



Fiscal Year 2012
Salary, Health Benefits, & Pension Survey of
Maryland County Government

Published by the
Maryland Association of Counties
October 2011

169 Conduit Street, Annapolis, MD 21401
(410)269-0043, (301)261-1140
Fax:(410)268-1775

Website: www.mdcounties.org
Blog: <http://conduitstreet.mdcounties.org/>

Introduction

The Maryland Association of Counties (MACo) is pleased to release the Fiscal Year 2012 Salary, Health Benefits, & Pensions Survey of Maryland County Government. This survey is published annually each fall using responses from the Human Resource offices of each Maryland county and Baltimore City. MACo would like to thank the Human Resource offices for providing the content. Without it, MACo would not be able to produce this document.

As noted by the title, this year's survey has been expanded to include health benefit and pension information. The health benefits section provides an overview of the plan offerings of each county for active and pre-65 retirees, and Medicare retirees. The pensions section provides a comparison of the pension plans offered in each county for general employees, law enforcement, and corrections. It also includes information on the State pension plans for these employment areas. If a county participates in one of the State pension plans, it is not listed separately in the chart; however, the county's State pension plan participation is identified in the footnote.

Special thanks go to Kim Frock, Carroll County's Health Benefits and Compensation Manager, and Emily Hollis, MACo's Outreach Coordinator. Ms. Frock assisted with the expansion of the survey to include the health benefit and pension information; and Miss Hollis coordinated, compiled and produced this annual survey.

MACo strives to maintain the quality and utility of each of its publications. If further information is needed, the names and contact information for all county human resources directors and persons providing information for this survey are provided as a reference. The survey is being distributed to Human Resources Directors electronically and via the MACo website in PDF format. Please contact our office if you need a hard copy.

Your comments and suggestions are most welcome and appreciated.

Andrea Mansfield
Associate Director
Maryland Association of Counties
amansfield@mdcounties.org
(410) 269-0043

County Human Resources Directors & Staff

Questions regarding data from a specific county or for further clarification, please contact the HR staff listed below *(current as of 10/3/2011)*

<u>First</u>	<u>Last</u>	<u>Position</u>	<u>County</u>	<u>Telephone</u>	<u>Fax</u>	<u>Email</u>
Brian	Westfall	Director, HR & Personnel Services	Allegany	301-777-2190 ext. 2	301-777-2432	bwestfall@allconet.org
Marlene	Carter	Personnel Analyst III	Anne Arundel	410-222-7595	410-222-7650	pecart01@aacounty.org
Pearlene	Collins	Personnel Analyst III	Anne Arundel	410-222-7595	410-222-7650	pecoll00@aacount.org
McEwan	Mbambo	Human Resource Specialist II	Baltimore City	410-396-3881	410-545-0889	mcewan.mbambo@baltimorecity.gov
Gina	Charles	Personnel Analyst	Baltimore	410-887-2004	410-887-8710	rcharles@baltimorecountymd.gov
Dina	Davis	Executive Administrative Assistant	Calvert	410-535-1600 ext. 2382	410-414-5617	davisdm@co.cal.md.us
Timothy	Hayden	Director, Finance & Budget	Calvert	410-535-1600 ext. 2435	410-414-3720	haydent@co.cal.md.us
Traci	McKnight	Administrative Aide	Caroline	410-479-4105	410-479-4023	tmcknight@carolinemd.org
Kimberly	Frock	Health Benefits & Compensation Manager	Carroll	410-386-2129	410-840-3671	klfrock@ccg.carr.org
Barbara	Imwold	Manager, HR	Cecil	410-996-8480	888-522-7158	bimwold@ccgov.org
Donna	Nichols	Director, HR	Cecil	410-996-5250	888-522-7158	dnichols@ccgov.org
Nikki	Bradburn	Recruitment Administrator	Charles	301-645-0548 ext. 2548	301-645-0586	bradburn@charlescounty.org
Becky	Dennis	Director, HR	Dorchester	410-901-2406	410-228-6850	bdennis@docogonet.com
Lisa	Gregory	Senior HR Analyst	Frederick	301-600-1170	301-600-2314	lgregory@frederickcountymd.gov
Monty	Pagenhardt	County Administrator	Garrett	301-334-8970	301-334-5000	mpagenhardt@garrettcounty.org
Vanessa	Kelly	Human Resources Analyst	Harford	410-638-3304	410-879-3564	vakelly@harfordcountymd.gov
Art	Griffin	Chief, Classification & Pay	Howard	410-313-3457	410-313-3470	agriffin@howardcountymd.gov
S. Martin	Hale	Director, HR	Kent	410-778-7481	410-778-3749	mhale@kentgov.org
Laetitia	Gnago	HR Specialist	Montgomery	240-777-5198	240-777-5130	laetitia.gnago@montgomerycountymd.gov
Patricia	Bell	Personnel Analyst	Prince George's	301-883-6337	301-883-6468	plbell@co.pg.md.us
Beverly	Churchill	Director, HR	Queen Anne's	410-758-4406	410-758-6913	bchurchill@qac.org
Susan	Sabo	Director, HR	St. Mary's	301-475-4200 ext. 1100	301-475-4082	susan.sabo@co.saint-marys.md.us
Debbie	Mahan	Director, HR	Somerset	410-651-5131	410-651-3559	dmahan@co.somerset.md.us
Cindy	Haddaway	HR Assistant	Talbot	410-770-8012	410-770-8013	chaddaway@talbotcountymd.gov
Cheril	Thomas	Director, Administrative Services	Talbot	410-770-8012	410-770-8013	cthomas@talbotcountymd.gov
Dee	Hawbaker	Deputy Director, HR	Washington	240-313-2354	240-313-2351	dhawbaker@washco-md.net
Bob	Dickerson	Payroll Specialist	Wicomico	410-334-3196	410-334-3111	rdickerson@wicomicocounty.org
George	Bradley	Director, HR	Worcester	410-632-0090	410-632-5614	gbradley@co.worcester.md.us
Boni	King	Manager, Class/Comp, HRIS & Records	MNCPPC	301-454-1728	301-454-1714	boni.king@mncppc.org

Table of Contents

Section I: County Salary Surveys

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
Director, Department of Human Services/Citizens Services/Community Services.....	28
Director Housing/Community Development.....	29
Director, Local Management Board	30

Management/Chief Professional (cont'd)

Public Information Officer/Director of Communications or Public Relations Manager/ Director 31
Superintendent of Schools 32
County Attorney/ Solicitor..... 33
Liaison, Legislative Affairs/ Government Affairs/ Legislative 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
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
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

Clerical/Administrative Support Staff (cont'd)

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
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
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

Section II: County Health Benefits

Allegany County 133
Anne Arundel County 134
Baltimore City..... 135
Baltimore County..... 136
Calvert County 137
Caroline County 138
Carroll County 139
Cecil County 140
Charles County 141
Dorchester County 142
Frederick County 143
Garrett County 144
Harford County 145
Howard County..... 146
Kent County 147
Maryland National Capital Park & Planning Commission 148
Montgomery County..... 149
Prince George’s County 150
Queen Anne’s County..... 151
St. Mary’s County..... 152
Somerset County..... 153
Talbot County 154
Washington County 155
Wicomico County 156
Worcester County 157
Additional Questions 158

Section III: County Pension Systems

General Employees 160-163
Law Enforcement 164-166
Corrections 167-169
Additional Questions 170

County Executive

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	130,000	130,000	130,000		1	
Baltimore City	155,493	155,493	155,493	Mayor	1	
Baltimore County	150,000	150,000	150,000		1	
Calvert						
Caroline						
Carroll						NCC
Cecil						
Charles						
Dorchester						
Frederick						
Garrett						
Harford	102,111	102,111	102,111		1	
Howard	160,198	160,198	160,198		1	
Kent						
Montgomery	175,000	175,000	175,000		1	
Prince George's	174,540	174,540	174,540		1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	85,000	85,000	85,000		1	
Worcester						
MNCPPC						
AVERAGE	141,543	141,543	141,543			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

President, County Council

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	40,500	40,500	40,500	Chairman, County Council	1	New chair elected by council each year
Baltimore City	102,961	102,961	102,961	President, City Council	1	
Baltimore County	60,000	60,000	60,000	County Council Chair	1	
Calvert						
Caroline						
Carroll						NCC
Cecil						
Charles						
Dorchester	17,000	17,000	17,000		1	
Frederick						
Garrett						
Harford	38,575	38,575	38,575		1	
Howard	54,400	54,400	54,400		1	
Kent						
Montgomery	103,787	103,787	103,787	Council President	1	
Prince George's	101,417	101,417	101,417	Chairman, County Council	1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot	15,400	15,400	15,400	County Council President	1	
Washington						
Wicomico	18,000	18,000	18,000		1	
Worcester						
MNCPPC						
AVERAGE	55,204	55,204	55,204			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

President, County Board of Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	30,900	30,900	30,900		1	
Anne Arundel						
Baltimore City						
Baltimore County						NCC
Calvert	44,500	44,500	44,500	County Commissioner President	1	
Caroline	16,000	16,000	16,000		1	Annual
Carroll	45,000	45,000	45,000		1	Set by Legislature
Cecil	30,000	30,000	30,000		1	Set by Legislature
Charles	58,000	58,000	58,000		1	
Dorchester						
Frederick	45,000	45,000	45,000		1	
Garrett	32,500	32,500	32,500		1	
Harford						
Howard						
Kent	15,000	15,000	15,000		1	
Montgomery						
Prince George's						
Queen Anne's	19,000	19,000	19,000		1	
St. Mary's	43,000	43,000	43,000		1	
Somerset	17,000	17,000	17,000		1	
Talbot						
Washington	33,000	33,000	33,000		1	
Wicomico						
Worcester	25,000	25,000	25,000		1	
MNCPPC						
AVERAGE	32,421	32,421	32,421			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Member, County Council or Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	29,870	29,870	29,870		2	
Anne Arundel	36,000	36,000	36,000		6	7 members including 1 Chair (\$40,500/yr) & 1 Vice Chair (\$37,000/yr), Member \$36K
Baltimore City	59,886	59,886	59,886	Council Member	13	
Baltimore County	54,000	54,000	54,000		6	
Calvert	42,000	42,000	42,000		4	
Caroline	15,000	15,000	15,000		2	Annual
Carroll	45,000	45,000	45,000		4	Set by Legislature
Cecil	30,000	30,000	30,000		4	Set by Legislature
Charles	48,000	48,000	48,000		4	Charles County Commissioner-part-time
Dorchester	16,000	16,000	16,000		4	
Frederick	45,000	45,000	45,000		4	
Garrett	32,500	32,500	32,500		2	
Harford	35,168	35,168	35,168		6	
Howard	53,400	53,400	53,400		4	
Kent	15,000	15,000	15,000		2	
Montgomery	94,351	94,351	94,351	Council Member	8	
Prince George's	96,417	96,417	96,417	Councilman	8	
Queen Anne's	19,000	19,000	19,000		4	
St. Mary's	38,000	38,000	38,000	Commissioner	4	
Somerset	15,000	15,000	15,000		4	
Talbot	14,400	14,400	14,400	County Council Member	4	
Washington	30,000	30,000	30,000		4	
Wicomico	16,000	16,000	16,000		6	
Worcester	25,000	25,000	25,000		6	
MNCPPC						
AVERAGE	37,708	37,708	37,708			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Treasurer

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel						
Baltimore City						
Baltimore County						NCC
Calvert	51,000	51,000	51,000		1	
Caroline						
Carroll						NCC
Cecil	85,000	85,000	85,000		1	Set by Legislature
Charles	93,152	79,703	127,937		1	Chief of Treasury; no longer elected position
Dorchester						Dorchester does not have a Treasurer
Frederick						
Garrett						
Harford	130,890	130,890	130,890		1	
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	48,000	48,000	48,000		1	
Somerset	60,000	60,000	60,000		1	
Talbot						
Washington	68,333	55,589	86,939		1	
Wicomico						
Worcester						
MNCPPC						
AVERAGE	76,625	72,883	84,252			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Sheriff

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	59,740	59,740	59,740		1	
Anne Arundel	128,064	128,064	128,064		1	
Baltimore City	114,050	114,050	114,050		1	
Baltimore County	90,000	90,000	90,000		1	
Calvert	87,000	87,000	87,000		1	
Caroline	80,000	80,000	80,000		1	Annual
Carroll	75,911	75,911	75,911		1	Set by Legislature
Cecil	71,500	71,500	71,500		1	Set by Legislature
Charles	124,387				1	Charles County Sheriff
Dorchester	85,750	85,750	85,750		1	
Frederick	100,000	100,000	100,000		1	
Garrett	75,000	75,000	75,000		1	
Harford	106,970	106,970	106,970		1	
Howard	82,500	82,500	82,500		1	
Kent	82,500	82,500	82,500		1	
Montgomery	154,000	154,000	154,000		1	
Prince George's	132,734	132,734	132,734		1	
Queen Anne's	85,000	85,000	85,000		1	
St. Mary's	82,000	82,000	82,000		1	
Somerset	60,000	60,000	60,000		1	
Talbot	79,591	79,591	79,591		1	
Washington	88,000	88,000	88,000		1	
Wicomico	85,000	85,000	85,000		1	
Worcester	85,000	85,000	85,000		1	
MNCPPC						
AVERAGE	92,279	90,883	90,883			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

State's Attorney

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	114,527	114,527	114,527		1	
Anne Arundel	151,503	151,503	151,503		1	\$156,048 effective 1/1/2012
Baltimore City	238,772	238,772	238,772		1	
Baltimore County	194,276	194,276	194,276		1	
Calvert	114,527	114,527	114,527		1	
Caroline	101,801	101,801	101,801		1	Annual
Carroll	101,802	101,802	101,802		1	Set by Legislature
Cecil	120,889	120,889	120,889		1	Set by Legislature
Charles	140,352				1	
Dorchester	101,802	101,802	101,802		1	
Frederick	140,351	140,351	140,351		1	
Garrett	101,802	101,802	101,802		1	
Harford	106,959	106,959	106,959		1	
Howard	127,252	127,252	127,252		1	
Kent	101,802	101,802	101,802		1	
Montgomery	199,000	199,000	199,000		1	
Prince George's	150,000	150,000	150,000		1	
Queen Anne's	127,252	127,252	127,252		1	
St. Mary's	114,526	114,526	115		1	
Somerset	98,000	98,000	98,000		1	Elected
Talbot	101,802	101,802	101,802		1	
Washington	114,527	114,527	114,527		1	
Wicomico	114,527	114,527	114,527		1	
Worcester	114,527	114,527	114,527		1	
MNCPPC						
AVERAGE	128,857	128,358	123,383			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Chief Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,841	4,841	4,841		1	
Anne Arundel	29,500	29,500	29,500		1	Fixed salary
Baltimore City						State position
Baltimore County	39,500	39,500	39,500		1	
Calvert	8,950	8,950	8,950		1	
Caroline						
Carroll						NCC
Cecil						
Charles	10,000				1	
Dorchester						
Frederick						
Garrett	2,000	2,000	2,000			
Harford						
Howard	9,500	9,500	9,500		1	
Kent	4,000	4,000	4,000		1	
Montgomery						Separate entity
Prince George's	42,500	42,500	42,500		1	
Queen Anne's	6,150	6,150	6,150		1	
St. Mary's						
Somerset	3,800	3,800	3,800		1	
Talbot	6,336	6,336	6,336		1	
Washington						
Wicomico						
Worcester						
MNCPPC						
AVERAGE	13,923	14,280	14,280			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,841	4,841	4,841		2	
Anne Arundel	29,000	29,000	29,000		2	
Baltimore City						State position
Baltimore County	39,000	39,000	39,000	Associate Judge, Orphan's Court	2	
Calvert	8,750	8,750	8,750	Associate Judge	2	
Caroline	5,000	5,000	5,000		3	Annual
Carroll	10,000	10,000	10,000		3	Did not receive salary update
Cecil	5,500	5,500	5,500		3	
Charles	10,000				2	
Dorchester						
Frederick	6,167	6,167	6,167		3	
Garrett	1,800	1,800	1,800			
Harford						
Howard	8,000	8,000	8,000		2	
Kent	4,000	4,000	4,000		2	
Montgomery						Separate entity
Prince George's	42,000	42,000	42,000	Associate Judge, Orphan's Court	2	
Queen Anne's	6,150	6,150	6,150		2	
St. Mary's	7,500	7,500	7,500		3	Annually
Somerset	3,400	3,400	3,400		2	
Talbot	5,836	5,836	5,836		2	
Washington	7,000	7,000	7,000		3	
Wicomico	6,400	6,400	6,400		3	
Worcester	5,000	5,000	5,000		3	
MNCPPC						
AVERAGE	10,767	10,808	10,808			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

President, Election Board

Appointed

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	3,600	3,600	3,600		1	
Anne Arundel	5,000	5,000	5,000	Supervisor of Elections Bd Member	1	Chair receives extra \$500 annually
Baltimore City						State position
Baltimore County	9,404	9,404	9,404			
Calvert	3,000	3,000	3,000		1	Appointed
Caroline	3,250	3,250	3,250		1	Annual
Carroll	3,000	3,000	3,000	Election Board Member	1	Did not receive salary update
Cecil						
Charles	4,000					
Dorchester						
Frederick						
Garrett	2,800	2,800	2,800		1	
Harford						
Howard						
Kent						
Montgomery						Separate entity
Prince George's	114,797	70,275	136,725	Elections Administrator	1	
Queen Anne's						
St. Mary's	2,500	2,500	2,500		1	Annually
Somerset	1,600	1,600	1,600		1	Appointed Official
Talbot						
Washington	3,500	3,500	3,500		1	
Wicomico	4,000	4,000	4,000		1	
Worcester	2,400	2,400	2,400		1	
MNCPPC						
AVERAGE	11,632	8,795	13,906			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Member, Election Board

Appointed

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	3,600	3,600	3,600		2	
Anne Arundel	4,500	4,500	4,500	Supervisor of Elections Bd Member	2	
Baltimore City						State position
Baltimore County	7,846	7,846	7,846			
Calvert	3,000	3,000	3,000		2	Appointed
Caroline	3,000	3,000	3,000		4	Annual
Carroll	3,000	3,000	3,000		3	Did not receive salary update; By-Law -1 open position
Cecil						
Charles	3,300				3	
Dorchester						
Frederick						
Garrett	2,500	2,500	2,500		4	
Harford						
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	2,500	2,500	2,500		1	Annually
Somerset	1,600	800	1,600		4	2 Alternates/Salary \$800
Talbot						
Washington	3,000	3,000	3,000		4	
Wicomico	3,600	3,600	3,600		2	
Worcester	1,800	1,800	1,800		3	
MNCPPC						
AVERAGE	3,327	3,262	3,329			

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

County Manager/Chief Administrator/Director of Administration

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	105,000	105,000	105,000	=	County Administrator	1	
Anne Arundel	161,175	106,548	174,084	=	Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	190,000	190,000	190,000	=	County Administrative Officer	1	Appointed position
Calvert	160,000	108,575	181,732	=	County Administrator	1	Contract/35/week
Caroline	100,000	100,000	100,000			1	
Carroll	121,972	83,741	147,784	=	Chief of Staff	1	
Cecil	114,735	114,735	114,735		County Administrator		Contractual
Charles	166,647			=	County Administrator	1	Contractual appointed position
Dorchester	94,438			=		1	Flat rate salary
Frederick	125,000	125,000	125,000	=		1	
Garrett	130,000	94,578	145,601	=	County Administrator	1	
Harford	134,543	105,700	165,464	=	Director of Administration	1	
Howard	179,150	125,008	201,698	=	Chief Administrative Officer	1	
Kent	104,217	71,246	113,073	=	County Administrator	1	Contractual
Montgomery	266,266	266,266	266,266	=	Chief Administrative Officer	1	Appointed to position
Prince George's	233,847	120,194	233,847	=	Chief Administrative Officer	1	
Queen Anne's	120,000	120,000	120,000	=	County Administrator	1	Contractual position
St. Mary's	142,800	95,855	167,745	+	County Administrator	1	Contract
Somerset	84,050	84,050	84,050	=	County Administrator	1	Appointed by Co. Comm./Interim Co. Adm.
Talbot	125,000	125,000	125,000		County Manager		Reports to County Council
Washington	120,228	88,215	137,964	=	County Administrator	1	
Wicomico	124,398	72,521	145,042			1	Appointed by the County Executive and confirmed by County Council (as are all department heads)
Worcester	144,643	144,643	144,643	=		1	
MNCPPC	185,265	185,265	185,265	=	Executive Director	1	
AVERAGE	143,057	119,643	153,363				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Assistant/Deputy Administrator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	100,273	72,324	120,072	-	Assistant to Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County							NCC
Calvert							
Caroline	52,705	40,080	55,811		Executive Assistant to County Administrator	1	
Carroll							NCC
Cecil							NCC
Charles	149,526	93,190	149,517	+	Deputy County Administrator	1	
Dorchester							
Frederick	133,000	133,000	133,000	=	Asst. County Manager	1	
Garrett							
Harford							
Howard	121,930	101,795	164,362	=	Deputy Chief Administrative Officer	1	
Kent							
Montgomery	161,661	159,885	162,215	=	Assistant Chief Administrative Officer	3	Appointed to position
Prince George's	181,667	109,019	212,106	=	Deputy Chief Administrative Officer	5	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	64,864	61,105	76,631		Assistant County Manager	1	
Washington							
Wicomico	65,214	64,249	128,499		Deputy Director of Administration	1	
Worcester	95,065	95,065	95,065	=		1	
MNCPPC							
AVERAGE	112,590	92,971	129,728				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director, Human Resources/Personnel

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	89,087	89,087	89,087	=	Director of Human Resources & Personnel Services	1	
Anne Arundel	139,730	88,121	143,976	=	Personnel Officer	1	Appointed by County Executive
Baltimore City	152,680	112,200	204,000	=	Executive Level III	1	
Baltimore County	135,000	135,000	135,000	=		1	Appointed position
Calvert	113,466	81,574	136,536	=		1	Contract/35/week
Caroline	81,123	71,005	98,874			1	
Carroll	77,584	60,996	107,679	=	Administrator, Human Resources	1	
Cecil	87,402	63,149	98,384	=		1	
Charles	130,962	93,190	149,517	=		1	Contractual appointed position
Dorchester	52,020			=		1	Flat rate salary
Frederick	135,249	114,912	187,257	=		1	
Garrett							County Administrator also serves in this capacity
Harford	110,933	91,600	141,606	=		1	
Howard	126,194	82,930	133,910	=	Human Resources Administrator	1	
Kent	68,654	51,600	81,642	=		1	
Montgomery	195,247	195,247	195,247	=		1	Appointed to position
Prince George's	150,498	98,884	192,385	=	Director, Office of Human Resources Management	1	Prince George's County uses the generic Director class. Actual \$151,411.
Queen Anne's	102,472	66,069	120,391	=		1	
St. Mary's	88,503	66,016	115,526	=		1	Contract
Somerset	71,651	53,940	85,464	=		1	
Talbot	74,849	68,437	85,827		Director of Administrative Services	1	
Washington		64,839	101,406	=			Vacant
Wicomico	88,410	64,249	128,499			1	
Worcester	82,600	78,000	95,000	=		1	
MNCPPC	117,836	75,036	128,399	=		1	
AVERAGE	107,485	85,482	128,505				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director, Information Technology

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	68,561	52,312	99,407	=		1	
Anne Arundel	139,730	88,121	143,976	=	Information Technology Officer	1	Appointed by County Executive
Baltimore City	160,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	198,900	198,900	198,900	=		1	Appointed position
Calvert	96,499	81,574	136,536	=	Technology Services Director	1	Contract/35/week
Caroline	71,445	48,497	67,532		Computer Network Specialist Supv	1	
Carroll	89,274	60,996	107,679	=	Administrator, Technology Services	1	
Cecil	98,384	63,149	98,384	=		1	
Charles	124,800	93,190	149,517	=	Chief of Information Technology	1	Reports to Director of Fiscal & Administrative Services; currently filled in Acting capacity
Dorchester	61,398			=		1	Flat rate salary
Frederick	138,824	114,912	187,257	=		1	
Garrett	77,315	61,103	94,065	=		1	
Harford	95,000	91,600	141,606	=	Chief, Information & Communications Technology	1	Not appointed / at will
Howard	168,730	125,008	201,698	=	Director of Technology and Communication	1	
Kent	66,692	60,617	96,047	=		1	Contractual
Montgomery	194,537	194,537	194,537	=	Chief Information Officer	1	Appointed to position
Prince George's	150,498	98,884	192,385	=	Director, Office of Information Technology & Communications	1	Prince George's County uses the generic Director class. Actual \$131,181.
Queen Anne's							
St. Mary's	112,262	79,218	138,772	=		1	Contract/Position is currently combined with Public Safety Director position
Somerset	53,294	50,176	79,502	=		1	
Talbot	85,047	76,992	96,555			1	
Washington	102,235	70,026	109,518	=		1	
Wicomico	98,164	56,657	113,314		Director of Information Services	1	
Worcester							
MNCPPC	150,000	91,015	155,743	=	IT Manager	1	
AVERAGE	113,113	89,531	136,679				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director, Finance/Accounting

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	87,000	87,000	87,000	=	Director of Finance	1	
Anne Arundel	125,000	88,121	143,976	=	Controller	1	Appointed by County Executive
Baltimore City	181,472	112,200	204,000	=	Executive Level III	1	
Baltimore County	161,892	161,892	161,892	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert	125,625	98,705	165,211	=	Finance & Budget Director	1	Contract/35/week
Caroline	71,005	71,005	98,874			1	
Carroll	95,472	83,741	147,784	=	Comptroller	1	
Cecil							NCC
Charles	149,526	93,190	149,517	+	Director of Fiscal & Administrative Services	1	Contractual appointed position
Dorchester	79,672			=		1	Flat rate salary
Frederick	135,664	114,912	187,257	=		1	
Garrett	86,968	61,103	94,065	=		1	
Harford	101,825	71,400	118,934	=	Chief, Bureau of Accounting	1	
Howard		91,915	148,283				Vacant
Kent	94,641	71,246	113,073	=	Chief Finance Officer	1	
Montgomery	149,917	149,917	149,917	=	Director, Depart of Finance	1	Director has retired, currently acting in capacity is Deputy Director of Finance
Prince George's	150,498	98,884	192,385	=	Director, Office of Finance	1	Prince George's County uses the generic Director class. Actual \$170,000.
Queen Anne's	110,000	72,317	132,070	=		1	
St. Mary's	139,025	87,146	152,510	+	Chief Financial Officer	1	Contract
Somerset	81,666	62,334	98,765	-	Finance & Programs Coordinator	1	Have Elected Treasurer- tax, rev. coll. & investing
Talbot	92,353	87,001	109,107			1	
Washington	110,416	75,629	118,281	=		1	
Wicomico	96,252	64,249	128,499		Director of Finance	1	
Worcester	116,121	95,000	125,000	=		1	
MNCPPC	165,000	165,000	165,000	+	Secretary/Treasurer	1	Serves as officer of Commission and also responsible for Information Technology
AVERAGE	117,696	94,083	138,757				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Assistant/Deputy Director, Finance

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	95,917	57,349	108,981	=	Assistant Director of Finance	1	
Anne Arundel	111,177	75,941	129,074	=	Assistant Controller	2	Classified position
Baltimore City	135,000	112,200	204,000	=	Executive Level III		
Baltimore County	107,714	77,814	121,232	+	Deputy Director of Budget and Finance	1	Position assists with the management of both budget and finance
Calvert	91,455	71,508	106,051	=	Finance & Budget Deputy Director	1	35/week
Caroline							
Carroll	64,356	55,322	97,656	=	Bureau Chief, Accounting	1	
Cecil	80,961	57,408	89,398	=	Chief Administrative Supervisor	1	
Charles	n/a						
Dorchester	73,558			=		1	Flat rate salary
Frederick	127,463	83,231	132,908	=		1	
Garrett	77,615	52,232	80,408	=		1	
Harford	115,174	81,000	124,862	=	Deputy Treasurer	1	
Howard	118,872	82,930	133,910	=		1	
Kent							
Montgomery	149,917	149,917	149,917	=	Manager I	1	Appointed to position
Prince George's	126,992	85,420	166,190	=	Deputy Director, Office of Finance	1	Prince George's County uses the generic Deputy Director class. Actual \$140,000
Queen Anne's							
St. Mary's	94,889	65,728	111,738	+		1	
Somerset	54,669	43,419	68,795	-	Deputy Treasurer	1	Appointed By County Treasurer
Talbot	63,624	54,802	68,727		Finance Office Manager	1	
Washington	84,737	60,036	93,894	=		2	
Wicomico	62,100	50,652	101,303			1	
Worcester	90,100	80,000	105,000	=		1	
MNCPPC							
AVERAGE	96,315	73,522	115,476				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director, Budget

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	146,717	99,580	162,693	=	Budget Officer	1	Appointed by County Executive
Baltimore City	132,400	77,200	132,400	=	Executive Level II	1	
Baltimore County	161,892	161,892	161,892	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert							
Caroline	83,963	71,005	98,874		Treasurer		
Carroll	106,122	83,741	147,784	=	Director, Management & Budget	1	
Cecil	79,976	63,149	98,384	=	Budget Manager	1	
Charles	123,357	79,703	127,937	=	Chief of Budget	1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	113,245	77,712	124,076	=	Budget Officer	1	
Garrett							
Harford	105,678	81,000	124,862	=	Chief, Budget & Management Research	1	Not appointed / at will
Howard	148,283	91,915	148,283	=	Budget Administrator	1	
Kent							
Montgomery	194,537	194,537	194,537	=	Director, Office of Management and Budget	1	Appointed to position
Prince George's	150,498	98,884	192,385	=	Director, Office of Management & Budget	1	Prince George's County uses the generic Director class. Actual \$175,000.
Queen Anne's							
St. Mary's	97,178	65,729	111,738	+	Accounting Officer	1	
Somerset							
Talbot							
Washington							
Wicomico	96,252	64,249	128,499		Director of Finance	1	
Worcester	74,200	65,000	85,000	=	Budget Officer	1	
MNCPPC	128,399	75,036	128,399	=	Budget Manager	1	
AVERAGE	121,419	90,646	135,484				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director, Planning/Zoning

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	133,698	88,121	143,976	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	120,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	129,000	129,000	129,000	-	Director of Planning	1	Responsibility for the Office of Planning/appointed position
Calvert		98,705	165,211	=			Contract/35/week, Vacant
Caroline	78,590	65,550	89,886			1	
Carroll	83,741	83,741	147,784	=	Director, Land Use Planning & Development	1	Vacancy
Cecil	101,982	69,430	108,202	=		1	
Charles		93,190	149,517	+	Director, Planning & Growth Management		Contractual appointed position; vacant
Dorchester	73,424			=		1	Flat rate salary
Frederick	133,668	109,542	175,006	+	Director, Community Development Division	1	
Garrett	94,065	61,103	94,065	=		1	
Harford	116,534	91,600	141,606	=		1	
Howard	143,936	91,915	148,283	=		1	
Kent	86,307	60,617	96,047	=	Director, Planning, Housing and Zoning	1	
Montgomery	165,000	165,000	165,000	=	Director, Permitting Services	1	Director has retired. Special Assistant tot the County Executive is currently Acting in this capacity.
Prince George's	101,471	101,471	101,471	=	Chairman, County Council	1	
Queen Anne's	94,815	66,069	120,391	+	Chief of Land Use & Zoning	1	
St. Mary's	110,000	79,218	138,634	+	Director, Land Use & Growth Management	1	Contract
Somerset	71,988	57,985	91,874	=	Director, Dept. Technical & Community Services	1	
Talbot	81,728	76,992	96,555		County Planning Officer	1	
Washington		64,839	101,406	=			Vacant
Wicomico	96,787	64,249	128,499		Director of Dept. of Planning, Zoning and Community Development	1	
Worcester							
MNCPPC	170,703	170,703	170,703	=	Director of Planning	2	
AVERAGE	109,372	90,965	132,142				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Assistant/Deputy Director, Planning/Zoning

