

**REPORT OF COUNTY EMPLOYEE  
SALARIES, HEALTH BENEFITS & PENSIONS  
FISCAL YEAR 2020**

prepared by

THE MARYLAND ASSOCIATION OF COUNTIES (MACo)

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## INTRODUCTION & ACKNOWLEDGMENTS

The Maryland Association of Counties (MACo) is pleased to release the Report of County Employee Salaries, Health Benefits & Pensions for Fiscal Year 2020.

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

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

MACo strives to maintain the quality and utility of each of its publications. If further information is needed, the names and contact information for all county human resources directors and persons providing information for this survey are provided as a reference. The survey will be distributed to Human Resources Directors by email and posted on the MACo website under the "Resources" tab.

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

Sincerely,

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# County Employee Salaries

The following abbreviations are used throughout this Section:

<b>Preferred Title</b>	The title the county uses locally to describe this role.
<b>As Of</b>	The date the stated salary goes into effect.
<b>Hr/Yr</b>	The hours per year that form the basis for the salary.
<b>Inc</b>	Incumbents, the number of employees in a position. When this is zero, the position is vacant.
<b>Min</b>	The minimum salary in the salary range for the position.
<b>Mid</b>	A calculated midpoint equal to the average of the min and max salaries in the range.
<b>Max</b>	The maximum salary in the salary range for the position. This may exclude longevity increases.
<b>Avg</b>	The average of actual salaries for this position. In the case that this position is held by one employee, this is the employee's actual salary.
<b>Updated</b>	This is the date when the survey was last updated by the county. Fiscal year 2019 salary data was uploaded on 7/29/2019.
<b>Average</b>	Calculated averages of the data included. Zeros do not affect the averages.
<b># of Respondents</b>	The number of counties who provided data for this position.
<b>Standard Deviation</b>	A measure of the deviation between salaries for this position between counties.
<b>Standard Error</b>	A measure of the deviation of the salaries listed from the mean of the salaries.

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**Compensation Survey System  
Advanced Comparison Detailed Report - Condensed  
11/01/2019**

**Job # 01000 - COUNTY MANAGER**

Performs professional managerial duties; directs and coordinates administration of government operations in accordance with policies determined by governing body. Appoints department heads and staff as provided by state laws or local ordinances. Supervises activities, such as collection and disbursement of taxes, law enforcement, maintenance of public health, construction of public works and purchases of supplies and equipment. Oversees and may direct community and economic development programs. Prepares annual budget and submits estimates to authorized elected officials for approval. MINIMUM QUALIFICATIONS may include graduation from a college or university with a master's degree in public administration or related fields and five to seven (5-7) years of progressively responsible experience as a manager or assistant or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	County Administrator		07/2019	2080.0	1	\$124,950	\$124,950	\$124,950	\$124,950	10/17/2019
Anne Arundel County	County Executive		07/2019	2080.0	1	\$142,000	\$142,000	\$142,000	\$142,000	10/28/2019
Baltimore County	County Administrative Officer		07/2019	1820.0	1	\$240,000	\$240,000	\$240,000	\$240,000	09/24/2019
Calvert County	County Administrator		07/2019	1820.0	1	\$114,979	\$162,086	\$209,194	\$182,704	09/06/2019
Caroline County	Court Administrator		07/2019	2080.0	1	\$122,055	\$122,055	\$122,055	\$122,055	10/16/2019
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$115,794	10/23/2019
Cecil County	DIRECTOR, ADMINISTRATION		07/2019	2080.0	1	\$104,427	\$135,086	\$165,746	\$139,058	09/24/2019
Charles County	County Administrator		07/2019	1950.0	1	\$210,000	\$115,500	\$21,000	\$210,000	10/30/2019
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$100,963	10/22/2019
Frederick County	Chief Administrative Officer		07/2019	2080.0	0	\$139,629	\$181,518	\$223,406	\$194,987	09/10/2019
Garrett County		Board of County Commissioners	07/2019	2080.0	1	\$104,949	\$133,258	\$161,567	\$118,054	10/30/2019
Harford County	DIRECTOR, ADMINISTRATION		07/2019	2080.0	1	\$107,814	\$141,139	\$174,464	\$142,437	10/25/2019
Howard County	Chief Administrative Officer		07/2019	2080.0	1	\$139,378	\$188,993	\$238,608	\$238,608	09/19/2019
Kent County			07/2019	2080.0	1	\$104,626	\$136,013	\$167,400	\$124,236	10/29/2019
Montgomery County			07/2019	2080.0	0	\$303,091	\$303,091	\$303,091	\$303,091	07/29/2019
Prince George's County	Chief Administrator Officer	County Executive	07/2019	2080.0	0	\$136,675	\$201,294	\$265,912	\$254,000	10/24/2019
Queen Anne's County	County Administrator		07/2019	2080.0	1	\$161,600	\$161,600	\$161,600	\$161,600	10/23/2019
Somerset County			07/2019	2080.0	0	\$112,681	\$112,650	\$112,618	\$112,618	10/08/2019
Talbot County	County Manager		07/2019	2080.0	1	\$147,400	\$147,400	\$147,400	\$147,400	10/23/2019
Washington County			07/2019	2080.0	0	\$102,190	\$130,998	\$159,806	\$159,806	07/29/2019
Wicomico County			07/2019	2080.0	0	\$72,521	\$108,782	\$145,042	\$133,395	09/04/2019
Worcester County			07/2019	2080.0	0	\$130,000	\$142,500	\$155,000	\$151,500	07/29/2019
<b>Average</b>						<b>\$139,049</b>	<b>\$155,696</b>	<b>\$172,342</b>	<b>\$164,512</b>	
<b># of Respondents</b>						<b>21</b>	<b>21</b>	<b>21</b>	<b>22</b>	
<b>Standard Deviation</b>						<b>\$53,140</b>	<b>\$46,565</b>	<b>\$60,464</b>	<b>\$53,934</b>	
<b>Standard Error</b>						<b>\$11,596</b>	<b>\$10,161</b>	<b>\$13,194</b>	<b>\$11,499</b>	

**Job # 01005 - ASSISTANT COUNTY MANAGER / ADMINISTRATOR**

Assists county manager in managing the day-to-day operations; receives delegated oversight responsibility for various departments or administrative functions such as budgeting, finance, human resources, public safety, emergency services, utilities, etc. Monitors administrative processes to assure compliance with established policies, procedures or practices. Supervises activities, such as collection and disbursement of taxes, maintenance of public health, construction of public works and purchases of supplies and equipment. Assists in the preparation of annual budgets and submits estimates to manager for review and final development. MINIMUM QUALIFICATIONS may include graduation from a college or university with a master's degree in public administration or related fields and four to five (4-5) years of progressively responsible experience in local government administration or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Assistant To Chief Administrative Officer		07/2019	2080.0	0	\$84,739	\$118,020	\$151,301	\$84,739	10/28/2019
Calvert County	Deputy County Administrator		07/2019	1820.0	1	\$104,527	\$147,351	\$190,175	\$150,740	10/02/2019
Charles County	Deputy County Administrator		07/2019	1950.0	1	\$171,692	\$171,692	\$171,692	\$171,692	10/30/2019
Howard County	Deputy Chief Administrative Officer		07/2019	2080.0	1	\$113,515	\$153,975	\$194,435	\$167,642	08/27/2019
Montgomery County			07/2019	2080.0	0	\$170,687	\$170,687	\$170,687	\$170,687	07/29/2019
Prince George's County	Deputy Chief Administrative Officer		07/2019	2080.0	6	\$123,968	\$182,579	\$241,190	\$220,833	09/24/2019
Talbot County	Assistant County Manager		07/2019	2080.0	1	\$95,937	\$108,126	\$120,315	\$96,896	10/23/2019
Washington County			07/2019	2080.0	0	\$81,120	\$104,000	\$126,880	\$89,939	07/29/2019
Wicomico County			07/2019	2080.0	0	\$64,249	\$96,374	\$128,499	\$95,299	07/29/2019
Worcester County			07/2019	2080.0	0	\$85,000	\$97,500	\$110,000	\$107,028	07/29/2019
<b>Average</b>						<b>\$109,543</b>	<b>\$135,030</b>	<b>\$160,517</b>	<b>\$135,550</b>	
<b># of Respondents</b>						<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	
<b>Standard Deviation</b>						<b>\$36,685</b>	<b>\$33,774</b>	<b>\$41,064</b>	<b>\$46,743</b>	
<b>Standard Error</b>						<b>\$11,601</b>	<b>\$10,680</b>	<b>\$12,986</b>	<b>\$14,782</b>	

**Job # 02000 - 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.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County			07/2019	2080.0	1	\$116,674	\$160,842	\$205,010	\$175,951	10/28/2019
Baltimore City			07/2019	2080.0	1	\$47,604	\$52,730	\$57,857	\$56,919	10/24/2019
Baltimore County	Auditor		07/2019	1820.0	2	\$0	\$0	\$0	\$58,261	10/02/2019
Frederick County	Director Internal Audit		07/2019	2080.0	0	\$116,258	\$151,136	\$186,013	\$143,369	09/03/2019
Harford County	AUDITOR I		07/2019	2080.0	1	\$40,698	\$66,944	\$93,190	\$54,188	10/24/2019
Howard County	Fiscal Manager I		07/2019	2080.0	3	\$68,043	\$92,229	\$116,415	\$91,028	08/28/2019
Montgomery County			07/2019	2080.0	0	\$125,064	\$149,820	\$174,576	\$169,627	07/29/2019
Prince George's County	Auditor I		07/2019	2080.0	2	\$42,379	\$62,416	\$82,452	\$49,339	09/24/2019
Somerset County	Internal Auditor	County Administrator	07/2019	2080.0	0	\$74,292	\$97,474	\$120,657	\$104,159	10/08/2019
<b>Average</b>						<b>\$78,876</b>	<b>\$104,199</b>	<b>\$129,521</b>	<b>\$100,316</b>	
<b># of Respondents</b>						<b>8</b>	<b>8</b>	<b>8</b>	<b>9</b>	
<b>Standard Deviation</b>						<b>\$35,588</b>	<b>\$43,857</b>	<b>\$53,240</b>	<b>\$51,061</b>	
<b>Standard Error</b>						<b>\$12,582</b>	<b>\$15,506</b>	<b>\$18,823</b>	<b>\$17,020</b>	

**Job # 03000 - PUBLIC INFORMATION OFFICER**

Performs a variety of professional and supervisory staff-level work in coordinating communications, special events and other county-wide activities with the objective of enhancing the jurisdiction's image through sound community relations and reliable dissemination of public information. FLSA: Exempt MINIMUM QUALIFICATIONS include a bachelor's degree in journalism, mass communications, public relations or related field; plus, five (5) years' experience in journalism or public information dissemination.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Public Information Officer		07/2019	2080.0	1	\$48,512	\$70,350	\$92,187	\$56,793	10/30/2019
Anne Arundel County	Public Information Officer		07/2019	2080.0	1	\$84,739	\$118,020	\$151,302	\$114,240	10/28/2019
Baltimore City			07/2019	2080.0	0	\$80,735	\$104,924	\$129,114	\$107,650	07/29/2019
Calvert County	Communications & Media Relations Director		07/2019	1820.0	1	\$95,023	\$133,956	\$172,888	\$135,746	09/06/2019
Carroll County			07/2019	2080.0	1	\$64,917	\$84,376	\$103,834	\$69,743	10/23/2019
Cecil County			07/2019	2080.0	1	\$58,149	\$75,222	\$92,294	\$61,118	09/24/2019
Charles County	PIO/Chief of Media Services		07/2019	1950.0	1	\$77,462	\$100,918	\$124,375	\$119,177	10/29/2019
Frederick County	Public Information Officer		07/2019	2080.0	0	\$54,676	\$71,079	\$87,482	\$80,080	09/18/2019
Harford County	Director, Government and Community Relations		07/2019	2080.0	1	\$93,432	\$126,019	\$158,606	\$119,774	10/29/2019
Howard County	Public Information Administrator		07/2019	2080.0	1	\$92,478	\$125,450	\$158,423	\$153,791	09/27/2019
Montgomery County			07/2019	2080.0	0	\$187,757	\$187,757	\$187,757	\$187,757	07/29/2019
Prince George's County	Public Information Officer III		07/2019	2080.0	2	\$56,791	\$83,642	\$110,492	\$82,849	09/27/2019
St. Mary's County			07/2019	2080.0	1	\$86,736	\$86,736	\$86,736	\$86,736	09/06/2019
Washington County			07/2019	2080.0	0	\$75,088	\$96,242	\$117,395	\$77,708	07/29/2019
Worcester County			07/2019	2080.0	0	\$44,201	\$58,376	\$72,550	\$59,518	07/29/2019
<b>Average</b>						<b>\$80,046</b>	<b>\$101,538</b>	<b>\$123,029</b>	<b>\$100,845</b>	
<b># of Respondents</b>						<b>15</b>	<b>15</b>	<b>15</b>	<b>15</b>	
<b>Standard Deviation</b>						<b>\$34,258</b>	<b>\$33,012</b>	<b>\$35,471</b>	<b>\$37,965</b>	
<b>Standard Error</b>						<b>\$8,845</b>	<b>\$8,524</b>	<b>\$9,159</b>	<b>\$9,802</b>	

**Job # 04000 - ADMINISTRATIVE ASSISTANT, SENIOR**

Senior level of series. Performs a variety of professional duties in support of a division or department. Prepares reports requiring research, coordination, and compilation of data to provide groundwork for decision-making by higher authorities. May oversee compilation of division or department budget.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Office Asst V, Executive Assistant, Office Mgr I		07/2019	2080.0	7	\$33,582	\$51,772	\$69,963	\$52,916	10/18/2019	
Anne Arundel County	Management Assistant II		07/2019	2080.0	33	\$58,505	\$81,484	\$104,462	\$77,432	10/28/2019	
Baltimore City	Secretary II		07/2019	2080.0	0	\$31,488	\$33,900	\$36,312	\$38,202	10/22/2019	
Baltimore County	Management Analyst IV		07/2019	1820.0	3	\$71,932	\$91,998	\$112,065	\$110,977	09/12/2019	
Calvert County	Executive Administrative Assistant II		07/2019	1820.0	4	\$49,231	\$64,292	\$79,352	\$65,761	09/10/2019	
Caroline County	Administrative Coordinator		07/2019	2080.0	2	\$44,309	\$51,778	\$59,246	\$51,587	10/06/2019	
Carroll County			07/2019	2080.0	14	\$38,252	\$49,744	\$61,236	\$47,602	10/23/2019	
Cecil County	ADMINISTRATIVE ASSISTANT		07/2019	2080.0	16	\$35,693	\$46,176	\$56,659	\$43,384	09/24/2019	
Charles County	Administrative Associate		07/2019	1950.0	10	\$41,642	\$54,352	\$67,063	\$53,353	10/29/2019	
Dorchester County			07/2019	2080.0	0	\$32,211	\$41,225	\$50,239	\$38,299	10/17/2019	
Frederick County	Coordinator, Division (IIT, Transit)		07/2019	2080.0	1	\$44,541	\$57,904	\$71,266	\$59,862	09/03/2019	
Harford County	ADMINISTRATIVE SPECIALIST I		07/2019	2080.0	14	\$40,698	\$66,944	\$93,190	\$58,250	10/24/2019	
Howard County	Administrative Analyst I		07/2019	2080.0	60	\$49,993	\$67,816	\$85,639	\$63,743	09/19/2019	
Kent County			07/2019	2080.0	7	\$44,810	\$58,028	\$71,246	\$51,822	10/29/2019	
Montgomery County			07/2019	2080.0	0	\$41,963	\$55,428	\$68,893	\$62,471	07/29/2019	
Prince George's County	Administrative Aide IV		07/2019	2080.0	37	\$44,497	\$65,536	\$86,574	\$66,874	09/23/2019	
Queen Anne's County	Administrative Assistant III		07/2019	2080.0	7	\$34,797	\$45,320	\$55,842	\$41,491	10/04/2019	
Somerset County	Office Assistant III		07/2019	2080.0	0	\$34,335	\$45,298	\$56,262	\$42,810	10/08/2019	
St. Mary's County			07/2019	2080.0	13	\$37,606	\$48,859	\$60,112	\$43,618	08/28/2019	
Talbot County	Office Manager & Assistant Office Manager		07/2019	2080.0	5	\$35,403	\$53,450	\$71,497	\$49,307	09/25/2019	
Washington County			07/2019	2080.0	0	\$37,565	\$48,142	\$58,718	\$45,292	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$27,875	\$39,716	\$51,558	\$33,482	07/29/2019	
Worcester County			07/2019	2080.0	0	\$30,722	\$41,798	\$52,874	\$45,514	07/29/2019	
						<b>Average</b>	<b>\$40,941</b>	<b>\$54,824</b>	<b>\$68,707</b>	<b>\$54,089</b>	
<b># of Respondents</b>							<b>23</b>	<b>23</b>	<b>23</b>	<b>23</b>	
<b>Standard Deviation</b>							<b>\$9,857</b>	<b>\$13,545</b>	<b>\$18,118</b>	<b>\$16,460</b>	
<b>Standard Error</b>							<b>\$2,055</b>	<b>\$2,824</b>	<b>\$3,778</b>	<b>\$3,432</b>	

**Job # 04005 - 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.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Receptionist		07/2019	1040.0	2	\$0	\$0	\$0	\$0	10/25/2019
Anne Arundel County	Office Support Assistant I		07/2019	2080.0	7	\$27,373	\$39,198	\$51,022	\$37,843	10/28/2019
Baltimore City			07/2019	2080.0	0	\$27,826	\$29,466	\$31,105	\$28,537	07/29/2019
Baltimore County	Office Clerk		07/2019	1820.0	16	\$30,268	\$34,095	\$37,922	\$44,134	10/01/2019
Calvert County	Office Assistant I		07/2019	1820.0	2	\$31,850	\$41,578	\$51,306	\$36,409	09/10/2019
Carroll County			07/2019	2080.0	13	\$32,178	\$41,860	\$51,543	\$32,635	10/23/2019
Cecil County	OFFICE SERVICES ASSISTANT		07/2019	2080.0	6	\$27,962	\$36,176	\$44,390	\$27,237	09/24/2019
Charles County	Office Associate I		07/2019	1950.0	0	\$30,639	\$40,048	\$49,457	\$0	10/31/2019
Frederick County	Administrative Specialist III		07/2019	2080.0	0	\$31,681	\$41,185	\$50,689	\$37,300	09/16/2019
Harford County	CLERK/TYPIST		07/2019	2080.0	0	\$31,824	\$53,003	\$74,182	\$41,917	10/29/2019
Howard County	Administrative Support Tech I		07/2019	2080.0	1	\$32,781	\$42,068	\$51,355	\$44,429	09/24/2019
Kent County			07/2019	2080.0	0	\$33,434	\$42,628	\$51,823	\$36,767	10/29/2019
Montgomery County			07/2019	2080.0	0	\$37,088	\$48,502	\$59,915	\$51,592	07/29/2019
Prince George's County	General Clerk I		07/2019	2080.0	65	\$24,642	\$36,293	\$47,944	\$28,801	09/25/2019
Queen Anne's County	GENERAL OFFICE ASSISTANT I (CLERK / TYPIST)		07/2019	2080.0	5	\$30,564	\$39,807	\$49,050	\$33,802	10/04/2019
Somerset County	Office Assistant I		07/2019	2080.0	0	\$30,414	\$40,126	\$49,837	\$32,813	10/08/2019
St. Mary's County			07/2019	2080.0	4	\$31,138	\$40,466	\$49,795	\$35,235	08/28/2019
Talbot County	Administrative Assistant I & Staff Assistant		07/2019	2080.0	3	\$26,266	\$37,660	\$49,053	\$32,329	09/26/2019
Washington County			07/2019	2080.0	0	\$29,827	\$38,251	\$46,675	\$32,898	07/29/2019
Wicomico County			07/2019	2080.0	0	\$20,623	\$29,405	\$38,187	\$26,448	07/29/2019
Worcester County			07/2019	2080.0	0	\$26,541	\$35,006	\$43,472	\$29,286	07/29/2019
<b>Average</b>						<b>\$29,746</b>	<b>\$39,341</b>	<b>\$48,936</b>	<b>\$35,285</b>	
<b># of Respondents</b>						<b>20</b>	<b>20</b>	<b>20</b>	<b>19</b>	
<b>Standard Deviation</b>						<b>\$3,579</b>	<b>\$5,487</b>	<b>\$8,600</b>	<b>\$6,592</b>	
<b>Standard Error</b>						<b>\$800</b>	<b>\$1,227</b>	<b>\$1,923</b>	<b>\$1,512</b>	

**Job # 04006 - CLERICAL/ADMINISTRATIVE SUPPORT - (INTERMEDIATE LEVEL)**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Office Assistant II, III, IV, V, Admin Assistant		07/2019	2080.0	11	\$19,342	\$31,880	\$44,418	\$36,665	10/25/2019
Anne Arundel County	Office Support Assistant II		07/2019	2080.0	76	\$33,051	\$47,403	\$61,755	\$37,589	10/28/2019
Baltimore City			07/2019	2080.0	0	\$29,638	\$31,664	\$33,689	\$32,744	07/29/2019
Baltimore County	Office Assistant		07/2019	2080.0	118	\$32,964	\$37,314	\$41,664	\$43,588	10/01/2019
Calvert County	Office Assistant II		07/2019	1820.0	17	\$33,106	\$43,234	\$53,362	\$33,339	09/10/2019
Caroline County	Administrative Assistant II		07/2019	2080.0	1	\$34,123	\$41,082	\$48,041	\$36,039	10/16/2019
Carroll County			07/2019	2080.0	9	\$35,111	\$45,636	\$56,160	\$38,686	10/23/2019
Cecil County	OFFICE SERVICES SPECIALIST		07/2019	2080.0	18	\$32,373	\$41,880	\$51,386	\$35,684	09/24/2019
Charles County	Office Associate II/III		07/2019	1950.0	13	\$35,707	\$46,636	\$57,566	\$51,876	10/31/2019
Dorchester County			07/2019	2080.0	0	\$26,040	\$33,326	\$40,613	\$35,897	10/17/2019
Frederick County	Administrative Specialist V		07/2019	2080.0	0	\$36,300	\$47,190	\$58,080	\$48,805	09/17/2019
Harford County	ADMINISTRATIVE ASSISTANT II		07/2019	2080.0	0	\$35,088	\$61,643	\$88,198	\$4,998	10/29/2019
Howard County	Administrative Support Tech II		07/2019	2080.0	79	\$33,613	\$45,157	\$56,701	\$41,184	09/24/2019
Kent County			07/2019	2080.0	7	\$37,035	\$47,404	\$57,773	\$40,763	10/29/2019
Montgomery County			07/2019	2080.0	0	\$41,963	\$55,428	\$68,893	\$62,471	07/29/2019
Prince George's County	General Clerk II		07/2019	2080.0	6	\$26,017	\$38,317	\$50,617	\$29,752	10/28/2019
Somerset County	Office Assistant II		07/2019	2080.0	0	\$32,315	\$42,634	\$52,952	\$36,040	10/08/2019
St. Mary's County			07/2019	2080.0	11	\$34,237	\$44,481	\$54,725	\$41,704	08/28/2019
Talbot County	Administrative Assistant II & Secretary		07/2019	2080.0	11	\$28,105	\$40,882	\$53,659	\$38,290	09/26/2019
Washington County			07/2019	2080.0	0	\$34,798	\$44,647	\$54,496	\$39,502	07/29/2019
Wicomico County			07/2019	2080.0	0	\$27,875	\$39,716	\$51,558	\$37,339	07/29/2019
Worcester County			07/2019	2080.0	0	\$29,245	\$38,584	\$47,923	\$36,538	07/29/2019
<b>Average</b>						<b>\$32,184</b>	<b>\$43,006</b>	<b>\$53,829</b>	<b>\$38,159</b>	
<b># of Respondents</b>						<b>22</b>	<b>22</b>	<b>22</b>	<b>22</b>	
<b>Standard Deviation</b>						<b>\$4,759</b>	<b>\$6,997</b>	<b>\$10,782</b>	<b>\$10,239</b>	
<b>Standard Error</b>						<b>\$1,015</b>	<b>\$1,492</b>	<b>\$2,299</b>	<b>\$2,183</b>	

**Job # 04010 - DEPUTY COUNTY ATTORNEY**

Assists County Attorney

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Asst County Attorney		07/2019	2080.0	1	\$0	\$0	\$0	\$52,467	10/29/2019
Anne Arundel County	Deputy County Attorney		07/2019	2080.0	2	\$93,539	\$132,362	\$171,184	\$171,184	10/28/2019
Baltimore County	Deputy County Attorney		07/2019	1820.0	1	\$168,713	\$168,713	\$168,713	\$168,713	09/25/2019
Calvert County	Associate County Attorney		07/2019	1820.0	1	\$139,178	\$139,178	\$139,178	\$139,178	09/09/2019
Caroline County	County Attorney		07/2019	2080.0	1	\$121,444	\$121,444	\$121,444	\$121,444	10/16/2019
Carroll County			07/2019	2080.0	1	\$74,880	\$104,822	\$134,764	\$97,282	10/23/2019
Charles County	Deputy County Attorney		07/2019	1950.0	1	\$83,751	\$109,094	\$134,437	\$101,693	10/29/2019
Howard County	Deputy Attorney		07/2019	2080.0	0	\$102,477	\$138,934	\$175,390	\$0	09/23/2019
Montgomery County			07/2019	2080.0	0	\$101,077	\$140,300	\$179,523	\$179,523	07/29/2019
Prince George's County	Principle Detyp State's Attorney		07/2019	2080.0	1	\$97,133	\$143,056	\$188,978	\$175,000	09/25/2019
St. Mary's County			07/2019	2080.0	1	\$145,000	\$145,000	\$145,000	\$145,000	08/28/2019
Talbot County	Assistant County Attorney		07/2019	2080.0	1	\$97,850	\$97,850	\$97,850	\$97,850	09/19/2019
Washington County			07/2019	2080.0	0	\$75,088	\$96,242	\$117,395	\$117,395	07/29/2019
Wicomico County			07/2019	2080.0	0	\$50,652	\$75,978	\$101,303	\$0	07/29/2019
<b>Average</b>						<b>\$103,906</b>	<b>\$124,075</b>	<b>\$144,243</b>	<b>\$130,561</b>	
<b># of Respondents</b>						<b>13</b>	<b>13</b>	<b>13</b>	<b>12</b>	
<b>Standard Deviation</b>						<b>\$32,347</b>	<b>\$25,738</b>	<b>\$30,262</b>	<b>\$39,458</b>	
<b>Standard Error</b>						<b>\$8,971</b>	<b>\$7,138</b>	<b>\$8,393</b>	<b>\$11,391</b>	

**Job # 04015 - 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.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Legal Sect Court Reporter		07/2019	2080.0	3	\$30,630	\$44,418	\$58,206	\$42,107	10/29/2019
Anne Arundel County	Legal Secretary		07/2019	2080.0	6	\$39,413	\$53,199	\$66,985	\$64,153	10/28/2019
Baltimore City	Legal Assistant II		07/2019	2080.0	11	\$42,131	\$46,529	\$50,927	\$50,078	10/31/2019
Baltimore County	Legal Secretary		07/2019	1820.0	20	\$36,216	\$41,092	\$45,968	\$47,274	09/30/2019
Calvert County	Legal Secretary I		07/2019	1820.0	4	\$35,799	\$46,756	\$57,712	\$46,970	09/04/2019
Carroll County			07/2019	2080.0	1	\$38,252	\$49,744	\$61,236	\$38,252	10/23/2019
Cecil County	LEGAL SECRETARY 1, 2, 3		07/2019	2080.0	6	\$33,991	\$48,234	\$62,478	\$40,787	09/24/2019
Charles County	Legal Assistant I (gr. 8), III (gr. 10)		07/2019	1950.0	2	\$38,556	\$55,481	\$72,406	\$50,288	10/31/2019
Dorchester County			07/2019	2080.0	0	\$34,630	\$46,352	\$58,074	\$50,154	10/17/2019
Frederick County	Legal Assistant		07/2019	2080.0	0	\$41,602	\$54,083	\$66,564	\$53,197	09/18/2019
Harford County	LEGAL SPECIALIST II		07/2019	2080.0	0	\$40,698	\$66,944	\$93,190	\$66,446	10/30/2019
Howard County	Administrative Support Tech III		07/2019	2080.0	2	\$36,777	\$49,878	\$62,980	\$42,329	09/30/2019
Kent County			07/2019	2080.0	1	\$67,238	\$67,238	\$67,238	\$67,238	10/30/2019
Montgomery County			07/2019	2080.0	0	\$41,963	\$55,428	\$68,893	\$64,049	07/29/2019
Queen Anne's County	LEGAL SECRETARY		07/2019	2080.0	4	\$42,270	\$57,326	\$72,381	\$50,793	10/04/2019
Somerset County			07/2019	2080.0	0	\$34,335	\$45,298	\$56,262	\$42,031	10/08/2019
St. Mary's County			07/2019	2080.0	19	\$34,237	\$50,721	\$67,205	\$48,693	08/28/2019
Talbot County	Legal Secretary & Legal Admin Ass't & Victim/Witness Coordinator		07/2019	2080.0	3	\$30,212	\$41,936	\$53,659	\$46,202	09/25/2019
Washington County			07/2019	2080.0	0	\$37,565	\$48,142	\$58,718	\$41,642	07/29/2019
Wicomico County			07/2019	2080.0	0	\$23,456	\$33,428	\$43,399	\$37,817	07/29/2019
Worcester County			07/2019	2080.0	0	\$35,000	\$42,500	\$50,000	\$47,923	07/29/2019

	<b>Average</b>	<b>\$37,856</b>	<b>\$49,749</b>	<b>\$61,642</b>	<b>\$49,449</b>
<b># of Respondents</b>		<b>21</b>	<b>21</b>	<b>21</b>	<b>21</b>
<b>Standard Deviation</b>		<b>\$8,149</b>	<b>\$8,045</b>	<b>\$10,878</b>	<b>\$9,035</b>
<b>Standard Error</b>		<b>\$1,778</b>	<b>\$1,756</b>	<b>\$2,374</b>	<b>\$1,972</b>

**Job # 04016 - LEGAL TECH / PARALEGAL**

May provide supervision to other legal or secretarial staff. Screens and reviews police reports. Conducts preliminary evaluation of case information to assure compliance with standard operating procedures; may prepare case files for review by staff attorneys; may prepare case files prior to hearings and pretrial meetings. Prepares summons and subpoenas for witnesses for pretrial and trial. Respond to discovery requests. Draft continuances, motions, orders, etc. Coordinates court calendar, police officers and attorneys. Performs legal research for opinions. Performs court record research. Minimum Qualifications may include graduation from high school or equivalent; plus completion of a recognized legal assistant training program and certification as a paralegal assistant and three (3) years of legal clerical experience; six months of which directly related to word processing functions.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
Anne Arundel County	Senior Paralegal		07/2019	2080.0	1	\$48,020	\$64,812	\$81,603	\$65,048	10/28/2019	
Baltimore City	Paralegal		07/2019	2080.0	18	\$47,604	\$52,730	\$57,857	\$56,818	10/29/2019	
Baltimore County	Legal Assistant		07/2019	1820.0	1	\$39,714	\$45,040	\$50,365	\$50,741	09/30/2019	
Calvert County	Paralegal		07/2019	1820.0	1	\$49,231	\$64,292	\$79,352	\$73,000	09/05/2019	
Caroline County	Legal Assistant		07/2019	2080.0	1	\$43,490	\$43,490	\$43,490	\$43,490	10/16/2019	
Carroll County			07/2019	2080.0	2	\$41,684	\$54,195	\$66,706	\$55,370	10/23/2019	
Cecil County	PARALEGAL/ADMINISTRATIVE ASSISTANT		07/2019	2080.0	1	\$43,382	\$56,123	\$68,864	\$53,360	09/24/2019	
Charles County	Paralegal		07/2019	1950.0	1	\$44,983	\$58,694	\$72,406	\$48,505	10/29/2019	
Frederick County	Coordinator Legal Office		07/2019	2080.0	0	\$47,688	\$61,994	\$76,300	\$76,300	09/18/2019	
Harford County	LEGAL SPECIALIST III		07/2019	2080.0	2	\$44,778	\$72,905	\$101,032	\$6,646	10/30/2019	
Howard County	Administrative Technician		07/2019	2080.0	6	\$45,146	\$61,248	\$77,350	\$60,863	09/30/2019	
Montgomery County			07/2019	2080.0	0	\$83,341	\$70,572	\$57,802	\$95,740	07/29/2019	
Prince George's County	Paralegal Supervisor		07/2019	2080.0	2	\$42,379	\$62,416	\$82,452	\$72,442	09/27/2019	
Somerset County			07/2019	2080.0	0	\$38,761	\$51,138	\$63,514	\$39,730	10/08/2019	
St. Mary's County			07/2019	2080.0	2	\$58,822	\$76,440	\$94,058	\$63,357	08/28/2019	
Talbot County	Paralegal & Victim/Witness Director		07/2019	2080.0	2	\$38,589	\$47,190	\$55,791	\$50,182	09/25/2019	
Washington County			07/2019	2080.0	0	\$68,328	\$54,454	\$40,581	\$63,461	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$48,401	\$40,064	\$31,728	\$63,456	07/29/2019	
						<b>Average</b>	<b>\$48,574</b>	<b>\$57,655</b>	<b>\$66,736</b>	<b>\$57,695</b>	
<b># of Respondents</b>							<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>							<b>\$11,269</b>	<b>\$10,213</b>	<b>\$18,467</b>	<b>\$18,395</b>	
<b>Standard Error</b>							<b>\$2,656</b>	<b>\$2,407</b>	<b>\$4,353</b>	<b>\$4,336</b>	

**Job # 04020 - 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.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	County Attorney		07/2019	2080.0	1	\$0	\$0	\$0	\$64,459	10/30/2019	
Anne Arundel County	Attorney III		07/2019	2080.0	3	\$78,687	\$109,594	\$140,500	\$109,672	10/28/2019	
Baltimore City	Assistant State's Attorney		07/2019	2080.0	148	\$70,276	\$91,284	\$112,293	\$78,523	10/24/2019	
Baltimore County	Assistant County Attorney		07/2019	1820.0	25	\$0	\$0	\$0	\$110,409	09/19/2019	
Calvert County	Attorney I		07/2019	1820.0	0	\$101,965	\$101,965	\$101,965	\$101,965	09/09/2019	
Caroline County	Assistant States Attorney/Deputy States Attorney	States Attorney	07/2019	2080.0	4	\$56,075	\$67,670	\$79,264	\$65,901	10/07/2019	
Carroll County			07/2019	2080.0	1	\$64,917	\$84,376	\$103,834	\$74,776	10/23/2019	
Charles County	Associate County Attorney I & II		07/2019	1950.0	2	\$77,462	\$100,918	\$124,375	\$86,855	10/29/2019	
Frederick County	Assistant County Attorney		07/2019	2080.0	2	\$82,477	\$107,220	\$131,963	\$99,440	09/03/2019	
Harford County	ASSISTANT COUNTY ATTORNEY II		07/2019	2080.0	1	\$65,586	\$98,608	\$131,629	\$105,000	10/24/2019	
Howard County	Attorney		07/2019	2080.0	13	\$75,360	\$102,196	\$129,033	\$90,700	08/27/2019	
Montgomery County			07/2019	2080.0	0	\$69,645	\$92,688	\$115,732	\$95,198	07/29/2019	
Prince George's County	Attorney II		07/2019	2080.0	5	\$56,791	\$83,642	\$110,492	\$79,029	09/24/2019	
St. Mary's County			07/2019	2080.0	11	\$80,800	\$115,140	\$149,480	\$103,020	08/28/2019	
Washington County			07/2019	2080.0	0	\$69,534	\$89,138	\$108,742	\$88,462	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$50,652	\$75,978	\$101,303	\$0	07/29/2019	
						<b>Average</b>	<b>\$71,445</b>	<b>\$94,315</b>	<b>\$117,186</b>	<b>\$90,227</b>	
						<b># of Respondents</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>15</b>	
						<b>Standard Deviation</b>	<b>\$13,048</b>	<b>\$13,341</b>	<b>\$18,497</b>	<b>\$15,086</b>	
						<b>Standard Error</b>	<b>\$3,487</b>	<b>\$3,566</b>	<b>\$4,944</b>	<b>\$3,895</b>	

**Job # 05000 - DIRECTOR/ADMINISTRATOR, DEPARTMENT OF AGING**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Program Manager		07/2019	2080.0	3	\$67,853	\$94,503	\$121,153	\$75,025	10/28/2019
Baltimore City	Operations Manager II		07/2019	2080.0	1	\$92,884	\$123,010	\$153,136	\$123,010	10/24/2019
Baltimore County	Director of Aging		07/2019	1820.0	1	\$190,892	\$190,892	\$190,892	\$190,892	10/02/2019
Calvert County	Aging Services Division Chief		07/2019	1820.0	1	\$69,469	\$90,736	\$112,003	\$97,625	09/05/2019
Carroll County			07/2019	2080.0	1	\$67,892	\$95,046	\$122,200	\$79,477	10/23/2019
Cecil County	CENTER & DATA MANAGER		07/2019	2080.0	1	\$47,839	\$61,884	\$75,930	\$51,503	09/24/2019
Charles County	Chief of Aging & Human Services		07/2019	1950.0	1	\$83,751	\$109,094	\$134,437	\$104,617	10/29/2019
Frederick County	Senior Services Director		07/2019	2080.0	3	\$67,143	\$87,286	\$107,428	\$94,740	09/03/2019
Howard County	Human Services Manager II		07/2019	2080.0	1	\$83,519	\$113,212	\$142,904	\$109,338	09/19/2019
Montgomery County			07/2019	2080.0	0	\$170,754	\$170,754	\$170,754	\$170,754	07/29/2019
Prince George's County	Director, Department of Family Services		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$165,280	10/28/2019
St. Mary's County			07/2019	2080.0	2	\$52,645	\$73,352	\$94,058	\$63,537	08/28/2019
<b>Average</b>						<b>\$92,257</b>	<b>\$114,614</b>	<b>\$136,972</b>	<b>\$110,483</b>	
<b># of Respondents</b>						<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	
<b>Standard Deviation</b>						<b>\$45,054</b>	<b>\$40,743</b>	<b>\$41,092</b>	<b>\$44,321</b>	
<b>Standard Error</b>						<b>\$13,006</b>	<b>\$11,762</b>	<b>\$11,862</b>	<b>\$12,794</b>	

**Job # 06000 - BUDGET ANALYST**

Under general supervision, coordinates the preparation of the annual budget and related finance oriented projects. Coordinates annual budgeting process, including preparing/distributing budget development packets, answering questions from Department heads regarding budget form preparation, working with Department heads to assist them in developing budget requests/projections for their Department; and reviewing/evaluating budget requests to recommend to the managers, councils or boards a budget package in line with expected revenues. Compiles/prepares a variety of reports and finance oriented documents, including the annual Budget Summary, the year-end financial audit report, and the long-term Capital Project Report, maintains records and schedules to track major projects, grants, contracts, and leases, to ensure that receivables and payables are timely and in compliance with the terms of the corresponding contracts/agreements; utilizes a variety of computer software to design and prepare effective, professional financial reports. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor's degree in finance, accounting or related field, plus three to four (3-4) years of experience performing above or related duties.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Budget and Management Analyst III		07/2019	2080.0	2	\$73,071	\$101,769	\$130,467	\$105,150	10/28/2019
Baltimore City	Budget Management Analyst II		07/2019	2080.0	2	\$66,118	\$85,953	\$105,788	\$85,328	10/29/2019
Baltimore County	Budget Analyst II		07/2019	1820.0	6	\$67,801	\$86,716	\$105,632	\$89,447	09/24/2019
Calvert County	Senior Budget Analyst		07/2019	1820.0	1	\$58,458	\$76,358	\$94,258	\$60,533	09/09/2019
Caroline County	Accounting Supervisor	Finance Director	07/2019	2080.0	1	\$53,755	\$61,696	\$69,636	\$56,567	10/16/2019
Carroll County			07/2019	2080.0	2	\$54,600	\$71,022	\$87,444	\$56,098	10/23/2019
Charles County			07/2019	1950.0	0	\$52,509	\$68,478	\$84,447	\$54,563	10/29/2019
Frederick County	Budget Analyst		07/2019	2080.0	0	\$47,688	\$61,994	\$76,300	\$0	09/03/2019
Harford County	BUDGET ANALYST		07/2019	2080.0	0	\$44,778	\$72,905	\$101,032	\$0	10/24/2019
Howard County	Fiscal Manager I		07/2019	2080.0	2	\$68,043	\$92,229	\$116,415	\$83,951	08/28/2019
Montgomery County			07/2019	2080.0	0	\$55,176	\$73,245	\$91,314	\$91,314	07/29/2019
Prince George's County	Budget Management Analyst II		07/2019	2080.0	6	\$49,058	\$72,252	\$95,447	\$72,795	09/24/2019
St. Mary's County			07/2019	2080.0	3	\$84,386	\$96,200	\$108,014	\$67,558	08/28/2019
Washington County			07/2019	2080.0	0	\$47,341	\$60,674	\$74,006	\$58,178	07/29/2019
Wicomico County			07/2019	2080.0	0	\$43,059	\$64,589	\$86,119	\$51,000	09/04/2019
Worcester County			07/2019	2080.0	0	\$40,000	\$50,000	\$60,000	\$53,955	07/29/2019
<b>Average</b>						<b>\$56,615</b>	<b>\$74,755</b>	<b>\$92,895</b>	<b>\$70,460</b>	
<b># of Respondents</b>						<b>16</b>	<b>16</b>	<b>16</b>	<b>14</b>	
<b>Standard Deviation</b>						<b>\$12,235</b>	<b>\$14,328</b>	<b>\$18,260</b>	<b>\$17,471</b>	
<b>Standard Error</b>						<b>\$3,059</b>	<b>\$3,582</b>	<b>\$4,565</b>	<b>\$4,669</b>	

**Job # 06005 - BUDGET DIRECTOR**

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.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Budget Officer		07/2019	2080.0	1	\$116,674	\$160,842	\$205,010	\$173,000	10/28/2019
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$161,076	10/23/2019
Cecil County	BUDGET MANAGER		07/2019	2080.0	1	\$77,925	\$100,804	\$123,682	\$101,798	09/24/2019
Charles County	Chief of Budget		07/2019	1950.0	1	\$83,751	\$109,094	\$134,437	\$99,628	10/29/2019
Frederick County	Budget Director		07/2019	2080.0	1	\$101,335	\$131,736	\$162,136	\$144,000	09/03/2019
Harford County	SENIOR BUDGET ANALYST		07/2019	2080.0	3	\$53,856	\$84,058	\$114,261	\$58,766	10/24/2019
Howard County	Budget Administrator		07/2019	2080.0	1	\$102,477	\$138,934	\$175,390	\$175,390	08/28/2019
Montgomery County			07/2019	2080.0	0	\$216,336	\$216,336	\$216,336	\$216,336	07/29/2019
Prince George's County	Director Office of Management and Budget		07/2019	2080.0	3	\$112,443	\$165,604	\$218,766	\$137,799	10/31/2019
St. Mary's County			07/2019	2080.0	1	\$89,724	\$116,216	\$142,709	\$111,488	08/28/2019
Washington County			07/2019	2080.0	0	\$75,088	\$96,242	\$117,395	\$109,595	07/29/2019
Worcester County			07/2019	2080.0	0	\$65,000	\$75,000	\$85,000	\$87,730	07/29/2019
<b>Average</b>						<b>\$99,473</b>	<b>\$127,797</b>	<b>\$156,120</b>	<b>\$131,384</b>	
<b># of Respondents</b>						<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	
<b>Standard Deviation</b>						<b>\$41,346</b>	<b>\$39,918</b>	<b>\$43,540</b>	<b>\$44,620</b>	
<b>Standard Error</b>						<b>\$11,935</b>	<b>\$11,523</b>	<b>\$12,569</b>	<b>\$12,881</b>	

**Job # 06010 - MANAGEMENT ANALYST**

This is a journey level position that performs professional, administrative and technical work in assisting an assigned department with minimal instruction. The primary responsibilities of this position are to; conduct special research and analysis, complete administrative projects and memorandums, provide public information, department budget preparation, active involvement with intergovernmental functions, the development and maintenance of assigned department performance measures, and reviewing and updating the assigned department strategic plans. Work is performed independently and is reviewed by administrative superiors. Incumbents may provide functional supervision. MINIMUM QUALIFICATIONS may include: A bachelor's degree in business administration or public administration or related field and 2 to 4 years of experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Management Assistant II		07/2019	2080.0	33	\$58,505	\$81,484	\$104,462	\$76,981	10/28/2019
Baltimore City			07/2019	2080.0	0	\$60,655	\$78,966	\$97,277	\$66,057	07/29/2019
Baltimore County	Management Analyst II		07/2019	1820.0	18	\$50,365	\$56,549	\$62,733	\$69,002	09/30/2019
Harford County	MANAGEMENT ASSISTANT I		07/2019	2080.0	0	\$48,348	\$77,789	\$107,230	\$53,123	10/30/2019
Howard County	Senior Administrative Analyst		07/2019	2080.0	26	\$68,043	\$92,229	\$116,415	\$89,274	10/01/2019
Montgomery County			07/2019	2080.0	0	\$52,684	\$69,896	\$87,107	\$82,344	07/29/2019
Prince George's County	Administrative Assistant II		07/2019	2080.0	35	\$49,058	\$72,252	\$95,447	\$73,559	09/27/2019
St. Mary's County			07/2019	2080.0	0	\$50,253	\$65,302	\$80,351	\$65,957	07/29/2019
<b>Average</b>						<b>\$54,739</b>	<b>\$74,308</b>	<b>\$93,878</b>	<b>\$72,037</b>	
<b># of Respondents</b>						<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	
<b>Standard Deviation</b>						<b>\$6,998</b>	<b>\$10,867</b>	<b>\$16,950</b>	<b>\$11,147</b>	
<b>Standard Error</b>						<b>\$2,474</b>	<b>\$3,842</b>	<b>\$5,993</b>	<b>\$3,941</b>	

**Job # 07000 - ECONOMIC DEVELOPMENT DIRECTOR**

As a department head provides direct supervision to CED staff, which includes Economic Development Coordinators. Works under the broad policy guidance and direction of the elected body while performing a variety of professional duties related to attracting commercial and industrial entities to the community. Develops and coordinates the development of industrial and commercial sites. Assesses community needs and recommends goals and direction for economic development; researches, produces and provides promotional reports. Promotes the development of tourist and recreational based economies. Minimum Qualifications may include graduation from college with a master's degree in Business Management, Marketing, Urban Planning, Real Estate or some other closely related field; and, five to seven (5-7) years of responsible experience related to the above described duties, or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Director of Economic Development		07/2019	2080.0	1	\$63,919	\$92,692	\$121,465	\$97,632	10/29/2019
Anne Arundel County	Economic Development Director		07/2019	2080.0	1	\$116,674	\$160,842	\$205,010	\$175,440	10/28/2019
Baltimore County	Director of Economic Development		07/2019	1820.0	1	\$187,149	\$187,149	\$187,149	\$187,149	09/25/2019
Calvert County	Economic Development Director		07/2019	1820.0	1	\$95,023	\$133,956	\$172,888	\$109,232	09/06/2019
Caroline County	Economic Development Director		07/2019	2080.0	1	\$87,550	\$87,550	\$87,550	\$87,550	10/16/2019
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$126,672	10/23/2019
Cecil County	DIRECTOR (ECONOMIC DEVELOPMENT)		07/2019	2080.0	1	\$85,912	\$111,136	\$136,359	\$127,586	09/24/2019
Charles County	Director, Economic Development		07/2019	1950.0	1	\$97,925	\$127,519	\$157,113	\$157,113	10/24/2019
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$83,189	10/17/2019
Frederick County	Director Office of Ceonomic Development		07/2019	2080.0	0	\$101,335	\$131,736	\$162,136	\$138,186	09/16/2019
Garrett County		County Administrator	07/2019	2080.0	1	\$67,803	\$86,091	\$104,379	\$89,250	10/30/2019
Harford County	DIRECTOR OF ECONOMIC DEVELOPMENT	DIRECTOR OF ADMINISTRATION	07/2019	2080.0	1	\$93,432	\$125,019	\$156,606	\$127,273	10/29/2019
Kent County			07/2019	2080.0	1	\$66,734	\$86,754	\$106,774	\$69,377	10/29/2019
St. Mary's County			07/2019	2080.0	1	\$129,227	\$129,227	\$129,227	\$129,227	08/28/2019
Talbot County	Economic Development Coordinator		07/2019	2080.0	1	\$57,011	\$64,254	\$71,497	\$61,123	09/19/2019
Washington County			07/2019	2080.0	0	\$75,088	\$96,242	\$117,395	\$75,088	07/29/2019
Worcester County			07/2019	2080.0	0	\$70,000	\$85,000	\$100,000	\$82,737	07/29/2019
<b>Average</b>						<b>\$93,366</b>	<b>\$115,241</b>	<b>\$137,117</b>	<b>\$113,166</b>	
<b># of Respondents</b>						<b>16</b>	<b>16</b>	<b>16</b>	<b>17</b>	
<b>Standard Deviation</b>						<b>\$31,901</b>	<b>\$32,345</b>	<b>\$38,579</b>	<b>\$37,200</b>	
<b>Standard Error</b>						<b>\$7,975</b>	<b>\$8,086</b>	<b>\$9,645</b>	<b>\$9,022</b>	

**Job # 09000 - ACCOUNTANT (JOURNEY LEVEL)**

Performs working level professional accounting duties; develops and implements new accounting techniques and systems or modifies and modernizes existing methods and procedures. Maintains and balances accounts against other accounting records. Makes final accounting of cash funds, vouchers, and encumbrances. Prepares balance sheets. Conducts internal audits. Compares expenditures with budget appropriations. Assist in the preparation of reports which serve as a basis for budget requests. MINIMUM QUALIFICATIONS may include graduation from a college or university with a bachelor's degree in accounting or a related field and two to four (2-4) year of related experience, or an equivalent combination of education and experience. Typically CPA preferred

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Senior Accountant		07/2019	2080.0	1	\$48,512	\$70,350	\$92,187	\$84,897	10/17/2019
Anne Arundel County	Accountant II		07/2019	2080.0	2	\$58,505	\$81,484	\$104,462	\$76,232	10/28/2019
Baltimore City	Accountant II		07/2019	2080.0	31	\$62,171	\$80,940	\$99,709	\$66,203	10/24/2019
Baltimore County	Accountant II		07/2019	1820.0	9	\$50,365	\$56,549	\$62,733	\$66,860	09/12/2019
Calvert County	Accountant I		07/2019	1820.0	1	\$49,231	\$64,292	\$79,352	\$67,267	09/09/2019
Caroline County	Accounting III	Comptroller	07/2019	2080.0	1	\$42,320	\$49,689	\$57,058	\$50,783	10/16/2019
Carroll County			07/2019	2080.0	1	\$50,108	\$65,167	\$80,226	\$70,928	10/23/2019
Cecil County			07/2019	2080.0	2	\$58,149	\$75,222	\$92,294	\$61,118	09/24/2019
Charles County			07/2019	1950.0	0	\$56,743	\$73,982	\$91,222	\$75,492	10/29/2019
Frederick County	Accountant I		07/2019	2080.0	0	\$47,688	\$61,994	\$76,301	\$0	09/03/2019
Garrett County		Director of Finance	07/2019	2080.0	2	\$45,806	\$58,161	\$70,516	\$59,275	10/30/2019
Harford County	ACCOUNTANT II		07/2019	2080.0	6	\$48,348	\$77,789	\$107,230	\$58,565	10/24/2019
Howard County	Fiscal Specialist I		07/2019	2080.0	2	\$55,448	\$75,143	\$94,838	\$65,859	09/19/2019
Kent County			07/2019	2080.0	3	\$51,917	\$69,392	\$86,867	\$66,581	10/29/2019
Montgomery County			07/2019	2080.0	0	\$57,802	\$76,771	\$95,740	\$94,025	07/29/2019
Prince George's County	Accountant II		07/2019	2080.0	8	\$49,058	\$72,252	\$95,447	\$72,078	10/25/2019
Somerset County			07/2019	2080.0	0	\$36,481	\$48,130	\$59,778	\$37,393	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$58,822	\$76,440	\$94,058	\$89,523	08/28/2019
Talbot County	Accountant & Accountant II		07/2019	2080.0	2	\$51,361	\$61,429	\$71,497	\$61,617	09/25/2019
Washington County			07/2019	2080.0	0	\$59,634	\$76,440	\$93,246	\$87,048	07/29/2019
Wicomico County			07/2019	2080.0	0	\$32,363	\$48,542	\$64,722	\$43,489	09/04/2019
Worcester County			07/2019	2080.0	0	\$40,000	\$47,500	\$55,000	\$52,874	07/29/2019
<b>Average</b>						<b>\$50,492</b>	<b>\$66,712</b>	<b>\$82,931</b>	<b>\$67,053</b>	
<b># of Respondents</b>						<b>22</b>	<b>22</b>	<b>22</b>	<b>21</b>	
<b>Standard Deviation</b>						<b>\$7,795</b>	<b>\$11,234</b>	<b>\$15,976</b>	<b>\$14,572</b>	
<b>Standard Error</b>						<b>\$1,662</b>	<b>\$2,395</b>	<b>\$3,406</b>	<b>\$3,180</b>	

**Job # 09005 - ACCOUNTING ASSISTANT/FINANCIAL CLERK**

Match invoices to purchase orders or vouchers, perform data entry, recordkeeping, customer service, and process financial transactions in support of the accounts payable and/or accounts receivable function.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Financial Clerk I		07/2019	2080.0	16	\$34,674	\$49,733	\$64,792	\$43,670	10/28/2019
Baltimore City	Accounting Assistant II			2080.0	10	\$31,488	\$33,900	\$36,312	\$34,213	10/30/2019
Baltimore County	Account Clerk II		07/2019	1820.0	22	\$32,964	\$37,314	\$41,664	\$41,188	09/24/2019
Calvert County	Account Technician II		07/2019	1820.0	2	\$38,693	\$50,550	\$62,408	\$56,675	09/09/2019
Carroll County			07/2019	2080.0	0	\$32,178	\$41,860	\$51,543	\$32,178	10/23/2019
Cecil County	ACCOUNTS PAYABLE SPECIALIST		07/2019	2080.0	1	\$35,693	\$46,176	\$56,659	\$44,810	09/24/2019
Charles County	Accounting Technician		07/2019	1950.0	0	\$38,556	\$50,340	\$62,125	\$38,557	10/31/2019
Dorchester County			07/2019	2080.0	0	\$26,040	\$33,326	\$40,613	\$32,825	10/17/2019
Frederick County	Accounting Technician II		07/2019	2080.0	3	\$38,860	\$50,518	\$62,176	\$45,186	09/03/2019
Garrett County		Director of Finance	07/2019	2080.0	3	\$33,110	\$42,040	\$50,970	\$39,468	10/30/2019
Harford County	ACCOUNTING CLERK II		07/2019	2080.0	9	\$35,088	\$59,189	\$83,290	\$57,808	10/24/2019
Howard County	Administrative Support Tech II		07/2019	2080.0	7	\$33,613	\$45,157	\$56,701	\$40,566	09/19/2019
Montgomery County			07/2019	2080.0	0	\$41,963	\$55,428	\$68,893	\$62,351	07/29/2019
Prince George's County	Account Clerk II		07/2019	2080.0	2	\$30,662	\$43,041	\$55,420	\$45,615	10/28/2019
Somerset County	Tax Collections Clerk II	Supervisor of Tax Collections	07/2019	2080.0	0	\$34,335	\$45,298	\$56,262	\$39,818	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$47,029	\$61,100	\$75,171	\$71,552	08/28/2019
Talbot County	Accounts Payable Clerk & Accounts Receivable Clerk		07/2019	2080.0	2	\$28,105	\$39,974	\$51,842	\$50,447	09/24/2019
Wicomico County			07/2019	2080.0	0	\$23,456	\$33,428	\$43,399	\$34,077	09/04/2019
						<b>Average</b>	<b>\$34,250</b>	<b>\$45,465</b>	<b>\$56,680</b>	<b>\$45,056</b>
<b># of Respondents</b>							<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>
<b>Standard Deviation</b>							<b>\$5,611</b>	<b>\$8,329</b>	<b>\$12,167</b>	<b>\$10,900</b>
<b>Standard Error</b>							<b>\$1,322</b>	<b>\$1,963</b>	<b>\$2,868</b>	<b>\$2,569</b>

**Job # 09010 - ACCOUNTING MANAGER**

Performs administrative and professional work in assistance of the management and operation of the finance department. Supervises and manages the operations of the accounting department. Performs professional accounting and auditing functions related to financial operations, payroll, pension, cash management, budget, internal control functions. Plans, organizes and conducts ongoing quality control audits to assure fiscal responsibility and accountability. May supervise subordinate internal auditors. MINIMUM QUALIFICATIONS may include a Bachelor's Degree in Accounting or Business Management. Plus, five (5) to Seven (7) years' work experience in accounting, auditing and finance. Must be a certified public accountant (CPA).

