



County Employee Salaries

Table of Contents

Elected Officials..... 1

County Manager 9

County Auditor 11

Public Information Officer..... 12

County Departments/Offices 13

 Administrative Staff 13

 Aging 19

 Budget..... 24

 Economic Development 27

 Emergency Management 28

 Finance/Accounting..... 29

 Housing 37

 Human Resources 38

 Human Services/Local Management Boards 40

 Information Technology/GIS..... 44

 Legislative Affairs..... 51

 Parks and Recreation 52

 Permits/Inspections/Licenses 56

 Planning and Zoning..... 63

 Public Works..... 67

 Public Safety, 9-1-1, Police/Sheriff, Fire, EMT, Animal Control 95

 Tourism 127

County Executive

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany						
Anne Arundel	142,000	142,000	142,000		1	
Baltimore City	180,324	180,324	180,324	Mayor	1	yes; healthcare, pension, cell phone, computer, mileage
Baltimore County	175,000	175,000	175,000		1	Pension and healthcare offered
Calvert						
Caroline						
Carroll						NCC
Cecil	98,000	98,000	98,000		1	Set by Legislature
Charles						
Dorchester						
Frederick	95,000				1	moved to Charter Government 12/1/14
Garrett						
Harford	137,517	137,517	137,517		1	Elected
Howard	183,560	183,560	183,560		1	health care, pension, cell stipend, electronic devices & vehicle
Kent						
Montgomery	192,769	192,769	192,769		1	Benefit package, including retirement/pension plans, comparable to other County employees. Has a car/driver. Has computer/cell phone. Salary effective 12/03/2016
Prince George's	213,568	213,568	213,568		1	In addition to the above noted benefits, executives have the option of enrolling in state retirement or 401A.
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	85,000	85,000	85,000		1	
Worcester						
MNCPPC						
AVERAGE	150,274	156,415	156,415			

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

President, County Council

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany						
Anne Arundel	43,350	43,350	43,350	Chairman, County Council	1	New chair elected by council each year
Baltimore City	119,402	119,402	119,402	President, City Council	1	yes; healthcare, pension, cell phone, computer, mileage
Baltimore County	70,000	70,000	70,000	County Council Chair	1	Pension and healthcare offered
Calvert						
Caroline						
Carroll						NCC
Cecil	25,000	25,000	25,000		1	
Charles						
Dorchester	17,000	17,000	17,000		1	
Frederick	22,500				1	
Garrett						
Harford	42,014	42,014	42,014		1	Elected
Howard	68,060	68,060	68,060		1	Chair, Annual election by board-same as Council members
Kent						
Montgomery	141,371	141,371	141,371	Council President	1	Benefit package, including retirement/pension plans, comparable to other County employees. Has computer/cell phone. Receives mileage. Salary effective 12/03/2016
Prince George's	126,364	123,214	123,214	Chairman, County Council	1	Vice Chair 123,356
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	59,038	62,074	62,074			

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

President, County Board of Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany	33,765	33,765	33,765		1	
Anne Arundel						
Baltimore City						
Baltimore County						NCC
Calvert	44,500	44,500	46,000	County Commissioner President	1	Increase to \$46,000 upon swearing-in
Caroline	16,000	16,000	16,000		1	Healthcare, Computers and Cell Phones
Carroll	45,000	45,000	45,000		1	Set by Legislature
Cecil						
Charles	58,000	58,000	58,000		1	
Dorchester						
Frederick						
Garrett	32,500	32,500	32,500		1	
Harford						
Howard						
Kent	20,000	20,000	20,000		1	
Montgomery						
Prince George's						
Queen Anne's	25,000	25,000	25,000		1	
St. Mary's	44,746				1	
Somerset	17,000	17,000	17,000		1	healthcare, pension
Talbot						
Washington	33,000	33,000	33,000		1	
Wicomico						
Worcester	26,000	26,000	26,000		1	
MNCPPC						
AVERAGE	32,959	31,888	32,024			

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FY 2019 Salary Survey of MD Counties, Prepared by MACo

Member, County Council or Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany	32,639	32,639	32,639		2	
Anne Arundel	38,760	38,760	38,760		6	7 members including 1 Chair (\$43,350/yr) & 1 Vice Chair (\$39,780/yr), Member \$38,760
Baltimore City	69,450	69,450	69,450	Council Member	13	yes; healthcare, pension, cell phone, computer, mileage
Baltimore County	62,500	62,500	62,500		6	Pension and healthcare offered
Calvert	42,000	42,000	43,500		4	Increase to \$43,500 upon swearing-in
Caroline	15,000	15,000	15,000		2	Healthcare, Computers and Cell Phones
Carroll	45,000	45,000	45,000		4	Set by Legislature
Cecil	25,000	25,000	25,000			
Charles	48,000	48,000	48,000		4	Charles County Commissioner-part-time
Dorchester	16,000	16,000	16,000		4	
Frederick	22,500				7	
Garrett	32,500	32,500	32,500		2	
Harford	38,304	38,304	38,304		6	Elected
Howard	64,560	64,560	64,560		4	health care, pension, cell stipend, electronic devices & vehicle
Kent	20,000	20,000	20,000		2	
Montgomery	128,519	128,519	128,519	Council Member	8	Benefit package, including retirement/pension plans, comparable to other County employees. Has computer/cell phone. Receives mileage. Salary effective 12/03/2016
Prince George's	120,347	120,347	120,347	Councilman	7	
Queen Anne's	25,000	25,000	25,000		4	
St. Mary's	39,544			Commissioner	4	
Somerset	15,000	15,000	15,000		4	healthcare, pension
Talbot	14,400	14,400	14,400	County Council Member	4	
Washington	30,000	30,000	30,000		4	
Wicomico	16,000	16,000	16,000		6	
Worcester	26,000	26,000	26,000		6	
MNCPPC						
AVERAGE	41,126	42,045	42,113			

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Clerk to the County Council or 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	75,007	75,007	75,007	=	Clerk to Commissioners	1	Contract/35/week
Caroline							
Carroll	72,863	49,130	78,645	=	Administrative Coordinator III	1	
Cecil	83,602	60,451	95,949	=	Council Manager	1	
Charles	74,653	61,325	98,555	=		1	Contractual appointed position
Dorchester	42,128	34,630	54,011	=	Executive Admin Spec	1	
Frederick							
Garrett							
Harford	90,503	82,620	139,862	=	Council Administrator	1	APPOINTED/AT WILL
Howard							
Kent	47,449	36,668	70,541	=	Clerk, Deputy Clerk	2	
Montgomery	93,866	57,802	95,740		Deputy Clerk of the County Council	2	
Prince George's		78,344	152,424	=	Clerk to the County Council		Encumbered by Administrative Specialist III. Actual \$141,090.
Queen Anne's	92,900			=	Exec. Asst. to Co. Com.	1	Contract
St. Mary's	59,734	50,253	80,351	=	Administrative Assistant to the CSMC	1	
Somerset	48,139	48,139	78,181	=	Executive Aide-County Commissioners	1	
Talbot	52,991	41,837	57,691		Secretary/Clerk to County Council	1	
Washington	60,216	47,341	74,006	=		1	
Wicomico	64,770	56,657	113,314		County Council Administrator	1	
Worcester							
MNCPPC							
AVERAGE	68,487	55,729	90,306				

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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	122,850	122,850	122,850		1	
Anne Arundel	191,919	191,919	191,919		1	
Baltimore City	238,772	238,772	238,772		1	yes; healthcare, pension, cell phone, computer, mileage
Baltimore County	208,291	208,291	208,291		1	Pension and healthcare offered
Calvert	122,850	122,850	131,699		1	Increase to \$131,699 upon swearing-in
Caroline	113,066	113,066	113,066		1	Healthcare, Pension, Computers and Cell Phones
Carroll	117,068	117,068	117,068		1	Set by Legislature
Cecil	139,016	139,016	139,016		1	Set by Legislature
Charles	149,600				1	
Dorchester	113,066	113,066	113,066		1	
Frederick	154,333				1	
Garrett	113,066	113,066	113,066		1	80% of District Court Judge salary
Harford	120,303	120,303	120,303		1	Elected
Howard	141,333	141,333	141,333		1	health care, electronic devices & vehicle
Kent	117,066	117,066	117,066		1	
Montgomery	208,686	208,686	208,686	States Attorney	1	retirement/pension plans, comparable to other County employees. Has car. Has computer/cell phone. Salary effective 01/08/2017
Prince George's	199,003	199,003	199,003		1	
Queen Anne's	132,000	132,000	132,000		1	
St. Mary's	127,200				1	
Somerset	98,000	98,000	98,000		1	healthcare, pension
Talbot	117,066	117,066	117,066		1	
Washington	122,865	122,865	122,865		1	
Wicomico						
Worcester	122,850	122,850	122,850		1	
MNCPPC						
AVERAGE	143,055	142,957	143,399			

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FY 2019 Salary Survey of MD Counties, Prepared by MACo

Deputy State's Attorney

Assists State's Attorney

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	98,250	98,250	98,250			2	
Anne Arundel	157,670	59,736	172,727			2	
Baltimore City							
Baltimore County	141,680	141,680	141,680		Deputy State's Attorney	2	Operations & Administration
Calvert	108,672	87,087	129,147	=		1	Appointed/35/week
Caroline	76,622	76,622	76,622		Deputy State's Attorney	1	SAO sets salary
Carroll	110,116	92,290	166,109	=	Chief Deputy State's Attorney	1	
Cecil	106,528	106,528	106,528		Deputy State's Attorney	1	
Charles							
Dorchester	98,400					1	Flat rate salary
Frederick	143,725	101,335	162,136			2	
Garrett	79,146			=		1	70% of State's Attorney's salary
Harford	123,876	110,000	150,000			2	
Howard	169,459	100,468	171,951		Deputy Attorney	2	
Kent	86,889	86,889	86,889	=		1	Appointed by Elected State's Attorney
Montgomery	172,976	114,092	169,584		Deputy State's Attorney	2	Montgomery County does not manage the State's Attorney's workforce. Base salary only: 169,584.
Prince George's	161,246	161,246	161,246	=	Principal Deputy State's Attorney	1	Exempt status, no min/max.
Queen Anne's	99,298	69,367	125,401	=		2	
St. Mary's	142,000					1	Appointed
Somerset	80,000	65,895	104,409	=		1	
Talbot	92,066	79,301	99,452			1	
Washington	120,369	75,088	1,117,395			2	
Wicomico		64,249	128,498			Vacant	
Worcester	88,733	75,000	100,000			2	
MNCPPC							
AVERAGE	117,034	92,901	182,528				

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FY 2019 Salary Survey of MD Counties, Prepared by MACo

Treasurer

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel						
Baltimore City						
Baltimore County						NCC
Calvert	52,020	52,020	53,500		1	Increase to \$53,500 upon swearing-in
Caroline						
Carroll						NCC
Cecil						
Charles	106,641	83,751	134,437	Chief of Treasury	1	
Dorchester						Dorchester does not have a Treasurer
Frederick						
Garrett						
Harford	135,397	135,397	135,397		1	Appointed
Howard						
Kent						
Montgomery						
Prince George's						
Queen Anne's						
St. Mary's	51,515				1	
Somerset						
Talbot						
Washington	87,755	64,397	100,714		1	
Wicomico						
Worcester						
MNCPPC						
AVERAGE	86,666	83,891	106,012			

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FY 2019 Salary Survey of MD Counties, Prepared by MACo

County Manager/Chief Administrator/Director of Administration

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	116,165	116,165	116,165	=	County Administrator	1	Contractual not civil service.
Anne Arundel	214,937	122,391	215,063	=	Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	240,000	240,000	240,000	=	County Administrative Officer	1	Appointed position
Calvert	182,704	112,669	188,585	=	County Administrator	1	Contract/35/week
Caroline	118,562	118,562	118,562			1	Contractual
Carroll	112,424	97,136	174,824	=	County Administrator	1	
Cecil	135,068	103,393	164,105		Director, Administration	1	Appointed
Charles	203,122			=	County Administrator	1	
Dorchester	115,880			=		1	Flat rate salary
Frederick	188,634	139,629	223,406	=	Chief Administrative Officer	1	
Garrett	104,909	100,874	155,293	=	County Administrator	1	
Harford	139,644	107,814	172,464	=	Director of Administration	1	APPOINTED
Howard	233,929	136,645	233,929	=	Chief Administrative Officer	1	
Kent	121,800	103,590	165,743	=	County Administrator	1	Contractual
Montgomery	303,091	303,091	303,091	=	Chief Administrative Officer	1	Appointed to position
Prince George's	234,000	133,995	260,698	=	Chief Administrative Officer	1	
Queen Anne's	160,000			=	County Administrator	1	Contractual position
St. Mary's	183,071			+	County Administrator	1	Contract
Somerset	109,871	109,871	109,871	=	County Administrator	1	Appointed by Co. Commissioners
Talbot	138,400	138,400	138,400		County Manager	1	Reports to County Council
Washington	159,806	102,190	159,806	=	County Administrator	1	
Wicomico	130,779	72,521	145,042			1	Appointed by the County Executive and confirmed by County Council (as are all department heads)
Worcester	151,500	130,000	155,000	=		1	
MNCPPC	198,419	198,419	198,419	=	Executive Director	1	
AVERAGE	166,530	134,368	181,923				

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

Assistant/Deputy 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	83,077	83,077	148,335	-	Assistant to Chief Administrative Officer		Appointed by County Executive
Baltimore City							
Baltimore County				=	Deputy County Administrative Officer	1	VACANT
Calvert	149,248	102,427	171,440	=	Deputy County Admin.	1	Contract/35/week
Caroline	102,707	102,707	102,707		Chief of Staff	1	Contractual
Carroll							NCC
Cecil							NCC
Charles	166,691	97,925	157,113	+	Deputy County Administrator	1	Contractual appointed position
Dorchester							
Frederick	124,311	116,258	186,013	=	Administrative Director	1	
Garrett							
Harford							
Howard	154,829	111,289	190,623	=	Deputy Chief Administrative Officer	1	
Kent							
Montgomery	170,687	170,687	170,687	=	Assistant Chief Administrative Officer	3	Appointed to position
Prince George's	226,261	121,537	236,461	=	Deputy Chief Administrative Officer	4	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	87,598	79,301	99,452		Assistant County Manager	1	
Washington	89,939	81,120	126,880		Chief Operating Officer	1	
Wicomico	95,299	64,249	128,499		Deputy Director of Administration	1	
Worcester	107,028	85,000	110,000	=		1	
MNCPPC							
AVERAGE	129,806	101,298	152,351				

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

County Auditor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	186,790	114,386	200,990				
Baltimore City	153,000	122,039	201,317			1	
Baltimore County	208,000	208,000	208,000		County Auditor	1	Non-graded position
Calvert							
Caroline							
Carroll							NCC
Cecil							
Charles							
Dorchester							
Frederick	138,080	116,258	186,013	=		1	
Garrett							
Harford	112,355	82,620	139,862			1	APPOINTED
Howard	179,675	111,289	190,623			1	
Kent							
Montgomery	169,627	125,064	174,576	=	Inspector General	1	
Prince George's	213,078	110,238	214,476	=	County Auditor	1	Actual Salary listed.
Queen Anne's							
St. Mary's							
Somerset	101,619	76,150	120,657	+	Internal Auditor	1	
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	162,469	118,449	181,835				

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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	54,587	47,561	90,380	=	Public Information Officer	1	
Anne Arundel	110,361	83,077	148,335	=	Public Information Officer	1	Appointed by County Executive
Baltimore City	107,650	80,735	129,114	=	Operations Officer V	1	
Baltimore County				=	Senior Administrative Assistant to the CAO	1	Non-graded hourly position
Calvert	134,402	93,114	155,856	=	Communications & Media Relations Director	1	Contract/35/week
Caroline							
Carroll	67,704	63,648	101,796	=	Communications Manager		This is not an appointed position. Reports to County Administrator
Cecil	59,043	57,573	91,380		Public Information Officer	1	
Charles	116,150	61,325	98,555	=	PIO/Chief of Media Services	1	
Dorchester							
Frederick	77,592	54,676	87,482	=		1	
Garrett							County Administrator acts in this capacity.
Harford	117,425	93,432	156,606	=	Director of Government & Community Relations	1	APPOINTED
Howard	150,775	90,665	155,317	=	Public Information Administrator	1	
Kent							
Montgomery	187,757	187,757	187,757	=	Director, Office of Public Information	1	Appointed to position
Prince George's	180,000	180,000	180,000	=	Administrative Specialist	1	Working Title: Manager, Communications Division. Exempt status, no min/max.
Queen Anne's							
St. Mary's	86,736			=		1	Contract
Somerset							
Talbot							
Washington	77,708	75,088	117,395	=	Dir., Public Relations & Marketing	1	
Wicomico							
Worcester	59,518	44,201	72,550	=		1	
MNCPPC	128,446	78,833	134,896	=	Public Affairs and Marketing Officer	1	
AVERAGE	107,241	86,112	127,161				

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Management Analyst

Performs 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	76,828	57,358	102,414	=	Management Assistant II	31	
Baltimore City	66,057	60,655	97,277	=	Administrative Analyst II	8	
Baltimore County	68,423	48,898	60,906	=	Management Analyst II	17	35 hour position, maximum salary with longevities is \$77,090.
Calvert							
Caroline							
Carroll							
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick	70,447	51,061	81,698			2	
Garrett							
Harford	51,123	48,348	105,230	=	Management Assistant I	1	Management Assistant II (7) Avg \$85,874.54; Min \$53,856 / Max \$112,261
Howard	87,675	66,709	114,132	=	Sr Administrative Analyst	46	Admin Analysts function within specific areas
Kent							
Montgomery	82,344	52,684	87,107	=	Administrative Specialist II	66	Base salary only: 82,027 Includes the average of FTE salaries.
Prince George's	67,367	48,096	93,575	=	Administrative Assistant II	28	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	65,957	50,253	80,351	=	Risk Manager	1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	78,016	49,941	85,458	=	Senior Administrative Specialist	25	
AVERAGE	71,424	53,400	90,815				

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

Clerical/Administrative Support - (Senior Advanced Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	49,828	32,924	62,565	=	Office Associate V	4	
Anne Arundel	42,336	32,406	61,277	=	Office Support Specialist	57	Max salary includes 15% longevity 16+ yrs
Baltimore City	38,202	31,488	36,312	=	Office Asst/Supt Spec III	305	Maximum salary with longevities is \$42,485
Baltimore County	53,576	38,557	48,898	=	Office Administrator	20	35 hour position, maximum salary with longevities is \$60,906.
Calvert	59,474	44,244	71,526	=	Executive Administrative Assistant I & II	10	35/week
Caroline	46,393	37,957	58,084		Administrative Coordinator, Office Manager	4	
Carroll	45,345	37,503	60,029	=	Administrative Assistant	16	Converted to 40 hours
Cecil	42,215	35,339	56,097	=	Administrative Assistant	22	
Charles	52,562	41,642	67,063	+	Administrative Associate	13	
Dorchester	36,444	32,211	50,239	=	Admin. Associate, Adv	3	
Frederick	59,391	41,602	66,564	=	Admin Asst	9	
Garrett	47,296	37,637	57,936	=		4	
Harford	54,707	38,046	86,198	=	Administrative Assistant II	39	
Howard	45,086	36,379	61,568	=	Administrative Support Technician III	68	
Kent	52,055	44,366	70,541	=	Office Manager	7	
Montgomery	62,471	41,963	68,893	-	Office Services Coordinator	221	Include the average of FTE salaries. Base salary only: 61,824.
Prince George's	65,267	43,625	84,876	=	Administrative Aide IV	45	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	45,160	34,453	55,289	=	Adm. Asst. III	8	
St. Mary's	40,622	35,900	57,387	=	Senior Administrative Coordinator	13	
Somerset	50,437	34,335	56,262	=	Office Assistant III / Exectutive Secretary	4	
Talbot	46,951	35,052	57,691		Office Manager, Assistant Office Manager	5	
Washington	45,292	37,565	58,718	=	Admin. Assistant	13	
Wicomico	33,482	27,875	51,558		Executive Office Associate	2	
Worcester	45,514	30,722	52,874	=	Office Assistant IV+	3	
MNCPPC	57,954	37,135	63,544	=	Principal Administrative Assistant	55	
AVERAGE	48,722	36,837	60,880				

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

Clerical/Administrative Support - (Intermediate Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,793	27,394	52,056	=	Office Associate III	4	
Anne Arundel	36,860	29,494	55,744	=	Office Support Assistant II	85	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,744	29,638	33,689	=	Office Asst/Supt Spec II	173	Maximum salary with longevities is \$39,416
Baltimore County	41,728	32,004	40,450	=	Office Assistant	119	35 hour position, maximum salary with longevities is \$51,289.
Calvert	42,743	35,071	52,016	=	Office Specialist I	12	35/week
Caroline	4,614	36,360	61,146		Administrative Assistant, EMS Billing Coordinator, Board Administrator	9	
Carroll	38,145	34,424	55,058	=	Office Technician	9	Converted to 40 hours
Cecil	33,484	32,052	50,876	=	Office Services Specialist	16	
Charles	48,339	35,707	57,566	=	Office Associate III	10	
Dorchester	35,021	26,040	40,613	=	Administrative Associate	4	
Frederick	49,053	36,300	58,080	=	Admin Spec V	18	
Garrett	34,956	26,934	39,885	=		5	
Harford	44,543	35,088	81,290	=	Administrative Assistant I	7	
Howard	40,942	32,947	55,598	=	Administrative Support Technician II	81	
Kent	39,776	36,668	57,201	=	Administrative Assistant II	7	4-Admin Assistant II, 1-HR Specialist, 1-Permits Specialist, 1-Planning Specialist
Montgomery	62,471	41,963	68,893	-	Office Services Coordinator	221	Include the average of FTE salaries. Base salary only: 61,824.
Prince George's	59,243	39,568	76,984	=	Administrative Aide III	48	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	37,898	32,677	52,250	=	Administrative Coordinator	18	1 vacant
Somerset	36,700	32,315	52,952	=	Office Assistant II	1	
Talbot	38,037	27,826	51,329		Administrative Assistant II & Secretary	11	
Washington	39,502	34,798	54,496	=	Sr. Office Associate	28	
Wicomico	37,339	27,875	51,558		Administrative Office Associate II	4	
Worcester	36,538	29,245	47,923	=	Office Assistant III	11	
MNCPPC	49,307	34,683	59,349	=	Senior Administrative Assistant	43	
AVERAGE	39,741	32,795	54,458				

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

Clerical/Administrative Support - (Entry Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		18,963	36,036	=	Office Associate I		Vacant
Anne Arundel	38,407	26,832	50,606	=	Office Support Assistant I	8	Max salary includes 15% longevity 16+ yrs
Baltimore City	28,537	27,826	31,105	=	Office Support Specialist I	8	Maximum salary with longivities is \$36,393
Baltimore County	45,823	28,154	35,161	=	Clerk	4	35 hour position, maximum salary with longivities is \$44,629.
Calvert	37,055	31,213	46,246	=	Office Assistant I	1	35/week
Caroline	35,203	32,136	47,099		Administrative Assistant I & II	2	
Carroll	33,470	31,554	50,024	=	Office Associate	13	Converted to 40 hours
Cecil	24,473	27,684	43,950	=	Office Services Assistant	7	
Charles		30,639	49,457	+	Office Associate I		
Dorchester							
Frederick	36,799	31,681	50,689	+	Admin Spec III	23	
Garrett							
Harford	39,917	31,824	72,182	=	Clerk Typist	1	
Howard	29,371	32,136	50,357	=	Administrative Support Technician I	3	two positions are PT
Kent	36,603	33,103	51,310	=	Administrative Assistant I	5	2 F/T Adinistrative Assistant I, 3 P/T
Montgomery	51,592	37,088	59,915	=	Principal Administrative Aide	124	Includes the average of FTE salaries. Base salary only: 51,267.
Prince George's	38,840	32,553	63,336	=	Administrative Aide I	14	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	33,468	30,261	48,564	=	Adm. Asst. I	5	
St. Mary's	33,634	29,723	47,528	+	Sr. Office Specialist	2	
Somerset	33,183	30,414	49,837	=	Office Assistant I	2	
Talbot	31,218	26,006	48,568		Administrative Assistant I & Staff Assistant	5	
Washington	32,898	29,827	46,675	=	Office Associate	6	
Wicomico	26,448	20,623	38,187		Office Associate	2	
Worcester	29,286	26,541	43,472	=	Office Assistant I	10	
MNCPPC		31,347	53,639	=	Administrative Assistant		Vacant
AVERAGE	34,811	29,484	48,432				

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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	39,363	33,093	58,718	=	Storekeeper II	9	
Baltimore City	35,403	30,795	35,298	=	Storekeeper I	18	Maximum salary with longevities is \$41,299
Baltimore County	37,446	29,386	26,817	=	Storekeeper I	10	40 hour position, maximum salary with longevities is \$46,767.
Calvert							
Caroline	37,097	33,454	47,099		Purchasing Agent I	1	
Carroll	29,838	28,954	46,343	=	Parts Clerk	2	
Cecil				=			
Charles	53,223	33,040	53,351	=	Inventory Control Associate & Specialist	3	
Dorchester							
Frederick							
Garrett							
Harford	36,152	33,415	77,608	=	Storekeeper	1	
Howard	39,452	31,315	46	=	Stores Clerk	4	
Kent							
Montgomery	43,052	35,621	57,203	=	Supply Technician II	48	Base salary only: 42,909.
Prince George's	40,026	26,878	56,806	=	Supply/Property Clerk II	6	Covered by several different unions. Represents the largest group of this class of employees (Q).
Queen Anne's							
St. Mary's							
Somerset	36,073	34,335	56,262	=	Clerial/Inventory Operations Associate	1	
Talbot							
Washington							
Wicomico	26,943	23,456	43,399		Inventory Specialist	1	
Worcester							
MNCPPC	51,662	27,902	50,156	=	Clerical/Inventory Operations Assistant	1	Employee exceeds maximum due to longevity
AVERAGE	38,902	30,896	46,854				

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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	163,971	101,224	177,869	1	Director of Aging and Disabilities	1	Appointed by County Executive
Baltimore City	120,054	90,619	149,401	=	Operations Manager II	1	
Baltimore County	185,333	185,333	185,333	=	Director of Aging	1	Appointed position
Calvert	94,349	68,068	100,955	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll	77,168	66,560	119,808	-	Bureau Chief, Aging	1	Reports to Director of Citizen Services, no transit management. Not appointed.
Cecil	108,949	85,061	135,009		Director, Community Services	1	
Charles	104,617	83,751	134,437	=	Chief of Aging & Human Services	1	Reports to Director of Community Services
Dorchester							Dorchester does not have a Department of Aging
Frederick	104,583	67,143	107,428	=	Senior Services Director	1	
Garrett							
Harford							
Howard	107,194	81,881	140,102	=	Human Services Manager II	1	
Kent							
Montgomery	170,754	170,754	170,754		Chief, Aging & Disability Services	1	Appointed to position
Prince George's	167,656	110,238	214,476	+	Director, Family Services	1	Prince George's County uses the generic Director class. Actual \$165,280.
Queen Anne's							
St. Mary's	135,172			+	Director, Aging & Human Services	1	Contract
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	128,317	100,967	148,688				

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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	123,990	123,990	123,990				0.50 FTE. Salary annualized.
Anne Arundel	187,899	114,386	200,990	=	County Attorney	1	Appointed by County Executive
Baltimore City	188,000	188,000	188,000	=	City Solicitor	1	
Baltimore County	208,998	208,998	208,998	=	County Attorney	1	Appointed position
Calvert	160,619	102,427	171,440	=	County Attorney	1	Contract/35/week
Caroline	117,907	117,907	117,907			1	Contractual
Carroll	122,991	97,136	174,824	=	County Attorney	1	
Cecil	103,357	93,780	148,848		County Attorney	1	
Charles	176,799			=		1	Contractual appointed position
Dorchester							
Frederick	198,489	130,494	208,791			1	
Garrett	60,900			=		1	Part time
Harford	144,423	107,814	172,464	=	County Attorney	1	APPOINTED
Howard	169,320	111,289	190,623	=	County Solicitor	1	
Kent							
Montgomery	210,143	210,143	210,143	=	County Attorney	1	Appointed to position
Prince George's	167,656	110,238	214,476	=	Director, Office of Law	1	Prince George's County uses the generic Director class. Actual \$171,600.
Queen Anne's							
St. Mary's		140,000	140,000	=		1	Contract, position vacant
Somerset	85,650			=		1	Salary determined on a yearly basis
Talbot	100,000	100,000	100,000		County Attorney	1	
Washington	143,915	87,589	136,968		County Attorney	1	exceeds max range due to longevity; position is currently vacant
Wicomico					Vacant		Unclassified
Worcester	107,625	105,000	136,900	=		1	
MNCPPC	192,475	192,475	192,475	=	General Counsel	1	
AVERAGE	148,558	130,093	168,769				

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Deputy County Attorney

Assists County Attorney

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	100,858	100,858	100,858				0.50 FTE. Salary annualized.
Anne Arundel	166,214	91,705	167,827			2	
Baltimore City							
Baltimore County	163,799	163,799	163,799		Deputy County Attorney	1	Non-graded position
Calvert	137,800	137,800	137,800	=	Associate County Attorney	1	Contract/35/week
Caroline							
Carroll	94,453	73,404	132,122	=	Deputy County Attorney	1	
Cecil							
Charles	94,206			=		1	
Dorchester							
Frederick							
Garrett							
Harford							
Howard	171,952	100,468	171,951		Deputy Attorney	1	
Kent							
Montgomery	179,523	101,077	179,523	=	Manager I	1	
Prince George's	146,778	95,228	185,273	=	Deputy Director, Office of Law	3	Prince George's County uses the generic Deputy Director class. Actual average for 4 incumbents \$155,333. Office of Law only.
Queen Anne's							
St. Mary's	98,842	85,218	136,240			1	
Somerset							
Talbot	95,000	95,000	95,000		Assistant County Attorney	1	
Washington	117,395	75,088	117,395			1	
Wicomico		50,652	101,303			vacant	
Worcester							
MNCPPC							
AVERAGE	130,568	97,525	140,758				

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FY 2019 Salary Survey of MD Counties, Prepared by MACo

Staff Attorney

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	75,304	66,523	118,777		Attorney II	1	
Baltimore City	86,492	68,562	109,554	=	Assistant Solicitor	24	
Baltimore County	101,260	52,902	129,575	=	Assistant County Attorney	22	Non-graded position
Calvert	100,955	100,955	100,955	=	Attorney I	1	Contract/35/week
Caroline	59,737	55,021	69,170		Assistant State's Attorney	3	
Carroll	72,592	63,648	101,796	=	Assistant County Attorney I	1	
Cecil							NCC
Charles	75,076	66,285	106,489	=	Associate County Attorney I & II	3	
Dorchester							
Frederick	106,717	82,477	131,963	=	Assistant County Attorney	2	
Garrett							
Harford	126,669	82,620	139,862	=	Sr. Assistant County Attorney	6	
Howard	90,194	73,882	126,503	=	Attorney	12	four are PT positions
Kent							
Montgomery	95,198	69,645	115,732	=	Assistant County Attorney II	6	
Prince George's	75,089	55,678	108,325	=	Attorney II	7	
Queen Anne's							
St. Mary's	98,842	85,218	136,240	=	Deputy County Attorney	1	
Somerset							
Talbot							
Washington	88,462	69,534	108,742	Plus	Asst. Co. Atty.	1	
Wicomico		50,652	101,303			vacant	Unclassified
Worcester							
MNCPPC	102,675	65,829	114,726	+	Associate General Counsel	4	
AVERAGE	90,351	69,339	113,732				

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

Paralegal

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	61,555	42,654	72,482	=		5	
Baltimore City	57,003	47,604	57,857	=		17	Maximum salary with longevities is \$67,693
Baltimore County	43,609	38,557	48,898	=	Legal Assistant	2	35 hour position, maximum salary with longevities is \$60,906.
Calvert	70,561	48,248	71,526	=		1	35/week
Caroline	39,658	22,502	49,862		Coordinators, Executive Assistant, Legal Assistant	8	Circuit Court/SAO Staff/County Attorney Assistant
Carroll							
Cecil	51,729	42,952	68,182		Paralegal/Administrative Assistant	1	
Charles	46,744	44,983	72,406	=		1	
Dorchester							
Frederick	56,438	41,602	66,564	=	Legal Assistant	2	
Garrett							
Harford	64,446	44,778	99,032	=	Legal Specialist III	2	
Howard	68,853	49,013	83,960	=	Legal Support Services Specialist	6	
Kent							
Montgomery	83,341	57,802	95,740	=	Paralegal Specialist	7	
Prince George's	46,463	37,685	73,319	=	Paralegal Assistant II	15	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	56,867	50,253	80,351	=	Paralegal (Grade 8)	2	
Somerset	42,785	38,761	63,514	=	Victim Witness Advocate/District Court Paralegal	1	
Talbot	48,904	38,207	55,239		Paralegal & Victim/Witness Director	2	
Washington	68,328	40,581	63,461		Legal Assistant	1	In Longevity
Wicomico	48,401	31,728	63,456		Legal Assistant I	3	
Worcester							
MNCPCC	61,759	44,054	75,381	=	Paralegal Assistant	1	Requires paralegal certificate
AVERAGE	56,525	42,331	70,068				