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	109,975	72,324	120,072	=	Assistant Planning & Zoning Officer	2	Classified position
Baltimore City	90,600	55,200	99,200		Executive Level I	1	
Baltimore County		73,346	114,273	-	Deputy Director of Planning		Vacant, Responsible for planning administration
Calvert	99,681	77,932	115,606	=		1	35/week
Caroline	48,497	48,497	67,532		Assistant Planning Director	1	
Carroll	98,397	60,996	107,679	=	Deputy Director of Planning	1	
Cecil	74,422	52,187	81,349	=	Principal Planner	1	
Charles	127,940	79,703	127,937	=	Planning Director	1	Reports to Director of Planning & Growth Management
Dorchester	56,273	47,340	73,835	=		1	
Frederick							
Garrett							
Harford	110,933	81,000	124,862	=		1	
Howard	100,079	74,901	120,827	=		2	
Kent							
Montgomery	127,026	127,026	127,026	=	Division Chief, Permitting Services-Land Development	1	Manager II
Prince George's	98,917	98,917	98,917	=	Vice Chairman, County Council	1	
Queen Anne's							
St. Mary's	99,757	65,728	111,738	+	Deputy Director, Land Use & Growth Management	1	
Somerset							
Talbot	58,174	54,802	68,727		Assistant Planning Officer	1	
Washington	75,762	55,589	86,939	=	Chief Planner	1	
Wicomico	73,141	50,652	101,303			1	
Worcester							
MNCPPC	155,405	155,405	155,405	=	Deputy Planning Director	1	
AVERAGE	94,411	73,975	105,735				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director, Public Works

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	107,000	68,929	130,701	=		1	
Anne Arundel	157,895	99,580	162,693	=		1	Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=		1	
Baltimore County	158,348	158,348	158,348	=		1	Appointed position
Calvert	135,499	98,705	165,211	=		1	Contract/35/week
Caroline	86,449	71,005	98,874			1	
Carroll	95,077	83,741	147,784	=		1	Also oversees Permits & Inspections
Cecil	105,747	76,398	119,038	=		1	
Charles	126,341	93,190	149,517	+		1	Contractual appointed position
Dorchester	78,461			=		1	Flat rate salary
Frederick	131,370	114,912	187,257	=		1	
Garrett							
Harford	122,160	105,700	165,464	=		1	
Howard	182,083	112,819	182,083	=		1	
Kent	126,523	126,523	126,523	=		1	
Montgomery	193,766	193,766	193,766	=	Director, Department of Public Works & Transportation	1	Appointed to position
Prince George's	150,498	98,884	192,385	=	Director, Department of Public Works & Transportation.	1	Duties listed are covered by two agencies, ex: refuse collections falls under the Department of Environmental Resources. Actual \$175,000. DPWT Director Actual \$173,288.
Queen Anne's	123,600	72,317	132,070	=		1	
St. Mary's	113,633	79,218	138,634	+	Director, Public Works & Transportation	1	Contract
Somerset	77,987	57,985	91,874	+	Director, Solid Waste, Maintenance & Drainage	1	No Public Works Department
Talbot	89,637	87,001	109,107		County Engineer	1	
Washington	110,416	75,629	118,281	=		1	
Wicomico	102,417	64,249	128,499			1	Acting
Worcester	135,501	105,000	150,000	=		1	
MNCPPC							
AVERAGE	124,800	100,177	145,823				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Assistant/Deputy Director, Public Works

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		62,874	119,480	=	Deputy Director, Public Works		Vacant
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works & Assistant Director, Public Works	5	Classified positions - 4 Deputy Directors and 1 Assistant Director - same pay range
Baltimore City	130,000	77,200	132,400	=	Executive Level II	1	
Baltimore County	128,615	82,554	128,615	=		1	
Calvert	99,681	77,932	115,606	=	Enterprise Fund Operations Deputy Director & Engineering Deputy Director	2	2 Contracted positions/35/week
Caroline	52,134	52,134	67,532			1	
Carroll	84,199	60,996	107,679	=		1	
Cecil	92,706	63,149	98,384	=		1	
Charles	90,567	86,180	138,300	=	Assistant Director	2	
Dorchester							
Frederick							
Garrett							
Harford	118,347	81,000	124,862	=		4	Not appointed / at will
Howard	127,857	91,915	148,283	=		1	
Kent							
Montgomery	165,215	165,215	165,215	=	Deputy Director, Department of Public Works & Transportation	1	Appointed to position
Prince George's	126,992	85,420	166,190	=	Deputy Director, Department of Public Works & Transportation.	1	Prince George's County uses the generic Deputy Director class. Actual \$133,250.
Queen Anne's							
St. Mary's	113,214	74,818	123,469			1	At Will
Somerset							
Talbot	80,139	68,437	85,827		Assistant County Engineer	2	
Washington	94,663	64,839	101,406		Deputy Dir., PW Eng. & Construction	1	
Wicomico							
Worcester	118,345	95,000	125,000	=		1	
MNCPPC							
AVERAGE	109,908	80,559	122,594				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director, Permits, Inspections, Licenses

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	61,849	43,525	82,710	=	Chief, Land Development Services	1	Zoning & building codes administration & enforcement
Anne Arundel	135,000	88,121	143,976	=	Director, Inspections & Permits	1	Appointed by County Executive
Baltimore City							
Baltimore County	180,000	180,000	180,000	=	Director of Permits, Approvals and Inspections	1	Appointed position
Calvert	76,968	60,206	89,253	-	Inspections & Permit Division Chief	1	35/week
Caroline	57,348	48,497	67,532		Assistant Codes Director	1	
Carroll	90,543	83,741	147,784	-	Bureau Chief, Permits & Inspections	1	
Cecil	98,384	63,149	98,384	=		1	
Charles	111,092	73,718	118,362	+	Chief of Codes, Permits, & Inspection Services	1	Reports to Director of Planning & Growth Management
Dorchester							Director of Planning and Zoning handles permits, inspections, and licenses
Frederick	125,573	95,481	152,509	=		1	
Garrett	66,088	48,291	74,340		Chief, Inspections & Permits	1	
Harford	121,217	91,600	141,606	=	Director of Inspections, Licenses & Permits	1	
Howard	131,685	91,915	148,283	=	Director of Licenses and Permits	1	
Kent							
Montgomery	133,992	133,992	133,992	-	Division Chief, Department of Permitting Services/Bldg Construction	1	Not a Director position
Prince George's	150,798	98,884	192,385	+	Director, Department of Environmental Resources	1	Prince George's County uses the generic Director class. Actual \$175,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							Position eliminated for FY 2012
Washington				=			Reorganization eliminated this position
Wicomico							
Worcester	114,655	93,000	123,000	=		1	
MNCPPC							
AVERAGE	110,346	86,275	126,274				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Director, Parks and Recreation

Manages and administers the park system and recreation programs.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	88,121	88,121	143,976	=	Director, Recreation & Parks	1	Appointed by County Executive
Baltimore City	127,500	77,200	132,400	=	Executive Level II	1	
Baltimore County	140,000	140,000	140,000	=	Director of Recreation and Parks	1	Appointed position
Calvert	99,099	71,508	106,051	=	Recreation Division Chief	1	35/week
Caroline	81,979	81,979	89,886			1	
Carroll	86,778	60,996	107,679	=	Administrator, Recreation & Parks	1	
Cecil	73,195	63,149	98,384	=		1	
Charles	101,930	79,703	127,937	=	Chief of Parks & Grounds & Chief of Recreation	2	Reports to Director of Public Works & Director of Community Services, respectively
Dorchester	52,609			=		1	Flat rate salary
Frederick	126,696	109,542	175,006	=		1	
Garrett							
Harford	115,000	91,600	141,606	=			
Howard	124,093	91,915	148,283	=	Director of Recreation and Parks	1	
Kent	66,692	51,600	81,642	=		1	Contractual
Montgomery	161,975	161,975	161,975	=	Director, Department of Recreation	1	Appointed to position
Prince George's							Separate employer
Queen Anne's							
St. Mary's	107,427	66,016	115,526	+		1	Contract
Somerset	52,130	50,176	79,502	=		1	
Talbot	76,353	68,437	85,827			1	
Washington	88,369	64,839	101,406	=	Parks & Facilities Dir.	1	
Wicomico	115,575	64,249	128,499		Director of Dept. of Recreation, Parks and Tourism	1	
Worcester	84,501	70,000	91,000	=		1	
MNCPPC	191,696	191,696	191,696	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	102,939	87,235	122,414				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Director/Administrator Public Safety/ Emergency Services

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							Vacant
Anne Arundel							No Match
Baltimore City	111,500	92,000	111,500		Fire Command Staff I	1	
Baltimore County		80,999	112,569	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$165,791
Calvert	95,000	89,731	150,192	=	Public Safety Director	1	Contract/35/week
Caroline	89,236	78,106	108,763			1	
Carroll	89,482	60,996	107,679	=	Administrator, Public Safety	1	
Cecil	106,746	74,859	116,646	=		1	
Charles	122,831	93,190	149,517	=		1	
Dorchester							Dorchester has separate departments
Frederick	125,000	114,912	187,257	-		1	Oversees fire and ems
Garrett							
Harford	105,000	81,000	124,862	=	Manager, Emergency Services	1	Not appointed / at will
Howard							
Kent	68,026	51,600	81,642	=	Director of Emergency Services	1	Contractual
Montgomery	127,500	127,500	127,500	=	Director, Office of Emergency Management & Homeland Security	1	This is a Director position but it is under the Manager II pay band
Prince George's	181,667	109,019	212,106	+	Deputy Chief Administrative Officer for Public Safety.	1	Actual \$180,000
Queen Anne's	80,000	66,069	120,391	=	Dir/Chief Emerg Ser	1	
St. Mary's		66,016	115,526	+	Director, Public Safety	1	Contract
Somerset	64,148	53,940	85,464	=	Director, Emergency Services	1	
Talbot	89,637	87,001	109,107		Emergency Services Director/Ass't County Mgr	1	
Washington	80,356	70,026	109,518	=	Dir., Fire/Emerg. Svcs.	1	
Wicomico	82,779	56,657	113,314		Director Dept. of Emergency Services	1	
Worcester	97,085	83,000	109,000	=		1	
MNCPPC							
AVERAGE	100,941	80,875	123,819				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director, Economic Development

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	98,823	98,823	98,823	=		1	
Anne Arundel	139,730	88,121	143,976	=	Director of Programming	1	Appointed by County Executive
Baltimore City							
Baltimore County	185,000	185,000	185,000	=	Director of Economic Development	1	Appointed position
Calvert	118,045	89,731	150,192	=	Economic Development Director	1	Contract/35/week
Caroline							
Carroll	83,741	83,741	147,784	=			1 Vacancy
Cecil	105,747	76,398	119,038	=		1	
Charles							
Dorchester	64,731			=		1	
Frederick	119,713	89,145	142,370	=		1	
Garrett	94,065	61,103	94,065	=		1	
Harford	121,217	91,600	141,606	=		1	
Howard							
Kent							
Montgomery	180,000	180,000	180,000	=	Director, Department of Economic Development	1	Appointed to position
Prince George's							Economic Development Corp, - Non-County Agency
Queen Anne's	115,339	66,069	120,391	+	Director, ED, Agriculture & Tourism	1	
St. Mary's	102,000	79,218	138,772	+	Director, Economic and Community Development	1	Contract
Somerset	79,625	79,625	79,625	=		1	Separate Entity
Talbot	64,260	54,802	68,727			1	
Washington	101,406	64,839	101,406	=		1	
Wicomico	61,981	43,059	86,119		Tourism Manager	1	
Worcester	75,241	66,000	81,000	=		1	
MNCPPC							
AVERAGE	106,148	88,075	122,288				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director/Administrator Department of Aging

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	133,900	88,121	143,976	=	Director of Aging and Disabilities	1	Appointed by County Executive
Baltimore City		77,200	132,400	=	Executive Level II		Vacant
Baltimore County	143,953	143,953	143,953	=		1	Appointed position
Calvert	79,880	65,593	97,297	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll				-			NCC
Cecil		63,149	93,384		Director, Senior Services & Community Transit		
Charles	85,254	73,718	118,362	=	Chief of Aging & Senior Programs	1	Reports to Director of Community Services
Dorchester							Dorchester does not have a Department of Aging
Frederick	84,262	63,264	100,960	=		1	
Garrett							
Harford	70,556	64,300	114,629	=		1	Does not oversee Transit Management
Howard	104,125	74,901	120,827	=		1	
Kent							
Montgomery	154,387	154,387	154,387		Chief, Aging & Disability Services	1	Appointed to position
Prince George's	150,498	98,884	192,385	+	Director, Family Services	1	Prince George's County uses the generic Director class. Actual \$142,187.
Queen Anne's	90,736	66,069	120,391	=		1	
St. Mary's	79,565	66,016	115,526	+		1	Contract
Somerset	65,000	65,000	65,000	=	Executive Director, Comm. On Aging	1	Separate Entity
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	103,510	83,183	122,391				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany					Director of Community Services		Vacant
Anne Arundel							No Match
Baltimore City	130,000	77,200	132,400		Executive Level II	1	
Baltimore County							NCC
Calvert	99,380	81,574	136,536	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll	105,207	83,741	147,784	=	Director Citizens Services	1	
Cecil							NCC
Charles	121,212	93,190	149,517	+	Director of Community Services	1	Contractual appointed position
Dorchester							
Frederick	119,396	114,912	187,257	=		1	
Garrett							County Administrator also serves in this capacity
Harford	110,933	91,600	141,606	=	Director of Community Services	1	Our Director of Community Services is responsible for the Office on Aging, Office of Drug Control Policy and the Harford Transit System.
Howard	131,685	91,915	148,283	=	Director of Citizen Services	1	
Kent							
Montgomery	206,492	206,492	206,492	=	Director, Department of Health & Human Services	1	Appointed to position
Prince George's	150,498	98,884	192,385	-	Director, Office of Community Relations	1	Multi-cultural Affairs. Prince George's County uses the generic Director class. Actual \$130,000.
Queen Anne's							
St. Mary's	95,056	66,016	115,526	=		1	Contract
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	126,986	100,552	155,779				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director Housing/Community Development

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							No Match
Baltimore City	143,100	112,200	204,000	=	Executive Level III	1	
Baltimore County	98,636	98,636	98,636	=	Rental Subsidy Administrator	1	Non-graded position
Calvert	113,990	113,990	113,990	=	Executive Director	1	Contract
Caroline							
Carroll	66,540	60,996	107,679	=	Deputy Director Citizens Services	1	This is not an appointed position. Reports to Director Citizen Services
Cecil	98,384	63,149	98,384	=		1	
Charles	93,210	73,718	118,362	=	Chief of Housing Authority	1	Reports to Director of Community Services
Dorchester							
Frederick	67,495	59,075	94,258	=		1	
Garrett							
Harford	101,420			=	Director of Housing	1	Grant-Funded Position
Howard	139,714	91,915	148,283	=		1	
Kent							
Montgomery	201,058	201,058	201,058	-	Director, Housing and Community Affairs	1	Appointed to position
Prince George's	150,498	98,884	195,385	=	Director, Housing & Community Development	1	Prince George's County uses the generic Director class. Actual \$140,000.
Queen Anne's							
St. Mary's	99,756	65,728	111,738			1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	114,483	94,486	135,616				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Director, Local Management Board

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	85,000	85,000	85,000	=	Executive Director	1	Contract employment agreement - salary set by agreement, no salary range
Baltimore City							
Baltimore County	77,173	77,173	77,173	=		1	Non-graded position
Calvert	59,132	55,201	81,882	=	Family Network Coordinator	1	35/week
Caroline							
Carroll	63,086	53,519	85,655	-	Manager, LMB	1	This is not an appointed position. Reports to Director Citizen Services (converted to 40 hrs)
Cecil							NCC
Charles	60,216	54,000	86,812	=	Local Management Board Coordinator	1	Reports to Chief of Transportation & Community Programs
Dorchester	56,812					1	Flat rate salary
Frederick							
Garrett							
Harford							
Howard							
Kent	56,181	56,181	56,181	=		1	
Montgomery	153,000	153,000	153,000		Chair, Ch Child Youth Fam Svs	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's	95,036	55,365	100,121	=		1	
St. Mary's							
Somerset	38,394	38,394	38,394	=	Executive Director Local Management Board	1	Separate Entity
Talbot	62,333	61,105	76,631		Executive Director of Talbot Family Network	1	
Washington	57,067	51,471	80,498	=	Dir., Children/Youth Svcs.	1	
Wicomico	67,823	56,657	113,314		Director of Wicomico Partnership for Families and Children	1	
Worcester							
MNCPPC							
AVERAGE	71,635	66,422	86,222				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	48,014	43,525	82,710	=	Public Information Officer	1	
Anne Arundel	79,735	72,324	120,072	=		1	Appointed by County Executive
Baltimore City	107,500	77,200	132,400		Executive Level II	1	
Baltimore County	136,578	136,578	136,578	=		1	Non-graded position
Calvert	64,792	50,651	75,130	-	Public Information Specialist	1	35/week
Caroline	55,131	55,130	76,631		Communications Manager	1	
Carroll							
Cecil							NCC
Charles	69,479	58,361	93,790	=		1	
Dorchester							
Frederick	61,481	51,517	82,165	=		1	
Garrett							
Harford		91,600	141,606		Director of Governmental & Community Relations		Position abolished
Howard	126,194	82,930	133,910	=	Public Information Administrator	1	
Kent							
Montgomery	165,000	165,000	165,000	=	Director, Officer of Public Information	1	Appointed to position
Prince George's	87,000	87,000	87,000	=	Administrative Assistant	1	Working Title: Director, Communications. Exempt status, no min/max.
Queen Anne's							
St. Mary's		66,016	115,526	=			Vacant. Contract
Somerset							
Talbot							
Washington	61,131	51,471	80,498	=	Dir., Public Relations & Community Affairs	1	
Wicomico	59,002	43,059	86,119			1	
Worcester	45,604	43,406	71,126	=		1	
MNCPPC	119,048	75,036	128,399	=	Public Affairs Division Chief	2	
AVERAGE	85,713	73,577	106,392				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Superintendent of Schools

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	165,000	165,000	165,000		Superintendent of Schools	1	Includes a stipend for in-county travel.
Anne Arundel							Board of Education Position
Baltimore City							
Baltimore County	307,872	307,872	307,872	=		1	Appointed position
Calvert	169,000	169,000	169,000	=		1	Contract
Caroline							
Carroll	185,000	185,000	185,000	=		1	Amount set by the Board of Education
Cecil							NCC
Charles	n/a						Not on County payroll
Dorchester							
Frederick							
Garrett	157,538			=		1	
Harford							
Howard							
Kent	142,000	142,000	142,000				
Montgomery							Montgomery County Public Schools - separate organization
Prince George's							Separate employer
Queen Anne's							
St. Mary's	213,779	213,779	213,779				Contract
Somerset	131,000			=		1	Separate Entity
Talbot							Board of Education Position
Washington							
Wicomico	165,000	165,000	165,000			1	Hired by and reports to Board of Education
Worcester	164,300	164,300	164,300				
MNCPPC							
AVERAGE	180,049	188,994	188,994				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

County Attorney/Solicitor

Oversees legal services for the jurisdiction.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	54,494	54,494	54,494				Part-time .50 FTE
Anne Arundel	157,895	99,580	162,693	=		1	Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=	City Solicitor	1	
Baltimore County	150,000	150,000	150,000	=		1	Appointed position
Calvert		98,705	165,211	=			Contract/35/week/vacant
Caroline	121,000	121,000	121,000			1	
Carroll	87,922	83,741	147,784	=		1	
Cecil							NCC
Charles				=		1	Position currently vacant, being filled in Acting capacity
Dorchester							
Frederick	159,271	122,956	200,365			1	
Garrett	60,000			=		1	
Harford	133,472	105,700	165,464	=		1	
Howard	159,557	101,795	164,362	=	County Solicitor	1	
Kent							
Montgomery	190,000	190,000	190,000	=	County Attorney	1	Appointed to position
Prince George's	150,498	98,884	192,385	=	Director, Office of Law	1	Prince George's County uses the generic Director class. Actual \$160,000.
Queen Anne's							
St. Mary's	111,000	79,218	138,634			1	Contract
Somerset	20,575	20,575	20,575	=		1	Salary determined on a yearly basis
Talbot	117,248	117,248	117,248			1	
Washington	114,281	75,629	118,281		County Attorney		
Wicomico	110,000					1	Unclassified
Worcester	124,200	120,000	136,900	=		1	
MNCPPC	178,020	178,020	178,020	=	General Counsel	1	
AVERAGE	124,181	109,864	143,523				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Liaison, Legislative Affairs/Government Affairs/Legislative

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	131,841	79,835	135,849	=	Legislative Liaison Officer	1	Appointed by County Executive
Baltimore City		77,200	132,400	=	Executive Level II		Vacant
Baltimore County	127,500	127,500	127,500	=		1	Appointed position
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford	110,947	91,600	141,606		Chief of Staff	1	
Howard	95,181	74,901	120,827	=	Executive Assistant II	3	
Kent							
Montgomery	192,182	192,182	192,182	=	Director, Intergovernmental Legislative Affairs	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico	54,000	43,059	86,119		Assistant County Attorney	1	
Worcester							
MNCPPC							Same as County Attorney/Solicitor
AVERAGE	118,608	98,040	133,783				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Chief of Purchasing

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,072	72,324	120,072	=	Purchasing Agent	1	
Baltimore City	111,573	77,000	132,400	=	Executive Level II	1	
Baltimore County	82,554	61,427	95,702	=		1	35 hour position
Calvert	67,213	55,201	81,882	=	Purchasing Officer	1	35/week
Caroline	43,558	33,124	46,125		Purchasing Agent II	1	
Carroll	90,917	55,322	97,656	=	Bureau Chief Purchasing		Converted to 40 hours
Cecil	60,050	47,424	73,840	=	Purchasing Agent	1	
Charles	84,845	73,718	118,362	=		1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	94,746	77,712	124,076	=	Director, Purchasing	1	
Garrett	66,088	48,291	74,340	=		1	
Harford	110,933	91,600	141,606	+	Director of Procurement	1	Director of Procurement is appointed/at will; Deputy Director - (1) \$92,003 [\$71,400-\$118,934] is not appointed / at will. Position is also responsible for Land Acquisition
Howard	104,125	74,901	120,827	=	Purchasing Administrator	1	
Kent							
Montgomery	190,000	190,000	190,000	=	Director, Department of General Services	1	Appointed to position
Prince George's	80,000	57,816	112,484	=	Contractual Services Officer	1	
Queen Anne's							
St. Mary's	57,200	57,200	97,178	+	Procurement Manager	1	
Somerset							
Talbot							
Washington	81,158	55,589	86,939	=	Purchasing Agent	1	
Wicomico	73,249	56,657	113,314		Purchasing Agent	1	
Worcester							
MNCPPC	128,399	75,036	128,399	=	Finance Manager II-Purchasing	1	
AVERAGE	91,482	70,019	108,622				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Buyer

Performs all aspects of procurement transactions.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	58,238	46,369	76,983	=	Buyer III	4	
Baltimore City	54,040	44,084	53,638	=	Procurement Specialist I	6	
Baltimore County	58,677	45,630	56,836	=		8	35 hour position, maximum salary with longevities is \$71,938
Calvert	49,079	36,546	54,218	=	Purchasing Assistant	3	35/week
Caroline							
Carroll	55,286	40,872	65,375	=		3	Converted to 40 hours
Cecil	53,914	35,630	55,536	=		1	
Charles	38,540	42,809	68,905	=	Procurement Specialist	2	
Dorchester							
Frederick	64,573	44,933	71,632	=	Procurement Analyst III	3	
Garrett	41,036	32,431	49,928	=		1	
Harford	58,301	52,800	97,261	=	Procurement Agent III	4	
Howard	55,078	44,845	72,384	=	Admin Analyst I	5	
Kent							
Montgomery	67,254	49,253	81,513	=	Procurement Specialist II	17	
Prince George's	66,402	35,492	69,055	=	Buyer II	1	
Queen Anne's							
St. Mary's	37,461	37,461	58,053	=	Buyer	1	
Somerset							
Talbot							
Washington	50,226	40,859	63,902	=		1	
Wicomico	27,875	27,875	51,558	+	Purchasing Specialist	1	
Worcester							
MNCPPC	80,210	53,835	92,300	=	Principal Admin Spec-Buyer	2	
AVERAGE	53,894	41,866	67,005				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Accountant I (Journey/Intermediate Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		43,525	82,710	+	Senior Accountant		Vacant. CPA required.
Anne Arundel	59,354	49,932	82,900	=	Accountant II	2	
Baltimore City	50,580	40,000	56,800	=	Accountant II	20	
Baltimore County	61,636	45,630	56,836	=	Accountant II	6	35 hour position, maximum salary with longevities is \$71,938
Calvert	58,131	50,651	75,130	=	Accountant II	1	35/week
Caroline							
Carroll	57,242	45,053	72,093	=	Accountant II	1	Converted to 40 hours
Cecil	44,450	43,139	67,226	=		2	
Charles	61,289	54,000	86,812	=		2	
Dorchester							
Frederick	51,524	48,112	76,717	=	Accountant II	2	
Garrett		41,278	63,548	=		2	
Harford	61,947	47,400	90,230	=	Accountant II	5	
Howard	63,661	49,733	80,163	=	Fiscal Specialist I	11	
Kent	53,496	38,393	69,421			3	1-Accountant, 1-Fiscal Supervisor, 1-Accounting Manager
Montgomery	64,154	40,952	67,533	=	Accountant/Auditor I	4	
Prince George's	63,364	43,142	83,937	=	Accountant II	12	
Queen Anne's	66,847	47,514	76,317	=	Accountant II	3	
St. Mary's	40,768	37,461	58,053	=	Accountant	1	
Somerset							
Talbot	47,993	40,618	56,011			1	
Washington	70,149	51,471	80,498	=	Sr. Accountant	1	
Wicomico	73,454	50,652	101,303		Chief Accountant	1	
Worcester	47,913	40,000	50,000	=		1	
MNCPPC	64,950	47,535	81,342	=	Accountant II	6	
AVERAGE	58,145	45,281	73,435				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Budget Analyst I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel		53,776	89,276	+	Budget & Management Analyst II		No authorized positions at this level
Baltimore City	69,633	56,000	79,400	=	Budget Management Analyst III	3	
Baltimore County	73,111	61,427	95,702	=	Budget Analyst II	5	35 hour position
Calvert	58,131	50,651	75,130	=	Budget Analyst	1	35/week
Caroline							
Carroll	50,087	49,109	78,583	=	Management & Budget Analyst	3	1 Vacancy
Cecil							NCC
Charles		49,971	80,365		Budget Analyst I		Vacant
Dorchester							
Frederick	49,509	44,933	71,632	-		2	
Garrett							
Harford				=	Budget Analyst		
Howard	69,869	49,733	80,163	=	Fiscal Specialist II	3	
Kent							
Montgomery	72,351	49,253	81,513	=	Management & Budget Specialist II	1	
Prince George's	68,878	42,793	78,359	=	Budget Management Analyst II	3	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	64,418	64,418	84,490	=		3	
Somerset							
Talbot							
Washington	50,638	44,128	69,015	=		1	
Wicomico	52,000	36,261	72,521	+	Financial Analyst	1	
Worcester							
MNCPPC		47,535	81,342	=	Budget Analyst		Vacant
AVERAGE	61,693	49,999	79,821				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Administrative Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	69,257	49,932	82,900	=	Management Assistant II	23	
Baltimore City	51,433	40,000	56,800	=	Administrative Analyst II	3	
Baltimore County	65,515	45,630	56,836	=	Management Analyst II	23	35 hour position, maximum salary with longevities is \$71,938
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford	57,638	47,400	90,230	=	Management Assistant I	3	
Howard	55,078	44,845	72,385	=	Administrative Analyst I	10	
Kent							
Montgomery	72,266	47,028	77,756	=	Administrative Specialist II	54	
Prince George's	57,540	43,142	83,937	=	Administrative Assistant II	44	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	53,456	46,134	73,736	=	Risk Analyst	1	
Somerset	81,133	62,334	98,765	+	Internal Auditor	1	Develop internal controls & procedures
Talbot							
Washington							
Wicomico	69,000	56,657	113,314		County Internal Auditor	1	
Worcester							
MNCPPC	73,656	47,535	81,342	=	Senior Administrative Specialist	28	
AVERAGE	64,179	48,240	80,727				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Personnel Analyst I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,973	30,130	57,255	+	Benefits Specialist	1	
Anne Arundel	61,303	49,932	82,900		Personnel Analyst II	5	
Baltimore City	60,933	46,700	65,500	=	Human Resources Specialist II	3	
Baltimore County	62,198	45,630	56,836	=	Personnel Analyst II	6	35 hour position, maximum salary with longevities is \$71,938
Calvert	45,664	42,643	63,227	-	Personnel Analyst I	1	35/week
Caroline	56,378	48,497	67,532		Assistant Director HR	1	
Carroll							NCC
Cecil							NCC
Charles	66,944	49,971	93,790	+	Recruitment Administrator, Benefits Coordinator	2	
Dorchester							
Frederick	48,112	48,112	76,717	=	Senior HR Analyst	4	
Garrett							
Harford	55,206	47,400	90,230	=	Human Resources Analyst	1	
Howard	74,298	55,058	88,795	=	Administrative Analyst II	1	
Kent							
Montgomery	81,513	49,253	81,513	=	Human Resources Specialist II	1	Does not include HR Specialist IIs hired at the budget level of HR Specialist III
Prince George's	61,569	43,142	83,937	=	Personnel Analyst II	16	
Queen Anne's	52,648	41,723	66,524	=	HR Specialist III	1	
St. Mary's							
Somerset	39,554	34,108	55,889	-	Administrative Aide Human Resources	1	
Talbot	33,951	31,365	49,834		Human Resources Assistant	1	
Washington							
Wicomico	32,880	31,728	63,456		HR Manager I	1	
Worcester	39,371	30,848	50,548	=		1	
MNCPPC	50,347	47,535	81,342	=	Human Resources Specialist	1	
AVERAGE	53,491	42,988	70,879				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Staff Attorney I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,356	44,356	44,356	+	Assistant County Attorney	1	1/2 time. Not civil service.
Anne Arundel	81,033	57,913	96,146		Attorney II	3	
Baltimore City	72,120	44,200	84,600	=	Assistant Solicitor	25	
Baltimore County	86,144	46,532	118,272	=	Assistant County Attorney	23	Non-graded position
Calvert	89,653	65,593	97,297	=	Associate County Attorney	1	Contract/35/week
Caroline							
Carroll	58,344	58,344	93,351	=	Assistant County Attorney I	1	
Cecil							NCC
Charles	71,068	63,081	118,362	=	Assistant County Attorney I II & III	2	2 positions currently vacant
Dorchester							
Frederick	86,697	72,559	115,833	=	Assistant County Attorney	2	
Garrett							
Harford	84,000	64,300	114,629	=	Assistant County Attorney II	1	
Howard	95,531	67,600	109,096	=	Attorney	6	
Kent							
Montgomery	72,204	62,168	103,309	=	Assistant County Attorney II	1	
Prince George's	66,962	49,943	97,168	=	Attorney II	6	
Queen Anne's							
St. Mary's	73,070	65,728	111,738	=	Deputy County Attorney	1	
Somerset							
Talbot							
Washington	84,737	60,036	93,894	Plus	Asst. Co. Atty.	2	
Wicomico	110,000					1	Unclassified
Worcester							
MNCPPC	91,163	62,658	109,200	=	Associate General Counsel II	8	
AVERAGE	79,193	59,001	100,483				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Planner I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	40,416	36,214	68,817	=	Planner II	3	
Anne Arundel	63,986	49,932	82,900		Planner II	17	
Baltimore City	56,092	46,700	65,500	=	City Planner II	12	
Baltimore County	61,481	45,630	56,836	=	Planner II	18	35 hour position, maximum salary with longevities is \$71,938
Calvert	58,456	42,643	63,227	-	Planner I	3	35/week
Caroline	40,839	48,497	67,532		Planner II & III	3	1 position contractual \$38,349
Carroll	42,079	40,872	65,375	=	Comprehensive Planner I	1	Converted to 40 hours
Cecil		43,139	67,226	=	Planner II		Vacant
Charles	57,441	49,971	80,365	=	Planner I & II	3	2 Planners, 1 position currently vacant
Dorchester	35,269	35,269	55,007	=	Environmental Planner	1	
Frederick	44,933	44,933	71,632	=	Planner I	1	
Garrett	41,278	29,837	45,933	=		1	
Harford	47,400	90,230	76,190	=	Planner II	8	
Howard	67,461	49,733	80,163	=	Planning Specialist II	14	
Kent	53,369	43,962	81,642			3	3 planners: 1-Environmental, 1-Housing, and 1-Community
Montgomery	38,878	47,028	77,756	=	Planning Specialist II	1	Note: Employee is Part Time
Prince George's	56,939	42,793	78,356	=	Planner II	8	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	57,563	54,206	87,633	+	Senior Planner	2	
St. Mary's	40,768	37,461	58,053	=		3	1 Vacant
Somerset	47,433	37,760	60,699	+	Senior County Planner & Planner I	2	2 Pay Grades
Talbot	55,082	49,371	61,917		Long Range Planner	1	
Washington	37,833	37,833	59,169		Planner I	2	51435 - 44,128 - 69,015, Sr. Planner - 3
Wicomico	60,121	43,059	86,119		Planner III	2	
Worcester	45,507	35,744	55,696	=		3	
MNCPPC	68,234	47,535	81,342	=	Senior Planner	54	
AVERAGE	50,786	45,214	69,403				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

