

County Executive

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	125,000	125,000	125,000	County Executive	1	
Baltimore City	151,700	151,700	151,700	Mayor	1	
Baltimore County	150,000	150,000	150,000		1	
Calvert						
Caroline						
Carroll						NCC
Cecil	111,384	111,384	111,384	County Administrator	1	
Charles						
Dorchester						
Frederick						
Garrett						
Harford	99,406	99,406	99,406		1	
Howard	158,675	158,675	158,675		1	
Kent						
Montgomery	167,000	167,000	167,000	County Executive	1	
Prince George's	174,540	174,540	174,540	County Executive	1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	85,000	85,000	85,000		1	
Worcester						

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

President, County Council

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	40,500	40,500	40,500	Chairman, County Council	1	New chair elected by council each year
Baltimore City	100,450	100,450	100,450	President, City Council	1	
Baltimore County	60,000	60,000	60,000	County Council Chair	1	
Calvert						
Caroline						
Carroll						NCC
Cecil						
Charles						
Dorchester	16,000	16,000	16,000		1	Flat Rate Salary No Range
Frederick						
Garrett						
Harford	37,553	37,553	37,553		1	
Howard	53,892	53,892	53,892		1	
Kent						
Montgomery	103,444	103,444	103,444	Council President	1	
Prince George's	102,087	102,087	102,087	Chairman, County Council	1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot	15,400	15,400	15,400	County Council President	1	
Washington						
Wicomico	18,000	18,000	18,000		1	
Worcester						
MNCPPC						
AVERAGE	49,320					

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

President, County Board of Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	29,000	29,000	29,000		1	
Anne Arundel						
Baltimore City						
Baltimore County						NCC
Calvert	44,500	44,500	44,500	County Commissioner President	1	
Caroline	16,000	16,000	16,000		1	Annual
Carroll	45,000	45,000	45,000		1	Set by Legislature
Cecil	30,000	30,000	30,000		1	Set by Legislature
Charles	56,000	56,000	56,000	President	1	Charles County Commissioners
Dorchester						
Frederick	45,000	45,000	45,000		1	
Garrett	32,500	32,500	32,500		1	
Harford						
Howard						
Kent	15,000	15,000	15,000		1	
Montgomery						
Prince George's						
Queen Anne's	19,000	19,000	19,000		1	
St. Mary's	42,000	42,000	42,000	President	1	
Somerset	12,000	12,000	12,000		1	
Talbot						
Washington	33,000	33,000	33,000		1	
Wicomico						
Worcester	25,000	25,000	25,000		1	
MNCPPC						
AVERAGE	31,714					

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Member, County Council or Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	28,000	28,000	28,000		2	
Anne Arundel	36,000	36,000	36,000	County Council Member	6	7 members including 1 Chair & 1 Vice Chair
Baltimore City	58,425	58,425	58,425	Council Member	12	
Baltimore County	54,000	54,000	54,000		6	
Calvert	42,000	42,000	42,000		4	
Caroline	15,000	15,000	15,000		2	Annual
Carroll	45,000	45,000	45,000		2	Set by Legislature
Cecil	30,000	30,000	30,000		4	Set by Legislature
Charles	46,000	46,000	46,000	Member	4	Charles County Commissioners
Dorchester	14,000	14,000	14,000		4	Flat Rate Salary No Range
Frederick	45,000	45,000	45,000		4	
Garrett	32,500	32,500	32,500		2	
Harford	34,236	34,236	34,236		6	
Howard	52,892	52,892	52,892		4	
Kent	15,000	15,000	15,000		2	
Montgomery	94,040	94,040	94,040	Member, County Council	9	
Prince George's	97,087	97,087	97,087	Council Member	7	
Queen Anne's	19,000	19,000	19,000		4	
St. Mary's	37,000	37,000	37,000	Commissioner	4	
Somerset	12,000	12,000	12,000		4	
Talbot	14,400	14,400	14,400	County Council Member	4	
Washington	30,000	30,000	30,000		4	
Wicomico						
Worcester	25,000	25,000	25,000		6	
MNCPPC						
AVERAGE	35,570					

Jobs with < than 5 responses were omitted.

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Treasurer

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel						
Baltimore City						
Baltimore County						NCC
Calvert	51,000	51,000	51,000		1	
Caroline						
Carroll						NCC
Cecil	78,750	78,750	78,750		1	Set by Legislature
Charles	50,000	50,000	50,000	Treasurer	1	Charles County Treasurer
Dorchester						Dorchester does not have a Treasurer
Frederick						
Garrett						
Harford	130,890	130,890	130,890		1	
Howard						
Kent						
Montgomery						
Prince George's						
Queen Anne's						
St. Mary's	47,000	47,000	47,000	Treasurer	1	
Somerset	44,300	44,300	44,300		1	
Talbot						
Washington	68,333	55,589	86,939		1	
Wicomico						
Worcester						
MNCPPC						
AVERAGE	67,182					

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Sheriff

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	57,000	57,000	57,000		1	
Anne Arundel	128,064	128,064	128,064	Sheriff	1	
Baltimore City	89,900	89,900	89,900	Sherrif	1	
Baltimore County	85,000	85,000	85,000		1	
Calvert	87,000	87,000	87,000		1	
Caroline	65,000	65,000	65,000		1	Annual
Carroll	74,422	74,422	74,422	Sheriff	1	Set by Legislature
Cecil	69,000	69,000	69,000		1	Set by Legislature
Charles	121,881	121,881	121,881	Sheriff	1	Charles County Sheriff
Dorchester	64,500	64,500	64,500		1	Flat Rate Salary No Range
Frederick	100,000	100,000	100,000		1	
Garrett	75,000	75,000	75,000		1	
Harford	104,136	104,136	104,136		1	
Howard	82,500	82,500	82,500		1	
Kent	67,500	67,500	67,500		1	
Montgomery	135,298	135,298	135,298	Sheriff	1	
Prince George's	127,629	127,629	127,629	Sheriff	1	
Queen Anne's	53,000	53,000	53,000		1	
St. Mary's	80,000	80,000	80,000	Sheriff	1	
Somerset	60,000	60,000	60,000		1	
Talbot	78,030	78,030	78,030	Sheriff	1	
Washington	80,000	80,000	80,000		1	
Wicomico	85,000	85,000	85,000			
Worcester	85,000	85,000	85,000		1	
MNCPPC						
AVERAGE	85,619					

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

State's Attorney

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	106,652	106,652	106,652		1	
Anne Arundel	142,809	142,809	142,809	State's Attorney	1	\$147,093 effective 1/1/10
Baltimore City	229,500	229,500	229,500	State's Attorney	1	
Baltimore County	203,990	203,990	203,990		1	Per State law 5% salary adustment effective 1/1/2010
Calvert	106,651	106,651	106,651		1	
Caroline	101,801	101,801	101,801		1	Annual
Carroll	94,802	94,802	94,802	State's Attorney	1	Set by Legislature
Cecil	120,889	120,889	120,889		1	Set by Legislature
Charles	140,352	140,352	140,352	State's Attorney	1	
Dorchester	101,802	101,802	101,802		1	Flat Rate Salary No Range
Frederick	127,252	127,252	127,252		1	
Garrett	101,802	101,802	101,802		1	
Harford	104,126	104,126	104,126		1	
Howard	127,252	127,252	127,252		1	
Kent	94,802	94,802	94,802		1	
Montgomery	173,181	173,181	173,181	State's Attorney	1	
Prince George's	125,500	125,500	125,500	State's Attorney	1	
Queen Anne's	114,527	114,527	114,527		1	
St. Mary's	106,652	106,652	106,652	State's Attorney	1	
Somerset	98,000	98,000	98,000		1	
Talbot	101,802	101,802	101,802	State's Attorney	1	
Washington	106,652	106,652	106,652		1	
Wicomico	114,527	114,527	114,527		1	
Worcester	114,527	114,527	114,527		1	
MNCPPC						
AVERAGE	123,327					

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Chief Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,700	4,700	4,700		1	
Anne Arundel	29,000	29,000	29,000	Orphan's Court Judge	2	
Baltimore City						State position
Baltimore County	39,500	39,500	39,500		1	
Calvert	8,950	8,950	8,950		1	
Caroline						
Carroll						NCC
Cecil						
Charles						Not on County Payroll
Dorchester						
Frederick						
Garrett	2,000	2,000	2,000			
Harford						
Howard	9,500	9,500	9,500		1	
Kent						
Montgomery						
Prince George's	42,500	42,500	42,500	Chief Judge, Orphan's Court	1	
Queen Anne's	5,400	5,400	5,400		1	
St. Mary's						
Somerset	3,800	3,800	3,800		1	
Talbot	6,222	6,222	6,222	Orphan's Court Chief Judge	1	
Washington						
Wicomico						
Worcester						
MNCPPC						
AVERAGE	15,157					

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,700	4,700	4,700		2	
Anne Arundel	29,000	29,000	29,000	Orphan's Court Judge	2	
Baltimore City						State position
Baltimore County	39,000	39,000	39,000	Associate Judge, Orphan's Court	2	
Calvert	8,750	8,750	8,750	Associate Judge	2	
Caroline	5,000	5,000	5,000		3	Annual
Carroll	10,000	10,000	10,000	Orphans Court Judge	3	Did not receive salary update
Cecil	5,500	5,500	5,500		3	
Charles	10,000	10,000	10,000	Judge, Orphan's Court	3	
Dorchester						
Frederick	6,137	6,137	6,137		3	
Garrett	1,800	1,800	1,800			
Harford						
Howard	8,000	8,000	8,000		3	
Kent						
Montgomery						
Prince George's	42,000	42,000	42,000	Associate Judge, Orphan's Court	1	
Queen Anne's	5,400	5,400	5,400		2	
St. Mary's	7,000	7,000	7,000		3	Annually
Somerset	3,400	3,400	3,400		2	
Talbot	5,722	5,722	5,722	Orphan's Court Judge	2	
Washington	7,000	7,000	7,000		3	
Wicomico	6,400	6,400	6,400		3	
Worcester	5,000	5,000	5,000		3	
MNCPPC						
AVERAGE	11,043					

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

President, Election Board

Appointed

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	3,600	3,600	3,600		1	
Anne Arundel	5,000	5,000	5,000	Supervisor of Elections Bd Member	1	Chair receives extra \$500 annually
Baltimore City						
Baltimore County	9,695	9,695	9,695			
Calvert	3,000	3,000	3,000		1	Appointed
Caroline	3,250	3,250	3,250		1	Annual
Carroll	3,000	3,000	3,000	Election Board Member	1	Did not receive salary update
Cecil						
Charles						Not on County Payroll
Dorchester						
Frederick						
Garrett	2,800	2,800	2,800		1	
Harford						
Howard						
Kent						
Montgomery						
Prince George's	114,797	70,275	136,725	Elections Administrator	1	
Queen Anne's						
St. Mary's	2,500	2,500	2,500		1	Annually
Somerset	1,600	1,600	1,600		1	Appointed Official
Talbot						
Washington	5,000	5,000	5,000		1	
Wicomico	4,000	4,000	4,000		1	
Worcester	2,400	2,400	2,400		1	
MNCPPC						
AVERAGE	13,137					

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Member, Election Board

Appointed

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	3,600	3,600	3,600		2	
Anne Arundel	4,500	4,500	4,500	Supervisor of Elections Bd Member	2	
Baltimore City						
Baltimore County	7,925	7,925	7,925			
Calvert	3,000	3,000	3,000		2	Appointed
Caroline	2,688	2,375	3,000		4	Annual
Carroll	3,000	3,000	3,000	Election Board Member	2	Did not receive salary update
Cecil						
Charles	3,300	3,300	3,300	Member, Election Board	3	
Dorchester						
Frederick						
Garrett	2,500	2,500	2,500		4	
Harford						
Howard						
Kent						
Montgomery						
Prince George's						
Queen Anne's						
St. Mary's	2,500	2,500	2,500		3	Annually
Somerset						
Talbot						
Washington	4,500	4,500	4,500		2	
Wicomico	3,600	3,600	3,600			
Worcester	1,800	1,800	1,800		3	
MNCPPC						
AVERAGE	3,576					

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

County Manager/Chief Administrator/Director of Administration

Supervises administrative operations including personnel and finance functions, implements administrative policies, programs, and decisions.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany				=	County Administrator		Vacant
Anne Arundel	161,175	106,548	174,084	=	Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	190,000	190,000	190,000	=	County Administrative Officer	1	appointed position.
Calvert	160,000	108,035	180,828	=		1	Contract/35/week
Caroline	121,000	121,000	121,000			1	
Carroll	128,378	83,741	147,784	=	Chief of Staff	1	
Cecil	111,384	111,384	111,384		County Administrator		
Charles	165,000	92,267	148,037	=	County Administrator	1	Appointed position; salary could exceed max
Dorchester	96,290			=	County Manager	1	Flat Rate Salary No Range
Frederick	168,146	131,562	214,390	County M		1	
Garrett		94,578	145,601	=		1	
Harford	134,543	105,700	165,464	=	Director of Administration	1	
Howard	168,730	125,008	201,698	=	Chief Administrative Officer	1	
Kent	106,261	71,246	113,073	=	County Administrator	1	Contractual
Montgomery	266,266	266,266	266,266	=	Chief Administrative Officer	1	Appointed to position
Prince George's	193,061	120,194	233,847	=	Chief Administrative Officer	1	
Queen Anne's	141,800	141,800	141,800	=	County Administrator	1	Contractual position
St. Mary's	142,800	95,855	167,745	+	County Administrator	1	Contract
Somerset	84,050	84,050	84,050	=	County Administrator	1	Salary set by Board of Commissioners
Talbot	125,442	125,442	125,442		County Manager	1	reports to County Council
Washington	120,228	88,215	137,964	=	County Administrator	1	
Wicomico	124,398	72,521	145,042			1	
Worcester	144,643	144,643	144,643	=		1	
MNCPPC	179,000						
AVERAGE	132,765	107,828	146,093				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Assistant/Deputy Administrator

Performs administrative and staff work for the Chief Administrative Officer in supervision of government offices and operations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	100,273	72,324	120,072	-	Assistant to Chief Administrative Officer		Incumbent responsible for community & constituent affairs & general gov't
Baltimore City							
Baltimore County							NCC
Calvert							
Caroline	52,705	40,080	55,811		Executive Assistant to County Administrator	1	
Carroll	78,749	55,322	97,656	=	Chief of Administrative Services	1	
Cecil							NCC
Charles	148,037	92,267	148,037	+	Assistant to the County Administrator	1	Assistant to the County Administrator
Dorchester							
Frederick	133,052	114,912	187,257		Asst County Manager	1	
Garrett							
Harford	82,820	64,300	114,629	=	Deputy Chief, Budget & Management	1	
Howard	121,930	101,795	164,362	=	Deputy Chief Administrative Officer	1	
Kent							
Montgomery	158,492	158,492	158,492	=	Assistant Chief Administrative Officer	3	Appointed to position
Prince George's	158,610	109,019	212,106	=	Deputy Chief Administrative Officer	5	
Queen Anne's							
St. Mary's					Chief of Staff		Contract
Somerset	50,598	39,308	62,282	-	Executive Aide	1	
Talbot	95,965	92,221	115,654		Assistant County Manager	1	
Washington							
Wicomico	65,214	64,249	128,499			1	
Worcester	95,065	95,065	95,065	=		1	
MNCPPC							
AVERAGE	95,822	78,525	118,566				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Human Resources/Personnel

Manages and administers personnel programs, including recruitment, training, classification, compensation, and benefits.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	89,087	89,087	89,087	=	Director of Human Resources & Personnel Services	1	
Anne Arundel	139,730	88,121	143,976	=	Personnel Officer	1	Appointed by County Executive
Baltimore City	152,680	112,200	204,000	=	Executive Level III	1	
Baltimore County	130,389	130,389	130,389	=		1	Appointed position, 2% COLA effective 1/1/2010
Calvert	112,901	81,168	135,857	=		1	Contract/35/week
Caroline	74,733	71,005	98,874			1	
Carroll	109,991	83,741	147,784	=		1	
Cecil	87,402	63,149	98,384	=		1	
Charles	126,660	92,267	148,037	=	Director of Human Resources	1	
Dorchester	53,040			=		1	Flat Rate Salary No Range
Frederick	135,249	114,912	187,257			1	
Garrett							
Harford	110,933	91,600	141,606	=	Director of Human Resources	1	
Howard	122,512	82,930	13,910	=	Human Resources Administrator	1	
Kent	70,000	51,600	81,642	=		1	
Montgomery	195,247	195,247	195,247	=	Director, Office of Human Resources	1	Appointed to position
Prince George's	146,024	98,884	192,385	=	Director, Office of Human Resources Management	1	Prince George's County uses the generic Director class.
Queen Anne's	100,672	64,269	118,591	=		1	
St. Mary's	88,503	66,016	115,526	=	Director, Human Resources	1	Contract
Somerset	69,662	48,883	77,373	=		1	
Talbot							
Washington	82,494	64,839	101,406	=		1	
Wicomico	88,410	64,249	128,499			1	
Worcester	82,600	78,000	95,000	=		1	
MNCPPC	113,851						
AVERAGE	107,678	79,676	114,993				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Information Technology

Manages and directs the operation of the information systems and data processing.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	68,561	52,312	99,407	=		1	
Anne Arundel	139,730	88,121	143,976	=	Information Technology Officer	1	Appointed by County Executive
Baltimore City	113,220	112,200	204,000	=	Executive Level III	1	
Baltimore County	195,000	195,000	195,000	=		1	Appointed position. 2% COLA effective 1/1/2010
Calvert	96,019	81,168	135,857	=	Technology Services Director	1	Contract/35/week
Caroline	65,228	48,497	67,532		Computer Network Specialist Supv	1	
Carroll	89,274	83,741	147,784	=	Director, Technology Services	1	
Cecil	98,384	63,149	98,384	=		1	
Charles	143,637	92,267	148,037	=	Chief Information Officer	1	
Dorchester	62,602			=		1	Flat Rate Salary No Range
Frederick	138,459	114,912	187,257			1	
Garrett		52,232	80,408	=		1	
Harford	117,758	91,600	141,606	=	Chief, Information Systems Division	1	
Howard	148,283	91,915	148,283	=	Director of Technology and Communication		
Kent	68,000	60,617	96,047			1	Contractual
Montgomery	194,537	194,537	194,537	=	Chief Information Officer	1	Appointed to position
Prince George's	146,024	98,884	192,385	=	Director, Office of Information Technology & Communications	1	Prince George's County uses the generic Director class.
Queen Anne's	102,380	58,652	107,974	=	Information Systems Mgr.	1	
St. Mary's	109,262	79,218	138,772	=		1	Contract
Somerset	51,306	45,426	71,975	=		1	
Talbot	85,047	76,992	96,555		Director of Information Technology	1	
Washington	102,235	70,026	109,518	=		1	
Wicomico	98,164	56,657	113,314			1	
Worcester							
MNCPPC	136,358	91,015	155,743	=	IT Manager	1	
AVERAGE	105,787	82,962	126,896				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Finance/Accounting