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

Legal Secretary

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	46,563	30,030	57,065	=		5	
Anne Arundel	62,008	38,640	65,672	=		6	
Baltimore City	44,861	37,741	45,044	=	Legal Assistant I	3	Maximum salary with longevities is \$52,701
Baltimore County	45,823	35,161	44,629	=	Legal Secretary	22	35 hour position, maximum salary with longevities is \$55,848.
Calvert	45,564	35,071	52,016	=	Legal Secretary I	4	35/week
Caroline	40,486	24,741	60,485		Court Recorder/Admin	3	
Carroll	39,104	37,503	60,029	=	Legal Assistant I	1	
Cecil	41,028	35,339	61,859	=	Legal Secretary	6	
Charles	62,164	44,983	72,406	+	Legal Assistant III	2	
Dorchester	48,931	34,630	58,074	=		1	
Frederick	53,197	41,602	66,564	-	Judicial Assistant	5	
Garrett							
Harford	56,178	40,698	91,190		Legal Specialist II	10	
Howard	60,072	44,261	75,833	=	Administrative Technician	6	
Kent	41,421	41,421	41,421	=		1	1- Legal Admin Aide
Montgomery	64,049	41,963	68,893	=	Legal Secretary II	7	Base salary only: 63,459.
Prince George's							Not in County class plan
Queen Anne's	48,319	41,852	67,164		Legal Assistant	3	
St. Mary's	50,107	32,677	71,760	=	Legal Assistant I, II, Senior Legal Assistant	22	2 vacant positions
Somerset	41,425	34,335	56,262	=			
Talbot	44,351	29,913	53,128		Legal Secretary, Legal Administrative Assistant & Victim/Witness Coordinator	3	
Washington	41,642	37,565	58,718	=		1	
Wicomico	37,817	23,456	43,399		Legal Office Associate III	4	
Worcester	47,923	35,000	50,000				
MNCPPC	66,562	38,899	66,562	=		1	
AVERAGE	49,113	36,412	60,355				

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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	197,124	114,386	200,990	=	Budget Officer	1	Appointed by County Executive
Baltimore City	157,201	103,624	170,834	=	Operations Director I	1	Reports to Director of Finance
Baltimore County					NCC		
Calvert							
Caroline							
Carroll	156,396	97,136	174,824	=	Director, Management & Budget	1	
Cecil	96,851	69,980	111,072	=	Budget Manager	1	
Charles	96,355	83,751	134,437	=	Chief of Budget	1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	120,954	88,334	141,334	=	Budget Director	1	
Garrett							
Harford	123,178	82,620	139,862	=	Chief, Budget & Management Research	1	NOT APPOINTED/AT WILL
Howard	166,966	100,468	171,951	=	Budget Administrator	1	
Kent							
Montgomery	216,336	216,336	216,336	=	Director, Office of Management and Budget	1	Appointed to position
Prince George's	167,656	110,238	214,476	=	Director, Office of Management & Budget	1	Prince George's County uses the generic Director class. Actual \$180,000.
Queen Anne's							
St. Mary's	94,869	74,110	118,477	+	Accounting Officer	1	
Somerset							
Talbot							
Washington	109,595	75,088	117,395		Deputy Dir. Budget & Finance	1	
Wicomico							
Worcester	87,730	65,000	85,000	=	Budget Officer	1	
MNCPPC	134,896	78,833	134,896	=	Budget Manager	1	
AVERAGE	137,579	97,136	152,277				

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

Budget Analyst I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	61,772	61,772	110,291	+	Budget & Management Analyst II		No authorized positions at this level
Baltimore City	92,200	64,505	103,208	=	Budget Management Analyst II	2	
Baltimore County	91,119	65,826	102,555	=	Budget Analyst II	5	35 hour position
Calvert	76,131	57,275	84,976	+	Senior Budget Analyst	1	35/week
Caroline	54,567	52,701	68,271		Accounting Supervisor	1	
Carroll	55,328	53,540	85,738	=	Management & Budget Analyst	3	
Cecil							NCC
Charles	54,563	52,509	84,447		Budget Analyst I	1	
Dorchester							
Frederick		45,753	74,805	-			
Garrett							
Harford	84,195	53,856	112,261	=	Sr Budget Analyst	3	
Howard	76,995	66,709	114,132	+	Fiscal Manager I	4	
Kent							
Montgomery	91,314	55,176	91,314	=	Management & Budget Specialist II	1	
Prince George's	68,955	47,706	87,353	=	Budget Management Analyst II	6	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's	67,766	64,501	103,106	=		3	
Somerset							
Talbot							
Washington	58,178	47,341	74,006	=		1	
Wicomico	52,530	43,059	86,119	+	Financial Analyst	1	
Worcester	53,955	40,000	60,000			1	
MNCPPC		49,941	85,458	=	Budget Analyst		Vacant
AVERAGE	69,305	54,245	89,885				

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

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

Payroll Technician

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,499	36,095	68,592	+	Payroll Supervisor		
Anne Arundel	48,564	38,640	72,482	+	Personnel Assistant I Personnel Assistant II	9	Journey, full-proficiency level; duties may be performed at the lower PA I level. Salary shown is min for PA I and max for PA II
Baltimore City		37,741	45,044	=	Accounting Assistant III		Maximum salary with longevities is \$52,701
Baltimore County	47,681	32,004	40,450	=	Account Clerk II	42	35 hour position, maximum salary with longevities is \$51,029.
Calvert	52,562	44,244	65,611	=	Payroll Specialist	1	35/week
Caroline	39,377	37,957	52,053		Account Clerk III/Payroll	1	
Carroll	34,424	34,424	55,058	=	Payroll Technician	1	Converted to 40 hours
Cecil	48,443	42,952	68,182	=	Payroll Coordinator	1	
Charles	56,185	48,597	78,189	=	Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett							
Harford	62,136	40,698	91,190	=	Accounting Technician II	7	*SAME AS ACCOUNT TECHNICIAN
Howard	46,550	40,206	68,099	=	Administrative Aide	1	
Kent	61,336	39,980	63,169	=	Payroll Administrator	1	
Montgomery							NCC
Prince George's	56,620	35,890	69,828	=	Account Clerk IV	7	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	46,488	40,123	64,147	=	Fiscal Specialist IV, Payroll	2	
Somerset	35,193	34,335	56,262	-	Personnel Assistant	1	
Talbot	41,363	38,207	55,239		Payroll/Accounty Payable Manager	1	
Washington	51,106	51,106	79,914	=	Payroll Manager	1	
Wicomico	36,771	27,875	51,558		Human Resources Specialist II	1	
Worcester	43,368	32,261	52,874	=	Payroll Specialist	1	
MNCPPC	74,989	44,054	75,381	=	Payroll Specialist	1	
AVERAGE	48,982	38,869	63,666				

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

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

Director, Economic Development

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	93,840	62,666	119,084	=			Vacant
Anne Arundel	182,102	114,386	200,990	=	Director of Programming	1	Appointed by County Executive
Baltimore City							
Baltimore County	181,699	181,699	181,699	=	Director of Economic Development	1	Appointed position
Calvert	108,150	93,114	155,856	=	Economic Development Director	1	Contract/35/week
Caroline	85,000	85,000	85,000			1	Contractual
Carroll	122,991	97,136	174,824	=	Director	1	
Cecil	124,151	85,061	135,009	=	Director, Economic Development	1	
Charles	157,113	97,925	157,113	=		1	Contractual appointed position.
Dorchester	77,249			=		1	
Frederick	128,964	101,335	162,136	+	Director, Office of Econ Dev	1	
Garrett				=			Currently Vacant
Harford	124,777	93,432	156,606	=		1	ECONOMIC DEVELOPMENT (also oversees Transit &
Howard							
Kent	66,073	66,073	105,717	=	Economic Development Coordinator	1	Contractual
Montgomery				=			NCC
Prince George's							Economic Development Corp, - Non-County Agency
Queen Anne's							
St. Mary's	129,227			+	Director, Economic and Community Development	1	Contract
Somerset							
Talbot	59,919	56,446	70,789		Economic Development Coordinator	1	
Washington	75,088	75,088	117,395	=	Director of Business Development	1	
Wicomico							
Worcester	82,737	70,000	100,000	=		1	
MNCPPC							
AVERAGE	112,443	91,383	137,301				

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

Director/Manager, Emergency Preparedness/Homeland Security

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	55,917	52,140	99,081	+	Deputy Director Administration	1	
Anne Arundel	133,257	76,866	149,789	=	Police Captain	1	
Baltimore City				=			
Baltimore County		90,921	126,522	=	Director of Emergency Management		Vacant. Maximum salary with longevities is \$186,547.
Calvert	71,653	62,481	92,620	=	Emergency Management Division Chief	1	Contract/35/week
Caroline	68,838	58,380	74,518		Assistant Director Risk Management & Planning	1	
Carroll	60,466	58,365	93,413	-	Emergency Management Manager	1	
Cecil	60,513	57,573	91,380	=	Emergency Preparedness Manager	1	
Charles	99,678	56,743	91,222	=	Chief of Emergency Management	1	Reports to Director of Emergency Services
Dorchester							
Frederick	82,777	77,008	123,213	-	Director, Emerg Preparedness	1	
Garrett							
Harford	118,603	82,620	139,862	=	Deputy Director, Emergency Services	1	APPOINTED
Howard							
Kent	55,450	51,403	81,730		Emergency Preparedness Planner	1	
Montgomery	135,001	101,077	179,523	=	Manager I	1	
Prince George's	146,778	95,228	185,273	=	Deputy Director, Office of Homeland Security	1	Prince George's County uses the generic Deputy Director class of work. Working title: Emergency Manager. Actual salary \$145,600.
Queen Anne's							
St. Mary's	68,432	56,160	89,794	=	Manager, Grade 9	1	
Somerset							
Talbot	54,385	46,020	60,522		Emergency Management Coordinator	1	
Washington	55,203	55,203	86,341	=	Operations Manager-Fire	1	
Wicomico	50,132	27,875	51,558		Emergency Management Planner	1	
Worcester							
MNCPPC							
AVERAGE	82,318	65,063	106,845				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

Director, Finance/Accounting

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	110,123	75,321	143,132	=	Director of Finance	1	
Anne Arundel	162,302	101,224	177,869	=	Controller	1	Appointed by County Executive
Baltimore City	212,700	137,437	226,807	=	Executive Director III	1	
Baltimore County	231,470	231,470	231,470	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert	140,185	102,427	171,440	=	Finance & Budget Director	1	Contract/35/week, also serves as Budget Director
Caroline	98,405	95,300	101,510		Comptroller/Director Finance	2	Contractual
Carroll	122,991	97,136	174,824	=	Comptroller	1	
Cecil	108,672	103,393	164,105		Director, Finance	1	
Charles	145,000	97,925	157,113	+	Director of Fiscal & Administrative Services	1	Contractual appointed position
Dorchester	90,582			=		1	Flat rate salary
Frederick	16,919	121,957	195,132	=		1	
Garrett	92,757	65,170	100,326	=		1	
Harford							
Howard	166,966	100,468	171,951				
Kent	115,782	82,872	132,595	=	Chief Finance Officer	1	Contractual
Montgomery	200,000	200,000	200,000	=	Director, Department of Finance	1	Appointed to Position
Prince George's	167,656	110,238	214,476	=	Director, Office of Finance	1	Prince George's County uses the generic Director class. Actual \$190,944.
Queen Anne's	136,578	82,415	148,989	+	Director, Budget & Finance	1	
St. Mary's	134,611			+	Chief Financial Officer	1	Contract
Somerset	102,289	74,292	120,657	-		1	
Talbot	108,259	89,611	112,380		Finance Director	1	
Washington	93,828	87,589	136,968	=	Chief Financial Officer	1	
Wicomico	98,940	64,249	128,499		Director of Finance	1	
Worcester	119,036	95,000	125,000	=	Finance Officer	1	
MNCPPC	178,398	178,398	178,398	+	Secretary/Treasurer	1	Serves as officer of the Commission and also responsible for Information Technology
AVERAGE	131,435	108,813	159,711				

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

Assistant/Deputy Director, Finance

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	95,037	62,666	119,084	=	Assistant Director of Finance	1	
Anne Arundel	143,218	87,232	159,457	=	Assistant Controller	2	Classified position
Baltimore City	168,707	113,196	186,856	=	Operations Director II	1	
Baltimore County	129,913	83,386	129,913	+	Deputy Director of Budget and Finance	1	Position assists with the management of both budget and finance
Calvert	95,468	74,201	110,037	=	Finance & Budget Deputy Director & Accounting Deputy Director	2	Contract/35/week
Caroline							
Carroll	81,786	66,560	119,808	-	Bureau Chief, Accounting	1	
Cecil	90,941	69,980	111,072	=	Deputy Director, Finance	1	
Charles	n/a						
Dorchester	83,630			=		1	Flat rate salary
Frederick	137,177	88,334	141,334	=		1	
Garrett	70,486	55,710	85,760	=	Assistant Director of Finance	1	
Harford	132,509	82,620	139,862	=	Deputy Treasurer	1	APPOINTED
Howard	120,730	90,665	155,317	=		2	
Kent							
Montgomery	179,523	101,077	179,523	=	Manager I	1	
Prince George's	146,778	95,228	185,273	=	Deputy Director, Office of Finance	1	Prince George's County uses the generic Deputy Director class. Actual \$154,336.
Queen Anne's							
St. Mary's	106,434	85,218	136,240	+		1	
Somerset	67,208	57,021	90,348	=	Finance & Accounting Officer	1	
Talbot	46,573	46,020	60,522		Office Supervisor		vacant
Washington	64,396	64,397	100,714	=	Director, Budget & Finance	1	
Wicomico	80,816	50,652	101,303			1	
Worcester	91,982	80,000	105,000	=	Assistant Finance Officer	1	
MNCPPC							
AVERAGE	106,666	76,535	127,233				

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

Chief 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	126,920	83,077	148,335	=	Purchasing Agent	1	
Baltimore City	120,700	103,624	170,834	=	Operations Director I	1	
Baltimore County				=	Purchasing Services Administrator	1	Non-graded hourly position
Calvert	85,358	62,481	92,620	=	Procurement Officer	1	35/week
Caroline							
Carroll	77,127	66,560	119,808	=	Bureau Chief Purchasing		
Cecil	77,428	60,451	95,949	=	Procurement & Fleet Manager	1	
Charles	98,799	77,462	124,375	=		1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	103,909	82,477	131,963	=	Dir, Procurement & Contracting	1	
Garrett	76,240	51,506	79,288	=		1	
Harford	123,584	93,432	156,606	+	Director of Procurement	1	APPOINTED - POSITION IS ALSO RESPONSIBLE FOR LAND ACQUISITION
Howard	98,005	81,881	140,102	=	Purchasing Administrator	1	
Kent							
Montgomery	148,755	88,388	160,454	=	Manager II	1	
Prince George's	111,762	65,454	125,400	=	Contractual Services Officer	1	
Queen Anne's							
St. Mary's	77,854	74,110	118,477	+	Procurement Manager	1	
Somerset							
Talbot							
Washington	76,461	64,397	100,714	=	Purchasing Director	1	
Wicomico	64,000	56,657	113,314		Purchasing Agent	1	
Worcester							
MNCPPC	134,895	78,833	134,896	=	Finance Manager II-Purchasing	1	
AVERAGE	100,112	74,424	125,821				

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

Accountant Journey-level

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	81,600	47,561	90,380	+	Senior Accountant		Vacant. CPA required.
Anne Arundel	73,925	57,358	102,414	=	Accountant II	2	
Baltimore City	65,173	60,655	97,277	=	Accountant II	26	
Baltimore County	63,517	48,898	60,906	=	Accountant II	9	35 hour position, maximum salary with longevities is \$77,090.
Calvert	64,992	48,248	71,526	=	Accountant I	1	35/week
Caroline	48,783	41,490	58,084		Accounting Assistant III	1	
Carroll	58,999	49,130	78,645	=	Accountant II	1	Converted to 40 Hours per week
Cecil	59,778	57,573	91,380		Senior Accountant	2	
Charles	70,351	56,743	91,222	=		1	
Dorchester							
Frederick	59,574	51,061	81,698	=	Accountant II	4	
Garrett	62,665	44,027	67,778	=		2	
Harford	118,844	58,854	125,115	=	Accountant III	1	
Howard	66,041	54,361	92,978	=	Fiscal Specialist I	2	
Kent	65,276	51,403	86,007	=		3	1-Senior Accountant, 1-Accounting Manager, 1 Treasury Supervisor
Montgomery	94,025	57,802	95,740	=	Accountant/Auditor III	21	Base salary only: 93,186
Prince George's	67,609	48,096	93,575	=	Accountant II	10	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	64,147	40,123	64,147	=	Accountant	1	
Somerset	36,481	36,481	59,778	-	Accountant	1	
Talbot	60,430	50,853	70,789		Accountant	2	
Washington	87,048	59,634	93,246	=	Accounting Supervisor	1	
Wicomico	42,363	32,363	64,722			5	
Worcester	52,874	40,000	55,000	=		3	
MNCPPC	68,725	49,941	85,458	=	Accountant II	5	
AVERAGE	66,662	49,681	81,646				

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

Buyer

Performs all aspects of procurement transactions.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	65,819	53,263	95,104	=	Buyer III	4	
Baltimore City	65,017	49,651	60,412	=	Procurement Specialist I	6	Maximum salary with longevities is \$70,681
Baltimore County	61,915	48,898	60,906	=	Staff Buyer	5	35 hour position, maximum salary with longevities is \$77,090
Calvert	59,726	44,244	71,526	=	Procurement Specialist I and II	3	35/week
Caroline	51,595	39,665	53,932		Purchasing Agent II	1	
Carroll	74,258	49,130	78,645	+	Senior Buyer	2	Converted to 40 hours per week
Cecil	42,952	42,952	68,182	=	Buyer	1	
Charles	52,212	44,983	72,406	=	Procurement Specialist	2	
Dorchester							
Frederick	68,246	58,548	93,677	=	Procurement Analyst III	2	
Garrett	53,564	40,704	62,665	=		1	
Harford	65,197	53,856	112,261	=	Procurement Agent III	1	
Howard	64,894	49,013	83,960	=	Admin Analyst I	7	
Kent							
Montgomery	89,896	57,802	95,740	=	Procurement Specialist II	2	
Prince George's	67,612	48,096	93,575	=	Procurement Officer II	1	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's		44,886	71,760	=	Buyer	1	Position currently vacant
Somerset							
Talbot							
Washington	54,746	51,106	79,914	=		1	
Wicomico	34,000	27,875	51,558	+	Purchasing Specialist	1	
Worcester							
MNCPPC	91,531	56,559	96,970	=	Principal Admin Spec-Buyer	3	
AVERAGE	62,540	47,846	77,955				

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

Account Clerk

Performs routine accounts receivable and accounts payable posting/processing.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	44,527	33,987	64,272	=	Financial Clerk I	17	Max salary includes 15% longevity 16+ yrs
Baltimore City	34,103	31,488	36,312	=	Accounting Assistant II	13	Maximum salary with longevity is \$42,485
Baltimore County		29,386	36,817	=	Account Clerk I		Vacant. 35 hour position, maximum salary with longevity is \$46,767.
Calvert	54,791	37,911	56,526	=	Account Technician II	2	35/week
Caroline							
Carroll	37,565	31,554	50,524	=	Accounts Technician I	1	Converted to 40 hours
Cecil	40,757	35,339	56,097	=	Accounts Payable Specialist	2	
Charles	38,557	38,556	62,125	=	Accounting Technician	2	
Dorchester	31,242	26,040	40,613	=	Fiscal Clerk	3	
Frederick	35,454	33,911	54,258	=	Account Tech I	1	
Garrett	41,909	31,824	48,991	=	Accounting Associate	2	
Harford	34,739	33,415	77,608	=	Accounting Clerk I	7	*SAME AS CASHIER
Howard	40,387	32,947	55,589	=	Administrative Support Technician II	6	
Kent							
Montgomery	62,351	41,963	68,893	=	Fiscal Assistant	35	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries. Base salary only: 62,055.
Prince George's	43,982	30,061	54,333	=	Account Clerk II	2	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's	37,710	35,900	57,387	=	Fiscal Specialist III	3	
Somerset	40,863	34,335	56,262	=	Account Clerk II/ Tax Collections Clerk II	2	
Talbot	41,709	27,826	51,329		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	33,409	23,456	43,399		Disbursement Coordinator	1	
Worcester							
MNCPPC	49,394	34,683	59,349	=	Accounting Technician I	1	
AVERAGE	41,303	32,873	54,247				

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

Account Technician

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	55,519	32,924	62,565	=	Senior Accounting Technician	3	
Anne Arundel	55,675	40,599	68,990	=	Financial Clerk II	9	
Baltimore City	45,897	37,741	45,044	=	Accounting Assistant III	31	Maximum salary with longevities is \$52,701
Baltimore County	47,682	35,161	44,629	=	Account Clerk III	42	35 hour position, maximum salary with longevities is \$55,848.
Calvert	51,712	37,911	56,526	=	Accounts Payable Tech/ Accounts Rec. Tech I	3	35/week
Caroline	42,200	37,957	52,053		Account Clerk III	2	
Carroll	50,794	34,424	55,058	=	Accounting Technician II	3	converted to 40 hours
Cecil	57,631	54,831	87,028	=	Collections Supervisor	1	
Charles	82,613	61,325	98,555	=	Senior Accountant	2	
Dorchester	32,520	29,965	46,735	=	Fiscal Clerk Advanced	2	
Frederick	44,475	33,998	54,400	=	Account Tech II	4	
Garrett							
Harford	62,136	40,698	91,190	=	Accounting Technician II	7	
Howard	47,886	36,379	61,568	=	Administrative Support Technician III	5	
Kent							
Montgomery	62,351	41,963	68,893	=	Fiscal Assistant	35	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries. Base salary only: 62,055.
Prince George's	58,703	39,568	76,984	=	Accounting Technician	4	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	71,011	44,886	71,760	=	Fiscal Technician	1	
Somerset	42,307	36,481	59,778	-	Tax Collections Clerk III	1	
Talbot							
Washington	34,798	34,798	54,496	=	Accounts Receivable Spec	2	
Wicomico	49,128	31,728	63,456		Accounting Specialist	1	
Worcester							
MNCPPC	61,748	38,919	66,598	=	Accounting Technician II	5	
AVERAGE	52,839	39,113	64,460				

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

Collections Clerk

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,174	30,030	57,065	=		2	Accounting Technician II
Anne Arundel	37,544	28,163	53,102	=	Cashier I	4	max salary includes 15% longevity 16+ yrs
Baltimore City	36,163	31,488	36,312	=	Cashier I	19	Maximum salary with longevities is \$42,485
Baltimore County	46,515	35,161	44,629	=	Cashier	5	35 hour position, maximum salary with longevities is \$55,848.
Calvert	51,324	35,071	52,016	+	Treasurer Clerk I	2	35/week
Caroline							
Carroll	32,105	31,554	50,524	=	Collections Clerk	2	
Cecil	33,971	35,339	56,097	=	Collections Specialist	4	
Charles	36,971	33,074	53,351	=	Revenue Specialist	5	
Dorchester	33,334	29,040	40,613	=	Fiscal Clerk	1	
Frederick	35,904	33,911	54,258	=	Collection Specialist I	2	
Garrett	39,103	26,934	39,885	=		1	
Harford	34,739	33,415	77,608	=	Accounting Clerk I	7	
Howard	39,463	32,947	55,598	=	Administrative Support Technician II	4	
Kent	39,871	36,668	63,169	=	Finance Associate I & II	2	
Montgomery	62,351	41,963	68,893	=	Fiscal Assistant	35	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries. Base salary only: 62,055.
Prince George's							Not in County class plan
Queen Anne's	40,015	36,761	62,946	=	Collection Specialist I/II	2	
St. Mary's					Position does not exist		
Somerset	38,847	34,335	56,262	+	Tax Collections Clerk II	1	
Talbot	37,427	26,006	49,816		Sanitary District Clerk, Tax Clerk, Finance Clerk for Recreational Facilities	3	
Washington							
Wicomico							
Worcester	29,565	24,669	35,000	=		8	
MNCPPC							
AVERAGE	39,020	32,449	53,008				

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

Director of Housing

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	199,716	137,437	226,807	=	Executive Director III	1	
Baltimore County				=	Director of Housing	1	Non-graded hourly position
Calvert	107,307	88,143	130,731	=	Executive Director	1	Contract
Caroline							
Carroll	71,282	66,560	119,808	-	Bureau Chief, Housing	1	This is not an appointed position. Reports to Director Citizen Services
Cecil	57,573	57,573	91,380	=	Chief, Housing	1	
Charles	111,042	77,462	124,375	=	Chief of Housing Authority	1	Reports to Director of Community Services
Dorchester							
Frederick	90,788	77,008	123,213	=	Housing Director	1	
Garrett							
Harford							
Howard	135,647	100,468,	171,951	=	Director of Housing & Community Development	1	
Kent							
Montgomery	206,000	206,000	206,000	-	Director, Department of Housing and Community Affairs	1	Appointed to position
Prince George's	167,656	110,238	214,476	=	Director, Housing & Community Development	1	Prince George's County uses the generic Director class. Actual \$150,696.
Queen Anne's							
St. Mary's				=	Does not exist		
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	127,446	102,553	156,527				

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

Director, Human Resources/Personnel

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	107,946	62,666	119,084	=	Director of Human Resources & Personnel Services	1	
Anne Arundel	174,450	101,224	177,869	=	Personnel Officer	1	Appointed by County Executive
Baltimore City	200,700	137,437	226,807	=	Executive Director III	1	
Baltimore County	190,315	190,315	190,315	=	Director of Human Resources	1	Appointed position
Calvert	149,213	93,114	155,856	=	Human Resources Director	1	Contract/35/week
Caroline	83,551	83,551	83,551			1	
Carroll	109,678	97,136	174,824	=	Director, Human Resources	1	
Cecil	98,091	85,061	135,009	=	Director, Human Resources	1	
Charles	157,113	97,925	157,113	=		1	Contractual appointed position
Dorchester	65,000			=		1	Flat rate salary
Frederick	127,043	121,957	195,132	=	Director of HR	1	
Garrett	65,170	55,710	85,760	=		1	
Harford	140,245	93,432	156,606	=		1	APPOINTED
Howard	150,775	90,665	155,317	=	Human Resources Administrator	1	
Kent	97,585	76,152	121,844	=		1	Contractual
Montgomery	210,120	210,120	210,120	=	Director Office of Human Resources	1	Appointed to position
Prince George's	167,656	110,238	214,476	=	Director, Office of Human Resources Management	1	Prince George's County uses the generic Director class. Actual \$175,000.
Queen Anne's	131,325	75,610	136,687	+		1	
St. Mary's	125,996			=		1	Contract
Somerset	65,913	64,287	104,409	=		1	
Talbot	86,442	70,490	88,402		Director of Administrative Services	1	
Washington	86,153	75,088	117,395	=	Director of Health and Human Services	1	
Wicomico	89,911	64,249	128,499			1	
Worcester	83,948	78,000	95,000	=		1	
MNCPPC	134,896	78,833	134,896	=		1	
AVERAGE	123,969	96,229	146,303				

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

Human Resources Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	55,973	52,140	99,081	+	Benefits Specialist	1	
Anne Arundel	64,553	57,358	102,414		Personnel Analyst II	1	
Baltimore City	65,173	60,655	97,277	=	Accountant II	26	
Baltimore County	70,434	48,898	60,906	=	Personnel Analyst II	10	35 hour position, maximum salary with longevities is \$77,090.
Calvert	61,134	52,562	77,969	=	Human Resources Analyst II	2	35/week
Caroline	45,891	41,490	55,939	1	Human Resources Specialist	2	
Carroll	59,509	58,365	93,413	=	Personnel Analyst	1	
Cecil	56,231	54,831	87,028		Human Resources Manager	1	
Charles	67,919	61,325	98,555	+	Recruitment Administrator, Benefits Administrator, HR Programs Manager, Benefits Compliance Administrator	4	
Dorchester							
Frederick	67,119	58,548	93,677	=	HR Administrator	4	
Garrett							
Harford	64,611	48,348	105,230	=	Human Resources Generalist	2	
Howard	73,774	60,196	102,993	=	Administrative Analyst II	2	
Kent							
Montgomery	67,365	55,176	91,314	=	Human Resources Specialist II	1	
Prince George's	72,616	48,096	93,575	=	Human Resources Analyst II	12	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	45,968	35,900	57,387		Sr. HR Specialist	2	
Somerset	50,178	41,183	67,484	+	Payroll/Benefits Specialist	1	
Talbot	46,964	38,207	55,239		Benefits Manager	1	
Washington	64,501	47,341	74,006		HR Coordinator	1	
Wicomico	43,390	31,728	63,456		HR Manager I	2	
Worcester	44,346	40,165	65,819	=		1	
MNCPPC	60,831	44,054	75,381	=	Human Resources Specialist	2	
AVERAGE	59,451	49,360	81,816				

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

Director, 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	138,490	122,039	201,317	=	Exective Director I	1	
Baltimore County							NCC
Calvert	95,000	84,650	141,685	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll	104,708	97,136	174,824	=	Director Citizens Services	1	
Cecil							NCC
Charles	146,235	97,925	157,113	+	Director of Community Services	1	Contractual appointed position
Dorchester							
Frederick	146,289	116,258	186,013	=		1	
Garrett							
Harford							
Howard	157,331	100,468	171,951	=	Director of Community Resources and Services	1	
Kent							
Montgomery	228,383	228,383	228,383	=	Director, Department of Health & Human Services	1	Appointed to position
Prince George's	167,656	110,238	214,476	-	Director, Office of Community Relations	1	Prince George's County uses the generic Director class. Actual \$150,000.
Queen Anne's	127,500	75,610	136,687	=	Director, Community Services	1	
St. Mary's				=	Does not exist		
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	145,732	114,745	179,161				

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

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							State funded county contractual
Baltimore City	55,558	51,800	63,075	=	Social Worker II	3	Maximum salary with longevities is \$73,798
Baltimore County	60,569	58,375	73,456	=	Social Worker II	50	35 hour position, maximum salary with longevities is \$93,194.
Calvert							
Caroline							
Carroll							NCC
Cecil	82,560	57,573	91,380	=	Human Services Coordinator	1	
Charles	n/a						
Dorchester							
Frederick				=	Social Worker, Advanced		
Garrett							
Harford							
Howard							
Kent							
Montgomery	73,324	57,802	95,740	=	Social Worker II	67	Averages use FTE salaries. Base salary only: 72,938
Prince George's	72,800	55,226	100,788	=	Social Worker III	1	
Queen Anne's							
St. Mary's					Position does not exist		
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	68,962	56,155	84,888				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

Social Worker - LCSW (BS Level/ Licensed)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							State funded county contractual
Baltimore City	59,594	45,660	55,436	=	Social Work Associate II	2	Maximum salary with longevities is \$64,860
Baltimore County	55,848	40,450	51,029	=	Social Work Associate	1	35 hour position. maximum salary with longevities is \$63,432.
Calvert							
Caroline							
Carroll							NCC
Cecil	58,249	47,365	75,178	=	Human Services Supervisor	1	
Charles							
Dorchester							
Frederick	62,176	41,602	66,563	=	Social Worker	2	
Garrett							
Harford							
Howard	69,226	54,361	92,978	-	Human Services Specialist II	27	
Kent							
Montgomery							NCC
Prince George's	84,586	47,706	87,353	=	Social Worker II	3	
Queen Anne's							
St. Mary's				+			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	64,947	46,191	71,423				

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

Director, 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	110,656	110,656	110,656	=	Executive Director	1	Contract employment agreement - salary set by agreement, no salary range
Baltimore City							
Baltimore County				=	Local Management Board Program Administrator	1	Non-graded hourly position
Calvert	47,451	45,820	67,981	=	Family Network Coordinator	1	PT/28/week
Caroline							
Carroll	52,312	49,130	78,645	-	Manager, LMB	1	This is not an appointed position. Reports to Director Citizen Services
Cecil	59,043	57,573	91,380		Chief (Community Partnerships)	1	
Charles	61,000	56,743	91,222	=	Local Management Board Coordinator	1	Reports to Director of Community Services.
Dorchester	65,000					1	Flat rate salary
Frederick	76,278	62,697	100,316		Director, Children & Family	1	
Garrett							County Administrator acts in this capacity.
Harford							
Howard	96,732	73,882	126,503	=	Human Services Manager I	1	
Kent	66,399	66,073	105,717	=		1	
Montgomery	169,950	169,950	169,950		Chief Children Youth and Family Services	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's	113,196	63,639	115,047	+	Chief of Housing & Family		
St. Mary's					Does not exist		
Somerset							
Talbot							contractual position - \$43/hr not to exceed \$80,000 annually
Washington	64,397	64,397	100,714	=	Dir., Comm. Grant Mgmt.	1	
Wicomico	59,524	56,657	113,314		Director of Wicomico Partnership for Families and Children	1	
Worcester							
MNCPPC							
AVERAGE	80,149	73,101	105,954				

