



**REPORT OF COUNTY EMPLOYEE  
SALARIES, HEALTH BENEFITS & PENSIONS  
FISCAL YEAR 2024**

prepared by

THE MARYLAND ASSOCIATION OF COUNTIES (MACo)

169 CONDUIT STREET

ANNAPOLIS, MD 21401

410.269.0043

[WWW.MDCOUNTIES.ORG](http://WWW.MDCOUNTIES.ORG)

## INTRODUCTION & ACKNOWLEDGMENTS

The Maryland Association of Counties (MACo) is pleased to release the Report of County Employee Salaries, Health Benefits & Pensions for Fiscal Year 2024.

This survey is published annually 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 employees, 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,

Kimberly Frock  
Research Coordinator  
Maryland Association of Counties  
[kfrock@mdcounties.org](mailto:kfrock@mdcounties.org)  
410.269.0043



# **Fiscal 2024 Survey**

## **County Employee Salaries**

The following definitions are provided for reference:

<b>Average Hourly</b>	The average rate per hour for the number of employees reported for the position.
<b>Weekly Hours</b>	The number of hours per work week.
<b>Average Salary</b>	The average of actual salaries for this position. In the case that the position is help by one employee, this is the employee's actual salary.
<b>Min</b>	The minimum salary in the salary range for the position.
<b>Max</b>	The maximum salary in the salary range for the position. This may exclude longevity increases.
<b>Match</b>	The level of the county match to information provided for the title: (+) indicates the position includes additional or advanced level duties, (-) indicates the position includes fewer or less advanced duties, (=) indicates that the position duties are comparable.
<b>Average</b>	Calculated averages of the data included. Zeros do not affect the averages.

# Table of Contents

Elected Officials.....	1
Management/Chief Professional.....	8
Professional/Administrative/Technical.....	15
Clerical/Administrative Support .....	34
Trades/Public Works .....	65
Emergency Services/911 .....	97
Police/Full Service Sheriff's Office.....	101
Sheriff (Constitutional Duties Only) .....	107
Corrections.....	113
Fire/EMS.....	120
Animal Control.....	128
Summary Employment Data.....	129
New Practices for Recruitment and Retention.....	130

# County Executive

*Elected Official*

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany				
Anne Arundel	142,000		1	
Baltimore City	204,020	Mayor	1	
Baltimore County	192,000	County Executive	1	
Calvert				
Caroline				
Carroll				
Cecil	98,000		1	
Charles				
Dorchester				
Frederick	137,000		1	
Garrett				
Harford	165,557		1	
Howard	227,012		1	Eligible for same employee benefits as are established each year for full-time County employees; monthly stipend of \$150.00 to be used for a service plan for the work-related use of a personal communication device
Kent				
Montgomery	223,791	County Executive	1	
Prince George's	228,658	County Executive	1	
Queen Anne's				
St. Mary's				
Somerset				
Talbot				
Washington				
Wicomico	107,000		1	healthcare, cell phone, vehicle ,computer, pension
Worcester				
MNCPPC				
AVERAGE	172,504			

## President, County Council

*Elected Official*

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany				
Anne Arundel	47,153	Council Chairman	1	
Baltimore City	135,093	President City Council	1	
Baltimore County	77,000	Chairman, County Council	1	
Calvert				
Caroline				
Carroll				
Cecil	25,000		1	
Charles				
Dorchester	17,000		1	Healthcare
Frederick	35,000		1	
Garrett				
Harford	55,524		1	
Howard	80,361	Council Chairperson	1	Salary is set per annum for all County Council members per County Code, with pre-established increases for each year of a member's term. All Council members earn the same salary, except that the Chair receives an additional \$3500 annually. Eligible for same employee benefits as are established each year for full-time County employees. Council members also receive a monthly stipend of \$200.00 to be used for work-related communication services, and Council members are allocated a total of \$1,500 for the four-year term that the Council Member may use to reimburse the costs of technology and electronic devices that are not provided by the County but are helpful in performing his or her duties
Kent				
Montgomery	171,912		1	
Prince George's	140,495	Chairman County Council	1	
Queen Anne's				
St. Mary's				
Somerset				
Talbot	15,400		1	
Washington				
Wicomico	25,000		1	healthcare, cell phone, computer, pension, mileage
Worcester				
MNCPPC				
AVERAGE	68,745			

## President, County Board of Commissioners

*Elected Official*

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany	36,480	President	1	healthcare, pension, life insurance, voluntary products, vehicle mileage
Anne Arundel	43,271	Council Vice Chairman	1	
Baltimore City				
Baltimore County				
Calvert	50,500		1	Healthcare, Pension, Computer, Up to \$2,000 annual reimbursement for any reasonable costs
Caroline	16,000		1	
Carroll	50,001		1	
Cecil				
Charles	62,781		1	
Dorchester				
Frederick				
Garrett	32,500		1	
Harford				
Howard				
Kent	20,000		1	
Montgomery				
Prince George's				
Queen Anne's	25,000		1	
St. Mary's	55,000		1	
Somerset	22,000		1	
Talbot				
Washington	41,018	County Commissioners President	1	healthcare, pension, life insurance/AD&D, Leave
Wicomico	23,000	Vice President, County Council	1	healthcare, cell phone, computer, pension, mileage
Worcester	28,277	President, County Commissioners	1	Healthcare, MSRS, Cell Phone, Computer, Travel. Salary is same for 4 year term.
MNCPPC				
AVERAGE	36,131			

## Member, County Council or Commissioners

*Elected Official*

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany	35,331	County Commissioner	2	healthcare, pension, life insurance, voluntary products, vehicle mileage
Anne Arundel	42,161	Council Member	5	
Baltimore City	78,577	City Council Member	13	
Baltimore County	69,000	Member, County Council	6	
Calvert	48,000		4	Healthcare, Pension, Computer, Up to \$2,000 annual reimbursement for any reasonable costs
Caroline	15,000		2	
Carroll	50,001		4	
Cecil	25,000		4	
Charles	51,957		4	
Dorchester	16,000		4	Healthcare
Frederick	35,000		6	
Garrett	32,500		2	
Harford	51,389		6	Council Members
Howard	76,861	County Council Member	4	Salary is set per annum for all County Council members per County Code, with pre-established increases for each year of a member's term. For term beginning December 2023 (FY2024), salary = \$76,681. Eligible for same employee benefits as are established each year for full-time County employees. Council members also receive a monthly stipend of \$200.00 to be used for work-related communication services, and Council members are allocated a total of \$1,500 for the four-year term that the Council Member may use to reimburse the costs of technology and electronic devices that are not provided by the County but are helpful in performing his or her duties.
Kent	20,000		2	
Montgomery	156,284	Council Member	10	
Prince George's	133,805	County Council Member	10	
Queen Anne's	25,000		4	
St. Mary's	50,000		4	
Somerset	20,000		4	
Talbot	14,400		4	
Washington	38,002	County Commissioner	4	healthcare, pension, life insurance/AD&D, Leave
Wicomico	21,000		5	healthcare, cell phone, computer, pension, mileage
Worcester	28,277	County Commissioner	6	Healthcare, MSRS, Cell Phone, Computer, Travel. Salary is same for 4 year term.
MNCPPC				
AVERAGE	47,231			

# Treasurer

*Elected Official*

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments
Allegany				
Anne Arundel				
Baltimore City	138,470	Comptroller	1	
Baltimore County				
Calvert	57,500		1	Healthcare, Pension, Computer
Caroline				
Carroll				
Cecil				
Charles				
Dorchester				
Frederick				
Garrett				
Harford				
Howard				
Kent				
Montgomery				
Prince George's				
Queen Anne's				
St. Mary's	76,000		1	
Somerset				
Talbot				
Washington	73,382	Treasurer	1	Healthcare, life insurance/AD&D
Wicomico				
Worcester				
MNCPPC				
AVERAGE	86,338			

# Sheriff

*Elected Official*

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	100,000	healthcare, pension, life insurance, voluntary products, vehicle mileage, cell phone vehicle	1	Sheriff provide full service law enforcement
Anne Arundel	133,000		1	
Baltimore City	179,435		1	
Baltimore County	90,000	County Sheriff	1	
Calvert	178,713	Healthcare, Pension, Computer	1	Sheriff provides full service law enforcement
Caroline	131,013		1	Sheriff provides full service law enforcement
Carroll	125,000		1	Sheriff provides full service law enforcement
Cecil	127,000		1	Sheriff provides full service law enforcement
Charles	117,000		1	
Dorchester	109,700	Healthcare, pension, pd leave (Vac, Sic, Pers), life ins, flex spending, vol 403b, vol life, vol AFLAC, 11 pd holidays	1	Sheriff provides full service law enforcement
Frederick	125,000		1	Sheriff provides full service law enforcement
Garrett	85,000		1	Sheriff provides full service law enforcement
Harford	202,199		1	Sheriff provides full service law enforcement
Howard	152,589		1	
Kent	115,735		1	Sheriff provides full service law enforcement
Montgomery	187,485	Sheriff	1	
Prince George's	184,433		1	
Queen Anne's	171,333		1	Sheriff provides full service law enforcement
St. Mary's	178,713		1	Sheriff provides full service law enforcement
Somerset	85,000		1	Sheriff provides full service law enforcement
Talbot	126,042		1	
Washington	126,630	healthcare, pension, life insurance/AD&D, Leave	1	Sheriff provides full service law enforcement
Wicomico	117,000		1	healthcare, cell phone, computer, pension, mileage
Worcester	101,200		1	Healthcare, MSRS, Cell Phone, Computer, Vehicle. Salary is the same for 4 year term.
MNCPPC				
AVERAGE	135,384			

# State's Attorney

*Elected Official*

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	163,200	State's Attorney	1	healthcare, pension, life insurance, voluntary products, vehicle mileage, cell phone
Anne Arundel	209,716		1	
Baltimore City	238,772		1	
Baltimore County	218,916	State's Attorney	1	
Calvert	184,433		1	Healthcare, Pension, Computer
Caroline	154,133		1	
Carroll	181,333		1	
Cecil	172,766		1	
Charles	174,433			
Dorchester	137,000		1	Healthcare, pension, pd leave (Vac, Sic, Pers), life ins, flex spending, vol 403b, vol life, vol AFLAC, 11 pd holidays
Frederick	211,950		1	
Garrett	145,066		1	
Harford	181,333		1	
Howard	181,333		1	
Kent	144,669		1	
Montgomery	242,269	State's Attorney	1	
Prince George's	199,003	State's Attorney	1	
Queen Anne's	171,333		1	
St. Mary's	184,433		1	
Somerset	145,066		1	
Talbot	137,066		1	
Washington	163,218	State's Attorney	1	healthcare, pension, life insurance/AD&D, Leave
Wicomico	163,200		1	healthcare, cell phone, computer, pension, mileage
Worcester	163,200		1	Healthcare, MSRS, Cell Phone, Computer. Salary changes based on state.
MNCPPC				
AVERAGE	177,827			

## County Manager/Chief Administrator/Director of Administration

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$92.23	40	191,845	191,845	191,845	+	County Administrator/Director of Finance	1	Dual Role, Contractual
Anne Arundel	\$108.45	40	225,570	148,769	276,341	=	Chief Administrative Officer	1	Appointed by County Executive
Baltimore City	\$140.38	36.7	267,903	235,755	310,767		City Administrator	1	
Baltimore County	\$144.51	35	263,000	221,340	332,010		County Administrative Officer	1	
Calvert	\$120.38	35	219,083	146,535	273,914	=	County Administrator	1	Contract/Salary Position
Caroline	\$71.43	40	148,571	148,571	148,571	=	County Administrator	1	
Carroll	\$85.00	40	176,322	145,191	261,326	=	County Administrator	1	
Cecil	\$83.44	40	173,561	125,000	199,194	=		1	
Charles	\$120.64	37.5	235,244			=	County Administrator	1	
Dorchester	\$49.52	40	103,000					1	
Frederick	\$101.68	40	211,500	163,050	285,337	=	Chief Administrative Officer	1	
Garrett	\$64.57	40	134,314	115,741	178,179			1	
Harford	\$78.08	40	162,400	111,048	199,464	=	Director of Administration	1	
Howard	\$120.00	40	250,598	159,995	308,278	=	Chief Administrative Officer	1	
Kent	\$67.71	40	140,826	113,824	147,094	=	County Administrator	1	
Montgomery	\$140.38	40	292,000	182,263	309,846	=	Chief Administrative Officer	1	
Prince George's	\$130.18	40	270,776	270,776	270,776	=	Chief Administrative Officer	1	
Queen Anne's	\$96.15	40	200,000				County Administrator	1	contract
St. Mary's	\$106.51	40	221,540			=	County Administrator	1	
Somerset	\$66.37	40	138,051	138,051	138,051		County Administrator	1	Appointed by County Commissioners
Talbot	\$78.38	40	163,038	163,038	163,038	=	County Manager	1	Reports to County Council
Washington	\$94.01	40	195,541	116,438	304,970	=	County Administrator	1	
Wicomico	\$62.68	40	130,380	111,088	166,632			1	
Worcester	\$88.41	40	183,893			=	Chief Administrative Officer	1	County Take Home Vehicle
MNCPPC	\$105.46	40	219,350	219,350	219,350	=	Executive Director	1	
AVERAGE	\$96.66		196,732	161,383	234,249				

## Assistant/Deputy Administrator

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$80.53	40	167,501	114,989	213,601	=	Deputy Chief Admin Officer	2	Appointed by County Executive
Baltimore City	\$116.04	36.7	221,450	166,683	275,150	=	Executive Director IV	1	
Baltimore County	\$106.96	34	189,100	166,260	249,390		Deputy County Administrative Officer	1	
Calvert	\$73.19	35		133,213	249,011	=	Deputy County Administrator		Contract/Salary Position (Vacant)
Caroline	\$41.37	40	86,052	86,052	86,052	=	Executive Assistant	1	
Carroll	\$78.00	40	162,074	133,094	239,553	=	Deputy County Administrator	1	
Cecil									
Charles	\$98.15	37.5	191,402	124,174	201,162	=	Deputy County Administrator	1	
Dorchester	\$36.78	40	76,500				Chief of Staff	1	
Frederick	\$98.65	40	205,200	144,933	253,633	=	Deputy Chief Administrative Officer	1	
Garrett									
Harford									
Howard	\$101.00	40	210,375	130,306	251,208	=	Deputy Chief Administrative Officer	1	
Kent									
Montgomery	\$94.26	40	196,059	113,017	196,059	=	Assistant Chief Administrative Officer	1	
Prince George's	\$113.07	40	235,181	125,828	235,376	=	Deputy Chief Administrative Officer	5	
Queen Anne's									
St. Mary's	\$80.38	40	167,200			=	Deputy County Administrator	1	
Somerset									
Talbot	\$59.06	40	122,836	107,932	135,357	=	Assistant County Manager	1	
Washington	\$38.85	40	80,808	50,544	132,392	-	Executive Office Assistant	1	
Wicomico	\$60.58	40	126,000	98,686	148,082			1	
Worcester	\$58.06	40	120,755			=	Deputy Chief Administrative Officer	1	
MNCPPC	\$98.18	40	204,224	120,801	204,224	=	Deputy Executive Director	1	
AVERAGE	\$79.62		162,513	121,101	204,683				

## Director, Human Resources/Personnel

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$70.20	40	146,023	87,594	166,428	=	Director of Human Resources	1	Contractual
Anne Arundel	\$92.52	40	192,433	114,989	213,601	=	Personnel Officer	1	Appointed by County Executive
Baltimore City	\$116.81	36.7	222,921	154,736	255,353	=	Executive Director III	1	
Baltimore County	\$115.78	35	210,717	179,520	269,280		Director, Office of Human Resources	1	
Calvert	\$86.76	35	157,898	121,101	226,375	=	Human Resources Director	1	Contract/Salary Position
Caroline	\$51.02	40	106,121	106,121	106,121	=		1	
Carroll	\$67.00	40	139,797	120,997	217,780	=	Director Human Resources	1	
Cecil	\$55.98	40	116,429	103,249	163,876	=		1	
Charles	\$79.93	37.5	155,859	115,510	187,127	=	Director of Human Resources	1	
Dorchester	\$34.33	40	71,400					1	
Frederick	\$79.87	40	166,124	128,829	225,452	=	Division Director Human Resources	1	
Garrett	\$50.74	40	105,539	74,775	115,112			1	
Harford	\$70.86	40	147,380	96,235	183,606	=	Director of Human Resources	1	
Howard	\$93.00	40	192,930	106,158	204,681	+	Human Resources Administrator	1	Role also directs/administers Risk Management & Workplace Safety, as well as Pension/Retirement programs
Kent	\$60.00	40	124,800	84,449	133,366	=	Director of Human Resources	1	
Montgomery	\$108.65	40	226,000	151,885	258,204	=	Director Office of Human Resources	1	
Prince George's	\$110.91	40	230,701	114,129	230,701	=	Director, Office of Human Resources Management	1	
Queen Anne's	\$79.95	40	166,303	88,408	174,411	+		1	
St. Mary's	\$79.33	40	165,001			=		1	
Somerset	\$39.91	40	83,004	76,423	124,110			1	
Talbot	\$52.48	40	109,167	101,822	127,695	+	Dr. Administrative Services	1	
Washington	\$69.32	40	144,186	92,435	242,154	=	Director of Human Resources	1	
Wicomico	\$49.51	40	102,980	98,686	148,082			1	
Worcester	\$60.88	40	126,630			=		1	County Take Home Vehicle
MNCPPC	\$81.73	40	170,000	109,820	194,500	=	Corporate Human Resources Director	1	
AVERAGE	\$74.30		151,214	110,358	189,455				

## Director, Diversity, Equity and Inclusion

*Manages and administers training and awareness programs, strategic plans, and initiatives that promote diversity, equity and inclusion within the workforce and externally with related committees/boards.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$55.28	40	114,989	114,989	213,601	=		1	Appointed by County Executive
Baltimore City									
Baltimore County	\$80.22	34	141,834	113,298	145,224		Chief Diversity and Inclusion Officer	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles	\$55.60	37.5	108,419	96,236	126,069		Chief Equity Officer	1	
Dorchester									
Frederick	\$54.39	40	113,126	101,791	178,135	=		1	
Garrett									
Harford									
Howard	\$74.00	40	154,652	95,873	184,632		Administrator, Office of Human Rights & Equity	1	
Kent									
Montgomery	\$97.60	40	203,000	125,525	213,394	=	Chief Equity Officer	1	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$69.51		139,337	107,952	176,843				

## Director, Information Technology

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$56.15	40	116,800	87,594	166,428	=		1	
Anne Arundel	\$88.22	40	183,493	114,989	213,601	=	Info Technology Officer	1	Appointed by County Executive
Baltimore City	\$126.62	36.7	241,648	154,736	255,353	=	Executive Director III	1	
Baltimore County	\$118.91	35	216,424	179,520	269,280		Director or Information Technology	1	
Calvert	\$95.05	35	173,000	121,101	226,375	=	Technology Services Director	1	Contract/Salary Position
Caroline	\$60.68	40	126,210	126,210	126,210	=		1	
Carroll	\$77.00	40	159,224	120,997	217,780	=	Director, Technology Services	1	
Cecil	\$66.11	40	137,517	103,279	163,876	=		1	
Charles	\$74.46	37.5	145,198	92,981	150,630	=	Chief of Information Technology	1	
Dorchester	\$41.54	40	86,400					1	
Frederick	\$96.44	40	200,592	128,829	225,452	=	Division Director CIO IIT	1	
Garrett	\$58.17	40	120,989	80,875	130,000			1	
Harford	\$71.57	40	148,860	96,235	183,606	=	Director Information Technology	1	
Howard	\$114.00	40	236,115	159,995	308,278	=	Director, Technology & Communications Services	1	
Kent	\$56.22	40	116,939	84,449	133,366	=	Director, Information Technology	1	
Montgomery	\$109.13	40	227,000	151,885	258,204	=	Director Department of Technology Services	1	
Prince George's	\$107.68	40	223,982	114,129	237,863	=	Director Office of Information Technology & Communications	1	
Queen Anne's	\$75.27	40	156,571	88,408	174,411	+		1	
St. Mary's	\$87.26	40	181,501			=	Chief Informational Officer	1	
Somerset	\$50.57	40	105,192	88,317	143,424			1	
Talbot	\$54.62	40	113,600	101,822	127,695			1	
Washington	\$43.10	40	89,648	79,227	207,605	=	Information Technology Director	1	
Wicomico	\$50.59	40	105,217	98,686	148,082			1	
Worcester	\$62.74	40	130,500			=		1	County Take Home Vehicle
MNCPPC	\$98.18	40	204,224	120,801	204,224	=	Chief Information Technology Officer	1	
AVERAGE	\$77.61		157,874	113,412	194,170				

## Director, Finance/Accounting

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$85.23	40	177,287	114,989	213,601	=	Controller	1	Appointed by County Executive
Baltimore City	\$118.42	36.7	226,000	154,736	255,353	=	Executive Director III	1	
Baltimore County	\$120.11	35	218,601	179,520	269,280		Director of Budget and Finance	1	
Calvert	\$96.15	35	175,000	133,213	249,011	=	Finance & Budget Director	1	Contract/Salary Position
Caroline	\$57.92	40	120,474	120,474	120,474	=		1	
Carroll	\$73.00	40	152,360	120,997	217,780	=	Comptroller	1	
Cecil	\$75.07	40	156,142	119,523	189,708	=		1	
Charles	\$68.49	37.5	133,561	92,981	150,630	=	Chief of Accounting	1	
Dorchester	\$53.94	40	112,200					1	
Frederick	\$98.55	40	204,990	128,829	225,452	=	Division Director Finance	1	
Garrett	\$61.04	40	126,968	80,875	130,000			1	
Harford	\$81.88	40	170,316	96,235	183,606	=	Treasurer	1	
Howard	\$103.00	40	213,596	117,636	226,604	=	Director of Finance	1	
Kent	\$64.45	40	134,060	91,643	144,876	=	Chief Finance Officer	1	
Montgomery	\$113.46	40	236,000	151,885	258,204	=	Director Department of Finance	1	
Prince George's	\$98.53	40	204,944	114,129	204,944	=	Director Office of Finance	1	
Queen Anne's	\$75.76	40	157,590	94,597	186,619	=	Director, Budget & Finance	1	
St. Mary's	\$82.76	40	172,149			=	Chief Financial Officer	1	
Somerset	\$62.39	40	129,766	88,317	143,424			1	
Talbot	\$65.08	40	135,357	107,932	135,357	=		1	
Washington	\$71.24	40	148,179	99,819	261,560	=	Chief Financial Officer	1	
Wicomico	\$54.85	40	114,085	111,088	166,632			1	
Worcester	\$82.12	40	170,817			=	Finance Officer	1	
MNCPPC	\$86.48	40	179,878	109,820	194,500	=	Corporate Accounting Director	1	
AVERAGE	\$81.25		165,430	115,678	196,553				

## Assistant/Deputy Director, Finance

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$70.80	40	147,273	87,594	166,428	=	Deputy Director of Finance	1	
Anne Arundel	\$61.15	40	127,195	99,095	191,491	=	Assistant Controller	2	Classified position
Baltimore City	\$109.02	36.7	208,060	131,905	217,928	=	Operations Director III	1	
Baltimore County	\$98.11	34	176,293	103,623	161,435	=	Deputy Director Budget and Finance	1	
Calvert	\$80.28	35	146,101	96,242	155,137	=	Budget Deputy Director & Accounting Deputy Director	2	Contract/Salary Position
Caroline									
Carroll	\$50.00	40	104,104	82,923	149,262	=	Bureau Chief, Accounting	1	
Cecil	\$49.62	40	103,213	93,650	148,641	=		1	
Charles	\$50.27	37.5	98,025	74,846	121,251	=	Assistant Chief of Accounting	1	
Dorchester	\$42.69	40	88,800					1	
Frederick	\$66.97	40	139,289	126,340	202,143	=	Deputy Director Finance	1	
Garrett	\$47.31	40	98,399	63,920	98,399			1	
Harford	\$79.11	40	164,549	85,099	166,862	=	Deputy Treasurer	1	
Howard	\$73.00	40	152,406	106,158	204,681	=	Deputy Director, Finance	2	
Kent									
Montgomery	\$94.26	40	196,059	113,017	196,059	=	Chief Operating Officer	1	
Prince George's	\$93.33	40	194,125	98,590	205,474	=	Deputy Director Office of Finance	1	
Queen Anne's									
St. Mary's	\$68.43	40	142,334	105,857	169,208	=		1	
Somerset	\$41.60	40	86,525	66,132	107,396		Finance & Accounting Officer I	1	
Talbot	\$46.52	40	96,765	80,086	100,448	=		1	
Washington	\$41.02	40	85,322	79,227	207,605	=	Deputy Director of Budget & Finance	1	
Wicomico	\$40.75	40	84,760	83,104	116,388				
Worcester	\$77.32	40	160,817			=	Deputy Finance Officer	1	
MNCPPC									
AVERAGE	\$65.79		133,353	93,548	162,433				

## County Auditor

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$93.05	40	193,544	129,941	241,368	=		1	Appointed by County Executive
Baltimore City	\$103.90	36.7	198,275	137,399	226,656	=	City Auditor	1	
Baltimore County	\$135.10	34	238,859	192,000	288,000		County Auditor	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles	\$49.69	37.5	96,900	80,460	130,345	=	Senior Internal Auditor	1	
Dorchester									
Frederick	\$86.38	40	179,679	114,515	200,401	=	Director Internal Audit	1	
Garrett									
Harford	\$67.33	40	140,054	85,099	166,862	=	County Auditor	1	
Howard	\$107.00	40	223,196	130,306	251,208	=		1	
Kent									
Montgomery	\$86.46	40	179,833	113,017	196,059	-	Controller	1	
Prince George's	\$105.53	40	219,507	114,129	237,863	=	County Auditor		
Queen Anne's									
St. Mary's									
Somerset	\$60.83	40	126,533	88,317	143,424			1	
Talbot									
Washington									
Wicomico	\$44.23	40	92,000	91,478	128,048			1	
Worcester									
MNCPPC	\$97.29	40	202,358	202,358	202,358		Inspector General	1	
AVERAGE	\$86.40		174,228	123,252	201,049				

## Director, Budget

*Manages budget operation and administers annual operating and capital budgets. Provides analysis and advice to department heads, elected officials, and/or chief administrative officer concerning resource allocation.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$104.54	40	217,449	129,941	241,368	=		1	Appointed by County Executive
Baltimore City	\$94.45	36.7	180,250	116,666	192,336	=		1	
Baltimore County	\$126.12	34	222,973	176,000	264,000		Director Office of Budget and Finance	1	
Calvert									
Caroline									
Carroll	\$109.00	40	227,448	120,997	217,780	=	Director, Management & Budget	1	
Cecil									
Charles	\$49.28	37.5	96,088	92,981	150,630	=	Chief of Budgeting	1	
Dorchester									
Frederick	\$86.36	40	179,620	114,515	200,401	=	Budget Director	1	
Garrett									
Harford	\$75.60	40	157,256	85,099	166,862	=	Chief of Budget & Management Research	1	
Howard	\$103.00	40	213,595	117,636	226,604	=	Budget Administrator	1	
Kent									
Montgomery	\$113.46	40	236,000	151,885	258,204	=	Director Office of Management and Budget	1	
Prince George's	\$110.04	40	228,878	114,129	228,878	=	Director Office of Management & Budget	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$69.06	40	143,645	85,550	224,037	=	Budget Director	1	
Wicomico									
Worcester	\$51.34	40	106,791			=	Budget Officer	1	
MNCPPC	\$75.04	40	156,080	109,820	194,500	=	Corporate Budget Director (acting)	1	
AVERAGE	\$89.79		182,006	117,935	213,800				

## Director, Planning/Zoning

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$61.33	40	127,574	87,594	166,428	=	Director of Planning	1	
Anne Arundel	\$84.14	40	175,001	114,989	213,601	=		1	Appointed by County Executive
Baltimore City	\$88.16	36.7	168,237	154,736	255,353	=	Executive Director III	1	
Baltimore County	\$113.51	34	200,682	163,000	244,500		Director of Planning	1	
Calvert	\$98.98	35	180,143	133,213	249,011	=	Planning & Zoning Director	1	Contract/Salary Position
Caroline	\$60.88	40	126,627	126,627	126,627	=		1	
Carroll		40		120,997	217,780	-	Director, Comprehensive Planning		Vacant
Cecil	\$57.24	40	119,065	103,279	163,876	=		1	
Charles	\$77.60	37.5	151,319	115,510	187,127	=	Director Planning & Growth Management	1	
Dorchester	\$39.76	40	82,700					1	
Frederick	\$86.54	40	180,000	128,829	225,452	=	Division Director Planning & Permitting	1	
Garrett	\$48.08	40	100,000	74,775	115,112	=	Director Community Development	1	Economic Development, Permits and Planning
Harford	\$66.37	40	138,040	96,235	183,606	=	Director Planning/Zoning	1	
Howard	\$94.00	40	195,495	117,636	226,604	=	Director, Planning & Zoning	1	
Kent	\$53.80	40	111,904	91,643	144,876	=	Director, Planning, Housing and Zoning	1	
Montgomery	\$100.96	40	210,000	151,885	258,204	+	Director Department of Permitting Services	1	
Prince George's	\$66.26	40	137,831	137,831	137,831	=	Chairman County Council	1	E-scale no minimum or maximum
Queen Anne's	\$77.55	40	161,300	88,408	174,411	=		1	
St. Mary's	\$79.33	40	165,000			=	Director of Land Use & Growth Management	1	
Somerset	\$39.50	40	82,155	82,155	133,418			1	
Talbot	\$53.92	40	112,163	90,108	113,005		County Planning Officer	1	
Washington	\$53.96	40	112,237	85,550	224,037	=	Director of Planning and Zoning	1	
Wicomico	\$50.94	40	105,964	98,686	148,082			1	
Worcester	\$58.94	40	122,595			=	Director of Development Review, and Permitting	1	County Take Home Vehicle
MNCPPC	\$99.87	40	207,735	207,735	207,735	=	Planning Director	2	One position is classified and the other is non-classified and has a flat salary
AVERAGE	\$71.32		144,740	116,883	187,122				

## Assistant/Deputy Director, Planning/Zoning

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$66.25	40	137,804	94,374	178,136	=	Dep Planning Zoning Officer	2	Classified position
Baltimore City									
Baltimore County	\$77.27	35	140,624	90,259	140,624		Deputy Director of Planning	1	
Calvert	\$86.23	35	156,939	104,905	169,151	=	Planning & Zoning Deputy Director	2	Contract/Salary Position
Caroline	\$42.90	40	89,230	73,453	93,096	=		2	
Carroll	\$47.00	40	97,855	72,717	130,895	-	Planning Manager	1	
Cecil	\$39.78	40	82,743	73,376	116,465	=	Chief - Planning & Zoning	1	
Charles	\$74.44	37.5	145,150	107,451	174,072	=	Deputy Director, Planning & Growth Management	1	
Dorchester									
Frederick	\$93.75	40	195,002	126,340	202,143	=	Deputy Director PPD	1	
Garrett	\$36.85	40	76,646	63,920	98,399			1	
Harford	\$65.88	40	137,025	85,099	166,862	=	Deputy Director Planning/Zoning	1	
Howard	\$67.00	40	139,399	95,873	184,632	=	Deputy Director, Planning & Zoning	2	
Kent	\$42.75	40	88,921	67,664	106,511	=	Deputy Director - Planning, Housing & Zoning	1	
Montgomery	\$94.26	40	196,059	113,017	196,059	+	Deputy Director Department of Permitting Services	1	
Prince George's	\$65.94	40	137,150	137,150	137,150	=	Vice Chairman, County Council	1	
Queen Anne's									
St. Mary's	\$46.47	40	96,658	92,061	147,160	=	Deputy Director of Land Use & Growth Management	1	
Somerset	\$42.54	40	88,473	66,132	107,396			1	
Talbot	\$40.07	40	83,348	80,086	100,448	=	Assistant Planning Officer	1	
Washington	\$52.38	40	108,950	73,382	192,317	=	Deputy Director of Public Works	1	
Wicomico	\$44.37	40	92,295	83,104	116,388			1	
Worcester	\$40.21	40	83,640			=	Deputy Director of Development Review, and Permitting	1	
MNCPPC	\$95.10	40	197,807	197,807	197,807	=	Deputy Planning Director	2	One position is classified and the other is non-classified and has a flat salary
AVERAGE	\$60.07		122,463	94,908	147,786				

## Director, Public Works

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$73.59	40	153,077	87,594	166,428	=		1	Contractual
Anne Arundel	\$98.56	40	205,001	129,941	241,368	=	Director of Public Works	1	Appointed by County Executive
Baltimore City			252,350			=			Vacant; flat salary
Baltimore County	\$116.65	35	212,302	166,260	249,390		Director of Public Works	1	
Calvert	\$98.98	35	180,143	133,213	249,011	=	Public Works Director	1	Contract/Salary Position
Caroline	\$62.50	40	129,996	129,996	129,996	=		1	
Carroll	\$65.00	40	135,679	120,997	217,780	=		1	
Cecil	\$72.89	40	151,612	113,832	180,675	=		1	
Charles	\$89.74	37.5	175,000	115,510	187,127	=	Director Public Works	1	
Dorchester	\$46.88	40	97,500					1	
Frederick	\$93.55	40	194,579	128,829	225,452	=	Division Director Public Works	1	
Garrett	\$55.34	40	115,112	74,775	115,112			1	
Harford	\$86.79	40	180,526	111,048	199,464	=	Director Public Works	1	
Howard	\$106.00	40	219,544	144,393	278,304	=	Director of Public Works	1	
Kent	\$71.69	40	149,107	91,643	144,876	=	Director of Public Works	1	
Montgomery	\$108.17	40	225,000	151,885	258,204	+	Director Department of Environmental Protection	1	
Prince George's	\$101.74	40	211,610	195,591	237,863	=	Director Department of Public Works & Transportation	1	
Queen Anne's	\$87.15	40	181,271	94,597	186,619	+		1	
St. Mary's	\$82.74	40	172,108			=	Director of Public Works & Transportation	1	
Somerset	\$56.39	40	117,284	76,423	124,110		Director of Solid Waste/Maintenance/Drainage	1	No Public Works Department
Talbot	\$61.39	40	127,696	101,822	127,695	=	County Engineer		
Washington	\$72.83	40	151,486	92,435	242,154	+	Director of Public Works	1	
Wicomico		40		111,088	166,632			1	Vacant
Worcester	\$83.19	40	173,026			=		1	County Take Home Vehicle
MNCPPC									
AVERAGE	\$81.44		170,044	118,594	196,413				

## Assistant/Deputy Director, Public Works

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$82.65	40	171,919	104,175	201,544	=	Deputy Director, Public Works	5	Classified positions - 5 Deputy Directors
Baltimore City			200,850	131,905	217,928	=	Deputy Director	1	
Baltimore County	\$90.26	34	159,574	133,958	187,532		Deputy Director of Public Works	1	
Calvert	\$77.15	35	140,422	104,905	169,151	=	Deputy Director (Capital Projects, Enterprise Funds, General Services)	2	Contract/Salary (1 Vacant)
Caroline									
Carroll	\$60.00	40	124,807	91,453	164,597	=	Deputy Director, Public Works	3	
Cecil	\$63.68	40	132,454	89,190	141,563	=		1	
Charles	\$67.85	37.5	132,317	99,955	161,927	=	Deputy Director Public Works	2	
Dorchester									
Frederick	\$94.21	40	195,967	126,340	202,143	=	Deputy Director DPW Admin	1	
Garrett									
Harford	\$77.76	40	161,738	85,099	166,862	=	Deputy Director Public Works	2	
Howard	\$91.00	40	189,856	117,636	226,604	=	Deputy Director of Public Works	1	
Kent	\$60.00	40	124,800	84,449	133,366	=	Deputy Director - Public Works	1	
Montgomery	\$93.01	40	193,460	99,584	175,873	+	Deputy Director Department of Environmental Protection	1	
Prince George's	\$80.01	40	166,417	98,590	205,474	=	Deputy Director Department of Public Works & Transportation	2	
Queen Anne's									
St. Mary's	\$66.21	40	137,717	121,701	194,605	=	Assistant Director of Public Works	1	
Somerset									
Talbot	\$48.95	40	101,822	101,822	127,695	=	Assistant County Engineer	1	
Washington	\$42.98	40	89,398	73,382	192,317	=	Deputy Director of Public Works-Buildings, Grounds & Facilities	1	
Wicomico	\$48.38	40	100,628	98,686	148,082			1	
Worcester	\$55.29	40	115,000			=		1	County Take Home Vehicle
MNCPPC									
AVERAGE	\$70.55		146,619	103,696	177,486				

## Director, Permits/Inspections/Licenses

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$92.52	40	192,433	114,989	213,601	=	Dir Inspections and Permits	1	Appointed by County Executive
Baltimore City									
Baltimore County	\$122.28	35	222,544	162,843	225,880		Director, Permits, Approvals, and Inspections	1	
Calvert	\$76.07	35	138,447	88,288	142,360	=	Inspections & Permits Division Chief	1	Salary Position
Caroline									
Carroll	\$48.00	40	98,800	82,923	149,262	=	Bureau Chief, Permits & Inspections	1	
Cecil	\$43.38	40	90,238	73,376	116,465	=	Chief - Permits & Inspections	1	
Charles	\$65.98	37.5	128,661	92,981	150,630	=	Chief of Codes, Permits & Inspection Services	1	
Dorchester									
Frederick	\$68.00	40	96,384	96,384	154,215	=	Director Permits		1 vacant position
Garrett	\$48.08	40	100,000	74,775	115,112	=	Director Community Development	1	Economic Development, Permits and Planning
Harford	\$65.88	40	137,025	96,235	183,606	=	Director Permits, Licenses & Permits	1	
Howard	\$97.00	40	201,334	117,636	226,604	=	Director, Inspections, Licenses & Permits	1	
Kent									
Montgomery	\$100.96	40	210,000	151,885	258,204	+	Director Department of Permitting Services	1	
Prince George's	\$101.92	40	212,000	114,129	237,863	=	Director Department of Permitting, Inspections & Enforcement	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot	\$38.36	40	79,786	71,514	89,688	=	Permits Manger/Building Officer	1	
Washington	\$52.64	40	109,491	85,550	224,037	=	Director of Permits and Inspections	1	
Wicomico									
Worcester									same as Director of DRP listed above
MNCPPC									
AVERAGE	\$72.93		144,082	101,679	177,681				

## Director, Parks and Recreation

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$92.52	40	192,433	114,989	213,601	=	Dir of Recreation and Parks	1	Appointed by County Executive
Baltimore City	\$116.84	36.7	222,985	154,736	255,353	=	Executive Director III	1	
Baltimore County	\$106.73	35	194,254	166,260	249,390		Director of Recreation and Parks	1	
Calvert	\$86.76	35	157,898	133,213	249,011	=	Parks & Recreation Director	1	Contract/Salary Position
Caroline	\$54.83	40	114,047	114,047	114,047	=		1	
Carroll		40		120,997	217,780	=	Director, Recreation & Parks		Vacant
Cecil	\$58.51	40	121,701	103,248	163,876	=		1	
Charles	\$88.76	37.5	173,084	115,510	187,127	=	Director Recreation, Parks & Tourism	1	
Dorchester	\$34.33	40	71,400					1	
Frederick	\$81.89	40	170,334	128,829	225,452	=	Division Director Parks & Recreation	1	
Garrett									
Harford	\$63.44	40	131,950	96,235	183,606	=	Director, Parks & Recreation	1	
Howard	\$86.00	40	178,826	117,636	226,604	=	Director, Recreation & Parks	1	
Kent	\$40.00	40	83,200	73,658	116,100	=	Director of Parks & Recreation	1	
Montgomery	\$101.44	40	211,000	151,885	258,204	-	Director Department of Recreation	1	
Prince George's									
Queen Anne's	\$80.39	40	167,206	94,597	186,619	+		1	
St. Mary's	\$82.90	40	172,425			=		1	
Somerset	\$50.88	40	105,820	82,155	133,418			1	
Talbot	\$49.80	40	103,577	90,108	113,005	=		1	
Washington	\$57.96	40	120,557	79,227	207,605	=	Deputy Director of Parks and Recreation	1	
Wicomico	\$59.91	40	124,607	111,088	166,632			1	
Worcester	\$57.40	40	119,389			=		1	County Take Home Vehicle
MNCPPC	\$107.51	40	223,630	223,630	223,630	=	Parks and Recreation Director	1	
AVERAGE	\$74.23		150,492	119,581	194,266				

## Director/Administrator, Public Safety/Emergency Services

*Manages and administers the emergency services operations and emergency management planning for the County. May also include management of 911/communications center, homeland security, or liaison to volunteer fire and emergency services.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$67.15	40	139,668	87,594	166,428	=	Director of Emergency Services	1	Contractual
Anne Arundel	\$87.29	40	181,572	104,175	201,544	=	Emergency Management Dir	1	Appointed by County Executive
Baltimore City			171,457			-	Deputy Fire Chief	1	flat salary; does not manage 911 communications
Baltimore County	\$77.27	35	140,624	101,591	158,270		Chief, Emergency Communications Cntr	1	
Calvert	\$87.91	35	160,000	121,101	226,375	=	Public Safety Director	1	Contract/Salary Position
Caroline	\$52.40	40	109,000	109,000	109,000	=		1	
Carroll	\$65.00	40	135,928	120,997	217,780	=	Director, Public Safety	1	
Cecil	\$71.18	40	148,060	103,248	163,876	=		1	
Charles	\$80.15	37.5	156,296	115,510	187,127		Director of Emergency Services	1	
Dorchester									
Frederick	\$93.82	40	195,141	114,515	200,401	=	Division Director Emergency Management	1	
Garrett	\$46.63	40	97,000	74,775	115,112	=	Director of Emergency Management Services	1	
Harford	\$79.33	40	165,000	96,235	183,606	=	Director, Emergency Services	1	
Howard	\$78.00	40	161,510	106,158	204,681	=	Administrator, Office of Emergency Management	1	
Kent	\$50.00	40	104,000	84,449	133,366	+	Director, Office of Emergency Services	1	Includes management of 911 operations and liaison with volunteer fire and emergency services.
Montgomery	\$91.72	40	190,785	113,017	196,059	=	Director, Office of Emergency Management and Homeland Security	1	
Prince George's	\$96.23	40	200,149	195,591	237,863	=	Director Office of Homeland Security	1	
Queen Anne's	\$80.70	40	167,864	94,597	186,619	=	Director, Emergency Services	1	
St. Mary's						=	Director of Emergency Services	1	Position currently vacant; advertised at \$165,000
Somerset	\$51.26	40	106,631	76,423	124,110		Director of Emergency Services	1	
Talbot	\$63.14	40	131,334	101,822	127,695	=	Director of Emergency Services	1	
Washington	\$59.78	40	124,342	92,435	242,154	-	Director Fire & Rescue, Emergency Management	1	
Wicomico	\$47.45	40	98,686	98,686	148,082			1	
Worcester	\$57.59	40	119,783			=	Director of Emergency Services	1	County Take Home Vehicle
MNCPPC									
AVERAGE	\$70.67		145,674	105,596	176,507				

