

## Chief of Purchasing

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

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

*Jobs with < than 5 responses were omitted.*

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

## Buyer

*Performs all aspects of procurement transactions.*

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

*Jobs with < than 5 responses were omitted.*

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

## Accountant I (Journey/Intermediate Level)

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

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

*Jobs with < than 5 responses were omitted.*

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

## Budget Analyst I

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

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

*Jobs with < than 5 responses were omitted.*

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

## Administrative Analyst

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

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

*Jobs with < than 5 responses were omitted.*

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

## Personnel Analyst I

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

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

*Jobs with < than 5 responses were omitted.*

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

## Staff Attorney I

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

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

*Jobs with < than 5 responses were omitted.*

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

## Planner I

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

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

*Jobs with < than 5 responses were omitted.*

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

## County Engineer/Chief of Engineering

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

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

*Jobs with < than 5 responses were omitted.*

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

## Engineer I

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

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

*Jobs with < than 5 responses were omitted.*

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

## Chief, Solid Waste and Recycling

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

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

*Jobs with < than 5 responses were omitted.*

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

## Recycling Manager/Coordinator

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

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

*Jobs with < than 5 responses were omitted.*

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

## Social Worker - LCSW (BS Level/ Licensed)

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

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

*Jobs with < than 5 responses were omitted.*

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

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

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

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

*Jobs with < than 5 responses were omitted.*

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

## Recreation Manager

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

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

*Jobs with < than 5 responses were omitted.*

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

## Manager of Parks

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

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

*Jobs with < than 5 responses were omitted.*

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

## Network Manager

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

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

*Jobs with < than 5 responses were omitted.*

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

## Systems Analyst

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

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

*Jobs with < than 5 responses were omitted.*

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

## Computer Programmer/Analyst

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

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

*Jobs with < than 5 responses were omitted.*

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

## Help Desk/Analyst

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

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

*Jobs with < than 5 responses were omitted.*

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