

County	General Fund Operating Budget	% Change in Budget from FY 2018	Changes to real property tax rates	Changes to income and other tax rates	Salary Actions, including steps, COLAs or raises for county employees
ALLEGANY	\$90.3 million	3.82%	-\$0.001 ¹	None	2% COLA
ANNE ARUNDEL	\$1.59 billion	4.70%	-\$0.005 ²	None	2.5% merit and 2% COLA for non-represented employees ³
BALTIMORE CITY	\$1.855 billion	2.40%	None	None	2% COLA
BALTIMORE COUNTY	\$2.057 billion	3.00%	None	None	Step increments and longevities. 3% COLA effective January 1, 2019
CALVERT	\$297.5 million	5.20%	-\$0.015 ⁴	None	1.22% COLA, 1 regular and 1 longevity step ⁵
CAROLINE	\$48 million	3.75%	None	income tax +0.47% ⁶	1.75% increase for all fulltime employees, and seniority for 5+ year employees, max of \$ 1,500
CARROLL	\$411.3M	2.80%	None	None	County Employees: 2.0% increment for most employees and 1.5% COLA
CECIL	\$195.3 million	3.00%	None	None	All employees on new scale for FY 2019, entry-level salaries increased ⁷
CHARLES	\$404.7 million	3.40%	None	None	Performance-based merit increases and 1% COLA for general county employees ⁸
DORCHESTER	\$54.7 million	2.98%	\$0.026	None	2.5% step
FREDERICK	\$609 million	4.60%	None	None	Merit increase = 3.5% of midpoint for general county employees ⁸
GARRETT	\$76.7 million	2.45%	-\$0.0001 ⁹	None	2% increase for all non-contractual employees
HARFORD	\$571.6 million	5.20%	None		2% COLA for county employees plus \$2,000 merit based increase per qualifying employee
HOWARD	\$1.14 billion	3.80%	None	None	COLA and step increments for general county employees ⁸
KENT	\$49 million	-0.80%	None	None	1.5% COLA plus up to 2% based upon performance
MONTGOMERY	\$1.22 billion ¹⁰	0.30%	\$0.0198	None	General wage adjustments and service increments for all eligible employees
PRINCE GEORGE'S	\$3.43 billion	5.50%	None	None	Adjustments for general county employees ⁸
QUEEN ANNE'S	\$138.1 million	3%	None	None	COLA 2%
ST. MARY'S	\$230.1 million	4%	None	None	1 step merit adjustment for FTE/RPT. 1% COLA for hourly employees
SOMERSET	\$34.3 million	0.90%	None	None	3.5% salary adjustment increase
TALBOT	\$92 million	10.28%	\$0.0353 ¹¹	None	Step increase for full time county employees
WASHINGTON	\$233 million	3.58%	None	None	1.5% COLA
WICOMICO	\$151 million	4.05%	None	None	The greater of 2% or Singer Study up to 8%
WORCESTER	\$190 million	-4.47% ¹²	None	None	1.0% COLA and a 2.5% step increment for eligible employees

¹ Allegany's property tax reduction brings the rate to \$0.9750 from \$0.9760.

² Anne Arundel County's property tax reduction brings the rate to \$0.902 from \$0.907.

³ In addition to the salary actions stated above, there were arbitration awards or negotiated agreements providing for merit, COLA, and scale adjustment increases, for collective bargaining units in Anne Arundel County.

⁴ The Calvert County tax reduction brings the rate to \$0.937 from \$0.952.

⁵ Calvert County's salary action only applies to eligible employees hired on or before July 1, 2012.

⁶ Caroline County's income tax rate increases to 3.2%, effective 1/1/19.

⁷ In addition to the salary actions noted above, the FOP collectively bargained a new 3 year contract that adjusts their current step to equate to years of service in Cecil County. The IAFF bargaining group is receiving a 2.5% COLA. Dispatchers earn Senior Rank and 6% increase at 5 years service.

⁸ In addition to the salary actions stated above, there were negotiated salary increases for employees covered by collective bargaining agreements in Charles, Frederick, Howard, and Prince George's Counties.

⁹ Garrett's tax rate was reduced from \$.9900 to \$.9899 to hold it to a constant yield.

¹⁰ Montgomery County Public Schools (MCPS) are not included in the General Fund of Montgomery County Government. The amount provided for MCPS is the General Fund equivalent for this component unit of Montgomery County Government.

¹¹ Talbot County's tax increase includes an Education Supplement of \$0.025.

¹² Worcester County's budget reduction is mainly due to Room and Food Tax accounting in new Agency Fund for FY2019.