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Assistant Director Finance		07/2019	2080.0	1	\$63,919	\$92,692	\$121,465	\$106,875	10/17/2019	
Anne Arundel County	Accountant III		07/2019	2080.0	7	\$67,853	\$94,503	\$121,153	\$92,028	10/28/2019	
Baltimore City	Accounting Manager			2080.0	2	\$75,715	\$98,376	\$121,037	\$83,218	10/28/2019	
Baltimore County	Chief Accountant		07/2019	1820.0	1	\$85,880	\$109,845	\$133,810	\$112,065	09/24/2019	
Calvert County	Finance & Budget Deputy Director & Accounting Deputy Director		07/2019	1820.0	2	\$75,730	\$98,898	\$122,067	\$99,299	09/09/2019	
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$60,803	10/17/2019	
Frederick County	Accounting Director		07/2019	2080.0	1	\$82,477	\$107,220	\$131,963	\$106,796	09/03/2019	
Garrett County	Assistant Director of Finance	Director of Finance	07/2019	2080.0	0	\$57,961	\$73,593	\$89,225	\$84,758	10/30/2019	
Harford County	ACCOUNTANT III		07/2019	2080.0	1	\$58,854	\$92,984	\$127,115	\$120,844	10/24/2019	
Howard County	Fiscal Manger 11		07/2019	2080.0	1	\$75,360	\$102,196	\$129,033	\$101,741	09/19/2019	
Montgomery County			07/2019	2080.0	0	\$101,077	\$140,300	\$179,523	\$179,523	07/29/2019	
Prince George's County	Accounting Services Manager		07/2019	2080.0	1	\$79,911	\$117,692	\$155,473	\$155,472	10/28/2019	
Somerset County	Finance & Accounting Officer	Finance Director	07/2019	2080.0	0	\$55,630	\$72,989	\$90,348	\$68,888	10/08/2019	
St. Mary's County			07/2019	2080.0	1	\$77,646	\$100,870	\$124,093	\$99,382	08/28/2019	
Talbot County	Finance Office Supervisor		07/2019	2080.0	1	\$46,481	\$53,804	\$61,127	\$47,606	09/24/2019	
Washington County			07/2019	2080.0	0	\$64,397	\$82,556	\$100,714	\$64,396	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$50,652	\$75,978	\$101,303	\$80,816	07/29/2019	
Worcester County			07/2019	2080.0	0	\$80,000	\$92,500	\$105,000	\$91,982	07/29/2019	
						<b>Average</b>	<b>\$70,561</b>	<b>\$94,529</b>	<b>\$118,497</b>	<b>\$97,583</b>	
<b># of Respondents</b>							<b>17</b>	<b>17</b>	<b>17</b>	<b>18</b>	
<b>Standard Deviation</b>							<b>\$14,132</b>	<b>\$19,714</b>	<b>\$26,802</b>	<b>\$32,085</b>	
<b>Standard Error</b>							<b>\$3,427</b>	<b>\$4,781</b>	<b>\$6,500</b>	<b>\$7,562</b>	

**Job # 09015 - ACCOUNTING TECHNICIAN**

Performs a variety of full performance level, complex clerical and accounting functions as required to monitor and maintain financial computerized records; performs routine clerical duties related to a variety of organization clerk responsibilities. May provide immediate to close supervision to Accounting Clerk in training. Performs bookkeeping and AR/AP duties; i.e., journal entries against accounts payable and receivable; issues warrants for claims against organization funds; audits accounts, maintains budget records, prepares budgetary reports, insurance reports and other supportive reports. Minimum Qualifications may include graduation from high school with course backgrounds in accounting, bookkeeping or some other related field; and three (3) years of progressively responsible work experience providing training and practical bookkeeping or accounting; two (2) years of which must have been within the auditing/accounting department; or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Accounting Technician II, Accounting Technician Senior		07/2019	2080.0	6	\$30,630	\$47,223	\$63,816	\$42,043	10/18/2019
Anne Arundel County	Financial Clerk II		07/2019	2080.0	9	\$41,411	\$55,890	\$70,370	\$57,887	10/28/2019
Baltimore City	Accounting Assistant III		07/2019	2080.0	30	\$37,741	\$41,392	\$45,044	\$42,786	10/29/2019
Baltimore County	Account Clerk III		07/2019	1820.0	37	\$36,216	\$41,092	\$45,968	\$49,055	09/24/2019
Calvert County	Accounts Payable Technician/Accounts Receivable Technician I		07/2019	1820.0	3	\$38,693	\$50,550	\$62,408	\$53,684	09/09/2019
Caroline County	Accounting Clerk III	Comptroller	07/2019	2080.0	2	\$38,716	\$45,905	\$53,094	\$44,361	10/06/2019
Carroll County			07/2019	2080.0	3	\$35,111	\$45,636	\$56,160	\$52,215	10/23/2019
Cecil County			07/2019	2080.0	1	\$47,839	\$61,884	\$75,930	\$50,282	09/24/2019
Charles County	Accounting Specialist		07/2019	1950.0	2	\$44,983	\$58,694	\$72,406	\$65,551	10/31/2019
Dorchester County			07/2019	2080.0	0	\$29,965	\$38,350	\$46,735	\$33,903	10/17/2019
Frederick County	Accounting Technician I		07/2019	2080.0	1	\$33,911	\$44,084	\$54,258	\$34,297	09/03/2019
Harford County	ACCOUNTING TECHNICIAN I		07/2019	2080.0	5	\$38,046	\$63,122	\$88,198	\$58,595	10/24/2019
Howard County	Administrative Support Tech III		07/2019	2080.0	5	\$37,107	\$49,951	\$62,795	\$49,754	09/19/2019
Montgomery County			07/2019	2080.0	0	\$41,963	\$55,428	\$68,893	\$62,351	07/29/2019
Prince George's County	Accounting Technician		07/2019	2080.0	4	\$40,360	\$59,442	\$78,524	\$58,416	09/23/2019
Somerset County	Tax Collections Clerk II	Tax Collections Supervisor	07/2019	2080.0	0	\$36,481	\$48,130	\$59,778	\$43,364	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$52,645	\$68,412	\$84,178	\$74,381	08/28/2019
Washington County			07/2019	2080.0	0	\$34,798	\$44,647	\$54,496	\$34,798	07/29/2019
Wicomico County			07/2019	2080.0	0	\$31,728	\$47,592	\$63,456	\$54,119	09/04/2019
						<b>Average</b>	<b>\$38,334</b>	<b>\$50,917</b>	<b>\$63,500</b>	<b>\$50,623</b>
<b># of Respondents</b>							<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>
<b>Standard Deviation</b>							<b>\$5,734</b>	<b>\$8,404</b>	<b>\$12,576</b>	<b>\$10,936</b>
<b>Standard Error</b>							<b>\$1,315</b>	<b>\$1,928</b>	<b>\$2,885</b>	<b>\$2,509</b>

**Job # 09020 - COLLECTIONS CLERK / OFFICER**

Provides initial customer contact through personal, verbal and written communication; provides customer service, utility billing information, receipting of payments and collection of past due accounts. May be assigned lead responsibility over a more detailed function of customer service, such as: collections, new services, maintenance of filing or tracking systems for service, payment arrangements, business licenses, etc. Minimum Qualifications may include graduation from high school with course work in bookkeeping and accounting; and three (3) years of experience in bookkeeping, accounting, billing and collections; or an equivalent combination of education and experience. Some knowledge of the operation of a personal computer and various software applications; some knowledge of the operation of standard office equipment.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
Anne Arundel County	Customer Service Representative		07/2019	2080.0	12	\$34,674	\$49,733	\$64,792	\$42,054	10/28/2019	
Baltimore City	Collection Representative I		07/2019	2080.0	15	\$33,048	\$35,962	\$38,876	\$40,725	10/31/2019	
Baltimore County	Account Clerk III		07/2019	1820.0	37	\$36,216	\$41,092	\$45,968	\$49,055	09/24/2019	
Calvert County	Treasurer Clerk I		07/2019	1820.0	3	\$35,799	\$46,756	\$57,712	\$47,338	09/09/2019	
Carroll County			07/2019	2080.0	4	\$32,178	\$41,860	\$51,543	\$32,787	10/23/2019	
Cecil County	COLLECTIONS SPECIALIST		07/2019	2080.0	3	\$35,693	\$46,176	\$56,659	\$38,123	09/24/2019	
Charles County	Revenue Specialist		07/2019	1950.0	5	\$35,707	\$46,636	\$57,566	\$38,091	10/31/2019	
Frederick County	Collection Specialist I		07/2019	2080.0	0	\$33,911	\$44,084	\$54,258	\$37,897	09/10/2019	
Garrett County		Director of Finance	07/2019	2080.0	3	\$28,022	\$34,759	\$41,496	\$31,200	10/30/2019	
Harford County	ACCOUNTING CLERK I		07/2019	2080.0	4	\$33,415	\$55,512	\$77,608	\$35,463	10/25/2019	
Howard County	Administrative Support Tech II		07/2019	2080.0	5	\$33,613	\$45,157	\$56,701	\$39,795	09/19/2019	
Kent County			07/2019	2080.0	1	\$37,035	\$47,404	\$57,773	\$38,135	10/29/2019	
Montgomery County			07/2019	2080.0	0	\$41,963	\$55,428	\$68,893	\$62,351	07/29/2019	
Queen Anne's County	Collection Specialist I & II		07/2019	2080.0	2	\$37,128	\$50,352	\$63,576	\$40,415	10/04/2019	
Somerset County	Tax Collections Clerk I	Tax Collections Supervisor	07/2019	2080.0	0	\$32,315	\$42,634	\$52,952	\$33,123	10/08/2019	
Talbot County	Sanitary District Clerk, Tax Clerk & Clerk for Recreational Facilities		07/2019	2080.0	3	\$26,266	\$38,290	\$50,314	\$39,876	09/24/2019	
Worcester County			07/2019	2080.0	0	\$24,669	\$29,834	\$35,000	\$29,565	07/29/2019	
						<b>Average</b>					
							<b>\$33,627</b>	<b>\$44,216</b>	<b>\$54,805</b>	<b>\$39,764</b>	
<b># of Respondents</b>							<b>17</b>	<b>17</b>	<b>17</b>	<b>17</b>	
<b>Standard Deviation</b>							<b>\$4,218</b>	<b>\$6,919</b>	<b>\$10,790</b>	<b>\$7,749</b>	
<b>Standard Error</b>							<b>\$1,023</b>	<b>\$1,678</b>	<b>\$2,617</b>	<b>\$1,879</b>	

**Job # 09025 - COLLECTIONS SUPERVISOR**

Supervises and assists assigned collections staff in the Treasurer's Office. Assigns and reviews the work of employees; resolves problems as non-routine situations arise. Responsible for ensuring accuracy of staff's work and compliance with audit guidelines. Assists taxpayers, lawyers, mortgage companies, etc. with concerns and questions. MINIMUM QUALIFICATIONS MAY INCLUDE: High School diploma, supplemented by college level course work and 4 years of closely related experience, preferably in cash collections and customer service.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Carroll County			07/2019	2080.0	1	\$59,530	\$77,408	\$95,285	\$73,216	10/23/2019
Kent County				2080.0	1	\$40,380	\$52,090	\$63,801	\$44,795	10/29/2019
<b>Average</b>						<b>\$49,955</b>	<b>\$64,749</b>	<b>\$79,543</b>	<b>\$59,006</b>	
<b># of Respondents</b>						<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	
<b>Standard Deviation</b>						<b>\$13,541</b>	<b>\$17,902</b>	<b>\$22,263</b>	<b>\$20,097</b>	
<b>Standard Error</b>						<b>\$9,575</b>	<b>\$12,658</b>	<b>\$15,742</b>	<b>\$14,210</b>	

**Job # 09030 - FINANCE DIRECTOR**

Performs professional administrative duties; exercises either direct or functional control over such functions as accounting, auditing, financial planning and reporting, taxation, revenue collection and property records management. Directs the collection of taxes, special assessments, license fees, and other revenues, and receives funds from various governmental sources. Responsible for the custody of all public funds. Compiles current expense and capital estimates for the budget. Supervises disbursement of all money and controls all expenditures. Maintains custody of all the city/county's invested funds. Holds responsibility of the purchase, storage, and distribution of all supplies. Minimum Qualifications may include graduation from a college or university with a bachelor's degree in finance, accounting, business administration or some other related field; and five to seven (5-7) years of related experience; or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Director of Finance		07/2019	2080.0	1	\$63,919	\$92,692	\$121,465	\$135,483	10/29/2019	
Anne Arundel County	Controller		07/2019	2080.0	1	\$103,248	\$142,337	\$181,426	\$169,689	10/28/2019	
Baltimore City	Executive Director III		07/2019	2080.0	1	\$140,873	\$186,675	\$232,477	\$219,898	10/29/2019	
Baltimore County	Deputy Director of Budget and Finance		07/2019	1820.0	1	\$91,121	\$116,540	\$141,959	\$126,130	09/26/2019	
Calvert County	Finance & Budget Director		07/2019	1820.0	1	\$104,527	\$147,351	\$190,175	\$141,587	09/09/2019	
Caroline County	Director of Finance		07/2019	2080.0	1	\$98,599	\$98,599	\$98,599	\$98,599	10/16/2019	
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$126,672	10/23/2019	
Cecil County	DIRECTOR (FINANCE)		07/2019	2080.0	1	\$104,427	\$135,086	\$165,746	\$112,424	09/24/2019	
Charles County	Director of Fiscal and Administrative Services		07/2019	1950.0	1	\$97,925	\$127,519	\$157,113	\$148,825	10/24/2019	
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$92,847	10/17/2019	
Frederick County	Division Director Finance		07/2019	2080.0	0	\$121,957	\$158,544	\$195,132	\$161,160	09/16/2019	
Garrett County			07/2019	2080.0	0	\$73,335	\$93,116	\$112,898	\$110,596	10/30/2019	
Howard County	Finance Director		07/2019	2080.0	1	\$102,477	\$138,934	\$175,390	\$170,304	09/24/2019	
Kent County			07/2019	2080.0	1	\$83,701	\$108,811	\$133,921	\$118,098	10/30/2019	
Montgomery County			07/2019	2080.0	0	\$200,000	\$200,000	\$200,000	\$200,000	07/29/2019	
Prince George's County	Director, Office of Finance		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$183,000	09/25/2019	
Queen Anne's County	FINANCE DIRECTOR		07/2019	2080.0	1	\$83,239	\$116,859	\$150,479	\$137,944	10/04/2019	
Somerset County			07/2019	2080.0	0	\$74,292	\$97,474	\$120,657	\$104,846	10/08/2019	
St. Mary's County			07/2019	2080.0	1	\$134,611	\$134,611	\$134,611	\$134,611	08/28/2019	
Talbot County	Finance Director		07/2019	2080.0	1	\$90,507	\$102,006	\$113,504	\$110,162	09/19/2019	
Washington County			07/2019	2080.0	0	\$87,589	\$112,278	\$136,968	\$93,828	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$64,249	\$96,374	\$128,499	\$120,000	09/04/2019	
Worcester County			07/2019	2080.0	0	\$95,000	\$110,000	\$125,000	\$119,036	07/29/2019	
						<b>Average</b>	<b>\$101,232</b>	<b>\$128,187</b>	<b>\$155,141</b>	<b>\$136,336</b>	
<b># of Respondents</b>							<b>22</b>	<b>22</b>	<b>22</b>	<b>23</b>	
<b>Standard Deviation</b>							<b>\$29,586</b>	<b>\$30,088</b>	<b>\$36,953</b>	<b>\$33,989</b>	
<b>Standard Error</b>							<b>\$6,308</b>	<b>\$6,415</b>	<b>\$7,878</b>	<b>\$7,087</b>	

**Job # 09035 - PAYROLL TECHNICIAN**

Performs a variety of complex, technical clerical duties as needed to expedite the day-to-day maintenance and processing of time records, payroll, benefit programs and related information. Works under the general supervision of the Director of Administrative Services, Finance Director, Treasurer or Payroll Coordinator. Processes payroll sheets; inputs and records employee work hours; files time sheets; prepares payroll; determines employee earnings, calculates employee withholdings (i.e., state taxes, federal taxes, social security, retirement, and insurance); prints payroll checks; maintains year-to-date records of wages, deductions, taxes and benefits. Maintains computerized payroll records showing employee pay rates, withholding allowances, benefit deductions, and other authorized payroll withholdings. Maintains record of work time, sick leave, annual leave and comp time accrual and usage; prepares and distributes leave record reports. Makes federal withholding tax deposits; reconciles and generates checks for payroll deductions/benefits with various private, state and federal agencies; creates correcting general ledger entries for payroll, benefit and withholdings. Minimum Qualifications may include six months of specialized training provide on-the-job or vocational workshops, plus. One (1) year of experience in basic bookkeeping, accounting, etc.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Payroll Supervisor		07/2019	2080.0	1	\$36,816	\$53,390	\$69,963	\$51,889	10/30/2019
Anne Arundel County	Personnel Assistant II		07/2019	2080.0	6	\$43,507	\$58,720	\$73,932	\$56,986	10/28/2019
Baltimore City	Fiscal Technician			2080.0	25	\$43,855	\$48,494	\$53,134	\$55,212	10/30/2019
Baltimore County	Account Clerk II		07/2019	1820.0	22	\$32,964	\$37,314	\$41,664	\$41,187	09/30/2019
Calvert County	Payroll Specialist		07/2019	1820.0	1	\$45,154	\$58,968	\$72,782	\$54,982	09/09/2019
Caroline County	Employee Relations Specialist	Director of HR	07/2019	2080.0	1	\$44,309	\$51,778	\$59,246	\$50,991	10/16/2019
Carroll County			07/2019	2080.0	1	\$35,111	\$45,636	\$56,160	\$35,111	10/23/2019
Cecil County	PAYROLL COORDINATOR		07/2019	2080.0	1	\$43,382	\$56,123	\$68,864	\$50,041	09/24/2019
Charles County	Payroll Coordinator		07/2019	1950.0	2	\$48,597	\$63,393	\$78,189	\$56,185	10/29/2019
Harford County	Accountant I		07/2019	2080.0	4	\$40,698	\$66,944	\$93,190	\$48,924	10/29/2019
Howard County	Administrative Assistant		07/2019	2080.0	2	\$50,066	\$67,538	\$85,010	\$61,994	10/07/2019
Kent County			07/2019	2080.0	1	\$40,380	\$52,090	\$63,801	\$65,016	10/30/2019
Prince George's County	Account Clerk IV		07/2019	2080.0	6	\$36,608	\$53,916	\$71,224	\$60,277	09/30/2019
Somerset County	Personnel Assistant	HR Director	07/2019	2080.0	0	\$34,335	\$45,298	\$56,262	\$36,073	10/08/2019
St. Mary's County			07/2019	2080.0	2	\$42,016	\$54,610	\$67,205	\$49,962	09/06/2019
Talbot County	Payroll/Accounts Payable Manager		07/2019	2080.0	1	\$38,589	\$47,190	\$55,791	\$42,445	09/23/2019
Washington County			07/2019	2080.0	0	\$51,106	\$65,510	\$79,914	\$51,106	07/29/2019
Wicomico County			07/2019	2080.0	0	\$27,875	\$39,716	\$51,558	\$32,587	09/04/2019
Worcester County			07/2019	2080.0	0	\$32,261	\$42,568	\$52,874	\$43,368	07/29/2019
<b>Average</b>						<b>\$40,402</b>	<b>\$53,116</b>	<b>\$65,830</b>	<b>\$49,702</b>	
<b># of Respondents</b>						<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	
<b>Standard Deviation</b>						<b>\$6,324</b>	<b>\$8,984</b>	<b>\$13,100</b>	<b>\$9,180</b>	
<b>Standard Error</b>						<b>\$1,451</b>	<b>\$2,061</b>	<b>\$3,005</b>	<b>\$2,106</b>	

**Job # 09040 - PROCUREMENT MANAGER**

Performs as a unit manager or division or department head. Performs a variety of supervisory and managerial duties related planning, organizing and coordinating the procurement functions of the entity; directs the daily tasks performed by buyers or purchasing agents; conducts performance appraisal and makes recommendations affecting employment status, i.e., retention, advancement, discipline and termination; establishes unit operating budget; monitors buying practices of all divisions of the organization and assures compliance with established policies and procedures; prepares and maintains purchasing record; classifies purchases by budgetary account and balances ledgers. Receives purchasing request from department heads; verifies that budget funds are available. Prepares bid specification with input from departments as appropriate; prepares invitations for bids or obtains quotes by telephone or personal contact. Evaluates and considers a variety of purchasing related items including price trends and previous prices. Supervises inventory control; arranges for the disposal or negotiate for the sale of all surplus, worn-out or obsolete equipment, supplies, or materials. Minimum Qualifications may include graduation from college with a bachelor's degree in business or a related field and six to eight (6-8) years of experience as a buyer, purchasing agent or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Assistant Purchasing Agent		07/2019	2080.0	1	\$67,853	\$94,503	\$121,153	\$96,512	10/28/2019
Calvert County	Procurement Officer		07/2019	1820.0	1	\$63,755	\$83,247	\$102,739	\$88,325	09/09/2019
Carroll County			07/2019	2080.0	1	\$67,892	\$95,046	\$122,200	\$83,408	10/23/2019
Cecil County	PROCUREMENT & FLEET MANAGER		07/2019	2080.0	1	\$61,056	\$78,982	\$96,908	\$78,202	09/24/2019
Charles County	Chief of Purchasing		07/2019	1950.0	1	\$77,462	\$100,918	\$124,375	\$101,826	10/29/2019
Frederick County	Director Procurement and Contracting		07/2019	2080.0	0	\$82,477	\$107,220	\$131,963	\$130,929	09/18/2019
Garrett County	Purchasing Agent	County Administrator	07/2019	2080.0	0	\$57,961	\$73,593	\$89,225	\$79,320	10/30/2019
Harford County	Director, Procurement		07/2019	2080.0	1	\$93,432	\$126,019	\$158,606	\$126,056	10/29/2019
Howard County	Purchasing Administrator		07/2019	2080.0	1	\$83,519	\$113,212	\$142,904	\$99,967	09/27/2019
Montgomery County			07/2019	2080.0	0	\$88,388	\$124,421	\$160,454	\$148,755	07/29/2019
Prince George's County	Procurement Officer III		07/2019	2080.0	5	\$56,791	\$83,642	\$110,492	\$86,226	09/27/2019
St. Mary's County			07/2019	2080.0	1	\$89,274	\$115,992	\$142,709	\$89,274	09/06/2019
Washington County			07/2019	2080.0	0	\$64,397	\$82,556	\$100,714	\$76,461	07/29/2019
Wicomico County			07/2019	2080.0	0	\$56,657	\$84,986	\$113,314	\$64,000	07/29/2019
<b>Average</b>						<b>\$72,208</b>	<b>\$97,452</b>	<b>\$122,697</b>	<b>\$96,376</b>	
<b># of Respondents</b>						<b>14</b>	<b>14</b>	<b>14</b>	<b>14</b>	
<b>Standard Deviation</b>						<b>\$13,131</b>	<b>\$17,404</b>	<b>\$22,394</b>	<b>\$23,719</b>	
<b>Standard Error</b>						<b>\$3,509</b>	<b>\$4,651</b>	<b>\$5,985</b>	<b>\$6,339</b>	

**Job # 09045 - PURCHASING AGENT / BUYER**

Performs para-professional and routine administrative duties; prepares and maintains purchasing record for the city; classifies purchases by budgetary account and balances ledgers. Receives purchasing request from department heads; verifies that budget funds are available. Prepares bid specification with input from departments as appropriate; prepares invitations for bids or obtains quotes by telephone or personal contact. Evaluates and considers a variety of purchasing related items including price trends and previous prices. Supervises inventory control; arranges for the disposal or negotiate for the sale of all surplus, worn-out or obsolete equipment, supplies, or materials. Minimum Qualifications may include graduation from college with a bachelor degree in business or a related field and two (2) years of experience as a junior buyer, purchasing agent or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Buyer III		07/2019	2080.0	4	\$54,328	\$75,667	\$97,006	\$71,568	10/28/2019
Baltimore City	Purchasing Assistant		07/2019	2080.0	9	\$34,039	\$37,183	\$40,327	\$39,628	10/31/2019
Baltimore County	Staff Buyer		07/2019	1820.0	5	\$50,365	\$56,549	\$62,733	\$64,814	10/01/2019
Calvert County	Procurement Specialist II		07/2019	1820.0	1	\$49,231	\$64,292	\$79,352	\$70,070	09/09/2019
Caroline County	Purchasing Agent II		07/2019	2080.0	1	\$40,459	\$47,735	\$55,011	\$53,803	10/16/2019
Carroll County			07/2019	2080.0	1	\$45,469	\$59,104	\$72,738	\$45,469	10/23/2019
Cecil County	PURCHASING AGENT		07/2019	2080.0	1	\$52,742	\$68,228	\$83,713	\$52,742	09/24/2019
Charles County	Procurement Specialist		07/2019	1950.0	5	\$44,983	\$68,102	\$91,222	\$58,952	10/29/2019
Frederick County	Procurement Analyst I		07/2019	2080.0	0	\$47,688	\$61,994	\$76,301	\$49,225	09/18/2019
Harford County	Procurement Agent I		07/2019	2080.0	1	\$40,698	\$66,944	\$93,190	\$45,000	10/30/2019
Howard County	Administrative Analyst II		07/2019	2080.0	3	\$61,400	\$83,226	\$105,053	\$79,153	10/07/2019
Montgomery County			07/2019	2080.0	0	\$57,802	\$76,771	\$95,740	\$89,896	07/29/2019
Prince George's County	Purcurment Assistant II		07/2019	2080.0	1	\$42,957	\$69,348	\$95,738	\$70,375	09/27/2019
St. Mary's County			07/2019	2080.0	1	\$47,029	\$61,100	\$75,171	\$53,186	09/06/2019
Washington County			07/2019	2080.0	0	\$51,106	\$65,510	\$79,914	\$54,746	07/29/2019
Wicomico County			07/2019	2080.0	0	\$27,875	\$39,716	\$51,558	\$35,374	09/04/2019
<b>Average</b>						<b>\$46,761</b>	<b>\$62,592</b>	<b>\$78,423</b>	<b>\$58,375</b>	
<b># of Respondents</b>						<b>16</b>	<b>16</b>	<b>16</b>	<b>16</b>	
<b>Standard Deviation</b>						<b>\$8,495</b>	<b>\$12,588</b>	<b>\$18,406</b>	<b>\$14,887</b>	
<b>Standard Error</b>						<b>\$2,124</b>	<b>\$3,147</b>	<b>\$4,602</b>	<b>\$3,722</b>	

**Job # 10000 - HOUSING DIRECTOR**

Oversees management of Section 8 Subsidized Housing, Housing Code compliance, liaison to local housing boards, and secures additional low-income housing. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor's degree in public administration, urban planning or related field plus five to seven (5-7) years' experience in community development or planning, two (2) years of which should have been at the supervisory level or any equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
Baltimore City	Executive Director III		07/2019	2080.0	1	\$140,873	\$186,675	\$232,477	\$204,729	10/28/2019	
Calvert County	Executive Director		07/2019	1820.0	1	\$89,944	\$117,481	\$145,018	\$117,918	09/05/2019	
Carroll County			07/2019	2080.0	1	\$67,892	\$95,046	\$122,200	\$73,424	10/23/2019	
Cecil County	CHIEF (HOUSING)		07/2019	2080.0	1	\$58,149	\$75,222	\$92,294	\$68,541	09/24/2019	
Charles County	Chief of Housing Authority		07/2019	1950.0	1	\$77,462	\$100,918	\$124,375	\$114,315	10/30/2019	
Frederick County			07/2019	2080.0	0	\$77,008	\$100,110	\$123,213	\$94,291	09/17/2019	
Howard County	Director, Housing and Community Development		07/2019	2080.0	1	\$102,477	\$138,934	\$175,390	\$142,559	09/27/2019	
Montgomery County			07/2019	2080.0	0	\$206,000	\$206,000	\$206,000	\$206,000	07/29/2019	
Prince George's County	Director of Housing and Community Development		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$147,000	09/27/2019	
						<b>Average</b>	<b>\$103,583</b>	<b>\$131,777</b>	<b>\$159,970</b>	<b>\$129,864</b>	
<b># of Respondents</b>							<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	
<b>Standard Deviation</b>							<b>\$45,924</b>	<b>\$45,312</b>	<b>\$49,899</b>	<b>\$50,562</b>	
<b>Standard Error</b>							<b>\$15,308</b>	<b>\$15,104</b>	<b>\$16,633</b>	<b>\$16,854</b>	

**Job # 10005 - HOUSING INSPECTOR**

Performs technical inspection duties to ensure compliance with established HUD housing standards, codes and regulations. Coordinates inspection schedules and projects with housing management staff. Issues sanctions based upon property conditions. Performs follow up inspections to verify updates and authorization work continuation and/or occupancy. MINIMUM QUALIFICATIONS include graduation from high school; plus (2) two to three (3) years' experience in building code enforcement.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Baltimore City	Housing Inspector		07/2019	2080.0	50	\$42,131	\$46,529	\$50,927	\$46,974	10/31/2019
Baltimore County	Code Inspection and Enforcement Officer II		07/2019	1820.0	42	\$45,968	\$51,746	\$57,523	\$57,658	09/27/2019
Carroll County			07/2019	2080.0	1	\$41,684	\$54,195	\$66,706	\$42,100	10/23/2019
Cecil County	CODE COMPLIANCE INSPECTOR		07/2019	2080.0	1	\$39,348	\$50,913	\$62,478	\$46,386	09/24/2019
Charles County			07/2019	1950.0	1	\$48,597	\$63,393	\$78,189	\$77,562	10/31/2019
Frederick County	Inspector II Housing		07/2019	2080.0	0	\$44,541	\$57,903	\$71,265	\$71,265	09/17/2019
Harford County	HOUSING INSPECTOR		07/2019	2080.0	1	\$40,698	\$66,944	\$93,190	\$53,990	10/30/2019
Howard County	Regulation Inspector II		07/2019	2080.0	6	\$50,066	\$67,538	\$85,010	\$63,204	09/27/2019
Montgomery County			07/2019	2080.0	0	\$57,802	\$76,771	\$95,740	\$94,723	07/29/2019
Prince George's County	Construction Standards Inspector II		07/2019	2080.0	31	\$42,034	\$59,620	\$77,205	\$58,154	10/24/2019
Somerset County	Housing Rehab Specialist/Inspector	Planning & Zoning Director	07/2019	2080.0	0	\$34,335	\$45,298	\$56,262	\$35,193	10/08/2019
<b>Average</b>						<b>\$44,291</b>	<b>\$58,259</b>	<b>\$72,227</b>	<b>\$58,837</b>	
<b># of Respondents</b>						<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>	
<b>Standard Deviation</b>						<b>\$6,248</b>	<b>\$9,752</b>	<b>\$15,057</b>	<b>\$17,240</b>	
<b>Standard Error</b>						<b>\$1,884</b>	<b>\$2,940</b>	<b>\$4,540</b>	<b>\$5,198</b>	

**Job # 11000 - HUMAN RESOURCE DIRECTOR**

Performs professional administrative duties. Manages and directs the design, maintenance and administration of the Human Resources functions including information systems, staffing and employment, employee relations, records and data management and benefits and compensation administration. Responsible for preparing annual salary budget. Evaluates the organization's programs related to recruitment and retention. Consults with management regarding the development and planning of employee performance and employment functions such as counseling, coaching, disciplining and career development. Monitors employee grievance process and provides counsel on grievance procedures. Monitors HR information system usage for appropriate access to data and employee records. Negotiates all benefit plan contracts. Establishes and communicates human resource policies and develops strategies compatible with organization goals and objectives. Continually adapts employee services, programs or strategies to respond to constantly changing issues throughout the organization. Monitors compliance with various federal, state and local laws and regulations related to fair employment, compensation and benefit practices. MINIMUM QUALIFICATIONS may include graduation from a college or university with a Bachelor's degree in public administration, personnel administration, business administration, or related field and seven to ten (7-10) years of related experience; or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Supervisor of Human Resources		07/2019	2080.0	1	\$0	\$0	\$0	\$86,700	10/29/2019
Anne Arundel County	Personnel Officer	Appointed	07/2019	2080.0	1	\$103,248	\$142,337	\$181,426	\$175,440	10/28/2019
Baltimore City	Executive Director III		07/2019	2080.0	1	\$140,873	\$186,675	\$232,477	\$184,115	10/31/2019
Baltimore County	Director of Human Resources		07/2019	1820.0	1	\$180,000	\$180,000	\$180,000	\$180,000	09/30/2019
Calvert County	Human Resources Director		07/2019	1820.0	1	\$95,023	\$133,956	\$172,888	\$150,705	09/06/2019
Caroline County	Director of Human Resources		07/2019	2080.0	1	\$86,437	\$86,437	\$86,437	\$86,437	10/16/2019
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$112,965	10/23/2019
Cecil County	DIRECTOR (HUMAN RESOURCES)		07/2019	2080.0	1	\$85,912	\$111,135	\$136,359	\$99,072	09/24/2019
Charles County	Director of Human Resources		07/2019	1950.0	1	\$97,925	\$127,519	\$157,113	\$140,000	10/24/2019
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$66,625	10/17/2019
Frederick County	Division Director Human Resources		07/2019	2080.0	0	\$121,957	\$158,544	\$195,132	\$132,592	09/17/2019
Garrett County			07/2019	2080.0	0	\$67,803	\$86,091	\$104,379	\$81,360	10/30/2019
Harford County	DIRECTOR, HUMAN RESOURCES		07/2019	2080.0	0	\$93,432	\$126,019	\$158,606	\$140,245	10/30/2019
Howard County	Human Resources Administrator		07/2019	2080.0	1	\$92,478	\$125,450	\$158,423	\$158,423	09/27/2019
Kent County			07/2019	2080.0	1	\$76,914	\$99,988	\$123,062	\$99,537	10/30/2019
Montgomery County			07/2019	2080.0	0	\$210,120	\$210,120	\$210,120	\$210,120	07/29/2019
Prince George's County	Director, Office of Human Resources		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$206,000	10/24/2019
Queen Anne's County	HUMAN RESOURCE DIRECTOR		07/2019	2080.0	1	\$76,366	\$107,210	\$138,054	\$132,638	10/04/2019
Somerset County	Human Resources Director	County Commissioners	07/2019	2080.0	0	\$64,287	\$84,348	\$104,409	\$70,857	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$135,000	\$135,000	\$135,000	\$135,000	08/28/2019
Talbot County	Director of Administrative Services		07/2019	2080.0	1	\$71,195	\$80,240	\$89,286	\$87,961	09/19/2019
Washington County			07/2019	2080.0	0	\$75,088	\$96,242	\$117,395	\$86,153	07/29/2019
Wicomico County			07/2019	2080.0	0	\$64,249	\$96,374	\$128,499	\$91,709	09/04/2019
Worcester County			07/2019	2080.0	0	\$78,000	\$86,500	\$95,000	\$83,948	07/29/2019
<b>Average</b>						<b>\$101,265</b>	<b>\$125,658</b>	<b>\$150,052</b>	<b>\$124,942</b>	
<b># of Respondents</b>						<b>22</b>	<b>22</b>	<b>22</b>	<b>24</b>	
<b>Standard Deviation</b>						<b>\$37,265</b>	<b>\$36,797</b>	<b>\$42,710</b>	<b>\$43,568</b>	
<b>Standard Error</b>						<b>\$7,945</b>	<b>\$7,845</b>	<b>\$9,106</b>	<b>\$8,893</b>	

**Job # 11005 - HUMAN RESOURCES ANALYST (INTERMEDIATE)**

Assigned as a specialist or a generalist in HR, performs para-professional or advanced technical duties; works under the close to general supervision of the Personnel Director in performing routine to complex technical duties as required to support the total personnel program. Assists in administering the recruitment and selection program by maintaining and updating various selection and recruitment processes. Assists departments in selecting personnel via interviewing, testing, and screening applicants. Advises employees and distributes information regarding compensation, benefits performance reviews, human resource policies and procedures; conducts employee orientation programs. Assists in the development and maintenance of insurance plan information related to COBRA, annual open enrollment and coordination of benefits with payroll. Conducts HR policy research; develops research format, collects data, formulates results, composes and types research reports and papers. Maintains HR information records system including performance evaluation, personnel actions, and various monthly status reports. Conducts job analysis as needed to evaluate job value and determine placement within job classification system; updates position descriptions and specifications. Minimum Qualifications may include a Bachelor's Degree in Business, Public Administration or a closely related field; and, two to three (2-3) years of responsible experience in personnel program administration related to above described duties.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Benefits Coordinator		07/2019	2080.0	1	\$44,249	\$64,168	\$84,086	\$62,982	10/29/2019
Anne Arundel County	Senior Personnel Analyst		07/2019	2080.0	6	\$73,071	\$101,769	\$130,467	\$110,405	10/28/2019
Baltimore City	HR Generalist II		07/2019	2080.0	29	\$62,171	\$80,940	\$99,709	\$66,616	10/31/2019
Baltimore County	Human Resources Analyst II		07/2019	2080.0	8	\$50,365	\$56,549	\$62,733	\$69,684	09/27/2019
Calvert County	Human Resources Analyst II		07/2019	1820.0	2	\$53,635	\$70,060	\$86,486	\$70,025	09/06/2019
Caroline County	Human Resource Specialist		07/2019	2080.0	1	\$42,320	\$49,689	\$57,058	\$48,891	10/16/2019
Carroll County			07/2019	2080.0	4	\$41,684	\$54,195	\$66,706	\$52,520	10/24/2019
Cecil County	HUMAN RESOURCES MANAGER		07/2019	2080.0	1	\$55,379	\$71,638	\$87,898	\$58,207	09/24/2019
Charles County			07/2019	1950.0	4	\$61,325	\$79,940	\$98,555	\$69,718	10/29/2019
Frederick County	Human Resources Analyst		07/2019	2080.0	0	\$51,061	\$66,380	\$81,698	\$55,707	09/17/2019
Harford County	HR GENERALIST		07/2019	2080.0	0	\$48,348	\$77,789	\$107,230	\$69,343	10/30/2019
Howard County	Administrative Analyst II		07/2019	2080.0	2	\$61,400	\$83,226	\$105,053	\$76,234	09/27/2019
Montgomery County			07/2019	2080.0	0	\$55,176	\$73,245	\$91,314	\$67,365	07/29/2019
Prince George's County	Human Resources Analyst II		07/2019	2080.0	12	\$49,058	\$72,252	\$95,447	\$73,990	10/28/2019
Somerset County	Payroll/Benefits Specialist	Human Resources Director	07/2019	2080.0	0	\$41,183	\$54,334	\$67,484	\$51,432	10/08/2019
St. Mary's County			07/2019	2080.0	2	\$37,606	\$48,859	\$60,112	\$49,358	08/28/2019
Talbot County	Benefits Manager		07/2019	2080.0	1	\$38,589	\$47,090	\$55,591	\$48,192	09/23/2019
Washington County			07/2019	2080.0	0	\$47,341	\$60,674	\$74,006	\$64,501	07/29/2019
Wicomico County			07/2019	2080.0	0	\$31,728	\$47,592	\$63,456	\$43,390	07/29/2019
Worcester County			07/2019	2080.0	0	\$40,165	\$52,992	\$65,819	\$44,346	07/29/2019
<b>Average</b>						<b>\$49,293</b>	<b>\$65,669</b>	<b>\$82,045</b>	<b>\$62,645</b>	
<b># of Respondents</b>						<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	
<b>Standard Deviation</b>						<b>\$10,164</b>	<b>\$14,676</b>	<b>\$20,152</b>	<b>\$15,237</b>	
<b>Standard Error</b>						<b>\$2,273</b>	<b>\$3,282</b>	<b>\$4,506</b>	<b>\$3,407</b>	

**Job # 12000 - COMMUNITY SERVICES DIRECTOR**

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. Administers department policies; makes and implements policy changes. Prepares department budget; assures budget compliance and oversees expenditures. Performs general staffing duties including recruitment's, hiring, discipline and discharge; coordinates daily supervision through first-line supervisors. Evaluates division services and develops programs to meet community needs and interests. Oversees maintenance of department facilities and equipment; coordinates with contract professionals. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor's degree in public administration, business, community recreation, or related field plus five to seven (5-7) years' experience in community development or planning, two (2) years of which should have been at the supervisory level or any equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Baltimore City			07/2019	2080.0	0	\$122,039	\$161,678	\$201,317	\$138,490	07/29/2019
Calvert County	Community Resources Director		07/2019	1820.0	1	\$86,385	\$121,777	\$157,169	\$100,748	09/06/2019
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$107,848	10/23/2019
Charles County	Director of Community Services		07/2019	1950.0	1	\$97,925	\$127,519	\$157,113	\$146,235	10/24/2019
Howard County	Recreation and Parks Bureau Chief		07/2019	2080.0	1	\$83,519	\$113,212	\$142,904	\$119,618	09/19/2019
Montgomery County			07/2019	2080.0	0	\$228,383	\$228,383	\$228,383	\$228,383	07/29/2019
Prince George's County	Director, Office of Community Relations		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$145,000	09/25/2019
Queen Anne's County	COMMUNITY SERVICES DIRECTOR		07/2019	2080.0	1	\$76,366	\$107,210	\$138,054	\$132,637	10/04/2019
<b>Average</b>						<b>\$113,266</b>	<b>\$145,510</b>	<b>\$177,753</b>	<b>\$139,870</b>	
<b># of Respondents</b>						<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	
<b>Standard Deviation</b>						<b>\$48,896</b>	<b>\$39,599</b>	<b>\$34,726</b>	<b>\$39,500</b>	
<b>Standard Error</b>						<b>\$17,287</b>	<b>\$14,000</b>	<b>\$12,277</b>	<b>\$13,965</b>	

**Job # 12005 - LOCAL MANAGEMENT BOARD, DIRECTOR**

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.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County			07/2019	2080.0	1	\$110,656	\$110,656	\$110,656	\$110,656	10/28/2019
Calvert County	Family Network Coordinator		07/2019	1820.0	1	\$58,458	\$76,358	\$94,258	\$62,608	09/10/2019
Carroll County			07/2019	2080.0	1	\$50,108	\$65,167	\$80,226	\$52,084	10/23/2019
Cecil County	LOCAL MANAGEMENT BOARD (DIRECTOR)		07/2019	2080.0	0	\$50,231	\$64,979	\$79,726	\$59,043	09/24/2019
Charles County			07/2019	1950.0	0	\$56,743	\$73,982	\$91,222	\$58,961	10/29/2019
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$66,625	10/17/2019
Frederick County	Director Office of Children and Family		07/2019	2080.0	0	\$62,697	\$81,506	\$100,316	\$79,131	09/18/2019
Howard County	Human Services Manager I		07/2019	2080.0	1	\$75,360	\$102,196	\$129,033	\$101,741	10/01/2019
Kent County			07/2019	2080.0	1	\$66,734	\$86,754	\$106,774	\$67,727	10/30/2019
Montgomery County			07/2019	2080.0	0	\$169,950	\$169,950	\$169,950	\$169,950	07/29/2019
Queen Anne's County	Chief of Housing & Family Services		07/2019	2080.0	1	\$64,275	\$90,236	\$116,197	\$114,328	10/04/2019
Washington County			07/2019	2080.0	0	\$64,397	\$82,556	\$100,714	\$64,397	07/29/2019
Wicomico County			07/2019	2080.0	0	\$56,657	\$84,986	\$113,314	\$60,714	09/04/2019
<b>Average</b>						<b>\$73,856</b>	<b>\$90,777</b>	<b>\$107,699</b>	<b>\$82,151</b>	
<b># of Respondents</b>						<b>12</b>	<b>12</b>	<b>12</b>	<b>13</b>	
<b>Standard Deviation</b>						<b>\$34,238</b>	<b>\$28,299</b>	<b>\$24,377</b>	<b>\$33,580</b>	
<b>Standard Error</b>						<b>\$9,884</b>	<b>\$8,169</b>	<b>\$7,037</b>	<b>\$9,313</b>	

**Job # 12010 - SOCIAL SERVICE WORKER (LICENSED)**

Social Worker - LCSW (BS Level/ Licensed) Performs BS level investigative social work regarding public assistance and counsels various client groups on a professional level.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Baltimore County	Social Worker II		07/2019	1820.0	38	\$60,126	\$67,893	\$75,660	\$75,883	09/24/2019
Cecil County	CASE MANAGER		07/2019	2080.0	2	\$39,348	\$50,913	\$62,478	\$40,356	09/24/2019
Frederick County	Case Worker		07/2019	2080.0	0	\$41,602	\$54,082	\$66,563	\$60,801	09/10/2019
Prince George's County	Social Worker II		07/2019	2080.0	3	\$48,660	\$68,880	\$89,100	\$87,741	09/24/2019
<b>Average</b>						<b>\$47,434</b>	<b>\$60,442</b>	<b>\$73,450</b>	<b>\$66,195</b>	
<b># of Respondents</b>						<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	
<b>Standard Deviation</b>						<b>\$9,345</b>	<b>\$9,273</b>	<b>\$11,799</b>	<b>\$20,452</b>	
<b>Standard Error</b>						<b>\$4,672</b>	<b>\$4,636</b>	<b>\$5,899</b>	<b>\$10,226</b>	

**Job # 12015 - SOCIAL WORKER (CERTIFIED)**

Performs journey level professional social services or clinical social services duties with latitude for independent judgment and action; applies social work principles to investigate, protect and provide social service intervention to children and families having problems with neglect, abuse, delinquency problem or other social problems; prepares comprehensive assessment of families/clients in crisis; designs case plans; analyzes needs and coordinates resources, which will support the family/client; evaluates progress of clients and families; engages family/client and community in problem solving, conflict resolution and achieving goals in order to resolve the crisis; monitors placements; prepares court reports and reports for foster care, adoption, or other social evaluations; maintains case files. Performs scheduled and unscheduled field visits in frequently highly volatile and dangerous environments. Participates in extensive networking and collaboration with community and professional agencies, both public and private. Provides analysis, recommendations and testimony in complex court proceedings, which requires thorough assessment and documentation of the family/client's situations; assists in formulating recommendations on difficult and important technical problems relating to the court action. MINIMUM QUALIFICATIONS include a Master's Degree from four-year college or university in a human services field, working towards LCSW. Must be a Certified Social Worker (CSW).

