

MEMORANDUM OF UNDERSTANDING

BETWEEN THE

CITY OF BALTIMORE

AND THE

MANAGERIAL AND PROFESSIONAL SOCIETY
OF BALTIMORE, INC.

FISCAL YEARS 2026-2027

**MANAGERIAL AND PROFESSIONAL SOCIETY OF BALTIMORE, INC.
FY 2026-2027**

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**THE MANAGERIAL AND PROFESSIONAL
SOCIETY OF BALTIMORE, INCORPORATED
FISCAL YEARS 2026-2027**

Pursuant to the provisions of the Municipal Labor Relations Ordinance (“MLRO”), this Memorandum of Understanding (“Agreement”) is entered into this 1st day of July, 2025 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 with 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, 2025, to June 30, 2027.

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. FY2026 and FY2027.

1. Effective July 1, 2025, employees represented by MAPS and/or receiving the benefits

of MAPS shall receive a 2% across the board wage increase.

2. Effective July 1, 2026, employees represented by MAPS and/or receiving the benefits of MAPS shall receive a 3% across the board wage increase.

3. To be eligible for any wage increase or retroactive payment under this Agreement (or Tentative Agreement), an employee must be an active employee, and on the payroll, on the date of notation by the Board of Estimates.

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 Fourth Health and Prescription Drug Plan Agreement, as noted by the Board of Estimates on December 17, 2025, which is attached hereto in Addendum C, and which shall remain in effect as provided therein.

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 up to \$500.00, or the employee's actual cost, whichever is less, during a 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;
- Electric “ebike” Bicycle;
- Sit/Stand Desk (for home office);
- Ergonomic Chair (for home office); and
- Oura Ring.

The reimbursement for the benefits listed above can be cumulative but cannot exceed \$500.00 in total. A request for reimbursement must be made within sixty (60) calendar days of the enrollment, payment, examination or treatment date, and within the applicable fiscal year.

ARTICLE 8: TUITION REIMBURSEMENT

A. Purpose

To encourage the professional development of employees through education and training, and prepare them for career advancement, the Employer shall maintain a tuition reimbursement program administered by the Department of Human Resources.

B. Funding

As stated in the Administrative Manual (AM 219-1), receipt of tuition reimbursement depends on the availability of funds in the Agency budget of the requesting employee. Prior to registration for a course, employees must obtain Agency approval for reimbursement. Requests for tuition reimbursement must be initially reviewed and verified for funding availability at the Agency level. If funds are unavailable, the request will be denied by the Agency Head or his/her Authorized Designee. When forwarded to the Department of Human Resources for final review, the request will be denied based on lack of funds.

C. Eligibility

Within budgetary constraints, and upon approval by the Department of Human Resources, employees shall be granted benefits under this Article, and shall be reimbursed, for a maximum of ten (10) credits per semester, consisting of not more than four (4) job-related courses, or four (4) courses in a degree program that benefits City services, provided that the employee meets all the qualifications listed in the Administrative Manual.

Reimbursement of the tuition cost shall be as follows: an “A” shall be reimbursed for 75% of the tuition cost; a “B” shall be reimbursed for 50% of the tuition cost; a “C” shall be reimbursed for 25% of the tuition cost. Reimbursement shall be without regard to + or –, as institutions’ grading policies may vary. Grades below a “C” shall not receive reimbursement. 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.

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.

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 AM 204-2, as indicated on the chart:

AM 204-2		
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 and AM 204-14.

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: An employee sustaining an occupational injury or accident, except for an employee of the Baltimore City Fire Department, which is not the result of his/her negligence, shall receive sixty-six and two-thirds percent (66 2/3%) of the employee's average

weekly wages, not to exceed the State of Maryland's Average Weekly Wage (AWW) limit tax free, and shall not be required to use any sick leave, vacation or personal leave if, upon medical examination and certification by the Employer's physician, it is determined that the injury and/or accident disables the employee.

In addition, the Employer shall provide a supplement to the standard Workers' Compensation benefit so that the gross pay of the employee is equal to eighty-five percent (85%) of the employee's regular gross pay. Under this circumstance, the affected employee shall be examined periodically by the Employer's physician to determine the progress and length of time necessary for recovery.

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/her 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 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 (legacy only), 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/she 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: EMPLOYEE ASSISTANCE PROGRAM

The Employer shall continue to maintain an Employee Assistance Program (EAP). It shall be the policy of the EAP to provide strictly confidential support to permanent employees seeking assistance with a range of personal or work-related concerns. These may include, but are not limited to, stress management, substance use or misuse, psychological or medical conditions, grief and loss, interpersonal conflicts, or financial difficulties. This policy acknowledges that such issues are treatable, and it is the responsibility of the employee to proactively seek professional assistance when needed.

Employees experiencing such challenges are encouraged to contact the Employee Assistance Program for assistance by telephone or personal visit. Supervisors and Human Resources professionals may initiate supervisory referrals in response to employee challenges that impact the workplace. These may include, but are not limited to, attendance issues, interpersonal

conflicts, workplace violence, substance misuse, or performance-related concerns. Interactions with the Employee Assistance Counselor will be maintained in strict confidence. Employees will be informed of legal exceptions to confidentiality prior to engaging with EAP services.

The Employee Assistance Counselor shall assess the employee's concerns and based on the evaluation, recommend appropriate interventions. These may include referrals to internal support services, external community resources, or treatment programs. It is the responsibility of the employee to adhere to the recommendations provided by the Employee Assistance Program.

ARTICLE 17: BENEFITS PRESERVED

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

ARTICLE 18: DURATION AND TERMINATION

This Agreement shall become effective on July 1, 2025, and remain in full force and effect until June 30, 2027, 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 20th day of June 2026, in Baltimore, Maryland

FOR THE MAYOR AND CITY COUNCIL
OF BALTIMORE:



Deborah F. Moore-Carter



Veronica P. Jones



Yvette Brown

FOR THE MANAGERIAL AND
PROFESSIONAL SOCIETY OF
BALTIMORE, INC.

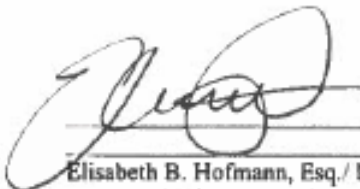


Nichelle Lashley



Adrian Brown

APPROVED AS TO FORM AND LEGAL
SUFFICIENCY:

 7/7/26

Elisabeth B. Hofmann, Esq./ Date
Deputy Chief, Labor and Employment

NOTED BY THE BOARD OF
ESTIMATES:


08-05-2026

Clerk/Date

ADDENDUM A: SALARY SCHEDULES FY2026-2027

MAPs FY2026 Salary Range Effective 07/01/2025

Grade	Minimum	Midpoint	Maximum
902	\$ 50,331	\$ 65,406	\$ 80,482
903	\$ 53,409	\$ 69,407	\$ 85,406
904	\$ 56,607	\$ 73,589	\$ 90,572
906	\$ 61,163	\$ 79,438	\$ 97,712
907	\$ 66,701	\$ 86,759	\$ 106,818
923	\$ 71,745	\$ 93,403	\$ 115,063
927	\$ 76,299	\$ 99,188	\$ 122,078
929	\$ 81,097	\$ 105,341	\$ 129,584
931	\$ 87,373	\$ 113,523	\$ 139,674
936	\$ 95,494	\$ 124,107	\$ 152,721
939	\$ 101,034	\$ 133,768	\$ 166,502
942	\$ 107,187	\$ 141,950	\$ 176,715
960	\$ 113,708	\$ 150,626	\$ 187,545
967	\$ 122,569	\$ 162,319	\$ 202,068
969	\$ 133,892	\$ 177,455	\$ 221,018
989	\$ 138,579	\$ 183,767	\$ 228,955
990	\$ 144,351	\$ 191,238	\$ 238,125
991	\$ 153,091	\$ 202,868	\$ 252,645
992	\$ 162,566	\$ 215,420	\$ 268,274
993	\$ 175,117	\$ 232,095	\$ 289,073
994	\$ 191,607	\$ 253,814	\$ 316,022
995	\$ 247,685	\$ 287,088	\$ 326,492

MAPs
FY2027 Salary Range
Effective 07/01/2026

Grade	Minimum	Midpoint	Maximum
902	\$51,841	\$67,369	\$82,897
903	\$55,012	\$71,489	\$87,968
904	\$58,305	\$75,797	\$93,289
906	\$62,998	\$81,821	\$100,643
907	\$68,702	\$89,362	\$110,023
923	\$73,897	\$96,206	\$118,515
927	\$78,588	\$102,163	\$125,740
929	\$83,530	\$108,501	\$133,471
931	\$89,994	\$116,929	\$143,864
936	\$98,359	\$127,831	\$157,302
939	\$104,065	\$137,781	\$171,497
942	\$110,402	\$146,209	\$182,016
960	\$117,119	\$155,145	\$193,172
967	\$126,246	\$167,188	\$208,130
969	\$137,909	\$182,778	\$227,648
989	\$142,737	\$189,280	\$235,824
990	\$148,682	\$196,975	\$245,269
991	\$157,684	\$208,954	\$260,224
992	\$167,443	\$221,883	\$276,323
993	\$180,370	\$239,058	\$297,745
994	\$197,355	\$261,428	\$325,502
995	\$255,115	\$295,701	\$336,287

