

**REPORT OF COUNTY EMPLOYEE
SALARIES, HEALTH BENEFITS & PENSIONS
FISCAL YEAR 2018**

prepared by

THE MARYLAND ASSOCIATION OF COUNTIES (MACo)

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INTRODUCTION & ACKNOWLEDGMENTS

The Maryland Association of Counties (MACo) is pleased to release the Report of County Employee Salaries, Health Benefits & Pensions for Fiscal Year 2018.

This survey is published annually each fall using responses from the human resource offices of each Maryland county and Baltimore City. MACo would like to thank Maryland's county human resource offices for providing the content for this survey. Without them, MACo would not be able to produce this document.

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

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 will be distributed to Human Resources Directors by email and posted on the MACo website under the "Publications" tab. Please contact our office if you require a hard copy.

We hope that you find this information helpful and welcome any comments and suggestions.

Sincerely,

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County Employee Salaries

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County Executive

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany						
Anne Arundel	139,000	139,000	139,000		1	
Baltimore City	175,926	175,926	175,926	Mayor	1	
Baltimore County	175,000	175,000	175,000		1	Pension and healthcare offered
Calvert						
Caroline						
Carroll						NCC
Cecil	98,000	98,000	98,000		1	Set by Legislature
Charles						
Dorchester						
Frederick	95,000				1	moved to Charter Government 12/1/14
Garrett						
Harford	134,677	134,677	134,677		1	Elected
Howard	180,492	180,492	180,492		1	health care, pension, cell stipend, electronic devices & vehicle
Kent						
Montgomery	192,769	192,769	192,769		1	Benefit package, including retirement/pension plans, comparable to other County employees. Has a car/driver. Has computer/cell phone. Salary effective 12/03/2016
Prince George's	209,998	209,998	209,998		1	In addition to the above noted benefits, executives have the option of enrolling in state retirement or 401A.
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	85,000	85,000	85,000		1	
Worcester						
MNCPPC						
AVERAGE	148,586	154,540	154,540			

Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

President, County Council

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany						
Anne Arundel	40,500	40,500	40,500	Chairman, County Council	1	New chair elected by council each year
Baltimore City	116,490	116,490	116,490	President, City Council	1	
Baltimore County	70,000	70,000	70,000	County Council Chair	1	Pension and healthcare offered
Calvert						
Caroline						
Carroll						NCC
Cecil	25,000	25,000	25,000		1	
Charles						
Dorchester	17,000	17,000	17,000		1	
Frederick	22,500				1	
Garrett						
Harford	41,146	41,146	41,146		1	Elected
Howard	66,485	66,485	66,485		1	Chair, Annual election by board-same as Council members
Kent						
Montgomery	141,371	141,371	141,371	Council President	1	Benefit package, including retirement/pension plans, comparable to other County employees. Has computer/cell phone. Receives mileage. Salary effective 12/03/2016
Prince George's	123,214	123,214	123,214	Chairman, County Council	1	Vice Chair 120,281
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	58,092	61,328	61,328			

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

Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

President, County Board of Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany	33,765	33,765	33,765		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	Healthcare, Computers and Cell Phones
Carroll	45,000	45,000	45,000		1	Set by Legislature
Cecil						
Charles	58,000	58,000	58,000		1	
Dorchester						
Frederick						
Garrett	32,500	32,500	32,500		1	
Harford						
Howard						
Kent	20,000	20,000	20,000		1	
Montgomery						
Prince George's						
Queen Anne's	25,000	25,000	25,000		1	
St. Mary's	44,303				1	
Somerset	17,000	17,000	17,000		1	healthcare, pension
Talbot						
Washington	33,000	33,000	33,000		1	
Wicomico						
Worcester	26,000	26,000	26,000		1	
MNCPPC						
AVERAGE	32,922	31,888	31,888			

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

Member, County Council or Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany	32,639	32,639	32,639		2	
Anne Arundel	36,000	36,000	36,000		6	7 members including 1 Chair (\$40,500/yr) & 1 Vice Chair (\$37,000/yr), Member \$36K
Baltimore City	67,756	67,756	67,756	Council Member	13	
Baltimore County	62,500	62,500	62,500		6	Pension and healthcare offered
Calvert	42,000	42,000	42,000		4	
Caroline	15,000	15,000	15,000		2	Healthcare, Computers and Cell Phones
Carroll	45,000	45,000	45,000		4	Set by Legislature
Cecil	25,000	25,000	25,000			
Charles	48,000	48,000	48,000		4	Charles County Commissioner-part-time
Dorchester	16,000	16,000	16,000		4	
Frederick	22,500				6	
Garrett	32,500	32,500	32,500		2	
Harford	37,513	37,513	37,513		6	Elected
Howard	62,985	62,985	62,985		4	health care, pension, cell stipend, electronic devices & vehicle
Kent	20,000	20,000	20,000		2	
Montgomery	128,519	128,519	128,519	Council Member	8	Benefit package, including retirement/pension plans, comparable to other County employees. Has computer/cell phone. Receives mileage. Salary effective 12/03/2016
Prince George's	117,347	117,347	117,347	Councilman	7	
Queen Anne's	25,000	25,000	25,000		4	
St. Mary's	39,152			Commissioner	4	
Somerset	15,000	15,000	15,000		4	healthcare, pension
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	26,000	26,000	26,000		6	
MNCPPC						
AVERAGE	40,700	41,598	41,598			

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	52,020	52,020	52,020		1	
Caroline						
Carroll						NCC
Cecil						
Charles	106,641	82,922	133,106	Chief of Treasury	1	
Dorchester						Dorchester does not have a Treasurer
Frederick						
Garrett						
Harford	132,600	132,600	132,600		1	Appointed
Howard						
Kent						
Montgomery						
Prince George's						
Queen Anne's						
St. Mary's	51,005				1	
Somerset						
Talbot						
Washington	83,550	61,290	95,870		1	
Wicomico						
Worcester						
MNCPPC						
AVERAGE	85,163	82,208	103,399			

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

Sheriff

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	74,263	74,263	74,263		1	
Anne Arundel	132,999	132,999	132,999		1	
Baltimore City	132,600	132,600	132,600		1	
Baltimore County	90,000	90,000	90,000		1	Pension and healthcare offered
Calvert	90,480	90,480	90,480		1	
Caroline	80,000	80,000	80,000		1	Healthcare, Pension, Computers, Cell Phones and Vehicle
Carroll	90,001	90,001	90,001		1	Set by Legislature
Cecil	79,675.00	79,675.00	79,675.00		1	Set by Legislature
Charles	143,036				1	Charles County Sheriff
Dorchester	89,500	89,500	89,500		1	
Frederick	125,000				1	
Garrett	85,000	85,000	85,000		1	Set for 4 year term
Harford	120,086	120,086	120,086		1	Elected
Howard	94,000	94,000	94,000		1	health care, cell stipend, vehicle & electronic devices
Kent	85,000	85,000	85,000		1	
Montgomery	161,495	161,495	161,495		1	Benefit package, including retirement/pension plans, comparable to other County employees. Has car. Has computer/cell phone. Salary effective 12/01/2016
Prince George's	154,333	154,333	154,333		1	
Queen Anne's	132,000	132,000	132,000		1	
St. Mary's	104,040				1	
Somerset	60,000	60,000	60,000		1	healthcare, pension
Talbot	81,954	81,954	81,954		1	
Washington	100,000	100,000	100,000		1	
Wicomico	95,000	95,000	95,000		1	
Worcester	88,000	88,000	88,000		1	
MNCPPC						
AVERAGE	103,686	100,780	100,780			

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

State's Attorney

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	122,850	122,850	122,850		1	
Anne Arundel	180,902	180,902	180,902		1	\$186329 effective 1/1/2018
Baltimore City	238,772	238,772	238,772		1	
Baltimore County	206,229	206,229	206,229		1	Pension and healthcare offered
Calvert	122,850	122,850	122,850		1	
Caroline	113,066	113,066	113,066		1	Healthcare, Pension, Computers and Cell Phones
Carroll	113,067	113,067	113,067		1	Set by Legislature
Cecil	134,267.00	134,267.00	134,267.00		1	Set by Legislature
Charles	149,600				1	
Dorchester	113,066	113,066	113,066		1	
Frederick	154,333				1	
Garrett	113,066	113,066	113,066		1	80% of District Court Judge salary
Harford	117,818	117,818	117,818		1	Elected
Howard	141,333	141,333	141,333		1	health care, electronic devices & vehicle
Kent	109,200	109,200	109,200		1	
Montgomery	208,686	208,686	208,686	States Attorney	1	retirement/pension plans, comparable to other County employees. Has car. Has computer/cell phone. Salary effective 01/08/2017
Prince George's	199,003	199,003	199,003		1	
Queen Anne's	132,000	132,000	132,000		1	
St. Mary's	127,200				1	
Somerset	98,000	98,000	98,000		1	healthcare, pension
Talbot	113,066	113,066	113,066		1	
Washington	122,850	122,850	122,850		1	
Wicomico						
Worcester	122,850	122,850	122,850		1	
MNCPPC						
AVERAGE	141,481	141,147	141,147			

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	116,165	116,165	116,165	=	County Administrator	1	Contractual not civil service.
Anne Arundel	205,583	119,991	206,791	=	Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	240,000	240,000	240,000	=	County Administrative Officer	1	Appointed position
Calvert	177,383	111,311	186,312	=	County Administrator	1	Contract/35/week
Caroline	116,523	116,523	116,523			1	Contractual
Carroll	108,639	95,701	172,245	=	County Administrator	1	
Cecil	132,075.58	132,075.58	132,075.58		Director, Administration	1	Appointed
Charles	195,254			=	County Administrator	1	
Dorchester	115,880			=		1	Flat rate salary
Frederick	182,811	139,629	223,406	=	Chief Administrative Officer	1	
Garrett	104,909	100,874	155,293	=	County Administrator	1	
Harford	131,500	105,700	172,464	=	Director of Administration	1	APPOINTED
Howard	231,612	135,292	231,612	=	Chief Administrative Officer	1	
Kent	120,000	102,059	163,294	=	County Administrator	1	Contractual
Montgomery	303,091	303,091	303,091	=	Chief Administrative Officer	1	Appointed to position
Prince George's	234,000	132,668	258,117	=	Chief Administrative Officer	1	
Queen Anne's	160,000			=	County Administrator	1	Contractual position
St. Mary's	174,250			+	County Administrator	1	Contract
Somerset	106,156	106,156	106,156	=	County Administrator	1	Appointed by Co. Commissioners
Talbot	128,775	128,775	128,775		County Manager		Reports to County Council
Washington	152,103	97,260	152,090	=	County Administrator	1	
Wicomico	130,779	72,521	145,042			1	Appointed by the County Executive and confirmed by County Council (as are all department heads)
Worcester	151,500	130,000	155,000	=		1	
MNCPPC	198,419	198,419	198,419	=	Executive Director	1	
AVERAGE	163,225	134,211	178,144				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	81,448	81,448	142,630	-	Assistant to Chief Administrative Officer		Appointed by County Executive
Baltimore City							
Baltimore County	182,139	182,139	182,139	=	Deputy County Administrative Officer	1	Non-graded position (pay based on 34 hour work-week)
Calvert	140,800	101,192	169,374	=	Deputy County Admin.	1	Contract/35/week
Caroline	100,940	100,940	100,940		Chief of Staff	1	Contractual
Carroll							NCC
Cecil							NCC
Charles	160,234	96,955	155,557	+	Deputy County Administrator	1	Contractual appointed position
Dorchester							
Frederick	119,022	116,258	186,013	=	Administrative Director	1	
Garrett							
Harford							
Howard	153,296	110,187	188,736	=	Deputy Chief Administrative Officer	1	
Kent							
Montgomery	170,687	170,687	170,687	=	Assistant Chief Administrative Officer	3	Appointed to position
Prince George's	227,294	120,334	234,119	=	Deputy Chief Administrative Officer	5	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	86,731	79,301	99,452		Assistant County Manager	1	
Washington	105,230	77,210	120,750		Asst. Co. Administrator	1	This position is currently vacant and will be changed to Chief Operating Officer.
Wicomico	95,299	64,249	128,499		Deputy Director of Administration	1	
Worcester	107,028	85,000	110,000	=		1	
MNCPPC							
AVERAGE	133,088	106,608	152,992				

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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	107,946	62,666	119,084	=	Director of Human Resources & Personnel Services	1	
Anne Arundel	164,573	99,239	171,028	=	Personnel Officer	1	Appointed by County Executive
Baltimore City	192,900	134,742	222,360	=	Executive Director III	1	
Baltimore County	182,120	182,120	182,120	=	Director of Human Resources	1	Appointed position
Calvert	140,767	91,992	153,977	=	Human Resources Director	1	Contract/35/week
Caroline	89,020	89,020	89,020			1	
Carroll	105,976	95,701	172,245	=	Director, Human Resources	1	
Cecil	95,000.00	66,511.38	104,881.66	=	Director, Human Resources	1	
Charles	152,962	96,955	155,557	=		1	Contractual appointed position
Dorchester	65,000			=		1	Flat rate salary
Frederick	121,957	121,957	195,132	=	Director of HR	1	
Garrett	65,170	55,710	85,760	=		1	
Harford	137,349	91,600	146,606	=		1	APPOINTED
Howard	140,670	89,767	153,779	=	Human Resources Administrator	1	
Kent	95,672	75,027	120,043	=		1	
Montgomery	210,120	210,120	210,120	=	Director Office of Human Resources	1	Appointed to position
Prince George's	171,280	109,146	212,353	=	Director, Office of Human Resources Management	1	Prince George's County uses the generic Director class. Actual \$175,000.
Queen Anne's	116,044	74,127	134,007	+		1	
St. Mary's	122,923			=		1	Contract. Director HR
Somerset	63,684	62,130	100,879	=		1	
Talbot	85,798	70,490	88,402		Director of Administrative Services	1	
Washington	87,860	71,480	111,780	=	Director of Health and Human Services	1	
Wicomico	89,911	64,249	128,499			1	
Worcester	83,948	78,000	95,000	=		1	
MNCPPC	134,896	78,833	134,896	=		1	
AVERAGE	120,942	94,417	142,936				

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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	83,892	62,666	119,084	=		1	
Anne Arundel	164,530	99,239	171,028	=	Information Technology Officer	1	Appointed by County Executive
Baltimore City	250,000	158,814	261,936	=	Executive Director V	1	
Baltimore County	251,491	251,491	251,491	=	Director, Information Technology	1	Appointed position
Calvert	125,000	91,992	153,977	=	Technology Services Director	1	Contract/35/week
Caroline	88,700	88,700	88,700			1	
Carroll	103,751	95,701	172,245	=	Director, Technology Services	1	
Cecil	104,500.00	66,511.38	104,881.66	=	Director, Information Technology	1	
Charles	133,108	82,922	133,106	=	Chief of Information Technology	1	Reports to Director of Fiscal & Administrative Services
Dorchester	69,806			=		1	Flat rate salary
Frederick	160,874	121,957	195,132	=	CIO/Director, IIT Division	1	
Garrett	92,757	65,170	100,326	=		1	
Harford	125,840	91,600	146,606	=	Director of Information & Communication Technology	1	APPOINTED
Howard	231,612	135,292	231,612	=	Director of Technology and Communication	1	
Kent	98,584	75,027	120,043	=		1	Contractual
Montgomery	215,120	215,120	215,120	=	Director Department of Technology Services	1	Appointed to position
Prince George's	171,280	109,146	212,353	=	Director, Office of Information Technology & Communications	1	Prince George's County uses the generic Director class. Actual \$155,000.
Queen Anne's							
St. Mary's	134,693			+	Chief Information Officer	1	Contract
Somerset	62,130	62,130	100,879	=		1	
Talbot	92,066	79,301	99,452		Director of Information Technology	1	
Washington	123,762	77,210	120,750	=		1	Exceeds maximum due to longevity
Wicomico	106,982	56,657	113,314		Director of Information Services	1	
Worcester	91,982	78,000	110,000		IT Manager	1	
MNCPPC	134,896	78,833	134,896	=	Finance Manager II	1	
AVERAGE	134,057	101,976	152,588				

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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	110,123	75,321	143,132	=	Director of Finance	1	
Anne Arundel	152,998	99,239	171,028	=	Controller	1	Appointed by County Executive
Baltimore City	206,300	134,742	222,360	=	Executive Director III	1	
Baltimore County	221,502	221,502	221,502	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert	136,102	101,192	169,374	=	Finance & Budget Director	1	Contract/35/week, also serves as Budget Director
Caroline	92,448	85,578	99,318			2	Contractual
Carroll	118,831	95,701	172,245	=	Comptroller	1	
Cecil	102,427.58	73,149.96	115,350.04		Director, Finance	1	
Charles	151,688	96,955	155,557	+	Director of Fiscal & Administrative Services	1	Contractual appointed position
Dorchester	90,582			=		1	Flat rate salary
Frederick	163,649	121,957	195,132	=		1	
Garrett	92,757	65,170	100,326	=		1	
Harford	105,742	71,400	123,934	=	Chief, Treasury Bureau	2	APPOINTED
Howard	155,773	99,473	170,249				
Kent	113,512	81,647	130,635	=	Chief Finance Officer	1	
Montgomery	200,000	200,000	200,000	=	Director, Department of Finance	1	Appointed to Position
Prince George's	171,280	109,146	212,353	=	Director, Office of Finance	1	Prince George's County uses the generic Director class. Actual \$190,944.
Queen Anne's	128,211	80,799	146,068	+	Director, Budget & Finance	1	
St. Mary's	131,328			+	Chief Financial Officer	1	Contract
Somerset	98,830	71,800	116,578	-		1	
Talbot	107,188	89,611	112,380		Finance Director	1	
Washington	133,665	83,380	130,420	=	Chief Financial Officer	1	This position is currently vacant
Wicomico	98,940	64,249	128,499		Director of Finance	1	
Worcester	119,036	95,000	125,000	=	Finance Officer	1	
MNCPPC	178,398	178,398	178,398	+	Secretary/Treasurer	1	Serves as officer of the Commission and also responsible for Information Technology
AVERAGE	135,252	104,148	153,906				

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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	95,037	62,666	119,084	=	Assistant Director of Finance	1	
Anne Arundel	135,065	85,522	153,324	=	Assistant Controller	2	Classified position
Baltimore City	163,700	110,976	183,192	=	Operations Director II	1	
Baltimore County	129,913	83,386	129,913	+	Deputy Director of Budget and Finance	1	Position assists with the management of both budget and finance
Calvert	125,000	125,000	125,000	=	Finance & Budget Deputy Director	1	Contract/35/week
Caroline							
Carroll	79,020	65,583	118,040	-	Bureau Chief, Accounting	1	
Cecil	98,832.45	66,511.38	104,881.66	=	Deputy Director, Finance	1	
Charles	n/a						
Dorchester	83,630			=		1	Flat rate salary
Frederick	133,158	88,334	141,334	=		1	
Garrett	70,486	55,710	85,760	=	Assistant Director of Finance	1	
Harford	129,772	81,000	129,862	=	Deputy Treasurer	1	APPOINTED
Howard		89,767	153,779	=			vacant
Kent							
Montgomery	179,523	101,077	179,523	=	Manager I	1	
Prince George's	146,518	94,285	183,439	=	Deputy Director, Office of Finance	1	Prince George's County uses the generic Deputy Director class. Actual \$154,336.
Queen Anne's							
St. Mary's	99,674	74,110	118,477	+		1	
Somerset	64,935	53,763	87,294	=	Finance & Accounting Officer	1	
Talbot		46,020	60,522		Office Supervisor		vacant
Washington	104,350	71,480	111,780	=	Director, Budget & Finance	2	
Wicomico	80,816	50,652	101,303			1	
Worcester	91,982	80,000	105,000	=	Assistant Finance Officer	1	
MNCPPC							
AVERAGE	111,745	78,202	125,869				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	185,966	112,143	193,260	=	Budget Officer	1	Appointed by County Executive
Baltimore City	157,900	101,592	167,484	=	Operations Director I	1	Reports to Director of Finance
Baltimore County					NCC		
Calvert							
Caroline							
Carroll	151,112	95,701	172,245	=	Director, Management & Budget	1	
Cecil	93,132.00	66,511.38	104,881.66	=	Budget Manager	1	
Charles	105,361	82,922	133,106	=	Chief of Budget	1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	116,935	88,334	141,334	=	Budget Director	1	
Garrett							
Harford	118,801	81,000	129,862	=	Chief, Budget & Management Research	1	NOT APPOINTED/AT WILL
Howard	165,312	99,473	170,249	=	Budget Administrator	1	
Kent							
Montgomery	216,336	216,336	216,336	=	Director, Office of Management and Budget	1	Appointed to position
Prince George's	171,280	109,146	212,353	=	Director, Office of Management & Budget	1	Prince George's County uses the generic Director class. Actual \$180,000.
Queen Anne's							
St. Mary's	118,477	74,110	118,477	+	Accounting Officer	1	
Somerset							
Talbot							
Washington	68,510	66,190	103,530		Deputy Dir. Budget & Finance	1	
Wicomico							
Worcester	87,730	65,000	85,000	=	Budget Officer	1	
MNCPPC	134,896	78,833	134,896	=	Budget Manager	1	
AVERAGE	135,125	95,521	148,787				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	158,001	99,239	171,028	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	146,500	134,742	222,360	=	Executive Director III	1	
Baltimore County	182,120	182,120	182,120	-	Director of Planning	1	Responsibility for the Office of Planning/appointed position
Calvert	138,829	101,192	169,374	=	Planning & Zoning Director	1	Contract/35/week
Caroline	99,261	99,261	99,261			1	Contractual
Carroll	123,906	95,701	172,245	=	Director, Land & Resource Management	1	
Cecil	119,622.70	80,502.66	126,944.52	=	Director, Land Use & Development	1	
Charles	140,000	96,955	155,557	+	Director, Planning & Growth Management	1	Contractual appointed position.
Dorchester	83,479			=		1	Flat rate salary
Frederick	150,440	119,566	191,305	+	Director, Planning & Permitting	1	
Garrett	65,170	65,170	100,326	=		1	
Harford	115,440	91,600	146,606	=		1	APPOINTED
Howard	160,501	99,473	170,249	=		1	
Kent	85,729	81,647	130,635	=	Director, Planning, Housing and Zoning	1	
Montgomery							NCC This function is held by the Maryland National Capital Park and Planning Commission and not by Montgomery County Government.
Prince George's	123,214	123,214	123,214	=	Chairman, County Council	1	
Queen Anne's	113,794	74,127	134,007	=		1	
St. Mary's	130,000			+	Director, Land Use & Growth Management	1	Contract
Somerset	87,117	66,790	108,445	=	Director, Dept. Technical & Community Services	1	
Talbot	92,066	79,301	99,452		County Planning Officer	1	
Washington	100,820	71,480	111,780	=		1	
Wicomico	105,481	64,249	128,499		Director of Dept. of Planning, Zoning and Community Development	1	
Worcester	129,097	80,000	135,000				Same as Director of Permits, Inspections, etc.
MNCPPC	186,500	186,500	186,500	=	Director of Planning	2	Both positions are appointed.
AVERAGE	123,352	99,659	145,948				

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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	136,814	81,448	142,630	=	Assistant Planning & Zoning Officer	2	Classified position
Baltimore City	158,450	88,842	146,472	=	Operations Manager II	2	
Baltimore County	138,753	138,753	138,753	-	Deputy Director of Planning	1	Responsible for planning administration
Calvert	107,717	79,898	118,518	=	Planning & Zoning Deputy Director	2	35/week/1 position Contract
Caroline	64,020	61,532	77,986		Assistant Planning Director	1	
Carroll							
Cecil	86,694.66	54,978.04	86,694.66	=	Principal Planner	1	
Charles	133,108	82,922	133,106	=	Planning Director	1	Reports to Director of Planning & Growth Management
Dorchester	63,979	49,980	77,952	=		1	
Frederick	153,449	121,957	195,132		Deputy Director, Planning Permitting Division	1	
Garrett	55,709	47,618	73,309	=		1	
Harford	106,600	81,000	129,862	=		1	APPOINTED
Howard	121,542	81,070	138,715	=		2	
Kent							
Montgomery	160,454	88,388	160,454	=	Manager II	1	
Prince George's	120,281	120,281	120,281	=	Vice Chairman, County Council	1	
Queen Anne's							
St. Mary's	76,669	74,110	118,477	+	Deputy Director, Land Use & Growth Management	1	
Somerset							
Talbot	84,317	70,490	88,402		Assistant Planning Officer	1	
Washington	67,960	61,290	95,870	=	Chief Planner	1	
Wicomico	79,712	50,652	101,303			1	
Worcester	88,230	65,000	100,000		Deputy Director DRP		
MNCPPC	163,623	95,620	163,624	=	Deputy Planning Director	1	
AVERAGE	108,404	79,791	120,377				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	121,649	75,321	143,132	=		1	
Anne Arundel	182,794	112,143	196,260	=		1	Appointed by County Executive
Baltimore City	188,000	188,000	188,000	=	Director, Public Works	1	
Baltimore County	198,677	198,677	198,677	=	Director of Public Works	1	Appointed position
Calvert	165,526	101,192	169,374	=	Public Works Director	1	Contract/35/week
Caroline	87,516	87,516	87,516			1	Contractual
Carroll	101,172	95,701	172,245	=	Director of Public Works	1	
Cecil	122,015.25	80,502.66	126,944.52	=		1	
Charles	142,814	96,955	155,557	+		1	Contractual appointed position
Dorchester	90,000			=		1	Flat rate salary
Frederick	143,570	121,957	195,132	=		1	
Garrett	100,326	65,170	100,326	=		1	
Harford	156,000	105,700	172,464	=		1	DOES NOT MANAGE REFUSE COLLECTION & DISPOSAL
Howard	209,092	122,099	209,092	=		1	
Kent				=			vacant
Montgomery							NCC
Prince George's	171,280	109,146	212,353	=	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 \$156,000. DPWT Director Actual \$182,000.
Queen Anne's	139,713	80,799	146,068	=		1	
St. Mary's	145,000			+	Director, Public Works & Transportation	1	Contract
Somerset	87,870	82,974	134,721	=		1	
Talbot	107,188	89,611	112,380		County Engineer	1	
Washington	116,667	77,210	120,750	=		1	
Wicomico	91,800	64,249	128,499			1	
Worcester	152,561	105,000	155,000	=		1	
MNCPPC							
AVERAGE	137,329	102,996	156,225				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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		68,704	130,558	=	Deputy Director, Public Works		Vacant
Anne Arundel	151,592	89,907	161,372	=	Deputy Director, Public Works & Assistant Director, Public Works	5	Classified positions - 4 Deputy Directors and 1 Assistant Director - same pay range
Baltimore City	127,300	110,976	183,192	=	Operations Director II	1	
Baltimore County		88,467	137,824	=	Deputy Director of Public Works		Vacant
Calvert	102,235	79,898	118,518	=	Enterprise Fund Operations Deputy Director, Deputy Director of Transportation & Deputy Director of Engineering and Highways	3	Contract/35/week
Caroline							
Carroll	83,186	72,322	130,167	=		3	One Deputy oversees operations of the Bureaus of Airport Operations, Building Construction, Facilities, and Permits & Inspections. A second Deputy oversees Solid Waste, Fleet and Carroll Transit while the third Deputy oversees the Bureaus of Engineering, Utilities, and Roads.
Cecil	104,881.66	66,511.38	104,881.66	=	Deputy Director, Public Works	1	
Charles	110,767	89,661	143,887	=	Assistant Director	2	Both positions report to the Director of Public Works
Dorchester							
Frederick							
Garrett							
Harford	122,694	81,000	129,862	=	Deputy Director	2	
Howard	160,501	99,473	170,249	=		1	
Kent							
Montgomery							NCC
Prince George's	146,518	94,285	183,439	=	Deputy Director, Department of Public Works & Transportation.	2	Prince George's County uses the generic Deputy Director class. Actual average for 2 incumbents \$149,773.
Queen Anne's							
St. Mary's	131,810	98,010	156,686			1	
Somerset							
Talbot	82,655	70,490	88,402		Assistant County Engineer	1	
Washington	81,370	66,190	103,530		Deputy Dir. Public Works, Parks & Facilities	1	
Wicomico	68,340	56,657	113,314			1	
Worcester	133,228	95,000	135,000	=		1	
MNCPPC							
AVERAGE	114,791	82,972	136,930				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	72,075	47,561	90,380	=	Chief, Land Development Services	1	Zoning & building codes administration & enforcement
Anne Arundel	160,093	99,239	171,028	=	Director, Inspections & Permits	1	Appointed by County Executive
Baltimore City	76,500	59,466	95,370	=	Operations Officer I	1	
Baltimore County	230,397	230,397	230,397	=	Director of Permits, Approvals and Inspections	1	Appointed position
Calvert	91,910	67,249	99,736	-	Inspections & Permit Division Chief	1	35/week
Caroline							
Carroll	79,020	65,583	118,040	-	Bureau Chief, Permits & Inspections	1	
Cecil	104,881.66	66,511.38	104,881.66	=	Chief, Permits & Inspections	1	
Charles	120,776	76,695	123,144	+	Chief of Codes, Permits, & Inspection Services	1	Person serving in Acting capacity to fill vacancy.
Dorchester							Director of Planning and Zoning handles permits, inspections, and licenses
Frederick							
Garrett	73,308	65,170	100,326	=		1	
Harford	115,440	91,600	146,606	=	Director of Inspections, Licenses & Permits	1	
Howard	153,773	99,473	170,249	=	Director of Licenses and Permits	1	
Kent							
Montgomery	210,143	210,143	210,143	=	Director, Department of Permitting Services	1	
Prince George's	171,280	109,146	212,353	=	Director, Department of Permitting, Inspections & Enforcement.	1	Prince George's County uses the generic Director class. Actual \$210,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	56,735	50,853	63,774		Permits & Inspections Manager	1	
Washington	94,120	71,480	111,780		Dir., Plan Review & Permitting	1	
Wicomico							
Worcester	122,876	93,000	125,000	=		1	
MNCPPC							
AVERAGE	120,833	93,973	135,825				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	163,664	99,239	171,028	=	Director, Recreation & Parks	1	Appointed by County Executive
Baltimore City	158,100	134,472	222,360	=	Executive Director III	1	
Baltimore County	177,353	177,353	177,353	=	Director of Recreation and Parks	1	Appointed position
Calvert	110,000	101,192	169,374	=	Parks & Recreation Director	1	Contract/35/week
Caroline	102,500	102,500	102,500			1	Contractual
Carroll	105,976	95,701	172,245	=	Director, Recreation & Parks	1	
Cecil	84,352.32	66,511.38	104,881.66	=	Director, Parks & Recreation	1	
Charles	145,500	96,955	155,557	=	Director of Recreation, Parks, & Tourism	1	Contractual appointed position.
Dorchester	65,000			=		1	Flat rate salary
Frederick	121,548	116,258	186,013	=		1	
Garrett							
Harford	109,200	91,600	146,606	=			
Howard	151,216	99,473	170,249	=	Director of Recreation and Parks	1	
Kent	79,647	65,097	104,155	=		1	contractual
Montgomery							NCC
Prince George's							Separate employer
Queen Anne's	113,794	74,127	134,007	=		1	
St. Mary's	117,000			+		1	Contract
Somerset	68,459	66,790	108,445	=		1	
Talbot	74,537	62,938	78,930		Director of Parks and Recreation	1	
Washington	83,550	61,290	95,870	=	Director, Fitness & Recreation	1	
Wicomico	89,301	64,249	128,499		Director of Dept. of Recreation, Parks and Tourism	1	
Worcester	74,264	60,000	91,000	=		1	
MNCPPC	206,579	206,579	206,579	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	114,359	96,964	143,455				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	87,398	62,666	119,084			1	
Anne Arundel	139,310	81,907	161,372		Emergency Management Director	1	Appointed by County Executive
Baltimore City	146,166	145,146	192,372	=	Executive Dir IV	1	
Baltimore County		90,921	126,522	=	Director of Emergency Management		Vacant. Maximum salary with longevities is \$186587
Calvert	125,000	91,992	153,977	=	Public Safety Director	1	Contract/35/week
Caroline	105,534	105,534	105,534			1	Contractual
Carroll	110,240	95,701	172,245	=	Director, Public Safety	1	
Cecil	124,393.88	78,885.04	124,393.88	=	Director, Emergency Services	1	
Charles	139,162	96,955	155,557	=	Director of Emergency Services	1	Contractual appointed position
Dorchester							Dorchester has separate departments
Frederick	148,004	116,258	186,013	=	Director, EP&M Division	1	
Garrett	65,170	60,254	92,757	-		1	
Harford	129,480	91,600	146,606	=	Director of Emergency Services	1	
Howard							
Kent	82,708	75,027	120,043	=	Director of Emergency Services	1	contractual
Montgomery							NCC
Prince George's	171,280	109,146	212,353	+	Director, Office of Homeland Security	1	Prince George's County uses the generic Director class. Actual \$166,400.
Queen Anne's	113,794	74,127	134,007	+	Director, Emergency Services	1	
St. Mary's							
Somerset	72,675	66,790	108,445	=	Director, Emergency Services	1	
Talbot	93,249	89,611	112,380		Acting Director of Emergency Services	1	
Washington	91,700	77,210	120,750	=	Dir., Fire & Rescue, Emergency Mgmt.	1	
Wicomico	83,640	56,657	113,314		Director Dept. of Emergency Services	1	
Worcester	97,393	83,000	109,000	=		1	
MNCPCC							
AVERAGE	111,910	87,469	138,336				

