

County Executive

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	125,000			County Executive	1	
Baltimore City	148,000			Mayor	1	
Baltimore County	150,000			County Executive	1	
Calvert						
Caroline						
Carroll						
Cecil				County Administrator		
Charles						
Dorchester	96,290			County Manager	1	
Frederick						
Garrett						
Harford	99,317				1	
Howard	151,263					
Kent						
Montgomery	167,000			County Executive	1	
Prince George's	165,644				1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	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			Chairman, County Council	1	New chair elected by council each year
Baltimore City	98,000			President, City Council	1	
Baltimore County	60,000			County Council Chair	1	
Calvert						
Caroline						
Carroll						
Cecil						
Charles						
Dorchester	16,000				1	
Frederick						
Garrett						
Harford	37,520				1	
Howard	51,421					
Kent						
Montgomery				Director of Council Staff	1	
Prince George's	97,026			Chairman, County Council	1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot	15,400			County Council President	1	
Washington						
Wicomico	18,000				1	
Worcester						
AVERAGE	48,207					

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				1	
Anne Arundel						
Baltimore City						
Baltimore County						
Calvert	43,500				1	
Caroline	16,000				1	
Carroll	45,000			Commissioner	1	
Cecil	30,000				1	
Charles	54,000			President	1	
Dorchester						
Frederick	45,000				1	
Garrett	32,500				1	
Harford						
Howard						
Kent	15,000					
Montgomery						Separate entity, data not available to MCG
Prince George's						
Queen Anne's	19,000				1	
St. Mary's	41,000			President	1	
Somerset	12,000				1	
Talbot						
Washington	33,000				1	
Wicomico						
Worcester	25,000				1	
AVERAGE	31,429					

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				2	
Anne Arundel	36,000			County Council Member	6	Seven members including one Chair and one Vice Chair
Baltimore City	57,000			Council Member	12	
Baltimore County	54,000			County Council Member	6	
Calvert	41,000				4	
Caroline	15,000				2	
Carroll	45,000			Commissioner	2	
Cecil	30,000				4	
Charles	44,000			Member	4	
Dorchester	14,000			Councilmember	4	
Frederick	45,000				4	
Garrett	32,500				2	
Harford	34,205				6	
Howard	50,421					
Kent	15,000				2	
Montgomery						Separate entity
Prince George's	92,026			Council Member	7	
Queen Anne's	19,000				4	
St. Mary's	36,000			Commissioner	4	
Somerset	12,000				4	
Talbot	14,400			County Council Member	4	
Washington	30,000				4	
Wicomico	16,000					
Worcester	25,000				6	
AVERAGE	34,980					

Jobs with < than 5 responses were omitted.

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

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						
Calvert	49,625				1	
Caroline						
Carroll						
Cecil	72,500				1	
Charles	48,000			Treasurer	1	
Dorchester						
Frederick						
Garrett						
Harford	130,890				1	
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	46,000			Treasurer	1	
Somerset	44,300				1	
Talbot						
Washington	66,343	53,970	84,407		1	
Wicomico						
Worcester						
AVERAGE	65,380					

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	56,000				1	
Anne Arundel	128,064			Sheriff	1	
Baltimore City	84,600			Sherrif	1	
Baltimore County	70,000			County Sheriff	1	
Calvert	84,000				1	
Caroline	65,000				1	
Carroll	72,964			Sheriff	1	
Cecil	66,500				1	
Charles	121,881			Sheriff	1	
Dorchester	64,500				1	
Frederick	100,000				1	
Garrett	75,000				1	
Harford	104,042				1	
Howard	81,500					
Kent	66,500				1	
Montgomery	131,762			Sheriff	1	
Prince George's	122,720			Sheriff	1	
Queen Anne's	53,000				1	
St. Mary's	78,000			Sheriff	1	
Somerset	60,000				1	
Talbot	76,500			Sheriff	1	
Washington	80,000				1	
Wicomico	85,000					
Worcester	85,000				1	
AVERAGE	83,856					

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				1	
Anne Arundel	138,649			State's Attorney	1	\$142,809 effective 1/1/09
Baltimore City	229,500			State's Attorney	1	
Baltimore County	185,024			State's Attorney	1	
Calvert	106,651				1	
Caroline	101,801				1	
Carroll	94,802			State's Attorney	1	
Cecil	120,889				1	
Charles	140,352			State's Attorney	1	
Dorchester	101,802				1	
Frederick	127,252				1	
Garrett	98,202				1	
Harford	104,032				1	
Howard	122,572					
Kent	94,802				1	
Montgomery	165,227			States Attorney	1	
Prince George's	125,500			State's Attorney	1	
Queen Anne's	114,527				1	
St. Mary's	106,652			State's Attorney	1	
Somerset	98,000				1	
Talbot	101,802			State's Attorney	1	
Washington	106,652				1	
Wicomico	110,477				1	
Worcester	114,527				1	
AVERAGE	121,514					

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				1	
Anne Arundel	29,000			Orphan's Court Judge	2	
Baltimore City						State position
Baltimore County	39,500			Chief Judge, Orphan's Court	1	
Calvert	8,700				1	
Caroline						
Carroll						
Cecil						
Charles						Not on County Payroll
Dorchester						
Frederick						
Garrett	2,000					
Harford						
Howard	9,500					
Kent						
Montgomery						Separate entity
Prince George's	42,500			Chief Judge, Orphan's Court	1	
Queen Anne's	4,650				1	
St. Mary's						
Somerset	3,800				1	
Talbot	6,120			Orphan's Court Chief Judge	1	
Washington						
Wicomico						
Worcester						
AVERAGE	15,047					

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				2	
Anne Arundel	29,000			Orphan's Court Judge	2	
Baltimore City						State position
Baltimore County	39,000			Associate Judge, Orphan's Court	2	
Calvert	8,500				2	
Caroline	5,000				3	
Carroll	10,000			Orphans Court Judge	3	
Cecil	5,500				3	
Charles	10,000			Judge, Orphan's Court	3	
Dorchester						
Frederick	6,137				3	
Garrett	1,800					
Harford						
Howard	8,000					
Kent						
Montgomery						Separate entity
Prince George's	40,000			Associate Judge, Orphan's Court	1	
Queen Anne's	4,650				2	
St. Mary's	6,500				3	
Somerset	3,400				2	
Talbot	5,610			Orphan's Court Judge	2	
Washington	7,000				3	
Wicomico	6,400				3	
Worcester	5,000				3	
AVERAGE	10,852					

Jobs with < than 5 responses were omitted.

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President, Election Board

Appointed

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	3,600				1	
Anne Arundel	5,000			Supervisor of Elections Board Member	1	Chair receives extra \$500 annually
Baltimore City						
Baltimore County	9,695					
Calvert						
Caroline	3,250				1	
Carroll	3,000			Election Board Member	1	
Cecil						
Charles						Not on County Payroll
Dorchester						
Frederick						
Garrett	2,800				1	
Harford						
Howard						
Kent						
Montgomery						Separate entity
Prince George's	108,209	70,275	136,725	Elections Administrator	1	Full time employee
Queen Anne's						
St. Mary's	2,500				1	
Somerset	1,600				1	
Talbot						
Washington	5,000				1	
Wicomico	4,000				1	
Worcester	2,400				1	
AVERAGE	12,588					

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				2	
Anne Arundel	4,500			Supervisor of Elections Board Member	2	
Baltimore City						
Baltimore County	7,925					
Calvert	3,000				3	
Caroline	3,000				2	
Carroll	3,000			Election Board Member	2	
Cecil						
Charles	3,300			Member, Election Board	3	
Dorchester						
Frederick						
Garrett	2,500				4	
Harford						
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	2,500				3	
Somerset						
Talbot						
Washington	4,500				2	
Wicomico	3,600					
Worcester	1,800				3	
AVERAGE	3,602					

Jobs with < than 5 responses were omitted.

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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	127,614	127,614	127,614	=	County Administrator	1	
Anne Arundel	166,011	106,548	174,084	=	Chief Administrative Officer	1	
Baltimore City							
Baltimore County	190,000	190,000	190,000	=	County Administrative Officer	1	Appointed position
Calvert	166,048	107,498	179,928	=	County Administrator	1	Contract/35/week
Caroline	121,000	121,000	121,000			1	
Carroll	128,378	83,741	147,784	=	Chief of Staff	1	
Cecil	111,394	111,394	111,394		County Administrator	1	
Charles	179,407	179,407	179,407		County Administrator	1	
Dorchester	96,290	96,290	96,290		County Manager	1	
Frederick	168,146	131,562	214,390		County Manager	1	
Garrett	130,000	87,444	134,616			1	
Harford	134,543	105,700	165,464	=	Director of Administration	1	
Howard	168,730	125,008	201,698		Chief Administrative Officer	1	
Kent	104,177	71,246	113,073		County Administrator	1	
Montgomery	266,266	266,266	266,266	=	Chief Administrative Officer	1	Appointed to position
Prince George's	188,353	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	142,078	93,064	162,860		County Administrator	1	Contractual
Somerset	84,050	84,050	84,050	=	County Administrator	1	Salary set by Board of Commissioners
Talbot	124,200	124,200	124,200		County Manager	1	Reports to County Council
Washington	116,725	85,645	133,946	=	County Administrator	1	
Wicomico	124,398	72,521	145,042			1	
Worcester	144,643	144,643	144,643			1	
AVERAGE	144,533	120,732	156,235				

Jobs with < than 5 responses were omitted.

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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 and general government
Baltimore City							
Baltimore County							
Calvert							
Caroline	52,705	22,351	55,811		Executive Assistant to Administrator		
Carroll	78,749	55,322	97,656	=	Chief of Administrative Services	1	
Cecil							
Charles	148,037	92,267	148,037		Assistant to the County Administrator	1	
Dorchester							
Frederick	133,052	114,912	187,257		Assistant County Manager	1	
Garrett							
Harford	82,820	64,300	114,629	=	Deputy Chief, Budget & Management	1	
Howard	118,310	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	154,741	109,019	212,106	=	Deputy Chief Administrative Officer	5	
Queen Anne's							
St. Mary's	75,192	75,000	95,000		Chief of Staff	1	Contractual
Somerset	50,598	39,308	62,282	-	Executive Aide	1	
Talbot	95,015	92,221	111,413		Assistant County Manager	1	
Washington							
Wicomico	65,214	64,249	128,499			1	
Worcester	95,065	95,065	95,065			1	
AVERAGE	100,590	82,616	125,049				

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	
Baltimore City	198,891	112,200	204,000	=	Executive Level III	1	
Baltimore County	130,389	130,389	130,389	=	Director of Human Resources	1	Appointed position
Calvert	112,339	80,764	135,181	=	Personnel Director	1	Contract/35/week
Caroline	74,733	55,408	98,874			1	
Carroll	109,991	83,741	147,784	=	Director, Human Resources	1	
Cecil	84,864	63,149	98,384			1	
Charles	126,056	92,267	148,037		Director of Human Resources	1	
Dorchester	53,040	53,040	53,040			1	
Frederick	135,249	114,912	187,257			1	
Garrett							
Harford	110,933	91,600	141,606	=	Director of Human Resources	1	
Howard	118,872	82,930	13,910		Human Resources Administrator	1	
Kent	63,268	51,600	81,642			1	
Montgomery	195,247	195,247	195,247	=	Director, Office of Human Resources	1	Appointed to position
Prince George's	141,226	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	88,000	76,911	134,597		Director, Human Resources	1	Contractual
Somerset	69,662	48,883	77,373	=		1	
Talbot							
Washington	80,090	62,950	98,452	=		1	
Wicomico	88,410	64,249	128,499			1	
Worcester	82,600	82,600	82,600			1	
AVERAGE	108,789	81,878	117,431				

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	
Baltimore City	198,891	112,200	204,000	=	Executive Level III	1	
Baltimore County	158,718	158,718	158,718	=	Director of Information Technology	1	Appointed position
Calvert	95,541	80,764	135,181	=	Technology Services Director	1	Contract/35/week
Caroline	65,228	48,497	67,532		Computer Network Specialist Supervisor	1	
Carroll	89,274	83,741	147,784	=	Director, Technology Services	1	
Cecil	95,514	63,149	98,384			1	
Charles	140,032	92,267	148,037		Chief Information Officer	1	
Dorchester	62,602	62,602	62,602			1	
Frederick	138,459	114,912	187,257			1	
Garrett	63,548	48,291	74,340			1	
Harford	117,758	91,600	141,606	=	Chief, Information Systems Division	1	
Howard	143,936	91,915	148,283		Director of Technology and Communication		
Kent	76,406	60,617	96,047			1	
Montgomery	194,537	194,537	194,537	=	Chief Information Officer	1	Appointed to position
Prince George's	141,226	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 Manager	1	
St. Mary's	109,000	76,911	134,597			1	Contractual
Somerset	51,306	45,426	71,975	=		1	
Talbot	84,205	76,992	93,014		Director of Information Technology	1	
Washington	95,123	62,950	98,452	=		1	
Wicomico	98,164	56,657	113,314			1	
Worcester							
AVERAGE	110,006	83,509	126,931				

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	139,730	88,121	143,976	=	Controller	1	
Baltimore City	198,891	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
Calvert	140,553	97,725	163,571	=	Finance & Budget Director	1	Contract/35/week
Caroline	85,206	71,005	98,874			1	
Carroll	95,472	83,741	147,784	=	Comptroller	1	
Cecil	74,859	57,408	89,398		Accounting Manager	1	
Charles	138,720	92,267	148,037		Director of Fiscal & Administrative Services	1	
Dorchester	81,234	81,234	81,234			1	
Frederick	135,663	114,912	187,257			1	
Garrett	86,968	61,103	94,065			1	
Harford	111,002	71,400	118,934	=	Chief, Bureau of Accounting	1	
Howard	139,714	91,915	148,283		Director of Finance		
Kent	92,785	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	141,226	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	139,000	84,608	148,068		Chief Financial Officer	1	Contractual
Somerset	79,678	56,432	89,415	-	Finance Director	1	Elected Treasurer- tax, revenue collection and investing
Talbot	93,276	87,001	105,106		Finance Director	1	
Washington	107,200	73,426	114,836	=		1	
Wicomico	96,252	64,249	128,499			1	
Worcester	116,121	116,121	116,121			1	
AVERAGE	119,114	89,872	134,414				

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	125,266	75,941	129,074	=	Assistant Controller	2	
Baltimore City	198,891	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
Calvert	92,802	70,798	104,996	=	Finance & Budget Deputy Director	1	35/week
Caroline	43,012	43,012	43,012		Account Clerk III		
Carroll							
Cecil							
Charles							
Dorchester	75,000	75,000	75,000			1	
Frederick	94,245	77,712	124,076			1	
Garrett	71,482	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				=			
Prince George's	120,270	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	90,000	65,728	111,738		Deputy Director, Finance	1	
Somerset	52,680	39,308	62,282	-	Deputy Treasurer	1	Appointed
Talbot	62,994	54,802	66,207		Finance Office Manager	1	
Washington	82,269	58,287	91,159	=		2	
Wicomico	62,100	50,652	101,303			1	
Worcester	90,100	90,100	90,100			1	
AVERAGE	93,569	69,375	107,564				

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	
Baltimore City	109,323	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
Calvert							
Caroline							
Carroll	106,122	83,741	147,784	=	Director, Management & Budget	1	
Cecil	77,667	63,149	98,384			1	
Charles	119,051	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	141,226	98,884	192,385	=	Director, Office of Management & Budget	1	Prince George's County uses the generic Director class
Queen Anne's	104,727	64,269	118,591	=	Chief Budget Officer	1	
St. Mary's	90,800	57,200	97,178		Accounting Officer	1	
Somerset							
Talbot							
Washington							
Wicomico	96,252	64,249	128,499		Director of Finance	1	
Worcester	74,200	74,200	74,200		Budget Officer	1	
AVERAGE	119,103	91,018	135,284				

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	
Baltimore City	198,891	112,200	204,000	=	Executive Level III		Currently vacant, the City is in the process of filling.
Baltimore County	126,465	126,465	126,465	-	Director of Planning	1	Responsible for the Office of Planning, appointed position
Calvert	119,205	97,725	163,571	=		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	99,029	69,430	108,202			1	
Charles		78,914	126,670		Planning Director		Vacant
Dorchester	74,864	74,864	74,864			1	
Frederick	133,668	109,542	175,006			1	
Garrett	94,065	61,103	94,065			1	
Harford	110,933	91,600	141,606	=	Director of Planning & Zoning	1	
Howard	139,714	91,915	148,283		Director of Planning and Zoning	1	
Kent	84,614	60,617	96,047		Director, Planning, Housing and Zoning	1	
Montgomery				=	Director, Permitting Services		Appointed to position
Prince George's							
Queen Anne's	97,730	58,652	107,974	-	Chief, Community Planning	1	
St. Mary's	119,768	76,911	134,597		Director, Land Use & Growth Management	1	Contractual
Somerset	63,037	52,495	83,176	=	Director, Department Technical & Community Services	1	
Talbot	80,919	76,992	93,014		County Planning Officer	1	
Washington	99,257	67,986	106,328	=	Director, Planning & Community Development	1	
Wicomico	96,787	64,249	128,499			1	
Worcester							
AVERAGE	108,486	80,454	124,701				

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	104,738	72,324	120,072	=	Assistant Planning & Zoning Officer	2	
Baltimore City							
Baltimore County	112,032	71,908	112,032	-	Deputy Director of Planning	1	Responsible for planning administration
Calvert	96,296	77,168	114,460	=		1	35/week
Caroline	60,742	48,497	67,532			1	
Carroll	93,717	60,996	107,679	=	Deputy Director Planning	1	Zoning Administration responsibility under Director General Services
Cecil	72,238	52,187	81,349		Principal Planner	1	
Charles							
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	107,328	74,901	120,827		Deputy Director of Planning and Zoning	1	
Kent							
Montgomery				=	Division Chief, 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	94,890	65,728	111,738		Deputy Director, Land Use & Growth Management	1	
Somerset							
Talbot	57,598	54,802	66,207		Assistant Planning Officer	1	
Washington	69,949	53,970	84,407	=	Chief Planner	2	
Wicomico	73,141	50,652	101,303			1	
Worcester							
AVERAGE	87,650	63,993	102,617				

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	
Baltimore City	160,000	160,000	160,000	=	Director of Public Works	1	
Baltimore County	141,130	141,130	141,130	=	Director of Public Works	1	Appointed position
Calvert	126,441	97,725	163,571	=		1	Contract/35/week
Caroline	76,330	71,005	98,874			1	
Carroll	119,892	83,741	147,784	=	Director Public Works	1	
Cecil	102,669	76,398	119,038			1	
Charles	124,954	92,267	148,037		Director of Public Facilities	1	
Dorchester	88,211	88,211	88,211			1	
Frederick	142,920	114,912	187,257			1	
Garrett							
Harford	122,160	105,700	165,464	=	Director of Public Works	1	
Howard	171,538	112,819	182,083		Director of Public Works	1	
Kent	84,304	71,246	113,073			1	
Montgomery	193,766	193,766	193,766	=	Director, Department of Public Works and Transportation (General Services)	1	Appointed to position
Prince George's	141,226	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	76,911	134,597		Director, Public Works & Transportation	1	Contractual
Somerset	75,999	52,495	83,176	+	Director, Solid Waste, Maintenance & Drainage	1	No Public Works Department
Talbot	88,749	87,001	105,106		County Engineer	1	
Washington	107,200	73,426	114,836	=		1	
Wicomico	102,417	64,249	128,499			1	Acting
Worcester	135,501	135,501	135,501			1	
AVERAGE	122,622	97,235	140,263				

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	133,444	79,835	135,849	=	Deputy Director, Public Works & Assistant Director, Public Works	5	Four are Deputy Directors and one is Assistant Director - same salary range
Baltimore City	109,323	77,200	132,400	=	Executive Level II	1	
Baltimore County	118,855	80,935	126,093	=	Deputy Director of Public Works	1	
Calvert							
Caroline							
Carroll	96,896	60,996	107,679	=	Deputy Director Public Works	1	
Cecil	90,022	63,149	98,384			1	
Charles							
Dorchester							
Frederick							
Garrett							
Harford	122,790	81,000	124,862	=	Deputy Director of Public Works	2	
Howard	124,093	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 (General Services)	1	Appointed to position
Prince George's	120,270	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	78,226	68,437	82,679		Assistant County Engineer	3	
Washington							
Wicomico	110,410	56,657	113,314			1	
Worcester	118,345	118,345	118,345			1	
AVERAGE	114,308	83,749	125,810				

