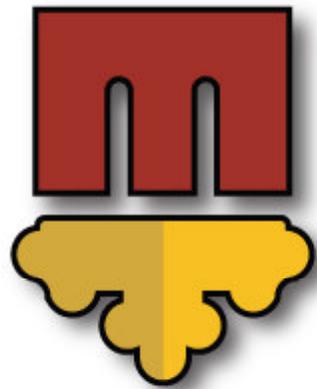


Maryland Association of
COUNTIES

Fiscal Year 2009
Salary Survey of
Maryland County Government

Compiled by
Ellen Clarke, Karla Hutchins and Leslie Velasco

Published by
The Maryland Association of Counties
December 12, 2008



Maryland Association of
COUNTIES

Fiscal Year 2009
Salary Survey of
Maryland County Government

Compiled by
Ellen Clarke, Karla Hutchins & Leslie Velasco

Published by
The Maryland Association of Counties
December 19, 2008

Introduction

In 2008, the Maryland Association of Counties assumed the responsibility of compiling and publishing the Maryland County Government Salary Survey. Previous bi-annual surveys, that included both county and municipal salary and benefits data, had been published by the Institute for Governmental Service and Research at the University of Maryland, who discontinued the project earlier this year.

Thanks to the many county human resources directors and staff members who volunteered to serve in a workgroup to establish the parameters of this survey, such as the time of year published and the specific content, including job positions and position descriptions and organization.

The workgroup determined that the survey will be published annually each fall and future surveys will be available for on line revision via the MACo website. Benefits information is not included in this survey, but will be considered for the future after publication and upon further input by county human resources directors.

A special thanks goes to Kim Frock, Art Griffin, and Beverly Churchill for meeting on several occasions at MACo to review survey results, identify areas needing further clarity, and making corrections. In addition, Kim Frock served as a valuable resource for staff in answering questions and offering clarification.

Every attempt has been made to insure accuracy and clarity. If further information is needed, the names and contact information for all county human resources directors and the persons providing information for this survey are provided as a reference.

The survey is being distributed both in hard copy and via the MACo website in PDF format. Human Resources Directors, County Administrators, and County Elected Officials are being provided complimentary hard copies.

Your comments and suggestions are most welcome and appreciated. An on-line survey will be distributed to assess surveys strengths and weaknesses and improvements needed for future publications.

Ellen Clarke
Director of Communications and Meetings
Maryland Association of Counties
eclarke@mdcounties.org

www.mdcounties.org

Table of Contents

Elected Officials

County Executive	1
President, County Council	2
President, County Board of Commissioners	3
Member, County Council or Commissioners	4
Treasurer	5
Sheriff	6
State's Attorney	7
Chief Judge, Orphans Court	8
Judge, Orphans Court	9

Management/Chief Professional

President, Election Board	10
Member, Election Board	11
County Manager/Chief Administrator/ Director of Administration	12
Assistant/Deputy Administrator	13
Director, Human Resources/Personnel	14
Director, Information Technology	15
Director, Finance/Accounting	16
Assistant/Deputy Director, Finance	17
Director, Budget	18
Director, Planning Zoning	19
Assistant/Deputy Director, Planning/Zoning	20
Director, Public Works	21
Assistant/Deputy Director, Public Works	22
Director, Permits, Inspections, Licenses	23
Director, Parks and Recreation	24
Director/Administrator Public Safety	25
Director, Economic Development	26
Director/Administrator Department of Aging	27

Table of Contents

Management/Chief Professional (cont'd)

Director, Department of Human Services/Citizens Services/Community Services	28
Director Housing/Community Development.....	29
Director, Local Management Board	30
Public Information Officer/Director of Communications or Public Relations Manager/ Director	31
Superintendent of Schools	32
County Attorney/ Solicitor	33
Liaison, Legislative Affairs/ Government	34

Professional/Administrative and Technical Positions

Chief of Purchasing	35
Buyer	36
Accountant I.....	37
Budget Analyst I	38
Administrative Analyst	39
Personnel Analyst I.....	40
Staff Attorney I.....	41
Planner I	42
County Engineer/Chief of Engineering	43
Engineer I	44
Chief, Solid Waste and Recycling	45

Professional/Administrative and Technical Positions (cont'd)

Recycling Manager/Coordinator	46
Social Worker – LCSW (BS level)	47
Social Worker – LCSW (Masters Degree).....	48
Recreation Manager	49
Manager of Parks	50
Network Manager	51