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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	93,840	62,666	119,084	=			Vacant
Anne Arundel	171,664	112,143	193,260	=		1	Appointed by County Executive
Baltimore City							
Baltimore County	173,875	173,875	173,875	=	Director of Economic Development	1	Appointed position
Calvert	105,000	91,992	153,977	=	Economic Development Director	1	Contract/35/week
Caroline	48,925	47,756	62,831		Economic Development Coordinator		
Carroll	118,831	95,701	172,245	=	Director	1	
Cecil	120,000.00	80,502.66	126,944.52	=	Director, Economic Development	1	
Charles	149,138	96,955	155,557	=		1	Contractual appointed position.
Dorchester	77,249			=		1	
Frederick	128,964	101,335	162,136	+	Director, Office of Econ Dev	1	
Garrett				=			Currently Vacant
Harford	122,200	91,600	146,606	=		1	
Howard							
Kent	58,350	50,643	80,522	=	Economic Development Coordinator	1	
Montgomery				=			NCC
Prince George's							Economic Development Corp, - Non-County Agency
Queen Anne's	100,000	74,127	134,007	=		1	
St. Mary's	126,075			+	Director, Economic and Community Development	1	Contract
Somerset							
Talbot	59,326	56,446	70,789		Economic Development Coordinator	1	
Washington	94,120	71,480	111,780	=	Director of Business Development	1	
Wicomico							
Worcester	82,737	70,000	100,000	=		1	
MNCPPC							
AVERAGE	107,664	85,148	130,908				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	156,571	99,239	171,028	1	Director of Aging and Disabilities	1	Appointed by County Executive
Baltimore City	117,700	88,842	146,472	=	Operations Manager II	1	
Baltimore County	177,353	177,353	177,353	=	Director of Aging	1	Appointed position
Calvert	90,654	67,249	99,736	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll	74,548	65,583	118,040	-	Bureau Chief, Aging	1	Reports to Director of Citizen Services, no transit management. Not appointed.
Cecil	102,825.32	66,511.38	104,881.66		Director, Community Services	1	
Charles	103,621	82,922	133,106	=	Chief of Aging & Human Services	1	Reports to Director of Community Services
Dorchester							Dorchester does not have a Department of Aging
Frederick	101,528	67,143	107,428	=		1	
Garrett							
Harford	79,674	64,300	119,629	-	Administrator, Office of Aging	1	DOES NOT OVERSEE TRANSIT MANAGEMENT
Howard		81,070	138,715	=			Vacant
Kent							
Montgomery	170,754	170,754	170,754		Chief, Aging & Disability Services	1	Appointed to position
Prince George's	171,280	109,146	212,353	+	Director, Family Services	1	Prince George's County uses the generic Director class. Actual \$165,280.
Queen Anne's							
St. Mary's	131,875			+	Director, Aging & Human Services	1	Contract
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	123,199	95,009	141,625				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany					Director of Community Services		Vacant
Anne Arundel							No Match
Baltimore City	123,400	119,464	197,370	=	Exective Director I	1	
Baltimore County							NCC
Calvert	85,000	83,630	139,977	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll	101,172	95,701	172,245	=	Director Citizens Services	1	
Cecil							NCC
Charles	130,000	96,955	155,557	+	Director of Community Services	1	Contractual appointed position
Dorchester							
Frederick	140,999	116,258	186,013	=		1	
Garrett							
Harford	112,320	108,000	108,000	=	Director of Housing	1	GRANT FUNDED POSITION
Howard	146,784	99,473	170,249	=	Director of Community Resources and Services	1	
Kent							
Montgomery	228,383	228,383	228,383	=	Director, Department of Health & Human Services	1	Appointed to position
Prince George's	171,280	109,146	212,353	-	Director, Office of Community Relations	1	Multi-cultural Affairs. Prince George's County uses the generic Director class. Actual \$150,000.
Queen Anne's	122,726	74,127	134,007	=	Director, Community Services	1	
St. Mary's				=			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	136,206	113,114	170,415				

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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	195,800	134,472	222,360	=	Executive Director III	1	
Baltimore County	127,473	127,473	127,473	=	Director of Housing	1	Non-graded position. 34 hours
Calvert	106,015	87,087	129,147	=	Executive Director	1	Contract
Caroline							
Carroll	68,870	65,583	118,040	-	Bureau Chief, Housing	1	This is not an appointed position. Reports to Director Citizen Services
Cecil	50,977.42	49,977.98	78,810.16	=	Chief, Housing	1	
Charles	106,702	76,695	123,144	=	Chief of Housing Authority	1	Reports to Director of Community Services
Dorchester							
Frederick	87,284	77,008	123,213	=	Housing Director	1	
Garrett							
Harford	112,320	108,000	108,000	=	Director of Housing	1	GRANT FUNDED POSITION
Howard	130,356	99,473	170,249	=		1	
Kent							
Montgomery	206,000	206,000	206,000	-	Director, Department of Housing and Community Affairs	1	Appointed to position
Prince George's	171,280	109,146	212,353	=	Director, Housing & Community Development	1	Prince George's County uses the generic Director class. Actual \$150,696.
Queen Anne's							
St. Mary's				=			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	123,916	103,720	147,163				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	96,656	96,656	96,656	=	Executive Director	1	Contract employment agreement - salary set by agreement, no salary range
Baltimore City							
Baltimore County	82,707	82,707	82,707	=	Local Management Board Program Administrator	1	Non-graded position
Calvert	45,267	39,609	58,770	=	Family Network Coordinator	1	PT/25/week
Caroline							
Carroll	50,586	48,402	77,480	-	Manager, LMB	1	This is not an appointed position. Reports to Director Citizen Services
Cecil	67,521.74	49,977.98	78,810.16		Director, Local Management Board	1	
Charles	56,181	56,181	90,319	=	Local Management Board Coordinator	1	Reports to Director of Community Services.
Dorchester	65,000					1	Flat rate salary
Frederick	73,424	62,697	100,316		Director, Children & Family	1	
Garrett							County Administrator acts in this capacity.
Harford	74,593	71,724	71,724	=	Local Management Board Director	1	GRANT FUNDED POSITION; FT POSITION
Howard	64,391	53,823	92,057	=	Human Services Specialist II	1	
Kent	65,097	65,097	104,155	=		1	
Montgomery	169,950	169,950	169,950		Chief Children Youth and Family Services	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's	108,801	62,391	112,791	+	Chief of Housing & Family		
St. Mary's							
Somerset							
Talbot							contractual position - \$43/hr not to exceed \$80,000 annually
Washington	70,340	61,290	95,870	=	Dir., Comm. Grant Mgmt.	1	
Wicomico	59,524	56,657	113,314		Director of Wicomico Partnership for Families and Children	1	
Worcester							
MNCPPC							
AVERAGE	76,669	69,797	96,066				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	54,587	47,561	90,380	=	Public Information Officer	1	
Anne Arundel	102,073	81,448	142,630	=	Public Information Officer	1	Appointed by County Executive
Baltimore City	107,200	79,152	126,582	=	Operations Officer V	1	
Baltimore County	192,889	192,889	192,889	=	Senior Administrative Assistant to the CAO	1	Non-graded position
Calvert	130,487	91,992	153,977	=	Communications & Media Relations Director	1	Contract/35/week
Caroline							
Carroll	65,416	62,712	100,298	=	Communications Manager		This is not an appointed position. Reports to County Administrator
Cecil	54,978.04	54,978.04	86,694.66		Public Information Officer	1	
Charles	88,503	60,718	97,579	=	PIO/Chief of Media Services	1	
Dorchester							
Frederick	75,104	54,676	87,482	=		1	
Garrett							County Administrator acts in this capacity.
Harford	109,200	91,600	146,606	=	Director of Government & Community Relations	1	
Howard	127,414	89,767	153,779	=	Public Information Administrator	2	
Kent							
Montgomery	187,757	187,757	187,757	=	Director, Office of Public Information	1	Appointed to position
Prince George's	180,000	180,000	180,000	=	Administrative Specialist	1	Working Title: Manager, Communications Division. Exempt status, no min/max.
Queen Anne's							
St. Mary's	78,582			=		1	Contract
Somerset							
Talbot							
Washington	60,790	71,480	111,780	=	Dir., Public Relations & Marketing	1	Position is currently vacant, but being advertised in a higher grade
Wicomico							
Worcester	59,518	44,201	72,550	=		1	
MNCPPC	128,446	78,833	134,896	=	Public Affairs and Marketing Officer	1	
AVERAGE	106,056	91,860	129,117				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	123,990	123,990	123,990				0.50 FTE. Salary annualized.
Anne Arundel	172,808	112,143	193,260	=	County Attorney	1	Appointed by County Executive
Baltimore City	188,000	188,000	188,000	=	City Solicitor	1	
Baltimore County	199,998	199,998	199,998	=	County Attorney	1	Appointed position
Calvert	151,527	101,192	169,374	=	County Attorney	1	Contract/35/week
Caroline	115,879	115,879	115,879			1	Contractual
Carroll	118,831	95,701	172,245	=	County Attorney	1	
Cecil	102,096.78	80,502.66	126,944.52		County Attorney	1	
Charles	195,254			=		1	Contractual appointed position
Dorchester							
Frederick	192,552	130,494	208,791			1	
Garrett	60,900			=		1	Part time
Harford	141,440	105,700	172,464	=	County Attorney	1	
Howard	162,729	110,187	188,736	=	County Solicitor	1	
Kent							
Montgomery	210,143	210,143	210,143	=	County Attorney	1	Appointed to position
Prince George's	171,280	109,146	212,353	=	Director, Office of Law	1	Prince George's County uses the generic Director class. Actual \$171,600.
Queen Anne's							
St. Mary's							Vacant
Somerset	54,215			=		1	Salary determined on a yearly basis
Talbot	95,000	95,000	95,000		Acting County Attorney	1	
Washington	137,007	83,380	130,420		County Attorney	1	exceeds max range due to longevity
Wicomico					Vacant		Unclassified
Worcester	107,625	105,000	136,900	=		1	
MNCPPC	192,475	192,475	192,475	=	General Counsel	1	
AVERAGE	144,688	126,996	166,881				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	130,975	89,907	161,372	=	Legislative Liaison Officer	1	Appointed by County Executive
Baltimore City	134,000	72,420	115,770	=	Director, Council Svcs	1	
Baltimore County	135,164	135,164	135,164	=	Director of Governmental Relations	1	Non-graded
Calvert							
Caroline							
Carroll							
Cecil							NCC
Charles	n/a						
Dorchester	55,254	53,906	84,076		Executive Assistant to County Manager	1	
Frederick							
Garrett							
Harford							
Howard	130,776	81,070	138,715	=	Executive Assistant II	1	
Kent							
Montgomery	212,556	212,556	212,556	=	Director, Office of Intergovernmental Relations	1	Appointed to position
Prince George's		85,519	166,383	=	Legislative Officer, County Council		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							This is a function of the General Counsel.
AVERAGE	133,121	104,363	144,862				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	119,645	81,448	142,630	=	Purchasing Agent	1	
Baltimore City	118,300	101,592	167,484	=	Operations Director I	1	
Baltimore County	99,609	99,609	99,609	=	Purchasing Services Administrator	1	Non-graded
Calvert	82,009	61,734	91,510	=	Procurement Officer	1	35/week
Caroline							
Carroll	74,497	65,583	118,040	=	Bureau Chief Purchasing		
Cecil	75,227.88	60,503.04	95,407.26	=	Procurement & Fleet Manager	1	
Charles	94,824	76,695	123,144	=		1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	100,156	82,477	131,963	=	Dir, Procurement & Contracting	1	
Garrett	76,240	51,506	79,288	=		1	
Harford	121,032	91,600	146,606	+	Director of Procurement	1	DIRECTOR OF PROCUREMENT IS APPOINTED/AT WILL; POSITION IS ALSO RESPONSIBLE FOR LAND ACQUISITION
Howard	91,364	81,070	138,715	=	Purchasing Administrator	1	
Kent							
Montgomery	148,755	88,388	160,454	=	Manager II	1	
Prince George's	99,479	63,816	124,159	=	Contractual Services Officer	2	
Queen Anne's							
St. Mary's	75,962	74,110	118,477	+	Procurement Manager	1	
Somerset							
Talbot							
Washington	72,800	61,290	95,870	=	Purchasing Director	1	
Wicomico	64,000	56,657	113,314		Purchasing Agent	1	
Worcester							
MNCPPC	134,895	78,833	134,896	=	Finance Manager II-Purchasing	1	
AVERAGE	96,988	75,112	122,445				

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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	61,087	52,219	91,446	=	Buyer III	5	
Baltimore City	56,696	47,723	58,066	=	Procurement Specialist I	4	Maximum salary with longevities is \$67,937
Baltimore County	60,495	48,898	60,906	=	Staff Buyer	6	35 hour position, maximum salary with longevities is \$77,090
Calvert	55,255	43,716	64,828	=	Procurement Specialist	3	35/week
Caroline	49,013	39,665	53,932		Purchasing Agent II	1	
Carroll	72,478	48,402	77,480	+	Senior Buyer	2	Converted to 40 hours per week
Cecil	39,839.02	37,541.40	59,199.14	=	Buyer	1	
Charles	52,062	44,538	71,689	=	Procurement Specialist	2	
Dorchester							
Frederick	64,703	58,548	93,677	=	Procurement Analyst III	3	
Garrett	53,564	40,704	62,665	=		1	
Harford	67,973	52,800	112,261	=	Procurement Agent III	3	
Howard	62,938	48,528	83,129	=	Admin Analyst I	7	
Kent							
Montgomery	89,896	57,802	95,740	=	Procurement Specialist II	2	
Prince George's	58,800	47,620	92,649	=	Procurement Officer II	1	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	53,373	44,886	71,760	=	Buyer	1	
Somerset							
Talbot							
Washington	49,950	45,050	70,460	=		1	
Wicomico	34,000	27,875	51,558	+	Purchasing Specialist	1	
Worcester							
MNCPPC	91,531	56,559	96,970	=	Principal Admin Spec-Buyer	3	
AVERAGE	59,647	46,837	76,023				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	81,600	47,561	90,380	+	Senior Accountant		Vacant. CPA required.
Anne Arundel	68,426	56,233	98,475	=	Accountant II	2	
Baltimore City	62,927	59,466	95,370	=	Accountant II	28	
Baltimore County	65,903	48,898	60,906	=	Accountant II	6	35 hour position, maximum salary with longevities is \$77,090.
Calvert	62,481	47,666	70,671	=	Accountant I	1	35/week
Caroline	47,405	41,490	58,084		Accounting Assistant III	2	
Carroll	66,540	48,402	77,480	=	Accountant II	1	Converted to 40 Hours per week
Cecil	39,839.02	54,978.04	86,694.66		Senior Accountant	2	
Charles	70,351	56,181	90,319	=		1	
Dorchester							
Frederick	59,113	51,061	81,698	=	Accountant II	1	
Garrett	62,665	44,027	67,778	=		2	
Harford	90,400	57,700	125,115	=	Accountant III	5	
Howard	63,460	53,823	92,057	=	Fiscal Specialist I	4	
Kent	64,145	50,643	84,736	=		3	1-Senior Accountant, 1-Accounting Manager, 1 Treasury Supervisor
Montgomery	94,025	57,802	95,740	=	Accountant/Auditor III	21	Base salary only: 93,186
Prince George's	70,891	47,620	92,649	=	Accountant II	8	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	64,147	40,123	64,147	=	Accountant	1	
Somerset	35,247	35,247	57,757	-	Accountant	1	
Talbot	54,875	50,853	63,774		Accountant	2	
Washington	82,860	56,740	88,760	=	Accounting Supervisor	1	
Wicomico	42,363	32,363	64,722			5	
Worcester	52,874	40,000	55,000	=		3	
MNCPPC	68,725	49,941	85,458	=	Accountant II	5	
AVERAGE	63,968	49,079	80,338				

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

Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

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	60,561	60,561	106,049	+	Budget & Management Analyst II		No authorized positions at this level
Baltimore City	84,600	67,218	107,406	=	Budget Management Analyst II	2	
Baltimore County	91,344	65,826	102,555	=	Budget Analyst II	4	35 hour position
Calvert	74,220	56,584	83,957	+	Senior Budget Analyst	1	35/week
Caroline							
Carroll	53,796	52,749	84,469	=	Management & Budget Analyst	3	
Cecil							NCC
Charles	51,990	51,989	83,611		Budget Analyst I	1	
Dorchester							
Frederick		45,753	74,805	-			
Garrett							
Harford	79,654	52,800	112,261	=	Sr Budget Analyst	3	
Howard	73,995	66,049	113,002	+	Fiscal Manager I	4	
Kent							
Montgomery	91,314	55,176	91,314	=	Management & Budget Specialist II	1	
Prince George's	70,795	47,234	86,488	=	Budget Management Analyst II	3	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's	78,582	64,501	103,106	=		3	
Somerset							
Talbot							
Washington	53,060	41,710	65,230	=		1	
Wicomico	52,530	43,059	86,119	+	Financial Analyst	1	
Worcester	53,955	40,000	60,000			1	
MNCPPC		49,941	85,458	=	Budget Analyst		Vacant
AVERAGE	69,314	53,822	90,364				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	74,612	56,233	98,475	=	Management Assistant II	28	
Baltimore City	64,400	59,466	9,530	=	Administrative Analyst II	7	
Baltimore County	68,372	48,898	60,906	=	Management Analyst II	17	35 hour position, maximum salary with longevities is \$77,090.
Calvert							
Caroline							
Carroll							
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick	70,447	51,061	81,698			2	
Garrett							
Harford	48,160	47,400	105,230	=	Management Assistant I	1	Management Assistant II (9) Avg \$79,136; Min \$52,800 / Max \$112,261
Howard	59,170	47,112	80,683	=	Administrative Analyst I	46	Admin Analysts function within specific areas
Kent							
Montgomery	82,344	52,684	87,107	=	Administrative Specialist II	66	Base salary only: 82,027 Includes the average of FTE salaries.
Prince George's	63,890	47,620	92,649	=	Administrative Assistant II	31	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	62,774	50,253	80,351	=	Risk Analyst	1	
Somerset							
Talbot							
Washington							
Wicomico	92,631	56,657	113,314		County Internal Auditor	1	
Worcester							
MNCPPC	78,016	49,941	85,458	=	Senior Administrative Specialist	25	
AVERAGE	69,529	51,575	81,400				

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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	55,973	52,140	99,081	+	Benefits Specialist	1	
Anne Arundel	68,654	56,233	98,472		Personnel Analyst II	4	
Baltimore City	62,927	59,466	95,370	=	Accountant II	28	
Baltimore County	71,586	48,898	60,906	=	Personnel Analyst II	10	35 hour position, maximum salary with longevities is \$77,090. 35/week
Calvert	50,159	43,716	64,828	=	Human Resources Analyst I	1	
Caroline	63,401	61,532	77,986		Assistant Director HR	1	
Carroll	53,519	52,749	84,469	=	Personnel Analyst	1	
Cecil	53,037.14	49,977.98	78,810.16		Human Resources Manager	1	
Charles	70,639	60,718	97,579	+	Recruitment Administrator, Benefits Administrator, HR Programs Manager, Benefits Compliance Administrator	4	
Dorchester							
Frederick	69,122	58,548	93,677	=	HR Administrator	5	
Garrett							
Harford	59,060	47,400	105,230	=	Human Resources Generalist	2	
Howard	70,893	59,600	101,973	=	Administrative Analyst II	2	
Kent							
Montgomery	67,365	55,176	91,314	=	Human Resources Specialist II	1	
Prince George's	71,753	47,620	92,649	=	Personnel Analyst II	12	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	44,845	35,900	57,387		Sr. HR Specialist	2	
Somerset	48,481	39,791	65,202	+	Payroll/Benefits Specialist	1	
Talbot	46,224	38,207	55,239		Benefits Manager	1	
Washington	58,830	41,710	65,230		HR Administrator	1	
Wicomico	43,390	31,728	63,456		HR Manager I	2	
Worcester	44,346	40,165	65,819	=		1	
MNCPPC	60,831	44,054	75,381	=	Human Resources Specialist	2	
AVERAGE	58,811	48,825	80,479				

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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							
Anne Arundel	79,108	65,219	114,209		Attorney II	2	
Baltimore City	85,243	67,218	107,406	=	Assistant Solicitor	28	
Baltimore County	99,926	52,902	140,319	=	Assistant County Attorney	23	Non-graded position
Calvert	77,168	67,249	99,736	=	Attorney I	1	Contract/35/week
Caroline	58,710	54,075	67,980		Assistant State's Attorney	3	
Carroll	70,138	62,712	100,298	=	Assistant County Attorney I	1	
Cecil							NCC
Charles	75,000	65,629	105,435	=	Associate County Attorney I & II	2	Usually 3 positions. An Associate County Attorney I position is vacant.
Dorchester							
Frederick	98,079	82,477	131,963	=	Assistant County Attorney	2	
Garrett							
Harford	122,224	81,000	139,862	=	Sr. Assistant County Attorney	6	
Howard	85,133	73,150	125,250	=	Attorney	12	four are PT positions
Kent							
Montgomery	95,198	69,645	115,732	=	Assistant County Attorney II	6	
Prince George's	75,625	55,126	107,253	=	Attorney II	7	
Queen Anne's							
St. Mary's				=			
Somerset							
Talbot							
Washington	84,220	66,190	103,530	Plus	Asst. Co. Atty.	1	1
Wicomico		50,652	101,303			vacant	Unclassified
Worcester							
MNCPPC	102,675	65,829	114,726	+	Associate General Counsel	4	
AVERAGE	86,318	65,272	111,667				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	45,706	39,572	75,198	=	Planner II	1	
Anne Arundel	66,527	56,233	98,475		Planner II	17	
Baltimore City	69,362	63,240	101,184	=	City Planner II	26	
Baltimore County	63,487	48,898	60,906	=	Planner II	15	35 hour position, maximum salary with longevities is \$77,090.
Calvert	55,756	51,925	77,022	+	Planner II	2	35/week
Caroline	52,770	47,756	62,831		Long Range & Agricultural Planner, Development Review Coordinator, Environmental & Facilities Planner	4	
Carroll	46,114	43,909	70,242	=	Comprehensive Planner I	1	Converted to 40 hours
Cecil	39,839.02	37,541.40	59,199.14	=	Planner I	1	
Charles	59,478	51,989	83,611	=	Planner II	2	
Dorchester	39,120	37,235	58,074	=	Environmental Planner	1	
Frederick	64,053	47,688	76,301	=	Planner I	2	
Garrett							
Harford	62,820	47,400	105,230	=	Planner II	4	
Howard	71,062	53,823	92,057	=	Planning Specialist II	15	
Kent	57,607	50,643	80,522	=		2	2 planners: 1-environmental, 1-Community
Montgomery	83,194	52,684	87,107	=	Planning Specialist II	2	Includes the average of FTE salaries.
Prince George's	61,178	47,234	86,488	=	Planner II	5	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's	59,738	50,253	80,351	=	Same	4	
Somerset	59,377	46,524	75,538	=	Senior Planner	1	
Talbot	48,538	38,207	63,774		Long Range Planner & Environmental Planner & Planner I	3	
Washington	71,010	48,650	76,070		Sr. Planner	1	
Wicomico		31,728	63,456		Planner II	vacar	
Worcester	56,742	36,412	60,000	=		1	
MNCPPC	73,586	49,941	85,458	=	Senior Planner	52	
AVERAGE	59,412	46,934	77,352				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	92,126	62,666	119,084	=	County Engineer	1	
Anne Arundel	155,282	89,907	161,372	=	Deputy Director, Public Works	1	
Baltimore City	92,144	79,152	126,582		Engineer Supervisor PE	16	
Baltimore County	129,913	83,386	129,913	=	Chief, Bureau of Engineering and Construction	1	
Calvert	87,069	73,310	108,709	-	Engineering Division Chief	1	35/week/contract
Caroline							
Carroll	112,653	65,583	118,040	=	Bureau Chief Engineering	1	Converted to 40 hours
Cecil	95,407.31	60,503.04	95,407.26	=	Chief, Engineering & Construction Chief, Development Services	2	
Charles	123,075	82,922	133,106	=	Chief of Capital Services	1	PE not required
Dorchester							
Frederick	109,931	77,008	123,213	=	Engineering Manager	1	
Garrett	85,760	65,170	100,326	=		1	
Harford	128,891	71,400	123,934	=	Chief, Engineering Division	1	
Howard	151,476	99,473	170,249	=	Engineering Manager II	5	
Kent	92,672	65,097	104,155	=		1	
Montgomery	185,000	185,000	185,000	-	Deputy Director, Transportation	1	Appointed Position
Prince George's	124,243	81,447	158,462	-	Engineer V	16	PE certification is not required but desirable
Queen Anne's	117,567	68,007	122,942	=	Chief of Engineering	1	
St. Mary's	117,478	85,218	136,240	=	Senior Project Manager	1	
Somerset	68,460	66,790	108,445	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	108,000	71,480	111,780	=	Director of Engineering	1	
Wicomico					Chief Civil Engineer		
Worcester	116,516	75,000	125,000			1	
MNCPPC	114,726	65,829	114,726	=	Engineering Supervisor	2	
AVERAGE	114,685	79,731	127,461				

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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		43,382	82,438	=	Engineer II		Vacant, EIT certification required at minimum.
Anne Arundel	69,208	56,233	98,475		Engineer II	8	
Baltimore City	78,002	67,218	107,406	=	Engineer II	42	
Baltimore County	65,905	51,029	63,432	=	Engineer II	6	35 hour position, maximum salary with longevities is \$81,041.
Calvert	80,367	67,249	99,736	=	Project Engineer II	4	35/week
Caroline							
Carroll	68,100	52,749	84,469	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil	89,711.48	54,978.04	86,694.66		Civil Engineer III	2	
Charles	71,454	60,718	97,579	+	Project Manager II	4	
Dorchester	82,299	62,783	87,827	=		1	
Frederick	78,014	62,697	100,316	=	Engineer II	4	
Garrett	67,778	47,618	73,309	=		3	
Harford	75,519	47,400	105,230	=	Civil Engineer II	2	
Howard	97,928	66,049	113,002	=	Engineering Specialist II	11	
Kent							
Montgomery	86,502	55,176	91,314	=	Engineer II	3	Actual salary include Longevity & other differentials. Base salary only: 84,676
Prince George's	79,020	60,777	118,246	=	Engineer II	8	
Queen Anne's							
St. Mary's	80,558	64,501	103,106	=	Engineer II	1	
Somerset							
Talbot	54,964	50,853	70,789		Engineer/Project Manager & Project Manager	2	
Washington	66,861	56,740	88,760	=	Civil and Structural	4	
Wicomico	56,100	43,059	86,119		Civil Engineer II	1	
Worcester				=			
MNCPPC	75,979	49,941	85,458	=	Engineering Designer II	2	
AVERAGE	74,961	56,058	92,185				

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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	155,282	89,907	161,372	=	Deputy Director, Public Works	1	
Baltimore City	146,166	94,248	155,448	=	Operations Mgr III	1	
Baltimore County	122,452	122,452	122,452	=	Chief of Solid Waste Management	1	Non-graded position
Calvert	81,900	67,249	99,736	=	Solid Waste Division Chief	1	35/week
Caroline							
Carroll	73,050	65,583	118,040	=	Bureau Chief Solid Waste	1	
Cecil	83,328.18	54,978.04	86,694.66	=	Chief, Solid Waste	1	
Charles	121,209	82,822	133,106	+	Chief of Environmental Resources	1	
Dorchester	63,979	49,980	77,952			1	
Frederick	106,014	82,477	131,963	=	Dept Head, SWM	1	
Garrett	60,253	47,618	73,309	=	Manager, Department of Solid Waste and Recycling	1	
Harford							As of August 30, 2015, MES (Maryland Environmental Services) is under contract with Harford County Government to manage operations for the Dept of Public Works, Division of Environmental Services, thereby eliminating position.
Howard							
Kent	82,498	65,097	104,155	=	Deputy Director-Environmental Operations	1	
Montgomery				=	Chief, Division of Solid Waste Services	1	vacant
Prince George's	138,287	85,519	166,383	=	Associate Director, Department of Environmental Resources	1	Prince George's County uses the generic Associate Director class. Actual \$146,187.
Queen Anne's							
St. Mary's	61,984	56,160	89,794	=	Manager, Grade 9	1	
Somerset	50,366	37,450	61,366	-	Sanitary Landfill Superintendent	1	
Talbot	81,841	70,490	88,402		Manager of Environmental Operations & Civil/Environmental Engineer	2	
Washington	103,518	66,190	103,530	=	Deputy Dir., Solid Waste & Watershed	1	
Wicomico	50,123	43,059	86,119		Superintendant SW	1	
Worcester	75,919	60,000	85,000	=			
MNCPPC							
AVERAGE	92,120	68,960	108,046				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	36,497	36,095	68,592	=	Planner I	1	
Anne Arundel	110,350	70,233	122,989	=	Solid Waste Recycling Manager	1	
Baltimore City	81,000	63,240	101,184	=	Recycling Coordinator	1	
Baltimore County	91,119	58,487	91,119	=	Recycling and Waste Prevention Manager	1	
Calvert	69,033	51,925	77,022	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	58,095	48,402	77,480	=		1	
Cecil	44,865.34	37,541.40	59,199.14	-	Recycling Program Manager	1	Does not have supervisory functions
Charles	65,468	60,718	97,579	=	Recycling/Litter Control Superintendent	1	
Dorchester							
Frederick	54,676	54,676	87,482	-		1	
Garrett	41,877	31,824	48,991	=		1	
Harford							As of August 30, 2015, MES (Maryland Environmental Services) is under contract with Harford County Government to manage operations for the Dept of Public Works, Division of Environmental Services, thereby eliminating position.
Howard	97,415	66,049	113,002	=	Senior Administrative Analyst	1	
Kent							
Montgomery	138,790	75,934	138,790	=	Manager III	1	
Prince George's	109,527	70,356	136,884	=	Administrative Specialist I	1	Prince George's County uses the generic Administrative Specialist class. Actual \$109,087.
Queen Anne's	67,865	53,183	85,348		Recycling & Refuse Mgr	1	
St. Mary's							
Somerset							
Talbot	60,827	50,853	63,774		CAD Operator/Recycling	1	
Washington	56,280	52,540	82,160	=	Recycling/Operations Coordinator	1	
Wicomico	31,370	27,875	51,558		Recycling Coordinator	1	
Worcester	47,500	45,000	75,000	=		1	
MNCPPC							
AVERAGE	70,142	53,052	87,675				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	52,028	43,887	53,284	=	Social Work Associate II	6	Maximum salary with longevities is \$62,345
Baltimore County	51,308	40,450	51,029	=	Social Work Associate	2	35 hour position. maximum salary with longevities is \$63,432.
Calvert							
Caroline							
Carroll							NCC
Cecil	57,629.52	49,977.98	78,810.16	=	Human Services Supervisor	1	
Charles							
Dorchester							
Frederick	60,283	41,602	66,563	=	Social Worker	3	
Garrett							
Harford							
Howard	69,492	53,823	92,057	-	Human Services Specialist II	25	
Kent							
Montgomery							NCC
Prince George's	81,276	47,234	86,488	=	Social Worker II	3	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	62,003	46,162	71,372				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	58,795	49,788	60,626	=	Social Worker II	3	Maximum salary with longevities is \$70,934
Baltimore County	70,901	58,375	73,456	=	Social Worker II	32	35 hour position, maximum salary with longevities is \$93,194.
Calvert							
Caroline							
Carroll							NCC
Cecil	81,429.14	60,503.04	95,407.26	=	Human Services Coordinator	1	
Charles	n/a						
Dorchester							
Frederick	70,902	54,676	87,482	=	Social Worker, Advanced	1	
Garrett							
Harford							
Howard							
Kent							
Montgomery	73,324	57,802	95,740	=	Social Worker II	67	Averages use FTE salaries. Base salary only: 72,938
Prince George's	78,957	54,679	99,790	=	Social Worker III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	72,385	55,971	85,417				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	137,248	81,448	142,630	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City	75,800	72,420	115,770	=	Recreation Manager	2	
Baltimore County	96,667	65,826	102,555	=	Chief of Recreation Services	1	
Calvert	68,414	61,734	91,510	=	Recreation Supervisor	1	35/week
Caroline	57,386	52,701	68,271		Program Services Supervisor	1	
Carroll	67,580	65,583	118,040	=	Bureau Chief Recreation	1	Converted to 40 hours
Cecil	49,384.66	41,322.84	65,161.72	=	Recreation Coordinator	1	
Charles	80,664	60,718	97,579	+	Recreation Services Administrator	1	
Dorchester							
Frederick	83,248	67,143	107,428	=	Superintendent, Recreation	1	
Garrett							
Harford	85,618	71,400	133,934		Chief of Parks & Recreation	1	
Howard	102,687	66,049	113,002	=	Recreation Services Manager	3	
Kent	50,643	50,643	80,522	=	Recreation Supervisor	1	
Montgomery	118,548	75,934	138,790	=	Manager III	6	
Prince George's							Not in County class plan
Queen Anne's	56,398	49,843	79,989			1	
St. Mary's	78,582	64,501	103,106	=	Manager, Grade 10	1	
Somerset							
Talbot	46,113	41,837	57,691			1	
Washington	83,550	61,290	95,870	=	Recreation & Fitness Dir.	1	
Wicomico	60,588	43,059	86,119		Recreation Superintendent	1	
Worcester	56,296	50,000	60,000	=		1	
MNCPPC	69,796	49,941	85,458	=	Recreation/Enterprise Facility Manager II	66	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	76,261	59,670	97,171				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	115,130	81,448	142,630	+	Parks Administrator	1	Highest level of Manager for park planning, construction & maintenance
Baltimore City							
Baltimore County		65,826	102,555	=	Chief of Park and Facility Maintenance		Vacant
Calvert	78,897	61,734	91,510	=	Park Supervisor	1	35/week
Caroline	57,386	52,701	68,271		Division Chief	1	
Carroll	81,827	65,583	118,040	=	Bureau Chief Parks	1	Converted to 40 hours
Cecil	49,384.66	41,322.84	65,161.72		Manager, Park Operations	1	
Charles	68,073	60,718	97,579	=	Park Manager	5	
Dorchester							
Frederick	75,226	67,143	107,428	=	Superintendent, Parks	1	
Garrett							
Harford	67,267	57,700	125,115		Superintendent, Parks & Recreation	2	
Howard	112,686	81,070	138,715	=	Rec and Parks Bureau Chief	2	This falls under two different Bureaus
Kent							
Montgomery							Position held by the Maryland National Capital Park and Planning
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's	74,797	64,501	103,106	=	Manager, Grade 10	1	
Somerset							
Talbot							
Washington	58,250	52,540	82,160	=	Field Operations Supv.	1	
Wicomico	51,479	50,652	101,303		Superintendent of Parks	1	
Worcester	64,003	50,000	70,000	=		1	
MNCPPC	74,490	49,941	85,458	=	Park Manager II	18	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	73,493	60,192	99,935				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	102,531	90,233	122,989	=	Systems Analyst	1	
Baltimore City							
Baltimore County							NCC
Calvert	93,748	73,310	108,709	=	Technology Services Infrastructure Manager	1	35/week
Caroline	58,086	55,441	71,286		Information Technology Coordinator	1	
Carroll	86,362	57,512	92,040	=	Network Security Engineer	1	
Cecil	71,654.96	45,440.20	71,654.96	=	Senior Network Administrator	1	
Charles	113,939	70,945	113,939	=		1	
Dorchester	55,169	49,980	77,952	=	IT Network Technician II	1	
Frederick	91,525	62,697	100,316	+	Network Engineer III	2	
Garrett	70,487	47,618	73,309	=	Information Systems Engineer	1	
Harford							
Howard	90,891	73,150	125,250	=	Technical Services Manager I	2	
Kent							
Montgomery	140,812	86,926	144,328	=	Technology Expert	9	Actual salary include Longevity and other differentials. Base salary only: 140,171
Prince George's	112,898	70,356	136,884	=	Information Technology Manager I	4	
Queen Anne's	80,307	56,746	91,006	-	Network Engineer	1	
St. Mary's							Vacant
Somerset	53,763	50,012	81,204	=	Senior Systems Engineer		
Talbot	54,036	41,837	63,774		System/Network Administrator & System/Network Technician & Communication Technologist	3	
Washington	80,060	56,740	88,760	=	Database Administrator	1	
Wicomico	33,334	31,728	63,456		Data Services Technician	1	
Worcester	64,928	55,000	80,000		IT Specialist II		
MNCPPC	113,206	71,754	125,051	=	IT Systems Manager/Leader	18	
AVERAGE	82,512	60,391	96,416				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	93,653	70,233	122,989		Systems Analyst	13	
Baltimore City	6,967	63,240	101,184	=	Systems Analyst	3	
Baltimore County	97,429	65,826	102,555	=	Systems Analyst	6	
Calvert	73,553	65,826	83,957	=	Systems Analyst I & II	5	35/week
Caroline	39,720	39,665	53,932		Technology Specialist II	1	
Carroll	77,473	57,512	92,040	=	Senior Programmer Analyst	3	
Cecil	50,169.86	49,977.98	78,810.16		System Analyst	1	
Charles	66,577	56,181	90,319	=	Systems Analyst I	2	
Dorchester							
Frederick	79,496	57,400	74,620	=	Software Integrator II	6	
Garrett							
Harford	85,949	57,700	125,115	=	Programmer Analyst II	4	
Howard	78,443	58,864	100,006	=	Technical Services Specialist III	10	
Kent	65,924	59,580	95,329	=	Network Engineer	2	
Montgomery	119,330	72,772	121,372		Senior IT Specialist	97	Full-performance level. Base salary only: 118,879
Prince George's	54,797	39,177	76,222	=	Systems Analyst II	1	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	77,250	56,746	91,066	=	System Engineer	1	
St. Mary's	88,088	74,110	118,477	=	System Analyst	1	
Somerset							
Talbot							
Washington	64,580	52,540	82,160	=		1	
Wicomico	49,580	36,261	72,521	+	Network Specialist	2	
Worcester							
MNCPPC	75,704	49,941	85,458	=	IT Support Specialist II	15	Certain IT positions are in a special salary range
AVERAGE	70,773	57,029	93,060				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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							
Anne Arundel	74,150	56,233	98,475		Programmer-Analyst I	4	P-A II is supervisory
Baltimore City	57,783	49,788	60,626	=	Analyst/Programmer II	5	Maximum salary with longevities is \$70,934
Baltimore County		55,848	70,063	=	Programmer Analyst II		Vacant. 35 hour position, maximum salary with longevities \$88,938.
Calvert	62,928	51,925	77,022	=	Network Admin. I	5	35/week
Caroline							
Carroll	57,408	52,749	84,469	=	Programmer Analyst	1	
Cecil							NCC
Charles	88,317	60,718	97,579	=	Systems Analyst II	4	
Dorchester							
Frederick							
Garrett	65,170	47,618	73,309	=	Software Developer	1	
Harford	77,966	52,800	112,261	=	Programmer Analyst I	4	
Howard	70,851	53,269	90,376	=	Technical Services Specialist II	10	
Kent	55,608	52,961	84,736	=	System Administrator	2	
Montgomery	119,330	72,772	121,372		Senior IT Specialist	97	Full-performance level. Base salary only: 118,879
Prince George's		47,620	92,649	=	Information Technology Programming Engineer II		Vacant
Queen Anne's							
St. Mary's	57,574	56,160	89,794	=	Programmer/Analyst	1	
Somerset							
Talbot							
Washington							
Wicomico	51,479	43,059	86,119		Sr. Network Engineer	1	
Worcester	48,270	39,208	64,230	=	IT Specialist and IT Technician	4	
MNCPPC	71,825	52,437	89,727	=	Programmer/Analyst II	8	Certain IT positions are in a special salary range
AVERAGE	68,476	52,823	87,050				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	49,387	36,095	68,592	=	Information Technology Support	1	
Anne Arundel	61,630	46,155	76,926		Information System Support Specialist	18	
Baltimore City	44,883	40,495	48,950	=	PC Support Technician II	6	Maximum salary with longevities is \$57,269
Baltimore County	56,032	42,507	53,396		Office Automation Assistant	6	35 hour position, maximum salary with longevities \$66,671.
Calvert	45,254	37,456	64,828	=	Computer Service Tech I & II	4	35/week
Caroline							
Carroll	58,420	48,402	77,480	=	Client Services Analyst	5	Converted to 40 Hours
Cecil	54,367.04	37,541.40	59,199.14	=	Help Desk Analyst	2	
Charles	58,094	44,538	71,689	=	Technology Support Specialist II	1	
Dorchester							
Frederick	55,951	33,998	54,400	=	Client Services Specialist I	1	
Garrett	43,552	31,842	48,991	=	Support Specialist	1	
Harford	54,206	43,900	99,032	=	Computer Systems Engineer II	6	Computer Sys Engineer I - min-\$39,900/max-\$91,190; 0 employees;
Howard	64,626	48,131	81,702	=	Technical Services Specialist I	1	
Kent	47,380	43,710	69,499	+	Project Manager	1	
Montgomery	88,475	57,809	95,740		IT Specialist II	15	All Help Desk Analysts are classified as IT Specialist II, no role differentiation. Base salary only: 87,709
Prince George's	60,357	47,620	92,649	=	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							
St. Mary's	46,010	44,886	71,760	=	Help Desk Technician	2	
Somerset	41,805	39,791	65,202	=	Network Technician	1	
Talbot							
Washington	49,950	45,050	70,460		Tech. Support Analyst I	1	
Wicomico	33,334	31,728	63,456		Data Services Technician	1	
Worcester	67,288	50,045	81,994	=	Help Desk Coordinator	1	
MNCPPC	59,528	44,054	75,381	=	IT Support Specialist I	10	Certain IT positions are in a special salary range
AVERAGE	54,311	42,655	71,016				

