

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		County Administrator	1	Contract appointed position
Dorchester						
Frederick						
Garrett						
Harford	105,136	105,136	105,136		1	
Howard	163,482	163,482	163,482		1	
Kent						
Montgomery	183,134	183,134	183,134		1	Salary effective, 12/03/2013
Prince George's	187,753	187,753	187,753		1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	85,000	85,000	85,000		1	
Worcester						
MNCPPC						
AVERAGE	143,529	128,689	140,209			

* Charles County employees work a 37.5 hour work week, unless otherwise indicated.

**Calvert County employees paid on a grade and step will receive a delayed step effective December 29, 2014.

***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

President, County Council

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
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	70,000	70,000	70,000	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	116,255	116,255	116,255	Council President	1	Salary effective, 12/03/2013
Prince George's	108,716	108,716	108,716	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	55,611	55,611	55,611			

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***Baltimore City numbers from previous fiscal year

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President, County Board of Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	33,765	33,765	33,765		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	will go \$25,000 12/14
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	32,828	32,828	32,828			

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***Baltimore City numbers from previous fiscal year

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Member, County Council or Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	31,255	29,870	32,640		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	62,500	62,500	62,500		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	105,686	105,686	105,686	Council Member	8	Salary effective, 12/03/2013
Prince George's	103,716	103,716	103,716	Councilman	8	Vice Chair 106,216
Queen Anne's	19,000	19,000	19,000		4	will go \$25,000 12/14
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	38,844	38,786	38,901			

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***Baltimore City numbers from previous fiscal year

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	101,374	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	Appointed
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	77,472	72,002	85,427			

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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Sheriff

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	65,279	65,279	65,279		1	
Anne Arundel	128,656	128,656	128,656		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	89,500	89,500	89,500		1	
Frederick	100,000	100,000	100,000		1	
Garrett	85,000				1	Set for 4 year term
Harford	113,732	113,732	113,732		1	
Howard	82,500	82,500	82,500		1	
Kent	85,000	85,000	85,000		1	
Montgomery	156,464	156,464	156,464		1	No Change until 12/02/2013
Prince George's	132,734	132,734	132,734		1	
Queen Anne's	100,000	100,000	100,000		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	94,221	93,269	93,269			

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***Baltimore City numbers from previous fiscal year

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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	165,551	165,551	165,551		1	\$170,518 effective 1/1/2015
Baltimore City	238,772	238,772	238,772		1	
Baltimore County	200,163	200,163	200,163		1	
Calvert	114,527	114,527	114,527		1	
Caroline	109,200	109,200	109,200		1	Annual
Carroll	101,802	101,802	101,802		1	Set by Legislature
Cecil	129,675	129,675	129,675		1	Set by Legislature
Charles	140,352				1	
Dorchester	103,838	103,838	103,838		1	Salary increases next term to \$109,200
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	202,184	202,184	202,184		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	will go \$131,808 1/15
St. Mary's	114,526	114,526	114,526		1	
Somerset	98,000	98,000	98,000		1	Elected
Talbot	105,446	105,446	105,446		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	131,028	130,535	130,535			

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***Baltimore City numbers from previous fiscal year

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	5,289	5,289	5,289		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	5,000	5,000	5,000		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	13,865	14,216	14,216			

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***Baltimore City numbers from previous fiscal year

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Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	5,289	5,289	5,289		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	5,000	5,000	5,000		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	will go \$7,650 12/14
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	8,208	8,208	8,208		3	
Worcester	6,154	6,154	6,154		3	
MNCPPC						
AVERAGE	10,929	10,969	10,987			

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President, Election Board

Appointed

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,051	4,051	4,051		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	123,021	75,309	146,520	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	12,252	9,216	14,694			

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Member, Election Board

Appointed

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	4,051	4,051	4,051		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	3,423	3,325	3,433			

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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	108,929	108,929	108,929	=	County Administrator	1	Contractual
Anne Arundel	160,740	110,853	183,834	=	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	165,624	110,209	184,467	=	County Administrator	1	Contract/35/week
Caroline	102,695	102,695	102,695			1	
Carroll		86,279	155,293	=	County Administrator		Position is vacant and currently posted
Cecil	123,273	123,273	123,273		Director, Administration	1	Appointed
Charles	173,401			=	County Administrator	1	
Dorchester	99,208			=		1	Flat rate salary
Frederick	177,105	136,891	177,958	=		1	
Garrett	135,000	97,917	150,741	=	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	136,500	73,246	115,073	=	County Administrator/County Attorney	1	Contractual
Montgomery	294,263	294,263	294,263	=	Chief Administrative Officer	1	Appointed to position
Prince George's	225,000	128,804	250,599	=	Chief Administrative Officer	1	
Queen Anne's	133,250			=	County Administrator	1	Contractual position
St. Mary's	159,000	95,855	167,745	+	County Administrator	1	Contract
Somerset	86,151	86,151	86,151	=	County Administrator	1	Appointed by Co. Commissioners
Talbot	125,000	125,000	125,000		County Manager		Reports to County Council
Washington	128,791	88,215	137,964	=	County Administrator	1	
Wicomico	124,481	72,521	145,042			1	Appointed by the County Executive and confirmed by County Council (as are all department heads)
Worcester	144,200	130,000	150,000	=		1	
MNCPPC	185,265	185,265	185,265	=	Executive Director	1	
AVERAGE	152,274	122,718	161,974				

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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	75,245	75,245	126,796	-	Assistant to Chief Administrative Officer		Appointed by County Executive
Baltimore City							
Baltimore County	140,007	140,007	140,007	=	Deputy County Administrative Officer	1	Non-graded position (pay based on 34 hour work-week)
Calvert							
Caroline	76,789	76,789	76,789		Chief of Staff	1	
Carroll							NCC
Cecil							NCC
Charles	152,517	95,054	152,507	+	Deputy County Administrator	1	Contractual appointed position
Dorchester							
Frederick				=			
Garrett							
Harford							
Howard	125,632	101,795	164,362	=	Deputy Chief Administrative Officer	1	
Kent							
Montgomery	170,750	170,750	170,750	=	Assistant Chief Administrative Officer	3	Appointed to position
Prince George's	207,400	116,829	227,300	=	Deputy Chief Administrative Officer	5	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	74,086	70,490	88,402		Assistant County Manager	1	
Washington	92,211	64,839	101,406			1	
Wicomico	82,661	64,249	128,499		Deputy Director of Administration	1	
Worcester	101,871	85,000	110,000	=		1	
MNCPPC							
AVERAGE	118,106	96,459	135,165				

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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	100,730	60,841	115,616	=	Director of Human Resources & Personnel Services	1	Contractual
Anne Arundel	91,681	91,681	152,040	=	Personnel Officer		Appointed by County Executive
Baltimore City	155,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	150,000	150,000	150,000	=	Director of Human Resources	1	Appointed position
Calvert	117,454	82,802	138,591	=		1	Contract/35/week
Caroline	83,622	71,005	98,874			1	
Carroll	84,053	62,849	113,120	=	Administrator, Human Resources	1	
Cecil	93,912	65,853	102,627	=	Director, Human Resources	1	
Charles	98,768	95,054	152,507	=		1	Current incumbent is Acting
Dorchester	54,647			=		1	Flat rate salary
Frederick	156,833	119,566	191,305	=		1	
Garrett							County Administrator also serves in this capacity
Harford	119,000	91,600	141,606	=		1	
Howard	129,979	82,930	133,910	=	Human Resources Administrator	1	
Kent	83,500	53,600	85,142	=		1	
Montgomery	209,656	209,656	209,656	=		1	Appointed to position
Prince George's	160,958	105,968	206,168	=	Director, Office of Human Resources Management	1	Prince George's County uses the generic Director class. Actual \$163,524.
Queen Anne's	108,185	69,752	127,103	+		1	
St. Mary's	105,920	66,016	115,526	=		1	Contract. Dir HR/Chief of Staff
Somerset	55,289	53,940	85,464	=		1	
Talbot	78,644	70,490	88,402		Director of Administrative Services	1	
Washington	77,009	64,839	101,406	=	Director of Health and Human Services	1	
Wicomico	77,801	64,249	128,499			1	
Worcester	88,612	78,000	95,000	=		1	
MNCPPC	117,836	75,036	128,399	=		1	
AVERAGE	108,295	86,866	133,259				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Director, Information Technology

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	76,375	55,497	105,462	=		1	
Anne Arundel	149,793	91,681	152,040	=	Information Technology Officer	1	Appointed by County Executive
Baltimore City	150,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	211,013	211,013	211,013	=	Director, Information Technology	1	Appointed position
Calvert	102,410	82,802	138,591	=	Technology Services Director	1	Contract/35/week
Caroline	74,565	58,682	81,715			1	
Carroll	95,140	62,849	113,120	=	Administrator, Technology Services	1	
Cecil	102,627	65,853	102,627	=	Director, Information Technology	1	
Charles	130,498	81,297	130,496	=	Chief of Information Technology	1	Reports to Director of Fiscal & Administrative Services
Dorchester	64,499			=		1	Flat rate salary
Frederick	160,553	119,566	191,305	=		1	CIO/Director, IIT Division
Garrett	90,038	63,260	97,385	=		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	88,500	62,617	99,547	=		1	Contractual
Montgomery	208,854	208,854	208,854	=	Chief Information Officer	1	Appointed to position
Prince George's	160,958	105,968	206,168	=	Director, Office of Information Technology & Communications	1	Prince George's County uses the generic Director class. Actual \$156,600.
Queen Anne's							
St. Mary's	125,076	79,218	138,772	+	Director, Public Safety and Information Systems	1	Contract
Somerset	55,992	50,176	79,502	=		1	
Talbot	89,359	79,301	99,452		Director of Information Technology	1	
Washington	109,518	70,026	109,518	=		1	
Wicomico	101,829	56,657	113,314		Director of Information Services	1	
Worcester							
MNCPPC	128,301	75,036	128,399	=	Finance Manager II	1	
AVERAGE	121,176	91,325	138,845				

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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	100,256	73,127	138,962	=	Director of Finance	1	Contractual
Anne Arundel	91,681	152,040	143,976	=	Controller	1	Appointed by County Executive
Baltimore City	180,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	171,751	171,751	171,751	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert	129,687	100,190	167,697	=	Finance & Budget Director	1	Contract/35/week, also serves as Budget Director
Caroline	86,836	71,005	98,874			2	
Carroll	108,992	86,279	155,293	=	Comptroller	1	
Cecil	94,536	72,426	112,861		Director, Finance	1	
Charles	145,000	95,054	152,507	+	Director of Fiscal & Administrative Services	1	Contractual appointed position
Dorchester	83,695			=		1	Flat rate salary
Frederick	131,586	106,411	170,258	=		1	
Garrett	90,038	63,260	97,385	=		1	
Harford	105,898	71,400	118,934	=	Chief, Treasury Bureau	1	
Howard	131,685	91,915	148,283				
Kent	99,996	73,246	116,573	=	Chief Finance Officer	1	
Montgomery	210,035	210,035	210,035	=	Director, Depart of Finance	1	Appointed to Position
Prince George's	160,958	105,968	206,168	=	Director, Office of Finance	1	Prince George's County uses the generic Director class. Actual \$183,600.
Queen Anne's	116,132	76,349	139,433	=		1	
St. Mary's	154,625	87,146	160,000	+	Chief Financial Officer	1	Contract
Somerset	85,801	62,334	98,765	-	Finance & Programs Coordinator	1	Have Elected Treasurer- tax, rev. coll. & investing
Talbot	97,035	89,611	112,380		Finance Director	1	
Washington	118,281	75,629	118,281	=		1	
Wicomico	96,700	64,249	128,499		Director of Finance	1	
Worcester	113,300	95,000	125,000	=		1	
MNCPPC	165,000	165,000	165,000	+	Secretary/Treasurer	1	Serves as officer of the Commission and also responsible for Information Technology
AVERAGE	122,780	98,818	144,205				

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

Assistant/Deputy Director, Finance

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	82,401	60,841	115,616	=	Assistant Director of Finance		Vacant
Anne Arundel	117,124	79,009	136,302	=	Assistant Controller	2	Classified position
Baltimore City	146,002	112,200	204,000	=	Executive Level III	1	
Baltimore County	121,232	77,814	121,232	+	Deputy Director of Budget and Finance	2	Position assists with the management of both budget and finance
Calvert	105,000	105,000	105,000	=	Finance & Budget Deputy Director	1	Contract/35/week
Caroline							
Carroll	72,488	56,999	102,590	=	Bureau Chief, Accounting	1	
Cecil	91,166	65,853	102,627	=	Deputy Director, Finance	1	
Charles	n/a						
Dorchester	77,273			=		1	Flat rate salary
Frederick				=			
Garrett	80,044	54,076	83,246	=		1	
Harford	119,781	81,000	124,862	=	Deputy Treasurer	1	
Howard	115,398	82,930	133,910	=		1	
Kent							
Montgomery	170,823	96,187	170,839	=	Manager I	1	
Prince George's	137,859	91,539	178,096	=	Deputy Director, Office of Finance	1	Prince George's County uses the generic Deputy Director class. Actual \$148,000
Queen Anne's							
St. Mary's	102,253	67,558	114,453	+		1	
Somerset	57,436	43,419	68,795	-	Deputy Treasurer	1	Appointed By County Treasurer
Talbot	70,262	45,446	70,789		Finance Office Manager	1	
Washington	92,678	60,036	93,894	=		2	
Wicomico	72,798	50,652	101,303			2	
Worcester	87,550	80,000	105,000	=		1	
MNCPPC							
AVERAGE	101,030	72,809	118,475				

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Director, Budget

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	169,266	103,603	171,805	=	Budget Officer	1	Appointed by County Executive
Baltimore City	132,400	77,200	132,400	=	Executive Level II	1	Reports to Director of Finance
Baltimore County	171,751	171,751	171,751	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert							See Finance & Budget Director above
Caroline							
Carroll	138,612	86,279	155,293	=	Director, Management & Budget	1	
Cecil	85,946	65,853	102,627	=	Budget Manager	1	
Charles	100,118	81,297	130,496	=	Chief of Budget	1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	115,064	86,602	138,563	=	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	210,035	210,035	210,035	=	Director, Office of Management and Budget	1	Appointed to position
Prince George's	160,958	105,968	206,168	=	Director, Office of Management & Budget	1	Prince George's County uses the generic Director class. Actual \$162,000.
Queen Anne's							
St. Mary's	109,616	67,558	114,453	+	Accounting Officer	1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester	79,526	65,000	85,000	=	Budget Officer	1	
MNCPPC	128,399	75,036	128,399	=	Budget Manager	1	
AVERAGE	132,848	97,793	144,295				

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Director, Planning/Zoning

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	143,272	91,681	152,040	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	130,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	150,000	150,000	150,000	-	Director of Planning	1	Responsibility for the Office of Planning/appointed position
Calvert	130,650	100,190	167,697	=	Community Planning & Building Director		Contract/35/week
Caroline	92,627	92,627	92,627			1	
Carroll	108,992	86,279	155,293	=	Director, Land Use Planning & Development	1	
Cecil	109,595	72,426	112,861	=	Director, Planning & Zoning	1	
Charles	145,151	95,054	152,507	+	Director, Planning & Growth Management	1	Contractual appointed position
Dorchester	77,132			=		1	Flat rate salary
Frederick	158,904	119,566	191,305	+	Director, Community Development Division	1	
Garrett	63,260	64,226	83,246	=		1	Title is Assistant Director, Department of Community Planning and Development - Planning and Land Development Office
Harford	115,370	91,600	141,606	=		1	
Howard	148,283	91,915	148,283	=		1	
Kent	73,500	62,617	99,547	=	Director, Planning, Housing and Zoning	1	
Montgomery	204,022	204,022	204,022	=	Director, Permitting Services	1	Appointed to position
Prince George's	108,716	108,716	108,716	=	Chairman, County Council	1	
Queen Anne's	100,101	69,752	127,103	=		1	
St. Mary's	122,459	79,218	138,634	+	Director, Land Use & Growth Management	1	Contract
Somerset	75,632	57,985	91,874	=	Director, Dept. Technical & Community Services	1	
Talbot	85,872	79,301	99,452		County Planning Officer	1	
Washington	88,369	64,839	101,406	=		1	
Wicomico	100,401	64,249	128,499		Director of Dept. of Planning, Zoning and Community Development	1	
Worcester							
MNCPPC	170,000	170,000	170,000	=	Director of Planning	2	One position is classified and the other is non-classified and has a flat salary
AVERAGE	117,492	96,748	137,305				

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Assistant/Deputy Director, Planning/Zoning

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	116,852	75,245	126,796	=	Assistant Planning & Zoning Officer	2	Classified position
Baltimore City	91,650	55,200	99,200	=	Executive Level I	2	
Baltimore County	114,273	73,346	114,273	-	Deputy Director of Planning	1	Responsible for planning administration
Calvert	103,685	79,115	117,354	=	Community Planning & Building Deputy Director	1	35/week
Caroline	51,147	48,497	67,532		Assistant Planning Director	1	
Carroll	99,899	62,849	113,120	=	Deputy Director Land Use, Planning and Development	1	
Cecil	79,955	54,434	84,843	=	Principal Planner	1	
Charles	130,498	81,297	130,496	=	Planning Director	1	Reports to Director of Planning & Growth Management
Dorchester	59,115	49,731	77,564	=		1	
Frederick							
Garrett							
Harford	121,195	81,000	124,862	=		1	
Howard	100,079	74,901	120,827	=		2	
Kent							
Montgomery	149,896	84,113	152,692	=	Manager II	1	
Prince George's	106,216	106,216	106,216	=	Vice Chairman, County Council	1	
Queen Anne's							
St. Mary's	89,856	67,558	114,453	+	Deputy Director, Land Use & Growth Management	1	
Somerset							
Talbot	68,193	56,446	70,789		Assistant Planning Officer	1	
Washington	59,548	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	98,519	72,866	109,148				

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Director, Public Works

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	113,518	73,127	138,962	=		1	
Anne Arundel	160,740	103,603	171,805	=		1	Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=		1	
Baltimore County	167,991	167,991	167,991	=	Director of Public Works	1	Appointed position
Calvert	155,775	100,190	167,697	=		1	Contract/35/week
Caroline	80,394	71,005	98,874			1	
Carroll		86,279	155,293	=			Also oversees Permits & Inspections-Currently vacant but have part time Administrator of Public Works until BOC election is completed
Cecil	113,610	79,706	124,176	=		1	
Charles	136,300	95,054	152,507	+		1	Contractual appointed position
Dorchester	89,208			=		1	Flat rate salary
Frederick	135,314	119,566	191,305	=		1	
Garrett	97,385	68,431	105,333				
Harford	115,933	105,700	165,464	=		1	
Howard	182,083	112,819	182,083	=		1	
Kent				=			vacant
Montgomery							NCC
Prince George's	160,958	105,968	206,168	=	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 \$150,000. DPWT Director Actual \$175,000.
Queen Anne's	130,491	76,349	139,433	+		1	
St. Mary's	129,571	79,218	138,634	+	Director, Public Works & Transportation	1	Contract
Somerset	81,935	57,985	91,874	+	Director, Solid Waste, Maintenance & Drainage	1	No Public Works Department
Talbot	94,182	89,611	112,380		County Engineer	1	
Washington		75,629	118,281	=		1	Vacant (Advertising)
Wicomico	90,000	64,249	128,499			1	
Worcester	145,210	105,000	150,000	=		1	
MNCPPC							
AVERAGE	127,030	95,118	146,036				

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

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		66,703	126,755	=	Deputy Director, Public Works		Vacant
Anne Arundel	134,737	83,061	143,457	=	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	=	Deputy Director of Public Works		Vacant
Calvert	98,826	79,115	117,354	=	Enterprise Fund Operations Deputy Director & Engineering Deputy Director	2	2 Contracted positions/35/week
Caroline							
Carroll	83,699	62,849	113,120	=		2	One Deputy oversees operations of the Bureaus of Building Construction, Facilities, Permits & Inspections, & Solid Waste while the other Deputy oversees operations of the Airport, the Bureaus of Engineering, Fleet Management, Roads, and Utilities
Cecil	99,632	65,853	102,627	=	Deputy Director, Public Works	1	
Charles	103,444	87,904	141,066	=	Assistant Director	2	
Dorchester							
Frederick							
Garrett	71,160	54,076	83,246			1	Title is Assistant Director, Department of Community Planning and Development - Permits and Inspection Services Office
Harford	121,063	81,000	124,862	=	Deputy Director	4	Not appointed / at will
Howard	131,685	91,915	148,283	=		1	
Kent							
Montgomery							NCC
Prince George's Queen Anne's	137,859	91,539	178,096	=	Deputy Director, Department of Public Works & Transportation.	1	Prince George's County uses the generic Deputy Director class. Actual \$151,705.
St. Mary's	121,181	74,818	123,469			1	
Somerset							No position
Talbot	80,224	70,490	88,402		Assistant County Engineer	1	
Washington	101,406	64,839	101,406		Deputy Dir., PW Eng. & Construction	1	
Wicomico	98,372	56,657	113,314			1	
Worcester	126,809	95,000	130,000	=		1	
MNCPPC							
AVERAGE	109,340	75,622	123,322				

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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	67,256	46,176	87,748	=	Chief, Land Development Services	1	Zoning & building codes administration & enforcement
Anne Arundel	91,681	91,681	152,040	=	Director, Inspections & Permits		Appointed by County Executive
Baltimore City							
Baltimore County	198,000	198,000	198,000	=	Director of Permits, Approvals and Inspections	1	Appointed position
Calvert	80,062	61,116	90,600	-	Inspections & Permit Division Chief	1	35/week
Caroline	60,179	48,497	67,532		Assistant Codes Director	1	
Carroll	72,488	56,999	102,590	-	Bureau Chief, Permits & Inspections	1	
Cecil	102,627	65,853	102,627	=	Director, Permits & Inspections	1	
Charles	119,673	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							
Garrett							
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	168,111	96,187	170,839	=	Manager I	1	Acting Division Chief, Building Construction Division
Prince George's	160,958	105,968	206,168	=	Director, Department of Permitting, Inspections & Enforcement.	1	Prince George's County uses the generic Director class. Actual \$194,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	105,814	70,026	109,518		Dir., Plan Review & Permitting	1	
Wicomico							
Worcester	122,876	93,000	123,000	=		1	
MNCPPC							
AVERAGE	114,820	85,158	130,091				

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Jobs with < 5 responses were omitted.

