



Fiscal Year 2014
Salary, Health Benefits, & Pension Survey of
Maryland County Government

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Fiscal Year 2014

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

Introduction

The Maryland Association of Counties (MACo) is pleased to release the *Fiscal Year 2014 Salary, Health Benefits, and Pensions Survey of Maryland County Government*.

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

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

Special thanks for this survey goes to Allison Valliant, MACo's Administrative Assistant. Miss Valliant corresponded with each county to gather updated information, compiled and edited the new data, and assisted in formatting and proofing the final document.

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

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

Sincerely,

Robin Clark
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Questions regarding data from a specific county or for further clarification, please contact the HR staff listed below *(current as of 5/31/2013)*

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Section I:

County Salary Surveys

County Executive

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	130,000	130,000	130,000		1	
Baltimore City	159,380	159,380	159,380	Mayor	1	
Baltimore County	150,000	150,000	150,000		1	
Calvert						
Caroline						
Carroll						NCC
Cecil	98,000	98,000	98,000		1	Set by Legislature
Charles	173,401	25,000	152,507	County Administrator	1	
Dorchester						
Frederick						
Garrett						
Harford	105,136	105,136	105,136		1	
Howard	163,482	163,482	163,482		1	
Kent						
Montgomery	180,250	180,250	180,250		1	Salary effective, 12/03/2012
Prince George's	180,474	180,474	180,474		1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	85,000	85,000	85,000		1	
Worcester						
MNCPPC						
AVERAGE	142,512	127,672	140,423			

Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

President, County Council

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	40,500	40,500	40,500	Chairman, County Council	1	New chair elected by council each year
Baltimore City	105,535	105,535	105,535	President, City Council	1	
Baltimore County	60,000	60,000	60,000	County Council Chair	1	
Calvert						
Caroline						
Carroll						NCC
Cecil	25,000	25,000	25,000		1	Set by Legislature
Charles						
Dorchester	17,000	17,000	17,000		1	
Frederick						
Garrett						
Harford	39,718	39,718	39,718		1	
Howard	55,600	55,600	55,600		1	Chair, Annual election by board
Kent						
Montgomery	114,425	114,425	114,425	Council President	1	Salary effective, 12/03/2012
Prince George's	107,486	107,486	107,486	Chairman, County Council	1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot	15,400	15,400	15,400	County Council President	1	
Washington						
Wicomico	18,000	18,000	18,000		1	
Worcester						
MNCPPC						
AVERAGE	54,424	54,424	54,424			

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

Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

President, County Board of Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	32,781	32,781	32,781		1	
Anne Arundel						
Baltimore City						
Baltimore County						NCC
Calvert	44,500	44,500	44,500	County Commissioner President	1	
Caroline	16,000	16,000	16,000		1	Annual
Carroll	45,000	45,000	45,000		1	Set by Legislature
Cecil						
Charles	58,000	58,000	58,000		1	
Dorchester						
Frederick	45,000	45,000	45,000		1	
Garrett	32,500	32,500	32,500		1	
Harford						
Howard						
Kent	15,000	15,000	15,000		1	
Montgomery						
Prince George's						
Queen Anne's	19,000	19,000	19,000		1	
St. Mary's	43,000	43,000	43,000		1	
Somerset	17,000	17,000	17,000		1	
Talbot						
Washington	33,000	33,000	33,000		1	
Wicomico						
Worcester	25,000	25,000	25,000		1	
MNCPPC						
AVERAGE	32,752	32,752	32,752			

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Jobs with < 5 responses were omitted.

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Salary Survey of MD County Government FY 14*

Member, County Council or Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	30,799	29,870	31,689		2	one Commissioner declined increase
Anne Arundel	36,000	36,000	36,000		5	7 members including 1 Chair (\$40,500/yr) & 1 Vice Chair (\$37,000/yr), Member \$36K
Baltimore City	61,383	61,383	61,383	Council Member	13	
Baltimore County	54,000	54,000	54,000		6	
Calvert	42,000	42,000	42,000		4	
Caroline	15,000	15,000	15,000		2	Annual
Carroll	45,000	45,000	45,000		4	Set by Legislature
Cecil	25,000	25,000	25,000		4	Set by Legislature
Charles	48,000	48,000	48,000		4	Charles County Commissioner-part-time
Dorchester	16,000	16,000	16,000		4	
Frederick	45,000	45,000	45,000		4	
Garrett	32,500	32,500	32,500		2	
Harford	36,210	36,210	36,210		6	
Howard	54,600	54,600	54,600		4	
Kent	15,000	15,000	15,000		2	
Montgomery	104,022	104,022	104,022	Council Member	8	Salary effective, 12/03/2012
Prince George's	102,486	102,486	102,486	Councilman	8	
Queen Anne's	19,000	19,000	19,000		4	
St. Mary's	38,000	38,000	38,000	Commissioner	4	
Somerset	15,000	15,000	15,000		4	
Talbot	14,400	14,400	14,400	County Council Member	4	
Washington	30,000	30,000	30,000		4	
Wicomico	16,000	16,000	16,000		6	
Worcester	25,000	25,000	25,000		6	
MNCPPC						
AVERAGE	38,350	38,311	38,387			

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Jobs with < 5 responses were omitted.

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Treasurer

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel						
Baltimore City						
Baltimore County						NCC
Calvert	51,000	51,000	51,000		1	
Caroline						
Carroll						NCC
Cecil						
Charles	98,197	81,297	130,496	Chief of Treasury	1	
Dorchester						Dorchester does not have a Treasurer
Frederick						
Garrett						
Harford	136,126	136,126	136,126		1	
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	48,000	48,000	48,000		1	
Somerset	60,000	60,000	60,000		1	
Talbot						
Washington	68,333	55,589	86,939		1	
Wicomico						
Worcester						
MNCPPC						
AVERAGE	76,943	72,002	85,427			

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Jobs with < 5 responses were omitted.

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Salary Survey of MD County Government FY 14*

Sheriff

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	63,378	63,378	63,378		1	
Anne Arundel	128,064	128,064	128,064		1	
Baltimore City	114,050	114,050	114,050		1	
Baltimore County	90,000	90,000	90,000		1	
Calvert	87,000	87,000	87,000		1	
Caroline	80,000	80,000	80,000		1	Annual
Carroll	75,911	75,911	75,911		1	Set by Legislature
Cecil	71,500	71,500	71,500		1	Set by Legislature
Charles	124,387				1	Charles County Sheriff
Dorchester	88,750	88,750	88,750		1	
Frederick	100,000	100,000	100,000		1	
Garrett	75,000	75,000	75,000		1	
Harford	113,732	113,732	113,732		1	
Howard	82,500	82,500	82,500		1	
Kent	84,500	84,500	84,500		1	
Montgomery	154,000	154,000	154,000		1	No Change until 12/02/2013
Prince George's	132,734	132,734	132,734		1	
Queen Anne's	95,000	95,000	95,000		1	
St. Mary's	82,000	82,000	82,000		1	
Somerset	60,000	60,000	60,000		1	
Talbot	79,591	79,591	79,591		1	
Washington	88,000	88,000	88,000		1	
Wicomico	85,000	85,000	85,000		1	
Worcester	85,000	85,000	85,000		1	
MNCPPC						
AVERAGE	93,337	91,987	91,987			

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Jobs with < 5 responses were omitted.

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State's Attorney

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	114,527	114,527	114,527		1	
Anne Arundel	160,729	160,729	160,729		1	\$160,729 effective 1/1/2013
Baltimore City	238,772	238,772	238,772		1	
Baltimore County	198,181	198,181	198,181		1	
Calvert	114,527	114,527	114,527		1	
Caroline	101,801	101,801	101,801		1	Annual
Carroll	101,802	101,802	101,802		1	Set by Legislature
Cecil	120,889	120,889	120,889		1	Set by Legislature
Charles	140,352				1	
Dorchester	103,838	103,838	103,838		1	
Frederick	140,351	140,351	140,351		1	
Garrett	103,838	101,802	101,802		1	80% of District Court Judge salary
Harford	112,044	112,044	112,044		1	
Howard	127,252	127,252	127,252		1	
Kent	101,802	101,802	101,802		1	
Montgomery	199,000	199,000	199,000		1	No Change until 01/06/2014
Prince George's	150,000	150,000	150,000		1	
Queen Anne's	127,252	127,252	127,252		1	
St. Mary's	114,526	114,526	114,526		1	
Somerset	98,000	98,000	98,000		1	Elected
Talbot	103,838	103,838	103,838		1	
Washington	114,527	114,527	114,527		1	
Wicomico	114,527	114,527	114,527		1	
Worcester	114,527	114,527	114,527		1	
MNCPPC						
AVERAGE	129,871	129,327	129,327			

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Jobs with < 5 responses were omitted.

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Chief Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	5,135	5,135	5,135		1	
Anne Arundel	29,500	29,500	29,500		1	Fixed salary
Baltimore City						State position
Baltimore County	39,500	39,500	39,500		1	
Calvert	8,950	8,950	8,950		1	
Caroline	5,833	5,833	5,833		1	Annual
Carroll						NCC
Cecil						
Charles	10,000				1	
Dorchester						
Frederick						
Garrett	2,000	2,000	2,000			
Harford						
Howard	9,500	9,500	9,500		1	
Kent	4,000	4,000	4,000		1	
Montgomery						Separate entity
Prince George's	42,500	42,500	42,500		1	
Queen Anne's						
St. Mary's						
Somerset	3,800	3,800	3,800		1	
Talbot	6,336	6,336	6,336		1	
Washington						
Wicomico						
Worcester						
MNCPPC						
AVERAGE	13,921	14,278	14,278			

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	5,135	5,135	5,135		2	
Anne Arundel	29,000	29,000	29,000		2	
Baltimore City						State position
Baltimore County	39,000	39,000	39,000	Associate Judge, Orphan's Court	2	
Calvert	8,750	8,750	8,750	Associate Judge	2	
Caroline	4,500	4,500	4,500		2	Annual
Carroll	10,000	10,000	10,000		3	Paid Monthly - 1 Vacancy
Cecil	5,500	5,500	5,500		3	
Charles	10,000				2	
Dorchester						
Frederick	6,167	6,167	6,167		3	
Garrett	1,800	1,800	1,800			
Harford						
Howard	8,000	8,000	8,000		2	
Kent	4,000	4,000	4,000		2	
Montgomery						Separate entity
Prince George's	42,000	42,000	42,000	Associate Judge, Orphan's Court	2	
Queen Anne's	6,150	6,150	6,150		3	
St. Mary's	7,500	7,500	7,500		3	Annually
Somerset	3,400	3,400	3,400		2	
Talbot	5,668	5,500	5,836		2	
Washington	7,000	7,000	7,000		3	
Wicomico	6,400	6,400	6,400		3	
Worcester	5,000	5,000	5,000		3	
MNCPPC						
AVERAGE	10,748	10,779	10,797			

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

President, Election Board

Appointed

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	3,933	3,933	3,933		1	
Anne Arundel	5,000	5,000	5,000	Supervisor of Elections Bd Member	1	Chair receives extra \$500 annually
Baltimore City						State position
Baltimore County	9,404	9,404	9,404			
Calvert	3,000	3,000	3,000		1	Appointed
Caroline	3,250	3,250	3,250		1	Annual
Carroll	3,000	3,000	3,000	Election Board Member	1	By Law
Cecil						
Charles	4,000					
Dorchester						
Frederick						
Garrett	2,800	2,800	2,800		1	
Harford						
Howard						
Kent						
Montgomery						Separate entity
Prince George's	114,797	70,275	136,725	Elections Administrator	1	
Queen Anne's						
St. Mary's	2,500	2,500	2,500		1	Annually
Somerset	1,600	1,600	1,600		1	Appointed Official
Talbot						
Washington	3,500	3,500	3,500		1	
Wicomico	4,000	4,000	4,000		1	
Worcester	2,400	2,400	2,400		1	
MNCPPC						
AVERAGE	11,656	8,820	13,932			

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Member, Election Board

Appointed

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	3,933	3,933	3,933		4	
Anne Arundel	4,500	4,500	4,500	Supervisor of Elections Bd Member	2	
Baltimore City						State position
Baltimore County	8,650	8,650	8,650			
Calvert	3,000	3,000	3,000		2	Appointed
Caroline	3,000	2,500	3,000		4	Annual
Carroll	3,000	3,000	3,000		3	By Law
Cecil						
Charles	3,300				3	
Dorchester						
Frederick						
Garrett	2,500	2,500	2,500		4	
Harford						
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	2,500	2,500	2,500		1	Annually
Somerset	1,600	800	1,600		4	2 Alternates/Salary \$800
Talbot						
Washington	3,000	3,000	3,000		4	
Wicomico	3,600	3,600	3,600		4	
Worcester	1,800	1,800	1,800		3	
MNCPPC						
AVERAGE	3,414	3,315	3,424			

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

County Manager/Chief Administrator/Director of Administration

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	106,375	106,375	106,375	=	County Administrator	1	Contractual
Anne Arundel	150,000	106,548	174,084	=	Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	190,000	190,000	190,000	=	County Administrative Officer	1	Appointed position
Calvert	164,800	109,661	183,549	=	County Administrator	1	Contract/35/week
Caroline	100,485	100,485	100,485			1	
Carroll	144,207	84,989	152,984	=	Chief of Staff	1	
Cecil	117,624	117,624	117,624		Director, Administration		Appointed
Charles	173,401			=	County Administrator	1	
Dorchester	98,225			=		1	Flat rate salary
Frederick	167,645	134,207	214,731	=		1	
Garrett	135,000	96,470	148,513	=	County Administrator	1	
Harford	139,925	105,700	165,464	=	Director of Administration	1	
Howard	184,496	125,008	201,698	=	Chief Administrative Officer	1	
Kent	135,000	73,246	115,073	=	County Administrator	1	Contractual
Montgomery	285,000	285,000	285,000	=	Chief Administrative Officer	1	Appointed to position
Prince George's	193,000	120,194	233,847	=	Chief Administrative Officer	1	
Queen Anne's	120,000	120,000	120,000	=	County Administrator	1	Contractual position
St. Mary's	155,000	95,855	167,745	+	County Administrator	1	Contract
Somerset	84,050	84,050	84,050	=	County Administrator	1	Appointed by Co. Commissioners
Talbot	125,000	125,000	125,000		County Manager		Reports to County Council
Washington	124,436	88,215	137,964	=	County Administrator	1	
Wicomico	122,400	72,521	145,042			1	Appointed by the County Executive and confirmed by County Council (as are all department heads)
Worcester	140,000	130,000	150,000	=		1	
MNCPPC	185,265	185,265	185,265	=	Executive Director	1	
AVERAGE	147,556	120,746	159,295				

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*Prepared by MACo, October 2013
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Assistant/Deputy Administrator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,000	72,324	120,072	-	Assistant to Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	128,534	128,534	128,534	=	Deputy County Administrative Officer	1	Non-graded position (pay based on 34 hour work-week)
Calvert							
Caroline	75,039	75,039	75,039		Chief of Staff	1	
Carroll							NCC
Cecil							NCC
Charles	152,517	95,054	152,507	+	Deputy County Administrator	1	
Dorchester							
Frederick				=			
Garrett							
Harford							
Howard	125,632	101,795	164,362	=	Deputy Chief Administrative Officer	1	
Kent							
Montgomery	171,000	171,000	171,000	=	Assistant Chief Administrative Officer	3	Appointed to position
Prince George's	182,000	109,019	212,106	=	Deputy Chief Administrative Officer	5	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	73,352	70,490	88,402		Assistant County Manager	1	
Washington	82,494	64,839	101,406			1	
Wicomico	81,280	64,249	128,499		Deputy Director of Administration	1	
Worcester	98,909	85,000	100,000	=		1	
MNCPPC							
AVERAGE	117,342	94,304	131,084				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director, Human Resources/Personnel

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	97,794	97,794	97,794	=	Director of Human Resources & Personnel Services	1	Contractual
Anne Arundel	139,730	88,121	143,976	=	Personnel Officer	1	Appointed by County Executive
Baltimore City	155,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	140,000	140,000	140,000	=		1	Appointed position
Calvert	116,870	82,390	137,901	=		1	Contract/35/week
Caroline	81,506	71,005	98,874			1	
Carroll	76,212	61,913	111,443	=	Administrator, Human Resources	1	
Cecil	89,606	64,730	100,859	=	Director, Human Resources	1	
Charles	137,301	95,054	152,507	=		1	Contractual appointed position
Dorchester	54,106			=		1	Flat rate salary
Frederick	148,529	117,221	187,554	=		1	
Garrett							County Administrator also serves in this capacity
Harford	115,370	91,600	141,606	=		1	
Howard	129,979	82,930	133,910	=	Human Resources Administrator	1	
Kent	72,000	53,600	83,642	=		1	
Montgomery	203,057	203,057	203,057	=		1	Appointed to position
Prince George's	151,211	98,884	192,385	=	Director, Office of Human Resources Management	1	Prince George's County uses the generic Director class. Actual \$151,411.
Queen Anne's	102,472	66,069	120,391	+		1	
St. Mary's	105,920	66,016	115,526	=		1	Contract. Dir HR/Chief of Staff
Somerset	53,940	53,940	85,464	=		1	
Talbot	77,865	70,490	88,402		Director of Administrative Services	1	
Washington	74,404	64,839	101,406	=	Director of Health and Human Services	1	
Wicomico	77,801	64,249	128,499			1	
Worcester	86,031	78,000	95,000	=		1	
MNCPPC	117,836	75,036	128,399	=		1	
AVERAGE	108,523	86,919	130,113				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director, Information Technology

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	74,150	59,069	112,249	=		1	
Anne Arundel	140,000	88,121	143,976	=	Information Technology Officer	1	Appointed by County Executive
Baltimore City	150,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	204,867	204,867	204,867	=		1	Appointed position
Calvert	101,900	82,390	137,901	=	Technology Services Director	1	Contract/35/week
Caroline	72,494	58,682	81,715			1	
Carroll	91,936	61,913	111,443	=	Administrator, Technology Services	1	
Cecil	100,859	64,730	100,859	=	Director, Information Technology	1	
Charles	130,498	95,054	152,507	=	Chief of Information Technology	1	Reports to Director of Fiscal & Administrative Services
Dorchester	63,860			=		1	Flat rate salary
Frederick	152,175	117,221	187,554	=		1	
Garrett	88,707	62,325	95,946	=		1	
Harford	115,370	91,600	141,606	=	Director of Information & Communication Technology	1	
Howard	195,790	125,008	201,698	=	Director of Technology and Communication	1	
Kent	87,000	62,617	98,047	=		1	Contractual
Montgomery	202,280	202,280	202,280	=	Chief Information Officer	1	Appointed to position
Prince George's	151,211	98,884	192,385	=	Director, Office of Information Technology & Communications	1	Prince George's County uses the generic Director class. Actual \$145,000.
Queen Anne's							
St. Mary's	121,634	79,218	138,772	+	Director, Public Safety and Information Systems	1	Contract
Somerset	54,627	50,176	79,502	=		1	
Talbot	88,474	79,301	99,452			1	
Washington	105,814	70,026	109,518	=		1	
Wicomico	101,829	56,657	113,314		Director of Information Services	1	
Worcester							
MNCPPC	150,000	91,015	155,743	=	IT Manager	1	
AVERAGE	119,368	91,516	139,333				

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*Prepared by MACo, October 2013
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Director, Finance/Accounting

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	94,760	94,760	94,760	=	Director of Finance	1	Contractual
Anne Arundel	88,121	88,121	143,976	=	Controller		Appointed by County Executive
Baltimore City	180,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	161,892	161,892	161,892	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert	129,042	99,692	166,863	=	Finance & Budget Director	1	Contract/35/week, also serves as Budget Director
Caroline	84,704	71,005	98,874			1	
Carroll	98,343	84,989	152,984	=	Comptroller	1	
Cecil	90,189	71,178	110,926		Director, Finance	1	
Charles	136,746	95,054	152,507	+	Director of Fiscal & Administrative Services		vacant
Dorchester	82,867			=		1	Flat rate salary
Frederick	124,352	104,325	166,920	=		1	
Garrett	88,707	62,325	95,946	=		1	
Harford	105,898	71,400	118,934	=	Chief, Treasury Bureau	1	
Howard	131,685	91,915	148,283				
Kent	98,496	73,246	115,073	=	Chief Finance Officer	1	
Montgomery	203,424	203,424	203,424	=	Director, Depart of Finance	1	Appointed to Position
Prince George's	151,211	98,884	192,385	=	Director, Office of Finance	1	Prince George's County uses the generic Director class. Actual \$170,000.
Queen Anne's	110,000	72,317	132,070	=		1	
St. Mary's	150,730	87,146	152,510	+	Chief Financial Officer	1	Contract
Somerset	83,708	62,334	98,765	-	Finance & Programs Coordinator	1	Have Elected Treasurer- tax, rev. coll. & investing
Talbot	96,075	89,611	112,380		Finance Director	1	
Washington	114,281	75,629	118,281	=		1	
Wicomico	96,700	64,249	128,499		Director of Finance	1	
Worcester	110,000	95,000	125,000	=		1	
MNCPPC	165,000	165,000	165,000	+	Secretary/Treasurer	1	Serves as officer of Commission and also responsible for Information Technology
AVERAGE	119,077	95,654	140,011				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Assistant/Deputy Director, Finance

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		59,069	112,249	=	Assistant Director of Finance		Vacant
Anne Arundel	111,177	75,941	129,074	=	Assistant Controller	2	Classified position
Baltimore City	146,002	112,200	204,000	=	Executive Level III	1	
Baltimore County	117,753	77,814	121,232	+	Deputy Director of Budget and Finance	2	Position assists with the management of both budget and finance
Calvert	94,696	72,218	107,107	=	Finance & Budget Deputy Director	1	Contract/35/week
Caroline							
Carroll	66,269	56,160	101,088	=	Bureau Chief, Accounting	1	
Cecil	81,411	58,864	91,645	=	Accounting Manager	1	
Charles	n/a						
Dorchester	76,508			=		1	Flat rate salary
Frederick				=			
Garrett	78,861	53,277	82,016	=		1	
Harford	119,781	81,000	124,862	=	Deputy Treasurer	1	
Howard	115,398	82,930	133,910	=		1	
Kent							
Montgomery	154,789	154,789	154,789	=	Manager I	1	Appointed to position
Prince George's	132,709	85,420	166,190	=	Deputy Director, Office of Finance	1	Prince George's County uses the generic Deputy Director class. Actual \$140,000
Queen Anne's							
St. Mary's	97,302	65,728	111,738	+		1	
Somerset	56,035	43,419	68,795	-	Deputy Treasurer	1	Appointed By County Treasurer
Talbot	67,518	45,446	70,789		Finance Office Manager	1	
Washington	87,703	60,036	93,894	=		2	
Wicomico	68,672	50,652	101,303			1	
Worcester	85,000	80,000	105,000	=		1	
MNCPPC							
AVERAGE	97,644	73,053	115,538				

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Salary Survey of MD County Government FY 14*

Director, Budget

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	161,175	99,580	162,693	=	Budget Officer		Appointed by County Executive
Baltimore City	132,400	77,200	132,400	=	Executive Level II	1	Reports to Director of Finance
Baltimore County	161,892	161,892	161,892	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert							See Finance & Budget Director above
Caroline							
Carroll	133,911	84,989	152,984	=	Director, Management & Budget	1	
Cecil	81,973	64,730	100,859	=	Budget Manager	1	
Charles	129,007	81,297	130,496	=	Chief of Budget	1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	81,179	69,113	110,581	=	Budget Officer	1	
Garrett							
Harford	109,905	81,000	124,862	=	Chief, Budget & Management Research	1	Not appointed / at will
Howard	148,283	91,915	148,283	=	Budget Administrator	1	
Kent							
Montgomery	203,424	203,424	203,424	=	Director, Office of Management and Budget	1	Appointed to position
Prince George's	151,211	98,884	192,385	=	Director, Office of Management & Budget	1	Prince George's County uses the generic Director class. Actual \$150,000.
Queen Anne's							
St. Mary's	107,161	89,856	114,483	+	Accounting Officer	1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester	77,205	65,000	85,000	=	Budget Officer	1	
MNCPPC	128,399	75,036	128,399	=	Budget Manager	1	
AVERAGE	129,080	95,994	139,196				

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Salary Survey of MD County Government FY 14*

Director, Planning/Zoning

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	133,698	88,121	143,976	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	130,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	140,000	140,000	140,000	-	Director of Planning	1	Responsibility for the Office of Planning/appointed position
Calvert	Vacant	99,692	166,863	=	Community Planning & Building Director		Contract/35/week
Caroline	90,877	65,550	90,877			1	
Carroll	97,864	84,989	152,984	=	Director, Land Use Planning & Development	1	
Cecil	104,541	71,178	110,926	=		1	
Charles	141,438	95,054	152,507	+	Director, Planning & Growth Management		Contractual appointed position
Dorchester	76,369			=		1	Flat rate salary
Frederick	156,461	117,221	187,554	+	Director, Community Development Division	1	
Garrett	95,946	62,325	95,946	=		1	
Harford	115,370	91,600	141,606	=		1	
Howard	148,283	91,915	148,283	=		1	
Kent	72,000	62,617	98,047	=	Director, Planning, Housing and Zoning	1	
Montgomery	197,600	197,600	197,600	=	Director, Permitting Services	1	Appointed to position
Prince George's	107,486	104,695	104,695	=	Chairman, County Council	1	
Queen Anne's	94,815	66,069	120,391	=		1	
St. Mary's	119,089	79,218	138,634	+	Director, Land Use & Growth Management	1	Contract
Somerset	73,878	57,985	91,874	=	Director, Dept. Technical & Community Services	1	
Talbot	85,022	79,301	99,452		County Planning Officer	1	
Washington	85,381	64,839	101,406	=		1	
Wicomico	100,401	64,249	128,499		Director of Dept. of Planning, Zoning and Community Development	1	
Worcester							
MNCPPC	170,703	170,703	170,703	=	Director of Planning	2	
AVERAGE	115,328	93,960	135,765				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Assistant/Deputy Director, Planning/Zoning

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	109,975	72,324	120,072	=	Assistant Planning & Zoning Officer	2	Classified position
Baltimore City	91,650	55,200	99,200	=	Executive Level I	2	
Baltimore County	110,944	73,346	114,273	-	Deputy Director of Planning	1	Responsible for planning administration
Calvert	103,376	78,715	116,771	=	Community Planning & Building Deputy Director	1	35/week
Caroline	49,192	48,497	67,532		Assistant Planning Director	1	
Carroll	96,525	61,913	111,443	=	Deputy Director Land Use, Planning and Development	1	
Cecil	76,294	53,498	83,387	=	Principal Planner	1	
Charles	130,498	81,297	130,496	=	Planning Director	1	Reports to Director of Planning & Growth Management
Dorchester	58,530	49,239	76,796	=		1	
Frederick							
Garrett							
Harford	121,195	81,000	124,862	=		1	
Howard	100,079	74,901	120,827	=		2	
Kent							
Montgomery	131,154	131,154	131,154	=	Division Chief, Permitting Services-Land Development	1	Manager II
Prince George's	104,986	102,195	102,195	=	Vice Chairman, County Council	1	
Queen Anne's							
St. Mary's	84,906	65,728	111,738	+	Deputy Director, Land Use & Growth Management		Vacant
Somerset							
Talbot	67,518	56,446	70,789		Assistant Planning Officer	1	
Washington	57,535	55,589	86,939	=	Chief Planner	1	
Wicomico	75,872	50,652	101,303			1	
Worcester							
MNCPPC	155,405	155,405	155,405	=	Deputy Planning Director	1	
AVERAGE	95,869	74,839	106,955				

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

Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director, Public Works

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	110,210	70,997	134,915	=		1	
Anne Arundel	99,580	99,580	162,693	=			Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=		1	
Baltimore County	158,348	158,348	158,348	=	Director of Public Works	1	Appointed position
Calvert	139,300	99,692	166,863	=		1	Contract/35/week
Caroline	78,924	71,005	98,874			1	
Carroll	97,948	84,989	152,984	=		1	Also oversees Permits & Inspections
Cecil	108,410	78,333	122,034	=		1	
Charles	132,587	95,054	152,507	+		1	Contractual appointed position
Dorchester	88,324			=		1	Flat rate salary
Frederick	127,432	117,221	187,554	=		1	
Garrett							
Harford	110,933	105,700	165,464	=		1	
Howard	182,083	112,819	182,083	=		1	
Kent				=			vacant
Montgomery	197,600	197,600	197,600	=	Director, Department of General Services	1	Appointed to position
Prince George's	151,211	98,884	192,385	=	Director, Department of Public Works & Transportation.	1	Duties listed are covered by two agencies, ex: refuse collections falls under the Department of Environmental Resources. Actual \$175,000. DPWT Director Actual \$180,000.
Queen Anne's	123,600	72,317	132,070	+		1	
St. Mary's	126,005	79,218	138,634	+	Director, Public Works & Transportation	1	Contract
Somerset	79,938	57,985	91,874	+	Director, Solid Waste, Maintenance & Drainage	1	No Public Works Department
Talbot	93,249	89,611	112,380		County Engineer	1	
Washington		75,629	118,281	=		1	Vacant (Advertising)
Wicomico	90,000	64,249	128,499			1	
Worcester	140,980	105,000	150,000	=		1	
MNCPPC							
AVERAGE	123,651	99,725	147,907				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Assistant/Deputy Director, Public Works