## Director, Economic Development

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$59.60	40	123,966	87,594	166,428	+	Director of Economic and Community Development	1	
Anne Arundel	\$93.75	40	195,000	129,941	241,368	=	Director of Programming	1	Appointed by County Executive
Baltimore City	\$115.50	36.7	220,420	166,683	275,150	=	Executive Director IV	1	
Baltimore County	\$116.90	35	212,760	163,000	244,500		Director of Economic Development	1	
Calvert	\$80.25	35	146,055	121,101	226,375	=	Economic Development Director	1	Contract/Salary Position
Caroline	\$51.24	40	106,569	106,569	106,569	=		1	
Carroll	\$86.00	40	177,944	120,997	217,780	=		1	
Cecil	\$62.31	40	129,609	103,248	163,876	=		1	
Charles	\$77.36	37.5	150,858	115,510	187,127	=	Director Economic Development	1	
Dorchester	\$44.38	40	92,300					1	
Frederick	\$94.06	40	195,637	128,829	225,452	+	Director OED	1	
Garrett	\$46.63	40	97,000	74,775	115,112	=	Director Community Development	1	Economic Development, Permits and Planning
Harford	\$65.88	40	137,025	96,235	183,606	=	Director, Economic Development	1	
Howard									
Kent	\$43.93	40	91,374	73,658	116,100	+	Director of Economic & Tourism Development	1	Includes management of tourism development programs.
Montgomery									
Prince George's									
Queen Anne's	\$71.58	40	148,892	88,408	174,411	=	Director, Economic & Tourism Development	1	
St. Mary's	\$79.33	40	165,000			=		1	
Somerset									
Talbot	\$55.71	40	115,883	101,822	127,695	+	Ec. Dev & Tourism Director	1	
Washington	\$46.54	40	96,803	85,550	224,037	=	Director of Business Development	1	
Wicomico									
Worcester	\$61.00	40	126,886			+	Director of Tourism and Economic Development	1	County Take Home Vehicle. Manages Tourism and Economic Development
MNCPPC									
AVERAGE	\$71.16		143,683	110,245	187,224				

## Director/Administrator, Department of Aging

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$81.15	40	168,792	114,989	213,601	=	Dir of Aging/Disabilities	1	Appointed by County Executive
Baltimore City	\$85.01	36.7	162,237	102,024	168,204	=	Operations Manager II	1	
Baltimore County	\$116.94	35	212,827	163,000	244,500		Director of Aging	1	
Calvert	\$63.61	35	115,770	88,288	142,360	=	Aging Services Division Chief	1	Contract/Salary Position
Caroline									
Carroll	\$49.00	40	102,648	82,923	149,262	=	Bureau Chief, Aging & Disabilities	1	
Cecil									
Charles	\$63.71	37.5	124,242	92,981	150,630	=	Chief, Aging & Human Services	1	
Dorchester									
Frederick	\$81.71	40	169,966	128,829	225,452	=	Division Director Aging and Independence	1	
Garrett									
Harford	\$50.90	40	105,869	75,013	160,934	=		1	
Howard	\$103.00	40	213,595	117,636	226,604	=	Director, Community Resources & Services	1	
Kent									
Montgomery	\$91.35	40	190,000	125,525	213,394	=	Chief Aging and Disability Services	1	
Prince George's	\$102.34	40	212,863	114,129	237,863	=	Director Family Services	1	
Queen Anne's	\$83.85	40	174,411	88,408	174,411	+	Director, Community Services	1	
St. Mary's	\$79.33	40	165,000			=	Director of Aging & Human Services	1	
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									This is a non profit - Worcester County Commission on Aging
MNCPPC									
AVERAGE	\$80.92		162,940	107,812	192,268				

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

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City									
Baltimore County	\$56.94	35	103,628	179,520	269,280		Deputy State and County Health Officer	1	
Calvert	\$86.76	35	157,898	110,094	205,793	=	Community Resources Director	1	Contract/Salary Position
Caroline									
Carroll	\$71.00	40	147,098	120,997	217,780	=	Director, Citizen Services	1	
Cecil	\$69.92	40	145,425	103,248	163,876	=	Director Community Services	1	
Charles	\$85.52	37.5	166,764	115,510	187,127		Director Community Services	1	
Dorchester									
Frederick	\$69.71	40	145,000	114,515	200,401	-	Director Family Services	1	
Garrett									
Harford	\$67.31	40	140,000	96,235	183,606	=	Director of Housing & Community Services	1	Departments of Housing & Community Services merged
Howard	\$103.00	40	213,595	117,636	226,604	=	Director, Community Resources & Services	1	
Kent									
Montgomery	\$115.38	40	240,000	151,885	258,204	+	Director Department of Health and Human Services	1	
Prince George's	\$94.30	40	196,153	114,129	237,863	=	Director Office of Community Relations	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									State employee
MNCPPC									
AVERAGE	\$81.98		165,556	122,377	215,053				

## Director of Housing/Community Development

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City	\$107.44	36.7	205,044	154,736	255,353	-	Executive Director III	1	Balto City Housing Authority handles sec 8 housing
Baltimore County	\$113.51	34	200,682	163,000	244,500		Director of Housing and Community Development	1	
Calvert	\$80.36	35	146,255	114,332	184,330	=	Executive Director (Housing Authority)	1	Salary Position (Calvert County is Payroll Agent)
Caroline									
Carroll	\$55.00	40	113,756	82,923	149,262	=	Bureau Chief, Housing & Community Connections	1	
Cecil									Director Community Services
Charles	\$65.24	37.5	127,216	92,981	150,630		Chief Housing Authority	1	
Dorchester									
Frederick		40		128,829	225,452	=	Housing Director		1 vacant position
Garrett									
Harford									
Howard	\$83.00	40	173,584	117,636	226,604	=	Director of Housing & Community Development	1	
Kent									
Montgomery	\$98.56	40	205,000	151,885	258,204	=	Director Department of Housing and Community Affairs	1	
Prince George's	\$72.14	40	150,057	114,129	237,863	=	Director Housing & Community Development	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$84.41		165,199	124,495	214,689				

## Director, Local Management Board

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$53.20	40	110,656	110,656	110,656	=	Executive Director	1	Contract employment agreement - salary set by agreement, no salary range
Baltimore City									
Baltimore County									
Calvert	\$49.72	35	90,490	74,311	119,829	=	Family Network Coordinator	1	Salary Position
Caroline									
Carroll		40		61,215	110,178	=	Manager, Local Management Board		Vacant
Cecil	\$32.73	40	68,073	60,368	95,815	=	LMB Administrator	1	
Charles									
Dorchester									
Frederick	\$62.45	40	129,889	84,185	134,697	=	Director Children & Family	1	
Garrett									
Harford									
Howard	\$68.00	40	141,486	95,873	184,632	=	Human Services Manager II	1	The Human Services Manager II classification is used for our Deputy Directors in DCRS, as well as for our Administrators in Office of Workforce Development and Office of Human Rights & Equity. The specific role in question is filled by one employee in DCRS, in the Human Services Manager II classification.
Kent	\$37.76	40	78,531	73,658	116,100	=	Director, Kent County Local Management Board	1	
Montgomery	\$97.12	40	202,000	125,525	213,394	-	Chief Children Youth and Family Services	1	
Prince George's									
Queen Anne's	\$67.30	40	139,974	77,219	152,337	+	Chief of Housing & Family Services	1	
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico	\$39.95	40	83,104	83,104	116,388			1	
Worcester									Works for the Health Department
MNCPPC									
AVERAGE	\$56.47		116,023	84,611	135,403				

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

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$44.41	40	92,375	65,590	124,622	=	Public Relations & Communications Manager	1	
Anne Arundel	\$45.37	40	94,374	94,374	178,136	=	Public Information Officer	1	Appointed by County Executive
Baltimore City									
Baltimore County	\$84.27	34	148,993	120,000	180,000		Communications Director	1	
Calvert	\$77.84	35	141,662	121,101	226,375	=	Communications & Media Relations Director	1	Contract/Salary Position
Caroline	\$37.79	40	78,595	69,691	88,955	=		1	
Carroll	\$47.00	40	97,989	79,311	142,751	=	Communications Manager	1	
Cecil	\$49.69	40	103,350	73,376	116,465	=	Communications and Media Relations Administrator	1	
Charles	\$67.73	37.5	132,068	92,981	105,630	=	PIO/Chief Media Services	1	
Dorchester									
Frederick	\$68.16	40	141,767	96,384	154,214	=	Communications and Public Engagement Director	1	
Garrett									
Harford	\$58.56	40	121,800	96,235	183,606	=	Chief of Executive Staff	1	
Howard	\$96.00	40	198,719	106,158	204,681	=	Public Information Administrator	1	
Kent									
Montgomery	\$91.35	40	190,000	151,885	258,204	=	Director Office of Public Information	1	
Prince George's	\$87.99	40	183,010	89,424	186,371	=	Administrative Specialist III	1	
Queen Anne's									
St. Mary's	\$55.53	40	115,501			=	Communications Director	1	
Somerset									
Talbot									
Washington	\$48.89	40	101,691	85,550	224,037	=	Director of Public Relations & Marketing	1	
Wicomico									
Worcester	\$41.58	40	86,489			=	Senior PIO	1	
MNCPPC	\$56.63	40	117,800	90,540	160,350	=	Public Affairs and Marketing Officer	1	
AVERAGE	\$62.28		126,246	95,507	168,960				

## County Attorney/Solicitor

*Oversees legal services for the jurisdiction.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$67.13	40	139,625	139,625	139,625	=	County Attorney	1	Contractual
Anne Arundel	\$104.54	40	217,449	129,941	241,368	=	County Attorney	1	Appointed by County Executive
Baltimore City	\$132.23	36.7	252,350			=	City Solicitor	1	flat salary
Baltimore County	\$141.89	34	250,853	217,000	325,500		County Attorney	1	
Calvert	\$104.10	35	189,469	133,213	249,011	=	County Attorney	1	Contract/Salary Position
Caroline	\$62.50	40	129,996	129,996	129,996	=		1	
Carroll	\$87.00	40	180,316	120,997	217,780	=	County Attorney	1	
Cecil	\$78.82	40	163,948	125,500	199,194	=		1	
Charles	\$95.47	37.5	186,171			=	County Attorney	1	
Dorchester									
Frederick	\$101.44	40	210,999	144,933	253,633	=	County Attorney	1	
Garrett	\$36.06	40	75,000					1	
Harford	\$70.54	40	146,730	107,814	199,464	=	County Attorney	1	
Howard	\$114.00	40	236,789	130,306	251,208	=	County Solicitor	1	
Kent									
Montgomery	\$124.04	40	258,000	151,885	258,204	=	County Attorney	1	
Prince George's									
Queen Anne's									
St. Mary's	\$79.33	40	165,000					1	Position currently vacant; is being filled at \$165,000
Somerset			61,300					1	Salary determined on a yearly basis
Talbot									
Washington	\$80.61	40	167,669	99,819	261,560	=		1	
Wicomico									
Worcester	\$73.06	40	151,956			=	County Attorney	1	
MNCPPC	\$102.88	40	214,000	214,000	214,000	=	General Counsel	1	
AVERAGE	\$91.98		178,822	141,925	226,196				

## Deputy County Attorney

*Assists County Attorney*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.71	40	51,387	51,387	51,387	=	Assistant County Attorney	1	Contractual
Anne Arundel	\$87.29	40	181,572	104,175	201,544	=	Deputy County Attorney	2	Classified position
Baltimore City	\$107.94	36.7	206,000	127,444	210,373	=	Deputy City Solicitor	1	
Baltimore County	\$102.94	34	182,000	95,880	143,820		Assistant County Attorney	2	
Calvert	\$101.57	35	184,853	184,583	184,583	=	Associate County Attorney	1	Contract/Salary Position
Caroline									
Carroll	\$46.00	40	95,109	79,311	155,605	=	Assistant County Attorney I/II	2	
Cecil	\$58.21	40	121,069	89,190	141,563	=		1	
Charles	\$62.80	37.5	122,463	107,451	174,072	=	Deputy County Attorney	1	
Dorchester									
Frederick	\$62.48	40	129,948	126,340	202,143	=	Deputy County Attorney	1	
Garrett									
Harford	\$80.28	40	166,991	85,099	166,862	=	Deputy County Attorney	1	
Howard	\$81.00	40	168,565	117,636	226,604	=	Deputy Attorney	2	This classification is used for the Deputy County Solicitor as well as for the Deputy Administrator of the Office of Law. The specific role in question is filled by two employees in the State's Attorney's Office.
Kent									
Montgomery	\$93.01	40	193,460	113,017	196,059	=	General Counsel	1	
Prince George's									
Queen Anne's									
St. Mary's	\$63.56	40	132,205	105,851	169,208	=		1	
Somerset									
Talbot									
Washington	\$51.36	40	106,829	85,550	224,037	=		1	
Wicomico									
Worcester									
MNCPPC	\$95.11	40	197,825	120,801	204,224	=	Deputy General Counsel	1	
AVERAGE	\$74.55		149,352	106,248	176,806				

## Liaison, Legislative Affairs/Government Affairs/Legislative

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$60.10	40	125,000	104,175	201,544	=	Legislative Liaison Officer	1	Appointed by County Executive
Baltimore City	\$84.80	36.7	161,827	127,444	210,373	=		1	
Baltimore County									
Calvert									
Caroline									
Carroll	\$43.00	40 *see Comments				=	Legislative Liaison	1	Contract, 40 hours from January-April, 4 hours from April to January
Cecil									
Charles									
Dorchester									
Frederick	\$40.00	40	106,500	101,791	178,135	=	Director Governmental Affairs	1	appointed
Garrett									
Harford									
Howard	\$81.00	40	168,965	95,873	184,632	=	Executive Assistant II	1	This classification is used for several general positions throughout both the Executive and the Legislative branches. The specific role in question is filled by one employee in the Executive's Office who acts as our Legislative Coordinator.
Kent									
Montgomery	\$111.54	40	232,000	151,885	258,204	=	Director Office of Intergovernmental Relations	1	
Prince George's		40		89,424	186,371	=			vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$70.07		158,858	111,765	203,210				

## Clerk to the County Council or County Commissioners

*Manages and maintains the official records for the Board of County Commissioners in accordance with the Code of Local Laws, County Code and Annotated Code of Maryland. Takes minutes and prepares correspondence from Board of County Commissioner meetings. Typically appointed position.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$29.68	40	61,725	56,758	107,840	=		1	
Anne Arundel									
Baltimore City	\$84.23	36.7	160,741	145,717	240,477				
Baltimore County	\$69.45	34	122,782	108,000	162,000		Council Administrator		
Calvert	\$50.96	35	92,747	74,311	119,829	=	Clerk to the Board of County Commissioners	1	Salary Position
Caroline									
Carroll									
Cecil									
Charles	\$41.88	37.5	81,667	67,034	87,814			1	
Dorchester	\$24.62	40	51,200					1	
Frederick									
Garrett									
Harford									
Howard									
Kent	\$33.66	40	70,013	57,952	90,420	-	Clerk	1	Not an appointed position.
Montgomery	\$48.50	40	100,873	67,206	107,367	-	Deputy Clerk County Council	2	
Prince George's							Clerk of the Circuit Court	1	Elected by voters
Queen Anne's									
St. Mary's									
Somerset									
Talbot	\$30.80	40	64,071	47,538	65,553	=	Secretary/Clerk to Council	1	
Washington	\$38.59	40	80,267	54,080	141,606	=	County Clerk	1	
Wicomico	\$38.39	40	79,858	75,578	105,788		Council Admin	1	
Worcester									
MNCPPC									
AVERAGE	\$44.61		87,813	75,417	122,869				

## Chief of Purchasing

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$72.46	40	150,717	94,374	178,136	=	Purchasing Agent	1	
Baltimore City	\$105.25	36.7	200,850	127,444	210,373	=	Director of Procurement	1	
Baltimore County	\$76.56	35	139,336	95,757	149,185		Chief of Purchasing Services	1	
Calvert	\$60.54	35	110,183	88,288	142,360	=	Procurement Division Chief	1	Contract/Salary Position
Caroline									
Carroll	\$63.00	40	131,228	79,311	142,751	=	Procurement Officer	1	
Cecil	\$37.08	40	77,123	73,376	116,465	=	Procurement Manager	1	
Charles	\$59.97	37.5	116,934	92,981	150,630	=	Chief of Purchasing	1	
Dorchester									
Frederick	\$64.74	40	134,663	118,074	188,919	=	Director Procurement & Contracting	1	
Garrett	\$43.32	40	90,100	63,920	98,398		Purchasing Agent	1	
Harford	\$67.31	40	140,000	96,235	183,606	=	Director of Procurement	1	
Howard	\$64.00	40	133,264	95,873	184,632	=	Purchasing Administrator	1	
Kent									
Montgomery	\$79.81	40	165,998	99,584	175,873	=	Division Chief, Office of Procurement	1	
Prince George's	\$51.97	40	108,091	66,730	139,074	=	Contractual Services Officer	2	
Queen Anne's									
St. Mary's	\$56.16	40	116,813	105,851	169,208	=	Procurement Manager	1	
Somerset									
Talbot									
Washington	\$49.85	40	103,688	73,382	192,317	=	Purchasing Director	1	
Wicomico	\$43.98	40	91,478	91,478	128,048		Purchasing Agent	1	
Worcester	\$47.75	40	99,323			=	Purchasing Officer	1	
MNCPPC	\$86.71	40	180,360	109,820	194,500		Corporate Procurement Director	1	
AVERAGE	\$86.71		127,231	92,499	161,440				

## Buyer

*Performs all aspects of procurement transactions.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$35.65	40	74,143	60,506	114,210	=	Buyer III	4	
Baltimore City	\$45.65	36.7	87,117	72,624	116,198	=	Procurement Spec II	6	
Baltimore County	\$37.31	35	67,898	58,364	72,874		Staff Buyer	4	
Calvert	\$39.37	35	71,653	57,403	92,529	=	Procurement Specialist I	1	
Caroline	\$30.61	40	63,672	54,091	72,075	=	Purchasing Coordinator	1	
Carroll	\$29.00	40	60,976	55,536	88,858	=		2	
Cecil	\$27.00	40	56,150	52,135	82,761	=		1	
Charles									
Dorchester									
Frederick	\$28.16	40	58,577	56,096	89,754	=	Procurement Analyst I	3	
Garrett									
Harford	\$33.62	40	69,935	43,200	139,261	=	Procurement Agent Series I - III	4	
Howard	\$34.00	40	70,656	57,388	110,645	=	Administrative Analyst I	4	
Kent	\$30.24	40	62,890	60,471	94,999	=	Procurement Manager	1	Single incumbent position. No supervisory responsibility.
Montgomery	\$63.80	40	132,708	79,743	128,531	=	Procurement Specialist IV	1	
Prince George's	\$44.93	40	93,444	49,794	103,778	=	Procurement Officer II	1	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's									
St. Mary's	\$38.41	40	74,745	55,765	99,798	=	Senior Buyer & Buyer	2	
Somerset									
Talbot									
Washington	\$34.12	40	70,970	58,261	152,630	=	Buyer	1	
Wicomico	\$22.37	40	46,534	38,796	54,272		SR Purchasing Assistant	1	
Worcester									
MNCPPC	\$53.64	40	111,577	69,305	125,004	=	Corporate Procurement Specialist III	4	
AVERAGE	\$36.93		74,920	57,616	102,246				

## Accountant Journey-level

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$36.34	40	75,591	49,114	93,317	=		1	
Anne Arundel	\$47.12	40	98,005	65,158	122,989	=	Accountant II	1	
Baltimore City	\$38.44	36.7	73,361	68,289	109,521	=	Accountant II	40	
Baltimore County	\$43.76	35	79,642	58,364	72,874	=	Accountant II	9	
Calvert	\$51.70	35	94,094	62,553	100,864	=	Accountant I	1	Salary Position
Caroline									
Carroll	\$30.00	40	62,539	55,536	88,858	=	Accountant I	3	
Cecil	\$33.60	40	69,883	69,883	110,919	=	Senior Accountant	1	
Charles	\$50.27	37.5	98,025	74,846	121,251	=	Assistant Chief of Accounting	1	
Dorchester	\$28.85	40	60,000					1	
Frederick	\$30.40	40	63,229	60,024	96,038	=	Accountant I	2	
Garrett	\$30.58	40	63,600	50,516	77,767			2	
Harford	\$27.84	40	57,912	43,200	118,190	=	Accountant I	2	
Howard	\$43.00	40	90,020	70,483	135,727	=	Fiscal Specialist II	20	
Kent									
Montgomery	\$44.96	40	93,508	61,788	98,228	=	Accountant/Auditor II	10	
Prince George's	\$38.84	40	80,795	49,794	103,778	=	Accountant II	14	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's									
St. Mary's	\$33.51	40	69,701	69,701	99,798	=	Senior Accountant	1	
Somerset	\$24.13	40	50,184	45,464	74,499		Accountant	1	
Talbot	\$33.97	40	70,657	57,782	80,436	=		2	
Washington	\$36.07	40	75,026	67,954	178,048	=	Senior Accountant	1	
Wicomico		40		42,718	59,784			1	Vacant
Worcester	\$38.05	40	79,139			+	Senior Accountant	1	
MNCPPC	\$47.56	40	98,922	60,225	106,658	=	Corporate Accountant II	4	
AVERAGE	\$37.57		76,373	59,170	102,477				

## Budget Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$48.08	40	100,000	70,171	132,448	=	Budget Mgmt Analyst II	1	
Baltimore City	\$42.68	36.7	81,449	68,289	109,521	-	Budget Mgmt Analyst I	7	Currently no Budget Analyst II's
Baltimore County	\$56.05	35	102,010	75,592	117,770		Budget Analyst II	3	
Calvert	\$38.11	35	69,360	62,553	100,864	=		1	Salary Position
Caroline	\$34.48	40	76,271	54,091	85,097	=	Finance Specialist & Grants Coordinator	2	
Carroll	\$32.00	40	67,094	66,664	119,996	=	Management & Budget Analyst	3	
Cecil									
Charles	\$35.82	37.5	69,849	60,248	97,602	=	Budget Analyst II	2	
Dorchester									
Frederick	\$33.00	40	68,720	68,720	109,953	=	Budget Analyst II		no employee at this level, no vacancies
Garrett									
Harford	\$47.37	40	98,534	46,121	139,261	=	Budget Analyst/Senior Budget Analyst	4	
Howard	\$50.00	40	103,913	78,108	150,406	-	Fiscal Manager I	5	Fiscal Manager I classification requires more years of experience and performs more complex work in addition to the Budget Analyst duties
Kent									
Montgomery	\$48.29	40	100,442	61,788	98,228	+	Accountant/Auditor II	4	
Prince George's	\$40.98	40	85,233	49,390	96,878	=	Budget Management Analyst II	5	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$52.47	40	109,136	66,436	127,940	+	Accountant III	1	
St. Mary's	\$42.58	40	88,580	80,101	128,086	=		3	
Somerset									
Talbot									
Washington	\$28.00	40	58,240	50,544	132,392	=	Budget Analyst	1	
Wicomico									
Worcester	\$35.87	40	74,610			+	Senior Budget Accountant	1	Also manages grants
MNCPPC	\$58.42	40	121,517	69,305	125,004	=	Corporate Budget Analyst III	1	
AVERAGE	\$42.60		86,762	64,258	116,965				

## Management Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$39.30	40	81,738	65,158	122,989	=	Management Assistant II	41	
Baltimore City	\$38.57	36.7	73,605	68,289	109,521	=	Administrative Analyst	14	
Baltimore County	\$42.78	35	77,860	55,777	69,334	=	Management Analyst II	34	
Calvert	\$45.87	35	83,477	62,553	100,864	=	Executive Administrative Assistant II	6	
Caroline									
Carroll									
Cecil									
Charles	\$29.73	37.5	57,970	45,021	71,934	=	Administrative Associate	16	
Dorchester									
Frederick	\$33.76	40	70,231	56,097	89,755	=	Coordinator	25	
Garrett									
Harford									
Howard	\$43.00	40	89,495	70,483	135,727	=	Administrative Analyst II	45	
Kent									
Montgomery	\$48.29	40	100,442	61,788	98,228	+	Accountant/Auditor II	4	
Prince George's	\$40.38	40	84,000	49,794	103,778	=	Administrative Assistant II	29	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's									
St. Mary's	\$45.40	40	84,354	55,765	99,798	=	Office Manager/ Office Manager I	3	
Somerset									
Talbot									
Washington	\$37.65	40	78,312	54,080	141,606	=	Fiscal Analyst	1	
Wicomico									
Worcester									
MNCPPC		40		50,595	89,605	=	Corporate Management Analyst I		
AVERAGE	\$40.43		80,135	57,950	102,762				

## Personnel/Human Resources Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$34.33	40	71,400	49,114	93,317	=	Benefits Coordinator	1	
Anne Arundel	\$36.83	40	76,596	65,158	122,989	=	Personnel Analyst II	2	
Baltimore City									Each specialty has their own classification no longer combined into one class
Baltimore County	\$42.30	35	76,982	55,777	69,334		Human Resources Analyst II	9	
Calvert	\$55.10	35	100,291	68,177	109,928	+	Human Resources Analyst II	2	Salary Position
Caroline	\$24.52	40	59,832	49,529	78,140	=	Human Resources Specialist & Personnel & Benefits Coordinator	2	
Carroll	\$27.00	40	54,871	50,919	81,474	=	Human Resources Specialist	5	
Cecil	\$32.03	40	66,623	63,385	100,606	=	HR Specialist	3	Benefits Coordinator 70,137
Charles	\$26.54	37.5	51,750	47,722	77,310	=	Human Resources Assistant	3	
Dorchester									
Frederick	\$47.94	40	99,734	68,720	109,953	=	Human Resources Administrator I and II	6	
Garrett	\$25.48	40	53,000	46,703	71,901	=	Human Resource Generalist	1	
Harford	\$34.52	40	71,809	49,798	132,230	=	Human Resources Generalist	2	
Howard	\$41.00	40	84,508	70,483	135,727	=	Administrative Analyst II	5	
Kent	\$22.50	40	46,800	42,177	64,159	=	HR Specialist	1	
Montgomery	\$42.52	40	88,360	64,426	102,682	=	Human Resources Specialist III	8	
Prince George's	\$42.13	40	87,625	49,794	103,778	=	Human Resources Analyst II	6	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's									
St. Mary's	\$29.33	40	61,017	49,837	79,664	=	Senior HR Specialist	2	
Somerset	\$35.26	40	73,341	54,533	89,359		Supervisor of Human Resources	1	
Talbot	\$39.67	40	82,523	80,096	100,448	+	Assistant Dr. Administrative Services	1	
Washington	\$40.54	40	84,323	54,080	141,606	=	Human Resources Coordinator	1	
Wicomico	\$24.46	40	50,885	42,718	59,784		HR Assistant	3	
Worcester	\$28.02	40	58,281	51,688	66,123	=	HR Specialist	3	
MNCPPC	\$37.37	40	77,730	50,595	89,605	=	Corporate Human Resources Specialist I	4	
AVERAGE	\$37.37		71,740	55,701	94,551				

## Staff Attorney

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$47.27	40	98,328	75,569	142,639	=	Attorney II	1	
Baltimore City	\$60.73	36.7	115,905	77,191	123,343	=	Assistant Solicitor	25	
Baltimore County	\$62.08	35	112,987	95,880	143,820		Assistant County Attorney	33	
Calvert	\$84.24	35	153,317	153,317	153,317	=	Attorney I	1	Contract/Salary Position
Caroline	\$40.88	40	85,033	80,000	92,700	=	Asst. States Attorney & Deputy States Attorney	3	
Carroll									
Cecil	\$41.77	40	86,881	77,046	122,287	=		1	
Charles	\$40.74	37.5	79,443	69,624	112,792	=	Associate County Attorney	4	
Dorchester									
Frederick	\$49.44	40	102,843	96,384	154,214	=	Assistant County Attorney	2	
Garrett	\$36.06	40	75,000						
Harford	\$57.70	40	120,023	67,554	156,629	=	Assistant County Attorney II	4	
Howard	\$49.00	40	96,435	86,506	166,710	=	Attorney	10	
Kent									
Montgomery	\$55.52	40	115,492	79,743	128,531	=	Assistant County Attorney III	2	
Prince George's	\$41.22	40	85,728	57,643	120,137	=	Attorney II	6	
Queen Anne's									
St. Mary's	\$47.65	40	99,112	92,061	147,160	=	Assistant County Attorney	1	
Somerset									
Talbot									
Washington	\$78.47	40	163,218	163,218	163,218	=		2	Positions Vacant
Wicomico									
Worcester									
MNCPPC	\$59.85	40	124,491	75,604	136,375	=	Associate General Counsel	4	
AVERAGE	\$53.29		107,140	89,823	137,591				

## Planner

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$36.11	40	75,115	65,158	122,989	=	Planner II	17	
Baltimore City	\$42.93	36.7	81,920	72,624	116,198	=	City Planner II	29	
Baltimore County	\$34.59	35	62,947	53,448	63,291		Planner II	25	
Calvert	\$42.88	35	78,045	68,177	109,928	=	Planner II	5	Salary Position
Caroline									
Carroll	\$32.00	40	66,540	61,215	110,178	+	Comprehensive Planner II	1	
Cecil	\$27.55	40	57,304	49,661	95,815	=	Planner 1, 2, 3	3	
Charles	\$30.38	37.5	59,236	56,838	92,077	=	Planner I	3	
Dorchester									
Frederick	\$28.80	40	59,899	56,096	89,754	=	Planner I	5	
Garrett	\$30.11	40	62,619	50,516	77,767	=	Senior Planner	1	
Harford	\$26.86	40	55,876	43,200	118,190	=	Planner I	4	
Howard	\$40.00	40	84,062	63,650	122,531	=	Planning Specialist II	17	
Kent									
Montgomery	\$43.57	40	90,626	61,788	98,228	=	Planning Specialist II	4	
Prince George's	\$32.93	40	68,485	49,794	103,778	=	Planner II	8	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$38.02	40	79,076	66,436	127,940	=	County Planner	1	
St. Mary's	\$45.57	40	73,396	61,506	128,086	=	Planner II-IV/Senior Planner	12	3 currently vacant
Somerset	\$28.91	40	60,123	57,226	92,934		Senior Planner	1	
Talbot									
Washington	\$32.47	40	67,538	54,080	141,606	=	Planner	1	
Wicomico									
Worcester	\$30.53	40	63,510	50,440	84,510	=	Zoning Administrator, DRP Specialist II & III, Planner III & V	6	3 in Environmental Programs and 3 in DRP
MNCPPC	\$40.80	40	84,866	60,225	106,658	=	Planner II	38	
AVERAGE	\$35.00		70,062	58,004	105,393				

## County Engineer/Chief of Engineering

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$60.25	40	125,328	81,483	154,817	=	County Engineer	1	Contractual
Anne Arundel	\$87.29	40	181,572	104,175	201,544	=	Deputy Director, Public Works	1	
Baltimore City	\$61.56	36.7	117,478	90,895	145,365	=	Engineer Supervisor	19	PE is not required
Baltimore County	\$73.33	39	148,717	97,672	152,169	=	Chief, Bureau of Engineering and Construction	1	
Calvert	\$67.64	35	123,105	96,242	155,137	=	Engineering Division Chief	1	Salary Position/Employee Acting in Position
Caroline									
Carroll	\$65.00	40	134,493	82,923	149,262	=	Bureau Chief, Engineering	1	
Cecil	\$59.60	40	123,978	84,943	134,821	=		1	
Charles	\$66.67	37.5	130,000	92,981	150,630	=	Chief of Infrastructure	1	
Dorchester									
Frederick	\$40.00	40	129,379	118,074	188,918	=	Deputy Head Eng and Planning	1	
Garrett									
Harford	\$67.16	40	139,702	75,013	160,934	=	Chief of Engineering	2	
Howard	\$86.00	40	178,826	117,636	226,604	=	Engineering Manager II	1	
Kent									
Montgomery	\$94.26	40	196,059	113,017	196,059	+	Deputy Director, Department of General Services	1	
Prince George's	\$75.50	40	157,035	85,166	177,497	-	Engineer V	16	PE Certification is not required by desirable
Queen Anne's	\$68.26	40	141,985	82,624	163,001	=		1	
St. Mary's	\$66.41	40	138,133	105,851	169,208	=	Deputy Director of DWPT	2	
Somerset	\$55.23	40	114,871	88,317	143,424	=	County Engineer	1	
Talbot									
Washington	\$72.56	40	150,925	85,550	224,037	=	Director of Engineering	1	
Wicomico	\$48.32	40	100,500	75,578	105,788	=	Manager Civil Engineer	1	
Worcester	\$75.68	40	157,412			=	County Engineer	1	
MNCPPC	\$63.31	40	131,679	83,980	148,648	=	Manager, Design and Construction	2	
AVERAGE	\$67.70		141,059	92,743	165,677				

## Engineer

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$45.11	40	93,837	56,759	115,927	<=	Engineer II, Engineer III	2	1 Vacant Position
Anne Arundel	\$39.25	40	81,640	65,158	122,898	=	Engineer II	7	
Baltimore City	\$49.01	36.7	93,540	77,191	123,343	=	Engineer II	43	
Baltimore County	\$35.89	35	65,323	58,364	69,246		Engineer II	5	
Calvert	\$63.03	35	114,715	88,288	142,360	+	Project Engineer II	6	Salary Position
Caroline									
Carroll	\$33.00	40	68,786	66,664	119,996	=	Project Engineer	1	
Cecil	\$49.52	40	103,009	69,883	122,287	=	Civil Engineer 2 or 3	4	
Charles	\$35.95	37.5	70,103	60,248	97,602	=	Engineer I	3	
Dorchester	\$49.52	40	103,000					1	
Frederick	\$36.28	40	75,456	73,531	117,649	=	Engineer I	1	
Garrett	\$29.38	40	61,100	39,688	61,022			1	
Harford		40		46,121	126,032	=	Civil Engineer I		
Howard	\$54.00	40	112,606	78,108	150,406	=	Engineering Specialist II	16	
Kent									
Montgomery	\$46.51	40	96,749	64,426	102,682	=	Engineer II	7	
Prince George's	\$42.38	40	88,154	63,552	132,451	=	Engineer II	11	
Queen Anne's	\$44.03	40	91,584	58,355	112,378	=	Civil Engineer I	1	
St. Mary's	\$43.70	40	90,910	62,421	147,160	=	Engineer I/II/III	3	
Somerset									
Talbot	\$30.41	40	63,259	52,292	80,436	=	Project Manager	3	
Washington									
Wicomico	\$35.98	40	74,836	62,328	87,238			1	
Worcester									
MNCPPC	\$37.13	40	77,239	50,595	89,605	=	Design Technician II	3	
AVERAGE	\$42.11		85,571	62,841	111,617				

## Solid Waste and Recycling Manager

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$87.29	40	181,572	104,175	201,544	=	Deputy Director, Public Works	1	
Baltimore City				127,444	210,373		Bureau Head		Vacant
Baltimore County	\$63.42	35	115,424	101,796	133,954		Chief, Bureau of Solid Waste Management	1	
Calvert	\$50.22	35	91,400	88,288	142,360	=	Solid Waste Division Chief	1	Contract/Salary Position
Caroline									
Carroll	\$45.00	40	93,330	82,923	149,262	=	Bureau Chief, Solid Waste	1	
Cecil	\$33.59	40	69,859	63,385	100,606	=	Asst. Chief Landfill	1	
Charles	\$53.09	37.5	103,535	92,981	150,630	=	Chief of Environmental Resources	1	
Dorchester									
Frederick	\$81.37	40	169,253	128,829	225,452	=	Division Director Solid Waste & Recycling	1	
Garrett	\$38.22	40	79,500	63,920	98,399			1	
Harford									
Howard	\$94.00	40	195,495	117,636	226,604	=	Engineering Manager II	1	
Kent									
Montgomery	\$84.55	40	175,873	99,584	175,873	=	Chief, Division of Solid Waste Services	1	
Prince George's	\$84.06	40	174,848	89,424	186,371	=	Associate Director, Department of Environmental Resources	1	Prince George's County uses the generic Associate Director class.
Queen Anne's	\$52.11	40	108,395	62,265	119,907	+	Recycling & Refuse Manager	1	
St. Mary's	\$33.51	40	69,701	69,701	111,488	=	Manager I- Solid Waste	1	
Somerset	\$26.28	40	54,654	48,306	79,155		Sanitary/Landfill Superintendent	1	
Talbot	\$46.06	40	95,807	80,096	100,448	=		1	
Washington	\$36.86	40	76,669	62,920	164,861	=	Recycling/Operations Coordinator	1	
Wicomico	\$29.97	40	62,328	62,328	87,238		Superintendent SW	1	
Worcester	\$44.43	40	92,422			=	Solid Waste Superintendent	1	County Take Home Vehicle
MNCPPC									
AVERAGE	\$54.67		111,670	85,889	148,029				

## Recycling Manager/Coordinator

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$22.49	40	46,782	46,782	46,782	=	Recycling Coordinator	1	Contractual
Anne Arundel	\$65.57	40	136,392	81,380	153,605	=	Solid Waste Recycling Mgr	1	
Baltimore City	\$39.96	36.7	76,254	72,624	116,198	=	Recycling Coordinator	1	
Baltimore County	\$58.64	35	106,731	68,508	106,731		Recycling and Waste Prevention Manager	1	
Calvert	\$40.83	35	74,311	74,311	119,829	=	Recycling Coordinator	1	Salary Position/Employee Acting in Position
Caroline									
Carroll	\$41.00	40	85,301	61,215	110,178	=	Recycling Manager	1	
Cecil	\$29.56	40	61,477	52,135	82,761	=		1	
Charles	\$48.59	37.5	94,757	69,624	112,792	=	Recycling Superintendent	1	
Dorchester									
Frederick	\$42.80	40	89,025	78,678	125,885	=	Recycling Manager	1	
Garrett	\$23.10	40	48,050	36,514	56,211			1	
Harford									
Howard									
Kent									
Montgomery	\$66.99	40	139,333	86,401	152,940	+	Chief, Collections Section	1	
Prince George's									
Queen Anne's									
St. Mary's	\$35.17	40	73,154	55,765	89,086	=	Solid Waste Recycling Foreman	1	
Somerset									
Talbot									
Washington									See Solid Waste and Recycling Manager
Wicomico	\$22.68	40	47,166	42,718	59,784		Recycling Coordinator	1	
Worcester	\$28.87	40	60,040			=	Recycling Manager	1	County Take Home Vehicle. Recycling Coordinator \$49213
MNCPPC									
AVERAGE	\$40.45		81,341	63,589	102,522				

### Social Worker - LCSW (BS Level/ Licensed)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$26.40	40	54,918	49,114	93,317	=		1	Social Worker Detention Center
Anne Arundel									State funded county contractual
Baltimore City						=	Social Worker II		vacant
Baltimore County	\$42.08	35	76,582	53,448	66,573		Social Worker I	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$30.84	40	64,148	48,997	78,395	=	Case Worker	4	
Garrett									
Harford									
Howard									
Kent									
Montgomery	\$42.83	39	89,282	67,206	107,367	=	Social Worker II	58	
Prince George's	\$46.89	40	97,534	49,390	96,878	=	Social Worker II		
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									Health Department Position
MNCPPC									
AVERAGE	\$37.81		76,493	53,631	88,506				

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

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									State funded county contractual
Baltimore City	\$30.26	36.7	57,743	57,743	70,310	=	Licensed Grad Social Worker	1	
Baltimore County	\$50.33	35	91,600	63,806	80,291		Social Worker II	30	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$40.00	40	61,022	56,096	89,754	=	Social Worker	2	
Garrett									
Harford									
Howard									
Kent									
Montgomery	\$51.97	39	106,238	70,119	112,267	=	Social Worker III	93	
Prince George's		40		57,643	120,137	=	Social Worker III		vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									Health Department Position
MNCPPC									
AVERAGE	\$43.14		79,151	61,081	94,552				

## Recreation Manager

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$71.91	40	149,571	94,374	178,136	=	Recreation Administrator	1	
Baltimore City	\$49.37	36.7	94,224	83,165	132,947	=	Recreation Manager	3	
Baltimore County	\$60.40	35	109,928	80,198	124,942		Chief of Recreation Services	1	
Calvert	\$74.29	35	135,208	96,242	155,137	=	Parks & Recreation Deputy Director	1	Contract/Salary Position
Caroline	\$34.28	40	71,309	66,184	85,097	=	Program Services & Office Manager	2	
Carroll	\$47.00	40	97,677	82,923	149,262	=	Bureau Chief, Recreation	1	
Cecil	\$43.43	40	90,343	66,555	105,636	=	Chief Prog/Sports Tourism	1	
Charles		37.5		92,981	150,630	=	Chief of Recreation	1	Vacant
Dorchester									
Frederick	\$45.45	40	94,543	73,531	117,649	=		2	
Garrett									
Harford	\$40.55	40	84,347	60,620	152,115	=	Recreation Specialist V	6	
Howard	\$64.00	40	133,364	95,873	184,632	=	Recreation and Parks Bureau Chief	1	
Kent	\$33.25	40	69,160	60,471	94,999	=	Deputy Director of Parks & Recreation	1	
Montgomery	\$49.59	40	103,149	67,206	107,367	=	Recreation Supervisor	18	
Prince George's									
Queen Anne's	\$30.87	40	64,203	58,355	112,378	=		1	
St. Mary's	\$39.47	40	82,098	80,101	128,086	=	Manager II Park Programs	1	
Somerset									
Talbot	\$33.39	40	69,453	64,139	80,438	=	Assistant Director Parks & Recreation	1	
Washington	\$25.86	40	53,799	50,544	123,739	=	Recreation Manager	1	
Wicomico	\$38.97	40	81,066	75,578	105,788		Superintendent of Recreation	1	
Worcester	\$33.98	40	70,676			+	Recreation Superintendent	1	County Take Home Vehicle. Recreation Superintendent \$82781. 7 Recreation Managers with an average of \$56419. Range of \$47,986-\$69,389
MNCPPC	\$48.84	40	80,864	57,357	101,584	=	Recreation/Enterprise Facility Manager II	76	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	\$45.52		91,315	74,021	125,819				