MAPS											
FY26 WATER AND WASTE WATER (WWW) SALARY SCALE											
Effective 7/1/2025											
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
3010	\$58,005	\$59,745	\$61,539	\$63,385	\$65,286	\$66,918	\$68,592	\$70,307	\$72,064	\$73,865	\$75,342
3011	\$60,907	\$62,733	\$64,615	\$66,554	\$68,550	\$70,264	\$72,022	\$73,823	\$75,668	\$77,559	\$79,110
3012	\$63,952	\$65,871	\$67,846	\$69,881	\$71,977	\$73,778	\$75,621	\$77,512	\$79,451	\$81,437	\$83,066
3013	\$67,150	\$69,163	\$71,239	\$73,376	\$75,577	\$77,467	\$79,403	\$81,388	\$83,423	\$85,510	\$87,219
3014	\$70,506	\$72,622	\$74,801	\$77,045	\$79,356	\$81,340	\$83,373	\$85,458	\$87,594	\$89,784	\$91,580
3015	\$74,032	\$76,252	\$78,540	\$80,897	\$83,324	\$85,408	\$87,543	\$89,730	\$91,973	\$94,274	\$96,158
3016	\$77,734	\$80,066	\$82,467	\$84,943	\$87,491	\$89,677	\$91,919	\$94,216	\$96,573	\$98,987	\$100,966
3017	\$81,620	\$84,069	\$86,592	\$89,189	\$91,864	\$94,160	\$96,515	\$98,929	\$101,401	\$103,936	\$106,015
3018	\$85,701	\$88,273	\$90,921	\$93,647	\$96,457	\$98,869	\$101,341	\$103,875	\$106,471	\$109,133	\$111,316
3019	\$89,987	\$92,686	\$95,467	\$98,331	\$101,281	\$103,812	\$106,407	\$109,068	\$111,794	\$114,590	\$116,881
3020	\$94,485	\$97,320	\$100,239	\$103,246	\$106,344	\$109,003	\$111,727	\$114,522	\$117,384	\$120,319	\$122,724
3021	\$99,209	\$102,187	\$105,252	\$108,410	\$111,662	\$114,453	\$117,314	\$120,248	\$123,254	\$126,335	\$128,862
3022	\$104,171	\$107,296	\$110,515	\$113,830	\$117,244	\$120,176	\$123,179	\$126,259	\$129,416	\$132,652	\$135,305
3023	\$109,379	\$112,660	\$116,040	\$119,522	\$123,107	\$126,184	\$129,339	\$132,572	\$135,886	\$139,283	\$142,071
3024	\$114,847	\$118,292	\$121,842	\$125,498	\$129,263	\$132,493	\$135,806	\$139,201	\$142,682	\$146,249	\$149,174
3025	\$120,590	\$124,207	\$127,935	\$131,772	\$135,726	\$139,119	\$142,596	\$146,162	\$149,815	\$153,560	\$156,632
3026	\$126,620	\$130,418	\$134,331	\$138,361	\$142,511	\$146,074	\$149,726	\$153,469	\$157,306	\$161,239	\$164,463
3027	\$132,950	\$136,938	\$141,048	\$145,279	\$149,637	\$153,378	\$157,212	\$161,142	\$165,171	\$169,301	\$172,686
3028	\$139,597	\$143,786	\$148,100	\$152,543	\$157,120	\$161,048	\$165,073	\$169,201	\$173,430	\$177,765	\$181,321

Grade	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
3010	\$76,850	\$78,386	\$79,955	\$81,554	\$83,184	\$84,848	\$86,545	\$88,276	\$90,042
3011	\$80,692	\$82,306	\$83,951	\$85,631	\$87,344	\$89,091	\$90,872	\$92,690	\$94,544
3012	\$84,726	\$86,422	\$88,149	\$89,912	\$91,711	\$93,544	\$95,416	\$97,324	\$99,270
3013	\$88,962	\$90,742	\$92,557	\$94,408	\$96,297	\$98,223	\$100,187	\$102,191	\$104,234
3014	\$93,412	\$95,279	\$97,185	\$99,129	\$101,111	\$103,133	\$105,196	\$107,300	\$109,445
3015	\$98,082	\$100,044	\$102,044	\$104,085	\$106,167	\$108,289	\$110,456	\$112,664	\$114,917
3016	\$102,986	\$105,046	\$107,146	\$109,290	\$111,475	\$113,705	\$115,978	\$118,299	\$120,664
3017	\$108,135	\$110,299	\$112,504	\$114,753	\$117,048	\$119,390	\$121,777	\$124,214	\$126,697
3018	\$113,541	\$115,813	\$118,128	\$120,492	\$122,901	\$125,359	\$127,866	\$130,423	\$133,032
3019	\$119,219	\$121,602	\$124,036	\$126,516	\$129,046	\$131,627	\$134,260	\$136,946	\$139,685
3020	\$125,180	\$127,684	\$130,238	\$132,842	\$135,498	\$138,209	\$140,972	\$143,791	\$146,668
3021	\$131,438	\$134,068	\$136,748	\$139,484	\$142,274	\$145,118	\$148,021	\$150,981	\$154,002
3022	\$138,010	\$140,771	\$143,586	\$146,458	\$149,388	\$152,375	\$155,423	\$158,530	\$161,701
3023	\$144,910	\$147,810	\$150,765	\$153,780	\$156,857	\$159,994	\$163,193	\$166,457	\$169,786
3024	\$152,156	\$155,200	\$158,304	\$161,469	\$164,699	\$167,993	\$171,354	\$174,781	\$178,276
3025	\$159,764	\$162,959	\$166,218	\$169,542	\$172,934	\$176,393	\$179,921	\$183,518	\$187,189
3026	\$167,752	\$171,108	\$174,530	\$178,020	\$181,580	\$185,213	\$188,916	\$192,694	\$196,548
3027	\$176,141	\$179,663	\$183,257	\$186,922	\$190,659	\$194,472	\$198,361	\$202,330	\$206,376
3028	\$184,946	\$188,646	\$192,420	\$196,266	\$200,193	\$204,197	\$208,280	\$212,446	\$216,696

MAPS											
FY27 WATER AND WASTE WATER (WWW) SALARY SCALE											
Effective 7/1/2026											
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
3010	\$59,745	\$61,537	\$63,385	\$65,287	\$67,245	\$68,926	\$70,650	\$72,416	\$74,226	\$76,081	\$77,602
3011	\$62,734	\$64,615	\$66,553	\$68,551	\$70,607	\$72,372	\$74,183	\$76,038	\$77,938	\$79,886	\$81,483
3012	\$65,871	\$67,847	\$69,881	\$71,977	\$74,136	\$75,991	\$77,890	\$79,837	\$81,835	\$83,880	\$85,558
3013	\$69,165	\$71,238	\$73,376	\$75,577	\$77,844	\$79,791	\$81,785	\$83,830	\$85,926	\$88,075	\$89,836
3014	\$72,621	\$74,801	\$77,045	\$79,356	\$81,737	\$83,780	\$85,874	\$88,022	\$90,222	\$92,478	\$94,327
3015	\$76,253	\$78,540	\$80,896	\$83,324	\$85,824	\$87,970	\$90,169	\$92,422	\$94,732	\$97,102	\$99,043
3016	\$80,066	\$82,468	\$84,941	\$87,491	\$90,116	\$92,367	\$94,677	\$97,042	\$99,470	\$101,957	\$103,995
3017	\$84,069	\$86,591	\$89,190	\$91,865	\$94,620	\$96,985	\$99,410	\$101,897	\$104,443	\$107,054	\$109,195
3018	\$88,272	\$90,921	\$93,649	\$96,456	\$99,351	\$101,835	\$104,381	\$106,991	\$109,665	\$112,407	\$114,655
3019	\$92,687	\$95,467	\$98,331	\$101,281	\$104,319	\$106,926	\$109,599	\$112,340	\$115,148	\$118,028	\$120,387
3020	\$97,320	\$100,240	\$103,246	\$106,343	\$109,534	\$112,273	\$115,079	\$117,958	\$120,906	\$123,929	\$126,406
3021	\$102,185	\$105,253	\$108,410	\$111,662	\$115,012	\$117,887	\$120,833	\$123,855	\$126,952	\$130,125	\$132,728
3022	\$107,296	\$110,515	\$113,830	\$117,245	\$120,761	\$123,781	\$126,874	\$130,047	\$133,298	\$136,632	\$139,364
3023	\$112,660	\$116,040	\$119,521	\$123,108	\$126,800	\$129,970	\$133,219	\$136,549	\$139,963	\$143,461	\$146,333
3024	\$118,292	\$121,841	\$125,497	\$129,263	\$133,141	\$136,468	\$139,880	\$143,377	\$146,962	\$150,636	\$153,649
3025	\$124,208	\$127,933	\$131,773	\$135,725	\$139,798	\$143,293	\$146,874	\$150,547	\$154,309	\$158,167	\$161,331
3026	\$130,419	\$134,331	\$138,361	\$142,512	\$146,786	\$150,456	\$154,218	\$158,073	\$162,025	\$166,076	\$169,397
3027	\$136,939	\$141,046	\$145,279	\$149,637	\$154,126	\$157,979	\$161,928	\$165,976	\$170,126	\$174,380	\$177,867
3028	\$143,785	\$148,100	\$152,543	\$157,119	\$161,834	\$165,879	\$170,025	\$174,277	\$178,633	\$183,098	\$186,761

Grade	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
3010	\$79,156	\$80,738	\$82,354	\$84,001	\$85,680	\$87,393	\$89,141	\$90,924	\$92,743
3011	\$83,113	\$84,775	\$86,470	\$88,200	\$89,964	\$91,764	\$93,598	\$95,471	\$97,380
3012	\$87,268	\$89,015	\$90,793	\$92,609	\$94,462	\$96,350	\$98,278	\$100,244	\$102,248
3013	\$91,631	\$93,464	\$95,334	\$97,240	\$99,186	\$101,170	\$103,193	\$105,257	\$107,361
3014	\$96,214	\$98,137	\$100,101	\$102,103	\$104,144	\$106,227	\$108,352	\$110,519	\$112,728
3015	\$101,024	\$103,045	\$105,105	\$107,208	\$109,352	\$111,538	\$113,770	\$116,044	\$118,365
3016	\$106,076	\$108,197	\$110,360	\$112,569	\$114,819	\$117,116	\$119,457	\$121,848	\$124,284
3017	\$111,379	\$113,608	\$115,879	\$118,196	\$120,559	\$122,972	\$125,430	\$127,940	\$130,498
3018	\$116,947	\$119,287	\$121,672	\$124,107	\$126,588	\$129,120	\$131,702	\$134,336	\$137,023
3019	\$122,796	\$125,250	\$127,757	\$130,311	\$132,917	\$135,576	\$138,288	\$141,054	\$143,876
3020	\$128,935	\$131,515	\$134,145	\$136,827	\$139,563	\$142,355	\$145,201	\$148,105	\$151,068
3021	\$135,381	\$138,090	\$140,850	\$143,669	\$146,542	\$149,472	\$152,462	\$155,510	\$158,622
3022	\$142,150	\$144,994	\$147,894	\$150,852	\$153,870	\$156,946	\$160,086	\$163,286	\$166,552
3023	\$149,257	\$152,244	\$155,288	\$158,393	\$161,563	\$164,794	\$168,089	\$171,451	\$174,880
3024	\$156,721	\$159,856	\$163,053	\$166,313	\$169,640	\$173,033	\$176,495	\$180,024	\$183,624
3025	\$164,557	\$167,848	\$171,205	\$174,628	\$178,122	\$181,685	\$185,319	\$189,024	\$192,805
3026	\$172,785	\$176,241	\$179,766	\$183,361	\$187,027	\$190,769	\$194,583	\$198,475	\$202,444
3027	\$181,425	\$185,053	\$188,755	\$192,530	\$196,379	\$200,306	\$204,312	\$208,400	\$212,567
3028	\$190,494	\$194,305	\$198,193	\$202,154	\$206,199	\$210,323	\$214,528	\$218,819	\$223,197