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

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	128,594	91,681	152,040	=	Director, Recreation & Parks	1	Appointed by County Executive
Baltimore City	125,000	77,200	132,400	=	Executive Level II		
Baltimore County	150,000	150,000	150,000	=	Director of Recreation and Parks	1	Appointed position
Calvert	108,108	79,115	117,354	=	Recreation Division Chief	1	35/week
Caroline	84,487	64,550	89,886			1	
Carroll	97,240	62,849	113,120	=	Administrator, Recreation & Parks	1	
Cecil	78,645	65,853	102,627	=	Director, Parks & Recreation	1	
Charles	109,083	81,297	130,496	=	Chief of Parks & Grounds & Chief of Recreation	2	Reports to Director of Public Works & Director of Community Services, respectively
Dorchester	55,266			=		1	Flat rate salary
Frederick	147,181	113,979	182,366	=		1	
Garrett	63,260	58,487	90,038				
Harford	119,600	91,600	141,606	=			
Howard	124,093	91,915	148,283	=	Director of Recreation and Parks	1	
Kent	71,500	53,600	85,142	=		1	Contractual
Montgomery							NCC
Prince George's							Separate employer
Queen Anne's							
St. Mary's	111,377	66,016	115,526	+		1	Contract
Somerset	51,430	50,176	79,502	=		1	
Talbot	68,152	62,938	78,930		Director of Parks and Recreation	1	
Washington	94,663	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	67,320	60,000	91,000	=		1	
MNCPPC	196,630	196,630	196,630	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	103,406	82,349	121,343				

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Jobs with < 5 responses were omitted.

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

Director/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	79,567	60,841	115,616			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	98,088	91,081	152,452	=	Public Safety Director	1	Contract/35/week
Caroline	91,819	78,106	108,763			1	
Carroll	95,410	62,849	113,120	=	Administrator, Public Safety	1	
Cecil	114,691	78,104	121,680	=	Director, Emergency Services	1	
Charles	132,720	81,297	130,496	=		1	
Dorchester	73,534			=			Flat rate salary. Includes 911, EMS and Emergency Planning
Frederick	139,915	113,979	182,366	=		1	
Garrett	71,160	54,076	83,246	=		1	Title is Assistant Director, Department of Community Planning and Development - Economic Development Office
Harford	127,500	81,000	124,862	=	Director of Emergency Services	1	
Howard							
Kent	72,860	53,600	85,142	=	Director of Emergency Services	1	Contractual
Montgomery							NCC
Prince George's	160,958	105,968	206,168	+	Director, Office of Homeland Security	1	Prince George's County uses the generic Director class. Actual \$144,900.
Queen Anne's	96,622	69,752	127,103	=	Dir/Chief Emerg Ser	1	
St. Mary's							
Somerset	67,359	53,940	85,464	=	Director, Emergency Services	1	
Talbot	105,000	89,611	112,380		Emergency Services Director/Ass't County Mgr	1	
Washington	86,080	70,026	109,518	=	Dir., Fire/Emerg. Svcs.	1	
Wicomico	72,614	56,657	113,314		Director Dept. of Emergency Services	1	
Worcester	92,700	83,000	109,000	=		1	
MNCPPC							
AVERAGE	100,579	75,899	122,403				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Director, Economic Development

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	104,843	60,841	115,616	=	Director of Economic & Community Development	1	Contractual
Anne Arundel	145,375	91,681	152,040	=	Director of Programming	1	Appointed by County Executive
Baltimore City							
Baltimore County	150,000	150,000	150,000	=	Director of Economic Development	1	Appointed position
Calvert	121,933	91,081	152,452	=	Economic Development Director	1	Contract/35/week
Caroline							
Carroll	87,974	62,849	113,120	=	Administrator	2	
Cecil	92,394	79,706	124,176	=	Director, Economic Development	1	
Charles	148,572	95,054	152,507	=		1	Contractual appointed position.
Dorchester	68,000			=		1	
Frederick	101,596	65,826	105,322		Business Retention Manager	1	
Garrett							
Harford	126,066	91,600	141,606	=		1	
Howard							
Kent							
Montgomery	193,284	193,284	193,284	=	Director, Department of Economic Development	1	Appointed to position
Prince George's							Economic Development Corp, - Non-County Agency
Queen Anne's	121,769	69,752	127,103	+	Director, ED, & Adm Services	1	
St. Mary's	110,000	79,218	120,000	+	Director, Economic and Community Development		Vacant
Somerset	81,615	81,615	81,615	=		1	Separate Entity
Talbot	68,152	62,938	78,930		Director of Economic Development	1	
Washington	81,823	60,036	93,894	=	Director of Business Development	1	
Wicomico							
Worcester	91,081	80,000	100,000	=		1	
MNCPPC							
AVERAGE	111,440	88,468	125,104				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	125,592	91,681	152,040	=	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	150,000	150,000	150,000	=	Director of Aging	1	Appointed position
Calvert	83,083	66,576	98,753	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll				-			NCC
Cecil	74,131	65,853	102,627		Director, Senior Services & Community Transit	1	
Charles	92,901	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	96,542	65,826	105,322	=		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	165,781	165,781	165,781		Chief, Aging & Disability Services	1	Appointed to position
Prince George's	160,958	105,968	206,168	+	Director, Family Services	1	Prince George's County uses the generic Director class. Actual \$152,373.
Queen Anne's							
St. Mary's	122,459	66,016	125,000	+	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	110,688	87,723	128,388				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany					Director of Community Services		Vacant
Anne Arundel							No Match
Baltimore City	128,000	77,200	132,400	=	Executive Level II	1	
Baltimore County							NCC
Calvert	103,872	82,802	138,591	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll	91,957	86,279	155,293	=	Director Citizens Services	1	
Cecil							NCC
Charles	131,069	95,054	152,507	+	Director of Community Services	1	Contractual appointed position
Dorchester							
Frederick	117,322	113,979	182,366	=		1	
Garrett	106,575					1	Title is Executive Director, Department of Planning and Community Development- Offices of Planning and Land Management; Permits and Inspection Services; and Economic Development
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	221,731	221,731	221,731	=	Director, Department of Health & Human Services	1	Appointed to position
Prince George's	160,958	105,968	206,168	-	Director, Office of Community Relations	1	Multi-cultural Affairs. Prince George's County uses the generic Director class. Actual \$143,100.
Queen Anne's	106,434	69,752	127,103	=	Director, Community Services	1	
St. Mary's				=			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	128,991	103,628	160,605				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	108,873	108,873	108,873	=	Administrator of Social Services	1	Non-graded position
Calvert	117,863	117,863	117,863	=	Executive Director	1	Contract
Caroline							
Carroll	70,928	62,849	113,120	=	Deputy Director Citizens Services	1	This is not an appointed position. Reports to Director Citizen Services
Cecil	102,627	65,853	102,627	=	Director, Housing	1	
Charles	101,434	75,192	120,729	=	Chief of Housing Authority	1	Reports to Director of Community Services
Dorchester							
Frederick	78,508	61,468	98,349	=		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	215,896	215,896	215,896	-	Director, Housing and Community Affairs	1	Appointed to position
Prince George's	160,958	105,968	206,168	=	Director, Housing & Community Development	1	Prince George's County uses the generic Director class. Actual \$144,900.
Queen Anne's							
St. Mary's				=			Vacant
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	121,577	101,772	139,757				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Director, Local Management Board

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	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	44,395	20,007	29,686	=	Family Network Coordinator	1	PT/25/week, Hours reduced FY15
Caroline							
Carroll	67,226	55,141	88,255	-	Manager, LMB	1	This is not an appointed position. Reports to Director Citizen Services-(converted to 40 hours)
Cecil							NCC
Charles	65,723	55,080	88,548	=	Local Management Board Coordinator	1	Reports to Chief of Transportation & Community Programs
Dorchester	59,681					1	Flat rate salary
Frederick							
Garrett							
Harford	43,996	43,900	84,032	-	Community Resources Coordinator	1	Grant-Funded Position; 32 hrs/week
Howard							
Kent	63,500	63,500	63,500	=		1	
Montgomery	163,460	84,113	152,692		Manager II	1	Incumbent is Acting Chief; salary includes temporary promotion premium.
Prince George's							Not in County class plan
Queen Anne's	100,334	58,452	105,703	+	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	61,633	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	71,484	57,408	83,900				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,938	46,176	87,748	=	Public Information Officer	1	
Anne Arundel	75,245	75,245	126,796	=		1	Appointed by County Executive
Baltimore City	107,500	77,200	132,400	=	Executive Level II	1	
Baltimore County	160,004	160,004	160,004	=	Senior Administrative Assistant to the CAO	1	Non-graded position
Calvert	73,819	51,415	98,753	=	Public Information Specialist and Marketing Communications Specialist	1	35/week, Public Info Specialist vacant
Caroline							
Carroll							Note: This position is handled by a contract employee.
Cecil							NCC
Charles	76,312	59,528	95,666	=		1	
Dorchester							
Frederick	71,192	53,604	85,766	=		1	
Garrett	155,000			=		1	+ \$6,000 travel reimbursement allowance
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	182,288	182,288	182,288	=	Director, Officer of Public Information	1	Appointed to position
Prince George's	106,000	106,000	106,000	=	Administrative Assistant	1	Working Title: Director, Communications. Exempt status, no min/max.
Queen Anne's							
St. Mary's	69,264	60,000	77,000	=		1	Contract
Somerset							
Talbot							
Washington	53,272	51,471	80,498	=	PR & Comm Affairs Manager	1	
Wicomico	54,979	43,059	86,119			1	
Worcester	56,560	44,201	72,550	=		1	
MNCPPC	119,048	75,036	128,399	=	Public Affairs and Marketing Officer	2	
AVERAGE	95,082	76,310	109,447				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	178,650	178,650	178,650		Superintendent of Schools	1	Includes a stipend for in-county travel.
Anne Arundel							Board of Education Position
Baltimore City							
Baltimore County	265,000	265,000	265,000	=	School Superintendent	1	Appointed position
Calvert	169,000	169,000	169,000	=		1	Contract with School Board
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	60,900			=		1	Part time
Harford							
Howard							
Kent	148,000	142,000	142,000				
Montgomery							Montgomery County Public Schools - separate organization
Prince George's							Separate employer
Queen Anne's	162,708					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	163,506	183,992	183,992				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	57,813	57,813	57,813				Part-time, Contractual 0.50 FTE
Anne Arundel	160,135	103,603	171,805	=		1	Appointed by County Executive
Baltimore City	160,000	160,000	160,000	=	City Solicitor	1	
Baltimore County	159,135	159,135	159,135	=	County Attorney	1	Appointed position
Calvert	110,000	100,190	167,697	=			Contract/35/week
Caroline	86,245	86,245	86,245			1	
Carroll	108,992	86,279	155,293	=		1	
Cecil	95,160	79,706	124,176		County Attorney	1	
Charles	168,309			=		1	Contractual appointed position.
Dorchester							
Frederick	182,955	127,936	204,697			1	
Garrett							
Harford	138,811	105,700	165,464	=	County Attorney	1	
Howard	159,557	101,795	164,362	=	County Solicitor	1	
Kent							
Montgomery	204,022	204,022	204,022	=	County Attorney	1	Appointed to position
Prince George's	160,958	105,968	206,168	=	Director, Office of Law	1	Prince George's County uses the generic Director class. Actual \$172,800.
Queen Anne's							
St. Mary's	123,568	79,218	138,634	=		1	Contract
Somerset	78,803			=		1	Salary determined on a yearly basis
Talbot	123,157	123,157	123,157		County Attorney	1	
Washington	121,239	75,629	118,281		County Attorney	1	exceeds max range due to longevity
Wicomico	114,107					1	Unclassified
Worcester	133,107	120,000	136,900	=		1	
MNCPPC	178,020	178,020	178,020	=	General Counsel	1	
AVERAGE	134,481	114,134	151,215				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Deputy County Attorney

Assists County Attorney

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,058	47,058	47,058				Part-time, Contractual 0.50 FTE
Anne Arundel	139,310	83,061	143,457			1	
Baltimore City							
Baltimore County	134,607	134,607	134,607		Deputy County Attorney	1	Non-graded position
Calvert	105,000	105,000	105,000	=	Associate County Attorney	1	Contract/35/week
Caroline							
Carroll	83,720	62,849	113,120			1	
Cecil							
Charles	89,181			=		1	
Dorchester							
Frederick							
Garrett	76,440						70% of State's Attorney's salary
Harford							
Howard							
Kent							
Montgomery	170,052	96,187	170,839	=	Manager I	1	
Prince George's	141,575	91,539	178,096	=	Deputy Director, Office of Law	4	Prince George's County uses the generic Deputy Director class.
Queen Anne's							
St. Mary's	82,472	67,558	114,483			1	At Will
Somerset							
Talbot							
Washington	97,976	64,839	101,406			1	
Wicomico	70,031	50,652	101,303			1	
Worcester							
MNCPPC							
AVERAGE	103,119	80,335	120,937				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Deputy State's Attorney

Assists State's Attorney

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	91,622	91,622	91,622			2	Contractual
Anne Arundel	133,162	52,020	148,996			2	
Baltimore City							
Baltimore County							
Calvert	113,659	113,659	113,659	=		1	Appointed/35/week
Caroline	70,657	53,347	81,715		Deputy States Attorney, Sr Assistant States Attorney	2	
Carroll							
Cecil	87,021	87,021	87,021		Deputy State's Attorney	1	
Charles							
Dorchester	87,576	87,576	87,576			1	Flat rate salary
Frederick	130,652	92,756	148,409			2	
Garrett							
Harford		91,600	141,606				
Howard							
Kent	79,500			=		1	Appointed by Elected State's Attorney
Montgomery							
Prince George's	152,341	152,341	152,341	=	Principle Deputy State's Attorney	1	Exempt status, no min/max.
Queen Anne's	84,460	63,823	115,894				
St. Mary's	124,048					1	
Somerset	59,941	57,985	91,874	=		1	
Talbot	75,575	70,490	88,402		Deputy State's Attorney	1	
Washington	101,406	64,839	101,406			2	
Wicomico	95,435	64,249	128,498			1	
Worcester							
MNCPPC							
AVERAGE	99,137	81,666	112,787				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

County Auditor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	171,806	103,603	171,805			1	
Baltimore City							
Baltimore County	161,893	161,893	161,893		County Auditor	1	Non-graded position
Calvert							
Caroline							
Carroll							
Cecil							
Charles							
Dorchester							
Frederick							
Garrett							
Harford	90,000	71,400	118,934			1	
Howard							
Kent							
Montgomery	146,436	84,113	152,692	=	Manager II	1	Appointed to position
Prince George's	160,958	105,968	206,168	=	County Auditor	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	146,219	105,395	162,298				

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Jobs with < 5 responses were omitted.

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

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	83,061	143,457	135,849	=	Legislative Liaison Officer	1	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		91,600	141,606		Chief of Staff	0	
Howard	106,302	74,901	120,827	=	Executive Assistant II	3	
Kent							
Montgomery	206,365	206,365	206,365	=	Director, Office of Intergovernmental Relations	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							This is a function of the General Counsel.
AVERAGE	126,433	117,255	141,175				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Chief of Purchasing

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	124,923	75,295	126,796	=	Purchasing Agent	1	
Baltimore City	108,856	77,000	132,400	=	Executive Level II		
Baltimore County	98,573	98,573	98,573	=	Chief, Purchasing Services	1	35 hour position
Calvert	74,365	61,116	90,600	=	Purchasing Officer	1	35/week
Caroline							
Carroll	65,084	56,999	102,590	=	Bureau Chief Purchasing		Converted to 40 hours
Cecil	64,522	49,483	77,043	=	Purchasing Agent	1	
Charles	92,424	75,192	120,729	=		1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	94,513	80,859	129,375	=	Dir, Procurement & Contracting	1	
Garrett	51,994	33,576	51,690	=		1	
Harford	115,370	91,600	141,606	+	Director of Procurement	1	Director of Procurement is appointed/at will; Position is also responsible for Land Acquisition
Howard	107,286	74,901	120,827	=	Purchasing Administrator	1	
Kent							
Montgomery	127,068	84,113	152,692	=	Manager II	1	
Prince George's	85,731	61,958	120,542	=	Contractual Services Officer	1	
Queen Anne's							
St. Mary's	69,992	67,558	114,483	+	Procurement Manager	1	
Somerset							
Talbot							
Washington	86,939	55,589	86,939	=	Purchasing Director	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	91,955	69,147	112,271				

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***Baltimore City numbers from previous fiscal year

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

Buyer

Performs all aspects of procurement transactions.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	61,118	48,242	81,294	=	Buyer III	5	
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	49,037	43,280	64,191	=	Purchasing Specialist	3	35/week
Caroline	46,107	33,124	46,125		Purchasing Agent II	1	
Carroll	61,630	42,100	67,351	=	Buyer	1	converted to 40
Cecil	57,928	37,170	57,928	=	Buyer	1	
Charles	46,243	43,665	70,283	=	Procurement Specialist	2	
Dorchester							
Frederick	62,546	57,400	91,840	=	Procurement Analyst III	1	
Garrett	52,886	42,735	65,791	=		2	
Harford	62,382	52,800	97,261	=	Procurement Agent III	3	
Howard	55,078	44,845	72,384	=	Admin Analyst I	5	
Kent							
Montgomery	75,590	55,006	84,163	=	Procurement Specialist II	4	
Prince George's		38,035	74,002	=	Buyer II		Vacant
Queen Anne's							
St. Mary's	42,099	38,730	59,717	=	Buyer	1	
Somerset							
Talbot							
Washington	53,804	40,859	63,902	=		1	
Wicomico	32,386	27,875	51,558	+	Purchasing Specialist	1	
Worcester							
MNCPPC	86,617	53,835	92,300	=	Principal Admin Spec-Buyer	3	
AVERAGE	56,279	43,856	69,476				

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***Baltimore City numbers from previous fiscal year

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

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		46,176	87,748	+	Senior Accountant		Vacant. CPA required.
Anne Arundel	63,605	51,950	87,543	=	Accountant II	2	
Baltimore City	49,471	40,000	56,800	=	Accountant II	21	
Baltimore County	60,705	45,630	56,836	=	Accountant II	2	35 hour position, maximum salary with longevities is \$71,938
Calvert	56,020	47,193	69,979	=	Accountant I	1	35/week
Caroline							
Carroll	61,027	46,405	74,277	=	Accountant II	1	converted to 40
Cecil	47,726	44,990	70,117		Accountant	2	
Charles	66,817	55,080	88,548	=		1	
Dorchester							
Frederick	55,676	50,060	80,096	=	Accountant II	3	
Garrett							
Harford	82,583	57,700	110,115	=	Accountant III	5	
Howard	63,661	49,733	80,163	=	Fiscal Specialist I	11	
Kent	57,423	45,962	72,921			3	1-Treasury Supervisor, 1-Senior Accountant, 1-Accounting Manager
Montgomery	66,749	43,657	71,994	=	Accountant/Auditor I	5	
Prince George's	65,918	416,233	85,667	=	Accountant II	11	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	42,099	38,730	59,717	=	Accountant	1	
Somerset							
Talbot	47,496	38,207	63,774		Accountant	2	
Washington	72,605	51,471	80,498	=	Accounting Supervisor	1	
Wicomico	56,016	43,059	86,119		Financial Analyst	1	
Worcester	51,365	40,000	55,000	=		1	
MNCPPC	65,092	47,535	81,342	=	Accountant II	7	
AVERAGE	59,582	64,989	75,963				

