

**REPORT OF COUNTY EMPLOYEE
SALARIES, HEALTH BENEFITS & PENSIONS
FISCAL YEAR 2016**

prepared by

THE MARYLAND ASSOCIATION OF COUNTIES (MACo)

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INTRODUCTION & ACKNOWLEDGMENTS

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

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

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

Special thanks for this survey goes to Allison Valliant, MACo's Administrative Assistant. Ms. Valliant corresponded with each county to gather updated information for this report.

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

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

Sincerely,

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Section 1

County Employee Salaries

County Executive

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	133,000	133,000	133,000		1	
Baltimore City	167,449	167,449	167,449	Mayor	1	
Baltimore County	175,000	175,000	175,000		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	95,000				1	moved to Charter Government 12/1/14
Garrett						
Harford	130,983	130,983	130,983		1	
Howard	178,000	178,000	178,000		1	
Kent						
Montgomery	190,000	190,000	190,000		1	Salary effective, 12/03/2014
Prince George's	197,141	197,141	197,141		1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	85,000	85,000	85,000		1	
Worcester						
MNCPPC						
AVERAGE	147,543	137,957	150,508			

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	110,877	110,877	110,877	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	22,500				1	
Garrett						
Harford	40,018	40,018	40,018		1	
Howard	59,950	59,950	59,950		1	Chair, Annual election by board
Kent						
Montgomery	124,641	124,641	124,641	Council President	1	Salary effective, 12/03/2014
Prince George's	114,347	114,347	114,347	Chairman, County Council	1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot	15,400	15,400	15,400	County Council President	1	
Washington						
Wicomico	18,000	18,000	18,000		1	
Worcester						
MNCPPC						
AVERAGE	54,853	57,794	57,794			

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

Jobs with < 5 responses were omitted.

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

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						
Garrett	32,500	32,500	32,500		1	
Harford						
Howard						
Kent	20,000	20,000	20,000		1	
Montgomery						
Prince George's						
Queen Anne's	25,000	25,000	25,000		1	
St. Mary's	43,000	43,000	43,000		1	
Somerset	17,000	17,000	17,000		1	
Talbot						
Washington	33,000	33,000	33,000		1	
Wicomico						
Worcester	26,000	26,000	26,000		1	
MNCPPC						
AVERAGE	32,814	32,814	32,814			

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Jobs with < 5 responses were omitted.

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

Member, County Council or Commissioners

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	32,639	32,639	32,639		2	
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	64,491	64,491	64,491	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						
Garrett	32,500	32,500	32,500		2	
Harford	36,484	36,484	36,484		6	
Howard	55,600	55,600	55,600		4	
Kent	20,000	20,000	20,000		2	
Montgomery	113,310	113,310	113,310	Council Member	8	Salary effective, 12/03/2014
Prince George's	108,902	108,902	108,902	Councilman	8	Vice Chair 111,625
Queen Anne's	25,000	25,000	25,000		4	
St. Mary's	38,000	38,000	38,000	Commissioner	4	
Somerset	15,000	15,000	15,000		4	
Talbot	14,400	14,400	14,400	County Council Member	4	
Washington	30,000	30,000	30,000		4	
Wicomico	16,000	16,000	16,000		6	
Worcester	26,000	26,000	26,000		6	
MNCPPC						
AVERAGE	39,905	39,905	39,905			

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Jobs with < 5 responses were omitted.

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

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	52,020	52,020	52,020		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	125,000	125,000	125,000		1	Appointed
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	48,000	48,000	48,000		1	
Somerset						
Talbot						
Washington	68,333	55,589	86,939		1	
Wicomico						
Worcester						
MNCPPC						
AVERAGE	78,945	72,381	88,491			

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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	70,000	70,000	70,000		1	
Anne Arundel	132,999	132,999	132,999		1	
Baltimore City	114,050	114,050	114,050		1	
Baltimore County	90,000	90,000	90,000		1	
Calvert	90,480	90,480	90,480		1	
Caroline	80,000	80,000	80,000		1	Annual
Carroll	90,001	90,001	90,001		1	Set by Legislature
Cecil	75,075	75,075	75,075		1	Set by Legislature
Charles	124,387				1	Charles County Sheriff
Dorchester	89,500	89,500	89,500		1	
Frederick	125,000				1	
Garrett	85,000				1	Set for 4 year term
Harford	116,782	116,782	116,782		1	
Howard	88,000	88,000	88,000		1	
Kent	85,000	85,000	85,000		1	
Montgomery	159,176	159,176	159,176		1	Salary effective 12/01/2014
Prince George's	149,600	149,600	149,600		1	
Queen Anne's	132,000	132,000	132,000		1	
St. Mary's	82,000	82,000	82,000		1	
Somerset	60,000	60,000	60,000		1	
Talbot	75,000	75,000	75,000		1	
Washington	88,000	88,000	88,000		1	
Wicomico	95,000	95,000	95,000		1	
Worcester	88,000	88,000	88,000		1	
MNCPPC						
AVERAGE	99,377	97,651	97,651			

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Jobs with < 5 responses were omitted.

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

State's Attorney

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	122,850	122,850	122,850		1	
Anne Arundel	170,000	170,000	170,000		1	\$170,518 effective 1/1/2015
Baltimore City	238,772	238,772	238,772		1	
Baltimore County	202,165	202,165	202,165		1	
Calvert	122,850	122,850	122,850		1	
Caroline	113,066	113,066	113,066		1	Annual
Carroll	113,067	113,067	113,067		1	Set by Legislature
Cecil	134,267	134,267	134,267		1	Set by Legislature
Charles	140,352				1	
Dorchester	113,066	113,066	113,066		1	
Frederick	154,333				1	
Garrett	113,066	113,066	113,066		1	80% of District Court Judge salary
Harford	114,587	114,587	114,587		1	
Howard	141,333	141,333	141,333		1	
Kent	109,200	109,200	109,200		1	
Montgomery	205,688	205,688	205,688	States Attorney	1	Salary effective 01/06/2014
Prince George's	199,000	199,000	199,000		1	
Queen Anne's	131,808	131,808	131,808		1	
St. Mary's	114,526	114,526	114,526		1	
Somerset	98,000	98,000	98,000		1	Elected
Talbot	109,200	109,200	109,200		1	
Washington	114,527	114,527	114,527		1	
Wicomico	122,850	122,850	122,850		1	
Worcester	118,627	118,627	118,627		1	
MNCPPC						
AVERAGE	138,217	137,387	137,387			

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Jobs with < 5 responses were omitted.

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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	98,280	98,280	98,280			2	Contractual
Anne Arundel	124,100	54,121	153,466			2	
Baltimore City	133,162	52,020	148,996			2	
Baltimore County	136,178	136,178	136,178		Deputy State's Attorney	2	Operations & Administration
Calvert	116,501	116,501	116,501	=		1	Appointed/35/week
Caroline	70,960	53,347	81,715		Deputy States Attorney, Sr Assistant States Attorney	2	
Carroll	100,132	95,160	171,288	=	Chief Deputy State's Attorney	1	
Cecil	87,021	87,021	87,021		Deputy State's Attorney	1	
Charles							
Dorchester	90,214					1	Flat rate salary
Frederick	130,652	92,756	148,409			2	
Garrett	79,146			=		1	70% of State's Attorney's salary
Harford	119,245	91,600	146,606			2	
Howard	158,132	96,554	165,256			2	
Kent	80,295	80,295	80,295	=		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	89,037	63,823	117,632	=		1	
St. Mary's	130,652	92,756	148,409			2	
Somerset	72,850	59,435	94,174	=		1	
Talbot	80,224	70,490	88,402			1	
Washington	106,539	64,839	101,406			2	
Wicomico	100,435	64,249	128,498			1	
Worcester							
MNCPPC							
AVERAGE	107,433	85,356	124,467				

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Jobs with < 5 responses were omitted.

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Chief Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	5,748	5,748	5,748		1	
Anne Arundel	29,500	29,500	29,500		1	Fixed salary
Baltimore City						State position
Baltimore County	45,000	45,000	45,000		1	
Calvert	9,130	9,130	9,130		1	
Caroline	5,000	5,000	5,000		1	Annual
Carroll	16,501	16,501	16,501		1	
Cecil						
Charles	10,000				1	
Dorchester						
Frederick						
Garrett	4,500	4,500	4,500		1	
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	6,000	6,000	6,000		1	
Washington						
Wicomico						
Worcester						
MNCPPC						
AVERAGE	14,706	15,098	15,098			

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, December 2015
Salary Survey of MD County Government FY 2016*

Judge, Orphans Court

Elected Official

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	5,488	5,488	5,488		2	
Anne Arundel	29,000	29,000	29,000		2	
Baltimore City						State position
Baltimore County	43,000	43,000	43,000	Associate Judge, Orphan's Court	2	
Calvert	8,925	8,925	8,925	Associate Judge	2	
Caroline	5,000	5,000	5,000		2	Annual
Carroll	15,000	15,000	15,000		2	Paid Monthly
Cecil	6,500	6,500	6,500		3	
Charles	10,000				2	
Dorchester						
Frederick	10,333				3	
Garrett	4,200	4,200	4,200		2	
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	7,650	7,650	7,650		3	
St. Mary's	7,500	7,500	7,500		3	Annually
Somerset	3,400	3,400	3,400		2	
Talbot	5,500	5,500	5,500		2	
Washington	7,000	7,000	7,000		3	
Wicomico	9,500	9,500	9,500		3	
Worcester	7,000	7,000	7,000		3	
MNCPPC						
AVERAGE	11,950	12,148	12,148			

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

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	3,300	3,300	3,300		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	4,500	4,500	4,500		1	
Worcester	3,000	3,000	3,000		1	
MNCPPC						
AVERAGE	12,366	9,340	14,817			

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Jobs with < 5 responses were omitted.

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

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	8,481	8,481	8,481			
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		4	By Law
Cecil						
Charles	3,300				3	
Dorchester						
Frederick						
Garrett	3,000	3,000	3,000		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	4,000	4,000	4,000		4	
Worcester	2,400	2,400	2,400		3	
MNCPPC						
AVERAGE	3,526	3,436	3,544			

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Jobs with < 5 responses were omitted.

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

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	111,653	111,653	111,653	=	County Administrator	1	Contractual
Anne Arundel	190,000	115,331	191,261	=	Chief Administrative Officer	1	Appointed by County Executive
Baltimore City							
Baltimore County	225,000	225,000	225,000	=	County Administrative Officer	1	Appointed position
Calvert	165,624	110,209	184,467	=	County Administrator	1	Contract/35/week
Caroline	110,911	110,911	110,911			1	
Carroll	92,477	87,299	157,144	=	County Administrator	1	
Cecil	123,273	123,273	123,273		Director, Administration	1	Appointed
Charles	173,401			=	County Administrator	1	
Dorchester	102,196			=		1	Flat rate salary
Frederick	177,105	136,891	177,958	=		1	
Garrett	97,917	97,917	150,741	=	County Administrator	1	
Harford	129,000	105,700	172,464	=	Director of Administration	1	
Howard	205,691	131,332	224,827	=	Chief Administrative Officer	1	
Kent	100,000	96,200	153,920	=	County Administrator	1	Contractual
Montgomery	303,091	303,091	303,091	=	Chief Administrative Officer	1	Appointed to position
Prince George's	225,000	128,804	250,599	=	Chief Administrative Officer	1	
Queen Anne's	145,000			=	County Administrator	1	Contractual position
St. Mary's	159,000	95,855	167,745	+	County Administrator	1	Contract
Somerset	88,305	88,305	88,305	=	County Administrator	1	Appointed by Co. Commissioners
Talbot	128,775	128,775	128,775		County Manager		Reports to County Council
Washington	133,298	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	198,419	198,419	198,419	=	Executive Director	1	
AVERAGE	152,242	127,891	169,217				

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Jobs with < 5 responses were omitted.

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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	78,285	78,285	131,919	-	Assistant to Chief Administrative Officer		Appointed by County Executive
Baltimore City							
Baltimore County	169,950	169,950	169,950	=	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	114,400			=			Special Administrative Director
Garrett							
Harford							
Howard	131,996	106,954	183,201	=	Deputy Chief Administrative Officer	1	
Kent							
Montgomery	175,873	175,873	175,873	=	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	79,301	99,452		Assistant County Manager	1	
Washington	95,438	64,839	101,406			1	
Wicomico		64,249	128,499		Deputy Director of Administration	Vacant	
Worcester	101,871	85,000	110,000	=		1	
MNCPPC							
AVERAGE	125,328	101,193	141,536				

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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, 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	103,753	62,666	119,084	=	Director of Human Resources & Personnel Services	1	Contractual
Anne Arundel	156,058	95,385	158,183	=	Personnel Officer		Appointed by County Executive
Baltimore City	180,000	122,000	201,300	=	Executive Director III	1	
Baltimore County	169,950	169,950	169,950	=	Director of Human Resources	1	Appointed position
Calvert	127,000	82,802	138,591	=		1	Contract/35/week
Caroline	83,990	72,755	98,874			1	
Carroll	91,541	87,299	157,144	=	Director, Human Resources	1	
Cecil	93,912	65,853	102,627	=	Director, Human Resources	1	
Charles	146,250	95,054	152,507	=		1	
Dorchester	56,293			=		1	Flat rate salary
Frederick	156,833	119,566	191,305	=		1	
Garrett	63,260	54,076	83,246		Director Human Resources	1	
Harford	131,066	91,600	146,606	=		1	
Howard	124,883	87,131	149,261	=	Human Resources Administrator	1	
Kent	90,180	70,720	113,152	=		1	
Montgomery	210,120	210,120	210,120	=	Director Office of Human Resources	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	111,549	69,752	129,010	+		1	
St. Mary's	105,920	66,016	115,526	=		1	Contract. Dir HR/Chief of Staff
Somerset	56,671	53,940	85,464	=		1	
Talbot	78,644	70,490	88,402		Director of Administrative Services	1	
Washington	79,704	64,839	101,406	=	Director of Health and Human Services	1	
Wicomico	85,851	64,249	128,499			1	
Worcester	78,000	78,000	95,000	=		1	
MNCPPC	134,896	78,833	134,896	=		1	
AVERAGE	115,091	89,128	136,513				

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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, 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	80,634	57,162	108,624	=		1	
Anne Arundel	155,041	95,385	158,183	=	Information Technology Officer	1	Appointed by County Executive
Baltimore City	163,200	122,000	201,300	=	Executive Director III	1	
Baltimore County	223,510	223,510	223,510	=	Director, Information Technology	1	Appointed position
Calvert	102,410	82,802	138,591	=	Technology Services Director	1	Contract/35/week
Caroline	83,688	72,755	98,874			1	
Carroll	97,760	87,299	157,144	=	Director, 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	66,442			=		1	Flat rate salary
Frederick	152,305	119,566	191,305	=	CIO/Director, IIT Division	1	
Garrett	90,038	63,260	97,385	=		1	
Harford	120,000	91,600	146,606	=	Director of Information & Communication Technology	1	
Howard	199,680	131,332	224,827	=	Director of Technology and Communication	1	
Kent	92,925	70,720	113,152	=		1	Contractual
Montgomery	215,120	215,120	215,120	=	Director Department of Technology Services	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	51,430	50,176	79,502	=		1	
Talbot	89,359	79,301	99,452		Director of Information Technology	1	
Washington	112,255	70,026	109,518	=		1	
Wicomico	101,829	56,657	113,314		Director of Information Services	1	
Worcester							
MNCPPC	134,896	78,833	134,896	=	Finance Manager II	1	
AVERAGE	123,986	95,447	144,971				

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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, 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	105,846	75,321	143,132	=	Director of Finance	1	Contractual
Anne Arundel	145,656	95,385	158,183	=	Controller	1	Appointed by County Executive
Baltimore City	196,400	122,000	201,300	=	Executive Director III	1	
Baltimore County	200,850	200,850	200,850	+	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	87,220	72,755	98,874			2	
Carroll	112,008	87,299	157,144	=	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	86,217			=		1	Flat rate salary
Frederick	155,000	119,566	191,305	=		1	
Garrett	90,038	63,260	97,385	=		1	
Harford	98,713	71,400	123,934	=	Chief, Treasury Bureau	2	
Howard	146,786	96,554	165,256				
Kent	106,996	76,960	123,136	=	Chief Finance Officer	1	
Montgomery	216,336	216,336	216,336	=	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	119,655	76,349	141,524	=		1	
St. Mary's	154,625	87,146	160,000	+	Chief Financial Officer	1	Contract
Somerset	87,946	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	94,663	75,629	118,281	=		1	
Wicomico	112,000	64,249	128,499		Director of Finance	1	
Worcester	113,300	95,000	125,000	=		1	
MNCPPC	178,398	178,398	178,398	+	Secretary/Treasurer	1	Serves as officer of the Commission and also responsible for Information Technology
AVERAGE	129,435	100,002	149,121				

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Jobs with < 5 responses were omitted.

