



*MEMORANDUM OF UNDERSTANDING*

*BETWEEN THE*

*CITY OF BALTIMORE*

*AND THE*

*MANAGERIAL AND PROFESSIONAL SOCIETY  
OF BALTIMORE, INC.*

*FISCAL YEARS 2024-2025*

**MANAGERIAL AND PROFESSIONAL SOCIETY OF BALTIMORE, INC.**  
**FY 2024-2025**  
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**THE MANAGERIAL AND PROFESSIONAL  
SOCIETY OF BALTIMORE, INCORPORATED  
FISCAL YEARS 2024-2025**

Pursuant to the provisions of the Municipal Labor Relations Ordinance (“MLRO”), this Memorandum of Understanding (“Agreement”) is entered into this 1<sup>st</sup> day of July, 2023 between the Mayor and City Council of Baltimore (Employer) and the Managerial and Professional Society of Baltimore, Inc. (MAPS). To the extent that implementation of these points requires action by the Board of Estimates and/or the City Council, this Agreement will serve as a request and recommendation to such bodies that it be so implemented.

**ARTICLE 1: RECOGNITION**

The Employer recognizes MAPS as the representative of professional and supervisory employees, which is certified pursuant to the MLRO to meet and confer concerning wages, hours, and working conditions.

Upon request, and on a bi-monthly basis, the Employer agrees to furnish MAPS a printout of employees covered by this unit including titles and rates of pay.

**ARTICLE 2: TERMS OF AGREEMENT**

This Agreement shall cover the period from July 1, 2023 to June 30, 2025.

**ARTICLE 3: CHECKOFF**

A. The Employer agrees to deduct MAPS membership dues from the pay of any employee who is certified to be represented and who has authorized in writing such deduction. The Employer shall promptly transmit all such monies withheld to MAPS each payroll period. Such written authorizations shall continue in effect unless the employee is no longer represented by MAPS or revokes the authorization in writing.

B. The Employer shall provide MAPS with an excel spreadsheet of its dues-paying membership on a bi-monthly basis, without charge to MAPS. The Employer shall also provide MAPS on a bi-monthly basis with an excel spreadsheet of all employees who are represented by MAPS, including classification, work location, and

dues deduction status.

C. The Employer agrees to furnish MAPS, without charge to MAPS, on a bi-monthly basis an excel file of employees who have terminated employment with an indication of whether that employee resigned, retired, or was terminated.

D. The Employer agrees to furnish MAPS, without charge to MAPS, a bi-monthly excel file of the employees who have been promoted into the MAPS bargaining unit.

E. The Employer will provide up to one (1) hour during orientation for MAPS representatives to meet with new hires. The Employer shall notify MAPS of the date, time and location of each session. In the event no formal orientation session is scheduled, the Employer shall arrange a meeting time and place for MAPS to meet with such employees.

#### **ARTICLE 4: NON-DISCRIMINATION**

All provisions of this Agreement shall be applied equally to all employees (in the bargaining unit) for whom MAPS is the recognized representative without discrimination as to age, gender, marital status, race, color, creed, national origin, political affiliation, disability, religion or sexual orientation. The Employer and MAPS agree that they shall not interfere with employees in the exercise of the rights guaranteed under the Municipal Labor Relations Ordinance (MLRO). The Employer shall not discriminate against an employee in any manner because of membership in or activities on behalf of MAPS.

#### **ARTICLE 5: RATES OF PAY**

A. FY2024 and FY2025.

1. Effective July 1, 2023, employees represented by MAPS and/or receiving the benefits of MAPS shall receive a 3% across the board wage increase.

2. Effective July 1, 2024, employees represented by MAPS and/or receiving the benefits of MAPS shall receive a 3% across the board wage increase.

## **ARTICLE 6: PERFORMANCE MANAGEMENT SYSTEM**

Effective July 1, 2015, the Employer shall continue a performance management system which shall be used to evaluate employee performance. The performance management system sets forth employee responsibilities and performance objectives as revised June 19, 2019.

## **ARTICLE 7: HEALTH AND WELFARE BENEFITS**

A. The parties recognize, and agree to, the Third Health and Prescription Drug Plan Agreement, as noted by the Board of Estimates on June 27, 2018, which is attached hereto in Addendum C, along with the accompanying exhibits, and which shall remain in effect as provided therein. The parties recognize that the Third Health and Prescription Drug Plan shall need to be amended and modified through bargaining conducted among all participating unions and MAPS during the term of this Agreement. While remaining in negotiation, and prior to impasse, the terms of the Third Health and Prescription Drug Plan Agreement shall remain in effect, with the intent that all terms of the Third Health and Prescription Drug Plan Agreement shall continue to operate.

B. The Employer shall remit an annual payment of \$780.00 (to be paid bi-weekly) to each employee who, certifies coverage under an alternative health insurance plan, elects not to take coverage under a City Health Care Plan. If, after waiving coverage under any City Health Care Plan, the employee loses coverage due to death of a spouse or other person who is a source of coverage, divorce, loss of employment, or deletion of benefits (or such qualifying event as determined by the Employee Benefits Division), the employee may enroll in a City Health Care Plan and consequently relinquish the waiver payment. The employee must notify the City's Employee Benefits Division within 60 days after a qualifying event occurs in order to enroll in a City Health Care Plan. The Employer shall apportion the payment should an employee either enter or leave a City Health Care Plan within a calendar year.

C. The following cost-containment provisions shall remain in effect for the duration of this Agreement.

1. A \$50 fee for Emergency room visits. The fee is waived if admitted to hospital.

2. Pre-admission testing:

- a. 100% reimbursement for pre-operative laboratory tests and x-ray examinations only if performed on an outpatient basis (unless medically necessary).
- b. 50% for same if performed on an in-patient basis.

3. Ambulatory and Diagnostic Procedures (non-emergencies) – 100% reimbursement when certain enumerated procedures performed on an outpatient (Physician’s office ambulatory surgical center, outpatient department of a hospital) basis.

4. Hospital Admissions/Discharge:

- a. No Friday, Saturday or Sunday admissions, except
  - Emergency situations;
  - Surgical procedures are scheduled over the weekend; or
  - Permissible when testing or surgical procedures scheduled.
- b. Discharge from hospital within 24 hours of Doctor’s release.

5. Refer to Health Insurance Open Enrollment Booklet for further information.

D. An employee shall be entitled to a Hospital Bill Audit Gainsharing payment of 33 1/3% of an overpayment (or other billing error resulting in an overpayment of the health care provider), up to a maximum of \$500 to the employee for each incident. In order to qualify for the gain sharing payment, the employee must; (a) identify that an overpayment of more than \$250 (in the aggregate) in a hospital bill that is presented to an employee or his or her dependent and (b) notify the City’s Employee Benefits Division of the error within 30 days of receipt of an Explanation of Benefits from the Health Plan. Payment shall be due and made only if the error is verified and the amount overpaid actually is recovered to the City’s benefit.

E. Optical Plan benefits in effect on June 30, 2019 for active employees, shall continue for the term of this Agreement, and shall apply to current and future MAPS retirees. It is understood the optical plan benefits for

retirees are subject to the terms of the benefit plan and any modifications shall be in accordance with City laws or policy.

#### F. Life Insurance

1. A Basic Life benefit in an amount equal to two and ½ times (2.5x) the employee's annual base salary, or \$100,000 whichever is greater, will be paid in accordance with regulations promulgated by Employer.
2. The death benefit may be paid in advance to employees who are catastrophically ill. This is called an Accelerated Benefit. An employee who is catastrophically ill is characterized by all of the following: (1) the employee is totally disabled and therefore cannot work for the City or any other employer in an active or limited capacity, (2) the employee's medical prognosis shall state that the disabling illness which arose either suddenly or gradually is likely to cause the death of the affected employee within a twenty-four (24) month period, (3) the affected employee must apply for an ordinary disability retirement allowance or a service retirement allowance, if applicable, to be eligible for the catastrophic illness payment. The claim must be filed within six (6) months after the claimant has become incapacitated or disabled and is unable to return to work.

The Department of Human Resources and the Employer's contracted life insurance carrier shall be charged with administering the catastrophic illness benefit and determining the eligibility of the claimant for said benefit. Upon request, the employee shall furnish the Department of Human Resources with any and all data and documentation pertaining to each claim. The Department of Human Resources may order examination of the claimant by a physician of its choice. No benefits may be paid for injuries or disabilities for which compensation was paid under (1) Workers' Compensation laws or (2) accidental disability provisions of the Employees' Retirement System.

If the claimant's death occurs before the City has made a final determination that the illness is catastrophic, but the catastrophic illness benefit has not been paid, the payment shall be made to the



named beneficiary.

3. If the employee's death is directly caused by an accident, his/her beneficiary will receive an Accidental Death and Dismemberment (AD&D) benefit in addition to the basic life insurance benefit. The amount of the basic AD&D benefit is equal to basic life insurance benefit. If the accident does not cause the employee's death, but does cause a severe injury such as loss of limb, the employee will receive a partial benefit from the AD&D plan.

4. The death benefit described above shall be converted upon retirement to a \$15,000.00 death benefit, with double that amount in the event of an accidental death, payable to the designated beneficiary or estate. It is understood that death benefits for retirees are subject to the terms of the benefit plan and any modifications shall be in accordance with City laws or policy.

G. The City shall reimburse employees either \$500.00 or the employee's actual cost, whichever is less, once per fiscal year. Reimbursement is available for the following:

- Physical examination;
- Physical fitness/wellness programs which may include weight control (not including meal plans), yoga, Pilates, karate, tai chi, smoking cessation and stress management classes (as approved by the Employee Benefits Division, Department of Human Resources);
- Vision not covered by the optical plan;
- Dental care expenses not covered by the dental plan including night guards,
- Holistic/natural medical treatments;
- Community Supported Agriculture (CSAs);
- Hearing Aids;
- Orthotics

- Apple Watch;
- Fitbit;
- Treadmill;
- Bicycle;
- Stationary Bicycle

There is no annual cumulative effect. An employee may request and be reimbursed for only one of the benefits. Requests must be made within 60 days of the enrollment, payment, examination or treatment date.

### **ARTICLE 8: TUITION REIMBURSEMENT**

The Employer shall maintain a tuition reimbursement program administered by the Department of Human Resources. Within budgetary constraints and upon approval by the Department of Human Resources, employees shall be granted benefits under this Article and shall be reimbursed, providing the employee meets all qualifications as listed in the Administrative Manual, for up to 50% of the tuition cost of a maximum of 10 credits per semester, consisting of not more than 4 courses for taking a job-related course or in a degree program that benefits City services. Affected employees shall be further reimbursed for laboratory and administrative fees, not to exceed \$25 per semester.

### **ARTICLE 9: TRAVEL**

The travel allowance rate shall be the business standard mileage rate prescribed by the Internal Revenue Service (IRS).

### **ARTICLE 10: HAZARDOUS DUTY PAY**

Employees represented by MAPS who are directly exposed to the same, immediate hazardous environmental conditions as other non-MAPS employees, who currently receive hazardous duty pay because of actual supervision of a program or the requirement of working in the actual conditions, are eligible for the current established additional premium rate for all hours such as other employees who are working in such conditions.

## ARTICLE 11: MEAL ALLOWANCE

Meal allowances outlined under AM 205-16 will be paid whenever 3 or more overtime hours are worked.

Expenses must be reasonable and accompanied by receipts.