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Baltimore City	Social Worker II		07/2019	2080.0	2	\$51,800	\$57,438	\$63,075	\$57,438	10/28/2019
Baltimore County	Social Worker II		07/2019	1820.0	38	\$60,126	\$67,893	\$75,660	\$75,883	10/01/2019
Montgomery County			07/2019	2080.0	0	\$57,802	\$76,771	\$95,740	\$73,324	07/29/2019
Prince George's County	Social Worker II		07/2019	2080.0	3	\$48,660	\$68,880	\$89,100	\$87,741	09/27/2019
<b>Average</b>						<b>\$54,597</b>	<b>\$67,745</b>	<b>\$80,894</b>	<b>\$73,596</b>	
<b># of Respondents</b>						<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	
<b>Standard Deviation</b>						<b>\$5,289</b>	<b>\$7,938</b>	<b>\$14,522</b>	<b>\$12,470</b>	
<b>Standard Error</b>						<b>\$2,644</b>	<b>\$3,969</b>	<b>\$7,261</b>	<b>\$6,235</b>	

**Job # 13000 - HELP DESK TECHNICIAN**

Performs first-level identification, prioritization, and resolution of end user technical support requests, including but not limited to, delivers computer service desk functions, software and hardware troubleshooting, and low level infrastructure problems. Monitors all incoming work requests, incident tickets, and status checks by customers via a ticketing system. MINIMUM QUALIFICATIONS MAY INCLUDE: a BA/BS or equivalent. Experience: No experience necessary.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Information System Support Specialist		07/2019	2080.0	18	\$48,020	\$64,812	\$81,603	\$65,238	10/28/2019
Baltimore City	Agency IT Associate		07/2019	2080.0	5	\$57,800	\$75,182	\$92,565	\$59,429	10/31/2019
Baltimore County	Office Automation Assistant		07/2019	1820.0	6	\$43,782	\$49,390	\$54,998	\$60,262	10/01/2019
Calvert County	Computer Services Technician II		07/2019	1820.0	1	\$45,154	\$58,968	\$72,782	\$56,365	09/09/2019
Carroll County			07/2019	2080.0	1	\$41,684	\$54,195	\$66,706	\$43,556	10/23/2019
Cecil County	HELP DESK ANALYST		07/2019	2080.0	2	\$41,323	\$53,455	\$65,587	\$56,091	09/24/2019
Charles County			07/2019	1950.0	1	\$44,983	\$58,694	\$72,406	\$47,000	10/29/2019
Frederick County	Client Services Specialist		07/2019	2080.0	0	\$38,860	\$50,518	\$62,176	\$62,176	09/17/2019
Garrett County	Tax & Collection Office Coordinator		07/2019	2080.0	0	\$33,110	\$42,040	\$50,970	\$46,810	10/30/2019
Harford County	COMPUTER ENGINEER		07/2019	2080.0	1	\$40,698	\$66,944	\$93,190	\$51,000	10/29/2019
Howard County	Technical Support Specialist I		07/2019	2080.0	1	\$50,066	\$67,538	\$85,010	\$69,243	09/26/2019
Kent County			07/2019	2080.0	1	\$44,810	\$58,028	\$71,246	\$52,450	10/30/2019
Montgomery County			07/2019	2080.0	0	\$57,809	\$76,774	\$95,740	\$88,475	07/29/2019
Prince George's County	Information Technology Engineer II		07/2019	2080.0	5	\$49,058	\$72,252	\$95,447	\$69,592	09/27/2019
St. Mary's County			07/2019	2080.0	3	\$47,028	\$61,100	\$75,171	\$53,186	08/28/2019
Washington County			07/2019	2080.0	0	\$47,341	\$60,674	\$74,006	\$52,478	07/29/2019
Wicomico County			07/2019	2080.0	0	\$31,728	\$47,592	\$63,456	\$33,334	07/29/2019
Worcester County			07/2019	2080.0	0	\$50,045	\$66,020	\$81,994	\$67,288	07/29/2019
<b>Average</b>						<b>\$45,183</b>	<b>\$60,232</b>	<b>\$75,281</b>	<b>\$57,443</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>						<b>\$6,917</b>	<b>\$9,669</b>	<b>\$13,587</b>	<b>\$12,248</b>	
<b>Standard Error</b>						<b>\$1,630</b>	<b>\$2,279</b>	<b>\$3,202</b>	<b>\$2,887</b>	

**Job # 13005 - INFORMATION SYSTEM DIRECTOR**

Performs technical administrative duties; exercises supervision over department personnel; schedules, assigns, and monitors work; trains new employees. Programs and supervises the programming of systems; tests and validates programs. Prepares the departmental budget; monitors expenditures. Manages and directs all aspects of data base operations including planning, implementation, integration, coordination and monitoring of DP system. Directs or conducts complex needs assessment and long-range planning; maintains on-going communications with senior management. Oversees the acquisition of all DP hardware and software. Directs professional staff consisting of programmers, programmer/analysts, systems analysts, telecommunications specialists and/or related functions. Develops and implements standard operating procedures and policies, including system security, quality control and design documentation. Evaluates request for computer services to determine time, software and hardware needs. Designs and documents computer systems including input, output, processing and file structure requirements. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor's degree in computer science, mathematics or closely related field and six (6) years of experience in information systems or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Director of IT		07/2019	2080.0	1	\$63,919	\$92,692	\$121,465	\$91,988	10/29/2019	
Anne Arundel County	Information Technology Officer	Appointed	07/2019	2080.0	1	\$103,248	\$142,337	\$181,426	\$177,938	10/28/2019	
Baltimore City	Executive Director III		07/2019	2080.0	1	\$140,873	\$186,675	\$232,477	\$250,000	10/31/2019	
Calvert County	Technology Services Director		07/2019	1820.0	1	\$95,023	\$133,956	\$172,888	\$135,398	09/09/2019	
Caroline County	Director of Information Technology		07/2019	2080.0	1	\$91,717	\$91,717	\$91,717	\$91,717	10/16/2019	
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$110,615	10/23/2019	
Cecil County	DIRECTOR (INFORMATION TECHNOLOGY)		07/2019	2080.0	1	\$85,912	\$111,135	\$136,359	\$110,038	09/24/2019	
Charles County			07/2019	1950.0	1	\$83,751	\$109,094	\$134,437	\$134,439	10/29/2019	
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$71,551	10/17/2019	
Frederick County	Division Director CIO IIT		07/2019	2080.0	0	\$121,957	\$158,544	\$195,132	\$137,578	09/17/2019	
Garrett County			07/2019	2080.0	0	\$73,335	\$93,116	\$112,898	\$105,174	10/30/2019	
Harford County	DIRECTOR, INFORMATION & COMMUNICATIONS TECHNOLOGY		07/2019	2080.0	0	\$93,432	\$126,019	\$158,606	\$132,741	10/30/2019	
Howard County	Director, Technology and Communication Services		07/2019	2080.0	0	\$139,378	\$188,993	\$238,608	\$0	09/27/2019	
Kent County			07/2019	2080.0	1	\$76,914	\$99,988	\$123,062	\$102,567	10/30/2019	
Montgomery County			07/2019	2080.0	0	\$215,120	\$215,120	\$215,120	\$215,120	07/29/2019	
Prince George's County	Director, Office of Information Technology		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$0	10/24/2019	
Somerset County		County Administrator	07/2019	2080.0	0	\$64,287	\$84,348	\$104,409	\$69,108	10/08/2019	
St. Mary's County			07/2019	2080.0	1	\$138,060	\$138,060	\$138,060	\$138,060	08/28/2019	
Talbot County	Director of Information Technology		07/2019	2080.0	1	\$80,094	\$90,270	\$100,446	\$94,856	09/19/2019	
Washington County			07/2019	2080.0	0	\$81,120	\$104,000	\$126,880	\$130,062	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$56,657	\$84,986	\$113,314	\$90,000	09/04/2019	
Worcester County			07/2019	2080.0	0	\$78,000	\$94,000	\$110,000	\$91,982	07/29/2019	
						<b>Average</b>	<b>\$99,729</b>	<b>\$126,160</b>	<b>\$152,590</b>	<b>\$124,047</b>	
						<b># of Respondents</b>	<b>21</b>	<b>21</b>	<b>21</b>	<b>20</b>	
						<b>Standard Deviation</b>	<b>\$36,128</b>	<b>\$38,475</b>	<b>\$46,263</b>	<b>\$45,809</b>	
						<b>Standard Error</b>	<b>\$7,884</b>	<b>\$8,396</b>	<b>\$10,095</b>	<b>\$10,243</b>	

**Job # 13010 - IT PROGRAMMER ANALYST**

Designs data retrieval and management systems to meet user needs. Conducts feasibility studies, evaluates costs, analyzes user needs, designs in-house data processing systems or subsystems, programs the systems or subsystems, develops testing criteria, and establishes documentation to support the new systems. Requires a bachelor's degree in computer science or equivalent plus 2-3 years' direct programming experience. This is not an entry-level position.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Programmer-Analyst II		07/2019	2080.0	4	\$63,007	\$87,752	\$112,497	\$82,411	10/28/2019
Baltimore City	Analyst/Programmer II		07/2019	2080.0	5	\$49,651	\$55,031	\$60,411	\$62,871	10/29/2019
Baltimore County	Programmer Analyst II		07/2019	1820.0	0	\$57,523	\$64,844	\$72,165	\$0	10/01/2019
Calvert County	Network Administrator I		07/2019	1820.0	0	\$53,635	\$70,060	\$86,486	\$67,627	09/09/2019
Carroll County			07/2019	2080.0	1	\$54,600	\$71,022	\$87,444	\$61,194	10/24/2019
Charles County			07/2019	1950.0	0	\$61,325	\$79,940	\$98,555	\$87,836	10/29/2019
Garrett County			07/2019	2080.0	1	\$49,542	\$62,906	\$76,271	\$71,709	10/30/2019
Harford County	Programmer Analyst		07/2019	2080.0	1	\$48,348	\$77,789	\$107,230	\$70,650	10/28/2019
Howard County	Technical Services Manager I		07/2019	2080.0	3	\$75,360	\$102,196	\$129,033	\$110,283	10/07/2019
Kent County			07/2019	2080.0	2	\$54,293	\$70,580	\$86,867	\$58,138	10/30/2019
Montgomery County			07/2019	2080.0	0	\$72,772	\$97,072	\$121,372	\$119,330	07/29/2019
Prince George's County	Engineer II		07/2019	2080.0	14	\$62,612	\$92,214	\$121,817	\$79,843	10/31/2019
St. Mary's County			07/2019	2080.0	2	\$58,822	\$76,440	\$94,058	\$75,317	09/06/2019
Wicomico County			07/2019	2080.0	0	\$43,059	\$64,589	\$86,119	\$44,000	09/04/2019
Worcester County			07/2019	2080.0	0	\$39,208	\$51,719	\$64,230	\$48,270	07/29/2019
<b>Average</b>						<b>\$56,250</b>	<b>\$74,944</b>	<b>\$93,637</b>	<b>\$74,249</b>	
<b># of Respondents</b>						<b>15</b>	<b>15</b>	<b>15</b>	<b>14</b>	
<b>Standard Deviation</b>						<b>\$9,954</b>	<b>\$14,828</b>	<b>\$21,220</b>	<b>\$21,172</b>	
<b>Standard Error</b>						<b>\$2,570</b>	<b>\$3,829</b>	<b>\$5,479</b>	<b>\$5,658</b>	

**Job # 13015 - NETWORK MANAGER**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Systems Analyst		07/2019	2080.0	13	\$73,071	\$101,769	\$130,467	\$103,253	10/28/2019
Calvert County	Technology Services Infrastructure Manager		07/2019	1820.0	1	\$75,730	\$98,898	\$122,067	\$100,646	09/09/2019
Caroline County	Information Technology Coordinator		07/2019	2080.0	1	\$56,550	\$64,630	\$72,711	\$59,489	10/16/2019
Carroll County			07/2019	2080.0	1	\$59,530	\$77,408	\$95,285	\$92,061	10/23/2019
Cecil County	SENIOR NETWORK ADMINISTRATOR		07/2019	2080.0	1	\$52,742	\$68,228	\$83,713	\$74,288	09/24/2019
Charles County			07/2019	1950.0	0	\$71,654	\$93,366	\$115,078	\$115,078	10/29/2019
Dorchester County			07/2019	2080.0	0	\$49,980	\$63,966	\$77,952	\$56,548	10/17/2019
Frederick County	Senior Network Engineer		07/2019	2080.0	0	\$67,143	\$87,286	\$107,428	\$99,114	09/18/2019
Garrett County			07/2019	2080.0	0	\$49,542	\$62,906	\$76,271	\$73,334	10/30/2019
Howard County	Technical Services Manager II		07/2019	2080.0	1	\$83,519	\$113,212	\$142,904	\$116,091	10/07/2019
Montgomery County			07/2019	2080.0	0	\$86,926	\$115,627	\$144,328	\$140,812	07/29/2019
Prince George's County	Information Technology Engineer II		07/2019	2080.0	5	\$49,058	\$72,252	\$95,447	\$69,592	09/30/2019
Queen Anne's County	Network Engineer		07/2019	2080.0	1	\$58,460	\$76,138	\$93,816	\$85,214	10/04/2019
Somerset County	Network Technician	IT Director	07/2019	2080.0	0	\$41,183	\$54,334	\$67,484	\$44,350	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$77,646	\$100,870	\$124,093	\$121,077	08/28/2019
Talbot County	Communications Technologist & System/Network Administrator		07/2019	2080.0	2	\$57,011	\$73,148	\$89,286	\$68,845	09/24/2019
Washington County			07/2019	2080.0	0	\$69,534	\$89,138	\$108,742	\$88,462	07/29/2019
Wicomico County			07/2019	2080.0	0	\$31,728	\$47,592	\$63,456	\$33,334	07/29/2019
Worcester County			07/2019	2080.0	0	\$55,000	\$67,500	\$80,000	\$64,928	07/29/2019
						<b>Average</b>	<b>\$61,369</b>	<b>\$80,435</b>	<b>\$99,501</b>	<b>\$84,553</b>
<b># of Respondents</b>							<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>
<b>Standard Deviation</b>							<b>\$14,594</b>	<b>\$19,534</b>	<b>\$24,948</b>	<b>\$27,946</b>
<b>Standard Error</b>							<b>\$3,348</b>	<b>\$4,481</b>	<b>\$5,724</b>	<b>\$6,411</b>

**Job # 13020 - SYSTEMS ANALYST**

Senior person responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgment.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Systems Analyst		07/2019	2080.0	13	\$73,071	\$101,769	\$130,467	\$103,253	10/28/2019
Baltimore City			07/2019	2080.0	0	\$64,505	\$83,856	\$103,208	\$68,350	07/29/2019
Baltimore County	Systems Analyst		07/2019	1820.0	3	\$67,801	\$86,716	\$105,632	\$101,705	10/01/2019
Calvert County	Systems Analyst II		07/2019	1820.0	0	\$58,458	\$76,358	\$94,258	\$84,078	09/09/2019
Caroline County	Technology Specialist II		07/2019	2080.0	1	\$40,459	\$47,735	\$55,011	\$45,417	10/16/2019
Carroll County			07/2019	2080.0	3	\$59,530	\$77,408	\$95,285	\$82,597	10/23/2019
Cecil County			07/2019	2080.0	1	\$52,742	\$68,228	\$83,713	\$62,169	09/24/2019
Charles County			07/2019	1950.0	0	\$56,743	\$73,982	\$91,222	\$71,681	10/29/2019
Harford County	Programmer Analyst		07/2019	2080.0	0	\$48,348	\$77,789	\$107,230	\$70,650	10/29/2019
Howard County	Technical Services Manager II		07/2019	2080.0	0	\$83,519	\$113,212	\$142,904	\$0	10/07/2019
Kent County			07/2019	2080.0	2	\$61,079	\$79,403	\$97,727	\$68,924	10/30/2019
Montgomery County			07/2019	2080.0	0	\$72,772	\$97,072	\$121,372	\$119,330	07/29/2019
Prince George's County	System Analyst II		07/2019	2080.0	2	\$40,360	\$59,442	\$78,524	\$50,416	09/27/2019
Queen Anne's County	System Engineer		07/2019	2080.0	1	\$58,460	\$76,138	\$93,816	\$79,583	10/04/2019
Somerset County	Senior Systems Engineer	IT Director	07/2019	2080.0	0	\$51,749	\$67,897	\$84,045	\$57,036	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$77,646	\$100,870	\$124,093	\$96,970	09/06/2019
Washington County			07/2019	2080.0	0	\$59,634	\$76,440	\$93,246	\$70,803	07/29/2019
Wicomico County			07/2019	2080.0	0	\$36,261	\$54,391	\$72,521	\$64,089	09/04/2019
<b>Average</b>						<b>\$59,063</b>	<b>\$78,817</b>	<b>\$98,571</b>	<b>\$76,297</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>17</b>	
<b>Standard Deviation</b>						<b>\$12,990</b>	<b>\$16,860</b>	<b>\$21,482</b>	<b>\$19,853</b>	
<b>Standard Error</b>						<b>\$3,062</b>	<b>\$3,974</b>	<b>\$5,063</b>	<b>\$4,815</b>	

**Job # 14000 - GIS ADMINISTRATOR**

Performs a variety of administrative and technical duties related to the development and implementation of GIS systems; may supervise GIS specialists or technicians in the complex data entry and configuration functions. Provides coordination of all GIS programming, projects and system integration. Defines, develops and maintains GIS applications; applies effective data base management practices; ensures system security safeguards. Oversees quality control activities. Conducts mapping projects, simple to complex system models. Manages use and access to GIS data bases; confers with users to assure utility and functionality of GIS components; analyzes and resolves system problems. Adds new data and manipulates existing data in multiple work files; applies standards, procedures, commands and data dictionary terminology; performs basic computer coding. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor's degree in physical geography, geographic information systems, cartography or related field; and Four (4) years of responsible experience performing above and related duties.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Caroline County	GIS & Data Coordinator		07/2019	2080.0	1	\$40,459	\$47,735	\$55,011	\$42,825	10/16/2019
Carroll County			07/2019	2080.0	1	\$64,917	\$84,376	\$103,834	\$77,959	10/23/2019
Cecil County	GIS COORDINATOR		07/2019	2080.0	1	\$66,648	\$83,697	\$100,746	\$81,063	09/24/2019
Howard County	Technical Services Manager I			2080.0	1	\$75,360	\$102,196	\$129,033	\$104,792	09/30/2019
Queen Anne's County	GIS Specialist II		07/2019	2080.0	1	\$51,348	\$66,876	\$82,405	\$59,525	10/04/2019
St. Mary's County			07/2019	2080.0	1	\$77,646	\$100,870	\$124,093	\$90,022	08/28/2019
Talbot County	GIS Manager		07/2019	2080.0	1	\$63,567	\$71,643	\$79,719	\$74,537	09/23/2019
Wicomico County			07/2019	2080.0	0	\$43,059	\$64,589	\$86,119	\$84,035	07/29/2019
<b>Average</b>						<b>\$60,376</b>	<b>\$77,748</b>	<b>\$95,120</b>	<b>\$76,845</b>	
<b># of Respondents</b>						<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	
<b>Standard Deviation</b>						<b>\$13,995</b>	<b>\$18,674</b>	<b>\$24,453</b>	<b>\$18,853</b>	
<b>Standard Error</b>						<b>\$4,948</b>	<b>\$6,602</b>	<b>\$8,646</b>	<b>\$6,666</b>	

**Job # 14005 - GIS SPECIALIST**

Performs a variety of advanced, or full performance level technical duties related to the development or creation of digitized maps through a geographic information system (GIS) using DOS/UNIX, ARC/INFO or related computer program application(s). Employees in this classification may function as a division team leader or unit supervisor. Digitizes existing and new additions to public works, engineering or planning facilities, operations, master plans, etc. Establishes data base tables and maintains data base as additions and removals are required; prepares written documentation for GIS functions. Researches records of plats and property descriptions to determine property location, boundaries and size; draws appropriate changes or additions to existing maps; prepares legal descriptions as required; researches and conducts miscellaneous planning project assignments. MINIMUM QUALIFICATIONS may include graduation from college with a degree in planning, civil engineering, drafting, computer science; and three to four(3-4) years of responsible experience performing above and related duties; or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	GIS Specialist		07/2019	2080.0	17	\$50,453	\$68,095	\$85,737	\$66,378	10/28/2019
Baltimore City	GIS Technician		07/2019	2080.0	2	\$42,131	\$46,529	\$50,927	\$50,928	10/31/2019
Baltimore County	Geographic Information Systems Specialist III		07/2019	1820.0	0	\$54,998	\$61,834	\$68,671	\$66,987	10/01/2019
Calvert County	GIS Administrator		07/2019	1820.0	1	\$58,458	\$76,358	\$94,258	\$79,916	09/09/2019
Carroll County			07/2019	2080.0	1	\$54,600	\$71,022	\$87,444	\$73,882	10/23/2019
Charles County			07/2019	1950.0	0	\$66,285	\$86,387	\$106,489	\$96,133	10/29/2019
Dorchester County			07/2019	2080.0	0	\$37,235	\$47,654	\$58,074	\$40,098	10/17/2019
Frederick County	GIS Specialist		07/2019	2080.0	0	\$38,860	\$50,518	\$62,176	\$0	09/18/2019
Garrett County			07/2019	2080.0	1	\$45,806	\$58,161	\$70,516	\$60,276	10/30/2019
Harford County	GIS ANALYST II		07/2019	2080.0	1	\$48,348	\$87,732	\$127,115	\$62,783	10/29/2019
Howard County	Technical Support Technician II		07/2019	2080.0	3	\$41,018	\$55,234	\$69,451	\$66,907	09/26/2019
Montgomery County			07/2019	2080.0	0	\$66,481	\$88,420	\$110,359	\$102,924	07/29/2019
Prince George's County	Engineering Tech IV		07/2019	2080.0	4	\$52,511	\$76,365	\$100,219	\$75,854	09/25/2019
Somerset County	GIS Technician	Planning & Zoning Director	07/2019	2080.0	0	\$36,481	\$48,130	\$59,778	\$59,778	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$58,822	\$76,440	\$94,058	\$79,102	08/28/2019
Washington County			07/2019	2080.0	0	\$47,341	\$60,674	\$74,006	\$48,464	07/29/2019
<b>Average</b>						<b>\$49,989</b>	<b>\$66,222</b>	<b>\$82,455</b>	<b>\$68,694</b>	
<b># of Respondents</b>						<b>16</b>	<b>16</b>	<b>16</b>	<b>15</b>	
<b>Standard Deviation</b>						<b>\$9,587</b>	<b>\$14,699</b>	<b>\$21,699</b>	<b>\$16,853</b>	
<b>Standard Error</b>						<b>\$2,397</b>	<b>\$3,675</b>	<b>\$5,425</b>	<b>\$4,351</b>	

**Job # 15000 - LEGISLATIVE LIAISON**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Legislative Liaison Officer	Appointed	07/2019	2080.0	1	\$93,539	\$132,362	\$171,184	\$127,500	10/28/2019
Baltimore City			07/2019	2080.0	0	\$73,868	\$95,976	\$118,085	\$118,000	07/29/2019
Dorchester County			07/2019	2080.0	0	\$53,906	\$68,991	\$84,076	\$56,635	10/17/2019
Howard County	Executive Assistant II		07/2019	2080.0	1	\$83,519	\$113,212	\$142,904	\$123,255	09/30/2019
Montgomery County			07/2019	2080.0	0	\$212,556	\$212,556	\$212,556	\$212,556	07/29/2019
Prince George's County	Legislative Officer, County Council		07/2019	2080.0	0	\$88,102	\$129,755	\$171,408	\$0	09/27/2019
<b>Average</b>						<b>\$100,915</b>	<b>\$125,475</b>	<b>\$150,036</b>	<b>\$127,589</b>	
<b># of Respondents</b>						<b>6</b>	<b>6</b>	<b>6</b>	<b>5</b>	
<b>Standard Deviation</b>						<b>\$56,438</b>	<b>\$48,703</b>	<b>\$45,244</b>	<b>\$55,598</b>	
<b>Standard Error</b>						<b>\$23,041</b>	<b>\$19,883</b>	<b>\$18,471</b>	<b>\$24,864</b>	

**Job # 16000 - PARK SUPERINTENDENT**

Supervises all Parks field and maintenance personnel; hires, oversees evaluation, disciplines and terminates personnel upon approval. Develops and negotiates parks department budget; monitors expenditures. Designs structure for and follows up on the development of new parks. Provides final approval on the purchasing of all major parks equipment. Oversees watering and maintenance of parks. Writes and negotiates contracts for the use of parks. Develops and enforces policies for public behavior in parks. Serves as a liaison for the parks between the municipal governing body and the parks department staff. Minimum Qualifications may include graduation from a college with a bachelor's degree in architecture, landscaping, horticulture or related field and three to five (3-5) years of experience in parks maintenance and management or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
Anne Arundel County	Recreation & Parks Facility Superintendent		07/2019	2080.0	8	\$58,505	\$81,484	\$104,462	\$68,854	10/28/2019	
Baltimore County	Chief of Recreation and Parks Capital Planning and Development		07/2019	1820.0	0	\$67,801	\$86,716	\$105,632	\$0	09/30/2019	
Calvert County	Park and Safety Division Chief		07/2019	1820.0	1	\$69,469	\$90,736	\$112,003	\$92,347	09/05/2019	
Caroline County	Parks & Capital Project Coordinator		07/2019	2080.0	1	\$53,755	\$61,696	\$69,636	\$61,390	10/16/2019	
Carroll County			07/2019	2080.0	1	\$67,892	\$95,046	\$122,200	\$87,235	10/23/2019	
Cecil County	CHIEF (PARK OPERATIONS)		07/2019	2080.0	1	\$55,379	\$71,638	\$87,898	\$61,035	09/24/2019	
Charles County			07/2019	1950.0	0	\$61,325	\$79,940	\$98,555	\$71,631	10/29/2019	
Frederick County	Superintendent Parks		07/2019	2080.0	0	\$67,143	\$87,286	\$107,428	\$76,557	09/18/2019	
Harford County	SUPERINTENDENT, PARKS & RECREATION		07/2019	2080.0	1	\$58,854	\$92,984	\$127,115	\$71,488	10/30/2019	
Howard County	Rec and Parks Bureau Chief		07/2019	2080.0	1	\$83,519	\$113,212	\$142,904	\$119,619	10/07/2019	
St. Mary's County			07/2019	2080.0	1	\$67,558	\$87,786	\$108,014	\$84,386	09/06/2019	
Washington County			07/2019	2080.0	0	\$55,203	\$70,772	\$86,341	\$61,214	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$50,652	\$75,978	\$101,303	\$51,479	07/29/2019	
Worcester County			07/2019	2080.0	0	\$50,000	\$60,000	\$70,000	\$64,003	07/29/2019	
						<b>Average</b>	<b>\$61,932</b>	<b>\$82,520</b>	<b>\$103,106</b>	<b>\$74,711</b>	
<b># of Respondents</b>							<b>14</b>	<b>14</b>	<b>14</b>	<b>13</b>	
<b>Standard Deviation</b>							<b>\$9,190</b>	<b>\$14,120</b>	<b>\$20,395</b>	<b>\$17,881</b>	
<b>Standard Error</b>							<b>\$2,456</b>	<b>\$3,774</b>	<b>\$5,451</b>	<b>\$4,959</b>	

**Job # 16005 - PARKS & RECREATION DIRECTOR**

Supervises parks, golf course and recreation employees; hires, trains, terminates parks and recreation personnel. Prepares and negotiates parks and recreation budget; monitors expense of the budget. Coordinates and oversees all activities that will fall in the parks and recreation areas. Writes grants; makes grant requests for additional monies in the parks and recreation programs. Has final approval over all purchases of major equipment in parks and recreation. Oversees maintenance of the parks and recreation programs. Develops new programs for the parks and recreation programs. Oversees compilation of annual statistical report regarding different types of programs utilized throughout the year. MINIMUM QUALIFICATIONS may include graduation from a college or university with a bachelor's degree in park management, recreation, landscape architecture or related fields and four to five (4-5) years of experience or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
Anne Arundel County			07/2019	2080.0	1	\$103,248	\$142,337	\$181,426	\$181,426	10/28/2019	
Baltimore City	Executive Director III		07/2019	2080.0	1	\$140,873	\$186,675	\$232,477	\$203,009	10/29/2019	
Baltimore County	Director of Recreation and Parks		07/2019	1820.0	1	\$190,892	\$190,892	\$190,892	\$190,892	09/30/2019	
Calvert County	Parks and Recreation Director		07/2019	1820.0	1	\$104,527	\$147,351	\$190,175	\$117,766	09/06/2019	
Caroline County	Director Recreation and Parks		07/2019	2080.0	1	\$108,395	\$108,395	\$108,395	\$108,395	10/16/2019	
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$112,965	10/23/2019	
Cecil County	DIRECTOR (PARKS & RECREATION)		07/2019	2080.0	1	\$85,912	\$111,136	\$136,359	\$99,072	09/24/2019	
Charles County	Director of Recreation, Parks and Tourism		07/2019	1950.0	1	\$97,925	\$127,519	\$157,113	\$154,605	10/24/2019	
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$66,625	10/17/2019	
Frederick County	Division Director Parks and Recreation		07/2019	2080.0	0	\$116,258	\$151,136	\$186,013	\$150,090	09/18/2019	
Harford County	Director, Parks and Recreation		07/2019	2080.0	1	\$93,432	\$126,019	\$158,606	\$120,233	10/28/2019	
Howard County	Director, Rec and Parks		07/2019	2080.0	1	\$102,477	\$138,934	\$175,390	\$155,782	10/07/2019	
Kent County			07/2019	2080.0	1	\$66,734	\$86,754	\$106,774	\$82,865	10/30/2019	
Queen Anne's County	PARKS & RECREATION DIRECTOR		07/2019	2080.0	1	\$83,239	\$116,859	\$150,479	\$130,835	10/04/2019	
Somerset County			07/2019	2080.0	0	\$69,109	\$90,674	\$112,239	\$72,626	10/08/2019	
St. Mary's County			07/2019	2080.0	1	\$127,000	\$127,000	\$127,000	\$127,000	09/06/2019	
Talbot County	Director of Parks & Recreation		07/2019	2080.0	1	\$62,567	\$71,143	\$79,719	\$76,796	09/19/2019	
Washington County			07/2019	2080.0	0	\$64,397	\$82,556	\$100,714	\$87,755	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$64,249	\$96,374	\$128,499	\$91,087	09/04/2019	
Worcester County			07/2019	2080.0	0	\$60,000	\$75,500	\$91,000	\$74,264	07/29/2019	
						<b>Average</b>	<b>\$96,858</b>	<b>\$121,892</b>	<b>\$146,926</b>	<b>\$120,204</b>	
						<b># of Respondents</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>20</b>	
						<b>Standard Deviation</b>	<b>\$32,473</b>	<b>\$34,145</b>	<b>\$41,377</b>	<b>\$41,149</b>	
						<b>Standard Error</b>	<b>\$7,450</b>	<b>\$7,833</b>	<b>\$9,493</b>	<b>\$9,201</b>	

**Job # 16010 - PARKS MAINTENANCE CREW LEADER**

Under general supervision, assigns and reviews the day-to-day activities of one or more parks maintenance crew(s); Provides field or on-the-job training. Assigns, coordinates, and reviews the work of maintenance workers assigned to parks/golf course grounds keeping; explains procedures and resolves day-to-day questions from crew members; mows greens, tees, and fairways, including operating equipment such as riding lawn mowers, tractor gang mowers, specialized greens/turf mowers, and pickup trucks; applies insecticides, herbicides, and fertilizers using a variety of application equipment/techniques. Assists maintenance workers and equipment operators in completing work tasks. Inspects parks to identify special maintenance and care needs. Performs landscaping and grounds keeping work as needed to maintain attractive environs. Assists in the maintenance and repair of equipment, vehicles, and tools. Monitors operations for compliance with safety standards. Minimum Qualifications may include graduation from high school, GED or equivalent AND experience equivalent to three (3) years full-time experience in grounds keeping, construction, concrete, and general maintenance and repair. Must possess or be able to obtain a Non-commercial Pesticide Applicator's license and a State Commercial Driver's License (CDL).

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Carroll County			07/2019	2080.0	2	\$41,684	\$54,195	\$66,706	\$45,178	10/24/2019
Howard County	Parks Maintenance Leader			2080.0	5	\$41,059	\$51,979	\$62,899	\$52,042	10/07/2019
<b>Average</b>						<b>\$41,372</b>	<b>\$53,087</b>	<b>\$64,802</b>	<b>\$48,610</b>	
<b># of Respondents</b>						<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	
<b>Standard Deviation</b>						<b>\$442</b>	<b>\$1,567</b>	<b>\$2,692</b>	<b>\$4,854</b>	
<b>Standard Error</b>						<b>\$312</b>	<b>\$1,108</b>	<b>\$1,904</b>	<b>\$3,432</b>	

**Job # 16015 - RECREATION MANAGER**

Performs a variety of managerial and executive duties related to planning, organizing and directing the recreation department. Functioning as the highest level recreation position; manages multi-faceted operations which includes some or all of the following: arts/crafts/dance classes, athletic classes, cross-age classes, cultural facilities, facilities maintenance, golf course, ice arena, indoor pools, lighted ball fields, outdoor pools, outdoor/environmental programs, personal improvement/growth classes, pre- and after-school programs, ranger interpretive programs, recreation centers, senior center, special population programs (physically or developmentally disabled, economically disadvantaged), sports leagues, tennis courts, and trail interpretive programs. Develops and manages budget(s) and monitors fiscal condition of the department. Performs program contract management. Directs supervisory personnel responsible for various programs and day-to-day operations. Makes decisions affecting staff retention, advancement or discharge. MINIMUM QUALIFICATIONS may include a bachelor's degree in recreation management or related field; Plus, two to three years of experience performing above or related duties.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Director of Recreation & Parks		07/2019	2080.0	1	\$103,248	\$142,337	\$181,426	\$181,426	10/28/2019
Baltimore City	Recreation Manager		07/2019	2080.0	3	\$75,715	\$98,376	\$121,037	\$86,747	10/29/2019
Baltimore County	Chief of Recreation Services		07/2019	1820.0	1	\$67,801	\$86,716	\$105,632	\$88,465	10/01/2019
Calvert County	Recreation Division Chief		07/2019	1820.0	1	\$69,469	\$90,736	\$112,003	\$86,687	09/10/2019
Caroline County	Deputy Director Recreation & Parks		07/2019	2080.0	1	\$62,763	\$71,154	\$79,545	\$77,250	10/16/2019
Carroll County			07/2019	2080.0	1	\$67,892	\$95,046	\$122,200	\$72,051	10/23/2019
Cecil County	CHIEF (RECREATION & SPORTS TOURISM)		07/2019	2080.0	1	\$55,379	\$71,638	\$87,898	\$68,104	09/24/2019
Charles County	Recreation Services Administrator		07/2019	1950.0	1	\$66,285	\$86,387	\$106,489	\$86,653	10/31/2019
Dorchester County			07/2019	2080.0	0	\$26,040	\$38,140	\$50,239	\$32,520	10/17/2019
Frederick County	Superintendent Parks		07/2019	2080.0	0	\$67,143	\$87,286	\$107,428	\$80,526	09/18/2019
Howard County	Rec and Parks Bureau Chief		07/2019	2080.0	1	\$83,519	\$113,212	\$142,904	\$134,726	10/07/2019
Kent County			07/2019	2080.0	1	\$51,917	\$67,232	\$82,547	\$53,464	10/30/2019
Montgomery County			07/2019	2080.0	0	\$31,634	\$40,725	\$49,816	\$0	07/29/2019
Queen Anne's County	Recreation Manager		07/2019	2080.0	1	\$51,348	\$66,876	\$82,405	\$63,124	10/04/2019
Somerset County			07/2019	2080.0	0	\$69,109	\$90,674	\$112,239	\$72,626	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$67,558	\$87,786	\$108,014	\$86,507	09/06/2019
Talbot County	Recreation Manager		07/2019	2080.0	1	\$42,255	\$50,262	\$58,268	\$47,887	09/24/2019
Washington County			07/2019	2080.0	0	\$32,219	\$41,288	\$50,357	\$42,624	07/29/2019
Wicomico County			07/2019	2080.0	0	\$27,875	\$39,716	\$51,558	\$30,507	07/29/2019
Worcester County			07/2019	2080.0	0	\$24,086	\$34,871	\$45,656	\$30,118	07/29/2019
<b>Average</b>						<b>\$57,163</b>	<b>\$75,023</b>	<b>\$92,883</b>	<b>\$74,843</b>	
<b># of Respondents</b>						<b>20</b>	<b>20</b>	<b>20</b>	<b>19</b>	
<b>Standard Deviation</b>						<b>\$21,137</b>	<b>\$28,384</b>	<b>\$35,953</b>	<b>\$36,440</b>	
<b>Standard Error</b>						<b>\$4,726</b>	<b>\$6,347</b>	<b>\$8,039</b>	<b>\$8,360</b>	

**Job # 17000 - BUILDING INSPECTOR**

Inspects structures and construction work and secures compliance with building codes and related regulations. Does not include highway construction or capital projects. MINIMUM QUALIFICATIONS include graduation from high school; plus (2) two to three (3) years' experience in building inspections or a related field.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Plans Exam Building Inspector		07/2019	2080.0	1	\$0	\$0	\$0	\$44,200	10/25/2019
Anne Arundel County	Construction Code Inspector		07/2019	2080.0	21	\$45,406	\$63,367	\$81,328	\$58,670	10/28/2019
Baltimore City			07/2019	2080.0	0	\$49,651	\$55,031	\$60,411	\$62,398	07/29/2019
Baltimore County	Code Inspection and Enforcement Officer I		07/2019	1820.0	42	\$39,174	\$44,770	\$50,365	\$57,658	09/24/2019
Calvert County	Building Inspector		07/2019	1820.0	2	\$49,231	\$64,292	\$79,352	\$66,794	09/06/2019
Carroll County			07/2019	2080.0	2	\$50,108	\$65,167	\$80,226	\$52,167	10/24/2019
Cecil County	BUILDING INSPECTOR 2		07/2019	2080.0	1	\$41,323	\$53,455	\$65,587	\$47,646	09/24/2019
Charles County	Inspector		07/2019	1950.0	7	\$48,597	\$63,393	\$78,189	\$51,955	10/31/2019
Dorchester County			07/2019	2080.0	0	\$40,042	\$51,246	\$62,451	\$48,787	10/17/2019
Frederick County	Building Inspector I		07/2019	2080.0	0	\$44,541	\$57,904	\$71,266	\$0	09/10/2019
Garrett County			07/2019	2080.0	0	\$33,110	\$42,040	\$50,970	\$49,008	10/30/2019
Harford County	INSPECTOR I		07/2019	2080.0	1	\$38,046	\$63,122	\$88,198	\$38,046	10/25/2019
Howard County	Regulation Inspector II		07/2019	2080.0	24	\$50,066	\$67,538	\$85,010	\$66,937	09/19/2019
Montgomery County			07/2019	2080.0	0	\$50,299	\$66,700	\$83,100	\$70,771	07/29/2019
Prince George's County	Construction Standards Inspector II		07/2019	2080.0	31	\$42,034	\$59,620	\$77,205	\$58,154	09/24/2019
Talbot County	Building Codes Compliance Officer/Inspector		07/2019	2080.0	1	\$46,481	\$53,804	\$61,127	\$48,752	09/23/2019
Washington County			07/2019	2080.0	0	\$44,998	\$57,699	\$70,400	\$48,263	07/29/2019
Wicomico County			07/2019	2080.0	0	\$27,875	\$45,666	\$63,456	\$36,309	09/04/2019
Worcester County			07/2019	2080.0	0	\$37,336	\$49,265	\$61,194	\$54,226	07/29/2019
<b>Average</b>						<b>\$43,240</b>	<b>\$56,893</b>	<b>\$70,546</b>	<b>\$53,374</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>						<b>\$6,425</b>	<b>\$7,946</b>	<b>\$11,578</b>	<b>\$9,556</b>	
<b>Standard Error</b>						<b>\$1,514</b>	<b>\$1,873</b>	<b>\$2,729</b>	<b>\$2,252</b>	

**Job # 17005 - CODE ENFORCEMENT OFFICER**

Under general supervision, enforces provisions of the municipal code pertaining to violations of code and/or zoning through inspections and investigations. Investigates reports of violations and/or failure to comply with codes; gathers evidence and makes reports; keeps record of violations and follows up to secure correction of situation. Requires knowledge of ordinances, zoning regulations and/or codes of the municipality. MINIMUM QUALIFICATIONS may include graduation from high school or equivalent; plus two (2) years' experience in inspection and/or enforcement work. Position does not include supervisory responsibility and excludes building/construction code inspectors.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Code Enforcement		07/2019	2080.0	1	\$30,630	\$29,418	\$28,206	\$45,403	10/25/2019
Anne Arundel County	Construction Code Inspector		07/2019	2080.0	21	\$45,406	\$63,367	\$81,328	\$58,670	10/28/2019
Baltimore City			07/2019	2080.0	0	\$42,131	\$46,529	\$50,927	\$50,254	07/29/2019
Calvert County	Zoning Enforcement Chief		07/2019	1820.0	1	\$69,469	\$90,736	\$112,003	\$86,687	09/06/2019
Caroline County	Codes Enforcement Officer II		07/2019	2080.0	1	\$38,716	\$45,905	\$53,094	\$47,000	10/16/2019
Charles County			07/2019	1950.0	0	\$48,116	\$62,766	\$77,415	\$58,583	10/29/2019
Howard County	Regulation Inspector II		07/2019	2080.0	24	\$50,066	\$67,538	\$85,010	\$66,937	09/19/2019
Kent County			07/2019	2080.0	1	\$40,380	\$52,090	\$63,801	\$49,268	10/29/2019
Montgomery County			07/2019	2080.0	0	\$50,299	\$66,700	\$83,100	\$70,771	07/29/2019
Prince George's County	Construction Standards Inspector I		07/2019	2080.0	5	\$38,127	\$54,152	\$70,177	\$55,466	09/24/2019
Somerset County		Planning & Zoning Director	07/2019	2080.0	0	\$41,183	\$54,434	\$67,684	\$48,954	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$52,645	\$68,412	\$84,178	\$59,550	08/28/2019
Talbot County	Chief Code Compliance Officer & Code Compliance Officer		07/2019	2080.0	2	\$46,481	\$55,446	\$64,412	\$50,545	09/23/2019
Wicomico County			07/2019	2080.0	0	\$36,261	\$54,391	\$72,521	\$58,344	09/04/2019
<b>Average</b>						<b>\$44,994</b>	<b>\$57,992</b>	<b>\$70,990</b>	<b>\$57,602</b>	
<b># of Respondents</b>						<b>14</b>	<b>14</b>	<b>14</b>	<b>14</b>	
<b>Standard Deviation</b>						<b>\$9,351</b>	<b>\$14,074</b>	<b>\$19,630</b>	<b>\$11,186</b>	
<b>Standard Error</b>						<b>\$2,499</b>	<b>\$3,761</b>	<b>\$5,246</b>	<b>\$2,990</b>	

**Job # 17010 - CONSTRUCTION INSPECTOR**

Performs specialized, technical construction inspection work of storm drains, water mains, sewer lines, and other highway construction or capital projects. MINIMUM QUALIFICATIONS include graduation from high school; plus (2) two to three (3) years' experience in construction inspections or a related field.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
Anne Arundel County	Construction Inspector		07/2019	2080.0	17	\$45,406	\$63,367	\$81,328	\$59,138	10/28/2019	
Baltimore City	Public Works Inspector II		07/2019	2080.0	40	\$42,131	\$46,529	\$50,927	\$50,014	10/31/2019	
Calvert County	Capital Projects Quality Control Coordinator		07/2019	1820.0	1	\$49,231	\$64,292	\$79,352	\$52,744	09/10/2019	
Carroll County			07/2019	2080.0	2	\$41,684	\$54,195	\$66,706	\$42,339	10/24/2019	
Cecil County	RESOURCE INSPECTOR		07/2019	2080.0	2	\$43,382	\$56,123	\$68,864	\$55,577	09/24/2019	
Charles County			07/2019	1950.0	0	\$48,597	\$63,393	\$78,189	\$52,946	10/31/2019	
Frederick County	Inspector II		07/2019	2080.0	0	\$44,541	\$57,904	\$71,266	\$47,413	09/18/2019	
Harford County	Inspector II - DPW		07/2019	2080.0	12	\$44,778	\$72,905	\$101,032	\$56,570	10/29/2019	
Howard County	Regulation Inspector II		07/2019	2080.0	10	\$50,006	\$67,508	\$85,010	\$74,537	09/24/2019	
Montgomery County			07/2019	2080.0	0	\$57,802	\$76,771	\$95,740	\$88,175	07/29/2019	
Prince George's County	Construction Standards Inspector II		07/2019	2080.0	31	\$42,034	\$59,620	\$77,205	\$58,154	09/30/2019	
Queen Anne's County	Construction Inspector		07/2019	2080.0	4	\$37,128	\$50,352	\$63,576	\$48,440	10/04/2019	
Somerset County	Inspector/Safety Officer	Roads Director	07/2019	2080.0	0	\$41,183	\$54,334	\$67,484	\$44,350	10/08/2019	
St. Mary's County			07/2019	2080.0	3	\$47,029	\$61,100	\$75,171	\$75,171	09/06/2019	
Washington County			07/2019	2080.0	0	\$37,833	\$48,501	\$59,169	\$45,843	07/29/2019	
						<b>Average</b>	<b>\$44,851</b>	<b>\$59,793</b>	<b>\$74,735</b>	<b>\$56,761</b>	
<b># of Respondents</b>							<b>15</b>	<b>15</b>	<b>15</b>	<b>15</b>	
<b>Standard Deviation</b>							<b>\$5,227</b>	<b>\$8,611</b>	<b>\$13,143</b>	<b>\$12,997</b>	
<b>Standard Error</b>							<b>\$1,350</b>	<b>\$2,223</b>	<b>\$3,394</b>	<b>\$3,356</b>	

