76	13.14
S06	10.63	10.95	11.28	11.62	11.97	12.32	12.70	13.07	13.47	13.87
S07	11.30	11.63	11.98	12.34	12.71	13.09	13.48	13.89	14.31	14.73
S08	11.98	12.34	12.71	13.09	13.48	13.89	14.31	14.73	15.17	15.63
S09	12.77	13.16	13.54	13.95	14.37	14.80	15.25	15.71	16.18	16.66
S10	13.64	14.04	14.46	14.90	15.34	15.81	16.28	16.77	17.27	17.79
S11	14.58	15.02	15.47	15.93	16.41	16.90	17.41	17.93	18.47	19.02
S12	15.62	16.09	16.57	17.06	17.59	18.11	18.65	19.22	19.79	20.39
S13	16.77	17.27	17.79	18.32	18.87	19.44	20.02	20.62	21.24	21.88
S14	18.04	18.58	19.14	19.71	20.30	20.91	21.54	22.19	22.85	23.54
S15	19.44	20.02	20.63	21.24	21.88	22.54	23.21	23.91	24.63	25.36
S16	20.97	21.60	22.25	22.92	23.61	24.31	25.04	25.79	26.56	27.36
S17	22.68	23.36	24.06	24.78	25.52	26.28	27.08	27.89	28.73	29.58
S18	24.45	25.18	25.95	26.72	27.53	28.35	29.20	30.08	30.97	31.90

* A SPECIAL RATE RANGE IS ESTABLISHED FOR THE COMMUNITY RESOURCES COORDINATOR, S-08. THE PAY SCALE FOR THE COMMUNITY RESOURCES COORDINATOR, S-08, IS:

S02	8.66	8.91	9.16	9.43	9.70	9.98	10.26	10.58	10.89	11.22

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HARFORD COUNTY, MARYLAND
MANAGEMENT/TECHNICAL SERVICE SALARY SCHEDULE
FISCAL YEAR 1993

	1	2	3	4	5	6	7	L1	L2	L3
M01	8.28	8.62	8.97	9.32	9.69	10.08	10.49	10.80	11.13	11.46
M02	8.68	9.03	9.39	9.77	10.15	10.56	10.98	11.31	11.66	12.00
M03	9.14	9.49	9.88	10.27	10.68	11.11	11.55	11.90	12.25	12.62
M04	9.67	10.05	10.46	10.88	11.31	11.76	12.23	12.60	12.98	13.37
M05	10.23	10.64	11.07	11.51	11.97	12.44	12.95	13.34	13.73	14.14
M06	10.85	11.28	11.73	12.20	12.69	13.20	13.72	14.13	14.56	14.99
M07	11.52	11.98	12.46	12.96	13.48	14.02	14.58	15.02	15.47	15.93
M08	12.25	12.75	13.26	13.79	14.34	14.91	15.51	15.97	16.45	16.95
M09	13.07	13.60	14.13	14.70	15.29	15.91	16.54	17.03	17.55	18.07
M10	13.98	14.53	15.11	15.72	16.35	17.00	17.68	18.21	18.75	19.32
M11	14.98	15.58	16.20	16.85	17.52	18.23	18.96	19.53	20.12	20.72
M12	16.09	16.73	17.40	18.09	18.82	19.57	20.35	20.96	21.59	22.24
M13	17.29	17.99	18.70	19.46	20.23	21.04	21.88	22.53	23.22	23.91
M14	18.62	19.36	20.14	20.94	21.78	22.65	23.55	24.27	24.99	25.74
M15	20.11	20.91	21.75	22.62	23.52	24.47	25.44	26.21	26.99	27.80
M16	21.71	22.58	23.48	24.42	25.40	26.42	27.47	28.30	29.15	30.02
M17	23.51	24.45	25.43	26.45	27.51	28.60	29.75	30.64	31.56	32.51
M18	25.20	26.50	27.56	28.67	29.81	31.01	32.25	33.21	34.21	35.23

* A SPECIAL RATE RANGE IS ESTABLISHED FOR THE SYSTEMS ANALYST, M-13; THE GEOGRAPHIC INFORMATION SYSTEM COORDINATOR, M-13 AND THE CIVIL ENGINEER III, M-14. THE PAY SCALE FOR THESE POSITIONS IS:

M15	20.11	20.91	21.75	22.62	23.52	24.47	25.44	26.21	26.99	27.80

* A SPECIAL RATE RANGE IS ESTABLISHED FOR RISK MANAGER, M-14 POSITION. THE PAY SCALE FOR RISK MANAGER, M-14 IS:

M16	21.71	22.58	23.48	24.42	25.40	26.42	27.47	28.30	29.15	30.02

* THE INCUMBENT FOR THE POSITION OF FLEET MANAGER, M-10, WILL BE RED CIRCLED AT HIS CURRENT SALARY OF $41,005.00.