## ARTICLE 12: HOLIDAYS

A. Leave with pay shall be granted for the following days, referred to herein as holidays:

January 1	New Year's Day
Third Monday in January	Martin Luther King's Birthday
Third Monday in February	Presidents' Day
Friday before Easter	Good Friday
Last Monday in May	Memorial Day
June 19	Juneteenth
July 4	Independence Day
First Monday in September	Labor Day
Second Monday in October	Indigenous Peoples' Day
November 11	Veterans Day
Fourth Thursday in November	Thanksgiving Day
December 25	Christmas Day
Presidential and Congressional	General Election Day (even years only)

B. Whenever employees working at the Police Department are required to work on a day designated as a holiday, or if the holiday coincides with a regularly scheduled day off, the employer shall provide a day in lieu thereof within 45 days. This may be forty-five (45) days prior to or forty-five days (45) days subsequent to the holiday involved.

## ARTICLE 13: LEAVES

Effective July 1, 2015, the following leave changes will take effect for MAPS employees:

A. **Vacation Leave:** MAPS employees will continue to earn accrued credit in the manner set forth in Administrative Manual 204-2, as indicated on the chart:

AM 204		
Completed Years of Continuous Service	Days Earned per Month or P/T – 160 Hours	Per Year Full-Time Employees
0 through 5	1	12
6 through 10	1 ¼	15

11 through 13	1 ½	18
14 through 18	1 ¾	21
19 or more	2	24

Effective June 30, 2015, all accrued vacation days shall be placed into the employees' individual legacy vacation accounts. On July 1, 2015, the City shall open a new vacation account for each employee. Employees shall continue to earn vacation days at their current rate. The maximum number of days an employee may accumulate in their new vacation account shall not exceed forty-five (45) days. Vacation time taken in excess of the current balance in the new vacation account may be drawn from the legacy vacation account. Once days are taken from the legacy vacation account, they cannot be replaced. The cap for the legacy vacation account will be adjusted accordingly. Whenever possible, every effort shall be made to honor vacation requests that are submitted in advance. Upon separation from City employment, employees having no accrued days remaining in their Legacy Account shall be paid out for all the days in the current vacation account up to a maximum of 45 days. Employees with accrued vacation, remaining in their Legacy Account at the time of separation shall be paid out for all such vacation remaining in their Legacy Account. Should the number Legacy days be less than 45, such employee shall also be paid all days accrued in the employee's current vacation account up to a combined total of 45 days.

**B. Personal Leave:** Effective June 30, 2015, all personal leave (up to thirty-two (32) days) shall be placed into the employee's individual legacy personal leave account.

On July 1, 2015, the City shall open a new personal leave account and four (4) personal leave days shall be placed in the new personal leave account.

All personal leave days earned in the new account must be taken in the fiscal year they are earned. Employees with a zero ( 0 ) balance in the new account may use any available days in their legacy personal leave bank. Once

days are taken from the legacy personal leave account, they cannot be replaced. The cap for the legacy personal leave account will be adjusted accordingly.

C. **Over-Max Bank**: MAPS employees who on June 30, 2015 have vacation and personal leave that exceed the maximum accumulations (“over maximum banks”) allowed by this Agreement, will have such leave converted on or after July 1, 2015 in the same manner and according to the same rules as sick leave. After July 1, 2015, MAPS employees will not be allowed to add any vacation or personal leave days to their “over maximum bank” for conversion upon termination.

D. **Bereavement Leave**: Four (4) consecutive working days' leave with pay shall be granted upon request in the event of a death in an employee's immediate family. Immediate family shall be considered a father, mother, sister, brother, spouse, child, mother-in-law, father-in-law, grandparent, grandchild, step, and half-blood relatives. The four (4) days shall commence at the option of the employee on the date of death or the day following the day of death or in conjunction with a memorial or funeral service.

One (1) day of leave with pay will be granted for the death of the employee’s aunt and uncle. This one (1) day of leave with pay must be taken within four (4) calendar days of the date of death or in conjunction with a memorial or funeral service. In the event that the deceased aunt or uncle lived in the same household as the employee making the request, the deceased aunt or uncle shall be considered to have been a member of the immediate family. Employees who require additional time off beyond these four (4) days may request and shall be granted additional reasonable time off charged to vacation or personal leave or compensatory time.

E. **Sick Leave**: Refer to Addendum F.

F. **Leave Usage Increments**: All accrued leave (vacation, personal, and sick) and compensatory time may be taken in units of at least thirty (30) minutes.

G. **Job Injury Leave**: When an employee sustains an occupational (on-the-job) injury in the actual

performance of duty and is unable to work, except for an employee of the Baltimore City Fire Department, the provisions of the Workers' Compensation Law of Maryland shall be followed. The employee shall be paid at the rate of 66 2/3% (sixty-six and two-thirds percent) of his/her average weekly wage (salary) not to exceed the State of Maryland's Average Weekly Wage (AWW) limit.

H. **Graduation Leave**: Leave of absence for attendance at high school, college graduation or basic training (military) exercises shall be granted to the employee as follows:

1. One (1) day leave of absence with pay to attend his own graduation when the graduation exercises occur during the employee's regularly scheduled work day.
2. One (1) day leave of absence with pay to attend the graduation of an immediate family member graduation when the graduation exercises occur during the employee's regularly scheduled work shift.

I. Sick Leave Payout (Retirement and/or Termination with twenty (20) years of service): In addition to their accrued vacation and personal leave, employees who are pensioned or who elect to terminate their service without pension and have completed at least twenty (20) years of service, regardless of age, shall be entitled to a bonus of one (1) day's pay for each three (3) days of unused sick leave at the time of their retirement and/or termination from City Service.

## **ARTICLE 14: PROFESSIONAL DEVELOPMENT AND TRAINING**

Consistent with the needs of the government, managers may grant permission leave days and provide funding if approved by the Agency Head, if the education or experience obtained from the training will be of value to the City and the employee(s).

## **ARTICLE 15: OUT-OF-TITLE WORK**

Whenever an employee is assigned to perform the duties and responsibilities of a higher classification for a period in excess of ten (10) consecutive working-days, he shall be paid the higher rate for such services

commencing on the eleventh working-day, in accordance with the rules and regulations as set forth in the Administrative Manual.

No employee shall be required to perform or shall receive compensation for out-of-title work for more than one hundred and twenty (120) days in a fiscal year.

#### **ARTICLE 16: BENEFITS PRESERVED**

All benefits previously in effect will continue to be implemented during the life of this Agreement.

#### **ARTICLE 17: DURATION AND TERMINATION**

This Agreement shall become effective on July 1, 2023, and remain in full force and effect until June 30, 2025, unless otherwise stated herein. It shall automatically be renewed from year to year thereafter unless either party shall give the other party written notice of a desire to terminate, modify or amend the Agreement.

Such written notice must be provided at least ninety (90) days prior to the expiration date of the Agreement.

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Signed on this 11<sup>th</sup> day of September 2023 in Baltimore, Maryland.

FOR THE MAYOR AND CITY COUNCIL  
OF BALTIMORE:

  
Deborah F. Moore-Carter

  
Veronica P. Jones

  
Yvonne Brown

FOR THE MANAGERIAL AND  
PROFESSIONAL SOCIETY OF  
BALTIMORE, INC.:

  
Michael Orye

  
Michelle Lesley

  
Jennie M. Frazier

APPROVED AS TO LEGAL FORM AND  
SUFFICIENCY:

  
Gary Gilbey, Esq. Chief of Labor and  
Employment Dept

NOTED BY THE BOARD OF  
ESTIMATES:

Clerk / Date



10-04-2023



**ADDENDUM A**  
**MAPS**  
**FY2024 Salary Range**  
**Effective 07/01/2023**

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
902	\$47,907	\$62,257	\$76,606
903	\$50,837	\$66,064	\$81,292
904	\$53,881	\$70,046	\$86,210
906	\$58,217	\$75,611	\$93,006
907	\$63,488	\$82,581	\$101,674
923	\$68,289	\$88,905	\$109,521
927	\$72,624	\$94,411	\$116,198
929	\$77,191	\$100,267	\$123,343
931	\$83,165	\$108,056	\$132,947
936	\$90,895	\$118,130	\$145,365
939	\$96,168	\$127,326	\$158,483
942	\$102,024	\$135,114	\$168,204
960	\$108,231	\$143,372	\$178,513
967	\$116,666	\$154,501	\$192,336
969	\$127,444	\$168,909	\$210,373
989	\$131,905	\$174,917	\$217,928
990	\$137,399	\$182,027	\$226,656
991	\$145,717	\$193,097	\$240,477
992	\$154,736	\$205,045	\$255,353
993	\$166,683	\$220,916	\$275,150
994	\$182,379	\$241,590	\$300,801
995	\$235,755	\$273,261	\$310,767

**MAPS  
FY2025 Salary Range  
Effective 07/01/2024**

<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
902	\$49,344	\$64,124	\$78,904
903	\$52,362	\$68,046	\$83,731
904	\$55,497	\$72,146	\$88,796
906	\$59,964	\$77,880	\$95,796
907	\$65,393	\$85,058	\$104,724
923	\$70,338	\$91,572	\$112,807
927	\$74,803	\$97,243	\$119,684
929	\$79,507	\$103,275	\$127,043
931	\$85,660	\$111,297	\$136,935
936	\$93,622	\$121,674	\$149,726
939	\$99,053	\$131,145	\$163,237
942	\$105,085	\$139,167	\$173,250
960	\$111,478	\$147,673	\$183,868
967	\$120,166	\$159,136	\$198,106
969	\$131,267	\$173,975	\$216,684
989	\$135,862	\$180,164	\$224,466
990	\$141,521	\$187,488	\$233,456
991	\$150,089	\$198,890	\$247,691
992	\$159,378	\$211,196	\$263,014
993	\$171,683	\$227,544	\$283,405
994	\$187,850	\$248,837	\$309,825
995	\$242,828	\$281,459	\$320,090

