



Fiscal Year 2011
Salary Survey of Maryland County Government

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Introduction

The Maryland Association of Counties (MACo) is pleased to release the Fiscal Year 2011 Salary Survey of Maryland County Government. This survey, which was previously produced bi-annually by the Institute for Governmental Service and Research at the University of Maryland, is now 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 you flip through, you will notice that this year's survey followed the same format as the prior year. It is envisioned that the Salary Survey Workgroup will reconvene in spring 2011 to discuss possible changes and improvements for the upcoming survey document. It is also hoped that future surveys will include the capability to revise them on line via the internet.

A special thanks goes to Emily Hollis, MACo's Office Assistant, who coordinated, compiled and produced this annual survey. Emily served as a valuable resource and kept us on task for its timely distribution.

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.

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County Human Resources Directors and Staff

Questions regarding data from a specific county or for further clarification, please contact the HR staff listed below *(current as of 11/2/2010)*

<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
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Dina	Davis	Executive Administrative Assistant	Calvert	410-535-1600 ext. 2382	410-414-5617	davisdm@co.cal.md.us
Traci	McKnight	Administrative Aide	Caroline	410-479-4105	410-479-4023	tmcknight@carolinemd.org
Kim	Frock	Health Benefits & Compensation Manager	Carroll	410-386-2129	410-840-3671	klfrock@ccg.carr.org
Barbara	Imwold	Manager, HR	Cecil	410-996-8480	888-217-5399	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
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Lisa	Gregory	Senior HR Analyst	Frederick	301-600-1170	301-600-2314	lgregory@frederickcountymd.gov
R. Monty	Pagenhardt	County Administrator	Garrett	301-334-8970	301-334-5000	mpagenhardt@garrettcountry.org
Vanessa	Kelly	Human Resource Analyst	Harford	410-638-3304	410-879-3564	vakelly@harfordcountymd.gov
Art	Griffin	Chief, Classification and Pay	Howard	410-313-3457	410-313-3470	agriffin@howardcountymd.gov
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Laetitia	Gnago	HR Specialist	Montgomery	240-777-5198	240-777-5130	laetitia.gnago@montgomerycountymd.gov
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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
Dee	Hawbaker	Deputy Director, HR	Washington	240-313-2354	240-313-2351	dhawbaker@washco-md.net
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Boni	King	Manager, Classification and Compensation	MNCPPC	301-454-1728	301-454-1718	boni.king@mncppc.org

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						

Jobs with < 5 responses were omitted.

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

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	68,557	68,557	68,557	County Council Chair	1	
Calvert						
Caroline						
Carroll						NCC
Cecil						
Charles						
Dorchester	16,000	16,000	16,000		1	
Frederick						
Garrett						
Harford	38,575	38,575	38,575		1	
Howard	54,400	54,400	54,400		1	
Kent						
Montgomery	94,351	94,351	94,351	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	55,016	55,016	55,016			

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	29,500	29,500	29,500		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			Vacant
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	12,000	12,000	12,000		1	
Talbot						
Washington	33,000	33,000	33,000		1	
Wicomico						
Worcester	25,000	25,000	25,000		1	
MNCPPC						
AVERAGE	29,962	31,964	31,964			

Jobs with < 5 responses were omitted.

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

Member, County Council or Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	28,500	28,500	28,500		2	
Anne Arundel	36,000	36,000	36,000		6	7 members including 1 Chair & 1 Vice Chair
Baltimore City	59,886	59,886	59,886	Council Members	12	
Baltimore County	61,714	61,714	61,714		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		2	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	14,000	14,000	14,000		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	9,200	9,000	10,000		5	
Prince George's	96,417	96,417	96,417		8	
Queen Anne's	19,000	19,000	19,000		4	
St. Mary's	38,000	38,000	38,000	Commissioner	4	
Somerset	12,000	12,000	12,000		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	34,216	34,208	34,249			

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	52,000	52,000	52,000		1	Charles County Treasurer
Dorchester						Dorchester does not have a Treasurer
Frederick						
Garrett						
Harford		91,600	141,606			Vacant; Acting Treasurer appointed by the County Executive with salary of \$122,660.
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	48,000	48,000	48,000		1	
Somerset	44,300	44,300	44,300		1	
Talbot						
Washington	68,333	55,589	86,939		1	
Wicomico						
Worcester						
MNCPPC						
AVERAGE	58,106	61,070	72,692			

Jobs with < 5 responses were omitted.

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

Sheriff

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	58,000	58,000	58,000		1	
Anne Arundel	128,064	128,064	128,064		1	
Baltimore City	95,200	95,200	95,200		1	January 1, 2011 salary will increase to \$114,050
Baltimore County	90,000	90,000	90,000		1	
Calvert	87,000	87,000	87,000		1	
Caroline	65,000	65,000	65,000		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	121,881				1	Charles County Sheriff
Dorchester	65,500	65,500	65,500		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	82,000	82,000	82,000		1	
Montgomery	135,744	135,744	135,744		1	
Prince George's	132,734	132,734	132,734		1	
Queen Anne's	53,000	53,000	53,000		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	80,000	80,000	80,000		1	\$88,000 eff. new term 12/10
Wicomico	85,000	85,000	85,000		1	
Worcester	85,000	85,000	85,000		1	
MNCPPC						
AVERAGE	87,400	85,901	85,901			

Jobs with < 5 responses were omitted.

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

State's Attorney

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	106,652	106,652	106,652		1	
Anne Arundel	147,091	147,091	147,091		1	\$151,504 effective 1/1/2011
Baltimore City	238,772	238,772	238,772		1	
Baltimore County	214,189	214,189	214,189		1	
Calvert	106,651	106,651	106,651		1	
Caroline	101,801	101,801	101,801		1	Annual
Carroll	94,802	94,802	94,802		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	127,252	127,252	127,252		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	149,917	149,917	149,917		1	Currently serves as Acting
Prince George's	125,500	125,500	125,500		1	
Queen Anne's	114,527	114,527	114,527		1	
St. Mary's	106,652	106,652	106,652		1	
Somerset	98,000	98,000	98,000		1	
Talbot	101,802	101,802	101,802		1	
Washington	106,652	106,652	106,652		1	\$114,527 eff. new term 1/11
Wicomico	114,527	114,527	114,527		1	
Worcester	114,527	114,527	114,527		1	
MNCPPC						
AVERAGE	123,757	123,036	123,036			

Jobs with < 5 responses were omitted.

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

Chief Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,700	4,700	4,700		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				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	13,911	15,294	15,294			

Jobs with < 5 responses were omitted.

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

Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,700	4,700	4,700		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	6,137	6,137	6,137		3	
Garrett	1,800	1,800	1,800			
Harford						
Howard	8,000	8,000	8,000		2	
Kent	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	10,759	11,176	11,176			

Jobs with < 5 responses were omitted.

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

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						
Baltimore County	9,402	9,402	9,402			
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					1	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	5,000	5,000	5,000		1	
Wicomico	4,000	4,000	4,000		1	
Worcester	2,400	2,400	2,400		1	
MNCPPC						
AVERAGE	11,739	8,910	14,021			

Jobs with < 5 responses were omitted.

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

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						
Baltimore County	7,846	7,846	7,846			
Calvert	3,000	3,000	3,000		2	Appointed
Caroline	2,688	2,375	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					3	Separate entity
Prince George's						
Queen Anne's						
St. Mary's	2,500	2,500	2,500		3	Annually
Somerset	1,600	800	1,600		4	2 Alternates/Salary \$800
Talbot						
Washington	4,500	4,500	4,500		2	
Wicomico	3,600	3,600	3,600		2	
Worcester	1,800	1,800	1,800		3	
MNCPPC						
AVERAGE	3,418	3,335	3,454			

Jobs with < 5 responses were omitted.

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

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	121,000	121,000	121,000			1	
Carroll	128,378	83,741	147,784	=	Chief of Staff	1	
Cecil	114,735	114,735	114,735		County Administrator		Contractual
Charles	165,000			=	County Administrator	1	Contractual appointed position
Dorchester	93,281			=		1	Flat rate salary
Frederick	168,146	131,562	214,390	=		1	
Garrett		94,578	145,601	=	County Administrator	1	
Harford	134,543	105,700	165,464	=	Director of Administration	1	
Howard	173,867	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		120,194	233,847	=	Chief Administrative Officer		Vacant
Queen Anne's	141,800	141,800	141,800	=	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							Vacant, 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	144,228	121,738	161,009				

Jobs with < 5 responses were omitted.

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

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	87,568	83,741	147,784	=	Deputy Chief of Staff	1	
Cecil							NCC
Charles	148,037	92,267	148,037	+	Assistant to the County Administrator	1	
Dorchester							
Frederick	133,052	114,912	187,257	=	Asst. County Manager	1	
Garrett							
Harford							
Howard		101,795	164,362	=	Deputy Chief Administrative Officer		Vacant
Kent							
Montgomery	161,661	159,885	162,215	=	Assistant Chief Administrative Officer	3	Appointed to position
Prince George's	147,488	109,019	212,106	=	Deputy Chief Administrative Officer	5	
Queen Anne's							
St. Mary's					Chief of Staff		Contract
Somerset							
Talbot							
Washington							
Wicomico	65,214	64,249	128,499		Deputy Director of Administration	1	
Worcester	95,065	95,065	95,065	=		1	
MNCPPC							
AVERAGE	110,118	93,334	142,121				

Jobs with < 5 responses were omitted.

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

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	132,997	132,997	132,997	=		1	Appointed position
Calvert	113,466	81,574	136,536	=		1	Contract/35/week
Caroline	74,733	71,005	98,874			1	
Carroll	109,991	83,741	147,784	=		1	
Cecil	87,402	63,149	98,384	=		1	
Charles	129,660	92,267	148,037	=		1	Contractual appointed position
Dorchester	51,383			=		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	147,771	98,884	192,385	=	Director, Office of Human Resources Management	1	Prince George's County uses the generic Director class. Actual \$143,144.
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		76,992	96,555		Director of Administrative Services		Vacant
Washington	82,494	64,839	101,406	=		1	
Wicomico	88,410	64,249	128,499			1	
Worcester	82,600	78,000	95,000	=		1	
MNCPPC	113,851	75,036	128,399	=		1	
AVERAGE	108,485	86,715	130,564				

Jobs with < 5 responses were omitted.

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

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	113,220	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	65,228	48,497	67,532		Computer Network Specialist Supv	1	
Carroll	89,274	83,741	147,784	=	Director, Technology Services	1	
Cecil	98,384	63,149	98,384	=		1	
Charles	143,637	92,267	148,037	=	Chief Information Officer	1	Reports to Director of Fiscal & Administrative Services
Dorchester	60,646			=		1	Flat rate salary
Frederick	138,459	114,912	187,257	=		1	
Garrett		52,232	80,408	=		1	
Harford	95,000	91,600	141,606	=	Chief, Information & Communications Technology	1	Not appointed / at will
Howard	154,898	101,795	164,362	=	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	147,771	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	104,180	60,452	109,774	=	Information Systems Mgr.	1	
St. Mary's	109,262	79,218	138,772	=		1	Contract
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	141,130	91,015	155,743	=	IT Manager	1	
AVERAGE	111,511	87,821	134,971				

Jobs with < 5 responses were omitted.

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

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	110,195	68,929	130,701	=	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		Acting Director	1	
Carroll	95,472	83,741	147,784	=	Comptroller	1	
Cecil							
Charles	142,325	92,267	148,037	+	Director of Fiscal & Administrative Services	1	Contractual appointed position
Dorchester	78,695			=		1	Flat rate salary
Frederick	135,663	114,912	187,257	=		1	
Garrett		61,103	94,065	=		1	
Harford		81,000	124,862		Deputy Treasurer		Our Deputy Treasurer has been appointed by the County Executive as "Acting Treasurer" due to the retirement of our Treasurer.
Howard	143,936	91,915	148,283			1	
Kent	94,641	71,246	113,073	=	Chief Finance Officer	1	
Montgomery	195,624	195,624	195,624	=		1	Appointed to position
Prince George's	147,771	98,884	192,385	=	Director, Office of Finance	1	Prince George's County uses the generic Director class. Actual \$154,775.
Queen Anne's	102,456	60,452	109,774	-	Chief Accounting Officer	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	134,808	134,808	134,808	+	Secretary/Treasurer	1	Serves as officer of Commission and also responsible for Information Technology
AVERAGE	121,928	93,833	140,555				

Jobs with < 5 responses were omitted.

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

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		112,200	204,000	=	Executive Level III		Vacant
Baltimore County	104,577	77,814	121,232	+	Deputy Director of Budget and Finance	1	Position assists with the management of both budget and finance
Calvert		71,508	106,051	=	Finance & Budget Deputy Director	1	35/week, Vacant
Caroline							
Carroll							NCC
Cecil	77,106	57,408	89,398	=	Accounting Manager	1	
Charles	n/a						
Dorchester	72,656			=		1	Flat rate salary
Frederick	127,463	83,231	132,908	=		1	
Garrett		52,232	80,408	=		1	
Harford					Deputy Treasurer		Vacant; not appointed / at will
Howard	118,872	82,930	133,910	=		1	
Kent							
Montgomery	149,917	149,917	149,917	=	Manager I		
Prince George's	121,094	85,420	166,190	=	Deputy Director, Office of Finance	1	Prince George's County uses the generic Deputy Director class, Actual \$152,159.
Queen Anne's							
St. Mary's	92,498	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	95,100	74,152	115,972				

Jobs with < 5 responses were omitted.

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

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							
Carroll	106,122	83,741	147,784	=	Director, Management & Budget	1	
Cecil	79,976	63,149	98,384	=	Budget Manager	1	
Charles	122,135	78,914	126,670	=	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	147,771	98,884	192,385	=	Director, Office of Management & Budget	1	Prince George's County uses the generic Director class. Actual \$148,625.
Queen Anne's							
St. Mary's	93,498	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	126,270	75,036	128,399	=	Budget Manager	1	
AVERAGE	123,265	91,903	137,840				

Jobs with < 5 responses were omitted.

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

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	128,994	128,994	128,994	-	Director of Planning	1	Responsibility for the Office of Planning/appointed position
Calvert	120,400	98,705	165,211	=		1	Contract/35/week
Caroline	78,590	65,550	89,886			1	
Carroll	109,991	83,741	147,784	=	Director of Planning	1	Zoning Administration responsibility under Director General Services
Cecil	101,982	69,430	108,202	=		1	
Charles	146,919	92,267	148,037	+	Director, Planning & Growth Management	1	Contractual appointed position
Dorchester	72,525			=		1	Flat rate salary
Frederick	133,668	109,542	175,006	=		1	
Garrett		61,103	94,065	=		1	
Harford	110,933	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	194,537	194,537	194,537	=	Director, Permitting Services		Appointed to position
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	102,236	70,026	109,518	=	Dir/Planning & Community Development	1	
Wicomico	96,787	64,249	128,499		Director of Dept. of Planning, Zoning and Community Development	1	
Worcester							
MNCPPC	179,384	179,384	179,384	=	Director of Planning	2	
AVERAGE	114,586	92,896	134,180				

Jobs with < 5 responses were omitted.

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

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							
Carroll	99,965	60,996	107,679	=	Deputy Director of Planning	1	Zoning Administration responsibility under Director General Services (converted 40 hr.)
Cecil	74,422	52,187	81,349	=	Principal Planner	1	
Charles	126,670	78,914	126,670	=	Planning Director	1	Reports to Director of Planning & Growth Management
Dorchester	55,584	48,268	75,283	=		1	
Frederick	105,154	83,231	132,908	=		1	
Garrett							
Harford	116,534	81,000	124,862	=		1	
Howard	97,146	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	99,530	60,452	109,774	-	Chief, Community Planning	1	
St. Mary's	97,302	65,728	111,738	+	Deputy Director, Land Use & Growth Management	1	
Somerset							
Talbot	58,174	54,802	68,727		Assistant Planning Officer	1	
Washington	72,048	55,589	86,939	=	Chief Planner	2	
Wicomico	73,141	50,652	101,303			1	
Worcester							
MNCPPC	148,000	148,000	148,000	=	Deputy Planning Director	1	
AVERAGE	97,215	74,709	109,008				

Jobs with < 5 responses were omitted.

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

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	119,892	83,741	147,784	=		1	
Cecil	105,747	76,398	119,038	=		1	
Charles	125,093	92,267	148,037	+		1	Contractual appointed position
Dorchester	87,188			=		1	Flat rate salary
Frederick		114,912	187,257	=			
Garrett							
Harford	122,160	105,700	165,464	=		1	
Howard	176,717	112,819	182,083	=		1	
Kent	124,000	71,246	113,073	=		1	
Montgomery	193,766	193,766	193,766	=	Director, Department of Public Works & Transportation	1	Appointed to position
Prince George's	147,771	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 \$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	125,487	97,623	145,144				

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	115,000	77,200	132,400	=	Executive Level II	1	
Baltimore County	128,615	82,554	128,615	=		1	
Calvert		77,932	115,606	=	Deputy Director Tech. Operations & Deputy Director Operations		2 Contracted positions/35/week/ Vacant
Caroline	52,134	52,134	67,532			1	
Carroll							
Cecil	92,706	63,149	98,384	=		1	
Charles	89,671	85,327	136,931	=	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	121,094	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							
Somerset							
Talbot	80,139	68,437	85,827		Assistant County Engineer	2	
Washington							
Wicomico							
Worcester	118,345	95,000	125,000	=		1	
MNCPPC							
AVERAGE	112,081	83,428	125,012				

Jobs with < 5 responses were omitted.

