

**MONTGOMERY CITY-COUNTY**  
**PERSONNEL DEPARTMENT**

*COUNTY OF MONTGOMERY*

**EFFECTIVE DATE - OCTOBER 1, 2014**  
**Including all revisions as of December 31, 2014**

A=Administrative S=Service Maintenance PS=Public Safety PC=Corrections

THE PAY PLAN INCLUDES SALARY RANGES FOR EACH CLASS OF EMPLOYMENT WITH THE CLASSIFIED SERVICE OF THOSE JURISDICTIONS FOR WHICH THE PERSONNEL BOARD IS REQUIRED TO ESTABLISH RANGES. THE LEGAL RATES OF PAY FOR PAYROLL PURPOSES ARE HOURLY RATES. ANNUAL RATES OF PAY AND FLSA STATUS ARE LISTED FOR ADMINISTRATIVE PURPOSES ONLY.

**CITY AND COUNTY OF MONTGOMERY  
PERSONNEL DEPARTMENT  
Clerical and Administrative**

<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
0002	A02	Clerk II	NE
0003	A04	Clerk III	NE
0004	A05	Clerk IV	NE
0006	A07	Office Manager	E
0008	A06	Administrative Secretary	E
0012	A03	Clerk-Typist II	NE
0016	A03	Customer Service Clerk	NE
0018	A03	Stores Clerk I	NE
0022	A03	Clerk-Stenographer II	NE
0023	A04	Clerk-Stenographer III	NE
0025	A04	Payroll Clerk	NE
0026	A09	County Archivist	E
0028	A10	Assistant Chief Probate Clerk	E
0035	A11	Mental Health & Legal Services Coor	E
0050	A04	Microfilm Photographic Technician	NE
0052	A07	Tag and Licenses Supervisor	E
0053	A05	Assistant Tag and License Supervisor	NE
0055	A10	Accounting Supervisor	E
0058	A07	Records Supervisor	E
0060	A07	Probate Court Clerk Supervisor	E
0062	A05	Probate Court Clerk	NE
0065	A07	License Inspector	E
0080	A11	Director of Elections	E
0081	A07	Assistant Election Director	NE
0083	A06	Election Training Coordinator	NE
*0084	A05	Voter Education & Outreach Coordinator	NE
0202	A08	Rural Addressing Coordinator	E

\*Approved by the Board 1.14.14 - new classification

**CITY AND COUNTY OF MONTGOMERY  
PERSONNEL DEPARTMENT**

**Information Systems**

<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
0142	A14	Director of Information Systems	E
<sup>2</sup> 0156	A10	Computer Operations Manager	E
<sup>2</sup> 0159	A08	Computer Operations Specialist	NE
*0166	A16	Chief Information and Technology Officer	E
<sup>1</sup> 0271	A07	IT Technician	NE
<sup>1</sup> 0272	A09	IT Engineer	NE
<sup>1</sup> 0273	A11	IT Specialist	E
<sup>1</sup> 0274	A12	IT Manager	E

<sup>1</sup> Approved by the Board 3.11.14 - new classifications; abolished the following classifications:  
Computer Operator (0133), Network Engineer I (0160), Network Engineer II (0161), Network Engineer III (0162),  
Systems Support Manager (0149), Applications Programmer (0140), Software Systems Developer (0167),  
Software Systems Specialist (0168), Software Systems Manager (0153), and Technical Support Specialist (0148).

<sup>2</sup> Approved by the Board 3.11.14 to be abolished through attrition: Computer Operations Manager (0156),  
and Computer Operations Specialist (0159).

\*new classification added 3.27.12

**CITY AND COUNTY OF MONTGOMERY  
PERSONNEL DEPARTMENT**

**Management, Personnel, and Accounting**

<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
*0005	A04	Payroll and Benefits Assistant	NE
0100	A10	Assistant Chief Revenue Clerk	E
<sup>3</sup> 0109	A14	Director of Risk Management	E
0110	A11	Risk Manager	E
0111	A08	Risk Control Administrator	E
<sup>1</sup> 0113	A06	Payroll and Benefits Manager	NE
0116	A03	Account Clerk	NE
0117	A05	Revenue Examiner	NE
0118	A07	Revenue Auditor	E
0119	A11	Revenue Manager	E
0120	A07	Revenue Branch Supervisor	E
0121	A08	Revenue Accounts Supervisor	E
0122	A04	Revenue Collections Supervisor	NE
0123	A12	Deputy Finance Director	E
0124	A09	Assistant Revenue Manager	E
0129	A14	Finance Director	E
0164	A15	Deputy Administrator, County Commission	E
0165	A16	Administrator, County Commission	E
0171	A09	Manager of Public Affairs	E
0172	A07	Public Information Officer	E
0173	A07	Grant Specialist	NE
0174	A08	Accountant II	E
0185	A06	Personnel Technician	NE
0186	A04	Public Administration Intern	NE
<sup>2</sup> 0187	A09	Personnel Analyst	NE
<sup>2</sup> 0188	A12	Senior Analyst	E
0189	A14	Assistant Personnel Director	E
0190	A09	Employee Relations & Training Specialist	E