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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							
Anne Arundel	54,448	41,818	69,694	=		5	
Baltimore City	53,360	45,755	55,610	=		8	Maximum salary with longevities is \$65,062
Baltimore County	48,898	38,557	48,898	=	Legal Assistant	1	35 hour position, maximum salary with longevities is \$60,906.
Calvert	67,850	47,666	70,671	=		1	35/week
Caroline	43,425	33,609	52,134		Coordinators, Executive Assistant	7	Circuit Court/SAO Staff
Carroll							
Cecil	51,379.64	41,322.84	65,161.72		Paralegal/Administrative Assistant	1	
Charles	44,538	44,538	71,689	=		1	
Dorchester							
Frederick	54,546	41,602	66,564	=	Legal Assistant	2	
Garrett							
Harford	61,221	43,900	99,032	=	Legal Specialist III	2	
Howard	66,079	48,528	83,129	=	Legal Support Services Specialist	5	
Kent							
Montgomery	83,341	57,802	95,740	=	Paralegal Specialist	7	
Prince George's	45,015	37,312	72,593	=	Paralegal Assistant II	14	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	55,474	50,253	80,351	=	Paralegal (Grade 8)	2	
Somerset	41,338	37,450	61,366	=	Victim Witness Advocate/District Court Paralegal	1	
Talbot	48,133	38,207	55,239		Paralegal & Victim/Witness Director	2	
Washington	65,047	38,620	60,400		Legal Assistant	1	In Longevity
Wicomico	48,401	31,728	63,456		Legal Assistant I	3	
Worcester							
MNCPPC	61,759	44,054	75,381	=	Paralegal Assistant	1	Requires paralegal certificate
AVERAGE	55,236	42,373	69,284				

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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	46,563	30,030	57,065	=		5	
Anne Arundel	58,370	37,882	63,146	=		6	
Baltimore City	42,446	36,275	45,295	=	Legal Assistant I	2	Maximum salary with longevities is \$49,876
Baltimore County	45,672	35,161	44,629	=	Legal Secretary	22	35 hour position, maximum salary with longevities is \$55,848.
Calvert	45,596	34,653	51,397	=	Legal Secretary I	4	35/week
Caroline	46,902	35,608	58,196		Court Recorder/Admin	2	
Carroll	37,794	36,941	59,135	=	Legal Assistant I	1	
Cecil	40,427.44	34,180.12	53,898.52	=	Legal Secretary	6	
Charles	59,806	44,538	71,689	+	Legal Assistant III	2	
Dorchester	48,931	34,630	58,074	=		1	
Frederick	51,536	41,602	66,564	-	Judicial Assistant	5	
Garrett							
Harford	54,551	39,900	91,190		Legal Specialist II		
Howard	58,360	43,823	75,082	=	Administrative Technician	6	
Kent	48,317	40,609	56,025	=		2	1-Legal Secretary, 1- Legal Admin Aide
Montgomery	64,049	41,963	68,893	=	Legal Secretary II	7	Base salary only: 63,459.
Prince George's							Not in County class plan
Queen Anne's	46,612	41,031	65,847		Legal Assistant	4	
St. Mary's	32,677	32,677	52,250	=	Legal Assistant I	1	
Somerset	40,863	33,174	54,359	=		2	
Talbot	43,529	29,913	53,128		Legal Secretary, Legal Administrative Assistant & Victim/Witness Coordinator	3	
Washington	39,650	35,760	55,950	=		1	
Wicomico	37,817	23,456	43,399		Legal Office Associate III	4	
Worcester	47,923	35,000	50,000				
MNCPPC	66,562	38,899	66,562	=		1	
AVERAGE	48,041	36,422	59,208				

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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	36,174	30,030	57,065	=		2	Accounting Technician II
Anne Arundel	35,983	27,602	51,064	=	Cashier I	4	max salary includes 15% longevity 16+ yrs
Baltimore City	32,804	30,265	34,902	=	Cashier I	17	Maximum salary with longevities is \$40,835
Baltimore County	44,857	35,161	44,629	=	Cashier	6	35 hour position, maximum salary with longevities is \$55,848.
Calvert	49,368	34,653	51,397	+	Treasurer Clerk I	2	35/week
Caroline							
Carroll	28,517	28,517	45,656	=	Collections Clerk I	1	
Cecil	44,586.19	34,180.12	53,898.52	=	Collections Specialist	3	
Charles	35,775	32,747	52,823	=	Revenue Specialist	5	
Dorchester	33,334	29,040	40,613	=	Fiscal Clerk	1	
Frederick	33,911	33,911	54,258	=	Collection Specialist I	2	
Garrett	39,103	26,934	39,885	=		1	
Harford	38,937	30,200	77,608	=	Accounting Clerk I	1	Accounting Clerk II - min-\$30,200/max-\$77,608; 9 employees; \$44,278 avg
Howard	42,293	32,302	54,517	=	Administrative Support Technician II	3	
Kent	39,281	36,126	62,235	=	Finance Associate I & II	2	
Montgomery	62,351	41,963	68,893	=	Fiscal Assistant	35	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries. Base salary only: 62,055.
Prince George's							Not in County class plan
Queen Anne's	38,383	36,040	61,712	=	Collection Specialist I/II	2	
St. Mary's							
Somerset	37,544	33,174	54,359	+	Tax Collections Clerk II	2	
Talbot	35,861	26,006	49,816		Sanitary District Clerk, Tax Clerk, Finance Clerk for Recreational Facilities	3	
Washington							
Wicomico							
Worcester	29,565	24,669	35,000	=		8	
MNCPPC							
AVERAGE	38,875	31,764	52,123				

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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		18,963	36,036	=	Office Associate I		Vacant
Anne Arundel	37,044	26,312	48,651	=	Office Support Assistant I	8	Max salary includes 15% longevity 16+ yrs
Baltimore City	26,839	26,745	29,897	=	Office Support Specialist I	11	Maximum salary with longivities is \$34,980
Baltimore County	38,797	28,154	35,161	=	Clerk	6	35 hour position, maximum salary with longivities is \$44,629.
Calvert	37,556	30,831	45,682	=	Office Assistant I	2	35/week
Caroline	33,779	32,136	47,099		Administrative Assistant I & II	2	
Carroll	34,701	31,096	49,775	=	Office Associate	13	Converted to 40 hours
Cecil	28,202.93	24,348.22	38,394.72	=	Office Services Assistant	7	
Charles		30,336	48,967	+	Office Associate I		
Dorchester							
Frederick	38,302	31,681	50,689	+	Admin Spec III	19	
Garrett							
Harford	37,173	27,500	72,182	=	Clerk Typist	1	
Howard	44,720	31,512	49,379	=	Administrative Support Technician I	3	
Kent	36,655	32,614	50,552	=	Administrative Assistant I	4	2 F/T Adinistrative Assistant I, 2 P/T
Montgomery	51,592	37,088	59,915	=	Principal Administrative Aide	124	Includes the average of FTE salaries. Base salary only: 51,267.
Prince George's	48,308	35,535	69,137	=	Administrative Aide II	43	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	33,327	29,668	47,612	=	Adm. Asst. I	4	
St. Mary's	27,456	27,456	40,914	+	Office Specialist (Gr 2)	1	
Somerset	31,169	29,386	48,152	=	Office Assistant I	3	
Talbot	31,025	24,419	47,568		Administrative Assistant I & Staff Assistant	5	
Washington	29,380	28,390	44,380	=	Office Associate	6	
Wicomico	26,448	20,623	38,187		Office Associate	2	
Worcester	29,286	26,541	43,472	=	Office Assistant I	10	
MNCPPC		31,347	53,639	=	Administrative Assistant		Vacant
AVERAGE	35,088	28,812	47,628				

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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	33,793	27,394	52,056	=	Office Associate III	4	
Anne Arundel	36,093	28,912	53,602	=	Office Support Assistant II	88	Max salary includes 15% longevity 16+ yrs
Baltimore City	30,781	28,488	32,381	=	Office Asst/Supt Spec II	163	Maximum salary with longevity is \$37,884
Baltimore County	41,559	32,004	40,450	=	Office Assistant	125	35 hour position, maximum salary with longevity is \$51,289.
Calvert	43,646	34,653	51,397	=	Office Specialist I	15	35/week
Caroline	36,491	32,136	50,293		Administrative Assistant, EMS Billing Coordinator, Board Administrator	9	
Carroll	39,218	33,925	54,247	=	Office Technician	8	Converted to 40 hours
Cecil	34,694.19	31,007.86	48,896.12	=	Office Services Specialist	19	
Charles	48,871	35,354	56,996	=	Office Associate III	11	
Dorchester	35,021	26,040	40,613	=	Administrative Associate	4	
Frederick	44,984	36,300	58,080	=	Admin Spec V	17	
Garrett	34,956	26,934	39,885	=		5	
Harford	42,046	33,100	71,290	=	Administrative Assistant I	10	
Howard	39,667	32,302	54,517	=	Administrative Support Technician II	96	
Kent	39,035	36,126	56,356	=	Administrative Assistant II	7	4-Admin Assistant, 1-HR Specialist, 1-Permits Specialist, 1-Planning Specialist
Montgomery	62,471	41,963	68,893	-	Office Services Coordinator	221	Include the average of FTE salaries. Base salary only: 61,824.
Prince George's	57,735	39,177	76,222	=	Administrative Aide III	41	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	32,822	29,723	47,528	=	Senior Office Specialist	2	
Somerset	36,208	31,222	51,162	=	Office Assistant II	1	
Talbot	36,256	27,826	51,329		Administrative Assistant II & Secretary	10	
Washington	39,000	30,660	47,940	=	Sr. Office Associate	27	
Wicomico	37,339	27,875	51,558		Administrative Office Associate II	4	
Worcester	36,538	29,245	47,923	=	Office Assistant III	11	
MNCPPC	49,307	34,683	59,349	=	Senior Administrative Assistant	43	
AVERAGE	40,355	31,960	52,623				

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

Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

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	49,828	32,924	62,565	=	Office Associate V	4	
Anne Arundel	41,161	31,762	58,926	=	Office Support Specialist	58	Max salary includes 15% longevity 16+ yrs
Baltimore City	36,654	30,265	34,902	=	Office Asst/Supt Spec III	209	Maximum salary with longevities is \$40,835
Baltimore County	52,779	38,557	48,898	=	Office Administrator	20	35 hour position, maximum salary with longevities is \$60,906.
Calvert	58,979	43,716	70,671	=	Executive Administrative Assistant I & II	8	35/week
Caroline	46,393	37,957	58,084		Administrative Coordinator, Office Manager	5	
Carroll	45,458	36,941	59,135	=	Administrative Assistant	14	Converted to 40 hours
Cecil	42,124.58	34,180.12	53,898.52	=	Administrative Assistant	25	
Charles	51,011	41,230	66,399	+	Administrative Associate	13	Average salary lower than last year due to turnover.
Dorchester	36,444	32,211	50,239	=	Admin. Associate, Adv	3	
Frederick	54,516	41,602	66,564	=	Admin Asst	10	
Garrett	47,296	37,637	57,936	=		4	
Harford	51,382	37,300	71,198	=	Administrative Assistant II	44	
Howard	44,505	35,672	60,362	=	Administrative Support Technician III	56	
Kent	51,993	43,710	69,499	=	Office Manager	7	
Montgomery	62,471	41,963	68,893	-	Office Services Coordinator	221	Include the average of FTE salaries. Base salary only: 61,824.
Prince George's	64,875	43,193	84,036	=	Administrative Aide IV	37	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	46,165	33,777	54,205	=	Adm. Asst. III	8	
St. Mary's	38,667	35,900	57,387	=	Senior Administrative Coordinator	10	
Somerset	43,936	33,174	54,359	=	Office Assistant III / Executive Secretary	5	
Talbot	45,126	35,052	57,691		Office Manager, Assistant Office Manager	5	
Washington	42,480	35,760	55,950	=	Admin. Assistant	13	
Wicomico	33,482	27,875	51,558		Executive Office Associate	2	
Worcester	45,514	30,722	52,874	=	Office Assistant IV+	3	
MNCPPC	57,954	37,135	63,544	=	Principal Administrative Assistant	55	
AVERAGE	47,648	36,409	59,591				

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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							
Anne Arundel							Anne Arundel is Charter Government
Baltimore City							
Baltimore County							NCC
Calvert	70,671	47,666	70,671	=	Clerk to Commissioners	1	Contract/35/week
Caroline							
Carroll	70,388	48,402	77,480	=	Administrative Coordinator III	1	
Cecil	82,631.12	82,631.12	82,631.12	=	Council Manager	1	
Charles	69,165	60,718	97,579	=		1	Contractual appointed position
Dorchester	42,128	34,630	54,011	=	Executive Admin Spec	1	
Frederick							
Garrett							
Harford	86,767	81,000	139,862	=	Council Administrator	1	APPOINTED/AT WILL
Howard							
Kent	46,772	36,126	69,499	=	Clerk, Deputy Clerk	2	
Montgomery	93,866	57,802	95,740		Deputy Clerk of the County Council	2	
Prince George's		77,568	150,915	=	Clerk to the County Council		Encumbered by Administrative Specialist III. Actual \$122,699.
Queen Anne's	91,079			=	Exec. Asst. to Co. Com.	1	Contract
St. Mary's	59,738	50,253	80,351	=	Administrative Assistant to the BOCC	1	
Somerset	46,524	46,524	75,538	=	Executive Aide-County Commissioners	1	
Talbot	52,259	41,837	57,691		Secretary/Clerk to County Council	1	
Washington	51,700	45,050	70,460	=		1	
Wicomico	64,770	56,657	113,314		County Council Administrator	1	
Worcester							
MNCPPC							
AVERAGE	66,318	54,776	88,267				

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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	41,001	32,448	56,472	=	Storekeeper II	9	
Baltimore City	32,427	29,599	3,392	=	Storekeeper I	20	Maximum salary with longevities is \$39,696
Baltimore County	38,178	29,386	26,817	=	Storekeeper I	9	40 hour position, maximum salary with longevities is \$46,767.
Calvert							
Caroline	35,019	33,454	47,099		Purchasing Agent I	1	
Carroll	26,999	26,208	41,892	=	Parts Clerk	2	
Cecil				=			
Charles	49,999	32,747	52,823	=	Inventory Control Associate & Specialist	2	1 position is vacant
Dorchester							
Frederick							
Garrett							
Harford		30,200	77,608	=	Storekeeper		VACANT
Howard	38,470	31,200	45,365	=	Stores Clerk	4	
Kent							
Montgomery	43,052	35,621	57,203	=	Supply Technician II	48	Base salary only: 42,909.
Prince George's	40,674	26,351	51,989	=	Supply/Property Clerk II	3	Covered by several different unions. Represents the largest group of this class of employees (Q).
Queen Anne's							
St. Mary's							
Somerset	34,853	33,174	54,359	=	Clerial/Inventory Operations Associate	1	
Talbot							
Washington							
Wicomico	26,943	23,456	43,399		Inventory Specialist	1	
Worcester							
MNCPPC	51,662	27,902	50,156	=	Clerical/Inventory Operations Assistant	1	Employee exceeds maximum due to longevity
AVERAGE	38,273	30,134	46,813				

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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							
Anne Arundel	44,747	33,322	61,818	=	Financial Clerk I	16	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,249	30,265	34,902	=	Accounting Assistant II	13	Maximum salary with longevities is \$40,835
Baltimore County		29,386	36,817	=	Account Clerk I		Vacant. 35 hour position, maximum salary with longevities is \$46,767.
Calvert	50,696	36,072	53,435	=	Account Technician I	2	35/week
Caroline	39,316	33,454	47,099		Account Clerk II	1	
Carroll	36,297	31,096	49,775	=	Accounts Technician I	1	Converted to 40 hours
Cecil	40,542.97	34,180.12	53,898.52	=	Accounts Payable Specialist	2	
Charles	46,927	38,175	61,510	=	Accounting Technician	3	
Dorchester	31,242	26,040	40,613	=	Fiscal Clerk	3	
Frederick	36,218	33,911	54,258	=	Account Tech I	2	
Garrett	41,909	31,824	48,991	=	Accounting Associate	2	
Harford	32,000	30,200	67,608	=	Accounting Clerk I	2	*SAME AS CASHIER
Howard	42,907	32,302	54,517	=	Administrative Support Technician II	7	
Kent							
Montgomery	62,351	41,963	68,893	=	Fiscal Assistant	35	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries. Base salary only: 62,055.
Prince George's	29,652	27,595	54,497	=	Account Clerk II	1	Covered by several different unions. Represents the largest group of this class of employees (Q).
Queen Anne's							
St. Mary's	35,194	32,677	52,250	=	Fiscal Specialist II	1	
Somerset	41,429	33,174	54,359	=	Account Clerk II	1	
Talbot	40,858	27,826	51,329		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	33,409	23,456	43,399		Disbursement Coordinator	1	
Worcester							
MNCPPC	49,394	34,683	59,349	=	Accounting Technician I	1	
AVERAGE	40,386	32,080	52,466				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	55,519	32,924	62,565	=	Senior Accounting Technician	3	
Anne Arundel	51,949	39,803	66,337	=	Financial Clerk II	10	
Baltimore City	41,549	36,275	43,295	=	Accounting Assistant III	33	Maximum salary with longevities is \$50,656
Baltimore County	48,204	35,161	44,629	=	Account Clerk III	42	35 hour position, maximum salary with longevities is \$55,848.
Calvert	48,626	37,456	60,024	=	Accounts Payable Tech/ Accounts Rec. Tech I & II	4	35/week
Caroline	40,627	37,957	52,053		Account Clerk III	1	
Carroll	45,859	33,925	54,247	=	Accounting Technician II	4	converted to 40 hours
Cecil	56,077.32	54,978.04	86,694.66	=	Collections Supervisor	1	
Charles	82,613	60,718	97,579	=	Senior Accountant	1	
Dorchester	32,520	29,965	46,735	=	Fiscal Clerk Advanced	2	
Frederick	39,306	33,998	54,400	=	Account Tech II	3	
Garrett							
Harford	59,733	39,900	91,190	=	Accounting Technician II	5	
Howard	45,434	35,672	60,362	=	Administrative Support Technician III	3	
Kent							
Montgomery	62,351	41,963	68,893	=	Fiscal Assistant	35	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries. Base salary only: 62,055.
Prince George's	55,689	39,177	76,222	=	Accounting Technician	4	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	71,760	44,886	71,760	=	Fiscal Technician	1	
Somerset							
Talbot							
Washington	35,827	33,110	51,770	=	Accounts Receivable Spec	2	
Wicomico	49,128	31,728	63,456		Accounting Specialist	1	
Worcester							
MNCPPC	61,748	38,919	66,598	=	Accounting Technician II	5	
AVERAGE	51,817	38,869	64,148				

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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	47,499	36,095	68,592	+	Payroll Supervisor		
Anne Arundel	50,272	37,882	69,694	+	Personnel Assistant I Personnel Assistant II	11	Journey, full-proficiency level; duties may be performed at the lower PA I level. Salary shown is min for PA I and max for PA II
Baltimore City		36,275	43,295	=	Accounting Assistant III		Maximum salary with longevities is \$50,656
Baltimore County	39,081	32,004	40,450	=	Account Clerk II	25	35 hour position, maximum salary with longevities is \$51,029.
Calvert	50,159	43,716	64,828	=	Payroll Specialist	1	35/week
Caroline	39,006	37,957	52,053		Account Clerk III/Payroll	1	
Carroll	38,854	33,925	54,427	=	Payroll Technician	1	Converted to 40 hours
Cecil	47,466.64	41,322.84	65,161.72	=	Payroll Coordinator	1	
Charles	51,863	48,116	77,415	=	Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett							
Harford	56,571	39,900	91,190	=	Accounting Technician II	3	
Howard	49,088	39,416	66,768	=	Administrative Aide	4	
Kent	59,262	39,389	62,235	=	Payroll Administrator	1	
Montgomery							NCC
Prince George's	54,035	35,535	69,137	=	Account Clerk IV	7	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	41,122	40,123	64,147	=	Fiscal Specialist IV, Payroll	1	
Somerset	34,003	33,174	54,359	-	Personnel Assistant	1	
Talbot	40,712	38,207	55,239		Payroll/Account Payable Manager	1	
Washington	39,970	38,620	60,400	=	Payroll Manager	1	
Wicomico	36,771	27,875	51,558		Human Resources Specialist II	1	
Worcester	43,368	32,261	52,874	=	Payroll Specialist	1	
MNCPPC	74,989	44,054	75,381	=	Payroll Specialist	1	
AVERAGE	47,057	37,792	61,960				

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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	65,430	47,561	90,380	+	Building Maintenance Superintendent	1	Supervises all building and non-automotive/heavy equipment maintenance
Anne Arundel					Multiple		AA County has multiple titles for Roads, Utilities, solid waste
Baltimore City							City has several superintendents at different salary grades
Baltimore County	77,556	58,487	91,119	=	Utilities Superintendent/Solid Waste Superintendent	4	1M salary range is from 1-15 years
Calvert	67,231	56,584	83,957	=	Water & Sewer Infra Superintendent	1	35/week
Caroline	67,481	61,532	85,707		Roads Superintendent & Facilities Superintendent	2	
Carroll	68,848	65,583	118,040	=	Bureau Chief Roads	1	
Cecil	86,694.66	54,978.04	86,694.66	=	Chief, Roads	1	
Charles	77,854	51,989	83,611	+	Operations Mgr.; Project Mgr.	4	
Dorchester							
Frederick							
Garrett	70,933	55,710	85,760	+	Division Chief	3	
Harford	78,121	64,300	129,629	=	Superintendent	4	
Howard	99,210	66,049	113,002	=	Operations Superintendent	11	
Kent	83,667	59,580	95,329		Superintendent-Water & WW	1	This salary reflects current "acting Deputy Director" status
Montgomery	70,658	43,866	72,189	=	Urban District Public Service and Maintenance Team Supervisor	4	Base salary only: 70,092
Prince George's	136,475	85,519	166,383	=	Associate Director	2	DPWT Only
Queen Anne's	81,202	53,183	85,348		Roads Superintendent	1	
St. Mary's							
Somerset	65,085	50,012	81,204	-	Assist. Superintendent, Co. Rds. Dept.	1	
Talbot	74,918	62,938	78,930		Roads Superintendent & Facilities Manager	2	County Roads Department only & County Buildings
Washington	108,910	77,210	120,750	-	Dir. of Environmental Mgmt	1	Does not oversee Highways Currently vacant
Wicomico							
Worcester	80,890	70,000	85,000	=		2	
MNCPPC							
AVERAGE	81,176	60,282	97,391				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	43,570	30,030	62,565	=	Utilities Foreman & Roads Foreman	6	Covers two grades
Anne Arundel					Multiple		AA County has multiple titles for first level Supervisors
Baltimore City	31,929	30,411	32,548	=	Laborer Crew Leader I	40	Maximum salary with longevities is \$38726
Baltimore County	57,490	42,507	53,396	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	59	Maximum salary with longevities is \$66,671.
Calvert	54,012	38,813	57,554	=	Highway Maintenance Crew Leader I	4	40/week
Caroline	43,485	39,665	53,932		Crew leader -Highway Marking Specialist	5	Weed Control
Carroll	46,182	40,269	64,439	=	Foreman	9	
Cecil	42,319.03	37,541.40	59,199.14	=	Crew Leader	4	
Charles	60,788	44,538	71,689	+	Supervisor; Supervisor I & II	31	Several positions added to this classification due to a re-org.
Dorchester							
Frederick	59,769	47,688	76,300	=	Foreman	2	
Garrett	47,339	34,950	53,252	=	Foreman	8	
Harford	54,241	39,900	91,190	=	Crew Chief (Non CDL)	9	Crew Chief (CDL) = min-\$43,900/max-\$99,032; 5 employees; \$50,433 avg;
Howard	66,889	50,544	83,970	=	Operations Supervisor I	18	
Kent							
Montgomery	72,257	45,877	75,653	=	Work Force Leader II	28	Base salary only: 71,501.
Prince George's		30,535	56,379	=	Crew Supervisor I		Vacant
Queen Anne's	58,020	43,780	70,259	=	Maintenance Supervisor	10	
St. Mary's	71,760	44,886	71,760	=	Supervisor	1	1
Somerset	42,945	35,247	57,757	=	Crew Leader, Rds. Dept.	1	
Talbot	46,622	35,052	55,239		Lead Road Forman & Road Foreman	4	County Roads Department only
Washington	38,310	35,760	55,950	=	Lead Construction Spec.	1	
Wicomico	38,513	23,456	43,399		Crew Leader I	7	
Worcester	65,605	50,000	70,000	=		3	
MNCPPC	55,975	38,899	66,562	=	Park/General Maintenance Leader	64	
AVERAGE	52,287	39,107	62,863				

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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	49,937	32,924	68,592	=	Building Supervisor II	1	
Anne Arundel					Multiple		AA County has multiple titles for second level Supervisors
Baltimore City	33,453	32,114	35,378	=	Laborer Crew Leader II	39	Maximum salary with longevities is \$41,391
Baltimore County	73,577	48,898	60,906	=	Utilities Supervisor I/Landfill Supervisor	6	Maximum salary with longevities is \$77,090.
Calvert	63,315	47,154	69,992	=	Highway Maint. Supervisor	2	40/week
Caroline							
Carroll	58,244	48,402	77,480	=	Area Roads Chief	5	
Cecil	43,656.8855	37,541.4045	59,199.1471	=	Supervisor I Supervisor II	23	
Charles	79,180	60,718	97,579	+	Superintendent	18	
Dorchester							
Frederick	81,290	58,548	93,677		Main Sect Spvr	2	
Garrett	57,508	47,618	73,309	=	Assistant Division Chief	5	
Harford	60,550	52,800	112,261	=	Maintenance Supervisor	7	
Howard	78,407	55,994	95,955	=	Operations Supervisor II	22	
Kent							
Montgomery	76,553	52,684	87,107	=	Work Force Leader IV	9	Base salary only: 76,166.
Prince George's	60,201	35,246	65,002	=	Crew Supervisor II	9	
Queen Anne's							
St. Mary's	93,413	64,501	103,106	=	Manager, Grade 10	1	
Somerset	59,870	37,450	61,366	=	Supervisor, Road Maint.	1	
Talbot	54,423	41,837	57,691		Roads Supervisor & Chief Roads Supervisor	2	County Roads Department only
Washington	65,520	48,650	76,070	=	Section Supervisor	5	
Wicomico	46,197	31,728	63,456		Crew Leader II	5	
Worcester							
MNCPPC	90,681	56,559	96,970	=	Trade Shop Supervisor II	9	
AVERAGE	65,684	47,435	77,550				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	50,636	30,030	68,592	=	Engineering Technician III	3	
Anne Arundel					No Match		AA County has multiple titles (Survey Technician, GIS Technician, GIS Specialist, Management Assistant, etc.)
Baltimore City	52,239	43,887	53,284	=	Engineering Associate II	14	Maximum salary with longevities is \$62,345
Baltimore County	56,443	42,507	53,396	=	Engineering Associate II	13	35 hour position, maximum salary with longevities \$66,671.
Calvert	62,772	56,584	83,957	=	Project Engineer I	1	35/wk
Caroline							
Carroll	44,242	40,269	64,439	=	Engineering Technician II	2	Converted to 40 hours
Cecil	77,264.98	49,977.98	78,810.16		Civil Engineer II	1	
Charles	66,605	60,718	97,579	+	Engineer II	3	Lower average than last year due to turnover.
Dorchester							
Frederick	50,649	47,688	76,300	=	Engineering Tech II	2	
Garrett	53,252	34,950	53,252			1	
Harford	53,708	37,300	86,198	=	Engineering Associate II	5	
Howard	52,239	39,416	66,768	=	Engineering Support Technician I	4	
Kent							
Montgomery	68,294	45,877	75,653	=	Engineer Technician II	4	
Prince George's	54,337	40,802	74,942	=	Engineering Technician II	6	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's	47,174	44,886	71,760	+		1	
Somerset							
Talbot							
Washington	51,423	41,710	65,230	=		3	
Wicomico							
Worcester							
MNCPPC		44,054	75,381	-	Senior Engineering Technician		Vacant
AVERAGE	56,085	43,791	71,596				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	50,511	36,095	68,592	=	Drafter/CADD Operator	1	
Anne Arundel	63,826	48,494	80,823	=	GIS Specialist	16	
Baltimore City	47,990	40,495	48,950		GIS Technician	3	Maximum salary with longevities is \$57,269
Baltimore County	65,916	53,396	66,671	=	Geographic Information Systems Analyst	2	35 hour position. maximum salary with longevities is \$84,990.
Calvert	60,576	47,666	77,022	=	GIS Analyst and GIS Mapping Technician	3	35/week
Caroline	40,119	39,665	53,932		GIS & Data Coordinator		
Carroll	56,681	43,909	70,242		GIS Analyst-Engineering	1	Converted to 40 hours
Cecil	79,487.20	66,511.38	104,881.66	=	GIS Coordinator	1	
Charles	61,480	41,230	66,399	=	Database Specialist (CAD or GIS)	2	
Dorchester	39,120	37,235	58,074	=	GIS Technician	1	
Frederick	68,416	51,062	81,699	+	GIS Specialist I	4	
Garrett	57,935	44,027	67,778	=	GIS Specialist	1	
Harford	69,376	52,800	112,261	=	GIS Analyst II	2	
Howard	59,426	39,416	66,768	=	Engineering Support Technician I	1	
Kent							
Montgomery	102,924	66,481	110,359		IT Specialist III	48	All CAD/GIS Analysts are classified as IT Specialist III, no role differentiation. Base salary only: 102,418.
Prince George's	67,839	49,595	90,679	=	Engineering Technician IV	4	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's	68,518	56,746	91,066	=	GIS Coordinator	1	
St. Mary's	61,048	40,123	64,147	=		1	
Somerset	57,757	35,247	57,757	=	GIS Technician/Zoning Specialist	1	
Talbot	70,218	62,938	78,930		GIS Manager	1	
Washington	44,705	41,710	65,230	=	GIS Analyst	2	
Wicomico	84,035	43,059	86,119		Chief Technincal Services & Environmental Planning	1	
Worcester				=			
MNCPPC		34,666	59,319	=	CAD/GIS Technician II		Vacant
AVERAGE	62,632	46,633	75,117				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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							
Anne Arundel	57,530	43,638	75,920	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs.
Baltimore City	54,249	47,723	58,066	=	Construction Building Inspector II	14	Maximum salary with longevities is \$67,937
Baltimore County	57,654	44,629	55,848	+	Code Inspection and Enforcement Officer II	35	35 hour position, maximum salary with longevities is \$70,063.
Calvert	61,707	47,666	70,671	=	Building Inspector	2	35/week
Caroline							
Carroll	47,185	43,909	70,242	=	Building Inspector II	2	Converted to 40 hours
Cecil	45,762.6045	37,541.4041	59,199.1465		Building Inspector II Building Inspector III	11	
Charles	58,583	48,116	77,415	+	Code Inspection & Enforcement Officer	1	Also performs plumbing & electrical inspections.
Dorchester	46,436	40,042	65,421			2	
Frederick	60,870	41,733	66,758	+	Building Inspector 2	2	
Garrett	47,106	31,824	48,991	=		1	
Harford	48,797	43,900	99,032	=	Inspector II	2	
Howard	48,948	43,555	73,902	=	Regulation Inspector I	1	
Kent							
Montgomery	70,771	50,299	83,100	=	Code Enforcement Inspector III	21	Full Performance Level. Base salary only: 69,940.
Prince George's	53,941	40,802	74,942	=	Construction Standards Inspector II	30	
Queen Anne's							
St. Mary's	40,123	40,123	64,147	=	Inspector II	2	1 vacant position
Somerset	33,174	33,174	54,359	=	Building Code Assist./ Field Inspector	1	
Talbot	47,132	46,020	60,522			1	
Washington	45,933	41,710	68,080	=	Building Inspector I/ II	3	Building Inspector II, salary range of \$45050 to \$70460 (1) - Building Inspector II \$41,710 to 65,230 - (2) positions
Wicomico	33,619	27,875	63,456			1	
Worcester	54,226	37,336	61,194	=		4	Same as Plans Examiner/Reviewer
MNCPPC	57,743	44,054	75,381	=	Construction Inspector	1	
AVERAGE	51,286	41,906	68,372				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