Plans, coordinates, and supervises the activities and personnel of the finance department, including accounting functions, auditing, debt management, and investments.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	110,195	68,929	130,701	=	Director of Finance	1	
Anne Arundel	125,000	88,121	143,976	=	Controller	1	Appointed by County Executive
Baltimore City	181,472	112,200	204,000	=	Executive Level III	1	
Baltimore County	158,718	158,718	158,718	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position, 2% COLA effective 1/1/2010
Calvert		98,214	164,389	=	Finance & Budget Director	1	Contract/35/week, Vacant
Caroline	85,206	71,005	98,874			1	
Carroll	95,472	83,741	147,784	=	Comptroller	1	
Cecil	77,106	57,408	89,398	=	Accounting Manager	1	
Charles	142,325	92,267	148,037	+	Director of Fiscal & Administrative Services	1	
Dorchester	81,234			=		1	Flat Rate Salary No Range
Frederick	135,663	114,912	187,257			1	
Garrett		61,103	94,065	=		1	
Harford	111,002	71,400	118,934	=	Chief, Bureau of Accounting	1	
Howard	143,936	91,915	148,283	=	Director of Finance		
Kent	96,496	71,246	113,073	=	Chief Finance Officer	1	
Montgomery	195,624	195,624	195,624	=	Director, Department of Finance	1	Appointed to position
Prince George's	146,024	98,884	192,385	=	Director, Office of Finance	1	Prince George's County uses the generic Director class.
Queen Anne's	100,657	58,652	107,974	-	Chief Accounting Officer	1	
St. Mary's	139,025	87,146	152,510	+	Chief Financial Officer	1	Contract
Somerset	79,678	56,432	89,415	-	Finance & Programs Coordinator	1	Elected Treasurer- tax, rev. coll. & investing
Talbot	94,209	87,001	109,107		Finance Director	1	
Washington	110,416	75,629	118,281	=		1	
Wicomico	96,252	64,249	128,499			1	
Worcester	116,121	95,000	125,000	=		1	
MNCPPC	172,000	172,000	172,000	+	Secretary/Treasurer	1	Serves as officer of Commission and also responsible for Information Technology
AVERAGE	109,243	85,825	131,928				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Planning/Zoning

Manages overall land use planning and zoning administration for the jurisdiction. Develops and enforces the comprehensive plan and regulations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	133,698	88,121	143,976	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	120,000	112,200	204,000	=	Executive Level III		The position is currently vacant, the City is in the process of filling.
Baltimore County	126,465	126,465	126,465	-		1	Responsibility for the Office of Planning/appointed position. 2% COLA effective 1/1/2010
Calvert	119,801	98,214	164,389	=		1	Contract/35/week
Caroline	78,590	65,550	89,886			1	
Carroll	109,991	83,741	147,784	=	Director Planning	1	Zoning Administration responsibility under Director General Services
Cecil	101,982	69,430	108,202	=		1	
Charles	126,670	78,914	126,670	=	Planning Director		
Dorchester	74,864			=		1	Flat Rate Salary No Range
Frederick	133,668	109,542	175,006			1	
Garrett		61,103	94,065	=		1	
Harford	110,933	91,600	141,606	=	Director of Planning & Zoning	1	
Howard	143,936	91,915	148,283	=	Director of Planning and Zoning	1	
Kent	87,999	60,617	96,047	=	Director, Planning, Housing and Zoning	1	
Montgomery	194,537	194,537	194,537	=	Director, Permitting Services		Appointed to position
Prince George's							
Queen Anne's	93,014	64,269	118,591	+	Chief of Land Use & Zoning	1	
St. Mary's	110,000	79,218	138,634	+	Director, Land Use & Growth Management	1	Contract
Somerset	52,495	52,495	83,176	=	Director, Dept. Technical & Community Services	1	Currently has an Interim Director
Talbot	80,919	76,992	96,555		County Planning Officer	1	
Washington	102,236	70,026	109,518	=	Dir/Planning & Community Development	1	
Wicomico	96,787	64,249	128,499			1	
Worcester							
MNCPPC	167,564	167,564	167,564	=	Director of Planning	2	
AVERAGE	98,809	77,233	122,068				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Assistant/Deputy Director, Finance

Performs administrative and professional work in assistance of the management and operation of the finance department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	95,917	57,349	108,981	=	Assistant Director of Finance	1	
Anne Arundel	111,177	75,941	129,074	=	Assistant Controller	2	Classified position
Baltimore City	140,400	112,200	204,000	=	Executive Level III	1	
Baltimore County	96,640	76,288	118,855	+	Deputy Director of Budget and Finance	1	Position assists with the management of both budget and finance. 2% COLA effective 1/1/2010
Calvert	93,257	71,144	105,524	=	Finance & Budget Deputy Director	1	35/week
Caroline	46,274	36,436	50,737		Accountant I	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester	75,000			=		1	Flat Rate Salary No Range
Frederick	127,463	83,231	132,908			1	
Garrett		52,232	80,408	=		1	
Harford	115,174	81,000	124,862	=	Deputy Treasurer	1	
Howard	115,398	82,930	133,910	=	Deputy Director of Finance	1	
Kent							
Montgomery	149,917	149,917	149,917	=	Manager I		
Prince George's	121,094	85,420	166,190	=	Deputy Director, Office of Finance	1	Prince George's County uses the generic Deputy Director class,
Queen Anne's							
St. Mary's	90,022	65,728	111,738	+	Deputy Director, Finance	1	
Somerset	52,680	39,308	62,282	-	Deputy Treasurer	1	Appointed
Talbot	63,624	54,802	68,727		Finance Office Manager	1	
Washington	84,737	60,036	93,894	=		2	
Wicomico	62,100	50,652	101,303			1	
Worcester	90,100	80,000	105,000	=		1	
MNCPPC							
AVERAGE	87,837	64,705	105,466				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Budget

Manages budget operation and administers annual operating and capital budgets. Provides analysis and advice to department heads, elected officials, and/or chief administrative officer concerning resource allocation.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	146,717	99,580	162,693	=	Budget Officer	1	Appointed by County Executive
Baltimore City	132,400	77,200	132,400	=	Executive Level II	1	
Baltimore County	158,718	158,718	158,718	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll	106,122	83,741	147,784	=	Director, Management & Budget	1	
Cecil	79,976	63,149	98,384	=		1	
Charles	122,135	78,914	126,670	=	Chief of Budget	1	
Dorchester							
Frederick	113,245	77,712	124,076		Budget Officer	1	
Garrett							
Harford	105,678	81,000	124,862	=	Chief, Budget & Management Research	1	
Howard	148,283	91,915	148,283	=	Budget Administrator	1	
Kent							
Montgomery	194,537	194,537	194,537	=	Director, Office of Management and Budget	1	Appointed to position
Prince George's	146,024	98,884	192,385	=	Director, Office of Management & Budget	1	Prince George's County uses the generic Director class.
Queen Anne's							
St. Mary's	92,934	57,200	97,178	+	Accounting Officer	1	
Somerset							
Talbot							
Washington							
Wicomico	96,252	64,249	128,499		Director of Finance	1	
Worcester	74,200	65,000	85,000	=	Budget Officer	1	
MNCPPC	126,270	75,036	128,399	=	Budget Manager	1	
AVERAGE	114,481	86,120	128,098				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Assistant/Deputy Director, Planning/Zoning

Performs professional and supervisory work in the field of land use planning and zoning administration.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	109,975	72,324	120,072	=	Assistant Planning & Zoning Officer	2	Classified position
Baltimore City							
Baltimore County	112,032	71,908	112,032	-		1	Responsibility for planning administration. 2% COLA effective 1/1/2010
Calvert	99,190	77,550	115,024	=		1	35/week
Caroline	60,742	48,497	67,532			1	
Carroll	99,965	60,996	107,679	=	Deputy Director Planning	1	Zoning Administration responsibility under Director General Services (converted 40 hr.)
Cecil	74,422	52,187	81,349	=	Principal Planner	1	
Charles	92,055	67,515	108,431	=	Planning Manager	1	
Dorchester	57,377	48,268	75,283	=		1	
Frederick	105,154	83,231	132,908			1	
Garrett							
Harford	116,534	81,000	124,862	=	Deputy Director of Planning & Zoning	1	
Howard	113,859	74,901	120,827	=	Deputy Director of Planning and Zoning	1	
Kent							
Montgomery	133,992	133,992	133,992	=	Division Chief, Permitting Services-Land Development	1	Manager II
Prince George's							
Queen Anne's	97,730	58,652	107,974	-	Chief, Community Planning	1	
St. Mary's	94,890	65,728	111,738	+	Deputy Director, Land Use & Growth Management	1	
Somerset							
Talbot	58,174	54,802	68,727		Assistant Planning Officer	1	
Washington	72,048	55,589	86,939	=	Chief Planner	2	
Wicomico	73,141	50,652	101,303			1	
Worcester							
MNCPPC	143,000	143,000	143,000	=	Deputy Planning Director	1	
AVERAGE	89,682	63,752	102,283				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Public Works

Manages the public works department, which may include engineering, water, sewage, street, refuse collection and disposal, and construction.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	121,564	68,929	130,701	=		1	
Anne Arundel	157,895	99,580	162,693	=	Director of Public Works	1	Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=	Director of Public Works	1	
Baltimore County	141,130	141,130	141,130	=		1	Appointed position, 2% COLA effective 1/1/2010
Calvert	134,825	98,214	164,389	=		1	Contract/35/week
Caroline	86,449	71,005	98,874			1	
Carroll	119,892	83,741	147,784	=	Director Public Works	1	
Cecil	105,747	76,398	119,038	=		1	
Charles	128,559	92,267	148,037	+	Director of Public Facilities	1	
Dorchester	90,000			=		1	Flat Rate Salary No Range
Frederick	142,920	114,912	187,257			1	
Garrett							
Harford	122,160	105,700	165,464	=	Director of Public Works	1	
Howard	176,717	112,819	182,083	=	Director of Public Works	1	
Kent	851,47	71,246	113,073	=		1	
Montgomery	193,766	193,766	193,766	=	Director, Department of Public Works and Transportation	1	Appointed to position
Prince George's	146,024	98,884	192,385	=	Director, Department of Public Works & Transportation.	1	Duties listed are covered by two agencies, ex: refuse collections falls under the Department of Environmental Resources.
Queen Anne's	121,800	70,517	130,270	=		1	
St. Mary's	113,633	79,218	138,634	+	Director, Public Works & Transportation	1	Contract
Somerset	75,999	52,495	83,176	+	Director, Solid Waste, Maintenance & Drainage	1	No Public Works Department
Talbot	89,637	87,001	109,107		County Engineer	1	
Washington	110,416	75,629	118,281	=		1	
Wicomico	102,417	64,249	128,499			1	Acting
Worcester	135,501	105,000	150,000	=		1	
MNCPPC							
AVERAGE	126,230	92,291	137,593				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Assistant/Deputy Director, Public Works

Assists the director in the overall planning, coordination, and scheduling of public works activities and operations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	101,349	62,874	119,480	=	Deputy Director, Public Works	1	
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works & Assistant Director, Public Works	5	Classified positions - 4 Deputy Directors and 1 Assistant Director - same pay range
Baltimore City	109,323	77,200	132,400	=	Executive Level II	1	
Baltimore County	118,855	80,935	126,093	=		1	2% COLA effective 1/1/2010
Calvert							
Caroline	50,200	40,080	55,811			1	
Carroll	103,356	60,996	107,679	=	Deputy Director Public Works	1	Converted to 40 hours
Cecil	92,706	63,149	98,384	=		1	
Charles	122,930	85,327	136,931	=	Assistant Director	1	
Dorchester							
Frederick							
Garrett							
Harford	118,347	81,000	124,862	=	Deputy Director of Public Works	4	
Howard	127,857	91,915	148,283	=	Deputy Director of Public Works	1	
Kent							
Montgomery	161,975	161,975	161,975	=	Deputy Director, Department of Public Works and Transportation	1	Appointed to position
Prince George's	121,094	85,420	166,190	=	Deputy Director, Department of Public Works & Transportation.	1	Prince George's County uses the generic Deputy Director class,
Queen Anne's							
St. Mary's							
Somerset							
Talbot	80,139	68,437	85,827		Assistant County Engineer	2	
Washington							
Wicomico	102,417	56,657	113,314			1	
Worcester	118,345	95,000	125,000	=		1	
MNCPPC							
AVERAGE	114,739	81,953	126,564				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Permits, Inspections, Licenses

Performs highly responsible administrative, supervisory, and technical work in directing building, permitting, and license ordinances and regulations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	61,849	43,525	82,710	=	Chief, Land Development Services	1	Zoning & building codes administration & enforcement
Anne Arundel	133,698	88,121	143,976	=	Director, Inspections & Permits	1	Appointed by County Executive
Baltimore City							
Baltimore County	148,167	148,167	148,167	=	Director of Permits and Development Management	1	Appointed position, 2% COLA effective 1/1/2010
Calvert	76,586	59,914	88,816	-	Inspections & Permit Division Chief	1	35/week
Caroline	54,317	48,497	67,532		Assistant Codes Director	1	
Carroll	90,543	83,741	147,784	+	Director General Services	1	Also oversees fleet management, facilities, and zoning functions
Cecil	98,384	63,149	98,384	=		1	
Charles	110,000	72,988	117,190	+	Chief of Permits, Codes, & Insp.	1	vacant
Dorchester							Dorchester only has a Director of Planning and Zoning which permits, inspections and licenses is a part of
Frederick	125,573	109,542	175,006			1	
Garrett		48,291	74,340		Chief, Inspections & Permits	1	
Harford	121,217	91,600	141,606	=	Director of Inspections, Licenses & Permits	1	
Howard	127,857	91,915	148,283	=	Director of Licenses and Permits	1	
Kent							
Montgomery	133,992	133,992	133,992	-	Division Chief, Department of Permitting Services/Bldg Construction	1	Not a Director position
Prince George's	146,024	98,884	192,385	+	Director, Department of Environmental Resources	1	Prince George's County uses the generic Director class.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	88,500	76,992	96,555		Director of Permits & Inspections	1	
Washington	79,704	64,839	101,406	=	Dir/Permits & Inspections	1	
Wicomico							
Worcester	114,655	93,000	123,000	=		1	
MNCPPC							
AVERAGE	106,738	83,362	122,420				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Parks and Recreation

Manages and administers the park system and recreation programs.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	109,188	88,121	143,976	=	Director, Recreation & Parks	1	Appointed by County Executive
Baltimore City	127,500	77,200	132,400	=	Executive Level II	1	
Baltimore County	155,576	155,576	155,576	=	Director of Recreation and Parks	1	Appointed position, 2% COLA effective 1/1/2010
Calvert	98,608	71,144	105,524	=	Recreation Division Chief	1	35/week
Caroline	67,751	64,550	89,886			1	
Carroll	91,333	83,741	147,784	=	Director Recreation & Parks	1	
Cecil	73,195	63,149	98,384	=		1	
Charles	91,051	78,914	126,670	=	Chief of Parks & Recreation	1	County also has a Chief of Recreation
Dorchester	53,641			=		1	Flat Rate Salary No Range
Frederick	126,696	109,542	175,006			1	
Garrett							
Harford	121,217	91,600	141,606	=	Director of Parks & Recreation		
Howard	135,616	91,915	148,283	=	Director of Recreation and Parks	1	
Kent	68,000	51,600	81,642	=		1	Contractual
Montgomery	161,975	161,975	161,975	=	Director, Department of Recreation		Appointed to position
Prince George's							Maryland Capital National Parks & Planning Comm.
Queen Anne's	105,460	64,269	118,591	=		1	
St. Mary's	107,427	66,016	115,526	+		1	Contract
Somerset	50,142	45,426	71,975	=		1	
Talbot	76,353	68,437	85,827		Director of Parks & Recreation	1	
Washington	88,369	64,839	101,406	=	Dir., Parks, Rec. & Facilities Management	1	
Wicomico	115,575	64,249	128,499			1	
Worcester	84,501	70,000	91,000	=		1	
MNCPPC	175,000	175,000	175,000	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	100,437	73,514	112,978				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director/Administrator Public Safety/ Emergency Services

Manages and administers the emergency services operations and emergency management planning for the County. May include management of 911/communications center, homeland security, or liaison to volunteer fire and emergency services.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	99,829	99,829	99,829	+		1	Also manages County Bureau of Police.
Anne Arundel					No Match		
Baltimore City							
Baltimore County		79,411	110,362	=	Director of Emergency Management		position currently vacant - max. salary with longevities is \$162,540. 2% COLA effective 1/1/2010
Calvert	100,689	89,285	149,445	=	Public Safety Director	1	Contract/35/week
Caroline	89,236	78,106	108,763			1	
Carroll	94,183	60,996	107,679	=	Administrator Public Safety	1	
Cecil	106,746	74,859	116,646	=	Director, Emergency Services	1	
Charles	121,605	92,267	148,037	=	Director of Emergency Services	1	
Dorchester							Dorchester has separate departments
Frederick	125,728	114,912	187,257			1	
Garrett							
Harford	114,334	81,000	124,862	=	Manager, Emergency Services	1	
Howard							
Kent	69,360	51,600	81,642	=	Director of Emergency Services	1	Contractual
Montgomery	125,000	125,000	125,000	=	Director, Office of Emergency Management & Homeland Security		This is a Director position but it is under the Manager II pay band
Prince George's	158,610	109,019	212,106	+	DCAO for Public Safety/Director, Homeland Security	1	
Queen Anne's	105,460	64,269	118,591	=		1	
St. Mary's	91,290	66,016	115,526	+	Director, Public Safety	1	Contract
Somerset	62,160	48,833	77,373	=	Director, Emergency Services	1	
Talbot	88,749	87,001	109,107		Director of Emergency Services	1	
Washington	80,356	70,026	109,518	=	Dir., Fire/Emerg. Svcs.	1	
Wicomico	82,779	56,657	113,314			1	
Worcester	97,085	83,000	109,000	=		1	
MNCPPC							
AVERAGE	99,966	78,171	120,648				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Economic Development

Performs responsible technical and administrative work in advancing programs and activities to develop natural resources and economic opportunities.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	98,823	98,823	98,823	=		1	
Anne Arundel	139,730	88,121	143,976		Director of Programming	1	Appointed by County Executive
Baltimore City							
Baltimore County	158,718	158,718	158,718	=		1	Appointed position, 2% COLA effective 1/1/2010
Calvert	117,458	89,285	149,445	=	Economic Development Director	1	Contract/35/week
Caroline							
Carroll	106,268	83,741	147,784	=	Director Economic Development	1	
Cecil	105,747	76,398	119,038	=		1	
Charles	130,000	92,267	148,037	=	Director of Economic Development	1	
Dorchester	60,000			=		1	Flat Rate Salary No Range
Frederick	119,713	114,912	187,257			1	
Garrett		61,103	94,065	=		1	
Harford	121,217	91,600	141,606	=	Director of Economic Development	1	
Howard							
Kent	72,010	51,600	81,642	=		1	Contractual, 30 hous weekly
Montgomery	180,000	180,000	180,000		Director, Department of Economic Development	1	Appointed to position
Prince George's							Economic Development Corp, - Non-County Agency
Queen Anne's	113,539	64,269	118,591	+	Director, ED,Agriculture & Tourism	1	
St. Mary's	102,000	79,218	138,772	+	Director, Economic and Community Development	1	Contract
Somerset	72,214			=		1	Separate Entity
Talbot	64,260	54,802	68,727		Economic Development Director	1	
Washington	101,406	64,839	101,406	=		1	
Wicomico							
Worcester	75,241	66,000	81,000	=		1	
MNCPPC							
AVERAGE	101,811	79,961	113,325				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director/Administrator Department of Aging

Manages and administers aging programs and activities for seniors. May include transit management and overseeing senior centers.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	133,900	88,121	143,976		Director of Aging and Disabilities	1	Appointed by County Executive
Baltimore City	121,200	77,200	132,400	=	Executive Level II	1	
Baltimore County	141,129	141,129	141,129	=		1	Appointed position, 2% COLA effective 1/1/2010
Calvert	79,479	65,265	96,806	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll	62,567	55,322	97,656	-	Bureau Chief Aging	1	This is not an appointed position (conv.40hr) Reports to Director Citizen Services
Cecil	84,864	63,149	98,384	=	Director, Senior Services & Community Transit	1	
Charles	84,401	72,988	117,190	=	Chief of Aging & CC	1	Lower salary than last X due to turnover.
Dorchester							Dorchester does not have a Department of Aging
Frederick	84,262	63,264	100,960			1	
Garrett							
Harford	121,217	91,600	141,606	=	Director of Community Services	1	
Howard	101,088	74,901	120,827	=	Administrator, Office on Aging	1	
Kent							
Montgomery	151,359	151,359	151,359		Chief, Aging and Disability Services	1	Appointed to position
Prince George's	146,024	98,884	192,385	+	Director, Family Services	1	
Queen Anne's	88,936	64,269	118,591	=		1	
St. Mary's	79,565	66,016	115,526	+		1	Contract
Somerset	62,700			=	Executive Director, Comm. On Aging	1	Separate Entity
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	102,846	78,231	117,920				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Dept. of Human Services/Citizen Services/Community Services (Not Social Services)