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		64,760	123,063	=	Deputy Director, Public Works		Vacant
Anne Arundel	132,941	79,835	135,849	=	Deputy Director, Public Works & Assistant Director, Public Works	5	Classified positions - 4 Deputy Directors and 1 Assistant Director - same pay range
Baltimore City	130,000	77,200	132,400	=	Executive Level II	1	
Baltimore County		82,554	128,615	=			Vacant
Calvert	103,176	78,715	116,771	=	Enterprise Fund Operations Deputy Director & Engineering Deputy Director	2	2 Contracted positions/35/week
Caroline							
Carroll	86,736	61,913	111,443	=		1	
Cecil	95,056	64,730	100,859	=	Deputy Director, Public Works	1	
Charles	103,444	87,904	141,066	=	Assistant Director	2	
Dorchester							
Frederick							
Garrett							
Harford	121,063	81,000	124,862	=	Deputy Director	4	Not appointed / at will
Howard	131,685	91,915	148,283	=		1	
Kent							
Montgomery	154,789	154,789	154,789	=	Deputy Director, Department of General Services (Manager I)		
Prince George's	132,709	85,420	166,190	=	Deputy Director, Department of Public Works & Transportation.	1	Prince George's County uses the generic Deputy Director class. Actual \$146,575.
Queen Anne's							
St. Mary's	115,980	74,818	123,469			1	At Will
Somerset							
Talbot	79,430	70,490	88,402		Assistant County Engineer	1	
Washington	97,976	64,839	101,406		Deputy Dir., PW Eng. & Construction	1	
Wicomico	98,372	56,657	113,314			1	
Worcester	123,116	95,000	125,000	=		1	
MNCPPC							
AVERAGE	113,765	80,738	125,634				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director, Permits/Inspections/Licenses

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	63,705	44,831	85,192	=	Chief, Land Development Services	1	Zoning & building codes administration & enforcement
Anne Arundel	88,121	88,121	143,976	=	Director, Inspections & Permits		Appointed by County Executive
Baltimore City							
Baltimore County	180,000	180,000	180,000	=	Director of Permits, Approvals and Inspections	1	Appointed position
Calvert	79,661	60,806	90,145	-	Inspections & Permit Division Chief	1	35/week
Caroline	58,179	48,497	67,532		Assistant Codes Director	1	
Carroll	70,034	56,160	101,088	-	Bureau Chief, Permits & Inspections	1	
Cecil	100,859	64,730	100,859	=	Director, Permits & Inspections	1	
Charles	116,496	75,192	120,729	+	Chief of Codes, Permits, & Inspection Services	1	Reports to Director of Planning & Growth Management
Dorchester							Director of Planning and Zoning handles permits, inspections, and licenses
Frederick	136,873	97,400	155,841	=		1	
Garrett	67,410	49,257	75,827		Chief, Inspections & Permits	1	
Harford	126,066	91,600	141,606	=	Director of Inspections, Licenses & Permits	1	
Howard	131,685	91,915	148,283	=	Director of Licenses and Permits	1	
Kent							
Montgomery	130,042	130,042	130,042	-	Director, DPS Division of Building Construction	1	Appointed to position
Prince George's	151,211	98,884	192,385	+	Director, Department of Environmental Resources	1	Prince George's County uses the generic Director class. Actual \$150,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	102,236	70,026	109,518		Dir., Plan Review & Permitting	1	
Wicomico							
Worcester	119,297	93,000	123,000	=		1	
MNCPPC							
AVERAGE	107,617	83,779	122,876				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director, Parks and Recreation

Manages and administers the park system and recreation programs.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	88,121	88,121	143,976	=	Director, Recreation & Parks	1	Appointed by County Executive
Baltimore City	125,000	77,200	132,400	=	Executive Level II		
Baltimore County	140,000	140,000	140,000	=	Director of Recreation and Parks	1	Appointed position
Calvert	101,465	72,218	107,107	=	Recreation Division Chief	1	35/week
Caroline	82,367	64,550	89,886			1	
Carroll	89,399	61,913	111,443	=	Administrator, Recreation & Parks	1	
Cecil	75,026	64,730	100,859	=	Director, Parks & Recreation	1	
Charles	107,158	81,297	130,496	=	Chief of Parks & Grounds & Chief of Recreation	2	Reports to Director of Public Works & Director of Community Services, respectively
Dorchester	54,719			=		1	Flat rate salary
Frederick	139,310	111,744	178,790	=		1	
Garrett							
Harford	119,600	91,600	141,606	=			
Howard	124,093	91,915	148,283	=	Director of Recreation and Parks	1	
Kent	70,000	53,600	83,642	=		1	Contractual
Montgomery	173,313	173,313	173,313	=	Director, Department of Recreation	1	Appointed to position
Prince George's							Separate employer
Queen Anne's							
St. Mary's	108,312	66,016	115,526	+		1	Contract
Somerset	53,433	50,176	79,502	=		1	
Talbot	67,478	62,938	78,930			1	
Washington	91,462	64,839	101,406	=	Parks & Facilities Dir.	1	
Wicomico	119,891	64,249	128,499		Director of Dept. of Recreation, Parks and Tourism	1	
Worcester	61,200	60,000	91,000	=		1	
MNCPPC	191,696	191,696	191,696	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	103,954	86,606	123,418				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director/Administrator, Public Safety/Emergency Services

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	74,675	74,675	74,675			1	Contractual
Anne Arundel							No Match
Baltimore City	132,400	77,200	132,400	=	Executive Level II	1	
Baltimore County		80,999	112,569	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$165,791
Calvert	97,600	90,628	151,694	=	Public Safety Director	1	Contract/35/week
Caroline	89,662	78,106	108,763			1	
Carroll	92,186	61,913	111,443	=	Administrator, Public Safety	1	
Cecil	109,429	76,752	119,579	=	Director, Emergency Services	1	
Charles	129,007	81,297	130,496	=		1	
Dorchester							Dorchester has separate departments
Frederick	151,778	117,221	187,554	-		1	Oversees fire and ems
Garrett							
Harford	127,500	81,000	124,862	=	Director of Emergency Services	1	
Howard							
Kent	71,360	53,600	83,642	=	Director of Emergency Services	1	Contractual
Montgomery	131,644	131,644	131,644	=	Director, Office of Emergency Management & Homeland Security	1	This is a Director position but it is under the Manager II pay band
Prince George's	151,211	109,019	212,106	+	Director, Office of Homeland Security	1	Actual \$140,000
Queen Anne's	88,000	66,069	120,391	=	Dir/Chief Emerg Ser	1	
St. Mary's							
Somerset	65,752	53,940	85,464	=	Director, Emergency Services	1	
Talbot	93,249	89,611	112,380		Emergency Services Director/Ass't County Mgr	1	
Washington	83,169	70,026	109,518	=	Dir., Fire/Emerg. Svcs.	1	
Wicomico	72,614	56,657	113,314		Director Dept. of Emergency Services	1	
Worcester	90,000	83,000	109,000	=		1	
MNCPPC							
AVERAGE	102,846	80,703	122,710				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director, Economic Development

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	101,788	101,788	101,788	=		1	Contractual
Anne Arundel	81,121	88,121	143,976	=	Director of Programming		Appointed by County Executive
Baltimore City							
Baltimore County	185,000	185,000	185,000	=	Director of Economic Development	1	Appointed position
Calvert	121,327	90,628	151,694	=	Economic Development Director	1	Contract/35/week
Caroline							
Carroll	75,189	61,913	111,443	=	Administrator	2	
Cecil	88,150	78,333	122,034	=		1	
Charles	144,854	95,054	152,507	=		1	Contractual appointed position.
Dorchester	67,327			=		1	
Frederick							
Garrett	85,000	62,325	95,946	=		1	
Harford	126,066	91,600	141,606	=		1	
Howard							
Kent							
Montgomery	187,200	187,200	187,200	=	Director, Department of Economic Development	1	Appointed to position
Prince George's							Economic Development Corp, - Non-County Agency
Queen Anne's	115,339	66,069	120,391	+	Director, ED, & Adm Services	1	
St. Mary's	116,226	79,218	138,772	+	Director, Economic and Community Development		Vacant
Somerset	81,615	81,615	81,615	=		1	Separate Entity
Talbot	67,478	62,938	78,930			1	
Washington		64,839	101,406	=			Vacant
Wicomico							
Worcester	88,428	70,000	90,000	=		1	
MNCPPC							
AVERAGE	108,257	91,665	125,269				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director/Administrator, Department of Aging

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	109,341	88,121	143,976	=	Director of Aging and Disabilities	1	Appointed by County Executive
Baltimore City	125,000	77,200	132,400	=	Executive Level II	1	Reports to Health Commissioner
Baltimore County	143,953	143,953	143,953	=	Director of Aging	1	Appointed position
Calvert	82,664	66,248	98,262	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll				-			NCC
Cecil	70,762	64,730	100,859		Director, Senior Services & Community Transit	1	
Charles	88,140	81,297	130,496	=	Chief of Aging & Senior Programs	1	Reports to Director of Community Services
Dorchester							Dorchester does not have a Department of Aging
Frederick	91,770	64,535	103,257	=		1	
Garrett							
Harford	73,378	64,300	114,629	-	Administrator, Office of Aging	1	Does not oversee Transit Management
Howard	104,125	74,901	120,827	=		1	
Kent							
Montgomery	154,387	154,387	154,387		Chief, Aging & Disability Services	1	Appointed to position
Prince George's	151,211	98,884	192,385	+	Director, Family Services	1	Prince George's County uses the generic Director class. Actual \$142,187.
Queen Anne's							
St. Mary's	119,089	66,016	115,526	+	Director, Aging & Human Services	1	Contract
Somerset	65,000	65,000	65,000	=	Executive Director, Comm. On Aging	1	Separate Entity
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	106,063	85,352	124,304				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany					Director of Community Services		Vacant
Anne Arundel							No Match
Baltimore City	128,000	77,200	132,400	=	Executive Level II	1	
Baltimore County							NCC
Calvert	103,355	82,390	137,901	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll	86,279	84,989	152,984	=	Director Citizens Services	1	
Cecil							NCC
Charles	127,356	95,054	152,507	+	Director of Community Services	1	Contractual appointed position
Dorchester							
Frederick	110,037	111,744	178,790	=		1	
Garrett							County Administrator also serves in this capacity
Harford	115,370	91,600	141,606	=	Director of Community Services	1	Our Director of Community Services is responsible for the Office on Aging, Office of Drug Control Policy and the Harford Transit System.
Howard	135,616	91,915	148,283	=	Director of Citizen Services	1	
Kent							
Montgomery	214,752	214,752	214,752	=	Director, Department of Health & Human Services	1	Appointed to position
Prince George's	151,211	98,884	192,385	-	Director, Office of Community Relations	1	Multi-cultural Affairs. Prince George's County uses the generic Director class. Actual \$135,000.
Queen Anne's	90,736	66,069	120,391	=	Director, Community Services	1	
St. Mary's				=			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	126,271	101,460	157,200				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director, Housing/Community Development

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							No Match
Baltimore City	143,100	112,200	204,000	=	Executive Level III	1	
Baltimore County	98,636	98,636	98,636	=	Administrator of Social Services	1	Non-graded position
Calvert	115,606	115,606	115,606	=	Executive Director	1	Contract
Caroline							
Carroll	68,536	61,913	111,443	=	Deputy Director Citizens Services	1	This is not an appointed position. Reports to Director Citizen Services
Cecil	100,859	64,730	100,859	=	Director, Housing	1	
Charles	98,257	75,192	120,729	=	Chief of Housing Authority	1	Reports to Director of Community Services
Dorchester							
Frederick	74,281	60,263	96,420	=		1	
Garrett							
Harford	105,478	101,420	101,420	=	Director of Housing	1	Grant-Funded Position
Howard	131,685	91,915	148,283	=		1	
Kent							
Montgomery	209,100	209,100	209,100	-	Director, Housing and Community Affairs	1	Appointed to position
Prince George's	151,211	98,884	195,385	=	Director, Housing & Community Development	1	Prince George's County uses the generic Director class. Actual \$140,000.
Queen Anne's							
St. Mary's				=			Vacant
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	117,886	99,078	136,535				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Director, Local Management Board

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	85,000	85,000	85,000	=	Executive Director	1	Contract employment agreement - salary set by agreement, no salary range
Baltimore City							
Baltimore County	77,173	77,173	77,173	=	Local Management Board Program Administrator	1	Non-graded position
Calvert	61,844	55,747	82,701	=	Family Network Coordinator	1	35/week
Caroline							
Carroll	64,958	54,330	86,944	-	Manager, LMB	1	This is not an appointed position. Reports to Director Citizen Services (converted to 40 hrs)
Cecil							NCC
Charles	63,568	55,080	88,548	=	Local Management Board Coordinator	1	Reports to Chief of Transportation & Community Programs
Dorchester	59,090					1	Flat rate salary
Frederick							
Garrett							
Harford	54,995	43,900	84,032	-	Community Resources Coordinator	1	Grant-Funded Position
Howard							
Kent	62,000	62,000	62,000	=		1	
Montgomery	153,000	153,000	153,000		Chair, Ch Child Youth Fam Svs	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's	95,036	55,365	100,121	+	Exc. Director, Housing & Family Services	1	
St. Mary's							
Somerset	38,397	38,397	38,397	=	Executive Director Local Management Board	1	Separate Entity
Talbot							contractual position - \$42/hr not to exceed \$43,680 annually
Washington	59,548	51,471	80,498	=	Dir., Comm. Grant Mgmt.	1	
Wicomico	58,773	56,657	113,314		Director of Wicomico Partnership for Families and Children	1	
Worcester							
MNCPPC							
AVERAGE	71,799	65,677	87,644				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	49,455	44,831	85,192	=	Public Information Officer	1	
Anne Arundel	120,000	72,324	120,072	=		1	Appointed by County Executive
Baltimore City	107,500	77,200	132,400	=	Executive Level II	1	
Baltimore County	149,908	149,908	149,908	=	Senior Administrative Assistant to the CAO	1	Non-graded position
Calvert	60,752	51,160	75,876	-	Public Information Specialist	1	35/week
Caroline							
Carroll							Note: This position is handled by a contract employee.
Cecil							NCC
Charles	73,593	59,528	95,666	=		1	
Dorchester							
Frederick	67,452	52,553	84,085	=		1	
Garrett							
Harford	75,000	52,800	97,261		Management Assistant II - Public Information Officer	1	
Howard	129,979	82,930	133,910	=	Public Information Administrator	1	
Kent							
Montgomery	176,550	176,550	176,550	=	Director, Officer of Public Information	1	Appointed to position
Prince George's	95,000	95,000	95,000	=	Administrative Assistant	1	Working Title: Director, Communications. Exempt status, no min/max.
Queen Anne's							
St. Mary's	67,358	60,000	77,000	=			Contract
Somerset							
Talbot							
Washington	51,471	51,471	80,498	=	Dir., Public Relations & Community Affairs	1	
Wicomico	54,979	43,059	86,119			1	
Worcester	55,000	44,201	72,550	=		1	
MNCPPC	119,048	75,036	128,399	=	Public Affairs Division Chief	2	
AVERAGE	90,815	74,284	105,655				

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Superintendent of Schools

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	177,000	177,000	177,000		Superintendent of Schools	1	Includes a stipend for in-county travel.
Anne Arundel							Board of Education Position
Baltimore City							
Baltimore County	250,000	250,000	250,000	=	School Superintendent	1	Appointed position
Calvert	169,000	169,000	169,000	=		1	Contract, Interim appointed for 2013-2014 school yr
Caroline							
Carroll	185,000	185,000	185,000	=		1	Amount set by the Board of Education
Cecil							NCC
Charles	n/a						Not on County payroll
Dorchester							
Frederick							
Garrett	161,000			=		1	+ \$9,500 travel reimbursement allowance
Harford							
Howard							
Kent	148,000	148,000	148,000				
Montgomery							Montgomery County Public Schools - separate organization
Prince George's							Separate employer
Queen Anne's	150,800					1	
St. Mary's							
Somerset	138,000			=		1	Separate Entity
Talbot							Board of Education Position
Washington							
Wicomico							
Worcester	164,300	164,300	164,300				
MNCPPC							
AVERAGE	171,456	182,217	182,217				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

County Attorney/Solicitor

Oversees legal services for the jurisdiction.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	56,129	56,129	56,129				Part-time, Contractual .50 FTE
Anne Arundel	149,433	99,580	162,693	=		1	Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=	City Solicitor	1	
Baltimore County	150,000	150,000	150,000	=	County Attorney	1	Appointed position
Calvert	105,000	99,692	116,863	=			Contract/35/week
Caroline	90,000	90,000	90,000			1	
Carroll	90,543	84,989	152,984	=		1	
Cecil							NCC
Charles	168,309			=		1	Contractual appointed position.
Dorchester							
Frederick	173,773	125,427	200,683			1	
Garrett	61,200			=		1	Part time
Harford	138,811	105,700	165,464	=	County Attorney	1	
Howard	159,557	101,795	164,362	=	County Solicitor	1	
Kent							
Montgomery	197,600	197,600	197,600	=	County Attorney	1	Appointed to position
Prince George's	151,211	98,884	192,385	=	Director, Office of Law	1	Prince George's County uses the generic Director class. Actual \$160,000.
Queen Anne's							
St. Mary's	120,167	79,218	138,634	=		1	Contract
Somerset	81,440			=		1	Salary determined on a yearly basis
Talbot	121,938	121,938	121,938		County Attorney	1	
Washington	118,281	75,629	118,281		County Attorney	1	
Wicomico	112,200					1	Unclassified
Worcester	129,227	120,000	136,900	=		1	
MNCPPC	178,020	178,020	178,020	=	General Counsel	1	
AVERAGE	129,183	114,388	147,232				

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*Prepared by MACo, October 2013
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Liaison, Legislative Affairs/Government Affairs/Legislative

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	79,835	79,835	135,849	=	Legislative Liaison Officer		Appointed by County Executive
Baltimore City		77,200	132,400	=	Executive Level II		Vacant
Baltimore County	110,004	110,004	110,004	=	Director of Governmental Relations	1	Appointed position
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford	115,385	91,600	141,606		Chief of Staff	1	
Howard	106,302	74,901	120,827	=	Executive Assistant II	3	
Kent							
Montgomery	199,869	199,869	199,869	=	Director, Intergovernmental Legislative Affairs	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							Same as County Attorney/Solicitor
AVERAGE	122,279	105,568	140,093				

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*Prepared by MACo, October 2013
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Chief of Purchasing

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,072	72,324	120,072	=	Purchasing Agent	1	
Baltimore City	108,856	77,000	132,400	=	Executive Level II		
Baltimore County	92,915	92,915	92,915	=	Chief, Purchasing Services	1	35 hour position
Calvert	69,615	55,747	82,701	=	Purchasing Officer	1	35/week
Caroline							
Carroll	93,662	56,160	101,088	=	Bureau Chief Purchasing		Converted to 40 hours
Cecil	61,568	48,630	75,712	=	Purchasing Agent	1	
Charles	89,485	75,192	120,729	=		1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	89,123	79,274	126,838	=	Dir, Procurement & Contracting	1	
Garrett	67,410	49,257	75,827	=		1	
Harford	115,370	91,600	141,606	+	Director of Procurement	1	Director of Procurement is appointed/at will; Deputy Director - (1) \$92,003 [\$71,400-\$118,934] is not appointed / at will. Position is also responsible for Land Acquisition
Howard	107,286	74,901	120,827	=	Purchasing Administrator	1	
Kent							
Montgomery	197,600	197,600	197,600	=	Director, Department of General Services	1	Appointed to position
Prince George's	80,000	57,816	112,484	=	Contractual Services Officer	1	
Queen Anne's							
St. Mary's	61,006	57,200	97,178	+	Procurement Manager	1	
Somerset							
Talbot							
Washington	83,999	55,589	86,939	=	Purchasing Agent	1	
Wicomico	67,199	56,657	113,314		Purchasing Agent	1	
Worcester							
MNCPPC	128,399	75,036	128,399	=	Finance Manager II-Purchasing	1	
AVERAGE	96,092	74,876	113,331				

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*Prepared by MACo, October 2013
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Buyer

Performs all aspects of procurement transactions.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	58,238	46,369	76,983	=	Buyer III	4	
Baltimore City	53,984	44,084	53,638	=	Procurement Specialist I	7	Maximum salary with longevities is \$61,683
Baltimore County	57,307	45,630	56,836	=	Staff Buyer	5	35 hour position, maximum salary with longevities is \$71,938
Calvert	45,313	36,910	54,764	=	Purchasing Assistant	4	35/week
Caroline	44,179	33,124	46,125		Purchasing Agent II	1	
Carroll	59,550	41,476	66,352	=		1	Converted to 40 hours
Cecil	55,266	36,525	56,930	=		1	
Charles	50,295	43,665	70,283	=	Procurement Specialist	3	
Dorchester							
Frederick	62,923	56,274	90,039	=	Procurement Analyst III	2	
Garrett	41,857	33,080	50,927	=		1	
Harford	62,382	52,800	97,261	=	Procurement Agent III	3	
Howard	55,078	44,845	72,384	=	Admin Analyst I	5	
Kent							
Montgomery	70,442	50,854	84,163	=	Procurement Specialist II	16	
Prince George's	52,140	35,493	69,055	=	Buyer II	1	
Queen Anne's							
St. Mary's	40,995	37,461	58,053	=	Buyer	1	
Somerset							
Talbot							
Washington	51,284	40,859	63,902	=		1	
Wicomico	32,386	27,875	51,558	+	Purchasing Specialist	1	
Worcester							
MNCPPC	80,210	53,835	92,300	=	Principal Admin Spec-Buyer	2	
AVERAGE	54,102	42,287	67,308				

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Accountant I (Journey/Intermediate Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		44,831	85,192	+	Senior Accountant		Vacant. CPA required.
Anne Arundel	59,354	49,932	82,900	=	Accountant II	2	
Baltimore City	49,471	40,000	56,800	=	Accountant II	21	
Baltimore County	60,317	45,630	56,836	=	Accountant II	4	35 hour position, maximum salary with longevities is \$71,938
Calvert	55,747	46,956	69,633	=	Accountant I	1	35/week
Caroline							
Carroll	58,947	45,719	73,175	=	Accountant II	1	Converted to 40 hours
Cecil	45,562	43,576	44,221	68,910		2	
Charles	64,662	55,080	88,548	=		2	
Dorchester							
Frederick	52,395	49,079	78,526	=	Accountant II	3	
Garrett	52,104	42,104	64,819	=		2	
Harford	63,002	47,400	90,230	=	Accountant II	3	
Howard	63,661	49,733	80,163	=	Fiscal Specialist I	11	
Kent	55,923	40,393	71,421			3	1-Treasury Supervisor, 1-Senior Accountant, 1-Accounting Manager
Montgomery	66,239	42,283	69,728	=	Accountant/Auditor I	4	
Prince George's	65,150	43,142	83,937	=	Accountant II	9	
Queen Anne's	65,340	47,514	76,317	+	Accountant II	1	
St. Mary's	44,304	37,461	58,053	=	Accountant	1	
Somerset							
Talbot	53,447	50,853	63,774			1	
Washington	72,605	51,471	80,498	=	Sr. Accountant	1	
Wicomico	56,016	43,059	86,119		Financial Analyst	1	
Worcester	49,868	40,000	50,000	=		1	
MNCPPC	64,950	47,535	81,342	=	Accountant II	6	
AVERAGE	58,051	45,625	72,374				

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Budget Analyst I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel		53,776	89,276	+	Budget & Management Analyst II		No authorized positions at this level
Baltimore City	62,033	56,000	79,400	=	Budget Management Analyst II	3	
Baltimore County	77,349	61,427	95,702	=	Budget Analyst II	4	35 hour position
Calvert	60,752	51,160	75,876	=	Budget Analyst	1	35/week
Caroline							
Carroll	50,080	49,837	79,768	=	Management & Budget Analyst	3	
Cecil							NCC
Charles		49,971	80,365		Budget Analyst I		Vacant
Dorchester							
Frederick		45,382	72,612	-			
Garrett							
Harford		43,900	84,032	=	Budget Analyst		Vacant
Howard	69,869	49,733	80,163	=	Fiscal Specialist II	3	
Kent							
Montgomery	74,702	50,854	84,163	=	Management & Budget Specialist II	1	
Prince George's	66,783	42,793	78,356	=	Budget Management Analyst II	4	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	66,206	64,418	84,490	=		3	
Somerset							
Talbot							
Washington	54,436	44,128	69,015	=		1	
Wicomico	56,016	43,059	86,119	+	Financial Analyst	1	
Worcester							
MNCPPC		47,535	81,342	=	Budget Analyst		Vacant
AVERAGE	63,823	50,265	81,379				

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Administrative Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	66,225	49,932	82,900	=	Management Assistant II	26	
Baltimore City	53,725	40,000	56,800	=	Administrative Analyst II	4	
Baltimore County	66,160	45,630	56,836	=	Management Analyst II	15	35 hour position, maximum salary with longevities is \$71,938
Calvert							
Caroline							
Carroll	46,135	45,719	73,175	=	Project Analyst	1	
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford	63,940	47,400	90,230	=	Management Assistant I	2	
Howard	55,078	44,845	72,385	=	Administrative Analyst I	10	
Kent							
Montgomery	74,607	48,557	80,284	=	Administrative Specialist II	44	
Prince George's	63,050	43,142	83,937	=	Administrative Assistant II	35	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	55,037	46,134	73,736	=	Risk Analyst	1	
Somerset	83,161	62,334	98,765	+	Internal Auditor	1	Develop internal controls & procedures
Talbot							
Washington							
Wicomico	82,631	56,657	113,314		County Internal Auditor	1	
Worcester							
MNCPPC	73,656	47,535	81,342	=	Senior Administrative Specialist	28	
AVERAGE	65,284	48,157	80,309				

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Personnel Analyst I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	43,880	40,891	77,705	+	Benefits Specialist	1	
Anne Arundel	59,151	49,932	82,900		Personnel Analyst II	5	
Baltimore City	56,267	46,700	65,500	=	Human Resources Specialist II	3	
Baltimore County	63,624	45,630	56,836	=	Personnel Analyst II	6	35 hour position, maximum salary with longevities is \$71,938
Calvert	57,739	43,061	63,864	-	Personnel Analyst I	1	35/week
Caroline	57,602	48,497	67,532		Assistant Director HR	1	
Carroll							NCC
Cecil	50,726	48,630	50,066		HR Manager HR Specialist	2	NCC
Charles	63,953	50,970	95,666	+	Recruitment Administrator, Benefits Coordinator; Human Resource Coordinator	3	
Dorchester							
Frederick	60,378	56,274	90,039	=	HR Administrator	5	
Garrett							
Harford	60,285	47,400	90,230	=	Human Resources Analyst	1	
Howard	74,298	55,058	88,795	=	Administrative Analyst II	1	
Kent							
Montgomery	84,162	50,854	84,163	=	Human Resources Specialist II	1	Does not include HR Specialist IIs hired at the budget level of HR Specialist III
Prince George's	60,915	43,142	83,937	=	Personnel Analyst II	16	
Queen Anne's							
St. Mary's	32,094	32,094	47,932		HR Specialist		
Somerset	40,543	34,108	55,889	-	Administrative Aide Human Resources	1	
Talbot	44,074	38,207	55,239		Benefits Manager	1	
Washington							
Wicomico	39,222	31,728	63,456		HR Manager I	2	
Worcester	40,969	40,165	65,819	=		1	
MNCPPC	50,347	47,535	81,342	=	Human Resources Specialist	1	
AVERAGE	54,749	44,783	71,943				