\*Title and Class Code Change approved by the Board 4.9.13; formerly Employee Benefits Assistant (0112)

<sup>1</sup>New classification established by the Board 10.29.13, in conjunction with abolishment of Employee Benefits Manager (0115)

<sup>2</sup>New classifications established by the Board 11.26.13, in conjunction with abolishment of Personnel Analyst I (0181), Personnel Analyst II (0182), and Personnel Analyst III (0183)

<sup>3</sup>New classification established by the Board 7.8.14 - Director of Risk Management (0109)

**CITY AND COUNTY OF MONTGOMERY  
PERSONNEL DEPARTMENT**

**Property Appraisal**

<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
*0195	A06	Appraiser I	NE
*0196	A08	Appraiser II	NE
*0197	A10	Appraiser III	E
*0198	A05	Appraisal Technician	NE
*0200	A08	Mapper	NE
*0201	A05	Mapping Technician	NE
0205	A11	GIS and Cadastral Mapping Manager	E
***0208	A07	Tax and Map Compiler II	NE
*0210	A10	Mapping Supervisor	E
0213	A10	Personal Property Auditor	E
***0217	A07	Appraisal Mapping Editor II	NE
0220	A14	Chief Appraiser	E

\*New classifications established; approved by the Board 12.17.13

\*\*The Board abolished the following classifications 12.17.13: Mapping Appraisal Supervisor (CO0218); Tax and Map Compiler I (CO0206); GIS Coordinator (CO0219); Commercial - Industrial Appraiser (CO0216); GIS Editor (CO0204); Appraiser (CO0215); Appraisal Mapping Editor I (CO0212)

\*\*\*Classifications abolished through attrition effective 12.17.13

**CITY AND COUNTY OF MONTGOMERY  
PERSONNEL DEPARTMENT**

**Human Services**

<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
0300	PC1	Juvenile Detention Officer	NE
0302	PC4	Juvenile Detention Supervisor	E
0304	A06	Juvenile Probation Officer I	NE
0306	A08	***Juvenile Probation Officer II	NE
0308	A10	Juvenile Probation Supervisor	E
0314	A14	Juvenile Court Administrator	E
0327	PC6	Juvenile Detention Director	E
0329	PC5	Assistant Juvenile Detention Director	E
0332	A01	Recreation Aide	NE
0336	A05	Recreation Leader	NE
0338	A08	County Parks and Recreation Superintendent	E
0340	A08	Court Therapist I	E
0345	A10	Court Therapist II	E
0348	A04	Laboratory Technician	NE
0359	A06	Community Corrections Officer	NE
0360	A07	Community Corrections Drug Court Coor	NE
0362	A08	Administrator & Coordinator of Quality Assurance & Compliance	E
0363	A10	Community Corrections Assistant Director	E
0365	A13	Community Corrections Executive Director	E
0377	A03	Court Operations Clerk I	NE
0378	A05	Court Operations Clerk II	NE

\* New classification added 5.28.13 - Juvenile Court Clerk Supervisor (0316)

\*\* Classification abolished by the Board 7.9.13 - Juvenile Court Clerk Supervisor (0316)

\*\*\*Classification abolished through attrition effective 7.20.09- Juvenile Probation Officer II (0306)