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	
Baltimore City							
Baltimore County	148,167	148,167	148,167	=	Director of Permits and Development Management	1	Appointed position
Calvert	76,203	59,623	88,379	-	Inspection & Permit Division Chief	1	35/week
Caroline	67,532	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	95,514	63,149	98,384			1	
Charles		72,988	177,190		Chief of Permits	1	Vacant
Dorchester							
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	124,093	91,915	148,283		Director of Licenses and Permits	1	
Kent							
Montgomery	194,537	194,537	194,537	=	Director, Department of Permitting Services	1	Appointed to position
Prince George's	141,226	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	87,624	76,992	93,014		Director of Permits & Inspections	1	
Washington	77,382	53,970	84,407	=	Director, Permits & Inspections	1	
Wicomico							
Worcester	114,655	114,655	114,655			1	
AVERAGE	110,654	87,541	127,786				

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	
Baltimore City	109,323	77,200	132,400	=	Executive Level II	1	
Baltimore County	148,168	148,168	148,168	=	Director of Recreation and Parks	1	Appointed position
Calvert	98,116	70,798	104,996	=	Recreation Division Chief	1	35/week
Caroline	67,751	53,347	74,286			1	
Carroll	91,333	83,741	147,784	=	Director Recreation & Parks	1	
Cecil	71,074	63,149	98,384			1	
Charles	112,888	78,914	126,670		Chief of Parks & Grounds	1	Also have a Chief of Recreation
Dorchester	53,641	53,641	53,641			1	
Frederick	126,696	109,542	175,006			1	
Garrett							
Harford	121,217	91,600	141,606	=	Director of Parks & Recreation		
Howard	131,685	91,915	148,283		Recreation and Parks	1	
Kent	63,093	51,600	81,642			1	
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	64,094	112,162			1	Contractual
Somerset	50,142	45,426	71,975	=		1	
Talbot	75,597	68,437	82,679		Director of Parks & Recreation	1	
Washington	85,794	62,950	98,452	+	Director, Parks Recreation & Facilities Management	1	
Wicomico	115,575	64,249	128,499			1	
Worcester	84,501	84,501	84,501			1	
AVERAGE	99,554	75,783	113,685				

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 also 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							
Baltimore City							
Baltimore County		79,411	110,362	=	Director of Emergency Management		Currently vacant - maximum salary with longevities is \$162,540
Calvert	100,188	88,841	148,701	=	Public Safety Director	1	Contract/35/week
Caroline	78,590	78,106	108,763			1	
Carroll	94,183	60,996	107,679	=	Administrator Public Safety	1	
Cecil	103,646	74,859	116,646		Director, Emergency Services	1	
Charles	97,920	92,267	148,037		Director of Emergency Services	1	
Dorchester							
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	
Montgomery							The department of Homeland Security is now a division within the Police Department.
Prince George's	154,741	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	64,094	112,162		Director, Public Safety	1	Contractual
Somerset	62,160	48,833	77,373	=	Director, Emergency Services	1	
Talbot		87,001	105,106		Director of Emergency Services		Vacant
Washington	78,015	67,986	106,328	=	Director, Fire/Emergency Services	1	
Wicomico	82,779	56,657	113,314			1	
Worcester	97,085	97,085	97,085			1	
AVERAGE	97,207	78,709	119,283				

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	91,323	91,323	91,323	=		1	
Anne Arundel	139,730	88,121	143,976		Director of Programming	1	
Baltimore City							
Baltimore County	158,718	158,718	158,718	=	Director of Economic Development	1	Appointed position
Calvert	116,874	88,841	148,701	=		1	Contract/35/week
Caroline							
Carroll	106,268	83,741	147,784	=	Director Economic Development	1	
Cecil							
Charles	130,000	92,267	148,037		Director of Economic Development	1	
Dorchester	60,000	60,000	60,000			1	
Frederick	119,713	114,912	187,257			1	
Garrett	94,065	61,103	94,065			1	
Harford	121,217	91,600	141,606	=	Director of Economic Development	1	
Howard							
Kent	57,678	51,600	81,642			1	
Montgomery	194,537	194,537	194,537		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	76,911	134,597		Director, Economic and Community Development	1	Contractual
Somerset	72,214	72,214	72,214	=		1	Separate Entity
Talbot	63,624	54,802	66,207		Economic Development Director	1	
Washington	98,452	62,950	98,452	=			
Wicomico							
Worcester	75,241	75,241	75,241			1	
AVERAGE	106,400	87,953	120,164				

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	
Baltimore City	109,323	77,200	132,400	=	Executive Level II	1	
Baltimore County	141,129	141,129	141,129	=	Director of Aging		Appointed position
Calvert	79,079	64,938	96,333	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll	58,656	55,322	97,656	-	Bureau Chief Aging	1	Not an appointed position, reports to Director, Citizen Services
Cecil	82,389	63,149	98,384		Director, Senior Services & Community Transit	1	
Charles	114,521	72,988	117,190		Chief of Aging & Community Centers	1	Chief of Aging & Community Centers
Dorchester							
Frederick	84,262	63,264	100,960			1	
Garrett							
Harford	121,217	91,600	141,606	=	Director of Community Services	1	
Howard	98,072	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	141,266	98,884	192,385	+	Director, Family Services	1	
Queen Anne's	88,936	53,565	98,321	=		1	
St. Mary's	113,633	64,084	112,162			1	Contractual
Somerset	62,484	62,484	62,484	=	Executive Director, Comm. On Aging	1	Separate Entity
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	105,348	81,533	120,478				

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	131,303	131,303	131,303	=	Director of Social Services	1	Appointed position
Calvert	94,414	80,764	135,181	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll	105,207	83,741	147,784	=	Director Citizens Services	1	
Cecil							
Charles		92,267	148,037		Director of Community Services		Vacant
Dorchester							
Frederick	119,396	114,912	187,257			1	
Garrett							
Harford	96,016	57,700	110,115	=	Human Relations Manager	1	
Howard	131,685	82,930	133,910		Director of Citizen Services	1	
Kent							
Montgomery							
Prince George's	141,266	98,884	192,385	-	Director, Office of Community Relations	1	Multi-cultural Affairs
Queen Anne's							
St. Mary's	95,000	76,911	134,597			1	Contractual
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	111,559	90,916	141,032				

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	53,398	39,700	75,442	=	Chief, Housing Services	1	
Anne Arundel							
Baltimore City	148,891	112,200	204,000	=	Executive Level III	1	
Baltimore County	91,140	91,140	91,140	=	Rental Subsidy Administrator	1	Non-graded position
Calvert	112,858	112,858	112,858		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	Not an appointed position, reports to Director, Citizen Services
Cecil	98,384	63,149	98,384			1	
Charles	84,148	72,988	117,190		Chief of Housing & Community Development	1	Chief of Housing & Community Dev
Dorchester							
Frederick	67,495	59,075	94,258			1	
Garrett							
Harford	101,420	57,700	110,115	=	Chief, Housing Services	1	
Howard	131,685	82,930	133,910		Director of Housing and Community		
Kent							
Montgomery	144,106	144,106	144,106	-	Chief, Special needs housing	1	Appointed to position
Prince George's	141,266	98,884	195,385	=	Director, Housing & Community Development		
Queen Anne's	98,721	64,269	118,591	=		1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	100,103	78,863	118,889				

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	93,288	93,288	93,288			1	Contract employment agreement - salary set by agreement, no salary range
Baltimore City	53,000	50,000	53,000				
Baltimore County	77,668	77,668	77,668	=	Executive Director, Local Management Board	1	
Calvert	54,655	54,655	81,081	=	Family Network Coordinator	1	35/week
Caroline							
Carroll	63,086	53,519	85,655	-	Manager, LMB	1	Not an appointed position, reports to Director, Citizen Services (converted to 40 hrs)
Cecil							
Charles	67,515	67,515	108,431		Local Management Board Manager	1	
Dorchester	57,926	57,926	57,926			1	
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	49,450	49,450	49,450	=	Executive Director Local Management Board	1	Separate Entity
Talbot	61,716	61,105	73,821		Executive Director of Talbot Family Network	1	
Washington	55,404	49,971	78,153	=	Director, Children/Youth Services	1	
Wicomico	67,823	56,657	113,314			1	
Worcester	53,000	50,000	53,000			1	
AVERAGE	65,344	60,169	77,869				

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		72,324	120,072		Public Information Officer		Vacant - appointed by County Executive; duties being performed by Executive Management Assistant
Baltimore City	99,200	55,200	99,200		Executive Level I	1	
Baltimore County	133,908	133,908	133,908	=	Director of Communications	1	
Calvert	62,572	50,141	74,383	-	Public Information Specialist	1	35/week
Caroline							
Carroll	67,704	60,996	107,679	=	Public Information Administrator	1	
Cecil							
Charles	90,328	67,515	108,431		Press Secretary	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	115,001	115,001	115,001	=	Director, Communications	1	
Queen Anne's							
St. Mary's	63,648	64,094	112,162			1	Contractual
Somerset							
Talbot							
Washington	54,065	39,669	62,041	+	PIO/Disability Issues Coordinator	1	
Wicomico	59,002	43,059	86,119			1	
Worcester	45,604	43,406	71,126			1	
AVERAGE	86,598	73,302	104,157				

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	152,529	152,529	152,529		Superintendent of Schools	1	
Anne Arundel							
Baltimore City							
Baltimore County	286,598	286,598	286,598	=	Superintendent	1	Appointed position
Calvert	169,000	169,000	169,000	=	Superintendant	1	Contract
Caroline							
Carroll	191,280	191,280	191,280	=	Superintendent of Schools	1	Amount set by the Board of Education - no scale with a minimum or maximum salary
Cecil							
Charles							
Dorchester							
Frederick	145,000	145,000	145,000				
Garrett	157,538	157,538	157,538			1	
Harford							
Howard							
Kent	125,000	125,000	125,000				
Montgomery							
Prince George's							Separate employer
Queen Anne's							
St. Mary's							
Somerset	131,000	131,000	131,000	=		1	FY 08 Salary
Talbot							
Washington							
Wicomico	165,000	165,000	165,000				
Worcester							
AVERAGE	169,216	169,216	169,216				

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	=	County Attorney	1	Appointed position
Calvert	120,694	120,694	120,694	=	County Attorney	1	Contract/35/week
Caroline							
Carroll	102,420	83,741	147,784	=	County Attorney	1	
Cecil							
Charles	166,001	166,001	166,001		County Attorney	1	
Dorchester							
Frederick	159,271	122,956	200,365			1	
Garrett	57,500	57,500	57,500			1	
Harford	133,472	105,700	165,464	=	County Attorney	1	
Howard	150,342	101,795	164,362		County Solicitor	1	
Kent							
Montgomery	206,492	206,492	206,492	=	County Attorney	1	Appointed to position
Prince George's	141,266	98,884	192,385	=	Director, Office of Law	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	116,088	116,088	116,088		County Attorney		
Washington							
Wicomico	110,000	110,000	110,000			1	Unclassified
Worcester	124,200	120,000	124,200			1	
AVERAGE	132,428	117,665	144,203				

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	=	legislative liaison	1	Appointed position
Calvert							
Caroline							
Carroll	81,016	69,306	108,701	=	Senior Assistant County Attorney - Legislative Director	1	Not an appointed position, reports to County Attorney
Cecil							
Charles							
Dorchester							
Frederick							
Garrett							
Harford	105,664	81,000	124,862		Chief of Staff	1	
Howard	113,859	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							
AVERAGE	92,897	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	116,530	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	=	Chief, Purchasing Services	1	35 hour position
Calvert	66,557	54,655	81,081	=	Purchasing Officer	1	35/week
Caroline	50,200	40,080	55,811		Purchasing & Cont. Officer	1	PT
Carroll	85,235	55,322	97,656	=	Bureau Chief Purchasing		
Cecil	58,302	47,424	73,840		Purchasing Agent	1	
Charles	104,665	72,988	117,190		Chief of Purchasing	1	
Dorchester							
Frederick	94,746	77,712	124,076		Director, Purchasing	1	
Garrett	63,548	48,291	74,340			1	
Harford	110,933	91,600	141,606	=	Director of Procurement	1	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	141,560	85,420	166,190	=	Administrative Specialist IV	1	
Queen Anne's							
St. Mary's	84,510	57,200	97,178		Procurement Manager	1	
Somerset							
Talbot							
Washington	78,795	53,970	84,407	=	Purchasing Agent	1	
Wicomico	73,249	56,657	113,314		Purchasing Agent	1	
Worcester							
AVERAGE	94,312	71,516	110,813				

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	61,228	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	=	Staff Buyer	8	35 hour position, maximum salary with longevities is \$70,527
Calvert	50,860	36,182	53,672	=	Purchasing Assistant	2	35/week
Caroline							
Carroll	49,337	40,872	61,289	=	Buyer	2	
Cecil	52,354	35,630	55,536			1	
Charles	72,350	49,476	79,569		Senior Procurement Specialist	1	
Dorchester							
Frederick		44,933	71,632		Procurement Analyst		Employees as Procurement Analyst 2 and 3s (vacant)
Garrett	39,264	29,837	45,933			1	
Harford	57,973	47,400	90,230	=	Procurement Agent II	8	Procurement Agent I, II, III
Howard	57,736	44,845	72,384		Buyer	5	
Kent							
Montgomery	71,262	49,253	81,513	=	Procurement Specialist II	9	
Prince George's	44,517	35,492	69,055	=	Buyer II	1	
Queen Anne's							
St. Mary's	47,195	37,461	58,053		Buyer	1	
Somerset							
Talbot							
Washington	46,732	36,731	57,446	=		1	
Wicomico							
Worcester							
AVERAGE	54,632	41,854	66,508				

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	56,526	49,932	82,900	-	Accountant II	2	CPA not required
Baltimore City	48,233	40,000	56,800	=	Accountant II	18	
Baltimore County	60,178	44,735	55,722	=	Accountant II	7	35 hour position, maximum salary with longevities is \$70,527
Calvert	65,738	50,141	74,383	=	Accountant II	1	35/week
Caroline	43,012	36,436	50,737		Accountant I		
Carroll	57,242	45,053	72,093	=	Accountant II	1	
Cecil	44,408	43,139	67,226			2	
Charles	60,751	53,465	85,952		Accountant	3	
Dorchester							
Frederick	53,145	48,112	76,717		Accountant II	8	
Garrett	52,232	41,278	63,548			2	
Harford	61,608	47,400	90,230	=	Accountant II	4	
Howard	64,711	49,733	80,163		Fiscal Specialist I	5	
Kent							
Montgomery	76,674	51,598	85,463	=	Accountant/Auditor I	23	
Prince George's	61,476	43,142	83,937	=	Accountant II	15	
Queen Anne's	59,813	45,714	74,517	=	Accountant II	3	
St. Mary's	39,645	37,461	58,053		Accountant	1	
Somerset							
Talbot	47,330	40,618	52,898		Accountant	1	
Washington	68,106	49,972	78,153	=	Senior Accountant	1	
Wicomico	62,087	36,261	101,303		Chief/Senior	2	
Worcester	47,913	40,000	50,000			1	
AVERAGE	56,117	44,399	72,167				

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		Vacant
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
Calvert	57,548	50,141	74,383	=	Budget Analyst	1	35/week
Caroline							
Carroll	50,565	49,109	78,583	=	Management & Budget Analyst	3	
Cecil							
Charles	54,292	49,476	79,569		Budget Analyst I	1	
Dorchester							
Frederick	57,489	44,933	71,632			2	
Garrett							
Harford	57,400	43,900	84,032	=	Budget Analyst	2	
Howard	67,080	49,733	80,163		Fiscal Specialist I	4	
Kent							
Montgomery	66,874	49,253	81,513	=	Management & Budget Specialist II	4	
Prince George's	45,649	43,142	83,937	=	Budget Management Analyst II	4	
Queen Anne's							
St. Mary's	63,156	49,670	84,490			3	
Somerset							
Talbot							
Washington	45,152	36,731	57,446	=		1	
Wicomico							
Worcester							
AVERAGE	58,707	48,930	79,865				

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	68,910	49,932	82,900	=	Management Assistant II	22	
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, maximum salary with longevities is \$70,527
Calvert							
Caroline							
Carroll							
Cecil							
Charles							
Dorchester							
Frederick							
Garrett							
Harford	69,450	52,800	97,261	=	Management Analyst	3	
Howard	61,225	44,845	72,385		Administrative Analyst I	8	
Kent							
Montgomery	80,445	51,598	85,463	=	Administrative Specialist II	39	
Prince George's	60,566	43,142	83,937	=	Administrative Assistant II	38	
Queen Anne's	65,033	42,715	69,445	=		1	
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							
AVERAGE	64,791	47,233	76,706				

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	59,903	49,932	82,900		Personnel Analyst II	4	
Baltimore City	56,840	46,700	65,500	=	Human Resources Specialist II	5	
Baltimore County	59,367	44,735	55,722	=	Personnel Analyst II	6	35 hour position, maximum salary with longevities is \$70,527
Calvert	45,227	42,206	62,608	+	Personnel Analyst I	1	35/week
Caroline	46,593	40,080	55,811		Personnel & Benefits Coordinator		
Carroll		45,053	72,093	=	Personnel Analyst I		
Cecil							
Charles							
Dorchester							
Frederick	48,076	48,112	48,076		Senior HR Analyst	4	
Garrett							
Harford	55,206	47,400	90,230	=	Human Resources Analyst	1	
Howard	67,933	55,058	88,795		Administrative Analyst II	2	
Kent							
Montgomery	66,827	49,253	81,513	=	Human Resources Specailist II	6	
Prince George's	57,608	43,142	83,937	=	Personnel Analyst II	17	
Queen Anne's	48,892	34,910	56,347	=	HR Specialist II	1	
St. Mary's							
Somerset	36,705	30,879	50,598	-	Administrative Aide Human Resources	1	
Talbot	33,285	31,365	45,693		Human Resources Assistant	1	
Washington	60,434	42,843	67,005	=	HR Administrator	1	
Wicomico	32,880	27,875	51,558		HR Specialist II	2	
Worcester							
AVERAGE	50,984	41,745	65,626				

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	Half time. Not civil service.
Anne Arundel	78,701	57,913	96,146		Attorney II	4	
Baltimore City	72,560	44,200	84,600	=	Assistant Solicitor	30	
Baltimore County	86,765	86,765	86,765	=	Assistant County Attorney	24	Non-graded position
Calvert	88,761	64,938	96,333	=	Associate County Attorney		Contract/35/week
Caroline							
Carroll	63,628	58,344	93,351	=	Assistant County Attorney I	1	
Cecil							
Charles	62,456	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	78,938	67,600	109,096		Attorney	10	
Kent							
Montgomery	76,847	62,168	103,309	=	Assistant County Attorney II	3	
Prince George's	73,443	49,943	97,168	=	Attorney II	7	
Queen Anne's							
St. Mary's	68,120	65,728	111,738		Deputy County Attorney	1	
Somerset							
Talbot	45,759	44,680	56,046		Assistant County Attorney	1	
Washington	82,269	58,288	91,159	+	Assistant County Attorney	2	
Wicomico	110,000	110,000	110,000			1	Unclassified
Worcester							
AVERAGE	76,428	63,390	94,429				