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

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	133,698	88,121	143,976	=	Director, Inspections & Permits	1	Appointed by County Executive
Baltimore City							
Baltimore County	151,130	151,130	151,130	=	Director of Permits and Development Management	1	Appointed position
Calvert	76,968	60,206	89,253	-	Inspections & Permit Division Chief	1	35/week
Caroline	54,317	48,497	67,532		Assistant Codes Director	1	
Carroll	90,543	83,741	147,784	+	Director General Services	1	Also oversees fleet management, facilities, and zoning functions
Cecil	98,384	63,149	98,384	=		1	
Charles	110,000	72,988	117,190	+	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	109,542	175,006	+		1	
Garrett		48,291	74,340		Chief, Inspections & Permits	1	
Harford	121,217	91,600	141,606	=	Director of Inspections, Licenses & Permits	1	
Howard	127,857	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	147,771	98,884	192,385	+	Director, Department of Environmental Resources	1	Prince George's County uses the generic Director class. Actual \$162,719.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	88,500	76,992	96,555		Director of Permits & Inspections	1	
Washington	79,704	64,839	101,406	=	Dir/Permits & Inspections	1	
Wicomico							
Worcester	114,655	93,000	123,000	=		1	
MNCPPC							
AVERAGE	107,260	83,554	122,620				

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	158,688	158,688	158,688	=	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	91,333	83,741	147,784	=		1	
Cecil	73,195	63,149	98,384	=		1	
Charles	122,930	78,914	126,670	=	Chief of Parks & Grounds & Chief of Recreation	2	Reports to Director of Public Works & Director of Community Services, respectively
Dorchester	51,965			=		1	Flat rate salary
Frederick	126,696	109,542	175,006	=		1	
Garrett							
Harford	115,000	91,600	141,606	=			
Howard		91,915	148,283	=	Director of Recreation and Parks		Vacant
Kent	66,692	51,600	81,642	=		1	Contractual
Montgomery	161,975	161,975	161,975	=	Director, Department of Recreation		Appointed to position
Prince George's							Maryland Capital National Parks & Planning Comm.
Queen Anne's	125,300	72,317	132,070	=		1	
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	=	Dir., Parks, Rec. & Facilities Management	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	185,500	185,500	185,500	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	104,778	88,165	125,318				

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	98,300	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		89,731	150,192	=	Public Safety Director		Contract/35/week, Vacant
Caroline	89,236	78,106	108,763			1	
Carroll	94,183	60,996	107,679	=	Administrator Public Safety	1	
Cecil	106,746	74,859	116,646	=		1	
Charles	121,605	92,267	148,037	=		1	
Dorchester							Dorchester has separate departments
Frederick	124,999	114,912	187,257	-		1	
Garrett							
Harford	114,334	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		This is a Director position but it is under the Manager II pay band
Prince George's	158,610	109,019	212,106	+	DCAO for Public Safety/Director, Homeland Security	1	
Queen Anne's	107,260	66,069	120,391	=		1	
St. Mary's	91,290	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			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	100,947	80,826	123,741				

Jobs with < 5 responses were omitted.

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

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	161,892	161,892	161,892	=	Director of Economic Development	1	Appointed position
Calvert	118,045	89,731	150,192	=	Economic Development Director	1	Contract/35/week
Caroline							
Carroll	106,268	83,741	147,784	=		1	
Cecil	105,747	76,398	119,038	=		1	
Charles							
Dorchester	63,938			=		1	
Frederick	119,713	114,912	187,257	+		1	
Garrett		61,103	94,065	=		1	
Harford	121,217	91,600	141,606	=		1	
Howard							
Kent							
Montgomery	180,000	180,000	180,000			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	106,778	88,231	123,569				

Jobs with < 5 responses were omitted.

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

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		Agency has been merged with Baltimore City Health Department
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							
Charles	84,401	72,988	117,190	=	Chief of Aging & CC	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	101,088	74,901	120,827	=		1	
Kent							
Montgomery	154,387	154,387	154,387		Chief, Aging & Disability Services	1	Appointed to position
Prince George's	147,771	98,884	192,385	+	Director, Family Services	1	Prince George's County uses the generic Director class. Actual \$112,750.
Queen Anne's	90,736	66,069	120,391	=		1	
St. Mary's	79,565	66,016	115,526	+		1	Contract
Somerset	62,700	62,700	62,700	=	Executive Director, Comm. On Aging	1	Separate Entity
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	102,767	84,490	124,355				

Jobs with < 5 responses were omitted.

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

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		Contractual position with negotiable salary
Anne Arundel							No Match
Baltimore City	120,000	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	104,696	92,267	148,037	+	Director of Community Services	1	Currently Acting appointment
Dorchester							
Frederick	119,396	114,912	187,257	=		1	
Garrett							County Administrator also serves in this capacity
Harford	121,217	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		
Prince George's	147,771	98,884	192,385	-	Director, Office of Community Relations	1	Multi-cultural Affairs. Prince George's County uses the generic Director class. Actual \$148,265.
Queen Anne's							
St. Mary's	92,934	66,016	115,526	=		1	Contract
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	124,878	100,460	155,631				

Jobs with < 5 responses were omitted.

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

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	92,281	72,988	117,190	=	Chief of Housing Authority	1	Reports to Director of Community Services
Dorchester							
Frederick	67,495	59,075	94,258	=		1	
Garrett							
Harford	101,421			=	Director of Housing	1	Grant-Funded Position
Howard	135,616	91,915	148,283	=		1	
Kent							
Montgomery	144,106	144,106	144,106	-	Chief, Special needs housing	1	Appointed to position
Prince George's	147,771	98,884	195,385	=	Director, Housing & Community Development	1	Prince George's County uses the generic Director class. Actual \$133,000..
Queen Anne's	100,521	66,069	120,391	=		1	
St. Mary's	97,302	65,728	111,738			1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	108,243	87,311	129,503				

Jobs with < 5 responses were omitted.

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

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	70,154	67,515	108,431	=	Local Management Board Manager	1	Reports to Chief of Transportation & Community Programs
Dorchester	56,116					1	Flat rate salary
Frederick							
Garrett							
Harford							
Howard							
Kent	65,248	63,993	63,993	=		1	
Montgomery	151,398				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	72,920	60,490	82,827				

Jobs with < 5 responses were omitted.

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

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	41,121	37,655	52,340			1	
Carroll	67,704	60,996	107,679	=	Public Information Administrator	1	
Cecil							NCC
Charles	62,938	57,783	92,861	=	Public Information Administrator	2	
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	117,876	117,876	117,876	=	Administrative Specialist	1	Working Title: Director, Communications. Exempt status, no min/max
Queen Anne's							
St. Mary's	63,648	66,016	115,526	=		1	Contract
Somerset							
Talbot							
Washington	55,687	40,859	63,902	=	PIO/Disability Issues Coord.	1	
Wicomico	59,002	43,059	86,119			1	
Worcester	45,604	43,406	71,126	=		1	
MNCPPC	109,200	62,658	109,200	=	Public Affairs Specialist IV	1	
AVERAGE	83,063	72,313	104,789				

Jobs with < 5 responses were omitted.

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

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 Ed. Position
Baltimore City	250,000	250,000	250,000				
Baltimore County	307,872	307,872	307,872	=		1	Appointed position
Calvert	169,000	169,000	169,000	=		1	Contract
Caroline							
Carroll	180,000			=		1	Amount set by the Board of Education - no scale with a minimum or maximum salary did not report for FY11
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	182,905						
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	185,700	197,119	197,119				

Jobs with < 5 responses were omitted.

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

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	161,892	161,892	161,892	=		1	Appointed position
Calvert	124,641	98,705	165,211	=		1	Contract/35/week
Caroline	121,000	121,000	121,000			1	
Carroll	102,420	83,741	147,784	=		1	
Cecil							NCC
Charles	171,873			=		1	Contractual appointed position
Dorchester							
Frederick	159,271	122,956	200,365			1	
Garrett	60,000			=		1	
Harford	133,472	105,700	165,464	=		1	
Howard	154,898	101,795	164,362	=	County Solicitor	1	
Kent							
Montgomery	149,917	149,917	149,917	=		1	Serves as Acting
Prince George's	147,771	98,884	192,385	=	Director, Office of Law	1	Prince George's County uses the generic Director class. Actual \$164,000.
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						
Wicomico	110,000				Head of Dept. of Law	1	Unclassified
Worcester	124,200	120,000	136,900	=		1	
MNCPPC	178,020	178,020	178,020	=	General Counsel	1	
AVERAGE	125,470	110,219	143,350				

Jobs with < 5 responses were omitted.

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

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	110,000	77,200	132,400	=	Executive Level II	1	
Baltimore County	127,500	127,500	127,500	=		1	Appointed position
Calvert							
Caroline							
Carroll	69,306	69,306	108,701	=	Senior Assistant County Attorney - Legislative Director		Vacant, This is not an appointed position Reports to County Attorney
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford	105,664	81,000	124,862		Chief of Staff	1	
Howard	93,337	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	110,479	93,123	128,555				

Jobs with < 5 responses were omitted.

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

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	80,149	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	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	84,006	72,988	117,190	=		1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	94,746	77,712	124,076	=	Director, Purchasing	1	
Garrett		48,291	74,340	=		1	
Harford	110,933	91,600	141,606	+	Director of Procurement	1	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, Office of Procurement	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	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	95,009	69,978	108,557				

Jobs with < 5 responses were omitted.

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

Buyer

Performs all aspects of procurement transactions.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	62,194	46,369	76,983	=	Buyer III	3	
Baltimore City	49,082	43,220	52,586	=	Procurement Specialist I	7	
Baltimore County	57,117	45,630	56,836	=		9	35 hour position, maximum salary with longevities is \$71,938
Calvert	49,079	36,546	54,218	=	Purchasing Assistant	3	35/week
Caroline							
Carroll	55,293	40,872	65,375	=		3	Converted to 40 hours
Cecil	53,914	35,630	55,536	=		1	
Charles	42,393	42,385	68,223	=	Procurement Specialist	1	
Dorchester							
Frederick	65,268	44,933	71,632	=	Procurement Analyst	4	employees as Procurement Analyst 2 and 3s
Garrett		32,431	49,928	=		1	
Harford	55,033	47,400	90,230	=	Procurement Agent II	5	
Howard	57,736	44,845	72,384	=	Admin Analyst I	4	
Kent							
Montgomery	77,852	49,253	81,513	=	Procurement Specialist II	8	
Prince George's		35,492	69,055	=	Buyer II		Vacant
Queen Anne's							
St. Mary's		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	55,948	41,473	66,489				

Jobs with < 5 responses were omitted.

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

Accountant I (Journey/Intermediate Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	56,229	43,525	82,710	+	Senior Accountant	1	CPA required
Anne Arundel	59,354	49,932	82,900	=	Accountant II	2	
Baltimore City	49,100	40,000	56,800	=	Accountant II	24	
Baltimore County	61,834	45,630	56,836	=	Accountant II	5	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	45,760	43,139	67,226	=		2	
Charles	54,615	53,465	85,952	=		2	
Dorchester							
Frederick	54,507	48,112	76,717	=	Accountant II	8	
Garrett		41,278	63,548	=		2	
Harford	60,579	47,400	90,230	=	Accountant II	3	
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	62,885	40,952	67,533	=	Accountant/Auditor I	5	
Prince George's	66,596	43,142	83,937	=	Accountant II	12	
Queen Anne's	66,847	47,514	76,317	=	Accountant II	3	
St. Mary's	41,829	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	67,069	47,535	81,342	=	Accountant II	5	
AVERAGE	58,059	45,257	73,396				

Jobs with < 5 responses were omitted.

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

Budget Analyst I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel		53,776	89,276	+	Budget & Management Analyst II		No authorized positions at this level
Baltimore City	70,675	56,000	79,400	=	Budget Management Analyst III	4	
Baltimore County	72,435	61,427	95,702	=	Budget Analyst II	3	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	
Cecil							NCC
Charles		49,476	79,569		Budget Analyst I		Vacant
Dorchester							
Frederick	57,489	44,933	71,632	-		2	
Garrett							
Harford	59,595	43,900	84,032	=	Budget Analyst	1	
Howard	65,951	49,733	80,163	=	Fiscal Specialist II	4	
Kent							
Montgomery	66,698	49,253	81,513	=	Management & Budget Specialist II	6	
Prince George's	57,469	43,142	83,937	=	Budget Management Analyst II	3	
Queen Anne's							
St. Mary's		62,566	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	60,106	49,459	80,420				

Jobs with < 5 responses were omitted.

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

Administrative Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	70,138	49,932	82,900	=	Management Assistant II	23	
Baltimore City	51,433	40,000	56,800	=	Administrative Analyst II	3	
Baltimore County	64,111	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	59,220	47,400	90,230	=	Management Assistant I	3	
Howard	55,973	44,845	72,385	=	Administrative Analyst I	8	
Kent							
Montgomery	71,478	47,028	77,756	=	Administrative Specialist II	56	
Prince George's	62,735	43,142	83,937	=	Administrative Assistant II	41	
Queen Anne's							
St. Mary's	50,482	46,134	73,736	=	Risk Analyst	1	
Somerset	81,133	62,334	98,765	+	Internal Auditor	1	Develop internal controls & procedures
Talbot							
Washington							
Wicomico	64,000	56,657	113,314		County Internal Auditor	1	
Worcester							
MNCPPC	75,113	47,535	81,342	=	Senior Administrative Specialist	31	
AVERAGE	64,165	48,240	80,727				

Jobs with < 5 responses were omitted.

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

Personnel Analyst I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,973	30,130	57,255	+	Benefits Specialist	1	
Anne Arundel	61,303	49,932	82,900		Personnel Analyst II	5	
Baltimore City	57,475	46,700	65,500	=	Human Resources Specialist II	4	
Baltimore County	60,393	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		45,053	72,093	=	Personnel Analyst I		Vacant, Converted to 40 hours
Cecil							NCC
Charles	66,286	57,783	92,861	+	Recruitment Administrator, Benefits Coordinator	2	
Dorchester							
Frederick	48,076	48,112	76,717	=	Senior HR Analyst	4	
Garrett							
Harford	55,206	47,400	90,230	=	Human Resources Analyst	1	
Howard	72,114	55,058	88,795	=	Administrative Analyst II	1	
Kent							
Montgomery	70,431	49,253	81,513	=	Human Resources Specialist II	6	
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		47,757	37,461	58,053	Sr Personnel Specialist	1	
Somerset	39,554	34,108	55,889	-	Administrative Aide Human Resources	1	
Talbot	33,951	31,365	49,834		Human Resources Assistant	1	
Washington							Recently reclassified to Deputy Dir., HR
Wicomico	32,880	31,728	63,456		HR Manager I	1	
Worcester	39,371	30,848	50,548	=		1	
MNCPPC	61,049	47,535	81,342	=	Human Resources Specialist	2	
AVERAGE	53,018	43,720	69,223				

Jobs with < 5 responses were omitted.

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

Staff Attorney I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,356	44,356	44,356	+	Assistant County Attorney	1	1/2 time. Not civil service.
Anne Arundel	84,254	57,913	96,146		Attorney II	4	
Baltimore City	70,444	44,200	84,600	=	Assistant Solicitor	25	
Baltimore County	87,477	46,532	118,272	=	Assistant County Attorney	22	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							
Charles	81,000	62,456	117,190	=	Assistant County Attorney I II & III	4	
Dorchester							
Frederick	86,697	72,559	115,833	=	Assistant County Attorney	2	
Garrett							
Harford	103,543	64,300	114,629	=	Assistant County Attorney II	1	
Howard	83,338	67,600	109,096	=	Attorney	6	
Kent							
Montgomery	81,421	62,168	103,309	=	Assistant County Attorney II	2	
Prince George's	66,962	49,943	97,168	=	Attorney II	6	
Queen Anne's							
St. Mary's	70,554	65,728	111,738	=	Deputy County Attorney	1	
Somerset							
Talbot							
Washington	84,737	60,036	93,894	Plus	Asst. Co. Atty.	2	
Wicomico	110,000					1	Unclassified
Worcester							
MNCPPC	93,916	62,658	109,200	=	Associate General Counsel II	6	
AVERAGE	81,044	58,959	100,405				

Jobs with < 5 responses were omitted.