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

Budget Analyst I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel		55,949	94,276	+	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	80,036	61,427	95,702	=	Budget Analyst II	4	35 hour position
Calvert	61,061	51,415	76,258	+	Budget Analyst	1	35/week
Caroline							
Carroll	51,501	50,586	80,975	=	Management & Budget Analyst	3	1 vacancy
Cecil							NCC
Charles		49,971	80,365		Budget Analyst I		Vacant
Dorchester							
Frederick		45,753	74,805	-			
Garrett							
Harford	77,076	52,800	97,261	=	Sr Budget Analyst	3	
Howard	69,869	49,733	80,163	=	Fiscal Specialist II	3	
Kent							
Montgomery	79,830	52,507	86,898	=	Management & Budget Specialist II	1	
Prince George's	71,568	45,858	83,969	=	Budget Management Analyst II	4	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's	63,682	50,162	80,572		Fiscal Analyst		
St. Mary's	73,653	51,168	96,694	=		3	
Somerset							
Talbot							
Washington	46,506	37,833	59,169	=		1	
Wicomico	56,016	43,059	86,119	+	Financial Analyst	1	
Worcester							
MNCPPC		47,535	81,342	=	Budget Analyst		Vacant
AVERAGE	66,069	50,110	83,373				

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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	67,969	51,950	87,543	=	Management Assistant II	29	
Baltimore City	53,725	40,000	56,800	=	Administrative Analyst II	4	
Baltimore County	64,153	45,630	56,836	=	Management Analyst II	14	35 hour position, maximum salary with longevities is \$71,938
Calvert							
Caroline							
Carroll							
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford	58,636	47,400	90,230	=	Management Assistant I	4	
Howard	55,078	44,845	72,385	=	Administrative Analyst I	10	
Kent							
Montgomery	75,266	48,557	80,284	=	Administrative Specialist II	51	
Prince George's	64,916	46,233	85,667	=	Administrative Assistant II	36	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	57,949	47,570	75,712	=	Risk Analyst	1	
Somerset	85,240	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	73,548	47,535	81,342	=	Senior Administrative Specialist	26	
AVERAGE	67,192	48,974	81,716				

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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	46,326	42,118	80,036	+	Benefits Specialist	1	
Anne Arundel	63,258	51,950	87,543		Personnel Analyst II	4	
Baltimore City	56,267	46,700	65,500	=	Human Resources Specialist II	3	
Baltimore County	64,678	45,630	56,836	=	Personnel Analyst II	9	35 hour position, maximum salary with longevities is \$71,938
Calvert	45,627	43,280	64,191	=	Personnel Analyst	2	35/week
Caroline	59,599	48,497	67,532		Assistant Director HR	1	
Carroll							NCC
Cecil	68,952	54,434	84,843		Senior HR Manager	1	
Charles	66,058	50,970	95,666	+	Recruitment Administrator, Benefits Coordinator; Human Resource Coordinator	3	
Dorchester							
Frederick	63,895	57,400	91,840	=	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	64,587	52,507	86,898	=	Human Resources Specialist II	6	
Prince George's	66,524	46,233	85,667	=	Personnel Analyst II	16	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	41,496	34,611	53,352		Sr. HR Specialist	1	
Somerset	41,556	34,108	55,889	-	Administrative Aide Human Resources	1	
Talbot	38,866	32,306	55,239		Benefits Manager & Human Resources Assistant	1	
Washington							
Wicomico	39,222	31,728	63,456		HR Manager I	2	
Worcester	42,198	40,165	65,819	=		1	
MNCPPC	55,210	41,932	71,750	=	Human Resources Specialist	1	
AVERAGE	55,732	45,107	74,267				

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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							
Anne Arundel	81,585	60,252	101,530		Attorney II	3	
Baltimore City	73,388	44,200	84,600	=	Assistant Solicitor	31	
Baltimore County	93,758	46,532	120,626	=	Assistant County Attorney	23	Non-graded position
Calvert							
Caroline	57,089	48,497	67,532		Assistant State's Attorney	2	
Carroll	64,335	60,112	96,159	=	Assistant County Attorney I	1	
Cecil							NCC
Charles	68,113	64,343	103,368	=	Associate County Attorney I II & III	3	
Dorchester							
Frederick	104,136	80,859	129,375	=	Assistant County Attorney	2	
Garrett	51,994	30,890	47,554	=		1	
Harford	115,872	81,000	124,862	+	Sr. Assistant County Attorney	8	
Howard	95,531	67,600	109,096	=	Attorney	6	
Kent							
Montgomery	87,258	66,275	110,134	=	Assistant County Attorney II	6	
Prince George's	75,869	53,521	104,129	=	Attorney II	8	
Queen Anne's							
St. Mary's	75,046	65,728	111,738	=	Deputy County Attorney	1	
Somerset							
Talbot	53,981	50,853	63,774		Staff Attorney	1	
Washington	73,800	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	78,409	58,471	98,757				

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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	42,650	38,419	73,008	=	Planner II	1	
Anne Arundel	64,902	51,590	87,543		Planner II	17	
Baltimore City	57,508	46,700	65,500	=	City Planner II	13	
Baltimore County	62,150	45,630	56,836	=	Planner II	14	35 hour position, maximum salary with longevities is \$71,938
Calvert	54,028	51,415	76,258	=	Planner II	6	35/week
Caroline	46,599	36,436	61,393		Planner II & III	2	
Carroll		42,100	67,351	=	Comprehensive Planner I		Converted to 40 hours
Cecil	37,170	37,170	57,928	=	Planner I	1	
Charles	57,031	50,970	81,972	=	Planner I & II	5	
Dorchester	37,050	37,049	57,785	=	Environmental Planner	1	
Frederick	53,050	46,753	74,805	=	Planner I	1	
Garrett							
Harford	56,597	47,400	90,230	=	Planner II	8	
Howard	67,461	49,733	80,163	=	Planning Specialist II	14	
Kent	59,065	45,962	85,142			2	2 planners: 1-Housing, and 1-Community
Montgomery	63,202	50,135	82,893	=	Planning Specialist II	2	Includes the average of FTE salaries.
Prince George's	62,934	45,858	83,969	=	Planner II	6	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's	47,871	46,996	75,217	=	Associate Planner	1	
St. Mary's	46,446	38,730	59,717	=	Same	4	
Somerset	55,416	43,419	68,795	+	Senior County Planner & Planner I	2	2 Pay Grades
Talbot	48,465	38,207	63,774		Long Range Planner & Environmental Planner & Planner I	1	
Washington	53,367	37,833	59,169		Sr. Planner	2	
Wicomico	55,315	31,728	63,456		Planner II	1	
Worcester	48,994	36,412	59,696	=		3	
MNCPPC	68,291	47,535	81,342	=	Senior Planner	57	
AVERAGE	54,155	43,507	71,414				

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

County Engineer/Chief of Engineering

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	85,969	60,841	115,616	=	County Engineer	1	
Anne Arundel	141,336	83,061	143,457	=	Deputy Director, Public Works	1	
Baltimore City	76,550	64,800	91,100		Engineer Supervisor PE	2	
Baltimore County	117,701	77,814	121,232	=	Chief, Bureau of Engineering and Construction	1	
Calvert	Vacant	72,582	107,635	-	Engineering Division Chief	1	35/week
Caroline							
Carroll	103,313	56,999	102,590	=	Bureau Chief Engineering	1	Converted to 40 hours
Cecil	89,222	59,904	93,246	=	Chief, Engineering & Construction Chief, Development Services	2	
Charles	94,412	69,554	111,705	+	Inspections & Enforcement Manager	1	
Dorchester	88,187	62,411	97,340	=	Senior Engineer	1	
Frederick	104,340	75,498	120,797	=	Engineering Manager	1	
Garrett	61,002	46,223	71,159	=		3	
Harford	119,480	71,400	118,934	=	Chief, Engineering Division	2	
Howard	131,685	91,915	148,283	=	Engineering Manager II	1	
Kent	86,487	53,600	85,142	=		1	
Montgomery	208,066	208,066	208,066	-	Director, Department of Transportation	1	Appointed Position
Prince George's	120,560	79,075	153,846	-	Engineer V	14	PE certification is not required but desirable
Queen Anne's	104,347	63,823	115,894	=	Chief of Engineering	1	
St. Mary's	108,220	76,814	126,443	=	Senior Project Manager	1	
Somerset	63,892	62,334	98,765	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	97,796	64,839	101,406	=	Deputy Dir., PW Eng. & Construction	1	
Wicomico					Chief Civil Engineer		
Worcester							
MNCPPC	103,990	62,658	109,200	=	Engineering Supervisor	2	
AVERAGE	105,328	74,486	116,279				

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Jobs with < 5 responses were omitted.

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

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		42,118	80,036	=	Engineer II		Vacant, EIT certification required at minimum.
Anne Arundel	66,449	51,950	87,543		Engineer II	9	
Baltimore City	53,033	46,700	65,500	=	Engineer II	27	
Baltimore County	63,380	47,618	59,193	=	Engineer II	6	35 hour position, maximum salary with longevities is \$75,625
Calvert	78,588	66,576	98,753	=	Project Engineer II	5	35/week
Caroline							
Carroll	74,235	46,405	74,277	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil	75,910	49,483	77,043		Civil Engineer II	2	
Charles	70,401	59,528	95,666	+	Engineer II	5	
Dorchester	87,312	61,793	96,377	=		1	
Frederick	77,153	61,468	98,349	=	Engineer II	3	
Garrett	58,487	46,223	71,160		Manager, Department of Solid Waste and Recycling		
Harford	59,634	47,400	90,230	=	Civil Engineer II	4	
Howard	86,821	61,006	98,426	=	Engineering Specialist II	19	
Kent							
Montgomery	82,103	52,507	86,898	=	Engineer II	4	
Prince George's	75,280	59,007	114,802	=	Engineer II	13	
Queen Anne's	62,811	46,996	75,217	=	Civil Engineer I	2	
St. Mary's	74,402	57,866	89,398	=	Engineer II	1	
Somerset							
Talbot	58,157	56,446	70,789		Engineer/Project Mgr	1	
Washington	55,291	51,471	80,498	=	Civil and Structural	3	
Wicomico	66,341	43,059	86,119		Civil Engineer II	1	
Worcester	110,901	100,000	115,000	=		1	
MNCPPC	79,389	47,535	81,342	=	Engineering Designer II	1	
AVERAGE	72,194	54,689	86,028				

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Jobs with < 5 responses were omitted.

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

Chief, 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	137,413	83,061	143,457	=	Deputy Director, Public Works	1	
Baltimore City	129,950	77,200	132,400	=	Executive Level II	1	
Baltimore County	117,627	117,627	117,627	=	Chief of Solid Waste Management	1	Non-graded position
Calvert	71,344	66,576	98,753	=	Solid Waste Division Chief	1	35/week
Caroline							
Carroll		56,999	102,590	=	Bureau Chief Solid Waste		vacant
Cecil	71,074	54,434	84,843	=	Chief, Solid Waste	1	
Charles	115,655	89,297	130,496	+	Chief of Environmental Resources	1	
Dorchester							
Frederick	96,865	75,498	120,797	=	Superintendent, SWM	1	
Garrett	37,583	30,890	47,554	=		1	
Harford	110,000	71,400	118,934	=	Chief, Solid Waste Management Division	1	
Howard							
Kent	72,002	45,962	72,921		Deputy Director-Waste Mgmt.	1	
Montgomery	168,220	96,187	170,839	=	Manager I	1	
Prince George's	135,039	83,029	161,537	=	Associate Director, Department of Environmental Resources	1	Prince George's County uses the generic Associate Director class. Actual \$132,600.
Queen Anne's	109,282	63,823	115,894	+	Chief Roads Engineer	1	Oversees Roads & Solid Waste Divisions
St. Mary's	56,826	51,168	86,694	=	Manager, Grade 9	1	
Somerset	45,871	34,108	55,889	-	Sanitary Landfill Superintendent	1	
Talbot	79,434	70,490	88,402		Manager of Environmental Operations & Civil/Environmental Engineer	1	
Washington	64,312	60,036	93,894	=	Deputy Dir., Solid Waste	1	
Wicomico	57,054	56,567	113,314		Superintendent SW	1	
Worcester				=			
MNCPPC							
AVERAGE	93,086	67,597	108,254				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	46,833	35,044	66,594	=	Engineering Technician III	1	
Anne Arundel	96,104	64,884	109,335	=	Solid Waste Recycling Manager	1	
Baltimore City	70,200	56,000	79,400	=	Recycling Coordinator	1	
Baltimore County	85,029	54,579	85,029	=	Recycling and Waste Prevention Manager	1	
Calvert	62,590	51,415	76,258	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	53,311	46,405	74,277	=		1	
Cecil	41,829	37,170	57,928	-	Recycling Program Manager	1	Does not have supervisory functions
Charles	61,856	59,528	95,666	=	Recycling/Litter Control Superintendent	1	
Dorchester							
Frederick		53,604	85,766	-	Recycling Program Manager		
Garrett							
Harford	45,000	43,900	84,032	=	Recycling Program Coordinator	1	
Howard	84,822	61,006	98,426	=	Senior Administrative Analyst	1	
Kent							
Montgomery	168,220	96,187	170,839	=	Manager I	1	
Prince George's	105,434	68,307	132,897	=	Administrative Specialist I	1	Prince George's County uses the generic Administrative Specialist class. Actual \$102,328.
Queen Anne's	60,000	50,162	80,572		Recycling & Refuse Mgr		
St. Mary's							
Somerset							
Talbot	59,038	50,853	63,774		CAD Operator/Recycling	1	
Washington	49,327	47,658	74,536	=	Recycling/Operations Coord	1	
Wicomico	31,705	23,456	43,399		Recycling Coordinator	1	
Worcester	63,043	50,045	81,994	=		1	
MNCPPC							
AVERAGE	69,667	52,789	86,707				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	45,164	37,747	47,618	=	Social Work Associate	3	35 hour position. maximum salary with longevities is \$59,193
Calvert							
Caroline							
Carroll							NCC
Cecil	34,044	33,075	37,918	=	Contractual - Social Worker	5	Contractual Positions
Charles	61,859	59,528	95,666			1	LGSW
Dorchester							
Frederick	53,995	40,786	65,258	=	Case Manager	3	
Garrett							
Harford							
Howard	62,694	49,733	80,163	=	Human Services Specialist II	24	
Kent							
Montgomery							NCC
Prince George's	79,574	45,858	83,969	=	Social Worker II	2	
Queen Anne's							
St. Mary's				+			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	55,704	43,895	65,688				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							State funded county contractual
Baltimore City	51,898	45,992	56,004	=	Social Worker II	5	Maximum salary with longevities is \$64,404
Baltimore County	63,456	49,828	62,216	=	Social Worker II	31	35 hour position, maximum salary with longevities is \$79,311
Calvert							
Caroline							
Carroll							NCC
Cecil	75,837	59,904	93,246	=	Human Services Coordinator	1	
Charles	n/a						
Dorchester							
Frederick		42,387	67,820	=	Case Worker		
Garrett							
Harford							
Howard							
Kent							
Montgomery	67,056	55,006	91,109	=	Social Worker II	81	
Prince George's	76,658	53,086	96,884	=	Social Worker III	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	66,981	51,034	77,880				

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Jobs with < 5 responses were omitted.

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

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	124,923	75,245	126,796	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City		74,100	102,300	=	Division Chief III	1	Vacant
Baltimore County	77,814	61,427	95,702	=	Chief of Recreation Services	1	
Calvert	78,114	61,116	90,600	=	Recreation Supervisor	1	35/week
Caroline	47,735	30,113	61,393		Recreation Supervisor, Recreation Specialist I & II	4	
Carroll	62,004	56,999	102,590	=	Bureau Chief Recreation	1	Converted to 40 hours
Cecil	57,762	54,434	84,843	=	Recreation Superintendent	1	
Charles	76,566	59,528	95,666	+	Recreation Services Administrator	1	
Dorchester							
Frederick	79,337	61,468	98,349	=	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	47,462	45,962	72,921		Recreation Supervisor	1	
Montgomery	107,302	72,261	132,076	=	Manager III	3	
Prince George's							Not in County class plan
Queen Anne's	50,068	46,996	75,217			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	73,200	55,589	86,939	=	Recreation & Fitness Dir.	1	
Wicomico	55,080	43,059	86,119		Recreation Superintendent	1	
Worcester	53,583	50,000	55,000	=		1	
MNCPPC	64,017	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	74,104	56,664	91,929				

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Jobs with < 5 responses were omitted.

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

Manager of Parks

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	87,905	75,245	126,796	+	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		61,427	95,702	=	Chief of Park and Facility Maintenance		Vacant
Calvert	76,604	56,020	83,119	=	Park Supervisor	1	35/week
Caroline	53,958	44,088	61,393		Parks & Capital Project Coordinator	1	
Carroll	75,067	56,999	102,590	=	Bureau Chief Parks	1	Converted to 40 hours
Cecil	42,120	40,914	63,690		Manager, Park Operations	1	
Charles	69,924	59,528	95,666	=	Park Manager	5	
Dorchester							
Frederick	68,363	61,468	98,349	=	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							
St. Mary's	69,597	58,843	99,632	=	Manager, Grade 10	1	
Somerset							
Talbot		38,207	55,239		Parks Superintendent		currently open position
Washington	51,053	47,658	74,536	=	Field Operations Supv.	1	
Wicomico	62,000	50,652	101,303		Superintendent of Parks	1	
Worcester	58,018	50,000	60,000	=		1	
MNCPPC	67,383	47,535	81,342	=	Park Manager II	18	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	69,713	55,905	89,397				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	91,210	64,884	109,335	=	Systems Analyst	1	
Baltimore City		68,500	95,700	=	Network Systems Administrator		Vacant
Baltimore County							NCC
Calvert	86,213	72,582	107,635	=	Technology Services Infrastructure Manager	1	35/week
Caroline	48,385	40,080	55,811		Computer Network Specialist - Lead	1	
Carroll	96,804	60,112	96,159	=		1	
Cecil	55,370	44,990	70,117	=	Network Specialist	1	
Charles	111,705	69,554	111,705	=		1	
Dorchester	52,249	48,731	77,564	=	IT Network Technician II	1	
Frederick	86,934	61,468	98,349	+	Network Engineer III	2	
Garrett							
Harford							
Howard	93,995	67,600	109,096	=	Technical Services Manager I	1	
Kent							
Montgomery	133,113	82,722	137,347	=	Information Technology Expert	5	
Prince George's	106,228	68,307	132,897	=	Information Technology Manager I	4	
Queen Anne's							
St. Mary's	108,825	68,203	108,826	+		1	
Somerset							
Talbot	52,253	41,837	63,774		System/Network Administrator & System/Network Technician & Communication Technologist	3	
Washington	70,149	51,471	80,498	=	Database Administrator	1	
Wicomico	40,200	31,728	63,456		Network Technician	1	
Worcester							
MNCPPC	105,527	68,298	119,028	=	IT Systems Manager/Leader	17	
AVERAGE	83,697	59,475	96,312				

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***Baltimore City numbers from previous fiscal year

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

Systems Analyst

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	89,451	64,884	109,335		Systems Analyst	13	
Baltimore City	72,120	56,000	79,400	=	Systems Analyst II	10	
Baltimore County	86,870	61,427	95,702	=	Systems Analyst	8	
Calvert	67,810	61,427	83,119	=	Systems Analyst I & II	5	35/week
Caroline	32,385	30,113	41,932		Computer Network Specialist II	1	
Carroll	71,076	55,141	88,255	=	Senior Programmer Analyst	3	
Cecil							NCC
Charles	63,117	55,080	88,548	=	Systems Analyst I	2	
Dorchester							
Frederick	78,124	53,604	85,766	=	Software Integrator	4	
Garrett	60,828	42,736	65,791				
Harford	83,189	57,700	110,115	=	Programmer Analyst II	5	Vacant
Howard	70,031	55,058	88,795	=	Technical Services Specialist III	7	
Kent	59,800	85,142	83,642	=	Network Engineer	2	
Montgomery	98,626	63,265	105,021		IT Specialist III	46	All Systems Analysts are classified as IT Specialist III, no role differentiation
Prince George's	49,681	38,035	74,002	=	Systems Analyst II	2	
Queen Anne's	64,232	53,567	86,329	=	Network Engineer	1	
St. Mary's	98,072	68,203	108,826	=	System Analyst	1	
Somerset							
Talbot							
Washington	56,603	47,658	74,536	=		1	
Wicomico	47,192	36,261	72,521	+	Network Specialist	2	
Worcester							
MNCPPC	67,671	47,535	81,342	=	IT Support Specialist II	16	Certain IT positions are in a special salary range
AVERAGE	69,309	54,360	85,420				

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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	62,922	51,950	87,543		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	81,296	52,116	65,381	=	Programmer Analyst II	2	35 hour position, maximum salary with longevities \$82,994
Calvert	65,462	51,415	83,119	=	Network Admn. I & II	5	35/week
Caroline							
Carroll	52,666	50,586	80,975	=	Programmer Analyst	1	
Cecil							NCC
Charles	84,866	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	47,462	45,962	72,921	=	System Administrator	2	
Montgomery	98,626	63,265	105,021		IT Specialist III	46	All Programmer Analysts are classified as IT Specialist III, no role differentiation
Prince George's		46,233	89,950	=	Information Technology Programming Engineer II		Vacant
Queen Anne's							
St. Mary's	60,423	55,661	88,774	=	Programmer/Analyst		Vacant
Somerset							
Talbot							
Washington							
Wicomico					Sr. Network Engineer		
Worcester	44,366	39,208	64,230	=		3	64,043
MNCPPC	76,312	49,912	85,406	=	Programmer/Analyst II	6	Certain IT positions are in a special salary range
AVERAGE	67,197	51,026	82,315				