Housing Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		30,030	57,065	=	Housing Inspector	1	Vacant
Anne Arundel							No match
Baltimore City	54,520	45,755	55,610	=	Housing Inspector Senior	23	Maximum salary with longevities is \$65,062
Baltimore County	57,654	44,629	55,848	+	Code Inspection and Enforcement Officer II	35	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert							
Caroline							
Carroll	34,923	33,925	54,247			1	Converted to 40 hours
Cecil	43,985.50	37,541.40	59,199.14	=	Code Compliance Inspector	1	
Charles	73,028	48,116	77,415	=		1	
Dorchester							
Frederick	62,107	38,966	62,353	=	Inspector 2, Housing	1	
Garrett							
Harford	57,341	39,900	91,190	=	Housing Inspector	2	
Howard	66,679	43,555	73,902	=	Regulation Inspector I	1	
Kent							
Montgomery	94,723	57,802	95,740	=	Housing Code Inspector III	8	Full Performance Level. Base salary only: 93,646.
Prince George's	44,326	38,859	71,433	=	Property Standards Inspector II	19	
Queen Anne's							
St. Mary's							
Somerset	33,174	33,174	52,520	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester				=			
MNCPPC							
AVERAGE	56,587	41,021	67,210				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	57,530	43,638	75,920	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	35,378	32,114	35,378	=	Pipefitter II	2	Maximum salary with longevities is \$41,391
Baltimore County	57,654	44,629	55,848	+	Code Inspection and Enforcement Officer II	35	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	70,671	47,666	70,671	=	Plumbing Inspector	2	35/week
Caroline							
Carroll	51,965	43,909	70,242	=	Plumbing Inspector II	3	Converted to 40 hours
Cecil	62,631.40	41,322.84	65,161.72		HVAC Inspector	1	
Charles	58,583	48,116	77,415	+	Code Inspection & Enforcement Officer	1	Also performs building & electrical inspections.
Dorchester							
Frederick	66,101	44,681	71,490	+	Plumbing Inspector 2	2	
Garrett							
Harford	46,876	43,900	99,032	=	Inspector II	2	
Howard	71,141	48,131	81,702	=	Regulation Inspector II	4	
Kent							
Montgomery	70,771	50,299	83,100	=	Code Enforcement Inspector III	21	Full Performance Level. Base salary only: 69,940.
Prince George's	53,941	40,802	74,942	=	Construction Standards Inspector II	30	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	53,740	46,020	60,522		Building Inspector / Plumbing & HVAC	1	
Washington	59,726	40,859	63,902	=	Plumbing Inspector I/II	2	Plumbing Inspector II, salary range of 44,128-69,015 - \$48,925 - 1 position
Wicomico	64,041	36,261	72,521			1	
Worcester	46,935	41,184	67,654	=	35,589	2	
MNCPPC							
AVERAGE	57,980	43,346	70,344				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	57,530	43,638	75,920	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	56,001	47,723	58,066	=	Construction Electrical Inspector II	2	Maximum salary with longevities is \$67,937
Baltimore County	57,654	44,629	55,848	+	Code Inspection and Enforcement Officer II	35	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	58,568	47,666	70,671	=	Electrical Inspector	2	35/week
Caroline							
Carroll	51,002	43,909	70,242	=	Electrical Inspector II	1	Converted to 40 hours
Cecil							NCC
Charles	58,583	48,116	77,415	+	Code Inspection & Enforcement Officer	1	Also performs building & plumbing inspections.
Dorchester							
Frederick	65,248	44,681	71,490	+	Electrical Inspector 2	1	
Garrett							
Harford	49,216	43,900	99,032	=	Inspector II	2	
Howard	64,513	48,131	81,702	=	Regulation Inspector II	5	
Kent							
Montgomery	70,771	50,299	83,100	=	Code Enforcement Inspector III	21	Full Performance Level. Base salary only: 69,940.
Prince George's	53,941	40,802	74,942	=	Construction Standards Inspector II	30	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	58,167	41,710	70,460	=	Electrical Inspector I/II	3	Electrical Inspector II, salary range of \$48,650-\$76,070 (2) - Electrical Inspector I \$41,710 - \$65,230 - (1)
Wicomico							
Worcester							
MNCPPC							
AVERAGE	58,433	45,434	74,074				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	56,087	53,040	59,134	=	Inspector	2	Contractual hourly paid on project basis.
Anne Arundel	57,530	43,638	75,920	=		21	Max salary includes 15% longevity 16+ yrs
Baltimore City	47,535	40,495	48,950	=	Public Works Inspector II	45	Maximum salary with longevity is \$57,269
Baltimore County							NCC
Calvert	47,666	47,666	70,671	=	Capital Projects Quality Control Coordinator	1	35/week
Caroline							
Carroll	38,948	36,941	59,135	=	Construction Inspector I	2	
Cecil	52,131.99	41,322.84	65,161.72	=	Construction Inspection Representative	3	
Charles	52,946	48,116	77,415	+		3	
Dorchester							
Frederick	52,570	43,668	69,868	=	Inspector 2	2	
Garrett	49,524	40,704	62,665	-	Project Systems Inspector	1	
Harford	53,488	43,900	99,032	=	Inspector II	8	
Howard	71,369	48,131	81,702	=	Regulation Inspector II	10	
Kent							
Montgomery	88,175	57,802	95,740	=	Permitting and Code Enforcement Inspector III	56	Advanced Level. Base salary only: 87,542.
Prince George's	53,941	40,802	74,942	=	Construction Standards Inspector II	30	
Queen Anne's	51,395	38,455	61,712	=	Construction Inspector II	4	
St. Mary's	66,643	44,886	71,760	+	Inspector III	4	
Somerset	42,850	39,791	65,202	-	Zoning Administrator	1	
Talbot							
Washington	45,843	37,833	59,169	=		4	
Wicomico							
Worcester							
MNCPPC	75,951	49,941	85,458	=	Senior Construction Inspector	7	
AVERAGE	55,811	44,285	71,313				

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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	42,438	30,030	57,065	=		1	
Anne Arundel	57,530	43,638	75,920	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City				=			
Baltimore County	57,654	44,629	55,848	+	Code Inspection and Enforcement Officer II	35	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	73,291	61,734	91,510	+	Zoning Enforcement Chief	1	35/week
Caroline	41,200	37,957	52,053		Codes Enforcement Officer II	1	
Carroll	62,213	57,512	92,040	=	Deputy Code Official	1	
Cecil							NCC
Charles	58,583	48,116	77,415	=	Code Inspection & Enforcement Officer	1	Code Inspection & Enforcement Officer
Dorchester							
Frederick							
Garrett							
Harford							
Howard	66,493	48,131	81,702	=	Regulation Inspector II	25	
Kent	51,278	39,389	80,522	=		2	1-Chief Inspector & Enforcement Officer, 1- Enforcement Officer
Montgomery	70,771	50,299	83,100	=	Code Enforcement Inspector III	21	Full Performance Level. Base salary only: 69,940.
Prince George's	91,443	67,007	130,366	=	Property Standards Code Enforcement Officer	3	
Queen Anne's							
St. Mary's	54,122	50,253	80,351	=	Zoning Compliance Supervisor	1	
Somerset	47,299	39,791	65,202	=	Code Enforcement Officer/Housing Rehab Spvr.	1	
Talbot	50,820	46,020	63,774		Chief Code Compliance Officer & Code Compliance Officer	2	
Washington							
Wicomico	55,000	36,261	72,521			1	
Worcester				=			
MNCPPC							
AVERAGE	58,676	46,718	77,293				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	42,438	30,030	57,065	=		1	
Anne Arundel	52,537	42,286	78,520	=		6	Max salary includes 15% longevity 16+ yrs
Baltimore City	47,990	40,495	48,950	=	Zoning Examiner II	1	Maximum salary with longevity is \$57,269
Baltimore County	57,654	44,629	55,848	+	Code Inspection and Enforcement Officer II	35	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	68,050	51,925	77,022	=	Zoning Code Enforcer	1	35/week
Caroline							
Carroll	40,976	36,941	59,135	=	Zoning Inspector	1	Converted to 40 hours
Cecil	62,141.30	49,977.98	78,810.16		Zoning Administrator	1	
Charles	64,357	48,116	77,415	=	Zoning Technician	3	
Dorchester	34,688	32,211	50,239	=		1	
Frederick	89,923	67,143	107,428	+	Zoning Administrator	1	
Garrett				=			
Harford	56,884	39,900	91,190	=	Zoning Inspector II	2	Zoning Inspector I (\$37,300-\$86,198); 0 employees
Howard	65,749	43,555	73,902	=	Regulation Inspector I	1	
Kent							
Montgomery	79,030	55,176	91,314	=	Highway Inspector II	10	Lead Level. Base salary only: 78,482.
Prince George's	91,443	67,007	130,366	=	Property Standards Code Enforcement Officer	3	
Queen Anne's	39,468	36,040	57,837	+	Nuisance/Zoning Inspector	2	
St. Mary's	40,123	40,123	64,147	=	Inspector II	2	1 vacant position
Somerset	37,533	33,174	54,359	=	Zoning Specialist	1	
Talbot							
Washington	46,240	41,710	65,230	=		1	
Wicomico	63,516	36,261	72,521		Zoning Administrator	1	
Worcester	37,378	33,862	55,494			1	
MNCPPC							
AVERAGE	55,906	43,528	72,340				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	52,000	52,000	52,000	=	Plans Examiner/Building Inspector	1	Contractual hourly paid on project basis. Salary annualized.
Anne Arundel	69,208	56,233	98,475	=	Engineer II	8	Planning & Zoning
Baltimore City	78,002	67,218	107,406	=	Engineer II	42	
Baltimore County	65,905	51,029	63,432	=	Engineer II	6	35 hour position, maximum salary with longevities is \$81,041.
Calvert							
Caroline							
Carroll	52,749	52,749	84,469	=	Plans Reviewer-Engineering		Vacant
Cecil	49,384.66	41,322.84	65,161.72		Plans Reviewer I	1	
Charles	75,936	60,718	105,435	+	Engineer II & III; Planning Technician	10	
Dorchester							
Frederick	67,259	51,061	81,698		Building Plans Reviewer I	1	
Garrett							
Harford	57,630	52,800	112,261	=	Plans Reviewer II	1	Plans Reviewer I (\$43,900 - \$99,032) -0 employees; Sr Plans Reviewer min \$57,700/max \$125,115; 1 employee \$76,920
Howard	96,083	59,600	101,973	=	Engineering Specialist I	6	
Kent							
Montgomery	86,915	57,802	95,740	=	Planning Specialist III	22	Averages use FTE salaries. Base salary only: 86,336.
Prince George's		42,842	78,596	=	Plans Examiner II		Vacant
Queen Anne's							
St. Mary's	76,669	64,501	103,106	=	Senior Planner	1	
Somerset	35,247	35,247	57,757	-	Planner I	1	
Talbot							
Washington	54,380	52,540	82,160	=		2	
Wicomico	70,066	43,059	86,119		Planner III - Long Range	2	
Worcester	54,226	37,336	61,194	=		4	Same as Building Inspector
MNCPPC							
AVERAGE	65,104	51,650	84,528				

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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	37,681	30,030	57,065	+	Building Maintenance Worker III	2	
Anne Arundel	47,255	37,690	65,478	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	38,417	34,970	39,106	=	Electrical Mechanic II	6	Maximum salary with longevities is \$45,753
Baltimore County	48,318	37,022	46,418	-	Electrician I	9	Works under the guidance of an Electrician II. Maximum salary with longevities is \$62,099.
Calvert							
Caroline							
Carroll	35,444	33,925	54,247	=		1	
Cecil							NCC
Charles	47,449	38,175	61,510	=		3	Average lower than last year due to turnover
Dorchester							
Frederick	41,534	38,860	62,176	+	Maintenance Tech 2	7	
Garrett							
Harford	54,080	43,900	99,032		Electrician W&S Operations	1	WATER & SEWER PLANT OPERATIONS
Howard							
Kent	55,182	39,389	62,235	=	Assistant Electrician	1	
Montgomery	67,365	45,877	75,653	=	Electrician I	4	
Prince George's	54,660	31,969	59,106	-	Electrician II	1	
Queen Anne's							
St. Mary's	37,128	29,723	47,528	=	Maintenance Mechanic	7	General class title which performs carpentry, painting, electircal work, plumbing, HVAC, and masonry.
Somerset							
Talbot							
Washington	47,890	41,710	65,230	=		2	
Wicomico							
Worcester							We have Building Maintenance Mechanics I-IV and pay id determined by skill, license, certification, and experience
MNCPPC	50,178	34,683	59,348	=	Electrician	4	
AVERAGE	47,327	36,995	61,009				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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		32,924	62,565	=	Building Maintenance Worker IV		Vacant
Anne Arundel					No Match		Minor electrical work performed by Facilities Maintenance Mech II who may not possess Master Electrician License
Baltimore City		40,495	48,950	=	Electrical Supervisor Licensed	Vacant	Maximum salary with longevities is \$57,269
Baltimore County	60,132	44,341	57,391	=	Electrician II	12	Maximum salary with longevities is 75,466.
Calvert	58,113	43,716	64,828	+	Master Electrician	2	35/week/1 vacant
Caroline							
Carroll	40,800	36,941	59,135	=		2	
Cecil							NCC
Charles	58,806	41,230	66,399	=		4	
Dorchester							
Frederick	48,511	41,602	66,564	+	Maintenance Tech 3	5	
Garrett							
Harford	66,058	47,400	105,230	=	Sr Electrician W&S Operations	1	WATER & SEWER PLANT OPERATIONS
Howard	66,498	45,136	69,139	=	Electrician	8	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent		50,643	80,533	=	Facilities Electrician		vacant
Montgomery	78,990	48,039	79,285	=	Electrician II	5	Base salary only: 78,039.
Prince George's	61,511	33,568	61,981	-	Electrician III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	59,330	45,050	70,460			1	
Wicomico	40,800	31,728	63,456		Building Maintenance Technician III	1	
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	70,191	44,054	75,381	=	Lead Electrician	2	
AVERAGE	59,145	41,791	68,753				

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

Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	35,354	30,030	57,065	=	Building Maintenance Worker III	1	
Anne Arundel	47,255	37,690	65,478	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5% Maximum salary with longevities is \$41,391 Maximum salary with longevities is \$65,196.
Baltimore City	34,272	32,114	35,378	=	Carpenter II	8	
Baltimore County	53,934	38,656	48,860	=	Carpenter II	7	
Calvert							
Caroline							
Carroll	35,377	33,925	54,247	=	Maintenance Technician II	5	
Cecil							NCC
Charles	60,272	41,230	66,399	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	38,479	29,599	47,358	=	Maintenance Tech 1	2	
Garrett							
Harford							
Howard				=	Maintenance Mech II/Carpentry Option		
Kent							
Montgomery		43,866	72,189	=	Carpenter I		Vacant
Prince George's	45,981	31,969	59,106	=	Carpenter II	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	42,345	33,110	51,770	=	Maintenance Tradeswkr	2	
Wicomico		31,728	63,456		Operations Maintenance Supervisor	vacan	
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	54,540	38,919	66,598	=	Senior Carpenter	17	
AVERAGE	44,781	35,236	57,325				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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		30,030	57,065	=	Building Maintenance Worker III		Vacant
Anne Arundel	47,255	37,690	65,478	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	35,378	32,114	35,378	=	Pipefitter II	2	Maximum salary with longevities is \$41,391
Baltimore County		37,022	46,426	=	Plumber I		Vacant. Maximum salary with longevities is \$62,099.
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	57,649	38,175	66,399	+	Facilities Maintenance Technician I & II	11	Also performs other trades duties.
Dorchester							
Frederick	41,534	38,860	62,176	+	Maintenance Tech 2	7	
Garrett							
Harford							
Howard	41,534	38,860	62,176	+	Maintenance Tech 2	7	
Kent							
Montgomery	60,059	43,866	72,189	=	Plumber I	1	
Prince George's	53,837	31,969	59,106	-	Plumber II	2	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	54,049	34,683	59,348	=	Plumber	2	
AVERAGE	48,912	36,327	58,574				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	57,898	32,924	62,565	=	Building Maintenance Worker IV	1	
Anne Arundel					No Match		Minor plumbing work performed by Facilities Maintenance Mech II who may not possess Master Plumbers License
Baltimore City							
Baltimore County	63,648	44,341	57,391	=	Plumber II	2	Maximum salary with longevities is \$75,466.
Calvert							
Caroline							
Carroll	47,237	40,269	64,439		Trades Specialist III	5	2 are vacant positions
Cecil							NCC
Charles	60,272	41,230	66,399	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	48,511	41,602	66,564	=	Maintenance Tech 3	5	
Garrett							
Harford							
Howard	60,195	45,136	69,139	=	Plumber	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	77,260	48,039	79,285	=	Plumber II	4	Base salary only: 76,666.
Prince George's		33,568	61,981	-	Plumber III		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	75,381	44,054	75,381	=	Lead Plumber	1	
AVERAGE	61,300	41,240	67,016				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	38,052	24,989	57,065	=	Utilities Worker I & II	17	Covers two pay grades.
Anne Arundel	33,637	31,762	58,926	=	Utilities Support Worker I	5	Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	31,512	30,368	31,512	=	Utilities Installer and Repairer II	21	Maximum salary with longevity is \$32,517
Baltimore County	46,446	35,452	44,341	=	Masonry Mechanic	3	Maximum salary with longevity is \$59,150.
Calvert	42,934	36,072	53,435	=	Water & Sewer Mechanical Maintenance Technician	2	35/week
Caroline	34,842	33,454	47,099		Utilities & Spraying Program Operator	1	
Carroll	31,249	31,096	49,775	=	Apprentice Operator I	6	Water/Wastewater are same grade both classes reported here
Cecil							NCC
Charles	42,001	32,747	52,823	=	Line Maintenance Worker	9	
Dorchester							
Frederick	41,538	36,300	58,080		Utility Systems Maint Tech II	4	
Garrett	32,491	28,388	45,792	=		10	
Harford	36,527	33,100	81,290	=	Utility Worker I (Hwys)	2	W/S Utility Worker I (min-\$26,200/max-\$69,142): 2 employees; \$29,500/avg
Howard	31,054	30,909	42,141	=	Utility Worker I	6	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	40,759	31,634	49,816	=	Public Service Worker II	24	Base salary only: 40,573.
Prince George's	36,866	27,638	46,689	=	Laborer II	80	
Queen Anne's	33,052	31,656	50,802	=		13	
St. Mary's							
Somerset							
Talbot							
Washington	28,390	28,390	44,380	=	Utilities Worker II	3	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	36,334	31,497	50,873				

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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	40,074	36,483	49,109	=	Water/Wastewater Systems Technician I	18	Max salary includes 15% longevity 16+ yrs
Baltimore City	33,147	32,975	36,649	=	Operations Technician Apprentice	38	Maximum salary with longevities is \$42,877
Baltimore County		32,631	40,518	=	Treatment Plant Operator Trainee		receive certification within 3 years. Maximum salary w/longevities is \$53,768.
Calvert	31,929	30,831	45,682	=	Water & Sewer Trainee	12	35/week
Caroline							
Carroll	36,400	33,925	54,247	=	Apprentice Operator II	4	Water/Wastewater are same grade both classes reported here.
Cecil	36,496.77	31,007.86	4,886.12	=	Operator Trainee	3	
Charles	32,747	32,747	52,823	=	Environmental Operator Trainee	3	Different numbers from last year due to a re-org.
Dorchester							
Frederick	31,755	31,060	49,695	=	Water/Wastewater Trainee	10	
Garrett							
Harford	33,661	27,500	72,182	=	Plant Operator Trainee I (W or WW)	4	Plant Operator Tr II = min-\$33,100/max-\$81,290; 4 employees; \$35,547 (avg);
Howard	36,279	33,634	48,880	=	Plant Operator I	6	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS
Kent	35,549	32,614	50,552	=	Utility Technician	1	AND \$3,640 AT 20 YRS
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	35,760	35,760	55,950	=	Plant Operator		
Wicomico							
Worcester	31,299	27,872	45,656		Plant Operator Trainee	2	
MNCPPC							
AVERAGE	34,591	32,234	46,679				

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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	44,904	32,924	75,198	=	Plant Operator I & II	3	Covers two pay grades.
Anne Arundel	61,981	49,338	75,795	=	Water/Wastewater Systems Technician II	46	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,603	36,128	40,603	=	Water Treatment Technician II	11	Maximum salary with longevity is \$47,505
Baltimore County	51,314	38,646	48,860	=	Treatment Plant Operator I	2	Maximum salary with longevity is \$65,196.
Calvert	48,676	36,072	53,435	+	Water & Sewer Plant Operator	2	35/week
Caroline							
Carroll	40,847	36,941	59,135	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	5	Water/Wastewater are same grade both classes reported here
Cecil	39,839.0249	37,541.4045	59,199.1471		Operator I Operator II	15	
Charles	42,404	38,175	61,510	=	Environmental Operator Trainee & I	20	
Dorchester							
Frederick	48,198	47,688	76,300	+	Water Treatment Plant Op 3	1	
Garrett	36,998	26,287	42,401	=		10	
Harford	46,791	37,300	86,198	=	Plant Operator (W or WW)	18	
Howard	42,058	37,128	56,659	=	Plant Operator II	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	50,703	39,389	80,522	=	Plant Operator I, II & III	7	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's	44,921	38,455	61,712	=	Utility Tech II	6	
St. Mary's							
Somerset							
Talbot	38,520	32,306	57,691		Collection Sys Operator, Collection Sys Supervisor, WWTP Operator, WWTP Supervisor, Environmental System Operator	8	
Washington	44,668	40,859	63,902	=	Senior Plant Operator	8	
Wicomico							
Worcester	51,152	29,245	61,194	=		16	
MNCPPC							
AVERAGE	45,921	37,305	62,570				

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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	28,667	24,989	47,486	=	Building Maintenance Worker II	4	
Anne Arundel	39,049	34,154	59,322	=	Facilities Maintenance Mechanic I	11	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5% Maximum salary with longevities is \$41,391 Maximum salary with longevities is \$65,196. 35/week
Baltimore City	34,528	32,114	35,378	=	Building Repairer	20	
Baltimore County	48,443	38,656	48,860	=	Buildings Maintenance Mechanic II	10	
Calvert	44,608	32,050	47,520	=	Buildings & Ground Maintenance Worker I	3	
Caroline	37,273	30,900	50,293		Maintenance Repairer & Building Maintenance Worker	2	
Carroll	31,595	31,096	49,775	=	Maintenance Technician I	9	
Cecil	28,424.7632	26,785.2031	42,237.7848		Maintenance Worker I Maintenance Worker II	11	
Charles	50,657	32,747	52,823	=	Facilities Maintenance Technician I	3	
Dorchester							
Frederick	38,479	29,599	47,358	=	Maintenance Tech 1	2	
Garrett	32,558	29,241	45,016	=		5	
Harford	32,935	26,200	69,142	=	Maintenance Worker I	4	Maintenance Worker II - min\$30,200/max \$77,608; 12 employees \$40,018 avg
Howard	47,877	35,318	52,582	=	Maintenance Mechanic I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	30,746	29,823	45,331	=	Maintenance Worker	5	
Montgomery	58,914	40,242	65,751	=	Public Service Craftsworker	33	Include the average of FTE salaries. Base salary only: 58,735.
Prince George's	65,002	35,246	65,002	=	Building Engineer II	5	
Queen Anne's	41,535	36,040	57,837	=	Facility Technician II	4	
St. Mary's	43,742	34,611	53,352	=	Lead Maintenance Mechanic	5	
Somerset	31,222	31,222	51,162	=	Maintenance Worker I	2	
Talbot	40,272	26,006	57,691		Facilities Maintenance Tech, HVAC/Maintenance Tech, Operations Maint Spec, Correctional Facilities Tech	9	
Washington	30,660	30,660	47,940	=	Maintenance Leadworker	1	
Wicomico	28,533	20,623	38,187		Maintenance Technician	4	
Worcester	43,327	27,872	45,656	=		2	
MNCPPC	39,666	31,256	53,484	=	Park/General Maintenance Worker II	180	
AVERAGE	40,013	31,333	51,606				

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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	49,791	43,382	82,438	=	Equipment & Maintenance Foreman	1	
Anne Arundel	71,047	48,494	80,823	=	Automotive Maintenance Supervisor	6	
Baltimore City	54,054	45,755	55,610	=	Automotive Maintenance Supervisor I	18	Maximum salary with longevities is \$65,062
Baltimore County	72,826	48,898	60,906	=	Heavy Equipment Supervisor	5	Maximum salary with longevities is \$77,090.
Calvert	69,992	47,154	69,992	=	Equipment Repair Supervisor	1	40/week
Caroline	60,111	45,525	60,378		Chief Automotive Mechanic	1	
Carroll	63,670	43,909	70,242	=	Foreman, Fleet Management	2	
Cecil							NCC
Charles	67,319	51,989	83,611	=	Fleet Maintenance Superintendent & Technician - Team Leader	2	
Dorchester	47,664	37,236	58,074		Mechanic Supervisor		
Frederick	75,843	54,676	87,482	=	Service Manager	3	
Garrett	47,970	34,950	53,252	=		3	
Harford							
Howard	79,278	55,994	92,955	=	Operations Supervisor II	5	
Kent	56,812	50,643	80,522	=	Automotive Services Supervisor	1	
Montgomery	79,011	55,176	91,314	=	Equipment Maintenance Crew Chief	20	Base salary only: 78,920.
Prince George's	83,253	60,777	118,246	=	Garage Supervisor	4	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	62,698	46,714	74,966	=	Vehicle Shop Supervisor	1	
St. Mary's	64,147	40,123	64,147	=		1	
Somerset	62,761	42,278	69,277	=	Automotive Service Supervisor	1	
Talbot	51,656	38,207	55,239		Shop Foreman	1	
Washington	74,110	52,540	82,160	=	Fleet Manager	1	
Wicomico	36,051	27,875	51,558		Mechanic II	4	
Worcester	62,476	50,000	65,000	=		1	
MNCPPC	78,453	56,559	96,970	+	Fleet Manager	2	
AVERAGE	63,956	46,907	74,137				

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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		24,989	47,486	=	Mechanic Helper (Transit)	1	Vacant
Anne Arundel	46,478	30,888	53,706	=	Automotive Service Worker	2	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,149	30,411	332,584	=	Automotive Maintenance Worker	5	Maximum salary with longevity is \$38,126
Baltimore County		27,810	34,029	=	Trades Helper		Vacant Maximum salary with longevity is \$44,341.
Calvert							
Caroline							
Carroll	24,732	24,024	38,439		Service Worker	1	
Cecil							NCC
Charles	58,284	41,230	66,399	=	Fleet Maintenance Technician I & Technicians	6	
Dorchester							
Frederick	47,114	38,098	60,957	=	Vehicle Equip Tech I	3	
Garrett							
Harford							
Howard							
Kent							
Montgomery		34,233	54,621	=	Autobody Repairer Apprentice		Vacant
Prince George's		30,535	56,379	+	Equipment Service Worker II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	39,000	30,660	47,940	=	Auto Services Asst.	1	
Wicomico							
Worcester				=	Auto Mechanic I		
MNCPPC							
AVERAGE	41,293	31,288	79,254				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	39,776	39,776	39,776	+	Automotive Serviceman	2	Flat rate by contract.
Anne Arundel	45,702	37,690	65,478	=	Automotive Mechanic II	23	Max salary includes 15% longevity 16+ yrs
Baltimore City	41,233	37,348	42,182	=	Automotive Mechanic	91	Maximum salary with longevity is \$49,351
Baltimore County	48,506	38,646	48,860	=	Automotive Mechanic	14	Maximum salary with longevity is \$65,196.
Calvert	53,612	38,813	57,554	=	Equipment Mechanic I	2	40/week
Caroline	33,637	33,454	47,099			1	
Carroll	34,554	33,925	54,247	=	Mechanic I	4	
Cecil							NCC
Charles	69,213	44,538	71,689	=	Fleet Maintenance Technician II	3	
Dorchester	31,482	29,965	46,735	=	Mechanic	2	
Frederick	43,496	41,602	66,564	=	Vehicle Equip Tech II	1	
Garrett							
Harford							
Howard	42,286	39,853	61,069	=	Motor Equipment Mechanic I	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	48,090	39,389	62,235	=	Heavy Equipment/light truck Mechanic	3	
Montgomery	53,443	41,963	68,893	=	Mechanic Technician I	9	
Prince George's	59,175	35,246	65,002	=	Equipment Mechanic I	1	
Queen Anne's							
St. Mary's	36,982	32,677	52,250	=		4	
Somerset	30,873	29,386	48,152	=	Automotive Mechanic I	1	
Talbot							
Washington							
Wicomico	43,542	23,456	43,399		Mechanic	1	
Worcester				=			
MNCPPC	40,816	34,683	59,348	=	Mechanic	2	
AVERAGE	44,245	36,245	55,585				

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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	42,546	42,546	42,546	=		4	Flat rate by contract.
Anne Arundel	54,371	41,538	72,301		Automotive Mechanic III	19	Max salary includes 15% longevity 16+ yrs
Baltimore City	47,423	41,196	47,423	=	Automotive Lead Mechanic	15	Maximum salary with longevity is \$55,486
Baltimore County	58,635	42,390	53,761	=	Automotive Specialist	10	Maximum salary with longevity is \$71,859.
Calvert	57,186	42,786	63,482	=	Equipment Mechanic II	3	40/week
Caroline	39,585	36,358	50,293		Automotive Mechanic II	3	
Carroll	39,378	36,941	59,135	=	Mechanic II	6	
Cecil							NCC
Charles	73,919	48,116	77,415	=	Technician Team Leader	1	
Dorchester	40,228	32,211	50,239	=	Mechanic II	3	
Frederick	55,605	47,688	76,300	=	Vehicle Equip Tech 4	7	
Garrett							
Harford							
Howard	57,810	45,136	69,139	=	Motor Equipment Mechanic II	21	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	78,501	50,299	83,100	=	Senior Mechanic Technician	3	Base salary only: 77,670.
Prince George's	59,524	37,009	68,120	=	Equipment Mechanic II	26	
Queen Anne's	39,450	38,455	61,712	=		4	
St. Mary's	48,277	35,900	57,387	=		3	
Somerset	42,371	37,450	61,366	=	Automotive Mechanic III	1	
Talbot	30,595	27,826	48,568		Mechanic II	1	
Washington	46,884	35,760	55,950	=	Auto Services Tech.	5	
Wicomico							
Worcester	33,883	32,261	52,874	=	Mechanic II	1	We have 4 Mechanic III Min \$33,862 max \$55,494 avg \$37,414. We have 1 Mechanic IV Min \$35,568 Max 58,282 \$42,266
MNCPPC	59,773	38,919	66,598	=	Senior Mechanic	36	
AVERAGE	50,297	39,539	60,885				