ADDENDUM B: CLASSIFICATION LISTING

MAPs Classification Listing				
Job Code	Job Profile Name	Grade	Minimum	Maximum
07376	Account Executive	923	\$71,745	\$115,063
07331	Account Executive Supervisor	931	\$87,373	\$139,674
34142	Accountant II	923	\$71,745	\$115,063
07357	Accountant II (Non-civil)	923	\$71,745	\$115,063
34145	Accountant Supervisor	927	\$76,299	\$122,078
07360	Accountant Supervisor (Non-civil)	927	\$76,299	\$122,078
34146	Accounting Manager	931	\$87,373	\$139,674
07394	Accounting Operations Officer	931	\$87,373	\$139,674
34197	Accounting Systems Administrator	936	\$95,494	\$152,721
34151	Accounting Systems Analyst	923	\$71,745	\$115,063
07393	Accounting Systems Analyst (Non-civil)	923	\$71,745	\$115,063
31312	Administrative Analyst II	923	\$71,745	\$115,063
02420	Administrative Analyst II (Non-civil)	923	\$71,745	\$115,063
31122	Administrative Policy Analyst	923	\$71,745	\$115,063
01956	Administrative Policy Analyst (Non-civil)	923	\$71,745	\$115,063
00850	Administrator, Courts	960	\$113,708	\$187,545
33146	Agency IT Associate	907	\$66,701	\$106,818
10257	Agency IT Associate (Non-civil)	907	\$66,701	\$106,818
33152	Agency IT Manager I	939	\$101,034	\$166,502
10262	Agency IT Manager I (Non-civil)	939	\$101,034	\$166,502
33153	Agency IT Manager II	942	\$107,187	\$176,715
10263	Agency IT Manager II (Non-civil)	942	\$107,187	\$176,715
33157	Agency IT Manager III	960	\$113,708	\$187,545
10269	Agency IT Manager III (Non-civil)	960	\$113,708	\$187,545
35137	Agency IT Portfolio Manager	942	\$107,187	\$176,715
33147	Agency IT Specialist I	923	\$71,745	\$115,063
10258	Agency IT Specialist I (Non-civil)	923	\$71,745	\$115,063
33148	Agency IT Specialist II	927	\$76,299	\$122,078
10259	Agency IT Specialist II (Non-civil)	927	\$76,299	\$122,078
33149	Agency IT Specialist III	929	\$81,097	\$129,584
10260	Agency IT Specialist III (Non-civil)	929	\$81,097	\$129,584
33154	Agency IT Specialist IV	931	\$87,373	\$139,674
10267	Agency IT Specialist IV (Non-civil)	931	\$87,373	\$139,674
33150	Agency IT Supervisor - Project Manager	936	\$95,494	\$152,721
10261	Agency IT Supervisor, Project Manager (Non-civil)	936	\$95,494	\$152,721
00802	Alcohol Assessment Unit Coordinator, Courts	927	\$76,299	\$122,078

33145	Analyst/Programmer Supervisor	929	\$81,097	\$129,584
00725	Analyst/Programmer, Lead	927	\$76,299	\$122,078
35101	Application Support Specialist	927	\$76,299	\$122,078
07359	Applications Systems Analyst, Lead	931	\$87,373	\$139,674
33669	Apprenticeship Program Administrator	923	\$71,745	\$115,063
75112	Architect II	927	\$76,299	\$122,078
75115	Architect Supervisor, Licensed	931	\$87,373	\$139,674
33825	Archives and Record Management Officer	923	\$71,745	\$115,063
33820	Archives Technician	906	\$61,163	\$97,712
00876	Assistant Chief Medical Officer	927	\$76,299	\$122,078
10040	Assistant Chief, EOC	936	\$95,494	\$152,721
53818	Assistant Chief, Solid Waste	931	\$87,373	\$139,674
82135	Assistant Coordinator of Preschool	931	\$87,373	\$139,674
10074	Assistant Counsel	929	\$81,097	\$129,584
10203	Assistant Counsel, Code Enforcement	929	\$81,097	\$129,584
07378	Assistant Director, Building Services	923	\$71,745	\$115,063
07362	Assistant Director, Public Safety	923	\$71,745	\$115,063
10214	Assistant Fire Chief	85F	\$207,071	\$207,071
10143	Assistant for Public Affairs, Comptroller	927	\$76,299	\$122,078
10198	Assistant Solicitor	929	\$81,097	\$129,584
01962	Assistant State's Attorney	929	\$81,097	\$129,584
07364	Assistant Superintendent of Operations, Convention Center	906	\$61,163	\$97,712
52981	Assistant Superintendent of Public Building	906	\$61,163	\$97,712
42134	Assistant Superintendent, Housing Inspections	906	\$61,163	\$97,712
10123	Assistant to the Executive Director, ECB	923	\$71,745	\$115,063
00842	Associate Administrator, Courts	929	\$81,097	\$129,584
10076	Associate General Counsel	936	\$95,494	\$152,721
31997	ATVES Ombudsman	929	\$81,097	\$129,584
34126	Audit Manager	942	\$107,187	\$176,715
34111	Auditor II	927	\$76,299	\$122,078
34112	Auditor III	931	\$87,373	\$139,674
34115	Auditor Supervisor	936	\$95,494	\$152,721
52116	Automotive Maintenance Supervisor II	923	\$71,745	\$115,063
52725	Aviation Maintenance Program Supervisor	927	\$76,299	\$122,078
31138	Bike Share Program Coordinator	927	\$76,299	\$122,078
34285	Billing Section Supervisor	923	\$71,745	\$115,063
72133	Bridge Project Engineer	931	\$87,373	\$139,674
31306	Budget Analyst, DPW	929	\$81,097	\$129,584
31301	Budget Management Analyst I	923	\$71,745	\$115,063
31304	Budget Management Analyst II	927	\$76,299	\$122,078

31305	Budget/Management Analyst III	929	\$81,097	\$129,584
35129	Business Analyst	927	\$76,299	\$122,078
35131	Business Analyst, Lead	942	\$107,187	\$176,715
35130	Business Analyst, Senior	939	\$101,034	\$166,502
35120	Business Intelligence Analyst	929	\$81,097	\$129,584
35122	Business Intelligence Analyst, Lead	942	\$107,187	\$176,715
35121	Business Intelligence Analyst, Senior	939	\$101,034	\$166,502
33366	Call Center Operations Manager	923	\$71,745	\$115,063
33367	Call Center Operations, Administrator	936	\$95,494	\$152,721
72498	Chief Contract Officer	931	\$87,373	\$139,674
10069	Chief Contract Officer (Non-civil)	931	\$87,373	\$139,674
71442	Chief Horticulturist	931	\$87,373	\$139,674
10286	Chief Investment Officer	990	\$144,351	\$238,125
10283	Chief Medical Director	960	\$113,708	\$187,545
00877	Chief Medical Officer, Courts	936	\$95,494	\$152,721
81145	Chief Mental Health Programs	931	\$87,373	\$139,674
10060	Chief of Community Development Block Grants Compliance	931	\$87,373	\$139,674
72415	Chief of Contract Administration	931	\$87,373	\$139,674
34426	Chief of Fiscal Services I	931	\$87,373	\$139,674
00070	Chief of Fiscal Services I (Non-civil)	931	\$87,373	\$139,674
34427	Chief of Fiscal Services II	936	\$95,494	\$152,721
00108	Chief of Fiscal Services II (Non-civil)	936	\$95,494	\$152,721
71412	Chief of Forestry	931	\$87,373	\$139,674
72646	Chief of Surveys	931	\$87,373	\$139,674
10234	Chief of Utility Finances	960	\$113,708	\$187,545
10199	Chief Solicitor	936	\$95,494	\$152,721
01963	Chief State's Attorney	936	\$95,494	\$152,721
08004	Chief State's Attorney, Lead	942	\$107,187	\$176,715
01214	Citistat Analyst I	923	\$71,745	\$115,063
01215	Citistat Analyst II	927	\$76,299	\$122,078
00105	City Administrator	995	\$247,685	\$326,492
10101	City Auditor	990	\$144,351	\$238,125
71418	City Forestry Supervisor	927	\$76,299	\$122,078
74136	City Planner I	923	\$71,745	\$115,063
74137	City Planner II	927	\$76,299	\$122,078
74139	City Planner Supervisor	931	\$87,373	\$139,674
00735	City Solicitor	88M	\$265,119	\$265,119
72116	Civil Engineer	927	\$76,299	\$122,078
84221	Civil Rights Compliance Officer	904	\$56,607	\$90,572
84224	Civil Rights Compliance Supervisor	923	\$71,745	\$115,063

10132	Civilian Review Board Investigator	923	\$71,745	\$115,063
10133	Civilian Review Board Investigator Supervisor	929	\$81,097	\$129,584
31940	Claims and Systems Manager	931	\$87,373	\$139,674
32211	Claims Investigator	923	\$71,745	\$115,063
61121	Clinical Director, Health Center	931	\$87,373	\$139,674
10109	Clinical Health Director	942	\$107,187	\$176,715
81116	Clinical Social Work Supervisor	931	\$87,373	\$139,674
35159	Collaborations Services, Lead	939	\$101,034	\$166,502
33323	Communication Services Administrator	923	\$71,745	\$115,063
33322	Communications Specialist	927	\$76,299	\$122,078
61255	Community Health Educator Supervisor	927	\$76,299	\$122,078
62216	Community Health Nurse Supervisor II	931	\$87,373	\$139,674
01968	Community Liaison, SAO	923	\$71,745	\$115,063
33547	Community Marketing Outreach Officer	923	\$71,745	\$115,063
01942	Community Outreach Supervisor	931	\$87,373	\$139,674
33623	Compensation Analyst II	927	\$76,299	\$122,078
33624	Compensation Analyst III	929	\$81,097	\$129,584
33625	Compensation Manager	931	\$87,373	\$139,674
10284	Compensation Manager (Non-civil)	931	\$87,373	\$139,674
33135	Computer Operator Supervisor	906	\$61,163	\$97,712
72494	Construction Contract Administrator	927	\$76,299	\$122,078
42221	Construction Project Supervisor I	923	\$71,745	\$115,063
00872	Construction Project Supervisor I (Non-civil)	923	\$71,745	\$115,063
42222	Construction Project Supervisor II	927	\$76,299	\$122,078
10020	Contract Compliance Specialist II	927	\$76,299	\$122,078
34116	Contract Compliance Supervisor	936	\$95,494	\$152,721
72496	Contract Officer	927	\$76,299	\$122,078
07377	Contract Officer (Non-civil)	927	\$76,299	\$122,078
00846	Coordinator Medical Services Juvenile	927	\$76,299	\$122,078
00692	Coordinator School/Student Services	927	\$76,299	\$122,078
10209	Council Technician	927	\$76,299	\$122,078
00866	Court Services Manager	903	\$53,409	\$85,406
71125	Crime Laboratory Photo Supervisor	923	\$71,745	\$115,063
71135	Crime Laboratory Technician Supervisor	907	\$66,701	\$106,818
00111	Criminal Justice Associate	903	\$53,409	\$85,406
71112	Criminalist II	927	\$76,299	\$122,078
71113	Criminalist III, DNA Analysis	929	\$81,097	\$129,584
71118	Criminalist III, Drug Analysis	929	\$81,097	\$129,584
71119	Criminalist III, Trace Analysis	929	\$81,097	\$129,584
71114	Criminalist Supervisor Drug	936	\$95,494	\$152,721
71115	Criminalist Supervisor Trace	936	\$95,494	\$152,721