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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	41,896	35,044	66,594	=	Information Technology Support	1	
Anne Arundel	54,558	42,640	68,386		Information System Support Specialist	19	
Baltimore City	45,364	41,700	60,500	=	PC Support Technician II	7	
Baltimore County	53,319	39,677	49,828		Office Automation Assistant	6	35 hour position, maximum salary with longevities \$62,216
Calvert	Vacant	37,092	55,037	=	Computer Service Tech I	1	35/week
Caroline							
Carroll	52,374	46,405	74,277	=	Client Services Support Analyst	1	Converted to 40 Hours
Cecil	46,301	37,170	57,928	=	Help Desk Analyst	4	
Charles	59,098	43,665	81,972	=	Technology Support Specialist I & II	2	
Dorchester							
Frederick	53,337	33,336	53,338	=	Client Services Tech	1	
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	41,893	40,393	64,010	+	Project Manager	1	
Montgomery	79,252	55,006	91,109		IT Specialist II	14	All Help Desk Analysts are classified as IT Specialist II, no role differentiation
Prince George's	58,774	46,233	89,950	=	Information Technology Engineer II	2	Currently Prince George's County only has two merit employees in this class of work. This class is usually encumbered by contractors.
Queen Anne's	37,838	36,383	57,438			1	
St. Mary's		37,253	55,598	=	Help Desk Technician		Vacant
Somerset	33,726	32,101	52,602		Network Technician	1	
Talbot							
Washington	48,954	44,128	69,015		Tech. Support Analyst II	2	
Wicomico							
Worcester	61,909	50,045	81,994	=		1	
MNCPPC	56,633	41,932	71,750	=	IT Support Specialist I	13	Certain IT positions are in a special salary range
AVERAGE	51,873	41,447	67,887				

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

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	19,240	19,240	19,240	=	Central Receptionist/Telephone Operator	1	Contractual
Anne Arundel	34,091	24,315	48,069	+	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 2 and max salary is OS 4 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	34,517	25,192	31,262	-	Clerk	4	35 hour position, maximum salary with longevities is \$39,667
Calvert	31,131	28,228	41,805	=	Office Aide	6	35/week
Caroline							
Carroll	34,300	27,352	43,784	=	Information desk Receptionist	1	
Cecil							NCC
Charles	37,649	29,742	51,787	+	Office Associate I & II	10	These positions perform a wide variety of administrative functions.
Dorchester	31,864	24,285	37,877		Admin Associate	1	
Frederick	34,303	25,391	40,626	+	Admin Spec II	1	
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	41,005	33,898	54,435	=	Administrative Aide	3	This is at the entry level. Please note that they also perform other functions
Prince George's	23,406	24,518	47,702	=	General Clerk II	6	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's							
Somerset							
Talbot	38,605	24,419	46,803		Clerk	2	
Washington							
Wicomico							
Worcester	34,789	25,896	43,683	=		1	
MNCPPC	35,059	26,623	47,857	=	Office Clerk	2	
AVERAGE	32,986	25,997	42,483				

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

Paralegal

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	33,985	31,185	36,786			2	Contractual
Anne Arundel	51,172	38,633	61,957	=		4	
Baltimore City	50,461	42,267	51,371	=		7	
Baltimore County	49,058	35,981	45,630	=	Legal Assistant	2	35 hour position, maximum salary with longevities is \$56,836
Calvert	56,183	47,193	69,979	=		2	35/week
Caroline	44,339	27,375	74,286		Coordinator	7	Circuit/States Atty Office
Carroll	42,370	38,605	61,776	=		1	
Cecil							NCC
Charles	59,398	43,665	70,283	=	Paralegal Supervisor	1	
Dorchester							
Frederick	54,656	35,688	57,101	=	Legal Assistant	1	
Garrett							
Harford	54,140	47,400	90,230	=	Legal Assistant III	2	
Howard	61,335	44,845	72,384	=	Legal Support Services Specialist	5	
Kent							
Montgomery	75,673	55,006	91,109	=	Paralegal Specialist	5	
Prince George's	43,967	36,225	70,478	=	Paralegal Assistant II	10	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	56,493	47,570	75,712	=	Paralegal (Grade 8)	2	
Somerset	36,692	33,105	54,246	-	Child Support Processor & Victim Witness Coord.	4	2 Pay Grades
Talbot	43,050	38,207	55,239		Paralegal & Victim/Witness Director	1	
Washington	54,787	35,031	54,787		Legal Assistant	1	
Wicomico	42,502	31,728	63,456		Legal Assistant I	3	
Worcester							
MNCPPC		41,932	71,750	=	Paralegal Assistant		Requires paralegal certificate - Vacant
AVERAGE	50,570	39,560	64,661				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Legal Secretary

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	42,785	29,155	55,405	=		5	
Anne Arundel	52,273	34,997	56,136	=		6	
Baltimore City	41,713	33,510	39,994	=	Legal Assistant I	6	Maximum salary with longevities is \$45,994
Baltimore County	42,870	32,812	41,647	=	Legal Secretary	22	35 hour position, maximum salary with longevities is \$52,116
Calvert	44,190	34,307	50,887	=	Legal Secretary I	5	35/week
Caroline	35,797	30,113	41,932		Court Recorder/ADMIN	3	
Carroll	36,733	29,807	47,716	=	Legal Secretary I	2	1 Vacancy
Cecil	40,581	33,842	52,686	=	Legal Secretary	6	
Charles	56,924	43,665	70,283	+	Legal Assistant III	2	
Dorchester	46,911	34,457	57,785	=		2	
Frederick	42,037	35,688	57,101	-	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	52,286	52,286	52,286	=		1	
Montgomery	59,955	39,932	65,561	=	Legal Secretary II	7	
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's	35,464	32,094	47,923	=	Legal Assistant I	4	
Somerset	37,216	30,213	49,507			4	Legal Secretary
Talbot	35,643	29,913	51,329		Legal Secretary & Victim/Witness Coordinator	2	
Washington	37,747	32,435	50,727	=		8	
Wicomico	34,920	23,456	43,399		Legal Office Associate III	6	
Worcester							
MNCPPC	63,357	37,025	63,357	=		1	
AVERAGE	44,770	34,579	53,754				

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Jobs with < 5 responses were omitted.

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

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	32,733	29,155	55,405	=		2	Accounting Technician II
Anne Arundel	20,729	25,504	45,802	=	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	41,873	32,812	41,647	=	Cashier	6	35 hour position, maximum salary with longevities is \$52,116
Calvert	46,274	34,307	50,887	+	Treasurer Clerk I	2	35/week
Caroline							
Carroll	27,893	27,352	43,784	=	Collections Clerk I	1	
Cecil	40,336	33,842	52,686	=	Collections Specialist	5	
Charles	36,710	32,105	51,787	=	Revenue Specialist	5	
Dorchester	27,133	25,910	40,411	=	Fiscal Clerk	1	
Frederick	34,358	33,246	53,194	=	Collection Specialist I	1	
Garrett							
Harford	31,200	30,200	62,608	=	Accounting Clerk I	2	
Howard	35,287	29,765	48,006	=	Administrative Support Technician II	6	
Kent	41,159	36,394	57,307	=	Finance Associate	2	
Montgomery	57,379	39,932	65,561	=	Fiscal Assistant	39	Also reconcile accounts and maintain general ledgers in some departments
Prince George's							Not in County class plan
Queen Anne's	34,496	34,154	53,761	=	Collection Specialist	2	
St. Mary's							
Somerset							
Talbot	36,613	26,006	48,568		Sanitary District Clerk & Tax Clerk	1	
Washington							
Wicomico							
Worcester	37,998	29,245	47,923	=		5	
MNCPPC							
AVERAGE	36,171	31,052	50,093				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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Clerical/Administrative Support - (Entry Level)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		18,411	34,986	=	Office Associate I		Vacant
Anne Arundel	32,336	24,315	43,659	=	Office Support Assistant I	8	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	34,517	25,192	31,262	=	Clerk	4	35 hour position, maximum salary with longivities is \$39,667
Calvert	31,535	30,521	45,227	=	Office Assistant I	4	35/week
Caroline	30,670	24,886	34,654		Office Support Assistant II	1	
Carroll	23,026	23,026	36,858	=	Office Associate I	2	Converted to 40 hours; 1 Vacancy
Cecil	28,212	24,107	37,482	=	Office Services Assistant	9	
Charles	32,086	29,742	48,007	+	Office Associate I	2	
Dorchester							
Frederick	39,586	31,060	49,695	+	Admin Spec III	20	
Garrett	35,656	26,144	38,716	=		5	
Harford	29,591	27,500	57,182	=	Clerk Typist	1	
Howard	34,941	26,832	43,389	=	Administrative Support Technician I	6	
Kent	34,084	30,148	46,701	=	Office Assistant	4	
Montgomery	48,764	35,294	57,017	=	Principal Administrative Aide	144	
Prince George's	44,632	34,500	67,123	=	Administrative Aide II	48	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	31,295	28,294	44,200	=	Adm. Asst. I	4	
St. Mary's	29,915	26,645	39,728	+	Office Specialist (Gr 2)	4	
Somerset	29,199	26,763	43,854	=	Office Assistant I	3	
Talbot	31,598	24,419	47,568		Administrative Assistant I & Staff Assistant	2	
Washington	27,963	25,748	40,269	=	Office Associate	7	
Wicomico	25,441	20,623	38,187		Office Associate	2	
Worcester	27,976	19,710	32,291	=		10	
MNCPPC	40,420	29,909	52,715	=	Administrative Assistant	1	
AVERAGE	32,610	26,604	43,266				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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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	30,856	26,596	50,540	=	Office Associate III	2	
Anne Arundel	34,268	26,707	48,069	=	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	39,508	29,865	37,747	=	Office Assistant	117	35 hour position, maximum salary with longevities is \$47,618
Calvert	41,452	34,307	50,887	=	Office Specialist I	9	35/week
Caroline	36,638	30,113	41,932		Administrative Assistant & EMS Billing Coordinator	8	
Carroll	30,594	27,352	43,784	=	Office Associate III	7	Converted to 40 hours-1 vacancy
Cecil	34,881	30,701	47,902	=	Office Services Specialist	16	
Charles	49,576	34,661	55,878	=	Office Associate III	10	
Dorchester	28,605	25,910	40,011	=	Administrative Associate	4	
Frederick	48,449	35,588	56,941	=	Admin Spec V	14	
Garrett	40,598	28,384	43,696	=		6	
Harford	41,261	33,100	66,290	=	Administrative Assistant I	15	
Howard	37,217	29,765	48,006	=	Administrative Support Technician II	83	
Kent	35,366	33,383	51,878	=	Admin. Secretary	4	
Montgomery	58,595	39,932	65,561	-	Office Services Coordinator	223	
Prince George's	56,227	38,035	74,002	=	Administrative Aide III	45	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	26,915	29,328	43,638	=	Senior Office Specialist	15	1 vacant position
Somerset	31,675	28,436	46,595	=	Office Assistant II and/or Secretary General	3	
Talbot	32,563	27,826	51,329		Administrative Assistant I & Secretary	6	
Washington	34,435	30,033	46,971	=	Sr. Office Associate	29	
Wicomico	35,393	27,875	51,558		Administrative Office Associate II	4	
Worcester	34,798	27,872	45,656	=		11	
MNCPPC	43,987	33,093	56,627	=	Senior Administrative Assistant	43	
AVERAGE	38,073	30,632	49,809				

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***Baltimore City numbers from previous fiscal year

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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	46,611	31,965	60,743	=	Office Associate V	4	
Anne Arundel	38,567	29,349	52,874	=	Office Support Specialist	59	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	48,578	35,981	45,630	=	Office Administrator	14	35 hour position, maximum salary with longevities is \$56,836
Calvert	54,332	43,280	69,979	=	Executive Administrative Assistant I & II	8	35/week
Caroline	44,408	33,124	50,737		Office Manager & Grant Coordinator & Board Admin	6	
Carroll	40,313	32,511	52,000	=	Administrative Office Associate I	8	Support staff to the Bureau Chief/Deputy Director/Administrator level - converted to 40 hours
Cecil	39,234	33,842	52,686	=	Administrative Assistant	19	
Charles	52,035	40,422	65,097	+	Administrative Associate	11	
Dorchester	30,561	29,816	46,503	=	Admin. Associate, Adv	4	
Frederick	57,127	40,787	65,259	=	Admin Asst	13	
Garrett							
Harford	48,507	37,300	71,198	=	Administrative Assistant II	45	
Howard	42,442	32,968	53,248	=	Administrative Support Technician III	56	
Kent	44,287	36,393	64,010	=	Office Manager, Administrative Aide	9	
Montgomery	58,595	39,932	65,561	=	Office Services Coordinator	223	
Prince George's	63,366	41,935	81,588	=	Administrative Aide IV	41	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	42,577	32,126	50,345	=	Adm. Asst. III	9	
St. Mary's	46,853	34,611	53,352	=	Senior Administrative Coordinator	10	
Somerset	39,016	32,101	52,602	=	Executive Secretary and Administrative Assistant	5	
Talbot	43,963	29,913	57,691		Office Manager	5	
Washington	39,096	32,435	50,727	=	Admin. Assistant	13	
Wicomico	37,457	27,875	51,558		Executive Office Associate	4	
Worcester	43,347	33,682	55,494	=		3	
MNCPPC	53,354	37,135	63,544	=	Principal Administrative Assistant	53	
AVERAGE	45,375	34,477	56,861				

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***Baltimore City numbers from previous fiscal year

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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	62,717	62,717	62,717	=	Clerk to Commissioners	1	Contract/35/week
Caroline							
Carroll	64,564	46,405	74,277	=	Administrative Coordinator III	1	
Cecil	69,146	69,146	69,146	=	Council Manager	1	
Charles	65,481	59,528	95,666	=		1	Contractual appointed position
Dorchester	36,202	34,457	53,742	=	Administrative Specialist	1	
Frederick							
Garrett							
Harford	101,421	81,000	124,862	=	Council Administrator	1	Not appointed, at will. County Council not Commissioners.
Howard							
Kent	44,678	40,393	72,921	=	Clerk, Deputy Clerk	2	
Montgomery	82,041	55,006	91,109		Deputy Clerk of the County Council	2	
Prince George's							Not in County class plan
Queen Anne's	80,334	58,452	105,703	=	Exec. Asst. to Co. Com.	1	Contract
St. Mary's	62,421	47,570	75,712	=	Administrative Assistant to the BOCC	1	
Somerset							County Administrator serves in position
Talbot	45,476	41,837	57,691		Secretary/Clerk to County Council	1	
Washington	46,887	40,859	63,902	=		1	
Wicomico	74,400	56,657	113,314		County Council Administrator	1	
Worcester							
MNCPPC							
AVERAGE	64,290	53,387	81,597				

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Jobs with < 5 responses were omitted.

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

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	38,277	29,973	50,669	=	Storekeeper II	8	
Baltimore City	31,471	27,343	31,340	=	Storekeeper I	20	
Baltimore County	34,916	27,422	34,356	=	Storekeeper I	5	40 hour position, maximum salary with longevities is \$43,642
Calvert							
Caroline	32,385	30,113	41,932		Purchasing Agent I	1	
Carroll	33,145	25,127	40,165	=	Parts Clerk	2	
Cecil	34,819	33,842	52,686	=	Purchasing Assistant	1	
Charles	37,150	32,105	51,787	=	Supply Clerk I	2	
Dorchester							
Frederick							
Garrett	35,534	26,144	38,716	=	Accounting Associate	2	
Harford		30,200	62,608	=			Vacant
Howard	32,431	28,538	40,290	=	Stores Clerk	6	
Kent							
Montgomery	50,312	33,898	54,435	=	Supply Technician II	13	
Prince George's	34,458	25,708	50,721	=	Supply/Property Clerk II	6	Covered by several different unions. Represents the largest group of this class of employees (Q).
Queen Anne's							
St. Mary's							
Somerset	31,743	30,213	49,507	=	Shop Clerk	1	
Talbot							
Washington							
Wicomico	26,520	23,456	43,399		Inventory Specialist	1	
Worcester							
MNCPPC	49,293	37,240	47,857	=	Clerical/Inventory Operations Assistant	1	Employee exceeds maximum due to longevity
AVERAGE	35,890	29,421	46,031				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	40,956	30,805	55,453	=	Financial Clerk I	15	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	34,356	=	Account Clerk I		35 hour position, maximum salary with longevities is \$43,642 - Vacant
Calvert	47,502	35,708	52,907	=	Account Technician I	2	35/week
Caroline	36,764	30,113	41,932		Account Clerk I & II	1	
Carroll	30,368	27,352	43,784	=	Accounts Technician I	1	Converted to 40 hours
Cecil	35,350	33,842	52,686	=	Accounts Payable Specialist	2	
Charles	48,098	37,427	60,304	=	Accounting Technician	2	
Dorchester	29,175	25,910	40,411	=	Fiscal Clerk	3	
Frederick	32,462	29,090	46,545	=	Account Tech I	2	
Garrett	42,359	28,384	43,696		Senior Accounting Associate	1	
Harford	31,200	30,200	62,608	=	Accounting Clerk I	2	*same as cashier
Howard	37,321	29,765	48,006	=	Administrative Support Technician II	15	
Kent							
Montgomery	57,379	39,932	65,561	-	Fiscal Assistant	39	Also performs clerical work in some departments
Prince George's	27,951	26,922	53,168	=	Account Clerk II	1	Covered by several different unions. Represents the largest group of this class of employees (Q).
Queen Anne's							
St. Mary's	45,458	34,611	53,352	=	Fiscal Specialist II	2	
Somerset	38,310	30,213	49,507	+	Computer Operator II & Account Clerk III	4	
Talbot	40,127	27,826	51,329		Accounts Payable Clerk & Accounts Receivable Clerk	1	
Washington							
Wicomico	29,786	23,456	43,399		Disbursement Coordinator	1	
Worcester							
MNCPPC	44,097	44,860	56,627	=	Accounting Technician I		
AVERAGE	38,287	31,090	49,394				

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Jobs with < 5 responses were omitted.

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

Account Technician

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	51,398	31,965	60,743	=	Senior Accounting Technician	3	
Anne Arundel	46,410	36,773	58,972	=	Financial Clerk II	10	
Baltimore City	42,589	33,510	39,994	=	Accounting Assistant III	32	Maximum salary with longevities is \$45,994
Baltimore County	44,287	32,812	41,647	=	Account Clerk III	39	35 hour position, maximum salary with longevities is \$52,116
Calvert	43,621	37,092	55,037	=	Accounts Payable Tech/ Accounts Receivable Tech	2/2	35/week
Caroline	40,698	33,124	46,125	=	Account Clerk III	3	
Carroll	41,990	29,807	47,716	=	Accounting Technician II	1	converted to 40 hours
Cecil	78,104	59,904	93,246	=	Accounting Manager	1	
Charles	74,489	59,528	95,666	=	Senior Accountant	1	
Dorchester	32,911	29,816	40,411	=	Fiscal Clerk Advanced	2	
Frederick	40,965	33,336	60,957	=	Account Tech II	4	
Garrett							
Harford	57,614	39,900	76,190	=	Accounting Technician II	6	
Howard	42,447	32,968	53,248	=	Administrative Support Technician III	12	
Kent							
Montgomery	57,379	39,932	65,561	=	Fiscal Assistant	39	Also performs clerical work in some departments
Prince George's	57,480	38,035	74,002	=	Accounting Technician	4	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	66,414	42,515	67,642	=	Fiscal Technician	1	
Somerset	45,970	33,105	54,246	+	Administrative Aide	4	2 Pay grades
Talbot							
Washington	35,691	30,033	46,971	=	Accounts Receivable Spec	2	
Wicomico	46,763	31,728	63,456		Accounting Specialist	1	
Worcester							
MNCPPC	57,779	37,135	63,544	=	Accounting Technician II	5	
AVERAGE	50,250	37,151	60,269				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Payroll Technician

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	40,985	35,044	66,594	+	Payroll Supervisor		
Anne Arundel	47,288	34,997	61,957	+	Personnel Assistant I Personnel Assistant II	12	Journey, full-proficiency level; duties may be performed at the lower PA I level. Salary shown is min for PA I and max for PA II
Baltimore City	42,589	33,510	39,994	=	Accounting Assistant III	32	Maximum salary with longevities is \$45,994
Baltimore County	36,746	29,865	37,747	=	Account Clerk II	25	35 hour position, maximum salary with longevities is \$47,618
Calvert	47,629	40,095	59,423	=	Payroll Specialist	1	35/week
Caroline							
Carroll	34,466	32,511	52,000	=		1	Converted to 40 hours
Cecil	43,389	40,914	63,690	=	Payroll Coordinator	1	
Charles	49,000	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	55,307	36,394	57,307	=	Payroll Administrator	1	
Montgomery							NCC
Prince George's	53,121	34,500	67,123	=	Account Clerk IV	7	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	39,853	38,730	59,717	=	Fiscal Specialist IV, Payroll	1	
Somerset	30,968	30,213	49,507		Personnel Assistant	1	
Talbot	34,284	32,306	51,239		Senior Payroll Clerk	1	
Washington		35,031	54,787	=	Payroll Manager	vacan	(advertising)
Wicomico	30,000	27,875	51,558		Human Resources Specialist II	1	
Worcester	40,290	322,612	52,874	=		1	
MNCPPC	69,345	41,932	71,750	=	Payroll Specialist	2	
AVERAGE	44,253	51,060	58,334				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Superintendent

