



Fiscal Year 2013  
Salary, Health Benefits, & Pension Survey of  
Maryland County Government

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*Fiscal Year 2013*

Salary, Health Benefits, & Pension Survey of Maryland County Government

## Introduction

The Maryland Association of Counties (MACo) is pleased to release the Fiscal Year 2013 Salary, Health Benefits, and Pensions Survey of Maryland County Government. This survey is published annually each fall using responses from the human resource offices of each Maryland county and Baltimore City. MACo would like to thank the human resource offices for providing the content. Without it, MACo would not be able to produce this document.

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

Special thanks go to Robin Clark, MACo's Policy Analyst, and Allison Valliant, MACo's Administrative Assistant. Ms. Clark assisted with proofing the survey data; and Ms. Valliant assisted with proofing the salary data and compiling the final survey document.

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

Your comments and suggestions are most welcome and appreciated.

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# **Section I:**

## **County Salary Surveys**

# County Executive

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	130,000	130,000	130,000		1	
Baltimore City	159,380	159,380	159,380	Mayor	1	
Baltimore County	150,000	150,000	150,000		1	
Calvert						
Caroline						
Carroll						NCC
Cecil						
Charles						
Dorchester						
Frederick						
Garrett						
Harford	102,111	102,111	102,111		1	
Howard	163,482	163,482	163,482		1	
Kent						
Montgomery	175,000	175,000	175,000		1	
Prince George's	180,474	180,474	180,474		1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	85,000	85,000	85,000		1	
Worcester						
MNCPPC						
AVERAGE	143,181	143,181	143,181			

\* 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.*

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# President, County Council

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	40,500	40,500	40,500	Chairman, County Council	1	New chair elected by council each year
Baltimore City	105,535	105,535	105,535	President, City Council	1	
Baltimore County	60,000	60,000	60,000	County Council Chair	1	
Calvert						
Caroline						
Carroll						NCC
Cecil						
Charles						
Dorchester	17,000	17,000	17,000		1	
Frederick						
Garrett						
Harford	38,575	38,575	38,575		1	
Howard	55,600	55,600	55,600		1	Chair, Annual election by board
Kent						
Montgomery	108,976	108,976	108,976	Council President	1	
Prince George's	104,695	104,695	104,695	Chairman, County Council	1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot	15,400	15,400	15,400	County Council President	1	
Washington						
Wicomico	18,000	18,000	18,000		1	
Worcester						
MNCPPC						
AVERAGE	56,428	56,428	56,428			

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*Jobs with < 5 responses were omitted.*

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

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# President, County Board of Commissioners

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	31,827	31,827	31,827		1	
Anne Arundel						
Baltimore City						
Baltimore County						NCC
Calvert	44,500	44,500	44,500	County Commissioner President	1	
Caroline	16,000	16,000	16,000		1	Annual
Carroll	45,000	45,000	45,000		1	Set by Legislature
Cecil	30,000	30,000	30,000		1	Set by Legislature
Charles	58,000	58,000	58,000		1	
Dorchester						
Frederick	45,000	45,000	45,000		1	
Garrett	32,500	32,500	32,500		1	
Harford						
Howard						
Kent	15,000	15,000	15,000		1	
Montgomery						
Prince George's						
Queen Anne's	19,000	19,000	19,000		1	
St. Mary's	43,000	43,000	43,000		1	
Somerset	17,000	17,000	17,000		1	
Talbot						
Washington	33,000	33,000	33,000		1	
Wicomico						
Worcester	25,000	25,000	25,000		1	
MNCPPC						
<b>AVERAGE</b>	<b>32,488</b>	<b>32,488</b>	<b>32,488</b>			

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*Jobs with < 5 responses were omitted.*

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## Member, County Council or Commissioners

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	30,318	29,870	30,766		2	one Commissioner declined increase
Anne Arundel	36,000	36,000	36,000		5	7 members including 1 Chair (\$40,500/yr) & 1 Vice Chair (\$37,000/yr), Member \$36K
Baltimore City	61,383	61,383	61,383	Council Member	13	
Baltimore County	54,000	54,000	54,000		6	
Calvert	42,000	42,000	42,000		4	
Caroline	15,000	15,000	15,000		2	Annual
Carroll	45,000	45,000	45,000		4	Set by Legislature
Cecil	30,000	30,000	30,000		4	Set by Legislature
Charles	48,000	48,000	48,000		4	Charles County Commissioner-part-time
Dorchester	16,000	16,000	16,000		4	
Frederick	45,000	45,000	45,000		4	
Garrett	32,500	32,500	32,500		2	
Harford	35,168	35,168	35,168		6	
Howard	54,600	54,600	54,600		4	
Kent	15,000	15,000	15,000		2	
Montgomery	99,069	99,069	99,069	Council Member	8	
Prince George's	99,695	99,695	99,695	Councilman	8	
Queen Anne's	19,000	19,000	19,000		4	
St. Mary's	38,000	38,000	38,000	Commissioner	4	
Somerset	15,000	15,000	15,000		4	
Talbot	14,400	14,400	14,400	County Council Member	4	
Washington	30,000	30,000	30,000		4	
Wicomico	16,000	16,000	16,000		6	
Worcester	25,000	25,000	25,000		6	
MNCPPC						
AVERAGE	38,172	38,154	38,191			

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*Jobs with < 5 responses were omitted.*

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# Treasurer

*Elected Official*

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

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

*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

# Sheriff

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	61,532	61,532	61,532		1	
Anne Arundel	128,064	128,064	128,064		1	
Baltimore City	114,050	114,050	114,050		1	
Baltimore County	90,000	90,000	90,000		1	
Calvert	87,000	87,000	87,000		1	
Caroline	80,000	80,000	80,000		1	Annual
Carroll	75,911	75,911	75,911		1	Set by Legislature
Cecil	71,500	71,500	71,500		1	Set by Legislature
Charles	124,387				1	Charles County Sheriff
Dorchester	85,750	85,750	85,750		1	
Frederick	100,000	100,000	100,000		1	
Garrett	75,000	75,000	75,000		1	
Harford	106,970	106,970	106,970		1	
Howard	82,500	82,500	82,500		1	
Kent	83,500	83,500	83,500		1	
Montgomery	154,000	154,000	154,000		1	
Prince George's	132,734	132,734	132,734		1	
Queen Anne's	90,000	90,000	90,000		1	
St. Mary's	82,000	82,000	82,000		1	
Somerset	60,000	60,000	60,000		1	
Talbot	79,591	79,591	79,591		1	
Washington	88,000	88,000	88,000		1	
Wicomico	85,000	85,000	85,000		1	
Worcester	85,000	85,000	85,000		1	
MNCPPC						
AVERAGE	92,604	91,222	91,222			

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Prepared by MACo, October 2012  
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# State's Attorney

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	114,527	114,527	114,527		1	
Anne Arundel	156,048	156,048	156,048		1	\$160,729 effective 1/1/2013
Baltimore City	238,772	238,772	238,772		1	
Baltimore County	196,219	196,219	196,219		1	
Calvert	114,527	114,527	114,527		1	
Caroline	101,801	101,801	101,801		1	Annual
Carroll	101,802	101,802	101,802		1	Set by Legislature
Cecil	120,889	120,889	120,889		1	Set by Legislature
Charles	140,352				1	
Dorchester	101,802	101,802	101,802		1	
Frederick	140,351	140,351	140,351		1	
Garrett	101,802	101,802	101,802		1	
Harford	110,127	110,127	110,127		1	
Howard	127,252	127,252	127,252		1	
Kent	101,802	101,802	101,802		1	
Montgomery	199,000	199,000	199,000		1	
Prince George's	150,000	150,000	150,000		1	
Queen Anne's	127,252	127,252	127,252		1	
St. Mary's	114,526	114,526	115,000		1	
Somerset	98,000	98,000	98,000		1	Elected
Talbot	101,802	101,802	101,802		1	
Washington	114,527	114,527	114,527		1	
Wicomico	114,527	114,527	114,527		1	
Worcester	114,527	114,527	114,527		1	
MNCPPC						
<b>AVERAGE</b>	<b>129,260</b>	<b>128,777</b>	<b>128,798</b>			

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Prepared by MACo, October 2012  
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# Chief Judge, Orphans Court

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,986	4,986	4,986		1	
Anne Arundel	29,500	29,500	29,500		1	Fixed salary
Baltimore City						State position
Baltimore County	39,500	39,500	39,500		1	
Calvert	8,950	8,950	8,950		1	
Caroline	5,833	5,833	5,833		1	Annual
Carroll						NCC
Cecil						
Charles	10,000				1	
Dorchester						
Frederick						
Garrett	2,000	2,000	2,000			
Harford						
Howard	9,500	9,500	9,500		1	
Kent	4,000	4,000	4,000		1	
Montgomery						Separate entity
Prince George's	42,500	42,500	42,500		1	
Queen Anne's						
St. Mary's						
Somerset	3,800	3,800	3,800		1	
Talbot	6,336	6,336	6,336		1	
Washington						
Wicomico						
Worcester						
MNCPPC						
<b>AVERAGE</b>	<b>13,909</b>	<b>14,264</b>	<b>14,264</b>			

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

# Judge, Orphans Court

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,986	4,986	4,986		2	
Anne Arundel	29,000	29,000	29,000		2	
Baltimore City						State position
Baltimore County	39,000	39,000	39,000	Associate Judge, Orphan's Court	2	
Calvert	8,750	8,750	8,750	Associate Judge	2	
Caroline	4,500	4,500	4,500		2	Annual
Carroll	10,000	10,000	10,000		2	Paid Monthly - 1 Vacancy
Cecil	5,500	5,500	5,500		3	
Charles	10,000				2	
Dorchester						
Frederick	6,250	6,250	6,250		2	
Garrett	1,800	1,800	1,800			
Harford						
Howard	8,000	8,000	8,000		2	
Kent	4,000	4,000	4,000		2	
Montgomery						Separate entity
Prince George's	42,000	42,000	42,000	Associate Judge, Orphan's Court	2	
Queen Anne's	6,150	6,150	6,150		3	
St. Mary's	7,500	7,500	7,500		3	Annually
Somerset	3,400	3,400	3,400		2	
Talbot	5,668	5,500	5,836		2	
Washington	7,000	7,000	7,000		3	
Wicomico	6,400	6,400	6,400		3	
Worcester	5,000	5,000	5,000		3	
MNCPPC						
AVERAGE	10,745	10,776	10,793			

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Prepared by MACo, October 2012  
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# President, Election Board

*Appointed*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	3,819	3,819	3,819		1	
Anne Arundel	5,000	5,000	5,000	Supervisor of Elections Bd Member	1	Chair receives extra \$500 annually
Baltimore City						State position
Baltimore County	10,733	10,733	10,733			
Calvert	3,000	3,000	3,000		1	Appointed
Caroline	3,250	3,250	3,250		1	Annual
Carroll	3,000	3,000	3,000	Election Board Member	1	By Law
Cecil						
Charles	4,000					
Dorchester						
Frederick						
Garrett	2,800	2,800	2,800		1	
Harford						
Howard						
Kent						
Montgomery						Separate entity
Prince George's	114,797	70,275	136,725	Elections Administrator	1	
Queen Anne's						
St. Mary's	2,500	2,500	2,500		1	Annually
Somerset	1,600	1,600	1,600		1	Appointed Official
Talbot						
Washington	3,500	3,500	3,500		1	
Wicomico	4,000	4,000	4,000		1	
Worcester	2,400	2,400	2,400		1	
MNCPPC						
AVERAGE	11,743	8,914	14,025			

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Prepared by MACo, October 2012  
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## Member, Election Board

*Appointed*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	3,819	3,819	3,819		4	
Anne Arundel	4,500	4,500	4,500	Supervisor of Elections Bd Member	2	
Baltimore City						State position
Baltimore County	8,650	8,650	8,650			
Calvert	3,000	3,000	3,000		2	Appointed
Caroline	3,000	2,500	3,000		4	Annual
Carroll	3,000	3,000	3,000		3	By Law
Cecil						
Charles	3,300				3	
Dorchester						
Frederick						
Garrett	2,500	2,500	2,500		4	
Harford						
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	2,500	2,500	2,500		1	Annually
Somerset	1,600	800	1,600		4	2 Alternates/Salary \$800
Talbot						
Washington	3,000	3,000	3,000		4	
Wicomico	3,600	3,600	3,600		4	
Worcester	1,800	1,800	1,800		3	
MNCPPC						
AVERAGE	3,405	3,306	3,414			

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## County Manager/Chief Administrator/Director of Administration

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	105,000	105,000	105,000	=	County Administrator	1	Contractual
Anne Arundel	161,175	106,548	174,084	=	Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	190,000	190,000	190,000	=	County Administrative Officer	1	Appointed position
Calvert	160,000	108,575	181,732	=	County Administrator	1	Contract/35/week
Caroline	100,000	100,000	100,000			1	
Carroll	121,972	83,741	147,784	=	Chief of Staff	1	
Cecil	115,882	115,882	115,882		County Administrator		Contractual
Charles	180,000			=	County Administrator	1	Acting County Administrator
Dorchester	97,253			=		1	Flat rate salary
Frederick	138,863	132,878	212,605	=		1	
Garrett	135,000	96,470	148,513	=	County Administrator	1	
Harford	134,543	105,700	165,464	=	Director of Administration	1	
Howard	184,496	125,008	201,698	=	Chief Administrative Officer	1	
Kent	106,261	71,246	113,073	=	County Administrator	1	Contractual
Montgomery	266,266	266,266	266,266	=	Chief Administrative Officer	1	Appointed to position
Prince George's	193,000	120,194	233,847	=	Chief Administrative Officer	1	
Queen Anne's	120,000	120,000	120,000	=	County Administrator	1	Contractual position
St. Mary's	146,166	95,855	167,745	+	County Administrator	1	Contract
Somerset	84,050	84,050	84,050	=	County Administrator	1	Appointed by Co. Commissioners
Talbot	125,000	125,000	125,000		County Manager		Reports to County Council
Washington	120,228	88,215	137,964	=	County Administrator	1	
Wicomico	122,400	72,521	145,042			1	Appointed by the County Executive and confirmed by County Council (as are all department heads)
Worcester	147,543	130,000	150,000	=		1	
MNCPPC	185,265	185,265	185,265	=	Executive Director	1	
AVERAGE	143,348	119,473	157,773				

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*Jobs with < 5 responses were omitted.*

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## Assistant/Deputy Administrator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	100,273	72,324	120,072	-	Assistant to Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	122,416	122,416	122,416	=	Deputy County Administrative Officer	1	Non-graded position
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	149,526	93,190	149,517	+	Deputy County Administrator	1	
Dorchester							
Frederick							
Garrett							
Harford							
Howard	125,632	101,795	164,362	=	Deputy Chief Administrative Officer	1	
Kent							
Montgomery	158,367	150,000	165,215	=	Assistant Chief Administrative Officer	3	Appointed to position
Prince George's	182,000	109,019	212,106	=	Deputy Chief Administrative Officer	5	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	64,864	61,105	76,631		Assistant County Manager	1	
Washington							
Wicomico	81,280	64,249	128,499		Deputy Director of Administration	1	
Worcester	96,970	85,000	100,000	=		1	
MNCPPC							
AVERAGE	120,148	95,455	137,646				

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Prepared by MACo, October 2012  
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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	90,424	90,424	90,424	=	Director of Human Resources & Personnel Services	1	Contractual
Anne Arundel	139,730	88,121	143,976	=	Personnel Officer	1	Appointed by County Executive
Baltimore City	155,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	140,000	140,000	140,000	=		1	Appointed position
Calvert	113,466	81,574	136,536	=		1	Contract/35/week
Caroline	81,123	71,005	98,874			1	
Carroll	77,584	60,996	107,679	=	Administrator, Human Resources	1	
Cecil	88,275	63,773	99,362	=	Director, Human Resources	1	
Charles	130,962	93,190	149,517	=		1	Contractual appointed position
Dorchester	53,570			=		1	Flat rate salary
Frederick	141,830	116,061	185,697	=		1	
Garrett							County Administrator also serves in this capacity
Harford	110,933	91,600	141,606	=		1	
Howard	129,979	82,930	133,910	=	Human Resources Administrator	1	
Kent	70,000	51,600	81,642	=		1	
Montgomery	195,247	195,247	195,247	=		1	Appointed to position
Prince George's	153,134	98,884	192,385	=	Director, Office of Human Resources Management	1	Prince George's County uses the generic Director class. Actual \$151,411.
Queen Anne's	102,472	66,069	120,391	+		1	
St. Mary's	90,782	66,016	115,526	=		1	Contract
Somerset	73,442	53,940	85,464	=		1	
Talbot	74,849	68,437	85,827		Director of Administrative Services	1	
Washington	71,888	64,839	101,406	=		1	
Wicomico	76,500	64,249	128,499			1	
Worcester	84,344	78,000	95,000	=		1	
MNCPPC	117,836	75,036	128,399	=		1	
AVERAGE	106,807	85,834	128,755				

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## Director, Information Technology

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	68,561	52,312	99,407	=		1	
Anne Arundel	139,730	88,121	143,976	=	Information Technology Officer	1	Appointed by County Executive
Baltimore City	150,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	198,900	198,900	198,900	=		1	Appointed position
Calvert	96,499	81,574	136,536	=	Technology Services Director	1	Contract/35/week
Caroline	71,445	58,682	81,715			1	
Carroll	89,274	60,996	107,679	=	Administrator, Technology Services	1	
Cecil	99,362	63,773	99,362	=		1	
Charles	124,820	93,190	149,517	=	Chief of Information Technology	1	Reports to Director of Fiscal & Administrative Services
Dorchester	63,228			=		1	Flat rate salary
Frederick	145,440	116,061	185,697	=		1	
Garrett	78,861	62,325	95,946	=		1	
Harford	110,933	91,600	141,606	=	Chief, Information & Communications Technology	1	Not appointed / at will
Howard	195,790	125,008	201,698	=	Director of Technology and Communication	1	
Kent	85,000	60,617	96,047	=		1	Contractual
Montgomery	194,500	194,500	194,500	=	Chief Information Officer	1	Appointed to position
Prince George's	153,134	98,884	192,385	=	Director, Office of Information Technology & Communications	1	Prince George's County uses the generic Director class. Actual \$145,000.
Queen Anne's							
St. Mary's	115,017	79,218	138,772	+	Director, Public Safety and Information Systems	1	Contract
Somerset	54,627	50,176	79,502	=		1	
Talbot	85,047	76,992	96,555			1	
Washington	102,235	70,026	109,518	=		1	
Wicomico	100,127	56,657	113,314		Director of Information Services	1	
Worcester							
MNCPPC	128,301	75,036	128,399	=	Finance Manager II	1	
AVERAGE	115,254	89,402	136,138				

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## 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	92,000	92,000	92,000	=	Director of Finance	1	Contractual
Anne Arundel	125,000	88,121	143,976	=	Controller	1	Appointed by County Executive
Baltimore City	180,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	161,892	161,892	161,892	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert	125,625	98,705	165,211	=	Finance & Budget Director	1	Contract/35/week
Caroline	77,928	71,005	98,874			1	
Carroll	95,472	83,741	147,784	=	Comptroller	1	
Cecil							NCC
Charles	149,526	93,190	149,517	+	Director of Fiscal & Administrative Services	1	Contractual appointed position
Dorchester	82,046			=		1	Flat rate salary
Frederick	121,289	116,061	185,697	=		1	
Garrett	88,707	62,325	95,946	=		1	
Harford	101,825	71,400	118,934	=	Chief, Bureau of Accounting	1	
Howard	131,685	91,915	148,283				
Kent	96,496	71,246	113,073	=	Chief Finance Officer	1	
Montgomery	195,600	195,600	195,600	=	Director, Depart of Finance	1	Director has retired, currently acting in capacity is Deputy Director of Finance
Prince George's	153,134	98,884	192,385	=	Director, Office of Finance	1	Prince George's County uses the generic Director class. Actual \$170,000.
Queen Anne's	110,000	72,317	132,070	=		1	
St. Mary's	142,316	87,146	152,510	+	Chief Financial Officer	1	Contract
Somerset	83,708	62,334	98,765	-	Finance & Programs Coordinator	1	Have Elected Treasurer- tax, rev. coll. & investing
Talbot	92,353	87,001	109,107			1	
Washington	110,416	75,629	118,281	=		1	
Wicomico	86,700	64,249	128,499		Director of Finance	1	
Worcester	118,435	95,000	125,000	=		1	
MNCPPC	165,000	165,000	165,000	+	Secretary/Treasurer	1	Serves as officer of the Commission and also responsible for Information Technology
AVERAGE	120,298	96,390	140,974				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## Assistant/Deputy Director, Finance

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	95,917	57,349	108,981	=	Assistant Director of Finance	1	
Anne Arundel	111,177	75,941	129,074	=	Assistant Controller	2	Classified position
Baltimore City	139,050	112,200	204,000	=	Executive Level III	1	
Baltimore County	110,944	77,814	121,232	+	Deputy Director of Budget and Finance	1	Position assists with the management of both budget and finance
Calvert	91,455	71,508	106,051	=	Finance & Budget Deputy Director	1	Contract/35/week
Caroline							
Carroll	64,356	55,322	97,656	=	Bureau Chief, Accounting	1	
Cecil	81,765	81,765	81,765	=	Chief Administrative Supervisor	1	
Charles	n/a						
Dorchester	75,750			=		1	Flat rate salary
Frederick							
Garrett	79,167	53,277	82,016	=		1	
Harford	115,174	81,000	124,862	=	Deputy Treasurer	1	
Howard	115,398	82,930	133,910	=		1	
Kent							
Montgomery	149,917	149,917	149,917	=	Manager I	1	Appointed to position
Prince George's	133,608	85,420	166,190	=	Deputy Director, Office of Finance	1	Prince George's County uses the generic Deputy Director class. Actual \$140,000
Queen Anne's							
St. Mary's	97,302	65,728	111,738	+		1	
Somerset	56,035	43,419	68,795	-	Deputy Treasurer	1	Appointed By County Treasurer
Talbot	63,624	54,802	68,727		Finance Office Manager	1	
Washington	84,737	60,036	93,894	=		2	
Wicomico	67,524	50,652	101,303			1	
Worcester	91,894	80,000	105,000	=		1	
MNCPPC							
AVERAGE	96,042	74,393	114,173				

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## 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	99,580	99,580	162,693	=	Budget Officer		Appointed by County Executive
Baltimore City	132,400	77,200	132,400	=	Executive Level II	1	Reports to Director of Finance
Baltimore County	161,892	161,892	161,892	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert							
Caroline	83,963	71,005	98,874		Comptroller		
Carroll	106,122	83,741	147,784	=	Director, Management & Budget	1	
Cecil	80,766	63,773	99,362	=	Budget Manager	1	
Charles	123,357	79,703	127,937	=	Chief of Budget	1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	100,632	78,489	125,538	=	Budget Officer	1	
Garrett							
Harford	105,678	81,000	124,862	=	Chief, Budget & Management Research	1	Not appointed / at will
Howard	148,283	91,915	148,283	=	Budget Administrator	1	
Kent							
Montgomery	195,600	195,600	195,600	=	Director, Office of Management and Budget	1	Appointed to position
Prince George's	153,134	98,884	192,385	=	Director, Office of Management & Budget	1	Prince George's County uses the generic Director class. Actual \$150,000.
Queen Anne's							
St. Mary's	99,632	65,729	111,738	+	Accounting Officer	1	
Somerset							
Talbot							
Washington							
Wicomico	86,700	64,249	128,499		Director of Finance	1	
Worcester	75,691	65,000	85,000	=	Budget Officer	1	
MNCPPC	128,399	75,036	128,399	=	Budget Manager	1	
AVERAGE	117,614	90,800	135,703				

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

*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Director, Planning/Zoning

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	133,698	88,121	143,976	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	130,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	129,000	129,000	129,000	-	Director of Planning	1	Responsibility for the Office of Planning/appointed position
Calvert	120,000	98,705	165,211	=	Community Planning & Building Director		Contract/35/week
Caroline	78,590	65,550	89,886			1	
Carroll	94,994	83,741	147,784	=	Director, Land Use Planning & Development	1	
Cecil	103,002	70,114	109,283	=		1	
Charles	135,018	93,190	149,517	+	Director, Planning & Growth Management		Contractual appointed position
Dorchester	75,613			=		1	Flat rate salary
Frederick	149,683	116,061	185,697	+	Director, Community Development Division	1	
Garrett	95,946	62,325	95,946	=		1	
Harford	110,933	91,600	141,606	=		1	
Howard	148,283	91,915	148,283	=		1	
Kent	70,000	60,617	96,047	=	Director, Planning, Housing and Zoning	1	
Montgomery	190,000	190,000	190,000	=	Director, Permitting Services	1	Appointed to position
Prince George's	104,695	104,695	104,695	=	Chairman, County Council	1	
Queen Anne's	94,815	66,069	120,391	=		1	
St. Mary's	112,710	79,218	138,634	+	Director, Land Use & Growth Management	1	Contract
Somerset	73,878	57,985	91,874	=	Director, Dept. Technical & Community Services	1	
Talbot	81,728	76,992	96,555		County Planning Officer	1	
Washington	82,494	64,839	101,406	=		1	
Wicomico	98,723	64,249	128,499		Director of Dept. of Planning, Zoning and Community Development	1	
Worcester							
MNCPPC	170,703	170,703	170,703	=	Director of Planning	2	
AVERAGE	112,370	92,631	134,045				

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Assistant/Deputy Director, Planning/Zoning

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	109,975	72,324	120,072	=	Assistant Planning & Zoning Officer	2	Classified position
Baltimore City	90,600	55,200	99,200	=	Executive Level I	1	
Baltimore County	107,714	73,346	114,273	-	Deputy Director of Planning	1	Responsible for planning administration
Calvert	99,681	77,932	115,606	=	Community Planning & Building Deputy Director	1	35/week
Caroline	48,497	48,497	67,532		Assistant Planning Director	1	
Carroll	93,717	60,996	107,679	=	Deputy Director Land Use, Planning and Development	1	
Cecil	75,171	52,707	82,160	=	Principal Planner	1	
Charles	127,940	79,703	127,937	=	Planning Director	1	Reports to Director of Planning & Growth Management
Dorchester	57,950	48,751	76,035	=		1	
Frederick							
Garrett							
Harford	110,933	81,000	124,862	=		1	
Howard	100,079	74,901	120,827	=		2	
Kent							
Montgomery	127,026	127,026	127,026	=	Division Chief, Permitting Services-Land Development	1	Manager II
Prince George's	102,195	102,195	102,195	=	Vice Chairman, County Council	1	
Queen Anne's							
St. Mary's		65,728	111,738	+	Deputy Director, Land Use & Growth Management		Vacant
Somerset							
Talbot	58,174	54,802	68,727		Assistant Planning Officer	1	
Washington	55,589	55,589	86,939	=	Chief Planner	1	
Wicomico	74,604	50,652	101,303		Deputy Director of Planning, Zoning and Community Development	1	
Worcester							
MNCPPC	155,405	155,405	155,405	=	Deputy Planning Director	1	
AVERAGE	93,838	74,264	106,084				

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Prepared by MACo, October 2012  
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## Director, Public Works

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	107,000	68,929	130,701	=		1	
Anne Arundel	157,895	99,580	162,693	=		1	Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=		1	
Baltimore County	158,348	158,348	158,348	=	Director of Public Works	1	Appointed position
Calvert	135,499	98,705	165,211	=		1	Contract/35/week
Caroline	77,928	71,005	98,874			1	
Carroll	95,077	83,741	147,784	=		1	Also oversees Permits & Inspections
Cecil	106,808	77,168	120,224	=		1	
Charles	126,341	93,190	149,517	+		1	Contractual appointed position
Dorchester	83,824			=		1	Flat rate salary
Frederick	137,912	103,292	165,267	-		1	does not oversee sewage, refuse, however, oversees fleet services, maintenance
Garrett							
Harford	110,933	105,700	165,464	=		1	
Howard	182,083	112,819	182,083	=		1	
Kent	129,000	126,523	126,523	=		1	Contractual
Montgomery	190,000	190,000	190,000	=	Director, Department of General Services	1	Appointed to position
Prince George's	150,498	98,884	192,385	=	Director, Department of Public Works & Transportation.	1	Duties listed are covered by two agencies, ex: refuse collections falls under the Department of Environmental Resources. Actual \$175,000. DPWT Director Actual \$180,000.
Queen Anne's	123,600	72,317	132,070	+		1	
St. Mary's	116,415	79,218	138,634	+	Director, Public Works & Transportation	1	Contract
Somerset	79,938	57,985	91,874	+	Director, Solid Waste, Maintenance & Drainage	1	No Public Works Department
Talbot	89,637	87,001	109,107		County Engineer	1	
Washington	110,416	75,629	118,281	=		1	
Wicomico	104,66	64,249	128,499			1	Acting
Worcester	138,216	105,000	150,000	=		1	
MNCPPC							
AVERAGE	125,789	99,513	144,706				