Typically directs overall operations of Aging, Housing and Community Development, Youth Services, Local Management Board, etc. ensuring compliance with appropriate governmental and other regulatory and reporting requirements.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	89,748	89,748	89,748	+	Director of Community Services	1	Oversees planning, Planning Commission, zoning, Board of Zoning Appeals, housing, community assistance, code compliance.
Anne Arundel							
Baltimore City							
Baltimore County							NCC
Calvert	98,886	81,168	135,857	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll	105,207	83,741	147,784	=	Director Citizens Services	1	
Cecil							NCC
Charles	125,000	92,267	148,037	+	Director of Community Services	1	
Dorchester							
Frederick	119,396	114,912	187,257			1	
Garrett							
Harford	121,217	91,600	141,606	=	Director of Community Services	1	Our Director of Community Services is responsible for the Office on Aging, Office of Drug Control Policy and the Harford Transit System.
Howard	131,685	82,930	133,910	=	Director of Citizen Services	1	
Kent							
Montgomery	206,492	206,492	206,492	=	Director, Department of Health & Human Services		
Prince George's	146,024	98,884	192,385	-	Director, Office of Community Relations	1	Multi-cultural Affairs
Queen Anne's							
St. Mary's	96,939	66,016	115,526	=		1	Contract
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	101,011	80,127	129,211				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director Housing/Community Development

Oversees management of Section 8 Subsidized Housing, Housing Code compliance, liaison to local housing boards, and secures additional low income housing.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							
Baltimore City	143,100	112,200	204,000	=	Executive Level III	1	
Baltimore County	91,140	91,140	91,140	=	Rental Subsidy Administrator	1	non-graded position. 2% COLA effective 1/1/2010
Calvert	113,422	113,422	113,422	=	Executive Director	1	Contract
Caroline	61,393	44,088	61,393		Housing Coordinator	1	
Carroll	66,540	60,996	107,679	=	Deputy Director Citizens Services	1	This is not an appointed position Reports to Director Citizen Services
Cecil	98,384	63,149	98,384	=		1	
Charles	92,281	72,988	117,190	=	Chief of Housing Authority	1	
Dorchester							
Frederick	67,495	59,075	94,258			1	
Garrett							
Harford	101,421	57,700	110,115	=	Director of Housing	1	
Howard	135,616	82,930	133,910	=	Director of Housing and Community Development		
Kent							
Montgomery	144,106	144,106	144,106	-	Chief, Special needs housing	1	Appointed to position
Prince George's	146,024	98,884	195,385	=	Director, Housing & Community Development	1	This position is currently encumbered by an Acting Director.
Queen Anne's	98,721	64,269	118,591	=		1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	97,117	76,068	113,541				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director, Local Management Board

Manages the LMB and serves as liaison between State and County. Coordinates, supervises and provides leadership in reforming services for children, youth, and families.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	85,000				Executive Director	1	Contract employment agreement - salary set by agreement, no salary range
Baltimore City							
Baltimore County	83,361	83,361	83,361	=		1	non-graded position. 2% COLA effective 1/1/2010
Calvert	58,841	54,928	81,481	=	Family Network Coordinator	1	35/week
Caroline							
Carroll	63,086	53,519	85,655	-	Manager, LMB	1	This is not an appointed position Reports to Director Citizen Services (converted to 40 hrs)
Cecil							NCC
Charles	70,154	67,515	108,431	=	Local Management Board Manager	1	Also have a Core Svcs. Mgr. - 81,513
Dorchester	57,926					1	Flat Rate Salary No Range
Frederick							
Garrett							
Harford							
Howard							
Kent	67,053	67,053	67,053	=		1	
Montgomery							
Prince George's							Not in County class plan
Queen Anne's	93,236	53,565	98,321	=		1	
St. Mary's							
Somerset	50,014			=	Executive Director Local Management Board	1	Separate Entity
Talbot	62,333	61,105	76,631		Executive Director of Talbot Family Network	1	
Washington	57,067	51,471	80,498	=	Dir., Children/Youth Svcs.	1	
Wicomico	67,823	56,657	113,314			1	
Worcester	53,000	50,000	53,000	=		1	
MNCPPC							
AVERAGE	62,064	42,798	60,553				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Public Information Officer/ Director of Communications or Public Relations Manager/ Director

Prepares and disseminates information and materials at the direction of local elected officials in support of programs, services and activities of Government.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	48,014	43,525	82,710	=	Public Information Officer	1	
Anne Arundel	79,735	72,324	120,072		Public Information Officer	1	Appointed by County Executive
Baltimore City		55,200	99,200		Executive Level I	1	
Baltimore County	133,908	133,908	133,908	=		1	non-graded position. 2% COLA effective 1/1/2010
Calvert	64,464	50,396	74,747	-	Public Information Specialist	1	35/week
Caroline	41,121	37,655	52,340			1	
Carroll	67,704	60,996	107,679	=	Public Information Administrator	1	
Cecil							NCC
Charles	78,000	67,515	108,431	=	Chief of Communications	1	
Dorchester							
Frederick	61,481	51,517	82,165			1	
Garrett							
Harford	110,933	91,600	141,606	=	Director of Governmental & Community Relations	1	
Howard	122,512	74,901	120,827	=	Public Information Administrator	1	
Kent							
Montgomery	165,000	165,000	165,000	=	Director, Officer of Public Information	1	Appointed to position
Prince George's	117,876	117,876	117,876	=	Director, Communications	1	Exempt status, no min/max
Queen Anne's							
St. Mary's	63,648	66,016	115,526	=		1	Contract
Somerset							
Talbot							
Washington	55,687	40,859	63,902	=	PIO/Disability Issues Coord.	1	
Wicomico	59,002	43,059	86,119			1	
Worcester	45,604	43,406	71,126	=		1	
MNCPPC	109,200	62,658	109,200	=	Public Affairs Specialist IV	1	
AVERAGE	79,589	73,718	104,721				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Superintendent of Schools

Executes public school policies and enforces regulations in compliance with the State Board of Education and the local school board.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	165,000	165,000	165,000		Superintendent of Schools	1	Includes a stipend for in-county travel.
Anne Arundel	238,703	238,703	238,703				Board of Ed. Position
Baltimore City	250,000	250,000	250,000				
Baltimore County	291,585	291,585	291,585	=		1	appointed position
Calvert	169,000	169,000	169,000	=		1	Contract
Caroline	140,000	140,000	140,000				
Carroll	180,000			=	Superintendent of Schools	1	Amount set by the Board of Education - no scale with a minimum or maximum salary
Cecil	168,498	168,498	168,498				NCC
Charles	249,000	249,000	249,000				
Dorchester	133,750	133,750	133,750				
Frederick	241,810	241,810	241,810				
Garrett	157,538			=		1	
Harford	200,000	200,000	200,000				
Howard	265,000	265,000	265,000				
Kent	142,000	142,000	142,000				
Montgomery	213,779	213,779	213,779				
Prince George's	273,000	273,000	273,000				Separate employer
Queen Anne's	150,800	150,800	150,800				
St. Mary's	213,779	213,779	213,779				
Somerset	131,000			=		1	Separate Entity
Talbot	174,059	174,059	174,059				
Washington	182,905						
Wicomico	165,000	165,000	165,000				
Worcester	164,300	164,300	164,300				
MNCPPC							
AVERAGE	182,548	130,488	130,488				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

County Attorney/Solicitor

Oversees legal services for the jurisdiction.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	54,494	54,494	54,494				Part-time .50 FTE
Anne Arundel	157,895	99,580	162,693	=	County Attorney	1	Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=	City Solicitor	1	
Baltimore County	158,718	158,718	158,718	=		1	Appointed position, 2% COLA effective 1/1/2010
Calvert	124,641	98,214	164,389	=		1	Contract/35/week
Caroline	121,000	121,000	121,000			1	
Carroll	102,420	83,741	147,784	=	County Attorney	1	
Cecil							NCC
Charles	166,001			=	County Attorney	1	
Dorchester							
Frederick	159,271	122,956	200,365			1	
Garrett	60,000			=		1	
Harford	133,472	105,700	165,464	=	County Attorney	1	
Howard	154,898	101,795	164,362	=	County Solicitor	1	
Kent							
Montgomery	206,492	206,492	206,492	=	County Attorney	1	Appointed to position
Prince George's	146,024	98,884	192,385	=	Director, Office of Law	1	
Queen Anne's							
St. Mary's							
Somerset	24,155			=		1	Salary determined on a yearly basis
Talbot	117,248	117,248	117,248		County Attorney	1	
Washington							
Wicomico	110,000					1	Unclassified
Worcester	124,200	120,000	136,900	=		1	
MNCPPC							
AVERAGE	133,486	95,489	126,956				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Liaison, Legislative Affairs/Government Affairs/Legislative

Represents the jurisdiction to the next highest level of government and reports back to local officials on pending legislation.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	131,841	79,835	135,849	=	Legislative Liaison Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	125,000	125,000	125,000	=		1	Appointed position, 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll	81,016	69,306	108,701	=	Senior Assistant County Attorney - Legislative Director	1	This is not an appointed position County Attorney Reports to NCC
Cecil							
Charles							
Dorchester							
Frederick							
Garrett							
Harford	105,664	81,000	124,862		Chief of Staff	1	
Howard	107,286	74,901	120,827	=	Executive Assistant II		
Kent							
Montgomery	192,182	192,182	192,182	=	Director, Intergovernmental Legislative Affairs	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							Same as County Attorney/Solicitor
AVERAGE	91,801	71,674	102,540				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Chief of Purchasing

Supervises and performs responsible work involved in procuring proposals, orders, reports, and arranging for the purchase of equipment, materials, and supplies to be used by the jurisdiction.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,072	72,324	120,072	=	Purchasing Agent	1	
Baltimore City	109,323	77,000	132,400	=	Executive Level II	1	
Baltimore County	74,066	60,223	93,825	=		1	35 hour position. 2% COLA effective 1/1/2010
Calvert	66,885	54,928	81,481	=	Purchasing Officer	1	35/week
Caroline	43,558	33,124	46,125		Purchasing Agent II	1	
Carroll	85,235	55,322	97,656	=	Bureau Chief Purchasing		
Cecil	60,050	47,424	73,840	=	Purchasing Agent	1	
Charles		72,988	117,190	=	Chief of Purchasing		Vacant
Dorchester							
Frederick	94,746	77,712	124,076		Director, Purchasing	1	
Garrett		48,291	74,340	=		1	
Harford	110,933	91,600	141,606	=	Director of Procurement	1	or Deputy Director - (1) \$92,003
Howard	101,088	74,901	120,827	=	Purchasing Administrator	1	
Kent							
Montgomery	190,000	190,000	190,000	=	Director, Office of Procurement	1	Appointed to position
Prince George's	138,766	85,420	166,190	=	Administrative Specialist IV	1	
Queen Anne's							
St. Mary's	86,590	57,200	97,178	+	Procurement Manager	1	
Somerset							
Talbot							
Washington	81,158	55,589	86,939	=	Purchasing Agent	1	
Wicomico	73,249	56,657	113,314		Purchasing Agent	1	
Worcester							
MNCPPC	128,399	75,036	128,399	=	Finance Manager II-Purchasing	1	
AVERAGE	84,454	71,218	110,415				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Buyer

Performs all aspects of procurement transactions.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	62,194	46,369	76,983	=	Buyer III	3	
Baltimore City	59,200	48,600	68,600	=	Procurement Specialist II	3	
Baltimore County	54,834	44,735	55,722	=		9	35 hour position. max. salary with longevities is \$70,527. 2% COLA effective 1/1/2010
Calvert	48,837	36,364	53,945	=	Purchasing Assistant	3	35/week
Caroline	50,200	40,080	55,811		Purchasing & Cont. Officer, p.t.	1	
Carroll	49,337	40,872	65,375	=	Buyer	2	Converted to 40 hours
Cecil	53,914	35,630	55,536	=		1	
Charles	55,777	42,385	68-223	=	Procurement Specialist	1	
Dorchester							
Frederick		44,933	71,632		Procurement Analyst		Employees as Procurement Analyst 2 and 3s
Garrett		29,837	45,933	=		1	
Harford	58,162	47,400	90,230	=	Procurement Agent II	8	Procurement Agent I, II, III
Howard	57,736	44,845	72,384	=	Buyer	5	
Kent							
Montgomery	77,242	49,253	81,513	=	Procurement Specialist II	8	
Prince George's		35,492	69,055	=	Buyer II		
Queen Anne's							
St. Mary's	48,381	37,461	58,053	=	Buyer	1	
Somerset							
Talbot							
Washington	50,226	40,859	63,902	=		1	
Wicomico							
Worcester							
MNCPPC	77,059	53,835	92,300	=	Principal Admin Spec-Buyer	2	
AVERAGE	48,274	41,669	66,347				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Accountant I (Journey/Intermediate Level)

Performs professional intermediate level accounting work requiring professional knowledge. Duties may include debt management, payroll services, grant oversight, cost accounting, audit services. Typically CPA preferred and Bachelors degree required.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	56,229	43,525	82,710	+	Senior Accountant	1	CPA required.
Anne Arundel	59,354	49,932	82,900	=	Accountant II	2	
Baltimore City	48,233	40,000	56,800	=	Accountant II	18	
Baltimore County	60,178	44,735	55,722	=	Accountant II	5	35 hour position. max. salary with longevities is \$70,527
Calvert	57,840	50,396	74,747	=	Accountant II	1	35/week
Caroline							
Carroll	57,242	45,053	72,093	=	Accountant II	1	Converted to 40 hours
Cecil	45,760	43,139	67,226	=		2	
Charles	62,303	53,465	85,952	=	Accountant	4	
Dorchester							
Frederick	48,111	48,112	76,717		Accountant II	8	
Garrett		41,278	63,548	=		2	
Harford	61,609	47,400	90,230	=	Accountant II	4	
Howard	64,711	49,733	80,163	=	Fiscal Specialist I	8	
Kent							
Montgomery	71,701	47,028	77,756	=	Accountant/Auditor I	9	
Prince George's	65,751	43,142	83,937	=	Accountant II	19	
Queen Anne's	65,047	45,714	74,517	=	Accountant II	3	
St. Mary's	40,768	37,461	58,053	=	Accountant	1	
Somerset							
Talbot	47,993	40,618	56,011		Accountant	1	
Washington	70,149	51,471	80,498	=	Sr. Accountant	1	
Wicomico	73,454	50,652	101,303		Chief/Senior	2	
Worcester	47,913	40,000	50,000	=		1	
MNCPPC	65,388	47,535	81,342	=	Accountant II	6	
AVERAGE	51,982	43,156	69,536				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Budget Analyst I

Performs intermediate level collection and analysis of budgetary and financial data. Typically requires Bachelors degree and 2 years experience.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel		53,776	89,276	+	Budget & Management Analyst II		
Baltimore City	69,520	56,000	79,400	=	Budget Management Analyst III	5	
Baltimore County	69,761	60,223	93,825	=	Budget Analyst II	3	35 hour position. 2% COLA effective 1/1/2010
Calvert	57,840	50,396	74,747	=	Budget Analyst	1	35/week
Caroline							
Carroll	50,565	49,109	78,583	=	Management & Budget Analyst	3	
Cecil							NCC
Charles		49,476	79,569	=	Budget Analyst I		vacant
Dorchester							
Frederick	57,489	44,933	71,632			2	
Garrett							
Harford	59,595	43,900	84,032	=	Budget Analyst	1	
Howard	65,156	49,733	80,163		Fiscal Specialist II	4	
Kent							
Montgomery	64,210	49,253	81,513	=	Management & Budget Specialist II	7	
Prince George's	63,093	43,142	83,937	=	Budget Management Analyst II	3	
Queen Anne's							
St. Mary's		49,670	84,490	=		3	
Somerset							
Talbot							
Washington	50,638	44,128	69,015	=		1	
Wicomico							
Worcester							
MNCPPC		47,535	81,342	=	Budget Analyst		
AVERAGE	50,656	49,518	80,783				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Administrative Analyst

Performs responsible professional and technical work involving analysis of managerial and office policies, practices, methods, procedures, and organizational structures. Coordinates budget, personnel, and purchasing functions for department/office. Typically requires bachelors degree and 2 years experience

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	70,102	49,932	82,900	=	Management Assistant II	24	
Baltimore City	50,775	40,000	56,800	=	Administrative Analyst II	4	
Baltimore County	61,876	44,735	55,722	=	Management Analyst II	23	35 hour position. Max. salary with longevities is \$70,527. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett							
Harford	59,282	39,900	76,190	=	Administrative Specialist I	6	
Howard	61,225	44,845	72,385	=	Administrative Specialist I	8	
Kent							
Montgomery	70,599	47,028	77,756	=	Administrative Specialist II	53	
Prince George's	62,788	43,142	83,937	=	Administrative Assistant II	41	
Queen Anne's							
St. Mary's	50,482	46,134	73,736	=	Risk Analyst	1	
Somerset	79,145	56,432	89,415	+	Internal Auditor	1	Develop internal controls & procedures
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	74,028	47,535	81,342	=	Senior Administrative Specialist	31	
AVERAGE	62,919	45,794	74,316				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Personnel Analyst I

Performs intermediate level administrative and technical personnel work. May specialize in classification, pay, recruitment, benefits, or other area. Non-supervisory. Typically requires bachelors degree and 2 years experience.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,973	30,130	57,255	+	Benefits Specialist	1	
Anne Arundel	61,303	49,932	82,900		Personnel Analyst II	5	
Baltimore City	56,840	46,700	65,500	=	Human Resources Specialist II	5	
Baltimore County	59,367	44,735	55,722	=	Personnel Analyst II	5	35 hour position. max. salary with longevities is \$70,527. 2% COLA effective 1/1/2010
Calvert	45,445	42,424	62,917	-	Personnel Analyst I	1	35/week
Caroline	56,378	48,497	67,532		Assistant Director	1	
Carroll		45,053	72,093	=	Personnel Analyst I		Converted to 40 hours
Cecil							NCC
Charles	74,165	57,783	92,861	+	Recruitment Administrator	1	
Dorchester							
Frederick	48,076	48,112	76,717		Senior HR Analyst	4	
Garrett							
Harford	55,206	47,400	90,230	=	Human Resources Analyst	1	
Howard	69,992	55,058	88,795	=	Administrative Specialist II	2	
Kent							
Montgomery	68,171	49,253	81,513	=	Human Resources Specailist II	6	
Prince George's	61,115	43,142	83,937	=	Personnel Analyst II	17	
Queen Anne's	50,848	39,923	64,724	=	HR Specialist III	1	
St. Mary's							
Somerset	36,705	30,879	50,598	-	Administrative Aide Human Resources	1	
Talbot	33,951	31,365	49,834		Human Resources Assistant	1	
Washington							Recently reclassified to Deputy Dir., HR
Wicomico	32,880	27,875	51,558		HR Specialist II	2	
Worcester							
MNCPPC	73,906	47,535	81,342	=	Senior Human Resources Specialist	6	
AVERAGE	48,516	40,028	64,813				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Staff Attorney I