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

Director, Information Technology

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	83,892	62,666	119,084	=		1	
Anne Arundel	174,450	101,224	177,869	=	Information Technology Officer	1	Appointed by County Executive
Baltimore City	250,000	137,437	226,807	=	Executive Director III	1	
Baltimore County				=	Director, Information Technology	1	VACANT - Appointed position
Calvert	134,057	93,114	155,856	=	Technology Services Director	1	Contract/35/week
Caroline	88,653	88,653	88,653			1	
Carroll	107,391	97,136	174,824	=	Director, Technology Services	1	
Cecil	106,778	85,061	135,009	=	Director, Information Technology	1	
Charles	134,439	83,751	134,437	=	Chief of Information Technology	1	Reports to Director of Fiscal & Administrative Services
Dorchester	69,806			=		1	Flat rate salary
Frederick	133,139	121,957	195,132	=	CIO/Director, IIT Division	1	
Garrett	92,757	65,170	100,326	=		1	
Harford	132,741	93,432	156,606	=	Director of Information & Communication Technology	1	APPOINTED
Howard	233,929	136,645	233,929	=	Director of Technology and Communication	1	
Kent	100,556	76,152	121,844	=		1	Contractual
Montgomery	215,120	215,120	215,120	=	Director Department of Technology Services	1	Appointed to position
Prince George's	167,656	110,238	214,476	=	Director, Office of Information Technology & Communications	1	Prince George's County uses the generic Director class. Actual \$155,000.
Queen Anne's							
St. Mary's	138,060			+	Director of IT, Chief Information Officer	1	Contract
Somerset	64,287	64,287	104,409	=		1	
Talbot	92,987	79,301	99,452		Director of Information Technology	1	
Washington	130,062	81,120	126,880	=		1	Exceeds maximum due to longevity
Wicomico	106,982	56,657	113,314		Director of Information Services	1	
Worcester	91,982	78,000	110,000		IT Manager	1	
MNCPPC	134,896	78,833	134,896	=	Finance Manager II	1	
AVERAGE	129,766	95,522	149,473				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

Network Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	108,765	71,638	127,909	=	Systems Analyst	1	
Baltimore City							
Baltimore County							NCC
Calvert	97,261	74,201	110,037	=	Technology Services Infrastructure Manager	1	35/week
Caroline	57,489	55,441	71,286		Information Technology Coordinator	1	
Carroll	89,378	58,365	93,413	=	Network Security Engineer	1	
Cecil	66,885	52,220	82,884	=	Senior Network Administrator	1	
Charles	115,078	71,654	93,366	=		1	
Dorchester	55,169	49,980	77,952	=	IT Network Technician II	1	
Frederick	96,059	67,143	107,428	+	Senior Network Engineer	1	
Garrett	70,487	47,618	73,309	=	Information Systems Engineer	1	
Harford							
Howard	102,737	73,882	126,503	=	Technical Services Manager I	1	
Kent							
Montgomery	140,812	86,926	144,328	=	Technology Expert	9	Actual salary include Longevity and other differentials. Base salary only: 140,171
Prince George's	115,891	71,060	138,253	=	Information Technology Manager I	6	
Queen Anne's	84,370	57,881	92,887	-	Network Engineer	1	
St. Mary's	112,757	74,110	118,477	+	WAN Administrator	1	
Somerset	55,645	51,749	84,045	=	Senior Systems Engineer		
Talbot	54,645	41,837	63,774		System/Network Administrator & System/Network Technician & Communication Technologist	3	
Washington	88,462	69,534	108,742	=	Dep Dir-IS, Software Sup	1	
Wicomico	33,334	31,728	63,456		Data Services Technician	1	
Worcester	64,928	55,000	80,000		IT Specialist II		
MNCPPC	113,206	71,754	125,051	=	IT Systems Manager/Leader	18	
AVERAGE	86,168	61,686	99,155				

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

Systems Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	98,376	71,638	127,909		Systems Analyst	13	
Baltimore City	68,350	64,505	103,208	=	Systems Analyst	2	
Baltimore County	98,301	65,826	102,555	=	Systems Analyst	6	
Calvert	72,827	65,826	84,976	=	Systems Analyst I & II	6	35/week
Caroline	43,251	41,490	55,939		Technology Specialist II	1	
Carroll	80,191	58,365	93,413	=	Senior Programmer Analyst	3	
Cecil	61,553	52,220	82,884		System Analyst	1	
Charles	69,462	56,743	91,222	=	Systems Analyst I	2	
Dorchester							
Frederick							
Garrett							
Harford	93,987	58,854	125,115	=	Programmer Analyst II	5	
Howard	79,639	60,196	102,993	=	Technical Services Specialist III	10	
Kent	67,572	60,474	96,759	=	Network Engineer	2	
Montgomery	119,330	72,772	121,372		Senior IT Specialist	97	Full-performance level. Base salary only: 118,879
Prince George's	59,287	39,568	76,984	=	Systems Analyst II	1	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	78,795	57,881	92,887	=	System Engineer	1	
St. Mary's	90,293	74,110	118,477	=		1	
Somerset	43,268	41,183	67,484				
Talbot							
Washington	70,803	59,634	93,246	=	Software Support Analyst	1	
Wicomico	49,580	36,261	72,521	+	Network Specialist	2	
Worcester							
MNCPPC	75,704	49,941	85,458	=	IT Support Specialist II	15	Certain IT positions are in a special salary range
AVERAGE	74,767	57,236	94,495				

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

Computer Programmer/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	74,939	57,358	102,414		Programmer-Analyst I	4	P-A II is supervisory
Baltimore City	69,303	51,800	63,075	=	Analyst/Programmer II	5	Maximum salary with longevities is \$73,798
Baltimore County		55,848	70,063	=	Programmer Analyst II		Vacant. 35 hour position, maximum salary with longevities \$88,938.
Calvert	64,828	52,562	77,969	=	Network Admin. I	4	35/week
Caroline							
Carroll	59,405	53,540	85,738	=	Programmer Analyst	1	
Cecil							NCC
Charles	90,998	61,325	98,555	=	Systems Analyst II	4	
Dorchester							
Frederick							
Garrett	65,170	47,618	73,309	=	Software Developer	1	
Harford	81,413	53,856	112,261	=	Programmer Analyst I	4	
Howard	70,464	54,361	92,978	=	Technical Services Specialist II	7	
Kent	56,999	53,755	86,007	=	System Administrator	2	
Montgomery	119,330	72,772	121,372		Senior IT Specialist	97	Full-performance level. Base salary only: 118,879
Prince George's		48,096	93,575	=	Information Technology Programming Engineer II		Vacant
Queen Anne's							
St. Mary's	59,010	56,160	89,794	=		2	
Somerset							
Talbot							
Washington							
Wicomico	51,479	43,059	86,119		Sr. Network Engineer	1	
Worcester	48,270	39,208	64,230	=	IT Specialist and IT Technician	4	
MNCPPC	71,825	52,437	89,727	=	Programmer/Analyst II	8	Certain IT positions are in a special salary range
AVERAGE	70,245	53,360	87,949				

* 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.

Help Desk/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	49,387	36,095	68,592	=	Information Technology Support	1	
Anne Arundel	62,606	47,078	80,003		Information System Support Specialist	19	
Baltimore City	44,926	42,131	50,927	=	PC Support Technician II	6	Maximum salary with longevities is \$59,585
Baltimore County	57,349	42,507	53,396		Office Automation Assistant	6	35 hour position, maximum salary with longevities \$66,671.
Calvert	45,368	37,911	65,611	=	Computer Service Tech I & II	4	35/week
Caroline							
Carroll	58,182	49,130	78,645	=	Client Services Analyst	5	Converted to 40 Hours
Cecil	55,016	40,913	64,937	=	Help Desk Analyst	2	
Charles	57,646	44,983	72,406	=	Technology Support Specialist II	2	
Dorchester							
Frederick	63,945	33,998	54,400	=	Client Services Specialist I	1	
Garrett	43,552	31,842	48,991	=	Support Specialist	1	
Harford	57,291	44,778	99,032	=	Computer Systems Engineer II	6	
Howard	67,891	49,013	83,960	=	Technical Services Specialist I	1	
Kent	48,565	44,366	70,541	+	Project Manager	1	
Montgomery	88,475	57,809	95,740		IT Specialist II	15	All Help Desk Analysts are classified as IT Specialist II, no role differentiation. Base salary only: 87,709
Prince George's	69,919	48,096	93,575	=	Information Technology Engineer II	4	Duties for this class are usually performed by contractors.
Queen Anne's							
St. Mary's	48,339	44,886	71,760	=	Help Desk Technician	3	
Somerset							
Talbot							
Washington	52,478	47,341	74,006		Tech. Support Analyst I	1	
Wicomico	33,334	31,728	63,456		Data Services Technician	1	
Worcester	67,288	50,045	81,994	=	Help Desk Coordinator	1	
MNCPPC	59,528	44,054	75,381	=	IT Support Specialist I	10	Certain IT positions are in a special salary range
AVERAGE	56,554	43,435	72,368				

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

GIS Manager/Coordinator

Senior-level GIS work. May supervise other GIS/CAD technicians.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							
Baltimore City							
Baltimore County							
Calvert							
Caroline	40,825	39,665	53,932		GIS & Data Coordinator	1	
Carroll							
Cecil	80,260	66,648	100,746	=	GIS Coordinator	1	
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard							
Kent							
Montgomery							
Prince George's							
Queen Anne's	53,936	50,840	81,589	=	GIS Specialist	1	
St. Mary's	62,587	40,123	80,351	=	GIS Operator/GIS Analyst	2	
Somerset							
Talbot	70,920	62,938	78,930		GIS Manager	1	
Washington							
Wicomico	84,035	43,059	86,119		Chief Technincal Services & Environmental Planning	1	
Worcester				=			
MNCPPC							
AVERAGE	65,427	50,546	80,278				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

GIS Technician/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,511	36,095	68,592	=	Drafter/CADD Operator	1	
Anne Arundel	63,966	49,464	84,056	=	GIS Specialist	17	
Baltimore City	52,456	42,131	50,927		GIS Technician	2	Maximum salary with longevities is \$59,585
Baltimore County	64,245	53,396	66,671	=	Geographic Information Systems Analyst	3	35 hour position. maximum salary with longevities is \$84,990.
Calvert	58,992	48,248	77,969	=	GIS Analyst and GIS Mapping Technician	3	35/week
Caroline							
Carroll	58,677	44,575	71,303		GIS Analyst-Engineering	1	Converted to 40 hours
Cecil							
Charles	64,517	41,620	67,063	=	Database Specialist (CAD or GIS)	2	
Dorchester	39,120	37,235	58,074	=	GIS Technician	1	
Frederick	68,515	51,062	81,699	+	Staff GIS Specialist	4	
Garrett	57,935	44,027	67,778	=	GIS Specialist	1	
Harford	60,783	53,856	112,261	=	GIS Analyst II	1	
Howard		40,206	68,099	=	Engineering Support Technician I		vacant
Kent							
Montgomery	102,924	66,481	110,359		IT Specialist III	48	All CAD/GIS Analysts are classified as IT Specialist III, no role differentiation. Base salary only: 102,418.
Prince George's	74,814	50,091	91,585	=	Engineering Technician IV	3	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's	62,587	40,123	80,351	=	GIS Operator/GIS Analyst	2	
Somerset	59,778	36,481	59,778	=	GIS Technician/Zoning Specialist	1	
Talbot							
Washington	48,464	47,341	74,006	=	GIS Analyst	3	
Wicomico							
Worcester				=			
MNCPPC		34,666	59,319	=	CAD/GIS Technician II		Vacant
AVERAGE	61,768	45,394	74,994				

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

Liaison, Legislative Affairs/Government Affairs/Legislative

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	138,940	91,705	167,827	=	Legislative Liaison Officer	1	Appointed by County Executive
Baltimore City	118,000	73,868	118,085	=	Director, Council Svcs	1	
Baltimore County				=	Director of Governmental Relations	1	Non-graded hourly position
Calvert							
Caroline							
Carroll							
Cecil							NCC
Charles	n/a						
Dorchester	55,254	53,906	84,076		Executive Assistant to County Manager	1	
Frederick							
Garrett							
Harford							
Howard	132,082	81,881	140,102	=	Executive Assistant II	1	
Kent							
Montgomery	212,556	212,556	212,556	=	Director, Office of Intergovernmental Relations	1	Appointed to position
Prince George's		86,375	168,047	=	Legislative Officer, County Council		Vacant
Queen Anne's							
St. Mary's					Does not exist		
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							This is a function of the General Counsel.
AVERAGE	131,366	100,049	148,449				

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

Director, 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	173,618	101,224	177,869	=	Director, Recreation & Parks	1	Appointed by County Executive
Baltimore City	180,035	137,437	226,807	=	Executive Director III	1	
Baltimore County	185,333	185,333	185,333	=	Director of Recreation and Parks	1	Appointed position
Calvert	116,600	102,427	171,440	=	Parks & Recreation Director	1	Contract/35/week
Caroline	104,764	104,764	104,764			1	Contractual
Carroll	109,679	97,136	174,824	=	Director, Recreation & Parks	1	
Cecil	95,920	85,061	135,009	=	Director, Parks & Recreation	1	
Charles	154,606	97,925	157,113	=	Director of Recreation, Parks, & Tourism	1	Contractual appointed position.
Dorchester	65,000			=		1	Flat rate salary
Frederick	126,838	116,258	186,013	=		1	
Garrett							
Harford	117,875	93,432	156,606	=			APPOINTED
Howard	162,107	100,468	171,951	=	Director of Recreation and Parks	1	
Kent	81,240	66,073	105,717	=		1	contractual
Montgomery							NCC
Prince George's							Separate employer
Queen Anne's	129,540	82,415	148,989	+		1	
St. Mary's	127,000			+		1	Contract
Somerset	70,855	69,109	112,239	=		1	
Talbot	75,283	62,938	78,930		Director of Parks and Recreation	1	
Washington	87,755	64,397	100,714	=	Director, Fitness & Recreation	1	
Wicomico	89,301	64,249	128,499		Director of Dept. of Recreation, Parks and Tourism	1	
Worcester	74,264	60,000	91,000	=		1	
MNCPPC	206,579	206,579	206,579	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	120,676	99,854	148,442				

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

Recreation Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	145,481	83,077	148,335	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City	79,800	73,868	118,085	=	Recreation Manager	1	
Baltimore County	83,386	65,826	102,555	=	Chief of Recreation Services	1	
Calvert	82,901	68,068	100,955	=	Recreation Division Chief	1	35/week/contract
Caroline	65,750	52,701	77,986		Program Services Supervisor, Deputy Director	2	
Carroll	69,950	66,560	119,808	=	Bureau Chief Recreation	1	Converted to 40 hours
Cecil	56,118	42,952	68,182	=	Recreation Coordinator	1	
Charles	86,653	61,325	98,555	+	Recreation Services Administrator	1	
Dorchester							
Frederick	86,303	67,143	107,428	=	Superintendent, Recreation	1	
Garrett							
Harford	89,331	72,828	133,934		Chief of Parks & Recreation	1	
Howard	104,824	66,709	114,132	=	Recreation Services Manager	3	
Kent	52,416	51,403	81,730	=	Recreation Supervisor	1	
Montgomery	118,548	75,934	138,790	=	Manager III	6	
Prince George's							Not in County class plan
Queen Anne's	58,101	50,840	81,589			1	
St. Mary's	82,576	64,501	103,106	=	Manager, Grade 10	1	
Somerset							
Talbot	46,759	41,837	57,691			1	
Washington	51,106	51,106	79,914	=	Deputy Director - Recreation & Fitness	1	
Wicomico	60,588	43,059	86,119		Recreation Superintendent	1	
Worcester	56,296	50,000	60,000	=		1	
MNCPPC	69,796	49,941	85,458	=	Recreation/Enterprise Facility Manager II	66	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	77,334	59,984	98,218				

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

Manager of Parks

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	122,129	83,077	148,335	+	Parks Administrator	1	Highest level of Manager for park planning, construction & maintenance
Baltimore City							
Baltimore County		65,826	102,555	=	Chief of Park and Facility Maintenance		Vacant
Calvert	89,235	68,068	100,955	=	Park and Safety Division Chief	1	35/week/contract
Caroline	59,144	52,701	68,271		Parks and Capital Project Coordinator	1	
Carroll	84,698	66,560	119,808	=	Bureau Chief Parks	1	Converted to 40 hours
Cecil	59,031	54,831	87,028		Chief, Park Operations	1	
Charles	70,671	61,325	98,555	=	Park Manager	5	
Dorchester							
Frederick	73,502	67,143	107,428	=	Superintendent, Parks	1	
Garrett							
Harford	72,288	58,854	125,115		Superintendent, Parks & Recreation	2	
Howard	113,819	81,881	140,102	=	Rec and Parks Bureau Chief	2	This falls under two different Bureaus
Kent							
Montgomery							Position held by the Maryland National Capital Park and Planning
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's	78,582	64,501	103,106	=	Manager, Grade 10	1	
Somerset							
Talbot							
Washington	61,214	55,203	86,341	=	Operations Manager	1	
Wicomico	51,479	50,652	101,303		Superintendent of Parks	1	
Worcester	64,003	50,000	70,000	=		1	
MNCPPC	74,490	49,941	85,458	=	Park Manager II	18	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	76,735	62,038	102,957				

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

Groundskeeper and Parks Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	35,510	31,512	55,484	=	Maintenance Worker II	68	Parks division of Rec & Parks - max salary includes 15% longevity 16+ yrs
Baltimore City		30,702	32,371	=	Laborer		Maximum salary with longevities is \$37,874
Baltimore County	44,554	32,524	40,523	=	Property Management Grounds Maintenance Specialist I	9	Maximum salary with longevities is \$53,761.
Calvert	45,400	33,706	49,995	=	Park Maintenance Specialist II	4	35/week
Caroline	37,130	34,859	48,644		Park Maintenance Worker	1	
Carroll	33,729	31,554	50,524	=	Maintenance Specialist	7	
Cecil	33,280	32,052	50,876		Maintenance Worker (P&R)	2	
Charles	44,257	33,074	53,351	=	Grounds Maintenance Worker I & II	7	CDL Required
Dorchester	31,727	26,040	50,239	=	Rec and Parks Maintenance Technician	2	Works in our Recreation and Parks Department - not part of Public Works
Frederick	30,273	29,599	47,358	=	Parks Maintenance Tech I	1	
Garrett							
Harford							*SEE BUILDING MAINTENANCE WORKER ABOVE
Howard	40,522	33,966	49,379	=	Parks Maintenance Worker	38	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	31,272	30,270	46,011		Maintenance Worker (grounds)	5	
Montgomery		31,634	49,816	=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	34,598	30,261	51,818	+	Maintenance Worker I/II	25	Parks & General Services employees
St. Mary's	34,674	27,081	43,306	=		6	
Somerset	23,023	22,180	37,783	=	R&P Grasscutter/Groundskeeper	4	2 Pay Grades
Talbot	39,249	26,006	51,329		Maintenance Worker	4	
Washington	42,624	32,219	50,357	=	Maintenance Worker	4	
Wicomico	30,507	27,875	51,558		Parks Facility Worker III	1	
Worcester	30,118	24,086	45,656	=	Parks Worker II-V	4	
MNCPPC	39,666	31,256	53,484	=	Park/General Maintenance Worker II	180	
AVERAGE	35,901	30,117	48,089				

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

Director, Permits/Inspections/Licenses

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	72,075	47,561	90,380	=	Chief, Land Development Services	1	Zoning & building codes administration & enforcement
Anne Arundel	169,828	101,224	177,869	=	Director, Inspections & Permits	1	Appointed by County Executive
Baltimore City	78,030	60,655	97,277	=	Operations Officer I	1	
Baltimore County	240,764	240,764	240,764	=	Director of Permits, Approvals and Inspections	1	Appointed position
Calvert	95,659	68,068	100,955	-	Inspections & Permit Division Chief	1	35/week
Caroline							
Carroll	72,011	66,560	119,808	-	Bureau Chief, Permits & Inspections	1	
Cecil	63,538	60,451	95,949	=	Chief, Permits & Inspections	1	
Charles	112,417	77,462	124,375	+	Chief of Codes, Permits, & Inspection Services	1	
Dorchester							Director of Planning and Zoning handles permits, inspections, and licenses
Frederick							
Garrett	73,308	65,170	100,326	=		1	
Harford	117,875	93,432	156,606	=	Director of Inspections, Licenses & Permits	1	APPOINTED
Howard	157,331	100,468	171,951	=	Director of Licenses and Permits	1	
Kent							
Montgomery	210,143	210,143	210,143	=	Director, Department of Permitting Services	1	
Prince George's	167,656	110,238	214,476	=	Director, Department of Permitting, Inspections & Enforcement.	1	Prince George's County uses the generic Director class. Actual \$210,000.
Queen Anne's							
St. Mary's					Position does not exist		
Somerset							
Talbot	65,493	62,938	78,930		Permits Manager/Building Officer	1	
Washington	98,862	75,088	117,395		Dir., Plan Review & Permitting	1	
Wicomico							
Worcester	122,876	93,000	125,000	=		1	
MNCPPC							
AVERAGE	119,867	95,826	138,888				

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

Building Inspector

Inspects structures and construction work and secures compliance with building codes and related regulations. Does not include highway construction or capital projects.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	56,481	44,512	78,957	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs.
Baltimore City	62,398	49,651	60,411	=	Construction Building Inspector II	14	Maximum salary with longevities is \$70,681
Baltimore County	48,514	44,629	55,848	+	Code Inspection and Enforcement Officer II	54	35 hour position, maximum salary with longevities is \$70,063.
Calvert	64,546	48,248	71,526	=	Building Inspector	2	35/week
Caroline							
Carroll	50,891	49,130	78,645	=	Building Inspector II	3	Converted to 40 hours
Cecil	47,174	40,913	64,937		Building Inspector 2	1	
Charles	61,071	48,597	78,189	+	Code Inspection & Enforcement Officer	1	Also performs plumbing & electrical inspections.
Dorchester	46,436	40,042	65,421			2	
Frederick	70,651	47,688	76,300	+	Building Inspector 2	2	
Garrett	47,106	31,824	48,991	=		1	
Harford	48,797	44,778	99,032	=	Inspector II	3	
Howard	62,554	49,088	83,346	=	Regulation Inspector II	5	
Kent							
Montgomery	70,771	50,299	83,100	=	Code Enforcement Inspector III	21	Full Performance Level. Base salary only: 69,940.
Prince George's	55,149	41,210	75,691	=	Construction Standards Inspector II	33	
Queen Anne's							
St. Mary's	62,587	40,123	64,147	=	Inspector II	2	1 vacant position
Somerset	34,335	34,335	56,262	=	Building Code Assist./ Field Inspector	1	
Talbot	47,697	46,020	60,522			1	
Washington	48,263	44,998	70,400	=	Building Inspector I/ II	3	Building Inspector II, salary range of \$47,341 to \$74,006 (1) - Building Inspector I \$43,826 to 68,598 - (2) positions
Wicomico	33,619	27,875	63,456			1	
Worcester	54,226	37,336	61,194	=		4	Same as Plans Examiner/Reviewer
MNCPPC	57,743	44,054	75,381	=	Construction Inspector	1	
AVERAGE	53,858	43,112	70,084				

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

Housing Inspector

Inspects and evaluates public and rental housing for compliance with codes and regulations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		30,030	57,065	=	Housing Inspector	1	Vacant
Anne Arundel							No match
Baltimore City	61,791	47,604	57,857	=	Housing Inspector Senior	21	Maximum salary with longevities is \$67,693
Baltimore County	48,514	44,629	55,848	+	Code Inspection and Enforcement Officer II	54	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert							
Caroline							
Carroll	40,872	40,872	65,396		Housing Inspector	1	Converted to 40 hours
Cecil	52,395	38,958	61,859	=	Code Compliance Inspector	2	
Charles	75,660	48,597	78,189	=		1	
Dorchester							
Frederick	71,265	44,541	71,265	=	Inspector 2, Housing	1	
Garrett							
Harford	51,990	40,698	91,190	=	Housing Inspector	1	
Howard	68,478	49,088	83,346	=	Regulation Inspector II	5	
Kent							
Montgomery	94,723	57,802	95,740	=	Housing Code Inspector III	8	Full Performance Level. Base salary only: 93,646.
Prince George's	45,670	39,248	72,147	=	Property Standards Inspector II	37	
Queen Anne's							
St. Mary's					Position does not exist		
Somerset	34,335	34,335	56,262	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester				=			
MNCPPC							
AVERAGE	58,699	43,034	70,514				

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

Plumbing/Electrical Inspector

Ensures compliance with ordinances, codes, and regulations relating to plumbing and electrical installations. Typically requires a masters license.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	56,481	44,512	78,957	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	40,358	34,080	37,543	=	Pipefitter II	2	Maximum salary with longevities is \$43,925
Baltimore County	48,514	44,629	55,848	+	Code Inspection and Enforcement Officer II	54	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	71,526	48,248	71,526	=	Plumbing Inspector	2	35/week
Caroline							
Carroll	55,390	49,130	78,645	=	Plumbing Inspector II	2	Converted to 40 hours
Cecil	63,793	42,952	68,182		HVAC Inspector	1	
Charles	61,071	48,597	78,189	+	Code Inspection & Enforcement Officer	1	Also performs building & electrical inspections.
Dorchester							
Frederick	77,210	51,062	81,699	+	Plumbing Inspector 2	2	
Garrett							
Harford	48,797	44,778	99,032	=	Inspector II	2	
Howard	76,362	49,088	83,346	=	Regulation Inspector II	5	
Kent							
Montgomery	70,771	50,299	83,100	=	Code Enforcement Inspector III	21	Full Performance Level. Base salary only: 69,940.
Prince George's	55,149	42,210	75,691	=	Construction Standards Inspector II	33	
Queen Anne's							
St. Mary's					Position does not exist		
Somerset							
Talbot	53,740	46,020	60,522		Building Inspector / Plumbing & HVAC	1	
Washington	69,160	49,223	76,960	=	Plumbing Inspector I/II	2	Plumbing Inspector II, salary range 51,106 to 79,914 - 1 position; Plumbing Inspector I, salary range 47,341 to 74,006 - 1 position
Wicomico	64,041	36,261	72,521			1	
Worcester	46,935	41,184	67,654	=		2	
MNCPPC							
AVERAGE	59,956	45,142	73,088				

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FY 2019 Salary Survey of MD Counties, Prepared by MACo

Construction Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	56,087	53,040	59,134	=	Inspector	2	Contractual hourly paid on project basis.
Anne Arundel	56,481	44,512	78,957	=		21	Max salary includes 15% longevity 16+ yrs
Baltimore City	53,373	42,131	50,927	=	Public Works Inspector II	47	Maximum salary with longevity is \$59,585
Baltimore County							NCC
Calvert	49,886	48,248	71,526	=	Capital Projects Quality Control Coordinator	1	35/week
Caroline							
Carroll	41,309	40,872	65,396	=	Construction Inspector I	2	
Cecil	53,566	42,952	68,182	=	Construction Inspection Representative	3	
Charles	52,946	48,116	77,415	+		3	
Dorchester							
Frederick	47,554	44,541	71,266	=	Inspector 2	2	
Garrett	49,524	40,704	62,665	-	Project Systems Inspector	1	
Harford	53,488	44,778	99,032	=	Inspector II	7	
Howard	73,669	49,088	83,346	=	Regulation Inspector II	9	
Kent							
Montgomery	88,175	57,802	95,740	=	Permitting and Code Enforcement Inspector III	56	Advanced Level. Base salary only: 87,542.
Prince George's	55,149	42,210	75,691	=	Construction Standards Inspector II	33	
Queen Anne's	53,482	39,224	62,946	=	Construction Inspector II	3	
St. Mary's	56,056	44,886	71,760	+	Inspector III	5	
Somerset	44,350	41,183	67,484	-	Zoning Administrator	1	
Talbot							
Washington	45,843	37,833	59,169	=		4	
Wicomico							
Worcester							
MNCPPC	75,951	49,941	85,458	=	Senior Construction Inspector	7	
AVERAGE	55,938	45,115	72,561				

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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	42,438	30,030	57,065	=		1	
Anne Arundel	55,155	43,139	81,682	=		6	Max salary includes 15% longevity 16+ yrs
Baltimore City	59,587	42,131	50,927	=	Zoning Examiner II	1	Maximum salary with longevity is \$59,585
Baltimore County	48,514	44,629	55,848	+	Code Inspection and Enforcement Officer II	54	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	70,889	52,562	77,969	=	Zoning Code Enforcer	1	35/week
Caroline							
Carroll	44,949	40,872	65,396	=	Zoning Inspector	1	Converted to 40 hours
Cecil	62,886	52,220	82,884		Zoning Administrator	1	
Charles	64,357	48,116	77,415	=	Zoning Technician	3	
Dorchester	34,688	32,211	50,239	=		1	
Frederick	92,978	67,143	107,428	+	Zoning Administrator	1	
Garrett				=			
Harford	60,022	40,698	91,190	=	Zoning Inspector II	2	
Howard	67,059	44,429	75,379	=	Regulation Inspector I	1	
Kent							
Montgomery	79,030	55,176	91,314	=	Highway Inspector II	10	Lead Level. Base salary only: 78,482.
Prince George's	90,080	67,677	131,670	=	Property Standards Code Enforcement Officer	3	
Queen Anne's	39,499	36,761	58,994	+	Nuisance/Zoning Inspector	3	
St. Mary's	62,587	40,123	64,147	=	Inspector II	2	1 vacant position
Somerset	38,847	34,335	56,262	=	Zoning Specialist	1	
Talbot							
Washington	46,240	41,710	65,230	=		1	
Wicomico	63,516	36,261	72,521		Zoning Administrator	1	
Worcester	37,378	33,862	55,494			1	
MNCPPC							
AVERAGE	58,035	44,204	73,453				

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FY 2019 Salary Survey of MD Counties, Prepared by MACo

Code Enforcement Officer

Enforces compliance with municipal or county codes and related regulations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,438	30,030	57,065	=		1	
Anne Arundel	56,481	44,512	78,957	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	50,254	42,131	50,927	=	Code Enforcement Investigator I	8	Maximum salary with longevities is \$59,585
Baltimore County	48,514	44,629	55,848	+	Code Inspection and Enforcement Officer II	54	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	82,901	68,068	100,955	+	Zoning Enforcement Chief	1	35/week
Caroline	41,926	37,957	52,053		Codes Enforcement Officer II	1	
Carroll	61,277	58,365	93,413	=	Deputy Code Official	1	
Cecil							NCC
Charles	58,583	48,116	77,415	=	Code Inspection & Enforcement Officer	1	Code Inspection & Enforcement Officer
Dorchester							
Frederick							
Garrett							
Harford							
Howard	67,501	49,088	83,346	=	Regulation Inspector II	24	
Kent	52,687	39,980	81,730	=		2	1-Chief Inspector & Enforcement Officer, 1- Enforcement Officer
Montgomery	70,771	50,299	83,100	=	Code Enforcement Inspector III	21	Full Performance Level. Base salary only: 69,940.
Prince George's	90,080	67,677	131,670	=	Property Standards Code Enforcement Officer	3	
Queen Anne's							
St. Mary's	55,474	50,253	80,351	=	Zoning Compliance Supervisor	1	
Somerset	48,954	41,183	67,684	=	Code Enforcement Officer/Housing Rehab Spvr.	1	
Talbot	49,503	46,020	63,774		Chief Code Compliance Officer & Code Compliance Officer	2	
Washington							
Wicomico	55,000	36,261	72,521			1	
Worcester				=			
MNCPPC							
AVERAGE	58,272	47,161	76,926				

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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	167,606	101,224	177,869	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	149,430	137,437	226,807	=	Executive Director III	1	
Baltimore County	190,315	190,315	190,315	-	Director of Planning	1	Responsibility for the Office of Planning/appointed position
Calvert	152,712	102,427	171,440	=	Planning & Zoning Director	1	Contract/35/week
Caroline	100,998	100,998	100,998			1	Contractual
Carroll	128,232	97,136	174,824	=	Director, Land & Resource Management	1	
Cecil	119,808	85,061	135,009	=	Director, Land Use & Development	1	
Charles	149,051	97,925	157,113	+	Director, Planning & Growth Management	1	Contractual appointed position.
Dorchester	83,479			=		1	Flat rate salary
Frederick	150,440	119,566	191,305	+	Director, Planning & Permitting	1	
Garrett	65,170	65,170	100,326	=		1	
Harford	117,875	93,432	156,606	=		1	APPOINTED
Howard	162,107	100,468	171,951	=		1	
Kent	87,444	82,872	132,595	=	Director, Planning, Housing and Zoning	1	Contractual
Montgomery							NCC This function is held by the Maryland National Capital Park and Planning Commission and not by Montgomery County Government.
Prince George's	126,364	126,364	126,364	=	Chairman, County Council	1	
Queen Anne's	131,325	75,610	136,687	=		1	
St. Mary's	133,250			+	Director, Land Use & Growth Management	1	Contract
Somerset	90,166	69,109	112,239	=	Director, Dept. Technical & Community Services	1	
Talbot	92,987	79,301	99,452		County Planning Officer	1	
Washington	105,892	75,088	117,395	=		1	
Wicomico	105,481	64,249	128,499		Director of Dept. of Planning, Zoning and Community Development	1	
Worcester	129,097	80,000	135,000				Same as Director of Permits, Inspections, etc.
MNCPPC	186,500	186,500	186,500	=	Director of Planning	2	Both positions are appointed.
AVERAGE	127,206	101,441	149,014				

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Assistant/Deputy Director, Planning/Zoning

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	113,938	83,077	148,335	=	Assistant Planning & Zoning Officer	2	Classified position
Baltimore City	110,621	90,619	149,401	=	Operations Manager II	2	
Baltimore County				-	Deputy Director of Planning	1	Hourly position
Calvert	111,320	80,881	119,956	=	Planning & Zoning Deputy Director	2	35/week/1 position Contract
Caroline	64,241	61,532	77,986		Assistant Planning/Codes Director	2	
Carroll							
Cecil	88,232	60,451	95,949	=	Chief (Planning & Zoning)	1	
Charles	119,976	83,751	134,437	=	Planning Director	1	Reports to Director of Planning & Growth Management
Dorchester	63,979	49,980	77,952	=		1	
Frederick	159,958	101,335	162,137		Deputy Director, Planning Permitting Division	1	
Garrett	55,709	47,618	73,309	=		1	
Harford	108,848	82,620	139,862	=		1	APPOINTED
Howard	122,757	81,881	140,102	=		2	
Kent							
Montgomery	160,454	88,388	160,454	=	Manager II	1	
Prince George's	123,356	123,356	123,356	=	Vice Chairman, County Council	1	
Queen Anne's							
St. Mary's	88,088	74,110	118,477	+	Deputy Director, Land Use & Growth Management	1	
Somerset	55,630	55,630	90,348	=		1	
Talbot	85,160	70,490	88,402		Assistant Planning Officer	1	
Washington	71,385	64,397	100,714	=		1	
Wicomico	79,712	50,652	101,303			1	
Worcester	88,230	65,000	100,000		Deputy Director DRP		
MNCPPC	163,623	95,620	163,624	=	Deputy Planning Director	1	
AVERAGE	101,761	75,569	118,305				