35115	Data Analyst	927	\$76,299	\$122,078
35119	Data Architect	942	\$107,187	\$176,715
35116	Data Engineer	929	\$81,097	\$129,584
35117	Data Engineer, Senior	939	\$101,034	\$166,502
00141	Data Fellow	907	\$66,701	\$106,818
35118	Data Manager	942	\$107,187	\$176,715
10268	Data Project Manager	936	\$95,494	\$152,721
35133	Data Scientist	929	\$81,097	\$129,584
35135	Data Scientist, Lead	942	\$107,187	\$176,715
35134	Data Scientist, Senior	939	\$101,034	\$166,502
35126	Database Administrator	927	\$76,299	\$122,078
35128	Database Administrator, Lead	936	\$95,494	\$152,721
35127	Database Administrator, Senior	931	\$87,373	\$139,674
33102	Database Specialist	927	\$76,299	\$122,078
10235	Database Specialist (Non-civil)	927	\$76,299	\$122,078
82146	Day Care Program Director	931	\$87,373	\$139,674
00848	Deputy Administrator, Courts	939	\$101,034	\$166,502
10243	Deputy City Auditor	969	\$133,892	\$221,018
00896	Deputy Director, Medical Services	931	\$87,373	\$139,674
10213	Deputy Fire Chief	84F	\$190,505	\$190,505
10281	Deputy Police Commissioner (Non-Sworn)	91P	\$178,301	\$260,000
10281S	Deputy Police Commissioner (Sworn)	91P	\$178,301	\$260,000
54469	Deputy Towing Manager	906	\$61,163	\$97,712
74146	Design Planner I	923	\$71,745	\$115,063
74147	Design Planner II	927	\$76,299	\$122,078
74149	Design Planner Supervisor	931	\$87,373	\$139,674
35103	Developer Operations Engineer	929	\$81,097	\$129,584
35105	Developer Operations Engineer, Lead	936	\$95,494	\$152,721
35104	Developer Operations Engineer, Senior	931	\$87,373	\$139,674
35102	Developer Programmer	927	\$76,299	\$122,078
07101	Digital Communications Specialist	907	\$66,701	\$106,818
33828	Director Legislative Reference	942	\$107,187	\$176,715
00201	Director of Administration, Fire Department	85F	\$207,071	\$207,071
10190	Director of Home Ownership	931	\$87,373	\$139,674
00118	Director of IT & Communications, Fire	84F	\$190,505	\$190,505
10166	Director of Permits and Code Enforcement	931	\$87,373	\$139,674
10158	Director of Project Finance	931	\$87,373	\$139,674
10160	Director of Public Program	936	\$95,494	\$152,721
00510	Director of Public Works	89M	\$245,000	\$245,000
10159	Director of Rehabilitation	931	\$87,373	\$139,674
61193	Director, Adolescent & Reproductive Health	931	\$87,373	\$139,674

10256	Director, ATVES	942	\$107,187	\$176,715
61125	Director, Bureau of Disease Control	931	\$87,373	\$139,674
81235	Director, Child Care Food Program	931	\$87,373	\$139,674
61127	Director, Chronic Disease Prevention	931	\$87,373	\$139,674
00897	Director, Community Service Affairs	923	\$71,745	\$115,063
00005	Director, Community Services Outreach	931	\$87,373	\$139,674
10009	Director, Council Services	931	\$87,373	\$139,674
61115	Director, Early Intervention Services	931	\$87,373	\$139,674
81376	Director, Geriatric Health Services	931	\$87,373	\$139,674
61224	Director, Health Program Planning & Evaluation	931	\$87,373	\$139,674
00818	Director, Juvenile Med Officer, Courts	927	\$76,299	\$122,078
81418	Director, Operation Safe Kids	931	\$87,373	\$139,674
62312	Director, Oral Health Services	939	\$101,034	\$166,502
61118	Director, School Health Programs	931	\$87,373	\$139,674
81247	Director, WIC Program	931	\$87,373	\$139,674
33675	DPW Safety Training Manager	936	\$95,494	\$152,721
33645	DPW Training Supervisor	931	\$87,373	\$139,674
74311	Economic Development Officer	923	\$71,745	\$115,063
74392	Economic Empowerment Officer	923	\$71,745	\$115,063
32937	E-Discovery Coordinator	923	\$71,745	\$115,063
33185	EDP Data Technician Supervisor	906	\$61,163	\$97,712
82133	Educational Coordinator	923	\$71,745	\$115,063
33691	Employee Assistance Counselor I	903	\$53,409	\$85,406
33696	Employee Assistance Counselor II	906	\$61,163	\$97,712
33697	Employee Assistance Counselor III	923	\$71,745	\$115,063
33690	Employee Benefits Supervisor	927	\$76,299	\$122,078
35140	End User Computing Engineer	929	\$81,097	\$129,584
35161	End User Engineering Manager	942	\$107,187	\$176,715
35142	End User Support Manager	942	\$107,187	\$176,715
35138	End User Support Specialist I	923	\$71,745	\$115,063
00679	End User Support Specialist I	923	\$71,745	\$115,063
35139	End User Support Specialist II	927	\$76,299	\$122,078
35141	End User Support Specialist, Lead	936	\$95,494	\$152,721
35153	End User Support Specialist, Senior	929	\$81,097	\$129,584
75345	Energy Program Administrator	931	\$87,373	\$139,674
75337	Energy Program Manager I	927	\$76,299	\$122,078
75338	Energy Program Manager II	929	\$81,097	\$129,584
72111	Engineer I	927	\$76,299	\$122,078
72113	Engineer II	929	\$81,097	\$129,584
72115	Engineer Supervisor	936	\$95,494	\$152,721
35114	Enterprise Applications Manager	942	\$107,187	\$176,715

33168	Enterprise Applications Systems Administrator	936	\$95,494	\$152,721
71452	Environment Conservation Analyst	923	\$71,745	\$115,063
42515	Environmental Health Supervisor	927	\$76,299	\$122,078
31137	Environmental Policy Analyst	927	\$76,299	\$122,078
42995	Environmental Technician Supervisor	907	\$66,701	\$106,818
61291	Epidemiologist	927	\$76,299	\$122,078
61293	Epidemiologist Supervisor	936	\$95,494	\$152,721
33658	Equal Opportunity Officer	923	\$71,745	\$115,063
34600	Equity Officer	929	\$81,097	\$129,584
07368	Equity Officer Non Civil	929	\$81,097	\$129,584
10083	Executive Assistant	904	\$56,607	\$90,572
00095	Executive Director I	990	\$144,351	\$238,125
00096	Executive Director II	991	\$153,091	\$252,645
00097	Executive Director III	992	\$162,566	\$268,274
00098	Executive Director IV	993	\$175,117	\$289,073
00099	Executive Director V	994	\$191,607	\$316,022
72616	Field Survey Supervisor	906	\$61,163	\$97,712
10189	Finance Project Manager	936	\$95,494	\$152,721
71147	Fingerprint Section Manager	906	\$61,163	\$97,712
33646	Fire & Police Benefits Analyst I	904	\$56,607	\$90,572
33647	Fire & Police Benefits Analyst II	907	\$66,701	\$106,818
33649	Fire & Police Benefits Analyst Supervisor	927	\$76,299	\$122,078
33650	Fire & Police Benefits Manager	931	\$87,373	\$139,674
41302	Fire Codes Plan Manager	923	\$71,745	\$115,063
00110	Fire Commander	80F	\$182,222	\$182,222
41223	Fire Plans Reviewer	929	\$81,097	\$129,584
10197	Fire Press Officer	931	\$87,373	\$139,674
33620	Fire Services Education Specialist	906	\$61,163	\$97,712
71151	Firearms Examiner	927	\$76,299	\$122,078
71155	Firearms Examiner Supervisor	936	\$95,494	\$152,721
01908	Fiscal Administrator	931	\$87,373	\$139,674
10165	Fiscal Legislative Analyst	929	\$81,097	\$129,584
34424	Fiscal Officer	923	\$71,745	\$115,063
00742	Fiscal Officer (Non-civil)	923	\$71,745	\$115,063
31321	Fiscal Policy Analyst	927	\$76,299	\$122,078
31342	Fiscal Research Analyst	927	\$76,299	\$122,078
34425	Fiscal Supervisor	927	\$76,299	\$122,078
74138	Floodplain Manager	927	\$76,299	\$122,078
10242	Food Policy Director	936	\$95,494	\$152,721
00828	Forensic Psychiatric Evaluations, Courts	923	\$71,745	\$115,063
71132	Forensic Scientist II	927	\$76,299	\$122,078

