

## Director/Manager Communications Center/911

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

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

*Jobs with < than 5 responses were omitted.*

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

## 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		Position is currently vacant. Max. salary with longevities is \$162,540. 2% COLA effective 1/1/2010
Calvert	74,711	59,914	88,816	=	Emergency Management & Safety Division Chief	1	35/week
Caroline	59,045	55,130	76,631		Assistant Director Risk Management & Planning	1	
Carroll	53,519	53,519	85,655	=	Emergency Management Coordinator	1	Vacant
Cecil	60,050	47,424	73,840	=	Emergency Preparedness Manager	1	
Charles	72,988	53,645	85,952	=	Domestic Preparedness Coord.	1	
Dorchester	45,039	41,823	65,230	=	Emergency Management Manager	1	
Frederick	79,731	77,712	124,076		Director, Emerg Preparedness	1	
Garrett							
Harford	86,766	64,300	114,629	-	Deputy Manager, Emergency Operations	1	
Howard							
Kent							
Montgomery	125,000	125,000	125,000	=	Director- Office of Emergency Management & Homeland Security		This is a Director position but it is classified on the MII pay band
Prince George's	113,844	70,275	136,725	=	Administrative Specialist II	1	Working title: Director, Office of Emergency Management
Queen Anne's							
St. Mary's	53,435	49,670	84,490	=	Manager, Grade 9	1	
Somerset							
Talbot							
Washington	53,804	40,859	63,902	=	Emerg. Mgmt. Coord.	1	
Wicomico	48,259	36,261	72,521		Emergency Management Coordinator	1	
Worcester							
MNCPPC							
<b>AVERAGE</b>	<b>66,287</b>	<b>56,033</b>	<b>92,146</b>				

*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	55,188	40,984	64,759	=	Police Communications Operator III	11	Shift supervisor
Baltimore City		39,745	48,257		Emergency Disptacher Supervisor	7	
Baltimore County	60,859	42,786	53,406	=	Emergency Communications Shift Supervisor	8	The max. salary with longevities is \$67,204
Calvert	67,933	45,781	67,933	=	Communications Supervisor	1	40/week
Caroline	42,919	37,655	57,574		Communications Systems Coord./ PSD IV	5	
Carroll	48,625	40,872	65,375	=	Emergency Communications Supervisor	4	
Cecil	55,440	38,038	59,221	=	Dispatcher Supervisor (Captain)	3	
Charles	59,716	45,790	73,672	=	Communications Supervisor	4	
Dorchester	38,933	36,153	56,387	=	911 Center Supv	1	
Frederick	71,740	51,517	82,165		Emergency Comm Center Mgr	6	
Garrett							
Harford	57,092	43,900	84,032	=	Public Safety Supervisor	12	
Howard	71,020	49,733	80,163		Emergency Communications Supervisor	5	
Kent	37,427	34,394	53,807	=	Emergency Services Shift Captain	4	
Montgomery	78,389	49,253	81,513	=	Public Safety Communication Supervisor	11	
Prince George's	72,189	43,106	86,651	=	Emergency Dispatcher III	20	
Queen Anne's	45,078	39,923	64,724	=		4	
St. Mary's	52,884	41,184	65,811	=	Communication Specialist IV	4	
Somerset	40,051	29,062	47,622	=	Shift Supervisor - 911	4	
Talbot	49,154	44,680	58,759		Deputy Director of Emergency Management	1	
Washington	40,629	37,833	59,169	=		4	
Wicomico	36,772	31,728	63,456		Communications Supervisor	4	
Worcester	44,000	44,000	53,000	=		1	
MNCPPC	61,286	47,535	81,342	=	Park Police Communications Supervisor	2	
AVERAGE	50,573	40,793	64,553				

*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	31,600	25,069	52,225	=	Emergency Services Dispatcher I & II	13	
Anne Arundel	42,913	35,485	58,178	=	Police Communications Operator II	50	
Baltimore City		36,674	44,331		Emergency Dispatcher	84	
Baltimore County	43,165	35,275	44,735	=	Emergency Communications Technician I	81	The max. salary with longevities is \$55,722
Calvert	46,618	39,541	58,656	=	Communications Officer I	18	40/week
Caroline	34,430	28,291	47,582		Public Safety Dispatcher	9	I & II & III
Carroll	32,307	31,554	50,482	=	Emergency Communications Specialist I	10	
Cecil	33,055	29,266	56,181	=	Dispatcher I, II or III	32	14 @ I; 14 @ II; 4 @ III
Charles	43,520	36,330	63,189	=	Public Safety Dispatcher I & II	14	
Dorchester	32,240	27,122	42,302	=	Dispatcher	1	
Frederick	43,204	39,198	62,455		Emerg Comm Spec 2	12	
Garrett		27,416	42,206	=		8	
Harford	33,343	33,100	66,290	=	Public Safety Dispatcher I	4	
Howard	45,222	37,669	62,899	=	Dispatcher	41	
Kent	29,599	28,148	48,378		Emergency Services Dispatcher I & II	9	
Montgomery	46,902	39,157	64,441		Public Safety Emergency Call-Taker II	21	Not entry level
Prince George's	36,169	35,463	71,288	=	Emergency Dispatcher I	18	
Queen Anne's	30,550	30,550	49,122	=	Public Safety Dispatcher I	7	
St. Mary's	30,971	30,971	46,488	=	Comm Specialist I, Gr 4	4	
Somerset	26,814	27,353	44,821	=	Emergency Communications Spec.	10	Includes 2 Part-time Emp.
Talbot	33,105	29,042	51,581		Communication Specialist I, II & III	12	
Washington	36,730	32,435	50,727	=		32 FT	Emerg. Comm, Sheriff Dispatch and City of Hagerstown Police Dispatch Consolidated
Wicomico	30,178	29,084	43,399		Communications Operator I & II	13	
Worcester	43,536	27,980	53,076	=		24	
MNCPPC	50,437	37,135	63,544	=	Senior Park Police Communications Technician	11	
AVERAGE	33,012	31,870	52,634				