Supervises geographic region or program area.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	63,328	46,176	87,748	+	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	74,054	54,579	85,029	=	Utilities Superintendent/Solid Waste Superintendent/Highways Area Superintendent	9	1M salary range is for 1-15 years
Calvert							
Caroline	63,545	48,497	74,286		Roads Superintendent & Facilities Superintendent	2	
Carroll	77,980	56,999	102,590	=	Bureau Chief Roads	1	
Cecil	84,843	54,434	84,843	=	Chief, Roads	1	
Charles	77,946	50,970	81,972	+	Operations Mgr.; Project Mgr.	4	
Dorchester							
Frederick							
Garrett	45,686	30,890	47,554	=		13	
Harford	80,113	64,300	114,629	=		4	
Howard	93,713	61,006	98,426	=	Operations Superintendent	9	
Kent	72,921	45,962	72,921		Superintendent-Water & WW	1	
Montgomery	63,629	41,744	68,698	=	Urban District Public Service and Maintenance Team Supervisor	4	
Prince George's	139,448	83,029	161,537	=	Associate Director	3	DPWT Only
Queen Anne's							
St. Mary's							
Somerset	60,743	46,676	50,176	-	Assist. Superintendent, Co. Rds. Dept.	1	
Talbot	67,144	62,938	78,930		Roads Superintendent & Facilities Manager (County Buildings)	1	County Roads Department only County Buildings
Washington	95,438	70,026	109,518	-	Dir. of Environmental Mgmt	1	Does not oversee Highways
Wicomico							
Worcester	80,890	70,000	85,000	=		2	
MNCPPC							
AVERAGE	77,589	55,514	87,741				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	40,864	31,965	60,743	=	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	52,864	37,747	47,618	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	54	Maximum salary with longevities is \$59,193
Calvert	50,643	38,438	56,992	=	Highway Maintenance Crew Leader I	4	40/week
Caroline	40,398	30,113	50,737		Crew leader -Highway Marking Specialist	6	Mosquito Control & Weed Control as well
Carroll	45,652	38,605	61,776	=	Foreman	10	
Cecil	38,875	37,170	57,928	=	Crew Leader	4	
Charles	63,007	43,665	70,283	+	Supervisor; Supervisor I & II	30	
Dorchester							
Frederick	58,332	43,668	69,868	=	Foreman	9	
Garrett	60,908	42,735	65,791	=	Assistant Division Chief	3	
Harford	52,140	43,900	84,032	=	Crew Chief	24	
Howard	62,997	44,845	72,384	=	Operations Supervisor I	28	
Kent							
Montgomery							NCC
Prince George's		29,646	54,737	=	Crew Supervisor I		Vacant
Queen Anne's	61,896	38,756	61,388	=	Foreman	5	
St. Mary's	65,083	42,515	67,642	=	Supervisor		1
Somerset	44,779	32,101	52,602	=	Crew Leader, Rds. Dept. & Cust. Super & S.W. Asst.	2	
Talbot	46,646	35,052	53,128		Road Foreman	3	County Roads Department only
Washington	39,871	32,435	50,727	=	Lead Construction Spec.	1	
Wicomico	31,560	23,456	43,399		Crew Leader I	7	
Worcester	57,500	50,000	65,000	=		3	
MNCPPC	52,692	37,025	63,357	=	Park/General Maintenance Leader	26	
AVERAGE	49,946	37,262	59,087				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	46,904	31,965	66,594	=	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	68,395	45,630	56,836	=	Utilities Supervisor I/Landfill Supervisor/Highways Superintendent	11	Maximum salary with longevities is \$71,938
Calvert	57,866	46,696	69,306	=	Highway Maint. Supervisor	2	40/week
Caroline							
Carroll	56,378	46,405	74,277	=	Area Roads Chief	5	
Cecil	46,207	37,170	57,928	=	Supervisor I	2	
Charles	77,256	59,528	95,666	+	Superintendent	17	
Dorchester							
Frederick							
Garrett	51,691	33,576	51,691				
Harford	65,646	52,800	97,261	=	Maintenance Supervisor	10	
Howard	71,762	49,733	80,163	=	Operations Supervisor II	29	
Kent							
Montgomery		57,625	95,515	=	Maintenance Renovation & Inspections Supervisor		Vacant
Prince George's	59,299	34,219	63,109	=	Crew Supervisor II	14	
Queen Anne's							
St. Mary's	86,694	51,168	86,694	=	Manager, Grade 9	1	
Somerset	50,458	35,174	57,636	=	Supervisor, Road Maint. & Supervisor of Maintenance	2	Covers 2 Pay Grades
Talbot	49,437	41,837	57,691		Roads Supervisor	2	County Roads Department only
Washington	58,613	44,128	69,015	=	Section Supervisor	5	
Wicomico	44,267	31,728	63,456		Crew Leader II	5	
Worcester							
MNCPPC	83,041	53,835	92,300	=	Trade Shop Supervisor II	9	
AVERAGE	59,390	43,527	70,471				

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

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	47,859	26,596	66,594	=	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	52,810	39,667	49,828	=	Engineering Associate II	14	35 hour position, maximum salary with longevities \$62,216
Calvert	44,790	43,280	64,191	=	Site Engineering Tech	1	35/wk
Caroline							
Carroll	45,912	35,423	56,701	=	Engineering Technician II	3	Converted to 40 hours
Cecil							NCC
Charles	70,401	59,528	95,666	+	Engineer II	5	
Dorchester	36,263	32,051	49,989	=	Right of Way Specialist	1	
Frederick	52,566	43,667	69,868	=	Engineering Tech I	1	
Garrett							
Harford	50,093	37,300	71,198	=	Engineering Associate II	4	
Howard	51,295	36,546	58,989	=	Engineering Support Technician I	13	
Kent							
Montgomery	68,671	43,657	71,994	=	Engineer Technician II	8	
Prince George's	51,032	39,614	72,759	=	Engineering Technician II	12	
Queen Anne's							
St. Mary's	46,446	42,515	67,642	+		1	
Somerset							
Talbot							
Washington	45,494	37,833	59,169	=		3	
Wicomico							
Worcester							
MNCPPC		41,932	71,750	-	Senior Engineering Technician		Vacant
AVERAGE	51,195	40,010	65,037				

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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	47,135	35,044	66,594	=	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	61,109	49,828	62,216	=	Geographic Information Systems Analyst	2	35 hour position. maximum salary with longevities is \$79,311
Calvert	54,609	47,193	76,258	=	GIS Analyst and GIS Mapping Technician	2	35/week
Caroline							
Carroll							NCC
Cecil	74,131	65,853	102,627	=	GIS Coordinator	1	
Charles	58,560	40,422	75,897	=	Database Specialist (CAD or GIS)	2	
Dorchester	37,050	37,049	57,785	=	GIS Technician	1	
Frederick		33,336	53,338	+	GIS Spec I		
Garrett	43,696	28,384	43,696	=		2	
Harford	63,765	52,800	97,261	=	GIS Analyst II	2	
Howard	53,116	36,546	58,989	=	Engineering Support Technician I	3	
Kent							
Montgomery	98,626	63,265	105,021		IT Specialist III	46	All CAD/GIS Analysts are classified as IT Specialist III, no role differentiation
Prince George's	77,311	48,151	88,037	=	Engineering Technician IV	6	
Queen Anne's	49,985	46,996	75,217	=	GIS Program Spec II	1	
St. Mary's	56,349	38,730	59,717	=		1	
Somerset	52,602	32,101	55,889	=	GIS Technician/Zoning Specialist	1	
Talbot	61,735	56,446	70,789		GIS Manager	1	
Washington	41,621	37,833	59,169	=	GIS Analyst	3	
Wicomico	79,988	43,059	86,119		Chief Technical Services & Environmental Planning	1	
Worcester				=			
MNCPPC		32,997	56,462	=	CAD/GIS Technician II		Vacant
AVERAGE	58,483	43,167	69,730				

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

Building Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		29,155	55,405	=	Code Enforcement Officer		Vacant
Anne Arundel	53,348	40,331	68,141	=	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.
Baltimore City	52,395	42,267	51,371	=	Construction Building Inspector II	10	Maximum salary with longevities is \$59,076
Baltimore County	56,229	41,647	52,116	+	Code Inspection and Enforcement Officer II*	26	35 hour position, maximum salary with longevities is \$65,381
Calvert	52,052	43,280	64,191	=		2	35/week
Caroline							
Carroll	43,295	42,100	67,351	=	Building Inspector II	2	Converted to 40 hours
Cecil	40,373	33,842	52,686		Building Inspector I	1	
Charles	55,589	47,173	75,897	+	Code Inspection & Enforcement Officer	1	Also performs plumbing & electrical inspections.
Dorchester							
Frederick	57,815	40,908	65,453	+	Building Inspec 2	2	
Garrett							
Harford	60,935	43,900	84,032	=	Inspector II	4	
Howard	55,481	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	71,151	47,867	79,081	=	Code Enforcement Inspector III	14	Full Performance Level
Prince George's	54,720	39,614	72,759	=	Construction Standards Inspector II	40	Total combined from DPIE & DER.
Queen Anne's							
St. Mary's	53,490	38,730	59,717	=	Inspector II	3	
Somerset	30,968	30,213	49,507	=	Building Code Assist./ Field Inspector	1	
Talbot	50,060	46,020	60,522		Building Inspector	2	
Washington	40,253	37,833	59,169	=	Building Inspector I/ II	2	Building Inspector II, salary range of 40,859 to 63,902 - \$40,859 - 1 position
Wicomico	41,847	27,875	63,456			2	
Worcester	46,634	37,336	61,194	=		4	
MNCPPC		41,932	71,750	=	Construction Inspector		Vacant
AVERAGE	50,924	39,625	64,309				

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Jobs with < 5 responses were omitted.

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

Housing Inspector

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	31,616	31,616	31,616	=	Plans Examiner/ Bldg. Inspector	1	Contractual 0.80 FTE
Anne Arundel							No match
Baltimore City	45,686	37,407	45,218	=		59	Maximum salary with longevities is \$52,003
Baltimore County	56,229	41,647	52,116	+	Code Inspection and Enforcement Officer II*	26	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert							
Caroline							
Carroll	42,224	32,511	52,000	=		1	Converted to 40 hours
Cecil	52,520	37,170	57,928	=	Code Compliance Inspector	2	
Charles	69,751	47,173	75,897	=		1	
Dorchester							
Frederick	59,151	38,209	61,134	=	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	87,583	55,006	91,109	=	Housing Code Inspector III	9	Full Performance Level
Prince George's	46,264	32,590	60,176	=	Property Standards Inspector II	33	
Queen Anne's							
St. Mary's							
Somerset	34,183	30,213	49,507	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester				=		1	
MNCPPC							
AVERAGE	53,432	38,660	60,440				

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

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	53,348	40,331	68,141	=	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	56,229	41,647	52,116	+	Code Inspection and Enforcement Officer II*	26	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	64,191	43,280	64,191	=		2	35/week
Caroline							
Carroll	47,673	42,100	67,351	=	Plumbing Inspector II	3	Converted to 40 hours
Cecil	58,282	40,914	63,690		HVAC Inspector	1	
Charles	55,589	47,173	75,897	+	Code Inspection & Enforcement Officer	1	Also performs building & electrical inspections.
Dorchester							
Frederick	60,908	40,908	65,453	=		3	
Garrett							
Harford	53,907	43,900	84,032	=	Inspector II	4	
Howard	57,228	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	71,151	47,867	79,081	=	Code Enforcement Inspector III	14	Full Performance Level
Prince George's	46,264	32,590	60,176	=	Property Standards Inspector II	33	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	51,851	46,020	60,522		Building Inspector / Plumbing & HVAC	1	
Washington	58,031	40,859	63,902	=	Plumbing Inspector I/II	2	Plumbing Inspector II, salary range of 44,128-69,015 - \$48,925 - 1 position
Wicomico	60,956	36,261	72,521			1	
Worcester	50,149	41,184	67,654	=		3	35,589
MNCPPC							
AVERAGE	55,037	40,986	65,653				

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Jobs with < 5 responses were omitted.

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

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	53,348	40,331	68,141	=	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	56,229	41,647	52,116	+	Code Inspection and Enforcement Officer II*	26	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	64,992	47,193	69,979	=		2	35/week
Caroline							
Carroll	52,759	42,100	67,351	=	Electrical Inspector II	2	Converted to 40 hours
Cecil							NCC
Charles	55,589	47,173	75,897	+	Code Inspection & Enforcement Officer	1	Also performs building & plumbing inspections.
Dorchester							
Frederick	57,921	40,908	65,453	=		1	
Garrett							
Harford	56,574	43,900	84,032	=	Inspector II	2	
Howard	59,911	40,477	72,384	=	Regulation Inspector I	3	
Kent							
Montgomery	71,151	47,867	79,081	=	Code Enforcement Inspector III	14	Full Performance Level
Prince George's	54,720	39,614	72,759	=	Construction Standards Inspector II	40	Total combined from DER & DPWT
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	56,031	40,859	63,902	=	Electrical Inspector I/II	2	Electrical Inspector II, salary range of 44,128-69,015 - \$52,410 - 1 position
Wicomico							
Worcester							Contractual
MNCPPC							
AVERAGE	57,820	42,861	68,539				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	49,503	40,331	68,141	=		21	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	69,306	46,696	69,306	-	Project Inspector I	1	40/week
Caroline							
Carroll		35,423	56,701	=			vacant
Cecil	47,486	40,914	63,690	=	Construction Inspection Representative	2	
Charles	49,950	47,173	75,897	+		2	
Dorchester							
Frederick	43,668	43,668	69,868	=	Inspector 2	1	
Garrett	56,237	39,511	60,828	=		1	
Harford	71,110	43,900	84,032	=	Inspector II	6	
Howard	64,058	44,845	72,384	=	Regulation Inspector II	14	
Kent							
Montgomery	81,030	55,006	91,109	=	Permitting and Code Enforcement Inspector III	40	Advanced Level
Prince George's	54,720	39,614	72,759	=	Construction Standards Inspector II	40	Total combined from DER & DPWT
Queen Anne's	53,074	36,383	57,438	=	Construction Inspector II	2	
St. Mary's	64,714	42,515	67,642	+	Inspector III	4	
Somerset	39,026	32,101	52,602	-	Zoning Administrator	1	
Talbot							
Washington	44,293	37,833	59,169	=		4	
Wicomico							
Worcester							
MNCPPC	72,439	47,535	81,342	=	Senior Construction Inspector	7	
AVERAGE	56,708	41,815	67,537				

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***Baltimore City numbers from previous fiscal year

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	53,348	40,331	68,141	=	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	56,229	41,647	52,116	+	Code Inspection and Enforcement Officer II*	26	
Calvert	58,022	56,020	83,119	+	Zoning Enforcement Chief	1	35/week
Caroline	47,121	12,047	46,125		Codes Enforcement Officer I & II	2	
Carroll	57,072	55,141	88,255	=	Deputy Code Official	1	Converted to 40 hours
Cecil							NCC
Charles	55,589	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	45,763	36,394	72,921	=		2	1-Chief Inspector & Enforcement Officer, 1- Enforcement Officer
Montgomery	71,151	47,867	79,081	=	Code Enforcement Inspector III	14	Full Performance Level
Prince George's	83,215	61,958	120,542	=	Property Standards Code Enforcement Officer	2	
Queen Anne's							
St. Mary's	52,000	47,570	75,712	=	Code Coordinator	1	
Somerset	38,074	34,108	55,889	=		1	
Talbot	53,447	50,853	63,774		Chief Code Compliance Officer	1	
Washington							
Wicomico	52,367	36,261	72,521			1	
Worcester				=			
MNCPPC							
AVERAGE	55,987	43,880	72,165				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	39,603	39,603	39,603	=	Code Enforcement Officer	2	Contractual
Anne Arundel	52,551	39,083	70,470	=		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	56,229	41,647	52,116	+	Code Inspection and Enforcement Officer II*	26	
Calvert	57,403	47,193	69,979	=	Zoning Code Enforcer	1	35/week
Caroline							
Carroll	37,565	35,423	56,701	=		1	Converted to 40 hours
Cecil	59,030	49,483	77,043		Zoning Administrator	1	
Charles	65,345	47,173	75,897	=	Zoning Technician	2	
Dorchester	32,051	32,051	49,989	=		1	
Frederick	50,896	38,209	61,134	=	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	69,803	52,507	86,898	=	Highway Inspector II	10	Lead Level
Prince George's	83,215	61,958	120,542	=	Property Standards Code Enforcement Officer	2	
Queen Anne's	34,154	34,154	53,761	+	Nuisance/Zoning Inspector	1	
St. Mary's	53,490	38,730	59,717	=	Inspector II	3	
Somerset	57,934	36,239	59,382	=		1	
Talbot							
Washington	40,527	37,833	59,169	=		1	
Wicomico	60,457	36,261	72,521		Zoning Administrator	1	
Worcester	34,540	33,691	55,494			1	
MNCPPC							
AVERAGE	52,320	40,951	65,710				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	44,044	42,118	80,036	=	Land Use and Planning/Engineer	1	0.70 FTE
Anne Arundel	66,449	51,950	87,543	=	Engineer II	9	Planning & Zoning
Baltimore City	53,033	46,700	65,500	=	Engineer II	20	
Baltimore County	63,380	47,618	59,193	=	Engineer II	6	35 hour position, maximum salary with longevities is \$75,625
Calvert							
Caroline	51,147	48,497	67,532		Project Manager	1	
Carroll	46,405	46,405	74,277	=	Plans Examiner II	1	Converted to 40 hours
Cecil	46,030	40,914	63,690		Plans Reviewer I	1	
Charles	78,688	59,528	103,368	+	Engineer II & III; Planning Technician	15	
Dorchester							
Frederick	63,662	50,060	80,096		Building 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	77,243	55,006	91,109	=	Planning Specialist III	24	
Prince George's		41,595	76,307	=	Plans Examiner II		Vacant
Queen Anne's							
St. Mary's	99,632	58,843	99,632	=	Senior Planner	1	
Somerset							
Talbot							
Washington	63,896	47,658	74,536	=		3	
Wicomico	65,109	43,059	86,119		Planner III - Long Range	2	
Worcester	50,016	37,514	61,487	=		3	
MNCPPC							
AVERAGE	63,787	48,548	79,793				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Electrician I

Performs journeyman level electrical work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,332	29,155	60,743	+	Building Maintenance Worker III & IV	2	Covers two grades
Anne Arundel	43,415	34,819	58,718	=	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	42,496	33,072	41,371	-	Electrician I	11	Works under the guidance of an Electrician II. Maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carroll	32,834	32,511	52,000	=		2	
Cecil							NCC
Charles	58,140	40,422	65,097	=	Electrician II	4	
Dorchester							
Frederick	47,671	38,098	60,957	+	Maintenance Tech 2	5	
Garrett							
Harford							
Howard							
Kent	51,500	36,394	57,307	=	Assistant Electrician	1	
Montgomery	57,820	43,657	71,994	=	Electrician I	4	
Prince George's	53,679	31,038	57,385	-	Electrician II	2	
Queen Anne's							
St. Mary's	35,853	29,328	43,638	=	Maintenance Mechanic	7	General class title which performs carpentry, painting, electrical work, plumbing, HVAC, and masonry.
Somerset	32,172	28,436	46,595	=	Electrical&HVAC Maintenance Technician	1	
Talbot							
Washington	41,970	37,833	59,169	=		2	
Wicomico							
Worcester							
MNCPPC	44,281	33,093	56,627	=	Electrician	4	
AVERAGE	44,111	34,344	54,889				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Electrician II

Performs master level electrical work. Master Electrician License.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany				=			
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	54,594	39,562	50,170	=	Electrician II	11	Maximum salary with longevities is \$67,059
Calvert	53,353	43,280	64,191	+	Master Electrician	2	35/week
Caroline							
Carroll	40,311	35,423	56,701	=		1	
Cecil							NCC
Charles	63,819	43,665	70,283	=	Electrician III	4	
Dorchester							
Frederick	48,266	40,787	65,259	+	Maintenance Tech 3	4	
Garrett							
Harford	60,668	47,400	90,230	=	Sr Electrician W&S Operations	1	
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	63,500	45,962	72,921	=	Facilities Electrician	1	
Montgomery	72,233	45,716	75,449	=	Electrician II	5	
Prince George's		32,590	60,176	-	Electrician III		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico	35,000	31,728	63,456		Building Maintenance Technician III	1	
Worcester							
MNCPPC	71,750	41,932	71,750	=	Lead Electrician	1	
AVERAGE	56,693	40,638	65,319				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	39,707	39,707	39,707	=	Automotive Mechanic	4	Additional \$0.50/hour when performing welding duties
Anne Arundel	53,269	36,546	61,714	=		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	60,888	37,814	47,861	=	Welder Mechanic	3	Maximum salary with longevities is \$63,877
Calvert							
Caroline							
Carroll							NCC
Cecil	38,293	37,170	57,928	=	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	66,525	41,744	68,698	=	Welder	4	
Prince George's		31,038	57,385	=	Welder II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	41,605	35,031	54,787	=		1	
Wicomico	29,452	23,456	43,399		Mechanic	3	
Worcester							
MNCPPC	58,254	37,135	63,544	=	Senior Welder	3	
AVERAGE	48,514	36,013	54,196				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Carpenter