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Intermediate Planner

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,706	39,572	75,198	=	Planner II	1	
Anne Arundel	69,360	57,358	102,414		Planner II	17	
Baltimore City	70,619	64,505	103,208	=	City Planner II	27	
Baltimore County	65,325	48,898	60,906	=	Planner II	15	35 hour position, maximum salary with longevities is \$77,090. 35/week
Calvert	55,049	52,562	77,969	+	Planner II	3	
Caroline	52,770	41,957	62,831		Long Range & Agricultural Planner, Development Review Coordinator	3	
Carroll	45,448	44,575	71,303	=	Comprehensive Planner I	1	Converted to 40 hours
Cecil	40,913	40,913	64,937	=	Planner I	1	
Charles	82,924	61,325	106,489	=	Planner III, IV	11	
Dorchester	39,120	37,235	58,074	=	Environmental Planner	1	
Frederick	54,481	47,688	76,301	=	Planner I	4	
Garrett							
Harford	63,011	48,348	105,230	=	Planner II	3	
Howard	72,372	54,361	92,978	=	Planning Specialist II	15	
Kent	52,054	51,403	81,730	=		2	2 planners: 1-environmental, 1-vacant Community, Includes the average of FTE salaries.
Montgomery	83,194	52,684	87,107	=	Planning Specialist II	2	
Prince George's	63,238	47,706	87,353	=	Planner II	4	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's	56,056	35,900	89,794	=	Planner II, III, IV	11	5 vacant
Somerset							
Talbot	49,193	38,207	63,774		Senior Planner & Environmental Planner & Planner I	3	
Washington	74,589	51,106	79,914		Sr. Planner	1	
Wicomico		31,728	63,456		Planner II	vacant	
Worcester	56,742	36,412	60,000	=		1	
MNCPPC	73,586	49,941	85,458	=	Senior Planner	52	
AVERAGE	60,274	47,017	79,837				

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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	52,000	52,000	52,000	=	Plans Examiner/Building Inspector	1	Contractual hourly paid on project basis. Salary annualized.
Anne Arundel	70,088	57,358	102,414	=	Engineer II	8	Planning & Zoning
Baltimore City	80,132	68,562	109,554	=	Engineer II	47	
Baltimore County	63,889	51,029	63,432	=	Engineer II	5	35 hour position, maximum salary with longevities is \$81,041.
Calvert	68,669	48,248	71,526	=	Plans Examiner	1	35/week
Caroline							
Carroll	53,540	53,540	85,738	=	Plans Reviewer-Engineering	1	
Cecil	42,952	42,952	68,182		Plans Reviewer I	1	
Charles	75,936	60,718	105,435	+	Engineer II & III; Planning Technician	10	
Dorchester							
Frederick	69,582	51,061	81,698		Building Plans Reviewer I	1	
Garrett							
Harford	60,783	53,856	112,261	=	Plans Reviewer II	1	
Howard	86,178	60,196	102,993	=	Engineering Specialist I	4	
Kent							
Montgomery	86,915	57,802	95,740	=	Planning Specialist III	22	Averages use FTE salaries. Base salary only: 86,336.
Prince George's		43,271	79,382	=	Plans Examiner II		Vacant
Queen Anne's							
St. Mary's		64,501	103,106	=	Senior Planner	1	1 vacant position
Somerset	36,481	36,481	59,778	-	Planner I	1	
Talbot							
Washington	54,380	52,540	82,160	=		2	
Wicomico	70,066	43,059	86,119		Planner III - Long Range	2	
Worcester	54,226	37,336	61,194	=		4	Same as Building Inspector
MNCPPC							
AVERAGE	64,114	51,917	84,595				

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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	121,649	75,321	143,132	=		1	
Anne Arundel	198,759	114,386	200,990	=		1	Appointed by County Executive
Baltimore City	188,000	188,000	188,000	=	Director, Public Works	1	
Baltimore County	207,617	207,617	207,617	=	Director of Public Works	1	Appointed position
Calvert	170,492	102,427	171,440	=	Public Works Director	1	Contract/35/week
Caroline	89,442	89,442	89,442			1	Contractual
Carroll	104,708	97,136	174,824	=	Director of Public Works	1	
Cecil	122,511	93,780	148,848	=		1	
Charles	151,893	97,925	157,113	+		1	Contractual appointed position
Dorchester	90,000			=		1	Flat rate salary
Frederick	149,119	121,957	195,132	=		1	
Garrett	100,326	65,170	100,326	=		1	
Harford	159,290	107,814	172,464	=		1	APPOINTED - DOES NOT MANAGE REFUSE COLLECTION & DISPOSAL
Howard	211,182	123,320	211,183	=		1	
Kent				=			vacant
Montgomery							NCC
Prince George's	167,656	110,238	214,476	=	Director, Department of Public Works & Transportation.	1	Duties listed are covered by two agencies, ex: refuse collections falls under the Department of Environmental Resources. Actual \$156,000. DPWT Director Actual \$173,916.
Queen Anne's	146,782	82,415	148,989	=		1	
St. Mary's	148,625			+	Director, Public Works & Transportation	1	Contract
Somerset	90,945	85,854	139,435	=		1	
Talbot	108,259	89,611	112,380		County Engineer	1	
Washington	122,595	81,120	126,880	=		1	
Wicomico	91,800	64,249	128,499			1	
Worcester	152,561	105,000	155,000	=		1	
MNCPCC							
AVERAGE	140,646	105,139	159,308				

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Assistant/Deputy Director, Public Works

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		68,704	130,558	=	Deputy Director, Public Works		Vacant
Anne Arundel	158,300	91,705	167,827	=	Deputy Director, Public Works & Assistant Director, Public Works	5	Classified positions - 4 Deputy Directors and 1 Assistant Director - same pay range
Baltimore City	183,300	113,196	186,856	=	Operations Director II	1	
Baltimore County		88,467	137,824	=	Deputy Director of Public Works		Vacant
Calvert	105,478	80,881	119,956	=	Enterprise Fund Operations Deputy Director & Deputy Director of Engineering and Highways	2	Contract/35/week
Caroline							
Carroll	85,010	73,404	132,122	=		3	One Deputy oversees operations of the Bureaus of Airport Operations, Building Construction, and Solid Waste. A second Deputy oversees Facilities, Permits and Utilities, while the third Deputy oversees the Bureaus of Engineering, Fleet, and Roads.
Cecil	105,370	73,479	116,626	=	Deputy Director, Public Works	1	
Charles	120,794	90,558	145,326	=	Assistant Director	2	Both positions report to the Director of Public Works
Dorchester							
Frederick							
Garrett							
Harford	125,281	82,620	139,862	=	Deputy Director	2	APPOINTED
Howard	143,963	100,468	171,951	=		1	
Kent							
Montgomery							NCC
Prince George's	146,778	95,228	185,273	=	Deputy Director, Department of Public Works & Transportation.	1	Prince George's County uses the generic Deputy Director class. Actual \$141,440.
Queen Anne's							
St. Mary's	120,411	85,218	136,240		Deputy Director, Public Works & Transportation	2	1 vacant
Somerset							
Talbot	83,482	70,490	88,402		Assistant County Engineer	1	
Washington	85,467	69,534	108,742		Deputy Dir. Public Works, Parks & Facilities	1	
Wicomico	68,340	56,657	113,314			1	
Worcester	133,228	95,000	135,000	=		1	
MNCPPC							
AVERAGE	118,943	83,476	138,492				

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Superintendent (Other)

Manages a public works program area

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany	65,430	47,561	90,380	+	Building Maintenance Superintendent	1	Supervises all building and non-automotive/heavy equipment maintenance
Anne Arundel					Multiple		AA County has multiple titles for Roads, Utilities, solid waste
Baltimore City							City has several superintendents at different salary grades
Baltimore County	79,293	58,487	91,119	=	Utilities Superintendent/Solid Waste Superintendent	4	1M salary range is from 1-15 years
Calvert	69,742	57,275	84,976	=	Water & Sewer Infra Superintendent	1	35/week
Caroline	69,977	61,532	85,707		Roads Superintendent & Facilities Superintendent	2	
Carroll							
Cecil							
Charles	77,854	51,989	83,611	+	Operations Mgr.; Project Mgr.	4	
Dorchester							
Frederick							
Garrett	70,933	55,710	85,760	+	Division Chief	3	
Harford	84,174	65,586	129,629	=	Superintendent	4	
Howard	98,997	66,709	114,132	=	Operations Superintendent	11	
Kent	85,340	60,474	96,759	=	Superintendent-Water & WW	1	This salary reflects current "acting Deputy Director" status
Montgomery	70,658	43,866	72,189	=	Urban District Public Service and Maintenance Team Supervisor	4	Base salary only: 70,092
Prince George's	140,886	86,375	168,047	=	Associate Director	4	DPWT Only
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	110,573	81,120	126,880	-	Dir. of Environmental Mgmt	1	Does not oversee Highways
Wicomico							
Worcester	80,890	70,000	85,000	=		2	
MNCPPC							
AVERAGE	84,981	62,053	101,091				

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

Roads Superintendent

Manages a county roads function.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							
Baltimore City							
Baltimore County							
Calvert							
Caroline	69,977	61,532	85,707		Roads Superintendent & Facilities Superintendent	2	
Carroll	75,006	66,560	119,808	=	Bureau Chief Roads	1	
Cecil	87,782	63,474	100,746	=	Chief, Roads	1	
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard							
Kent							
Montgomery							
Prince George's							
Queen Anne's	85,310	54,247	87,055		Roads Superintendent	1	
St. Mary's					Position does not exist		
Somerset	67,363	51,749	84,045	-	Assist. Superintendent, Co. Rds. Dept.	1	
Talbot	75,572	62,938	78,930		Roads Superintendent & Facilities Manager	2	County Roads Department only & County Buildings
Washington							
Wicomico							
Worcester	80,890	70,000	85,000	=		2	
MNCPPC							
AVERAGE	77,414	61,500	91,613				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

Supervisor (First Line)

Supervises one crew involved in construction, sanitation, maintenance, and/or other public works activity.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	43,570	30,030	62,565	=	Utilities Foreman & Roads Foreman	6	Covers two grades
Anne Arundel					Multiple		AA County has multiple titles for first level Supervisors
Baltimore City	36,633	32,272	34,578	=	Laborer Crew Leader I	35	Maximum salary with longevities is \$40,456
Baltimore County	58,367	42,507	53,396	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	59	Maximum salary with longevities is \$66,671.
Calvert	56,486	39,291	58,261	=	Highway Maintenance Crew Leader I	4	40/week
Caroline	45,166	39,665	53,932		Crew leader -Highway Marking Specialist	5	Weed Control
Carroll	50,512	44,575	71,303	=	Foreman	11	
Cecil	42,697	38,958	61,859	=	Crew Leader	4	
Charles	60,788	44,938	72,406	+	Supervisor; Supervisor I & II	31	
Dorchester							
Frederick	60,912	47,688	76,300	=	Foreman	2	
Garrett	47,339	34,950	53,252	=	Foreman	8	
Harford	52,385	44,778	99,032	=	Crew Chief	12	
Howard	65,093	50,544	83,970	=	Operations Supervisor I	19	
Kent							
Montgomery	72,257	45,877	75,653	=	Work Force Leader II	28	Base salary only: 71,501.
Prince George's	63,130	39,248	72,147	=	Crew Supervisor I	9	Vacant
Queen Anne's	57,815	44,656	71,664	=	Maintenance Supervisor	10	
St. Mary's	71,760	44,886	71,760	=	Supervisor II	1	1
Somerset	44,448	36,481	59,778	=	Crew Leader, Rds. Dept.	1	
Talbot	47,439	35,052	55,239		Lead Road Forman & Road Foreman	4	County Roads Department only
Washington	40,227	37,565	58,718	=	Lead Construction Spec.	1	
Wicomico	38,513	23,456	43,399		Crew Leader I	7	
Worcester	65,605	50,000	70,000	=		3	
MNCPPC	55,975	38,899	66,562	=	Park/General Maintenance Leader	64	
AVERAGE	53,505	40,287	64,808				

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

Supervisor (Second Line)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	49,937	32,924	68,592	=	Building Supervisor II	1	
Anne Arundel					Multiple		AA County has multiple titles for second level Supervisors
Baltimore City	39,957	34,080	37,543	=	Laborer Crew Leader II	40	Maximum salary with longevities is \$43,925
Baltimore County	72,406	48,898	60,906	=	Utilities Supervisor I/Landfill Supervisor	6	Maximum salary with longevities is \$77,090.
Calvert	66,217	47,736	70,845	=	Highway Maint. Supervisor	2	40/week
Caroline							
Carroll	66,335	53,540	85,738	=	Area Roads Chief	5	
Cecil	44,054.00	42,952.00	68,182.00	=	Supervisor (Roads)	1	
Charles	79,180	61,325	98,555	+	Superintendent	18	
Dorchester							
Frederick	83,954	58,548	93,677		Main Sect Spvr	2	
Garrett	57,508	47,618	73,309	=	Assistant Division Chief	5	
Harford	62,606	53,856	112,261	=	Maintenance Supervisor	7	
Howard	78,059	55,994	95,955	=	Operations Supervisor II	23	
Kent							
Montgomery	76,553	52,684	87,107	=	Work Force Leader IV	9	Base salary only: 76,166.
Prince George's	74,180	43,271	79,382	=	Crew Supervisor II	8	
Queen Anne's							
St. Mary's	95,742	64,501	103,106	=	Manager II, Grade 10	1	
Somerset	61,965	38,761	63,514	=	Supervisor, Road Maint.	1	
Talbot	55,115	41,837	57,691		Roads Supervisor & Chief Roads Supervisor	2	County Roads Department only
Washington	70,231	51,106	79,914	=	Section Supervisor	6	
Wicomico	46,197	31,728	63,456		Crew Leader II	5	
Worcester							
MNCPPC	90,681	56,559	96,970	=	Trade Shop Supervisor II	9	
AVERAGE	66,888	48,311	78,774				

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

County Engineer/Chief of Engineering

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany	92,126	62,666	119,084	=	County Engineer	1	
Anne Arundel	158,300	91,705	167,827	=	Deputy Director, Public Works	1	
Baltimore City	94,597	80,735	129,114		Engineer Supervisor PE	15	
Baltimore County	129,913	83,386	129,913	=	Chief, Bureau of Engineering and Construction	1	
Calvert	90,363	74,201	110,037	-	Engineering Division Chief	1	35/week/contract
Caroline							
Carroll	116,584	65,583	118,040	=	Bureau Chief Engineering	1	Converted to 40 hours
Cecil	96,779	69,980	111,072	=	Chief, Engineering & Construction Chief, Development Services	2	
Charles	127,578	83,751	109,094	=	Chief of Capital Services	1	PE not required
Dorchester							
Frederick	93,499	77,008	123,213	=	Engineering Manager	1	
Garrett	85,760	65,170	100,326	=		1	
Harford	133,469	72,828	133,934	=	Chief, Engineering Division	1	
Howard	150,529	100,468	171,951	=	Engineering Manager II	5	
Kent	94,525	66,073	105,717	=		1	Also oversees Building and Grounds Maintenance Division
Montgomery	185,000	185,000	185,000	-	Deputy Director, Transportation	1	Appointed Position
Prince George's	132,623	82,262	160,046	-	Engineer V	14	PE certification is not required but desirable
Queen Anne's	110,000	69,367	125,401	=	Chief of Engineering	1	
St. Mary's	120,411	85,218	136,240	=	Senior Project Manager	1	
Somerset	70,856	69,109	112,239	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	113,422	75,088	117,395	=	Director of Engineering	1	
Wicomico					Chief Civil Engineer		
Worcester	116,516	75,000	125,000			1	
MNCPPC	114,726	65,829	114,726	=	Engineering Supervisor	2	
AVERAGE	115,599	80,973	128,827				

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

Engineer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		43,382	82,438	=	Engineer II		Vacant, EIT certification required at minimum.
Anne Arundel	70,088	57,358	102,414		Engineer II	8	
Baltimore City	80,132	68,562	109,554	=	Engineer II	47	
Baltimore County	63,889	51,029	63,432	=	Engineer II	5	35 hour position, maximum salary with longevities is \$81,041.
Calvert	83,239	68,068	100,955	=	Project Engineer II	7	35/week
Caroline							
Carroll	70,471	53,540	85,738	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil	91,023	63,474	100,746		Civil Engineer III	2	
Charles	71,454	61,325	98,555	+	Project Manager II	4	
Dorchester	82,299	62,783	87,827	=		1	
Frederick	89,673	62,697	100,316	=	Engineer II	4	
Garrett	67,778	47,618	73,309	=		3	
Harford	75,519	48,348	105,230	=	Civil Engineer II	2	
Howard	99,161	66,709	114,132	=	Engineering Specialist II	12	
Kent							
Montgomery	86,502	55,176	91,314	=	Engineer II	3	Actual salary include Longevity & other differentials. Base salary only: 84,676
Prince George's	71,816	61,385	119,428	=	Engineer II	19	
Queen Anne's							
St. Mary's	79,810	64,501	118,477	=	Engineer II, III	2	
Somerset							
Talbot	53,447	50,853	63,774		Project Manager	1	
Washington	61,020	59,634	93,246	=	Civil and Structural	3	
Wicomico	56,100	43,059	86,119		Civil Engineer II	1	
Worcester				=			
MNCPPC	75,979	49,941	85,458	=	Engineering Designer II	2	
AVERAGE	75,232	56,972	94,123				

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FY 2019 Salary Survey of MD Counties, Prepared by MACo

Engineering Technician/Associate

Performs intermediate level paraprofessional engineering work conducted in the field or office, including engineering studies, designs, surveying, drawing, tracing, and computational work for public works projects. This position does not include GIS.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,636	30,030	68,592	=	Engineering Technician III	3	
Anne Arundel					No Match		AA County has multiple titles (Survey Technician, GIS Technician, GIS Specialist, Management Assistant, etc.)
Baltimore City	59,493	45,660	55,436	=	Engineering Associate II	16	Maximum salary with longevities is \$64,860
Baltimore County	56,809	42,507	53,396	=	Engineering Associate II	12	35 hour position, maximum salary with longevities \$66,671.
Calvert	68,050	57,275	84,976	=	Project Engineer I	1	35/wk
Caroline							
Carroll	49,899	40,872	65,396	=	Engineering Technician II	1	Converted to 40 hours
Cecil	82,560	57,573	91,380		Civil Engineer 2	2	
Charles	72,388	61,325	98,555	+	Engineer II	4	
Dorchester							
Frederick	51,610	47,688	76,300	=	Engineering Tech II	2	
Garrett	53,252	34,950	53,252			1	
Harford	55,483	38,046	86,198	=	Engineering Associate II	6	
Howard	56,555	40,206	68,099	=	Engineering Support Technician I	3	
Kent							
Montgomery	68,294	45,877	75,653	=	Engineer Technician II	4	
Prince George's	50,231	42,210	75,691	=	Engineering Technician II	15	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's		44,886	71,760	+			1 vacant position
Somerset							
Talbot							
Washington	54,565	43,826	68,598	=		3	
Wicomico							
Worcester							
MNCPPC		44,054	75,381	-	Senior Engineering Technician		Vacant
AVERAGE	59,273	44,812	73,041				

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

Solid Waste and Recycling Manager

Manages the technical, administrative, promotional, educational, and planning components for all recycling and solid waste (landfill) management. May perform supervisory duties.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	158,300	91,705	167,827	=	Deputy Director, Public Works	1	
Baltimore City	150,000	96,133	158,557	=	Operations Mgr III	1	
Baltimore County				=	Chief of Solid Waste Management	1	Non-graded position
Calvert	87,087	68,068	100,955	=	Solid Waste Division Chief	1	35/week
Caroline							
Carroll	75,608	65,583	118,040	=	Bureau Chief Solid Waste	1	
Cecil	86,161	63,474	100,746	=	Chief, Solid Waste	1	
Charles	109,000	83,751	134,437	+	Chief of Environmental Resources	1	
Dorchester	63,979	49,980	77,952			1	
Frederick	109,767	82,477	131,963	=	Dept Head, SWM	1	
Garrett	60,253	47,618	73,309	=	Manager, Department of Solid Waste and Recycling	1	
Harford							
Howard							
Kent	84,148	66,073	105,717	=	Deputy Director-Environmental Operations	1	
Montgomery				=	Chief, Division of Solid Waste Services	1	vacant
Prince George's	148,943	86,375	168,047	=	Associate Director, Department of Environmental Resources	1	Prince George's County uses the generic Associate Director class. Average listed is for Associate Directors in the Department of the Environment only. Actual \$142,598.
Queen Anne's							
St. Mary's	63,544	56,160	89,794	=	Manager I, Grade 9	1	
Somerset	52,129	38,761	63,514	-	Sanitary Landfill Superintendent	1	
Talbot	73,210	62,938	88,402		Environmental Manager & Civil/Environmental Engineer	2	
Washington	108,742	69,534	108,742	=	Deputy Dir., Solid Waste & Watershed	1	
Wicomico	50,123	43,059	86,119		Superintendent SW	1	
Worcester	75,919	60,000	85,000	=			
MNCPPC							
AVERAGE	91,583	66,570	109,360				

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

Recycling Manager

Performs administrative and supervisory functions related to the development, implementation, and coordination of the County's recycling program.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,497	36,095	68,592	=	Planner I	1	
Anne Arundel	115,371	71,638	127,909	=	Solid Waste Recycling Manager	1	
Baltimore City	82,620	64,505	103,208	=	Recycling Coordinator	1	
Baltimore County	91,119	58,487	91,119	=	Recycling and Waste Prevention Manager	1	
Calvert	77,241	57,275	84,976	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	60,133	49,130	78,645	=		1	
Cecil	46,259	42,952	68,182	-	Recycling Program Manager	1	Does not have supervisory functions
Charles	68,520	61,325	98,555	=	Recycling/Litter Control Superintendent	1	
Dorchester							
Frederick	57,164	54,676	87,482	-		1	
Garrett	41,877	31,824	48,991	=		1	
Harford							
Howard	101,360	66,709	114,132	=	Senior Administrative Analyst	1	
Kent							
Montgomery	138,790	75,934	138,790	=	Manager III	1	
Prince George's		71,060	138,253	=	Administrative Specialist I		Prince George's County uses the generic Administrative Specialist class. Vacant.
Queen Anne's	71,299	54,247	87,055		Recycling & Refuse Mgr	1	
St. Mary's					Position does not exist		
Somerset							
Talbot	61,435	50,853	63,774		CAD Operator/Recycling	1	
Washington	59,134	55,203	86,341	=	Recycling/Operations Coordinator	1	
Wicomico	31,370	27,875	51,558		Recycling Coordinator	1	
Worcester	47,500	45,000	75,000	=		1	
MNCPPC							
AVERAGE	69,864	54,155	89,587				

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

Electrician II

Performs master level electrical work. Master Electrician License.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany		32,924	62,565	=	Building Maintenance Worker IV		Vacant
Anne Arundel					No Match		Minor electrical work performed by Facilities Maintenance Mech II who may not possess Master Electrician License
Baltimore City		43,855	53,134	=	Electrical Supervisor Licensed	Vacant	Maximum salary with longevities is \$62,167
Baltimore County	58,677	44,341	57,391	=	Electrician II	11	Maximum salary with longevities is 75,466.
Calvert	59,651	44,244	65,611	+	Master Electrician	2	35/week/1 vacant
Caroline							
Carroll	49,847	40,872	65,396	-	Electrician II	2	not master level
Cecil							NCC
Charles	58,806	41,230	66,399	=		4	
Dorchester							
Frederick	49,167	41,602	66,564	+	Maintenance Tech 3	7	
Garrett							
Harford	69,380	48,348	105,230	=	Sr Electrician W&S Operations	1	WATER & SEWER PLANT OPERATIONS
Howard	67,954	45,594	69,826	=	Electrician	6	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	78,990	48,039	79,285	=	Electrician II	5	Base salary only: 78,039.
Prince George's	62,601	33,904	62,601	-	Electrician III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	59,330	45,050	70,460			1	
Wicomico	40,800	31,728	63,456		Building Maintenance Technician III	1	
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	70,191	44,054	75,381	=	Lead Electrician	2	
AVERAGE	60,450	41,842	68,807				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

Electrician I

Performs journeyman level electrical work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,681	30,030	57,065	+	Building Maintenance Worker III	2	
Anne Arundel	48,347	38,438	68,078	=	Facilities Maintenance Mechanic II	22	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	40,506	37,110	41,500	=	Electrical Mechanic II	7	Maximum salary with longevities is \$48,555
Baltimore County	46,613	37,022	46,418	-	Electrician I	11	Works under the guidance of an Electrician II. Maximum salary with longevities is \$62,099.
Calvert							
Caroline							
Carroll	38,626	37,503	60,029	=		1	
Cecil							NCC
Charles	47,449	38,175	61,510	=		3	Average lower than last year due to turnover
Dorchester							
Frederick	42,968	38,860	62,176	+	Maintenance Tech 2	8	
Garrett							
Harford	57,162	44,778	99,032		Electrician W&S Operations	1	WATER & SEWER PLANT OPERATIONS
Howard							
Kent	56,010	39,980	63,169	=	Assistant Electrician	1	
Montgomery	67,365	45,877	75,653	=	Electrician I	4	
Prince George's		32,289	59,697	-	Electrician II		Vacant
Queen Anne's							
St. Mary's	37,128	29,723	47,528	=	Maintenance Mechanic	7	2 vacant positions
Somerset							
Talbot							
Washington	47,890	41,710	65,230	=		2	
Wicomico							
Worcester							We have Building Maintenance Mechanics I-IV and pay id determined by skill, license, certification, and experience
MNCPPC	50,178	34,683	59,348	=	Electrician	4	
AVERAGE	47,533	37,584	61,888				

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

Plumber II

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	57,898	32,924	62,565	=	Building Maintenance Worker IV	1	
Anne Arundel					No Match		Minor plumbing work performed by Facilities Maintenance Mech II who may not possess Master Plumbers License
Baltimore City							
Baltimore County	57,221	44,341	57,391	=	Plumber II	3	Maximum salary with longevities is \$75,466.
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	60,272	41,230	66,399	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	49,167	41,602	66,564	=	Maintenance Tech 3	7	
Garrett							
Harford							
Howard	62,684	45,594	69,826	=	Plumber	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	77,260	48,039	79,285	=	Plumber II	4	Base salary only: 76,666.
Prince George's	93,567	53,026	103,167	-	Master Plumber	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	75,381	44,054	75,381	=	Lead Plumber	1	
AVERAGE	66,681	43,851	72,572				

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

Plumber I

Performs journeyman level plumbing work. Non-licensed.

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

* 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.

Utilities Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,052	24,989	57,065	=	Utilities Worker I & II	17	Covers two pay grades.
Anne Arundel	33,467	33,093	58,718	=	Utilities Support Worker I	5	Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	36,513	32,227	33,441	=	Utilities Installer and Repairer II	13	Maximum salary with longevity is \$39,126
Baltimore County	47,070	35,452	44,341	=	Masonry Mechanic	3	Maximum salary with longevity is \$59,150.
Calvert	44,827	36,509	54,090	=	Water & Sewer Mechanical Maintenance Technician	2	35/week
Caroline	36,087	33,454	47,099		Utilities & Spraying Program Operator	1	
Carroll	31,803	31,554	50,524	=	Apprentice Operator I	6	Water/Wastewater are same grade both classes reported here
Cecil							NCC
Charles	42,001	32,747	52,823	=	Line Maintenance Worker	9	
Dorchester							
Frederick	42,901	36,300	58,080		Utility Systems Maint Tech II	4	
Garrett	32,491	28,388	45,792	=		10	
Harford	42,368	35,088	81,290	=	Utility Worker I (Hwys)	2	W/S Utility Worker I min-\$30,090/max-\$69,142; 6 employees; \$32,463.25(avg)
Howard	33,322	31,221	42,557	=	Utility Worker I	8	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	40,759	31,634	49,816	=	Public Service Worker II	24	Base salary only: 40,573.
Prince George's	31,342	27,915	47,156	=	Laborer II	20	
Queen Anne's	34,444	32,289	51,818	=		13	
St. Mary's							
Somerset							
Talbot							
Washington	29,827	29,827	46,675	=	Utilities Worker II	1	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	37,330	32,043	51,330				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

Treatment Plant Operator (Collection/Treatment) Licensed

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,904	32,924	75,198	=	Plant Operator I & II	3	Covers two pay grades.
Anne Arundel	63,517	51,293	78,832	=	Water/Wastewater Systems Technician II	49	Max salary includes 15% longevity 16+ yrs
Baltimore City	46,062	38,339	43,088	=	Water Treatment Technician II	10	Maximum salary with longevity is \$50,413
Baltimore County	42,390	38,646	48,860	=	Treatment Plant Operator I	1	Maximum salary with longevity is \$65,196.
Calvert	43,434	36,509	54,090	+	Water & Sewer Plant Operator	4	35/week
Caroline							
Carroll	40,079	37,503	60,029	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	8	Water/Wastewater are same grade both classes reported here
Cecil	40,955	38,958	61,859		Operator I	114	
Charles	42,404	38,175	61,510	=	Environmental Operator Trainee & I	20	
Dorchester							
Frederick	48,773	47,688	76,300	+	Water Treatment Plant Op 3	2	
Garrett	36,998	26,287	42,401	=		10	
Harford	51,770	38,046	86,198	=	Plant Operator (W or WW)	18	
Howard	44,429	37,502	57,221	=	Plant Operator II	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	50,874	39,980	81,730	=	Plant Operator I, II & III	7	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's	48,860	39,224	62,946	=	Utility Tech II	3	
St. Mary's							
Somerset							
Talbot	39,655	32,306	57,691		Collection Sys Operator, Collection Sys Supervisor, WWTP Operator, WWTP Supervisor, Environmental System Operator	7	
Washington	48,751	43,826	68,598	=	Senior Plant Operator	11	
Wicomico							
Worcester	51,152	29,245	61,194	=		16	
MNCPPC							
AVERAGE	46,177	38,027	63,397				

* 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.

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	42,683	37,939	51,064	=	Water/Wastewater Systems Technician I	13	Max salary includes 15% longevity 16+ yrs
Baltimore City	35,753	34,993	38,892	=	Operations Technician Apprentice	71	Maximum salary with longevity is \$45,504
Baltimore County		32,631	40,518	=	Treatment Plant Operator Trainee		receive certification within 3 years. Maximum salary w/longevity is \$53,768.
Calvert	33,453	31,213	46,246	=	Water & Sewer Trainee	10	35/week
Caroline							
Carroll	38,064	34,424	55,058	=	Apprentice Operator II	2	Water/Wastewater are same grade both classes reported here.
Cecil	35,335	32,052	50,876	=	Operator Trainee	5	
Charles	32,747	32,747	52,823	=	Environmental Operator Trainee	3	Different numbers from last year due to a re-org.
Dorchester							
Frederick	34,738	31,060	49,695	=	Water/Wastewater Trainee	7	
Garrett							
Harford	33,824	31,824	72,182	=	Plant Operator Trainee I (W or WW)	1	Plant Operator Tr II = min-\$35,088/max-\$81,290; 3 employees; \$37,486 (avg)
Howard	37,383	33,966	49,379	=	Plant Operator I	8	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS
Kent	36,082	33,103	51,310	=	Utility Technician	1	AND \$3,640 AT 20 YRS
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	37,565	37,565	58,718	=	Plant Operator	1	
Wicomico							
Worcester	31,299	27,872	45,656		Plant Operator Trainee	2	
MNCPPC							
AVERAGE	35,744	33,184	50,955				

* 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.

Building Maintenance Worker I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	28,667	24,989	47,486	=	Building Maintenance Worker II	4	
Anne Arundel	38,207	34,840	61,693	=	Facilities Maintenance Mechanic I	14	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5% Maximum salary with longevities is \$43,925 Maximum salary with longevities is \$65,196. 35/week
Baltimore City	38,209	34,080	37,543	=	Building Repairer	20	
Baltimore County	48,693	38,656	48,860	=	Buildings Maintenance Mechanic II	9	
Calvert	35,654	28,865	42,734	=	Buildings & Ground Maintenance Worker I	6	
Caroline	34,218	30,900	50,293		Maintenance Repairer & Building Maintenance Worker	2	
Carroll	34,767	34,424	55,058	=	Building Maintenance Tech	2	
Cecil	33,696	32,052	50,876		Maintenance Worker 1	2	
Charles	50,657	32,747	52,823	=	Facilities Maintenance Technician I	3	
Dorchester							
Frederick	47,358	29,599	47,358	=	Maintenance Tech 1	2	
Garrett	32,558	29,241	45,016	=		5	
Harford	35,943	30,090	69,142	=	Maintenance Worker I	3	Maintenance Worker II - min\$33,415/max \$77,608; 12 employees \$42,596 (avg)
Howard	49,450	35,672	53,102	=	Maintenance Mechanic I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	31,207	30,270	46,011	=	Maintenance Worker	5	
Montgomery	58,914	40,242	65,751	=	Public Service Craftsworker	33	Include the average of FTE salaries. Base salary only: 58,735.
Prince George's	65,652	35,598	65,652	=	Building Engineer II	4	
Queen Anne's	35,790	34,453	58,994	=	Facility Technician I/II	4	
St. Mary's	44,845	35,900	57,387	=	Lead Maintenance Mechanic	7	1 vacant position
Somerset	32,315	32,315	52,952	=	Maintenance Worker I	3	
Talbot	40,639	26,006	57,691		Facilities Maintenance Tech, HVAC/Maintenance Tech, Operations Maint Spec, Correctional Facilities Tech	9	
Washington	34,798	34,798	54,496	=	Maintenance Leadworker	2	
Wicomico	28,533	20,623	38,187		Maintenance Technician	4	
Worcester	43,327	27,872	45,656	=		2	
MNCPPC	39,666	31,256	53,484	=	Park/General Maintenance Worker II	180	
AVERAGE	40,157	31,895	52,427				

* 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.