County Engineer/Chief of Engineering

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	70,000	57,349	108,981	=	County Engineer	1	
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City	78,432	64,800	91,100	=	Engineer Supervisor PE	3	
Baltimore County	107,714	77,814	121,232	=	Chief, Bureau of Engineering and Construction	1	
Calvert							
Caroline							
Carroll	96,907	55,322	97,656	=	Bureau Chief Engineering	1	Converted to 40 hours
Cecil	84,261	57,408	89,398	=	Chief of Engineering & Construction	1	
Charles	87,224	68,190	109,515	+	Inspections & Enforcement Manager	1	
Dorchester	83,946	58,411	92,661	=	Senior Engineer	1	
Frederick	86,913	72,559	115,833	=	Engineering Manager	2	
Garrett	77,315	52,232	80,408	=		1	
Harford	118,280	71,400	118,934	=	Chief, Engineering Division	2	
Howard	127,858	91,915	148,283	=	Engineering Manager II	1	
Kent	81,391	51,600	81,642	=		1	
Montgomery	146,378	84,407	149,417	-	Manager I	1	Position is called Manager I, highest level Engineering Management
Prince George's	115,581	73,789	143,562	-	Engineer V	14	PE certification is not required but desirable
Queen Anne's	101,596	60,452	109,774	=	Chief of Engineering	1	
St. Mary's	97,843	74,818	123,469	=	Senior Project Manager	1	
Somerset	71,001	62,334	98,765	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	98,777	70,026	109,518	=	Dir., Plan Review & Permitting	1	
Wicomico	84,931	56,657	113,314		Chief Civil Engineer	1	
Worcester							
MNCPPC	107,090	62,658	109,200	=	Engineering Supervisor	2	
AVERAGE	98,061	66,856	111,834				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Engineer I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		39,700	75,442	=	Engineer II		Vacant, EIT certification required at minimum.
Anne Arundel	65,855	49,932	82,900		Engineer II	6	
Baltimore City	53,963	46,700	65,500	=	Engineer II	24	
Baltimore County	60,224	47,618	59,193	=	Engineer II	9	35 hour position, maximum salary with longevities is \$75,625
Calvert	73,728	65,593	97,297	=	Project Engineer II	5	35/week
Caroline	48,497	48,497	67,532		Project Manager	1	
Carroll	69,638	45,053	72,093	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil		43,139	67,226	=	Civil Engineer I		Vacant
Charles	66,432	58,361	93,790	+	Engineer II	4	
Dorchester	79,901	58,411	92,661	=		1	
Frederick	66,192	59,075	94,258	=	Engineer II	2	
Garrett		44,647	68,733	=		3	
Harford	60,745	47,400	90,230	=	Civil Engineer II	5	
Howard	85,952	61,006	98,426	=	Engineering Specialist II	19	
Kent							
Montgomery	81,513	49,253	81,513	=	Engineer II	2	
Prince George's	73,590	55,062	107,128	=	Engineer II	14	
Queen Anne's	75,662	50,738	81,770	=	Civil Engineer II	2	
St. Mary's	69,222	56,222	87,152	=	Engineer II	1	
Somerset							
Talbot							
Washington	69,892	51,471	80,498	=	Civil, Environmental, Structural & Trans.	5	
Wicomico	56,716	43,059	86,119		Civil Engineer I	1	
Worcester	103,500	100,000	103,500	=		1	
MNCPPC	79,389	47,535	61,342	=	Engineering Designer II	1	
AVERAGE	70,558	53,112	82,468				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Chief, Solid Waste and Recycling

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City	129,950	77,200	132,400	=	Executive Level II	1	
Baltimore County	101,530	73,346	114,273	=	Chief, Bureau of Solid Waste Management	1	
Calvert	63,354	55,201	81,882	=	Solid Waste Division Chief	1	35/week
Caroline	60,742	60,742	67,532		Assistant Director Special Services	1	
Carroll	74,776	55,322	97,656	=	Bureau Chief Solid Waste	1	Converted to 40 hours
Cecil	58,739	52,187	81,349	=		1	
Charles	107,153	79,703	127,937	+	Chief of Environmental Resources	1	
Dorchester	50,944	40,792	63,622	=	Landfill Foreman	1	
Frederick	90,194	72,559	115,833	=	Superintendent, SWM	1	
Garrett							
Harford	101,865	71,400	118,934	=	Chief, Solid Waste Management Division	1	
Howard							
Kent	67,185	43,962	69,421		Waste Management Division Chief	1	
Montgomery	109,096	63,411	115,901	=	Chief, Waste Reduction and Recycling	1	Appointed to position
Prince George's	124,751	77,478	150,739	=	Associate Director, Department of Environmental Resources	1	Acting Associate Director. Actual \$125,182.
Queen Anne's	103,511	60,452	109,774	+	Chief Roads Engineer	1	Oversees Roads & Solid Waste Divisions
St. Mary's	84,490	49,670	84,490	=	Manager, Grade 9	1	
Somerset	43,661	34,108	55,889	-	Sanitary Landfill Superintendent	1	
Talbot	74,849	68,437	85,827		Manager of Environmental Operations	1	
Washington	73,800	60,036	93,894	=	Dir., Solid Waste	1	
Wicomico	63,953	56,567	113,314		Dep Dir, Solid Waste	1	
Worcester	83,852	83,852	83,852	=		1	
MNCPPC							
AVERAGE	85,916	62,679	100,018				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Recycling Manager/Coordinator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,144	33,032	62,771	=	Engineering Technician III	1	
Anne Arundel	87,069	62,365	103,536	=	Solid Waste Recycling Manager	1	
Baltimore City		56,000	79,400	=	Recycling Coordinator		Vacant
Baltimore County	77,814	54,579	85,029	=	Recycling and Waste Prevention Manager	1	
Calvert	60,151	50,651	75,130	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	50,004	45,053	72,093	=		1	
Cecil	36,483	32,427	50,502	-		1	Does not have supervisory functions
Charles	71,156	58,361	93,790	=	Recycling/Litter Control Superintendent	1	
Dorchester							
Frederick		48,112	76,717	-	Recycling Manager		Vacant
Garrett	36,302	29,837	45,933	=		1	
Harford	98,011	57,700	110,115	=	Recycling Program Manager	1	
Howard	82,347	61,006	98,426	=	Senior Administrative Analyst	1	
Kent							
Montgomery	108,023	63,411	115,901	=	Manager III	4	
Prince George's	95,986	63,741	124,013	=	Administrative Specialist I	1	
Queen Anne's	74,388	47,514	76,317	=		1	
St. Mary's							
Somerset							
Talbot	56,189	49,371	61,917		CAD Operator/Recycling	1	
Washington	44,128	44,128	69,015	=	Recycling Program Coord.	1	
Wicomico	26,704	20,623	38,187		Scale Operator II	1	
Worcester	52,608	49,630	52,608	=		1	
MNCPPC							
AVERAGE	64,795	48,818	78,495				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Social Worker - LCSW (BS Level/ Licensed)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							State funded county contractual
Baltimore City	51,977	40,540	49,222		Social Work Associate II	8	Longevity
Baltimore County	50,512	37,747	47,618	=	Social Work Associate	4	35 hour position. maximum salary with longevities is \$59,193
Calvert							
Caroline							
Carroll							NCC
Cecil	37,616	37,170	37,913	=		5	Contractual Positions
Charles	n/a						
Dorchester							
Frederick	45,094	36,615	58,321	=	Case Manager	3	
Garrett							
Harford							
Howard	63,586	49,733	80,163	=	Human Services Specialist II	24	
Kent							
Montgomery							NCC
Prince George's	75,177	42,793	78,356	=	Social Worker II	3	
Queen Anne's	53,683	44,515	71,245	=		1	
St. Mary's				+			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	53,949	41,302	60,405				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							State funded county contractual
Baltimore City	64,404	45,992	56,004		Social Worker II	1	Longevity
Baltimore County	64,108	49,828	62,216	=	Social Worker II	31	35 hour position, maximum salary with longevities is \$79,311
Calvert							
Caroline							
Carroll							NCC
Cecil	43,139	43,139	67,226	=	Human Services Supervisor	1	
Charles	n/a						
Dorchester							
Frederick	43,369	41,968	66,885	=	Case Worker	1	
Garrett							
Harford							
Howard							
Kent							
Montgomery	59,744	51,598	85,463	=	Social Worker II	89	
Prince George's	71,533	49,538	90,407	=	Social Worker III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	57,716	47,011	71,367				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Recreation Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,072	72,324	120,072	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City	94,000	74,100	102,300	=	Division Chief III	1	
Baltimore County	90,208	61,427	95,702	=	Chief of Recreation Services	1	
Calvert	70,598	55,201	81,882	=	Recreation Supervisor	1	35/week
Caroline	42,590	33,124	61,393		Division Chief	3	
Carroll	60,778	55,322	97,656	=	Bureau Chief Recreation	1	Converted to 40 hours
Cecil	53,768	52,187	81,349	=	Recreation Superintendent	1	
Charles		63,081	101,341	+	Recreation Services Administrator		Position currently vacant
Dorchester							
Frederick	68,292	59,075	94,258	=	Superintendent, Recreation	1	
Garrett							
Harford	104,624	71,400	118,934		Chief of Parks & Recreation	1	
Howard	104,125	74,901	120,827	=	Rec and Parks Bureau Chief	1	
Kent	43,118	43,962	69,421		Recreation Supervisor	1	
Montgomery	101,557	63,411	115,901	=	Manager III	5	
Prince George's							Not in County class plan
Queen Anne's	45,600	44,515	71,245	=		1	
St. Mary's		57,200	97,178	=	Manager, Grade 10	1	Vacant
Somerset							
Talbot							
Washington	62,757	47,658	74,536	=	Recreation & Fitness Dir.	1	
Wicomico	56,700	43,059	86,119		Recreation Superintend	1	
Worcester	50,000	50,000	50,000	=		1	
MNCPPC	65,414	47,535	81,342	=	Recreation/Enterprise Facility Manager II	66	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	72,600	56,289	90,603				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Manager of Parks

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	82,029	72,324	120,072	+	Parks Administrator	1	Highest level of Manager for park planning, construction & maintenance
Baltimore City	94,000	74,100	102,300	=	Division Chief III	1	
Baltimore County	75,547	61,427	95,702	=	Chief of Park and Facility Maintenance	1	
Calvert	74,420	55,201	81,882	=	Park Supervisor	1	35/week
Caroline	52,134	44,088	61,393		Division Chief	1	
Carroll	64,355	55,322	97,656	=	Bureau Chief Parks	1	Converted to 40 hours
Cecil							NCC
Charles	66,121	58,361	93,790	=	Park Manager	5	
Dorchester							
Frederick	83,087	59,075	94,258	=	Superintendent, Parks	1	
Garrett							
Harford	68,998	52,800	97,261		Maintenance Supervisor	2	
Howard	89,648	74,901	120,827	=	Rec and Parks Bureau Chief	1	
Kent							
Montgomery							Position held in the Maryland National Capital Park and Planning
Prince George's							Not in County class plan
Queen Anne's	53,584	44,515	71,245	=	Park Maintenance Mgr	1	
St. Mary's	60,715	49,670	84,490	=	Manager, Grade 9	1	
Somerset							
Talbot	38,291	37,094	53,630		Parks Superintendent	1	
Washington	56,603	47,658	74,536	=	Field Operations Supv.	1	
Wicomico	90,536	56,657	113,314		Dep Dir Rec Parks, Tour	1	
Worcester	54,133	54,133	54,133	=		1	
MNCPPC	69,356	47,535	81,342	=	Park Manager II	19	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	69,033	55,580	88,108				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Network Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	90,848	62,365	103,536	=	Systems Analyst	1	
Baltimore City	66,250	51,000	72,200	=	Network Engineer	2	
Baltimore County							NCC
Calvert	88,033	60,206	89,253	=	Network Administrator Supervisor	1	35/week
Caroline	45,780	40,080	55,811		Technology Specialist	1	
Carroll	86,092	53,519	85,655	=		1	
Cecil	54,954	47,424	73,840	=	Senior Network Administrator	1	
Charles	107,562	68,190	109,515	=		1	
Dorchester	49,737	47,340	73,835	=		1	
Frederick	75,593	59,075	94,258	+	Network Engineer III	2	
Garrett							
Harford							
Howard	93,995	67,600	109,096	=	Technical Services Manager I	1	
Kent							
Montgomery	127,465	77,596	128,836	=	Technology Expert	4	
Prince George's	98,458	63,741	124,013	=	Information Technology Manager I	4	
Queen Anne's							
St. Mary's	106,184	66,373	106,184	+		1	
Somerset	40,001	36,239	59,382	+	Network Engineer		
					System/Network Administrator & System/Network Technician	2	
Talbot	49,483	40,618	61,917				
Washington	65,485	51,471	80,498	=	Database Administrator	1	
Wicomico	36,303	31,728	63,456		Network Technician	1	
Worcester							
MNCPPC	106,518	68,298	119,028	=	IT Systems Manager/Leader	16	
AVERAGE	77,152	55,159	89,462				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Systems Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	94,373	62,365	103,536		Systems Analyst	12	
Baltimore City	73,913	56,000	79,400	=	Systems Analyst II	8	
Baltimore County	85,566	61,427	95,702	=		6	
Calvert	65,138	61,427	81,882	=	Systems Analyst I & II	5	35/week
Caroline	30,113	30,113	41,932		Computer Network Specialist	1	
Carroll	59,731	49,109	78,583	=	Senior Programmer Analyst	3	1 Vacancy
Cecil							NCC
Charles	82,115	54,000	86,812	=	Systems Analyst I	1	
Dorchester							
Frederick	72,101	51,517	82,165	=	Software Integrator	4	
Garrett	48,006	32,431	49,928	=		1	
Harford		57,000	110,115	=			At present no employees in this class
Howard	70,672	55,058	88,795	=	Technical Services Specialist III	7	
Kent	50,608	51,600	81,642	=	Network Engineer	1	
Montgomery	90,344	59,345	98,513		IT Specialist III	51	All Systems Analysts are classified as IT Specialist III, no role differentiation
Prince George's	46,360	35,493	69,055	=	Systems Analyst II	3	
Queen Anne's	60,399	47,514	76,317	=	System Administrator	1	
St. Mary's	85,197	66,373	106,184		System Analyst	1	
Somerset							
Talbot							
Washington	57,799	47,658	74,536	=		2	
Wicomico	63,207	50,652	101,303	+	Deputy Dir. IT	1	
Worcester							
MNCPPC	67,814	49,912	85,406	=	IT Support Specialist II	19	Certain IT positions are in a special salary range
AVERAGE	66,859	51,526	83,779				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Computer Programmer/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,280	30,130	57,255	=	Information Technology Support	1	
Anne Arundel	63,141	49,932	82,900		Programmer-Analyst I	4	P-A II is supervisory
Baltimore City	62,114	45,992	56,004		Analyst/Programmer II	7	Maximum salary with longevities is \$64,404
Baltimore County	75,625	52,116	65,381	=	Programmer Analyst II	1	35 hour position, maximum salary with longevities \$82,994
Calvert	61,157	50,651	81,882	=	Network Admn. I & II	4	35/week
Caroline							
Carroll	45,053	45,053	72,093	=	Programmer Analyst	1	Converted to 40 hours; 1 Vacancy
Cecil							NCC
Charles	83,324	58,361	93,790	=	Systems Analyst II	3	
Dorchester							
Frederick							
Garrett							
Harford	69,997	52,800	97,261	=	Programmer Analyst I	8	
Howard	62,805	49,733	80,163	=	Technical Services Specialist II	13	
Kent	43,117	43,962	69,421	=	System Administrator	2	
Montgomery	90,344	59,345	98,513		IT Specialist III	51	All Programmer Analysts are classified as IT Specialist III, no role differentiation
Prince George's	70,161	45,261	90,983	=	Programmer/Systems Analyst II	1	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	55,245	45,926	71,240	=	Programmer/Analyst	1	
Somerset							
Talbot							
Washington							
Wicomico	43,059	43,059	86,119		Sr. Network Engineer	1	
Worcester	41,389	37,496	61,422	=		3	
MNCPPC	77,022	49,912	85,406	=	Programmer/Analyst II	7	Certain IT positions are in a special salary range
AVERAGE	61,052	47,483	78,115				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Help Desk/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,609	30,130	57,255	=	Information Technology Support	1	
Anne Arundel	52,172	40,984	64,759		Information Services Support Specialist	18	
Baltimore City	47,932	37,407	45,218		PC Support Technician II	5	Maximum salary with longevities is \$52,003
Baltimore County	48,550	39,677	49,828		Office Automation Assistant	8	35 hour position, maximum salary with longevities \$62,216
Calvert	35,545	33,797	50,123	=	Computer Service Tech I	3	35/week
Caroline							
Carroll							NCC
Cecil	43,243	35,630	55,536	=		4	
Charles	56,238	42,809	80,365	=	Technology Support Specialist I & II	3	
Dorchester							
Frederick	49,671	32,038	51,031	=	Client Services Tech	3	
Garrett							
Harford	48,007	43,900	84,032	=	Computer Systems Engineer II	4	
Howard	60,694	44,845	72,384	=	Technical Services Specialist I	4	
Kent	33,733	34,394	53,807		Help Desk Specialist	1	
Montgomery	75,692	51,598	85,463		IT Specialist II	17	All Help Desk Analysts are classified as IT Specialist II, no role differentiation
Prince George's	54,845	43,142	83,937	=	Information Technology Engineer II	2	Currently Prince George's County only has two merit employees in this class of work. This class is usually encumbered by contractors.
Queen Anne's	39,100	34,462	54,405	=	Help Desk Specialist	1	
St. Mary's	40,768	36,026	54,018	=	Help Desk Technician	1	
Somerset							
Talbot							
Washington							
Wicomico	32,204	31,728	63,456		Data Services Technician	1	
Worcester	59,765	47,855	78,417	=		1	
MNCPPC	59,783	44,028	75,340	=	IT Support Specialist I	10	Certain IT positions are in a special salary range
AVERAGE	48,642	39,136	64,410				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Receptionist/Telephone Operator

Performs routine clerical duties, including answering telephones, greeting office visitors, and general typing work of limited complexity.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	17,867	17,867	17,867	=	Central Receptionist/Telephone Operator	1	Contractual
Anne Arundel	34,860	23,608	44,346	+	Office Support Assistant I Office Support Assistant II	97	Office Support Assistant I/II may perform other clerical duties than just receptionist or greeting visitors. Min salary is OS 1 and max salary is OS 2 including 15% longevity 16+ yrs
Baltimore City	30,049	26,316	29,913	=	Office Assistant II	114	Maximum salary with longevities is \$34,398
Baltimore County	35,080	25,192	31,262	-	Clerk	5	35 hour position, maximum salary with longevities is \$39,667
Calvert	39,985	31,268	46,355	+	Office Assistant II	1	35/week
Caroline							
Carroll	27,352	26,562	42,495	=	Information desk Receptionist	1	
Cecil	29,224	23,109	35,942	=	Office Services Assistant	1	
Charles	38,006	29,159	50,772	+	Office Associate I & II	8	These positions perform a wide variety of administrative functions.
Dorchester							
Frederick	29,629	27,889	44,361	+	Admin Spec II	2	
Garrett							
Harford		23,700	51,002	=	Clerical Assistant I		At present no employees in this class
Howard	34,941	26,832	43,889	=	Administrative Support Technician I	6	
Kent							
Montgomery	26,071	31,797	51,062	=	Administrative Aide	8	This is at the entry level. Please note that they also perform other functions
Prince George's	20,730	22,879	44,514	=	General Clerk II	11	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	35,467	23,707	45,439		Clerk	2	
Washington							
Wicomico							
Worcester	26,013	25,379	41,587	=		1	
MNCPPC	36,451	26,623	47,857	=	Office Clerk	3	
AVERAGE	30,782	25,743	41,791				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Paralegal

Performs a wide variety of legal functions pertaining to programs and operations of the jurisdiction, such as legal research, interviewing and dealing with clients. Typically requires an AA degree at a minimum.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	30,534	30,534	30,534			2	Contractual
Anne Arundel	51,723	37,132	58,671	=		4	
Baltimore City	48,088	42,267	51,371	=		6	
Baltimore County	50,972	35,981	45,630	=	Legal Assistant	2	35 hour position, maximum salary with longevities is \$56,836
Calvert	54,136	46,483	68,942	=		2	35/week
Caroline	40,306	40,080	74,286		Coordinator	7	Circuit/States Atty Office
Carroll	39,728	37,482	59,967	=		1	
Cecil							NCC
Charles	48,789	42,809	68,905	=		1	
Dorchester							
Frederick	47,909	34,299	54,648	=	Legal Assistant	1	
Garrett							
Harford	55,298	47,400	90,230	=	Legal Assistant III	2	
Howard	61,335	44,845	72,384	=	Legal Support Services Specialist	5	
Kent							
Montgomery	72,314	51,598	85,463	=	Paralegal Specialist	7	
Prince George's	39,800	33,804	65,767	=	Paralegal Assistant II	9	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	43,763	41,184	65,811	=		2	
Somerset	35,724	33,105	54,246	-	Child Support Processor & Victim Witness Coord.	3	2 Pay Grades
Talbot	41,454	37,094	53,630			1	
Washington	54,787	35,031	54,787		Legal Assistant	1	
Wicomico	33,796	27,875	51,558			1	
Worcester							
MNCPPC		41,932	71,750	=	Paralegal Assistant		Requires paralegal certificate - Vacant
AVERAGE	47,248	38,997	62,031				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Legal Secretary

Performs a variety of administrative, secretarial and minor paralegal duties to attorney and/or judge. Under general supervision, performs a full range of legal secretarial work including the processing of various legal documents

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,901	27,482	52,225	=		5	
Anne Arundel	50,823	33,638	53,159	=		6	
Baltimore City	43,487	33,510	39,994	=	Legal Assistant I	6	Maximum salary with longevities is \$45,994
Baltimore County	42,583	32,812	41,647	=		23	35 hour position, maximum salary with longevities is \$52,116
Calvert	43,007	33,797	50,123	=	Legal Secretary I	5	35/week
Caroline	31,154	24,886	41,932		Court Recorder/ADMIN	3	
Carroll	32,913	28,933	46,322	=	Legal Secretary I	3	
Cecil	37,596	32,427	50,502	=		6	
Charles	52,455	42,809	68,905	+	Legal Assistant III	2	
Dorchester	44,657	32,801	55,007	=		2	
Frederick	36,039	34,299	54,648	-	Judicial Assistant	3	
Garrett							
Harford	41,513	39,900	76,190	=	Legal Specialist II	1	
Howard	55,989	36,546	56,989	=	Administrative Aide	8	
Kent	47,864	41,592	41,592			2	1-Legal Admin. Aide, 1-Legal Sec.
Montgomery	55,138	37,457	61,498	=	Legal Secretary II	8	
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's				=			
Somerset	33,200	30,213	49,507			4	Legal Secretary
Talbot	31,357	29,042	48,365			2	
Washington	36,106	32,435	50,727	=		9	
Wicomico	35,137	23,456	43,399		Legal Office Associate III	1	
Worcester							
MNCPPC	63,357	37,025	63,357	=		1	
AVERAGE	42,664	33,253	52,304				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Cashier

Performs clerical work in the receiving, recording, and balancing of cash, checks, vouchers, and other monies.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	29,420	27,482	52,225	=		2	
Anne Arundel	31,106	24,752	42,245	=	Cashier I	4	max salary includes 15% longevity 16+ yrs
Baltimore City	33,114	27,958	32,241	=	Cashier I	18	Maximum salary with longevities is \$37,076
Baltimore County	43,443	32,812	41,647	=		6	35 hour position, maximum salary with longevities is \$52,116
Calvert	44,927	33,797	50,123	+	Treasurer Clerk I	2	35/week
Caroline							
Carroll	25,085	24,378	38,980	=	Collections Clerk I	1	
Cecil	37,208	32,427	50,502	=	Collections Specialist	6	
Charles	35,279	31,475	50,772	=	Revenue Specialist	6	
Dorchester	26,216	24,665	38,469	=	Fiscal Clerk	2	
Frederick		31,948	58,302	=	Collection Specialist I		
Garrett							
Harford	28,294	27,500	57,182	=	Accounting Clerk I		At present no employees in this class
Howard	35,287	29,765	48,006	=	Administrative Support Technician II	6	
Kent	31,703	31,383	48,378		Revenue Associate	1	
Montgomery	51,520	37,457	61,498	=	Fiscal Assistant	36	Also reconcile accounts and maintain general ledgers in some departments
Prince George's							Not in County class plan
Queen Anne's	38,768	32,350	50,922	=	Collection Specialist	3	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							PT Rec and Parks
Worcester	34,284	28,697	41,141	=		6	
MNCPPC							
AVERAGE	35,044	29,928	47,665				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Clerical/Administrative Support - (Entry Level)

Performs entry-level clerical activities under direct supervision. Duties may include receptionist, mail distribution, basic data entry and general filing.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	19,244	17,354	32,979	=	Office Associate I	2	
Anne Arundel	32,131	23,608	40,290	=	Office Support Assistant I	9	Max salary includes 15% longevity 16+ yrs
Baltimore City		24,706	27,618	=	Office Assistant I		Vacant
Baltimore County	35,080	25,192	31,262	=	Clerk	5	35 hour position, maximum salary with longevities is \$39,667
Calvert	32,736	30,066	44,572	=	Office Assistant I	5	35/week
Caroline	26,659	24,886	34,654		Office Support Assistant II	3	
Carroll	24,419	22,360	35,776	=	Office Associate I	2	Converted to 40 hours
Cecil	23,830	23,109	35,942	=	Office Services Assistant	6	
Charles	33,228	29,159	47,066	+	Office Associate I	2	
Dorchester	21,716	21,716	33,869	=	Administrative Associate	1	
Frederick	33,190	29,851	47,498	+	Admin Spec III	24	
Garrett							
Harford	31,236	27,500	57,182	=	Clerk Typist	4	
Howard	34,941	26,832	43,389	=	Administrative Support Technician I	6	
Kent	30,492	28,148	43,201		Office Assistant	6	
Montgomery	45,318	33,107	53,483	=	Principal Administrative Aide	170	
Prince George's	42,557	32,194	62,636	=	Administrative Aide II	51	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	30,590	26,800	41,866	=	Adm. Asst. I	3	
St. Mary's		25,626	38,459	+	Office Specialist	7	
Somerset	27,449	26,763	43,854	=	Office Assistant I	3	
Talbot	29,756	23,707	47,153		Administrative Assistant I & Staff Assistant	7	
Washington	29,056	25,748	40,269	=	Office Associate	6	
Wicomico	39,422	23,456	43,399		Admin Office Assoc I	25	25
Worcester	26,013	18,935	31,032	=		10	
MNCPPC	31,467	29,909	51,180	=	Administrative Assistant	3	
AVERAGE	30,933	25,864	42,026				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Clerical/Administrative Support - (Intermediate Level)