"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	86,996	62,666	119,084	=	Assistant Director of Finance		Vacant
Anne Arundel	123,416	82,201	141,809	=	Assistant Controller	2	Classified position
Baltimore City	123,000	97,600	161,000	=	Operations Director I	1	
Baltimore County	124,869	124,869	124,869	+	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	74,485	57,701	103,857	=	Bureau Chief, Accounting	1	
Cecil	91,166	65,853	102,627	=	Deputy Director, Finance	1	
Charles	n/a						
Dorchester	79,600			=		1	Flat rate salary
Frederick	115,000	80,859	129,375	=			
Garrett	68,421	63,260	97,385		Assistant Director of Finance	1	
Harford	119,781	81,000	129,862	=	Deputy Treasurer	1	
Howard	132,579	87,131	149,261	=		1	
Kent							
Montgomery	174,239	98,111	174,256	=	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				-			
Talbot	70,262	56,446	70,789		Finance Office Manager	1	
Washington	62,137	60,036	93,894	=		2	
Wicomico	72,798	50,652	101,303			2	
Worcester	87,550	80,000	105,000	=		1	
MNCPPC							
AVERAGE	102,706	78,471	122,329				

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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, 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	178,749	107,789	178,746	=	Budget Officer	1	Appointed by County Executive
Baltimore City	146,000	97,600	161,000	=	Operations Director I	1	Reports to Director of Finance
Baltimore County	200,850	200,850	200,850	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert							
Caroline							
Carroll	142,418	87,299	157,144	=	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	103,137	86,602	138,563	Budget D	Budget Director	1	Acting Capacity
Garrett							
Harford	110,905	81,000	129,862	=	Chief, Budget & Management Research	1	Not appointed / at will
Howard	151,216	96,554	165,256	=	Budget Administrator	1	
Kent							
Montgomery	216,336	216,336	216,336	=	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	134,896	78,833	134,896	=	Budget Manager	1	
AVERAGE	137,191	102,753	151,528				

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Jobs with < 5 responses were omitted.

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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	153,533	95,385	158,183	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	140,800	129,500	213,700	=	Executive Director III	1	
Baltimore County	169,950	169,950	169,950	-	Director of Planning	1	Responsibility for the Office of Planning/appointed position
Calvert	130,650	100,190	167,697	=	Community Planning & Building Director	1	Contract/35/week
Caroline	92,627	92,627	92,627			1	
Carroll	109,493/112,000	87,299	157,144	=	Director, Land & Resource Management/Director of Comprehensive Planning	2	
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	79,456			=		1	Flat rate salary
Frederick	144,999	119,566	191,305	+	Director, Planning & Permitting	1	
Garrett	63,260	63,260	97,385			1	
Harford	105,000	91,600	146,606	=		1	
Howard	151,216	96,554	165,256	=		1	
Kent	80,808	76,960	123,136	=	Director, Planning, Housing and Zoning	1	
Montgomery	210,143	210,143	210,143	=	Director, Department of Permitting Services	1	Appointed to position
Prince George's	111,625	111,625	111,625	=		1	
Queen Anne's	105,000	69,752	129,010	=		1	
St. Mary's	122,459	79,218	138,634	+	Director, Land Use & Growth Management	1	Contract
Somerset	77,523	57,985	91,874	=	Director, Dept. Technical & Community Services	1	
Talbot	80,094	79,301	99,452		County Planning Officer	1	
Washington	91,461	64,839	101,406	=		1	
Wicomico	100,401	64,249	128,499		Director of Dept. of Planning, Zoning and Community Development	1	
Worcester							
MNCPPC	186,500	186,500	186,500	=	Director of Planning	2	Both positions are appointed.
AVERAGE	120,557	100,636	142,977				

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Jobs with < 5 responses were omitted.

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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	130,273	78,285	131,919	=	Assistant Planning & Zoning Officer	2	Classified position
Baltimore City	103,200	85,400	140,800	=	Operations Manager II	2	
Baltimore County	117,701	75,546	117,701	-	Deputy Director of Planning	1	Responsible for planning administration
Calvert	105,141	79,115	117,354	=	Community Planning & Building Deputy Director	1	35/week
Caroline	51,147	50,247	67,532		Assistant Planning Director	1	
Carroll				=			Created a new Department and moved Deputy position into Director
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	60,896	49,980	77,952	=		1	
Frederick	147,780	99,348	158,957		Deputy Director, Planning Permitting Division		
Garrett							
Harford	101,500	81,000	129,862	=		1	
Howard	119,600	78,686	134,659	=		2	
Kent							
Montgomery	155,746	85,795	155,746	=	Manager II	1	
Prince George's	106,216	106,216	106,216	=		1	
Queen Anne's							
St. Mary's	89,856	67,558	114,453	+	Deputy Director, Land Use & Growth Management	1	
Somerset							
Talbot		56,446	70,789		Assistant Planning Officer		vacant
Washington	61,632	55,589	86,939	=	Chief Planner	1	
Wicomico	75,872	50,652	101,303			1	
Worcester							
MNCPPC	163,623	95,620	163,624	=	Deputy Planning Director	1	
AVERAGE	105,920	73,956	116,175				

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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	116,924	75,321	143,132	=		1	
Anne Arundel	172,251	107,789	178,746	=		1	Appointed by County Executive
Baltimore City	169,800	169,800	169,800	=	Director, Public Works	1	
Baltimore County	185,400	185,400	185,400	=	Director of Public Works	1	Appointed position
Calvert	155,775	100,190	167,697	=		1	Contract/35/week
Caroline	82,211	82,211	82,211			1	
Carroll		87,299	157,144	=	Director of Public Works		Also oversees Permits & Inspections-Currently vacant but have 3 Deputy Directors of Public Works splitting the responsibility until the position is hired.
Cecil	113,610	79,706	124,176	=		1	
Charles	136,300	95,054	152,507	+		1	Contractual appointed position
Dorchester	91,894			=		1	Flat rate salary
Frederick	135,314	119,566	191,305	=		1	
Garrett	97,385	63,260	97,385			1	
Harford	115,933	105,700	172,464	=		1	
Howard	197,038	118,518	202,966	=		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	134,301	76,349	141,524	+		1	
St. Mary's	129,571	79,218	138,634	+	Director, Public Works & Transportation	1	Contract
Somerset	83,982	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	105,814	75,629	118,281	=		1	Vacant (Advertising)
Wicomico	81,000	64,249	128,499			1	
Worcester	145,210	105,000	150,000	=		1	
MNCPPC							
AVERAGE	128,803	97,325	148,204				

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Jobs with < 5 responses were omitted.

"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		68,704	130,558	=	Deputy Director, Public Works		Vacant
Anne Arundel	130,936	86,416	149,253	=	Deputy Director, Public Works & Assistant Director, Public Works	5	Classified positions - 4 Deputy Directors and 1 Assistant Director - same pay range
Baltimore City	122,400	106,700	176,000	=	Operations Director II	1	
Baltimore County		85,031	132,473	=	Deputy Director of Public Works		Vacant
Calvert	100,719	79,115	117,354	=	Enterprise Fund Operations Deputy Director & Engineering Deputy Director	2	2 Contract positions/35/week
Caroline							
Carroll	82202/92248	63,609	114,504	=		3	One Deputy oversees operations of the Bureaus of Building Construction, Facilities, and Permits & Inspections. A second Deputy oversees Solid Waste, Utilities and Airport Operations while the third Deputy oversees the Bureaus of Engineering, Fleet Management, and Roads.
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							
Harford	117,263	81,000	129,862	=	Deputy Director	2	
Howard	151,216	96,554	165,256	=		1	
Kent	79,678	61,360	98,176	-	Director of Water and Wastewater Services	1	
Montgomery							NCC
Prince George'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.
Queen Anne's							
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	93,893	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	111,688	78,564	128,930				

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Jobs with < 5 responses were omitted.

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

*Prepared by MACo, December 2015
Salary Survey of MD County Government FY 2016*

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	69,275	47,561	90,380	=	Chief, Land Development Services	1	Zoning & building codes administration & enforcement
Anne Arundel	150,858	95,385	158,183	=	Director, Inspections & Permits		Appointed by County Executive
Baltimore City							
Baltimore County	221,450	221,450	221,450	=	Director of Permits, Approvals and Inspections	1	Appointed position
Calvert	87,287	66,576	98,753	-	Inspections & Permit Division Chief	1	35/week
Caroline	60,430	50,247	67,532		Assistant Codes Director	1	
Carroll	74,485	57,701	103,857	-	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	71,160	63,260	97,385	=		1	
Harford	110,000	91,600	146,606	=	Director of Inspections, Licenses & Permits	1	
Howard	146,786	96,554	165,256	=	Director of Licenses and Permits	1	
Kent							
Montgomery	137,975	85,795	155,746	=	Manager II	1	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	52,393	50,853	63,774		Permits & Inspections Manager	1	
Washington		70,026	109,518		Dir., Plan Review & Permitting	1	Currently do not have one
Wicomico							
Worcester	122,876	93,000	123,000	=		1	
MNCPPC							
AVERAGE	112,549	83,564	126,935				

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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	145,656	95,385	158,183	=	Director, Recreation & Parks	1	Appointed by County Executive
Baltimore City	143,300	129,500	213,700	=	Executive Director III		
Baltimore County	159,135	159,135	159,135	=	Director of Recreation and Parks	1	Appointed position
Calvert	109,619	79,115	117,354	=	Recreation Division Chief	1	35/week
Caroline	84,859	66,300	89,886			1	
Carroll	99,903	87,299	157,144	=	Director, 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	56,931			=		1	Flat rate salary
Frederick	147,181	113,979	182,366	=		1	
Garrett							
Harford	105,000	91,600	146,606	=			
Howard	138,362	96,554	165,256	=	Director of Recreation and Parks	1	
Kent	75,075	61,360	98,176	=		1	Contractual
Montgomery							NCC
Prince George's							Separate employer
Queen Anne's	100,000	69,752	129,010	=		1	
St. Mary's	111,377	66,016	115,526	+		1	Contract
Somerset	52,716	50,176	79,502	=		1	
Talbot	68,152	62,938	78,930		Director of Parks and Recreation	1	
Washington		64,839	101,406	=	Parks & Facilities Dir.	1	Currently do not have one
Wicomico	85,000	64,249	128,499		Director of Dept. of Recreation, Parks and Tourism	1	
Worcester	67,320	60,000	91,000	=		1	
MNCPPC	206,579	206,579	206,579	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	107,195	88,596	132,569				

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

Jobs with < 5 responses were omitted.

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

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	84,003	62,666	119,084			1	Contractual
Anne Arundel							No Match
Baltimore City	125,000	90,600	149,400	=	Operations Manager III	1	
Baltimore County		83,429	115,946	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$170,765
Calvert	98,088	91,081	152,452	=	Public Safety Director	1	Contract/35/week
Caroline	92,228	79,856	108,763			1	
Carroll	103,917	87,299	157,144	=	Director, Public Safety	1	
Cecil	114,691	78,104	121,680	=	Director, Emergency Services	1	
Charles	132,720	81,297	130,496	=		1	
Dorchester							Dorchester has separate departments
Frederick	139,915	113,979	182,366	=		1	
Garrett	63,260	58,487	90,038	-		1	
Harford	123,500	81,000	129,862	=	Director of Emergency Services	1	
Howard							
Kent	77,960	70,720	113,152	=	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	106,200	69,752	129,010	=	Dir/Chief Emerg Ser	1	
St. Mary's							
Somerset	69,080	53,940	85,464	=	Director, Emergency Services	1	
Talbot		79,301	99,452		Emergency Services Director		vacant
Washington	89,092	70,026	109,518	=	Dir., Fire/Emerg. Svcs.	1	
Wicomico	77,614	56,657	113,314		Director Dept. of Emergency Services	1	
Worcester	92,700	83,000	109,000	=		1	
MNCPPC							
AVERAGE	102,996	78,798	127,490				

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

Jobs with < 5 responses were omitted.

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

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	107,987	62,666	119,084	=		1	Contractual
Anne Arundel	156,058	95,385	158,183	=	Director of Programming	1	Appointed by County Executive
Baltimore City							
Baltimore County	159,135	159,135	159,135	=	Director of Economic Development	1	Appointed position
Calvert	121,933	91,081	152,452	=	Economic Development Director	1	Contract/35/week
Caroline							
Carroll	108,576	87,299	157,144	=	Director	1	
Cecil	92,394	79,706	124,176	=	Director, Economic Development	1	
Charles	148,572	95,054	152,507	=		1	Contractual appointed position.
Dorchester	73,527			=		1	
Frederick	101,596	65,826	105,322	+		1	
Garrett	85,000			=		1	
Harford	115,000	91,600	146,606	=		1	
Howard							
Kent	55,000	47,736	75,900	=	Economic Development Coordinator	1	
Montgomery	174,256	98,111	174,256	=	Manager I	1	
Prince George's							Economic Development Corp, - Non-County Agency
Queen Anne's	115,000	69,752	129,010	=		1	
St. Mary's	110,000	79,218	120,000	+	Director, Economic and Community Development		Vacant
Somerset				=			
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	75,000	70,000	100,000	=		1	
MNCPPC							
AVERAGE	108,278	82,221	127,912				

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

Jobs with < 5 responses were omitted.