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Assistant/Deputy Director, Public Works

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		62,874	119,480	=	Deputy Director, Public Works		Vacant
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works & Assistant Director, Public Works	5	Classified positions - 4 Deputy Directors and 1 Assistant Director - same pay range
Baltimore City	130,000	77,200	132,400	=	Executive Level II	1	
Baltimore County		82,554	128,615	=			Vacant
Calvert	99,681	77,932	115,606	=	Enterprise Fund Operations Deputy Director & Engineering Deputy Director	2	2 Contracted positions/35/week
Caroline	52,134	48,497	67,532	=	Assist. Director of Admin	1	
Carroll	84,199	60,996	107,679	=		1	
Cecil	93,642	63,773	99,362	=	Deputy Director - Public Works	1	
Charles	92,255	86,180	138,300	=	Assistant Director	2	
Dorchester							
Frederick							
Garrett							
Harford	118,347	81,000	124,862	=		4	Not appointed / at will
Howard	131,685	91,915	148,283	=		1	
Kent							
Montgomery	149,917	149,917	149,917	=	Deputy Director, Department of General Services (Manager I)		
Prince George's	133,608	85,420	166,190	=	Deputy Director, Department of Public Works & Transportation.	1	Prince George's County uses the generic Deputy Director class. Actual \$146,575.
Queen Anne's							
St. Mary's	115,980	74,818	123,469			1	At Will
Somerset							
Talbot	76,353	68,437	85,827		Assistant County Engineer	1	
Washington	94,663	64,839	101,406		Deputy Dir., PW Eng. & Construction	1	
Wicomico							
Worcester	120,702	95,000	125,000	=		1	
MNCPPC							
AVERAGE	108,601	79,482	121,752				

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Director, Permits, Inspections, Licenses

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	61,849	43,525	82,710	=	Chief, Land Development Services	1	Zoning & building codes administration & enforcement
Anne Arundel	135,000	88,121	143,976	=	Director, Inspections & Permits		Appointed by County Executive
Baltimore City							
Baltimore County	180,000	180,000	180,000	=	Director of Permits, Approvals and Inspections	1	Appointed position
Calvert	76,968	60,206	89,253	-	Inspections & Permit Division Chief	1	35/week
Caroline	57,348	48,497	67,532		Assistant Codes Director	1	
Carroll	60,470	83,741	147,784	-	Bureau Chief, Permits & Inspections	1	
Cecil	99,362	63,773	99,362	=	Director, Permits & Inspections	1	
Charles	111,092	73,718	118,362	+	Chief of Codes, Permits, & Inspection Services	1	Reports to Director of Planning & Growth Management
Dorchester							Director of Planning and Zoning handles permits, inspections, and licenses
Frederick	131,173	96,436	154,298	=		1	
Garrett	67,410	49,257	75,827		Chief, Inspections & Permits	1	
Harford	121,217	91,600	141,606	=	Director of Inspections, Licenses & Permits	1	
Howard	131,685	91,915	148,283	=	Director of Licenses and Permits	1	
Kent							
Montgomery	130,042	130,042	130,042	-	Director, DPS Division of Building Construction	1	Appointed to position
Prince George's	153,134	98,884	192,385	+	Director, Department of Environmental Resources	1	Prince George's County uses the generic Director class. Actual \$175,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	98,779	70,026	109,518		Dir., Plan Review & Permitting	1	
Wicomico							
Worcester	116,958	93,000	123,000	=		1	
MNCPPC							
<b>AVERAGE</b>	<b>108,280</b>	<b>85,171</b>	<b>125,246</b>				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Director, Parks and Recreation

*Manages and administers the park system and recreation programs.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	88,121	88,121	143,976	=	Director, Recreation & Parks	1	Appointed by County Executive
Baltimore City		77,200	132,400	=	Executive Level II		Vacant
Baltimore County	140,000	140,000	140,000	=	Director of Recreation and Parks	1	Appointed position
Calvert	99,099	71,508	106,051	=	Recreation Division Chief	1	35/week
Caroline	81,979	64,550	89,886			1	
Carroll	86,778	60,996	107,679	=	Administrator, Recreation & Parks	1	
Cecil	73,923	63,773	99,362	=		1	
Charles	103,497	79,703	127,937	=	Chief of Parks & Grounds & Chief of Recreation	2	Reports to Director of Public Works & Director of Community Services, respectively
Dorchester	54,177			=		1	Flat rate salary
Frederick	132,947	110,637	177,020	+		1	oversees custodial services
Garrett							
Harford	115,000	91,600	141,606	=			
Howard	124,093	91,915	148,283	=	Director of Recreation and Parks	1	
Kent	68,000	51,600	81,642	=		1	Contractual
Montgomery	161,975	161,975	161,975	=	Director, Department of Recreation	1	Appointed to position
Prince George's							Separate employer
Queen Anne's							
St. Mary's	102,510	66,016	115,526	+		1	Contract
Somerset	53,433	50,176	79,502	=		1	
Talbot		68,437	85,827				currently open position
Washington	88,369	64,839	101,406	=	Parks & Facilities Dir.	1	
Wicomico	117,887	64,249	128,499		Director of Dept. of Recreation, Parks and Tourism	1	
Worcester	86,195	70,000	91,000	=		1	
MNCPPC	196,630	196,630	196,630	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	103,927	86,696	122,810				

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Prepared by MACo, October 2012  
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## 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	72,500	72,500	72,500			1	Contractual
Anne Arundel							No Match
Baltimore City	130,000	77,200	132,400	=	Executive Level II	1	
Baltimore County		80,999	112,569	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$165,791
Calvert	95,000	89,731	150,192	=	Public Safety Director	1	Contract/35/week
Caroline	89,236	78,106	108,763			1	
Carroll	89,482	60,996	107,679	=	Administrator, Public Safety	1	
Cecil	107,806	75,608	117,811	=	Director, Emergency Services	1	
Charles	122,831	93,190	149,517	=		1	
Dorchester							Dorchester has separate departments
Frederick	131,478	116,061	185,697	-		1	Oversees fire and ems, does not oversee 911
Garrett							
Harford	120,000	81,000	124,862	=	Manager, Emergency Services	1	Not appointed / at will
Howard							
Kent	69,360	51,600	81,642	=	Director of Emergency Services	1	Contractual
Montgomery	127,500	127,500	127,500	=	Director, Office of Emergency Management & Homeland Security	1	This is a Director position but it is under the Manager II pay band
Prince George's	153,134	109,019	212,106	+	Director, Office of Homeland Security	1	Actual \$140,000
Queen Anne's	88,000	66,069	120,391	=	Dir/Chief Emerg Ser	1	
St. Mary's							
Somerset	65,752	53,940	85,464	=	Director, Emergency Services	1	
Talbot	89,637	87,001	109,107		Emergency Services Director/Ass't County Mgr	1	
Washington	80,356	70,026	109,518	=	Dir., Fire/Emerg. Svcs.	1	
Wicomico	71,400	56,657	113,314		Director Dept. of Emergency Services	1	
Worcester	99,029	83,000	109,000	=		1	
MNCPPC							
AVERAGE	100,139	80,537	122,633				

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Prepared by MACo, October 2012  
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## Director, Economic Development

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	98,823	98,823	98,823	=		1	Contractual
Anne Arundel	139,730	88,121	143,976	=	Director of Programming	1	Appointed by County Executive
Baltimore City							
Baltimore County	185,000	185,000	185,000	=	Director of Economic Development	1	Appointed position
Calvert	118,045	89,731	150,192	=	Economic Development Director	1	Contract/35/week
Caroline							
Carroll	73,003	60,966	107,679	=	Administrator	2	
Cecil	86,840	77,168	120,224	=		1	
Charles	142,019			=			Contractual appointed position.
Dorchester	66,660			=		1	
Frederick	96,315	90,037	144,059	less		1	acting director, does not oversee natural resources, business development & retention
Garrett	95,946	62,325	95,946	=		1	
Harford	121,217	91,600	141,606	=		1	
Howard							
Kent							
Montgomery	180,000	180,000	180,000	=	Director, Department of Economic Development	1	Appointed to position
Prince George's							Economic Development Corp, - Non-County Agency
Queen Anne's	115,339	66,069	120,391	+	Director, ED, & Adm Services	1	
St. Mary's		79,218	138,772	+	Director, Economic and Community Development		Vacant
Somerset	81,615	81,615	81,615	=		1	Separate Entity
Talbot	64,260	54,802	68,727			1	
Washington		64,839	101,406	=			Vacant
Wicomico	63,221	43,059	86,119		Tourism Manager	1	
Worcester	86,694	70,000	90,000	=		1	
MNCPPC							
AVERAGE	106,749	87,257	120,855				

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Prepared by MACo, October 2012  
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## 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	109,341	88,121	143,976	=	Director of Aging and Disabilities	1	Appointed by County Executive
Baltimore City	125,000	77,200	132,400	=	Executive Level II	1	Reports to Health Commissioner
Baltimore County	143,953	143,953	143,953	=	Director of Aging	1	Appointed position
Calvert	79,880	65,593	97,297	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll				-			NCC
Cecil	69,722	63,773	99,362		Director, Senior Services & Community Transit	1	
Charles	88,140	73,718	118,362	=	Chief of Aging & Senior Programs	1	Reports to Director of Community Services
Dorchester							Dorchester does not have a Department of Aging
Frederick	87,983	63,896	102,234	=		1	
Garrett							
Harford	70,556	64,300	114,629	-	Administrator, Office of Aging	1	Does not oversee Transit Management
Howard	104,125	74,901	120,827	=		1	
Kent							
Montgomery	154,387	154,387	154,387		Chief, Aging & Disability Services	1	Appointed to position
Prince George's	153,134	98,884	192,385	+	Director, Family Services	1	Prince George's County uses the generic Director class. Actual \$142,187.
Queen Anne's							
St. Mary's	112,710	66,016	115,526	+	Director, Aging & Human Services	1	Contract
Somerset	65,000	65,000	65,000	=	Executive Director, Comm. On Aging	1	Separate Entity
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	104,918	84,596	123,103				

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Prepared by MACo, October 2012  
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## 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	128,000	77,200	132,400	=	Executive Level II	1	
Baltimore County							NCC
Calvert	99,380	81,574	136,536	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll	105,207	83,741	147,784	=	Director Citizens Services	1	
Cecil							NCC
Charles	121,212	93,190	149,517	+	Director of Community Services	1	Contractual appointed position
Dorchester							
Frederick	103,964	110,637	177,020	=		1	
Garrett							County Administrator also serves in this capacity
Harford	110,933	91,600	141,606	=	Director of Community Services	1	Our Director of Community Services is responsible for the Office on Aging, Office of Drug Control Policy and the Harford Transit System.
Howard	135,616	91,915	148,283	=	Director of Citizen Services	1	
Kent							
Montgomery	206,492	206,492	206,492	=	Director, Department of Health & Human Services	1	Appointed to position
Prince George's	153,134	98,884	192,385	-	Director, Office of Community Relations	1	Multi-cultural Affairs. Prince George's County uses the generic Director class. Actual \$135,000.
Queen Anne's	90,736	66,069	120,391	=	Director, Community Services	1	
St. Mary's		66,016	115,526	=			Vacant
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	125,467	97,029	151,631				

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*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Director Housing/Community Development

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							No Match
Baltimore City	143,100	112,200	204,000	=	Executive Level III	1	
Baltimore County	98,636	98,636	98,636	=	Rental Subsidy Administrator	1	Non-graded position
Calvert	115,606	115,606	115,606	=	Executive Director	1	Contract
Caroline							
Carroll	66,540	60,996	107,679	=	Deputy Director Citizens Services	1	This is not an appointed position. Reports to Director Citizen Services
Cecil	99,362	63,773	99,362	=	Director, Housing	1	
Charles	93,210	73,718	118,362	=	Chief of Housing Authority	1	Reports to Director of Community Services
Dorchester							
Frederick	70,858	59,666	95,466	=		1	
Garrett							
Harford	101,420	101,420	101,420	=	Director of Housing	1	Grant-Funded Position
Howard	131,685	91,915	148,283	=		1	
Kent							
Montgomery	201,058	201,058	201,058	-	Director, Housing and Community Affairs	1	Appointed to position
Prince George's	153,134	98,884	195,385	=	Director, Housing & Community Development	1	Prince George's County uses the generic Director class. Actual \$140,000.
Queen Anne's							
St. Mary's				=			Vacant
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	115,874	97,988	135,023				

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## Director, Local Management Board

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	85,000	85,000	85,000	=	Executive Director	1	Contract employment agreement - salary set by agreement, no salary range
Baltimore City							
Baltimore County	77,173	77,173	77,173	=	Local Management Board Program Administrator	1	Non-graded position
Calvert	59,132	55,201	81,882	=	Family Network Coordinator	1	35/week
Caroline							
Carroll	63,086	53,519	85,655	-	Manager, LMB	1	This is not an appointed position. Reports to Director Citizen Services (converted to 40 hrs)
Cecil							NCC
Charles	60,216	54,000	86,812	=	Local Management Board Coordinator	1	Reports to Chief of Transportation & Community Programs
Dorchester	56,812					1	Flat rate salary
Frederick							
Garrett							
Harford	54,995	43,900	84,032	-	Community Resources Coordinator	1	Grant-Funded Position
Howard							
Kent	60,000	56,181	56,181	=		1	
Montgomery	153,000	153,000	153,000		Chair, Ch Child Youth Fam Svs	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's	95,036	55,365	100,121	+	Exc. Director, Housing & Family Services	1	
St. Mary's							
Somerset	38,397	38,397	38,397	=	Executive Director Local Management Board	1	Separate Entity
Talbot							contractual position - \$42/hr not to exceed \$43,680 annually
Washington	53,273	51,471	80,498	=	Dir., Comm. Grant Mgmt.	1	
Wicomico	57,790	56,657	113,314		Director of Wicomico Partnership for Families and Children	1	
Worcester							
MNCPPC							
AVERAGE	70,301	64,989	86,839				

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	48,014	43,525	82,710	=	Public Information Officer	1	
Anne Arundel	79,735	72,324	120,072	=		1	Appointed by County Executive
Baltimore City	107,500	77,200	132,400	=	Executive Level II	1	
Baltimore County	136,578	136,578	136,578	=	Senior Administrative Assistant to the CAO	1	Non-graded position
Calvert	58,131	50,651	75,130	-	Public Information Specialist	1	35/week
Caroline	55,131	48,497	76,631				
Carroll							
Cecil							NCC
Charles	72,150	58,361	93,790	=		1	
Dorchester							
Frederick	64,440	52,033	83,252	=		1	
Garrett							
Harford		91,600	141,606		Director of Governmental & Community Relations		Position abolished
Howard	129,979	82,930	133,910	=	Public Information Administrator	1	
Kent							
Montgomery	165,000	165,000	165,000	=	Director, Officer of Public Information	1	Appointed to position
Prince George's	87,000	87,000	87,000	=	Administrative Assistant	1	Working Title: Director, Communications. Exempt status, no min/max.
Queen Anne's							
St. Mary's	63,750	60,000	77,000	=			Contract
Somerset							
Talbot							
Washington	61,131	51,471	80,498	=	Dir., Public Relations & Community Affairs	1	
Wicomico	54,060	43,059	86,119			1	
Worcester	46,509	44,201	72,550	=		1	
MNCPPC	119,048	75,036	128,399	=	Public Affairs Officer	2	
AVERAGE	84,260	72,910	104,273				

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## Superintendent of Schools

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	165,000	165,000	165,000		Superintendent of Schools	1	Includes a stipend for in-county travel.
Anne Arundel							Board of Education Position
Baltimore City							
Baltimore County	250,000	250,000	250,000	=	School Superintendent	1	Appointed position
Calvert	169,000	169,000	169,000	=		1	Contract
Caroline							
Carroll	185,000	185,000	185,000	=		1	Amount set by the Board of Education
Cecil							NCC
Charles	n/a						Not on County payroll
Dorchester							
Frederick							
Garrett	158,100			=		1	
Harford							
Howard							
Kent	142,000	142,000	142,000				
Montgomery							Montgomery County Public Schools - separate organization
Prince George's							Separate employer
Queen Anne's	150,800					1	
St. Mary's							
Somerset	138,000			=		1	Separate Entity
Talbot							Board of Education Position
Washington							
Wicomico	165,000	165,000	165,000			1	Hired by and reports to Board of Education
Worcester	164,300	164,300	164,300				
MNCPPC							
AVERAGE	168,720	177,186	177,186				

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Prepared by MACo, October 2012  
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## County Attorney/Solicitor

*Oversees legal services for the jurisdiction.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	54,494	54,494	54,494				Part-time, Contractual .50 FTE
Anne Arundel	157,895	99,580	162,693	=		1	Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=	City Solicitor	1	
Baltimore County	150,000	150,000	150,000	=	County Attorney	1	Appointed position
Calvert	100,000	98,705	165,211	=			Contract/35/week
Caroline	121,000	121,000	121,000			1	
Carroll	87,922	83,741	147,784	=		1	
Cecil							NCC
Charles	165,009			=		1	Contractual appointed position.
Dorchester							
Frederick	166,458	124,185	198,696			1	
Garrett	61,200			=		1	
Harford	133,472	105,700	165,464	=		1	
Howard	159,557	101,795	164,362	=	County Solicitor	1	
Kent							
Montgomery	190,000	190,000	190,000	=	County Attorney	1	Appointed to position
Prince George's	153,134	98,884	192,385	=	Director, Office of Law	1	Prince George's County uses the generic Director class. Actual \$160,000.
Queen Anne's							
St. Mary's	113,730	79,218	138,634	=		1	Contract
Somerset	45,605	45,605	45,605	=		1	Salary determined on a yearly basis
Talbot	117,248	117,248	117,248			1	
Washington	114,281	75,629	118,281		County Attorney	1	
Wicomico	112,200					1	Unclassified
Worcester	126,693	120,000	136,900	=		1	
MNCPPC	178,020	178,020	178,020	=	General Counsel	1	
AVERAGE	127,044	111,322	144,821				

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## Liaison, Legislative Affairs/Government Affairs/Legislative

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	131,841	79,835	135,849	=	Legislative Liaison Officer	1	Appointed by County Executive
Baltimore City		77,200	132,400	=	Executive Level II		Vacant
Baltimore County	110,004	110,004	110,004	=	Director of Governmental Relations	1	Appointed position
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford	110,947	91,600	141,606		Chief of Staff	1	
Howard	106,302	74,901	120,827	=	Executive Assistant II	3	
Kent							
Montgomery	192,182	192,182	192,182	=	Director, Intergovernmental Legislative Affairs	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico	68,860	50,652	101,303		Assistant County Attorney	1	
Worcester							
MNCPPC							This is a function of the General Counsel.
AVERAGE	120,023	96,625	133,453				

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## Chief of Purchasing

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,072	72,324	120,072	=	Purchasing Agent	1	
Baltimore City		77,000	132,400	=	Executive Level II		Vacant
Baltimore County	90,208	61,427	95,702	=	Chief, Purchasing Services	1	35 hour position
Calvert	67,213	55,201	81,882	=	Purchasing Officer	1	35/week
Caroline	43,558	33,124	46,125		Purchasing Agent II	1	
Carroll	90,917	55,322	97,656	=	Bureau Chief Purchasing		Converted to 40 hours
Cecil	60,653	47,902	74,589	=	Purchasing Agent	1	
Charles	84,845	73,718	118,362	=		1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick		78,489	125,583				
Garrett	67,410	49,257	75,827	=		1	
Harford	110,933	91,600	141,606	+	Director of Procurement	1	Director of Procurement is appointed/at will; Deputy Director - (1) \$92,003 [\$71,400-\$118,934] is not appointed / at will. Position is also responsible for Land Acquisition
Howard	107,286	74,901	120,827	=	Purchasing Administrator	1	
Kent							
Montgomery	190,000	190,000	190,000	=	Director, Department of General Services	1	Appointed to position
Prince George's	80,000	57,816	112,484	=	Contractual Services Officer	1	
Queen Anne's							
St. Mary's	61,006	57,200	97,178	+	Procurement Manager	1	
Somerset							
Talbot							
Washington	81,158	55,589	86,939	=	Purchasing Agent	1	
Wicomico	66,075	56,657	113,314		Purchasing Agent	1	
Worcester							
MNCPPC	128,399	75,036	128,399	=	Finance Manager II-Purchasing	1	
AVERAGE	90,608	70,142	108,830				

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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	58,238	46,369	76,983	=	Buyer III	4	
Baltimore City	57,473	44,084	53,638	=	Procurement Specialist I	6	Maximum salary with longevities is \$61,683
Baltimore County	57,228	45,630	56,836	=	Staff Buyer	6	35 hour position, maximum salary with longevities is \$71,938
Calvert	46,601	36,546	54,218	=	Purchasing Assistant	4	35/week
Caroline							
Carroll	49,338	38,318	61,289	=		2	Converted to 40 hours
Cecil	54,454	35,984	56,098	=		1	
Charles	42,816	42,809	68,905	=	Procurement Specialist	2	
Dorchester							
Frederick	65,852	55,717	89,148	=	Procurement Analyst III	3	
Garrett	41,857	33,080	50,927	=		1	
Harford	61,062	52,800	97,261	=	Procurement Agent III	4	
Howard	55,078	44,845	72,384	=	Admin Analyst I	5	
Kent							
Montgomery	68,225	49,253	81,513	=	Procurement Specialist II	16	
Prince George's	66,402	35,492	69,055	=	Buyer II	1	
Queen Anne's							
St. Mary's	38,730	37,461	58,053	=	Buyer	1	
Somerset							
Talbot							
Washington	50,226	40,859	63,902	=		1	
Wicomico	31,845	27,875	51,558	+	Purchasing Specialist	1	
Worcester							
MNCPPC	80,210	53,835	92,300	=	Principal Admin Spec-Buyer	2	
AVERAGE	54,449	42,409	67,886				

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## Accountant I (Journey/Intermediate Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		43,525	82,710	+	Senior Accountant		Vacant. CPA required.
Anne Arundel	59,354	49,932	82,900	=	Accountant II	2	
Baltimore City	51,155	40,000	56,800	=	Accountant II	20	
Baltimore County	61,109	45,630	56,836	=	Accountant II	4	35 hour position, maximum salary with longevities is \$71,938 35/week
Calvert	53,344	46,483	68,942	=	Accountant I	1	
Caroline							
Carroll	57,242	45,053	72,093	=	Accountant II	1	Converted to 40 hours
Cecil	44,897	43,576	67,891	=		2	
Charles	61,289	54,000	86,812	=		2	
Dorchester							
Frederick	49,961	48,593	77,748	=	Accountant II	4	
Garrett	52,104	42,104	64,819	=		2	
Harford	60,579	47,400	90,230	=	Accountant II	3	
Howard	63,661	49,733	80,163	=	Fiscal Specialist I	11	
Kent	56,863	38,393	69,421			3	1-Treasury Supervisor, 1-Senior Accountant, 1-Accounting Manager
Montgomery	64,154	40,952	67,533	=	Accountant/Auditor I	4	
Prince George's	64,157	43,142	83,937	=	Accountant II	9	
Queen Anne's	65,340	47,514	76,317	+	Accountant II	1	
St. Mary's	42,099	37,461	58,053	=	Accountant	1	
Somerset							
Talbot	47,993	40,618	56,011			1	
Washington	70,149	51,471	80,498	=	Sr. Accountant	1	
Wicomico	75,637	50,652	101,303		Chief Accountant	1	
Worcester	48,890	40,000	50,000	=		1	
MNCPPC	64,950	47,535	81,342	=	Accountant II	6	
AVERAGE	57,854	45,171	73,289				

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## Budget Analyst I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel		53,776	89,276	+	Budget & Management Analyst II		No authorized positions at this level
Baltimore City	68,500	56,000	79,400	=	Budget Management Analyst II	1	
Baltimore County	75,304	61,427	95,702	=	Budget Analyst II	5	35 hour position
Calvert	58,131	50,651	75,130	=	Budget Analyst	1	35/week
Caroline							
Carroll	49,109	49,109	78,583	=	Management & Budget Analyst	3	
Cecil							NCC
Charles		49,971	80,365		Budget Analyst I		Vacant
Dorchester							
Frederick	56,670	45,382	72,612	-		1	
Garrett							
Harford				=	Budget Analyst		Vacant
Howard	69,869	49,733	80,163	=	Fiscal Specialist II	3	
Kent							
Montgomery	72,351	49,253	81,513	=	Management & Budget Specialist II	1	
Prince George's	66,783	42,793	78,356	=	Budget Management Analyst II	4	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	68,689	64,418	84,490	=		3	
Somerset							
Talbot							
Washington	50,638	44,128	69,015	=		1	
Wicomico	55,080	43,059	86,119	+	Financial Analyst	1	
Worcester							
MNCPPC		47,535	81,342	=	Budget Analyst		Vacant
AVERAGE	62,829	50,517	80,862				

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*Jobs with < 5 responses were omitted.*

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## Administrative Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	69,257	49,932	82,900	=	Management Assistant II	23	
Baltimore City	53,075	40,000	56,800	=	Administrative Analyst II	4	
Baltimore County	66,395	45,630	56,836	=	Management Analyst II	18	35 hour position, maximum salary with longevities is \$71,938
Calvert							
Caroline							
Carroll	45,448	45,053	72,093	=	Project Analyst	1	
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford	57,638	47,400	90,230	=	Management Assistant I	1	
Howard	55,078	44,845	72,385	=	Administrative Analyst I	10	
Kent							
Montgomery	72,259	47,028	77,756	=	Administrative Specialist II	44	
Prince George's	62,576	43,142	83,937	=	Administrative Assistant II	37	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	55,037	46,134	73,736	=	Risk Analyst	1	
Somerset	83,161	62,334	98,765	+	Internal Auditor	1	Develop internal controls & procedures
Talbot							
Washington							
Wicomico	75,250	56,657	113,314		County Internal Auditor	1	
Worcester							
MNCPPC	73,211	47,535	81,342	=	Senior Administrative Specialist	26	
AVERAGE	64,032	47,974	80,008				

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## 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	40,573	30,130	57,255	+	Benefits Specialist	1	
Anne Arundel	59,185	49,932	82,900		Personnel Analyst II	7	
Baltimore City	55,133	46,700	65,500	=	Human Resources Specialist II	3	
Baltimore County	64,983	45,630	56,836	=	Personnel Analyst II	5	35 hour position, maximum salary with longevities is \$71,938
Calvert	45,664	42,643	63,227	-	Personnel Analyst I	1	35/week
Caroline	56,378	48,497	67,532		Assistant Director HR	1	
Carroll							NCC
Cecil	55,734	47,902	74,589		HR Manager HR Specialist	2	NCC
Charles	66,944	49,971	93,790	+	Recruitment Administrator, Benefits Coordinator; Human Resource Coordinator	3	New position - HR Coordinator - is vacant & in the recruitment process.
Dorchester							
Frederick	51,150	48,593	77,748	=	Senior HR Analyst	4	
Garrett							
Harford	55,206	47,400	90,230	=	Human Resources Analyst	1	
Howard	74,298	55,058	88,795	=	Administrative Analyst II	1	
Kent							
Montgomery	81,513	49,253	81,513	=	Human Resources Specialist II	1	Does not include HR Specialist IIs hired at the budget level of HR Specialist III
Prince George's	62,518	43,142	83,937	=	Personnel Analyst II	16	
Queen Anne's							
St. Mary's	32,094	32,094	47,932		HR Specialist		
Somerset	40,543	34,108	55,889	-	Administrative Aide Human Resources	1	
Talbot	33,951	31,365	49,834		Human Resources Assistant	1	
Washington							
Wicomico	34,879	31,728	63,456		HR Manager I	1	
Worcester	40,165	40,165	65,819	=		1	
MNCPPC	50,348	41,932	71,750	=	Human Resources Specialist	1	
AVERAGE	52,698	42,960	70,449				

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## Staff Attorney I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,356	44,356	44,356	+	Assistant County Attorney	1	Part-time, Contractual .50 FTE
Anne Arundel	77,400	57,913	96,146		Attorney II	4	
Baltimore City	72,567	44,200	84,600	=	Assistant Solicitor	30	
Baltimore County	89,590	46,532	120,626	=	Assistant County Attorney	22	Non-graded position
Calvert	89,653	65,593	97,297	=	Associate County Attorney	1	Contract/35/week
Caroline							
Carroll	60,320	58,344	93,351	=	Assistant County Attorney I	1	
Cecil							NCC
Charles	63,083	63,081	118,362	=	Assistant County Attorney I II & III	2	2 positions currently vacant
Dorchester							
Frederick	90,866	73,285	117,256	=	Assistant County Attorney	2	
Garrett							
Harford	84,000	64,300	114,629	=	Assistant County Attorney II	1	
Howard	95,531	67,600	109,096	=	Attorney	6	
Kent							
Montgomery	72,204	62,168	103,309	=	Assistant County Attorney II	1	
Prince George's	60,226	49,943	97,168	=	Attorney II	5	
Queen Anne's							
St. Mary's	75,046	65,728	111,738	=	Deputy County Attorney	1	
Somerset							
Talbot							
Washington	87,651	60,036	93,894	Plus	Asst. Co. Atty.	1	1 Vacancy
Wicomico	112,200					1	Unclassified
Worcester							
MNCPPC	91,163	62,658	109,200	=	Associate General Counsel II	8	
AVERAGE	79,116	59,049	100,735				

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

*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

# 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	36,214	38,288	68,817	=	Planner II	1	
Anne Arundel	63,916	49,932	82,900		Planner II	16	
Baltimore City	56,940	46,700	65,500	=	City Planner II	10	
Baltimore County	60,647	45,630	56,836	=	Planner II	15	35 hour position, maximum salary with longevities is \$71,938
Calvert	60,733	42,643	63,227	-	Planner I	1	35/week
Caroline	41,219	38,349	67,532		Planner II & III	2	1 position contractual \$38,349
Carroll	42,079	40,872	65,375	=	Comprehensive Planner I	1	Converted to 40 hours
Cecil	37,066	35,984	56,098	=	Planner I	1	
Charles	57,613	49,971	80,365	=	Planner I & II	3	2 Planners, 1 position currently vacant
Dorchester	35,269	35,269	55,007	=	Environmental Planner	1	
Frederick	47,426	45,382	72,612	=	Planner I	1	
Garrett	42,104	30,434	46,852	=		1	
Harford	54,991	90,230	76,190	=	Planner II	7	
Howard	67,461	49,733	80,163	=	Planning Specialist II	14	
Kent	57,199	43,962	81,642			2	2 planners: 1-Housing, and 1-Community
Montgomery	38,878	47,028	77,756	=	Planning Specialist II	1	Note: Employee is Part Time
Prince George's	57,789	42,793	78,356	=	Planner II	7	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	42,160	39,127	62,166	=	Planner	2	
St. Mary's	42,629	38,370	59,717	=	Same	4	Vacant
Somerset	54,064	43,419	68,795	+	Senior County Planner & Planner I	2	2 Pay Grades
Talbot	55,082	49,371	61,917		Long Range Planner	1	
Washington		37,833	59,169			Vacant	44,128 - 69,015, Sr. Planner - Vacant
Wicomico	61,324	43,059	86,119		Planner III	2	
Worcester	46,634	36,412	59,696	=		3	
MNCPPC	67,269	47,535	81,342	=	Senior Planner	61	
AVERAGE	51,113	44,333	68,566				

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Jobs with < 5 responses were omitted.