HARFORD COUNTY, MARYLAND
EXEMPT SERVICES SALARY SCHEDULE
FISCAL YEAR 1993

	1	2	3	4	5	6	7
E01	11.31	11.84	12.41	13.02	13.64	14.31	15.00
E02	11.84	12.41	13.02	13.64	14.31	15.00	15.72
E03	12.41	13.02	13.64	14.31	15.00	15.72	16.48
E04	23,696	24,825	26,044	27,300	28,610	29,994	31,468
E05	24,825	26,044	27,300	28,610	29,994	31,468	32,978
E06	26,044	27,300	28,610	29,994	31,468	32,978	34,616
E07	27,300	28,610	29,994	31,468	32,978	34,616	36,291
E08	28,610	29,994	31,468	32,978	34,616	36,291	38,056
E09	29,994	31,468	32,978	34,616	36,291	38,056	39,913
E10	31,468	32,978	34,616	36,291	38,056	39,913	41,878
E11	32,978	34,616	36,291	38,056	39,913	41,878	43,935
E12	34,616	36,291	38,056	39,913	41,878	43,935	46,082
E13	36,291	38,056	39,913	41,878	43,935	46,082	48,357
E14	38,056	39,913	41,878	43,935	46,082	48,357	50,742
E15	39,913	41,878	43,935	46,082	48,357	50,742	53,217
E16	41,878	43,935	46,082	48,357	50,742	53,217	55,856
E17	43,935	46,082	48,357	50,742	53,217	55,856	58,622
E18	46,082	48,357	50,742	53,217	55,856	58,622	61,552
E19	48,357	50,742	53,217	55,856	58,622	61,552	64,592
E20	50,742	53,217	55,856	58,622	61,552	64,592	67,813
E21	53,217	55,856	58,622	61,552	64,592	67,813	71,198
E22	55,856	58,622	61,552	64,592	67,813	71,198	74,766
E23	58,622	61,552	64,592	67,813	71,198	74,766	78,515
E24	61,552	64,592	67,813	71,198	74,766	78,515	82,428

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AS AMENDED

HARFORD COUNTY, MARYLAND
COURT SYSTEM SALARY SCHEDULE
FISCAL YEAR 1993

	1	2	3	4	5	6	7
C01	5.79	6.08	6.38	6.70	7.03	7.39	7.75
C02	7.32	7.68	8.07	8.46	8.89	9.33	9.80
C03	7.49	7.72	7.95	8.19	8.43	8.68	8.95
C04	7.84	8.08	8.32	8.57	8.83	9.09	9.36
C05	8.70	8.97	9.23	9.51	9.79	10.08	10.39
C06	9.70	9.99	10.29	10.61	10.92	11.24	11.59
C07	10.52	11.04	11.57	12.12	12.72	13.33	13.97
C08	11.04	11.57	12.12	12.72	13.33	13.97	14.65
C09	11.57	12.12	12.72	13.33	13.97	14.65	15.37
C10	12.12	12.72	13.33	13.97	14.65	15.37	16.10
C11	13.33	13.97	14.65	15.37	16.10	16.91	17.72
C12	14.65	15.37	16.10	16.91	17.72	18.58	19.50
C13	16.91	17.72	18.58	19.50	20.45	21.45	22.51
C14	17.72	18.58	19.50	20.45	21.45	22.51	23.62

92-50
AS AMENDED

HARFORD COUNTY, MARYLAND
HOURLY SERVICE SALARY SCHEDULE
FISCAL YEAR 1993

	1	2	3	4	5	6	L1	L2	L3
H01	7.42	7.64	7.87	8.11	8.35	8.60	8.86	9.12	9.40
H02	7.61	7.84	8.07	8.31	8.56	8.81	9.08	9.35	9.63
H03	7.84	8.07	8.31	8.56	8.81	9.08	9.35	9.63	9.92
H04	8.05	8.29	8.54	8.80	9.06	9.33	9.61	9.89	10.20
H05	8.41	8.66	8.92	9.19	9.47	9.75	10.04	10.34	10.65
H06	8.68	8.94	9.22	9.49	9.78	10.07	10.37	10.68	11.00
H07	8.94	9.22	9.49	9.78	10.07	10.37	10.68	11.00	11.33
H08	9.22	9.49	9.78	10.07	10.37	10.68	11.00	11.33	11.67
H09	9.49	9.78	10.07	10.37	10.68	11.00	11.33	11.67	12.02
H10	9.78	10.07	10.37	10.68	11.00	11.33	11.67	12.02	12.38
H11	10.07	10.37	10.68	11.00	11.33	11.67	12.02	12.38	12.75