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

Tourism Director

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel							
Baltimore City							
Baltimore County							NCC
Calvert							
Caroline							
Carroll	68,141	51,210	81,994		Manager of Tourism	1	
Cecil							
Charles							
Dorchester	49,930					1	Flat rate salary
Frederick							
Garrett							
Harford							
Howard							
Kent	79,380	61,360	98,176	=		1	
Montgomery							
Prince George's							
Queen Anne's							
St. Mary's							
Somerset							
Talbot	72,345	62,938	78,930			1	
Washington							
Wicomico							
Worcester	84,460	55,000	90,000			1	
MNCPPC							
AVERAGE	70,851	57,627	87,275				

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

Jobs with < 5 responses were omitted.

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

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	145,656	95,385	158,183	=	Director of Aging and Disabilities	1	Appointed by County Executive
Baltimore City	135,400	85,000	140,800	=	Operations Manager II	1	
Baltimore County	159,135	159,135	159,135	=	Director of Aging	1	Appointed position
Calvert	85,176	66,576	98,753	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll				-			NCC
Cecil	85,946	65,853	102,627		Director, Community Services	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	74,378	64,300	119,629	-	Administrator, Office of Aging	1	Does not oversee Transit Management
Howard	109,387	78,686	134,659	=		1	
Kent							
Montgomery	170,754	170,754	170,754		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				=			
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	119,891	92,066	137,627				

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

Jobs with < 5 responses were omitted.

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

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	154,800	115,000	189,700	=	Exective Director I	1	
Baltimore County							NCC
Calvert	103,872	82,802	138,591	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll		87,299	157,144	=	Director Citizens Services		Currently vacant with position posted.
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							
Harford	105,000	91,600	146,606	=	Director of Community Services	1	Director is responsible for the Dept of Community Services, Office on Aging and Office of Drug Control Policy.
Howard	146,786	96,554	165,256	=	Director of Citizen Services	1	
Kent							
Montgomery	228,383	228,383	228,383	=	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	114,536	69,752	129,010	=	Director, Community Services	1	
St. Mary's				=			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	140,303	108,639	169,573				

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

Jobs with < 5 responses were omitted.

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

*Prepared by MACo, December 2015
Salary Survey of MD County Government FY 2016*

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	154,900	129,500	213,700	=	Executive Director III	1	
Baltimore County	115,485	115,485	115,485	=	Director of Housing	1	Non-graded position
Calvert	119,501	119,501	119,501	=	Executive Director	1	Contract
Caroline							
Carroll	72,884	63,609	114,504	=	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	105,500	105,500	105,500	=	Director of Housing	1	Grant-Funded Position
Howard	142,480	96,554	165,256	=		1	
Kent							
Montgomery	206,000	206,000	206,000	-	Director, Department of 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	123,662	104,057	142,529				

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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, 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	61,682	61,682	61,682	=	Local Management Board Program Administrator	1	Non-graded position
Calvert	40,014	20,007	29,686	=	Family Network Coordinator	1	PT/25/week
Caroline							
Carroll	48,381	46,988	75,213	-	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	61,479					1	Flat rate salary
Frederick	61,486	61,468	98,349		Director, OCF	1	
Garrett							County Administrator acts in this capacity.
Harford	43,996	43,900	84,032	-	Local Management Board Director	1	Grant-Funded Position; 29 hrs/week
Howard							
Kent	65,405	61,360	98,176	=		1	
Montgomery	169,950	169,950	169,950		Chief Children Youth and Family Services	1	Appointed to position
Prince George's							Not in County class plan
Queen Anne's	103,541	58,452	107,289	+	Exc. Director, Housing & Family Services	1	
St. Mary's							
Somerset				=			
Talbot							contractual position - \$46/hr not to exceed \$50,000 annually
Washington	63,789	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	71,478	64,335	90,978				

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

Jobs with < 5 responses were omitted.

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

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	52,466	47,561	90,380	=	Public Information Officer	1	
Anne Arundel	95,717	78,285	131,919	=		1	Appointed by County Executive
Baltimore City	105,000	76,100	121,700	=	Operations Officer V	1	
Baltimore County	185,392	185,392	185,392	=	Senior Administrative Assistant to the CAO	1	Non-graded position
Calvert	73,346	51,415	98,753	=	Public Information Specialist and Marketing Communications Specialist	2	35/week
Caroline							
Carroll							Note: This position is handled by a contract employee.
Cecil							NCC
Charles	76,312	59,528	95,666	=		1	
Dorchester							
Frederick	102,000			=		1	
Garrett							County Administrator acts in this capacity.
Harford	105,000	91,600	146,606		Director of Government & Community Relations	1	
Howard	128,710	87,131	149,261	=	Public Information Administrator	1	
Kent							
Montgomery	187,757	187,757	187,757	=	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	55,137	51,471	80,498	=	PR & Comm Affairs Manager	1	
Wicomico							
Worcester	56,560	44,201	72,550	=		1	
MNCPPC	128,446	78,833	134,896	=	Public Affairs and Marketing Officer	1	
AVERAGE	101,807	86,091	119,884				

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

Jobs with < 5 responses were omitted.

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

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	182,120	182,120	182,120		Superintendent of Schools	1	Includes a stipend for travel.
Anne Arundel							Board of Education Position
Baltimore City							
Baltimore County	275,000	275,000	275,000	=	School Superintendent	1	Appointed position
Calvert	180,000	180,000	180,000	=		1	Contract with School Board
Caroline							
Carroll	185,000	185,000	185,000	=		1	Amount set by the Board of Education- Did not obtain updated information for FY 2016
Cecil							NCC
Charles	n/a						Not on County payroll
Dorchester							
Frederick							
Garrett	155,000			=		1	+ \$6,000 travel reimbursement allowance
Harford							
Howard							
Kent	152,440	152,440	152,440			1	
Montgomery							Montgomery County Public Schools - separate organization
Prince George's							Separate employer
Queen Anne's	166,369					1	
St. Mary's							
Somerset				=			
Talbot							Board of Education Position
Washington							
Wicomico							
Worcester	164,300	164,300	164,300				
MNCPPC							
AVERAGE	182,529	189,810	189,810				

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

Jobs with < 5 responses were omitted.

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

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	59,549	59,549	59,549				Part-time, Contractual 0.50 FTE
Anne Arundel	161,260	107,789	178,746	=		1	Appointed by County Executive
Baltimore City	169,800	169,800	169,800	=	City Solicitor	1	
Baltimore County	176,903	176,903	176,903	=	County Attorney	1	Appointed position
Calvert	134,000	100,190	167,697	=		1	Contract/35/week
Caroline	91,750	91,750	91,750			1	
Carroll	112,008	87,299	157,144	=	County Attorney	1	
Cecil	95,160	79,706	124,176		County Attorney	1	
Charles	115,000			=		1	Incumbent is Acting.
Dorchester							
Frederick	182,955	127,936	204,697			1	
Garrett	60,900			=		1	Part time
Harford	135,000	105,700	172,464	=	County Attorney	1	
Howard	153,317	106,954	183,206	=	County Solicitor	1	
Kent							
Montgomery	210,143	210,143	210,143	=	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	55,243			=		1	Salary determined on a yearly basis
Talbot	123,157	123,157	123,157		County Attorney	1	
Washington	124,269	75,629	118,281		County Attorney	1	exceeds max range due to longevity
Wicomico						Vacant	Unclassified
Worcester	105,000	105,000	136,900	=		1	
MNCPPC	192,475	192,475	192,475	=	General Counsel	1	
AVERAGE	130,591	116,954	156,216				

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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	48,470	48,470	48,470				Part-time, Contractual 0.50 FTE
Anne Arundel	146,586	86,416	149,253			1	
Baltimore City	139,310	83,061	143,457			1	
Baltimore County	138,645	138,645	138,645		Deputy County Attorney	1	Non-graded position
Calvert	105,000	105,000	105,000	=	Associate County Attorney	1	Contract/35/week
Caroline							
Carroll	86,008	63,609	114,504	=	Deputy County Attorney	1	
Cecil							
Charles	89,181			=		1	Currently Acting County Attorney
Dorchester							
Frederick							
Garrett							
Harford							
Howard	160,472	96,554	165,256			1	
Kent							
Montgomery	174,256	98,111	174,256	=	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	63,567	62,938	78,930		Assistant County Attorney	1	
Washington	101,406	64,839	101,406			1	
Wicomico		50,652	101,303			vacant	
Worcester							
MNCPPC							
AVERAGE	113,611	81,338	124,081				

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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	114,446	86,416	149,253	=	Legislative Liaison Officer	1	Appointed by County Executive
Baltimore City	109,000	69,600	111,300	=	Director, Council Svcs	1	
Baltimore County	125,051	125,051	125,051	=	Director of Governmental Relations	1	Non-graded
Calvert							
Caroline							
Carroll							This role is covered by the Director of Comprehensive Planning
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford							
Howard	119,600	78,686	134,659	=	Executive Assistant II	3	
Kent							
Montgomery	212,556	212,556	212,556	=	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	136,131	114,462	146,564				

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

Jobs with < 5 responses were omitted.

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

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	131,920	78,285	131,919	=	Purchasing Agent	1	
Baltimore City	123,700	97,600	161,000	=	Operations Director I	1	
Baltimore County	104,576	104,576	104,576	=	Chief, Purchasing Services	1	35 hour position
Calvert	76,222	61,116	90,600	=	Purchasing Officer	1	35/week
Caroline							
Carroll	66,872	57,701	103,857	=	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	74,006	54,076	83,246	=		1	
Harford	115,376	91,600	146,606	+	Director of Procurement	1	Director of Procurement is appointed/at will; Position is also responsible for Land Acquisition
Howard	116,126	78,686	134,659	=	Purchasing Administrator	1	
Kent							
Montgomery	134,794	85,795	155,746	=	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	111	+	Procurement Manager	1	
Somerset							
Talbot							
Washington	89,112	55,589	86,939	=	Purchasing Director	1	
Wicomico	62,500	56,657	113,314		Purchasing Agent	1	
Worcester							
MNCPPC	134,895	78,833	134,896	=	Finance Manager II-Purchasing	1	
AVERAGE	96,311	72,680	111,480				

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

Jobs with < 5 responses were omitted.

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

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	65,082	50,191	84,578	=	Buyer III	5	
Baltimore City	60,927	46,787	56,927	=	Procurement Specialist I	6	Maximum salary with longevities is \$66,606
Baltimore County	60,620	46,999	58,541	=	Staff Buyer	5	35 hour position, maximum salary with longevities is \$74,096
Calvert	50,353	43,280	64,191	=	Purchasing Specialist	3	35/week
Caroline	46,288	34,874	46,125		Purchasing Agent II	1	
Carroll	63,315	42,620	68,183	=	Buyer	1	Converted to 40 hours per week
Cecil	37,170	37,170	57,928	=	Buyer	1	
Charles	46,243	43,665	70,283	=	Procurement Specialist	2	
Dorchester							
Frederick	61,907	57,400	91,840	=	Procurement Analyst III	3	
Garrett	51,994	39,511	60,828	=		1	
Harford	66,262	52,800	102,261	=	Procurement Agent III	2	
Howard	59,664	47,112	80,683	=	Admin Analyst I	6	
Kent							
Montgomery	85,282	56,106	92,931	=	Procurement Specialist II	3	
Prince George's		38,035	74,002	=	Buyer II		Vacant
Queen Anne's							
St. Mary's		38,730	59,717	=	Buyer	1	
Somerset							
Talbot							
Washington	55,686	40,859	63,902	=		1	
Wicomico	34,998	27,875	51,558	+	Purchasing Specialist	1	
Worcester							
MNCPPC	91,531	56,559	96,970	=	Principal Admin Spec-Buyer	3	
AVERAGE	58,583	44,476	71,192				

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Jobs with < 5 responses were omitted.

"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		47,561	90,380	+	Senior Accountant		Vacant. CPA required.
Anne Arundel	68,160	54,049	91,080	=	Accountant II	2	
Baltimore City	58,104	57,200	91,700	=	Accountant II	25	
Baltimore County	58,541	46,999	58,541	=	Accountant II	7	35 hour position, maximum salary with longevities is \$74,096
Calvert	57,403	47,193	69,979	=	Accountant I	1	35/week
Caroline							
Carroll	62,712	46,988	75,213	=	Accountant II	1	Converted to 40 Hours per week
Cecil	47,726	44,990	70,117		Accountant	2	
Charles	66,817	55,080	88,548	=		1	
Dorchester							
Frederick	56,239	50,060	80,096	=	Accountant II	4	
Garrett	60,828	42,736	65,791	=		2	
Harford	83,583	57,700	115,115	=	Accountant III	5	
Howard	68,117	52,250	89,357	=	Fiscal Specialist I	10	
Kent	59,170	47,736	79,872	=		3	1-Senior Accountant, 1-Accounting Manager, 1 Treasury Supervisor
Montgomery	66,180	44,530	73,434	=	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	56,173	50,853	63,774		Accountant	1	
Washington	75,146	51,471	80,498	=	Accounting Supervisor	1	
Wicomico	45,000	43,059	86,119		Financial Analyst	1	
Worcester	51,365	40,000	55,000	=		1	
MNCPPC	68,725	49,941	85,458	=	Accountant II	5	
AVERAGE	60,900	65,969	78,831				

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Jobs with < 5 responses were omitted.

"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		58,209	98,085	+	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	84,170	63,270	989,573	=	Budget Analyst II	4	35 hour position
Calvert	68,232	56,020	83,119	+	Budget Analyst	1	35/week
Caroline							
Carroll	53,768	51,210	81,994	=	Management & Budget Analyst	3	1 vacancy
Cecil							NCC
Charles	50,970	50,970	80,365		Budget Analyst I	1	
Dorchester							
Frederick		45,753	74,805	-			
Garrett							
Harford	74,360	52,800	102,261	=	Sr Budget Analyst	3	
Howard	72,928	57,845	98,987	=	Fiscal Specialist II	3	
Kent							
Montgomery	77,108	53,557	88,636	=	Management & Budget Specialist II	3	
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	65,283	50,162	81,781		Fiscal Analyst	1	
St. Mary's	73,653	51,168	96,694	=		3	
Somerset							
Talbot							
Washington	48,134	37,833	59,169	=		1	
Wicomico	45,000	43,059	86,119	+	Financial Analyst	1	
Worcester							
MNCPPC		49,941	85,458	=	Budget Analyst		Vacant
AVERAGE	65,170	51,478	141,901				

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Jobs with < 5 responses were omitted.