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	40,416	36,214	68,817	=	Planner II	3	
Anne Arundel	61,614	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, maximum salary with longevities is \$70,527
Calvert	55,628	42,206	62,608	=	Planner I	7	35/week
Caroline	40,982	36,436	74,286		Planner I & II & III	6	
Carroll	42,079	40,872	65,375	=	Comprehensive Planner I	1	
Cecil		43,139	67,226		Planner II		Vacant
Charles	49,476	49,476	79,569		Planner I	2	
Dorchester	35,960	35,960	56,085		Environmental Planner	2	
Frederick	48,204	44,933	71,632		Planner I	3	
Garrett	39,021	29,837	45,933			1	
Harford	45,726	39,900	76,190	=	Planner I	5	
Howard	65,890	49,733	80,163		Planning Specialist II	10	
Kent	52,666	43,962	69,421		3 Planners: 1-Environmental, 1-Housing, and 1-Community	3	
Montgomery	77,756	47,028	77,756	=	Planning Specialist II	1	
Prince George's	58,995	42,793	78,356	=	Planner II	3	
Queen Anne's	70,340	52,406	85,833	+	Senior Planner	4	
St. Mary's	40,742	37,461	58,053			4	
Somerset	45,410	29,062	62,282	+	Senior County Planner & Planner I	2	Two pay grades
Talbot	54,537	49,371	59,646		Long Range Planner	1	
Washington	38,039	36,731	57,446		Planner I	2	
Wicomico	67,030	43,059	86,119		Planner III	2	
Worcester	45,507	35,744	55,696			3	
AVERAGE	51,613	41,987	68,446				

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	Highest level of engineer - head of engineering division
Baltimore City	99,200	64,800	91,100		Engineering Supervisor	7	
Baltimore County	112,032	76,288	118,855	=	Chief, Bureau of Engineering and Construction	1	
Calvert							
Caroline	76,330	71,005	98,874			1	
Carroll	90,851	55,322	97,656	=	Bureau Chief Engineering	1	
Cecil	98,936	98,936	98,936		Chief of Engineering & Construction	1	
Charles	143,314	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	77,315	52,232	80,408			1	
Harford	93,813	64,300	114,629	=	Civil Engineer IV	4	
Howard	139,714	91,915	148,283		Engineering Manager II	1	
Kent	80,570	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	110,930	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	92,726	74,818	123,469		Senior Project Manager	1	
Somerset	69,012	56,432	89,415	-	Director, County Roads Department	1	
Talbot							
Washington	85,149	58,288	91,159	=	Deputy Director/Capital Projects, Deputy Director/Land Development	2	
Wicomico	78,640	56,657	113,314			1	
Worcester							
AVERAGE	100,016	69,144	111,994				

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		EIT certification required at minimum. (vacant)
Anne Arundel	63,165	49,932	82,900		Engineer II	6	
Baltimore City	99,200	46,700	65,500	=	Engineer II	41	
Baltimore County	57,225	46,684	58,032	=	Engineer II	6	35 hour position, maximum salary with longevities is \$74,142
Calvert	79,508	64,938	96,333	=	Project Engineer II	5	35/week
Caroline							
Carroll	69,638	45,053	72,093	=	Project Engineer/Traffic Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil		43,139	67,226		Civil Engineer I		
Charles	67,355	57,783	92,861		Engineer II	5	
Dorchester	85,592	60,576	94,478		Engineer	1	
Frederick	61,950	55,166	88,003			1	
Garrett	57,855	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	78,062	49,253	81,513	=	Engineer	4	
Prince George's	70,347	55,062	107,128	=	Engineer II	4	
Queen Anne's	65,079	42,715	69,445	=	Civil Engineer I	1	
St. Mary's	64,376	56,222	87,152		Engineer II	1	
Somerset							
Talbot	47,426	44,680	56,046		Engineer	1	
Washington	70,969	49,972	78,153	=	Civil, Environmental, Structural & Trans.	4	
Wicomico	53,631	43,059	86,119			2	
Worcester	103,500	100,000	103,500			1	
AVERAGE	70,059	52,557	81,872				

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	131,841	79,835	135,849	=	Deputy Director, Public Works	1	Highest level for recycling/solid waste division
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	
Calvert	62,735	54,655	81,081	=	Solid Waste Division Chief	1	35/week
Caroline	57,314	44,088	61,393		Special Services Supervisor	1	
Carroll	71,386	55,322	97,656	=	Bureau Chief Solid Waste	1	
Cecil	58,739	52,187	81,349			1	
Charles	103,012	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	34,905	29,837	45,933			1	
Harford	101,865	71,400	118,934	=	Chief, Solid Waste Management Division	1	
Howard							
Kent	66,507	43,962	69,421			1	
Montgomery	115,901	115,901	115,901	=	Chief, Waste Reduction and Recycling	1	Appointed to position
Prince George's	117,279	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							
Somerset	41,530	30,879	50,598	-	Sanitary Landfill Superintendent	1	
Talbot	74,108	68,437	82,679		Manager of Environmental Operations	1	
Washington	88,077	58,288	91,159	=	Director, Solid Waste	1	
Wicomico							
Worcester	83,852	83,852	83,852			1	
AVERAGE	82,322	63,347	96,316				

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	99,200	56,700	79,400	=	Recycling Coordinator	1	
Baltimore County	69,815	53,509	83,362	=	Recycling and Waste Prevention Manager	1	
Calvert	57,548	50,141	74,383	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	50,004	45,053	72,093	=	Recycling Manager	1	
Cecil	35,422	32,427	50,502		Recycling Coordinator	1	Does not have supervisory functions
Charles	56,853	49,476	79,569		Recycling Manager	1	
Dorchester							
Frederick		48,112	76,717				Vacant
Garrett	34,905	29,837	45,933			1	
Harford	98,011	57,700	110,115	=	Recycling Program Manager	1	
Howard	77,596	61,006	98,426		Senior Administrative Analyst	1	
Kent							
Montgomery	112,077	63,411	115,901	=	Manager III	4	
Prince George's	94,819	63,741	124,013	=	Administrative Specialist I	1	
Queen Anne's	72,588	45,714	74,517	=		1	
St. Mary's	84,490	49,670	84,490		Manager, Grade 9	1	
Somerset							
Talbot	55,633	49,371	59,646		CAD Operator/Recycling	1	
Washington	62,041	39,669	62,041	=		1	
Wicomico	23,456	23,456	43,399		Recycling Coordinator	1	
Worcester	52,608	49,630	52,608			1	
AVERAGE	66,752	48,201	77,671				

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							State funded county contractual
Baltimore City							
Baltimore County	46,958	37,007	46,684	=	Social Work Associate	4	35 hour position, maximum salary with longevities is \$58,032
Calvert							
Caroline							
Carroll							
Cecil							
Charles							
Dorchester							
Frederick	42,297	36,615	58,321		Case Manager	13	
Garrett							
Harford							
Howard	71,095	55,058	88,795		Human Services Specialist III	1	
Kent							
Montgomery							
Prince George's	63,329	42,793	78,356	=	Social Worker II	5	
Queen Anne's	72,588	45,714	74,517	=		1	
St. Mary's	49,026	46,134	73,736			1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	57,549	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							State funded county contractual
Baltimore City							
Baltimore County	60,015	48,851	60,996	=	Social Worker II	33	35 hour position. max. salary with longevities is \$77,756
Calvert							
Caroline							
Carroll							
Cecil							
Charles							
Dorchester							
Frederick	43,368	41,986	66,885		Case Worker	1	
Garrett							
Harford							
Howard							
Kent							
Montgomery	61,808	51,598	85,463	=	Social Worker II	83	
Prince George's	67,428	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							
AVERAGE	56,900	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	103,572	72,324	120,072	+	Recreation Administrator	1	Highest level of Manager for recreation activities in department
Baltimore City		46,700	65,500	=	Recreation Manager		Vacant
Baltimore County	80,935	60,223	93,825	=	Chief of Recreation Services	1	
Calvert	69,906	54,655	81,081	=	Recreation Supervisor	1	35/week
Caroline	56,653	44,088	61,393		Recreation Supervisor	1	
Carroll	56,979	55,322	97,656	=	Bureau Chief Recreation	1	
Cecil	52,187	52,187	81,349		Recreation Superintendent	1	
Charles	69,681	62,456	100,338		Recreation Services Administrator	1	
Dorchester	31,109	31,108	48,519		Recreation & Parks 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	98,072	74,901	120,827		Administrative Manager		
Kent	49,430	43,962	69,421		Recreation Supervisor	1	
Montgomery	106,873	63,411	115,901	=	Manager	8	
Prince George's							Not in County class plan
Queen Anne's	43,800	42,715	69,445	=		1	
St. Mary's	92,934	57,200	97,178		Manager, Grade 10	1	
Somerset							
Talbot	36,750	31,365	45,693		Recreation Program Coordinator	1	
Washington	60,929	46,270	72,365	=		1	
Wicomico	56,700	43,059	86,119		Recreation Superintendent	1	
Worcester	50,000	50,000	50,000			1	
AVERAGE	67,865	53,121	66,627				

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	78,123	72,324	120,072	+	Parks Administrator	1	Highest level of Manager for park planning, construction & maintenance in department
Baltimore City	99,200	62,700	90,900	=	Division Chief II	1	
Baltimore County	69,815	60,223	93,825	=	Chief of Park and Facility Maintenance	1	
Calvert	73,692	54,655	81,081	=	Park Supervisor	1	35/week
Caroline	52,134	44,088	61,393		Parks Coordinator	1	
Carroll	60,333	55,322	97,656	=	Bureau Chief Parks	1	
Cecil							
Charles	78,954	57,783	92,861		Park Manager	3	
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	98,072	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 Manager	1	
St. Mary's	57,075	49,670	84,490		Manager, Grade 9	1	
Somerset							
Talbot	37,688	37,094	50,152		Parks Superintendent	1	
Washington	52,665	42,843	67,005	=	Field Operations Supervisor	1	
Wicomico	66,056	50,652	101,303		Superintendent of Parks	1	
Worcester	54,133	54,133	54,133			1	
AVERAGE	69,900	55,599	87,396				

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	85,282	62,365	103,536	=	Systems Analyst	1	
Baltimore City	70,200	51,000	72,200	=	Network Engineer	3	
Baltimore County							
Calvert	87,160	59,623	88,379	=	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	53,352	47,424	73,840		Senior Network Specialist	1	
Charles	103,861	67,515	108,431		Network Manager	1	
Dorchester	50,713	48,268	75,283			1	
Frederick	55,166	88,003	74,703		Network Engineer II	1	
Garrett							
Harford	105,625	71,400	118,934	+	Deputy Chief, MIS	1	
Howard	85,883	67,600	109,096		Technical Services Manager I	1	
Kent							
Montgomery	114,217	63,411	115,901	=	Manager	10	
Prince George's	107,028	63,741	124,013	=	Administrative Specialist I	1	Working title: Network Manger
Queen Anne's							
St. Mary's	101,941	66,373	123,469			1	
Somerset							
Talbot	48,903	40,618	59,646		System/Network Administrator & System/Network Technician	2	
Washington	63,578	49,972	78,153	=	Database Administrator	1	
Wicomico	38,123	31,728	63,456		Data Services Technician	2	
Worcester	81,026	81,026	81,026			1	
AVERAGE	77,500	58,499	89,068				

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	93,340	62,365	103,536		Systems Analyst	13	
Baltimore City	70,200	56,000	79,400	=	Systems Analyst II	5	
Baltimore County	76,358	60,223	93,825	=	Systems Analyst	4	
Calvert	54,663	50,141	74,383	=	Systems Analyst I	2	35/week
Caroline	45,780	40,080	55,811		Technology Specialist	1	
Carroll	62,179	49,109	78,583	=	Senior Programmer Analyst	3	
Cecil							
Charles	66,761	53,465	85,952		Systems Analyst I	3	
Dorchester							
Frederick	69,253	51,517	82,165		Software Integrator	6	
Garrett	46,161	32,431	49,928			1	
Harford		57,000	110,115	=	Systems Analyst		
Howard	70,145	55,058	88,795		Technical Services Specialist III	6	
Kent	50,284	43,962	69,421		IS Engineer	2	
Montgomery	89,301	59,345	98,513		IT Specailist III	4	All IT Analysts are called Specialists, no role differentiation
Prince George's	44,330	35,493	69,055	=	Systems Analyst II	2	
Queen Anne's	62,920	45,714	74,517	=	System Administrator	2	
St. Mary's							
Somerset	38,000	32,809	66,954	+	Sr. Systems Engineer	1	
Talbot							
Washington	51,301	46,270	72,365	=		1	
Wicomico	47,610	36,261	72,521		Systems Project Manager	1	
Worcester							
AVERAGE	61,093	48,180	79,213				

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	64,040	49,932	82,900		Programmer-Analyst I	6	P-A II is supervisory
Baltimore City	70,200	42,918	52,261		Analyst/Programmer II	15	
Baltimore County	70,624	51,094	64,099	=	Programmer Analyst II	3	35 hour position, maximum salary with longevities \$81,367
Calvert	63,880	50,141	74,383	=	Network Administrator I & II	9	35/week
Caroline							
Carroll	47,310	45,053	72,093	=	Programmer Analyst	2	
Cecil							
Charles							
Dorchester							
Frederick							
Garrett							
Harford	71,856	52,800	97,261	=	Systems Programmer	1	
Howard	61,419	49,733	80,163		Technical Services Specialist II	8	
Kent	38,581	39,393	60,510		IS Technician	2	
Montgomery	89,301	59,345	98,513		IT Specialist III	4	All IT Analysts are called Specialists, no role differentiation
Prince George's	75,949	43,142	83,937	=	Programmer/Systems Analyst II	2	
Queen Anne's							
St. Mary's	78,936	66,373	123,469			1	
Somerset							
Talbot							
Washington							
Wicomico	47,610	36,261	72,521		Systems Project Manager	1	
Worcester							
AVERAGE	62,537	47,409	78,413				

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	10	35 hour position, maximum salary with longevities \$60,996
Calvert	37,777	33,470	49,613	=	Computer Service Tech I/II	3	35/week
Caroline	33,049	30,113	41,932			1	
Carroll	39,098	34,383	55,037	+	Client Services Support Analyst	1	
Cecil	42,978	35,630	55,536			4	
Charles	53,995	49,476	79,569		Technology Support Specialist II	2	
Dorchester							
Frederick	44,901	31,949	50,856		Client Services Technician	1	
Garrett							
Harford	56,373	43,900	84,032	=	Computer Systems Engineer II	6	
Howard	63,128	49,733	80,163		Technical Services Specialist II	5	
Kent	31,383	31,383	48,378		Administrative Secretary	1	
Montgomery	75,129	51,598	85,463		IT Specialist II	2	All IT Analysts are called Specialists, no role differentiation
Prince George's		43,142	83,937	=	Administrative Assistant II		Number of employees varies since this is a generic class title used by the County
Queen Anne's	37,300	30,500	49,122	=	Administrative Technician Assistant II	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							
AVERAGE	44,187	36,815	60,034				

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	32,355	23,608	43,056	+	Office Support Assistant I Office Support Assistant II	104	Office Support Assistant I/II perform other clerical support duties than just receptionist or greeting visitors. Salary range is minimum of grade for OSA I class to maximum, with 15% longevity, of OSA II class
Baltimore City		23,055	25,772	=	Office Assistant I		
Baltimore County	32,432	24,698	30,649	-	Clerk	7	35 hour position, maximum salary with longevities is \$38,889
Calvert	32,032	30,940	45,882	+	Office Assistant II	1	35/week
Caroline							
Carroll	36,941	26,562	42,495	=	Information desk Receptionist	1	
Cecil	29,224	23,109	35,942		Office Services Assistant	1	
Charles	39,041	31,163	50,269		Office Associate II	2	
Dorchester	24,765	23,571	36,763		Administrative Associate	2	
Frederick	33,942	27,889	44,361		Administrative Specialist II	3	
Garrett							
Harford		23,700	51,002	=	Clerical Assistant		
Howard	31,469	26,832	43,889		Administrative Support Technician I	7	
Kent							
Montgomery	36,311	31,797	51,062	=	Administrative Aide	16	Entry level, they also perform other functions
Prince George's	21,986	22,879	44,514	=	General Clerk II	10	
Queen Anne's							
St. Mary's	25,147	23,296	34,986		Switchboard Operator/Greeter	1	
Somerset							
Talbot	35,690	23,707	40,064		Clerk	4	
Washington							
Wicomico	20,000	20,000	20,000			1	Unclassified
Worcester	26,013	25,379	41,587			1	
AVERAGE	27,954	25,003	38,898				

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	51,951	37,132	58,671		Paralegal	4	
Baltimore City	45,230	39,442	47,938	=	Paralegal	6	
Baltimore County	46,793	35,275	44,735	=	Legal Assistant	2	35 hour position, maximum salary with longevities is \$55,722
Calvert	53,590	46,010	68,250	=		2	35/week
Caroline	43,988	40,080	55,811		Circuit Court Administrator	1	
Carroll	39,728	37,482	59,967	=	Paralegal	1	
Cecil							
Charles	46,647	42,385	68,223		Paralegal	1	
Dorchester							
Frederick	47,909	39,187	62,441		Legal Assistant		
Garrett							
Harford	55,298	47,400	90,230	-	Legal Assistant III	2	
Howard	53,573	40,477	65,395		Paralegal	5	
Kent							
Montgomery	69,674	51,598	85,463	=	Paralegal Specialist	7	
Prince George's	39,176	33,804	65,767	=	Paralegal Assistant II	11	
Queen Anne's							
St. Mary's	43,763	41,184	65,811			2	
Somerset	33,465	29,062	50,598	-	Child Support Processor & Victim Witness Coordinator	3	Two pay grades
Talbot	40,801	37,094	50,152		Paralegal	1	
Washington							
Wicomico	33,796	27,875	51,558				
Worcester							
AVERAGE	45,642	38,589	60,091				

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	38,947	27,482	52,225	=		6	
Anne Arundel	49,898	33,638	53,159		Legal Secretary	5	
Baltimore City	39,518	31,271	37,321	=	Legal Assistant	9	
Baltimore County	40,257	32,169	40,830	=	Legal Secretary	27	35 hour position, maximum salary with longevities is \$51,094
Calvert	44,858	33,470	49,613	=	Legal Secretary I	4	35/week
Caroline	33,491	27,375	46,125		Court Recorder/Coordinator	6	
Carroll	32,913	28,933	46,322	=	g	3	
Cecil	36,674	32,427	50,502			6	
Charles		39,237	63,189		Paralegal		
Dorchester	43,882	33,444	52,161		Legal Secretary	2	
Frederick	42,164	39,187	62,441		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							
Montgomery	56,673	37,457	61,498	=	Legal Secretary II	6	
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's	31,568	30,971	46,488		Legal Assistant I	3	
Somerset	33,054	27,353	47,622			5	Legal Secretary/Supervisor (one grade higher)
Talbot	35,524	29,042	56,046		Legal Secretary	3	
Washington	35,683	31,491	49,250	=		8	
Wicomico	37,594	23,456	43,399		Legal Office Associate III		
Worcester							
AVERAGE	40,149	32,360	52,177				

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	28,969	24,752	40,622		Cashier I	4	Maximum salary includes 15% longevity 16+ years
Baltimore City	29,490	26,090	30,086	=	Cashier II	22	
Baltimore County	40,990	32,169	40,830	=	Cashier	7	35 hour position, maximum salary with longevities is \$51,094
Calvert	44,490	33,470	49,613	+	Treasurer Clerk I	2	35/week
Caroline							
Carroll	25,085	24,378	38,980	=	Collections Clerk I	1	
Cecil	38,993	32,427	50,502		Collections Specialist	6	
Charles	35,975	31,163	50,269		Revenue Specialist	5	
Dorchester	25,149	25,149	39,223		Fiscal Clerk	2	
Frederick	32,007	31,948	58,302		Collection Specialist	3	
Garrett							
Harford	40,516	33,100	66,290	=	Cashier II	7	Cashier I (\$27,500 - \$57,182) 0 incumbents
Howard	32,573	29,765	48,006		Administrative Support Technician II	6	
Kent	34,951	31,383	48,378		Revenue Associate	2	
Montgomery	55,129	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	38,580	30,550	49,122	=	Collection Specialist I	3	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							PT Recreation and Parks
Worcester	34,284	28,697	41,141			6	
AVERAGE	33,329	28,234	45,005				