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

Planner I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	40,416	36,214	68,817	=	Planner II	3	
Anne Arundel	63,986	49,932	82,900		Planner II	17	
Baltimore City	56,061	46,700	65,580	=	City Planner II	14	
Baltimore County	60,546	45,630	56,836	=	Planner II	19	35 hour position, maximum salary with longevities is \$71,938
Calvert	58,456	42,643	63,227	-	Planner I	3	35/week
Caroline	40,651	38,355	44,088		Planner I & II & III	4	1 position contractual \$38,355
Carroll	42,079	40,872	65,375	=	Comprehensive Planner I	1	Converted to 40 hours
Cecil		43,139	67,226	=	Planner II		Vacant
Charles	58,773	49,476	85,892	=	Planner I & II	4	
Dorchester	34,837	34,837	56,085	=	Environmental Planner	2	One specializes in environmental and the other in forestry
Frederick	44,933	44,933	71,632	=	Planner I	1	
Garrett		29,837	45,933	=		1	
Harford	46,575	39,900	76,190	=	Planner I	6	
Howard	66,301	49,733	80,163	=	Planning Specialist II	11	
Kent	53,369	43,962	81,642			3	3 planners: 1-Environmental, 1-Housing, and 1-Community
Montgomery	77,756	47,028	77,756	=	Planning Specialist II	1	
Prince George's	56,939	42,793	78,356	=	Planner II	8	Represents the largest group of this class of employees.
Queen Anne's	74,618	54,206	87,633	+	Senior Planner	5	
St. Mary's	40,012	37,461	58,053	=		4	1 not filled
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	67,079	47,535	81,342	=	Senior Planner	59	
AVERAGE	53,451	42,758	68,733				

Jobs with < 5 responses were omitted.

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

County Engineer/Chief of Engineering

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	70,000	57,349	108,981	=	County Engineer	1	
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City		64,800	91,100		Engineering Supervisor PE		Vacant
Baltimore County	104,577	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	92,055	67,515	108,431	+	Planning Manager	1	
Dorchester	82,919	60,576	94,478	=	Senior Engineer	1	
Frederick	86,912	72,559	115,833	=	Engineering Manager	2	
Garrett		52,232	80,408	=		1	
Harford	118,280	71,400	118,934	=	Chief, Engineering Division	2	
Howard	133,390	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	116,190	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	95,243	74,818	123,469	=	Senior Project Manager	1	
Somerset	71,001	62,334	98,765	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	87,703	60,036	93,894	=	Deputy Dir/Capital Proj. Deputy Dir/Land Dev.	2	
Wicomico	84,931	56,657	113,314		Chief Civil Engineer	1	
Worcester							
MNCPPC	106,027	62,658	109,200	=	Engineering Supervisor	3	
AVERAGE	99,769	66,451	111,125				

Jobs with < 5 responses were omitted.

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

Engineer I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		39,700	75,442	=	Engineer II		Vacant, EIT certification required at minimum.
Anne Arundel	65,855	49,932	82,900		Engineer II	6	
Baltimore City	56,547	46,700	65,500	=	Engineer II	22	
Baltimore County	60,381	47,618	59,193	=	Engineer II	7	35 hour position, maximum salary with longevities is \$75,625
Calvert	76,603	65,593	97,297	=	Project Engineer II	5	35/week
Caroline							
Carroll	69,638	45,053	72,093	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil		43,139	67,226	=	Civil Engineer I		Vacant
Charles	67,912	57,783	92,861	+	Engineer II	4	
Dorchester	78,922	60,576	94,478	=		1	
Frederick	61,950	55,166	88,003	=	Engineer I	1	
Garrett		44,647	68,733	=		3	
Harford	65,856	47,400	90,230	=	Civil Engineer II	5	
Howard	83,600	61,006	98,426	=	Engineering Specialist II	19	
Kent							
Montgomery	77,480	49,253	81,513	=	Engineer II	4	
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	67,642	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	76,704	47,535	61,342	=	Engineering Designer II	1	
AVERAGE	71,581	53,222	82,924				

Jobs with < 5 responses were omitted.

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

Chief, Solid Waste and Recycling

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City	115,000	77,200	132,400	=	Executive Level II	1	
Baltimore County	98,573	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	106,095	78,914	126,670	+	Chief of Environmental Resources	1	
Dorchester	50,320	41,592	64,869	=	Landfill Foreman	1	
Frederick	83,321	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	124,537	77,478	150,739	=	Associate Director, Department of Environmental Resources	1	
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	84,646	62,680	100,017				

Jobs with < 5 responses were omitted.

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

Recycling Manager/Coordinator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,144	33,032	62,771	=	Engineering Technician III	1	
Anne Arundel	87,069	62,365	103,536	=	Solid Waste Recycling Manager	1	
Baltimore City	68,500	56,000	79,400	=	Recycling Coordinator	1	
Baltimore County	75,547	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	70,448	57,783	92,861	=	Recycling/Litter Control Superintendent	1	
Dorchester							
Frederick	48,111	48,112	76,717	-	Recycling Manager	1	
Garrett		29,837	45,933	=		1	
Harford	98,011	57,700	110,115	=	Recycling Program Manager	1	
Howard	79,913	61,006	98,426	=	Senior Administrative Analyst	1	
Kent							
Montgomery	108,023	63,411	115,901	=	Manager III	4	
Prince George's	96,265	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	69,015	=			Vacant
Wicomico	23,456	20,623	38,187		Recycling Coordinator	1	
Worcester	52,608	49,630	52,608	=		1	
MNCPPC							
AVERAGE	66,430	48,788	78,446				

Jobs with < 5 responses were omitted.

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

Social Worker - LCSW (BS Level/ Licensed)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							State funded county contractual
Baltimore City	48,703	39,745	48,257		Social Work Associate II	12	
Baltimore County	50,015	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	42,726	36,615	58,321	=	Case Manager	13	
Garrett							
Harford							
Howard	81,224	55,058	88,795	=	Human Services Specialist III	1	
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	50,482	46,134	73,736	+		1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	54,953	42,472	63,030				

Jobs with < 5 responses were omitted.

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

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							State funded county contractual
Baltimore City	41,633	45,090	54,906		Social Worker II	3	
Baltimore County	62,227	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	42,434	36,615	58,321	=	Case Worker	3	
Garrett							
Harford							
Howard							
Kent							
Montgomery	63,868	51,598	85,463	=	Social Worker II	82	
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	54,139	45,968	69,757				

Jobs with < 5 responses were omitted.

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

Recreation Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	108,751	72,324	120,072	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City	94,000	74,100	102,300	=	Recreation Manager	1	
Baltimore County	87,580	61,427	95,702	=	Chief of Recreation Services	1	
Calvert	70,598	55,201	81,882	=	Recreation Supervisor	1	35/week
Caroline	56,653	44,088	61,393		Division Chief	1	
Carroll	60,778	55,322	97,656	=	Bureau Chief Recreation	1	Converted to 40 hours
Cecil	53,768	52,187	81,349	=	Recreation Superintendent	1	
Charles	69,681	62,456	100,338	+	Recreation Services Administrator	1	
Dorchester	30,137	30,137	48,519	=	R & P Coordinator III	1	
Frederick	68,292	59,075	94,258	=	Superintendent, Recreation	1	
Garrett							
Harford	104,624	71,400	118,934		Chief of Recreation	1	
Howard	101,088	74,901	120,827	=	Administrative Manager	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	95,056	57,200	97,178	=	Manager, Grade 10	1	
Somerset							
Talbot							
Washington	62,757	47,658	74,536	=		1	
Wicomico	56,700	43,059	86,119		Recreation Superintend	1	
Worcester	50,000	50,000	50,000	=		1	
MNCPPC	67,126	47,535	81,342	=	Recreation/Enterprise Facility Manager II	63	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	71,393	55,498	88,449				

Jobs with < 5 responses were omitted.

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

Manager of Parks

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	101,051	72,324	120,072	+	Parks Administrator	2	Highest level of Manager for park planning, construction & maintenance
Baltimore City	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	65,465	57,783	92,861	=	Park Manager	5	
Dorchester							
Frederick	91,907	59,075	94,258	=	Superintendent, Parks	1	
Garrett							
Harford	68,998	52,800	97,261		Maintenance Supervisor	2	
Howard	104,125	74,901	120,827	=	Administrative Manager	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	58,864	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	90,657	56,657	113,314		Dep Dir Rec Parks, Tour	1	
Worcester	54,133	54,133	54,133	=		1	
MNCPPC	69,490	47,535	81,342	=	Park Manager II	22	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	71,390	55,546	88,053				

Jobs with < 5 responses were omitted.

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

Network Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	89,546	62,365	103,536	=	Systems Analyst	1	
Baltimore City	63,800	51,000	72,200	=	Network Engineer	3	
Baltimore County							NCC
Calvert	88,033	60,206	89,253	=	Network Administrator Supervisor	1	35/week
Caroline							
Carroll	86,092	53,519	85,655	=		1	
Cecil	54,954	47,424	73,840	=	Senior Network Administrator	1	
Charles	106,501	67,515	108,431	=		1	
Dorchester	49,128	48,268	75,283	=		1	
Frederick	75,592	59,015	94,258	+	Network Engineer II	1	
Garrett							
Harford							
Howard	88,504	67,600	109,096	=	Technical Services Manager I	1	
Kent							
Montgomery	127,465	77,596	128,836	=	Information Technology Expert	4	
Prince George's	102,168	63,741	124,013	=	Information Technology Manager I	2	
Queen Anne's							
St. Mary's	106,184	66,373	106,184	+		1	
Somerset	40,001	36,239	59,382	+	Network Engineer		
Talbot	49,483	40,618	61,917		System/Network Administrator & System/Network Technician	2	
Washington	65,485	51,471	80,498	=	Database Administrator	1	
Wicomico	36,303	31,728	63,456		Network Technician	1	
Worcester							
MNCPPC	119,028	68,298	119,028	=	IT Systems Manager/Leader	4	
AVERAGE	79,310	56,057	91,463				

Jobs with < 5 responses were omitted.

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

Systems Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	95,431	62,365	103,536		Systems Analyst	12	
Baltimore City	71,433	56,000	79,400	=	Systems Analyst II	3	
Baltimore County	83,172	61,427	95,702	=		6	
Calvert	65,138	61,427	81,882	=	Systems Analyst I & II	5	35/week
Caroline	45,780	40,080	55,811		Technology Specialist	1	Also acts as Network Manager
Carroll	59,731	49,109	78,583	=	Senior Programmer Analyst	3	
Cecil							NCC
Charles	81,303	53,465	85,952	=	Systems Analyst I	1	
Dorchester							
Frederick	69,252	51,517	82,165	=	Software Integrator	5	
Garrett		32,431	49,928	=		1	
Harford		57,000	110,115	=			Vacant
Howard	69,053	55,058	88,795	=	Technical Services Specialist III	6	
Kent	50,608	51,600	81,642	=	Network Engineer	1	
Montgomery	92,428	59,345	98,513		IT Specialist III	53	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	64,720	47,514	76,317	=	System Administrator	2	
St. Mary's							
Somerset							
Talbot							
Washington	57,799	47,658	74,536	=		2	
Wicomico	63,207	50,652	101,303	+	Deputy Dir. IT	1	
Worcester							
MNCPPC	67,894	49,912	85,406	=	IT Support Specialist II	22	Certain IT positions are in a special salary range
AVERAGE	67,707	51,225	83,258				

Jobs with < 5 responses were omitted.

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

Computer Programmer/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,280	30,130	57,255	=	Information Technology Support	1	
Anne Arundel	63,141	49,932	82,900		Programmer-Analyst I	4	P-A II is supervisory
Baltimore City	61,023	42,918	52,261		Analyst/Programmer II	7	
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	47,310	45,053	72,093	=	Programmer Analyst	2	Converted to 40 hours
Cecil							NCC
Charles	82,494	57,783	92,861	=	Systems Analyst II	3	
Dorchester							
Frederick							
Garrett							
Harford	69,997	52,800	97,261	=	Programmer Analyst I	8	
Howard	62,386	49,733	80,163	=	Technical Services Specialist II	12	
Kent	43,117	43,962	69,421	=	System Administrator	2	
Montgomery	92,428	59,345	98,513		IT Specialist III	53	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	Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	83,096	66,373	106,184	=		2	
Somerset							
Talbot							
Washington							
Wicomico	43,059	43,059	86,119		Sr. Network Engineer	1	
Worcester	41,389	37,496	61,422	=		3	
MNCPPC	77,122	49,912	85,406	=	Programmer/Analyst II	8	Certain IT positions are in a special salary range
AVERAGE	62,924	48,533	80,007				

Jobs with < 5 responses were omitted.

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

Help Desk/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,609	30,130	57,255	=	Information Technology Support	1	
Anne Arundel	52,286	40,984	64,759		Information Services Support Specialist	18	
Baltimore City	46,295	36,674	44,331		PC Support Technician	5	
Baltimore County	50,690	39,677	49,828		Office Automation Assistant	12	35 hour position, maximum salary with longevities \$62,216
Calvert	34,999	33,797	50,123	=	Computer Service Tech I	2	35/week
Caroline	33,049	30,113	41,932			1	
Carroll	49,150	45,053	72,093	+	Client Services Support Analyst	1	Converted to 40 hours
Cecil	43,243	35,630	55,536	=		4	
Charles	55,684	42,385	79,569	=	Technology Support Specialist I & II	3	
Dorchester							
Frederick	49,670	24,958	50,856	=	Client Services Tech	3	
Garrett							
Harford	48,007	43,900	84,032	=	Computer Systems Engineer II	4	
Howard	62,000	44,845	72,384	=	Technical Services Specialist I	4	
Kent	33,733	34,394	53,807		Help Desk Specialist	1	
Montgomery	78,513	51,598	85,463		IT Specialist II	19	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	58,896	44,028	75,340	=	IT Support Specialist I	11	Certain IT positions are in a special salary range
AVERAGE	48,025	38,569	63,577				

Jobs with < 5 responses were omitted.

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

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	34,772	23,608	44,346	+	Office Support Assistant I Office Support Assistant II	99	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	29,650	25,800	29,326	=	Office Assistant II	139	
Baltimore County	34,206	25,192	31,262	-	Clerk	5	35 hour position, maximum salary with longevities is \$39,667
Calvert	31,268	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	38,065	28,870	50,269	+	Office Associate I & II	10	These positions perform a wide variety of administrative functions.
Dorchester							
Frederick	33,942	27,889	44,361	+	Admin Spec II	3	
Garrett							
Harford		23,700	51,002	=	Clerical Assistant		Vacant
Howard	33,962	26,832	43,889	=	Administrative Support Technician I	7	
Kent							
Montgomery	39,550	31,797	51,062	=	Administrative Aide	4	This is at the entry level. Please note that they also perform other functions
Prince George's	23,833	22,879	44,514	=	General Clerk II	9	
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	35,022	26,623	47,857	=	Office Clerk	5	
AVERAGE	31,346	25,693	41,723				

Jobs with < 5 responses were omitted.

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

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	47,191	41,438	50,364	=		5	
Baltimore County	44,931	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	49,451	41,282	74,286		Coordinator	3	
Carroll	39,728	37,482	59,967	=		1	
Cecil							NCC
Charles	48,306	42,385	68,223	=		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	60,241	44,845	72,384	=	Legal Support Services Specialist	5	
Kent							
Montgomery	72,314	51,598	85,463	=	Paralegal Specialist	7	
Prince George's	40,309	33,804	65,767	=	Paralegal Assistant II	11	Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	44,449	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							
Wicomico	33,796	27,875	51,558			1	
Worcester							
MNCPPC		41,932	71,750	=	Paralegal Assistant		Requires paralegal certificate - Vacant
AVERAGE	46,911	39,214	62,339				

Jobs with < 5 responses were omitted.

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

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	38,947	27,482	52,225	=		6	
Anne Arundel	50,823	33,638	53,159	=		6	
Baltimore City	41,562	32,853	39,210	=	Legal Assistant	6	
Baltimore County	41,980	32,812	41,647	=		27	35 hour position, maximum salary with longevities is \$52,116
Calvert	43,007	33,797	50,123	=	Legal Secretary I	5	35/week
Caroline	32,340	30,113	46,125		Court Recorder/Coordinator	7	
Carroll	32,913	28,933	46,322	=	Legal Secretary I	3	
Cecil	37,596	32,427	50,502	=		6	
Charles	51,939	42,385	68,223	+	Legal Assistant III	2	
Dorchester	42,511	33,444	52,161	=		2	
Frederick	36,909	34,299	54,648	-	Judicial Assistant	2	
Garrett							
Harford	41,513	39,900	76,190		Legal Specialist II	1	
Howard	55,403	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	
Talbot	31,357	29,042	48,365			2	
Washington	36,106	32,435	50,727	=		9	
Wicomico	29,000	23,456	43,399		Legal Office Associate III	1	
Worcester							
MNCPPC	61,914	37,025	63,357	=		2	
AVERAGE	42,101	33,492	52,298				

Jobs with < 5 responses were omitted.

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

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	30,716	24,752	42,245	=	Cashier I	4	max salary includes 15% longevity 16+ yrs
Baltimore City	31,877	27,410	31,609	=	Cashier I	19	
Baltimore County	44,039	32,812	41,647	=		7	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	34,931	31,163	50,269	=	Revenue Specialist	6	
Dorchester	31,000	25,149	39,223	=	Fiscal Clerk	2	
Frederick		31,948	58,302	=	Collection Specialist I		Vacant
Garrett							
Harford	28,294	27,500	57,182	=	Cashier I	2	
Howard	37,258	29,765	48,006	=	Administrative Support Technician II	6	
Kent	31,703	31,383	48,378		Revenue Associate	1	
Montgomery	54,224	37,457	61,498	=	Fiscal Assistant	37	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	35,582	29,904	47,641				

Jobs with < 5 responses were omitted.