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

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	71,260	54,049	91,080	=	Management Assistant II	28	
Baltimore City	59,200	57,200	91,700	=	Administrative Analyst II	2	
Baltimore County	66,932	46,999	58,541	=	Management Analyst II	14	35 hour position, maximum salary with longevities is \$74,096
Calvert							
Caroline							
Carroll							
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick	69,058	50,060	80,096				
Garrett							
Harford	63,777	47,400	95,230	=	Management Assistant I	3	
Howard	57,281	47,112	80,683	=	Administrative Analyst I	10	
Kent							
Montgomery	77,948	51,138	84,551	=	Administrative Specialist II	58	
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	87,371	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	78,016	49,941	85,458	=	Senior Administrative Specialist	25	
AVERAGE	69,695	51,391	86,733				

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Jobs with < 5 responses were omitted.

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

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	47,716	52,140	99,081	+	Benefits Specialist	1	
Anne Arundel	67,359	54,049	91,080		Personnel Analyst II	4	
Baltimore City	58,104	57,200	91,700	=	Accountant II	25	
Baltimore County	67,814	46,999	58,541	=	Personnel Analyst II	9	35 hour position, maximum salary with longevities is \$74,096
Calvert	44,790	43,280	64,191	=	Personnel Analyst I	1	35/week
Caroline	59,847	50,247	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	68,087	57,400	91,840	=	HR Administrator	5	
Garrett							
Harford	61,285	47,400	95,230	=	Human Resources Analyst	1	
Howard	69,284	57,845	98,987	=	Administrative Analyst II	1	
Kent							
Montgomery	71,595	53,557	88,636	=	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	49,000	38,756	62,309		HR Specialist II	1	
St. Mary's	41,496	34,611	53,352		Sr. HR Specialist	1	
Somerset	42,595	34,960	57,286	-	Administrative Aide Human Resources	1	
Talbot	41,799	38,207	55,239		Benefits Manager & Assistant Benefits Manager	2	
Washington							
Wicomico	41,300	31,728	63,456		HR Manager I	2	
Worcester	42,198	40,165	65,819	=		1	
MNCPPC	60,831	44,054	75,381	=	Human Resources Specialist	2	
AVERAGE	56,832	46,712	77,292				

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Jobs with < 5 responses were omitted.

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*Prepared by MACo, December 2015
Salary Survey of MD County Government FY 2016*

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	83,830	62,686	105,632		Attorney II	2	
Baltimore City	80,181	6,460	103,200	=	Assistant Solicitor	29	
Baltimore County	93,484	89,274	129,214	=	Assistant County Attorney	21	Non-graded position
Calvert							
Caroline	57,324	50,247	67,532		Assistant State's Attorney	2	
Carroll	66,103	60,861	97,365	=	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							
Harford	115,837	81,000	129,862	+	Sr. Assistant County Attorney	6	
Howard	99,352	71,011	121,576	=	Attorney	12	three are PT positions
Kent							
Montgomery	88,758	67,601	112,337	=	Assistant County Attorney II	5	
Prince George's	75,869	53,521	104,129	=	Attorney II	8	
Queen Anne's							
St. Mary's		65,728	111,738	=	Deputy County Attorney	1	
Somerset							
Talbot							
Washington	76,382	60,036	93,894	Plus	Asst. Co. Atty.	1	1
Wicomico		50,652	101,303			vacar	Unclassified
Worcester							
MNCPPC	102,675	65,829	114,726	+	Associate General Counsel	4	
AVERAGE	85,542	62,007	108,350				

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Jobs with < 5 responses were omitted.

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

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	43,930	39,572	75,198	=	Planner II	1	
Anne Arundel	66,471	54,049	91,080		Planner II	16	
Baltimore City	65,601	60,800	97,300	=	City Planner II	22	
Baltimore County	64,813	46,999	58,541	=	Planner II	12	35 hour position, maximum salary with longevities is \$74,096
Calvert	59,526	51,415	76,258	=	Planner II	3	35/week
Caroline	46,690	38,186	61,393		Planner II & III	2	
Carroll		42,620	68,183	=	Comprehensive Planner I		Converted to 40 hours-all have moved to a Planner II through our career ladder process
Cecil	37,170	37,170	57,928	=	Planner I	1	
Charles	55,615	50,970	81,972	=	Planner I & II	2	3 vacancies
Dorchester	37,235	37,235	58,074	=	Environmental Planner	1	
Frederick	53,050	46,753	74,805	=	Planner I	1	
Garrett	51,994	39,511	60,828	=		1	
Harford	58,575	47,400	95,230	=	Planner II	7	
Howard	73,879	52,250	89,357	=	Planning Specialist II	12	
Kent	60,300	47,736	75,900	=		2	2 planners: 1-environmental (vacant), and 1-Community
Montgomery	64,214	51,138	84,551	=	Planning Specialist II	4	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	50,532	46,996	76,345	=	Associate Planner	1	
St. Mary's	46,446	47,570	59,717	=	Same	4	
Somerset	56,801	44,505	70,517	+	Senior County Planner & Planner I	2	2 Pay Grades
Talbot	48,465	38,207	63,774		Long Range Planner & Environmental Planner & Planner I	3	
Washington	56,675	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	73,586	49,941	85,458	=	Senior Planner	52	
AVERAGE	55,784	44,914	73,148				

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Jobs with < 5 responses were omitted.

"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	88,548	62,666	119,084	=	County Engineer	1	
Anne Arundel	149,252	86,416	149,253	=	Deputy Director, Public Works	1	
Baltimore City	89,418	76,100	121,700		Engineer Supervisor PE	17	
Baltimore County	124,869	80,148	124,869	=	Chief, Bureau of Engineering and Construction	1	
Calvert	80,517	72,582	107,635	-	Engineering Division Chief	1	35/week
Caroline							
Carroll	106,161	57,701	103,857	=	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							
Frederick	104,340	75,498	120,797	=	Engineering Manager	1	
Garrett	83,246	63,260	97,385	=		1	
Harford	121,025	71,400	123,934	=	Chief, Engineering Division	1	
Howard	151,216	96,554	165,256	=	Engineering Manager II	1	
Kent	87,352	61,360	98,176	=		1	
Montgomery	223,493	223,493	223,493	-	Deputy Director, 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	109,721	63,823	117,632	=	Chief of Engineering	1	
St. Mary's	108,220	76,814	126,443	=	Senior Project Manager	1	
Somerset	65,490	63,893	101,237	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	93,893	64,839	101,406	=	Deputy Dir., Eng.&Construction	1	
Wicomico					Chief Civil Engineer		
Worcester							
MNCPPC	114,726	65,829	114,726	=	Engineering Supervisor	2	
AVERAGE	110,284	78,545	123,784				

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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		43,382	82,438	=	Engineer II		Vacant, EIT certification required at minimum.
Anne Arundel	70,334	54,049	91,080		Engineer II	9	
Baltimore City	73,753	64,600	103,200	=	Engineer II	32	
Baltimore County	64,447	49,047	60,969	=	Engineer II	6	35 hour position, maximum salary with longevities is \$77,894
Calvert	73,969	66,576	98,753	=	Project Engineer II	4	35/week
Caroline							
Carroll	76,148	46,988	75,213	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil	75,910	49,483	77,043		Civil Engineer II	2	
Charles	67,722	59,528	95,666	+	Engineer II	5	
Dorchester	78,333	62,783	87,827	=		1	
Frederick	73,687	61,468	98,349	=	Engineer II	3	
Garrett	65,791	46,223	71,160	=		3	
Harford	65,960	47,400	95,230	=	Civil Engineer II	3	
Howard	95,500	64,106	109,699	=	Engineering Specialist II	18	
Kent							
Montgomery	91,295	53,557	88,636	=	Engineer II	2	Actual salary include Longevity & other differentials
Prince George's	75,280	59,007	114,802	=	Engineer II	13	
Queen Anne's	65,028	46,996	76,345	=	Civil Engineer I	2	
St. Mary's	74,402	57,866	89,398	=	Engineer II	1	
Somerset							
Talbot	56,446	56,446	70,789		Engineer/Project Mgr	1	
Washington	56,238	51,471	80,498	=	Civil and Structural	4	
Wicomico	55,000	43,059	86,119		Civil Engineer II	1	
Worcester	110,901	100,000	115,000	=		1	
MNCPPC	75,979	49,941	85,458	=	Engineering Designer II	2	
AVERAGE	73,434	56,090	88,803				

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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	147,254	86,416	149,253	=	Deputy Director, Public Works	1	
Baltimore City	129,950	77,200	132,400	=	Executive Level II	1	
Baltimore County	117,696	117,696	117,696	=	Chief of Solid Waste Management	1	Non-graded position
Calvert	73,819	66,576	98,753	=	Solid Waste Division Chief	1	35/week
Caroline							
Carroll	68,848	57,701	103,857	=	Bureau Chief Solid Waste		
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	58,487	46,223	71,160	=	Manager, Department of Solid Waste and Recycling	1	
Harford							As of August 30, 2015, MES (Maryland Environmental Services) is under contract with Harford County Government to manage operations for the Dept of Public Works, Division of Environmental Services, thereby eliminating position.
Howard							
Kent	77,762	61,360	98,176	=	Director-Environmental Operations	1	
Montgomery	210,120	210,120	210,120	=	Director Department of Environmental Protection	1	Appointed Position
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	114,852	63,823	117,632	+	Chief Roads Engineer	1	Oversees Roads & Solid Waste Divisions
St. Mary's	56,826	51,168	86,694	=	Manager, Grade 9	1	
Somerset	47,018	34,960	57,286	-	Sanitary Landfill Superintendent	1	
Talbot	79,434	70,490	88,402		Manager of Environmental Operations & Civil/Environmental Engineer	2	
Washington	93,893	60,036	93,894	=	Deputy Dir., Solid Waste	1	
Wicomico	57,054	56,567	113,314		Superintendent SW	1	
Worcester				=			
MNCPPC							
AVERAGE	97,314	75,700	113,128				

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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	39,079	36,095	68,592	=	Planner I	1	
Anne Arundel	99,988	67,506	113,752	=	Solid Waste Recycling Manager	1	
Baltimore City	77,900	60,800	97,300	=	Recycling Coordinator	1	
Baltimore County	87,580	54,216	87,580	=	Recycling and Waste Prevention Manager	1	
Calvert	64,155	51,415	76,258	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	54,767	46,988	75,213	=		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	56,304	53,604	85,766	-	Recycling Program Manager	1	
Garrett	40,650	30,891	47,555	=		1	
Harford							As of August 30, 2015, MES (Maryland Environmental Services) is under contract with Harford County Government to manage operations for the Dept of Public Works, Division of Environmental Services, thereby eliminating position.
Howard	91,790	64,106	109,699	=	Senior Administrative Analyst	1	
Kent							
Montgomery	174,256	98,111	174,256	=	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	63,336	50,162	81,781		Recycling & Refuse Mgr	1	
St. Mary's							
Somerset							
Talbot	59,038	50,853	63,774		CAD Operator/Recycling	1	
Washington	51,053	47,658	74,536	=	Recycling/Operations Coord	1	
Wicomico		23,456	43,399		Recycling Coordinator	Vacant	
Worcester	63,043	50,045	81,994	=		1	
MNCPPC							
AVERAGE	72,474	52,828	87,108				

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

Jobs with < 5 responses were omitted.

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

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	54,505	43,026	52,239	=	Social Work Associate II	7	Maximum salary with longevities is \$61,119
Baltimore County	47,268	38,879	49,047	=	Social Work Associate	2	35 hour position. maximum salary with longevities is \$60,969
Calvert							
Caroline							
Carroll							NCC
Cecil	33,075	33,075	33,075	=	Contractual - Social Worker	8	Contractual Positions
Charles	61,859	59,528	95,666			1	LGSW
Dorchester							
Frederick	47,390	40,786	65,258	=	Case Manager	4	
Garrett							
Harford							
Howard	65,949	52,250	89,357	=	Human Services Specialist II	21	
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	55,660	44,772	66,944				

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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	56,927	48,812	59,437	=	Social Worker II	5	Maximum salary with longevities is \$69,541
Baltimore County	65,167	53,679	67,342	=	Social Worker II	31	35 hour position, maximum salary with longevities is \$85,484
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	69,665	56,106	92,931	=	Social Worker II	79	
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	68,851	52,329	79,610				

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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	131,920	78,285	131,919	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City		74,100	102,300	=	Division Chief III	1	Vacant
Baltimore County	87,580	63,270	98,573	=	Chief of Recreation Services	1	
Calvert	80,062	61,116	90,600	=	Recreation Supervisor	1	35/week
Caroline	57,899	31,863	74,286		Recreation Supervisor, Recreation Specialist I & II	2	2 vacant at the beginning of FY16
Carroll	63,710	57,701	103,857	=	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	79,928	71,400	123,934		Chief of Parks & Recreation	1	
Howard	106,204	78,686	134,659	=	Rec and Parks Bureau Chief	1	
Kent	51,078	47,736	75,900	=	Recreation Supervisor	1	
Montgomery	110,295	73,706	134,718	=	Manager III	6	
Prince George's							Not in County class plan
Queen Anne's	51,327	46,996	76,345			1	
St. Mary's	71,698	58,843	99,632	=	Manager, Grade 10	1	
Somerset							
Talbot	33,611	32,306	51,329		Recreation Program Coordinator	1	
Washington	75,762	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	69,796	49,941	85,458	=	Recreation/Enterprise Facility Manager II	66	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	73,326	57,501	94,521				

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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	100,601	78,285	131,919	+	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		63,270	98,593	=	Chief of Park and Facility Maintenance		Vacant
Calvert	77,678	56,020	83,119	=	Park Supervisor	1	35/week
Caroline	54,178	45,838	61,393		Parks & Capital Project Coordinator	1	
Carroll	77,126	57,701	103,857	=	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	58,700	52,800	102,261		Superintendent of Maintenance	1	
Howard	93,234	78,686	134,659	=	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	71,188	50,162	66,253		Parks Superintendent	1	
St. Mary's	69,597	58,843	99,632	=	Manager, Grade 10	1	
Somerset							
Talbot		38,207	55,239		Parks Superintendent		vacant
Washington		47,658	74,536	=	Field Operations Supv.	1	Currently Adverising for position
Wicomico	62,000	50,652	101,303		Superintendent of Parks	1	
Worcester	58,018	50,000	60,000	=		1	
MNCPPC	74,490	49,941	85,458	=	Park Manager II	18	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	71,968	56,337	89,901				

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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	95,233	67,506	113,752	=	Systems Analyst	1	
Baltimore City	95,000	76,100	121,700	=	Network Systems Administrator	1	
Baltimore County							NCC
Calvert	86,213	72,582	107,635	=	Technology Services Infrastructure Manager	1	35/week
Caroline	54,838	41,830	55,811		Computer Network Specialist - Lead	1	
Carroll	81,412	55,828	89,357	=	Network Security Engineer	1	
Cecil	55,370	44,990	70,117	=	Network Specialist	1	
Charles	111,705	69,554	111,705	=		1	
Dorchester	53,823	49,980	77,952	=	IT Network Technician II	1	
Frederick	86,934	61,468	98,349	+	Network Engineer III	2	
Garrett	60,828	42,736	65,791	=	Information Systems Engineer	1	
Harford							
Howard	111,259	71,011	118,040	=	Technical Services Manager I	1	
Kent							
Montgomery	141,019	84,376	140,094	=	Technology Expert	6	Actual salary include Longevity and other differentials
Prince George's	106,228	68,307	132,897	=	Information Technology Manager I	4	
Queen Anne's	74,947	53,567	87,624		Network Engineer	1	
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	72,605	51,471	80,498	=	Database Administrator	1	
Wicomico	\$15.25/hour	31,728	63,456		Network Technician	1	Part time
Worcester							
MNCPPC	113,206	71,754	125,051	=	IT Systems Manager/Leader	18	
AVERAGE	86,761	59,201	96,444				

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Jobs with < 5 responses were omitted.