## ADDENDUM B

### CLASSIFICATION LISTING

Job Code	Job Profile Name	Grade	Minimum	Maximum
07376	Account Executive	923	\$66,300	\$106,331
07331	Account Executive Supervisor	931	\$80,743	\$129,075
34142	Accountant II	923	\$66,300	\$106,331
07357	Accountant II (Non-Civil)	923	\$66,300	\$106,331
34145	Accountant Supervisor	927	\$70,509	\$112,814
07360	Accountant Supervisor - Non CSC	927	\$70,509	\$112,814
34146	Accounting Manager	931	\$80,743	\$129,075
07394	Accounting Operations Officer	931	\$80,743	\$129,075
34197	Accounting Systems Admin	936	\$88,248	\$141,131
07393	Accounting Systems Analyst	923	\$66,300	\$106,331
34151	Accounting Systems Analyst (Civil)	923	\$66,300	\$106,331
02420	Administrative Analyst II	923	\$66,300	\$106,331
31312	Administrative Analyst II (Civil)	923	\$66,300	\$106,331
01956	Administrative Policy Analyst	923	\$66,300	\$106,331
31122	Administrative Policy Analyst (Civil)	923	\$66,300	\$106,331
00850	Administrator Courts	960	\$105,079	\$173,314
10257	Agency IT Associate	907	\$61,639	\$98,713
33146	Agency IT Associate (Civil Service)	907	\$61,639	\$98,713
33152	Agency IT Manager - I	939	\$93,367	\$153,867
33153	Agency IT Manager - II	942	\$99,052	\$163,305
10262	Agency IT Manager I	939	\$93,367	\$153,867
10263	Agency IT Manager II	942	\$99,052	\$163,305
10269	Agency IT Manager III	960	\$105,079	\$173,314
33157	Agency IT Manager III (Civil Service)	960	\$105,079	\$173,314
35137	Agency IT Portfolio Manager	942	\$99,052	\$163,305
10258	Agency IT Specialist I	923	\$66,300	\$106,331
33147	Agency IT Specialist I (civil service)	923	\$66,300	\$106,331
33148	Agency IT Specialist II	927	\$70,509	\$112,814
10259	Agency IT Specialist II (Non-Civil)	927	\$70,509	\$112,814
10260	Agency IT Specialist III	929	\$74,943	\$119,750
33149	Agency IT Specialist III (Civil Service)	929	\$74,943	\$119,750
33154	Agency IT Specialist IV	931	\$80,743	\$129,075
10267	Agency IT Specialist IV (Non-Civil)	931	\$80,743	\$129,075
33150	Agency IT Supv/Project Manager	936	\$88,248	\$141,131
10261	Agency IT Supv/Project Manager (Non-Civil)	936	\$88,248	\$141,131
00802	Alcohol Assessment Dir Coord	927	\$70,509	\$112,814
00015	Aministrative Assistant	940	\$50,900	\$69,700
00725	Analyst/Programmer Lead	927	\$70,509	\$112,814
33145	Analyst/Programmer Supervisor	929	\$74,943	\$119,750
35101	Application Support Specialist	927	\$70,509	\$112,814
07359	Applications Sys Analyst Lead	931	\$80,743	\$129,075
33669	Apprenticeship Program Admin	923	\$66,300	\$106,331

Job Code	Job Profile Name	Grade	Minimum	Maximum
75112	Architect II	927	\$70,509	\$112,814
75115	Architect Supervisor Licensed	931	\$80,743	\$129,075
33825	Archives Record Management Off	923	\$66,300	\$106,331
53818	Assistant Chf, Solid Waste Div	931	\$80,743	\$129,075
10040	Assistant Chief EOC	936	\$88,248	\$141,131
82135	Assistant Coord of Preschool	931	\$80,743	\$129,075
10074	Assistant Counsel	929	\$74,943	\$119,750
10214	Assistant Fire Chief	85F	\$177,106	\$177,106
10198	Assistant Solicitor	929	\$74,943	\$119,750
01962	Assistant State's Attorney	929	\$74,943	\$119,750
00009	Assistant to the Mayor	953	\$65,900	\$109,900
71425	Assistant Watershed Manager	923	\$66,300	\$106,331
00842	Associate Administrator Courts	929	\$74,943	\$119,750
10076	Associate General Counsel	936	\$88,248	\$141,131
53541	Asst Chief Div of Utilities	931	\$80,743	\$129,075
00876	Asst Chief Medical Officer	927	\$70,509	\$112,814
10203	Asst Counsel Code Enforcement	929	\$74,943	\$119,750
07378	Asst Director Building Service	923	\$66,300	\$106,331
07362	Asst Director Public Safety	923	\$66,300	\$106,331
10143	Asst for Public Affairs Comp	927	\$70,509	\$112,814
42134	Asst Supt Housing Inspections	906	\$56,521	\$90,297
52981	Asst Supt of Public Building	906	\$56,521	\$90,297
07364	Asst Supt Operations Conv Ctr	906	\$56,521	\$90,297
10123	Asst To The Exec Director ECB	923	\$66,300	\$106,331
31997	ATVES Ombudsman	929	\$74,943	\$119,750
34126	Audit Manager	942	\$99,052	\$163,305
34111	Auditor II	927	\$70,509	\$112,814
34112	Auditor III	931	\$80,743	\$129,075
34115	Auditor Supervisor	936	\$88,248	\$141,131
52116	Automotive Maintenance Supv II	923	\$66,300	\$106,331
52725	Aviation Maintenance Prog Supv	927	\$70,509	\$112,814
31138	Bike Share Program Coordinator	927	\$70,509	\$112,814
34285	Billing Section Supervisor	923	\$66,300	\$106,331
72133	Bridge Project Engineer	931	\$80,743	\$129,075
31306	Budget Analyst DPW	929	\$74,943	\$119,750
31301	Budget Management Analyst I	923	\$66,300	\$106,331
31304	Budget Management Analyst II	927	\$70,509	\$112,814
31305	Budget/Management Analyst III	929	\$74,943	\$119,750
35129	Business Analyst	927	\$70,509	\$112,814
35131	Business Analyst, Lead	942	\$99,052	\$163,305
35130	Business Analyst, Senior	939	\$93,367	\$153,867
35120	Business Intelligence Analyst	929	\$74,943	\$119,750
35122	Business Intelligence Analyst, Lead	942	\$99,052	\$163,305

Job Code	Job Profile Name	Grade	Minimum	Maximum
35121	Business Intelligence Analyst, Senior	939	\$93,367	\$153,867
33367	Call Center Operations Admin	936	\$88,248	\$141,131
33366	Call Center Operations Manager	923	\$66,300	\$106,331
72498	Chief Contract Officer	931	\$80,743	\$129,075
71442	Chief Horticulturist	931	\$80,743	\$129,075
10286	Chief Investment Officer	990	\$133,397	\$220,054
10283	Chief Medical Director	960	\$105,079	\$173,314
00877	Chief Medical Officer Courts	936	\$88,248	\$141,131
81145	Chief Mental Health Programs	931	\$80,743	\$129,075
10060	Chief of CDBG Compliance	931	\$80,743	\$129,075
72415	Chief of Contract Admin	931	\$80,743	\$129,075
34426	Chief of Fiscal Services I	931	\$80,743	\$129,075
00070	Chief of Fiscal Services I (Non-CSC)	931	\$80,743	\$129,075
34427	Chief of Fiscal Services II	936	\$88,248	\$141,131
00108	Chief of Fiscal Services II - Non-Civil	936	\$88,248	\$141,131
71412	Chief of Forestry	931	\$80,743	\$129,075
72646	Chief of Surveys	931	\$80,743	\$129,075
10199	Chief Solicitor	936	\$88,248	\$141,131
01963	Chief State's Attorney	936	\$88,248	\$141,131
08004	Chief State's Attorney Lead	942	\$99,052	\$163,305
00105	City Administrator	995	\$228,888	\$301,716
10101	City Auditor	990	\$133,397	\$220,054
71418	City Forestry Supervisor	927	\$70,509	\$112,814
74136	City Planner I	923	\$66,300	\$106,331
74137	City Planner II	927	\$70,509	\$112,814
74139	City Planner Supervisor	931	\$80,743	\$129,075
00735	City Solicitor	88M	\$188,000	\$188,000
72116	Civil Engineer	927	\$70,509	\$112,814
10132	Civilian Review Board Invst	923	\$66,300	\$106,331
10133	Civilian Review Brd Invst Supv	929	\$74,943	\$119,750
31940	Claims And Systems Manager	931	\$80,743	\$129,075
32211	Claims Investigator	923	\$66,300	\$106,331
61121	Clinical Director Health Ctr	931	\$80,743	\$129,075
81116	Clinical Social Work Supv	931	\$80,743	\$129,075
35159	Collaborations Services, Lead	939	\$93,367	\$153,867
33323	Communication Services Admin	923	\$66,300	\$106,331
33322	Communications Specialist	927	\$70,509	\$112,814
61255	Community Health Educator Supv	927	\$70,509	\$112,814
62216	Community Health Nurse Supv	931	\$80,743	\$129,075
01968	Community Liaison SAO	923	\$66,300	\$106,331
33547	Community Mktg Outreach Off	923	\$66,300	\$106,331
01942	Community Outreach Supervisor	931	\$80,743	\$129,075
84221	Community Relations Rep	904	\$52,312	\$83,699

Job Code	Job Profile Name	Grade	Minimum	Maximum
84224	Community Relations Rep Supv	923	\$66,300	\$106,331
33623	Compensation Analyst II	927	\$70,509	\$112,814
33624	Compensation Analyst III	929	\$74,943	\$119,750
10284	Compensation Manager	931	\$80,743	\$129,075
33625	Compensation Manager (Civil Service)	931	\$80,743	\$129,075
33135	Computer Operator Supervisor	906	\$56,521	\$90,297
72494	Construction Contract Admin	927	\$70,509	\$112,814
42221	Construction Project Supervisor I	923	\$66,300	\$106,331
00872	Construction Project Supv I (Non-Civil)	923	\$66,300	\$106,331
42222	Construction Project Supv II	927	\$70,509	\$112,814
72496	Contract Officer	927	\$70,509	\$112,814
00846	Coord Medical Svcs Juvenile	927	\$70,509	\$112,814
00692	Coord School/Student Svcs	927	\$70,509	\$112,814
00866	Court Services Manager	903	\$49,356	\$78,924
71125	Crime Laboratory Photo Supv	923	\$66,300	\$106,331
71135	Crime Laboratory Tech Supv	907	\$61,639	\$98,713
00111	Criminal Justice Associate	903	\$49,356	\$78,924
71112	Criminalist II	927	\$70,509	\$112,814
71113	Criminalist III DNA Analysis	929	\$74,943	\$119,750
71118	Criminalist III Drug Analysis	929	\$74,943	\$119,750
71119	Criminalist III Trace Analysis	929	\$74,943	\$119,750
71114	Criminalist Supv Drug	936	\$88,248	\$141,131
71115	Criminalist Supv Trace	936	\$88,248	\$141,131
35115	Data Analyst	927	\$70,509	\$112,814
35119	Data Architect	942	\$99,052	\$163,305
35116	Data Engineer	929	\$74,943	\$119,750
35117	Data Engineer, Senior	939	\$93,367	\$153,867
00141	Data Fellow	907	\$61,639	\$98,713
35118	Data Manager	942	\$99,052	\$163,305
10268	Data Project Manager	936	\$88,248	\$141,131
35133	Data Scientist	929	\$74,943	\$119,750
35135	Data Scientist, Lead	942	\$99,052	\$163,305
35134	Data Scientist, Senior	939	\$93,367	\$153,867
35126	Database Administrator	927	\$70,509	\$112,814
35128	Database Administrator, Lead	936	\$88,248	\$141,131
35127	Database Administrator, Senior	931	\$80,743	\$129,075
10235	Database Specialist	927	\$70,509	\$112,814
33102	Database Specialist (Civil)	927	\$70,509	\$112,814
82146	Day Care Program Director	931	\$80,743	\$129,075
00848	Deputy Administrator Courts	939	\$93,367	\$153,867
10243	Deputy City Auditor	969	\$123,732	\$204,246
00896	Deputy Director Medical Svc	931	\$80,743	\$129,075