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Staff Attorney I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,687	45,687	45,687	+	Assistant County Attorney	1	Part-time, Contractual .50 FTE
Anne Arundel	75,334	57,913	96,146		Attorney II	3	
Baltimore City	73,388	44,200	84,600	=	Assistant Solicitor	31	
Baltimore County	89,042	46,532	120,626	=	Assistant County Attorney	23	Non-graded position
Calvert	91,837	66,248	98,262	=	Associate County Attorney	1	Contract/35/week
Caroline							
Carroll	62,151	59,218	94,744	=	Assistant County Attorney I	1	
Cecil							NCC
Charles	65,597	64,343	103,368	=	Associate County Attorney I II & III	2	
Dorchester							
Frederick	98,558	79,274	126,838	=	Assistant County Attorney	2	
Garrett							
Harford	107,685	64,300	114,629	=	Assistant County Attorney II	1	
Howard	95,531	67,600	109,096	=	Attorney	6	
Kent							
Montgomery	74,550	64,189	106,667	=	Assistant County Attorney II	1	
Prince George's	70,111	49,943	97,168	=	Attorney II	6	
Queen Anne's							
St. Mary's	74,976	65,728	111,738	=	Deputy County Attorney	1	
Somerset							
Talbot							
Washington	71,304	60,036	93,894	Plus	Asst. Co. Atty.	1	1
Wicomico	70,031	50,652	101,303			1	Unclassified
Worcester							
MNCPPC	91,163	62,658	109,200	=	Associate General Counsel II	8	
AVERAGE	78,559	59,283	100,873				

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Planner I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,301	37,300	70,882	=	Planner II	1	
Anne Arundel	61,235	49,932	82,900		Planner II	17	
Baltimore City	57,508	46,700	65,500	=	City Planner II	13	
Baltimore County	60,647	45,630	56,836	=	Planner II	15	35 hour position, maximum salary with longevities is \$71,938
Calvert	62,171	43,061	63,864	-	Planner I	1	35/week
Caroline	41,531	38,349	67,532		Planner II & III	2	1 position contractual \$38,349
Carroll	43,326	41,476	66,352	=	Comprehensive Planner I	1	Converted to 40 hours
Cecil	38,771	36,525	56,930	=	Planner I	1	
Charles	57,602	50,970	81,972	=	Planner I & II	3	
Dorchester	36,683	36,683	57,213	=	Environmental Planner	1	
Frederick	49,966	45,836	73,338	=	Planner I	1	
Garrett	42,104	30,434	46,852	=		1	
Harford	58,506	90,230	76,190	=	Planner II	7	
Howard	67,461	49,733	80,163	=	Planning Specialist II	14	
Kent	59,199	45,962	83,642			2	2 planners: 1-Housing, and 1-Community
Montgomery	40,142	48,557	80,284	=	Planning Specialist II	1	Note: Employee is Part Time
Prince George's	58,727	42,793	78,356	=	Planner II	6	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	43,160	39,127	62,166	=	Planner	2	
St. Mary's	42,629	38,370	59,717	=	Same	4	Vacant
Somerset	54,064	43,419	68,795	+	Senior County Planner & Planner I	2	2 Pay Grades
Talbot	47,815	37,094	63,774		Long Range Planner, Environmental Planner, Planner I	3	
Washington	52,908	37,833	59,169		Sr. Planner	2	
Wicomico	55,315	31,728	63,456		Planner II	1	
Worcester	47,567	36,412	59,696	=		3	
MNCPPC	68,234	47,535	81,342	=	Senior Planner	54	
AVERAGE	51,383	43,668	68,277				

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County Engineer/Chief of Engineering

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	83,464	59,069	112,249	=	County Engineer	1	
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City	76,550	64,800	91,100		Engineer Supervisor PE	2	
Baltimore County	114,273	77,814	121,232	=	Chief, Bureau of Engineering and Construction	1	
Calvert	82,027	72,218	107,107		Engineering Division Chief	1	35/week, County Engineer is Public Works Director
Caroline							
Carroll	99,819	56,160	101,088	=	Bureau Chief Engineering	1	Converted to 40 hours
Cecil	85,124	58,864	91,645	=	Chief, Engineering & Construction Chief, Development Services	2	
Charles	91,693	69,554	111,705	+	Inspections & Enforcement Manager	1	
Dorchester	87,312	61,793	96,377	=	Senior Engineer	1	
Frederick	98,992	74,018	118,428	=	Engineering Manager	1	
Garrett	82,016	62,325	95,946	=		1	
Harford	119,480	71,400	118,934	=	Chief, Engineering Division	2	
Howard	131,685	91,915	148,283	=	Engineering Manager II	1	
Kent	84,987	53,600	83,642	=		1	
Montgomery	201,517	201,517	201,517	-	Director, Department of Transportation	1	Appointed Po9sition
Prince George's	113,551	73,789	143,562	-	Engineer V	15	PE certification is not required but desirable
Queen Anne's	101,596	60,452	109,774	=	Chief of Engineering	1	
St. Mary's	100,318	76,814	126,443	=	Senior Project Manager	1	
Somerset	62,334	62,334	98,765	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	94,663	64,839	101,406	=	Deputy Dir.,PW Eng.&Construction	1	
Wicomico					Chief Civil Engineer		
Worcester							
MNCPPC	107,090	62,658	109,200	=	Engineering Supervisor	2	
AVERAGE	102,588	74,084	115,441				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
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Engineer I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	48,668	40,891	77,705	=	Engineer II		Vacant, EIT certification required at minimum.
Anne Arundel	62,990	49,932	82,900		Engineer II	7	
Baltimore City	53,033	46,700	65,500	=	Engineer II	27	
Baltimore County	61,532	47,618	59,193	=	Engineer II	8	35 hour position, maximum salary with longevities is \$75,625
Calvert	77,663	66,248	98,262	=	Project Engineer II	5	35/week
Caroline							
Carroll	71,718	47,719	73,175	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil	76,079	48,630	83,387	=	Civil Engineer II Civil Engineer III	2 1	
Charles	68,924	59,528	95,666	+	Engineer II	4	
Dorchester	87,312	61,793	96,377	=		1	
Frederick	72,952	60,263	96,420	=	Engineer II	3	
Garrett	60,100	45,540	70,108	=		3	
Harford	58,707	47,400	90,230	=	Civil Engineer II	5	
Howard	86,821	61,006	98,426	=	Engineering Specialist II	19	
Kent							
Montgomery	84,162	50,854	84,163	=	Engineer II	2	
Prince George's	73,496	55,062	107,128	=	Engineer II	10	
Queen Anne's	54,544	44,515	71,245	=	Civil Engineer I	1	
St. Mary's	71,115	57,866	89,398	=	Engineer II	1	
Somerset							
Talbot							
Washington	71,115	51,471	80,498	=	Civil, Environmental, Structural & Trans.	5	
Wicomico	63,772	43,059	86,119		Civil Engineer II	2	
Worcester	107,671	100,000	110,000	=		1	
MNCPPC	79,389	47,535	61,342	=	Engineering Designer II	1	
AVERAGE	71,036	53,982	84,631				

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Chief, Solid Waste and Recycling

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	135,849	79,835	135,849	=	Deputy Director, Public Works	1	
Baltimore City	129,950	77,200	132,400	=	Executive Level II	1	
Baltimore County	114,265	114,265	114,265	=	Chief of Solid Waste Management	1	Non-graded position
Calvert	66,230	55,747	82,701	=	Solid Waste Division Chief	1	35/week
Caroline							
Carroll	69,015	56,160	101,088	=	Bureau Chief Solid Waste	1	
Cecil	67,766	53,498	83,387	=	Chief, Solid Waste	1	
Charles	112,478	89,297	130,496	+	Chief of Environmental Resources	1	
Dorchester							
Frederick	91,664	74,018	118,428	=	Superintendent, SWM	1	
Garrett							
Harford	80,000	71,400	118,934	=	Chief, Solid Waste Management Division	1	
Howard							
Kent	70,502	45,962	71,421		Waste Management Division Chief	1	
Montgomery	112,580	67,692	123,725	=	Chief, Waste Reduction and Recycling	1	Appointed to position
Prince George's	122,839	77,478	150,739	=	Associate Director, Department of Environmental Resources	1	Associate Director. Actual \$137,701.
Queen Anne's	103,511	60,452	109,774	+	Chief Roads Engineer	1	Oversees Roads & Solid Waste Divisions
St. Mary's	53,102	51,168	86,694	=	Manager, Grade 9		Vacant
Somerset	44,753	34,108	55,889	-	Sanitary Landfill Superintendent	1	
Talbot	77,865	70,490	88,402		Manager of Environmental Operations	1	
Washington		60,036	93,894	=	Deputy Dir., Solid Waste		Vacant
Wicomico	57,054	56,567	113,314		Superintendent SW	1	
Worcester				=			
MNCPPC							
AVERAGE	88,790	66,410	106,189				

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*Prepared by MACo, October 2013
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Recycling Manager/Coordinator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,468	34,023	64,654	=	Engineering Technician III	1	
Anne Arundel	87,069	62,365	103,536	=	Solid Waste Recycling Manager	1	
Baltimore City	70,200	56,000	79,400	=	Recycling Coordinator	1	
Baltimore County	82,554	54,579	85,029	=	Recycling and Waste Prevention Manager	1	
Calvert	62,280	51,160	75,876	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	51,501	45,719	73,175	=		1	
Cecil	39,915	36,525	56,930	-	Recycling Program Manager	1	Does not have supervisory functions
Charles	74,906	59,528	95,666	=	Recycling/Litter Control Superintendent	1	
Dorchester							
Frederick	59,774	52,553	84,085	-	Recycling Manager	1	
Garrett	37,028	30,434	46,852	=		1	
Harford	101,931	57,700	110,115	=	Recycling Program Manager	1	
Howard	84,822	61,006	98,426	=	Senior Administrative Analyst	1	
Kent							
Montgomery	119,668	67,692	123,725	=	Manager III	1	
Prince George's	95,986	63,741	124,013	=	Administrative Specialist I	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	58,454	50,853	63,774		CAD Operator/Recycling	1	
Washington	45,673	44,128	69,015	=	Recycling Program Coord.	1	
Wicomico	40,680	23,456	43,399		Recycling Coordinator	1	
Worcester	60,207	50,000	65,000	=		1	
MNCPPC							
AVERAGE	67,673	50,081	81,259				

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Social Worker - LCSW (BS Level/ Licensed)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							State funded county contractual
Baltimore City	52,598	40,540	49,222	=	Social Work Associate II	7	Maximum salary with longevities is \$56,607
Baltimore County	49,828	37,747	47,618	=	Social Work Associate	1	35 hour position. maximum salary with longevities is \$59,193
Calvert							
Caroline							
Carroll							NCC
Cecil	44,221	44,221	44,221	=		6	Contractual Positions
Charles	59,531	59,528	95,666			1	New position. LGSW.
Dorchester							
Frederick	51,153	39,987	63,979	=	Case Manager	3	
Garrett							
Harford							
Howard	62,694	49,733	80,163	=	Human Services Specialist II	24	
Kent							
Montgomery							NCC
Prince George's	74,255	42,793	78,356	=	Social Worker II	2	
Queen Anne's							
St. Mary's				+			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	56,326	44,936	65,604				

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*Prepared by MACo, October 2013
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Social Worker - LCSW (Masters Degree Social Work/Certified)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							State funded county contractual
Baltimore City	51,898	45,992	56,004	=	Social Worker II	5	Maximum salary with longevities is \$64,404
Baltimore County	63,577	49,828	62,216	=	Social Worker II	32	35 hour position, maximum salary with longevities is \$79,311
Calvert							
Caroline							
Carroll							NCC
Cecil	44,221	44,221	62,587	=	Human Services Supervisor	1	
Charles	n/a						
Dorchester							
Frederick		42,387	67,820	=	Case Worker		
Garrett							
Harford							
Howard							
Kent							
Montgomery	62,908	53,275	88,241	=	Social Worker II	72	
Prince George's	71,533	49,538	90,407	=	Social Worker III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	58,827	47,540	71,213				

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Recreation Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,072	72,324	120,072	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City		74,100	102,300	=	Division Chief III	1	Vacant
Baltimore County	75,547	61,427	95,702	=	Chief of Recreation Services	1	
Calvert	73,128	55,747	82,701	=	Recreation Supervisor	1	35/week
Caroline	56,355	44,088	61,393		Recreation Supervisor	2	
Carroll	59,904	56,160	101,088	=	Bureau Chief Recreation	1	Converted to 40 hours
Cecil	55,120	53,498	83,387	=	Recreation Superintendent	1	
Charles	74,050	59,528	95,666	+	Recreation Services Administrator	1	
Dorchester							
Frederick	75,094	60,263	96,420	=	Superintendent, Recreation	1	
Garrett							
Harford	99,922	71,400	118,934		Chief of Parks & Recreation	1	
Howard	107,286	74,901	120,827	=	Rec and Parks Bureau Chief	1	
Kent	45,962	45,962	71,421		Recreation Supervisor	1	
Montgomery	112,280	67,692	123,725	=	Manager III	3	
Prince George's							Not in County class plan
Queen Anne's	45,600	44,515	71,245			1	
St. Mary's	71,698	58,843	99,632	=	Manager, Grade 10	1	
Somerset							
Talbot		32,306	51,329		Recreation Program Coordinator		currently open position
Washington	70,725	47,658	74,536	=	Recreation & Fitness Dir.	1	
Wicomico	55,080	43,059	86,119		Recreation Superintendent	1	
Worcester	52,022	50,000	55,000	=		1	
MNCPPC	65,414	47,535	81,342	=	Recreation/Enterprise Facility Manager II	66	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	73,070	56,050	89,642				

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Manager of Parks

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	82,029	72,324	120,072	+	Parks Administrator	1	Highest level of Manager for park planning, construction & maintenance
Baltimore City	102,300	74,100	102,300	=	Division Chief III	1	
Baltimore County	80,149	61,427	95,702	=	Chief of Park and Facility Maintenance	1	
Calvert	76,222	55,747	82,701	=	Park Supervisor	1	35/week
Caroline	51,797	44,088	61,393		Parks & Capital Project Coordinator	1	
Carroll	66,269	56,160	101,088	=	Bureau Chief Parks	1	Converted to 40 hours
Cecil	40,206	40,206	62,587		Manager, Park Operations	1	
Charles	67,161	59,528	95,666	=	Park Manager	5	
Dorchester							
Frederick	64,334	60,263	96,420	=	Superintendent, Parks	1	
Garrett							
Harford	71,757	52,800	97,261		Maintenance Supervisor	2	
Howard	89,648	74,901	120,827	=	Rec and Parks Bureau Chief	1	
Kent							
Montgomery							Position held in the Maryland National Capital Park and Planning
Prince George's							Not in County class plan
Queen Anne's	65,000	60,452	109,774	=	Chief of Parks	1	
St. Mary's	67,392	51,168	86,694	=	Manager, Grade 9	1	
Somerset							
Talbot	47,715	38,207	55,239		Parks Superintendent	1	
Washington	58,584	47,658	74,536	=	Field Operations Supv.	1	
Wicomico	62,000	50,652	101,303		Superintendent of Parks	1	
Worcester	56,328	50,000	60,000	=		1	
MNCPPC	69,356	47,535	81,342	=	Park Manager II	19	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	67,680	55,401	89,161				

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Jobs with < 5 responses were omitted.

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Network Manager

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	90,848	62,365	103,536	=	Systems Analyst	1	
Baltimore City		68,500	95,700	=	Network Systems Administrator		Vacant
Baltimore County							NCC
Calvert	90,145	60,806	90,145	=	Network Administrator Supervisor	1	35/week
Caroline	46,466	40,080	55,811		Computer Network Specialist - Lead	1	
Carroll	88,234	54,330	86,944	=		1	
Cecil	52,302	44,221	68,910	=	Network Specialist	2	
Charles	111,702	69,554	111,705	=		1	
Dorchester	51,732	49,239	76,796	=		1	
Frederick	82,541	60,263	96,420	+	Network Engineer III	2	
Garrett							
Harford							
Howard	93,995	67,600	109,096	=	Technical Services Manager I	1	
Kent							
Montgomery	131,608	80,118	133,024	=	Technology Expert	4	
Prince George's	98,458	63,741	124,013	=	Information Technology Manager I	4	
Queen Anne's							
St. Mary's	108,825	68,203	108,826	+		1	
Somerset							
Talbot	51,673	41,837	63,774		System/Network Administrator & System/Network Technician & Communication Technologist	3	
Washington	67,777	51,471	80,498	=	Database Administrator	1	
Wicomico	40,200	31,728	63,456		Network Technician	1	
Worcester							
MNCPPC	106,518	68,298	119,028	=	IT Systems Manager/Leader	16	
AVERAGE	82,064	57,786	93,393				

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Systems Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	88,506	62,365	103,536		Systems Analyst	13	
Baltimore City	72,120	56,000	79,400	=	Systems Analyst II	10	
Baltimore County	84,632	61,427	95,702	=		9	
Calvert	67,467	61,427	75,876	=	Systems Analyst I & II	5	35/week
Caroline	30,113	30,113	41,932		Computer Network Specialist II	1	
Carroll	64,779	49,837	79,768	=	Senior Programmer Analyst	3	
Cecil							NCC
Charles	60,963	55,080	88,548	=	Systems Analyst I	2	Average salary lower than last year due to turnover.
Dorchester							
Frederick	76,684	52,553	84,085	=	Software Integrator	5	
Garrett	53,277	35,911	55,406	=		1	
Harford		57,000	110,115	=			Vacant
Howard	70,031	55,058	88,795	=	Technical Services Specialist III	7	
Kent	53,600	53,600	83,642	=	Network Engineer	1	
Montgomery	93,329	61,274	101,715		IT Specialist III	47	All Systems Analysts are classified as IT Specialist III, no role differentiation
Prince George's	39,395	35,493	69,055	=	Systems Analyst II	4	
Queen Anne's	60,840	50,738	81,770	=	Network Engineer	1	
St. Mary's		68,203	108,826	=	System Analyst	1	
Somerset							
Talbot							
Washington	54,689	47,658	74,536	=		2	
Wicomico	47,192	36,261	72,521	+	Network Specialist	2	
Worcester							
MNCPPC	67,814	49,912	85,406	=	IT Support Specialist II	19	Certain IT positions are in a special salary range
AVERAGE	63,849	51,574	83,191				

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Computer Programmer/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	61,562	49,932	82,900		Programmer-Analyst I	4	P-A II is supervisory
Baltimore City	61,657	45,992	56,004	=	Analyst/Programmer II	8	Maximum salary with longevities is \$64,404
Baltimore County		52,116	65,381	=	Programmer Analyst II		35 hour position, maximum salary with longevities \$82,994
Calvert	64,785	51,160	75,876	=	Network Admn. I & II	5	35/week
Caroline							
Carroll	48,007	45,719	73,175	=	Programmer Analyst		Converted to 40 hours; 1 Vacancy
Cecil							NCC
Charles	83,120	59,528	95,666	=	Systems Analyst II	4	
Dorchester							
Frederick							
Garrett							
Harford	73,316	52,800	97,261	=	Programmer Analyst I	5	
Howard	64,183	49,733	80,163	=	Technical Services Specialist II	13	
Kent	45,962	45,962	71,421	=	System Administrator	2	
Montgomery	93,329	61,274	101,715		IT Specialist III	47	All Programmer Analysts are classified as IT Specialist III, no role differentiation
Prince George's	57,711	45,261	90,983	=	Programmer/Systems Analyst II	1	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	60,923	55,661	88,774	=	Programmer/Analyst	1	
Somerset							
Talbot							
Washington							
Wicomico					Sr. Network Engineer		
Worcester	43,068	38,251	62,670	=		3	
MNCPPC	77,022	49,912	85,406	=	Programmer/Analyst II	7	Certain IT positions are in a special salary range
AVERAGE	64,203	50,236	80,528				

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Help Desk/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,737	31,034	58,974	=	Information Technology Support	1	
Anne Arundel	51,677	40,984	64,759		Information System Support Specialist	18	
Baltimore City	45,364	41,700	60,500	=	PC Support Technician II	7	
Baltimore County	52,495	39,677	49,828		Office Automation Assistant	7	35 hour position, maximum salary with longevities \$62,216
Calvert	35,344	34,143	50,632	=	Computer Service Tech I	2	35/week
Caroline							
Carroll							NCC
Cecil	41,219	36,525	56,930	=	Help Desk Analyst	3	
Charles	56,110	43,665	81,972	=	Technology Support Specialist I & II	2	
Dorchester							
Frederick	52,291	32,682	52,292	=	Client Services Tech	3	
Garrett							
Harford	49,073	43,900	84,032	=	Computer Systems Engineer II	5	
Howard	59,423	44,845	72,384	=	Technical Services Specialist I	4	
Kent	36,394	36,394	55,807		Help Desk Specialist	1	
Montgomery	77,358	53,275	88,241		IT Specialist II	15	All Help Desk Analysts are classified as IT Specialist II, no role differentiation
Prince George's	44,897	43,142	83,937	=	Information Technology Engineer II	3	Currently Prince George's County only has three merit employees in this class of work. This class is usually encumbered by contractors.
Queen Anne's	34,462	34,462	54,405			1	
St. Mary's	38,699	37,253	55,598	=	Help Desk Technician	2	
Somerset	32,904	32,101	52,602		Network Technician	1	
Talbot							
Washington	47,300	44,128	69,015		Tech. Support Analyst II	2	
Wicomico							
Worcester	61,909	48,818	79,976	=		1	
MNCPPC	59,783	44,028	75,340	=	IT Support Specialist I	10	Certain IT positions are in a special salary range
AVERAGE	48,181	40,145	65,643				

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Receptionist/Telephone Operator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	18,682	18,682	18,682	=	Central Receptionist/Telephone Operator	1	Contractual
Anne Arundel	32,356	23,608	45,989	+	Office Support Assistant I Office Support Assistant II	100	Office Support Assistant I/II may perform other clerical duties than just receptionist or greeting visitors. Min salary is OS 1 and max salary is OS 2 including 15% longevity 16+ yrs - max salary increase by 1.5%.
Baltimore City	29,896	26,316	29,913	=	Office Assistant II	121	Maximum salary with longevities is \$34,398
Baltimore County	34,110	25,192	31,262	-	Clerk	4	35 hour position, maximum salary with longevities is \$39,667
Calvert	15,337	31,577	46,810	+	Office Assistant II	2	Part time, 17/week
Caroline							
Carroll	28,184	26,957	43,140	=	Information desk Receptionist	1	
Cecil	29,952	23,691	36,837	=	Office Services Assistant	1	
Charles	37,759	29,742	51,787	+	Office Associate I & II	10	These positions perform a wide variety of administrative functions.
Dorchester							
Frederick	35,051	28,450	45,519	+	Admin Spec II	2	
Garrett							
Harford		23,700	51,002	=	Clerical Assistant I		At present no employees in this class
Howard	34,941	26,832	43,889	=	Administrative Support Technician I	6	
Kent							
Montgomery	40,358	32,831	52,722	=	Administrative Aide	1	This is at the entry level. Please note that they also perform other functions
Prince George's	21,904	22,879	44,514	=	General Clerk II	7	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	37,553	24,419	46,803		Clerk	2	
Washington							
Wicomico							
Worcester	27,072	25,896	42,411	=		1	
MNCPPC	36,451	26,623	47,857	=	Office Clerk	3	
AVERAGE	30,640	26,087	42,446				

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*Prepared by MACo, October 2013
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Paralegal

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	31,450	30,277	32,622			2	Contractual
Anne Arundel	48,180	37,132	58,671	=		4	
Baltimore City	50,461	42,267	51,371	=		7	
Baltimore County	43,642	35,981	45,630	=	Legal Assistant	1	35 hour position, maximum salary with longevities is \$56,836
Calvert	55,910	46,956	69,633	=		2	35/week
Caroline	40,213	27,375	74,286		Coordinator	7	Circuit/States Atty Office
Carroll	40,935	38,044	60,861	=		1	
Cecil							NCC
Charles	57,243	43,665	70,283	=	Paralegal Supervisor	1	
Dorchester	34,622	27,494	42,882			1	
Frederick	52,024	34,988	55,981	=	Legal Assistant	1	
Garrett							
Harford	62,484	47,400	90,230	=	Legal Assistant III	1	
Howard	61,335	44,845	72,384	=	Legal Support Services Specialist	5	
Kent							
Montgomery	73,798	53,275	88,241	=	Paralegal Specialist	6	
Prince George's	32,210	33,804	65,767	=	Paralegal Assistant II	11	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	49,067	42,515	67,642	=	Paralegal (Grade 7)	2	
Somerset	35,797	33,105	54,246	-	Child Support Processor & Victim Witness Coord.	4	2 Pay Grades
Talbot	43,380	38,207	55,239			1	
Washington	56,157	35,031	54,787		Legal Assistant	1	
Wicomico	35,058	27,875	51,558			1	
Worcester							
MNCPPC		41,932	71,750	=	Paralegal Assistant		Requires paralegal certificate - Vacant
AVERAGE	47,577	38,108	61,703				

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Legal Secretary

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	40,248	28,306	53,791	=		5	
Anne Arundel	49,297	33,638	53,159	=		6	
Baltimore City	41,713	33,510	39,994	=	Legal Assistant I	6	Maximum salary with longevities is \$45,994
Baltimore County	43,255	32,812	41,647	=		22	35 hour position, maximum salary with longevities is \$52,116
Calvert	43,971	34,143	50,632	=	Legal Secretary I	5	35/week
Caroline	31,154	30,113	41,932		Court Recorder/ADMIN	3	
Carroll	35,486	29,370	47,008	=	Legal Secretary I	2	1 Vacancy
Cecil	38,549	33,259	51,771	=		6	
Charles	55,215	43,665	70,283	+	Legal Assistant III	2	
Dorchester	46,447	34,116	53,210	=		2	
Frederick	39,652	34,988	55,981	-	Judicial Assistant	3	
Garrett							
Harford		39,900	76,190	=	Legal Specialist II		At present no employees in this class
Howard	55,989	36,546	56,989	=	Administrative Aide	8	
Kent	50,786	50,786	50,786	=		1	
Montgomery	56,930	38,675	63,497	=	Legal Secretary II	8	
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's	34,424	32,094	47,923	=	Legal Assistant I	4	
Somerset	35,478	30,213	49,507			4	Legal Secretary
Talbot	34,158	29,913	49,816			2	
Washington	36,738	32,435	50,727	=		9	
Wicomico	34,920	23,456	43,399		Legal Office Associate III	6	
Worcester							
MNCPPC	63,357	37,025	63,357	=		1	
AVERAGE	43,388	34,236	52,933				

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Salary Survey of MD County Government FY 14*