**CITY AND COUNTY OF MONTGOMERY  
PERSONNEL DEPARTMENT**

**Law Enforcement**

<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>	<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
0373	A09	Mental Health Court Clinician	E	0447	A06	Detention Facility Accounts Manager	NE
0375	A06	Mental Health Court Case Manager	NE	0450	A05	Nurse	NE
0418	A04	Court Security Officer	NE	0451	A08	Nursing Supervisor	E
0419	PCT	Corrections Officer Trainee	PE	0452	A03	Detention Facility Library Clerk	NE
0420	PC1	Corrections Officer	PE	0453	A03	Detention Facility Supply Clerk	NE
0421	PC3	Corrections Officer Sergeant	PE	0454	A03	Inmate Grievance/Disciplinary Clerk	NE
0422	PC4	Corrections Officer Lieutenant	PE	0456	A03	Detention Facility Recreational Technician	NE
0423	PC5	Corrections Officer Captain	E	0460	PC7	Detention Facility Director	E
0425	PC2	Corrections Officer Corporal	PE	0464	A03	Records & Identification Clerk	NE
0429	PS2	Deputy Sheriff Corporal	PE	0465	A05	Fingerprint Classifier	NE
0430	PST	Deputy Sheriff Trainee	PE	0466	A07	Latent Fingerprint Examiner	NE
0431	PS1	Deputy Sheriff	PE	0480	A03	Emergency Communications Operator I	NE
0432	PS3	Deputy Sheriff Sergeant	PE	0481	A04	Emergency Communications Operator II	NE
0434	PS4	Deputy Sheriff Lieutenant	PE	0718	A03	Building Security Officer	NE
0436	PS5	Deputy Sheriff Captain	E				
0437	PS6	Assistant Chief Deputy Sheriff	E				
0438	PC6	Detention Facility Assistant Director	E				
0442	A02	Cook	NE				
0445	A05	Food Service Supervisor	NE				
0446	A07	Food Service Manager	NE				

**CITY AND COUNTY OF MONTGOMERY  
PERSONNEL DEPARTMENT**

**Engineering**

<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
0506	S01	Temporary Laborer	NE
0551	S04	County Road Equipment Operator I	NE
0552	S06	County Road Equipment Operator II	NE
0553	S08	County Road Equipment Operator III	NE
0554	S08	Fuel Transport Operator	NE
0564	A07	County Road Maintenance Supervisor	E
0568	S10	Welder	NE
0572	S04	County Traffic Control Technician I	NE
0574	S07	County Traffic Control Technician II	NE
0576	S09	County Traffic Control Technician III	NE
0577	A07	County Traffic Control Supervisor	E
0582	A08	Bridge Maintenance Superintendent	E
0585	A09	District Maintenance Superintendent	E
0587	S06	Auto Servicer	NE
0590	S09	Auto Mechanic	NE
0592	S10	Master Auto Mechanic	NE
0596	A09	Fleet Maintenance Superintendent	E
0598	A07	Service Manager	E
0605	A03	Engineering Aide I	NE
0607	A04	Engineering Aide II	NE
0615	A08	Administrative Assistant to the County Engineer	E
0616	A14	Assistant County Engineer	E
0618	A16	County Engineer	E
0627	A05	Civil Engineering Technician I	NE
0628	A07	Civil Engineering Technician II	NE
0629	A09	Civil Engineering Technician III	NE
0630	A09	Bridge and Building Inspector Technician	NE
0631	A10	Civil Engineering Technician IV	E

**CITY AND COUNTY OF MONTGOMERY  
PERSONNEL DEPARTMENT**

**Support Services**

<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
0701	S01	Service Maintenance Worker I	NE
0702	S02	Service Maintenance Worker II	NE
0703	S03	Service Maintenance Worker III	NE
0725	A05	Custodial Maintenance Supervisor	NE
0731	A06	Custodial Maintenance Manager	E
0733	S06	Custodial Maintenance Foreman	NE
0735	S06	Groundskeeper	NE
0744	S07	Painter I	NE
0746	S08	Painter II	NE
0747	S11	Telecommunications Technician	NE
0748	S09	Maintenance Mechanic	NE
0749	S10	*Plumber	NE
0751	S10	Heating, Ventilating & Air Conditioning Specialist	NE
0765	A07	Building Maintenance Superintendent	E
0768	A08	<sup>3</sup> Assistant Plant Maintenance Manager	NE
0771	A10	<sup>2</sup> Plant Maintenance Manager	E
0775	A03	Mail Room and Stores Clerk	NE
0780	A02	Switchboard Operator	NE
0782	A05	Buyer I	NE
0784	A07	Buyer II	E
0787	A10	<sup>1</sup> Purchasing Manager	E

\*new class added 3.27.12

<sup>123</sup>new class added 6.26.12

**CITY AND COUNTY OF MONTGOMERY  
PERSONNEL DEPARTMENT**

**2nd SHIFT DIFFERENTIAL PAY IS \$50.00 PER MONTH**

**3rd SHIFT DIFFERENTIAL PAY IS \$100.00 PER MONTH**

**Unclassified**

<u>CODE</u>	<u>GRADE</u>	<u>CLASS TITLE</u>	<u>FLSA</u>
<b>Probate Court</b>			
0998	A14	Chief Probate Clerk	E
9923	A06	Confidential Secretary	E
<b>Revenue Commissioner</b>			
9995	A14	Chief Clerk	E
9923	A06	Confidential Secretary	E
<b>Sheriff</b>			
0991	PS7	Chief Deputy Sheriff	E
9923	A06	Confidential Secretary	E
<b>County Commission</b>			
0070	\$7.2500/hr	Co-Op Student	NE
<sup>1</sup> 0071	\$7.2500/hr	Summer Worker	NE
0075	\$7.6509/hr	College Intern	NE
0077	A01	Retired RSA Employee/Clerical/Semi-Skilled	NE
0078	A03	Retired RSA Employee/Technical/Paraprofessional	NE
0079	A05	Retired RSA Employee/Professional	NE