Performs intermediate level clerical activities under general supervision. Duties may include word processing and spreadsheets. Requires software proficiency.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,824	25,069	47,639	=	Office Associate III	3	
Anne Arundel	35,347	25,938	44,346	=	Office Support Assistant II	87	Max salary includes 15% longevity 16+ yrs
Baltimore City	30,049	26,316	29,913	=	Office Assistant II	114	Maximum salary with longevities is \$34,398
Baltimore County	38,861	29,865	37,747	=	Office Assistant	148	35 hour position, maximum salary with longevities is \$47,618
Calvert	43,120	33,797	50,123	=	Office Specialist I	9	35/week
Caroline	33,367	30,113	41,932		Administrative Aide	7	
Carroll	27,123	24,378	38,980	=	Office Associate II		Vacant
Cecil	32,685	29,453	45,926	=	Office Services Specialist	18	
Charles	45,944	33,981	54,782	=	Office Associate III	10	
Dorchester	28,476	23,118	36,056	=	Admin Associate, Adv	2	
Frederick	44,966	34,203	54,462	=	Admin Spec V	15	
Garrett		25,253	37,396	=		6	
Harford	42,196	33,100	66,290	=	Administrative Assistant I	25	
Howard	37,217	29,765	48,006	=	Administrative Support Technician II	83	
Kent	32,666	31,383	48,378	=	Admin. Secretary	5	
Montgomery	54,043	37,547	61,498	-	Office Services Coordinator	237	
Prince George's	54,099	35,493	69,055	=	Administrative Aide III	45	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	36,312	28,619	44,671	=	Adm. Asst. II	13	
St. Mary's		28,246	42,286	=	Senior Office Specialist/Admin. Coordinator	25	
Somerset	30,149	28,436	46,595	=	Office Assistant II and/or Secretary General	3	
Talbot	34,441	29,042	48,365		Administrative Assistant II	7	
Washington	34,015	30,033	46,971	=	Sr. Office Associate	30	
Wicomico	40,406	27,875	51,558		Administrative Office Associate II	10	
Worcester	32,714	26,648	43,665	=		11	
MNCPPC	43,788	33,093	56,627	=	Senior Administrative Assistant	48	
AVERAGE	37,600	29,631	47,731				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Clerical/Administrative Support - (Senior Advanced Level)

With minimal supervision, performs high level clerical/administrative duties. Provides direct support to manager/function. Responsible for administrative processes and makes independent judgments.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	48,316	30,130	57,255	=	Office Associate V	3	
Anne Arundel	42,195	28,496	48,755	=	Office Support Specialist	58	Max salary includes 15% longevity 16+ yrs
Baltimore City	34,502	27,958	32,241	=	Office Assistant III	159	Maximum salary with longevities is \$37,076
Baltimore County	50,461	35,981	45,630	=	Office Administrator	18	35 hour position, maximum salary with longevities is \$56,836
Calvert	54,054	42,643	63,227	=	Executive Administrative Assistant	9	35/week
Caroline	41,350	33,124	46,125		Management Associate	3	
Carroll	40,271	31,554	50,482	=	Administrative Office Associate I	10	Support staff to the Bureau Chief/Deputy Director/Administrator level - converted to 40 hours
Cecil	39,384	32,427	50,502	=	Administrative Assistant	18	
Charles	47,928	39,629	63,821	+	Administrative Associate	12	
Dorchester							
Frederick	52,098	39,198	62,455	=	Admin Asst	12	
Garrett		27,416	42,206	=		8	
Harford	47,461	37,300	71,198	=	Administrative Assistant II	41	
Howard	42,442	32,968	53,248	=	Administrative Support Technician III	56	
Kent	39,769	34,393	60,510	=	Office Manager, Administrative Aide	11	
Montgomery	54,043	37,547	61,498	=	Office Services Coordinator	237	
Prince George's	60,336	39,132	76,134	=	Administrative Aide IV	46	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	40,805	30,429	47,686	=	Adm. Asst. III	5	
St. Mary's		33,426	51,813	=	Senior Administrative Coordinator	10	
Somerset	37,568	32,101	52,602	=	Executive Secretary and Administrative Assistant	4	
Talbot	46,292	34,031	56,011		Office Manager	3	
Washington	38,357	32,435	50,727	=	Admin. Assistant	12	
Wicomico	41,562	27,875	51,558		Executive Office Associate	3	
Worcester	41,463	32,391	53,076	=		3	
MNCPPC	53,390	37,135	63,544	=	Principal Administrative Assistant	62	
AVERAGE	45,184	33,738	54,679				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Clerk to the County Commissioners

Manages and maintains the official records for the Board of County Commissioners in accordance with the Code of Local Laws, County Code and Annotated Code of Maryland. Takes minutes and prepares correspondence from Board of County Commissioner meetings. Typically appointed position.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	55,120	43,525	82,710	=		1	
Anne Arundel							Anne Arundel is Charter Government
Baltimore City							
Baltimore County							NCC
Calvert	60,952	60,642	60,642	=	Clerk to Commissioners	1	Contract/35/week
Caroline	55,220	44,088	61,393		Executive Assistant	1	
Carroll	60,549	45,053	72,093	=	Administrative Coordinator III	1	
Cecil	54,662	43,139	67,226	=	Executive Office Administrator	1	
Charles	63,921	58,361	93,790	=		1	Contractual appointed position
Dorchester	34,462	32,801	51,158	=	Administrative Specialist	1	
Frederick							
Garrett							
Harford		71,400	118,934	=	Council Administrator	1	Not appointed, at will. County Council not Commissioners. Position is in recruitment process.
Howard							
Kent							
Montgomery	72,947	51,598	85,463		Deputy Clerk of the County Council	2	
Prince George's							Not in County class plan
Queen Anne's	74,600	55,365	100,121	=	Exec. Asst. to Co. Com.	1	Contract
St. Mary's	56,305	46,134	73,736	=	Administrative Assistant to the BOCC	1	
Somerset							County Administrator serves in position
Talbot							
Washington	42,288	40,859	63,902	=		1	
Wicomico	70,000	56,657	113,314		County Council Administrator	1	
Worcester							
MNCPPC							
AVERAGE	58,419	49,971	80,345				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Stock Clerk/Storekeeper

Performs routine clerical and manual duties in requisitioning, storing, issuing, and inventorying supplies and equipment.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	39,975	29,099	47,736	=	Storekeeper II	8	
Baltimore City	30,873	27,343	31,340	=	Storekeeper I	20	
Baltimore County	33,667	27,422	34,356	=	Storekeeper I	8	40 hour position, maximum salary with longevities is \$43,642
Calvert							
Caroline							
Carroll	31,086	24,378	38,980	=	Parts Clerk	2	
Cecil	32,427	32,427	50,502	=	Purchasing Assistant	1	
Charles	36,426	31,475	50,772	=	Supply Clerk I	2	
Dorchester							
Frederick							
Garrett							
Harford		30,200	62,608	=			At present no employees in this class
Howard	32,431	28,538	40,290	=	Stores Clerk	6	
Kent							
Montgomery	45,566	31,797	51,062	=	Supply Technician II	16	
Prince George's	34,854	24,469	48,277	=	Supply/Property Clerk II	8	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's							
Somerset	30,213	30,213	49,507	=	Shop Clerk	1	
Talbot							
Washington							
Wicomico	31,352	23,456	43,399		Inventory Specialist	2	
Worcester							
MNCPPC	47,857	26,623	47,857	=	Clerical/Inventory Operations Assistant	1	Series Revised
AVERAGE	35,561	28,265	45,899				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Account Clerk I

Performs routine accounts receivable and accounts payable posting/processing.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	22,868	22,868	43,456	=	Account Clerk II	1	
Anne Arundel	41,751	29,910	51,147	=	Financial Clerk I	14	Max salary includes 15% longevity 16+ yrs
Baltimore City	33,016	27,958	32,241	=	Accounting Assistant II	20	Maximum salary with longevities is \$37,076
Baltimore County	30,889	27,422	34,356	=	Account Clerk I	2	35 hour position, maximum salary with longevities is \$43,642
Calvert	44,344	35,181	52,125	=	Account Technician I	4	35/week
Caroline	35,001	30,113	41,932		Account Clerk II	2	
Carroll	29,494	26,562	42,495	=	Accounting Technician I	1	Converted to 40 hours
Cecil	41,205	32,427	50,502	=	Accounts Payable Specialist	2	
Charles	44,275	36,693	59,122	=	Accounting Technician	2	
Dorchester	26,216	24,665	38,469	=	Fiscal Clerk	3	
Frederick		31,952	50,859	=	Account Tech I		
Garrett		25,253	37,396	=	Accounting Associate	2	
Harford		30,200	62,608	=	Accounting Clerk I		At present no employees in this class
Howard	37,321	29,765	48,006	=	Administrative Support Technician II	15	
Kent	45,423	34,393	53,807	=	Fiscal Associate	2	
Montgomery	51,520	37,457	61,498	-	Fiscal Assistant	36	Also performs clerical work in some departments
Prince George's	36,732	25,624	50,606	=	Account Clerk II	2	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	54,405	34,462	54,405	=	Financial Specialist	1	
St. Mary's	42,286	28,246	42,286	=	Fiscal Specialist I	1	1 Vacant
Somerset	36,464	30,213	49,507	+	Computer Operator II & Account Clerk III	4	
Talbot	41,678	27,016	49,834		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	27,200	23,456	43,399		Revenue Specialist	3	
Worcester							
MNCPPC		33,093	56,627	=	Accounting Technician I		Vacant
AVERAGE	38,005	29,780	48,117				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Account Technician

Performs SENIOR-level bookkeeping functions. Performs non-routine complex accounting functions. Processes payments, reconciles accounts, maintains complex ledgers.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,419	30,130	57,255	=	Senior Accounting Technician	3	
Anne Arundel	48,319	35,345	55,844	=	Financial Clerk II	7	
Baltimore City	41,542	33,510	39,994	=	Accounting Assistant III	33	Maximum salary with longevities is \$45,994
Baltimore County	44,700	32,812	41,647	=	Account Clerk III	51	35 hour position, maximum salary with longevities is \$52,116
Calvert	46,035	36,546	54,218	=	Account Technician II	4	35/week
Caroline	45,049	33,124	46,125	=	Account Clerk III	1	
Carroll	44,304	31,554	50,482	=	Accounting Associate	1	Requires AA degree - converted to 40 hours
Cecil	68,120	52,187	81,349	=	Senior Accountant	1	
Charles	68,465	58,361	93,790	=	Senior Accountant	1	
Dorchester	32,112	28,382	44,267	=	Fiscal Clerk Advanced	2	
Frederick	37,954	36,615	58,321	=	Account Tech II	7	
Garrett		27,416	42,206		Senior Accounting Associate	1	
Harford	57,349	39,900	76,190	=	Accounting Technician II	6	
Howard	42,447	32,968	53,248	=	Administrative Support Technician III	12	
Kent							
Montgomery	51,520	37,457	61,498	=	Fiscal Assistant	36	Also performs clerical work in some departments
Prince George's	41,965	35,493	69,055	=	Accounting Technician	4	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	60,715	41,184	65,811	=	Fiscal Technician	1	
Somerset	41,214	33,105	54,246	+	Data Processing Supv. & Administrative Aide	5	2 Pay Grades
Talbot	50,341	44,680	48,759		Fiscal Analyst	1	
Washington	32,774	30,033	46,971	=	Accounts Payable Spec. Accounts Receivable Spec	2	
Wicomico	43,479	31,728	63,456		Accounting Specialist	1	
Worcester							
MNCPPC	57,301	37,135	63,544	=	Accounting Technician II	5	
AVERAGE	47,768	36,348	57,649				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Payroll Technician

Performs clerical accounting work in the operation of the payroll section of a jurisdiction, typically within the central finance operation. Duties may include computation of overtime, federal/state deductions, back payments, and specialty pays.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,792	30,130	57,255	=	Senior Accounting Technician		
Anne Arundel	44,058	37,132	58,671	+	Personnel Assistant I Personnel Assistant II	3	Journey, full-proficiency level; duties may be performed at the lower PA I level
Baltimore City	41,542	33,510	39,994	=	Accounting Assistant III	33	Maximum salary with longevities is \$45,994
Baltimore County	37,770	29,865	37,747	=	Account Clerk II	30	35 hour position, maximum salary with longevities is \$47,618
Calvert	46,920	39,494	58,549	=	Payroll Specialist	1	35/week
Caroline	30,113	30,113	41,932		Account Clerk II	1	
Carroll	31,554	28,933	46,322	=		1	Converted to 40 hours
Cecil	40,394	39,208	61,069	=	Payroll Coordinator	1	
Charles	69,947	46,248	74,409	=	Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett							
Harford	49,818	39,900	76,190	=	Accounting Technician II	3	Three of our accounting tech II's (as listed above) perform duties in payroll section.
Howard	49,490	36,546	58,989	=	Administrative Aide	3	
Kent	48,045	34,394	53,807	=	Payroll Administrator	1	
Montgomery							NCC
Prince George's	49,257	32,194	62,636	=	Account Clerk IV	10	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	38,563	37,461	58,053	=	Fiscal Specialist IV, Payroll	1	
Somerset	30,213	30,213	49,507		Personnel Assistant	1	
Talbot	33,093	29,042	48,365		Payroll Clerk	1	
Washington	36,257	35,031	54,787	=	Payroll Manager	1	
Wicomico	23,630	23,456	43,399		Payroll Specialist I	2	
Worcester	38,525	30,848	50,548	=		1	
MNCPPC	69,345	41,932	71,750	=	Payroll Specialist	2	
AVERAGE	42,266	34,283	55,199				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Superintendent