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

Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

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	39,776	39,776	39,776	=	Equipment Operator I	15	Flat rate by contract.
Anne Arundel	39,999	32,448	56,472	+	Equipment Operator I	41	CDL required - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	32,293	28,609	29,905	=	Motor Vehicle Driver I	131	Maximum salary with longevity is \$31,141
Baltimore County	40,914	34,030	42,389	=	Equipment Operator	9	Maximum salary with longevity is \$56,373.
Calvert	44,710	33,550	49,733	=	Highway Equipment Operator II	12	40/week
Caroline	31,827	31,500	44,290			10	
Carroll	33,613	31,096	49,775	=	Road Equipment Operator I	52	
Cecil							
Charles	39,414	35,354	56,996	=	Equipment Operator II	14	CDL Required
Dorchester	30,054	27,908	43,528	=	Motor Equipment Operator III	13	
Frederick	41,546	36,300	58,080	=	Equip Operator I	6	
Garrett	43,430			=		27	20.88 per hour/Union Contract
Harford	40,122	27,500	72,182	=	Chauffeur/Laborer	22	
Howard	40,944	33,634	48,880	=	Motor Equipment Operator I	45	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	33,069	29,823	45,331	=	MEO I	9	
Montgomery	49,011	38,629	62,768	=	Equipment Operator I	104	Include the average of FTE salaries. Base salary only: 48,775.
Prince George's	51,213	29,673	53,795	=	Equipment Operator II	10	
Queen Anne's	40,869	33,777	54,205	=	Equipment Operator I	14	
St. Mary's	41,995	29,723	47,528	=	Equipment Operator I	4	
Somerset	31,635	29,386	48,152	=	Motor Equipment Oper I	6	
Talbot	24,419	24,419	46,803		Machine Equipment Operator I	1	
Washington	39,014	30,660	47,940	=	Eq. Op. II	26	
Wicomico	29,131	20,623	38,187		Motor Equipment Operator I	9	
Worcester	29,296	26,541	43,472	=	Roads Worker III	4	
MNCPPC	51,475	34,683	59,348	=	Equipment Operator	10	
AVERAGE	38,324	31,289	49,545				

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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	42,546	42,546	42,546	=	Equipment Operator II	10	Flat rate by contract.
Anne Arundel	47,409	37,690	65,478	=	Equipment Operator III	16	Max salary includes 15% longevity 16+ yrs
Baltimore City	39,821	36,128	40,603	=	Heavy Equipment Operator II	65	Maximum salary with longevity is \$46,693
Baltimore County	52,790	37,022	46,418	=	Heavy Equipment Operator	2	Maximum salary with longevity is \$62,099.
Calvert	47,744	35,235	52,208	=	Highway Equipment Operator III	5	40/week
Caroline	35,722	33,454	48,644		II & III	7	
Carroll	40,457	33,925	54,247	=	Road Equipment Operator II	8	
Cecil	26,355.4230	24,348.2226	38,394.7242		Equipment Operator Trainee Equipment Operator I Equipment Operator II Trainee Equipment Operator II	14224	
Charles	53,381	38,175	61,510	+	Equipment Operator III & IV	27	CDL required
Dorchester	40,228	32,211	50,239	=	Motor Equipment Operator IV	9	
Frederick	50,935	41,602	66,564	=	Equip Operator 2	10	
Garrett	44,532			=		54	21.41 per hour/Union Contract
Harford	40,116	33,100	81,290	=	Equipment Operator	26	Sr. Equipment Operator - min \$37,300/max \$86,198; 14 employees \$46,152 avg
Howard	51,555	37,128	56,659	=	Motor Equipment Operator II	28	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	36,739	32,614	56,356		MEO II & III	11	
Montgomery	57,522	40,242	65,751	=	Equipment Operator II	24	Base Salar Only 57,028.
Prince George's	51,849	35,246	65,002	=	Master Equipment Operator	3	
Queen Anne's	46,160	38,455	61,712	=	Equipment Operator III	3	
St. Mary's	50,960	32,677	52,250	=	Equipment Operator II	6	
Somerset	37,864	32,198	52,761	=	Motor Equipment Oper II & III	10	2 Pay Grades
Talbot	34,713	26,006	55,239		Machine Equipment Operator II & III	8	
Washington	45,612	35,760	55,950	=	Eq. Op. III	12	
Wicomico	33,451	23,456	43,399		Motor Equipment Operator II	6	
Worcester	43,659	30,722	50,336	=	Roads Worker V	3	We have 7 Roads Worker IV
MNCPPC	56,805	38,919	66,598	=	Senior Equipment Operator	12	
AVERAGE	45,107	34,979	56,163				

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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	37,633	37,633	37,633	=	Utility Worker	23	
Anne Arundel	34,392	27,955	48,693	=	Maintenance Worker I	22	Roads division of Public Works - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	30,427	25,941	29,798	=	Laborer	556	Maximum salary with longevity is \$31,174
Baltimore County	35,443	27,810	34,029	=	Laborer I	4	Maximum salary with longevity is \$44,341.
Calvert	42,436	31,907	47,362		Highway Equipment Operator I	5	40/week
Caroline	32,611	32,136	45,650		Assistant Hwy Marking Specialist		
Carroll	25,667	24,024	38,439	=	Road Maintenance Worker I	9	
Cecil	26,204.69	24,348.22	38,394.72	=	Laborer	11	
Charles	n/a						
Dorchester	27,358	26,040	40,613	=	Motor Equipment Operator II	2	
Frederick	27,657	27,657	44,251	=	Laborer I, Highway	4	
Garrett	42,224			=		1	20.30 per hour/Union Contract
Harford	39,737	22,600	62,986	=	Laborer	3	
Howard	38,844	30,909	42,141	=	Utility Worker I	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	40,759	31,634	49,816	=	Public Service Worker II	24	Include the average of FTE salaries. Base salary only: 40,573.
Prince George's	36,866	27,638	46,689	=	Laborer II	80	
Queen Anne's							
St. Mary's	34,674	27,081	43,306	=	Maintenance Worker	15	
Somerset	26,153	23,566	38,616	=	Highway Worker I	2	
Talbot	29,783	23,036	46,263		Roads Crew Members	3	
Washington	31,072	28,390	44,380	=	Eq. Op. I	20	
Wicomico	27,233	21,035	39,642		Maintenance Worker	8	
Worcester	34,086	24,086	41,413	=	Roads Worker I-II	11	
MNCPPC							
AVERAGE	33,393	27,271	43,006				

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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	35,208	30,888	53,706	=	Maintenance Worker II	67	Parks division of Rec & Parks - max salary includes 15% longevity 16+ yrs
Baltimore City		25,941	29,798	=	Laborer		Maximum salary with longevities is \$31,174
Baltimore County	43,659	32,524	40,523	=	Property Management Grounds Maintenance Specialist I	9	Maximum salary with longevities is \$53,761.
Calvert	38,511	29,611	43,971	=	Buildings & Grounds Worker II	4	35/week
Caroline	35,855	34,859	48,644		Park Maintenance Worker	1	
Carroll	35,518	31,096	49,775	=	Maintenance Specialist	7	
Cecil	32,621.55	31,007.86	48,896.12		Park Maintenance Worker	2	
Charles	43,057	32,747	52,823	=	Grounds Maintenance Worker I & II	5	CDL Required
Dorchester	31,727	26,040	50,239	=	Rec and Parks Maintenance Technician	2	Works in our Recreation and Parks Department - not part of Public Works
Frederick	29,599	29,599	47,358	=	Parks Maintenance Tech I	1	
Garrett							
Harford	33,287	26,200	69,142	=	Maintenance Worker I	4	Maintenance Worker II =min-\$30,200/max-\$77,608; 12 employees; (\$40,018 avg);
Howard	39,979	33,634	48,880	=	Parks Maintenance Worker	40	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	34,638	29,823	45,331		Maintenance Worker (grounds)	5	
Montgomery		31,634	49,816	=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	35,977	29,668	50,802	+	Maintenance Worker I/II	23	Parks & General Services employees
St. Mary's	32,198	27,081	43,306	=		7	
Somerset	22,350	22,180	36,344	=	R&P Grasscutter/Groundskeeper	5	2 Pay Grades
Talbot	38,170	26,006	51,329		Maintenance Worker	4	
Washington	32,880	28,390	44,380	=	Maintenance Worker	2	
Wicomico	30,507	27,875	51,558		Parks Facility Worker III	1	
Worcester	30,118	24,086	45,656	=	Parks Worker II-V	4	
MNCPPC	39,666	31,256	53,484	=	Park/General Maintenance Worker II	180	
AVERAGE	34,776	29,188	47,989				

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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	24,478	22,794	43,315	=	Building Maintenance Worker I	5	
Anne Arundel	34,267	26,624	46,426	=	Custodial Worker	29	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	35,318	28,834	34,030	=	Custodial Worker I	47	Maximum salary with longevity is \$44,341.
Calvert	29,895	26,317	39,039	=		22	35/week
Caroline							
Carroll	26,208	26,208	41,892	=	Custodian II	1	
Cecil	26,660.18	24,348.22	38,394.72	=	Janitor	6	
Charles	33,675	24,153	45,405	=	Custodial Worker I & II	20	
Dorchester	25,307	22,926	36,758	=	Custodian/Maintenance	6	
Frederick	30,627	27,657	47,358	=	Custodian	21	
Garrett	24,664	20,939	31,007	=		5	
Harford		22,600	62,986	=	Custodial Worker I		Custodial Worker II = min-\$26,200/max \$69,142; 6 employees; \$33,603 avg
Howard				=			
Kent	30,428	27,010	40,784	=	Custodian	1	
Montgomery	45,032	30,432	47,635	=	Building Services Worker II	22	Base salary only: 44,902.
Prince George's	38,692	26,964	44,587		Custodian II	9	
Queen Anne's							
St. Mary's	35,194	32,677	52,250			2	
Somerset	29,947	26,030	42,654	=	Building Custodian	6	
Talbot							
Washington							
Wicomico		23,456	43,399		Janitor	vacar	
Worcester	34,070	20,800	34,070	=		3	
MNCPPC	38,982	27,820	50,009	=	Parks/General Maintenance Worker I	17	
AVERAGE	31,967	25,715	43,263				

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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	50,572	47,561	90,380	=	Lead Dispatch Supervisor	1	
Anne Arundel	118,890	64,802	118,890	+	Police Lieutenant	1	Unit has civilian manager who works with the sworn officer in charge of the unit
Baltimore City	121,400	88,842	14,472	=	IT Division Manager	1	
Baltimore County		78,598	122,456	=	Chief, Emergency Communications Center		Vacant
Calvert	93,246	72,862	108,118	=	Communications Chief	1	40/week
Caroline	61,605	58,380	74,518		Communications Manager	1	
Carroll	69,826	62,712	100,298	-	Emergency Communications Manager	1	
Cecil	79,164.54	57,666.96	90,935.00	=	Assistant Chief, Communications	1	
Charles	112,379	76,695	123,144	=	Chief of Fire/EMS Communications	1	Reports to Director of Emergency Services
Dorchester	50,290	46,698	72,834	=	911 Center Supervisor	1	
Frederick	124,547	82,477	131,963	=	Director, Emergency Comm	1	
Garrett	49,524	37,637	57,936	=	911 Operations Supervisor	1	
Harford	129,480	91,600	146,606	=	Director, Emergency Services	1	APPOINTED/AT WILL POSITION
Howard	140,275	83,928	140,275	=	Police Lt	1	
Kent	62,559	59,580	95,329	=	Chief of Communications	1	
Montgomery	160,454	88,388	160,454	=	Manager II	1	
Prince George's	130,640	94,285	183,439	=	Administrative Specialist IV	1	Prince George's County uses the generic Administrative Specialist class of work. Actual salary \$149,968.
Queen Anne's	75,500	62,391	112,791	=	Assistant Chief of Communications	1	
St. Mary's	81,806	74,110	118,477	+	Deputy Director-Emerg Svs	1	
Somerset	62,761	42,278	69,277	=	Assistant Director	1	
Talbot	63,567	62,938	78,930		DES Division Chief - 911 Communications	1	reports to Director of Emergency Services
Washington	80,720	61,290	95,870	=	Asst. Dir. of Emerg. Communications	1	
Wicomico	83,640	56,657	113,314		Director, Emergency Services	1	
Worcester				=			
MNCPPC							
AVERAGE	91,038	67,495	105,248				

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Director/Manager, Emergency 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	55,917	52,140	99,081	+	Deputy Director Administration	1	
Anne Arundel	126,896	75,359	146,852	=	Police Captain	1	
Baltimore City				=			
Baltimore County		90,921	126,522	=	Director of Emergency Management		Vacant. Maximum salary with longevities is \$186,547.
Calvert	68,414	61,734	91,510	=	Emergency Management Division Chief	1	Contract/35/week
Caroline	65,867	58,380	74,518		Assistant Director Risk Management & Planning	1	
Carroll	58,428	57,512	92,040	-	Emergency Management Manager	1	
Cecil	54,097.94	49,977.98	78,810.16	=	Emergency Preparedness Manager	1	
Charles	85,686	56,181	90,319	=	Chief of Emergency Management	1	Reports to Director of Emergency Services
Dorchester							
Frederick	79,273	77,008	123,213	-	Director, Emerg Preparedness	1	
Garrett							
Harford	116,153	81,000	129,862	=	Deputy Manager, Emergency Operations	1	APPOINTED/AT WILL POSITION
Howard							
Kent	53,575	50,643	80,522		Emergency Preparedness Planner	1	
Montgomery	135,001	101,077	179,523	=	Manager I	1	
Prince George's	146,518	94,285	183,439	=	Deputy Director, Office of Homeland Security	1	Prince George's County uses the generic Deputy Director class of work. Working title: Emergency Manager. Actual salary \$145,600.
Queen Anne's							
St. Mary's	66,768	56,160	89,794	=	Manager, Grade 9	1	
Somerset							
Talbot	51,851	46,020	60,522		Emergency Management Coordinator	1	
Washington	52,540	52,540	82,160	=	Operations Manager-Fire	1	
Wicomico	50,132	27,875	51,558		Emergency Management Planner	1	
Worcester							
MNCPPC							
AVERAGE	79,195	64,048	104,720				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	45,831	39,572	75,198	=	Emergency Services Shift Supervisor	4	
Anne Arundel	53,427	46,155	76,926	=	Police Communications Operator III	11	Shift supervisor
Baltimore City	52,119	43,887	53,284	=	Emergency Dispatch Supervisor	7	Maximum salary with longevities is \$62,345
Baltimore County	67,101	51,579	64,246	=	Emergency Communications Supervisor (84 hours bi-weekly)	13	Maximum salary with longevities is \$81,317.
Calvert	64,480	47,154	69,992	=	Communications Supervisor	1	40/week
Caroline	47,096	41,490	55,939		PSD IV	4	
Carroll	51,902	48,402	77,480	=	Emergency Communications Specialist Supervisor	4	
Cecil	44,688.15	40,074.84	63,193.78	=	Dispatcher Supervisor (Captain)	4	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period).
Charles	56,232	48,116	77,415	=	Public Safety Dispatch Lt.	5	
Dorchester	37,503	34,825	54,316			4	
Frederick	76,312	54,676	87,481	=	Emergency Comm Center Mgr	4	
Garrett	49,233	34,950	53,252	=	911 Assistant Operations Chief	1	
Harford	63,263	43,900	99,032	=	Public Safety Supervisor	8	
Howard	93,782	57,075	97,219	=	Emergency Communications Supervisor	5	
Kent	44,021	39,389	62,235	=	Emergency Services Dispatcher Supervisor	4	
Montgomery	84,972	57,802	95,740	=	Public Safety Emergency Communication Supervisor	15	
Prince George's	63,590	43,968	91,477	=	Public Safety Emergency Dispatcher III	16	
Queen Anne's	54,540	46,714	74,966	=	Public Dispatch Super	4	
St. Mary's	58,906	44,886	71,760	=	Communication Specialist IV	4	
Somerset	42,904	35,247	57,757	=	Shift Supervisor - 911	5	
Talbot	38,332	35,052	53,128		Communications Specialist Supervisor	4	
Washington	48,836	41,710	65,230	=		8	
Wicomico	36,883	31,728	63,456		Communications Supervisor	4	
Worcester	49,544	44,000	53,000	=		1	
MNCPPC	82,024	49,941	85,458	=	Park Police Communications Supervisor	1	
AVERAGE	56,301	44,092	71,167				

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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	34,426	30,030	62,565	=	Emergency Services Dispatcher I -IV	21	Covers four grades.
Anne Arundel	46,194	39,541	68,786	=	Police Communications Operator II	55	Police Communications Operator I is calltaker only and does not dispatch. PCO II can do both functions. Max salary includes 15% longevity.
Baltimore City	46,803	40,495	48,950	=		70	Maximum salary with longevities is \$57,269
Baltimore County	52,688	42,669	53,826	=	Emergency Communications Technician I (84 hours bi-weekly)	48	Maximum salary with longevities is \$66,910.
Calvert	46,645	40,747	60,424	=	Public Safety Dispatcher I	11	40/week
Caroline	35,043	32,136	52,053		Public Safety Dispatcher	8	I & II & III
Carroll	37,318	36,941	59,135	=	Emergency Communications Specialist I	16	
Cecil	29,319.6437	29,277.8232	46,167.9451		Dispatcher I Dispatcher II Dispatcher III	14101	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period).
Charles	43,699	38,175	61,510	=	Public Safety Dispatcher I & II	17	
Dorchester	32,480	30,161	47,041	=	Dispatcher	16	
Frederick	45,903	41,602	66,564	=	Emerg Comm Spec 2	17	
Garrett	36,881	34,402	45,897	=		8	
Harford	51,877	39,900	91,190	=	Public Safety Dispatcher III	30	
Howard	50,767	41,683	71,344	=	Dispatcher	22	
Kent	35,575	32,614	56,356		Emergency Services Dispatcher I & II	8	
Montgomery	68,236	48,039	79,285		Public Safety Communications Specialist III and Public Safety Emergency Communications Specialist III	29	
Prince George's	45,467	36,173	75,259	=	Public Safety Emergency Dispatcher I	12	
Queen Anne's	40,614	36,040	65,847	=	Public Safety Dispatcher I/II/III	12	
St. Mary's	35,194	32,677	52,250	=	Comm Specialist I, Gr 4	4	
Somerset	33,646	33,174	54,359	=	Emergency Communications Spec.	11	
Talbot	33,600	29,913	49,816		Communications Specialist I & Police Communication Officer	14	
Washington	37,744	35,760	55,950	=		48	
Wicomico	33,789	23,456	43,399		Communications Operator I & II	12	
Worcester	38,434	29,245	55,494	=	Commication Clerk Trainee-III	25	
MNCPPC	51,838	38,919	66,598	=	Senior Park Police Communications Technician	10	
AVERAGE	42,286	36,021	60,162				

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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	74,263	74,263	74,263	=	Sheriff	1	
Anne Arundel	173,734	112,143	193,260	=	Chief of Police	1	Appointed by County Executive
Baltimore City	221,464	194,616	221,646	=	Police Commissioner	1	
Baltimore County	259,298	259,298	259,298	=	Chief of Police	1	Appointed position
Calvert	90,480	90,480	90,480	=	Sheriff	1	Elected
Caroline							
Carroll	90,001	90,001	90,001	=	Sheriff	1	
Cecil							See Elected Section
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	125,000	125,000	125,000	=	Sheriff	1	Elected official
Garrett					Elected		
Harford	120,086	120,086	120,086	=	Sheriff	1	ELECTED; SALARY DETERMINED BY LEGISLATION
Howard	202,981	122,099	209,092	=	Chief of Police	1	
Kent	85,000	85,000	85,000	=	Sheriff	1	Elected
Montgomery	239,566	239,566	239,566	=	Director Department of Police	1	Appointed to position
Prince George's	171,280	109,146	212,353	=	Director, Police Department	1	Prince George's County uses the generic Director class. Working title: Police Chief. Actual \$200,000.
Queen Anne's							
St. Mary's	104,040			=	Sheriff	1	Elected
Somerset							See Elected Officials - Sheriff
Talbot							
Washington	100,000				Sheriff	1	
Wicomico	95,000				Sheriff	1	Elected, salary set by the Wicomico County Charter.
Worcester	88,888	88,888	88,888		Sheriff	1	
MNCPPC	154,824	95,145	152,161	=	Park Police Commander	2	
AVERAGE	140,936	128,981	154,364				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	166,562	99,239	171,028	=	Deputy Police Chief	2	
Baltimore City	157,998	157,998	157,998		Deputy Police Commissioner	3	
Baltimore County	184,286	97,160	126,194	=	Colonel	3	Maximum salary with longevities is \$193,048.
Calvert	132,348	132,348	132,348	+	Assistant Sheriff	1	Appointed 35/week
Caroline	77,878	66,449	109,109		Chief Deputy	1	CAPTAIN
Carroll	99,695	82,181	153,484		Colonel	1	
Cecil	109,734.24	79,935.44	126,050.10	=	Chief Deputy	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	145,461	94,455	145,461	=	Lt. Colonel	1	
Garrett	76,240	51,506	79,288	=	Chief Deputy	1	
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	188,635	116,730	188,635	=	Police Major	3	
Kent	55,182	55,182	55,182	=	Chief Deputy	1	Appointed, Home code rule
Montgomery	177,649	177,649	177,649	=	Assistant Chief of Police	4	Appointed to position
Prince George's	170,021	94,285	183,439	=	Deputy Director, Police Department	5	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's	102,294				Under Sheriff	1	
St. Mary's	126,464	76,565	126,464	=	Major	1	
Somerset	74,789	61,380	95,788	=	Chief Deputy	1	
Talbot	87,241	62,676	126,627		Captain & Lieutenant	3	
Washington	122,160	99,370	135,450	=	Chief Deputy	1	
Wicomico	106,732				Deputy Sheriff/Captain	2	Flat salary/non-negotiable
Worcester				=			Retired
MNCPPC	132,087	77,884	105,234	=	Park Police Captain	5	
AVERAGE	124,673	93,500	133,079				

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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	60,936	43,382	82,438	=	Lieutenant	4	
Anne Arundel	131,905	75,359	146,852	=	Police Captain	10	
Baltimore City	140,964	140,964	140,964	=	Police Chief	4	
Baltimore County	148,386	82,326	105,772	=	Captain	24	Maximum salary with longevities is \$158,931.
Calvert	114,219	75,317	123,698	+	Deputy Sheriff Captain	4	40/week
Caroline	66,730	56,556	93,951		Lieutenant	2	Administration & Investigations
Carroll	85,426	74,714	137,322	=	Major	2	Full service law enforcement.
Cecil	79,539.11	61,700.60	97,295.38	=	Lieutenant - Law Enforcement	3	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	120,217	78,063	120,217	=	Captain	2	
Garrett							
Harford	115,225	90,958	127,691	=	Captain	9	
Howard	167,648	103,771	167,648	=	Police Captain	8	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent							
Montgomery	149,238	92,787	140,186	=	Police Captain	21	Actual Salary include longevity and other differentials. Base salary only: 140,186.
Prince George's	125,827	72,411	130,080	=	Police Captain	29	
Queen Anne's	102,291	64,605	103,678	=	Lt.	3	
St. Mary's	118,062	71,510	118,061	=	Captain	4	1 vacancy
Somerset	74,037	58,211	90,595	=	Captain	1	
Talbot							
Washington	108,325	89,630	122,170	=	Major	2	
Wicomico	89,075				Deputy Sheriff/Lieutenant	6	Flat salary/non-negotiable. 1 Deputy Sheriff/1st Sergeant position with an average salary of \$69,931.
Worcester	95,498	75,000	100,000	=	Operations Officer	1	
MNCPPC	111,393	67,319	114,606	=	Park Police Lieutenant	19	
AVERAGE	110,247	77,610	119,117				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	55,113	39,572	75,198	=	Sergeant	2	
Anne Arundel	103,628	64,802	118,890	=	Police Lieutenant	33	
Baltimore City	119,544	119,544	119,544	=	Police Captain	12	
Baltimore County	128,767	70,871	94,685	=	Lieutenant	74	Maximum salary with longevities is \$144,475.
Calvert	84,377	56,285	93,454	=	Deputy Sheriff Sergeant	15	40/week
Caroline	60,742	52,615	87,375		Deputy Sheriff SGT	5	Sergeant (DS IV)
Carroll	69,417	62,879	72,239	=	Lieutenant	6	Full service law enforcement.
Cecil	71,718.52	56,847.65	89,642.97	=	Sergeant, Law Enforcement/Patrol	7	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	93,888	64,515	99,353	=	Sergeant	17	
Garrett	61,422	53,105	70,851	=	Lt.	4	
Harford	100,513	79,913	115,835	=	Lieutenant	13	
Howard	130,164	83,928	140,275	=	Police Lieutenant	28	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent							
Montgomery	124,967	81,473	122,718	=	Police Lieutenant	36	Actual Salary include longevity and other differentials. Base salary only: 121,405.
Prince George's	106,824	71,769	114,749	=	Police Lieutenant	87	
Queen Anne's	73,484	56,746	91,066	=	Sgt.	6	
St. Mary's	100,173	61,069	102,086	=	Lieutenant	9	
Somerset	72,875	52,420	81,107		Lieutenant	2	
Talbot	68,861	52,886	104,180		Sergeant	5	
Washington	86,833	72,910	99,370	=	Lieutenant	6	
Wicomico	76,611				Deputy Sheriff/Sergeant	12	Flat salary/non-negotiable
Worcester	92,690	57,928	97,500		Lieutenant	5	
MNCPPC	90,842	57,748	97,250	=	Park Police Sergeant	25	
AVERAGE	89,702	65,230	99,398				

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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	47,734	36,095	68,592	=	Corporal	3	
Anne Arundel	93,068	61,808	106,926	=	Police Sergeant	74	
Baltimore City	106,881			=	Police Lieutenant /LT. EID	110	Police Lt. 79,471 - 110,614; Police Lt. EID 80,664 - 111,880 (53 Lt.; & 57 Lt. EID)
Baltimore County	109,274	62,882	83,459	=	Sergeant	181	Maximum salary with longevities is \$124,804.
Calvert	74,678	52,374	86,923	+	Deputy Sheriff Corporal	14	40/week
Caroline	54,549	48,955	81,483		Deputy Sheriff CPL	10	Corporal (DS III)
Carroll	60,572	55,973	66,217	=	Corporal/Sergeant	28	Full service law enforcement.
Cecil	65,130.79	52,351.94	82,553.56	=	Corporal, Law Enforcement	8	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	81,714	58,650	90,320	=	Corporal	23	
Garrett	53,611	49,097	65,505	=	Sgt.	2	
Harford	77,382	61,588	95,284	=	Corporal	29	
Howard	111,870	74,256	122,408	=	Police Sergeant	62	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent							
Montgomery	105,668	65,546	106,104	=	Police Sergeant	153	Base salary only: 103,580.
Prince George's	93,958	65,245	104,317	=	Police Sergeant	192	
Queen Anne's	60,284	53,183	85,348	=	Corporal	7	
St. Mary's	91,603	56,930	95,160	=	Sergeant	17	
Somerset	50,320	46,121	70,784	=	Sergeant/Corporal	8	2 Pay Grades
Talbot	62,585	49,676	97,733		Corporal	9	
Washington	73,861	65,760	89,620	=	Sergeant	13	
Wicomico	69,616				Deputy Sheriff/Corporal	8	Flat salary/non-negotiable
Worcester	76,098	55,162	90,418	=	Sergeant	7	
MNCPPC	76,123	52,381	86,061		Park Police Officer IV	83	
AVERAGE	77,117	56,202	88,761				

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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	40,213	32,924	62,565	=	Patrol Deputy/Deputy First Class	21	
Anne Arundel	65,426	45,936	97,104		Police Officer, Police Officer First Class, Police Corporal	620	Must meet years of service in prior rank requirement and pass written test to be advanced non-competitively to next rank in series - Police Officer minimum & Police Corporal maximum shown
Baltimore City	73,060			=	Police Officer / Police Officer EID	1,861	Police Officer 48,971 - 83,881; Police Officer EID 48,575 - 85,906; (1576 Police Officer & 285 Police Officer EID)
Baltimore County	80,557	50,043	70,871	=	Police Officer/Police Officer First Class	1,448	Average salary is for POFC. Maximum salary with longevities for Police Officer First Class is \$103,028.
Calvert	49,910	45,552	75,296	=	Deputy Sheriff	26	40/week
Caroline	44,769	42,539	75,646		Deputy Sheriff DFC & DS	15	DFC and DS (DS I & II)
Carroll	50,357	45,105	55,842	=	Master Deputy- Deputy Sheriff 1st Class - Deputy Sheriff 1st Class Probationer	70	Full service law enforcement.
Cecil	41,519.6647	40,965.6044	64,598.5570		Deputy - LE/Patrol DFC - LE/Patrol Senior DFC - LE/Patrol	21143	
Charles Dorchester							Not a part of the County-administered personnel system.
Frederick	58,218	50,894	78,377	=	Deputy & Deputy First Class	119	
Garrett	45,197	42,808	56,833	=	Deputy First Class	13	
Harford	64,348	47,049	86,424	=	Recruit, Deputy, Deputy First Class, Senior Deputy	184	
Howard	69,815	53,810	105,165	=	Officer/PFC	295	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent	61,148	50,708	132,354		All Deputies, regardless of rank	20	hours over 2080 (=214 hours)
Montgomery	76,978	51,471	91,869	=	Police Officer Candidate to Police Officer III	997	Include the average of FTE salaries. Base salary only: 76,353.
Prince George's		51,691	94,834		Police Officer - 258, 49,321/ Police Officer First Class - 313, 61,014/Police Corporal - 767, 78,338		Range provided from entry-level to corporal.
Queen Anne's	53,021	46,714	79,989	=	Deputy Sheriff/Deputy First Class	34	
St. Mary's	64,750	46,446	88,691	=	Deputy Sheriff/Deputy First Class/Corporal	89	13 Vacant
Somerset	41,711	41,724	63,558	=	Deputy & Deputy 1st Class	12	2 Pay Grades
Talbot	48,431	40,000	87,666		Deputy & Deputy First Class	15	
Washington	52,270	42,940	80,830	=	Deputy and Deputy First Class	67	
Wicomico	60,067				Deputy Sheriff/Dep First Cl	56	Flat salary/non-negotiable
Worcester	53,728	43,736	80,383	=	Deputy Sheriff First Class or Corporal	29	
MNCPPC		48,338	97,250		Park Police Candidate, Park Police Graduate, Park Police Officer II, Park Police Officer III, Park Police Officer IV	142	
AVERAGE	57,699	46,021	83,077				

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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	119,700	119,700	119,700	=	Chief Deputy	1	State authorized position appointed by Sheriff, #2 position in the department
Baltimore City	107,159	61,754	107,159	=	Asst. Sheriff	1	
Baltimore County	97,700	60,906	77,090	=	Chief Deputy Sheriff	1	Maximum salary with longevities is \$97,700.
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	74,761	66,078	103,059		Captain	1	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	106,531	66,049	113,002	=	Chief Deputy Sheriff	1	
Kent							
Montgomery	137,062	81,277	132,427	=	Deputy Sheriff Captain	4	Actual salary include Longevity & other differentials. Base salary only: 132,427.
Prince George's	174,836	174,836	174,836	=	Assistant Sheriff	1	Working title: Chief Assistant Sheriff, rank of Colonel. Exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	116,821	90,086	118,182				

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Unit Commander (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	82,465	61,239	98,934	=	Deputy Sheriff III (Lt.)	2	
Baltimore City	98,468	56,743	100,399	=	Deputy Sheriff, Major	3	
Baltimore County	77,249	51,029	63,432	=	Deputy Sheriff Lieutenant	2	Maximum salary with longevities is \$81,041.
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	72,811	61,253	95,543		Lieutenant	1	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	82,202	56,493	93,808	=	Lieutenant Deputy Sheriff	3	
Kent							
Montgomery	113,488	67,730	109,650	=	Deputy Sheriff Lieutenant	11	Actual salary include Longevity & other differentials. Base Salary only: 109,650.
Prince George's	158,942	158,942	158,942	+	Assistant Sheriff	3	Rank of Lieutenant Colonel, exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	97,946	73,347	102,958				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

First Line Supervisor (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	63,970	49,071	87,666	=	Deputy Sheriff II (Sergeant)	8	
Baltimore City	69,992	44,017	77,432	=	Deputy Sheriff Sergeant	6	
Baltimore County	64,353	46,767	58,375	=	Deputy Sheriff Sergeant	6	Maximum salary with longevities is \$73,456.
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	57,955	45,274	70,613		Corporal	10	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	75,989	50,960	84,698		Sergeant Deputy Sheriff	3	
Kent							
Montgomery	100,548	61,572	99,674	=	Deputy Sheriff Sergeant	29	Actual salary include Longevity & other differentials. Base salary only: 98,051.
Prince George's	86,818	59,309	101,352	=	Deputy Sheriff Sergeant	26	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	74,232	50,996	82,830				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

Deputy/Officer

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	54,986	44,935	72,107	=	Deputy Sheriff I	66	
Baltimore City	55,124	38,880	67,984	=	Deputy Sheriff	103	
Baltimore County	57,862	40,450	53,396	=	Deputy Sheriff/Deputy Sheriff First Class	65	Deputy Sheriff salary is \$40,450 -51,029; Deputy Sheriff 1st Class is \$42,507-53,396. Maximum salary with longevities for DS 1st class is \$66,671. Avg. salary is for DS 1st Class.
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	44,219	42,088	65,544		Patrol Deputy	24	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	56,103	41,496	69,014	=	Deputy Sheriff	43	
Kent							
Montgomery	70,075	48,890	90,613	=	Deputy Sheriff Candidate to Deputy Sheriff III	113	Base salary only: 69,715.
Prince George's		47,932	92,139		Deputy Sheriff Private - 49, 48,881 Deputy Sheriff First Class - 21, 54,558 Deputy Sheriff Corporal - 104, 74,853		Range provided from entry-level to corporal.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	56,395	43,524	72,971				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	22,500	21,819	24,544	=		12	PT hourly paid. Salary annualized.
Anne Arundel					No Match		Deputy Sheriff provides courthouse security
Baltimore City	43,499	38,885	46,851	=	Officer, Court Security	39	Maximum salary with longevities is \$51,713
Baltimore County	36,107	32,004	40,450	=	Security Officer (40 hours)	9	Maximum salary with longevities is \$51,029.
Calvert	36,432	22,214	44,429	=	Special Deputy	15	Contract/40/week/Some work part time
Caroline							
Carroll	37,727	33,260	45,656	=	Courthouse Security Deputy II	13	
Cecil	38,070.93	30,700.80	47,902.40		Court Bailiff	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	46,458	42,088	70,613	=	Court Security - Sworn	6	
Frederick	54,285	38,860	62,176	+	Courthouse Deputy II	15	
Garrett	38,337	26,934	39,885	=		1	Phasing out Sworn Deputies with Security Officers at salary range shown
Harford	21.09/hour				Non-Classified/Contractual Deputy Position	22	
Howard	52,437	33,779	54,517	=	Security Officer	3	
Kent	38,805	33,203	33,203			3	1 armed, 37,378, 1 civilian 27,717, (1 school resource officer, 51,320 (P/T but converted to F/T equivalent)), all are contractual
Montgomery	55,819	40,242	65,751	=	Security Officer I	26	Base salary only: 55,667.
Prince George's	34,035	25,773	52,567	=	Security Officer II	15	Sheriff Only
Queen Anne's							
St. Mary's							
Somerset					Courtroom Security	2	PT Employees
Talbot							
Washington							
Wicomico					Court Security	10	15.74/hr
Worcester							
MNCPPC							
AVERAGE	41,116	32,289	48,350				