<sup>1</sup>Administrative Code added 7.8.14

MONTGOMERY COUNTY  
ADMINISTRATIVE PAY PLAN  
EFFECTIVE: OCTOBER 1, 2014

	Steps	1	2	3	4	5	6	7	8	9	10	11	12	13
Grade A01	Annual	20,246	20,960	21,674	22,388	23,104	23,818	24,532	25,248	25,962	26,676	27,390	28,106	28,820
	Bi-Wkly	778.68	806.15	833.62	861.09	888.61	916.07	943.54	971.06	998.53	1025.99	1053.46	1080.99	1108.46
	Hourly	9.7335	10.0769	10.4202	10.7636	11.1076	11.4509	11.7943	12.1382	12.4816	12.8249	13.1683	13.5124	13.8557
Grade A02	Annual	22,485	23,279	24,072	24,866	25,659	26,453	27,247	28,040	28,835	29,627	30,422	31,214	32,008
	Bi-Wkly	864.82	895.35	925.86	956.38	986.89	1017.43	1047.97	1078.47	1109.02	1139.51	1170.06	1200.55	1231.09
	Hourly	10.8103	11.1919	11.5732	11.9548	12.3361	12.7179	13.0996	13.4809	13.8628	14.2439	14.6257	15.0069	15.3886
Grade A03	Annual	25,146	26,034	26,921	27,808	28,696	29,584	30,471	31,358	32,246	33,133	34,021	34,908	35,795
	Bi-Wkly	967.16	1001.30	1035.43	1069.55	1103.70	1137.83	1171.95	1206.09	1240.22	1274.35	1308.49	1342.62	1376.74
	Hourly	12.0895	12.5163	12.9429	13.3694	13.7962	14.2229	14.6494	15.0761	15.5028	15.9294	16.3561	16.7828	17.2093
Grade A04	Annual	28,223	29,219	30,214	31,211	32,206	33,203	34,200	35,195	36,191	37,187	38,184	39,180	40,175
	Bi-Wkly	1085.49	1123.82	1162.09	1200.42	1238.70	1277.03	1315.37	1353.65	1391.98	1430.26	1468.60	1506.92	1545.20
	Hourly	13.5686	14.0477	14.5261	15.0052	15.4838	15.9629	16.4421	16.9206	17.3997	17.8783	18.3575	18.8365	19.3150
Grade A05	Annual	31,708	32,827	33,946	35,065	36,184	37,304	38,423	39,542	40,661	41,780	42,899	44,019	45,138
	Bi-Wkly	1219.54	1262.58	1305.63	1348.67	1391.71	1434.77	1477.81	1520.85	1563.90	1606.94	1649.98	1693.02	1736.07
	Hourly	15.2443	15.7823	16.3204	16.8584	17.3964	17.9346	18.4726	19.0106	19.5487	20.0868	20.6248	21.1628	21.7009
Grade A06	Annual	35,600	36,856	38,112	39,369	40,625	41,882	43,138	44,394	45,651	46,907	48,163	49,420	50,677
	Bi-Wkly	1369.22	1417.54	1465.86	1514.19	1562.50	1610.83	1659.14	1707.48	1755.79	1804.11	1852.44	1900.75	1949.12
	Hourly	17.1152	17.7193	18.3233	18.9274	19.5313	20.1354	20.7393	21.3435	21.9474	22.5514	23.1555	23.7594	24.3640
Grade A07	Annual	39,896	41,303	42,712	44,120	45,528	46,936	48,344	49,753	51,161	52,569	53,977	55,384	56,793
	Bi-Wkly	1534.48	1588.59	1642.75	1696.92	1751.07	1805.23	1859.40	1913.56	1967.73	2021.88	2076.04	2130.17	2184.34
	Hourly	19.1810	19.8574	20.5344	21.2115	21.8884	22.5654	23.2425	23.9195	24.5966	25.2735	25.9505	26.6271	27.3042
Grade A08	Annual	44,583	46,157	47,730	49,304	50,877	52,451	54,024	55,598	57,172	58,745	60,318	61,892	63,466
	Bi-Wkly	1714.74	1775.26	1835.78	1896.30	1956.82	2017.34	2077.86	2138.38	2198.91	2259.42	2319.94	2380.47	2440.99
	Hourly	21.4342	22.1907	22.9473	23.7037	24.4603	25.2168	25.9733	26.7297	27.4864	28.2428	28.9993	29.7559	30.5124