*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	52,788	52,788	52,788	=		1	Contractual.
Anne Arundel	138,156	99,580	162,693	=	Chief of Police	1	Appointed by County Executive
Baltimore City	193,800	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	87,000	87,000	87,000	=	Sheriff	1	Elected
Caroline	65,000	65,000	65,000			1	
Carroll	74,422				Sheriff	1	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County
Cecil					NCC		
Charles							
Dorchester							
Frederick							
Garrett					Elected		
Harford	104,042			=	Sheriff	1	elected; salary determined by legislation
Howard	161,637	112,819	182,083	=	Chief of Police	1	
Kent							
Montgomery	216,603	216,603	216,603	=	Police Chief	1	Appointed to position
Prince George's	146,024	98,884	192,385	=	Director, Police Department	1	Working title: Police Chief
Queen Anne's							
St. Mary's	80,000			=		1	Elected
Somerset							See Elected Officials - Sheriff
Talbot							
Washington	80,000				Sheriff	1	Salary set by legislation
Wicomico	89,652				Deputy Sheriff/Chief Deputy	1	
Worcester							
MNCPPC							
AVERAGE	95,961	58,064	76,751				

*Jobs with < than 5 responses were omitted.*

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## 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		77,200	132,400		Executive Level II	2	
Baltimore County	173,813	88,889	115,452	=	Colonel	3	The max. salary with longevities is \$176,616. 2% COLA effective 1/1/2010
Calvert	106,959	106,959	106,959	+	Assistant Sheriff Major	1	Appointed 35/week
Caroline	70,774	70,774	70,774		Administrative Deputy	1	Captain
Carroll					NCC		Colonel position was eliminated and a third Major was added in 2008
Cecil	87,984	75,899	118,248	=	Chief Deputy	1	
Charles							
Dorchester							
Frederick	123,476	80,179	123,476		Lt. Colonel	1	
Garrett		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	156,125	86,677	127,934	=	Assistant Police Chief	3	Appointed- Captains with Asst. Chief duty assigned-over max due to longevity and additional compensation for Asst. Chief
Prince George's	141,518	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	108,160	67,850	112,403	=	Major	1	
Somerset	63,968	44,417	87,301	=	Captain & Chief Deputy	2	2 different pay grades
Talbot	69,491	60,850	108,726		Lieutenant	3	
Washington	99,940	90,135	122,850	=	Colonel	1	
Wicomico	89,652				Deputy Sheriff/Captain	1	
Worcester	87,450	80,000	92,340	=	Chief Deputy	1	
MNCPPC	137,470	90,785	145,188	=	Park Police Commander	2	
AVERAGE	90,956	67,868	100,846				

*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	55,721	39,700	75,442	=	Lieutenant	1	
Anne Arundel	102,303	68,977	128,064	=	Police Captain	11	
Baltimore City		88,200	139,900		Police Command Staff II	20	
Baltimore County	134,126	75,318	96,769	=	Captain	23	The max. salary with longevities is \$145,403. 2% COLA effective 1/1/2010
Calvert	101,743	68,952	113,277	+	Deputy Sheriff Lieutenant	4	40/week
Caroline	56,374	47,816	79,405		Deputy Sheriff CID	1	sgt
Carroll	74,042	68,370	107,224		Major	3	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County
Cecil	82,368	68,994	107,474	=	Director of Law Enforcement	1	
Charles							
Dorchester							
Frederick	93,492	66,264	102,047		Captain	6	
Garrett							
Harford	103,147	79,518	113,381	=	Captain	8	
Howard	128,710	82,701	112,715	=	Police Captain	6	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	135,669	84,677	127,934	=	Police Captain	20	Appointed- Captains with Commander duty assigned- over max allowed due to longevity and additional compensation for Commander assignment.
Prince George's	117,283	71,694	122,441	=	Captain	27	
Queen Anne's	84,982	56,074	91,841	=	Lt.	3	
St. Mary's	99,091	63,357	104,915	=	Captain	4	
Somerset	68,350	47,193	77,332	-	Deputy/Lieutenant	1	
Talbot							
Washington	88,091	81,298	110,790	=	Major	3	
Wicomico	80,453				Deputy Sheriff/Lieutenant	3	
Worcester	96,676	84,000	100,000	=	Captain	1	
MNCPPC	119,049	74,315	126,509	=	Park Police Captain	4	
AVERAGE	85,131	62,155	95,548				