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

Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

Director 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	85,874	57,162	108,624	=	Assistant Administrator, Detention Center	1	Sheriff is de jure Administrator.
Anne Arundel	168,852	112,143	193,260	=	Superintendent Detention Center	1	Appointed by County Executive
Baltimore City							
Baltimore County	182,120	182,120	182,120		Director, Department of Corrections	1	Appointed position
Calvert	112,258	79,898	118,518	=	Detention Center Administrator	1	Contract/35/week
Caroline	101,760	101,760	101,760		Warden	1	Contractual
Carroll	99,695	73,008	131,186	=	Correctional Colonel	1	
Cecil	85,326.80	71,049.16	112,037.38	=	Director, Detention Center Director, Community Corrections	2	
Charles							Not a part of the County-administered personnel system.
Dorchester	68,215			=	Director of Corrections	1	
Frederick	124,623	80,924	124,623	=	Lt. Colonel	1	
Garrett	60,563	49,097	65,505	=	Detention Center Administrator	1	
Harford	125,920	98,446	147,048	=	Warden	1	
Howard	160,501	99,473	170,249	=		1	
Kent	92,298	81,647	130,635	=	Warden	1	
Montgomery	206,000	206,000	206,000	=	Director, Department of Corrections and Rehabilitation	1	Appointed to position
Prince George's	171,280	109,146	212,353	=	Director, Department of Corrections	1	Prince George's County uses the generic Director class. Actual \$180,000.
Queen Anne's	142,038	80,799	146,068	=		1	
St. Mary's		71,510	118,061		Commander of Corrections		Vacant
Somerset	68,460	66,790	108,445	=	Warden	1	
Talbot	93,917	79,301	99,452		Director	1	
Washington	81,390	70,926	96,670	=	Major	1	
Wicomico	98,084	64,249	128,499		Director, Corrections	1	
Worcester	121,411	95,000	125,000	=		1	
MNCPPC							
AVERAGE	116,695	91,926	134,577				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	127,821	82,230	144,651	=	Correctional Facility Administrator	2	
Baltimore City							
Baltimore County	122,466	78,598	122,456	=	Deputy Director of Corrections	2	
Calvert	93,246	72,862	108,118	=	Captain Deputy Administrator	1	40/week
Caroline	63,532	61,532	77,986		Captain	1	Captain
Carroll	81,890	61,880	113,735		Correctional Major	2	
Cecil	84,433.96	63,990.42	100,906.52	=	Deputy Director, Corrections	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	113,294	73,567	113,294	=	Major	1	
Garrett							
Harford	111,342	94,452	127,691	=	Major	1	
Howard	126,972	81,070	138,715	=	Deputy Director of Corrections	1	
Kent							
Montgomery	158,760	88,388	160,454	=	Manager II	1	One Manager II employee works as Warden.
Prince George's	146,518	94,285	183,439	=	Deputy Director, Department of Corrections	2	Prince George's County uses the generic Deputy Director class. Actual average for 2 incumbents \$137,500.
Queen Anne's	95,713	62,391	112,791	=	Captain	1	
St. Mary's				=			
Somerset	53,763	53,763	87,294	=	Assistant Warden	1	
Talbot	73,132	44,246	88,857		Correctional Officer V	1	
Washington	90,486	63,973	87,190	=	Captain	2	
Wicomico	77,720	50,652	101,303		Deputy Director, Corrections	2	
Worcester	101,602	95,000	105,000	=	Assistant Warden	2	
MNCPPC							
AVERAGE	101,335	71,934	116,111				

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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	70,028	43,382	82,438	=	Lieutenant	3	
Anne Arundel	100,557	63,988	115,779	=	Detention Captain	3	
Baltimore City							
Baltimore County	93,244	60,906	77,090	=	Correctional Captain (40 hours)	5	Maximum salary with longevities is \$97,700.
Calvert	90,168	64,563	95,826	+	Correctional Lieutenant	2	40/week
Caroline	53,258	50,144	65,458		Lieutenant	1	Correctional Officer V
Carroll	78,687	56,244	104,396	=	Correctional Captain	3	
Cecil	65,808.25	57,666.96	90,935.00	=	Lieutenant, Corrections	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	52,835	46,698	72,834	=	Captain	1	
Frederick	90,504	60,800	93,631	=	Lieutenant	7	
Garrett	58,234	45,394	60,563	=	Assistant DC Administrator	1	
Harford	99,153	82,492	115,835	=	Captain	2	
Howard	93,916	60,195	99,528	=	Correctional Captain	5	
Kent	61,603	52,961	84,736	=	Lieutenant	2	
Montgomery	117,511	70,134	113,537	=	Correctional Unit Commander - Captain	5	Actual salary include Longevity & other differentials. Base salary only: 113,537.
Prince George's	121,208	72,988	132,791	=	Correctional Officer, Major	2	
Queen Anne's	88,194	56,746	91,066	=	Lt.	1	
St. Mary's	95,763	68,578	95,763	=	COV Captain	2	1 vacancy
Somerset							
Talbot	63,271	41,811	83,966		Correctional Officer IV	2	
Washington	68,210	57,701	78,640	=	Lieutenant	5	
Wicomico		43,059	86,119		Correctional Officer/Major	Vacant	
Worcester	87,391	55,162	90,418	=	Captain	2	
MNCPPC							
AVERAGE	82,477	57,696	91,969				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	61,892	39,572	75,198	=	Sergeant	3	
Anne Arundel	90,714	58,292	105,380	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	74,703	53,396	66,671	=	Correctional Lieutenant	13	Maximum salary with longevities is \$84,990.
Calvert	71,528	55,598	82,534	+	Correctional Sergeant	7	40/week
Caroline	47,153	45,525	60,378		Sergeant	6	Correctional Officer IV
Carroll	61,248	51,439	63,960	=	Correctional Lieutenant	5	
Cecil	53,466.56	46,805.72	73,808.28	=	Sergeant, Corrections	7	
Charles							Not a part of the County-administered personnel system.
Dorchester	46,751	37,435	58,386	=	Correctional Officer III	6	
Frederick	80,766	55,272	85,119	=	Sergeant	10	
Garrett	53,372	45,394	60,563	=	Correctional Lieutenant	2	
Harford	85,420	72,488	105,060	=	Lieutenant	8	
Howard							
Kent	52,802	43,710	69,499	=	Sergeant	5	based on 2288 hours worked per year
Montgomery	103,528	63,757	103,215	=	Correctional Shift Commander - Lieutenant	19	Actual salary include Longevity & other differentials. Base salary only: 101,627.
Prince George's	103,601	60,096	109,300	=	Correctional Officer, Captain	5	
Queen Anne's	61,972	49,843	79,989	=	Sgt.	3	
St. Mary's	74,090	58,323	81,432	=	CO IV Lieutenant	5	
Somerset	57,264	43,541	68,952	=	Correctional Officer IV	1	
Talbot	62,823	38,009	76,331		Correctional Officer III	1	
Washington	66,570	54,650	89,620	=	Sergeant	14	
Wicomico	69,150	43,059	86,119		Correctional Officer/Captain	2	
Worcester	76,100	52,541	86,112	=	Lieutenant	3	
MNCPPC							
AVERAGE	69,282	50,893	80,363				

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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	51,009	36,095	68,592	=	Corporal	9	
Anne Arundel	77,678	49,036	93,000	=	Detention Sergeant	24	
Baltimore City							
Baltimore County	64,115	48,898	60,906		Correctional Sergeant	42	Maximum salary with longevities is \$77,090.
Calvert	62,591	50,544	74,963	+	Correctional Corporal	11	40/week
Caroline	42,095	41,490	55,939		Corporal	5	Correctional Officer III
Carroll	55,030	47,154	60,383	=	Correctional Sergeant/Correctional Corporal	15	
Cecil	47,853.74	42,183.97	66,519.96	=	Corporal, Corrections	13	
Charles							Not a part of the County-administered personnel system.
Dorchester	37,503	34,825	54,316		Correctional Officer II	11	
Frederick	71,986	50,248	77,382	=	Corporal	22	
Garrett	41,249	40,291	53,758	=	Correctional Corporal	5	
Harford	64,445	55,868	86,424	=	Corporal	14	
Howard	84,587	54,371	90,106	=	Correctional Lieutenant	7	
Kent	49,191	39,389	62,235	=	Corporal	7	based on 2288 hours worked per year
Montgomery	92,122	57,960	93,830	=	Correctional Supervisor - Sergeant	44	Actual salary include Longevity & other differentials. Base salary only: 90,632.
Prince George's	77,904	49,287	89,400	=	Correctional Officer, Sergeant	61	
Queen Anne's	55,074	46,714	74,966	=	Corporal	6	
St. Mary's	68,162	53,622	74,838	=	CI III Sergeant	10	
Somerset	46,681	38,997	61,507	=	Correctional Officer III	6	
Talbot	49,675	34,208	68,669		Correctional Officer II	6	
Washington		51,740	80,830	=	Corporal		No one filling that position
Wicomico							
Worcester	50,364	50,045	81,994	=	Sergeant	19	
MNCPPC							
AVERAGE	59,466	46,332	72,884				

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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	42,233	32,924	62,565	=	Correctional Officer	52	
Anne Arundel	52,206	41,795	73,288	=	Detention Officer	202	
Baltimore City							
Baltimore County	50,952	42,507	53,396	=	Correctional Officer	252	Maximum salary with longevities is \$66,671.
Calvert	43,162	41,309	61,256	=	Correctional Officer	23	40/week
Caroline	36,301	34,859	48,644		CO I & CO II	23	Correctional Officer I & II; average salary is an assumption of completion of the academy.
Carroll	47,295	40,019	67,705	=	Correctional Deputy I, II, III	66	
Cecil	34,482.2239	34,221.9837	53,964.8259		DFC - Corrections Senior DFC - Corrections	1735	
Charles							Not a part of the County-administered personnel system.
Dorchester	35,852	30,161	50,529	=	Correctional Officer I	33	
Frederick	55,305	44,783	68,966	=		77	includes Correctional Officers and Correctional Officer First Class
Garrett	35,545	34,402	46,585	=		12	
Harford	54,760	49,025	78,395	=	Recruit, Officer, Officer First Class, Senior Deputy	85	
Howard	52,213	43,347	67,434	=	Correctional Officer	85	
Kent	44,761	36,126	56,356	=	Correctional Officer	13	based on 2288 hours worked per year
Montgomery	63,525	45,412	82,043	=	Correctional Officer I - Correctional Officer III	248	Actual salary include Longevity & other differentials. Base salary only: 63,424.
Prince George's		40,647	85,169		Correctional Officer Private - 57, 41,205 Correctional Officer First Class - 44, 47,786 Corporal - 162, 57,578, Master Corporal - 87, 75,249		Range provided from entry-level to master corporal.
Queen Anne's	47,983	38,455	65,847	=	Correctional Officer/Correctional Officer I	24	
St. Mary's	53,498	42,515	69,950	=	Correctional Officer/ Correctional Officer First Class	52	13 vacant
Somerset	38,281	36,924	58,109	=	Correctional Officer II	21	
Talbot	36,557	32,261	61,068		Correctional Officer Trainee & Correctional Officer I	25	
Washington	46,306	34,940	59,390	=	Deputy and Deputy First Class	86	
Wicomico	36,069	28,433	53,582		Correction Officer I & II	36	
Worcester	42,397	38,621	63,265	=		46	
MNCPPC							
AVERAGE	45,760	38,546	63,502				

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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		42,507	53,396	=	Correctional Dietary Officer		Maximum salary with longevities is \$66,671. Function currently outsourced.
Calvert	52,208	35,235	52,208	=	Cook I	1	40/week
Caroline							
Carroll	31,325	31,325	35,277	=	Cook I	1	
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick							Moved to correctional Officers
Garrett	24,718	22,784	33,739	=		2	
Harford							Contract Service
Howard	56,867	43,347	67,434	=	Correctional Dietary Officer	5	
Kent							
Montgomery					NCC		
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							Contracted
Wicomico							
Worcester	45,279	39,399	64,550	=		4	
MNCPPC							
AVERAGE	42,079	35,766	51,101				

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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	185,519	112,143	193,260	+		1	Appointed by County Executive; Fire Dept responsible for suppression & EMS/ALS
Baltimore City	190,900	134,742	222,360	=	Executive Director III	1	
Baltimore County	215,000	215,000	215,000		Chief of Fire Department	1	Appointed position
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							All volunteer
Frederick	167,048	121,957	195,132	=	Director/Fire Chief, DFRS	1	
Garrett							
Harford							HARFORD COUNTY HAS VOLUNTEER BASED FIRE SERVICES
Howard	197,076	122,099	209,092	=	Chief, Fire and Rescue	1	
Kent							
Montgomery	206,000	206,000	206,000	=	Fire Chief, Department of Fire & Rescue Services	1	Appointed to position
Prince George's	171,280	109,146	212,353	=	Director, Fire/EMS	1	Prince George's County uses the generic Director class. Working title: Fire Chief. Actual \$190,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington		52,540	82,160				Airport Fire Chief only - No Fire Dept. Current vacant
Wicomico							
Worcester							
MNCPPC							
AVERAGE	190,403	134,203	191,920				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	141,712	80,576	159,637	=	Fire Deputy Chief	2	
Baltimore City	154,355	154,355	154,355	=	Assistant Fire Chief	3	
Baltimore County	165,568	90,921	126,522	=	Assistant Chief, Fire Department	2	Maximum salary with longevities is \$186,547.
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	126,840	101,335	162,136	=	Deputy Chief, DFRS	2	
Garrett							
Harford							
Howard	170,248	99,473	170,248	=	Deputy Chief	4	
Kent	68,352	65,097	104,155	=	Chief of Emergency Medical Services	1	
Montgomery	152,090	85,064	142,379	=	Fire/Rescue Assistant Chief	12	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual salary include Longevity & other differentials. Base salary only: 142,379.
Prince George's	155,267	94,285	183,439	=	Deputy Director, Fire/EMS	3	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's	81,569	62,391	112,791		Asst. Chief Emer Services	1	
St. Mary's							
Somerset							
Talbot		70,490	88,402		DES Deputy Director		EMS only - (no paid fire) - reports to Director of Emergency Services - vacant
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	135,111	90,399	140,406				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	122,495	69,122	138,812	=	Fire Division Chief	7	
Baltimore City	98,564			=	Battalion Fire Chief	38	Multiple Specialties
Baltimore County	146,921	79,250	109,673	=	Battalion Fire Chief	7	Maximum salary with longevities is \$161,147.
Calvert							All volunteer
Caroline	80,147	68,552	85,707		EMS Operations Manager	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett	51,200	34,950	53,252	=	Emergency Medical Services Chief	1	
Harford							
Howard	150,921	103,272	152,402	=	Assistant Chief	6	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	172,935	95,330	158,271	=	Fire/Rescue Division Chief	3	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual salary include Longevity & other differentials. Base salary only: 161,436.
Prince George's	142,617	72,082	143,873	=	Firefighter Major & Firefighter/Medic Major	12	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	52,237	46,020	60,522		EMS Captain	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	113,115	71,072	112,814				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	92,524	50,308	111,750	+	Fire Captain	34	Suppression & EMS/ALS
Baltimore City	85,370			=	Fire Captain	86	
Baltimore County	123,912	67,099	91,374	=	Fire Captain	94	Maximum salary with longevities is \$133,681.
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	89,224	58,548	103,338	+	Fire Captain	14	does not include fire captain medic
Garrett							
Harford							
Howard	128,172	89,207	131,464	=	Battalion Chief	16	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	120,745	68,092	110,229	=	Fire/Rescue Captain	144	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual salary include Longevity & other differentials. Base salary only: 112,434.
Prince George's	110,636	58,500	121,224	=	Firefighter Captain & Firefighter/Medic Captain	52	
Queen Anne's	64,410	56,746	91,066	=	EMS/Lt.	4	
St. Mary's							
Somerset							
Talbot	45,328	41,837	57,691		EMS Lieutenant	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	95,591	61,292	102,267				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	77,708	47,913	106,428	+	Fire Lieutenant	130	Suppression & EMS/ALS
Baltimore City	75,960			=	Fire Lieutenant	199	
Baltimore County	96,304	58,953	79,931	=	Fire Lieutenant	117	Maximum salary with longevities is \$115,479.
Calvert							All volunteer
Caroline	55,419	50,144	65,458		EMS Supervisor	4	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	80,100	54,676	96,503	=	Fire Lieutenant	42	does not include fire lieutenant medic
Garrett							
Harford							
Howard	113,519	80,396	118,685	=	Fire Captain	37	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	98,674	61,593	99,710	=	Fire/Rescue Lieutenant	119	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual salary include Longevity & other differentials. Base salary only: 94,664.
Prince George's	93,889	53,473	108,722	=	Firefighter Lieutenant & Firefighter/Medic Lieutenant	100	
Queen Anne's	59,463	53,183	85,348		EMS/Sgt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	83,448	57,541	95,098				

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

Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

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	53,374	39,418	95,542	+	Fire Fighter II, Fire Fighter III (pump operator), Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	664	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	61,604	35,705	63,728	=	EMT Firefighter, Firefighter & Firefighter/Paramedic	599	Maximum salary with longevities is \$68,578
Baltimore County	80,967	35,545	61,508	=	Probationary FF/ Firefighter/Firefighter EMT	60	Career ladder is Probationary FF to FF or FF/EMT. Maximum salary with longevities is \$87,341.
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	52,728	41,603	84,169	=	Fire Recruit, Fire 1, Fire 2, Fire 3	229	
Garrett							
Harford							
Howard	71,638	58,606	86,436	=	Firefighter	193	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	65,513	45,261	80,784	=	Firefighter (Recruit to III)	612	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual FTE salary include Longevity & other differentials. Base salary only: 63,263.
Prince George's		42,082	100,128		Firefighter I - 107, 42,306, Firefighter II - 398, 56,855, Firefighter III - 22, 80,074		Range provided from entry-level Fire Fighter to Fire Fighter III.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	17.94/hr	16.84/hr	26.34/hr			13	PT Firefighters only
Wicomico							
Worcester							
MNCPPC							
AVERAGE	64,304	42,603	81,756				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	40,491	39,572	82,438	=	Advanced Life Support Provider II & III	13	Two grades.
Anne Arundel	60,857	45,651	95,542	+	Fire Fighter EMT-P	180	Trained in suppression and certified Paramedic (County has a lower ALS class of Fire Fighter EMT-Intermediate)
Baltimore City	63,092	44,545	67,605	=	Paramedic EMT	78	Maximum salary with longevities is \$75,928
Baltimore County	65,160	51,875	70,061	=	Paramedic	103	Maximum salary with longevities is \$99,755.
Calvert							All volunteer
Caroline	42,082	37,957	55,939		Paramedic & EMT-I	14	EMT-P & EMT-I
Carroll							NCC
Cecil	41,696.5752	40,074.8444	63,193.7870		Paramedic Senior Paramedic Paramedic - Lieutenant Paramedic - Captain	21744	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period)
Charles	54,468	48,116	77,415	=		39	
Dorchester	44,438	40,258	62,790	=	EMT - I or Paramedic	20	
Frederick	49,096	47,091	81,165	=	Fire Medic 1	3	does not include fire Medic 2 and fire medic 3
Garrett	33,598	29,241	45,016	=	ALS	14	Advanced Life Support Provider
Harford		39,000	91,190	=	Paramedic		As of 7/1/2017, the Paramedic classification was added to the pay/class plan. No one has been hired in this capacity as of yet.
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 7,000
Kent				=		6 Par	
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's	97,404	53,473	108,722	=	Paramedic Lieutenant	4	
Queen Anne's	52,692	46,714	79,989	=	Paramedic I & II	22	
St. Mary's							
Somerset							
Talbot	41,414	38,207	55,239		Paramedic	20	
Washington	57,731	45,050	70,460		Advanced Life Support Tech II	8	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	54,040	43,339	74,541				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

FY 2018 Salary Survey of MD Counties, Prepared by MACo

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	32,924	32,924	62,565	=	EMT	6	
Anne Arundel	50,216	39,418	86,659	+	Fire Fighter II & III	465	Trained in suppression & EMT-B certified. Range is FF II min and FF III max
Baltimore City	63,779	42,896	64,832	=	Paramedic CRT	99	Maximum salary with longevities is \$73,355
Baltimore County	57,476	45,866	61,508	=	Emergency Medical Technician	71	Maximum salary with longevities is \$87,394.
Calvert							All volunteer
Caroline	32,572	32,136	45,650		EMT / B	14	
Carroll							NCC
Cecil	43,099.16	36,063.30	56,868.24	=	Medic	2	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period)
Charles	48,526	41,230	66,399	=		32	
Dorchester	34,125	30,161	47,041	=	EMT	20	
Frederick							
Garrett	29,221	26,934	39,885	=	BLS	2	Basic Life Support Providers
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 2,500
Kent							
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's		44,142	87,060	=	Paramedic Trainee II		Vacant
Queen Anne's	38,711	33,777	57,837	=	EMT I & II	11	
St. Mary's							
Somerset							
Talbot	34,588	29,913	49,816		EMT-B/EVO	16	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	42,294	36,288	60,510				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

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							
Anne Arundel	45,572	35,838	62,338	=		10	Max salary includes 15% longevity 16+ yrs
Baltimore City	47,990	40,495	48,950	=	Animal Control Investigator	1	Maximum salary with longevity is \$57,269
Baltimore County	45,501	35,161	44,629	=	Animal Services Field Officer (40 hours)	5	Maximum salary with longevity is \$55,848.
Calvert	46,963	36,072	53,435	=	Animal Control Officer	5	35/week
Caroline	39,855	30,900	71,286		Animal Control Officer, Chief Animal Control Officer	3	
Carroll	44,517	34,528	53,768	=	Animal Control Officer	3	Not a County Agency but salary data is supplied - Converted to 40 hours
Cecil	34,863.66	34,180.12	53,898.52		Animal Control Officer	1	
Charles	60,212	44,538	71,689	=		4	
Dorchester	28,909	26,190	43,802	=		3	
Frederick	48,676	38,860	62,176	=		6	
Garrett	49,233	34,950	53,252	+	Animal Control Officer	1	
Harford	40,473	38,542	66,562	=	Animal Control Officer I	3	Animal Control Officer II - min \$41,995/max \$72,575; 2 employees \$61,964 avg. As of 9/24/16, Animal Control classifications were transferred from HarCo Gov to Harford County Sheriff's Office
Howard	52,031	37,128	56,659	=	Animal Control Officer	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	70,771	50,299	83,100	=	Code Enforcement Inspector III	21	Full-performance level. Assigned to the Police Department. Base salary only: 69,940.
Prince George's	50,735	38,859	71,433	=	Animal Control Officer II	9	
Queen Anne's	44,369	33,777	54,205	=		2	
St. Mary's	44,283	40,123	64,147	=	Animal Warden	4	
Somerset	32,803	31,222	51,162	=	Animal Control Officer II	1	
Talbot							
Washington							
Wicomico							
Worcester	43,764	30,872	61,487	=		4	
MNCPPC							
AVERAGE	45,869	36,449	59,367				

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Jobs with < 5 responses were omitted. "Match" column denotes position is >greater than, = equal to, or < less than job description.

County Auditor

Ensures public funds are spent in accordance with budgets adopted by the County Council and other provisions of the County Charter and County Code.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	173,401	112,143	193,260				
Baltimore City	169,600	119,646	197,370			1	
Baltimore County	196,560	196,560	196,560		County Auditor	1	Non-graded position
Calvert							
Caroline							
Carroll							NCC
Cecil							
Charles							
Dorchester							
Frederick	130,185	113,979	182,366	=		1	
Garrett							
Harford	108,191	81,000	139,862			1	APPOINTED
Howard	177,894	110,187	188,736			1	
Kent							
Montgomery	169,627	125,064	174,576	=	Inspector General	1	
Prince George's	185,303	109,146	212,353	=	County Auditor	1	Actual Salary listed.
Queen Anne's							
St. Mary's							
Somerset	98,183	71,800	116,578	+	Internal Auditor	1	
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	156,549	115,503	177,962				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

Tourism Director

Responsible for promoting county-wide tourism assets, programs, events, cultural and historic and agricultural tourism resources via policies and guidelines established by the county

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	65,000	65,000	65,000	=	Director of Tourism	1	
Anne Arundel							
Baltimore City							
Baltimore County							NCC
Calvert	51,925	51,925	77,022	=	Tourism Program Specialist	1	35/week
Caroline							
Carroll	72,301	52,749	84,469		Manager of Tourism	1	
Cecil	78,810.16	49,977.98	78,810.16		Tourism Manager	1	
Charles	87,000	76,695	87,000	=	Chief of Tourism & Special Events	1	
Dorchester	65,000					1	Flat rate salary
Frederick							
Garrett							
Harford							
Howard							
Kent	84,214	65,097	104,155	=		1	
Montgomery							NCC
Prince George's							Not in County Class Plan
Queen Anne's							
St. Mary's							
Somerset	60,142	46,524	75,538	=		1	
Talbot	87,598	79,301	99,452			1	
Washington							
Wicomico							
Worcester	88,730	55,000	90,000			1	
MNCPPC							
AVERAGE	74,072	60,252	84,605				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

Deputy State's Attorney

Assists State's Attorney

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	98,250	98,250	98,250			2	
Anne Arundel	153,173	58,565	167,696			2	
Baltimore City							
Baltimore County	141,680	141,680	141,680		Deputy State's Attorney	2	Operations & Administration
Calvert	108,672	87,087	129,147	=		1	Appointed/35/week
Caroline	74,479	74,479	74,479		Deputy State's Attorney	1	SAO sets salary
Carroll	108,306	99,092	178,381	=	Chief Deputy State's Attorney	1	
Cecil	94,860	94,860.00	94,860.00		Deputy State's Attorney	1	
Charles							
Dorchester	98,400					1	Flat rate salary
Frederick	142,541	101,335	162,136			2	
Garrett	79,146			=		1	70% of State's Attorney's salary
Harford	131,484	110,000	150,000			2	OFFICE OF THE STATE'S ATTORNEY; CLASSIFICATIONS
Howard	167,780	99,473	170,249		Deputy Attorney	2	
Kent	85,185	85,185	85,185	=		1	Appointed by Elected State's Attorney
Montgomery	172,976	114,092	169,584		Deputy State's Attorney	2	Montgomery County does not manage the State's Attorney's workforce. Base salary only: 169,584.
Prince George's	156,550	156,550	156,550	=	Principle Deputy State's Attorney	1	Exempt status, no min/max.
Queen Anne's	95,947	95,947	95,947	=		2	
St. Mary's	142,000					1	Appointed
Somerset	76,154	62,130	100,879	=		1	
Talbot	91,155	79,301	99,452			1	
Washington	114,630	71,480	111,780			2	
Wicomico		64,249	128,498			Vacant	
Worcester	88,733	75,000	100,000			2	
MNCPPC							
AVERAGE	115,338	93,092	127,092				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo

Deputy County Attorney

Assists County Attorney

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	100,858	100,858	100,858				0.50 FTE. Salary annualized.
Anne Arundel	158,196	89,907	161,372			2	
Baltimore City							
Baltimore County	156,745	156,745	156,745		Deputy County Attorney	1	Non-graded position
Calvert	130,000	130,000	130,000	=	Associate County Attorney	1	Contract/35/week
Caroline							
Carroll	91,250	72,322	130,167	=	Deputy County Attorney	1	
Cecil							
Charles	94,206			=		1	
Dorchester							
Frederick							
Garrett							
Harford							
Howard	170,248	99,473	170,249		Deputy Attorney	1	
Kent							
Montgomery	179,523	101,077	179,523	=	Manager I	1	
Prince George's	146,518	94,285	183,439	=	Deputy Director, Office of Law	4	Prince George's County uses the generic Deputy Director class. Actual average for 4 incumbents \$147,092.
Queen Anne's							
St. Mary's	96,429	85,218	136,240			1	At Will
Somerset							
Talbot		62,938	78,930		Assistant County Attorney		vacant
Washington	111,800	71,480	111,780			1	
Wicomico		50,652	101,303			vacant	
Worcester							
MNCPPC							
AVERAGE	130,525	92,913	136,717				

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FY 2018 Salary Survey of MD Counties, Prepared by MACo



County Employee Health Benefits

FY 2018 Maryland County Government Health Benefits Survey				
Allegany				
	Active Employees/Pre-65 Retirees		Medicare Retirees	
	Active Employees	Pre-65 Retirees	Medicare Eligible	Medicare w/Upgrade
Annual Deductible (Individual)			N/A	N/A
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	300	300	N/A	N/A
Annual Deductible (Family)			N/A	N/A
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	600	600	N/A	N/A
Office Co-Pays (In-Network)	25	25	N/A	N/A
ER Copay	100	100	N/A	N/A
Coinurance (In-Network)			N/A	N/A
Coinurance (Out-of-Network)			N/A	N/A
Out of Pocket Max. (Individual)			N/A	N/A
In-Network	2000	2000	N/A	N/A
Out-of-Network	2000	2000	N/A	N/A
Out of Pocket Max. (Family)			N/A	N/A
In-Network	4000	4000	N/A	N/A
Out-of-Network	4000	4000	N/A	N/A
Rx Plan: Retail Generic	10	10	N/A	N/A
Brand, Formulary	35	40	N/A	N/A
Brand, Non-Formulary	50	55	N/A	N/A
RX Plan: Mail Generic	10	10	N/A	N/A
Brand, Formulary	35	40	N/A	N/A
Brand, Non-Formulary	50	55	N/A	N/A

Notes: All Rx copays after \$100 deductible for pre-65 retirees. Medicare retirees are in a private Medicare Exchange Plan.

FY 2016 Maryland County Government Health Benefits Survey				
Allegany				
Person Responding: Brian P. Westfall, SPHR				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	Yes		CareFirst BC/BS	CBIZ
	Other			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	105	143	104	74
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	Yes	Via Flexible Spending Plan	Yes	No
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	No	No	Voluntary	Voluntary
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	No	Voluntary	Included	
Opt-out offered for employees covered by other health insurance plans?	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Yes	16	600	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	No	n	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst Blue Cross/Blue Shield			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Potentially			
What options have been implemented to reduce retiree health care costs?	Private health care exchange for post-65 retirees.			

FY 2018 Maryland County Government Health Benefits Survey

Anne Arundel

County: Anne Arundel County Government

Person Responding: Douglas Hart

Title: Sr. Personnel Analyst

Phone: 410 222-7400

Email: pehart01@aacounty.org

Fax: 410 222-4512

	Active Employee and Pre-65 Retirees			Medicare Retirees
	Triple Option	Blue Choice HMO	CareFirst EPO	Aetna Medicare Advantage
Annual Deductible (Individual)	125/250/500	100	100	0
In-Network				
Out-of-Network				
Annual Deductible (Family)	250/500/1000	200	200	0
In-Network				
Out-of-Network				
Office Co-Pays (In-Network)	15/25/70%AB	15	15	10
ER Copay	\$75	\$75	\$75	\$50
Coinsurance (In-Network)	95/5, 85/15, 70/30	100%	100%	100%
Coinsurance (Out-of-Network)				
Out of Pocket Max. (Individual)	500/1000/1500	800	1100	2000
In-Network				
Out-of-Network				
Out of Pocket Max. (Family)	1000/2000/3000	1600	3600	4000
In-Network				
Out-of-Network				
Rx Plan: Retail Generic	5	5	5	5
Brand, Formulary	25	25	25	25
Brand, Non-Formulary	35	35	35	35
RX Plan: Mail Generic	10	10	10	10/ 25 Non-CVS
Brand, Formulary	50	50	50	50/ 65 Non-CVS
Brand, Non-Formulary	70	70	70	70/ 85 Non-CVS

FY 2017 Maryland County Government Health Benefits Survey				
Anne Arundel				
County: Anne Arundel County Government				
Person Responding: Douglas Hart				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X	All Self -Insured except Aetna Medicare Advantage which is Fully-Insured		
How many people does your county insure on: 7/1 FY18	Single plans	Family plans	Two-person plans	Retirees
	1318	1720	905	3378
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	Full Cost thru 3rd Party	X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	Full Cost thru 3rd Party		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	930	498-524-546-750	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N/A	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?		No		
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?		N/A		
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?		Possibly		
What options have been implemented to reduce retiree health care costs?		Establishment of OPEB Trust Fund. RX EGWP. Switch to Fully-Insured Medicare Advantage Plan		

FY 2017 Maryland County Government Health Benefits Survey

Baltimore City

BALTIMORE CITY

EDWARD LOPEZ

H.R. MANAGER

410-396-7285

edward.lopez@baltimorecity.gov

410-545-1516

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

FY 2017 Maryland County Government Health Benefits Survey				
Baltimore City				
Person Responding: Edward Lopez				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	415	650 - 2,500	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?				
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

FY 2018 Maryland County Government Health Benefits Survey

Baltimore County

Person Responding: Shelly Simon

Title: Personnel Analyst

Phone: 410-887-2004

Email: ssimon@baltimorecountymd.gov

Fax: 410-887-8710

	Active Employee and Pre-65 Retirees			Medicare Retirees	
	CIGNA Open Access Plus HMO (OAPIN)	CIGNA Open Access Plus (OAP)	Kaiser HMO	Cigna Medicare Surround	Kaiser Medicare Plus
Annual Deductible (Individual)	N/A		None	Not Applicable	None
In-Network		200			
Out-of-Network		300			
Annual Deductible (Family)	N/A				None
In-Network		400	None		
Out-of-Network		600			
Office Co-Pays (In-Network)	15	15	10	medicare	5
ER Copay	50	50	50	medicare	50
Coinurance (In-Network)	N/A	15/85	None		
Coinurance (Out-of-Network)		25/75	None		
Out of Pocket Max. (Individual)				\$2,000, \$300,000 lifetime	None
In-Network	1,100	1,000			
Out-of-Network		1,500	None		
Out of Pocket Max. (Family)					
In-Network	3,600	2,000			
Out-of-Network		3,000	None		
Rx Plan: Retail Generic	12	12	12	Greater of \$10 or 20%	5
Brand, Formulary	30	30	30	Greater of \$10 or 30%	5
Brand, Non-Formulary	45	45	45		
RX Plan: Mail Generic	24	24	24	Greater of \$10 or 20%	3
Brand, Formulary	60	60	60	Greater of \$10 or 30%	3
Brand, Non-Formulary	90	90	90		

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

FY 2017 Maryland County Government Health Benefits Survey				
Baltimore County				
Person Responding: Shelly Simon				
Title: Personnel Analyst				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	Kaiser HMO & Cigna Dental HMO			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	Not available	Not available	Not available	Not available
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	Limited through EAP	X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N/A	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	We offer limited incentives for different one time Wellness Events that are funded by our Cigna Wellness Fund.			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Cigna provides the stop loss for the Cigna plans. The specific attachment point is \$500,000, No aggregate.			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Not sure.			
What options have been implemented to reduce retiree health care costs?	Steps were taken for 2016 to encourage Medicare Retirees to find their own Medicare Part D plan, but it is not mandatory. Retirees subsidy was completely restructured for those retiring after 7/1/07 and for those hired after 7/1/07 have an even greater reduction in subsidy.			

