

**REPORT OF COUNTY EMPLOYEE
SALARIES, HEALTH BENEFITS & PENSIONS
FISCAL YEAR 2015**

prepared by

THE MARYLAND ASSOCIATION OF COUNTIES (MACo)

169 CONDUIT STREET

ANNAPOLIS, MD 21401

410.269.0043 (BALTIMORE METRO)

301.261.1140 (WASHINGTON METRO)

WWW.MDCOUNTIES.ORG

INTRODUCTION & ACKNOWLEDGMENTS

The Maryland Association of Counties (MACo) is pleased to release the Report of County Employee Salaries, Health Benefits & Pensions for Fiscal Year 2015.

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 under the "Publications" tab. 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, Esq.
Policy Analyst
Maryland Association of Counties
rclark@mdcounties.org
410-269-0043

Table of Contents

Section 1: County Employee Salaries

Elected Officials

County Executive	2
President, County Council.....	3
President, County Board of Commissioners	4
Member, County Council or Commissioners	5
Treasurer	6
Sheriff	7
State’s Attorney	8
Chief Judge, Orphans Court	9
Judge, Orphans Court	10

Management/Chief Professional

President, Election Board	11
Member, Election Board	12
County Manager/Chief Administrator/ Director of Administration	13
Assistant/Deputy Administrator	14
Director, Human Resources/Personnel	15
Director, Information Technology	16
Director, Finance/Accounting.....	17
Assistant/Deputy Director, Finance	18
Director, Budget.....	19
Director, Planning Zoning	20
Assistant/Deputy Director, Planning/Zoning	21
Director, Public Works.....	22
Assistant/Deputy Director, Public Works	23
Director, Permits, Inspections, Licenses	24
Director, Parks and Recreation	25
Director/Administrator Public Safety	26
Director, Economic Development	27

Director/Administrator Department of Aging	28
Director, Department of Human Services/Citizens Services/Community Services	29
Director Housing/Community Development.....	30
Director, Local Management Board.....	31
Management/Chief Professional (cont'd)	
Public Information Officer/Director of Communications or Public Relations Manager/ Director	32
Superintendent of Schools	33
County Attorney/ Solicitor	34
Deputy County Attorney.....	35
Deputy State's Attorney.....	36
County Auditor.....	37
Liaison, Legislative Affairs/ Government Affairs/ Legislative.....	38
Professional/Administrative and Technical Positions	
Chief of Purchasing.....	39
Buyer	40
Accountant I	41
Budget Analyst I	42
Administrative Analyst	43
Personnel Analyst I.....	44
Staff Attorney I.	45
Planner I	46
County Engineer/Chief of Engineering.....	47
Engineer I	48
Chief, Solid Waste and Recycling	49
Recycling Manager/Coordinator.....	50
Social Worker – LCSW (BS level).....	51
Social Worker – LCSW (Masters Degree).....	52
Recreation Manager	53
Manager of Parks	54
Network Manager	55
Systems Analyst.....	56
Computer Programmer/Analyst.....	57

Help Desk Analyst	58
-------------------------	----

Clerical/Administrative Support Staff

Receptionist/Telephone Operator	59
Paralegal	60
Legal Secretary	61
Cashier	62
Clerical/Administrative Support - Entry Level.....	63
Clerical/Administrative Support- Intermediate Level	64
Clerical/Administrative Support- Senior Advanced Level	65
Clerk to the County Commissioners	66
Stock Clerk/Storekeeper.....	67
Account Clerk I	68

Clerical/Administrative Support Staff (cont'd)

Account Technician	69
Payroll Technician	70

Trades/Public Works/Labor Positions

Superintendent	71
Supervisor I	72
Supervisor II	73
Engineering Technician/Associate.....	74
CAD/GIS Operator/Analyst	75
Building Inspector.....	76
Housing Inspector	77
Plumbing Inspector	78
Electrical Inspector	79
Construction Inspector	80
Code Enforcement Officer	81
Zoning Inspector	82
Plans Examiner/ Reviewer	83
Electrician I	84

Electrician II	85
Welder	86
Carpenter	87
Plumber I	88
Plumber II	89
Utilities Worker	90
Treatment Plant Operator	91
Treatment Plant Operator (licensed)	92
Utilities Meter Reader	93
Building Maintenance Worker I	94
Vehicle and Heavy Equipment Maintenance/Shop Foreman.....	95
Automotive Mechanic Helper.....	96
Automotive/Equipment Mechanic I	97
Automotive/Equipment Mechanic II.....	98
Motor Equipment Operator	99
Heavy Motor Equipment Operator	100
Laborer	101
Groundskeeper and Parks Worker	102
Custodian/Janitor	103

Public Safety Positions

Director/Manager Communications Center/911	104
Director/Manager Civil Preparedness/Homeland Security	105
Emergency Dispatcher Supervisor.....	106
Emergency Dispatcher	107
Police Chief/Sheriff.....	108
Deputy Commander	109
Unit Commander	110
Shift Supervisor	111
First Line Supervisor.....	112
Police Officer/Deputy	113
Deputy Commander (Sheriff)	114

Unit Commander (Sheriff)	115
First Line Supervisor (Sheriff).....	116
Deputy/Officer	117
Security Officer.....	118
Crossing Guard	119
Director of Corrections/Warden	120
Deputy Corrections Commander	121
Unit Commander.....	122
Shift Supervisor	123
First Line Supervisor.....	124
Correctional Officer	125
Jail Cook.....	126
Fire Chief	127
Deputy Commander/Chief.....	128
Unit Commander	129
Shift Supervisor	130
First Line Supervisor.....	131
Firefighter	132
Paramedic EMT/P	133
EMT/B.....	134
Animal Control Officer	135

Section 2: County Employee Health Benefits

Allegany County	137
Anne Arundel County	138
Baltimore City	139
Baltimore County.....	140
Calvert County.....	141
Caroline County.....	142
Carroll County	143
Cecil County	144
Charles County	145

Dorchester County	146
Frederick County	147
Garrett County	148
Harford County	149
Howard County	150
Kent County	151
Maryland National Capital Park & Planning Commission	152
Montgomery County	153
Prince George’s County	154
Queen Anne’s County	155
St. Mary’s County	156
Somerset County	157
Talbot County	158
Washington County	159
Wicomico County	160
Worcester County	161
Additional Questions	162

Section 3: County Employee Pensions

General Employees	164-167
Law Enforcement	168-170
Corrections	171-173
Additional Questions	174