Job Code	Job Profile Name	Grade	Minimum	Maximum
10213	Deputy Fire Chief	84F	\$162,938	\$162,938
10281	Deputy Police Commissioner (Non-Sworn)	91P	\$164,771	\$219,148
102815	Deputy Police Commissioner (Sworn)	91P	\$164,771	\$219,148
54469	Deputy Towing Manager	906	\$56,521	\$90,297
74146	Design Planner I	923	\$66,300	\$106,331
74147	Design Planner II	927	\$70,509	\$112,814
74149	Design Planner Supervisor	931	\$80,743	\$129,075
35142	Desktop Support Manager	939	\$93,367	\$153,867
35103	Dev Operations Engineer	929	\$74,943	\$119,750
35105	Dev Operations Engineer, Lead	936	\$88,248	\$141,131
35104	Dev Operations Engineer, Senior	931	\$80,743	\$129,075
35102	Developer Programmer	927	\$70,509	\$112,814
07101	Digital Communications Specialist	907	\$61,639	\$98,713
61193	Dir Adol & Reproductive Hlth	931	\$80,743	\$129,075
10256	Dir ATVES	942	\$99,052	\$163,305
61125	Dir Bureau of Disease Control	931	\$80,743	\$129,075
81235	Dir Child Care Food Program	931	\$80,743	\$129,075
61127	Dir Chronic Disease Prevention	931	\$80,743	\$129,075
00005	Dir Comm Services Outreach	931	\$80,743	\$129,075
00897	Dir Community Service Affairs	923	\$66,300	\$106,331
61115	Dir Early Intervention Service	931	\$80,743	\$129,075
81376	Dir Geriatric Hlth Svcs	931	\$80,743	\$129,075
61224	Dir Health Prog Plan & Eval	931	\$80,743	\$129,075
00818	Dir Juvenile Med Off Courts	927	\$70,509	\$112,814
33828	Dir Legislative Reference	942	\$99,052	\$163,305
10166	Dir of Permits & Code Enfor	931	\$80,743	\$129,075
62312	Dir Oral Health Services	939	\$93,367	\$153,867
61118	Dir School Health Programs	931	\$80,743	\$129,075
81247	Dir WIC Program	931	\$80,743	\$129,075
10009	Director Council Services	931	\$80,743	\$129,075
10190	Director of Home Ownership	931	\$80,743	\$129,075
10158	Director of Project Finance	931	\$80,743	\$129,075
10160	Director of Public Program	936	\$88,248	\$141,131
00510	Director of Public Works	89M	\$245,000	\$245,000
10159	Director of Rehabilitation	931	\$80,743	\$129,075
81418	Director Operation Safe Kids	931	\$80,743	\$129,075
00118	Director, IT & Communications - FIRE	84F	\$162,938	\$162,938
33675	DPW Safety Training Manager	936	\$88,248	\$141,131
33645	DPW Training Supervisor	931	\$80,743	\$129,075
74311	Economic Development Officer	923	\$66,300	\$106,331
74392	Economic Empowerment Officer	923	\$66,300	\$106,331

Job Code	Job Profile Name	Grade	Minimum	Maximum
32937	E-Discovery Coordinator	923	\$66,300	\$106,331
33185	EDP Data Technician Supervisor	906	\$56,521	\$90,297
82133	Educational Coordinator	923	\$66,300	\$106,331
54356	Electrical Maint Tech Supv II	923	\$66,300	\$106,331
33691	Employee Assistance Counselor I	903	\$49,356	\$78,924
33696	Employee Assistance Counselor II	906	\$56,521	\$90,297
33697	Employee Assistance Counselor III	923	\$66,300	\$106,331
33690	Employee Benefits Supervisor	927	\$70,509	\$112,814
35140	End User Computing Engineer	929	\$74,943	\$119,750
35161	End User Computing Manager	942	\$99,052	\$163,305
35138	End User Support I	923	\$66,300	\$106,331
35139	End User Support Specialist II	927	\$70,509	\$112,814
35141	End User Support Specialist, Lead	936	\$88,248	\$141,131
35153	End User Support Specialist, Senior	929	\$74,943	\$119,750
75345	Energy Program Administrator	931	\$80,743	\$129,075
75337	Energy Program Manager I	927	\$70,509	\$112,814
75338	Energy Program Manager II	929	\$74,943	\$119,750
72111	Engineer I	927	\$70,509	\$112,814
72113	Engineer II	929	\$74,943	\$119,750
72115	Engineer Supervisor	936	\$88,248	\$141,131
33168	Enterprise Appl Sys Admin	936	\$88,248	\$141,131
35114	Enterprise Applications Manager	942	\$99,052	\$163,305
71452	Environment Conservation Anal	923	\$66,300	\$106,331
42515	Environmental Health Supv	927	\$70,509	\$112,814
31137	Environmental Policy Analyst	927	\$70,509	\$112,814
42995	Environmental Technician Supv	907	\$61,639	\$98,713
61291	Epidemiologist	927	\$70,509	\$112,814
61293	Epidemiologist Supervisor	936	\$88,248	\$141,131
33658	Equal Opportunity Officer	923	\$66,300	\$106,331
34600	Equity Officer	927	\$70,509	\$112,814
10083	Executive Assistant	904	\$52,312	\$83,699
00095	Executive Director I	990	\$133,397	\$220,054
00096	Executive Director II	991	\$141,473	\$233,473
00097	Executive Director III	992	\$150,229	\$247,916
00098	Executive Director IV	993	\$161,828	\$267,136
00099	Executive Director V	994	\$177,067	\$292,040
33646	F&P Benefits Analyst I	904	\$52,312	\$83,699
33647	F&P Benefits Analyst II	907	\$61,639	\$98,713
33649	F&P Benefits Analyst Supv	927	\$70,509	\$112,814
33650	F&P Benefits Manager	931	\$80,743	\$129,075
72616	Field Survey Supervisor	906	\$56,521	\$90,297
10189	Finance Project Manager	936	\$88,248	\$141,131
71147	Fingerprint Section Manager	906	\$56,521	\$90,297
41302	Fire Codes Plan Manager	923	\$66,300	\$106,331



Job Code	Job Profile Name	Grade	Minimum	Maximum
00110	Fire Commander	80F	\$155,853	\$155,853
10197	Fire Press Officer	929	\$74,943	\$119,750
33620	Fire Svc Education Specialist	906	\$56,521	\$90,297
71151	Firearms Examiner	927	\$70,509	\$112,814
71155	Firearms Examiner Supervisor	936	\$88,248	\$141,131
01908	Fiscal Administrator	931	\$80,743	\$129,075
10165	Fiscal Legislative Analyst	929	\$74,943	\$119,750
00742	Fiscal Officer	923	\$66,300	\$106,331
34424	Fiscal Officer (Civil)	923	\$66,300	\$106,331
31321	Fiscal Policy Analyst	927	\$70,509	\$112,814
31342	Fiscal Research Analyst	927	\$70,509	\$112,814
34425	Fiscal Supervisor	927	\$70,509	\$112,814
74138	Floodplain Manager	927	\$70,509	\$112,814
00828	Forensic Psych/Eval Courts	923	\$66,300	\$106,331
71132	Forensic Scientist II	927	\$70,509	\$112,814
71133	Forensic Scientist III	929	\$74,943	\$119,750
71139	Forensic Scientist IV	931	\$80,743	\$129,075
71136	Forensic Scientist Supervisor	936	\$88,248	\$141,131
71264	Fuel Systems Specialist	923	\$66,300	\$106,331
42116	Gen Supt Bldg Inspections	931	\$80,743	\$129,075
42136	Gen Supt Housing Inspections	931	\$80,743	\$129,075
53335	Gen Supt Trans Maintenance	927	\$70,509	\$112,814
53523	Gen Supt Utilities Maint Rep	927	\$70,509	\$112,814
10077	General Counsel	936	\$88,248	\$141,131
53337	General Supt of Bldg & Ground	923	\$66,300	\$106,331
81335	Geriatric Day Care Director	923	\$66,300	\$106,331
33187	GIS Analyst	927	\$70,509	\$112,814
33190	GIS Supervisor	927	\$70,509	\$112,814
10217	Grant Services Specialist III	941	\$60,728	\$104,398
10236	Grant Services Specialist IV	944	\$81,983	\$140,936
10237	Grant Services Specialist V	945	\$110,677	\$190,265
10238	Grant Services Specialist VI	946	\$149,414	\$256,805
10120	Grants Development Director	904	\$52,312	\$83,699
31754	Grants Procurement Officer	904	\$52,312	\$83,699
61245	Health Analysis Supervisor	936	\$88,248	\$141,131
61222	Health and Policy Analyst	927	\$70,509	\$112,814
53275	Health Facilities Coordinator	903	\$49,356	\$78,924
61111	Health Program Admin I	923	\$66,300	\$106,331
61113	Health Program Admin II	927	\$70,509	\$112,814
61114	Health Programs Bureau Admin	931	\$80,743	\$129,075
10174	Health Project Director	931	\$80,743	\$129,075
54216	Heating Air Cond Tech Supv II	907	\$61,639	\$98,713
74195	Historic Preservation Officer	929	\$74,943	\$119,750
07371	HR Business Partner	931	\$80,743	\$129,075

Job Code	Job Profile Name	Grade	Minimum	Maximum
33677	HR Generalist II	923	\$66,300	\$106,331
07395	HR Generalist II (Non-Civil)	923	\$66,300	\$106,331
10248	HR Policy Analyst	927	\$70,509	\$112,814
33629	HR Specialist II	927	\$70,509	\$112,814
33630	HR Specialist III	929	\$74,943	\$119,750
33626	HRIS Analyst	927	\$70,509	\$112,814
33627	HRIS Specialist	927	\$70,509	\$112,814
84325	Human Services Manager	923	\$66,300	\$106,331
00122	Human Services Manager Non-Civil	923	\$66,300	\$106,331
00120	Human Services Worker I - Non Civil	556	\$45,931	\$52,873
00121	Human Services Worker ii - Non Civil	558	\$49,379	\$57,357
61295	Immunization Registry Coord	907	\$61,639	\$98,713
35143	Incident Problem Manager	939	\$93,367	\$153,867
00727	Information Tech Spec	902	\$46,512	\$74,375
00721	Information Tech Spec Supervisor	906	\$56,521	\$90,297
33126	Information Tech Spec Supv	906	\$56,521	\$90,297
33159	Information Tech Specialist	902	\$46,512	\$74,375
10249	Information Technology Manager	936	\$88,248	\$141,131
52625	Instrumentation Tech Supv I	906	\$56,521	\$90,297
52626	Instrumentation Tech Supv II	923	\$66,300	\$106,331
31941	Insurance and Risk Finance Mgr	929	\$74,943	\$119,750
31951	Insurance Risk Analyst	927	\$70,509	\$112,814
71161	Investigative Specialist I	903	\$49,356	\$78,924
71162	Investigative Specialist II	906	\$56,521	\$90,297
34454	Investment Analyst	929	\$74,943	\$119,750
33106	IT Associate BCIT	907	\$61,639	\$98,713
33116	IT Deputy Director BCIT	969	\$123,732	\$204,246
10185	IT Director	969	\$123,732	\$204,246
10241	IT Division Manager	942	\$99,052	\$163,305
10188	IT Division Manager BCIT	967	\$113,268	\$186,734
33115	IT Division Manager BCIT (Civil)	967	\$113,268	\$186,734
33191	IT Engineer	929	\$74,943	\$119,750
10186	IT Manager	942	\$99,052	\$163,305
33112	IT Manager BCIT	942	\$99,052	\$163,305
10153	IT Project Manager	929	\$74,943	\$119,750
33160	IT Project Manager (Civil Service)	929	\$74,943	\$119,750
10187	IT Project Manager (Non-Civil)	939	\$93,367	\$153,867
33114	IT Project Manager BCIT	939	\$93,367	\$153,867
33107	IT Specialist I BCIT	923	\$66,300	\$106,331
33109	IT Specialist II BCIT	927	\$70,509	\$112,814
33110	IT Specialist III BCIT	929	\$74,943	\$119,750
10266	IT Specialist IV	931	\$80,743	\$129,075
33156	IT Specialist IV BCIT	931	\$80,743	\$129,075