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Prepared by MACo, October 2012  
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## 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	77,174	57,349	108,981	=	County Engineer	1	
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City	81,361	64,800	91,100		Engineer Supervisor PE	3	
Baltimore County	110,944	77,814	121,232	=	Chief, Bureau of Engineering and Construction	1	
Calvert							
Caroline							
Carroll	96,907	55,322	97,656	=	Bureau Chief Engineering	1	Converted to 40 hours
					Chief, Engineering & Construction		
Cecil	83,866	57,990	90,293	=	Chief, Dev Services	2	
Charles	87,224	68,190	109,515	+	Inspections & Enforcement Manager	1	
Dorchester	83,946	58,411	92,661	=	Senior Engineer	1	
Frederick	94,710	73,285	117,256	=	Engineering Manager	1	
Garrett	82,016	62,325	95,946	=		1	
Harford	118,280	71,400	118,934	=	Chief, Engineering Division	2	
Howard	131,685	91,915	148,283	=	Engineering Manager II	1	
Kent	82,987	51,600	81,642	=		1	
Montgomery	146,378	84,407	149,417	-	Manager I	1	Position is called Manager I, highest level Engineering Management
Prince George's	113,551	73,789	143,562	-	Engineer V	15	PE certification is not required but desirable
Queen Anne's	101,596	60,452	109,774	=	Chief of Engineering	1	
St. Mary's	100,318	76,814	126,443	=	Senior Project Manager	1	
Somerset	62,334	62,334	98,765	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	94,663	64,839	101,406	=	Deputy Dir., PW Eng. & Construction	1	
Wicomico	84,931	56,657	113,314		Chief Civil Engineer	1	
Worcester							
MNCPPC	107,090	62,658	109,200	=	Engineering Supervisor	2	
AVERAGE	98,943	67,247	112,440				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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# 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	47,250	39,700	75,442	=	Engineer II		Vacant, EIT certification required at minimum.
Anne Arundel	65,855	49,932	82,900		Engineer II	6	
Baltimore City	55,115	46,700	65,500	=	Engineer II	20	
Baltimore County	60,592	47,618	59,193	=	Engineer II	10	35 hour position, maximum salary with longevities is \$75,625
Calvert	73,692	65,593	97,297	=	Project Engineer II	5	35/week
Caroline							
Carroll	69,638	45,053	72,093	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil	74,956	47,902	74,589	=	Civil Engineer III	3	
Charles	65,275	58,361	93,790	+	Engineer II	5	
Dorchester	79,901	58,411	92,661	=		1	
Frederick	69,542	59,666	95,466	=	Engineer II	2	
Garrett	60,100	45,540	70,108	=		3	
Harford	68,643	47,400	90,230	=	Civil Engineer II	5	
Howard	86,821	61,006	98,426	=	Engineering Specialist II	19	
Kent							
Montgomery	81,513	49,253	81,513	=	Engineer II	2	
Prince George's	74,948	55,062	107,128	=	Engineer II	13	
Queen Anne's	75,662	50,738	81,770	=	Civil Engineer II	2	
St. Mary's	71,115	57,866	89,398	=	Engineer II	1	
Somerset							
Talbot							
Washington	69,892	51,471	80,498	=	Civil, Environmental, Structural & Trans.	5	
Wicomico	62,706	43,059	86,119		Civil Engineer I	2	
Worcester	105,560	100,000	110,000	=		1	
MNCPPC	79,389	47,535	81,342	=	Engineering Designer II	1	
AVERAGE	71,341	53,708	85,022				

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Prepared by MACo, October 2012  
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## Chief, Solid Waste and Recycling

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City	129,950	77,200	132,400	=	Executive Level II	1	
Baltimore County	110,942	110,942	110,942	=	Chief of Solid Waste Management	1	Non-graded position
Calvert	63,354	55,201	81,882	=	Solid Waste Division Chief	1	35/week
Caroline							
Carroll	71,511	55,322	97,656	=	Bureau Chief Solid Waste	1	
Cecil	59,322	52,707	82,160	=	Chief, Solid Waste	1	
Charles	107,153	79,703	127,937	+	Chief of Environmental Resources	1	
Dorchester	50,944	40,792	63,622	=	Landfill Foreman	1	
Frederick	94,397	73,285	117,256	=	Superintendent, SWM	1	
Garrett							
Harford	80,000	71,400	118,934	=	Chief, Solid Waste Management Division	1	
Howard							
Kent	68,502	43,962	69,421		Waste Management Division Chief	1	
Montgomery	109,096	63,411	115,901	=	Chief, Waste Reduction and Recycling	1	Appointed to position
Prince George's	122,839	77,478	150,739	=	Associate Director, Department of Environmental Resources	1	Associate Director. Actual \$137,701.
Queen Anne's	103,511	60,452	109,774	+	Chief Roads Engineer	1	Oversees Roads & Solid Waste Divisions
St. Mary's		51,168	86,694	=	Manager, Grade 9		Vacant
Somerset	44,753	34,108	55,889	-	Sanitary Landfill Superintendent	1	
Talbot	74,849	68,437	85,827		Manager of Environmental Operations	1	
Washington	73,800	60,036	93,894	=	Deputy Dir., Solid Waste	1	
Wicomico	56,100	56,567	113,314		Superintendent SW	1	
Worcester				=			
MNCPPC							
AVERAGE	86,493	63,790	102,636				

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Prepared by MACo, October 2012  
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## Recycling Manager/Coordinator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,144	33,032	62,771	=	Engineering Technician III	1	
Anne Arundel	87,069	62,365	103,536	=	Solid Waste Recycling Manager	1	
Baltimore City	68,500	56,000	79,400	=	Recycling Coordinator	1	
Baltimore County	80,149	54,579	85,029	=	Recycling and Waste Prevention Manager	1	
Calvert	60,151	50,651	75,130	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	50,004	45,053	72,093	=		1	
Cecil	36,858	32,760	51,002	-	Recycling Coordinator	1	Does not have supervisory functions
Charles	71,156	58,361	93,790	=	Recycling/Litter Control Superintendent	1	
Dorchester							
Frederick	54,916	48,593	77,748	-	Recycling Manager	1	
Garrett	37,028	30,434	46,852	=		1	
Harford	98,011	57,700	110,115	=	Recycling Program Manager	1	
Howard	84,822	61,006	98,426	=	Senior Administrative Analyst	1	
Kent							
Montgomery	115,901	63,411	115,901	=	Manager III	1	
Prince George's	95,986	63,741	124,013	=	Administrative Specialist I	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	56,189	49,371	61,917		CAD Operator/Recycling	1	
Washington	44,128	44,128	69,015	=	Recycling Program Coord.	1	
Wicomico	27,238	20,623	38,187		Scale Operator II	1	
Worcester	59,026	50,000	65,000	=		1	
MNCPPC							
AVERAGE	65,071	48,989	79,440				

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*Jobs with < 5 responses were omitted.*

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## 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	52,238	40,540	49,222	=	Social Work Associate II	11	Maximum salary with longevities is \$56,607
Baltimore County	49,191	37,747	47,618	=	Social Work Associate	3	35 hour position. maximum salary with longevities is \$59,193
Calvert							
Caroline							
Carroll							NCC
Cecil	37,619	37,170	37,918	=		5	Contractual Positions
Charles	n/a						
Dorchester							
Frederick	47,210	36,981	59,169	=	Case Manager	3	
Garrett							
Harford							
Howard	62,694	49,733	80,163	=	Human Services Specialist II	24	
Kent							
Montgomery							NCC
Prince George's	75,177	42,793	78,356	=	Social Worker II	3	
Queen Anne's							
St. Mary's				+			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	54,022	40,827	58,741				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## 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	49,767	45,992	56,004	=	Social Worker II	3	Maximum salary with longevities is \$64,404
Baltimore County	63,642	49,828	62,216	=	Social Worker II	31	35 hour position, maximum salary with longevities is \$79,311
Calvert							
Caroline							
Carroll							NCC
Cecil	43,576	43,576	57,891	=	Human Services Supervisor	1	
Charles	n/a						
Dorchester							
Frederick	45,711	42,387	67,820	=	Case Worker	1	
Garrett							
Harford							
Howard							
Kent							
Montgomery	60,928	51,598	85,463	=	Social Worker II	72	
Prince George's	71,533	49,538	90,407	=	Social Worker III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	55,860	47,153	69,967				

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*Jobs with < 5 responses were omitted.*

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## Recreation Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,072	72,324	120,072	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City	98,700	74,100	102,300	=	Division Chief III	1	
Baltimore County		61,427	95,702	=	Chief of Recreation Services		
Calvert	70,598	55,201	81,882	=	Recreation Supervisor	1	35/week
Caroline	55,551	44,088	61,393		Recreation Supervisor	2	
Carroll	60,778	55,322	97,656	=	Bureau Chief Recreation	1	Converted to 40 hours
Cecil	54,309	52,707	82,160	=	Recreation Superintendent	1	
Charles	70,142	63,081	101,341	+	Recreation Services Administrator		
Dorchester							
Frederick	71,663	59,666	95,466	=	Superintendent, Recreation	1	
Garrett							
Harford	104,624	71,400	118,934		Chief of Parks & Recreation	1	
Howard	107,286	74,901	120,827	=	Rec and Parks Bureau Chief	1	
Kent	43,962	43,962	69,421		Recreation Supervisor	1	
Montgomery	108,746	63,411	115,901	=	Manager III	3	
Prince George's							Not in County class plan
Queen Anne's	45,600	44,515	71,245	=	Recreation Coordinator	1	
St. Mary's	67,392	58,843	99,632	=	Manager, Grade 10	1	
Somerset							
Talbot							
Washington	62,757	47,658	74,536	=	Recreation & Fitness Dir.	1	
Wicomico	51,000	43,059	86,119		Recreation Superintend	1	
Worcester	51,002	50,000	55,000	=		1	
MNCPPC	64,618	47,535	81,342	=	Recreation/Enterprise Facility Manager II	63	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	72,711	57,011	91,102				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## Manager of Parks

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	82,029	72,324	120,072	+	Parks Administrator	1	Highest level of Manager for park planning, construction & maintenance
Baltimore City	98,700	74,100	102,300	=	Division Chief III	1	
Baltimore County	80,144	61,427	95,702	=	Chief of Park and Facility Maintenance	1	
Calvert	74,420	55,201	81,882	=	Park Supervisor	1	35/week
Caroline	44,088	44,088	61,393		Parks & Capital Project Coordinator	1	
Carroll	64,355	55,322	97,656	=	Bureau Chief Parks	1	Converted to 40 hours
Cecil	39,603	39,603	61,672		Manager of Park Operations	1	
Charles	63,563	58,361	93,790	=	Park Manager	5	
Dorchester							
Frederick	61,009	59,666	95,466	=	Superintendent, Parks	1	
Garrett							
Harford	68,998	52,800	97,261		Maintenance Supervisor	2	
Howard	89,648	74,901	120,827	=	Rec and Parks Bureau Chief	1	
Kent							
Montgomery							Position held in the Maryland National Capital Park and Planning
Prince George's							Not in County class plan
Queen Anne's	62,500	55,365	100,121	=	Parks Operations Mgr	1	
St. Mary's	62,441	51,168	86,694	=	Manager, Grade 9	1	
Somerset							
Talbot	45,576	37,094	53,630		Parks Superintendent	1	
Washington	56,603	47,658	74,536	=	Field Operations Supv.	1	
Wicomico	66,300	56,657	113,314		Dep Dir Rec Parks, Tour	1	
Worcester	54,224	50,000	60,000	=		1	
MNCPPC	69,356	47,535	81,342	=	Park Manager II	19	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	65,753	55,182	88,759				

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*Jobs with < 5 responses were omitted.*

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## Network Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	90,848	62,365	103,536	=	Systems Analyst	1	
Baltimore City		68,500	95,700	=	Network Systems Administrator		Vacant
Baltimore County							NCC
Calvert	88,033	60,206	89,253	=	Network Administrator Supervisor	1	35/week
Caroline	45,791	40,080	55,811		Computer Network Specialist - Lead	1	
Carroll	86,092	53,519	85,655	=		1	
Cecil	51,532	43,576	67,891	=	Network Administrator	2	
Charles	107,562	68,190	109,515	=		1	
Dorchester	49,737	47,340	73,835	=		1	
Frederick	79,036	59,666	95,466	+	Network Engineer III	2	
Garrett							
Harford							
Howard	93,995	67,600	109,096	=	Technical Services Manager I	1	
Kent							
Montgomery	127,465	77,596	128,836	=	Technology Expert	4	
Prince George's	98,458	63,741	124,013	=	Information Technology Manager I	4	
Queen Anne's							
St. Mary's	108,825	68,203	108,826	+		1	
Somerset							
Talbot	49,483	40,618	61,917		System/Network Administrator & System/Network Technician	2	
Washington	65,485	51,471	80,498	=	Database Administrator	1	
Wicomico	37,029	31,728	63,456		Network Technician	1	
Worcester							
MNCPPC	106,518	68,298	119,028	=	IT Systems Manager/Leader	16	
AVERAGE	80,368	57,217	92,490				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## 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	92,631	62,365	103,536		Systems Analyst	13	
Baltimore City	74,929	56,000	79,400	=	Systems Analyst II	7	
Baltimore County	84,420	61,427	95,702	=		7	
Calvert	65,138	50,651	81,882	=	Systems Analyst I & II	5	35/week
Caroline	30,113	30,113	41,932		Computer Network Specialist II	1	
Carroll	59,731	49,109	78,583	=	Senior Programmer Analyst	3	
Cecil							NCC
Charles	70,756	54,000	86,812	=	Systems Analyst I	2	
Dorchester							
Frederick	74,646	52,033	83,252	=	Software Integrator	4	
Garrett	53,277	35,911	55,406	=		1	
Harford		57,000	110,115	=			Vacant
Howard	70,031	55,058	88,795	=	Technical Services Specialist III	7	
Kent	51,600	51,600	81,642	=	Network Engineer	1	
Montgomery	90,391	59,345	98,513		IT Specialist III	47	All Systems Analysts are classified as IT Specialist III, no role differentiation
Prince George's	39,395	35,493	69,055	=	Systems Analyst II	4	
Queen Anne's	60,399	47,514	76,317	=	System Administrator	1	
St. Mary's	87,401	68,203	108,826	=	System Analyst	1	
Somerset							
Talbot							
Washington	57,799	47,658	74,536	=		2	
Wicomico	64,472	50,652	101,303	+	Deputy Dir. IT	1	
Worcester							
MNCPPC	67,143	47,535	81,342	=	IT Support Specialist II	18	Certain IT positions are in a special salary range
AVERAGE	66,348	51,140	84,050				

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*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
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## 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	72,674	49,932	82,900		Programmer-Analyst I	2	P-A II is supervisory
Baltimore City	62,401	45,992	56,004	=	Analyst/Programmer II	8	Maximum salary with longevities is \$64,404
Baltimore County		52,116	65,381	=	Programmer Analyst II		35 hour position, maximum salary with longevities \$82,994
Calvert	62,204	50,651	81,882	=	Network Admn. I & II	4	35/week
Caroline							
C Carroll	45,053	45,053	72,093	=	Programmer Analyst		Converted to 40 hours; 2 Vacancies
Cecil							NCC
Charles	78,113	58,361	93,790	=	Systems Analyst II	4	An additional Systems Analyst II is in the recruitment process
Dorchester							
Frederick							
Garrett							
Harford	73,983	52,800	97,261	=	Programmer Analyst I	5	
Howard	64,183	49,733	80,163	=	Technical Services Specialist II	13	
Kent	43,962	43,962	69,421	=	System Administrator	2	
Montgomery	90,391	59,345	98,513		IT Specialist III	47	All Programmer Analysts are classified as IT Specialist III, no role differentiation
Prince George's	70,161	45,261	90,983	=	Programmer/Systems Analyst II	1	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's		55,661	88,774	=	Programmer/Analyst		Vacant
Somerset							
Talbot							
Washington							
Wicomico	45,677	43,059	86,119		Sr. Network Engineer	1	
Worcester	42,224	38,251	62,670	=		3	
MNCPPC	77,022	49,912	85,406	=	Programmer/Analyst II	7	Certain IT positions are in a special salary range
AVERAGE	63,696	49,339	80,757				

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*Jobs with < 5 responses were omitted.*

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## Help Desk/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,609	30,130	57,255	=	Information Technology Support	1	
Anne Arundel	52,634	40,984	64,759		Information System Support Specialist	17	
Baltimore City	50,250	41,700	60,500	=	PC Support Technician II	2	
Baltimore County	51,452	39,677	49,828		Office Automation Assistant	6	35 hour position, maximum salary with longevities \$62,216
Calvert	33,797	33,797	50,123	=	Computer Service Tech I	2	35/week
Caroline							
Carroll							NCC
Cecil	43,675	35,984	56,098	=	Help Desk Analyst	4	
Charles	56,238	42,809	80,365	=	Technology Support Specialist I & II	3	
Dorchester							
Frederick	51,216	32,359	51,774	=	Client Services Tech	3	
Garrett							
Harford	47,186	43,900	84,032	=	Computer Systems Engineer II	5	
Howard	59,423	44,845	72,384	=	Technical Services Specialist I	4	
Kent	34,394	34,394	53,807		Help Desk Specialist	1	
Montgomery	74,923	51,598	85,463		IT Specialist II	15	All Help Desk Analysts are classified as IT Specialist II, no role differentiation
Prince George's	44,897	43,142	83,937	=	Information Technology Engineer II	3	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		37,253	55,598	=	Help Desk Technician		Vacant
Somerset	32,904	32,101	52,602		Network Technician	1	
Talbot							
Washington							
Wicomico	32,848	31,728	63,456		Data Services Technician	1	
Worcester	60,695	48,818	79,976	=		1	
MNCPPC	56,615	41,932	71,750	=	IT Support Specialist I	12	Certain IT positions are in a special salary range
AVERAGE	48,280	39,286	65,206				

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## Receptionist/Telephone Operator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegheny	18,138	18,138	18,138	=	Central Receptionist/Telephone Operator	1	Contractual
Anne Arundel	34,860	23,608	44,346	+	Office Support Assistant I Office Support Assistant II	97	Office Support Assistant I/II may perform other clerical duties than just receptionist or greeting visitors. Min salary is OS 1 and max salary is OS 2 including 15% longevity 16+ yrs
Baltimore City	29,873	26,316	29,913	=	Office Assistant II	137	Maximum salary with longevities is \$34,398
Baltimore County	34,110	25,192	31,262	-	Clerk	4	35 hour position, maximum salary with longevities is \$39,667
Calvert	39,985	31,268	46,355	+	Office Assistant II	1	35/week
Caroline							
Carroll	27,352	26,562	42,495	=	Information desk Receptionist	1	
Cecil	29,515	23,338	36,296	=	Office Services Assistant	1	
Charles	37,765	29,159	50,772	+	Office Associate I & II	9	These positions perform a wide variety of administrative functions. An additional Office Associate II is currently in the recruitment process.
Dorchester							
Frederick	31,088	24,647	39,435	+	Admin Spec II	1	
Garrett							
Harford		23,700	51,002	=	Clerical Assistant I		At present no employees in this class
Howard	34,941	26,832	43,889	=	Administrative Support Technician I	6	
Kent							
Montgomery	39,088	31,797	51,062	=	Administrative Aide	1	This is at the entry level. Please note that they also perform other functions
Prince George's	23,758	22,879	44,514	=	General Clerk II	8	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	35,467	23,707	45,439		Clerk	2	
Washington							
Wicomico							
Worcester	26,541	25,896	42,411	=		1	
MNCPPC	34,939	26,623	47,857	=	Office Clerk	2	
AVERAGE	31,828	25,604	41,574				

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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	30,534	29,395	31,672			2	Contractual
Anne Arundel	51,723	37,132	58,671	=		4	
Baltimore City	48,552	42,267	51,371	=		8	
Baltimore County	41,647	35,981	45,630	=	Legal Assistant	1	35 hour position, maximum salary with longevities is \$56,836
Calvert	54,136	46,483	68,942	=		2	35/week
Caroline	40,213	27,375	74,286		Coordinator	7	Circuit/States Atty Office
Carroll	39,728	37,482	59,967	=		1	
Cecil							NCC
Charles	54,015	42,809	68,905	=	Paralegal Supervisor	1	
Dorchester	34,624	33,778	52,663			1	
Frederick	49,948	34,642	55,427	=	Legal Assistant	1	
Garrett							
Harford	58,540	47,400	90,230	=	Legal Assistant III	1	
Howard	61,335	44,845	72,384	=	Legal Support Services Specialist	5	
Kent							
Montgomery	71,475	51,598	85,463	=	Paralegal Specialist	6	
Prince George's	38,812	33,804	65,767	=	Paralegal Assistant II	9	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	47,819	42,515	67,642	=	Paralegal (Grade 7)	2	
Somerset	35,797	33,105	54,246	-	Child Support Processor & Victim Witness Coord.	4	2 Pay Grades
Talbot	41,454	37,094	53,630			1	
Washington	54,787	35,031	54,787		Legal Assistant	1	
Wicomico	34,472	27,875	51,558			1	
Worcester							
MNCPPC		41,932	71,750	=	Paralegal Assistant		Requires paralegal certificate - Vacant
AVERAGE	46,822	38,127	61,750				

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## 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	39,076	27,482	52,225	=		5	
Anne Arundel	50,823	33,638	53,159	=		6	
Baltimore City	41,628	33,510	39,994	=	Legal Assistant I	7	Maximum salary with longevities is \$45,994
Baltimore County	43,147	32,812	41,647	=		22	35 hour position, maximum salary with longevities is \$52,116
Calvert	43,007	33,797	50,123	=	Legal Secretary I	5	35/week
Caroline	31,154	30,113	41,932		Court Recorder/ADMIN	3	
Carroll	32,608	28,933	46,322	=	Legal Secretary I	2	1 Vacancy
Cecil	37,977	32,760	51,002	=		6	
Charles	52,455	42,809	68,905	+	Legal Assistant III	2	
Dorchester	45,988	33,778	56,646	=		2	
Frederick	37,699	34,642	55,427	-	Judicial Assistant	3	
Garrett							
Harford		39,900	76,190	=	Legal Specialist II	1	Vacant
Howard	55,989	36,546	56,989	=	Administrative Aide	8	
Kent	48,786	41,592	41,592			2	1-Legal Admin. Aide, 1-Legal Sec.
Montgomery	55,138	37,457	61,498	=	Legal Secretary II	8	
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's	34,424	32,094	47,923	=	Legal Assistant I	4	
Somerset	35,478	30,213	49,507			4	Legal Secretary
Talbot	31,357	29,042	48,365			2	
Washington	36,106	32,435	50,727	=		9	
Wicomico	36,229	23,456	43,399		Legal Office Associate III	1	
Worcester							
MNCPPC	63,357	37,025	63,357	=		1	
AVERAGE	42,621	33,525	52,235				

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## Cashier

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	29,420	27,482	52,225	=		2	
Anne Arundel	31,106	24,752	42,245	=	Cashier I	4	max salary includes 15% longevity 16+ yrs
Baltimore City	32,451	27,958	32,241	=	Cashier I	18	Maximum salary with longevities is \$37,076
Baltimore County	45,776	32,812	41,647	=		5	35 hour position, maximum salary with longevities is \$52,116
Calvert	44,927	33,797	50,123	+	Treasurer Clerk I	2	35/week
Caroline							
Carroll	24,378	24,378	38,980	=	Collections Clerk I	1	
Cecil	36,722	32,760	51,002	=	Collections Specialist	6	
Charles	35,279	31,475	50,772	=	Revenue Specialist	6	
Dorchester	32,903	25,400	45,587	=	Fiscal Clerk	2	
Frederick		32,267	58,885	=	Collection Specialist I		
Garrett							
Harford	30,200	27,500	57,182	=	Accounting Clerk I	3	
Howard	35,287	29,765	48,006	=	Administrative Support Technician II	6	
Kent	32,325	31,383	48,378		Revenue Associate	1	
Montgomery	51,819	37,457	61,498	=	Fiscal Assistant	34	Also reconcile accounts and maintain general ledgers in some departments
Prince George's							Not in County class plan
Queen Anne's	32,350	32,350	50,922	=	Collection Specialist	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							PT Rec and Parks
Worcester	34,970	29,271	41,963	=		5	
MNCPPC							
AVERAGE	35,328	30,050	48,229				

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## 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	13,109	17,354	32,979	=	Office Associate I	1	Part-time .60
Anne Arundel	32,131	23,608	40,290	=	Office Support Assistant I	9	Max salary includes 15% longevity 16+ yrs
Baltimore City	28,447	24,706	27,618	=	Office Assistant I	1	Maximum salary with longivities is \$31,763
Baltimore County	34,110	25,192	31,262	=	Clerk	4	35 hour position, maximum salary with longivities is \$39,667
Calvert	30,569	30,066	44,572	=	Office Assistant I	5	35/week
Caroline	26,659	24,886	34,654		Office Support Assistant II	2	
Carroll	24,419	22,360	35,776	=	Office Associate I	1	Converted to 40 hours; 1 Vacancy
Cecil	25,217	23,338	36,296	=	Office Services Assistant	6	
Charles	33,228	29,159	47,066	+	Office Associate I	2	
Dorchester							
Frederick	34,872	30,149	48,239	+	Admin Spec III	22	
Garrett							
Harford	31,769	27,500	57,182	=	Clerk Typist	5	
Howard	34,941	26,832	43,389	=	Administrative Support Technician I	6	
Kent	30,492	28,148	43,201		Office Assistant	6	
Montgomery	44,810	33,107	53,483	=	Principal Administrative Aide	146	
Prince George's	47,451	31,932	58,890	=	Administrative Aide II	54	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	30,590	26,800	41,866	=	Adm. Asst. I	3	
St. Mary's	29,915	26,645	39,728	+	Office Specialist (Gr 2)	4	
Somerset	28,487	26,763	43,854	=	Office Assistant I	3	
Talbot	29,195	23,707	47,153		Administrative Assistant I & Staff Assistant	7	
Washington	29,056	25,748	40,269	=	Office Associate	6	
Wicomico	34,044	23,456	43,399		Admin Office Assoc I	25	18
Worcester	26,533	19,323	31,568	=			10
MNCPPC	37,210	29,909	52,715	=	Administrative Assistant		2
AVERAGE	31,185	26,117	42,411				