92-50
AS AMENDED

HARFORD COUNTY, MARYLAND
LAW ENFORCEMENT SALARY SCHEDULE
FISCAL YEAR 1993

	1	2	3	4	5	6	7	8	9	L1	L2	L3
L01	9.67	10.05	10.45									
L02	11.27	11.70										
L03	11.95	12.44	12.94	13.46	14.00	14.49	15.00	15.52	16.06	16.54	17.04	17.56
L04	12.77	13.28	13.81	14.37	14.94	15.47	16.01	16.57	17.16	17.67	18.20	18.75
L05	14.12	14.68	15.27	15.87	16.51	17.09	17.68	18.30	18.94	19.50	20.08	20.69
L06	16.51	17.17	17.86	18.58	19.32	19.99	20.69	21.42	22.16	22.83	23.51	24.22
L07	19.07	19.83	20.63	21.45	22.16	23.09	23.90	24.74	25.60	26.38	27.16	27.97
L08	22.03	22.91	23.83	24.78	25.77	26.67	27.61	28.57	29.57	30.46	31.37	32.31
L09	25.45	26.46	27.51	28.62	29.76	30.81	31.88	33.00	34.16	35.19	36.24	37.33

92-50
AS AMENDED

HARFORD COUNTY, MARYLAND
UNRANKED LAW ENFORCEMENT SALARY SCHEDULE
FISCAL YEAR 1993

	1	2	3	4	5	6	7	8	9	L1	L2	L3
A00	8.31											
A01	9.42	9.79										
A02	9.79	10.18	10.59	11.01	11.45	11.94	12.36	12.80	13.18	13.57	13.98	14.40
A03	10.19	10.60	11.01	11.45	11.91	12.33	12.76	13.21	13.67	14.08	14.50	14.93
A04	10.60	11.01	11.45	11.91	12.39	12.88	13.33	13.80	14.29	14.71	15.15	15.61
A05	11.70	12.17	12.65	13.17	13.69	14.17	14.66	15.18	15.71	16.18	16.67	17.17
A06	12.77	13.28	13.81	14.37	14.94	15.47	16.01	16.57	17.16	17.67	18.20	18.75
A07	13.60	14.14	14.70	15.30	15.90	16.47	17.04	17.64	18.26	18.80	19.36	19.95
A08	14.12	14.68	15.27	15.87	16.51	17.09	17.68	18.30	18.94	19.50	20.08	20.69
A09	15.29	15.90	16.54	17.20	17.89	18.52	19.17	19.83	20.52	21.14	21.78	22.43
A10	16.51	17.17	17.86	18.58	19.32	19.99	20.69	21.42	22.16	22.83	23.51	24.22

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AS AMENDED

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AS AMENDED

HARFORD COUNTY, MARYLAND
CORRECTIONS SALARY SCHEDULE
FISCAL YEAR 1993

	1	2	3	4	5	6	7	8	9	L1	L2	L3
D01	9.42	9.60	9.79									
D02	10.18	10.59										
D03	10.19	10.60	11.01	11.45	11.91	12.33	12.76	13.21	13.67	14.08	14.50	14.93
D04	10.60	11.01	11.45	11.91	12.39	12.88	13.33	13.80	14.29	14.71	15.15	15.61
D05	11.70	12.17	12.65	13.17	13.69	14.17	14.66	15.18	15.71	16.18	16.67	17.17
D06	13.60	14.14	14.70	15.30	15.90	16.47	17.04	17.64	18.26	18.80	19.36	19.95
D07	15.29	15.90	16.54	17.20	17.89	18.52	19.17	19.83	20.52	21.14	21.78	22.43
D08	22.03	22.91	23.83	24.78	25.77	26.67	27.61	28.57	29.57	30.46	31.37	32.31

92-50
AS AMENDED

HARFORD COUNTY, MARYLAND
EXEMPT LAW ENFORCEMENT SALARY SCHEDULE
FISCAL YEAR 1993

	1	2	3	4	5	6	7	8	9
X03	10.19	10.60	11.01	11.45	11.91	12.33	12.76	13.21	13.67

92-50
AS AMENDED

92-50
AS AMENDED

BY THE COUNCIL

BILL NO. 92-50 (As Amended)

Read the third time.

Passed: SLSD 92-20 (June 29, 1992)

Failed of Passage: _____

By Order

Doris Poulsen, Secretary

Sealed with the County Seal and presented to the County Executive for her approval this 30th day of June, 1992 at 3:00 o'clock P.M.

Doris Poulsen, Secretary

BY THE EXECUTIVE

Eileen M. Rehrmann
COUNTY EXECUTIVE

APPROVED: Date July 1, 1992

BY THE COUNCIL

This Bill, (No. 92-50 As Amended), having been approved by the County Executive and returned to the Council, becomes law on July 1, 1992.

Doris Poulsen Secretary

EFFECTIVE DATE: July 4, 1992

92-50
AS AMENDED