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

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	19,978	17,354	32,979	=	Office Associate I	2	
Anne Arundel	32,702	23,608	40,290	=	Office Support Assistant I	9	Max salary includes 15% longevity 16+ yrs
Baltimore City		24,222	27,076	=	Office Assistant I		Vacant
Baltimore County	34,206	25,192	31,262	=	Clerk	5	35 hour position, maximum salary with longevity is \$39,667
Calvert	32,736	30,066	44,572	=	Office Assistant I	5	35/week
Caroline							
Carroll	24,419	22,360	35,776	=	Office Associate I	2	1 Vacancy, Converted to 40 hours
Cecil	25,203	23,109	35,942	=	Office Services Assistant	6	
Charles	32,895	28,870	46,600	+	Office Associate I	2	
Dorchester	21,993	22,141	34,533	=	Administrative Associate	2	
Frederick	34,058	29,851	47,498	+	Admin Spec III	29	
Garrett							
Harford	32,483	27,500	57,182	=	Clerk Typist	3	
Howard	33,962	26,832	43,389	=	Administrative Support Technician I	10	
Kent	31,180	28,148	43,201		Office Assistant	8	
Montgomery	46,980	33,107	53,483	=	Principal Administrative Aide	173	
Prince George's	43,746	32,194	62,636	=	Administrative Aide II	52	Represents the largest group of this class of employees.
Queen Anne's	29,820	26,800	41,866	=	Adm. Asst. I	4	
St. Mary's		25,626	38,459	+	Office Specialist	7	
Somerset	27,449	26,763	43,854	=	Office Assistant I	3	
Talbot	29,648	23,707	47,153		Administrative Assistant I & Staff Assistant	10	
Washington	29,056	25,748	40,269	=	Office Associate	6	
Wicomico	39,422	23,456	43,399			25	
Worcester	26,013	18,935	31,032	=		10	
MNCPPC	33,263	29,909	51,180	=	Administrative Assistant	5	
AVERAGE	31,486	25,891	42,332				

Jobs with < 5 responses were omitted.

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

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	35,201	25,069	47,639	=	Office Associate III	2	
Anne Arundel	35,010	25,938	44,346	=	Office Support Assistant II	88	Max salary includes 15% longevity 16+ yrs
Baltimore City	29,650	25,800	29,236	=	Office Assistant II	139	
Baltimore County	38,641	29,865	37,747	=	Office Assistant	150	35 hour position, maximum salary with longevity is \$47,618
Calvert	43,120	33,797	50,123	=	Office Specialist I	9	35/week
Caroline	26,205	24,886	34,654	=	Office Support Assistant II	2	
Carroll	27,123	24,378	38,980	=	Office Associate II	1	Converted to 40 hours
Cecil	33,658	29,453	45,926	=	Office Services Specialist	18	
Charles	46,552	33,645	54,240	=	Office Associate III	8	
Dorchester	28,476	25,148	39,223	=	Admin Associate, Adv	3	
Frederick	40,180	34,203	54,462	=	Admin Spec V	15	
Garrett		25,253	37,396	=		6	
Harford	43,321	33,100	66,290	=	Administrative Assistant I	28	
Howard	37,258	29,765	48,006	=	Administrative Support Technician II	85	
Kent	35,732	31,383	48,378	=	Admin. Secretary	7	
Montgomery	54,752	37,547	61,498	-	Office Services Coordinator	272	
Prince George's	54,304	35,493	69,055	=	Administrative Aide III	45	Represents the largest group of this class of employees.
Queen Anne's	35,897	28,619	44,671	=	Adm. Asst. II	17	
St. Mary's		28,246	42,286	=	Senior Office Specialist	20	
Somerset	30,149	28,436	46,595	=	Office Assistant II and/or Secretary General	3	
Talbot	32,083	29,042	48,365		Administrative Assistant II	6	
Washington	34,015	30,033	46,971	=	Sr. Office Associate	30	
Wicomico	36,972	27,875	51,558		Administrative Office Associate II	10	
Worcester	32,714	26,648	43,665	=		11	
MNCPPC	44,618	33,093	56,627	=	Senior Administrative Assistant	60	
AVERAGE	37,201	29,469	47,517				

Jobs with < 5 responses were omitted.

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

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	47,507	30,130	57,255	=	Office Associate V	4	
Anne Arundel	42,494	28,496	48,755	=	Office Support Specialist	59	Max salary includes 15% longevity 16+ yrs
Baltimore City	33,649	27,410	31,609	=	Office Assistant III	160	
Baltimore County	50,264	35,981	45,630	=	Office Administrator	16	35 hour position, maximum salary with longevity is \$56,836
Calvert	55,081	42,643	63,227	=	Executive Administrative Assistant	9	35/week
Caroline	35,316	27,375	46,125		Administrative Aide/Assistant/Management Associate	11	
Carroll	37,128	31,554	50,482	=	Administrative Office Associate I	9	Support staff to the Bureau Chief/Deputy Director level - converted to 40 hours
Cecil	41,030	32,427	50,502	=	Administrative Assistant	18	
Charles	47,117	39,237	63,189	+	Administrative Associate	12	
Dorchester	31,944	31,944	52,161	=	Administrative Specialist	1	
Frederick	48,099	39,198	62,455	=	Admin Asst	14	
Garrett		27,416	42,206	=		8	
Harford	48,648	37,300	71,198	=	Administrative Assistant II	39	
Howard	42,177	32,968	53,248	=	Administrative Support Technician III	60	
Kent	41,447	34,393	60,510	=	Office Manager, Administrative Aide	9	
Montgomery	54,752	37,547	61,498	=	Office Services Coordinator	272	
Prince George's	61,390	39,132	76,134	=	Administrative Aide IV	41	Represents the largest group of this class of employees.
Queen Anne's	41,610	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	42,648	29,042	58,759		Office Manager	6	
Washington	38,357	32,435	50,727	=	Admin. Assistant	12	
Wicomico	38,708	27,875	51,558		Executive Office Associate	3	
Worcester	41,463	32,391	53,076	=		4	
MNCPPC	53,379	37,135	63,544	=	Principal Administrative Assistant	63	
AVERAGE	43,990	33,199	54,638				

Jobs with < 5 responses were omitted.

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

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	60,642	60,642	60,642	=	Clerk to Commissioners	1	Contract/35/week
Caroline	55,220	44,088	61,393		Executive Assistant	1	
Carroll	63,524	55,322	97,656	=	County Clerk	1	Appointed position
Cecil	54,662	43,139	67,226	=	Executive Office Administrator	1	
Charles	63,292	57,783	92,861	=		1	Contractual appointed position
Dorchester	34,039	33,444	52,161	=	Administrative Specialist	1	
Frederick							
Garrett							
Harford	72,687	64,300	114,629	=	Council Administrator	1	Not appointed/ at will. We have a County Council not Commissioners.
Howard							
Kent		43,962	69,421	=	Executive Assistant		Vacant
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	54,891	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	59,532	49,773	81,088				

Jobs with < 5 responses were omitted.

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

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	39,746	29,099	47,736	=	Storekeeper II	8	
Baltimore City	29,762	26,807	30,725	=	Storekeeper I	25	
Baltimore County	32,285	27,422	34,356	=	Storekeeper I	7	40 hour position, maximum salary with longevities is \$43,642
Calvert							
Caroline							
Carroll	31,086	24,378	38,980	=	Parts Clerk	2	
Cecil	33,384	32,427	50,502	=	Purchasing Assistant	1	
Charles	39,388	31,163	50,269	=	Supply Clerk I	2	
Dorchester							
Frederick	36,732	29,851	47,498	=	Warehouse Tech	1	
Garrett							
Harford		30,200	62,608	=			Vacant
Howard	32,298	28,538	40,290	=	Stores Clerk	5	
Kent							
Montgomery	45,813	31,797	51,062	=	Supply Technician II	15	
Prince George's	35,558	25,081	49,484	=	Supply/Property Clerk II	6	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	35,806	28,361	46,020				

Jobs with < 5 responses were omitted.

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

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	38,030	22,868	43,456	=	Account Clerk II	1	
Anne Arundel	42,983	29,910	51,147	=	Financial Clerk I	14	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,976	27,410	31,609	=	Accounting Assistant II	21	
Baltimore County	27,422	27,422	34,356	=	Account Clerk I	1	35 hour position, maximum salary with longevities is \$43,642
Calvert	44,344	35,181	52,125	=	Account Technician I	4	35/week
Caroline	32,296	30,113	41,932		Account Clerk II	3	
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	43,833	36,330	58,537	=	Accounting Technician	2	
Dorchester	24,363	24,363	39,223	=	Fiscal Clerk	2	
Frederick		31,952	50,859	=	Account Tech I		Vacant
Garrett		25,253	37,396	=	Accounting Associate	2	
Harford		30,200	62,608	=	Accounting Clerk I		Vacant
Howard	37,258	29,765	48,006	=	Administrative Support Technician II	15	
Kent	45,423	34,393	53,807	=	Fiscal Associate	2	
Montgomery	54,224	37,457	61,498	-	Fiscal Assistant	37	Also performs clerical work in some departments
Prince George's	44,573	26,265	51,871	=	Account Clerk II	1	Represents the largest group of this class of employees.
Queen Anne's	54,405	34,462	54,405	=	Financial Specialist	1	
St. Mary's	36,338	28,246	42,286	=	Fiscal Specialist I	2	
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	38,658	29,755	48,152				

Jobs with < 5 responses were omitted.

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

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	40,775	32,853	39,210	=	Accounting Assistant III	33	
Baltimore County	44,370	32,812	41,647	=	Account Clerk III	56	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	67,786	57,783	92,861	=	Senior Accountant	1	
Dorchester	28,035	28,035	45,135	=	Fiscal Clerk Advanced	1	
Frederick	38,890	36,615	58,321	=	Account Tech II	10	
Garrett		27,416	42,206		Senior Accounting Associate	1	
Harford	66,594	39,900	76,190	=	Accounting Technician II	4	
Howard	42,177	32,968	53,248	=	Administrative Support Technician III	12	
Kent							
Montgomery	54,224	37,457	61,498	=	Fiscal Assistant	37	Also performs clerical work in some departments
Prince George's	54,499	35,493	69,055	=	Accounting Technician	5	
Queen Anne's							
St. Mary's	53,456	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	48,341	36,277	57,611				

Jobs with < 5 responses were omitted.

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

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	51,117	37,152	58,671	+	Personnel Assistant II	3	Journey, full-proficiency level; duties may be performed at the lower PA I level
Baltimore City	40,775	32,853	39,210	=	Accounting Assistant III	33	
Baltimore County	37,052	29,865	37,747	=	Account Clerk II	31	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	69,258	45,790	73,672	=	Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett							
Harford	54,322	39,900	76,190	=	Accounting Technician II	3	
Howard	49,696	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	
Queen Anne's							
St. Mary's	39,645	37,461	58,053	=	Fiscal Specialist IV, Payroll	1	
Somerset	30,213	30,213	49,507		Personnel Assistant	1	
Talbot	31,009	29,042	48,365		Payroll Clerk	2	
Washington	36,257	35,031	54,787	=		1	
Wicomico	26,090	23,456	43,399		Payroll Specialist I	2	
Worcester	38,525	30,848	50,548	=		1	
MNCPPC	68,213	41,932	71,750	=	Payroll Specialist	2	
AVERAGE	42,762	34,228	55,123				

Jobs with < 5 responses were omitted.

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

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							
Baltimore City							
Baltimore County	80,013	54,579	85,029	=	Utilities Superintendent/Solid Waste Superintendent/Highways Area Superintendent	6	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	73,841	49,476	126,670	+	Operations Mgr.; Project Mgr.	4	
Dorchester							
Frederick							
Garrett		66,088	101,741	+	General Superintendent Roads Department	1	
Harford	90,084	64,300	114,629	=		5	
Howard	94,140	61,006	98,426	=	Operations Superintendent	8	
Kent	65,965	43,962	69,421		Superintendent-Water & WW	1	
Montgomery		39,157	64,441	=	Urban District Public Service and Maintenance Team Supervisor		Vacant
Prince George's	124,537	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	77,639	70,026	109,518	-	Dir. of Environmental Mgmt	1	Does not oversee Highways
Wicomico	45,381	43,059	86,119		Superintendent, Waste Disposal	1	Acting Superintendent
Worcester	75,483	72,815	78,150	=		2	
MNCPPC							
AVERAGE	75,906	56,059	92,137				

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	38,865	33,032	62,771	=	Utilities Foreman & Roads Foreman	5	
Anne Arundel							
Baltimore City	31,658	28,204	29,515	=	Laborer Crew Leader I	43	
Baltimore County	54,613	37,747	47,618	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	54	Maximum salary with longevities is \$59,193
Calvert	51,438	37,877	56,139	=	Highway Maintenance Crew Leader I	4	40/week
Caroline	44,968	36,436	50,737		Crew leader -Highway Marking Specialist	4	Mosquito control & Weed Control as well
Carroll	44,855	37,482	59,967	=	Foreman	11	
Cecil	40,937	35,630	55,536	=	Crew Leader	7	
Charles	57,340	42,385	79,569	+	Supervisor; Supervisor I & II	33	
Dorchester							
Frederick	56,153	41,967	66,886	=	Foreman	11	
Garrett		29,837	45,933	=		13	
Harford	52,671	43,900	84,032	=	Crew Chief	16	
Howard	61,987	44,845	72,384	=	Operations Supervisor I	16	
Kent							
Montgomery							NCC
Prince George's		31,932	58,890	=	Crew Supervisor I		Vacant
Queen Anne's	56,282	36,710	58,147	=	Foreman	5	
St. Mary's	47,715	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	53,940	37,025	63,357	=	Park/General Maintenance Leader	39	
AVERAGE	48,411	37,191	59,343				

Jobs with < 5 responses were omitted.

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

Supervisor II - (Second Line)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,946	30,130	62,771	=	Building Supervisor I & II	2	Covers two grades
Anne Arundel							
Baltimore City	34,975	29,662	32,683	=	Laborer Crew Leader II	46	
Baltimore County	67,791	45,630	56,836	=	Utilities Supervisor I/Landfill Supervisor/Highways Superintendent	14	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	50,494	45,053	72,093	=	Area Roads Chief	5	1 Vacancy
Cecil	43,514	35,630	61,069	=	Roads Supervisor I or II	4	1 @ Supv I; 3 @ Supv II
Charles	71,582	57,783	100,338	+	Superintendent	20	A department re-organization resulted in upgrades/title changes for several employees.
Dorchester							
Frederick							
Garrett		41,278	63,548	=		3	
Harford	66,603	52,800	97,261	=	Maintenance Supervisor	10	
Howard	70,838	49,733	80,163	=	Operations Supervisor II	15	
Kent							
Montgomery	89,596	54,054	89,596	=	Maintenance Renovation & Inspections Supervisor	1	
Prince George's	56,518	35,205	64,176	=	Crew Supervisor II	14	
Queen Anne's							
St. Mary's	73,549	49,670	84,490	=	Manager, Grade 9	2	
Somerset	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	85,339	53,835	92,300	=	Trade Shop Supervisor II	10	
AVERAGE	58,503	43,761	70,842				

Jobs with < 5 responses were omitted.

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

Engineering Technician/Associate

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,756	25,069	62,771	=	Engineering Technician II & III	4	Covers two grades
Anne Arundel							
Baltimore City	50,898	39,745	48,257	=	Engineering Associate II	20	
Baltimore County	54,502	39,667	49,828	=	Engineering Associate II	14	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	66,537	57,783	92,861	+	Engineer II	5	
Dorchester	34,097	31,108	48,519	=	Right of Way Specialist	1	
Frederick	52,612	41,968	66,886	=	Engineering Tech I	1	
Garrett							
Harford	51,900	37,300	71,198	=	Engineering Associate II	3	
Howard	50,802	36,546	58,989	=	Engineering Support Technician I	9	
Kent							
Montgomery	61,709	40,952	67,533	=	Engineer Technician II	9	
Prince George's	49,724	36,966	67,895	=	Engineering Technician II	15	
Queen Anne's	54,238	41,723	66,524	=	Civil Engineering Tech.	4	
St. Mary's	51,896	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	50,155	39,175	63,516				

Jobs with < 5 responses were omitted.

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

CAD/GIS Operator/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,144	33,032	62,771	=	Drafter/CADD Operator & Planner I	2	
Anne Arundel	56,674	43,062	68,039	=	GIS Specialist	11	
Baltimore City	41,861	36,674	44,331		GIS Technician	3	
Baltimore County	55,655	49,828	62,216	=	Geographic Information Systems Analyst	2	35 hour position. maximum salary with longevities is \$79,311
Calvert	50,878	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	53,501	39,237	73,672	=	Cartographer, Database Specialist (CAD or GIS)	2	
Dorchester	34,837	34,837	56,085	=	GIS Technician	1	
Frederick	32,038	32,038	51,031	+	GIS Spec I	1	
Garrett							
Harford		47,400	90,230	=	GIS Analyst I		GIS Analyst II (1 employee) \$56,657 [\$52,800 - \$97,261]
Howard	50,802	36,546	58,989	=	Engineering Support Technician I	3	
Kent							
Montgomery	92,428	59,345	98,513		IT Specialist III	53	All CAD/GIS Analysts are classified as IT Specialist III, no role differentiation
Prince George's	73,272	44,932	82,152	=	Engineering Technician IV	9	
Queen Anne's	45,525	36,710	58,147	=	GIS Program Spec	1	
St. Mary's	49,400	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	52,191	40,737	66,141				

Jobs with < 5 responses were omitted.