Performs intermediate level legal work in the handling of legal matters that arise in the government. Typically requires Maryland Bar membership and 2 years experience.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,356	44,356	44,356	+	Assistant County Attorney	1	1/2 time. Not civil service.
Anne Arundel	82,636	57,913	96,146		Attorney II	4	
Baltimore City	72,560	44,200	84,600	=	Assistant Solicitor	30	
Baltimore County	86,262	45,619	115,953	=	Assistant County Attorney	22	non-graded position. 2% COLA effective 1/1/2010
Calvert	89,198	65,265	96,806	=	Associate County Attorney	1	Contract/35/week
Caroline							
Carroll	58,344	58,344	93,351	=	Assistant County Attorney I	1	
Cecil							
Charles	64,898	62,456	100,338	=	Assistant County Attorney I	1	
Dorchester							
Frederick	86,697	72,559	115,833		Assistant County Attorney	2	
Garrett							
Harford	103,543	64,300	114,629	=	Assistant County Attorney II	1	
Howard	90,140	67,600	109,096	=	Attorney	6	
Kent							
Montgomery	78,667	62,168	103,309	=	Assistant County Attorney II	2	
Prince George's	70,082	49,943	97,168	=	Attorney II	6	
Queen Anne's							
St. Mary's	70,554	65,728	111,738	=	Deputy County Attorney	1	
Somerset							
Talbot							
Washington	84,737	60,036	93,894	Plus	Asst. Co. Atty.	2	
Wicomico	110,000					1	Unclassified
Worcester							
MNCPPC	90,575	62,658	109,200	=	Associate General Counsel II	6	
AVERAGE	74,542	51,280	86,076				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Planner I

Performs intermediate level professional planning work involving complex technical planning assignments. Typically requires Bachelors degree and 2 years experience.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,934	36,214	68,817	=	Planner II	3	
Anne Arundel	63,258	49,932	82,900		Planner II	18	
Baltimore City	54,381	46,700	65,580	=	City Planner II	11	
Baltimore County	56,708	44,735	55,722	=	Planner II	19	35 hour position. Max salary with longevities is \$70,527
Calvert	59,619	42,424	62,917	-	Planner I	3	35/week
Caroline	42,567	36,436	61,393		Planner I & II & III	4	
Carroll	42,079	40,872	65,375	=	Comprehensive Planner I	1	Converted to 40 hours
Cecil		43,139	67,226	=	Planner II		vacant position
Charles	51,412	49,476	79,569	=	Planner I	1	
Dorchester	35,960	35,960	56,085	=	Environmental Planner	2	One specializes in environmental and the other in forestry
Frederick	44,933	44,933	71,632		Planner I	3	
Garrett		29,837	45,933	=		1	
Harford	45,622	39,900	76,190	=	Planner I	7	
Howard	65,053	49,733	80,163	=	Planning Specialist II	11	
Kent	54,415	43,962	81,642		3 planners: 1-Environmental, 1-Housing, and 1-Community	3	
Montgomery	75,465	51,598	85,463	=	Planning Specialist II	1	
Prince George's	57,609	42,793	78,356	=	Planner II	6	Represents the largest group of this class of employees.
Queen Anne's	72,818	52,406	85,833	+	Senior Planner	5	
St. Mary's	40,012	37,461	58,053	=		4	1 not filled
Somerset	45,410	29,062	62,282	+	Senior County Planner & Planner I	2	2 Pay Grades
Talbot	55,082	49,371	61,917		Long Range Planner	1	
Washington	37,833	37,833	59,169		Planner I	2	51435 - 44,128 - 69,015, Sr. Planner - 3
Wicomico	67,030	43,059	86,119		Planner III	2	
Worcester	45,507	35,744	55,696	=		3	
MNCPPC	66,320	47,535	61,342	=	Senior Planner	52	
AVERAGE	50,248	42,233	68,918				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

County Engineer/Chief of Engineering

Directs, oversees, and performs professional engineering work related to public works projects such as highway, utilities, land development and traffic engineering. PE certification required.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	100,146	57,349	108,981	=	County Engineer	1	
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City		64,800	91,100		Engineering Supervisor	7	
Baltimore County	112,032	76,288	118,855	=	Chief, Bureau of Engineering and Construction	1	2% COLA effective 1/1/2010
Calvert							
Caroline	76,330	71,005	98,874			1	
Carroll	96,908	55,322	97,656	=	Bureau Chief Engineering	1	Converted to 40 hours
Cecil	101,903	101,903	101,903	=	Chief of Engineering & Construction	1	No Minimum or Maximum pay range
Charles	146,919	92,267	148,037	+	Director of Planning & Growth Management	1	
Dorchester	85,592	60,576	94,478	=	Senior Engineer	1	
Frederick	86,912	72,559	115,833		Engineering Manager	2	
Garrett		52,232	80,408	=		1	
Harford	106,676	64,300	114,629	=	Civil Engineer IV	4	
Howard	131,685	91,915	148,283	=	Engineering Manager II	1	
Kent	82,987	51,600	81,642	=		1	
Montgomery	143,507	84,407	149,417	-	Manager I	1	Position is called Manager I, highest level Engineering Management
Prince George's	116,673	73,789	143,562	-	Engineer V	16	PE certification is not required but desirable
Queen Anne's	99,796	58,652	107,974	=	Chief of Engineering	1	
St. Mary's	95,243	74,818	123,469	=	Senior Project Manager	1	
Somerset	69,012	56,432	89,415	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	87,703	60,036	93,894	=	Deputy Dir/Capital Proj. Deputy Dir/Land Dev.	2	
Wicomico	84,931	56,657	113,314			1	
Worcester							
MNCPPC	106,610	62,658	109,200	=	Engineering Supervisor	3	
AVERAGE	93,372	69,369	112,265				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Engineer I

Performs intermediate level professional engineering work on public works projects. Typically requires Bachelors degree and 2 years experience but does not require PE certification.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		39,700	75,442	=	Engineer II	Vacant	EIT certification required at minimum.
Anne Arundel	65,855	49,932	82,900		Engineer II	6	
Baltimore City		46,700	65,500	=	Engineer II	41	
Baltimore County	57,225	46,684	58,032	=	Engineer II	7	35 hour position. max. salary with longevities is \$74,142
Calvert	77,681	65,265	96,806	=	Project Engineer II	5	35/week
Caroline							
Carroll	69,638	45,053	72,093	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil		43,139	67,226	=	Civil Engineer I		Vacant position
Charles	67,347	57,783	92,861	+	Engineer II	4	
Dorchester	85,592	60,576	94,478	=	Engineer	1	
Frederick	61,950	55,166	88,003		Engineer I	1	
Garrett		44,647	68,733	=		3	
Harford	55,280	47,400	90,230	=	Civil Engineer II	5	
Howard	80,960	61,006	98,426	=	Engineering Specialist II	19	
Kent							
Montgomery	77,155	49,253	81,513	=	Engineer II	4	
Prince George's	75,713	55,062	107,128	=	Engineer II	11	
Queen Anne's	65,079	42,715	69,445	=	Civil Engineer I	1	
St. Mary's	65,936	56,222	87,152	=	Engineer II	1	
Somerset							
Talbot							
Washington	69,892	51,471	80,498	=	Civil, Environmental, Structural & Trans.	5	
Wicomico	56,716	43,059	86,119			2	
Worcester	103,500	100,000	103,500	=		1	
MNCPPC	76,704	47,535	61,342	=	Engineering Designer II	1	
AVERAGE	59,764	50,516	79,337				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Chief, Solid Waste and Recycling

Manages the technical, administrative, promotional, educational, and planning components for all recycling and solid waste management and collection systems.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City	109,323	77,200	132,400	=	Executive Level II	1	
Baltimore County	91,093	71,908	112,032	=	Chief, Bureau of Solid Waste Management	1	2% COLA effective 1/1/2010
Calvert	63,045	54,928	81,481	=	Solid Waste Division Chief	1	35/week
Caroline	57,314	44,088	61,393		Assistant Director Special Services	1	
Carroll	74,776	55,322	97,656	=	Bureau Chief Solid Waste	1	Converted to 40 hours
Cecil	58,739	52,187	81,349	=		1	
Charles	106,045	78,914	126,670	+	Chief of Environmental Resources	1	
Dorchester	51,943	41,592	64,869	=	Landfill Foreman	1	
Frederick	83,321	72,559	115,833		Superintendent, SWM	1	
Garrett		29,837	45,933	=		1	
Harford	101,865	71,400	118,934	=	Chief, Solid Waste Management Division	1	
Howard							
Kent	68,502	43,962	69,421		Waste Management Division Chief	1	
Montgomery	115,901	115,901	115,901	=	Chief, Waste Reduction and Recycling	1	Appointed to position
Prince George's	123,868	77,478	150,739	=	Associate Director, Department of Environmental Resources	1	
Queen Anne's	101,711	58,652	107,974	+	Chief Roads Engineer	1	Oversees Roads & Solid Waste Divisions
St. Mary's	84,490	49,670	84,490	=	Manager, Grade 9	1	
Somerset	41,530	30,879	50,598	-	Sanitary Landfill Superintendent	1	
Talbot	74,849	68,437	85,827		Manager of Environmental Operations	1	
Washington	73,800	60,036	93,894	=	Dir., Solid Waste	1	
Wicomico	43,059	43,059	86,119		Supt. Wate Disposal	1	
Worcester	83,852	83,852	83,852	=		1	
MNCPPC							
AVERAGE	80,866	63,448	96,630				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Recycling Manager/Coordinator

Performs administrative and supervisory functions related to the development, implementation and coordination of the County's Recycling and Waste Minimization Program.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,144	33,032	62,771	=	Engineering Technician III	1	
Anne Arundel	87,069	62,365	103,536	=	Solid Waste Recycling Manager	1	
Baltimore City		56,000	79,400	=	Recycling Coordinator	1	
Baltimore County	69,815	53,509	83,362	=	Recycling and Waste Prevention Manager	1	2% COLA effective 1/1/2010
Calvert	59,860	50,396	74,747	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	50,004	45,053	72,093	=	Recycling Manager	1	
Cecil	36,483	32,427	50,502	-	Recycling Coordinator	1	Does not have supervisory functions
Charles	58,789	49,476	79,569	=	Recycling Manager	1	
Dorchester							
Frederick	48,111	48,112	76,717				
Garrett		29,837	45,933	=		1	
Harford	98,011	57,700	110,115	=	Recycling Program Manager	1	
Howard	79,913	61,006	98,426	=	Senior Administrative Analyst	1	
Kent							
Montgomery	112,077	63,411	115,901	=	Manager III	4	
Prince George's	97,338	63,741	124,013	=	Administrative Specialist I	1	
Queen Anne's	72,588	45,714	74,517	=		1	
St. Mary's							
Somerset							
Talbot	56,189	49,371	61,917		CAD Operator/Recycling	1	
Washington	66,681	44,128	69,015	=		1	
Wicomico	23,456	20,623	38,187		Recycling Coordinator	1	
Worcester	52,608	49,630	52,608	=		1	
MNCPPC							
AVERAGE	56,054	45,777	73,666				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Social Worker - LCSW (BS Level/ Licensed)

Performs BS level investigative social work regarding public assistance and counsels various client groups on a professional level.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel					No Match		State funded county contractual
Baltimore City							
Baltimore County	46,958	37,007	46,684	=	Social Work Associate	4	35 hour position. max. salary with longevities is \$58,032
Calvert							
Caroline							
Carroll							NCC
Cecil	37,769	37,769	37,769	=		5	Contractual Positions
Charles							
Dorchester							
Frederick	42,726	36,615	58,321		Case Manager	13	
Garrett							
Harford							
Howard	79,913	55,058	88,795	=	Human Services Specialist III	1	
Kent							
Montgomery							
Prince George's	75,177	42,793	78,356	=	Social Worker II	3	
Queen Anne's	72,588	45,714	74,517	=		1	
St. Mary's	50,482	46,134	73,736	+		1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	61,307	43,887	70,068				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Social Worker - LCSW (Masters Degree Social Work/Certified)

Performs MSW level investigative social work regarding public assistance and counsels various client groups on a professional level.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel					No Match		State funded county contractual
Baltimore City							
Baltimore County	60,015	48,851	60,996	=	Social Worker II	30	35 hour position. max. salary with longevities is \$77,756
Calvert							
Caroline							
Carroll							NCC
Cecil	49,026	32,427	50,502	=	Social Work Supervisor	1	
Charles							
Dorchester							
Frederick	42,434	41,986	66,885		Case Worker	1	
Garrett							
Harford							
Howard							
Kent							
Montgomery	60,868	51,598	85,463	=	Social Worker II	79	
Prince George's	71,533	49,538	90,407	=	Social Worker III	1	
Queen Anne's	51,883	42,715	69,445	=		1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	57,347	46,938	74,639				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Recreation Manager

Directs recreation staff engaged in program activities that may have both indoor and outdoor facilities.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	108,751	72,324	120,072	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City		46,700	65,500	=	Recreation Manager		Vacant
Baltimore County	80,935	60,223	93,825	=	Chief of Recreation Services	1	2% COLA effective 1/1/2010
Calvert	70,252	54,928	81,481	=	Recreation Supervisor	1	35/week
Caroline	56,653	44,088	61,393		Recreation Supervisor	1	
Carroll	60,778	55,322	97,656	=	Bureau Chief Recreation	1	Converted to 40 hours
Cecil	53,768	52,187	81,349	=	Recreation Superintendent	1	
Charles	80,067	62,456	100,338	+	Park Services Administrator	1	
Dorchester	31,109	31,108	48,519	=	R & P Coordinator III	1	
Frederick	68,292	59,075	94,258		Superintendent, Recreation	1	
Garrett							
Harford	104,624	71,400	118,934	=	Chief of Recreation	1	
Howard	101,088	74,901	120,827	=	Administrative Manager		
Kent		43,962	69,421		Recreation Supervisor	1	Vacant
Montgomery	106,872	63,411	115,901	=	Manager III	9	
Prince George's							Not in County class plan
Queen Anne's	43,800	42,715	69,445	=		1	
St. Mary's	95,056	57,200	97,178	=	Manager, Grade 10	1	
Somerset							
Talbot							
Washington	62,757	47,658	74,536	=		1	
Wicomico	66,056	50,652	101,303		Superintendent of Parks	1	
Worcester	50,000	50,000	50,000	=		1	
MNCPPC	66,970	47,535	61,342	=	Recreation/Enterprise Facility Manager II	63	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	65,308	52,016	65,230				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Manager of Parks

Directs and inspects the work of employees engaged in park maintenance and construction activities.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	101,051	72,324	120,072	+	Parks Administrator	2	Highest level of Manager for park planning, construction & maintenance
Baltimore City		62,700	90,900	=	Division Chief II	1	
Baltimore County	69,815	60,223	93,825	=	Chief of Park and Facility Maintenance	1	2% COLA effective 1/1/2010
Calvert	74,056	54,928	81,481	=	Park Supervisor	1	35/week
Caroline	52,134	44,088	61,393		Parks Coordinator	1	
Carroll	64,356	55,322	97,656	=	Bureau Chief Parks	1	Converted to 40 hours
Cecil							NCC
Charles	59,723	57,783	92,861	=	Park Manager	4	Lower avg. salary than last X due to turnover.
Dorchester							
Frederick	91,907	59,075	94,258		Superintendent, Parks	1	
Garrett							
Harford	96,771	71,400	118,934	=	Chief of Parks & Facilities	2	
Howard	101,088	74,901	120,827	=	Administrative Manager		
Kent							
Montgomery							
Prince George's							Not in County class plan
Queen Anne's	51,784	42,715	69,445	=	Park Maintenance Mgr	1	
St. Mary's	57,075	49,670	84,490	=	Manager, Grade 9	1	
Somerset							
Talbot	38,291	37,094	53,630		Parks Superintendent	1	
Washington	56,603	47,658	74,536	=	Field Operations Supv.	1	
Wicomico	66,056	50,652	101,303		Superintendent of Parks	1	
Worcester	54,133	54,133	54,133	=		1	
MNCPPC	69,309	47,535	61,342	=	Park Manager II	22	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	64,678	55,917	88,109				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Network Manager

Supports the effective use of Internet, intranet, LAN, WAN, web services and other electronic information technologies.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	89,546	62,365	103,536	=	Systems Analyst	1	
Baltimore City		51,000	72,200	=	Network Engineer	3	
Baltimore County	NCC						
Calvert	87,597	59,914	88,816	=	Network Administrator Supervisor	1	35/week
Caroline	65,228	48,497	67,532		Computer Network Specialist Supervisor	1	
Carroll	86,092	53,519	85,655	=	Network Manager	1	
Cecil	54,954	47,424	73,840	=	Senior Network Administrator	1	
Charles	106,501	67,515	108,431	=	Network Manager	1	
Dorchester	50,713	48,268	75,283	=		1	
Frederick	75,592	59,015	94,258		Network Engineer II	1	
Garrett							
Harford	105,625	71,400	118,934	+	Deputy Chief, MIS	1	
Howard	88,504	67,600	109,096	=	Technical Services Manager I	1	
Kent							
Montgomery	126,422	77,596	128,836	=	Information Technology Expert	4	
Prince George's	97,338	63,741	124,013	=	Administrative Specialist I	1	Working title: Network Manger
Queen Anne's							
St. Mary's	104,062	66,373	106,184	+		1	
Somerset	38,048	32,809	53,761	+	Network Engineer		Previously listed as Systems Analyst
					System/Network Administrator & System/Network Technician	2	
Talbot	49,483	40,618	61,917				
Washington	65,485	51,471	80,498	=	Database Administrator	1	
Wicomico	32,204	31,728	63,456		Data Services Technician	2	
Worcester	81,026	81,026	81,026	=		1	
MNCPPC	119,028	62,658	109,200	=	IT Systems Manager/Leader	4	
AVERAGE	75,169	57,734	90,260				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Systems Analyst

Performs investigation, analysis, design, programming, and testing activities for information technology products.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	96,054	62,365	103,536		Systems Analyst	13	
Baltimore City		56,000	79,400	=	Systems Analyst II	5	
Baltimore County	76,358	60,223	93,825	=		6	2% COLA effective 1/1/2010
Calvert							
Caroline	45,780	40,080	55,811		Technology Specialist	1	
Carroll	59,731	49,109	78,583	=	Senior Programmer Analyst	3	
Cecil							NCC
Charles	68,155	53,465	85,952	=	Systems Analyst I	3	
Dorchester							
Frederick	69,253	51,517	82,165		Software Integrator	6	
Garrett		32,431	49,928	=		1	
Harford		57,000	110,115	=			
Howard	67,385	55,058	88,795	=	Technical Services Specialist III	6	
Kent	48,954	43,962	69,421	=	IS Engineer	1	
Montgomery	89,782	59,345	98,513		IT Specailist III	54	All Systems Analysts are classified as IT Specialist III, no role diferrentiation
Prince George's	46,360	35,493	69,055	=	Systems Analyst II	3	
Queen Anne's	62,920	45,714	74,517	=	System Administrator	2	
St. Mary's							
Somerset							
Talbot							
Washington	57,799	47,658	74,536	=		2	
Wicomico	53,672	36,261	72,521		Systems Project Manager	1	
Worcester							
MNCPPC	68,005	49,912	82,518	=	IT Support Specialist II	25	Certain IT positions are in a special salary range
AVERAGE	49,541	43,649	71,482				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Computer Programmer/Analyst

Performs technical-level work in computer programming and application design.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,280	30,130	57,255	=	Information Technology Support	1	
Anne Arundel	60,499	49,932	82,900		Programmer-Analyst I	5	P-A II is supervisory
Baltimore City		42,918	52,261		Analyst/Programmer II	15	
Baltimore County	70,624	51,094	64,099	=	Programmer Analyst II	2	35 hour position. max. salary with longevities \$81,367
Calvert							
Caroline							
Carroll	47,310	45,053	72,093	=	Programmer Analyst	2	Converted to 40 hours
Cecil	82,494	57,783	92,861	=	Systems Analyst II	3	
Charles	82,494	57,783	92,861	=	Systems Analyst II	3	
Dorchester							
Frederick							
Garrett							
Harford	69,997	52,800	97,261	=	Programmer Analyst I	8	
Howard	62,442	49,733	80,163	=	Technical Services Specialist II	13	
Kent	39,739	39,393	60,510	=	IS Technician	2	
Montgomery	89,782	59,345	98,513		IT Specialist III	54	All Programmer Analysts are classified as IT Specialist III, no role differentiation
Prince George's	80,572	44,157	88,764	=	Programmer/Systems Analyst II	2	Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	66,799	66,373	106,184	=		2	
Somerset							
Talbot							
Washington							
Wicomico	47,610	36,261	72,521		Systems Project Manager	1	
Worcester	41,389	37,496	61,422	=		3	
MNCPPC	76,152	49,912	82,518	=	Programmer/Analyst II	8	Certain IT positions are in a special salary range
AVERAGE	51,435	43,630	71,733				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Help Desk/Analyst