**Job # 17015 - ELECTRICAL/PLUMBING INSPECTOR**

Ensures compliance with ordinances, codes, and regulations relating to plumbing and electrical installations. MINIMUM QUALIFICATIONS include graduation from high school; plus (4) four to five (5) years' experience in the trades. May require a master's license.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
Anne Arundel County	Combination Inspector		07/2019	2080.0	6	\$54,328	\$75,667	\$97,006	\$65,870	10/28/2019	
Baltimore City	Electrical Mechanic I		07/2019	2080.0	8	\$34,080	\$35,812	\$37,543	\$37,543	10/31/2019	
Baltimore County	Code Inspection and Enforcement Officer II		07/2019	1820.0	11	\$45,968	\$51,746	\$57,523	\$47,555	09/25/2019	
Calvert County	Electrical Inspector		07/2019	1820.0	2	\$49,231	\$64,292	\$79,352	\$58,458	09/06/2019	
Carroll County			07/2019	2080.0	2	\$50,108	\$65,167	\$80,226	\$57,055	10/23/2019	
Charles County			07/2019	1950.0	0	\$48,597	\$63,393	\$78,189	\$61,071	10/29/2019	
Frederick County	Electrical Inspector I		07/2019	2080.0	0	\$47,688	\$61,994	\$76,300	\$52,457	09/16/2019	
Harford County	INSPECTOR II		07/2019	2080.0	7	\$44,778	\$71,905	\$99,032	\$52,243	10/29/2019	
Howard County	Regulation Inspector II		07/2019	2080.0	12	\$50,006	\$67,508	\$85,010	\$69,631	09/24/2019	
Montgomery County			07/2019	2080.0	0	\$50,299	\$66,700	\$83,100	\$70,771	07/29/2019	
Prince George's County	Construction Standards Inspector II		07/2019	2080.0	31	\$42,034	\$59,620	\$77,205	\$58,154	09/25/2019	
Talbot County	Building Inspector/Plumbing & HVAC		07/2019	2080.0	1	\$46,481	\$53,804	\$61,127	\$55,588	09/23/2019	
Washington County			07/2019	2080.0	0	\$49,223	\$63,092	\$76,960	\$69,160	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$36,261	\$54,391	\$72,521	\$64,041	07/29/2019	
Worcester County			07/2019	2080.0	0	\$41,184	\$54,419	\$67,654	\$46,935	07/29/2019	
						<b>Average</b>	<b>\$46,018</b>	<b>\$60,634</b>	<b>\$75,250</b>	<b>\$57,769</b>	
<b># of Respondents</b>							<b>15</b>	<b>15</b>	<b>15</b>	<b>15</b>	
<b>Standard Deviation</b>							<b>\$5,534</b>	<b>\$9,662</b>	<b>\$15,247</b>	<b>\$9,452</b>	
<b>Standard Error</b>							<b>\$1,429</b>	<b>\$2,495</b>	<b>\$3,937</b>	<b>\$2,441</b>	

**Job # 17020 - ELECTRICIAN (JOURNEY)**

Performs journey level electrician duties as needed to assure proper operations of all facilities. Monitors and maintains electrical services to assure safety and functionality; determines demand and electrical needs specific to various operations environments; receives notification of power issues, locates and determine causes of malfunctions or outages; tests and repairs various components of the power supply system; tests and repairs electrical equipment. Provides electrical repair services for small motors, equipment, light fixtures, buffers, and custodial equipment, etc., as requested by supervisor; repairs electrical components to P.A. Systems, alarm systems, lighting, electrical fixtures and interior electrical lines, etc. Monitors special needs environments, i.e., computer locations, designs and lays out electrical projects; installs extensions, lines, plugs, jacks and related devices as required. Conducts ongoing electrical inspections of electrical system and services; troubleshoots electrical system generators, heaters, motors, etc.; evaluates electrical emergencies, trouble shoots as able or secures assistance from outside vendors or community power utility. Oversees emergency backup power system to assure uninterrupted access and operation of telecommunication and data management systems. Minimum Qualifications may include graduation from high school, four to five (4-5) years of experience and state certification as a journey level electrician or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Facilities Maintenance Mechanic II		07/2019	2080.0	22	\$39,208	\$54,662	\$70,117	\$49,300	10/28/2019
Baltimore City	Electrical Mechanic II		07/2019	2080.0	6	\$37,110	\$39,305	\$41,500	\$40,242	10/31/2019
Baltimore County	Electrician I		07/2019	2080.0	11	\$38,126	\$42,972	\$47,819	\$47,985	09/26/2019
Carroll County			07/2019	2080.0	2	\$41,684	\$54,195	\$66,706	\$51,138	10/23/2019
Charles County	Electrician I (gr. 8), II (gr. 9)		07/2019	1950.0	0	\$38,175	\$49,842	\$61,510	\$47,449	10/31/2019
Frederick County	Maintenance Technician III		07/2019	2080.0	0	\$41,602	\$54,083	\$66,564	\$47,179	09/16/2019
Harford County	MAINTENANCE WORKER II -FACILITIES		07/2019	2080.0	7	\$33,415	\$56,512	\$79,608	\$44,066	10/29/2019
Kent County				2080.0	0	\$0	\$0	\$0	\$0	10/29/2019
Montgomery County			07/2019	2080.0	0	\$45,877	\$60,765	\$75,653	\$67,365	07/29/2019
Prince George's County	Electrician II		07/2019	2080.0	0	\$32,935	\$46,913	\$60,891	\$0	09/25/2019
St. Mary's County			07/2019	2080.0	1	\$37,606	\$48,859	\$60,112	\$45,822	08/28/2019
Washington County			07/2019	2080.0	0	\$41,710	\$53,470	\$65,230	\$47,890	07/29/2019
<b>Average</b>						<b>\$38,859</b>	<b>\$51,053</b>	<b>\$63,246</b>	<b>\$48,844</b>	
<b># of Respondents</b>						<b>11</b>	<b>11</b>	<b>11</b>	<b>10</b>	
<b>Standard Deviation</b>						<b>\$3,786</b>	<b>\$6,235</b>	<b>\$11,068</b>	<b>\$7,156</b>	
<b>Standard Error</b>						<b>\$1,142</b>	<b>\$1,880</b>	<b>\$3,337</b>	<b>\$2,263</b>	

**Job # 17025 - ELECTRICIAN (MASTER)**

Performs as a master electrician in the installation, maintenance and repair of electrical wiring systems, controls, and machinery as needed to assure proper operations of all facilities. Monitors and maintains electrical services to assure safety and functionality; determines demand and electrical needs specific to various operations environments; receives notification of power issues, locates and determine causes of malfunctions or outages; tests and repairs various components of the power supply system; tests and repairs electrical equipment. Provides electrical repair services for small motors, equipment, light fixtures, buffers, and custodial equipment, etc., as requested by supervisor; repairs electrical components to P.A. Systems, alarm systems, lighting, electrical fixtures and interior electrical lines, etc. Monitors special needs environments, i.e., computer locations, designs and lays out electrical projects; installs extensions, lines, plugs, jacks and related devices as required. Conducts ongoing electrical inspections of electrical system and services; troubleshoots electrical system generators, heaters, motors, etc.; evaluates electrical emergencies, trouble shoots as able or secures assistance from outside vendors or community power utility. Oversees emergency backup power system to assure uninterrupted access and operation of telecommunication and data management systems. MINIMUM QUALIFICATIONS may include graduation from high school, six to eight (6-8) years of experience and state certification as a master level electrician or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Baltimore County	Electrician II		07/2019	2080.0	11	\$45,676	\$51,854	\$58,032	\$61,464	09/26/2019
Calvert County	Master Electrician		07/2019	1820.0	2	\$45,154	\$58,968	\$72,782	\$61,725	09/09/2019
Carroll County			07/2019	2080.0	1	\$50,108	\$65,167	\$80,226	\$50,108	10/23/2019
Charles County	Electrician III (gr. 10)		07/2019	1950.0	0	\$44,983	\$58,694	\$72,406	\$71,792	10/31/2019
Frederick County	Maintenance Technician IV		07/2019	2080.0	0	\$51,602	\$59,083	\$66,564	\$62,155	09/16/2019
Harford County	LEAD MAINTENANCE MECHANIC		07/2019	2080.0	1	\$44,778	\$72,905	\$101,032	\$60,222	10/30/2019
Howard County	Electrician		07/2019	2080.0	8	\$46,509	\$58,864	\$71,219	\$68,406	09/24/2019
Montgomery County			07/2019	2080.0	0	\$48,039	\$63,662	\$79,285	\$78,990	07/29/2019
Prince George's County	Master Electrician		07/2019	2080.0	1	\$54,087	\$54,087	\$54,087	\$79,969	09/25/2019
Washington County			07/2019	2080.0	0	\$45,050	\$57,755	\$70,460	\$59,330	07/29/2019
Wicomico County			07/2019	2080.0	0	\$31,728	\$47,592	\$63,456	\$40,800	07/29/2019
<b>Average</b>						<b>\$46,156</b>	<b>\$58,966</b>	<b>\$71,777</b>	<b>\$63,178</b>	
<b># of Respondents</b>						<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>	
<b>Standard Deviation</b>						<b>\$5,707</b>	<b>\$6,783</b>	<b>\$12,591</b>	<b>\$11,553</b>	
<b>Standard Error</b>						<b>\$1,721</b>	<b>\$2,045</b>	<b>\$3,796</b>	<b>\$3,483</b>	

**Job # 17030 - PERMITS/INSPECTIONS/LICENSING DIRECTOR**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Chief Permits Land Serv Div		07/2019	2080.0	1	\$48,512	\$70,350	\$92,187	\$74,988	10/30/2019	
Anne Arundel County	Combination Inspections Supervisor		07/2019	2080.0	1	\$63,007	\$87,752	\$112,497	\$84,126	10/28/2019	
Baltimore City			07/2019	2080.0	0	\$60,655	\$78,966	\$97,277	\$78,030	07/29/2019	
Baltimore County	Chief of Code Inspection and Enforcement		07/2019	1820.0	1	\$67,801	\$86,716	\$105,632	\$105,632	09/25/2019	
Calvert County	Inspections & Permits Division Chief		07/2019	1820.0	1	\$69,469	\$90,736	\$112,003	\$98,917	09/06/2019	
Carroll County			07/2019	2080.0	1	\$59,530	\$77,408	\$95,285	\$63,108	10/23/2019	
Cecil County	CHIEF, FACILITIES MANAGEMENT		07/2019	2080.0	1	\$64,109	\$82,931	\$101,753	\$91,933	09/24/2019	
Charles County	Chief of Codes, Permits, Insp.		07/2019	1950.0	0	\$83,751	\$109,094	\$134,437	\$115,689	10/31/2019	
Harford County	DEPUTY DIRECTOR, INSPECTIONS, LICENSES & PERMITS		07/2019	2080.0	1	\$82,260	\$112,061	\$141,862	\$105,717	10/25/2019	
Howard County	Regulation Supervisor		07/2019	2080.0	13	\$55,448	\$75,143	\$94,838	\$80,582	09/23/2019	
Montgomery County			07/2019	2080.0	0	\$210,143	\$210,143	\$210,143	\$210,143	07/29/2019	
Prince George's County	Director, Department of Permitting, Inspections & Enforcement		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$190,000	09/25/2019	
Talbot County	Permits Manager/Building Official		07/2019	2080.0	1	\$63,567	\$71,643	\$79,719	\$68,152	09/23/2019	
Washington County			07/2019	2080.0	0	\$75,088	\$96,242	\$117,395	\$98,862	07/29/2019	
Worcester County			07/2019	2080.0	0	\$93,000	\$109,000	\$125,000	\$122,876	07/29/2019	
						<b>Average</b>	<b>\$80,586</b>	<b>\$101,586</b>	<b>\$122,586</b>	<b>\$105,917</b>	
						<b># of Respondents</b>	<b>15</b>	<b>15</b>	<b>15</b>	<b>15</b>	
						<b>Standard Deviation</b>	<b>\$39,330</b>	<b>\$38,432</b>	<b>\$40,808</b>	<b>\$42,021</b>	
						<b>Standard Error</b>	<b>\$10,155</b>	<b>\$9,923</b>	<b>\$10,537</b>	<b>\$10,850</b>	

**Job # 18000 - PLANNING & ZONING DEPUTY DIRECTOR**

Performs professional and supervisory work in the field of land use planning and zoning administration. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor's degree in urban planning, public administration or a closely related field; and THREE to FOUR (3-4) years of progressively responsible experience performing above or related duties; or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
Anne Arundel County	Deputy Planning & Zoning Officer		07/2019	2080.0	2	\$84,739	\$118,020	\$151,302	\$114,240	10/28/2019	
Baltimore City	Operations Manager II		07/2019	2080.0	1	\$92,884	\$123,010	\$153,136	\$113,104	10/31/2019	
Calvert County	Planning & Zoning Deputy Director		07/2019	1820.0	2	\$82,537	\$107,798	\$133,060	\$115,188	09/06/2019	
Caroline County	Assistant Director Planning & Codes		07/2019	2080.0	2	\$62,763	\$71,154	\$79,545	\$66,521	10/16/2019	
Cecil County	CHIEF (PLANNING & ZONING)		07/2019	2080.0	1	\$61,056	\$78,982	\$96,908	\$70,409	09/24/2019	
Charles County			07/2019	1950.0	1	\$90,558	\$117,942	\$145,326	\$121,480	10/24/2019	
Dorchester County			07/2019	2080.0	0	\$63,979	\$56,980	\$49,980	\$79,901	10/17/2019	
Frederick County	Deputy Director Permit Planning Division		07/2019	2080.0	0	\$101,335	\$131,736	\$162,136	\$139,164	09/18/2019	
Garrett County			07/2019	2080.0	1	\$67,803	\$86,091	\$104,379	\$73,309	10/30/2019	
Harford County	Deputy Director, Planning and Zoning		07/2019	2080.0	1	\$82,620	\$112,241	\$141,862	\$111,025	10/28/2019	
Howard County	Deputy Director, Planning and Zoning		07/2019	2080.0	2	\$83,519	\$113,212	\$142,904	\$128,990	09/27/2019	
Montgomery County			07/2019	2080.0	0	\$160,454	\$124,421	\$88,388	\$160,454	07/29/2019	
Prince George's County	Deputy Director, Department of the Environment		07/2019	2080.0	1	\$97,133	\$143,056	\$188,978	\$160,000	10/31/2019	
Somerset County			07/2019	2080.0	0	\$55,630	\$55,630	\$55,630	\$57,021	10/08/2019	
St. Mary's County			07/2019	2080.0	0	\$77,646	\$100,870	\$124,093	\$92,269	10/24/2019	
Talbot County	Assistant Planning Officer		07/2019	2080.0	1	\$71,195	\$80,240	\$89,286	\$86,656	09/19/2019	
Washington County			07/2019	2080.0	0	\$71,385	\$67,891	\$64,397	\$100,714	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$50,652	\$75,978	\$101,303	\$79,712	09/04/2019	
Worcester County			07/2019	2080.0	0	\$88,230	\$76,615	\$65,000	\$100,000	07/29/2019	
						<b>Average</b>	<b>\$81,375</b>	<b>\$96,940</b>	<b>\$112,506</b>	<b>\$103,692</b>	
						<b># of Respondents</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	
						<b>Standard Deviation</b>	<b>\$23,866</b>	<b>\$26,535</b>	<b>\$40,308</b>	<b>\$29,970</b>	
						<b>Standard Error</b>	<b>\$5,475</b>	<b>\$6,087</b>	<b>\$9,247</b>	<b>\$6,876</b>	

**Job # 18005 - PLANNING & ZONING DIRECTOR**

Directs and supervises the activities of the Planning Division or a major section such as long range, current/zoning. Coordinates and presents planning items to citizens, groups, consultants, developers, planning commission and governing body. Supervises and performs research and analysis of planning studies. Recommends work programs and budget allocations for sections. Responsible for comprehensive plan development. Performs in-service training for staff. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor's degree in urban planning, public administration or a closely related field; and FIVE to SEVEN (5-7) years of progressively responsible experience performing above or related duties; or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Director of Planning & Growth			2080.0	1	\$48,512	\$70,350	\$92,187	\$83,640	10/30/2019
Anne Arundel County	Planning & Zoning Officer	Appointed	07/2019	2080.0	1	\$103,248	\$142,337	\$181,426	\$175,001	10/28/2019
Baltimore City	Executive Director III		07/2019	2080.0	1	\$140,873	\$186,675	\$232,477	\$153,181	10/31/2019
Baltimore County	Director of Planning		07/2019	1820.0	1	\$180,000	\$180,000	\$180,000	\$180,000	09/30/2019
Calvert County	Planning & Zoning Director		07/2019	1820.0	1	\$104,527	\$147,351	\$190,175	\$154,239	09/06/2019
Caroline County	Director Planning & Codes		07/2019	2080.0	1	\$104,028	\$104,028	\$104,028	\$104,028	10/16/2019
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$132,080	10/23/2019
Cecil County	DIRECTOR (LAND USE AND DEVELOPMENT)		07/2019	2080.0	1	\$85,912	\$111,135	\$136,359	\$121,006	09/24/2019
Charles County	Director of Planning and Growth Management		07/2019	1950.0	1	\$97,925	\$127,519	\$157,113	\$149,051	10/24/2019
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$85,566	10/17/2019
Frederick County	Division Director Planning and Permitting		07/2019	2080.0	0	\$121,957	\$158,544	\$195,132	\$164,547	09/18/2019
Garrett County			07/2019	2080.0	1	\$67,803	\$86,091	\$104,379	\$75,374	10/30/2019
Harford County	Director, Planning and Zoning		07/2019	2080.0	1	\$93,432	\$126,019	\$158,606	\$120,233	10/28/2019
Howard County	Director, Planning and Zoning		07/2019	2080.0	1	\$102,477	\$138,934	\$175,390	\$170,304	09/27/2019
Kent County			07/2019	2080.0	1	\$83,701	\$108,811	\$133,921	\$98,000	10/30/2019
Prince George's County	Director, Department of the Environment		07/2019	2080.0	3	\$112,443	\$165,604	\$218,766	\$189,000	09/27/2019
Queen Anne's County	PLANNING & ZONING DIRECTOR		07/2019	2080.0	1	\$76,366	\$107,210	\$138,054	\$132,638	10/04/2019
Somerset County			07/2019	2080.0	0	\$69,109	\$90,674	\$112,239	\$92,420	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$133,250	\$133,250	\$133,250	\$133,250	09/06/2019
Talbot County	County Planning Officer		07/2019	2080.0	1	\$80,094	\$90,270	\$100,446	\$94,856	09/19/2019
Washington County			07/2019	2080.0	0	\$75,088	\$96,242	\$117,395	\$105,892	07/29/2019
Wicomico County			07/2019	2080.0	0	\$64,249	\$96,374	\$128,499	\$91,063	09/04/2019
Worcester County			07/2019	2080.0	0	\$80,000	\$107,500	\$135,000	\$129,097	07/29/2019
<b>Average</b>						<b>\$96,548</b>	<b>\$123,346</b>	<b>\$150,144</b>	<b>\$127,585</b>	
<b># of Respondents</b>						<b>22</b>	<b>22</b>	<b>22</b>	<b>23</b>	
<b>Standard Deviation</b>						<b>\$29,287</b>	<b>\$31,508</b>	<b>\$39,447</b>	<b>\$34,330</b>	
<b>Standard Error</b>						<b>\$6,244</b>	<b>\$6,718</b>	<b>\$8,410</b>	<b>\$7,158</b>	

**Job # 18010 - PLANS EXAMINER**

Performs working level technical duties; performs plans examination both commercial and residential for conformance with Uniform Building Codes. Calculates building permit fees and issues permits. Coordinates division's training and education. Investigates and responds to citizen complaints. Reviews inspector reports. Prepares informational items. MINIMUM QUALIFICATIONS may include graduation from high school, plus two (2) years of specialized training in construction technologies and six to seven (6-7) years of experience in a related or an equivalent combination of education and experience. Must possess the one or more licenses in the four primary ICBO /state inspection disciplines (structural, electrical, plumbing & mechanical), plus be a certified plan checker.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Engineer II		07/2019	2080.0	8	\$58,505	\$81,484	\$104,462	\$75,124	10/28/2019
Baltimore City			07/2019	2080.0	0	\$68,562	\$89,058	\$109,554	\$80,132	07/29/2019
Baltimore County	Engineer II		07/2019	2080.0	5	\$52,560	\$58,948	\$65,335	\$66,847	10/01/2019
Calvert County	Plans Examiner		07/2019	1820.0	1	\$49,231	\$64,292	\$79,352	\$71,053	09/06/2019
Carroll County			07/2019	2080.0	1	\$54,600	\$71,022	\$87,444	\$54,600	10/23/2019
Cecil County	PLANS REVIEWER 2		07/2019	2080.0	2	\$45,566	\$58,938	\$72,310	\$56,028	09/24/2019
Frederick County	Building Plans Reviewer I		07/2019	2080.0	0	\$51,061	\$66,380	\$81,698	\$71,905	09/18/2019
Harford County	Plans Reviewer II		07/2019	2080.0	1	\$53,856	\$84,058	\$114,261	\$62,783	10/29/2019
Howard County	Regulation Supervisor		07/2019	2080.0	1	\$55,448	\$75,143	\$94,838	\$68,370	10/07/2019
Montgomery County			07/2019	2080.0	0	\$57,802	\$76,771	\$95,740	\$86,915	07/29/2019
Prince George's County	Plans Examiner II		07/2019	2080.0	0	\$44,136	\$62,552	\$80,969	\$0	09/30/2019
Somerset County	Zoning Specialist	Planning & Zoning Director	07/2019	2080.0	0	\$34,335	\$45,298	\$56,262	\$39,818	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$67,558	\$87,786	\$108,014	\$67,558	09/06/2019
Washington County			07/2019	2080.0	0	\$52,540	\$67,350	\$82,160	\$54,380	07/29/2019
Wicomico County			07/2019	2080.0	0	\$43,059	\$64,589	\$86,119	\$88,543	09/04/2019
Worcester County			07/2019	2080.0	0	\$37,336	\$49,265	\$61,194	\$54,226	07/29/2019
<b>Average</b>						<b>\$51,635</b>	<b>\$68,933</b>	<b>\$86,232</b>	<b>\$66,552</b>	
<b># of Respondents</b>						<b>16</b>	<b>16</b>	<b>16</b>	<b>15</b>	
<b>Standard Deviation</b>						<b>\$9,422</b>	<b>\$12,874</b>	<b>\$17,455</b>	<b>\$13,342</b>	
<b>Standard Error</b>						<b>\$2,356</b>	<b>\$3,219</b>	<b>\$4,364</b>	<b>\$3,445</b>	

**Job # 18015 - PRINCIPAL PLANNER**

Performs professional senior-level planning duties in accordance with the county comprehensive long-range planning, current planning, or zoning entitlement. This position is also responsible for advanced level work involving both long range and current planning (plan implementation) activities, as well as budget preparation. Reviews and evaluates major, complex projects proposals including ensuring compliance with applicable regulations, policies and guidelines; coordinates multi-department and board review process; negotiates with applicants and mediates conflicts; documents agreements and monitors project implementation with approved proposals. Acts as liaison with the public, developers, county departments, and boards regarding land use issues, regulations and development review process; prepares and reports analyses for county and citizens; may administer growth management permit allocation process, administer sign or zoning codes, or participate in long-range planning. MINIMUM QUALIFICATIONS: (1) Master's degree in Urban and Regional Planning or Public Administration or closely related field from an accredited college or university (2) four years of experience in a public planning agency; OR Bachelor's degree in planning or a design discipline, such as urban design, architecture, or landscape architecture combined with at least six (6) years of directly related experience (3) may direct and supervise the activities of staff.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Planner I, Planner III		07/2019	2080.0	2	\$36,816	\$60,451	\$84,086	\$43,374	10/30/2019
Anne Arundel County	Assistant Planning & Zoning Officer		07/2019	2080.0	2	\$84,739	\$118,020	\$151,302	\$104,830	10/28/2019
Baltimore City	City Planner II			2080.0	27	\$66,118	\$85,953	\$105,788	\$74,052	10/30/2019
Baltimore County	Planner III		07/2019	1820.0	8	\$63,908	\$81,738	\$99,567	\$83,947	09/30/2019
Calvert County	Long Range Planner		07/2019	1820.0	1	\$69,469	\$90,736	\$112,003	\$98,917	09/06/2019
Caroline County	Long Range & Agricultural Planner		07/2019	2080.0	1	\$40,459	\$47,735	\$55,011	\$43,490	10/16/2019
Carroll County			07/2019	2080.0	2	\$50,108	\$65,167	\$80,226	\$68,661	10/23/2019
Cecil County	PLANNER 2		07/2019	2080.0	1	\$45,566	\$58,938	\$72,310	\$53,697	09/24/2019
Charles County			07/2019	1950.0	0	\$61,325	\$79,940	\$98,555	\$79,192	10/29/2019
Dorchester County			07/2019	2080.0	0	\$37,235	\$47,654	\$58,074	\$40,098	10/17/2019
Frederick County	Principial Planner I		07/2019	2080.0	0	\$54,676	\$71,079	\$87,482	\$61,004	09/18/2019
Harford County	Planner IV		07/2019	2080.0	3	\$65,586	\$98,608	\$131,629	\$113,093	10/29/2019
Howard County	Planning Specialist II		07/2019	2080.0	10	\$55,448	\$75,143	\$94,838	\$74,336	10/07/2019
Kent County			07/2019	2080.0	2	\$51,917	\$67,232	\$82,547	\$57,180	10/30/2019
Montgomery County			07/2019	2080.0	0	\$52,684	\$69,896	\$87,107	\$83,194	07/29/2019
Prince George's County	Planner V		07/2019	2080.0	2	\$72,481	\$106,794	\$141,108	\$125,863	09/30/2019
St. Mary's County			07/2019	2080.0	5	\$52,645	\$68,412	\$84,178	\$64,126	09/06/2019
Talbot County	Environmental Planner & Senior Planner		07/2019	2080.0	2	\$38,589	\$51,500	\$64,412	\$54,233	09/23/2019
Washington County			07/2019	2080.0	0	\$51,106	\$65,510	\$79,914	\$74,589	07/29/2019
Wicomico County			07/2019	2080.0	0	\$31,728	\$47,592	\$63,456	\$0	07/29/2019
Worcester County			07/2019	2080.0	0	\$36,412	\$48,206	\$60,000	\$56,742	07/29/2019
<b>Average</b>						<b>\$53,286</b>	<b>\$71,729</b>	<b>\$90,171</b>	<b>\$72,731</b>	
<b># of Respondents</b>						<b>21</b>	<b>21</b>	<b>21</b>	<b>20</b>	
<b>Standard Deviation</b>						<b>\$13,885</b>	<b>\$19,932</b>	<b>\$26,623</b>	<b>\$23,692</b>	
<b>Standard Error</b>						<b>\$3,030</b>	<b>\$4,350</b>	<b>\$5,810</b>	<b>\$5,298</b>	

**Job # 18020 - ZONING ADMINISTRATOR**

Under the direction of the Community Development Director, performs professional administrative duties; directs and coordinates the development, implementation and maintenance of policies related to all phases of zoning ordinances. Oversees zoning enforcement functions and interprets zoning ordinances. Performs research, prepares and delivers planning commission reports and board of adjustment reports. Directs and prepares conditional use staff reports; acts as hearing officer for all conditional use public hearings. Coordinates with developers related to project proposals, subdivision proposals, temporary use permit, etc. Investigates complex ordinance violations and complaints. Minimum Qualifications may include graduation from a college or university with a bachelors degree in public administration, Planning, or related field and two (2) years of related experience; or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Chief Permits Land Serv Div		07/2019	2080.0	1	\$48,512	\$70,350	\$92,187	\$74,988	10/30/2019
Carroll County			07/2019	2080.0	1	\$59,530	\$77,408	\$95,285	\$73,528	10/23/2019
<b>Average</b>						<b>\$54,021</b>	<b>\$73,878</b>	<b>\$93,736</b>	<b>\$74,258</b>	
<b># of Respondents</b>						<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	
<b>Standard Deviation</b>						<b>\$7,791</b>	<b>\$4,991</b>	<b>\$2,191</b>	<b>\$1,032</b>	
<b>Standard Error</b>						<b>\$5,509</b>	<b>\$3,529</b>	<b>\$1,549</b>	<b>\$730</b>	

**Job # 18025 - ZONING INSPECTOR**

Inspects existing lands and buildings for compliance with zoning designations. MINIMUM QUALIFICATIONS include graduation from high school; plus (2) two to three (3) years' experience in zoning inspections or a related field.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County			07/2019	2080.0	6	\$43,992	\$63,159	\$82,326	\$54,236	10/28/2019
Baltimore City			07/2019	2080.0	0	\$42,131	\$46,529	\$50,927	\$59,587	07/29/2019
Baltimore County	Code Inspection and Enforcement Officer II		07/2019	2080.0	42	\$45,968	\$51,746	\$57,523	\$57,658	10/01/2019
Calvert County	Zoning Code Enforcer		07/2019	1820.0	1	\$53,635	\$70,060	\$86,486	\$70,889	09/06/2019
Carroll County			07/2019	2080.0	2	\$41,684	\$54,195	\$66,706	\$41,684	10/23/2019
Cecil County	ZONING ADMINISTRATOR		07/2019	2080.0	1	\$52,742	\$68,228	\$83,713	\$60,821	09/24/2019
Charles County			07/2019	1950.0	0	\$48,597	\$63,393	\$78,189	\$64,357	10/31/2019
Dorchester County			07/2019	2080.0	0	\$32,211	\$41,225	\$50,239	\$35,555	10/17/2019
Frederick County	Zoning Administrator		07/2019	2080.0	0	\$67,143	\$87,286	\$107,428	\$96,033	09/18/2019
Harford County	Zoning Inspector I		07/2019	2080.0	1	\$38,046	\$63,122	\$88,198	\$58,038	10/29/2019
Howard County	Regulation Inspector I		07/2019	2080.0	1	\$45,323	\$61,100	\$76,877	\$70,408	10/07/2019
Montgomery County			07/2019	2080.0	0	\$55,176	\$73,245	\$91,314	\$79,030	07/29/2019
Prince George's County	Property Standards Code Enforcement Officer		07/2019	2080.0	3	\$69,030	\$101,666	\$134,303	\$93,943	09/27/2019
Queen Anne's County	Nuisance/Zoning Inspector		07/2019	2080.0	3	\$37,128	\$48,356	\$59,584	\$40,296	10/04/2019
Somerset County	Zoning Administrator	Planning & Zoning Director	07/2019	2080.0	0	\$41,183	\$54,334	\$67,484	\$45,459	10/08/2019
St. Mary's County			07/2019	2080.0	4	\$42,016	\$54,610	\$67,205	\$45,261	09/06/2019
Washington County			07/2019	2080.0	0	\$41,710	\$53,470	\$65,230	\$46,240	07/29/2019
Wicomico County			07/2019	2080.0	0	\$36,261	\$54,391	\$72,521	\$64,786	09/04/2019
Worcester County			07/2019	2080.0	0	\$33,862	\$44,678	\$55,494	\$37,378	07/29/2019
<b>Average</b>						<b>\$45,676</b>	<b>\$60,779</b>	<b>\$75,881</b>	<b>\$59,035</b>	
<b># of Respondents</b>						<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	
<b>Standard Deviation</b>						<b>\$10,110</b>	<b>\$14,883</b>	<b>\$20,647</b>	<b>\$17,572</b>	
<b>Standard Error</b>						<b>\$2,319</b>	<b>\$3,414</b>	<b>\$4,737</b>	<b>\$4,031</b>	

**Job # 19000 - AUTOMOTIVE MECHANIC**

Participates in the repair and maintenance of agency owned or leased motorized vehicles and equipment. This is the journey level performing a full range of assignments. Tunes gas and diesel engines. Diagnoses problems, disassembles units, repairs or replaces parts, and reassembles unit in the brake, cooling, electrical, exhaust and emissions control, heating and air conditioning, hydraulic and air, steering and suspension systems. Requires knowledge and skills typically acquired through the completion of high school. Requires two years of experience assisting trades workers in the automotive trade for entry to the series; plus an additional two years' experience at least at the apprentice level.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Auto Serviceperson		07/2019	2080.0	2	\$41,392	\$41,392	\$41,392	\$41,392	10/30/2019
Anne Arundel County	Automotive Mechanic II		07/2019	2080.0	19	\$39,208	\$54,662	\$70,117	\$45,798	10/28/2019
Baltimore City	Automotive Mechanic		07/2019	2080.0	85	\$39,634	\$42,199	\$44,764	\$43,759	10/29/2019
Baltimore County	Automotive Mechanic		07/2019	2080.0	17	\$39,811	\$45,063	\$50,315	\$48,505	09/19/2019
Calvert County	Equipment Mechanic I		07/2019	2080.0	3	\$40,102	\$52,364	\$64,626	\$56,645	09/10/2019
Caroline County	Automotive Mechanic I	Chief Automotive Mechanic	07/2019	2080.0	1	\$34,123	\$41,082	\$48,041	\$37,594	10/16/2019
Carroll County			07/2019	2080.0	5	\$38,252	\$49,744	\$61,236	\$38,718	10/23/2019
Charles County			07/2019	1950.0	10	\$48,597	\$60,502	\$72,406	\$67,010	10/31/2019
Dorchester County			07/2019	2080.0	0	\$29,965	\$38,350	\$46,735	\$32,269	10/17/2019
Frederick County	Vehicle Equipment Technician I		07/2019	2080.0	3	\$38,860	\$50,518	\$62,176	\$49,824	09/03/2019
Howard County	Motor Equipment Mechanic I		07/2019	2080.0	3	\$41,059	\$51,979	\$62,899	\$44,346	08/28/2019
Kent County			07/2019	2080.0	3	\$40,380	\$52,090	\$63,801	\$51,264	10/29/2019
Montgomery County			07/2019	2080.0	0	\$41,963	\$55,428	\$68,893	\$53,443	07/29/2019
Prince George's County	Equipment Mechanic I		07/2019	2080.0	41	\$36,310	\$51,638	\$66,965	\$46,531	09/24/2019
Queen Anne's County	Mechanic II		07/2019	2080.0	3	\$39,616	\$51,596	\$63,576	\$39,616	10/04/2019
Somerset County	Automotive Mechanic II	Automotive Service Supervisor	07/2019	2080.0	0	\$36,481	\$48,130	\$59,778	\$38,328	10/08/2019
St. Mary's County			07/2019	2080.0	4	\$34,237	\$44,481	\$54,725	\$36,858	08/28/2019
Wicomico County			07/2019	2080.0	0	\$23,456	\$33,428	\$43,399	\$43,542	07/29/2019
<b>Average</b>						<b>\$37,969</b>	<b>\$48,036</b>	<b>\$58,102</b>	<b>\$45,302</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>						<b>\$5,315</b>	<b>\$6,837</b>	<b>\$9,932</b>	<b>\$8,334</b>	
<b>Standard Error</b>						<b>\$1,253</b>	<b>\$1,612</b>	<b>\$2,341</b>	<b>\$1,964</b>	

**Job # 19005 - CARPENTER**

Performs a variety of journey-level skilled duties related to building maintenance and repair in the skilled trade of carpentry. Builds and repairs a variety of items, such as cabinets, bookcases, tables, installing ceilings, framing walls and dry walling. Reads blueprints and maintains reference files, manuals and inventory records. Estimates costs and amount of materials necessary. This is typically a non-supervisory position and is FLSA Nonexempt. MINIMUM QUALIFICATIONS include graduation from High School or equivalent; plus, two (2) years or more of previous experience in carpentry trades. Certification: no required licenses or certifications. This benchmark excludes positions which work in the specific trade fields of HVAC, electrical, and plumbing.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Facilities Maintenance Mechanic II		07/2019	2080.0	22	\$39,208	\$54,662	\$70,117	\$49,301	10/28/2019
Baltimore City	Carpenter II		07/2019	2080.0	5	\$34,080	\$35,812	\$37,543	\$37,543	10/31/2019
Baltimore County	Carpenter II		07/2019	2080.0	9	\$39,812	\$45,064	\$50,315	\$54,724	09/24/2019
Carroll County			07/2019	2080.0	3	\$38,252	\$49,744	\$61,236	\$43,708	10/23/2019
Frederick County	Maintenance Technician I		07/2019	2080.0	0	\$29,599	\$38,478	\$47,358	\$47,358	09/10/2019
Montgomery County			07/2019	2080.0	0	\$43,866	\$58,028	\$72,189	\$0	07/29/2019
Prince George's County	Carpenter II		07/2019	2080.0	0	\$33,204	\$48,904	\$64,603	\$0	09/24/2019
Washington County			07/2019	2080.0	0	\$33,110	\$42,440	\$51,770	\$42,345	07/29/2019
Wicomico County			07/2019	2080.0	0	\$31,728	\$47,592	\$63,456	\$0	07/29/2019
<b>Average</b>						<b>\$35,873</b>	<b>\$46,747</b>	<b>\$57,621</b>	<b>\$45,830</b>	
<b># of Respondents</b>						<b>9</b>	<b>9</b>	<b>9</b>	<b>6</b>	
<b>Standard Deviation</b>						<b>\$4,619</b>	<b>\$7,190</b>	<b>\$11,513</b>	<b>\$5,980</b>	
<b>Standard Error</b>						<b>\$1,540</b>	<b>\$2,397</b>	<b>\$3,838</b>	<b>\$2,441</b>	

**Job # 19010 - CHIEF ENGINEER**

Responsible for overall planning, coordinating, and direction of all engineering functions in the entity's engineering, highway or transportation department. Performs a variety of management and supervisory functions. Oversees preparation of feasibility studies, project designs and specifications and preliminary and final cost estimates for municipal projects, as well as the acquisition of lands, rights-of-way and easements for municipal projects. Assists with development of the capital improvements program and budgeting process. Provides planning, design and construction management services for all capital projects through the use of in-house personnel, private consultants and contractors. Manages and inspects projects to insure compliance with project plans and specifications, provides recommendations for solutions construction/design problems and reviews/approves contractor and engineer payment requests. Coordinates engineering related studies and activities with other departments and companies. Interacts and assists the public on municipal engineering, construction and operational issues. Manages and inspects subdivision and development improvements to insure compliance with project plans and specifications, provides recommendations for solutions construction/design problems. MINIMUM QUALIFICATIONS include a bachelor's degree in civil engineering; and eight (4) to (6) years of experience. Must be a licensed or registered Professional Engineer (PE).

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Engineer Administrator		07/2019	2080.0	4	\$84,739	\$118,020	\$151,302	\$131,024	10/28/2019
Baltimore City			07/2019	2080.0	0	\$80,735	\$104,924	\$129,114	\$94,597	07/29/2019
Baltimore County	Chief, Bureau of Engineering and Construction		07/2019	1820.0	1	\$85,888	\$109,849	\$133,810	\$133,810	09/24/2019
Calvert County	Engineering Division Chief		07/2019	1820.0	0	\$75,730	\$98,898	\$122,067	\$94,476	09/06/2019
Carroll County			07/2019	2080.0	1	\$67,892	\$95,046	\$122,200	\$120,078	10/23/2019
Cecil County	CHIEF (ENGINEERING & CONSTRUCTION)		07/2019	2080.0	1	\$70,680	\$91,432	\$112,183	\$97,747	09/24/2019
Charles County	Chief of Capital Services		07/2019	1950.0	1	\$83,751	\$109,094	\$134,437	\$130,851	10/31/2019
Frederick County	Engineer Manager		07/2019	2080.0	0	\$77,008	\$100,110	\$123,213	\$97,003	09/10/2019
Garrett County		County Administrator	07/2019	2080.0	1	\$67,803	\$86,091	\$104,379	\$89,224	10/30/2019
Harford County	CIVIL ENGINEER IV		07/2019	2080.0	1	\$65,586	\$98,608	\$131,629	\$119,458	10/25/2019
Howard County	Engineering Manager II		07/2019	2080.0	1	\$102,477	\$138,934	\$175,390	\$175,390	09/19/2019
Kent County			07/2019	2080.0	1	\$66,734	\$86,754	\$106,774	\$96,416	10/29/2019
Montgomery County			07/2019	2080.0	0	\$185,000	\$185,000	\$185,000	\$185,000	07/29/2019
Prince George's County	Engineer V		07/2019	2080.0	6	\$83,907	\$123,577	\$163,247	\$133,311	09/24/2019
Queen Anne's County	CHIEF ENGINEER		07/2019	2080.0	1	\$70,061	\$98,358	\$126,655	\$111,100	10/04/2019
St. Mary's County			07/2019	2080.0	1	\$77,646	\$100,870	\$124,093	\$77,646	08/28/2019
Washington County			07/2019	2080.0	0	\$75,088	\$96,242	\$117,395	\$113,422	07/29/2019
Worcester County			07/2019	2080.0	0	\$75,000	\$100,000	\$125,000	\$116,516	07/29/2019
<b>Average</b>						<b>\$83,096</b>	<b>\$107,878</b>	<b>\$132,660</b>	<b>\$117,615</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>						<b>\$26,998</b>	<b>\$23,258</b>	<b>\$22,318</b>	<b>\$28,233</b>	
<b>Standard Error</b>						<b>\$6,364</b>	<b>\$5,482</b>	<b>\$5,260</b>	<b>\$6,655</b>	

**Job # 19015 - ENGINEER**

Performs duties as a journey level licensed civil engineer. May supervise entry level engineering staff, i.e., survey crew, technicians, Engineers In Training (EIT), etc.; may assist in training personnel. Performs quality control for assigned projects and monitors work of project team. May participate in employee evaluations and make recommendations affecting employment status, i.e., advancement, discipline and termination. Oversees and outlines survey work such as control for aerial photography, entity owned property, etc. Draws maps and plats for voting districts and engineering projects. Writes legal descriptions. Designs and outlines survey and engineering work for storm drains, junction boxes, curb and gutter standards, road standards, cross sections, sidewalks, etc. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor's degree in civil engineering, land surveying, or a related field and four to six (4-6) years of related experience or any equivalent combination of education and experience. Must be a licensed professional engineer with the State.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	County Engineer, Engineer I, Engineer IV		07/2019	2080.0	3	\$40,363	\$80,914	\$121,465	\$69,148	10/29/2019
Anne Arundel County			07/2019	2080.0	2	\$58,505	\$81,484	\$104,462	\$75,124	10/28/2019
Baltimore City	Engineer II		07/2019	2080.0	46	\$70,276	\$91,284	\$112,293	\$83,278	10/31/2019
Baltimore County	Engineer II		07/2019	1820.0	0	\$52,560	\$58,948	\$65,335	\$66,847	09/26/2019
Calvert County	Project Engineer II		07/2019	1820.0	7	\$69,469	\$90,736	\$112,003	\$85,030	09/09/2019
Carroll County			07/2019	2080.0	1	\$54,600	\$71,022	\$87,444	\$72,592	10/23/2019
Cecil County	CIVIL ENGINEER 2		07/2019	2080.0	2	\$58,149	\$75,222	\$92,294	\$83,386	09/24/2019
Charles County			07/2019	1950.0	4	\$61,325	\$79,940	\$98,555	\$73,587	10/31/2019
Dorchester County			07/2019	2080.0	21	\$62,723	\$80,275	\$97,827	\$84,356	10/17/2019
Frederick County	Engineer III		07/2019	2080.0	0	\$67,143	\$87,286	\$107,428	\$90,719	09/16/2019
Garrett County	Project Engineer		07/2019	2080.0	0	\$49,542	\$62,906	\$76,271	\$70,516	10/30/2019
Harford County	CIVIL ENGINEER II		07/2019	2080.0	2	\$48,348	\$77,789	\$107,230	\$78,828	10/29/2019
Howard County	Engineering Specialist II		07/2019	2080.0	14	\$68,043	\$92,229	\$116,415	\$99,833	09/24/2019
Montgomery County			07/2019	2080.0	0	\$55,176	\$73,245	\$91,314	\$86,502	07/29/2019
Prince George's County	Engineer II		07/2019	2080.0	14	\$62,612	\$92,214	\$121,817	\$79,357	09/25/2019
Talbot County	Project Manager		07/2019	2080.0	2	\$51,361	\$61,429	\$71,497	\$56,051	09/26/2019
Washington County			07/2019	2080.0	0	\$59,634	\$76,440	\$93,246	\$61,020	07/29/2019
Wicomico County			07/2019	2080.0	0	\$43,059	\$64,589	\$86,119	\$64,260	09/04/2019
						<b>Average</b>	<b>\$57,383</b>	<b>\$77,664</b>	<b>\$97,945</b>	<b>\$76,691</b>
<b># of Respondents</b>							<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>
<b>Standard Deviation</b>							<b>\$8,777</b>	<b>\$10,802</b>	<b>\$16,570</b>	<b>\$11,124</b>
<b>Standard Error</b>							<b>\$2,069</b>	<b>\$2,546</b>	<b>\$3,906</b>	<b>\$2,622</b>

**Job # 19020 - ENGINEERING TECHNICIAN**

Determines information to conduct surveys from prints, sketches, maps or notes. Check plans and specifications for infrastructure projects for compliance with codes and accepted engineering practices. Uses the transit or level on surveying work. Checks projects for compliance with plans and specifications. Plots profiles and cross sections and computes quantities. Records, computes, reduces and reviews field notes for preparation of maps, charts, and reports. Perform field testing of construction materials. MINIMUM QUALIFICATIONS may include graduation from high school, plus completion of college level courses in engineering, drafting or mathematics plus two (2) years para-professional engineering experience or equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Engineering Tech III		07/2019	2080.0	2	\$36,816	\$53,390	\$69,963	\$54,831	10/29/2019
Baltimore City			07/2019	2080.0	0	\$45,660	\$50,548	\$55,436	\$59,493	07/29/2019
Baltimore County	Engineering Associate I		07/2019	2080.0	0	\$37,922	\$43,046	\$48,170	\$54,146	09/26/2019
Calvert County	Project Engineer I		07/2019	1820.0	0	\$58,458	\$76,358	\$94,258	\$71,180	09/09/2019
Carroll County			07/2019	2080.0	1	\$41,684	\$54,195	\$66,706	\$51,397	10/23/2019
Cecil County	CONSTRUCTION INSPECTION REPRESENTATIVE		07/2019	2080.0	3	\$43,382	\$56,123	\$68,864	\$55,209	09/24/2019
Charles County			07/2019	1950.0	0	\$61,325	\$79,940	\$98,555	\$73,587	10/29/2019
Frederick County	Engineering Technian II		07/2019	2080.0	0	\$47,688	\$61,994	\$76,300	\$56,198	09/16/2019
Garrett County			07/2019	2080.0	0	\$35,987	\$45,695	\$55,403	\$55,403	10/30/2019
Harford County	ENGINEERING ASSOCIATE I		07/2019	2080.0	1	\$38,046	\$60,668	\$83,290	\$55,483	10/29/2019
Howard County	Engineering Support Tech I		07/2019	2080.0	9	\$41,018	\$55,234	\$69,451	\$57,214	09/24/2019
Montgomery County			07/2019	2080.0	0	\$45,877	\$60,765	\$75,653	\$68,294	07/29/2019
Prince George's County	Engineering Technician II		07/2019	2080.0	12	\$42,034	\$59,620	\$77,205	\$53,636	09/25/2019
St. Mary's County			07/2019	2080.0	2	\$47,029	\$65,604	\$84,178	\$50,627	08/28/2019
Washington County			07/2019	2080.0	0	\$43,826	\$56,212	\$68,598	\$54,565	07/29/2019
<b>Average</b>						<b>\$44,450</b>	<b>\$58,626</b>	<b>\$72,802</b>	<b>\$58,084</b>	
<b># of Respondents</b>						<b>15</b>	<b>15</b>	<b>15</b>	<b>15</b>	
<b>Standard Deviation</b>						<b>\$7,280</b>	<b>\$9,944</b>	<b>\$13,896</b>	<b>\$7,087</b>	
<b>Standard Error</b>						<b>\$1,880</b>	<b>\$2,567</b>	<b>\$3,588</b>	<b>\$1,830</b>	

**Job # 19025 - EQUIPMENT OPERATOR**

Performs skilled duties related to the operation of dump trucks, transports, street sweeper, or related equipment used to transport equipment or materials for construction, maintenance or repair of roadways. Performs minor maintenance on vehicles and trucks; performs manual labor in assisting in road construction, maintenance and repair of roadways. Performs winter snow removal; operates sand and salt truck. MINIMUM QUALIFICATIONS may include two to three (2-3) years of experience in the operation of tandem axle dump trucks. Must possess a CDL.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Equipment Operator I, Equipment Operator II		07/2019	2080.0	15	\$41,392	\$41,392	\$41,392	\$41,384	10/29/2019	
Anne Arundel County	Equipment Operator II		07/2019	2080.0	27	\$35,547	\$49,535	\$63,523	\$46,209	10/28/2019	
Baltimore City	Heavy Equipment Operator I		07/2019	2080.0	6	\$34,080	\$35,812	\$37,543	\$37,543	10/29/2019	
Baltimore County	Equipment Operator		07/2019	2080.0	10	\$35,048	\$39,354	\$43,659	\$42,286	09/26/2019	
Calvert County	Highway Equipment Operator II		07/2019	2080.0	10	\$34,653	\$45,250	\$55,848	\$48,566	09/10/2019	
Caroline County	Motor Equipment Operator I		07/2019	2080.0	15	\$31,518	\$39,780	\$48,041	\$35,641	10/16/2019	
Carroll County			07/2019	2080.0	50	\$32,178	\$41,860	\$51,543	\$34,791	10/23/2019	
Charles County	Equipment Operator II (gr.7), III (gr.8)		07/2019	1950.0	31	\$35,707	\$48,916	\$62,125	\$48,638	10/31/2019	
Dorchester County			07/2019	2080.0	0	\$27,908	\$35,718	\$43,528	\$30,805	10/17/2019	
Frederick County	Equipment Operator I		07/2019	2080.0	0	\$36,300	\$47,190	\$58,080	\$52,999	09/16/2019	
Garrett County			07/2019	2080.0	27	\$45,344	\$45,864	\$46,384	\$45,825	10/29/2019	
Harford County	EQUIPMENT OPERATOR		07/2019	2080.0	25	\$35,088	\$59,189	\$83,290	\$46,383	10/29/2019	
Howard County	Motor Equipment Operator I		07/2019	2080.0	39	\$34,653	\$42,505	\$50,357	\$41,419	09/26/2019	
Kent County			07/2019	2080.0	12	\$30,573	\$38,522	\$46,471	\$34,356	10/29/2019	
Montgomery County			07/2019	2080.0	0	\$38,629	\$50,698	\$62,768	\$49,011	07/29/2019	
Prince George's County	Equipment Operator II		07/2019	2080.0	33	\$40,033	\$56,812	\$73,590	\$51,637	09/25/2019	
Queen Anne's County	EQUIPMENT OPERATOR		07/2019	2080.0	29	\$34,797	\$47,190	\$59,584	\$39,382	10/04/2019	
Somerset County	MEO I	Director	07/2019	2080.0	0	\$30,414	\$40,126	\$49,837	\$31,957	10/08/2019	
St. Mary's County			07/2019	2080.0	26	\$31,138	\$42,932	\$54,725	\$46,238	08/28/2019	
Washington County			07/2019	2080.0	0	\$32,219	\$41,288	\$50,357	\$37,822	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$20,623	\$29,405	\$38,187	\$29,194	09/04/2019	
Worcester County			07/2019	2080.0	0	\$26,541	\$35,006	\$43,472	\$29,296	07/29/2019	
						<b>Average</b>	<b>\$33,836</b>	<b>\$43,379</b>	<b>\$52,923</b>	<b>\$40,972</b>	
						<b># of Respondents</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>22</b>	
						<b>Standard Deviation</b>	<b>\$5,219</b>	<b>\$7,063</b>	<b>\$11,358</b>	<b>\$7,380</b>	
						<b>Standard Error</b>	<b>\$1,113</b>	<b>\$1,506</b>	<b>\$2,421</b>	<b>\$1,573</b>	