Cashier

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	30,303	28,306	53,791	=	Accounting Technician II	2	
Anne Arundel	31,221	24,752	43,805	=	Cashier I	4	max salary includes 15% longevity 16+ yrs
Baltimore City	32,730	27,958	32,241	=	Cashier I	18	Maximum salary with longevities is \$37,076
Baltimore County	44,440	32,812	41,647	=		6	35 hour position, maximum salary with longevities is \$52,116
Calvert	46,046	34,143	50,632	+	Treasurer Clerk I	2	35/week
Caroline							
Carroll	24,752	24,752	39,562	=	Collections Clerk I	1	
Cecil	37,281	33,259	51,771	=	Collections Specialist	6	
Charles	37,238	32,105	51,787	=	Revenue Specialist	6	
Dorchester	33,232	25,654	42,882	=	Fiscal Clerk	2	
Frederick		32,594	48,891	=	Collection Specialist I		
Garrett							
Harford	30,200	27,500	57,182	=	Accounting Clerk I	1	
Howard	35,287	29,765	48,006	=	Administrative Support Technician II	6	
Kent	39,659	33,383	50,378		Finance Associate	2	
Montgomery	53,503	38,675	63,497	=	Fiscal Assistant	34	Also reconcile accounts and maintain general ledgers in some departments
Prince George's							Not in County class plan
Queen Anne's	32,350	32,350	50,922	=	Collection Specialist	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							PT Rec and Parks
Worcester	35,669	29,271	41,963	=		5	
MNCPPC							
AVERAGE	36,261	30,455	48,060				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Clerical/Administrative Support - (Entry Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	13,502	17,875	33,967	=	Office Associate I	1	Part-time .60
Anne Arundel	32,141	23,608	41,766	=	Office Support Assistant I	9	Max salary includes 15% longevity 16+ yrs
Baltimore City	26,577	24,706	27,618	=	Office Assistant I	2	Maximum salary with longivities is \$31,763
Baltimore County	34,110	25,192	31,262	=	Clerk	4	35 hour position, maximum salary with longivities is \$39,667
Calvert	32,524	30,376	45,009	=	Office Assistant I	5	35/week
Caroline	28,808	24,886	34,654	=	Office Support Assistant II	1	
Carroll	27,269	22,693	36,317	=	Office Associate I	1	Converted to 40 hours; 1 Vacancy
Cecil	25,930	23,691	36,837	=	Office Services Assistant	8	
Charles	34,820	29,742	48,007	+	Office Associate I	3	
Dorchester							
Frederick	36,199	30,451	48,721	+	Admin Spec III	21	
Garrett							
Harford	34,111	27,500	57,182	=	Clerk Typist	3	
Howard	34,941	26,832	43,389	=	Administrative Support Technician I	6	
Kent	32,953	30,148	45,201	=	Office Assistant	5	
Montgomery	46,266	34,183	55,222	=	Principal Administrative Aide	146	
Prince George's	46,289	31,932	58,890	=	Administrative Aide II	50	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	30,590	26,800	41,866	=	Adm. Asst. I	3	
St. Mary's	29,915	26,645	39,728	+	Office Specialist (Gr 2)	4	
Somerset	28,487	26,763	43,854	=	Office Assistant I	3	
Talbot	29,636	24,419	47,568	=	Administrative Assistant I & Staff Assistant	7	
Washington	29,564	25,748	40,269	=	Office Associate	6	
Wicomico	25,441	20,623	38,187	=	Office Associate	2	
Worcester	27,064	19,323	31,568	=		10	
MNCPPC	31,467	29,909	51,180	=	Administrative Assistant	3	
AVERAGE	31,244	26,263	42,533				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Clerical/Administrative Support - (Intermediate Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	28,876	25,821	49,068	=	Office Associate III	2	
Anne Arundel	32,570	25,938	45,989	=	Office Support Assistant II	91	Max salary includes 15% longevity 16+ yrs
Baltimore City	29,896	26,316	29,913	=	Office Assistant II	121	Maximum salary with longevities is \$34,398
Baltimore County	39,539	29,865	37,747	=	Office Assistant	126	35 hour position, maximum salary with longevities is \$47,618
Calvert	43,445	34,143	50,632	=	Office Specialist I	9	35/week
Caroline	34,145	30,113	46,125		Administrative Aide	9	
Carroll	32,365	26,957	43,140	=	Office Associate III	10	Converted to 40 hours
Cecil	32,866	30,181	47,070	=	Office Services Specialist	19	
Charles	48,354	34,661	55,878	=	Office Associate III	10	
Dorchester	28,317	25,654	40,011	=	Administrative Associate	2	
Frederick	41,229	34,890	55,825	=	Admin Spec V	15	
Garrett	35,129	25,758	38,144	=		5	
Harford	39,664	33,100	66,290	=	Administrative Assistant I	16	
Howard	37,217	29,765	48,006	=	Administrative Support Technician II	83	
Kent	34,121	33,383	50,378	=	Admin. Secretary	5	
Montgomery	56,004	38,675	63,497	-	Office Services Coordinator	228	
Prince George's	53,431	35,493	69,055	=	Administrative Aide III	48	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	36,473	28,619	44,671	=	Adm. Asst. II	6	
St. Mary's	26,915	29,328	43,638	=	Senior Office Specialist	15	3 vacant position
Somerset	30,902	28,436	46,595	=	Office Assistant II and/or Secretary General	3	
Talbot	35,216	27,826	51,329		Administrative Assistant II	7	
Washington	34,610	30,033	46,971	=	Sr. Office Associate	30	
Wicomico	37,116	27,875	51,558		Administrative Office Associate II	3	
Worcester	34,035	27,186	44,533	=		11	
MNCPPC	43,788	33,093	56,627	=	Senior Administrative Assistant	48	
AVERAGE	37,049	30,124	48,908				

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*Prepared by MACo, October 2013
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Clerical/Administrative Support - (Senior Advanced Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,518	31,034	58,974	=	Office Associate V	4	
Anne Arundel	37,564	28,496	50,565	=	Office Support Specialist	57	Max salary includes 15% longevity 16+ yrs
Baltimore City	34,381	27,958	32,241	=	Office Assistant III	208	Maximum salary with longevities is \$37,076
Baltimore County	48,228	35,981	45,630	=	Office Administrator	16	35 hour position, maximum salary with longevities is \$56,836
Calvert	55,016	43,061	63,864	=	Executive Administrative Assistant	8	35/week, 1 vacancy
Caroline	41,933	33,124	46,125		Management Associate	3	
Carroll	41,467	32,032	51,231	=	Administrative Office Associate I	10	Support staff to the Bureau Chief/Deputy Director/Administrator level - converted to 40 hours
Cecil	37,991	33,259	51,771	=	Administrative Assistant	21	
Charles	49,716	40,422	65,097	+	Administrative Associate	13	
Dorchester	29,866	29,521	46,042	=	Admin. Associate, Adv	5	
Frederick	50,766	39,987	63,979	=	Admin Asst	13	
Garrett	39,998	27,964	43,050	=		6	
Harford	49,772	37,300	71,198	=	Administrative Assistant II	42	
Howard	42,442	32,968	53,248	=	Administrative Support Technician III	56	
Kent	43,000	36,393	62,510	=	Office Manager, Administrative Aide	9	
Montgomery	56,004	38,675	63,497	=	Office Services Coordinator	228	
Prince George's	60,546	39,132	76,134	=	Administrative Aide IV	42	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's	40,480	30,429	47,686	=	Adm. Asst. III	8	
St. Mary's	46,853	34,611	53,352	=	Senior Administrative Coordinator	7	1 vacant position
Somerset	37,281	32,101	52,602	=	Executive Secretary and Administrative Assistant	5	
Talbot	48,469	35,052	57,691		Office Manager	3	
Washington	39,028	32,435	50,727	=	Admin. Assistant	12	
Wicomico	36,983	30,600	40,481		Executive Office Associate	3	
Worcester	43,138	33,030	54,142	=		3	
MNCPPC	53,390	37,135	63,544	=	Principal Administrative Assistant	62	
AVERAGE	44,393	34,108	54,615				

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Jobs with < 5 responses were omitted.

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Clerk to the County Commissioners

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							Anne Arundel is Charter Government
Baltimore City							
Baltimore County							NCC
Calvert	62,408	46,956	69,633	=	Clerk to Commissioners	1	Contract/35/week
Caroline							
Carroll	62,380	45,719	73,175	=	Administrative Coordinator III	1	
Cecil	56,035	44,221	68,910	=	Executive Office Administrator	1	
Charles	73,334	59,528	95,666	=		1	Contractual appointed position
Dorchester	35,844	34,116	53,210	=	Administrative Specialist	1	
Frederick							
Garrett							
Harford	101,421	71,400	118,934	=	Council Administrator	1	Not appointed, at will. County Council not Commissioners.
Howard							
Kent							
Montgomery	75,318	53,275	88,241		Deputy Clerk of the County Council	2	
Prince George's							Not in County class plan
Queen Anne's	74,600	55,365	100,121	=	Exec. Asst. to Co. Com.	1	Contract
St. Mary's	60,944	47,570	75,712	=	Administrative Assistant to the BOCC	1	
Somerset							County Administrator serves in position
Talbot	44,848	41,837	57,691		Secretary/Clerk to County Council	1	
Washington	43,769	40,859	63,902	=		1	
Wicomico	74,400	56,657	113,314		County Council Administrator	1	
Worcester							
MNCPPC							
AVERAGE	63,775	49,792	81,542				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Stock Clerk/Storekeeper

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	37,284	29,099	48,464	=	Storekeeper II	8	
Baltimore City	31,471	27,343	31,340	=	Storekeeper I	20	
Baltimore County	35,814	27,422	34,356	=	Storekeeper I	5	40 hour position, maximum salary with longevities is \$43,642
Calvert							
Caroline	30,534	30,113	41,932		Purchasing Agent I	1	
Carroll	32,022	24,752	39,562	=	Parts Clerk	2	
Cecil	33,259	33,259	51,771	=	Purchasing Assistant	1	
Charles	35,892	32,105	51,787	=	Supply Clerk I	2	
Dorchester							
Frederick							
Garrett							
Harford		30,200	62,608	=			Vacant
Howard	32,431	28,538	40,290	=	Stores Clerk	6	
Kent							
Montgomery	46,078	32,831	52,722	=	Supply Technician II	15	
Prince George's	32,480	25,081	49,484	=	Supply/Property Clerk II	6	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's							
Somerset	30,968	30,213	49,507	=	Shop Clerk	1	
Talbot							
Washington							
Wicomico	29,521	23,456	43,399		Inventory Specialist	2	
Worcester							
MNCPPC	47,857	26,623	47,857	=	Clerical/Inventory Operations Assistant	1	Series Revised
AVERAGE	35,047	28,645	46,077				

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Account Clerk I

Performs routine accounts receivable and accounts payable posting/processing.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	38,348	29,910	53,040	=	Financial Clerk I	14	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,795	27,958	32,241	=	Accounting Assistant II	18	Maximum salary with longevities is \$37,076
Baltimore County	27,422	27,422	34,356	=	Account Clerk I	1	35 hour position, maximum salary with longevities is \$43,642
Calvert	43,989	35,526	52,653	=	Account Technician I	5	35/week
Caroline	34,882	30,113	41,932		Account Clerk I & II	2	
Carroll	30,368	26,957	43,140	=	Accounts Technician I	1	Converted to 40 hours
Cecil	42,245	33,259	51,771	=	Accounts Payable Specialist	2	
Charles	46,632	37,427	60,304	=	Accounting Technician	2	
Dorchester	25,654	25,654	40,011	=	Fiscal Clerk	2	
Frederick	30,553	28,520	45,632	=	Account Tech I	2	
Garrett	35,009	25,758	38,144	=	Accounting Associate	2	
Harford	30,200	30,200	62,608	=	Accounting Clerk I	1	
Howard	37,321	29,765	48,006	=	Administrative Support Technician II	15	
Kent							
Montgomery	53,503	38,675	63,497	-	Fiscal Assistant	34	Also performs clerical work in some departments
Prince George's	23,891	26,265	51,871	=	Account Clerk II	1	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	35,630	29,328	43,638	=	Fiscal Specialist I	1	1 Vacant
Somerset	37,376	30,213	49,507	+	Computer Operator II & Account Clerk III	4	
Talbot	39,260	27,826	51,329		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	29,786	23,456	43,399		Disbursement Coordinator	1	
Worcester							
MNCPPC		33,093	56,627	=	Accounting Technician I		Vacant
AVERAGE	35,519	29,866	48,185				

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Account Technician

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	49,086	31,034	58,974	=	Senior Accounting Technician	3	
Anne Arundel	48,400	35,345	55,844	=	Financial Clerk II	8	
Baltimore City	42,589	33,510	39,994	=	Accounting Assistant III	32	Maximum salary with longevities is \$45,994
Baltimore County	44,230	32,812	41,647	=	Account Clerk III	44	35 hour position, maximum salary with longevities is \$52,116
Calvert	46,892	36,910	54,764	=	Account Technician II	2	35/week
Caroline	38,799	33,124	46,125	=	Account Clerk III	3	
Carroll	42,783	32,032	51,231	=	Accounting Associate	1	Requires AA degree - converted to 40 hours
Cecil	69,846	53,498	83,387	=	Senior Accountant	1	
Charles	72,161	59,528	95,666	=	Senior Accountant	1	
Dorchester	32,745	29,521	46,042	=	Fiscal Clerk Advanced	2	
Frederick	40,734	37,351	59,762	=	Account Tech II	4	
Garrett	41,733	27,964	43,050	=	Senior Accounting Associate	1	
Harford	63,701	39,900	76,190	=	Accounting Technician II	3	
Howard	42,447	32,968	53,248	=	Administrative Support Technician III	12	
Kent							
Montgomery	59,698	38,675	63,497	=	Fiscal Assistant	34	Also performs clerical work in some departments
Prince George's	53,310	35,493	69,055	=	Accounting Technician	5	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	42,099	42,515	67,642	=	Fiscal Technician	1	
Somerset	47,688	33,105	54,246	+	Administrative Aide	4	2 Pay grades
Talbot	52,473	46,020	60,522		Fiscal Analyst	1	
Washington	33,348	30,033	46,971	=	Accounts Payable Spec. Accounts Receivable Spec	2	
Wicomico	42,636	31,728	63,456		Accounting Specialist	1	
Worcester							
MNCPPC	57,301	37,135	63,544	=	Accounting Technician II	5	
AVERAGE	48,395	36,827	58,857				

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Payroll Technician

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,896	31,034	58,974	=	Senior Accounting Technician		
Anne Arundel	52,933	37,132	58,671	+	Personnel Assistant I Personnel Assistant II	9	Journey, full-proficiency level; duties may be performed at the lower PA I level
Baltimore City	42,589	33,510	39,994	=	Accounting Assistant III	32	Maximum salary with longevities is \$45,994
Baltimore County	38,232	29,865	37,747	=	Account Clerk II	26	35 hour position, maximum salary with longevities is \$47,618
Calvert	45,737	39,894	59,132	=	Payroll Specialist	1	35/week
Caroline							
Carroll	32,510	29,370	47,008	=		1	Converted to 40 hours
Cecil	41,392	40,206	62,587	=	Payroll Coordinator	1	
Charles	73,195	47,173	75,897	=	Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett							
Harford	51,811	39,900	76,190	=	Accounting Technician II	3	
Howard	49,490	36,546	58,989	=	Administrative Aide	3	
Kent	53,807	36,394	55,807	=	Payroll Administrator	1	
Montgomery							NCC
Prince George's	49,674	32,194	62,636	=	Account Clerk IV	8	Covered by several different unions. Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	39,853	38,730	59,717	=	Fiscal Specialist IV, Payroll	1	
Somerset	30,213	30,213	49,507		Personnel Assistant	1	
Talbot	34,835	29,913	49,816		Payroll Clerk	1	
Washington	37,526	35,031	54,787	=	Payroll Manager	1	
Wicomico	28,349	27,875	51,558		Human Resources Specialist I	1	
Worcester	40,077	31,470	51,563	=		1	
MNCPPC	69,345	41,932	71,750	=	Payroll Specialist	2	
AVERAGE	44,709	35,178	56,965				

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Superintendent

Supervises geographic region or program area.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	61,483	44,831	85,192	+	Building Maintenance Superintendent	1	Supervises all building and non-automotive/heavy equipment maintenance
Anne Arundel					Multiple		AA County has multiple titles for Roads, Utilities, solid waste
Baltimore City							City has several superintendents at different salary grades
Baltimore County	78,681	54,579	85,029	=	Utilities Superintendent/Solid Waste Superintendent/Highways Area Superintendent	4	Highways Area Superintendent salary range is (\$54,474-\$86,996)
Calvert							
Caroline	62,528		74,286		Roads Superintendent & Facilities Superintendent	2	
Carroll	75,359	56,160	101,088	=	Bureau Chief Roads	1	
Cecil	84,885	56,181	87,516	=	Chief	2	
Charles	76,265	50,970	81,972	+	Operations Mgr.; Project Mgr.	4	
Dorchester							
Frederick							
Garrett	85,296	67,410	103,776	+	General Superintendent Roads Department	1	
Harford	73,979	64,300	114,629	=		4	
Howard	93,713	61,006	98,426	=	Operations Superintendent	9	
Kent	71,421	45,962	71,421		Superintendent-Water & WW	1	
Montgomery	60,402	40,430	66,536	=	Urban District Public Service and Maintenance Team Supervisor	4	
Prince George's	125,796	77,478	150,739	=	Associate Director	5	DPWT Only
Queen Anne's							
St. Mary's	86,694	51,168	86,694				
Somerset	59,262	46,676	50,176	-	Assist. Superintendent, Co. Rds. Dept.	1	
Talbot	66,148	62,938	78,930		Roads Superintendent	1	County Roads Department only
Washington	92,211	70,026	109,518	-	Dir. of Environmental Mgmt	1	Does not oversee Highways
Wicomico							
Worcester	78,533	70,000	80,000	=		2	
MNCPPC							
AVERAGE	78,392	57,507	89,760				

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Supervisor I - (First Line)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	40,982	31,034	58,974	=	Utilities Foreman & Roads Foreman	4	
Anne Arundel					Multiple		AA County has multiple titles for first level Supervisors
Baltimore City	32,213	28,657	30,705	=	Laborer Crew Leader I	35	Maximum salary with longevities is \$35,310
Baltimore County	50,968	37,747	47,618	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	55	Maximum salary with longevities is \$59,193
Calvert	52,369	38,251	56,701	=	Highway Maintenance Crew Leader I	4	40/week
Caroline	41,808	33,124	50,737		Crew leader -Highway Marking Specialist	4	Mosquito Control & Weed Control as well
Carroll	44,108	38,044	60,861	=	Foreman	10	
Cecil	37,086	36,525	56,930	=	Crew Leader	4	
Charles	63,568	43,665	70,283	+	Supervisor; Supervisor I & II	33	
Dorchester							
Frederick	55,278	42,812	68,498	=	Foreman	9	
Garrett	45,011	30,434	46,852	=		13	
Harford	53,538	43,900	84,032	=	Crew Chief	22	
Howard	62,997	44,845	72,384	=	Operations Supervisor I	28	
Kent							
Montgomery							NCC
Prince George's		31,932	58,890	=	Crew Supervisor I		Vacant
Queen Anne's	48,856	36,710	58,147	=	Foreman	6	
St. Mary's	59,717	42,515	67,642	=	Supervisor		Vacant
Somerset	43,706	32,101	52,602	=	Crew Leader, Rds. Dept. & Cust. Super & S.W. Asst.	2	
Talbot	45,822	35,052	53,128		Road Foreman	3	County Roads Department only
Washington	37,871	32,435	50,727	=	Lead Construction Spec.	1	
Wicomico	32,058	23,456	43,399		Crew Leader I	7	
Worcester	63,694	50,000	65,000	=		3	
MNCPPC	53,316	37,025	63,357	=	Park/General Maintenance Leader	31	
AVERAGE	48,248	36,679	57,975				

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Supervisor II - (Second Line)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,536	31,034	64,654	=	Building Supervisor I & II	2	Covers two grades
Anne Arundel					Multiple		AA County has multiple titles for second level Supervisors
Baltimore City	35,724	30,262	33,337	=	Laborer Crew Leader II	41	Maximum salary with longevities is \$38,337
Baltimore County	68,548	45,630	56,836	=	Utilities Supervisor I/Landfill Supervisor/Highways Superintendent	12	Maximum salary with longevities is \$71,938
Calvert	57,574	46,467	68,952	=	Highway Maint. Supervisor	2	40/week
Caroline							
Carroll	54,467	45,719	73,175	=	Area Roads Chief	5	
Cecil	43,025	38,366	59,758	=	Supervisor	4	
Charles	64,347	59,528	95,666	+	Superintendent	19	
Dorchester							
Frederick							
Garrett	60,008	42,104	64,819	=		3	
Harford	65,646	52,800	97,261	=	Maintenance Supervisor	10	
Howard	71,762	49,733	80,163	=	Operations Supervisor II	29	
Kent							
Montgomery		55,811	92,508	=	Maintenance Renovation & Inspections Supervisor		Vacant
Prince George's	55,247	31,932	58,890	=	Crew Supervisor II	15	
Queen Anne's							
St. Mary's	61,131	51,168	86,694	=	Manager, Grade 9	1	1 vacancy
Somerset	49,227	35,174	57,636	=	Supervisor, Road Maint. & Supervisor of Maintenance	2	Covers 2 Pay Grades
Talbot	48,755	41,837	57,691		Roads Supervisor	2	County Roads Department only
Washington	57,608	44,128	69,015	=	Section Supervisor	5	
Wicomico	44,267	31,728	63,456		Crew Leader II	5	
Worcester							
MNCPPC	84,309	53,835	92,300	=	Trade Shop Supervisor II	10	
AVERAGE	56,893	43,736	70,712				

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Engineering Technician/Associate

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	46,099	25,821	64,654	=	Engineering Technician II & III	5	Covers two grades
Anne Arundel					No Match		AA County has multiple titles (Survey Technician, GIS Technician, GIS Specialist, Management Assistant, etc.)
Baltimore City	53,100	40,540	49,222	=	Engineering Associate II	17	Maximum salary with longevities is \$56,607
Baltimore County	52,653	39,667	49,828	=	Engineering Associate II	14	35 hour position, maximum salary with longevities \$62,216
Calvert	44,572	43,061	63,864	=	Site Engineering Tech	1	35/wk
Caroline							
Carroll	43,070	34,903	55,869	=	Engineering Technician II	3	Converted to 40 hours
Cecil							NCC
Charles	68,924	59,528	95,666	+	Engineer II	4	
Dorchester	35,904	31,734	49,494	=	Right of Way Specialist	1	
Frederick	49,625	42,811	68,498	=	Engineering Tech I	1	
Garrett							
Harford	47,534	37,300	71,198	=	Engineering Associate II	5	
Howard	51,295	36,546	58,989	=	Engineering Support Technician I	13	
Kent							
Montgomery	65,258	42,283	69,728	=	Engineer Technician II	8	
Prince George's	50,739	36,966	67,895	=	Engineering Technician II	11	
Queen Anne's	53,266	41,723	66,524	=	Civil Engineering Tech.	1	
St. Mary's	43,784	42,515	67,642	+		1	Vacant
Somerset							
Talbot							
Washington	43,696	37,833	59,169	=		4	
Wicomico							
Worcester							
MNCPPC		41,932	71,750	=	Senior Engineering Technician		Vacant
AVERAGE	49,968	39,698	64,374				

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CAD/GIS Operator/Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	40,318	34,023	64,654	=	Drafter/CADD Operator & Planner I	2	
Anne Arundel	55,758	43,062	68,039	=	GIS Specialist	11	
Baltimore City	44,033	37,407	45,218		GIS Technician	4	Maximum salary with longevities is \$52,003
Baltimore County	63,799	49,828	62,216	=	Geographic Information Systems Analyst	2	\$79,311
Calvert	57,712	39,894	59,132	=	GIS Analyst and GIS Mapping Technician	2	35/week
Caroline							
Carroll							NCC
Cecil	68,702	64,730	100,859	=	GIS Coordinator	1	
Charles	56,846	40,422	75,897	=	Database Specialist (CAD or GIS)	2	
Dorchester	36,683	36,683	57,213	=	GIS Technician	1	
Frederick		32,682	52,292	+	GIS Spec I		
Garrett							
Harford	49,296	47,400	90,230	=	GIS Analyst I	1	
Howard	53,116	36,546	58,989	=	Engineering Support Technician I	3	
Kent							
Montgomery	93,329	61,274	101,715		IT Specialist III	47	All CAD/GIS Analysts are classified as IT Specialist III, no role differentiation
Prince George's	73,675	44,932	82,152	=	Engineering Technician IV	8	
Queen Anne's	47,346	44,515	71,245	=	GIS Program Spec II	1	
St. Mary's	54,246	37,461	58,053	=	GIS/CAD Operator	1	
Somerset	51,319	32,101	55,889	=	GIS Technician/Zoning Specialist	1	
Talbot	61,123	56,446	70,789		GIS Manager	1	
Washington	33,003	32,435	50,727	=	GIS Tech / GIS Analyst	1	3 GIS Analyst positions with salary range of 37,833 to 59,169
Wicomico	79,988	43,059	86,119		Chief Technincal Services & Environmental Planning	1	
Worcester	63,876	44,283	72,550	=		1	
MNCPPC		32,997	56,462	=	CAD/GIS Technician II		Vacant
AVERAGE	57,061	42,485	68,592				

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Building Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		28,306	53,791	=	Code Enforcement Officer		Vacant
Anne Arundel	52,127	39,166	65,187	=	Construction Code Inspector	20	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	52,395	42,267	51,371	=	Construction Building Inspector II	10	Maximum salary with longevities is \$59,076
Baltimore County	55,462	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	35 hour position, maximum salary with longevities is \$65,381
Calvert	51,797	43,061	63,864	=		2	35/week
Caroline							
Carroll	38,605	38,044	60,861	=	Building Inspector I	1	Converted to 40 hours
Cecil	39,946	36,733	57,179	=	Building Inspector	2	
Charles	53,743	47,173	75,897	+	Code Inspection & Enforcement Officer	1	Also performs plumbing & electrical inspections.
Dorchester							
Frederick	54,892	40,106	64,170	+	Building Inspec 2	2	
Garrett	43,050	27,964	43,050	=		2	
Harford	60,284	43,900	84,032	=	Inspector II	3	
Howard	55,481	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	65,223	46,360	76,592	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	52,056	36,966	67,895	=	Construction Standards Inspector II	19	DER Only. Avg Salary is combined DER & DPWT
Queen Anne's							
St. Mary's	50,897	38,730	59,717	=	Inspector II	3	
Somerset	32,536	30,213	49,507	=	Building Code Assist./ Field Inspector	1	
Talbot	49,467	46,020	60,522			2	
Washington	46,520		59,169	=	Building Inspector I/ II	2	Building Inspector II, salary range of 40,859 to 63,902 - \$40,859 - 1 position
Wicomico	42,252	27,875	63,456			2	
Worcester	45,214	36,421	59,696	=		4	
MNCPPC		41,932	71,750	=	Construction Inspector		Vacant
AVERAGE	49,576	38,668	62,486				

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Housing Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,421	36,421	36,421	=	Construction Officer	1	Contractual
Anne Arundel							No match
Baltimore City	45,686	37,407	45,218	=		59	Maximum salary with longevities is \$52,003
Baltimore County	55,462	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert							
Caroline							
Carroll	40,810	32,032	51,231	=		1	Converted to 40 hours
Cecil	50,097	36,525	56,930	=	Code Compliance Inspector	2	
Charles	67,904	47,173	75,897	=		1	
Dorchester							
Frederick	56,320	37,460	59,935	=	Housing, Inspector 2	1	
Garrett							
Harford	54,912	39,900	76,190	=	Housing Inspector	1	
Howard	61,069	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	70,172	53,275	88,241	=	Housing Code Inspector III	19	Advanced Level, includes lower level employees hired at the budget level of HCI III
Prince George's	41,780	30,412	56,153	=	Property Standards Inspector II	42	
Queen Anne's							
St. Mary's							
Somerset	33,349	30,213	49,507	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester				=		1	
MNCPPC							
AVERAGE	51,165	38,578	60,019				

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Plumbing Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	52,127	39,166	65,187	=	Construction Code Inspector	20	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	34,837	30,262	33,337	=	Pipefitter II	2	Maximum salary with longevities is \$38,337
Baltimore County	55,462	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	63,864	43,061	63,864	=		2	35/week
Caroline							
Carroll		37,482	59,967	=	Plumbing Inspector I		Converted to 40 hours
Cecil	55,619	40,206	62,587		HVAC Inspector	1	
Charles	53,743	47,173	75,897	+	Code Inspection & Enforcement Officer	1	Also performs building & electrical inspections.
Dorchester							
Frederick	57,925	40,106	64,170	=		3	
Garrett							
Harford	52,372	43,900	84,032	=	Inspector II	1	Inspector I (1 employee) \$37,300 [\$37,300-\$71,198]; Inspector III (1 employee) \$68,500 [\$52,800-\$97,261]
Howard	57,228	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	65,223	46,360	76,592	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	41,780	30,412	56,153	=	Property Standards Inspector II	42	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	51,236	46,020	60,522		Building Inspector / Plumbing & HVAC	1	
Washington	54,778	40,859	63,902	=	Plumbing Inspector I/II	2	
Wicomico	60,956	36,261	72,521			1	
Worcester	48,604	40,165	65,814	=		3	
MNCPPC							
AVERAGE	53,717	40,222	64,315				

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Electrical Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	52,127	39,166	65,187	=	Construction Code Inspector	20	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	54,609	42,267	51,371	=	Construction Electrical Inspector II	4	Maximum salary with longevities is \$59,076
Baltimore County	55,462	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	60,551	43,061	63,864	=		2	35/week
Caroline							
Carroll		38,044	60,861	=	Electrical Inspector I		Converted to 40 hours
Cecil							NCC
Charles	53,743	47,173	75,897	+	Code Inspection & Enforcement Officer	1	Also performs building & plumbing inspections.
Dorchester							
Frederick	54,996	40,106	64,170	=		1	
Garrett							
Harford	48,643	43,900	84,032	=	Inspector II	2	Inspector III (1 employee) \$61,235 [\$52,800-\$97,261]
Howard	59,911	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	65,093	46,360	76,592	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	52,056	36,966	67,895	=	Construction Standards Inspector II	40	Total combined from DER & DPWT
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	50,327	40,859	63,902	=	Electrical Inspector I/II	3	
Wicomico							
Worcester							Contractual
MNCPPC							
AVERAGE	55,229	41,669	66,523				

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Construction Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	48,601	39,166	65,187	=		18	Max salary includes 15% longevity 16+ yrs
Baltimore City	46,721	37,407	45,218	=	Public Works Inspector II	50	Maximum salary with longevities is \$52,003
Baltimore County							NCC
Calvert	68,952	46,467	68,952	-	Project Inspector I	1	40/week
Caroline							
Carroll	48,069	34,903	55,869	=		4	Converted to 40 hours
Cecil	45,334	40,206	62,587	=	Construction Inspection Representative	2	
Charles	48,104	47,173	75,897	+		2	
Dorchester							
Frederick	50,181	42,812	68,498	=	Inspector 2	2	
Garrett	50,927	32,720	50,927			2	
Harford	50,937	43,900	84,032	=	Inspector II	11	
Howard	64,058	44,845	72,384	=	Regulation Inspector II	14	
Kent							
Montgomery	79,366	53,275	88,241	=	Permitting and Code Enforcement Inspector III	56	Advanced Level
Prince George's	52,056	36,966	67,895	=	Construction Standards Inspector II	40	Total combined from DER & DPWT
Queen Anne's	43,920	34,462	54,405	=	Construction Inspector II	2	
St. Mary's	50,482	42,515	67,642	+	Inspector III	1	
Somerset	35,434	32,101	52,602	-	Stormwater Management/Zoning Spec	1	
Talbot							
Washington	44,279	37,833	59,169	=		2	
Wicomico							
Worcester							
MNCPPC	72,439	47,535	81,342	=	Senior Construction Inspector	7	
AVERAGE	52,933	40,840	65,932				

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Jobs with < 5 responses were omitted.