## Manager of Parks

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$74.13	40	154,197	94,374	178,136	=	Parks Administrator	1	
Baltimore City	\$69.07	36.7	131,808	102,024	168,204	=	Operations Manager II	1	Deputy Director of Parks
Baltimore County	\$67.94	34	120,125	99,800	131,327		Recreation and Parks, Chief of Operations	1	
Calvert	\$57.61	35	104,850	88,288	142,360	=	Park and Safety Division Chief	1	Contract/Salary Position
Caroline	\$39.78	40	82,750	66,184	85,097	=	Parks & Capital Project Manager	1	
Carroll	\$59.00	40	122,970	82,923	149,262	=	Bureau Chief, Parks	1	
Cecil	\$36.90	40	76,749	66,555	105,636	=	Chief Park Operations	1	
Charles	\$65.53	37.5	127,786	92,981	150,630	=	Chief of Parks & Grounds	1	
Dorchester									
Frederick	\$46.38	40	96,476	64,225	102,759	=	Park Manager	2	
Garrett									
Harford	\$54.32	40	112,995	75,013	160,934	=	Chief of Parks & Recreation	1	
Howard	\$50.00	40	104,890	95,873	184,632	=	Recreation and Parks Bureau Chief	1	
Kent									
Montgomery									
Prince George's									
Queen Anne's	\$67.77	40	140,962	82,264	163,001	=	Chief of Parks Operations	1	
St. Mary's	\$42.50	40	88,400	80,101	128,086	=	Manager II	1	
Somerset									
Talbot	\$23.72	40	49,337	39,829	80,388	=	Landings Superintendent	1	
Washington	\$28.00	40	58,240	54,080	141,606	=	Parks Manager, Parks Supervisor	1	
Wicomico	\$42.64	40	88,686	75,578	105,788		Superintendent of Parks	1	
Worcester	\$36.05	40	74,978			=	Parks Superintendent	1	County Take Home Vehicle
MNCPPC	\$45.53	40	94,710	57,357	101,584	=	Park Manager II	24	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	\$50.38		101,717	77,497	134,084				

## Tourism Director

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$43.10	40	89,657	87,594	166,428	=		1	
Anne Arundel									
Baltimore City									
Baltimore County									
Calvert	\$48.50	35	88,270	74,311	119,829	=	Tourism Program Specialist	1	Salary Position
Caroline	\$34.63	40	72,038	66,184	85,097	=	Tourism Manager	1	
Carroll	\$53.00	40	109,908	66,664	119,996	=	Tourism Manager	1	
Cecil	\$48.37	40	100,606	63,385	100,606	=	Tourism Coordinator	1	
Charles	\$49.89	37.5	97,291	92,981	150,630	=	Chief of Tourism	1	
Dorchester	\$35.53	40	73,900					1	
Frederick									
Garrett									
Harford									
Howard									
Kent	\$28.98	40	60,270	57,952	90,420	-	Tourism Development Manager	1	Exempt, staff-level position. No direct reports. Reports to a Director over economic and tourism development.
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico	\$39.98	40	83,164	75,578	105,788		Manager of Tourism	1	
Worcester	\$61.00	40	126,886			+	Director of Tourism and Economic Development	1	County Take Home Vehicle. Manages Tourism and Economic Development
MNCPPC									
AVERAGE	\$44.30		90,199	73,081	117,349				

## Network Manager

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$54.41	40	113,169	81,380	153,605	=	Systems Analyst	1	
Baltimore City									
Baltimore County	\$75.11	39	152,328	121,184	180,427		Network and Communications Manager	1	
Calvert	\$64.42	40	133,994	109,990	177,299	=	Technology Services Infrastructure Manager	1	Salary Position
Caroline	\$41.37	40	86,052	73,453	93,096	=	IT Coordinator	1	
Carroll	\$42.00	40	88,026	79,311	142,751	=		1	
Cecil	\$49.69	40	103,350	73,376	116,465	=	IT Manager	1	
Charles	\$62.45	37.5	121,775	80,460	130,345	=	Network Manager	1	
Dorchester	\$37.93	40	78,900					1	
Frederick	\$45.03	40	93,664	78,678	125,885	=	Staff Network Engineer	1	
Garrett	\$33.65	40	70,000	46,703	71,901	=	IT/Cyber Security Manager	1	
Harford									
Howard	\$60.00	40	123,947	86,506	166,710	=	Technical Services Manager I	1	
Kent	\$37.57	40	78,146	67,664	106,511	=	Network Engineer	2	
Montgomery	\$84.55	40	175,873	99,584	175,873	+	FiberNet Engineering & Operations Manager	1	
Prince George's	\$67.32	40	140,018	73,569	153,328	=	Information Technology Manager I	4	
Queen Anne's	\$53.54	40	111,363	75,637	145,660	=	IT Network Manager	1	
St. Mary's	\$58.05	40	120,744	92,061	147,160	=	WAN Administrator	2	
Somerset	\$43.90	40	91,315	76,423	124,110		Senior Systems Engineer	1	
Talbot	\$34.16	40	71,050	64,139	80,436	=	System/Network Administrator, System/Network Technician & Emergency Technology Specialist	3	
Washington	\$55.51	40	115,461	92,435	242,154	=	Chief Technical Officer	1	
Wicomico	\$38.25	40	79,558	75,578	105,788		Deputy Director of IT	1	
Worcester	\$48.71	40	101,314			+	Deputy IT Director	1	
MNCPPC	\$66.99	40	139,336	83,980	148,648	=	Information Technology Systems Manager	17	
AVERAGE	\$52.48		108,608	81,606	139,408				

## Systems Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$55.29	40	115,008	81,380	153,605	=	Systems Analyst	12	
Baltimore City									
Baltimore County	\$72.83	34	128,763	121,184	180,427		Systems Analyst Team Lead	1	
Calvert	\$46.17	40	96,034	84,926	136,947	=	Systems Analyst I & II	5	Salary Position
Caroline	\$29.10	40	60,532	54,091	72,075	=	Technology Specialist II	2	
Carroll	\$56.00	40	116,342	72,717	130,895	=	Senior Programmer Analyst	3	
Cecil	\$46.46	40	96,645	69,883	110,919	=	IT Lead Network Admin	1	
Charles	\$42.06	37.5	82,014	68,624	112,792	=	Systems Analyst II	3	
Dorchester	\$34.13	40	71,000					1	
Frederick	\$40.40	40	84,026	68,720	109,953	=	Software Integrator	11	
Garrett									
Harford	\$40.39	40	84,015	46,121	139,261	=	Computer System Engineer & Computer System Engineer Senior	11	Min is Computer System Engineer and Max is Computer System Engineer Senior
Howard	\$42.00	40	86,990	78,108	150,406	=	Technical Services Support Specialist IV	2	
Kent	\$32.27	40	67,122	60,471	94,999	=	Systems Administrator	2	
Montgomery	\$49.98	40	103,963	67,206	107,367	+	Information Technology Specialist II	17	
Prince George's	\$30.01	40	62,413	40,965	85,378	=	Systems Analyst II	2	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$28.06	40	58,355	58,355	112,378		System Engineer I	1	
St. Mary's	\$59.52	40	123,802	92,061	147,160	=		1	
Somerset	\$33.40	40	69,480	67,784	107,396		Network Security Specialist	1	
Talbot									
Washington	\$34.85	40	72,481	58,261	164,861	=	Technical Support Analyst II/III	3	
Wicomico	\$29.80	40	61,982	56,710	79,394		Principle Systems Admin	2	
Worcester	\$40.94	40	85,163			=	IT Specialist	1	
MNCPPC									
AVERAGE	\$42.18		86,306	69,309	122,012				

## Computer Programmer/Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$30.66	40	63,776	65,158	122,989	=	Programmer-Analyst I	4	P-A II is supervisory
Baltimore City									
Baltimore County	\$49.67	34	87,817	89,779	133,643		Software Engineer	3	
Calvert	\$44.03	40	91,582	77,917	125,632	=	Network Administrator I	2	Salary Position
Caroline									
Carroll		40		66,664	119,996	=	Programmer Analyst		
Cecil									
Charles	\$55.49	37.5	108,209	86,494	140,121		Applications Manager	2	
Dorchester									
Frederick	\$40.40	40	84,026	68,720	109,953	=	Software Integrator	11	
Garrett	\$39.75	40	82,680	50,516	84,113			1	
Harford	\$26.58	40	55,293	46,121	132,230	=	Programmer & Programmer Analyst	7	Min is Programmer and Max is Programmer Analyst
Howard	\$55.00	40	113,537	78,108	150,406	=	Technical Services Support Specialist IV	4	
Kent									
Montgomery	\$49.98	40	103,963	67,206	107,367	+	Information Technology Specialist II	17	Same as System Analyst
Prince George's				49,794	103,778	=	Information Technology Programming Engineer II		Vacant
Queen Anne's									
St. Mary's	\$45.92	40	95,514	69,701	147,160	=		3	1 currently vacant
Somerset									
Talbot									
Washington	\$35.23	40	73,278	54,080	164,861	=	Information Training Specialist, Sr. IT Services Specialist	2	
Wicomico	\$29.19	40	60,709	56,710	79,394		Principle Network Engineer	1	
Worcester	\$28.07	40	58,376	58,365	58,386	=	IT Analyst and Database Administrator/Programmer	2	
MNCPPC	\$57.03	40	106,257	75,604	136,375	=	Information Systems Specialist III	18	
AVERAGE	\$41.93		84,644	66,309	119,775				

## Help Desk/Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$29.94	40	62,277	42,500	80,750	=	IT Support Technician	1	1 vacant position
Anne Arundel	\$31.90	40	66,343	53,480	96,075	=	Information System Support Specialist	22	
Baltimore City	\$44.87	36.7	85,630	72,624	116,198		End User Support Spec II	9	
Baltimore County	\$34.63	34	61,226	53,995	78,146		NOC Tier I, Tier II	9	
Calvert	\$33.03	40	68,702	49,195	92,529	=	Computer Services Technician I & II	4	
Caroline									
Carroll	\$35.00	40	71,663	61,215	110,178	=	Client Services Analyst	5	
Cecil	\$27.48	40	57,164	45,041	78,822	=	IT JR/SR Support Specialist	5	
Charles	\$34.69	37.5	67,655	50,585	81,949	=	Technical Support Specialist	7	
Dorchester									
Frederick	\$26.99	40	56,139	52,427	83,884	=	Associate Client Services Specialist	2	
Garrett	\$25.48	40	53,000	36,514	56,212		Tech Support Specialist		
Harford	\$28.46	40	59,204	40,200	113,198	=	Computer Engineer	4	Min is Computer Engineer and Max is Computer Engineer Senior
Howard	\$38.00	40	78,575	62,438	120,197	=	Technical Services Support Specialist II	3	
Kent									
Montgomery	\$41.40	40	86,109	59,263	93,986	+	Information Technology Specialist I	5	
Prince George's	\$37.50	40	78,001	49,794	103,778	=	Information Technology Programming Engineer II	2	Currently only has 2 merit employees in this class of work. This class is usually encumbered by contractors.
Queen Anne's	\$38.47	40	80,021	58,355	112,378	=	IT Support Specialist III	2	
St. Mary's	\$38.93	40	80,943	55,765	111,488	=	Help Desk Tech/PC Tech/ Lead Tech	6	2 currently vacant
Somerset									
Talbot									
Washington	\$24.39	40	50,731	42,432	117,790	=	Help Desk Analyst I/II	2	
Wicomico	\$26.19	40	54,474	51,622	72,292		SR Network Specialist	1	
Worcester	\$31.22	40	64,945	46,842	90,958	=	Help Desk Coordinator, Senior IT Technician, IT Technician	3	
MNCPPC	\$31.05	40	64,575	50,595	89,605	=	IT/Telecom Support Specialist I	11	
AVERAGE	\$32.98		67,369	51,744	95,021				

## Paralegal

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.42	40	48,722	39,535	80,750	=	Paralegal, Paralegal Specialist, Paralegal/Prosecution Support	3	
Anne Arundel	\$34.12	40	70,966	48,454	87,043	=		5	
Baltimore City	\$33.80	36.7	64,495	53,065	64,495	=	Paralegal	16	
Baltimore County	\$35.73	35	65,024	74,151	96,083	=	Paralegal	16	
Calvert	\$49.15	35	89,462	62,553	100,864	=		2	
Caroline	\$40.17	40	83,546	83,546	83,546	=		1	
Carroll	\$27.00	40	55,880	50,919	81,474	=	Legal Specialist	2	
Cecil	\$26.69	40	55,509	47,288	75,086	=		5	
Charles	\$29.52	37.5	57,563	47,722	77,310	=	Paralegal	1	
Dorchester									
Frederick	\$25.74	40	53,539	48,997	78,396	=	Legal Office Associate II	5	
Garrett									
Harford	\$25.51	40	53,061	40,000	90,000	=		2	
Howard	\$32.00	40	66,192	50,837	98,032	=	Administrative Technician	39	
Kent									
Montgomery	\$51.78	40	107,703	67,206	107,367	=	Paralegal Specialist	6	
Prince George's	\$27.94	40	58,116	39,016	81,314	=	Paralegal II	9	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's									
St. Mary's	\$41.04	40	69,330	69,701	111,488	=		10	1 currently vacant
Somerset	\$27.24	40	56,653	51,325	84,102		Executive Administrator-St. Attorney's Office	1	
Talbot	\$26.98	40	56,110	43,414	65,553		Paralegal & Victim/Witness Director	2	
Washington	\$32.55	40	67,710	47,674	214,842	=	Legal Assistant	3	
Wicomico									
Worcester									
MNCPPC	\$41.89	40	87,121	53,124	97,087	=	Legal Assistant	6	
AVERAGE	\$33.28		66,669	53,607	93,412				

## Legal Secretary

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$21.09	40	43,860	39,535	75,116	=		1	
Anne Arundel	\$33.31	40	69,291	43,894	78,865	=		6	
Baltimore City									
Baltimore County	\$30.17	35	54,913	52,546	70,844		Legal Secretary	2	
Calvert	\$31.44	35	57,227	45,500	73,364	=	Legal Secretary I	3	
Caroline	\$21.42	40	48,551	36,421	61,873	=		6	
Carroll	\$23.00	40	47,175	46,717	74,756	+	Legal Assistant	1	
Cecil	\$23.15	40	48,156	42,895	68,092	=		5	
Charles	\$23.13	37.5	45,098	42,472	68,805	=	Legal Assistant	2	
Dorchester	\$23.65	40	49,200					2	
Frederick	\$28.87	40	60,050	48,997	78,396	=	Legal Assistant	4	
Garrett									
Harford	\$36.56	40	76,045	41,700	126,032	=	Legal Specialist Series I = III	2	
Howard	\$27.00	40	55,436	45,889	88,437	=	Legal Support Services Technician	3	
Kent									
Montgomery	\$37.00	40	76,951	50,438	78,947	=	Legal Secretary II	5	
Prince George's									
Queen Anne's	\$32.27	40	67,124	48,037	98,708	+	Legal Assistant I & II	5	
St. Mary's	\$27.88	40	57,990	44,595	89,086	=	Legal Asst I & II/Sr. Legal Asst	21	5 currently vacant
Somerset	\$22.71	40	47,232	42,790	70,117			1	
Talbot	\$27.24	40	56,657	43,414	65,553	=	Legal Secretary, Legal Administrative Assistant & Victim Witness Coordinator	3	
Washington	\$25.44	40	52,922	44,990	117,790	=	Legal Secretary	3	
Wicomico									
Worcester	\$29.62	40	61,610			=	Office Assistant V	1	
MNCPPC									
AVERAGE	\$27.63		56,605	44,755	81,458				

## Clerical/Administrative Support - (Entry Level)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$19.61	40	40,783	34,211	65,001	=	Office Associate II	1	
Anne Arundel	\$22.67	40	47,148	32,698	61,818	=	Office Support Assistant I	4	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$18.51	36.7	35,317	32,484	36,734	=	Office Support Spec I	3	
Baltimore County	\$25.56	35	46,524	34,982	44,214		Office Assistant	111	
Calvert	\$26.73	35	48,649	40,495	65,211	=	Office Assistant I	2	
Caroline	\$20.40	40	42,441	36,887	52,871	=	Permit Technician	1	
Carroll	\$23.00	40	46,852	39,312	62,900	=	Office Associate	10	
Cecil	\$17.60	40	36,608	33,604	53,348	=	Office Services Assistant	5	
Charles	\$18.27	37.5	35,617	33,642	54,500	=	Office Associate I	2	
Dorchester	\$16.35	40	34,000					9	
Frederick	\$24.05	40	50,024	42,796	68,474	=	Administrative Specialist I	32	
Garrett	\$20.65	40	42,942			=	Administrative Assistant	2	
Harford	\$26.77	40	55,672	40,200	108,290	=	Administrative Assistant I	2	
Howard	\$22.00	30	35,368	36,433	65,048	=	Administrative Support Tech I	3	
Kent									
Montgomery	\$32.60	39	66,073	45,278	69,442	=	Principal Administrative Aide	107	
Prince George's	\$27.48	40	57,160	37,157	77,442	=	Administrative Aide II	43	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$17.29	40	35,970	34,734	66,890	=	Admin Assist I	2	
St. Mary's	\$23.88	40	49,681	40,581	64,896	=	Administrative Coordinator	13	1 currently vacant
Somerset	\$18.68	40	38,852	37,904	62,110		Office Assistant I	1	
Talbot	\$24.06	40	50,045	33,990	56,604	=	Staff Assistant & Administrative Support Staff	4	
Washington	\$24.92	40	51,827	37,773	111,197	=	Office Associate, Sr. Office Associate	31	
Wicomico	\$16.69	40	34,716	31,213	43,698		Mailroom Clerk	2	
Worcester	\$19.73	40	41,028	40,518	41,538	=	Office Assistant III	2	Replacement for retiree had lower salary
MNCPPC	\$21.49	40	44,704	36,003	63,760	=	Administrative Assistant I	2	
AVERAGE	\$22.04		44,500	36,950	63,454				

### Clerical/Administrative Support - (Intermediate Level)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.07	40	47,987	36,777	75,116	=	Office Associate III, IV	5	
Anne Arundel	\$20.22	40	42,067	36,046	68,058	=	Office Support Assistant II	84	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$19.92	36.7	38,021	34,328	39,348	=	Office Support Spec II	108	
Baltimore County	\$29.55	35	53,775	38,433	48,782		Office Coordinator	37	
Calvert	\$33.35	35	60,695	45,500	73,364	=	Office Specialist I	11	
Caroline	\$25.38	40	52,793	39,935	60,038	=	Administrative Assistant II & III & Admin, Coord. & Eco. Dev. Coord. & Billing Coord.	6	
Carroll	\$26.00	40	54,044	42,890	68,620	=	Office Technician	8	
Cecil	\$21.49	40	44,689	38,906	61,755	=	Office Services Specialist	16	
Charles	\$18.29	37.5	35,661	35,661	57,770	=	Office Associate II	2	
Dorchester	\$20.19	40	42,000					7	
Frederick	\$25.77	40	53,602	45,792	73,267	=	Administrative Specialist II	31	
Garrett	\$23.95	40	49,821	36,514	66,474	=	Office/Administrative Coordinator	5	
Harford	\$34.24	40	71,213	41,700	113,198	=	Administrative Assistant II	25	
Howard	\$23.00	40	47,604	37,386	71,960	=	Administrative Support Tech II	64	
Kent	\$21.97	40	45,693	42,177	64,159	=	Administrative Specialist I	6	
Montgomery	\$36.25	40	74,763	50,438	78,947	=	Office Services Coordinator	225	
Prince George's	\$31.01	40	64,498	40,965	85,378	=	Administrative Aide II	49	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$22.20	40	46,173	37,062	71,373	=	Admin Assist II	4	
St. Mary's	\$26.24	40	54,590	44,596	71,261	=	Senior Administrative Coordinator	18	5 currently vacant
Somerset	\$20.85	40	43,370	40,273	65,992		Office Assistant II	4	
Talbot	\$23.41	40	48,687	33,990	56,604	=	Administrative Assistant	8	
Washington	\$29.87	40	62,120	44,990	117,790	=	Administrative Assistant	9	
Wicomico	\$22.00	40	45,750	32,694	45,750		Department Assistant	21	
Worcester	\$23.04	40	47,922	39,458	61,610	=	Office Assistant IV-VI	19	
MNCPPC	\$29.43	40	61,219	39,835	70,550	=	Administrative Assistant II	24	
AVERAGE	\$25.23		51,550	39,848	69,465				

## Clerical/Administrative Support - (Senior Advanced Level)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$32.96	40	68,547	42,500	93,317	=	Office Associate V, Office Manager I	4	
Anne Arundel	\$22.99	40	47,823	39,749	74,818	=	Office Support Specialist	59	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$22.35	36.7	42,649	36,839	43,336	=	Office Support Spec III	226	Office Asst/Office Support Spec
Baltimore County	\$31.12	35	56,638	42,145	53,448	=	Office Administrator	22	
Calvert	\$40.46	35	73,633	57,403	92,529	=	Executive Administrative Assistant I	4	
Caroline	\$30.52	40	63,487	45,311	69,338	=	Office Manager , Economic Dev Coord, Admin Coord	5	
Carroll	\$25.00	40	51,598	46,717	74,756	=	Administrative Assistant	16	
Cecil	\$23.90	40	49,713	42,895	71,501	=	Administrative Assistant	16	
Charles	\$24.23	37.5	47,254	37,800	61,237	=	Office Associate III	4	
Dorchester	\$28.70	40	59,700					1	
Frederick	\$40.00	40	70,231	56,097	89,755	-	Administrative Coordinator	25	
Garrett	\$28.03	40	58,300	43,183	66,474	=	Executive Assistant	1	
Harford	\$29.06	40	60,437	43,200	118,190	=	Administrative Specialist I	9	
Howard	\$25.00	40	52,667	41,413	79,819	=	Administrative Support Tech III	59	
Kent	\$28.37	40	59,010	45,723	70,549	=	Administrative Specialist II	8	
Montgomery	\$49.17	38	97,953	67,206	107,367	=	Administrative Specialist III	71	
Prince George's	\$36.29	40	75,486	45,165	94,131	=	Administrative Aide IV	37	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$22.63	40	47,078	39,545	76,154	=	Admin Assist III	4	
St. Mary's	\$29.33	40	58,511	49,837	79,664	=	Coordinator I	5	
Somerset	\$22.71	40	47,232	42,790	70,117	=	Office Assistant III/Executive Assistant	5	
Talbot	\$27.49	40	57,189	47,538	72,465	=	Assistant Officer Manager & Office Manager	6	
Washington	\$29.40	40	61,152	47,674	124,842	=	Office Manager	5	
Wicomico	\$23.70	40	49,290	46,958	65,720	=	SR Department Assistant	6	
Worcester	\$25.75	40	53,560	45,760	64,667	=	Administrative Services Coordinator, Executive Admins to Command Staff, Financial Administrator	4	
MNCPPC	\$32.46	40	67,514	44,698	79,164	=	Administrative Assistant III	55	
AVERAGE	\$29.26		59,066	45,756	78,890				

## Stock Clerk/Storekeeper

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$23.95	40	49,807	39,915	73,278	=	Storekeeper II	9	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$19.84	36.7	37,857	34,328	39,348	=	Storekeeper I	16	
Baltimore County	\$26.12	35	47,541	32,121	40,243		Storekeeper I	5	
Calvert									
Caroline	\$24.02	40	49,961	39,935	56,225	=	Purchasing Agent I	1	
Carroll	\$21.00	40	44,242	39,312	62,900	=	Warehouse Technician	1	
Cecil									
Charles	\$32.55	37.5	63,472	53,260	86,865	=	Inventory Control Specialist	3	
Dorchester									
Frederick	\$40.00	40	66,884	48,997	78,396	=	Inventory Specialist I	1	
Garrett									
Harford	\$24.28	40	50,497	38,700	104,608	=	Storekeeper	1	
Howard	\$26.00	40	53,793	43,285	70,221	=	Senior Stores Clerk	5	
Kent									
Montgomery	\$30.86	40	64,197	46,910	72,463	-	Liquor Store Clerk II	54	
Prince George's	\$22.76	40	47,335	30,027	65,401	=	Supply/Property Clerk II	7	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's									
St. Mary's									
Somerset	\$23.86	40	49,623	42,790	70,117		Clerical/Inventory Operations Associate	1	
Talbot									
Washington									
Wicomico									
Worcester	\$26.17	40	54,434			=	Inventory Clerk IV	1	For Water and Wastewater
MNCPPC		40		32,045	59,620	=	Clerical/Inventory Operations Assistant		
AVERAGE	\$26.26		52,280	40,125	67,668				

## Account Clerk

*Performs routine accounts receivable and accounts payable posting/processing.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$22.49	40	46,774	63,777	69,875	=	Office Asst III	1	
Anne Arundel	\$23.26	40	48,379	41,746	78,520	=	Financial Clerk I	15	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$20.76	36.7	39,622	35,101	40,478	=	Accounting Assistant II	6	
Baltimore County	\$25.61	35	46,605	38,433	48,782	=	Account Clerk II	26	
Calvert	\$37.92	35	69,020	49,195	79,334	=	Accounts Payable Technician/Accounts Receivable Technician I	3	
Caroline									
Carroll	\$34.00	37.50	65,403	40,209	64,331	=	Accounting Technician II	3	37.5 hour workweek
Cecil	\$25.10	40	52,211	42,895	68,092	=	Accounting/Account Payable Specialist	2	
Charles	\$24.54	37.5	47,850	42,472	68,805	=	Accounting Technician	2	
Dorchester	\$16.92	40	35,200					1	
Frederick	\$40.00	40	37,380	37,380	59,808	=	Accounting Technician I	1	
Garrett	\$24.46	40	50,880	36,514	56,211	=	Accounting/Billing Associate	2	
Harford	\$18.83	40	39,164	38,700	104,608	=	Accounting Clerk I	6	
Howard	\$23.00	40	47,100	37,386	71,960	=	Administrative Support Tech II	5	
Kent									
Montgomery	\$37.63	39	76,879	50,438	78,947	+	Fiscal Assistant	42	
Prince George's	\$24.03	40	49,988	30,569	63,711	=	Account Clerk II	3	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$24.65	40	51,281	42,194	86,701	=	Collection Specialist I & II	2	
St. Mary's	\$28.82	40	59,956	49,837	79,664	=	Fiscal Technician IV- Finance	4	
Somerset	\$28.36	40	58,987	42,790	70,117			1	
Talbot	\$27.69	40	57,585	31,618	55,186	=	Accounts Receivable Clerk	1	
Washington	\$23.55	40	48,984	44,990	117,790	=	Accounts Receivable Specialist	4	
Wicomico	\$17.33	40	36,040	35,298	49,396		Accounting Assistant	2	
Worcester	\$24.85	40	51,698	38,730	64,667		AP Specialist and Accounting Clerk IV	2	Treasurer's Office
MNCPPC		40		39,835	70,550	=	Corporate Accounting Technician I		
AVERAGE	\$26.08		50,772	41,369	70,342				

## Collections Clerk

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$22.36	40	46,501	36,777	75,116	=	Accounting Tech I, II (Tax Office)	2	
Anne Arundel	\$19.16	40	39,846	34,341	64,875	=	Cashier I	3	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$20.21	36.7	38,575	35,101	40,478	=	Cashier I	14	
Baltimore County	\$29.96	35	54,531	53,448	66,573	=	Account Clerk III	34	
Calvert	\$37.80	35	68,790	45,500	73,364	=	Treasurer Clerk I	3	
Caroline									
Carroll	\$19.00	40	39,562	39,312	62,900	=		3	
Cecil	\$24.31	40 and 35	50,570	42,895	68,092	=	Collections Specialist	1.5	1 position 40 hours and 1 position 35 hours
Charles	\$22.32	37.5	43,532	40,068	64,911	=	Revenue Specialist	5	
Dorchester									
Frederick	\$18.48	40	38,448	37,380	59,808	=	Collections Specialist I	1	
Garrett									
Harford									
Howard	\$23.00	40	47,100	37,386	71,960	=	Administrative Support Tech II	5	
Kent									
Montgomery	\$37.63	39	76,879	50,438	78,947	+	Fiscal Assistant	42	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset	\$19.36	40	40,273	40,273	65,992		Tax Collections Clerk I & II	3	2 pay grades
Talbot	\$21.82	40	45,380	39,829	60,368	=	Sanitary District Clerk, Record Property Tax Clerk & Finance Clerk for Recreational Facilities	3	
Washington	\$29.26	40	60,860	50,544	132,392	=	Assistant Payroll/Fiscal Analyst, Accounts Receivable Supervisor, Accounts Payable Supervisor	3	
Wicomico	\$23.13	40	48,111	38,796	54,272		Tax Coordinator	1	
Worcester	\$21.47	40	44,655	36,754	57,221	=	Customer Service Representative, Utility Billing Specialist, Accounting Clerk II-IV, Room and Food Tax Specialist	7	Treasurer's Office
MNCPPC									
AVERAGE	\$24.33		48,976	41,178	68,579				

## Account Technician

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$34.35	40	71,455	42,500	80,750	=	Senior Accounting Tech	3	
Anne Arundel	\$29.20	40	60,736	46,120	82,851	=	Financial Clerk II	10	
Baltimore City	\$25.82	36.7	49,279	42,071	50,211	=	Accounting Assistant III	22	
Baltimore County	\$54.19	35	98,630	75,592	117,770		Accountant III	1	
Calvert	\$42.38	35	77,132	49,195	79,334	=	Account Technician II	1	
Caroline	\$26.37	40	54,860	45,311	62,138	=	Account Clerk III	3	
Carroll	\$27.00	40	54,655	50,919	81,474	-	Accounting Specialist	2	
Cecil	\$37.46	40	77,911	69,883	110,919	=	Senior Accountant	4	
Charles	\$44.38	37.5	86,542	64,767	104,922	=	Lead Accountant	2	
Dorchester									
Frederick	\$26.01	40	54,101	42,796	68,474	=	Accounting Technician II	2	
Garrett									
Harford	\$32.36	40	67,309	41,700	118,190	=	Accounting Technician Series I & II	8	Min is Accounting Tech I and Max is Accounting Tech II
Howard	\$27.00	40	57,163	45,889	88,437	=	Administrative Aide	5	
Kent	\$23.38	40	48,630	45,723	70,549	=	Finance Associate	2	
Montgomery	\$37.63	39	76,879	50,438	78,947	+	Fiscal Assistant	42	
Prince George's	\$32.40	40	67,387	40,965	85,378	=	Accounting Technician	1	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$28.28	40	58,814	51,256	98,708	+		2	
St. Mary's	\$42.83	40	89,086	55,765	89,086	=	Accountant	1	
Somerset									
Talbot									
Washington	\$32.83	40	68,276	54,080	141,606	=	Budget Analyst, Fiscal Analyst	2	
Wicomico	\$30.17	40	62,745	51,622	72,292		Principle Accountant	1	
Worcester	\$36.96	40	76,878	74,617	79,139	+	Senior Accountant and Senior Budget Accountant	2	
MNCPPC	\$39.30	40	81,736	44,698	79,164	=	Corporate Accounting Technician II	3	
AVERAGE	\$33.82		68,581	51,710	87,635				

## Payroll Technician

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$34.05	40	70,823	49,114	93,317	=	Payroll Supervisor	1	
Anne Arundel	\$29.07	40	60,461	43,894	87,043	=	Personnel Assistant I Personnel Assistant II	10	Journey, full-proficiency level; duties may be performed at the lower PA I level. Salary shown is min for PA I and max for PA II
Baltimore City									
Baltimore County	\$47.17	35	85,841	71,252	104,638		Management Analyst III	29	
Calvert	\$41.93	35	76,313	57,403	92,529	=	Payroll Specialist	1	
Caroline	\$30.05	40	62,504	49,529	66,766	=	Payroll Specialist	1	
Carroll	\$38.00	40	79,768	50,919	81,474	=	Payroll Assistant	1	
Cecil	\$30.83	40	64,128	52,135	82,761	=	Payroll Coordinator	2	
Charles	\$50.25	37.5	97,983	60,248	97,602	=	Payroll Analyst II	1	
Dorchester	\$22.21	40	46,200					1	
Frederick	\$24.23	40	50,397	48,997	78,396	=	Payroll Analyst I	1	
Garrett	\$25.94	40	53,954	43,183	66,474	=	Staff Accountant - Payroll	1	
Harford	\$32.63	40	67,878	43,200	118,190	=	Accounting Technician II	8	
Howard	\$32.00	40	65,513	56,295	108,537	=	Administrative Assistant	5	
Kent	\$36.32	40	75,543	45,723	70,549	+	Payroll Administrator	1	Collaborates with CFO and Director of Human Resources and HR staff on complex payroll and benefit deductions and reimbursement issues.
Montgomery	\$37.63	39	76,879	50,438	78,947	+	Fiscal Assistant	42	
Prince George's	\$33.21	40	69,068	37,157	77,442	=	Account Clerk IV	7	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's									
St. Mary's	\$29.27	40	60,892	49,837	79,664	=	Fiscal Specialist IV-Payroll	2	
Somerset									
Talbot	\$34.75	40	72,273	64,139	80,436	=	Accounting Manager	1	
Washington	\$35.96	40	74,796	62,920	164,861	=	Payroll Manager	1	
Wicomico	\$20.73	40	43,123	38,796	54,272		Payroll Coordinator	1	
Worcester	\$33.35	40	69,360			+	Payroll Manager	1	
MNCPPC		40		39,814	70,512	=	Corporate Payroll Technician I		
AVERAGE	\$33.31		67,795	50,750	87,720				

## Superintendent (Other)

*Manages a public works program area*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$35.61	40	74,066	61,014	115,927	=	Roads Superintendent, Building Maintenance Superintendent, Utilities Area Supervisor	4	
Anne Arundel	\$86.79	40	180,516	104,175	201,544		Deputy Director Public Works	5	
Baltimore City									
Baltimore County	\$60.99	35	111,008	90,259	140,624		Bureau Chief	1	
Calvert	\$40.83	35	74,311	74,311	119,829	=	Water & Sewer Operations Superintendent	1	Employee Acting in Position
Caroline	\$45.16	40	93,931	73,453	102,312	=		2	
Carroll	\$51.00	40	107,058	82,923	149,262	=	Bureau Chief, Roads Operations	1	
Cecil	\$52.00	40	108,169	77,046	128,401	=	Chief	4	
Charles	\$42.42	37.5	82,724	69,624	112,792	=	Superintendent	2	
Dorchester									
Frederick	\$73.89	40	153,693	110,350	176,560	=	Superintendent Purification & Distribution	1	
Garrett	\$39.50	40	82,150	63,920	98,399	=	Division Chief	2	
Harford	\$51.71	40	107,550	60,620	156,625	=	Superintendent W & S Facilities	9	
Howard	\$49.00	40	101,606	70,483	135,727	=	Operations Supervisor III	7	
Kent	\$37.65	40	78,319	67,664	106,511	=	Water/Waste Water Superintendent	1	
Montgomery	\$54.53	40	113,418	73,173	117,424	=	Program Manager II	41	
Prince George's	\$75.01	40	156,031	89,424	186,371	=	Associate Director	2	DPW&T only
Queen Anne's									
St. Mary's	\$66.41	40	138,133	105,851	169,208	=	Deputy Director	2	
Somerset	\$41.69	40	86,725	61,518	99,904		Assistant Superintendent	1	
Talbot	\$58.55	40	121,794	101,822	127,695	=	Superintendent of Roads & County Buildings	1	
Washington									
Wicomico	\$42.44	40	88,278	75,578	105,788		Roads Superintendent	1	Over sees All of Roads Department
Worcester	\$45.28	40	94,184	83,588	101,403	=		4	Take Home Vehicle
MNCPPC									
AVERAGE	\$52.52		107,683	79,840	132,615				

## Supervisor (First Line)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$27.11	40	56,381	45,688	100,315	=	Build Maint Supervisor I, Build Maint Supervisor II, Roads Foreman, Utilities Foreman	8	
Anne Arundel	\$30.92	40	64,323	53,480	96,075	=	Roads Maintenance Supervisor	12	
Baltimore City	\$21.06	40	43,808	40,130	44,927	=	Laborer Crew Leader I	31	
Baltimore County	\$42.24	35	76,878	52,141	65,082	=	Crew Chief	70	
Calvert	\$36.26	40	75,431	50,939	82,139	=	Highway Maintenance Crew Leader I	4	
Caroline	\$29.08	40	60,469	47,350	64,382	=	Crew Leader	2	
Carroll	\$32.00	40	65,926	55,536	88,858	=	Foreman, Roads Operations	8	
Cecil	\$30.86	40	64,192	47,288	91,252	=	Supervisor	10	
Charles	\$31.74	37.5	61,898	35,661	57,770	=	Team Leader	5	
Dorchester									
Frederick	\$43.14	40	89,733	64,226	102,761	=	Foreman Highway	9	
Garrett	\$26.57	40	55,256	39,688	61,100	=	Foreman	8	
Harford	\$33.85	40	70,399	46,121	126,032	=	Crew Chief	18	
Howard	\$37.00	40	76,579	59,779	108,430	=	Operations Supervisor I	35	
Kent	\$34.55	40	71,871	50,419	78,441	=	Maintenance Supervisor, Public Works	1	
Montgomery	\$48.42	40	100,717	64,426	102,682	=	Equipment Maintenance Crew Chief	22	
Prince George's	\$35.72	40	74,306	40,633	80,014	=	Crew Supervisor	9	
Queen Anne's									
St. Mary's	\$41.00	40	84,843	55,765	128,086	=	Building Services Manager/ Supervisor II	3	
Somerset	\$38.06	40	79,155	48,306	79,155	=	Supervisor, Road Maintenance	1	
Talbot	\$27.05	40	56,265	39,829	61,304	=	Road Foreman	4	
Washington	\$36.32	40	75,548	54,080	178,048	=	Numerous Titles	19	
Wicomico	\$18.92	40	39,362	35,298	49,369	=	Crew Leader	11	
Worcester	\$40.86	40	84,981	74,672	104,329	=	Water System Supervisor, WTP Supervisor, Service Area Supervisor, Construction Supervisor	4	
MNCPPC	\$31.39	40	65,287	44,676	79,122	=	Park/General Maintenance Leader	80	
AVERAGE	\$33.66		69,287	49,832	88,247				

## Supervisor (Second Line)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$41.37	40	86,058	60,506	114,210		Road Operations Supervisor	4	
Baltimore City									
Baltimore County	\$50.65	35	92,178	59,532	74,332		Superintendent	6	
Calvert	\$46.10	40	95,888	61,922	99,882	=	Highway Maintenance Supervisor	2	
Caroline									
Carroll	\$45.00	40	93,288	66,664	119,996	=	Area Roads Chief	5	
Cecil									
Charles	\$40.04	37.5	78,071	47,722	77,310		Supervisor	9	
Dorchester	\$30.91	40	64,300					2	
Frederick	\$53.78	40	111,862	78,679	125,887	=	Maintenance Section Supervisor Highway	3	
Garrett	\$31.90	40	66,358	54,636	84,113	=	Assistant Division Chief	3	
Harford									
Howard	\$44.00	40	91,963	66,186	120,016	=	Operations Supervisor II	23	
Kent									
Montgomery	\$54.82	40	114,024	70,119	112,267	=	District Supervisor	5	
Prince George's	\$40.77	40	84,802	44,798	88,037		Crew Supervisor II	8	
Queen Anne's									
St. Mary's	\$32.37	40	74,734	49,837	79,664	=	Road Foreman	5	
Somerset	\$31.23	40	64,966	48,306	79,155		Supervisor, Road Maintenance	1	
Talbot	\$30.11	40	62,622	47,538	65,553	=	Chief Roads Supervisor	1	
Washington	\$53.49	40	111,250	67,954	242,154	=	Numerous Titles	10	
Wicomico	\$22.77	40	47,354	42,718	59,784		SR Crew Leader	5	
Worcester	\$41.42	40	86,158	60,038	110,812	=	Recycling Manager, Shared Facilities Supervisor, Roads Supervisor, Maintenance Supervisor, WWTP Supervisor, Chief Plant Operator	6	Take Home Vehicle
MNCPPC	\$51.40	40	106,913	69,305	125,004	=	Senior Trades Shop Supervisor	9	
AVERAGE	\$41.23		85,155	58,615	104,599				

## Engineering Technician/Associate

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$33.59	40	69,873	45,688	100,315	=	Engineering Tech III, Chief Engineering Tech	2	
Anne Arundel									
Baltimore City	\$31.34	36.7	59,814	50,899	61,796	=	Engineering Assoc II	11	
Baltimore County	\$35.82	35	65,189	40,243	51,118		Engineering Associate I	2	
Calvert	\$47.34	35	86,159	74,311	119,829	=	Project Engineer I	2	Salary Position
Caroline									
Carroll	\$22.00	40	46,717	46,717	74,756	=	Engineering Technician I	1	
Cecil									
Charles	\$44.16	37.5	86,105	64,767	104,922		Engineer II	3	
Dorchester									
Frederick	\$40.00	40		60,023	96,037	=	Engineering Technician II		1 vacancy
Garrett									
Harford	\$39.08	40	81,286	40,200	139,261	=	Engineering Associate Series I - V	10	Min is Engineering Associate I and Max is Engineering Associate V
Howard	\$44.00	40	92,290	62,438	120,197	=	Engineering Support Tech III	3	
Kent									
Montgomery	\$36.88	40	76,715	54,583	86,103	=	Engineer Technician II	7	
Prince George's	\$31.42	40	65,352	42,665	83,945		Engineering Technician II	11	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$36.57	40	76,072	58,355	112,378	+	GIS Prog Spec II	1	
St. Mary's									
Somerset									
Talbot									
Washington	\$34.47	40	71,690	50,544	132,392	=	Engineering Technician III	3	
Wicomico	\$33.13	40	68,900	42,718	59,784			1	
Worcester									
MNCPPC	\$37.13	40	77,239	50,595	89,605	=	Design Technician II	3	
AVERAGE	\$36.46		73,100	52,316	95,496				