"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	92,504	67,506	113,752		Systems Analyst	13	
Baltimore City	75,971	60,800	97,300	=	Systems Analyst	14	
Baltimore County	92,378	63,276	98,573	=	Systems Analyst	8	
Calvert	69,327	63,276	83,119	=	Systems Analyst I & II	5	35/week
Caroline	37,350	31,863	41,932		Computer Network Specialist II	1	
Carroll	72,833	55,828	89,357	=	Senior Programmer Analyst	3	
Cecil	70,470	49,483	77,043		System Analyst	1	NCC
Charles	63,117	55,080	88,548	=	Systems Analyst I	2	
Dorchester							
Frederick	78,124	53,604	85,766	=	Software Integrator	4	
Garrett							
Harford	84,189	57,700	115,115	=	Programmer Analyst II	5	
Howard	74,978	57,845	98,987	=	Technical Services Specialist III	7	
Kent	62,140	56,160	89,856	=	Network Engineer	2	
Montgomery	102,115	64,530	107,121		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	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	66,016	50,162	81,781	=	System Administrator	1	
St. Mary's	98,072	68,203	108,826	=	System Analyst	1	
Somerset							
Talbot							
Washington	58,584	47,658	74,536	=		1	
Wicomico	57,506	36,261	72,521	+	Network Specialist	1	
Worcester							
MNCPPC	75,704	49,941	85,458	=	IT Support Specialist II	15	Certain IT positions are in a special salary range
AVERAGE	72,687	54,064	88,610				

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Jobs with < 5 responses were omitted.

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

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	67,362	54,049	91,080		Programmer-Analyst I	4	P-A II is supervisory
Baltimore City	60,650	48,812	59,437	=	Analyst/Programmer II	6	Maximum salary with longevities is \$69,541
Baltimore County		53,679	67,342	=	Programmer Analyst II		35 hour position, maximum salary with longevities \$85,484
Calvert	66,389	51,415	83,119	=	Network Admn. I & II	4	35/week
Caroline							
Carroll	54,122	51,210	81,994	=	Programmer Analyst	1	
Cecil							NCC
Charles	84,866	59,528	95,666	=	Systems Analyst II	4	
Dorchester							
Frederick							
Garrett	58,487	42,736	65,791	=	Software Developer	1	
Harford	72,224	52,800	102,261	=	Programmer Analyst I	4	
Howard	72,485	52,250	89,357	=	Technical Services Specialist II	10	
Kent	52,416	49,920	79,872	=	System Administrator	2	
Montgomery	102,115	64,530	107,121		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	49,000	43,059	86,119		Sr. Network Engineer	1	
Worcester	44,366	39,208	64,230	=		64,043	3 IT Specialist 1 and 2
MNCPPC	71,825	52,437	89,727	=	Programmer/Analyst II	8	Certain IT positions are in a special salary range
AVERAGE	65,481	51,095	83,865				

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Jobs with < 5 responses were omitted.

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

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	43,153	36,095	68,592	=	Information Technology Support	1	
Anne Arundel	57,399	44,363	71,149		Information System Support Specialist	19	
Baltimore City	45,327	39,701	47,990	=	PC Support Technician II	6	Maximum salary with longevities is \$56,150
Baltimore County	55,311	40,857	51,323		Office Automation Assistant	6	35 hour position, maximum salary with longevities \$64,082
Calvert	37,092	37,092	55,037	=	Computer Service Tech I	1	35/week
Caroline							
Carroll	54,491	46,988	75,213	=	Client Services Support Analyst	1	Converted to 40 Hours
Cecil	47,313	37,170	57,928	=	Help Desk Analyst	3	
Charles	59,098	43,665	81,972	=	Technology Support Specialist I & II	2	
Dorchester							
Frederick	60,380	43,667	56,767	=	Client Services Specialist I	1	
Garrett	42,276	30,891	47,555	=	Support Specialist	1	
Harford	54,024	43,900	89,032	=	Computer Systems Engineer II	4	Computer Sys Engineer I - 1; \$40,900 (min-\$39,900/max-\$81,190)
Howard	62,289	47,112	80,683	=	Technical Services Specialist I	3	
Kent	43,150	41,201	65,510	+	Project Manager	1	
Montgomery	82,437	56,106	92,931		IT Specialist II	16	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	47,045	41,309	66,616		Help Desk Supervisor	1	
St. Mary's		37,253	55,598	=	Help Desk Technician		Vacant
Somerset	34,569	32,904	53,917		Network Technician	1	
Talbot							
Washington	50,668	44,128	69,015		Tech. Support Analyst II	2	
Wicomico	31,728	31,728	63,456		Data Services Technician	1	
Worcester	41,260	50,045	81,994	=		3	IT Technician
MNCPPC	59,528	44,054	75,381	=	IT Support Specialist I	10	Certain IT positions are in a special salary range
AVERAGE	50,824	41,657	68,073				

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Jobs with < 5 responses were omitted.

"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	19,822	19,822	19,822	=	Central Receptionist/Telephone Operator	1	Contractual
Anne Arundel	34,933	25,043	49,525	+	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							
Baltimore County	35,255	2,061	33,796	-	Clerk	2	35 hour position, maximum salary with longevities is \$42,896
Calvert	30,969	28,228	41,805	=	Office Aide	5	35/week
Caroline							
C Carroll	28,101	27,685	44,325	=	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	32,824	24,406	38,066		Admin Associate	1	
Frederick	34,303	25,391	40,626	+	Admin Clerk	1	
Garrett							
Harford	33,091	23,700	56,002	=	Clerical Assistant II	1	Clerical Assistant I (min-\$23,700/max-\$56,002; 0 employees
Howard	35,979	28,184	48,360	=	Administrative Support Technician I	4	
Kent							
Montgomery	38,060	34,576	55,524	=	Administrative Aide	13	Includes the average of FTE salaries. 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	35,944	24,419	46,803		Clerk	1	
Washington							
Wicomico							
Worcester	27,884	25,896	43,683	=		1	
MNCPPC	47,699	27,902	50,156	=	Office Clerk	2	
AVERAGE	33,061	24,772	44,532				

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Jobs with < 5 responses were omitted.

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Paralegal

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	32,121	32,121	32,121			1	Contractual
Anne Arundel	54,599	40,194	64,460	=		4	
Baltimore City	51,582	44,858	54,520	=		29	Maximum salary with longevities is \$63,790
Baltimore County	46,999	37,060	46,999	=	Legal Assistant	1	35 hour position, maximum salary with longevities is \$58,541
Calvert	64,483	47,193	69,979	=		1	35/week
Caroline	40,346	29,125	74,286		Coordinator	7	Circuit/States Atty Office
Carroll		39,084	62,546	=			vacant
Cecil							NCC
Charles		43,665	70,283	=	Paralegal Supervisor		Position transformed to Legal Assistant I.
Dorchester							
Frederick	59,214	40,787	65,256	=	Legal Assistant	1	
Garrett							
Harford	55,942	43,900	89,032	=	Legal Specialist III	2	
Howard	69,210	47,112	80,683	=	Legal Support Services Specialist	5	
Kent							
Montgomery	78,644	56,106	92,931	=	Paralegal Specialist	7	
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	37,765	34,960	57,286	-	Child Support Processor & Victim Witness Coord.	3	2 Pay Grades
Talbot	43,050	38,207	55,239		Paralegal & Victim/Witness Director	2	
Washington	58,999	35,031	54,787		Legal Assistant	1	
Wicomico	43,836	31,728	63,456		Legal Assistant I	3	
Worcester							
MNCPPC	61,759	44,054	75,381	=	Paralegal Assistant	1	Requires paralegal certificate
AVERAGE	52,883	40,473	66,076				

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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	44,069	30,030	57,065	=		5	
Anne Arundel	55,730	36,411	58,404	=		6	
Baltimore City	38,668	35,564	42,446	=	Legal Assistant I	4	Maximum salary with longevities is \$49,660
Baltimore County	43,931	33,796	42,896	=	Legal Secretary	22	35 hour position, maximum salary with longevities is \$53,679
Calvert	46,187	34,307	50,887	=	Legal Secretary I	4	35/week
Caroline	35,842	31,863	41,932	=	Court Recorder/ADMIN	3	
Carroll	43,805	30,181	48,319	=	Legal Assistant	2	1 Vacancy
Cecil	37,943	33,842	52,686	=	Legal Secretary	6	
Charles	56,924	43,665	70,283	+	Legal Assistant III	2	
Dorchester	46,574	34,630	58,074	=		2	
Frederick	40,350	35,688	57,101	-	Judicial Assistant	3	
Garrett							
Harford		39,900	81,190	=	Legal Specialist II		vacant
Howard	55,182	42,536	72,883	=	Administrative Technician	6	
Kent	52,809	52,809	52,809	=		1	
Montgomery	62,339	40,731	66,872	=	Legal Secretary II	7	
Prince George's							Not in County class plan
Queen Anne's	45,237	38,756	62,309		Legal Assistant I	3	
St. Mary's	35,464	32,094	47,923	=	Legal Assistant I	4	
Somerset	37,242	32,904	53,917			3	Legal Secretary
Talbot	36,770	29,913	51,329		Legal Secretary & Victim/Witness Coordinator	3	
Washington	39,068	32,435	50,727	=		8	
Wicomico	37,303	23,456	43,399		Legal Office Associate III	6	
Worcester							
MNCPPC	66,562	38,899	66,562	=		1	
AVERAGE	45,619	35,655	55,910				

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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	33,756	30,030	57,065	=		2	Accounting Technician II
Anne Arundel	33,545	26,278	47,174	=	Cashier I	4	max salary includes 15% longevity 16+ yrs
Baltimore City	37,128	29,672	34,218	=	Cashier I	15	Maximum salary with longevities is \$40,037
Baltimore County	44,127	33,796	42,896	=	Cashier	6	35 hour position, maximum salary with longevities is \$53,679
Calvert	46,911	34,307	50,887	+	Treasurer Clerk I	2	35/week
Caroline							
Carroll	28,663	27,685	44,325	=	Collections Clerk I	1	
Cecil	36,747	33,842	52,686	=	Collections Specialist	6	
Charles	33,359	32,105	51,787	=	Revenue Specialist	5	
Dorchester	31,728	29,040	40,613	=	Fiscal Clerk	1	
Frederick	33,802	33,246	53,194	=	Collection Specialist I	2	
Garrett							
Harford	38,300	30,200	67,608	=	Accounting Clerk I	1	Accounting Clerk II - 11; \$43,694 (min-\$30,200/max-\$67,608)
Howard		30,368	50,440	=	Administrative Support Technician II		
Kent	38,179	34,052	53,121	=	Finance Associate	2	
Montgomery	58,257	40,731	66,872	=	Fiscal Assistant	37	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries
Prince George's							Not in County class plan
Queen Anne's	37,537	36,383	58,299	=	Collection Specialist	2	
St. Mary's							
Somerset							
Talbot	43,347	26,006	47,568		Sanitary District Clerk & Tax Clerk	1	Tax Clerk currently vacant
Washington							
Wicomico							
Worcester	37,998	29,245	47,923	=		5	
MNCPPC							
AVERAGE	38,337	31,587	50,981				

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

Jobs with < 5 responses were omitted.

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

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		18,963	36,036	=	Office Associate I		Vacant
Anne Arundel	34,512	25,053	44,970	=	Office Support Assistant I	8	Max salary includes 15% longevity 16+ yrs
Baltimore City	28,086	26,221	29,311	=	Office Support Specialist I	5	Maximum salary with longivities is \$34,292
Baltimore County	35,255	27,061	33,796	=	Clerk	2	35 hour position, maximum salary with longivities is \$40,896
Calvert	34,074	30,521	45,227	=	Office Assistant I	5	35/week
Caroline	31,577	26,636	34,654	=	Office Support Assistant II	1	
Carroll	23,317	23,317	37,316	=	Office Associate I	2	
Cecil	28,212	24,107	37,482	=	Office Services Assistant	9	
Charles	32,086	29,742	48,007	+	Office Associate I	2	
Dorchester							
Frederick	36,803	31,060	49,695	+	Admin Spec III	21	
Garrett							
Harford	28,500	27,500	62,182	=	Clerk Typist	1	
Howard	35,979	28,184	45,593	=	Administrative Support Technician I	4	
Kent	35,607	30,742	47,650	=	Administrative Assistant I	4	2.5 Adinistrative Assistant I, 1 Office Assistant
Montgomery	50,154	36,000	58,157	=	Principal Administrative Aide	139	Includes the average of FTE salaries
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	33,070	28,294	44,863	=	Adm. Asst. I	4	
St. Mary's	29,915	26,645	39,728	+	Office Specialist (Gr 2)	4	
Somerset	29,929	27,432	44,951	=	Office Assistant I	2	
Talbot	29,481	24,419	47,568		Administrative Assistant I & Staff Assistant	6	
Washington	29,173	25,748	40,269	=	Office Associate	6	
Wicomico	25,441	20,623	38,187		Office Associate	2	
Worcester	27,976	19,710	32,291	=		10	
MNCPPC		31,347	53,639	=	Administrative Assistant		Vacant
AVERAGE	32,561	27,123	44,291				

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Jobs with < 5 responses were omitted.