*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	51,590	36,214	68,817	=	Sergeant	1	
Anne Arundel	93,164	62,708	111,359	=	Police Lieutenant	31	
Baltimore City		68,630	90,365		Police Lieutenant	59	
Baltimore County	118,780	64,838	86,625	=	Lieutenant	77	The max. salary with longevities is \$132,177. 2% COLA effective 1/1/2010
Calvert							
Caroline	58,547	47,816	79,405		Deputy Sheriff SGT	6	
Carroll	58,456	52,791	84,448	=	Lieutenant	3	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County
Cecil	65,932	49,691	77,418	=	Sergeant	10	
Charles							
Dorchester							
Frederick	80,111	54,764	84,336		Sergeant	10	
Garrett		50,786	67,758	=	Lt.	3	
Harford	89,606	70,200	103,106	=	Lieutenant	13	
Howard	104,417	69,264	94,411		Police Lieutenant	24	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	117,019	74,352	111,912	=	Police Lieutenant	31	over max due to longevity
Prince George's	100,265	82,380	104,395	=	Lieutenant	67	
Queen Anne's	73,502	48,938	79,970	=	Sgt.	7	
St. Mary's	86,174	54,038	90,646	=	Lieutenant	9	
Somerset	51,308	41,805	68,502	=	Deputy/Sergeant	6	
Talbot	59,003	49,393	99,193		Sergeant	2	
Washington	78,028	66,136	90,160	=	Lieutenant	5	
Wicomico							
Worcester	86,403	55,399	91		Lieutenant	3	
MNCPPC	102,490	64,234	109,354	=	Park Police Lieutenant	18	
AVERAGE	68,615	55,007	79,646				

*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	81,927	57,006	95,584	=	Police Sergeant	70	
Baltimore City		60,377	79,492		Police Sgt	285	
Baltimore County	98,464	57,529	76,355	=	Sergeant	173	The max. salary with longevities is \$114,180. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll	54,760	48,423	77,460	=	Sergeant	13	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County
Cecil	59,053	45,802	71,344	=	Corporal	10	
Charles							
Dorchester							
Frederick	70,033	49,785	76,668		Corporal	26	
Garrett		46,954	62,645	=	Sgt.	3	
Harford	72,779	56,098	87,381	=	Corporal	30	
Howard	88,968	62,483	85,176	=	Police Sergeant	49	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	98,024	59,816	96,831	=	Sergeant	139	
Prince George's	88,658	72,710	94,904	=	Sergeant	168	
Queen Anne's	59,831	45,714	74,517	=	Corporal	6	
St. Mary's	76,038	50,336	84,469	=	Sergeant	17	
Somerset	43,701	39,346	64,472	=	Deputy/Corporal	4	
Talbot	49,481	46,276	92,933		Corporal	4	
Washington	66,403	59,647	81,300	=	Sergeant	11	
Wicomico							
Worcester	74,000	52,761	86,455	=	Sergeant	7	
MNCPPC	91,363	55,371	97,968	=	Park Police Sergeant	24	
AVERAGE	60,118	49,689	76,356				

*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	35,639	30,130	57,255	=	Patrolman	9	
Anne Arundel	62,044	41,620	85,848		Police Officer, Police Officer First Class, Police Corporal	529	Must meet years in prior rank requirement and pass written test to be advanced non-competitively to next rank in series
Baltimore City		42,290	68,523		Police Officer	2,420	
Baltimore County	67,455	45,783	64,838	=	Police Officer/Police Officer First Class	1,433	The max. salary with longevities for Police Officer First Class is \$94,258. 2% COLA effective 1/1/2010
Calvert							
Caroline	48,052	38,658	85,382			21	
Carroll	43,893	37,378	71,074	=	Deputy Sheriff Probationer - Deputy Sheriff 1st Class - Corporal	49	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County
Cecil	46,084	38,875	65,707	=	Deputy or Deputy First Class	61	15 Deputy Level; 46 Deputy First Class Level
Charles							
Dorchester							
Frederick	50,545	41,145	69,699		Deputy & Deputy First Class	118	
Garrett		40,136	53,549	=		14	
Harford	58,115	42,973	78,062	=	Deputy	197	
Howard	59,327	45,926	71,822	=	Officer/PFC	286	4 LONGEVITY STEP AT 3.5% EACH
Kent	50,067	40,185	108,112		All Deputies, regardless of rank	21	All Deputies, regardless of rank, Pay parody with MSP
Montgomery	70,596	46,972	83,839	=	Police Officer Candidate to Police Officer III	905	
Prince George's		46,610	86,277		Police Officer - 469, 49,944 Police Officer First Class - 173, 58,254, Corporal - 596, 78,280		Range provided from entry-level to corporal
Queen Anne's	48,694	39,923	69,445	=	Deputy Sheriff/Deputy First Class	32	
St. Mary's		40,976	78,686	=		79	
Somerset	37,988	25,744	60,680	=	Deputy in Training, Deputy & Deputy 1st Class	9	Includes 2 Part-time & Covers 3 Pay Gr.
Talbot	42,965	37,257	83,159		Deputy & Deputy First Class	17	
Washington	46,989	38,141	61,740	=	Deputy and Class and Deputy First	69	
Wicomico							
Worcester	50,338	41,339	67,739	=		24	
MNCPPC		46,123	86,692		Park Police Candidate, Park Police Officer II, Park Police Officer III, Park Police Officer IV	146	
<small>Jobs with &lt; than 5 responses were omitted.                      "Match" column denotes position is &gt;greater than, = equal to, or &lt; less than job description.</small>							
<b>AVERAGE</b>	<b>43,094</b>	<b>36,457</b>	<b>66,883</b>				