## CAD/GIS Operator/Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany			45,688		124,622		GIS Technician, GIS Manager		2 vacant positions
Anne Arundel	\$38.16	40	79,376	65,158	122,989	=	GIS Specialist	10	
Baltimore City	\$29.75	36.7	56,769	46,964	56,769	=	GIS Technician	1	
Baltimore County	\$39.73	39	80,570	71,252	111,008		GIS Analyst	3	
Calvert	\$48.94	40	101,802	62,553	109,928	=	GIS Analyst and GIS Mapping Technician	3	Salary Position
Caroline	\$25.71	40	53,469	47,350	64,382	=		1	
Carroll	\$35.00	40	69,703	55,536	88,858	=	GIS Analyst I	2	
Cecil	\$51.80	40	107,748	80,898	128,401	=	GIS Broadband Manager	1	
Charles	\$53.81	37.5	104,923	64,767	104,922	=	GIS Analyst	1	
Dorchester	\$25.00	40	52,000					1	
Frederick	\$35.39	40	73,616	68,720	109,953	=	GIS Analyst	3	
Garrett									
Harford	\$36.36	40	75,639	49,798	139,261	=	GIS Analyst I & II	4	Min is GIS Analyst I and Max is GIS Analyst II
Howard	\$41.00	40	85,169	69,141	133,142	=	Engineering Support Tech IV	3	
Kent	\$22.86	40	47,552	45,723	70,549	=	GIS Specialist	1	
Montgomery	\$58.78	40	122,260	76,394	122,842	+	Information Technology Specialist III	36	
Prince George's	\$41.71	40	86,754	51,860	101,572	=	Engineering Technician IV	3	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's									
St. Mary's	\$24.56	40	51,085	49,837	79,644	=		1	
Somerset	\$24.40	40	50,752	48,306	79,155		GIS Technician/Planner	1	
Talbot	\$41.85	40	87,045	71,514	89,688	=	GIS Manager	1	
Washington	\$32.65	40	67,909	47,674	152,630	=	GIS Analyst, GIS Technician, GIS Coordinator, GIS Database Admin, GIS Manager	8	
Wicomico	\$35.14	40	73,100	46,958	65,720		GIS Specialist	1	
Worcester	\$31.30	40	65,094	43,514	86,674	=	GIS Analyst I and III	2	Not CAD and works in DRP. This year we had an entry level and senior level employees
MNCPPC	\$38.04	40	79,122	44,676	79,122	=	Senior CADD/GIS Technician	1	
AVERAGE	\$36.91		74,658	57,552	100,992				

## Building Inspector

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$28.97	40	60,258	53,518	98,550	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 18% longevity 16+ yrs.
Baltimore City	\$35.75	36.7	68,217	57,743	70,310	+	Construction Building Inspector II	16	
Baltimore County	\$58.68	35	106,790	63,806	80,291		Chief Building Inspector	1	
Calvert	\$44.90	35	81,727	62,553	100,864	=		2	
Caroline									
Carroll	\$27.00	40	56,176	55,536	110,178	=	Building Inspector I/II	4	
Cecil	\$26.12	40	54,332	47,288	78,822	=	Building Inspector 1/2	3	
Charles	\$31.00	37.5	60,451	53,620	86,865	=	Inspector	8	
Dorchester	\$30.91	40	64,300					1	
Frederick	\$28.11	40	58,461	56,097	89,755	=	Building Inspector I	3	
Garrett	\$28.53	40	59,348	39,688	61,100			1	
Harford	\$32.51	40	67,617	41,700	152,115	=	Inspector Series I - III (DILP)	5	Min is Inspector I and Max is Inspector III
Howard	\$38.00	40	79,419	56,295	108,537	=	Regulation Inspector II	10	
Kent									
Montgomery	\$29.79	40	61,966	43,724	66,572	=	Building Services Inspector	3	
Prince George's	\$32.22	40	67,011	42,665	83,945	=	Construction Standards Inspector II	35	
Queen Anne's									
St. Mary's									
Somerset	\$22.71	40	47,232	42,790	70,117		Building Code Assistant/Field Inspector	1	
Talbot	\$29.01	40	60,339	52,292	68,769	=	Building Codes Compliance Officer/Inspector & Building Codes Compliance Officer	2	
Washington	\$25.89	40	53,861	50,544	132,392	=	Building Inspector I	2	
Wicomico	\$22.58	40	46,958	46,958	65,720		Building Inspector	2	
Worcester	\$31.95	40	66,447	50,409	86,674	+	Building, Housing, Zoning Inspector/Plan Review I-IV	6	
MNCPPC	\$36.56	40	76,041	50,595	89,605	=	Construction Representative	1	
AVERAGE	\$32.06		64,848	50,938	89,536				

## Housing Inspector

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City	\$29.22	36.7	55,769	46,964	56,769	=	Housing Inspector Senior	34	
Baltimore County	\$50.58	35	92,064	75,592	117,700		Chief of Code Inspection and Enforcement	1	
Calvert									
Caroline									
Carroll	\$25.00	40	52,791	50,919	81,474	=	Housing Inspector	1	
Cecil									
Charles									
Dorchester	\$22.12	40	46,000					2	
Frederick	\$30.19	40	62,786	48,997	78,396	=	Inspector II Housing	1	
Garrett									
Harford	\$32.74	40	68,090	40,698	118,190		Housing Inspector	1	
Howard	\$38.00	40	79,419	56,295	108,537	=	Regulation Inspector II	10	
Kent									
Montgomery	\$52.04	40	108,249	67,206	107,367	=	Housing Code Inspector III	13	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset	\$22.15	40	46,080	42,790	70,117		Housing Rehab Specialist/Inspector	1	
Talbot									
Washington	\$47.33	40	98,446	67,954	178,048	=	Chief Building Inspector	1	
Wicomico	\$29.76	40	61,904	51,622	72,292		Sr Building Inspector	1	
Worcester									Merged into Building Inspector
MNCPPC									
AVERAGE	\$34.47		70,145	54,904	98,889				

## Plumbing/Electrical Inspector

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$28.97	40	60,258	53,518	98,550	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 18% longevity 16+ yrs.
Baltimore City	\$29.55	36.7	56,400	46,964	56,769	=	Public Works Inspector	39	
Baltimore County	\$48.67	35	88,581	63,806	80,291		Chief Plumbing/ Electrical Inspector	2	
Calvert	\$43.46	35	79,097	62,553	100,864	=	Plumbing Inspector & Electrical Inspector	4	
Caroline									
Carroll	\$33.00	40	68,245	55,536	110,178	=	Plumbing Inspector I/II	2	
Cecil	\$27.55	40	57,311	49,661	82,761	=	PMG Inspector 1/2	2	
Charles									
Dorchester									
Frederick	\$34.17	40	71,076	60,024	96,038	=	Plumbing Inspector I	3	
Garrett									
Harford	\$36.05	40	74,984	41,700	152,115	=	Inspector Series I - III (DILP)	5	Min is Inspector I and Max is Inspector III
Howard	\$37.00	40	76,846	56,295	108,537	=	Regulation Inspector II	15	
Kent									
Montgomery	\$53.97	40	112,267	70,119	112,267	+	Plumber Supervisor	1	
Prince George's	\$32.22	40	67,011	42,665	83,945	=	Construction Standards Inspector II	35	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$33.09	40	68,827	54,080	152,630	=	Electrical Inspector I/II, Plumbing Inspector I/II	5	
Wicomico	\$38.17	40	79,394	56,710	79,394		Plumbing Inspector	1	
Worcester	\$27.74	40	57,700	57,013	58,386	=	Plumbing Inspector III	2	Electrical Inspection is done by Building Inspectors
MNCPPC									
AVERAGE	\$35.97		72,714	55,046	98,052				

## Construction Inspector

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$28.97	40	60,258	53,518	98,550	=		21	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$29.55	36.7	56,400	46,964	56,769	=	Public Works Inspector II	39	
Baltimore County	\$59.85	35	108,926	63,806	80,291		Chief Building Inspector	1	
Calvert	\$48.25	40	100,370	68,177	109,928	=	Public Works Inspector II	4	
Caroline									
Carroll	\$30.00	40	63,014	50,919	88,858	=	Construction Inspector I/II	4	
Cecil	\$31.05	40	64,574	52,135	82,761	=	Construction Inspection Representative	3	
Charles	\$43.21	37.5	84,269	53,260	86,865	=	Construction Inspector	1	
Dorchester									
Frederick	\$25.51	40	53,068	48,997	78,396	=	Inspector I	7	
Garrett	\$31.25	40	65,000	46,703	71,901	+	Project Coordinator	1	
Harford	\$35.15	40	73,116	38,046	132,230	=	Inspector Series I - II (DILP)	5	Min is Inspector I and Max is Inspector II
Howard	\$38.00	40	79,419	56,295	108,537	=	Regulation Inspector II	10	
Kent									
Montgomery	\$48.05	40	99,939	67,206	107,367	+	Permitting and Code Compliance Inspector III	83	
Prince George's	\$32.22	40	67,011	42,665	83,945	=	Construction Standards Inspector II	35	
Queen Anne's	\$27.10	40	56,370	42,194	86,701	=	Construction Inspect I & II	7	
St. Mary's	\$34.82	40	73,861	55,765	89,086	=	Inspector III-DPWT	6	2 currently vacant
Somerset	\$42.54	40	88,473	66,132	107,396		Zoning Administrator/Assistant Director	1	
Talbot									
Washington	\$30.52	40	63,474	50,544	132,392	=	Construction Inspector	6	
Wicomico									
Worcester									
MNCPPC	\$44.24	40	92,018	57,357	101,584	=	Senior Construction Representative	8	
AVERAGE	\$36.68		74,976	53,371	94,642				

## Code Enforcement Officer

*Enforces compliance with municipal or county codes and related regulations.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$22.19	40	46,160	36,777	69,875	=		1	
Anne Arundel	\$28.97	40	60,258	53,518	98,550	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 18% longevity 16+ yrs.
Baltimore City	\$36.84	36.7	70,310	57,743	70,310	=	Code Enforcement Investigator II	4	
Baltimore County	\$34.21	35	62,265	49,757	62,265	=	Code Inspection and Enforcement Officer II	48	
Calvert	\$66.31	35	120,684	88,288	142,360	+	Zoning Code Enforcement Chief	1	Salary Position
Caroline	\$24.25	40	50,432	45,311	62,138	=		1	
Carroll	\$43.00	40	89,170	72,717	130,895	=	Deputy Code Official	1	
Cecil	\$36.10	40	75,086	47,288	75,086	=	Code Compliance Inspector	1	
Charles	\$37.10	37.5	72,351	53,620	86,865	=	Code Inspections Enforcement Officer	1	
Dorchester									
Frederick									
Garrett									
Harford	\$52.13	40	108,429	60,620	152,115	=	Zoning Enforcement Officer	1	
Howard	\$35.00	40	72,723	56,295	108,537	=	Regulation Inspector II	25	
Kent	\$26.52	40	55,156	45,723	70,549	=	Enforcement Officer I	1	
Montgomery	\$43.88	40	91,273	59,263	93,986	=	Code Enforcement Inspector III	6	
Prince George's	\$53.17	40	110,586	70,066	146,027	=	Property Standards Code Enforcement Officer	4	
Queen Anne's									
St. Mary's									
Somerset	\$31.59	40	65,701	51,325	84,102		Code Enforcement Officer/Housing Rehab Supervisor	1	
Talbot	\$28.89	40	60,084	52,292	72,465	=	Chief Code Compliance Officer & Codes Compliance Officer	2	
Washington	\$53.16	40	110,583	73,382	224,037	=	Deputy Code Official, Director of Permits & Inspections	2	
Wicomico	\$22.37	40	46,534	38,796	54,272			1	
Worcester									This position is in Development, Review, and Permitting Department and is part of Building/Housing Inspector
MNCPPC									
AVERAGE	\$37.54		75,988	56,266	100,246				

## Zoning Inspector

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$31.17	40	64,828	53,269	99,778	=		7	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$29.27	36.7	55,852	46,964	56,769	=	Zoning Examiner II	1	
Baltimore County	\$59.22	35	107,773	80,198	124,942		Zoning Supervisor	1	
Calvert	\$56.34	35	102,539	68,177	109,928	=	Zoning Code Enforcer	1	
Caroline									
Carroll	\$26.00	40	54,559	50,919	81,474	=	Zoning Inspector	2	
Cecil									
Charles									
Dorchester									
Frederick	\$26.99	40	56,140	48,997	78,396	=	Inspector I Zoning & Nuisance	1	
Garrett	\$27.32	40	56,824	46,703	71,901	+	Zoning Administrator	1	
Harford	\$37.64	40	78,290	41,700	108,290	=	Zoning Inspector Series I & II	3	Min is Zoning Inspector I and Max is Zoning Inspector II
Howard	\$46.00	40	96,429	56,295	108,537	=	Regulation Inspector II	1	
Kent									
Montgomery	\$48.05	40	99,939	67,206	107,367	+	Permitting and Code Compliance Inspector III	83	
Prince George's	\$53.17	40	110,586	70,066	146,027	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	\$21.35	40	44,400	42,194	81,257	=	Nuisance/Zoning Inspector	2	
St. Mary's	\$30.89	40	62,988	55,765	89,086	=	Inspector III- LUGM	4	
Somerset	\$23.86	40	49,623	42,790	70,117		Zoning Specialist	1	
Talbot									
Washington	\$26.82	40	55,785	50,544	132,392	=	Zoning Inspector	1	
Wicomico	\$38.99	40	81,094	62,328	87,238		Zoning Admin	1	
Worcester	\$22.56	40	46,925					1	This position is in Development, Review, and Permitting Department
MNCPPC									
AVERAGE	\$35.62		72,034	55,257	97,094				

## Plans Examiner/Reviewer

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$29.05	32	48,344	48,344	48,344	+	Plans Examiner/Building Inspector	1	Contractual
Anne Arundel	\$39.25	40	81,640	65,158	122,989	=		8	Planning & Zoning
Baltimore City	\$49.01	36.7	93,540	77,191	123,343	=	Engineer II	43	
Baltimore County	\$40.59	35	73,872	58,364	72,874		Engineer II	5	
Calvert	\$54.64	35	99,445	62,553	100,864	=	Plans Examiner	1	
Caroline	\$25.43	40	66,393	47,350	85,097	=	Long Range & Ag Planner & Development Review Coordinator	2	Long Range & Ag Planner is an hourly position
Carroll	\$34.00	40	70,096	66,664	119,996	=	Plans Examiner	1	
Cecil	\$29.71	40	61,805	52,135	86,901	=	Plans Reviewer 1/2	3	
Charles	\$29.90	37.5	58,302	53,620	86,865	=	Utilities Plan Reviewer	1	
Dorchester									
Frederick	\$40.00	40		64,225	102,759	=	Building Plans Reviewer I		1 vacancy
Garrett									
Harford	\$38.58	40	80,252	46,121	152,115	=	Plans Reviewer Series I, II & Senior	3	Min is Plans Reviewer I and Max is Plans Reviewer Senior
Howard	\$54.00	40	112,066	70,483	135,727	=	Engineering Specialist I	6	
Kent									
Montgomery	\$48.05	40	99,939	67,206	107,367	+	Permitting and Code Compliance Inspector III	83	
Prince George's				44,798	88,037	=	Plans Examiner II		Vacant
Queen Anne's									
St. Mary's	\$43.73	40	53,899	62,421	128,086	=	Project Manager III/ Program Manager	7	
Somerset									
Talbot									
Washington	\$41.09	40	85,467	58,261	152,630	=	Plans Examiner II	2	
Wicomico	\$25.75	40	53,559	46,958	65,720		Planner Land Development	1	
Worcester									This position is in Development, Review, and Permitting Department and is part of Building/Housing Inspector
MNCPPC									
AVERAGE	\$38.92		75,908	58,344	104,689				

## Electrician I

*Performs journeyman level electrical work.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$26.03	40	54,140	46,218	84,947	=	Facilities Maintenance Mechanic II	17	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$18.26	40	37,989	37,989	41,849	=	Electrical Mechanic I	2	
Baltimore County	\$25.78	40	53,622	42,515	53,310		Electrician I	11	
Calvert									
Caroline									
Carroll	\$26.00	40	53,319	50,919	81,474	=	Electrician II	5	
Cecil									
Charles									
Dorchester									
Frederick	\$31.61	40	65,747	52,427	83,884	=	Maintenance Technician III	15	
Garrett									
Harford		40		46,121	126,032	=	Electrician W & S Operations		
Howard	\$26.00	40	54,974	51,022	82,784	=	Journey Skilled Trades	1	Journey Skilled Trades Electrician option
Kent									
Montgomery	\$41.40	40	86,103	54,583	86,103	=	Electrician I	3	
Prince George's	\$29.17	40	60,667	44,798	88,037	=	Electrician II	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$34.89	40	72,571	50,544	132,392	=	Electrician	2	
Wicomico									
Worcester	\$30.28	40	62,982			+	Building Maintenance Mechanic II	1	
MNCPPC	\$36.72	40	76,373	48,295	85,533	=	Electrician II	11	
AVERAGE	\$29.65		61,681	47,766	86,031				

## Electrician II

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									Minor electrical work performed by Facilities Maintenance Mech II who may not possess Master Electrician License
Baltimore City	\$31.80	36.7	60,685	53,065	64,495	+	Electrical Mechanic Supervisor	3	
Baltimore County	\$35.74	40	74,339	50,918	64,730		Electrician II	10	
Calvert	\$45.30	35	82,455	57,403	92,529	=	Master Electrician	2	
Caroline									
Carroll		40		61,215	110,178	=	Master Electrician		
Cecil									
Charles									
Dorchester									
Frederick	\$33.99	40	70,700	60,024	96,038	=	Maintenance Technician IV	1	
Garrett									
Harford	\$43.05	40	89,548	49,798	132,230	=	Electrician W & S Operations	1	
Howard	\$40.00	40	83,439	54,600	88,650	=	Electrician	6	
Kent									
Montgomery	\$44.40	40	92,344	56,872	89,948	=	Electrician II	5	
Prince George's	\$36.49	40	75,903	47,038	92,349	=	Electrician III	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$39.55	40	82,264	54,080	141,606	=	Senior Electrician	1	
Wicomico									
Worcester	\$39.54	40	82,243			+	Building Maintenance Mechanic V	1	Employee is a Master Electrician and HVAC Journeyman
MNCPPC	\$45.23	40	94,087	53,124	94,087		Electrician III	1	
AVERAGE	\$39.55		80,728	54,376	96,985				

## Welder

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$22.22	40	46,218	48,526	89,274	=		1	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$23.29	40	48,439	44,180	49,899	=	Welder	7	
Baltimore County	\$33.91	40	70,533	48,672	61,755		Welder Mechanic	4	
Calvert									
Caroline									
Carroll									
Cecil	\$25.06	40	52,135.00	47,288.00	75,086.00	=		1	
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$35.00	40	72,351	54,600	88,650	=	Motor Equipment Mechanic II	23	
Kent									
Montgomery	\$35.31	40	73,446	54,583	86,103	=	Welder	3	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$33.19	40	69,035	47,674	124,842	=	Welder	1	
Wicomico									
Worcester									
MNCPPC	\$34.68	40	72,130	44,698	79,164		Welder II	6	
AVERAGE	\$30.33		63,036	48,778	81,847				

## Carpenter

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$20.62	40	42,891	34,486	63,211	=		19	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$18.12	40	37,688	35,974	38,545	=	Carpenter I	3	
Baltimore County	\$31.77	40	66,082	44,387	56,098		Carpenter II	5	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$25.82	40	53,706	48,997	78,396	=	Maintenance Technician II	12	
Garrett									
Harford									
Howard	\$31.00	40	64,043	48,610	78,832	=	Maintenance Mechanic II	12	
Kent									
Montgomery	\$41.04	40	85,363	52,453	82,436	+	Public Service Craftsworker II	6	
Prince George's				33,429	66,207	=	Carpenter II	3	Vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$26.74	40	55,614	42,432	124,842	=	Maintenance Worker, Maintenance Leadworker, Maintenance Tradesworker	13	
Wicomico									
Worcester	\$27.60	40	57,413	53,082	55,744	=		2	
MNCPPC	\$33.20	40	69,051	44,698	79,164		Carpenter II	13	
AVERAGE	\$28.43		59,095	43,855	72,347				

## Plumber I

*Performs journeyman level plumbing work. Non-licensed.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									Minor plumbing work performed by Facilities Maintenance Mech II who may not possess Master Plumbers License
Baltimore City	\$20.12	40	41,849	37,989	41,849	=	Pipefitter II	3	
Baltimore County		40		42,515	53,310		Plumber I		
Calvert									
Caroline									
Carroll		40		42,890	68,620	=			Current position filled as Master Plumber
Cecil									
Charles									
Dorchester									
Frederick	\$31.61	40	65,747	52,427	83,884	=	Maintenance Technician III	15	
Garrett									
Harford									
Howard	\$29.00	40	60,674	51,022	82,784	=	Journey Skilled Trades	1	Journey Skilled Trades Plumber option
Kent									
Montgomery	\$33.95	40	70,617	42,257	63,839	=	Plumber I	2	
Prince George's	\$26.51	40	55,151	33,429	66,207	=	Plumber II	3	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC	\$37.38	40	77,751	48,295	85,533		Plumber II	7	
AVERAGE	\$29.76		61,965	43,853	68,253				

## Plumber II

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									Minor plumbing work performed by Facilities Maintenance Mech II who may not possess Master Plumbers License
Baltimore City	\$28.53	36.7	54,438	45,132	54,438	+	Pipefitter Supervisor	1	
Baltimore County	\$37.21	40	77,397	50,918	64,730		Plumber II	3	
Calvert									
Caroline									
Carroll	\$27.00	40	55,536	55,536	88,858	=	Master Plumber	1	
Cecil									
Charles									
Dorchester									
Frederick	\$40.00	40	70,700	60,024	96,038	=	Maintenance Technician IV	1	
Garrett									
Harford									
Howard	\$40.00	40	82,798	54,600	88,650	=	Plumber	3	
Kent									
Montgomery	\$53.97	40	112,267	70,119	112,267	+	Plumber Supervisor	1	
Prince George's	\$32.34	40	67,262	35,100	69,427	=	Plumber III	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$37.71	40	78,437			+	Master Plumber	1	
MNCPPC	\$44.46	40	92,483	53,124	94,087		Plumber III	2	
AVERAGE	\$37.91		76,813	53,069	83,562				

## Utilities Worker

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.96	40	49,845	34,211	69,875	=	Utilities Worker I, II	17	2 vacant positions
Anne Arundel	\$19.37	40	40,298	39,915	73,278	=	Utilities Support Worker I	5	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$16.93	40	35,220	35,063	36,194	=	Utilities Installer and Repairer I	20	
Baltimore County	\$21.26	40	44,221	37,359	46,519	=	Public Works Technician I	27	
Calvert	\$29.86	35	54,339	47,356	76,258	=	Water & Sewer Mechanical Maintenance Technician	3	
Caroline									
Carroll									
Cecil	\$25.37	40	52,767.00	42,895.00	68,092.00	=	Maintenance Mechanic	1	
Charles	\$18.65	37.5	36,362	35,661	57,770	=	Environmental Operator Trainee	6	
Dorchester									
Frederick	\$20.51	40	42,671	39,996	63,994	=	Utility Systems Maintenance Tech I	3	
Garrett	\$18.63	40	38,749	32,572	48,650			6	
Harford	\$25.66	40	53,363	35,700	113,198	=	Utilities Worker Series I - IV	20	Min is Utility Worker I and Max is Utility Worker IV
Howard	\$22.00	40	44,999	39,250	63,690	=	Utility Worker II	22	
Kent									
Montgomery	\$41.04	40	85,363	52,453	82,436	+	Public Service Craftsworker II	6	
Prince George's	\$19.45	40	40,464	28,900	52,297	=	Laborer II	67	
Queen Anne's	\$19.64	40	40,857	39,545	76,154	=		11	
St. Mary's									
Somerset									
Talbot									
Washington	\$22.84	40	47,507	34,590	104,853	=	Utility Worker I, Utility Worker II	2	
Wicomico									
Worcester	\$18.77	40	39,045	34,943	45,843	=	Maintenance Worker I and II, Grounds Worker II	11	Water and Waste Water and Maintenance
MNCPPC									

## Treatment Plant Operator (Non-Licensed)

*Performs non-licensed entry level utilities work.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$23.36	40	48,585	46,197	63,794	=	Water/Wastewater System Technician I	16	Max salary includes 18% longevity 16+ yrs.
Baltimore City									
Baltimore County	\$20.16	40	41,933	37,359	46,519		Treatment Plant Operator Trainee		
Calvert	\$26.20	35	47,677	40,495	65,211	=	Water & Sewer Operator Trainee	10	
Caroline									
Carroll	\$19.00	40	39,312	39,312	62,900	=	Apprentice Operator I - Water Treatment	1	
Cecil	\$20.88	40	43,439	38,906	61,755	=	Operator Trainee	9	
Charles	\$22.53	37.5	43,934	37,800	61,237	=	Line Maintenance Operator I	12	
Dorchester									
Frederick	\$22.00	40	45,766	42,796	68,474	=	Water Treatment Plant Operator I FH	1	
Garrett									
Harford									
Howard	\$24.00	40	50,267	43,285	70,221	=	Water Reclamation Plant Operator I	9	
Kent									
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$20.63	40	42,907	40,040	98,946	=	Plant Operator, Plant Operator Trainee	7	
Wicomico									
Worcester	\$19.36	40	40,265	36,754	54,454	=	Plant Operator Trainee	12	Water and Waste Water
MNCPPC									
AVERAGE	\$21.81		44,409	40,294	65,351				

## Treatment Plant Operator (Collection/Treatment) Licensed

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$32.24	40	67,069	49,114	93,317	=	Plant Operator II	3	
Anne Arundel	\$33.98	40	70,678	58,323	98,488	=	Water/Wastewater Systems Technician II	48	Max salary includes 18% longevity 16+ yrs.
Baltimore City									
Baltimore County	\$29.51	40	61,381	48,676	61,755		Treatment Plant Operator	6	Treatment Plant Operator I (5) - 58,490 & Treatment Plant Operator II (1) - 64,272
Calvert	\$34.60	35	62,972	47,356	76,258	=	Water & Sewer Plant Operator	2	
Caroline									
Carroll	\$25.00	40	52,276	46,717	74,756	=	Water Treatment Plant Operator	4	
Cecil	\$29.84	40	62,067	47,288	91,252	=	Operator 1, 2, or 3	6	
Charles	\$37.53	37.5	73,180	53,620	86,865	=	Line Maintenance Operator IV	3	
Dorchester									
Frederick	\$28.60	40	59,498	56,097	89,755	=	Water Treatment Plant Operator III	6	
Garrett									
Harford	\$35.89	40	74,645	41,700	126,032	=	Series - Plant Operator (Water or Wastewater) & Plant Operator (Water or Wastewater) Senior	21	Min is Plant Operator and Max is Plant Operator Senior
Howard	\$28.00	40	58,625	48,610	78,832	=	Water Reclamation Plant Operator II	2	
Kent	\$29.80	40	61,102	57,952	90,420	+	Plant Operator III	3	May function as a lead worker and trainer for lesser experienced staff, as needed.
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot	\$24.91	40	51,821	43,414	68,769	=	Lead Collection System Supervisor, WWTP Operator, Environmental System Operator & Collection System Operator 1	8	
Washington	\$30.48	40	63,407	50,544	132,392	=	Senior Plant Operator	9	
Wicomico									
Worcester	\$25.36	40	52,747	39,499	67,787	=	Plant Operator I-IV	26	Water and Waste Water
MNCPPC									
AVERAGE	\$30.41		62,248	49,208	88,334				

## Utilities Meter Reader

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$17.88	40	37,191	36,213	66,435	=	Meter Technician I	3	
Baltimore City	\$22.71	36.7	43,336	36,839	43,336	=	Utility Meter Tech II DPW	14	
Baltimore County									
Calvert	\$27.04	35	49,213	40,495	76,258	+	Water & Sewer Technician Trainee & Water & Sewer Technician	2	Treatment Plant Operator duties Water & Sewer Technician Positions Vacant
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett	\$21.07	40	43,831	39,688	61,100			1	
Harford									
Howard	\$22.00	40	44,933	39,250	63,690	=	Utility Worker II	12	
Kent									
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$22.07	40	45,898	36,754	58,531	=	Plant Operator Trainee - Plant Operator III	6	Water Meter Readers no electrical readings
MNCPPC									
AVERAGE	\$22.13		44,067	38,207	61,558				

## Building Maintenance Worker

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.79	40	51,573	36,777	75,116	=	Building Maintenance Worker II, III	10	
Anne Arundel	\$22.25	40	46,285	41,912	77,002	=	Facilities Maintenance Mechanic I	12	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$20.75	40	43,167	40,130	44,927	=	Building Repairer	19	
Baltimore County	\$25.56	40	53,165	37,359	46,519		Building Maintenance Mechanic	12	Building Maintenance Mechanic IIs
Calvert		35		45,500	73,364	=	Buildings & Grounds Maintenance Worker II		Vacant
Caroline	\$25.14	40	52,296	36,887	60,038	=		3	
Carroll	\$17.00	40	36,047	36,047	57,679	=	Building Maintenance Worker I	2	
Cecil	\$19.64	40	40,850	40,850	64,860	=	Facilities Maintenance Worker	1	
Charles	\$31.79	37.5	61,997	47,722	77,310	=	Maintenance Technician II	4	
Dorchester									
Frederick	\$25.82	40	53,706	48,997	78,396	=	Maintenance Technician II	12	
Garrett	\$20.04	40	41,693	33,550	51,650			5	
Harford	\$24.64	40	51,250	35,700	104,608	=	Maintenance Worker Series I & II (Facilities & Operations)	13	Min is Maintenance Worker I and Max is Maintenance Worker II
Howard	\$28.00	40	59,045	43,285	70,221	=	Maintenance Mechanic I	7	
Kent	\$18.00	40	37,440	35,327	42,179	=	Maintenance Worker I	5	
Montgomery	\$41.04	40	85,363	52,453	82,436	+	Public Service Craftsworker II	6	
Prince George's	\$33.24	40	69,141	36,855	72,810	=	Building Engineer II	4	
Queen Anne's	\$24.83	40	51,642	42,194	98,708	+	Facility Tech I, II & III	5	
St. Mary's	\$24.22	40	47,233	40,581	64,896	=	Maintenance Mechanic	8	2 currently vacant
Somerset	\$20.85	40	43,370	40,273	65,992		Maintenance Worker I	1	
Talbot	\$23.86	40	49,628	39,190	60,368	=	Facilities Maintenance Tech, Correctional Facilities Tech, Operations & Maintenance Specialist	6	
Washington	\$24.31	40	50,573	40,040	117,790	=	Maintenance Worker, Maintenance Leadworker	10	
Wicomico	\$21.32	40	44,349	42,718	59,784		SR Facilities Maintenance Tech	4	
Worcester	\$29.46	40	61,285	44,637	78,354	+	Painter, Maintenance Worker III, Building Maintenance Mechanic I-IV, Master HVACR	5	
MNCPPC	\$22.41	40	46,606	35,898	63,577	=	Park/General Maintenance Worker II	145	
AVERAGE	\$24.74		51,205	40,620	70,358				

## Vehicle and Heavy Equipment Maintenance Shop Foreman

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$29.57	40	61,501	45,688	100,315	=	Equipment Maintenance Foreman, Equipment Maintenance Supervisor	2	
Anne Arundel	\$32.70	40	68,014	56,190	100,943	=	Automotive Maintenance Supervisor	6	
Baltimore City	\$34.12	36.7	65,122	55,348	67,341	=	Automotive Maintenance Supervisor I	16	
Baltimore County	\$30.43	40	63,292	52,400	65,267		Heavy Equipment Supervisor	6	Heavy Equipment Team Leader
Calvert	\$49.97	40	103,938	68,099	109,824	=	Fleet Maintenance & Repair Supervisor	1	
Caroline	\$31.34	40	65,193	54,091	72,075	=		1	
Carroll	\$49.00	40	101,952	61,215	110,178	=	Foreman, Fleet Management	2	
Cecil									
Charles	\$48.78	37.5	95,116	64,767	104,922	=	Fleet Maintenance Superintendent	1	
Dorchester									
Frederick	\$48.22	40	100,299	73,531	117,649	=	Service Manager	3	
Garrett									
Harford									
Howard	\$44.00	40	91,963	66,186	120,016	=	Operations Supervisor II	23	
Kent	\$33.65	40	69,987	57,952	90,420	=	Automotive Services Supervisor	1	
Montgomery	\$47.32	40	98,428	59,263	93,986	=	Facilities and Equipment Maintenance Coordinator	2	
Prince George's	\$48.04	40	99,917	63,552	132,451	=	Garage Supervisor	4	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$45.30	40	94,214	66,436	127,940	+	Fleet Manager	1	
St. Mary's	\$32.22	40	67,018	49,837	79,644	=	Shop Foreman	1	
Somerset									
Talbot	\$31.41	40	65,343	43,424	65,343	=	Shop Foreman		
Washington	\$48.36	40	100,588	62,920	164,861	=	Fleet Manager	1	
Wicomico	\$35.65	40	74,158	51,622	72,292		Supervisor Shop	1	
Worcester	\$40.19	40	83,588			+	Fleet Superintendent	1	Fleet Maintenance/ Also handles fuel stations and Gov Deals
MNCPPC	\$56.30	40	117,112	75,604	136,375	=	Fleet Services Manager	2	
AVERAGE	\$40.83		84,337	59,375	101,676				

## Automotive Mechanic Helper

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$21.98	40	45,708	38,002	69,722	=	Automotive Service Worker	2	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$17.97	40	37,384	37,242	40,505	=	Automotive Maintenance Worker	10	
Baltimore County	\$19.47	40	40,498	34,321	42,507		Trades Helper		
Calvert									
Caroline									
Carroll	\$23.00	40	48,454	46,717	74,756	=	Mechanic I	2	
Cecil									
Charles									
Dorchester									
Frederick	\$25.40	40	52,832	48,997	78,396	=	Vehicle Equipment Technician I	2	
Garrett									
Harford									
Howard									
Kent									
Montgomery	\$23.85	40	49,618	43,724	66,572	=	Mechanic Technician Apprentice	9	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$28.58	40	59,446	40,040	104,853	=	Auto Services Assistant	1	
Wicomico	\$19.08	40	39,686	35,298	49,396		Maintenance Mechanic	4	
Worcester									
MNCPPC									
AVERAGE	\$22.42		46,703	40,543	65,838				

## Automotive/Equipment Mechanic I

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.07	40	47,978	47,978	47,978	=		1	1 vacant position
Anne Arundel	\$26.82	40	55,781	46,218	84,947	=	Automotive Mechanic II	16	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$24.24	40	50,422	45,403	51,847	=	Automotive Mechanic	61	
Baltimore County	\$26.82	40	55,786	46,519	58,879	=	Automotive Mechanic	14	
Calvert	\$31.25	40	65,010	50,939	82,139	=	Equipment Mechanic I	2	
Caroline	\$21.95	40	45,653	39,935	56,225	=		3	
Carroll	\$28.00	40	58,246	50,919	81,474	=	Mechanic II	7	
Cecil									
Charles	\$31.83	37.5	62,077	53,620	86,865	=	Vehicle & Equipment Technician	6	
Dorchester									
Frederick	\$35.35	40	73,533	52,427	83,884	=	Vehicle Equipment Technician II	2	
Garrett	\$26.38	40	54,877	53,539	55,265	=		4	\$25.74 - \$26.57 per Union Contract
Harford	\$23.15	40	48,162	40,200	108,290	=	Maintenance Mechanic I	1	
Howard	\$25.00	40	53,664	48,610	78,832	=	Motor Equipment Mechanic I	1	
Kent									
Montgomery	\$26.53	40	55,192	50,438	78,947	=	Mechanic Technician I	3	
Prince George's	\$23.15	40	48,147	36,855	72,810	=	Equipment Mechanic I	2	
Queen Anne's	\$25.07	40	52,142	48,037	92,509	=	Mechanic II	4	
St. Mary's	\$20.00	40	42,675	40,581	64,896	=	Equipment Mechanic I	4	1 currently vacant
Somerset	\$25.12	40	52,251	37,904	62,110		Automotive Mechanic I	1	
Talbot									
Washington									
Wicomico									
Worcester	\$18.53	40	38,542			=	Vehicle and Equipment Mechanic I	1	
MNCPPC		40		39,835	70,548	=	Automotive/Equipment Mechanic I		
AVERAGE	\$25.68		53,341	46,109	73,247				

## Automotive/Equipment Mechanic II

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.67	40	51,318	51,318	51,318	=		3	
Anne Arundel	\$30.53	40	63,511	50,960	93,850	=	Automotive Mechanic III	15	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$27.84	40	57,909	52,393	60,858	=	Automotive Lead Mechanic	16	
Baltimore County	\$29.46	40	61,277	50,925	64,723	=	Automotive Specialist	11	
Calvert	\$36.20	40	75,303	56,181	95,098	=		3	
Caroline									
Carroll	\$38.00	40	78,853	55,536	88,858	=	Mechanic III	2	
Cecil									
Charles	\$35.06	37.5	68,362	53,620	86,865	=	Small Engine Technician	3	
Dorchester									
Frederick	\$36.38	40	75,669	56,097	89,755	=	Vehicle Equipment Technician III	2	
Garrett	\$26.15	40	54,393	54,101	55,827	=		3	\$26.01 - \$26.84 per Union Contract
Harford	\$32.30	40	67,183	43,200	118,190	=	Maintenance Mechanic II	6	
Howard	\$35.00	40	72,970	54,600	88,650	=	Motor Equipment Mechanic II	24	
Kent	\$29.03	40	60,382	45,723	70,549	=	Heavy Equipment/Light Truck Mechanic	3	
Montgomery	\$43.02	40	89,488	56,872	89,948	=	Mechanic Technician II	95	
Prince George's	\$31.75	40	66,047	38,699	76,303	=	Equipment Mechanic II	19	
Queen Anne's	\$26.66	40	55,455	51,256	98,708	=	Mechanic III	2	
St. Mary's	\$26.90	40	54,545	44,595	71,261	=	Equipment Mechanic II	3	
Somerset	\$25.35	40	52,725	45,464	74,499	=	Automotive Mechanic II	1	
Talbot	\$26.16	40	54,414	36,709	58,324	=	Mechanic II		
Washington	\$24.24	40	50,412	47,674	117,790	=	Auto Services Tech	6	
Wicomico	\$28.74	40	59,784	42,718	59,784	=	SR Maintenance Mechanic	4	
Worcester	\$24.88	40	51,756	45,760	64,667	=	Vehicle and Equipment Mechanic II-IV	8	
MNCPPC	\$35.01	40	72,821	48,295	85,533	=	Automotive/Equipment Mechanic II	31	
AVERAGE	\$30.61		63,390	49,213	80,062				

## Motor Equipment Operator (Light)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$21.50	40	44,726	39,915	73,278	=	Equipment Operator I	39	CDL required - max salary includes 18% longevity 16+ yrs.
Baltimore City	\$20.70	40	43,055	41,174	45,046	=	CDL Driver I	169	
Baltimore County	\$22.25	40	46,280	39,075	48,676		Equipment Operator	20	
Calvert	\$29.83	40	62,038	44,054	70,970	=	Highway Equipment Operator II	10	
Caroline	\$19.62	40	40,812	38,362	54,494	=	County Roads Worker	9	
Carroll	\$23.00	40	47,089	39,312	62,900	=	Truck Driver I	21	CDL B required
Cecil	\$20.73	40	43,108	38,906	68,092	=	Equipment Operator I	11	
Charles	\$23.11	37.5	45,062	37,800	61,237	=	Equipment Operator II	1	
Dorchester	\$19.23	40	40,000					2	
Frederick	\$24.04	40	49,994	42,796	68,474	=	Equipment Operator I Recycling	3	
Garrett	\$22.14	40	46,044	38,480	51,147			33	\$18.50-\$22.67 per Union Contract
Harford									
Howard	\$24.00	40	49,884	41,226	66,893	=	Motor Equipment Operator I	30	
Kent	\$17.86	40	37,149	35,327	52,179	=	Motor Equipment Operator I	4	
Montgomery	\$29.49	40	61,343	46,910	72,463	=	Equipment Operator I	78	
Prince George's	\$28.04	40	58,322	36,855	72,810	=	Equipment Operator II	40	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	\$21.51	40	44,742	42,194	81,257	=	Equipment Operator I	18	
St. Mary's	\$26.64	40	57,123	40,581	64,896	=	Equipment Operator II	12	2 currently vacant
Somerset	\$18.68	40	38,852	37,904	62,110		Motor Equipment Operator I	7	
Talbot									
Washington	\$22.76	40	47,350	37,773	104,853	=	Equipment Operator II	41	
Wicomico	\$16.83	40	35,000	32,694	45,750		Associate Equipment Operator	17	
Worcester	\$19.26	40	40,069	34,965	48,194	=	Roads Worker III and Landfill Operator II	19	Roads and Solid Waste
MNCPPC	\$28.74	40	59,776	39,835	70,548	=	Equipment Operator I	7	
AVERAGE	\$22.73		47,174	39,340	64,108				

## Heavy Motor Equipment Operator

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$27.11	40	56,381	46,218	84,947	=	Equipment Operator III	17	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$24.35	40	50,650	45,208	51,808	=	CDL Driver II	221	excludes tractor trailers
Baltimore County	\$24.33	40	50,606	42,507	53,314		Heavy Equipment Operator	2	
Calvert	\$30.21	40	62,845	46,280	74,526	=	Highway Equipment Operator III	5	
Caroline	\$22.46	40	46,718	39,935	64,382	=	Motor Equipment Operator II & III	4	
Carroll	\$23.00	40	48,096	42,890	68,620	=	Truck Driver II	10	CDL A required
Cecil	\$23.13	40	48,102	42,895	68,092	=	Equipment Operator II	20	
Charles	\$24.54	37.5	47,847	42,472	68,805	=	Equipment Operator III	5	
Dorchester	\$23.65	40	49,200					20	
Frederick	\$29.70	40	61,783	52,427	83,884	=	Equipment Operator III	3	
Garrett	\$23.75	40	49,391	44,262	52,395			35	\$19.00-\$23.23 Per Union Contract
Harford	\$29.23	40	60,798	40,200	108,290	=	Equipment Operator	28	
Howard	\$30.00	40	63,073	45,448	73,736	=	Motor Equipment Operator II	26	
Kent	\$19.93	40	41,454	38,360	57,852	=	Motor Equipment Operator II	9	
Montgomery	\$35.39	40	73,620	48,618	75,621	=	Equipment Operator II	24	
Prince George's	\$30.41	40	63,257	40,633	80,014	=	Equipment Operator III	4	
Queen Anne's	\$29.20	40	60,744	48,037	92,509	=	Equipment Operator III	4	
St. Mary's	\$25.49	40	53,019	44,595	71,261	=	Equipment Operator III	9	3 currently vacant
Somerset	\$20.85	40	43,370	37,904	65,992		Motor Equipment Operator II & III	13	2 pay grades
Talbot	\$22.44	40	46,669	31,618	56,604	=	Machine Equipment Operator II & III	8	
Washington	\$28.00		74,027	47,674	124,842	=	Equipment Operator III (40 hours), Solid Waste Equipment Operator (48 hours)	20	
Wicomico	\$23.33	40	48,534	42,718	59,784		Lead Equipment Operator	11	
Worcester	\$22.10	40	45,972	41,517	61,610	=	Roads Worker IV and V and Landfill Operator III	11	Roads and Solid Waste
MNCPPC	\$30.37	40	63,172	44,698	79,164	=	Equipment Operator II	13	
AVERAGE	\$25.96		54,555	43,353	72,959				