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## 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	28,035	25,069	47,639	=	Office Associate III	2	
Anne Arundel	35,347	25,938	44,346	=	Office Support Assistant II	87	Max salary includes 15% longevity 16+ yrs
Baltimore City	29,873	26,316	29,913	=	Office Assistant II	137	Maximum salary with longevities is \$34,398
Baltimore County	39,476	29,865	37,747	=	Office Assistant	131	35 hour position, maximum salary with longevities is \$47,618
Calvert	43,120	33,797	50,123	=	Office Specialist I	9	35/week
Caroline	33,413	30,113	46,125		Administrative Aide	8	
Carroll	31,273	24,902	39,839	=	Office Associate III	9	Converted to 40 hours; 1 Vacancy
Cecil	33,010	29,744	46,384	=	Office Services Specialist	18	
Charles	46,606	33,981	54,782	=	Office Associate III	9	
Dorchester	27,521	21,716	33,869	=	Administrative Associate	2	
Frederick	44,922	34,545	55,272	=	Admin Spec V	15	
Garrett	35,129	25,758	38,144	=		5	
Harford	40,782	33,100	66,290	=	Administrative Assistant I	14	
Howard	37,217	29,765	48,006	=	Administrative Support Technician II	83	
Kent	33,306	31,383	48,378	=	Admin. Secretary	5	
Montgomery	54,241	37,547	61,498	-	Office Services Coordinator	228	
Prince George's	52,626	35,493	69,055	=	Administrative Aide III	47	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	37,154	28,619	44,671	=	Adm. Asst. II	11	
St. Mary's	26,915	29,328	43,638	=	Senior Office Specialist	15	3 vacant position
Somerset	30,902	28,436	46,595	=	Office Assistant II and/or Secretary General	3	
Talbot	33,204	29,042	48,365		Administrative Assistant II	7	
Washington	34,015	30,033	46,971	=	Sr. Office Associate	30	
Wicomico	35,123	27,875	51,558		Administrative Office Associate II	7	
Worcester	33,368	27,186	44,533	=		11	
MNCPPC	43,270	33,093	56,627	=	Senior Administrative Assistant	47	
AVERAGE	36,794	29,706	48,015				

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*Jobs with < 5 responses were omitted.*

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## 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	44,192	30,130	57,255	=	Office Associate V	4	
Anne Arundel	42,175	28,496	48,755	=	Office Support Specialist	53	Max salary includes 15% longevity 16+ yrs
Baltimore City	34,547	27,958	32,241	=	Office Assistant III	210	Maximum salary with longevities is \$37,076
Baltimore County	48,163	35,981	45,630	=	Office Administrator	13	35 hour position, maximum salary with longevities is \$56,836
Calvert	54,054	42,643	63,227	=	Executive Administrative Assistant	9	35/week
Caroline	41,350	33,124	46,125		Management Associate	3	
Carroll	40,269	31,554	50,482	=	Administrative Office Associate I	10	Support staff to the Bureau Chief/Deputy Director/Administrator level - converted to 40 hours
Cecil	40,131	32,760	51,002	=	Administrative Assistant	20	
Charles	48,469	39,629	63,821	+	Administrative Associate	11	
Dorchester	30,072	25,400	39,615	=	Admin. Associate, Adv	5	
Frederick	53,079	39,591	63,346	=	Admin Asst	11	
Garrett	39,998	27,964	43,050	=		6	
Harford	47,926	37,300	71,198	=	Administrative Assistant II	46	
Howard	42,442	32,968	53,248	=	Administrative Support Technician III	56	
Kent	40,877	34,393	60,510	=	Office Manager, Administrative Aide	10	
Montgomery	54,241	37,547	61,498	=	Office Services Coordinator	228	
Prince George's	60,336	39,132	76,134	=	Administrative Aide IV	46	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	40,805	30,429	47,686	=	Adm. Asst. III	5	
St. Mary's	46,853	34,611	53,352	=	Senior Administrative Coordinator	7	1 vacant position
Somerset	37,281	32,101	52,602	=	Executive Secretary and Administrative Assistant	5	
Talbot	46,292	34,031	56,011		Office Manager	3	
Washington	38,357	32,435	50,727	=	Admin. Assistant	12	
Wicomico	33,952	27,875	51,558		Executive Office Associate	3	
Worcester	42,292	33,030	54,142	=		3	
MNCPPC	52,846	37,135	63,544	=	Principal Administrative Assistant	60	
AVERAGE	44,040	33,529	54,270				

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## 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	60,952	60,642	60,642	=	Clerk to Commissioners	1	Contract/35/week
Caroline	75,039	64,550	89,886		Chief of Staff	1	
Carroll	60,549	45,053	72,093	=	Administrative Coordinator III	1	
Cecil	55,203	43,576	67,891	=	Executive Office Administrator	1	
Charles	63,921	58,361	93,790	=		1	Contractual appointed position
Dorchester	35,489	33,778	52,683	=	Administrative Specialist	1	
Frederick							
Garrett							
Harford	95,000	71,400	118,934	=	Council Administrator	1	Not appointed, at will. County Council not Commissioners.
Howard							
Kent							
Montgomery	72,947	51,598	85,463		Deputy Clerk of the County Council	2	
Prince George's							Not in County class plan
Queen Anne's	74,600	55,365	100,121	=	Exec. Asst. to Co. Com.	1	Contract
St. Mary's	56,306	47,570	75,712	=	Administrative Assistant to the BOCC	1	
Somerset							County Administrator serves in position
Talbot							
Washington	42,288	40,859	63,902	=		1	
Wicomico	71,400	56,657	113,314		County Council Administrator	1	
Worcester							
MNCPPC							
AVERAGE	63,641	52,451	82,869				

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

*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Stock Clerk/Storekeeper

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	39,975	29,099	47,736	=	Storekeeper II	8	
Baltimore City	31,148	27,343	31,340	=	Storekeeper I	21	
Baltimore County	34,956	27,422	34,356	=	Storekeeper I	7	40 hour position, maximum salary with longevities is \$43,642
Calvert							
Caroline	30,113	30,113	41,932		Purchasing Agent I	1	
Carroll	31,086	24,378	38,980	=	Parts Clerk	2	
Cecil	32,760	32,760	51,002	=	Purchasing Assistant	1	
Charles	33,960	31,475	50,772	=	Supply Clerk I	2	
Dorchester							
Frederick							
Garrett							
Harford		30,200	62,608	=			Vacant
Howard	32,431	28,538	40,290	=	Stores Clerk	6	
Kent							
Montgomery	44,628	31,797	51,062	=	Supply Technician II	15	
Prince George's	34,854	24,469	48,277	=	Supply/Property Clerk II	8	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's							
Somerset	30,968	30,213	49,507	=	Shop Clerk	1	
Talbot							
Washington							
Wicomico	28,740	23,456	43,399		Inventory Specialist	2	
Worcester							
MNCPPC	47,457	33,093	56,627	=	Clerical/Inventory Operations Assistant	11	
AVERAGE	34,852	28,883	46,278				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## 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	41,751	29,910	51,147	=	Financial Clerk I	14	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,241	27,958	32,241	=	Accounting Assistant II	23	Maximum salary with longevities is \$37,076
Baltimore County	26,626	27,422	34,356	=	Account Clerk I	2	35 hour position, maximum salary with longevities is \$43,642
Calvert	44,344	35,181	52,125	=	Account Technician I	4	35/week
Caroline	33,361	30,113	41,932		Account Clerk I & II	2	
Carroll	29,494	26,562	42,495	=	Accounts Technician I	1	Converted to 40 hours
Cecil	41,621	32,760	51,002	=	Accounts Payable Specialist	2	
Charles	44,275	36,693	59,122	=	Accounting Technician	2	
Dorchester	26,216	24,665	38,469	=	Fiscal Clerk	2	
Frederick	28,979	28,238	45,180	=	Account Tech I	2	
Garrett	35,009	25,758	38,144	=	Accounting Associate	2	
Harford	30,200	30,200	62,608	=	Accounting Clerk I	3	
Howard	37,321	29,765	48,006	=	Administrative Support Technician II	15	
Kent	41,090	34,393	53,807	=	Fiscal Associate	1	
Montgomery	51,819	37,457	61,498	-	Fiscal Assistant	34	Also performs clerical work in some departments
Prince George's	31,220	26,265	51,871	=	Account Clerk II	2	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	43,638	29,328	43,638	=	Fiscal Specialist I	1	1 Vacant
Somerset	37,376	30,213	49,507	+	Computer Operator II & Account Clerk III	4	
Talbot	41,678	27,016	49,834		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	27,710	23,456	43,399		Revenue Specialist	3	
Worcester							
MNCPPC		33,093	56,627	=	Accounting Technician I		Vacant
AVERAGE	36,298	29,831	47,953				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## Account Technician

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,656	30,130	57,255	=	Senior Accounting Technician	3	
Anne Arundel	48,400	35,345	55,844	=	Financial Clerk II	8	
Baltimore City	41,730	33,510	39,994	=	Accounting Assistant III	33	Maximum salary with longevities is \$45,994
Baltimore County	44,887	32,812	41,647	=	Account Clerk III	43	35 hour position, maximum salary with longevities is \$52,116
Calvert	46,028	36,546	54,218	=	Account Technician II	2	35/week
Caroline	40,329	33,124	46,125		Account Clerk III	2	
Carroll	44,304	31,554	50,482	=	Accounting Associate	1	Requires AA degree - converted to 40 hours
Cecil	68,806	52,707	82,160	=	Senior Accountant	1	
Charles	68,465	58,361	93,790	=	Senior Accountant	1	
Dorchester	32,421	29,228	45,587	=	Fiscal Clerk Advanced	2	
Frederick	38,430	36,981	59,170	=	Account Tech II	5	
Garrett	41,733	27,964	43,050		Senior Accounting Associate	1	
Harford	57,349	39,900	76,190	=	Accounting Technician II	6	
Howard	42,447	32,968	53,248	=	Administrative Support Technician III	12	
Kent							
Montgomery	57,819	37,457	61,498	=	Fiscal Assistant	34	Also performs clerical work in some departments
Prince George's	53,310	35,493	69,055	=	Accounting Technician	5	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	62,442	42,515	67,642	=	Fiscal Technician	1	
Somerset	47,688	33,105	54,246	+	Administrative Aide	4	2 Pay grades
Talbot	50,341	44,680	48,759		Fiscal Analyst	1	
Washington	32,774	30,033	46,971	=	Accounts Payable Spec. Accounts Receivable Spec	2	
Wicomico	45,981	31,728	63,456		Accounting Specialist	1	
Worcester							
MNCPPC	57,301	37,135	63,544	=	Accounting Technician II	5	
AVERAGE	48,666	36,513	57,906				

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## Payroll Technician

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,792	30,130	57,255	=	Senior Accounting Technician		
Anne Arundel	44,058	37,132	58,671	+	Personnel Assistant I	3	Journey, full-proficiency level; duties may be performed at the lower PA I level
Baltimore City	41,730	33,510	39,994	=	Personnel Assistant II	33	Maximum salary with longevities is \$45,994
Baltimore County	38,226	29,865	37,747	=	Accounting Assistant III	28	35 hour position, maximum salary with longevities is \$47,618
Calvert	46,920	39,494	58,549	=	Account Clerk II	1	35/week
Caroline	15,638	30,113	41,932	=	Payroll Specialist	1	
Carroll	31,554	28,933	46,322	=	Account Clerk I	1	Converted to 40 hours
Cecil	40,789	39,603	61,672	=	Payroll Coordinator	1	
Charles	69,947	46,248	74,409	=	Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett							
Harford	49,818	39,900	76,190	=	Accounting Technician II	3	Three of our accounting tech II's (as listed above) perform duties in payroll section.
Howard	49,490	36,546	58,989	=	Administrative Aide	3	
Kent	48,987	34,394	53,807	=	Payroll Administrator	1	
Montgomery							NCC
Prince George's	50,526	32,194	62,636	=	Account Clerk IV	9	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	39,853	38,730	59,717	=	Fiscal Specialist IV, Payroll	1	
Somerset	30,213	30,213	49,507		Personnel Assistant	1	
Talbot	33,093	29,042	48,365		Payroll Clerk	1	
Washington	36,257	35,031	54,787	=	Payroll Manager	1	
Wicomico	25,839	23,456	43,399		Payroll Specialist I	1	
Worcester	39,291	31,470	51,563	=		1	
MNCPPC	69,345	41,932	71,750	=	Payroll Specialist	2	
AVERAGE	41,918	34,397	55,363				

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Prepared by MACo, October 2012  
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# Superintendent

*Supervises geographic region or program area.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	58,236	39,700	75,442	+	Building Maintenance Superintendent	1	Supervises all building and non-automotive/heavy equipment maintenance
Anne Arundel					Multiple		AA County has multiple titles for Roads, Utilities, solid waste
Baltimore City							City has several superintendents at different salary grades
Baltimore County	74,974	54,579	85,029	=	Utilities Superintendent/Solid Waste Superintendent/Highways Area Superintendent	5	Highways Area Superintendent salary range is \$54,474-\$86,996
Calvert							
Caroline							
Carroll	73,155	55,322	97,656	=	Bureau Chief Roads	1	
Cecil	83,637	52,707	90,293	=	Chief (of Division)	2	Chief, Roads; Chief, Water
Charles	66,959	49,971	80,365	+	Operations Mgr.; Project Mgr.	5	
Dorchester							
Frederick							
Garrett	85,296	67,410	103,776	+	General Superintendent Roads Department	1	
Harford	71,133	64,300	114,629	=		4	
Howard	93,713	61,006	98,426	=	Operations Superintendent	9	
Kent	69,421	43,962	69,421		Superintendent-Water & WW	1	vacant
Montgomery	58,501	39,157	64,441	=	Urban District Public Service and Maintenance Team Supervisor	4	
Prince George's	124,751	77,478	150,739	=	Associate Director	5	DPWT Only
Queen Anne's							
St. Mary's							
Somerset	59,262	46,676	50,176	-	Assist. Superintendent, Co. Rds. Dept.	1	
Talbot	63,586	61,105	76,631		Roads Superintendent	1	County Roads Department only
Washington	89,092	70,026	109,518	-	Dir. of Environmental Mgmt	1	Does not oversee Highways
Wicomico	56,100	43,059	86,119		Superintendent, Waste Disposal	1	
Worcester	76,993	70,000	80,000	=		2	
MNCPPC							
AVERAGE	75,301	56,029	89,541				

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## 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	39,788	33,032	62,771	=	Utilities Foreman & Roads Foreman	4	
Anne Arundel					Multiple		AA County has multiple titles for first level Supervisors
Baltimore City	32,236	28,657	30,705	=	Laborer Crew Leader I	36	Maximum salary with longevities is \$35,310
Baltimore County	52,961	37,747	47,618	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	54	Maximum salary with longevities is \$59,193
Calvert	51,438	37,877	56,139	=	Highway Maintenance Crew Leader I	4	40/week
Caroline	44,136	33,124	50,737		Crew leader -Highway Marking Specialist	5	Mosquito Control & Weed Control as well
Carroll	42,347	37,482	59,967	=	Foreman	10	1 Vancancy
Cecil	37,599	35,984	56,098	=	Crew Leader	8	
Charles	59,558	42,809	68,905	+	Supervisor; Supervisor I & II	32	
Dorchester							
Frederick	55,072	42,388	67,820	=	Foreman	11	
Garrett	45,011	30,434	46,852	=		13	
Harford	51,745	43,900	84,032	=	Crew Chief	16	
Howard	62,997	44,845	72,384	=	Operations Supervisor I	28	
Kent							
Montgomery							NCC
Prince George's		31,932	58,890	=	Crew Supervisor I		Vacant
Queen Anne's	50,752	36,710	58,147	=	Foreman	5	
St. Mary's		42,515	67,642	=	Supervisor		Vacant
Somerset	43,706	32,101	52,602	=	Crew Leader, Rds. Dept. & Cust. Super & S.W. Asst.	2	
Talbot	43,700	34,031	51,581		Road Foreman	3	County Roads Department only,
Washington	37,220	32,435	50,727	=	Lead Construction Spec.	1	
Wicomico	36,986	36,261	72,521		Maintenance Supervisor	1	
Worcester	62,710	50,000	65,000	=		3	
MNCPPC	52,546	37,025	63,357	=	Park/General Maintenance Leader	30	
AVERAGE	47,500	37,204	59,262				

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Prepared by MACo, October 2012  
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## Supervisor II - (Second Line)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,210	30,130	62,771	=	Building Supervisor I & II	2	Covers two grades
Anne Arundel					Multiple		AA County has multiple titles for second level Supervisors
Baltimore City	35,982	30,262	33,337	=	Laborer Crew Leader II	43	Maximum salary with longevities is \$38,337
Baltimore County	68,349	45,630	56,836	=	Utilities Supervisor I/Landfill Supervisor/Highways Superintendent	9	Maximum salary with longevities is \$71,938
Calvert	55,650	46,010	68,266	=	Highway Maint. Supervisor	2	40/week
Caroline	60,949	53,347	74,286		Roads Superintendant	1	Supervisors 5+
Carroll	52,895	45,053	72,093	=	Area Roads Chief	5	
Cecil	42,307	35,984	61,672	=	Roads Supervisor I or II	4	2 @ Supv I; 2 @ Supv II
Charles	58,416	58,361	93,790	+	Superintendent	20	
Dorchester							
Frederick							
Garrett	60,008	42,104	64,819	=		3	
Harford	64,170	52,800	97,261	=	Maintenance Supervisor	10	
Howard	71,762	49,733	80,163	=	Operations Supervisor II	29	
Kent							
Montgomery		54,054	89,596	=	Maintenance Renovation & Inspections Supervisor		Vacant
Prince George's	55,070	31,932	58,890	=	Crew Supervisor II	12	
Queen Anne's							
St. Mary's	86,694	51,168	86,694	=	Manager, Grade 9	1	1 vacancy
Somerset	49,227	35,174	57,636	=	Supervisor, Road Maint. & Supervisor of Maintenance	2	Covers 2 Pay Grades
Talbot	46,681	40,618	56,011		Roads Supervisor	2	County Roads Department only
Washington	56,617	44,128	69,015	=	Section Supervisor	5	
Wicomico	38,349	31,728	63,456		Crew Leader I & II	8	
Worcester							
MNCPPC	84,693	53,835	92,300	=	Trade Shop Supervisor II	10	
AVERAGE	57,335	43,792	70,468				

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## Engineering Technician/Associate

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,756	25,069	62,771	=	Engineering Technician II & III	5	Covers two grades
Anne Arundel					No Match		AA County has multiple titles (Survey Technician, GIS Technician, GIS Specialist, Management Assistant, etc.)
Baltimore City	53,074	40,540	49,222	=	Engineering Associate II	20	Maximum salary with longevities is \$56,607
Baltimore County	52,388	39,667	49,828	=	Engineering Associate II	13	35 hour position, maximum salary with longevities \$62,216
Calvert	42,643	42,643	63,227	=	Site Engineering Tech	1	35/wk
Caroline							
Carroll	43,070	34,383	55,037	=	Engineering Technician II	3	Converted to 40 hours
Cecil							NCC
Charles	65,275	58,361	93,790	+	Engineer II	5	
Dorchester	35,549	31,419	49,004	=	Right of Way Specialist	1	
Frederick	47,225	42,387	67,820	=	Engineering Tech I	1	
Garrett							
Harford	49,731	37,300	71,198	=	Engineering Associate II	5	
Howard	51,295	36,546	58,989	=	Engineering Support Technician I	13	
Kent							
Montgomery	63,204	40,952	67,533	=	Engineer Technician II	8	
Prince George's	51,324	36,966	67,895	=	Engineering Technician II	9	
Queen Anne's	52,856	41,723	66,524	=	Civil Engineering Tech.	2	
St. Mary's		42,515	67,642	+		1	Vacant
Somerset							
Talbot							
Washington	42,944	37,833	59,169	=		4	
Wicomico							
Worcester							
MNCPPC		41,932	71,750	=	Senior Engineering Technician		Vacant
AVERAGE	49,667	39,390	63,837				

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## CAD/GIS Operator/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,144	33,032	62,771	=	Drafter/CADD Operator & Planner I	2	
Anne Arundel	55,758	43,062	68,039	=	GIS Specialist	11	
Baltimore City	43,694	37,407	45,218		GIS Technician	4	Maximum salary with longevities is \$52,003
Baltimore County	60,705	49,828	62,216	=	Geographic Information Systems Analyst	2	35 hour position. maximum salary with longevities is \$79,311
Calvert	55,492	39,494	68,942	=	GIS Analyst and GIS Mapping Technician	2	35/week
Caroline							
Carroll							NCC
Cecil	63,336	57,990	90,293	=	GIS Coordinator	1	
Charles	54,825	39,629	74,409	=	Database Specialist (CAD or GIS)	2	
Dorchester	36,320	36,320	56,646	=	GIS Technician	1	
Frederick	32,358	32,358	51,541	+	GIS Spec I		
Garrett							
Harford	47,400	47,400	90,230	=	GIS Analyst I	1	
Howard	53,116	36,546	58,989	=	Engineering Support Technician I	3	
Kent							
Montgomery	90,391	59,345	98,513		IT Specialist III	47	All CAD/GIS Analysts are classified as IT Specialist III, no role differentiation
Prince George's	72,562	44,932	82,152	=	Engineering Technician IV	9	
Queen Anne's	45,525	36,710	58,147	=	GIS Program Spec	1	
St. Mary's	52,000	38,730	59,717	=		1	
Somerset	51,319	32,101	55,889	=	GIS Technician/Zoning Specialist	1	
Talbot	58,755	54,802	68,727		GIS Manager	1	
Washington	32,435	32,435	50,727	=	GIS Tech / GIS Analyst	1	3 GIS Analyst positions with salary range of 37,833 to 59,169
Wicomico							
Worcester	62,624	44,283	72,550	=		1	
MNCPPC		32,997	56,462	=	CAD/GIS Technician II		Vacant
AVERAGE	53,040	41,470	66,609				

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*Jobs with < 5 responses were omitted.*

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# Building Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		27,482	52,225	=	Code Enforcement Officer		Vacant
Anne Arundel	57,093	39,166	64,230	=	Construction Code Inspector	19	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City	52,997	42,267	51,371	=	Construction Building Inspector II	10	Maximum salary with longevities is \$59,076
Baltimore County	55,032	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	35 hour position, maximum salary with longevities is \$65,381
Calvert	49,786	42,643	63,227	=		2	35/week
Caroline							
Carroll	38,054	37,482	59,967	=	Building Inspector I	2	Converted to 40 hours
Cecil	39,364	32,760	61,672	=	Building Inspector I or III	1	1 @ Level I; 1 @ Level III
Charles	50,876	46,248	74,409	+	Code Inspection & Enforcement Officer	1	Also performs plumbing & electrical inspections.
Dorchester							
Frederick	52,560	39,709	63,535	+	Building Inspec 2	2	
Garrett	43,050	27,964	43,050	=		2	
Harford	52,191	43,900	84,032	=	Inspector II	4	
Howard	55,481	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	63,170	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	51,485	36,966	67,895	=	Construction Standards Inspector II	22	DER Only. Avg Salary is combined DER & DPWT
Queen Anne's							
St. Mary's	50,897	38,730	59,717	=	Inspector II	3	
Somerset	32,536	30,213	49,507	=	Building Code Assist./ Field Inspector	1	
Talbot	49,154	44,680	58,759			1	
Washington	45,720		59,169	=	Building Inspector I/ II	2	Building Inspector II, salary range of 40,859 to 63,902 - \$40,859 - 1 position
Wicomico	41,547	27,875	63,456		Bldg. Inspector I & II	2	
Worcester	44,327	36,421	59,696	=		4	
MNCPPC		41,932	71,750	=	Construction Inspector		Vacant
AVERAGE	48,701	38,173	62,207				

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# Housing Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,360	35,360	35,360	=	Construction Officer	1	Contractual
Anne Arundel							No match
Baltimore City	44,875	37,407	45,218	=		64	Maximum salary with longevities is \$52,003
Baltimore County	55,032	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert							
Caroline							
Carroll	39,603	31,554	50,482	=		1	Converted to 40 hours
Cecil	49,358	35,984	56,098	=	Code Compliance Inspector	2	
Charles	64,760	46,248	74,409	=		1	
Dorchester							
Frederick	54,091	37,089	59,342	=	Housing, Inspector 2	1	
Garrett							
Harford	43,031	39,900	76,190	=	Housing Insector	1	
Howard	61,069	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	67,963	51,598	85,463	=	Housing Code Inspector III	19	Advanced Level, includes lower level employees hired at the budget level of HCI III
Prince George's	43,294	30,412	56,153	=	Property Standards Inspector II	38	
Queen Anne's	69,113	44,515	71,245	+	Housing Prog. Mgr.	1	
St. Mary's							
Somerset	33,349	30,213	49,507	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester				=		1	
MNCPPC							
AVERAGE	50,838	38,646	60,305				

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

*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
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# Plumbing Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	57,093	39,166	64,230	=	Construction Code Inspector	19	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City	34,837	30,262	33,337	=	Pipefitter II	2	Maximum salary with longevities is \$38,337
Baltimore County	55,032	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	63,227	42,643	63,227	=		2	35/week
Caroline							
Carroll	40,966	37,482	59,967	=	Plumbing Inspector I	2	Converted to 40 hours
Cecil							NCC
Charles	50,876	46,248	74,409	+	Code Inspection & Enforcement Officer	1	Also performs building & electrical inspections.
Dorchester							
Frederick	55,563	39,709	63,535	=		3	
Garrett							
Harford	50,358	43,900	84,032	=	Inspector II	1	
Howard	57,228	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	63,170	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	43,294	30,412	56,153	=	Property Standards Inspector II	38	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	49,154	44,680	58,759		Building Inspector / Plumbing & HVAC	1	
Washington	53,836	40,859	63,902	=	Plumbing Inspector I/II	2	
Wicomico	59,938	36,261	72,521			1	
Worcester	47,651	40,165	65,814	=		3	
MNCPPC							
AVERAGE	52,148	39,921	63,904				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

# Electrical Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	57,093	39,166	64,230	=	Construction Code Inspector	19	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City	53,839	42,267	51,371	=	Construction Electrical Inspector II	4	Maximum salary with longevities is \$59,076
Baltimore County	55,032	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	59,550	42,643	63,227	=		2	35/week
Caroline							
Carroll	41,371	37,482	59,967	=	Electrical Inspector I	1	Converted to 40 hours
Cecil							NCC
Charles	50,876	46,248	74,409	+	Code Inspection & Enforcement Officer	1	Also performs building & plumbing inspections.
Dorchester							
Frederick	52,663	39,709	63,535	=		1	
Garrett							
Harford	46,773	43,900	84,032	=	Inspector II	2	
Howard	59,911	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	63,044	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	51,485	36,966	67,895	=	Construction Standards Inspector II	43	Total combined from DER & DPWT
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	49,461	40,859	63,902	=	Electrical Inspector I/II	3	
Wicomico	58,064	43,059	86,119			1	
Worcester							Contractual
MNCPPC							
AVERAGE	53,782	41,486	67,490				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## Construction Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	58,358	39,166	64,230	=		18	Max salary includes 15% longevity 16+ yrs
Baltimore City	46,987	37,407	45,218	=	Public Works Inspector II	50	Maximum salary with longevities is \$52,003
Baltimore County							NCC
Calvert	68,266	46,010	68,266	-	Project Inspector I	1	40/week
Caroline	33,388	30,113	41,932			2	
Carroll	46,675	34,383	55,037	=		4	Converted to 40 hours
Cecil	44,668	39,603	61,672	=	Construction Inspection Representative	2	
Charles	49,462	46,248	74,409	+		2	
Dorchester							
Frederick	48,644	42,388	67,820	=	Inspector 2	3	
Garrett	50,927	32,720	50,927			2	
Harford	52,936	43,900	84,032	=	Inspector II	7	
Howard	64,058	44,845	72,384	=	Regulation Inspector II	14	
Kent							
Montgomery	76,868	51,598	85,463	=	Permitting and Code Enforcement Inspector III	56	Advanced Level
Prince George's	51,485	36,966	67,895	=	Construction Standards Inspector II	43	Total combined from DER & DPWT
Queen Anne's	35,840	34,462	54,405	=	Construction Inspector II	1	
St. Mary's	50,482	42,515	67,642	+	Inspector III	1	
Somerset	35,434	32,101	52,602	-	Stormwater Management/Zoning Spec	1	
Talbot							
Washington	43,517	37,833	59,169	=		2	
Wicomico							
Worcester							
MNCPPC	72,439	47,535	81,342	=	Senior Construction Inspector	7	
AVERAGE	51,691	39,988	64,136				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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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							
Anne Arundel	57,093	39,166	64,230	=	Construction Code Inspector	19	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs
Baltimore City	50,507	45,992	56,004	=	Code Enforcement Investigator II	3	Maximum salary with longevities is \$64,404
Baltimore County	55,032	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	
Calvert	55,201	55,201	81,882		Zoning Enforcement Chief		35/week
Caroline	44,552	33,124	46,125		Codes Enforcement Officer III	1	
Carroll	53,518	53,518	85,655	=	Deputy Code Official	1	Converted to 40 hours
Cecil							NCC
Charles	50,876	46,248	74,409	=	Code Inspection & Enforcement Officer	1	Code Inspection & Enforcement Officer
Dorchester							
Frederick							
Garrett							
Harford							
Howard	63,610	44,845	72,384	=	Regulation Inspector II	22	
Kent	41,072	34,394	60,510	=		2	1-Chief Enforcement Officer, 1-Enforcement Officer
Montgomery	63,170	44,900	74,181	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	80,125	57,816	112,484	=	Property Standards Code Enforcement Officer	4	
Queen Anne's							
St. Mary's	47,570	47,570	75,712	=	Code Coordinator		
Somerset	34,961	34,108	55,889	=		1	
Talbot	48,571	44,680	58,759		Chief Code Compliance Officer	1	
Washington							
Wicomico	51,492	36,261	72,521			1	
Worcester				=			
MNCPPC							
AVERAGE	53,157	43,965	69,524				