**Job # 19030 - FACILITIES MAINTENANCE WORKER**

Performs a variety of skilled duties related to the general maintenance of buildings and building components requiring competency in one or more of the building trades, including painting, carpentry, minor electrical, cement masonry, dry wall or related craft. Constructs and repairs structural woodwork and equipment; works from blueprints, drawings, or oral instructions. Builds, repairs, and installs counters, cabinets, benches, partitions, floors, doors, building framework, and trim; uses various hand and power tools. Installs glass windows, doors, replaces damaged ceiling tile. Prepares and paints walls and woodwork; installs carpet, performs custodial duties as needed. Assists in the maintenance and installation of mechanical systems such as plumbing, heating, ventilation, air conditioning, steam systems, automatic temperature controls, alarm systems, conveying systems and fire alarm systems, etc. MINIMUM QUALIFICATIONS may include graduation from high school; plus, one (1) year of specialized training provide through trade or technical school related to the maintenance and construction fields, facilities management, construction management; AND, One (1) year of experience in building construction or building maintenance requiring skill in carpentry, plumbing, electrical wiring, painting and other related fields. Must possess a valid Driver's license. Must be available for 24 hour emergency call out.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Building Maintenance Worker I, II, III, IV		07/2019	2080.0	15	\$23,249	\$43,532	\$63,816	\$36,400	10/30/2019
Anne Arundel County	Facilities Maintenance Mechanic II		07/2019	2080.0	22	\$39,208	\$54,662	\$70,117	\$49,300	10/28/2019
Baltimore City	Building Repairer		07/2019	2080.0	19	\$34,080	\$35,812	\$37,543	\$36,363	10/31/2019
Baltimore County	Buildings Maintenance Mechanic II		07/2019	2080.0	11	\$39,811	\$45,063	\$50,315	\$47,756	09/26/2019
Calvert County	Building & Grounds Maintenance Worker I		07/2019	1820.0	6	\$29,466	\$38,430	\$47,393	\$37,255	09/09/2019
Caroline County	Facilities Maintenance Worker I		07/2019	2080.0	2	\$31,518	\$38,347	\$45,176	\$36,134	10/16/2019
Carroll County			07/2019	2080.0	1	\$35,111	\$45,636	\$56,160	\$36,172	10/23/2019
Cecil County	MAINTENANCE WORKER (FACILITIES MANAGEMENT)		07/2019	2080.0	2	\$32,373	\$41,880	\$51,386	\$33,613	09/24/2019
Charles County	Facilities Maintenance Technician I (gr.6), II (gr.9), III (gr.10)		07/2019	1950.0	14	\$33,074	\$52,740	\$72,406	\$53,351	10/31/2019
Frederick County	Maintenance Technician I		07/2019	2080.0	0	\$29,599	\$38,478	\$47,358	\$47,358	09/16/2019
Garrett County		Facilities & Maintenance Manager	07/2019	2080.0	0	\$29,241	\$37,128	\$45,016	\$32,558	10/30/2019
Harford County	MAINTENANCE WORKER I		07/2019	2080.0	1	\$30,090	\$50,616	\$71,142	\$35,943	10/29/2019
Howard County	Maintenance Mechanic I		07/2019	2080.0	9	\$36,379	\$45,271	\$54,163	\$47,632	09/24/2019
Kent County			07/2019	2080.0	6	\$30,573	\$38,522	\$46,471	\$31,727	10/30/2019
Montgomery County			07/2019	2080.0	0	\$40,242	\$52,996	\$65,751	\$58,914	07/29/2019
Prince George's County	Building Engineer II		07/2019	2080.0	4	\$36,310	\$51,638	\$66,965	\$64,232	09/25/2019
Queen Anne's County	Facility Technician II & III		07/2019	2080.0	4	\$37,128	\$52,482	\$67,836	\$41,620	10/04/2019
Somerset County	Maintenance Worker I	Supervisor of Maintenance	07/2019	2080.0	0	\$32,315	\$42,634	\$52,952	\$33,123	10/08/2019
St. Mary's County			07/2019	2080.0	6	\$39,853	\$39,374	\$38,896	\$33,530	08/28/2019
Talbot County	Facilities Maint Tech, Correctional Facilities Tech, Operations Maint Spec		07/2019	2080.0	7	\$26,266	\$44,826	\$63,386	\$40,120	09/26/2019
Washington County			07/2019	2080.0	0	\$34,798	\$44,647	\$54,496	\$34,798	07/29/2019
Wicomico County			07/2019	2080.0	0	\$20,623	\$29,405	\$38,187	\$28,533	07/29/2019
Worcester County			07/2019	2080.0	0	\$27,872	\$36,764	\$45,656	\$43,327	07/29/2019

	Average	\$32,573	\$43,517	\$54,460	\$40,859
# of Respondents		23	23	23	23
Standard Deviation		\$5,239	\$6,665	\$11,114	\$9,222
Standard Error		\$1,092	\$1,390	\$2,318	\$1,923

**Job # 19035 - GROUNDS MAINTENANCE WORKER (INTERMEDIATE)**

Performs a variety of working level semiskilled and skilled duties in maintaining Golf Course, parks and recreation areas and environs. Operates gang mowers, tractor drawn mowers and trimming equipment; Mows, trims and edges lawns throughout the golf course; repairs turf; cuts and cleans up uncontrolled weeds. Maintains, lubricates, and makes minor adjustments to equipment. Acts as lead worker over part-time personnel. Fertilizes lawns; sprays for weed control; supervises weed and pest control program; plants, prunes and removes trees. Repairs sprinkler heads and periodically inspects components to assure proper operation. Installs sprinkling systems; repairs water lines; repairs plumbing in rest rooms, drinking fountains and leaky valves; maintains stock of repair parts. MINIMUM QUALIFICATIONS may include graduation from high school and three to four (3-4) years of general work experience performing above or related duties. Working knowledge of general pipe laying, irrigation system repair, sprinkler systems and plumbing maintenance; some knowledge of motorized equipment maintenance, operation, and minor repair. Some skill in the operation of small motorized equipment essential to lawn maintenance and upkeep such as mower machines, tillers, and trimmers. May be required to obtain a valid CDL.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Carroll County			07/2019	2080.0	7	\$32,178	\$41,860	\$51,543	\$35,289	10/23/2019
Howard County	Parks Maintenance Worker			2080.0	28	\$34,653	\$42,505	\$50,357	\$41,009	09/26/2019
<b>Average</b>						<b>\$33,416</b>	<b>\$42,183</b>	<b>\$50,950</b>	<b>\$38,149</b>	
<b># of Respondents</b>						<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	
<b>Standard Deviation</b>						<b>\$1,750</b>	<b>\$456</b>	<b>\$839</b>	<b>\$4,045</b>	
<b>Standard Error</b>						<b>\$1,238</b>	<b>\$322</b>	<b>\$593</b>	<b>\$2,860</b>	

**Job # 19040 - HEAVY EQUIPMENT FOREMAN**

Supervises the operation of various heavy and light equipment in the maintenance and new construction of projects such as preparing/paving/patching streets and parking lots, blading roads and ditches, removing or installing culverts and clearing property. May also be equipment specific to certain sites such as landfills, water/wastewater treatment plants, etc. Supervises heavy equipment crews including work scheduling, employee performance appraisals and discipline. Provides training in the proper operation of equipment. Ensures equipment maintenance program is administered properly. Ensures safety compliance for employees; ensures that equipment is operated in a safe manner for the employees and the public. Maintains job logs of materials, man hours, equipment hours, and ensures the accuracy of the records for billing or job costing purposes. MINIMUM QUALIFICATIONS may include six months (6 mo.) of specialized training in equipment operation; plus, five to six (5-6) years of experience related to equipment operation or an equivalent combination of education and experience. One year of which must have been as a lead worker or project leader. Must possess a CDL.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Equipment Maint Foreman		07/2019	2080.0	1	\$44,249	\$64,168	\$84,086	\$57,005	10/29/2019
Anne Arundel County	Senior Equipment Operator		07/2019	2080.0	12	\$41,142	\$57,418	\$73,694	\$51,253	10/28/2019
Baltimore County	Heavy Equipment Supervisor (40 hours) (Options)		07/2019	1820.0	6	\$50,365	\$56,549	\$62,733	\$74,645	10/01/2019
Calvert County	Highway Maintenance Supervisor		07/2019	2080.0	2	\$48,714	\$63,648	\$78,582	\$68,463	09/10/2019
Carroll County			07/2019	2080.0	10	\$45,469	\$59,104	\$72,738	\$48,851	10/23/2019
Charles County			07/2019	1950.0	0	\$51,989	\$67,800	\$83,611	\$67,319	10/29/2019
Dorchester County			07/2019	2080.0	0	\$37,236	\$47,655	\$58,074	\$48,856	10/17/2019
Frederick County	Foreman DUSWM		07/2019	2080.0	0	\$47,688	\$61,994	\$76,300	\$63,082	09/17/2019
Garrett County	Roads Foreman		07/2019	2080.0	12	\$35,987	\$45,695	\$55,403	\$51,485	10/30/2019
Howard County	Operations Supervisor II		07/2019	2080.0	6	\$57,117	\$75,962	\$94,806	\$79,844	09/26/2019
Kent County			07/2019	2080.0	1	\$51,917	\$67,232	\$82,547	\$59,976	10/30/2019
Montgomery County			07/2019	2080.0	0	\$55,176	\$73,245	\$91,314	\$79,011	07/29/2019
Prince George's County	Crew Supervisor II		07/2019	2080.0	8	\$44,136	\$62,552	\$80,969	\$75,770	09/27/2019
Queen Anne's County	Maintenance Supervisor		07/2019	2080.0	9	\$45,102	\$58,742	\$72,381	\$58,451	10/04/2019
Somerset County	MEO III		07/2019	2080.0	0	\$34,335	\$45,298	\$56,262	\$39,348	10/08/2019
St. Mary's County			07/2019	2080.0	5	\$42,016	\$54,610	\$67,205	\$67,205	08/28/2019
Talbot County	Shop Foreman		07/2019	2080.0	1	\$38,589	\$47,190	\$55,791	\$53,591	09/25/2019
Washington County			07/2019	2080.0	0	\$55,203	\$70,772	\$86,341	\$77,875	07/29/2019
Wicomico County			07/2019	2080.0	0	\$27,875	\$39,716	\$51,558	\$36,051	07/29/2019
Worcester County			07/2019	2080.0	0	\$50,000	\$57,500	\$65,000	\$62,476	07/29/2019
<b>Average</b>						<b>\$45,215</b>	<b>\$58,842</b>	<b>\$72,470</b>	<b>\$61,028</b>	
<b># of Respondents</b>						<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	
<b>Standard Deviation</b>						<b>\$7,746</b>	<b>\$9,944</b>	<b>\$12,953</b>	<b>\$12,895</b>	
<b>Standard Error</b>						<b>\$1,732</b>	<b>\$2,223</b>	<b>\$2,896</b>	<b>\$2,883</b>	

**Job # 19041 - HEAVY EQUIPMENT OPERATOR**

Performs advanced operations requiring CDL. Operates a variety of heavy equipment such as patrol, bulldozer, drag-line, large front-end loader, crusher, etc. Trains less experienced personnel in the care and operation of assigned light equipment, i.e., dump truck, cat, etc. Performs manual labor such as loading and unloading trucks, cleaning curbs, gutters, installing fences. Performs tasks requiring the use of a variety of hand tools and equipment such as picks, shovels, rakes, chain saws, etc. Maintains simple, routine records of work performed. Assists in performing basic maintenance work on vehicles. Performs emergency repairs on equipment. MINIMUM QUALIFICATIONS may include four to five (4-5) years of experience related to equipment operation or an equivalent combination of education and experience. Must possess a CDL.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Equipment Operator II		07/2019	2080.0	10	\$44,265	\$44,265	\$44,265	\$44,265	10/29/2019
Anne Arundel County	Equipment Operator III		07/2019	2080.0	18	\$39,208	\$54,662	\$70,117	\$49,982	10/28/2019
Baltimore City	Heavy Equipment Operator II		07/2019	2080.0	68	\$38,339	\$40,714	\$43,088	\$41,634	10/29/2019
Baltimore County	Heavy Equipment Operator		07/2019	2080.0	2	\$38,126	\$42,972	\$47,819	\$55,619	09/27/2019
Calvert County	Highway Equipment Operator III		07/2019	2080.0	4	\$36,400	\$47,518	\$58,635	\$52,010	09/10/2019
Caroline County	Motor Equipment Operator III		07/2019	2080.0	2	\$35,556	\$42,586	\$49,617	\$40,827	10/16/2019
Carroll County			07/2019	2080.0	9	\$38,252	\$49,744	\$61,236	\$43,288	10/23/2019
Cecil County	EQUIPMENT OPERATOR 2/EQUIPMENT OPERATOR 2 TRAINEE		07/2019	2080.0	18	\$35,692	\$46,176	\$56,659	\$38,799	09/24/2019
Charles County	Equipment Operator IV		07/2019	1950.0	9	\$38,556	\$52,810	\$67,063	\$50,901	10/31/2019
Dorchester County			07/2019	2080.0	0	\$32,211	\$41,225	\$50,239	\$41,234	10/17/2019
Frederick County	Equipment Operator II DUSWM		07/2019	2080.0	0	\$41,602	\$54,083	\$66,564	\$48,972	09/17/2019
Garrett County	Grade 3		07/2019	2080.0	56	\$46,467	\$46,987	\$47,507	\$46,894	10/30/2019
Harford County	SENIOR EQUIPMENT OPERATOR		07/2019	2080.0	13	\$38,046	\$63,122	\$88,198	\$50,092	10/29/2019
Howard County	Motor Equipment Operator II		07/2019	2080.0	24	\$38,251	\$48,308	\$58,365	\$52,127	09/26/2019
Kent County			07/2019	2080.0	7	\$33,434	\$45,234	\$57,035	\$41,408	10/30/2019
Montgomery County			07/2019	2080.0	0	\$40,242	\$52,996	\$65,751	\$57,522	07/29/2019
Prince George's County	Equipment Operator II		07/2019	2080.0	33	\$36,310	\$51,638	\$66,965	\$51,637	10/28/2019
Queen Anne's County	Equipment Operator III		07/2019	2080.0	2	\$39,616	\$51,596	\$63,576	\$51,805	10/04/2019
Somerset County	MEO II		07/2019	2080.0	0	\$32,315	\$42,634	\$52,952	\$46,802	10/08/2019
St. Mary's County			07/2019	2080.0	9	\$37,606	\$48,859	\$60,112	\$46,987	08/28/2019
Talbot County	Machine Equipment Operator II & III		07/2019	2080.0	9	\$28,105	\$41,948	\$55,791	\$36,861	09/25/2019
Washington County			07/2019	2080.0	0	\$40,581	\$52,021	\$63,461	\$50,208	07/29/2019
Wicomico County			07/2019	2080.0	0	\$23,456	\$33,428	\$43,399	\$33,993	09/04/2019
Worcester County			07/2019	2080.0	0	\$30,722	\$40,529	\$50,336	\$43,659	07/29/2019

  

	Average	\$36,807	\$47,336	\$57,865	\$46,564
# of Respondents		24	24	24	24
Standard Deviation		\$4,987	\$6,280	\$10,407	\$5,998
Standard Error		\$1,018	\$1,282	\$2,124	\$1,224

**Job # 19045 - LABORER (FACILITIES/MAINTENANCE)**

Performs routine, unskilled, manual labor related to the general upkeep and maintenance of buildings, facilities and environ. Performs tasks requiring the use of a variety of hand tools and equipment such as picks, shovels, rakes, hammer, level, chain saws, jackhammers/and pneumatic tools. Cleans, maintains, and stores assigned tools and equipment. Operates light equipment such as truck, gang mowers, etc. Assists with various facilities remodeling and maintenance projects such as electrical rewiring, running computer wire, repairing plumbing, wood work, masonry, etc. MINIMUM QUALIFICATIONS may include the ability to follow written and verbal instructions. Ability to communicate both verbally and in writing.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Utility Trainee, Utility Person		07/2019	2080.0	20	\$39,154	\$39,154	\$39,154	\$39,154	10/29/2019
Anne Arundel County	Maintenance Worker II		07/2019	2080.0	71	\$32,136	\$44,834	\$57,533	\$36,177	10/28/2019
Baltimore City	Laborer		07/2019	2080.0	15	\$30,702	\$31,536	\$32,371	\$32,037	10/30/2019
Baltimore County	Buildings Maintenance Mechanic II		07/2019	2080.0	11	\$39,812	\$45,064	\$50,315	\$47,756	09/30/2019
Calvert County	Highway Equipment Operator I		07/2019	2080.0	6	\$32,968	\$43,077	\$53,186	\$40,154	09/09/2019
Carroll County			07/2019	2080.0	4	\$32,178	\$41,860	\$51,543	\$32,927	10/23/2019
Cecil County	LABORER (FACILITIES MANAGEMENT)		07/2019	2080.0	2	\$27,962	\$36,176	\$44,390	\$27,962	09/24/2019
Dorchester County			07/2019	2080.0	0	\$26,040	\$33,326	\$40,613	\$28,042	10/17/2019
Frederick County	Laborer I		07/2019	2080.0	0	\$27,657	\$35,954	\$44,251	\$28,539	09/18/2019
Harford County	MAINTENANCE WORKER I		07/2019	2080.0	1	\$30,090	\$50,616	\$71,142	\$40,180	10/30/2019
Howard County	Maintenance Mechanic I		07/2019	2080.0	5	\$31,845	\$37,628	\$43,410	\$51,085	09/30/2019
Montgomery County			07/2019	2080.0	0	\$31,634	\$40,725	\$49,816	\$40,759	07/29/2019
Prince George's County	Laborer II		07/2019	2080.0	85	\$28,473	\$38,286	\$48,099	\$37,365	09/27/2019
Somerset County	Landfill Maint Worker	Solid Waste & Maintenance Director	07/2019	2080.0	0	\$25,357	\$33,454	\$41,550	\$41,550	10/08/2019
Talbot County	Roads Crew Members		07/2019	2080.0	3	\$23,267	\$34,996	\$46,725	\$31,913	09/26/2019
Washington County			07/2019	2080.0	0	\$29,827	\$38,251	\$46,675	\$40,053	07/29/2019
Wicomico County			07/2019	2080.0	0	\$21,035	\$30,338	\$39,642	\$26,881	09/04/2019
Worcester County			07/2019	2080.0	0	\$24,086	\$32,750	\$41,413	\$34,086	07/29/2019
<b>Average</b>						<b>\$29,679</b>	<b>\$38,224</b>	<b>\$46,768</b>	<b>\$36,479</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>						<b>\$4,928</b>	<b>\$5,378</b>	<b>\$8,508</b>	<b>\$6,818</b>	
<b>Standard Error</b>						<b>\$1,162</b>	<b>\$1,268</b>	<b>\$2,005</b>	<b>\$1,607</b>	

**Job # 19050 - MECHANIC, JOURNEY**

Performs major and complex tune-ups on automotive and other mechanical equipment using appropriate test equipment. Performs major maintenance and work on gasoline and diesel engines, manual transmissions, differentials and other units and mechanical equipment; conducts safety inspections of vehicles. Performs major mechanical work on suspensions and chassis systems, cooling, fuel, and electrical and hydraulic systems. Operates welding equipment to repair broken parts from automotive and other mechanized equipment. Trains lower level mechanics in more complex maintenance and repair activities. Responds to telephone and/or radio requests for mechanical emergency of department equipment in the field. Tests maintenance and repair work to ensure satisfactory results; maintains necessary records and forms on work performed. Orders and picks up equipment and vehicle parts. MINIMUM QUALIFICATIONS may include completion of a two (2) year vocational or apprentice program and four to five (4-5) years of experience as a mechanic, or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Automotive Mechanic		07/2019	2080.0	4	\$44,265	\$44,265	\$44,265	\$44,265	10/30/2019
Anne Arundel County	Automotive Mechanic II		07/2019	2080.0	19	\$39,208	\$54,662	\$70,117	\$45,861	10/28/2019
Baltimore City	Automotive Lead Mechanic		07/2019	2080.0	15	\$43,718	\$47,022	\$50,326	\$50,326	10/30/2019
Baltimore County	Automotive Specialist		07/2019	2080.0	9	\$43,659	\$49,524	\$55,390	\$59,530	09/30/2019
Calvert County	Equipment Mechanic II		07/2019	2080.0	0	\$44,200	\$57,741	\$71,282	\$59,166	09/10/2019
Caroline County	Automotive Mechanic II		07/2019	2080.0	3	\$37,085	\$44,192	\$51,299	\$39,632	10/16/2019
Carroll County			07/2019	2080.0	5	\$41,684	\$54,195	\$66,706	\$44,908	10/23/2019
Charles County			07/2019	1950.0	0	\$48,597	\$63,393	\$78,189	\$67,010	10/29/2019
Dorchester County			07/2019	2080.0	0	\$32,211	\$41,225	\$50,239	\$41,234	10/17/2019
Frederick County	Vehicle Equipment Technician IV		07/2019	2080.0	0	\$47,688	\$61,994	\$76,300	\$58,405	09/18/2019
Howard County	Motor Equipment Mechanic II		07/2019	2080.0	22	\$46,509	\$58,864	\$71,219	\$59,306	10/01/2019
Montgomery County			07/2019	2080.0	0	\$50,299	\$66,700	\$83,100	\$78,501	07/29/2019
Prince George's County	Equipment Mechanic II		07/2019	2080.0	15	\$38,127	\$54,152	\$70,177	\$62,293	10/28/2019
Queen Anne's County	Mechanic III		07/2019	2080.0	5	\$42,270	\$57,326	\$72,381	\$48,215	10/04/2019
St. Mary's County			07/2019	2080.0	8	\$37,606	\$48,859	\$60,112	\$45,822	08/28/2019
Talbot County	Mechanic I		07/2019	2080.0	1	\$32,629	\$42,236	\$51,842	\$42,210	09/25/2019
Washington County			07/2019	2080.0	0	\$40,581	\$52,021	\$63,461	\$52,922	07/29/2019
Worcester County			07/2019	2080.0	0	\$32,261	\$42,568	\$52,874	\$33,883	07/29/2019
						<b>Average</b>	<b>\$41,255</b>	<b>\$52,274</b>	<b>\$63,293</b>	<b>\$51,860</b>
<b># of Respondents</b>							<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>
<b>Standard Deviation</b>							<b>\$5,518</b>	<b>\$7,789</b>	<b>\$11,517</b>	<b>\$11,200</b>
<b>Standard Error</b>							<b>\$1,301</b>	<b>\$1,836</b>	<b>\$2,715</b>	<b>\$2,640</b>

**Job # 19055 - PLUMBER (MASTER)**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Baltimore County	Plumber II		07/2019	2080.0	3	\$45,676	\$51,864	\$58,052	\$60,694	09/30/2019
Charles County			07/2019	1950.0	0	\$41,230	\$53,814	\$66,399	\$60,272	10/04/2019
Frederick County	Maintenance Technician IV		07/2019	2080.0	0	\$51,062	\$66,380	\$81,699	\$62,155	09/18/2019
Howard County	Plumber		07/2019	2080.0	3	\$46,509	\$58,864	\$71,219	\$64,958	09/27/2019
Montgomery County			07/2019	2080.0	0	\$48,039	\$63,662	\$79,285	\$77,260	07/29/2019
Prince George's County	Master Plumber		07/2019	2080.0	1	\$54,087	\$79,658	\$105,230	\$98,778	10/28/2019
<b>Average</b>						<b>\$47,767</b>	<b>\$62,374</b>	<b>\$76,981</b>	<b>\$70,686</b>	
<b># of Respondents</b>						<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	
<b>Standard Deviation</b>						<b>\$4,462</b>	<b>\$10,124</b>	<b>\$16,304</b>	<b>\$15,141</b>	
<b>Standard Error</b>						<b>\$1,822</b>	<b>\$4,133</b>	<b>\$6,656</b>	<b>\$6,181</b>	

**Job # 19060 - PUBLIC WORKS ASSISTANT DIRECTOR**

Under the broad policy guidance and direction of the Public Works Director, supervises activities of various divisions of the Public Works Department. Establishes employee and contractor performance standards for divisions of the Public Works Department. Approves employee hiring, termination, promotion, disciplinary actions, performance evaluation, personnel training, and delegation of work assignments. Supervises all administrative services of the department. Assists in maintaining department financial accountability including budget preparation and facilitating capital improvements budgeting and administration. Assists in administration of surveys and monumentation filing laws. Responds to public and building tenant's requests and complaints. Develops and implements policy and procedures manuals. MINIMUM QUALIFICATIONS may include a Bachelor's Degree in Information Systems, Geography, Public Management, or a related field; equivalent to advanced level course work in cartography, photogrammetry, surveying, and information systems; and eight (8) years' work experience in Public Works Administration including four (4) years of supervisory experience in that capacity. Incumbent must possess a valid State driver's license

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Deputy Director Public Works		07/2019	2080.0	1	\$70,078	\$101,624	\$133,169	\$100,642	10/30/2019	
Anne Arundel County	Assistant Director Public Works		07/2019	2080.0	1	\$93,539	\$132,362	\$171,184	\$161,393	10/28/2019	
Baltimore City	Operations Director II		07/2019	2080.0	1	\$116,026	\$153,776	\$191,527	\$158,891	10/30/2019	
Baltimore County	Deputy Director of Public Works		07/2019	1820.0	0	\$91,121	\$116,540	\$141,959	\$0	10/01/2019	
Calvert County	Enterprise Fund Operations Dep Dir & Dep Dir of Engineering & Highways		07/2019	1820.0	2	\$82,537	\$107,798	\$133,060	\$109,710	09/06/2019	
Carroll County			07/2019	2080.0	3	\$74,880	\$104,822	\$134,764	\$85,620	10/23/2019	
Cecil County	DEPUTY DIRECTOR (PUBLIC WORKS)		07/2019	2080.0	1	\$74,214	\$96,003	\$117,792	\$112,108	09/24/2019	
Charles County			07/2019	1950.0	2	\$90,558	\$117,942	\$145,326	\$122,563	10/24/2019	
Harford County	Deputy Director, Public Works		07/2019	2080.0	2	\$82,620	\$112,241	\$141,862	\$126,612	10/28/2019	
Howard County	Deputy Director, Public Works		07/2019	2080.0	1	\$102,477	\$138,934	\$175,390	\$146,844	09/27/2019	
Prince George's County	Dupty Director, Department of Public Works & Transportation		07/2019	2080.0	1	\$97,133	\$143,056	\$188,978	\$158,000	09/27/2019	
St. Mary's County			07/2019	2080.0	2	\$89,274	\$115,992	\$142,709	\$129,272	09/06/2019	
Talbot County	Assistant County Engineer		07/2019	2080.0	1	\$71,195	\$80,240	\$89,286	\$85,160	09/19/2019	
Washington County			07/2019	2080.0	0	\$69,534	\$89,138	\$108,742	\$85,467	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$56,657	\$84,986	\$113,314	\$69,707	09/04/2019	
Worcester County			07/2019	2080.0	0	\$95,000	\$115,000	\$135,000	\$133,228	07/29/2019	
						<b>Average</b>	<b>\$84,803</b>	<b>\$113,153</b>	<b>\$141,504</b>	<b>\$119,014</b>	
<b># of Respondents</b>							<b>16</b>	<b>16</b>	<b>16</b>	<b>15</b>	
<b>Standard Deviation</b>							<b>\$14,968</b>	<b>\$20,981</b>	<b>\$28,504</b>	<b>\$29,698</b>	
<b>Standard Error</b>							<b>\$3,742</b>	<b>\$5,245</b>	<b>\$7,126</b>	<b>\$7,668</b>	

**Job # 19061 - PUBLIC WORKS DIRECTOR**

Performs professional administrative duties; plans, organizes, coordinates and supervises all phases of the city, county OR special district public works program which may include engineering, airport, property and buildings, motor pool, streets, water, sewer, and planning. Supervises the department personnel, hires, fires and trains staff. Develops and negotiates public works budget. May prioritize, schedules, and assigns work. Oversees public works personnel performing maintenance, repair and construction duties. Has final approval for the purchasing of major equipment such as cats, dump truck, rollers, trenchers, sewer line TV monitoring equipment, etc. Hears public complaints; provides solutions to public complaints. Serves as a liaison between public works personnel and the elected body or board of trustees. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor degree in engineering or a related field and seven (5-7) years of experience in construction, at least three (3) years of must have been in a supervisory capacity or equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Director of Public Works		07/2019	2080.0	1	\$76,827	\$111,410	\$145,994	\$126,564	10/30/2019
Anne Arundel County			07/2019	2080.0	1	\$116,674	\$160,842	\$205,010	\$202,733	10/28/2019
Baltimore City			07/2019	2080.0	0	\$188,000	\$188,000	\$188,000	\$188,000	07/29/2019
Baltimore County	Director of Public Works		07/2019	1820.0	1	\$213,846	\$213,846	\$213,846	\$207,617	10/01/2019
Calvert County	Public Works Director		07/2019	1820.0	1	\$104,527	\$147,351	\$190,175	\$172,197	09/06/2019
Caroline County	Director Public Works		07/2019	2080.0	1	\$92,500	\$92,500	\$92,500	\$92,500	10/16/2019
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$107,848	10/23/2019
Cecil County	DIRECTOR (PUBLIC WORKS)		07/2019	2080.0	1	\$94,718	\$122,527	\$150,336	\$123,736	09/24/2019
Charles County			07/2019	1950.0	1	\$97,925	\$127,519	\$157,113	\$155,718	10/24/2019
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$92,250	10/17/2019
Frederick County	Division Director Public Works		07/2019	2080.0	0	\$121,957	\$158,544	\$195,132	\$154,668	09/18/2019
Garrett County			07/2019	2080.0	0	\$67,803	\$86,091	\$104,379	\$104,379	10/30/2019
Harford County	Director, Public Works		07/2019	2080.0	1	\$107,814	\$141,139	\$174,464	\$162,476	10/28/2019
Howard County	Director, Public Works		07/2019	2080.0	1	\$125,786	\$170,596	\$215,407	\$215,407	09/27/2019
Kent County				2080.0	1	\$83,701	\$108,811	\$133,921	\$117,300	10/30/2019
Prince George's County	Director, Department of Public Works & Transportation		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$180,000	09/27/2019
Queen Anne's County	PUBLIC WORKS DIRECTOR /GENERAL MANAGER		07/2019	2080.0	1	\$83,239	\$116,859	\$150,479	\$146,500	10/04/2019
Somerset County			07/2019	2080.0	0	\$85,854	\$112,644	\$139,435	\$93,219	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$148,625	\$148,625	\$148,625	\$148,625	09/06/2019
Talbot County	County Engineer		07/2019	2080.0	1	\$90,507	\$102,006	\$113,504	\$110,162	09/19/2019
Washington County			07/2019	2080.0	0	\$81,120	\$104,000	\$126,880	\$122,595	07/29/2019
Wicomico County			07/2019	2080.0	0	\$64,249	\$96,374	\$128,499	\$93,636	09/04/2019
Worcester County			07/2019	2080.0	0	\$105,000	\$130,000	\$155,000	\$152,561	07/29/2019
<b>Average</b>						<b>\$107,372</b>	<b>\$133,818</b>	<b>\$160,263</b>	<b>\$142,204</b>	
<b># of Respondents</b>						<b>22</b>	<b>22</b>	<b>22</b>	<b>23</b>	
<b>Standard Deviation</b>						<b>\$36,315</b>	<b>\$32,992</b>	<b>\$36,819</b>	<b>\$39,077</b>	
<b>Standard Error</b>						<b>\$7,742</b>	<b>\$7,034</b>	<b>\$7,850</b>	<b>\$8,148</b>	

**Job # 19065 - PUBLIC WORKS SUPERINTENDENT**

Under the general guidance and direction of the public works director, plans, organizes and coordinates the operations of multiple divisions, including streets, water, wastewater, etc. Participates in hiring, training, and terminating personnel. Plans, organizes, coordinates and directs maintenance and construction projects, i.e., water wells, storage tanks, pump houses, storm drain systems, distribution and collection lines and lift stations. Monitors work progress and employee performance. Prepares and manages operations budget for the various departments. Researches funding opportunities- prepares long term budget proposals. Develops policy recommendations and implements the same. Develops and recommends billing and rate structures. Makes recommendations to the Public Works Director for the purchasing of all major equipment. Coordinates with engineering department related to infrastructure development; Inspects work for accuracy and effectiveness. Completes federal and state statistical reports annually regarding work performed by the various divisions. MINIMUM QUALIFICATIONS may include graduation from a college or university with a bachelor's degree in public administration, environmental health or related field and five to seven (5-7) years of experience in road construction and maintenance work, three (3) years of which must have been in a lead or supervisory position or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Baltimore County	Chief of Highways		07/2019	1820.0	0	\$80,956	\$103,543	\$126,130	\$79,293	10/01/2019
Calvert County	Water & Sewer Infrastructure Superintendent		07/2019	1820.0	1	\$58,458	\$76,358	\$94,258	\$72,982	09/10/2019
Charles County			07/2019	1950.0	0	\$51,989	\$67,800	\$83,611	\$77,854	10/29/2019
Harford County	Chief, Engineering Division		07/2019	2080.0	1	\$72,828	\$104,381	\$135,934	\$135,469	10/29/2019
Howard County	Operations Superintendent		07/2019	2080.0	6	\$68,043	\$92,229	\$116,415	\$103,684	10/07/2019
Kent County			07/2019	2080.0	1	\$61,079	\$79,403	\$97,727	\$87,049	10/30/2019
Montgomery County			07/2019	2080.0	0	\$43,866	\$58,028	\$72,189	\$70,658	07/29/2019
Prince George's County	Associate Director DPWT		07/2019	2080.0	4	\$88,102	\$129,755	\$171,408	\$146,181	09/30/2019
Washington County			07/2019	2080.0	0	\$81,120	\$104,000	\$126,880	\$110,573	07/29/2019
Worcester County			07/2019	2080.0	0	\$70,000	\$77,500	\$85,000	\$80,890	07/29/2019
<b>Average</b>						<b>\$67,644</b>	<b>\$89,300</b>	<b>\$110,955</b>	<b>\$96,463</b>	
<b># of Respondents</b>						<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	
<b>Standard Deviation</b>						<b>\$13,936</b>	<b>\$21,438</b>	<b>\$30,130</b>	<b>\$26,738</b>	
<b>Standard Error</b>						<b>\$4,407</b>	<b>\$6,779</b>	<b>\$9,528</b>	<b>\$8,455</b>	

**Job # 19070 - PUBLIC WORKS SUPERVISOR (FIRST LINE)**

Serves as a working foreman in charge of a specialty work unit as assigned. This job classification may be utilized by several divisions, including streets, water, or sewer collection. Performs a variety of project supervisory and journey level skilled duties related to the construction, installation, and maintenance. Provides close to general supervision Maintenance Workers temporary, seasonal and part-time or full time laborers while in training or on a project-by-project basis. Serves as a crew leader over a single crew; oversees and performs maintenance; constructs and maintains public works systems. Maintains various field records; monitors worker time cards; monitors materials; prepares various routine field reports; may assist in monitoring employee leave accrual and usage; conducts safety inspections and makes recommendations for changes or improvements in equipment, facilities, etc. Operates various types of heavy equipment such as front end loader, back hoe, utility trailers, bob tail dump truck, etc.; transports materials and equipment; participates in various seasonal projects such as snow removal; operates and maintains trencher; operates a variety of types of small and light equipment; performs routine and regular maintenance on equipment to assure efficiency and safety. Directs and trains laborers in equipment usage. MINIMUM QUALIFICATIONS may include graduation from high school; plus (1) year of specialized training provided through professionally sponsored workshops, technical school or vocational studies; and four (4) years of progressively responsible experience in the construction and maintenance of various public works operations. Must be certified in one or more work specializations such as water systems, sewer collection system, etc.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Roads Foreman, Building Maintenance Supervisor		07/2019	2080.0	6	\$33,582	\$51,772	\$69,963	\$46,129	10/30/2019
Baltimore City	Laborer Crew Leader I		07/2019	2080.0	37	\$32,272	\$33,425	\$34,578	\$33,905	10/29/2019
Baltimore County	Crew Chief (40 hours)		07/2019	2080.0	33	\$43,872	\$49,435	\$54,998	\$41,251	09/25/2019
Calvert County	Highway Maintenance Crew Leader I		07/2019	2080.0	3	\$40,102	\$52,364	\$64,626	\$55,855	09/10/2019
Caroline County	Crew Leader- Dept of Public Works		07/2019	2080.0	3	\$40,459	\$47,735	\$55,011	\$46,801	10/07/2019
Cecil County	CREW LEADER		07/2019	2080.0	4	\$39,348	\$50,913	\$62,478	\$43,880	09/24/2019
Charles County			07/2019	1950.0	0	\$44,938	\$58,672	\$72,406	\$60,788	10/29/2019
Frederick County	Foreman, Highway		07/2019	2080.0	0	\$54,676	\$71,078	\$87,481	\$70,906	09/16/2019
Harford County	CREW CHIEF		07/2019	2080.0	12	\$44,778	\$72,905	\$101,032	\$55,150	10/25/2019
Howard County	Utility Worker IV		07/2019	2080.0	12	\$38,251	\$48,308	\$58,365	\$51,594	09/23/2019
Montgomery County			07/2019	2080.0	0	\$45,877	\$60,765	\$75,653	\$72,257	07/29/2019
Prince George's County	Crew Supervisor I		07/2019	2080.0	11	\$38,127	\$54,152	\$70,177	\$66,161	09/24/2019
Queen Anne's County	Crew Supervisor		07/2019	2080.0	4	\$42,270	\$55,053	\$67,836	\$47,598	10/04/2019
Somerset County			07/2019	2080.0	0	\$38,761	\$51,138	\$63,514	\$55,370	10/08/2019
Talbot County	Lead Road Foreman & Road Foreman	Roads Dept only	07/2019	2080.0	4	\$35,403	\$45,597	\$55,791	\$48,344	10/23/2019
Washington County			07/2019	2080.0	0	\$37,565	\$48,142	\$58,718	\$40,227	07/29/2019
Wicomico County			07/2019	2080.0	0	\$23,456	\$33,428	\$43,399	\$38,513	07/29/2019
Worcester County			07/2019	2080.0	0	\$50,000	\$60,000	\$70,000	\$65,605	07/29/2019
<b>Average</b>						<b>\$40,208</b>	<b>\$52,493</b>	<b>\$64,779</b>	<b>\$52,241</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>						<b>\$6,974</b>	<b>\$10,239</b>	<b>\$14,999</b>	<b>\$11,349</b>	
<b>Standard Error</b>						<b>\$1,644</b>	<b>\$2,413</b>	<b>\$3,535</b>	<b>\$2,675</b>	

**Job # 19071 - PUBLIC WORKS SUPERVISOR (SECOND LINE)**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Roads District Supervisor, Utilities Supervisor, Maintenance Supervisor		07/2019	2080.0	6	\$40,363	\$66,275	\$92,187	\$57,256	10/30/2019	
Baltimore County	Utilities Superintendent (Water and Sewer)		07/2019	1820.0	0	\$60,242	\$77,048	\$93,853	\$0	09/30/2019	
Calvert County	Water & Sewer Operations Superintendent		07/2019	1820.0	1	\$58,458	\$76,358	\$94,258	\$72,982	09/10/2019	
Carroll County			07/2019	2080.0	6	\$54,600	\$71,022	\$87,444	\$66,945	10/23/2019	
Cecil County	CHIEF (WASTEWATER)		07/2019	2080.0	1	\$67,314	\$87,078	\$106,841	\$74,189	09/24/2019	
Charles County			07/2019	1950.0	0	\$61,325	\$79,940	\$98,555	\$71,662	10/29/2019	
Frederick County	Superintendent Purification and Distribution		07/2019	2080.0	0	\$82,477	\$107,220	\$131,963	\$114,591	09/18/2019	
Harford County	PLANT SUPERINTENDENT, W&S		07/2019	2080.0	1	\$65,586	\$98,608	\$131,629	\$97,704	10/30/2019	
Howard County	Operations Supervisor II		07/2019	2080.0	31	\$57,117	\$75,962	\$94,806	\$77,748	10/07/2019	
Montgomery County			07/2019	2080.0	0	\$52,684	\$69,896	\$87,107	\$76,553	07/29/2019	
Prince George's County	Associate Director		07/2019	2080.0	4	\$88,102	\$129,755	\$171,408	\$146,181	09/30/2019	
Washington County			07/2019	2080.0	0	\$51,106	\$65,510	\$79,914	\$70,231	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$31,728	\$47,592	\$63,456	\$46,197	07/29/2019	
						<b>Average</b>	<b>\$59,316</b>	<b>\$80,943</b>	<b>\$102,571</b>	<b>\$81,020</b>	
<b># of Respondents</b>							<b>13</b>	<b>13</b>	<b>13</b>	<b>12</b>	
<b>Standard Deviation</b>							<b>\$15,091</b>	<b>\$20,958</b>	<b>\$27,847</b>	<b>\$26,922</b>	
<b>Standard Error</b>							<b>\$4,185</b>	<b>\$5,813</b>	<b>\$7,723</b>	<b>\$7,772</b>	

**Job # 19075 - RECYCLING MANAGER**

Recycling Manager Performs administrative and supervisory functions related to the development, implementation, and coordination of the County's recycling program. MINIMUM QUALIFICATIONS may include a bachelor's degree in environmental science or related field and four to five (4-5) years' experience in recycling program experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Solid Waste Recycling Manager		07/2019	2080.0	1	\$73,071	\$101,769	\$130,467	\$121,208	10/28/2019
Baltimore City			07/2019	2080.0	0	\$64,505	\$83,856	\$103,208	\$82,620	07/29/2019
Baltimore County	Recycling and Waste Prevention Manager		07/2019	1820.0	1	\$60,242	\$77,048	\$93,853	\$93,853	10/01/2019
Calvert County	Recycling Coordinator		07/2019	1820.0	1	\$58,458	\$76,358	\$94,258	\$79,916	09/06/2019
Carroll County			07/2019	2080.0	1	\$50,108	\$65,167	\$80,226	\$61,943	10/23/2019
Cecil County	RECYCLING PROGRAM MANAGER		07/2019	2080.0	1	\$43,382	\$56,123	\$68,864	\$47,814	09/24/2019
Charles County			07/2019	1950.0	0	\$61,325	\$79,940	\$98,555	\$69,532	10/29/2019
Frederick County	Recycling Manager		07/2019	2080.0	0	\$54,676	\$71,079	\$87,482	\$78,036	09/18/2019
Garrett County			07/2019	2080.0	0	\$33,110	\$42,040	\$50,970	\$43,569	10/30/2019
Howard County	Senior Administrative Analyst		07/2019	2080.0	1	\$68,043	\$92,229	\$116,415	\$103,386	10/07/2019
Montgomery County			07/2019	2080.0	0	\$75,934	\$107,362	\$138,790	\$138,790	07/29/2019
Prince George's County	Administrative Specialist I		07/2019	2080.0	1	\$72,481	\$106,750	\$141,018	\$109,441	10/25/2019
Queen Anne's County	Recycling & Refuse Manager		07/2019	2080.0	1	\$54,789	\$71,358	\$87,926	\$72,011	10/04/2019
Talbot County	CAD Operator/Recycling		07/2019	2080.0	1	\$51,361	\$57,886	\$64,412	\$62,515	09/24/2019
Washington County			07/2019	2080.0	0	\$55,203	\$70,772	\$86,341	\$59,134	07/29/2019
Wicomico County			07/2019	2080.0	0	\$27,875	\$39,716	\$51,558	\$33,880	09/04/2019
Worcester County			07/2019	2080.0	0	\$45,000	\$60,000	\$75,000	\$47,500	07/29/2019
<b>Average</b>						<b>\$55,857</b>	<b>\$74,085</b>	<b>\$92,314</b>	<b>\$76,773</b>	
<b># of Respondents</b>						<b>17</b>	<b>17</b>	<b>17</b>	<b>17</b>	
<b>Standard Deviation</b>						<b>\$13,428</b>	<b>\$20,174</b>	<b>\$27,335</b>	<b>\$28,919</b>	
<b>Standard Error</b>						<b>\$3,257</b>	<b>\$4,893</b>	<b>\$6,630</b>	<b>\$7,014</b>	

**Job # 19080 - ROAD SUPERINTENDENT**

As the department head, performs a variety of managerial, supervisory and administrative tasks related to planning, organizing, directing, and coordinating the construction and maintenance of roads, bridges, culverts and flood channels. Directs fleet operations. Assures compliance with various federal and state agency regulations (ie. OSHA, MSHA, and BLM) related to environmental, land management, and landfill operations. Works under the broad policy guidance and direction of the elected body or board. Provides general supervision to road and bridge crews consisting of foremen, crew leaders, equipment operators, mechanics, laborers and office staff. Coordinates departmental projects with U.S. Forest Services, Bureau of Land Management, State Highway Department, Army Corp of Engineers, Special Service Districts, cities and other agencies. Oversees property acquisitions; secures right-of-ways and supervises the design, engineering and construction of roads, bridges, drainage systems and road sign installation. Directs and coordinates departmental risk management program; directs the maintenance of departmental safety program. Monitors federal funding programs; assures proper application for special grants and allocations. Responds to public complaints and inquiries, investigates, determines necessary repairs and estimates completion dates. MINIMUM QUALIFICATIONS may include graduation from college with a bachelor's degree in engineering, business or other related field; AND, Six (6) years of general road and bridge construction experience, two (2) years of which must have been in a position equivalent to that of foreman or crew leader; OR, An equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Roads Superintendent		07/2019	2080.0	1	\$48,512	\$70,350	\$92,187	\$64,351	10/30/2019
Caroline County	Roads Superintendent		07/2019	2080.0	1	\$69,923	\$78,672	\$87,421	\$79,084	10/16/2019
Carroll County			07/2019	2080.0	1	\$67,892	\$95,046	\$122,200	\$77,252	10/23/2019
Cecil County	CHIEF (ROADS)		07/2019	2080.0	1	\$64,109	\$82,931	\$101,753	\$90,296	09/24/2019
Charles County			07/2019	1950.0	2	\$61,325	\$79,940	\$98,555	\$71,499	10/31/2019
Howard County	Engineering Manager II			2080.0	1	\$102,477	\$138,934	\$175,390	\$138,360	10/07/2019
Queen Anne's County	ROAD SUPERINTENDENT		07/2019	2080.0	1	\$54,789	\$71,358	\$87,926	\$86,163	10/04/2019
Somerset County			07/2019	2080.0	0	\$51,749	\$67,897	\$84,045	\$69,047	10/08/2019
Talbot County	Roads Superintendent		07/2019	2080.0	1	\$63,567	\$71,643	\$79,719	\$77,952	09/23/2019
Worcester County			07/2019	2080.0	0	\$70,000	\$77,500	\$85,000	\$80,890	07/29/2019

	<b>Average</b>	<b>\$65,434</b>	<b>\$83,427</b>	<b>\$101,420</b>	<b>\$83,489</b>
<b># of Respondents</b>		<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>
<b>Standard Deviation</b>		<b>\$15,012</b>	<b>\$21,037</b>	<b>\$28,708</b>	<b>\$20,760</b>
<b>Standard Error</b>		<b>\$4,747</b>	<b>\$6,652</b>	<b>\$9,078</b>	<b>\$6,565</b>

**Job # 19085 - SOLID WASTE & RECYCLING MANAGER**

Manages the technical, administrative, promotional, educational, and planning components for all recycling and solid waste (landfill) management. May perform supervisory duties. MINIMUM QUALIFICATIONS may include a bachelor's degree in environmental science or related field and four to five (4-5) years' experience in the maintenance and operation of a landfill site AND/OR RECYCLING PROGRAM.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Recycling Corrdinator/Planner II		07/2019	2080.0	1	\$40,363	\$58,532	\$76,701	\$43,970	10/30/2019
Anne Arundel County	Deputy Director Public Works		07/2019	2080.0	4	\$93,539	\$132,362	\$171,184	\$153,333	10/28/2019
Baltimore City			07/2019	2080.0	0	\$96,133	\$127,345	\$158,557	\$150,000	07/29/2019
Calvert County	Solid Waste Division Chief		07/2019	2080.0	1	\$69,469	\$90,736	\$112,003	\$91,073	09/10/2019
Carroll County			07/2019	2080.0	1	\$67,892	\$95,046	\$122,200	\$71,386	10/23/2019
Cecil County	CHIEF (SOLID WASTE)		07/2019	2080.0	1	\$64,109	\$82,931	\$101,753	\$87,023	09/24/2019
Charles County			07/2019	1950.0	1	\$83,751	\$109,094	\$134,437	\$109,000	10/29/2019
Dorchester County			07/2019	2080.0	0	\$49,980	\$63,966	\$77,952	\$65,578	10/17/2019
Frederick County	Dept Head SWM		07/2019	2080.0	0	\$82,477	\$107,220	\$131,963	\$113,520	09/18/2019
Garrett County			07/2019	2080.0	0	\$49,542	\$62,906	\$76,271	\$62,687	10/30/2019
Kent County			07/2019	2080.0	1	\$66,734	\$86,754	\$106,774	\$85,831	10/30/2019
Prince George's County	Director, Department of the Enviornment		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$189,000	10/31/2019
Somerset County			07/2019	2080.0	0	\$64,287	\$84,348	\$104,409	\$93,137	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$58,822	\$76,440	\$94,058	\$68,203	09/06/2019
Talbot County	Environmental Manager & Senior Engineer		07/2019	2080.0	2	\$63,567	\$76,426	\$89,286	\$74,681	09/26/2019
Washington County			07/2019	2080.0	0	\$69,534	\$89,138	\$108,742	\$108,742	07/29/2019
Wicomico County			07/2019	2080.0	0	\$43,059	\$64,589	\$86,119	\$51,125	09/04/2019
Worcester County			07/2019	2080.0	0	\$60,000	\$72,500	\$85,000	\$75,919	07/29/2019
<b>Average</b>						<b>\$68,650</b>	<b>\$91,441</b>	<b>\$114,232</b>	<b>\$94,123</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>						<b>\$18,979</b>	<b>\$28,044</b>	<b>\$37,655</b>	<b>\$38,068</b>	
<b>Standard Error</b>						<b>\$4,473</b>	<b>\$6,610</b>	<b>\$8,875</b>	<b>\$8,973</b>	