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	19,705	17,354	32,979	=	Office Associate I	3	
Anne Arundel	30,323	23,608	39,104		Office Support Assistant I	13	Maximum salary includes 15% longevity 16+ years
Baltimore City		23,055	25,772	=	Office Assistant I		Vacant
Baltimore County	32,432	24,698	30,649	=	Clerk	7	35 hour position, maximum salary with longevities is \$38,889
Calvert	34,807	29,775	44,135	=	Office Assistant I	5	35/week
Caroline							
Carroll	22,360	22,360	35,776	=	Office Associate I	2	
Cecil	26,006	23,109	35,942		Office Services Assistant	7	
Charles	31,176	28,870	46,600		Office Associate I	3	
Dorchester	29,052	22,141	34,533		Administrative Associate	3	
Frederick	33,076	29,851	47,498		Administrative Specialist III	27	
Garrett							
Harford		23,700	51,002	=	Clerical Assistant		
Howard	31,649	26,832	43,389		Administrative Support Technician I	10	
Kent	30,696	28,148	43,201		Office Assistant	9	
Montgomery	45,589	33,107	53,483	=	Principal Administrative Aide	218	
Prince George's	41,712	32,194	62,636	=	Administrative Aide II	55	
Queen Anne's	25,462	25,000	32,781	=	Office Assistant I-II	2	
St. Mary's	27,518	25,626	38,459		Office Specialist	7	
Somerset	25,270	24,229	39,703	=	Office Assistant I	3	
Talbot	28,311	23,707	42,395		Administrative Assistant I & Staff Assistant	12	
Washington	27,596	24,998	39,096	=	Office Associate	7	
Wicomico	39,422	23,456	43,399			20	
Worcester	26,013	18,935	31,032			10	
AVERAGE	30,268	25,216	40,617				

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	33,859	25,069	47,639	=	Office Associate III	3	
Anne Arundel	34,063	25,938	43,056		Office Support Assistant II	91	Maximum salary includes 15% longevity 16+ years
Baltimore City	27,894	24,557	27,914	=	Office Assistant II	197	
Baltimore County	37,041	29,279	37,007	=	Office Assistant	156	35 hour position, maximum salary with longevities is \$46,684
Calvert	43,680	33,470	49,613	=	Office Specialist I	9	35/week
Caroline	23,876	22,624	31,504		Office Support Assistant II	8	One FT employee split between two jobs
Carroll	25,751	24,378	38,980	=	Office Associate II	2	
Cecil	34,039	29,453	45,926		Office Services Specialist	16	
Charles	44,920	33,645	54,240		Office Associate III	10	
Dorchester	25,148	25,148	39,223		Admin Associate, Adv	5	
Frederick	44,857	34,203	54,462		Administrative Specialist V	10	
Garrett	32,000	25,253	37,396			6	
Harford	28,142	27,500	57,182	=	Clerk Typist	5	
Howard	35,745	29,765	48,006		Administrative Support Technician II	85	
Kent	35,035	31,383	48,378		Administrative Secretary	8	
Montgomery							
Prince George's	50,731	35,493	69,055	=	Administrative Aide III	51	
Queen Anne's	34,390	25,000	37,460	=	Office Assistant III-V	19	
St. Mary's	30,779	28,246	42,286		Senior Office Specialist	20	
Somerset	27,977	25,744	42,184	=	Office Assistant II and/or Secretary General	3	
Talbot	31,735	29,042	43,913		Administrative Assistant II	5	
Washington	34,070	29,159	45,603	=	Sr. Office Associate	35	
Wicomico	41,189	27,875	51,558		Administrative Office Associate II	7	
Worcester	34,112	26,648	43,665			14	
AVERAGE	34,393	28,212	45,054				

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	47,669	30,130	57,255	=	Office Associate V		
Anne Arundel	39,974	28,496	48,360		Office Support Specialist	67	Maximum salary includes 15% longevity 16+ years
Baltimore City	31,571	26,090	30,086	=	Office Assistant III	215	
Baltimore County	48,206	35,275	44,735	=	Office Administrator	17	35 hour position, maximum salary with longevities is \$55,722
Calvert	57,478	42,206	62,608	=	Executive Administrative Assistant	8	35/week
Caroline	33,841	20,454	44,088		Administrative Aide/Assistant/Management Associate	10	
Carroll	42,001	31,554	50,482	=	Administrative Office Associate I		Support staff to the Bureau Chief/Deputy Director level - converted to 40 hours
Cecil	40,209	32,427	50,502		Administrative Assistant	17	
Charles	47,750	39,237	63,189		Administrative Associate	15	
Dorchester	35,137	33,444	52,161		Administrative Specialist	1	
Frederick	52,591	39,198	62,455		Administrative Assistant	6	
Garrett	35,000	27,416	42,206			8	
Harford	49,013	37,300	71,198	=	Administrative Assistant II	42	
Howard	41,573	32,968	53,248		Administrative Support Technician II	60	
Kent	42,808	38,393	60,510		Office Manager	7	
Montgomery	54,635	37,547	61,498	=	Office Services Coordinator	224	
Prince George's	60,230	39,132	76,134	=	Administrative Aide IV	42	
Queen Anne's	43,488	28,629	45,886	=	Administrative Assistant I	9	
St. Mary's	40,184	33,426	51,813		Senior Administrative Coordinator	10	
Somerset	41,272	27,353	44,821	=	Executive Secretary and Administrative Assistant	6	
Talbot	41,450	29,042	56,046		Office Manager	5	
Washington	38,269	31,491	49,250	=	Administrative Assistant	13	
Wicomico	43,867	27,875	51,558		Executive Office Associate	3	
Worcester	41,463	32,391	53,076			4	
AVERAGE	43,737	32,561	53,465				

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							Anne Arundel is Charter Government
Baltimore City							
Baltimore County							
Calvert	57,002	57,002	57,002	=		1	Contract
Caroline	55,220	44,088	61,393		Executive Assistant	1	
Carroll	63,524	55,322	97,656	=	County Clerk	1	Appointed position
Cecil	53,061	43,139	67,226		Executive Office Administrator	1	
Charles	61,033	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	82,701	43,962	69,421		Executive Assistant	1	Salary based on longevity pay increases.
Montgomery	68,096	51,598	85,463		Deputy Clerk of the County Council	2	
Prince George's							Not in County class plan
Queen Anne's	72,800	48,938	89,547	=	Executive Assistant to County Commissioners	1	Contractual
St. Mary's	53,456	46,134	73,736		Administrative Assistant to the BOCC	1	
Somerset							County Administrator serves in position
Talbot							
Washington	58,882	36,731	57,446	=		1	
Wicomico							
Worcester							
AVERAGE	61,108	46,806	73,885				

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	37,617	29,099	46,363		Storekeeper II	8	Storekeeper I does not requisition supplies
Baltimore City	27,966	25,516	29,246	=	Storekeeper I	32	
Baltimore County	30,281	26,884	33,682	=	Storekeeper I	6	40 hour position, maximum salary with longevities is \$42,786
Calvert							
Caroline	39,599	30,113	41,932		Stock Clerk/Service Writer	1	
Carroll	33,478	24,378	38,980	=	Stock Clerk	2	
Cecil	32,427	32,427	50,502		Purchasing Assistant	1	
Charles	38,167	31,163	50,269		Supply Clerk I	2	
Dorchester							
Frederick	36,732	29,851	47,498		Warehouse Technician	1	
Garrett							
Harford	30,221	30,200	62,608	=	Storekeeper	1	
Howard	30,510	28,538	40,290				
Kent							
Montgomery	46,037	31,797	51,062	=	Supply Technician II	20	
Prince George's	30,553	25,225	79,076	=	Supply/Property Clerk II	2	
Queen Anne's							
St. Mary's							
Somerset	27,353	27,353	44,821	=	Shop Clerk	1	
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	33,919	28,657	47,410				

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	32,015	22,868	43,456	=	Account Clerk II		
Anne Arundel	40,372	29,910	49,650		Financial Clerk I	17	Maximum salary includes 15% longevity 16+ years
Baltimore City	31,045	26,090	30,086	=	Accounting Assistant II	41	
Baltimore County	32,169	26,884	33,682	=	Account Clerk I	1	35 hour position, maximum salary with longevities is \$42,786
Calvert	46,038	34,817	51,615	=	Account Technician I	5	35/week
Caroline	34,404	30,113	41,932		Account Clerk II	2	
Carroll	30,015	26,562	42,495	=	Accounting Technician I & Accounts Technician	3	
Cecil	40,726	32,427	50,502		Accounts Payable Specialist	2	
Charles							
Dorchester	25,149	25,149	39,223				
Frederick	33,754	31,952	50,859		Account Technician I	3	
Garrett	30,000	25,253	37,396			2	
Harford	43,934	30,200	62,608	+	Accounting Clerk II	12	Accounting Clerk I (\$30,200 - \$62,608) (no incumbents)
Howard	33,571	29,765	48,006		Administrative Support Technician II	15	
Kent							
Montgomery	55,129	37,457	61,498	=	Fiscal Assistant	37	Also performs clerical work in some departments
Prince George's	52,742	35,493	69,055	=		6	
Queen Anne's							
St. Mary's	50,482	46,134	73,736		Senior Accountant	1	
Somerset	34,097	27,353	44,821	+	Computer Operator II & Account Clerk III	4	
Talbot	40,788	27,016	45,693		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	23,456	23,456	43,399		Revenue Specialist	3	
Worcester							
AVERAGE	37,362	29,942	48,406				

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	47,219	30,130	57,255	=	Senior Accounting Technician		
Anne Arundel	47,242	35,345	55,844		Financial Clerk II	9	
Baltimore City	37,399	31,271	37,321	=	Accounting Assistant III	37	
Baltimore County	41,998	32,169	40,830	=	Account Clerk III	58	35 hour position, maximum salary with longevities is \$51,094
Calvert	38,388	36,182	53,672	=	Account Technician II	2	35/week
Caroline	42,250	33,124	46,125		Account Clerk III	2	
Carroll	44,304	31,554	50,482	=	Accounting Associate	1	Requires AA degree
Cecil	68,120	52,187	81,349		Senior Accountant	1	
Charles	43,711	36,330	58,537		Accounting Technician	3	
Dorchester							
Frederick	43,719	36,615	58,321		Account Technician II	1	
Garrett	32,000	27,416	42,206			1	
Harford	51,375	37,300	71,198	=	Accounting Technician I	6	
Howard	37,211	33,966	53,248		Administrative Support Technician III	12	
Kent							
Montgomery	55,129	37,457	61,498	=	Fiscal Assistant	37	Also performs clerical work in some departments
Prince George's	52,742	35,493	69,055	=		6	
Queen Anne's							
St. Mary's	50,482	46,134	73,736		Senior Accountant	1	
Somerset	48,775	29,062	57,937	+	Data Processing Supervisor & Administrative Aide	4	Two pay grades
Talbot	49,744	44,680	56,046		Fiscal Analyst	1	
Washington	32,625	26,999	42,225	=	Accounts Payable Technician, Accounts Receivable Technician	5	
Wicomico							
Worcester							
AVERAGE	45,496	35,443	56,152				

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	55,092	37,132	58,671	+	Personnel Assistant II	2	Journey, full-proficiency level; duties may be performed at the lower PA I level
Baltimore City		31,271	37,321	=	Accounting Assistant III	14	
Baltimore County	34,360	29,279	37,007	=	Account Clerk II	33	35 hour position, maximum salary with longevities is \$46,684
Calvert	46,446	39,094	57,967	=	Payroll Specialist	1	35/week
Caroline							
Carroll	31,554	28,933	46,322	=	Payroll Technician	1	
Cecil	39,208	39,208	61,069		Payroll Coordinator	1	
Charles	67,466	45,790	73,672		Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett							
Harford	54,322	39,900	76,190	=	Accounting Technician II	3	Accounting Technician I (no incumbents) [\$37,300 - \$71,198]
Howard	43,742	36,546	58,989		Administrative Aide	3	
Kent	47,560	34,394	53,807		Payroll Administrator		
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	35,316	27,016	43,913		Senior Payroll Clerk & Payroll Clerk	2	
Washington	33,733	31,491	49,250	=		1	
Wicomico	27,000	27,875	51,558		Payroll Specialist I and II	2	
Worcester	38,525	30,848	50,548			1	
AVERAGE	41,454	33,662	54,392				

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
Calvert	93,641	78,790	116,938	+	Maintenance Bureau Chief	1	
Caroline							
Carroll	101,588	55,322	97,656	=	Bureau Chief Roads	1	
Cecil	81,578	52,187	89,398		Chief (of Division)	2	Chief of Roads; Chief of Water & Wastewater
Charles							
Dorchester							
Frederick	56,153	41,967	66,886		Foreman	11	
Garrett	80,408	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	92,528	61,006	98,426		Operations Superintendent	4	
Kent	65,216	43,962	69,421			1	
Montgomery							
Prince George's	117,279	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	-	Assistant Superintendent, County Roads Department	1	
Talbot	62,956	61,105	73,821		Roads Superintendent	1	County Roads Department only
Washington	75,378	67,986	106,328	-	Director of Environmental Management	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	
AVERAGE	77,550	57,596	92,251				

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	42,131	33,032	62,771	=	Utilities Foreman & Roads Foreman	6	
Anne Arundel							
Baltimore City	30,907	26,832	28,080	=	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	63	Maximum salary with longevities is \$58,032
Calvert	50,928	37,502	55,598	=	Crew Leader	4	
Caroline	42,662	30,113	50,737		Crew leader -Highway Marking Specialist	7	Mosquito Control & Weed Control as well
Carroll	46,275	37,482	59,967	=	Foreman	10	
Cecil	39,283	35,630	55,536		Crew Leader	5	
Charles	60,896	49,476	79,569		Supervisor	15	
Dorchester							
Frederick							
Garrett	44,000	29,837	45,933			13	
Harford	53,827	43,900	84,032	=	Crew Chief	19	
Howard	60,219	44,845	72,384		Operations Supervisor I	16	
Kent							
Montgomery							
Prince George's	49,832	31,932	58,890	=	Crew Supervisor I	2	
Queen Anne's	54,995	34,910	56,347	=	Foreman	7	
St. Mary's	56,826	41,184	65,811		Supervisor	1	
Somerset	47,318	29,062	47,622	=	Crew Leader, Roads Department & Cust. Supervisor & Solid Waste Assistant	2	
Talbot	42,928	34,031	47,763		Road Foreman		County Roads Department only
Washington	38,601	29,159	45,603	=	Lead Construction Specialist	2	
Wicomico	36,261	36,261	72,521		Maintenance Supervisor	1	Vacant
Worcester	61,480	50,000	61,480			3	
AVERAGE	47,950	36,431	57,754				

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	
Anne Arundel							
Baltimore City	34,512	28,233	31,109	=	Laborer Crew Leader II	59	
Baltimore County	64,500	44,735	55,722	=	Utilities Supervisor I/Landfill Supervisor/Highways Superintendent	13	Maximum salary with longevities is \$70,527
Calvert	48,027	45,552	67,600	=	Highway Maintenance Supervisor	2	
Caroline	42,662	30,113	50,737		Crew leader -Highway Marking Specialist	7	Mosquito Control & Weed Control as well
Carroll	54,784	45,053	72,093	=	Area Roads Chief	5	
Cecil	43,062	35,630	61,069		Roads Supervisor I or II	4	Two at each level
Charles					Superintendent		
Dorchester							
Frederick							
Garrett	58,000	41,278	63,548			3	
Harford	66,005	52,800	97,261	=	Highways Maintenance Supervisor	8	
Howard	69,212	49,733	80,163		Operations Supervisor II	15	
Kent							
Montgomery	88,455	54,054	89,596	=	Maintenance Renovation & Inspections Supervisor	1	
Prince George's	54,465	35,205	64,176	=	Crew Supervisor II	11	
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 two pay grades
Talbot	46,037	40,618	52,898		Roads Supervisor		County Roads Department only
Washington	54,968	42,843	67,005	=	Section Supervisor	5	
Wicomico							
Worcester							
AVERAGE	55,233	41,033	65,875				

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	44,756	25,069	62,771	=	Engineering Technician II & III	5	
Anne Arundel							
Baltimore City	48,755	37,831	45,933	=	Engineering Associate II	23	
Baltimore County	50,366	38,889	48,851	=	Engineering Associate II	14	35 hour position, maximum salary with longevities \$60,996
Calvert	50,141	40,877	60,624	=	Site Engineering Technician	1	35/wk
Caroline							
Carroll	43,070	34,383	55,037	=	Engineering Technician II	3	
Cecil							
Charles	54,475	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 Technician I		
Garrett							
Harford	51,909	37,300	71,198	=	Engineering Associate II	3	
Howard	48,678	36,546	58,989		Engineering Support Technician I	9	
Kent							
Montgomery	66,020	40,952	67,533	=	Engineer Technician II	5	
Prince George's	48,597	36,966	67,895	=	Engineering Technician II	12	
Queen Anne's	48,146	39,923	64,724	=	Civil Engineering Technician	2	
St. Mary's	48,984	41,184	65,811			1	
Somerset							
Talbot							
Washington	41,693	36,731	57,446	=		3	
Wicomico	56,716	43,059	86,119		Civil Engineer I	1	
Worcester							
AVERAGE	49,382	38,516	63,393				

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	54,064	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, maximum salary with longevities is \$77,756
Calvert	50,141	40,877	60,624	=	Site Engineering Technician	1	35/wk
Caroline							
Carroll	55,367	45,053	72,093			3	
Cecil							
Charles	72,063	45,790	73,672		Cartographer	1	
Dorchester	35,960	35,960	56,085		GIS Technician	1	
Frederick	34,139	32,038	51,031		GIS Spec I		
Garrett							
Harford	74,009	52,800	97,261	=	Database Administrator	1	
Howard	50,794	36,546	58,989		Engineering Support Technician I	3	
Kent							
Montgomery	89,301	59,345	98,513		IT Specailist III	4	All IT Analysts are called Specialists, no role diferrentiation
Prince George's	70,831	44,932	82,152	=	Engineering Technician IV	6	
Queen Anne's	43,725	34,910	56,347	=	GIS Program Specialist	1	
St. Mary's	48,381	37,461	58,053			1	
Somerset	47,622	29,062	47,622	=	GIS Technician/Zoning Specialist	1	
Talbot	58,174	54,802	66,207		GIS Manager	1	
Washington	44,915	36,731	57,446	=	GIS Analyst	2	
Wicomico	60,043	31,728	63,456		Computer Graphics Specialist	1	
Worcester	51,597	43,406	71,126			1	
AVERAGE	54,478	41,185	66,133				

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	54,308	38,771	62,358		Construction Code Inspector	21	Maximum salary includes 15% longevity 16+ years
Baltimore City	50,236	39,442	47,938	=	Construction Building Inspector II	15	
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	35 hour position, maximum salary with longevities is \$64,099
Calvert	49,295	42,206	62,608	=		2	35/week
Caroline							
Carroll	38,054	37,482	59,967	=	Building Inspector I	2	
Cecil	41,149	35,630	61,069		Building Inspector I, II, or III	3	One Level II; Two Level III
Charles							
Dorchester	37,839	33,444	52,161		Codes Inspector	1	
Frederick	51,992	44,928	71,614		Building Inspector 2		
Garrett	40,000	27,416	42,206			2	
Harford	52,339	43,900	84,032	=	Building Inspector II	5	
Howard	49,151	40,477	72,384		Regulation Inspector	12	
Kent							
Montgomery	65,958	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	49,265	36,966	67,895	=	Construction Standards Inspector II	22	
Queen Anne's							
St. Mary's	56,457	37,461	58,053		Inspector 11	4	
Somerset	28,755	27,353	44,821	=	Building Code Assisztnt/ Field Inspector	3	
Talbot	46,894	44,680	56,046			2	
Washington	41,535	36,731	57,446	=	Building Inspector I	4	
Wicomico	41,000	31,728	63,456			2	
Worcester	40,490	43,458	64,514			5	
AVERAGE	46,833	37,764	60,303				

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							
Baltimore City	40,039	34,908	42,196	=	Housing Inspector	80	
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	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	
Cecil	42,557	35,630	55,536		Code Compliance Inspector	1	
Charles							
Dorchester							
Frederick	51,902	41,953	66,872		Housing, Inspector 2		
Garrett							
Harford	43,031	39,900	76,190	=	Housing Inspector	1	
Howard	49,151	40,477	72,384		Regulation Inspector	3	
Kent							
Montgomery	61,254	47,028	77,756	=	Housing Code Inspector III	6	Advanced Level
Prince George's	44,210	30,412	56,153	=	Property Standards Inspector II	38	
Queen Anne's	64,724	39,923	64,724	=	Housing Program Administrator II	1	
St. Mary's							
Somerset	30,947	27,353	44,821	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester	40,490	43,458	64,514				
AVERAGE	45,179	38,380	59,141				