## 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	Max. salary with longevities is \$89,383. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							
Dorchester	74,007	63,815	99,530	=	Captain	1	
Frederick							
Garrett							
Harford	129,293	96,221	129,293	=	Chief Deputy	1	
Howard	90,002	61,006	98,426	=	Deputy Sheriff	1	
Kent							
Montgomery	117,642	72,553	114,215	=	Deputy Sheriff Captain	4	
Prince George's	145,287	145,287	145,287	=	Assistant Sheriff	1	Working title: Chief Assistant Sheriff, exempt, no min/max
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	107,550	86,566	109,805				

*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	59,706	52,684	81,328		Deputy Sheriff III	2	
Baltimore City							State Position
Baltimore County	67,204	46,684	58,032	=	Deputy Sheriff Lieutenant	2	Max. salary with longevities is \$74,142. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							
Dorchester	56,046	47,150	73,537	=	Sergeant	4	
Frederick							
Garrett							
Harford	103,147	79,518	113,381	=	Captain	8	
Howard	70,436	52,709	84,989	=	Lieutenant Deputy Sheriff	3	
Kent							
Montgomery	96,893	60,460	94,571	=	Deputy Sheriff Lieutenant	11	
Prince George's	136,040	136,040	136,040	+	Assistant Sheriff	3	Rank of Lieutenant Colonel, exempt, no min/max
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	80,462	64,368	89,665				

*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	53,591	47,895	75,332	=	Deputy Sheriff II	8	Sergeant
Baltimore City							State Position
Baltimore County	57,865	42,786	53,406	=	Deputy Sheriff Sergeant	5	Max. salary with longevities is \$67,204. 2% COLA effect
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							
Dorchester	50,707	43,724	68,195		Corporal	10	
Frederick							
Garrett							
Harford	72,779	56,098	87,381	=	Corporal	30	
Howard	54,662	47,549	76,731	=	Sergeant Deputy Sheriff	2	
Kent							
Montgomery	86,288	54,963	85,966	=	Deputy Sheriff Sergeant	29	
Prince George's	90,276	55,926	93,239	=	Deputy Sheriff Sergeant	14	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	64,168	47,747	75,378				

*Jobs with < than 5 responses were omitted.*

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

ive 1/1/2010

*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	32,597	30,130	57,255	=	Deputy	5	
Anne Arundel	46,666	39,140	59,031	=	Deputy Sheriff I	58	
Baltimore City							State Position
Baltimore County	45,942	37,007	48,851	=	Deputy Sheriff/Deputy Sheriff First Class	67	Max. salary with longevities is \$60,996. 2% COLA effective 1/1/2010
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							
Dorchester	41,870	38,880	60,640	=	Patrol Deputy	17	
Frederick							
Garrett							
Harford	58,115	42,973	78,062	=	Deputy	197	
Howard	47,995	38,730	62,525	=	Deputy Sheriff	28	
Kent							
Montgomery	69,385	43,642	78,152	=	Deputy Sheriff Candidate to Deputy Sheriff III	87	
Prince George's		42,807	84,763		Deputy Sheriff Private - 16, 49,580, Deputy Sheriff First Class - 80, 51,813, Corporal - 99, 62,873		Range provided from entry-level to corporal
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	48,939	39,164	66,160				

*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	20,351	15,829	31,200	=		16	Hourly paid. Converted to 40 hours.
Anne Arundel							Deputy Sheriff provides courthouse security
Baltimore City							State Position
Baltimore County	40,024	29,279	37,007	=		14	Max. salary with longevities is \$46,684
Calvert	40,310	40,310	40,310	=	Special Deputy	9	Contract/40/week/Some work part time
Caroline							
Carroll	28,933	28,933	46,322	=	Courthouse Security Officer I	4	
Cecil	27,009	25,418	39,562	=	Security Guard	4	all part-time
Charles							
Dorchester	41,663	40,647	63,396	=	Court Security - Sworn	4	
Frederick	41,400	34,203	54,462		Courthouse Deputy I	3	
Garrett							
Harford	18.38/hour				Contractual Deputy Position	11	
Howard	40,102	31,353	50,877	=	Security Officer II	9	
Kent	20,238	20,238	20,238			2	Employment contract
Montgomery	44,623	35,923	58,693	=	Security Officer I	35	
Prince George's	30,694	24,531	50,033	=	Security Officer II	21	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico					Court Security	5	23.47/hr
Worcester							
MNCPPC							
AVERAGE	32,283	27,857	42,897				