FY 2018 Maryland County Government Health Benefits Survey

Calvert

County: Calvert County

Person Responding: David E. Carpenter

Title: Sr. HR Analyst - Benefits Mgr.

Phone: 410-535-1600 ext. 2802

Email: david.carpenter@calvertcountymd.gov

Fax: 410-414-5617

	Active Employee/Pre-65 Retiree		Medicare Retirees		
	HMO	PPO	HMO	PPO	Standard Group
Annual Deductible (Individual)					
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	N/A	200	N/A	200	300
Annual Deductible (Family)					
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	N/A	400	N/A	400	300 pp
Office Co-Pays (In-Network)	5	10	5	10	NA
ER Copay	25	N/A	25	N/A	N/A
Coinsurance (In-Network)	100%	100%	100%	100%	N/A
Coinsurance (Out-of-Network)	N/A	80%	N/A	80%	N/A
Out of Pocket Max. (Individual)					
In-Network	2000	800	N/A	800	300
Out-of-Network	N/A	800	N/A	800	N/A
Out of Pocket Max. (Family)					
In-Network	6000	1600	N/A	1600	300 pp
Out-of-Network	N/A	1600	N/A	1600	N/A
Rx Plan: Retail Generic	8	10	8	10	10
Brand, Formulary	15	20	15	20	20
Brand, Non-Formulary	30	35	30	35	35
RX Plan: Mail Generic	8	10	8	10	10
Brand, Formulary	15	20	15	20	20
Brand, Non-Formulary	30	35	30	35	35

FY 2018 Maryland County Government Health Benefits Survey					
Calvert					
County: Calvert County					
Person Responding: David E. Carpenter					
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker	
	X				
	Fully-Insured	Other			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees	
	272	266	182	219	
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance	
	X		X		
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance	
			X	X	
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other	
			X		
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?	
	Y	169	850	N	
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog		
	Y	N	Y		
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?		Self insured - trying to implement some CareFirst wellness initiatives			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?		CareFirst \$200,000 specific / No Agregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?		Don't know			
What options have been implemented to reduce retiree health care costs?					

FY 2017 Maryland County Government Health Benefits Survey				
Carroll				
	Active Employee/Pre-65 Retiree		Medicare Retirees	
	Choice	Choice Plus	Medicare Supplemental	N/A
Annual Deductible (Individual)			200	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	200		-
Annual Deductible (Family)			400	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	400		-
Office Co-Pays (In-Network)	10	15	N/A	-
ER Copay	50	50	80/20	-
Coinsurance (In-Network)	N/A	N/A	80/20	-
Coinsurance (Out-of-Network)	N/A	80/20	80/20	-
Out of Pocket Max. (Individual)			1,700	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	1,700		-
Out of Pocket Max. (Family)			3,400	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	3,400		-
				-
Rx Plan: Retail Generic	10	10	10	-
Brand, Formulary	20	20	20	-
Brand, Non-Formulary	30	30	30	-
RX Plan: Mail Generic	10	10	10	-
Brand, Formulary	20	20	20	-
Brand, Non-Formulary	30	30	30	-

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

FY 2017 Maryland County Government Health Benefits Survey				
Carroll				
Person Responding:				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	269	415ee's/1,624 total	279ee's/558 total	367ee's/617 total
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	X	99	\$400-\$1200	no
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Yes	Yes		
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	United Healthcare Insurance Company-BP Stop Loss; Individual SL-\$300,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	possibly			
What options have been implemented to reduce retiree health care costs?	Those employees hired after 2005 have a higher cost-sharing of premium. We have also increased the years of service requirement to 15 years as opposed to 10 with a hire date after 2005.			

FY 2017 Maryland County Government Health Benefits Survey				
Caroline				
County: Caroline County				
Person Responding: Sherry Bratton				
Title: Assistant Director of Human Resources				
Phone: 410-479-4105				
Email: sbratton@carolinemd.org				
Fax: 410-479-4023				
	Active Employee	Medicare Retirees	Pre-65 Retiree	
	EPO/Active	Medicare Supplement	HRA (\$252 monthly reimb)	N/A
Annual Deductible (Individual)			-	-
In-Network		N/A	-	-
Out-of-Network		N/A	-	-
Annual Deductible (Family)		Only individual	-	-
In-Network		N/A	-	-
Out-of-Network		N/A	-	-
Office Co-Pays (In-Network)	15 PRIM/30 SPEC	N/A	-	-
ER Copay	150	N/A	-	-
Coinsurance (In-Network)	None	N/A	-	-
Coinsurance (Out-of-Network)	None	N/A	-	-
Out of Pocket Max. (Individual)		N/A	-	-
In-Network	1500	N/A	-	-
Out-of-Network	3000	N/A	-	-
Out of Pocket Max. (Family)			-	-
In-Network	3000		-	-
Out-of-Network	6000		-	-
			-	-
Rx Plan: Retail Generic	10	N/A	-	-
Brand, Formulary	25	N/A	-	-
Brand, Non-Formulary	40	N/A	-	-
RX Plan: Mail Generic	20	N/A	-	-
Brand, Formulary	50	N/A	-	-
Brand, Non-Formulary	80	N/A	-	-

FY 2017 Maryland County Government Health Benefits Survey				
Caroline				
County: Caroline County				
Person Responding: Sherry Bratton				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
		X		
	Fully-Insured	Other		
		Medicare Supplement is Hartford Insurance		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	89	39	45	26
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X			X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	15	VARIES	stopped in 2013
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	no	no	no	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	no			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?	Hartford Medicare Supplement and HRA for Retirees under 65			

FY 2018 Maryland County Government Health Benefits Survey				
Cecil				
	Active Employee/Pre-65 Retirement			Medicare Retirees
	Carefirst PPO - High Option	Carefirst PPO - Standard Option	Carefirst High Deductible	Carefirst PPO-Standard Option
Annual Deductible (Individual)				
In-Network	200	400	1,500	400
Out-of-Network	200	400	3,000	400
Annual Deductible (Family)				
In-Network	600	1,200	3,000	1,200
Out-of-Network	600	1,200	6,000	1,200
Office Co-Pays (In-Network)	20 / 30	20 / 30	10% after deductible	20 / 30
ER Copay	10% of allowed benefit after deductible	25% of allowed benefit after deductible	10% after deductible	25% of allowed benefit after deductible
Coinsurance (In-Network)	10% of allowed benefit	25% of allowed benefit	10% after deductible	25% of allowed benefit
Coinsurance (Out-of-Network)	25% of allowed benefit after deductible	35% of allowed benefit after deductible	10% after deductible	35% of allowed benefit after deductible
Out of Pocket Max. (Individual)				
In-Network	1,500	2,000	3,000	2,000
Out-of-Network	1,500	2,000	6,000	2,000
Out of Pocket Max. (Family)				
In-Network	4,500	6,000	6,000	6,000
Out-of-Network	4,500	6,000	12,000	6,000
Rx Plan: Retail Generic	\$10 copay for 30-day supply	\$10 copay for 30-day supply	10% after deductible	\$10 copay for 30-day supply
Brand, Formulary	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	10% after deductible	25% copay up-to maximum of \$50 for 30-day supply
Brand, Non-Formulary	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	10% after deductible	25% copay up-to maximum of \$50 for 30-day supply
RX Plan: Mail Generic	\$10 copay for 90-day supply	\$10 copay for 90-day supply	10% after deductible	\$10 copay for 90-day supply
Brand, Formulary	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	10% after deductible	25% copay up-to maximum of \$75 for 90-day supply
Brand, Non-Formulary	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	10% after deductible	25% copay up-to maximum of \$75 for 90-day supply

FY 2017 Maryland County Government Health Benefits Survey				
Cecil				
Person Responding:				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	220	185	109	76
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
		X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Y			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Sun Life Assurance Company \$200,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

FY 2017 Maryland County Government Health Benefits Survey

Charles

County: Charles County

Person Responding: Angel Dotson

Title: Benefits Compliance Administrator

Phone: 301-885-2764

Email: DotsonA@charlescountymd.gov

Fax: 301-396-8862

	Active Employee/Pre-65 Retiree		Medicare Retirees	
	Bluechoice Advantage	CareFirst BlueChoice HMO Open Access	CareFirst Standard over 65	HMO Open Access over 65
Annual Deductible (Individual)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	200	N/A	N/A	N/A
Annual Deductible (Family)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	400	N/A	N/A	N/A
Office Co-Pays (In-Network)	\$15 PCP/\$20 Spec	\$10 PCP/\$15 Spec	varies	\$10 PCP/\$15 Spec
ER Copay	\$125 /Waived admitted	\$100/Waived admitted	N/A	\$100/Waived admitted
Coinsurance (In-Network)	N/A	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Coinsurance (Out-of-Network)	80%/20%	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Out of Pocket Max. (Individual)				
In-Network	1,000	2,000	200	2,000
Out-of-Network	1,000	N/A	N/A	N/A
Out of Pocket Max. (Family)				
In-Network	2,000	6,000	N/A	6,000
Out-of-Network	2,000	N/A	N/A	N/A
Rx Plan: Retail Generic	5	5	5	5
Brand, Formulary	20	20	20	20
Brand, Non-Formulary	35	35	35	35
RX Plan: Mail/CVS Retail Pharmacy Generic	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay
Brand, Formulary	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay
Brand, Non-Formulary	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay

FY 2017 Maryland County Government Health Benefits Survey				
Charles				
County: Charles County				
Person Responding: Angel Dotson				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	N			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst, Stop Loss Specific is \$175,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Would have to review.			
What options have been implemented to reduce retiree health care costs?	Higher copays, dropped the CareFirst PPO and added a Blue Choice Advantage plan, updated Rx formulary list			

FY 2017 Maryland County Government Health Benefits Survey

Dorchester

County: Dorchester

Person Responding: Becky Dennis

Title: HR Director

Phone: 410-901-2406

Email: bdennis@docogonet.com

Fax: 410-228-6850

Active Employee, Pre-65 Retirees and Medicare Retirees*

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

FY 2017 Maryland County Government Health Benefits Survey				
Dorchester				
County: Dorchester				
Person Responding: Becky Dennis				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X		X	X
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	93	60	68	84
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
			X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-		-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Y			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	N			
What options have been implemented to reduce retiree health care costs?	Over 65 must utilize Medicare Part D			

FY 2017 Maryland County Government Health Benefits Survey					
Frederick					
	Active Employee and Pre-65 Retiree		Medicare Retirees		Active Ees Only
	In Network	Point of Service	In-Network	Point of Service (POS)	High Deductible w/HSA
Annual Deductible (Individual)					
In-Network	0	0	N/A	N/A	1300
Out-of-Network	N/A	300	N/A	300	2600
Annual Deductible (Family)					
In-Network	0	0	N/A	N/A	2600
Out-of-Network	N/A	600	N/A	600	5200
Office Co-Pays (In-Network)	20	20	20	20	n/a
ER Copay	150	150	150	150	n/a
Coinurance (In-Network)	10%	10%	10%	10%	10%
Coinurance (Out-of-Network)	N/A	20%	N/A	20%	20%
Out of Pocket Max. (Individual)					
In-Network	1250	1250	1250	1250	2500
Out-of-Network	N/A	2300	N/A	2300	5000
Out of Pocket Max. (Family)					
In-Network	2500	2300	2500	2300	5000
Out-of-Network	N/A	4600	N/A	4600	9600
					<u>IN</u> <u>OON</u>
Rx Plan: Retail Generic	10	10	10	10	10 20%
Brand, Formulary	30	30	30	30	30 20%
Brand, Non-Formulary	50	50	50	50	50 20%
RX Plan: Mail Generic	20	20	20	20	20 n/a
Brand, Formulary	60	60	60	60	60 n/a
Brand, Non-Formulary	100	100	100	100	100 n/a

FY 2017 Maryland County Government Health Benefits Survey					
Frederick					
Person Responding:					
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.					
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker	
	Fully-Insured	Other			
	X				
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees	
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance	
	X	X	X		
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance	
	X	X	X	X	
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other	
		X	X		
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?	
	N	-	-	-	
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog		
	N	N	Y		
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Y				
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?					
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Not Currently				
What options have been implemented to reduce retiree health care costs?	Changes to subsidy of premiums, offering Medicare Supplement				

FY 2017 Maryland County Government Health Benefits Survey			
Garrett			
County: Garrett County			
Person Responding: DaVina Griffith			
Title: Director Human Resources			
Phone: 301.334.1989			
Email: dgriffith@garrettcountry.org			
Fax: 301.334.5026			
	Active Employee and Pre-65 Retirees		Medicare Retirees
	MPOS	PPN	January 1, 2017 moved from Group Plan with United Healthcare to Individual HRA Subsidy
Annual Deductible (Individual)			
In-Network	200	0	N/A
Out-of-Network	400	300	N/A
Annual Deductible (Family)			
In-Network	400	0	N/A
Out-of-Network	800	900	N/A
Office Co-Pays (In-Network)	25	15	N/A
ER Copay	75	25	N/A
Coinsurance (In-Network)	90%	100%	N/A
Coinsurance (Out-of-Network)	70%	80%	N/A
Out of Pocket Max. (Individual)			
In-Network	3,000	3,000	N/A
Out-of-Network	4,000	3,000	N/A
Out of Pocket Max. (Family)			
In-Network	6,000	6,000	N/A
Out-of-Network	8,000	6,000	N/A
Rx Plan: Retail Generic	10	10	
Brand, Formulary	30	20	
Brand, Non-Formulary	50	35	
RX Plan: Mail Generic	20	20	
Brand, Formulary	60	40	
Brand, Non-Formulary	100	70	

FY 2017 Maryland County Government Health Benefits Survey				
Garrett				
Person Responding:				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	82	119 FAMILY + 7 PARENT & CHILDREN + 19 PARENT & 1 CHILD = 126		78 EMPLOYEE & SPOUSE + 19 PARENT & 1 CHILD = 97 121
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	
	X		X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
		X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
				-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather long-term?	Participate in Early Retiree Ins Prog	
	X	X	X	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Yes	Eff. January 1, 2018 premium rates will increase \$600 emp / \$300 spouse	Unless completion of both a Bio-metric Screening & CHRA	
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Sun Life Financial	Specific Stop Loss - 24/12 (Monthly Premium Rate = \$26.21 Individual; \$67.07 Non-Individual)	Specific Deductible - \$250,000	Aggregate Stop Loss – 24/12 (Monthly Premium Rate = \$2.45)
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?	January 1, 2017 moved over 65 retirees to HRA	subsidy for individual plans on Medicare Exchange		

FY 2018 Maryland County Government Health Benefits Survey

Harford

County: Harford County Government

Person Responding: Beth A. Griffith

Title: Benefits Program Manager

Phone: 410-638-3202

Email: bagriffith@harfordcountymd.gov

Fax: 410-879-3564

	Active Employee and Pre-65 Retiree				Medicare Retirees	
	HDHP (CDH)	Offered under Triple Option - PPO/Leve l 2	MPOS	Blue Choice Opt Out Plus - HMO	TRADITIONAL	HMO
Annual Deductible (Individual)						
In-Network		250		N/A	N/A	N/A
Out-of-Network		500		300	N/A	300
Annual Deductible (Family)						
In-Network		500		N/A	N/A	N/A
Out-of-Network		1,000		600	N/A	600
Office Co-Pays (In-Network)		30		20 PCP/30 SPEC	20% AFTR MEDICARE	20 PCP/30 SPEC
ER Copay	PLAN NO LONGER OFFERED	150	PLAN NO LONGER OFFERED	150	20% AFTR MEDICARE	150
Coinsurance (In-Network)	OFFERED	N/A	OFFERED	N/A	20% AFTR MEDICARE	N/A
Coinsurance (Out-of-Network)		20%		20%	20% AFTR MEDICARE	20%
Out of Pocket Max. (Individual)						
In-Network		N/A		N/A	N/A	N/A
Out-of-Network		2,000		2,000	N/A	2,000
Out of Pocket Max. (Family)						
In-Network		N/A		N/A	N/A	N/A
Out-of-Network		4,000		4,000	N/A	4,000
Rx Plan: Retail Generic		10		5	20% OF RX COST	5
Brand, Formulary		35		15	20% OF RX COST	25
Brand, Non-Formulary		65		35	20% OF RX COST	55
RX Plan: Mail Generic	2 COPAYS FOR 90 DAY SUPPLY					
Brand, Formulary						
Brand, Non-Formulary					\$20 COPAY/90 DAY	2 COPAY/90 DAY

FY 2018 Maryland County Government Health Benefits Survey				
Harford				
County: Harford County Government				
Person Responding: Beth A. Griffith				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	361	744	402	691
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
		X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	X	135	1,200	
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm ?	Participate in Early Retiree Ins Prog	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?		No		
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?		Yes		
What options have been implemented to reduce retiree health care costs?		PEHP Plan		

FY 2017 Maryland County Government Health Benefits Survey						
Howard						
County: Howard County						
Person Responding: Randy Zamzow						
Title: Chief of Benefits						
Phone: (410) 313-3237						
Email: rzamzow@howardcountymd.gov						
Fax: (410) 313-3237						
Active Employee, Pre-65 Retirees, and Medicare Retirees						
	Aetna Open Access (actives and pre-65 retirees)	Aetna PPO (actives and pre-65 retirees)	Kaiser HMO (actives and pre-65 retirees)	Kaisre Cost Plus plan (Medicare retirees)	Medicare Advantage 95 plan	Medicare Advantage 10 plan
Annual Deductible (Individual)					-	
In-Network	N/A	\$250	N/A	n/a	\$300	n/a
Out-of-Network	N/A	\$500	N/A	Medicare benefits schedule	\$300	n/a
Annual Deductible (Family)					\$0	
In-Network	N/A	\$500	N/A	n/a	\$300	n/a
Out-of-Network	N/A	\$1,000	N/A	Medicare benefits schedule	\$300	n/a
Office Co-Pays (In-Network)	10pcp 20 spec	\$20	10pcp 20 spec	\$10	\$0	\$10.00
ER Copay	\$100	\$100	\$100	\$50	\$50	\$50.00
Coinsurance (In-Network)	100%	90%	100%	n/a	5%	n/a
Coinsurance (Out-of-Network)	N/A	70%	N/A	Medicare benefits schedule	5%	n/a
Out of Pocket Max. (Individual)					-	
In-Network	N/A	\$1,500	N/A	\$3,400	\$1,000.00	\$6,700.00
Out-of-Network	N/A	\$4,000	N/A	Medicare benefits schedule	\$1,000.00	\$6,700.00
Out of Pocket Max. (Family)					\$0.00	
In-Network	N/A	\$3,000	N/A	\$3,400	\$1,000.00	\$6,700.00
Out-of-Network	N/A	\$8,000	N/A	Medicare benefits schedule	\$1,000.00	\$6,700.00
					-	
Rx Plan: Retail Generic	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Brand, Formulary	\$30.00	\$30.00	\$30.00	\$10.00	\$30.00	\$30.00
Brand, Non-Formulary	\$50.00	\$50.00	\$50.00	\$10.00	\$50.00	\$50.00
RX Plan: Mail Generic	\$10.00	\$10.00	\$20.00	\$15.00	\$10.00	\$10.00
Brand, Formulary	\$30.00	\$30.00	\$60.00	\$15.00	\$30.00	\$30.00
Brand, Non-Formulary	\$50.00	\$50.00	\$100.00	\$15.00	\$50.00	\$50.00

FY 2017 Maryland County Government Health Benefits Survey				
Howard				
County: Howard County				
Person Responding: Randy Zamzow				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	897	879	625	785
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	428	\$900/year	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Yes, but ERRP has expired	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Aetna is stop loss carrier. \$600,000 specific, no aggregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?	Implementation of Medicare Advantage plans for medicare-eligible retirees; increase in years of service required for retiree health insurance eligibility; change in algorithm for determining County contribution towards retiree health premium			

FY 2017 Maryland County Government Health Benefits Survey				
Kent				
County: Kent County				
Person Responding: S. Martin Hale				
Title: HR Director				
Phone: 410-778-7481				
Email: mhale@kentgov.org				
Fax: 410-778-3749				
	Active Employee and Pre-65 Retirees		Medicare Retirees	
	HMO/HRA	N/A	GAP	N/A
Annual Deductible (Individual)		-	Employees participate in Medicare and county provides GAP coverage for services not fully covered by Medicare. County pays for benefits for only those retiring with 30 years of service.	-
In-Network	1200	-		-
Out-of-Network	N/A	-		-
Annual Deductible (Family)		-		-
In-Network	2400	-		-
Out-of-Network	N/A	-		-
Office Co-Pays (In-Network)	15/25	-		-
ER Copay	100	-		-
Coinsurance (In-Network)	N/A	-		-
Coinsurance (Out-of-Network)	N/A	-		-
Out of Pocket Max. (Individual)		-		-
In-Network	2400	-		-
Out-of-Network	N/A	-		-
Out of Pocket Max. (Family)		-		-
In-Network	4800	-		-
Out-of-Network	N/A	-		-
		-		-
Rx Plan: Retail Generic	10	-		-
Brand, Formulary	25	-		-
Brand, Non-Formulary	45	-		-
RX Plan: Mail Generic		-	-	
Brand, Formulary		-	-	
Brand, Non-Formulary		-	-	

FY 2017 Maryland County Government Health Benefits Survey				
Kent				
County: Kent County				
Person Responding: S. Martin Hale				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X		X	X
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	110	51	24	26
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	with pension			X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	N			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Everest Reinsurance Co., 60K specific, 60K aggregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	possibly			
What options have been implemented to reduce retiree health care costs?	> 65, retirees move to gap coverage around Medicare.			

FY 2018 Maryland County Government Health Benefits Survey						
Maryland National Capital Park and Planning Commission						
County: Montgomery and Prince George's County Maryland						
Person Responding: Cynthia Henderson						
Title: Principal Benefits Specialist						
Phone: 301-454-1685						
Email: cynthia.henderson@mncppc.org						
Fax: 301-454-1687						
	Active Employee and Pre-65 Retiree			Medicare Retirees		
	UnitedHealthcare POS	UnitedHealthcare EPO	Kaiser Permanente HMO	*UnitedHealthcare Medicare Complement	UnitedHealthcare EPO	Kaiser Medicare Comp
Annual Deductible (Individual)	N/A	N/A	N/A	N/A	N/A	N/A
In-Network	N/A	N/A	N/A	N/A	N/A	N/A
Out-of-Network	250	N/A	N/A	N/A	N/A	N/A
Annual Deductible (Family)	600	N/A	N/A	N/A	N/A	N/A
In-Network	N/A	N/A	N/A	N/A	N/A	N/A
Out-of-Network	600	N/A	N/A	N/A	N/A	N/A
Office Co-Pays (In-Network)	10	10	10	Supplement to Medicare	10	10
ER Copay	35	25	25	Supplement to Medicare	25	50
Coinurance (In-Network)	100%	100%	100%	100%	100%	100%
Coinurance (Out-of-Network)	80%	N/A	N/A	100%	N/A	N/A
Out of Pocket Max. (Individual)	600	1,100	1,100	Supplement to Medicare	1,100	3,400
In-Network	600	1,100	1,100	Supplement to Medicare	1,100	3,400
Out-of-Network	600	N/A	N/A	Supplement to Medicare	N/A	N/A
Out of Pocket Max. (Family)	1,800	3,600	3,600	Supplement to Medicare	3,600	N/A
In-Network	1,800	3,600	3,600	Supplement to Medicare	3,600	N/A
Out-of-Network	1,800	N/A	N/A	Supplement to Medicare	N/A	N/A
Rx Plan: Retail Generic	8	8	7	8	8	10
Brand, Formulary	16	16	15	16	16	10
Brand, Non-Formulary	25	25	30	25	25	10
RX Plan: Mail Generic	16	16	14	16	16	5
Brand, Formulary	32	32	30	32	32	5
Brand, Non-Formulary	40	40	60	40	40	5

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

FY 2016 Maryland County Government Health Benefits Survey				
Maryland National Capital Park and Planning Commission				
County: Montgomery and Prince George's County Maryland				
Person Responding: Tikeetha Thomas				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	636	649	390	1058
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	400k			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No			
What options have been implemented to reduce retiree health care costs?	Added utilization management programs under Rx plans.			

FY 2018 Maryland County Government Health Benefits Survey

Montgomery

Person Responding: Karen Bass

Title: Health Insurance Team Manager

Phone: 240-777-5054

Email: karen.bass@montgomerycountymd.gov

Fax: 240-777-5131

Active Employee, Pre-65 Retirees, and Medicare Retirees

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

FY 2018 Maryland County Government Health Benefits Survey				
Montgomery				
Person Responding: Karen Bass				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	3156	3667	1913	5288
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	x
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
		X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	other		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N/A	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Carriers all offer Wellness dollars, but not necessarily incentives for participating			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Only individual stop loss is offered by carrier CareFirst, \$500,000, UHC \$500,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No.			
What options have been implemented to reduce retiree health care costs?	Different cost share based on years of service. EGWP plus Wrap for Medicare Eligible retirees and dependents			

FY 2018 Maryland County Government Health Benefits Survey					
Prince George's					
County: Prince George's County Government					
Person Responding: Julia D. Sanders					
Title: Manager, Benefits Administration Division					
Phone: (301) 883-6064					
Email: jdsanders@co.pg.md.us					
Fax: (301) 883-6192					
	Active Employee and Pre-65 Retirees			Medicare Retirees	
	Cigna Open Acces In-Network HMO	Kaiser Perm. HMO	Cigna Op. Acc. Plus PPO	Cigna Open Acces In-Network HMO	Cigna Op. Acc.Plus PPO
Annual Deductible (Individual)					
In-Network	50	N/A	50	N/A	N/A
Out-of-Network	N/A	N/A	300	N/A	300
Annual Deductible (Family)					
In-Network	50(per family member)	N/A	50 (per family member)	N/A	N/A
Out-of-Network	N/A	N/A	550	N/A	550
Office Co-Pays (In-Network)	30 -PCP, 35-SPEC	15-PCP, 15-SPEC	30-PCP, 35-SPEC	N/A	N/A
ER Copay	150	50	150	N/A	N/A
Coinsurance (In-Network)	100%	100%	100%	N/A	100%
Coinsurance (Out-of-Network)	N/A	N/A	20%	N/A	20%
Out of Pocket Max. (Individual)					
In-Network	2,000	3,500	2,000	N/A	N/A
Out-of-Network	N/A	N/A	2,000	N/A	2,000
Out of Pocket Max. (Family)					
In-Network	4,000	9,400	4,000	N/A	N/A
Out-of-Network	N/A	N/A	4,000	N/A	4,000
	Carve-out (ESI)	Carve-out (ESI)	Carve-out (ESI)	Carve-out (ESI)	Carve-out (ESI)
Rx Plan: Retail Generic	10	10	10	10	10
Brand, Formulary	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of
Brand, Non-Formulary	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of
RX Plan: Mail Generic	20	20	20	20	20
Brand, Formulary	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of
Brand, Non-Formulary	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of

Notes: The County's prescription plan is a carve out benefit and is administered by Express-Scripts (ESI). The plan has a mandatory generic and mail order provision. The maximum copayment at retail is \$50 and the maximum copayment for the mail order is \$100.

FY 2017 Maryland County Government Health Benefits Survey				
Prince George's				
County: Prince George's County Government				
Person Responding: Julia D. Sanders				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	2,121	1,922	1,065	3,661
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	See below.	X	Supplemental Dental
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	1737	400 medical/ 200 Rx	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?		Yes. *See below.		
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?		No Stop Loss Insurance at this time.		
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?		Not at this time.		
What options have been implemented to reduce retiree health care costs?		Effective January 1, 2017, the County implemented the Employer Group Waiver Plan (EGWP) under the prescription plan for Medicare eligibles.		

Notes: The Legal Services, Accident, Critical Illness, Short-term Disability and Supplemental Dental plans are voluntary benefit plans. Coverage for invasive/non invasive cancer is covered under the Critical Illness Insurance Plan.

*Gift cards and wellness items are offered to employees for participation in certain wellness events.

FY 2017 Maryland County Government Health Benefits Survey				
Queen Anne's				
County: Queen Anne's County				
Person Responding: Beverly Churchill				
Title: Director of Human Resources				
Phone: 410-758-4406				
Email: bchurchill@qac.org				
Fax: 410-758-6913				
Active Employee, Pre-65 Retirees, and Medicare Retirees				
	PPO	EPO	BCA	N/A
Annual Deductible (Individual)				-
In-Network	N/A	N/A	100	-
Out-of-Network	200	N/A	500	-
Annual Deductible (Family)			-	-
In-Network	N/A	N/A	200	-
Out-of-Network	600	N/A	1,000	-
Office Co-Pays (In-Network)	20	20	20	-
ER Copay	50	50	100	-
Coinsurance (In-Network)	N/A	N/A	10%	-
Coinsurance (Out-of-Network)	80/20	N/A	40%	-
Out of Pocket Max. (Individual)			-	-
In-Network	800	6,350	1,500	-
Out-of-Network	800	12,700	3,000	-
Out of Pocket Max. (Family)			-	-
In-Network	2,400	N/A	3,000	-
Out-of-Network	2,400	N/A	6,000	-
			-	-
Rx Plan: Retail Generic	7	7	8	-
Brand, Formulary	24	24	30	-
Brand, Non-Formulary	24	24	45	-
RX Plan: Mail Generic	7	7	16 (90 day supply)	-
Brand, Formulary	24	24	60 (90 day supply)	-
Brand, Non-Formulary	24	24	90 (90 day supply)	-

FY 2017 Maryland County Government Health Benefits Survey				
Queen Anne's				
County: Queen Anne's County				
Person Responding: Beverly Churchill				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	129	164	105	195
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	75	1,200 annual	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Y			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst, Specific \$150,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Depends on the benefits			
What options have been implemented to reduce retiree health care costs?	N/A			

FY 2018 Maryland County Government Health Benefits Survey				
St. Mary's				
County: St. Mary's County				
Person Responding: Karen Gates				
Title: Benefits Coordinator				
Phone: 301-475-4200, ext *1104				
Email: karen.gates@stmarysmd.com				
Fax: 301-475-4082				
	Active Employee and Pre-65 Retirees		Medicare Retirees	
	BlueChoice Advantage	HMO Open Access	BlueChoice Advantage	HMO Open Access
Annual Deductible (Individual)				
In-Network	250	N/A	250	N/A
Out-of-Network	500	N/A	500	N/A
Annual Deductible (Family)				
In-Network	500	N/A	500	N/A
Out-of-Network	1,000	N/A	1,000	N/A
Office Co-Pays (In-Network)	20 PCP / 20 Spec	10 PCP / 20 Spec	20 PCP / 20 Spec	10 PCP / 20 Spec
ER Copay	100	75	100	75
Coinsurance (In-Network)	100% AB	N/A	100% AB	No charge
Coinsurance (Out-of-Network)	80% AB	N/A	80% AB	N/A
Out of Pocket Max. (Individual)				
In-Network	1,000	2,000	1,000	2,000
Out-of-Network	1,000	N/A	1,000	N/A
Out of Pocket Max. (Family)				
In-Network	2,000	6,000	2,000	6,000
Out-of-Network	2,000	N/A	2,000	N/A
Rx Plan: Retail Generic	10	10	10	10
Brand, Formulary	20	20	20	20
Brand, Non-Formulary	35	35	35	35
RX Plan: Mail Generic	20	20	20	20
Brand, Formulary	40	40	40	40
Brand, Non-Formulary	70	70	70	70
Self-Administered Injectables (excluding inslin)	50% coinsurance up to a max payment of \$75	50% coinsurance up to a max payment of \$75	50% coinsurance up to a max payment of \$75	50% coinsurance up to a max payment of \$75

FY 2017 Maryland County Government Health Benefits Survey				
St. Mary's				
County: St. Mary's County				
Person Responding: Karen Gates				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	193	252	176	264
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N		VARIES	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst: \$150 Specific			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No			
What options have been implemented to reduce retiree health care costs?	Effective 7/1/16 - switched from PPO to BlueChoice Advantage plan, increased emergency room copays, increased HMO prescripion drug copays, added deductible for in-patient hospitalization, added 4th Tier to prescription drug plan, will change drug formulary effective 1/1/17; removed 115% aggregate effective 7/1/17.			