Carpenter

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

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

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

Vehicle and Heavy Equipment Maintenance Shop Foreman

Supervises and coordinates maintenance and repairs on vehicles and equipment of the jurisdiction. (includes cars, trucks, and heavy equipment)

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	49,791	43,382	82,438	=	Equipment & Maintenance Foreman	1	
Anne Arundel	60,382	49,464	84,056	=	Automotive Maintenance Supervisor	6	
Baltimore City	63,559	47,604	57,857	=	Automotive Maintenance Supervisor I	17	Maximum salary with longevities is \$67,693
Baltimore County	72,251	48,898	60,906	=	Heavy Equipment Supervisor	7	Maximum salary with longevities is \$77,090.
Calvert	75,816	52,499	77,896	=	Fleet Maintenance & Repair Supervisor	1	40/week
Caroline	52,951	45,525	60,378		Chief Automotive Mechanic	1	
Carroll	69,087	49,130	78,645	=	Foreman, Fleet Management	2	
Cecil							NCC
Charles	67,319	51,989	83,611	=	Fleet Maintenance Superintendent & Technician - Team Leader	2	
Dorchester	47,664	37,236	58,074		Mechanic Supervisor		
Frederick	78,331	54,676	87,482	=	Service Manager	3	
Garrett	47,970	34,950	53,252	=		3	
Harford							
Howard	74,905	55,994	92,955	=	Operations Supervisor II	5	
Kent	58,800	51,403	81,730	=	Automotive Services Supervisor	1	
Montgomery	79,011	55,176	91,314	=	Equipment Maintenance Crew Chief	20	Base salary only: 78,920.
Prince George's	88,921	61,385	119,428	=	Garage Supervisor	4	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	65,870	47,648	76,465	=	Vehicle Services Supervisor	1	
St. Mary's	64,147	40,123	64,147	=		1	
Somerset	64,958	43,757	71,701	=	Automotive Service Supervisor	1	
Talbot	52,354	38,207	55,239		Shop Foreman	1	
Washington	77,875	55,203	86,341	=	Fleet Manager	1	
Wicomico	36,051	27,875	51,558		Mechanic II	4	
Worcester	62,476	50,000	65,000	=		1	
MNCPPC	78,453	56,559	96,970	+	Fleet Manager	2	
AVERAGE	64,737	47,769	75,541				

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

Automotive/Equipment Mechanic II

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,546	42,546	42,546	=		4	Flat rate by contract.
Anne Arundel	53,289	42,370	75,213		Automotive Mechanic III	17	Max salary includes 15% longevity 16+ yrs
Baltimore City	55,527	43,718	50,326	=	Automotive Lead Mechanic	15	Maximum salary with longevity is \$58,881
Baltimore County	59,530	42,390	53,761	=	Automotive Specialist	10	Maximum salary with longevity is \$71,859.
Calvert	60,597	47,736	77,896	=	Equipment Mechanic II & Lead Equipment Tech	3	40/week
Caroline	41,163	36,358	50,293		Automotive Mechanic II	3	
Carroll	42,869	40,872	65,396	=	Mechanic II	4	
Cecil							NCC
Charles	76,712	48,597	78,189	=	Technician Team Leader	1	
Dorchester	40,228	32,211	50,239	=	Mechanic II	3	
Frederick	57,046	47,688	76,300	=	Vehicle Equip Tech 4	8	
Garrett							
Harford							
Howard	56,916	45,594	69,826	=	Motor Equipment Mechanic II	22	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	78,501	50,299	83,100	=	Senior Mechanic Technician	3	Base salary only: 77,670.
Prince George's	61,871	37,379	68,801	=	Equipment Mechanic II	25	
Queen Anne's	40,450	39,224	62,946	=		3	
St. Mary's	43,743	35,900	57,387	=		3	
Somerset	43,854	38,761	63,514	=	Automotive Mechanic III	1	
Talbot	40,972	32,306	51,329		Mechanic II	1	
Washington	52,922	40,581	63,461	=	Auto Services Tech.	6	
Wicomico							
Worcester	33,883	32,261	52,874	=	Mechanic II	1	We have 4 Mechanic III Min \$33,862 max \$55,494 avg \$37,414. We have 1 Mechanic IV Min \$35,568 Max 58,282 \$42,266
MNCPPC	59,773	38,919	66,598	=	Senior Mechanic	36	
AVERAGE	52,120	40,786	63,000				

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

Automotive/Equipment Mechanic I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,776	39,776	39,776	+	Automotive Serviceman	2	Flat rate by contract.
Anne Arundel	46,708	38,438	68,078	=	Automotive Mechanic II	23	Max salary includes 15% longevity 16+ yrs
Baltimore City	45,808	39,634	44,764	=	Automotive Mechanic	89	Maximum salary with longevity is \$52,374
Baltimore County	49,400	38,646	48,860	=	Automotive Mechanic	14	Maximum salary with longevity is \$65,196.
Calvert	54,739	39,291	58,261	=	Equipment Mechanic I	3	40/week
Caroline	35,467	33,454	47,099			1	
Carroll	37,665	37,503	60,029	=	Mechanic I	5	
Cecil							NCC
Charles	58,878	44,938	72,406	=	Fleet Maintenance Technician II	2	
Dorchester	31,482	29,965	46,735	=	Mechanic	2	
Frederick	45,389	41,602	66,564	=	Vehicle Equip Tech II	1	
Garrett							
Harford							
Howard	44,533	40,248	61,672	=	Motor Equipment Mechanic I	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	49,293	39,980	63,169	=	Heavy Equipment/light truck Mechanic	3	
Montgomery	53,443	41,963	68,893	=	Mechanic Technician I	9	
Prince George's	46,000	35,598	65,652	=	Equipment Mechanic I	4	
Queen Anne's	34,453	34,453	55,289			1	
St. Mary's	35,193	32,677	52,250	=		4	
Somerset	31,954	30,414	49,837	=	Automotive Mechanic I	1	
Talbot							
Washington							
Wicomico	43,542	23,456	43,399		Mechanic	1	
Worcester				=			
MNCPPC	40,816	34,683	59,348	=	Mechanic	2	
AVERAGE	43,397	36,669	56,425				

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

Automotive Mechanic Helper

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		24,989	47,486	=	Mechanic Helper (Transit)	1	Vacant
Anne Arundel	48,339	31,512	55,848	=	Automotive Service Worker	2	Max salary includes 15% longevity 16+ yrs
Baltimore City	33,919	32,272	34,578	=	Automotive Maintenance Worker	7	Maximum salary with longevity is \$40,456
Baltimore County		27,810	34,029	=	Trades Helper		Vacant Maximum salary with longevity is \$44,341.
Calvert							
Caroline							
Carroll	27,144	26,604	42,516		Service Worker	1	
Cecil							NCC
Charles	58,284	41,230	66,399	=	Fleet Maintenance Technician I & Technicians	6	
Dorchester							
Frederick	47,114	38,098	60,957	=	Vehicle Equip Tech I	3	
Garrett							
Harford							
Howard							
Kent							
Montgomery		34,233	54,621	=	Autobody Repairer Apprentice		Vacant
Prince George's		30,841	56,943	+	Equipment Service Worker II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	49,976	32,219	50,357	=	Auto Services Asst.	1	
Wicomico							
Worcester				=	Auto Mechanic I		
MNCPPC							
AVERAGE	44,129	31,981	50,373				

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

Heavy Motor Equipment Operator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,546	42,546	42,546	=	Equipment Operator II	10	Flat rate by contract.
Anne Arundel	49,408	38,438	68,078	=	Equipment Operator III	16	Max salary includes 15% longevity 16+ yrs
Baltimore City	44,404	38,339	43,088	=	Heavy Equipment Operator II	69	Maximum salary with longevities is \$50,413
Baltimore County	52,790	37,022	46,418	=	Heavy Equipment Operator	2	Maximum salary with longevities is \$62,099.
Calvert	49,700	35,672	52,853	=	Highway Equipment Operator III	5	40/week
Caroline	37,227	33,454	48,644		II & III	7	
Carroll	40,381	34,424	55,058	=	Road Equipment Operator II	10	
Cecil	31,227	32,052	50,876		Equipment Operator 1	8	
Charles	50,696	38,556	62,125	+	Equipment Operator III & IV	30	CDL required
Dorchester	40,228	32,211	50,239	=	Motor Equipment Operator IV	9	
Frederick	49,359	41,602	66,564	=	Equip Operator 2	6	
Garrett	44,532			=		54	21.41 per hour/Union Contract
Harford	42,902	35,088	81,290	=	Equipment Operator	23	Sr. Equipment Operator - min \$38,046/max \$86,198; 14 employees \$48,823 avg
Howard	52,361	37,502	57,221	=	Motor Equipment Operator II	24	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS
Kent	41,063	33,103	57,201		MEO II & III	8	AND \$3,640 AT 20 YRS
Montgomery	57,522	40,242	65,751	=	Equipment Operator II	24	Base Salar Only 57,028.
Prince George's	54,201	39,248	72,147	=	Equipment Operator III	3	
Queen Anne's	47,715	39,224	62,946	=	Equipment Operator III	3	
St. Mary's	39,811	32,677	52,250	=	Equipment Operator II	8	
Somerset	38,648	32,315	56,262	=	Motor Equipment Oper II & III	10	2 Pay Grades
Talbot	35,924	27,826	55,239		Machine Equipment Operator II & III	9	
Washington	50,208	40,581	63,461	=	Eq. Op. III	13	
Wicomico	33,451	23,456	43,399		Motor Equipment Operator II	6	
Worcester	43,659	30,722	50,336	=	Roads Worker V	3	We have 7 Roads Worker IV
MNCPPC	56,805	38,919	66,598	=	Senior Equipment Operator	12	
AVERAGE	45,071	35,634	57,108				

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

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

Motor Equipment Operator (Light)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,776	39,776	39,776	=	Equipment Operator I	15	Flat rate by contract.
Anne Arundel	41,418	33,093	58,718	+	Equipment Operator I	41	CDL required - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	36,829	32,665	35,265	=	Motor Vehicle Driver I	4	Maximum salary with longevity is \$41,260
Baltimore County	40,856	34,030	42,389	=	Equipment Operator	10	Maximum salary with longevity is \$56,373.
Calvert	46,299	33,966	50,336	=	Highway Equipment Operator II	12	40/week
Caroline	32,153	31,500	44,290			10	
Carroll	34,063	31,554	50,524	=	Road Equipment Operator I	50	
Cecil							
Charles	40,544	35,707	57,566	=	Equipment Operator II	14	CDL Required
Dorchester	30,054	27,908	43,528	=	Motor Equipment Operator III	13	
Frederick	50,657	36,300	58,080	=	Equip Operator I	4	
Garrett	43,430			=		27	20.88 per hour/Union Contract
Harford	41,268	31,824	72,182	=	Chauffeur/Laborer	21	
Howard	41,653	33,966	49,379	=	Motor Equipment Operator I	39	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	32,862	30,270	46,011	=	MEO I	13	
Montgomery	49,011	38,629	62,768	=	Equipment Operator I	104	Include the average of FTE salaries. Base salary only: 48,775.
Prince George's	44,649	32,289	59,697	=	Equipment Operator I	39	
Queen Anne's	38,335	34,453	55,289	=	Equipment Operator I	23	
St. Mary's	47,320	29,723	47,528	=	Equipment Operator I	4	1 vacant position
Somerset	34,199	30,414	49,837	=	Motor Equipment Oper I	4	
Talbot							
Washington	37,822	32,219	50,357	=	Eq. Op. II	41	
Wicomico	29,131	20,623	38,187		Motor Equipment Operator I	9	
Worcester	29,296	26,541	43,472	=	Roads Worker III	4	
MNCPPC	51,475	34,683	59,348	=	Equipment Operator	10	
AVERAGE	39,700	32,370	50,660				

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

Laborer (Road Maintenance)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,633	37,633	37,633	=	Utility Worker	23	
Anne Arundel	35,228	28,217	50,648	=	Maintenance Worker I	22	Roads division of Public Works - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	33,131	30,702	32,371	=	Laborer	558	Maximum salary with longevity is \$37,874
Baltimore County	39,312	27,810	34,029	=	Laborer I	4	Maximum salary with longevity is \$44,341.
Calvert	40,154	32,302	47,944		Highway Equipment Operator I	6	40/week
Caroline	34,630	32,136	45,650		Assistant Hwy Marking Specialist	1	
Carroll	28,001	26,604	42,516	=	Road Maintenance Worker I	9	
Cecil	30,534	30,534	48,464	=	Laborer	4	
Charles	n/a						
Dorchester	27,358	26,040	40,613	=	Motor Equipment Operator II	2	
Frederick	28,392	27,657	44,251	=	Laborer I, Highway	3	
Garrett	42,224			=		1	20.30 per hour/Union Contract
Harford	42,532	23,052	62,986	=	Laborer	3	
Howard	36,889	31,221	42,557	=	Utility Worker I	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	40,759	31,634	49,816	=	Public Service Worker II	24	Include the average of FTE salaries. Base salary only: 40,573.
Prince George's	31,342	27,915	47,156	=	Laborer II	20	
Queen Anne's							
St. Mary's	34,674	27,081	43,306	=	Maintenance Worker	14	4 vacant positions
Somerset	27,498	26,491	44,147	=	Highway Worker I	5	
Talbot	30,676	23,036	46,263		Roads Crew Members	3	
Washington	40,053	29,827	46,675	=	Eq. Op. I	3	
Wicomico	27,233	21,035	39,642		Maintenance Worker	8	
Worcester	34,086	24,086	41,413	=	Roads Worker I-II	11	
MNCPPC							
AVERAGE	34,397	28,251	44,404				

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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	24,478	22,794	43,315	=	Building Maintenance Worker I	5	
Anne Arundel	36,603	27,165	48,298	=	Custodial Worker	25	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	29,141	28,834	34,030	=	Custodial Worker I	39	Maximum salary with longevities is \$44,341.
Calvert	30,812	26,645	39,512	=		21	35/week
Caroline							
Carroll	30,493	28,954	46,343	=	Custodian	2	
Cecil	28,281	26,374	41,870	=	Janitor	6	
Charles	24,796	24,395	39,466	=	Custodial Worker I & II	20	
Dorchester	25,307	22,926	36,758	=	Custodian/Maintenance	6	
Frederick	32,957	27,657	47,358	=	Custodian	22	
Garrett	24,664	20,939	31,007	=		5	
Harford		22,600	62,986	=	Custodial Worker I		Custodial Worker II = min-\$30,090/max \$69,142; 6 employees; \$36,275 (avg)
Howard				=			
Kent							
Montgomery	45,032	30,432	47,635	=	Building Services Worker II	22	Base salary only: 44,902.
Prince George's	39,831	27,234	45,032		Custodian II	10	
Queen Anne's							
St. Mary's	34,341	29,723	52,250			3	
Somerset	30,529	26,030	42,654	=	Building Custodian	6	
Talbot							
Washington							
Wicomico		23,456	43,399		Janitor	vacar	
Worcester	34,070	20,800	34,070	=		3	
MNCPPC	38,982	27,820	50,009	=	Parks/General Maintenance Worker I	17	
AVERAGE	31,895	25,821	43,666				

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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	87,398	62,666	119,084			1	
Anne Arundel	147,780	91,705	167,827		Emergency Management Director	1	Appointed by County Executive
Baltimore City	130,000	148,049	244,390	=	Executive Dir IV	1	
Baltimore County		90,921	126,522	=	Director of Emergency Management		Vacant. Maximum salary with longevities is \$186587
Calvert	137,500	93,114	155,856	=	Public Safety Director	1	Contract/35/week
Caroline	107,867	107,867	107,867			1	Contractual
Carroll	114,109	97,136	174,824	=	Director, Public Safety	1	
Cecil	126,323	85,061	135,009	=	Director, Emergency Services	1	
Charles	144,379	97,925	157,113	=	Director of Emergency Services	1	Contractual appointed position
Dorchester							Dorchester has separate departments
Frederick	153,294	116,258	186,013	=	Director, EP&M Division	1	
Garrett	65,170	60,254	92,757	-		1	
Harford	132,211	93,432	156,606	=	Director of Emergency Services	1	APPOINTED
Howard							
Kent	84,362	76,152	121,844	=	Director of Emergency Services	1	contractual
Montgomery							NCC
Prince George's	167,656	110,238	214,476	+	Director, Office of Homeland Security	1	Prince George's County uses the generic Director class. Actual \$166,400.
Queen Anne's	128,500	75,610	136,687	+	Director, Emergency Services	1	
St. Mary's	117,875				Director of Emergency Services	1	Contract
Somerset	75,219	59,802	97,124	=	Director, Emergency Services	1	
Talbot	94,182	89,611	112,380		Acting Director of Emergency Services	1	
Washington	96,345	81,120	126,880	=	Dir., Fire & Rescue, Emergency Mgmt.	1	
Wicomico	83,640	56,657	113,314		Director Dept. of Emergency Services	1	
Worcester	97,393	83,000	109,000	=		1	
MNCPPC							
AVERAGE	114,560	88,829	142,779				

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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	50,572	47,561	90,380	=	Lead Dispatch Supervisor	1	
Anne Arundel	124,071	66,695	124,071	+	Police Lieutenant	1	Unit has civilian manager who works with the sworn officer in charge of the unit
Baltimore City	144,033	103,624	170,834	=	IT Division Manager	3	
Baltimore County		78,598	122,456	=	Chief, Emergency Communications Center		Vacant
Calvert	98,072	73,757	109,429	=	Communications Chief	1	40/week
Caroline	64,173	58,380	74,518		Communications Manager	1	
Carroll	72,260	63,648	101,796	-	Emergency Communications Manager	1	
Cecil	63,452	57,573	91,380	=	Assistant Chief, Communications	1	
Charles	116,530	77,462	124,375	=	Chief of Fire/EMS Communications	1	Reports to Director of Emergency Services
Dorchester	50,290	46,698	72,834	=	911 Center Supervisor	1	
Frederick	119,173	82,477	131,963	=	Director, Emergency Comm	1	
Garrett	49,524	37,637	57,936	=	911 Operations Supervisor	1	
Harford	132,211	93,432	156,606	=	Director, Emergency Services	1	APPOINTED
Howard	133,910	85,546	143,083	=	Police Lt	1	
Kent	64,123	60,474	96,759	=	Chief of Communications	1	
Montgomery	160,454	88,388	160,454	=	Manager II	1	
Prince George's	151,516	95,228	185,273	=	Administrative Specialist IV	1	Prince George's County uses the generic Administrative Specialist class of work. Actual salary \$151,468.
Queen Anne's	79,320	63,639	115,047	=	Assistant Chief of Communications	1	
St. Mary's	74,797	64,501	103,106	+	Chief of Communications	1	
Somerset	64,958	43,757	71,701	=	Assistant Director	1	
Talbot	71,907	70,490	88,402		DES Division Chief - 911 Communications	1	reports to Director of Emergency Services
Washington	84,781	64,397	100,714	=	Asst. Dir. of Emerg. Communications	1	
Wicomico	83,640	56,657	113,314		Director, Emergency Services	1	
Worcester				=			
MNCPPC							
AVERAGE	93,353	68,723	113,323				

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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	45,831	39,572	75,198	=	Emergency Services Shift Supervisor	4	
Anne Arundel	61,967	47,078	80,003	=	Police Communications Operator III	11	Shift supervisor
Baltimore City	62,326	45,660	55,436	=	Emergency Dispatch Supervisor	7	Maximum salary with longevities is \$64,860
Baltimore County	67,963	51,579	64,246	=	Emergency Communications Supervisor (84 hours bi-weekly)	17	Maximum salary with longevities is \$81,317.
Calvert	67,101	47,736	70,845	=	Communications Supervisor	1	40/week
Caroline	49,470	41,490	55,939		PSD IV	4	
Carroll	53,726	49,130	78,645	=	Emergency Communications Specialist Supervisor	4	
Cecil	46,312	40,913	64,937	=	Supervisor (Communications)	4	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period).
Charles	54,743	48,597	78,189	=	Public Safety Dispatch Lt.	5	
Dorchester	37,503	34,825	54,316			4	
Frederick	76,953	54,676	87,481	=	Emergency Comm Center Mgr	8	
Garrett	49,233	34,950	53,252	=	911 Assistant Operations Chief	1	
Harford	68,245	44,778	99,032	=	Public Safety Supervisor	8	
Howard	94,652	58,219	99,154	=	Emergency Communications Supervisor	5	
Kent	44,662	39,980	63,169	=	Emergency Services Dispatcher Supervisor	4	
Montgomery	84,972	57,802	95,740	=	Public Safety Emergency Communication Supervisor	15	
Prince George's	80,739	49,445	110,198	=	Public Safety Emergency Shift Supervisor	10	
Queen Anne's	56,303	47,648	76,465	=	Public Dispatch Super	4	
St. Mary's	57,470	44,886	71,760	=	Communication Specialist IV	4	2 vacant positions
Somerset	44,407	36,481	59,778	=	Shift Supervisor - 911	5	
Talbot	42,035	38,207	55,239		Communications Specialist Supervisor	3	
Washington	53,950	43,826	68,598	=		8	
Wicomico	36,883	31,728	63,456		Communications Supervisor	4	
Worcester	49,544	44,000	53,000	=		1	
MNCPPC	82,024	49,941	85,458	=	Park Police Communications Supervisor	1	
AVERAGE	58,761	44,926	72,781				

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

Emergency Dispatcher

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,426	30,030	62,565	=	Emergency Services Dispatcher I -IV	21	Covers four grades.
Anne Arundel	45,695	40,331	71,552	=	Police Communications Operator II	56	Police Communications Operator I is calltaker only and does not dispatch. PCO II can do both functions. Max salary includes 15% longevity.
Baltimore City	52,145	42,131	50,927	=		71	Maximum salary with longevities is \$59,585
Baltimore County	52,040	42,669	53,826	=	Emergency Communications Technician I (84 hours bi-weekly)	53	Maximum salary with longevities is \$66,910.
Calvert	47,524	41,246	61,152	=	Public Safety Dispatcher I	11	40/week
Caroline	38,051	32,136	52,053		Public Safety Dispatcher	8	I & II & III
Carroll	38,222	37,503	60,029	=	Emergency Communications Specialist I	17	
Cecil	30,450	32,052	50,876		Dispatcher 1	1998	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period).
Charles	45,263	38,556	62,125	=	Public Safety Dispatcher I & II	18	
Dorchester	32,480	30,161	47,041	=	Dispatcher	16	
Frederick	45,024	41,602	66,564	=	Emerg Comm Spec 2	13	
Garrett	36,881	34,402	45,897	=		8	
Harford	57,836	40,698	91,190	=	Public Safety Dispatcher III	28	
Howard	53,306	42,515	72,779	=	Dispatcher	21	
Kent	35,327	36,668	57,201		Emergency Services Dispatcher I & II	8	
Montgomery	68,236	48,039	79,285		Public Safety Communications Specialist III and Public Safety Emergency Communications Specialist III	29	
Prince George's	42,616	36,896	82,231	=	Public Safety Emergency Dispatcher I	17	
Queen Anne's	41,884	36,761	67,164	=	Public Safety Dispatcher I/II/III	12	
St. Mary's	42,682	32,677	64,147	=	Comm Specialist I, II, III	18	3 vacant positions
Somerset	34,824	34,335	56,262	=	Emergency Communications Spec.	11	
Talbot	34,627	29,913	51,329		Communications Specialist I & Police Communication Officer	15	
Washington	43,850	34,798	68,598	=		33	
Wicomico	33,789	23,456	43,399		Communications Operator I & II	12	
Worcester	38,434	29,245	55,494	=	Commication Clerk Trainee-III	25	
MNCPPC	51,838	38,919	66,598	=	Senior Park Police Communications Technician	10	
AVERAGE	43,098	36,310	61,611				

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Sheriff

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	74,263	74,263	74,263		1	
Anne Arundel	132,999	132,999	132,999		1	
Baltimore City	138,006	138,006	138,006		1	yes; healthcare, pension, cell phone, computer, mileage
Baltimore County	90,000	90,000	90,000		1	Pension and healthcare offered
Calvert	90,480	90,480	TBD		1	Increase 1/1/19 - equal to State Police Lt Col, grade 13, step 12
Caroline	80,000	80,000	80,000		1	Healthcare, Pension, Computers, Cell Phones and Vehicle
Carroll	90,001	90,001	90,001		1	Set by Legislature
Cecil	82,075	82,075	82,075		1	Set by Legislature
Charles	143,036				1	Charles County Sheriff
Dorchester	89,500	89,500	89,500		1	
Frederick	125,000		125,000		1	
Garrett	85,000	85,000	85,000		1	Set for 4 year term
Harford	122,619	122,619	122,619		1	Elected
Howard	97,000	97,000	97,000		1	health care, cell stipend, vehicle & electronic devices
Kent	85,000	85,000	85,000		1	
Montgomery	161,495	161,495	161,495		1	Benefit package, including retirement/pension plans, comparable to other County employees. Has car. Has computer/cell phone. Salary effective 12/01/2016
Prince George's	154,333	154,333	154,333		1	
Queen Anne's	132,000	132,000	132,000		1	
St. Mary's	106,120				1	
Somerset	60,000	60,000	60,000		1	healthcare, pension
Talbot	81,954	81,954	81,954		1	
Washington	100,000	100,000	100,000		1	
Wicomico	95,000	95,000	95,000		1	
Worcester	88,000	88,000	88,000		1	
MNCPPC						
AVERAGE	104,328	101,415	103,059			

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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	119,700	119,700	119,700	=	Chief Deputy	1	State authorized position appointed by Sheriff, #2 position in the department
Baltimore City	107,159	61,754	107,159	=	Asst. Sheriff	1	
Baltimore County				=	Chief Deputy Sheriff	1	VACANT
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	74,761	66,078	103,059		Captain	1	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	110,802	66,709	114,132	=	Chief Deputy Sheriff	1	
Kent							
Montgomery	137,062	81,277	132,427	=	Deputy Sheriff Captain	4	Actual salary include Longevity & other differentials. Base salary only: 132,427.
Prince George's	174,836	174,836	174,836	=	Assistant Sheriff	1	Working title: Chief Assistant Sheriff, rank of Colonel. Exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	120,720	95,059	125,219				

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

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	74,263	74,263	74,263	=	Sheriff	1	
Anne Arundel	189,825	114,386	200,990	=	Chief of Police	1	Appointed by County Executive
Baltimore City		190,800	243,800	=	Police Commissioner	Vacant	
Baltimore County	270,966	270,966	270,966	=	Chief of Police	1	Appointed position
Calvert	90,480	90,480	TBD	=	Sheriff	1	Elected/ Increase 1/1/19 - equal to State Police Lt Col, grade 13, step 12
Caroline							
Carroll	90,001	90,001	90,001	=	Sheriff	1	
Cecil							See Elected Section
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	125,000	125,000	125,000	=	Sheriff	1	Elected official
Garrett					Elected		
Harford	122,619				Sheriff	1	ELECTED; SALARY DETERMINED BY LEGISLATION
Howard	205,010	123,320	211,183	=	Chief of Police	1	
Kent	85,000	85,000	85,000	=	Sheriff	1	Elected
Montgomery	239,566	239,566	239,566	=	Director Department of Police	1	Appointed to position
Prince George's	167,656	110,238	214,476	=	Director, Police Department	1	Prince George's County uses the generic Director class. Working title: Police Chief. Actual \$200,000.
Queen Anne's							
St. Mary's	106,120			=	Sheriff	1	Elected
Somerset							See Elected Officials - Sheriff
Talbot							
Washington	100,000				Sheriff	1	
Wicomico	95,000				Sheriff	1	Elected, salary set by the Wicomico County Charter.
Worcester	88,888	88,888	88,888		Sheriff	1	
MNCPPC	154,824	95,145	152,161	=	Park Police Commander	2	
AVERAGE	137,826	130,619	166,358				

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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

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	174,990	101,224	177,869	=	Deputy Police Chief	2	
Baltimore City	184,500	180,000	180,000		Deputy Police Commissioner	2	
Baltimore County	167,016	97,160	126,194	=	Colonel	2	Maximum salary with longevities is \$193,048.
Calvert	139,257	139,257	139,257	+	Assistant Sheriff	1	Appointed 35/week
Caroline	83,589	67,612	111,018		Chief Deputy	1	CAPTAIN
Carroll	109,970	90,647	169,292		Colonel	1	
Cecil	112,934	93,780	148,848	=	Chief Deputy	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	145,461	94,455	145,461	=	Lt. Colonel	1	
Garrett	76,240	51,506	79,288	=	Chief Deputy	1	
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	192,400	119,059	192,400	=	Police Major	3	
Kent	56,286	56,286	56,286	=	Chief Deputy	1	Appointed, Home code rule
Montgomery	177,649	177,649	177,649	=	Assistant Chief of Police	4	Appointed to position
Prince George's	170,451	95,228	185,273	=	Deputy Director, Police Department	4	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel. Average salary is for Police Department only.
Queen Anne's	104,340				Under Sheriff	1	
St. Mary's	126,464	76,565	126,464	=	Major	1	
Somerset	79,292	68,374	112,038	=	Chief Deputy	1	
Talbot	88,666	63,929	136,910		Major, Captain & Lieutenant	3	
Washington	128,357	104,395	142,314	=	Chief Deputy	1	
Wicomico	106,732				Deputy Sheriff/Captain	2	Flat salary/non-negotiable
Worcester				=			Retired
MNCPPC	132,087	77,884	105,234	=	Park Police Captain	5	
AVERAGE	127,834	97,501	139,544				

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

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

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	60,936	43,382	82,438	=	Lieutenant	4	
Anne Arundel	140,143	76,866	149,789	=	Police Captain	10	
Baltimore City	141,092	142,421	142,421	=	Police Colonel	6	
Baltimore County	148,266	82,326	105,772	=	Captain	21	Maximum salary with longevities is \$158,931.
Calvert	120,208	76,232	125,216	+	Deputy Sheriff Captain	4	40/week
Caroline	71,775	57,546	95,596		Lieutenant	2	Administration & Investigations
Carroll	94,214	82,410	151,466	=	Major	2	Full service law enforcement.
Cecil	90,124	63,761	100,777	=	Lieutenant - Law Enforcement	3	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	120,217	78,063	120,217	=	Captain	2	
Garrett							
Harford	115,225	90,958	127,691	=	Captain	9	
Howard	169,624	105,851	170,997	=	Police Captain	8	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent							
Montgomery	149,238	92,787	140,186	=	Police Captain	21	Actual Salary include longevity and other differentials. Base salary only: 140,186.
Prince George's	140,279	79,839	156,118	=	Police Captain	32	
Queen Anne's	99,529	65,897	105,752	=	Lt.	3	
St. Mary's	118,062	71,510	118,061	=	Captain	5	1 vacancy
Somerset	78,406	64,352	105,448	=	Captain	1	
Talbot							
Washington	113,817	94,182	128,378	=	Major	2	
Wicomico	89,075				Deputy Sheriff/Lieutenant	6	Flat salary/non-negotiable. 1 Deputy Sheriff/1st Sergeant position with an average salary of \$69,931.
Worcester	95,498	75,000	100,000	=	Operations Officer	1	
MNCPPC	111,393	67,319	114,606	=	Park Police Lieutenant	19	
AVERAGE	113,356	79,511	123,207				

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

Shift Supervisor

Performs administrative and supervisory police work requiring detailed or specialized knowledge. Shift supervisor. Typically oversees all patrol officers and activities on assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	55,113	39,572	75,198	=	Sergeant	2	
Anne Arundel	112,381	66,695	124,071	=	Police Lieutenant	33	
Baltimore City	120,773	120,773	120,773	=	Police Captain	16	
Baltimore County	130,050	70,871	94,685	=	Lieutenant	76	Maximum salary with longevities is \$144,475.
Calvert	87,431	56,971	94,598	=	Deputy Sheriff Sergeant	15	40/week
Caroline	63,158	53,536	88,904		Deputy Sheriff SGT	5	Sergeant (DS IV)
Carroll	76,794	69,348	79,664	=	Lieutenant	6	Full service law enforcement.
Cecil	78,179	57,090	90,222	=	Sergeant, Law Enforcement/Patrol	11	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	94,515	64,515	99,353	=	Sergeant	15	
Garrett	61,422	53,105	70,851	=	Lt.	4	
Harford	100,513	79,913	115,835	=	Lieutenant	13	
Howard	132,809	85,613	143,083	=	Police Lieutenant	25	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent							
Montgomery	124,967	81,473	122,718	=	Police Lieutenant	36	Actual Salary include longevity and other differentials. Base salary only: 121,405.
Prince George's	107,961	73,925	120,265	=	Police Lieutenant	90	
Queen Anne's	71,773	57,881	92,887	=	Sgt.	7	
St. Mary's	100,173	61,069	102,086	=	Lieutenant	9	
Somerset	69,453	57,004	93,407		Lieutenant	1	
Talbot	72,284	53,944	106,264		Sergeant	5	
Washington	88,316	76,606	104,395	=	Lieutenant	7	
Wicomico	76,611				Deputy Sheriff/Sergeant	12	Flat salary/non-negotiable
Worcester	92,690	57,928	97,500		Lieutenant	5	
MNCPPC	90,842	57,748	97,250	=	Park Police Sergeant	25	
AVERAGE	91,282	66,456	101,619				