Functions as jurisdictional-wide help desk/technical support and departmental administration support. Troubleshooting, installation, and use of : hardware, software, and peripherals.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,609	30,130	57,255	=	Information Technology Support	1	
Anne Arundel	37,609	30,130	57,255	=	Information Technology Support	1	
Baltimore City							
Baltimore County	45,609	38,889	48,851		Office Automation Assistant	12	35 hour position. max. salary with longevities \$60,996
Calvert							
Caroline	33,049	30,113	41,932			1	
Carroll	49,151	45,053	72,093	+	Client Services Support Analyst	1	Converted to 40 hours
Cecil	43,243	35,630	55,536	=		4	
Charles	55,931	49,476	79,569	=	Technology Support Specialist II	2	
Dorchester							
Frederick	44,901	24,958	50,856		Client Services Tech	1	
Garrett							
Harford	48,007	43,900	84,032	=	Computer Systems Engineer II	4	
Howard	63,128	49,733	80,163	=	Technical Services Specialist II	5	
Kent	31,383	31,383	48,378		Administrative Secretary	1	
Montgomery	85,818	51,598	85,463		IT Specialist II	19	All Help Desk Analysts are classified as IT Specialist II, no role differentiation
Prince George's	62,788	43,142	83,937	=	Administrative Assistant II	41	The number of employees is not accurate for this position since this is a generic class title used by the County. The average given is the average for all Admin Asst II that represent the largest group of this class of employees.
Queen Anne's	37,300	32,662	52,605	=	Help Desk Specialist	1	
St. Mary's	38,854	36,026	54,018	=	Help Desk Technician	1	
Somerset							
Talbot							
Washington							
Wicomico	32,204	31,728	63,456		Data Services Technician	1	
Worcester	59,765	47,855	78,417	=		1	
MNCPPC	57,512	44,028	72,792	=	IT Support Specialist I	11	Certain IT positions are in a special salary range
AVERAGE	42,737	35,088	58,216				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Receptionist/Telephone Operator

Performs routine clerical duties, including answering telephones, greeting office visitors, and general typing work of limited complexity.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	17,867	17,867	17,867	=	Central Receptionist/Telephone Operator	1	Contractual
Anne Arundel	34,099	23,608	44,346	+	Office Support Assistant I Office Support Assistant II	104	Office Support Assistant I/II may perform other clerical duties than just receptionist or greeting visitors. Min salary is OS 1 and max salary is OS 2 including 15% longevity 16+ yrs
Baltimore City		24,222	27,076	=	Office Assistant I		Vacant
Baltimore County	32,432	24,698	30,649	-	Clerk	6	35 hour position. Max salary with longevities is \$38,889
Calvert							
Carroll	36,941	26,562	42,495	=	Information desk Receptionist	1	
Cecil	29,224	23,109	35,942	=	Office Services Assistant	1	
Charles	38,140	28,870	50,269	+	Office Associate I & II	10	
Dorchester	24,765	23,571	36,763	=	Administrative Associate	2	
Frederick	33,942	27,889	44,361		Admin Spec II	3	
Garrett							
Harford		23,700	51,002	=	Clerical Assistant		
Howard	34,068	26,832	43,889	=	Administrative Support Technician I	7	
Kent							
Montgomery	37,926	31,797	51,062	=	Administrative Aide	6	This is at the entry level. Please note that they also perform other functions
Prince George's	22,823	22,879	44,514	=	General Clerk II	12	
Queen Anne's							
St. Mary's					Switchboard Operator/Greeter		
Somerset							
Talbot	35,467	23,707	45,439		Clerk	2	
Washington							
Wicomico	20,000					1	Unclassified
Worcester	26,013	25,379	41,587	=		1	
MNCPPC	33,504	26,623	47,857	=	Office Clerk	6	
AVERAGE	24,924	20,816	33,737				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Paralegal

Performs a wide variety of legal functions pertaining to programs and operations of the jurisdiction, such as legal research, interviewing and dealing with clients. Typically requires an AA degree at a minimum.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	30,534	30,534	30,534			2	Contractual
Anne Arundel	51,723	37,132	58,671		Paralegal	4	
Baltimore City		41,438	50,364	=	Paralegal	6	
Baltimore County	46,793	35,275	44,735	=	Legal Assistant	2	35 hour position. Max salary with longevities is \$55,722. 2% COLA effective 1/1/2010
Calvert							
Caroline	53,002	40,080	74,286		Court Coordinator	2	
Carroll	39,728	37,482	59,967	=	Paralegal	1	
Cecil							NCC
Charles	48,306	42,385	68,223	=	Paralegal	1	
Dorchester							
Frederick	47,909	34,299	54,648		Legal Assistant		
Garrett							
Harford	58,290	47,400	90,230	-	Legal Assistant III	5	
Howard	54,300	40,477	65,395	=	Legal Support Services Specialist	5	
Kent							
Montgomery	71,686	51,598	85,463	=	Paralegal Specialist	7	
Prince George's	39,911	33,804	65,767	=	Paralegal Assistant II	12	Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	44,449	41,184	65,811	=		2	
Somerset	33,465	29,062	50,598	-	Child Support Processor & Victim Witness Coord.	3	2 Pay Grades
Talbot	41,454	37,094	53,630		Paralegal	1	
Washington							
Wicomico	33,796	27,875	51,558				
Worcester							
MNCPPC		41,932	71,750	=	Paralegal Assistant		Requires paralegal certificate
AVERAGE	40,903	35,713	57,052				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Legal Secretary

Performs a variety of administrative, secretarial and minor paralegal duties to attorney and/or judge. Under general supervision, performs a full range of legal secretarial work including the processing of various legal documents

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,520	27,482	52,225	=		6	
Anne Arundel	50,823	33,638	53,159		Legal Secretary	6	
Baltimore City		32,853	39,210	=	Legal Assistant	9	
Baltimore County	40,257	32,169	40,830	=		27	35 hour position. Max salary with longevities is \$51,094
Calvert							
Caroline	35,020	30,113	46,125		Court Recorder/Coordinator	7	
Carroll	32,913	28,933	46,322	=	Legal Secretary I	3	
Cecil	37,596	32,427	50,502	=		6	
Charles	51,939	42,385	68,223	+	Legal Assistant III	2	
Dorchester	43,882	33,444	52,161	=	Legal Secretary	2	
Frederick	42,164	34,299	54,648		Judicial Assistant	3	
Garrett							
Harford	41,513	39,900	76,190	=	Legal Specialist II	1	
Howard	48,474	36,546	56,989	=	Administrative Aide	15	
Kent	41,592	41,592	41,592		1-Legal Admin. Aide, 1-legal Sec.	2	
Montgomery	54,382	37,457	61,498	=	Legal Secretary II	8	
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's	32,378	30,971	46,488	=	Legal Assistant I	3	
Somerset	32,129	27,353	44,821			5	Legal Secretary
Talbot	36,158	29,042	58,759		Legal Secretary	3	
Washington	36,106	32,435	50,727	=		9	
Wicomico	39,131	23,456	43,399		Legal Office Associate III		
Worcester							
MNCPPC	60,892	37,025	63,357	=		2	
AVERAGE	35,636	30,784	49,593				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Cashier

Performs clerical work in the receiving, recording, and balancing of cash, checks, vouchers, and other monies.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	29,420	27,482	52,225	=		2	
Anne Arundel	30,174	24,752	42,245		Cashier I	3	max salary includes 15% longevity 16+ yrs
Baltimore City		28,768	33,841	=	Cashier II	22	
Baltimore County	40,990	32,169	40,830	=		6	35 hour position. Max salary with longevities is \$51,094
Calvert							
Caroline							
Carroll	25,085	24,378	38,980	=	Collections Clerk I	1	
Cecil	36,373	32,427	50,502	=	Collections Specialist	7	
Charles	34,931	31,163	50,269	=	Revenue Specialist	6	
Dorchester	25,149	25,149	39,223	=	Fiscal Clerk	2	
Frederick		31,948	58,302		Collection Specialist		
Garrett							
Harford	42,038	33,100	66,290	=	Cashier II	5	Cashier I (\$27,500 - \$57,182) 0 incumbents
Howard	36,230	29,765	48,006	=	Administrative Support Technician II	6	
Kent	35,651	31,383	48,378		Revenue Associate	2	
Montgomery	54,608	37,457	61,498	=	Fiscal Assistant	37	Also reconcile accounts and maintain general ledgers in some departments
Prince George's							Not in County class plan
Queen Anne's	40,177	30,550	49,122	=	Collection Specialist I	2	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							PT Rec and Parks
Worcester	34,284	28,697	41,141	=		6	
MNCPPC							
AVERAGE	27,359	26,423	42,403				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Clerical/Administrative Support - (Entry Level)

Performs entry-level clerical activities under direct supervision. Duties may include receptionist, mail distribution, basic data entry and general filing.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	19,978	17,354	32,979	=	Office Associate I	2	
Anne Arundel	31,173	23,608	40,290		Office Support Assistant I	13	Max salary includes 15% longevity 16+ yrs
Baltimore City		24,222	27,076	=	Office Assistant I		Vacant
Baltimore County	32,432	24,698	30,649	=	Clerk	6	35 hour position. Max. salary with longevities is \$38,889
Calvert							
Caroline							
Carroll	24,420	22,360	35,776	=	Office Associate I	2	Converted to 40 hours
Cecil	26,160	23,109	35,942	=	Office Services Assistant	7	
Charles	32,895	28,870	46,600	+	Office Associate I	2	
Dorchester	29,052	22,141	34,533	=	Administrative Associate	3	
Frederick	34,134	29,851	47,498		Admin Spec III	30	
Garrett							
Harford	32,448	27,500	57,182	=	Clerk Typist	5	
Howard	34,068	26,832	43,389	=	Administrative Support Technician I	10	
Kent	31,606	28,148	43,201		Office Assistant	9	
Montgomery	46,392	33,107	53,483	=	Principal Administrative Aide	198	
Prince George's	43,435	32,194	62,636	=	Administrative Aide II	55	Represents the largest group of this class of employees.
Queen Anne's	28,019	25,000	40,066	=	Adm. Asst. I	4	
St. Mary's		25,626	38,459	+	Office Specialist	7	
Somerset	25,270	24,229	39,703	=	Office Assistant I	3	
Talbot	29,306	23,707	47,153		Administrative Assistant I & Staff Assistant	11	
Washington	28,761	25,748	40,269	=	Office Associate	7	
Wicomico	39,422	23,456	43,399			20	
Worcester	26,013	18,935	31,032	=		10	
MNCPPC	33,227	29,909	51,180	=	Administrative Assistant	7	
AVERAGE	27,811	24,123	39,605				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Clerical/Administrative Support - (Intermediate Level)

Performs intermediate level clerical activities under general supervision. Duties may include word processing and spreadsheets. Requires software proficiency.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,201	25,069	47,639	=	Office Associate III	2	
Anne Arundel	34,517	25,938	44,346		Office Support Assistant II	91	Max salary includes 15% longevity 16+ yrs
Baltimore City		25,800	29,236	=	Office Assistant II	197	
Baltimore County	37,041	29,279	37,007	=	Office Assistant	157	35 hour position. Max salary with longevities is \$46,684
Calvert							
Caroline	26,205	24,886	34,654		Office Support Assistant II	5	
Carroll	27,123	24,378	38,980	=	Office Associate II	1	Converted to 40 hours
Cecil	34,262	29,453	45,926	=	Office Services Specialist	17	
Charles	44,333	33,645	54,240	=	Office Associate III	10	
Dorchester	25,148	25,148	39,223	=	Admin Associate, Adv	5	
Frederick	45,432	34,203	54,462		Admin Spec V	18	
Garrett		25,253	37,396	=		6	
Harford	42,412	33,100	66,290	=	Administrative Assistant I	30	
Howard	36,230	29,765	48,006	=	Administrative Support Technician II	85	
Kent	36,434	31,383	48,378	=	Admin. Secretary	8	
Montgomery							
Prince George's	54,686	35,493	69,055	=	Administrative Aide III	46	Represents the largest group of this class of employees.
Queen Anne's	34,097	26,819	42,871	=	Adm. Asst. II	17	
St. Mary's		28,246	42,286	=	Senior Office Specialist	20	
Somerset	27,977	25,744	42,184	=	Office Assistant II and/or Secretary General	3	
Talbot	32,083	29,042	48,365		Administrative Assistant II	6	
Washington	34,309	30,033	46,971	=	Sr. Office Associate	32	
Wicomico	36,972	27,875	51,558		Administrative Office Associate II	7	
Worcester	32,714	26,648	43,665	=		11	
MNCPPC							
AVERAGE	29,442	27,270	44,032				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Clerical/Administrative Support - (Senior Advanced Level)

With minimal supervision, performs high level clerical/administrative duties. Provides direct support to manager/function. Responsible for administrative processes and makes independent judgments.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,507	30,130	57,255	=	Office Associate V	4	
Anne Arundel	41,306	28,496	48,755		Office Support Specialist	61	Max salary includes 15% longevity 16+ yrs
Baltimore City		27,410	31,609	=	Office Assistant III	215	
Baltimore County	48,206	35,275	44,735	=	Office Administrator	16	35 hour position. Max salary with longevities is \$55,722. 2%COLA effective 1/1/2010
Calvert							
Caroline	330,032	27,375	46,125		Administrative Aide/Assistant/Management Associate	13	
Carroll	40,077	31,554	50,482	=	Administrative Office Associate I	11	support staff to the Bureau Chief/Deputy Director level - converted to 40 hours
Cecil	40,472	32,427	50,502	=	Administrative Assistant	18	
Charles	47,220	39,237	63,189	+	Administrative Associate	17	
Dorchester	35,137	33,444	52,161	=	Administrative Specialist	1	
Frederick	52,591	39,198	62,455		Admin Asst	13	
Garrett		27,416	42,206	=		8	
Harford	49,013	37,300	71,198	=	Administrative Assistant II	42	
Howard	41,903	32,968	53,248	=	Administrative Support Technician III	60	
Kent	38,039	34,393	60,510	=	Office Manager, Administrative Aide	9	
Montgomery	55,143	37,547	61,498	=	Office Services Coordinator	247	
Prince George's	62,336	39,132	76,134	=	Administrative Aide IV	42	Represents the largest group of this class of employees.
Queen Anne's	39,809	28,629	45,886	=	Adm. Asst. III	5	
St. Mary's		33,426	51,813	=	Senior Administrative Coordinator	10	
Somerset	37,983	27,353	44,821	=	Executive Secretary and Administrative Assistant	6	
Talbot	42,648	29,042	58,759		Office Manager	6	
Washington	36,087	32,435	50,727	=	Admin. Assistant	14	
Wicomico	38,708	27,875	51,558		Executive Office Associate	3	
Worcester	41,463	32,391	53,076	=		4	
MNCPPC	42,942	33,093	56,627	=	Senior Administrative Assistant	64	
AVERAGE	48,570	31,019	51,196				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Clerk to the County Commissioners

Manages and maintains the official records for the Board of County Commissioners in accordance with the Code of Local Laws, County Code and Annotated Code of Maryland. Takes minutes and prepares correspondence from Board of County Commissioner meetings. Typically appointed position.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	72,384	43,525	82,710	=		1	
Anne Arundel					No Match		Anne Arundel is Charter Government
Baltimore City							
Baltimore County							NCC
Calvert							
Caroline	55,220	44,088	61,393		Executive Assistant	1	
Carroll	63,524	55,322	97,656	=	County Clerk	1	appointed position
Cecil	54,662	43,139	67,226	=	Executive Office Administrator	1	
Charles	63,292	57,783	92,861	=	Clerk to the County Commissioners	1	Clerk to the County Commissioners
Dorchester	35,137	33,444	52,161	=	Administrative Specialist	1	
Frederick							
Garrett							
Harford							
Howard							
Kent	86,009	43,962	69,421	=	Executive Assistant	1	
Montgomery	70,480	51,598	85,463		Deputy Clerk of the County Council	2	
Prince George's							Not in County class plan
Queen Anne's	72,800	53,565	98,321	=	Exec. Asst. to Co. Com.	1	Contract
St. Mary's	54,891	46,134	73,736	=	Administrative Assistant to the BOCC	1	
Somerset							County Administrator serves in position
Talbot							
Washington	42,288	40,859	63,902	=		1	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	55,891	42,785	70,404				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Stock Clerk/Storekeeper

Performs routine clerical and manual duties in requisitioning, storing, issuing, and inventorying supplies and equipment.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	38,106	29,099	47,736	=	Storekeeper II	9	
Baltimore City		26,807	30,725	=	Storekeeper I	32	
Baltimore County	30,281	26,884	33,682	=	Storekeeper I	6	40 hour position. Max salary with longevities is \$42,786
Calvert							
Caroline							
Carroll	31,824	24,378	38,980	=	Stock Clerk	1	
Cecil	33,384	32,427	50,502	=	Purchasing Assistant	1	
Charles	39,388	31,163	50,269	=	Supply Clerk I	2	
Dorchester							
Frederick	36,732	29,851	47,498		Warehouse Tech	1	
Garrett							
Harford		30,200	62,608	=	Storekeeper		
Howard	31,333	28,538	40,290	=	Stores Clerk	5	
Kent							
Montgomery	46,643	31,797	51,062	=	Supply Technician II	18	
Prince George's	35,558	25,081	49,484	=	Supply/Property Clerk II	6	Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's							
Somerset	27,353	27,353	44,821	=	Shop Clerk	1	
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	46,945	33,093	56,627	=	Stock Clerk II	12	
AVERAGE	26,969	26,429	42,127				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Account Clerk I

Performs routine accounts receivable and accounts payable posting/processing.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,030	22,868	43,456	=	Account Clerk II	1	
Anne Arundel	41,628	29,910	51,147	=	Financial Clerk I	17	Max salary includes 15% longevity 16+ yrs
Baltimore City		27,410	31,609	=	Accounting Assistant II	41	
Baltimore County	32,169	26,884	33,682	=	Account Clerk I	1	35 hour position. Max salary with longevities is \$42,786
Calvert							
Caroline	33,388	30,113	41,932		Account Clerk II	2	
Carroll	30,940	26,562	42,495	=	Accounting Technician I & Accounts Technician	2	Converted to 40 hours
Cecil	41,205	32,427	50,502	=	Accounts Payable Specialist	2	
Charles	45,134	36,330	58,537	=	Accounting Technician	3	
Dorchester	25,149	25,149	39,223	=			
Frederick	33,517	31,952	50,859		Account Tech I	1	
Garrett		25,253	37,396	=	Accounting Associate	2	
Harford		30,200	62,608	=	Accounting Clerk I		
Howard	36,230	29,765	48,006	=	Administrative Support Technician II	15	
Kent	45,423	34,393	53,807	=	Fiscal Associate	2	
Montgomery	54,608	37,457	61,498	=	Fiscal Assistant	37	Also performs clerical work in some departments
Prince George's	54,499	35,493	69,055	=	Accounting Technician	5	
Queen Anne's							
St. Mary's	59,426	41,184	65,811	=	Fiscal Technician	1	
Somerset	34,098	27,353	44,821	+	Computer Operator II & Account Clerk III	4	
Talbot	41,678	27,016	49,834		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	23,456	23,456	43,399		Revenue Specialist	3	
Worcester							
MNCPPC	53,178	41,932	71,750	=	Accountant I	3	
AVERAGE	30,527	27,919	45,649				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Account Technician