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

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	31,781	27,394	52,056	=	Office Associate III	2	
Anne Arundel	34,969	27,518	49,525	=	Office Support Assistant II	92	Max salary includes 15% longevity 16+ yrs
Baltimore City	31,880	27,929	31,746	=	Office Asst/Supt Spec II	157	Maximum salary with longevities is \$37,141
Baltimore County	40,466	30,761	38,879	=	Office Assistant	119	35 hour position, maximum salary with longevities is \$49047
Calvert	42,133	34,307	50,887	=	Office Specialist I	11	35/week
Caroline	35,974	31,863	46,125		Administrative Assistant & EMS Billing Coordinator	5	
Carroll	27,685	27,685	44,325	=	Office Associate III	7	Converted to 40 hours-1 vacancy
Cecil	35,376	30,701	47,902	=	Office Services Specialist	17	
Charles	49,576	34,661	55,878	=	Office Associate III	10	
Dorchester	33,997	26,040	40,613	=	Administrative Associate	5	
Frederick	44,781	35,588	56,941	=	Admin Spec V	15	
Garrett	35,656	26,144	38,716	=		5	
Harford	44,825	33,100	71,290	=	Administrative Assistant I	9	
Howard	39,235	31,282	50,440	=	Administrative Support Technician II	105	
Kent	39,410	34,052	53,121	=	Administrative Assistant II	7	
Montgomery	60,866	40,731	66,872	-	Office Services Coordinator	217	Include the average of FTE salaries
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	32,467	29,147	47,760	=	Office Assistant II and/or Secretary General	3	
Talbot	33,802	27,826	51,329		Administrative Assistant II & Secretary	8	
Washington	37,943	30,033	46,971	=	Sr. Office Associate	27	
Wicomico	35,393	27,875	51,558		Administrative Office Associate II	4	
Worcester	34,798	27,872	45,656	=		11	
MNCPPC	49,307	34,683	59,349	=	Senior Administrative Assistant	43	
AVERAGE	38,978	31,023	50,649				

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Jobs with < 5 responses were omitted.

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

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	48,010	32,924	62,565	=	Office Associate V	4	
Anne Arundel	40,283	30,222	54,454	=	Office Support Specialist	58	Max salary includes 15% longevity 16+ yrs
Baltimore City	33,065	29,672	34,218	=	Office Asst/Supt Spec III	271	Maximum salary with longevities is \$40,037
Baltimore County	49,154	37,060	46,999	=	Office Administrator	17	35 hour position, maximum salary with longevities is \$60969
Calvert	56,295	43,280	69,979	=	Executive Administrative Assistant I & II	7	35/week
Caroline	44,390	34,874	55,811		Office Manager & Grant Coordinator & Board Admin	6	
Carroll	33,405	32,927	52,645	=	Administrative Office Associate I	8	Support staff to the Bureau Chief/Deputy Director/Administrator level - converted to 40 hours
Cecil	39,071	33,842	52,686	=	Administrative Assistant	19	
Charles	52,035	40,422	65,097	+	Administrative Associate	11	
Dorchester	32,211	32,211	50,239	=	Admin. Associate, Adv	2	
Frederick	52,760	40,787	65,259	=	Admin Asst	10	
Garrett	40,598	28,383	43,696	=		6	
Harford	49,676	37,300	71,198	=	Administrative Assistant II	43	
Howard	44,212	34,653	55,931	=	Administrative Support Technician III	58	
Kent	50,552	41,201	65,510	=	Office Manager	7	
Montgomery	60,866	40,731	66,872	-	Office Services Coordinator	217	Include the average of FTE salaries
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	44,157	32,126	51,100	=	Adm. Asst. III	8	
St. Mary's	46,853	34,611	53,352	=	Senior Administrative Coordinator	10	
Somerset	38,583	30,968	50,745	=	Executive Secretary and Administrative Assistant	4	
Talbot	43,963	29,913	57,691		Office Manager	5	
Washington	40,280	32,435	50,727	=	Admin. Assistant	13	
Wicomico	34,232	27,875	51,558		Executive Office Associate	1	
Worcester	43,347	33,682	55,494	=		3	
MNCPPC	57,954	37,135	63,544	=	Principal Administrative Assistant	55	
AVERAGE	45,573	34,847	57,158				

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Jobs with < 5 responses were omitted.

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

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	63,573	63,573	63,573	=	Clerk to Commissioners	1	Contract/35/week
Caroline							
Carroll	66,352	46,988	75,213	=	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	37,293	34,630	54,011	=	Administrative Specialist	1	
Frederick							
Garrett							
Harford	81,000	81,000	129,862	=	Council Administrator	Appoi	
Howard							
Kent	44,087	34,052	65,510	=	Clerk, Deputy Clerk	2	
Montgomery	86,611	56,106	92,931		Deputy Clerk of the County Council	2	
Prince George's							Not in County class plan
Queen Anne's	83,980	58,452	107,289	=	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	63,593	53,108	81,832				

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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	38,272	30,867	52,187	=	Storekeeper II	8	
Baltimore City	34,282	29,019	33,262	=	Storekeeper I	20	Maximum salary with longevities is \$38,917
Baltimore County	34,996	28,245	35,387	=	Storekeeper I	7	40 hour position, maximum salary with longevities is \$44,951
Calvert							
Caroline	33,100	31,863	41,932		Purchasing Agent I	1	
Carroll	37,000	25,439	40,644	=	Parts Clerk	2	
Cecil				=			
Charles	42,300	32,105	51,787	=	Inventory Control Associate & Specialist	2	Supply Clerk title abolished & transformed to 2 different positions: Inventory Control Associate & Inventory Cotnrol Specialist
Dorchester							
Frederick							
Garrett							
Harford		30,200	67,608	=			Vacant
Howard	35,578	30,285	42,744	=	Stores Clerk	4	
Kent							
Montgomery	52,251	34,576	55,524	=	Supply Technician II	15	
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	32,536	30,968	50,745	=	Shop Clerk	1	
Talbot							
Washington							
Wicomico	26,520	23,456	43,399		Inventory Specialist	1	
Worcester							
MNCPPC	51,662	27,902	50,156	=	Clerical/Inventory Operations Assistant	1	Employee exceeds maximum due to longevity
AVERAGE	37,746	29,279	47,392				

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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 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	42,981	31,720	57,117	=	Financial Clerk I	14	Max salary includes 15% longevity 16+ yrs
Baltimore City	33,768	29,672	34,218	=	Accounting Assistant II	16	Maximum salary with longevities is \$40,037
Baltimore County		28,245	35,387	=	Account Clerk I		35 hour position, maximum salary with longevities is \$44,951
Calvert	48,367	35,708	52,907	=	Account Technician I	2	35/week
Caroline	37,149	31,863	41,932		Account Clerk I & II	1	
Carroll		30,181	48,319	=	Accounts Technician I		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	30,714	26,040	40,613	=	Fiscal Clerk	3	
Frederick	33,246	33,246	53,194	=	Account Tech I	1	
Garrett	40,682	30,891	47,555	=	Accounting Associate	2	
Harford	38,300	30,200	67,608	=	Accounting Clerk I	2	*same as cashier
Howard	39,986	31,282	50,440	=	Administrative Support Technician II	15	
Kent							
Montgomery	58,157	40,731	66,872	=	Fiscal Assistant	37	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries
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	39,268	30,968	50,745	+	Computer Operator II & Account Clerk III	4	
Talbot	37,964	27,826	51,329		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	28,371	23,456	43,399		Disbursement Coordinator	1	
Worcester							
MNCPPC	49,394	34,683	59,349	=	Accounting Technician I	1	
AVERAGE	39,734	31,476	51,025				

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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	53,110	32,924	62,565	=	Senior Accounting Technician	3	
Anne Arundel	49,013	38,258	61,354	=	Financial Clerk II	10	
Baltimore City	43,258	35,564	42,446	=	Accounting Assistant III	33	Maximum salary with longevities is \$49,660
Baltimore County	45,755	33,796	42,896	=	Account Clerk III	45	35 hour position, maximum salary with longevities is \$53,679
Calvert	45,586	37,092	59,423	=	Accounts Payable Tech/ Accounts Rec. Tech I & II	4	35/week
Caroline	42,113	34,874	46,125		Account Clerk III	3	
Carroll	44,304	30,181	48,319	=	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	30,714	29,965	46,735	=	Fiscal Clerk Advanced	2	
Frederick	39,418	33,336	60,957	=	Account Tech II	3	
Garrett							
Harford	59,478	39,900	81,190	=	Accounting Technician II	4	
Howard	46,182	34,653	55,931	=	Administrative Support Technician III	12	
Kent							
Montgomery	58,157	40,731	66,872	=	Fiscal Assistant	37	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries
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	40,888	30,968	57,286	+	Administrative Aide	4	2 Pay grades
Talbot							
Washington	34,121	30,033	46,971	=	Accounts Receivable Spec	2	
Wicomico	46,763	31,728	63,456		Accounting Specialist	1	
Worcester							
MNCPPC	61,748	38,919	66,598	=	Accounting Technician II	5	
AVERAGE	50,855	37,645	61,984				

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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	42,214	36,095	68,592	+	Payroll Supervisor		
Anne Arundel	53,399	36,411	64,460	+	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		35,564	42,446	=	Accounting Assistant III		Maximum salary with longevities is \$49,660
Baltimore County	38,042	30,761	38,879	=	Account Clerk II	28	35 hour position, maximum salary with longevities is \$49,047
Calvert	48,758	40,095	59,423	=	Payroll Specialist	1	35/week
Caroline	36,857	34,874	46,125		Account Clerk III/Payroll	1	
Carroll	36,650	32,927	52,645	=	Payroll Technician	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	52,812	39,900	81,190	=	Accounting Technician II	3	
Howard	51,376	38,397	65,749	=	Administrative Aide	3	
Kent	55,860	37,128	58,662	=	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	31,743	30,968	50,745		Personnel Assistant	1	
Talbot	38,818	38,207	55,239		Payroll/Accounty Payable Manager	1	
Washington	36,257	35,031	54,787	=	Payroll Manager	1	
Wicomico	32,100	27,875	51,558		Human Resources Specialist II	1	
Worcester	41,288	32,612	52,874	=		1	
MNCPPC	74,989	44,054	75,381	=	Payroll Specialist	1	
AVERAGE	45,080	36,611	59,259				

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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	61,355	47,561	90,380	+	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	80,109	56,216	87,580	=	Utilities Superintendent/Solid Waste Superintendent	3	1M salary range is from 1-15 years
Calvert	60,005	56,020	83,119	=	Infrastructure Superintendent	1	35/week
Caroline	63,812	50,247	74,286		Roads Superintendent & Facilities Superintendent	2	
Carroll	81,869	57,701	103,857	=	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	67,264	54,076	83,246	+	Division Chief	3	
Harford	65,261	64,300	119,629	=		5	
Howard	99,128	64,106	109,699	=	Operations Superintendent	9	
Kent	75,109	56,160	89,856		Superintendent-Water & WW	1	
Montgomery	66,984	42,579	70,072	=	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	75,782	50,162	81,781		Roads Superintendent	1	
St. Mary's							
Somerset	62,262	47,843	75,806	-	Assist. Superintendent, Co. Rds. Dept.	1	
Talbot	68,888	62,938	78,930		Roads Superintendent & Facilities Manager	2	County Roads Department only & County Buildings
Washington	98,778	70,026	109,518	-	Dir. of Environmental Mgmt	1	Does not oversee Highways
Wicomico							
Worcester	80,890	70,000	85,000	=		2	
MNCPPC							
AVERAGE	78,319	57,687	92,840				

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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	42,525	30,030	62,565	=	Utilities Foreman & Roads Foreman	5	Covers two grades
Anne Arundel					Multiple		AA County has multiple titles for first level Supervisors
Baltimore City	34,305	30,411	35,584	=	Laborer Crew Leader I	41	Maximum salary with longevities is \$37,474
Baltimore County	53,424	40,857	51,323	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	62	Maximum salary with longevities is \$64,082
Calvert	51,610	38,438	56,992	=	Highway Maintenance Crew Leader I	4	40/week
Caroline	41,085	31,863	50,737		Crew leader -Highway Marking Specialist	6	Weed Control
Carroll	51,252	39,084	62,546	=	Foreman	10	
Cecil	38,012	37,170	57,928	=	Crew Leader	4	
Charles	63,007	43,665	70,283	+	Supervisor; Supervisor I & II	30	
Dorchester							
Frederick	54,654	43,668	69,868	=	Foreman	3	
Garrett	46,503	30,891	47,555	=	Foreman	10	
Harford	51,478	39,900	81,190	=	Crew Chief (Non CDL)	8	Crew Chief (CDL) = 6; \$50,522 avg; min-\$43,900/max-\$89,032)
Howard	64,153	47,112	76,066	=	Operations Supervisor I	31	
Kent							
Montgomery							NCC
Prince George's		29,646	54,737	=	Crew Supervisor I		Vacant
Queen Anne's	54,777	38,756	62,309	=	Foreman	7	
St. Mary's	65,083	42,515	67,642	=	Supervisor		1
Somerset	45,879	32,904	53,917	=	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	41,266	32,435	50,727	=	Lead Construction Spec.	1	
Wicomico	31,560	23,456	43,399		Crew Leader I	6	
Worcester	65,605	50,000	70,000	=		3	
MNCPPC	55,975	38,899	66,562	=	Park/General Maintenance Leader	64	
AVERAGE	49,940	36,988	59,288				

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

Jobs with < 5 responses were omitted.

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

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	42,331	32,924	68,592	=	Building Supervisor I & II	2	Covers two grades
Anne Arundel					Multiple		AA County has multiple titles for second level Supervisors
Baltimore City	39,092	32,114	35,378	=	Laborer Crew Leader II	26	Maximum salary with longevities is \$40,683
Baltimore County	69,292	46,999	58,541	=	Utilities Supervisor I/Landfill Supervisor/Highways Superintendent	13	Maximum salary with longevities is \$74,096
Calvert	59,207	46,696	69,306	=	Highway Maint. Supervisor	2	40/week
Caroline							
Carroll	57,963	46,988	75,213	=	Area Roads Chief	5	
Cecil	44,678	37,170	57,928	=	Supervisor II	1	
Charles	77,256	59,528	95,666	+	Superintendent	17	
Dorchester							
Frederick							
Garrett	55,546	46,223	71,160	=	Assistant Division Chief	3	
Harford	56,185	52,800	102,261	=	Maintenance Supervisor	8	
Howard	74,933	52,250	84,219	=	Operations Supervisor II	23	
Kent							
Montgomery		58,778	97,425	=	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	57,971	34,960	60,867	=	Supervisor, Road Maint. & Supervisor of Maintenance	2	Covers 2 Pay Grades
Talbot		41,837	57,691		Roads Supervisor		County Roads Department only - vacant
Washington	60,664	44,128	69,015	=	Section Supervisor	5	
Wicomico	44,267	31,728	63,456		Crew Leader II	5	
Worcester							
MNCPPC	90,681	56,559	96,970	=	Trade Shop Supervisor II	9	
AVERAGE	61,004	44,837	72,972				

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

Jobs with < 5 responses were omitted.