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	54,308	38,771	62,358		Construction Code Inspector	21	Maximum salary includes 15% longevity 16+ years
Baltimore City							
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	
Calvert	62,608	42,206	62,608	=		2	35/week
Caroline							
Carroll	40,966	37,482	59,967	=	Plumbing Inspector I	2	
Cecil		39,208	61,069				Vacant
Charles							
Dorchester							
Frederick	53,242	44,928	71,614				
Garrett							
Harford	40,560	37,300	71,198	=	Plumbing Inspector I	1	
Howard	49,151	40,477	72,384		Regulation Inspector	6	
Kent							
Montgomery	65,958	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	44,210	30,412	56,153	+	Property Standards Inspector II	38	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	48,571	44,680	56,046		Building Inspector / Plumbing & HVAC	1	
Washington	52,268	39,669	62,041	=	Plumbing Inspector I	2	0
Wicomico	58,763	36,261	72,521			1	
Worcester	46,717	40,403	52,949			3	
AVERAGE	51,597	39,871	63,470				

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	54,308	38,771	62,358		Construction Code Inspector	21	Maximum salary includes 15% longevity 16+ years
Baltimore City	48,930	39,442	47,938	=	Construction Electrical Inspector II	7	
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	
Calvert	58,968	42,206	62,208	=		2	35/week
Caroline							
Carroll	41,372	37,482	59,967	=	Electrical Inspector I	2	
Cecil							
Charles							
Dorchester							
Frederick	46,724	44,928	71,614				
Garrett							
Harford		37,300	71,198	=	Electrical Inspector I		Vacant
Howard	49,151	40,477	72,384		Regulation Inspector	6	
Kent							
Montgomery	65,958	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	49,265	36,966	67,895	=	Construction Standards Inspector II	26	Total combined from DER & DPWT
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	47,501	39,669	62,041	=	Electrical Inspector I	1	
Wicomico	56,925	43,059	86,119				
Worcester							Contractual
AVERAGE	52,049	40,794	65,254				

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	55,676	38,771	62,358		Construction Inspector	20	Maximum salary includes 15% longevity 16+ years
Baltimore City	43,356	34,908	42,196		Public Works Inspector	58	
Baltimore County							
Calvert	67,600	45,552	67,600	-	Public Works Project Inspector	1	40/week
Caroline	37,190	30,113	41,932			2	
Carroll	44,755	34,383	55,037	=	Construction Inspector	6	
Cecil	39,208	39,208	61,069		Construction Inspection Representative	1	
Charles	59,921	45,790	73,672		Construction Inspector	2	
Dorchester							
Frederick	42,830	39,198	62,455		Inspector 2	6	
Garrett							
Harford	56,612	33,100	66,290	=	Construction Inspector I	1	
Howard	49,151	40,477	72,384		Regulation Inspector	20	
Kent							
Montgomery	79,721	51,598	85,463	=	Permitting Services Inspector III	32	Advanced Level
Prince George's	49,265	36,966	67,895	=	Construction Standards Inspector II	22	
Queen Anne's	47,752	32,662	52,605	=	Construction Inspector II	3	
St. Mary's	59,660	63,523	101,712		Inspector III	4	
Somerset	32,079	29,062	47,622	-	Stormwater Management/Zoning Specialist	1	
Talbot							
Washington	36,731	36,731	57,446	=		2	
Wicomico							
Worcester							
AVERAGE	50,094	39,503	63,609				

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	54,308	38,771	62,358		Construction Code Inspector	21	Maximum salary includes 15% longevity 16+ years
Baltimore City							
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	
Calvert							
Caroline	45,049	33,124	46,125			2	
Carroll							
Cecil							
Charles	48,572	45,790	73,672		Code Inspection & Enforcement Officer	1	Code Inspection & Enforcement Officer
Dorchester					Codes Inspector		
Frederick							
Garrett							
Harford	56,405	43,900	84,032	=	Vertical Inspector	3	
Howard							
Kent	35,406	34,394	53,807		Enforcement Officer	1	
Montgomery	65,958	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	76,348	57,816	112,484	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	84,660	52,406	85,833	+	Zoning Administrator	1	
St. Mary's							
Somerset	31,651	30,879	50,598	=		1	
Talbot	47,995	44,680	56,046		Chief Code Compliance Officer	1	
Washington							
Wicomico	41,400	31,728	63,456		Building Inspector	1	
Worcester	67,616	63,000	67,616			1	
AVERAGE	54,524	43,248	67,792				

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	35,100	32,864	37,336	=	Code Enforcement Officer	2	
Anne Arundel	47,947	37,939	63,086		Zoning Inspector	6	Maximum salary includes 15% longevity 16+ years
Baltimore City	46,416	34,908	42,196		Zoning Examiner	2	
Baltimore County	53,440	40,830	51,094	+	Code Inspection and Enforcement Officer II*	40	
Calvert	52,689	42,206	47,447	=	Zoning Code Enforcer I & II	1	PT/35 hours/pay period
Caroline							
Carroll	37,035	34,383	55,037	=	Zoning Inspector	2	
Cecil	52,354	35,630	55,536		Code Compliance Inspector	1	
Charles	59,105	45,790	73,672		Zoning Technician	3	
Dorchester	31,109	31,109	48,519		Zoning Inspector	1	
Frederick	43,969	41,953	66,872		Inspector 2, Zoning	1	
Garrett	32,272	27,837	45,933			1	
Harford		37,300	71,198	=	Zoning Inspector I		Vacant
Howard	49,151	40,477	72,384		Regulation Inspector	2	
Kent							
Montgomery	55,643	42,883	70,773	=	Highway Inspector II	26	Lead Level
Prince George's	76,348	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	36,897	29,042	43,913		Zoning Enforcement Officer	1	
Washington	39,347	36,731	57,446	=		1	
Wicomico	58,271	36,261	72,521		Zoning Administrator	1	
Worcester							
AVERAGE	50,391	37,466	59,517				

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	63,846	49,932	82,900	+	Engineer II	3	Commercial only
Baltimore City	46,416	34,908	42,196		Zoning Examiner	2	
Baltimore County	57,225	46,684	58,032	=	Engineer II	6	35 hour position, maximum salary with longevities is \$74,142
Calvert							
Caroline							
Carroll	40,893	40,872	65,375	=	Plans Examiner	1	
Cecil	44,138	39,208	61,069		Building Plans Reviewer	1	
Charles	54,873	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	2	
Howard	80,922	55,058	88,795		Engineering Specialist I	6	
Kent							
Montgomery	74,807	51,598	85,463	=	Planning Specialist III	17	
Prince George's		38,814	71,206	=	Plans Examnier II		
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	67,594	46,270	72,365	=		2	
Wicomico	67,030	43,059	86,119		Planner III - Long Range	2	
Worcester	45,713	35,710	58,516			3	
AVERAGE	57,787	44,529	69,880				

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	31,598	27,482	52,225	+	Building Maintenance Worker III	2	
Anne Arundel	43,704	33,467	53,747	-	Facilities Maintenance Mechanic II	24	Maximum salary includes 15% longevity 16+ years
Baltimore City							
Baltimore County	35,066	32,427	40,560	-	Electrician I	13	Works under the guidance of an Electrician II, maximum salary with longevities is \$54,101
Calvert							
Caroline							
Carroll	34,424	31,554	50,482	=	Electrician I	1	
Cecil							
Charles	54,876	39,237	63,189		Electrician II	3	
Dorchester							
Frederick	41,114	36,615	58,321		Maintenance Technician 2	13	
Garrett							
Harford							
Howard							
Kent							
Montgomery	61,777	40,952	675,333	=	Electrician I	4	
Prince George's	46,617	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	40,035	36,731	57,446	=		2	
Wicomico	37,637	31,728	63,456		Building Maintenance Technician III		
Worcester							
AVERAGE	41,203	33,173	110,045				

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	44,074	30,130	57,255	=	Building Maintenance Worker IV	2	
Anne Arundel							
Baltimore City							
Baltimore County	48,758	38,792	49,192	=	Electrician II	16	Maximum salary with longevities is \$65,749
Calvert	51,397	42,206	62,608	+	Master Electrician	1	35/week
Caroline							
Carroll	39,306	34,383	55,037	=	Electrician II	3	
Cecil							
Charles	53,858	42,385	68,223		Electrician III	6	
Dorchester							
Frederick	47,769	39,198	62,455		Maintenance Technician 3	3	
Garrett							
Harford	58,335	43,900	84,032	=	Electrician W&S Operations	1	
Howard	50,179	41,309	61,381		Electrician	7	\$1,560 longevity at 10 years, \$3,016 at 15 years and \$3,640 at 20 years
Kent	61,149	43,962	69,421		Facilities Electrician	1	
Montgomery	70,773	42,883	70,773	=	Electrician II	5	
Prince George's	51,753	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							
AVERAGE	51,249	38,441	63,332				

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	36,546	36,026	37,066	=	Automotive Mechanic	2	Additional \$0.50/hour when performing welding duties
Anne Arundel	55,016	35,131	56,472		Welder	3	Maximum salary includes 15% longevity 16+ years
Baltimore City	39,515	32,842	37,093		Welder	6	
Baltimore County	49,995	37,066	46,925	=	Welder Mechanic	5	Maximum salary with longevities is \$62,629
Calvert							
Caroline							
Carroll							
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	\$1,560 longevity at 10 years, \$3,016 at 15 years and \$3,640 at 20 years
Kent							
Montgomery	62,439	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	36,136	31,491	49,250	=		1	
Wicomico							
Worcester							
AVERAGE	46,928	35,402	51,412				

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	41,499	30,130	57,255	=	Building Maintenance Worker IV	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. Maximum salary includes 15% longevity 16+ years
Baltimore City	33,121	28,233	31,109		Carpenter II	11	
Baltimore County	43,063	33,862	42,474	=	Carpenter II	15	Maximum salary with longevities is \$56,805
Calvert							
Caroline							
Carroll	35,793	31,554	50,482	=	Maintenance Technician II	5	
Cecil							
Charles							
Dorchester							
Frederick	29,267	27,889	44,361		Maintenance Technician 1	2	
Garrett							
Harford	55,796	37,300	71,198	=	Master Cabinet Maker	1	
Howard	45,966	36,462	54,226		Maintenance Mech11/Carpentry Option	1	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent							
Montgomery	62,604	39,157	64,441	=	Carpenter	5	
Prince George's	46,380	28,963	53,548	=	Carpenter II	1	
Queen Anne's							
St. Mary's							
Somerset	47,622	29,062	47,622	+	Carpenter/HVAC Technician	1	
Talbot							
Washington	39,115	29,159	45,603	=	Maintenance Trades worker	2	
Wicomico	50,328	31,728	63,456		Operations Maintenance Supervisor	1	
Worcester							
AVERAGE	44,174	32,074	52,271				

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							
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	=	Plumber I		Vacant, maximum salary with longevities is \$54,101
Calvert							
Caroline							
Carroll							
Cecil							
Charles							
Dorchester							
Frederick	41,114	36,615	58,321		Maintenance Technician 2	13	
Garrett							
Harford							
Howard	41,114	36,615	58,321		Maintenance Technician 2	13	
Kent							
Montgomery	60,435	39,157	64,441	=	Plumber I	4	
Prince George's	51,076	28,963	53,548	-	Plumber II	3	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	37,733	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	=	Plumber II	10	Maximum salary with longevities is \$65,749
Calvert							
Caroline	41,247	37,482	59,967		Trades Specialist III	1	
Carroll							
Cecil							
Charles							
Dorchester							
Frederick	47,769	39,198	62,455		Maintenance Technician 3	3	
Garrett							
Harford							
Howard	60,795	41,309	61,381		Plumber	2	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent							
Montgomery	69,151	42,833	70,773	=	Plumber II	3	
Prince George's	49,241	30,412	56,153	-	Plumber III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	46,654	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							
Anne Arundel	30,830	28,808	46,363	=	Utility Support Worker I	5	Journey, full-proficiency level Utility Support Worker II \$30,326-\$48,693 24 Ees, Maximum salary includes 15% longevity 16+ years
Baltimore City	29,464	26,665	27,684		Utilities Installer and Repairer	62	
Baltimore County	36,480	29,744	37,066	=	Masonry Mechanic	12	Maximum salary with longevities is \$49,192
Calvert							
Caroline							
Carroll	31,645	28,933	46,322	=	Maintenance Mechanic I	3	Water/Wastewater are same grade, both classes reported here
Cecil							
Charles	44,991	31,163	50,269		Line Maintenance Worker	7	
Dorchester							
Frederick							
Garrett	32,000	24,647	36,812			7	
Harford	35,423	33,100	66,290	=	W/S Utility Worker I	4	
Howard	30,631	26,478	37,440		Utility Worker I	17	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent							
Montgomery							
Prince George's	35,763	22,694	422,999	=	Laborer II	63	
Queen Anne's	30,227	26,819	42,871	=		11	
St. Mary's							
Somerset							
Talbot							
Washington	28,791	24,998	39,096	=		4	
Wicomico							
Worcester							
AVERAGE	33,295	27,641	77,565				

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	34,351	22,868	52,225	=	Utilities Worker I & II	12	
Anne Arundel	35,792	29,952	42,765	+	Water/Wastewater Systems Technician I	8	State operator license during course of employment as W/WW System Tech I, required before advancing to II level. Maximum salary includes 15% longevity 16+ years
Baltimore City	39,191	31,769	35,704		Waste Water Operations Technician	176	
Baltimore County	28,496	28,496	35,360	=	Treatment Plant Operator Trainee	1	This is a training classification. The incumbents must receive certification within 3 years of employment
Calvert	30,470	29,775	44,135	=	Water & Sewer Plant Operator Trainee	6	35/week
Caroline							
Carroll	26,562	26,562	42,495	=	Apprentice Operator I	2	Water/Wastewater are same grade, both classes reported here
Cecil	31,879	29,453	45,926		Operator Trainee	8	
Charles	39,104	31,163	50,269		Wastewater Operator Trainee	6	
Dorchester							
Frederick	31,581	27,889	44,361		Water Treatment Plan Operator 1	3	
Garrett							
Harford	28,688	33,100	66,290	=	Plant Operator Trainee (W or WW)	2	
Howard	32,723	30,763	43,410		Plant Operator I	5	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent	26,028	25,072	38,279		Utility Technician	6	
Montgomery							
Prince George's							WSSC
Queen Anne's	29,569	28,629	45,886	=	Utility Technician I	2	
St. Mary's							
Somerset							
Talbot	37,171	31,365	52,898		Environmental System Operator & Envrionmental System Operator Supervisor	2	
Washington	28,159	26,998	42,225	=	Plant Operator Trainee	5	
Wicomico							
Worcester							
AVERAGE	31,984	28,924	45,482				

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	42,014	30,130	62,771	=	Plant Operator I & II	4	
Anne Arundel	53,423	40,518	64,917	+	Water/Wastewater Systems Technician II	31	Maximum salary includes 15% longevity 16+ years
Baltimore City	37,786	34,959	40,065		Water Treatment Technican III	26	
Baltimore County	46,925	33,862	42,474	=	Treatment Plant Operator I	1	Maximum salary with longevities is \$56,805
Calvert	30,470	29,775	44,135	=	Water & Sewer Plant Operator Trainee	6	35/week
Caroline							
Carroll	35,160	31,554	50,482	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	3	Water/Wastewater are same grade, both classes reported here
Cecil	39,465	35,630	67,226		Operator I, II or III	3	Two Level I, one Level II, 0 level III
Charles	47,677	39,237	63,189		Wastewater Operator II	12	
Dorchester							
Frederick	54,513	39,198	62,455		Water Treatment Plant Operator 3	9	
Garrett	35,000	28,746	42,934			7	
Harford	50,886	37,300	71,198	=	Plant Operator (W or WW)	11	
Howard	47,916	33,966	50,315		Plant Operator II	3	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent	42,345	34,394	60,510		Plant Operator I & II	4	
Montgomery							
Prince George's							WSSC
Queen Anne's	61,396	45,714	74,517	=	Chief Water Operator/Chief Wastewater Operator	1	
St. Mary's							
Somerset							
Talbot	39,083	34,031	52,898		Collection System Operator	3	
Washington	37,925	34,011	53,191	=	Sr. Plant Operator	9	
Wicomico							
Worcester	47,684	34,043	65,720			11	
AVERAGE	44,098	35,122	57,000				

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	19,610	17,354	32,979	+	Meter Reader	1	Performs minor utility maintenance work.
Anne Arundel	34,366	26,125	41,184	=	Meter Technician I	9	Maximum salary includes 15% longevity 16+ years
Baltimore City	36,029	28,203	33,414		Utility Meter Reader li	13	Water Only
Baltimore County							
Calvert							
Caroline							
Carroll	33,218	26,562	42,495	=	Utilities Maintenance Worker	2	
Cecil							
Charles	43,218	33,645	54,240		Meter Technician	7	
Dorchester							
Frederick							
Garrett							
Harford	51,958	27,500	57,182	=	Water Meter Mechanic I	1	
Howard	36,182	28,538	40,290		Utility Worker II	3	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent							
Montgomery							
Prince George's							WSSC
Queen Anne's	37,922	32,662	52,605	=	Water Operators I & II	2	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	36,563	27,574	44,299				

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	32,933	30,337	35,528	=	Building Maintenance Worker III	2	
Anne Arundel	38,327	30,326	48,693	=	Facilities Maintenance Mechanic I	12	General class title which performs multiple trades - not necessarily specializing in one. Maximum salary includes 15% longevity 16+ years
Baltimore City	32,934	28,233	31,109		Building Repairer	29	
Baltimore County	42,129	33,862	42,474	=	Buildings Maintenance Mechanic II	18	Maximum salary with longevities is \$56,805
Calvert	40,850	30,940	45,882	=	Buildings & Ground Maintenance Worker I	2	35/week
Caroline	37,472	33,124	46,125		Maintenance Repairer	1	
Carroll	32,428	28,933	46,322	=	Maintenance Technician I	11	
Cecil	33,004	25,418	45,926		Maintenance Worker I or II	4	Two at each level
Charles	44,234	31,163	50,269		Facilities Maintenance Technician I	2	
Dorchester							
Frederick	29,267	27,889	44,361		Maintenance Technician 1	2	
Garrett	27,000	22,264	34,450			2	
Harford	29,088	26,200	54,142	=	Building Maintenance Worker I	1	
Howard	39,803	32,302	46,738		Maintenance Mechanic I	21	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent	25,071	25,072	38,279		Maintenance Worker	3	
Montgomery							
Prince George's	56,517	31,932	58,890	=	Building Engineer II	11	
Queen Anne's	36,872	26,819	42,871	=	Facility Technician I	7	
St. Mary's	39,811	33,426	51,813		Lead Maintenance Mechanic	6	
Somerset	34,535	24,229	42,184	+	Maintenance Worker I & Maintenance Worker II	3	
Talbot	34,960	31,365	45,693		Facilities Maintenance Technician	3	
Washington	36,812	31,491	49,250	=	Building Maintenance Worker	2	
Wicomico	36,135	20,623	38,187		Maintenance Technician	6	
Worcester	40,431	26,648	58,516			5	
AVERAGE	36,391	28,754	45,350				

Jobs with < than 5 responses were omitted.