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

First-Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,734	36,095	68,592	=	Corporal	3	
Anne Arundel	98,422	63,518	111,380	=	Police Sergeant	74	
Baltimore City	109,872			=	Police Lieutenant /LT. EID	102	Police Lt. \$81,855 - \$113,937; Police Lt. EID \$83,084 - \$115,236 (49 Lt.; & 53 Lt. EID)
Baltimore County	109,962	62,882	83,459	=	Sergeant	182	Maximum salary with longevities is \$124,804.
Calvert	78,279	53,019	87,984	+	Deputy Sheriff Corporal	14	40/week
Caroline	54,484	49,812	82,909		Deputy Sheriff CPL	12	Corporal (DS III)
Carroll	67,389	55,973	66,217	=	Corporal/Sergeant	28	Full service law enforcement.
Cecil	67,155	52,735	83,350	=	Corporal, Law Enforcement	15	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	82,403	58,650	90,320	=	Corporal	22	
Garrett	53,611	49,097	65,505	=	Sgt.	2	
Harford	77,382	61,588	95,284	=	Corporal	29	
Howard	114,364	77,251	127,358	=	Police Sergeant	63	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent							
Montgomery	105,668	65,546	106,104	=	Police Sergeant	153	Base salary only: 103,580.
Prince George's	94,424	67,205	109,332	=	Police Sergeant	198	
Queen Anne's	61,208	54,247	87,055	=	Corporal	6	
St. Mary's	95,160	56,930	95,160	=	Sergeant	17	
Somerset	50,949	47,524	82,741	=	Sergeant/Corporal	9	2 Pay Grades
Talbot	63,540	50,669	99,687		Corporal	10	
Washington	78,240	69,098	94,162	=	Sergeant	13	
Wicomico	69,616				Deputy Sheriff/Corporal	8	Flat salary/non-negotiable
Worcester	76,098	55,162	90,418	=	Sergeant	7	
MNCPPC	76,123	52,381	86,061		Park Police Officer IV	83	
AVERAGE	78,731	56,969	90,654				

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

Police Officer/Deputy

Performs full service law enforcement duties.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	40,213	32,924	62,565	=	Patrol Deputy/Deputy First Class	21	
Anne Arundel	70,561	51,500	102,626		Police Officer, Police Officer First Class, Police Corporal	642	Must meet years of service in prior rank requirement and pass written test to be advanced non-competitively to next rank in series - Police Officer minimum & Police Corporal maximum shown
Baltimore City	73,724			=	Police Officer / Police Officer EID	1,764	Police Officer \$50,440 - \$86,397; Police Officer EID \$50,032 - \$88,483; (1485 Police Officer & 279 Police Officer EID)
Baltimore County	80,185	50,043	70,871	=	Police Officer/Police Officer First Class	1,468	Average salary is for POFC. Maximum salary with longevities for Police Officer First Class is \$103,028.
Calvert	50,012	46,114	76,211	=	Deputy Sheriff	24	40/week
Caroline	46,520	43,283	76,970		Deputy Sheriff DFC & DS	14	DFC and DS (DS I & II)
Carroll	57,253	51,210	60,202	=	Master Deputy- Deputy Sheriff 1st Class - Lateral	59	Full service law enforcement.
Cecil	38,143	48,733	77,021		Deputy (Academy) is minimum \$38,143, Senior Deputy First Class is maximum \$48,733.	65 (all	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	58,755	50,894	78,377	=	Deputy & Deputy First Class	117	
Garrett	45,197	42,808	56,833	=	Deputy First Class	13	
Harford	58,864	47,050	86,424	=	Recruit, Deputy, Deputy First Class, Senior Deputy	190	
Howard	66,153	54,870	107,266	=	Officer/PFC	292	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent	61,021	51,468	134,340		All Deputies, regardless of rank	20	hours over 2080 (=214 hours)
Montgomery	76,978	51,471	91,869	=	Police Officer Candidate to Police Officer III	997	Include the average of FTE salaries. Base salary only: 76,353.
Prince George's		53,241	99,392		Police Officer - 242, 53,981/ Police Officer First Class - 249, 63,491/Police Corporal - 797, 78,854		Range provided from entry-level to corporal.
Queen Anne's	54,422	47,648	81,589	=	Deputy Sheriff/Deputy First Class	33	
St. Mary's	64,750	46,446	88,691	=	Deputy/Deputy First Class/Corporal	105	7 vacant
Somerset	43,110	42,098	73,293	=	Deputy & Deputy 1st Class	13	2 Pay Grades
Talbot	52,670	40,800	89,419		Deputy & Deputy First Class	15	
Washington	54,447	44,179	71,490	=	Deputy and Deputy First Class	74	
Wicomico	60,067				Deputy Sheriff/Dep First Cl	56	Flat salary/non-negotiable
Worcester	53,728	43,736	80,383	=	Deputy Sheriff First Class or Corporal	29	
MNCPPC	Jobs with < 5 responses were omitted. "Match" column denotes position is > greater than, = equal to or < less than job description.	48,238	97,250		Park Police Candidate, Park Police Graduate, Park Police Officer II, Park Police Officer III, Park Police Officer IV	142	
AVERAGE	58,432	47,006	83,956	FY 2019 Salary Survey of MD Counties, Prepared by MACo			106

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

Unit Commander (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	81,808	62,464	102,891	=	Deputy Sheriff III (Lt.)	2	
Baltimore City	98,468	56,743	100,399	=	Deputy Sheriff, Major	3	
Baltimore County	77,249	51,029	63,432	=	Deputy Sheriff Lieutenant	2	Maximum salary with longevities is \$81,041.
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	72,811	61,253	95,543		Lieutenant	1	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	89,820	58,760	97,594	=	Lieutenant Deputy Sheriff	3	
Kent							
Montgomery	113,488	67,730	109,650	=	Deputy Sheriff Lieutenant	11	Actual salary include Longevity & other differentials. Base Salary only: 109,650.
Prince George's	158,942	158,942	158,942	+	Assistant Sheriff	3	Rank of Lieutenant Colonel, exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	98,941	73,846	104,064				

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

First Line Supervisor (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	68,876	58,718	94,225	=	Deputy Sheriff II (Sergeant)	8	
Baltimore City	71,023	44,017	77,432	=	Deputy Sheriff Sergeant	9	
Baltimore County	65,196	46,767	58,375	=	Deputy Sheriff Sergeant	6	Maximum salary with longevities is \$73,456.
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	57,955	45,274	70,613		Corporal	10	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	81,460	53,019	88,109		Sergeant Deputy Sheriff	3	
Kent							
Montgomery	100,548	61,572	99,674	=	Deputy Sheriff Sergeant	29	Actual salary include Longevity & other differentials. Base salary only: 98,051.
Prince George's	90,536	60,199	102,873	=	Deputy Sheriff Sergeant	32	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	76,513	52,795	84,472				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

Deputy/Officer

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	56,152	45,834	80,370	=	Deputy Sheriff I	66	
Baltimore City	55,860	38,880	67,984	=	Deputy Sheriff	99	
Baltimore County	57,986	40,450	53,396	=	Deputy Sheriff/Deputy Sheriff First Class	60	Deputy Sheriff salary is \$40,450 -51,029; Deputy Sheriff 1st Class is \$42,507-53,396. Maximum salary with longevities for DS 1st class is \$66,671. Avg. salary is for DS 1st Class.
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	44,219	42,088	65,544		Patrol Deputy	24	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	47,048	43,160	71,802	=	Deputy Sheriff	12	Change in # of employees is due to creation of DFC classification
Kent							
Montgomery	70,075	48,890	90,613	=	Deputy Sheriff Candidate to Deputy Sheriff III	113	Base salary only: 69,715.
Prince George's		48,651	93,521		Deputy Sheriff Private - 57, 49,573 Deputy Sheriff First Class - 33, 57,446 Deputy Sheriff Corporal - 105, 77,171		Range provided from entry-level to corporal.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	55,223	43,993	74,747				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

Security Officer

Provides courthouse and county building security

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	22,500	21,819	24,544	=		12	PT hourly paid. Salary annualized.
Anne Arundel					No Match		Deputy Sheriff provides courthouse security
Baltimore City	46,531	41,262	49,719	=	Officer, Court Security	27	Maximum salary with longevities is \$58,171
Baltimore County	46,251	32,004	40,450	=	Security Officer (40 hours)	4	Maximum salary with longevities is \$51,029.
Calvert	38,665	46,114	76,211	=	Court Security Deputy	12	Contract/40/week/Some work part time
Caroline							
Carroll	40,206	35,256	48,402	=	Courthouse Security Deputy II	11	
Cecil	32,720	32,052	50,876		Court Bailiff	4	
Charles							Not a part of the County-administered personnel system.
Dorchester	46,458	42,088	70,613	=	Court Security - Sworn	6	
Frederick	55,761	38,860	62,176	+	Courthouse Deputy II	13	
Garrett	38,337	26,934	39,885	=		1	Phasing out Sworn Deputies with Security Officers at salary range shown
Harford	21.09/hour				Non-Classified/Contractual Deputy Position	22	
Howard	52,158	38,958	62,920	=	Security Officer	5	
Kent	47,367	47,367	47,367			4	1 armed, 40,000, 1 civilian 30,000, 2 school resource officers, (1-45,000, 1-74,469), all are contractual
Montgomery	55,819	40,242	65,751	=	Security Officer I	26	Base salary only: 55,667.
Prince George's	34,035	25,773	52,567	=	Security Officer II	15	Sheriff Only
Queen Anne's							
St. Mary's							
Somerset					Courtroom Security	2	PT Employees
Talbot							
Washington							
Wicomico					Court Security	10	15.74/hr
Worcester							
MNCPPC							
AVERAGE	42,831	36,056	53,191				

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

Director of Corrections/Warden

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	85,874	57,162	108,624	=	Assistant Administrator, Detention Center	1	Sheriff is de jure Administrator.
Anne Arundel	179,119	114,386	200,990	=	Superintendent Detention Center	1	Appointed by County Executive
Baltimore City							
Baltimore County	182,120	182,120	182,120		Director, Department of Corrections	1	Appointed position
Calvert	116,735	80,881	119,956	=	Detention Center Administrator	1	Contract/35/week
Caroline	82,983	82,983	82,983		Warden	1	Acting Warden
Carroll	109,970	80,538	144,706	=	Correctional Colonel	1	
Cecil	88,487	73,479	116,626	=	Director, Detention Center Director, Work Release	2	
Charles							Not a part of the County-administered personnel system.
Dorchester	68,215			=	Director of Corrections	1	
Frederick	124,623	80,924	124,623	=	Lt. Colonel	1	
Garrett	60,563	49,097	65,505	=	Detention Center Administrator	1	
Harford	127,192	98,446	147,048	=	Warden	1	
Howard	166,966	100,468	171,951	=		1	
Kent	102,000	82,872	132,595	=	Warden	1	
Montgomery	206,000	206,000	206,000	=	Director, Department of Corrections and Rehabilitation	1	Appointed to position
Prince George's	167,656	110,238	214,476	=	Director, Department of Corrections	1	Prince George's County uses the generic Director class. Actual \$180,000.
Queen Anne's	148,989	82,415	148,989	=		1	
St. Mary's		81,138	113,934		Commander of Corrections		Vacant
Somerset	70,856	69,109	112,239	=	Warden	1	
Talbot	94,856	79,301	99,452		Director	1	
Washington	94,265	82,160	111,966	=	Major	1	
Wicomico	98,084	64,249	128,499		Director, Corrections	1	
Worcester	121,411	95,000	125,000	=		1	
MNCPPC							
AVERAGE	118,903	92,998	136,109				

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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 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	135,538	83,875	150,437	=	Correctional Facility Administrator	2	
Baltimore City							
Baltimore County				=	Deputy Director of Corrections		VACANT
Calvert	98,072	73,757	109,429	=	Captain Deputy Administrator	1	40/week
Caroline	66,143	61,532	77,986		Captain	1	Captain
Carroll	100,100	66,207	121,701		Correctional Major	2	
Cecil	87,066	66,648	105,783	=	Deputy Director, Corrections	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	113,294	73,567	113,294	=	Major	1	
Garrett							
Harford	127,691	94,453	127,691	=	Major	1	
Howard		81,881	140,102	=	Deputy Director of Corrections		vacant
Kent							
Montgomery	158,760	88,388	160,454	=	Manager II	1	One Manager II employee works as Warden.
Prince George's	137,500	95,228	185,273	=	Deputy Director, Department of Corrections	2	Prince George's County uses the generic Deputy Director class. Average salary is for Department of Corrections only.
Queen Anne's	97,627	63,639	115,047	=	Captain	1	
St. Mary's				=			
Somerset	55,630	57,021	90,348	=	Assistant Warden	1	
Talbot	79,719	44,246	88,857		Deputy Director	1	
Washington	104,811	74,110	101,005	=	Captain	2	one is in longevity
Wicomico	77,720	50,652	101,303		Deputy Director, Corrections	2	
Worcester	101,602	95,000	105,000	=	Assistant Warden	2	
MNCPPC							
AVERAGE	102,752	73,138	118,357				

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

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	70,028	43,382	82,438	=	Lieutenant	3	
Anne Arundel	106,672	65,268	120,410	=	Detention Captain	3	
Baltimore City							
Baltimore County	91,210	60,906	77,090	=	Correctional Captain (40 hours)	6	Maximum salary with longevities is \$97,700.
Calvert	93,829	65,354	96,990	+	Correctional Lieutenant	2	40/week
Caroline	55,535	50,144	65,458		Lieutenant	1	Correctional Officer V
Carroll	76,551	60,196	111,717	=	Correctional Captain	3	
Cecil	68,841	57,573	91,380	=	Lieutenant, Corrections	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	52,835	46,698	72,834	=	Captain	1	
Frederick	92,068	60,800	93,631	=	Lieutenant	7	
Garrett	58,234	45,394	60,563	=	Assistant DC Administrator	1	
Harford	114,213	82,493	115,835	=	Captain	2	
Howard	95,009	61,402	101,525	=	Correctional Captain	4	
Kent	62,831	53,755	86,007	=	Captain	2	
Montgomery	117,511	70,134	113,537	=	Correctional Unit Commander - Captain	5	Actual salary include Longevity & other differentials. Base salary only: 113,537.
Prince George's	137,500	75,177	146,517	=	Correctional Officer, Major	2	
Queen Anne's	92,656	57,881	92,887	=	Lt.	1	
St. Mary's	95,763	68,578	95,763	=	COV Captain V07	3	
Somerset							
Talbot	71,180	41,811	83,966		Correctional Officer IV	2	
Washington	78,985	66,830	91,062	=	Lieutenant	5	
Wicomico		43,059	86,119		Correctional Officer/Major	Vacant	
Worcester	87,391	55,162	90,418	=	Captain	2	
MNCPPC							
AVERAGE	85,942	58,667	94,102				

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

Shift Supervisor

Typically oversees officers on assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	61,892	39,572	75,198	=	Sergeant	3	
Anne Arundel	97,176	59,458	109,595	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	74,578	53,396	66,671	=	Correctional Lieutenant	15	Maximum salary with longevities is \$84,990.
Calvert	74,446	56,285	83,533	+	Correctional Sergeant	8	40/week
Caroline	48,593	45,525	60,378		Sergeant	6	Correctional Officer IV
Carroll	66,028	55,037	68,432	=	Correctional Lieutenant	5	
Cecil	53,584	47,365	75,178	=	Sergeant, Corrections (First Sergeant is: \$52,553; \$52,220; \$82,884)	72	
Charles							Not a part of the County-administered personnel system.
Dorchester	46,751	37,435	58,386	=	Correctional Officer III	6	
Frederick	81,140	55,272	85,119	=	Sergeant	10	
Garrett	53,372	45,394	60,563	=	Correctional Lieutenant	2	
Harford	97,822	72,488	105,061	=	Lieutenant	8	
Howard							
Kent	52,667	44,366	70,541	=	Sergeant	5	based on 2288 hours worked per year
Montgomery	103,528	63,757	103,215	=	Correctional Shift Commander - Lieutenant	19	Actual salary include Longevity & other differentials. Base salary only: 101,627.
Prince George's	112,688	61,898	120,598	=	Correctional Officer, Captain	5	
Queen Anne's	63,768	50,840	81,589	=	Sgt.	3	
St. Mary's	75,317	58,323	81,432	=	CO IV Lieutenant V05	5	1 vacant position
Somerset	64,234	50,180	82,225	=	Correctional Officer IV	1	
Talbot	50,891	38,009	76,331		Correctional Officer III	4	
Washington	70,475	60,299	82,160	=	Sergeant	13	
Wicomico	69,150	43,059	86,119		Correctional Officer/Captain	2	
Worcester	76,100	52,541	86,112	=	Lieutenant	3	
MNCPPC							
AVERAGE	71,152	51,929	81,830				

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

First-Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	51,009	36,095	68,592	=	Corporal	9	
Anne Arundel	83,842	55,627	94,701	=	Detention Sergeant	24	
Baltimore City							
Baltimore County	62,934	48,898	60,906		Correctional Sergeant	39	Maximum salary with longevities is \$77,090.
Calvert	64,599	51,168	75,878	+	Correctional Corporal	11	40/week
Caroline	53,107	41,490	55,939		Corporal	5	Correctional Officer III
Carroll	58,462	50,451	64,605	=	Correctional Sergeant/Correctional Corporal	15	
Cecil	48,443	42,952	668,182	=	Corporal, Corrections	13	
Charles							Not a part of the County-administered personnel system.
Dorchester	37,503	34,825	54,316		Correctional Officer II	11	
Frederick	69,776	50,248	77,382	=	Corporal	22	
Garrett	41,249	40,291	53,758	=	Correctional Corporal	5	
Harford	71,719	55,869	86,424	=	Corporal	14	
Howard	86,938	55,453	91,915	=	Correctional Lieutenant	7	
Kent	47,954	39,980	63,169	=	Corporal	7	based on 2288 hours worked per year
Montgomery	92,122	57,960	93,830	=	Correctional Supervisor - Sergeant	44	Actual salary include Longevity & other differentials. Base salary only: 90,632.
Prince George's	77,904	49,287	89,400	=	Correctional Officer, Sergeant	61	
Queen Anne's	53,958	47,648	76,465	=	Corporal	5	
St. Mary's	67,038	53,622	74,838	=	CI III Sergeant V04	10	
Somerset	52,374	44,450	72,836	=	Correctional Officer III	6	
Talbot	45,502	34,208	68,669		Correctional Officer II	7	
Washington	74,068	54,371	74,069	=	Corporal	1	
Wicomico							
Worcester	50,364	50,045	81,994	=	Sergeant	19	
MNCPPC							
AVERAGE	61,470	47,378	102,279				

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

Correctional Officer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,233	32,924	62,565	=	Correctional Officer	52	
Anne Arundel	51,658	41,795	75,487	=	Detention Officer	202	
Baltimore City							
Baltimore County	50,728	42,507	53,396	=	Correctional Officer	257	Maximum salary with longevities is \$66,671.
Calvert	43,178	41,808	62,005	=	Correctional Deputy	23	40/week
Caroline	37,694	34,859	48,644		CO I & CO II	23	Correctional Officer I & II; average salary is an assumption of completion of the academy.
Carroll	50,451	42,827	48,291	=	Correctional Deputy I, II, III	66	
Cecil	35,339.00	35,339.00	56,097.00		Deputy - Corrections (DFC - Corrections is \$42,138; \$38,958; \$61,859) DFC - Corrections	1647	
Charles							Not a part of the County-administered personnel system.
Dorchester	35,852	30,161	50,529	=	Correctional Officer I	33	
Frederick	51,645	41,527	71,345	=		81	includes Correctional Officers and Correctional Officer First Class
Garrett	35,545	34,402	46,585	=		12	
Harford	51,846	43,139	78,395	=	Recruit, Officer, Officer First Class, Senior Deputy	91	
Howard	53,924	44,221	68,786	=	Correctional Officer	79	
Kent	42,070	36,668	57,201	=	Correctional Officer	13	based on 2288 hours worked per year
Montgomery	63,525	45,412	82,043	=	Correctional Officer I - Correctional Officer III	248	Actual salary include Longevity & other differentials. Base salary only: 63,424.
Prince George's		40,647	85,169		Correctional Officer Private - 57, 41,205 Correctional Officer First Class - 44, 47,786 Corporal - 162, 57,578, Master Corporal - 87, 75,249		Range provided from entry-level to master corporal.
Queen Anne's	48,776	39,224	67,164	=	Correctional Officer/Correctional Officer I	22	
St. Mary's	53,498	42,515	69,950	=	Correctional Officer/ Correctional Officer First Clas	56	9 vacant
Somerset	42,761	41,835	68,552	=	Correctional Officer II	21	
Talbot	36,326	32,261	61,068		Correctional Officer Trainee & Correctional Officer I	17	
Washington	49,039	38,542	62,442	=	Deputy and Deputy First Class	94	
Wicomico	36,069	28,433	53,582		Correction Officer I & II	36	
Worcester	42,397	38,621	63,265	=		46	
MNCPPC							
AVERAGE	45,455	38,621	63,298				

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

Jail Cook

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							Contracted service.
Anne Arundel							Contracted service-outside vendor
Baltimore City							
Baltimore County		42,507	53,396	=	Correctional Dietary Officer		Maximum salary with longevities is \$66,671. Function currently outsourced.
Calvert	52,853	35,672	52,853	=	Cook I	1	40/week
Caroline							
Carroll	33,863	33,197	37,399	=	Cook I	1	
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick							Moved to correctional Officers
Garrett	24,718	22,784	33,739	=		2	
Harford							Contract Service
Howard	59,484	44,221	68,786	=	Correctional Dietary Officer	5	
Kent							
Montgomery					NCC		
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's					Position does not exist		
Somerset							
Talbot							
Washington							Contracted
Wicomico							
Worcester	45,279	39,399	64,550	=		4	
MNCPPC							
AVERAGE	43,239	36,297	51,787				

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

Fire Chief

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	194,906	114,386	200,990	+		1	Appointed by County Executive; Fire Dept responsible for suppression & EMS/ALS
Baltimore City	194,718	137,437	226,807	=	Executive Director III	1	
Baltimore County	215,000	215,000	215,000		Chief of Fire Department	1	Appointed position
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							All volunteer
Frederick	172,598	121,957	195,132	=	Director/Fire Chief, DFRS	1	
Garrett							
Harford							HARFORD COUNTY HAS VOLUNTEER BASED FIRE SERVICES
Howard		123,320	211,183	=	Chief, Fire and Rescue	1	Acting Chief
Kent							
Montgomery	206,000	206,000	206,000	=	Fire Chief, Department of Fire & Rescue Services	1	Appointed to position
Prince George's	167,656	110,238	214,476	=	Director, Fire/EMS	1	Prince George's County uses the generic Director class. Working title: Fire Chief. Actual \$190,000.
Queen Anne's							
St. Mary's					Position does not exist		
Somerset							
Talbot							
Washington		52,540	82,160				No Fire Dept. Current vacant
Wicomico							
Worcester							
MNCPPC							
AVERAGE	191,813	135,110	193,969				

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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/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	152,583	82,188	166,022	=	Fire Deputy Chief	2	
Baltimore City	157,440	157,440	157,440	=	Assistant Fire Chief	3	
Baltimore County	165,568	90,921	126,522	=	Assistant Chief, Fire Department	2	Maximum salary with longevities is \$186,547.
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	131,451	101,335	162,136	=	Deputy Chief, DFRS	2	
Garrett							
Harford							
Howard	171,951	100,468	171,951	=	Deputy Chief	4	
Kent	70,061	66,073	105,717	=	Chief of Emergency Medical Services	1	
Montgomery	152,090	85,064	142,379	=	Fire/Rescue Assistant Chief	12	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual salary include Longevity & other differentials. Base salary only: 142,379.
Prince George's	150,250	94,285	183,439	=	Deputy Director, Fire/EMS	2	Prince George's County uses the generic Deputy Director class. Average salary is for Fire/EMS Department only.
Queen Anne's	90,000	63,639	115,047		Asst. Chief Emer Services	1	
St. Mary's					Position does not exist		
Somerset							
Talbot		79,301	99,452		DES Deputy Director		EMS only - (no paid fire) - reports to Director of Emergency Services - vacant
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	137,933	92,071	143,011				

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

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	131,348	70,504	144,364	=	Fire Division Chief	7	
Baltimore City	99,419			=	Battalion Fire Chief	38	Multiple Specialties
Baltimore County	149,617	79,250	109,673	=	Battalion Fire Chief	7	Maximum salary with longevities is \$161,147.
Calvert							All volunteer
Caroline	83,440	68,552	85,707		EMS Operations Manager	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett	51,200	34,950	53,252	=	Emergency Medical Services Chief	1	
Harford							
Howard	154,540	105,352	155,459	=	Assistant Chief	4	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	172,935	95,330	158,271	=	Fire/Rescue Division Chief	3	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual salary include Longevity & other differentials. Base salary only: 161,436.
Prince George's	160,444	75,729	162,928	=	Firefighter Major & Firefighter/Medic Major	12	
Queen Anne's							
St. Mary's					Position does not exist		
Somerset							
Talbot	57,075	50,853	63,774		EMS Captain	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	117,780	72,565	116,679				

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

Shift Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	96,151	50,308	113,195	+	Fire Captain	34	Suppression & EMS/ALS
Baltimore City	93,784			=	Fire Captain	80	
Baltimore County	123,319	67,099	91,374	=	Fire Captain	100	Maximum salary with longevities is \$133,681.
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	74,547	58,548	103,338	+	Fire Captain	19	does not include fire captain medic
Garrett							
Harford							
Howard	131,280	91,004	134,110	=	Battalion Chief	15	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	120,745	68,092	110,229	=	Fire/Rescue Captain	144	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual salary include Longevity & other differentials. Base salary only: 112,434.
Prince George's	119,671	59,670	127,976	=	Firefighter Captain & Firefighter/Medic Captain	49	
Queen Anne's	65,600	57,881	92,887	=	EMS/Captain	3	
St. Mary's					Position does not exist		
Somerset							
Talbot	50,233	46,020	60,522		EMS Lieutenant	3	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	97,259	62,328	104,204				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

First Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	82,361	47,913	107,805	+	Fire Lieutenant	130	Suppression & EMS/ALS
Baltimore City	78,558			=	Fire Lieutenant	196	
Baltimore County	95,164	58,953	79,931	=	Fire Lieutenant	108	Maximum salary with longevities is \$115,479.
Calvert							All volunteer
Caroline	58,151	50,144	65,458		EMS Supervisor	4	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	70,257	54,676	96,503	=	Fire Lieutenant	45	does not include fire lieutenant medic
Garrett							
Harford							
Howard	116,490	82,019	121,081	=	Fire Captain	40	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	98,674	61,593	99,710	=	Fire/Rescue Lieutenant	119	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual salary include Longevity & other differentials. Base salary only: 94,664.
Prince George's	97,702	54,542	114,778	=	Firefighter Lieutenant & Firefighter/Medic Lieutenant	114	
Queen Anne's	63,525	54,247	87,055		EMS/Lt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	84,542	58,011	96,540				

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

Firefighter

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	58,124	39,418	95,840	+	Fire Fighter II, Fire Fighter III (pump operator), Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	684	Proficiency advancement through ranks based on time in prior rank and certification requirements. FF II and FF III trained certified in suppression & basic EMT. Range is minimum FF II to maximum FF EMT-Paramedic
Baltimore City	61,604	35,705	63,728	=	EMT Firefighter, Firefighter & Firefighter/Paramedic	534	Maximum salary with longevities is \$71,172
Baltimore County	87,341	35,545	61,508	=	Probationary FF/ Firefighter/Firefighter EMT	48	Career ladder is Probationary FF to FF or FF/EMT. Maximum salary with longevities is \$87,341. Average salary listed is for FF/EMT.
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	41,004	41,603	84,169	=	Fire Recruit, Fire 1, Fire 2, Fire 3	218	
Garrett							
Harford							
Howard	72,646	59,779	88,184	=	Firefighter	213	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	65,513	45,261	80,784	=	Firefighter (Recruit to III)	612	These averages includes the Oct. 1 GWA impact on 9.21.17 salaries. Actual FTE salary include Longevity & other differentials. Base salary only: 63,263.
Prince George's		42,924	105,705		Firefighter I - 137, 43,478, Firefighter II - 421, 60,827, Firefighter III - 10, 102,252		Range provided from entry-level Fire Fighter to Fire Fighter III.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	41,736	41,736	65,258			6	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	61,138	42,746	80,647				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

Paramedic EMT/P

Responds to emergency calls to provide efficient and immediate care to the critically ill or injured. EMT-P level.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	40,491	39,572	82,438	=	Advanced Life Support Provider II & III	13	Two grades.
Anne Arundel	64,761	45,631	95,840	+	Fire Fighter EMT-P	195	Trained in suppression and certified Paramedic (County has a lower ALS class of Fire Fighter EMT-Intermediate)
Baltimore City	65,242	46,813	71,046	=	Paramedic EMT	88	Maximum salary with longevities is \$83,124
Baltimore County	64,727	51,875	70,061	=	Paramedic	113	Maximum salary with longevities is \$99,755.
Calvert							All volunteer
Caroline	41,884	37,957	55,939		Paramedic & EMT-I	20	EMT-P & EMT-I
Carroll							NCC
Cecil	42,361	41,076	64,773		Paramedic (senior parametic is another position)	237	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period)
Charles	55,661	41,230	83,611	=		41	
Dorchester	44,438	40,258	62,790	=	EMT - I or Paramedic	20	
Frederick	39,243	47,091	81,165	=	Fire Medic 1	1	does not include fire Medic 2 and fire medic 3
Garrett	33,598	29,241	45,016	=	ALS	14	Advanced Life Support Provider
Harford	45,378	40,698	91,190	=	Paramedic	9	
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 7,000
Kent				=		6 Par	
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's	87,120	54,542	114,778	=	Paramedic Lieutenant	3	
Queen Anne's	56,553	47,648	81,589	=	Paramedic I & II	22	
St. Mary's							
Somerset							
Talbot	45,158	41,837	57,691		Paramedic	20	
Washington	63,848	48,660	76,112		Firefighter Captain (EMS)	8	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	52,698	43,609	75,603				

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo

EMT/B

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,924	32,924	62,565	=	EMT	6	
Anne Arundel	51,333	39,418	86,930	+	Fire Fighter II & III	471	Trained in suppression & EMT-B certified. Range is FF II min and FF III max
Baltimore City	70,711	45,080	68,132	=	Paramedic CRT	82	Maximum salary with longevities is \$79,714
Baltimore County	60,053	45,866	61,508	=	Emergency Medical Technician	66	Maximum salary with longevities is \$87,394.
Calvert							All volunteer
Caroline	33,168	32,136	45,650		EMT / B	16	
Carroll							NCC
Cecil	44,176	36,964	58,289	=	Medic	2	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period)
Charles	50,057	41,230	83,611	=		32	
Dorchester	34,125	30,161	47,041	=	EMT	20	
Frederick							
Garrett	29,221	26,934	39,885	=	BLS	2	Basic Life Support Providers
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 2,500
Kent							
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's		45,025	91,909	=	Paramedic Trainee II		Vacant
Queen Anne's	38,911	34,453	58,994	=	EMT I & II	12	
St. Mary's							
Somerset							
Talbot	37,320	32,306	51,329		EMT-B/EVO	15	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	43,818	36,875	62,987				

* 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.

Animal Control Officer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	47,027	36,546	64,834	=		10	Max salary includes 15% longevity 16+ yrs
Baltimore City	50,928	42,131	50,927	=	Animal Control Investigator	1	Maximum salary with longevities is \$59,585
Baltimore County	46,767	35,161	44,629	=	Animal Services Field Officer (40 hours)	3	Maximum salary with longevities is \$55,848.
Calvert	43,607	36,509	54,090	=	Animal Control Officer	5	35/week
Caroline	31,500	30,900	44,290			3	
Carroll	44,517	34,528	53,768	=	Animal Control Officer	3	Not a County Agency but salary data is supplied - Converted to 40 hours
Cecil	37,148	68,339	58,097		Animal Control Officer	1	
Charles	60,212	44,983	72,406	=		3	
Dorchester	28,909	26,190	43,802	=		3	
Frederick	50,149	38,860	62,176	=		6	
Garrett	49,233	34,950	53,252	+	Animal Control Officer	1	
Harford	51,763	41,995	72,575	=	Animal Control Officer II	5	
Howard	53,740	37,502	57,221	=	Animal Control Officer	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	70,771	50,299	83,100	=	Code Enforcement Inspector III	21	Full-performance level. Assigned to the Police Department. Base salary only: 69,940.
Prince George's	50,244	39,248	72,147	=	Animal Control Officer II	12	
Queen Anne's	46,374	34,453	55,289	=		2	
St. Mary's	46,488	40,123	64,147	=	Animal Warden	4	
Somerset	31,288	28,625	52,952	=	Animal Control Officer I & II	2	2 Pay Grades
Talbot							
Washington							
Wicomico							
Worcester	43,764	30,872	61,487	=		4	
MNCPPC							
AVERAGE	46,549	38,538	59,010				

* 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.