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

Building Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	48,499	27,482	52,225	=	Code Enforcement Officer	1	
Anne Arundel	57,284	39,166	64,230	=	Construction Code Inspector	18	General class title but ees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City	52,141	41,438	50,364	=	Construction Building Inspector II	8	
Baltimore County	54,917	41,647	52,116	+	Code Inspection and Enforcement Officer II*	38	*35 hour position, maximum salary with longevities is \$65,381
Calvert	49,786	42,643	63,227	=		2	35/week
Caroline	44,552	33,124	46,125		Codes Enforcement Officer III	2	
Carroll	39,999	37,482	59,967	=	Building Inspector I	2	Converted to 40 hours
Cecil	41,135	32,427	61,069	=	Building Inspector I, II, or III	3	1 @ Level II; 2 @ Level III
Charles	50,363	45,790	73,672	+	Code Inspection & Enforcement Officer	1	Also performs plumbing & electrical inspections.
Dorchester	36,657	33,444	52,161	=	Codes Inspector	1	This is a position that does codes and building inspections and permits inspections.
Frederick	49,857	39,316	62,678	+	Building Inspec 2	3	
Garrett		27,416	42,206	=		2	
Harford	64,437	43,900	84,032	=	Inspector II	1	
Howard	55,471	40,477	72,384	=	Regulation Inspector I	12	
Kent							
Montgomery	67,698	44,900	74,181	=	Code Enforcement Inspector III	17	Full Performance Level
Prince George's	52,391	36,966	67,895	=	Construction Standards Inspector II	23	DER Only
Queen Anne's							
St. Mary's	47,715	37,461	58,053	=	Inspector 11	4	
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	71,750	41,932	71,750	=	Construction Inspector	1	
AVERAGE	49,690	37,536	60,771				

Jobs with < 5 responses were omitted.

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

Housing Inspector

Inspects and evaluates existing environments, buildings, and dwellings for compliance with housing codes ad 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	42,229	36,674	44,331	=		62	
Baltimore County	54,917	41,647	52,116	+	Code Inspection and Enforcement Officer II*	38	*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	64,110	45,790	73,672	=		1	
Dorchester	36,657	33,444	52,161	=	Codes Inspector	1	This is a position that does codes and building inspections and permits inspections.
Frederick	51,902	36,721	58,525	=	Housing, Inspector 2	1	
Garrett							
Harford	43,900	43,900	84,032	=	Inspector II	1	
Howard	55,471	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	80,785	51,598	85,463	=	Housing Code Inspector III	7	Advanced Level
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	49,248	37,887	60,365				

Jobs with < 5 responses were omitted.

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

Plumbing Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	57,284	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	33,336	29,662	32,683		Pipefitter II	3	
Baltimore County	54,917	41,647	52,116	+	Code Inspection and Enforcement Officer II*	38	*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	50,363	45,790	73,672	+	Code Inspection & Enforcement Officer	1	Also performs building & electrical inspections.
Dorchester							
Frederick	53,242	39,316	62,678	=		3	
Garrett							
Harford	46,773	43,900	84,032	=	Inspector II	2	
Howard	55,471	40,477	72,384	=	Regulation Inspector I	6	
Kent							
Montgomery	67,698	44,900	74,181	=	Code Enforcement Inspector III	7	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	Vacant, Plumbing Inspector II , salary range of 44,128 to 69,015
Wicomico	58,761	36,261	72,521			1	
Worcester	46,717	40,403	52,949	=		3	
MNCPPC							
AVERAGE	51,675	39,800	62,783				

Jobs with < 5 responses were omitted.

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

Electrical Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	57,284	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	54,972	41,438	50,364	=	Construction Electrical Inspector II	6	
Baltimore County	54,917	41,647	52,116	+	Code Inspection and Enforcement Officer II*	38	*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	39,427	37,482	59,967	=	Electrical Inspector I	2	1 Vacancy, Converted to 40 hours
Cecil							NCC
Charles	50,363	45,790	73,672	+	Code Inspection & Enforcement Officer	1	Also performs building & plumbing inspections.
Dorchester							
Frederick	50,370	39,316	62,678	=		1	
Garrett							
Harford	46,773	43,900	84,032	=	Inspector II	2	
Howard	55,471	40,477	72,384	=	Regulation Inspector I	6	
Kent							
Montgomery	67,698	44,900	74,181	=	Code Enforcement Inspector III	7	Full Performance Level
Prince George's	52,391	36,966	67,895	=	Construction Standards Inspector II	44	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	1 Electrical Inspector II position with salary range of 44,128 to 69,015
Wicomico	56,925	43,059	86,119		Chief Building Inspector	1	
Worcester							Contractual
MNCPPC							
AVERAGE	53,528	41,357	67,290				

Jobs with < 5 responses were omitted.

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

Construction Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	58,521	39,166	64,230	=		19	Max salary includes 15% longevity 16+ yrs
Baltimore City	46,492	36,674	44,331		Public Works Inspector	44	
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	46,675	34,383	55,037	=		4	Converted to 40 hours
Cecil	44,221	39,208	61,069	=	Construction Inspection Representative	2	
Charles	48,972	45,790	73,672	+		2	
Dorchester							
Frederick	46,647	39,198	62,455	=	Inspector 2	8	
Garrett							
Harford	52,865	43,900	84,032	=	Inspector II	13	
Howard	62,757	44,845	72,384	=	Regulation Inspector II	14	
Kent							
Montgomery	81,229	51,598	85,463	=	Permitting Services Inspector III	34	Advanced Level
Prince George's	52,391	36,966	67,895	=	Construction Standards Inspector II	44	Total combined from DER & DPWT
Queen Anne's	52,197	34,462	54,405	=	Construction Inspector II	2	
St. Mary's	56,826	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	72,638	47,535	81,342	=	Senior Construction Inspector	8	
AVERAGE	52,735	40,057	64,359				

Jobs with < 5 responses were omitted.

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

Code Enforcement Officer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	57,284	39,166	64,230	=	Construction Code Inspector	18	General class title but ees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City	42,229	36,674	44,331		Housing Inspector	62	
Baltimore County	54,917	41,647	52,116	+	Code Inspection and Enforcement Officer II*	38	
Calvert		55,201	81,882		Zoning Enforcement Chief		Contract/35/week, Vacant
Caroline							
Carroll							NCC
Cecil							NCC
Charles	50,363	45,790	73,672	=	Code Inspection & Enforcement Officer	1	Code Inspection & Enforcement Officer
Dorchester	36,657	33,444	52,161	=	Codes Inspector	1	
Frederick							
Garrett							
Harford							
Howard	62,757	44,845	72,384	=	Regulation Inspector II	22	
Kent	40,281	34,394	60,510	=		2	1-Chief Enforcement Officer, 1-Enforcement Officer
Montgomery	67,698	44,900	74,181	=	Code Enforcement Inspector III	17	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	55,682	44,653	69,092				

Jobs with < 5 responses were omitted.

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

Zoning Inspector

Inspects existing lands and buildings for compliance with zoning designations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,142	32,947	37,336	=	Code Enforcement Officer	2	Contractual
Anne Arundel	51,730	37,939	64,958	=		6	Max salary includes 15% longevity 16+ yrs
Baltimore City	49,651	36,674	44,331		Zoning Examiner	2	
Baltimore County	54,917	41,647	52,116	+	Code Inspection and Enforcement Officer II*	38	
Calvert	54,033	42,643	68,942	=	Zoning Code Enforcer I,II	2	35/week, PT position/34 hours/pay period
Caroline	57,348	48,497	67,532		Project Manager		
Carroll	37,939	34,383	55,037	=		1	Converted to 40 hours
Cecil	53,914	35,630	55,536	=	Code Compliance Inspector	1	
Charles	59,846	45,790	73,672	=	Zoning Technician	3	
Dorchester	30,137	31,109	48,519	=		1	
Frederick	43,969	36,721	58,525	=	Inspector 2, Zoning	1	
Garrett		27,837	45,933	=		1	
Harford	52,112	39,900	76,190	=	Zoning Inspector II	3	Also, Zoning Inspector I (\$37,300-\$71,178) -0-employees
Howard	55,471	40,477	72,384	=	Regulation Inspector I	2	
Kent							
Montgomery	65,419	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	46,458	32,350	50,922	=		2	
St. Mary's							
Somerset	56,521	36,239	59,382	=		1	
Talbot	45,759	44,680	58,759		Zoning Enforcement Officer	1	
Washington	40,528	37,833	59,169	=		1	
Wicomico	58,281	36,261	72,521		Zoning Administrator	1	
Worcester							
MNCPPC							
AVERAGE	51,465	39,363	62,655				

Jobs with < 5 responses were omitted.

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

Plans Examiner/Reviewer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	56,480	56,480	56,480	=	Land Use Engineer	1	Contractual
Anne Arundel	67,038	49,932	82,900	=	Engineer II	2	Planning & Zoning
Baltimore City	49,651	36,674	44,331		Zoning Examiner	2	
Baltimore County	60,381	47,618	59,193	=	Engineer II	7	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	77,981	57,783	100,338	+	Engineer II & III	4	
Dorchester	45,709	35,960	56,085	=	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	Also, Plans Reviewer I (\$43,900 - \$84,032) -0- employees
Howard	79,596	55,058	88,795	=	Engineering Specialist I	6	
Kent							
Montgomery	77,483	51,598	85,463	=	Planning Specialist III	17	
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	67,030	43,059	86,119		Planner III - Long Range	2	
Worcester	45,713	35,710	58,516	=		3	
MNCPPC							
AVERAGE	60,639	46,084	72,774				

Jobs with < 5 responses were omitted.

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

Electrician I

Performs journeyman level electrical work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,329	27,482	52,225	+	Building Maintenance Worker III	2	
Anne Arundel	47,052	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	39,656	32,307	36,127		Electrical Mechanic II	4	
Baltimore County	39,657	33,072	41,371	-		12	Works under the guidance of an Electrician II. Maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carroll	31,554	31,554	50,482	=			Vacant
Cecil							NCC
Charles	53,356	39,237	63,189	=	Electrician II	4	
Dorchester							
Frederick	39,720	36,615	58,321	+	Maintenance Tech 2	10	
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	59,009	37,135	63,544	=	Senior Electrician	12	
AVERAGE	43,090	33,983	53,943				

Jobs with < 5 responses were omitted.

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

Electrician II

Performs master level electrical work. Master Electrician License.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,176	30,130	57,255	=	Building Maintenance Worker IV	2	
Anne Arundel							
Baltimore City		39,176	46,251		Electrical Supervisor Lic		Vacant
Baltimore County	52,301	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	36,685	34,383	55,037	=		3	1 Vacancy
Cecil							NCC
Charles	56,558	42,385	68,223	=	Electrician III	6	
Dorchester							
Frederick	44,537	39,198	62,455	+	Maintenance Tech 3	5	
Garrett							
Harford	44,322	43,900	84,032	=	Electrician W&S Operations	1	Also, Sr.Electrician W&S - 1 employee \$58,335 [\$47,400-\$90,230]
Howard	57,533	41,309	61,381	=	Electrician	7	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent		43,962	69,421	=	Facilities Electrician		Vacant
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	2	
AVERAGE	51,686	38,829	62,827				

Jobs with < 5 responses were omitted.

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

Welder

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	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	37,891	34,504	38,970		Welder	7	
Baltimore County	53,884	37,814	47,861	=	Welder Mechanic	5	Maximum salary with longevities is \$63,877
Calvert							
Caroline							
Carroll							NCC
Cecil		35,630	55,536	=	Welder Fabricator		Vacant
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford							
Howard	56,839	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	63,444	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	51,159	36,105	53,531				

Jobs with < 5 responses were omitted.

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

Carpenter

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,536	30,130	57,255	=	Building Maintenance Worker IV	1	
Anne Arundel	47,052	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	34,316	29,662	32,683		Carpenter II	6	
Baltimore County	46,032	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	54,618	39,237	63,189	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	29,267	27,889	44,361	=	Maintenance Tech 1	2	
Garrett							
Harford	55,796	37,300	71,198	=	Master Cabinet Maker	1	
Howard	48,734	36,462	54,226	=	Maintenance Mech II/Carpentry Option	1	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	64,441	39,157	64,441	=	Carpenter	4	
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	53,364	37,135	63,544	=	Senior Carpenter	18	
AVERAGE	45,973	33,313	54,442				

Jobs with < 5 responses were omitted.

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

Plumber I

Performs journeyman level plumbing work. Non-licensed.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,361	27,482	52,225	=	Building Maintenance Worker III	1	
Anne Arundel	47,052	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	33,336	29,662	32,683		Pipefitter II	3	
Baltimore County		33,072	41,371	=			Vacant, maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	54,618	39,237	63,189	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	39,720	36,615	58,321	+	Maintenance Tech 2	10	
Garrett							
Harford							
Howard	39,720	36,615	58,321	+	Maintenance Tech 2	10	
Kent							
Montgomery	61,780	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	57,780	37,135	63,544	=	Senior Plumber	8	
AVERAGE	47,324	34,174	54,299				

Jobs with < 5 responses were omitted.

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

Plumber II

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,927	30,130	57,255	=	Building Maintenance Worker IV	1	
Anne Arundel							
Baltimore City							
Baltimore County	56,304	39,562	50,170	=		10	Maximum salary with longevities is \$67,059
Calvert							
Caroline							
Carroll	47,962	37,482	59,967		Trades Specialist III	6	1 Vacancy
Cecil							NCC
Charles	54,618	39,237	63,189	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	44,537	39,198	62,455	=	Maintenance Tech 3	5	
Garrett							
Harford							
Howard	63,201	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	57,504	38,011	61,455				

Jobs with < 5 responses were omitted.

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

Utilities Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,752	22,868	52,225	=	Utilities Worker I & II	14	Two pay grades.
Anne Arundel	33,145	29,099	47,736	=	Utility Support Worker I	4	Max salary includes 15% longevity 16+ yrs
Baltimore City	30,077	27,997	29,078		Utilities Installer and Repairer	44	
Baltimore County	36,938	31,762	39,562	=	Masonry Mechanic	8	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	46,698	31,163	50,269	=	Line Maintenance Worker	6	
Dorchester							
Frederick							
Garrett		24,647	36,812	=		7	
Harford	44,471	33,100	66,290	=	Utility Worker I (Hwys)	6	Also, W/S Utility Worker I (\$26,200-\$54142): 5 employees (\$37,251 [avg])
Howard	30,895	26,478	37,440	=	Utility Worker I	17	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery							
Prince George's	33,514	22,694	422,999	=	Laborer II	122	
Queen Anne's	30,581	28,619	44,671	=		14	
St. Mary's							
Somerset							
Talbot							
Washington	30,495	25,748	40,269	=		3	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	34,655	27,759	76,139				

Jobs with < 5 responses were omitted.

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

Treatment Plant Operator (Non-Licensed)

Performs non-licensed entry level utilities work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	34,698	30,243	42,765	=	Water/Wastewater Systems Technician I	6	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,067	33,376	37,511		Waste Water Operations Technician	119	
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	30,599	30,066	44,572	=	Water & Sewer Plant Operator Trainee	4	35/week
Caroline							
Carroll	27,459	26,562	42,495	=	Apprentice Operator I	8	Water/Wastewater are same grade both classes reported here
Cecil	32,698	29,453	45,926	=	Operator Trainee	2	
Charles	43,803	31,163	50,269	=	Water/Wastewater Operator Trainee	3	
Dorchester							
Frederick	30,549	27,889	44,361	=	Water Treatment Plan Op 1	7	
Garrett							
Harford	27,897	27,500	57,182	=	Plant Operator Trainee I (W or WW)	4	
Howard	31,970	30,763	43,410	=	Plant Operator I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	24,835	25,072	38,279	=	Utility Technician	4	
Montgomery							
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	32,461	29,339	45,002				

Jobs with < 5 responses were omitted.