Job Code	Job Profile Name	Grade	Minimum	Maximum
33111	IT Supervisor BCIT	936	\$88,248	\$141,131
00114	Labor Relations Specialist	927	\$70,509	\$112,814
71527	Laboratory Technical Admin	936	\$88,248	\$141,131
71526	Laboratory Technical Supv	931	\$80,743	\$129,075
33725	Land Conveyance Supervisor	931	\$80,743	\$129,075
53827	Landfill Superintendent	923	\$66,300	\$106,331
71142	Latent Print Examiner	927	\$70,509	\$112,814
71145	Latent Print Examiner Supv	936	\$88,248	\$141,131
33103	Lead Application Sys Anal Prog	931	\$80,743	\$129,075
32922	Legal Officer	927	\$70,509	\$112,814
00187	Legislative Fiscal Analyst	927	\$70,509	\$112,814
34533	Legislative Services Analyst	923	\$66,300	\$106,331
01981	Legislative/Govt Liaison	927	\$70,509	\$112,814
81423	Liaison Officer Safe Streets	906	\$56,521	\$90,297
00641	Lib Wide Area Network Admin	929	\$74,943	\$119,750
00717	Librarian III	923	\$66,300	\$106,331
00658	Librarian Supv I	927	\$70,509	\$112,814
00659	Librarian Supv II	929	\$74,943	\$119,750
00693	Library Annual Fund Coord	907	\$61,639	\$98,713
00647	Library Branch Coordinator	931	\$80,743	\$129,075
10245	Library Computer System Leader	927	\$70,509	\$112,814
00627	Library Computer Systems Supv	931	\$80,743	\$129,075
00726	Library Grants Manager	903	\$49,356	\$78,924
00691	Library IT Training Officer	927	\$70,509	\$112,814
00640	Library IT Training Supv	931	\$80,743	\$129,075
00853	Licensed Clinical SW Supv	931	\$80,743	\$129,075
52415	Line Maintenance Tech Supv	906	\$56,521	\$90,297
81387	Long Term Care Ombudsman	923	\$66,300	\$106,331
81389	Long Term Care Ombudsman Supv	931	\$80,743	\$129,075
33324	Mailroom Operations Manager (civil service)	927	\$70,509	\$112,814
00724	Management Support Technician	903	\$49,356	\$78,924
31172	Management Support Technician (Civil)	903	\$49,356	\$78,924
10184	Manager Court Info System	931	\$80,743	\$129,075
10192	Manager Court Technology	931	\$80,743	\$129,075
00602	Manager Fiscal Services Lib	931	\$80,743	\$129,075
01226	Manager Level	927	\$70,509	\$112,814
00047	Manpower Resources Consultant	910	\$1	\$125
00834	Master	251	\$97,634	\$150,903
54366	Mechanical Maint Tech Supv II	923	\$66,300	\$106,331
83343	Media Producer Director II	923	\$66,300	\$106,331
63225	Medical Laboratory Tech Supv	927	\$70,509	\$112,814
00852	Medical Psychiatrist Courts	929	\$74,943	\$119,750

Job Code	Job Profile Name	Grade	Minimum	Maximum
81195	Mental Health Program Asst	923	\$66,300	\$106,331
71533	Microbiologist Supervisor	927	\$70,509	\$112,814
33593	Minority Small Bus Purch Coord	923	\$66,300	\$106,331
52142	Motor Equip Specification Supv	927	\$70,509	\$112,814
72432	Neighborhood Project Coord	923	\$66,300	\$106,331
07358	Network Engineer	927	\$70,509	\$112,814
33192	Network Engineer (Civil Service)	927	\$70,509	\$112,814
35146	Network Engineer, Lead	939	\$93,367	\$153,867
35145	Network Engineer, Senior	936	\$88,248	\$141,131
00622	Network Operations Coord Lib	927	\$70,509	\$112,814
33193	Network Systems Administrator	936	\$88,248	\$141,131
00021	Office Manager	906	\$56,521	\$90,297
33125	Office Sys Analyst Prgrmr Supv	907	\$61,639	\$98,713
10210	OIG Agent	927	\$70,509	\$112,814
10211	OIG Lead Agent	929	\$74,943	\$119,750
81385	Ombudsman	903	\$49,356	\$78,924
81386	Ombudsman Supervisor	906	\$56,521	\$90,297
00078	Operations Assistant I	902	\$46,512	\$74,375
31104	Operations Assistant I (Civil)	902	\$46,512	\$74,375
00080	Operations Assistant II	903	\$49,356	\$78,924
31105	Operations Assistant II (civil service)	903	\$49,356	\$78,924
00081	Operations Assistant III	904	\$52,312	\$83,699
31106	Operations Assistant III (Civil)	904	\$52,312	\$83,699
00093	Operations Director I	967	\$113,268	\$186,734
00094	Operations Director II	969	\$123,732	\$204,246
72193	Operations Engineer	929	\$74,943	\$119,750
00090	Operations Manager I	939	\$93,367	\$153,867
31114	Operations Manager I (Civil)	939	\$93,367	\$153,867
00091	Operations Manager II	942	\$99,052	\$163,305
31115	Operations Manager II (Civil)	942	\$99,052	\$163,305
00092	Operations Manager III	960	\$105,079	\$173,314
31116	Operations Manager III (Civil)	960	\$105,079	\$173,314
00085	Operations Officer I	923	\$66,300	\$106,331
31109	Operations Officer I (civil service)	923	\$66,300	\$106,331
00086	Operations Officer II	927	\$70,509	\$112,814
31110	Operations Officer II (civil service)	927	\$70,509	\$112,814
00087	Operations Officer III	929	\$74,943	\$119,750
31111	Operations Officer III (Civil service)	929	\$74,943	\$119,750
00088	Operations Officer IV	931	\$80,743	\$129,075
31112	Operations Officer IV (civil service)	931	\$80,743	\$129,075
00089	Operations Officer V	936	\$88,248	\$141,131
31113	Operations Officer V (Civil Service)	936	\$88,248	\$141,131
31314	Operations Research Analyst	923	\$66,300	\$106,331
00083	Operations Specialist I	906	\$56,521	\$90,297

Job Code	Job Profile Name	Grade	Minimum	Maximum
31107	Operations Specialist I (civil service)	906	\$56,521	\$90,297
00084	Operations Specialist II	907	\$61,639	\$98,713
31108	Operations Specialist II (Civil)	907	\$61,639	\$98,713
71430	Park Administrator	904	\$52,312	\$83,699
53623	Park District Manager	906	\$56,521	\$90,297
34257	Parking Fines Supervisor	907	\$61,639	\$98,713
01213	Planner IV	927	\$70,509	\$112,814
53290	Plant Building Maint Supv	907	\$61,639	\$98,713
35160	Platform Services, Lead	939	\$93,367	\$153,867
10277	Police Captain	83P	\$139,368	\$139,368
10276	Police Chief	86P	\$162,595	\$162,595
10280	Police Colonel	86P	\$162,595	\$162,595
10282	Police Commissioner	99P	\$257,499	\$329,027
10279	Police Lieutenant Colonel	85P	\$154,853	\$154,853
10278	Police Major	84P	\$147,110	\$147,110
71215	Pollution Control Analyst Supv	927	\$70,509	\$112,814
71216	Pollution Control Prog Admin	936	\$88,248	\$141,131
35132	Principal Business Analyst	942	\$99,052	\$163,305
35123	Principal Data Engineer	942	\$99,052	\$163,305
35136	Principal Data Scientist	942	\$99,052	\$163,305
35124	Principal Enterprise Architect	942	\$99,052	\$163,305
10140	Principal Prog Assessment Anal	929	\$74,943	\$119,750
35112	Principal Software Engineer	942	\$99,052	\$163,305
52537	Print Shop Manager	927	\$70,509	\$112,814
00858	Procurement Officer - Non Civil	927	\$70,509	\$112,814
33586	Procurement Officer II	923	\$66,300	\$106,331
33524	Procurement Specialist II	927	\$70,509	\$112,814
33525	Procurement Supervisor	936	\$88,248	\$141,131
35152	Product Manager	942	\$99,052	\$163,305
01225	Professional Services	923	\$66,300	\$106,331
10247	Program Analyst	927	\$70,509	\$112,814
31511	Program Analyst (Civil)	927	\$70,509	\$112,814
31502	Program Compliance Officer II	927	\$70,509	\$112,814
00417	Program Compliance Officer II (Non-CSC)	927	\$70,509	\$112,814
00418	Program Compliance Supervisor	931	\$80,743	\$129,075
10240	Program Coordinator	923	\$66,300	\$106,331
31192	Program Coordinator	923	\$66,300	\$106,331
35151	Program Manager	939	\$93,367	\$153,867
00624	Project and Planning Coord	927	\$70,509	\$112,814
35147	Project Manager	939	\$93,367	\$153,867
72635	Property Location Supervisor	907	\$61,639	\$98,713
62311	Public Health Dentist	929	\$74,943	\$119,750
10109	Public Health Physician	942	\$99,052	\$163,305

Job Code	Job Profile Name	Grade	Minimum	Maximum
10110	Public Health Physician II	963	\$91,800	\$145,600
42563	Public Health Rep Supervisor	927	\$70,509	\$112,814
33414	Public Relations Coordinator	923	\$66,300	\$106,331
01961	Public Relations Officer	923	\$66,300	\$106,331
33413	Public Relations Officer (civil service)	923	\$66,300	\$106,331
01982	Public Relations Supervisor	931	\$80,743	\$129,075
33415	Public Relations Supervisor (Civil Service)	931	\$80,743	\$129,075
54345	Pumping Stations Oprs Manager	931	\$80,743	\$129,075
54341	Pumping Stations Oprs Supv	907	\$61,639	\$98,713
33810	Quality Assurance Analyst	903	\$49,356	\$78,924
33811	Quality Assurance Analyst Supv	923	\$66,300	\$106,331
52425	Radio Maintenance Tech Supv	907	\$61,639	\$98,713
02375	Real Estate Agent II	927	\$70,509	\$112,814
33712	Real Estate Agent II (Civil Service)	927	\$70,509	\$112,814
33715	Real Estate Agent Supervisor	931	\$80,743	\$129,075
33730	Real Estate Appraiser	931	\$80,743	\$129,075
33267	Records and Payroll Manager	927	\$70,509	\$112,814
10291	Recreation Manager	931	\$80,743	\$129,075
83191	Recreation Program Coordinator	931	\$80,743	\$129,075
33678	Recruit & Talent Ac Spec II	927	\$70,509	\$112,814
33680	Recruit & Talent Ac Spec III	929	\$74,943	\$119,750
53855	Recycling Coordinator	927	\$70,509	\$112,814
35106	Release Engineer	929	\$74,943	\$119,750
35108	Release Engineer, Lead	936	\$88,248	\$141,131
35107	Release Engineer, Senior	931	\$80,743	\$129,075
34512	Research Analyst II	927	\$70,509	\$112,814
00816	Research Analyst II (Non-Civil)	927	\$70,509	\$112,814
34514	Research Analyst Supervisor	931	\$80,743	\$129,075
31755	Resource Development Coord	927	\$70,509	\$112,814
33633	Retirement Analyst I	904	\$52,312	\$83,699
33634	Retirement Analyst II	907	\$61,639	\$98,713
33635	Retirement Analyst Supervisor	927	\$70,509	\$112,814
33632	Retirement Benefit Anal II	904	\$52,312	\$83,699
33636	Retirement Manager	931	\$80,743	\$129,075
00628	Sailor Data Administrator Lib	927	\$70,509	\$112,814
00629	Sailor Help Desk Manager Lib	906	\$56,521	\$90,297
00630	Sailor Network Technician Libr	904	\$52,312	\$83,699
07379	Sales Manager	927	\$70,509	\$112,814
52627	SCADA System Supervisor	927	\$70,509	\$112,814
10075	Senior Counsel	929	\$74,943	\$119,750
34534	Senior Legislative Policy Anal	929	\$74,943	\$119,750
10285	Senior Recruiter	931	\$80,743	\$129,075