Performs SENIOR-level bookkeeping functions. Performs non-routine complex accounting functions. Processes payments, reconciles accounts, maintains complex ledgers.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,419	30,130	57,255	=	Senior Accounting Technician	3	
Anne Arundel	48,417	35,345	55,844	=	Financial Clerk II	9	
Baltimore City		32,853	39,210	=	Accounting Assistant III	37	
Baltimore County	41,998	32,169	40,830	=	Account Clerk III	54	35 hour position. Max salary with longevities is \$51,094
Calvert							
Caroline	45,049	33,124	46,125		Account Clerk III	1	
Carroll	44,304	31,554	50,482	=	Accounting Associate	1	Requires AA degree - converted to 40 hours
Cecil	68,120	52,187	81,349	=	Senior Accountant	1	
Charles	67,786	57,783	92,861	=	Senior Accountant	1	
Dorchester							
Frederick	37,829	36,615	58,321		Account Tech II	9	
Garrett		27,416	42,206		Senior Accounting Associate	1	
Harford	61,334	39,900	76,190	=	Accounting Technician II	7	
Howard	41,903	33,966	53,248	=	Administrative Support Technician III	12	
Kent	63,819	43,962	69,421	=	Accounting Manager	1	
Montgomery	54,608	37,457	61,498	=	Fiscal Assistant	37	Also performs clerical work in some departments
Prince George's	54,499	35,493	69,055	=	Accounting Technician	5	
Queen Anne's							
St. Mary's	59,426	41,184	65,811	=	Fiscal Technician	1	
Somerset	48,161	29,062	57,937	+	Data Processing Supv. & Administrative Aide	4	2 Pay Grades
Talbot	50,341	44,680	48,759		Fiscal Analyst	1	
Washington	32,774	30,033	46,971	=	Accounts Payable Spec. Accounts Receivable Spec	2	
Wicomico							
Worcester							
MNCPPC	87,406	53,835	92,300	=	Accountant III	5	
AVERAGE	42,314	34,787	54,945				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Payroll Technician

Performs clerical accounting work in the operation of the payroll section of a jurisdiction, typically within the central finance operation. Duties may include computation of overtime, federal/state deductions, back payments, and specialty pays.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,792	30,130	57,255	=	Senior Accounting Technician		
Anne Arundel	56,476	37,132	58,671	+	Personnel Assistant II	2	Journey, full-proficiency level; duties may be performed at the lower PA I level
Baltimore City		32,853	39,210	=	Accounting Assistant III	14	
Baltimore County	34,360	29,279	37,007	=	Account Clerk II	31	35 hour position. Max salary with longevities is \$46,684
Calvert							
Caroline	30,113	30,113	41,932		Account Clerk II	1	
Carroll	31,554	28,933	46,322	=	Payroll Technician	1	Converted to 40 hours
Cecil	40,394	39,208	61,069	=	Payroll Coordinator	1	
Charles	69,258	45,790	73,672	=	Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett							
Harford	54,322	39,900	76,190	=	Accounting Technician II	3	
Howard	45,914	36,546	58,989	=	Administrative Aide	3	
Kent	48,987	34,394	53,807	=	Payroll Administrator	1	
Montgomery							
Prince George's	46,610	32,194	62,636	=	Account Clerk IV	11	
Queen Anne's							
St. Mary's	39,645	37,461	58,053	=	Fiscal Specialist IV, Payroll	1	
Somerset	27,353	27,353	44,821		Personnel Assistant	1	
Talbot	37,798	29,042	49,834		Senior Payroll Clerk & Payroll Clerk	2	
Washington	36,257	35,031	54,787	=		1	
Wicomico	27,000	23,456	43,399		Payroll Specialist I and II	2	
Worcester	38,525	30,848	50,548	=		1	
MNCPPC	67,063	41,932	71,750	=	Payroll Specialist	2	
AVERAGE	39,485	31,642	51,459				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Superintendent

Supervises geographic region or program area.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	75,300	39,700	75,442	+	Building Maintenance Superintendent	1	Supervises all building and non-automotive/heavy equipment maintenance
Anne Arundel							
Baltimore City							
Baltimore County	79,899	53,509	83,362	=	Utilities Superintendent/Solid Waste Superintendent/Highways Area Superintendent	6	Highways Area Superintendent salary range is \$51,094-\$81,367. 2%COLA effective 1/1/2010
Calvert							
Caroline							
Carroll	101,588	55,322	97,656	=	Bureau Chief Roads	1	
Cecil	82,805	52,187	89,398	=	Chief (of Division)	2	Chief of Roads; Chief of Water & Wastewater
Charles	42,244	49,476	126,670	+	Operations Mgr.; Project Mgr.	7	
Dorchester							
Frederick	56,153	41,967	66,886		Foreman	11	
Garrett		66,088	101,741	+	General Superintendent Roads Department	1	
Harford	82,183	64,300	114,629	=	Superintendent of Highways	1	Also, Superintendent of Laboratories, Superintendent of Parks & Facilities, Superintendent, W&S Facilities
Howard	93,181	61,006	98,426	=	Operations Superintendent	7	
Kent	67,259	43,962	69,421		Superintendent-Water&WW	1	
Montgomery							
Prince George's	123,868	77,478	150,739	=	Associate Director, Department of Public Works & Transportation	5	
Queen Anne's							
St. Mary's							
Somerset	55,828	42,257	66,954	-	Assist. Superintendent, Co. Rds. Dept.	1	
Talbot	63,586	61,105	76,631		Roads Superintendent	1	County Roads Department only
Washington	77,639	70,026	109,518	-	Dir. of Environmental Mgmt	1	Does not oversee Highways
Wicomico	45,381	43,059	86,119		Superintendent, Waste Disposal	1	Vacant, Acting
Worcester	75,483	72,815	78,150	=		2	
MNCPPC							
AVERAGE	67,510	52,799	85,317				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Supervisor I - (First Line)

Supervises one crew involved in construction, sanitation, maintenance, and/or other public works activity.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,532	33,032	62,771	=	Utilities Foreman & Roads Foreman	5	
Anne Arundel							
Baltimore City		28,085	30,103	=	Laborer Crew Leader I	65	
Baltimore County	51,687	37,007	46,684	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	59	Max. salary with longevities is \$58,032
Calvert							
Caroline	44,659	36,436	50,737		Crew leader -Highway Marking Specialist	6	Mosquito control & Weed Control as well
Carroll	42,729	37,482	59,967	=	Foreman	11	
Cecil	39,250	35,630	55,536	=	Crew Leader	6	
Charles	60,977	42,385	79,569	+	Supervisor; Supervisor I	21	
Dorchester							
Frederick							
Garrett		29,837	45,933	=		13	
Harford	53,827	43,900	84,032	=	Crew Chief	19	
Howard	61,280	44,845	72,384	=	Operations Supervisor I	16	
Kent							
Montgomery							
Prince George's		31,932	58,890	=	Crew Supervisor I		Vacant
Queen Anne's	55,519	34,910	56,347	=	Foreman	5	
St. Mary's	47,715	41,184	65,811	=	Supervisor	1	
Somerset	46,722	29,062	47,622	=	Crew Leader, Rds. Dept. & Cust. Super & S.W. Asst.	2	
Talbot	43,700	34,031	51,581		Road Foreman	3	County Roads Department only
Washington	37,220	32,435	50,727	=	Lead Construction Spec.	1	
Wicomico	36,261	36,261	72,521		Maintenance Supervisor	1	Vacant
Worcester	61,480	50,000	61,480	=		3	
MNCPPC	53,296	37,025	63,357	=	Park/General Maintenance Leader	39	
AVERAGE	37,977	34,655	55,405				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Supervisor II - (Second Line)

Supervises multiple crews involved in construction, sanitation, maintenance, and/or other public works activity.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,203	30,130	62,771	=	Building Supervisor I & II	2	Covers two grades
Anne Arundel							
Baltimore City		29,662	32,683	=	Laborer Crew Leader II	59	
Baltimore County	64,500	44,735	55,722	=	Utilities Supervisor I/Landfill Supervisor/Highways Superintendent	12	Max. salary with longevities is \$70,527. 2%COLA effective 1/1/2010
Calvert							
Caroline	44,659	36,436	50,737		Crew leader -Highway Marking Specialist	6	Mosquito control & Weed Control as well
Carroll	54,784	45,053	72,093	=	Area Roads Chief	5	
Cecil	44,351	35,630	61,069	=	Roads Supervisor I or II	4	2 @ each level
Charles	73,917	57,783	100,338	+	Superintendent	9	
Dorchester							
Frederick							
Garrett		41,278	63,548	=		3	
Harford	66,282	52,800	97,261	=	Highways Maintenance Supervisor	12	
Howard	70,432	49,733	80,163	=	Operations Supervisor II	15	
Kent							
Montgomery	89,596	54,054	89,596	=	Maintenance Renovation & Inspections Supervisor	1	
Prince George's	56,518	35,205	64,176	=	Crew Supervisor II	14	
Queen Anne's							
St. Mary's	73,549	49,670	84,490	=	Manager, Grade 9	2	
Somerset	40,281	30,879	53,761	=	Supervisor, Road Maint. & Supervisor of Maintenance	2	Covers 2 Pay Grades
Talbot	46,681	40,618	56,011		Roads Supervisor	2	County Roads Department only
Washington	56,617	44,128	69,015	=	Section Supervisor	5	
Wicomico							
Worcester							
MNCPPC	83,463	53,835	92,300	=	Trade Shop Supervisor II	9	
AVERAGE	47,091	38,751	62,069				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Engineering Technician/Associate

Performs intermediate level paraprofessional engineering work conducted in the field or office, including engineering studies, designs, surveying, drawing, tracing, and computational work for public works projects.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,909	25,069	62,771	=	Engineering Technician II & III	4	Covers two grades
Anne Arundel							
Baltimore City		39,745	48,257	=	Engineering Associate II	23	
Baltimore County	50,366	38,889	48,851	=	Engineering Associate II	14	35 hour position. Max salary with longevities \$60,996
Calvert							
Caroline							
Carroll	43,070	34,383	55,037	=	Engineering Technician II	3	Converted to 40 hours
Cecil							NCC
Charles	57,575	53,465	85,952	+	Engineer I	2	
Dorchester	35,196	31,108	48,519	=	Right of Way Specialist	1	
Frederick	52,612	41,968	66,886		Engineering Tech I		
Garrett							
Harford	53,755	37,300	71,198	=	Engineering Associate II	2	
Howard	50,431	36,546	58,989	=	Engineering Support Technician I	9	
Kent							
Montgomery	63,997	40,952	67,533	=	Engineer Technician II	7	
Prince George's	60,620	36,966	67,895	=	Engineering Technician II	14	
Queen Anne's	53,820	39,923	64,724	=	Civil Engineering Tech.	2	
St. Mary's	50,253	41,184	65,811	+		1	
Somerset							
Talbot							
Washington	42,944	37,833	59,169	=		4	
Wicomico	22,677	20,623	38,187		Engineering Aide	1	
Worcester							
MNCPPC		41,932	71,750	=	Senior Engineering Technician		
AVERAGE	42,639	34,747	56,861				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

CAD/GIS Operator/Analyst

Prepares layouts for and controls the drafting of maps and technical drawings using computer assisted drafting or geographic imaging software.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	43,753	33,032	62,771	=	Drafter/CADD Operator & Planner I	3	
Anne Arundel	56,674	43,062	68,039	=	GIS Specialist	11	
Baltimore City							
Baltimore County	51,094	48,851	60,996	=	Geographic Information Systems Analyst	1	35 hour position. Max. salary with longevities is \$77,756
Calvert							
Caroline							
Carroll							NCC
Cecil	62,712	57,408	89,398	=	GIS Coordinator	1	
Charles	73,672	45,790	73,672	=	Cartographer	1	
Dorchester	35,960	35,960	56,085	=	GIS Technician	1	
Frederick	32,038	32,038	51,031		GIS Spec I	1	
Garrett							
Harford		47,400	90,230	=	GIS Analyst I		
Howard	50,431	36,546	58,989	=	Engineering Support Technician I	3	
Kent							
Montgomery	89,782	59,345	98,513		IT Specailist III	54	All CAD/GIS Analysts are classified as IT Specialist III, no role diferrentiation
Prince George's	73,272	44,932	82,152	=	Engineering Technician IV	9	
Queen Anne's	43,725	34,910	56,347	=	GIS Program Spec	1	
St. Mary's	48,381	37,461	58,053	=		1	
Somerset	47,622	29,062	47,622	=	GIS Technician/Zoning Specialist	1	
Talbot	58,755	54,802	68,727		GIS Manager	1	
Washington	32,435	32,435	50,727	=	GIS Tech GIS Analyst	1	
Wicomico	60,043	31,728	63,456		Computer Graphics Specialist	1	
Worcester	51,597	43,406	71,126	=		1	
MNCPPC		32,997	56,462	=	CAD/GIS Technician II		
AVERAGE	48,047	38,725	62,812				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Building Inspector

Inspects structures and construction work and secures compliance with building codes and related regulations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	48,499	27,482	52,225	=	Code Enforcement Officer	1	
Anne Arundel	55,964	39,166	64,230	=	Construction Code Inspector	19	General class title but ees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City		41,438	50,364	=	Construction Building Inspector II	15	
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	*35 hour position. Max. salary with longevities is \$64,099
Calvert							
Caroline	44,221	33,124	46,125			3	
Carroll	38,625	37,482	59,967	=	Building Inspector I	1	Converted to 40 hours
Cecil	41,891	35,630	61,069	=	Building Inspector I, II, or III	3	1 @ Level II; 2 @ Level III
Charles							
Dorchester	37,839	33,444	52,161	=	Codes Inspector	1	This is a position that does codes and building inspections and permits inspections.
Frederick	51,992	39,316	62,678		Building Inspec 2	4	
Garrett		27,416	42,206	=		2	
Harford	40,560	37,300	71,198	=	Inspector I	1	Fy10- Building, Construction, Electrical, Plumbing, and Vertical Inspector classifications were combined. Our classifications now consist of Inspector I, Inspector II, Inspector III
Howard	54,842	40,477	72,384	=	Regulation Inspector	12	
Kent							
Montgomery	67,505	44,900	74,181	=	Code Enforcement Inspector III	18	Full Performance Level
Prince George's	52,165	36,966	67,895	=	Construction Standards Inspector II	23	DER Only
Queen Anne's							
St. Mary's	56,624	37,461	58,053	=	Inspector 11	4	
Somerset	28,755	27,353	44,821	=	Building Code Assist./ Field Inspector	3	
Talbot	49,154	44,680	58,759		Building Inspector	1	
Washington	42,781	37,833	59,169	6	Building Inspector I Building Inspector II	4	
Wicomico	41,400	27,875	63,456		Bldg. Inspector I & II	2	
Worcester	43,458	35,710	58,515	=		3	
MNCPPC							
AVERAGE	40,275	34,470	56,066				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Housing Inspector

Inspects and evaluates existing environments, buildings, and dwellings for compliance with housing codes ad regulations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,360	35,360	35,360	=	Construction Officer	1	Contractual.
Anne Arundel					No Match		
Baltimore City		36,674	44,331	=	Housing Inspector	80	
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	*This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert							
Caroline							
Carroll	39,604	31,554	50,482	=	Housing Inspector	1	Converted to 40 hours
Cecil	43,826	35,630	55,536	=	Code Compliance Inspector	1	
Charles	69,667	45,790	73,672	=	Housing Inspector	2	
Dorchester	37,839	33,444	52,161	=	Codes Inspector	1	
Frederick	51,902	36,721	58,525		Housing, Inspector 2	1	
Garrett							
Harford	43,031	39,900	76,190	=	Housing Inspector	1	
Howard	54,842	40,477	72,384	=	Regulation Inspector	3	
Kent							
Montgomery	81,050	51,598	85,463	=	Housing Code Inspector III	8	Advanced Level
Prince George's	43,433	30,412	56,153	=	Property Standards Inspector II	42	
Queen Anne's	67,313	42,715	69,445	=	Housing Prog. Mgr.	1	
St. Mary's							
Somerset	30,947	27,353	44,821	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester	44,110	30,371	64,514	=		1	
MNCPPC							
AVERAGE	39,828	31,785	52,549				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Plumbing Inspector

Ensures compliance with ordinances, codes, and regulations relating to plumbing installations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	55,964	39,166	64,230	=	Construction Code Inspector	19	General class title but ees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	
Calvert							
Caroline							
Carroll	40,966	37,482	59,967	=	Plumbing Inspector I	2	Converted to 40 hours
Cecil		39,208	61,069				vacant position
Charles							
Dorchester							
Frederick	53,242	39,316	62,678			3	
Garrett							
Harford	40,560	37,300	71,198	=	Inspector I	1	Fy10- Building, Construction, Electrical, Plumbing, and Vertical Inspector classifications were combined. Our classifications now consist of Inspector I, Inspector II, Inspector III
Howard	54,662	40,477	72,384	=	Regulation Inspector	6	
Kent							
Montgomery	67,505	44,900	74,181	=	Code Enforcement Inspector III	18	Full Performance Level
Prince George's	43,433	30,412	56,153	=	Property Standards Inspector II	42	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	49,154	44,680	58,759		Building Inspector / Plumbing & HVAC	1	
Washington	53,836	40,859	63,902	6 =	Plumbing Inspector I Plumbing Inspector II	2 0	
Wicomico	50,461	31,728	63,456		Public Works Insp. II	1	
Worcester	46,717	40,403	52,949	=		3	
MNCPPC							
AVERAGE	46,918	35,558	57,254				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Electrical Inspector

Ensures compliance with ordinances, codes, and regulations relating to electrical installations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	55,964	39,166	64,230	=	Construction Code Inspector	19	General class title but ees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City		41,438	50,364	=	Construction Electrical Inspector II	7	
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	
Calvert							
Caroline							
Carroll	41,372	37,482	59,967	=	Electrical Inspector I	2	Converted to 40 hours
Cecil							NCC
Charles							
Dorchester							
Frederick	50,370	39,316	62,678			1	
Garrett							
Harford	40,560	37,300	71,198	=	Inspector I	1	Fy10- Building, Construction, Electrical, Plumbing, and Vertical Inspector classifications were combined. Our classifications now consist of Inspector I, Inspector II, Inspector III
Howard	54,662	40,477	72,384	=	Regulation Inspector	6	
Kent							
Montgomery	67,505	44,900	74,181	=	Code Enforcement Inspector III	18	Full Performance Level
Prince George's	52,165	36,966	67,895	=	Construction Standards Inspector II	45	Total combined from DER & DPWT
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	49,728	40,859	63,902	=	Electrical Inspector I Electrical Inspector II	2	
Wicomico	56,925	43,059	86,119		Chief Building Inspector		
Worcester							Contractual
MNCPPC							
AVERAGE	43,240	36,363	58,891				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Construction Inspector

Performs specialized, technical construction inspection work of storm drains, water mains, sewer lines, and other highway construction or capital projects.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	56,528	39,166	64,230	=	Construction Inspector	19	Max salary includes 15% longevity 16+ yrs
Baltimore City		36,674	44,331		Public Works Inspector	58	
Baltimore County							NCC
Calvert							
Caroline	33,388	30,113	41,932			2	
Carroll	44,755	34,383	55,037	=	Construction Inspector	6	Converted to 40 hours
Cecil	42,945	39,208	61,069	=	Construction Inspection Representative	3	
Charles	56,405	45,790	73,672	+	Construction Inspector	3	
Dorchester							
Frederick	48,078	39,198	62,455		Inspector 2	6	
Garrett							
Harford	52,134	43,900	84,032	=	Inspector II	23	Fy10- Building, Construction, Electrical, Plumbing, and Vertical Inspector classifications were combined. Our classifications now consist of Inspector I, Inspector II, Inspector III
Howard	49,962	40,477	72,384		Regulation Inspector	20	
Kent							
Montgomery	79,627	51,598	85,463	=	Permitting Services Inspector III	36	Advanced Level
Prince George's	52,165	36,966	67,895	=	Construction Standards Inspector II	45	Total combined from DER & DPWT
Queen Anne's	42,485	32,662	52,605	=	Construction Inspector II	3	
St. Mary's	46,342	41,184	65,811	+	Inspector III	4	
Somerset	32,079	29,062	47,622	-	Stormwater Management/Zoning Spec	1	
Talbot							
Washington	37,833	37,833	59,169	=		2	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	42,170	36,138	58,607				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Code Enforcement Officer