**Job # 19090 - WAREHOUSE SUPERVISOR**

Under general supervision of a general manager or assistant manager performs lead or supervisory duties related to organizing and coordinating inventory management systems, custodial and facilities maintenance operations; participates in hiring process, trains and evaluates employee performance. Supervises physical inventory count; reviews daily inventory activity; maintains inventory master files, manufacturer catalog numbers, minimums and material specifications. Organizes and maintains warehouse and inventory yard areas for efficient material storage and handling; maintains labeling system on each stock item; updates manual and/or computer tracking system. Reviews requisitions and issues ordered materials; researches vendor pricing; monitors general spending practices to assure compliance with budget limitations. Operates indoor and heavy duty outdoor forklifts and other necessary vehicles and equipment to proper handle materials; may provide radio-dispatched delivery of materials to project or job sites. Maintains material safety data sheet (MSDS) files. Minimum Qualifications may include graduation from high school and four (4) years of general warehouse or inventory experience. Some knowledge of store keeping practices and procedures.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Prince George's County	Supply/Property Clerk IV		07/2019	2080.0	13	\$37,757	\$60,953	\$84,149	\$60,600	10/25/2019
<b>Average</b>						<b>\$37,757</b>	<b>\$60,953</b>	<b>\$84,149</b>	<b>\$60,600</b>	
<b># of Respondents</b>						<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	
<b>Standard Deviation</b>						<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	
<b>Standard Error</b>						<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	

**Job # 19091 - WAREHOUSE WORKER**

Under close to general supervision of a warehouse supervisor performs routine and semi-skilled duties related the maintenance of a warehouse and inventory system. Conducts inventory counts; receives requests for materials and fills orders. Performs housekeeping of warehouse and inventory yard areas for efficient material storage and handling; labels inventory items to assure proper stocking locations; Operates indoor and heavy duty outdoor forklifts and other necessary vehicles and equipment to proper handle materials. May drive delivery van or truck to transport materials, equipment, commodities, etc. MINIMUM QUALIFICATIONS require sufficient education and training to suggest and aptitude or ability to perform above duties; high school graduation is not necessarily required. Some knowledge of store keeping practices and procedures.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Storekeeper II		07/2019	2080.0	9	\$33,758	\$47,122	\$60,486	\$42,277	10/28/2019
Baltimore City	Storekeeper I		07/2019	2080.0	18	\$30,795	\$33,046	\$35,298	\$34,156	10/31/2019
Baltimore County	Storekeeper I (40 hours)		07/2019	2080.0	9	\$30,268	\$34,095	\$37,922	\$38,014	10/01/2019
Carroll County			07/2019	2080.0	1	\$32,178	\$41,860	\$51,543	\$48,714	10/23/2019
Charles County	Grounds Maintenance Worker I (gr.6) & II (gr.7)		07/2019	1950.0	0	\$33,040	\$43,196	\$53,351	\$53,223	10/31/2019
Harford County	Central Stores Coordinator		07/2019	2080.0	1	\$35,088	\$59,189	\$83,290	\$41,258	10/30/2019
Howard County	Store Clerk		07/2019	2080.0	4	\$32,136	\$39,437	\$46,738	\$40,997	10/07/2019
Montgomery County			07/2019	2080.0	0	\$35,621	\$46,412	\$57,203	\$43,052	07/29/2019
Prince George's County	Supply Property Clerk II		07/2019	2080.0	15	\$31,063	\$50,146	\$69,230	\$58,309	09/27/2019
Wicomico County			07/2019	2080.0	0	\$23,456	\$33,428	\$43,399	\$26,943	07/29/2019
<b>Average</b>						<b>\$31,740</b>	<b>\$42,793</b>	<b>\$53,846</b>	<b>\$42,694</b>	
<b># of Respondents</b>						<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	
<b>Standard Deviation</b>						<b>\$3,408</b>	<b>\$8,336</b>	<b>\$14,613</b>	<b>\$9,062</b>	
<b>Standard Error</b>						<b>\$1,078</b>	<b>\$2,636</b>	<b>\$4,621</b>	<b>\$2,866</b>	

**Job # 19095 - WASTEWATER TREATMENT PLANT OPERATOR (COLLECTION/TREATMENT) LICENSED**

Performs a variety of "restricted" working level semi-skilled and skilled duties related to the maintenance, and repair of wastewater collection system. Conducts daily manhole surveys to check for damaged lids and rings; operates a variety of hand and power tools and equipment as needed to install, maintain and repair manholes, grates etc.; replaces or resets manholes as needed to bring them up to road grade; may perform as a safety flagman during highway operations. Travels collection system routes to monitor line condition; observes system flow, takes flow meter readings and removes debris and obstructions to prevent line back-ups and property damage. Observes connection operations to assure compliance with established methods and procedures; may issue stop-work orders based upon compliance; monitors collection line system to prevent illegal or unauthorized connections, tampering or dumping and initiates corrective action according to established policies and procedures. Monitors work performed by contract line installation, maintenance and repair companies; assists contractors to identify and locate lines; performs line installation. Assists in the installation of pretreatment sampling equipment; accompanies pretreatment personnel to assure proper safety to the sampling operations. Performs line cleaning and flushing; assists in the operation of heavy line cleaning equipment; may enter manholes to remove obstructions. Assists in the operation and maintenance of sewer televising equipment, high pressure jet machines, etc.; assists in setting up flow and strength measuring devices; assists in maintaining pump stations and grounds. MINIMUM QUALIFICATIONS may include graduation from high school; AND, two to three (2-3) years of experience as a Collection System Operator. Must be a certified Collection System Operator I, II, III, or IV. Must possess a valid Commercial Driver's License. Must be willing to work shift schedules, on-call and 24 hour standby.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Utility Worker I, Utility Worker II		07/2019	2080.0	18	\$25,488	\$41,847	\$58,206	\$38,728	10/30/2019
Anne Arundel County	Water/Wastewater Systems Technician II		07/2019	2080.0	46	\$50,315	\$60,466	\$70,616	\$65,803	10/28/2019
Baltimore City			07/2019	2080.0	0	\$38,339	\$40,714	\$43,088	\$46,062	07/29/2019
Baltimore County	Treatment Plant Operator II		07/2019	2080.0	1	\$43,659	\$49,524	\$55,390	\$60,932	10/01/2019
Calvert County	Water & Sewer Mechanical Maintenance Technician		07/2019	1820.0	2	\$37,255	\$48,630	\$60,005	\$46,783	09/10/2019
Carroll County			07/2019	2080.0	3	\$38,252	\$49,744	\$61,236	\$41,580	10/23/2019
Cecil County	OPERATOR 2 (WASTEWATER)		07/2019	2080.0	1	\$43,382	\$56,123	\$68,864	\$47,814	09/24/2019
Frederick County	Utility Systems Maintenance Tech III		07/2019	2080.0	0	\$44,541	\$57,904	\$71,266	\$60,923	09/18/2019
Harford County	Water/Waste Water Facility Mechanic		07/2019	2080.0	0	\$38,046	\$63,122	\$88,198	\$49,304	10/29/2019
Howard County	Water Reclamation Plant Operator II		07/2019	2080.0	3	\$38,251	\$48,308	\$58,365	\$49,421	10/07/2019
Kent County			07/2019	2080.0	6	\$40,380	\$61,464	\$82,547	\$48,908	10/30/2019
Queen Anne's County	WASTEWATER COLLECTION SYSTEM OPERATOR II		07/2019	2080.0	0	\$39,616	\$51,596	\$63,576	\$0	10/04/2019
Talbot County	Collection System Supervisor & Operator Supervisor		07/2019	2080.0	2	\$32,629	\$45,448	\$58,268	\$44,767	09/26/2019
Washington County			07/2019	2080.0	0	\$43,826	\$56,212	\$68,598	\$48,751	07/29/2019
Worcester County			07/2019	2080.0	0	\$29,245	\$45,220	\$61,194	\$51,152	07/29/2019
<b>Average</b>						<b>\$38,882</b>	<b>\$51,755</b>	<b>\$64,628</b>	<b>\$50,066</b>	
<b># of Respondents</b>						<b>15</b>	<b>15</b>	<b>15</b>	<b>14</b>	
<b>Standard Deviation</b>						<b>\$6,261</b>	<b>\$7,118</b>	<b>\$11,040</b>	<b>\$7,592</b>	
<b>Standard Error</b>						<b>\$1,617</b>	<b>\$1,838</b>	<b>\$2,850</b>	<b>\$2,029</b>	

**Job # 19096 - WASTEWATER TREATMENT PLANT OPERATOR (NON-LICENSED)**

Performs a variety of "restricted" entry level semi-skilled and skilled duties related to the maintenance, and repair of wastewater collection system. Conducts daily manhole surveys to check for damaged lids and rings; operates a variety of hand and power tools and equipment as needed to install, maintain and repair manholes, grates etc.; replaces or resets manholes as needed to bring them up to road grade; may perform as a safety flagman during highway operations. Travels collection system routes to monitor line condition; observes system flow, takes flow meter readings and removes debris and obstructions to prevent line back-ups and property damage. Observes connection operations to assure compliance with established methods and procedures; may issue stop-work orders based upon compliance; monitors collection line system to prevent illegal or unauthorized connections, tampering or dumping and initiates corrective action according to established policies and procedures. Monitors work performed by contract line installation, maintenance and repair companies; assists contractors to identify and locate lines; performs line installation. Assists in the installation of pretreatment sampling equipment; accompanies pretreatment personnel to assure proper safety to the sampling operations. Performs line cleaning and flushing; assists in the operation of heavy line cleaning equipment; may enter manholes to remove obstructions. Assists in the operation and maintenance of sewer televising equipment, high pressure jet machines, etc.; assists in setting up flow and strength measuring devices; assists in maintaining pump stations and grounds. MINIMUM QUALIFICATIONS may include graduation from high school; AND, one to two (1-2) years of experience in general construction or similar public works operations. Must become a certified Collection System Operator I, II, III or IV within 12-18 months of hire. Must possess a valid Commercial Driver's License. Must be willing to work shift schedules, on-call and 24 hour standby.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Water/Wastewater Systems Technician I		07/2019	2080.0	12	\$37,211	\$41,475	\$45,739	\$42,979	10/28/2019
Baltimore City			07/2019	2080.0	0	\$34,993	\$36,942	\$38,892	\$35,753	07/29/2019
Baltimore County	Treatment Plant Operator Trainee		07/2019	2080.0	1	\$33,508	\$37,616	\$41,724	\$38,126	10/01/2019
Calvert County	Water & Sewer Maintenance Worker		07/2019	2080.0	2	\$31,850	\$41,578	\$51,306	\$35,881	09/10/2019
Carroll County			07/2019	2080.0	2	\$32,178	\$41,860	\$51,543	\$32,178	10/23/2019
Cecil County	OPERATOR 1 (WASTEWATER)		07/2019	2080.0	1	\$39,348	\$50,913	\$62,478	\$42,373	09/24/2019
Frederick County	Utility Systems Maintenance Technician II		07/2019	2080.0	0	\$36,300	\$47,190	\$58,080	\$39,604	09/18/2019
Harford County	Water/Waste Water Facility Mechanic Trainee		07/2019	2080.0	0	\$35,088	\$59,189	\$83,290	\$48,000	10/29/2019
Howard County	Water Reclamation Plant Operator I		07/2019	2080.0	8	\$34,653	\$42,505	\$50,357	\$36,343	10/07/2019
Kent County			07/2019	2080.0	2	\$33,434	\$42,628	\$51,823	\$35,480	10/30/2019
Washington County			07/2019	2080.0	0	\$37,565	\$48,142	\$58,718	\$37,565	07/29/2019
Worcester County			07/2019	2080.0	0	\$27,872	\$36,764	\$45,656	\$31,299	07/29/2019
<b>Average</b>						<b>\$34,500</b>	<b>\$43,900</b>	<b>\$53,300</b>	<b>\$37,965</b>	
<b># of Respondents</b>						<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	
<b>Standard Deviation</b>						<b>\$3,054</b>	<b>\$6,534</b>	<b>\$11,720</b>	<b>\$4,711</b>	
<b>Standard Error</b>						<b>\$881</b>	<b>\$1,886</b>	<b>\$3,383</b>	<b>\$1,360</b>	

**Job # 19097 - WATER TREATMENT PLANT OPERATOR (COLLECTION/TREATMENT) (NON-LICENSED)**

Performs a variety of entry level apprentice duties related to the operation and maintenance of a water plant in accordance with state and federal water quality regulations. Works under the general supervision of the Operations Superintendent. Monitors and records water intake/output, turbidity flow, Ph balance; checks water tank levels; records all data in daily logs. Performs readings of instruments and meters; records all data as required; estimates tank level trending and adjust water flow as needed. Performs laboratory tests, analyzes results and makes appropriate chemical adjustments to water supply as indicated by tests. Mixes chemicals, including liquid and gaseous chlorine, for use in water supply. Checks screens and gratings; removes debris as necessary to prevent water contamination and to keep water flowing freely; hoses sediment out of sand traps. Maintains equipment in safe operating condition, including plumbing, welding, and electrical maintenance; performs maintenance and janitorial duties in plant; maintains grounds, including snow removal in winter months. Conducts inventory of plant supplies and equipment; recommends purchase of supplies and equipment as needed. MINIMUM QUALIFICATIONS may include graduation from High School, GED or equivalent AND six months (6 mo.) full-time experience in the maintenance, construction, and repair of electrical, mechanical and telemetry systems for the production, distribution and storage of water. Must possess or be able to obtain Water Distribution certification level one (I).

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Water/Wastewater Systems Technician I		07/2019	2080.0	12	\$37,211	\$41,475	\$45,739	\$42,979	10/28/2019
Baltimore City			07/2019	2080.0	0	\$34,993	\$36,942	\$38,892	\$35,753	07/29/2019
Baltimore County	Treatment Plant Operator I		07/2019	2080.0	1	\$39,811	\$45,063	\$50,315	\$45,676	10/25/2019
Calvert County	Water & Sewer Trainee		07/2019	1820.0	7	\$31,850	\$41,578	\$51,306	\$34,533	09/10/2019
Carroll County			07/2019	2080.0	2	\$32,178	\$41,860	\$51,543	\$32,178	10/24/2019
Cecil County	OPERATOR TRAINEE (WASTEWATER)		07/2019	2080.0	5	\$32,373	\$41,880	\$51,386	\$36,020	09/24/2019
Frederick County	Water Treatmt PI Oper I		07/2019	2080.0	0	\$36,300	\$47,190	\$58,080	\$38,785	09/18/2019
Harford County	Plant Operator Trainee I		07/2019	2080.0	2	\$31,824	\$53,003	\$74,182	\$40,000	10/29/2019
Howard County	Water Reclamation Plant Operator I		07/2019	2080.0	8	\$34,653	\$42,505	\$50,357	\$36,343	10/07/2019
Kent County			07/2019	2080.0	2	\$33,434	\$42,628	\$51,823	\$35,480	10/30/2019
Washington County			07/2019	2080.0	0	\$37,565	\$48,142	\$58,718	\$37,565	07/29/2019
Worcester County			07/2019	2080.0	0	\$27,872	\$36,764	\$45,656	\$31,299	07/29/2019
<b>Average</b>						<b>\$34,172</b>	<b>\$43,253</b>	<b>\$52,333</b>	<b>\$37,218</b>	
<b># of Respondents</b>						<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	
<b>Standard Deviation</b>						<b>\$3,252</b>	<b>\$4,577</b>	<b>\$8,690</b>	<b>\$4,157</b>	
<b>Standard Error</b>						<b>\$939</b>	<b>\$1,321</b>	<b>\$2,509</b>	<b>\$1,200</b>	

**Job # 19098 - WATER TREATMENT PLANT OPERATOR (COLLECTION/TREATMENT) LICENSED**

Performs a variety of working level apprentice duties related to the operation and maintenance of the water plant in accordance with state and federal water quality regulations. Works under the general supervision of the Operations Superintendent. Monitors and records water intake/output, turbidity flow, Ph balance; checks water tank levels; records all data in daily logs. Performs readings of instruments and meters; records all data as required; estimates tank level trending and adjust water flow as needed. Performs laboratory tests, analyzes results and makes appropriate chemical adjustments to water supply as indicated by tests. Mixes chemicals, including liquid and gaseous chlorine, for use in water supply. Checks screens and gratings; removes debris as necessary to prevent water contamination and to keep water flowing freely; hoses sediment out of sand traps. Maintains equipment in safe operating condition, including plumbing, welding, and electrical maintenance; performs maintenance and janitorial duties in plant; maintains grounds, including snow removal in winter months. Conducts inventory of plant supplies and equipment; recommends purchase of supplies and equipment as needed. MINIMUM QUALIFICATIONS may include graduation from High School, GED or equivalent AND one to two (1-2)years full-time experience in the maintenance, construction, and repair of electrical, mechanical and telemetry systems for the production, distribution and storage of water. Must possess a Water Distribution certification level two (II) or the certification level required by the state for the size of the water system.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Utility Worker I, Utility Worker II		07/2019	2080.0	18	\$25,488	\$41,847	\$58,206	\$38,728	10/30/2019	
Anne Arundel County	Water/Wastewater Systems Technician II		07/2019	2080.0	46	\$50,315	\$60,466	\$70,616	\$65,803	10/28/2019	
Baltimore City			07/2019	2080.0	0	\$38,339	\$40,714	\$43,088	\$46,062	07/29/2019	
Baltimore County	Treatment Plant Operator II		07/2019	2080.0	0	\$43,659	\$49,524	\$55,390	\$60,932	10/01/2019	
Calvert County	Water & Sewer Plant Operator		07/2019	1820.0	5	\$37,255	\$48,630	\$60,005	\$44,357	09/10/2019	
Carroll County			07/2019	2080.0	2	\$38,252	\$49,744	\$61,236	\$40,040	10/23/2019	
Cecil County	OPERATOR 3 (WASTEWATER)		07/2019	2080.0	4	\$47,839	\$61,884	\$75,930	\$53,335	09/24/2019	
Frederick County	Water Treatmt Pl Oper III		07/2019	2080.0	0	\$47,688	\$61,994	\$76,300	\$51,611	09/18/2019	
Harford County	Plant Operator Trainee II		07/2019	2080.0	3	\$35,088	\$59,189	\$83,290	\$38,393	10/29/2019	
Howard County	Water Reclamation Plant Operator II		07/2019	2080.0	3	\$38,251	\$48,308	\$58,365	\$49,421	10/07/2019	
Kent County			07/2019	2080.0	6	\$40,380	\$61,464	\$82,547	\$48,908	10/30/2019	
Queen Anne's County	WATER TREATMENT PLANT OPERATOR II		07/2019	2080.0	1	\$39,616	\$51,596	\$63,576	\$41,923	10/04/2019	
Talbot County	Collection Sys Oper & WWTP Oper & Environmental Operator		07/2019	2080.0	6	\$32,629	\$44,210	\$55,791	\$38,204	09/26/2019	
Washington County			07/2019	2080.0	0	\$43,826	\$56,212	\$68,598	\$48,751	07/29/2019	
Worcester County			07/2019	2080.0	0	\$29,245	\$45,220	\$61,194	\$51,152	07/29/2019	
						<b>Average</b>	<b>\$39,191</b>	<b>\$52,067</b>	<b>\$64,942</b>	<b>\$47,841</b>	
						<b># of Respondents</b>	<b>15</b>	<b>15</b>	<b>15</b>	<b>15</b>	
						<b>Standard Deviation</b>	<b>\$6,900</b>	<b>\$7,567</b>	<b>\$11,139</b>	<b>\$8,151</b>	
						<b>Standard Error</b>	<b>\$1,782</b>	<b>\$1,954</b>	<b>\$2,876</b>	<b>\$2,105</b>	

**Job # 20000 - 9-1-1 SPECIALIST**

Under general supervision of a communications Supervisor, performs routine, entry level work in accepting and directing emergency requests for service using a computer and multi-line telephone. Receives complaints from citizens concerning crimes, accidents, and other emergencies related to threat to life or property; receives requests for emergency assistance. Makes written record of or Enters information into computer system immediately and relays information to dispatch for broadcast. Remains on telephone line and communicates with caller via various communications platforms. Provides lifesaving instructions to callers, accesses office information and location of important documents, books, files, and other pertinent records and information. To perform the essential functions of the job, incumbents must be able to perform the following; reaching, fingering, grasping, hearing/listening, seeing/observing, and repetitive motions. Vision abilities required for this job include close vision and the ability to adjust focus; have the ability to see, with or without corrective lenses and well enough to read standard text and text displayed on a video display terminal. Work may require constant focus on a computer screen for two or more hours at a time. Position requires typing skills and constant precise control of fingers and hand movements. The incumbent may be required to push, pull, lift and/or occasionally carry up to 20 pounds; have the ability to hear with or without a headset compatible hearing aid; and speak well enough to converse on the telephone and radio headset; have enough manual dexterity to write and type at a terminal keyboard. Public Safety Emergency Call Taker II incumbents must have the tolerance to work under pressure. Operates the following equipment: multiple computer terminals, multi-line telephone system, 911 emergency system, TDD system for the hearing impaired. MINIMUM QUALIFICATIONS may include graduation from high school graduation. No experience required. Must pass a background investigation. Must maintain required certifications and licenses in accordance with Federal, State, and Local law.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Dispatcher I, Dispatcher II, Dispatcher III, Dispatcher IV		07/2019	2080.0	19	\$27,394	\$47,993	\$68,592	\$34,207	10/17/2019
Anne Arundel County	Police Communications Operator I		07/2019	2080.0	21	\$39,208	\$54,662	\$70,117	\$48,322	10/28/2019
Baltimore City	Emergency Dispatcher		07/2019	2080.0	70	\$42,131	\$46,529	\$50,927	\$50,001	10/30/2019
Baltimore County	Emergency Communications Technician Trainee (84 Hours Bi-Weekly)		07/2019	2184.0	38	\$41,892	\$47,509	\$53,126	\$43,216	09/24/2019
Calvert County	Public Safety Dispatcher I		07/2019	2080.0	14	\$42,099	\$54,974	\$67,850	\$49,134	09/06/2019
Carroll County			07/2019	2080.0	14	\$38,252	\$49,744	\$61,236	\$38,876	10/23/2019
Cecil County	DISPATCHER 1/CALL TAKER		07/2019	2080.0	11	\$30,755	\$39,786	\$48,816	\$30,755	09/24/2019
Charles County	Public Safety Dispatcher I (gr. 8), II (gr. 9)		07/2019	2080.0	19	\$38,556	\$52,810	\$67,063	\$45,667	10/31/2019
Dorchester County			07/2019	2080.0	0	\$30,161	\$38,601	\$47,041	\$34,124	10/17/2019
Frederick County	Emergency Communication Specialist 2		07/2019	2080.0	0	\$41,602	\$54,083	\$66,564	\$46,513	09/10/2019
Garrett County	Public Safety Communications Officer	Sheriff	07/2019	2080.0	9	\$35,090	\$42,357	\$49,624	\$39,041	10/30/2019
Harford County	PUBLIC SAFETY DISPATCHER, PROBATIONARY		07/2019	2080.0	6	\$33,415	\$56,512	\$79,608	\$33,415	10/25/2019
Howard County	Dispatcher		07/2019	2080.0	23	\$43,368	\$58,802	\$74,235	\$53,373	09/19/2019
Kent County			07/2019	2288.0	5	\$33,434	\$42,628	\$51,823	\$38,135	10/29/2019
Montgomery County			07/2019	2080.0	0	\$48,039	\$63,662	\$79,285	\$68,236	07/29/2019
Prince George's County	Public Safety Emergency Call Taker		07/2019	2080.0	17	\$38,963	\$62,900	\$86,837	\$49,016	10/28/2019
Queen Anne's County	Public Safety Dispatcher		07/2019	2080.0	13	\$37,128	\$52,482	\$67,836	\$42,606	10/04/2019
Somerset County	Emergency Communications Specialist	Emergency Services Director	07/2019	2080.0	0	\$34,335	\$45,298	\$56,262	\$35,664	10/08/2019
St. Mary's County			07/2019	2080.0	19	\$34,237	\$54,704	\$75,171	\$44,720	08/28/2019
Talbot County	Communications Specialist I & Communications Specialist II		07/2019	2080.0	13	\$32,629	\$43,144	\$53,659	\$36,523	09/23/2019
Washington County			07/2019	2080.0	0	\$34,798	\$51,698	\$68,598	\$43,850	07/29/2019
Wicomico County			07/2019	2080.0	0	\$23,456	\$33,428	\$43,399	\$33,789	07/29/2019
Worcester County			07/2019	2080.0	0	\$29,245	\$42,370	\$55,494	\$38,434	07/29/2019
						<b>Average</b>	<b>\$36,095</b>	<b>\$49,421</b>	<b>\$62,746</b>	<b>\$42,505</b>
<b># of Respondents</b>							<b>23</b>	<b>23</b>	<b>23</b>	<b>23</b>
<b>Standard Deviation</b>							<b>\$5,813</b>	<b>\$7,801</b>	<b>\$11,967</b>	<b>\$8,445</b>
<b>Standard Error</b>							<b>\$1,212</b>	<b>\$1,627</b>	<b>\$2,495</b>	<b>\$1,761</b>

**Job # 20005 - 9-1-1 SUPERVISOR**

Performs technical and supervisory duties related to managing emergency 9-1-1 and dispatch functions; maintains leave records for assigned areas within the PSAP; may supervise processing, recording and filing of police, sheriff, and fire/EMS documents, forms and reports. Conducts training of shift personnel, prepares work schedules, monitors employee performance and makes recommendations affecting job status and retention. Receives and coordinates all public safety emergency requests. Receives and processes 9-1-1 calls within established guidelines, using Protocols. Provides Quality Assurance reviews within State and agency standards. Investigates and initiates necessary disciplinary actions. Researches complaints and provides reports and answers to concerns raised. Represents the PSAP at community meetings, recruiting and public education events. May perform functions of a 9-1-1 Specialist. May be required to keep necessary logs, records, and reports. May assist with budget preparation; may be delegated to participate in employee selection processes, make equipment reviews and purchasing recommendations, and/or represent the agency or department on various state or county-wide boards or focus groups. MINIMUM QUALIFICATIONS may include graduation from a high school; plus, specialized training provided through trade or technical school, professional workshops, or in-service; and four to five (4-5) years of experience in Public Safety Communications and record keeping; or an equivalent combination of education and experience. Skill in word processing and computer data entry; use of police and fire radios; skill and proficiency in typing. Must maintain required certifications and licenses in accordance with Federal, State, and Local law.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Dispatcher Supervisor		07/2019	2080.0	4	\$39,572	\$57,385	\$75,198	\$43,907	10/17/2019	
Anne Arundel County	Police Communications Operator III		07/2019	2080.0	11	\$48,020	\$64,812	\$81,603	\$63,182	10/28/2019	
Baltimore City	Emergency Dispatch Supervisor		07/2019	2080.0	7	\$45,660	\$50,548	\$55,436	\$55,436	10/30/2019	
Baltimore County	Emergency Communications Supervisor (84 hours)		07/2019	2184.0	16	\$53,126	\$59,650	\$66,173	\$70,869	09/25/2019	
Calvert County	Communications Supervisor		07/2019	2080.0	1	\$48,714	\$63,648	\$78,582	\$69,430	09/06/2019	
Caroline County	Public Safety Dispatcher IV		07/2019	2080.0	4	\$42,320	\$49,689	\$57,058	\$51,667	10/16/2019	
Carroll County			07/2019	2080.0	4	\$50,108	\$65,167	\$80,226	\$55,339	10/23/2019	
Cecil County	Captain (Communications)		07/2019	1976.0	4	\$40,913	\$52,925	\$64,937	\$47,025	09/24/2019	
Charles County	Public Safety Dispatch Lt.		07/2019	2080.0	4	\$48,597	\$63,393	\$78,189	\$53,503	10/31/2019	
Dorchester County			07/2019	2080.0	14	\$34,825	\$44,570	\$54,316	\$39,402	10/17/2019	
Frederick County	Emergency Communications Center Manager		07/2019	2080.0	0	\$54,676	\$71,078	\$87,481	\$77,521	09/16/2019	
Garrett County			07/2019	2080.0	0	\$35,987	\$45,695	\$55,403	\$53,231	10/30/2019	
Harford County	PUBLIC SAFETY SHIFT SUPERVISOR		07/2019	2080.0	5	\$44,778	\$72,905	\$101,032	\$69,316	10/25/2019	
Howard County	Emergency Communications Supervisor		07/2019	2080.0	5	\$59,384	\$80,257	\$101,130	\$98,247	09/23/2019	
Kent County			07/2019	2080.0	4	\$40,380	\$52,090	\$63,801	\$46,448	10/29/2019	
Montgomery County			07/2019	2080.0	0	\$57,802	\$76,771	\$95,740	\$84,972	07/29/2019	
Prince George's County	Public Safety Emergency Shift Supervisor		07/2019	2080.0	13	\$55,785	\$90,056	\$124,327	\$82,398	09/25/2019	
Queen Anne's County	Public Dispatch Servisor		07/2019	2080.0	4	\$48,125	\$62,678	\$77,230	\$56,866	10/04/2019	
Somerset County	Shift Supervisor	Emergency Services Director	07/2019	2080.0	0	\$36,481	\$48,130	\$59,778	\$46,939	10/08/2019	
St. Mary's County			07/2019	2080.0	4	\$52,645	\$68,412	\$84,178	\$58,115	08/28/2019	
Talbot County	Communications Specialist Supervisor		07/2019	2080.0	4	\$38,589	\$47,190	\$55,791	\$42,631	09/23/2019	
Washington County			07/2019	2080.0	0	\$43,826	\$56,212	\$68,598	\$53,950	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$31,728	\$47,592	\$63,456	\$39,541	09/04/2019	
Worcester County			07/2019	2080.0	0	\$44,000	\$48,500	\$53,000	\$49,544	07/29/2019	
						<b>Average</b>	<b>\$45,668</b>	<b>\$59,973</b>	<b>\$74,278</b>	<b>\$58,728</b>	
						<b># of Respondents</b>	<b>24</b>	<b>24</b>	<b>24</b>	<b>24</b>	
						<b>Standard Deviation</b>	<b>\$7,571</b>	<b>\$12,159</b>	<b>\$18,214</b>	<b>\$15,387</b>	
						<b>Standard Error</b>	<b>\$1,545</b>	<b>\$2,482</b>	<b>\$3,718</b>	<b>\$3,141</b>	

**Job # 20010 - COMMUNICATIONS CENTER/911 DIRECTOR/MANAGER**

Under general supervision of the Director of Emergency Services, assigned ranking officer, or Appointed/Elected Official, this administrator position is responsible for leadership, management, planning, supervision and operation of the Public Safety Answering Point (PSAP), including next generation 9-1-1 (NG911), law enforcement, emergency medical services and fire dispatch. The administrator may work as a staff liaison to an advisory board representing user departments of the communication system. Responsible for the overall leadership and management of the Public Safety Emergency Communications Center including the direction, administration and overall design, configuration and operation of the Computer Aided Dispatch (CAD) system, NG911 phone system and oversee the administration and maintenance of the radio system. Works to coordinate and manage the PSAP staffing, training, operational activities, functions and services for assigned personnel. Works to resolve operational, technical and personnel related problems. Manages, supervises, appraises, and directs the activities of assigned staff; authorizes or makes recommendations regarding hiring, discipline and advancement of employees. Develops and manages annual PSAP budget, tracks and monitors expenditures and allocated funds. Develops, implements and maintains policies, procedures, guidelines and protocols which provide for the effective and efficient operation of the PSAP and the delivery of emergency communications services to the citizens. Develops a long-term communications plan. Ensures compliance with policies, procedures and laws applicable to the operation of the PSAP, to include Federal Communications Commission (FCC) code and regulations.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	911 Joint Communications Chief		07/2019	2080.0	1	\$47,561	\$68,970	\$90,380	\$52,616	10/25/2019	
Anne Arundel County	Police Communications Manager		07/2019	2080.0	1	\$73,071	\$101,769	\$130,467	\$118,783	10/28/2019	
Baltimore City	Fire Dispatch Manager			2080.0	1	\$73,679	\$82,866	\$92,054	\$92,054	10/30/2019	
Baltimore County	Chief, Emergency Communications Center		07/2019	1820.0	1	\$80,956	\$103,543	\$126,130	\$115,427	09/25/2019	
Calvert County	Communications Chief		07/2019	2080.0	1	\$75,275	\$98,332	\$121,389	\$101,504	09/06/2019	
Caroline County	Communications Manager	Director of DES	07/2019	2080.0	1	\$59,547	\$67,778	\$76,008	\$66,444	10/16/2019	
Carroll County			07/2019	2080.0	1	\$64,917	\$84,376	\$103,834	\$74,423	10/23/2019	
Cecil County	ASSISTANT CHIEF (COMMUNICATIONS)		07/2019	2080.0	1	\$57,573	\$74,476	\$91,380	\$64,087	09/24/2019	
Charles County			07/2019	2080.0	0	\$77,462	\$100,918	\$124,375	\$119,557	10/29/2019	
Dorchester County			07/2019	2080.0	18	\$46,698	\$59,766	\$72,834	\$56,898	10/17/2019	
Frederick County	Director Emergency Communications		07/2019	2080.0	0	\$82,477	\$107,220	\$131,963	\$122,925	09/16/2019	
Garrett County			07/2019	2080.0	0	\$39,158	\$49,718	\$60,277	\$53,545	10/30/2019	
Harford County	PUBLIC SAFETY SHIFT MANAGER		07/2019	2080.0	3	\$53,856	\$84,058	\$114,261	\$82,202	10/25/2019	
Howard County	Police Lt		07/2019	2080.0	1	\$87,318	\$116,636	\$145,954	\$141,357	09/23/2019	
Kent County			07/2019	2080.0	1	\$61,079	\$79,403	\$97,727	\$65,405	10/29/2019	
Montgomery County			07/2019	2080.0	0	\$88,388	\$124,421	\$160,454	\$160,454	07/29/2019	
Prince George's County	Deputy Director Office of Homeland Security		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$160,000	10/28/2019	
Queen Anne's County	Assistant Chief Emergency Services		07/2019	2080.0	1	\$64,275	\$90,236	\$116,197	\$80,113	10/04/2019	
Somerset County	Emergency Services Assistant Director	Emergency Services Director	07/2019	2080.0	0	\$43,757	\$57,729	\$71,701	\$66,582	10/08/2019	
St. Mary's County			07/2019	2080.0	1	\$67,558	\$87,786	\$108,014	\$78,354	08/28/2019	
Talbot County	Department of Emergency Services Division Chief-911 Communications		07/2019	2080.0	1	\$71,195	\$80,240	\$89,286	\$73,352	10/23/2019	
Washington County			07/2019	2080.0	0	\$64,397	\$82,556	\$100,714	\$84,781	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$56,657	\$84,986	\$113,314	\$85,313	09/04/2019	
						<b>Average</b>	<b>\$67,361</b>	<b>\$89,278</b>	<b>\$111,195</b>	<b>\$92,008</b>	
<b># of Respondents</b>							<b>23</b>	<b>23</b>	<b>23</b>	<b>23</b>	
<b>Standard Deviation</b>							<b>\$16,824</b>	<b>\$24,837</b>	<b>\$34,004</b>	<b>\$32,364</b>	
<b>Standard Error</b>							<b>\$3,508</b>	<b>\$5,179</b>	<b>\$7,090</b>	<b>\$6,748</b>	

**Job # 21000 - CAPTAIN/UNIT COMMANDER**

Under the direction of the chief deputy sheriff performs various supervisory and managerial duties related planning, organizing and coordinating one or more major sections or units. Exercises full administrative responsibility and accountability for the overall operations and activities of the assigned section or unit or geographic areas. FLSA: Exempt. MINIMUM QUALIFICATIONS may include a bachelor's degree in police science, law enforcement, public administration or related field; plus, five (5) or more years of experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Patrol Captain, Major		07/2019	2080.0	1	\$0	\$0	\$0	\$71,000	10/25/2019
Anne Arundel County	Police Lieutenant		07/2019	2080.0	34	\$70,030	\$100,152	\$130,275	\$119,707	10/28/2019
Baltimore County	Captain		07/2019	1820.0	21	\$84,796	\$96,870	\$108,945	\$152,558	09/30/2019
Calvert County	Deputy Sheriff Captain		07/2019	2080.0	5	\$80,080	\$113,682	\$147,285	\$127,321	09/16/2019
Carroll County			07/2019	2080.0	2	\$82,410	\$116,938	\$151,466	\$98,135	10/23/2019
Cecil County	DIRECTOR (LAW ENFORCEMENT)		07/2019	2080.0	1	\$86,337	\$111,686	\$137,034	\$110,583	09/24/2019
Frederick County	Lieutenant Colonel FCSO Law		07/2019	2080.0	0	\$96,344	\$126,693	\$157,042	\$111,799	09/18/2019
Harford County			07/2019	2080.0	0	\$90,958	\$109,324	\$127,691	\$115,225	07/29/2019
Howard County	Police Captain		07/2019	2080.0	7	\$107,973	\$141,190	\$174,408	\$173,624	09/23/2019
Montgomery County			07/2019	2080.0	0	\$92,787	\$116,486	\$140,186	\$149,238	07/29/2019
Prince George's County	Police Captian		07/2019	2080.0	33	\$79,839	\$103,949	\$128,059	\$146,080	09/27/2019
Queen Anne's County	Under Sheriff		07/2019	2080.0	1	\$76,366	\$107,210	\$138,054	\$115,821	10/04/2019
St. Mary's County			07/2019	2080.0	4	\$73,299	\$97,167	\$121,035	\$121,035	09/06/2019
Washington County			07/2019	2080.0	0	\$94,182	\$111,280	\$128,378	\$113,817	07/29/2019
Wicomico County			07/2019	2080.0	0	\$0	\$0	\$0	\$89,075	07/29/2019
Worcester County			07/2019	2080.0	0	\$75,000	\$87,500	\$100,000	\$95,498	07/29/2019
<b>Average</b>						<b>\$85,029</b>	<b>\$110,009</b>	<b>\$134,990</b>	<b>\$119,407</b>	
<b># of Respondents</b>						<b>14</b>	<b>14</b>	<b>14</b>	<b>16</b>	
<b>Standard Deviation</b>						<b>\$10,495</b>	<b>\$13,430</b>	<b>\$19,151</b>	<b>\$26,064</b>	
<b>Standard Error</b>						<b>\$2,805</b>	<b>\$3,589</b>	<b>\$5,118</b>	<b>\$6,516</b>	

**Job # 21005 - CHIEF DEPUTY SHERIFF**

As the formal second in command; assumes total responsibility of the department in the absence of the Police chief/County Sheriff; assists in the development of departmental programs; performs various administrative and managerial duties as assigned by the chief. May command patrol or investigative division; may serve as emergency field supervisor. Assures high morale, discipline and training of officers. Provides executive and technical leadership; monitors department effectiveness. Performs or directs planning and research projects; prepares, submits, reports, and explains findings. Plans, organizes and directs varied training and other programs. Conducts investigations of complaints involving officers. Attends staff meetings, gives briefing, makes records, represents department as needed. Minimum Qualifications may include graduation from a college or university with at least one (1) year spent in courses related to police science, law enforcement, criminology or a closely related field and eight to ten (8-10) years of experience in law enforcement, two (2) years of which must have been as a lieutenant or an equivalent combination of education and experience. Must be P.O.S.T. certified.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Deputy Police Chief		07/2019	2080.0	2	\$103,248	\$142,337	\$181,426	\$103,248	10/28/2019
Baltimore City	Police Commissioner		07/2019	2080.0	1	\$241,463	\$275,000	\$308,537	\$275,000	10/24/2019
Baltimore County	Deputy Chief of Police		07/2019	1820.0	0	\$104,303	\$120,107	\$135,911	\$0	09/19/2019
Calvert County	Assistant Sheriff		07/2019	2080.0	1	\$149,004	\$149,004	\$149,004	\$149,004	09/16/2019
Carroll County			07/2019	2080.0	1	\$90,647	\$129,970	\$169,292	\$114,359	10/23/2019
Frederick County	Chief Deputy		07/2019	2080.0	0	\$105,979	\$139,362	\$172,746	\$172,746	09/03/2019
Garrett County		Sheriff	07/2019	2080.0	1	\$53,587	\$68,039	\$82,491	\$82,431	10/30/2019
Howard County	Police Major		07/2019	2080.0	3	\$121,430	\$158,839	\$196,248	\$196,248	09/19/2019
Kent County			07/2019	2080.0	1	\$98,365	\$98,365	\$98,365	\$98,365	10/29/2019
Montgomery County			07/2019	2080.0	0	\$239,566	\$239,566	\$239,566	\$239,566	07/29/2019
Prince George's County	Deputy Director		07/2019	2080.0	3	\$97,133	\$143,056	\$188,978	\$155,333	10/28/2019
St. Mary's County			07/2019	2080.0	1	\$78,499	\$104,072	\$129,646	\$129,646	08/28/2019
Washington County			07/2019	2080.0	0	\$0	\$0	\$0	\$100,000	07/29/2019
Wicomico County			07/2019	2080.0	0	\$0	\$0	\$0	\$95,000	07/29/2019
Worcester County			07/2019	2080.0	0	\$88,888	\$88,888	\$88,888	\$88,888	07/29/2019
<b>Average</b>						<b>\$120,932</b>	<b>\$142,816</b>	<b>\$164,700</b>	<b>\$142,845</b>	
<b># of Respondents</b>						<b>13</b>	<b>13</b>	<b>13</b>	<b>14</b>	
<b>Standard Deviation</b>						<b>\$57,415</b>	<b>\$57,589</b>	<b>\$62,885</b>	<b>\$59,471</b>	
<b>Standard Error</b>						<b>\$15,924</b>	<b>\$15,972</b>	<b>\$17,441</b>	<b>\$15,894</b>	

**Job # 21010 - COUNTY SHERIFF (IF FULL-SERVICE LAW ENFORCEMENT FUNCTION)**

Serves as department head for police. Oversees suppression of disturbances and breaches of peace. Oversees the apprehension of all persons committing any offense against the laws of the State or ordinances of the city. Prepares and negotiates departmental budget. Makes final approval for hiring and terminating of all staff within the department. Promotes law enforcement by speaking with various groups both inside and outside of the community. Develops more effective procedures for law enforcement. Reports to the Council or Commission and Mayor on behalf of the police department staff. Graduation from a college or university with a bachelor's degree in police science, law enforcement, criminology, public administration, or a closely related field and ten (10) years of administrative or supervisory experience at the level of a police lieutenant; must be P.O.S.T. certified or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Sheriff		07/2019	2080.0	1	\$0	\$0	\$0	\$85,000	10/25/2019
Anne Arundel County	Chief Of Police		07/2019	2080.0	1	\$116,674	\$160,842	\$205,010	\$199,316	10/28/2019
Baltimore City	Police Captain		07/2019	2080.0	12	\$120,773	\$120,773	\$120,773	\$129,372	10/24/2019
Dorchester County			07/2019	2080.0	0	\$66,078	\$84,568	\$103,059	\$76,630	10/17/2019
Montgomery County			07/2019	2080.0	0	\$81,277	\$106,852	\$132,427	\$137,062	07/29/2019
Prince George's County	Director, Police Department		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$187,000	09/27/2019
<b>Average</b>						<b>\$99,449</b>	<b>\$127,728</b>	<b>\$156,007</b>	<b>\$135,730</b>	
<b># of Respondents</b>						<b>5</b>	<b>5</b>	<b>5</b>	<b>6</b>	
<b>Standard Deviation</b>						<b>\$24,311</b>	<b>\$34,922</b>	<b>\$52,299</b>	<b>\$50,558</b>	
<b>Standard Error</b>						<b>\$10,872</b>	<b>\$15,617</b>	<b>\$23,389</b>	<b>\$20,640</b>	

**Job # 21011 - COUNTY SHERIFF (IF NOT FULL-SERVICE LAW ENFORCEMENT FUNCTION)**

Performs constitutional duties including court duties, civil process and correctional facility administration.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Howard County	Sheriff			2080.0	1	\$101,000	\$0	\$0	\$0	09/24/2019
			<b>Average</b>			<b>\$101,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	
	<b># of Respondents</b>					<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	<b>Standard Deviation</b>					<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	
	<b>Standard Error</b>					<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	

**Job # 21015 - COURT SECURITY OFFICER**

Performs a variety of working level court security and administrative functions. Provides security and protection to employees and citizens in the courtrooms and office areas of the courts. Works under the general supervision of a senior security officer or supervisor. Carries out specific plans or programs to insure safety of court personnel and protection of facilities. Provides security for courtrooms during proceedings and for court facilities, judges and staff; operates the "Weapon Screening" and metal detector equipment; patrols court facilities; investigates disturbances and suspicious situations and takes appropriate action to maintain security; prepares and submits written reports of security incidents occurring within the courts. Manages prisoner video arraignment and transportation of prisoners as required. Escorts prisoners to and from court; searches prisoners; obtains commitment orders and reviews for completeness; assures proper case numbers; fills in sentences as determined by the judge; processes commitments according to established procedures; assures proper processing of prisoner; arrests and detains persons as ordered by the judge; coordinates confinement with the detention facility; escorts new arrests to holding cells and performs booking procedures; serves warrants and makes arrests; and assists Court Detention Officers with guarding and transporting prisoners. Observes courtroom for violations of regulations such as unacceptable or inappropriate use of microphones, cameras, movie cameras, or any other device that would prove disruptive or threaten the security of court proceedings; ejects or assists with arrests individuals disturbing court proceedings Assists witnesses, litigants and public by answering questions about court procedures and scheduling but does not give legal advice or discuss merits of case on trial. May also act as court Bailiff when required, opening court by announcing entrance of judge; seating witnesses and jurors; carrying out instructions of judge; supervising and providing for the needs of the jury; summoning witnesses; etc.; takes evidence into custody. Provides escort security for Treasurer personnel making deposits or when transporting money. MINIMUM QUALIFICATIONS may include graduation from a high school plus completion of POST Academy requirements as a certified officer; AND, two (2) years of progressively responsible law enforcement experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Court Security Officer		07/2019	1040.0	0	\$0	\$0	\$0	\$14,106	10/25/2019
Baltimore City			07/2019	2080.0	0	\$41,262	\$45,490	\$49,719	\$46,531	07/29/2019
Baltimore County	Deputy Sheriff First Class		07/2019	1820.0	49	\$43,782	\$49,390	\$54,998	\$57,307	09/25/2019
Calvert County	Court Security Deputy		07/2019	2080.0	0	\$48,443	\$69,035	\$89,627	\$41,551	09/10/2019
Carroll County			07/2019	2080.0	9	\$35,964	\$42,672	\$49,380	\$43,602	10/23/2019
Cecil County	CONTRACTUAL - DEPUTY		07/2019	1508.0	4	\$32,045	\$32,045	\$32,045	\$32,045	09/24/2019
Dorchester County			07/2019	2080.0	16	\$42,088	\$56,350	\$70,613	\$50,030	10/17/2019
Frederick County	Courthouse Deputy I		07/2019	2080.0	0	\$38,860	\$50,518	\$62,176	\$46,842	09/16/2019
Harford County	COURT SECURITY (TEMPORARY)		07/2019	2080.0	8	\$51,501	\$51,501	\$51,501	\$51,501	10/25/2019
Howard County	Security Officer		07/2019	2080.0	5	\$38,958	\$50,939	\$62,920	\$52,399	09/23/2019
Kent County			07/2019	2080.0	2	\$41,200	\$41,200	\$41,200	\$41,200	10/29/2019
Montgomery County			07/2019	2080.0	0	\$40,242	\$52,996	\$65,751	\$55,819	07/29/2019
Prince George's County	Security Officer II		07/2019	2080.0	19	\$33,600	\$46,021	\$58,442	\$37,421	09/24/2019
<b>Average</b>						<b>\$40,662</b>	<b>\$49,013</b>	<b>\$57,364</b>	<b>\$43,873</b>	
<b># of Respondents</b>						<b>12</b>	<b>12</b>	<b>12</b>	<b>13</b>	
<b>Standard Deviation</b>						<b>\$5,584</b>	<b>\$9,012</b>	<b>\$14,791</b>	<b>\$11,504</b>	
<b>Standard Error</b>						<b>\$1,612</b>	<b>\$2,602</b>	<b>\$4,270</b>	<b>\$3,191</b>	