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

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	60,227	43,062	68,039	=	Automotive Maintenance Supervisor	5	Three are currently vacant
Baltimore City	52,483	39,442	47,938		Automotive Maintenance Supervisor	18	
Baltimore County	61,198	44,735	55,722	=	Heavy Equipment Supervisor	6	Maximum salary with longevities is \$70,527
Calvert	59,405	44,678	66,248	-	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							
Charles	62,606	49,476	79,569		Lead Mechanic	1	
Dorchester	48,362	35,960	56,085		Heavy Equipment Maintenance Supervisor	1	
Frederick	66,227	51,517	82,165		Service Manager	2	
Garrett	36,000	27,416	42,206			3	
Harford	51,542	37,300	71,198	=	Equipment Repair Specialist	4	
Howard	69,212	49,733	80,163		Operations Supervisor II	5	
Kent	57,924	43,962	69,421		Automotive Services Supervisor	1	
Montgomery	67,315	49,253	89,513	=	Equipment Maintenance Crew Chief	22	
Prince George's		55,062	107,128	=	Garage Supervisor		Vacant
Queen Anne's	63,919	45,714	74,517	=	Fleet Manager	1	
St. Mary's	57,034	37,461	58,053			1	
Somerset	51,747	34,859	57,121	=	Automotive Service Supervisor	1	
Talbot	42,117	37,094	50,152		Shop Foreman	1	
Washington	52,236	39,669	62,041	=	Shop Supervisor	1	
Wicomico	37,816	27,875	51,558		Mechanic II	5	
Worcester	58,300	50,000	58,300			1	
AVERAGE	55,769	41,953	66,251				

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	40,086	27,456	44,117		Automotive Service Worker	5	Maximum salary includes 15% longevity 16+ years
Baltimore City	29,438	26,706	28,653		Automotive Maintenance Worker	9	
Baltimore County	25,459	24,773	29,744	=	Trades Helper	1	Maximum salary with longevities is \$38,792
Calvert							
Caroline							
Carroll							
Cecil							
Charles	42,993	39,237	63,189		Fleet Maintenance Technician I	2	Fleet Maintenance Technician I
Dorchester	25,571	25,571	36,763		Auto Assistant	1	
Frederick	46,380	36,615	58,321		Vehicle Equipment Technician I	4	
Garrett							
Harford							
Howard							
Kent							
Montgomery							
Prince George's	43,053	27,584	51,078	+	Equipment Service Worker II	1	
Queen Anne's	33,170	25,000	37,460	=	Mechanic Helper	1	
St. Mary's							
Somerset							
Talbot							
Washington	30,982	26,999	42,225	=	Auto Services Assistant	1	
Wicomico							
Worcester	30,132	27,980	45,849		Auto Mechanic I	1	
AVERAGE	34,726	28,792	43,740				

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	42,601	33,476	53,747		Automotive Mechanic II	23	Maximum salary includes 15% longevity 16+ years
Baltimore City	39,365	32,742	37,093		Automotive Mechanic	113	
Baltimore County	43,872	33,862	42,474	=	Automotive Mechanic	9	Maximum salary with longevities is \$56,805
Calvert	55,598	37,502	55,598	=	Equipment Mechanic I	1	40/week
Caroline	33,569	33,329	33,808			1	
Carroll	32,605	31,554	50,482	=	Mechanic I	9	
Cecil							
Charles	56,825	42,385	68,223		Fleet Maintenance Technician II	5	
Dorchester	28,939	28,939	45,135		Mechanic	1	
Frederick	42,956	39,198	62,455		Vehicle Equipment Technician II	1	
Garrett							
Harford							
Howard	45,505	36,462	54,226		Motor Equipment Mechanic I	3	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent	36,720	34,394	53,807		Automobile Mechanic Specialist	2	
Montgomery		30,558	48,758	=	Apprentice Autobody Repair		Vacant
Prince George's	38,208	31,932	58,890	=	Equipment Mechanic I	1	
Queen Anne's	33,381	26,819	42,871	=	Mechanic I	3	
St. Mary's	34,658	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	
AVERAGE	38,412	32,570	48,196				

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	54,959	36,899	59,363		Automotive Mechanic III	12	Maximum salary includes 15% longevity 16+ years
Baltimore City	46,904	36,226	41,701		Automotive Lead Mechanic	17	
Baltimore County	53,599	37,066	46,925	=	Automotive Specialist	14	Maximum salary with longevities is \$62,629
Calvert	56,146	41,330	61,298	=	Equipment Mechanic II	3	40/week
Caroline	41,957	33,124	46,125			3	
Carroll	58,355	34,383	55,037	=	Mechanic II	3	
Cecil							
Charles	54,774	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 Technician 3	4	
Garrett							
Harford							
Howard	57,107	41,309	61,381		Motor Equipment Mechanic II	20	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent							
Montgomery	54,129	39,157	64,441	=	Autobody Repairer	4	
Prince George's	55,070	33,529	61,715	=	Equipment Mechanic II	9	
Queen Anne's	49,162	30,550	49,122	=	Mechanic III	2	
St. Mary's	43,132	33,426	51,813			3	
Somerset	38,857	30,879	50,598	=	Automotive Mechanic III & Equipment Manager	2	
Talbot	30,417	27,016	42,395		Mechanic II	1	
Washington	40,966	31,491	49,250	=	Auto Services Technician	7	
Wicomico	37,816	27,875	51,558		Mechanic II	5	Vehicle and Heavy Equipment Maintenance Shop Foreman
Worcester	41,463	30,848	50,548		Mechanic III	1	
AVERAGE	47,375	34,619	53,488				

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	40,575	28,808	46,363	=	Equipment Operator I	42	Maximum salary includes 15% longevity 16+ years
Baltimore City	33,727	29,328	31,255		Motor Vehicle Driver II	71	
Baltimore County	34,891	29,744	37,066	=	Equipment Operator	22	Maximum salary with longevities is \$49,192
Calvert	42,923	32,386	48,006	=	Highway Laborer/Operator	13	40/week
Caroline	28,495	24,886	34,654			12	
Carroll	30,208	26,562	42,495	=	Road Equipment Operator I	53	
Cecil	33,641	25,418	50,502		Equipment Operator I or II	21	Twelve Level I, nine Level II (Roads Division)
Charles	41,484	33,645	54,240		Equipment Operator II	19	CDL Required
Dorchester	28,317	26,953	42,037		Motor Equipment Operator III	20	
Frederick	41,601	31,952	50,859		Equipment Operator I	3	
Garrett					Union Contract	39	\$17.74/per hour
Harford	35,618	27,500	57,182	=	Chauffeur/Laborer	27	
Howard	36,885	30,763	43,410		Motor Equipment Operator I	39	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent	27,465	25,072	38,279		Motor Equipment Operator I	14	
Montgomery	42,134	34,484	56,030	=	Equipment Operator I	109	
Prince George's	43,547	26,271	48,737	=	Equipment Operator II	14	
Queen Anne's	36,619	26,819	42,871	=	Equipment Operator I	18	
St. Mary's	39,843	28,246	42,286		Equipment Operator I	4	
Somerset	25,754	21,463	39,703	=	Motor Equipment Operator I & Equipment Operator	16	Includes four PT employees
Talbot	25,755	23,707	40,064		Motor Equipment Operator I	1	
Washington	30,823	26,999	42,225	=	Equipment Operator II	24	
Wicomico	27,499	20,623	38,187		Motor Equipment Operator I	19	
Worcester	32,487	25,379	41,586		Roads Worker III	4	
AVERAGE	34,577	27,913	43,610				

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	42,403	30,326	48,693	=	Equipment Operator II	34	Maximum salary includes 15% longevity 16+ years
Baltimore City	38,589	31,769	35,704		Heavy Equipment Operator II	83	
Baltimore County	42,831	32,427	40,560	=	Heavy Equipment Operator	5	Maximum salary with longevities is \$54,101
Calvert	46,967	34,029	50,440	=	Highway Equipment Operator	4	40/week
Caroline	34,826	27,375	41,932		II & III	12	
Carroll	45,432	31,554	50,482	=	Road Equipment Operator III	7	
Cecil	31,142	25,418	50,502		Equipment Operator I or II	10	Three Level I, seven Level II (Solid Waste Division)
Charles	48,626	36,330	58,537		Equipment Operator III	18	
Dorchester	31,108	31,108	48,519		Motor Equipment Operator IV	12	
Frederick	48,197	36,615	58,321		Equipment Operator 2	7	
Garrett					Union Contract	54	\$18.20/per hour
Harford	38,406	33,100	66,290	=	Equipment Operator	27	
Howard	48,107	33,966	50,315		Motor Equipment Operator II	23	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent	36,759	28,148	48,378		Motor Equipment Operator II & III	5	
Montgomery	51,735	35,923	58,693	=	Equipment Operator II	23	
Prince George's	56,670	27,584	51,078	=	Master Equipment Operator	2	
Queen Anne's	46,026	30,550	49,122	=	Equipment Operator III	10	
St. Mary's	45,538	30,971	46,488		Equipment Operator II	7	
Somerset	34,803	25,744	44,821	=	Motor Equipment Operator II & III & Landfill Heavy Equipment Operator	10	
Talbot	31,370	25,248	43,913		Motor Equipment Operator II & III	9	
Washington	34,775	29,159	45,603	=	Equipment Operator III	18	
Wicomico	29,613	23,456	43,399		Motor Equipment Operator II	14	
Worcester	37,608	29,379	48,141		Roads Worker V	16	
AVERAGE	40,824	30,765	48,580				

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	29	
Anne Arundel	31,367	24,856	39,998	=	Maintenance Worker I	26	Maximum salary includes 15% longevity 16+ years
Baltimore City	27,901	25,833	26,686			819	
Baltimore County	30,410	24,773	29,744	=	Laborer I	24	Maximum salary with longevities is \$38,792
Calvert	35,305	30,826	45,739		Highway Maintenance Worker	3	40/week
Caroline	24,734	20,567	31,504			4	
Carroll	24,459	22,360	35,776	=	Road Maintenance Worker I	17	
Cecil	24,239	23,109	35,942			9	
Charles							
Dorchester	25,148	25,148	39,223		Motor Equipment Operator II	4	
Frederick	25,633	24,352	38,699		Laborer I, Highway	6	
Garrett					Union Contract	4	\$17.26 per hour
Harford	30,035	22,600	47,986	=	Laborer	21	
Howard	30,631	26,478	37,440		Utility Worker I	4	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent							
Montgomery	35,027	28,238	44,468	=	Public Service Worker II	21	
Prince George's	35,763	22,294	42,299	=	Laborer II	63	
Queen Anne's	25,000	25,000	35,036	=	Highway Worker	4	
St. Mary's	29,990	25,626	38,459		Maintenance Worker	19	
Somerset	22,804	22,804	37,367	=	Highway Worker II	4	PT employees
Talbot	23,847	22,366	39,218		Laborer	7	
Washington	26,291	24,998	39,096	=	Equipment Operator I	30	
Wicomico						30	\$7.25/hr
Worcester	30,940	24,170	39,606		Roads Worker II	12	
AVERAGE	28,631	24,975	37,869				

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	36,081	27,456	44,117	=	Maintenance Worker II		Maximum salary includes 15% longevity 16+ years
Baltimore City	27,901	25,833	26,686		Laborer	819	
Baltimore County	31,191	28,496	35,360	=	Recreation and Parks Maintenance Specialist I	26	Maximum salary with longevities is \$46,925
Calvert	34,234	28,592	42,442	=	Buildings & Grounds Worker II	6	35/week
Caroline							
Carroll	26,190	28,933	46,322	=	Maintenance Specialist	5	
Cecil							
Charles	40,478	31,163	50,269		Grounds Maintenance Worker I	5	CDL Required
Dorchester	26,421	25,148	39,223		Recreation and Parks Maintenance Technician	2	
Frederick	24,351	24,352	38,699		Laborer I, Parks	1	
Garrett							
Harford	27,710	26,200	54,142	=	Park Maintenance Worker I	6	
Howard	35,898	30,763	43,410		Parks Maintenance Worker	32	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent	25,194	25,072	38,279			2	
Montgomery				=	General Maintenance Worker		No one in this classification at this time
Prince George's							Not in County class plan
Queen Anne's	33,267	25,135	40,066	=	Maintenance Worker II	11	
St. Mary's	31,607	25,626	38,459			4	
Somerset	21,908	19,012	39,703	=	Recreation & Parks Maintenance Worker, Groundskeeper	6	Three pay grades, five PT employees
Talbot	28,702	22,366	39,218		Maintenance Worker & Groundskeepers	8	
Washington	31,184	24,998	39,096	=		8	
Wicomico	28,980	27,875	51,558		Parks Facility Worker III	1	
Worcester	25,300	24,170	39,606			5	
AVERAGE	29,811	26,177	41,481				

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	27,942	20,859	39,637	=	Building Maintenance Worker I	6	
Anne Arundel	29,757	23,670	38,085	=	Custodial Worker	33	Maximum salary includes 15% longevity 16+ years
Baltimore City							
Baltimore County	27,216	24,773	29,744	=	Custodial Worker I	105	Maximum salary with longevities is \$38,792
Calvert	31,953	25,425	37,710	=	Custodian	20	35/week
Caroline							
Carroll	20,509	20,509	32,802	=	Custodian I	1	Eligible for 1 grade promotion after 6 months
Cecil	26,354	23,109	35,942			5	
Charles	29,868	22,986	37,186		Custodial Worker I	15	
Dorchester	20,770	20,770	32,395		Custodian/Maintenance	7	
Frederick	28,101	24,352	38,699		Custodian	1	
Garrett	26,000	19,632	29,072			7	
Harford	27,710	26,200	54,142	=	Park Maintenance Worker I	6	
Howard	30,380	25,251	35,651		Custodial Worker	1	\$1,560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent	23,104	22,367	33,951			6	
Montgomery	36,498	27,165	42,522	=	Building Services Worker II	16	
Prince George's							Not in County class plan
Queen Anne's	29,207	25,000	37,460	=	Facility Worker I	6	
St. Mary's							
Somerset	26,520	21,463	35,169	=	Building Custodian	6	
Talbot	25,173	22,366	39,218		Custodian	1	
Washington							
Wicomico	32,304	23,456	43,399		Janitor	1	
Worcester	32,174	31,789	32,584			6	
AVERAGE	27,976	23,744	37,125				

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	52,788	43,525	82,710	=	Chief, Joint Communications Center	1	
Anne Arundel	48,225	46,369	76,983	=	Communication System Manager	1	
Baltimore City							This is held by a Police Lieutenant
Baltimore County	96,640	63,892	99,539	=	Chief, Emergency Communications Center	1	
Calvert	85,696	70,366	104,416	=	Communications Chief	1	40/week
Caroline	57,887	55,130	76,631		Communications Manager	1	
Carroll	61,860	53,519	85,655	=	Emergency Communications Coordinator	1	
Cecil							
Charles	95,521	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 Communications	1	
Garrett	63,548	44,647	68,733			1	
Harford	114,334	81,000	124,862	=	Manager, Emergency Services	1	
Howard							
Kent							
Montgomery	86,069	54,054	89,596	=	Public Safety Communication Shift Operations Manager	3	
Prince George's	119,400	77,478	150,739	=	Administrative Specialist III	1	Working title: Director, Public Safety Communications
Queen Anne's	61,417	53,565	107,974	=	Chief of Communications	1	
St. Mary's	65,562	57,200	97,178		Manager, Grade 10	1	
Somerset	57,121	34,859	57,121	-	Communications Supervisor - 911	1	
Talbot	67,434	68,437	82,679		Director of Emergency Management	1	Director of 911 Center and Emergency Management - reports to County Manager
Washington	58,869	46,270	72,364	=	Director, Department of Emergency Communications	1	
Wicomico	82,779	56,657	113,314		Director, Emergency Services	1	
Worcester	97,085	97,085	97,085			1	
AVERAGE	75,658	59,829	94,704				

Jobs with < than 5 responses were omitted.

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

Director/Manager Civil Preparedness/Homeland Security

Coordinates the Public Safety planning for fire, emergency medical services and MD Resident Trooper Program in accordance with Federal, State and local laws.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	61,007	43,525	82,710	+	Chief, Emergency Management	1	Provides county coordination of preparedness, response, recovery, and mitigation of man made and natural disasters.
Anne Arundel							
Baltimore City							
Baltimore County		79,411	110,362	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$162,540
Calvert	74,347	59,623	88,379	=	Emergency Management & Safety Division Chief	1	35/week
Caroline	51,252	50,119	69,665		Risk Managemnet/EM Planning Coord	1	
Carroll	56,722	53,519	85,655	=	Emergency Management Coordinator	1	
Cecil							
Charles							
Dorchester	45,039	41,823	65,230		Emergency Management Manager	1	
Frederick	79,731	77,712	124,076		Director, Emergency Preparedness	1	
Garrett							
Harford	86,766	64,300	114,629	-	Deputy Manager, Emergency Operations	1	
Howard							
Kent							
Montgomery							
Prince George's	117,999	70,275	136,725	=	Adminsitrative Specialist II	1	Working title: Director, Office of Emergency Management
Queen Anne's							
St. Mary's	55,203	49,670	84,490		Manager, Grade 9	1	
Somerset							
Talbot							
Washington	50,061	36,731	57,446	=	Emergency Management Coordinator	1	
Wicomico	48,259	36,261	72,521		Emergency Management Coordinator	1	
Worcester							
AVERAGE	66,035	55,247	90,991				

Jobs with < than 5 responses were omitted.

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

Emergency Dispatcher Supervisor

Supervises emergency communications dispatchers, including managing work schedule and training procedures.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,140	30,130	57,255	=	Emergency Services Shift Supervisor	4	
Anne Arundel	53,520	40,984	64,759	=	Police Communications Operator III	11	Shift supervisor
Baltimore City	48,721	37,831	45,933		Emergency Disptacher Supervisor	7	
Baltimore County	60,859	42,786	53,406	=	Emergency Communications Shift Supervisor	8	Maximum salary with longevities is \$67,204
Calvert	67,600	45,552	67,600	=	Communications Supervisor	1	40/week
Caroline	42,919	37,655	57,574		Communications Systems Coordinator/ PSD IV	5	
Carroll	52,716	40,872	65,375	=	Emergency Communications Supervisor	4	
Cecil	45,760	44,450	69,202		Dispatch Manager	1	
Charles	59,484	45,790	73,672		Communications Supervisor	5	
Dorchester	38,933	36,153	56,387		911 Center Supervisor	1	
Frederick	71,740	51,517	82,165		Emergency Communications Center Mgr	6	
Garrett							
Harford	57,092	43,900	84,032	=	Public Safety Supervisor	12	
Howard	69,356	49,733	80,163		Emergency Communications Supervisor	5	
Kent	36,956	34,394	53,807		Emergency Services Shift Captain	4	
Montgomery	78,792	49,253	81,513	=	Public Safety Communication Supervisor	11	
Prince George's	68,162	43,106	86,651	=	Emergency Dispatcher III	19	
Queen Anne's	45,078	39,923	64,724	=		4	
St. Mary's	53,331	41,184	65,811		Communication Specialist IV	4	
Somerset	40,646	29,062	47,622	=	Shift Supervisor - 911	4	
Talbot	48,571	44,680	56,046		Deputy Director of Emergency Management	1	
Washington	39,497	34,011	53,192	=		4	
Wicomico	36,772	31,728	63,456		Communications Supervisor	4	
Worcester	44,000	44,000	44,000			1	
AVERAGE	52,072	40,813	64,102				

Jobs with < than 5 responses were omitted.

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

Emergency Dispatcher

Receives emergency calls and typically dispatches police/fire/medical personnel and equipment.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	30,603	25,069	52,225	=	Emergency Services Dispatcher I & II	16	
Anne Arundel	42,527	35,131	56,472	=	Police Communications Operator II	43	
Baltimore City	42,932	34,908	42,196		Emergency Dispatcher	84	
Baltimore County	43,165	35,275	44,735	=	Emergency Communications Technician I	76	Maximum salary with longevities is \$55,722
Calvert	44,612	39,354	58,365	=	Communications Officer I	17	40/week
Caroline	33,999	28,291	47,582		Public Safety Dispatcher	9	I & II & III
Carroll	32,630	31,554	50,482	=	Emergency Communications Specialist I	7	
Cecil	36,526	29,266	56,181		Dispatcher I, II or III	26	Nine Level I, 13 Level II, four Level III
Charles	37,738	36,330	58,537		Public Safety Dispatcher I	8	
Dorchester	32,240	27,122	42,302		Dispatcher	20	
Frederick	44,005	39,198	62,455		Emergency Communications Specialist 2	14	
Garrett	40,000	27,416	42,206			8	
Harford	33,100	33,100	66,290	=	Public Safety Dispatcher I	4	
Howard	40,132	37,669	62,899		Dispatcher	37	
Kent	31,428	28,148	48,378		Emergency Services Dispatcher I & II	8	
Montgomery					Public Safety Emergency Call-Taker II		Not entry level
Prince George's	35,167	35,463	71,288	=	Emergency Dispatcher I	21	
Queen Anne's	34,486	30,550	49,122	=		14	
St. Mary's	30,971	30,971	46,488		Comm Specialist I, Grade 4	3	
Somerset	29,181	27,353	44,821	=	Emergency Communications Specialist	11	Includes three PT employees
Talbot	33,102	29,042	47,763		Communication Specialist I, II & III	12	
Washington	35,346	31,491	49,251	=		11	12 PT, averaging \$15.83/hr.
Wicomico	31,000	29,084	43,399		Communications Operator I & II	13	
Worcester	43,536	27,980	53,076			24	
AVERAGE	36,453	31,729	52,022				

Jobs with < than 5 responses were omitted.