Job Code	Job Profile Name	Grade	Minimum	Maximum
33684	Senior Recruiter (Civil Service)	931	\$80,743	\$129,075
07396	Senior Sales Manager	931	\$80,743	\$129,075
35155	Service Desk Manager	939	\$93,367	\$153,867
35154	Service Desk, Lead	936	\$88,248	\$141,131
74235	Signal System Manager	923	\$66,300	\$106,331
81162	Social Policy and Prog Analyst	927	\$70,509	\$112,814
81152	Social Prog Administrator II	927	\$70,509	\$112,814
81153	Social Prog Administrator III	936	\$88,248	\$141,131
81175	Social Service Coord Supv	923	\$66,300	\$106,331
00840	Social Services Coord Courts	931	\$80,743	\$129,075
01984	Social Services Coordinator Supervisor	923	\$66,300	\$106,331
81115	Social Work Supervisor	936	\$88,248	\$141,131
31152	Solid Waste Analyst	927	\$70,509	\$112,814
53817	Solid Waste Asst Supt	903	\$49,356	\$78,924
53816	Solid Waste Superintendent	923	\$66,300	\$106,331
00128	Special Aide II	933	\$35,500	\$71,700
00737	Special Investigation Supv	927	\$70,509	\$112,814
83214	Sports Facility Director	923	\$66,300	\$106,331
10250	Sr Criminal Justice Assoc	904	\$52,312	\$83,699
10183	Sr Program Assessment Analyst	927	\$70,509	\$112,814
10287	Sr. HR Business Consultant	931	\$80,743	\$129,075
00138	Staff Asst (Elected Official)	903	\$49,356	\$78,924
00670	State Library Resource Center	931	\$80,743	\$129,075
33566	Stores Supervisor II	906	\$56,521	\$90,297
53557	Superintendent Conduits	927	\$70,509	\$112,814
42156	Superintendent of Mech & Elec	929	\$74,943	\$119,750
53332	Superintendent of Trans Maint	923	\$66,300	\$106,331
07363	Superintendent Operations	923	\$66,300	\$106,331
41617	Superintendent Parking Enfor	927	\$70,509	\$112,814
53427	Superintendent Street Lighting	927	\$70,509	\$112,814
52986	Supt Cleaning Brd Ground Maint	923	\$66,300	\$106,331
52491	Supt Comm Computer Oprns	927	\$70,509	\$112,814
42115	Supt of Building Inspections	927	\$70,509	\$112,814
42145	Supt of Electrical Inspections	927	\$70,509	\$112,814
42165	Supt of Housing Inspections	927	\$70,509	\$112,814
42155	Supt of Mechanical Inspections	927	\$70,509	\$112,814
53717	Supt of Parking Meters	927	\$70,509	\$112,814
72726	Supt of Plans and Inspections	927	\$70,509	\$112,814
52982	Supt of Public Bldg Repair	927	\$70,509	\$112,814
52635	Supt Traffic Signal Electronic	927	\$70,509	\$112,814
53416	Supt Traffic Signal Install	927	\$70,509	\$112,814
53355	Supt Traffic Signs And Marking	927	\$70,509	\$112,814
53521	Supt Utilities Maint & Repair	923	\$66,300	\$106,331

Job Code	Job Profile Name	Grade	Minimum	Maximum
53531	Supt Waste Water Maint Repair	923	\$66,300	\$106,331
35157	System Engineer	931	\$80,743	\$129,075
35158	System Engineer, Senior	931	\$80,743	\$129,075
00890	Systems Analyst	927	\$70,509	\$112,814
33151	Systems Analyst (Civil Service)	927	\$70,509	\$112,814
33158	Systems Analyst and Prog Mgr	936	\$88,248	\$141,131
00698	Systems Analyst Lead SAO	927	\$70,509	\$112,814
33162	Systems Programmer	927	\$70,509	\$112,814
33165	Systems Programming Mgr	936	\$88,248	\$141,131
33155	Systems Supervisor	931	\$80,743	\$129,075
00728	Systems Supervisor (Non-Civil Service)	931	\$80,743	\$129,075
31142	Towing Administrative Service	904	\$52,312	\$83,699
54471	Towing Lot Superintendent	927	\$70,509	\$112,814
54468	Towing Manager	907	\$61,639	\$98,713
52633	Traffic Electron Maint Tech Su	907	\$61,639	\$98,713
31993	Traffic Safety Coordinator	923	\$66,300	\$106,331
31994	Traffic Safety Manager	927	\$70,509	\$112,814
33672	Trainer Officer	927	\$70,509	\$112,814
00626	Training Officer	927	\$70,509	\$112,814
31981	Transit Services Administrator	927	\$70,509	\$112,814
74291	Transportation Marketing Coord	927	\$70,509	\$112,814
82197	Transportation Safety Supv	923	\$66,300	\$106,331
34441	Treasury Technician	927	\$70,509	\$112,814
34318	Utility Meter Field Oprns Mgr	931	\$80,743	\$129,075
34317	Utility Meter Reader Supt II	923	\$66,300	\$106,331
34322	Utility Meter Tech Supt I	923	\$66,300	\$106,331
31140	Utility Policy Analyst	929	\$74,943	\$119,750
35110	UX Design, Senior	931	\$80,743	\$129,075
35109	UX Designer	929	\$74,943	\$119,750
35111	UX Designer, Lead	936	\$88,248	\$141,131
32221	Vehicle Damage Investigator	923	\$66,300	\$106,331
00715	Volunteer Service Coordinator	923	\$66,300	\$106,331
81381	Volunteer Service Coordinator (Civil Service)	923	\$66,300	\$106,331
33108	WAN Architectural Engineer	927	\$70,509	\$112,814
54325	Water Pumping Asst Manager	929	\$74,943	\$119,750
33814	Water Quality Assurance Analyst	906	\$56,521	\$90,297
54322	Water Systems Pumping Manager	936	\$88,248	\$141,131
54316	Water Systems Pumping Supv	907	\$61,639	\$98,713
54323	Water Systems Treatment Mgr	936	\$88,248	\$141,131
54317	Water Systems Treatment Supv	906	\$56,521	\$90,297
54324	Water Treatment Asst Manager	929	\$74,943	\$119,750
71426	Watershed Manager	931	\$80,743	\$129,075



<b>Job Code</b>	<b>Job Profile Name</b>	<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
41520	Watershed Ranger I	902	\$46,512	\$74,375
41523	Watershed Ranger II	906	\$56,521	\$90,297
41524	Watershed Ranger III	923	\$66,300	\$106,331
41525	Watershed Ranger Supervisor	936	\$88,248	\$141,131
75340	Weatherization Program Supv	927	\$70,509	\$112,814
00718	Web Developer	903	\$49,356	\$78,924
33292	Worker's Compensation Contract	927	\$70,509	\$112,814
54358	WW Maint Mgr Instrumentation	929	\$74,943	\$119,750
54359	WW Maint Mgr Mechanical	931	\$80,743	\$129,075

**ADDENDUM C**

**THIRD HEALTH AND PRESCRIPTION DRUG PLAN AGREEMENT**

This Third Health and Prescription Agreement for City employees and dependents is made by and between the City of Baltimore (the "City") and the employee organizations designated as exclusive representatives of City employees in bargaining units certified under the Municipal Employee Relations Ordinance, including CUB, AFSCME, FOP, IAFF, and also including MAPS<sup>1</sup> (the "Unions") (hereinafter referred to as the "Agreement").

WHEREAS, the City and the Unions first entered into a Health and Prescription Drug Plan Agreement which was adopted by the Board of Estimates on November 7, 2012 (the "2012 Agreement"); and

WHEREAS, the 2012 Agreement was succeeded by the Transition Health and Prescription Drug Plan Agreement approved and adopted by the Board of Estimates on April 7, 2016 (the "2016 Agreement"); and

WHEREAS, pursuant to Paragraph 14 of the 2012 Agreement and Paragraph 9 of the 2016 Agreement, the 2012 and 2016 Agreements, respectively, were included as an attachment to each of the Unions' respective collective bargaining agreements (viz. Memorandum of Understanding) to begin with Fiscal Year 2013 through Fiscal Year 2018; and

WHEREAS, although the 2016 Agreement was to expire for each of the signatory Unions on December 31, 2017, the City and the Unions desire to continue to address health and prescription drug benefits on a City-wide basis with an agreement to succeed the 2016 Agreement through December 31, 2020;

IT IS HEREBY AGREED by and between the parties hereto:

1. **Health Insurance Committee Meetings and Activities.** The Health Insurance Committee ("HIC") that was re-established under Paragraph 9 of the 2012 Agreement shall continue in effect as follows:

a. The HIC shall be composed of equal numbers of Union and City representatives. Each Union and MAPS shall appoint one representative to the HIC, and the City shall designate representatives from the Office of the Labor Commissioner, the Department of Human Resources (including the Division of Employee Benefits), the Department of Finance, and the Office of Mayor. The parties' representatives may designate professional consultants to attend the meetings and participate in the business of the HIC. Should the Unions choose to have a consultant participate in HIC meetings, they shall choose a joint consultant.

b. The HIC shall meet no more than three (3) times but no less than two (2) times between the months of June and September to discuss cost containment, efficiencies, wellness, and other relevant issues, to review data for each plan for active employees (and pre-65

<sup>1</sup> The City's obligation to MAPS is to "meet and confer." Consistent with the parties' practice under the preceding Health and Prescription Drug Plan Agreement, MAPS was invited to participate in the discussions regarding this Agreement. Nothing in this Agreement should be construed as modifying MAPS' status under the Municipal Employees Relations Ordinance or in any way creating a duty to bargain with MAPS.

retirees) and other relevant information, as raised or requested by the Unions or the City, or their respective consultants. The union shall provide a proposed agenda no later than week prior to each requested meeting.

c. The City shall also continue to provide the Unions' consultant with the same or similar quarterly information that it has been providing to date. In the event that the Unions' consultant requests to meet and confer with the City's representatives, or requests information related to the City's plans, the City shall respond to such requests within a reasonable period of time (and where the response is a denial of the Unions' request, the City shall provide the reason for such denial). No data or documents may be unreasonably withheld nor may any communication be unreasonably delayed. Any complaints regarding the content or timing of the City's response, if not resolved directly between the consultants or between the Unions' consultant and the involved City representative, shall be brought to the attention of the Labor Commissioner who shall attempt to resolve the issue promptly. Access to data and documents available under this Agreement shall be in addition to any rights or remedies conferred under the State's Public Information Act.

d. One of the HIC meetings conducted between June and September shall be used to discuss each health insurance provider's Annual Provider Report as set forth in Paragraph 2 below. The consultants designated by the Unions and the City may be required to attend the HIC meeting(s) concerning the Annual Provider Reports.

e. Upon mutual agreement, HIC meetings may by mutual agreement be adjourned and continued to be resumed on subsequent timely dates to enable the City and its consultant(s) to fully respond to the Unions' requests for documents, information and data.

f. When requested, documents, information and data shall be furnished by Provider program, and with separate disclosure of revenues, claims and expenses for active employees (and covered dependents) and pre-Medicare eligible (e.g., pre-65 YOA) retirees and covered dependents to the extent that in the ordinary course such information is collected or maintained as so differentiated in the ordinary course of business.