71133	Forensic Scientist III	929	\$81,097	\$129,584
71139	Forensic Scientist IV	931	\$87,373	\$139,674
71136	Forensic Scientist Supervisor	936	\$95,494	\$152,721
71264	Fuel Systems Specialist	923	\$71,745	\$115,063
10077	General Counsel	936	\$95,494	\$152,721
53337	General Superintendent, Building and Grounds	923	\$71,745	\$115,063
42116	General Superintendent, Building Inspections	931	\$87,373	\$139,674
42136	General Superintendent, Housing Inspections	931	\$87,373	\$139,674
53335	General Superintendent, Transportation Maintenance	927	\$76,299	\$122,078
53523	General Superintendent, Utilities Maintenance Repair	931	\$87,373	\$139,674
81335	Geriatric Day Care Director	923	\$71,745	\$115,063
33187	GIS Analyst	927	\$76,299	\$122,078
33190	GIS Supervisor	927	\$76,299	\$122,078
10217	Grant Services Specialist III	941	\$65,716	\$112,971
10236	Grant Services Specialist IV	944	\$88,715	\$152,509
10237	Grant Services Specialist V	945	\$119,765	\$205,889
10238	Grant Services Specialist VI	946	\$161,683	\$277,893
10120	Grants Development Director	904	\$56,607	\$90,572
31754	Grants Procurement Officer	904	\$56,607	\$90,572
61245	Health Analysis Supervisor	936	\$95,494	\$152,721
61222	Health and Policy Analyst	927	\$76,299	\$122,078
53275	Health Facilities Coordinator	903	\$53,409	\$85,406
61111	Health Program Administrator I	923	\$71,745	\$115,063
61113	Health Program Administrator II	927	\$76,299	\$122,078
61114	Health Programs Bureau Administrator	931	\$87,373	\$139,674
10174	Health Project Director	931	\$87,373	\$139,674
54216	Heating and Air Conditioning Technician Supervisor II	907	\$66,701	\$106,818
74195	Historic Preservation Officer	929	\$81,097	\$129,584
07371	HR Business Partner	931	\$87,373	\$139,674
33677	HR Generalist II	923	\$71,745	\$115,063
07395	HR Generalist II (Non-civil)	923	\$71,745	\$115,063
10248	HR Policy Analyst	927	\$76,299	\$122,078
33629	HR Specialist II	927	\$76,299	\$122,078
33630	HR Specialist III	929	\$81,097	\$129,584
33626	HRIS Analyst	927	\$76,299	\$122,078
33627	HRIS Specialist	927	\$76,299	\$122,078
84325	Human Services Manager	923	\$71,745	\$115,063
00122	Human Services Manager (Non-civil)	923	\$71,745	\$115,063
61295	Immunization Registry Coordinator	907	\$66,701	\$106,818
35143	Incident Problem Manager	939	\$101,034	\$166,502

10249	Information Technology Manager	936	\$95,494	\$152,721
33159	Information Technology Specialist	902	\$50,331	\$80,482
00727	Information Technology Specialist (Non-civil)	902	\$50,331	\$80,482
33126	Information Technology Specialist Supervisor	906	\$61,163	\$97,712
00721	Information Technology Specialist Supervisor (Non-civil)	906	\$61,163	\$97,712
35148	Infrastructure Manager	939	\$101,034	\$166,502
31941	Insurance and Risk Finance Manager	929	\$81,097	\$129,584
31951	Insurance Risk Analyst	927	\$76,299	\$122,078
71161	Investigative Specialist I	903	\$53,409	\$85,406
71162	Investigative Specialist II	906	\$61,163	\$97,712
34454	Investment Analyst	929	\$81,097	\$129,584
33106	IT Associate, BCIT	907	\$66,701	\$106,818
33116	IT Deputy Director, BCIT	969	\$133,892	\$221,018
10185	IT Director	969	\$133,892	\$221,018
10241	IT Division Manager	942	\$107,187	\$176,715
33115	IT Division Manager, BCIT	967	\$122,569	\$202,068
10188	IT Division Manager, BCIT (Non-civil)	967	\$122,569	\$202,068
33191	IT Engineer	929	\$81,097	\$129,584
10186	IT Manager	942	\$107,187	\$176,715
33112	IT Manager, BCIT	942	\$107,187	\$176,715
10173	IT Manager, BCIT (Non-Civil)	942	\$107,187	\$176,715
33160	IT Project Manager	929	\$81,097	\$129,584
10153	IT Project Manager (Non-civil)	929	\$81,097	\$129,584
33114	IT Project Manager, BCIT	939	\$101,034	\$166,502
10187	IT Project Manager, BCIT (Non-civil)	939	\$101,034	\$166,502
33107	IT Specialist I, BCIT	923	\$71,745	\$115,063
33109	IT Specialist II, BCIT	927	\$76,299	\$122,078
33110	IT Specialist III, BCIT	929	\$81,097	\$129,584
10266	IT Specialist IV	931	\$87,373	\$139,674
33156	IT Specialist IV, BCIT	931	\$87,373	\$139,674
33111	IT Supervisor, BCIT	936	\$95,494	\$152,721
00114	Labor Relations Specialist	929	\$81,097	\$129,584
71527	Laboratory Technical Administrator	936	\$95,494	\$152,721
71526	Laboratory Technical Supervisor	931	\$87,373	\$139,674
33725	Land Conveyance Supervisor	931	\$87,373	\$139,674
53827	Landfill Superintendent	923	\$71,745	\$115,063
71142	Latent Print Examiner	927	\$76,299	\$122,078
71145	Latent Print Examiner Supervisor	936	\$95,494	\$152,721
33103	Lead Application Systems Analyst Programmer	931	\$87,373	\$139,674
10085	Lead Claims Investigator	927	\$76,299	\$122,078

32922	Legal Officer	927	\$76,299	\$122,078
00187	Legislative Fiscal Analyst	927	\$76,299	\$122,078
01981	Legislative Government Liaison	927	\$76,299	\$122,078
34533	Legislative Services Analyst	923	\$71,745	\$115,063
00285	Legislative Services Technician	907	\$66,701	\$106,818
81423	Liaison Officer Safe Streets	906	\$61,163	\$97,712
00717	Librarian III	923	\$71,745	\$115,063
00658	Librarian Supervisor I	927	\$76,299	\$122,078
00659	Librarian Supervisor II	929	\$81,097	\$129,584
00693	Library Annual Fund Coordinator	907	\$66,701	\$106,818
00647	Library Branch Coordinator	931	\$87,373	\$139,674
00627	Library Computer Systems Supervisor	931	\$87,373	\$139,674
00726	Library Grants Manager	903	\$53,409	\$85,406
00640	Library IT Training Supervisor	931	\$87,373	\$139,674
00853	Licensed Clinical Social Worker Supervisor	931	\$87,373	\$139,674
52415	Line Maintenance Technician Supervisor	906	\$61,163	\$97,712
33205	Liquor Board Assistant Executive Secretary	931	\$87,373	\$139,674
42945	Liquor Board Chief Inspector	931	\$87,373	\$139,674
31423	Liquor Board Community Liaison	923	\$71,745	\$115,063
33206	Liquor Board Executive Assistant	931	\$87,373	\$139,674
81387	Long Term Care Ombudsman	923	\$71,745	\$115,063
81389	Long Term Care Ombudsman Supervisor	931	\$87,373	\$139,674
00127	Mailroom Operations Manager (Non Civil)	931	\$87,373	\$139,674
54361	Maintenance Manager Mechanic Pumping	936	\$95,494	\$152,721
31172	Management Support Technician	903	\$53,409	\$85,406
00724	Management Support Technician (Non-civil)	903	\$53,409	\$85,406
10184	Manager Court Information Systems	931	\$87,373	\$139,674
10192	Manager Court Technology	931	\$87,373	\$139,674
00602	Manager Fiscal Services, Library	931	\$87,373	\$139,674
01226	Manager Level	927	\$76,299	\$122,078
83343	Media Producer Director II	923	\$71,745	\$115,063
63225	Medical Laboratory Technician Supervisor	927	\$76,299	\$122,078
00852	Medical Psychiatrist Courts	929	\$81,097	\$129,584
81195	Mental Health Program Assistant	923	\$71,745	\$115,063
33593	Minority and Small Business Purchasing Coordinator	923	\$71,745	\$115,063
52142	Motor Equipment Specification Supervisor	927	\$76,299	\$122,078
07397	Museum Curator (Non-civil)	903	\$53,409	\$85,406
72432	Neighborhood Project Coordinator	923	\$71,745	\$115,063
35149	Network Administrator	927	\$76,299	\$122,078
33192	Network Engineer	927	\$76,299	\$122,078
07358	Network Engineer (Non-civil)	927	\$76,299	\$122,078

35146	Network Engineer, Lead	939	\$101,034	\$166,502
35145	Network Engineer, Senior	936	\$95,494	\$152,721
00622	Network Operations Coordinator, Library	927	\$76,299	\$122,078
33193	Network Systems Administrator	936	\$95,494	\$152,721
35144	Networking Engineer	931	\$87,373	\$139,674
00021	Office Manager	906	\$61,163	\$97,712
33125	Office Systems Analyst Programmer Supervisor	907	\$66,701	\$106,818
10210	OIG Agent	927	\$76,299	\$122,078
10211	OIG Lead Agent	929	\$81,097	\$129,584
81385	Ombudsman	903	\$53,409	\$85,406
81386	Ombudsman Supervisor	906	\$61,163	\$97,712
31104	Operations Assistant I	902	\$50,331	\$80,482
00078	Operations Assistant I (Non-civil)	902	\$50,331	\$80,482
31105	Operations Assistant II	903	\$53,409	\$85,406
00080	Operations Assistant II (Non-civil)	903	\$53,409	\$85,406
31106	Operations Assistant III	904	\$56,607	\$90,572
00081	Operations Assistant III (Non-civil)	904	\$56,607	\$90,572
00093	Operations Director I	967	\$122,569	\$202,068
00094	Operations Director II	969	\$133,892	\$221,018
00103	Operations Director III	989	\$138,579	\$228,955
31114	Operations Manager I	939	\$101,034	\$166,502
00090	Operations Manager I (Non-civil)	939	\$101,034	\$166,502
31115	Operations Manager II	942	\$107,187	\$176,715
00091	Operations Manager II (Non-civil)	942	\$107,187	\$176,715
31116	Operations Manager III	960	\$113,708	\$187,545
00092	Operations Manager III (Non-civil)	960	\$113,708	\$187,545
31109	Operations Officer I	923	\$71,745	\$115,063
00085	Operations Officer I (Non-civil)	923	\$71,745	\$115,063
31110	Operations Officer II	927	\$76,299	\$122,078
00086	Operations Officer II (Non-civil)	927	\$76,299	\$122,078
31111	Operations Officer III	929	\$81,097	\$129,584
00087	Operations Officer III (Non-civil)	929	\$81,097	\$129,584
31112	Operations Officer IV	931	\$87,373	\$139,674
00088	Operations Officer IV (Non-civil)	931	\$87,373	\$139,674
31113	Operations Officer V	936	\$95,494	\$152,721
00089	Operations Officer V (Non-civil)	936	\$95,494	\$152,721
31314	Operations Research Analyst	923	\$71,745	\$115,063
31107	Operations Specialist I	906	\$61,163	\$97,712
00083	Operations Specialist I (Non-civil)	906	\$61,163	\$97,712
31108	Operations Specialist II	907	\$66,701	\$106,818
00084	Operations Specialist II (Non-civil)	907	\$66,701	\$106,818