Tourism Director

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	65,000	65,000	65,000	=	Director of Tourism	1	
Anne Arundel							
Baltimore City							
Baltimore County							NCC
Calvert	52,562	52,562	77,969	=	Tourism Program Specialist	1	35/week
Caroline							
Carroll	74,839	53,540	85,738		Manager of Tourism	1	
Cecil	78,884	52,220	82,884		Tourism Manager	1	
Charles	87,000	77,462	87,000	=	Chief of Tourism & Special Events	1	
Dorchester	65,000					1	Flat rate salary
Frederick							
Garrett							
Harford							
Howard							
Kent	85,898	66,073	105,717	=		1	
Montgomery							NCC
Prince George's							Not in County Class Plan
Queen Anne's							
St. Mary's							
Somerset	62,247	49,343	78,181	=		1	
Talbot	88,474	79,301	99,452			1	
Washington							
Wicomico							
Worcester	88,730	55,000	90,000			1	
MNCPPC							
AVERAGE	74,863	61,167	85,771				

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

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

FY 2019 Salary Survey of MD Counties, Prepared by MACo



County Employee Health Benefits

FY 2019 Maryland County Government Health Benefits Survey				
Allegany				
	Active Employees/Pre-65 Retirees		Medicare Retirees	
	Active Employees	Pre-65 Retirees	Medicare Eligible	Medicare w/Upgrade
Annual Deductible (Individual)			N/A	N/A
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	300	300	N/A	N/A
Annual Deductible (Family)			N/A	N/A
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	600	600	N/A	N/A
Office Co-Pays (In-Network)	25	25	N/A	N/A
ER Copay	100	100	N/A	N/A
Coinsurance (In-Network)			N/A	N/A
Coinsurance (Out-of-Network)			N/A	N/A
Out of Pocket Max. (Individual)			N/A	N/A
In-Network	2000	2000	N/A	N/A
Out-of-Network	2000	2000	N/A	N/A
Out of Pocket Max. (Family)			N/A	N/A
In-Network	4000	4000	N/A	N/A
Out-of-Network	4000	4000	N/A	N/A
Rx Plan: Retail Generic	10	10	N/A	N/A
Brand, Formulary	35	40	N/A	N/A
Brand, Non-Formulary	50	55	N/A	N/A
RX Plan: Mail Generic	10	10	N/A	N/A
Brand, Formulary	35	40	N/A	N/A
Brand, Non-Formulary	50	55	N/A	N/A

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

FY 2019 Maryland County Government Health Benefits Survey				
Allegany				
Person Responding: Brian P. Westfall, SPHR				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	Yes		CareFirst BC/BS	CBIZ
	Other			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	105	143	104	74
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	Yes	Via Flexible Spending Plan	Yes	No
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	No	No	Voluntary	Voluntary
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	No	Voluntary	Included	
Opt-out offered for employees covered by other health insurance plans?	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Yes	16	600	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	No	No	Yes	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst Blue Cross/Blue Shield			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Potentially			
What options have been implemented to reduce retiree health care costs?	Private health care exchange for post-65 retirees.			

FY 2019 Maryland County Government Health Benefits Survey

Anne Arundel

County: Anne Arundel County Government

Person Responding: Douglas Hart

Title: Sr. Personnel Analyst

Phone: 410 222-7400

Email: pehart01@aacounty.org

Fax: 410 222-4512

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

FY 2019 Maryland County Government Health Benefits Survey				
Anne Arundel				
County: Anne Arundel County Government				
Person Responding: Douglas Hart				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X	All Self -Insured except Aetna Medicare Advantage which is Fully-Insured		
How many people does your county insure on: 7/1/18 FY19	Single plans	Family plans	Two-person plans	Retirees
	1329	1743	600	3550
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	Full Cost thru 3rd Party	X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X Effective 1/1/19		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	695	498-524-546-750	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N/A	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?		No		
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?		N/A		
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?		Possibly		
What options have been implemented to reduce retiree health care costs?		Establishment of OPEB Trust Fund. RX EGWP. Switch to Fully-Insured Medicare Advantage Plan.		

FY 2019 Maryland County Government Health Benefits Survey						
Baltimore City						
BALTIMORE CITY						
Kamau Makini						
Human Resources Specialist						
410-396-5018						
Kamau.makini@baltimorecity.gov						
410-545-1516						
	Active Employee and Pre-65 Retirees				Medicare Retirees	
	PPO High	PPO STANDARD	AetnaHMO	Kaiser HMO	CareFirst Medicare Supplemental	Kaiser Medicare Advantage HMO
Annual Deductible (Individual)						
In-Network	N/A	\$250	N/A	N/A	Major Medical	N/A
Out-of-Network	N/A	\$500	N/A	N/A	Major Medical	N/A
Annual Deductible (Family)						
In-Network	N/A	\$500	N/A	N/A	Major Medical	N/A
Out-of-Network	N/A	\$1,000	N/A	N/A	Major Medical	N/A
Office Co-Pays (In-Network)	\$5	N/A	\$5	\$5	Major Medical	\$5
ER Copay	\$50	10%	\$50	\$50	20%	\$50
Coinsurance (In-Network)	N/A	10%	N/A	N/A	N/A	N/A
Coinsurance (Out-of-Network)	N/A	30%	N/A	N/A	N/A	N/A
Out of Pocket Max. (Individual)						
In-Network	\$1,000	\$1,000	\$1,100	\$1,100	\$30,000 paid @80% allowed benefit, then 50% allowed benefit	N/A
Out-of-Network	N/A	\$2,000	N/A	N/A		N/A
Out of Pocket Max. (Family)						
In-Network	\$2,000	\$2,000*	\$2,200	\$3,600	\$30,000 paid @80% allowed benefit, then 50% allowed benefit	N/A
Out-of-Network	N/A	\$4,000*	N/A	N/A		N/A
	High Opt&Rep	Stand Opt (\$50 Ded)	High Opt/MAPS & Non-Rep		Medicare Prescriptin Plan (\$100 Ded)	
Rx Plan: Retail Generic	\$10	\$5	\$15		\$5	
Brand, Formulary	\$20	\$30	\$30		\$30	
Brand, Non-Formulary	\$30	\$50	\$40		\$50	
RX Plan: Mail Generic	\$15	\$10	\$20		\$13	
Brand, Formulary	\$25	\$60	\$40		\$75	
Brand, Non-Formulary	\$35	\$100	\$60		\$125	

*OOP Max for Standard option has salary criteria. The listed amounts are for employees who are <\$45,000 in annual salary.

*OOP Max for employees >\$45,000 annual salary are \$1,500/\$3,000 (in-network) and \$3,000/\$6,000 (out-of-network)

FY 2019 Maryland County Government Health Benefits Survey				
Baltimore City				
Person Responding: Kamau Makini				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	4835	3506	2343	14,918
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	415	\$650 - \$2,500	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	We do not offer any premium reductions or other incentives for participation in wellness programs.			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Yes, the city has self-insured health plans. The City does not purchase any stop-loss policies. Since the City maintains a reserve to respond to the catastrophic losses, there is no need for the stop loss policy.			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No, The Cit will not adopt the private health care exchange for retirees because of the trust liability exposue. Retirees can purchase the coverage directly from the private healthcare exchange at their own will. The City wil not sponosor it.			
What options have been implemented to reduce retiree health care costs?	After Medicare payments (80%), the City portion of Medicare eligible retirees' supplemental plan reimbursements have been reduced from 100% to 80%, leaving 20% to be paid by the covered retirees effective January 1, 2017.			

FY 2019 Maryland County Government Health Benefits Survey

Baltimore County

Person Responding: Shelly Simon

Title: Personnel Analyst

Phone: 410-887-2004

Email: ssimon@baltimorecountymd.gov

Fax: 410-887-8710

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

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

FY 2019 Maryland County Government Health Benefits Survey				
Baltimore County				
Person Responding: Shelly Simon				
Title: Personnel Analyst				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	Kaiser HMO & Cigna Dental HMO			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	Not available	Not available	Not available	Not available
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	Limited through EAP	X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N/A	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	We offer limited incentives for different one time Wellness Events that are funded by our Cigna Wellness Fund.			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Cigna provides the stop loss for the Cigna plans. The specific attachment point is \$500,000, No aggregate.			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Not sure.			
What options have been implemented to reduce retiree health care costs?	Steps were taken for 2016 to encourage Medicare Retirees to find their own Medicare Part D plan, but it is not mandatory. Retirees subsidy was completely restructured for those retiring after 7/1/07 and for those hired after 7/1/07 have an even greater reduction in subsidy. Beginning in 2018, a small private Medicare Exchange was offered on a voluntary basis with a defined contribution/credit based on date of retirement and years of service.			

FY 2019 Maryland County Government Health Benefits Survey							
Calvert							
County: Calvert County							
Person Responding: David E. Carpenter							
Title: Sr. HR Analyst - Benefits Mgr.							
Phone: 410-535-1600 ext. 2802							
Email: david.carpenter@calvertcountymd.gov							
Fax: 410-414-5617							
	Active Employee/Pre-65 Retiree			Medicare Retirees			
	HMO	Advantage	PPO	HMO	Advantage	PPO	Standard Group
Annual Deductible (Individual)							
In-Network	N/A	N/A	N/A	N/A	N/A	N/A	300
Out-of-Network	N/A	200	200	N/A	200	200	300
Annual Deductible (Family)							
In-Network	N/A	N/A	N/A	N/A	N/A	N/A	300 pp
Out-of-Network	N/A	400	400	N/A	400	400	300 pp
Office Co-Pays (In-Network)	10	15	20	10	15	20	NA
ER Copay	25	50	50	25	50	50	N/A
Coinurance (In-Network)	100%	100%	100%	100%	100%	100%	N/A
Coinurance (Out-of-Network)	N/A	80%	80%	N/A	80%	80%	N/A
Out of Pocket Max. (Individual)							
In-Network	2000	800	800	2000	800	800	1000
Out-of-Network	N/A	800	800	N/A	800	800	1000
Out of Pocket Max. (Family)							
In-Network	6000	1600	1600	6000	1600	1600	1000
Out-of-Network	N/A	1600	1600	N/A	1600	1600	1000
Rx Plan: Retail Generic	8	10	10	8	10	10	10
Brand, Formulary	15	20	20	15	20	20	20
Brand, Non-Formulary	30	35	35	30	35	35	35
RX Plan: Mail Generic	16	20	20	16	20	20	20
Brand, Formulary	30	40	40	30	40	40	40
Brand, Non-Formulary	60	70	70	60	70	70	70
FY 2019 Maryland County Government Health Benefits Survey							
Calvert							
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker			
	X						
	Fully-Insured	Other					
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees			
	287	275	188	228			
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance			
	X	Voluntary	X				
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance			
	Voluntary	Voluntary	X	X			
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other			
	Voluntary	Voluntary	X				
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?			
	Y	182	850	N			
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog				
	N	N	Y				
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Self insured - trying to implement some CareFirst wellness initiatives						
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst \$200,000 specific / No Aggregate						
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Don't know						
What options have been implemented to reduce retiree health care costs?							

FY 2019 Maryland County Government Health Benefits Survey

Caroline

County: Caroline County

Person Responding: Sherry Bratton

Title: Assistant Director of Human Resources

Phone: 410-479-4105

Email: sbratton@carolinemd.org

Fax: 410-479-4023

	Active Employee	Medicare Retirees	Pre-65 Retiree	
	EPO/Active	Medicare Supplement	HRA (\$252 monthly reimb)	N/A
Annual Deductible (Individual)			-	-
In-Network		N/A	-	-
Out-of-Network		N/A	-	-
Annual Deductible (Family)		Only individual	-	-
In-Network		N/A	-	-
Out-of-Network		N/A	-	-
Office Co-Pays (In-Network)	15 PRIM/30 SPEC	N/A	-	-
ER Copay	150	N/A	-	-
Coinsurance (In-Network)	None	N/A	-	-
Coinsurance (Out-of-Network)	None	N/A	-	-
Out of Pocket Max. (Individual)		N/A	-	-
In-Network	1500	N/A	-	-
Out-of-Network	3000	N/A	-	-
Out of Pocket Max. (Family)			-	-
In-Network	3000		-	-
Out-of-Network	6000		-	-
			-	-
Rx Plan: Retail Generic	10	N/A	-	-
Brand, Formulary	25	N/A	-	-
Brand, Non-Formulary	40	N/A	-	-
RX Plan: Mail Generic	20	N/A	-	-
Brand, Formulary	50	N/A	-	-
Brand, Non-Formulary	80	N/A	-	-

FY 2019 Maryland County Government Health Benefits Survey				
Caroline				
County: Caroline County				
Person Responding: Sherry Bratton				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
		X		
	Fully-Insured	Other		
		Medicare Supplement is Hartford Insurance		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	88	38	40	26
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X			X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	15	VARIES	stopped in 2013
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	no	no	no	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	no			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?	Hartford Medicare Supplement and HRA for Retirees under 65			

FY 2019 Maryland County Government Health Benefits Survey

Carroll

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

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

FY 2019 Maryland County Government Health Benefits Survey				
Carroll				
Person Responding:				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	349	409ee's/1,583 total	322ee's/644 total	340ee's/490 total
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	X	100	\$400-\$1200	no
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Yes	Yes		
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	United Healthcare Insurance Company-BP Stop Loss; Individual SL-\$300,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	possibly			
What options have been implemented to reduce retiree health care costs?	Those employees hired after 2005 have a higher cost-sharing of premium. We have also increased the years of service requirement to 15 years as opposed to 10 with a hire date after 2005.			

FY 2019 Maryland County Government Health Benefits Survey				
Cecil				
	Active Employee/Pre-65 Retirement			Medicare Retirees
	Carefirst PPO - High Option	Carefirst PPO - Standard Option	Carefirst High Deductible	Carefirst PPO-Standard Option
Annual Deductible (Individual)				
In-Network	200	400	1,500	400
Out-of-Network	200	400	3,000	400
Annual Deductible (Family)				
In-Network	600	1,200	3,000	1,200
Out-of-Network	600	1,200	6,000	1,200
Office Co-Pays (In-Network)	20 / 30	20 / 30	10% after deductible	20 / 30
ER Copay	10% of allowed benefit after deductible	25% of allowed benefit after deductible	10% after deductible	25% of allowed benefit after deductible
Coinsurance (In-Network)	10% of allowed benefit	25% of allowed benefit	10% after deductible	25% of allowed benefit
Coinsurance (Out-of-Network)	25% of allowed benefit after deductible	35% of allowed benefit after deductible	10% after deductible	35% of allowed benefit after deductible
Out of Pocket Max. (Individual)				
In-Network	1,500	2,000	3,000	2,000
Out-of-Network	1,500	2,000	6,000	2,000
Out of Pocket Max. (Family)				
In-Network	4,500	6,000	6,000	6,000
Out-of-Network	4,500	6,000	12,000	6,000
Rx Plan: Retail Generic	\$10 copay for 30-day supply	\$10 copay for 30-day supply	10% after deductible	\$10 copay for 30-day supply
Brand, Formulary	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	10% after deductible	25% copay up-to maximum of \$50 for 30-day supply
Brand, Non-Formulary	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	10% after deductible	25% copay up-to maximum of \$50 for 30-day supply
RX Plan: Mail Generic	\$10 copay for 90-day supply	\$10 copay for 90-day supply	10% after deductible	\$10 copay for 90-day supply
Brand, Formulary	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	10% after deductible	25% copay up-to maximum of \$75 for 90-day supply
Brand, Non-Formulary	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	10% after deductible	25% copay up-to maximum of \$75 for 90-day supply

FY 2019 Maryland County Government Health Benefits Survey				
Cecil				
Person Responding:				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	220	185	109	76
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
		X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Y			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Sun Life Assurance Company \$200,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

FY 2019 Maryland County Government Health Benefits Survey				
Charles				
County: Charles County				
Person Responding: Angel DuBose				
Title: Benefits Compliance Administrator				
Phone: 301-885-2764				
Email: DuboseA@charlescountymd.gov				
Fax: 301-396-8862				
	Active Employee/Pre-65 Retiree		Medicare Retirees	
	Bluechoice Advantage	CareFirst BlueChoice HMO Open Access	CareFirst Standard over 65	HMO Open Access over 65
Annual Deductible (Individual)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	200	N/A	N/A	N/A
Annual Deductible (Family)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	400	N/A	N/A	N/A
Office Co-Pays (In-Network)	\$15 PCP/\$20 Spec	\$10 PCP/\$15 Spec	varies	\$10 PCP/\$15 Spec
ER Copay	\$125 /Waived admitted	\$100/Waived admitted	N/A	\$100/Waived admitted
Coinsurance (In-Network)	N/A	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Coinsurance (Out-of-Network)	80%/20%	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Out of Pocket Max. (Individual)				
In-Network	1,000	2,000	200	2,000
Out-of-Network	1,000	N/A	N/A	N/A
Out of Pocket Max. (Family)				
In-Network	2,000	6,000	N/A	6,000
Out-of-Network	2,000	N/A	N/A	N/A
Rx Plan: Retail Generic	5	5	5	5
Brand, Formulary	20	20	20	20
Brand, Non-Formulary	35	35	35	35
RX Plan: Mail/ CVS Retail Pharmacy Generic	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay
Brand, Formulary	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay
Brand, Non-Formulary	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay

FY 2019 Maryland County Government Health Benefits Survey				
Charles				
County: Charles County				
Person Responding: Angel DuBose				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	N			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst, Stop Loss Specific is \$175,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

FY 2019 Maryland County Government Health Benefits Survey

Dorchester

County: Dorchester

Person Responding: Becky Dennis

Title: HR Director

Phone: 410-901-2406

Email: bdennis@docogonet.com

Fax: 410-228-6850

Active Employee, Pre-65 Retirees and Medicare Retirees*

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

FY 2019 Maryland County Government Health Benefits Survey				
Dorchester				
County: Dorchester				
Person Responding: Becky Dennis				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X		X	X
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	93	60	68	84
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
			X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-		-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Y			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	N			
What options have been implemented to reduce retiree health care costs?	Over 65 must utilize Medicare Part D			

FY 2019 Maryland County Government Health Benefits Survey					
Frederick					
	Active Employee and Pre-65 Retiree		Medicare Retirees		Active Ees Only
	In Network	Point of Service	In-Network	Point of Service (POS)	High Deductible w/HSA
Annual Deductible (Individual)					
In-Network	0	0	N/A	N/A	1350
Out-of-Network	N/A	300	N/A	300	2700
Annual Deductible (Family)					
In-Network	0	0	N/A	N/A	2700
Out-of-Network	N/A	600	N/A	600	5400
Office Co-Pays (In-Network)	20	20	20	20	n/a
ER Copay	150	150	150	150	n/a
Coinsurance (In-Network)	10%	10%	10%	10%	10%
Coinsurance (Out-of-Network)	N/A	20%	N/A	20%	20%
Out of Pocket Max. (Individual)					
In-Network	1250	1250	1250	1250	2500
Out-of-Network	N/A	2300	N/A	2300	5000
Out of Pocket Max. (Family)					
In-Network	2500	2300	2500	2300	5000
Out-of-Network	N/A	4600	N/A	4600	9600
					<u>IN</u> <u>OON</u>
Rx Plan: Retail Generic	10	10	10	10	10 20%
Brand, Formulary	30	30	30	30	30 20%
Brand, Non-Formulary	50	50	50	50	50 20%
RX Plan: Mail Generic	20	20	20	20	20 n/a
Brand, Formulary	60	60	60	60	60 n/a
Brand, Non-Formulary	100	100	100	100	100 n/a
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.					
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker	
	Fully-Insured	Other			
	X				
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees	
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance	
	X	X	X		
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance	
	X	X	X	X	
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other	
		X	X		
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?	
	N	-	-	-	
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog		
	N	N	Y		
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Yes				
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?					
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Not currently				
What options have been implemented to reduce retiree health care costs?	Changes to subsidy of premiums, offering Medicare Supplement				

FY 2019 Maryland County Government Health Benefits Survey				
Garrett				
County: Garrett County				
Person Responding: DaVina Griffith				
Title: Director Human Resources				
Phone: 301.334.1989				
Email: dgriffith@garrettcountry.org				
Fax: 301.334.5026				
	Active Employee and Pre-65 Retirees			Medicare Retirees
	POS	PPO	HSA	January 1, 2017 moved from Group Plan with United Healthcare to Individual HRA Subsidy
Annual Deductible (Individual)				
In-Network	500	0	2,000	N/A
Out-of-Network	500	300	4,000	N/A
Annual Deductible (Family)				
In-Network	1,000	0	4,000	N/A
Out-of-Network	1,000	900	8,000	N/A
Office Co-Pays (In-Network)	30	15	Ded, then 90%	N/A
ER Copay	100	35	Ded, then 90%	N/A
Coinsurance (In-Network)	85%	100%	90%	N/A
Coinsurance (Out-of-Network)	50%	80%	50%	N/A
Out of Pocket Max. (Individual)				
In-Network	4,000	3,000	5,000	N/A
Out-of-Network	5,000	3,000	7,000	N/A
Out of Pocket Max. (Family)				
In-Network	8,000	6,000	10,000	N/A
Out-of-Network	10,000	6,000	14,000	N/A
Rx Plan: Retail Generic	10	10	Ded, then 90%	N/A
Brand, Formulary	40	20	Ded, then 90%	N/A
Brand, Non-Formulary	50	35	Ded, then 90%	N/A
RX Plan: Mail Generic	20	20	Ded, then 90%	N/A
Brand, Formulary	60	40	Ded, then 90%	N/A
Brand, Non-Formulary	100	70	Ded, then 90%	N/A

FY 2019 Maryland County Government Health Benefits Survey					
Garrett					
Person Responding: DaVina Griffith					
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.					
Method Used to Insure	Self-insured		State Insurance	Third Party Carrier	Broker
	X				
	Fully-Insured		Other		
How many people does your county insure on:	Single plans		Family plans	Two-person plans	Retirees
	94		110 FAMILY + 5 PARENT & CHILDREN = 115	77 EMPLOYEE & SPOUSE + 17 PARENT & 1 CHILD = 94	138
Which of the following do you offer?	Life Insurance		Legal Services	Flexible Spending Accounts	
	X			X	
Which of the following do you offer?	Accident-Only Insurance		Critical Illness Insurance	Dental Insurance	Vision Insurance
	X		X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance		Cancer Insurance	Prescriptions	Other
			X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?		Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
					-
Health Care Reform	Are plans grandfathered in?		Intend to grandfather long-term?	Participate in Early Retiree Ins Prog	
	X		X	X	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Yes. Eff. January 1, 2018 premium rates will increase \$600 emp / \$300 spouse. Unless completion of both a Bio-metric Screening & CHRA for active emp, covered spouses and retirees.				
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Sun Life Financial. Specific Stop Loss - 24/12 (Monthly Premium Rate = \$31.24 Individual; \$79.94 Non-Individual). Specific Deductible - \$275,000. Aggregate Stop Loss – 24/12 (Monthly Premium Rate = \$2.45).				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?					
What options have been implemented to reduce retiree health care costs?	January 1, 2017 moved over 65 retirees to HRA. Subsidy for individual plans on Medicare Exchange. July 1, 2018 new hired employees will not be offered post-retirement healthcare benefits.				

FY 2019 Maryland County Government Health Benefits Survey

Harford

County: Harford County Government

Person Responding: Beth A. Griffith

Title: Benefits Program Manager

Phone: 410-638-3202

Email: bagriffith@harfordcountymd.gov

Fax: 410-879-3564

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

FY 2019 Maryland County Government Health Benefits Survey				
Harford				
County: Harford County Government				
Person Responding: Beth A. Griffith				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	480	700	412	691
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
		X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	X	141	1,200	
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?		No		
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?		Yes		
What options have been implemented to reduce retiree health care costs?		PEHP Plan		

FY 2019 Maryland County Government Health Benefits Survey						
Howard						
County: Howard County						
Person Responding: Randy Zamzow						
Title: Chief of Benefits						
Phone: (410) 313-3237						
Email: rzamzow@howardcountymd.gov						
Fax: (410) 313-3237						
Active Employee, Pre-65 Retirees, and Medicare Retirees						
	Aetna Open Access (actives and pre-65 retirees)	Aetna PPO (actives and pre-65 retirees)	Kaiser HMO (actives and pre-65 retirees)	Kaisre Cost Plus plan (Medicare retirees)	Medicare Advantage 95 plan	Medicare Advantage 10 plan
Annual Deductible (Individual)						
In-Network	N/A	\$250	N/A	n/a	\$300	n/a
Out-of-Network	N/A	\$500	N/A	Medicare benefits schedule	\$300	n/a
Annual Deductible (Family)					\$0	
In-Network	N/A	\$500	N/A	n/a	\$300	n/a
Out-of-Network	N/A	\$1,000	N/A	Medicare benefits schedule	\$300	n/a
Office Co-Pays (In-Network)	10pcp 20 spec	\$20	10pcp 20 spec	\$10	\$0	\$10.00
ER Copay	\$100	\$100	\$100	\$50	\$50	\$50.00
Coinurance (In-Network)	100%	90%	100%	n/a	5%	n/a
Coinurance (Out-of-Network)	N/A	70%	N/A	Medicare benefits schedule	5%	n/a
Out of Pocket Max. (Individual)					-	
In-Network	N/A	\$1,500	N/A	\$3,400	\$1,000.00	\$6,700.00
Out-of-Network	N/A	\$4,000	N/A	Medicare benefits schedule	\$1,000.00	\$6,700.00
Out of Pocket Max. (Family)					\$0.00	
In-Network	N/A	\$3,000	N/A	\$3,400	\$1,000.00	\$6,700.00
Out-of-Network	N/A	\$8,000	N/A	Medicare benefits schedule	\$1,000.00	\$6,700.00
Rx Plan: Retail Generic	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Brand, Formulary	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Brand, Non-Formulary	\$50.00	\$50.00	\$50.00	\$10.00	\$50.00	\$50.00
RX Plan: Mail Generic	\$10.00	\$10.00	\$20.00	\$15.00	\$10.00	\$10.00
Brand, Formulary	\$30.00	\$30.00	\$60.00	\$15.00	\$30.00	\$30.00
Brand, Non-Formulary	\$50.00	\$50.00	\$100.00	\$15.00	\$50.00	\$50.00
FY 2019 Maryland County Government Health Benefits Survey						
Howard						
County: Howard County						
Person Responding: Randy Zamzow						
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.						
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker		
	X					
	Fully-insured	Other				
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees		
	897	879	625	785		
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance		
	X	X	X	X		
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance		
	X	X	X	X		
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other		
	X	X	X			
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?		
	Y	428	\$900/year	N		
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	Yes, but ERRP has expired		
	Y	Y				
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No					
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Aetna is stop loss carrier. \$600,000 specific, no aggregate					
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?						
What options have been implemented to reduce retiree health care costs?	Implementation of Medicare Advantage plans for medicare-eligible retirees; increase in years of service required for retiree health insurance eligibility; change in algorithm for determining County contribution towards retiree health premium					

FY 2019 Maryland County Government Health Benefits Survey				
Kent				
County: Kent County				
Person Responding: S. Martin Hale				
Title: HR Director				
Phone: 410-778-7481				
Email: mhale@kentgov.org				
Fax: 410-778-3749				
	Active Employee and Pre-65 Retirees		Medicare Retirees	
	HMO/HRA	N/A	GAP	N/A
Annual Deductible (Individual)		-	Employees participate in Medicare and county provides GAP coverage for services not fully covered by Medicare. County pays for benefits for only those retiring with 30 years of service.	-
In-Network	1200	-		-
Out-of-Network	N/A	-		-
Annual Deductible (Family)		-		-
In-Network	2400	-		-
Out-of-Network	N/A	-		-
Office Co-Pays (In-Network)	15/25	-		-
ER Copay	100	-		-
Coinsurance (In-Network)	N/A	-		-
Coinsurance (Out-of-Network)	N/A	-		-
Out of Pocket Max. (Individual)		-		-
In-Network	2400	-		-
Out-of-Network	N/A	-		-
Out of Pocket Max. (Family)		-		-
In-Network	4800	-		-
Out-of-Network	N/A	-		-
		-		-
Rx Plan: Retail Generic	10	-		-
Brand, Formulary	25	-		-
Brand, Non-Formulary	45	-		-
RX Plan: Mail Generic	20	-	-	
Brand, Formulary	50	-	-	
Brand, Non-Formulary	90	-	-	

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X		X	X
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	122	51	37	30
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	with pension			X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	N			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Everest Reinsurance Co., 70K specific, 70K aggregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Possibly			
What options have been implemented to reduce retiree health care costs?	> 65, retirees move to gap coverage around Medicare.			

FY 2019 Maryland County Government Health Benefits Survey						
Maryland National Capital Park and Planning Commission						
County: Montgomery and Prince George's County Maryland						
Person Responding: Cynthia Henderson						
Title: Principal Benefits Specialist						
Phone: 301-454-1685						
Email: cynthia.henderson@mncppc.org						
Fax: 301-454-1687						
	Active Employee and Pre-65 Retiree			Medicare Retirees		
	UnitedHealthcare POS	UnitedHealthcare EPO	Kaiser Permanente HMO	*UnitedHealthcare Medicare Complement	UnitedHealthcare EPO	Kaiser Medicare Comp
Annual Deductible (Individual)	N/A	N/A	N/A	N/A	N/A	N/A
In-Network	N/A	N/A	N/A	N/A	N/A	N/A
Out-of-Network	250	N/A	N/A	N/A	N/A	N/A
Annual Deductible (Family)	600	N/A	N/A	N/A	N/A	N/A
In-Network	N/A	N/A	N/A	N/A	N/A	N/A
Out-of-Network	600	N/A	N/A	N/A	N/A	N/A
Office Co-Pays (In-Network)	10	10	10	Supplement to Medicare	10	10
ER Copay	35	25	25	Supplement to Medicare	25	50
Coinsurance (In-Network)	100%	100%	100%	100%	100%	100%
Coinsurance (Out-of-Network)	80%	N/A	N/A	100%	N/A	N/A
Out of Pocket Max. (Individual)	600	1,100	1,100	Supplement to Medicare	1,100	3,400
In-Network	600	1,100	1,100	Supplement to Medicare	1,100	3,400
Out-of-Network	600	N/A	N/A	Supplement to Medicare	N/A	N/A
Out of Pocket Max. (Family)	1,800	3,600	3,600	Supplement to Medicare	3,600	N/A
In-Network	1,800	3,600	3,600	Supplement to Medicare	3,600	N/A
Out-of-Network	1,800	N/A	N/A	Supplement to Medicare	N/A	N/A
Rx Plan: Retail Generic	8	8	7	8	8	10
Brand, Formulary	16	16	15	16	16	10
Brand, Non-Formulary	25	25	30	25	25	10
RX Plan: Mail Generic	16	16	14	16	16	5
Brand, Formulary	32	32	30	32	32	5
Brand, Non-Formulary	40	40	60	40	40	5
Note: This plan is a supplement to Medicare. It pays the deductible and 20% coinsurance of Medicare Covered services.						
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.						
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker		
	X					
	Fully-Insured	Other				
	X					
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees		
	751	704	429	1120		
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance		
	X	X	X	X		
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance		
			X	X		
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other		
			X			
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?		
	N	-	-	-		
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog			
	Y	N	N			
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No					
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	400k					
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No					
What options have been implemented to reduce retiree health care costs?	Added utilization management programs under Rx plans.					

FY 2019 Maryland County Government Health Benefits Survey

Montgomery

Person Responding: Karen Bass

Title: Health Insurance Team Manager

Phone: 240-777-5054

Email: karen.bass@montgomerycountymd.gov

Fax: 240-777-5131

Active Employee, Pre-65 Retirees, and Medicare Retirees

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

FY 2019 Maryland County Government Health Benefits Survey				
Montgomery				
Person Responding: Karen Bass				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	2913	3479	1933	5174
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	x
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
		X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	other		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N/A	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Carriers all offer Wellness dollars, but not necessarily incentives for participating			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Only individual stop loss is offered by carrier CareFirst, \$500,000, UHC \$500,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No.			
What options have been implemented to reduce retiree health care costs?	Different cost share based on years of service. EGWP plus Wrap for Medicare Eligible retirees and dependents			

FY 2019 Maryland County Government Health Benefits Survey					
Prince George's					
County: Prince George's County Government					
Person Responding: Julia D. Sanders					
Title: Manager, Benefits Administration Division					
Phone: (301) 883-6064					
Email: jdsanders@co.pg.md.us					
Fax: (301) 883-6192					
	Active Employee and Pre-65 Retirees			Medicare Retirees	
	Cigna Open Acces In-Network HMO	Kaiser Perm. HMO	Cigna Op. Acc. Plus PPO	Cigna Open Acces In-Network HMO	Cigna Op. Acc.Plus PPO
Annual Deductible (Individual)					
In-Network	50	N/A	50	N/A	N/A
Out-of-Network	N/A	N/A	300	N/A	300
Annual Deductible (Family)					
In-Network	50(per family member)	N/A	50 (per family member)	N/A	N/A
Out-of-Network	N/A	N/A	550	N/A	550
Office Co-Pays (In-Network)	30 -PCP, 35-SPEC	15-PCP, 15-SPEC	30-PCP, 35-SPEC	N/A	N/A
ER Copay	150	50	150	N/A	N/A
Coinsurance (In-Network)	100%	100%	100%	N/A	100%
Coinsurance (Out-of-Network)	N/A	N/A	20%	N/A	20%
Out of Pocket Max. (Individual)					
In-Network	2,000	3,500	2,000	N/A	N/A
Out-of-Network	N/A	N/A	2,000	N/A	2,000
Out of Pocket Max. (Family)					
In-Network	4,000	9,400	4,000	N/A	N/A
Out-of-Network	N/A	N/A	4,000	N/A	4,000
	Carve-out (ESI)	Carve-out (ESI)	Carve-out (ESI)	Carve-out (ESI)	Carve-out (ESI)
Rx Plan: Retail Generic	10	10	10	10	10
Brand, Formulary	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of
Brand, Non-Formulary	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of
RX Plan: Mail Generic	20	20	20	20	20
Brand, Formulary	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of
Brand, Non-Formulary	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of

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

FY 2019 Maryland County Government Health Benefits Survey				
Prince George's				
County: Prince George's County Government				
Person Responding: Julia D. Sanders				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	2,192	1,892	1,078	3,430
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	See below.	X	Supplemental Dental
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	1914	400 medical/ 200 Rx	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?		Yes. *See below.		
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?		No Stop Loss Insurance at this time.		
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?		Not at this time.		
What options have been implemented to reduce retiree health care costs?		Effective January 1, 2017, the County implemented the Employer Group Waiver Plan (EGWP) under the prescription plan for Medicare eligibles.		