Supervises geographic region or program area.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	58,236	39,700	75,442	+	Building Maintenance Superintendent	1	Supervises all building and non-automotive/heavy equipment maintenance
Anne Arundel					Multiple		AA County has multiple titles for Roads, Utilities, solid waste
Baltimore City							
Baltimore County	85,809	54,579	85,029	=	Utilities Superintendent/Solid Waste Superintendent/Highways Area Superintendent	5	Highways Area Superintendent salary range is \$54,474-\$86,996
Calvert							
Caroline							
Carroll	73,155	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	81,439	49,971	80,365	+	Operations Mgr.; Project Mgr.	3	
Dorchester							
Frederick							
Garrett	83,624	66,088	101,741	+	General Superintendent Roads Department	1	
Harford	71,133	64,300	114,629	=		4	
Howard	93,653	61,006	98,426	=	Operations Superintendent	9	
Kent		43,962	69,421		Superintendent-Water & WW	1	vacant
Montgomery		39,157	64,441	=	Urban District Public Service and Maintenance Team Supervisor		Vacant
Prince George's	124,751	77,478	150,739	=	Associate Director	5	DPWT Only
Queen Anne's							
St. Mary's							
Somerset	57,816	46,676	50,176	-	Assist. Superintendent, Co. Rds. Dept.	1	
Talbot	63,586	61,105	76,631		Roads Superintendent	1	County Roads Department only
Washington	89,092	70,026	109,518	-	Dir. of Environmental Mgmt	1	Does not oversee Highways
Wicomico	45,381	43,059	86,119		Superintendent, Waste Disposal	1	Acting Superintendent
Worcester	75,483	72,815	78,150	=		2	
MNCPPC							
AVERAGE	77,569	56,089	89,243				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 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	38,415	33,032	62,771	=	Utilities Foreman & Roads Foreman	5	
Anne Arundel					Multiple		AA County has multiple titles for first level Supervisors
Baltimore City	31,756	28,205	29,515	=	Laborer Crew Leader I	40	Maximum salary with longevities is \$33,987
Baltimore County	53,323	37,747	47,618	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	58	Maximum salary with longevities is \$59,193
Calvert	51,438	37,877	56,139	=	Highway Maintenance Crew Leader I	4	40/week
Caroline	43,836	33,124	50,737		Crew leader -Highway Marking Specialist	6	Mosquito Control & Weed Control as well
Carroll	42,259	37,482	59,967	=	Foreman	11	
Cecil	37,455	35,630	55,536	=	Crew Leader	7	
Charles	59,799	42,809	68,905	+	Supervisor; Supervisor I & II	27	
Dorchester							
Frederick	56,106	41,967	66,886	=	Foreman	13	
Garrett		29,837	45,933	=		13	
Harford	52,127	43,900	84,032	=	Crew Chief	17	
Howard	61,288	44,845	72,384	=	Operations Supervisor I	28	
Kent							
Montgomery							NCC
Prince George's		31,932	58,890	=	Crew Supervisor I		Vacant
Queen Anne's	50,752	36,710	58,147	=	Foreman	5	
St. Mary's	59,426	41,184	65,811	=	Supervisor	1	
Somerset	42,660	32,101	52,602	=	Crew Leader, Rds. Dept. & Cust. Super & S.W. Asst.	2	
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	41,324	36,261	72,521		Maintenance Supervisor	1	
Worcester	61,480	50,000	61,480	=		3	
MNCPPC	53,316	37,025	63,357	=	Park/General Maintenance Leader	31	
AVERAGE	48,299	37,054	58,835				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	44,210	30,130	62,771	=	Building Supervisor I & II	2	Covers two grades
Anne Arundel					Multiple		AA County has multiple titles for second level Supervisors
Baltimore City	35,213	29,662	32,683	=	Laborer Crew Leader II	46	Maximum salary with longevities is \$37,583
Baltimore County	68,906	45,630	56,836	=	Utilities Supervisor I/Landfill Supervisor/Highways Superintendent	13	Maximum salary with longevities is \$71,938
Calvert	55,650	46,010	68,266	=	Highway Maint. Supervisor	2	40/week
Caroline	60,949	53,347	74,286		Roads Superintendant	1	Supervisors 5+
Carroll	53,327	45,053	72,093	=	Area Roads Chief	4	1 Vacancy
Cecil	42,791	35,630	61,069	=	Roads Supervisor I or II	4	2 @ Supv I; 2 @ Supv II
Charles	72,868	58,361	93,790	+	Superintendent	14	
Dorchester							
Frederick							
Garrett		41,278	63,548	=		3	
Harford	67,198	52,800	97,261	=	Maintenance Supervisor	9	
Howard	72,656	49,733	80,163	=	Operations Supervisor II	29	
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	79,082	49,670	84,490	=	Manager, Grade 9	2	
Somerset	48,027	35,174	57,636	=	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	39,376	31,728	63,456		Crew Leader I & II	6	
Worcester							
MNCPPC	84,309	53,835	92,300	=	Trade Shop Supervisor II	10	
AVERAGE	59,665	43,792	70,497				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	44,756	25,069	62,771	=	Engineering Technician II & III	5	Covers two grades
Anne Arundel					No Match		AA County has multiple titles (Survey Technician, GIS Technician, GIS Specialist, Management Assistant, etc.)
Baltimore City	52,855	40,540	49,222	=	Engineering Associate II	19	Maximum salary with longevities is \$56,607
Baltimore County	55,234	39,667	49,828	=	Engineering Associate II	16	35 hour position, maximum salary with longevities \$62,216
Calvert	42,643	42,643	63,227	=	Site Engineering Tech	1	35/wk
Caroline							
Carroll	43,070	34,383	55,037	=	Engineering Technician II	3	Converted to 40 hours
Cecil							NCC
Charles	66,432	58,361	93,790	+	Engineer II	4	
Dorchester	34,520	30,510	47,586	=	Right of Way Specialist	1	
Frederick	52,612	41,968	66,885	=	Engineering Tech I	1	
Garrett							
Harford	56,658	37,300	71,198	=	Engineering Associate II	3	
Howard	51,992	36,546	58,989	=	Engineering Support Technician I	13	
Kent							
Montgomery	61,701	40,952	67,533	=	Engineer Technician II	9	
Prince George's	50,340	36,966	67,895	=	Engineering Technician II	14	
Queen Anne's	52,856	41,723	66,524	=	Civil Engineering Tech.	2	
St. Mary's	51,584	41,184	65,811	+		1	
Somerset							
Talbot							
Washington	42,944	37,833	59,169	=		4	
Wicomico							
Worcester							
MNCPPC		41,932	71,750	=	Senior Engineering Technician		Vacant
AVERAGE	50,680	39,224	63,576				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	39,144	33,032	62,771	=	Drafter/CADD Operator & Planner I	2	
Anne Arundel	55,758	43,062	68,039	=	GIS Specialist	11	
Baltimore City	43,082	37,407	45,218	=	GIS Technician	4	
Baltimore County	58,345	49,828	62,216	=	Geographic Information Systems Analyst	2	35 hour position. maximum salary with longevities is \$79,311
Calvert	55,492	39,494	68,942	=	GIS Analyst and GIS Mapping Technician	2	35/week
Caroline							
Carroll							NCC
Cecil	62,712	57,408	89,398	=	GIS Coordinator	1	
Charles	54,045	39,629	74,409	=	Database Specialist (CAD or GIS)	2	
Dorchester	35,269	35,268	55,007	=	GIS Technician	1	
Frederick	32,038	32,038	51,031	+	GIS Spec I		
Garrett							
Harford	56,657	52,800	97,261	=	GIS Analyst II	1	
Howard	53,116	36,546	58,989	=	Engineering Support Technician I	3	
Kent							
Montgomery	90,344	59,345	98,513		IT Specialist III	51	All CAD/GIS Analysts are classified as IT Specialist III, no role differentiation
Prince George's	73,148	44,932	82,152	=	Engineering Technician IV	8	
Queen Anne's	45,525	36,710	58,147	=	GIS Program Spec	1	
St. Mary's	50,482	37,461	58,053	=		1	
Somerset	50,067	32,101	55,889	=	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	3 GIS Analyst positions with salary range of 37,833 to 59,169
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		Vacant
AVERAGE	52,903	41,068	66,502				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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		27,482	52,225	=	Code Enforcement Officer		Vacant
Anne Arundel	57,093	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	53,354	42,267	51,371	=	Construction Building Inspector II	10	Maximum salary with longevities is \$59,076
Baltimore County	54,378	41,647	52,116	+	Code Inspection and Enforcement Officer II*	35	35 hour position, maximum salary with longevities is \$65,381
Calvert	49,786	42,643	63,227	=		2	35/week
Caroline							
Carroll	39,159	37,482	59,967	=	Building Inspector I	3	Converted to 40 hours
Cecil	41,135	32,427	61,069	=	Building Inspector I, II, or III	3	1 @ Level I; 2 @ Level III
Charles	50,876	46,248	74,409	+	Code Inspection & Enforcement Officer	1	Also performs plumbing & electrical inspections.
Dorchester							
Frederick	52,612	41,968	66,885	+	Building Inspec 2	2	
Garrett		27,416	42,206	=		2	
Harford	58,217	43,900	84,032	=	Inspector II	4	
Howard	56,573	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	63,044	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	52,030	36,966	67,895	=	Construction Standards Inspector II	22	DER Only
Queen Anne's							
St. Mary's	58,053	37,461	58,053	=	Inspector II	3	1 Vacant
Somerset	31,742	30,213	49,507	=	Building Code Assist./ Field Inspector	1	
Talbot	49,154	44,680	58,759			1	
Washington	42,781	37,833	59,169	=	Building Inspector I/ II	4	Vacant, Building Inspector II, salary range of 40,859 to 63,902
Wicomico	41,400	27,875	63,456		Bldg. Inspector I & II	2	
Worcester	43,458	35,710	58,515	=		3	
MNCPPC		41,932	71,750	=	Construction Inspector		Vacant
AVERAGE	49,714	38,128	62,162				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	44,882	37,407	45,218	=		59	
Baltimore County	54,378	41,647	52,116	+	Code Inspection and Enforcement Officer II*	35	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert							
Caroline							
Carroll	39,603	31,554	50,482	=		1	Converted to 40 hours
Cecil	43,826	35,630	55,536	=	Code Compliance Inspector	1	
Charles	64,760	46,248	74,409	=		1	
Dorchester							
Frederick	51,902	36,721	58,525	=	Housing, Inspector 2	1	
Garrett							
Harford	43,900	43,900	84,032	=	Inspector II	1	
Howard	53,609	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	67,451	51,598	85,463	=	Housing Code Inspector III	19	Advanced Level, includes lower level employees hired at the budget level of HCI III
Prince George's	43,381	30,412	56,153	=	Property Standards Inspector II	40	
Queen Anne's	69,113	44,515	71,245	=	Housing Prog. Mgr.	1	
St. Mary's							
Somerset	33,349	30,213	49,507	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester	44,110	30,371	64,514	=		1	
MNCPPC							
AVERAGE	49,259	38,290	61,067				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	57,093	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	33,663	29,662	32,683	=	Pipefitter II	2	Maximum salary with longevities is \$37,583
Baltimore County	54,378	41,647	52,116	+	Code Inspection and Enforcement Officer II*	35	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	63,227	42,643	63,227	=		2	35/week
Caroline							
Carroll	40,966	37,482	59,967	=	Plumbing Inspector I	2	Converted to 40 hours
Cecil		39,208	61,069				Vacant
Charles	50,876	46,248	74,409	+	Code Inspection & Enforcement Officer	1	Also performs building & electrical inspections.
Dorchester							
Frederick	53,242	39,316	62,678	=		3	
Garrett							
Harford	52,637	43,900	84,032	=	Inspector II	3	
Howard	56,326	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	63,044	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	43,381	30,412	56,153	=	Property Standards Inspector II	40	
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	=	Plumbing Inspector I/II	2	
Wicomico	58,763	36,261	72,521			1	
Worcester	46,717	40,403	52,949	=		3	
MNCPPC							
AVERAGE	51,820	39,829	62,829				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	57,093	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	55,609	42,267	51,371	=	Construction Electrical Inspector II	4	Maximum salary with longevities is \$59,076
Baltimore County	54,378	41,647	52,116	+	Code Inspection and Enforcement Officer II*	35	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	59,550	42,643	63,227	=		2	35/week
Caroline							
Carroll	41,371	37,482	59,967	=	Electrical Inspector I	1	Converted to 40 hours
Cecil							NCC
Charles	50,876	46,248	74,409	+	Code Inspection & Enforcement Officer	1	Also performs building & plumbing inspections.
Dorchester							
Frederick	50,371	39,316	62,678	=		1	
Garrett							
Harford	51,970	43,900	84,032	=	Inspector II	4	
Howard	56,246	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	63,044	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	52,030	36,966	67,895	=	Construction Standards Inspector II	43	Total combined from DER & DPWT
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	49,728	40,859	63,902	=	Electrical Inspector I/II	2	
Wicomico	56,925	43,059	86,119			1	
Worcester							Contractual
MNCPPC							
AVERAGE	53,784	41,456	67,424				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	58,358	39,166	64,230	=		18	Max salary includes 15% longevity 16+ yrs
Baltimore City	47,412	37,407	45,218		Public Works Inspector II	52	Maximum salary with longevities is \$52,003
Baltimore County							NCC
Calvert	68,266	46,010	68,266	-	Project Inspector I	1	40/week
Caroline	33,388	30,113	41,932			2	
Carroll	48,017	34,383	55,037	=		2	Converted to 40 hours
Cecil	44,221	39,208	61,069	=	Construction Inspection Representative	2	
Charles	49,462	46,248	74,409	+		2	
Dorchester							
Frederick	46,349	41,967	66,886	=	Inspector 2	7	
Garrett		32,078	49,928			2	
Harford	52,156	43,900	84,032	=	Inspector II	11	
Howard	64,058	44,845	72,384	=	Regulation Inspector II	14	
Kent							
Montgomery	76,456	51,598	85,463	=	Permitting and Code Enforcement Inspector III	58	Advanced Level
Prince George's	52,030	36,966	67,895	=	Construction Standards Inspector II	43	Total combined from DER & DPWT
Queen Anne's	43,989	34,462	54,405	=	Construction Inspector II	1	
St. Mary's	65,811	41,184	65,811	+	Inspector III	4	
Somerset	34,570	32,101	52,602	-	Stormwater Management/Zoning Spec	1	
Talbot							
Washington	37,833	37,833	59,169	=		2	
Wicomico							
Worcester							
MNCPPC	72,439	47,535	81,342	=	Senior Construction Inspector	7	
AVERAGE	52,636	39,834	63,893				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	57,093	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	44,882	37,407	45,218		Housing Inspector	59	
Baltimore County	54,378	41,647	52,116	+	Code Inspection and Enforcement Officer II*	35	
Calvert	55,201	55,201	81,882		Zoning Enforcement Chief		Contract/35/week
Caroline	44,552	33,124	46,125		Codes Enforcement Officer III	1	
Carroll							NCC
Cecil							NCC
Charles	50,876	46,248	74,409	=	Code Inspection & Enforcement Officer	1	Code Inspection & Enforcement Officer
Dorchester							
Frederick							
Garrett							
Harford							
Howard	63,610	44,845	72,384	=	Regulation Inspector II	22	
Kent	40,281	34,394	60,510	=		2	1-Chief Enforcement Officer, 1-Enforcement Officer
Montgomery	63,044	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	80,125	57,816	112,484	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	86,460	57,874	93,641	+	Zoning Administrator	1	
St. Mary's							
Somerset	34,108	34,108	55,889	=		1	
Talbot	48,571	44,680	58,759		Chief Code Compliance Officer	1	
Washington							
Wicomico	50,482	36,261	72,521			1	
Worcester	67,616	63,000	67,616	=		1	
MNCPPC							
AVERAGE	56,085	44,711	68,798				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	51,730	37,939	64,958	=		6	Max salary includes 15% longevity 16+ yrs
Baltimore City	51,325	37,407	45,218		Zoning Examiner II	2	Maximum salary with longevities is \$52,003
Baltimore County	54,378	41,647	52,116	+	Code Inspection and Enforcement Officer II*	35	
Calvert	55,201	42,643	68,942	=	Zoning Code Enforcer I,II	1	II = 35/week, I = PT/34 hours/pay/vacant
Caroline	48,497	48,497	67,532		Project Manager	1	
Carroll	37,939	34,383	55,037	=		1	Converted to 40 hours
Cecil	53,914	35,630	55,536	=	Code Compliance Inspector	1	
Charles	60,441	46,248	74,409	=	Zoning Technician	2	
Dorchester	30,511	30,511	47,586	=		1	
Frederick	43,969	36,721	58,525	=	Inspector 2, Zoning	1	
Garrett				=			
Harford	52,156	39,900	76,190	=	Zoning Inspector II	3	Zoning Inspector I (\$37,300-\$71,178) -0- employees
Howard	55,417	40,477	72,384	=	Regulation Inspector I	2	
Kent							
Montgomery	67,023	49,253	81,513	=	Highway Inspector II	9	Lead Level
Prince George's	80,125	57,816	112,484	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	41,994	32,350	50,922	=		1	
St. Mary's							
Somerset	56,521	36,239	59,382	=		1	
Talbot	45,759	44,680	58,759		Zoning Enforcement Officer	1	
Washington	37,833	37,833	59,169	=		1	
Wicomico	58,281	36,261	72,521		Zoning Administrator	1	
Worcester							
MNCPPC							
AVERAGE	50,908	39,969	63,526				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	67,038	49,932	82,900	=	Engineer II	2	Planning & Zoning
Baltimore City	51,325	37,407	45,218		Zoning Examiner II	2	Maximum salary with longevities is \$52,003
Baltimore County	60,224	47,618	59,193	=	Engineer II	9	35 hour position, maximum salary with longevities is \$75,625
Calvert							
Caroline							
Carroll	40,893	40,872	65,375	=		1	Converted to 40 hours
Cecil	44,138	39,208	61,069	=	Building Plans Reviewer	1	
Charles	74,556	58,361	101,341	+	Engineer II & III	11	
Dorchester	46,276	35,268	55,007	=	Codes Administrator	1	
Frederick	65,976	48,112	76,717		Building Safety Plans Reviewer	1	
Garrett							
Harford	61,895	52,800	97,261	=	Plans Reviewer II	2	Plans Reviewer I (\$43,900 - \$84,032) -0- employees
Howard	81,047	55,058	88,795	=	Engineering Specialist I	6	
Kent							
Montgomery	69,784	51,598	85,463	=	Planning Specialist III	19	
Prince George's		38,814	71,206	=	Plans Examiner II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	69,621	47,658	74,536	=		2	
Wicomico	61,319	43,059	86,119		Planner III - Long Range	2	
Worcester	45,713	35,710	58,516	=		3	
MNCPPC							
AVERAGE	59,752	46,122	72,825				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	47,236	33,800	55,349	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City	39,018	32,307	36,127		Electrical Mechanic II	3	Maximum salary with longevities is \$41,547
Baltimore County	40,619	33,072	41,371	-		11	Works under the guidance of an Electrician II. Maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carroll	31,554	31,554	50,482	=		1	1 Vacancy
Cecil							NCC
Charles	53,889	39,629	63,821	=	Electrician II	4	
Dorchester							
Frederick	39,438	36,615	58,321	+	Maintenance Tech 2	11	
Garrett							
Harford							
Howard							
Kent	33,733	34,394	53,807		Assistant Electrician	1	
Montgomery	64,975	40,952	67,533	=	Electrician I	4	
Prince George's	49,455	28,963	53,548	-	Electrician II	3	
Queen Anne's							
St. Mary's							
Somerset	28,436	28,436	46,595	=	Electrical&HVAC Maintenance Technician	1	
Talbot							
Washington	41,237	37,833	59,169	=		2	
Wicomico							
Worcester							
MNCPPC	59,246	37,135	63,544	=	Senior Electrician	13	
AVERAGE	43,167	34,013	53,992				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	39,425	30,130	57,255	=	Building Maintenance Worker IV	1	
Anne Arundel					No Match		Minor electrical work performed by Facilities Maintenance Mech II who may not possess Master Electrician License
Baltimore City		38,939	47,176		Electrical Supervisor Lic		Vacant
Baltimore County	53,175	39,562	50,170	=		14	Maximum salary with longevities is \$67,059
Calvert	51,279	42,643	63,227	+	Master Electrician	2	35/week
Caroline							
Carroll	37,836	34,383	55,037	=		2	
Cecil							NCC
Charles	57,122	42,809	68,905	=	Electrician III	6	
Dorchester							
Frederick	45,872	39,198	62,455	+	Maintenance Tech 3	4	
Garrett							
Harford	44,322	43,900	84,032	=	Electrician W&S Operations	1	Sr.Electrician W&S - 1 employee \$58,335 [\$47,400-\$90,230]
Howard	60,667	41,309	61,381	=	Electrician	6	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	58,848	43,962	69,421	=	Facilities Electrician		
Montgomery	70,773	42,883	70,773	=	Electrician II	5	
Prince George's		30,412	56,153	-	Electrician III		Vacant
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	1	
AVERAGE	52,392	38,842	62,942				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	37,419	36,026	37,066	=	Automotive Mechanic	4	Additional \$0.50/hour when performing welding duties
Anne Arundel	57,886	35,485	58,178	=		2	Max salary includes 15% longevity 16+ yrs
Baltimore City	37,586	34,504	38,970			9	
Baltimore County	55,390	37,814	47,861	=	Welder Mechanic	4	Maximum salary with longevities is \$63,877
Calvert							
Caroline							
Carroll							NCC
Cecil	35,630	35,630	55,536	=	Welder Fabricator	1	
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford							
Howard	57,398	41,309	61,381	=	Motor Equipment Mechanic/Welder	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	61,382	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	63,068	37,135	63,544	=	Senior Welder	4	
AVERAGE	49,400	36,105	53,531				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	47,236	33,800	55,349	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City	34,447	29,662	32,683		Carpenter II	5	Maximum salary with longevities is \$37,583
Baltimore County	46,614	34,549	43,326	=	Carpenter II	14	Maximum salary with longevities is \$57,949
Calvert							
Caroline							
Carroll	35,449	31,554	50,482	=	Maintenance Technician II	4	
Cecil							NCC
Charles	55,161	39,629	63,821	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	29,215	27,889	44,361	=	Maintenance Tech 1	1	
Garrett							
Harford	55,796	37,300	71,198	=	Master Cabinet Maker	1	
Howard	49,653	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		39,157	64,441	=	Carpenter		Vacant
Prince George's	41,657	28,963	53,548	=	Carpenter II	1	
Queen Anne's							
St. Mary's							
Somerset	50,067	32,101	52,602	+	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	52,210	37,135	63,544	=	Senior Carpenter	17	
AVERAGE	44,641	33,339	54,484				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	47,236	33,800	55,349	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City	33,663	29,662	32,683		Pipefitter II	2	Maximum salary with longevities is \$37,583
Baltimore County		33,072	41,371	=			Vacant, maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	52,391	39,629	63,821	+	Facilities Maintenance Technician I & II	11	Also performs other trades duties.
Dorchester							
Frederick	39,438	36,615	58,321	+	Maintenance Tech 2	11	
Garrett							
Harford							
Howard	39,438	36,615	58,321	+	Maintenance Tech 2	11	
Kent							
Montgomery	61,780	39,157	64,441	=	Plumber I	3	
Prince George's	53,549	28,963	53,548	-	Plumber II	3	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	57,606	37,135	63,544	=	Senior Plumber	7	
AVERAGE	47,051	34,213	54,362				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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					No Match		Minor plumbing work performed by Facilities Maintenance Mech II who may not possess Master Plumbers License
Baltimore City							
Baltimore County	57,111	39,562	50,170	=		10	Maximum salary with longevities is \$67,059
Calvert							
Caroline							
Carroll	47,962	37,482	59,967		Trades Specialist III	5	1 Vacancy
Cecil							NCC
Charles	55,161	39,629	63,821	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	45,872	39,198	62,455	=	Maintenance Tech 3	4	
Garrett							
Harford							
Howard	63,981	41,309	61,381	=	Plumber	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	70,731	42,833	70,773	=	Plumber II	4	
Prince George's		30,412	56,153	-	Plumber III		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	71,750	41,932	71,750	=	Lead Plumber	1	
AVERAGE	57,937	38,054	61,525				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	32,752	22,868	52,225	=	Utilities Worker I & II	14	Two pay grades.
Anne Arundel	34,253	29,099	47,736	=	Utility Support Worker I	5	Max salary includes 15% longevity 16+ yrs
Baltimore City	30,118	27,997	29,078		Utilities Installer and Repairer II	42	Maximum salary with longevities is \$33,446
Baltimore County	39,003	31,762	39,562	=	Masonry Mechanic	7	Maximum salary with longevities is \$52,603
Calvert							
Caroline							
Carroll	31,644	28,933	46,322	=	Maintenance Mechanic I	3	Water/Wastewater are same grade both classes reported here
Cecil							NCC
Charles	47,164	31,475	50,772	=	Line Maintenance Worker	6	
Dorchester							
Frederick							
Garrett		24,647	36,812	=		7	
Harford	46,128	33,100	66,290	=	Utility Worker I (Hwys)	6	W/S Utility Worker I (\$26,200-\$54,142): 5 employees (\$36,318 [avg])
Howard	31,547	26,478	37,440	=	Utility Worker I	16	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	29,521	28,238	44,468	=	Public Service Worker II	144	
Prince George's	33,221	22,694	422,999	=	Laborer II	113	
Queen Anne's	30,511	28,619	44,671	=		14	
St. Mary's							
Somerset							
Talbot							
Washington	30,495	25,748	40,269	=		3	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	34,696	27,820	73,742				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	36,776	30,243	42,765	=	Water/Wastewater Systems Technician I	13	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,194	33,376	37,511		Waste Water Operations Technician II	104	Maximum salary with longevities is \$43,136
Baltimore County		29,058	36,067	=	Treatment Plant Operator Trainee		This is a training classification. The incumbents must receive certification within 3 years of employment.
Calvert	30,066	30,066	44,572	=	Water & Sewer Plant Operator Trainee	3	35/week
Caroline							
Carroll	27,480	26,562	42,495	=	Apprentice Operator I	7	Water/Wastewater are same grade both classes reported here. 1 Vacancy
Cecil	34,154	29,453	45,926	=	Operator Trainee	1	
Charles	36,552	31,475	50,772	=	Water/Wastewater Operator Trainee	7	
Dorchester							
Frederick	29,431	27,889	44,361	=	Water Treatment Plan Op 1	7	
Garrett							
Harford	27,699	27,500	57,182	=	Plant Operator Trainee I (W or WW)	9	
Howard	32,464	30,763	43,410	=	Plant Operator I	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	24,835	25,072	38,279	=	Utility Technician	4	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's		30,429	47,686	=	Utility Technician I		Vacant
St. Mary's							
Somerset							
Talbot	37,153	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	32,051	29,361	45,038				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	42,740	30,130	62,771	=	Plant Operator I & II	4	Two pay grades.
Anne Arundel	55,466	40,914	66,040	=	Water/Wastewater Systems Technician II	38	Max salary includes 15% longevity 16+ yrs
Baltimore City	38,566	33,376	37,511	=	Water Treatment Technician II	16	Maximum salary with longevity is \$43,136
Baltimore County	37,814	34,549	43,326	=	Treatment Plant Operator I	1	Maximum salary with longevity is \$57,949
Calvert							
Caroline							
Carroll	33,301	31,554	50,482	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	3	Water/Wastewater are same grade both classes reported here
Cecil	38,410	35,630	67,226	=	Operator I, II or III	8	5 @ Level I; 3 @ Level II; 0 @ Level III
Charles	49,810	36,693	59,122	=	Water Operator & Wastewater Operator II	19	
Dorchester							
Frederick	52,688	39,198	62,455	+	Water Treatment Plant Op 3	4	
Garrett		28,746	42,934	=		7	
Harford	48,271	37,300	71,198	=	Plant Operator (W or WW)	13	
Howard	40,172	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	42,593	34,394	60,510	=	Plant Operator I, II & III	5	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's	63,196	47,514	76,317	=	Chief Water Operator/Chief Wastewater Operator	2	
St. Mary's							
Somerset							
Talbot	36,329	31,365	53,630		Collection Sys Opr, WWTP Operator & WWTP Supervisor	6	
Washington	32,662	32,435	50,727	=	Plant Operator/Sr. Plant Operator	5	10 Sr. Plant Operator positions with a salary range of 35,031 to 54,787
Wicomico							
Worcester	47,684	34,043	65,720	=		11	
MNCPPC							
AVERAGE	43,980	35,113	57,518				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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		Vacant
Anne Arundel	33,881	26,395	43,264	=	Meter Technician I	10	Max salary includes 15% longevity 16+ yrs
Baltimore City	39,648	30,223	35,806		Utility Meter Reader II	12	Water only, maximum salary with longevities is \$41,176
Baltimore County							NCC
Calvert	38,509	35,181	52,125	+	Water & Sewer Plant Operator	7	35/week
Caroline							
Carroll	38,272	26,562	42,495	=	Utilities Maintenance Worker	1	
Cecil							NCC
Charles	44,301	33,981	54,782	+	Meter Technician	6	
Dorchester							
Frederick							
Garrett							
Harford		27,500	57,182	=	Water Meter Mechanic I		No employees presently occupy this class. Water Meter Mech II (\$33,100-\$66,290): 7 employees [\$41,890 avg].
Howard	34,944	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							NCC
Prince George's							Not in County class plan
Queen Anne's	38,900	34,462	54,405	=	Water Operator II	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	38,351	28,911	45,925				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	32,933	30,337	35,528	=	Building Maintenance Worker III	2	
Anne Arundel	42,112	30,638	50,170	=	Facilities Maintenance Mechanic I	10	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City	34,302	29,662	32,683	=	Building Repairer	23	Maximum salary with longevities is \$37,583
Baltimore County	46,203	34,549	43,326	=	Buildings Maintenance Mechanic II	16	Maximum salary with longevities is \$57,949
Calvert	41,250	31,268	46,355	=	Buildings & Ground Maintenance Worker I	2	35/week
Caroline	37,844	33,124	46,125	=	Maintenance Repairer	1	
Carroll	32,428	28,933	46,322	=	Maintenance Technician I	11	
Cecil	31,897	25,418	45,926	=	Maintenance Worker I or II	4	2 @ Level I; 2 @ Level II
Charles	45,006	31,475	50,772	=	Facilities Maintenance Technician I	3	
Dorchester							
Frederick	29,215	27,889	44,361	-	Maintenance Tech 1	1	
Garrett		22,264	34,450	=		2	
Harford	27,045	26,200	54,142	=	Maintenance Worker I	11	
Howard	40,244	32,302	46,738	=	Maintenance Mechanic I	15	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	25,698	25,072	38,279	=	Maintenance Worker	7	
Montgomery	58,693	35,923	58,693	=	Public Service Crafts worker	39	
Prince George's	58,465	31,932	58,890	=	Building Engineer II	11	
Queen Anne's	36,252	32,350	50,922	=	Facility Technician II	3	
St. Mary's	41,205	33,426	51,813	=	Lead Maintenance Mechanic	6	
Somerset	37,378	28,436	46,595	+	Maintenance Worker II	3	
Talbot	35,183	31,365	49,834		Facilities Maintenance Technician	3	
Washington	37,917	32,435	50,729	=	Building Maint. Mechanic/Sr. Building Maint. Mech.	2	1 Sr. Building Maint. Mech. Position with a salary range of 37,833 to 59,169
Wicomico	29,215	20,623	38,187		Maintenance Technician	2	
Worcester	40,431	26,648	58,516	=		4	
MNCPPC	36,981	29,823	51,032	=	Park/General Maintenance Worker II	168	
AVERAGE	38,169	29,671	47,100				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	39,701	39,700	75,442	=	Equipment & Maintenance Foreman	1	
Anne Arundel	61,859	43,062	68,039	=	Automotive Maintenance Supervisor	5	
Baltimore City	57,897	42,267	51,371		Automotive Maintenance Supervisor I	19	Maximum salary with longevities is \$59,076
Baltimore County	66,693	45,630	56,836	=	Heavy Equipment Supervisor	5	Maximum salary with longevities is \$71,938
Calvert	59,987	45,136	66,914	-	Fleet Maintenance Service Specialist	1	40/week
Caroline	53,306	40,080	55,811		Chief Automotive Mechanic	1	
Carroll	55,755	40,872	65,375	=	Foreman, Fleet Management	2	
Cecil							NCC
Charles	62,917	49,971	80,365	=	Lead Mechanic & Fleet Maintenance Superintendent	2	
Dorchester	40,964	32,801	51,158		Mechanic Supervisor	1	
Frederick	66,227	51,517	82,165	=	Service Manager	2	
Garrett		27,416	42,206	=		3	
Harford							
Howard	74,331	49,733	80,163	=	Operations Supervisor II	5	
Kent	46,588	43,962	69,421	=	Automotive Services Supervisor	1	
Montgomery	72,837	49,253	89,513	=	Equipment Maintenance Crew Chief	22	
Prince George's	75,412	55,062	107,128	=	Garage Supervisor	3	
Queen Anne's	65,719	47,514	76,317	=	Fleet Manager	1	
St. Mary's	58,053	37,461	58,053	=		1	
Somerset	54,405	38,504	63,094	=	Automotive Service Supervisor	1	
Talbot	42,791	37,094	53,630		Shop Foreman	1	
Washington	60,635	47,658	74,536	=	Fleet Manager	1	Transit Fleet Mgr Vacant (Salary Range of \$44,148 - \$69,015)
Wicomico	38,506	27,875	51,558		Mechanic II	1	
Worcester	58,300	50,000	58,300	=		1	
MNCPPC	81,816	53,835	92,300	+	Fleet Manager	2	
AVERAGE	58,850	43,322	68,248				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	39,528	27,726	45,427	=	Automotive Service Worker	5	Max salary includes 15% longevity 16+ yrs
Baltimore City	30,465	28,057	30,103		Automotive Maintenance Worker	8	Maximum salary with longevities is \$34,599
Baltimore County		25,272	30,347	=	Trades Helper		Maximum salary with longevities is \$39,562
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	44,817	39,629	63,821	=	Fleet Maintenance Technician I	2	Fleet Maintenance Technician I
Dorchester							
Frederick	47,861	36,615	58,321	=	Vehicle Equip Tech I	3	
Garrett							
Harford							
Howard							
Kent							
Montgomery		30,558	48,758	=	Auto body Repairer Apprentice		Vacant
Prince George's	45,674	27,584	51,078	+	Equipment Service Worker II	1	
Queen Anne's	39,267	30,429	47,686	=	Mechanic I	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	38,707	30,166	46,488				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	28,922	22,868	43,456	=	Mechanic I	1	
Anne Arundel	45,073	33,800	55,349	=	Automotive Mechanic II	20	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,091	34,504	38,970		Automotive Mechanic	102	Maximum salary with longevity is \$44,815
Baltimore County	44,502	34,549	43,326	=		10	Maximum salary with longevity is \$57,949
Calvert	48,339	37,877	56,139	=	Equipment Mechanic I	2	40/week
Caroline	28,196	27,375	38,120			1	
Carroll	32,414	31,554	50,482	=	Mechanic I	10	1 Vacancy
Cecil							NCC
Charles	61,497	42,809	68,905	=	Fleet Maintenance Technician II	3	
Dorchester	31,335	28,382	44,267	=	Mechanic	3	
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	37,968	34,394	53,807	=	Automobile Mechanic Specialist	3	
Montgomery	64,441	39,157	64,441	=	Auto body Repairer	3	
Prince George's		31,932	58,890	=	Equipment Mechanic I		Vacant
Queen Anne's	37,806	34,462	54,405	=	Mechanic II	5	
St. Mary's	43,243	30,971	46,488	=		4	
Somerset	26,763	26,763	43,854	=	Automotive Mechanic I	1	
Talbot							
Washington							
Wicomico	29,456	23,456	43,399		Mechanic	3	
Worcester	36,698	32,410	43,587	=	Mechanic II	5	
MNCPPC	41,663	33,093	56,627	=	Mechanic	2	
AVERAGE	39,906	32,801	51,060				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	33,252	27,482	52,225	=	Mechanic II	7	
Anne Arundel	54,992	37,274	61,131		Automotive Mechanic III	17	Max salary includes 15% longevity 16+ yrs
Baltimore City	48,294	38,059	43,811		Automotive Lead Mechanic	17	Maximum salary with longevities is \$50,381
Baltimore County	53,327	37,814	47,861	=	Automotive Specialist	11	Maximum salary with longevities is \$63,877
Calvert	56,715	41,746	61,922	=	Equipment Mechanic II	3	40/week
Caroline	39,887	33,124	46,125			3	
Carroll	39,874	34,383	55,037	=	Mechanic II	2	
Cecil							NCC
Charles	57,129	46,248	74,409	=	Fleet Maintenance Technician III	3	
Dorchester	39,056	32,801	51,158	=	Mechanic II	1	
Frederick	51,823	41,967	66,886	=	Vehicle Equip Tech 3	5	
Garrett							
Harford							
Howard	54,291	41,309	61,381	=	Motor Equipment Mechanic II	23	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		44,900	74,981	=	Senior Mechanic Technician		Vacant
Prince George's	56,008	33,529	61,715	=	Equipment Mechanic II	29	
Queen Anne's	47,133	36,710	58,147	=	Mechanic III	1	
St. Mary's	51,813	33,426	51,813	=		3	
Somerset	36,730	34,108	55,889	=	Automotive Mechanic III	1	
Talbot	31,147	27,016	47,153		Mechanic II	1	
Washington	42,195	32,435	50,727	=	Auto Services Tech.	7	
Wicomico							
Worcester	41,463	30,848	50,548	=	Mechanic III	1	
MNCPPC	55,238	37,135	63,544	=	Senior Mechanic	35	
AVERAGE	46,861	36,116	56,823				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	14	
Anne Arundel	42,503	29,099	47,736	+	Equipment Operator I	39	CDL required - max salary includes 15% longevity 16+ yrs
Baltimore City	30,362	28,829	30,139		Motor Vehicle Driver I	174	Maximum salary with longevities is \$34,611
Baltimore County	38,029	30,347	37,814	=		16	Maximum salary with longevities is \$50,170
Calvert	41,546	32,718	48,506	=	Highway Laborer/Operator	12	40/week
Caroline	28,889	24,886	34,654			6	
Carroll	29,338	26,562	42,495	=	Road Equipment Operator I	47	1 Vacancy
Cecil	31,402	25,418	50,502	=	Equipment Operator I or II	27	18 @ I; 9 @ II (Roads Division)
Charles	41,998	33,981	54,782	=	Equipment Operator II	15	CDL Required
Dorchester	30,656	26,434	41,229	=	Motor Equipment Operator III	10	
Frederick	39,297	31,952	50,859	=	Equip Operator I	3	
Garrett						39	18.45/per hour/Union Contract
Harford	33,013	27,500	57,182	=	Chauffeur/Laborer	28	
Howard	38,701	30,763	43,410	=	Motor Equipment Operator I	37	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	27,282	25,072	38,279	=	MEO I	13	
Montgomery	42,511	34,484	56,030	=	Equipment Operator I	116	
Prince George's	47,599	26,271	48,737	=	Equipment Operator II	11	
Queen Anne's	38,025	30,429	47,686	=	Equipment Operator I	9	
St. Mary's	42,286	28,246	42,286	=	Equipment Operator I	4	
Somerset	28,141	26,763	43,854	=	Motor Equipment Oper I	3	
Talbot							
Washington	35,348	27,809	43,491	=	Eq. Op. II	21	
Wicomico	25,927	20,623	38,187		Motor Equipment Operator I	10	
Worcester	32,487	25,379	41,586	=	Roads Worker III	4	
MNCPPC	47,158	33,093	56,627	=	Equipment Operator	12	
AVERAGE	35,978	28,767	44,829				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	8	
Anne Arundel	50,862	33,800	55,349	=	Equipment Operator III	14	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,288	33,376	37,511		Heavy Equipment Operator II	59	Maximum salary with longevities is \$43,136
Baltimore County	43,118	33,072	41,371	=		2	Maximum salary with longevities is \$55,182
Calvert	47,599	34,362	50,939	=	Highway Equipment Operator	5	40/week
Caroline	36,931	27,375	41,932		II & III	9	
Carroll	38,171	31,554	50,482	=	Road Equipment Operator III	6	1 Vacancy
Cecil	33,396	25,418	50,502	=	Equipment Operator I or II	7	0 @ I; 7 @ II (Solid Waste Division)
Charles	48,838	36,693	63,821	+	Equipment Operator III & IV	25	
Dorchester	32,055	30,510	47,586	=	Motor Equipment Operator IV	7	
Frederick	48,475	36,615	58,321	=	Equip Operator 2	6	
Garrett						54	18.93/per hour/Union Contract
Harford	39,951	33,100	66,290	=	Equipment Operator	25	
Howard	48,251	33,966	50,315	=	Motor Equipment Operator II	22	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	37,069	28,148	48,378		MEO II & III	5	
Montgomery	52,581	35,923	58,693	=	Equipment Operator II	22	
Prince George's	58,890	27,584	51,078	=	Master Equipment Operator	2	
Queen Anne's	48,321	34,462	54,405	=	Equipment Operator III	5	
St. Mary's	46,488	30,971	46,488	=	Equipment Operator II	6	
Somerset	32,707	28,471	46,652	=	Motor Equip. Oper. II & III & Landfill Heavy Equip Oper	10	3 Pay Grades
Talbot	33,239	25,248	48,365		Motor Equipment Operator II & III	7	
Washington	41,156	32,435	50,727	=	Eq. Op. III	18	
Wicomico	28,230	23,456	43,399		Motor Equipment Operator II	8	
Worcester	30,110	29,379	48,141	=	Roads Worker V	11	
MNCPPC	53,840	37,135	63,544	=	Senior Equipment Operator	12	
AVERAGE	41,999	31,686	50,488				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	26	
Anne Arundel	34,932	25,106	41,184	=	Maintenance Worker I	12	Roads division of Public Works - max salary includes 15% longevity 16+ yrs
Baltimore City	28,759	27,144	28,059		Laborer	618	Maximum salary with longevities is \$32,219
Baltimore County	33,249	25,272	30,347	=	Laborer I	15	Maximum salary with longevities is \$39,562
Calvert	34,163	31,117	46,197		Highway Maintenance Worker	7	40/week
Caroline	24,248	20,567	34,654		Site Attendant	2	Highway Marking Specialist
Carroll	23,679	22,360	35,776	=	Road Maintenance Worker I	7	2 Vacancies
Cecil	23,109	23,109	35,942	=		1	
Charles	n/a						
Dorchester	24,665	24,665	38,469	=	Motor Equipment Operator II	3	
Frederick		24,352	38,699	=	Laborer I, Highway		
Garrett						4	17.95 per hour/Union Contract
Harford	32,203	22,600	47,986	=	Laborer	4	Highways personnel only
Howard	32,240	26,478	37,440	=	Utility Worker I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	29,521	28,238	44,468	=	Public Service Worker II	144	
Prince George's	33,221	22,294	42,299	=	Laborer II	113	
Queen Anne's	26,800	26,800	41,866	=	Highway Worker	2	
St. Mary's	38,459	25,626	38,459	=	Maintenance Worker	15	
Somerset	26,088	25,189	41,275	=	Highway Worker II	7	4 Fulltime/3 Part-time Employees
Talbot	24,943	22,366	44,915		Roads Crew Members	3	
Washington	29,231	25,748	40,269	=	Eq. Op. I	24	
Wicomico						28	7.25 hr.
Worcester	30,940	24,170	39,606	=	Roads Worker II	11	
MNCPPC							
AVERAGE	29,660	25,315	39,050				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	36,236	27,726	45,427	=	Maintenance Worker II	11	Parks division of Rec & Parks - max salary includes 15% longevity 16+ yrs
Baltimore City	28,759	27,144	28,059		Laborer	618	Maximum salary with longevities is \$32,219
Baltimore County	33,216	29,058	36,067	=	Recreation and Parks Maintenance Specialist I	27	Maximum salary with longevities is \$47,861
Calvert	35,312	28,883	42,879	=	Buildings & Grounds Worker II	5	35/week
Caroline	16,500	16,500	16,500			1	
Carroll	33,499	28,933	46,322	=	Maintenance Specialist	6	
Cecil	45,926	29,453	45,926	=	Park Maintenance Worker	1	
Charles	43,864	31,475	54,782	=	Grounds Maintenance Worker I & II	7	CDL Required
Dorchester	27,226	24,665	38,469	=	Rec and Parks Maintenance Technician	1	Works in our Recreation and Parks Department - not part of Public Works
Frederick		24,352	38,699	=	Laborer I, Parks		
Garrett							
Harford	29,784	26,200	54,142	=	Maintenance Worker I	10	Park & recreation personnel only
Howard	38,761	30,763	43,410	=	Parks Maintenance Worker	26	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		28,238	44,468	=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	35,333	28,619	44,671	=	Maintenance Worker II	10	
St. Mary's	29,037	25,626	38,459	=		5	
Somerset	15,306	25,837	42,337	=/+	R & P Maint., Irriga. Spec. Groundskeep, Horticult.	5	3 Pay Grades, 1 Full-time/4 Part-time Emp.
Talbot	30,377	22,366	44,915		Maintenance Worker	3	
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	=		4	
MNCPPC	36,981	29,823	51,032	=	Park/General Maintenance Worker II	168	
AVERAGE	31,685	26,831	42,286				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	26,369	20,859	39,637	=	Building Maintenance Worker I	8	
Anne Arundel	32,031	23,899	39,229	=	Custodial Worker	32	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	29,607	25,272	30,347	=	Custodial Worker I	106	Maximum salary with longevities is \$39,562
Calvert	28,646	25,680	38,074	=		22	35/week
Caroline	24,886	24,886	34,654			1	
Carroll	20,509	20,509	32,802	=	Custodian I		Vacant, Eligible for 1 grade promotion after 6 months
Cecil	24,415	23,109	35,942	=		5	
Charles	30,605	23,216	43,642	=	Custodial Worker I & II	19	
Dorchester	20,371	20,371	31,772	=	Custodian/Maintenance	6	
Frederick	23,844	24,325	38,699	=	Custodian	20	
Garrett		19,632	29,072			7	
Harford	25,517	22,600	47,986	=	Custodial Worker I	4	
Howard		25,251	35,651	=	Custodial Worker		\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	22,371	22,367	33,951	=	Custodian	2	
Montgomery	35,439	27,165	42,522	=	Building Services Worker II	22	
Prince George's	35,441	21,613	40,394		Custodian II	14	
Queen Anne's	29,993	28,619	44,671	=	Facility Worker II	5	
St. Mary's	28,246	28,246	42,286			1	
Somerset	26,247	23,707	38,847	=	Building Custodian	6	
Talbot							
Washington							
Wicomico	32,304	23,456	43,399		Janitor	1	
Worcester	32,174	31,789	32,584	=		4	
MNCPPC	34,880	26,545	47,716	=	Parks/General Maintenance Worker I	8	
AVERAGE	28,195	24,233	38,358				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	101,530	65,170	101,530	=	Chief, Emergency Communications Center	1	
Calvert	78,853	71,074	105,456	=	Communications Chief	1	40/week
Caroline	55,131	55,130	76,631			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	99,362	73,718	118,362	=	Chief of Fire/EMS Communications	1	Reports to Director of Emergency Services
Dorchester	38,185	35,458	55,302	=	911 Center Supervisor	1	
Frederick	94,755	77,712	124,076	=	Director, Emergency Comm	1	
Garrett	63,548	44,647	68,733	=		1	
Harford	105,000	81,000	124,862	=	Manager, Emergency Operations	1	
Howard							
Kent							
Montgomery	133,992	133,992	133,992	=	Director ECC	1	
Prince George's	119,405	77,478	150,739	=	Administrative Specialist III	1	Prince George's County uses the generic Admin Spec class of work. Working title: Director, Public Safety Communications. Actual salary \$126,668.
Queen Anne's	63,217	60,452	109,774	=	Chief of Communications	1	
St. Mary's	69,784	57,200	97,178	+	Manager, Grade 10	1	
Somerset	60,053	38,504	63,094	-	Communications Supervisor - 911	1	
Talbot	59,343	54,802	68,727		Deputy Director of Emergency Management	1	
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	80,191	63,174	97,542				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	90,168	68,977	128,064	=	Police Captain	1	
Baltimore City							
Baltimore County		80,999	112,569	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$165,791
Calvert	75,093	60,206	89,253	=	Emergency Management & Safety Division Chief	1	35/week
Caroline	59,045	55,130	76,631		Assistant Director Risk Management & Planning	1	
Carroll	54,996	49,109	78,583	=	Emergency Management Coordinator	1	
Cecil	47,424	47,424	73,840	=	Emergency Preparedness Manager	1	
Charles	73,710	54,000	86,812	=	Chief of Emergency Management	1	Reports to Director of Emergency Services
Dorchester							
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	127,500	127,500	127,500	=	Director- Office of Emergency Management & Homeland Security		This is a Director position but it is classified on the MII pay band
Prince George's	95,986	63,741	124,013	=	Administrative Specialist I	1	Prince George's County uses the generic Admin Spec class of work. Working title: Director, Office of Emergency Management. Actual salary \$109,954.
Queen Anne's							
St. Mary's	55,203	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							
AVERAGE	72,049	61,294	95,973				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	53,725	40,984	64,759	=	Police Communications Operator III	11	Shift supervisor
Baltimore City	53,328	40,540	49,222			7	Maximum salary with longevities is \$56,607
Baltimore County	62,536	43,642	54,474	=	Emergency Communications Shift Supervisor	8	Maximum salary with longevities is \$68,548
Calvert	57,429	46,010	68,266	=	Communications Supervisor	1	40/week
Caroline	42,166	37,655	57,574		Communications Systems Coord./ PSD IV	5	
Carroll	48,626	40,872	65,375	=	Emergency Communications Specialist Supervisor	4	
Cecil	57,221	40,040	62,338	=	Dispatcher Supervisor (Captain)	4	Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period; hrs converted to 2080
Charles	59,991	46,248	74,409	=	Communications Supervisor	5	
Dorchester	37,253	34,458	55,302	=	911 Center Supv	1	
Frederick	71,209	51,517	82,165	=	Emergency Comm Center Mgr	5	
Garrett							
Harford	56,077	43,900	84,032	=	Public Safety Supervisor	13	
Howard	73,973	49,733	80,163	=	Emergency Communications Supervisor	5	
Kent	36,707	34,394	53,807	=	Emergency Services Shift Captain	4	
Montgomery	77,895	49,253	81,513	=	Public Safety Communication Supervisor	10	
Prince George's	65,925	43,106	86,651	=	Emergency Dispatcher III	21	
Queen Anne's	46,878	41,723	66,524	=		4	
St. Mary's	60,715	41,184	65,811	=	Communication Specialist IV	4	
Somerset	39,628	32,101	52,602	=	Shift Supervisor - 911	5	
Talbot	38,303	34,031	51,581		Communication Specialist Supervisor	4	
Washington	41,708	37,833	59,169	=		3	
Wicomico	37,825	31,728	63,456		Communications Supervisor	4	
Worcester	44,000	44,000	53,000	=		1	
MNCPPC	63,431	64,438	81,342	=	Park Police Comm Supervisor Supervisor	2	
AVERAGE	52,654	41,647	65,450				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	30,810	25,069	52,225	=	Emergency Services Dispatcher I & II	18	Two pay grades
Anne Arundel	43,695	35,485	58,178	=	Police Communications Operator II	40	Police Communications Operator I is calltaker only and does not dispatch. PCO II can do both functions
Baltimore City	46,664	37,407	45,218			66	Maximum salary with longevities is \$52,003
Baltimore County	44,429	35,981	45,630	=	Emergency Communications Technician I	83	Maximum salary with longevities is \$56,836
Calvert	44,751 / 50,809	39,749/ 43,826	58,947/ 65,000	=	Communications Officer I/ Communications Officer II	17/4	40/week
Caroline	35,058	28,291	47,582		Public Safety Dispatcher	9	I & II & III
Carroll	32,180	31,554	50,482	=	Emergency Communications Specialist I	9	1 Vacancy
Cecil	34,632	29,266	56,181	=	Dispatcher I, II or III	32	13 @ I; 12 @ II; 7 @ III; Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period; hours converted to 2080
Charles	42,934	36,693	63,821	=	Public Safety Dispatcher I & II	14	
Dorchester	28,646	26,601	41,488	=	Dispatcher	19	
Frederick	41,030	39,198	62,455	=	Emerg Comm Spec 2	10	
Garrett		27,416	42,206	=		8	
Harford	45,497	39,900	76,190	=	Public Safety Dispatcher III	30	
Howard	45,811	37,669	62,899	=	Dispatcher	41	
Kent	30,001	28,148	48,378		Emergency Services Dispatcher I & II	9	
Montgomery	21,451	39,457	61,498		Public Safety Emergency Call-Taker II	1	Not entry level. Note: The employee is Part Time in LWOP, that is why the salary is less than the minimum.
Prince George's	35,962	35,463	71,288	=	Emergency Dispatcher I	12	
Queen Anne's	38,344	36,710	58,147	=	Public Safety Dispatcher II	14	
St. Mary's	31,866	30,971	46,488	=	Comm Specialist I, Gr 4	4	
Somerset	29,045	30,213	49,507	=	Emergency Communications Spec.	8	Includes 1 Part-time Emp.
Talbot	30,355	29,042	48,365		Communication Specialist I & II	7	
Washington	37,101	32,435	50,727	=		32FT	
Wicomico	30,297	29,084	43,399		Communications Operator I & II	11	
Worcester	43,536	27,980	53,076	=		24	
MNCPPC	46,952	37,135	63,544	=	Senior Park Police Communications Technician	11	
AVERAGE	36,795	32,799	54,124				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 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	59,740	59,740	59,740	=		1	
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	204,750	204,750	204,750	=		1	Appointed position
Calvert	87,000	87,000	87,000	=	Sheriff	1	Elected
Caroline	70,774	60,389	99,157		Captain	1	
Carroll	75,911	75,911	75,911	=		1	By-Law - See page 1
Cecil	71,500	71,500	71,500			1	Elected Position
Charles							Not a part of the County-administered personnel system.
Dorchester	85,750					1	
Frederick	100,000	100,000	100,000	=	Sheriff	1	Elected official
Garrett					Elected		
Harford	108,570			=	Sheriff	1	Elected; salary determined by legislation
Howard	166,504	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	150,498	98,884	192,385	=	Director, Police Department	1	Prince George's County uses the generic Director class. Working title: Police Chief. Actual \$180,000.
Queen Anne's							
St. Mary's	82,000			=		1	Elected
Somerset							See Elected Officials - Sheriff
Talbot							
Washington	88,000				Sheriff	1	
Wicomico	89,652				Deputy Sheriff/Chief Deputy	1	Elected, salary set by the Wicomico County Charter.
Worcester							
MNCPPC							
AVERAGE	117,012	108,281	137,985				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