71430	Park Administrator	904	\$56,607	\$90,572
53623	Park District Manager	906	\$61,163	\$97,712
34257	Parking Fines Supervisor	907	\$66,701	\$106,818
01213	Planner IV	927	\$76,299	\$122,078
53290	Plant Building Maintenance Supervisor	907	\$66,701	\$106,818
35160	Platform Services, Lead	939	\$101,034	\$166,502
35151	PMO Manager	942	\$107,187	\$176,715
10277	Police Captain	83P	\$173,497	\$173,497
10280	Police Colonel	86P	\$218,556	\$218,556
10282	Police Commissioner	99P	\$278,645	\$356,046
10279	Police Lieutenant Colonel	85P	\$202,367	\$202,367
10278	Police Major	84P	\$187,377	\$187,377
35132	Principal Business Analyst	942	\$107,187	\$176,715
35123	Principal Data Engineer	942	\$107,187	\$176,715
35136	Principal Data Scientist	942	\$107,187	\$176,715
35124	Principal Enterprise Architect	942	\$107,187	\$176,715
10140	Principal Program Assessment Analyst	929	\$81,097	\$129,584
35112	Principal Software Engineer	942	\$107,187	\$176,715
52537	Print Shop Manager	927	\$76,299	\$122,078
33525	Procurement Manager	936	\$95,494	\$152,721
00858	Procurement Officer (Non-civil)	927	\$76,299	\$122,078
33586	Procurement Officer II	923	\$71,745	\$115,063
33524	Procurement Specialist II	927	\$76,299	\$122,078
35152	Product Manager	942	\$107,187	\$176,715
01225	Professional Services	923	\$71,745	\$115,063
31511	Program Analyst	927	\$76,299	\$122,078
10247	Program Analyst (Non-civil)	927	\$76,299	\$122,078
31502	Program Compliance Officer II	927	\$76,299	\$122,078
00417	Program Compliance Officer II (Non-civil)	927	\$76,299	\$122,078
00418	Program Compliance Supervisor	931	\$87,373	\$139,674
31192	Program Coordinator	923	\$71,745	\$115,063
10240	Program Coordinator (Non-civil)	923	\$71,745	\$115,063
35150	Program Manager	939	\$101,034	\$166,502
00624	Project and Planning Coordinator	927	\$76,299	\$122,078
35147	Project Manager	939	\$101,034	\$166,502
72635	Property Location Supervisor	907	\$66,701	\$106,818
62311	Public Health Dentist	929	\$81,097	\$129,584
42563	Public Health Representative Supervisor	927	\$76,299	\$122,078
33414	Public Relations Coordinator	923	\$71,745	\$115,063
10086	Public Relations Coordinator (Non-civil)	923	\$71,745	\$115,063
33413	Public Relations Officer	923	\$71,745	\$115,063

01961	Public Relations Officer (Non-civil)	923	\$71,745	\$115,063
33415	Public Relations Supervisor	931	\$87,373	\$139,674
01982	Public Relations Supervisor (Non-civil)	931	\$87,373	\$139,674
54341	Pumping Stations Operations Supervisor	907	\$66,701	\$106,818
33810	Quality Assurance Analyst	903	\$53,409	\$85,406
33811	Quality Assurance Analyst Supervisor	923	\$71,745	\$115,063
52425	Radio Maintenance Technician Supervisor	907	\$66,701	\$106,818
33712	Real Estate Agent II	927	\$76,299	\$122,078
02375	Real Estate Agent II (Non-civil)	927	\$76,299	\$122,078
33715	Real Estate Agent Supervisor	931	\$87,373	\$139,674
33730	Real Estate Appraiser	931	\$87,373	\$139,674
33267	Records and Payroll Manager	927	\$76,299	\$122,078
33268	Records and Payroll Supervisor	923	\$71,745	\$115,063
10291	Recreation Manager	931	\$87,373	\$139,674
83191	Recreation Program Coordinator	931	\$87,373	\$139,674
33678	Recruitment & Talent Acquisition Specialist II	927	\$76,299	\$122,078
33680	Recruitment & Talent Acquisition Specialist III	929	\$81,097	\$129,584
53855	Recycling Coordinator	927	\$76,299	\$122,078
35106	Release Engineer	929	\$81,097	\$129,584
35108	Release Engineer, Lead	936	\$95,494	\$152,721
35107	Release Engineer, Senior	931	\$87,373	\$139,674
34512	Research Analyst II	927	\$76,299	\$122,078
00816	Research Analyst II (Non-civil)	927	\$76,299	\$122,078
34514	Research Analyst Supervisor	931	\$87,373	\$139,674
31755	Resource Development Coordinator	927	\$76,299	\$122,078
33633	Retirement Analyst I	904	\$56,607	\$90,572
33634	Retirement Analyst II	907	\$66,701	\$106,818
33635	Retirement Analyst Supervisor	927	\$76,299	\$122,078
33636	Retirement Manager	931	\$87,373	\$139,674
00628	Sailor Data Administrator, Library	927	\$76,299	\$122,078
00629	Sailor Help Desk Manager Library	906	\$61,163	\$97,712
00630	Sailor Network Technician Library	904	\$56,607	\$90,572
07379	Sales Manager	927	\$76,299	\$122,078
10075	Senior Counsel	929	\$81,097	\$129,584
10250	Senior Criminal Justice Associate	904	\$56,607	\$90,572
31307	Senior Financial Analyst, DPW	931	\$87,373	\$139,674
10287	Senior HR Business Consultant	931	\$87,373	\$139,674
10048	Senior Investment Analyst	936	\$95,494	\$152,721
34534	Senior Legislative Policy Analyst	929	\$81,097	\$129,584
10183	Senior Program Assessment Analyst	927	\$76,299	\$122,078
33684	Senior Recruiter	931	\$87,373	\$139,674

10285	Senior Recruiter (Non-civil)	931	\$87,373	\$139,674
07396	Senior Sales Manager	931	\$87,373	\$139,674
35155	Service Desk Manager	939	\$101,034	\$166,502
35154	Service Desk, Lead	936	\$95,494	\$152,721
74235	Signal System Manager	923	\$71,745	\$115,063
71225	Sludge Control Manager	927	\$76,299	\$122,078
81162	Social Policy and Program Analyst	927	\$76,299	\$122,078
81152	Social Program Administrator II	927	\$76,299	\$122,078
00730	Social Program Administrator II (Non-civil)	927	\$76,299	\$122,078
81153	Social Program Administrator III	936	\$95,494	\$152,721
81175	Social Services Coordinator Supervisor	923	\$71,745	\$115,063
01984	Social Services Coordinator Supervisor (Non-civil)	923	\$71,745	\$115,063
00840	Social Services Coordinator, Courts	931	\$87,373	\$139,674
81115	Social Work Supervisor	936	\$95,494	\$152,721
35113	Software Engineering Manager	942	\$107,187	\$176,715
31152	Solid Waste Analyst	927	\$76,299	\$122,078
53817	Solid Waste Assistant Superintendent	903	\$53,409	\$85,406
53816	Solid Waste Superintendent	923	\$71,745	\$115,063
00737	Special Investigation Supervisor	927	\$76,299	\$122,078
83214	Sports Facility Director	923	\$71,745	\$115,063
00138	Staff Assistant (Elected Official)	903	\$53,409	\$85,406
00670	State Library Resource Center	931	\$87,373	\$139,674
33566	Stores Supervisor II	906	\$61,163	\$97,712
42115	Superintendent of Building Inspections	927	\$76,299	\$122,078
42145	Superintendent of Electrical Inspections	927	\$76,299	\$122,078
42165	Superintendent of Housing Inspections	927	\$76,299	\$122,078
42156	Superintendent of Mechanical and Electrical Inspection	929	\$81,097	\$129,584
42155	Superintendent of Mechanical Inspections	927	\$76,299	\$122,078
53717	Superintendent of Parking Meters	927	\$76,299	\$122,078
72726	Superintendent of Plans and Inspections	927	\$76,299	\$122,078
52982	Superintendent of Public Building Repair	927	\$76,299	\$122,078
53332	Superintendent of Transportation Maintenance	923	\$71,745	\$115,063
52986	Superintendent, Cleaning Board Ground Maintenance	923	\$71,745	\$115,063
52491	Superintendent, Communications and Computer Operations	927	\$76,299	\$122,078
53557	Superintendent, Conduits	927	\$76,299	\$122,078
07363	Superintendent, Operations	923	\$71,745	\$115,063
41617	Superintendent, Parking Enforcement	927	\$76,299	\$122,078
53427	Superintendent, Street Lighting	927	\$76,299	\$122,078
52635	Superintendent, Traffic Signal Electronic	927	\$76,299	\$122,078
53416	Superintendent, Traffic Signal Installation	927	\$76,299	\$122,078

