

Superintendent

Supervises geographic region or program area.

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

Jobs with < than 5 responses were omitted.

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

Supervisor I - (First Line)

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

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

Jobs with < than 5 responses were omitted.

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

Supervisor II - (Second Line)

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

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

Jobs with < than 5 responses were omitted.

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

Engineering Technician/Associate

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

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

Jobs with < than 5 responses were omitted.

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

CAD/GIS Operator/Analyst

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

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

Jobs with < than 5 responses were omitted.

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

Building Inspector

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

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

Jobs with < than 5 responses were omitted.

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

Housing Inspector

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

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

Jobs with < than 5 responses were omitted.

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

Plumbing Inspector

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

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

Jobs with < than 5 responses were omitted.

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

Electrical Inspector

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

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

Jobs with < than 5 responses were omitted.

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

Construction Inspector

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

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

Jobs with < than 5 responses were omitted.

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

Code Enforcement Officer

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

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

Jobs with < than 5 responses were omitted.

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

Zoning Inspector

Inspects existing lands and buildings for compliance with zoning designations.

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

Jobs with < than 5 responses were omitted.

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

Plans Examiner/Reviewer

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

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

Jobs with < than 5 responses were omitted.

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

Electrician I

Performs journeyman level electrical work.

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

Jobs with < than 5 responses were omitted.

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

Electrician II

Performs master level electrical work. Master Electrician License.

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

Jobs with < than 5 responses were omitted.

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

Welder

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

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

Jobs with < than 5 responses were omitted.

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

Carpenter

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

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

Jobs with < than 5 responses were omitted.

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

Plumber I

Performs journeyman level plumbing work. Non-licensed.

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

Jobs with < than 5 responses were omitted.

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

Plumber II

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

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

Jobs with < than 5 responses were omitted.

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

Utilities Worker

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

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

Jobs with < than 5 responses were omitted.

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

Treatment Plant Operator (Non-Licensed)

Performs non-licensed entry level utilities work.

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

Jobs with < than 5 responses were omitted.

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

Treatment Plant Operator (Collection/Treatment) Licensed

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

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

Jobs with < than 5 responses were omitted.

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

Utilities Meter Reader

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

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

Jobs with < than 5 responses were omitted.

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

Building Maintenance Worker I

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

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

Vehicle and Heavy Equipment Maintenance Shop Foreman

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

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

Jobs with < than 5 responses were omitted.

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

Automotive Mechanic Helper

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

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

Jobs with < than 5 responses were omitted.

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

Automotive/Equipment Mechanic I

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

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

Jobs with < than 5 responses were omitted.

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

Automotive/Equipment Mechanic II

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

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

Jobs with < than 5 responses were omitted.

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

Motor Equipment Operator (Light)

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

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

Jobs with < than 5 responses were omitted.

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

Heavy Motor Equipment Operator

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

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

Jobs with < than 5 responses were omitted.

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

Laborer (Road Maintenance)

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

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

Jobs with < than 5 responses were omitted.

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

Groundskeeper and Parks Worker

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

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

Jobs with < than 5 responses were omitted.

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

Custodian/Janitor

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

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

Jobs with < than 5 responses were omitted.

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