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

Code Enforcement Officer

Inspects structures for compliance with municipal or county codes of ordinance and related regulations and procedures.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	52,127	39,166	65,187	=	Construction Code Inspector	20	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	52,801	45,992	56,004	=	Code Enforcement Investigator II	3	Maximum salary with longevities is \$64,404
Baltimore County	55,462	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	
Calvert	57,730	55,747	82,701		Zoning Enforcement Chief	1	35/week
Caroline	45,178	33,124	46,125		Codes Enforcement Officer III	1	
Carroll	55,141	54,330	86,944	=	Deputy Code Official	1	Converted to 40 hours
Cecil							NCC
Charles	53,743	47,173	75,897	=	Code Inspection & Enforcement Officer	1	Code Inspection & Enforcement Officer
Dorchester							
Frederick							
Garrett							
Harford							
Howard	63,610	44,845	72,384	=	Regulation Inspector II	22	
Kent	43,072	36,394	62,510	=		2	1-Chief Enforcement Officer, 1-Enforcement Officer
Montgomery	65,223	46,360	76,592	=	Code Enforcement Inspector III	19	Full Performance Level
Prince George's	80,125	57,816	112,484	=	Property Standards Code Enforcement Officer	4	
Queen Anne's							
St. Mary's	47,570	47,570	75,712	=	Code Coordinator		
Somerset	34,961	34,108	55,889	=		1	
Talbot	52,917	50,853	63,774		Chief Code Compliance Officer	1	
Washington							
Wicomico	52,367	36,261	72,521			1	
Worcester				=			
MNCPPC							
AVERAGE	54,135	44,759	70,456				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
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Zoning Inspector

Inspects existing lands and buildings for compliance with zoning designations.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,613	39,613	39,613	=	Code Enforcement Officer	2	Contractual
Anne Arundel	49,535	37,939	67,371	=		6	Max salary includes 15% longevity 16+ yrs
Baltimore City	52,003	37,407	45,218	=	Zoning Examiner II	1	Maximum salary with longevities is \$52,003
Baltimore County	55,462	41,647	52,116	+	Code Inspection and Enforcement Officer II*	25	
Calvert	57,112	46,956	69,633	=	Zoning Code Enforcer	1	35/week
Caroline							
Carroll	39,062	34,903	55,869	=		1	Converted to 40 hours
Cecil	56,326	48,630	75,712		Zoning Administrator	1	
Charles	63,499	47,173	75,897	=	Zoning Technician	2	
Dorchester	31,734	31,734	49,494	=		1	
Frederick	48,227	37,460	59,935	=	Inspector 2, Zoning	1	
Garrett				=			
Harford	54,196	39,900	76,190	=	Zoning Inspector II	3	Zoning Inspector I (\$37,300-\$71,178) -0- employees
Howard	55,417	40,477	72,384	=	Regulation Inspector I	2	
Kent							
Montgomery	67,478	50,854	84,163	=	Highway Inspector II	10	Lead Level
Prince George's	80,125	57,816	112,484	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	32,350	32,350	50,922	+	Nuisance/Zoning Inspector	1	
St. Mary's	50,897	38,370	59,717	=	Inspector II	3	
Somerset	57,934	36,239	59,382	=		1	
Talbot							
Washington	39,157	37,833	59,169	=		1	
Wicomico	60,457	36,261	72,521		Zoning Administrator	1	
Worcester	34,540	33,691	55,225			1	
MNCPPC							
AVERAGE	51,256	40,363	64,651				

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Plans Examiner/Reviewer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	61,083	61,083	61,083	=	Land Use Engineer	1	Contractual
Anne Arundel	62,990	49,932	82,900	=	Engineer II	7	Planning & Zoning
Baltimore City	53,033	46,700	65,500	=	Engineer II	20	
Baltimore County	61,532	47,618	59,193	=	Engineer II	8	35 hour position, maximum salary with longevities is \$75,625
Calvert							
Caroline	49,192	48,497	67,532		Project Manager	1	
Carroll	42,099	41,476	66,352	=		1	Converted to 40 hours
Cecil	49,975	44,353	69,070	=	Plans Reviewer	5	
Charles	78,065	59,528	103,368	+	Engineer II & III	11	
Dorchester							
Frederick	60,224	48,593	77,748		Building Safety Plans Reviewer	1	
Garrett							
Harford	70,808	52,800	97,261	=	Senior Plans Reviewer	2	Plans Reviewer I (\$43,900 - \$84,032) -vacant; Plans Reviewer II \$52,800 - \$97,261 (1 employee \$52,800)
Howard	81,047	55,058	88,795	=	Engineering Specialist I	6	
Kent							
Montgomery	74,654	53,275	88,241	=	Planning Specialist III	15	
Prince George's		38,814	71,206	=	Plans Examiner II		Vacant
Queen Anne's							
St. Mary's	99,632	58,843	99,632	=	Senior Planner	1	
Somerset							
Talbot							
Washington	72,058	47,658	74,536	=		2	
Wicomico	65,109	43,059	86,119		Planner III - Long Range	2	
Worcester	47,559	36,421	59,696	=		3	
MNCPPC							
AVERAGE	64,316	49,042	77,543				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Electrician I

Performs journeyman level electrical work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,299	28,306	53,791	+	Building Maintenance Worker III	2	
Anne Arundel	42,118	33,800	56,181	=	Facilities Maintenance Mechanic II	23	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	37,394	32,953	36,850	=	Electrical Mechanic II	6	Maximum salary with longevities is \$42,380
Baltimore County	42,117	33,072	41,371	-		12	Works under the guidance of an Electrician II. Maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carroll	32,032	32,032	51,231	=			1 Vacancy
Cecil							NCC
Charles	56,557	40,422	65,097	=	Electrician II	4	
Dorchester							
Frederick	44,967	37,351	59,762	+	Maintenance Tech 2	6	
Garrett							
Harford							
Howard							
Kent							
Montgomery	67,277	42,283	69,728	=	Electrician I	3	
Prince George's	49,455	28,963	53,548	-	Electrician II	3	
Queen Anne's							
St. Mary's	37,585	29,328	43,639	=	Maintenance Mechanic	7	General class title which performs carpentry, painting, electrical work, plumbing, HVAC, and masonry.
Somerset	31,388	28,436	46,595	=	Electrical&HVAC Maintenance Technician	1	
Talbot							
Washington	41,959	37,833	59,169	=		2	
Wicomico							
Worcester							
MNCPPC	59,246	37,135	63,544	=	Senior Electrician	13	
AVERAGE	44,261	33,993	53,885				

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*Prepared by MACo, October 2013
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Electrician II

Performs master level electrical work. Master Electrician License.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	40,608	31,034	58,974	=	Building Maintenance Worker IV	1	
Anne Arundel					No Match		Minor electrical work performed by Facilities Maintenance Mech II who may not possess Master Electrician License
Baltimore City		38,939	47,176	=	Electrical Supervisor Licensed		Vacant
Baltimore County	53,683	39,562	50,170	=		14	Maximum salary with longevities is \$67,059
Calvert	53,089	43,061	63,864	+	Master Electrician	2	35/week
Caroline							
Carroll	38,959	34,903	55,869	=		2	
Cecil							NCC
Charles	59,519	43,665	70,283	=	Electrician III	5	
Dorchester							
Frederick	44,859	39,987	63,979	+	Maintenance Tech 3	3	
Garrett							
Harford	46,094	43,900	84,032	=	Electrician W&S Operations	1	Sr.Electrician W&S - 1 employee \$60,668 [\$47,400-\$90,230]
Howard	60,130	41,309	61,381	=	Electrician	7	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	62,000	45,962	71,421	=	Facilities Electrician	1	
Montgomery	73,074	44,277	73,074	=	Electrician II	4	
Prince George's		30,412	56,153	-	Electrician III		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico	39,042	31,728	63,456		Building Maintenance Technician III	1	
Worcester							
MNCPPC	71,750	41,932	71,750	=	Lead Electrician	1	
AVERAGE	53,567	39,334	63,684				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Welder

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,542	37,107	38,548	=	Automotive Mechanic	4	Additional \$0.50/hour when performing welding duties
Anne Arundel	50,586	35,485	59,030	=		2	Max salary includes 15% longevity 16+ yrs
Baltimore City	39,748	35,194	39,749	=		9	Macimum salary with longevities is \$45,709
Baltimore County	55,250	37,814	47,861	=	Welder Mechanic	4	Maximum salary with longevities is \$63,877
Calvert							
Caroline							
Carroll							NCC
Cecil	36,525	36,525	56,930	=	Welder Fabricator	1	
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford							
Howard	57,398	41,309	61,381	=	Motor Equipment Mechanic/Welder	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	63,377	40,430	66,536	=	Welder	4	
Prince George's		28,963	53,548	=	Welder II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	40,199	35,031	54,787	=		1	
Wicomico	23,456	23,456	43,399		Mechanic		
Worcester							
MNCPPC	63,068	37,135	63,544	=	Senior Welder	4	
AVERAGE	46,815	35,314	53,210				

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*Prepared by MACo, October 2013
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Carpenter

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	43,812	31,034	58,974	=	Building Maintenance Worker IV	1	
Anne Arundel	42,118	33,800	56,181	=	Facilities Maintenance Mechanic II	23	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	33,236	30,262	33,337	=	Carpenter II	6	Maximum salary with longevities is \$38,337
Baltimore County	45,923	34,549	43,326	=	Carpenter II	7	Maximum salary with longevities is \$57,949
Calvert							
Caroline							
Carroll	33,610	32,032	51,231	=	Maintenance Technician II	8	
Cecil							NCC
Charles	55,984	40,422	65,097	+	Facilities Maintenance Technician II	3	Also performs other trades duties.
Dorchester							
Frederick		28,450	45,519	=	Maintenance Tech 1		
Garrett							
Harford	58,027	37,300	71,198	=	Master Cabinet Maker	1	
Howard	49,653	36,462	54,226	=	Maintenance Mech II/Carpentry Option	1	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		40,430	66,536	=	Carpenter		Vacant
Prince George's	41,657	28,963	53,548	=	Carpenter II	1	
Queen Anne's							
St. Mary's							
Somerset	32,101	32,101	52,602	+	Carpenter/HVAC Technician	1	
Talbot							
Washington	40,993	30,033	46,971	=	Maintenance Tradeswkr	2	
Wicomico	51,334	31,728	63,456		Operations Maintenance Supervisor	1	
Worcester							
MNCPPC	52,210	37,135	63,544	=	Senior Carpenter	17	
AVERAGE	44,666	33,647	55,050				

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Jobs with < 5 responses were omitted.

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Plumber I

Performs journeyman level plumbing work. Non-licensed.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	39,512	28,306	53,791	=	Building Maintenance Worker III	1	
Anne Arundel	42,118	33,800	56,181	=	Facilities Maintenance Mechanic II	23	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	34,837	30,262	33,337	=	Pipefitter II	2	Maximum salary with longevities is \$38,337
Baltimore County		33,072	41,371	=			Vacant, maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carrroll							NCC
Cecil							NCC
Charles	49,105	40,422	65,097	+	Facilities Maintenance Technician I & II	10	Also performs other trades duties.
Dorchester							
Frederick	44,967	37,351	59,762	+	Maintenance Tech 2	6	
Garrett							
Harford							
Howard	44,967	37,351	59,762	+	Maintenance Tech 2	6	
Kent							
Montgomery	63,788	40,430	66,536	=	Plumber I	3	
Prince George's	51,161	28,963	53,548	-	Plumber II	4	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	57,606	37,135	63,544	=	Senior Plumber	7	
AVERAGE	47,562	34,709	55,293				

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Plumber II

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	52,455	31,034	58,974	=	Building Maintenance Worker IV	1	
Anne Arundel					No Match		Minor plumbing work performed by Facilities Maintenance Mech II who may not possess Master Plumbers License
Baltimore City							
Baltimore County	55,803	39,562	50,170	=		6	Maximum salary with longevities is \$67,059
Calvert							
Caroline							
Carroll	48,491	38,044	60,861		Trades Specialist III	7	
Cecil							NCC
Charles	55,779	40,422	65,097	+	Facilities Maintenance Technician II	7	Also performs other trades duties.
Dorchester							
Frederick	44,859	39,987	63,979	=	Maintenance Tech 3	3	
Garrett							
Harford							
Howard	64,605	41,309	61,381	=	Plumber	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	73,030	44,277	73,074	=	Plumber II	4	
Prince George's		30,412	56,153	-	Plumber III		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	71,750	41,932	71,750	=	Lead Plumber	1	
AVERAGE	58,347	38,553	62,382				

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Utilities Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,061	23,554	53,791	=	Utilities Worker I & II	14	Two pay grades.
Anne Arundel	33,151	29,099	48,464	=	Utilities Support Worker I	5	Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	31,191	28,600	29,682	=	Utilities Installer and Repairer II	32	Maximum salary with longevities is \$34,152
Baltimore County	37,863	31,762	39,562	=	Masonry Mechanic	6	Maximum salary with longevities is \$52,603
Calvert							
Caroline							
Carroll		26,957	43,140	=	Apprentice Operator I		Water/Wastewater are same grade both classes reported here
Cecil							NCC
Charles	46,566	32,105	51,787	=	Line Maintenance Worker	6	
Dorchester							
Frederick							
Garrett	30,000	25,140	37,548	=		7	
Harford	38,166	33,100	66,290	=	Utility Worker I (Hwys)	3	W/S Utility Worker I (\$26,200-\$54,142): 4 employees (\$38,742 [avg])
Howard	30,299	26,478	37,440	=	Utility Worker I	16	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	35,185	29,156	45,914	=	Public Service Worker II	27	
Prince George's	32,316	22,694	422,999	=	Laborer II	115	
Queen Anne's	30,012	28,619	44,671	=		17	
St. Mary's							
Somerset							
Talbot							
Washington	31,029	25,748	40,269	=		3	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	34,237	27,924	73,966				

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Treatment Plant Operator (Non-Licensed)

Performs non-licensed entry level utilities work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	33,045	30,243	42,765	=	Water/Wastewater Systems Technician I	7	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,153	31,073	34,534	=	Operations Technician Apprentice	16	Maximum salary with longevities is \$39,714
Baltimore County		29,058	36,067	=	Treatment Plant Operator Trainee		This is a training classification. The incumbents must receive certification within 3 years of employment.
Calvert	31,431	30,376	45,009	=	Water & Sewer Plant Operator Trainee	1	35/week
Caroline							
Carroll	29,550	26,957	43,140	=	Apprentice Operator I	3	Water/Wastewater are same grade both classes reported here.
Cecil	32,101	30,181	47,070	=	Operator Trainee	3	
Charles	37,734	32,105	51,787	=	Water/Wastewater Operator Trainee	8	
Dorchester							
Frederick	30,852	28,450	45,519	=	Water Treatment Plan Op 1	4	
Garrett							
Harford	27,500	27,500	57,182	=	Plant Operator Trainee I (W or WW)	1	
Howard	33,297	30,763	43,410	=	Plant Operator I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	27,239	27,072	40,279	=	Utility Technician	3	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's		30,429	47,686	=	Utility Technician I		
St. Mary's							
Somerset							
Talbot	38,900	32,306	57,691		Environmental System Operator & Environmental System Operator Supervisor	2	
Washington	27,809	27,809	43,491	=	Plant Operator Trainee	1	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	31,801	29,594	45,402				

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Treatment Plant Operator (Collection/Treatment) Licensed

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,600	31,034	58,974	=	Plant Operator I & II	4	Two pay grades.
Anne Arundel	51,887	40,914	66,040	=	Water/Wastewater Systems Technician II	52	Max salary includes 15% longevity 16+ yrs
Baltimore City	39,737	34,044	38,261	=	Water Treatment Technician II	28	Maximum salary with longevities is \$44,001
Baltimore County	38,755	34,549	43,326	=	Treatment Plant Operator I	1	Maximum salary with longevities is \$57,949
Calvert	39,126	35,526	52,653	+	Water & Sewer Plant Operator	9	35/week
Caroline							
Carroll	33,567	32,032	51,231	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	5	Water/Wastewater are same grade both classes reported here
Cecil	42,186	40,317	63,809	=	Operator	7	
Charles	51,632	37,427	60,304	=	Water Operator & Wastewater Operator II	23	
Dorchester							
Frederick	57,213	39,987	63,979	+	Water Treatment Plant Op 3	4	
Garrett	31,289	29,321	43,793	=		7	
Harford	45,879	37,300	71,198	=	Plant Operator (W or WW)	13	
Howard	41,538	33,966	50,315	=	Plant Operator II	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	44,828	36,394	62,510	=	Plant Operator I, II & III	6	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's	57,357	47,514	76,317	=	Chief Water Operator/Chief Wastewater Operator	2	
St. Mary's							
Somerset							
Talbot	38,086	32,306	57,691		Collection Sys Opr, WWTP Operator & WWTP Supervisor	6	
Washington	33,003	32,435	50,727	=	Plant Operator	4	13 Sr. Plant Operator positions with a salary range of 35,031 to 54,787 - avg. 36,618
Wicomico							
Worcester	49,661	28,538	58,240	=		12	
MNCPPC							
AVERAGE	43,197	35,506	57,022				

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Utilities Meter Reader

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		17,875	33,968	=	Meter Reader		Vacant
Anne Arundel	32,705	26,395	43,909	=	Meter Technician I	6	Max salary includes 15% longevity 16+ yrs
Baltimore City	39,332	30,223	35,806	=	Utility Meter Reader II	12	Water only, maximum salary with longevities is \$41,176
Baltimore County							NCC
Calvert							Duties performed by Water & Sewer Plant Operator
Caroline							
Carroll	26,957	26,957	43,140	=	Utilities Maintenance Worker	1	
Cecil							NCC
Charles	46,545	34,661	55,878	+	Meter Technician	6	
Dorchester							
Frederick							
Garrett							
Harford	28,600	27,500	57,182	=	Water Meter Mechanic I	1	Water Meter Mech II (\$33,100-\$66,290): 6 employees [\$41,919 avg].
Howard	34,944	28,538	40,290	=	Utility Worker II	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's	38,900	34,462	54,405	+	Water Operator II	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	35,426	28,326	45,572				

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Building Maintenance Worker I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	29,896	23,554	53,791	=	Building Maintenance Worker II & III	4	Two pay grades
Anne Arundel	39,838	30,638	50,898	=	Facilities Maintenance Mechanic I	10	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	34,229	30,262	33,337	=	Building Repairer	23	Maximum salary with longevities is \$38,337
Baltimore County	46,477	34,549	43,326	=	Buildings Maintenance Mechanic II	11	Maximum salary with longevities is \$57,949
Calvert	42,251	31,577	46,810	=	Buildings & Ground Maintenance Worker I	2	35/week
Caroline	38,376	33,124	46,125	=	Maintenance Repairer	1	
Carroll	33,176	29,370	47,008	=	Maintenance Technician I	5	1 Vacancy
Cecil	33,641	32,427	50,497	=	Maintenance	11	
Charles	47,159	32,105	51,787	=	Facilities Maintenance Technician I	3	
Dorchester							
Frederick		28,450	45,519	-	Maintenance Tech 1		
Garrett	26,888	22,709	35,139	=		2	
Harford	31,138	26,200	54,142	=	Maintenance Worker I	12	
Howard	39,401	32,302	46,738	=	Maintenance Mechanic I	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	27,072	27,072	40,279	=	Maintenance Worker	5	
Montgomery	53,347	37,091	60,601	=	Public Service Crafts worker	40	
Prince George's	58,423	31,932	58,890	=	Building Engineer II	10	
Queen Anne's	36,252	32,350	50,922	=	Facility Technician II	4	
St. Mary's	39,721	38,730	59,717	=	Lead Maintenance Mechanic	6	
Somerset	33,741	28,436	46,595	+	Maintenance Worker II	3	
Talbot	39,450	32,306	57,691		Facilities Maintenance Technician & HVAC/Maintenance Technician	5	
Washington	38,581	32,435	50,729	=	Building Maint. Mechanic/Sr. Building Maint. Mech.	2	1 Sr. Building Maint. Mech. Position with a salary range of 37,833 to 59,169 -Act. 37,833
Wicomico	29,362	20,623	38,187		Maintenance Technician	6	
Worcester	42,065	27,186	59,696	=		3	
MNCPPC	36,981	29,823	51,032	=	Park/General Maintenance Worker II	168	
AVERAGE	38,151	30,219	49,144				

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*Prepared by MACo, October 2013
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Vehicle and Heavy Equipment Maintenance Shop Foreman

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,937	40,891	77,705	=	Equipment & Maintenance Foreman	1	
Anne Arundel	61,859	43,062	68,039	=	Automotive Maintenance Supervisor	5	
Baltimore City	57,988	42,267	51,371	=	Automotive Maintenance Supervisor I	17	Maximum salary with longevities is \$59,076
Baltimore County	66,693	45,630	56,836	=	Heavy Equipment Supervisor	5	Maximum salary with longevities is \$71,938
Calvert	47,133	45,594	69,580	-	Fleet Maintenance Service Specialist	1	40/week
Caroline	54,080	40,080	55,811		Chief Automotive Mechanic	1	
Carroll	57,440	41,476	66,352	=	Foreman, Fleet Management	2	
Cecil							NCC
Charles	66,333	50,970	81,972	=	Lead Mechanic & Fleet Maintenance Superintendent	2	
Dorchester	44,695	36,683	57,213		Mechanic Supervisor	1	
Frederick	72,293	52,553	84,085	=	Service Manager	2	
Garrett	41,777	27,964	43,050	=		3	
Harford							
Howard	74,331	49,733	80,163	=	Operations Supervisor II	5	
Kent	49,500	45,962	71,421	=	Automotive Services Supervisor	1	
Montgomery	73,162	55,811	92,508	=	Equipment Maintenance Crew Chief	24	
Prince George's	72,309	55,062	107,128	=	Garage Supervisor	4	
Queen Anne's	65,719	47,514	76,317	=	Fleet Manager	1	
St. Mary's	59,717	38,730	59,717	=		1	
Somerset	55,765	38,504	63,094	=	Automotive Service Supervisor	1	
Talbot	44,780	38,207	55,239		Shop Foreman	1	
Washington	62,757	47,658	74,536	=	Fleet Manager	1	Transit Fleet Mgr (Salary Range of \$44,148 - \$69,015) \$52,411 actual
Wicomico	33,934	27,875	51,558		Mechanic II	4	
Worcester	60,656	50,000	60,000	=		1	
MNCPPC	81,816	53,835	92,300	+	Fleet Manager	2	
AVERAGE	58,595	44,177	69,391				

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Automotive Mechanic Helper

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	23,545	23,545	44,760	=	Mechanic Helper (Transit)	1	
Anne Arundel	33,118	27,726	46,093	=	Automotive Service Worker	5	Max salary includes 15% longevity 16+ yrs
Baltimore City	31,211	28,657	30,705	=	Automotive Maintenance Worker	7	Maximum salary with longevities is \$35,310
Baltimore County		25,272	30,347	=	Trades Helper		Maximum salary with longevities is \$39,562
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	47,159	40,422	65,097	=	Fleet Maintenance Technician I	3	Fleet Maintenance Technician I
Dorchester							
Frederick	48,117	37,351	59,762	=	Vehicle Equip Tech I	4	
Garrett							
Harford							
Howard							
Kent							
Montgomery		31,552	50,343	=	Auto body Repairer Apprentice		Vacant
Prince George's		27,584	51,078	+	Equipment Service Worker II		Vacant
Queen Anne's	39,267	30,429	47,686	=	Mechanic I	2	
St. Mary's							
Somerset							
Talbot							
Washington	33,028	27,809	43,491	=	Auto Services Asst.	1	
Wicomico							
Worcester				=	Auto Mechanic I		
MNCPPC							
AVERAGE	36,492	30,035	46,936				

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Automotive/Equipment Mechanic I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,247	28,306	53,791	+	Automotive Serviceman	5	
Anne Arundel	42,464	33,800	56,181	=	Automotive Mechanic II	21	Max salary includes 15% longevity 16+ yrs
Baltimore City	41,385	35,194	39,749	=	Automotive Mechanic	106	Maximum salary with longevity is \$45,709
Baltimore County	44,503	34,549	43,326	=	Automotive Mechanic	16	Maximum salary with longevity is \$57,949
Calvert	49,535	38,251	56,701	=	Equipment Mechanic I	2	40/week
Caroline	28,579	27,375	38,120			1	
Carroll	32,681	32,032	51,231	=	Mechanic I	7	2 Vacancies
Cecil							NCC
Charles	55,779	43,665	70,283	=	Fleet Maintenance Technician II	7	
Dorchester	31,284	29,521	46,042	=	Mechanic	4	
Frederick		39,987	63,979	=	Vehicle Equip Tech II		
Garrett							
Harford							
Howard	36,837	36,462	54,226	=	Motor Equipment Mechanic I	1	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	40,711	36,394	55,807	=	Heavy Equipment/light truck Mechanic	3	
Montgomery	54,488	40,430	66,536	=	Auto body Repairer	3	
Prince George's	31,932	31,932	58,890	=	Equipment Mechanic I	1	
Queen Anne's	40,036	34,462	54,405	=	Mechanic II	2	
St. Mary's	37,752	38,730	59,717	=		4	
Somerset	27,432	26,763	43,854	=	Automotive Mechanic I	1	
Talbot							
Washington							
Wicomico	32,650	23,456	43,399		Mechanic	2	
Worcester	38,181	33,058	43,587	=	Mechanic II	6	
MNCPPC	41,663	33,093	56,627	=	Mechanic	2	
AVERAGE	39,007	33,873	52,823				

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Automotive/Equipment Mechanic II

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,542	38,542	38,542	=		4	
Anne Arundel	50,211	37,274	62,046		Automotive Mechanic III	17	Max salary includes 15% longevity 16+ yrs
Baltimore City	49,001	38,820	44,687	=	Automotive Lead Mechanic	17	Maximum salary with longevities is \$51,392
Baltimore County	53,773	37,814	47,861	=	Automotive Specialist	9	Maximum salary with longevities is \$63,877
Calvert	55,453	42,162	62,546	=	Equipment Mechanic II	2	40/week
Caroline	41,794	33,124	50,737			3	
Carroll	38,026	34,903	55,869	=	Mechanic II	6	
Cecil							NCC
Charles	55,984	47,173	75,897	=	Fleet Maintenance Technician III	3	
Dorchester	31,734	31,734	49,494	=	Mechanic II	1	
Frederick	58,675	42,812	68,498	=	Vehicle Equip Tech 3	3	
Garrett							
Harford							
Howard	55,524	41,309	61,381	=	Motor Equipment Mechanic II	22	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		46,360	76,592	=	Senior Mechanic Technician		Vacant
Prince George's	55,700	33,529	61,715	=	Equipment Mechanic II	31	
Queen Anne's	47,133	36,710	58,147	=	Mechanic III	2	
St. Mary's	50,024	34,611	53,352	=		3	
Somerset	37,648	34,108	55,889	=	Automotive Mechanic III	1	
Talbot	32,306	32,306	51,329		Mechanic II	1	
Washington	42,933	32,435	50,727	=	Auto Services Tech.	7	
Wicomico							
Worcester	43,139	31,465	51,558	=	Mechanic III	1	
MNCPPC	55,238	37,135	63,544	=	Senior Mechanic	35	
AVERAGE	46,991	37,216	57,021				