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

Engineering Technician/Associate

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	46,783	30,030	68,592	=	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	58,821	43,026	52,239	=	Engineering Associate II	30	Maximum salary with longevities is \$61,119
Baltimore County	53,543	40,857	51,323	=	Engineering Associate II	13	35 hour position, maximum salary with longevities \$64,082
Calvert	56,020	56,020	83,119	=	Project Engineer I	1	35/wk
Caroline							
Carroll	47,167	35,860	57,408	=	Engineering Technician II	3	Converted to 40 hours
Cecil							NCC
Charles	70,401	59,528	95,666	+	Engineer II	5	
Dorchester							
Frederick	60,748	50,060	65,078	=	Engineering Tech II	2	
Garrett	51,691	33,576	51,691			1	
Harford	60,727	37,300	76,198	=	Engineering Associate II	1	
Howard	51,834	38,397	61,984	=	Engineering Support Technician I	9	
Kent							
Montgomery	71,599	44,530	73,434	=	Engineer Technician II	7	
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	47,086	37,833	59,169	=		3	
Wicomico							
Worcester							
MNCPPC		44,054	75,381	-	Senior Engineering Technician		Vacant
AVERAGE	55,278	42,213	67,446				

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

Jobs with < 5 responses were omitted.

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

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	44,060	36,095	75,198	=	Drafter/CADD Operator & Planner I	2	Covers two grades
Anne Arundel	56,988	46,611	74,753	=	GIS Specialist	16	
Baltimore City	48,470	39,701	47,990		GIS Technician	3	Maximum salary with longevities is \$56,150
Baltimore County	59,878	51,323	54,082	=	Geographic Information Systems Analyst	3	35 hour position. maximum salary with longevities is \$81,690
Calvert	56,520	47,193	76,258	=	GIS Analyst and GIS Mapping Technician	2	35/week
Caroline							
Carroll	53,394	42,620	68,183		GIS Analyst-Engineering		Converted to 40 hours
Cecil	74,131	65,853	102,627	=	GIS Coordinator	1	
Charles	58,560	40,422	75,897	=	Database Specialist (CAD or GIS)	2	
Dorchester	37,235	37,235	58,074	=	GIS Technician	1	
Frederick		33,336	53,338	+	GIS Spec I		
Garrett	56,237	42,736	65,791	=	GIS Specialist	1	
Harford	64,765	52,800	102,261	=	GIS Analyst II	2	
Howard	52,534	38,397	61,984	=	Engineering Support Technician I	3	
Kent							
Montgomery	102,115	64,530	107,121		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	63,945	53,567	87,624	=	GIS Coordinator	1	
St. Mary's	56,349	38,730	59,717	=		1	
Somerset	53,917	32,904	53,917	=	GIS Technician/Zoning Specialist	1	
Talbot	68,152	62,938	78,930		GIS Manager	1	
Washington	39,157	37,833	59,169	=	GIS Analyst	2	
Wicomico	79,988	43,059	86,119		Chief Technincal Services & Environmental Planning	1	
Worcester				=			
MNCPPC		34,666	59,319	=	CAD/GIS Technician II		Vacant
AVERAGE	60,185	45,032	72,563				

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

Jobs with < 5 responses were omitted.

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

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		30,030	57,065	=	Code Enforcement Officer		Vacant
Anne Arundel	55,459	41,538	70,179	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 15% longevity 16+ yrs.
Baltimore City	54,022	44,858	54,520	=	Construction Building Inspector II	16	Maximum salary with longevities is \$63,790
Baltimore County	57,484	42,896	53,679	+	Code Inspection and Enforcement Officer II*	33	35 hour position, maximum salary with longevities is \$67,342
Calvert	56,711	47,193	69,979	=		2	35/week
Caroline							
Carroll	44,481	42,620	68,183	=	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	40,398	28,384	43,696	=		1	
Harford	48,487	43,900	89,032	=	Inspector II	1	Inspector I = 2; \$38,300 (avg); min-\$37,300/max-\$76,198. Inspector III = 2; \$59,804 (avg) min-\$52,800/max-\$102,261
Howard	59,431	42,536	68,702	=	Regulation Inspector I	3	
Kent							
Montgomery	75,439	48,824	80,663	=	Code Enforcement Inspector III	15	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	30,968	50,745	=	Building Code Assist./ Field Inspector	1	
Talbot	47,145	46,020	60,522			2	
Washington	41,661	37,833	59,169	=	Building Inspector I/ II	3	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	57,743	44,054	75,381	=	Construction Inspector	1	
AVERAGE	50,995	39,863	64,413				

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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		30,030	57,065	=	Construction Officer	1	Vacant
Anne Arundel							No match
Baltimore City	54,022	44,858	54,520	=	Housing Inspector II	16	Maximum salary with longevities is \$63,790
Baltimore County	57,484	42,896	53,679	+	Code Inspection and Enforcement Officer II*	33	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert							
Caroline							
Carroll	33,592	32,927	52,645	=	Housing Inspector	1	Converted to 40 hours
Cecil	40,622	37,170	57,928	=	Code Compliance Inspector	1	
Charles	69,751	47,173	75,897	=		1	
Dorchester							
Frederick	59,151	38,209	61,134	=	Housing, Inspector 2	1	
Garrett							
Harford	45,752	39,900	81,190	=	Housing Inspector	1	
Howard	65,416	42,536	68,702	=	Regulation Inspector I	3	
Kent							
Montgomery	88,226	56,106	92,931	=	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	30,968	30,968	50,745	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester				=		1	
MNCPPC							
AVERAGE	53,750	39,614	63,884				

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Jobs with < 5 responses were omitted.

**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	54,459	41,538	70,179	=	Construction Code Inspector	21	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	37,500	32,114	35,378	=	Pipefitter II	2	Maximum salary with longevities is \$40,683
Baltimore County	57,484	42,896	53,679	+	Code Inspection and Enforcement Officer II*	33	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	68,123	47,193	69,979	=		2	35/week
Caroline							
Carroll	48,984	42,620	68,183	=	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	44,900	43,900	89,032	=	Inspector II	4	Inspector I - 1; \$38,300 min-\$37,300/max-\$76,198; Inspector III - 1; \$55,990; min-\$52,800/max-\$102,261
Howard	61,302	42,536	68,702	=	Regulation Inspector I	3	
Kent							
Montgomery	75,439	48,824	80,663	=	Code Enforcement Inspector III	15	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	59,726	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	55,745	41,721	66,601				

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Jobs with < 5 responses were omitted.

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

Prepared by MACo, December 2015
Salary Survey of MD County Government FY 2016

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	54,459	41,538	70,179	=	Construction Code Inspector	21	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	56,532	44,858	54,520	=	Construction Electrical Inspector II	3	Maximum salary with longevities is \$63,790
Baltimore County	57,484	42,896	53,679	+	Code Inspection and Enforcement Officer II*	33	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	65,866	47,193	69,979	=		2	35/week
Caroline							
Carroll	54,205	42,620	68,183	=	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		43,900	84,032	=	Inspector II		Inspector I - 2; \$43,900 (avg); min-\$37,300/max-\$76,198; Inspector III = 1; (\$62,235 avg) min-\$52,800/max-\$102,261
Howard	64,176	42,536	68,702	=	Regulation Inspector I	3	
Kent							
Montgomery	75,439	48,824	80,663	=	Code Enforcement Inspector III	15	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	52,758	40,859	63,902	=	Electrical Inspector I/II	3	Electrical Inspector II, salary range of 44,128-69,015 - \$52,410 - 1 position
Wicomico							
Worcester							Contractual
MNCPPC							
AVERAGE	59,014	43,577	68,996				

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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	48,485	30,030	68,592			4	Covers two grades
Anne Arundel	49,908	41,538	70,179	=		21	Max salary includes 15% longevity 16+ yrs
Baltimore City	50,198	39,701	47,990	=	Public Works Inspector II	47	Maximum salary with longevities is \$56,150
Baltimore County							NCC
Calvert	69,306	46,696	69,306	-	Project Inspector I	1	40/week
Caroline							
C Carroll	36,858	35,860	57,408	=	Construction Inspector I	1	Converted to 40 hours
Cecil	47,486	40,914	63,690	=	Construction Inspection Representative	2	
Charles	49,950	47,173	75,897	+		2	
Dorchester							
Frederick	48,788	43,668	69,868	=	Inspector 2	2	
Garrett	48,073	39,511	60,828	-	Project Systems Inspector	1	
Harford	48,525	43,900	89,032	=	Inspector II	6	
Howard	68,618	47,112	76,066	=	Regulation Inspector II	14	
Kent							
Montgomery	84,651	56,106	92,931	=	Permitting and Code Enforcement Inspector III	43	Advanced Level
Prince George's	54,720	39,614	72,759	=	Construction Standards Inspector II	40	Total combined from DER & DPWT
Queen Anne's	55,505	36,383	58,299	=	Construction Inspector II	2	
St. Mary's	64,714	42,515	67,642	+	Inspector III	4	
Somerset	40,002	37,145	60,867	-	Zoning Administrator	1	
Talbot							
Washington	45,843	37,833	59,169	=		4	
Wicomico							
Worcester							
MNCPPC	75,951	49,941	85,458	=	Senior Construction Inspector	7	
AVERAGE	54,866	41,980	69,221				

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

Jobs with < 5 responses were omitted.

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

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	55,459	41,538	70,179	=	Construction Code Inspector	21	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				=	Code Enforcement Investigator II		
Baltimore County	57,484	42,896	53,679	+	Code Inspection and Enforcement Officer II*	33	
Calvert	65,465	61,116	90,600	+	Zoning Enforcement Chief	1	35/week
Caroline	47,307	34,874	46,125		Codes Enforcement Officer I & II	1	
Carroll	58,635	55,828	89,357	=	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	68,138	47,112	76,066	=	Regulation Inspector II	22	
Kent	48,335	37,128	75,900	=		2	1-Chief Inspector & Enforcement Officer, 1-Enforcement Officer
Montgomery	75,439	48,824	80,663	=	Code Enforcement Inspector III	15	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	44,154	37,145	60,867	=		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	58,360	46,448	75,134				

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

Jobs with < 5 responses were omitted.

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

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	40,789	40,789	40,789	=	Code Enforcement Officer	1	Contractual
Anne Arundel	48,894	40,248	72,571	=		6	Max salary includes 15% longevity 16+ yrs
Baltimore City	56,150	39,701	47,990	=	Zoning Examiner II	1	Maximum salary with longevities is \$56,150
Baltimore County	57,484	42,896	53,679	+	Code Inspection and Enforcement Officer II*	33	
Calvert	62,590	51,415	76,258	=	Zoning Code Enforcer	1	35/week
Caroline							
Carroll	38,604	35,860	57,408	=	Zoning Inspector	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	33,017	32,211	50,239	=		1	
Frederick	50,896	38,209	61,134	=	Inspector 2, Zoning	1	
Garrett				=			
Harford	55,196	39,900	81,190	=	Zoning Inspector II	3	Zoning Inspector I (\$37,300-\$76,198) -0- employees
Howard	57,079	42,536	68,702	=	Regulation Inspector I	2	
Kent							
Montgomery	73,200	53,557	88,636	=	Highway Inspector II	10	Lead Level
Prince George's	83,215	61,958	120,542	=	Property Standards Code Enforcement Officer	2	
Queen Anne's	34,624	34,154	54,568	+	Nuisance/Zoning Inspector	2	
St. Mary's	53,490	38,730	59,717	=	Inspector II	3	
Somerset							
Talbot							
Washington	41,946	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	52,976	41,927	67,029				

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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	64,812	47,561	90,380	=	Land Use and Planning Engineer	1	Contractual
Anne Arundel	70,334	54,049	91,080	=	Engineer II	9	Planning & Zoning
Baltimore City	73,753	64,600	103,200	=	Engineer II	32	
Baltimore County	64,447	49,047	60,969	=	Engineer II	6	35 hour position, maximum salary with longevities is \$77,894
Calvert							
Caroline	51,353	50,247	67,532		Project Manager	1	
Carroll		51,210	81,994	=	Plans Reviewer-Engineering	1	Vacant
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 I	1	
Garrett							
Harford	71,808	52,800	102,261	=	Senior Plans Reviewer	1	Plans Reviewer I (\$43,900 - \$89,032) -vacant; Plans Reviewer II \$52,800 - \$102,261 (1 employee \$53,800)
Howard	93,941	57,845	98,987	=	Engineering Specialist I	5	
Kent							
Montgomery	82,511	56,106	92,931	=	Planning Specialist III	22	
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	52,752	47,658	74,536	=		4	
Wicomico	39,500	43,059	86,119		Planner III - Long Range	2	
Worcester	50,016	37,514	61,487	=		3	
MNCPPC							
AVERAGE	66,883	50,743	84,386				

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

Jobs with < 5 responses were omitted.

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

Electrician I

Performs journeyman level electrical work.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	34,963	30,030	57,065	+	Building Maintenance Worker III	2	Covers two grades
Anne Arundel	45,810	35,859	60,486	=	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	40,068	34,284	38,339	=	Electrical Mechanic II	6	Maximum salary with longevities is \$44,089
Baltimore County	43,950	35,589	44,616	-	Electrician I	12	Works under the guidance of an Electrician II. Maximum salary with longevities is \$59,696
Calvert							
Caroline							
Carroll	33,405	32,927	52,645	=		1	
Cecil							NCC
Charles	58,140	40,422	65,097	=	Electrician II	4	
Dorchester							
Frederick	46,112	38,098	60,957	+	Maintenance Tech 2	5	
Garrett							
Harford							
Howard							
Kent	52,015	37,128	58,662	=	Assistant Electrician	1	
Montgomery	61,041	44,530	73,434	=	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,
Somerset	32,977	29,147	47,760	=	Electrical&HVAC Maintenance Technician	1	
Talbot							
Washington	41,970	37,833	59,169	=		2	
Wicomico							
Worcester							
MNCPPC	50,178	34,683	59,348	=	Electrician	4	
AVERAGE	45,011	35,064	55,614				

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

Jobs with < 5 responses were omitted.

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

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		32,924	62,565	=	Building Maintenance Worker IV		Vacant
Anne Arundel					No Match		Minor electrical work performed by Facilities Maintenance Mech II who may not possess Master Electrician License
Baltimore City	52,310	39,701	47,990	=	Electrical Supervisor Licensed	1	Maximum salary with longevities is \$56,150
Baltimore County	56,264	42,619	54,184	=	Electrician II	11	Maximum salary with longevities is 72,530
Calvert	54,691	43,280	64,191	+	Master Electrician	2	35/week
Caroline							
Carroll	38,761	35,860	57,408	=		2	
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	61,668	47,400	95,230	=	Sr Electrician W&S Operations	1	
Howard	64,012	43,826	65,146	=	Electrician	8	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	60,000	47,736	75,900	=	Facilities Electrician		vacant
Montgomery	75,564	46,630	76,958	=	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	70,191	44,054	75,381	=	Lead Electrician	2	
AVERAGE	56,712	40,914	66,723				

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

Jobs with < 5 responses were omitted.