Grade A09	Annual	49,672	51,424	53,178	54,931	56,683	58,437	60,191	61,943	63,696	65,450	67,202	68,956	70,709
	Bi-Wkly	1910.45	1977.85	2045.29	2112.74	2180.12	2247.58	2315.02	2382.41	2449.85	2517.30	2584.70	2652.14	2719.58
	Hourly	23.8806	24.7231	25.5661	26.4092	27.2515	28.0947	28.9377	29.7801	30.6231	31.4663	32.3088	33.1517	33.9947
Grade A10	Annual	55,129	57,075	59,021	60,966	62,912	64,858	66,804	68,750	70,696	72,641	74,587	76,533	78,478
	Bi-Wkly	2120.34	2195.18	2270.03	2344.86	2419.70	2494.55	2569.38	2644.22	2719.07	2793.90	2868.74	2943.59	3018.38
	Hourly	26.5043	27.4398	28.3754	29.3108	30.2463	31.1819	32.1173	33.0527	33.9884	34.9238	35.8592	36.7949	37.7297
Grade A11	Annual	60,954	63,105	65,256	67,408	69,559	71,710	73,862	76,012	78,164	80,316	82,466	84,618	86,769
	Bi-Wkly	2344.38	2427.11	2509.86	2592.62	2675.33	2758.09	2840.84	2923.55	3006.30	3089.07	3171.78	3254.54	3337.28
	Hourly	29.3048	30.3389	31.3733	32.4077	33.4416	34.4761	35.5105	36.5444	37.5788	38.6134	39.6473	40.6817	41.7160
Grade A12	Annual	67,931	70,329	72,726	75,124	77,521	79,919	82,317	84,713	87,112	89,508	91,906	94,304	96,701
	Bi-Wkly	2612.72	2704.96	2797.15	2889.39	2981.57	3073.79	3166.03	3258.21	3350.45	3442.63	3534.86	3627.09	3719.27
	Hourly	32.6590	33.8120	34.9644	36.1174	37.2696	38.4224	39.5754	40.7276	41.8806	43.0329	44.1858	45.3386	46.4909
Grade A13	Annual	73,735	76,338	78,940	81,543	84,144	86,747	89,350	91,952	94,554	97,157	99,759	102,362	104,964
	Bi-Wkly	2835.95	2936.06	3036.16	3136.26	3236.32	3336.42	3436.54	3536.63	3636.69	3736.79	3836.90	3937.01	4037.07
	Hourly	35.4494	36.7008	37.9520	39.2032	40.4540	41.7053	42.9567	44.2079	45.4586	46.7099	47.9612	49.2126	50.4634
Grade A14	Annual	80,672	83,519	86,367	89,214	92,062	94,908	97,755	100,603	103,450	106,298	109,144	111,992	114,839
	Bi-Wkly	3102.78	3212.27	3321.80	3431.30	3540.83	3650.32	3759.82	3869.34	3978.84	4088.38	4197.86	4307.39	4416.90
	Hourly	38.7848	40.1534	41.5225	42.8913	44.2604	45.6290	46.9977	48.3668	49.7355	51.1047	52.4732	53.8424	55.2112
Grade A15	Annual	88,008	91,115	94,220	97,327	100,432	103,539	106,645	109,751	112,857	115,963	119,069	122,176	125,281
	Bi-Wkly	3384.93	3504.41	3623.86	3743.34	3862.76	3982.25	4101.74	4221.18	4340.66	4460.10	4579.59	4699.08	4818.51
	Hourly	42.3116	43.8051	45.2982	46.7917	48.2845	49.7781	51.2718	52.7647	54.2583	55.7513	57.2449	58.7385	60.2314
Grade A16	Annual	97,485	100,926	104,366	107,807	111,248	114,688	118,129	121,570	125,010	128,451	131,892	135,332	138,773
	Bi-Wkly	3749.43	3881.77	4014.09	4146.43	4278.76	4411.09	4543.43	4675.75	4808.09	4940.42	5072.76	5205.09	5337.42
	Hourly	46.8679	48.5221	50.1761	51.8304	53.4845	55.1386	56.7929	58.4469	60.1011	61.7553	63.4095	65.0636	66.7177

