

President, Election Board

Appointed

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

Jobs with < than 5 responses were omitted.

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

Member, Election Board

Appointed

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

Jobs with < than 5 responses were omitted.

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

County Manager/Chief Administrator/Director of Administration

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

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

Jobs with < than 5 responses were omitted.

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

Assistant/Deputy Administrator

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

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

Jobs with < than 5 responses were omitted.

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

Director, Human Resources/Personnel

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

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

Jobs with < than 5 responses were omitted.

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

Director, Information Technology

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

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

Jobs with < than 5 responses were omitted.

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

Director, Finance/Accounting

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

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

Jobs with < than 5 responses were omitted.

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

Director, Planning/Zoning

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

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

Jobs with < than 5 responses were omitted.

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

Assistant/Deputy Director, Finance

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

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

Jobs with < than 5 responses were omitted.

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

Director, Budget

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

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

Jobs with < than 5 responses were omitted.

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

Assistant/Deputy Director, Planning/Zoning

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

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

Jobs with < than 5 responses were omitted.

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

Director, Public Works

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

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

Jobs with < than 5 responses were omitted.

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

Assistant/Deputy Director, Public Works

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

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

Jobs with < than 5 responses were omitted.

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

Director, Permits, Inspections, Licenses

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

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

Jobs with < than 5 responses were omitted.

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

Director, Parks and Recreation

Manages and administers the park system and recreation programs.

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

Jobs with < than 5 responses were omitted.

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

Director/Administrator Public Safety/ Emergency Services

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

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

Jobs with < than 5 responses were omitted.

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

Director, Economic Development

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

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

Jobs with < than 5 responses were omitted.

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

Director/Administrator Department of Aging

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

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

Jobs with < than 5 responses were omitted.

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

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

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

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

Jobs with < than 5 responses were omitted.

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

Director Housing/Community Development

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

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

Jobs with < than 5 responses were omitted.

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

Director, Local Management Board

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

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

Jobs with < than 5 responses were omitted.

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

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

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

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

Jobs with < than 5 responses were omitted.

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

Superintendent of Schools

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

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

Jobs with < than 5 responses were omitted.

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

County Attorney/Solicitor

Oversees legal services for the jurisdiction.

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

Jobs with < than 5 responses were omitted.

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

Liaison, Legislative Affairs/Government Affairs/Legislative

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

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

Jobs with < than 5 responses were omitted.

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