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	129,744	88,200	139,900		Police Command Staff II	2	
Baltimore County	180,148	90,667	117,761	=	Colonel	3	Maximum salary with longevities is \$189,155
Calvert	107,494	107,494	107,494	+	Assistant Sheriff Major	1	Appointed 35/week
Caroline	60,644	51,398	85,382		Administrative Deputy	1	LT
Carroll							Colonel position was eliminated and a third Major was added in 2008
Cecil	87,984	75,899	118,248	=	Chief Deputy	1	
Charles							Not a part of the County-administered personnel system.
Dorchester	72,584	62,588	97,616		Captain	1	
Frederick	123,476	80,179	123,476	=	Lt. Colonel	1	
Garrett	71,482	44,647	68,733	=	Chief Deputy	1	Chief Deputy
Harford	129,293	96,221	129,293	=	Chief Deputy	1	
Howard	148,283	91,915	148,283	=	Police Major	3	
Kent	39,398	40,170	40,170	=	Chief Deputy		Appointed, Home code rule
Montgomery	159,248	156,454	163,425	=	Assistant Police Chief	3	
Prince George's	148,152	85,420	166,190	=	Deputy Director, Police Department	2	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's	96,668	66,069	120,391	=	Major	1	
St. Mary's	112,403	67,850	112,403	=	Major	1	
Somerset	44,417	48,411	74,537	=	Chief Deputy	1	
Talbot	69,491	60,850	108,726		Lieutenant	3	
Washington	99,940	90,135	122,850	=	Colonel	1	
Wicomico	85,143				Deputy Sheriff/Captain	1	Flat salary/non-negotiable
Worcester	87,450	80,000	92,340	=	Chief Deputy	1	
MNCPPC	142,281	90,785	145,188	=	Park Police Commander	2	
AVERAGE	105,735	78,991	115,730				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	53,868	39,700	75,442	=	Lieutenant	2	
Anne Arundel	101,739	68,977	128,064	=	Police Captain	8	
Baltimore City	102,117	88,200	139,900		Police Command Staff II	7	
Baltimore County	138,342	76,824	98,704	=	Captain	25	Maximum salary with longevities is \$148,311
Calvert	101,244	69,306	113,838	+	Deputy Sheriff Lieutenant	4	40/week
Caroline	60,644	51,398	85,382		Deputy Sheriff CID	1	LT
Carroll	74,042	68,370	107,224	=	Major	3	Full service law enforcement.
Cecil	82,368	68,994	107,474	=	Director of Law Enforcement	1	
Charles							Not a part of the County-administered personnel system.
Dorchester	67,284	58,018	90,489		Lieutenant	1	
Frederick	93,492	66,264	102,047	=	Captain	4	
Garrett							
Harford	103,147	79,518	113,381	=	Captain	8	
Howard	129,334	82,701	112,715	=	Police Captain	6	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	127,914	84,677	127,934	=	Police Captain	21	
Prince George's	115,987	71,694	122,441	=	Captain	31	
Queen Anne's	86,783	57,874	93,641	=	Lt.	3	
St. Mary's	102,918	63,357	104,915	=	Captain	4	
Somerset							
Talbot							
Washington	88,091	81,298	110,790	=	Major	3	
Wicomico	80,453				Deputy Sheriff/Lieutenant	3	Flat salary/non-negotiable. 1 Deputy Sheriff/1st Sergeant position with an average salary of 68,560
Worcester	96,676	84,000	100,000	=	Captain	1	
MNCPPC	115,740	74,315	126,509	=	Park Police Captain	4	
AVERAGE	96,109	70,289	108,468				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 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	92,049	62,708	111,359	=	Police Lieutenant	32	
Baltimore City	86,233	68,630	90,365		Police Lieutenant	41	
Baltimore County	121,495	66,135	88,358	=	Lieutenant	79	Maximum salary with longevities is \$134,821
Calvert	87,092/ 80,331	58,490/ 54,912	97,094/ 91,166	+	Deputy Sheriff 1st Sgt./ Deputy Sheriff Sergeant	1	40/week
Caroline	58,982	47,816	79,405		Deputy Sheriff SGT	6	SGT
Carroll	56,639	52,791	84,448	=	Lieutenant	5	Full service law enforcement.
Cecil	66,209	49,691	77,418	=	Sergeant	9	
Charles							Not a part of the County-administered personnel system.
Dorchester	60,702	46,243	72,123		Sergeant	4	
Frederick	79,935	54,764	84,336	=	Sergeant	14	
Garrett		50,786	67,758	=	Lt.	3	
Harford	89,606	70,200	103,106	=	Lieutenant	13	
Howard	105,963	69,264	94,411	=	Police Lieutenant	24	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	111,743	74,352	111,912	=	Police Lieutenant	33	
Prince George's	97,767	82,380	104,395	=	Lieutenant	68	
Queen Anne's	74,694	50,738	81,770	=	Sgt.	7	
St. Mary's	90,646	54,038	90,646	=	Lieutenant	9	
Somerset	53,819	44,872	68,728		1st Sgt.	6	2 different pay grades
Talbot	55,702	49,393	99,193		Sergeant	4	
Washington	78,028	66,136	90,160	=	Lieutenant	5	
Wicomico	63,605				Deputy Sheriff/Sergeant	13	Flat salary/non-negotiable
Worcester	86,403	55,399	90,777		Lieutenant	3	
MNCPPC	103,515	64,234	109,354	=	Park Police Lieutenant	16	
AVERAGE	80,254	57,942	88,992				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	82,591	57,006	95,584	=	Police Sergeant	68	
Baltimore City	74,712	60,377	79,492		Police Sgt	243	
Baltimore County	103,360	58,680	77,882	=	Sergeant	180	Maximum salary with longevities is \$116,464
Calvert	67,065	51,085	84,781	+	Deputy Sheriff Corporal	15	40/week
Caroline	53,267	44,489	74,051		DS III	6	DS III
Carroll	52,985	48,423	77,460	=	Sergeant	11	Full service law enforcement.
Cecil	56,888	45,802	71,344	=	Corporal	9	
Charles							Not a part of the County-administered personnel system.
Dorchester	48,519	42,883	66,884		Corporal	9	
Frederick	69,760	49,785	76,668	=	Corporal	24	
Garrett		46,954	62,645	=	Sgt.	3	
Harford	72,779	56,098	87,381	=	Corporal	30	
Howard	89,466	62,483	85,176	=	Police Sergeant	57	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	96,015	59,816	96,831	=	Police Sergeant	132	
Prince George's	86,938	72,710	94,904	=	Sergeant	177	
Queen Anne's	60,675	47,514	76,317	=	Corporal	8	
St. Mary's	84,469	50,336	84,469	=	Sergeant	17	
Somerset	45,384	41,608	63,389	=	Deputy/Corporal	4	
Talbot	49,094	46,276	92,933		Corporal	3	
Washington	66,403	59,647	81,300	=	Sergeant	11	
Wicomico	58,446				Deputy Sheriff/Corporal	8	Flat salary/non-negotiable
Worcester	74,000	52,761	86,455	=	Sergeant	7	
MNCPPC	91,189	55,371	97,968	=	Park Police Sergeant	18	
AVERAGE	70,667	51,961	80,758				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	34,921	30,130	57,255	=	Deputy	19	
Anne Arundel	63,016	41,620	85,848		Police Officer, Police Officer First Class, Police Corporal	525	Must meet years of service in prior rank requirement and pass written test to be advanced non-competitively to next rank in series - Police Officer minimum & Police Corporal maximum shown
Baltimore City	57,517	42,290	68,523		Police Officer	2,124	
Baltimore County	71,774	50,314	66,135	=	Police Officer/Police Officer First Class	1,474	Maximum salary with longevities for Police Officer First Class is \$96,143
Calvert	46,819/ 57,124	44,429/ 47,549	73,445/ 78,915	=	Deputy Sheriff/ Deputy Sheriff 1st Class	13/60	40/week
Caroline	45,430	38,658	74,051		DS I - DS II - DS III	14	
Carroll	43,385	37,378	71,074	=	Deputy Sheriff Probationer - Deputy Sheriff 1st Class - Corporal	57	Full service law enforcement.
Cecil	46,171	38,875	65,707	=	Deputy or Deputy First Class	61	9 Deputy Level; 52 Deputy First Class Level
Charles							Not a part of the County-administered personnel system.
Dorchester	39,378	37,070	62,177		Patrol Deputy	16	
Frederick	57,030	41,145	69,699	=	Deputy & Deputy First Class	112	
Garrett		40,136	53,549	=		14	
Harford	58,115	42,973	78,062	=	Deputy	204	
Howard	60,307	45,926	71,822	=	Officer/PFC	290	4 LONGEVITY STEP AT 3.5% EACH
Kent	48,021	40,185	108,112		All Deputies, regardless of rank	20	All Deputies, regardless of rank, Pay parody with MSP
Montgomery	58,723	46,972	83,839	=	Police Officer Candidate to Police Officer III	909	
Prince George's		46,610	86,277		Police Officer - 454, \$47,971/ Police Officer First Class - 277, \$55,157/Police Corporal - 551, \$74,588		Range provided from entry-level to corporal.
Queen Anne's	47,668	41,723	71,245	=	Deputy Sheriff/Deputy First Class	25	
St. Mary's		40,976	78,686	=		94	
Somerset	40,200	31,157	51,055	=	Deputy & Deputy 1st Class	8	Includes 2 Part-time & Covers 2 Pay Gr.
Talbot	42,913	37,257	83,159		Deputy & Deputy First Class	16	
Washington	47,032	38,141	61,740	=	Deputy and Deputy First Class	69	
Wicomico	53,320				Deputy Sheriff/Dep First Cl	57	Flat salary/non-negotiable
Worcester	50,338	41,339	67,739	=		24	
MNCPPC		46,123	86,692		Park Police Candidate, Park Police Graduate, Park Police Officer II, Park Police Officer III, Park Police Officer IV	146	
AVERAGE	50,803	40,773	72,838				

* Charles County Government is on a 37.5-hour work week, unless otherwise indicated

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

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		56,496	90,706		Asst. Sheriff		Vacant, State Position
Baltimore County	86,966	56,836	71,938	=	Chief Deputy Sheriff	1	Maximum salary with longevities is \$91,171
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick							
Garrett							
Harford	129,293	96,221	129,293	=	Chief Deputy	1	We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	92,726	61,006	98,426	=	Chief Deputy Sheriff	1	
Kent							
Montgomery	110,682	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	112,719	85,680	108,746				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Unit Commander (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	59,706	52,684	81,328	=	Deputy Sheriff III	2	
Baltimore City	80,333	52,950	85,017		Deputy Sheriff, Major	2	State Position
Baltimore County	71,938	47,618	59,193	=	Deputy Sheriff Lieutenant	2	Maximum salary with longevities is \$75,625
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick							
Garrett							
Harford	103,147	79,518	113,381	=	Captain	8	
Howard	73,278	52,709	84,989	=	Lieutenant Deputy Sheriff	3	
Kent							
Montgomery	94,571	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	88,430	68,854	93,503				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

First Line Supervisor (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	55,199	47,895	75,332	=	Deputy Sheriff II (Sergeant)	8	
Baltimore City	64,331	41,074	65,568		Deputy Sheriff, Supv.	1	State Position
Baltimore County	58,639	43,642	54,474	=	Deputy Sheriff Sergeant	6	Maximum salary with longevities is \$68,548
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick							
Garrett							
Harford	72,779	56,098	87,381	=	Corporal	30	
Howard	58,379	47,549	76,731		Sergeant Deputy Sheriff	3	
Kent							
Montgomery	85,862	54,963	85,966	=	Deputy Sheriff Sergeant	28	
Prince George's	71,317	55,926	93,239	=	Deputy Sheriff Sergeant	24	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	66,644	49,592	76,956				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

Deputy/Officer

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	46,115	39,140	59,031	=	Deputy Sheriff I	56	
Baltimore City	45,313	36,280	57,567		Deputy Sheriff	84	State Position
Baltimore County	48,192	39,667	49,828	=	Deputy Sheriff/Deputy Sheriff First Class	73	Maximum salary with longevities is \$62,216
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick							
Garrett							
Harford	58,115	42,973	78,062	=	Deputy	197	
Howard	48,802	38,730	62,525	=	Deputy Sheriff	30	
Kent							
Montgomery	57,981	43,642	78,152	=	Deputy Sheriff Candidate to Deputy Sheriff III	90	
Prince George's		42,807	84,763		Deputy Sheriff Private - 27, 48,230 Deputy Sheriff First Class - 54, 52,284 Deputy Sheriff Corporal - 97, 61,300		Range provided from entry-level to corporal.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	50,753	40,463	67,133				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	18,845	15,829	31,200	=		12	Hourly paid. Converted to 40 hours.
Anne Arundel					No Match		Deputy Sheriff provides courthouse security
Baltimore City	38,808	33,884	40,828		Officer, Court Security	44	State Position
Baltimore County	43,293	29,865	37,747	=		11	Maximum salary with longevities is \$47618
Calvert	34,760	40,498	40,498	=	Special Deputy	10	Contract/40/week/Some work part time
Caroline	9,360	9,360	9,360			4	Contractual
Carroll	28,933	28,933	46,322	=	Courthouse Security Officer I	4	
Cecil	27,019	25,418	39,562	=	Security Guard	4	Part-time; average of 30 hrs/week
Charles							Not a part of the County-administered personnel system.
Dorchester	41,663	31,502	63,396	=	Court Security - Sworn	4	
Frederick		34,203	54,462	=	Courthouse Deputy I		
Garrett							
Harford	18.38/hour				Contractual Deputy Position	12	
Howard	43,792	31,353	50,877	=	Security Officer II	8	
Kent	25,314	20,238	20,238			2	1 armed, 1 civilian contractual
Montgomery	45,379	35,923	58,693	=	Security Officer I	33	
Prince George's	30,996	24,531	50,033	=	Security Officer II	16	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico					Court Security	5	23.47/hr
Worcester							
MNCPPC							
AVERAGE	32,347	27,811	41,786				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	9,981	8,926	9,744	=		302	Maximum salary with longevities is \$11,204
Baltimore County	4,864	4,864	4,864	=	Traffic Guard	229	10 hours per week/40 weeks per year (during school year)
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick							
Garrett							
Harford	29,307	28,454	29,307	=	School Crossing Guard	13	
Howard							
Kent							
Montgomery	9,662	29,371	46,467	=	Crossing Guard	164	Crossing guards work part time at .3 Full Time Equivalent (FTE) (10 months of out the year)
Prince George's	13,824	21,500	37,268	=		113	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico						13	10.50/hr
Worcester	10,215	9,375	11,648	=		6	
MNCPPC							
AVERAGE	12,976	17,082	23,216				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	71,939	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	151,150	151,150	151,150			1	Appointed position
Calvert	102,157	77,932	115,606	=	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							Not a part of the County-administered personnel system.
Dorchester	65,663	65,663	65,663	=	Warden	1	
Frederick	107,727	69,953	107,727	=	Lt. Colonel	1	
Garrett							
Harford	113,027	94,661	166,067	=	Warden	1	
Howard	131,685	91,915	148,283	=		1	
Kent	78,461	60,617	96,047	=	Warden	1	
Montgomery	210,621	210,621	210,621	=	Director, Department of Corrections and Rehabilitation	1	Appointed to position
Prince George's	150,498	98,884	192,385	=	Director, Department of Corrections	1	Prince George's County uses the generic Director class. Actual \$151,150.
Queen Anne's	121,982	72,317	132,070	=		1	
St. Mary's							
Somerset	57,985	57,485	91,874	=	Warden	1	
Talbot	80,118	76,992	96,555		Director	1	
Washington	90,240	70,926	96,670	=	Major	1	
Wicomico	90,000	64,249	128,499		Director, Corrections	1	
Worcester	117,555	95,000	125,000	=		1	
MNCPPC							
AVERAGE	105,990	85,271	123,970				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	107,909	72,309	120,590	=	Correctional Facility Administrator	2	
Baltimore City							
Baltimore County	114,273	73,346	114,273	=	Deputy Administrator of Corrections	1	
Calvert	78,853	71,074	105,456	=	Captain Deputy Administrator	1	40/week
Caroline	57,887	55,130	76,631			1	
Carroll							
Cecil	79,269	60,757	94,702	=	Deputy Director of Detention Center	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	97,934	63,594	97,934	=	Major	1	
Garrett							
Harford	97,698	74,880	103,646	=	Major	1	
Howard	104,125	74,901	120,827	=	Deputy Director of Corrections	1	
Kent	54,937	49,109	69,421	=	Captain	1	
Montgomery	133,992	133,992	133,992	=	Manager II	1	
Prince George's	126,992	85,420	166,190	=	Deputy Director, Department of Corrections	1	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel. Actual \$92,250.
Queen Anne's	77,892	55,365	100,121	=	Captain	1	
St. Mary's	104,915	63,357	104,915	=	Commander of Corrections	1	
Somerset	52,485	39,984	63,132	-	Assistant Warden	1	
Talbot	59,612	44,246	88,857		Correctional Officer V	1	
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	89,179	68,527	103,576				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 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	58,032	39,700	75,442	=	Lieutenant	2	
Anne Arundel	84,452	55,056	95,326	=	Detention Captain	2	
Baltimore City							
Baltimore County	84,366	56,836	71,938	=	Correctional Captain	6	Maximum salary with longevities is \$91,171
Calvert	80,798	62,982	93,454	+	Correctional Lieutenant	2	40/week
Caroline	52,853	45,562	63,332		LT	2	
Carroll	75,962	65,749	103,106	=	Correction Officer IX	2	1 Vacancy
Cecil	66,900	54,746	85,280	=	Lieutenant - Corrections	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	52,203	44,232	68,987	=	Captain	3	
Frederick	77,980	52,557	80,937	=	Lieutenant	8	
Garrett							
Harford	86,487	66,019	94,141	=	Captain	2	
Howard	83,327	55,058	86,112	=	Correctional Captain	5	Addl \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	51,333	42,706	60,510	=	Lietenant	1	
Montgomery	101,350	62,606	101,350	=	Correctional Unit Commander - Captain	3	
Prince George's	103,412	62,329	105,859	=	Correctional Officer, Major	2	
Queen Anne's	73,870	50,738	81,770	=	Lt.	1	
St. Mary's	81,973	62,338	87,256	=	COV Captain V07	3	
Somerset							
Talbot	54,373	40,593	81,521		Correctional Officer IV	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	74,696	53,541	84,377				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	51,943	36,214	68,817	=	Sergeant	3	
Anne Arundel	76,605	50,049	86,659	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	71,256	49,828	62,216	=	Correctional Lieutenant	15	Maximum salary with longevities is \$79,311
Calvert	74,128	54,246	80,496	+	Correctional Sergeant	7	40/week
Caroline	43,803	41,420	57,574		CO IV	4	
Carroll	56,306	50,752	81,204	=	Correction Officer VI	4	
Cecil	49,712	44,450	69,202	=	Sergeant - Corrections	8	
Charles							Not a part of the County-administered personnel system.
Dorchester	43,202	35,458	55,302	=	Correctional Officer III	6	
Frederick	67,845	47,779	73,579	=	Sergeant	10	
Garrett							
Harford	74,693	59,509	87,402	=	Lieutenant	8	
Howard							
Kent	39,810	37,685	53,807	=	Sergeant	5	
Montgomery	91,621	56,914	92,136	=	Correctional Shift Commander - Lieutenant	20	
Prince George's	90,120	51,320	87,133	=	Correctional Officer, Captain	4	
Queen Anne's	58,774	44,515	71,245	=	Sgt.	3	
St. Mary's	74,110	52,957	74,110	=	CO IV Lieutenant V05	5	
Somerset	46,866	35,851	56,352	=	Correctional Officer III	4	
Talbot	45,385	36,902	74,108		Correctional Officer III	1	
Washington	62,122	52,046	70,940	=	Sergeant	14	
Wicomico	62,352	43,059	86,119		Correctional Officer/Captain	1	
Worcester	58,307	64,000	78,417	=		18	
MNCPPC							
AVERAGE	61,948	47,248	73,341				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	43,944	33,032	62,771	=	Corporal	10	
Anne Arundel	63,043	43,631	81,661	=	Detention Sergeant	23	
Baltimore City							
Baltimore County	60,225	45,630	56,836	=	Correctional Sergeant	31	Maximum salary with longevities is \$71,938
Calvert	64,780	49,296	73,112	+	Correctional Corporal	5	40/week
Caroline	38,215	37,655	52,340		CO III	7	
Carroll	53,946	46,551	74,464	=	Correction Officer V	4	
Cecil	42,058	40,040	62,338	=	Corporal - Corrections	10	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	56,542	43,436	66,891	=	Corporal	22	
Garrett							
Harford	59,384	47,632	74,194	=	Corporal	14	
Howard	73,521	49,733	77,771	=	Correctional Lieutenant	6	Addl \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	43,290	33,930	48,378		Corporal	1	
Montgomery	79,662	51,739	83,759	=	Correctional Supervisor - Sergeant	44	
Prince George's	69,170	44,436	77,875	=	Correctional Officer, Sergeant	67	
Queen Anne's	51,956	41,723	66,524	=	Corporal	7	
St. Mary's	68,078	48,630	68,078	=	CI III Sergeant V04	10	
Somerset							
Talbot	44,181	33,212	66,698		Correctional Officer II	8	
Washington	53,990	46,937	63,970	=	Corporal	2	
Wicomico	53,528	36,261	72,521		Correctional Officer/Lieutenant	4	
Worcester	47,913	54,209	59,800	=		29	
MNCPPC							
AVERAGE	56,180	43,564	67,894				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	37,030	30,130	57,255	=	Correctional Officer	53	
Anne Arundel	49,683	38,051	65,458	=	Detention Officer	180	
Baltimore City							
Baltimore County	47,865	39,667	49,828	=	Correctional Officer	232	Maximum salary with longevities is \$62,216
Calvert	40,290/ 51,187	40,290/ 44,866	59,738/ 66,498	=	Correctional Officer/ Correctional Officer 1st Class	19/33	40/week
Caroline	32,740	31,120	47,582		CO I & CO II	20	
Carroll	38,503	32,968	62,692	=	Correction Officer I, II, III	66	1 Vacancy
Cecil	35,428	32,469	56,181	=	Deputy or Deputy First Class - Corrections	57	28 Deputy, 29 Deputy First Class (Corrections)
Charles							Not a part of the County-administered personnel system.
Dorchester	32,240	30,686	47,861	=	Correctional Officer I	36	
Frederick	45,755	35,897	60,809	=		60	
Garrett							
Harford	48,589	39,166	68,869	=	Officer	96	
Howard	43,856	37,086	57,990	=	Correctional Officer	80	Addl \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	32,067	30,640	43,201			19	
Montgomery	56,943	40,538	70,758	=	Correctional Officer I - Correctional Officer III	232	
Prince George's		36,647	70,685		Correctional Officer Private - 95, 37,077 Correctional Officer First Class - 78, 42,244 Corporal - 163, 54,428, Master Corporal - 56, 70,601		Range provided from entry-level to master corporal.
Queen Anne's	44,838	34,462	58,147	=	Correctional Officer & Correctional Officer I	27	
St. Mary's		38,459	60,320	=		60	3 Vacant
Somerset	33,546	29,576	49,926	=	Correctional Officer I & Correctional Officer II	24	2 Different Pay Grades, 1 part-time emp.
Talbot	33,803	28,658	59,289		Correctional Officer Trainee & Correctional Officer I	21	
Washington	42,786	33,279	53,850	=	Deputy and Deputy First Class	93	
Wicomico	36,181	29,705	72,521		Correction Officer I & II & Master Correction Officer	122	
Worcester	40,355	37,496	61,422	=		20	
MNCPPC							
AVERAGE	40,678	34,335	58,732				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 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							Contracted service-outside vendor
Baltimore City							
Baltimore County		39,667	49,828	=	Correctional Dietary Officer		Maximum salary with longevities is \$62,216. Function has been outsourced.
Calvert	50,232	34,362	50,939	=	Cook I	1	40/week
Caroline							
Carroll	26,562	26,562	42,495	=	Cook	3	
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	39,827	34,203	54,462	=	Cook 2	4	
Garrett		21,362	31,633	=		4	
Harford							Contract Service
Howard	42,856	37,086	57,990	=	Correctional Dietary Officer	5	Addl \$.50 per hour paid after 10 consecutive years of Corrections service
Kent							
Montgomery					NCC		
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	39,439	30,738	46,438				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	+		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	175,950	175,950	175,950			1	Appointed position
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							All volunteer
Frederick	125,000	114,912	187,257	=	Director, F&R Svcs Div	1	
Garrett							
Harford							Harford County has volunteer-based fire services.
Howard	150,342	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	150,498	98,884	192,385	=	Director, Fire/EMS	1	Prince George's County uses the generic Director class. Working title: Fire Chief. Actual \$175,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	69,121	68,437	85,827		Director of Emergency Medical Services	1	EMS only - (no paid fire) - reports to Director of Emergency Services
Washington		47,658	74,536				Airport Fire Chief only - No Fire Dept. Current vacant
Wicomico							
Worcester							
MNCPPC							
AVERAGE	144,304	112,157	159,668				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 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	116,240	77,200	132,400		Executive Level II	1	
Baltimore County	161,844	80,999	112,569	=	Assistant Chief, Fire Department	2	Maximum salary with longevities is \$165,791
Calvert							All volunteer
Caroline	72,166	60,643	84,294		EMS Operations Manager	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	101,194	77,712	124,076	=	Bureau Chief	3	
Garrett							
Harford							
Howard	133,910	82,930	133,910	=	Deputy Chief	1	
Kent							
Montgomery	128,339	76,675	128,339	=	Assistant Fire Chief	13	
Prince George's	146,029	85,420	166,190	=	Deputy Director, Fire/EMS	2	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	122,519	76,554	126,858				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	106,759	60,782	115,723	=	Fire Division Chief	10	
Baltimore City	105,926	96,300	119,000		Fire Command Staff II	10	
Baltimore County	139,036	70,670	97,591	=	Battalion Fire Chief	8	Maximum salary with longevities is \$143,217
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard	127,871	77,064	113,693	=	Assistant Chief	6	
Kent							
Montgomery	145,517	87,647	145,517	=	Fire/Rescue Division Chief	3	
Prince George's	126,375	72,082	133,835	=	Firefighter Major	12	
Queen Anne's	78,148	60,452	109,774	=	Chief of EMS	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	118,519	75,000	119,305				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	91,600	51,211	100,421	+	Fire Captain	30	Suppression & EMS/ALS
Baltimore City	98,500	92,000	111,500		Fire Command Staff I	3	
Baltimore County	111,408	59,928	81,504	=	Fire Captain	95	Maximum salary with longevities is \$118,808
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	85,010	63,264	100,960	=	Battalion Chief	9	
Garrett							
Harford							
Howard	113,970	66,518	98,068	=	Battalion Chief	14	
Kent							
Montgomery	100,746	62,605	101,348	=	Fire/Rescue Captain	139	
Prince George's	108,331	56,785	109,846	=	Firefighter Captain	17	
Queen Anne's	67,100	50,738	81,770	=	EMS/Lt.	4	
St. Mary's							
Somerset							
Talbot	47,691	40,618	56,011		EMS Supervisors	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	91,595	60,407	93,492				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	76,748	48,398	95,640	+	Fire Lieutenant	125	Suppression & EMS/ALS
Baltimore City	68,083	50,283	61,355		Fire Lieutenant	145	Maximum salary with longevities is \$73,318
Baltimore County	89,344	52,712	71,367	=	Fire Lieutenant	119	Maximum salary with longevities is \$102,630
Calvert							All volunteer
Caroline	54,629	45,562	63,332		EMS Supervisor	4	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	68,120	51,517	82,165	=	Fire Lieutenant	53	
Garrett							
Harford							
Howard	101,066	60,004	88,558	=	Fire Captain	37	
Kent							
Montgomery	83,669	55,519	89,877	=	Fire/Rescue Lieutenant	101	
Prince George's	96,739	51,905	98,518	=	Firefighter Lieutenant	39	
Queen Anne's	50,209	47,514	76,317		EMS/Sgt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	76,512	51,490	80,792				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	53,572	36,073	86,627	+	Fire Fighter II, Fire Fighter III (pump operator), Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	596	Proficiency advancement through ranks based on time in prior rank and certification requirements. FF II and FF III trained certified in suppression & basic EMT. Range is minimum FF II to maximum FF EMT-Paramedic
Baltimore City	55,958	34,459	54,994		Firefighter/Paramedic	274	We have two classes that would fit this match. The other class is Fire Fighter, we have 231 incumbents in that position; the average salary for Fire fighter is 59,871. Maximum salary with longevities is \$65,719.
Baltimore County	69,308	34,102	57,398	=		62	Career ladder is Probationary FF to FF or FF/EMT. Maximum salary with longevities is \$81,504
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	49,780	36,615	71,632	=	Fire Recruit, Fire 1, Fire 2, Fire 3	233	
Garrett							
Harford							
Howard	62,877	40,136	76,779	=	Firefighter	273	
Kent							
Montgomery	56,784	41,613	74,272	=	Firefighter (Recruit to III)	604	
Prince George's		40,848	90,731		Firefighter I - 95, 40,851, Firefighter II - 80, 44,905, Firefighter III - 39, 84,268		Range provided from entry-level Fire Fighter to Fire Fighter III.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	16.84/hr	16.84/hr	26.34/hr			10	PT Firefighters only
Wicomico							
Worcester							
MNCPPC							
AVERAGE	58,047	37,692	73,205				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated
Jobs with < 5 responses were omitted.