Inspects structures for compliance with municipal or county codes of ordinance and related regulations and procedures.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	55,964	39,166	64,230	=	Construction Code Inspector	19	General class title but ees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City		36,674	44,331		Housing Inspector	80	
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	50,363	45,790	73,672	=	Code Inspection & Enforcement Officer	1	Code Inspection & Enforcement Officer
Dorchester	37,839	33,444	52,161	=	Codes Inspector	1	
Frederick							
Garrett							
Harford	52,134	43,900	84,032	=	Inspector II	23	Fy10- Building, Construction, Electrical, Plumbing, and Vertical Inspector classifications were combined. Our classifications now consist of Inspector I, Inspector II, Inspector III
Howard							
Kent	41,072	34,394	60,510	=	Chief /Enforcement Officer	2	
Montgomery	67,505	44,900	74,181	=	Code Enforcement Inspector III	18	Full Performance Level
Prince George's	80,125	57,816	112,484	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	84,660	56,074	91,841	+	Zoning Administrator	1	
St. Mary's							
Somerset	31,651	30,879	50,598	=		1	
Talbot	48,571	44,680	58,759		Chief Code Compliance Officer	1	
Washington							
Wicomico	50,461	31,728	63,456		Public Works Inspector	1	
Worcester	67,616	63,000	67,616	=		1	
MNCPPC							
AVERAGE	52,582	41,012	65,575				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Zoning Inspector

Inspects existing lands and buildings for compliance with zoning designations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,142	32,947	37,336	=	Code Enforcement Officer	2	Contractual.
Anne Arundel	49,875	37,939	64,958	=	Zoning Inspector	6	Max salary includes 15% longevity 16+ yrs
Baltimore City		36,674	44,331		Zoning Examiner	2	
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	
Calvert							
Caroline							
Carroll	37,939	34,383	55,037	=	Zoning Inspector	1	Converted to 40 hours
Cecil	53,914	35,630	55,536	=	Code Compliance Inspector	1	
Charles	60,896	45,790	73,672	=	Zoning Technician	3	
Dorchester	31,109	31,109	48,519	=	Zoning Inspector	1	
Frederick	43,969	36,721	58,525		Inspector 2, Zoning	1	
Garrett		27,837	45,933	=		1	
Harford	52,112	39,900	76,190	=	Zoning Inspector II	3	Also, Zoning Inspector I (\$37,300-\$71,178) -0-employees
Howard	50,019	40,477	72,384		Regulation Inspector	2	
Kent							
Montgomery	66,199	49,253	81,513	=	Highway Inspector II	10	Lead Level
Prince George's	80,125	57,816	112,484	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	44,658	30,550	49,122	=		2	
St. Mary's							
Somerset	53,761	32,809	53,761	=		1	
Talbot	45,759	44,680	58,759		Zoning Enforcement Officer	1	
Washington	40,528	37,833	59,169	=		1	
Wicomico	48,423	31,728	63,456		Planner I	1	
Worcester							
MNCPPC							
AVERAGE	45,524	36,245	58,089				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Plans Examiner/Reviewer

Performs engineering work related to the analysis of residential and/or commercial building plans and the enforcement of building standards.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	56,480	56,480	56,480	=	Land Use Engineer	1	Contractual.
Anne Arundel	67,037	49,932	82,900	=	Engineer II	2	Planning & Zoning
Baltimore City		36,674	44,331		Zoning Examiner	2	
Baltimore County	57,225	46,684	58,032	=	Engineer II	7	35 hour position. The max. salary with longevities is \$74,142
Calvert							
Caroline							
Carroll	40,893	40,872	65,375	=	Plans Examiner	1	Converted to 40 hours
Cecil	44,138	39,208	61,069	=	Building Plans Reviewer	1	
Charles	56,809	49,476	79,569	=	Building Code Official	1	
Dorchester	47,183	35,960	56,085	=	Codes Administrator	1	
Frederick							
Garrett							
Harford	61,895	43,900	84,032	=	Plans Reviewer II	2	Also, Plans Reviewer I (\$43,900 - \$84,032) -0-employees
Howard	79,007	55,058	88,795		Engineering Specialist I	6	
Kent							
Montgomery	75,465	51,598	85,463	=	Planning Specialist III	18	
Prince George's		38,814	71,206	=	Plans Examnier II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	69,621	47,658	74,536	=		2	
Wicomico	67,030	43,059	86,119		Planner III - Long Range	2	
Worcester	45,713	35,710	58,516	=		3	
MNCPPC							
AVERAGE	54,893	44,739	70,167				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Electrician I

Performs journeyman level electrical work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,329	27,482	52,225	+	Building Maintenance Worker III	2	
Anne Arundel	45,335	33,800	55,349	=	Facilities Maintenance Mechanic II	23	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	35,066	32,427	40,560	-		11	Works under the guidance of an Electrician II. The max. salary with longevities is \$54,101. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll	34,424	31,554	50,482	=	Electrician I	1	
Cecil							NCC
Charles	56,412	39,237	63,189	=	Electrician II	3	
Dorchester							
Frederick	39,720	36,615	58,321		Maintenance Tech 2	10	
Garrett							
Harford					N/A		
Howard							
Kent							
Montgomery	63,855	40,952	675,333	=	Electrician I	4	
Prince George's	49,455	28,963	53,548	-	Electrician II	3	
Queen Anne's							
St. Mary's							
Somerset	26,386	25,744	42,184	=	Electrical&HVAC Maintenance Technician	1	
Talbot							
Washington	41,237	37,833	59,169	=		2	
Wicomico	46,551	31,728	63,456		Building Maintenance Technician III	1	
Worcester							
MNCPPC	58,181	37,135	63,544	=	Senior Electrician	13	
AVERAGE	42,797	33,303	110,347				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Electrician II

Performs master level electrical work. Master Electrician License.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,176	30,130	57,255	=	Building Maintenance Worker IV	2	
Anne Arundel							
Baltimore City							
Baltimore County	48,758	38,792	49,192	=		15	The max. salary with longevities is \$65,749. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll	39,306	34,383	55,037	=	Electrician II	3	
Cecil							NCC
Charles	55,717	42,385	68,223	=	Electrician III	6	
Dorchester							
Frederick	44,537	39,198	62,455		Maintenance Tech 3	5	
Garrett							
Harford	58,335	43,900	84,032	=	Electrician W&S Operations	1	
Howard	59,833	41,309	61,381		Electrician	7	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	61,149	43,962	69,421	=	Facilities Electrician	1	
Montgomery	71,623	42,883	70,773	=	Electrician II	5	
Prince George's	58,890	30,412	56,153	-	Electrician III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico	37,637	31,728	63,456		Building Maintenance Technician III	1	
Worcester							
MNCPPC	71,750	41,932	71,750	=	Lead Electrician	2	
AVERAGE	48,413	34,924	58,115				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Welder

Performs various types of welding and repair on all types of equipment under general supervision.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,811	36,026	37,066	=	Automotive Mechanic	4	Additional \$0.50/hour when performing welding duties
Anne Arundel	56,202	35,485	58,178	=	Welder	2	Max salary includes 15% longevity 16+ yrs
Baltimore City		34,504	38,970		Welder	6	
Baltimore County	49,995	37,066	46,925	=	Welder Mechanic	4	The max. salary with longevities is \$62,629. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll							NCC
Cecil	38,938	35,630	55,536	=	Welder Fabricator	1	
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard	56,839	42,309	62,381		Motor Equipment Mechanic/Welder	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	63,900	39,157	64,441	=	Welder	4	
Prince George's		28,963	53,548	=	Welder II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	38,839	35,031	54,787	=		1	
Wicomico							
Worcester							
MNCPPC	62,358	37,135	63,544	=	Senior Welder	4	
AVERAGE	42,691	36,019	52,426				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Carpenter

Performs work in the construction, alteration, repair, or modification of framework, rafters, doors, paneling, partitions, etc.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,536	30,130	57,255	=	Building Maintenance Worker IV	1	
Anne Arundel	45,335	33,800	55,349	=	Facilities Maintenance Mechanic II	23	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City		29,662	32,683		Carpenter II	11	
Baltimore County	43,063	33,862	42,474	=	Carpenter II	15	The max. salary with longevities is \$56,805. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll	35,793	31,554	50,482	=	Maintenance Technician II	5	
Cecil							NCC
Charles							
Dorchester							
Frederick	29,267	27,889	44,361		Maintenance Tech 1	2	
Garrett							
Harford	55,796	37,300	71,198	=	Master Cabinet Maker	1	
Howard	45,966	36,462	54,226		Maintenance Mech II/Carpentry Option	1	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	64,137	39,157	64,441	=	Carpenter	5	
Prince George's	45,430	28,963	53,548	=	Carpenter II	2	
Queen Anne's							
St. Mary's							
Somerset	47,622	29,062	47,622	+	Carpenter/HVAC Technician	1	
Talbot							
Washington	40,288	30,033	46,971	=	Maintenance Tradeswkr	2	
Wicomico	50,328	31,728	63,456		Operations Maintenance Supervisor	1	
Worcester							
MNCPPC	53,237	37,135	63,544	=	Senior Carpenter	18	
AVERAGE	41,269	32,277	52,620				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Plumber I

Performs journeyman level plumbing work. Non-licensed.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,361	27,482	52,225	=	Building Maintenance Worker III	1	
Anne Arundel	43,704	33,467	53,747	=	Facilities Maintenance Mechanic II	24	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County		32,427	40,560	=			No incumbents in this position. The max. salary with longevities is \$54101. 2%COLA effective 1/1/2010
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	39,720	36,615	58,321		Maintenance Tech 2	10	
Garrett							
Harford							
Howard	39,720	36,615	58,321		Maintenance Tech 2	10	
Kent							
Montgomery	61,423	39,157	64,441	=	Plumber I	4	
Prince George's	53,549	28,963	53,548	-	Plumber II	3	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	56,715	37,135	63,544	=	Senior Plumber	8	
AVERAGE	38,357	34,541	54,823				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Plumber II

Performs master level plumbing work. Installs, modifies, and repairs gas, water, and other plumbing fixtures and systems. Requires Masters License.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,927	30,130	57,255	=	Building Maintenance Worker IV	1	
Anne Arundel							
Baltimore City							
Baltimore County	51,517	38,792	49,192	=		10	The max. salary with longevities is \$65749. 2% COLA effective 1/1/2010
Calvert							
Caroline	41,247	37,482	59,967		Trades Specialist III	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	44,537	39,198	62,455		Maintenance Tech 3	5	
Garrett							
Harford							
Howard	61,672	41,309	61,381		Plumber	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	70,628	42,833	70,773	=	Plumber II	3	
Prince George's	52,238	30,412	56,153	-	Plumber III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	71,750	41,932	71,750	=	Lead Plumber	1	
AVERAGE	47,223	32,285	52,592				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Utilities Worker

Performs routine/repetitive work using hand tools in utility construction and maintenance. Non-licensed.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,394	22,868	52,225	=	Utilities Worker I & II	12	Two pay grades.
Anne Arundel	32,391	29,099	47,736	=	Utility Support Worker I	4	Journey, full-proficiency level Utility Support Worker II \$30,638-\$50,170 29 Ees Max salary includes 15% longevity 16+ yrs
Baltimore City		27,997	29,078		Utilities Installer and Repairer	62	
Baltimore County	36,480	29,744	37,066	=	Masonry Mechanic	11	The max. salary with longevities is \$49192. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll	31,645	28,933	46,322	=	Maintenance Mechanic I	3	Water/Wastewater are same grade both classes reported here
Cecil							NCC
Charles	46,130	31,163	50,269	=	Line Maintenance Worker	7	
Dorchester							
Frederick							
Garrett		24,647	36,812	=		7	
Harford	44,471	33,100	66,290	=	Utility Worker I (Hwys)	6	Also, W/S Utility Worker I (\$26,200-\$54142): 6 employees (\$39,199 [avg])
Howard	30,514	26,478	37,440		Utility Worker I	17	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery							
Prince George's	34,371	22,694	422,999	=	Laborer II	118	
Queen Anne's	29,275	26,819	42,871	=		12	
St. Mary's							
Somerset							
Talbot							
Washington	30,495	25,748	40,269	=		3	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	28,707	27,857	77,923				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Treatment Plant Operator (Non-Licensed)

Performs non-licensed entry level utilities work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	35,608	30,243	42,765	=	Water/Wastewater Systems Technician I	11	Max salary includes 15% longevity 16+ yrs
Baltimore City		33,376	37,511		Waste Water Operations Technician	176	
Baltimore County	28,496	28,496	35,360	=	Treatment Plant Operator Trainee		This is a training classification. The incumbents must receive certification within 3 years of employment. 2%
Calvert	24,774	29,921	44,353	=	Water & Sewer Plant Operator Trainee	4	35/week
Caroline							
Carroll	26,562	26,562	42,495	=	Apprentice Operator I	4	Water/Wastewater are same grade both classes reported here
Cecil	32,614	29,453	45,926	=	Operator Trainee	5	
Charles	41,035	31,163	50,269	=	Wastewater Operator Trainee	3	
Dorchester							
Frederick	30,658	27,889	44,361		Water Treatment Plan Op 1	4	
Garrett							
Harford	27,818	27,500	57,182	=	Plant Operator Trainee I (W or WW)	5	
Howard	31,632	30,763	43,410		Plant Operator I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	25,323	25,072	38,279	=	Utility Technician	4	
Montgomery							
Prince George's							Not in County class plan
Queen Anne's		28,629	45,886	=	Utility Technician I		
St. Mary's							
Somerset							
Talbot	37,787	31,365	56,011		Environmental System Operator & Environmental System Operator Supervisor	2	
Washington	27,809	27,809	43,491	=	Plant Operator Trainee	2	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	26,437	27,216	41,820				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Treatment Plant Operator (Collection/Treatment) Licensed

Monitors computer controlled plant processes and maintains log. Manually operates valves, generators, and pumps. Maintains appropriate license for plant size.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,228	30,130	62,771	=	Plant Operator I & II	4	Two pay grades.
Anne Arundel	55,388	40,914	66,040	=	Water/Wastewater Systems Technician II	32	Max salary includes 15% longevity 16+ yrs
Baltimore City		36,728	42,092		Water Treatment Technican III	26	
Baltimore County	46,925	33,862	42,474	=			The max. salary with longevities is \$56,805. 2% COLA effective 1/1/2010
Calvert	24,774	29,921	44,353	=	Water & Sewer Plant Operator Trainee	4	35/week
Caroline							
Carroll	36,283	31,554	50,482	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	3	Water/Wastewater are same grade both classes reported here
Cecil	39,400	35,630	67,226	=	Operator I, II or III	4	3 @ Level I; 1 @ Level II; 0 @ Level III
Charles	47,247	39,237	63,189	=	Wastewater Operator II	11	
Dorchester							
Frederick	53,342	39,198	62,455		Water Treatment Plant Op 3	9	
Garrett		28,746	42,934	=		7	
Harford	48,802	37,300	71,198	=	Plant Operator (W or WW)	15	
Howard	44,755	33,966	50,315		Plant Operator II	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	41,812	34,394	60,510	=	Plant Operator I & II	4	
Montgomery							
Prince George's							Not in County class plan
Queen Anne's	61,396	45,714	74,517	=	Chief Water Operator/Chief Wastewater Operator	2	
St. Mary's							
Somerset							
Talbot	39,727	34,031	56,011		Collection System Operator	3	
Washington	32,719	32,435	50,727	=	Plant Operator Sr. Plant Operator	4	
Wicomico							
Worcester	47,684	34,043	65,720	=		11	
MNCPPC							
AVERAGE	39,360	35,336	57,643				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Utilities Meter Reader

Reads electric and/or water meters and checks meters for accurate record of consumption.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		17,354	32,979	=	Meter Reader	1	Vacant
Anne Arundel	35,406	26,395	43,264	=	Meter Technician I	9	Max salary includes 15% longevity 16+ yrs
Baltimore City		29,630	35,104		Utility Meter Reader li	13	Water Only
Baltimore County							NCC
Calvert							
Caroline							
Carroll	33,218	26,562	42,495	=	Utilities Maintenance Worker	2	
Cecil							NCC
Charles	44,591	33,645	54,240	+	Meter Technician	5	
Dorchester							
Frederick							
Garrett							
Harford	51,958	27,500	57,182	=	Water Meter Mechanic I	1	Also, Water Meter Mech II (\$33,100-\$66,290): 7 employees [\$41,890 avg].
Howard	36,182	28,538	40,290		Utility Worker II	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery							
Prince George's							Not in County class plan
Queen Anne's	38,417	32,662	52,605	=	Water Operators II	2	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	29,972	27,786	44,770				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Building Maintenance Worker I

Performs a variety of semi-skilled maintenance tasks, including painting; carpentry; plumbing, and minor electrical, mechanical, and equipment repairs.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,945	30,337	35,528	=	Building Maintenance Worker III	2	
Anne Arundel	38,972	30,638	50,170	=	Facilities Maintenance Mechanic I	12	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City		29,662	32,683		Building Repairer	29	
Baltimore County	42,129	33,862	42,474	=	Buildings Maintenance Mechanic II	18	The max. salary with longevities is \$56,805. 2% COLA effective 1/1/2010
Calvert	39,908	31,104	46,119	=	Buildings & Ground Maintenance Worker I	4	35/week
Caroline	37,472	33,124	46,125		Maintenance Repairer	1	
Carroll	32,428	28,933	46,322	=	Maintenance Technician I	11	
Cecil	33,514	25,418	45,926	=	Maintenance Worker I or II	4	2 @ Level I; 2 @ Level II
Charles	46,638	31,163	50,269	=	Facilities Maintenance Technician I	1	
Dorchester							
Frederick	29,267	27,889	44,361		Maintenance Tech 1	2	
Garrett		22,264	34,450	=		2	
Harford	26,289	26,200	54,142	=	Maintenance Worker I	12	Note: For Fy10, our Building Maintenance Worker I and Park Maintenance Worker I classifications were combined.
Howard	39,328	32,302	46,738		Maintenance Mechanic I	21	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	26,474	25,072	38,279	=	Maintenance Worker	3	
Montgomery							
Prince George's	58,144	31,932	58,890	=	Building Engineer II	12	
Queen Anne's	28,629	28,629	45,886	=	Facility Technician I	1	
St. Mary's	41,680	33,426	51,813	=	Lead Maintenance Mechanic	6	
Somerset	34,535	24,229	42,184	+	Maintenance Worker I & Maintenance Worker II	3	2 Pay Grades
Talbot	34,960	31,365	49,834		Facilities Maintenance Technician	3	
Washington	37,917	32,435	50,729	=	Building Maint. Mechanic Sr. Building Maint. Mech.	2	
Wicomico	36,135	20,623	38,187		Maintenance Technician	6	
Worcester	40,431	26,648	58,516	=		5	
MNCPPC							
<i>Jobs with < than 5 responses were omitted.</i>							
AVERAGE	33,518	28,801	45,662	=			<i>Match" column denotes position is >greater than, = equal to, < less than job description.</i>

Vehicle and Heavy Equipment Maintenance Shop Foreman

Supervises and coordinates maintenance and repairs on vehicles and equipment of the jurisdiction. (includes cars, trucks, and heavy equipment)