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Prepared by MACo, October 2012  
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# Zoning Inspector

*Inspects existing lands and buildings for compliance with zoning designations.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,391	33,446	37,336	=	Code Enforcement Officer	2	Contractual
Anne Arundel	51,730	37,939	64,958	=		6	Max salary includes 15% longevity 16+ yrs
Baltimore City	52,003	37,407	45,218	=	Zoning Examiner II	1	Maximum salary with longevities is \$52,003
Baltimore County	55,032	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	
Calvert	55,201	46,483	68,942	=	Zoning Code Enforcer	1	35/week
Caroline	48,497	48,497	67,532		Project Manager	1	
Carroll	37,939	34,383	55,037	=		1	Converted to 40 hours
Cecil							NCC
Charles	60,441	46,248	74,409	=	Zoning Technician	2	
Dorchester	31,420	31,420	49,004	=		1	
Frederick	46,079	37,089	59,342	=	Inspector 2, Zoning	1	
Garrett				=			
Harford	52,112	39,900	76,190	=	Zoning Inspector II	3	Zoning Inspector I (\$37,300-\$71,178) -0- employees
Howard	55,417	40,477	72,384	=	Regulation Inspector I	2	
Kent							
Montgomery	65,354	49,253	81,513	=	Highway Inspector II	10	Lead Level
Prince George's	80,125	57,816	112,484	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	41,994	32,350	50,922	+	Nuisance/Zoning Inspector	1	
St. Mary's	50,897	38,370	59,717	=	Inspector II	3	
Somerset	57,934	36,239	59,382	=		1	
Talbot	45,759	44,680	58,759		Zoning Enforcement Officer	1	
Washington	37,833	37,833	59,169	=		1	
Wicomico	51,492	36,261	72,521		Zoning Administrator	1	
Worcester							
MNCPPC							
AVERAGE	50,633	40,387	63,847				

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Prepared by MACo, October 2012  
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## Plans Examiner/Reviewer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	56,480	56,480	56,480	=	Land Use Engineer	1	Contractual
Anne Arundel	67,038	49,932	82,900	=	Engineer II	2	Planning & Zoning
Baltimore City	55,115	46,700	65,500	=	Engineer II	20	
Baltimore County	60,591	47,618	59,193	=	Engineer II	10	35 hour position, maximum salary with longevities is \$75,625
Calvert							
Caroline							
Carroll	40,893	40,872	65,375	=		1	Converted to 40 hours
Cecil	47,923	39,603	74,589	=	Plans Reviewer I, II, III	6	
Charles	74,391	58,361	101,341	+	Engineer II & III	12	
Dorchester							
Frederick	68,825	48,593	77,748		Building Safety Plans Reviewer	1	
Garrett							
Harford	68,085	52,800	97,261	=	Senior Plans Reviewer	2	Plans Reviewer I (\$43,900 - \$84,032) -1 employee = \$43,900; Plans Reviewer II \$52,800 - \$97,261 ( Vacant)
Howard	81,047	55,058	88,795	=	Engineering Specialist I	6	
Kent							
Montgomery	72,304	51,598	85,463	=	Planning Specialist III	15	
Prince George's		38,814	71,206	=	Plans Examiner II		Vacant
Queen Anne's							
St. Mary's	99,632	58,843	99,632	=	Senior Planner	1	
Somerset							
Talbot							
Washington	69,621	47,658	74,536	=		2	
Wicomico	62,546	43,059	86,119		Planner III - Long Range	2	
Worcester	46,626	36,421	59,696	=		3	
MNCPPC							
AVERAGE	64,741	48,276	77,865				

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*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
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# Electrician I

Performs journeyman level electrical work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,329	27,482	52,225	+	Building Maintenance Worker III	2	
Anne Arundel	47,236	33,800	55,349	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City	38,058	32,953	36,850	=	Electrical Mechanic II	5	
Baltimore County	43,086	33,072	41,371	-		9	Works under the guidance of an Electrician II. Maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carroll	31,554	31,554	50,482	=			1 Vacancy
Cecil							NCC
Charles	53,889	39,629	63,821	=	Electrician II	4	
Dorchester							
Frederick	42,856	36,981	59,170	+	Maintenance Tech 2	6	
Garrett							
Harford							
Howard							
Kent							
Montgomery	65,159	40,952	67,533	=	Electrician I	3	
Prince George's	49,455	28,963	53,548	-	Electrician II	3	
Queen Anne's							
St. Mary's	37,585	29,328	43,639	=	Maintenance Mechanic	7	General class title which performs carpentry, painting, electrical work, plumbing, HVAC, and masonry.
Somerset	31,388	28,436	46,595	=	Electrical&HVAC Maintenance Technician	1	
Talbot							
Washington	41,237	37,833	59,169	=		2	
Wicomico							
Worcester							
MNCPPC	43,608	33,093	56,627	=	Electrician	3	
AVERAGE	42,880	33,390	52,798				

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Jobs with < 5 responses were omitted.

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Prepared by MACo, October 2012  
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## Electrician II

*Performs master level electrical work. Master Electrician License.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,425	30,130	57,255	=	Building Maintenance Worker IV	1	
Anne Arundel					No Match		Minor electrical work performed by Facilities Maintenance Mech II who may not possess Master Electrician License
Baltimore City		38,939	47,176	=	Electrical Supervisor Lic		Vacant
Baltimore County	53,184	39,562	50,170	=		13	Maximum salary with longevities is \$67,059
Calvert	51,279	42,643	63,227	+	Master Electrician	2	35/week
Caroline							
Carroll	37,836	34,383	55,037	=		2	
Cecil							NCC
Charles	57,122	42,809	68,905	=	Electrician III	6	
Dorchester							
Frederick	45,757	39,591	63,346	+	Maintenance Tech 3	4	
Garrett							
Harford	44,322	43,900	84,032	=	Electrician W&S Operations	1	Sr.Electrician W&S - 1 employee \$58,335 [\$47,400-\$90,230]
Howard	60,130	41,309	61,381	=	Electrician	7	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	60,000	43,962	69,421	=	Facilities Electrician	1	
Montgomery	70,773	42,883	70,773	=	Electrician II	4	
Prince George's		30,412	56,153	-	Electrician III		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico	38,390	31,728	63,456		Building Maintenance Technician III	1	
Worcester							
MNCPPC	65,875	41,932	71,750	=	Lead Electrician	2	
AVERAGE	52,008	38,870	63,006				

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## Welder

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,419	36,026	37,066	=	Automotive Mechanic	4	Additional \$0.50/hour when performing welding duties
Anne Arundel	57,886	35,485	58,178	=		2	Max salary includes 15% longevity 16+ yrs
Baltimore City	38,844	35,194	39,749	=		9	Maximum salary with longevity is \$45,709
Baltimore County	56,113	37,814	47,861	=	Welder Mechanic	4	Maximum salary with longevity is \$63,877
Calvert							
Caroline							
Carroll							NCC
Cecil	35,984	35,984	56,098	=	Welder Fabricator	1	
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford							
Howard	57,398	41,309	61,381	=	Motor Equipment Mechanic/Welder	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	61,382	39,157	64,441	=	Welder	4	
Prince George's		28,963	53,548	=	Welder II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	38,839	35,031	54,787	=		1	
Wicomico							
Worcester							
MNCPPC	62,380	37,135	63,544	=	Senior Welder	3	
AVERAGE	49,583	36,210	53,665				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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# Carpenter

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,536	30,130	57,255	=	Building Maintenance Worker IV	1	
Anne Arundel	47,236	33,800	55,349	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City	34,337	30,262	33,337	=	Carpenter II	5	Maximum salary with longevities is \$38,337
Baltimore County	45,598	34,549	43,326	=	Carpenter II	8	Maximum salary with longevities is \$57,949
Calvert							
Caroline							
Carroll	34,670	31,554	50,482	=	Maintenance Technician II	5	
Cecil							NCC
Charles	55,551	39,629	63,821	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick		28,167	44,804	=	Maintenance Tech 1		
Garrett							
Harford	55,796	37,300	71,198	=	Master Cabinet Maker	1	
Howard	49,653	36,462	54,226	=	Maintenance Mech II/Carpentry Option	1	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		39,157	64,441	=	Carpenter		Vacant
Prince George's	41,657	28,963	53,548	=	Carpenter II	1	
Queen Anne's							
St. Mary's							
Somerset	32,101	32,101	52,602	+	Carpenter/HVAC Technician	1	
Talbot							
Washington	40,288	30,033	46,971	=	Maintenance Tradeswkr	2	
Wicomico	51,334	31,728	63,456		Operations Maintenance Supervisor	1	
Worcester							
MNCPPC	52,922	37,135	63,544	=	Senior Carpenter	15	
AVERAGE	44,898	33,398	54,557				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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# Plumber I

Performs journeyman level plumbing work. Non-licensed.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,361	27,482	52,225	=	Building Maintenance Worker III	1	
Anne Arundel	47,236	33,800	55,349	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City	34,837	30,262	33,337	=	Pipefitter II	2	Maximum salary with longevities is \$38,337
Baltimore County		33,072	41,371	=			Vacant, maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	52,624	39,629	63,821	+	Facilities Maintenance Technician I & II	10	Also performs other trades duties.
Dorchester							
Frederick	42,856	36,981	59,170	+	Maintenance Tech 2	6	
Garrett							
Harford							
Howard	42,856	36,981	59,170	+	Maintenance Tech 2	6	
Kent							
Montgomery	61,780	39,157	64,441	=	Plumber I	3	
Prince George's	53,549	28,963	53,548	-	Plumber II	3	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	45,062	33,093	56,627	=	Plumber	3	
AVERAGE	46,573	33,942	53,906				

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Jobs with < 5 responses were omitted.

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## Plumber II

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,927	30,130	57,255	=	Building Maintenance Worker IV	1	
Anne Arundel					No Match		Minor plumbing work performed by Facilities Maintenance Mech II who may not possess Master Plumbers License
Baltimore City							
Baltimore County	55,397	39,562	50,170	=		6	Maximum salary with longevities is \$67,059
Calvert							
Caroline							
Carroll	41,247	37,482	59,967		Trades Specialist III	1	
Cecil							NCC
Charles	55,551	39,629	63,821	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	45,757	39,591	63,346	=	Maintenance Tech 3	4	
Garrett							
Harford							
Howard	64,605	41,309	61,381	=	Plumber	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	70,731	42,833	70,773	=	Plumber II	4	
Prince George's		30,412	56,153	-	Plumber III		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	67,524	41,932	71,750	=	Lead Plumber	2	
AVERAGE	56,467	38,098	61,624				

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

*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
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## Utilities Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,752	22,868	52,225	=	Utilities Worker I & II	14	Two pay grades.
Anne Arundel	34,253	29,099	47,736	=	Utility Support Worker I	5	Max salary includes 15% longevity 16+ yrs
Baltimore City	30,896	28,600	29,682	=	Utilities Installer and Repairer II	42	Maximum salary with longevities is \$34,152
Baltimore County	39,777	31,762	39,562	=	Masonry Mechanic	5	Maximum salary with longevities is \$52,603
Calvert							
Caroline							
Carroll	26,562	26,562	42,495	=	Apprentice Operator I	1	Water/Wastewater are same grade both classes reported here
Cecil							NCC
Charles	47,510	31,475	50,772	=	Line Maintenance Worker	5	
Dorchester							
Frederick							
Garrett	30,000	25,140	37,548	=		7	
Harford	42,406	33,100	66,290	=	Utility Worker I (Hwys)	6	W/S Utility Worker I (\$26,200-\$54,142): 4 employees (\$38,290 [avg])
Howard	30,299	26,478	37,440	=	Utility Worker I	16	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	34,077	28,238	44,468	=	Public Service Worker II	27	
Prince George's	32,895	22,694	422,999	=	Laborer II	113	
Queen Anne's	30,319	28,619	44,671	=		15	
St. Mary's							
Somerset							
Talbot							
Washington	30,495	25,748	40,269	=		3	
Wicomico							
Worcester							
MNCPPC							
<b>AVERAGE</b>	<b>34,019</b>	<b>27,722</b>	<b>73,551</b>				

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Prepared by MACo, October 2012  
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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	32,848	30,243	42,765	=	Water/Wastewater Systems Technician I	8	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,165	31,073	34,534	=	Operations Technician Apprentice	19	Maximum salary with longevity is \$39,714
Baltimore County		29,058	36,067	=	Treatment Plant Operator Trainee		This is a training classification. The incumbents must receive certification within 3 years of employment.
Calvert	30,066	30,066	44,572	=	Water & Sewer Plant Operator Trainee	1	35/week
Caroline							
Carroll	30,150	26,562	42,495	=	Apprentice Operator I	2	Water/Wastewater are same grade both classes reported here.
Cecil	31,325	29,744	46,384	=	Operator Trainee	3	
Charles	35,920	31,475	50,772	=	Water/Wastewater Operator Trainee	8	
Dorchester							
Frederick	29,346	28,168	45,069	=	Water Treatment Plan Op 1	7	
Garrett							
Harford	27,500	27,500	57,182	=	Plant Operator Trainee I (W or WW)	5	
Howard	33,297	30,763	43,410	=	Plant Operator I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	25,239	25,072	38,279	=	Utility Technician	3	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's		30,429	47,686	=	Utility Technician I		
St. Mary's							
Somerset							
Talbot	37,153	31,365	56,011		Environmental System Operator & Environmental System Operator Supervisor	2	
Washington	27,809	27,809	43,491	=	Plant Operator Trainee		
Wicomico							
Worcester							
MNCPPC							
AVERAGE	31,068	29,238	44,908				

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Prepared by MACo, October 2012  
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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	38,676	30,130	62,771	=	Plant Operator I & II	3	Two pay grades.
Anne Arundel	55,466	40,914	66,040	=	Water/Wastewater Systems Technician II	38	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,639	34,044	38,261	=	Water Treatment/Waste Water Opns Technician II	154	Maximum salary with longevities is \$44,001
Baltimore County		34,549	43,326	=	Treatment Plant Operator I		Maximum salary with longevities is \$57,949
Calvert							
Caroline							
Carroll	32,602	31,554	50,482	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	5	Water/Wastewater are same grade both classes reported here
Cecil	39,967	35,984	61,672	=	Operator I or II	6	2 @ Level I; 4 @ Level II
Charles	49,925	36,693	59,122	=	Water Operator & Wastewater Operator II	14	
Dorchester							
Frederick	60,406	39,591	63,346	+	Water Treatment Plant Op 3	3	
Garrett	31,289	29,321	43,793	=		7	
Harford	46,808	37,300	71,198	=	Plant Operator (W or WW)	15	
Howard	41,538	33,966	50,315	=	Plant Operator II	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	42,828	34,394	60,510	=	Plant Operator I, II & III	6	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's	57,357	47,514	76,317	=	Chief Water Operator/Chief Wastewater Operator	2	
St. Mary's							
Somerset							
Talbot	36,329	31,365	53,630		Collection Sys Opr, WWTP Operator & WWTP Supervisor	6	
Washington	32,435	32,435	50,727	=	Plant Operator	4	13 Sr. Plant Operator positions with a salary range of 35,031 to 54,787 - avg. 36,618
Wicomico							
Worcester	48,638	28,538	58,240	=		12	
MNCPPC							
AVERAGE	43,660	34,893	56,859				

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## Utilities Meter Reader

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		17,354	32,979	=	Meter Reader		Vacant
Anne Arundel	33,351	26,395	43,264	=	Meter Technician I	7	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,094	30,223	35,806	=	Utility Meter Reader II	9	Water only, maximum salary with longevities is \$41,176
Baltimore County							NCC
Calvert	37,634	35,181	52,125	+	Water & Sewer Plant Operator	9	35/week
Caroline							
Carroll	38,272	26,562	42,495	=	Utilities Maintenance Worker	1	
Cecil							NCC
Charles	44,301	33,981	54,782	+	Meter Technician	6	
Dorchester							
Frederick							
Garrett							
Harford	27,500	27,500	57,182	=	Water Meter Mechanic I	1	Water Meter Mech II (\$33,100-\$66,290): 7 employees [\$41,890 avg].
Howard	34,944	28,538	40,290	=	Utility Worker II	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's	38,900	34,462	54,405	+	Water Operator II	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	36,875	28,911	45,925				

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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	29,025	22,868	52,225	=	Building Maintenance Worker II & III	4	Two pay grades
Anne Arundel	42,112	30,638	50,170	=	Facilities Maintenance Mechanic I	10	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs
Baltimore City	34,150	30,262	33,337	=	Building Repairer	23	Maximum salary with longevities is \$38,337
Baltimore County	45,484	34,549	43,326	=	Buildings Maintenance Mechanic II	12	Maximum salary with longevities is \$57,949
Calvert	41,250	31,268	46,355	=	Buildings & Ground Maintenance Worker I	2	35/week
Caroline	37,844	33,124	46,125		Maintenance Repairer	1	
Carroll	33,176	28,933	46,322	=	Maintenance Technician I	11	1 Vacancy
Cecil	37,949	25,667	61,672	=	Maintenance Supervisor Maintenance Mechanic Maintenance Worker I, II	11	5 @ Maint Mech; 2 @ Maint Supv; 2 @ Maint I; 2 @ Maint II
Charles	45,913	31,475	50,772	=	Facilities Maintenance Technician I	2	
Dorchester							
Frederick		28,167	44,804	-	Maintenance Tech 1		
Garrett	26,888	22,709	35,139	=		2	
Harford	31,924	26,200	54,142	=	Maintenance Worker I	11	
Howard	39,401	32,302	46,738	=	Maintenance Mechanic I	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	25,172	25,072	38,279	=	Maintenance Worker	5	
Montgomery	51,668	35,923	58,693	=	Public Service Crafts worker	40	
Prince George's	58,465	31,932	58,890	=	Building Engineer II	11	
Queen Anne's	36,252	32,350	50,922	=	Facility Technician II	3	
St. Mary's	39,721	38,730	59,717	=	Lead Maintenance Mechanic	6	
Somerset	33,741	28,436	46,595	+	Maintenance Worker II	3	
Talbot	35,183	31,365	49,834		Facilities Maintenance Technician	3	
Washington	37,917	32,435	50,729	=	Building Maint. Mechanic/Sr. Building Maint. Mech.	2	1 Sr. Building Maint. Mech. Position with a salary range of 37,833 to 59,169 -Act. 37,833
Wicomico	33,328	20,623	38,187		Maintenance Technician	2	
Worcester	41,240	27,186	59,696	=		3	
MNCPPC	37,199	29,823	51,032	=	Park/General Maintenance Worker II	162	
AVERAGE	38,044	29,668	48,904				

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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	39,701	39,700	75,442	=	Equipment & Maintenance Foreman	1	
Anne Arundel	61,859	43,062	68,039	=	Automotive Maintenance Supervisor	5	
Baltimore City	57,917	42,267	51,371	=	Automotive Maintenance Supervisor I	18	Maximum salary with longevities is \$59,076
Baltimore County	66,965	45,630	56,836	=	Heavy Equipment Supervisor	4	Maximum salary with longevities is \$71,938
Calvert	45,136	45,136	66,914	-	Fleet Maintenance Service Specialist	1	40/week
Caroline	53,306	40,080	55,811		Chief Automotive Mechanic	1	
Carroll	55,755	40,872	65,375	=	Foreman, Fleet Management	2	
Cecil							NCC
Charles	62,917	49,971	80,365	=	Lead Mechanic & Fleet Maintenance Superintendent	2	
Dorchester	42,185	33,778	52,683		Mechanic Supervisor	1	
Frederick	69,234	52,033	83,252	=	Service Manager	2	
Garrett	41,777	27,964	43,050	=		3	
Harford							
Howard	74,331	49,733	80,163	=	Operations Supervisor II	5	
Kent	47,500	43,962	69,421	=	Automotive Services Supervisor	1	
Montgomery	70,859	49,253	89,513	=	Equipment Maintenance Crew Chief	24	
Prince George's	72,309	55,062	107,128	=	Garage Supervisor	4	
Queen Anne's	65,719	47,514	76,317	=	Fleet Manager	1	
St. Mary's	59,717	38,730	59,717	=		1	
Somerset	55,765	38,504	63,094	=	Automotive Service Supervisor	1	
Talbot	42,791	37,094	53,630		Shop Foreman	1	
Washington	60,635	47,658	74,536	=	Fleet Manager	1	Transit Fleet Mgr (Salary Range of \$44,148 - \$69,015) \$52,411 actual
Wicomico	33,149	27,875	51,558		Mechanic II	2	
Worcester	59,467	50,000	60,000	=		1	
MNCPPC	81,816	53,835	92,300	+	Fleet Manager	2	
AVERAGE	57,427	43,466	68,544				

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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	22,859	22,859	43,456	=	Mechanic Helper (Transit)	1	
Anne Arundel	39,528	27,726	45,427	=	Automotive Service Worker	5	Max salary includes 15% longevity 16+ yrs
Baltimore City	30,511	28,657	30,705	=	Automotive Maintenance Worker	9	Maximum salary with longevities is \$35,310
Baltimore County		25,272	30,347	=	Trades Helper		Maximum salary with longevities is \$39,562
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	44,817	39,629	63,821	=	Fleet Maintenance Technician I	2	Fleet Maintenance Technician I
Dorchester							
Frederick	50,005	36,981	59,170	=	Vehicle Equip Tech I	3	
Garrett							
Harford							
Howard							
Kent							
Montgomery		30,558	48,758	=	Auto body Repairer Apprentice		Vacant
Prince George's	45,674	27,584	51,078	+	Equipment Service Worker II	1	
Queen Anne's	39,267	30,429	47,686	=	Mechanic I	1	
St. Mary's							
Somerset							
Talbot							
Washington	31,911	27,809	43,491	=	Auto Services Asst.	1	
Wicomico							
Worcester				=	Auto Mechanic I		
MNCPPC							
AVERAGE	38,072	29,750	46,394				

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## 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	32,279	27,482	52,225	+	Automotive Serviceman	5	
Anne Arundel	45,073	33,800	55,349	=	Automotive Mechanic II	20	Max salary includes 15% longevity 16+ yrs
Baltimore City	41,205	35,194	39,749	=	Automotive Mechanic	107	Maximum salary with longevities is \$45,709
Baltimore County	46,387	34,549	43,326	=	Automotive Mechanic	8	Maximum salary with longevities is \$57,949
Calvert	48,339	37,877	56,139	=	Equipment Mechanic I	2	40/week
Caroline	28,196	27,375	38,120			1	
Carroll	32,329	31,554	50,482	=	Mechanic I	9	2 Vacancies
Cecil							NCC
Charles	61,497	42,809	68,905	=	Fleet Maintenance Technician II	3	
Dorchester	32,269	29,228	45,587	=	Mechanic	3	
Frederick		39,589	63,079	=	Vehicle Equip Tech II		
Garrett							
Harford							
Howard	36,837	36,462	54,226	=	Motor Equipment Mechanic I	1	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	38,711	34,394	53,807	=	Heavy Equipment/light truck Mechanic	3	
Montgomery	52,773	39,157	64,441	=	Auto body Repairer	3	
Prince George's		31,932	58,890	=	Equipment Mechanic I		Vacant
Queen Anne's	40,036	34,462	54,405	=	Mechanic II	3	
St. Mary's	37,752	38,730	59,717	=		4	
Somerset	27,432	26,763	43,854	=	Automotive Mechanic I	1	
Talbot							
Washington							
Wicomico	33,151	23,456	43,399		Mechanic	2	
Worcester	37,432	33,058	43,587	=	Mechanic II	6	
MNCPPC	41,663	33,093	56,627	=	Mechanic	3	
AVERAGE	39,631	33,548	52,296				

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## 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	37,419	37,419	37,419	=		4	
Anne Arundel	54,992	37,274	61,131		Automotive Mechanic III	17	Max salary includes 15% longevity 16+ yrs
Baltimore City	49,464	38,820	44,687	=	Automotive Lead Mechanic	16	Maximum salary with longevities is \$51,392
Baltimore County	54,394	37,814	47,861	=	Automotive Specialist	8	Maximum salary with longevities is \$63,877
Calvert	56,715	41,746	61,922	=	Equipment Mechanic II	3	40/week
Caroline	41,211	33,124	50,737			3	
Carroll	39,874	34,383	55,037	=	Mechanic II	2	
Cecil							NCC
Charles	57,129	46,248	74,409	=	Fleet Maintenance Technician III	3	
Dorchester	31,421	31,419	49,004	=	Mechanic II	1	
Frederick	56,185	42,388	67,820	=	Vehicle Equip Tech 3	6	
Garrett							
Harford							
Howard	55,524	41,309	61,381	=	Motor Equipment Mechanic II	22	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		44,900	74,981	=	Senior Mechanic Technician		Vacant
Prince George's	56,592	33,529	61,715	=	Equipment Mechanic II	28	
Queen Anne's	47,133	36,710	58,147	=	Mechanic III	1	
St. Mary's	50,024	34,611	53,352	=		3	
Somerset	37,648	34,108	55,889	=	Automotive Mechanic III	1	
Talbot	32,663	31,365	49,834		Mechanic II	1	
Washington	42,195	32,435	50,727	=	Auto Services Tech.	7	
Wicomico							
Worcester	42,293	31,465	51,558	=	Mechanic III	1	
MNCPPC	55,473	37,135	63,544	=	Senior Mechanic	33	
AVERAGE	47,282	36,910	56,558				