2. **Annual Provider Reports.** Each health insurance plan provider engaged by the City shall provide the City with an "Annual Provider Report" which shall include, for the prior plan year, data relating to enrollment, claims (including data regarding claims exceeding \$75,000), administrative costs, utilization trends, any surplus or deficit for the prior plan year, and other relevant information about each program offered by the Provider under the City's Plan. The City shall provide the Annual Provider Reports to the Unions and their consultant promptly after receiving the reports from the providers but in any event no later than June 15 each year.

3. **Premiums/Premium Equivalents.**

a. To the extent that the Unions request data about the prior plan year's revenues, claims and costs associated with any of the City's health insurance programs and that, reasonably viewed, such requests are made to enable the Unions and their consultant to gauge the determination of premium equivalents for an upcoming Plan Year, such documents, data and information shall be furnished by the City to the Unions within the month of July, if available.

b. Subsequent to receiving from its consultant the projected premiums and/or premium equivalent rates, but no later than August 25, the City shall provide the Unions with (1) the formula, methods, and data used by the City's consultant to build rate projections for the ensuing Plan Year, and (2) a report containing the projected premiums and/or premium equivalent rates for each Provider program within the City's Plan (including both self-insured and fully-insured plans) proposed for each plan year, with supporting data.

c. Should the Unions or the Unions' consultant wish to confer with the City's consultant concerning the proposed rates, the Unions shall request such meeting(s) in writing no later than 15 days following the disclosure of the proposed rates, but in any event, no later than September 10. Such meeting(s) shall be held at least ten (10) days prior to the submission of the proposed rates to the Board of Estimates. The City shall consider and respond to the Unions' positions (and those of the Unions' consultants) at least ten (10) days before submission of the proposed rates to the Board of Estimates.

4. **Current Plans and Cost Sharing.** The City's Health and Prescription Drug Programs, the Providers and the plan of benefits for each of those City programs (as published in the City of Baltimore Plan Year 2018 Benefits Guide) shall remain unchanged through December 31, 2020. That current statement of benefits is attached hereto as Exhibit A. The current employee/employer split in percentage of premium rates also shall remain unchanged through December 31, 2020.

5. **Requests for Proposals.**

a. It is understood that the City may issue Request(s) for Proposals ("RFPs") for some or all of its plans for plan year 2021, through which the City may solicit proposals from current and/or other health insurance providers, as appropriate and consistent with the City's Charter. Before issuing any RFP, the City shall engage in meaningful discussions with the Unions and their benefits consultant between October 1, 2019 and January 31, 2020 about which health insurance benefit programs, benefit options, providers, pricing and methods of delivery are in the best interests of the City and all benefit plan participants. In entering into these discussions, the City does not waive its Charter prerogatives to determine providers and pricing, nor shall the Unions waive their rights under the Municipal Employee Relations Ordinance.

b. In addition to the discussions that are described in Paragraph 5.a., above, no less than 45 days before the release of any RFPs, the City shall notify the Unions of the proposed health insurance benefit options and plan structure(s) to be included in the RFP(s). After the Unions have been provided with this information, there shall be at least one HIC meeting at which the Unions shall have a meaningful opportunity to review and discuss with the City the RFP, and to propose changes to the proposed RFP(s) to which the City shall give meaningful consideration and response at least 5 days prior to issuance of each RFP.

c. After the City has received and reviewed the response(s) to an RFP, should the City decide that it wishes to add or eliminate a particular health insurance provider, the City shall so advise the Unions and provide the reasons for its desire to make such a change (e.g., because of proposed premium increases, service to participants, lack of participation in a given plan, efficiency through consolidation, etc.) at least 30 days before such action is recommended to

the Board of Estimates. The Unions and the Unions' consultant shall have a meaningful opportunity to discuss within the HIC any such proposed changes before the changes are implemented by the City.

d. The Unions shall be permitted to appoint two (2) Union representatives, in addition to the Unions' designated consultant, which representatives and consultant shall be permitted access to and participate in the process and meetings in development, interviews and scoring of each of the RFPs.

e. The parties shall be reasonable in exercising their rights under this Paragraph 5 and shall not impair or cause any unreasonable delay to the procurement of new health and prescription drug benefits.

f. In any event, all health and prescription benefit procurements shall be subject and subordinate to Article VI of the City Charter, and the sole authority of the Board of Estimates and the Director of Finance in that process.

6. Surplus from Self-Insured Plans.

a. Following the close of each plan (calendar) year, on or before May 1, and, in general, applying generally accepted accounting principles under the rules of the Governmental Standards Accounting Board (the "GASB"), the City shall furnish, in good faith, to the Unions and their designated consultant, an operating gain/loss statement for each self-insured plan.

b. The good faith operating gain/loss statement shall account for all premiums (and premium equivalents) of the plan for the benefit year as compared to expenditures for the plan. Expenditures shall include but not be limited to, estimated incurred claims, premiums paid, administrative, network, and other fees, and any taxes. The documents, information and data considered shall be furnished by Provider program, and with separate disclosure of revenues, claims and expenses for active employees (and covered dependents) and pre-Medicare eligible (e.g., pre-65 YOA) retirees and covered dependents to the extent that in the ordinary course such information is collected or maintained as so differentiated in the ordinary course of business.

c. In the event that a surplus results from the difference between premiums and payments received from covered employees (including all active employees and dependents, and all pre-65 retirees and dependents), and rebates and remissions from Providers, in excess of plan expenses in the aggregate for all health and prescription drug plans (i.e., taking into account any variance (positive or negative) in all plans), for Plan Years 2016, 2017, 2018, 2019 and 2020, the City's view of the appropriate application of any year-end surplus shall be discussed between the City and the Unions. Surplus funds may not be applied by the City for any other purpose than (a) the City's medical insurance plans covering active employees, pre-65 retirees and dependents, (b) to sustain the City's health insurance plans by deposit in the Premium Stabilization Fund that is described and defined in Paragraphs 7.a. and 7.b. of this Agreement, or (c) to defer the City's OPEB liability. Beginning with Plan Year 2018, and in each Plan Year thereafter, surplus funds from the prior Plan Year (and in the case of Plan Year 2018, the surplus funds from Plan Years 2016 and 2017) shall first be deposited to the account of the Premium Stabilization Fund to attain and maintain that Fund's minimum balance as defined in Paragraphs 7.b. and 7.c.

d. Surplus (between premiums collected and payments disbursed) attributable to currently enrolled active employees may not be used to offset the City's OPEB liability or applied to support the City's OPEB Trust without disclosure in advance to the HIC.

e. Conditioned on continuation of the present benefit Plans, benefit options and Providers, and current premium splits are maintained as provided in Paragraph 4 of this Agreement, in no event shall any refund be given to participating employees from any year-end surplus (as defined herein) for Plan Years 2016, 2017, 2018, 2019 or 2020.

7. Premium Stabilization Fund.

a. The City shall maintain a Premium Stabilization Fund (the "Fund") within the Risk Management Fund. The proceeds of the Fund shall not be commingled with any part of the City's General Operating Fund, but, instead, the Fund shall be maintained by the City for the exclusive benefit of active and pre-65 persons covered under the City's Health and Prescription Drug Plan under this Agreement. The Fund shall be used only to enable the City to defray a year-end Plan Year deficit in the Medical and Prescription Drug accounts, after all revenues, claims and costs are fully accounted for after full disclosure to the Unions and their designated consultant.

b. Any Plan Year-end surpluses in the Medical and Prescription Drug accounts, as defined in Paragraphs 6.a. and 6.b., will be transferred into the Premium Stabilization Fund until the balance in the Fund reaches the equivalent of two months of medical and prescription drug claims for the most recent completed Plan Year. The Director of Finance will report to the Unions on the balance of the Fund within three (3) months after the end of each Plan Year, i.e., by March 31 of the following year.

c. When the Premium Stabilization Fund balance is equal to or greater than two months of medical and prescription drug claims (for the exclusive benefit of active and pre-65 persons covered under the City's Health and Prescription Drug Plan under this Agreement) for the most recently completed Plan Year, the City will not add margin to its pricing of premium equivalents for its self-insured Medical and Prescription Drug programs.

d. Disbursements from the Fund shall be authorized only upon application by the Director of Finance approved by the Board of Estimates which application shall be furnished to the Unions before it is presented to the Board of Estimates. Should disbursements be authorized from the Fund by the Board of Estimates due to a year-end plan deficit as defined herein, then, in subsequent plan years, year-end plan surplus shall be exclusively applied first to restore the Fund, until the Fund is completely restored when other authorized applications of surplus may be considered consistent with Paragraphs d.b and d.c.

8. Attachment to Individual Union MOUs. This Agreement (including referenced attachments) shall be included as an attachment to each Union's MOU.

9. Disputes: All disputes about the application or interpretation of the terms of this Agreement shall first be presented in writing to the HIC, and absent agreement, shall be referred, collectively by the participating employee organizations that are exclusive representatives under

the Municipal Employee Relations Ordinance, and/or the City, for a decision by a neutral arbitrator who is a member of the National Academy of Arbitrators using the administrative processes of the American Arbitration Association. The fees and costs of the Association and of the selected neutral arbitrator shall be shared equally between the two parties.

10. **Notice:** For all purposes, notice to the Unions shall be sufficient if given to the Unions and to the City of Baltimore through correspondence in writing addressed to the Office of the Labor Commissioner.

11. **Term:** This Agreement shall remain in effect through December 31, 2020, except for those provisions which expressly refer to events occurring after that date (e.g., Paragraphs 5 and 6) which added provisions shall not expire on that date.


MAYOR AND CITY  
OF BALTIMORE:

  
Deborah F. Moore-Carter

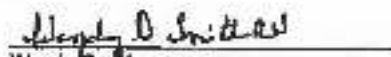
AFSCME, LOCAL 44

  
Glenard S. Middleton, Sr.

AFSCME, LOCAL 2202

  
Peggy Rosemary Gery Smith

AFSCME, LOCAL 358

  
Wendy Smith

CITY UNION OF BALTIMORE

  
Antoinette Ryan-Johnson

BALTIMORE FIRE OFFICERS  
ASSOCIATION

  
Stephen Marcher, Jr.

BALTIMORE CITY LODGE NO. 1,  
FRATERNAL ORDER OF POLICE, INC.