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,657	29,155	60,743	=	Building Maintenance Worker III & IV	1	Covers two grades
Anne Arundel	43,415	34,819	58,718	=	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	46,247	34,549	43,326	=	Carpenter II	7	Maximum salary with longevities is \$57,949
Calvert							
Caroline							
Carroll	34,651	32,511	52,000	=	Maintenance Technician II	8	
Cecil							NCC
Charles	57,985	40,422	65,097	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick		25,391	40,626	=	Maintenance Tech 1		
Garrett							
Harford		37,300	71,198	=	Master Cabinet Maker		
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		41,744	68,698	=	Carpenter I		Vacant
Prince George's	44,641	31,038	57,385	=	Carpenter II	1	
Queen Anne's							
St. Mary's							
Somerset	32,101	32,101	52,602	+	Carpenter/HVAC Technician	1	
Talbot							
Washington	43,157	30,033	46,971	=	Maintenance Tradeswkr	2	
Wicomico	50,799	31,728	63,456		Operations Maintenance Supervisor	1	
Worcester							
MNCPPC	53,842	37,135	63,544	=	Senior Carpenter	14	
AVERAGE	44,032	33,643	55,462				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Plumber I

Performs journeyman level plumbing work. Non-licensed.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany		29,155	55,405	=	Building Maintenance Worker III		Vacant
Anne Arundel	43,415	34,819	58,718	=	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	=	Plumber		Vacant, maximum salary with longevities is \$55,182
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	50,810	40,422	65,097	+	Facilities Maintenance Technician I & II	11	Also performs other trades duties.
Dorchester							
Frederick	47,671	38,098	60,957	+	Maintenance Tech 2	5	
Garrett							
Harford							
Howard	47,671	38,098	60,957	+	Maintenance Tech 2	5	
Kent							
Montgomery	61,194	41,744	68,698	=	Plumber I	2	
Prince George's	53,974	31,038	57,385	-	Plumber II	3	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	45,062	33,093	56,627	=	Plumber	3	
AVERAGE	48,079	34,980	55,855				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Plumber II

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	54,028	31,965	60,743	=	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	56,711	39,562	50,170	=	Plumber II	4	Maximum salary with longevities is \$67,059
Calvert							
Caroline							
Carroll	50,119	38,605	61,776		Trades Specialist III	7	
Cecil							NCC
Charles	57,985	40,422	65,097	+	Facilities Maintenance Technician II	8	Also performs other trades duties.
Dorchester							
Frederick	48,266	40,787	65,259	=	Maintenance Tech 3	4	
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	74,408	45,716	75,449	=	Plumber II	4	
Prince George's		32,590	60,176	-	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	59,734	39,210	63,533				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Utilities Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,895	24,261	55,405	=	Utilities Worker I & II	18	Covers two pay grades.
Anne Arundel	34,794	29,973	50,669	=	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	40,657	31,762	39,562	=	Masonry Mechanic	3	Maximum salary with longevities is \$52,603
Calvert	43,434	35,708	52,907	=	Water & Sewer Mechanical Maintenance Technician	2	35/week
Caroline							
Carroll		26,957	43,140	=	Apprentice Operator I		Water/Wastewater are same grade both classes reported here
Cecil							NCC
Charles	45,219	32,105	51,787	=	Line Maintenance Worker	7	
Dorchester							
Frederick							
Garrett							
Harford	36,900	33,100	66,290	=	Utility Worker I (Hwys)	4	W/S Utility Worker I (\$26,200-\$54,142): 6 employees (\$31,092 [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	36,089	30,104	47,406	=	Public Service Worker II	28	
Prince George's	34,604	26,833	45,329	=	Laborer II	99	
Queen Anne's	30,796	30,215	47,161	=		17	
St. Mary's							
Somerset							
Talbot							
Washington	27,315	25,748	40,269	=		3	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	35,516	29,373	46,696				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Treatment Plant Operator (Non-Licensed)

Performs non-licensed entry level utilities work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	35,631	31,158	44,054	=	Water/Wastewater Systems Technician I	8	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	34,081	29,058	36,067	=	Treatment Plant Operator Trainee	2	This is a training classification. The incumbents must receive certification within 3 years of employment.
Calvert	31,595	30,521	45,227	=	Water & Sewer Plant Operator Trainee	1	35/week
Caroline							
Carroll	29,807	29,807	47,716	=	Apprentice Operator I	4	Water/Wastewater are same grade both classes reported here.
Cecil	33,342	30,701	47,902	=	Operator Trainee	3	
Charles	35,960	32,105	51,787	=	Water/Wastewater Operator Trainee	7	
Dorchester							
Frederick	31,463	31,060	49,695	=	Water Treatment Plan Op 1	5	
Garrett	31,758	29,761	44,450	=		8	
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	28,572	27,072	41,779	=	Utility Technician	1	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot	32,741	32,306	51,329		Environmental System Operator	3	
Washington	33,571	32,435	50,727	=	Plant Operator	1	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	32,248	30,380	46,133				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	39,758	31,965	66,594	=	Plant Operator I & II	4	Covers two pay grades.
Anne Arundel	53,573	42,141	68,037	=	Water/Wastewater Systems Technician II	50	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	45,594	34,549	43,326	=	Treatment Plant Operator I	1	Maximum salary with longevities is \$57,949
Calvert	38,861	35,708	52,907	+	Water & Sewer Plant Operator	9	35/week
Caroline							
Carroll	37,020	35,423	56,701	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	6	Water/Wastewater are same grade both classes reported here-2 vacancy
Cecil	4,301	40,914	63,690		Operator II	6	
Charles	51,688	37,427	60,304	=	Water Operator & Wastewater Operator II	22	
Dorchester							
Frederick	66,920	43,668	69,868	+	Water Treatment Plant Op 3	3	
Garrett							
Harford	43,860	37,300	71,198	=	Plant Operator (W or WW)	18	
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	45,123	36,394	72,921	=	Plant Operator I, II & III	7	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's	61,225	50,162	80,572	=	Chief Water Operator/Chief Wastewater Operator	2	
St. Mary's							
Somerset							
Talbot	40,066	32,306	57,691		Collection System Operator & Collection Sys Supervisor & WWTP Operator and Supervisor	1	
Washington	54,163	40,859	63,902	=	Chief Plant Operator	5	
Wicomico							
Worcester	51,152	29,245	61,194	=		12	
MNCPPC							
AVERAGE	44,661	37,254	61,093				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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		18,411	34,986	=	Meter Reader		Vacant
Anne Arundel	33,368	27,186	45,906	=	Meter Technician I	5	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	27,893	27,352	43,784	=	Utilities Maintenance Worker	1	
Cecil							NCC
Charles	48,545	34,661	55,878	+	Meter Technician	5	
Dorchester							
Frederick							
Garrett	27,291	23,050	35,666	=		6	
Harford	28,600	27,500	57,182	=	Water Meter Mechanic I		Water Meter Mech II (\$33,100-\$66,290): 7 employees [\$40,659 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	41,068	36,383	57,438	+	Water Operator II	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	35,130	28,145	45,215				

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

Building Maintenance Worker I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	27,302	24,261	46,103	=	Building Maintenance Worker II	4	
Anne Arundel	40,839	31,554	53,227	=	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	47,748	34,549	43,326	=	Buildings Maintenance Mechanic II	10	Maximum salary with longevities is \$57,949
Calvert	42,470	31,741	47,047	=	Buildings & Ground Maintenance Worker I	2	35/week
Caroline	40,408	33,124	46,125	=	Maintenance Repairer	1	
Carroll	31,747	29,807	47,716	=	Maintenance Technician I	4	
Cecil	29,463	26,520	41,267	=	Maintenance Worker I	2	
Charles	48,418	32,105	51,787	=	Facilities Maintenance Technician I	3	
Dorchester							
Frederick		25,391	40,626	-	Maintenance Tech 1		
Garrett	42,404	28,384	43,696	=		3	
Harford	29,634	26,200	54,142	=	Maintenance Worker I	10	
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	28,322	27,072	41,779	=	Maintenance Worker	6	
Montgomery	55,547	38,296	62,571	=	Public Service Craftswoman	40	
Prince George's	61,555	34,219	63,109	=	Building Engineer II	11	
Queen Anne's	37,896	34,154	53,761	+	Facility Technician II	5	
St. Mary's	47,700	34,611	53,352	=	Lead Maintenance Mechanic	5	
Somerset	34,347	28,436	46,595	+	Maintenance Worker II	3	
Talbot	38,515	26,006	57,691		Facilities Maintenance Tech & HVAC/Maintenance Tech & Operations Maint Spec	4	
Washington	40,617	32,435	50,729	=	Building Maint. Mechanic/Sr. Building Maint. Mech.	2	1 Sr. Building Maint. Mech. Position w/ salary range of \$37,833 to 59,169 -\$40,527
Wicomico	29,362	20,623	38,187		Maintenance Technician	6	
Worcester	43,327	27,872	61,194	=		3	
MNCPPC	36,606	29,823	51,032	=	Park/General Maintenance Worker II	173	
AVERAGE	39,472	29,989	48,964				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Vehicle and Heavy Equipment Maintenance Shop Foreman

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	44,224	42,118	80,036	=	Equipment & Maintenance Foreman	1	
Anne Arundel	65,864	44,801	71,850	=	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	67,326	45,630	56,836	=	Heavy Equipment Supervisor	5	Maximum salary with longevities is \$71,938
Calvert	58,334	45,822	69,306	=	Fleet Maintenance Service Specialist and Equipment Repair Specialist	2	40/week
Caroline	56,514	40,080	55,811		Chief Automotive Mechanic	1	
Carroll	59,457	42,100	67,351	=	Foreman, Fleet Management	2	
Cecil							NCC
Charles	68,494	50,970	81,972	=	Lead Mechanic & Fleet Maintenance Superintendent	2	
Dorchester	45,141	37,049	57,785		Mechanic Supervisor	1	
Frederick	76,130	53,604	85,766	=	Service Manager	2	
Garrett							
Harford							
Howard	74,331	49,733	80,163	=	Operations Supervisor II	5	
Kent	51,000	45,962	72,921	=	Automotive Services Supervisor	1	
Montgomery	75,986	52,507	86,898	=	Equipment Maintenance Crew Chief	26	
Prince George's	77,489	59,007	114,802	=	Garage Supervisor	4	
Queen Anne's	69,382	50,162	80,572	+	Fleet Manager	1	
St. Mary's	59,717	38,730	59,717	=		1	
Somerset	57,159	38,504	63,094	=	Automotive Service Supervisor	1	
Talbot	45,496	38,207	55,239		Shop Foreman	1	
Washington	64,953	47,658	74,536	=	Fleet Manager	1	Transit Fleet Mgr (Salary Range of \$44,148 - \$69,015) \$56,144 actual
Wicomico	34,315	27,875	51,558		Mechanic II	4	
Worcester	62,476	50,000	65,000	=		1	
MNCPPC	69,490	53,835	92,300	+	Fleet Manager	2	
AVERAGE	60,967	45,301	71,586				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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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	24,773	24,261	46,103	=	Mechanic Helper (Transit)	1	
Anne Arundel	38,314	28,558	48,194	=	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	41,029	40,422	65,097	=	Fleet Maintenance Technician I	2	Fleet Maintenance Technician I - 1 position vacant
Dorchester							
Frederick	48,699	38,098	60,957	=	Vehicle Equip Tech I	3	
Garrett							
Harford							
Howard							
Kent							
Montgomery		32,577	51,979	=	Auto body Repairer Apprentice		Vacant
Prince George's		29,646	54,737	+	Equipment Service Worker II		Vacant
Queen Anne's	36,790	32,126	50,345	=	Mechanic I	2	
St. Mary's							
Somerset							
Talbot							
Washington	34,183	27,809	43,491	=	Auto Services Asst.	1	
Wicomico							
Worcester				=	Auto Mechanic I		
MNCPPC							
AVERAGE	36,428	30,743	48,196				

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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	37,108	37,108	37,108	+	Automotive Serviceman	3	
Anne Arundel	42,638	34,819	58,718	=	Automotive Mechanic II	23	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	45,363	34,549	43,326	=	Automotive Mechanic	15	Maximum salary with longevity is \$57,949
Calvert	49,785	38,438	56,992	=	Equipment Mechanic I	2	40/week
Caroline	30,889	27,375	38,120			1	
Carroll	33,132	32,511	52,000	=	Mechanic I	7	
Cecil							NCC
Charles	66,146	43,665	70,283	=	Fleet Maintenance Technician II	3	
Dorchester	31,325	29,816	46,503	=	Mechanic	4	
Frederick		35,688	57,101	=	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	42,211	36,394	57,307	=	Heavy Equipment/light truck Mechanic	3	
Montgomery	56,441	41,744	68,698	=	Autobody Repairer	4	
Prince George's	37,440	34,219	63,109	=	Equipment Mechanic I	1	
Queen Anne's	39,932	36,383	57,438	=	Mechanic II	1	
St. Mary's	65,053	32,094	47,923	=		4	
Somerset	28,117	26,763	43,854	=	Automotive Mechanic I	1	
Talbot							
Washington							
Wicomico	32,650	23,456	43,399		Mechanic	2	
Worcester	39,326	34,050	43,587	=	Mechanic II	6	
MNCPPC	41,663	33,093	56,627	=	Mechanic	2	
AVERAGE	41,971	34,191	51,803				

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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	36,471	29,890	39,707	=		7	
Anne Arundel	52,585	38,397	64,875		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	55,432	37,814	47,861	=	Automotive Specialist	7	Maximum salary with longevities is \$63,877
Calvert	52,818	42,370	62,858	=	Equipment Mechanic II	3	40/week
Caroline	41,077	33,124	50,737		Automotive Mechanic II/III	3	
Carroll	39,679	35,423	56,701	=	Mechanic II	5	
Cecil							NCC
Charles	61,967	47,173	75,897	=	Fleet Maintenance Technician III	3	
Dorchester	32,051	32,051	49,989	=	Mechanic II	1	
Frederick	61,797	43,668	69,868	=	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	68,213	47,867	79,081	=	Senior Mechanic Technician	2	
Prince George's	58,126	35,931	66,136	=	Equipment Mechanic II	28	
Queen Anne's	45,765	38,756	61,388	=	Mechanic III	3	
St. Mary's	46,141	34,611	53,352	=		3	
Somerset	38,589	34,108	55,889	=	Automotive Mechanic III	1	
Talbot	32,306	32,306	51,329		Mechanic II	1	
Washington	42,094	32,435	50,727	=	Auto Services Tech.	7	
Wicomico							
Worcester	44,433	32,409	53,105	=	Mechanic III	1	
MNCPPC	55,015	37,135	63,544	=	Senior Mechanic	34	
AVERAGE	48,454	37,280	57,956				

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

Motor Equipment Operator (Light)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,108	37,108	37,108	=	Equipment Operator I	15	
Anne Arundel	38,507	29,973	50,669	+	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	39,329	30,347	37,814	=	Equipment Operator	10	Maximum salary with longevities is \$50,170
Calvert	41,867	33,218	49,234	=	Highway Laborer/Operator	11	40/week
Caroline	29,057	24,886	34,654			7	
Carroll	30,338	29,807	47,716	=	Road Equipment Operator I	48	2 vacancies
Cecil	25,189	24,107	37,482		Equipment Operator Trainee	2	
Charles	43,037	34,661	55,878	=	Equipment Operator II	15	CDL Required
Dorchester	27,769	27,769	43,311	=	Motor Equipment Operator III	12	
Frederick	40,295	33,246	53,194	=	Equip Operator I	1	
Garrett						52	20.47/per hour/Union Contract
Harford	33,881	27,500	57,182	=	Chauffeur/Laborer	26	
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	30,666	27,072	41,779	=	MEO I	13	
Montgomery	44,977	36,762	59,731	=	Equipment Operator I	100	
Prince George's	51,408	28,896	52,228	=	Equipment Operator II	10	
Queen Anne's	40,006	32,126	50,345	=	Equipment Operator I	8	
St. Mary's	42,309	29,328	43,638	=	Equipment Operator I	4	
Somerset	27,844	26,763	43,854	=	Motor Equipment Oper I	5	
Talbot	25,102	24,419	46,803		Motor Equipment Operator I	1	
Washington	44,998	27,809	43,491	=	Eq. Op. II	26	
Wicomico	23,814	20,623	38,187		Motor Equipment Operator I	9	
Worcester	34,814	26,541	43,472	=	Roads Worker III	4	
MNCPPC	46,280	33,093	56,627	=	Equipment Operator	12	
AVERAGE	36,181	29,427	45,773				

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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	39,707	39,707	39,707	=	Equipment Operator II	10	
Anne Arundel	45,476	34,819	58,718	=	Equipment Operator III	17	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	45,770	33,072	41,371	=	Heavy Equipment Operator	2	Maximum salary with longevities is \$55,182
Calvert	45,271	34,882	51,688	=	Highway Equipment Operator	4	40/week
Caroline	35,176	27,375	41,932		II & III	7	
Carroll	36,839	32,511	52,000	=	Road Equipment Operator II	10	1 Vacancy
Cecil	31,699	26,520	41,267		Equipment Operator II Trainee	3	
Charles	52,145	37,427	65,097	+	Equipment Operator III & IV	26	
Dorchester	38,009	32,051	49,989	=	Motor Equipment Operator IV	11	
Frederick	53,546	38,098	60,957	=	Equip Operator 2	4	
Garrett							19.42 per hour/Union Contract
Harford	37,012	33,100	66,290	=	Equipment Operator	27	
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	39,228	30,148	51,878		MEO II & III	6	
Montgomery	55,624	38,296	62,571	=	Equipment Operator II	21	
Prince George's	57,085	34,219	63,109	=	Master Equipment Operator	3	
Queen Anne's	41,337	36,383	57,438	=	Equipment Operator III	3	
St. Mary's	47,087	32,094	47,923	=	Equipment Operator II	6	
Somerset	34,366	28,471	46,652	=	Motor Equip. Oper. II & III & Landfill Heavy Equip Oper	10	3 Pay Grades
Talbot	35,198	26,006	49,816		Motor Equipment Operator II & III	5	
Washington	44,131	32,435	50,727	=	Eq. Op. III	15	
Wicomico	30,430	23,456	43,399		Motor Equipment Operator II	8	
Worcester	32,266	43,202	50,336	=	Roads Worker V	11	
MNCPPC	54,178	37,135	63,544	=	Senior Equipment Operator	11	
AVERAGE	42,497	33,309	51,874				

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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	35,110	35,110	35,110	=	Utility Worker	24	
Anne Arundel	30,353	25,854	43,701	=	Maintenance Worker I	19	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	31,352	25,272	30,347	=	Laborer I	7	Maximum salary with longevities is \$39,562
Calvert	35,180	31,595	46,883		Highway Maintenance Worker	6	40/week
Caroline	27,289	20,567	34,654		Maintenance Worker	4	Highway Marking Specialist (ASSISTANT)
Carroll	24,565	23,026	36,858	=	Road Maintenance Worker I	10	
Cecil	26,569	24,107	37,482	=	Laborer	6	
Charles	n/a						
Dorchester	26,910	26,910	40,411	=	Motor Equipment Operator II	3	
Frederick	40,541	25,338	40,541	=	Laborer I, Highway	1	
Garrett							
Harford	31,850	22,600	47,986	=	Laborer	15	
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	36,089	30,104	47,406	=	Public Service Worker II	28	
Prince George's	34,604	26,833	45,239	=	Laborer II	99	
Queen Anne's							
St. Mary's	33,526	26,645	39,728	=	Maintenance Worker	15	
Somerset	26,367	25,189	41,275	=	Highway Worker II & I	3	2 Fulltime/2 Part-time Employees
Talbot	27,255	23,036	46,263		Roads Crew Members	3	
Washington	29,030	25,748	40,269	=	Eq. Op. I	21	
Wicomico					Convenience Center Attendant	27	7.52 hr.
Worcester	34,086	25,896	41,413	=	Roads Worker II	11	
MNCPPC							
AVERAGE	31,175	26,213	40,088				

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Jobs with < 5 responses were omitted.