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

Police Chief/Sheriff - (If full service law enforcement function)

Exercises command and operational control of the police department and its programs. Enforces laws of the jurisdiction and state.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							Police Chief is also Director of Homeland Security
Anne Arundel	138,156	99,580	162,693	=	Chief of Police	1	Appointed by County Executive
Baltimore City	148,891	112,200	204,000		Executive Level III	1	
Baltimore County	195,000	195,000	195,000	=	Chief of Police	1	Appointed position
Calvert	84,000	84,000	84,000	=	Sheriff	1	Elected
Caroline	65,000	65,000	65,000			1	
Carroll	72,964	72,964	72,964		Sheriff	1	Full service law enforcement, Resident Troopers are the primary law enforcement for the County
Cecil							
Charles	121,881	121,881	121,881		Sheriff	1	
Dorchester							
Frederick	100,000	100,000	100,000			1	Elected official
Garrett					Elected		
Harford	104,042	104,042	104,042	=	Sheriff	1	Elected, salary determined by legislation
Howard	161,637	112,819	182,083		Chief of Police	1	
Kent	66,500	66,500	66,500		Sheriff	1	Elected
Montgomery	216,603	216,603	216,603	=	Police Chief	1	Appointed to position
Prince George's	141,226	98,884	192,385	=	Director, Police Department	1	Working title: Police Chief
Queen Anne's	53,000	53,000	53,000	=		1	Elected
St. Mary's	78,000	78,000	78,000			1	Elected
Somerset							See Elected Officials - Sheriff
Talbot							
Washington	80,000	80,000	80,000		Sheriff	1	Salary set by legislation
Wicomico	89,652	69,896	101,247		Deputy Sheriff/Chief Deputy	1	
Worcester							
AVERAGE	112,738	101,786	122,318				

Jobs with < than 5 responses were omitted.

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

Deputy Commander

Under Executive direction assists in managing and coordinating the activities of the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	130,443	83,462	147,915	=	Deputy Police Chief	2	
Baltimore City	109,000	77,200	132,400		Executive Level II	2	
Baltimore County	173,813	88,889	115,452	=	Colonel	3	Maximum salary with longevities is \$176,616
Calvert	100,937	100,937	100,937	+	Assistant Sheriff Major	1	Appointed 35/week
Caroline	70,774	55,130	76,631		Administrative Deputy	1	Captain
Carroll							Colonel position was eliminated and a third Major was added in 2008
Cecil	85,426	75,899	118,248		Chief Deputy	1	
Charles	113,778	72,720	118,223		Major (Assistant Sheriff)	2	
Dorchester							
Frederick	115,601	80,179	123,476		Lieutenant Colonel	1	
Garrett	58,484	44,647	68,733		Chief Deputy	1	
Harford	129,293	96,221	129,293	=	Chief Deputy	1	
Howard	139,714	91,915	148,283		Police Major	3	
Kent	40,170	40,170	40,170		Chief Deputy		Appointed, Home code rule
Montgomery	155,573	155,573	155,573	=	Assistant Police Chief	3	Appointed to position
Prince George's	139,154	85,420	166,190	=	Deputy Director, Police Department	4	Rank of Lieutenant Colonel
Queen Anne's	91,150	53,565	98,321	=	Captain	1	
St. Mary's	106,101	67,850	112,403		Captain	1	Appointed
Somerset	63,968	44,417	87,301	=	Captain & Chief Deputy	2	Two different pay grades
Talbot	67,797	60,850	97,278		Lieutenant	3	
Washington	97,020	87,510	119,260	=	Colonel	1	
Wicomico	89,652	65,223	94,465		Deputy Sheriff/Captain	1	
Worcester	87,450	87,450	87,450		Chief Deputy	1	
AVERAGE	103,109	76,916	111,333				

Jobs with < than 5 responses were omitted.

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

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	54,221	39,700	75,442	=	Lieutenant	1	
Anne Arundel	101,356	68,977	128,064	=	Police Captain	9	
Baltimore City	109,588	88,200	139,900		Police Command Staff II	20	
Baltimore County	134,126	75,318	96,769	=	Captain	25	Maximum salary with longevities is \$145,403
Calvert	101,233	68,619	112,715	+	Deputy Sheriff Lieutenant	4	40/week
Caroline	56,374	55,130	76,631		Deputy Sheriff CID	1	
Carroll	74,042	68,370	107,224		Major	3	Full service law enforcement, Resident Troopers are the primary law enforcement for the County
Cecil	79,997	68,994	107,474		Director of Law Enforcement	1	
Charles	102,123	67,859	110,275		Captain	8	Captain is in command of a Division
Dorchester							
Frederick	95,350	66,264	102,047		Captain	6	
Garrett							
Harford	102,877	79,518	113,381	=	Captain	9	
Howard	128,086	82,701	112,715		Police Captain	7	Four longevity steps at 3.5% each
Kent							
Montgomery	127,891	84,677	127,934	=	Police Captain	20	
Prince George's	113,920	71,694	122,441	=	Captain	25	
Queen Anne's	83,892	52,406	85,833	=	Lieutenant	3	
St. Mary's	97,656	63,357	104,915		Lieutenant	4	
Somerset	68,350	47,193	77,332	-	Deputy/Lieutenant	1	
Talbot							
Washington	85,537	78,930	107,570	=	Major	3	
Wicomico	68,560	51,946	76,255		Deputy Sheriff/Lieutenant	3	
Worcester	96,676	96,676	96,676		Captain	1	
AVERAGE	94,093	68,826	104,080				

Jobs with < than 5 responses were omitted.

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

Shift Supervisor

Performs administrative and supervisory police work requiring detailed or specialized knowledge. Shift supervisor. Typically oversees all patrol officers and activities on assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,091	36,214	68,817	=	Sergeant	1	
Anne Arundel	90,512	62,708	111,359	=	Police Lieutenant	32	
Baltimore City	83,841	66,631	87,733		Police Lieutenant	59	
Baltimore County	118,780	64,838	86,625	=	Lieutenant	78	Maximum salary with longevities is \$132,177
Calvert							
Caroline	58,982	55,130	76,631		Deputy Sheriff Sergeant	5	
Carroll	58,456	52,791	84,448	=	Lieutenant	3	Full service law enforcement, Resident Troopers are the primary law enforcement for the County
Cecil	64,590	49,691	77,418		Sergeant	11	
Charles	95,330	63,354	102,923		Lieutenant	21	Lieutenant is in command of a Section or Unit
Dorchester							
Frederick	79,735	54,764	84,336		Sergeant	15	
Garrett	60,000	50,786	67,758		Lieutenant	3	
Harford	89,606	70,200	103,106	=	Lieutenant	13	
Howard	105,152	69,264	94,411		Police Lieutenant	23	
Kent							
Montgomery	111,932	74,352	111,912	=	Police Lieutenant	32	
Prince George's	97,405	82,380	104,395	=	Lieutenant	70	
Queen Anne's	73,502	48,938	79,970	=	Sergeant	7	
St. Mary's	84,725	54,038	90,646		Sergeant	9	
Somerset	51,308	41,805	68,502	=	Deputy/Sergeant	6	
Talbot	58,439	49,393	86,610		Sergeant	3	
Washington	75,754	64,210	87,520	=	Lieutenant	5	
Wicomico							
Worcester	86,403	55,399	90,777		Lieutenant	3	
AVERAGE	79,727	58,344	88,295				

Jobs with < than 5 responses were omitted.

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

First-Line Supervisor

Performs first-line supervisory police work on an assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		33,032	62,771				Vacant
Anne Arundel	78,478	57,006	92,800	=	Police Sergeant	75	
Baltimore City	72,300	58,618	77,177		Police Sergeant	285	
Baltimore County	98,464	57,529	76,355	=	Sergeant	181	Maximum salary with longevities is \$114,180
Calvert							
Caroline							
Carroll	54,935	48,423	77,460	=	Sergeant	12	Full service law enforcement, Resident Troopers are the primary law enforcement for the County
Cecil	57,866	45,802	71,344		Corporal	10	
Charles	77,845	54,045	88,939		Sergeant	42	
Dorchester							
Frederick	68,310	49,785	76,668		Corporal	26	
Garrett	55,000	46,954	62,645		Sergeant	3	
Harford	73,902	56,098	87,381	=	Corporal	31	
Howard	88,564	62,483	85,176		Police Sergeant	49	
Kent							
Montgomery	95,583	59,816	96,831	=	Sergeant	137	
Prince George's	86,140	72,710	94,904	=	Sergeant	164	
Queen Anne's	59,831	45,714	74,517	=	Corporal	6	
St. Mary's	76,257	50,326	84,469		Corporal	10	
Somerset	43,701	39,346	64,472	=	Deputy/Corporal	4	
Talbot	48,632	46,276	81,145		Corporal	3	
Washington	66,560	57,910	78,940	=	Sergeant	12	
Wicomico							
Worcester	74,000	52,761	86,455		Sergeant	7	
AVERAGE	70,909	52,349	80,024				

Jobs with < than 5 responses were omitted.

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

Police Officer/Deputy

Performs full service law enforcement duties.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,755	30,130	57,255	=	Patrolman	8	
Anne Arundel	61,138	41,208	83,348		Police Officer, Police Officer First Class, Police Corporal	522	Must meet years in prior rank requirements and pass written test to be advanced non-competitively
Baltimore City		41,058	66,527		Police Officer	2,420	
Baltimore County	67,455	45,783	64,838	=	Police Officer/Police Officer First Class	1,469	Maximum salary with longevities for Police Officer First Class is \$94,258
Calvert	66,680	50,586	83,949	+	Deputy Sheriff Corporal	12	40/week
Caroline	48,082	38,658	76,631			20	
Carroll	43,632	37,378	71,074	=	Deputy Sheriff Probationer - Deputy Sheriff First Class - Corporal	49	Full service law enforcement, Resident Troopers are the primary law enforcement for the County
Cecil	46,137	38,875	65,707		Deputy or Deputy First Class	50	12 Deputy Level; 38 Deputy First Class Level
Charles		40,989	77,256		Police Officer I, II, and PFC		
Dorchester							
Frederick	58,897	41,145	69,699		Deputy & Deputy First Class	122	
Garrett	48,000	40,136	53,549			14	
Harford	59,093	42,973	78,062	=	Deputy	194	
Howard	53,719	45,926	71,822		Police Officer/PFC	263	
Kent	49,835	40,185	108,112		All Deputies, regardless of rank	21	All Deputies, regardless of rank
Montgomery	57,236	46,972	83,839	=	Police Officer Candidate to Police Officer III	934	
Prince George's		46,610	86,277		Police Officer - 514, Police Officer First Class - 141, Corporal - 660		Range provided from entry-level to Corporal
Queen Anne's	50,184	39,923	69,445	=	Deputy Sheriff/Deputy First Class	30	
St. Mary's	56,360	40,976	78,686			89	
Somerset	38,547	25,744	60,680	=	Deputy in Training, Deputy & Deputy First Class	9	Includes two PT and covers three pay grades
Talbot	42,375	37,257	72,611		Deputy & Deputy First Class	16	
Washington	46,084	37,030	59,950	=	Deputy/Deputy First Class	70	
Wicomico							
Worcester	50,338	41,339	67,739			24	
AVERAGE	51,450	40,495	73,048				

Jobs with < than 5 responses were omitted.

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

Deputy Commander (Sheriff)

Under executive direction assists in managing and coordinating the activities of the department. Constitutional duties.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	111,359	111,359	111,359	=	Chief Deputy	1	State authorized position appointed by Sheriff, #2 position in the department
Baltimore City							State Position
Baltimore County	85,261	55,722	70,527	=	Chief Deputy Sheriff	1	Maximum salary with longevities is \$89,383
Calvert							
Caroline							
Carroll							See full service section
Cecil							
Charles							
Dorchester	74,007	63,815	99,530		Captain	1	
Frederick							
Garrett							
Harford	129,293	96,221	129,293	=	Chief Deputy	1	
Howard	87,360	61,006	98,426		Chief Deputy Sheriff	1	
Kent							
Montgomery	114,215	72,553	114,215	=	Deputy Sheriff Captain	3	
Prince George's	136,950	136,950	136,950	=	Assistant Sheriff	1	Working title: Chief Assistant Sheriff, exempt, no min/max
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	105,492	85,375	108,614				

Jobs with < than 5 responses were omitted.

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

Unit Commander (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	54,221	39,700	75,442	=	Lieutenant	1	
Anne Arundel	69,882	52,684	81,328		Deputy Sheriff III	2	
Baltimore City							State Position
Baltimore County	67,204	46,684	58,032	=	Deputy Sheriff Lieutenant	2	Maximum salary with longevities is \$74,142
Calvert							
Caroline							
Carroll							See full service section
Cecil							
Charles							
Dorchester	56,046	47,150	73,537		Sergeant	4	
Frederick							
Garrett							
Harford	102,877	79,518	113,381	=	Captain	9	
Howard	69,791	52,709	84,989		Lieutenant Deputy Sheriff	3	
Kent							
Montgomery	94,571	60,460	94,571	=	Deputy Sheriff Lieutenant	11	
Prince George's	128,234	128,234	128,234	+	Assistant Sheriff	3	Rank of Lieutenant Colonel, exempt, no min/max
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	80,353	63,392	88,689				

Jobs with < than 5 responses were omitted.

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

First Line Supervisor (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,179	33,032	62,771	=	Corporal	1	
Anne Arundel	52,672	47,895	72,435	=	Deputy Sheriff II	8	Sergeant
Baltimore City							State Position
Baltimore County	57,865	42,786	53,406	=	Deputy Sheriff Sergeant	6	Maximum salary with longevities is \$67,204
Calvert							
Caroline							
Carroll							See full service section
Cecil							
Charles							
Dorchester	50,707	43,724	68,195		Corporal	10	
Frederick							
Garrett							
Harford	73,902	56,098	87,381	=	Corporal	31	
Howard	61,360	47,549	76,731		Sergeant Deputy Sheriff	3	
Kent							
Montgomery	85,374	54,963	85,966	=	Deputy Sheriff Sergeant	29	
Prince George's	81,751	54,297	92,787	=	Deputy Sheriff Sergeant	21	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	63,851	47,543	74,959				

Jobs with < than 5 responses were omitted.

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

Deputy/Officer

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,819	30,130	57,255	=	Deputy	6	
Anne Arundel	45,266	39,140	59,031	=	Deputy Sheriff I	60	
Baltimore City							State Position
Baltimore County	45,942	37,007	48,851	=	Deputy Sheriff/Deputy Sheriff First Class	69	Maximum salary with longevities is \$60,996
Calvert							
Caroline							
Carroll							See full service section
Cecil							
Charles							
Dorchester	41,870	38,880	60,640		Patrol Deputy	17	
Frederick							
Garrett							
Harford	59,093	42,973	78,062	=	Deputy	194	
Howard	46,957	38,730	62,525		Deputy Sheriff	27	
Kent							
Montgomery	52,287	43,642	78,152	=	Deputy Sheriff Candidate to Deputy Sheriff III	98	
Prince George's		41,560	84,532		Deputy Sheriff Private - 56, Deputy Sheriff First Class - 58, Corporal - 81		Deputy Sheriff Private - 56, Deputy Sheriff First Class - 58, Corporal - 81, Entry level to Corporal
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	46,605	39,008	66,131				

Jobs with < than 5 responses were omitted.

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

Security Officer

Provides courthouse and county building security

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	20,224	15,829	31,200	=		10	Paid hourly
Anne Arundel							Deputy Sheriff provide courthouse security
Baltimore City							State Position
Baltimore County	40,024	29,279	37,007	=	Security Officer	13	Maximum salary with longevities is \$46,684
Calvert	36,612	36,612	36,612	=	Special Deputy	8	40/week
Caroline	56,406	55,130	76,631			2	
Carroll	28,933	28,933	46,322	=	Courthouse Security Officer I	2	
Cecil	26,645	25,418	39,562		Security Guard	4	Part-time
Charles							
Dorchester	41,663	40,647	63,396		Court Security - Sworn	4	
Frederick	41,400	34,203	54,462		Courthouse Deputy		
Garrett							
Harford					Contractual Deputy Position	13	\$18.38/hour
Howard	39,797	31,353	50,877		Security Officer II	10	
Kent						2	\$20,238/year
Montgomery	42,225	35,923	58,693	=	Security Officer I	38	
Prince George's	29,218	24,531	50,033	=	Security Officer II	20	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico					Court Security	5	\$23.47/hr
Worcester							
AVERAGE	36,650	32,533	49,527				

Jobs with < than 5 responses were omitted.

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

Crossing Guard

Directs vehicle and pedestrian traffic at an assigned intersection.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel				=	School Crossing Guard	137	\$11.51/hr, PT
Baltimore City	9,173	8,329	9,093	=	Crossing Guard	303	
Baltimore County	4,768	4,768	3,768	=	Traffic Guard	223	10 hours per week/40 weeks per year (during school year)
Calvert							
Caroline							
Carroll							
Cecil							
Charles					PT Crossing Guard	11	\$14.10 per post
Dorchester							
Frederick							
Garrett							
Harford	29,307	28,454	29,307	=	School Crossing Guard	13	
Howard							
Kent							
Montgomery	37,875	29,371	46,467	=	Crossing Guard	166	
Prince George's	13,997	21,500	37,268	=	Crossing Guard	126	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico						13	\$10.50/hr
Worcester	10,215	9,375	11,648			6	
AVERAGE	17,556	16,966	22,925				

Jobs with < than 5 responses were omitted.

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

Director of Corrections/Warden

Supervises the safekeeping, care, and custody of detention center inmates and ensures the safety of detention center employees and the public.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	70,839	47,716	90,674	=	Assistant Administrator, Detention Center	1	Sheriff is de jure Administrator
Anne Arundel	128,128	99,580	162,693	=	Superintendent Detention Center	1	Appointed by County Executive
Baltimore City							
Baltimore County	141,130	141,130	141,130		Director, Department of Corrections	1	Appointed position
Calvert	104,978	104,978	104,978	=	Detention Center Administrator	1	Contract/35/week
Caroline	80,656	60,643	84,294			1	
Carroll	82,410	71,656	112,404	=	Correction Officer X	1	
Cecil	78,187	67,454	105,123		Director, Detention Center	1	
Charles	110,236	79,246	117,942		Director	1	
Dorchester	66,950	66,950	66,950			1	
Frederick	115,601	80,179	123,476		Lieutenant Colonel	1	
Garrett							
Harford	113,027	94,661	166,067	=	Warden	1	
Howard	124,093	91,915	148,283		Director of Corrections	1	
Kent	75,000	60,617	96,047		Warden	1	
Montgomery	210,621	210,621	210,621	=	Director, Department of Corrections and Rehabilitation	1	
Prince George's	141,266	98,884	192,385	=	Director, Department of Corrections	1	
Queen Anne's	120,182	70,517	130,270	=		1	
St. Mary's							
Somerset	53,808	52,495	83,176	=	Warden	1	
Talbot	78,944	76,992	93,014		Warden	1	
Washington	87,600	68,860	93,840	=	Major	1	
Wicomico	94,359	64,249	128,499		Director, Corrections	1	
Worcester	117,555	117,555	117,555			1	
AVERAGE	104,551	86,995	122,353				

Jobs with < than 5 responses were omitted.