**Job # 21020 - DEPUTY SHERIFF 1ST CLASS**

Performs a variety of law enforcement duties. Responds to life and property threatening calls such as robbery, burglary, family disturbance, theft vandalism, arson, riot, etc. Conducts investigation and follow-up investigation on scene and suspects; makes arrests of offenders. Writes crime case reports, arrest reports, complaint reports, etc. Appears and testifies in court. Performs traffic enforcement and routine patrol. Operates the breathalyzer and radar equipment. Conducts security checks of business and residential establishments. Issues ticket to traffic violators. MINIMUM QUALIFICATIONS may include graduation from high school, plus completion of peace officer certification. Generally, candidates for the position must be 21 years of age.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Deputy Patrol, Patrolman		07/2019	2080.0	11	\$0	\$0	\$0	\$38,651	10/29/2019	
Anne Arundel County			07/2019	2080.0	258	\$52,530	\$78,604	\$104,679	\$56,368	10/28/2019	
Baltimore City	Police Officer			2080.0	2997	\$54,454	\$73,501	\$92,548	\$86,752	10/30/2019	
Baltimore County	Police Officer First Class		07/2019	1820.0	1451	\$54,037	\$65,262	\$76,488	\$85,706	09/30/2019	
Calvert County	Deputy Sheriff		07/2019	2080.0	25	\$48,443	\$69,035	\$89,627	\$52,879	09/24/2019	
Cecil County	DEPUTY, DEPUTY FIRST CLASS, SENIOR DEPUTY FIRST CLASS		07/2019	2080.0	59	\$42,930	\$61,042	\$79,153	\$53,214	09/24/2019	
Frederick County	Deputy Sheriff First Class		07/2019	2080.0	0	\$54,384	\$71,516	\$88,648	\$72,239	09/18/2019	
Garrett County		Sheriff	07/2019	2080.0	20	\$42,807	\$51,674	\$60,540	\$45,789	10/30/2019	
Harford County	Deputy (LE)		07/2019	2080.0	23	\$49,252	\$64,219	\$79,186	\$52,598	10/30/2019	
Howard County	Police Office First Class		07/2019	2080.0	199	\$64,272	\$86,840	\$109,408	\$84,607	09/24/2019	
Kent County			07/2019	2294.0	4	\$55,372	\$72,414	\$89,456	\$58,850	10/29/2019	
Montgomery County			07/2019	2080.0	0	\$51,471	\$71,670	\$91,869	\$76,978	07/29/2019	
Prince George's County	Police Officer -174, 56,646/ Police Officer First Class - 168, 65,852/Poli		07/2019	2080.0	0	\$53,241	\$76,316	\$99,392	\$0	10/25/2019	
Queen Anne's County	Deputy Sheriff/DFC		07/2019	2080.0	37	\$48,125	\$65,265	\$82,405	\$54,016	10/04/2019	
Somerset County			07/2019	2080.0	0	\$42,098	\$59,986	\$77,874	\$45,015	10/08/2019	
St. Mary's County			07/2019	2080.0	105	\$47,611	\$69,274	\$90,938	\$70,138	09/06/2019	
Talbot County	Deputy, Deputy First Class & Corporal		07/2019	2080.0	21	\$42,218	\$71,956	\$101,694	\$54,278	09/24/2019	
Washington County			07/2019	2080.0	0	\$44,179	\$57,834	\$71,490	\$54,447	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$0	\$0	\$0	\$60,067	07/29/2019	
Worcester County			07/2019	2080.0	0	\$43,736	\$62,060	\$80,383	\$53,728	07/29/2019	
						<b>Average</b>	<b>\$49,509</b>	<b>\$68,248</b>	<b>\$86,988</b>	<b>\$60,859</b>	
<b># of Respondents</b>							<b>18</b>	<b>18</b>	<b>18</b>	<b>19</b>	
<b>Standard Deviation</b>							<b>\$6,003</b>	<b>\$8,319</b>	<b>\$12,347</b>	<b>\$14,329</b>	
<b>Standard Error</b>							<b>\$1,415</b>	<b>\$1,961</b>	<b>\$2,910</b>	<b>\$3,287</b>	

**Job # 21025 - LIEUTENANT/SHIFT SUPERVISOR (POLICE/SHERIFF)**

Exercises general supervision over specialized activities within the department such as traffic, patrol and detective divisions. Receives and investigates citizen complaints against police officers. Participates in personnel actions such as recruitment, selection, promotion, transfer and discipline. Determines the need for new equipment and supplies. Assists the police chief in preparing the department budget. Reviews offense reports and screen information for news releases. Represents the police departments at public meetings on special topics of interest or on law enforcement in general. Provides assistance to the patrol division by being available for calls or backup when other officers need assistance. Minimum Qualifications may include graduation from a college or university with at least one (1) year spent in courses related to police science, law enforcement, criminology or a closely related field and six to eight (6-8) years of experience in law enforcement, one (1) year of which must have been as a sergeant or any equivalent combination of education and experience. Must be P.O.S.T. certified.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Lieutenant		07/2019	2080.0	2	\$44,249	\$64,168	\$84,086	\$54,000	10/30/2019	
Anne Arundel County	Police Lieutenant		07/2019	2080.0	34	\$70,030	\$100,152	\$130,275	\$119,707	10/28/2019	
Baltimore City	Police Lieutenant			2080.0	55	\$84,311	\$103,180	\$122,048	\$117,708	10/30/2019	
Baltimore County	Lieutenant		07/2019	1820.0	75	\$76,488	\$89,338	\$102,189	\$140,039	09/30/2019	
Calvert County	Deputy Sheriff Lieutenant		07/2019	2080.0	5	\$75,566	\$107,255	\$138,944	\$120,024	09/16/2019	
Caroline County	Deputy Sheriff V - Lieutenant	Sheriff	07/2019	2080.0	2	\$57,546	\$76,571	\$95,596	\$78,609	10/16/2019	
Carroll County			07/2019	2080.0	7	\$71,344	\$77,876	\$84,407	\$79,715	10/23/2019	
Cecil County	LIEUTENANT - LAW ENFORCEMENT		07/2019	2080.0	3	\$66,182	\$85,508	\$104,835	\$94,835	09/24/2019	
Frederick County	Lieutenant FCSO Law		07/2019	2080.0	0	\$72,385	\$95,186	\$117,988	\$157,042	09/18/2019	
Garrett County			07/2019	2080.0	4	\$54,167	\$65,386	\$76,604	\$66,410	10/30/2019	
Harford County	Lieutenant (Law Enforcement)		07/2019	2080.0	13	\$80,704	\$98,852	\$117,000	\$112,837	10/30/2019	
Howard County	Police Lieutenant		07/2019	2080.0	23	\$87,318	\$116,636	\$145,954	\$134,407	09/30/2019	
Montgomery County			07/2019	2080.0	0	\$81,473	\$102,096	\$122,718	\$124,967	07/29/2019	
Prince George's County	Police Lieutenant		07/2019	2080.0	95	\$73,925	\$97,095	\$120,265	\$113,232	09/27/2019	
Queen Anne's County	POLICE / SHERIFF LIEUTENANT		07/2019	2080.0	2	\$66,556	\$86,682	\$106,809	\$98,854	10/04/2019	
Somerset County			07/2019	2080.0	0	\$57,004	\$75,206	\$93,407	\$62,921	10/08/2019	
St. Mary's County			07/2019	2080.0	9	\$62,587	\$83,616	\$104,645	\$104,645	09/06/2019	
Talbot County	Lieutenant		07/2019	2080.0	1	\$65,073	\$90,474	\$115,874	\$83,158	09/24/2019	
Washington County			07/2019	2080.0	0	\$76,606	\$90,500	\$104,395	\$88,316	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$0	\$0	\$0	\$76,611	07/29/2019	
Worcester County			07/2019	2080.0	0	\$57,928	\$77,714	\$97,500	\$92,690	07/29/2019	
						<b>Average</b>	<b>\$69,072</b>	<b>\$89,175</b>	<b>\$109,277</b>	<b>\$100,987</b>	
<b># of Respondents</b>							<b>20</b>	<b>20</b>	<b>20</b>	<b>21</b>	
<b>Standard Deviation</b>							<b>\$11,151</b>	<b>\$13,794</b>	<b>\$18,252</b>	<b>\$27,060</b>	
<b>Standard Error</b>							<b>\$2,493</b>	<b>\$3,085</b>	<b>\$4,081</b>	<b>\$5,905</b>	

**Job # 21030 - SERGEANT/FIRST-LINE SUPERVISOR (POLICE/SHERIFF)**

Supervises detectives and patrol officers; assists in hiring, evaluating performance, and disciplining police staff. Delegates case assignments. Schedules officers and dispatchers for work shifts. Reviews case reports written by patrol officers for accuracy and completeness. Serves as shift commander and coordinates and directs assigned department operations. Provides input into the preparation of division budget, policies, and procedures. Assists officers in investigation and law enforcement duties including making arrests, testifying in court, writing reports, issuing citations. Provides information to the public regarding law enforcement. MINIMUM QUALIFICATIONS may include six to seven (6-7) years of experience in law enforcement as a working level police officer or an equivalent combination of education and experience. Must maintain peace officer certification by completing a specified number of hours of training, annually. May be required to obtain a supervisory certification in order to be advanced to this level.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Patrol Sergeant		07/2019	2080.0	4	\$36,816	\$53,390	\$69,963	\$49,494	10/30/2019
Anne Arundel County	Police Sergeant		07/2019	2080.0	69	\$66,694	\$91,822	\$116,949	\$99,981	10/28/2019
Baltimore County	Sergeant		07/2019	1820.0	180	\$67,850	\$78,990	\$90,131	\$118,498	09/30/2019
Calvert County	Deputy Sheriff Sergeant		07/2019	2080.0	14	\$59,842	\$85,550	\$111,259	\$93,355	09/24/2019
Caroline County	Deputy Sheriff IV		07/2019	2080.0	5	\$53,536	\$71,220	\$88,904	\$69,289	10/16/2019
Carroll County			07/2019	2080.0	0	\$50,451	\$57,528	\$64,605	\$58,462	07/29/2019
Cecil County	SERGEANT - LAW ENFORCEMENT/PATROL		07/2019	2080.0	11	\$58,191	\$75,178	\$92,165	\$79,881	09/24/2019
Dorchester County			07/2019	2080.0	0	\$34,825	\$44,570	\$54,316	\$38,441	10/17/2019
Frederick County	Sergeant FCSO		07/2019	2080.0	0	\$65,805	\$86,534	\$107,263	\$99,695	09/18/2019
Garrett County			07/2019	2080.0	3	\$40,291	\$47,024	\$53,758	\$41,249	10/30/2019
Harford County	Sergeant (Law Enforcement)		07/2019	2080.0	35	\$70,990	\$88,556	\$106,122	\$97,360	10/30/2019
Howard County	Police Sergeant		07/2019	2080.0	66	\$78,790	\$104,343	\$129,896	\$117,361	10/07/2019
Kent County			07/2019	2294.0	5	\$63,276	\$82,926	\$102,577	\$69,634	10/30/2019
Montgomery County			07/2019	2080.0	0	\$57,960	\$75,895	\$93,830	\$92,122	07/29/2019
Prince George's County	Police Sergeant		07/2019	2080.0	204	\$57,283	\$84,518	\$111,752	\$98,938	09/27/2019
Queen Anne's County	POLICE / SHERIFF SERGEANT		07/2019	2080.0	6	\$58,460	\$76,138	\$93,816	\$73,825	10/04/2019
Somerset County			07/2019	2080.0	0	\$50,494	\$66,618	\$82,741	\$53,979	10/08/2019
St. Mary's County			07/2019	2080.0	17	\$58,344	\$77,948	\$97,552	\$97,552	09/06/2019
Talbot County	Sergeant & First Sergeant		07/2019	2080.0	10	\$55,494	\$82,184	\$108,874	\$76,445	09/26/2019
Washington County			07/2019	2080.0	0	\$54,371	\$64,220	\$74,069	\$74,068	07/29/2019
Worcester County			07/2019	2080.0	0	\$50,045	\$66,020	\$81,994	\$50,364	07/29/2019
						<b>Average</b>	<b>\$56,658</b>	<b>\$74,342</b>	<b>\$92,026</b>	<b>\$78,571</b>
<b># of Respondents</b>							<b>21</b>	<b>21</b>	<b>21</b>	<b>21</b>
<b>Standard Deviation</b>							<b>\$10,826</b>	<b>\$15,095</b>	<b>\$20,402</b>	<b>\$23,877</b>
<b>Standard Error</b>							<b>\$2,363</b>	<b>\$3,294</b>	<b>\$4,452</b>	<b>\$5,210</b>

**Job # 22000 - CORRECTIONAL OFFICER**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Correctional Officer		07/2019	2080.0	55	\$32,924	\$47,744	\$62,565	\$40,739	10/25/2019
Anne Arundel County	Detention Officer		07/2019	2080.0	209	\$44,341	\$62,213	\$80,085	\$55,119	10/28/2019
Baltimore County	Correctional Officer (40 hours)		07/2019	2080.0	239	\$43,782	\$49,390	\$54,998	\$52,274	09/25/2019
Calvert County	Correctional Deputy		07/2019	2080.0	18	\$43,930	\$57,366	\$70,803	\$45,773	09/16/2019
Caroline County	Correction Officer I		07/2019	2080.0	0	\$32,779	\$39,671	\$46,563	\$32,779	10/16/2019
Carroll County			07/2019	2080.0	6	\$39,520	\$39,968	\$40,415	\$39,818	10/23/2019
Cecil County	DEPUTY, CORRECTIONS		07/2019	2080.0	10	\$35,693	\$46,176	\$56,659	\$35,693	09/24/2019
Dorchester County			07/2019	2080.0	13	\$30,161	\$40,345	\$50,529	\$37,667	10/17/2019
Frederick County	Correctional Officer		07/2019	2080.0	0	\$42,357	\$55,700	\$69,042	\$44,201	09/10/2019
Garrett County			07/2019	2080.0	0	\$35,090	\$42,357	\$49,624	\$37,127	10/30/2019
Harford County	DEPUTY (CORRECTIONS)		07/2019	2080.0	13	\$44,907	\$58,364	\$71,822	\$46,259	10/25/2019
Howard County	Correctional Officer		07/2019	2080.0	76	\$45,115	\$57,636	\$70,158	\$55,067	09/19/2019
Kent County			07/2019	2288.0	13	\$37,035	\$47,404	\$57,773	\$44,944	10/29/2019
Montgomery County			07/2019	2080.0	0	\$45,412	\$63,728	\$82,043	\$63,525	07/29/2019
Prince George's County	Correctional Officer Private First Class		07/2019	2080.0	74	\$44,810	\$65,907	\$87,004	\$50,876	09/24/2019
Queen Anne's County	CORRECTION OFFICER I		07/2019	2080.0	24	\$39,616	\$53,726	\$67,836	\$47,490	10/04/2019
Somerset County			07/2019	2080.0	0	\$32,315	\$42,634	\$52,952	\$32,315	10/08/2019
St. Mary's County			07/2019	2080.0	23	\$43,763	\$52,426	\$61,090	\$44,658	08/28/2019
Talbot County	Correctional Officer Trainee & Correctional Officer I		07/2019	2080.0	22	\$32,583	\$47,131	\$61,679	\$35,947	09/24/2019
Washington County			07/2019	2080.0	0	\$38,542	\$50,492	\$62,442	\$49,039	07/29/2019
Wicomico County			07/2019	2080.0	0	\$28,433	\$41,008	\$53,582	\$69,690	09/04/2019
Worcester County			07/2019	2080.0	0	\$38,621	\$50,943	\$63,265	\$42,397	07/29/2019

<b>Average</b>	<b>\$38,715</b>	<b>\$50,560</b>	<b>\$62,406</b>	<b>\$45,609</b>
<b># of Respondents</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>22</b>
<b>Standard Deviation</b>	<b>\$5,509</b>	<b>\$8,014</b>	<b>\$11,781</b>	<b>\$9,531</b>
<b>Standard Error</b>	<b>\$1,175</b>	<b>\$1,709</b>	<b>\$2,512</b>	<b>\$2,032</b>

**Job # 22005 - CORRECTIONS DEPUTY COMMANDER**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Superintendent Detention Center		07/2019	2080.0	1	\$116,674	\$160,842	\$205,010	\$174,421	10/28/2019
Calvert County	Captain Deputy Administrator		07/2019	2080.0	1	\$72,779	\$95,108	\$117,437	\$105,144	09/16/2019
Caroline County	Corrections Officer VI- Captain		07/2019	2080.0	1	\$62,763	\$71,154	\$79,545	\$72,000	10/16/2019
Carroll County			07/2019	2080.0	1	\$80,538	\$112,622	\$144,706	\$114,359	10/23/2019
Cecil County	DIRECTOR, DETENTION CENTER		07/2019	2080.0	1	\$74,214	\$96,004	\$117,793	\$87,477	09/24/2019
Frederick County	Lt Colonel		07/2019	2080.0	0	\$82,542	\$108,543	\$134,544	\$134,544	09/16/2019
Harford County	WARDEN		07/2019	2080.0	1	\$98,446	\$123,482	\$148,518	\$131,008	10/25/2019
Howard County	Deputy Dir of Corrections		07/2019	2080.0	1	\$83,519	\$113,212	\$142,904	\$116,090	09/24/2019
Montgomery County			07/2019	2080.0	0	\$88,388	\$124,421	\$160,454	\$158,760	07/29/2019
Prince George's County	Director, Department of Corrections		07/2019	2080.0	2	\$112,443	\$165,604	\$218,766	\$160,000	09/25/2019
Somerset County	Assistant Warden	Warden	07/2019	2080.0	0	\$59,380	\$76,739	\$94,098	\$60,771	10/08/2019
Washington County			07/2019	2080.0	0	\$74,110	\$87,558	\$101,005	\$104,811	07/29/2019
Wicomico County			07/2019	2080.0	0	\$50,652	\$75,978	\$101,303	\$77,720	07/29/2019
Worcester County			07/2019	2080.0	0	\$95,000	\$100,000	\$105,000	\$101,602	07/29/2019
<b>Average</b>						<b>\$82,246</b>	<b>\$107,948</b>	<b>\$133,649</b>	<b>\$114,193</b>	
<b># of Respondents</b>						<b>14</b>	<b>14</b>	<b>14</b>	<b>14</b>	
<b>Standard Deviation</b>						<b>\$18,985</b>	<b>\$28,851</b>	<b>\$40,596</b>	<b>\$34,440</b>	
<b>Standard Error</b>						<b>\$5,074</b>	<b>\$7,711</b>	<b>\$10,850</b>	<b>\$9,204</b>	

**Job # 22010 - CORRECTIONS FIRST-LINE SUPERVISOR**

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

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Correctional Officer Corporal		07/2019	2080.0	9	\$36,095	\$52,344	\$68,592	\$50,007	10/25/2019
Anne Arundel County	Detention Sergeant		07/2019	2080.0	24	\$56,740	\$78,116	\$99,493	\$84,468	10/28/2019
Baltimore County	Correctional Sergeant (40 hours)		07/2019	2080.0	35	\$50,365	\$56,549	\$62,733	\$65,532	09/25/2019
Calvert County	Correctional Lieutenant		07/2019	2080.0	2	\$68,661	\$89,721	\$110,781	\$69,393	09/16/2019
Caroline County	Corrections Officer V- Lieutenant		07/2019	2080.0	1	\$51,147	\$58,957	\$66,767	\$65,719	10/16/2019
Carroll County			07/2019	2080.0	10	\$50,451	\$57,528	\$64,605	\$58,462	10/23/2019
Dorchester County			07/2019	2080.0	14	\$34,825	\$44,570	\$54,316	\$39,402	10/17/2019
Frederick County	Sergeant FCSO Corrections		07/2019	2080.0	0	\$56,378	\$74,137	\$91,896	\$84,281	09/16/2019
Harford County	SENIOR DEPUTY (CORRECTIONS)		07/2019	2080.0	34	\$49,525	\$64,356	\$79,186	\$67,288	10/25/2019
Howard County	Correctional Lt		07/2019	2080.0	7	\$56,555	\$75,150	\$93,746	\$92,352	09/23/2019
Kent County			07/2019	2288.0	7	\$40,380	\$52,090	\$63,801	\$50,023	10/29/2019
Montgomery County			07/2019	2080.0	0	\$57,960	\$75,895	\$93,830	\$92,122	07/29/2019
Prince George's County	Correctional Officer Sergeant		07/2019	2080.0	49	\$51,781	\$76,197	\$100,613	\$77,289	09/24/2019
Somerset County	Correctional Officer III	Warden	07/2019	2080.0	0	\$44,450	\$58,643	\$72,836	\$53,683	10/08/2019
St. Mary's County			07/2019	2080.0	4	\$60,070	\$71,968	\$83,866	\$78,832	08/28/2019
Talbot County	Correctional Officer III		07/2019	2080.0	4	\$38,389	\$57,742	\$77,095	\$52,924	09/24/2019
Washington County			07/2019	2080.0	0	\$54,371	\$64,220	\$74,069	\$74,068	07/29/2019
Worcester County			07/2019	2080.0	0	\$50,045	\$66,020	\$81,994	\$50,364	07/29/2019
<b>Average</b>						<b>\$50,455</b>	<b>\$65,234</b>	<b>\$80,012</b>	<b>\$67,012</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>						<b>\$8,892</b>	<b>\$11,541</b>	<b>\$15,626</b>	<b>\$15,805</b>	
<b>Standard Error</b>						<b>\$2,096</b>	<b>\$2,720</b>	<b>\$3,683</b>	<b>\$3,725</b>	

**Job # 22015 - CORRECTIONS SHIFT SUPERVISOR**

Typically oversees officers on assigned shift.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Correctional Officer Sgt		07/2019	2080.0	3	\$39,572	\$57,385	\$75,198	\$53,702	10/25/2019
Anne Arundel County	Detention Corporal		07/2019	2080.0	39	\$49,393	\$66,740	\$84,088	\$69,119	10/28/2019
Baltimore County	Correctional Corporal (40 hours)		07/2019	2080.0	7	\$45,968	\$51,746	\$57,523	\$62,359	09/25/2019
Calvert County	Correctional Corporal		07/2019	2080.0	11	\$53,747	\$70,190	\$86,632	\$69,393	09/16/2019
Caroline County	Corrections Officer III- Corporal		07/2019	2080.0	5	\$42,320	\$49,689	\$57,058	\$45,865	10/07/2019
Carroll County			07/2019	2080.0	1	\$50,149	\$57,492	\$64,834	\$59,952	10/23/2019
Cecil County	CORPORAL, CORRECTIONS		07/2019	2080.0	9	\$43,382	\$56,123	\$68,864	\$49,915	09/24/2019
Frederick County	Corporal Correction		07/2019	2080.0	0	\$51,253	\$67,398	\$83,542	\$67,392	09/16/2019
Garrett County			07/2019	2080.0	0	\$41,507	\$50,106	\$58,705	\$42,703	10/30/2019
Harford County	CORPORAL (CORRECTIONS)		07/2019	2080.0	14	\$56,430	\$71,864	\$87,298	\$75,690	10/25/2019
Howard County	Correctional Corporal		07/2019	2080.0	13	\$47,965	\$62,452	\$76,939	\$67,990	09/19/2019
Montgomery County			07/2019	2080.0	0	\$81,473	\$102,096	\$122,718	\$124,967	07/29/2019
Prince George's County	Correctional Officer Corporal		07/2019	2080.0	141	\$47,023	\$69,174	\$91,325	\$64,710	09/24/2019
Queen Anne's County	CORRECTION CORPORAL		07/2019	2080.0	5	\$48,125	\$62,678	\$77,230	\$54,101	10/04/2019
Somerset County	Correctional Officer II	Warden	07/2019	2080.0	0	\$41,835	\$55,194	\$68,552	\$43,181	10/08/2019
St. Mary's County			07/2019	2080.0	16	\$51,584	\$61,818	\$72,051	\$63,440	08/28/2019
Washington County			07/2019	2080.0	0	\$76,606	\$90,500	\$104,395	\$88,316	07/29/2019
Wicomico County			07/2019	2080.0	0	\$0	\$0	\$0	\$76,611	07/29/2019
Worcester County			07/2019	2080.0	0	\$57,928	\$77,714	\$97,500	\$92,690	07/29/2019
<b>Average</b>						<b>\$51,459</b>	<b>\$65,575</b>	<b>\$79,692</b>	<b>\$66,952</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>19</b>	
<b>Standard Deviation</b>						<b>\$11,287</b>	<b>\$13,775</b>	<b>\$17,240</b>	<b>\$19,695</b>	
<b>Standard Error</b>						<b>\$2,660</b>	<b>\$3,247</b>	<b>\$4,063</b>	<b>\$4,518</b>	

**Job # 22020 - CORRECTIONS UNIT COMMANDER**

Typically supervises one or more major units in the department.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Corrections Lieutenant		07/2019	2080.0	3	\$43,382	\$62,910	\$82,438	\$70,806	10/25/2019
Anne Arundel County	Detention Sergeant		07/2019	2080.0	24	\$56,740	\$78,116	\$99,493	\$84,468	10/28/2019
Baltimore County	Correctional Sergeant (40 hours)		07/2019	2080.0	35	\$50,365	\$56,549	\$62,733	\$65,532	09/25/2019
Calvert County	Correctional Sergeant		07/2019	2080.0	8	\$59,114	\$77,033	\$94,952	\$79,578	09/16/2019
Caroline County	Corrections Officer IV- Sergeant		07/2019	2080.0	6	\$42,320	\$49,689	\$57,058	\$50,565	10/07/2019
Carroll County			07/2019	2080.0	5	\$53,165	\$60,196	\$67,226	\$63,677	10/23/2019
Cecil County	SERGEANT, CORRECTIONS		07/2019	2080.0	7	\$47,839	\$61,884	\$75,930	\$53,597	09/24/2019
Dorchester County			07/2019	2080.0	15	\$37,435	\$47,910	\$58,386	\$47,920	10/17/2019
Frederick County	Sergeant FCSO Corrections		07/2019	2080.0	0	\$56,378	\$74,137	\$91,896	\$84,281	09/16/2019
Garrett County			07/2019	2080.0	0	\$42,807	\$51,674	\$60,540	\$0	10/30/2019
Harford County	SERGEANT (CORRECTIONS)		07/2019	2080.0	13	\$64,376	\$80,309	\$96,242	\$85,726	10/25/2019
Howard County	Correctional Sgt		07/2019	2080.0	13	\$53,602	\$69,608	\$85,613	\$82,363	09/19/2019
Kent County			07/2019	2080.0	2	\$54,293	\$70,580	\$86,867	\$64,089	10/29/2019
Montgomery County			07/2019	2080.0	0	\$70,134	\$91,836	\$113,537	\$117,511	07/29/2019
Prince George's County	Correctional Officer Sergeant		07/2019	2080.0	49	\$51,781	\$76,197	\$100,613	\$77,289	09/24/2019
Queen Anne's County	CORRECTION SERGEANT		07/2019	2080.0	3	\$51,348	\$66,876	\$82,405	\$65,575	10/04/2019
St. Mary's County			07/2019	2080.0	10	\$55,224	\$66,144	\$77,064	\$71,365	08/28/2019
Talbot County	Correctional Officer II		07/2019	2080.0	7	\$34,550	\$51,968	\$69,386	\$47,313	09/24/2019
Washington County			07/2019	2080.0	0	\$66,830	\$78,946	\$91,062	\$78,985	07/29/2019
Wicomico County			07/2019	2080.0	0	\$36,261	\$54,391	\$72,521	\$48,440	09/05/2019
Worcester County			07/2019	2080.0	0	\$55,162	\$72,790	\$90,418	\$87,391	07/29/2019
<b>Average</b>						<b>\$51,576</b>	<b>\$66,654</b>	<b>\$81,732</b>	<b>\$71,324</b>	
<b># of Respondents</b>						<b>21</b>	<b>21</b>	<b>21</b>	<b>20</b>	
<b>Standard Deviation</b>						<b>\$9,637</b>	<b>\$11,896</b>	<b>\$15,563</b>	<b>\$17,464</b>	
<b>Standard Error</b>						<b>\$2,103</b>	<b>\$2,596</b>	<b>\$3,396</b>	<b>\$3,905</b>	

**Job # 22025 - 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.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Captain		07/2019	2080.0	1	\$58,305	\$84,550	\$110,796	\$83,441	10/29/2019	
Anne Arundel County	Assistant Correctional Facility Administrator		07/2019	2080.0	3	\$73,799	\$103,614	\$133,430	\$123,808	10/28/2019	
Baltimore County	Director, Department of Corrections		07/2019	2080.0	1	\$187,583	\$187,583	\$187,583	\$187,583	09/25/2019	
Calvert County	Detention Center Administrator		07/2019	1820.0	1	\$82,537	\$107,798	\$133,060	\$125,871	09/10/2019	
Caroline County	Warden		07/2019	2080.0	1	\$85,848	\$85,848	\$85,848	\$85,848	10/16/2019	
Cecil County	DIRECTOR, WORK RELEASE		07/2019	2080.0	1	\$74,214	\$96,003	\$117,792	\$96,951	09/24/2019	
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$73,461	10/17/2019	
Frederick County	Director Community Services		07/2019	2080.0	0	\$77,008	\$100,110	\$123,213	\$123,123	09/10/2019	
Garrett County			07/2019	2080.0	0	\$50,079	\$60,452	\$70,824	\$61,774	10/30/2019	
Harford County	MAJOR (CORRECTIONS)		07/2019	2080.0	1	\$99,389	\$114,174	\$128,960	\$127,960	10/25/2019	
Howard County	Director of Corrections		07/2019	2080.0	0	\$102,477	\$138,934	\$175,390	\$175,390	09/19/2019	
Kent County			07/2019	2080.0	1	\$83,701	\$108,811	\$133,921	\$104,040	10/29/2019	
Montgomery County			07/2019	2080.0	0	\$206,000	\$206,000	\$206,000	\$206,000	07/29/2019	
Prince George's County	NCC		07/2019	2080.0	0	\$0	\$0	\$0	\$0	10/31/2019	
Queen Anne's County	Director, Correctional Services		07/2019	2080.0	1	\$83,239	\$116,859	\$150,479	\$150,479	10/04/2019	
Somerset County	Warden	County Administrator	07/2019	2080.0	0	\$72,859	\$94,424	\$115,989	\$76,377	10/08/2019	
Talbot County	Director of Department of Corrections		07/2019	2080.0	1	\$80,094	\$90,270	\$100,446	\$96,763	09/23/2019	
Washington County			07/2019	2080.0	0	\$82,160	\$97,063	\$111,966	\$94,265	07/29/2019	
Wicomico County			07/2019	2080.0	0	\$64,249	\$96,374	\$128,499	\$112,200	09/04/2019	
Worcester County			07/2019	2080.0	0	\$95,000	\$110,000	\$125,000	\$121,411	07/29/2019	
						<b>Average</b>	<b>\$92,141</b>	<b>\$111,048</b>	<b>\$129,955</b>	<b>\$117,197</b>	
						<b># of Respondents</b>	<b>18</b>	<b>18</b>	<b>18</b>	<b>19</b>	
						<b>Standard Deviation</b>	<b>\$40,379</b>	<b>\$35,254</b>	<b>\$33,472</b>	<b>\$39,403</b>	
						<b>Standard Error</b>	<b>\$9,517</b>	<b>\$8,310</b>	<b>\$7,889</b>	<b>\$9,040</b>	

**Job # 22030 - JAIL FOOD SERVICE MANAGER**

Performs a variety of supervisory and skilled duties related to overseeing the preparation and serving of food and food items to facility inmates and shift personnel. Works under the general supervision of the division Captain, Lieutenant or Sergeant. Provides close to general supervision to inmate workers assigned to food services. Plans and organizes the preparation, cooking and serving of food to resident inmates and institutional employees. Supervises the maintenance of culinary equipment, supplies and work areas; plans menus and determines amounts to be prepared. Inspects and maintains food handling and safety standards; maintains records and prepares reports; receives and documents deliveries, verifies required quantities and quality of items. Supervises kitchen helpers assigned to assist with meal preparation; trains workers regarding kitchen and cleaning duties conducts daily health and cleanliness inspections of prisoner's work; enforces fire, health, and safety rules in the kitchen. Cooks and prepares food for meals as scheduled by pre-planned menus; bakes pies, cakes, cookies, bread, etc; prepares meals for special diets; supervises the serving of meals; assures adequate portions are served consistent with standards, regulations and nutritional needs. Prepares daily reports related to meal quality, food volume, food types and related problems; prepares written or verbal reports regarding equipment repair needs or malfunctions; prepares reports related to special inmate dietary needs and physician ordered nutritional programs. Manages food and supply inventory; monitors inventory, orders and coordinates deliveries of food and supplies from vendors; prepares regular reports related to number of meals served and submits to department supervisors. Prepares special diets to residents as prescribed by physician. Accounts for kitchen utensils and maintains daily log of the same. Minimum Qualifications may include graduation from high school, AND, Two (2) years of experience in institutional, restaurant, or related food service experience; OR, an equivalent combination of education and experience. Working knowledge of nutrition planning; cooking and baking techniques; management of food preparation and service; menu planning and calorie computation.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Baltimore County	Correctional Dietary Officer		07/2019	2080.0	0	\$43,782	\$49,390	\$54,998	\$0	10/25/2019
Calvert County	Cook I		07/2019	2080.0	1	\$36,400	\$47,518	\$58,635	\$54,704	09/10/2019
Carroll County			07/2019	2080.0	1	\$50,628	\$57,430	\$64,231	\$56,181	10/23/2019
Garrett County			07/2019	2080.0	1	\$30,422	\$38,628	\$46,835	\$36,986	10/30/2019
Worcester County			07/2019	2080.0	0	\$39,399	\$51,974	\$64,550	\$45,279	07/29/2019
<b>Average</b>						<b>\$40,126</b>	<b>\$48,988</b>	<b>\$57,850</b>	<b>\$48,288</b>	
<b># of Respondents</b>						<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	
<b>Standard Deviation</b>						<b>\$7,620</b>	<b>\$6,889</b>	<b>\$7,343</b>	<b>\$8,949</b>	
<b>Standard Error</b>						<b>\$3,408</b>	<b>\$3,081</b>	<b>\$3,284</b>	<b>\$4,474</b>	

**Job # 23000 - ASSISTANT / DEPUTY FIRE CHIEF**

Assists in the overall management of the department; supervises personnel and coordinates activities related to specific management functions as assigned, participates in hiring and firing of staff. Assists in training of personnel and monitoring laws and regulations affecting the department. Evaluates fire prevention and control policies, improves fire prevention techniques. Assists to develop preliminary budget projections and may participate in budget negotiations. Oversees maintenance of fire station and equipment. Minimum Qualifications may include graduation from college with an associate's degree in fire science or a closely related field and five to seven (5-7) years of experience, including two (2) years of administrative or supervisory experience at the level of a fire captain; or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Fire Deputy Chief		07/2019	2080.0	2	\$83,832	\$126,587	\$169,342	\$173,401	10/28/2019
Baltimore City	Deputy Fire Chief		07/2019	2080.0	10	\$145,557	\$145,557	\$145,557	\$145,557	10/24/2019
Baltimore County	Assistant Chief, Fire Department		07/2019	1820.0	2	\$93,649	\$111,984	\$130,318	\$179,062	09/19/2019
Frederick County	Deputy Chief, DFRS		07/2019	2080.0	2	\$101,335	\$131,736	\$162,136	\$137,838	09/03/2019
Howard County	Deputy Fire Chief		07/2019	2080.0	4	\$102,477	\$138,934	\$175,390	\$175,390	09/19/2019
Kent County			07/2019	2080.0	1	\$66,734	\$86,754	\$106,774	\$71,462	10/29/2019
Montgomery County			07/2019	2080.0	0	\$85,064	\$113,722	\$142,379	\$152,090	07/29/2019
Prince George's County	Deputy Director		07/2019	2080.0	4	\$97,133	\$143,056	\$188,978	\$188,791	09/24/2019
<b>Average</b>						<b>\$96,973</b>	<b>\$124,791</b>	<b>\$152,609</b>	<b>\$152,949</b>	
<b># of Respondents</b>						<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	
<b>Standard Deviation</b>						<b>\$22,834</b>	<b>\$19,819</b>	<b>\$26,631</b>	<b>\$37,440</b>	
<b>Standard Error</b>						<b>\$8,073</b>	<b>\$7,007</b>	<b>\$9,416</b>	<b>\$13,237</b>	

**Job # 23005 - EMERGENCY MEDICAL TECHNICIAN (EMT)**

As a working level EMT, performs a variety of working level emergency medical response duties as needed to deliver at-the-scene medical care and basic life support (BLS) services. Operates ambulance to provide emergency medical transport. Works under the close to general supervision of the EMS Director, Medical Director or Paramedic. MINIMUM QUALIFICATIONS may include graduation from high school or equivalent; plus certification as an EMT-Basic; And, One (1) year of emergency medical experience as a trainee or first responder. Must possess a valid Driver's License. Emergency Vehicle Operator (EVO) Certification may be required.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated	
						Min	Mid	Max	Avg		
ALLEGANY COUNTY	Adv Life Supp I, Adv Life Supp II, Firefighter/EMT BLS		07/2019	2080.0	24	\$32,924	\$54,061	\$75,198	\$35,513	10/29/2019	
Anne Arundel County	FF Emergency Med Tech - Intermediate		07/2019	2080.0	19	\$43,458	\$67,509	\$91,560	\$71,364	10/28/2019	
Baltimore City	Emergency Medical Technician		07/2019	2080.0	83	\$33,625	\$41,456	\$49,287	\$41,714	10/30/2019	
Baltimore County	Emergency Medical Technician		07/2019	1820.0	81	\$49,275	\$57,711	\$66,147	\$59,194	09/26/2019	
Caroline County	Emergency Medical Technician EMT		07/2019	2080.0	13	\$32,779	\$39,671	\$46,563	\$35,042	10/16/2019	
Cecil County	MEDIC		07/2019	1976.0	2	\$37,519	\$48,342	\$59,164	\$45,736	09/24/2019	
Charles County	Emergency Medical Technician - Basic		07/2019	2080.0	33	\$41,230	\$53,814	\$66,399	\$53,515	10/31/2019	
Dorchester County			07/2019	2080.0	12	\$30,161	\$38,601	\$47,041	\$36,749	10/17/2019	
Garrett County	BLS		07/2019	2080.0	1	\$28,022	\$34,759	\$41,496	\$32,782	10/30/2019	
Harford County	EMT		07/2019	2080.0	0	\$38,046	\$63,122	\$88,198	\$45,378	10/29/2019	
Prince George's County	Paramedi Lieutenant		07/2019	2080.0	0	\$54,542	\$84,660	\$114,778	\$87,120	10/28/2019	
Queen Anne's County	EMERGENCY MEDICAL TECHNICIAN (EMT)		07/2019	2080.0	11	\$34,797	\$47,190	\$59,584	\$39,314	10/04/2019	
Talbot County	EMT-B/EVO		07/2019	2080.0	15	\$32,629	\$42,236	\$51,842	\$38,447	09/23/2019	
Washington County			07/2019	2080.0	0	\$48,660	\$62,386	\$76,112	\$63,848	07/29/2019	
						<b>Average</b>	<b>\$38,405</b>	<b>\$52,537</b>	<b>\$66,669</b>	<b>\$48,980</b>	
						<b># of Respondents</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>14</b>	
						<b>Standard Deviation</b>	<b>\$7,966</b>	<b>\$13,719</b>	<b>\$20,776</b>	<b>\$16,100</b>	
						<b>Standard Error</b>	<b>\$2,129</b>	<b>\$3,667</b>	<b>\$5,553</b>	<b>\$4,303</b>	

**Job # 23006 - EMERGENCY MEDICAL TECHNICIAN / PARAMEDIC**

As an EMT-Paramedic, performs a variety of advanced emergency medical response duties as needed to deliver at-the-scene medical care and advanced life support (ALS) services. Operates ambulance to provide emergency medical transport. Works under the close to general supervision of the EMS Director and Medical Director. MINIMUM QUALIFICATIONS may include graduation from high school, or equivalent; plus EMT-Paramedic certification; AND Two (2) years of full time work experience performing above and related duties. Must possess a valid State Driver's License. Must be E.M.T.-Paramedic licensed after completing 1500 hours of service. Emergency Vehicle Operator (EVO) Certification may be required.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Firefighter/Paramedic		07/2019	2080.0	6	\$39,572	\$57,385	\$75,198	\$40,364	10/29/2019
Anne Arundel County			07/2019	2080.0	198	\$45,631	\$70,884	\$96,138	\$68,903	10/28/2019
Baltimore City	Paramedic EMT-P		07/2019	2080.0	89	\$46,813	\$58,930	\$71,046	\$66,563	10/29/2019
Baltimore County	Paramedic		07/2019	1840.0	109	\$55,804	\$65,596	\$75,387	\$69,029	09/26/2019
Caroline County	Paramedic		07/2019	2080.0	23	\$42,320	\$49,689	\$57,058	\$44,325	10/16/2019
Cecil County	PARAMEDIC/SENIOR PARAMEDIC		07/2019	1976.0	25	\$36,964	\$47,626	\$58,289	\$47,307	09/24/2019
Charles County			07/2019	2080.0	41	\$44,538	\$58,114	\$71,689	\$57,965	10/30/2019
Dorchester County			07/2019	2080.0	16	\$40,258	\$47,062	\$53,866	\$49,051	10/17/2019
Garrett County			07/2019	2080.0	0	\$30,422	\$38,628	\$46,835	\$33,796	10/30/2019
Prince George's County	Paramedic Lieutenant		07/2019	2080.0	4	\$55,633	\$86,353	\$117,073	\$94,828	09/25/2019
Queen Anne's County	EMERGENCY MEDICAL TECHNICIAN / PARAMEDIC		07/2019	2080.0	28	\$48,125	\$65,265	\$82,405	\$55,032	10/04/2019
Talbot County	Paramedic		07/2019	2080.0	20	\$42,255	\$50,262	\$58,268	\$45,806	09/23/2019
<b>Average</b>						<b>\$44,028</b>	<b>\$57,983</b>	<b>\$71,938</b>	<b>\$56,081</b>	
<b># of Respondents</b>						<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	
<b>Standard Deviation</b>						<b>\$7,235</b>	<b>\$12,838</b>	<b>\$19,788</b>	<b>\$16,684</b>	
<b>Standard Error</b>						<b>\$2,089</b>	<b>\$3,706</b>	<b>\$5,712</b>	<b>\$4,816</b>	

**Job # 23010 - FIRE CAPTAIN**

Performs a variety of advanced and first-line supervisory firefighting duties related to protecting life and property of residents, including but not limited to fire suppression, rescue, hazardous materials containment, fire investigation, emergency medical response, etc. Performs advanced functions such as Engineer and serves as company training officer. May provide immediate to close supervision to Lieutenant(s), Engineer(s), and Firefighter(s) while in training, on a project-by-project basis. Supervisory: Performs as a shift supervisor; oversees shift activities and work schedules; assures quality of work performed and policy compliance; reviews and evaluates performance and makes recommendations affecting employment status such as advancement, retention and discipline. Serves as incident commander in the absence of a ranking officer; directs firefighting personnel in the most strategic and tactical methods of fire suppression; during large scale emergencies utilizes Unified Command System to assure efficient and effective containment and resolution; manages fire scene to assure safety of firefighting personnel, victims and surrounding properties. Monitors readiness status of firefighting equipment and apparatus; assures vehicles and equipment are functional; conducts inspections and drills. Prepares various department records and reports; participates in various public fire safety programs and presentations to educate regarding fire prevention. Conducts fire prevention inspections on various types of facilities; conducts inspections and advises resident or owner of necessary action to conform to standards; assists in performing fire scene investigations to determine cause and origin of fires; prepares and submits a variety of reports related to inspection activities and suppression. Assists in performing building inspections and pre-fire planning; attends public gatherings to insure observance of fire safety requirements, standards and regulations; conducts tours for interest groups. MINIMUM QUALIFICATIONS may include graduation from high school, or equivalent; plus one (1) year of specialized training in fire science, general management, etc.; AND five (5) years of full time work experience as a Fire Fighter; OR An equivalent combination of education and experience. Must be E.M.T-I.V. Certified. Must be Apparatus Driver Operator (ADO) certified. Must be Hazardous Materials Operations and Fire Fighter II Certified. Emergency Vehicle Operator (EVO) Certification may be required.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Fire Captain		07/2019	2080.0	34	\$50,308	\$82,474	\$114,641	\$102,832	10/28/2019
Baltimore City	Fire Captain			2080.0	1	\$64,724	\$72,278	\$79,832	\$79,832	10/28/2019
Baltimore County	Fire Captain		07/2019	1820.0	97	\$69,112	\$81,614	\$94,115	\$128,036	09/27/2019
Frederick County	Fire Captain		07/2019	2080.0	0	\$58,548	\$80,943	\$103,338	\$76,095	09/18/2019
Howard County	Fire Captain		07/2019	2080.0	40	\$83,666	\$103,596	\$123,527	\$118,238	09/24/2019
Montgomery County			07/2019	2080.0	0	\$61,593	\$80,652	\$99,710	\$98,674	07/29/2019
Prince George's County	Firefighter Captian Firefighter/Medic Captian		07/2019	2080.0	53	\$60,863	\$95,699	\$130,535	\$121,865	09/25/2019
						<b>Average</b>	<b>\$64,116</b>	<b>\$85,322</b>	<b>\$106,528</b>	<b>\$103,653</b>
<b># of Respondents</b>							<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>
<b>Standard Deviation</b>							<b>\$10,377</b>	<b>\$10,604</b>	<b>\$17,581</b>	<b>\$20,377</b>
<b>Standard Error</b>							<b>\$3,922</b>	<b>\$4,008</b>	<b>\$6,645</b>	<b>\$7,702</b>

**Job # 23015 - FIRE CHIEF**

Manages personnel and activities of a local fire department, oversees hiring, firing, and training of staff. Directs training of personnel and administers laws and regulations affecting the department. Evaluates fire prevention and control policies, improves fire prevention techniques. Makes final approval of new hires for the fire department. Develops and negotiates fire department budget. Assumes personal command at multiple fire alarms. Oversees maintenance of fire station and equipment. MINIMUM QUALIFICATIONS may include graduation from a college or university with a bachelor's degree in fire science or a closely related field and five to seven (5-7) years of experience, including two (2) years of administrative or supervisory experience at the level of a fire captain; or any equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County			07/2019	2080.0	1	\$116,674	\$160,842	\$205,010	\$197,879	10/28/2019
Baltimore City	Executive Director III		07/2019	2080.0	1	\$140,873	\$186,675	\$232,477	\$215,271	10/24/2019
Baltimore County	Chief of Fire Department		07/2019	1820.0	1	\$205,000	\$205,000	\$205,000	\$205,000	09/27/2019
Frederick County	Deputy Chief		07/2019	2080.0	0	\$101,335	\$131,736	\$162,136	\$139,164	09/18/2019
Howard County	Chief, Fire & Rescue		07/2019	2080.0	1	\$125,786	\$170,596	\$215,407	\$209,111	09/24/2019
Montgomery County			07/2019	2080.0	0	\$206,000	\$206,000	\$206,000	\$206,000	07/29/2019
Prince George's County	Director, Department of Fire/EMS		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$215,362	10/28/2019
Washington County			07/2019	2080.0	0	\$52,540	\$67,350	\$82,160	\$0	07/29/2019
<b>Average</b>						<b>\$132,581</b>	<b>\$161,725</b>	<b>\$190,870</b>	<b>\$198,255</b>	
<b># of Respondents</b>						<b>8</b>	<b>8</b>	<b>8</b>	<b>7</b>	
<b>Standard Deviation</b>						<b>\$51,812</b>	<b>\$45,286</b>	<b>\$48,379</b>	<b>\$26,763</b>	
<b>Standard Error</b>						<b>\$18,318</b>	<b>\$16,011</b>	<b>\$17,104</b>	<b>\$10,115</b>	

**Job # 23020 - FIRE DIVISION COMMANDER**

Supervises personnel and coordinates activities of a fire department. In the absence of the Chief, oversees one or more divisions and directs hiring, firing, and training of staff; coordinates operations via Battalion Chiefs or ranking officers. Oversees and participates in the delivery of training; administers laws and regulations affecting the department. Evaluates fire prevention and control policies, improves fire prevention techniques. Makes recommendations for new hires for the fire department. Assists in the development of department budget. May serve as a member of the department negotiating team Assumes personal command at multiple fire alarms. Minimum Qualifications may include graduation from college with an associate's degree in fire science or a closely related field and five to seven (5-7) years of experience, including two (2) years of administrative or supervisory experience at the level of a fire captain; or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Fire Deputy Chief		07/2019	2080.0	2	\$83,832	\$126,587	\$169,342	\$157,934	10/28/2019
Baltimore City	Deputy Fire Chief		07/2019	2080.0	10	\$145,557	\$145,557	\$145,557	\$145,557	10/30/2019
Baltimore County	Division Fire Chief		07/2019	2080.0	5	\$85,442	\$101,956	\$118,470	\$166,214	09/25/2019
Frederick County	Deputy Chief DFRS		07/2019	2080.0	0	\$101,335	\$131,736	\$162,136	\$137,838	09/16/2019
Howard County	Deputy Chief		07/2019	2080.0	4	\$102,477	\$138,934	\$175,390	\$175,390	09/24/2019
Montgomery County			07/2019	2080.0	0	\$92,787	\$116,486	\$140,186	\$149,238	07/29/2019
Prince George's County	Firefighter Lieutenant & Firefighter Medic Lieutenant		07/2019	2080.0	115	\$55,633	\$86,353	\$117,073	\$100,222	09/25/2019
Washington County			07/2019	2080.0	0	\$94,182	\$111,280	\$128,378	\$113,817	07/29/2019
Wicomico County			07/2019	2080.0	0	\$0	\$0	\$0	\$89,075	07/29/2019
Worcester County			07/2019	2080.0	0	\$75,000	\$87,500	\$100,000	\$95,498	07/29/2019
						<b>Average</b>	<b>\$92,916</b>	<b>\$116,265</b>	<b>\$139,615</b>	<b>\$133,078</b>
						<b># of Respondents</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>10</b>
						<b>Standard Deviation</b>	<b>\$24,455</b>	<b>\$21,417</b>	<b>\$25,878</b>	<b>\$31,171</b>
						<b>Standard Error</b>	<b>\$8,152</b>	<b>\$7,139</b>	<b>\$8,626</b>	<b>\$9,857</b>