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## Motor Equipment Operator (Light)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,986	34,986	34,986	=	Equipment Operator I	15	
Anne Arundel	42,503	29,099	47,736	+	Equipment Operator I	39	CDL required - max salary includes 15% longevity 16+ yrs
Baltimore City	31,204	29,432	30,742	=	Motor Vehicle Driver I	165	Maximum salary with longevities is \$35,317
Baltimore County	39,683	30,347	37,814	=	Equipment Operator	12	Maximum salary with longevities is \$50,170
Calvert	41,546	32,718	48,506	=	Highway Laborer/Operator	12	40/week
Caroline	28,456	24,886	34,654			8	
Carroll	28,735	26,562	42,495	=	Road Equipment Operator I	46	2 Vacancies
Cecil	31,243	23,338	51,002	=	Equipment Operator I or II Equipment Operator Trainee	23	15 @ EO; 7 @ EOII; 1 @ EO Trainee (Roads Division)
Charles	40,307	33,981	54,782	=	Equipment Operator II	12	CDL Required
Dorchester	32,598	27,222	42,458	=	Motor Equipment Operator III	10	
Frederick	40,148	32,272	51,635	=	Equip Operator I	3	
Garrett						37	18.45/per hour/Union Contract
Harford	32,697	27,500	57,182	=	Chauffeur/Laborer	27	
Howard	38,701	30,763	43,410	=	Motor Equipment Operator I	37	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	27,512	25,072	38,279	=	MEO I	14	
Montgomery	42,803	34,484	56,030	=	Equipment Operator I	103	
Prince George's	48,099	26,271	48,737	=	Equipment Operator II	12	
Queen Anne's	37,285	30,429	47,686	=	Equipment Operator I	8	
St. Mary's	41,919	29,328	43,638	=	Equipment Operator I	4	
Somerset	28,002	26,763	43,854	=	Motor Equipment Oper I	5	
Talbot							
Washington	35,348	27,809	43,491	=	Eq. Op. II	21	
Wicomico	24,608	20,623	38,187		Motor Equipment Operator I	11	
Worcester	33,137	25,887	42,413	=	Roads Worker III	4	
MNCPPC	47,158	33,093	56,627	=	Equipment Operator	11	
AVERAGE	36,029	28,820	45,058				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## Heavy Motor Equipment Operator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,419	37,419	37,419	=	Equipment Operator II	9	
Anne Arundel	50,862	33,800	55,349	=	Equipment Operator III	14	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,340	34,044	38,261	=	Heavy Equipment Operator II	62	Maximum salary with longevities is \$44,001
Baltimore County	43,992	33,072	41,371	=	Heavy Equipment Operator	2	Maximum salary with longevities is \$55,182
Calvert	47,599	34,362	50,939	=	Highway Equipment Operator	5	40/week
Caroline	33,022	27,375	41,932		II & III	9	
Carroll	31,989	28,933	46,322	=	Road Equipment Operator II	10	
Cecil	31,473	25,667	51,002	=	Equipment Operator I or II	8	2 @ EO I; 6 @ EO II (Solid Waste Division)
Charles	48,746	36,693	63,821	+	Equipment Operator III & IV	26	
Dorchester	43,041	31,419	49,004	=	Motor Equipment Operator IV	7	
Frederick	50,035	36,981	59,170	=	Equip Operator 2	5	
Garrett						52	18.93/per hour/Union Contract
Harford	38,481	33,100	66,290	=	Equipment Operator	24	
Howard	48,251	33,966	50,315	=	Motor Equipment Operator II	22	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	37,794	28,148	48,378		MEO II & III	5	
Montgomery	51,315	35,923	58,693	=	Equipment Operator II	24	
Prince George's	58,890	27,584	51,078	=	Master Equipment Operator	2	
Queen Anne's	48,882	34,462	54,405	=	Equipment Operator III	4	
St. Mary's	47,087	32,094	47,923	=	Equipment Operator II	6	
Somerset	27,719	28,471	46,652	=	Motor Equip. Oper. II & III & Landfill Heavy Equip Oper	11	3 Pay Grades
Talbot	33,239	25,248	48,365		Motor Equipment Operator II & III	6	
Washington	41,156	32,435	50,727	=	Eq. Op. III	18	
Wicomico	29,977	23,456	43,399		Motor Equipment Operator II	10	
Worcester	30,712	29,967	49,104	=	Roads Worker V	11	
MNCPPC	53,308	37,135	63,544	=	Senior Equipment Operator	12	
AVERAGE	41,889	31,740	50,561				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## Laborer (Road Maintenance)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,092	33,092	33,092	=	Utility Worker	24	
Anne Arundel	34,932	25,106	41,184	=	Maintenance Worker I	12	Roads division of Public Works - max salary includes 15% longevity 16+ yrs
Baltimore City	29,431	27,747	28,662	=	Laborer	604	Maximum salary with longevities is \$32,927
Baltimore County	33,413	25,272	30,347	=	Laborer I	12	Maximum salary with longevities is \$39,562
Calvert	34,163	31,117	46,197		Highway Maintenance Worker	7	40/week
Caroline	24,248	20,567	34,654		Site Attendant	2	Highway Marking Specialist
Carroll	23,680	22,360	35,776	=	Road Maintenance Worker I	9	
Cecil	24,821	23,338	36,296	=		9	
Charles	n/a						
Dorchester	25,828	25,400	39,615	=	Motor Equipment Operator II	3	
Frederick		24,595	39,085	=	Laborer I, Highway		
Garrett							17.95 per hour/Union Contract
Harford	34,047	22,600	47,986	=	Laborer	18	
Howard	32,240	26,478	37,440	=	Utility Worker I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	34,077	28,238	44,468	=	Public Service Worker II	26	
Prince George's	32,895	22,294	42,299	=	Laborer II	113	
Queen Anne's	26,800	26,800	41,866	=	Highway Worker	1	
St. Mary's	32,141	26,645	39,728	=	Maintenance Worker	14	1 vacancy
Somerset	26,763	25,189	41,275	=	Highway Worker II	7	2 Fulltime/2 Part-time Employees
Talbot	24,943	22,366	44,915		Roads Crew Members	3	
Washington	29,231	25,748	40,269	=	Eq. Op. I	24	
Wicomico						28	7.40 hr.
Worcester	31,558	24,653	40,398	=	Roads Worker II	11	
MNCPPC							
AVERAGE	29,911	25,480	39,278				

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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	36,236	27,726	45,427	=	Maintenance Worker II	11	Parks division of Rec & Parks - max salary includes 15% longevity 16+ yrs
Baltimore City	29,431	27,747	28,662	=	Laborer	604	Maximum salary with longevities is \$32,927
Baltimore County	34,069	29,058	36,067	=	Recreation and Parks Maintenance Specialist I	25	Maximum salary with longevities is \$47,861
Calvert	34,240	28,883	42,879	=	Buildings & Grounds Worker II	6	35/week
Caroline	12,456	12,456	12,456			1	
Carroll	33,499	28,933	46,322	=	Maintenance Specialist	6	
Cecil							NCC
Charles	44,863	31,475	54,782	=	Grounds Maintenance Worker I & II	6	CDL Required
Dorchester	28,037	25,400	39,615	=	Rec and Parks Maintenance Technician	1	Works in our Recreation and Parks Department - not part of Public Works
Frederick		24,595	39,085	=	Laborer I, Parks		
Garrett							
Harford	31,924	26,200	54,142	=	Maintenance Worker I	11	
Howard	38,761	30,763	43,410	=	Parks Maintenance Worker	26	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		28,238	44,468	=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	34,989	28,619	44,671	=	Maintenance Worker II	9	
St. Mary's	28,312	26,645	39,728	=		5	
Somerset	13,803	25,837	42,337	=/+	R & P Maint., Irriga. Spec. Groundskeep, Horticult.	5	3 Pay Grades, 1 Full-time/5 Part-time Emp.
Talbot	30,377	22,366	44,915		Maintenance Worker	3	
Washington	32,014	25,748	40,269	=		6	
Wicomico	28,594	27,875	51,558		Parks Facility Worker III	2	
Worcester	29,009	24,648	49,109	=		6	
MNCPPC	37,199	29,823	51,032	=	Park/General Maintenance Worker II	162	
AVERAGE	30,990	26,652	42,547				

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## Custodian/Janitor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	26,844	20,859	39,637	=	Building Maintenance Worker I	7	
Anne Arundel	32,031	23,899	39,229	=	Custodial Worker	32	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	30,169	25,272	30,347	=	Custodial Worker I	88	Maximum salary with longevities is \$39,562
Calvert	27,726	25,680	38,074	=		22	35/week
Caroline	24,886	24,886	34,654			1	
Carroll	20,509	20,509	32,802	=	Custodian I		2 vacancies filled August
Cecil	24,632	23,338	36,296	=		4	
Charles	35,671	23,216	43,642	=	Custodial Worker I & II	18	
Dorchester	21,424	20,978	32,719	=	Custodian/Maintenance	6	
Frederick	25,490	24,595	39,353	=	Custodian	14	
Garrett		20,025	29,653			6	
Harford	24,267	22,600	47,986	=	Custodial Worker I	7	
Howard		25,251	35,651	=	Custodial Worker		\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	22,814	22,367	33,951	=	Custodian	1	
Montgomery	37,500	27,165	42,522	=	Building Services Worker II	22	
Prince George's	35,045	21,613	40,394		Custodian II	14	
Queen Anne's	29,993	28,619	44,671	=	Facility Worker II	5	
St. Mary's	29,328	29,328	43,638			1	
Somerset	26,705	23,707	38,847	=	Building Custodian	6	
Talbot							
Washington							
Wicomico	32,950	23,456	43,399		Janitor	1	
Worcester	33,238	28,280	40,394	=		3	
MNCPPC	35,878	26,545	47,716	=	Parks/General Maintenance Worker I	6	
AVERAGE	28,855	24,190	38,890				

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## 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	53,550	53,550	53,550	=	Chief, 911 Joint Communications		Contractual
Anne Arundel	89,332	62,708	111,359	+	Police Lieutenant	1	Unit has civilian manager who works with the sworn officer in charge of the unit
Baltimore City	99,200	55,200	99,200	=	Executive Level I	1	
Baltimore County	101,530	65,170	101,530	=	Chief, Emergency Communications Center	1	
Calvert	78,853	71,074	105,456	=	Communications Chief	1	40/week
Caroline	55,131	55,130	76,631			1	
Carroll	61,860	53,519	85,655	=	Emergency Communications Coordinator	1	
Cecil	67,995	55,286	86,133	=	Assistant Chief, Emergency Services	1	
Charles	99,362	73,718	118,362	=	Chief of Fire/EMS Communications	1	Reports to Director of Emergency Services
Dorchester	39,323	36,515	56,951	=	911 Center Supervisor	1	
Frederick	99,238	78,489	125,583	=	Director, Emergency Comm	1	
Garrett	64,819	45,540	70,108	=		1	
Harford	105,000	81,000	124,862	=	Manager, Emergency Operations	1	
Howard							
Kent	46,000	43,962	69,421			1	
Montgomery	133,992	133,992	133,992	=	Director ECC	1	
Prince George's	122,839	77,478	150,739	=	Associate Director, Public Safety Communications	1	Prince George's County uses the generic Associate Director class of work. Working title: Associate Director, Public Safety Communications. Actual salary \$126,668.
Queen Anne's	63,217	60,452	109,774	=	Chief of Communications	1	
St. Mary's	71,698	58,843	99,632	+	Manager, Grade 10	1	
Somerset	61,554	38,504	63,094	-	Communications Supervisor - 911	1	
Talbot	59,343	54,802	68,727		DES Division Chief - 911 Communications	1	
Washington	63,271	51,471	80,498	=	Dir., Dept. of Emerg. Communications	1	
Wicomico	71,400	56,657	113,314		Director, Emergency Services	1	
Worcester				=			
MNCPPC							
AVERAGE	77,659	61,957	95,662				

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## Director/Manager Civil Preparedness/Homeland Security

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,711	43,525	82,710	+	Chief, Emergency Management	1	Provides county coordination of preparedness, response, recovery, and mitigation of man made and natural disasters.
Anne Arundel	90,168	68,977	128,064	=	Police Captain	1	
Baltimore City	130,000	77,200	132,400	=	Executive Level II	1	
Baltimore County		80,999	112,569	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$165,791
Calvert	75,093	60,206	89,253	=	Emergency Management & Safety Division Chief	1	35/week
Caroline	59,045	55,130	76,631		Assistant Director Risk Management & Planning	1	
Carroll	54,996	49,109	78,583	=	Emergency Management Coordinator	1	
Cecil	47,902	47,902	74,589	=	Emergency Preparedness Manager	1	
Charles	73,710	54,000	86,812	=	Chief of Emergency Management	1	Reports to Director of Emergency Services
Dorchester							
Frederick	84,064	78,489	125,583	-	Director, Emerg Preparedness	1	
Garrett							
Harford	86,766	64,300	114,629	=	Deputy Manager, Emergency Operations	1	
Howard							
Kent							
Montgomery	127,500	127,500	127,500	=	Director- Office of Emergency Management & Homeland Security		This is a Director position but it is classified on the MII pay band
Prince George's	95,304	63,741	124,013	=	Administrative Specialist I	1	Prince George's County uses the generic Admin Spec class of work. Working title: Director, Office of Emergency Management. Acutal salary \$109,954.
Queen Anne's							
St. Mary's	56,826	51,168	86,694	=	Manager, Grade 9	1	
Somerset							
Talbot							
Washington	53,804	40,859	63,902	=	Emerg. Mgmt. Coord.	1	
Wicomico	46,920	27,875	51,558		Emergency Management Planner	1	
Worcester							
MNCPPC							
AVERAGE	75,121	61,936	97,218				

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## Emergency Dispatcher Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,140	30,130	57,255	=	Emergency Services Shift Supervisor	4	
Anne Arundel	53,725	40,984	64,759	=	Police Communications Operator III	11	Shift supervisor
Baltimore City	53,161	40,540	49,222	=	Emergency Dispatch Supervisor	6	Maximum salary with longevities is \$56,607
Baltimore County	62,919	43,642	54,474	=	Emergency Communications Shift Supervisor	7	Maximum salary with longevities is \$68,548
Calvert	510,002	46,010	68,266	=	Communications Supervisor	1	40/week
Caroline	43,296	37,655	57,574		Communications Systems Coord./ PSD IV	5	
Carroll	47,638	40,872	65,375	=	Emergency Communications Specialist Supervisor	4	
Cecil	49,840	38,413	59,814	=	Dispatcher Supervisor (Captain)	4	Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period; hrs converted to 2080
Charles	59,152	46,248	74,409	=	Communications Supervisor	5	
Dorchester	38,364	36,515	56,951	=	911 Center Supv	1	
Frederick	75,762	52,032	83,252	=	Emergency Comm Center Mgr	6	
Garrett							
Harford	56,077	43,900	84,032	=	Public Safety Supervisor	13	
Howard	73,973	49,733	80,163	=	Emergency Communications Supervisor	5	
Kent	37,763	34,394	53,807	=	Emergency Services Shift Captain	4	1 position vacant
Montgomery	75,845	49,253	81,513	=	Public Safety Communication Supervisor	11	
Prince George's	64,838	43,106	86,651	=	Emergency Dispatcher III	21	
Queen Anne's	46,878	41,723	66,524	=		4	
St. Mary's	57,122	42,515	67,642	=	Communication Specialist IV	4	
Somerset	40,618	32,101	52,602	=	Shift Supervisor - 911	5	
Talbot	38,303	34,031	51,581		Communication Specialist Supervisor	4	
Washington	41,267	37,833	59,169	=		3	
Wicomico	35,439	31,728	63,456		Communications Supervisor	4	
Worcester	44,486	44,000	53,000	=		1	
MNCPPC	63,431	47,535	81,342	=	Park Police Comm Supervisor Supervisor	2	
<b>AVERAGE</b>	<b>71,127</b>	<b>41,037</b>	<b>65,535</b>				

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## 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	29,224	25,069	52,225	=	Emergency Services Dispatcher I & II	20	Two pay grades
Anne Arundel	43,610	35,485	58,178	=	Police Communications Operator II	42	Police Communications Operator I is calltaker only and does not dispatch. PCO II can do both functions. Max salary includes 15% longevity.
Baltimore City	46,050	37,407	45,218	=		74	Maximum salary with longevities is \$52,003
Baltimore County	45,068	35,981	45,630	=	Emergency Communications Technician I	77	Maximum salary with longevities is \$56,836
Calvert	45,614/ 49,743	39,749/ 43,826	58,947/ 65,000	=	Communications Officer I/ Communications Officer II	15/4	40/week
Caroline	32,467	28,291	47,582		Public Safety Dispatcher	8	I & II & III
Carroll	31,930	31,554	50,482	=	Emergency Communications Specialist I	15	
Cecil	34,951	28,079	53,905	=	Dispatcher I, II or III	31	13 @ I; 12 @ II; 7 @ III; Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period; hours converted to 2080
Charles	41,035	36,693	63,821	=	Public Safety Dispatcher I & II	14	
Dorchester	29,129	27,394	42,725	=	Dispatcher	19	
Frederick	43,111	39,591	63,346	=	Emerg Comm Spec 2	8	
Garrett	34,812	27,964	43,050	=		8	
Harford	44,495	39,900	76,190	=	Public Safety Dispatcher III	36	
Howard	45,811	37,669	62,899	=	Dispatcher	41	
Kent	31,702	28,148	48,378		Emergency Services Dispatcher I & II	8	
Montgomery	40,414	39,457	61,498		Public Safety Emergency Call-Taker II	7	Not entry level. Note: The employee is Part Time in LWOP, that is why the salary is less than the minimum.
Prince George's	37,255	35,463	71,288	=	Emergency Dispatcher I	17	
Queen Anne's	38,470	36,710	58,147	=	Public Safety Dispatcher II	13	
St. Mary's	32,723	32,094	47,923	=	Comm Specialist I, Gr 4	4	
Somerset	29,520	30,213	49,507	=	Emergency Communications Spec.	9	Includes 2 Part-time Emp.
Talbot	29,869	29,042	48,365		Communication Specialist I	8	
Washington	37,101	32,435	50,727	=		32FT	
Wicomico	31,188	29,084	43,399		Communications Operator I & II	11	
Worcester	36,678	28,538	54,142	=		24	
MNCPPC	47,608	37,135	63,544	=	Senior Park Police Communications Technician	11	
AVERAGE	37,366	32,891	54,257				

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## Police Chief/Sheriff - (If full service law enforcement function)

*Exercises command and operational control of the police department and its programs. Enforces laws of the jurisdiction and state.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	59,740	59,740	59,740	=	Director of Public Safety	1	
Anne Arundel	145,001	99,580	162,693	=	Chief of Police	1	Appointed by County Executive
Baltimore City	197,700	112,200	204,000	=	Executive Level III	1	
Baltimore County	204,750	204,750	204,750	=		1	Appointed position
Calvert	87,000	87,000	87,000	=	Sheriff	1	Elected
Caroline	70,774	60,389	99,157		Captain	1	
Carroll	75,911	75,911	75,911	=		1	By-Law - See page 1
Cecil	71,500	71,500	71,500			1	Elected Position
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	100,000	100,000	100,000	=	Sheriff	1	Elected official
Garrett					Elected		
Harford	111,786			=	Sheriff	1	Elected; salary determined by legislation
Howard	171,538	112,819	182,083	=	Chief of Police	1	
Kent							
Montgomery	216,603	216,603	216,603	=	Police Chief	1	Appointed to position
Prince George's	180,000	98,884	192,385	=	Director, Police Department	1	Prince George's County uses the generic Director class. Working title: Police Chief. Actual \$180,000.
Queen Anne's							
St. Mary's	82,000			=		1	Elected
Somerset							See Elected Officials - Sheriff
Talbot							
Washington	88,000				Sheriff	1	
Wicomico	91,446				Deputy Sheriff/Chief Deputy	1	Elected, salary set by the Wicomico County Charter.
Worcester							
MNCPPC							
AVERAGE	122,109	108,281	137,985				

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## Deputy Commander

*Under Executive direction assists in managing and coordinating the activities of the department.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	130,443	83,462	147,915	=	Deputy Police Chief	2	
Baltimore City	136,231	88,200	139,900	=	Police Command Staff II	2	
Baltimore County	174,429	90,667	117,761	=	Colonel	3	Maximum salary with longevities is \$189,155
Calvert	107,494	107,494	107,494	+	Assistant Sheriff Major	1	Appointed 35/week
Caroline	60,644	51,398	85,382		Administrative Deputy	1	LT
Carroll							Colonel position was eliminated and a third Major was added in 2008
Cecil	88,858	76,648	119,434	=	Chief Deputy	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	124,709	80,981	124,710	=	Lt. Colonel	1	
Garrett	72,912	45,540	70,108	=	Chief Deputy	1	Chief Deputy
Harford	129,293	96,221	129,293	=	Chief Deputy	1	
Howard	148,283	91,915	148,283	=	Police Major	3	
Kent	40,170	40,170	40,170	=	Chief Deputy		Appointed, Home code rule
Montgomery	157,384	156,454	163,425	=	Assistant Police Chief	3	
Prince George's	145,224	85,420	166,190	=	Deputy Director, Police Department	5	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's	87,022	66,069	120,391	=	Captain	1	
St. Mary's	115,170	69,722	115,170	=	Major	1	
Somerset	49,434	48,411	74,537	=	Chief Deputy	1	
Talbot	69,491	60,850	108,726		Lieutenant	3	
Washington	99,940	90,135	122,850	=	Colonel	1	
Wicomico	86,846				Deputy Sheriff/Captain	1	Flat salary/non-negotiable
Worcester	90,958	80,000	100,000	=	Chief Deputy	1	
MNCPPC	144,838	90,785	145,188	=	Park Police Commander	1	
AVERAGE	107,608	80,027	117,346				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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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	55,721	39,700	75,442	=	Lieutenant	1	
Anne Arundel	100,498	68,977	128,064	=	Police Captain	7	
Baltimore City	106,932	88,200	139,900	=	Police Command Staff II	8	
Baltimore County	136,590	76,824	98,704	=	Captain	17	Maximum salary with longevities is \$148,311
Calvert	101,244	69,306	113,838	+	Deputy Sheriff Lieutenant	4	40/week
Caroline	60,644	51,398	85,382		Deputy Sheriff CID	1	LT
Carroll	74,042	68,370	107,224	=	Major	3	Full service law enforcement.
Cecil	83,200	69,680	108,555	=	Director of Law Enforcement	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	102,313	66,927	103,067	=	Captain	4	
Garrett							
Harford	100,103	79,518	113,381	=	Captain	8	
Howard	131,893	82,701	112,715	=	Police Captain	6	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	127,438	84,677	127,934	=	Police Captain	20	
Prince George's	116,799	71,694	122,441	=	Captain	28	
Queen Anne's	88,715	57,874	93,641	=	Lt.	2	
St. Mary's	102,076	65,125	107,515	=	Captain	4	
Somerset							
Talbot							
Washington	88,091	81,298	110,790	=	Major	3	
Wicomico	81,056				Deputy Sheriff/Lieutenant	3	Flat salary/non-negotiable. 1 Deputy Sheriff/1st Sergeant position with an average salary of \$69,931.
Worcester	89,190	75,000	95,000	=	Operations Officer	1	
MNCPPC	115,740	74,315	126,509	=	Park Police Captain	4	
<b>AVERAGE</b>	<b>98,015</b>	<b>70,644</b>	<b>109,450</b>				

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## 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							
Anne Arundel	92,049	62,708	111,359	=	Police Lieutenant	32	
Baltimore City	88,058	70,003	92,172	=	Police Lieutenant	60	
Baltimore County	119,262	66,135	88,358	=	Lieutenant	74	Maximum salary with longevities is \$134,821
Calvert	86,706/ 79,708	58,490/ 54,912	97,094/ 91,166	+	Deputy Sheriff 1st Sgt./ Deputy Sheriff Sergeant	7/15	40/week/One 1st Sgt position vacant
Caroline	57,320	47,816	79,405		Deputy Sheriff SGT	6	SGT
Carroll	55,646	52,791	84,448	=	Lieutenant	4	Full service law enforcement.
Cecil	62,687	50,190	78,187	=	Sergeant	10	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	82,868	55,312	85,180	=	Sergeant	14	
Garrett	62,111	51,802	69,113	=	Lt.	3	
Harford	71,383	70,200	103,106	=	Lieutenant	13	
Howard	106,949	69,264	94,411	=	Police Lieutenant	24	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	111,604	74,352	111,912	=	Police Lieutenant	31	
Prince George's	97,947	82,380	104,395	=	Lieutenant	77	
Queen Anne's	74,135	50,738	81,770	=	Sgt.	6	
St. Mary's	89,664	55,619	92,976	=	Lieutenant	9	
Somerset	44,878	44,872	68,728		1st Sgt.	6	2 different pay grades
Talbot	55,702	49,393	99,193		Sergeant	4	
Washington	78,028	66,136	90,160	=	Lieutenant	5	
Wicomico	64,670				Deputy Sheriff/Sergeant	14	Flat salary/non-negotiable
Worcester	87,430	56,514	92,602		Lieutenant	4	
MNCPPC	103,515	64,234	109,354	=	Park Police Lieutenant	16	
AVERAGE	80,295	60,024	91,412				

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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							
Anne Arundel	82,591	57,006	95,584	=	Police Sergeant	68	
Baltimore City	76,160	61,585	81,082	=	Police Sgt	254	
Baltimore County	101,264	58,680	77,882	=	Sergeant	170	Maximum salary with longevities is \$116,464
Calvert	66,344	51,085	84,781	+	Deputy Sheriff Corporal	15	40/week
Caroline	49,996	44,489	74,051		DS III	12	DS III
Carroll	52,614	48,423	77,460	=	Sergeant	12	Full service law enforcement.
Cecil	56,940	46,259	72,051	=	Corporal	10	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	72,910	50,283	77,436	=	Corporal	24	
Garrett	55,186	47,893	63,898	=	Sgt.	3	
Harford	71,383	56,098	87,381	=	Corporal	26	
Howard	93,051	62,483	85,176	=	Police Sergeant	57	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	95,053	59,816	96,831	=	Police Sergeant	133	
Prince George's	86,397	72,710	94,904	=	Sergeant	182	
Queen Anne's	58,835	47,514	76,317	=	Corporal	7	
St. Mary's	80,574	51,854	86,674	=	Sergeant	17	
Somerset	43,823	41,608	63,389	=	Deputy/Corporal	6	
Talbot	48,155	46,276	92,933		Corporal	3	
Washington	66,403	59,647	81,300	=	Sergeant	11	
Wicomico	59,615				Deputy Sheriff/Corporal	8	Flat salary/non-negotiable
Worcester	75,480	53,810	88,192	=	Sergeant	7	
MNCPPC	88,491	55,371	97,968	=	Park Police Sergeant	26	
AVERAGE	71,304	53,645	82,764				

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## 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							
Anne Arundel	55,029	41,620	85,848		Police Officer, Police Officer First Class, Police Corporal	509	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	59,242	43,136	69,893	=	Police Officer	2,056	
Baltimore County	60,984	46,699	66,135	=	Police Officer/Police Officer First Class	1,360	Maximum salary with longevities for Police Officer First Class is \$96,143
Calvert	45,508/ 56,579	44,429/ 47,549	73,445/ 78,915	=	Deputy Sheriff/ Deputy Sheriff 1st Class	16/55	40/week
Caroline	40,340	38,658	74,051		DS I - DS II -	6	
Carroll	42,328	37,378	71,074	=	Deputy Sheriff Probationer - Deputy Sheriff 1st Class - Corporal	76	Full service law enforcement. 1 Vacancy
Cecil	46,241	39,270	66,373	=	Deputy or Deputy First Class	55	5 @ Deputy; 50 @ Deputy First Class
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	52,962	41,556	70,396	=	Deputy & Deputy First Class	116	
Garrett	47,000	40,939	54,620	=		15	
Harford	57,977	42,973	82,763	=	Deputy First Class	201	
Howard	65,671	45,926	71,822	=	Officer/PFC	290	4 LONGEVITY STEP AT 3.5% EACH
Kent	48,144	40,185	108,112		All Deputies, regardless of rank	20	All Deputies, regardless of rank, Pay parody with MSP
Montgomery	70,388	46,972	83,839	=	Police Officer Candidate to Police Officer III	850	
Prince George's		46,610	86,277		Police Officer - 414, \$47,298/ Police Officer First Class - 292, \$53,392/Police Corporal - 615, \$71,930		Range provided from entry-level to corporal.
Queen Anne's	46,743	41,723	71,245	=	Deputy Sheriff/Deputy First Class	32	
St. Mary's	58,774	42,307	80,766	=		92	
Somerset	35,319	31,157	51,055	=	Deputy & Deputy 1st Class	8	Includes 2 Part-time & Covers 2 Pay Gr.
Talbot	42,269	37,257	83,159		Deputy & Deputy First Class	17	
Washington	47,032	38,141	61,740	=	Deputy and Deputy First Class	69	
Wicomico	54,090				Deputy Sheriff/Dep First Cl	54	Flat salary/non-negotiable
Worcester	51,433	42,462	78,042	=		32	
MNCPPC		46,123	86,692		Park Police Candidate, Park Police Graduate, Park Police Officer II, Park Police Officer III, Park Police Officer IV	138	
<b>AVERAGE</b>	<b>51,943</b>	<b>41,555</b>	<b>75,195</b>				

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Jobs with < 5 responses were omitted.