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

Deputy Corrections Commander

Under executive direction assists in managing and coordinating the activities of the Detention Center.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	111,895	72,309	120,590	=	Correctional Facility Administrator	2	
Baltimore City							
Baltimore County	112,032	71,908	112,032	=	Deputy Administrator of Corrections	1	
Calvert	90,626	90,626	90,626	=	Captain Deputy Administrator	1	Contract/40/week
Caroline	55,815	45,562	63,332			2	
Carroll							
Cecil	76,960	60,757	94,702		Captain	1	
Charles	103,178	73,132	107,924		Deputy Director	1	
Dorchester							
Frederick	107,478	63,594	97,934		Major	3	
Garrett							
Harford	103,646	74,880	103,646	=	Major	1	
Howard	95,181	74,901	120,827		Deputy Director of Corrections	1	
Kent	54,382	49,109	69,421		Captain	1	
Montgomery							
Prince George's	120,270	85,420	166,190	=	Deputy Director, Department of Corrections	1	
Queen Anne's	76,092	53,565	98,321	=	Captain	1	
St. Mary's	100,942	63,357	104,915		Commander of Corrections	1	
Somerset	49,921	32,809	53,761	-	Assistant Warden	1	
Talbot	55,421	40,593	71,180		Correctional Officer IV	1	
Washington	79,010	62,110	84,640	=	Captain	2	
Wicomico	75,761	56,657	113,314		Deputy Director, Corrections	1	
Worcester	99,292	95,400	103,184			2	
AVERAGE	87,106	64,816	98,697				

Jobs with < than 5 responses were omitted.

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

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	56,934	39,700	75,442	=	Lieutenant	2	
Anne Arundel	82,936	55,056	95,326	-	Detention Captain	2	
Baltimore City							
Baltimore County	81,414	55,722	70,527	=	Correctional Captain	6	Maximum salary with longevities is \$89,383
Calvert	77,844	62,358	92,539	+	Correctional Lieutenant	2	40/week
Caroline	45,871	41,420	57,574			5	
Carroll	77,217	65,749	103,106	=	Correction Officer IX	3	
Cecil	70,117	54,746	85,280		Lieutenant	3	
Charles	92,229	66,983	98,654		Captain	4	
Dorchester	49,781	45,100	70,340		Captain	1	
Frederick	76,207	52,557	80,937		Lieutenant	16	
Garrett							
Harford	91,437	66,019	94,141	=	Captain	2	
Howard	80,745	55,058	86,112		Correctional Captain	5	
Kent	51,314	42,706	60,510		Staff Sergeant	1	
Montgomery	101,350	62,606	101,350	=	Correctional Unit Commander - Captain	5	
Prince George's	99,426	62,329	105,859	=	Correctional Officer, Major	3	Current contract awaiting ratification
Queen Anne's	72,070	45,714	74,517	=	Lieutenant	1	
St. Mary's	78,908	62,338	87,256		CO V Lieutenant, V07	3	
Somerset	56,132	35,112	57,535	+	Correctional Officer/Lieutenant	1	
Talbot	48,338	36,902	64,708		Correctional Officer III	2	
Washington	71,380	56,020	76,340	=	Lieutenant	3	
Wicomico	65,690	43,059	86,119		Correctional Officer/Major	2	
Worcester	86,455	50,248	86,455			2	
AVERAGE	73,354	52,614	82,301				

Jobs with < than 5 responses were omitted.

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

Shift Supervisor

Typically oversees officers on assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,844	36,214	68,817	=	Sergeant	3	
Anne Arundel	72,389	50,049	86,659	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	66,064	48,851	60,996	=	Correctional Lieutenant	15	Maximum salary with longevities is \$77,756
Calvert	73,115	53,706	79,706	+	Correctional Seargent	7	40/week
Caroline	43,304	37,655	57,574			4	
Carroll	60,051	50,752	81,206	=	Correction Officer VI	4	
Cecil	50,360	44,450	69,202		Sergeant	6	
Charles	77,277	61,396	90,227		Lieutenant	9	
Dorchester	44,049	36,153	56,387		Correctional Officer III	7	
Frederick	67,625	47,779	73,579		Sergeant	13	
Garrett							
Harford	77,730	59,509	87,402	=	Lieutenant	8	
Howard							
Kent	40,847	37,685	53,807		Sergeant	5	
Montgomery	90,012	56,914	92,136	=	Correctional Shift Commander - Lieutenant	21	
Prince George's	83,800	51,320	87,133	=	Correctional Officer, Captain	4	Current contract awaiting ratification
Queen Anne's	56,974	42,715	69,445	=	Sergeant	3	
St. Mary's	71,860	52,957	74,110		CO IV Sergeant, VO5	5	
Somerset	46,397	33,047	54,151	=	Correctional Officer III	6	
Talbot	43,731	33,212	58,238		Correctional Officer II	8	
Washington	61,468	50,530	68,860	=	Sergeant	14	
Wicomico	62,352	43,059	86,119		Correctional Officer/Captain	2	
Worcester	58,307	64,000	78,417			18	
AVERAGE	61,836	47,236	73,056				

Jobs with < than 5 responses were omitted.

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

First-Line Supervisor

Performs first-line supervisory corrections work on an assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	43,012	33,032	62,771	=	Corporal	10	
Anne Arundel	62,710	43,631	78,520	=	Detention Sergeant	23	
Baltimore City							
Baltimore County	56,069	44,735	55,722	=	Correctional Sergeant	30	Maximum salary with longevities is \$70,527
Calvert	69,747	48,797	72,405	+	Correctional Corporal	5	40/week
Caroline							
Carroll	53,734	46,551	74,464	=	Correction Officer V	3	
Cecil	44,974	40,040	62,338		Corporal	10	
Charles	67,563	56,314	82,561		Sergeant	17	
Dorchester							
Frederick	59,153	43,436	66,891		Corporal	24	
Garrett							
Harford	59,384	47,632	74,194	=	Corporal	14	
Howard	72,391	59,733	77,771		Correctional Lieutenant	6	
Kent	39,795	33,930	48,378		Corporal	4	
Montgomery	79,489	59,739	83,759	=	Correctional Supervisor - Sergeant	46	
Prince George's	66,097	44,436	77,875	=	Correctional Officer, Sergeant	51	
Queen Anne's	37,327	60,366	60,366	=	Corporal	5	
St. Mary's	62,739	48,630	68,078		CO III Corporal, V04	9	
Somerset							
Talbot							
Washington	52,565	45,570	62,100	=	Corporal	2	
Wicomico	55,000	36,261	72,521		Correctional Officer/Lieutenant	4	
Worcester	47,913	54,209	59,800			29	
AVERAGE	57,203	47,058	68,917				

Jobs with < than 5 responses were omitted.

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

Correctional Officer

Performs correctional work in the maintenance of order and discipline and supervises the activities of inmates on an assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,814	30,130	57,255	=	Correctional Officer	51	
Anne Arundel	48,972	37,674	62,939	=	Detention Officer	175	
Baltimore City							
Baltimore County	44,033	38,889	48,851	=	Correctional Officer	227	Maximum salary with longevities is \$60,996
Calvert	52,853	39,874	65,832	=	Correctional Officer/1st class	45	40/week
Caroline	34,146	28,291	43,256			20	Corrections Officer I & II
Carroll	38,749	32,968	62,692	=	Correction Officer I, II, III	66	
Cecil	35,706	32,469	56,181		Correctional Officer or Deputy First Class	46	25 Correctional Officers; 21 Deputy First Class
Charles		41,277	69,259		Correctional Officer I, II, and CFC	92	
Dorchester	34,536	31,288	48,799		Correctional Officer I	31	
Frederick	42,008	35,897	60,809			76	
Garrett							
Harford	49,462	39,166	68,869	=	Officer	95	
Howard	41,537	37,086	57,990		Correctional Officer	82	
Kent	31,558	30,640	43,201			16	
Montgomery	50,183	40,538	70,758	=	Correctional Officer I - Correctional Officer III	249	
Prince George's		36,647	70,685		Correctional Officer Private - 83, Correctional Officer First Class - 25, Corporal - 187		
Queen Anne's	48,186	32,662	56,347	=	Correctional Officer & Correctional Officer I	26	
St. Mary's	45,704	38,459	63,586			49	
Somerset	32,736	22,804	50,966	=	Correctional Officer I & Correctional Officer II	23	Two different pay grades
Talbot	31,614	28,658	51,769		Correctional Officer Trainee & Correctional Officer I	25	
Washington	43,940	32,310	52,290	=	Deputy and Deputy First Class	79	
Wicomico	29,705	36,261	86,119		Correctional Officer I -Sergeant	134	
Worcester	40,355	37,496	61,422			16	
AVERAGE	40,640	34,613	59,540				

Jobs with < than 5 responses were omitted.

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

Jail Cook

Prepares and serves meals for inmates at the detention facility. Typically a civilian position; not a certified correctional officer.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							Contracted service.
Anne Arundel							Contracted service through outside vendor
Baltimore City							
Baltimore County		38,889	48,851		Correctional Dietary Officer		Maximum salary with longevities is \$60,996. Function has been outsourced.
Calvert	49,733	34,029	50,440	=	Cook I	1	40/week
Caroline							
Carroll	29,027	26,562	42,495	=	Cook	2	
Cecil							
Charles							
Dorchester							
Frederick	39,496	34,203	54,462		Cook 2	5	
Garrett	27,000	21,362	31,633			4	
Harford							Contract Service
Howard	40,439	37,086	57,990		Correctional Dietary Officer	4	
Kent	32,229	25,072	38,279			2	
Montgomery							
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington						tual	Contractual
Wicomico							
Worcester	37,720	21,923	37,720			4	
AVERAGE	36,521	28,605	44,717				

Jobs with < than 5 responses were omitted.

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

Fire Chief

Performs administrative and supervisory work involving the protection of life and property from fires and in the direction of a program for fire prevention.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	139,271	99,580	162,693	+	Fire Chief	1	Appointed by County Executive; Fire Department responsible for suppression & EMS/ALS
Baltimore City	148,891	112,200	204,000		Executive Level III	1	
Baltimore County	172,500	172,500	172,500		Chief of Fire Department	1	Appointed position
Calvert							
Caroline							
Carroll							
Cecil							
Charles							
Dorchester							
Frederick	125,728	114,912	187,257		Director, Fire & Rescue Services Division		
Garrett							
Harford							
Howard	145,933	101,795	164,362		Director of Fire and Rescue	1	
Kent							
Montgomery	211,835	211,835	211,835	=	Fire Chief, Department of Fire & Rescue Services	1	Appointed to position
Prince George's	141,226	98,884	192,385	=	Director, Fire/EMS	1	Working title: Fire Chief
Queen Anne's	43,400	42,715	69,445	-	Fire Marshall	1	
St. Mary's							
Somerset							
Talbot							EMS only - (no paid fire) - reports to County Manager
Washington							No Fire Department
Wicomico							
Worcester							
AVERAGE	141,098	119,303	170,560				

Jobs with < than 5 responses were omitted.

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

Deputy Commander/Chief

Under executive direction, assists in managing and coordinating the activities of the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	117,627	70,855	133,083	=	Fire Deputy Chief	2	
Baltimore City	109,323	77,200	132,400		Executive Level II	2	
Baltimore County	158,670	79,411	110,362	=	Assistant Chief, Fire Department	2	Maximum salary with longevities is \$162,540
Calvert							
Caroline							
Carroll							
Cecil							
Charles							
Dorchester							
Frederick	96,188	77,712	124,076		Bureau Chief	4	
Garrett							
Harford							
Howard	122,512	82,930	133,910		Assistant Chief	2	
Kent							
Montgomery	125,822	75,171	125,822	=	Assistant Fire Chief	10	
Prince George's	134,096	85,420	166,190	=	Deputy Director, Fire/EMS	3	Rank of Lieutenant Colonel
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	123,463	78,386	132,263				

Jobs with < than 5 responses were omitted.

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

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	93,650	57,888	105,202	=	Battalion Chief	16	
Baltimore City	100,540	96,300	119,000		Fire Command Staff II	10	
Baltimore County	135,362	69,284	95,677	=	Battalion Fire Chief	9	Maximum salary with longevities is \$140,409
Calvert							
Caroline	66,708	60,643	84,294		Assistant Director EMS	1	
Carroll							
Cecil							
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard	115,468	77,064	113,693		Deputy Chief	6	
Kent							
Montgomery	141,597	85,928	142,633	=	Fire/Rescue Division Chief	4	
Prince George's	130,420	72,082	133,835	=	Firefighter Major	9	
Queen Anne's	76,348	53,565	98,321	=	Chief of EMS	1	
St. Mary's							
Somerset							
Talbot	68,437	68,437	82,679	1			
Washington							
Wicomico							
Worcester							
AVERAGE	103,170	71,243	108,370				

Jobs with < than 5 responses were omitted.

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

Shift Supervisor

Performs supervisory and technical fire work and promotes fire safety. Shift commander.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	87,388	51,211	95,639	+	Fire Captain	30	Suppression & EMS/ALS
Baltimore City	93,457	92,000	111,500		Fire Command Staff I	7	
Baltimore County	107,343	58,753	79,906	=	Fire Captain	96	Maximum salary with longevities is \$116,478
Calvert							
Caroline	52,170	45,562	63,332			4	
Carroll							
Cecil							
Charles							
Dorchester							
Frederick	83,660	63,264	100,960		Battalion Chief	9	
Garrett							
Harford							
Howard	101,301	66,518	98,068		Battalion Chief	20	
Kent							
Montgomery	98,921	61,377	99,359	=	Fire/Rescue Captain	131	
Prince George's	99,531	56,785	109,846	=	Firefighter Captain	34	
Queen Anne's	76,348	53,565	98,321	=	Chief of EMS	1	
St. Mary's							
Somerset							
Talbot	46,699	40,618	52,898		EMS Supervisors	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
AVERAGE	84,682	58,965	90,983				

Jobs with < than 5 responses were omitted.

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

First Line Supervisor

Performs first-line supervisory, technical, and manual fire work of an emergency and hazardous nature on a rotating shift basis.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	75,193	48,398	91,085	+	Fire Lieutenant	124	Suppression & EMS/ALS
Baltimore City	67,557	50,283	61,355		Fire Lieutant	142	
Baltimore County	88,074	51,678	69,968	=	Fire Lieutenant	118	Maximum salary with longevities is \$100,618
Calvert							
Caroline							
Carroll							
Cecil							
Charles							
Dorchester							
Frederick	69,235	51,517	82,165		Lieutenant	48	
Garrett							
Harford							
Howard	85,619	60,004	88,558		Fire Captain	34	
Kent							
Montgomery	83,180	54,430	88,113	=	Fire/Rescue Lieutenant	109	
Prince George's	91,842	51,905	98,518	=	Firefighter Lieutenant	57	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	80,100	52,602	82,823				

Jobs with < than 5 responses were omitted.

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

Firefighter

Performs skilled work in fighting fires, maintains firefighting equipment, and participates in fire prevention activities

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	45,084	36,073	71,204	+	Fire Fighter II	195	Trained in suppression and basic EMT to serve as first responders
Baltimore City	55,149	34,459	54,994		FireFighter/Paramedic	249	Two classes fit this match. The other class is Firefighter, there are 231 incumbents in that position; the average salary for Firefighter is \$59,150.
Baltimore County	33,433	33,433	51,678	=	Firefighter	34	Maximum salary with longevities is \$73,126
Calvert							
Caroline							
Carroll							
Cecil							
Charles							
Dorchester							
Frederick	42,156	39,198	62,455			138	
Garrett							
Harford							
Howard	45,947	40,136	76,779		Firefighter	251	
Kent							
Montgomery	50,679	40,797	72,817	=	Firefighter (Recruit to III)	706	
Prince George's		40,848	90,731		Firefighter I - 22, Firefighter II - 42, Firefighter III - 69		
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
AVERAGE	34,056	33,118	60,082				

Jobs with < than 5 responses were omitted.

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

Paramedic EMT/P

Responds to emergency calls to provide efficient and immediate care to the critically ill or injured. EMT-P level.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,692	33,032	62,771	=	EMT-P	5	
Anne Arundel	56,336	42,769	82,502	+	Fire Fighter EMT-P	148	Trained in suppression and certified Paramedic (County has a lower ALS class of Fire Fighter EMT-Intermediate)
Baltimore City	63,787	41,169	62,480			52	
Baltimore County	57,598	45,573	61,387	=	Paramedic	32	Maximum salary with longevities is \$87,363
Calvert							
Caroline	40,318	37,655	52,340			14	
Carroll							
Cecil	44,577	40,040	62,338			18	
Charles	50,635	45,790	73,672			29	
Dorchester	38,880	38,880	60,640			12	
Frederick	44,143	41,967	66,886			9	
Garrett	38,000	27,416	42,206			4	
Harford							
Howard							No separate class - certified officers receive an additional \$7,000
Kent	42,118	38,393	60,510			7	
Montgomery							Work as firefighters, receive pay differential based on certification
Prince George's	99,767	51,905	98,518	=	Paramedic Lieutenant	8	
Queen Anne's	43,799	37,327	60,366	=		19	
St. Mary's							
Somerset							
Talbot	39,356	37,094	50,152		Paramedic	17	
Washington							
Wicomico							
Worcester							
AVERAGE	49,715	39,929	64,055				

Jobs with < than 5 responses were omitted.

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

EMT/B

Responds to emergency calls to provide efficient and immediate care to the critically ill or injured.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		27,482	52,225				Vacant
Anne Arundel	56,336	42,769	82,502	+	Fire Fighter EMT-P	148	Trained in suppression and basic EMT
Baltimore City	63,787	41,169	62,480			52	
Baltimore County	47,073	40,346	53,935	=	Emergency Medical Technician	34	Maximum salary with longevities is \$76,477
Calvert							
Caroline	30,344	28,291	39,324			8	
Carroll							
Cecil	39,704	36,046	56,181		Medic	6	
Charles	43,652	39,237	63,189			28	
Dorchester	30,603	29,128	45,431			12	
Frederick							
Garrett	36,000	25,253	37,396			3	
Harford							
Howard							No separate class - certified officers receive an additional \$7,000
Kent	35,941	35,941	53,807		EMT-I	1	No EMT-B, 1 EMT-Intermediate
Montgomery							Work as firefighters, receive pay differential based on certification
Prince George's	39,658	40,484	71,047	=	Paramedic Trainee	5	
Queen Anne's	31,060	28,629	45,886	=		13	
St. Mary's							
Somerset							
Talbot	28,371	27,016	42,395		EMT-B/EVO	19	
Washington							
Wicomico							
Worcester							
AVERAGE	40,211	33,984	54,292				

Jobs with < than 5 responses were omitted.

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

Animal Control Officer

Investigates complaints, inspects facilities, and enforces laws, codes, and regulations pertaining to animal control and protection. Protects animals while maintaining public safety.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	28,217	22,868	43,456	=	Animal Control Officer	3	
Anne Arundel	41,165	31,845	51,168	=	Animal Control Officer	10	Maximum salary includes 15% longevity
Baltimore City	35,884	32,722	36,775		Animal Enforcement Officer	17	
Baltimore County	42,526	32,169	40,830	=	Animal Control Officer I	5	Maximum salary with longevities is \$51,094
Calvert	38,841	33,470	49,613	=		5	35/week
Caroline							
Carroll	35,753	32,257	51,956	=	Animal Control Officer	3	Not a County Agency
Cecil							
Charles	53,659	42,385	68,223		Animal Control Officer	5	
Dorchester	25,925	25,293	39,449			2	
Frederick	41,911	36,615	58,321			4	
Garrett	33,113	23,264	34,350			1	
Harford	41,622	37,300	71,198	=	Animal Control Officer II	5	Animal Control Officer I (no incumbents) (\$30,200 - \$62,608)
Howard	39,624	33,966	50,315		Animal Control Officer	4	\$1560 longevity at 10 years, \$3,016 at 15 years, \$3,640 at 20 years
Kent							
Montgomery	55,598	44,900	74,181	=	Code Enforcement Officer	19	
Prince George's	40,738	28,963	53,548	=	Animal Control officer II	14	
Queen Anne's	35,327	28,629	45,886	=		4	
St. Mary's	39,962	30,971	46,488		Animal Warden	4	
Somerset	27,913	25,744	47,622	+	Animal Control Officer II & Supervisor, Animal Control	4	Two different pay grades
Talbot							
Washington							
Wicomico							
Worcester	30,114	29,379	48,141			4	
AVERAGE	38,216	31,819	50,640				

Jobs with < than 5 responses were omitted.

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