Table of Contents

Professional/Administrative and Technical Positions (cont'd)

Systems Analyst	52
Computer Programmer/Analyst	53
Help Desk Analyst	54

Clerical/Administrative Support Staff

Receptionist/Telephone Operator.....	55
Paralegal	56
Legal Secretary	57
Cashier	58
Clerical/Administrative Support - Entry Level.....	59
Clerical/Administrative Support- Intermediate Level.....	60
Clerical/Administrative Support- Senior Advanced Level.....	61
Clerk to the County Commissioners	62
Stock Clerk/Storekeeper.....	63
Account Clerk I	64
Account Technician	65
Payroll Technician	66

Trades/Public Works/Labor Positions

Superintendent	67
Supervisor I	68
Supervisor II	69
Engineering Technician/Associate.....	70
CAD/GIS Operator/Analyst.....	71
Building Inspector	72
Housing Inspector.....	73
Plumbing Inspector.....	74
Electrical Inspector	75

Table of Contents

Trades/Public Works/Labor Positions (cont'd)

Construction Inspector.....	76
Code Enforcement Officer.....	77
Zoning Inspector.....	78
Plans Examiner/ Reviewer.....	79
Electrician I.....	80
Electrician II.....	81
Welder.....	82
Carpenter.....	83
Plumber I.....	84
Plumber II.....	85
Utilities Worker.....	86
Treatment Plant Operator.....	87
Treatment Plant Operator (licensed).....	88
Utilities Meter Reader.....	89
Building Maintenance Worker I.....	90
Vehicle and Heavy Equipment Maintenance/Shop Foreman.....	91
Automotive Mechanic Helper.....	92
Automotive/Equipment Mechanic I.....	93
Automotive/Equipment Mechanic II.....	94
Motor Equipment Operator.....	95
Heavy Motor Equipment Operator.....	96
Laborer.....	97
Groundskeeper and Parks Worker.....	98
Custodian/Janitor.....	99

Public Safety Positions

Director/Manager Communications Center/911.....	100
Director/Manager Civil Preparedness/Homeland Security.....	101
Emergency Dispatcher Supervisor.....	102

Table of Contents

Public Safety Positions

Emergency Dispatcher	103
Police Chief/Sheriff	104
Deputy Commander	105
Unit Commander	106
Shift Supervisor	107
First Line Supervisor.....	108
Police Officer/Deputy.....	109
Deputy Commander (Sheriff).....	110
Unit Commander (Sheriff).....	111
First Line Supervisor (Sheriff).....	112
Deputy/Officer.....	113
Security Officer	114
Crossing Guard	115
Director of Corrections/Warden.....	116
Deputy Corrections Commander	117
Unit Commander	118
Shift Supervisor	119
First Line Supervisor.....	120
Correctional Officer.....	121
Jail Cook.....	122
Fire Chief	123
Deputy Commander/Chief	124
Unit Commander	125
Shift Supervisor	126
First Line Supervisor.....	127
Firefighter	128
Paramedic EMT/P	129
EMT/B.....	130
Animal Control Officer	131

County Human Resources Directors and Staff

Questions about data from a specific county or for further clarification, please contact the HR staff listed below. *(current as of 12/12/08)*