  
Gene Ryan

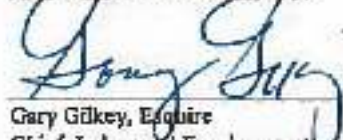
BALTIMORE FIRE FIGHTERS  
ASSOCIATION

  
Richard "Dede" Allen

MANAGERIAL AND PROFESSIONAL SOCIETY OF  
BALTIMORE, INC

  
Michael Guye - Pamela Shaw

APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY:

  
Gary Gilkey, Esquire  
Chief, Labor and Employment



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CITY OF BALTIMORE

BRANDON M. SCOTT, Mayor



OFFICE OF THE LABOR COMMISSIONER

DEBORAH F. MOORE-CARTER, SPHR, SHRM-SCP  
Labor Commissioner  
417 E. Fayette Street, Suite 1203  
Baltimore, Maryland 21202  
410-396-4365

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**ADDENDUM D: QUARTERLY MEETINGS**

July 26, 2021

Michael Guye, President  
Managerial Professional and Society of Baltimore, Inc.  
401 E. Fayette Street  
Baltimore, MD 21202

**RE: QUARTERLY MEETINGS**

Dear Mr. Guye:

I will schedule quarterly meetings with the MAPS to provide information regarding City policies, procedures, actions, events and other matters. These meetings shall be held prior to the quarterly membership meetings. The president will provide the schedule for the MAPS membership meetings.

Very truly yours,

A handwritten signature in blue ink that reads "Deborah F. Moore-Carter".

Deborah F. Moore-Carter  
Labor Commissioner

DFMC:dla

cc: Veronica P. Jones, Deputy Labor Commissioner, OLC  
Yvette Brown, Director of Employee and Labor Relations, OLC

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CITY OF BALTIMORE

BRANDON M. SCOTT, Mayor



OFFICE OF THE LABOR COMMISSIONER

DEBORAH F. MOORE-CARTER, SPHR, SHRM-SCP  
Labor Commissioner  
417 E. Fayette Street, Suite 1203  
Baltimore, Maryland 21202  
410-396-4365

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**ADDENDUM E: Side Letter / Hours of Work**

July 26, 2021

Michael Guye, President  
Managerial Professional and Society of Baltimore, Inc.  
401 E. Fayette Street, Room 400  
Baltimore, MD 21202

**RE: Side Letter / Hours of Work**

Dear Mr. Guye:

I employer shall meet and confer with MAPS to discuss and resolve issues surrounding implementation of alternative work schedules.

Very truly yours,

A handwritten signature in blue ink that reads "Deborah F. Moore-Carter".

Deborah F. Moore-Carter  
Labor Commissioner

DFMC:dla

cc: Veronica P. Jones, Deputy Labor Commissioner, OLC  
Yvette Brown, Director of Employee and Labor Relations, OLC



## ADDENDUM F: SIDE LETTER ADDENDUM TO SICK LEAVE ARTICLE

August 20, 2019

Notwithstanding the sick leave provisions in each current Memorandum of Understanding (MOU) between the City of Baltimore (City) and the City Union of Baltimore (CUB), AFSCME Locals 44, 2202 and 558, the Fraternal Order of Police (FOP) and the Managerial and Professional Society of Baltimore (MAPS), the Parties agree, *on a temporary basis until the current agreement is superseded by a new agreement*, that sick leave will be accrued in the following manner:

1. At the beginning of each fiscal year, all bargaining unit employees will be front-loaded forty (40) hour of Sick and Safe Leave commensurate with the Maryland Healthy Working Families Act; and,
2. At the beginning of each fiscal year, the remaining approximately seven (7) days of paid Sick Leave will accrue in equal weekly/bi-weekly increments over the 12-month period; and,
3. Any unused Sick and Safe Leave remaining at the end of the fiscal year, will be added to the employee's Sick Leave bank; and,
4. The accrual and documentation of paid leave that qualifies as Sick and Safe Leave shall be periodically reported to each employee as directed in Section 3-1306 of the Maryland Healthy Working Families Act; and,
5. In each fiscal year following Fiscal Year 2020, employees will be permitted to use Sick and Safe Leave but only to the number of days allowable annually under the Maryland Healthy Working Families Act; and,
6. Notwithstanding the City's current policies and procedures, and the provisions of the Parties' respective MOUs with respect to the use of paid sick leave, the City shall additionally permit all employees to use Sick and Safe Leave for the purposes recognized under the Maryland Healthy Working Families Act.

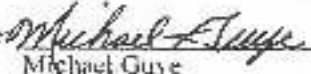
The Parties will continue in good faith to negotiate sick leave earnings and accruals until such time that a successor Agreement is reached, or until any Party to the Agreement requests to terminate the Agreement, whichever event first occurs.

This Side Letter shall operate as a separate agreement between the City and each of the employee representatives that are signatories to it, and it shall not waive the separate authority and rights of each representative under the MERO and otherwise.

The Unions are encouraged to contact the Office of the Labor Commissioner should any of its members become adversely impacted by the terms of this side letter. The City will thereafter meet with Union officials to discuss measures for remediating any harm to those affected persons.

Please accept this side letter as compliance of our understanding.

Signature:   
Deborah F. Moore-Carter  
Labor Commissioner  
August 27<sup>th</sup> 2019

Signature:   
Michael Guye  
President, MAPS  
August 28<sup>th</sup> 2019

cc: Chief of Staff  
Director, Human Resources



## ADDENDUM G: WATERSHED RANGERS MODIFICATION AGREEMENT

Agreement By and Between  
Mayor and City Council of Baltimore and Managerial and Professional Society of  
Baltimore, Inc. (MAPS)

Whereas, on June 26, 2019, the Board of Estimates (BOE) approved the upgrade of the Watershed Rangers classifications; and

Whereas, as a result of the classification upgrades, Watershed Rangers I, II and III are now represented by MAPS, rather than the City Union of Baltimore (CUB); and

Whereas, the City believes that given the nature of the work Watershed Rangers perform, which includes working a 4-day/10-hour shift, a fifty (50) minute paid lunch is most appropriate; and

Whereas, the City further believes that when a Watershed Ranger's regular work day falls on an observed holiday, or when the Watershed Ranger's regular day off is a holiday, the employee should receive paid time off on another day; and

Whereas, MAPS believes that these work schedule modifications are ones that the affected employees will favor;

Now, therefore, the City and MAPS agree to modify their Memorandum of Understanding for FY 2020 and FY 2021 as follows:

### Article 12: Holidays

Add the following to Amend Article 12: Holidays, as paragraph C:

Whenever a Watershed Ranger is required to work on one of the holidays listed in paragraph A above, or if the holiday coincides with a regularly scheduled day off, the employee shall be granted, in lieu of the holiday, a day off within forty-five (45) days of such holiday. This may be forty-five (45) days prior to or subsequent to the holiday involved. All such days, however, must be used before the end of the calendar year within which they fall or they will be forfeited.

### Addendum E: Side Letter/Hours of Work

Add the following to amend Addendum E: Side Letter/Hours of Work:

For those employees classified as Watershed Rangers, assigned to a forty (40) hour work week, consisting of four (4) 10-hour days, Tuesday, Wednesday, Thursday, and Friday, they shall be given a paid lunch of fifty (50) minutes.

**Effective Date**

The effective date of this Agreement is conditioned upon approval by the Board of Estimates. But once approved by the BOE, the Agreement shall be incorporated into and become a part of the current and all subsequent Memoranda of Understanding between the City and MAPS until it is amended or terminated by subsequent agreement of the City and MAPS.

Mayor and City Council of Baltimore

Managerial and Professional Society of Baltimore, Inc.

By: Deborah F. Moore-Carter  
Deborah F. Moore-Carter 1/22/20  
Labor Commissioner

By: Michael Guye  
Michael Guye 1/22/20  
President

Approved as to form and legal sufficiency

Noted by the Board of Estimates

Gary Gilkey  
Gary Gilkey, Esquire 1/22/20  
Chief, Labor and Employment

Juanita Reese  
Clerk  
FEB 05 2020 Date

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CITY OF BALTIMORE

BRANDON M. SCOTT,

Mayor



OFFICE OF THE LABOR COMMISSIONER

DEBORAH F. MOORE-CARTER, SPHR, SHRM-SCP

Labor Commissioner

417 E. Fayette Street, Suite 1203

Baltimore, Maryland 21202

410.386.4388

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**ADDENDUM II: PAY-FOR-PERFORMANCE**

July 31, 2023

Michael Guye, President  
Managerial and Professional Society of Baltimore, Inc.  
401 E. Fayette Street  
Baltimore, MD 21202

**RE: PAY-FOR-PERFORMANCE**

Dear Mr. Guye:

The Employer agrees to meet and confer with MAPS regarding pay-for-performance. Any updated pay-for-performance program will be subject to the availability of City funds.

Very truly yours,

A handwritten signature in blue ink that reads "Deborah F. Moore-Carter".

Deborah F. Moore-Carter  
Labor Commissioner

cc: Veronica P. Jones, Deputy Labor Commissioner, OLC  
Yvette Brown, Director of Employee and Labor Relations, OLC



**ADDENDUM I: MAPS FIRE SWORN POSITIONS**

September 1, 2023

MAPS Fire Sworn Employees Working a Suppression Field Schedule

There are four (4) MAPS positions in the Fire Department that work a Suppression field schedule. They are in the classification of 10213, Deputy Fire Chief, and work as Shift Commanders managing one of the four (4) field shifts. Their schedule is similar to the Fire Officers and Fire Fighters' Suppression field schedule, and they work an 8-day cycle with two (2) 24-hour work days. They accrue leave time on a 12-hour basis and use it as such for any time off. Because they are in MAPS, they ordinarily would be tied to the same contractual maximums of accrued leave in the Workday system. However, their time accruals must be appropriately adjusted to allow for their 12-hour schedules. (The table below shows the accrual differences.)

	Maximums:	Suppression	Day
Hours		12	7,334
<b>MAPS Leaves</b>	<b>Contract Days</b>	<b>Hours</b>	<b>Hours</b>
Vacation Current	45	540	330
PL Current	4	48	29
Comp Time		400	400
Sick**	(see note below)		
Vacation Legacy	192		
PL Legacy	32		
	13		
Holidays*	(see note below)	132	

**Holidays\*** will be allowed to accrue to Comp Time, up to the maximum number of hours (400). This is for all City holidays, which should be considered "floating holidays" until used as time off.

**Sick Time\*\*** will be initially converted, from Local 964 to MAPS, into the equivalent of ninety (90) 12-hour days and, thereafter, will accrue at the regular City rate of one (1) 12-hour day per month. Upon separation from City service, pursuant to the requirements of MAPS MOU Section 13.1, any accrued, unused sick days will be calculated at the rate of one (1) day for each of three (3) days, and paid out.



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**Transfer from Suppression to Day Work:** If a MAPS Sworn employee is transferred from a Suppression field schedule to a day work position, then, at that time, there will be a conversion from accruals being calculated on a 12-hour basis to a 7.334-hour basis.

**Fire Employees with Accrued Leave Legacy Balances upon Promotion from Local 964 Field Positions to MAPS Sworn Positions**

When an employee of the Fire Department is promoted from a Local 964 Suppression field schedule into a MAPS Sworn position, any leave accrued on a 12-hour basis that is in the employee's "legacy" account must be converted, in the Workday system, on the 12-hour basis on which it was earned, rather than on a MAPS 7.334-hour basis. This conversion will avoid any loss of the employee's earned leave time.

Please accept this Side Letter as compliance with our understanding

Signature: *Deborah F. Moore-Carter*  
Deborah F. Moore-Carter  
Labor Commissioner  
Date: 9/11/23

Signature: *Michael Goye*  
Michael Goye  
President, MAPS  
Date: 9/12/2023

cc: James W. Wallace, Acting Chief, BCFD  
Michael Moiseyev, Director, DOF  
Veronica F. Jones, Deputy Labor Commissioner, OLC  
Yvette Brown, Director of Employee and Labor Relations, OLC