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

Treatment Plant Operator (Collection/Treatment) Licensed

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,228	30,130	62,771	=	Plant Operator I & II	4	Two pay grades.
Anne Arundel	53,942	40,914	66,040	=	Water/Wastewater Systems Technician II	41	Max salary includes 15% longevity 16+ yrs
Baltimore City	38,556	33,376	37,511		Water Treatment Technician II	26	
Baltimore County	36,067	34,549	43,326	=	Treatment Plant Operator I		Maximum salary with longevities is \$57,949
Calvert							
Caroline							
Carroll	34,175	31,554	50,482	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	2	Water/Wastewater are same grade both classes reported here
Cecil	38,296	35,630	67,226	=	Operator I, II or III	7	5 @ Level I; 2 @ Level II; 0 @ Level III
Charles	49,158	36,330	63,189	=	Water Operator & Wastewater Operator II	22	
Dorchester							
Frederick	52,668	39,198	62,455	+	Water Treatment Plant Op 3	4	
Garrett		28,746	42,934	=		7	
Harford	49,493	37,300	71,198	=	Plant Operator (W or WW)	14	
Howard	38,730	33,966	50,315	=	Plant Operator II	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	41,850	34,394	60,510	=	Plant Operator I, II & III	5	
Montgomery							
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	37,121	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	43,722	35,090	57,772				

Jobs with < 5 responses were omitted.

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

Utilities Meter Reader

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		17,354	32,979	=	Meter Reader	1	Vacant
Anne Arundel	35,818	26,395	43,264	=	Meter Technician I	8	Max salary includes 15% longevity 16+ yrs
Baltimore City	38,639	29,630	35,104		Utility Meter Reader li	11	Water Only
Baltimore County							NCC
Calvert	38,200	35,181	52,125	+	Water & Sewer Plant Operator	9	35/week
Caroline							
Carroll	33,218	26,562	42,495	=	Utilities Maintenance Worker	2	
Cecil							NCC
Charles	43,862	33,645	54,240	+	Meter Technician	6	
Dorchester							
Frederick							
Garrett							
Harford	51,958	27,500	57,182	=	Water Meter Mechanic I	1	Also, Water Meter Mech II (\$33,100-\$66,290): 7 employees [\$41,890 avg].
Howard	34,551	28,538	40,290	=	Utility Worker II	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery							
Prince George's							Not in County class plan
Queen Anne's	40,218	34,462	54,405	=	Water Operator II	2	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	39,558	28,807	45,787				

Jobs with < 5 responses were omitted.

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

Building Maintenance Worker I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,933	30,337	35,528	=	Building Maintenance Worker III	2	
Anne Arundel	40,734	30,638	50,170	=	Facilities Maintenance Mechanic I	11	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City	33,970	29,662	32,683		Building Repairer	23	
Baltimore County	45,061	34,549	43,326	=	Buildings Maintenance Mechanic II	17	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	33,514	25,418	45,926	=	Maintenance Worker I or II	4	2 @ Level I; 2 @ Level II
Charles	45,455	31,163	50,269	=	Facilities Maintenance Technician I	2	
Dorchester							
Frederick	29,267	27,889	44,361	-	Maintenance Tech 1	2	
Garrett		22,264	34,450	=		2	
Harford	27,435	26,200	54,142	=	Maintenance Worker I	11	
Howard	40,321	32,302	46,738	=	Maintenance Mechanic I	21	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	24,753	25,072	38,279	=	Maintenance Worker	3	
Montgomery	52,716	35,923	58,693	=	Public Service Crafts worker	39	
Prince George's	58,144	31,932	58,890	=	Building Engineer II	12	
Queen Anne's	30,429	30,429	47,686	=	Facility Technician I	1	
St. Mary's	41,680	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	29,212	20,623	38,187		Maintenance Technician	4	
Worcester	40,431	26,648	58,516	=		4	
MNCPPC	37,120	29,823	51,032	=	Park/General Maintenance Worker II	185	
AVERAGE	37,616	29,577	46,944				

Jobs with < 5 responses were omitted.

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

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	56,324	41,438	50,364	=	Automotive Maintenance Supervisor	18	
Baltimore County	67,812	45,630	56,836	=	Heavy Equipment Supervisor	4	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	62,292	49,476	92,861	=	Lead Mechanic & Fleet Maintenance Superintendent	2	
Dorchester	46,851	35,960	56,085	=	Heavy Equipment Maint Supervisor	1	
Frederick	66,227	51,517	82,165	=	Service Manager	2	
Garrett		27,416	42,206	=		3	
Harford							
Howard	70,838	49,733	80,163	=	Operations Supervisor II	5	
Kent	58,515	43,962	69,421	=	Automotive Services Supervisor	1	
Montgomery	76,689	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		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	56,144	44,128	69,015	=	Transit Fleet Manager/ Fleet Manager (Highway)	1	1 Fleet Manager (Highway) position with a salary range of 47,658 to 74,536
Wicomico	41,704	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	59,640	43,248	68,721				

Jobs with < 5 responses were omitted.

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

Automotive Mechanic Helper

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	35,988	27,726	45,427	=	Automotive Service Worker	5	Max salary includes 15% longevity 16+ yrs
Baltimore City	30,036	28,057	30,103		Automotive Maintenance Worker	11	
Baltimore County		25,272	30,347	=	Trades Helper		Maximum salary with longevities is \$39,562
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	44,375	39,237	63,189	=	Fleet Maintenance Technician I	2	Fleet Maintenance Technician I
Dorchester	22,835	22,835	36,763	=	Auto Assistant	1	
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		26,800	41,866	=	Mechanic Helper		Vacant
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	36,102	29,134	45,017				

Jobs with < 5 responses were omitted.

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

Automotive/Equipment Mechanic I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,986	34,986	34,986	=	Mechanic I	1	
Anne Arundel	44,228	33,800	55,349	=	Automotive Mechanic II	21	Max salary includes 15% longevity 16+ yrs
Baltimore City	39,720	34,504	38,970		Automotive Mechanic	107	
Baltimore County	45,422	34,549	43,326	=		8	Maximum salary with longevities 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	32,606	31,554	50,482	=	Mechanic I	9	
Cecil							NCC
Charles	60,883	42,385	68,223	=	Fleet Maintenance Technician II	3	
Dorchester	28,035	28,035	45,135	=	Mechanic	4	
Frederick	39,769	39,198	62,455	=	Vehicle Equip Tech II	2	
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	38,859	34,394	53,807	=	Automobile Mechanic Specialist	2	
Montgomery	55,691	39,157	64,441	=	Auto body Repairer	4	
Prince George's		31,932	58,890	=	Equipment Mechanic I		Vacant
Queen Anne's	35,355	30,429	47,686	=	Mechanic I	3	
St. Mary's	34,278	30,971	46,488	=		4	
Somerset	26,763	26,763	43,854	=	Automotive Mechanic I	1	
Talbot							
Washington							
Wicomico	29,602	23,456	43,399		Mechanic	3	
Worcester	36,698	32,410	43,587	=	Mechanic II	5	
MNCPPC	40,952	33,093	56,627	=	Mechanic	3	
AVERAGE	38,910	33,167	50,310				

Jobs with < 5 responses were omitted.

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

Automotive/Equipment Mechanic II

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,443	28,402	37,419	=	Mechanic II	7	
Anne Arundel	55,743	37,274	61,131		Automotive Mechanic III	16	Max salary includes 15% longevity 16+ yrs
Baltimore City	48,139	38,059	43,811		Automotive Lead Mechanic	17	
Baltimore County	54,477	37,814	47,861	=	Automotive Specialist	10	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	38,904	34,383	55,037	=	Mechanic II	3	
Cecil							NCC
Charles	56,566	45,790	73,672	=	Fleet Maintenance Technician III	3	
Dorchester	42,582	31,108	48,519	=	Mechanic II	1	
Frederick	54,289	41,967	66,886	=	Vehicle Equip Tech 3	4	
Garrett							
Harford							
Howard	55,533	41,309	61,381	=	Motor Equipment Mechanic II	21	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		44,900	74,981	=	Senior Mechanic Technician		Vacant
Prince George's	56,076	33,529	61,715	=	Equipment Mechanic II	29	
Queen Anne's	47,133	36,710	58,147	=	Mechanic III	1	
St. Mary's	43,784	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	55,610	37,135	63,544	=	Senior Mechanic	40	
AVERAGE	46,917	36,054	55,914				

Jobs with < 5 responses were omitted.

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

Motor Equipment Operator (Light)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,986	34,986	34,986	=	Equipment Operator I	15	
Anne Arundel	42,208	29,099	47,736	+	Equipment Operator I	40	CDL required - max salary includes 15% longevity 16+ yrs
Baltimore City	30,430	28,829	30,139		Motor Vehicle Driver II	71	
Baltimore County	36,526	30,347	37,814	=		18	Maximum salary with longevities is \$50,170
Calvert	41,336	32,718	48,506	=	Highway Laborer/Operator	13	40/week
Caroline	28,549	24,886	34,654			8	
Carroll	29,580	26,562	42,495	=	Road Equipment Operator I	48	3 Vacancies
Cecil	31,995	25,418	50,502	=	Equipment Operator I or II	26	18 @ I; 8 @ II (Roads Division)
Charles	38,872	33,645	54,240	=	Equipment Operator II	11	CDL Required
Dorchester	28,317	26,111	42,037	=	Motor Equipment Operator III	18	
Frederick	39,171	31,952	50,859	=	Equip Operator I	3	
Garrett						39	18.45/per hour/Union Contract
Harford	34,906	27,500	57,182	=	Chauffeur/Laborer	21	
Howard	37,773	30,763	43,410	=	Motor Equipment Operator I	39	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	27,265	25,072	38,279	=	MEO I	14	
Montgomery	42,852	34,484	56,030	=	Equipment Operator I	114	
Prince George's	47,774	26,271	48,737	=	Equipment Operator II	13	
Queen Anne's	36,763	30,429	47,686	=	Equipment Operator I	15	
St. Mary's	40,034	28,246	42,286	=	Equipment Operator I	4	
Somerset	28,141	26,763	43,854	=	Motor Equipment Oper I	3	
Talbot	26,476	23,707	45,439		Motor Equipment Operator I	1	
Washington	35,348	27,809	43,491	=	Eq. Op. II	21	
Wicomico	28,722	20,623	38,187		Motor Equipment Operator I	12	
Worcester	32,487	25,379	41,586	=	Roads Worker III	4	
MNCPPC	47,021	33,093	56,627	=	Equipment Operator	14	
AVERAGE	35,314	28,529	44,865				

Jobs with < 5 responses were omitted.

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

Heavy Motor Equipment Operator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,419	37,419	37,419	=	Equipment Operator II	9	
Anne Arundel	50,852	33,800	55,349	=	Equipment Operator III	15	Max salary includes 15% longevity 16+ yrs
Baltimore City	39,858	33,376	37,511		Heavy Equipment Operator II	65	
Baltimore County	42,021	33,072	41,371	=		4	Maximum salary with longevities is \$55,182
Calvert	47,599	34,362	50,939	=	Highway Equipment Operator	5	40/week
Caroline	33,585	27,375	41,932		II & III	9	
Carroll	41,018	31,554	50,482	=	Road Equipment Operator III	7	
Cecil	32,906	25,418	50,502	=	Equipment Operator I or II	8	1 @ I; 7 @ II (Solid Waste Division)
Charles	50,000	36,330	63,189	+	Equipment Operator III & IV	25	
Dorchester	31,108	31,000	48,519	=	Motor Equipment Operator IV	11	
Frederick	49,054	36,615	58,321	=	Equip Operator 2	6	
Garrett						54	18.93/per hour/Union Contract
Harford	38,849	33,100	66,290	=	Equipment Operator	30	
Howard	49,217	33,966	50,315	=	Motor Equipment Operator II	12	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	37,067	28,148	48,378		MEO II & III	5	
Montgomery	52,448	35,923	58,693	=	Equipment Operator II	23	
Prince George's	58,890	27,584	51,078	=	Master Equipment Operator	2	
Queen Anne's	49,129	34,462	54,405	=	Equipment Operator III	9	
St. Mary's	45,798	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	32,586	25,248	48,365		Motor Equipment Operator II & III	8	
Washington	41,156	32,435	50,727	=	Eq. Op. III	18	
Wicomico	28,675	23,456	43,399		Motor Equipment Operator II	12	
Worcester	30,110	29,379	48,141	=	Roads Worker V	11	
MNCPPC	53,770	37,135	63,544	=	Senior Equipment Operator	14	
AVERAGE	41,909	31,692	50,500				

Jobs with < 5 responses were omitted.

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

Laborer (Road Maintenance)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,092	33,092	33,092	=	Utility Worker	28	
Anne Arundel	34,037	25,106	41,184	=	Maintenance Worker I	15	Roads division of Public Works - max salary includes 15% longevity 16+ yrs
Baltimore City	28,662	27,144	28,059			655	
Baltimore County	32,558	25,272	30,347	=	Laborer I	15	Maximum salary with longevities is \$39,562
Calvert	33,837	31,117	46,197		Highway Maintenance Worker	5	40/week
Caroline	24,248	20,567	34,654		Site Attendant	2	
Carroll	23,941	22,360	35,776	=	Road Maintenance Worker I	10	
Cecil	26,104	23,109	35,942	=		3	
Charles	n/a						
Dorchester	24,363	24,363	39,223	=	Motor Equipment Operator II	2	
Frederick	24,351	24,352	38,699	=	Laborer I, Highway	1	
Garrett						4	17.95 per hour/Union Contract
Harford	29,193	22,600	47,986	=	Laborer	21	
Howard	30,895	26,478	37,440	=	Utility Worker I	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	37,769	28,238	44,468	=	Public Service Worker II	17	
Prince George's	33,514	22,294	42,299	=	Laborer II	122	
Queen Anne's	26,800	26,800	41,866	=	Highway Worker	2	
St. Mary's	30,324	25,626	38,459	=	Maintenance Worker	18	
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	29,245	25,300	39,088				

Jobs with < 5 responses were omitted.

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

Groundskeeper and Parks Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	35,954	27,726	45,427	=	Maintenance Worker II	11	Parks division of Rec & Parks - max salary includes 15% longevity 16+ yrs
Baltimore City	28,662	27,144	28,059		Laborer	655	
Baltimore County	32,694	29,058	36,067	=	Recreation and Parks Maintenance Specialist I	26	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				
Carroll	33,764	28,933	46,322	=	Maintenance Specialist	6	One of the 5 positions is part time but converted to 40 hours
Cecil	45,926	29,453	45,926	=	Park Maintenance Worker	1	
Charles	43,427	31,163	54,240	=	Grounds Maintenance Worker I & II	7	CDL Required
Dorchester	25,598	25,148	39,223	=	Rec and Parks Maintenance Technician	2	Works in our Recreation and Parks Department - not part of Public Works
Frederick		24,352	38,699	=	Laborer I, Parks		
Garrett							
Harford	27,572	26,200	54,142	=	Maintenance Worker I	9	
Howard	37,611	30,763	43,410	=	Parks Maintenance Worker	30	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		28,238	44,468	=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	34,587	28,619	44,671	=	Maintenance Worker II	12	
St. Mary's	26,717	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	29,865	22,366	44,915		Maintenance Worker	4	
Washington	32,014	25,748	40,269	=		6	
Wicomico	26,944	27,875	51,558		Parks Facility Worker III	2	
Worcester	25,300	24,170	39,606	=		5	
MNCPPC	37,120	29,823	51,032	=	Park/General Maintenance Worker II	185	
AVERAGE	31,099	26,839	42,296				

Jobs with < 5 responses were omitted.

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

Custodian/Janitor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	26,939	20,859	39,637	=	Building Maintenance Worker I	8	
Anne Arundel	31,758	23,899	39,229	=	Custodial Worker	32	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	29,047	25,272	30,347	=	Custodial Worker I	102	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	22,360	22,360	35,776	=	Custodian I		Vacant, Eligible for 1 grade promotion after 6 months
Cecil	26,042	23,109	35,942	=		5	
Charles	31,013	22,986	43,210	=	Custodial Worker I & II	19	
Dorchester	20,122	20,122	32,395	=	Custodian/Maintenance	7	
Frederick	26,423	21,308	33,862	=	Custodian	22	
Garrett		19,632	29,072			7	
Harford	26,489	22,600	47,986	=	Custodial Worker I	3	
Howard		25,251	35,651	=	Custodial Worker		\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	23,789	22,367	33,951	=	Custodian	3	Total 5 positions, 2 vacant
Montgomery	37,885	27,165	42,522	=	Building Services Worker II	14	
Prince George's	35,401	21,613	40,394	=	Custodian II	15	
Queen Anne's	31,775	28,619	44,671	=	Facility Worker II	6	
St. Mary's							
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	=		6	
MNCPPC	31,638	26,545	47,716	=	Parks/General Maintenance Worker I	16	
AVERAGE	28,681	23,963	38,091				

Jobs with < 5 responses were omitted.

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

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	86,570	71,074	105,456	=	Communications Chief	1	40/week
Caroline							
Carroll	61,860	53,519	85,655	=	Emergency Communications Coordinator	1	
Cecil	67,330	54,746	85,280	=	Assistant Chief, Emergency Services	1	
Charles	98,374	72,988	117,190	=	Chief of Fire/EMS Communications	1	Reports to Director of Emergency Services
Dorchester	44,723	41,823	65,230	=	911 Center Manager	1	
Frederick	94,754	77,712	124,076	=	Director, Emergency Comm	1	
Garrett		44,647	68,733	=		1	
Harford	86,766	64,300	114,629	=	Deputy Manager, Emergency Operations	1	
Howard							
Kent							
Montgomery	133,992	133,992	133,992	=	Director ECC	1	
Prince George's	124,757	77,478	150,739	=	Administrative Specialist III	1	Working title: Director, Public Safety Communications
Queen Anne's	63,217	60,452	109,774	=	Chief of Communications	1	
St. Mary's	67,725	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	82,414	63,023	98,514				

Jobs with < 5 responses were omitted.