FY 2018 Maryland County Government Health Benefits Survey

Somerset

County: Somerset

Person Responding: Erica Yeager

Title: Human Resources Director

Phone: 410-651-5131

Email: eyeager@somersetmd.us

Fax: 410-651-3559

Active Employee and Pre-65 Retirees			Medicare Retirees	
	HMO CAREFIRST BLUE CHOICE	N/A	INTEGRA/MEDICARE PRIMARY/SELF INS.	N/A
Annual Deductible (Individual)		-		-
In-Network		-		-
Out-of-Network		-		-
Annual Deductible (Family)		-		-
In-Network		-		-
Out-of-Network		-		-
Office Co-Pays (In-Network)	30/PCP- 40 Specialist	-	10	-
ER Copay	50	-	10	-
Coinsurance (In-Network)		-		-
Coinsurance (Out-of-Network)		-		-
Out of Pocket Max. (Individual)		-		-
In-Network	1,300	-		-
Out-of-Network		-		-
Out of Pocket Max. (Family)		-		-
In-Network	2,600	-		-
Out-of-Network		-		-
		-		-
Rx Plan: Retail Generic	15	-	10	-
Brand, Formulary	35	-	25	-
Brand, Non-Formulary	60	-	50	-
RX Plan: Mail Generic	30	-	25	-
Brand, Formulary	70	-	60	-
Brand, Non-Formulary	120	-	110	-

FY 2018 Maryland County Government Health Benefits Survey				
Somerset				
County: Somerset				
Person Responding: Erica Yeager				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	98	19	59	40
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X			X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	0	0	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

FY 2018 Maryland County Government Health Benefits Survey				
Talbot				
	Active Employee and Pre-65 Retirees		Medicare Retirees	
	Integra Administrative Group - PPO	N/A	Medicare Supp Coverage	N/A
Annual Deductible (Individual)		-		-
In-Network	N/A	-	N/A	-
Out-of-Network	300	-	N/A	-
Annual Deductible (Family)		-	N/A	-
In-Network	N/A	-		-
Out-of-Network	600	-		-
Office Co-Pays (In-Network)	15	-	N/A	-
ER Copay	125	-		-
Coinsurance (In-Network)	N/A	-		-
Coinsurance (Out-of-Network)	80/20	-		-
Out of Pocket Max. (Individual)		-	N/A	-
In-Network	500	-		-
Out-of-Network	1,000	-		-
Out of Pocket Max. (Family)		-	N/A	-
In-Network	1,000	-		-
Out-of-Network	2,000	-		-
		-		-
Rx Plan: Retail Generic	10	-	10	-
Brand, Formulary	30	-	25	-
Brand, Non-Formulary	50	-	40	-
RX Plan: Mail Generic	20	-	25	-
Brand, Formulary	60	-	50	-
Brand, Non-Formulary	100	-	88	-

Notes:

1) Medicare Supp Coverage - \$15,000 annual maximum for prescripition drugs

FY 2018 Maryland County Government Health Benefits Survey				
Talbot				
Person Responding: Cynthia Haddaway				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	102	62	98	43
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	Aflac
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	46	2,000	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	NO			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	carrier - Unimerica \$90,000 individual \$4,890,000 aggregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	would be interested in information			
What options have been implemented to reduce retiree health care costs?	none at this time			

FY 2017 Maryland County Government Health Benefits Survey

Washington

County: Washington County, Maryland

Person Responding: Debra I. Peyton

Title: Benefits Manager

Phone: 240-313-2356

Email: dpeyton@washco-md.net

Fax: 240-313-2351

Active Employee and Pre-65 Retirees

	Low Option Medical (EPO) In-Network only	High Option Medical (PPO) In-Network	N/A	N/A
Annual Deductible (Individual)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	N/A	250	-	-
Annual Deductible (Family)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	N/A	750	-	-
Office Co-Pays (In-Network)	15	20	-	-
ER Copay	100	100	-	-
Coinsurance (In-Network)	N/A	N/A	-	-
Coinsurance (Out-of-Network)	N/A	30%	-	-
Out of Pocket Max. (Individual)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	N/A	1,250	-	-
Out of Pocket Max. (Family)			-	-
In-Network	N/A	N/A	-	-
Out-of-Network	N/A	3,750	-	-
			-	-
Rx Plan: Retail Generic	10	10	-	-
Brand, Formulary	35	35	-	-
Brand, Non-Formulary	45	45	-	-
Allegra D, Nexium, and Prevacid	50	50	-	-
RX Plan: Mail Generic	20	20	-	-
Brand, Formulary	40	40	-	-
Brand, Non-Formulary	70	70	-	-
Allegra D, Nexium, and Prevacid	100	100	-	-

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

FY 2017 Maryland County Government Health Benefits Survey				
Washington				
County: Washington County, Maryland				
Person Responding: Debra I. Peyton				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	X	X	X	X
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X		X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	109	VARIES	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Highmark \$175,000 Specific, 15.9 Million or 125% of Claims			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Maybe			
What options have been implemented to reduce retiree health care costs?	They pay 50% of cost			

FY 2017 Maryland County Government Health Benefits Survey				
Wicomico				
County: Wicomico				
Person Responding: Michele Ennis				
Title: Director of Human Resources				
Phone: 410-334-3125				
Email: mennis@wicomicocounty.org				
Fax: 410-334-3111				
	Active Employee and Pre-65 Retirees		Medicare Retirees	
	PPO	EPO	Medicare Primary	N/A
Annual Deductible (Individual)				-
In-Network	N/A	N/A	N/A	-
Out-of-Network	200	N/A	N/A	-
Annual Deductible (Family)			N/A	-
In-Network	N/A	N/A	N/A	-
Out-of-Network	600	N/A	N/A	-
Office Co-Pays (In-Network)	15	15	N/A	-
ER Copay	25 phy/ 100 facility	25 phy/ 100 facility	N/A	-
Coinsurance (In-Network)	N/A	N/A	Medicare	-
Coinsurance (Out-of-Network)	N/A	N/A	Medicare	-
Out of Pocket Max. (Individual)				-
In-Network	1,200	1,200	N/A	-
Out-of-Network	1,200	1,200	N/A	-
Out of Pocket Max. (Family)			N/A	-
In-Network	3,600	3,600	N/A	-
Out-of-Network	3,600	3,600	N/A	-
				-
Rx Plan: Retail Generic	5	5	5	-
Brand Formulary	30	30	30	-
Brand, Non-Formulary	45	45	45	-
RX Plan:Mail Generic	5	5	5	-
Brand, Formulary	30	30	30	-
Brand, Non-Formulary	45	45	45	-

FY 2017 Maryland County Government Health Benefits Survey				
Wicomico				
County: Wicomico				
Person Responding: Michele Ennis				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	244	165	140	196
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	745	85%emp/75%dep	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	N			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst of MD, Inc. \$250,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	yes if cost savings to retirees & network coverage			
What options have been implemented to reduce retiree health care costs?	offer to subsidize other national plans			

FY 2017 Maryland County Government Health Benefits Survey				
Worcester				
Worcester County Government				
Stacey Norton				
Human Resources Director				
410-632-0090				
snorton@co.worcester.md.us				
410-632-5614				
Note: Hired before 7/1/15 it is a 90/10 cost sharing; New hires after 7/1/15 it is a 80/20% cost sharing; same coverage for retirees				
	Active Employee and Pre-65 Retirees		Medicare Retirees	
	Traditional	N/A	Traditional	N/A
Annual Deductible (Individual)		-		-
In-Network	0	-	0	-
Out-of-Network	\$250	-	\$250	-
Annual Deductible (Family)		-		-
In-Network	0	-	0	-
Out-of-Network	\$500	-	\$500	-
Office Co-Pays (In-Network)	\$20	-	\$20	-
ER Copay	\$100 (waived if admitted)	-	\$100 (waived if admitted)	-
Coinsurance (In-Network)		-		-
Coinsurance (Out-of-Network)		-		-
Out of Pocket Max. (Individual)		-		-
In-Network	\$1,000	-	\$1,000	-
Out-of-Network	\$2,000	-	\$2,000	-
Out of Pocket Max. (Family)		-		-
In-Network	\$2,000	-	\$2,000	-
Out-of-Network	\$4,000	-	\$4,000	-
		-		-
Rx Plan: 34 day supply Retail Generic	\$10	-	\$10	-
Brand, Formulary	\$20	-	\$20	-
Brand, Non-Formulary	\$35	-	\$35	-
RX Plan: Mail 90 day supply Generic	\$10	-	\$10	-
Brand, Formulary	\$20	-	\$20	-
Brand, Non-Formulary	\$35	-	\$35	-
Retail Rx Plan: 90 day supply Generic	\$20	-	\$20	-
Brand, Formulary	\$40	-	\$40	-
Brand, No Formulary	\$70	-	\$70	-

FY 2017 Maryland County Government Health Benefits Survey				
Worcester				
Worcester County Government				
Stacey Norton				
Human Resources Director				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	1528	592	EE + Spouse = 324	Included in other numbers
			EE + Child = 103	Under 65 = 255
			EE+ Children =54	Over 65 = 864
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y		0	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Care First Blue Cross Blue Shield Stop Loss of \$250,000 for medical and prescription			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No			
What options have been implemented to reduce retiree health care costs?	Free carotid artery and bone density screenings; blood pressure checks, lifestyle balance classes onsite			



County Employee Pensions

The following abbreviations are used throughout this Section:

CPI consumer price index, often used to determine cost of living adjustments

CS credited service, credited service includes regular service, purchased service, transferred service, and unused sick leave up to a certain limit. The maximum years of credited service allowed is determined by the retirement plan.

AFC/AFE average final earnings or average final compensation, includes all eligible wages and benefits excluding overtime wages but including any applicable differentials for a certain period of time

SS social security, the amount of social security that a retiree receives

SSCCL social security covered compensation level, used to calculate payments in plan with a social security adjustment once the retiree reaches the age of receiving social security. The SSCCL is determined by the retirement plan.

COLA cost of living adjustment, often used to adjust disability benefits annually

FY 2018 Maryland County Government Pension Survey

County:	Anne Arundel
Person Responding:	Anne Budowski
Title:	Assistant Personnel Officer - Pension and Heath Benefits
Phone:	(410) 222-4506
Email:	pebudo99@aacounty.org
Fax:	(410) 222-4512

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes ☐ No ☒

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	No	Yes
Plan Formula	2% x AFC x CS, Maximum: 60% x AFC	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 3	Highest 3	Highest 3
Normal Retirement Age	30 yrs of service or age 60 with 10 yrs	20 yrs of service or Age 50 with 5 yrs	20 yrs of service or Age 50 with 5 yrs (category I) or Age 50 with 10 years (Category II)
Employee Contributions	4%	7%	7%
Cost-of-Living Increases	60% CPI to a maximum of 2.5%	60% CPI to a maximum of 2.5%	60% CPI to a maximum of 2.5%

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Vesting requirements increased for new members of the General Plan and certain employees of the Corrections hired on or after July 1, 2015.

PLEASE NOTE: ANNE ARUNDEL COUNTY HAS A SEPARATE PENSION PLAN FOR UNIFORMED FIRE EMPLOYEES. THESE EMPLOYEES PARTICIPATE IN SOCIAL SECURITY. ONLY THE POLICE PLAN DOES NOT PARTICIPATE IN SOCIAL SECURITY.

FY 2017 Maryland County Government Pension Survey

County:	City of Baltimore
Person Responding:	Veronica Stull
Title:	Special Projects Coordinator (For Law Enforcement part)
Phone:	410-497-7929
Email:	SVStull@BCFPERS.ORG
Fax:	888-443-7008

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes _____
 No X_____

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	No	
Plan Formula	1.6% x (AFC up SS Integration Level) x CS up to 30 plus 1.85% x (AFC above SS Integration Level) x CS up to 30 plus 1.85%x AFC xCS above 30 yrs	Yrs 1-20 = 2.5% x AFC x CS; Over 20 yrs = 2% x AFC x CS	
Earnings Include	Base Pay	Base Pay	
Average Period for AFC	Highest 3 yrs (January 1 rates)	Highest 36 consecutive months	
Normal Retirement Age	30 yrs of service or age 65 with 5 yrs	Age 55 with at least 15 yrs of service as a contributing member; or regardless of age, 25 yrs of service with at least 15 yrs as a contributing member	
Employee Contributions	None	8% currently; 9% effective July 1, 2012; 10% effective July 1, 2013	
Cost-of-Living Increases	Minimum of 1.5% - increases depend on investment performance	Retirees who have not attained age 55 as of the June 30 determination date will not receive an increase payable the following January. Retirees age 55 to 65 will receive a 1% increase payable the following January. Retiree age 65 or over will receive a 2% increase payable the following January.	

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

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FY 2018 Maryland County Government Pension Survey

County: Baltimore County

Person Responding: Robert Burros

Title: Investment & Debt Management Administrator

Phone: 410-887-2490

Email: rburros@baltimorecountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit: No

Benefit	General/ Civilian	Law Enforcement (Police)	Fire	Corrections/ Sheriff
Social Security	Yes	Medicare only	Medicare Only	Yes
Plan Formula	Average Final Compensation (AFC) x 1/70 x Years of Creditable Service (YCS).	If YCS is greater than 20, 50% of AFC for the first 20 years, 2% of AFC for years 20-25 and 3% in excess of 25 years. If YCS is less than 20 years and age 60 with 10 YCS, then 2% of AFC per year.	If YCS is greater than 20, 50% of AFC for the first 20 years, 2% of AFC for years 20-30 and 3% in excess of 30 years. If YCS is less than 20 years and age 60 with 10 YCS, then 2% of AFC per year.	If YCS is greater than 20, 50% of AFC for the first 20 years and 2% of AFC in excess of 20 years. If YCS is less than 20 years and age 60 with 10 YCS, then AFC x 1/70 x YCS.
Earnings Include	Base Pay	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 36 months	Highest 12 months	Highest 12 months	Highest 36 months
Normal Retirement Age	35 YCS or age 67 with 10 YCS	25 YCS or age 60 with 10 YCS	30 YCS or age 60 with 10 YCS	25 YCS or age 67 with 10 YCS
Employee Contributions	7%	10%	10%	10%
Cost-of-living increases	CPI-U up to 3% max for members with 25 YCS who have been reitred for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.	CPI-U up to 3% max for members with 25 YCS who have been reitred for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.	CPI-U up to 3% max for members with 25 YCS who have been reitred for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.	CPI-U up to 3% max for members with 25 YCS who have been reitred for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.

Additional Question: Has your county made changes to pension programs in the past two years? No

FY 2018 Maryland County Government Pension Survey

County:	Calvert County
Person Responding:	David E. Carpenter
Title:	Sr. HR Analyst - Benefits Mgr.
Phone:	410-535-1600 ext. 2802
Email:	david.carpenter@calvercountymd.gov
Fax:	410-414-5617

Does your jurisdiction participate in the State pension system as a participating governmental unit?

Yes _____ No X _____

Benefit	General/Civilian	Sheriffs Pension Plan	Corrections	
Social Security	Yes	Yes	Yes	
Plan Formula	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	
Earnings Include	Base Pay	Base Pay	Base Pay	
Average Period for AFC	NA	Highest 3 of last 5	Highest 3 of last 5	
Normal Retirement Age	7 year vesting schedule Age 65 considered normal retirement used for OPEB purposes	Age 55 or 25 yrs of service	Age 55 or 25 yrs of service	
Employee Contributions	3% of pay	8% of pay	8% of pay	
Cost-of-Living Increases	NA	3% or CPI - whichever is less	3% or CPI - whichever is less	

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

NO

FY 2017 Maryland County Government Pension Survey

County:	Caroline County
Person Responding:	Sherry Bratton
Title:	Director of Human Resources
Phone:	410-479-4105
Email:	sbratton@carolinemd.org
Fax:	410-479-4023

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes _____
 No X _____

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	YES - LEOPS	YES
Plan Formula	1.6% x AFC x CS 30 yrs	2.0% x AFC x CS Up to maximum 60% Salary (30yrs)	1.6% x AFC x CS
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	Rate of pay as of first day of each month during highest consecutive 60 months	Rate of pay as of first day of each month during the final 36 mo , figured on 60 months if hired after July 2011	Rate of pay as of first day of each month during highest consecutive 60 months
Normal Retirement Age	30 yrs of service or age 60 with 30 yrs beginning July 1, 2013	25 yrs of service or age 50	25 yrs service or age 55 with 25 yrs service begins July 1, 2013
Employee Contributions	New Employees 5.00% of salary over 10,000 existing employee .05% each year up to 5.00% Salary over 10,000	7%	New Employees 5.00% of salary over 10,000 existing employee .05% each year up to 5.00% Salary over 10,000
Cost-of-Living Increases	Determined annually during budget deliberations	Limited to a maximum 3% compound COLA	Determined annually during budget deliberations

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Yes - Reduction of benefit after 30 years of service effective July 1, 2016. (1.00%)

FY 2018 Maryland County Government Pension Survey

County:	Carroll
Person Responding:	Werner Mueller
Title:	Retirement Plans Manager
Phone:	410-386-2129
Email:	wmueller@ccg.carr.org
Fax:	410-840-3671

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes ☐
 No ☒ X

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	1.6% x AFC x CS	1.9 x AFC x CS(1st 15 yrs). 2.2% x AFC x CS (next 10 years). 2.0% x AFC x CS (additional yrs.). Max 60%.	1.9% X AFC X CS(1st 15 yrs). 2.2% X AFC X CS (next 10 yrs). 2.0% X AFC X CS (additional yrs). Max 60%.
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 3 consecutive yrs	Highest 3 consecutive yrs	Highest 3 consecutive yrs
Normal Retirement Age	30 yrs of service or age 62 with 3 yrs	25 yrs of service or age 55 with 15 yrs	25 yrs of service or age 55 with 15 yrs.
Employee Contributions	5%	8%	8%
Cost-of-Living Increases	Up to a maximum of 2%	Up to a maximum of 2%	Up to a maximum of 2%

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Effective 10/5/2017, (going forward only) the accrual rates, vesting period, normal retirement date, and employee contribution rate for Corrections were changed to mirror those particular features in Law Enforcement.

FY 2018 Maryland County Government Pension Survey

County:	Cecil County Government
Person Responding:	Anna M. Gardner
Title:	Senior Human Resources Manager
Phone:	(410) 996-8478
Email:	agardner@ccgov.org
Fax:	(888) 251-5257

Does your jurisdiction participate in the State pension system as a participating governmental unit?

Yes ☒ No ☐ **For NonPublic Safety Employees**

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security		Yes	Yes
Plan Formula		2% x Average Pay x 1st 25 years of Creditable Service	2% x Average Pay x 1st 25 years of Creditable Service
Earnings Include		Base rate of Pay	Base rate of Pay
Average Period for AFC		highest 36 consecutive months	highest 36 consecutive months
Normal Retirement Age		25 years of service regardless of age; or Age 55 with 5 years of service	25 years of service regardless of age; or Age 55 with 5 years of service
Employee Contributions		8% of base pay	8% of base pay
Cost-of-Living Increases		2% Cap	2% Cap

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

NO

FY 2017 Maryland County Government Pension Survey

County:	Charles County
Person Responding:	Angel Dotson
Title:	Benefits Compliance Administrator
Phone:	301-885-2764
Email:	DotsonA@charlescountymd.gov
Fax:	301-396-8862

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes ☐ No ☒

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	Yrs 1-5 = 1.5% x AFC x CS, Yrs 6-10 = 1.75% x AFC x CS, Yrs 11 - 15 = 2.0% x AFC x CS, Yrs 16 - 20 = 2.25% x AFC x CS, Yrs 20+ = 2.50% x AFC x CS	Years 1 - 20 = 3% x AFC x CS, Yrs 20+ = 2% x AFC x CS	2.25% x AFC x CS
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 3 of last 10 yrs	Highest 3 of last 5 yrs	Highest 3 of last 5 yrs
Normal Retirement Age	Age 62 with 5 yrs or age 60 with 20 yrs	25 yrs of service or age 60	25 yrs of service or age 60
Employee Contributions	4%	8%	7%
Cost-of-Living Increases	100% CPI up to a max of 4%	100% CPI up to a max of 4%	100% CPI up to a max of 4%

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

The Charles County Pension Plan's cost of living adjustment (COLA) provision was amended for retirees. Currently, a COLA may be + or - 4% based on CPI. The new amendment states that if there is a year when the COLA is negative, the County will keep the retiree whole and realize the negative COLA in future years (when the COLA is positive). The definition of employee changed effective 7/1/2016 to mean any individual in the employ of the employer whose customary employment is for at least 1950 hours per year. The Charles County Sheriff's Office Retirement Plan updated the definition of sworn employee to include Student Police Officer. The vesting for non-sworn employees changed to 5 or more years at 100%.

FY 2017 Maryland County Government Pension Survey

County:	Frederick County
Person Responding:	Diane Hoffman
Title:	Benefits Administrator
Phone:	3016001625
Email:	Dhoffman@frederickcountymd.gov
Fax:	3016002314

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes ☐ No ☒

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	-	-
Plan Formula	2% x AFC x CS up to 30 yrs; hired on or after 7/1/2011 1.67% X AFC X CS up to 36	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs
Earnings Include	Base Pay	-	-
Average Period for AFC	Highest 36 consecutive months	-	-
Normal Retirement Age	25 yrs of service or age 60 with 5 yrs tiered to age 65 with 2 yrs; hired on or after 7/1/2011 30 yrs of service or age 65 yrs w/5 yrs	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service
Employee Contributions	6%	9%	9%
Cost-of-Living Increases	1% compounded annually	1% Compounded annually	1% Compounded annually

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Made changes for employees hired after July 1, 2012 as detailed above

FY 2017 Maryland County Government Pension Survey

County:	Garrett County
Person Responding:	DaVina Griffith
Title:	Director Human Resources
Phone:	301.334.1989
Email:	dgriffith@garrettcounty.org
Fax:	301.334.5026

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes _____
 No X _____

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	1.67% x AFC x CS not to exceed 35 years	2% x AFC x CS not to exceed 30 years	2% x AFC x CS not to exceed 30 years
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	36 calendar months out of most recent 120 months that = the highest average	36 calendar months out of most recent 120 months that = the highest average	36 calendar months out of most recent 120 months that = the highest average
Normal Retirement Age	Earlier of: 30 years of service or attain age 62 with 5 years of service	Earlier of: 25 years of services or attain age 62 with 5 years of service	Earlier of: 25 years of services or attain age 62 with 5 years of service
Employee Contributions	3.39%	7.59%	7.59%
Cost-of-Living Increases	Determined annually during budget deliberations	Determined annually during budget deliberations	Determined annually during budget deliberations

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Yes, Law Enforcement Retirees received a 2% COLA effective August 1, 2016.

FY 2018 Maryland County Government Pension Survey	
County:	Harford County Government
Person Responding:	Beth A. Griffith
Title:	Benefits Program Manager
Phone:	410-638-3202
Email:	bagriffith@harfordcountymd.gov
Fax:	410-879-3564

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes ☒ X ☐ ** No ☐

****Correctional Officers in County sponsored plan.**

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	yes	yes	yes
Plan Formula		2% up to up to 30 yrs - 60% max	2% up 25 yrs/1% up to total of 55%
Earnings Include	Base salary	Base salary	Base salary
Average Period for AFC	Higheast 3 consecutivte yrs	Highest 3 consecutive yrs	Highest 3 consecutive yrs.
Normal Retirement Age	62	50	62
Employee Contributions	7%	7%	7%
Cost-of-Living Increases	Determined by Pension Board	Determined by Pension Board	Determined by Board of Trustees

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specifiy what has changed below.
NO

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FY 2017 Maryland County Government Pension Survey

County:	Howard
Person Responding:	Terry Reider
Title:	Retirement Coordinator
Phone:	(410) 313-3456
Email:	treider@howardcountymd.gov
Fax:	(410) 313-3470

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes _____
 No ☒ X _____

Benefit	General/Civilian	Law Enforcement (sworn police officers)	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	1.66% x AFC x CS (1.55% for service prior to 7/1/12)	% of AFC based on yrs of svc: 20 = 50%, 21 = 53%, 22 = 57%, 23 = 62%, 24 = 68%, 25 = 75%; max is 80% for yrs 30 and over	(2.5% x AFC x CS up to 20) PLUS (1% x AFC x CS greater than 20 and less than 30)
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 36 months	Highest 36 months	Highest 36 months
Normal Retirement Age	Earliest of: 30 yrs of service, OR age 62/5 yrs, OR age 63/ 4 yrs, OR age 64/3 yrs, OR age 65/2 yrs	20 yrs of service (or age 62 with 5 ys if earlier)	Earliest of: 20 yrs of service, OR age 62/5 yrs, OR age 63/4 yrs, OR age 64/3 yrs, OR age 65/2 yrs
Employee Contributions	3% of pay	11.6% of pay	8.5% of pay
Cost-of-Living Increases	100% CPI up to a maximum of 3%	100% CPI up to a maximum of 2%	100% CPI up to a maximum of 3%

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

No changes in the past two years.

FY 2017 Maryland County Government Pension Survey

County:	The Maryland-National Capital Park and Planning Commission Employees' Retirement System
Person Responding:	Andrea L. Rose
Title:	Administrator
Phone:	301-454-1415
Email:	andrea.rose@mncppc.org
Fax:	301-454-1420

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes _____ No ☒ X _____

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	No	Yes
Plan Formula	Prior to Eligibility for Social Security: High-5 x 2% x C.S.; After Eligibility for full Social Security: SSCCL x 1.5% x C.S., plus difference between High-5 and SSCCL x 2% x C.S.	60% of High-3 + 2% of High-3 for each yr in excess of 25 yrs	Yes
Earnings Include	Base Pay Only	Base Pay Only	N/A
Average Period for AFC	High-5	High-3	N/A
Normal Retirement Age	Age 62 w/ at least 10 yrs of Credited Service or 30 yrs of Credited Service	Age 55 w/ at least 5 yrs of Credited Service or 25 yrs of Credited Service	Yes
Employee Contributions	4% up to the Social Security Wage Base and 8% in excess of the Wage Base.	8.5% of base pay	Yes
Cost-of-Living Increases	100% of change in CPI up to 2.5%	Portion of member's benefit attributable to service earned after 7/1/12 will be subject to a maximum COLA of 2.5%.	Yes

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below. Yes

Effective December 31, 2012, plan for general/civilian employees closed. New plan opened effective January 1, 2013. Info above in rows 12-18. Employee contributions were increased and the COLA was revised prior to closing the old plan. Effective March 1, 2015, the employee contributions changed from 8% to 8.5%.

FY 2018 Maryland County Government Pension Survey			
County:	Montgomery County, Maryland		
Person Responding:	Robert Goff		
Title:	Retirement Benefits Manager		
Phone:	240-777-8234		
Email:	robert.goff@montgomerycountymd.gov		
Fax:	301-279-1424		
Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes ☐ No ☒			
Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	Defined Contribution Plan - Employer contributes 8% Cash Balance Plan - Employer contributes 8% with guaranteed interest rate of 7.25%	Police/Sheriff 2.4% x AFE x CS	2.4% x AFE x CS
Earnings Include	Base Pay + specific differentials; does not include overtime	Base Pay + specific differentials; does not include overtime	Base Pay + specific differentials; does not include overtime
Average Period for AFC	N/A	Highest 36 months	Highest 36 months
Normal Retirement Age	Age 62	Sheirff - Normal - 15 yrs/age 55 or 25 yrs/age 46; Police - Normal - 15 yrs/age 55 or 25 yrs/any age;	Normal - 15 yrs/age 55 or 25 yrs/age 46;
Employee Contributions	4% of pay to to SS integration level and 8% of pay in excess of SS integration level	Police/Sheriff - 6.75% ee contributions - 10.5% over SSWB	6.75% ee contributions - 10.5% over SSWB
Cost-of-Living Increases	N/A	100% CPI for Washington Metro Area up to max of 3%; and 60% of any change in the CPI greater than 3%, not to exceed a total of 7.5%. The max 7.5% does not apply to disability retirees or retirees over age 65. Effective 7/1/2011, capped at 2.5% for benefits paid for service after June 30, 2011	100% CPI for Washington Metro Area up to max of 3%; and 60% of any change in the CPI greater than 3%, not to exceed a total of 7.5%. The max 7.5% does not apply to disability retirees or retirees over age 65. Effective 7/1/2011, capped at 2.5% for benefits paid for service after June 30, 2011
Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specifiy what has changed below.			

FY 2018 Maryland County Government Pension Survey

County:	Prince George's County Government
Person Responding:	Ritchlyn C. Dantzler
Title:	Acting Plan Administrator
Phone:	301-883-6390
Email:	rcdantzler@co.pg.md.us
Fax:	301-883-6031

Does your jurisdiction participate in the State pension system as a participating governmental unit?

Yes ☒ No ☐

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Police Officers-No Sheriffs-Yes	Yes
Plan Formula	In State Non-contributory plan 0.8% x (AFC up to SS Integration Level) x CS plus 1.5% x (AFC above SS Integration Level) x CS	3% x AFC x 20 yrs; 2.5% x AFC x srv credit over 20	3% x AFC x 20 yrs; 2.5% x AFC x srv credit over 20
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	3 highest yrs; New hires after 7/1/2011 - highest 60 consecutive months	Highest 24 consecutive months	Highest 24 consecutive months
Normal Retirement Age	30 yrs or age 62 with 5 yrs; New hires after 7/1/2011 - Rule of 90 or Age 65 with 10 yrs eligibility service	20 Yrs or Age 55 (Sheriffs after 7/1/2013 25 Yrs) (Police after 1/1/2016 25 years)	20 Yrs or Age 55/w 5 yrs service After 7/1/2013 25 Yrs
Employee Contributions	5% of pay in excess of SS Integration Level	Police Officers - 9% Sheriff - 11%	13%
Cost-of-Living Increases	100% CPI up to max of 3%; All employees after 7/1/2011 - 100% CPI up to a max of 2.5% if rate of return is achieved; 1% if investment target not met.	\$35 Guaranteed Annual Increase Funds must meet 8% return to provide for anything above \$35. Maximum \$135	\$35 Guaranteed Annual Increase Funds must meet 8% return to provide for anything above \$35.

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Increased years of service for retirement eligibility.

FY 2018 Maryland County Government Pension Survey

County:	St. Mary's
Person Responding:	Karen Gates
Title:	Benefits Coordinator
Phone:	301-475-4200, ext *1104
Email:	karen.gates@stmarysmd.com
Fax:	301-475-4082

Does your jurisdiction participate in the State pension system as a participating governmental unit?

Yes ☒ No ☐

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	Our civilian employees are enrolled in the State Employees Pension System. EE's hired prior to 7/1/11: 1.8% x AFC x Years of Service. On or after 7/1/11: 1.5% x AFC x Years of Service.	Sheriff's Office Retirement Plan - 2.% of average pay prior to Jul 1, 2010 and 2.5% for years after Jul 1, 2010, multiplied by yrs of service.	Sheriff's Office Retirement Plan - 2.% of average pay prior to Jul 1, 2010 and 2.5% for years after Jul 1, 2010, multiplied by yrs of service.
Earnings Include	Base earnings only.	Base earnings only.	Base earnings only.
Average Period for AFC	EE's hired prior to 7/1/11: average of highest 3 consecutive years. EE's hire on or after 7/1/11: average of highest 5 consecutive years.	Average of the highest 36 months of base compensation.	Average of the highest 36 months of base compensation.
Normal Retirement Age	EE's hired prior to 7/1/11: any age with 30 years; EE's hired on or after 7/1/11: Rule of 90 (age and years of service must equal 90 or age 65 with 10 years of service.	Age 62 or when EE has earned 25 yrs of service; which ever comes first.	Age 62 or when EE has earned 25 yrs of service; which ever comes first.
Employee Contributions	7% of base pay	8% of base pay.	8% of base pay.
Cost-of-Living Increases	Eligible retirees receive either a compound rate or a simple rate each July 1st.	3% each July 1st	3% each July 1st

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Sheriff's Office Retirement Plan: Added 10th Amendment; eliminated cap on unused sick leave when calculating the amount of a retiree's pension benefit. Added 11th Amendment that excludes contractual deputies as "covered members" of the Plan. Added 11th Amendment; definition of Covered Employee shall not include a contractual employee. Added 12th Amendment; definition of Covered Employee shall include Pre-Trail Services Case Manager.

FY 2018 Maryland County Government Pension Survey

County:	Somerset
Person Responding:	Erica Yeager
Title:	Director of Human Resources
Phone:	410-651-5131
Email:	eyeager@somersetmd.us
Fax:	410-651-3559

Does your jurisdiction participate in the State pension system as a participating governmental unit?

Yes ☒ X ☐ No ☐

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security			
Plan Formula	After 7/1/11=1.5% of AFC times creditable service Prior 7/1/11=Greater of 1/2% of AFV times cred svc accrued thru 6/30/98 or .8% of AFC up to SSIL, plus 1.5% of AFC in excess of SSIL, times creditable service accrued thru 6/30/98. plus 1.8% of AFC times creditable service accrued after 6/30/98	same	same
Earnings Include	actual base earnings, exclusive of overtime, shift differential, bonus, etc.	same	same
Average Period for AFC	After 7/1/11=5 years Prior 7/1/11=3 years	same	same
Normal Retirement Age	65 enrolled after 7/1/11 62 enrolled prior 7/1/11	same	same
Employee Contributions	7% Annual Compensation	Same	Same
Cost-of-Living Increases	After 7/1/11=Limited to 2.5% for years in which system attains assumed interest rate; 1% for years assumed rate is not met Prior 7/1/11=Limited to max 3% compounded COLA	Same	Same

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

No

FY 2017 Maryland County Government Pension Survey

County:	Washington County
Person Responding:	Stephanie Stone
Title:	Director of Health and Human Services
Phone:	240-313-2353
Email:	ssstone@washco-md.net
Fax:	240-313-2351

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes ☐
 No ☒ X

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	2% x Avg/Highest x CS	2% x Avg/Highest x CS	2% x Avg/Highest x CS
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 3 yrs	Highest 3 yrs	Highest 3 yrs
Normal Retirement Age	25 yrs of service or age 60 with 5 yrs	25 yrs of service or age 50 with 5 yrs	25 yrs of service or age 50 with 5 yrs
Employee Contributions	6%	6%	6%
Cost-of-Living Increases	Not annual, determined during budget deliberations	Not annual, determined during budget deliberations	Not annual, determined during budget deliberations

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

FY 2017 Maryland County Government Pension Survey

County:	Wicomico
Person Responding:	Michele Ennis
Title:	Director of Human Resources
Phone:	410-334-3125
Email:	mennis@wicomiconcounty.org
Fax:	410-334-3111

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes ☐ No ☒

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	yes	yes
Plan Formula	2% x AFC x CS	2% x AFC x CS	2% x AFC x CS
Earnings Include	Base Pay	Base Pay + Clothing allowance two times a year.	Base Pay includes Hazardous Duty Pay
Average Period for AFC	Highest 36 consecutive months.	Highest 36 consecutive months.	Highest 36 consecutive months.
Normal Retirement Age	5 yrs vested and 25 yrs service in the plan or 5 yrs vested and Age 55 whichever comes first.	5 yrs vested and 25 yrs service in the plan or 5 yrs vested and Age 55 whichever comes first.	5 yrs vested and 25 yrs service in the plan or 5 yrs vested and Age 55 whichever comes first.
Employee Contributions	5.63%	5.63%	5.63%
Cost-of-Living Increases	Not annual, determined during budget deliberations	Not annual, determined during budget deliberations	Not annual, determined during budget deliberations.

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

No.