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

Groundskeeper and Parks Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	33,640	28,558	48,194	=	Maintenance Worker II	41	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	36,256	29,058	36,067	=	Property Management Grounds Maintenance Specialist I	19	Maximum salary with longevities is \$47,861
Calvert	33,157	29,320	43,534	=	Buildings & Grounds Worker II	6	35/week
Caroline							
Carroll	35,350	29,807	47,716	=	Maintenance Specialist	6	
Cecil	31,658	30,701	47,902		Park Maintenance Worker	1	
Charles	45,871	32,105	55,878	=	Grounds Maintenance Worker I & II	7	CDL Required
Dorchester	28,464	25,910	46,503	=	Rec and Parks Maintenance Technician	2	Works in our Recreation and Parks Department - not part of Public Works
Frederick	25,338	25,338	40,541	=	Laborer I, Parks	7	
Garrett		20,025	29,653			6	
Harford	29,668	26,200	54,142	=	Maintenance Worker I	11	
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		30,104	47,406	=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	30,676	30,215	47,161	=	Maintenance Worker II	4	
St. Mary's	29,951	26,645	39,728	=		5	
Somerset	12,816	25,837	42,337	=/+	R & P Maint., Irriga. Spec. Groundskeep, Horticult.	6	3 Pay Grades, 1 Full-time/5 Part-time Emp.
Talbot	36,472	26,006	48,568		Maintenance Worker	3	
Washington	31,726	25,748	40,269	=	Maintenance Worker	5	
Wicomico	29,079	27,875	51,558		Parks Facility Worker III	2	
Worcester	30,477	25,272	41,606	=		6	
MNCPPC	36,606	29,823	51,032	=	Park/General Maintenance Worker II	173	
AVERAGE	31,862	27,765	44,375				

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***Baltimore City numbers from previous fiscal year

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

Custodian/Janitor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	24,662	22,130	42,052	=	Building Maintenance Worker I	7	
Anne Arundel	31,579	24,606	41,642	=	Custodial Worker	29	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	31,039	25,272	30,347	=	Custodial Worker I	63	Maximum salary with longevity is \$39,562
Calvert	27,559	26,062	38,657	=		22	35/week
Caroline	26,627	24,886	34,654			1	
Carroll	25,300	25,127	40,165	=	Custodian II	1	
Cecil	25,921	24,107	37,482	=	Janitor	5	
Charles	32,397	23,680	44,515	=	Custodial Worker I & II	19	
Dorchester	22,812	22,812	35,580	=	Custodian/Maintenance	6	
Frederick	31,946	25,338	40,541	=	Custodian	12	
Garrett							
Harford	25,159	22,600	47,986	=	Custodial Worker I	5	
Howard		25,251	35,651	=	Custodial Worker		\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	26,314	24,367	37,451	=	Custodian	1	
Montgomery	40,373	28,960	45,331	=	Building Services Worker II	18	
Prince George's	36,686	26,179	43,288		Custodian II	11	
Queen Anne's	34,239	30,215	47,161	=	Facility Worker II	6	
St. Mary's	30,784	29,328	43,638			1	
Somerset	27,274	23,707	38,847	=	Building Custodian	6	
Talbot							
Washington							
Wicomico	35,340	23,456	43,399		Janitor	1	
Worcester	34,070	20,800	34,070	=		3	
MNCPPC	34,783	26,545	47,716	=	Parks/General Maintenance Worker I	15	
AVERAGE	30,243	25,020	40,484				

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

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	56,813	46,176	87,748	=	Chief, 911 Joint Communications		Contractual
Anne Arundel	92,329	62,872	110,247	+	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	82,805	72,134	107,058	=	Communications Chief	1	40/week
Caroline	57,915	55,130	76,631			1	
Carroll	65,957	55,141	88,255	=	Emergency Communications Coordinator	1	
Cecil	66,206	57,096	88,962	=	Assistant Chief, Communications	1	
Charles	107,237	75,192	120,729	=	Chief of Fire/EMS Communications	1	Reports to Director of Emergency Services
Dorchester	43,091	43,090	67,207	=	911 Center Supervisor	1	
Frederick	109,484	80,859	129,375	=	Director, Emergency Comm	1	
Garrett							
Harford	127,500	91,600	141,606	=	Director, Emergency Services	1	appointed at will position
Howard							
Kent	49,500	45,962	72,921	=	Chief of Communications	1	
Montgomery	135,495	80,951	135,495	=	Fire/Rescue Assistant Chief	1	
Prince George's	135,039	83,029	161,537	=	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 \$135,742.
Queen Anne's	63,822	58,452	105,703	=	Chief of Communications	1	
St. Mary's	78,208	58,843	99,632	+	Manager, Grade 10	1	
Somerset	63,094	38,504	63,094	-	Communications Supervisor - 911	1	
Talbot	64,203	62,938	78,930		DES Division Chief - 911 Communications	1	
Washington	67,777	51,471	80,498	=	Dir., Dept. of Emerg. Communications	1	
Wicomico	72,614	56,657	113,314		Director, Emergency Services	1	
Worcester				=			
MNCPPC							
AVERAGE	83,037	62,784	102,470				

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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	47,435	46,176	87,748	+	Chief, Emergency Management	1	Provides county coordination of preparedness, response, recovery, and mitigation of man made and natural disasters.
Anne Arundel	92,945	71,234	128,657	=	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	76,222	61,116	90,600	=	Emergency Management & Safety Division Chief	1	35/week
Caroline	61,911	48,497	67,532		Assistant Director Risk Management & Planning	1	
Carroll	50,586	50,586	80,975	=	Emergency Management Coordinator	1	
Cecil		49,483	77,043	=	Emergency Preparedness Manager		
Charles	81,067	55,080	88,548	=	Chief of Emergency Management	1	Reports to Director of Emergency Services
Dorchester							
Frederick	93,372	75,498	120,797	-	Director, Emerg Preparedness	1	
Garrett	39,078	36,341	48,488		911 Chief Communications Dispatcheer	3	
Harford	109,186	64,300	114,629	=	Deputy Manager, Emergency Operations	1	
Howard							
Kent	49,464	45,962	72,921		Emergency Preparedness Planner	1	
Montgomery	162,564	96,187	170,839	=	Manager I		
Prince George's	137,859	91,539	178,096	=	Deputy Director, Office of Homeland Security	1	Prince George's County uses the generic Deputy Director class of work. Working title: Emergency Manager. Actual salary \$137,150.
Queen Anne's							
St. Mary's	60,549	51,168	86,694	=	Manager, Grade 9	1	
Somerset							
Talbot	48,972	48,972	48,972		Emergency Planner	1	
Washington	57,635	40,859	63,902	=	Emerg. Mgmt. Coord.	1	
Wicomico	47,718	27,875	51,558		Emergency Management Planner	1	
Worcester							
MNCPPC							
AVERAGE	79,351	58,899	95,946				

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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	42,205	38,419	73,008	=	Emergency Services Shift Supervisor	4	
Anne Arundel	53,974	42,640	71,149	=	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	59,808	43,642	54,474	=	Emergency Communications Supervisor	8	Maximum salary with longevities is \$68,548
Calvert	51,771	46,696	69,306	=	Communications Supervisor	1	40/week
Caroline	44,309	37,655	52,370		PSD IV	4	
Carroll	53,878	46,405	74,277	=	Emergency Communications Specialist Supervisor	4	
Cecil	44,890	39,678	61,770	=	Dispatcher Supervisor (Captain)	4	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period).
Charles	56,216	47,173	75,897	=	Communications Supervisor	5	
Dorchester	32,236	32,236	50,276			4	
Frederick	78,869	53,604	85,766	=	Emergency Comm Center Mgr	6	
Garrett	35,334	29,518	45,444	=		8	
Harford	57,700	43,900	84,032	=	Public Safety Supervisor	9	
Howard	73,973	49,733	80,163	=	Emergency Communications Supervisor	5	
Kent	39,096	36,394	57,307	=	Emergency Services Shift Captain	4	
Montgomery	28,293	52,507	86,898	=	Public Safety Communication Supervisor	12	
Prince George's	67,721	43,968	91,477	=	Emergency Dispatcher III	21	
Queen Anne's	49,765	44,049	70,233	=		4	
St. Mary's	59,748	42,515	67,642	=	Communication Specialist IV	4	
Somerset	44,688	32,101	52,602	=	Shift Supervisor - 911	5	
Talbot	42,406	35,052	53,128		Communications Specialist Supervisor	3	1 open position
Washington	42,943	37,833	59,169	=		4	
Wicomico	36,041	31,728	63,456		Communications Supervisor	4	
Worcester	47,158	44,000	53,000	=		1	
MNCPPC	63,431	47,535	81,342	=	Park Police Communications Supervisor	2	
AVERAGE	50,408	41,581	66,536				

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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	33,416	26,596	66,594	=	Emergency Services Dispatcher I -IV	20	Four pay grades
Anne Arundel	44,563	36,546	61,714	=	Police Communications Operator II	40	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	45,304	35,981	45,630	=	Emergency Communications Technician I	61	Maximum salary with longevities is \$56,836
Calvert	45,871/53,612	40,352/44,491	59,821/65,978	=	Public Safety Dispatcher Trainee/Public Safety Dispatcher I/ Public Safety Dispatcher II	17 / 4	40/week, Trainee position added 2012
Caroline	32,820	28,291	47,582	=	Public Safety Dispatcher	8	I & II & III
Carroll	35,795	35,423	56,701	=	Emergency Communications Specialist I	11	2 vacancies
Cecil	28,988	28,988	45,092	=	Dispatcher I	13	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period).
Charles	44,725	37,427	65,097	=	Public Safety Dispatcher I & II	13	
Dorchester	29,359	27,944	43,584	=	Dispatcher	16	
Frederick	45,587	40,787	65,259	=	Emerg Comm Spec 2	10	
Garrett							
Harford	45,835	39,900	76,190	=	Public Safety Dispatcher III	40	
Howard	45,811	37,669	62,899	=	Dispatcher	41	
Kent	34,291	30,148	51,878	=	Emergency Services Dispatcher I & II	8	
Montgomery	42,312	39,932	65,561	=	Public Safety Emergency Call-Taker II	3	Calculated using FTE salaries
Prince George's	36,312	36,173	75,259	=	Emergency Dispatcher I	13	
Queen Anne's	40,079	38,756	61,388	=	Public Safety Dispatcher II	7	
St. Mary's	32,094	32,094	47,923	=	Comm Specialist I, Gr 4	4	
Somerset	25,980	30,213	49,507	=	Emergency Communications Spec.	11	Includes 3 Part-time Emp.
Talbot	33,079	29,913	49,816	=	Communications Specialist I & Police Communication Officer	11	
Washington	37,802	32,435	50,727	=		38	
Wicomico	32,178	23,456	43,399	=	Communications Operator I & II	12	
Worcester	38,534	29,394	55,766	=		24	
MNCPPC	49,036	37,135	63,544	=	Senior Park Police Communications Technician	10	
AVERAGE	38,287	33,592	56,362				

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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	65,279	65,279	65,279	=	Sheriff	1	
Anne Arundel	160,070	103,603	171,805	=	Chief of Police	1	Appointed by County Executive
Baltimore City	190,000	112,200	204,000	=	Executive Level III	1	
Baltimore County	217,219	217,219	217,219	=	Chief of Police	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	74,005	49,996	76,964	=	Chief Deputy	1	Chief Deputy
Harford	113,732			=	Sheriff	1	Elected; salary determined by legislation
Howard	171,538	112,819	182,083	=	Chief of Police	1	
Kent	85,000	85,000	85,000	=	Sheriff	1	Elected
Montgomery	232,588	232,588	232,588	=	Police Chief	1	Appointed to position
Prince George's	160,958	105,968	206,168	=	Director, Police Department	1	Prince George's County uses the generic Director class. Working title: Police Chief. Actual \$216,000.
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	124,269	112,299	142,001				

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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	128,182	84,744	148,599	=	Deputy Police Chief	1	
Baltimore City	131,598	88,200	139,900	=	Police Command Staff II	4	
Baltimore County	177,289	90,667	117,761	=	Colonel	3	Maximum salary with longevities is \$180,148
Calvert	115,856	115,856	115,856	+	Assistant Sheriff Major	1	Appointed 35/week
Caroline	74,127	63,249	103,854		Chief Deputy	1	CAPTAIN
Carroll							Colonel position was eliminated and a third Major was added in 2008
Cecil	94,536	79,144	123,344	=	Chief Deputy	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	128,476	83,426	128,477	=	Lt. Colonel	1	
Garrett							
Harford	134,472	100,060	134,472	=	Chief Deputy	1	
Howard	148,283	91,915	148,283	=	Police Major	3	
Kent	51,500	51,500	51,500	=	Chief Deputy		Appointed, Home code rule
Montgomery	169,093	169,093	169,093	=	Assistant Chief of Police	4	
Prince George's	163,620	91,539	178,096	=	Deputy Director, Police Department	5	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's	91,873	69,752	127,103	=	Captain	1	
St. Mary's	115,170	69,722	115,170	=	Major	1	
Somerset	52,054	48,411	74,537	=	Chief Deputy	1	
Talbot	75,200	62,676	111,987		Lieutenant	3	
Washington	107,060	90,135	122,850	=	Colonel	1	
Wicomico	90,791				Deputy Sheriff/Captain	2	Flat salary/non-negotiable
Worcester	95,560	80,000	100,000	=	Chief Deputy	1	
MNCPPC	139,030	90,785	145,188	=	Park Police Commander	2	
AVERAGE	114,189	85,309	124,004				

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

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	58,678	42,118	80,036	=	Lieutenant	4	
Anne Arundel	105,899	71,234	128,657	=	Police Captain	9	
Baltimore City	107,720	88,200	139,900	=	Police Command Staff II	8	
Baltimore County	138,916	76,824	98,704	=	Captain	16	Maximum salary with longevities is \$148,311
Calvert	101,852/ 111	70,346/ 74,5	115,565/ 122	+	Deputy Sheriff Lieutenant/Deputy Sheriff Captain	3	40/week, Captain position added 2012
Caroline	63,516	53,833	89,427		Lieutenant	2	Administration & Investigations
Carroll	81,100	69,389	111,031	=	Major	1	Full service law enforcement.
Cecil	88,504	71,968	112,112	=	Director, Law Enforcement	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	106,179	68,948	106,180	=	Captain	5	
Garrett	63,043	51,548	68,774	=	Lt.	3	
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	133,322	88,299	133,405	=	Police Captain	20	
Prince George's	119,425	72,411	123,665	=	Captain	29	
Queen Anne's	93,661	61,100	98,861	=	Lt.	2	
St. Mary's	102,076	65,125	107,515	=	Captain	4	
Somerset							
Talbot							
Washington	94,910	81,298	110,790	=	Major	2	
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	93,703	75,000	95,000	=	Operations Officer	1	
MNCPPC	118,919	74,315	126,509	=	Park Police Captain	5	
AVERAGE	99,341	70,945	108,955				

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

Shift Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	49,877	38,419	73,008	=	Sergeant	4	
Anne Arundel	99,377	62,872	110,247	=	Police Lieutenant	32	
Baltimore City	88,198	70,003	92,172	=	Police Lieutenant	55	
Baltimore County	120,296	66,135	88,358	=	Lieutenant	78	Maximum salary with longevities is \$134,821
Calvert	79,936/ 87,085	55,723/ 59,363	92,539/ 98,571	+	Deputy Sheriff Sergeant/ Deputy Sheriff 1st Sergeant	13/5	40/week
Caroline	58,449	50,081	83,166		Deputy Sheriff SGT	5	Sergeant (DS IV)
Carroll	63,935	58,365	93,434	=	Lieutenant	5	Full service law enforcement.
Cecil	65,872	51,834	80,746	=	Sergeant, Law Enforcement	11	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	84,675	56,982	87,752	=	Sergeant	15	
Garrett	56,014	47,661	63,585	=	Sgt.	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	116,411	77,532	116,781	=	Police Lieutenant	32	
Prince George's	100,808	66,983	104,395	=	Lieutenant	78	
Queen Anne's	74,066	53,567	86,329	=	Sgt.	6	
St. Mary's	89,664	55,619	92,976	=	Lieutenant	9	
Somerset	47,793	44,872	68,728		1st Sgt.	4	2 different pay grades
Talbot	62,070	50,874	102,168		Sergeant	3	
Washington	77,601	66,136	90,160	=	Lieutenant	7	
Wicomico	64,670				Deputy Sheriff/Sergeant	14	Flat salary/non-negotiable
Worcester	91,854	58,209	95,380		Lieutenant	4	
MNCPPC	100,970	64,234	109,354	=	Park Police Lieutenant	16	
AVERAGE	81,432	59,132	92,019				

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Jobs with < 5 responses were omitted.

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

First-Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	45,343	35,044	66,594	=	Corporal	3	
Anne Arundel	86,928	58,134	98,970	=	Police Sergeant	72	
Baltimore City	76,152	61,585	81,082	=	Police Sgt	250	
Baltimore County	101,804	58,680	77,882	=	Sergeant	179	Maximum salary with longevities is \$116,464
Calvert	69,000	51,854	86,070	+	Deputy Sheriff Corporal	14	40/week
Caroline	51,482	46,597	77,559		Deputy Sheriff CPL	12	Corporal (DS III)
Carroll	58,725	53,581	85,717	=	Sergeant	10	Full service law enforcement.
Cecil	54,582	47,757	74,422	=	Corporal, Law Enforcement	8	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	74,557	51,801	79,774	=	Corporal	21	
Garrett	47,705	40,738	54,352	=		15	
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	97,326	62,375	100,972	=	Police Sergeant	145	
Prince George's	89,892	60,893	94,904	=	Sergeant	179	
Queen Anne's	60,929	50,162	80,572	=	Corporal	7	
St. Mary's	80,574	51,854	86,674	=	Sergeant	17	
Somerset	44,831	41,608	63,389	=	Deputy/Corporal	5	
Talbot	50,968	47,667	95,721		Corporal	4	
Washington	70,252	59,647	81,300	=	Sergeant	10	
Wicomico	59,615				Deputy Sheriff/Corporal	8	Flat salary/non-negotiable
Worcester	79,299	55,424	90,838	=	Sergeant	7	
MNCPPC	88,491	55,371	97,968	=	Park Police Sergeant	26	
AVERAGE	70,653	52,933	83,372				

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***Baltimore City numbers from previous fiscal year

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	38,378	31,965	60,743	=	Patrol Deputy	16	
Anne Arundel	61,576	42,870	88,846		Police Officer, Police Officer First Class, Police Corporal	591	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	72,186	46,699	66,135	=	Police Officer/Police Officer First Class	1,384	Maximum salary with longevities for Police Officer First Class is \$96,143
Calvert	46,255/ 58,203	45,094/ 48,277	74,547/ 80,101	=	Deputy Sheriff/ Deputy Sheriff 1st Class	21/58	40/week
Caroline	42,557	40,490	72,002		Deputy Sheriff DFC & DS	7	DFC and DS (DS I & II)
Carroll	40,805	37,940	66,165	=	Deputy Sheriff Probationer - Deputy Sheriff 1st Class - Corporal	52	Full service law enforcement.
Cecil	40,828	40,560	63,149		Deputy	9	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	64,824	42,811	72,522	=	Deputy & Deputy First Class	110	
Garrett							
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	50,353	43,451	113,415		All Deputies, regardless of rank	20	All Deputies, regardless of rank, Pay parody with MSP
Montgomery	69,948	48,981	87,425	=	Police Officer Candidate to Police Officer III	949	
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	48,161	44,049	75,217	=	Deputy Sheriff/Deputy First Class	36	
St. Mary's	58,774	42,307	80,766	=		110	9 Vacant
Somerset	37,472	31,157	51,055	=	Deputy & Deputy 1st Class	11	Includes 5 Part-time & Covers 2 Pay Gr.
Talbot	43,809	38,375	85,654		Deputy & Deputy First Class	20	
Washington	49,580	38,141	61,740	=	Deputy and Deputy First Class	72	
Wicomico	54,090				Deputy Sheriff/Dep First Class	54	Flat salary/non-negotiable
Worcester	53,728	43,736	80,383	=		32	
MNCPPC		46,123	93,246		Park Police Candidate, Park Police Graduate, Park Police Officer II, Park Police Officer III, Park Police Officer IV, Park Police Sergeant	146	
AVERAGE	53,284	42,001	76,626				

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Jobs with < 5 responses were omitted.