MONTGOMERY COUNTY  
SERVICE MAINTENANCE PAY PLAN  
EFFECTIVE: OCTOBER 1, 2014

	Steps	1	2	3	4	5	6	7	8	9	10	11	12	13
Grade S01	Annual	20,246	20,960	21,674	22,388	23,104	23,818	24,532	25,248	25,962	26,676	27,390	28,106	28,820
	Bi-Wkly	778.68	806.15	833.62	861.09	888.61	916.07	943.54	971.06	998.53	1025.99	1053.46	1080.99	1108.46
	Hourly	9.7335	10.0769	10.4202	10.7636	11.1076	11.4509	11.7943	12.1382	12.4816	12.8249	13.1683	13.5124	13.8557
Grade S02	Annual	21,037	21,779	22,521	23,264	24,006	24,748	25,490	26,233	26,975	27,718	28,460	29,203	29,946
	Bi-Wkly	809.10	837.65	866.19	894.75	923.31	951.85	980.40	1008.95	1037.50	1066.06	1094.60	1123.20	1151.75
	Hourly	10.1137	10.4706	10.8274	11.1844	11.5414	11.8981	12.2550	12.6119	12.9688	13.3257	13.6825	14.0400	14.3969
Grade S03	Annual	21,827	22,597	23,367	24,137	24,908	25,678	26,449	27,219	27,990	28,760	29,530	30,300	31,071
	Bi-Wkly	839.50	869.10	898.73	928.36	957.99	987.63	1017.26	1046.90	1076.52	1106.16	1135.78	1165.38	1195.02
	Hourly	10.4938	10.8637	11.2341	11.6045	11.9749	12.3454	12.7158	13.0862	13.4565	13.8270	14.1973	14.5673	14.9377
Grade S04	Annual	22,617	23,415	24,214	25,012	25,810	26,609	27,407	28,204	29,003	29,802	30,600	31,398	32,196
	Bi-Wkly	869.87	900.59	931.30	962.01	992.69	1023.41	1054.11	1084.78	1115.50	1146.22	1176.94	1207.61	1238.31
	Hourly	10.8734	11.2574	11.6413	12.0251	12.4086	12.7926	13.1764	13.5598	13.9438	14.3277	14.7117	15.0951	15.4789
Grade S05	Annual	23,408	24,234	25,060	25,886	26,712	27,539	28,365	29,191	30,018	30,843	31,670	32,495	33,322
	Bi-Wkly	900.29	932.09	963.83	995.62	1027.38	1059.18	1090.97	1122.74	1154.52	1186.28	1218.08	1249.82	1281.62
	Hourly	11.2536	11.6511	12.0479	12.4453	12.8422	13.2398	13.6371	14.0342	14.4315	14.8285	15.2260	15.6228	16.0203
Grade S06	Annual	24,198	25,053	25,907	26,760	27,615	28,469	29,323	30,177	31,031	31,885	32,740	33,593	34,447
	Bi-Wkly	930.70	963.58	996.42	1029.24	1062.12	1094.95	1127.79	1160.67	1193.50	1226.33	1259.22	1292.05	1324.88
	Hourly	11.6337	12.0447	12.4552	12.8655	13.2765	13.6869	14.0974	14.5084	14.9187	15.3291	15.7402	16.1506	16.5610
Grade S07	Annual	24,989	25,872	26,753	27,635	28,517	29,399	30,359	31,163	32,046	32,927	33,809	34,691	35,573
	Bi-Wkly	961.11	995.07	1028.98	1062.90	1096.82	1130.73	1167.66	1198.56	1232.52	1266.43	1300.35	1334.27	1368.18
	Hourly	12.0139	12.4384	12.8623	13.2862	13.7102	14.1341	14.5958	14.9820	15.4065	15.8304	16.2544	16.6784	17.1023
Grade S08	Annual	27,090	28,046	29,002	29,958	30,914	31,870	32,826	33,782	34,738	35,694	36,650	37,606	38,563
	Bi-Wkly	1041.91	1078.69	1115.46	1152.23	1189.00	1225.77	1262.55	1299.32	1336.08	1372.86	1409.63	1446.39	1483.18
	Hourly	13.0239	13.4836	13.9432	14.4029	14.8625	15.3221	15.7819	16.2415	16.7010	17.1607	17.6204	18.0799	18.5397
Grade S09	Annual	29,561	30,605	31,649	32,691	33,735	34,779	35,821	36,865	37,908	38,952	39,996	41,038	42,082
	Bi-Wkly	1136.96	1177.10	1217.26	1257.36	1297.50	1337.65	1377.74	1417.89	1457.99	1498.14	1538.29	1578.38	1618.54
	Hourly	14.2120	14.7138	15.2157	15.7170	16.2187	16.7206	17.2218	17.7236	18.2249	18.7267	19.2286	19.7298	20.2317
Grade S10	Annual	32,406	33,549	34,693	35,836	36,980	38,124	39,268	40,412	41,555	42,699	43,842	44,986	46,130
	Bi-Wkly	1246.37	1290.36	1334.35	1378.30	1422.30	1466.30	1510.30	1554.30	1598.28	1642.28	1686.23	1730.22	1774.22
	Hourly	15.5796	16.1295	16.6794	17.2288	17.7787	18.3287	18.8787	19.4287	19.9785	20.5285	21.0779	21.6277	22.1778
Grade S11	Annual	35,621	36,879	38,136	39,393	40,650	41,907	43,165	44,421	45,679	46,936	48,194	49,450	50,708
	Bi-Wkly	1370.05	1418.42	1466.78	1515.10	1563.46	1611.82	1660.18	1708.51	1756.88	1805.23	1853.61	1901.94	1950.29
	Hourly	17.1256	17.7302	18.3347	18.9387	19.5433	20.1478	20.7523	21.3564	21.9610	22.5654	23.1701	23.7742	24.3786
Grade S12	Annual	39,209	40,593	41,977	43,360	44,744	46,129	47,512	48,896	50,280	51,664	53,047	54,432	55,815
	Bi-Wkly	1508.04	1561.26	1614.50	1667.71	1720.94	1774.18	1827.39	1880.60	1933.86	1987.06	2040.26	2093.52	2146.74
	Hourly	18.8505	19.5157	20.1813	20.8464	21.5117	22.1772	22.8424	23.5075	24.1732	24.8383	25.5033	26.1690	26.8342