**Job # 23025 - FIRE FIGHTER (I, II, III COMBINED)**

Performs a variety of firefighting and emergency response duties. Determines point of origin and cause of fires. Performs forcible entry into burning buildings. Inspects and maintains breathing apparatus. Fights fires; utilizes ropes in fighting fires; utilizes water chutes and nozzles; connects hydrants to pumper hoses. Prepares diagrams or sketches of buildings to record the locations of items of concern during pre-fire planning operations. Conducts building inspections. Opens and closes sprinkling system valves. Participates in various drills, training sessions; assists in pre-fire planning and development of property maps and sketches. Acts as an ambulance officer; administers emergency medical treatment when performing as a certified EMT; administers CPR, performs trauma management, handles pediatric emergencies, poisoning, entrapment extrication and victim transportation. Identifies symptoms of internal bleeding; cares for individuals with internal bleeding, thermal and chemical burns, traumatic shock, and shortness of breath. MINIMUM QUALIFICATIONS may include graduation from high school or equivalent and one to two (1-2) years of volunteer fire fighting experience. Must be certified as a Fire Fighter and may be required to be certified as EMB-Basic.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County			07/2019	2080.0	445	\$39,418	\$63,309	\$87,200	\$52,200	10/28/2019
Baltimore City	Fire Fighter			2080.0	21	\$38,066	\$49,448	\$60,831	\$38,827	10/30/2019
Baltimore County	Firefighter/Emergency Medical Technician		07/2019	1820.0	1	\$47,242	\$55,298	\$63,353	\$89,961	09/27/2019
Frederick County	Firefighter II		07/2019	2080.0	0	\$44,541	\$61,578	\$78,616	\$46,545	09/18/2019
Howard County	Firefighter		07/2019	2080.0	211	\$60,977	\$75,466	\$89,956	\$75,051	09/26/2019
Montgomery County			07/2019	2080.0	0	\$45,261	\$63,022	\$80,784	\$65,513	07/29/2019
Prince George's County	Firefighter I Firefighter II Firefighter III		07/2019	2080.0	591	\$43,782	\$81,192	\$118,602	\$59,056	09/25/2019
Washington County			07/2019	2080.0	0	\$41,736	\$53,497	\$65,258	\$41,736	07/29/2019
<b>Average</b>						<b>\$45,128</b>	<b>\$62,851</b>	<b>\$80,575</b>	<b>\$58,611</b>	
<b># of Respondents</b>						<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	
<b>Standard Deviation</b>						<b>\$7,089</b>	<b>\$10,834</b>	<b>\$18,909</b>	<b>\$17,582</b>	
<b>Standard Error</b>						<b>\$2,506</b>	<b>\$3,830</b>	<b>\$6,685</b>	<b>\$6,216</b>	

**Job # 23030 - FIRE SHIFT SUPERVISOR**

Performs supervisory and technical fire work and promotes fire safety. Shift commander. Serves as training officer. Determines point of origin and cause of fires. Performs forcible entry into burning buildings. Inspects and maintains breathing apparatus. Identifies symptoms of internal bleeding; cares for individuals with internal bleeding, thermal and chemical burns, traumatic shock, shortness of breath. Fights fires; utilizes ropes, water chutes and nozzles; connects hydrants to pumper hoses. Prepares diagrams or sketches of buildings to record the locations of items of concern during pre-fire planning operations. Conducts building inspections. Opens and closes sprinkling system valves. Participates in various drills, training sessions; assists in pre-fire planning and development of property maps and sketches. Acts as an ambulance officer; administers emergency medical treatment when performing as a certified paramedic; administers CPR, performs trauma management, handles pediatric emergencies, poisoning, entrapment extrication and victim transportation. MINIMUM QUALIFICATIONS may include graduation from high school plus one (1) year specialized training in fire prevention and suppression plus five to six (5-6) years of directly related experience or equivalent combination of education and experience. May be certified as a paramedic.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Fire Lieutenant		07/2019	2080.0	135	\$47,913	\$78,548	\$109,182	\$88,565	10/28/2019
Baltimore County	Fire Lieutenant		07/2019	2080.0	0	\$60,722	\$71,526	\$82,329	\$98,580	09/27/2019
Frederick County	Fire Medic 3		07/2019	2080.0	0	\$53,612	\$73,143	\$92,674	\$58,207	09/18/2019
Howard County	Battalion Chief		07/2019	2080.0	20	\$92,826	\$114,816	\$136,806	\$132,387	09/26/2019
Montgomery County			07/2019	2080.0	0	\$68,092	\$89,160	\$110,229	\$120,745	07/29/2019
Prince George's County	Firefighter Captain & Firefighter Medic Captain		07/2019	2080.0	0	\$59,670	\$93,823	\$127,976	\$119,671	09/25/2019
Talbot County	EMS Lieutenant & EMS Captain	EMS only	07/2019	2080.0	8	\$46,481	\$55,446	\$64,412	\$54,387	10/23/2019
<b>Average</b>						<b>\$61,331</b>	<b>\$82,352</b>	<b>\$103,373</b>	<b>\$96,077</b>	
<b># of Respondents</b>						<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	
<b>Standard Deviation</b>						<b>\$15,816</b>	<b>\$19,027</b>	<b>\$25,427</b>	<b>\$30,872</b>	
<b>Standard Error</b>						<b>\$5,978</b>	<b>\$7,192</b>	<b>\$9,610</b>	<b>\$11,669</b>	

**Job # 24000 - EMERGENCY MANAGER**

Performs a variety of administrative and managerial duties related to planning, organizing, directing and coordinating emergency management and response, develops and coordinates emergency preparedness program; establishes liaison with city, county, state, federal and private agencies such as FEMA, State Emergency Services, County Emergency Services, School Districts, and Transit Authority. Coordinates periodic drills of emergency plans including mock disasters, systems failures, toxic chemical releases and evacuations, communication interruptions, activation of the emergency operations center and use of the emergency broadcast system. Identifies types of training necessary for employees and coordinates its presentation with individual departments and Human Resource Management, such training may include safety of damaged structures, first aid, use of emergency communications systems, first-response assignments and developing an employee skills bank. Develops a multi-agency approach and coordination of planning & training and provision of emergency services. Negotiates inter-local disaster assistance agreements with other governments. Catalogs availability of materials, technical support and emergency services. Works with FEMA, the American Red Cross, and community service organizations for post-disaster support and assistance. Coordinates area-wide evacuation plans with fire, police and other agencies. Manages county emergency operations center. MINIMUM QUALIFICATIONS may include a four-year degree from an accredited college or university in emergency management, disaster mitigation, communications, civil or structural engineering or a related field and four years professional paid experience in disaster or emergency management which includes public sector preparation and response.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Chief Emergency Management		07/2019	2080.0	1	\$52,140	\$75,610	\$99,081	\$55,917	10/29/2019
Anne Arundel County	Deputy Emergency Management Director		07/2019	2080.0	1	\$73,071	\$101,769	\$130,467	\$94,243	10/28/2019
Calvert County	Emergency Management Division Chief		07/2019	1820.0	0	\$63,755	\$83,247	\$102,739	\$0	09/06/2019
Caroline County	Emergency Management Planer		07/2019	2080.0	1	\$53,997	\$53,997	\$53,997	\$53,997	10/16/2019
Carroll County			07/2019	2080.0	1	\$59,530	\$77,408	\$95,285	\$61,818	10/24/2019
Cecil County	EMERGENCY PLANNER		07/2019	2080.0	1	\$57,573	\$74,476	\$91,380	\$51,385	09/24/2019
Charles County			07/2019	2080.0	0	\$56,743	\$73,982	\$91,222	\$80,066	10/29/2019
Frederick County	Director, Emergency Preparedness		07/2019	2080.0	0	\$77,008	\$100,110	\$123,213	\$86,281	09/16/2019
Harford County	PUBLIC SAFETY BRANCH MANAGER - EM		07/2019	2080.0	1	\$65,586	\$98,608	\$131,629	\$118,603	10/29/2019
Howard County	Assistant Administrator			2080.0	1	\$75,360	\$102,196	\$129,033	\$90,249	09/26/2019
Kent County			07/2019	2080.0	1	\$51,917	\$67,232	\$82,547	\$56,559	10/29/2019
Montgomery County			07/2019	2080.0	0	\$101,077	\$140,300	\$179,523	\$135,001	07/29/2019
Prince George's County	Planner III		07/2019	2080.0	2	\$56,791	\$83,642	\$110,492	\$80,000	10/31/2019
St. Mary's County			07/2019	2080.0	1	\$52,645	\$68,412	\$84,178	\$72,571	08/28/2019
Talbot County	Emergency Management Coordinator		07/2019	2080.0	1	\$46,481	\$53,804	\$61,127	\$55,588	09/19/2019
Washington County			07/2019	2080.0	0	\$55,203	\$70,772	\$86,341	\$55,203	07/29/2019
Wicomico County			07/2019	2080.0	0	\$27,875	\$39,716	\$51,558	\$50,132	07/29/2019

<b>Average</b>	<b>\$60,397</b>	<b>\$80,311</b>	<b>\$100,224</b>	<b>\$74,851</b>
<b># of Respondents</b>	<b>17</b>	<b>17</b>	<b>17</b>	<b>16</b>
<b>Standard Deviation</b>	<b>\$15,629</b>	<b>\$23,500</b>	<b>\$32,250</b>	<b>\$25,234</b>
<b>Standard Error</b>	<b>\$3,790</b>	<b>\$5,700</b>	<b>\$7,822</b>	<b>\$6,309</b>

**Job # 24005 - EMERGENCY SERVICES DIRECTOR**

Performs a variety of administrative and managerial duties related to planning, organizing, directing and coordinating emergency services, including emergency management 9-1-1, EMS. Analyzes, develops and coordinates emergency preparedness program; establishes liaison with city, county, state, federal and private agencies such as FEMA, State Emergency Services, County Emergency Services, School Districts, and Transit Authority. Coordinates periodic drills of emergency plans including mock disasters, systems failures, toxic chemical releases and evacuations, communication interruptions, activation of the emergency operations center and use of the emergency broadcast system. Identifies types of training necessary for employees and coordinates its presentation with individual departments and Human Resource Management, such training may include safety of damaged structures, first aid, use of emergency communications systems, first-response assignments and developing an employee skills bank. Develops a multi-agency approach and coordination of planning & training and provision of emergency services. Negotiates inter-local disaster assistance agreements with other governments. Catalogs availability of materials, technical support and emergency services. Works with FEMA, the American Red Cross, and community service organizations for post-disaster support and assistance. Coordinates area-wide evacuation plans with fire, police and other agencies. Manages county emergency operations center. MINIMUM QUALIFICATIONS may include a four-year degree from an accredited college or university in emergency management, disaster mitigation, communications, civil or structural engineering or a related field and four years professional paid experience in disaster or emergency management which includes public sector preparation and response.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Director of Emergency Services		07/2019	2080.0	1	\$63,919	\$92,692	\$121,465	\$110,000	10/29/2019
Anne Arundel County	Emergency Management Director		07/2019	2080.0	1	\$93,539	\$132,362	\$171,184	\$154,507	10/28/2019
Baltimore County	Director of Emergency Management		07/2019	1820.0	0	\$93,649	\$111,984	\$130,318	\$0	09/26/2019
Calvert County	Public Safety Director		07/2019	1820.0	1	\$95,023	\$133,956	\$172,888	\$138,875	09/06/2019
Caroline County	Director of Emergency Services		07/2019	2080.0	1	\$95,000	\$95,000	\$95,000	\$95,000	10/16/2019
Carroll County			07/2019	2080.0	1	\$99,071	\$138,695	\$178,319	\$117,541	10/24/2019
Cecil County	DIRECTOR (EMERGENCY SERVICES)		07/2019	2080.0	1	\$85,912	\$111,136	\$136,359	\$127,586	09/24/2019
Charles County	Chief of Emergency Management		07/2019	1950.0	1	\$97,925	\$127,519	\$157,113	\$148,204	10/24/2019
Frederick County	Division Director Emergency Management		07/2019	2080.0	0	\$116,258	\$151,136	\$186,013	\$158,584	09/16/2019
Garrett County			07/2019	2080.0	1	\$67,803	\$86,091	\$104,379	\$73,334	10/30/2019
Harford County	DIRECTOR OF EMERGENCY SERVICES		07/2019	2080.0	1	\$93,432	\$126,019	\$158,606	\$132,211	10/29/2019
Kent County			07/2019	2080.0	1	\$76,914	\$99,988	\$123,062	\$86,049	10/29/2019
Prince George's County	Deputy Director, Office of Homeland Security		07/2019	2080.0	1	\$112,443	\$165,604	\$218,766	\$160,000	10/28/2019
Queen Anne's County	Director, Emergency Services		07/2019	2080.0	1	\$76,366	\$107,210	\$138,054	\$128,744	10/04/2019
Somerset County	Emergency Services Director	County Administrator	07/2019	2080.0	0	\$59,802	\$78,463	\$97,124	\$77,099	10/08/2019
St. Mary's County			07/2019	2080.0	1	\$125,000	\$125,000	\$125,000	\$125,000	08/28/2019
Talbot County	Emergency Services Director/Assistant County Manager		07/2019	2080.0	1	\$95,937	\$108,126	\$120,315	\$114,755	10/23/2019
Washington County			07/2019	2080.0	0	\$81,120	\$104,000	\$126,880	\$96,345	07/29/2019
Wicomico County			07/2019	2080.0	0	\$56,657	\$84,986	\$113,314	\$85,313	09/04/2019
Worcester County			07/2019	2080.0	0	\$83,000	\$96,000	\$109,000	\$97,393	07/29/2019
<b>Average</b>						<b>\$88,438</b>	<b>\$113,798</b>	<b>\$139,158</b>	<b>\$117,186</b>	
<b># of Respondents</b>						<b>20</b>	<b>20</b>	<b>20</b>	<b>19</b>	
<b>Standard Deviation</b>						<b>\$18,261</b>	<b>\$23,223</b>	<b>\$33,087</b>	<b>\$27,681</b>	
<b>Standard Error</b>						<b>\$4,083</b>	<b>\$5,193</b>	<b>\$7,398</b>	<b>\$6,350</b>	

**Job # 25000 - ANIMAL CONTROL OFFICER**

Performs working level animal ordinance enforcement duties. Patrols streets for stray domestic or wild animals. Captures and confines stray animals. Responds to public complaints regarding animals. Issues citation and impounds animals. Issues licenses for animals. Picks up injured animals. Investigates theft or slaughter cases. Transports animals to shelter. MINIMUM QUALIFICATIONS may include graduation from High School and two (2) to three (3) years of experience performing above or related duties or an equivalent combination of education and experience.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
Anne Arundel County	Animal Control Officer		07/2019	2080.0	10	\$37,274	\$52,021	\$66,768	\$48,915	10/28/2019
Baltimore City	Animal Control Investigator		07/2019	2080.0	1	\$42,131	\$46,529	\$50,927	\$50,928	10/29/2019
Baltimore County	Animal Services Field Officer II (40 hours)		07/2019	2080.0	1	\$39,714	\$45,040	\$50,365	\$45,968	09/12/2019
Calvert County	Animal Control Officer		07/2019	1820.0	5	\$37,255	\$48,630	\$60,005	\$45,540	09/05/2019
Caroline County	Animal Control Officer	LT of Corrections	07/2019	2080.0	3	\$31,518	\$38,347	\$45,176	\$33,320	10/07/2019
Carroll County			07/2019	2080.0	1	\$34,528	\$44,148	\$53,768	\$44,517	10/23/2019
Cecil County	ANIMAL ENFORCEMENT OFFICER		07/2019	2080.0	1	\$35,693	\$46,176	\$56,659	\$36,617	09/24/2019
Charles County			07/2019	1950.0	4	\$44,983	\$58,694	\$72,406	\$62,626	10/30/2019
Dorchester County			07/2019	2080.0	0	\$26,190	\$34,996	\$43,802	\$30,372	10/17/2019
Frederick County	Animal Control Officer		07/2019	2080.0	6	\$38,860	\$50,518	\$62,176	\$51,180	09/03/2019
Harford County	ANIMAL CONTROL OFFICER II		07/2019	2080.0	3	\$41,995	\$57,648	\$73,301	\$59,906	10/24/2019
Howard County	Animal Control Officer		07/2019	2080.0	5	\$38,251	\$48,308	\$58,365	\$50,440	09/19/2019
Montgomery County			07/2019	2080.0	0	\$50,299	\$66,700	\$83,100	\$70,771	07/29/2019
Prince George's County	Animal Control Officer II		07/2019	2080.0	9	\$40,033	\$56,812	\$73,590	\$53,506	09/23/2019
Queen Anne's County	Animal Control Officer		07/2019	2080.0	3	\$34,797	\$45,320	\$55,842	\$42,824	10/04/2019
Somerset County	Dog Control Officer II	Dog Control Supervisor	07/2019	2080.0	0	\$32,315	\$42,634	\$52,952	\$33,951	10/08/2019
St. Mary's County			07/2019	2080.0	4	\$42,016	\$54,610	\$67,205	\$42,016	08/28/2019
Worcester County			07/2019	2080.0	0	\$30,872	\$46,180	\$61,487	\$43,764	07/29/2019
<b>Average</b>						<b>\$37,707</b>	<b>\$49,073</b>	<b>\$60,439</b>	<b>\$47,064</b>	
<b># of Respondents</b>						<b>18</b>	<b>18</b>	<b>18</b>	<b>18</b>	
<b>Standard Deviation</b>						<b>\$5,682</b>	<b>\$7,713</b>	<b>\$10,647</b>	<b>\$10,489</b>	
<b>Standard Error</b>						<b>\$1,339</b>	<b>\$1,818</b>	<b>\$2,510</b>	<b>\$2,472</b>	

**Job # 26000 - TOURISM DIRECTOR**

Performs a variety of administrative, supervisory and public relations duties as needed to promote and develop tourism. developing contacts for pertinent support services. Responsible for promoting county-wide tourism assets, programs, events, cultural and historic and agricultural tourism resources via policies and guidelines established by the county MINIMUM QUALIFICATIONS may include graduation from high school or equivalent; plus two (2) years of specialized training in public relations, marketing, general business or related field provided through college courses, professionally sponsored workshops or in-service; Three (3) years of experience in marketing, public relations or related field directly related to the travel industry; OR, An equivalent combination of education and experience. Considerable knowledge of the tourism industry at the state, national and local level; working knowledge of advertising, design, layout and copy writing; budgeting; methods of negotiation, buying; some knowledge of the principles of supervision; employee motivation and office management.

Entity	Preferred Title	Reports To	As Of	Hr/Yr	Inc	Range			Actual	Updated
						Min	Mid	Max	Avg	
ALLEGANY COUNTY	Director of Tourism		07/2019	2080.0	1	\$0	\$0	\$0	\$67,626	10/30/2019
Calvert County	Tourism Program Specialist		07/2019	1820.0	1	\$53,635	\$70,060	\$86,486	\$55,510	09/06/2019
Carroll County			07/2019	2080.0	1	\$54,600	\$71,022	\$87,444	\$77,085	10/23/2019
Cecil County	TOURISM COORDINATOR		07/2019	2080.0	1	\$52,742	\$68,228	\$83,713	\$79,673	09/24/2019
Charles County			07/2019	1950.0	1	\$77,462	\$100,918	\$124,375	\$85,000	10/30/2019
Dorchester County			07/2019	2080.0	0	\$0	\$0	\$0	\$66,625	10/17/2019
Kent County			07/2019	2080.0	1	\$66,734	\$86,754	\$106,774	\$87,616	10/30/2019
Somerset County			07/2019	2080.0	0	\$48,139	\$63,160	\$78,181	\$63,803	10/08/2019
Talbot County	Tourism Director		07/2019	2080.0	1	\$80,094	\$90,270	\$100,446	\$90,252	09/23/2019
Worcester County			07/2019	2080.0	0	\$55,000	\$72,500	\$90,000	\$88,730	07/29/2019
<b>Average</b>						<b>\$61,051</b>	<b>\$77,864</b>	<b>\$94,677</b>	<b>\$76,192</b>	
<b># of Respondents</b>						<b>8</b>	<b>8</b>	<b>8</b>	<b>10</b>	
<b>Standard Deviation</b>						<b>\$12,149</b>	<b>\$13,148</b>	<b>\$15,096</b>	<b>\$12,120</b>	
<b>Standard Error</b>						<b>\$4,295</b>	<b>\$4,648</b>	<b>\$5,337</b>	<b>\$3,833</b>	



# **Fiscal 2020 Survey**

## **County Health Benefits**

The following abbreviations are used throughout this survey:

<b>Ins.</b>	Whether a county offers insurance.
<b>Eff. Date</b>	The effective date of the insurance plans.
<b>Types</b>	A list of the types of insurance offered and whether the county self-insures for health insurance.
<b>Rx</b>	Whether prescription coverage is included in the county's health benefits (Y/N)
<b>Comm Law</b>	Whether benefits extend to unmarried common law marriage partners of employees (Y/N)
<b>Same Sex</b>	Whether benefits extend to same sex live-in partners of employees (Y/N)
<b>Plan</b>	The plan used by most county employees.
<b>%</b>	An estimate of the percent of county employees using that plan.
<b>Provider</b>	The provider of the plan used by most county employees.
<b>Updated</b>	The date this information was last updated by the county.

**Compensation Survey System**  
**General Health Benefits Summary Report**  
**11/01/2019**

**Section A: Details**

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees			TCV	Updated
							Plan	%	Provider		
ALLEGANY COUNTY	Y	07/2019	PPO,Self	Y	N	N	PPO	95%	CareFirst	0.00%	11/01/2019
Anne Arundel County	Y	01/2019	HMO,PPO,EPO	Y	N	N	HMO	48%	CareFirst	17.00%	09/24/2019
Baltimore County	Y		HMO,PPO,EPO	Y	N	N	Open Access Plus In-Network (OAPIN)	71%	Cigna	0.00%	10/31/2019
Calvert County	Y	07/2019	HMO,PPO,Self,HMO / PPO hybrid	Y	N	N	HMO	63%	CareFirst	21.16%	09/26/2019
Caroline County	Y	01/2014	EPO	Y	N	N	EPO	90%	Carefirst	0.00%	10/31/2019
Carroll County	Y	01/2020	PPO,Self,EPO	Y	N	N	EPO	75%	United Healthcare	0.00%	10/31/2019
Cecil County	Y		HSA,PPO,Self	Y	N	N	Standard PPO	60%	Carefirst BC/BS	0.00%	09/24/2019
Charles County	Y	07/2019	HMO,POS	Y	N	N	POS	0%	CareFirst	0.00%	08/14/2019
Dorchester County	Y		HMO,PPO,POS	Y	N	N	In Network HMO	99%	Dorchester County Self Insured	0.00%	09/17/2019
Garrett County	Y	07/2019	HSA,PPO,POS	Y	N	N	POS	88%	UMR - United Healthcare	0.00%	10/30/2019
Harford County	Y	07/2019	HMO	Y	N	N		97%	CareFirst	0.00%	10/29/2019
Kent County	Y	07/2019	PPO	Y	N	N	PPO	95%	CIGNA	0.00%	10/11/2019
Queen Anne's County	Y		Self	Y	N	N	Blue Choice Advantage	40%	CareFirst - TPA	0.00%	10/29/2019
Somerset County	Y	07/2019	HMO	Y	N	Y	Single	0%	Carefirst Bluechoice	0.00%	10/07/2019
St. Mary's County	Y	07/2020	HMO,POS,Self	Y	N	N	POS	60%	CareFirst	\$801.67	10/30/2019
Talbot County	Y	07/2019	Self	Y	N	N		81%		0.00%	10/24/2019

**Section B: Comments**

Entity	Comments
ALLEGANY COUNTY	
Anne Arundel County	CareFirst Blue Choice HMO Open Access Plan
Baltimore County	Medical Benefits are the same for all job categories.
Calvert County	Employees are also given a \$35.42 benefits credit each pay period.
Caroline County	
Carroll County	
Cecil County	
Charles County	
Dorchester County	
Garrett County	POS Medical/RX only Without Wellbeing Incentive With Spousal Surcharge
Harford County	
Kent County	
Queen Anne's County	This is a bundled plan that includes health, vision, dental and prescription.
Somerset County	
St. Mary's County	
Talbot County	

**Compensation Survey System**  
**Police/Sheriff Health Benefits Summary Report**  
**11/01/2019**

**Section A: Details**

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees			TCV	Updated
							Plan	%	Provider		
Baltimore County	N			N	N	N		0%		0.00%	10/31/2019
Calvert County	Y	07/2019	HMO,Self,HMO / PPO hybrid	Y	N	N	HMO	63%	CareFirst	0.00%	08/30/2019
Garrett County	Y	07/2019	HSA,PPO,POS	Y	N	N	POS	88%	UMR - United Healthcare	0.00%	10/30/2019
Queen Anne's County	Y		Self	Y	N	N	Blue Choice Advantage	40%	CareFirst - TPA	0.00%	10/29/2019
Somerset County	Y	07/2019	HMO	Y	N	Y	Single	0%	Carefirst Bluechoice	0.00%	10/07/2019
St. Mary's County	Y	07/2020	HMO,POS,Self	Y	N	N	POS	60%	CareFirst	0.00%	10/30/2019

**Section B: Comments**

Entity	Comments
Baltimore County	
Calvert County	Employees receive a \$35.42 benefit credit each pay period
Garrett County	POS Medical/RX only Without Wellbeing Incentive With Spousal Surcharge
Queen Anne's County	This is a bundled plan that includes health, vision, dental and prescription.
Somerset County	
St. Mary's County	

**Compensation Survey System**  
**Fire/EMS Health Benefits Summary Report**  
**11/01/2019**

**Section A: Details**

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees			TCV	Updated
							Plan	%	Provider		
Baltimore County	Y	01/2020	PPO,EPO	Y	N	N	Open Access Plus In-Network (OAPIN)	71%	Cigna	0.00%	10/31/2019
Calvert County	N			N	N	N		0%		0.00%	08/30/2019
Queen Anne's County	Y		Self	Y	N	N	Blue Choice Advantage	40%	CareFirst - TPA	0.00%	10/29/2019

**Section B: Comments**

Entity	Comments
Baltimore County	
Calvert County	
Queen Anne's County	This is a bundled plan that includes health, vision, dental and prescription.

**Compensation Survey System**  
**Corrections Health Benefits Summary Report**  
**11/01/2019**

**Section A: Details**

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees			TCV	Updated
							Plan	%	Provider		
Calvert County	Y	07/2019	HMO,Self,HMO / PPO hybrid	Y	N	N	HMO	63%	CareFirst	0.00%	08/30/2019
Garrett County	Y	07/2019	HSA,PPO,POS	Y	N	N	POS	88%	UMR - United Healthcare	0.00%	10/30/2019
Queen Anne's County	Y		Self	Y	N	N	Blue Choice Advantage	40%	CareFirst - TPA	0.00%	10/29/2019
Somerset County	Y	07/2019	HMO	Y	N	Y	Single	0%	Carefirst Bluechoice	0.00%	10/07/2019
St. Mary's County	Y	07/2020	HMO,POS,Self	Y	N	N	POS	60%	CareFirst	0.00%	10/30/2019

**Section B: Comments**

Entity	Comments
Calvert County	employees receive a \$35.42 benefit credit each pay period
Garrett County	POS Medical/RX only Without Wellbeing Incentive With Spousal Surcharge
Queen Anne's County	This is a bundled plan that includes health, vision, dental and prescription.
Somerset County	
St. Mary's County	



# **Fiscal 2020 Survey**

## **County Employee Retirement Plans and Pensions**

The following county pension programs are profiled in this survey:

Anne Arundel County

Baltimore City

Baltimore County

Calvert County

Caroline County

Carroll County

Cecil County

Charles County

Frederick County

Garrett County

Harford County

Howard County

Montgomery County

Prince George's County

St. Mary's County

Washington County

Wicomico County

Some counties participate in the State's Pension System to provide their employees with pension benefits. Other counties have a local pension system for some employees, and participate one or more of the State Pension System plans for other categories of employees.

Here are a summary of the State Pension System plan benefits:

Benefit	Employees' Pension System	Law Enforcement Officers' Pension System (LEOPS)	Correctional Officers' Retirement System (CORS)
<b>Social Security</b>	Yes	Yes	Yes
<b>Plan Formula</b>	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%
<b>Earnings Include</b>	Base salary	Base salary	Base salary
<b>Average Final Compensation (AFC)</b>	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.
<b>Normal Service Retirement Eligibility</b>	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
<b>Employee Contributions</b>	7%	7%	5%
<b>Cost-of-Living Increases</b>	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

The following abbreviations are used throughout the retirement survey:

<b>Updated</b>	The date the county last updated this information
<b>Social Security</b>	Whether the county participates in social security (Y/N)
<b>Offers Retirement</b>	Whether the county offers retirement benefits (Y/N)
<b>Num Plans</b>	The number of plans the county offers
<b>Plan</b>	Which of the following plans a county offers
<b>Loan</b>	Whether a county allows employees to borrow against certain retirement plans.
<b>Ben/Cont</b>	Whether a pension plan is defined benefit (meaning a retiree will receive a set benefit) or defined contribution
<b>Mand/Vol</b>	Whether employee contributions are mandatory or voluntary
<b>EE Amount</b>	The required employee contribution to a pension plan as a percent of salary
<b>ER Amount</b>	The employer contribution to a retirement or pension plan as a percent of salary

The following abbreviations are used throughout the pension survey:

<b>CS</b>	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.
<b>AFC</b>	Average final compensation

**Compensation Survey System  
General Retirement Summary Report  
11/01/2019**

ALLEGANY COUNTY								
Updated	10/30/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Contribution	Mandatory				
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y		Voluntary				
Other	N	n/a						
Other Comments								
Retirement Comments								

Anne Arundel County								
Updated	09/24/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	0							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	Y							
403 (b)	Y	n/a						
457	Y							
Other	N	n/a						
Other Comments								
Retirement Comments								

Baltimore County								
Updated	10/31/2019							
Social Security:	Y							
Offers Retirement:								
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	48,197,945	138,200,081	Robert Burros	NEPC
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						
Other Comments								
Retirement Comments	There is no separate plan for Fire/EMS, Police/Sheriff, etc. The employee and employer contributions provided are for all members of the plan.							

Calvert County								
Updated	10/24/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							

401 (a)	Y	Y	Defined Contribution	Mandatory	3%	5%		
403 (b)	N	n/a						
457	Y	N	Defined Contribution	Voluntary				
Other	N	n/a						
Other Comments								
Retirement Comments: There is an additional defined benefit pension plan that is currently closed to new members. There are approximately 65 people in this plan								

<b>Caroline County</b>								
Updated	10/30/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	4							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						
Other Comments								
Retirement Comments								

<b>Carroll County</b>								
Updated	10/25/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	3							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory		Each July, per ADC.		
Disability Pension	N	n/a						
401 (k)	Y	N	Defined Contribution	Voluntary	Min. of 1% per pay			
401 (a)	N							
403 (b)	N	n/a						
457	Y	N	Defined Contribution	Voluntary	Min. of \$10 per pay			
Other	N	n/a						
Other Comments								
Retirement Comments								

<b>Dorchester County</b>								
Updated	09/17/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Both	Mandatory				
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	N		Voluntary	0.00			
Other	N	n/a						
Other Comments								
Retirement Comments								

<b>Garrett County</b>								
Updated	10/29/2019							
Social Security:	Y							
Offers Retirement:	N							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						

General Retirement Benefits Summary

City/County Pension	Y	n/a	Defined Benefit	Mandatory	3.3875	10.9875	Board of County Commissioners	First United Bank & Trust
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	Y		Defined Contribution	Voluntary	0	2.42	Nationwide	Nationwide
403 (b)	N	n/a						
457	Y		Defined Contribution	Voluntary	2		Nationwide	Nationwide
Other	N	n/a						
Other Comments								
Retirement Comments	Retirement plan Garrett County Government Personnel Retirement Plan Employee must contribute minimum of 2% into 457 plan for County to contribute 2.42% into 401(a) plan							

<b>Harford County</b>									
Updated	10/23/2019								
Social Security:	Y								
Offers Retirement:	Y								
Num Plans:	1								
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor	
State	Y	n/a	Defined Benefit	Mandatory	7%	varies			
City/County Pension	N	n/a							
Disability Pension	N	n/a							
401 (k)	N								
401 (a)	Y		Defined Contribution	Voluntary	7%	7%			
403 (b)	N	n/a							
457	Y		Defined Contribution	Voluntary	varies	0%			
Other	N	n/a							
Other Comments									
Retirement Comments									

<b>Kent County</b>									
Updated	10/11/2019								
Social Security:	Y								
Offers Retirement:	Y								
Num Plans:	1								
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor	
State	Y	n/a	Defined Benefit	Mandatory	7%	9.5%			
City/County Pension	N	n/a							
Disability Pension	N	n/a							
401 (k)	N								
401 (a)	N								
403 (b)	N	n/a							
457	Y	Y	Defined Contribution						
Other	N	n/a							
Other Comments									
Retirement Comments									

<b>Queen Anne's County</b>									
Updated	10/29/2019								
Social Security:	Y								
Offers Retirement:	Y								
Num Plans:	3								
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor	
State	Y	n/a	Defined Benefit	Mandatory					
City/County Pension	N	n/a							
Disability Pension	N	n/a							
401 (k)	N								
401 (a)	N								
403 (b)	N	n/a							
457	Y	Y	Defined Contribution	Voluntary	100%	0%			
Other	N	n/a							
Other Comments									
Retirement Comments	For the state system, we have LEOPS,, CORs and Employees plans. 457 - currently offer - Valic, Nationwide & ICMA								

<b>Somerset County</b>									
Updated	10/07/2019								
Social Security:	Y								

<b>Offers Retirement:</b>	Y							
<b>Num Plans:</b>	2							
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>
<b>State</b>	Y	n/a	Defined Contribution	Mandatory	7%	9.38%	Erica Yeager	n/a
<b>City/County Pension</b>	N	n/a						
<b>Disability Pension</b>	N	n/a						
<b>401 (k)</b>	N							
<b>401 (a)</b>	N							
<b>403 (b)</b>	N	n/a						
<b>457</b>	Y	Y		Voluntary	Any Amount	0	Erica Yeager	Richard DeNardi
<b>Other</b>	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b>								

<b>St. Mary's County</b>								
<b>Updated</b>	10/30/2019							
<b>Social Security:</b>	Y							
<b>Offers Retirement:</b>	Y							
<b>Num Plans:</b>	1							
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>
<b>State</b>	Y	n/a	Defined Benefit	Mandatory	7	9.38		
<b>City/County Pension</b>	N	n/a						
<b>Disability Pension</b>	N	n/a						
<b>401 (k)</b>	N							
<b>401 (a)</b>	Y	N	Defined Benefit	Mandatory	8	40		
<b>403 (b)</b>	N	n/a						
<b>457</b>	Y	N	Defined Contribution	Voluntary		0		
<b>Other</b>	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b>								

<b>Talbot County</b>								
<b>Updated</b>	10/24/2019							
<b>Social Security:</b>	Y							
<b>Offers Retirement:</b>	Y							
<b>Num Plans:</b>	1							
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>
<b>State</b>	Y	n/a		Mandatory	7%	FY 2020 9.38%		
<b>City/County Pension</b>	N	n/a						
<b>Disability Pension</b>	N	n/a						
<b>401 (k)</b>	N							
<b>401 (a)</b>	N							
<b>403 (b)</b>	N	n/a						
<b>457</b>	N							
<b>Other</b>	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b>								

**Compensation Survey System**  
**General Pension Benefits Summary Report**  
**11/01/2019**

**Section A: Details**

Entity	Plan Formula	Earnings Include	Avg. Period for AFC	Normal Retirement Age	Cost-of-Living Increases
Anne Arundel County	2% of average final earnings x years of credited service (tier 1) 1% of average final earnings x years of credited service (tier 2)	basic pay (excludes overtime, bonuses, etc)	highest 3 years annual basic pay of the participant's date of separation from employment and any prior annual basic pay of the anniversary date of separation date.	age 60 with 5 or 10 years of credited service or 30 years of credited service regardless of age	pre-2/1/97 COLA: based on change in CPI from March of year prior to March of current year and cannot exceed 3% post 2/1/97 COLA: based on 60% of change in CPI from March of prior year to March of current year and cannot exceed 2.5%
Baltimore County	Average Final Compensation (AFC) x 1/70 x Years of Creditable Service (YCS).	Base Pay.	Highest 36 months.	35 YCS or age 67 with 10 YCS.	CPI-U up to 3% max for members with 25 YCS who have been retired for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.
Calvert County	1.5% of AFC up to 1/12 of covered compensation and 1.8% of AFC that exceeds 1/12 times the number of years of service up to 30 years; plus 1% of AFC times the number of years of service, up to a maximum of 5 years, in excess of 30 year	Base pay	Highest 36 months earnings	62	Based on Actuarial calculations
Caroline County	1.6% * AFC *years of service	Base salary	60 months	62 and 5 years of service before 07/01/2013 30 years of service any age before 07/01/2013 60 and 30 years of service after 07/01/2013 65 and 5 years of service after 07/01/2013	
Carroll County	1.6% X Average Final Compensation X Creditable Service.	Base pay.	Average annualized base pay during highest 78 consecutive pay periods.	Earlier of 30 years of service, or age 62 with 3 years.	Adjusted annually to a maximum of 2% of participant's pension the prior year.
Garrett County	1.67% x AFC x CS not to exceed 35 years	Base Pay	36 calendar months out of most recent 120 months that = the highest average	Earlier of: 30 years of service or attain age 62 with 5 years of service	Determined annually during budget deliberations
Harford County		Basic wages	Highest 3 years	62	Varies
St. Mary's County					

**Section B: Comments**

Entity	Comments
Anne Arundel County	Tier 1: 4% employee contributions Tier 2: no employee contributions Early resuction factors are 2% for 1 year early to 60% for 10 years early. Vesting: EEs hired pre July 1, 2015 = 5 years Vesting: EEs hired post July 1, 2015 = 10 years Earn pension credit for unused disability leave
Baltimore County	Employee contribution is 7%.
Calvert County	
Caroline County	
Carroll County	After 10 years of Creditable Service, up to 5 years of service may be granted for active duty US Military service prior to employment.
Garrett County	
Harford County	For employees hired prior to 2010
St. Mary's County	

**Compensation Survey System  
Corrections Retirement Summary Report  
11/01/2019**

Calvert County								
Updated	10/24/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	8%			
Disability Pension	Y	n/a		Mandatory	8%			
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	N						
Other	N	n/a						
Other Comments								
Retirement Comments								

Caroline County								
Updated	10/30/2019							
Social Security:								
Offers Retirement:								
Num Plans:	0							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						
Other Comments								
Retirement Comments								

Carroll County								
Updated	10/25/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	3							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	8% per pay.	Each July, per ADC.		
Disability Pension	N	n/a						
401 (k)	Y	N	Defined Contribution	Voluntary	Min. of 1% per pay	N/A		
401 (a)	N							
403 (b)	N	n/a						
457	Y	N	Defined Contribution	Voluntary	Min. of \$10 per pay	N/A		
Other	N	n/a						
Other Comments								
Retirement Comments								

Garrett County								
Updated	10/30/2019							
Social Security:	Y							
Offers Retirement:	N							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	7.59	12.815	Board of County Commissioners	First United Bank & Trust
Disability Pension	N	n/a						
401 (k)	N							

Corrections Retirement Benefits Summary

401 (a)	Y		Defined Contribution	Voluntary	0	2.42	Nationwide	Nationwide
403 (b)	N	n/a						
457	Y		Defined Contribution	Voluntary	2	0	Nationwide	Nationwide
Other	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b> Retirement plan Garrett County Law Enforcement Personnel Retirement Plan Employee must contribute minimum of 2% into 457 plan for County to contribute 2.42% into 401(a) plan								

<b>Harford County</b>								
<b>Updated</b>		10/23/2019						
<b>Social Security:</b>								
<b>Offers Retirement:</b>								
<b>Num Plans:</b>		0						
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>
State	N	n/a						
City/County Pension	Y	n/a	Defined Contribution	Mandatory	7%	varies		
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y		Defined Contribution	Voluntary	7%	0%		
Other	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b>								

<b>Queen Anne's County</b>								
<b>Updated</b>		10/29/2019						
<b>Social Security:</b>		Y						
<b>Offers Retirement:</b>		Y						
<b>Num Plans:</b>		3						
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>
State	Y	n/a	Defined Benefit	Mandatory				
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y	Defined Contribution	Voluntary	100%	0%		
Other	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b> For the state system, we have LEOPS,, CORs and Employees plans. 457 - currently offer - Valic, Nationwide & ICMA								

<b>Somerset County</b>								
<b>Updated</b>		10/07/2019						
<b>Social Security:</b>		Y						
<b>Offers Retirement:</b>		Y						
<b>Num Plans:</b>		2						
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>
State	Y	n/a	Defined Contribution	Mandatory	7%	9.38%	Erica Yeager	n/a
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y		Voluntary	Any Amount	0	Erica Yeager	Richard DeNardi
Other	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b>								

**Compensation Survey System  
Fire/EMS Retirement Summary Report  
11/01/2019**

Calvert County								
Updated	09/03/2019							
Social Security:	N							
Offers Retirement:	N							
Num Plans:	0							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						
Other Comments								
Retirement Comments								

Caroline County								
Updated	10/30/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						
Other Comments								
Retirement Comments								

Queen Anne's County								
Updated	10/29/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	3							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	Y	n/a	Defined Benefit	Mandatory				
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y	Defined Contribution	Voluntary	100%	0%		
Other	N	n/a						
Other Comments								
Retirement Comments	For the state system, we have LEOPS,, CORs and Employees plans. 457 - currently offer - Valic, Nationwide & ICMA							

**Compensation Survey System**  
**Fire/EMS Pension Benefits Summary Report**  
**11/01/2019**

**Section A: Details**

Entity	Plan Formula	Earnings Include	Avg. Period for AFC	Normal Retirement Age	Cost-of-Living Increases
Anne Arundel County	2.5% of average basic pay for first 20 years x years of credited service + 2% of average basic pay for excess of 20 years up to 30 years x years of credited service	basic pay (excludes bonus, overtime, etc)	highest 3 years annual basic pay of the participant's date of separation from employment and any prior annual basic pay of the anniversary date of separation date.	age 50 with 5 years or 20 years of service regardless of age	pre-2/1/97 COLA: based on change in CPI and limited to 4% post 2/1/97 COLA: based on 60% of change in CPI and cannot exceed 2.5%
Baltimore County	If Years of Creditable Service (YCS) is greater than 20, 50% of Average Final Compensation (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 p/yr.	Base Pay.	Highest 12 months.	30 YCS or age 60 with 10 YCS.	CPI-U up to 3% max for members with 25 YCS who have been retired for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund.
Caroline County	1.6% * Average Salary * Years of Service	Base pay	60 months	62 and 5 years of service regardless of when hired 25 years of service any age before 07/01/2013 55 and 25 years of service after 07/01/2013	

**Section B: Comments**

Entity	Comments
Anne Arundel County	EE contributions= 7.25 No early retirement DROP available for eligible participants after 20 years of actual plan service
Baltimore County	Employee contribution is 10%
Caroline County	

**Compensation Survey System  
Police/Sheriff Retirement Summary Report  
11/01/2019**

Calvert County								
Updated	10/24/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	8%			
Disability Pension	Y	n/a	Defined Benefit	Mandatory				
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	N	Defined Contribution	Voluntary				
Other	N	n/a						
Other Comments								
Retirement Comments								

Caroline County								
Updated	10/30/2019							
Social Security:								
Offers Retirement:								
Num Plans:	0							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						
Other Comments								
Retirement Comments								

Carroll County								
Updated	10/25/2019							
Social Security:	Y							
Offers Retirement:	Y							
Num Plans:	3							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	8% per pay.	Each July, per ADC.		
Disability Pension	N	n/a						
401 (k)	Y	N	Defined Contribution	Voluntary	Min. of 1% per pay	N/A		
401 (a)	N							
403 (b)	N	n/a						
457	Y	N	Defined Contribution	Voluntary	Min. of \$10 per pay	N/A		
Other	N	n/a						
Other Comments								
Retirement Comments								

Garrett County								
Updated	10/30/2019							
Social Security:	Y							
Offers Retirement:	N							
Num Plans:	1							
	Plan	Loan?	Ben/Cont	Mand/Vol	EE Amt	ER Cont	Admin / Keeper	Advisor
State	N	n/a						
City/County Pension	Y	n/a	Defined Benefit	Mandatory	7.59	12.815	Board of County Commissioners	First United Bank & Trust
Disability Pension	N	n/a						
401 (k)	N							

Police/Sheriff Retirement Benefits Summary

401 (a)	Y		Defined Contribution	Voluntary	0	2.42	Nationwide	Nationwide
403 (b)	N	n/a						
457	Y		Defined Contribution	Voluntary	2	0	Nationwide	Nationwide
Other	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b> Retirement plan Garrett County Law Enforcement Personnel Retirement Plan Employee must contribute minimum of 2% into 457 plan for County to contribute 2.42% into 401(a) plan								

<b>Harford County</b>								
<b>Updated</b>		10/23/2019						
<b>Social Security:</b>								
<b>Offers Retirement:</b>								
<b>Num Plans:</b>		0						
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>
State	Y	n/a	Defined Contribution	Mandatory	7%	varies		
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	Y		Defined Contribution	Voluntary	7%	7%		
403 (b)	N	n/a						
457	Y		Defined Contribution	Voluntary	7%	0%		
Other	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b>								

<b>Kent County</b>								
<b>Updated</b>		10/11/2019						
<b>Social Security:</b>		Y						
<b>Offers Retirement:</b>		Y						
<b>Num Plans:</b>		1						
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>
State	Y	n/a	Defined Benefit	Mandatory	7%	34%		
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	N							
Other	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b>								

<b>Queen Anne's County</b>								
<b>Updated</b>		10/29/2019						
<b>Social Security:</b>		Y						
<b>Offers Retirement:</b>		Y						
<b>Num Plans:</b>		3						
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>
State	Y	n/a	Defined Benefit	Mandatory				
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y	Defined Contribution	Voluntary	100%	0%		
Other	N	n/a						
<b>Other Comments</b>								
<b>Retirement Comments</b> For the state system, we have LEOPS,, CORs and Employees plans. 457 - currently offer - Valic, Nationwide & ICMA								

<b>Somerset County</b>								
<b>Updated</b>		10/07/2019						
<b>Social Security:</b>		Y						
<b>Offers Retirement:</b>		Y						
<b>Num Plans:</b>		2						
	<b>Plan</b>	<b>Loan?</b>	<b>Ben/Cont</b>	<b>Mand/Vol</b>	<b>EE Amt</b>	<b>ER Cont</b>	<b>Admin / Keeper</b>	<b>Advisor</b>

Police/Sheriff Retirement Benefits Summary

State	Y	n/a	Defined Contribution	Mandatory	7%	9.38%	Erica Yeager	n/a
City/County Pension	N	n/a						
Disability Pension	N	n/a						
401 (k)	N							
401 (a)	N							
403 (b)	N	n/a						
457	Y	Y		Voluntary	Any Amount	0	Erica Yeager	Richard DeNardi
Other	N	n/a						
Other Comments								
Retirement Comments								

**Compensation Survey System**  
**Police/Sheriff Pension Benefits Summary Report**  
**11/01/2019**

**Section A: Details**

Entity	Plan Formula	Earnings Include	Avg. Period for AFC	Normal Retirement Age	Cost-of-Living Increases
Anne Arundel County	POLICE PLAN ONLY: 2.5% of average basic pay for first 20 years x years of credited service + 2% of average basic pay for excess of 20 years up to 30 years x years of credited service	basic pay (excludes bonus, overtime, etc)	highest 3 years annual basic pay of the participant's date of separation from employment and any prior annual basic pay of the anniversary date of separation date.	POLICE PLAN: age 50 with 5 years or 20 years of service regardless of age	pre-2/1/97 COLA: based on change in CPI and limited to 4% post 2/1/97 COLA: based on 60% of change in CPI and cannot exceed 2.5%
Baltimore County	(POLICE) 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.	Base Pay.	Highest 12 months (POLICE). Highest 36 months (SHERIFF).	25 YCS or age 60 with 10 YCS (POLICE). 25 YCS or age 67 with 10 YCS (SHERIFF).	CPI-U up to 3% max for members with 25 YCS who have been retired for 5 years PROVIDED sufficient excess income exists in the Post-Retirement Increase Fund. BOTH POLICE AND SHERIFF.
Calvert County	2.4% percent of Final Average Earnings times Years of Service up to 20, and 2% percent of Final Average Earnings times Years of Service in excess of 20 and up to 31	base pay	the highest 36 months earnings of the last 60 months	55 years of age or 25 years of service	Determined by Actuarial calculations
Carroll County	(1.9% X Final Average Salary X Creditable Service, up to year 15) + (2.2% X Final Average Salary X Cred. Svce., years 16 - 25) + (2.0% X Final Average Salary X Cred. Svce., after year 25).	Base pay.	Average annualized base pay during highest 78 consecutive pay periods.	Earlier of 25 years of service, or age 55 + 15 years of service.	Adjusted annually to a maximum of 2% of participant's pension the prior year.
Garrett County	2% x AFC x CS not to exceed 30 years	Base Pay	36 calendar months out of most recent 120 months that = the highest average	Earlier of: 25 years of services or attain age 62 with 5 years of service	Determined annually during budget deliberations
St. Mary's County	2.5% x participant's average compensation x years of service earned on and after 7/1/08. 2.0% x participant's average compensation x years of service earned prior to 7/1/08.	Base annual salary.	Average rate of a participant's compensation equal to 1/36th of the total amount the 36 calendar months of participant's employment out of the most recent 120 months, prior to the participant's term date, which produce the highest total.	Age 62 or 25 years of service, whichever happens first.	3% each July 1st. Participant must be retired for at least 12 months to receive COLA.

**Section B: Comments**

Entity	Comments
Anne Arundel County	POLICE PLAN: EE contributions= 7.25 No early retirement DROP available for eligible participants after 20 years of actual plan service
Baltimore County	PLAN FORMULA FOR SHERIFF: If YCS 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. Highest 36 months.
Calvert County	
Carroll County	After 10 years of Creditable Service, up to 5 years of service may be granted for Active Duty US Military service that occurred prior to employment.
Garrett County	
St. Mary's County	Plan participants may be eligible to receive up to 5 years of military service credit. The County established a Deferred Retirement Option Program effective January 1, 2019.