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Motor Equipment Operator (Light)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,036	36,036	36,036	=	Equipment Operator I	15	
Anne Arundel	37,740	29,099	48,464	+	Equipment Operator I	41	CDL required - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	31,055	29,432	30,742	=	Motor Vehicle Driver I	171	Maximum salary with longevities is \$35,317
Baltimore County	40,616	30,347	37,814	=	Equipment Operator	13	Maximum salary with longevities is \$50,170
Calvert	42,663	33,051	48,984	=	Highway Laborer/Operator	11	40/week
Caroline	28,960	24,886	34,654			6	
Carroll	31,809	29,370	47,008	=	Road Equipment Operator I	46	1 Vacancy
Cecil	30,055	27,671	43,056	=	Equipment Operator	29	
Charles	40,760	34,661	55,878	=	Equipment Operator II	14	CDL Required
Dorchester	26,721	27,494	42,882	=	Motor Equipment Operator III	15	
Frederick	38,051	32,594	52,151	=	Equip Operator I	1	
Garrett						37	18.45/per hour/Union Contract
Harford	33,660	27,500	57,182	=	Chauffeur/Laborer	30	
Howard	38,701	30,763	43,410	=	Motor Equipment Operator I	37	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	29,382	27,072	40,279	=	MEO I	12	
Montgomery	44,194	35,605	57,851	=	Equipment Operator I	103	
Prince George's	48,041	26,271	48,737	=	Equipment Operator II	11	
Queen Anne's	36,708	30,429	47,686	=	Equipment Operator I	5	
St. Mary's	41,919	29,328	43,638	=	Equipment Operator I	4	
Somerset	28,002	26,763	43,854	=	Motor Equipment Oper I	5	
Talbot							
Washington	35,967	27,809	43,491	=	Eq. Op. II	21	
Wicomico	24,210	20,623	38,187		Motor Equipment Operator I	11	
Worcester	33,800	25,887	42,413	=	Roads Worker III	4	
MNCPPC	47,158	33,093	56,627	=	Equipment Operator	12	
AVERAGE	35,922	29,382	45,262				

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*Prepared by MACo, October 2013
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Heavy Motor Equipment Operator

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,542	38,542	38,542	=	Equipment Operator II	9	
Anne Arundel	44,901	33,800	56,181	=	Equipment Operator III	16	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,102	34,044	38,261	=	Heavy Equipment Operator II	63	Maximum salary with longevities is \$44,001
Baltimore County	44,866	33,072	41,371	=	Heavy Equipment Operator	2	Maximum salary with longevities is \$55,182
Calvert	45,651	34,715	51,438	=	Highway Equipment Operator	4	40/week, 1 vacancy
Caroline	30,966	27,375	41,932		II & III	8	
Carroll	35,681	32,032	51,231	=	Road Equipment Operator II	9	1 Vacancy
Cecil							
Charles	50,857	37,427	65,097	+	Equipment Operator III & IV	26	
Dorchester	37,492	31,734	49,494	=	Motor Equipment Operator IV	9	
Frederick	46,993	37,351	59,762	=	Equip Operator 2	4	
Garrett						52	18.93/per hour/Union Contract
Harford	38,203	33,100	66,290	=	Equipment Operator	23	
Howard	48,251	33,966	50,315	=	Motor Equipment Operator II	22	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	38,451	30,148	50,378		MEO II & III	6	
Montgomery	51,315	37,091	60,601	=	Equipment Operator II	24	
Prince George's	53,269	27,584	51,078	=	Master Equipment Operator	3	
Queen Anne's	43,872	34,462	54,405	=	Equipment Operator III	2	
St. Mary's	47,087	32,094	47,923	=	Equipment Operator II	6	
Somerset	27,719	28,471	46,652	=	Motor Equip. Oper. II & III & Landfill Heavy Equip Oper	11	3 Pay Grades
Talbot	34,363	26,006	49,816		Motor Equipment Operator II & III	6	
Washington	41,876	32,435	50,727	=	Eq. Op. III	18	
Wicomico	28,653	23,456	43,399		Motor Equipment Operator II	13	
Worcester	31,326	29,967	49,104	=	Roads Worker V	11	
MNCPPC	53,840	37,135	63,544	=	Senior Equipment Operator	12	
AVERAGE	41,490	32,435	51,197				

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Laborer (Road Maintenance)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,085	34,085	34,085	=	Utility Worker	24	
Anne Arundel	29,825	25,106	41,808	=	Maintenance Worker I	14	Roads division of Public Works - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	29,413	27,747	28,662	=	Laborer	574	Maximum salary with longevities is \$32,927
Baltimore County	32,466	25,272	30,347	=	Laborer I	9	Maximum salary with longevities is \$39,562
Calvert	35,391	31,429	46,654		Highway Maintenance Worker	6	40/week, 2 vacancies
Caroline	24,248	20,567	34,654			1	Highway Marking Specialist (ASSISTANT)
Carroll	24,230	#####	35,776	=	Road Maintenance Worker I	7	
Cecil	26,530	23,691	36,837	=		4	
Charles	n/a						
Dorchester	26,953	25,654	40,011	=	Motor Equipment Operator II	3	
Frederick	24,841	24,841	39,746	=	Laborer I, Highway		
Garrett							17.95 per hour/Union Contract
Harford	32,568	22,600	47,986	=	Laborer	16	
Howard	32,240	26,478	37,440	=	Utility Worker I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	35,185	29,156	45,914	=	Public Service Worker II	26	
Prince George's	32,316	22,294	42,299	=	Laborer II	115	
Queen Anne's		26,800	41,866	=	Highway Worker		
St. Mary's	32,141	26,645	39,728	=	Maintenance Worker	14	1 vacancy
Somerset	26,763	25,189	41,275	=	Highway Worker II	7	2 Fulltime/2 Part-time Employees
Talbot	26,462	23,036	46,263		Roads Crew Members	3	
Washington	29,743	25,748	40,269	=	Eq. Op. I	24	
Wicomico						27	7.52 hr.
Worcester	32,189	24,653	40,398	=	Roads Worker II	11	
MNCPPC							
AVERAGE	29,873	#####	39,601				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Groundskeeper and Parks Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	35,283	27,726	46,093	=	Maintenance Worker II	9	Parks division of Rec & Parks - max salary includes 15% longevity 16+ yrs
Baltimore City	29,413	27,747	28,662	=	Laborer	574	Maximum salary with longevities is \$32,927
Baltimore County	35,303	29,058	36,067	=	Recreation and Parks Maintenance Specialist I	21	Maximum salary with longevities is \$47,861
Calvert	35,520	29,175	43,316	=	Buildings & Grounds Worker II	6	35/week
Caroline							
Carroll	34,490	29,370	47,008	=	Maintenance Specialist	6	
Cecil	30,181	30,181	47,070	=	Park Maintenance Worker	1	
Charles	44,750	32,105	55,878	=	Grounds Maintenance Worker I & II	7	CDL Required
Dorchester	28,317	25,654	40,011	=	Rec and Parks Maintenance Technician	1	Works in our Recreation and Parks Department - not part of Public Works
Frederick	24,841	24,841	39,746	=	Laborer I, Parks	4	
Garrett							
Harford	32,128	26,200	54,142	=	Maintenance Worker I	9	
Howard	38,761	30,763	43,410	=	Parks Maintenance Worker	26	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		29,156	45,914	=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	32,369	28,619	44,671	=	Maintenance Worker II	6	
St. Mary's	28,312	26,645	39,728	=		5	
Somerset	13,803	25,837	42,337	=/+	R & P Maint., Irriga. Spec. Groundskeep, Horticult.	5	3 Pay Grades, 1 Full-time/5 Part-time Emp.
Talbot	32,745	23,036	47,568		Maintenance Worker	3	
Washington	32,574	25,748	40,269	=		6	
Wicomico	29,079	27,875	51,558		Parks Facility Worker III	2	
Worcester	29,589	24,648	49,109	=		6	
MNCPPC	36,981	29,823	51,032	=	Park/General Maintenance Worker II	168	
AVERAGE	31,813	27,710	44,679				

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*Prepared by MACo, October 2013
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Custodian/Janitor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	27,649	21,485	40,827	=	Building Maintenance Worker I	7	
Anne Arundel	30,729	23,899	39,832	=	Custodial Worker	29	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	30,539	25,272	30,347	=	Custodial Worker I	79	Maximum salary with longevity is \$39,562
Calvert	29,420	25,935	38,457	=		22	35/week
Caroline	25,207	24,886	34,654			1	
Carroll	21,112	20,821	33,301	=	Custodian I	1	1 Vacancy
Cecil	25,002	23,691	36,837	=	Janitor	4	
Charles	32,639	23,680	44,515	=	Custodial Worker I & II	17	
Dorchester	22,568	21,188	33,046	=	Custodian/Maintenance	6	
Frederick	30,621	24,841	39,746	=	Custodian	14	
Garrett		20,025	29,653			6	
Harford	24,733	22,600	47,986	=	Custodial Worker I	6	
Howard		25,251	35,651	=	Custodial Worker		\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	24,814	24,367	35,951	=	Custodian	1	
Montgomery	38,719	28,048	43,904	=	Building Services Worker II	22	
Prince George's	34,972	21,613	40,394		Custodian II	13	
Queen Anne's	27,431	28,619	44,671	=	Facility Worker II	6	
St. Mary's	29,328	29,328	43,638			1	
Somerset	26,705	23,707	38,847	=	Building Custodian	6	
Talbot							
Washington							
Wicomico	35,340	23,456	43,399		Janitor	1	
Worcester	33,903	28,280	40,394	=		3	
MNCPPC	34,880	26,545	47,716	=	Parks/General Maintenance Worker I	8	
AVERAGE	29,316	24,433	39,262				

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*Prepared by MACo, October 2013
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Director/Manager, Communications Center/911

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	55,157	55,157	55,157	=	Chief, 911 Joint Communications		Contractual
Anne Arundel	89,332	62,708	111,359	+	Police Lieutenant	1	Unit has civilian manager who works with the sworn officer in charge of the unit
Baltimore City	103,168	77,200	121,400	=	IT Division Manager	1	
Baltimore County	101,530	65,170	101,530	=	Chief, Emergency Communications Center	1	
Calvert	82,389	71,781	106,517	=	Communications Chief	1	40/week
Caroline	55,927	55,130	76,631			1	
Carroll	63,710	54,330	86,944	=	Emergency Communications Coordinator	1	
Cecil	63,190	56,118	87,422	=	Assistant Chief, Communications	1	
Charles	104,298	75,192	120,729	=	Chief of Fire/EMS Communications	1	Reports to Director of Emergency Services
Dorchester	39,716	36,880	57,520	=	911 Center Supervisor	1	
Frederick	103,801	79,274	126,838	=	Director, Emergency Comm	1	
Garrett	64,819	45,540	70,108	=		1	
Harford	127,500	91,600	141,606	=	Director, Emergency Services	1	
Howard							
Kent	48,000	45,962	71,421			1	
Montgomery	133,992	133,992	133,992	=	Director ECC	1	
Prince George's	125,796	77,478	150,739	=	Associate Director, Public Safety Communications	1	Prince George's County uses the generic Associate Director class of work. Working title: Associate Director, Public Safety Communications. Actual salary \$126,668.
Queen Anne's	63,217	60,452	109,774	=	Chief of Communications	1	
St. Mary's	76,041	57,200	97,178	+	Manager, Grade 10	1	
Somerset	61,554	38,504	63,094	-	Communications Supervisor - 911	1	
Talbot	63,567	62,938	78,930		DES Division Chief - 911 Communications	1	
Washington	65,485	51,471	80,498	=	Dir., Dept. of Emerg. Communications	1	
Wicomico	72,614	56,657	113,314		Director, Emergency Services	1	
Worcester				=			
MNCPPC							
AVERAGE	80,218	64,124	98,305				

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*Prepared by MACo, October 2013
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Director/Manager, Emergency Preparedness/Homeland Security

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	46,052	44,831	85,192	+	Chief, Emergency Management	1	Provides county coordination of preparedness, response, recovery, and mitigation of man made and natural disasters.
Anne Arundel	90,168	68,977	128,064	=	Police Captain	1	
Baltimore City	132,400	77,200	132,400	=	Executive Level II	1	
Baltimore County		80,999	112,569	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$165,791
Calvert	75,839	60,806	90,145	=	Emergency Management & Safety Division Chief	1	35/week
Caroline	59,902	55,130	76,631		Assistant Director Risk Management & Planning	1	
Carroll	56,638	49,837	79,768	=	Emergency Management Coordinator	1	
Cecil	48,630	48,630	75,712	=	Emergency Preparedness Manager	1	
Charles	78,128	55,080	88,548	=	Chief of Emergency Management	1	Reports to Director of Emergency Services
Dorchester							
Frederick	88,239	74,018	118,428	-	Director, Emerg Preparedness	1	
Garrett							
Harford	90,237	64,300	114,629	=	Deputy Manager, Emergency Operations	1	
Howard							
Kent	47,964	45,962	71,421		Emergency Preparedness Planner	1	
Montgomery	131,644	131,644	131,644	=	Director- Office of Emergency Management & Homeland Security		This is a Director position but it is classified on the MII pay band
Prince George's	97,404	63,741	124,013	=	Administrative Specialist I	1	Prince George's County uses the generic Admin Spec class of work. Working title: Director, Office of Emergency Management. Acutal salary \$109,954.
Queen Anne's							
St. Mary's	56,826	51,168	86,694	=	Manager, Grade 9	1	
Somerset							
Talbot	48,972	48,972	48,972		Emergency Planner	1	
Washington	55,687	40,859	63,902	=	Emerg. Mgmt. Coord.	1	
Wicomico	47,718	27,875	51,558		Emergency Management Planner	1	
Worcester							
MNCPPC							
AVERAGE	73,673	60,557	93,349				

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Emergency Dispatcher Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,254	25,821	49,068	=	Emergency Services Shift Supervisor	4	
Anne Arundel	50,646	40,984	64,759	=	Police Communications Operator III	11	Shift supervisor
Baltimore City	53,750	40,540	49,222	=	Emergency Dispatch Supervisor	7	Maximum salary with longevities is \$56,607
Baltimore County	58,473	43,642	54,474	=	Emergency Communications Shift Supervisor	8	Maximum salary with longevities is \$68,548
Calvert	53,352	46,467	68,952	=	Communications Supervisor	1	40/week
Caroline	42,396	37,655	57,574		PSD IV	4	
Carroll	49,052	41,476	66,352	=	Emergency Communications Specialist Supervisor	4	
Cecil	50,586	38,986	60,703	=	Dispatcher Supervisor (Captain)	4	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period).
Charles	59,692	47,173	75,897	=	Communications Supervisor	9	# of supervisors increased over last year
Dorchester							
Frederick	78,492	52,553	84,084	=	Emergency Comm Center Mgr	6	
Garrett							
Harford	57,924	43,900	84,032	=	Public Safety Supervisor	11	
Howard	73,973	49,733	80,163	=	Emergency Communications Supervisor	5	
Kent	39,574	36,394	55,807	=	Emergency Services Shift Captain	4	
Montgomery	78,310	50,854	84,163	=	Public Safety Communication Supervisor	11	
Prince George's	65,570	43,106	86,651	=	Emergency Dispatcher III	20	
Queen Anne's	46,878	41,723	66,524	=		4	
St. Mary's	57,122	42,515	67,642	=	Communication Specialist IV	4	
Somerset	40,618	32,101	52,602	=	Shift Supervisor - 911	5	
Talbot	40,163	35,052	53,128		Communication Specialist Supervisor	4	
Washington	41,989	37,833	59,169	=		3	
Wicomico	36,041	31,728	63,456		Communications Supervisor	4	
Worcester	45,376	44,000	53,000	=		1	
MNCPPC	63,431	64,438	81,342	=	Park Police Comm Supervisor Supervisor	2	
AVERAGE	53,116	42,116	66,033				

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Emergency Dispatcher

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	30,101	25,821	53,791	=	Emergency Services Dispatcher I & II	20	Two pay grades
Anne Arundel	42,935	35,485	58,178	=	Police Communications Operator II	38	Police Communications Operator I is calltaker only and does not dispatch. PCO II can do both functions. Max salary includes 15% longevity.
Baltimore City	46,705	37,407	45,218	=		67	Maximum salary with longevities is \$52,003
Baltimore County	45,464	35,981	45,630	=	Emergency Communications Technician I	72	Maximum salary with longevities is \$56,836
Calvert	47,757/ 53,148	40144/ 44262	59,530/ 65,645	=	Public Safety Dispatcher I/ Public Safety Dispatcher II	15/5	40/week, Title change
Caroline	32,958	28,291	47,582		Public Safety Dispatcher	8	I & II & III
Carroll	32,490	32,032	51,231	=	Emergency Communications Specialist I	11	
Cecil	35,536	31,735	49,440	=	Dispatcher	34	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period).
Charles	43,986	37,427	65,097	=	Public Safety Dispatcher I & II	15	
Dorchester	28,360	27,667	43,152	=	Dispatcher	20	
Frederick	43,650	39,987	63,979	=	Emerg Comm Spec 2	6	
Garrett	34,812	27,964	43,050	=		8	
Harford	45,608	39,900	76,190	=	Public Safety Dispatcher III	40	
Howard	45,811	37,669	62,899	=	Dispatcher	41	
Kent	32,170	30,148	50,378		Emergency Services Dispatcher I & II	8	
Montgomery	41,727	38,675	63,497		Public Safety Emergency Call-Taker II	7	Not entry level. Note: The employee is Part Time in LWOP, that is why the salary is less than the minimum.
Prince George's	37,786	35,463	71,288	=	Emergency Dispatcher I	11	
Queen Anne's	37,871	36,710	58,147	=	Public Safety Dispatcher II	11	
St. Mary's	32,723	32,094	47,923	=	Comm Specialist I, Gr 4	4	
Somerset	27,014	30,213	49,507	=	Emergency Communications Spec.	10	Includes 2 Part-time Emp.
Talbot	33,143	29,913	49,816		Communication Specialist I & Police Communication Officer	10	
Washington	37,750	32,435	50,727	=		32FT	
Wicomico	31,836	29,084	43,399		Communications Operator I & II	12	
Worcester	37,412	28,538	54,142	=		24	
MNCPPC	46,952	37,135	63,544	=	Senior Park Police Communications Technician	11	
AVERAGE	37,700	33,241	54,492				

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	61,532	61,532	61,532	=	Director of Public Safety	1	
Anne Arundel	150,000	99,580	162,693	=	Chief of Police	1	Appointed by County Executive
Baltimore City	190,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	210,893	204,750	204,750	=		1	Appointed position
Calvert	87,000	87,000	87,000	=	Sheriff	1	Elected
Caroline							
Carroll	75,911	75,911	75,911	=		1	By-Law - See page 1
Cecil							See Elected Section
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	100,000	100,000	100,000	=	Sheriff	1	Elected official
Garrett					Elected		
Harford	113,732			=	Sheriff	1	Elected; salary determined by legislation
Howard	171,538	112,819	182,083	=	Chief of Police	1	
Kent	84,000	84,000	84,000	=	Sheriff	1	Elected
Montgomery	225,267	225,267	225,267	=	Police Chief	1	Appointed to position
Prince George's	180,000	98,884	192,385	=	Director, Police Department	1	Prince George's County uses the generic Director class. Working title: Police Chief. Actual \$180,000.
Queen Anne's							
St. Mary's	82,000			=		1	Elected
Somerset							See Elected Officials - Sheriff
Talbot							
Washington	88,000				Sheriff	1	
Wicomico	85,000				Sheriff	1	Elected, salary set by the Wicomico County Charter.
Worcester							
MNCPPC							
AVERAGE	126,992	114,722	143,602				

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Deputy Commander

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	112,280	83,462	147,915	=	Deputy Police Chief	1	
Baltimore City	131,598	88,200	139,900	=	Police Command Staff II	4	
Baltimore County	174,429	90,667	117,761	=	Colonel	3	Maximum salary with longevities is \$180,148
Calvert	107,307	107,307	107,307	+	Assistant Sheriff Major	1	Appointed 35/week
Caroline	71,482	51,398	85,382		Chief Deputy	1	CAPTAIN
Carroll							Colonel position was eliminated and a third Major was added in 2008
Cecil	90,189	77,792	121,222	=	Chief Deputy	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	125,957	81,791	125,958	=	Lt. Colonel	1	
Garrett	72,912	45,540	70,108	=	Chief Deputy	1	Chief Deputy
Harford	134,472	100,060	134,472	=	Chief Deputy	1	
Howard	148,283	91,915	148,283	=	Police Major	3	
Kent	50,000	50,000	50,000	=	Chief Deputy		Appointed, Home code rule
Montgomery	157,384	156,454	163,425	=	Assistant Police Chief	3	
Prince George's	147,111	85,420	166,190	=	Deputy Director, Police Department	5	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's	87,022	66,069	120,391	=	Captain	1	
St. Mary's	115,170	69,722	115,170	=	Major	1	
Somerset	49,434	48,411	74,537	=	Chief Deputy	1	
Talbot	73,366	62,676	111,987		Lieutenant	3	
Washington	103,440	90,135	122,850	=	Colonel	1	
Wicomico	90,791				Deputy Sheriff/Captain	2	Flat salary/non-negotiable
Worcester	92,777	80,000	100,000	=	Chief Deputy	1	
MNCPPC	142,281	90,785	145,188	=	Park Police Commander	2	
AVERAGE	108,461	80,890	118,402				

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Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	57,393	40,891	77,705	=	Lieutenant	1	
Anne Arundel	96,269	68,977	128,064	=	Police Captain	9	
Baltimore City	107,720	88,200	139,900	=	Police Command Staff II	8	
Baltimore County	136,611	76,824	98,704	=	Captain	18	Maximum salary with longevities is \$148,311
Calvert	100,828	69,992	114,982	+	Deputy Sheriff Lieutenant	4	40/week
Caroline	61,251	51,398	85,382		Lieutenant	1	Administration & Investigations
Carroll	80,496	69,389	111,031	=	Major	1	Full service law enforcement.
Cecil	84,448	70,720	110,178	=	Director, Law Enforcement	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	104,097	67,596	104,098	=	Captain	3	
Garrett							
Harford	102,856	82,701	117,915	=	Captain	9	
Howard	131,893	82,701	112,715	=	Police Captain	6	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	130,114	86,456	130,621	=	Police Captain	20	
Prince George's	119,425	72,411	123,665	=	Captain	29	
Queen Anne's	88,715	57,874	93,641	=	Lt.	2	
St. Mary's	102,076	65,125	107,515	=	Captain	4	
Somerset							
Talbot							
Washington	89,633	81,298	110,790	=	Major	3	
Wicomico	83,160				Deputy Sheriff/Lieutenant	3	Flat salary/non-negotiable. 1 Deputy Sheriff/1st Sergeant position with an average salary of \$69,931.
Worcester	90,974	75,000	95,000	=	Operations Officer	1	
MNCPPC	115,740	74,315	126,509	=	Park Police Captain	4	
AVERAGE	99,142	71,215	110,467				

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Jobs with < 5 responses were omitted.

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Shift Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	88,764	62,708	111,359	=	Police Lieutenant	31	
Baltimore City	88,198	70,003	92,172	=	Police Lieutenant	55	
Baltimore County	119,838	66,135	88,358	=	Lieutenant	78	Maximum salary with longevities is \$134,821
Calvert	86,320/ 79,980	59,072/ 55,452	98,072/ 92,082	+	Deputy Sheriff 1st Sgt./ Deputy Sheriff Sergeant	5/13	40/week/One 1st Sgt position vacant
Caroline	56,364	47,816	79,405		Deputy Sheriff SGT	5	Sergeant (DS IV)
Carroll	60,890	58,365	93,434	=	Lieutenant	5	Full service law enforcement.
Cecil	63,001	50,939	79,352	=	Sergeant, Law Enforcement	9	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	83,074	55,865	86,032	=	Sergeant	17	
Garrett	62,111	51,802	69,113	=	Lt.	3	
Harford	90,522	73,008	107,224	=	Lieutenant	12	
Howard	106,949	69,264	94,411	=	Police Lieutenant	24	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	113,948	75,914	114,344	=	Police Lieutenant	31	
Prince George's	100,808	66,983	104,395	=	Lieutenant	78	
Queen Anne's	69,692	50,738	81,770	=	Sgt.	6	
St. Mary's	89,664	55,619	92,976	=	Lieutenant	9	
Somerset	52,299	44,872	68,728		1st Sgt.	7	2 different pay grades
Talbot	60,262	50,874	102,168		Sergeant	3	
Washington	79,394	66,136	90,160	=	Lieutenant	5	
Wicomico	64,670				Deputy Sheriff/Sergeant	14	Flat salary/non-negotiable
Worcester	89,179	56,514	92,602		Lieutenant	4	
MNCPPC	103,515	64,234	109,354	=	Park Police Lieutenant	16	
AVERAGE	82,157	59,884	92,492				

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

Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

First-Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	79,183	57,006	95,584	=	Police Sergeant	70	
Baltimore City	76,152	61,585	81,082	=	Police Sgt	250	
Baltimore County	102,350	58,680	77,882	=	Sergeant	172	Maximum salary with longevities is \$116,464
Calvert	68,055	51,605	85,634	+	Deputy Sheriff Corporal	14	40/week
Caroline	50,320	44,489	74,051		Deputy Sheriff CPL	10	Corporal (DS III)
Carroll	55,994	53,581	85,717	=	Sergeant	10	Full service law enforcement.
Cecil	56,969	46,946	73,133	=	Corporal, Law Enforcement	10	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	73,965	50,786	78,210	=	Corporal	21	
Garrett	55,186	47,893	63,898	=	Sgt.	3	
Harford	72,862	58,344	90,875	=	Corporal	30	
Howard	93,051	62,483	85,176	=	Police Sergeant	57	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	97,049	61,073	98,865	=	Police Sergeant	133	
Prince George's	89,892	60,893	94,904	=	Sergeant	179	
Queen Anne's	57,059	47,514	76,317	=	Corporal	7	
St. Mary's	80,574	51,854	86,674	=	Sergeant	17	
Somerset	43,920	41,608	63,389	=	Deputy/Corporal	5	
Talbot	50,584	47,667	95,721		Corporal	5	
Washington	67,565	59,647	81,300	=	Sergeant	11	
Wicomico	59,615				Deputy Sheriff/Corporal	8	Flat salary/non-negotiable
Worcester	76,990	53,810	88,192	=	Sergeant	7	
MNCPPC	91,189	55,371	97,968	=	Park Police Sergeant	18	
AVERAGE	71,358	53,642	83,729				

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Jobs with < 5 responses were omitted.

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

Police Officer/Deputy

Performs full service law enforcement duties.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	54,123	41,620	85,848		Police Officer, Police Officer First Class, Police Corporal	552	Must meet years of service in prior rank requirement and pass written test to be advanced non-competitively to next rank in series - Police Officer minimum & Police Corporal maximum shown
Baltimore City	59,337	43,136	69,893	=	Police Officer	1,966	
Baltimore County	75,253	46,699	66,135	=	Police Officer/Police Officer First Class	1,139	Maximum salary with longevities for Police Officer First Class is \$96,143
Calvert	46,439/ 59,200	44,866/ 48,027	74,173/ 79,706	=	Deputy Sheriff/ Deputy Sheriff 1st Class	24/54	40/week
Caroline	40,657	38,658	74,051		Deputy Sheriff DFC & DS	8	DFC and DS (DS I & II)
Carroll	40,134	37,940	66,165	=	Deputy Sheriff Probationer - Deputy Sheriff 1st Class - Corporal	43	Full service law enforcement.
Cecil	43,770	41,558	64,719	=	Deputy	63	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	54,197	41,972	71,100	=	Deputy & Deputy First Class	116	
Garrett	47,000	40,939	54,620	=		15	
Harford	60,320	44,699	86,070	=	Deputy First Class	190	
Howard	65,671	45,926	71,822	=	Officer/PFC	290	4 LONGEVITY STEP AT 3.5% EACH
Kent	49,023	42,185	110,112		All Deputies, regardless of rank	19	All Deputies, regardless of rank, Pay parody with MSP
Montgomery	71,866	47,959	85,600	=	Police Officer Candidate to Police Officer III	850	
Prince George's		46,610	86,277		Police Officer - 412, 49,182/ Police Officer First Class - 264, 58,418/Police Corporal - 650, 75,230		Range provided from entry-level to corporal.
Queen Anne's	45,484	41,723	71,245	=	Deputy Sheriff/Deputy First Class	33	
St. Mary's	58,774	42,307	80,766	=		92	
Somerset	36,054	31,157	51,055	=	Deputy & Deputy 1st Class	12	Includes 2 Part-time & Covers 2 Pay Gr.
Talbot	43,626	38,375	85,654		Deputy & Deputy First Class	18	
Washington	47,855	38,141	61,740	=	Deputy and Deputy First Class	69	
Wicomico	54,090				Deputy Sheriff/Dep First Cl	54	Flat salary/non-negotiable
Worcester	52,163	42,462	78,042	=		32	
MNCPPC		46,123	86,692		Park Police Candidate, Park Police Graduate, Park Police Officer II, Park Police Officer III, Park Police Officer IV	146	
AVERAGE	52,600	42,009	75,380				

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

Jobs with < 5 responses were omitted.