## Laborer (Road Maintenance)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$21.82	40	45,393	45,393	45,393	=		26	
Anne Arundel	\$20.62	40	42,891	34,486	63,211	=	Maintenance Worker I	19	Roads division of Public Works - max salary includes 18% longevity 16+ yrs. A293
Baltimore City	\$18.26	40	37,977	35,974	38,545	=	Laborer	517	
Baltimore County	\$18.66	40	38,813	33,115	40,698		Laborer I	6	
Calvert	\$30.04	40	62,483	41,912	67,600	=	Highway Equipment Operator I	4	
Caroline	\$29.51	40	61,380	47,350	64,382	+	Assistant Highway Marking Specialist & Weed Control Coordinator	2	
Carroll	\$17.00	40	35,351	33,156	53,040	=	Road Maintenance Worker I	9	
Cecil	\$19.86	40	41,317	37,063	58,826	=		2	
Charles		37.5		35,661	57,770	=	Equipment Operator I		Vacant
Dorchester									
Frederick	\$17.49	40	36,382	36,167	57,867	=	Highway Worker I	2	
Garrett									
Harford	\$31.46	40	65,435	23,744	86,986	=	Laborer	1	
Howard	\$22.00	40	45,042	37,378	60,694	=	Utility Worker I	4	
Kent	\$18.00	40	37,440	35,327	52,179	=	Maintenance Worker I	5	
Montgomery	\$26.73	40	55,603	39,505	58,751	+	Public Service Worker II	16	
Prince George's	\$20.04	40	41,677	28,900	52,297	=	Laborer II	67	
Queen Anne's	\$19.08	40	39,679	39,545	76,154	=	Highway Tech	7	
St. Mary's	\$23.06	40	39,805	36,899	59,030	=	Equipment Operator I	19	3 currently vacant
Somerset	\$16.14	40	33,576	33,576	55,018		Highway Worker I	1	3 Part-Time employees not included
Talbot	\$20.20	40	42,023	28,603	52,567	=	Roads Crew Member	2	
Washington	\$18.16	40	37,773	37,773	98,946	=	Equipment Operator I	2	
Wicomico	\$16.82	40	34,988	31,213	43,698		Facility/Grounds Worker	21	
Worcester	\$17.31	40	36,008	34,944	36,774	=	Roads Worker II and Landfill Operator I	6	Roads and Solid Waste
MNCPPC									
AVERAGE	\$21.06		43,383	35,804	58,201				

## Groundskeeper and Parks Worker

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
<b>Allegany</b>									
Anne Arundel	\$18.88	40	39,274	38,022	69,722	=	Maintenance Worker II	68	Parks division of Rec & Parks - max salary includes 18% longevity 16+ yrs
<b>Baltimore City</b>									
Baltimore County	\$21.26	40	44,221	37,359	46,519		Property Management Grounds Maintenance Specialist I	8	
Calvert	\$27.98	35	50,915	40,495	65,211	=	Park Maintenance Specialist II	4	
Caroline	\$23.21	40	48,269	41,613	58,067	=		2	
Carroll	\$21.00	40	44,581	39,312	62,900	=	Maintenance Specialist	7	
Cecil	\$20.96	40	43,592	38,906	68,092	=	P&R Maintenance Worker 1/2	5	
Charles	\$25.60	37.5	49,919	37,800	61,237	=	Grounds Maintenance Technician II	3	
Dorchester	\$21.15	40	44,000					2	
Frederick	\$19.32	40	40,190	37,380	59,808	=	Parks Maintenance Technician II	6	
Garrett									
Harford	\$25.43	40	52,889	35,700	104,608	=	Maintenance Worker Series I & II (Parks & Recreation)	5	Min is Maintenance Worker I and Max is Maintenance Worker II
Howard	\$23.00	40	48,793	41,226	66,893	=	Parks Maintenance Worker	37	
Kent									
<b>Montgomery</b>									
Prince George's									
Queen Anne's	\$20.21	40	42,040	37,062	76,154	=	Maintenance Worker I & II	17	
St. Mary's	\$23.06	40	43,828	36,899	59,030	=	Senior Groundskeeper	9	
Somerset									
Talbot	\$20.69	40	43,037	31,618	55,186	=	Maintenance Worker	2	
Washington	\$26.48	40	55,085	40,040	124,842	=	Maintenance Worker, Maintenance Tradesworker, Maintenance Leadworker	12	
Wicomico	\$16.82	40	34,988	31,213	43,698		Facility/Grounds Worker	21	
Worcester	\$20.41	40	42,444	38,563	50,544		Parks Worker III-VI	7	
MNCPPC	\$22.41	40	46,606	36,795	65,167	=	Park/General Maintenance Worker II	145	
<b>AVERAGE</b>	<b>\$22.10</b>		<b>45,259</b>	<b>37,647</b>	<b>66,922</b>				

## Custodian/Janitor

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$17.16	40	35,700	34,211	65,001	=		7	2 vacant positions
Anne Arundel	\$19.11	40	39,751	32,822	60,278	=	Custodial Worker	25	Max salary includes 18% longevity 16+ yrs
Baltimore City									
Baltimore County	\$20.30	40	42,224	33,115	40,698		Custodial Worker II	22	
Calvert	\$21.42	35	38,992	34,562	55,692	=	Custodian	19	
Caroline									
Carroll	\$18.00	40	37,274	33,156	57,679	=	Custodian I/II	5	
Cecil	\$17.29	40	35,960	32,013	50,823	=		6	
Charles	\$19.98	37.5	38,966	29,941	48,505	=	Building Services Technician	21	
Dorchester	\$17.79	40	37,000					6	
Frederick	\$17.65	40	36,709	36,167	57,867	=	Custodian I	8	
Garrett	\$15.21	40	31,628	24,025	35,577			7	
Harford	\$24.16	40	50,250	31,200	96,142	=	Custodial Worker Series I & II	6	Min is Custodial Worker I and Max is Custodial Worker II
Howard									N/A - Role is filled by Contingent/Temporary workers
Kent									
Montgomery	\$27.98	40	58,201	38,505	56,443		Building Services Worker II	19	
Prince George's	\$20.56	40	42,767	28,195	49,943	=	Custodian II	10	
Queen Anne's	\$19.63	40	40,827	37,062	76,154	=	Maintenance Worker I & II	7	
St. Mary's	\$19.64	40	39,208	36,899	64,896	=	Building Maintenance II/III	12	
Somerset	\$16.96	40	35,276	33,576	55,018		Building Custodian	6	
Talbot									
Washington									
Wicomico	\$16.82	40	34,988	31,213	43,698		Facility/Grounds Worker	21	
Worcester	\$20.14	40	41,888	36,747	47,029	=	Custodial Worker II	2	
MNCPPC	\$27.11	40	56,389	32,750	60,931	=	Park/General Maintenance Worker I	3	
AVERAGE	\$19.84		40,737	33,120	56,799				

## Director/Manager, Communications Center/911

*Manages the Emergency Services Communications Operations for the jurisdiction, ensuring efficient operation of the Communication Center & support of police, fire & emergency services.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$33.58	40	69,836	56,758	107,840	=	911 Joint Communications Chief	1	
Anne Arundel	\$66.19	40	137,671	81,380	153,605	=	Police Communications Manager	1	
Baltimore City	\$44.24	36.7	84,436	68,289	109,521	-	Call Center Operations Manager	3	Emergency Dispatch only, does not include 911 or Fire
Baltimore County	\$79.18	35	144,100	101,591	158,270		Chief, Emergency Communications Center	1	
Calvert	\$61.16	40	127,213	95,680	154,294	=	Communications Chief	1	Contract/Salary Position
Caroline	\$39.21	40	81,556	69,691	88,955	=		1	
Carroll	\$51.00	40	106,309	79,311	142,751	=	Emergency Communications Manager	1	
Cecil	\$42.18	40	87,724	69,883	110,919	=	Assistant Chief Communications	1	
Charles	\$54.97	37.5	107,189	92,981	150,630	=	Chief	1	
Dorchester	\$36.54	40	76,000					2	
Frederick	\$76.50	40	159,120	103,131	165,009	=	Director Emergency Communications	1	
Garrett	\$31.91	40	66,380	50,576	77,767	=	Public Safety Community Chief	1	
Harford	\$79.33	40	165,000	96,235	183,606	=	Director Emergency Services	1	
Howard									
Kent	\$37.23	40	77,436	73,658	116,100	=	Chief of Communications	1	
Montgomery	\$84.55	40	175,873	99,584	175,873	=	Division Chief, MSB Communications	1	
Prince George's	\$95.45	40	198,526	98,590	205,474	=	Administrative Specialist IV	1	Prince George's County uses the generic Administrative Specialist class of work.
Queen Anne's	\$47.04	40	97,850	77,219	152,337	=	Asst Chief of Communications	1	
St. Mary's	\$44.65	40	92,872	80,101	128,086	=	Communications Manager	1	
Somerset	\$43.54	40	90,567	66,132	107,396		Assistant Director/Emergency Services	1	
Talbot	\$45.41	40	94,461	88,106	110,493	=	DES Division Chief - 911	1	reports to Director of Emergency Services
Washington	\$47.44	40	98,675	73,382	192,317	=	Director of Emergency Communications	1	
Wicomico	\$36.34	40	75,578	75,578	105,788		Deputy Director EMS	1	
Worcester	\$39.11	40	81,359			=	Public Safety Communications Manager	1	Reports to Director of Emergency Services
MNCPPC									
AVERAGE	\$52.90		108,510	80,850	137,954				

## Director/Manager, Emergency Preparedness/Homeland Security

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$87.29	40	181,572	104,175	201,544	=	Emergency Management Director	1	
Baltimore City									
Baltimore County	\$75.46	35	137,330	106,509	147,604		Director of Emergency Management	1	
Calvert	\$60.01	35	109,218	81,045	130,585	=	Emergency Management Division Chief	1	Contract/Salary Position
Caroline									
Carroll									
Cecil									
Charles	\$30.29	37.5	59,072	56,838	92,077	=	Emergency Management Specialist	1	
Dorchester	\$25.96	40	54,000					1	
Frederick	\$52.43	40	109,059	96,384	154,214	=	Director Emergency Preparedness	1	
Garrett									
Harford									
Howard	\$78.00	40	161,510	106,158	204,681	=	Administrator, Office of Emergency Management	1	
Kent									
Montgomery	\$91.72	40	190,785	113,017	196,059	=	Director of Office of Emergency Management and Homeland Security	1	
Prince George's	\$79.62	40	165,600	98,590	205,474	=	Deputy Director Office of Homeland Security	2	Prince George's County uses the generic Deputy Director class of work. Working title: Emergency Manager.
Queen Anne's									
St. Mary's	\$38.51	40	80,101	80,101	128,086	=	Emergency Management Manager	1	
Somerset									
Talbot	\$38.47	40	80,026	71,514	89,686	=	Emergency Management Coordinator	1	
Washington	\$56.55	40	117,624	79,227	207,605	=	Director of Emergency Management	1	
Wicomico									
Worcester	\$57.59	40	119,782			+	Director of Emergency Services	1	Responsible for Dispatch, Planning, Radios etc.
MNCPPC									
AVERAGE	\$59.38		120,437	90,323	159,783				

## Emergency Dispatcher Supervisor

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$31.80	40	66,154	66,154	66,154	=		4	
Anne Arundel	\$34.15	40	71,032	63,249	128,974	=	Police Communications Operator III	11	
Baltimore City	\$33.80	36.7	64,495	53,065	64,495	=	Emergency Dispatch Supervisor	7	
Baltimore County	\$36.61	35	66,632	59,411	73,852	=	Emergency Communications Supervisor	17	
Calvert	\$44.56	40	92,695	61,922	99,882	=	Communications Supervisor	2	
Caroline	\$28.87	48	60,052	49,529	66,776	=	Communications Lieutenant	3	
Carroll	\$36.00	40	74,641	61,215	110,178	=	Emergency Communications Specialist Supervisor	4	
Cecil	\$37.77	40	78,561	49,661	78,822	=	Captain - Communications	4	
Charles	\$39.76	37.5	77,527	60,248	97,602	=	Public Safety Comm Supervisor	6	
Dorchester	\$26.44	40	55,000					4	
Frederick	\$46.12	40	95,935	64,226	102,761	=	Emergency Communications Center Manager	12	
Garrett	\$28.49	40	59,268	59,265	59,265	=	Public Safety Assistant Chief	1	
Harford	\$36.75	40	76,445	46,121	126,032	=	Public Safety Lieutenant	10	
Howard	\$55.00	42	121,055	70,194	123,134	=	Emergency Communications Supervisor	5	
Kent	\$29.74	40	61,859	57,952	90,420	=	911 Specialist Supervisor	4	
Montgomery	\$46.70	40	97,130	67,206	107,367	=	Public Safety Emergency Communications Supervisor	18	
Prince George's	\$38.74	40	80,584	51,357	118,466	=	Public Safety Emergency Dispatcher III	11	
Queen Anne's	\$32.75	40	68,120	58,355	112,378	=	Public Dispatch Supervisor	4	
St. Mary's	\$37.14	40	72,660	55,765	99,798	=	Public Safety Dispatch Supervisor/ Asst Supervisor	8	
Somerset	\$30.82	40	64,098	51,325	84,102		Shift Supervisor -911	1	
Talbot	\$26.28	40	54,655	47,755	69,043	=	Communication Specialist Supervisor	2	
Washington	\$30.92	42	67,529	54,080	141,606	=	ECS Supervisor	7	
Wicomico	\$29.97	40	62,328	62,328	87,238			1	
Worcester	\$31.39	40	65,300	58,365	82,514	=	Emergency Communications Supervisor	5	
MNCPPC	\$52.07	40	108,298	64,958	115,268	=	Public Safety Communications Supervisor	2	
AVERAGE	\$36.11		74,482	58,071	96,089				

## Emergency Dispatcher

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.06	40	47,967	47,967	47,967	=	Dispatcher I, II, III, IV	24	
Anne Arundel	\$24.87	40	51,733	48,526	89,274	=	Police Communications Operator I	29	
Baltimore City		36.7	58,189	48,886	59,229	-	Emergency Dispatcher	60	dispatch police units
Baltimore County	\$28.28	42	61,758	51,961	65,023		Emergency Communications Technician I	68	
Calvert	\$31.52	40	65,563	53,518	86,237	=	Public Safety Dispatcher I	12	
Caroline	\$22.59	48	46,985	38,362	62,138	=	9-1-1 Specialist I, II, III	11	
Carroll	\$23.00	40	47,026	46,717	74,756	=	Emergency Communications Specialist I	14	1 vacancy
Cecil	\$25.57	40	53,185	40,850	71,501	=	Dispatcher 1, 2, 3	27	
Charles	\$25.96	37.5	50,626	40,823	83,492	=	Public Safety Dispatcher (I, II, III)	33	
Dorchester	\$20.91	40	43,500					14	
Frederick	\$28.16	40	58,570	52,427	83,884	=	Emergency Communications Specialist II	7	
Garrett	\$19.11	40	39,747	39,483	43,123	=	Public Safety Community Officer	6	
Harford	\$30.37	40	63,169	35,088	118,190	=	Public Safety Emergency Communication Specialist I - III	61	Min is Public Safety Communications Specialist I and Max is Public Safety Communications Specialist III
Howard	\$35.00	42	75,998	51,499	107,518	=	Dispatcher, Dispatcher First Class, Senior Dispatcher	64	
Kent	\$25.50	40	53,040	50,419	78,441	=	911 Specialist II	11	
Montgomery	\$38.64	40	80,374	59,263	93,986	=	Senior Public Safety Emergency Communications Specialist	22	
Prince George's	\$21.30	40	44,297	42,252	97,462	=	Public Safety Emergency Dispatcher I	10	
Queen Anne's	\$24.33	40	50,601	45,021	98,708	=	Public Safety Dispatcher I, II & III	16	
St. Mary's	\$23.62	40	46,944	44,595	79,664	=	Public Safety Dispatch I/II	20	4 currently vacant
Somerset	\$20.57	40	42,790	42,790	79,155		Emergency Communications Specialist (I-III)	9	3 pay grades - does not include 5 part-time employees
Talbot	\$22.50	40	46,810	43,812	69,043	=	Communication Specialist I, II & III	13	
Washington	\$26.47	42	57,808	44,990	132,392	=	Emergency Communications Specialist I/II/III	35	
Wicomico	\$18.65	40	38,796	38,796	54,272		911 Spec I	6	
Worcester	\$20.75	40	43,167	39,416	66,123	=	Emergency Communication Trainee - Specialist II	20	
MNCPPC	\$31.20	40	64,895	48,295	85,533	=	Senior Public Safety Communications Technician	7	
AVERAGE	\$25.50		53,341	45,657	80,296				

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

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									See Sheriff in Elected Official Section
Anne Arundel	\$111.86	40	232,673	139,035	258,268	=	Chief of Police	1	
Baltimore City	\$153.82	36.7	293,550	265,224	338,898	=	Police Commissioner	1	24/7
Baltimore County	\$72.12	40	150,000	192,000	288,000		Chief of Police	1	
Calvert									See Sheriff in Elected Official Section
Caroline									See Sheriff in Elected Official Section
Carroll									See Sheriff in Elected Official Section
Cecil									See Sheriff in Elected Official section
Charles									See Sheriff in Elected Official Section
Dorchester									See Sheriff in Elected Official Section
Frederick									See Sheriff in Elected Official Section
Garrett									See Sheriff in Elected Official Section
Harford									See Sheriff in Elected Official Section
Howard	\$119.00	40	247,270	144,393	278,304	=	Chief of Police	1	
Kent									See Sheriff in Elected Official Section
Montgomery	\$124.04	40	258,000	151,885	258,204	=	Director Department of Police	1	
Prince George's	\$110.49	40	229,818	114,129	237,863	=	Director Police Department	1	Prince George's County uses the generic Director class. Working title Police Chief.
Queen Anne's									See Sheriff in Elected Official Section
St. Mary's									See Sheriff in Elected Official Section
Somerset									See Sheriff in Elected Official Section
Talbot									See Sheriff in Elected Official Section
Washington									See Sheriff in Elected Official Section
Wicomico									See Sheriff in Elected Official Section
Worcester									See Sheriff in Elected Official Section
MNCPPC									
AVERAGE	\$115.22		235,219	167,778	276,590				

## Deputy Commander - (If full service law enforcement function)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$44.13	40	91,800	81,483	154,817	=	Major	1	Contractual
Anne Arundel	\$100.06	40	208,117	129,941	241,368	=	Deputy Police Chief	2	
Baltimore City	\$117.85	36.7	224,897	169,714	225,722	=	Deputy Police Commissioner	3	
Baltimore County		40		126,308	164,730		Deputy Chief of Police		
Calvert	\$100.16	40	208,333	208,333	208,333	+	Assistant Sheriff	1	Appointed Position
Caroline	\$56.62	40	117,779	100,687	117,779	=	Captain	1	
Carroll		40		143,666	269,277		Colonel / Bureau Chief	1	
Cecil	\$71.49	40	148,706	113,832	180,675	=	Chief Deputy	1	
Charles	\$89.58	40	186,320	92,981	150,630	=	Chief of Staff	1	
Dorchester	\$53.65	40	111,600				Captain	1	
Frederick	\$100.94	40	209,946	128,801	209,946	=	Chief Deputy	1	
Garrett	\$50.14	40	104,299	63,920	88,399	=	Chief Deputy/Major	1	
Harford	\$103.53	40	215,342	163,516	215,843	=	Colonel	1	
Howard	\$98.00	40	203,148	132,725	214,490	=	Police Major	4	
Kent	\$44.18	40	91,894	96,184	152,541	=	Chief Deputy Captain	1	
Montgomery	\$104.81	40	218,000	138,078	234,733	=	Assistant Chief of Police (Sworn)	4	
Prince George's	\$83.80	40	174,295	98,590	205,474	=	Deputy Director Police Department	5	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel
Queen Anne's	\$66.25	40	137,808	88,408	174,411	=	Major	2	
St. Mary's	\$84.80	40	186,971	103,730	186,971	=	Major	1	
Somerset	\$44.89	40	93,373	80,515	131,933		Chief Deputy	1	
Talbot	\$58.75	40	122,205	78,510	156,129	=	Major, Captain & Lieutenant	4	
Washington	\$80.30	40	167,027	127,296	333,528	=	Colonel	1	
Wicomico	\$61.91	40	128,770				Chief Deputy	1	Collective Bargaining Agreement
Worcester	\$55.35	40	115,137				Chief Deputy	1	
MNCPPC	\$88.31	40	183,691	110,976	183,691	=	Park Police Commander	2	
AVERAGE	\$76.50		158,672	117,191	190,974				

### Unit Commander - (If full service law enforcement function)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$36.66	40	76,255	49,114	93,317	=	Lieutenant	3	
Anne Arundel	\$80.89	40	168,259	117,750	195,928	=	Police Captain	11	
Baltimore City	\$94.02	36.7	179,435	179,435	179,435	=	Police Colonel	2	
Baltimore County	\$62.52	40	130,033	106,755	137,792		Captain	25	
Calvert	\$88.98	40	185,083	93,870	189,426	+	Deputy Sheriff Captain	4	Salary Position
Caroline	\$48.28	40	100,425	84,252	108,627	=	Lieutenant	2	
Carroll		40		118,748	244,796		Captain / Major	4	Captain 118748 to 222540 Major 130604 to 244796
Cecil	\$64.80	40	134,787	89,920	136,852	=	Captain	2	
Charles	\$81.25	40	169,003	93,768	169,003	=	Captain	10	
Dorchester	\$50.00	40	104,000				Lieutenant	1	
Frederick	\$81.11	40	168,718	106,447	173,508	=	Major FCSO Law Enforcement	1	
Garrett									
Harford	\$81.56	40	169,635	121,531	173,368	=	Captain	9	
Howard	\$91.00	40	188,354	118,019	190,632	=	Police Captain	8	
Kent									
Montgomery	\$92.58	40	192,567	105,605	190,185	=	Police Captain	21	
Prince George's	\$80.65	40	167,744	92,885	178,210	=	Police Captain	34	
Queen Anne's	\$61.85	40	128,655	75,637	145,660	=	Lieutenant	1	
St. Mary's	\$79.25	40	174,741	96,970	174,741	=	Captain	5	
Somerset	\$43.31	40	90,077	75,779	124,172		Captain	1	
Talbot									
Washington	\$62.05	40	129,057	104,832	274,622	=	Captain	3	
Wicomico	\$60.63	40	126,118				Major	1	Collective Bargaining Agreement
Worcester	\$49.48	40	102,923	93,013	113,277		Lieutenant	4	
MNCPPC	\$75.66	40	157,364	90,845	160,057	=	Park Police Captain	8	
AVERAGE	\$69.83		144,916	100,759	167,680				

## Shift Supervisor - (If full service law enforcement function)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$35.04	40	72,893	72,893	72,893	=	Sergeant	3	
Anne Arundel	\$69.38	40	144,307	92,389	160,651	=	Police Lieutenant	34	
Baltimore City	\$80.09	36.7	152,852	152,852	152,852	=	Police Captain	22	
Baltimore County	\$51.76	40	107,667	89,350	113,499		Lieutenant	82	
Calvert	\$62.12	40	129,214	73,216	147,701	=	Deputy Sheriff Sergeant	15	
Caroline	\$43.72	40	90,943	81,060	103,588	=	SGT DS IV	6	
Carroll		40		105,082	154,898		Lieutenant	7	
Cecil	\$54.57	40	113,500	82,491	125,071	=	Lieutenant	4	
Charles	\$74.74	40	155,461	87,631	157,954	=			
Dorchester	\$41.35	40	86,000				Sergeant	4	
Frederick	\$66.85	40	139,042	87,973	143,397	=	Lieutenant FCSO Law Enforcement	10	
Garrett	\$38.93	40	80,977	54,636	84,113	=	Lieutenant	4	
Harford	\$73.94	40	153,787	108,493	157,310	=	Lieutenant	15	
Howard	\$70.00	40	145,708	95,451	160,680	=	Police Lieutenant	28	
Kent									
Montgomery	\$75.39	40	156,803	90,988	164,759	=	Police Lieutenant	36	
Prince George's	\$64.57	40	134,310	84,074	141,145	=	Police Lieutenant	96	
Queen Anne's	\$48.84	40	101,582	66,436	127,940	=	Sergeant	6	
St. Mary's	\$68.99	40	157,252	90,626	163,322	=	Lieutenant	12	2 currently vacant
Somerset	\$37.85	40	78,725	71,321	116,868		Lieutenant	1	
Talbot	\$47.99	40	99,813	72,086	131,532	=	Sergeant	8	
Washington	\$54.51	40	113,377	95,139	249,205	=	Lieutenant	7	
Wicomico	\$53.90	40	112,103				Lieutenant	2	Collective Bargaining Agreement
Worcester									
MNCPPC	\$63.44	40	131,964	78,520	138,354	=	Park Police Lieutenant	20	
AVERAGE	\$58.09		120,831	87,272	141,321				

## First-Line Supervisor - (If full service law enforcement function)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$31.86	40	66,266	66,266	66,266	=	Corporal	4	
Anne Arundel	\$59.49	40	123,744	83,990	142,137	=	Police Sergeant	74	
Baltimore City	\$66.90	36.7	127,668	105,774	132,916		Police Lieutenant	101	
Baltimore County	\$45.91	40	95,498	79,635	100,578		Sergeant	176	
Calvert	\$53.36	40	110,980	68,432	138,070	+	Deputy Sheriff Corporal	17	
Caroline	\$40.46	40	84,159	74,992	101,648	=	DS III	5	
Carroll		40		80,392	138,300		Corporal / Sergeant	29	Cpl 80392 to 125716 Sgt 81084 to 138300
Cecil	\$47.35	40	98,480	72,622	109,396	=	Sergeant	13	
Charles	\$63.29	40	131,652	78,246	141,031	=	Sergeant	46	
Dorchester	\$37.50	40	78,000					9	
Frederick	\$57.38	40	119,352	79,976	130,361	=	Sergeant FCSO	17	
Garrett	\$34.76	40	72,301	72,301		=	Sergeant	4	
Harford	\$51.74	40	107,628	79,664	123,261	=	Corporal	36	
Howard	\$63.00	40	131,798	86,133	143,021	=	Police Sergeant	62	
Kent									
Montgomery	\$64.17	40	133,473	79,815	124,833	=	Police Sergeant	160	
Prince George's	\$55.34	40	115,100	74,732	123,304	=	Police Sergeant	207	
Queen Anne's	\$43.26	40	89,990	62,265	119,907	=	Corporal	6	
St. Mary's	\$61.60	40	140,646	80,912	145,829	=	Sergeant	20	3 currently vacant
Somerset	\$31.55	40	65,634	59,461	103,523		Sergeant/Corporal	9	2 pay grades
Talbot	\$54.63	40	113,627	68,258	123,953	=	Corporal	8	
Washington	\$48.45	40	100,778	86,341	226,138	=	Sergeant	17	
Wicomico	\$46.60	40	96,935				Corporal	9	Collective Bargaining Agreement
Worcester	\$43.04	40	89,513	84,282	102,627	=	Sergeant	8	
MNCPPC	\$54.07	40	112,469	67,026	117,961	=	Park Police Sergeant	35	
AVERAGE	\$50.25		104,595	76,887	126,431				

## Police Officer/Deputy - (If full service law enforcement function)

*Performs full service law enforcement duties.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$27.26	40	56,696	56,696	56,696	=	Patrol Deputy, Deputy First Class, Senior Deputy, Master Deputy	23	1 vacant position
Anne Arundel	\$38.66	40	80,413	62,160	160,651	=	Police Officer, Police Officer First Class, Police Corporal	655	Must meet years of service in prior rank requirement and pass written test to be advanced non-competitively to next rank in series - Police Officer minimum & Police Corporal maximum shown
Baltimore City	\$39.85	40	82,883	31,388	102,955	=	Police Officer	1,540	
Baltimore County	\$38.73	40	80,554	66,300	82,753		Police Officer	160	
Calvert	\$36.68	40	76,301	59,675	128,794	=	Deputy Sheriff & Deputy Sheriff First Class	60	
Caroline	\$33.98	40	70,669	61,391	99,655	=	DS I & II	23	
Carroll		40		54,538	114,296		Recruit / Probationer / Deputy First Class / Master Deputy	90	total of 4 ranks Recruit 54538 to 75421 Probationer 56410 to 84448 DFC 60944 to 91936 Master Deputy 68890 to 114296
Cecil	\$33.44	40	69,550	56,728	95,866	=	Deputy, DFC, Sr DFC	53	
Charles	\$45.06	40	93,735			=		221	
Dorchester	\$33.37	40	69,400					17	
Frederick	\$29.88	40	62,147	60,067	97,942	=	Deputy Sheriff	21	
Garrett	\$25.29	40	52,604	48,167	52,605	=	Deputy 1st Class	7	
Harford	\$36.83	40	76,615	66,602	106,454	=	Deputy First Class	163	# of employees does not include Senior Deputy due to different range. Deputy, Deputy First Class and Senior Deputy have different pay grades
Howard	\$41.00	40	86,218	61,194	120,682	=	Police Officer	318	
Kent	\$31.75	44	72,644	58,770	109,031	=	Deputy (in Academy)/Deputy I/ Deputy First Class	10	Currently no employees in the pre-academy group so figures represent incumbents in the Deputy I and Deputy First Class categories.
Montgomery	\$49.15	40	101,836	62,676	113,488	=	Police Officer	905	
Prince George's		40		57,889	111,522	=	Police Officer - 131 Avg \$61,173; Police Officer 1st Class - 114 Avg \$71,879; Police Corporal - 831 Avg \$93,865	1,076	
Queen Anne's	\$34.37	40	71,489	54,691	112,378	=	Deputy & Deputy First Class	47	
St. Mary's	\$45.72	40	93,725	61,630	136,282	=	Deputy/DFC/Corporal	120	13 currently vacant
Somerset	\$26.60	40	55,338	52,671	86,308		Deputy 1st Class	7	
Talbot	\$30.97	40	64,417	59,465	114,196		Deputy & Deputy First Class	16	
Washington	\$37.57	40	78,138	58,094	198,390	=	Master Deputy, Deputy First Class, and Deputy	75	
Wicomico	\$26.44	40	55,000		93,206			27/38	\$55,000- Pre-Academy & \$93,206 Highest Deputy first Class
Worcester	\$31.19	40	64,873	52,913	84,386	=	Deputy Sheriff Trainee to Corporal	63	
MNCPPC	\$44.91	40	93,421	57,924	117,961		Park Police Candidate, Park Police Graduate, Park Police Officer II, Park Police Officer III, Park Police Officer IV, Park Police Sergeant	139	
AVERAGE	\$35.60		74,290	57,347	108,543				

## Deputy Commander (Sheriff)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$65.08	40	135,371			=	Chief Deputy	1	
Baltimore City	\$79.28	36.7	151,306	78,749	151,306	=	Asst Sheriff	2	
Baltimore County	\$42.67	40	88,754	72,874	92,898		Chief Deputy Sheriff	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$68.00	40	141,773	78,108	150,406	=	Chief Deputy Sheriff	1	
Kent									
Montgomery	\$88.62	40	184,328	104,963	167,739	=	Chief Deputy Sheriff (Colonel)	1	
Prince George's	\$103.68	40	215,662			=	Assistant Sheriff	4	Working title: Chief Assistant Sheriff, rank of Colonel, Exempt, no min/max
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$74.56		152,866	83,674	140,587				

## Unit Commander (Sheriff)

*Constitutional Duties*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$52.49	40	109,184	77,703	124,691	=	Deputy Sheriff III (Lieutenant)	3	
Baltimore City	\$75.25	36.7	143,612	73,787	143,612	=	Deputy Sheriff Major	2	
Baltimore County	\$44.69	40	92,958	76,582	97,213		Undersheriff	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$44.00	40	92,331	62,546	109,699	=	Lieutenant Deputy Sheriff	4	
Kent									
Montgomery	\$74.63	40	155,222	92,057	146,204	=	Deputy Sheriff Captain	4	
Prince George's	\$94.26	40	196,056			=	Assistant Sheriff	3	Rank of Lieutenant Colonel, exempt, no min/max
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$64.22		131,560	76,535	124,284				

## First Line Supervisor (Sheriff)

*Constitutional Duties*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$36.65	40	76,242	74,004	118,754	=	Deputy Sheriff II (Sergeant)	7	
Baltimore City			96,567	58,873	99,908	=	Deputy Sheriff Sergeant	4	
Baltimore County	\$32.02	40	66,592	56,324	70,014		Deputy Sheriff Sergeant	6	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$43.00	40	89,719	56,389	98,925	=	Sergeant Deputy Sheriff	7	
Kent									
Montgomery	\$54.79	40	113,968	71,196	111,531	=	Deputy Sheriff Sergeant	29	
Prince George's	\$50.95	40	105,967	62,170	106,613	=	Deputy Sheriff Sergeant	33	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$43.48		91,509	63,159	100,958				

## Deputy/Officer

*Constitutional Duties*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$33.69	40	70,074	54,420	95,427	=	Deputy Sheriff I	44	
Baltimore City			71,232	51,982	87,721	=	Deputy Sheriff	89	
Baltimore County	\$29.44	40	61,229	51,619	64,432		Deputy Sheriff	8	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$26.00	40	54,727	50,918	89,294	=	Deputy Sheriff	16	
Kent									
Montgomery	\$39.98	40	83,165	57,772	101,939	=	Deputy Sheriff	97	
Prince George's		40		50,244	96,921	=	Deputy Sheriff Private - 31 Avg \$55,022; Deputy Sheriff First Class - 26 Avg \$65,421; Deputy Sheriff Corporal - 114 Avg \$85,422	171	Range provided from entry level to Corporal
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$32.28		68,085	52,826	89,289				

## Security Officer

*Provides courthouse and county building security*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$17.68	28	22,678	22,678	22,678	=		3	Contractual
Anne Arundel									
Baltimore City			50,846	45,995	55,423	=	Officer Court Security	26	
Baltimore County									
Calvert	\$31.83	40	66,216	59,675	120,390	=	Court Security Deputy	16	
Caroline									
Carroll		40		47,050	88,650		Court Security Deputy	11	Civilian position
Cecil									
Charles									
Dorchester									
Frederick									
Garrett	\$27.46	40	57,113					1	
Harford	\$31.40	40	65,312	65,312	65,312	=	Temporary Deputy	1	Non-classified position does not have a pay range but a flat salary
Howard	\$29.00	40	60,667	42,578	68,786	=	Security Officer	6	
Kent									
Montgomery	\$35.03	40	72,871	48,618	75,621	=	Security Officer I	24	
Prince George's	\$23.46	40	48,797	39,480	71,070		Security Officer II	14	Sheriff Only
Queen Anne's									
St. Mary's									
Somerset	\$26.60	40	55,338	52,671	86,308		Deputy 1st Class/ Office Complex Security	1	2 Part-time Courtroom Security employees not included
Talbot									
Washington									
Wicomico									
Worcester		Varies	53,162	42,932	62,072	+	Deputy Sheriff	17	Part Time Sworn Officers. Hours range from 1530 to 2054 annually
MNCPPC									
AVERAGE	\$27.81		55,300	46,699	71,631				

## Crossing Guard

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$39.16	10	20,365			=		129	
Baltimore City			12,358	11,448	12,569	=	Crossing Guard	187	
Baltimore County	\$22.50	10	11,700	11,700	11,700		Traffic Guard	220	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford	\$21.28	40	44,270	36,888	63,800	=	Crossing Guard	15	All at PT positions, average salary based on full time hours to show place in range
Howard									N/A - Role is filled by Contingent/Temporary workers
Kent									
Montgomery	\$14.87	38	29,357	40,848	61,240	=	Crossing Guard	171	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$20.59		22,238	22,087	22,615	=			Part time for 1080 hours annually
MNCPPC									
AVERAGE	\$23.68		23,381	24,594	34,385				

## Director of Corrections/Warden

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$48.83	40	101,572	65,590	124,622	=	Jail Assistant Administrator	1	
Anne Arundel	\$101.34	40	210,785	129,941	241,368	=	Superintendent Detention Center	1	
Baltimore City									
Baltimore County	\$82.42	35	150,000	192,000	288,000		Director, Department of Corrections	1	
Calvert	\$92.93	35	169,133	169,133	169,133	=	Detention Center Administrator/Major	1	Contract/Salary Position
Caroline	\$58.66	40	122,004	122,004	122,004	=		1	
Carroll		40		124,592	230,173		Colonel / Bureau Chief	1	
Cecil	\$64.77	40	134,731	89,190	141,563	=		1	
Charles	\$64.81	40	134,798	97,162	157,403	=	Director of Corrections	1	
Dorchester	\$39.18	40	81,500					1	
Frederick	\$78.61	40	163,516	100,317	163,516	=	Lieutenant Colonel FCSO Corrections	1	
Garrett	\$38.19	40	79,436	54,636			Captain	1	
Harford	\$98.93	40	205,774	162,806	162,806	=	Warden	1	
Howard	\$88.00	40	184,217	117,636	226,604	=	Director of Corrections	1	
Kent	\$57.00	40	118,563	91,643	144,876	=	Warden	1	
Montgomery	\$106.25	40	221,000	151,885	258,204	=	Director Department of Correction and Rehabilitation	1	
Prince George's	\$93.75	40	195,000	114,129	237,863	=	Director Department of Corrections	1	Prince George's County uses the generic Director class.
Queen Anne's	\$87.15	40	181,272	94,597	186,619	=	Director, Correctional Services	1	
St. Mary's	\$66.21	40	137,717	121,701	194,605	=	Detention & Rehabilitation Warden	1	
Somerset	\$42.54	40	88,473	82,155	133,418		Warden	1	
Talbot	\$53.92	40	112,163	90,108	113,005	=	Director	1	
Washington	\$66.07	40	137,425	104,749	274,331	=	Major	1	
Wicomico	\$60.23	40	125,269	113,610	148,196		Warden	1	
Worcester	\$69.11	40	143,754			=	Warden	1	County take home vehicle.
MNCPPC									
AVERAGE	\$70.86		145,368	113,790	185,915				

## Deputy Corrections Commander

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$71.59	40	148,899	95,281	180,660	=	Correctional Facility Administrator	2	
Baltimore City									
Baltimore County	\$85.09	35	154,864	90,259	140,624		Deputy Director of Corrections	1	
Calvert	\$73.36	40	152,589	85,946	154,315	=	Captain Deputy Administrator	1	Salary Position
Caroline	\$41.35	40	86,005	73,453	93,096	=	CO VI	1	
Carroll		40		89,565	174,471		Major	2	
Cecil	\$53.83	40	111,961	89,190	141,563	=	Deputy Warden	1	
Charles	\$53.30	40	110,874	78,230	126,733	=	Captain	3	
Dorchester									
Frederick	\$71.47	40	148,652	91,198	148,652	=	Major FCSO Corrections	1	
Garrett									
Harford	\$96.40	40	200,512	162,095	210,748	=	Major	1	
Howard	\$68.00	40	141,486	95,873	184,632	=	Deputy Director of Corrections	1	
Kent	\$37.41	40	77,803	67,664	106,511	=	Corrections Officer - Captain	1	
Montgomery	\$74.99	40	155,976	99,584	175,873	=	Division Chief - Warden/MCCF	1	
Prince George's	\$76.92	40	160,000	98,590	205,474	=	Deputy Director Department of Corrections	2	Prince George's County uses the generic Deputy Director class.
Queen Anne's	\$71.51	40	148,737	82,624	163,001	=	Major	1	
St. Mary's	\$62.97	40	130,978	86,570	141,066	=	Deputy Warden	1	
Somerset	\$36.70	40	76,330	66,132	107,396		Assistant Warden	1	
Talbot							Deputy Director		
Washington	\$60.28	40	125,392	95,056	249,038	=	Captain	2	
Wicomico	\$51.30	40	106,709	104,678	128,830		Deputy Director	2	
Worcester	\$47.14	40	98,048			=	Assistant Warden	1	
MNCPPC									
AVERAGE	\$62.98		129,767	91,777	157,371				

## Unit Commander

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$40.69	40	84,633	49,114	93,317	=	Lieutenant	3	
Anne Arundel	\$65.58	40	136,414	74,143	144,600	=	Detention Captain	3	
Baltimore City									
Baltimore County	\$46.84	40	97,417	81,077	102,864		Correctional Major	2	
Calvert	\$65.71	40	136,677	81,120	145,579	+	Correctional Lieutenant	2	
Caroline	\$38.79	40	80,691	59,861	78,140	=	CO V	1	
Carroll		40		81,432	158,621		Captain	3	
Cecil	\$44.85	40	93,290	80,898	128,401	=	Assistant Deputy Warden	1	
Charles									
Dorchester	\$33.75	40	70,200				Major	1	
Frederick	\$64.97	40	135,139	82,907	135,139	=	Captain FCSO Law Enforcement	2	
Garrett	\$34.10	40	70,923	50,516	77,767		Lieutenant	1	
Harford	\$64.92	40	135,034	98,904	138,861	=	Captain	2	
Howard	\$56.00	40	117,153	70,387	119,600	=	Correctional Captain	6	
Kent									
Montgomery	\$65.47	40	136,174	80,261	126,207	=	Correctional Team Leader - Captain	5	
Prince George's	\$69.09	40	143,705	78,214	157,771	=	Correctional Officer Major	3	
Queen Anne's	\$33.65	40	70,000	66,436	127,940	=	Lieutenant	1	
St. Mary's	\$63.31	40	131,685	84,427	131,685	=	Correctional Officer Captain	3	1 currently vacant
Somerset									
Talbot	\$43.95	40	91,419	50,848	98,747	=	Correctional Officer IV	2	
Washington	\$51.94	40	108,038	86,258	225,867	=	Lieutenant	6	
Wicomico	\$45.56	40	94,772	91,100	112,079		Major	1	
Worcester	\$52.24	40	108,664			=	Major	1	
MNCPPC									