*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	133	part-time/11.51/hr
Baltimore City		8,751	9,553	=	Crossing Guard	303	
Baltimore County	4,768	4,768	3,768	=	Traffic Guard	226	10 hours per week/40 weeks per year (during school year)
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett							
Harford	29,307	28,454	29,307	=	School Crossing Guard	13	
Howard							
Kent							
Montgomery	38,396	29,371	46,467	=	Crossing Guard	169	.5 Full Time Equivalent (FTE)
Prince George's	14,290	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	
MNCPPC							
AVERAGE	16,163	17,037	23,002				

*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	137,203	99,580	162,693	=	Superintendent Detention Center	1	Appointed by County Executive
Baltimore City							
Baltimore County	141,130	141,130	141,130			1	Appointed position. 2% COLA effective 1/1/2010
Calvert	110,419	77,550	115,024	=	Detention Center Administrator	1	Contract/35/week
Caroline	78,837	60,643	84,294			1	
Carroll	82,410	71,656	112,404	=	Correction Officer X	1	
Cecil	80,538	67,454	105,123	=	Director, Detention Center	1	
Charles							
Dorchester	66,950			=		1	Flat Rate Salary not a range
Frederick	107,727	69,953	107,727		Lt. Colonel	1	
Garrett							
Harford	113,027	94,661	166,067	=	Warden	1	
Howard	127,858	91,915	148,283	=	Director of Corrections	1	
Kent	80,000	60,617	96,047	=	Warden	1	
Montgomery	210,621	210,621	210,621	=	Director, Department of Corrections and Rehabilitation	1	
Prince George's	146,024	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	82,546	76,992	96,555		Warden	1	
Washington	90,240	70,926	96,670	=	Major	1	
Wicomico	94,359	64,249	128,499		Director, Corrections	1	
Worcester	117,555	95,000	125,000	=		1	
MNCPPC							
AVERAGE	100,584	77,265	113,935				

*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	115,671	72,309	120,590	=	Correctional Facility Administrator	1	2 positions - only one filled at this time
Baltimore City							
Baltimore County	112,032	71,908	112,032	=	Deputy Administrator of Corrections	1	2% COLA effective 1/1/2010
Calvert	95,368	70,720	104,936	=	Captain Deputy Administrator	1	Contract/40/week
Caroline	55,815	45,562	63,332			2	
Carroll							Did not receive salary update
Cecil	79,269	60,757	94,702	=	Captain	1	
Charles							
Dorchester							
Frederick	105,092	63,594	97,934		Major	3	
Garrett							
Harford	103,646	74,880	103,646	=	Major	1	
Howard	98,072	74,901	120,827	=	Deputy Director of Corrections	1	
Kent	56,014	49,109	69,421	=	Captain	1	
Montgomery	133,992	133,992	133,992	=			
Prince George's	121,094	85,420	166,190	=	Deputy Director, Department of Corrections	1	
Queen Anne's	76,092	53,565	98,321	=	Captain	1	
St. Mary's	102,918	63,357	104,915	=	Commander of Corrections	1	
Somerset	49,921	32,809	53,761	-	Assistant Warden	1	
Talbot	57,083	40,593	81,521		Correctional Officer IV	2	
Washington	81,390	63,973	87,190	=	Captain	1	
Wicomico	75,761	56,657	113,314		Deputy Director, Corrections	1	
Worcester	99,292	95,400	103,184	=		2	
MNCPPC							
AVERAGE	82,474	59,751	94,212				

*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	84,452	55,056	95,326	=	Detention Captain	2	
Baltimore City							
Baltimore County	81,414	55,722	70,527	=	Correctional Captain	6	Max. salary with longevities is \$89,383. 2% COLA effective 1/1/2010
Calvert	78,229	62,670	92,997	+	Correctional Lieutenant	2	
Caroline	46,085	41,420	57,574			6	
Carroll	77,217	65,749	103,106	=	Correction Officer IX	3	
Cecil	66,900	54,746	85,280	=	Lieutenant	3	
Charles							
Dorchester	49,781	45,100	70,340	=	Captain	1	
Frederick	79,097	52,557	80,937		Lieutenant	9	
Garrett							
Harford	91,437	66,019	94,141	=	Captain	2	
Howard	77,724	55,058	86,112	=	Correctional Captain	4	
Kent	51,314	42,706	60,510	=	Staff Sergeant	1	
Montgomery	104,391	62,606	101,350	=	Correctional Unit Commander - Captain	4	
Prince George's	105,156	62,329	105,859	=	Correctional Officer, Major	3	Current contract awaiting ratification
Queen Anne's	72,070	48,938	79,970	=	Lt.	1	
St. Mary's	80,212	62,338	87,256	=	COV Captain V07	3	
Somerset							
Talbot	49,788	36,902	74,108		Correctional Officer III	2	
Washington	72,106	57,701	78,640	=	Lieutenant	5	
Wicomico	65,690	43,059	86,119		Correctional Officer/Major	2	
Worcester	86,455	50,248	86,455	=		2	
MNCPPC							
AVERAGE	67,111	48,210	76,002				