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

***Baltimore City numbers from previous fiscal year

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	115,792	115,792	115,792	=	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	69,078	65,749	102,546		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	121,760	77,346	121,760	=	Deputy Sheriff Captain	4	
Prince George's	155,458	155,458	155,458	=	Assistant Sheriff	1	Working title: Chief Assistant Sheriff, rank of Colonel. Exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	111,494	86,235	111,614				

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***Baltimore City numbers from previous fiscal year

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Unit Commander (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	65,485	54,813	89,353	=	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	1	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	67,276	60,948	95,059		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	100,817	64,454	100,818	=	Deputy Sheriff Lieutenant	11	
Prince George's	145,563	145,563	145,563	+	Assistant Sheriff	3	Rank of Lieutenant Colonel, exempt, no min/max.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	87,612	68,588	94,527				

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***Baltimore City numbers from previous fiscal year

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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							
Anne Arundel	56,514	49,332	79,920	=	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	53,549	45,049	70,262		Corporal	7	
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	91,431	58,594	91,645	=	Deputy Sheriff Sergeant	29	
Prince George's	75,413	55,926	95,570	=	Deputy Sheriff Sergeant	26	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	65,150	48,855	76,497				

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***Baltimore City numbers from previous fiscal year

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

Deputy/Officer

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	49,139	41,523	67,085	=	Deputy Sheriff I	60	
Baltimore City	46,402	32,733	58,718	=	Deputy Sheriff Trainee/Deputy Sheriff	83	
Baltimore County	52,370	37,747	49,828	=	Deputy Sheriff/Deputy Sheriff First Class	60	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	41,879	38,942	70,262		Patrol Deputy	16	
Frederick							
Garrett	42,630	24,085	35,666				Phasing out Sworn Deputies with Security Officers at salary range shown
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	67,214	46,525	83,314	=	Deputy Sheriff Candidate to Deputy Sheriff III	93	
Prince George's		42,807	86,882		Deputy Sheriff Private - 32, 45,199 Deputy Sheriff First Class - 26, 54,939 Deputy Sheriff Corporal - 113, 65,075		Range provided from entry-level to corporal.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	49,888	37,887	64,285				

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***Baltimore City numbers from previous fiscal year

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

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	20,897	20,363	22,900	=		12	Hourly paid. Contractual. 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	43,113	29,865	37,747	=	Security Officer	11	Maximum salary with longevities is \$47,618
Calvert	36,110	16,440	41,101	=	Special Deputy	14	Contract/40/week/Some work part time
Caroline	8,707	8,707	9,360			4	Contractual
Carroll	29,370	29,370	47,008	=	Courthouse Security Officer I	2	
Cecil	38,071	30,701	47,902		Court Bailiff	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	43,999	41,879	70,262	=	Court Security - Sworn	6	
Frederick	48,190	35,588	56,941	=	Courthouse Deputy I	1	
Garrett							
Harford	19.12/hour				Contractual Deputy Position	11	
Howard	46,207	31,353	50,877	=	Security Officer II	8	
Kent	31,917					3	1 armed, 34,883, 1 civilian 25,867, 1 school resource officer, 35,000, all are contractual
Montgomery	49,314	38,296	62,571	=	Security Officer I	28	
Prince George's	32,373	25,145	51,284	=	Security Officer II	19	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico					Court Security	5	23.47/hr
Worcester							
MNCPPC							
AVERAGE	35,993	28,522	44,967				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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	113	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	40,573	31,312	49,644	=	Crossing Guard	159	Crossing guards work part time at .3 Full Time Equivalent (FTE) (10 months of out the year). The average salary displayed is the FTE average.
Prince George's	13,953	25,540	39,937	=	School Crossing Guard	114	Part-time positions.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico						13	10.50/hr
Worcester	10,354	9,841	12,237	=		7	
MNCPPC							
AVERAGE	18,365	18,347	24,483				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Director of Corrections/Warden

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	80,134	55,497	105,462	=	Assistant Administrator, Detention Center	1	Sheriff is de jure Administrator.
Anne Arundel	147,029	103,603	171,805	=	Superintendent Detention Center	1	Appointed by County Executive
Baltimore City							
Baltimore County	155,685	155,685	155,685		Director, Department of Corrections	1	Appointed position
Calvert	105,141	79,115	117,354	=	Detention Center Administrator	1	Contract/35/week
Caroline	91,581	60,643	84,294		Warden	1	
Carroll	86,175	72,738	116,376	=	Correction Officer X	1	
Cecil	83,522	70,346	109,678	=	Director, Detention Center Director, Community Corrections	2	
Charles							Not a part of the County-administered personnel system.
Dorchester	63,030			=	Warden	1	
Frederick	112,090	72,786	112,091	=	Lt. Colonel	1	
Garrett							
Harford		98,446	172,702	=	Warden		
Howard	131,685	91,915	148,283	=		1	
Kent	80,000	62,617	99,547	=	Warden	1	
Montgomery	226,165	226,165	226,165	=	Director, Department of Corrections and Rehabilitation	1	Appointed to position
Prince George's	160,958	105,968	206,168	=	Director, Department of Corrections	1	Prince George's County uses the generic Director class. Actual \$160,218.
Queen Anne's	128,782	76,349	139,433	=		1	
St. Mary's							
Somerset	59,435	57,485	91,874	=	Warden	1	
Talbot	84,180	79,301	99,452		Director	1	
Washington	78,639	70,926	96,670	=	Major	1	
Wicomico	93,360	64,249	128,499		Director, Corrections	1	
Worcester	115,566	95,000	125,000	=		1	
MNCPPC							
AVERAGE	109,640	89,412	131,923				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Deputy Corrections Commander

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	115,638	75,230	127,344	=	Correctional Facility Administrator	2	
Baltimore City							
Baltimore County		73,346	114,273	=	Deputy Administrator of Corrections		Vacant
Calvert	82,805	72,134	107,058	=	Captain Deputy Administrator	1	40/week
Caroline	64,884	55,130	76,631		Captain	1	Captain
Carroll							NCC
Cecil	65,312	63,357	98,800	=	Deputy Director, Corrections	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	101,901	68,170	101,901	=	Major	1	
Garrett	56,527	44,063	58,788		Assistant DC Administrator	1	
Harford	107,786	77,875	107,786	=	Major	1	
Howard	104,125	74,901	120,827	=	Deputy Director of Corrections	1	
Kent							
Montgomery	142,843	84,113	152,692	=	Manager II	1	
Prince George's	137,859	91,539	178,096	=	Deputy Director, Department of Corrections	2	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel. Actual Avg \$128,500.
Queen Anne's	85,522	58,452	105,703	=	Captain	1	
St. Mary's	107,515	65,125	107,515	=	Commander of Corrections	1	
Somerset	38,504	39,984	63,132	-	Assistant Warden	1	
Talbot	66,926	44,246	88,857		Correctional Officer V	1	
Washington	88,279	63,973	87,190	=	Captain	2	
Wicomico	73,977	50,652	101,303		Deputy Director, Corrections	2	
Worcester	104,163	95,000	105,000	=		2	
MNCPPC							
AVERAGE	90,857	66,516	105,716				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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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	63,680	42,118	80,036	=	Lieutenant	3	
Anne Arundel	85,493	57,280	100,666	=	Detention Captain	3	
Baltimore City							
Baltimore County	85,019	56,836	71,938	=	Correctional Captain	6	Maximum salary with longevities is \$91,171
Calvert	83,637	63,918	94,869	+	Correctional Lieutenant	2	40/week
Caroline	54,196	45,562	63,332		Lieutenant	1	Correctional Officer IV
Carroll	77,762	66,727	106,767	=	Correction Officer IX	2	
Cecil	65,707	57,096	88,962	=	Lieutenant, Corrections	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	55,234	46,466	72,472	=	Captain	2	
Frederick	83,293	54,686	84,216	=	Lieutenant	8	
Garrett		40,136	53,549		Correctional Sergeant		
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	58,500	45,962	72,921	=	Chief of Emergency Medical Services	1	
Montgomery	108,045	66,742	108,045	=	Correctional Unit Commander - Captain	4	
Prince George's	109,853	70,862	128,924	=	Correctional Officer, Major	2	
Queen Anne's	77,988	53,567	86,329	=	Lt.	1	
St. Mary's	84,115	64,085	89,502	=	COV Captain V07	3	
Somerset							
Talbot	59,612	41,811	83,966		Correctional Officer IV	2	
Washington	78,639	57,701	78,640	=	Lieutenant	6	
Wicomico	69,973	43,059	86,119		Correctional Officer/Major	2	
Worcester	84,552	55,424	90,838	=		3	
MNCPPC							
AVERAGE	77,750	54,941	86,958				

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***Baltimore City numbers from previous fiscal year

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

Shift Supervisor

Typically oversees officers on assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	57,229	38,419	73,008	=	Sergeant	3	
Anne Arundel	76,881	52,071	91,512	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	68,651	49,828	62,216	=	Correctional Lieutenant	13	Maximum salary with longevities is \$79,311
Calvert	73,605	55,058	81,723	+	Correctional Sergeant	7	40/week
Caroline	45,720	41,420	57,574		Sergeant	6	Correctional Officer IV
Carroll	61,639	51,522	82,431	=	Correction Officer VI	5	
Cecil	53,209	46,342	72,176	=	Sergeant, Corrections	7	
Charles							Not a part of the County-administered personnel system.
Dorchester	44,277	37,249	58,095	=	Correctional Officer III	6	
Frederick	74,695	49,714	76,580	=	Sergeant	10	
Garrett	40,600	39,501	52,704		Correctional Corporal	4	
Harford	72,883	61,880	90,896	=	Lieutenant	8	
Howard							
Kent	46,050	39,685	57,307	=	Sergeant	6	
Montgomery	97,532	60,674	98,223	=	Correctional Shift Commander - Lieutenant	21	
Prince George's	95,898	58,345	106,117	=	Correctional Officer, Captain	5	
Queen Anne's	62,403	46,996	75,217	=	Sgt.	3	
St. Mary's	72,899	54,517	76,107	=	CO IV Lieutenant V05	5	
Somerset	42,087	35,851	56,352	=	Correctional Officer III & IV	3	
Talbot	54,192	38,009	76,331		Correctional Officer III	1	
Washington	63,381	52,046	70,940	=	Sergeant	13	
Wicomico	66,510	43,059	86,119		Correctional Officer/Captain	1	
Worcester	61,257	65,920	80,770	=		19	
MNCPPC							
AVERAGE	63,409	48,481	75,352				

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***Baltimore City numbers from previous fiscal year

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	48,772	35,044	66,594	=	Corporal	10	
Anne Arundel	66,912	44,949	84,127	=	Detention Sergeant	24	
Baltimore City							
Baltimore County	61,379	45,630	56,836	=	Correctional Sergeant	27	Maximum salary with longevities is \$71,938
Calvert	57,203	50,045	74,214	+	Correctional Corporal	9	40/week
Caroline	40,358	37,655	52,340		Corporal	5	Correctional Officer III
Carroll	53,471	47,258	75,588	=	Correction Officer V	5	
Cecil	45,351	41,766	65,021	=	Corporal, Corrections	12	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	63,499	45,195	69,601	=	Corporal	22	
Garrett	36,415	33,394	44,552			14	
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	39,362	35,930	51,878		Corporal	6	
Montgomery	83,678	55,157	89,291	=	Correctional Supervisor - Sergeant	44	
Prince George's	74,299	47,852	86,796	=	Correctional Officer, Sergeant	62	
Queen Anne's	54,498	44,049	70,233	=	Corporal	5	
St. Mary's	64,920	50,107	69,950	=	CI III Sergeant V04	10	
Somerset							
Talbot	48,019	34,208	68,669		Correctional Officer II	6	
Washington	49,430	46,937	63,970	=	Corporal	2	
Wicomico	59,908	36,261	72,521		Correctional Officer/Lieutenant	4	
Worcester	50,364	55,837	61,594	=		19	
MNCPPC							
AVERAGE	56,586	44,328	68,936				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

Correctional Officer

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	37,581	31,965	60,743	=	Correctional Officer	57	
Anne Arundel	49,042	39,200	67,435	=	Detention Officer	181	
Baltimore City							
Baltimore County	49,047	39,667	49,828	=	Correctional Officer	220	Maximum salary with longevities is \$62,216
Calvert	42,019/ 51,521	40,893/ 45,552	60,653/ 67,496	=	Correctional Officer/ Correctional Officer 1st Class	13/36	40/week
Caroline	34,056	28,291	43,256		CO I & CO II	21	Correctional Officer I & II
Carroll	40,845	33,468	69,348	=	Correction Officer I, II, III, IV	77	
Cecil	33,950	33,883	52,790		Deputy - Corrections	15	
Charles							Not a part of the County-administered personnel system.
Dorchester	34,715	30,011	50,278	=	Correctional Officer I	45	
Frederick	50,985	37,351	63,271	=		74	
Garrett		21,789	32,266	=		4	
Harford	49,338	40,726	71,614	=	Officer	96	
Howard	45,446	37,086	57,990	=	Correctional Officer	80	Add \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	37,084	32,640	46,701			13	
Montgomery	58,566	43,216	75,434	=	Correctional Officer I - Correctional Officer III	239	
Prince George's		39,464	82,689		Correctional Officer Private - 44, 41,761 Correctional Officer First Class - 52, 46,257 Corporal - 208, 56,488, Master Corporal - 58, 76,336		Range provided from entry-level to master corporal.
Queen Anne's	45,424	38,756	61,388	=	Correctional Officer I	25	
St. Mary's	46,493	39,728	65,374	=		63	3 vacant
Somerset	34,119	33,963	53,257	=	Correctional Officer II	23	
Talbot	34,968	29,518	61,065		Correctional Officer Trainee & Correctional Officer I	24	
Washington	44,510	33,279	53,850	=	Deputy and Deputy First Class	97	
Wicomico	39,199	29,705	72,521		Correction Officer I & II & Master Correction Officer	117	
Worcester	42,397	38,621	63,265	=		46	
MNCPPC							
AVERAGE	42,514	34,873	59,732				

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***Baltimore City numbers from previous fiscal year

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	51,688	34,882	51,688	=	Cook I	1	40/week
Caroline							
Carroll	29,370	29,370	47,008	=	Cook I	2	
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	43,575	35,588	56,941	=	Cook 2	4	
Garrett							
Harford							Contract Service
Howard	44,918	37,086	57,990	=	Correctional Dietary Officer	5	Addl \$.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	45,279	39,399	64,550	=		4	
MNCPPC							
AVERAGE	42,966	35,999	54,668				

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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	150,024	103,603	171,805	+		1	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	186,666	186,666	186,666		Chief of Fire Department	1	Appointed position
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							All volunteer
Frederick	158,333	119,556	191,305	=	Director/Fire Chief, DFRS	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	211,663	211,663	211,663	=	Fire Chief, Department of Fire & Rescue Services	1	Appointed to position
Prince George's	160,958	105,968	206,168	=	Director, Fire/EMS	1	Prince George's County uses the generic Director class. Working title: Fire Chief. Actual \$185,500.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	72,626	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	156,887	117,733	166,545				

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***Baltimore City numbers from previous fiscal year

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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	129,057	93,717	140,537	=	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	99,348	158,957	=	Deputy Chief, DFRS	2	
Garrett	49,700	33,576	51,691		Emergency Medical Services Chief	1	
Harford							
Howard	133,910	82,930	133,910	=	Deputy Chief	1	
Kent							
Montgomery	135,495	80,951	135,495	=	Fire/Rescue Assistant Chief	13	
Prince George's	158,173	91,539	178,096	=	Deputy Director, Fire/EMS	3	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's	85,804	63,823	115,894		Deputy Director	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	120,497	78,231	128,839				

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Jobs with < 5 responses were omitted.

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

Unit Commander

Typically supervises one or more major units in the department.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	116,384	63,238	122,204	=	Fire Division Chief	8	
Baltimore City	109,079	96,300	119,000	=	Fire Command Staff II	9	
Baltimore County	130,597	70,670	97,591	=	Battalion Fire Chief	6	Maximum salary with longevities is \$143,217
Calvert							All volunteer
Caroline	75,301	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	58,500	45,962	72,921	=	Chief of Emergency Medical Services	1	
Montgomery	153,631	92,535	153,631	=	Fire/Rescue Division Chief	3	
Prince George's	136,507	72,082	143,873	=	Firefighter Major	10	
Queen Anne's	83,793	58,452	105,703	=	Chief of EMS	1	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	110,173	72,408	114,961				

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

Shift Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	93,065	52,747	103,434	+	Fire Captain	33	Suppression & EMS/ALS
Baltimore City	92,000	92,000	111,500	=	Fire Command Staff I	1	
Baltimore County	110,118	59,928	81,504	=	Fire Captain	89	Maximum salary with longevities is \$118,808
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	96,717	65,826	116,183	=	Battalion Chief	9	
Garrett							
Harford							
Howard	112,910	79,248	116,813	=	Battalion Chief	14	
Kent							
Montgomery	105,218	66,096	106,998	=	Fire/Rescue Captain	146	
Prince George's	111,519	56,785	113,691	=	Firefighter Captain	9	
Queen Anne's	63,674	53,567	86,329	=	EMS/Lt.	4	
St. Mary's							
Somerset							
Talbot	50,839	41,837	57,691		EMS Supervisor	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	92,896	63,115	99,349				

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

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	75,149	49,850	98,509	+	Fire Lieutenant	136	Suppression & EMS/ALS
Baltimore City	69,297	50,283	61,355	=	Fire Lieutenant	137	Maximum salary with longevities is \$73,318
Baltimore County	88,682	52,712	71,367	=	Fire Lieutenant	106	Maximum salary with longevities is \$102,630
Calvert							All volunteer
Caroline	54,429	45,562	63,332		EMS Supervisor	4	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	78,771	53,604	94,610	=	Fire Lieutenant	53	
Garrett							
Harford							
Howard	101,066	71,460	105,481	=	Fire Captain	37	
Kent							
Montgomery	86,406	58,615	94,889	=	Fire/Rescue Lieutenant	111	
Prince George's	100,544	51,905	101,966	=	Firefighter Lieutenant	17	
Queen Anne's	53,052	50,162	80,572		EMS/Sgt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	78,600	53,795	85,787				

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Jobs with < 5 responses were omitted.

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

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	52,719	37,155	89,226	+	Fire Fighter II, Fire Fighter III (pump operator), Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	637	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	71,519	34,102	57,398	=	Probationary FF/ Firefighter/Firefighter EMT	74	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	46,000	38,098	88,357	=	Fire Recruit, Fire 1, Fire 2, Fire 3	231	INCLUDES FIREFIGHTER TECHNICIANS
Garrett	39,357	28,384	43,696	=		6	
Harford							
Howard	58,126	52,067	76,777	=	Firefighter	273	
Kent							
Montgomery	55,899	43,934	78,416	=	Firefighter (Recruit to III)	719	
Prince George's		40,848	103,297		Firefighter I - 106, 41,467, Firefighter II - 369, 53,148, Firefighter III - 24, 87,294		Range provided from entry-level Fire Fighter to Fire Fighter III.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	17.43/hr	16.84/hr	26.34/hr			14	PT Firefighters only
Wicomico							
Worcester							
MNCPPC							
AVERAGE	53,895	38,592	74,158				

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***Baltimore City numbers from previous fiscal year

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

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	39,344	38,419	80,036	=	Advanced Life Support Provider II & III	4	2 grades
Anne Arundel	55,553	44,082	89,226	+	Fire Fighter EMT-P	189	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	57,571	46,484	62,615	=	Paramedic	66	Maximum salary with longevities is \$89,110
Calvert							All volunteer
Caroline	40,695	34,232	52,340		Paramedic & EMT-I	13	EMT-P & EMT-I
Carroll							NCC
Cecil	43,214	39,678	61,770		Paramedic	29	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period)
Charles	52,639	47,173	75,897	=		39	Includes EMT-Is.
Dorchester	41,060	37,249	62,477	=	EMT - I or Paramedic	20	
Frederick	47,597	43,668	77,074	=	Paramedic I	1	
Garrett	34,685	26,144	38,716	=		1	
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 7,000
Kent	42,639	40,393	64,010			10	
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's	89,976	51,905	101,966	=	Paramedic Lieutenant	7	
Queen Anne's	47,430	44,049	75,217	=	Paramedic I & II	20	
St. Mary's							
Somerset							
Talbot	41,193	38,207	55,239		Paramedic	19	
Washington	50,848	40,859	63,902		Advanced Life Support Tech II	8	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	49,867	40,969	68,281				

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***Baltimore City numbers from previous fiscal year

Jobs with < 5 responses were omitted.

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

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							
Anne Arundel	53,366	37,155	80,859	+	Fire Fighter II & III	401	Trained in suppression & EMT-B certified. Range is FF II min and FF III max
Baltimore City	62,853	40,437	61,116	=	Paramedic CRT	94	Maximum salary with longevities is \$70,895
Baltimore County	52,513	41,153	55,014	=	Emergency Medical Technician	37	Maximum salary with longevities is \$77,976
Calvert							All volunteer
Caroline	30,705	28,291	39,324		EMT / B	8	
Carroll							NCC
Cecil	40,715	35,706	55,664	=	Medic	4	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period)
Charles	47,435	40,422	65,097	=		27	
Dorchester	31,530	30,011	46,807	=	EMT	20	
Frederick							
Garrett							
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	51,433	42,848	81,650	=	Paramedic Trainee II	1	
Queen Anne's	36,100	32,126	53,761	=	EMT II	12	
St. Mary's							
Somerset							
Talbot	30,574	27,826	48,568		EMT-B/EVO	17	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	43,722	35,598	58,786				

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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	42,238	33,114	55,931	=		9	Max salary includes 15% longevity 16+ yrs
Baltimore City	37,407	37,407	45,218	=	Animal Control Investigator	1	
Baltimore County	36,584	32,812	41,647	=	Animal Control Officer I	5	Maximum salary with longevities is \$52,116
Calvert	39,272	34,307	50,887	=	Animal Control Officer I	5	35/week
Caroline							
Carroll	40,618	33,271	53,225	=	Animal Control Officer	3	Not a County Agency but salary data is supplied - Converted to 40 hours
Cecil							NCC
Charles	57,322	43,665	70,283	=	j	4	
Dorchester	28,765	26,059	43,584	=		3	
Frederick	48,095	38,098	60,957	=		6	
Garrett							
Harford	42,990	37,300	71,198	=	Animal Control Officer II	4	Animal Control Officer I (1 employee) (\$30,200 - \$62,608); actual \$30,200
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	49,974	43,657	71,994	=	Code Enforcement Inspector II	7	Assigned to the Police Department
Prince George's	45,390	31,038	57,385	=	Animal Control Officer II	10	
Queen Anne's	38,496	32,126	50,345	=		2	
St. Mary's	43,237	34,611	53,352	=	Animal Warden	4	
Somerset	31,091	29,244	48,779	+	Animal Control Officer I & II & Supervisor, Animal Contr.	3	3 Different Pay Grades
Talbot							
Washington							
Wicomico							
Worcester	42,022	30,872	61,487	=		4	
MNCPPC							
AVERAGE	41,748	34,472	55,412				

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