## Shift Supervisor

*Typically oversees officers on assigned shift.*

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$35.67	40	74,202	74,202	74,202	=	Staff Sergeant	3	
Anne Arundel	\$55.88	40	116,238	67,543	131,612	=	Detention Lieutenant	10	
Baltimore City									
Baltimore County	\$42.67	40	88,754	73,588	93,809		Correctional Captain	5	
Calvert	\$51.22	40	106,543	72,405	129,979	+	Correctional Sergeant	8	
Caroline	\$29.55	40	61,460	54,091	72,075	=	CO IV	4	
Carroll		40		72,052	112,695		Lieutenant	5	
Cecil	\$37.83	40	78,690	72,326	108,924	=	Lieutenant	5	
Charles	\$46.23	40	96,161	72,436	117,346		Lieutenant	10	
Dorchester	\$37.40	40	77,800				Captain	1	
Frederick	\$55.80	40	116,069	75,370	122,852	=	Lieutenant FCADC	6	
Garrett	\$30.45	40	63,326	63,327	63,327		Sergeant	3	
Harford	\$58.88	40	122,473	86,902	125,965	=	Lieutenant	8	
Howard	\$49.00	40	101,195	63,981	108,722	=	Correctional Lieutenant	7	
Kent									
Montgomery	\$57.77	40	120,154	73,510	115,279	=	Correctional Shift Commander (Lieutenant)	21	
Prince George's	\$58.44	40	121,553	64,399	129,861	=	Correctional Officer Captain	7	
Queen Anne's	\$35.26	40	73,342	62,265	119,907	=	Sergeant	3	
St. Mary's	\$56.15	40	120,224	75,566	122,574	=	Correctional Officer Lieutenant	5	
Somerset	\$32.32	40	67,219	57,963	94,979		Correctional Officer IV/Lieutenant	1	
Talbot	\$34.83	40	72,451	48,756	92,299	=	Correctional Officer III	4	
Washington	\$45.24	40	94,107	78,291	205,046	=	Sergeant	12	
Wicomico	\$40.43	40	84,088	79,246	97,499		Captain		
Worcester	\$41.86	40	87,065	76,482	100,339	=	Lieutenant	5	
MNCPPC									
AVERAGE	\$44.42		92,529	69,748	111,395				

## First-Line Supervisor

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$30.72	40	63,907	63,907	63,907	=	Sergeant	10	
Anne Arundel	\$48.00	40	99,848	65,733	115,263	=	Detention Sergeant	32	
Baltimore City	.								
Baltimore County	\$36.98	40	76,917	64,432	81,078		Correctional Lieutenant	15	
Calvert	\$46.96	40	97,679	66,331	119,746	+	Correctional Corporal	11	
Caroline	\$29.38	40	61,114	49,529	72,075	=		5	
Carroll		40		58,490	103,647		Corporal / Sergeant	15	cpl=58490 to 97032 sgt=64335 to 103647
Cecil	\$32.79	40	68,195	61,275	83,812	=	Sergeant	7	
Charles	\$41.81	40	86,972	62,987	102,040	=	Sergeant	16	
Dorchester	\$30.05	40	62,500				Sergeant	2	
Frederick	\$49.11	40	102,155	68,518	111,685	=	Sergeant FCSO	11	
Garrett	\$27.68	40	57,569	57,762	57,762		Corporal	3	
Harford	\$40.71	40	84,685	61,734	98,675	=	Corporal	11	
Howard	\$44.00	40	92,083	60,445	110,594	=	Correctional Sergeant	13	
Kent									
Montgomery	\$49.52	40	103,010	67,373	105,345	=	Correctional Supervisor (Sergeant)	41	
Prince George's	\$42.68	40	88,784	52,817	106,218	=	Correctional Officer Sergeant	52	
Queen Anne's	\$30.60	40	63,644	58,355	112,378	=	Corporal	7	
St. Mary's	\$46.22	40	96,830	67,704	105,622	=	Correctional Officer Sergeant	10	
Somerset	\$27.25	40	56,674	51,344	84,134		Correctional Officer III/Sergeant	5	
Talbot	\$28.70	40	59,692	44,438	83,626	=	Correctional Officer II	8	
Washington									
Wicomico	\$34.46	40	71,667	68,895	84,755		Lieutenant		
Worcester	\$37.27	40	77,513	64,369	93,205	=	Sergeant	22	
MNCPPC									
AVERAGE	\$37.74		78,572	60,822	94,778				

## Correctional Officer

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$22.49	40	46,773	46,773	46,773	=	Correctional Officer, Correctional Non-Supervisory Corporal	40	4 Vacant Positions
Anne Arundel	\$30.70	40	63,848	52,500	95,192	=	Detention Officer	190	
Baltimore City									
Baltimore County	\$29.44	40	61,229	51,620	64,432		Correctional Officer	212	
Calvert	\$32.96	40	68,547	54,766	109,782	=	Correctional Deputy & Correctional Deputy First Class	42	
Caroline	\$24.12	40	50,162	43,401	66,776	=		27	
Carroll		40		47,237	90,876		CDI / CDII / CDIII	61	CDI = 47234 to 85665 CDII 50128 to 88213 CDIII 51626 to 90876
Cecil	\$26.30	40	54,710	48,256	76,966	=	Deputy, DFC, Sr DFC Corrections	24	
Charles	\$32.24	40	67,067			=	Correction Officer	85	
Dorchester	\$22.60	40	47,000				Correctional Officer I, II & III	39	
Frederick	\$25.15	40	52,306	51,478	83,910	=		14	
Garrett	\$20.48	40	42,607	42,187	46,074			14	
Harford	\$29.88	40	62,147	55,973	89,523	=	Deputy First Class	73	# of employees does not include Senior Deputy due to different range. Deputy, Deputy First Class and Senior Deputy have different pay grades
Howard	\$30.00	40	61,893	51,522	90,730	=	Correctional Officer	71	
Kent	\$24.04	44	55,004	45,723	70,549	=	Correctional Officer I & II	11	
Montgomery	\$36.01	40	74,897	56,495	95,927	=	Correctional Officer	226	
Prince George's		40		43,558	101,191	=	Private - 2 Avg \$50,466; Private D - 59 Avg \$51,450; Private 1st Class - 79 Avg \$53,479; Master Corporal - 75 \$93,667	215	Range provided from entry level to Master Corporal
Queen Anne's	\$27.83	40	57,879	48,037	105,322	=	Correctional Officer, Correctional Officer I & II	26	
St. Mary's	\$36.00	40	63,925	55,230	98,550	=	Correctional Officer- Correctional Officer First Class- Corporal	82	19 currently vacant
Somerset	\$23.23	40	48,324	48,324	79,185		Correctional Officer II	23	
Talbot	\$27.27	40	56,712	40,121	74,957	=	Correctional Officer Trainee & Correctional Officer I	19	
Washington	\$34.57	40	71,902	51,376	175,614	=	Master Deputy, Deputy Frist Class, Deputy	91	
Wicomico	\$20.57	40	42,795				Correctional Officer I	55	
Worcester	\$31.02	40	64,515	50,345	91,000	=	Correctional Officer Trainee, Certified Correctional Officer, Private First Class, Corporal, Senior Corporal	60	Normal shift is 8.25 hours. Work 5 days off and get 2 days off and then work 5 days on and get 3 days off. Shifts are 7:45am-4pm; 3:45pm-midnight, and 11:45pm-8am
MNCPPC									
AVERAGE	\$27.95		57,821	49,246	87,666				

## Jail Cook

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City									
Baltimore County									
Calvert	\$35.83	40	74,526	46,280	74,526	=	Cook I	1	
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett	\$15.28	40	31,781	26,142	38,711			1	
Harford									
Howard	\$37.00	40	76,731	51,522	90,730	=	Correctional Dietary Officer	1	
Kent									
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$31.32	40	65,146	59,800	71,053	=	Sergeant - Cook, Senior Corporal - Cook, Corporal-Cook , Private First Class - Cook	5	Sworn officers that work a 12 hour shift.
MNCPPC									
AVERAGE	\$29.86		62,046	45,936	68,755				

## Fire Chief

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$46.94	40	97,632	75,798	144,016	=	Deputy Director of Emergency Services	1	
Anne Arundel	\$117.45	40	244,306	139,035	258,268	=		1	
Baltimore City			218,000	154,736	255,353	=	Executive Director III	1	
Baltimore County	\$72.12	40	150,000	192,000	288,000		Chief of Fire Department	1	
Calvert									
Caroline									
Carroll	\$66.00	40	138,300	120,997	217,780	=	Director, Fire & EMS	1	
Cecil									
Charles	\$51.53	40	107,189	115,510	187,127	=	Chief	1	No Fire Dept answers for EMS
Dorchester									
Frederick	\$84.57	40	175,903	118,074	188,919	=	Deputy Chief DFRS	2	
Garrett									
Harford									
Howard	\$122.00	40	254,688	144,393	278,304	=	Chief, Fire & Rescue Services	1	
Kent									
Montgomery	\$106.45	40	243,583	151,885	258,204	=	Fire/Rescue Division Chief	1	
Prince George's	\$108.48	40	225,630	114,129	237,863	=	Director Fire/EMS	1	Prince George's County uses the generic Director class Working title Fire Chief.
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$59.78	40	124,342	92,435	242,154	=	Director. Fire & Rescue	1	
Wicomico									
Worcester	\$65.98	40	137,228			=	Fire Marshal	1	We don't have paid Fire Fighters or EMTs. This section will reflect the Fire Marshal's Office
MNCPPC									
AVERAGE	\$81.94		176,400	128,999	232,363				

## Deputy Commander/Chief (Fire/EMS)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$35.25	40	73,328	56,758	107,840	=	Chief Emergency Services	1	
Anne Arundel	\$97.00	40	201,751	93,364	208,094	=	Fire Deputy Chief	2	
Baltimore City			186,366	186,366	186,366	=	Assistant Fire Chief	4	
Baltimore County	\$66.02	40	137,330	97,426	134,404		Deputy Fire Chief	1	
Calvert									
Caroline	\$52.40	40	109,000	109,000	109,000	=	Director Emergency Services	1	
Carroll		40		82,923	149,262	=	Assistant Chief, Training Health Safety		
Cecil									
Charles	\$44.59	40	92,754	107,451	174,072	=	Deputy Director	1	No Fire Dept answers for EMS
Dorchester									
Frederick	\$65.60	40	136,440	103,131	165,009	=	Assistant Chief	2	
Garrett	\$31.19	40	64,872	43,184	66,474		EMS Chief	1	
Harford									
Howard	\$99.00	40	205,488	117,636	226,604	=	Deputy Chief, Fire & Rescue Services	3	
Kent									
Montgomery	\$106.45	40	221,409	110,717	183,817	=	Fire/Rescue Division Chief	3	
Prince George's	\$95.45	40	198,526	95,890	205,474	=	Deputy Director Fire/EMS	2	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel. Working title Fire Chief.
Queen Anne's									
St. Mary's	\$42.00	40	87,547	80,101	128,086	=	Acting EMS Chief	1	employee in acting capacity
Somerset									
Talbot	\$47.26	40	98,297	88,108	110,493	=	DES Division Chief-EMS	1	EMS Only-(no paid fire) reports directly to Director of Emergency Services
Washington	\$49.98	40	103,958	79,227	207,605	=	Deputy Director- Fire/EMS	1	
Wicomico									
Worcester	\$44.74	40	93,061			=	Deputy Fire Marshal	1	We don't have paid Fire Fighters or EMTs. This section will reflect the Fire Marshal's Office
MNCPPC									
AVERAGE	\$62.64		134,008	96,752	157,507				

## Unit Commander (Fire)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$83.69	40	174,085	80,092	180,951	=	Fire Division Chief	8	
Baltimore City			112,905	90,370	112,905	=	Battalion Fire Chief Suppression	24	
Baltimore County	\$57.46	40	119,509	93,222	128,271		Bureau Chief	3	
Calvert									
Caroline	\$44.75	40	93,080	73,453	93,096	=	EMS Division Chief	2	
Carroll									
Cecil									
Charles	\$45.45	40	94,532	68,954	111,705	=	Captain	6	No Fire Dept answers for EMS
Dorchester									
Frederick	\$66.75	40	138,840	84,182	141,004	=	Battalion Chief	7	
Garrett									
Harford									
Howard	\$84.00	40	175,115	116,896	175,115	=	Assistant Chief	6	
Kent									
Montgomery	\$86.85	42	188,976	96,856	162,118	=	Fire/Rescue Assistant Chief	13	
Prince George's	\$84.21	40	175,156	78,788	175,443	=	Firefighter Major & Firefighter Medic Major	7	
Queen Anne's									
St. Mary's	\$33.51	40	69,701	69,701	111,488	=	Assistant EMS Chief	1	
Somerset									
Talbot	\$34.14	40	71,004	63,561	79,711	=	EMS Captain	4	
Washington	\$31.79	40	66,123	62,920	164,861	=	Operations Manager- Fire	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$59.33		123,252	81,583	136,389				

## Shift Supervisor (Fire)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$30.26	40	62,937	49,114	93,317	=	Lieutenant	3	1 vacant position
Anne Arundel	\$76.82	40	159,782	108,864	168,623	=	Fire Battalion Chief	20	
Baltimore City			97,915	79,384	97,915	=	Fire Captain	46	
Baltimore County	\$47.19	40	98,164	78,654	100,345		Fire Captain	92	
Calvert									
Caroline	\$29.66	48	74,041	59,861	78,140	=	Lieutenant & Training Coord.	5	
Carroll	\$36.00	42	78,406	76,353	137,440	=	Lieutenant Shift Commander	4	
Cecil									
Charles	\$41.81	40	86,972	72,402	117,291	=	Shift Supervisor	5	No Fire Dept answers for EMS
Dorchester									
Frederick	\$58.40	40	121,470	76,529	128,186	=	Fire Captain	20	
Garrett									
Harford									
Howard	\$64.00	48	145,449	100,963	151,457	=	Battalion Chief	19	
Kent									
Montgomery	\$60.23	47	147,332	84,717	128,022	=	Fire/Rescue Captain	144	
Prince George's	\$67.27	40	139,921	62,080	137,806	=	Firefighter Captain & Firefighter Medic Captain	43	
Queen Anne's									
St. Mary's									
Somerset									
Talbot	\$31.28	40	65,057	57,521	75,646	=	EMS Lieutenant	3	
Washington	\$33.37	48	83,300	63,373	165,959	=	Captain- Field Operations	11	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$48.02		104,673	74,601	121,550				

## First Line Supervisor (Fire)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany			TBD		TBD		Sergeant		4 vacant positions
Anne Arundel	\$55.69	40	115,831	78,749	133,524	=	Fire Lieutenant	73	
Baltimore City			86,387	70,823	86,415	=	Fire Lieutenant Suppression	119	
Baltimore County	\$41.72	40	86,786	69,925	92,406		Fire Lieutenant	115	
Calvert									
Caroline									
Carroll	\$33.00	42	71,701	69,998	125,995	=	Station Lieutenant	12	
Cecil									
Charles	\$39.33	40	81,805	62,958	101,992	=	Lieutenant	13	No Fire Dept answers for EMS
Dorchester									
Frederick	\$52.35	40	108,886	69,572	116,533	=	Fire Lieutenant	52	
Garrett									
Harford									
Howard	\$54.00	48	128,473	90,979	141,074	=	Fire Captain	41	
Kent									
Montgomery	\$50.93	47	124,008	75,129	113,532	=	Fire/Rescue Lieutenant	129	
Prince George's	\$51.49	40	107,089	56,746	123,594	=	Firefighter Lieutenant & Firefighter Medic Lieutenant	119	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$25.33	48	63,232	58,681	153,629	=	Lieutenant Field Operations	3	
Wicomico									
Worcester	\$32.86	40	68,339	62,837	78,437	=	Deputy Fire Marshal First Class	4	We don't have paid Fire Fighters or EMTs. This section will reflect the Fire Marshal's Office
MNCPPC									
AVERAGE	\$43.67		94,776	69,672	115,194				

## Firefighter

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$28.10	42	61,380	51,783	99,553	=	Fire Fighter II	392	
Baltimore City			68,217	47,160	75,364	+	EMT Firefighter Suppression	402	
Baltimore County	\$35.24	40	73,302	45,912	88,183		Probationary Firefighter (min), Paramedic-Firefighter (max)	84	Prob FF/EMT- (69) 63,515; Paramedic/FF- (15) 83,089
Calvert									
Caroline									
Carroll	\$30.00	42	65,971	64,276	115,687	=	Firefighter/Paramedic	23	
Cecil									
Charles									
Dorchester									
Frederick	\$22.70	40	47,220	47,220	47,220	=	Firefighter Recruit	32	no range for recruit, one salary
Garrett									
Harford									
Howard	\$32.00	48	78,052	66,319	101,562	=	Firefighter	271	
Kent									
Montgomery	\$36.37	47	89,706	59,127	103,202	+	Firefighter/Rescuer	971	
Prince George's		40		44,658	125,208	=	Firefighter I - 62 Avg \$45,037, Firefighter II - 487 Avg \$65,504, Firefighter III - 2 Avg \$113,825	551	Range provided from entry level Firefighter to Firefighter III
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$21.43	48	53,479	50,319	142,322	=	Firefighter FAO, Firefighter- Paramedic	39	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$29.41		67,166	52,975	99,811				

## Paramedic EMT/P

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$22.83	40	47,490	47,490	47,490	=	ALS I, ALS II, Firefighter/ALSI, Firefighter/ALSII	35	Some FT, Some PT (Contractual)
Anne Arundel	\$43.31	42	94,582	62,572	116,492	=	Fire Fighter/EMT - Paramedic	210	
Baltimore City			82,458	57,837	85,656	=	Paramedic NRP	68	
Baltimore County	\$39.95	40	83,089	67,808	88,183		Paramedic	67	
Calvert	\$34.53	40	71,829	59,010	95,098	=	Career Paramedic	15	
Caroline	\$27.46	48	57,122	49,529	72,075	=	I & II & III	20	
Carroll	\$27.00	42	59,741	58,313	93,301	=	Paramedic	18	
Cecil	\$31.56	40	65,641	57,268	92,705	=	Paramedic/Sr Paramedic	26	
Charles	\$31.74	40	66,023	58,294	94,437	=	Paramedic	41	
Dorchester	\$27.64	40	57,500					18	
Frederick	\$34.58	48	71,920	63,736	100,007	=	Fire Medic 2	13	
Garrett	\$26.67	40	55,479	43,582	60,860			10	Advanced Life Support FT
Harford	\$28.66	40	59,610	43,200	118,190	=	Paramedic	60	
Howard									
Kent									
Montgomery	\$46.45	47	114,170	68,294	103,202	+	Master Firefighter/Rescuer	205	
Prince George's	\$48.31	40	100,475	56,746	123,594	=	Paramedic Lieutenant	2	
Queen Anne's	\$28.84	40	59,994	54,691	112,378	=	Paramedic I & II	29	
St. Mary's	\$28.78	40	58,469	55,765	99,798	=	Paramedic Supervisor/ Paramedic	12	1 currently vacant
Somerset									
Talbot	\$27.69	40	57,596	52,292	72,108	=	Paramedic	18	
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$32.71		70,177	56,260	92,681				

## EMT/B

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$18.80	40	39,105	39,105	39,105	=	BLS, Firefighter BLS	39	Some FT, Some PT (Contractual)
Anne Arundel	\$31.57	42	68,947	51,783	104,530	+	Fire Fighter II & III	538	Trained in suppression & EMT-B certified. Range is FF II min and FF III max
Baltimore City			81,644	55,847	82,310	=	Paramedic CRT	55	
Baltimore County	\$32.38	40	67,348	58,016	75,569		Emergency Medical Technician	126	Prob EMT- (58) 63,515 EMT- (68) 71,181
Calvert	\$31.85	40	66,256	53,518	86,237	=	Career Emergency Medical Technician	22	
Caroline	\$21.33	48	44,371	38,862	58,067	=	I & II & III	19	
Carroll	\$23.00	42	50,128	49,053	78,493	+	Firefighter/Emergency Medical Technician	33	
Cecil	\$25.25	40	52,513	48,347	70,469	=		8	
Charles	\$27.46	40	57,123	47,598	77,109	=	EMT B	47	
Dorchester	\$22.12	40	46,000					20	
Frederick									
Garrett	\$19.16	40	39,854	39,853	50,866			7	Basic Life Support FT
Harford	\$24.23	40	50,398	41,700	113,198	=	EMT	65	
Howard									
Kent	\$21.24	44	48,597	42,177	64,159	=	EMT-B	8	
Montgomery	\$37.15	47	91,713	62,085	93,824	+	Firefighter/Rescuer III	471	
Prince George's				46,844	98,969	=	Paramedic Trainee II		Vacant
Queen Anne's	\$20.98	40	43,641	39,545	81,257	=	EMT I & II	22	
St. Mary's	\$21.98	40	45,131	44,595	71,261	=		48	15 currently vacant
Somerset									
Talbot	\$22.37	40	46,529	40,380	64,156	=	EMT-B/EVO	23	
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$25.05		55,253	47,018	77,034				

## Animal Control Officer

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$23.59	40	49,072	44,013	80,912	=		10	
Baltimore City	\$23.56	40	48,999	44,180	49,899	=	Animal Enforcement Officer	15	
Baltimore County	\$25.38	35	46,195	38,433	48,782		Animal Services Field Officer	3	
Calvert	\$29.83	35	54,297	47,356	76,258	=		3	
Caroline	\$20.24	40	42,091	36,887	52,871	=		3	
Carroll									
Cecil	\$20.98	40	43,635	42,895	68,092	=	Animal Enforcement Officer	3	
Charles	\$32.28	40	67,150	50,585	81,949	=	Animal Control Officer	5	
Dorchester	\$17.31	40	36,000					3	
Frederick	\$24.28	40	50,499	45,792	73,267	=	Animal Control Officer I	6	
Garrett									Deputies from Sheriff Dept are Animal Control Officers
Harford	\$25.35	40	52,736	43,752	83,209	=	Animal Control Officer Series I & II	5	Minimum is Animal Control Officer I and Max is Animal Control Officer II
Howard	\$31.00	40	64,412	48,610	78,832	=	Animal Control Officer	4	
Kent									
Montgomery	\$38.74	40	80,583	59,263	93,986	=	Animal Services Officer III	10	
Prince George's	\$29.46	40	61,271	40,633	80,014	=	Animal Control Officer II	9	
Queen Anne's	\$21.30	40	44,304	39,545	76,154	=		4	
St. Mary's	\$30.06	40	62,899	49,837	99,798	=	Supervisor II/Animal Control Officer	5	
Somerset	\$19.89	40	41,371	35,674	65,992		Dog Control Officer I & II	2	2 pay grades
Talbot									
Washington									
Wicomico									
Worcester	\$22.67	40	47,158	39,419	61,402	=	Chief Animal Control Officer and Animal Control Officer	5	5 Full time officers. Non Sworn.
MNCPPC									
AVERAGE	\$25.64		52,510	44,180	73,214				

# Fiscal 2024 Maryland Association of Counties Salary Survey

## Summary Employment Data - Employees on County Payroll Only

Jurisdiction	Total Number of County Employees	Full Time Employees	Part-Time Employees	Contract Employees	Total Number of Sheriff Employees	Full Time Employees	Part-Time Employees	Contract Employees	Total Number of Circuit Court Employees	Full Time Employees	Part-Time Employees	Contract Employees	Total Number of State's Attorney Employees	Full Time Employees	Part-Time Employees	Contract Employees
Allegany	371	326	45	40	147	138	9	10	16	14	2	2	23	22	1	15
Anne Arundel	6,978	4,931	1121	926	126	119	7	0	80	62	2	16	155	139	12	4
Baltimore City	13,133	12,139	692	302	175	175	0	0	117	117	0	0	348	348	0	0
Baltimore County	7,420	5,531	1866	1386	72	68	3	1	90	90	0	0	124	124	0	0
Calvert	1,035	632	356	47	247	221	0	26	18	17	1	0	20	20	0	0
Caroline	404	185	50	169	45	43	2	4	5	4	1	3	9	9	0	0
Carroll	852	715	12	125	249	245	0	4	64	34	1	29	49	49	0	0
Cecil	481	436	13	32	189	180	0	9	33	24	1	8	33	32	0	1
Charles <sup>1</sup>																
Dorchester	311	214	95	2	40	38	2	0	12	11	1	0	13	12	1	0
Frederick	3,396	2560	836	0	398	388	10	0	25	25	0	0	82	81	1	0
Garrett	402	325	52	25	42	39	0	3	9	5	2	2	9	9	0	0
Harford	1148	1004	144	0	644	614	30	0	48	42	6	0	77	77	0	0
Howard	4,281	3,074	1207	1224	87	86	1	1	45	32	13	13	93	91	2	0
Kent	199	171	28	0	28	27	1	0	7	3	3	1	6	6	0	0
Montgomery	15,698	9,191	6,507	0	177	174	3	0	124	120	4	0	165	148	17	0
Prince George's	7,896	6,196	1235	420	302	294	8	0	215	164	36	15	214	177	15	22
Queen Anne's	633	503	3	127	83	76	0	7	9	7	0	2	13	12	0	1
St. Mary's	575	528	34	13	381	371	0	10	18	14	4	0	56.13	54	3	0
Somerset	233	205	28	0	40	34	6	0	4	2	2	0	13	13	0	0
Talbot	441	265	98	1	49	44	5	0	16	7	9	0	12	12	0	0
Washington	1,400	817	583	0	255	242	13	1	28	22	6	0	40	38	2	0
Wicomico																
Worcester	718	596	122	0	119	94	25	0	21	18	3	0	41	39	2	0

<sup>1</sup> Unable to provide the FTE information at this time. Accounting department is implementing a new accounting/payroll system and the FTE numbers are maintained in payroll.

Please describe any new pay practices and recruitment/retention efforts that have been enacted (ex: sign on bonus, referral bonus, compressed work weeks, on-call pay,etc)

Jurisdiction	
Allegany	
Anne Arundel	
Baltimore City	
Baltimore County	Police and Corrections Departments have begun processing a sign bonus for new cadets. Per the MOU, AFSME employees are scheduled to receive a retention bonus on 12.1.23 based on years of service. Effective 1.1.24 all County employees will receive a 2% COLA.
Calvert	In FY 2023 the budget included the following: <ul style="list-style-type: none"> <li>• A step increase (i.e., salary increase) for county employees.</li> <li>• A 4% Cost of Living Adjustment (COLA) for county employees.</li> <li>• A 17% market adjustment for county employees (non-sworn officers).</li> <li>• A market adjustment for the sworn officers of the Sheriffs Office of 14.05% and 16.11% for the Detention Center.</li> </ul>
Caroline	
Carroll	<ul style="list-style-type: none"> <li>• On-call pay</li> <li>• Increased opportunities for telework and flexible schedules</li> </ul>
Cecil	
Charles	
Dorchester	
Frederick	for Transit CDL driver positions - sign on and referral bonus. Looking at on-call pay for all jobs, but nothing finalized.
Garrett	
Harford	
Howard	
Kent	
Montgomery	
Prince George's	
Queen Anne's	We opened a primary care health center for employees and their dependents on our insurance.
St. Mary's	We offer a sign on bonus for difficult to fill positions - dispatch, positions requiring commercial driver's license, skilled trades, sworn deputy and corrections positions. We offer in house referral bonuses for any position. Compressed work schedules, telework, flex time have always been available as has call back pay and on-call pay.
Somerset	
Talbot	
Washington	
Wicomico	
Worcester	No sign on or referral bonuses. Roads, Maintenance, and some Water and Waste Water employees work a 4 ten hour day work schedule. On call pay is \$200 a week.
MNCPPC	



# **Fiscal 2024 Survey**

## **County Health Benefits**

The following definitions are provided for reference:

**HMO** A type of health insurance plan that usually limits coverage to care from doctors who work for or contract with the Health Maintenance Organization. It generally will not cover out-of-network care except in an emergency.

**PPO** A type of health insurance plan that contracts with medical providers, such as hospitals and doctors, to create a network of participating providers.

**Fully-Insured** Refers to a group health plan in which the employer purchases health, prescription, dental, vision, life, and/or long-term disability insurance from a commercial insurer in order to provide coverage to employees/dependents.

**Self-Insured** The employer itself collects premiums from enrollees and takes on the responsibility of paying employees' and dependents' health, prescription, dental, vision, life, and/or long-term disability insurance claims.

**Single Plan** Employee or Retiree only coverage.

**Two Person Plan** Employee or Retiree and one dependent coverage.

**Family Plan** Employee or Retiree and all eligible dependents.

**Stop-Loss** Specific or Individual stop-loss is the form of excess risk coverage that provides protection for the employer against a high claim on any one individual. This is protection against abnormal severity of a single claim.

Aggregate stop-loss provides a ceiling on the dollar amount of eligible expenses that an employer would pay, in total, during a contract period. The carrier reimburses the employer after the end of the contract period for aggregate claims.

**FY 2024 Maryland County Government Health Benefits Survey**

**Allegany**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	PPO	Self Insured	146	115	159
Prescription	CareFirst	PPO	Self Insured	146	115	159
Dental	CareFirst	PPO	Self Insured	75	180	113
Vision	Vision Benefits of America	PPO	Self Insured	143	102	120
Life	MetLife	Full-Time Employees and Select Part-Time Employees provided coverage by County	Self Insured	477	0	0
Long-term Disability	American Fidelity	Employee has option to purchase plan at 100% cost	Self Insured	337	0	0

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	PPO	Self Insured	56		
Prescription	CareFirst	PPO	Self Insured			
Dental	CareFirst	PPO	Self Insured			
Vision	Vision Benefits of America	PPO	Self Insured	140	99	119
Life	MetLife	\$6,000 policy for retirees	Self Insured			
Long-term Disability	American Fidelity	Option to take policy after termination	Self Insured			

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	ViaBenefits	\$150 monthly Medicare supplement		0		
Prescription	n/a	n/a		0		
Dental	CareFirst	18 months of Cobra eligibility		9		
Vision	ViaBenefits	18 months of Cobra eligibility		7	11	0
Life	MetLife	\$6,000 policy for retirees				
Long-term Disability	American Fidelity	Option to take policy after termination				

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst. Specific deductible is \$200,000. Aggregate is \$1,000,000.
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months lenses/24 months frames
Does the medical/prescription plan maintain grandfathered status under ACA?	No.
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	County promotes and provides access to wellness resources, such as Burnalong and Noom, to promote healthy living in the mindset that a healthier lifestyle can help to prevent some chronic illnesses which would incur higher medical costs.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	County promotes and provides access to wellness resources, such as Burnalong and Noom, to promote healthy living in the mindset that a healthier lifestyle can help to prevent some chronic illnesses which would incur higher medical costs.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	County provides all full-time employees and retirees with life insurance coverage through MetLife. All retirees of Medicare age are eligible for a \$150 Medicare supplement through ViaBenefits.

**FY 2024 Maryland County Government Health Benefits Survey**

**Anne Arundel**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	Aetna Open Choice PPO & Open Access Aetna Select HMO-EPO	Self-Insured	1,501	810	1,719
Prescription	CVS Caremark		Self-Insured	1,501	810	1,719
Dental	CIGNA		Self-Insured	1,588	844	1,791
Vision	EyeMed		Self-Insured	1,595	847	1,796
Life	MetLife		Self-Insured	4,335		
Long-term Disability	MetLife		Self-Insured	1,078		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	Aetna Open Choice PPO & Open Access Aetna Select HMO-EPO	Self-Insured	360	293	256
Prescription	CVS Caremark		Self-Insured	360	293	256
Dental	CIGNA		Self-Insured	312	342	261
Vision	EyeMed		Self-Insured	308	326	250
Life	MetLife		Self-Insured	493		
Long-term Disability	MetLife		Self-Insured	0		

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	Aetna Medicare Advantage PPO ESA	Self-Insured	1,286	782	1
Prescription	SilverScript		Self-Insured	1,286	782	1
Dental	CIGNA		Self-Insured	919	842	40
Vision	EyeMed		Self-Insured	935	856	39
Life	MetLife		Self-Insured	713		
Long-term Disability	MetLife		Self-Insured	0		

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	The County does not have a stop-loss carrier.
What is the maximum dental benefit per member per year?	Up to \$2000 for an in-network provider
Does the vision benefit provide for an eye exam every 12 or 24 months?	Once every 12 months from the date of service
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Once every 12 months from the date of service
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	The County has an EAP program and our members have access to a Wellness Program, Hinge Health, Teledoc, CVS HealthHub, Minute Clinic, 24 hour Nurse line, Transform Diabetes, and preventative care services.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	The County moved to the insured Medicare Advantage Plan from the self insured Medicare Wrap Plan and moved to the EGWP SilverScript RX plan. Also, we have health insurance subsidy split based on years of service that was passed in 2013. The insurance carrier offers some incentives like Silver Sneakers, Resources For Living, Meal delivery, transportation, home visits, and tele-health to our members.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental Life, Short & Long-Term Disability, Legal Services, FSA

**FY 2024 Maryland County Government Health Benefits Survey**

**Baltimore City**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees)	On Family Plans (#employees)
<b>Medical</b>	CareFirst	PPO - High Option	Self Insured	2,088	1,180	1,036
	CareFirst	PPO - Standard Option	Self Insured	514	171	133
<b>Prescription</b>	Aetna	HMO	Self Insured	1,701	1,002	1,139
	Kaiser	HMO	Fully Insured	761	256	247
	CVS	High Option	Self Insured	4,159	1,906	2,769
<b>Dental</b>	CVS	Standard Option	Self Insured	668	177	216
	United Concordia	DHMO	Fully Insured	1,693	653	452
<b>Vision</b>	United Concordia	DPPO	Self Insured	3,348	2,058	2,015
	National Vision Administrators (NVA)	In-Network/Out-of-Network	Fully Insured	10,427 (total employees)		
<b>Life</b>	MetLife	Basic Life & AD&D	Fully Insured	10,212 (total employees)		
	MetLife	Optional Life & AD&D	Fully Insured	4,744 (total employees)		
<b>Long-term Disability</b>	n/a					

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees)	On Family Plans (#employees)
<b>Medical</b>	CareFirst	PPO - High Option	Self Insured	640	299	245
	CareFirst	PPO - Standard Option	Self Insured	122	36	35
<b>Prescription</b>	Aetna	PPO	Self Insured	129	47	5
	Kaiser	HMO	Fully Insured	45	14	2
	CVS	High Option	Self Insured	1,078	417	284
<b>Dental</b>	CVS	Standard Option	Self Insured	128	41	33
	United Concordia	DHMO	Fully Insured	667	525	261
<b>Vision</b>	United Concordia	DPPO	Fully Insured	130	113	50
	National Vision Administrators (NVA)	In-network/Out-of-Network	Fully Insured	5,945 (total employees)		
<b>Life</b>	MetLife	Basic Life & AD&D	Fully Insured	11,562 (total retirees)		
<b>Long-term Disability</b>	n/a					

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees)	On Family Plans (#employees)
<b>Medical</b>	Aetna	Medicare Advantage (includes Prescription Drug Plan)	Fully Insured	12,616 (# of retirees only - not total)	0	0
<b>Prescription</b>	Kaiser	Medicare Advantage (includes Prescription Drug Plan)	Fully Insured	424	209	1
<b>Dental</b>	Included with Aetna and Kaiser MAPD plan					
<b>Vision</b>	n/a					
<b>Life</b>	n/a					
<b>Long-term Disability</b>	n/a					

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	None
What is the maximum dental benefit per member per year?	DPPO: Actives \$1,500 and Retirees \$1,000 DHMO is unlimited (based on fee schedule)
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every 12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Every 12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Providing aggressive wellness programs to tackle the top 10 diseases. Several cost containment programs were injected in 2018 to reduce the self-funded medical and prescription drug claim costs.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	The City purchased a fully-insured MAPD plan (including medical and prescription drugs) for the Medicare retirees. It saved \$28 millions annually. The City does not provide the self-insured plans for the Medicare retirees anymore.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Option for additional life/AD&D coverage for Actives

**FY 2024 Maryland County Government Health Benefits Survey**

**Baltimore County**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical/ Prescription	Cigna	EPO	Self Insured	1,776	2,319	7,530
Medical/ Prescription	Cigna	PPO	Self Insured	282	246	352
Medical/ Prescription	Cigna	HDHP	Self Insured	57	24	44
Medical/ Prescription	Kaiser	HMO	Fully Insured	182	182	370
Dental	CareFirst	Traditional	Self Insured	1,324	1,927	6,163
Dental	CareFirst	PPO	Self Insured	623	604	1,869
Dental	Cigna	HMO	Fully Insured	326	363	798
Vision	National Vision Administrators		Self Insured	2,218	2,816	8,579
Life	MetLife	Basic Life	Fully Insured	6,810	N/A	N/A
Long-term Disability	New York Life	60% Salary	Fully Insured	629	N/A	N/A

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical/ Prescription	Cigna	EPO	Self Insured	750	1,145	1,215
Medical/ Prescription	Cigna	PPO	Self Insured	100	72	75
Medical/ Prescription	Cigna	HDHP	Self Insured	3	4	3
Medical/ Prescription	Kaiser	HMO	Fully Insured	43	46	35
Dental	CareFirst	PPO- Traditional	Self Insured	781- Retirees	1320 Retirees	437 Retirees
Dental	CareFirst	PPO- Preferred	Self Insured	1035 Retirees	2524 Retirees	955 Retirees
Dental	Cigna	HMO	Fully Insured	371 Retirees	659 Retirees	140 Retirees
Vision	National Vision Administrators		Self Insured	2239 Retirees	4655 Retirees	1591 Retirees
Life	MetLife	Basic Life	Fully Insured	4757 Retirees	N/A	N/A
Long-term Disability	N/A	N/A	N/A	N/A	N/A	N/A

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical/Prescription	Administered by Third Party, Retiree First	Private Medicare Exchange	N/A	11,007	N/A	N/A
Dental	CareFirst	PPO- Traditional	Self Insured	Included in retiree counts above		
Dental	CareFirst	PPO- Preferred	Self Insured	Included in retiree counts above		
Dental	Cigna	HMO	Fully Insured	Included in retiree counts above		
Vision	National Vision Administrators		Self Insured	Included in retiree counts above		
Life	MetLife	Basic Life	Fully Insured	Included in retiree counts above	N/A	N/A
Long-term Disability	N/A	N/A	N/A	N/A	N/A	N/A

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Cigna provides the stop loss for the Cigna plans. The specific attachment point is \$500,000, No aggregate.
What is the maximum dental benefit per member per year?	CareFirst Traditional- \$2,000 CareFirst Preferred PPO- \$1,500 Cigna DHMO- Unlimited
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	24 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Active subsidy for dependents was completely restructured for those hired after 7/1/07.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Retiree subsidy was completely restructured for those retiring after 7/1/07 and for those hired after 7/1/07 have an even greater reduction in subsidy.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Additional Life, Spouse Life, Child Life, Health Flexible Spending, Dependent Flexible Spending, Health Savings Account, Pre- tax Parking and Transit benefits (variety of plans offered through third parties MWE and SF&C).

**FY 2024 Maryland County Government Health Benefits Survey**

**Calvert**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	CareFirst	HMO Open Access, Advantage PPO	Self Insured	HMO-216 Advantage-115	HMO-134/134 Adv-76/76	HMO-156/ TBD Adv-101/TBD
Prescription	Carefirst, included in medical		Self Insured			
Dental	CareFirst		Self Insured	503	351	289
Vision	Carefirst/ Davis Vision		Self Insured	720	459	503
Life	Dearborn	N/A	Fully Insured	722	N/A	N/A
Long-term Disability	Dearborn	N/A	Fully Insured	675	N/A	N/A

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	Carefirst	HMO Open Access, Advantage PPO	Self Insured	HMO-32 ADV-28	HMO-4/4 ADV-4/4	HMO-5/12 ADV-9/19
Prescription	Carefirst, included with medical		Self Insured	60		
Dental	Carefirst	PPO	Self Insured	163	121 / 121	24 / 54
Vision	Carefirst, included with medical		Self Insured			
Life	N/A	N/A				
Long-term Disability	N/A	N/A				

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	Carefirst	HMO Open Access, Advantage PPO	Self Insured	HMO-62 Advantage-129	HMO-16/16 Advantage-30/30	0
Prescription	Carefirst, included with medical		Self Insured			
Dental	Carefirst	We do not separate over 65 participants-all retirees included above		N/A	N/A	N/A
Vision	Carefirst, included with medical		Self Insured			
Life	N/A					
Long-term Disability	N/A					

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst \$200,000
What is the maximum dental benefit per member per year?	\$1,800.00 calendar year max, \$1,500 orthodontia Lifetime Max
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every 12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 month benefit period
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	CareMark CVS on maintenance drugs
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	CareMark CVS on maintenance drugs
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Legal Services, ID Services, Accident Insurance, Critical Illness Insurance, Cancer Insurance, Gunshot Wound Insurance, Short - term Disability Income Insurance, Term Life Insurance, Whole Life Insurance, Hospitalization Insurance, Flexible Spending Accounts, 529 College Savings Plan, Retirement 457(b)

**FY 2024 Maryland County Government Health Benefits Survey**

**Caroline**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	State Insurance		Self Insured	97	39 Emp. 38 Dep.	42 Emp. 117 Dep.
Prescription						
Dental			Self Insured	92	43 Emp. 44 Dep.	35 Emp. 95 Dep.
Vision			Self Insured	50	16 Emp. 16 Dep.	16 Emp. 48 Dep.
Life			Self Insured	99	22 Emp. 22 Dep.	21 Emp. 32 Dep.
Long-term Disability			Self Insured	23		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFlex	HRA	Self Insured	3		
Prescription						
Dental			Self Insured		1 Emp. 1 Dep.	
Vision						
Life						
Long-term Disability						

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical			Self Insured	28	3 Emp. 3 Dep.	
Prescription						
Dental			Self Insured	15	14 Emp. 14 Dep.	
Vision						
Life						
Long-term Disability						

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	
What is the maximum dental benefit per member per year?	\$1,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	Yes
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Yes
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Prescription coverage cost is include with health
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	HRA \$500 Reimbursement; Part D Reimbursement up to \$100
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life insurance, long term care insurance, cancer insurance,

**FY 2024 Maryland County Government Health Benefits Survey**

**Carroll**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	United Healthcare (UHC)	EPO /PPO	self insured	348	294/294	408/1206
Prescription	UHC/Optum Rx		self insured	348	294/294	408/1206
Dental	Delta		self insured	342	299/299	405/1200
Vision	VSP		self insured	348	294/294	408/1206
Life	Standard		fully insured	1,175		
Long-term Disability	Standard		fully insured	1,060		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	United Healthcare	EPO/PPO	self insured	74	42/42	1/5
Prescription	UHC/Optum Rx		self insured	74	42/42	1/5
Dental	Delta		self insured	47	24/24	
Vision	VSP		self insured	43	22/22	
Life						
Long-term Disability						

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	United Healthcare	Medicare Advantage	fully insured	225	210/210	
Prescription						
Dental						
Vision						
Life						
Long-term Disability						

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	United Healthcare BP Individual stop loss - \$450,000
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	every 12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	every 12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	yes
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Those employees hired after 2005 have a higher cost-sharing of premium. We also increased the years of services requirement to 15 years as opposed to 10.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Accident Only, Cancer, Life , Hospital Indemnity, Critical Illness

**FY 2024 Maryland County Government Health Benefits Survey**

**Cecil**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BC/BS	Offer Standard PPO and High Deductible	Self Insured	261	119	191
Prescription	CareFirst BC/BS - CVS	Combined with Medical	Self Insured	261	119	191
Dental	Delta Dental	PPO	Self Insured	256	115	197
Vision	EyeMed	PPO	Self Insured	253	115	188
Life	Minnesota Life	Basic Life + AD&D - 1 years of salary - Provided by County	Fully Insured	650	0	0
Long-term Disability	N/A	N/A	N/A	N/A	N/A	N/A

**Retirees - under age 65** - This plan was sunset on 1/1/2019 - members that were enrolled as of 12/31/2018 were grandfathered in. 1/1/2019 Cecil County started offering Health Reimbursement Accounts to retirees with 15 years of service or more.