*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	75,752	50,049	86,659	=	Detention Lieutenant	7	
Baltimore City							
Baltimore County	66,064	48,851	60,996	=	Correctional Lieutenant	14	Max. salary with longevities is \$77,756
Calvert	73,764	53,976	80,101	+	Correctional Sergeant	6	40/week
Caroline	40,103	37,655	52,340			4	
Carroll	58,157	50,752	81,206	=	Correction Officer VI	3	
Cecil	49,351	44,450	69,202	=	Sergeant	6	
Charles							
Dorchester	44,049	36,153	56,387	=	Correctional Officer III	7	
Frederick	68,849	47,779	73,579		Sergeant	10	
Garrett							
Harford	74,693	59,509	87,402	=	Lieutenant	8	
Howard							
Kent	40,592	37,685	53,807	=	Sergeant	5	
Montgomery	91,551	56,914	92,136	=	Correctional Shift Commander - Lieutenant	20	
Prince George's	88,423	51,320	87,133	=	Correctional Officer, Captain	3	Current contract awaiting ratification
Queen Anne's	56,974	42,715	69,445	=	Sgt.	3	
St. Mary's	72,317	52,957	74,110	=	CO IV Lieutenant V05	5	
Somerset	46,517	33,047	54,151	=	Correctional Officer III	5	
Talbot	44,049	33,212	66,698		Correctional Officer II	8	
Washington	61,807	52,046	70,940	=	Sergeant	13	
Wicomico	62,352	43,059	86,119		Correctional Officer/Captain	2	
Worcester	58,307	64,000	78,417	=		18	
MNCPPC							
AVERAGE	58,310	44,397	69,031				

*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	64,720	43,631	81,661	=	Detention Sergeant	23	
Baltimore City							
Baltimore County	56,069	44,735	55,722	=	Correctional Sergeant	28	Max. salary with longevities is \$70,527
Calvert	70,096	49,046	72,758	+	Correctional Corporal	5	40/week
Caroline							
Carroll	53,945	46,551	74,464	=	Correction Officer V	4	
Cecil	45,924	40,040	62,338	=	Corporal	10	
Charles							
Dorchester							
Frederick	59,170	43,436	66,891		Corporal	20	
Garrett							
Harford	59,384	47,632	74,194	=	Corporal	14	
Howard	70,353	59,733	77,771	=	Correctional Lieutenant	6	
Kent	44,139	33,930	48,378		Corporal	1	
Montgomery	79,487	51,739	83,759	=	Correctional Supervisor - Sergeant	45	
Prince George's	71,165	44,436	77,875	=	Correctional Officer, Sergeant	70	
Queen Anne's	39,923	64,724	64,724	=	Corporal	5	
St. Mary's	61,332	48,630	68,078	=	CI III Sergeant V04	10	
Somerset							
Talbot							
Washington	54,025	46,937	63,970	=	Corporal	2	
Wicomico	55,888	36,261	72,521		Correctional Officer/Lieutenant	5	
Worcester	47,913	54,209	59,800	=		29	
MNCPPC							
AVERAGE	54,253	43,817	64,871				

*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	35,478	30,130	57,255	=	Correctional Officer	52	
Anne Arundel	48,889	38,051	62,939	=	Detention Officer	194	
Baltimore City							
Baltimore County	44,033	38,889	48,851	=	Correctional Officer	203	Max. salary with longevities is \$60,996
Calvert	41,267	40,082	59,446	=	Correctional Officer	23	40/week
Caroline	32,640	28,291	43,256			19	Corrections Officer I & II
Carroll	38,099	32,968	62,692	=	Correction Officer I, II, III	68	
Cecil	36,431	32,469	56,181	=	Correctional Officer or Deputy First Class	49	22 Correctional Officers; 27 Deputy First Class
Charles							
Dorchester	34,536	31,288	48,799	=	Correctional Officer I	31	
Frederick	41,893	35,897	60,809			82	
Garrett							
Harford	48,589	39,166	68,869	=	Officer	87	
Howard	42,602	37,086	57,990	=	Correctional Officer	80	
Kent	32,862	30,640	43,201			18	
Montgomery	55,062	40,538	70,758	=	Correctional Officer I - Correctional Officer III	245	
Prince George's		36,647	70,685		Correctional Officer Private - 88, 38,239, Correctional Officer First Class - 53, 44,636, Corporal - 153, 56,666, Master Corporal - 63, 72,255		
Queen Anne's	41,027	32,662	56,347	=	Correctional Officer & Correctional Officer I	23	
St. Mary's		38,459	60,320	=		48	
Somerset	33,635	22,804	50,966	=	Correctional Officer I & Correctional Officer II	25	2 Different Pay Grades, 1 part-time emp.
Talbot	31,685	28,658	59,289		Correctional Officer Trainee & Correctional Officer I	23	
Washington	43,305	33,279	53,850	Match	Deputy Class and Deputy First	89	
Wicomico	35,735	29,705	51,858		Correction Officer I & II & Master Correction Officer	129	
Worcester	40,355	37,496	61,422	=		16	
MNCPPC							
AVERAGE	37,906	32,509	54,808				