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

Deputy Commander (Sheriff)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	111,359	111,359	111,359	=	Chief Deputy	1	State authorized position appointed by Sheriff, #2 position in the department
Baltimore City		57,626	92,520	=	Asst. Sheriff		Vacant
Baltimore County	91,171	56,836	71,938	=	Chief Deputy Sheriff	1	Maximum salary with longevities is \$91,171
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	75,494	65,098	101,531		Captain	1	
Frederick							
Garrett							
Harford	134,472	100,069	134,472	=	Chief Deputy	1	We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	92,726	61,006	98,426	=	Chief Deputy Sheriff	1	
Kent							
Montgomery	112,459	74,911	117,927	=	Deputy Sheriff Captain	4	
Prince George's	145,287	145,287	145,287	=	Assistant Sheriff	1	Working title: Chief Assistant Sheriff, exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	108,995	84,024	109,183				

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Jobs with < 5 responses were omitted.

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

Unit Commander (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	51,092	40,891	77,705		Lieutenant	3	
Anne Arundel	59,706	52,684	81,328	=	Deputy Sheriff III (Lt.)	2	
Baltimore City	86,718	54,009	86,717	=	Deputy Sheriff, Major	2	
Baltimore County	71,938	47,618	59,193	=	Deputy Sheriff Lieutenant	2	Maximum salary with longevities is \$75,625
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	66,610	60,345	94,118		Lieutenant	1	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	75,490	52,709	84,989	=	Lieutenant Deputy Sheriff	3	
Kent							
Montgomery	97,645	62,425	97,645	=	Deputy Sheriff Lieutenant	11	
Prince George's	136,040	136,040	136,040	+	Assistant Sheriff	3	Rank of Lieutenant Colonel, exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	80,655	63,340	89,717				

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Prepared by MACo, October 2013
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First Line Supervisor (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,231	37,300	70,882		Sergeant	2	
Anne Arundel	51,360	47,895	75,332	=	Deputy Sheriff II (Sergeant)	8	
Baltimore City	59,174	41,895	66,879	=	Deputy Sheriff Sergeant	4	
Baltimore County	60,446	43,642	54,474	=	Deputy Sheriff Sergeant	6	Maximum salary with longevities is \$68,548
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	52,256	44,603	69,566		Corporal	8	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	59,523	47,549	76,731		Sergeant Deputy Sheriff	3	
Kent							
Montgomery	88,552	56,750	88,760	=	Deputy Sheriff Sergeant	29	
Prince George's	69,228	55,926	93,239	=	Deputy Sheriff Sergeant	25	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	60,721	46,945	74,483				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Deputy/Officer

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,198	31,034	58,974			14	
Anne Arundel	45,210	39,140	59,031	=	Deputy Sheriff I	58	
Baltimore City	46,402	32,733	58,718	=	Deputy Sheriff Trainee/Deputy Sheriff	83	
Baltimore County	50,903	37,747	49,828	=	Deputy Sheriff/Deputy Sheriff First Class	68	Deputy Sheriff salary is \$37,747-\$47,618 Deputy Sheriff 1st Class is \$39,667-\$49,828, Maximum salary with longevity for DS 1st class is \$62,216; 1 DS, 67 DS 1st class
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	40,620	39,448	66,173		Patrol Deputy	17	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	49,580	38,730	62,525	=	Deputy Sheriff	30	
Kent							
Montgomery	66,372	45,061	80,692	=	Deputy Sheriff Candidate to Deputy Sheriff III	85	
Prince George's		42,807	84,763		Deputy Sheriff Private - 42, 45,011 Deputy Sheriff First Class - 23, 51,790 Deputy Sheriff Corporal - 110, 60,334		Range provided from entry-level to corporal.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	47,469	38,338	65,088				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Security Officer

Provides courthouse and county building security

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	20,435	19,760	22,235	=		11	Hourly paid. Converted to 40 hours.
Anne Arundel					No Match		Deputy Sheriff provides courthouse security
Baltimore City	39,640	34,562	41,645	=	Officer, Court Security	55	Maximum salary with longevities is \$47,890
Baltimore County	42,771	29,865	37,747	=		11	Maximum salary with longevities is \$47,618
Calvert	35,100	40,498	40,498	=	Special Deputy	10	Contract/40/week/Some work part time
Caroline	9,360	9,360	9,360			4	Contractual
Carroll		28,933	46,322	=	Courthouse Security Officer I		
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester	42,586	41,464	69,566	=	Court Security - Sworn	6	
Frederick		34,203	54,462	=	Courthouse Deputy I		
Garrett							
Harford	19.12/hour				Contractual Deputy Position	11	
Howard	46,207	31,353	50,877	=	Security Officer II	8	
Kent	28,875						1 armed, pay range of 33,383-50,378, 1 civilian with a contractual salary 24,367, both are contractual
Montgomery	47,035	37,091	60,601	=	Security Officer I	41	
Prince George's	30,687	24,531	50,033	=	Security Officer II	18	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico					Court Security	5	23.47/hr
Worcester							
MNCPPC							
AVERAGE	34,270	30,147	43,941				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Crossing Guard

Directs vehicle and pedestrian traffic at an assigned intersection.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel				=	School Crossing Guard	119	Part-time/11.51/hr
Baltimore City	9,971	8,926	9,744	=		311	Maximum salary with longevities is \$11,204
Baltimore County	4,864	4,864	4,864	=	Traffic Guard	206	10 hours per week/40 weeks per year (during school year)
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick							
Garrett							
Harford	30,472	29,598	30,472	=	School Crossing Guard	15	
Howard							
Kent							
Montgomery	9,940	30,326	48,081	=	Crossing Guard	146	Crossing guards work part time at .3 Full Time Equivalent (FTE) (10 months of out the year)
Prince George's	12,795	21,500	37,268	=		119	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico						13	10.50/hr
Worcester	10,627	9,563	11,881	=		7	
MNCPPC							
AVERAGE	13,112	17,463	23,718				

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*Prepared by MACo, October 2013
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Director of Corrections/Warden

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	77,802	53,881	102,390	=	Assistant Administrator, Detention Center	1	Sheriff is de jure Administrator.
Anne Arundel	137,203	99,580	162,693	=	Superintendent Detention Center	1	Appointed by County Executive
Baltimore City							
Baltimore County	151,150	151,150	151,150		Director, Department of Corrections	1	Appointed position
Calvert	104,614	78,715	116,771	=	Detention Center Administrator	1	Contract/35/week
Caroline	91,581	60,643	84,294		Warden	1	
Carroll	84,864	72,738	116,376	=	Correction Officer X	1	
Cecil	87,610	69,139	107,786	=	Director, Detention Center	1	
Charles							Not a part of the County-administered personnel system.
Dorchester	62,406			=	Warden	1	
Frederick	109,892	71,359	109,893	=	Lt. Colonel	1	
Garrett							
Harford		98,446	172,702	=	Warden		
Howard	131,685	91,915	148,283	=		1	
Kent	70,000	62,617	98,047	=	Warden	1	
Montgomery	219,046	219,046	219,046	=	Director, Department of Corrections and Rehabilitation	1	Appointed to position
Prince George's	151,211	98,884	192,385	=	Director, Department of Corrections	1	Prince George's County uses the generic Director class. Actual \$151,150.
Queen Anne's	121,982	72,317	132,070	=		1	
St. Mary's							
Somerset	57,985	57,485	91,874	=	Warden	1	
Talbot	83,347	79,301	99,452		Director	1	
Washington	93,400	70,926	96,670	=	Major	1	
Wicomico	93,360	64,249	128,499		Director, Corrections	1	
Worcester	112,200	95,000	125,000	=		1	
MNCPPC							
AVERAGE	107,439	87,757	129,231				

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Deputy Corrections Commander

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	107,909	72,309	120,590	=	Correctional Facility Administrator	2	
Baltimore City							
Baltimore County	101,530	73,346	114,273	=	Deputy Administrator of Corrections	1	
Calvert	82,389	71,781	106,517	=	Captain Deputy Administrator	1	40/week
Caroline	64,884	55,130	76,631		Captain	1	Captain
Carroll							NCC
Cecil	62,275	62,275	97,094	=	Deputy Director, Detention Center	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	99,903	64,872	99,903	=	Major	1	
Garrett							
Harford	107,786	77,875	107,786	=	Major	1	
Howard	104,125	74,901	120,827	=	Deputy Director of Corrections	1	
Kent							
Montgomery	138,347	138,347	138,347	=	Manager II	1	
Prince George's	132,709	85,420	166,190	=	Deputy Director, Department of Corrections	2	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel. Actual \$92,250.
Queen Anne's	77,892	55,365	100,121	=	Captain	1	
St. Mary's	107,515	65,125	107,515	=	Commander of Corrections	1	
Somerset	53,797	39,984	63,132	-	Assistant Warden	1	
Talbot	64,977	44,246	88,857		Correctional Officer V	1	
Washington	82,814	63,973	87,190	=	Captain	1	
Wicomico	73,977	50,652	101,303		Deputy Director, Corrections	2	
Worcester	99,163	95,000	105,000	=		2	
MNCPPC							
AVERAGE	91,882	70,035	105,957				

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	62,762	40,891	77,705	=	Lieutenant	2	
Anne Arundel	63,228	55,056	95,326	=	Detention Captain	2	
Baltimore City							
Baltimore County	85,019	56,836	71,938	=	Correctional Captain	6	Maximum salary with longevities is \$91,171
Calvert	83,221	63,606	94,390	+	Correctional Lieutenant	2	40/week
Caroline	52,226	45,562	63,332		Lieutenant	1	Correctional Officer IV
Carroll	76,077	66,727	106,767	=	Correction Officer IX	2	
Cecil	62,712	56,118	87,422	=	Lieutenant, Corrections	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	54,703	46,006	71,754	=	Captain	2	
Frederick	81,659	53,613	82,565	=	Lieutenant	8	
Garrett							
Harford	83,658	68,661	97,906	=	Captain	3	
Howard	86,041	55,058	86,112	=	Correctional Captain	5	Addl \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	54,340	44,706	62,510	=	Lietenant	1	
Montgomery	104,644	64,641	104,644	=	Correctional Unit Commander - Captain	3	
Prince George's	103,412	62,329	105,859	=	Correctional Officer, Major	2	
Queen Anne's	73,870	50,738	81,770	=	Lt.	1	
St. Mary's	84,115	64,085	89,502	=	COV Captain V07	3	
Somerset							
Talbot	57,876	41,811	83,966		Correctional Officer IV	2	
Washington	73,368	57,701	78,640	=	Lieutenant	5	
Wicomico	69,973	43,059	86,119		Correctional Officer/Major	2	
Worcester	94,454	53,810	88,192	=		3	
MNCPPC							
AVERAGE	75,368	54,551	85,821				

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Jobs with < 5 responses were omitted.

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

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Shift Supervisor

Typically oversees officers on assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	53,501	37,300	70,882	=	Sergeant	3	
Anne Arundel	74,467	50,049	86,659	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	70,084	49,828	62,216	=	Correctional Lieutenant	12	Maximum salary with longevities is \$79,311
Calvert	75,872	54,787	81,307	+	Correctional Sergeant	7	40/week
Caroline	42,856	41,420	57,574		Sergeant	5	Correctional Officer IV
Carroll	58,041	51,522	82,431	=	Correction Officer VI	5	
Cecil	49,867	45,552	70,928	=	Sergeant, Corrections	7	
Charles							Not a part of the County-administered personnel system.
Dorchester	43,617	36,880	57,520	=	Correctional Officer III	6	
Frederick	71,128	48,739	75,059	=	Sergeant	10	
Garrett							
Harford	72,883	61,880	90,896	=	Lieutenant	8	
Howard							
Kent	42,241	39,685	55,807	=	Sergeant	4	
Montgomery	93,670	58,764	95,131	=	Correctional Shift Commander - Lieutenant	20	
Prince George's	85,846	51,320	87,133	=	Correctional Officer, Captain	5	
Queen Anne's	58,228	44,515	71,245	=	Sgt.	3	
St. Mary's	72,899	54,517	76,107	=	CO IV Lieutenant V05	5	
Somerset	47,132	35,851	56,352	=	Correctional Officer III	5	
Talbot	52,613	38,009	76,331		Correctional Officer III	1	
Washington	63,209	52,046	70,940	=	Sergeant	14	
Wicomico	66,510	43,059	86,119		Correctional Officer/Captain	1	
Worcester	59,473	64,000	78,417	=		19	
MNCPPC							
AVERAGE	62,707	47,986	74,453				

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

Jobs with < 5 responses were omitted.

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

First-Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	43,944	33,032	62,771	=	Corporal	10	
Anne Arundel	62,131	43,631	81,661	=	Detention Sergeant	23	
Baltimore City							
Baltimore County	60,762	45,630	56,836	=	Correctional Sergeant	31	Maximum salary with longevities is \$71,938
Calvert	59,842	49,795	73,840	+	Correctional Corporal	9	40/week
Caroline	39,412	37,655	52,340		Cororal	5	Correctional Officer III
Carroll	53,659	47,258	75,588	=	Correction Officer V	4	
Cecil	43,463	41,038	63,898	=	Corporal, Corrections	12	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	61,519	44,309	68,236	=	Corporal	23	
Garrett							
Harford	57,179	49,546	77,168	=	Corporal	13	
Howard	76,696	49,733	77,771	=	Correctional Lieutenant	6	Add \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	46,139	35,930	50,378		Corporal	1	
Montgomery	80,150	53,421	86,480	=	Correctional Supervisor - Sergeant	43	
Prince George's	68,320	44,436	77,875	=	Correctional Officer, Sergeant	64	
Queen Anne's	52,502	41,723	66,524	=	Corporal	6	
St. Mary's	64,920	50,107	69,950	=	CI III Sergeant V04	10	
Somerset							
Talbot	45,289	34,208	68,669		Correctional Officer II	8	
Washington	47,758	46,937	63,970	=	Corporal	1	
Wicomico	59,908	36,261	72,521		Correctional Officer/Lieutenant	4	
Worcester	48,897	54,209	59,800	=		19	
MNCPPC							
AVERAGE	56,447	44,150	68,751				

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Correctional Officer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,506	30,130	57,255	=	Correctional Officer	54	
Anne Arundel	46,870	38,051	65,458	=	Detention Officer	185	
Baltimore City							
Baltimore County	48,654	39,667	49,828	=	Correctional Officer	228	Maximum salary with longevities is \$62,216
Calvert	41,593/ 52,100	40,685/ 45,323	60,341/ 67,163	=	Correctional Officer/ Correctional Officer 1st Class	14/33	40/week
Caroline	32,589	31,120	47,582		CO I & CO II	19	Correctional Officer I & II
Carroll	39,822	33,468	63,628	=	Correction Officer I, II, III	65	1 Vacancy
Cecil	35,668	35,121	54,735	=	Deputy	64	
Charles							Not a part of the County-administered personnel system.
Dorchester	34,289	29,714	49,780	=	Correctional Officer I	44	
Frederick	47,913	36,619	62,031	=		70	
Garrett							
Harford	49,338	40,726	71,614	=	Officer	85	
Howard	45,446	37,086	57,990	=	Correctional Officer	80	Addl \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	34,885	32,640	45,201			18	
Montgomery	59,051	41,856	73,060	=	Correctional Officer I - Correctional Officer III	218	
Prince George's		36,647	70,685		Correctional Officer Private - 60, 37,422 Correctional Officer First Class - 69, 41,588 Corporal - 194, 52,066, Master Corporal - 52, 70,020		Range provided from entry-level to master corporal.
Queen Anne's	41,287	36,710	58,147	=	Correctional Officer I	23	
St. Mary's	46,493	39,728	65,374	=		58	2 vacant
Somerset	35,322	33,963	53,257	=	Correctional Officer II	24	
Talbot	34,556	29,518	61,065		Correctional Officer Trainee & Correctional Officer I	22	
Washington	43,238	33,279	53,850	=	Deputy and Deputy First Class	94	
Wicomico	39,199	29,705	72,521		Correction Officer I & II & Master Correction Officer	117	
Worcester	41,162	37,496	61,422	=		46	
MNCPPC							
AVERAGE	41,647	35,162	59,724				

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Jobs with < 5 responses were omitted.

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

Jail Cook

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							Contracted service.
Anne Arundel							Contracted service-outside vendor
Baltimore City							
Baltimore County		39,667	49,828	=	Correctional Dietary Officer		Maximum salary with longevities is \$62,216. Function has been outsourced.
Calvert	51,438	34,715	51,438	=	Cook I	1	40/week
Caroline							
Carroll	27,352	26,957	43,140	=	Cook	3	
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	43,719	34,890	55,825	=	Cook 2	4	
Garrett		21,789	32,266	=		4	
Harford							Contract Service
Howard	44,918	37,086	57,990	=	Correctional Dietary Officer	5	Add \$.50 per hour paid after 10 consecutive years of Corrections service
Kent							
Montgomery					NCC		
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							Contracted
Wicomico							
Worcester	43,960	38,251	62,670	=		4	
MNCPPC							
AVERAGE	42,277	33,336	50,451				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Fire Chief

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	99,580	99,580	162,693	+			Appointed by County Executive; Fire Dept responsible for suppression & EMS/ALS
Baltimore City	164,487	112,200	204,000	=	Executive Level III	1	
Baltimore County	181,229	181,229	181,229			1	Appointed position
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							All volunteer
Frederick	151,778	117,221	187,554	=	Director, F&R Svcs Div	1	
Garrett							
Harford							Harford County has volunteer-based fire services.
Howard	150,342	101,795	164,362	=	Director of Fire and Rescue	1	
Kent							
Montgomery	186,221	186,221	186,221	=	Fire Chief, Department of Fire & Rescue Services	1	Appointed to position
Prince George's	175,000	175,000	175,000	=	Director, Fire/EMS	1	Prince George's County uses the generic Director class. Working title: Fire Chief. Actual \$175,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	71,907	70,490	88,402		DES Divison Chief - EMS	1	EMS only - (no paid fire) - reports to Director of Emergency Services
Washington		47,658	74,536				Airport Fire Chief only - No Fire Dept. Current vacant
Wicomico							
Worcester							
MNCPPC							
AVERAGE	147,568	121,266	158,222				

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*Prepared by MACo, October 2013
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Deputy Commander/Chief

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	120,431	70,855	133,083	=	Fire Deputy Chief	2	
Baltimore City	130,000	77,200	132,400	=	Executive Level II	2	
Baltimore County	158,085	80,999	112,569	=	Assistant Chief, Fire Department	2	Maximum salary with longevities is \$165,791
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	104,245	79,274	139,918	=	Bureau Chief	2	
Garrett							
Harford							
Howard	133,910	82,930	133,910	=	Deputy Chief	1	
Kent							
Montgomery	131,869	78,784	131,869	=	Assistant Fire Chief	13	
Prince George's	147,333	85,420	166,190	=	Deputy Director, Fire/EMS	3	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	132,268	79,352	135,706				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	98,394	60,782	115,723	=	Fire Division Chief	11	
Baltimore City	109,079	96,300	119,000	=	Fire Command Staff II	9	
Baltimore County	125,722	70,670	97,591	=	Battalion Fire Chief	6	Maximum salary with longevities is \$143,217
Calvert							All volunteer
Caroline	732,266	60,643	84,294		EMS Operations Manager	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard	127,768	91,790	135,429	=	Assistant Chief	6	
Kent	#REF!	#REF!	#REF!				
Montgomery	149,519	90,058	149,519	=	Fire/Rescue Division Chief	3	
Prince George's	122,230	72,082	133,835	=	Firefighter Major	9	
Queen Anne's	78,148	60,452	109,774	=	Chief of EMS	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	#REF!	#REF!	#REF!				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

Shift Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	89,505	51,211	100,421	+	Fire Captain	30	Suppression & EMS/ALS
Baltimore City	92,000	92,000	111,500	=	Fire Command Staff I	1	
Baltimore County	110,087	59,928	81,504	=	Fire Captain	96	Maximum salary with longevities is \$118,808
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	92,487	64,535	113,905	=	Battalion Chief	8	
Garrett							
Harford							
Howard	112,910	79,248	116,813	=	Battalion Chief	14	
Kent							
Montgomery	103,084	64,327	104,136	=	Fire/Rescue Captain	140	
Prince George's	105,577	56,785	109,846	=	Firefighter Captain	13	
Queen Anne's	71,493	50,738	81,770	=	EMS/Lt.	3	
St. Mary's							
Somerset							
Talbot	49,456	41,837	57,691		EMS Supervisor	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	91,844	62,290	97,510				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

First Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	75,348	48,398	95,640	+	Fire Lieutenant	121	Suppression & EMS/ALS
Baltimore City	69,297	50,283	61,355	=	Fire Lieutenant	137	Maximum salary with longevities is \$73,318
Baltimore County	87,273	52,712	71,367	=	Fire Lieutenant	117	Maximum salary with longevities is \$102,630
Calvert							All volunteer
Caroline	52,457	45,562	63,332		EMS Supervisor	4	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	74,484	52,552	92,755	=	Fire Lieutenant	62	
Garrett							
Harford							
Howard	101,066	71,460	105,481	=	Fire Captain	37	
Kent							
Montgomery	85,268	57,046	92,349	=	Fire/Rescue Lieutenant	95	
Prince George's	97,652	51,905	98,518	=	Firefighter Lieutenant	25	
Queen Anne's	50,728	47,514	76,317		EMS/Sgt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	77,064	53,048	84,124				

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Jobs with < 5 responses were omitted.

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Prepared by MACo, October 2013
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Firefighter

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	52,867	36,073	86,627	+	Fire Fighter II, Fire Fighter III (pump operator), Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	559	Proficiency advancement through ranks based on time in prior rank and certification requirements. FF II and FF III trained certified in suppression & basic EMT. Range is minimum FF II to maximum FF EMT-Paramedic
Baltimore City	53,645	34,146	56,094	=	EMT Firefighter, Firefighter & Firefighter/Paramedic	740	Maximum salary with longevities is \$65,069
Baltimore County	50,290	34,102	57,398	=		76	Career ladder is Probationary FF to FF or FF/EMT. Maximum salary with longevities is \$81,504
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	49,163	39,986	80,900	=	Fire Recruit, Fire 1, Fire 2, Fire 3	189	
Garrett							
Harford							
Howard	58,126	52,067	76,777	=	Firefighter	273	
Kent							
Montgomery	57,730	42,758	76,315	=	Firefighter (Recruit to III)	592	
Prince George's		40,848	90,731		Firefighter I - 77, 40,848, Firefighter II - 157, 43,772, Firefighter III - 30, 82,196		Range provided from entry-level Fire Fighter to Fire Fighter III.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	17.19/hr	16.84/hr	26.34/hr			10	PT Firefighters only
Wicomico							
Worcester							
MNCPPC							
AVERAGE	53,637	39,997	74,977				

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
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Paramedic EMT/P

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,314	34,023	64,654	=	EMT-P	7	
Anne Arundel	53,167	42,769	86,627	+	Fire Fighter EMT-P	192	Trained in suppression and certified Paramedic (County has a lower ALS class of Fire Fighter EMT-Intermediate)
Baltimore City	63,566	41,992	63,730	=		66	Maximum salary with longevities is \$73,927
Baltimore County	57,997	46,484	62,615	=	Paramedic	59	Maximum salary with longevities is \$89,110
Calvert							All volunteer
Caroline	40,069	37,655	52,340		Paramedic	12	EMT / P
Carroll							NCC
Cecil	45,687	40,811	62,929	=	Paramedic	31	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period)
Charles	52,901	47,173	75,897	=		38	Includes EMT-Is.
Dorchester	40,876	36,880	61,859	=	EMT - I or Paramedic	20	
Frederick	44,738	42,811	74,814	=	Paramedic I	1	
Garrett		27,964	43,050	=		6	
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 7,000
Kent	57,000	45,962	71,421			10	
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's	96,697	51,905	98,518	=	Paramedic Lieutenant	1	
Queen Anne's	45,093	41,723	71,245	=	Paramedic I & II	19	
St. Mary's							
Somerset							
Talbot	40,674	38,207	55,239		Paramedic	18	
Washington	49,377	40,859	63,902			8	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	51,654	41,148	67,256				

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*

EMT/B

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		28,306	53,791	=		Vacant	
Anne Arundel	53,741	36,073	78,504	+	Fire Fighter II & III	340	Trained in suppression & EMT-B certified
Baltimore City	62,853	40,437	61,116	=	Paramedic CRT	94	Maximum salary with longevities is \$70,895
Baltimore County	49,496	41,153	55,014	=	Emergency Medical Technician	51	Maximum salary with longevities is \$77,976
Calvert							All volunteer
Caroline	29,625	28,291	47,582		EMT / B	7	
Carroll							NCC
Cecil	38,089	35,094	54,715	=	Medic	5	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period)
Charles	46,588	40,422	65,097	=		26	
Dorchester	30,729	29,714	46,344	=	EMT	20	
Frederick							
Garrett	34,172	25,758	38,144	=		1	
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 2,500
Kent							
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's	45,946	42,848	78,889	=	Paramedic Trainee II	1	
Queen Anne's	33,669	32,350	50,922	=	EMT II	7	
St. Mary's							
Somerset							
Talbot	30,463	27,826	48,568		EMT-B/EVO	15	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	41,397	34,023	56,557				

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*Prepared by MACo, October 2013
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Animal Control Officer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	40,583	32,157	52,686	=		8	Max salary includes 15% longevity 16+ yrs
Baltimore City	37,407	37,407	45,218	=	Animal Control Investigator	1	
Baltimore County	41,902	32,812	41,647	=	Animal Control Officer I	5	Maximum salary with longevities is \$52,116
Calvert	39,869	34,143	50,632	=	Animal Control Officer I	5	35/week
Caroline							
Carroll	36,393	33,225	53,144	=	Animal Control Officer	3	Not a County Agency but salary data is supplied - Converted to 40 hours
Cecil							NCC
Charles	59,829	43,665	70,283	=	j	4	
Dorchester	28,674	26,974	42,071	=		3	
Frederick	49,900	37,351	59,762	=		4	
Garrett	35,384	27,964	43,050	+		1	
Harford	43,287	37,300	71,198	=	Animal Control Officer II	5	Animal Control Officer I (no employees) (\$30,200 - \$62,608)
Howard	44,470	33,966	50,315	=		4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	56,543	46,360	76,592	=	Code Enforcement Officer	8	Assigned to the Police Department
Prince George's	40,176	28,963	53,548	=	Animal Control officer II	12	
Queen Anne's	34,452	30,429	47,686	=		3	
St. Mary's	51,813	33,426	51,813	=	Animal Warden	4	
Somerset	29,481	29,244	48,779	+	Animal Control Officer I & II & Supervisor, Animal Contr.	3	3 Different Pay Grades
Talbot							
Washington							
Wicomico							
Worcester	40,798	29,973	59,696	=		4	
MNCPPC							
AVERAGE	41,821	33,845	54,007				

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

Jobs with < 5 responses were omitted.