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BC/BS			1		
Prescription	CareFirst BC/BS - CVS			1		
Dental	Delta Dental			1		
Vision	EyeMed			1		
Life	N/A			N/A	N/A	N/A
Long-term Disability	N/A			N/A	N/A	N/A

**Retirees - over age 65** - This plan was sunset on 1/1/2019 - members that were enrolled as of 12/31/2018 were grandfathered in. 1/1/2019 Cecil County started offering Health Reimbursement Accounts to retirees with 15 years of service or more.

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BC/BS			26	9	1
Prescription	CareFirst BC/BS - CVS			26	9	1
Dental	Delta Dental			18	9	1
Vision	EyeMed			25		1
Life	N/A			N/A	N/A	N/A
Long-term Disability	N/A			N/A	N/A	N/A

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	VOYA Financial - \$200,000 specific stop loss per enrollee.
What is the maximum dental benefit per member per year?	\$1,500.00
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life insurance for employee, spouse and dependent children under age 26; accident coverage, hospital indemnity coverage, universal life insurance, and ID Theft coverage.

**FY 2024 Maryland County Government Health Benefits Survey**

**Charles**

**Active Employees ADVANTAGE PLAN**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
<b>Medical</b>	CareFirst	PPO and HMO	Self Insured	247	165/165	303/928
<b>Prescription</b>	CareFirst	\$5.00/ for generic; \$25 for brand on formulary; \$50 brand non-formulary	Self Insured	247	165/165	303/928
<b>Dental</b>	CareFirst/Delta Dental	\$2000 cal yr max; Preventive 100%; Basic 80%; Major 50%	Self Insured	236	164/164	298/1310
<b>Vision</b>	included with medical	PPO and HMO	Self Insured	247	165/165	303/928
<b>Life</b>	The Hartford	Basic; supplemental; dependent	Insured	565 Basic - 270 Supplemental	154 (voluntary dependent)	
<b>Long-term Disability</b>	The Hartford	60% of salary after 120 day out of work	Insured	565	N/A	N/A

**Active Employees OPEN ACCESS**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
<b>Medical</b>	CareFirst	PPO and HMO	Self insured	300	152/152	216/654
<b>Prescription</b>	CareFirst	\$5.00/ for generic; \$25 for brand on formulary; \$50 brand non-formulary	Self insured	300	152/152	216/654
<b>Dental</b>	CareFirst/Delta Dental	\$2000 cal yr max; Preventive 100%; Basic 80%; Major 50%	Self insured	281	152/152	217/656
<b>Vision</b>	included with medical	PPO and HMO	Self insured	300	152/152	216/654
<b>Life</b>				595 Basic/285 Supplemental	224 (voluntary dependent)	
<b>Long-term Disability</b>						

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
<b>Medical</b>	CareFirst	PPO and HMO	self insured	361		
<b>Prescription</b>	CareFirst	\$5.00/ for generic; \$25 for brand on formulary; \$50 brand non-formulary	self insured	361		
<b>Dental</b>	CareFirst/Delta Dental	\$2000 cal yr max; Preventive 100%; Basic 80%; Major 50%	self insured	350		
<b>Vision</b>	included with medical	PPO and HMO	self insured			
<b>Life</b>				3 basic/1 supplemental	1 (voluntary dependent)	
<b>Long-term Disability</b>				NA	NA	

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst - \$275,000
What is the maximum dental benefit per member per year?	\$2,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	no
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Post Employment Health Program
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Post Employment Health Program
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	supplemental life, dependent life, whole life with long term care rider, accident, hospital indemnity, critical illness, legal resources, FSA - medical and dependent

**FY 2024 Maryland County Government Health Benefits Survey**

**Dorchester**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Self Insured	PPO in Network, PPO In & Out of Network, High Deductible	Self Insured	110	66	45
Prescription	Magellan		Self Insured	110	66	45
Dental	Delta Dental	PPO In & Out of Network	Fully Insured	97	67	49
Vision	VSP	PPO In & Out of Network	Fully Insured	103	62	42
Life	OneAmerica and The Standard		Fully Insured			
Long-term Disability	n/a		Fully Insured			

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Self Insured	PPO in Network, PPO In & Out of Network, High Deductible	Self Insured	24	6	2
Prescription	Magellan		Self Insured	24	6	2
Dental	Delta Dental	PPO In & Out of Network	Fully Insured	29	12	1
Vision	VSP	PPO In & Out of Network	Fully Insured	22	6	2
Life	n/a					
Long-term Disability	n/a					

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Medicare	Medicare Supplement Plans, A, F, G	Fully Insured	50	54	
Prescription	n/a					
Dental	Delta Dental	PPO In & Out of Network	Fully Insured	23	18	1
Vision	VSP	PPO In & Out of Network	Fully Insured	0	0	0
Life	n/a					
Long-term Disability	n/a					

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Sirius American: Specific \$175,000; Agregating Specific Deductible \$35,000, Agregating Attachment Point \$4,739,169
What is the maximum dental benefit per member per year?	\$1,250
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Pillar Rx
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Pillar Rx - Under 65 Retirees
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Voluntary Life through OneAmerica, various voluntary plans through AFLAC

**FY 2024 Maryland County Government Health Benefits Survey**

**Frederick**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	PPO and HDP	Yes	753	546	781
Prescription	Cigna	PPO and HDP	Yes	753	546	781
Dental	Cigna	PPO and HMO	No	754	547	675
Vision	VSP	HMO	No	545	464	421
Life	The Standard	Basic Term Life	No	2,544		
Long-term Disability	N/A	N/A	N/A	N/A	N/A	N/A

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	PPO and HDP	Yes	106	114	36
Prescription	Cigna	PPO and HDP	Yes	106	114	36
Dental	Cigna	PPO and HMO	No	84	92	30
Vision	VSP	HMO	No	39	60	12
Life	N/A	N/A	N/A	N/A	N/A	N/A
Long-term Disability	N/A	N/A	N/A	N/A	N/A	N/A

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	PPO and Medicare Advantage	Yes, No	289	199	3
Prescription	Cigna	PPO and Medicare Advantage	Yes, No	289	199	3
Dental	Cigna	PPO and HMO	No	206	177	4
Vision	VSP	HMO	No	70	87	1
Life	N/A	N/A	N/A	N/A	N/A	N/A
Long-term Disability	N/A	N/A	N/A	N/A	N/A	N/A

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Cigna is our stop loss carrier. \$500,000 specific
What is the maximum dental benefit per member per year?	Enhanced Dental \$2000, Basic Dental \$1200, HMO no maximum
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every calendar year
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Every calendar year
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	We have essential restriction with Cigna. This includes prior authorizations and quantity limits on specific drugs. We also educate and push the usage of generics.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	We have essential restriction with Cigna. This includes prior authorizations and quantity limits on specific drugs. We also educate and push the usage of generics.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life, accident, hospital indemnity, critical illness, medial and dependent care flexible spending, legal

**FY 2024 Maryland County Government Health Benefits Survey**

**Garrett**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BlueCross BlueShield	PPO, POS, High Deductible	Self Insured	126	76	68
Prescription	CVS		Self Insured	126	76	68
Dental	Delta Dental		Self Insured	114	80	83
Vision	National Vision Administrators		Self Insured	116	78	81
Life	One America			324		
Long-term Disability	One America			324		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BlueCross BlueShield	PPO, POS, High Deductible	Self Insured	30	2	1
Prescription	CVS		Self Insured	30	2	1
Dental	Delta Dental		Self Insured	21	6	2
Vision	National Vision Administrators		Self Insured	21	7	2
Life						
Long-term Disability						

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BlueCross BlueShield	PPO, POS, High Deductible	Self Insured	0	0	0
Prescription	CVS		Self Insured	0	0	0
Dental	Delta Dental		Self Insured	69	22	0
Vision	National Vision Administrators		Self Insured	69	32	0
Life						
Long-term Disability						

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Care Frist. Specific is \$275,000 and aggregate is \$100,000
What is the maximum dental benefit per member per year?	\$1,200
Does the vision benefit provide for an eye exam every 12 or 24 months?	24
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	24
Does the medical/prescription plan maintain grandfathered status under ACA?	NO
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	\$600/year discount for employees who qualify for our wellbeing incentive. This also applies to employee spouses. There is a \$600/year surcharge for employee tobacco use. This can be waived if they complete three classes on quitting their tobacco use. This also applies to employee spouses.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	\$600/year discount for retirees who qualify for our wellbeing incentive. This also applies to retiree spouses. There is a \$600/year surcharge for retiree tobacco use. This can be waived if they complete three classes on quitting their tobacco use. This also applies to retiree spouses.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Healthcare FSA, Critical Illness, Disability Income Insurance, Life Insurance, Accident, Cancer

**FY 2024 Maryland County Government Health Benefits Survey**

**Harford**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CAREFIRST/ KAISER	TRIPLE OPTION/HMO	SELF/FULL	483	392	648
Prescription	INCLUDED IN MEDICAL					
Dental	CAREFIRST		SELF	451	390	636
Vision	CAREFIRST		SELF	369	333	497
Life	METLIFE			1,755		
Long-term Disability	METLIFE			640		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CAREFIRST/KAISER	TRIPLE OPTION/HMO	SELF/FULL	133	95	54
Prescription	INCLUDED IN MEDICAL					
Dental	CAREFIRST		SELF	36	68	33
Vision	CAREFIRST		SELF	12	17	6
Life	METLIFE	(RETIREE ONLY)		68		
Long-term Disability	N/A					

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	UNITED HEALTH CARE/KAISER	HMO	FULL	473	INDIVIDUAL PLANS ONLY	INDIVIDUAL PLANS ONLY
Prescription	INCLUDED IN MEDICAL					
Dental	CAREFIRST			148	216	2
Vision	CAREFIRST			87	135	1
Life	METLIFE	(RETIREE ONLY)		441	RETIREE PLAN ONLY	RETIREE PLAN ONLY
Long-term Disability	N/A					

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	\$500,000
What is the maximum dental benefit per member per year?	\$2,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 MONTHS
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 MONTHS
Does the medical/prescription plan maintain grandfathered status under ACA?	YES
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	PLAN DESIGN CHANGED FROM CO-PAYS TO CO-INSURANCE (CAREFIRST PLANS ONLY)
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	PLAN DESIGN CHANGED FROM CO-PAYS TO CO-INSURANCE (CAREFIRST PLANS ONLY)
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	SUPPLEMENTAL LIFE, LONG TERM DISABILITY, LEGAL INSURANCE, CANCER, ACCIDENT, SHORT TERM DISABILITY AND SPECIFIED HEALTH COVERAGE

**FY 2024 Maryland County Government Health Benefits Survey**

**Howard**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	EPO	Self insured	895	648	953
Medical	Aetna	PPO	Self insured	284	144	172
Medical	Kaiser	HMO	Fully insured	126	41	37
Prescription	CVS Caremark	EPO, PPO	Self insured	1,179	792	1,125
Dental	Delta Dental	DPPO	Self insured	1,142	819	1,101
Dental	Delta Care	DHMO	Fully insured	128	48	31
Vision	VSP	PPO	Self insured	1,179	792	1,125
Life	The Standard	Basic (2x salary, up to \$500k), Supplemental (1x, 2x, 3x up to \$500k)	Fully insured	3,637		
Long-term Disability	The Standard	60% up to \$4k per month	Fully insured	3,130		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	EPO	Self insured	237	66	29
Medical	Aetna	PPO	Self insured	49	4	6
Medical	Kaiser	HMO	Fully insured	9	0	0
Prescription	CVS Caremark	EPO, PPO	Self insured	286	70	35
Dental	Delta Dental	DPPO	Self insured	180	103	40
Dental	Delta Care	DHMO	Fully insured	6	3	1
Vision	VSP	PPO	Self insured	286	70	35
Life						
Long-term Disability						

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	Medicare Advantage HMO	Fully insured	505	136	
Medical	Aetna	Medicare Advantage PPO	Fully insured	187	39	
Medical	Kaiser	Medicare Advantage HMO	Fully insured	30	4	
Prescription						
Dental	Delta Dental	DPPO	Self insured	524	298	6
Dental	Delta Care	DHMO	Fully insured	16	16	
Vision						
Life						
Long-term Disability						

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Aetna Individual Stop Loss Limit \$600,000
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	Yes
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Prior authorization and step therapy (prescription drug clinical management strategies); Leverage copay assistance program to reduce Specialty Rx expenses
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Prior authorization and step therapy (prescription drug clinical management strategies); Leverage copay assistance program to reduce Specialty Rx expenses
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Voluntary Short Term Disability, Accident, Critical Illness, Hospital Indemnity, Pre-Paid Legal, Supplemental Term Life Insurance, Supplemental Permanent Life Insurance, Pet Insurance

**FY 2024 Maryland County Government Health Benefits Survey**

**Kent**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	PPO	Self Insured	92	41, 41	37, 106
Prescription	Cigna	PPO	Self Insured	92	41, 41	37, 106
Dental	Cigna	PPO	Self Insured	80	53, 53	41, 105
Vision	National Vision Administrator	PPO	Self Insured	91	44, 44	45, 125
Life						
Long-term Disability	Lincoln Financial					

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	PPO	Self Insured	4	2, 2	0
Prescription	Cigna	PPO	Self Insured	4	2, 2	0
Dental	Cigna	PPO	Self Insured	5, 5	2, 2	0
Vision	National Vision	PPO	Self Insured	5, 5	2, 2	0
Life						
Long-term Disability	Lincoln Financial					

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Medicare			21	5, 5	0
Prescription	Medicare			21	5, 5	0
Dental	Cigna			19	10, 10	0
Vision	National Vision			20	11, 11	0
Life						
Long-term Disability						

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Everest is our stop-loss carrier. The specific deductible is \$85,000 and the aggregate corridor is 115%.
What is the maximum dental benefit per member per year?	\$1,200
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every 12 months.
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Every 12 months.
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	N/A
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	N/A
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life insurance, cancer insurance, FSA & HAS accounts,

**FY 2024 Maryland County Government Health Benefits Survey**

**MNCPPC**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
<b>Medical</b>	1- UnitedHealthcare 2- Kaiser Permanente	1- EPO and POS 2- HMO	1- Self-Insured 2- Fully Insured	812	400/400	646/871
<b>Prescription</b>	Caremark CVS	Tier/Co-Pay	Self-Insured	580	383/383	594/1,699
<b>Dental</b>	Delta Dental	HMO and PPO	Fully Insured	772	389/389	672/1106
<b>Vision</b>	EyeMed		Fully Insured	712	398/398	575/1621
<b>Life</b>	Securian Financial		Fully Insured	2,214		
<b>Long-term Disability</b>	MetLife		Fully Insured	2,214		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
<b>Medical</b>	1- UnitedHealthcare 2- Kaiser Permanente	1- EPO and POS 2- HMO	1- Self-Insured 2- Fully Insured	148	141/141	83/296
<b>Prescription</b>	Caremark CVS	Tier/Co-Pay	Self-Insured	107	131/131	92/251
<b>Dental</b>	Delta Dental	HMO and PPO	Fully Insured	142	129/129	82/222
<b>Vision</b>	EyeMed		Fully Insured	642*	589/589*	89/240*
<b>Life</b>	N/A					
<b>Long-term Disability</b>	N/A					

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
<b>Medical</b>	1- UnitedHealthcare 2- Kaiser Permanente	1- EPO and POS 2- HMO	1- Self-Insured 2- Fully Insured	548	427/427	18/36
<b>Prescription</b>	SilverScript	EGWP	Self-Insured	1,325		
<b>Dental</b>	Delta Dental	HMO and PPO	Fully Insured	531	494/494	29/85
<b>Vision</b>	EyeMed		Fully Insured	* All Retirees Included above	* All Retirees Included above	* All Retirees Included above
<b>Life</b>	N/A					
<b>Long-term Disability</b>	N/A					

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	UnitedHealthcare: Specific- \$450,000 Aggregate: 125%
What is the maximum dental benefit per member per year?	\$2,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every 12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Every 12 months under the Moderate and High Level Plans. Every 24 months under the Low Level Plan.
Does the medical/prescription plan maintain grandfathered status under ACA?	No.
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	PrudentRx: Uses copay optimization to reduce employer spend on specialty drugs (average 25%), while simultaneously using manufacturer copay coupon cards to reduce plan participant's out-of-pocket cost (\$0.00) if the participant is enrolled in the plan. If the participant is not enrolled in the plan they will pay 30% coinsurance. Participant must get prescriptions filled at Exclusive Caremark Specialty pharmacies. Applies to specialty medications such as those for Hepatitis C, Autoimmune Conditions, Oncology and Multiple Sclerosis.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental Life Insurance (1,2,3,4,5 times base annual salary, maximum \$750,000), Dependent Life Insurance (Spouse/Child - \$10,000/ \$5,000, \$20,000/\$10,000,\$30,000/\$15,000), Legal Resources Pre-Paid Legal Plan

**FY 2024 Maryland County Government Health Benefits Survey**

**Montgomery**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	Carefirst	Point of Service (POS)	Self-Insured	1,947	1,265	2,238
Medical	United HealthCare	HMO	Self-Insured	657	405	744
Medical	Kaiser Permanene	HMO	Fully Insured	802	401	560
Prescription	CVS Caremark		Self-Insured	2,390	1,558	2,796
Dental	CIGNA	PPO	Self-Insured	3,161	2,064	3,575
Dental	CIGNA	DHMO	Fully Insured	298	110	128
Vision	Eyemed		Self-Insured	2,921	1,956	3,360
Life	MetLife	Mandatory Benefit, all benefits eligible employees have 1x salary up to \$200,000	Fully Insured			
Optional Life	MetLife		Fully Insured	6067 have elected optional life		
Long-term Disability	MetLife		Fully Insured	2,361		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	Carefirst	Point of Service (POS)	Self-Insured	329	360	385
Medical	Carefirst	Indemnity	Self-Insured	6	16	0
Medical	United Health	HMO	Self-Insured	57	72	40
Medical	Kaiser	HMO	Fully Insured	54	20	19
Prescription	CVS Caremark		Self-Insured	345	418	340
Dental	CIGNA	PPO	Self-Insured	453	506	394
Vision	Eyemed	Vision Discount Plan - All retirees have access to this free discount plan				
Life	MetLife	A reduced benefit from when they were active, all retirees with benefits have some life insurance.	Fully Insured			
Long-term Disability	N/A					

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	Carefirst	Point of Service (POS)	Self-Insured	1,506	1,299	73
Medical	Carefirst	Indemnity	Self-Insured	288	109	1
Medical	United Health	HMO	Self-Insured	311	364	15
Medical	Kaiser	HMO	Fully Insured	153	117	7
Prescription	SilverScript		Self-Insured	1,750	1,614	85
Dental	CIGNA	PPO	Self-Insured	2,340	2,199	109
Vision	Eyemed	Vision Discount Plan - All retirees have access to this free discount plan.				
Life		A reduced benefit from when they were active, all retirees with benefits have some life insurance.				
Long-term Disability	N/A					

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	\$1,000,000 and stop loss is with each insurance carrier (Carefirst and UnitedHealth Care).
What is the maximum dental benefit per member per year?	\$2,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	24 months for frames, 12 months for lenses
Does the medical/prescription plan maintain grandfathered status under ACA?	Yes
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	None
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	None
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Optional Life Insurance, Short-Term Disability and Critical Illness through AFLAC for unrepresented and IAFF employees only.

**FY 2024 Maryland County Government Health Benefits Survey**

**Prince George's**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna, Kaiser	PPO, HMO	Self Insured	2,268	1,009	1,758
Prescription	Express Scripts		Self Insured	2,054	944	1,705
Dental	Aetna	PPO, HMO	Self Insured	2,277	1,036	1,741
Vision	VSP		Self Insured	2,171	1,018	1,770
Life	Metlife		Fully Insured	6,360	n/a	n/a
Long-term Disability	Metlife		Fully Insured	1,232	n/a	n/a

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna, Kaiser	PPO, HMO	Self Insured	511	476	595
Prescription	Express Scripts		Self Insured	2,515	1,438	2,332
Dental	Aetna		Self Insured	571	547	631
Vision	VSP		Self Insured	591	586	671
Life	Metlife		Fully Insured	2,199	n/a	n/a
Long-term Disability	Metlife		Fully Insured	7	n/a	n/a

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna, Kaiser	PPO, HMO	Self Insured	1,542	324	805
Prescription	Express Scripts		Self Insured	1,485	1,077	71
Dental	Aetna		Self Insured	1,150	927	55
Vision	VSP		Self Insured	1,449	1,141	64
Life	Metlife		Fully Insured	3,116	n/a	n/a
Long-term Disability	Metlife		Fully Insured	n/a	n/a	n/a

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	n/a
What is the maximum dental benefit per member per year?	HMO: no max PPO: \$1500/person
Does the vision benefit provide for an eye exam every 12 or 24 months?	12
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Frames: 24 Lenses: 12
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Robust wellness/preventative care benefits
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	EGWP; Medicare Advantage plans (Kaiser)
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	supplemental life insurance; spouse and dependent life; extra life supplemental; critical incident/accident/whole life insurance, financial/legal plan; 457 deferred comp savings program; short term disability; paid family leave; flexible spending accounts

**FY 2024 Maryland County Government Health Benefits Survey**

**Queen Anne's**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	EPO/PPO	Self	32	94	257
Prescription	CareFirst CVS					
Dental	CareFirst					
Vision	DavisVision					
Life	Lincoln	Term Life	Fully			
Long-term Disability	The Standard	Voluntary Benefit	Fully			

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	EPO/PPO	Self	30	36	68
Prescription	CareFirst CVS					
Dental	CareFirst					
Vision	DavisVision					
Life	N/A					
Long-term Disability	N/A					

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	Medicare Advantage		94	112	
Prescription	Express Scripts					
Dental	CareFirst					
Vision	DavisVision					
Life	N/A					
Long-term Disability	N/A					

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst, \$250,000
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	July 31, opened Primary Care Health Center
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Accident Insurance, Hospital Indemnity, Critical Illness, Whole Life, Long-term Disability. Short-term Disability, FSA, Identity Theft

**FY 2024 Maryland County Government Health Benefits Survey**

**St. Mary's**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
<b>Medical</b>	CareFirst	HMO and PPO	Self Insured	318	355	955
<b>Prescription</b>	CareFirst	covered under medical	Self Insured	318	355	955
<b>Dental</b>	CareFirst	PPO and Traditional Plan	Self Insured	323	375	957
<b>Vision</b>	CareFirst Blue Vision		Self Insured	304	383	957
<b>Life</b>	Minnesota Life			851	0	0
<b>Long-term Disability</b>	Madison Life			851	0	0

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
<b>Medical</b>	CareFirst	HMO & PPO	Self Insured	36	78	243
<b>Prescription</b>	CareFirst	covered under medical	Self Insured	36	78	243
<b>Dental</b>	CareFirst	PPO and Traditional Plan	Self Insured	27	267	142
<b>Vision</b>	CareFirst Blue Vision		Self Insured	33	102	150
<b>Life</b>	Minnesota Life			329 retirees total (including age 65+)	0	0
<b>Long-term Disability</b>	Madison Life			0	0	0

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
<b>Medical</b>	CareFirst	HMO & PPO	Self Insured	216	0	0
<b>Prescription</b>	CareFirst	covered under medical	Self Insured	216	0	0
<b>Dental</b>	CareFirst	PPO and Traditional Plan	Self Insured	91	2	4
<b>Vision</b>	CareFirst Blue Vision		Self Insured	116	173	4
<b>Life</b>	Minnesota Life			329 retirees total (including under age 65)		
<b>Long-term Disability</b>	Madison Life			0	0	0

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst: \$150 Specific
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	No options have been implemented.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	No options have been implemented.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life, whole life with chronic care rider, accident, hospitalization, critical illness, Employee Assistance Program, Flexible Spending account, 457b deferred comp.

**FY 2024 Maryland County Government Health Benefits Survey**

**Somerset**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Care First			96	28	13
Prescription						
Dental	Integra			88	26	10
Vision	Integra			78	12	16
Life						
Long-term Disability						

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Care First			12	4	
Prescription						
Dental	Integra			4	2	
Vision	Integra			24	5	
Life						
Long-term Disability						

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Integra			33	11	
Prescription						
Dental	Integra			22	5	
Vision	Integra			3	4	
Life						
Long-term Disability						

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	N/A
What is the maximum dental benefit per member per year?	
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Transamerica Life Insurance, AFLAC

**FY 2024 Maryland County Government Health Benefits Survey**

**Talbot**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	Open Access Plus	fully insured	103	61	79
Prescription	Cigna	Open Access Plus	fully insured	103	61	79
Dental	Sun Life	PPO	fully insured	298	0	0
Vision	UHC Vision	PPO	fully insured	91	46	78
Life	Sun Life	n/a	fully insured	298		
Long-term Disability	n/a	n/a	fully insured	n/a		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	Open Access Plus	fully insured	20	12	4
Prescription	Cigna	Open Access Plus	fully insured	20	12	4
Dental	Sun Life	PPO	fully insured	20	12	4
Vision	UHC Vision	n/a	fully insured	n/a		
Life	Sun Life	n/a	fully insured	307 (combined over and under 65)		
Long-term Disability	n/a	n/a	fully insured	n/a		

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Intrega	Supplemental	Self Insured	47	26	0
Prescription	Intrega	Supplemental	Self Insured	47	26	0
Dental	Sun Life	Supplemental	Self Insured	47	26	0
Vision	n/a					
Life	Sun Life	n/a				
Long-term Disability	n/a					

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Cigna - \$150,000 deductible, under \$50,000 \$1,821
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	contacts and glass prescription every 12 months - frames every 24 months
Does the medical/prescription plan maintain grandfathered status under ACA?	NO
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	None at this time
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	None at this time
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life, Voluntary Long Term Disability, Cancer, Accident, Hospital Indemnity, Critical Illness, Flex Spending

**FY 2024 Maryland County Government Health Benefits Survey**

**Washington**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured	On Single Plans	On Two-person Plans	On Family Plans
Medical	Aetna	HMO, PPO	Self- Insured	209	175/375	326/1199
Prescription	CVS Caremark	One Plan (grouped with Medical)	Self- Insured	209	175/375	326/1199
Dental	Delta Dental	PPO, Flex	Self- Insured	204	169/338	308/1125
Vision	EyeMed	12 Month, 24 Month	Fully Insured	195	170/340	3001/1109
Life	The Hartford	1 X Annual Salary with Max of \$100,000	Fully Insured	806		
Long-term Disability	The Hartford	Base Plan 40%	Fully Insured	806		

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured	On Single Plans	On Two-person Plans	On Family Plans
Medical	Aetna	HMO, PPO	Self- Insured	28	25/50	10/28
Prescription	CVS Caremark	One Plan (grouped with Medical)	Self- Insured	28	25/50	10/28
Dental	Delta Dental	PPO, Flex	Self- Insured	29	28/56	12/34
Vision	EyeMed	12 Month, 24 Month	Fully Insured	30	27/54	12/34
Life	The Hartford	If taking any Health Coverages above, they receive coverage th	Fully Insured	30	28	12
Long-term Disability	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured	On Single Plans	On Two-person Plans	On Family Plans
Medical	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered
Prescription	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered
Dental	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered
Vision	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered
Life	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered
Long-term Disability	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered	Not Offered

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	HM Insurance- \$175,000
What is the maximum dental benefit per member per year?	\$1,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	We have both options to choose from.
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	We have both options to choose from.
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Have incorporated strategies recommended by our prescription plan CVS Caremark
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Have incorporated strategies recommended by our prescription plan CVS Caremark
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Long Term Disability Buy-Up Coverage

**FY 2024 Maryland County Government Health Benefits Survey**

**Wicomico**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BlueCross BlueShield	PPO	Self Funded	264	107	96
Prescription	CareFirst BlueCross BlueShield	PPO	Self Funded	264	107	96
Dental	CareFirst BlueCross BlueShield	PPO	Self Funded	264	107	96
Vision	CareFirst BlueCross BlueShield	PPO	Self Funded	264	107	96
Life	Mutual of Omaha & American Fidelity	Voluntary group life insurance & whole life	Fully Insured		n/a	n/a
Long-term Disability	Mutual of Omaha		Fully Insured	556	n/a	n/a

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BlueCross BlueShield	PPO	Self Funded	62	18	13
Prescription	CareFirst BlueCross BlueShield	PPO	Self Funded	62	18	13
Dental	CareFirst BlueCross BlueShield	PPO	Self Funded	62	18	13
Vision	CareFirst BlueCross BlueShield	PPO	Self Funded	62	18	13
Life	n/a	n/a	n/a	n/a	n/a	n/a
Long-term Disability	n/a	n/a	n/a	n/a	n/a	n/a

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	United Healthcare - AARP	Medical Supplement		224	n/a	n/a
Prescription	United Healthcare - AARP	PDP		236	n/a	n/a
Dental	CareFirst BlueCross BlueShield	PPO	Self Funded	238	n/a	n/a
Vision	CareFirst BlueCross BlueShield	PPO	Self Funded	219	n/a	n/a
Life	n/a	n/a	n/a	n/a	n/a	n/a
Long-term Disability	n/a	n/a	n/a	n/a	n/a	n/a

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst BlueCross BlueShield - stop loss - \$225,000
What is the maximum dental benefit per member per year?	\$1,000/ per member
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	yes
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	participate in a consortium group
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	participate in a consortium group
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	American Fidelity - supplemental life, long-term care, cancer, accident, short-term disability, hospital indemnity, critical illness, 457b, FSA

**FY 2024 Maryland County Government Health Benefits Survey**

**Worcester**

**Active Employees**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst Blue Cross/Blue Shield	Blue Preferred PPO	Self Insured	711	371	711
Prescription	CVS/Caremark		Self Insured	711	371	711
Dental	Carefirst Blue Cross/Blue Shield		Self Insured	814	546	645
Vision	VSP		Fully insured	789	615	479
Life	Guardian		Self Insured			
Long-term Disability	Guardian		Self Insured			

**Retirees - under age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst Blue Cross/Blue Shield	Blue Preferred PPO	Self Insured	included in Active Employees count		
Prescription	CVS/Caremark		Self Insured	included in Active Employees count		
Dental	Carefirst Blue Cross/Blue Shield		Self Insured	included in Active Employees count		
Vision	VSP		Fully insured	included in Active Employees count		
Life	Not offered					
Long-term Disability	Not offered					

**Retirees - over age 65**

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst Blue Cross/Blue Shield	Carefirst Blue Cross/Blue Shield Medicare Advantage plan	Self Insured			
Prescription	CVS/Caremark		Self Insured			
Dental	Carefirst Blue Cross/Blue Shield		Self Insured	included in Active Employees count		
Vision	VSP		Self Insured	included in Active Employees count		
Life	Not offered					
Long-term Disability	Not offered					

**Additional Health Benefits Questions**

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst Blue Cross Blue Shield is the stop-loss carrier. We have a \$300K specific stop loss per member and a \$1 million aggregated plan.
What is the maximum dental benefit per member per year?	We have 2 plans - a \$1,000 annual plan and a \$1,500 annual plan
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	eyeglasses every 24 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	We changed the ER co pay from \$50 to \$200 to change member behavior and this did decrease ER visits. The ER visit copay is now \$100. We use Prudent RX for specialty medications and this has saved us almost \$400K. We eliminated the use of Walgreens from our plan and use CVS for specialty prescriptions. The fitness room at the Recreation Center is free for all active employees and retirees.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	We switched to the Carefirst Medicare Advantage Plan 1/1/22 for retirees over 65. Carefirst has partnered with Porter to send a licensed nurse to the home for a well check if the retiree doesn't have a primary care provider on record.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	We offer voluntary AFLAC plans by payroll deduction, supplemental life insurance, free financial advisors, and for FY 24, a \$1K match to deferred compensation/Roth IRA plans for county active employees only
Additional Comments:	Our plan includes actives and retirees for Worcester County Government and the Board of Education. We also include active employees for the Worcester County Commission on Aging (we don't cover their retirees). The plans is the same for actives and retirees under 65. We don't offer a HMO or High Deductible plans. Dental and Vision costs are paid 100% by the employees and are not funded by the County at all. Employees hired after 7/1/15 have a 80/20 cost share and those hired prior to 6/30/15 have a 90/10 cost share. New hires after 11/1/07 need 15 years of service to stay on the health care when they retire. Those hired 10/31/07 or before, need 5 years of service to remain on the health care at retirement. New hires after 10/1/17 can have dependents remain on their insurance at retirement but the dependents have to pay 100% of the cost share.



# **Fiscal 2024 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  
Maryland National Capital Parks & Planning Commission  
Montgomery County  
Prince George's County  
St. Mary's County  
Washington County  
Wicomico County

All eligible employees of the following counties are enrolled in Maryland State Pension System plans:

Allegany County  
Dorchester County  
Kent County  
Queen Anne's County  
Somerset County  
Talbot County  
Worcester County

The following definitions provided for reference:

<b>Social Security</b>	The employees of the county contribute to Social Security.
<b>Plan Formula</b>	How the pension calculation is established.
<b>Creditable Service</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>Disability Provision Earnings</b>	Pension benefit for employees that become disabled during employment.
<b>Earnings Include</b>	The types of pay included in the pension calculation.
<b>AFC</b>	Average final compensation
<b>Average Period for AFC</b>	The number of earnings years included in the calculation.
<b>Normal Retirement Age</b>	The parameters that must be met to qualify for a pension benefit.
<b>Employee Contributions</b>	The amount per payroll period the employee contributes to the pension.
<b>Cost-of-Living Increases</b>	Annual adjustment of pension benefit based on changes to the Consumer Price Index (CPI). Cost-of-Living Increases may be capped as provided by the pension plan document.

Summary of the Maaryland State Pension System plans:

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

**FY 2024 Maryland County Government Pension Survey**  
**Anne Arundel**

<b>Person Responding:</b>	Kelly Lovett
<b>Title:</b>	Assistant Personnel Officer, Pension and Benefits
<b>Phone:</b>	(410) 222-7595
<b>Email:</b>	<a href="mailto:Pelove23@aacounty.org">Pelove23@aacounty.org</a>
<b>Fax:</b>	(410) 222-4512

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

<b>Benefit</b>	<b>General/Civilian</b>	<b>Law Enforcement</b>	<b>Corrections</b>	<b>Fire/EMS</b>
<b>Social Security</b>	Yes	No	Yes	Yes
<b>Plan Formula</b>	2% x AFC x Cred. Svc., Maximum: 60% x AFC	2.5% x AFC x Cred. Svc. up to 20 years, then 2.0% x AFC x Cred. Svc., Maximum: 70% x AFC	2.5% x AFC x Cred. Svc. up to 20 years, then 2.0% x AFC x Cred. Svc., Maximum: 70% x AFC	2.5% x AFC x Cred. Svc. up to 20 years, then 2.0% x AFC x Cred. Svc., Maximum: 70% x AFC
<b>Disability Provision</b>	Service-Connected and Non-Service Connected	Service-Connected and Non-Service Connected	Service-Connected and Non-Service Connected	Service-Connected and Non-Service Connected
<b>Earnings Include</b>	Base Pay	Base Pay	Base Pay	Base Pay
<b>Average Period for AFC</b>	Highest 3	Highest 3	Highest 3	Highest 3
<b>Normal Retirement Age</b>	30 years of service, or age 60 with 5 years (10 years if hired after 7/1/2015)	20 years of service, or age 50 with 5 years	20 years of service, or age 50 with 5 years	20 years of service, or age 50 with 5 years
<b>Employee Contributions</b>	4%	7.25%	6.27%	7.25%
<b>Cost-of-Living Increases</b>	60% CPI to a maximum of 2.5%	60% of CPI to a maximum of 2.5%	60% of CPI to a maximum of 2.5%	60% of CPI to a maximum of 2.5%

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

Yes. In 2023, extended DROP period for a 7th year for participants in the Police plan. Also, for those DROP participants in Fire, Police or Detention Officers and Deputy Sheriffs' Plans who exit prior to the end of their initial 3-year DROP period, or who receive a disability retirement while in DROP, expanded options for payment of employee pension contributions missed while in DROP.

## FY 2024 Maryland County Government Pension Survey

### Baltimore City

<b>Person Responding:</b>	David A Randall
<b>Title:</b>	Executive Director
<b>Phone:</b>	443-984-3180
<b>Email:</b>	<a href="mailto:drandall@bcers.org">drandall@bcers.org</a>
<b>Fax:</b>	

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

Benefit	General/Civilian- Pension Class C	General/Civilian- Hybrid (Pension Class D & 401(a))	General/Civilian- Non Hybrid 401(a)	Law Enforcement & Fire/EMS
<b>Social Security</b>	Eligible	Eligible	Eligible	N/A
<b>Plan Formula</b>	Class C: 1.6% x AFC x YOS up 30 years / 1.85% x AFC x YOS beyond 30 years	<b>Class D:</b> 1% x AFC x YOS / 1.1% x AFC x YOS if age 62 or older with at least 20 YOS & <b>401a:</b> Members receive a 3% employer contribution each pay period into a 401(a) account that they have the ability to choose how to invest. As long as the member is vested when separating service, they are able to access their account proceeds through many different distribution options.	The Non-Hybrid plan consists of a 5% employee contribution, a 4% employer contribution, and a possible additional employer contribution up to 1% each pay period that members have the ability to choose how to invest. As long as the member is vested when separating service, they are able to access their account proceeds through many different distribution options.	2.5 % X AFC X first 20 years of service plus 2% X AFC X years of service over 20 (*AFC = Average Final Compensation)
<b>Disability Provision</b>	<b>LOD:</b> Member's injury on job sustains 50% total anatomical loss of one body part or functions or 25% loss of 2 body parts or functions- Benefit= 66 2/3% x AFC <b>NLOD:</b> Member with 5 YOS credit for permanent mental/physical disability non work related - Benefit = The greater of 15% x AFC or 1.6% x AFC x YOS	<b>Class D - LOD:</b> Member's injury on job sustains 50% total anatomical loss of one body part or functions or 25% loss of 2 body parts or functions- Benefit= 66 2/3% x AFC <b>Class D - NLOD:</b> Member with 5 YOS credit for permanent mental/physical disability non work related - Benefit = The greater of 15% x AFC or 1% x AFC x YOS <b>401(a):</b> Members become fully vested in any employer contributions received, regardless of length of service, if they provide a Social Security Administration determination of disability letter. The disability has to have occurred while they were an active employee.	Members become fully vested in any employer contributions received, regardless of length of service, if they provide a Social Security Administration determination of disability letter. The disability has to have occurred while they were an active employee.	Yes. Various types and requirements
<b>Earnings Include</b>	Pensionable Annual Salary	<b>Class D:</b> Pensionable Annual Salary <b>401(a):</b> Annual Earnable Compensation	Earnable Compensation per pay period. Earnable Compensation consists of all the payroll elements that would constitute an employee's annual salary.	N/A
<b>Average Period for AFC</b>	Average of Highest 3 Consecutive January 1 Annual Salaries	<b>Class D:</b> Average of Highest 3 Consecutive January 1 Annual Salaries <b>401(a):</b> N/A, AFC is not used for defined contribution plans.	N/A- AFC is not used for the Non-Hybrid 401(a) as it is a defined contribution plan.	36 Months
<b>Normal Retirement Age</b>	Age 65 with at least 5 years of membership service or 30 years of membership service regardless of age	<b>Class D:</b> Age 65 with at least 5 years of membership service or 30 years of membership service regardless of age <b>401(a):</b> Age 65. Employees become vested in the employer contributions received in their 401(a) after being credited with 5 years of service or upon reaching age 65.	Age 65. Employees become vested in the employer contributions after being credited with 5 years of service or upon reaching age 65	Varies depending on years of service
<b>Employee Contributions</b>	5% of Annual Pensionable Earnings	<b>Class D:</b> 5% of Annual Pensionable Earnings <b>401(a):</b> 5% of Annual Earnable Compensation	5% of Earnable Compensation per pay period	10%

**Baltimore City cont'd**

<p><b>Cost-of-Living Increases</b></p>	<p><b>Retiree/Beneficiary Under Age 65:</b> 1.5% Annual Increase on January 1 after one year of retirement - <b>Retiree/Beneficiary Age 65 &amp; Older:</b> 2% Annual Increase on January 1 after one year of retirement</p>	<p><b>Class D: Retiree/Beneficiary Under Age 65:</b> 1.5% Annual Increase on January 1 after one year of retirement - <b>Class D: Retiree/Beneficiary Age 65 &amp; Older:</b> 2% Annual Increase on January 1 after one year of retirement  <b>401(a):</b> N/A, no cost of living increases for defined contribution plans.</p>	<p>N/A- The Non-Hybrid 401(a) is a defined contribution plan and does not have cost of living increases.</p>	<p>Age 0-55 - 0%          Age 55-65 - 1%          Over 65 - 2%</p>
--	--	---	--	--

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

**FY 2024 Maryland County Government Pension Survey  
Baltimore County**

<b>Person Responding:</b>	Kimberly Vazquez
<b>Title:</b>	Retirement Administrator
<b>Phone:</b>	410-887-8246
<b>Email:</b>	<a href="mailto:ers@baltimorecountymd.gov">ers@baltimorecountymd.gov</a>
<b>Fax:</b>	410-887-5788

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

<b>Benefit</b>	<b>General/Civilian</b>	<b>Law Enforcement</b>	<b>Corrections</b>	<b>Fire/EMS</b>
<b>Social Security</b>	Yes	Post 4/1/86 Health only	Post 4/1/86 Health only	Yes
<b>Plan Formula</b>	1/70 th AFC x CS	If YOS=>20 then 50% AFC + 2% x AFC xCS (yrs>20). If YOS <20 and age 60 w/10 yrs CS, then 2%/ yr	50% minimum AFC at normal retirement + 2% AFC for CS >20 yrs and <25 + 3% AFC for CS>25	If YOS=>20 then 50% AFC + 2% x AFC xCS (yrs>20). If YOS <20 and age 60 w/10 yrs CS, then 2%/ yr.
<b>Disability Provision</b>	Ordinary - 10 years of CS Accidental - immediate	Ordinary - 10 yrs of CS Accidental - immediate	Ordinary - 10 yrs of CS Accidental - immediate	Ordinary - 10 yrs of CS Accidental - immediate
<b>Earnings Include</b>	Base Pay	Base Pay	Base Pay	Base Pay
<b>Average Period for AFC</b>	All at Highest 36 full consecutive months	All at Highest 12 consecutive months	All at Highest 36 consecutive months	All at Highest 12 consecutive months
<b>Normal Retirement Age</b>	35 yrs of CS without reference to age or age 67 with a minimum of 10 years of CS	25 yrs of CS without reference to age or Age 60 with minimum of 10 years of CS	25 yrs of CS without reference to age or age 67 with minimum 10 years of CS	30 yrs of CS without reference to age or Age 60 with a minimum of 10 years of CS
<b>Employee Contributions</b>	7.00%	10.8% if hired <7/1/14 or 11.3% if hired >6/30/14	1-C 9.5% hired between <6/30/2011 or 11% if hired after 7/1/2011 VI 8.5% hired <6/30/2011 or 10% if hired after 7/1/2011	10.28% if hired <7/1/11 or 10.78% if hired >6/30/11
<b>Cost-of-Living Increases</b>	Depends on investment performance, up to 3% max based on the CPI-U for the 12 months ending in December (0% if service <25 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.	Depends on investment performance, up to 3% max based on the CPI-U for the 12 months ending in December (0% if service <25 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.	Depends on investment performance, up to 3% max based on the CPI-U for the 12 months ending in December (0% if service <25 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.	Depends on investment performance, up to 3% max based on the CPI-U for the 12 months ending in December (0% if service <25 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.