*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					No Match		Contracted service through outside vendor
Baltimore City							
Baltimore County		38,889	48,851	=	Correctional Dietary Officer		Max. salary with longevities is \$60,996. Function has been outsourced.
Calvert							
Caroline							
Carroll	31,311	26,562	42,495	=	Cook	3	
Cecil	NA						
Charles							
Dorchester							
Frederick	39,496	34,203	54,462		Cook 2	5	
Garrett		21,362	31,633	=		4	
Harford							Contract Service
Howard	43,841	37,086	57,990	=	Correctional Dietary Officer	4	
Kent	32,526	25,072	38,279			2	
Montgomery							
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							Contracted
Wicomico							
Worcester	37,720	21,923	37,720	=		4	
MNCPPC							
AVERAGE	26,413	23,744	37,511				

*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	135,418	99,580	162,693	+	Fire Chief	1	Appointed by County Executive; Fire Dept responsible for suppression & EMS/ALS
Baltimore City	158,100	112,200	204,000		Executive Level III	1	
Baltimore County	172,500	172,500	172,500			1	Appointed position. 2% COLA effective 1/1/2010
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							Dorchester has all volunteer fire companies.
Frederick		114,912	187,257		Director, F&R Svcs Div		
Garrett							
Harford							
Howard	145,933	101,795	164,362	=	Director of Fire and Rescue	1	
Kent							
Montgomery	190,000	190,000	190,000	=	Fire Chief, Department of Fire & Rescue Services	1	Appointed to position
Prince George's	146,024	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	69,121	68,437	85,827		Director of Emergency Medical Services	1	EMS only - (no paid fire) - reports to County Manager
Washington							No Fire Department
Wicomico							
Worcester							
MNCPPC							
AVERAGE	123,922	116,573	167,830				

*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	120,431	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	Max. salary with longevities is \$162,540. 2% COLA effective 1/1/2010
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	101,193	77,712	124,076		Bureau Chief	4	
Garrett							
Harford							
Howard	129,929	82,930	133,910	=	Assistant Chief	2	
Kent							
Montgomery	135,420	76,675	128,339	=	Assistant Fire Chief	10	over max due to add'l pay for duty assignment for Asst. Chief
Prince George's	141,807	85,420	166,190	=	Deputy Director, Fire/EMS	3	Rank of Lieutenant Colonel
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	128,110	78,600	132,623				

*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	96,814	57,888	105,202	=	Fire 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	Max. salary with longevities is \$140,409. 2% COLA effective 1/1/2010
Calvert							All volunteer
Caroline	67,260	55,130	76,631		Assistant Director EMS	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard	116,329	77,064	113,693	=	Deputy Chief	5	
Kent							
Montgomery	154,131	81,647	145,517	=	Fire/Rescue Division Chief	4	over max due to add'l pay for duty assignment for Division Chief
Prince George's	132,904	72,082	133,835	=	Firefighter Major	8	
Queen Anne's	76,348	53,565	98,321	=	Chief of EMS	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	97,743	62,551	98,653				

*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	89,495	51,211	100,421	+	Fire Captain	31	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	90	Max. salary with longevities is \$116,478. 2% COLA effective 1/1/2010
Calvert							All volunteer
Caroline	52,170	45,562	63,332			4	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	84,964	63,264	100,960		Battalion Chief	9	
Garrett							
Harford							
Howard	101,766	66,518	98,068	=	Battalion Chief	19	
Kent							
Montgomery	108,845	62,605	101,348	=	Fire/Rescue Captain	133	over max due to add'l pay for duty assignment for Captain
Prince George's	107,516	56,785	109,846	=	Firefighter Captain	26	
Queen Anne's	76,348	53,565	98,321	=	Chief of EMS	1	
St. Mary's							
Somerset							
Talbot	47,691	40,618	56,011		EMS Supervisors	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	86,960	59,088	91,971				

*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	75,552	48,398	95,640	+	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	112	Max. salary with longevities is \$100,618. 2% COLA effective 1/1/2010
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	68,534	51,517	82,165		Lieutenant	57	
Garrett							
Harford							
Howard	87,464	60,004	88,558	=	Fire Captain	36	
Kent							
Montgomery	89,238	55,519	89,877	=	Fire/Rescue Lieutenant	106	
Prince George's	96,700	51,905	98,518	=	Firefighter Lieutenant	57	
Queen Anne's	48,408	45,714	74,517		EMS/Sgt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	81,874	52,758	83,726				