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

## Deputy Commander (Sheriff)

*Under executive direction assists in managing and coordinating the activities of the department. Constitutional duties.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	111,359	111,359	111,359	=	Chief Deputy	1	State authorized position appointed by Sheriff, #2 position in the department
Baltimore City	89,004	56,496	90,706	=	Asst. Sheriff	1	
Baltimore County	86,966	56,836	71,938	=	Chief Deputy Sheriff	1	Maximum salary with longevities is \$91,171
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	74,747	64,453	100,526		Captain	1	
Frederick							
Garrett							
Harford	129,293	96,221	129,293	=	Chief Deputy	1	We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	92,726	61,006	98,426	=	Chief Deputy Sheriff	1	
Kent							
Montgomery	108,915	72,553	114,215	=	Deputy Sheriff Captain	4	
Prince George's	145,287	145,287	145,287	=	Assistant Sheriff	1	Working title: Chief Assistant Sheriff, exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	104,787	83,026	107,719				

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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	51,093	39,700	75,442		Lieutenant	1	
Anne Arundel	59,706	52,684	81,328	=	Deputy Sheriff III (Lt.)	2	
Baltimore City	80,333	52,950	85,017	=	Deputy Sheriff, Major	2	
Baltimore County	71,938	47,618	59,193	=	Deputy Sheriff Lieutenant	2	Maximum salary with longevities is \$75,625
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	69,289	59,747	93,186		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	75,490	52,709	84,989	=	Lieutenant Deputy Sheriff	3	
Kent							
Montgomery	94,569	60,460	94,571	=	Deputy Sheriff Lieutenant	11	
Prince George's	136,040	136,040	136,040	+	Assistant Sheriff	3	Rank of Lieutenant Colonel, exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	79,807	62,739	88,721				

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# First Line Supervisor (Sheriff)

## Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,231	36,214	68,817		Sergeant	3	
Anne Arundel	54,357	47,895	75,332	=	Deputy Sheriff II (Sergeant)	7	
Baltimore City	58,759	41,074	65,568	=	Deputy Sheriff Sergeant	7	
Baltimore County	61,035	43,642	54,474	=	Deputy Sheriff Sergeant	5	Maximum salary with longevities is \$68,548
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	51,823	44,161	68,877		Corporal	9	
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	59,523	47,549	76,731		Sergeant Deputy Sheriff	3	
Kent							
Montgomery	85,765	54,963	85,966	=	Deputy Sheriff Sergeant	29	
Prince George's	71,556	55,926	93,239	=	Deputy Sheriff Sergeant	25	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	61,006	46,428	73,626				

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# Deputy/Officer

*Constitutional Duties*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,198	30,130	57,255			14	
Anne Arundel	46,115	39,140	59,031	=	Deputy Sheriff I	56	
Baltimore City	45,162	32,091	57,567	=	Deputy Sheriff Trainee/Deputy Sheriff	89	
Baltimore County	49,960	39,747	49,828	=	Deputy Sheriff/Deputy Sheriff First Class	68	Deputy Sheriff salary is \$37,747-\$47,618 Deputy Sheriff 1st Class is \$39,667-\$49,618, Maximum salary with longevity for DS 1st class is \$62,216; 8 DS, 60 DS 1st class
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	42,965	38,174	64,030		Patrol Deputy	16	
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	49,580	38,730	62,525	=	Deputy Sheriff	30	
Kent							
Montgomery	64,282	43,642	78,152	=	Deputy Sheriff Candidate to Deputy Sheriff III	85	
Prince George's		42,807	84,763		Deputy Sheriff Private - 35, 45,796 Deputy Sheriff First Class - 29, 53,052 Deputy Sheriff Corporal - 118, 59,931		Range provided from entry-level to corporal.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
<b>AVERAGE</b>	<b>47,323</b>	<b>38,058</b>	<b>64,144</b>				

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*Jobs with < 5 responses were omitted.*

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## 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	17,202	15,829	22,235	=		12	Hourly paid. Converted to 40 hours.
Anne Arundel					No Match		Deputy Sheriff provides courthouse security
Baltimore City	39,621	34,562	41,645	=	Officer, Court Security	45	Maximum salary with longevities is \$47,890
Baltimore County	42,448	29,865	37,747	=		11	Maximum salary with longevities is \$47,618
Calvert	34,760	40,498	40,498	=	Special Deputy	10	Contract/40/week/Some work part time
Caroline	9,360	9,360	9,360			4	Contractual
Carroll	28,933	28,933	46,322	=	Courthouse Security Officer I	3	1 Vacancy
Cecil	21,282	25,667	39,952	=	Security Guard	2	Part-time; average of 30 hrs/week
Charles							Not a part of the County-administered personnel system.
Dorchester	40,870	41,054	64,030	=	Court Security - Sworn	5	
Frederick	40,767	34,545	55,272	=	Courthouse Deputy I	2	
Garrett							
Harford	18.38/hour				Contractual Deputy Position	10	
Howard	46,207	31,353	50,877	=	Security Officer II	8	
Kent	26,875	20,238	20,238			2	1 armed, 1 civilian contractual
Montgomery	45,554	35,923	58,693	=	Security Officer I	41	
Prince George's	34,640	24,531	50,033	=	Security Officer II	14	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico					Court Security	5	23.47/hr
Worcester							
MNCPPC							
AVERAGE	32,963	28,643	41,300				

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## Crossing Guard

*Directs vehicle and pedestrian traffic at an assigned intersection.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel				=	School Crossing Guard	117	Part-time/11.51/hr
Baltimore City	9,698	8,926	9,744	=		440	Maximum salary with longevities is \$11,204
Baltimore County	4,864	4,864	4,864	=	Traffic Guard	208	10 hours per week/40 weeks per year (during school year)
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick							
Garrett							
Harford	29,307	28,454	29,307	=	School Crossing Guard	15	
Howard							
Kent							
Montgomery	9,627	29,371	46,467	=	Crossing Guard	146	Crossing guards work part time at .3 Full Time Equivalent (FTE) (10 months of out the year)
Prince George's	13,036	21,500	37,268	=		125	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico						12	10.50/hr
Worcester	10,419	9,563	11,881	=		7	
MNCPPC							
AVERAGE	12,825	17,113	23,255				

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## Director of Corrections/Warden

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	71,939	47,716	90,674	=	Assistant Administrator, Detention Center	1	Sheriff is de jure Administrator.
Anne Arundel	137,203	99,580	162,693	=	Superintendent Detention Center	1	Appointed by County Executive
Baltimore City							
Baltimore County	151,150	151,150	151,150		Director, Department of Corrections	1	Appointed position
Calvert	102,157	77,932	115,606	=	Detention Center Administrator	1	Contract/35/week
Caroline	78,837	60,643	84,294			1	
Carroll	82,410	71,656	112,404	=	Correction Officer X	1	
Cecil	86,320	68,120	106,184	=	Director, Detention Center	1	
Charles							Not a part of the County-administered personnel system.
Dorchester	61,788			=	Warden	1	
Frederick	108,804	70,653	108,805	=	Lt. Colonel	1	
Garrett							
Harford	113,027	94,661	166,067	=	Warden	1	
Howard	131,685	91,915	148,283	=		1	
Kent	68,000	60,617	96,047	=	Warden	1	
Montgomery	210,621	210,621	210,621	=	Director, Department of Corrections and Rehabilitation	1	Appointed to position
Prince George's	153,134	98,884	192,385	=	Director, Department of Corrections	1	Prince George's County uses the generic Director class. Actual \$151,150.
Queen Anne's	121,982	72,317	132,070	=		1	
St. Mary's							
Somerset	57,985	57,485	91,874	=	Warden	1	
Talbot	80,118	76,992	96,555		Director	1	
Washington	90,240	70,926	96,670	=	Major	1	
Wicomico	91,800	64,249	128,499		Director, Corrections	1	
Worcester	110,000	95,000	125,000	=		1	
MNCPPC							
AVERAGE	105,460	86,375	127,152				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Deputy Corrections Commander

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	107,909	72,309	120,590	=	Correctional Facility Administrator	2	
Baltimore City							
Baltimore County	114,273	73,346	114,273	=	Deputy Administrator of Corrections	1	
Calvert	78,853	71,074	105,456	=	Captain Deputy Administrator	1	40/week
Caroline	57,887	55,130	76,631			1	
Carroll							NCC
Cecil	61,360	61,360	95,659	=	Deputy Director, Detention Center	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	98,913	64,230	98,914	=	Major	1	
Garrett							
Harford	97,698	74,880	103,646	=	Major	1	
Howard	104,125	74,901	120,827	=	Deputy Director of Corrections	1	
Kent							
Montgomery	133,992	133,992	133,992	=	Manager II	1	
Prince George's	133,608	85,420	166,190	=	Deputy Director, Department of Corrections	2	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel. Actual \$92,250.
Queen Anne's	77,892	55,365	100,121	=	Captain	1	
St. Mary's	107,515	65,125	107,515	=	Commander of Corrections	1	
Somerset	53,797	39,984	63,132	-	Assistant Warden	1	
Talbot	59,612	44,246	88,857		Correctional Officer V	1	
Washington	81,390	63,973	87,190	=	Captain	1	
Wicomico	75,480	50,652	101,303		Deputy Director, Corrections	1	
Worcester	97,219	95,000	105,000	=		2	
MNCPPC							
AVERAGE	90,678	69,470	105,253				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Unit Commander

*Typically supervises one or more major units in the department.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	58,032	39,700	75,442	=	Lieutenant	2	
Anne Arundel	84,452	55,056	95,326	=	Detention Captain	2	
Baltimore City							
Baltimore County	84,980	56,836	71,938	=	Correctional Captain	6	Maximum salary with longevities is \$91,171
Calvert	80,798	62,982	93,454	+	Correctional Lieutenant	2	40/week
Caroline	52,853	45,562	63,332		LT	2	
Carroll	73,851	65,749	103,106	=	Correction Officer IX	2	
Cecil	61,783	55,286	86,133	=	Lieutenant - Corrections	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	53,654	45,551	71,044	=	Captain	2	
Frederick	80,851	53,083	81,747	=	Lieutenant	8	
Garrett							
Harford	86,487	66,019	94,141	=	Captain	2	
Howard	86,041	55,058	86,112	=	Correctional Captain	5	Add \$ .50 per hour paid after 10 consecutive years of Corrections service
Kent	52,340	42,706	60,510	=	Lietenant	1	
Montgomery	101,350	62,606	101,350	=	Correctional Unit Commander - Captain	3	
Prince George's	103,412	62,329	105,859	=	Correctional Officer, Major	2	
Queen Anne's	73,870	50,738	81,770	=	Lt.	1	
St. Mary's	84,115	64,085	89,502	=	COV Captain V07	3	
Somerset							
Talbot	54,373	40,593	81,521		Correctional Officer IV	2	
Washington	72,106	57,701	78,640	=	Lieutenant	5	
Wicomico	67,003	43,059	86,119		Correctional Officer/Major	2	
Worcester	92,602	53,810	88,192	=		3	
MNCPPC							
AVERAGE	75,248	53,925	84,762				

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Prepared by MACo, October 2012  
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## Shift Supervisor

*Typically oversees officers on assigned shift.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	51,943	36,214	68,817	=	Sergeant	3	
Anne Arundel	76,605	50,049	86,659	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	70,986	49,828	62,216	=	Correctional Lieutenant	15	Maximum salary with longevities is \$79,311
Calvert	74,128	54,246	80,496	+	Correctional Sergeant	7	40/week
Caroline	42,767	41,420	57,574		CO IV	4	
Carroll	56,343	50,752	81,204	=	Correction Officer VI	5	
Cecil	49,840	44,886	69,888	=	Sergeant - Corrections	6	
Charles							Not a part of the County-administered personnel system.
Dorchester	43,237	36,515	56,951	=	Correctional Officer III	6	
Frederick	70,406	48,257	74,315	=	Sergeant	10	
Garrett							
Harford	74,693	59,509	87,402	=	Lieutenant	8	
Howard							
Kent	40,241	37,685	53,807	=	Sergeant	4	
Montgomery	90,722	56,914	92,136	=	Correctional Shift Commander - Lieutenant	20	
Prince George's	90,120	51,320	87,133	=	Correctional Officer, Captain	4	
Queen Anne's	58,774	44,515	71,245	=	Sgt.	3	
St. Mary's	72,899	54,517	76,107	=	CO IV Lieutenant V05	5	
Somerset	47,132	35,851	56,352	=	Correctional Officer III	5	
Talbot	45,385	36,902	74,108		Correctional Officer III	1	
Washington	62,122	52,046	70,940	=	Sergeant	14	
Wicomico	63,599	43,059	86,119		Correctional Officer/Captain	1	
Worcester	58,307	64,000	78,417	=		19	
MNCPPC							
AVERAGE	62,012	47,424	73,594				

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Prepared by MACo, October 2012  
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# First-Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	43,944	33,032	62,771	=	Corporal	10	
Anne Arundel	63,043	43,631	81,661	=	Detention Sergeant	23	
Baltimore City							
Baltimore County	60,680	45,630	56,836	=	Correctional Sergeant	28	Maximum salary with longevities is \$71,938
Calvert	57,572	49,296	73,112	+	Correctional Corporal	9	40/week
Caroline	38,408	37,655	52,340		CO III	5	
Carroll	53,649	46,551	74,464	=	Correction Officer V	4	
Cecil	42,927	40,435	62,962	=	Corporal - Corrections	11	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	61,458	43,870	67,560	=	Corporal	22	
Garrett							
Harford	59,384	47,632	74,194	=	Corporal	14	
Howard	76,696	49,733	77,771	=	Correctional Lieutenant	6	Add \$ .50 per hour paid after 10 consecutive years of Corrections service
Kent	44,139	33,930	48,378		Corporal	1	
Montgomery	77,627	51,739	83,759	=	Correctional Supervisor - Sergeant	43	
Prince George's	68,316	44,436	77,875	=	Correctional Officer, Sergeant	68	
Queen Anne's	52,906	41,723	66,524	=	Corporal	6	
St. Mary's	64,920	50,107	69,950	=	CI III Sergeant V04	10	
Somerset							
Talbot	43,074	33,212	66,698		Correctional Officer II	8	
Washington	46,937	46,937	63,970	=	Corporal	1	
Wicomico	57,107	36,261	72,521		Correctional Officer/Lieutenant	4	
Worcester	47,913	54,209	59,800	=		19	
MNCPPC							
AVERAGE	55,826	43,685	68,060				

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Prepared by MACo, October 2012  
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## Correctional Officer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,506	30,130	57,255	=	Correctional Officer	54	
Anne Arundel	48,775	38,051	65,458	=	Detention Officer	170	
Baltimore City							
Baltimore County	48,670	39,667	49,828	=	Correctional Officer	220	Maximum salary with longevities is \$62,216
Calvert	40,290/ 50,099	40,290/ 44,866	59,738/ 66,498	=	Correctional Officer/ Correctional Officer 1st Class	16/35	40/week
Caroline	31,531	31,120	47,582		CO I & CO II	22	
Carroll	37,819	32,968	62,692	=	Correction Officer I, II, III	65	1 Vacancy
Cecil	35,608	32,802	56,742	=	Deputy - Corrections Deputy First Class - Corrections	57	28 @ Deputy, 29 @ Deputy First Class (Corrections)
Charles							Not a part of the County-administered personnel system.
Dorchester	33,754	31,601	49,287	=	Correctional Officer I	35	
Frederick	62,256	36,256	61,417	=		76	
Garrett							
Harford	48,589	39,166	68,869	=	Officer	96	
Howard	45,446	37,086	57,990	=	Correctional Officer	80	Addl \$ .50 per hour paid after 10 consecutive years of Corrections service
Kent	32,748	30,640	43,201			19	
Montgomery	57,192	40,538	70,758	=	Correctional Officer I - Correctional Officer III	218	
Prince George's		36,647	70,685		Correctional Officer Private - 63, 37,131 Correctional Officer First Class - 90, 41,772 Corporal - 174, 53,280, Master Corporal - 54, 70,232		Range provided from entry-level to master corporal.
Queen Anne's	43,458	36,710	58,147	=	Correctional Officer I	22	
St. Mary's	46,493	39,728	65,374	=		58	2 vacant
Somerset	35,322	33,963	53,257	=	Correctional Officer II	24	
Talbot	34,160	28,658	59,289		Correctional Officer Trainee & Correctional Officer I	18	
Washington	42,494	33,279	53,850	=	Deputy and Deputy First Class	94	
Wicomico	36,051	29,705	72,521		Correction Officer I & II & Master Correction Officer	107	
Worcester	40,355	37,496	61,422	=		46	
MNCPPC							
AVERAGE	41,907	34,811	59,281				

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Prepared by MACo, October 2012  
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## Jail Cook

*Prepares and serves meals for inmates at the detention facility. Typically a civilian position; not a certified correctional officer.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							Contracted service.
Anne Arundel							Contracted service-outside vendor
Baltimore City							
Baltimore County		39,667	49,828	=	Correctional Dietary Officer		Maximum salary with longevities is \$62,216. Function has been outsourced.
Calvert	50,232	34,362	50,939	=	Cook I	1	40/week
Caroline							
Carroll	26,562	26,562	42,495	=	Cook	3	
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	41,730	34,545	55,272	=	Cook 2	4	
Garrett		21,789	32,266	=		4	
Harford							Contract Service
Howard	44,918	37,086	57,990	=	Correctional Dietary Officer	5	Add \$ .50 per hour paid after 10 consecutive years of Corrections service
Kent							
Montgomery					NCC		
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							Contracted
Wicomico							
Worcester	43,098	38,251	62,670	=		4	
MNCPPC							
AVERAGE	41,308	33,180	50,209				

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Prepared by MACo, October 2012  
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# Fire Chief

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	135,418	99,580	162,693	+		1	Appointed by County Executive; Fire Dept responsible for suppression & EMS/ALS
Baltimore City	161,262	112,200	204,000	=	Executive Level III	1	
Baltimore County	175,950	175,950	175,950			1	Appointed position
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							All volunteer
Frederick	131,478	116,061	185,697	=	Director, F&R Svcs Div	1	
Garrett							
Harford							Harford County has volunteer-based fire services.
Howard	150,342	101,795	164,362	=	Director of Fire and Rescue	1	
Kent							
Montgomery	190,000	190,000	190,000	=	Fire Chief, Department of Fire & Rescue Services	1	Appointed to position
Prince George's	175,000	175,000	175,000	=	Director, Fire/EMS	1	Prince George's County uses the generic Director class. Working title: Fire Chief. Actual \$175,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	69,121	68,437	85,827		DES Divison Chief - EMS	1	EMS only - (no paid fire) - reports to Director of Emergency Services
Washington		47,658	74,536				Airport Fire Chief only - No Fire Dept. Current vacant
Wicomico							
Worcester							
MNCPPC							
AVERAGE	148,571	120,742	157,563				

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Prepared by MACo, October 2012  
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## Deputy Commander/Chief

*Under executive direction, assists in managing and coordinating the activities of the department.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,431	70,855	133,083	=	Fire Deputy Chief	2	
Baltimore City	130,000	77,200	132,400	=	Executive Level II	2	
Baltimore County	154,504	80,999	112,569	=	Assistant Chief, Fire Department	2	Maximum salary with longevities is \$165,791
Calvert							All volunteer
Caroline	72,166	60,643	84,294		EMS Operations Manager	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	106,745	78,489	138,533	=	Bureau Chief	3	
Garrett							
Harford							
Howard	133,910	82,930	133,910	=	Deputy Chief	1	
Kent							
Montgomery	128,339	76,675	128,339	=	Assistant Fire Chief	13	
Prince George's	147,333	85,420	166,190	=	Deputy Director, Fire/EMS	3	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
<b>AVERAGE</b>	<b>124,179</b>	<b>76,651</b>	<b>128,665</b>				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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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							
Anne Arundel	106,759	60,782	115,723	=	Fire Division Chief	10	
Baltimore City	107,801	96,300	119,000	=	Fire Command Staff II	10	
Baltimore County	136,560	70,670	97,591	=	Battalion Fire Chief	4	Maximum salary with longevities is \$143,217
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard	127,768	91,790	135,429	=	Assistant Chief	6	
Kent							
Montgomery	145,517	87,647	145,517	=	Fire/Rescue Division Chief	3	
Prince George's	124,714	72,082	133,835	=	Firefighter Major	11	
Queen Anne's	78,148	60,452	109,774	=	Chief of EMS	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	118,181	77,103	122,410				

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Prepared by MACo, October 2012  
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## Shift Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	91,600	51,211	100,421	+	Fire Captain	30	Suppression & EMS/ALS
Baltimore City	92,000	92,000	111,500	=	Fire Command Staff I	2	
Baltimore County	110,676	59,928	81,504	=	Fire Captain	98	Maximum salary with longevities is \$118,808
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	88,696	63,896	112,777	=	Battalion Chief	8	
Garrett							
Harford							
Howard	112,910	79,248	116,813	=	Battalion Chief	14	
Kent							
Montgomery	100,325	62,605	101,348	=	Fire/Rescue Captain	140	
Prince George's	106,432	56,785	109,846	=	Firefighter Captain	15	
Queen Anne's	67,100	50,738	81,770	=	EMS/Lt.	4	
St. Mary's							
Somerset							
Talbot	47,691	40,618	56,011		EMS Supervisor	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	90,826	61,892	96,888				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## First Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	76,047	48,398	95,640	+	Fire Lieutenant	124	Suppression & EMS/ALS
Baltimore City	69,428	50,283	61,355	=	Fire Lieutenant	143	Maximum salary with longevities is \$73,318
Baltimore County	88,405	52,712	71,367	=	Fire Lieutenant	109	Maximum salary with longevities is \$102,630
Calvert							All volunteer
Caroline	53,537	45,562	63,332		EMS Supervisor	4	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	71,972	52,032	91,836	=	Fire Lieutenant	62	
Garrett							
Harford							
Howard	101,066	71,460	105,481	=	Fire Captain	37	
Kent							
Montgomery	82,986	55,519	89,877	=	Fire/Rescue Lieutenant	95	
Prince George's	98,861	51,905	98,518	=	Firefighter Lieutenant	32	
Queen Anne's	50,209	47,514	76,317		EMS/Sgt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	76,946	52,821	83,747				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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# Firefighter

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	53,572	36,073	86,627	+	Fire Fighter II, Fire Fighter III (pump operator), Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	596	Proficiency advancement through ranks based on time in prior rank and certification requirements. FF II and FF III trained certified in suppression & basic EMT. Range is minimum FF II to maximum FF EMT-Paramedic
Baltimore City	52,319	34,146	56,094	=	EMT Firefighter, Firefighter & Firefighter/Paramedic	803	Maximum salary with longevities is \$65,069
Baltimore County	48,821	34,102	57,398	=		79	Career ladder is Probationary FF to FF or FF/EMT. Maximum salary with longevities is \$81,50
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	47,159	36,981	80,099	=	Fire Recruit, Fire 1, Fire 2, Fire 3	202	
Garrett							
Harford							
Howard	58,126	52,067	76,777	=	Firefighter	273	
Kent							
Montgomery	56,185	41,613	74,272	=	Firefighter (Recruit to III)	592	
Prince George's		40,848	90,731		Firefighter I - 113, 40,851, Firefighter II - 110, 44,218, Firefighter III - 36, 82,797		Range provided from entry-level Fire Fighter to Fire Fighter III.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	16.89/hr	16.84/hr	26.34/hr			10	PT Firefighters only
Wicomico							
Worcester							
MNCPPC							
<b>AVERAGE</b>	<b>52,697</b>	<b>39,404</b>	<b>74,571</b>				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
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## 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	34,285	33,032	62,771	=	EMT-P	7	
Anne Arundel	54,536	42,769	86,627	+	Fire Fighter EMT-P	194	Trained in suppression and certified Paramedic (County has a lower ALS class of Fire Fighter EMT-Intermediate)
Baltimore City	61,405	41,992	63,730	=		73	Maximum salary with longevities is \$73,927
Baltimore County	57,997	46,484	62,615	=	Paramedic	49	Maximum salary with longevities is \$89,110
Calvert							All volunteer
Caroline	39,780	37,655	52,340			14	
Carroll							NCC
Cecil	42,873	38,413	66,394	=	Paramedic - Captain Paramedic - Lieutenant Paramedic	29	Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period; hrs converted to 2080 4 @ Captain; 4 @ Lieutenant; 21 @ Paramedic
Charles	50,969	46,248	74,409	=		32	
Dorchester	39,191	36,515	61,246	=	EMT - I or Paramedic	20	
Frederick	42,387	42,387	74,814	=	Paramedic I	1	
Garrett		27,964	43,050	=		6	
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 7,000
Kent	43,691	38,393	60,510			9	
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's	102,581	51,905	98,518	=	Paramedic Lieutenant	2	
Queen Anne's	45,194	41,723	71,245	=	Paramedic I & II	20	
St. Mary's							
Somerset							
Talbot	39,184	37,094	53,630		Paramedic	19	
Washington	48,528	40,859	63,902			8	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	50,186	40,229	66,387				

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

*Jobs with < 5 responses were omitted.*

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

Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## EMT/B

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		27,482	52,225	=		Vacant	
Anne Arundel	53,741	36,073	78,504	+	Fire Fighter II & III	337	Trained in suppression & EMT-B certified
Baltimore City	62,110	40,437	61,116	=	Paramedic CRT	91	Maximum salary with longevities is \$70,895
Baltimore County	50,670	41,153	55,014	=	Emergency Medical Technician	42	Maximum salary with longevities is \$77,976
Calvert							All volunteer
Caroline	29,221	28,291	47,582			7	1 CRT AND 8 EMT
Carroll							NCC
Cecil	37,532	34,580	53,905	=	Medic	5	Work 1,976 hrs/year; 3 12-hour shift & 4 12-hour shift in 2-week pay period; hrs converted to 2080
Charles	44,217	39,629	63,821	=		28	
Dorchester	30,440	31,601	49,287	=	EMT	20	
Frederick							
Garrett	34,172	25,758	38,144	=		1	
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	45,946	42,848	78,889	=	Paramedic Trainee II	1	
Queen Anne's	32,883	32,350	50,922	=	EMT II	6	
St. Mary's							
Somerset							
Talbot	28,883	27,016	47,153		EMT-B/EVO	15	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	41,564	33,935	56,380				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13

## Animal Control Officer

*Investigates complaints, inspects facilities, and enforces laws, codes, and regulations pertaining to animal control and protection. Protects animals while maintaining public safety.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	23,432	22,868	43,456	=	Animal Control Officer	2	
Anne Arundel	40,511	32,157	52,686	=		9	Max salary includes 15% longevity 16+ yrs
Baltimore City		37,407	45,218	=	Animal Control Investigator		Vacant
Baltimore County	42,192	32,812	41,647	=	Animal Control Officer I	3	Maximum salary with longevities is \$52,116
Calvert	38,220	33,797	50,123	=	Animal Control Officer I	5	35/week
Caroline							
Carroll	39,733	34,000	51,596	=	Animal Control Officer	4	Not a County Agency but salary data is supplied - Converted to 40 hours
Cecil							NCC
Charles	56,186	42,809	68,905	=	j	4	One position vacant, currently in the recruitment process.
Dorchester	27,132	28,639	44,667	=		2	
Frederick	44,983	36,981	59,170	=		6	
Garrett	35,384	27,964	43,050	+		1	
Harford	41,622	37,300	71,198	=	Animal Control Officer II	5	Animal Control Officer I (no incumbents) (\$30,200 - \$62,608)
Howard	44,470	33,966	50,315	=		4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	54,763	44,900	74,181	=	Code Enforcement Officer	8	Assigned to the Police Department
Prince George's	43,722	28,963	53,548	=	Animal Control officer II	9	
Queen Anne's	34,452	30,429	47,686	=		3	
St. Mary's	51,813	33,426	51,813	=	Animal Warden	4	
Somerset	30,198	29,244	48,779	+	Animal Control Officer I & II & Supervisor, Animal Contr.	4	3 Different Pay Grades
Talbot							
Washington							
Wicomico							
Worcester	39,988	29,973	59,696	=		4	
MNCPPC							
AVERAGE	40,518	33,202	53,207				

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*Jobs with < 5 responses were omitted.*

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Prepared by MACo, October 2012  
Salary Survey of MD County Government FY 13



## **Section II:**

# **County Health Benefits**

## FY 2013 Maryland County Government Health Benefits Survey

### Allegany

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

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

## FY 2013 Maryland County Government Health Benefits Survey

### Anne Arundel

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

## FY 2013 Maryland County Government Health Benefits Survey

### Baltimore City

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

## FY 2013 Maryland County Government Health Benefits Survey

### Baltimore

	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
<b>Annual Deductible (Individual)</b>	N/A		None	Not Applicable	None
<b>In-Network</b>		200			
<b>Out-of-Network</b>		300			
<b>Annual Deductible (Family)</b>	N/A				None
<b>In-Network</b>		400	None		
<b>Out-of-Network</b>		600			
<b>Office Co-Pays (In-Network)</b>	15	15	10	medicare	5
<b>ER Copay</b>	50	50	50	medicare	50
<b>Coinsurance (In-Network)</b>	N/A	15/85	None		
<b>Coinsurance (Out-of-Network)</b>		25/75	None		
<b>Out of Pocket Max. (Individual)</b>				\$2,000, \$300,000 lifetime	None
<b>In-Network</b>	1,100	1,000			
<b>Out-of-Network</b>		1,500	None		
<b>Out of Pocket Max. (Family)</b>					
<b>In-Network</b>	3,600	2,000			
<b>Out-of-Network</b>		3,000	None		
<b>Rx Plan: Retail Generic</b>	5	5	5	Greater of 10% or 20%	5
<b>Brand, Formulary</b>	20	20	15	Greater of 10% or 30%	5
<b>Brand, Non-Formulary</b>	35	35			
<b>RX Plan: Mail Generic</b>	10	10	5	Information unavailable	3
<b>Brand, Formulary</b>	40	40	15		3
<b>Brand, Non-Formulary</b>	70	70			

Note: Kaiser Rx plan covers one copay for 60 day supply. Copays listed are for Kaiser Facility pharmacies only. Cigna Rx plans are for one month supply per copay and are covered under Express Scripts. There is a \$75 annual deductible for retiree and each covered family member for Cigna Medicare Surround for Rx drugs.