MONTGOMERY COUNTY  
PUBLIC SAFETY PAY PLAN  
EFFECTIVE: OCTOBER 1, 2014

	STEPS	1	2	3	4	5	6	7	8	9	10	11	12	13
Grade PST	Annual	31,508												
	Bi-Wkly	1211.84												
	Hourly	15.1480												
Grade PS1	Annual	32,661	33,814	34,965	36,118	37,271	38,424	39,577	40,730	41,883	43,035	44,188	45,340	46,493
	Bi-Wkly	1256.18	1300.53	1344.82	1389.17	1433.51	1477.85	1522.19	1566.53	1610.87	1655.18	1699.52	1743.86	1788.20
	Hourly	15.7022	16.2566	16.8102	17.3646	17.9189	18.4731	19.0274	19.5816	20.1359	20.6897	21.2440	21.7982	22.3525
Grade PS2	Annual	34,657	35,881	37,104	38,328	39,550	40,774	41,998	43,220	44,444	45,667	46,890	48,113	49,337
	Bi-Wkly	1332.98	1380.04	1427.06	1474.14	1521.15	1568.22	1615.30	1662.30	1709.38	1756.41	1803.46	1850.49	1897.56
	Hourly	16.6622	17.2505	17.8383	18.4267	19.0144	19.6028	20.1912	20.7788	21.3672	21.9551	22.5433	23.1311	23.7195
Grade PS3	Annual	42,191	43,679	45,168	46,657	48,147	49,636	51,125	52,614	54,103	55,592	57,082	58,570	60,059
	Bi-Wkly	1622.72	1679.97	1737.24	1794.51	1851.79	1909.06	1966.34	2023.62	2080.90	2138.17	2195.45	2252.69	2309.95
	Hourly	20.2840	20.9996	21.7155	22.4314	23.1474	23.8633	24.5792	25.2953	26.0112	26.7271	27.4431	28.1586	28.8744
Grade PS4	Annual	46,499	48,140	49,781	51,422	53,063	54,704	56,345	57,986	59,627	61,268	62,909	64,550	66,192
	Bi-Wkly	1788.42	1851.52	1914.65	1977.77	2040.88	2104.00	2167.10	2230.23	2293.35	2356.46	2419.58	2482.70	2545.86
	Hourly	22.3552	23.1440	23.9331	24.7221	25.5110	26.3000	27.0888	27.8779	28.6669	29.4557	30.2447	31.0337	31.8232
Grade PS5	Annual	54,021	55,928	57,835	59,742	61,648	63,555	65,461	67,367	69,274	71,182	73,088	74,994	76,901
	Bi-Wkly	2077.74	2151.06	2224.43	2297.75	2371.09	2444.42	2517.74	2591.05	2664.38	2737.76	2811.08	2884.40	2957.72
	Hourly	25.9717	26.8883	27.8054	28.7219	29.6386	30.5552	31.4717	32.3881	33.3047	34.2220	35.1385	36.0550	36.9715
Grade PS6	Annual	63,015	65,239	67,463	69,687	71,912	74,135	76,359	78,584	80,807	83,031	85,256	87,479	89,704
	Bi-Wkly	2423.65	2509.20	2594.73	2680.26	2765.83	2851.35	2936.89	3022.45	3107.97	3193.50	3279.07	3364.59	3450.16
	Hourly	30.2956	31.3650	32.4341	33.5033	34.5729	35.6419	36.7111	37.7806	38.8496	39.9187	40.9884	42.0574	43.1270
Grade PS7	Annual	74,954	77,600	80,245	82,890	85,536	88,181	90,827	93,472	96,117	98,763	101,408	104,054	106,699
	Bi-Wkly	2882.85	2984.60	3086.34	3188.09	3289.84	3391.58	3493.34	3595.09	3696.82	3798.58	3900.31	4002.06	4103.82
	Hourly	36.0356	37.3075	38.5793	39.8511	41.1230	42.3948	43.6667	44.9386	46.2103	47.4822	48.7539	50.0258	51.2978
Grade PS8	Annual	97,485	100,926	104,366	107,807	111,248	114,688	118,129	121,570	125,010	128,451	131,892	135,332	138,773
	Bi-Wkly	3749.44	3881.77	4014.09	4146.43	4278.76	4411.09	4543.43	4675.76	4808.09	4940.42	5072.76	5205.09	5337.42
	Hourly	46.8680	48.5221	50.1761	51.8304	53.4845	55.1386	56.7929	58.4470	60.1011	61.7553	63.4095	65.0636	66.7177