*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	51,820	36,073	86,627	+	Fire Fighter II, Fire Fighter III, Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	644	Advance through ranks based on time in prior rank and certification requirements. FF II and FF III are trained in suppression and basic EMT to serve as first responders
Baltimore City		33,476	53,497		FireFighter/Paramedic	249	We have two classes that would fit this match. The other class is Fire Fighter, we hae 231 incumbents in that position; the average salary for Fire fighter is 59150
Baltimore County	64,709	33,433	56,273	=		47	Career ladder is Probationary FF to FF or FF/EMT. max. salary with longevities is \$79906. 2% COLA effective 1/1/2010
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							
Charles							
Dorchester							
Frederick	44,266	39,198	62,455			163	
Garrett							
Harford							
Howard	48,360	40,136	76,779	=	Firefighter	255	
Kent							
Montgomery	56,915	41,613	74,272	=	Firefighter (Recruit to III)	672	
Prince George's		40,848	90,731		Firefighter I - 0, Firefighter II - 59, 46,061, Firefighter III - 58, 84,838		
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
<i>Jobs with &lt; than 5 responses were omitted.</i>							
<i>"Match" column denotes position is &gt;greater than, = equal to, or &lt; less than job description.</i>							
AVERAGE	33,259	33,097	62,579				

## 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	37,208	33,032	62,771	=	EMT-P	5	
Anne Arundel	57,034	42,769	86,627	+	Fire Fighter EMT-P	149	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		Paramedic EMT-P	52	
Baltimore County	57,598	45,573	61,387	=		47	Max. salary with longevities is \$87,363. 2% COLA effective 1/1/2010
Calvert							All volunteer
Caroline	40,762	37,655	52,340			12	
Carroll							NCC
Cecil	42,233	40,040	62,338	=		22	
Charles	48,517	45,790	73,672	=	EMT/P	29	
Dorchester	38,880	38,880	60,640	=		12	
Frederick	41,967	41,967	66,886		Paramedic I	11	
Garrett		27,416	42,206	=		4	
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 7,000
Kent	43,776	38,393	60,510			7	
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's	105,249	51,905	98,518	=	Paramedic Lieutenant	5	
Queen Anne's	43,970	42,715	69,445	=	Paramedic II	18	
St. Mary's							
Somerset							
Talbot	39,548	37,094	53,630		Paramedic	18	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	47,181	40,314	65,246				

*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	57,034	42,769	86,627	+	Fire Fighter EMT-P	149	Trained in suppression and basic EMT
Baltimore City	63,787	41,169	62,480		Paramedic EMT-P	52	
Baltimore County	47,073	40,346	53,935	=		25	Max. salary with longevities is \$76,477. 2% COLA effective 1/1/2010
Calvert							All volunteer
Caroline	29,104	28,291	39,324			8	
Carroll							NCC
Cecil	38,409	36,046	56,181	=	Medic	4	
Charles	44,718	39,237	63,189	=	EMT/B	27	
Dorchester	30,603	29,128	45,431	=		12	
Frederick							
Garrett		25,253	37,396	=		3	
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 2,500
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	45,946	40,484	71,047	=	Paramedic Trainee	1	
Queen Anne's	30,935	28,629	45,886	=	EMT II	9	
St. Mary's							
Somerset							
Talbot	29,090	27,016	47,153		EMT-B/EVO	18	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	37,720	33,984	54,975				

*Jobs with < than 5 responses were omitted.*

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## 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	30,892	22,868	43,456	=	Animal Control Officer	2	
Anne Arundel	41,689	32,157	52,686	=	Animal Control Officer	10	Max salary includes 15% longevity 16+ yrs
Baltimore City		33,376	37,511		Animal Enforcement Officer	17	
Baltimore County	42,526	32,169	40,830	=	Animal Control Officer I	7	Max. salary with longevities is \$51,094
Calvert	38,042	33,634	49,868	=	Animal Control Officer I	5	35/week
Caroline							
Carroll	35,753	32,257	51,956	=	Animal Control Officer	3	Not a County Agency but salary data is supplied
Cecil							NCC
Charles	55,908	42,385	68,223	=	Animal Control Officer	4	
Dorchester	25,925	25,293	39,449	=		2	
Frederick	42,888	36,615	58,321			6	
Garrett		27,416	42,206	+		1	
Harford	41,622	37,300	71,198	=	Animal Control Officer II	5	Animal Control Officer I (no incumbents) (\$30,200 - \$62,608)
Howard	40,560	33,966	50,315	=	Animal Control Officer	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	56,835	44,900	74,181	=	Code Enforcement Officer	9	Assigned to the Police Department
Prince George's	42,177	28,963	53,548	=	Animal Control officer II	12	
Queen Anne's	32,652	28,629	45,886	=		3	
St. Mary's	39,967	33,426	51,813	=	Animal Warden	4	
Somerset	27,744	25,744	50,598	+	Animal Control Officer II & Supervisor, Animal Contr.	4	2 Different Pay Grades
Talbot							
Washington							
Wicomico							
Worcester	30,114	29,379	48,141	=		4	
MNCPPC							
AVERAGE	34,739	32,249	51,677				

*Jobs with < than 5 responses were omitted.*

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