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

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	36,550	33,032	62,771	=	EMT-P	4	
Anne Arundel	55,301	42,769	86,627	+	Fire Fighter EMT-P	196	Trained in suppression and certified Paramedic (County has a lower ALS class of Fire Fighter EMT-Intermediate)
Baltimore City	60,382	41,169	62,480			71	
Baltimore County	57,330	46,484	62,615	=		52	Maximum salary with longevities is \$89,110
Calvert							All volunteer
Caroline	40,134	37,655	52,340			12	
Carroll							NCC
Cecil	43,846	40,040	62,338	=		25	Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period; hrs converted to 2080
Charles	51,334	46,248	74,409	=		34	
Dorchester	38,132	38,132	59,474	=	EMT - I or Paramedic	20	
Frederick		41,967	66,886	=	Paramedic I		
Garrett		27,416	42,206	=		4	
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 7,000
Kent	42,008	38,393	60,510			7	
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's	102,581	51,905	98,518	=	Paramedic Lieutenant	2	
Queen Anne's	45,375	41,723	71,245	=	Paramedic I & II	23	
St. Mary's							
Somerset							
Talbot	39,300	37,094	53,630		Paramedic	18	
Washington	48,528	40,859	63,902			8	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	50,831	40,326	65,330				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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	30,131	27,482	52,225			1	
Anne Arundel	53,159	36,073	78,504	+	Fire Fighter II & III	368	Trained in suppression & EMT-B certified
Baltimore City	44,147	34,459	54,994		EMT Firefighter	192	
Baltimore County	51,430	41,153	55,014	=		38	Maximum salary with longevities is \$77,976
Calvert							All volunteer
Caroline	32,057	28,291	47,582			9	1 CRT AND 8 EMT
Carroll							NCC
Cecil	39,125	36,046	56,181	=	Medic	4	Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period; hrs converted to 2080
Charles	44,384	39,629	63,821	=		26	
Dorchester	28,568	28,568	44,557	=	EMT	20	
Frederick							
Garrett		25,253	37,396	=		3	
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 2,500
Kent	35,250	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	42,848	78,889	=	Paramedic Trainee	1	
Queen Anne's	32,883	32,350	50,922	=	EMT II	6	
St. Mary's							
Somerset							
Talbot	28,883	27,016	47,153		EMT-B/EVO	15	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	38,830	33,470	55,465				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12

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.

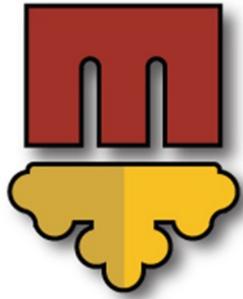
Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	23,244	22,868	43,456	=	Animal Control Officer	3	
Anne Arundel	40,511	32,157	52,686	=		9	Max salary includes 15% longevity 16+ yrs
Baltimore City	36,919	33,376	37,511		Animal Enforcement Officer	14	
Baltimore County	45,733	32,812	41,647	=	Animal Control Officer I	7	Maximum salary with longevities is \$52,116
Calvert	38,220	33,797	50,123	=	Animal Control Officer I	5	35/week
Caroline							
Carroll	32,186	38,500	51,596	=	Animal Control Officer	3	Not a County Agency but salary data is supplied
Cecil							NCC
Charles	52,845	42,809	68,905	=		4	
Dorchester	26,346	24,807	41,488	=		2	
Frederick	42,889	36,615	58,321	=		6	
Garrett	34,690	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	42,973	33,966	50,315	=		4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	54,351	44,900	74,181	=	Code Enforcement Officer	9	Assigned to the Police Department
Prince George's	42,222	28,963	53,548	=	Animal Control officer II	11	
Queen Anne's	34,452	30,429	47,686	=		3	
St. Mary's	51,813	33,426	51,813	=	Animal Warden	4	
Somerset	30,427	31,272	51,242	+	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	38,975	33,044	52,004				

* Charles County Government is an 37.5 hour work week, unless otherwise indicated

Jobs with < 5 responses were omitted.

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

Prepared by MACo, October 2011
Salary Survey of MD County Government FY 12



Maryland Association of
COUNTIES

Section II: County Health Benefits

FY 2012 Maryland County Government Health Benefits Survey

Allegany

	Active Employees/Pre-65 Retirees		Medicare Retirees	
	Active Employees	Pre-65 Retirees	Medicare Eligible	Medicare w/Upgrade
Annual Deductible (Individual)			N/A	N/A
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	300	300	N/A	N/A
Annual Deductible (Family)			N/A	N/A
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	600	600	N/A	N/A
Office Co-Pays (In-Network)	20	20	N/A	N/A
ER Copay	50		N/A	100%
Coinsurance (In-Network)			100% Hospital	20%
Coinsurance (Out-of-Network)			100% Hospital	20%
Out of Pocket Max. (Individual)			N/A	2500
In-Network	2000	2000	N/A	2500
Out-of-Network	2000	2000	N/A	2500
Out of Pocket Max. (Family)			N/A	N/A
In-Network	4000	4000	N/A	N/A
Out-of-Network	4000	4000	N/A	N/A
Rx Plan: Retail Generic	5	7	N/A	N/A
Brand, Formulary	25	30	N/A	N/A
Brand, Non-Formulary	40	45	N/A	N/A
RX Plan: Mail Generic	5	7	N/A	N/A
Brand, Formulary	25	30	N/A	N/A
Brand, Non-Formulary	40	45	N/A	N/A

Notes: All Rx copays after \$100 deductible for pre-65 retirees.

FY 2012 Maryland County Government Health Benefits Survey

Anne Arundel

	Active Employee and Pre-65 Retirees			Medicare Retirees
	Triple Option	Blue Choice HMO	CIGNA OAPIN	CIGNA Wrap
Annual Deductible (Individual)	100/200/300	N/A	N/A	
In-Network				N/A
Out-of-Network				N/A
Annual Deductible (Family)	200/400/600	N/A	N/A	
In-Network				N/A
Out-of-Network				N/A
Office Co-Pays (In-Network)	5/10/75%AB	5	5	N/A
ER Copay	35	100%	25	N/A
Coinsurance (In-Network)	95/5,85/15,75/25	100%	100%	80/20 after Medicare
Coinsurance (Out-of-Network)				80/20 after Medicare
Out of Pocket Max. (Individual)	500/1000/1500	800	1,100	
In-Network				2000
Out-of-Network				2000
Out of Pocket Max. (Family)	1000/2000/3000	1600	3600	
In-Network				4000
Out-of-Network				4000
Rx Plan: Retail Generic	5	5	5	5
Brand, Formulary	15	15	15	15
Brand, Non-Formulary	25	25	25	25
RX Plan: Mail Generic	10	10	10	10
Brand, Formulary	30	30	30	30
Brand, Non-Formulary	50	50	50	50

FY 2012 Maryland County Government Health Benefits Survey

Baltimore City

	Active Employee and Pre-65 Retirees				Medicare Retirees			
	PPO	PPN	POS	HMO	POS	Traditional BCBS	PPO	HMO
Annual Deductible (Individual)								
In-Network	N/A IN OR OUT	N/A	N/A	N/A	N/A IN OR OUT	N/A	N/A	N/A
Out-of-Network								
Annual Deductible (Family)					N/A IN OR OUT	N/A	N/A	
In-Network	N/A IN OR OUT	N/A	N/A	N/A				N/A
Out-of-Network								
Office Co-Pays (In-Network)	5	10	5	5	5	MAJOR MEDICAL	5	5
ER Copay	50	50	50	50	50	50	50	50
Coinsurance (In-Network)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Coinsurance (Out-of-Network)	50% OF R/C	50%	50%	NO OON	50% OF R/C	50% OF R/C	50% OF R/C	NO OON
Out of Pocket Max. (Individual)	N/A IN OR OUT	N/A	N/A	N/A	N/A IN OR OUT	N/A	N/A	N/A
In-Network								
Out-of-Network								
Out of Pocket Max. (Family)	N/A IN OR OUT	N/A	N/A	N/A	N/A IN OR OUT	N/A	N/A	N/A
In-Network								
Out-of-Network								
Rx Plan: Retail Generic	10				10	10	10	10
Brand, Formulary	20				20	20	20	20
Brand, Non-Formulary	30				30	30	30	30
RX Plan: Mail Generic	15				20	20	20	20
Brand, Formulary	25				40	40	40	40
Brand, Non-Formulary	35				60	60	60	60

FY 2012 Maryland County Government Health Benefits Survey

Baltimore

	Active Employee and Pre-65 Retirees			Medicare Retirees	
	CIGNA Open Access Plus HMO (OAPIN)	CIGNA PPO	Kaiser HMO	Cigna Medicare Surround	Kaiser Medicare Plus
Annual Deductible (Individual)	N/A		None	Not Applicable	None
In-Network		200			
Out-of-Network		300			
Annual Deductible (Family)	N/A				None
In-Network		400	None		
Out-of-Network		600			
Office Co-Pays (In-Network)	15	25	10	after Medicare	5
ER Copay	50	50	50	after Medicare	50
Coinsurance (In-Network)	N/A	15%	None		
Coinsurance (Out-of-Network)		25%	None		
Out of Pocket Max. (Individual)	1,100			\$2,000, \$300,000 lifetime	None
In-Network		1,000			
Out-of-Network		1,500	None		
Out of Pocket Max. (Family)	3,600				
In-Network		2,000			
Out-of-Network		3,000	None		
Rx Plan: Retail Generic	5	5	5	Greater of 10% or 20%	5
Brand, Formulary	20	20	15	Greater of 10% or 30%	5
Brand, Non-Formulary	35	25			
RX Plan: Mail Generic	10	10	9	Information unavailable	3
Brand, Formulary	40	40	15		3
Brand, Non-Formulary	70	70			

Note: Kaiser Rx plan covers one copay for 60 day supply. Copays listed are for Kaiser Facility pharmacies only. Cigna Rx plans are for one month supply per copay.

FY 2012 Maryland County Government Health Benefits Survey

Calvert

	Active Employee/Pre-65 Retiree		Medicare Retirees		
	HMO	PPO	HMO	PPO	Standard Group
Annual Deductible (Individual)					
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	N/A	200	N/A	200	300
Annual Deductible (Family)					
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	N/A	400	N/A	400	300 pp
Office Co-Pays (In-Network)	5	10	5	10	NA
ER Copay	N/A	N/A	N/A	N/A	N/A
Coinsurance (In-Network)	100%	100%	N/A	100%	N/A
Coinsurance (Out-of-Network)	N/A	80%	N/A	80%	N/A
Out of Pocket Max. (Individual)					
In-Network	N/A	800	N/A	800	300
Out-of-Network	N/A	800	N/A	800	N/A
Out of Pocket Max. (Family)					
In-Network	N/A	1600	N/A	1600	300 pp
Out-of-Network	N/A	1600	N/A	1600	N/A
Rx Plan: Retail Generic	8	10	8	10	10
Brand, Formulary	15	20	15	20	20
Brand, Non-Formulary	30	35	30	35	35
RX Plan: Mail Generic	8	10	8	10	10
Brand, Formulary	15	20	15	20	20
Brand, Non-Formulary	30	35	30	35	35

FY 2012 Maryland County Government Health Benefits Survey

Caroline

	Active Employee/ Pre-65 Retiree	Medicare Retirees		
	EPO/Active/Pre 65 Retiree	Medicare Supplement	N/A	N/A
Annual Deductible (Individual)		N/A	-	-
In-Network	N/A	N/A	-	-
Out-of-Network	No Benefit	N/A	-	-
Annual Deductible (Family)		N/A Only individual	-	-
In-Network	N/A	N/A	-	-
Out-of-Network	No Benefit	N/A	-	-
Office Co-Pays (In-Network)	15	10	-	-
ER Copay	35/Facility-25/Dr.	N/A	-	-
Coinsurance (In-Network)	N/A	N/A	-	-
Coinsurance (Out-of-Network)	N/A	N/A	-	-
Out of Pocket Max. (Individual)	N/A	N/A	-	-
In-Network	N/A	N/A	-	-
Out-of-Network	N/A	N/A	-	-
Out of Pocket Max. (Family)	N/A		-	-
In-Network	N/A		-	-
Out-of-Network	N/A		-	-
			-	-
Rx Plan: Retail Generic	7	10	-	-
Brand, Formulary	24 = DIF GENERIC	25	-	-
Brand, Non-Formulary	24 = DIF GENERIC	45	-	-
RX Plan: Mail Generic	7	25	-	-
Brand, Formulary	24 = DIF GENERIC	60	-	-
Brand, Non-Formulary	24 = DIF GENERIC	98	-	-

FY 2012 Maryland County Government Health Benefits Survey

Carroll

	Active Employee/Pre-65 Retiree		Medicare Retirees	N/A
	Choice	Choice Plus	Medicare Supplemental	
Annual Deductible (Individual)			200	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	200		-
Annual Deductible (Family)			400	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	400		-
Office Co-Pays (In-Network)	10	15	N/A	-
ER Copay	50	50	50	-
Coinsurance (In-Network)	N/A	N/A	80/20	-
Coinsurance (Out-of-Network)	N/A	80/20	80/20	-
Out of Pocket Max. (Individual)			1,700	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	1,700		-
Out of Pocket Max. (Family)			3,400	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	3,400		-
				-
Rx Plan: Retail Generic	5	5	5	-
Brand, Formulary	15	15	15	-
Brand, Non-Formulary	25	25	25	-
RX Plan: Mail Generic	5	5	5	-
Brand, Formulary	15	15	15	-
Brand, Non-Formulary	25	25	25	-

Note: Retail Copays are for 30 days; Mail Copays are for 90 days

FY 2012 Maryland County Government Health Benefits Survey

Cecil

	Active Employee/Pre-65 Retirement		Medicare Retirees	
	Carefirst PPO - High Option	Carefirst PPO - Standard Option	Carefirst PPO-Standard Option	N/A
Annual Deductible (Individual)	100	300	300	-
In-Network	100	300	300	-
Out-of-Network	100	300	300	-
Annual Deductible (Family)	300	900	900	-
In-Network	300	900	900	-
Out-of-Network	300	900	900	-
Office Co-Pays (In-Network)	10	10	10	-
ER Copay	90% of allowed benefit after deductible	75% of allowed benefit after deductible	75% of allowed benefit after deductible	-
Coinsurance (In-Network)	90% of allowed benefit	75% of allowed benefit	75% of allowed benefit	-
Coinsurance (Out-of-Network)	75% of allowed benefit after deductible	65% of allowed benefit after deductible	65% of allowed benefit after deductible	-
Out of Pocket Max. (Individual)	1,100	1,500	1,500	-
In-Network	1,100	1,500	1,500	-
Out-of-Network	1,100	1,500	1,500	-
Out of Pocket Max. (Family)	3,300	4,500	4,500	-
In-Network	3,300	4,500	4,500	-
Out-of-Network	3,300	4,500	4,500	-
				-
Rx Plan: Retail Generic	\$10 copay for 30-day supply	\$10 copay for 30-day supply	\$10 copay for 30-day supply	-
Brand, Formulary	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	-
Brand, Non-Formulary	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	-
RX Plan: Mail Generic	\$10 copay for 90-day supply	\$10 copay for 90-day supply	\$10 copay for 90-day supply	-
Brand, Formulary	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	-
Brand, Non-Formulary	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	-

FY 2012 Maryland County Government Health Benefits Survey				
Charles				
	Active Employee/Pre-65 Retiree		Medicare Retirees	
	CareFirst PPN/PPO	CareFirst BlueChoice HMO	CareFirst Standard over 65	CareFirst BlueChoice over 65
Annual Deductible (Individual)				
In-Network	N/A	N/A	300/Major Medical	N/A
Out-of-Network	200	N/A	N/A	N/A
Annual Deductible (Family)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	400	N/A	N/A	N/A
Office Co-Pays (In-Network)	15	5 PCP/10 Spec	varies	5 PCP/10 Spec
ER Copay	60/Waived admitted	25/Waived admitted	N/A	25/Waived admitted
Coinsurance (In-Network)	N	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Coinsurance (Out-of-Network)	80%/20%	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Out of Pocket Max. (Individual)				
In-Network	1,000	N/A	N/A	N/A
Out-of-Network	1,000	N/A	N/A	N/A
Out of Pocket Max. (Family)				
In-Network	2,000	N/A	N/A	N/A
Out-of-Network	2,000	N/A	N/A	N/A
Rx Plan: Retail Generic	5	5	5	5
Brand, Formulary	20	20	20	20
Brand, Non-Formulary	35	35	35	35
RX Plan: Mail Generic	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay
Brand, Formulary	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay
Brand, Non-Formulary	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay

FY 2012 Maryland County Government Health Benefits Survey

Dorchester

Active Employee, Pre-65 Retirees and Medicare Retirees*

	HMO	POS	PPO	N/A
Annual Deductible (Individual)	N/A	N/A	N/A	-
In-Network	N/A	N/A	N/A	-
Out-of-Network	N/A	N/A	500	-
Annual Deductible (Family)	N/A	N/A	1000	-
In-Network	N/A	N/A	3000	-
Out-of-Network	N/A	N/A	6000	-
Office Co-Pays (In-Network)	30	30	15	-
ER Copay	100	100	15	-
Coinsurance (In-Network)				-
Coinsurance (Out-of-Network)				-
Out of Pocket Max. (Individual)				-
In-Network	1300	1300	1500	-
Out-of-Network	N/A	N/A		-
Out of Pocket Max. (Family)				-
In-Network	2600	2600	3000	-
Out-of-Network	N/A	N/A	6000	-
				-
Rx Plan: Retail Generic	15	15	15	-
Brand, Formulary	35	35	35	-
Brand, Non-Formulary	60	60	60	-
RX Plan: Mail Generic	15	15	15	-
Brand, Formulary	35	35	35	-
Brand, Non-Formulary	60	60	60	-

Note: Use AARP as a Supplement

FY 2012 Maryland County Government Health Benefits Survey

Frederick

	Active Employee and Pre-65 Retiree		Medicare Retirees	
	In Network	Point of Service	In-Network	Point of Service (POS)
Annual Deductible (Individual)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	N/A	300	N/A	300
Annual Deductible (Family)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	N/A	600	N/A	600
Office Co-Pays (In-Network)	15	15	15	15
ER Copay	100	100	100	100
Coinsurance (In-Network)	5%	5%	5%	5%
Coinsurance (Out-of-Network)	N/A	20%	N/A	20%
Out of Pocket Max. (Individual)				
In-Network	1000	1000	1000	1000
Out-of-Network	N/A	2300	N/A	2300
Out of Pocket Max. (Family)				
In-Network	2000	2000	2000	2000
Out-of-Network	N/A	4600	N/A	4600
Rx Plan: Retail Generic	10	10	10	10
Brand, Formulary	30	30	30	30
Brand, Non-Formulary	50	50	50	50
RX Plan: Mail Generic	20	20	20	20
Brand, Formulary	60	60	60	60
Brand, Non-Formulary	100	100	100	100

FY 2012 Maryland County Government Health Benefits Survey

Garrett

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	MPOS	PPN	Standard	Standard W/Major Medical
Annual Deductible (Individual)				
In-Network			N/A	N/A
Out-of-Network	200	300	N/A	N/A
Annual Deductible (Family)				
In-Network			N/A	N/A
Out-of-Network	400	900	N/A	N/A
Office Co-Pays (In-Network)	10	10	N/A	N/A
ER Copay	35	25	N/A	N/A
Coinsurance (In-Network)	90%	100%	N/A	Covers 80% of the 20% that Medicare does not.
Coinsurance (Out-of-Network)	70%	80%	N/A	Covers 80% of the 20% that Medicare does not.
Out of Pocket Max. (Individual)				
In-Network	850	3,000	N/A	N/A
Out-of-Network	3,000	3,000	N/A	N/A
Out of Pocket Max. (Family)				
In-Network	2,550	6,000	N/A	N/A
Out-of-Network	6,000	6,000	N/A	N/A
Rx Plan: Retail				
Generic	8	8	8	8
Brand, Formulary	15	15	15	15
Brand, Non-Formulary	30	30	30	30
RX Plan: Mail				
Generic	16	16	16	16
Brand, Formulary	30	30	30	30
Brand, Non-Formulary	60	60	60	60

FY 2012 Maryland County Government Health Benefits Survey

Harford

Active Employee and Pre-65 Retiree					Medicare Retirees	
	HDHP (CDH)	PPO	MPOS	HMO	TRADITIONAL	HMO
Annual Deductible (Individual)						
In-Network	1,200	250	N/A	N/A	N/A	N/A
Out-of-Network	2,400	500	500	N/A	N/A	N/A
Annual Deductible (Family)						
In-Network	1,200	500	N/A	N/A	N/A	N/A
Out-of-Network	2,400	1,000	1,500	N/A	N/A	N/A
Office Co-Pays (In-Network)	30	30	20PCP/25SPEC	15 PCP/25 SPEC	20% AFTR MEDICARE	15PCP/25 SPEC
ER Copay	55	55	50	50	20% AFTR MEDICARE	50
Coinsurance (In-Network)	N/A	N/A	N/A	N/A	20% AFTR MEDICARE	N/A
Coinsurance (Out-of-Network)	20%	20%	20%	N/A	20% AFTR MEDICARE	N/A
Out of Pocket Max. (Individual)						
In-Network	2,400	N/A	N/A	N/A	N/A	N/A
Out-of-Network	2,400	2,000	2,000	N/A	N/A	N/A
Out of Pocket Max. (Family)						
In-Network	4,800	N/A	N/A	N/A	N/A	N/A
Out-of-Network	4,800	4,000	4,000	N/A	N/A	N/A
Rx Plan: Retail Generic	10	10	8	5	20% OF RX COST	5
Brand, Formulary	25	25	20	15	20% OF RX COST	15
Brand, Non-Formulary	45	45	40	35	20% OF RX COST	35
RX Plan: Mail Generic						
Brand, Formulary						
Brand, Non-Formulary	2 COPAYS FOR 90 DAY SUPPLY				\$20 COPAY/90 DAY	2 COPAY/90 DAY

FY 2012 Maryland County Government Health Benefits Survey

Howard

Active Employee, Pre-65 Retirees, and Medicare Retirees

	Aetna Open Access	Aetna PPO	Kaiser HMO	N/A
Annual Deductible (Individual)				-
In-Network	N/A	250	N/A	-
Out-of-Network	N/A	500	N/A	-
Annual Deductible (Family)				-
In-Network	N/A	500	N/A	-
Out-of-Network	N/A	1,000	N/A	-
Office Co-Pays (In-Network)	10pcp 20 spec	20	10pcp 20 spec	-
ER Copay	100	100	100	-
Coinsurance (In-Network)	100%	90%	100%	-
Coinsurance (Out-of-Network)	N/A	70%	N/A	-
Out of Pocket Max. (Individual)				-
In-Network	N/A	1,500	N/A	-
Out-of-Network	N/A	4,000	N/A	-
Out of Pocket Max. (Family)				-
In-Network	N/A	3,000	N/A	-
Out-of-Network	N/A	8,000	N/A	-
				-
Rx Plan: Retail Generic	10	10	10	-
Brand, Formulary	30	30	30	-
Brand, Non-Formulary	50	50	50	-
RX Plan: Mail Generic	10	10	20	-
Brand, Formulary	30	30	60	-
Brand, Non-Formulary	50	50	100	-

FY 2012 Maryland County Government Health Benefits Survey

Kent

Active Employee and Pre-65 Retirees		Medicare Retirees		
	HMO/HRA	N/A	GAP	N/A
Annual Deductible (Individual)		-	Employees participate in Medicare and county provides GAP coverage for services not fully covered by Medicare. County pays for benefits for those retiring with 30 years of service.	-
In-Network	1200	-		-
Out-of-Network	N/A	-		-
Annual Deductible (Family)		-		-
In-Network	2400	-		-
Out-of-Network	N/A	-		-
Office Co-Pays (In-Network)	15	-		-
ER Copay	100	-		-
Coinsurance (In-Network)	N/A	-		-
Coinsurance (Out-of-Network)	N/A	-		-
Out of Pocket Max. (Individual)		-		-
In-Network	2400	-		-
Out-of-Network	N/A	-		-
Out of Pocket Max. (Family)		-		-
In-Network	4800	-		-
Out-of-Network	N/A	-		-
		-		-
Rx Plan: Retail Generic	15	-		-
Brand, Formulary	25	-		-
Brand, Non-Formulary	45	-		-
RX Plan: Mail Generic		-	-	
Brand, Formulary		-	-	
Brand, Non-Formulary		-	-	

**FY 2012 Maryland County Government Health Benefits Survey
Maryland National Capital Park and Planning Commission**

	Active Employee and Pre-65 Retiree			Medicare Retirees		
	UnitedHealthcare POS	UnitedHealthcare EPO	CIGNA EPO	*UnitedHealthcare Medicare Complement	UnitedHealthcare EPO	CIGNA EPO
Annual Deductible (Individual)				N/A		
In-Network	N/A	N/A	N/A		N/A	N/A
Out-of-Network	250	N/A	N/A		N/A	N/A
Annual Deductible (Family)				N/A		
In-Network	N/A	N/A	N/A		N/A	N/A
Out-of-Network	600	N/A	N/A		N/A	N/A
Office Co-Pays (In-Network)	10	10	10	Supplement to Medicare	10	10
ER Copay	35	25	35	Supplement to Medicare	25	35
Coinsurance (In-Network)	100%	100%	100%	100%	100%	100%
Coinsurance (Out-of-Network)	80%	N/A	N/A	100%	N/A	N/A
Out of Pocket Max. (Individual)				Supplement to Medicare		
In-Network	600	1,100	1,500	Supplement to Medicare	1,100	1,500
Out-of-Network	600	N/A	N/A	Supplement to Medicare	N/A	N/A
Out of Pocket Max. (Family)				Supplement to Medicare		
In-Network	1,800	3,600	3,000	Supplement to Medicare	3,600	3,000
Out-of-Network	1,800	N/A	N/A	Supplement to Medicare	N/A	N/A
Rx Plan: Retail Generic	8	8	8	8	8	8
Brand, Formulary	16	16	16	16	16	16
Brand, Non-Formulary	25	25	25	25	25	25
RX Plan: Mail Generic	16	16	16	16	16	16
Brand, Formulary	32	32	32	32	32	32
Brand, Non-Formulary	40	40	40	40	40	40

Note: This plan is a supplement to Medicare. It pays the deductible and 20% coinsurance of Medicare Covered services.