## Baltimore County cont'd

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

Bill 22-21 repealed certain language from Bill 47-17. Amended the period for which a retired beneficiary may be retained.

Bill 48-21 added Deputy Sheriff First Class to the Sheriff's Member Classification. Changed vested age for Sheriff Member Classification from Age 67 to Age 62. Allows unionized Sworn BC Police on PS IV who have completed 25 years of creditable service to elect option 7. DROP for Correctional Officers and Deputy Sheriff's added 3% for each year of Drop Service over 25 for members who retire after July 1, 2020.

Bill 42-22 Clarified the definition of Maryland National Guard member. Mandatory membership for all eligible employees effective July 1, 2022, with option of non-sworn over Age 55 at time of hire may waive. Allowed members who joined the System on or after July 1, 2010 to purchase credit for service before joining the Employees' Retirement System. Established a contribution rate for unionized firefighters hired between 7/1/2007 and 6/3/2011 at 10.28 and hired on or after 7/1/2011 at 10.78% of earnable compensation. Established a contribution rate for non-unionized firefighters hired on or after 7/1/2007 at 10.78 percent of earnable compensation. Established a contribution rate for unionized police at 10.8 % hired between 7/1/2007 and 6/30/2014 and a rate of contribution of 11.3 percent hired on or after 7/1/2014. Established a contribution rate for non-unionized police of 10.8 percent appointed between July 1, 2007 and June 30, 2012 and a rate of contribution of 11.3 percent appointed on or after July 1, 2012.

Bill 34-23 Eliminates passing pre-employment physical to join the Employees Retirement System. Allowing certain beneficiaries to return to active service if the beneficiary is employed by the board of education under certain circumstances. Established a provision allowing Correctional Officers on PS 1-C to elect Option 7 benefit, a 50% spousal benefit, effective July 1, 2023. Established for Correctional Officers on PS 1-C a contribution rate of 9.5% if hired between 7/1/2007 and 6/30/2011 and a contributions rate of 11% if hired on or after 7/1/2011. Allows for Correctional Officers on PS 1-C who retirees between 7/1/2023 and 6/30/2026 to purchase the option 7 benefit by paying a post-tax lump-sum equivalent of the additional 1 percent ontributions for the period between their reirement effective date and 7/1/2026.

## FY 2024 Maryland County Government Pension Survey

### Calvert

<b>Person Responding:</b>	Sherrie Myers
<b>Title:</b>	Benefits Specialist II
<b>Phone:</b>	410-535-1600 ext. 2257
<b>Email:</b>	<a href="mailto:sherrie.myers@calvertcountymd.gov">sherrie.myers@calvertcountymd.gov</a>
<b>Fax:</b>	410-414-5617

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

Benefit	General/Civilian	Sheriff's Office Pension Plan	Corrections (under the Sheriff's Office Pension Plan)	EMS (No Fire)
<b>Social Security</b>	Yes	Yes	Yes	Yes
<b>Plan Formula</b>	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%
<b>Disability Provision</b>	Must be awarded Social Security Disability, used for OPEB purposes	Active Members who incur a Total Disability in the line of active duty after June 30, 2005 shall equal 70% of Final Average Earnings as of the date of Total Disability for the first twenty-four months and 58% of Final Average Earnings as of the date of Total Disability after the first twenty-four months. Any Active Member who applies for and receives a Disability Retirement Pension and subsequently becomes eligible for total and permanent disability benefits under the Federal Social Security Act may apply for and begin receiving a Disability Retirement benefit (70%).	Active Members who incur a Total Disability in the line of active duty after June 30, 2005 shall equal 70% of Final Average Earnings as of the date of Total Disability for the first twenty-four months and 58% of Final Average Earnings as of the date of Total Disability after the first twenty-four months. Any Active Member who applies for and receives a Disability Retirement Pension and subsequently becomes eligible for total and permanent disability benefits under the Federal Social Security Act may apply for and begin receiving a Disability Retirement benefit (70%).	Must be awarded Social Security Disability, used for OPEB purposes
<b>Earnings Include</b>	Base Pay	Base Pay	Base Pay	Base Pay
<b>Average Period for AFC</b>	N/A	Highest 3 of last 5	Highest 3 of last 5	N/A
<b>Normal Retirement Age</b>	Rule of 80: Must be age 55 with 10 years of service, minimum. Age and years of service must equal 80, used for OBEB purposes	Age 55 or 25 yrs of service	Age 55 or 25 yrs of service	Rule of 80: Must be age 55 with 10 years of service, minimum. Age and years of service must equal 80, used for OBEB purposes
<b>Employee Contributions</b>	3% of pay	8% of pay	8% of pay	3% of pay
<b>Cost-of-Living Increases</b>	N/A	3% or CPI - whichever is less	3% or CPI - whichever is less	N/A

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

No
----

**FY 2024 Maryland County Government Pension Survey  
Caroline**

<b>Person Responding:</b>	Audrey L. Jenkins
<b>Title:</b>	Payroll Specialist
<b>Phone:</b>	410-479-4090
<b>Email:</b>	<a href="mailto:ajenkins@carolinemd.org">ajenkins@carolinemd.org</a>
<b>Fax:</b>	410-479-4023

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

<b>Benefit</b>	<b>General/Civilian</b>	<b>Law Enforcement</b>	<b>Corrections</b>	<b>Fire/EMS</b>
<b>Social Security</b>				
<b>Plan Formula</b>	1.6%	2.00%	1.6%	1.60%
<b>Disability Provision</b>				
<b>Earnings Include</b>	Base Salary	Base Salary	Base Salary	Base Salary
<b>Average Period for AFC</b>	5 Years	3 Years or 5 Years depending on hire date	5 Years	5 Years
<b>Normal Retirement Age</b>	Varies based on hire date	Age 50	Varies based on hire date	Varies based on hire date
<b>Employee Contributions</b>	6% after 1st \$10,000 annual salary	7%	6% after 1st \$10,000 annual salary	6% after 1st \$10,000 annual salary
<b>Cost-of-Living Increases</b>	Yes	Yes	Yes	Yes

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

Effective July 1, 2023, "early retirement age" shall mean the date the Participant reaches age 50 with 20 years of service. With respect to periods prior to July 1, 2023, "early retirement age" shall be determined under the provisions of the Prior Plan.

## FY 2024 Maryland County Government Pension Survey

### Carroll

<b>Person Responding:</b>	Werner Mueller
<b>Title:</b>	Retirement Plans Manager
<b>Phone:</b>	410-386-2129
<b>Email:</b>	<a href="mailto:wmueller@carrollcountymd.gov">wmueller@carrollcountymd.gov</a>
<b>Fax:</b>	410-386-2244

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

Benefit	General/Civilian	Law Enforcement	Corrections
<b>Social Security</b>	Yes	Yes	Yes
<b>Plan Formula</b>	Cred. Svce X 1.6% X Avg. Final Comp. (AFC)	Cred. Svce X 1.9% (yrs. 1-15) X AFC, plus Cred. Svce X 2.2% (yrs. 16-25) X AFC, plus Cred. Svce X 2.0% (26 yrs+) X AFC.	Cred. Svce X 1.9% (yrs. 1-15) X AFC, plus Cred. Svce X 2.2% (yrs. 16-25) X AFC, plus Cred. Svce X 2.0% (26 yrs+) X AFC.
<b>Earnings Include</b>	Base salary.	Base salary.	Base salary.
<b>Average Period for AFC</b>	Average of highest 3 consecutive years	Average of highest 3 consecutive years	Average of highest 3 consecutive years
<b>Normal Retirement Age</b>	Earlier of 30 years of service, or Age 62 with 7 years of Eligible Service	Earlier of 25 years of service, or Age 55 plus 15 years of Eligible Service	Earlier of 25 years of service, or Age 55 plus 15 years of Eligible Service
<b>Employee Contributions</b>	5% of base pay.	8% of base pay.	8% of base pay.
<b>Cost-of-Living Increases</b>	Maximum of 2% per year.	Maximum of 2% per year.	Maximum of 2% per year.

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

Effective 9/30/2021, Law Enforcement, Correctional Officers, and Fire/EMS members are now all under the renamed "Carroll County Public Safety Pension Plan." (formerly the Carroll County Certified Law Officers Plan).
---

## FY 2024 Maryland County Government Pension Survey

Cecil

<b>Person Responding:</b>	<b>Sandy Biggs</b>
<b>Title:</b>	<b>Benefits Coordinator</b>
<b>Phone:</b>	<b>410.996.8480</b>
<b>Email:</b>	<a href="mailto:sbiggs@cecilcountymd.gov">sbiggs@cecilcountymd.gov</a>
<b>Fax:</b>	<b>888.217.5399</b>

Does your jurisdiction participate in the State pension system as a participating governmental unit?      Yes  (general /civilian only)    No

Benefit	General/Civilian	Law Enforcement	Corrections	EMS and 911 Dispatch - No Fire
<b>Social Security</b>	Yes	Yes	Yes	Yes
<b>Plan Formula</b>	1.5% of AFC x creditable service	2% of AFC x creditable service, up to maximum of 25 years of service.	2% of AFC x creditable service, up to maximum of 25 years of service.	2% of AFC x creditable service, up to maximum of 25 years of service.
<b>Disability Provision</b>	Ordinary (5 yrs of service to be eligible) Formula is same as service with creditable service and salary project to age 65	Ordinary (5 yrs of services) 35%; accidental 66 2/3%.	Ordinary (5 yrs of services) 35%; accidental 66 2/3%.	Ordinary (5 yrs of services) 35%; accidental 66 2/3%.
<b>Earnings Include</b>	Base salary	Base Salary	Base Salary	Base Salary
<b>Average Period for AFC</b>	5 highest consecutive years of earnings			
<b>Normal Retirement Age</b>	Age 65 with at least 10 years of service.	Age 55 with 5 years of service, or 25 years of service	Age 55 with 5 years of service, or 25 years of service	Age 55 with 5 years of service, or 25 years of service
<b>Employee Contributions</b>	7%	8%	8%	8%
<b>Cost-of-Living Increases</b>	2.5% for years system meets assumed interest rate; 1% for years assumed rate not met.	Up to 2%	Up to 2%	Up to 2%

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

## FY 2024 Maryland County Government Pension Survey

### Charles

<b>Person Responding:</b>	Kim Pelczar
<b>Title:</b>	Benefits Administrator
<b>Phone:</b>	
<b>Email:</b>	<a href="mailto:pelczark@charlescountymd.gov">pelczark@charlescountymd.gov</a>
<b>Fax:</b>	

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

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
<b>Social Security</b>	Yes	Yes	Yes	
<b>Plan Formula</b>	1.5% of FAE times number years 1-5; 1.75% for years 6-10; 2.0% for years 11-15; 2.25% for years 16-20; and 2.5% of FAE multiplied by numbers of years over 20	3% of FAE times years of service up to 20 years, plus 2% of FAE times years of service in excess of 20 but less than 30	2.25% of FAE x years of service	
<b>Disability Provision</b>				
<b>Earnings Include</b>	Base Salary	Base Salary	Base Salary	
<b>Average Period for AFC</b>	3 highest consecutive July 1 salaries for 10 years prior to retirement	3 highest consecutive July 1 salaries for 10 years prior to retirement	3 highest consecutive July 1 salaries for 10 years prior to retirement	
<b>Normal Retirement Age</b>	Age 60 w/20 years of service or age 62 with 5 years	25 years of service or age 60	25 years of service or age 60	
<b>Employee Contributions</b>	4%	8%	7%	
<b>Cost-of-Living Increases</b>	After you have been retired for at least 12 months prior to May 1	After you have been retired for at least 12 months prior to May 1	After you have been retired for at least 12 months prior to May 1	

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

NO
----

## FY 2024 Maryland County Government Pension Survey

### Frederick

<b>Person Responding:</b>	<b>Robert Goff</b>
<b>Title:</b>	<b>HR Administrator</b>
<b>Phone:</b>	<b>301-600-1625</b>
<b>Email:</b>	<a href="mailto:rgoff@frederickcountymd.gov">rgoff@frederickcountymd.gov</a>
<b>Fax:</b>	<b>301-600-2314</b>

Does your jurisdiction participate in the State pension system as a participating governmental unit?      Yes  (librarians only)      No

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
<b>Social Security</b>	Yes	Yes	Yes	Yes
<b>Plan Formula</b>	1.67% x HAC x service (36 year max) + sick leave (2 year max)	2.5% x HAC x service (up to 20 years) + 2.0% x HAC x service (up to next 8 years) + sick leave (2 year max)	2.5% x HAC x service (up to 20 years) + 2.0% x HAC x service (up to next 8 years) + sick leave (2 year max)	2.5% x HAC x service (up to 20 years) + 2.0% x HAC x service (up to next 8 years) + sick leave (2 year max)
<b>Disability Provision</b>	Ordinary (non-job related) - Must be vested. Benefit based on amount at Normal Retirement (NR). Line of Duty (job related) - Do not need to be vested. Injury compensable by Worker's Comp. Benefit 66 2/3% of HAC until NR and then based on amount at NR.	Ordinary (non-job related) - Must be vested. Benefit based on amount at Normal Retirement (NR). Line of Duty (job related) - Do not need to be vested. Injury compensable by Worker's Comp. Benefit 66 2/3% of HAC until NR and then based on amount at NR.	Ordinary (non-job related) - Must be vested. Benefit based on amount at Normal Retirement (NR). Line of Duty (job related) - Do not need to be vested. Injury compensable by Worker's Comp. Benefit 66 2/3% of HAC until NR and then based on amount at NR.	Ordinary (non-job related) - Must be vested. Benefit based on amount at Normal Retirement (NR). Line of Duty (job related) - Do not need to be vested. Injury compensable by Worker's Comp. Benefit 66 2/3% of HAC until NR and then based on amount at NR.
<b>Earnings Include</b>	Base earnings	Base earnings	Base earnings	Base earnings
<b>Average Period for AFC</b>	Highest consecutive 36 month average (HAC)			
<b>Normal Retirement Age</b>	65	55	55	55
<b>Employee Contributions</b>	0.06	0.09	0.09	0.09
<b>Cost-of-Living Increases</b>	Based on change in CPI as of March 1st with minimum of 1% and maximum of 3%	Based on change in CPI as of March 1st with minimum of 1% and maximum of 3%	Based on change in CPI as of March 1st with minimum of 1% and maximum of 3%	Based on change in CPI as of March 1st with minimum of 1% and maximum of 3%

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

DROP Plan - Offered to Law Enforcement, Corrections and Fire effective 7/1/21
---



**FY 2024 Maryland County Government Pension Survey**  
**Harford**

<b>Person Responding:</b>	BETH GRIFFITH
<b>Title:</b>	BENEFITS MANAGER
<b>Phone:</b>	410-638-3202
<b>Email:</b>	<a href="mailto:bagriffith@harfordcountymd.gov">bagriffith@harfordcountymd.gov</a>
<b>Fax:</b>	410-879-3564

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes **XXX** No \_\_\_\_ (Corrections/County Plan)

<b>Benefit</b>	<b>General/Civilian</b>	<b>Law Enforcement</b>	<b>Corrections</b>	<b>Fire/EMS</b>
<b>Social Security</b>	YES	YES	YES	YES
<b>Plan Formula</b>	BEFORE 2011 - 1.2%xAFCxYRS (<1998) + 1/8%xAFCxYRS (>1998) AFTER 2011 - 1.5%xAFCxYRS	2%xAFCxYRS	2%xAFCxYRS	BEFORE 2011 - 1.2%xAFCxYRS (<1998) + 1/8%xAFCxYRS (>1998) AFTER 2011 - 1.5%xAFCxYRS
<b>Disability Provision</b>	ORDINARY - same formula with service projected to age 62 (<2011) and age 65 (>2011)	ORDINARY - same formula with service projected to age 50	ORDINARY - same formula with service projected to age 62	ORDINARY - same formula with service projected to age 62 (<2011) and age 65 (>2011)
<b>Earnings Include</b>	REGULAR EARNINGS	REGULAR EARNINGS	REGULAR EARNINGS	REGULAR EARNINGS
<b>Average Period for AFC</b>	<2011 - highest three years >2011 - highest five years	<2011 - highest three years >2011 - highest five years	<2011 - highest three years >2011 - highest five years	<2011 - highest three years >2011 - highest five years
<b>Normal Retirement Age</b>	62/65	50	62	62/65
<b>Employee Contributions</b>	7%	7%	9%	7%
<b>Cost-of-Living Increases</b>	<2011 pension calculated for before 1998/capped at 3% and pension calculated after 1998 capped at 2.5% >2011 - capped at 2.5%	Capped 2.5%	Determined by Board of Trustees	<2011 pension calculated for before 1998/capped at 3% and pension calculated after 1998 capped at 2.5% >2011 - capped at 2.5%

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

CORRECTIONS - ADDED EARLY SERVICE RETIREMENT AND DROP --- LAW ENFORCEMENT - DROP CHANGED FROM 5 TO 7 YEARS
--

## FY 2024 Maryland County Government Pension Survey

### Howard

<b>Person Responding:</b>	Scott Southern
<b>Title:</b>	Retirement Coordinator
<b>Phone:</b>	410-313-2363
<b>Email:</b>	<a href="mailto:Retirement@howardcountymd.gov">Retirement@howardcountymd.gov</a>
<b>Fax:</b>	410-313-3470

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

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
<b>Social Security</b>				
<b>Plan Formula</b>	Average Compensation × 1.55% × Years of Creditable Service before 6/30/2012 PLUS Average Compensation × 1.66% × Years of Creditable Service after 7/1/2012	% of AFC based on years of svc: 20 = 50%, 21 = 53%, 22 = 57%, 23 = 62%, 24 = 68%, 25 = 75%; max is 80% for year 30 and over	Average Compensation × 2.5% × Creditable Service up to 20 years PLUS Average Compensation × 1.0% × Creditable Service between 20-30 years	% of AFC based on years of svc: 20 = 50%, 21 = 53%, 22 = 56%, 23 = 59%, 24 = 62%, 25 = 65%; max is 70% for year 30 and over
<b>Disability Provision</b>	Ordinary Disability if qualified, pays 33 1/3% of Final Average Compensation until age 65 or 5 years and then recalculated.	Ordinary Disability if qualified, is calculated the same as normal retirement benefits. The minimum disability benefit is 20% of AFC.	Ordinary Disability if qualified, pays 33 1/3% of Final Average Compensation until age 65 or 5 years and then recalculated.	Ordinary Disability if qualified, is calculated the same as normal retirement benefits. The minimum disability benefit is 20% of AFC.
<b>Earnings Include</b>	Base Salary	Base Salary	Base Salary	Base Salary + Premium
<b>Average Period for AFC</b>	Highest consecutive 36 months	Highest consecutive 36 months	Highest consecutive 36 months	Highest consecutive 36 months
<b>Normal Retirement Age</b>	62 or 30 Years of service	62 or 20 years of service	62 or 20 years of service	62 or 20 years of service
<b>Employee Contributions</b>	3%	11.60%	8.50%	7.70%
<b>Cost-of-Living Increases</b>	Up to 3% after being in retirement status for 1 full year. Awarded on July 1.	Up to 2% after being in retirement status for 1 full year. Awarded on July 1.	Up to 3% after being in retirement status for 1 full year. Awarded on July 1.	Up to 2% after being in retirement status for 1 full year. Awarded on July 1.

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

N/A

**FY 2024 Maryland County Government Pension Survey**  
**Maryland National Capital Parks & Planning Commission (MNCPPC)**

<b>Person Responding:</b>	Cynthia Henderson
<b>Title:</b>	Senior Corporate Benefit Specialist III
<b>Phone:</b>	301-454-1685
<b>Email:</b>	<a href="mailto:cynthia.henderson@mncppc.org">cynthia.henderson@mncppc.org</a>
<b>Fax:</b>	301-454-1687

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

<b>Benefit</b>	<b>General/Civilian</b>	<b>Law Enforcement</b>	<b>Corrections</b>	<b>Fire/EMS</b>
<b>Social Security</b>	N/A - No Social Security Offset	N/A- No Social Security Offset		
<b>Plan Formula</b>	-Prior to eligibility for full Social Security retirement benefits equal to 2% of average annual earnings, multiplied by years of credited service. After the date of eligibility for full Social Security retirement benefits, the annual benefit equals 1.5% of average annual earnings up to the Social Security Covered Compensation Level (SSCCL), plus 2% of average annual earnings in excess of the SSCCL, multiplied by years of credited service.	Annual benefit equal 2.4% of average annual earnings, multiplied by years of credited service up to 25 years. For a member who retires with exactly 25 years of credited service, the annual benefit equals 60% of average annual earnings. The annual amount of benefits payable to a member who retires with more than 25 years of credited service equals 60% of average annual earnings plus 2% of average annual earnings for each year in excess of 25 years.		
<b>Disability Provision</b>	N/A	N/A		
<b>Earnings Include</b>	The established rate of gross earnable compensation at which a participant is employed by the Commission, exclusive of any overtime pay or additional compensation of any kind.	The established rate of gross earnable compensation at which a participant is employed by the Commission, exclusive of any overtime pay or additional compensation of any kind.		
<b>Average Period for AFC</b>	The average of the annual base pay of a participant while an employee of the Commission during the five consecutive years of credited service that produce the highest total earnings prior to the participant's actual retirement date; or prior to the date on which the participant qualifies for and begins receiving benefits under the Commission's Long-Term Disability Plan.	The average of the annual base pay of a participant while an employee of the Commission during the three consecutive years of credited service that produce the highest total earnings prior to the participant's actual retirement date; or prior to the date on which the participant qualifies for and begins receiving benefits under the Commission's LTD Plan or the Commission's Comprehensive Disability Benefits Program for Park Police; or if less than three years of credited service with the Commission, the average of the annual base pay for the period of credited service with the Commission.		
<b>Normal Retirement Age</b>	• Attainment of age 62, with at least ten years of credited service • Completion of 30 years of credited service, regardless of age	• Attainment of age 55, with at least five years of credited service • Completion of 25 years of credited service, regardless of age		
<b>Employee Contributions</b>	4% of base salary up to maximum Social Security Wage Base (SSWB) and 8% in excess of SSWB	9.5% of base salary		

**Maryland National Capital Parks & Planning Commission (MNCPPC) cont'd**

<p><b>Cost-of-Living Increases</b></p>	<p>Retirees and survivors who have been receiving an annuity for at least six months may have a cost-of-living adjustment (COLA) applied to their retirement benefit as of each July 1st. It is based on the annualized change in the Consumer Price Index (CPI), as of the preceding December 31st – All Items Annual Average, Urban Index for Major U.S. Cities.</p>	<p>There are cost-of-living adjustments (COLAs) for retirees and beneficiaries who have been receiving a benefit for at least six months. The COLA is applied each July 1st and is based on the change in the Consumer Price Index (CPI). COLAs are provided at 100% of the change in the CPI up to 3%, plus half of the change in the CPI in excess of 3%, up to a maximum of 5%. A maximum COLA of 2.5% applies to retirement benefits attributable to credited service credited after July 1, 2012 and earned and unused sick leave credited after January 1, 2013.</p>		
--	--	--	--	--

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

<p>The employee contribution for Law Enforcement was increased from 9% to 9.5% of base annual salary. Effective 4/1/2023.</p>
---

**FY 2024 Maryland County Government Pension Survey**  
**Montgomery**

<b>Person Responding:</b>	Michael Celic
<b>Title:</b>	Retirement Analyst
<b>Phone:</b>	240-777-8238
<b>Email:</b>	<a href="mailto:michael.celic@montgomerycountymd.gov">michael.celic@montgomerycountymd.gov</a>
<b>Fax:</b>	240-306-1389

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

<b>Benefit</b>	<b>General/Civilian</b>	<b>Law Enforcement</b>	<b>Corrections</b>	<b>Fire/EMS</b>
<b>Social Security</b>	N/A	N/A	N/A	N/A
<b>Plan Formula</b>	2% of Average Final Earnings * [years of credited service (up to 36 years) + sick leave credit (up to 2 years)]	2.4%*Average Final Earnings* years of credited service up to 36 years including sick leave credit up to 2 years.	2.4%*Average Final Earnings*credited service (up to 25 years)+2%*Average Final Earnings*credited service (for years 26-31)+2%*Average Final Earnings*sick leave (up to 2 years)	2.6%*Average Final Earnings*credited service (years 1-25) +1.25%*Average Final Earnings*credited service (years 26-31) +5% of average final earnings*sick leave credit up to 2 years
<b>Disability Provision</b>	<u>Non-service-connected disability</u> 2% of Average Final Earnings * [years of credited service (up to 36 years) + sick leave credits (up to 2 years)]. Benefit will not be less than 33 1/3% of your final earnings. <u>Service-connected disability (partial disability)</u> 2%* final earnings* years of credited service up to 36 years + 2%*final earnings*sick leave (up to 2 years); no less than 52 1/2% of final earnings; <u>(total disability)</u> if greater than regular pension formula, participant receives 70% of final earnings.	<u>Non-service-connected disability</u> 2.4%*Average Final Earnings*years of credited service up to 36 years include sick leave credits (up to 2 years). Benefit will be no less than 33 1/3% of your final earnings. <u>Service-Connected Disability (partial disability)</u> 2.4%*greater of final earnings or average final earnings*years of credited service up to 36 years including sick leave credits (up to 2 years), but no less than 52 1/2% of final earnings. <u>Total disability:</u> if greater than regular pension formula, participant receives 70% of final earnings.	<u>Non-service-connected disability</u> 2.4%*Average Final Earnings*credited service (up to 25 years) +2%*Average Final Earnings*credited service (for years 26-31) +2%*Average Final Earnings*sick leave (up to 2 years); <i>(2.4% for sick leave credits used for up to 25 years; 2% for sick leave credits used for over 25 years)</i> ; no less than 33 1/3% of final earnings. <u>Service-connected (partial disability)</u> 2.4%*Average Final Earnings*credited service (up to 25 years) +2%*Average Final Earnings*credited service (for years 26-31) +2%*Average Final Earnings*sick leave (up to 2 years); <i>(2.4% for sick leave credits used for up to 25 years; 2% for sick leave credits used for over 25 years)</i> , no less than 52 1/2% of final earnings. <u>Total Disability:</u> if greater than regular pension formula, participant receives 70% of final earnings.	<u>Non-service-connected disability</u> greater of amount calculated under regular pension or 33 1/3% of final earnings. <u>Service-connected disability (partial)</u> greater of 52 1/2% of final earnings or amount calculated under regular pension. <u>Total disability:</u> If greater than the regular pension formula, you will receive 70% of your final earnings
<b>Earnings Include</b>	Earnings include all hours for which a participant is paid, including applicable differentials, but excluding overtime.	Earnings include all hours for which a participant is paid, including applicable differentials, but excluding overtime.	Earnings include all hours for which a participant is paid, including applicable differentials, but excluding overtime.	Earnings include all hours for which a participant is paid, including applicable differentials, but excluding overtime.
<b>Average Period for AFC</b>	Average of annual earnings for 36-month period before participant retires (or any consecutive 36-month period, if greater), excluding overtime.	Average of annual earnings for 36-month period before participant retires (or any consecutive 36-month period, if greater), excluding overtime.	Average of annual earnings for 36-month period before participant retires (or any consecutive 36-month period, if greater), excluding overtime.	Average of annual earnings for 36-month period before participant retires (or any consecutive 36-month period, if greater), excluding overtime.
<b>Normal Retirement Age</b>	5 years of credited service and at least age 60 or 30 years of credited service at at least age 55	15 years of credited service and at least age 55 or 25 years of credited service at any age	15 years of credited service at at least age 55 or 25 years of credited service and at least age 46	15 years of credited service and at least age 55 or 20 years of credited service at any age.

**Montgomery cont'd**

<b>Employee Contributions</b>	Membership after June 30, 2012: 6% of regular earnings up to the maximum Social Security wage base, plus 8% of earnings above that.	Membership after June 30, 2012: 6.75% of your regular earnings up to the maximum Social Security wage base*, plus 10.5% of your earnings above that	6.75% of regular earnings up to the maximum Social Security wage base, plus 10.5% of earnings above that.	Membership after June 30, 2012: 7.5% of regular earnings up to the maximum Social Security wage base, plu 11.25% of earnings above that mount; upon 25th year of service, 6.75% of regular earnings up to the maximum Social Security wage base, plus 10.5% of earnings above that amount.
<b>Cost-of-Living Increases</b>	Benefit adjusted each year to reflect increased or decreased cost-of-living as determined by CPI (all Urban Consumers, Washington-Baltimore, DC-VA-WVA. Percentage depends on plan and date or retirement.	Benefit adjusted each year to reflect increased or decreased cost-of-living as determined by CPI (all Urban Consumers, Washington-Baltimore, DC-VA-WVA. Percentage depends on plan and date or retirement.	Benefit adjusted each year to reflect increased or decreased cost-of-living as determined by CPI (all Urban Consumers, Washington-Baltimore, DC-VA-WVA. Percentage depends on plan and date or retirement.	Benefit adjusted each year to reflect increased or decreased cost-of-living as determined by CPI (all Urban Consumers, Washington-Baltimore, DC-VA-WVA. Percentage depends on plan and date or retirement.

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

Law enforcement plan: Effective 8/7/2023 Social Security Integration age has changed to age 70, was previously 65, 66, and 67. DROP entry requirement equals normal retirement requirements. Firefighters plan: Effective 7/5/22 credit with free military up to 2 years with conditions on service; 2/6/23: sick changed to 5% \*AFE\* credited service; 8/7/2023 calculation of benefits has changed to 2.6% of average final earnings for years 1-25, 1.25% of average final earnings for years 26-31, 5% for each year of credited service received for accumulated sick leave. Corrections: effective 8/7/23 formula change still under review

## FY 2024 Maryland County Government Pension Survey

### Prince George's

<b>Person Responding:</b>	Xanvia Smith
<b>Title:</b>	Retirement Services Manager
<b>Phone:</b>	301-883-4713
<b>Email:</b>	<a href="mailto:xvsmith@co.pg.md.us">xvsmith@co.pg.md.us</a>
<b>Fax:</b>	

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

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
<b>Social Security</b>	Yes	Sworn Officers and Deputy Sheriffs No	Yes	Yes
<b>Plan Formula</b>	<p><b>0 – 30 Years of Service</b>  <math>\frac{x \text{ FAS (Final Average Salary)}}{x \text{ 1\%}}</math>                      = 30% Maximum</p>	<p><i>Sworn Officers</i>  <b>0-20 Years Of Service</b>  <math>\frac{x \text{ FAS (Final Average Salary)}}{x \text{ 3\%}} =</math>                      Maximum 60%</p> <p><b>21-30 Years Of Service</b>  <math>\frac{x \text{ FAS (Final Average Salary)}}{x \text{ 2.5\%}} =</math>                      Maximum 85%</p> <p><i>Deputy Sheriffs</i>  <b>0-20 Years Of Service</b>  <math>\frac{x \text{ FAS (Final Average Salary)}}{x \text{ 3\%}} =</math>                      Maximum 50%</p> <p><b>21-30 Years Of Service</b>  <math>\frac{x \text{ FAS (Final Average Salary)}}{x \text{ 2.5\%}} =</math>                      Maximum 75%</p>	<p><b>0 – 20 Years of Service</b>  <math>\frac{x \text{ FAS (Final Average Salary)}}{x \text{ 3\%}} =</math> 60% Maximum</p> <p><b>21 – 30 Years of Service</b>  <math>\frac{x \text{ FAS (Final Average Salary)}}{x \text{ 2.5\%}} =</math> 85% Maximum</p>	<p><b>0 – 20 Years of Service</b>  <math>\frac{x \text{ FAS (Final Average Salary)}}{x \text{ 2.5\%}} =</math> 50% Maximum</p> <p><b>21 – 30 Years of Service</b>  <math>\frac{x \text{ FAS (Final Average Salary)}}{x \text{ 2.5\%}} =</math> 75% Maximum</p>
<b>Disability Provision</b>	Civilians are eligible for disability retirement through the state pension system. The provisions are regulated by the Maryland State Pension and Retirement System	<p><i>Sworn Officers</i>  <b>Service Connected Disability</b>                      55% of average salary</p> <p><b>Non-Service Connected Disability</b>                      50% of average salary</p> <p><b>Note:</b> Must have completed 5 years of continuous service.</p> <p><i>Deputy Sheriffs</i>  <b>Service Connected Disability</b>                      70% for the 1st year (60% thereafter)</p> <p><b>Non-Service Connected Disability</b>                      Based on years but no less than 30%</p> <p><b>Note:</b> Must have completed 5 years of continuous service as a Prince George's County Deputy Sheriff to be eligible</p>	<p><b>Service Connected Disability</b>                      60% Effective July 1, 2001</p> <p><b>Non-Service Connected Disability</b>                      30% Effective July 1, 2001</p>	<p><b>Service Connected Disability</b>                      55% of average salary</p> <p><b>Non-Service Connected Disability</b>                      50% average salary</p>
<b>Earnings Include</b>	Base Salary	Base Salary	Base Salary	Base Salary
<b>Average Period for AFC</b>	AFC- three (3) highest consecutive earnings over 36 months AFC- five (5) highest consecutive earnings over 60 months	AFC- two(2) highest consecutive earnings over 24 months	AFC- two(2) highest consecutive earnings over 24 months	AFC- two(2) highest consecutive earnings over 24 months

**Prince George's cont'd**

<b>Normal Retirement Age</b>	Normal retirement for civilians in the supplemental pensions plans are ages 55, 60, 62 or 65. Depends on civilian pension plan enrollment	25 Years of Service or Age 55	25 Years of Service or Age 55	25 Years of Service or Age 55
<b>Employee Contributions</b>	Contributions range from 1.48%-7.77% and rate depends on civilian pension plan enrollment	Sworn Officers- Employee Contributions Rate is 10% of base salary Deputy Sheriff- Employee Contribution Rate is 11% of base salary	Employee Contribution Rate is 13% of base salary	Employee Contribution Rate is 10% of base salary
<b>Cost-of-Living Increases</b>	3%	3%	3%	3%

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

not applicable
----------------

**FY 2024 Maryland County Government Pension Survey**  
**St. Mary's**

<b>Person Responding:</b>	Katie Sprgo
<b>Title:</b>	Benefits Administrator
<b>Phone:</b>	301-475-4200 x1100
<b>Email:</b>	<a href="mailto:benefits@stmaryscountymd.gov">benefits@stmaryscountymd.gov</a>
<b>Fax:</b>	

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

<b>Benefit</b>	<b>General/Civilian</b>	<b>Law Enforcement</b>	<b>Corrections</b>	<b>Fire/EMS</b>
<b>Social Security</b>	YES	YES	YES	
<b>Plan Formula</b>	Our civilian employees are enrolled in the State Employees Pension System. EE's hired prior to 7/1/11: 1.8% x AFC x Years of Service. On or after 7/1/11: 1.5% x AFC x Years of Service.	Sheriff's Office Retirement Plan 2% of average pay prior to July 1, 2008 and 2.5% for years after July 1, 2009, multiplied by years of service.	Sheriff's Office Retirement Plan 2% of average pay prior to July 1, 2008 and 2.5% for years after July 1, 2009, multiplied by years of service.	
<b>Disability Provision</b>	Ordinary Disability and Accidental Disability	Line of Duty Disability and Ordinary Disability	Line of Duty Disability and Ordinary Disability	
<b>Earnings Include</b>	Base earnings only	Base earnings only	Base earnings only	
<b>Average Period for 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.	Average of the highest 36 months of base compensation.	Average of the highest 36 months of base compensation.	
<b>Normal Retirement Age</b>	Normal service retirement: at least 90 years of combined age and years of eligibility service. Members with at least 10 year of eligibility service become eligible for normal service retirement at age 65.	The earlier of 25 years of service or age 62	The earlier of 25 years of service or age 62	
<b>Employee Contributions</b>	7% of base pay	8% of base pay	8% of base pay	
<b>Cost-of-Living Increases</b>	Eligible employees receive either a compound rate or a simple rate each July 1st.	3% each July 1st	3% each July 1st	

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

Sheriff's Office Retirement Plan: 17th Amendment was added in 2023 wherein the DROP (Deferred Retirement Option Program) was modified to reflect that to be eligible to participate in the Plan, the total years of creditable service earned by the Participant following the conclusion of the elected DROP period is no more than thirty years. In addition, a second provision was made in this Amendment with regard to continuation of employment following DROP participation: payment of the Participant's DROP account will be made and the monthly retirement benefit will begin being paid following the DROP Participant's termination date. In addition, in the event a DROP participant elected to the office of Sheriff continues in service to the County following the end of the Sheriff's DROP Participation period, no additional accruals of the calculated monthly retirement income or pick-up contributions will be added to the Sheriff's DROP account after the conclusion of the Sheriff's first term in office.

**FY 2024 Maryland County Government Pension Survey  
Washington**

<b>Person Responding:</b>	Brittany Price
<b>Title:</b>	Retirement Coordinator
<b>Phone:</b>	240-313-2358
<b>Email:</b>	<a href="mailto:bprice@washco-md.net">bprice@washco-md.net</a>
<b>Fax:</b>	

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

<b>Benefit</b>	<b>General/Civilian</b>	<b>Law Enforcement</b>	<b>Corrections</b>	<b>Fire/EMS</b>
<b>Social Security</b>	Yes	Yes	Yes	Yes
<b>Plan Formula</b>	Monthly Pension= (2% X AFC X	Monthly Pension= (2% X AFC X	Monthly Pension= (2% X AFC X	Monthly Pension= (2% X AFC X Years of
<b>Disability Provision</b>	Yes	Yes	Yes	Yes
<b>Earnings Include</b>	Base Pay	Base Pay	Base Pay	Base Pay
<b>Average Period for AFC</b>	3 Highest	3 Highest	3 Highest	3 Highest
<b>Normal Retirement Age</b>	Age 60- Hired prior to 7/1/2019 or Age 62- Hired on or after 7/1/2019	Age 50	Age 50	Age 50
<b>Employee Contributions</b>	6%	6%	6%	6%
<b>Cost-of-Living Increases</b>	1%	1%	1%	1%

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

* Yes, newly elected Treasurer given option if he wished to participate in the pension or not. Other changes were just clarifications made.
---

## FY 2024 Maryland County Government Pension Survey

### Wicomico

<b>Person Responding:</b>	Donna O'Hara
<b>Title:</b>	Director, Human Resources
<b>Phone:</b>	410-334-3105
<b>Email:</b>	<a href="mailto:dohara@wicomicocounty.org">dohara@wicomicocounty.org</a>
<b>Fax:</b>	410-334-3111

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

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
<b>Social Security</b>				
<b>Plan Formula</b>	Final Average Earnings(highest 36 months salary) x 2% x Service in the Plan	Final Average Earnings(highest 36 months salary) x 2% x Service in the Plan	Final Average Earnings(highest 36 months salary) x 2% x Service in the Plan	Final Average Earnings(highest 36 months salary) x 2% x Service in the Plan
<b>Disability Provision</b>	Job Related or Ordinary Disability (approved illness/injury not job related)	FOP-Accidental Disability or Ordinary Disability	Job Related or Ordinary Disability (approved illness/injury not job related)	Job Related or Ordinary Disability (approved illness/injury not job related)
<b>Earnings Include</b>	Highest 36 months of salary	66 2/3% of salary	Highest 36 months of salary	Highest 36 months of salary
<b>Average Period for AFC</b>	Defined Benefit Pension Retirement for lifetime	Defined Benefit Pension Retirement for lifetime. FOP-AD may elect to continue after normal retirement date until anytime in future	Defined Benefit Pension Retirement for lifetime	Defined Benefit Pension Retirement for lifetime
<b>Normal Retirement Age</b>	sooner of Age 55 with 5 years vested service in the plan or 25 years in the plan	sooner of Age 55 with 5 years vested service in the plan or 25 years in the plan	sooner of Age 55 with 5 years vested service in the plan or 25 years in the plan	sooner of Age 55 with 5 years vested service in the plan or 25 years in the plan
<b>Employee Contributions</b>	5.625% of annual salary divided into bi-weekly pre-tax deductions	5.625% of annual salary & FOP-AD is 1.4% of annual salary divided into bi-weekly pre-tax deductions	5.625% of annual salary divided into bi-weekly pre-tax deductions	5.625% of annual salary divided into bi-weekly pre-tax deductions
<b>Cost-of-Living Increases</b>	N/A	N/A	N/A	N/A

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

Collective Bargaining Agreement including FOP-Accidental Disability