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

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

FY 2019 Maryland County Government Health Benefits Survey				
Queen Anne's				
County: Queen Anne's County				
Person Responding: Beverly Churchill				
Title: Director of Human Resources				
Phone: 410-758-4406				
Email: bchurchill@qac.org				
Fax: 410-758-6913				
Active Employee, Pre-65 Retirees, and Medicare Retirees				
	PPO	EPO	BCA	N/A
Annual Deductible (Individual)				-
In-Network	N/A	N/A	100	-
Out-of-Network	200	N/A	500	-
Annual Deductible (Family)			-	-
In-Network	N/A	N/A	200	-
Out-of-Network	600	N/A	1,000	-
Office Co-Pays (In-Network)	20	20	20	-
ER Copay	50	50	100	-
Coinsurance (In-Network)	N/A	N/A	10%	-
Coinsurance (Out-of-Network)	80/20	N/A	40%	-
Out of Pocket Max. (Individual)			-	-
In-Network	800	6,350	1,500	-
Out-of-Network	800	12,700	3,000	-
Out of Pocket Max. (Family)			-	-
In-Network	2,400	N/A	3,000	-
Out-of-Network	2,400	N/A	6,000	-
			-	-
Rx Plan: Retail Generic	7	7	8	-
Brand, Formulary	24	24	30	-
Brand, Non-Formulary	24	24	45	-
RX Plan: Mail Generic	7	7	16 (90 day supply)	-
Brand, Formulary	24	24	60 (90 day supply)	-
Brand, Non-Formulary	24	24	90 (90 day supply)	-

FY 2019 Maryland County Government Health Benefits Survey				
Queen Anne's				
County: Queen Anne's County				
Person Responding: Beverly Churchill				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	136	162	113	195
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	75	1,200 annual	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Y			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst, Specific \$150,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Retiree (65+) carrier change as of 1/1/19 to Medicare Supplemental and Part D plans. No change in benefit design.			
What options have been implemented to reduce retiree health care costs?	See above.			

FY 2019 Maryland County Government Health Benefits Survey

Somerset

County: Somerset

Person Responding: Erica Yeager

Title: Human Resources Director

Phone: 410-651-5131

Email: eyeager@somersetmd.us

Fax: 410-651-3559

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

FY 2019 Maryland County Government Health Benefits Survey				
Somerset				
County: Somerset				
Person Responding: Erica Yeager				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	98	19	59	40
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X			X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	0	0	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

FY 2019 Maryland County Government Health Benefits Survey

County: St. Mary's County

Person Responding: Karen Gates

Title: Benefits Coordinator

Phone: 301-475-4200, ext *1104

Email: karen.gates@stmarysmd.com

Fax: 301-475-4082

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	BlueChoice Advantage	HMO Open Access	BlueChoice Advantage	HMO Open Access
Annual Deductible (Individual)				
In-Network	250	N/A	250	N/A
Out-of-Network	500	N/A	500	N/A
Annual Deductible (Family)				
In-Network	500	N/A	500	N/A
Out-of-Network	1,000	N/A	1,000	N/A
Office Co-Pays (In-Network)	20 PCP / 20 Spec	10 PCP / 20 Spec	20 PCP / 20 Spec	10 PCP / 20 Spec
ER Copay	100	75	100	75
Coinsurance (In-Network)	100% AB	N/A	100% AB	No charge
Coinsurance (Out-of-Network)	80% AB	N/A	80% AB	N/A
Out of Pocket Max. (Individual)				
In-Network	1,000	2,000	1,000	2,000
Out-of-Network	1,000	N/A	1,000	N/A
Out of Pocket Max. (Family)				
In-Network	2,000	6,000	2,000	6,000
Out-of-Network	2,000	N/A	2,000	N/A
Rx Plan: Retail Generic	10	10	10	10
Preferred Brand	20	20	20	20
Non-preferred Brand	35	35	35	35
RX Plan: Mail Generic	20	20	20	20
Preferred Brand	40	40	40	40
Non-preferred Brand	70	70	70	70
Preferred Speciality Drugs	50% coinsurance up to a max payment of \$75	50% coinsurance up to a max payment of \$75	50% coinsurance up to a max payment of \$75	50% coinsurance up to a max payment of \$75
Non-preferred Speciality Drugs	50% coinsurance up to a max payment of \$150	50% coinsurance up to a max payment of \$150	50% coinsurance up to a max payment of \$150	50% coinsurance up to a max payment of \$150

FY 2019 Maryland County Government Health Benefits Survey				
St. Mary's				
County: St. Mary's County				
Person Responding: Karen Gates				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	193	252	176	264
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N		VARIES	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst: \$150 Specific			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No			
What options have been implemented to reduce retiree health care costs?	Effective 7/1/16 - switched from PPO to BlueChoice Advantage plan, increased emergency room copays, increased HMO prescripion drug copays, added deductible for in-patient hospitalization, added 4th Tier to prescription drug plan, will change drug formulary effective 1/1/17; removed 115% aggregate effective 7/1/17. Effective 7/1/18 - implemented restricted generic substitution program, implemented Maintenance Choice program; added 5th Tier to prescription drug plan.			

FY 2019 Maryland County Government Health Benefits Survey				
Talbot				
	Active Employee and Pre-65 Retirees		Medicare Retirees	
	Integra Administrative Group - PPO	N/A	Medicare Supp Coverage	N/A
Annual Deductible (Individual)		-		-
In-Network	N/A	-	N/A	-
Out-of-Network	300	-	N/A	-
Annual Deductible (Family)		-	N/A	-
In-Network	N/A	-		-
Out-of-Network	600	-		-
Office Co-Pays (In-Network)	15	-	N/A	-
ER Copay	125	-		-
Coinsurance (In-Network)	N/A	-		-
Coinsurance (Out-of-Network)	80/20	-		-
Out of Pocket Max. (Individual)		-	N/A	-
In-Network	500	-		-
Out-of-Network	1,000	-		-
Out of Pocket Max. (Family)		-	N/A	-
In-Network	1,000	-		-
Out-of-Network	2,000	-		-
		-		-
Rx Plan: Retail Generic	10	-	10	-
Brand, Formulary	30	-	25	-
Brand, Non-Formulary	50	-	40	-
RX Plan: Mail Generic	20	-	25	-
Brand, Formulary	60	-	50	-
Brand, Non-Formulary	100	-	88	-

Notes:

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

FY 2019 Maryland County Government Health Benefits Survey				
Talbot				
Person Responding: Cynthia Haddaway				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	102	62	98	43
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	Aflac
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	46	2,000	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	carrier - Unimerica \$90,000 individual \$4,890,000 aggregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	would be interested in information			
What options have been implemented to reduce retiree health care costs?	none at this time			

FY 2019 Maryland County Government Health Benefits Survey

Washington

County: Washington County, Maryland

Person Responding: Debra I. Peyton

Title: Director of HR

Phone: 240-313-2356

Email: dpeyton@washco-md.net

Fax: 240-313-2351

Active Employee and Pre-65 Retirees

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

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

FY 2019 Maryland County Government Health Benefits Survey				
Washington				
County: Washington County, Maryland				
Person Responding: Debra I. Peyton				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	X	X	X	X
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X		X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	109	VARIES	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	SunLife \$175,000 Specific, Non aggregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Maybe			
What options have been implemented to reduce retiree health care costs?	They pay 50% of cost			

FY 2019 Maryland County Government Health Benefits Survey				
Wicomico				
County: Wicomico				
Person Responding: Michele Ennis				
Title: Director of Human Resources				
Phone: 410-334-3125				
Email: mennis@wicomicocounty.org				
Fax: 410-334-3111				
	Active Employee and Pre-65 Retirees		Medicare Retirees	
	PPO	EPO	Medicare Primary	N/A
Annual Deductible (Individual)				-
In-Network	N/A	N/A	N/A	-
Out-of-Network	200	N/A	N/A	-
Annual Deductible (Family)			N/A	-
In-Network	N/A	N/A	N/A	-
Out-of-Network	600	N/A	N/A	-
Office Co-Pays (In-Network)	15	15	N/A	-
ER Copay	25 phy/ 100 facility	25 phy/ 100 facility	N/A	-
Coinsurance (In-Network)	N/A	N/A	Medicare	-
Coinsurance (Out-of-Network)	N/A	N/A	Medicare	-
Out of Pocket Max. (Individual)				-
In-Network	1,200	1,200	N/A	-
Out-of-Network	1,200	1,200	N/A	-
Out of Pocket Max. (Family)			N/A	-
In-Network	3,600	3,600	N/A	-
Out-of-Network	3,600	3,600	N/A	-
				-
Rx Plan: Retail Generic	5	5	5	-
Brand Formulary	30	30	30	-
Brand, Non-Formulary	45	45	45	-
RX Plan:Mail Generic	5	5	5	-
Brand, Formulary	30	30	30	-
Brand, Non-Formulary	45	45	45	-

FY 2019 Maryland County Government Health Benefits Survey				
Wicomico				
County: Wicomico				
Person Responding: Michele Ennis				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	250	149	128	284
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	745	85%emp/75%dep	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	N			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst of MD, Inc. \$250,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	yes if cost savings to retirees & network coverage			
What options have been implemented to reduce retiree health care costs?	offer to subsidize other national plans			

FY 2019 Maryland County Government Health Benefits Survey

Worcester

Worcester County Government

Stacey Norton

Human Resources Director

410-632-0090

snorton@co.worcester.md.us

410-632-5614 fax

Notes: Hired before 7/1/15 it is a 90/10 cost sharing; New hires after 7/1/15 it is a 80/20% cost sharing; same coverage for retirees. New Hires after 10/1/17: the employee can stay on the insurance at the same cost share but the dependents have to pay 100% of the deductible to remain on the insurance. Our plan includes Worcester County Government, Worcester County Board of Education, Commission on Aging, and Soil Conservation members and subscribers for active and retirees.

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	Traditional	N/A	Traditional	N/A
Annual Deductible (Individual)		-		-
In-Network	0	-	0	-
Out-of-Network	\$250	-	\$250	-
Annual Deductible (Family)		-		-
In-Network	0	-	0	-
Out-of-Network	\$500	-	\$500	-
Office Co-Pays (In-Network)	\$20	-	\$20	-
Specialist Office Co Pay	\$30	-	\$30	-
Urgent Care Center Co Pay	\$20	-	\$20	-
ER Copay	\$200 (waived if admitted)	-	\$200 (waived if admitted)	-
X-ray Co Pay	\$20	-	\$20	-
Coinsurance (In-Network)	NA	-	NA	-
Coinsurance (Out-of-Network)	NA	-	NA	-
Out of Pocket Max. (Individual)		-		-
In-Network	\$1,000	-	\$1,000	-
Out-of-Network	\$2,000	-	\$2,000	-
Out of Pocket Max. (Family)		-		-
In-Network	\$2,000	-	\$2,000	-
Out-of-Network	\$4,000	-	\$4,000	-
x Plan: 34 day supply Retail Preventative Drugs	\$0	-	\$0	-
Generic Drugs	\$10	-	\$10	-
Preferred Brand Drugs	\$30	-	\$30	-
Non-Preferred Brand Drugs	\$60	-	\$60	-
Speciality Preferred Brand Drugs	\$30	-	\$30	-
Speciality Non-Preferred Brand Drugs	\$60	-	\$60	-
RX Plan: Mail 90 day supply Generic	\$10	-	\$10	-
Preferred Brand Drugs	\$30	-	\$30	-
Non-Preferred Brand Drugs	\$60	-	\$60	-
Speciality Preferred Brand Drugs	\$30	-	\$30	-
Speciality Non-Preferred Brand Drugs	\$60	-	\$60	-
Retail Pharmacy 90 day supply Generic	\$20	-	\$20	-
Preferred Brand Drugs	\$60	-	\$60	-
Non-Preferred Brand Drugs	\$120	-	\$120	-
Speciality Preferred Brand Drugs	\$60	-	\$60	-
Speciality Non-Preferred Brand Drugs	\$120	-	\$120	-

FY 2019 Maryland County Government Health Benefits Survey				
Worcester				
Worcester County Government				
Stacey Norton				
Human Resources Director				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	551	686	EE + Spouse = 308	Medicare Primary 919
			EE + Child = 101	Pre-65 Retirees 381
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y		0	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	CareFirst give us \$25,000 in wellness credits to use on wellness programs			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Care First Blue Cross Blue Shield Stop Loss of \$250,000 for medical and prescription			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No			
What options have been implemented to reduce retiree health care costs?	Free carotid artery and bone density screenings; blood pressure checks, lifestyle balance classes onsite			



Fiscal 2019 Survey

County Employee Pensions

The following county pension programs are profiled in this survey:

Anne Arundel County	Charles County	Maryland National Capital
Baltimore City	Frederick County	Parks & Planning
Baltimore County	Garrett County	Commission
Calvert County	Harford County	
Caroline County	Howard County	St. Mary's County
Carroll County	Montgomery County	Washington County
Cecil County	Prince George's County	Wicomico County

This survey also contains information regarding three pension plans in the State's Pension System, the Employees' Pension System, the Law Enforcement Officers' Pension System (LEOPS) and the Correctional Officers' Retirement System (CORS). The following counties participate in one or more of the Maryland State Pension System plans:

Allegany County	Kent County	Somerset County
Cecil County	Prince George's County	Talbot County
Dorchester County	Queen Anne's County	Worcester County
Harford County	St. Mary's County	

Those counties that participate in the State's Pension System for some employees, and maintain local pension plans for others have noted so on their survey responses.

The following abbreviations are used throughout this Section:

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

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

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

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

SSCCL social security covered compensation level, used to calculate payments in plan with an adjustment once the retiree reaches to age of receiving social security.

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

FY 2019 Maryland County Government Pension Survey

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

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

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	No	Yes
Plan Formula	2% x AFC x CS, Maximum: 60% x AFC	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 3	Highest 3	Highest 3
Normal Retirement Age	30 yrs of service or Age 60 with 10 yrs	20 yrs of service or Age 50 with 5 yrs	20 yrs of service or Age 50 with 5 yrs (Category I) or Age 50 with 10 yrs (Category II)
Employee Contributions	4%	7.00%	7.00%
Cost-of-Living Increases	60% CPI to a maximum of 2.5%	60% CPI to a maximum of 2.5%	60% CPI to a maximum of 2.5%

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

The County offers a Employee Retirement Saving Plan (401(a) plan) for employees eligible for the Employee's Retirement Plan hired after July 1, 2018 as an alternative to the Employees' Retirement Plan.

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

County:	City of Baltimore		
Person Responding:	David Randall Deputy Executive Director/Veronica Stull, Special Projects Coordinator		
Title:	(General/Civilian)/(Law Enforcement)		
Phone:	410-497-7929		
Email:	DRandall@BCFPERS.ORG / SVStull@BCFPERS.ORG		
Fax:	888-443-7008		
Does your jurisdiction participate in the State pension system as a participating governmental unit? No			
Benefit	General/Civilian	Law Enforcement	
Social Security	Yes	No	
Plan Formula	1.6% x (AFC up SS Integration Level) x CS up to 30 plus 1.85% x (AFC above SS Integration Level) x CS up to 30 plus 1.85%x AFC xCS above 30 yrs	Yrs 1-20 = 2.5% x AFC x CS; Over 20 yrs = 2% x AFC x CS	
Earnings Include	Base Pay	Base Pay	
Average Period for AFC	Highest 3 yrs (January 1 rates)	Highest 36 consecutive months	
Normal Retirement Age	30 yrs of service or age 65 with 5 yrs	Age 55 with at least 15 yrs of service as a contributing member; or regardless of age, 25 yrs of service with at least 15 yrs as a contributing member	
Employee Contributions	None	8% currently; 9% effective July 1, 2012; 10% effective July 1, 2013	
Cost-of-Living Increases	Minimum of 1.5% - increases depend on investment performance	Retirees who have not attained age 55 as of the June 30 determination date will not receive an increase payable the following January. Retirees age 55 to 65 will receive a 1% increase payable the following January. Retiree age 65 or over will receive a 2% increase payable the following January.	
Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.			
Yes, the civilian plan is now contributory.			

FY 2019 Maryland County Government Pension Survey				
County: Baltimore County				
Person Responding: Robert Burros				
Title: Investment & Debt Management Administrator				
Phone: 410-887-2490				
Email: rburros@baltimorecountymd.gov				
Does your jurisdiction participate in the State pension system as a participating governmental unit: No				
Benefit	General/ Civilian	Law Enforcement (Police)	Fire	Corrections/ Sheriff
Social Security	Yes	Medicare only	Medicare Only	Yes
Plan Formula	Average Final Compensation (AFC) x 1/70 x Years of Creditable Service (YCS).	If YCS is greater than 20, 50% of AFC for the first 20 years, 2% of AFC for years 20-25 and 3% in excess of 25 years. If YCS is less than 20 years and age 60 with 10 YCS, then 2% of AFC per year.	If YCS is greater than 20, 50% of AFC for the first 20 years, 2% of AFC for years 20-30 and 3% in excess of 30 years. If YCS is less than 20 years and age 60 with 10 YCS, then 2% of AFC per year.	If YCS is greater than 20, 50% of AFC for the first 20 years and 2% of AFC in excess of 20 years. If YCS is less than 20 years and age 60 with 10 YCS, then AFC x 1/70 x YCS.
Earnings Include	Base Pay	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 36 months	Highest 12 months	Highest 12 months	Highest 36 months
Normal Retirement Age	35 YCS or age 67 with 10 YCS	25 YCS or age 60 with 10 YCS	30 YCS or age 60 with 10 YCS	25 YCS or age 67 with 10 YCS
Employee Contributions	7%	10%	10%	10%
Cost-of-living increases	CPI-U up to 3% max for members with 25 YCS who have been reitred for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.	CPI-U up to 3% max for members with 25 YCS who have been reitred for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.	CPI-U up to 3% max for members with 25 YCS who have been reitred for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.	CPI-U up to 3% max for members with 25 YCS who have been reitred for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.
Additional Question: Has your county made changes to pension programs in the past two years? No				

FY 2019 Maryland County Government Pension Survey

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

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

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

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

Yes, added a DROP (Deferred Retirement Option Program) to the Pension programs for Employees and the Sheriff's Office plan

FY 2019 Maryland County Government Pension Survey

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

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

Yes. Caroline participates in the State's Law Enforcement Officers' Pension System, for Sheriff's Deputies and States Attorney. The county also sponsors two separate Defined Benefit Plans: one for General Employees, and the other for Public Safety personnel, including EMS, corrections, and dispatch, described below.

Benefit	General Employees (civilian)	Law Enforcement	Public Safety (EMS, Corrections, Dispatch)
Social Security	Yes	[see State plans]	YES
Plan Formula	1.6% x AFC x CS 30 yrs		1.6% x AFC x CS
Earnings Include	Base Pay		Base Pay
Average Period for AFC	Rate of pay as of first day of each month during highest consecutive 60 months		Rate of pay as of first day of each month during highest consecutive 60 months
Normal Retirement Age	30 yrs of service or age 60 with 30 yrs beginning July 1, 2013		25 yrs service or age 55 with 25 yrs service begins July 1, 2013
Employee Contributions	Employees hired after July 1, 2013 5.00% of salary over 10,000; Employees hired before July 1, 2013 .05% each year up to 5.00% (currently at 3% salary over \$10,000)		Employees hired after July 1, 2013 5.00% of salary over 10,000; Employees hired before July 1, 2013 .05% each year up to 5.00% (currently at 3% salary over \$10,000)
Cost-of-Living Increases	Determined annually during budget deliberations		Determined annually during budget deliberations

Additional Question: Has your county made changes to pension programs in the past two years? If

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

FY 2019 Maryland County Government Pension Survey

County:	Carroll
Contact:	Werner Mueller
Title:	Retirement Plans Manager
Phone:	410-386-2129
Email:	wmueller@carrollcountymd.gov
Fax:	410-840-3671

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

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

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

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

FY 2019 Maryland County Government Pension Survey

County:	Cecil County Government
Contact:	Anna M. Gardner
Title:	Chief
Phone:	(410) 996-8478
Email:	agardner@ccgov.org
Fax:	(888) 251-5257

Does your jurisdiction participate in the State pension system as a participating governmental unit?
Yes, for General/Civilian Employees

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

Additional Question: Has your county made changes to pension programs in the past two years? If

No

FY 2019 Maryland County Government Pension Survey

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

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

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

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

Under the Charles County Pension Plan, vesting for Public Safety employees changed from 20 years of service to 5 years of service. Under the Charles County Sheriff's Office pension, the max benefit for Communications employees increased to 80%. For Corrections Officers, the sick leave benefit changed from 4% to unlimited. Lastly, the sick leave benefit for Sworn Officers increased from 4% to 5%.

FY 2019 Maryland County Government Pension Survey

County:	Frederick County		
Person Responding:	Diane Hoffman		
Title:	Benefits Administrator		
Phone:	3016001625		
Email:	Dhoffman@frederickcountymd.gov		
Fax:	3016002314		
Does your jurisdiction participate in the State pension system as a participating governmental unit? No			
Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	-	-
Plan Formula	2% x AFC x CS up to 30 yrs; hired on or after 7/1/2011 1.67% X AFC X CS up to 36	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs
Earnings Include	Base Pay	-	-
Average Period for AFC	Highest 36 consecutive months	-	-
Normal Retirement Age	25 yrs of service or age 60 with 5 yrs tiered to age 65 with 2 yrs; hired on or after 7/1/2011 30 yrs of service or age 65 yrs w/5 yrs	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service
Employee Contributions	6%	9%	9%
Cost-of-Living Increases	1% compounded annually	1% Compounded annually	1% Compounded annually
Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.			
Made changes for employees hired after July 1, 2012 as detailed above			

FY 2019 Maryland County Government Pension Survey

County:	Garrett County		
Person Responding:	DaVina Griffith		
Title:	Director Human Resources		
Phone:	301.334.1989		
Email:	dgriffith@garrettcounty.org		
Fax:	301.334.5026		
Does your jurisdiction participate in the State pension system as a participating governmental unit? No			
Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	1.67% x AFC x CS not to exceed 35 years	2% x AFC x CS not to exceed 30 years	2% x AFC x CS not to exceed 30 years
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	36 calendar months out of most recent 120 months that = the highest average	36 calendar months out of most recent 120 months that = the highest average	36 calendar months out of most recent 120 months that = the highest average
Normal Retirement Age	Earlier of: 30 years of service or attain age 62 with 5 years of service	Earlier of: 25 years of services or attain age 62 with 5 years of service	Earlier of: 25 years of services or attain age 62 with 5 years of service
Employee Contributions	3.39%	7.59%	7.59%
Cost-of-Living Increases	Determined annually during budget deliberations	Determined annually during budget deliberations	Determined annually during budget deliberations
Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.			
Yes, Law Enforcement Reitrees received a 2% COLA effective August 1, 2016.			

FY 2019 Maryland County Government Pension Survey			
County:	Harford County Government		
Person Responding:	Beth A. Griffith		
Title:	Benefits Program Manager		
Phone:	410-638-3202		
Email:	bagriffith@harfordcountymd.gov		
Fax:	410-879-3564		
Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes, for General/Civilian employees and Law Enforcement. However, the correctional officers are in a County-sponsored plan.			
Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	[see State plan]	[see State plan]	yes
Plan Formula			2% up 25 yrs/1% up to total of 55%
Earnings Include			Base salary
Average Period for AFC			Highest 3 consecutive yrs
Normal Retirement Age			62
Employee Contributions			7%
Cost-of-Living Increases			Determined by Board of Trustees
Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.			
Early Service provision added to Correctional Pension Plan			

FY 2019 Maryland County Government Pension Survey

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

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

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

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

No changes in the past two years.

FY 2019 Maryland County Government Pension Survey

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

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

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

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

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

FY 2019 Maryland County Government Pension Survey			
County:	Montgomery County, Maryland		
Person Responding:	Robert Goff		
Title:	Retirement Benefits Manager		
Phone:	240-777-8234		
Email:	robert.goff@montgomerycountymd.gov		
Fax:	301-279-1424		
Does your jurisdiction participate in the State pension system as a participating governmental unit? No			
Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	Defined Contribution Plan - Employer contributes 8% Cash Balance Plan - Employer contributes 8% with guaranteed interest rate of 7.25%	Police/Sheriff 2.4% x AFE x CS	2.4% x AFE x CS
Earnings Include	Base Pay + specific differentials; does not include overtime	Base Pay + specific differentials; does not include overtime	Base Pay + specific differentials; does not include overtime
Average Period for AFC	N/A	Highest 36 months	Highest 36 months
Normal Retirement Age	Age 62	Sheirff - Normal - 15 yrs/age 55 or 25 yrs/age 46; Police - Normal - 15 yrs/age 55 or 25	Normal - 15 yrs/age 55 or 25 yrs/age 46
Employee Contributions	4% of pay to to SS integration level and 8% of pay in excess of SS integration level	Police/Sheriff - 6.75% ee contributions - 10.5% over SSWB	6.75% ee contributions - 10.5% over SSWB
Cost-of-Living Increases	N/A	100% CPI for Washington Metro Area up to max of 3%; and 60% of any change in the CPI greater than 3%, not to exceed a total of 7.5%. The max 7.5% does not apply to disability retirees or retirees over age 65. Effective 7/1/2011, capped at 2.5% for benefits paid for service after June 30, 2011	100% CPI for Washington Metro Area up to max of 3%; and 60% of any change in the CPI greater than 3%, not to exceed a total of 7.5%. The max 7.5% does not apply to disability retirees or retirees over age 65. Effective 7/1/2011, capped at 2.5% for benefits paid for service after June 30, 2011
Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specifiy what has changed below.			
No			

FY 2019 Maryland County Government Pension Survey

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

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

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Police Officers-No Sheriffs-	Yes
Plan Formula	(General, Police Civ., Fire Civ., AFSCME: 1% x AFC x yrs of service up to 30 years.) (Crossing Guards: .75% x AFC x yrs of service up to 30 years.)	3% x AFC x 20 yrs; 2.5% x AFC x srv credit over 20	3% x AFC x 20 yrs; 2.5% x AFC x srv credit over 20
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	3 highest yrs; New hires after 7/1/2011 - highest 60 consecutive months	Highest 24 consecutive months	Highest 24 consecutive months
Normal Retirement Age	(Gen, Pol Civ, Fire Civ. hired before 07/01/12 - 30 yrs or age 62 with 5 yrs; hired after 07/01/12 - Rule of 90 or Age 65 with 10 yrs eligibility service); (AFSCME & Crossing Guards: 30 yrs or age 62 with 5 yrs.)	20 Yrs or Age 55 (Sheriffs after 7/1/2013 25 Yrs) (Police after 1/1/2016 25 years)	20 Yrs or Age 55/w 5 yrs service; After 7/1/2013 25 Yrs
Employee Contributions	General - 3.34%; Police Civilian - 4.14%; Fire Civilians - 4.43%; Crossing Guards - 4.78%; AFSCME - 1.3%	Police - Min - 6%; Mid 8%; Max - 9% Sheriff - Hired before 07/01/2005 10%; Hired after 07/01/2005 11%	Hired before 07/01/1995 - 12% Hired after 07/01/1995 -13%
Cost-of-Living Increases	None	Police - \$35 Guaranteed Annual Increase: (Sheriffs no guaranteed increase) Funds must meet 8% return to provide for anything above \$35. Maximum \$135	\$35 Guaranteed Annual Increase Funds must meet 8% return to provide for anything above \$35.

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

No

FY 2019 Maryland County Government Pension Survey

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

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

Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	[see State plan]	Yes	Yes
Plan Formula		Sheriff's Office Retirement Plan - 2.% of average pay prior to Jul 1, 2008 and 2.5% for years after Jul 1, 2008, multiplied by yrs of service.	Sheriff's Office Retirement Plan - 2.% of average pay prior to Jul 1, 2008 and 2.5% for years after Jul 1, 2008, multiplied by yrs of service.
Earnings Include		Base earnings only.	Base earnings only.
Average Period for AFC		Average of the highest 36 months of base compensation.	Average of the highest 36 months of base compensation.
Normal Retirement Age		Age 62 or when EE has earned 25 yrs of service; which ever comes first.	Age 62 or when EE has earned 25 yrs of service; which ever comes first.
Employee Contributions		8% of base pay.	8% of base pay.
Cost-of-Living Increases		3% each July 1st	3% each July 1st

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

Yes. Sheriff's Office Retirement Plan: Added 10th Amendment; eliminated cap on unused sick leave when calculating the amount of a retiree's pension benefit. Added 11th Amendment that excludes contractual deputies as "covered members" of the Plan. Added 11th Amendment: definition of Covered Employee shall not include a contractual employee. Added 12th Amendment: definition of Covered Employee shall include Pre-Trail Services Case Manager. Added 13th amendment: eliminated interest accrual on terminated non-vested member balances. Added 14th amendment: renamed Inmate Service Coordinator job title to Classification and Offender Re-Entry Coordinator job title. Added 15th amendment: implemented Deferred Retirement Option Plan (DROP) to be effective January 1, 2019.

FY 2019 Maryland County Government Pension Survey

Entity:	Maryland State Pension System
Contact:	Anne E. Gawthrop
Title:	Director of Legislative Affairs
Email:	agawthrop@sra.state.md.us
Phone:	410-625-5602

MARYLAND STATE PENSION SYSTEM

Benefit	Employees' Pension System	Law Enforcement Officers' Pension System (LEOPS)	Correctional Officers' Retirement System (CORS)
Social Security	Yes	Yes	Yes
Plan Formula	EE's hired prior to 7/1/11: 1.2% x AFC x Years of Service prior to 7/1/98 + 1.8% x AFC x Years of Service on or after 7/1/98. EE's hired on or after 7/1/11: 1.5% x AFC x Years of Service.	2% up to up to 32.5 yrs - 65% max	1.85%
Earnings Include	Base salary	Base salary	Base salary
Average Final Compensation (AFC)	EE's hired prior to 7/1/11: average of highest 3 consecutive years. EE's hire on or after 7/1/11: average of highest 5 consecutive years.	EE's hired prior to 7/1/11: average of highest 3 consecutive years. EE's hire on or after 7/1/11: average of highest 5 consecutive years.	EE's hired prior to 7/1/11: average of highest 3 years. EE's hire on or after 7/1/11: average of highest 5 years.
Normal Service Retirement Eligibility	EE's hired prior to 7/1/11: 30 years of service, regardless of age, or age 62 with 5 years of service. EE's hired on or after 7/1/11: Rule of 90 (age and years of service must equal 90) or age 65 with 10 years of service.	Age 50 or 25 years of service	20 years of service, regardless of age, or age 55 with 5 years of service
Employee Contributions	7%	7%	5%
Cost-of-Living Increases	For service earned prior to 7/1/11: up to 3% compounded annually For service earned on or after 7/1/11: up to 2.5%, compounded annually, if the SRPS meets its assumed rate of return on investments; up to 1% if the SRPS does not meet its assumed rate of return	For service earned prior to 7/1/11: up to 3% compounded annually For service earned on or after 7/1/11: up to 2.5%, compounded annually, if the SRPS meets its assumed rate of return on investments; up to 1% if the SRPS does not meet its assumed rate of return	For service earned prior to 7/1/11: unlimited COLA, compounded annually For service earned on or after 7/1/11: up to 2.5%, compounded annually, if the SRPS meets its assumed rate of return on investments; up to 1% if the SRPS does not meet its assumed rate of return

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

CORS membership has expanded to include case managers, parole and probation officers, and certain DJS employees.
LEOPS maximum benefit was increased from 60% to 65%.

FY 2019 Maryland County Government Pension Survey

County:	Washington County		
Person Responding:	Debra Peyton		
Title:	Director of Health and Human Services		
Phone:	240-313-2356		
Email:	dpeyton@washco-md.net		
Fax:	240-313-2351		
Does your jurisdiction participate in the State pension system as a participating governmental unit? No			
Benefit	General/Civilian	Law Enforcement	Corrections
Social Security	Yes	Yes	Yes
Plan Formula	2% x Avg/Highest x CS	2% x Avg/Highest x CS	2% x Avg/Highest x CS
Earnings Include	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 3 yrs	Highest 3 yrs	Highest 3 yrs
Normal Retirement Age	30 yrs of service or age 60 with 5 yrs	25 yrs of service or age 50 with 5 yrs	25 yrs of service or age 50 with 5 yrs
Employee Contributions	6%	6%	6%
Cost-of-Living Increases	1.5%	1.5%	1.5%
Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.			
No			

FY 2019 Maryland County Government Pension Survey

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

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

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

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

No.