53355	Superintendent, Traffic Signs and Marking	927	\$76,299	\$122,078
53531	Superintendent, Waste Water Maintenance Repair	923	\$71,745	\$115,063
35162	System Administrator	927	\$76,299	\$122,078
35157	System Engineer	931	\$87,373	\$139,674
35158	System Engineer, Senior	931	\$87,373	\$139,674
33151	Systems Analyst	927	\$76,299	\$122,078
00890	Systems Analyst (Non-civil)	927	\$76,299	\$122,078
33158	Systems Analyst and Program Manager	936	\$95,494	\$152,721
00698	Systems Analyst Lead, SAO	927	\$76,299	\$122,078
33162	Systems Programmer I	927	\$76,299	\$122,078
33165	Systems Programming Manager	936	\$95,494	\$152,721
33155	Systems Supervisor	931	\$87,373	\$139,674
00728	Systems Supervisor (Non-civil)	931	\$87,373	\$139,674
33519	Telecommunications Division Manager	967	\$122,569	\$202,068
33329	Telecommunications Division Manager (Civil Service)	967	\$122,569	\$202,068
33328	Telecommunications Project Manager	929	\$81,097	\$129,584
33515	Telecommunications Specialist I	923	\$71,745	\$115,063
33325	Telecommunications Specialist I (Civil Service)	923	\$71,745	\$115,063
33516	Telecommunications Specialist II	927	\$76,299	\$122,078
33326	Telecommunications Specialist II (Civil Service)	927	\$76,299	\$122,078
33517	Telecommunications Specialist III	929	\$81,097	\$129,584
33327	Telecommunications Specialist III (Civil Service)	929	\$81,097	\$129,584
31142	Towing Administrative Service Supervisor	904	\$56,607	\$90,572
54471	Towing Lot Superintendent	927	\$76,299	\$122,078
54468	Towing Manager	907	\$66,701	\$106,818
52633	Traffic Electrical Maintenance Technician Supervisor	907	\$66,701	\$106,818
31993	Traffic Safety Coordinator	923	\$71,745	\$115,063
31994	Traffic Safety Manager	927	\$76,299	\$122,078
33672	Training Officer	927	\$76,299	\$122,078
00626	Training Officer (Non-civil)	927	\$76,299	\$122,078
31981	Transit Services Administrator	927	\$76,299	\$122,078
74291	Transportation Marketing Coordinator	927	\$76,299	\$122,078
82197	Transportation Safety Supervisor	923	\$71,745	\$115,063
34441	Treasury Technician	927	\$76,299	\$122,078
34318	Utility Meter Field Operations Manager	931	\$87,373	\$139,674
34317	Utility Meter Reader Superintendent II	923	\$71,745	\$115,063
34322	Utility Meter Technician Superintendent II	923	\$71,745	\$115,063
31140	Utility Policy Analyst	929	\$81,097	\$129,584
35110	Ux Design, Senior	931	\$87,373	\$139,674
35109	Ux Designer	929	\$81,097	\$129,584

35111	Ux Designer, Lead	936	\$95,494	\$152,721
32221	Vehicle Damage Investigator	923	\$71,745	\$115,063
81381	Volunteer Service Coordinator	923	\$71,745	\$115,063
00715	Volunteer Service Coordinator (Non-civil)	923	\$71,745	\$115,063
33108	Wan Architectural Engineer	927	\$76,299	\$122,078
41520	Watershed Ranger I	902	\$50,331	\$80,482
41523	Watershed Ranger II	906	\$61,163	\$97,712
41524	Watershed Ranger III	923	\$71,745	\$115,063
41525	Watershed Ranger Supervisor	936	\$95,494	\$152,721
75340	Weatherization Program Supervisor	927	\$76,299	\$122,078
00718	Web Developer	903	\$53,409	\$85,406
33292	Worker's Compensation Contract	927	\$76,299	\$122,078
31347	WWW Administrative Analyst II	3014	\$70,506	\$109,445
53541	WWW Assistant Chief, Division of Utilities	3020	\$94,485	\$146,668
71425	WWW Assistant Watershed Manager	3017	\$81,620	\$126,697
10246	WWW Chief of Engineering	3025	\$120,590	\$187,189
74185	WWW City Planner I	3014	\$70,506	\$109,445
74186	WWW City Planner Supervisor	3018	\$85,701	\$133,032
42225	WWW Construction Project Supervisor I	3018	\$85,701	\$133,032
42226	WWW Construction Project Supervisor II	3020	\$94,485	\$146,668
10232	WWW Division Manager I	939	\$101,034	\$166,502
10233	WWW Division Manager II	3025	\$120,590	\$187,189
54356	WWW Electrical Maintenance Technician Supervisor II	3018	\$85,701	\$133,032
72144	WWW Engineer I	3017	\$81,620	\$126,697
72145	WWW Engineer II	3019	\$89,987	\$139,685
72146	WWW Engineer Supervisor	3022	\$104,171	\$161,701
10084	WWW Executive Assistant	3011	\$60,907	\$94,544
53524	WWW General Superintendent Utilities Maintenance Repair	3019	\$89,987	\$139,685
53338	WWW General Superintendent, Building and Grounds	3016	\$77,734	\$120,664
33176	WWW GIS Analyst	3017	\$81,620	\$126,697
33179	WWW GIS Supervisor	3022	\$104,171	\$161,701
52625	WWW Instrumentation Technician Supervisor I	3014	\$70,506	\$109,445
52626	WWW Instrumentation Technician Supervisor II	3017	\$81,620	\$126,697
71528	WWW Laboratory Technical Administrator	3022	\$104,171	\$161,701
71524	WWW Laboratory Technical Supervisor	3020	\$94,485	\$146,668
54358	WWW Maintenance Manager Instrumentation	3022	\$104,171	\$161,701
54359	WWW Maintenance Manager Mechanical	3022	\$104,171	\$161,701
54366	WWW Mechanical Maintenance Technician Supervisor II	3018	\$85,701	\$133,032

71533	WWW Microbiologist Supervisor	3019	\$89,987	\$139,685
72193	WWW Operations Engineer	3019	\$89,987	\$139,685
00115	WWW Operations Manager I	3023	\$109,379	\$169,786
00046	WWW Operations Officer IV (non-civil)	3020	\$94,485	\$146,668
54337	WWW Plant Operations Supervisor	3019	\$89,987	\$139,685
71215	WWW Pollution Control Analyst Supervisor	3019	\$89,987	\$139,685
71216	WWW Pollution Control Program Administrator	3022	\$104,171	\$161,701
31512	WWW Program Analyst	3016	\$77,734	\$120,664
54345	WWW Pumping Stations Operations Manager	3024	\$114,847	\$178,276
33379	WWW Radio Dispatcher Superintendent	3017	\$81,620	\$126,697
52627	WWW Scada System Supervisor	3018	\$85,701	\$133,032
33572	WWW Stores Supervisor II	3012	\$63,952	\$99,270
53521	WWW Superintendent, Utilities Maintenance and Repair	3018	\$85,701	\$133,032
33136	WWW Systems Analyst	3016	\$77,734	\$120,664
34328	WWW Utility Meter Field Operations Manager	3020	\$94,485	\$146,668
54339	WWW Waste Water Plant Manager	3024	\$114,847	\$178,276
54325	WWW Water Pumping Assistant Manager	3019	\$89,987	\$139,685
33814	WWW Water Quality Assurance Analyst	3012	\$63,952	\$99,270
33826	WWW Water Quality Assurance Supervisor	3016	\$77,734	\$120,664
54322	WWW Water Systems Pumping Manager	3024	\$114,847	\$178,276
54316	WWW Water Systems Pumping Supervisor	3015	\$74,032	\$114,917
54323	WWW Water Systems Treatment Manager	3024	\$114,847	\$178,276
54317	WWW Water Systems Treatment Supervisor	3014	\$70,506	\$109,445
54324	WWW Water Treatment Assistant Manager	3019	\$89,987	\$139,685
71426	WWW Watershed Manager	3022	\$104,171	\$161,701
42618	Zoning Administrator	931	\$87,373	\$139,674
10205	Zoning Appeals Officer	927	\$76,299	\$122,078
42617	Zoning Enforcement Officer	927	\$76,299	\$122,078

ADDENDUM C: FOURTH HEALTH AND PRESCRIPTION DRUG PLAN AGREEMENT

Fourth Health and Prescription Drug Plan Agreement

This Fourth Health and Prescription Drug Plan Agreement 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 Labor Relations Ordinance, including CUB, AFSCME, FOP, IAFF, and also including MAPS¹ (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 "First Agreement"); and

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

WHEREAS, the Transition Agreement was succeeded by the Third Health and Prescription Drug Plan Agreement approved and adopted by the Board of Estimates on June 13, 2018 (the "Third" Agreement); and

WHEREAS, although the Third Health and Prescription Drug Plan Agreement expired for each of the signatory Unions on December 31, 2020, 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 Third Agreement that shall be effective from July 1, 2025 through June 30, 2028.

IT IS HEREBY AGREED by and between the parties hereto:

1. Health Insurance Committee Meetings and Activities The "Health Insurance Committee ("HIC")" shall meet no more than four (4) times in each calendar year. The HIC shall meet at least twice between the months of June and September to discuss:

- a. The fiscal and benefit outcomes of the immediate past plan year;
- b. Health benefit options for the upcoming plan year;
- c. Margin and other factors considered in rate setting for the upcoming plan year;
- d. Premium rates for the upcoming plan year.

¹ The City's obligation with respect to MAPS does not extend beyond what is required under the Baltimore City Charter and Article 12 of the Baltimore City Code.

2. Information Exchange

a. Annual Provider Reports

Following the conclusion of each plan year and when they become available, and no later than June 15, the City shall provide copies of Annual Provider Reports to the members of the HIC. The Annual Provider Reports shall include information from the prior plan year, including: (1) enrollment data; (2) data relating to claims, including claims exceeding \$100,000, and any other relevant information about the health benefit plan's status, benefit delivery, and fiscal outcome. Covered Provider Reports will include: current employees, pre-Medicare eligible retirees, spouses of City employees or pre-Medicare eligible retirees, and dependents of City employees or pre-Medicare retired City Employees.

b. Gain and Loss Statements

Once a year, following the close of each plan (calendar) year, as soon as feasible, and, in general, applying generally accepted accounting principles under the rules of the Governmental Standards Accounting Board (the "GASB"), the City shall provide to the members of the HIC an operating gain/loss statement for each self-insured plan. The Unions acknowledge that the calendar year report may not be the final audited report and may be subject to change upon completion of the final audited report.

c. Final Accounting

No later than June 30 of each year, the City shall deliver a final accounting, prepared by the Director of the Department of Finance ("Director of Finance") to the members of the HIC that includes information and data related to: (1) enrollment; (2) claims; (3) administrative costs; (4) usage trends; and (5) any other data necessary to calculate any surplus or deficit experienced by the plan for the immediately preceding plan year. The Unions acknowledge that the calendar year report may not be the final audited report and may be subject to change upon completion of the final audited report.

3. Premiums/Premium Equivalents.

a. After the City receives from its consultant the projected premiums and projected premium equivalent rates for the upcoming plan year, the City shall release to the Consultant for the members of the HIC :

- i. The formula, methods, and data used by the City's consultant to build rate projections for the ensuing plan year;
- ii. A report containing the projected premiums and premium equivalent rates for each provider plan within the program for the upcoming plan year, including both self-insured and fully-insured plans; and
- iii. Any available supporting data.

- b. The Unions may request a meeting with the City or City's consultant concerning the proposed premium or premium equivalent rates.
- c. Request Timeline: The Unions must request a meeting described in Paragraph b of this subsection (i) in writing; (ii) no later than fifteen (15) days following the disclosure of the proposed rates; and (iii) no later than September 10, provided that the annual report required by this section is delivered to the Unions prior to August 25.
- d. Meeting Timeline: The meeting described in Paragraph b of this subsection shall be held at least fifteen (15) days prior to the submission of the proposed rates to the Board of Estimates.
- e. City's Response Timeline: At least ten (10) days before the submission of the proposed rates to the Board of Estimates, the City shall consider and respond in writing to the Unions and their consultant regarding proposed rates.