## FY 2013 Maryland County Government Health Benefits Survey

### Calvert

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

## FY 2013 Maryland County Government Health Benefits Survey

### Caroline

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

## FY 2013 Maryland County Government Health Benefits Survey

### Carroll

	Active Employee/Pre-65 Retiree		Medicare Retirees	N/A
	Choice	Choice Plus	Medicare Supplemental	
<b>Annual Deductible (Individual)</b>			200	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	200		-
<b>Annual Deductible (Family)</b>			400	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	400		-
<b>Office Co-Pays (In-Network)</b>	10	15	N/A	-
<b>ER Copay</b>	50	50	50	-
<b>Coinsurance (In-Network)</b>	N/A	N/A	80/20	-
<b>Coinsurance (Out-of-Network)</b>	N/A	80/20	80/20	-
<b>Out of Pocket Max. (Individual)</b>			1,700	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	1,700		-
<b>Out of Pocket Max. (Family)</b>			3,400	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	3,400		-
				-
<b>Rx Plan: Retail Generic</b>	10	10	10	-
Brand, Formulary	20	20	20	-
Brand, Non-Formulary	30	30	30	-
<b>RX Plan: Mail Generic</b>	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 2013 Maryland County Government Health Benefits Survey

### Cecil

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

## FY 2013 Maryland County Government Health Benefits Survey

### Charles

	Active Employee/Pre-65 Retiree		Medicare Retirees	
	CareFirst PPN/PPO	CareFirst BlueChoice HMO	CareFirst Standard over 65	CareFirst BlueChoice over 65
<b>Annual Deductible (Individual)</b>				
<b>In-Network</b>	N/A	N/A	300/Major Medical	N/A
<b>Out-of-Network</b>	200	N/A	N/A	N/A
<b>Annual Deductible (Family)</b>				
<b>In-Network</b>	N/A	N/A	N/A	N/A
<b>Out-of-Network</b>	400	N/A	N/A	N/A
<b>Office Co-Pays (In-Network)</b>	15	5 PCP/10 Spec	varies	5 PCP/10 Spec
<b>ER Copay</b>	or practioner /Waived adm	25/Waived admitted	N/A	25/Waived admitted
<b>Coinsurance (In-Network)</b>	N	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
<b>Coinsurance (Out-of-Network)</b>	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
<b>Out of Pocket Max. (Individual)</b>				
<b>In-Network</b>	1,000	N/A	N/A	N/A
<b>Out-of-Network</b>	1,000	N/A	N/A	N/A
<b>Out of Pocket Max. (Family)</b>				
<b>In-Network</b>	2,000	N/A	N/A	N/A
<b>Out-of-Network</b>	2,000	N/A	N/A	N/A
<b>Rx Plan: Retail Generic</b>	5	5	5	5
<b>Brand, Formulary</b>	20	20	20	20
<b>Brand, Non-Formulary</b>	35	35	35	35
<b>RX Plan: Mail Generic</b>	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
<b>Brand, Formulary</b>	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
<b>Brand, Non-Formulary</b>	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 2013 Maryland County Government Health Benefits Survey

### Dorchester

#### Active Employee, Pre-65 Retirees and Medicare Retirees\*

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

Note: Use AARP as a Supplement

## FY 2013 Maryland County Government Health Benefits Survey

### Frederick

	Active Employees		Active Employee and Pre-65 Retiree		Medicare Retirees	
	High Deductible Plan		In Network	Point of Service	In-Network	Point of Service (POS)
<b>Annual Deductible (Individual)</b>						
<b>In-Network</b>	1,200		N/A	N/A	N/A	N/A
<b>Out-of-Network</b>	2,400		N/A	300	N/A	300
<b>Annual Deductible (Family)</b>						
<b>In-Network</b>	2,400		N/A	N/A	N/A	N/A
<b>Out-of-Network</b>	4,800		N/A	600	N/A	600
<b>Office Co-Pays (In-Network)</b>	5%		15	15	15	15
<b>ER Copay</b>	5%		100	100	100	100
<b>Coinsurance (In-Network)</b>	5%		5%	5%	5%	5%
<b>Coinsurance (Out-of-Network)</b>	20%		N/A	20%	N/A	20%
<b>Out of Pocket Max. (Individual)</b>						
<b>In-Network</b>	2,400		1000	1000	1000	1000
<b>Out-of-Network</b>	4,800		N/A	2300	N/A	2300
<b>Out of Pocket Max. (Family)</b>						
<b>In-Network</b>	4,800		2000	2000	2000	2000
<b>Out-of-Network</b>	9,600		N/A	4600	N/A	4600
	In-Network	Out-of-Network				
<b>Rx Plan: Retail Generic</b>	10	20%	10	10	10	10
<b>Brand, Formulary</b>	30	20%	30	30	30	30
<b>Brand, Non-Formulary</b>	50	20%	50	50	50	50
<b>RX Plan: Mail Generic</b>	20	Not Covered	20	20	20	20
<b>Brand, Formulary</b>	60	Not Covered	60	60	60	60
<b>Brand, Non-Formulary</b>	100	Not Covered	100	100	100	100

## FY 2013 Maryland County Government Health Benefits Survey

### Garrett

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	MPOS	PPN	Standard	Standard W/Major Medical
<b>Annual Deductible (Individual)</b>				
<b>In-Network</b>			N/A	N/A
<b>Out-of-Network</b>	200	300	N/A	N/A
<b>Annual Deductible (Family)</b>				
<b>In-Network</b>			N/A	N/A
<b>Out-of-Network</b>	400	900	N/A	N/A
<b>Office Co-Pays (In-Network)</b>	15	15	N/A	N/A
<b>ER Copay</b>	35	25	N/A	N/A
<b>Coinsurance (In-Network)</b>	90%	100%	N/A	Covers 80% of the 20% that Medicare does not.
<b>Coinsurance (Out-of-Network)</b>	70%	80%	N/A	Covers 80% of the 20% that Medicare does not.
<b>Out of Pocket Max. (Individual)</b>				
<b>In-Network</b>	850	3,000	N/A	N/A
<b>Out-of-Network</b>	3,000	3,000	N/A	N/A
<b>Out of Pocket Max. (Family)</b>				
<b>In-Network</b>	2,550	6,000	N/A	N/A
<b>Out-of-Network</b>	6,000	6,000	N/A	N/A
<b>Rx Plan: Retail Generic</b>	10	10	10	10
<b>Brand, Formulary</b>	20	20	20	20
<b>Brand, Non-Formulary</b>	35	35	35	35
<b>RX Plan: Mail Generic</b>	20	20	20	20
<b>Brand, Formulary</b>	40	40	40	40
<b>Brand, Non-Formulary</b>	70	70	70	70

**FY 2013 Maryland County Government Health Benefits Survey**

**Harford**

Active Employee and Pre-65 Retiree					Medicare Retirees	
	HDHP (CDH)	PPO	MPOS	HMO	TRADITIONAL	HMO
<b>Annual Deductible (Individual)</b>						
<b>In-Network</b>		250		N/A	N/A	N/A
<b>Out-of-Network</b>		500		300	N/A	300
<b>Annual Deductible (Family)</b>						
<b>In-Network</b>		500		N/A	N/A	N/A
<b>Out-of-Network</b>		1,000		600	N/A	600
<b>Office Co-Pays (In-Network)</b>		30		15 PCP/25 SPEC	20% AFTR MEDICARE	15PCP/25 SPEC
<b>ER Copay</b>	<b>PLAN NO LONGER OFFERED</b>	55	<b>PLAN NO LONGER OFFERED</b>	50	20% AFTR MEDICARE	50
<b>Coinsurance (In-Network)</b>	<b>OFFERED</b>	N/A	<b>OFFERED</b>	N/A	20% AFTR MEDICARE	N/A
<b>Coinsurance (Out-of-Network)</b>		20%		20%	20% AFTR MEDICARE	20%
<b>Out of Pocket Max. (Individual)</b>						
<b>In-Network</b>		N/A		N/A	N/A	N/A
<b>Out-of-Network</b>		2,000		2,000	N/A	2,000
<b>Out of Pocket Max. (Family)</b>						
<b>In-Network</b>		N/A		N/A	N/A	N/A
<b>Out-of-Network</b>		4,000		4,000	N/A	4,000
<b>Rx Plan: Retail</b>						
<b>Generic</b>		10		5	20% OF RX COST	5
<b>Brand, Formulary</b>		25		15	20% OF RX COST	15
<b>Brand, Non-Formulary</b>		45		35	20% OF RX COST	35
<b>RX Plan: Mail</b>						
<b>Generic</b>						
<b>Brand, Formulary</b>						
<b>Brand, Non-Formulary</b>	2 COPAYS FOR 90 DAY SUPPLY				\$20 COPAY/90 DAY	2 COPAY/90 DAY

## FY 2013 Maryland County Government Health Benefits Survey

### Howard

#### Active Employee, Pre-65 Retirees, and Medicare Retirees

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

## FY 2013 Maryland County Government Health Benefits Survey

### Kent

		Active Employee and Pre-65 Retirees		Medicare Retirees	
	HMO/HRA	N/A	GAP	N/A	
<b>Annual Deductible (Individual)</b>		-	Employees participate in Medicare and county provides GAP coverage for services not fully covered by Medicare. County pays for benefits for those retiring with 30 years of service.	-	-
<b>In-Network</b>	1200	-		-	
<b>Out-of-Network</b>	N/A	-		-	
<b>Annual Deductible (Family)</b>		-		-	-
<b>In-Network</b>	2400	-		-	
<b>Out-of-Network</b>	N/A	-		-	
<b>Office Co-Pays (In-Network)</b>	15	-		-	
<b>ER Copay</b>	100	-		-	
<b>Coinsurance (In-Network)</b>	N/A	-		-	
<b>Coinsurance (Out-of-Network)</b>	N/A	-		-	
<b>Out of Pocket Max. (Individual)</b>		-		-	-
<b>In-Network</b>	2400	-		-	
<b>Out-of-Network</b>	N/A	-		-	
<b>Out of Pocket Max. (Family)</b>		-		-	-
<b>In-Network</b>	4800	-		-	
<b>Out-of-Network</b>	N/A	-		-	
		-		-	-
<b>Rx Plan: Retail Generic</b>	10	-		-	
<b>Brand, Formulary</b>	25	-		-	
<b>Brand, Non-Formulary</b>	45	-		-	
<b>RX Plan: Mail Generic</b>		-	-	-	
<b>Brand, Formulary</b>		-	-	-	
<b>Brand, Non-Formulary</b>		-	-	-	

**FY 2013 Maryland County Government Health Benefits Survey  
Maryland National Capital Park and Planning Commission**

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

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

## FY 2013 Maryland County Government Health Benefits Survey

### Montgomery

#### Active Employee, Pre-65 Retirees, and Medicare Retirees

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

**FY 2013 Maryland County Government Health Benefits Survey  
Prince George's**

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

Notes:

1) Active Employee and Pre-65 Retirees section – The correct title for the Cigna POS medical plan is the Cigna Network POS Open Access Plan.

2) The County's prescription plan is a carve-out plan and is administered by Medco. The plan has a mandatory generic and mail order provision. The maximum copayment at retail is \$60 and the maximum copayment for the mail order is \$100.

**FY 2013 Maryland County Government Health Benefits Survey**

**Queen Anne's**

**Active Employee, Pre-65 Retirees, and Medicare Retirees**

	PPO	EPO	BCA	N/A
<b>Annual Deductible (Individual)</b>				-
<b>In-Network</b>	N/A	N/A	100	-
<b>Out-of-Network</b>	200	N/A	500	-
<b>Annual Deductible (Family)</b>			-	-
<b>In-Network</b>	N/A	N/A	200	-
<b>Out-of-Network</b>	600	N/A	1,000	-
<b>Office Co-Pays (In-Network)</b>	15	15	15	-
<b>ER Copay</b>	35	35	100	-
<b>Coinsurance (In-Network)</b>	N/A	N/A	90%	-
<b>Coinsurance (Out-of-Network)</b>	80/20	N/A	60%	-
<b>Out of Pocket Max. (Individual)</b>			-	-
<b>In-Network</b>	N/A	N/A	1,500	-
<b>Out-of-Network</b>	800	N/A	3,000	-
<b>Out of Pocket Max. (Family)</b>			-	-
<b>In-Network</b>	N/A	N/A	3,000	-
<b>Out-of-Network</b>	2,400	N/A	6,000	-
			-	-
<b>Rx Plan: Retail Generic</b>	7	7	8	-
<b>Brand, Formulary</b>	24	24	30	-
<b>Brand, Non-Formulary</b>	24	24	45	-
<b>RX Plan: Mail Generic</b>	7	7	16 (90 day supply)	-
<b>Brand, Formulary</b>	24	24	60 (90 day supply)	-
<b>Brand, Non-Formulary</b>	24	24	90 (90 day supply)	-

## FY 2013 Maryland County Government Health Benefits Survey

### St. Mary's

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

## FY 2013 Maryland County Government Health Benefits Survey

### Somerset

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

## FY 2013 Maryland County Government Health Benefits Survey

### Talbot

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

Notes:

1) Medicare Supp Coverage - \$8,000 annual maximum for prescripition drugs

## FY 2013 Maryland County Government Health Benefits Survey

### Washington

#### Active Employee and Pre-65 Retirees

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

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

## FY 2013 Maryland County Government Health Benefits Survey

### Wicomico

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

## FY 2013 Maryland County Government Health Benefits Survey

### Worcester

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

## FY 2013 Maryland County Government Health Benefits Survey

### Additional Questions

Jurisdiction	Opt-out offered for employees covered by other health insurance plans				Health Care Reform		
	Opt-out offered	Number participating	Amount county pays per emp.	Opt-out changed recently	Maintained grandfathered status	Intend to do so long term	Participate in Early Retiree Ins Prog
Allegany	Y	16	600	N	Y	Y	Y
Anne Arundel	Y	245	546 - 750	N	Y	N	Y
Baltimore City	Y	415	650 - 2,500	N	Y	Y	Y
Baltimore	N	-	-	-	N	N	Y
Calvert	Y	145	850	N	Y	Y	Y
Caroline	Y	19	VARIES	N	N	N	N
Carroll	Y	95	400 - 1,200	N	Y	Y	Y
Cecil	N	-	-	-	N	N	N
Charles	N	-	-	-	Y	Y	Y
Dorchester	N	-	-	-	Y	Y	N
Frederick	N	-	-	-	N	N	Y
Garrett	N	-	-	-	Y	Y	Y
Harford	Y	122	1,200	N	N	N	N
Howard	Y	396	900	N	Y	Y	Y
Kent	N	-	-	-	N	N	N
MNCPPC	N	-	-	-	Y	Y	Y
Montgomery	N	-	-	-	Y	Y	Y
Prince George's	Y	682	400 medical/ 200 Rx	N	Y	Y	Y
Queen Anne's	Y	\$43	2,400	Y	N	N	Y
St. Mary's	N	-	-	-	N	N	Y
Somerset	N	-	-	-	Y	Y	N
Talbot	Y	43	2,000	N	N	N	N
Washington	Y	109	VARIES	N	Y	Y	Y
Wicomico	N	-	-	-	Y	Y	Y
Worcester	Y	47	0	N	Y	Y	N



## **Section III:**

# **County Pension Systems**

## Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	Yes	2% x AFC x CS, Maximum: 60% x AFC	Base Pay	Highest 3 of last 5 yrs	30 yrs of service or age 60 with 5 yrs	4%	60% CPI to a maximum of 2.5%
Baltimore City	Yes	1.6% x (AFC up SS Integration Level) x CS up to 30 plus 1.85% x (AFC above SS Integration Level) x CS up to 30 plus 1.85% x AFC x CS above 30 yrs	Base Pay	Highest 3 yrs (January 1 rates)	30 yrs of service or age 65 with 5 yrs	None	Minimum of 1.5% - increases depend on investment performance
Baltimore	Yes	1/70 x AFC x CS (1.43% per yr)	Base Pay	Highest 36 months	35 yrs of CS w/o reference to age or age 67 with 10 yrs	7% effective 7/2011	Depends on investment performance, 1-3% max based on the CPI-U for 12 mths ending in Dec. (0% if service < 20 years)
Calvert	Yes	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%	Base Pay	NA	NA	3% of pay	NA
Caroline	Yes	1.6% x AFC x CS	Base Pay	Rate of pay as of first day of each month during highest consecutive 36 months	30 yrs of service or age 62 with 5 yrs	None	Determined annually during budget deliberations
Carroll	Yes	1.6% x AFC x CS (.7% x AFC x CS for service before 10-01-09)	Base Pay	Highest 3 consecutive yrs	30 yrs of service or age 62 with 3 yrs	5%	Up to a maximum of 2%
Charles	Yes	Yrs 1-5 = 1.5% x AFC x CS, Yrs 6-10 = 1.75% x AFC x CS, Yrs 11 - 15 = 2.0% x AFC x CS, Yrs 16 - 20 = 2.25% x AFC x CS, Yrs 20+ = 2.50% x AFC x CS	Base Pay	Highest 3 of last 10 yrs	Age 62 with 5 yrs or age 60 with 20 yrs	4%	100% CPI up to a max of 4%

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

## Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
<b>Frederick</b>	Yes	2% x AFC x CS up to 30 yrs; hired on or after 7/1/2011 1.67% X AFC X CS up to 36	Base Pay	Highest 36 consecutive months	25 yrs of service or age 60 with 5 yrs tiered to age 65 with 2 yrs; hired on or after 7/1/2011 30 yrs of service or age 65 yrs w/5 yrs; hired on or after 7/1/2-12 30 years of service or age 65 with 10 years of service	6%	1% compounded annually
<b>Garrett</b>	Yes	1.67% x AFC x CS not to exceed 35 years	Base Pay	36 consecutive calendar months out of most recent 120 months that = the highest average	62	3.3875%	Determined annually during budget deliberations
<b>Howard</b>	Yes	1.55% x AFC x CS (some at 1.66% effective 7/1/2011)	Base Pay	Highest 36 months	Earliest of: 30 yrs of service, OR age 62/5 yrs, OR age 63/ 4 yrs, OR age 64/3 yrs, OR age 65/2 yrs	2% of pay (some at 3% effective 7/1/2011)	100% CPI up to a maximum of 3%
<b>Maryland-National Park and Planning Commission</b>	Yes	Prior to Eligibility for Social Security: High-3 x 2% x C.S.; After Eligibility for full Social Security: SSCCL x 1.5% x C.S., plus difference between High-3 and SSCCL x 2% x C.S.	Base Pay Only	High-3	Age 60 w/ at least 5 yrs of Credited Service or 30 yrs of Credited Service	3.5% up to the Social Security Wage Base and 6.5% in excess of the Wage Base.	Portion of member's benefit attributable to service earned after 7/1/12 will be subject to a maximum COLA of 2.5%.

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

## Benefit Comparison of County Pension Systems - General Employees

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

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

## Benefit Comparison of County Pension Systems - General Employees

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

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

## Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
<b>Anne Arundel</b>	No	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	Base Pay	Highest 3 of last 5 yrs	20 yrs of service or Age 50 with 5 yrs	7.25%	60% CPI to a maximum of 2.5%
<b>Baltimore City</b>	No	Yrs 1-20 = 2.5% x AFC x CS; Over 20 yrs = 2% x AFC x CS	Base Pay	Highest 36 consecutive months	Age 55 with at least 15 yrs of service as a contributing member; or regardless of age, 25 yrs of service with at least 15 yrs as a contributing member	8% currently; 9% effective July 1, 2012; 10% effective July 1, 2013	Retiree who is not age 55 by June 30 will not receive an increase payable the following Jan.; Retiree age 55 to 65 will receive a 1% increase; Retiree age 65 or over will receive a 2% increase
<b>Baltimore</b>	No	20 + YOS = 2.5% x AFC x CS up to 20 yrs + 3% x AFC x CS in excess of 25 yrs	Base Pay	Highest 12 full consecutive months	Age 60 with 10 yrs of CS or 25 yrs of CS w/o reference to age	8.5% effective 7/2011	0 if service < 5 yrs, 1-3% based on CPI-U for the 12 mths ending in Dec.
<b>Calvert</b>	Yes	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Base Pay	Highest 3 of last 5	Age 55 or 25 yrs of service	8% of pay	3% or CPI - whichever is less
<b>Carroll</b>	Yes	% of AFC x yrs service: Yrs 1-15=1.9%; Yrs 16-25=2.2%; Yrs 26+ =2% (Max. 60%; Reduced formula for service prior to 10-01-09)	Base Pay	Highest 3 consecutive yrs	25 yrs of service or age 55 with 15 yrs	8%	Up to a maximum of 2%
<b>Cecil</b>	Yes	2% x Average Pay x 1st 25 years of Creditable Service	Base rate of Pay	highest 36 consecutive months	Age 55 with 5 years of service	8% of base pay	2% Cap
<b>Charles</b>	Yes	Years 1 - 20 = 3% x AFC x CS, Yrs 20+ = 2% x AFC x CS	Base Pay	Highest 3 of last 5 yrs	25 yrs of service or age 60	8%	100% CPI up to a max of 4%

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

## Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
<b>Frederick</b>	-	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs	-	-	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service	9%	1% Compounded annually
<b>Garrett</b>	Yes	2% x AFC x CS not to exceed 30 years	Base Pay	36 consecutive calendar months out of most recent 120 months that = the highest average	62	7.585%	Determined annually during budget deliberations
<b>Howard</b>	Yes	% of AFC based on yrs of svc: 20 = 50%, 21 = 53%, 22 = 57%, 23 = 62%, 24 = 68%, 25 = 75%; max is 80% for yr 30 and over	Base Pay		20 yrs of service (or age 62 with 5 ys if earlier)	11.6% of pay	100% CPI up to a maximum of 2%
<b>MD-National Park/Planning Commission</b>	No	60% of High-3 + 2% of High-3 for each yr in excess of 25 yrs	Base Pay Only	High-3	Age 55 w/ at least 5 yrs of Credited Service or 25 yrs of Credited Service	8% of base pay	Portion of member's benefit attributable to service earned after 7/1/12 will be subject to a maximum COLA of 2.5%.
<b>Montgomery</b>	Yes	Police/Sheriff 2.4% x AFE x CS	Base Pay + specific differentials; does not include overtime	Highest 36 months	Sheriff - Normal - 15 yrs/age 55 or 25 yrs/age 46; Police - Normal - 15 yrs/age 55 or 25 yrs/any age	Police/Sheriff - 6.75% ee contributions - 10.5% over SSWB	100% CPI for Washington Metro Area up to 3%; and 60% of any change in the CPI greater than 3%, not to exceed a total of 7.5%. The max 7.5% does not apply to disability retirees or retirees over age 65. Effective 7/1/2011, capped at 2.5% for benefits paid for service after June 30, 2011

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

## Benefit Comparison of County Pension Systems - Law Enforcement

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

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

## Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
<b>Anne Arundel</b>	Yes	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	Base Pay	Highest 3 of last 5 yrs	20 yrs of service or Age 50 with 5 yrs	6.75%	60% CPI to a maximum of 2.5%
<b>Baltimore</b>	Yes	25 +YOS = 60% x AFC + 2% of AFC x CS >25 yrs <25 YOS = 1/70 x AFC x CS	Base Pay	Highest 36 months	25 yrs CS w/o reference to age or age 67 with 10 yrs CS	8% effective 7/2011	Depends on investment performance, 1%-3% based on CPI-U for the 12 months ending in December.
<b>Calvert</b>	Yes	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Base Pay	Highest 3 of last 5	Age 55 or 25 yrs of service	8% of pay	3% or CPI - whichever is less
<b>Caroline</b>	Yes	1.6% x AFC x CS	Base Pay	Rate of pay as of first day of each month during highest consecutive 36 months	25 yrs or age 62 with 5	None	Determined annually during budget deliberations
<b>Carroll</b>	Yes	1.8% x AFC x CS (.7% x AFC x CS for service before 10-01-09)	Base Pay	Highest 3 consecutive yrs	30 yrs of service or age 62 with 3 yrs	5%	Up to a maximum of 2%
<b>Cecil</b>	Yes	2% x Average Pay x 1st 25 years of Creditable Service	Base rate of Pay	highest 36 consecutive months	Age 55 with 5 years of service	8% of base pay	2% Cap
<b>Charles</b>	Yes	2.25% x AFC x CS	Base Pay	Highest 3 of last 5 yrs	25 yrs of service or age 60	7%	100% CPI up to a max of 4%

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

## Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
<b>Frederick</b>	-	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs	-	-	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service	9%	1% Compounded annually
<b>Garrett</b>	Yes	2% x AFC x CS not to exceed 30 years	Base Pay	36 consecutive calendar months out of most recent 120 months that = highest average	62	7.585%	Determined annually during budget deliberations
<b>Harford</b>	Yes	2% up 25 yrs/1% up to total of 55%	Base salary	Highest 3 consecutive yrs.	62	7%	Determined by Board of Trustees
<b>Howard</b>	Yes	(2.5% x AFC x CS up to 20) PLUS (1% x AFC x CS greater than 20 and less than 30)	Base Pay	Highest 36 months	Earliest of: 20 yrs of service, OR age 62/5 yrs, OR age 63/4 yrs, OR age 64/3 yrs, OR age 65/2 yrs	8.5% of pay	100% CPI up to a maximum of 3%
<b>Montgomery</b>	Yes	2.4% x AFE x CS	Base Pay + specific differentials; does not include overtime	Highest 36 months	Normal - 15 yrs/age 55 or 25 yrs/age 46	6.75% ee contributions - 10.5% over SSWB	100% CPI for Washington Metro Area up to 3%; and 60% of any change in the CPI greater than 3%, not to exceed a total of 7.5%. 7.5% max does not apply to disability retirees or retirees over age 65. Effective 7/1/2011, capped at 2.5% for benefits paid for service after June 30, 2011

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

## Benefit Comparison of County Pension Systems - Corrections

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

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

## Benefit Comparison of County Pension Systems - Additional Question

### Has county made changes to pension system in the past two years?

Jurisdiction	Response	Comment
<b>Allegany</b>	Yes	Changes in State Retirement System apply to county employees
<b>Anne Arundel</b>	Yes	Increased contribution rates for some participants. Reduced DROP interest rate from 8% to 4.25%.
<b>Baltimore City</b>	No	
<b>Baltimore</b>	Yes	Pension Changes 2011: No COLA for FY 12 and FY 13. Police and fire employees hired after 7/1/2007 increased their pension contribution from 7% to 8.5%. General government employees hired after 7/1/2007 increased their contribution from 6% to 7%. For new retirees, the eligibility for retirement COLA was extended from 1 year to 5 years. For all retirees, the maximum retirement COLA that can be paid has been reduced from 4% to 3%. For new retirees hired after July 1, 2007, retirement COLAs are eliminated for retirees with fewer than 25 years of service. Police officers hired on or after 7/1/07 will earn 3% of AFC times the number of yrs of CS in excess of 25 yrs.
<b>Calvert</b>	No	
<b>Caroline</b>	No	
<b>Carroll</b>	No	
<b>Cecil</b>	No	
<b>Charles</b>	Yes	The early retirement provision for the County Pension Plan was revised which would reduce the reduction when an employee worked for the county for at least 25 years. The reduction went from 6% to 3% per year, the participant's Early Retirement Date precedes the Normal Retirement Date.
<b>Dorchester</b>	Yes	Changes in State Retirement System apply to county employees
<b>Frederick</b>	Yes	For employees hired after July 1, 2011, increased the normal retirement age and years of service
<b>Garrett</b>	No	
<b>Harford</b>	Yes	Changes in State Retirement System apply to county general employees and law enforcement
<b>Howard</b>	Yes	Effective July 1, 2011, employees in job classes represented by AFSCME Local 3085 are required to contribute 3% of pay and their benefit multiplier is changed to 1.66%.
<b>Kent</b>	Yes	Changes in State Retirement System apply to county employees
<b>MNCPPC</b>	Yes	Effective July 1, 2012, COLA capped at 2.5% on benefit amount based on future service earned. Contributions for general employees increased by .5% effective 7/1/12.
<b>Montgomery</b>	Yes	DB members will contribute 1% more of covered salary toward the cost of their retirement plan for FY12 and an additional 1% for FY13. Employer contributions will decrease 2% for DC and Cash Balance plans for FY12 only. The COLA provision for DB members will be capped at 2.5% for benefits paid for service after June 30, 2011.
<b>Prince George's</b>	Yes	Changes in State Non-Contributory Pension System apply to county employees
<b>Queen Anne's</b>	Yes	Changes in State Retirement System apply to county employees
<b>St. Mary's</b>	Yes	For general employees participating in the State Retirement System
<b>Somerset</b>	Yes	Changes in State Retirement System apply to county employees
<b>Talbot</b>	Yes	Changes in State Retirement System apply to county employees
<b>Washington</b>	No	
<b>Wicomico</b>	No	
<b>Worcester</b>	Yes	Changes in State Retirement System apply to county employees