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

Director/Manager Civil Preparedness/Homeland Security

Coordinates the Public Safety planning for fire, emergency medical services and MD Resident Trooper Program in accordance with Federal, State and local laws.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	61,007	43,525	82,710	+	Chief, Emergency Management	1	Provides county coordination of preparedness, response, recovery, and mitigation of man made and natural disasters.
Anne Arundel	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	49,109	49,109	78,583	=	Emergency Management Coordinator		Vacant
Cecil	60,050	47,424	73,840	=	Emergency Preparedness Manager	1	
Charles	72,988	53,645	85,952	=	Chief of Emergency Management	1	Reports to Director of Emergency Services
Dorchester	43,632	41,823	65,230	=	Emergency Management Manager	1	
Frederick	79,731	77,712	124,076	-	Director, Emerg Preparedness	1	
Garrett							
Harford	86,766	64,300	114,629	-	Deputy Manager, Emergency Operations	1	
Howard							
Kent							
Montgomery	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	109,954	63,741	124,013	=	Administrative Specialist I	1	Working title: Director, Office of Emergency Management
Queen Anne's							
St. Mary's	53,435	49,670	84,490	=	Manager, Grade 9	1	
Somerset							
Talbot							
Washington	53,804	40,859	63,902	=	Emerg. Mgmt. Coord.	1	
Wicomico	48,259	36,261	72,521		Emergency Management Coordinator	1	
Worcester							
MNCPPC							
AVERAGE	71,369	60,055	93,998				

Jobs with < 5 responses were omitted.

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

Emergency Dispatcher Supervisor

Supervises emergency communications dispatchers, including managing work schedule and training procedures.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,140	30,130	57,255	=	Emergency Services Shift Supervisor	4	
Anne Arundel	53,725	40,984	64,759	=	Police Communications Operator III	8	Shift supervisor
Baltimore City	51,969	39,745	48,257			7	
Baltimore County	62,255	43,642	54,474	=	Emergency Communications Shift Supervisor	7	Maximum salary with longevities is \$68,548
Calvert	68,266	46,010	68,266	=	Communications Supervisor	1	40/week
Caroline	42,909	37,655	57,574		Communications Systems Coord./ PSD IV	5	
Carroll	48,625	40,872	65,375	=	Emergency Communications Supervisor	4	
Cecil	58,457	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
Charles	59,396	45,790	73,672	=	Communications Supervisor	5	
Dorchester	37,717	36,153	56,387	=	911 Center Supv	1	
Frederick	71,740	51,517	82,165	=	Emergency Comm Center Mgr	6	
Garrett							
Harford	57,092	43,900	84,032	=	Public Safety Supervisor	12	
Howard	72,743	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	70,461	43,106	86,651	=	Emergency Dispatcher III	16	
Queen Anne's	46,878	41,723	66,524	=		4	
St. Mary's	54,142	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	35,697	31,728	63,456		Communications Supervisor	4	
Worcester	44,000	44,000	53,000	=		1	
MNCPPC	62,524	47,535	81,342	=	Park Police Communications Supervisor	2	
AVERAGE	52,916	40,961	65,424				

Jobs with < 5 responses were omitted.

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

Emergency Dispatcher

Receives emergency calls and typically dispatches police/fire/medical personnel and equipment.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	30,377	25,069	52,225	=	Emergency Services Dispatcher I & II	19	Two pay grades
Anne Arundel	46,988	35,485	58,178	=	Police Communications Operator II	41	
Baltimore City	45,936	36,674	44,331			69	
Baltimore County	44,024	35,981	45,630	=	Emergency Communications Technician I	81	Maximum salary with longevities is \$56,836
Calvert	46,637/ 51,318	39,749/ 43,826	58,947/ 65,000	=	Communications Officer I/ Communications Officer II	18/5	40/week
Caroline	34,430	28,291	47,582		Public Safety Dispatcher	9	I & II & III
Carroll	32,391	32,391	50,482	=	Emergency Communications Specialist I	9	
Cecil	35,332	29,266	56,181	=	Dispatcher I, II or III	31	12 @ I; 12 @ II; 7 @ III
Charles	41,386	36,330	63,189	=	Public Safety Dispatcher I & II	15	
Dorchester	32,240	27,122	42,302	=	Dispatcher	20	
Frederick	41,264	39,198	62,455	=	Emerg Comm Spec 2	11	
Garrett		27,416	42,206	=		8	
Harford	45,132	39,900	76,190	=	Public Safety Dispatcher III	34	
Howard	45,669	37,669	62,899	=	Dispatcher	41	
Kent	29,194	28,148	48,378		Emergency Services Dispatcher I & II	9	
Montgomery	49,738	39,157	64,441		Public Safety Emergency Call-Taker II	2	Not entry level
Prince George's	35,745	35,463	71,288	=	Emergency Dispatcher I	17	
Queen Anne's	32,350	32,350	50,922	=	Public Safety Dispatcher I	7	
St. Mary's	41,829	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	31,592	29,042	48,365		Communication Specialist I & II	8	
Washington	37,101	32,435	50,727	=		28FT	Emerg. Comm, Sheriff Dispatch and City of Hagerstown Police Dispatch Consolidated
Wicomico	30,218	29,084	43,399		Communications Operator I & II	11	
Worcester	43,536	27,980	53,076	=		24	
MNCPPC	50,417	37,135	63,544	=	Senior Park Police Communications Technician	11	
AVERAGE	38,519	32,615	53,916				

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	52,788	52,788	52,788	=		1	Contractual
Anne Arundel	138,156	99,580	162,693	=	Chief of Police	1	Appointed by County Executive
Baltimore City	193,800	112,200	204,000		Executive Level III	1	
Baltimore County	204,750	204,750	204,750	=		1	Appointed position
Calvert	87,000	87,000	87,000	=	Sheriff	1	Elected
Caroline	65,000	65,000	65,000			1	
Carroll	75,911					1	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County/By-Law
Cecil	71,500	71,500	71,500			1	Elected Position
Charles							Not a part of the County-administered personnel system.
Dorchester	65,500	65,500	65,500	=		1	
Frederick	100,000	100,000	100,000	=	Sheriff	1	Elected official
Garrett					Elected		
Harford	106,970			=	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	180,000	98,884	192,385	=	Director, Police Department	1	Working title: Police Chief
Queen Anne's							
St. Mary's	82,000			=		1	Elected
Somerset							See Elected Officials - Sheriff
Talbot							
Washington	80,000				Sheriff	1	\$88,000 eff. 12/10 (set by legislation)
Wicomico	89,652				Deputy Sheriff/Chief Deputy	1	Elected, salary set by the Wicomico County Charter.
Worcester							
MNCPPC							
AVERAGE	116,243	107,219	133,692				

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	77,200	132,400		Police Command Staff II	2	
Baltimore County	177,289	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	70,774	70,774	70,774		Administrative Deputy	1	Captain
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	71,694	63,815	99,530	=	Captain	1	
Frederick	123,476	80,179	123,476	=	Lt. Colonel	1	
Garrett		44,647	68,733	=	Chief Deputy	1	
Harford	129,293	96,221	129,293	=	Chief Deputy	1	
Howard	142,529	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	144,161	85,420	166,190	=	Deputy Director, Police Department	4	Rank of Lieutenant Colonel
Queen Anne's	92,950	60,452	109,774	=	Captain	1	
St. Mary's	110,282	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	106,928	79,181	114,262				

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	55,721	39,700	75,442	=	Lieutenant	1	
Anne Arundel	101,739	68,977	128,064	=	Police Captain	8	
Baltimore City		88,200	139,900		Police Command Staff II	10	
Baltimore County	136,198	76,824	98,704	=	Captain	23	Maximum salary with longevities is \$148,311
Calvert	101,244	69,306	113,838	+	Deputy Sheriff Lieutenant	4	40/week
Caroline	56,374	47,816	79,405		Deputy Sheriff CID	1	Sgt.
Carroll	74,042	68,370	107,224		Major	3	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County
Cecil	82,368	68,994	107,474	=	Director of Law Enforcement	1	
Charles							Not a part of the County-administered personnel system.
Dorchester	57,044	47,150	73,537	=	Sergeant	4	
Frederick	93,492	66,264	102,047	=	Captain	6	
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	127,462	84,677	127,934	=	Police Captain	20	
Prince George's	116,584	71,694	122,441	=	Captain	30	
Queen Anne's	86,783	57,874	93,641	=	Lt.	3	
St. Mary's	99,091	63,357	104,915	=	Captain	4	
Somerset	69,751	48,411	74,537	-	Deputy/Lieutenant	1	
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	116,851	74,315	126,509	=	Park Police Captain	4	
AVERAGE	93,622	68,472	105,625				

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	86,696	68,630	90,365		Police Lieutenant	56	
Baltimore County	120,941	66,135	88,358	=	Lieutenant	77	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	58,547	47,816	79,405		Deputy Sheriff SGT	6	
Carroll	57,040	52,791	84,448	=	Lieutenant	4	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County
Cecil	66,662	49,691	77,418	=	Sergeant	9	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	80,111	54,764	84,336	=	Sergeant	14	
Garrett		50,786	67,758	=	Lt.	3	
Harford	89,606	70,200	103,106	=	Lieutenant	13	
Howard	104,823	69,264	94,411	=	Police Lieutenant	24	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	111,789	74,352	111,912	=	Police Lieutenant	30	
Prince George's	99,439	82,380	104,395	=	Lieutenant	67	
Queen Anne's	74,921	50,738	81,770	=	Sgt.	8	
St. Mary's	86,174	54,038	90,646	=	Lieutenant	9	
Somerset	53,819	44,872	68,728	=	Deputy/Sergeant&Detective Sgt.	6	2 different pay grades
Talbot	57,076	49,393	99,193		Sergeant	5	
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	102,785	64,234	109,354	=	Park Police Lieutenant	17	
AVERAGE	81,105	58,527	89,836				

Jobs with < 5 responses were omitted.

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

First-Line Supervisor

Performs first-line supervisory police work on an assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		33,032	62,771				Vacant
Anne Arundel	83,409	57,006	95,584	=	Police Sergeant	68	
Baltimore City	74,645	60,377	79,492		Police Sgt	262	
Baltimore County	102,426	58,680	77,882	=	Sergeant	177	Maximum salary with longevities is \$116,464
Calvert	67,645	51,085	84,781	+	Deputy Sheriff Corporal	11	40/week
Caroline							
Carroll	53,334	48,423	77,460	=	Sergeant	13	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County
Cecil	58,406	45,802	71,344	=	Corporal	10	
Charles							Not a part of the County-administered personnel system.
Dorchester	50,707	43,724	68,195		Corporal	10	
Frederick	70,033	49,785	76,668	=	Corporal	26	
Garrett		46,954	62,645	=	Sgt.	3	
Harford	72,779	56,098	87,381	=	Corporal	30	
Howard	88,992	62,483	85,176	=	Police Sergeant	49	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	96,286	59,816	96,831	=	Sergeant	135	
Prince George's	87,953	72,710	94,904	=	Sergeant	176	
Queen Anne's	58,485	47,514	76,317	=	Corporal	7	
St. Mary's	76,038	50,336	84,469	=	Sergeant	17	
Somerset	45,384	41,608	63,389	=	Deputy/Corporal	4	
Talbot	48,390	46,276	92,933		Corporal	4	
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	92,642	55,371	93,246	=	Park Police Sergeant	23	
AVERAGE	71,320	52,357	80,915				

Jobs with < 5 responses were omitted.

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

Police Officer/Deputy

Performs full service law enforcement duties.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,639	30,130	57,255	=	Patrolman	9	
Anne Arundel	63,738	41,620	85,848		Police Officer, Police Officer First Class, Police Corporal	523	Must meet years of service in prior rank requirement and pass written test to be advanced non-competitively to next rank in series
Baltimore City	56,808	42,290	68,523		Police Officer	2,246	
Baltimore County	70,091	50,314	66,135	=	Police Officer/Police Officer First Class	1,438	Maximum salary with longevities for Police Officer First Class is \$96,143
Calvert	46,706/ 59,248	44,429/ 47,549	73,445/ 78,915	=	Deputy Sheriff/ Deputy Sheriff 1st Class	23/52	40/week
Caroline	49,892	38,658	85,382		DS I - DS II - DS III	18	
Carroll	43,583	37,378	71,074	=	Deputy Sheriff Probationer - Deputy Sheriff 1st Class - Corporal	49	Full service law enforcement but the Resident Troopers are the primary law enforcement for the County
Cecil	46,673	38,875	65,707	=	Deputy or Deputy First Class	58	9 Deputy Level; 49 Deputy First Class Level
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	50,545	41,145	69,699	=	Deputy & Deputy First Class	113	
Garrett		40,136	53,549	=		14	
Harford	58,115	42,973	78,062	=	Deputy	197	
Howard	58,480	45,926	71,822	=	Officer/PFC	286	4 LONGEVITY STEP AT 3.5% EACH
Kent	49,375	40,185	108,112		All Deputies, regardless of rank	20	All Deputies, regardless of rank, Pay parody with MSP
Montgomery	57,447	46,972	83,839	=	Police Officer Candidate to Police Officer III	933	
Prince George's		46,610	86,277		Police Officer - 399, 48,590 Police Officer First Class - 281, 56,018, Corporal - 572, 76,311		Range provided from entry-level to corporal
Queen Anne's	49,282	41,723	71,245	=	Deputy Sheriff/Deputy First Class	30	
St. Mary's		40,976	78,686	=		79	
Somerset	39,164	38,657	58,555	=	Deputy in Training, Deputy & Deputy 1st Class	7	Includes 2 Part-time & Covers 3 Pay Gr.
Talbot	43,210	37,257	83,159		Deputy & Deputy First Class	15	
Washington	47,032	38,141	61,740	=	Deputy and Deputy First Class	69	
Wicomico	53,361				Deputy Sheriff/Dep First Cl	57	Flat salary/non-negotiable
Worcester	50,338	41,339	67,739	=		24	
MNCPPC		47,853	82,518		Park Police Candidate, Park Police Officer II, Park Police Officer III, Park Police Officer IV	149	
AVERAGE	51,265	41,388	74,044				

Jobs with < 5 responses were omitted.

"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	
Howard	90,002	61,006	98,426	=	Chief Deputy Sheriff	1	
Kent							
Montgomery	114,215	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	112,854	85,680	108,746				

Jobs with < 5 responses were omitted.

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

Unit Commander (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	54,221	39,700	75,442	=	Lieutenant	1	
Anne Arundel	59,706	52,684	81,328	=	Deputy Sheriff III	2	
Baltimore City	80,333	52,950	85,017		Deputy Sheriff, Major	2	State Position
Baltimore County	70,243	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	83,942	65,210	91,245				

Jobs with < 5 responses were omitted.

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

First Line Supervisor (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,179	33,032	62,771	=	Corporal	1	
Anne Arundel	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	57,854	43,642	54,474	=	Deputy Sheriff Sergeant	5	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	60,476	47,549	76,731		Sergeant Deputy Sheriff	2	
Kent							
Montgomery	85,866	54,963	85,966	=	Deputy Sheriff Sergeant	28	
Prince George's	77,566	55,926	93,239	=	Deputy Sheriff Sergeant	25	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	65,156	47,522	75,183				

Jobs with < 5 responses were omitted.

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

Deputy/Officer

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,597	30,130	57,255	=	Deputy	5	
Anne Arundel	46,471	39,140	59,031	=	Deputy Sheriff I	56	
Baltimore City	45,735	36,280	57,567		Deputy Sheriff	83	State Position
Baltimore County	40,679	39,667	49,828	=	Deputy Sheriff/Deputy Sheriff First Class	70	Maximum salary with longevities is \$62,216
Calvert							
Caroline	56,406	56,374	76,039		Deputy Sheriff		
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	39,378	38,880	60,640	=	Patrol Deputy	17	
Frederick							
Garrett							
Harford	58,115	42,973	78,062	=	Deputy	197	
Howard	48,742	38,730	62,525	=	Deputy Sheriff	28	
Kent							
Montgomery	55,818	43,642	78,152	=	Deputy Sheriff Candidate to Deputy Sheriff III	91	
Prince George's		42,807	84,763				Range provided from entry-level to corporal: Deputy Sheriff Private - 10, 49,692, Deputy Sheriff First Class - 53, 51,963, Corporal - 109, 61,180
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	47,105	40,862	66,386				

Jobs with < 5 responses were omitted.