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	62,496	39,700	75,442	=	Equipment & Maintenance Foreman	1	
Anne Arundel	62,889	43,062	68,039	=	Automotive Maintenance Supervisor	6	
Baltimore City		41,438	50,364		Automotive Maintenance Supervisor	18	
Baltimore County	61,198	44,735	55,722	=	Heavy Equipment Supervisor	6	The max. salary with longevities is \$70,527. 2% COLA effective 1/1/2010
Calvert	59,696	44,907	66,581	-	Fleet Maintenance Service Specialist	1	40/week
Caroline	53,006	40,080	55,811		Chief Automotive Mechanic	1	
Carroll	55,755	40,872	65,375	=	Foreman, Fleet Management	2	
Cecil							NCC
Charles	65,541	49,476	79,569	=	Lead Mechanic	1	
Dorchester	48,362	35,960	56,085	=	Heavy Equipment Maint Supervisor	1	
Frederick	66,227	51,517	82,165		Service Manager	2	
Garrett		27,416	42,206	=		3	
Harford	49,985	37,300	71,198	=	Equipment Repair Specialist	8	
Howard	70,432	49,733	80,163		Operations Supervisor II	5	
Kent	59,662	43,962	69,421	=	Automotive Services Supervisor	1	
Montgomery	70,876	49,253	89,513	=	Equipment Maintenance Crew Chief	27	
Prince George's	75,412	55,062	107,128	=	Garage Supervisor	3	
Queen Anne's	63,919	45,714	74,517	=	Fleet Manager	1	
St. Mary's		37,461	58,053	=		1	
Somerset	51,747	34,859	57,121	=	Automotive Service Supervisor	1	
Talbot	42,791	37,094	53,630		Shop Foreman	1	
Washington	56,144	44,128	69,015	=	Transit Fleet Manager (Highway) Fleet Manager	1	
Wicomico	36,880	27,875	51,558		Mechanic II	4	
Worcester	58,300	50,000	58,300	=		1	
MNCPPC	79,049	53,835	92,300	=	Fleet Manager	2	
AVERAGE	49,512	42,158	66,726				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Automotive Mechanic Helper

Performs ENTRY-level services and basic maintenance on automotive equipment.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	36,546	27,726	45,427		Automotive Service Worker	4	Max salary includes 15% longevity 16+ yrs
Baltimore City		28,057	30,103		Automotive Maintenance Worker	9	
Baltimore County	25,459	24,773	29,744	=	Trades Helper		The max. salary with longevities is \$38,792. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	44,375	39,237	63,189	=	Fleet Maintenance Technician I	2	Fleet Maintenance Technician I
Dorchester	25,571	25,571	36,763	=	Auto Assistant	1	
Frederick	43,306	36,615	58,321		Vehicle Equip Tech I	6	
Garrett							
Harford							
Howard							
Kent							
Montgomery					Autobody Repairer Apprentice		Vacant
Prince George's	45,674	27,584	51,078	+	Equipment Service Worker II	1	
Queen Anne's	33,170	25,000	40,066	=	Mechanic Helper	1	
St. Mary's							
Somerset							
Talbot							
Washington	31,911	27,809	43,491	=	Auto Services Asst.	1	
Wicomico							
Worcester	30,132	27,980	45,849	=	Auto Mechanic I	1	
MNCPPC							
AVERAGE	31,614	29,035	44,403				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Automotive/Equipment Mechanic I

Performs SEMI-SKILLED-level diagnostic, repair, and preventive maintenance work on automobiles, trucks, equipment, and tools.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,863	34,617	34,986	=	Mechanic I	3	
Anne Arundel	43,313	33,800	55,349		Automotive Mechanic II	20	Max salary includes 15% longevity 16+ yrs
Baltimore City		34,504	38,970		Automotive Mechanic	113	
Baltimore County	43,872	33,862	42,474	=		9	The max. salary with longevities is \$56,805. 2% COLA effective 1/1/2010
Calvert	48,100	37,690	55,869	=	Equipment Mechanic I	2	40/week
Caroline	28,196	27,375	38,120			1	
Carroll	32,606	31,554	50,482	=	Mechanic I	9	
Cecil							NCC
Charles	60,883	42,385	68,223	=	Fleet Maintenance Technician II	3	
Dorchester	28,939	28,939	45,135	=	Mechanic	1	
Frederick		39,198	62,455		Vehicle Equip Tech II		
Garrett							
Harford							
Howard		36,462	54,226		Motor Equipment Mechanic I		\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	39,621	34,394	53,807	=	Automobile Mechanic Specialist	2	
Montgomery	55,380	39,157	64,441	=	Autobody Repairer	4	
Prince George's	38,728	31,932	58,890	=	Equipment Mechanic I	2	
Queen Anne's	33,048	28,629	45,886	=	Mechanic I	2	
St. Mary's	34,278	30,971	46,488	=		4	
Somerset	25,455	24,229	39,703	=	Automotive Mechanic I	1	
Talbot							
Washington							
Wicomico	29,602	23,456	43,399		Mechanic	3	
Worcester	36,698	32,410	43,587	=	Mechanic II	5	
MNCPPC	40,243	33,093	56,627	=	Mechanic	3	
AVERAGE	31,011	32,924	49,605				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Automotive/Equipment Mechanic II

Performs ADVANCED diagnostic, repair, and preventive maintenance work on automobiles, trucks, equipment, and tools. May require CDL license.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,443	28,402	37,419	=	Mechanic II	7	
Anne Arundel	53,685	37,274	61,131		Automotive Mechanic III	16	Max salary includes 15% longevity 16+ yrs
Baltimore City		38,059	43,811		Automotive Lead Mechanic	17	
Baltimore County	53,599	37,066	46,925	=	Automotive Specialist	11	The max. salary with longevities is \$62,629. 2% COLA effective 1/1/2010
Calvert	56,431	41,538	61,610	=	Equipment Mechanic II	3	40/week
Caroline	39,141	33,124	46,125			3	
Carroll	38,903	34,383	55,037	=	Mechanic II	3	
Cecil							NCC
Charles	56,566	45,790	73,672	=	Fleet Maintenance Technician III	3	
Dorchester	43,955	31,108	48,519	=	Mechanic II	1	
Frederick	54,289	41,967	66,886		Vehicle Equip Tech 3	4	
Garrett							
Harford							
Howard	56,586	41,309	61,381		Motor Equipment Mechanic II	21	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery							
Prince George's	56,734	33,529	61,715	=	Equipment Mechanic II	28	
Queen Anne's	45,332	34,910	56,347	=	Mechanic III	1	
St. Mary's	43,784	33,426	51,813	=		3	
Somerset	38,857	30,879	50,598	=	Automotive Mechanic III & Equipment Manager	2	
Talbot	31,147	27,016	47,153		Mechanic II	1	
Washington	42,195	32,435	50,727	=	Auto Services Tech.	7	
Wicomico	37,816	27,875	51,558		Mechanic II	4	Vehicle and Heavy Equipment Maintenance Shop Foreman
Worcester	41,463	30,848	50,548	=	Mechanic III	1	
MNCPPC	54,901	37,135	63,544	=	Senior Mechanic	40	
AVERAGE	41,246	33,047	51,149				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Motor Equipment Operator (Light)

Operates motor equipment such as small dump trucks, backhoes, and loaders. Performs manual tasks in connection with construction and maintenance.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,986	34,986	34,986	=	Equipment Operator I	15	
Anne Arundel	40,966	29,099	47,736	+	Equipment Operator I	42	CDL required - max salary includes 15% longevity 16+ yrs
Baltimore City		30,805	32,822		Motor Vehicle Driver II	71	
Baltimore County	34,891	29,744	37,066	=		17	The max. salary with longevities is \$49,192. 2% COLA effective 1/1/2010
Calvert	42,020	32,552	48,256	=	Highway Laborer/Operator	12	40/week
Caroline	29,137	24,886	34,654			9	
Carroll	30,022	26,562	42,495	=	Road Equipment Operator I	53	
Cecil	32,271	25,418	50,502	=	Equipment Operator I or II	24	15 @ I; 9 @ II (Roads Division)
Charles	41,457	33,645	54,240	=	Equipment Operator II	17	CDL Required
Dorchester	28,317	26,953	42,037	=	Motor Equipment Operator III	20	
Frederick	39,171	31,952	50,859		Equip Operator I	3	
Garrett						39	18.45/per hour/Union Contract
Harford	34,786	27,500	57,182	=	Chauffeur/Laborer	24	
Howard	37,158	30,763	43,410		Motor Equipment Operator I	39	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	27,900	25,072	38,279	=	MEO I	11	Total 14- 3 vacant
Montgomery	42,320	34,484	56,030	=	Equipment Operator I	119	
Prince George's	47,834	26,271	48,737	=	Equipment Operator II	14	
Queen Anne's	34,962	28,629	45,886	=	Equipment Operator I	15	
St. Mary's	40,034	28,246	42,286	=	Equipment Operator I	4	
Somerset	25,754	21,463	39,703	=	Motor Equipment Oper I & Equipment Operator	13	Includes 3 Part-time Emp.
Talbot	26,476	23,707	45,439		Motor Equipment Operator I	1	
Washington	36,069	27,809	43,491	=	Eq. Op. II	20	
Wicomico	28,722	20,623	38,187		Motor Equipment Operator I	15	
Worcester	32,487	25,379	41,586	=	Roads Worker III	4	
MNCPPC	45,607	33,093	56,627	=	Equipment Operator	15	
AVERAGE	33,380	28,111	44,168				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Heavy Motor Equipment Operator

Operates heaviest motor equipment such as rollers, pan, scrapers, backhoes, grade-alls and large trucks such as tractor trailers and tandem axles. CDL required

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,419	37,419	37,419	=	Equipment Operator II	9	
Anne Arundel	48,675	33,800	55,349	=	Equipment Operator III	15	Max salary includes 15% longevity 16+ yrs
Baltimore City		33,376	37,511		Heavy Equipment Operator II	83	
Baltimore County	42,831	32,427	40,560	=		5	The max. salary with longevities is \$54,101. 2% COLA effective 1/1/2010
Calvert	47,358	34,195	50,690	=	Highway Equipment Operator	5	40/week
Caroline	34,826	27,375	41,932		II & III	12	
Carroll	40,771	31,554	50,482	=	Road Equipment Operator III	8	
Cecil	32,959	25,418	50,502	=	Equipment Operator I or II	9	1 @ I; 8 @ II (Solid Waste Division)
Charles	48,863	36,330	63,189	+	Equipment Operator III & IV	24	
Dorchester	31,108	31,108	48,519	=	Motor Equipment Operator IV	12	
Frederick	48,563	36,615	58,321		Equip Operator 2	7	
Garrett						54	18.93/per hour/Union Contract
Harford	38,882	33,100	66,290	=	Equipment Operator	31	
Howard	48,458	33,966	50,315		Motor Equipment Operator II	12	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	37,794	28,148	48,378		MEO II & III	5	
Montgomery	53,183	35,923	58,693	=	Equipment Operator II	24	
Prince George's	58,890	27,584	51,078	=	Master Equipment Operator	2	
Queen Anne's	46,025	32,662	52,605	=	Equipment Operator III	10	
St. Mary's	45,798	30,971	46,488	=	Equipment Operator II	6	
Somerset	32,672	24,229	44,821	=	Motor Equip. Oper. II & III & Landfill Heavy Equip Oper	10	3 Pay Grades
Talbot	32,155	25,248	48,365		Motor Equipment Operator II & III	9	
Washington	41,156	32,435	50,727	=	Eq. Op. III	18	
Wicomico	28,675	23,456	43,399		Motor Equipment Operator II	12	
Worcester	30,110	29,379	48,141	=	Roads Worker V	13	
MNCPPC	53,263	37,135	63,544	=	Senior Equipment Operator	14	
AVERAGE	39,442	31,162	49,729				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Laborer (Road Maintenance)

Performs ENTRY-level routine and unskilled manual work. Duties include spreading stone, mixing concrete, and flagging.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,092	33,092	33,092	=	Utility Worker	27	
Anne Arundel	32,582	25,106	41,184	=	Maintenance Worker I	18	Roads division of Public Works - max salary includes 15% longevity 16+ yrs
Baltimore City		27,144	28,059		Laborer	819	
Baltimore County	30,410	24,773	29,744	=	Laborer I	21	The max. salary with longevities is \$38,792. 2% COLA effective 1/1/2010
Calvert	34,528	30,971	45,968		Highway Maintenance Worker	7	40/week
Caroline	23,202	20,567	28,640		Site Attendant	4	
Carroll	23,442	22,360	35,776	=	Road Maintenance Worker I	17	
Cecil	24,497	23,109	35,942	=		8	
Charles	n/a						
Dorchester	25,148	25,148	39,223	=	Motor Equipment Operator II	4	
Frederick	24,351	24,352	38,699		Laborer I, Highway	1	
Garrett						4	17.95 per hour/Union Contract
Harford	28,621	22,600	47,986	=	Laborer	18	
Howard	30,514	26,478	37,440		Utility Worker I	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	37,655	28,238	44,468	=	Public Service Worker II	17	
Prince George's	34,371	22,294	42,299	=	Laborer II	118	
Queen Anne's	25,000	25,000	40,066	=	Highway Worker	2	
St. Mary's	30,324	25,626	38,459	=	Maintenance Worker	18	
Somerset	19,954	22,804	37,367	=	Highway Worker II	4	Part-time Employees
Talbot	24,372	22,366	44,915		Roads Crew Members	8	
Washington	29,898	25,748	40,269	=	Eq. Op. I	27	
Wicomico						28	7.25 hr.
Worcester	30,940	24,170	39,606	=	Roads Worker II	12	
MNCPPC							
AVERAGE	27,145	25,097	38,460				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Groundskeeper and Parks Worker

Maintains parks, sports fields, walks and grounds, using a variety of tools and equipment. Performs work of a specialized nature in the care and beautification of grounds and premises.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	35,374	27,726	45,427	=	Maintenance Worker II	12	Parks division of Rec & Parks - max salary includes 15% longevity 16+ yrs
Baltimore City		27,144	28,059		Laborer	819	
Baltimore County	31,191	28,496	35,360	=	Recreation and Parks Maintenance Specialist I	27	The max. salary with longevities is \$46,925. 2% COLA effective 1/1/2010
Calvert	34,407	28,738	42,661	=	Buildings & Grounds Worker II	6	35/week
Caroline							
Carroll	34,389	28,933	46,322	=	Maintenance Specialist	6	One of the 5 positions is part time but converted to 40 hours
Cecil	45,926	29,453	45,926	=	Park Maintenance Worker	1	
Charles	41,245	31,163	50,269	=	Grounds Maintenance Worker I	4	CDL Required
Dorchester	26,421	25,148	39,223	=	Rec and Parks Maintenance Technician	2	
Frederick		24,352	38,699		Laborer I, Parks		
Garrett							
Harford	26,289	26,200	54,142	=	Maintenance Worker I	12	Note: For Fy10, our Building Maintenance Worker I and Park Maintenance Worker I classifications were combined.
Howard	36,461	30,763	43,410		Parks Maintenance Worker	30	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	25,825	25,072	38,279	=	Maintenance Worker	2	
Montgomery				=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	32,786	26,819	42,871	=	Maintenance Worker II	12	
St. Mary's	26,717	25,626	38,459	=		5	
Somerset	14,994	20,020	42,184	=/+	R & P Maint., Irriga. Spec. Groundskeep, Horticult.	5	3 Pay Grades, 4 Part-time Emp.
Talbot	29,519	22,366	44,915		Maintenance Worker & Groundskeepers	8	
Washington	32,014	25,748	40,269	=		6	
Wicomico	28,585	27,875	51,558		Parks Facility Worker III	2	
Worcester	25,300	24,170	39,606	=		5	
MNCPPC	36,254	29,823	51,032	=	Park/General Maintenance Worker II	198	
AVERAGE	26,751	26,464	42,317				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Custodian/Janitor

Performs custodial duties, including cleaning floors, walls, ceilings, and fixtures, and operating power cleaning equipment.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	27,082	20,859	39,637	=	Building Maintenance Worker I	7	
Anne Arundel	30,845	23,899	39,229	=	Custodial Worker	31	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	27,216	24,773	29,744	=	Custodial Worker I	104	The max. salary with longevities is \$38,792. 2% COLA effective 1/1/2010
Calvert	31,865	25,553	37,892	=		20	35/week
Caroline							
Carroll	20,509	20,509	32,802	=	Custodian I	1	Eligible for 1 grade promotion after 6 months
Cecil	26,042	23,109	35,942	=		5	
Charles	28,994	22,986	37,186	=	Custodial Worker I	16	
Dorchester	20,770	20,770	32,395	=	Custodian/Maintenance	7	
Frederick	24,943	21,308	33,862		Custodian	27	
Garrett		19,632	29,072			7	
Harford	26,289	26,200	54,142	=	Maintenance Worker I	12	Note: For Fy10, our Building Maintenance Worker I and Park Maintenance Worker I classifications were combined.
Howard		25,251	35,651		Custodial Worker		\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	23,783	22,367	33,951	=	Custodian	4	Total 6 positions, 2 vacant
Montgomery	37,576	27,165	42,522	=	Building Services Worker II	16	
Prince George's							Not in County class plan
Queen Anne's	29,975	26,819	42,871	=	Facility Worker II	6	
St. Mary's							
Somerset	25,950	21,463	35,169	=	Building Custodian	6	
Talbot	25,928	22,366	44,915		Custodian	1	
Washington							
Wicomico	32,304	23,456	43,399		Janitor	1	
Worcester	32,174	31,789	32,584	=		6	
MNCPPC					See Groundskeeper and Parks Worker		
AVERAGE	24,855	23,699	37,524				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.

Director/Manager Communications Center/911

Manages the Emergency Services Communications Operations for the jurisdiction, ensuring efficient operation of the Communication Center & support of police, fire & emergency services.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		36,214	68,817	=	Chief, 911 Joint Communications		Vacant
Anne Arundel	89,332	62,708	111,359	+	Police Lieutenant	1	Unit has civilian manager who works with the sworn officer in charge of the unit
Baltimore City							This is held by a Police Lieutenant
Baltimore County	96,640	63,892	99,539	=	Chief, Emergency Communications Center	1	2% COLA effective 1/1/2010
Calvert	86,133	70,720	104,936	=	Communications Chief	1	40/week
Caroline	62,298	55,130	76,631		Assistant Director Communications	1	
Carroll	61,860	53,519	85,655	=	Emergency Communications Coordinator	1	
Cecil	67,330	54,746	85,280	=	Assistant Chief, Emergency Services	1	
Charles	98,374	72,988	117,190	=	Chief of Fire/EMS Communications	1	
Dorchester	46,165	41,823	65,230	=	911 Center Manager	1	
Frederick	94,754	77,712	124,076		Director, Emergency Comm	1	
Garrett		44,647	68,733	=		1	
Harford	114,334	81,000	124,862	=	Manager, Emergency Services	1	
Howard							
Kent							
Montgomery	131,480	131,480	131,480	=	Director ECC	1	
Prince George's	125,042	77,478	150,739	=	Administrative Specialist III	1	Working title: Director, Public Safety Communications
Queen Anne's	61,417	58,652	107,974	=	Chief of Communications	1	
St. Mary's	67,725	57,200	97,178	+	Manager, Grade 10	1	
Somerset	57,121	34,859	57,121	-	Communications Supervisor - 911	1	
Talbot							
Washington	63,271	51,471	80,498	=	Dir., Dept. of Emerg. Communications	1	
Wicomico	82,779	56,657	113,314		Director, Emergency Services	1	
Worcester	97,085	85,000	105,000	=		1	
MNCPPC							
AVERAGE	71,790	60,658	94,517				

Jobs with < than 5 responses were omitted.

"Match" column denotes position is >greater than, = equal to, or < less than job description.