FIRST	LAST	POSITION	COUNTY	WORK PH	FAX	EMAIL
Brian	Westfall	Director, HR & Personnel Services	Allegany	301-777-5979 X325	301-777-2190	bwestfall@allconet.org
Andrea	Fulton	Personnel Officer	Anne Arundel	410-222-7402	410-222-7545	afulton@aacounty.org
Marlene	Carter	Personnel Analyst III	Anne Arundel	410-222-4507		pecart01@aacounty.org
Gladys	Gaskins	Director of HR	Baltimore City	410-396-1563	410-396-1523	gladys.gaskins@baltimorecity.gov
Ann	Smith	HR Executive	Baltimore City	410-396-1964		ann.smith@baltimorecity.gov
Theresa	Stokes Hill	Director, HR	Baltimore	410-887-3139	410-887-8306	tshill@baltimorecountymd.gov
Teresa	Tacka	Personnel Manager	Baltimore	410-887-2004		ttacka@baltimorecountymd.gov
Julie	Gilbault	Personnel Analyst III	Baltimore	410-887-2004		jgilbault@baltimorecountymd.gov
Gail	Bourdon	Personnel Officer	Calvert	410-535-1600x2358	410-414-5617	bourdogd@co.cal.md.us
Paula	Gray	Personnel Manager	Calvert			graypg@co.cal.md.us
Patricia	Eigenbrode	Director of HR	Caroline	410-479-4105	410-479-4023	pae@co.caroline.md.us
Sherry	Bratton	Personnel & Benefits Coordinator	Caroline	410-479-4105		sbratton@co.caroline.md.us
Carole	Hammen	Director of HR	Carroll	410-386-2128	410-840-3671	chammen@ccg.carr.org
Kim	Frock	Mgr., Class.Sys.& Pers. Svcs.	Carroll	410-386-2129		kfrock@ccg.carr.org
Donna	Nichols	HR Director	Cecil	410-996-5250	410-996-5327	dnichols@ccgov.org
Barb	Imwold	HR Manager	Cecil	410-996-8480		bimwold@ccgov.org
Stephen	Brayman	Director, HR	Charles	301-645-0585	301-645-0586	braymans@charlescounty.org
Gina	Risko	Assistant HR Director	Charles	301-645-0587		wrightg@charlescounty.org
Becky	Dennis	HR Director	Dorchester	410-901-2406	410-228-6850	bdennis@docogonet.com
Mitchell	Hose	Director, HR	Frederick	301-600-1148	301-600-2314	mhose@fredco-md.net
Lisa	Gregory	Senior HR Analyst	Frederick	301-600-1170		lgregory@fredco-md.net
R Lamont	Pagenhardt	County Administrator	Garrett	301-334-8970	301-334-5000	mpagenhardt@garrettcountry.org
Scott	Gibson	Director of HR	Harford	410-638-3537	410-879-3564	stgibson@harfordcountymd.gov
Vanessa	Kelly	HR Analyst	Harford			vakelly@harfordcountymd.gov

County Human Resources Directors and Staff

If you have any questions about data from a specific county or need further information, contact the HR staff listed below.

FIRST	LAST	POSITION	COUNTY	WORK PH	FAX	EMAIL
Todd	Allen	HR Administrator	Howard	410-313-2033	410-313-3470	
Phyllis	Madachy	Deputy Chief Adm. Officer	Howard	410-313-2050	410-313-3051	pmadachy@howardcountymd.gov
Art	Griffin	Chief, Classification & Pay	Howard	410-313-3457		agriffin@howardcountymd.gov
S. Martin	Hale	HR Director	Kent	410-778-7481	410-778-3749	mhale@kentgov.org
Joseph	Adler	Director, Office Of HR	Montgomery	240-777-5010	240-777-5162	Joseph.Adler@montgomerycountymd.gov
Mike	Lewis	HR Specialist III	Montgomery	240-777-5069		michael.lewis@montgomerycountymd.gov
Laetitia	Gnago	HR Staff	Montgomery			laetitia.gnago@montgomerycountymd.gov
Donald	Bridgeman	Director, HR Mgmt.	Prince George's	301-883-6344	301-883-6325	debridgeman@co.pg.md.us
Emerson	Taylor	Mgr., Emp.Services Div.	Prince George's	301-833-6351		ectaylor@co.pg.md.us
Beverly	Churchhill	Director Of HR	Queen Anne's	410-758-4098	410-758-1170	bchurchill@qac.org
Debbie	Mahan	Director, Dept. of HR	Somerset	410-651-5131	410-651-3559	dmahan@co.somerset.md.us
Sharon	Muir	Internal Auditor	Somerset	410-651-0320		smuir@co.somerset.md.us
Susan	Sabo	Director, Dept. of HR	St. Mary's	301-475-4200x1100	301-475-4084	susan_sabo@co.saint-marys.md.us
Karen	Gates	Senior HR specialist	St. Mary's	301-475-4200x1100		karen.gates@co.saint-marys.md.us
James	Urbanczyk	Assistant County Mgr.	Talbot	410-770-8012	410-770-8013	jurbanczyk@talbotcountymd.gov
Cindy	Haddaway	HR Assistant	Talbot	410-770-8812		chaddaway@talbotcountymd.gov
Dee	Hawbaker	Acting HR Director	Washington	240-313-2354	240-313-2351	dhawbaker@washco-md.net
S. Michael	Thompson	HR Director	Wicomico	410-334-3105	410-334-3111	mthompson@wicomicocounty.org
George	Bradley	HR Director	Worcester	410-632-0090	410-632-5614	gbradley@co.worcester.md.us