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

*Prepared by MACo, October 2013
Salary Survey of MD County Government FY 14*



Section II:

County Health Benefits

FY 2014 Maryland County Government Health Benefits Survey

Allegany

County: Allegany

Person Responding: Pamala Robinson

Title: Benefits Specialist

Phone: 301-777-5979, x1

Email: probinson@allconet.org

Fax: 301-777-2432

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

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

FY 2014 Maryland County Government Health Benefits Survey

Anne Arundel

County: Anne Arundel County Government

Person Responding: Karen Gerald

Title: Sr. Personnel Analyst

Phone: 410 222-7400

Email: pegera20@aacounty.org

Fax: 410 222-4512

	Active Employee and Pre-65 Retirees			Medicare Retirees
	Triple Option	Blue Choice HMO	CIGNA OAPIN	CIGNA Wrap
Annual Deductible (Individual)	125/250/500	100	100	
In-Network				N/A
Out-of-Network				N/A
Annual Deductible (Family)	250/500/1000	200	200	
In-Network				N/A
Out-of-Network				N/A
Office Co-Pays (In-Network)	15/25/70%AB	15	15	N/A
ER Copay	\$75	\$75	\$75	N/A
Coinsurance (In-Network)	95/5, 85/15, 70/30	100%	100%	80/20 after Medicare
Coinsurance (Out-of-Network)				80/20 after Medicare
Out of Pocket Max. (Individual)	500/1000/1500	800	800	
In-Network				2000
Out-of-Network				2000
Out of Pocket Max. (Family)	1000/2000/3000	1600	1600	
In-Network				4000
Out-of-Network				4000
Rx Plan: Retail Generic	5	5	5	5
Brand, Formulary	25	25	25	25
Brand, Non-Formulary	35	35	35	35
RX Plan: Mail Generic	10	10	10	10
Brand, Formulary	50	50	50	50
Brand, Non-Formulary	70	70	70	70

Note: New health benefit copays and deductibles will take effect January 1, 2013

**FY 2014 Maryland County Government Health Benefits Survey
Baltimore City**

BALTIMORE CITY

EDWARD LOPEZ

H.R. MANAGER

410-396-7285

edward.lopez@baltimorecity.gov

410-545-1516

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

FY 2014 Maryland County Government Health Benefits Survey

Baltimore

County: Baltimore

Person Responding: Gina Charles

Title: Personnel Analyst

Phone: 410-887-2004

Email: rcharles@baltimorecountymd.gov

Fax: 410-887-8710

	Active Employee and Pre-65 Retirees			Medicare Retirees	
	CIGNA Open Access Plus HMO (OAPIN)	CIGNA Open Access Plus (OAP)	Kaiser HMO	Cigna Medicare Surround	Kaiser Medicare Plus
Annual Deductible (Individual)	N/A		None	Not Applicable	None
In-Network		200			
Out-of-Network		300			
Annual Deductible (Family)	N/A				None
In-Network		400	None		
Out-of-Network		600			
Office Co-Pays (In-Network)	15	15	10	100% balance due after medicare	5
ER Copay	50	50	50	100% balance due after medicare	50
Coinsurance (In-Network)	N/A	15/85	None		
Coinsurance (Out-of-Network)		25/75	None		
Out of Pocket Max. (Individual)				\$2,000, \$300,000 lifetime	None
In-Network	1,100	1,000			
Out-of-Network		1,500	None		
Out of Pocket Max. (Family)					
In-Network	3,600	2,000			
Out-of-Network		3,000	None		
Rx Plan: Retail Generic	5	5	5	Greater of 10% or 20%	5
Brand, Formulary	20	20	15	Greater of 10% or 30%	5
Brand, Non-Formulary	35	35			
RX Plan: Mail Generic	10	10	5	Information unavailable	3
Brand, Formulary	40	40	15		3
Brand, Non-Formulary	70	70			

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

**FY 2014 Maryland County Government Health Benefits Survey
Calvert**

County: Calvert County

Person Responding: Tim Hayden

Title: Director of Finance & Budget

Phone: 410-535-1600 ext. 2435

Email: haydent@co.cal.md.us

Fax: 410-414-3720

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

FY 2014 Maryland County Government Health Benefits Survey

Caroline

County: Caroline County

Person Responding: Sherry Bratton

Title: Assistant Director of Human Resources

Phone: 410-479-4105

Email: sbratton@carolinemd.org

Fax: 410-479-4023

	Active Employee/ Pre-65 Retiree	Medicare Retirees		
	EPO/Active/Pre 65 Retiree	Medicare Supplement	N/A	N/A
Annual Deductible (Individual)			-	-
In-Network	100	N/A	-	-
Out-of-Network	500	N/A	-	-
Annual Deductible (Family)		Only individual	-	-
In-Network	200	N/A	-	-
Out-of-Network	1000	N/A	-	-
Office Co-Pays (In-Network)	15 PRIM/25 SPEC	10	-	-
ER Copay	100	N/A	-	-
Coinsurance (In-Network)	90% OF "AB"	N/A	-	-
Coinsurance (Out-of-Network)	60% OF "AB"	N/A	-	-
Out of Pocket Max. (Individual)		N/A	-	-
In-Network	1500	N/A	-	-
Out-of-Network	3000	N/A	-	-
Out of Pocket Max. (Family)			-	-
In-Network	3000		-	-
Out-of-Network	6000		-	-
			-	-
Rx Plan: Retail Generic	8	N/A	-	-
Brand, Formulary	30= DIF GENERIC	N/A	-	-
Brand, Non-Formulary	45 = DIF GENERIC	N/A	-	-
RX Plan: Mail Generic	16 - 90 DAY SUPPLY	N/A	-	-
Brand, Formulary	60 = DIF GENERIC	N/A	-	-
Brand, Non-Formulary	90 = DIF GENERIC	N/A	-	-

FY 2014 Maryland County Government Health Benefits Survey

Carroll

County: Carroll

Person Responding: Kimberly L. Frock

Title: Health Benefits & Compensation Manager

Phone: 410-386-2129

Email: klfrock@ccg.carr.org

Fax: 410-840-3671

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

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

FY 2014 Maryland County Government Health Benefits Survey

Cecil

County:	Cecil County Government
Person Responding:	Barbara A. Imwold
Title:	Human Resources Manager
Phone:	410-996-8480
Email:	bimwold@ccgov.org
Fax:	1-888-522-7158

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

FY 2014 Maryland County Government Health Benefits Survey

Charles

County: Charles County

Person Responding: Kristin Baucom

Title: HR Coordinator

Phone: 301-645-0585

Email: baucomk@charlescounty.org

Fax: 301-396-8862

	Active Employee/Pre-65 Retiree		Medicare Retirees	
	CareFirst PPN/PPO	CareFirst BlueChoice HMO	CareFirst Standard over 65	CareFirst BlueChoice over 65
Annual Deductible (Individual)				
In-Network	N/A	N/A	300/Major Medical	N/A
Out-of-Network	200	N/A	N/A	N/A
Annual Deductible (Family)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	400	N/A	N/A	N/A
Office Co-Pays (In-Network)	15	5 PCP/10 Spec	varies	5 PCP/10 Spec
ER Copay	\$25 for practioner /Waived admitted	25/Waived admitted	N/A	25/Waived admitted
Coinsurance (In-Network)	N	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Coinsurance (Out-of-Network)	80%/20%	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Out of Pocket Max. (Individual)				
In-Network	1,000	N/A	N/A	N/A
Out-of-Network	1,000	N/A	N/A	N/A
Out of Pocket Max. (Family)				
In-Network	2,000	N/A	N/A	N/A
Out-of-Network	2,000	N/A	N/A	N/A
Rx Plan: Retail Generic	5	5	5	5
Brand, Formulary	20	20	20	20
Brand, Non-Formulary	35	35	35	35
RX Plan: Mail Generic	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay
Brand, Formulary	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay
Brand, Non-Formulary	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay

FY 2014 Maryland County Government Health Benefits Survey

Dorchester

County: Dorchester

Person Responding: Becky Dennis

Title: HR Director

Phone: 410-901-2406

Email: bdennis@docogonet.com

Fax: 410-228-6850

Active Employee, Pre-65 Retirees and Medicare Retirees*

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

FY 2014 Maryland County Government Health Benefits Survey

Frederick

County: Frederick County

Person Responding: Bonnie Madison

Title: Senior HR Analyst

Phone: 301 600 1190

Email: bmadison@frederickcountymd.gov

Fax: 301 600 2314

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

FY 2014 Maryland County Government Health Benefits Survey			
Garrett			
County: Garrett County			
Person Responding: Monty Pagenhardt			
Title: County Administrator			
Phone: 301.334.8970			
Email: mpagenhardt@garrettcountry.org			
Fax: 301.334.5000			
	Active Employee and Pre-65 Retirees		Medicare Retirees
	MPOS	PPN	Plan F for medical and Part D for Drug with United Healthcare
Annual Deductible (Individual)			
In-Network			N/A
Out-of-Network	200	300	N/A
Annual Deductible (Family)			
In-Network			N/A
Out-of-Network	400	900	N/A
Office Co-Pays (In-Network)	15	15	N/A
ER Copay	35	25	N/A
Coinsurance (In-Network)	90%	100%	N/A
Coinsurance (Out-of-Network)	70%	80%	N/A
Out of Pocket Max. (Individual)			
In-Network	850	3,000	N/A
Out-of-Network	3,000	3,000	N/A
Out of Pocket Max. (Family)			
In-Network	2,550	6,000	N/A
Out-of-Network	6,000	6,000	N/A
Rx Plan: Retail Generic	10	10	10
Brand, Formulary	20	20	20
Brand, Non-Formulary	35	35	35
RX Plan: Mail Generic	20	20	20
Brand, Formulary	40	40	40
Brand, Non-Formulary	70	70	70

FY 2014 Maryland County Government Health Benefits Survey

Harford

County: Harford County Government

Person Responding: Beth A. Griffith

Title: Benefits Program Manager

Phone: 410-638-3202

Email: bagriffith@harfordcountymd.gov

Fax: 410-879-3564

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

FY 2014 Maryland County Government Health Benefits Survey						
Howard						
County: Howard County						
Person Responding: Randy Zamzow						
Title: Chief, Benefits & Records						
Phone: (410) 313-3237						
Email: rzamzow@howardcountymd.gov						
Fax: (410) 313-3237						
Active Employee, Pre-65 Retirees, and Medicare Retirees						
	Aetna Open Access (actives and pre-65 retirees)	Aetna PPO (actives and pre-65 retirees)	Kaiser HMO (actives and pre-65 retirees)	Kaiser Cost Plus plan (Medicare retirees)	Medicare Advantage 95 plan	Medicare Advantage 10 plan
Annual Deductible (Individual)					-	
In-Network	N/A	\$250	N/A	n/a	\$300	n/a
Out-of-Network	N/A	\$500	N/A	Medicare benefits schedule	\$300	n/a
Annual Deductible (Family)					\$0	
In-Network	N/A	\$500	N/A	n/a	\$300	n/a
Out-of-Network	N/A	\$1,000	N/A	Medicare benefits schedule	\$300	n/a
Office Co-Pays (In-Network)	10pcp 20 spec	\$20	10pcp 20 spec	\$10	\$0	\$10.00
ER Copay	\$100	\$100	\$100	\$50	\$50	\$50.00
Coinsurance (In-Network)	100%	90%	100%	n/a	5%	n/a
Coinsurance (Out-of-Network)	N/A	70%	N/A	Medicare benefits schedule	5%	n/a
Out of Pocket Max. (Individual)					-	
In-Network	N/A	\$1,500	N/A	\$3,400	\$1,000.00	\$6,700.00
Out-of-Network	N/A	\$4,000	N/A	Medicare benefits schedule	\$1,000.00	\$6,700.00
Out of Pocket Max. (Family)					\$0.00	
In-Network	N/A	\$3,000	N/A	\$3,400	\$1,000.00	\$6,700.00
Out-of-Network	N/A	\$8,000	N/A	Medicare benefits schedule	\$1,000.00	\$6,700.00
					-	
Rx Plan: Retail Generic	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Brand, Formulary	\$30.00	\$30.00	\$30.00	\$10.00	\$30.00	\$30.00
Brand, Non-Formulary	\$50.00	\$50.00	\$50.00	\$10.00	\$50.00	\$50.00
RX Plan: Mail Generic	\$10.00	\$10.00	\$20.00	\$15.00	\$10.00	\$10.00
Brand, Formulary	\$30.00	\$30.00	\$60.00	\$15.00	\$30.00	\$30.00
Brand, Non-Formulary	\$50.00	\$50.00	\$100.00	\$15.00	\$50.00	\$50.00

FY 2014 Maryland County Government Health Benefits Survey

Kent

County: Kent County

Person Responding: S. Martin Hale

Title: HR Director

Phone: 410-778-7481

Email: mhale@kentgov.org

Fax: 410-778-3749

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

**FY 2014 Maryland County Government Health Benefits Survey
Maryland National Capital Park and Planning Commission**

Maryland

Person Responding: Jennifer McDonald

Title: Principal Benefits Specialist

Phone: 301-454-1726

Email: jennifer.mcdonald@mncppc.org

Fax: 301-454-1687

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

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

FY 2014 Maryland County Government Health Benefits Survey

Montgomery

County: Montgomery County, Maryland

Person Responding: Belinda Fulco

Title: Benefits Manager

Phone: 240-777-5076

Email: Belinda.Fulco@montgomerycountymd.gov

Fax: 240-777-5131

	Active Employee and Pre-65 Retiree			Medicare Retiree	
	BCBS CareFirst POS	United Healthcare HMO	Kaiser HMO	Caremark High Option Prescription Plan	Caremark Standard Option Prescription Plan
Annual Deductible (Individual)					
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	\$300	N/A	N/A	N/A	N/A
Annual Deductible (Family)					
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	\$600	N/A	N/A	N/A	N/A
Office Co-Pays (In-Network)	\$10	\$5	\$5	N/A	N/A
ER Copay	25 waived if admitted	25 waived if admitted	50 waived if admitted	N/A	N/A
Coinsurance (In-Network)	N/A	N/A	N/A	N/A	N/A
Coinsurance (Out-of-Network)	20% after deductible is met	N/A	N/A	N/A	N/A
Out of Pocket Max. (Individual)				N/A	N/A
In-Network				N/A	N/A
Out-of-Network				N/A	N/A
Out of Pocket Max. (Family)				N/A	N/A
In-Network	1,000 per person plus deductible	1,100 per person up to 3,600 for family	N/A	N/A	N/A
Out-of-Network				N/A	N/A
Rx Plan: Retail Generic	N/A	N/A	N/A	4 or 5	10
Brand, Formulary	N/A	N/A	N/A		20
Brand, Non-Formulary	N/A	N/A	N/A	8 or 10	35
RX Plan: Mail Generic	N/A	N/A	N/A	4 or 5	10
Brand, Formulary	N/A	N/A	N/A		20
Brand, Non-Formulary	N/A	N/A	N/A	8 or 10	35

FY 2014 Maryland County Government Health Benefits Survey

Prince George's

County: Prince George's County Government

Person Responding: Julia D. Sanders

Title: Manager, Benefits Administration Division

Phone: (301) 883-6064

Email:

Fax: (301) 883-6192

	Active Employee and Pre-65 Retirees			Medicare Retirees	
	Cigna Open Acces In-Network HMO	Kaiser Perm. HMO	Cigna Op. Acc. Plus PPO	Cigna Open Acces In-Network HMO	Cigna Op. Acc.Plus PPO
Annual Deductible (Individual)					
In-Network	50	N/A	50	N/A	N/A
Out-of-Network	N/A	N/A	300	N/A	300
Annual Deductible (Family)					
In-Network	N/A	N/A	50 per family member	N/A	N/A
Out-of-Network	N/A	N/A	550	N/A	550
Office Co-Pays (In-Network)	30 -PCP, 35-SPEC	15-PCP, 15-SPEC	30-PCP, 35-SPEC	N/A	N/A
ER Copay	150	50	150	N/A	N/A
Coinsurance (In-Network)	100%	100%	100%	N/A	100%
Coinsurance (Out-of-Network)	N/A	N/A	20%	N/A	20%
Out of Pocket Max. (Individual)					
In-Network	2,000	3,500	2,000	N/A	N/A
Out-of-Network	N/A	N/A	2,000	N/A	2,000
Out of Pocket Max. (Family)					
In-Network	4,000	9,400	4,000	N/A	N/A
Out-of-Network	N/A	N/A	4,000	N/A	4,000
	Carve-out (Medco)	Carve-out (Medco)	Carve-out (Medco)	Carve-out (Medco)	Carve-out (Medco)
Rx Plan: Retail Generic	10	10	10	10	10
Brand, Formulary	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of	20 or 20%, greater of
Brand, Non-Formulary	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of	40 or 30%, greater of
RX Plan: Mail Generic	20	20	20	20	20
Brand, Formulary	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of	40 or 20%, greater of
Brand, Non-Formulary	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of	80 or 30%, greater of

Note: The County's prescription plan is a carve out benefit and is administered by Medco. The plan has a mandatory generic and mail order provision. The maximum copayment at retail is \$50 and the maximum copayment for the mail order is \$100.

**FY 2014 Maryland County Government Health Benefits Survey
Queen Anne's**

County: Queen Anne's County
Person Responding: Beverly Churchill
Title: Director of Human Resources
Phone: 410-758-4406
Email: bchurchill@qac.org
Fax: 410-758-6913

Active Employee, Pre-65 Retirees, and Medicare Retirees

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

FY 2014 Maryland County Government Health Benefits Survey

St. Mary's

County: St. Mary's County

Person Responding: Karen Gates

Title: Benefits Coordinator

Phone: 301-475-4200, ext 1104

Email: karen.gates@stmarysmd.com

Fax: 301-475-4082

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

FY 2014 Maryland County Government Health Benefits Survey

Somerset

County: **SOMERSET**

Person Responding: **ERICA QUILLEN**

Title: **HUMAN RESOURCES DIRECTOR**

Phone: **410-651-5131**

Email: **equillen@somersetmd.us**

Fax: **410-651-3559**

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

FY 2014 Maryland County Government Health Benefits Survey

Talbot

County: Talbot County

Person Responding: Cynthia Haddaway

Title: Human Resources Assistant

Phone: 410-770-8012

Email: chaddaway@talbotcountymd.gov

Fax: 410-770-8013

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

Notes: Medicare Supp Coverage - \$8,000 annual maximum for prescription drugs

FY 2014 Maryland County Government Health Benefits Survey

Washington

County: Washington County, Maryland

Person Responding: Debra I. Peyton

Title: Benefits Administrator

Phone: 240-313-2356

Email: dpeyton@washco-md.net

Fax: 240-313-2351

Active Employee and Pre-65 Retirees

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

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

FY 2014 Maryland County Government Health Benefits Survey

Wicomico

County: Wicomico

Person Responding: Michele Ennis

Title: Director of Human Resources

Phone: 410-334-3125

Email: mennis@wicomicocounty.org

Fax: 410-334-3111

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

FY 2014 Maryland County Government Health Benefits Survey

Worcester

Worcester County Government

George Bradley

Human Resources Director

410-632-0090

gbradley@co.worcester.md.us

410-632-05614

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

FY 2014 Maryland County Government Health Benefits Survey

Additional Questions

Jurisdiction	health insurance plans				Health Care Reform		
	Opt-out offered	Number participating	Amount county pays per emp.	Opt-out changed recently	Maintained grandfathered status	Intend to do so long term	Participate in Early Retiree Ins Prog
Allegany	Y	16	600	N	Y	Y	Y
Anne Arundel	Y	313	546 - 750	N	N	N/A	Y
Baltimore City	Y	415	650 - 2,500	N	Y	Y	Y
Baltimore	N	-	-	-	N	N	Y
Calvert	Y	145	850	N	Y	Y	Y
Caroline	Y	16	VARIES	N	N	N	N
Carroll	Y	95	400 - 1,200	N	Y	Y	Y
Cecil	N	-	-	-	N	N	N
Charles	N	-	-	-	Y	Y	Y
Dorchester	N	-	1	-	Y	Y	N
Frederick	N	-	-	-	N	N	Y
Garrett	N	-	-	-	Y	Y	Y
Harford	Y	137	1,200	N	N	N	N
Howard	Y	406	900	N	Y	Y	Y
Kent	N	-	-	-	N	N	N
MNCPPC	N	-	-	-	Y	Y	Y
Montgomery	N	-	-	-	Y	Y	Y
Prince George's	Y	1511	400 medical/ 200 Rx	N	Y	Y	Y
Queen Anne's	Y	50	2,400 annual	Y	N	N	Y
St. Mary's	N	-	-	-	N	N	Y
Somerset	N	195	515-1515	-	N	N	N
Talbot	Y	45	2,000	N	N	N	N
Washington	Y	109	VARIES	N	Y	Y	N
Wicomico	N	-	-	-	Y	Y	Y
Worcester	Y	47	0	N	Y	Y	N



Section III:

County Pension Systems

Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	Yes	2% x AFC x CS, Maximum: 60% x AFC	Base Pay	Highest 3	30 yrs of service or age 60 with 5 yrs	4%	60% CPI to a maximum of 2.5%
Baltimore City	Yes	1.6% x (AFC up SS Integration Level) x CS up to 30 plus 1.85% x (AFC above SS Integration Level) x CS up to 30 plus 1.85%x AFC xCS above 30 yrs	Base Pay	Highest 3 yrs (January 1 rates)	30 yrs of service or age 65 with 5 yrs	None	Minimum of 1.5% - increases depend on investment performance
Baltimore	Yes	1/70 x AFC x CS (1.43% per yr)	Base Pay	Highest 36 months	35 yrs of CS w/o reference to age or age 67 with 10 yrs	7%	Depends on investment performance, up to 3% max based on the CPI-U for the 12 mths ending in December (0% if service <20 yrs)
Calvert	Yes	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%	Base Pay	NA	NA	3% of pay	NA
Caroline	Yes	1.6% x AFC x CS 30 yrs	Base Pay	Rate of pay as of first day of each month during highest consecutive 60 months 36 months until July 1, 2015	30 yrs of service or age 60 with 30 yrs beginning July 1, 2013	New Employees 5.00% of salary over 10,000 existing employee .05% each year up to 5.00% Salary over 10,000	Determined annually during budget deliberations
Carroll	Yes	1.6% x AFC x CS (.7% x AFC x CS for service before 10-01-09)	Base Pay	Highest 3 consecutive yrs	30 yrs of service or age 62 with 3 yrs	5%	Up to a maximum of 2%

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

Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Charles	Yes	Yrs 1-5 = 1.5% x AFC x CS, Yrs 6-10 = 1.75% x AFC x CS, Yrs 11 - 15 = 2.0% x AFC x CS, Yrs 16 - 20 = 2.25% x AFC x CS, Yrs 20+ = 2.50% x AFC x CS	Base Pay	Highest 3 of last 10 yrs	Age 62 with 5 yrs or age 60 with 20 yrs	4%	100% CPI up to a max of 4%
Frederick	Yes	2% x AFC x CS up to 30 yrs; hired on or after 7/1/2011 1.67% X AFC X CS up to 36	Base Pay	Highest 36 consecutive months	25 yrs of service or age 60 with 5 yrs tiered to age 65 with 2 yrs; hired on or after 7/1/2011 30 yrs of service or age 65 yrs w/10 yrs	6%	1% compounded annually
Garrett	Yes	1.67% x AFC x CS not to exceed 35 years	Base Pay	36 calendar months out of most recent 120 months that = the highest average	Earlier of: 30 years of service or attain age 62 with 5 years of service	3.3875%	Determined annually during budget deliberations
Howard	Yes	1.55% x AFC x CS (some at 1.66% effective 7/1/2011)	Base Pay	Highest 36 months	Earliest of: 30 yrs of service, OR age 62/5 yrs, OR age 63/ 4 yrs, OR age 64/3 yrs, OR age 65/2 yrs	2% of pay (some at 3% effective 7/1/2011)	100% CPI up to a maximum of 3%

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

Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Maryland-National Park and Planning Commission	Yes	Prior to Eligibility for Social Security: High-5 x 2% x C.S.; After Eligibility for full Social Security: SSCCL x 1.5% x C.S., plus difference between High-5 and SSCCL x 2% x C.S.	Base Pay Only	High-5	Age 62 w/ at least 10 yrs of Credited Service or 30 yrs of Credited Service	4% up to the Social Security Wage Base and 8% in excess of the Wage Base.	100% of change in CPI up to 2.5%
Montgomery	Yes	Defined Contribution Plan - Employer contributes 8% Cash Balance Plan - Employer contributes 8% with guaranteed interest rate of 7.25%	Base Pay + specific differentials; does not include overtime	N/A	Age 62	4% of pay to to SS integration level and 8% of pay in excess of SS integration level	N/A
Prince George's	Yes	In State Non-contributory plan 0.8% x (AFC up to SS Integration Level) x CS plus 1.5% x (AFC above SS Integration Level) x CS	Base Pay	3 highest yrs; New hires after 7/1/2011 - highest 60 consecutive months	30 yrs or age 62 with 5 yrs; New hires after 7/1/2011 - Rule of 90 or Age 65 with 10 yrs eligibility service	5% of pay in excess of SS Wage Base	100% CPI up to max of 3%; All employees after 7/1/2011 - 100% CPI up to a max of 2.5% if rate of return is achieved; 1% if investment target not met.
Washington	Yes	2% x Avg/Highest x CS	Base Pay	Highest 3 yrs	25 yrs of service or age 60 with 5 yrs	6.0%	Not annual, determined during budget deliberations
Wicomico	Yes	2% x AFC x CS	Base Pay	Highest 36 consecutive months.	5 yrs vested and 25 yrs service in the plan or 5 yrs vested and Age 55 whichever comes first.	5.625%	Not annual, determined during budget deliberations

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

Benefit Comparison of County Pension Systems - General Employees

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

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

Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	No	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	Base Pay	Highest 3	20 yrs of service or Age 50 with 5 yrs	7.25%	60% CPI to a maximum of 2.5%
Baltimore City	No	Yrs 1-20 = 2.5% x AFC x CS; Over 20 yrs = 2% x AFC x CS	Base Pay	Highest 36 consecutive months	Age 55 with at least 15 yrs of service as a contributing member; or regardless of age, 25 yrs of service with at least 15 yrs as a contributing member	8% currently; 9% effective July 1, 2012; 10% effective July 1, 2013	Retirees who have not attained age 55 as of the June 30 determination date will not receive an increase payable the following January. Retirees age 55 to 65 will receive a 1% increase payable the following January. Retiree age 65 or over will receive a 2% increase payable the following January.
Baltimore	No	20 + YOS = 2.5% x AFC x CS (up to 20 yrs) + 2% x AFC X CS (>20 and<=25 yrs) plus 3.0% x AFC X CS (>25 yrs)	Base Pay	Highest 12 full consecutive months	Age 60 with 10 yrs of CS or 25 yrs of CS w/o reference to age	0.085	0 if service < 5 yrs, up to 3% based on CPI-U for the 12 mths ending in Dec.
Calvert	Yes	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Base Pay	Highest 3 of last 5	Age 55 or 25 yrs of service	8% of pay	3% or CPI - whichever is less
Carroll	Yes	1.9 x AFC x cs (1st 15 yrs). 2.2% x AFC x cs (next 10 years). 2.0% x AFC x cs (additional yrs.). Max 60%.	Base Pay	Highest 3 consecutive yrs	25 yrs of service or age 55 with 15 yrs	8%	Up to a maximum of 2%
Cecil	Yes	2% x Average Pay x 1st 25 years of Creditable Service	Base rate of Pay	highest 36 consecutive months	Age 55 with 5 years of service	8% of base pay	2% Cap
Charles	Yes	Years 1 - 20 = 3% x AFC x CS, Yrs 20+ = 2% x AFC x CS	Base Pay	Highest 3 of last 5 yrs	25 yrs of service or age 60	8%	100% CPI up to a max of 4%

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

Benefit Comparison of County Pension Systems - Law Enforcement

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

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

Benefit Comparison of County Pension Systems - Law Enforcement

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

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

Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	Yes	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	Base Pay	Highest 3	20 yrs of service or Age 50 with 5 yrs	6.75%	60% CPI to a maximum of 2.5%
Baltimore	Yes	25 +YOS = 2.5% x AFC x CS (up to 20 yrs) plus 2.0% of AFC x CS (<25 yrs (<25 yrs) CS =1/70 x AFC X CS (or 1.43% per yr)	Base Pay	Highest 36 months	25 yrs CS w/o reference to age or age 67 with 10 yrs CS	0.1	Depends on investment performance, up to 3% based on CPI-U for the 12 months ending in December.
Calvert	Yes	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Base Pay	Highest 3 of last 5	Age 55 or 25 yrs of service	8% of pay	3% or CPI - whichever is less
Caroline	Yes	1.6% x AFC x CS	Base Pay	Rate of pay as of first day of each month during highest consecutive 60 months	25 yrs service or age 55 with 25 yrs service begins July 1, 2013	base Pay	Determined annually during budget deliberations
Carroll	Yes	1.8% x AFC x CS (.7% x AFC x CS for service before 10-01-09)	Base Pay	Highest 3 consecutive yrs	30 yrs of service or age 62 with 3 yrs	5%	Up to a maximum of 2%
Cecil	Yes	2% x Average Pay x 1st 25 years of Creditable Service	Base rate of Pay	highest 36 consecutive months	Age 55 with 5 years of service	8% of base pay	2% Cap
Charles	Yes	2.25% x AFC x CS	Base Pay	Highest 3 of last 5 yrs	25 yrs of service or age 60	7%	100% CPI up to a max of 4%

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

Benefit Comparison of County Pension Systems - Corrections

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

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

Benefit Comparison of County Pension Systems - Corrections

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

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

Benefit Comparison of County Pension Systems - Additional Question

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

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