FY 2012 Maryland County Government Health Benefits Survey

Montgomery

Active Employee, Pre-65 Retirees, and Medicare Retirees

	BCBS CareFirst POS	United Healthcare HMO	Kaiser HMO	Caremark High Option Prescription Plan	Caremark Standard Option Prescription Plan
Annual Deductible (Individual)					
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	\$300	N/A	N/A	N/A	N/A
Annual Deductible (Family)					
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	\$600	N/A	N/A	N/A	N/A
Office Co-Pays (In-Network)	\$10	\$5	\$5	N/A	N/A
ER Copay	25 waived if admitted	50 waived if admitted	25 waived if admitted	N/A	N/A
Coinsurance (In-Network)	N/A	N/A	N/A	N/A	N/A
Coinsurance (Out-of-Network)	20% after deductible is met	N/A	N/A	N/A	N/A
Out of Pocket Max. (Individual)				N/A	N/A
In-Network				N/A	N/A
Out-of-Network				N/A	N/A
Out of Pocket Max. (Family)				N/A	N/A
In-Network	1,000 per person plus deductible	1,100 per person up to 3,600 for family		N/A	N/A
Out-of-Network			N/A	N/A	N/A
Rx Plan: Retail Generic	N/A	N/A	N/A	4 or 5	10
Brand, Formulary	N/A	N/A	N/A		20
Brand, Non-Formulary	N/A	N/A	N/A	8 or 10	35
RX Plan: Mail Generic	N/A	N/A	N/A	4 or 5	10
Brand, Formulary	N/A	N/A	N/A		20
Brand, Non-Formulary	N/A	N/A	N/A	8 or 10	35

FY 2012 Maryland County Government Health Benefits Survey

Prince George's

	Active Employee and Pre-65 Retirees			Medicare Retirees	
	Cigna Network Open Acces HMO	Kaiser Perm. HMO	Cigna POS	Cigna Open Acces In-Network HMO	Cigna Op. Acc.Plus PPO
Annual Deductible (Individual)					
In-Network	50	N/A	50	N/A	N/A
Out-of-Network	N/A	N/A	300	N/A	300
Annual Deductible (Family)					
In-Network	N/A	N/A	50	N/A	N/A
Out-of-Network	N/A	N/A	550	N/A	550
Office Co-Pays (In-Network)	30 -PCP, 35-SPEC	15-PCP, 15-SPEC	30-PCP, 35-SPEC	N/A	N/A
ER Copay	150	50	150	N/A	N/A
Coinsurance (In-Network)	100%	100%	100%	N/A	100%
Coinsurance (Out-of-Network)	N/A	N/A	20%	N/A	20%
Out of Pocket Max. (Individual)					
In-Network	2,000	3,500	2,000	N/A	N/A
Out-of-Network	N/A	N/A	2,000	N/A	2,000
Out of Pocket Max. (Family)					
In-Network	4,000	9,400	4,000	N/A	N/A
Out-of-Network	N/A	N/A	4,000	N/A	4,000
	Carve-out (Medco)	Carve-out (Medco)	Carve-out (Medco)	Carve-out (Medco)	Carve-out (Medco)
Rx Plan: Retail Generic	10	10	10	10	10
Brand, Formulary	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of
Brand, Non-Formulary	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of
RX Plan: Mail Generic	20	20	20	20	20
Brand, Formulary	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of
Brand, Non-Formulary	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of

Notes:

- 1) Active Employee and Pre-65 Retirees section – The correct title for the Cigna POS medical plan is the Cigna Network POS Open Access Plan.
- 2) The County's prescription plan is a carve out benefit and is administered by Medco. The plan has a mandatory generic and mail order provision. The maximum copayment at retail is \$50 and the maximum copayment for the mail order is \$100.

FY 2012 Maryland County Government Health Benefits Survey

Queen Anne's

Active Employee, Pre-65 Retirees, and Medicare Retirees

	PPO	EPO	N/A	N/A
Annual Deductible (Individual)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	200	N/A	-	-
Annual Deductible (Family)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	600	N/A	-	-
Office Co-Pays (In-Network)	15	15	-	-
ER Copay	25	25	-	-
Coinsurance (In-Network)	N/A	N/A	-	-
Coinsurance (Out-of-Network)	80/20	N/A	-	-
Out of Pocket Max. (Individual)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	800	N/A	-	-
Out of Pocket Max. (Family)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	2,400	N/A	-	-
			-	-
Rx Plan: Retail Generic	7	7	-	-
Brand, Formulary	24	24	-	-
Brand, Non-Formulary	24	24	-	-
RX Plan: Mail Generic	7	7	-	-
Brand, Formulary	24	24	-	-
Brand, Non-Formulary	24	24	-	-

FY 2012 Maryland County Government Health Benefits Survey

St. Mary's

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	CareFirst PPO	CareFirst HMO	Standard Group Over 65	BlueChoice
Annual Deductible (Individual)				
In-Network	N/A	N/A	155	N/A
Out-of-Network	200	N/A	155	N/A
Annual Deductible (Family)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	400	N/A	N/A	N/A
Office Co-Pays (In-Network)				
ER Copay	35	25	N/A	25
Coinsurance (In-Network)	20	10	N/A	10
Coinsurance (Out-of-Network)	80%/20%	N/A	N/A	N/A
Out of Pocket Max. (Individual)				
In-Network	800	2,000		2,000
Out-of-Network	800	N/A		N/A
Out of Pocket Max. (Family)				
In-Network	1,600	6,000		6,000
Out-of-Network	1,600	N/A		N/A
Rx Plan: Retail Generic	10	8		8
Brand, Formulary	20	15		15
Brand, Non-Formulary	35	30		30
RX Plan: Mail Generic	20	16		16
Brand, Formulary	40	30		30
Brand, Non-Formulary	70	60		60

FY 2012 Maryland County Government Health Benefits Survey

Somerset

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	HMO CAREFIRST BLUE CHOICE	N/A	INTEGRA/MEDICARE PRIMARY/SELF INS.	N/A
Annual Deductible (Individual)		-		-
In-Network		-		-
Out-of-Network		-		-
Annual Deductible (Family)		-		-
In-Network		-		-
Out-of-Network		-		-
Office Co-Pays (In-Network)	30/PCP- 40 Specialist	-	10	-
ER Copay	50	-	10	-
Coinsurance (In-Network)		-		-
Coinsurance (Out-of-Network)		-		-
Out of Pocket Max. (Individual)		-		-
In-Network	1,300	-		-
Out-of-Network		-		-
Out of Pocket Max. (Family)		-		-
In-Network	2,600	-		-
Out-of-Network		-		-
		-		-
Rx Plan: Retail Generic	0 - 100 Deductible/Ind.	-	10	-
Brand, Formulary	25 - 200 H/W & Family	-	25	-
Brand, Non-Formulary	45	-	40	-
RX Plan: Mail Generic	0	-	25	-
Brand, Formulary	50	-	60	-
Brand, Non-Formulary	90	-	98	-

FY 2012 Maryland County Government Health Benefits Survey

Talbot

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	United Health Care PPO	N/A	Medicare Supp Coverage	N/A
Annual Deductible (Individual)		-		-
In-Network	N/A	-	N/A	-
Out-of-Network	300	-	N/A	-
Annual Deductible (Family)	N/A	-	N/A	-
In-Network	N/A	-		-
Out-of-Network	600	-		-
Office Co-Pays (In-Network)	10	-	N/A	-
ER Copay	100	-		-
Coinsurance (In-Network)	N/A	-		-
Coinsurance (Out-of-Network)	80/20	-		-
Out of Pocket Max. (Individual)		-	N/A	-
In-Network	N/A	-		-
Out-of-Network	1,000	-		-
Out of Pocket Max. (Family)		-	N/A	-
In-Network	N/A	-		-
Out-of-Network	2,000	-		-
		-		-
Rx Plan: Retail Generic	10	-	10	-
Brand, Formulary	30	-	25	-
Brand, Non-Formulary	50	-	40	-
RX Plan: Mail Generic	20	-	25	-
Brand, Formulary	60	-	50	-
Brand, Non-Formulary	100	-	88	-

Notes:

1) Medicare Supp Coverage - \$7,000 annual maximum for prescripition drugs

FY 2012 Maryland County Government Health Benefits Survey

Washington

Active Employee and Pre-65 Retirees

	Low Option Medical (EPO) In-Network only	High Option Medical (PPO) In-Network	N/A	N/A
Annual Deductible (Individual)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	N/A	250	-	-
Annual Deductible (Family)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	N/A	750	-	-
Office Co-Pays (In-Network)	15	20	-	-
ER Copay	100	100	-	-
Coinsurance (In-Network)	N/A	N/A	-	-
Coinsurance (Out-of-Network)	N/A	30%	-	-
Out of Pocket Max. (Individual)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	N/A	1,250	-	-
Out of Pocket Max. (Family)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	N/A	3,750	-	-
			-	-
Rx Plan: Retail Generic	10	10	-	-
Brand, Formulary	20	20	-	-
Brand, Non-Formulary	35	35	-	-
Allegra D, Nexium, and Prevacid	50	50	-	-
RX Plan: Mail Generic	20	20	-	-
Brand, Formulary	40	40	-	-
Brand, Non-Formulary	70	70	-	-
Allegra D, Nexium, and Prevacid	100	100	-	-

Notes: Retirees become ineligible once they meet the age of 65 or attain medicare

FY 2012 Maryland County Government Health Benefits Survey

Wicomico

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	PPO	EPO	Medicare Primary	N/A
Annual Deductible (Individual)				-
In-Network	N/A	N/A	N/A	-
Out-of-Network	200	N/A	N/A	-
Annual Deductible (Family)			N/A	-
In-Network	N/A	N/A	N/A	-
Out-of-Network	600	N/A	N/A	-
Office Co-Pays (In-Network)	15	15	15	-
ER Copay	25	25	25	-
Coinsurance (In-Network)	N/A	N/A	Medicare	-
Coinsurance (Out-of-Network)	N/A	N/A	Medicare	-
Out of Pocket Max. (Individual)				-
In-Network	1,200	1,200	500	-
Out-of-Network	1,200	1,200	500	-
Out of Pocket Max. (Family)			N/A	-
In-Network	3,600	3,600	N/A	-
Out-of-Network	3,600	3,600	N/A	-
				-
Rx Plan: Retail Generic	5	5	5	-
Brand Formulary	25	25	25	-
Brand, Non-Formulary	40	40	40	-
RX Plan: Mail Generic	5	5	5	-
Brand, Formulary	25	25	25	-
Brand, Non-Formulary	40	40	40	-

FY 2012 Maryland County Government Health Benefits Survey

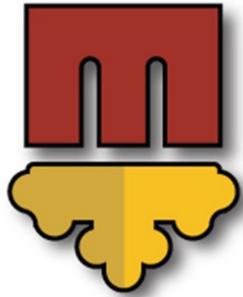
Worcester

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	Traditional	N/A	Traditional	N/A
Annual Deductible (Individual)	300	-	300	-
In-Network		-		-
Out-of-Network		-		-
Annual Deductible (Family)	600	-		-
In-Network		-		-
Out-of-Network		-		-
Office Co-Pays (In-Network)	20%	-	20%	-
ER Copay	0% or 20%	-	0% or 20%	-
Coinsurance (In-Network)		-		-
Coinsurance (Out-of-Network)		-		-
Out of Pocket Max. (Individual)		-	1,300 annual	-
In-Network		-		-
Out-of-Network		-		-
Out of Pocket Max. (Family)		-		-
In-Network		-		-
Out-of-Network		-		-
		-		-
Rx Plan: Retail Generic	10	-	10	-
Brand, Formulary	10	-	10	-
Brand, Non-Formulary	20	-	20	-
RX Plan: Mail Generic		-		-
Brand, Formulary		-		-
Brand, Non-Formulary		-		-

FY 2012 Maryland County Government Health Benefits Survey

Additional Questions

Jurisdiction	Opt-out offered for employees covered by other health insurance plans				Health Care Reform		
	Opt-out offered	Number participating	Amount county pays per emp.	Opt-out changed recently	Maintained grandfathered status	Intend to do so long term	Participate in Early Retiree Ins Prog
Allegany	Y	16	600	N	Y	Y	Y
Anne Arundel	Y	256	546 - 750	N	Y	N	Y
Baltimore City	Y	415	650 - 2,500	N	Y	Y	Y
Baltimore	Y				N	N	Y
Calvert	N	-	-	-	Y	Y	Y
Caroline	Y	20	VARIABLES	N	N	N	N
Carroll	Y	84	400 - 1,200	N	Y	Y	Y
Cecil	N	-	-	-	N	N	N
Charles	N	-	-	-	N	N	N
Dorchester	N	-	-	-	Y	Y	N
Frederick	N	-	-	-	N	N	Y
Garrett	N	-	-	-	Y	Y	Y
Harford	Y	114	1,200	N	N	N	N
Howard	Y	396	900	N	Y	Y	Y
Kent	N	-	-	-	N	N	N
MNCPPC	N	-	-	-	Y	Y	Y
Montgomery	N	-	-	-	N	N	Y
Prince George's	Y	682	400 medical/ 200 Rx	N	Y	Y	Y
Queen Anne's	Starting this year if sufficient interest				Y	Y	Y
St. Mary's	N	-	-	-	N	N	Y
Somerset	N	-	-	-	Y	Y	N
Talbot	Y	51	2,000	N	N	N	N
Washington	Y	109	VARIABLES	N	Y	Y	Y
Wicomico	N	-	-	-	Y	Y	Y
Worcester	Y	47	0	N	Y	Y	N



Maryland Association of
COUNTIES

Section III: County Pension Systems

Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	Yes	2% x AFC x CS, Maximum: 60% x AFC	Base Pay	Highest 3 of last 5 yrs	30 yrs of service or age 60 with 5 yrs	4%	60% CPI to a maximum of 2.5%
Baltimore City	Yes	1.6% x (AFC up SS Integration Level) x CS up to 30 plus 1.85% x (AFC above SS Integration Level) x CS up to 30 plus 1.85%x AFC xCS above 30	Base Pay	Highest 3 yrs (January 1 rates)	30 yrs of service or age 65 with 5 yrs	None	Minimum of 1.5% - increases depend on investment performance
Baltimore	Yes	1/70 x AFC x CS (1.43% per yr)	Base Pay, except for AFSCME employees	Highest 36 months	35 yrs of service or age 67 with 10 yrs	6.5% of pay; 7% effective 7/11	Depends on investment performance, 3% max (0% if service < 20 years)
Calvert	Yes	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%	Base Pay	NA	NA	3% of pay	NA
Caroline	Yes	1.6% x AFC x CS	Base Pay	Rate of pay as of first day of each month during highest consecutive 36 months	30 yrs of service or age 62 with 5 yrs	None	Determined annually during budget deliberations
Carroll	Yes	1.6% x AFC x CS (.7% x AFC x CS for service before 10-01-09)	Base Pay	Highest 3 consecutive yrs	30 yrs of service or age 62 with 3 yrs	5%	Up to a maximum of 2%
Charles	Yes	Yrs 1-5 = 1.5% x AFC x CS, Yrs 6-10 = 1.75% x AFC x CS, Yrs 11 - 15 = 2.0% x AFC x CS, Yrs 16 - 20 = 2.25% x AFC x CS, Yrs 20+ = 2.50% x AFC x CS	Base Pay	Highest 3 of last 10 yrs	Age 62 with 5 yrs or age 60 with 20 yrs	4%	100% CPI up to a max of 4%

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Cecil, Dorchester, Harford, Kent, Queen Anne's, St. Mary's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Frederick	Yes	2% x AFC x CS up to 30 yrs; hired on or after 7/1/2011 1.67% X AFC X CS up to 36	Base Pay	Highest 36 consecutive months	25 yrs of service or age 60 with 5 yrs tiered to age 65 with 2 yrs; hired on or after 7/1/2011 30 yrs of service or age 65 yrs w/5 yrs	4%	1% compounded annually
Garrett	Yes	1.67% x AFC x CS not to exceed 35 years	Base Pay	36 consecutive calendar months out of most recent 120 months that = the highest average	62	3.3875%	Determined annually during budget deliberations
Howard	Yes	1.55% x AFC x CS (some at 1.66% effective 7/1/2011)	Base Pay	Highest 36 months	Earliest of: 30 yrs of service, OR age 62/5 yrs, OR age 63/ 4 yrs, OR age 64/3 yrs, OR age 65/2 yrs	2% of pay (some at 3% effective 7/1/2011)	100% CPI up to a maximum of 3%
Maryland-National Park and Planning Commission	Yes	Prior to Eligibility for Social Security: High-3 x 2% x C.S.; After Eligibility for full Social Security: SSCCL x 1.5% x C.S., plus difference between High-3 and SSCCL x 2% x C.S.	Base Pay Only	High-3	Age 60 w/ at least 5 yrs of Credited Service or 30 yrs of Credited Service	3% of base pay up to social security wage base; 6% thereafter	100% of CPI up to 3%, plus half the change in excess of 3%, up to a maximum of 5%

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Cecil, Dorchester, Harford, Kent, Queen Anne's, St. Mary's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Montgomery	Yes	Defined Contribution Plan - Employer contributes 6% Cash Balance Plan - Employer contributes 6% with guaranteed interest rate of 7.25%	Base Pay + specific differentials ; does not include overtime	N/A	Age 62	4% of pay to to SS integration level and 8% of pay in excess of SS integration level	N/A
Prince George's	Yes	In State Non-contributory plan $0.8\% \times (\text{AFC up to SS Integration Level}) \times \text{CS}$ plus $1.5\% \times (\text{AFC above SS Integration Level}) \times \text{CS}$	Base Pay	3 highest yrs; New hires after 7/1/2011 - highest 60 consecutive months	30 yrs or age 62 with 5 yrs; New hires after 7/1/2011 - Rule of 90 or Age 65 with 10 yrs eligibility service	5% of pay in excess of SS Integration Level	100% CPI up to max of 3%; All employees after 7/1/2011 - 100% CPI up to a max of 2.5% if rate of return is achieved; 1% if investment target not met.
Washington	Yes	$2\% \times \text{Avg/Highest} \times \text{CS}$	Base Pay	Highest 3 yrs	30 yrs of service or age 60 with 5 yrs	5.5%	Not annual, determined during budget deliberations
Wicomico	Yes	$2\% \times \text{AFC} \times \text{CS}$	Base Pay	Highest 36 consecutive months.	5 yrs vested and 25 yrs service in the plan or 5 yrs vested and Age 55 whichever comes first.	5.625%	Not annual, determined during budget deliberations

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Cecil, Dorchester, Harford, Kent, Queen Anne's, St. Mary's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
State System	Yes	1.8% x AFC x CS; New hires after 7/1/2011 - multiplier is 1.5%	Base Pay	Highest 36 consecutive months; New hires after 7/1/2011 - highest 5 consecutive yrs	30 yrs or age 62 with 5 yrs; New hires after 7/1/2011 - Rule of 90 or Age 65 with 10 yrs eligibility service	5% pay; New hires after 7/1/2011 - 7%	100% CPI up to max of 3%; All employees after 7/1/2011 - 100% CPI up to a max of 2.5% if rate of return is achieved; 1% if investment target not met

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Cecil, Dorchester, Harford, Kent, Queen Anne's, St. Mary's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	No	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	Base Pay	Highest 3 of last 5 yrs	20 yrs of service or Age 50 with 5 yrs	7.25% (Lieutenant, Captain, Major, Deputy Chief, Chief pay 5%)	60% CPI to a maximum of 2.5%
Baltimore City	No	Yrs 1-20 = 2.5% x AFC x CS; Over 20 yrs = 2% x AFC x CS	Base Pay	Highest 36 consecutive months	Age 55 with at least 15 yrs of service as a contributing member; or regardless of age, 25 yrs of service with at least 15 yrs as a contributing member	8% currently; 9% effective July 1, 2012; 10% effective July 1, 2013	Retirees who have not attained age 55 as of the June 30 determination date will not receive an increase payable the following January. Retirees age 55 to 65 will receive a 1% increase payable the following January. Retiree age 65 or over will receive a 2% increase payable the following January.
Baltimore	No	20 + YOS = 2.5% x AFC x CS up to 20 yrs + 2% x AFC x CS in excess of 20 yrs	Base Pay	Highest 12 full consecutive months	Age 60 with 10 YOS or 25 YOS without reference to age	8.5% effective 7/2011	0 for 5 Years
Calvert	Yes	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Base Pay	Highest 3 of last 5	Age 55 or 25 yrs of service	8% of pay	3% or CPI - whichever is less
Carroll	Yes	2% x AFC x CS (reduced formula for service before 10-01-09)	Base Pay	Highest 3 consecutive yrs	25 yrs of service or age 55 with 15 yrs	8%	Up to a maximum of 2%
Cecil	Yes	2% x Average Pay x 1st 25 years of Creditable Service	Base rate of Pay	highest 36 consecutive months	Age 55 with 5 years of service	8% of base pay	2% Cap

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Caroline, Dorchester, Harford, Kent, Queen Anne's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Charles	Yes	Years 1 - 20 = 3% x AFC x CS, Yrs 20+ = 2% x AFC x CS	Base Pay	Highest 3 of last 5 yrs	25 yrs of service or age 60	8%	100% CPI up to a max of 4%
Frederick	-	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs	-	-	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service	8%	1% Compounded annually
Garrett	Yes	2% x AFC x CS not to exceed 30 years	Base Pay	36 consecutive calendar months out of most recent 120 months that = the highest average	62	7.585%	Determined annually during budget deliberations
Howard	Yes	% of AFC based on yrs of svc: 20 = 50%, 21 = 53%, 22 = 57%, 23 = 62%, 24 = 68%, 25 = 75%; max is 80% for yr 30 and over	Base Pay	Highest 36 months	20 yrs of service (or age 62 with 5 ys if earlier)	11.6% of pay	100% CPI up to a maximum of 2%
MD-National Park/Planning Commission	Yes	60% of High-3 x 2% of High-3 for each yr in excess of 25 yrs	Base Pay Only	High-3	Age 55 w/ at least 5 yrs of Credited Service or 30 yrs of Credited Service	8% of base pay	100% of CPI up to 3%, plus half the change in excess of 3%, up to a maximum of 5%
Montgomery	Yes	Police/Sheriff 2.4% x AFE x CS	Base Pay + specific differentials; does not include overtime	Highest 36 months	Sheirff - Normal - 15 yrs/age 55 or 25 yrs/age 46; Police - Normal - 15 yrs/age 55 or 25 yrs/any age;	Police/Sheriff - 5.75% ee contributions + 9.5% over SSWB	

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Caroline, Dorchester, Harford, Kent, Queen Anne's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Prince George's	Police Officers- No Sheriffs- Yes	3% x AFC x 20 yrs; 2.5% x AFC x srv credit over 20	Base Pay	Highest 24 consecutive months	20 Yrs or Age 55	Police Officers - 8% Sheriff - 11%	\$35 Guaranteed Annual Increase Funds must meet 8% return to provide for anything above \$35. Maximum \$135
St. Mary's	Yes	Sheriff's Office Retirement Plan - 2.5% of average pay multiplied by yrs of service.	Base earnings only.	Average of the highest 36 months of base compensation.	Age 62 of when EE has earned 25 yrs of service; which ever comes first.	8% of base pay.	3% each July 1st
Washington	Yes	2% x Avg/Highest x CS	Base Pay	Highest 3 yrs	25 yrs of service or age 50 with 5 yrs	6%	Not annual, determined during budget deliberations
Wicomico	Yes	2% x AFC x CS	Base Pay + Clothing allowance two times a year.	Highest 36 consecutive months.	5 yrs vested and 25 yrs service in the plan or 5 yrs vested and Age 55 whichever comes first.	5.625%	Not annual, determined during budget deliberations
State System*	Yes	2.0% x AFC x CS	Base Pay	3 highest consecutive yrs; New hires after 7/1/2011 - 5 highest consecutive yrs	25 yrs of service or age 50	6% for FY 2012; 7% for FY 2013 and beyond	100% CPI up to max of 3%; All employees after 7/1/2011 - 100% CPI up to a max of 2.5% if rate of return is achieved; 1% if investment target not met

*State Law Enforcement Officers Pension System (LEOPS) Deferred Retirement Option Program (DROP) - applies to all employees after 7/1/2011 - accounts earn interest at rate of 4% compounded annually

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Caroline, Dorchester, Harford, Kent, Queen Anne's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	Yes	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	Base Pay	Highest 3 of last 5 yrs	20 yrs of service or Age 50 with 5 yrs	6.75% for Detention Officer, Corporal, Sergeant; 5% for everyone else	60% CPI to a maximum of 2.5%
Baltimore	Yes	25 +YOS = 60% x AFC + 2% of AFC x CS >25 yrs <25 YOS = 1/70 x AFC x CS	Base Pay	Highest 30 months	25 yrs CS regardless of age or age 67 with 10 yrs CS	8% effective 7/2011	Depends on investment performance, 1%-3% based on CPI-U for 12 months ending in December.
Calvert	Yes	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Base Pay	Highest 3 of last 5	Age 55 or 25 yrs of service	8% of pay	3% or CPI - whichever is less
Caroline	Yes	1.6% x AFC x CS	Base Pay	Rate of pay as of first day of each month during highest consecutive 36 months	25 yrs or age 62 with 5	-	-
Carroll	Yes	1.8% x AFC x CS (.7% x AFC x CS for service before 10-01-09)	Base Pay	Highest 3 consecutive yrs	30 yrs of service or age 62 with 3 yrs	5%	Up to a maximum of 2%
Cecil	Yes	2% x Average Pay x 1st 25 years of Creditable Service	Base rate of Pay	highest 36 consecutive months	Age 55 with 5 years of service	8% of base pay	2% Cap
Charles	Yes	2.25% x AFC x CS	Base Pay	Highest 3 of last 5 yrs	25 yrs of service or age 60	7%	100% CPI up to a max of 4%

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Baltimore City, Dorchester, Kent, Queen Anne's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Frederick	-	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs	-	-	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service	8%	1% Compounded annually
Garrett	Yes	2% x AFC x CS not to exceed 30 years	Base Pay	36 consecutive calendar months out of most recent 120 months that = the highest	62	7.585%	Determined annually during budget deliberations
Harford	Yes	2% up 25 yrs/1% up to total of 55%	Base salary	Highest 3 consecutive yrs.	62	7%	Determined by Board of Trustees
Howard	Yes	(2.5% x AFC x CS up to 20) PLUS (1% x AFC x CS greater than 20 and less than 30)	Base Pay	Highest 36 months	Earliest of: 20 yrs of service, OR age 62/5 yrs, OR age 63/4 yrs, OR age 64/3 yrs, OR age 65/2 yrs		100% CPI up to a maximum of 3%
Montgomery	Yes	2.4% x AFE x CS	Base Pay + specific differentials; does not include overtime	Highest 36 months	Normal - 15 yrs/age 55 or 25 yrs/age 46;	5.75% ee contributions + 9.5% over SSWB	100% CPI for Washington Metro Area up to max of 3%; and 60% of any change in the CPI greater than 3%, not to exceed a total of 7.5%. The max 7.5% does not apply to disability retirees or retirees over age 65. Effective 7/1/2011, capped at 2.5% for benefits paid for service after June 30, 2011

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Baltimore City, Dorchester, Kent, Queen Anne's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Prince George's	Yes	3% x AFC x 20 yrs; 2.5% x AFC x srv credit over 20	Base Pay	Highest 24 consecutive months	20 Yrs or Age 55/w 5 yrs service	13%	Funds must meet 8% return to provide post-retirement increase. Min \$10 - Max \$100
St. Mary's	Yes	Sheriff's Office Retirement Plan - 2.5% of average pay multiplied by yrs of service.	Base earnings only.	Average of the highest 36 months of base compensation.	Age 62 of when EE has earned 25 yrs of service	8% of base pay.	3% each July 1st
Washington	Yes	2% x Avg/Highest x CS	Base Pay	Highest 3 yrs	25 yrs of service or age 50 with 5 yrs	6%	Not annual, determined during budget deliberations
Wicomico	yes	2% x AFC x CS	Base Pay + Hazardous Duty Pay two times a year.	Highest 36 consecutive months.	5 yrs vested and 25 yrs service in the plan or 5 yrs vested and Age 55 whichever comes first.	5.625%	Not annual, determined during budget deliberations.
State System	Yes	1.8% x AFC x CS	Base Pay	3 highest yrs; new hires after 7/1/2011 - 5 highest yrs	20 yrs of service with at least last 5 as a correctional officer	5.00%	Unlimited annual compound linked to CPI; All employees after 7/1/2011 - 100% CPI up to a max of 2.5% if rate of return is achieved; 1% if investment target not met

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Baltimore City, Dorchester, Kent, Queen Anne's, Somerset, Talbot and Worcester

Benefit Comparison of County Pension Systems - Additional Question		
Has county made changes to pension system in the past two years?		
Jurisdiction	Response	Comment
Allegany	Yes	Changes in State Retirement System apply to county employees
Anne Arundel	Yes	Increased contribution rates for some participants. Reduced DROP interest rate from 8% to 4.25%.
Baltimore City	Yes	Police and fire employees - increased the age and years of service for normal retirement, increased the employee contribution rates, made changes to AFC calculation, early service retirement, deferred retirement option plan, post retirement benefit increases, minimum benefit for certain spousal beneficiaries, and refund of accumulated contributions
Baltimore	Yes	Pension Changes 2010: No COLA for FY 11 and FY 12. Police and fire employees hired after 7/1/2007 increased their pension contribution from 7% to 8.5%. General government employees hired after 7/1/2007 increased their contribution from 6% to 7%. For new retirees, the eligibility for retirement COLA was extended from 1 year to 5 years. For all retirees, the maximum retirement COLA that can be paid has been reduced from 4% to 3%. For new retirees hired prior to 7/1/2007, retirement COLAs are eliminated for retirees with fewer than 20 years of service. For new retirees hired after July 1, 2007, retirement COLAs are eliminated for retirees with fewer than 25 years of service.
Calvert	No	
Caroline	No	
Carroll	Yes	On 10-01-09 added Law Enforcement Plan, higher benefit level and increased employee contributions for service earned after 10-01-09. Ended employer contributions to Defined Contribution Plan.
Cecil	Yes	For general employees participating in the State Retirement System
Charles	Yes	The early retirement provision for the County Pension Plan was revised which would reduce the reduction when an employee worked for the county for at least 25 years. The reduction went from 6% to 3% per year, the participant's Early Retirement Date
Dorchester	Yes	Changes in State Retirement System apply to county employees
Frederick	Yes	For employees hired after July 1, 2011, increased the normal retirement age and years of service
Garrett	No	
Harford	Yes	Changes in State Retirement System apply to county general employees and law enforcement
Howard	Yes	Effective July 1, 2011, employees in job classes represented by AFSCME Local 3085 are required to contribute 3% of pay and their benefit multiplier is changed to 1.66%.
Kent	Yes	Changes in State Retirement System apply to county employees
MNCPCC	No	
Montgomery	Yes	DB members will contribute 1% more of covered salary toward the cost of their retirement plan for FY12 and an additional 1% for FY13. Employer contributions will decrease 2% for DC and Cash Balance plans for FY12 only. The COLA provision for DB members will be capped at 2.5% for benefits paid for service after June 30, 2011.
Prince George's	Yes	Changes in State Non-Contributory Pension System apply to county employees
Queen Anne's	Yes	Changes in State Retirement System apply to county employees
St. Mary's	Yes	For general employees participating in the State Retirement System
Somerset	Yes	Changes in State Retirement System apply to county employees
Talbot	Yes	Changes in State Retirement System apply to county employees
Washington	No	
Wicomico	No	
Worcester	Yes	Changes in State Retirement System apply to county employees

Note: The following jurisdictions participate in the State System and therefore are not listed separately: Allegany, Cecil, Dorchester, Harford, Kent, Queen Anne's, St. Mary's, Somerset, Talbot and Worcester