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

Security Officer

Provides courthouse and county building security

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	18,528	15,829	31,200	=		14	Hourly paid. Converted to 40 hours.
Anne Arundel							Deputy Sheriff provides courthouse security
Baltimore City	37,731	33,884	40,828		Officer, Court Security	45	State Position
Baltimore County	41,028	29,865	37,747	=		13	Maximum salary with longevities is \$47618
Calvert	40,498	40,498	40,498	=	Special Deputy	9	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	27,009	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	41,003	34,203	54,462	=	Courthouse Deputy I	3	
Garrett							
Harford	18.38/hour				Contractual Deputy Position	11	
Howard	41,149	31,353	50,877	=	Security Officer II	9	
Kent	19,848	20,238	20,238			2	Employment contract, grant funded for 6 months only, ends December 2010
Montgomery	45,257	35,923	58,693	=	Security Officer I	33	
Prince George's	30,953	24,531	50,033	=	Security Officer II	19	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico					Court Security	5	23.47/hr
Worcester							
MNCPPC							
AVERAGE	32,535	27,811	41,786				

Jobs with < 5 responses were omitted.

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

Crossing Guard

Directs vehicle and pedestrian traffic at an assigned intersection.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel				=	School Crossing Guard	132	part-time/11.51/hr
Baltimore City	9,684	8,751	9,553	=		323	
Baltimore County	4,864	4,864	4,864	=	Traffic Guard	228	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	9,746	29,371	46,467	=	Crossing Guard	164	.3 Full Time Equivalent (FTE)
Prince George's	13,996	21,500	37,268	=		118	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico						13	10.50/hr
Worcester	10,215	9,375	11,648	=		6	
MNCPPC							
AVERAGE	12,969	17,053	23,185				

Jobs with < 5 responses were omitted.

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

Director of Corrections/Warden

Supervises the safekeeping, care, and custody of detention center inmates and ensures the safety of detention center employees and the public.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	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	110,965	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	64,858	64,858	64,858	=		1	
Frederick	107,727	69,953	107,727	=	Lt. Colonel	1	
Garrett							
Harford	113,027	94,661	166,067	=	Warden	1	
Howard	127,858	91,915	148,283	=		1	
Kent	78,461	60,617	96,047	=	Warden	1	
Montgomery	210,621	210,621	210,621	=	Director, Department of Corrections and Rehabilitation	1	
Prince George's	147,771	98,884	192,385	=	Director, Department of Corrections	1	
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	106,062	85,230	123,930				

Jobs with < 5 responses were omitted.

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

Deputy Corrections Commander

Under executive direction assists in managing and coordinating the activities of the Detention Center.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	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	95,846	71,074	105,456	=	Captain Deputy Administrator	1	Contract/40/week
Caroline	52,853	45,562	63,332		CO V	2	
Carroll							Did not receive salary update
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	112,250	63,594	97,934	=	Major	2	
Garrett							
Harford	103,646	74,880	103,646	=	Major	1	
Howard	101,088	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	=			
Prince George's	121,094	85,420	166,190	=	Deputy Director, Department of Corrections	1	
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	90,472	67,996	102,838				

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	85,052	56,836	71,938	=	Correctional Captain	4	Maximum salary with longevities is \$91,171
Calvert	78,614	62,982	93,454	+	Correctional Lieutenant	2	40/week
Caroline	47,054	41,420	57,574		CO IV	5	
Carroll	77,217	65,749	103,106	=	Correction Officer IX	3	
Cecil	66,900	54,746	85,280	=	Lieutenant	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	49,781	45,100	70,340	=	Captain	3	
Frederick	78,867	52,557	80,937	=	Lieutenant	8	
Garrett							
Harford	91,437	66,019	94,141	=	Captain	2	
Howard	81,590	55,058	86,112	=	Correctional Captain	4	Addl \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	51,333	42,706	60,510	=	Staff Sergeant	1	
Montgomery	101,350	62,606	101,350	=	Correctional Unit Commander - Captain	3	
Prince George's	105,156	62,329	105,859	=	Correctional Officer, Major	3	
Queen Anne's	73,870	50,738	81,770	=	Lt.	1	
St. Mary's	80,212	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	74,477	53,377	84,156				

Jobs with < 5 responses were omitted.

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

Shift Supervisor

Typically oversees officers on assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,844	36,214	68,817	=	Sergeant	3	
Anne Arundel	76,605	50,049	86,659	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	71,287	49,828	62,216	=	Correctional Lieutenant	13	Maximum salary with longevities is \$79,311
Calvert	74,128	54,246	80,496	+	Correctional Sergeant	6	40/week
Caroline	37,924	37,655	52,340		CO III	7	
Carroll	56,306	50,752	81,204	=	Correction Officer VI	4	
Cecil	49,878	44,450	69,202	=	Sergeant	7	
Charles							Not a part of the County-administered personnel system.
Dorchester	44,049	35,899	56,387	=	Correctional Officer III	7	
Frederick	68,849	47,779	73,579	=	Sergeant	10	
Garrett							
Harford	74,693	59,509	87,402	=	Lieutenant	8	
Howard							
Kent	39,810	37,685	53,807	=	Sergeant	5	
Montgomery	91,621	56,914	92,136	=	Correctional Shift Commander - Lieutenant	19	
Prince George's	88,423	51,320	87,133	=	Correctional Officer, Captain	3	
Queen Anne's	58,774	44,515	71,245	=	Sgt.	3	
St. Mary's	72,317	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	61,527	47,082	73,133				

Jobs with < 5 responses were omitted.

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

First-Line Supervisor

Performs first-line supervisory corrections work on an assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	43,012	33,032	62,771	=	Corporal	10	
Anne Arundel	65,787	43,631	81,661	=	Detention Sergeant	21	
Baltimore City							
Baltimore County	59,787	45,630	56,836	=	Correctional Sergeant	28	Maximum salary with longevities is \$71,938
Calvert	70,023	49,296	73,112	+	Correctional Corporal	4	40/week
Caroline							
Carroll	53,946	46,551	74,464	=	Correction Officer V	4	
Cecil	43,109	40,040	62,338	=	Corporal	9	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	59,170	43,436	66,891	=	Corporal	20	
Garrett							
Harford	59,384	47,632	74,194	=	Corporal	14	
Howard	71,909	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	79,963	51,739	83,759	=	Correctional Supervisor - Sergeant	43	
Prince George's	70,430	44,436	77,875	=	Correctional Officer, Sergeant	68	
Queen Anne's	51,956	41,723	66,524	=	Corporal	7	
St. Mary's	61,332	48,630	68,078	=	CI III Sergeant V04	10	
Somerset							
Talbot	44,049	33,212	66,698		Correctional Officer II	8	
Washington	53,990	46,937	63,970	=	Corporal	2	
Wicomico	55,297	36,261	72,521		Correctional Officer/Lieutenant	4	
Worcester	47,913	54,209	59,800	=		29	
MNCPPC							
AVERAGE	57,464	43,892	68,758				

Jobs with < 5 responses were omitted.

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

Correctional Officer

Performs correctional work in the maintenance of order and discipline and supervises the activities of inmates on an assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,418	30,130	57,255	=	Correctional Officer	55	
Anne Arundel	50,179	38,051	65,458	=	Detention Officer	182	
Baltimore City							
Baltimore County	47,053	39,667	49,828	=	Correctional Officer	239	Maximum salary with longevities is \$62,216
Calvert	40,894/ 53,731	40,290/ 44,866	59,738/ 66,498	=	Correctional Officer/ Correctional Officer 1st Class	19/30	40/week
Caroline	32,109	28,291	43,256			17	
Carroll	39,140	32,968	62,692	=	Correction Officer I, II, III	66	
Cecil	37,295	32,469	56,181	=	Correctional Officer or Deputy First Class	49	7 Correctional Officers; 42 Deputy First Class
Charles							Not a part of the County-administered personnel system.
Dorchester	34,536	30,311	48,799	=	Correctional Officer I	34	
Frederick	41,893	35,897	60,809	=		82	
Garrett							
Harford	48,589	39,166	68,869	=	Officer	87	
Howard	43,327	37,086	57,990	=	Correctional Officer	80	Add \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	32,082	30,640	43,201			19	
Montgomery	50,544	40,538	70,758	=	Correctional Officer I - Correctional Officer III	233	
Prince George's		36,647	70,685				Correctional Officer Private - 98, 37,449, Correctional Officer First Class - 48, 42,987, Corporal - 176, 55,026, Master Corporal - 60, 71,767
Queen Anne's	42,964	34,462	58,147	=	Correctional Officer & Correctional Officer I	22	
St. Mary's		38,459	60,320	=		48	
Somerset	33,546	29,576	49,926	=	Correctional Officer I & Correctional Officer II	24	2 Different Pay Grades, 1 part-time emp.
Talbot	34,371	28,658	59,289		Correctional Officer Trainee & Correctional Officer I	23	
Washington	42,786	33,279	53,850	=	Deputy and Deputy First Class	93	
Wicomico	36,660	29,705	63,456		Correction Officer I & II & Master Correction Officer	111	
Worcester	40,355	37,496	61,422	=		20	
MNCPPC							
AVERAGE	40,158	34,175	58,110				

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	1 Vacancy
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	39,826	34,203	54,462	=	Cook 2	4	
Garrett		21,362	31,633	=		4	
Harford							Contract Service
Howard	41,404	37,086	57,990	=	Correctional Dietary Officer	4	Addl \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	33,856	25,072	38,279			3	
Montgomery							
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							Contracted
Wicomico							
Worcester	37,720	21,923	37,720	=		4	
MNCPPC							
AVERAGE	38,267	30,030	45,418				

Jobs with < 5 responses were omitted.

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

Fire Chief

Performs administrative and supervisory work involving the protection of life and property from fires and in the direction of a program for fire prevention.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	135,418	99,580	162,693	+		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	124,999	114,912	187,257	=	Director, F&R Svcs Div	1	
Garrett							
Harford							
Howard	145,933	101,795	164,362	=	Director of Fire and Rescue	1	
Kent							
Montgomery	190,000	190,000	190,000	=	Fire Chief, Department of Fire & Rescue Services	1	Appointed to position
Prince George's	137,767	98,884	192,385	=	Director, Fire/EMS	1	Working title: Fire Chief
Queen Anne's		44,515	71,245	-	Fire Marshall		Vacant
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	58,584	47,658	74,536			1	Airport Fire Chief only - No Fire Dept.
Wicomico							
Worcester							
MNCPPC							
AVERAGE	132,875	105,393	150,826				

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	67,260	55,130	76,631		Assistant Director EMS	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	101,193	77,712	124,076	=	Bureau Chief	3	
Garrett							
Harford							
Howard	131,945	82,930	133,910	=	Deputy Chief	2	
Kent							
Montgomery	128,339	76,675	128,339	=	Assistant Fire Chief	13	
Prince George's	144,366	85,420	166,190	=	Deputy Director, Fire/EMS	3	Rank of Lieutenant Colonel
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	121,452	75,865	125,900				

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							
Anne Arundel	106,759	60,782	115,723	=	Fire Division Chief	17	
Baltimore City	99,127	96,300	119,000		Fire Command Staff II	10	
Baltimore County	138,827	70,670	97,591	=	Battalion Fire Chief	9	Maximum salary with longevities is \$143,217
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard	118,945	77,064	113,693	=	Assistant Chief	5	
Kent							
Montgomery	145,517	87,647	145,517	=	Fire/Rescue Division Chief	3	
Prince George's	131,275	72,082	133,835	=	Firefighter Major	7	
Queen Anne's	78,148	60,452	109,774	=	Chief of EMS	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	116,943	75,000	119,305				

Jobs with < 5 responses were omitted.

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

Shift Supervisor

Performs supervisory and technical fire work and promotes fire safety. Shift commander.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	91,358	51,211	100,421	+	Fire Captain	31	Suppression & EMS/ALS
Baltimore City	100,100	92,000	111,500		Fire Command Staff I	4	
Baltimore County	110,143	59,928	81,504	=	Fire Captain	95	Maximum salary with longevities is \$118,808
Calvert							All volunteer
Caroline	52,853	45,562	63,332			3	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	85,009	63,264	100,960	=	Battalion Chief	9	
Garrett							
Harford							
Howard	107,614	66,518	98,068	=	Battalion Chief	19	
Kent							
Montgomery	101,095	62,605	101,348	=	Fire/Rescue Captain	134	
Prince George's	106,941	56,785	109,846	=	Firefighter Captain	24	
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	86,990	58,923	90,476				

Jobs with < 5 responses were omitted.

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

First Line Supervisor

Performs first-line supervisory, technical, and manual fire work of an emergency and hazardous nature on a rotating shift basis.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	77,053	48,398	95,640	+	Fire Lieutenant	125	Suppression & EMS/ALS
Baltimore City	67,952	50,283	61,355		Fire Lieutenant	144	
Baltimore County	88,883	52,712	71,367	=	Fire Lieutenant	106	Maximum salary with longevities is \$102,630
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	68,488	51,517	82,165	=	Fire Lieutenant	56	
Garrett							
Harford							
Howard	94,302	60,004	88,558	=	Fire Captain	36	
Kent							
Montgomery	84,505	55,519	89,877	=	Fire/Rescue Lieutenant	104	
Prince George's	96,774	51,905	98,518	=	Firefighter Lieutenant	47	
Queen Anne's	50,209	47,514	76,317		EMS/Sgt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	78,521	52,232	82,975				

Jobs with < 5 responses were omitted.

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

Firefighter

Performs skilled work in fighting fires, maintains firefighting equipment, and participates in fire prevention activities

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	53,471	36,073	86,627	+	Fire Fighter II, Fire Fighter III (pump operator), Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	625	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	55,381	33,476	53,497		Firefighter/Paramedic	278	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 59150
Baltimore County	65,547	34,102	57,398	=		51	Career ladder is Probationary FF to FF or FF/EMT. Maximum salary with longevities is \$81,504
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							
Charles							
Dorchester							
Frederick	49,397	36,615	71,632	=	Fire Recruit, Fire 1, Fire 2, Fire 3	233	
Garrett							
Harford							
Howard	53,356	40,136	76,779	=	Firefighter	255	
Kent							
Montgomery	51,495	41,613	74,272	=	Firefighter (Recruit to III)	654	
Prince George's		40,848	90,731				Firefighter I - 34, 40,848, Firefighter II - 55, 46,069, Firefighter III - 43, 83,846
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	54,775	37,552	72,991				

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	36,336	33,032	62,771	=	EMT-P	5	
Anne Arundel	56,037	42,769	86,627	+	Fire Fighter EMT-P	182	Trained in suppression and certified Paramedic (County has a lower ALS class of Fire Fighter EMT-Intermediate)
Baltimore City	62,603	41,169	62,480		Paramedic EMT-P	59	
Baltimore County	54,787	46,484	62,615	=		55	Maximum salary with longevities is \$89,110
Calvert							All volunteer
Caroline	44,125	37,655	52,340			11	
Carroll							NCC
Cecil	41,362	40,040	62,338	=		22	Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period
Charles	51,282	45,790	73,672	=		32	
Dorchester	37,665	37,665	60,640	=		20	
Frederick	41,967	41,967	66,886	=	Paramedic I	8	
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	105,476	51,905	98,518	=	Paramedic Lieutenant	4	
Queen Anne's	40,037	41,723	71,245	=	Paramedic I & II	23	
St. Mary's							
Somerset							
Talbot	39,413	37,094	53,630		Paramedic	19	
Washington	48,528	40,859	63,902			8	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	50,116	40,264	65,359				

Jobs with < 5 responses were omitted.

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

EMT/B

Responds to emergency calls to provide efficient and immediate care to the critically ill or injured.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		27,482	52,225				Vacant
Anne Arundel	53,004	36,073	78,504	+	Fire Fighter II & III	399	Trained in suppression & EMT-B certified
Baltimore City	59,190	39,644	59,918		EMT Firefighter	72	
Baltimore County	48,465	41,153	55,014	=		36	Maximum salary with longevities is \$77,976
Calvert							All volunteer
Caroline	30,472	28,291	39,324			10	
Carroll							NCC
Cecil	38,152	36,046	56,181	=	Medic	4	Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period
Charles	47,786	39,237	63,189	=		28	
Dorchester	28,219	28,219	45,431	=		16	
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		40,484	71,047	=	Paramedic Trainee		Vacant
Queen Anne's	32,846	32,350	50,922	=	EMT II	7	
St. Mary's							
Somerset							
Talbot	29,016	27,016	47,153		EMT-B/EVO	17	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	40,240	33,630	54,624				

Jobs with < 5 responses were omitted.

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

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	23,431	22,868	43,456	=	Animal Control Officer	2	
Anne Arundel	43,803	32,157	52,686	=		10	Max salary includes 15% longevity 16+ yrs
Baltimore City	36,328	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	35,753	32,257	51,956	=		3	Not a County Agency but salary data is supplied
Cecil							NCC
Charles	52,318	42,385	68,223	=		4	
Dorchester	25,925	25,293	39,449	=		2	
Frederick	42,888	36,615	58,321	=		6	
Garrett		27,416	42,206	+		1	
Harford	41,622	37,300	71,198	=	Animal Control Officer II	5	Animal Control Officer I (no incumbents) (\$30,200 - \$62,608)
Howard	41,574	33,966	50,315	=		4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	62,241	44,900	74,181	=	Code Enforcement Officer	9	Assigned to the Police Department
Prince George's	42,177	28,963	53,548	=	Animal Control officer II	12	
Queen Anne's	34,452	30,429	47,686	=		3	
St. Mary's	42,182	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	39,364	32,701	51,872				

Jobs with < 5 responses were omitted.

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