MONTGOMERY COUNTY  
PUBLIC SAFETY CORRECTIONS PAY PLAN  
EFFECTIVE: OCTOBER 1, 2014

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13
PCT	29,244 1124.76 14.0595												
PC1	30,456 1171.40 14.6425	31,532 1212.75 15.1594	32,607 1254.11 15.6764	33,682 1295.47 16.1934	34,756 1336.78 16.7098	35,832 1378.14 17.2268	36,907 1419.50 17.7437	37,981 1460.80 18.2600	39,056 1502.16 18.7770	40,132 1543.52 19.2940	41,207 1584.88 19.8110	42,281 1626.18 20.3273	43,356 1667.54 20.8443
PC2	32,792 1261.24 15.7655	33,950 1305.76 16.3220	35,107 1350.28 16.8785	36,265 1394.79 17.4349	37,422 1439.30 17.9913	38,579 1483.82 18.5477	39,737 1528.34 19.1042	40,894 1572.85 19.6606	42,051 1617.35 20.2169	43,209 1661.88 20.7735	44,366 1706.39 21.3299	45,524 1750.91 21.8864	46,681 1795.42 22.4428
PC3	38,146 1467.17 18.3396	39,492 1518.94 18.9868	40,839 1570.74 19.6342	42,185 1622.50 20.2813	43,532 1674.30 20.9287	44,878 1726.07 21.5759	46,224 1777.86 22.2232	47,571 1829.64 22.8705	48,917 1881.42 23.5178	50,263 1933.20 24.1650	51,609 1984.98 24.8123	52,956 2036.77 25.4596	54,303 2088.56 26.1070
PC4	42,831 1647.34 20.5918	44,342 1705.48 21.3185	45,854 1763.62 22.0453	47,366 1821.77 22.7721	48,877 1879.90 23.4988	50,389 1938.05 24.2256	51,901 1996.19 24.9524	53,413 2054.33 25.6791	54,924 2112.46 26.4058	56,436 2170.62 27.1328	57,948 2228.75 27.8594	59,459 2286.90 28.5862	60,971 2345.04 29.3130
PC5	48,758 1875.32 23.4415	50,479 1941.50 24.2688	52,200 2007.70 25.0962	53,921 2073.89 25.9236	55,642 2140.08 26.7510	57,363 2206.26 27.5783	59,083 2272.44 28.4055	60,804 2338.63 29.2329	62,525 2404.82 30.0603	64,246 2471.01 30.8876	65,967 2537.20 31.7150	67,688 2603.38 32.5423	69,409 2669.58 33.3697
PC6	58,518 2250.69 28.1336	60,583 2330.11 29.1264	62,648 2409.54 30.1193	64,714 2489.01 31.1126	66,779 2568.43 32.1054	68,844 2647.85 33.0981	70,909 2727.28 34.0910	72,974 2806.71 35.0839	75,041 2886.18 36.0773	77,106 2965.60 37.0700	79,171 3045.02 38.0628	81,236 3124.46 39.0557	83,302 3203.92 40.0490
PC7	63,015 2423.65 30.2956	65,239 2509.21 31.3651	67,463 2594.73 32.4341	69,687 2680.26 33.5033	71,912 2765.83 34.5729	74,135 2851.35 35.6419	76,358 2936.86 36.7108	78,584 3022.45 37.7806	80,807 3107.97 38.8496	83,031 3193.50 39.9187	85,256 3279.06 40.9883	87,479 3364.59 42.0574	89,704 3450.16 43.1270