4. Current Plans and Cost Sharing. The City's Health and Prescription Drug Programs, the Healthcare Providers, and the plan of benefits for each of those City programs (as published in the City of Baltimore Plan Year 2026 Benefits books for active employees and retirees) shall remain unchanged through December 31, 2026. The current statements of benefits are attached hereto as Exhibit A. The current employee/employer split in percentage of premium rates for active employees and dependents, and for all pre-Medicare eligible retirees and dependents, shall remain unchanged through December 31, 2026.²

5. Requests for Proposals.

a. It is understood that the City intends to issue Request(s) for Proposals ("RFPs"), or other procurement solicitations, for some or all of its plans for plan years during the term of this Agreement, 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 members of the HIC 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 Labor Relations Ordinance.

b. In addition to the discussions that are described in Paragraph 5.a., above, no less than forty-five (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), or other solicitations. After the Unions have been provided with this information, there shall be at least one (1) HIC meeting at which the members of the HIC 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 five (5) days prior to issuance of each RFP or other solicitation.

c. After the City has received and reviewed the response(s) to an RFP or other solicitation, 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 thirty (30) days before such action is recommended to the Board of Estimates. The members of the HIC 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) representatives (including a retiree representative), 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 offerors 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 surplus under this Agreement is the difference between all contributions (including premiums and payments) received from covered employees (including all active employees and dependents), all pre-65 retirees and dependents, and the City in excess of plan expenses and administrative costs, in the aggregate, for all covered health and prescription drug plans. The City's view of the appropriate application of any year-end surplus shall be discussed between the City and the Unions. Surplus funds for fiscal year 2025, and any fiscal year thereafter, 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 this Agreement, or (c) to defer the City's OPEB liability. Surplus funds for fiscal years attributable to the Program's self-insured coverage of currently enrolled active employees shall first be deposited to the account of the Premium Stabilization Fund to maintain that Fund's minimum balance as defined below.

7. **Premium Stabilization Fund.**

a. The City shall maintain a Premium Stabilization Fund ("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 for the exclusive benefit of the Program. The Fund shall be used to

² The City and the Unions agree that the employer/employee split in percentage of premium rates for active employees is a mandatory subject of bargaining.

offset any fiscal year deficit from the self-insured medical and prescription drug plans. Any deficit or surplus calculation will be fully disclosed to the members of the HIC.

b. Any fiscal year surpluses attributable to the Program's self-insured coverage of currently enrolled active employees will be transferred to the Fund until the balance in the Fund equals two (2) months of medical and prescription drug active employees claims for the most recent completed plan year. The Director of Finance will report on the balance of the Fund within six (6) months of the close of the fiscal year to the members of the HIC. The Unions acknowledge that the calendar year report may not be the final audited report and may be subject to change upon completion of the final audited report.

c. When the Fund is equal or greater than the two (2) months of Program medical and prescription drug claims for current active employees for the most recent completed plan year, the City will not add margin as a factor in the pricing of premium equivalents for self-insured benefit plans. The Unions understand that the cost for pre-65 and pre-Medicare retired Employees and dependents are paid from the OPEB Trust Fund only.

8. **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 Labor 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 (2) parties.

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

10. **Notice:** For all purposes, notice to the Union shall be sufficient if given to the Unions and to the City of Baltimore through correspondence, in writing, delivered by email addressed to the Director and Chief Human Capital Officer, Department of Human Resources, and the Labor Commissioner.

11. **Term:** This Agreement shall remain in effect through June 30, 2028, and until replaced by a successor agreement.

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MAYOR AND CITY COUNCIL
OF BALTIMORE

By: Deborah F. Moore-Carter
Deborah F. Moore-Carter

Date: 11-19-2025

AFSCME Maryland Council 3

By: _____
Patrick Moran, President

Date: 11/11/2025

Fraternal Order of Police, Lodge 3

Michael Mancuso
By: _____
Michael Mancuso, President

Date: 11/11/2025

Managerial and Professional Society of Baltimore, Inc.

By: _____
Nichelle Lashley, President

Date: 11/13/2025

City Union of Baltimore Local 800

Antoinette Ryan-Johnson

By: _____
Antoinette Ryan-Johnson, President

Date: 11/13/2025

Baltimore Fire Fighters, IAFF, Local
734, AFL-CIO, CLC

By: _____
Matthew Coster, President

Date: 11/11/2025

Baltimore Fire Officers, IAFF, Local
964, AFL-CIO, CLC

By: _____
Joshua L. Fannon, President

Date: 11/11/2025

ADDENDUM D: QUARTERLY MEETINGS

CITY OF BALTIMORE

BLANDON 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

QUARTERLY MEETINGS

November 7, 2025

Nichelle Lashley, President
Managerial and Professional Society of Baltimore, Inc.
7 East Redwood Street, 12th Floor
Baltimore, MD 21202

RE: QUARTERLY MEETINGS

Dear President Lashley:

I will schedule quarterly meetings with MAPS to provide information regarding City policies, procedures, actions, events and other matters. These meetings will be held in January, April, July, and October of each year, during the term of this MOU. The MAPS President will submit a proposed agenda for the quarterly meetings at least one (1) week prior to the meeting. If there are no topics to be discussed during a quarter, the meeting will be cancelled. Upon request, a meeting can be scheduled by either party, outside of the quarterly meeting process.

Very truly yours,

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

Deborah F. Moore-Carter
Labor Commissioner

cc: Tonya Brinkley, Interim Director, DHR
Michael Mocksten, Director, DOF
Veronica P. Jones, Deputy Labor Commissioner, OLC
Yvette Brown, Director of Employee and Labor Relations, OLC

ADDENDUM E: HOURS OF WORK AND LIFE/WORK BALANCE

CITY OF BALTIMORE

BRANDON M. SCOTT, Mayor



OFFICE OF THE LABOR COMMISSIONER

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

HOURS OF WORK AND LIFE/WORK BALANCE

November 7, 2025

Nichelle Lashley, President
Managerial and Professional Society of Baltimore, Inc.
7 East Redwood Street, 12th Floor
Baltimore, MD 21202

RE: Hours of Work and Life/Work Balance

Dear President Lashley:

The Employer agrees to meet and confer with MAPS, by March 31, 2026, to discuss issues surrounding implementation of alternative work schedules to promote greater life/work balance.

Additionally, 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.

Very truly yours,

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

Deborah F. Moore-Carter
Labor Commissioner

cc: Tonya Brinkley, Interim Director, DHR
Michael Mocksten, Director, DOF
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

CITY OF BALTIMORE

BERNARD C "JACK" YOUNG, 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

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.

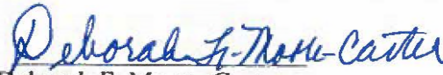


Printed on recycled paper with environmentally friendly soy based ink

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 27th, 2019

Signature: 
Michael Guye
President, MAPS
August 28th, 2019

cc: Chief of Staff
Director, Human Resources

ADDENDUM G: PAY-FOR-PERFORMANCE

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

PAY-FOR-PERFORMANCE

November 7, 2025

Nichelle Lashley, President
Managerial and Professional Society of Baltimore, Inc.
7 East Redwood Street, 12th Floor
Baltimore, MD 21202

RE: PAY-FOR-PERFORMANCE

Dear President Lashley:

The Employer agrees to meet and confer with MAPS, by February 27, 2026, to discuss pay-for-performance. The purpose of the meeting will be for MAPS to provide recommendations to the Employer, which will incentivize top MAPS performers, based on performance in the evaluation process. The objectives and anticipated outcomes are as follows:

Objectives:

- To encourage MAPS employees to perform their job duties and tasks at an elevated level.
- To support career progression and a viable succession plan across the City.
- To promote retention and avoid a mass exodus of tenured and/or retirement eligible MAPS employees, resulting in a loss of historical knowledge.

Anticipated Outcomes:

- Assist the City in becoming an employer of choice in the Baltimore-Washington region, by providing more competitive salaries and benefits structure.
- Encourage innovation, creativity, and passion for work in MAPS employees.
- Demonstrate enhanced investment in MAPS employees by performance-based economic compensation.

Very truly yours,

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

Deborah F. Moore-Carter
Labor Commissioner

cc: Tonya Brinkley, Interim Director, DHR
Michael Mocksten, Director, DOF
Veronica P. Jones, Deputy Labor Commissioner, OLC
Yvette Brown, Director of Employee and Labor Relations, OLC

ADDENDUM H: MAPS FIRE SWORN POSITIONS

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

MAPS FIRE SWORN POSITIONS

November 7, 2025

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
MAPS Leaves	<u>Contract</u>		
	<u>Days</u>	<u>Hours</u>	<u>Hours</u>
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.I., any accrued, unused sick days will be calculated at the rate of one (1) day for each of three (3) days, and paid out.

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: 11/7/25

Signature: Nichelle Lashley
Nichelle Lashley
President, MAPS
Date: 11/7/2025

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

ADDENDUM I: MAPS POLICE SWORN POSITIONS

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

MAPS POLICE SWORN POSITIONS

November 7, 2025

Salaries of Police Sworn Positions in MAPS

The purpose of this Side Letter is to clarify that the salaries of the Police sworn positions within MAPS (Captain, Major, Lieutenant Colonel, Colonel, and Deputy Commissioner) are not covered under this MAPS Memorandum of Understanding (MOU). Rather, they are based on a fixed pay relationship to the Fraternal Order of Police (FOP), Lodge No. 3, Unit II, Memorandum of Understanding. This fixed relationship is designed to prevent pay compression, thereby, ensuring appropriate salary differences between ranks. These salaries take effect upon approval by the Board of Estimates.

Please accept this Side Letter as compliance with our understanding.

Signature:

Handwritten signature of Deborah F. Moore-Carter in blue ink.

Deborah F. Moore-Carter

Labor Commissioner

Date: 11/7/25

Signature:

Handwritten signature of Nichelle J. Lashley in blue ink.

Nichelle J. Lashley

President, MAPS

Date: 11/7/2025

cc: Richard J. Worley, Jr., Police Commissioner, BPD
Michael Mocksten, Director, DOF
Tonya Brinkley, Interim Director, DHR
Veronica P. Jones, Deputy Labor Commissioner, OLC
Yvette Brown, Director of Employee and Labor Relations, OLC