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

*Prepared by MCo, December 2015
Salary Survey of MD County Government FY 2016*

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				=			
Anne Arundel	55,266	37,648	63,565	=		2	Max salary includes 15% longevity 16+ yrs
Baltimore City	43,605	37,348	42,182	=		8	Macimum salary with longevities is \$48,507
Baltimore County	51,709	40,747	51,667		Welder Mechanic	2	Maximum salary with longevities is \$69,077
Calvert							
Caroline							
Carroll							NCC
Cecil	38,293	37,170	57,928	=	Welder Fabricator	1	
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford							
Howard	61,484	43,826	65,146	=	Motor Equipment Mechanic/Welder	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	69,969	42,579	70,072	=	Welder	4	
Prince George's		31,038	57,385	=	Welder II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	43,062	35,031	54,787	=		1	
Wicomico	29,452	23,456	43,399		Mechanic	3	
Worcester							
MNCPPC	61,221	38,919	66,598	=	Senior Welder	4	
AVERAGE	50,451	36,776	57,273				

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

Jobs with < 5 responses were omitted.

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

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	33,151	30,030	57,065	=	Building Maintenance Worker III	1	
Anne Arundel	45,810	35,859	60,486	=	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	36,595	32,114	35,378	=	Carpenter II	5	Maximum salary with longevities is \$40,683
Baltimore County	48,669	37,149	46,966	=	Carpenter II	7	Maximum salary with longevities is \$62,670
Calvert							
Caroline							
Carroll	35,394	32,927	52,645	=	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				=			
Howard	49,653	38,688	57,554	=	Maintenance Mech II/Carpentry Option	1	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		42,579	70,072	=	Carpenter I		Vacant
Prince George's	44,641	31,038	57,385	=	Carpenter II	1	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	44,667	30,033	46,971	=	Maintenance Tradeswkr	2	
Wicomico	50,799	31,728	63,456		Operations Maintenance Supervisor	1	
Worcester							
MNCPPC	54,540	38,919	66,598	=	Senior Carpenter	17	
AVERAGE	45,628	34,375	55,408				

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

Jobs with < 5 responses were omitted.

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

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		30,030	57,065	=	Building Maintenance Worker III		Vacant
Anne Arundel	45,810	35,859	60,486	=	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	37,506	32,114	35,378	=	Pipefitter II	2	Maximum salary with longevities is \$40,683
Baltimore County		35,589	44,616	=	Plumber		Maximum salary with longevities is \$59,696
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	46,112	38,098	60,957	+	Maintenance Tech 2	5	
Garrett							
Harford							
Howard	46,112	38,098	60,957	+	Maintenance Tech 2	5	
Kent							
Montgomery	64,427	42,579	70,072	=	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	54,049	34,683	59,348	=	Plumber	2	
AVERAGE	49,850	35,851	57,136				

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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	55,648	32,924	62,565	=	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	60,778	42,619	54,184	=	Plumber II	3	Maximum salary with longevities is \$72,530
Calvert							
Caroline							
Carroll	51,358	39,084	62,546		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							
Kent							
Montgomery	77,337	46,630	76,958	=	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	75,381	44,054	75,381	=	Lead Plumber	1	
AVERAGE	60,965	39,889	65,271				

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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	37,515	24,989	57,065	=	Utilities Worker I & II	17	Covers two pay grades.
Anne Arundel	34,869	30,867	52,187	=	Utilities Support Worker I	5	Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	33,350	28,120	28,876	=	Utilities Installer and Repairer II	27	Maximum salary with longevity is \$29,734
Baltimore County	43,805	34,070	42,619	=	Masonry Mechanic	3	Maximum salary with longevity is \$56,846
Calvert	43,480	35,708	52,907	=	Water & Sewer Mechanical Maintenance Technician	1	35/week
Caroline							
Carroll	30,482	30,181	48,319	=	Apprentice Operator I	4	Water/Wastewater are same grade both classes reported here
Cecil							NCC
Charles	44,124	32,105	51,787	=	Line Maintenance Worker	6	
Dorchester							
Frederick	35,358	31,060	49,695		Utility Systems Maint Tech I	4	
Garrett	30,573	27,556	41,158	=		9	
Harford	37,568	33,100	71,290	=	Utility Worker I (Hwys)	4	W/S Utility Worker I (min-\$26,200/max-\$59,142): 1 employee (\$27,200)
Howard	31,542	28,101	39,728	=	Utility Worker I	9	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	38,259	30,706	48,354	=	Public Service Worker II	26	
Prince George's	34,604	26,833	45,329	=	Laborer II	99	
Queen Anne's	31,675	30,215	47,869	=		11	
St. Mary's							
Somerset							
Talbot							
Washington	29,106	25,748	40,269	=		3	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	35,754	29,957	47,830				

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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	35,357	31,158	44,054	=	Water/Wastewater Systems Technician I	15	Max salary includes 15% longevity 16+ yrs
Baltimore City	34,621	32,975	36,649	=	Operations Technician Apprentice	39	Maximum salary with longevities is \$42,144
Baltimore County	35,838	31,262	38,958	=	Treatment Plant Operator Trainee	2	certification within 3 years. Maximum salary w/longevities is \$51,667
Calvert	31,388	30,521	45,227	=	Water & Sewer Plant Operator Trainee	5	35/week
Caroline							
Carroll	35,161	32,927	52,645	=	Apprentice Operator II	7	Water/Wastewater are same grade both classes reported here.
Cecil	33,023	30,701	47,902	=	Operator Trainee	3	
Charles	35,960	32,105	51,787	=	Water/Wastewater Operator Trainee	7	
Dorchester							
Frederick	31,060	31,060	49,695	=	Water/Wastewater Trainee	6	
Garrett							
Harford	28,500	27,500	62,182	=	Plant Operator Trainee I (W or WW)	1	Plant Operator Tr II = 3; \$34,100 (avg); min-\$33,100/max-\$71,290
Howard	34,219	32,656	46,072	=	Plant Operator I	6	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS
Kent	33,509	30,742	47,650	=	Utility Technician	1	AND \$3,640 AT 20 YRS
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot	32,306	32,306	51,329		Environmental System Operator	2	
Washington	33,571	32,435	50,727	=	Plant Operator	1	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	33,424	31,411	48,067				

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

Jobs with < 5 responses were omitted.

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

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	41,315	32,924	75,198	=	Plant Operator I & II	4	Covers two pay grades.
Anne Arundel	56,427	42,141	68,037	=	Water/Wastewater Systems Technician II	50	Max salary includes 15% longevity 16+ yrs
Baltimore City	41,821	36,128	40,603	=	Water Treatment Technician II	19	Maximum salary with longevity is \$46,693
Baltimore County	46,966	37,149	46,966	=	Treatment Plant Operator I	1	Maximum salary with longevity is \$62,670
Calvert	41,427	35,708	52,907	+	Water & Sewer Plant Operator	5	35/week
Caroline							
Carroll	38,031	35,860	57,408	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	5	Water/Wastewater are same grade both classes reported here-2 vacancy
Cecil	47,403	40,914	63,690		Operator II	1	
Charles	51,688	37,427	60,304	=	Water Operator & Wastewater Operator II	22	
Dorchester							
Frederick	44,466	43,668	69,868	+	Water Treatment Plant Op 3	3	
Garrett	37,118	29,761	44,450	=		9	
Harford	42,339	37,300	76,198	=	Plant Operator (W or WW)	20	
Howard	43,238	36,026	53,394	=	Plant Operator II	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	46,663	37,128	75,900	=	Plant Operator I, II & III	7	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's	38,821	36,382	58,299	=	Utility Tech II	6	
St. Mary's							
Somerset							
Talbot	39,390	32,306	57,691		Collection Sys Operator & Collection Sys Supervisor & WWTP Operator & WWTP Supervisor	6	
Washington	51,993	40,859	63,902	=	Chief Plant Operator	5	
Wicomico							
Worcester	51,152	29,245	61,194	=		12	
MNCPPC							
AVERAGE	44,721	36,525	60,353				

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

Jobs with < 5 responses were omitted.

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

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		18,963	36,036	=	Meter Reader		Vacant
Anne Arundel	29,810	27,997	41,299	=	Meter Technician I	5	Max salary includes 15% longevity 16+ yrs
Baltimore City	45,221	32,076	38,001	=	Utility Meter Reader II	13	Water only, maximum salary with longevities is \$44,461
Baltimore County							NCC
Calvert							Duties performed by Water & Sewer Plant Operator
Caroline							
Carroll	28,663	27,685	44,325	=	Utilities Maintenance Worker	1	
Cecil							NCC
Charles	48,545	34,661	55,878	+	Meter Technician	5	
Dorchester							
Frederick							
Garrett	37,991	36,533	56,237	=		1	
Harford	40,835	27,500	62,182	=	Water Meter Mechanic I	2	Water Meter Mech II (\$33,100-\$71,290): 6 employees [\$42,697 avg].
Howard	37,431	30,285	42,744	=	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							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	38,357	29,463	47,088				

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

Jobs with < 5 responses were omitted.

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

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	28,122	24,989	47,486	=	Building Maintenance Worker II	4	Two pay grades
Anne Arundel	38,938	32,510	54,829	=	Facilities Maintenance Mechanic I	11	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	36,660	32,114	35,378	=	Building Repairer	22	Maximum salary with longevities is \$40,683
Baltimore County	48,131	37,149	46,966	=	Buildings Maintenance Mechanic II	11	Maximum salary with longevities is \$62,670
Calvert	43,070	31,741	47,047	=	Buildings & Ground Maintenance Worker I	2	35/week
Caroline	41,230	34,874	46,125	=	Maintenance Repairer	1	
Carroll	31,574	30,181	48,319	=	Maintenance Technician I	7	
Cecil	26,905	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	31,604	28,383	43,696	=		6	
Harford	34,451	26,200	59,142	=	Maintenance Worker I	14	
Howard	42,206	34,278	49,566	=	Maintenance Mechanic I	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	29,508	28,111	42,729	=	Maintenance Worker	5	
Montgomery	58,347	39,062	63,822	=	Public Service Craftswoman	37	Include the average of FTE salaries
Prince George's	61,555	34,219	63,109	=	Building Engineer II	11	
Queen Anne's	40,538	34,154	54,568	+	Facility Technician II	4	
St. Mary's	47,700	34,611	53,352	=		5	
Somerset	37,871	29,147	47,760	+	Maintenance Worker II	2	
Talbot	39,144	26,006	57,691		Facilities Maintenance Tech & HVAC/Maintenance Tech & Operations Maint Spec	6	
Washington	42,038	32,435	50,729	=	Building Maint. Mechanic/Sr. Building Maint. Mech.	2	
Wicomico	29,362	20,623	38,187	=	Maintenance Technician	6	
Worcester	43,327	27,872	61,194	=		3	
MNCPPC	39,666	31,256	53,484	=	Park/General Maintenance Worker II	180	
AVERAGE	40,016	30,580	49,952				

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

Jobs with < 5 responses were omitted.

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

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	46,463	43,382	82,438	=	Equipment & Maintenance Foreman	1	
Anne Arundel	70,118	46,611	74,753	=	Automotive Maintenance Supervisor	5	
Baltimore City	60,198	44,858	54,520	=	Automotive Maintenance Supervisor I	18	Maximum salary with longevities is \$63,790
Baltimore County	69,037	46,999	58,541	=	Heavy Equipment Supervisor	6	Maximum salary with longevities is \$74,096
Calvert	59,197	45,822	69,306	=	Fleet Maintenance Service Specialist and Equipment Repair Supervisor	2	40/week
Caroline	56,747	41,830	55,811	=	Chief Automotive Mechanic	1	
Carroll	60,934	42,620	68,183	=	Foreman, Fleet Management	2	
Cecil							NCC
Charles	68,494	50,970	81,972	=	Lead Mechanic & Fleet Maintenance Superintendent	2	
Dorchester	46,502	37,236	58,074	=	Mechanic Supervisor	1	
Frederick	71,916	53,604	85,766	=	Service Manager	2	
Garrett	47,177	30,891	47,555	=		3	
Harford							
Howard	78,867	52,250	84,219	=	Operations Supervisor II	4	
Kent	53,550	47,736	75,900	=	Automotive Services Supervisor	1	
Montgomery	77,919	53,557	88,636	=	Equipment Maintenance Crew Chief	26	
Prince George's	77,489	59,007	114,802	=	Garage Supervisor	4	
Queen Anne's	61,063	44,049	71,286	+	Shop Supervisor	1	
St. Mary's	59,717	38,730	59,717	=		1	
Somerset	58,588	39,467	64,671	=	Automotive Service Supervisor	1	
Talbot	45,496	38,207	55,239	=	Shop Foreman	1	
Washington	67,227	47,658	74,536	=	Fleet Manager	1	
Wicomico	34,315	27,875	51,558	=	Mechanic II	4	
Worcester	62,476	50,000	65,000	=		1	
MNCPPC	78,453	56,559	96,970	+	Fleet Manager	2	
AVERAGE	61,389	45,214	71,281				

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Jobs with < 5 responses were omitted.

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

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	25,542	24,989	47,486	=	Mechanic Helper (Transit)	1	
Anne Arundel	38,577	29,411	49,629	=	Automotive Service Worker	3	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,755	30,411	32,584	=	Automotive Maintenance Worker	7	Maximum salary with longevities is \$37,474
Baltimore County		26,728	32,718	=	Trades Helper		Maximum salary with longevities is \$42,619
Calvert							
Caroline							
Carroll	23,317	23,317	37,316		Service Worker	1	
Cecil							NCC
Charles	41,029	40,422	65,097	=	Fleet Maintenance Technician I	2	Fleet Maintenance Technician I - 1 position vacant
Dorchester							
Frederick	46,049	38,098	60,957	=	Vehicle Equip Tech I	3	
Garrett							
Harford							
Howard							
Kent							
Montgomery		33,229	53,019	=	Autobody Repairer Apprentice		Vacant
Prince George's		29,646	54,737	+	Equipment Service Worker II		Vacant
Queen Anne's	38,564	32,126	51,100	=	Mechanic I	2	
St. Mary's							
Somerset							
Talbot							
Washington	35,379	27,809	43,491	=	Auto Services Asst.	1	
Wicomico							
Worcester				=	Auto Mechanic I		
MNCPPC							
AVERAGE	35,152	30,562	48,012				

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Jobs with < 5 responses were omitted.

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

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	38,230	38,230	38,230	+	Automotive Serviceman	2	
Anne Arundel	44,008	35,859	60,486	=	Automotive Mechanic II	23	Max salary includes 15% longevity 16+ yrs
Baltimore City	42,815	37,348	42,182	=	Automotive Mechanic	101	Maximum salary with longevities is \$48,507
Baltimore County	47,403	37,149	46,966	=	Automotive Mechanic	14	Maximum salary with longevities is \$62,670
Calvert	51,324	38,438	56,992	=	Equipment Mechanic I	2	40/week
Caroline	31,797	29,125	38,120			1	
Carroll	33,295	32,927	52,645	=	Mechanic I	7	
Cecil							NCC
Charles	66,146	43,665	70,283	=	Fleet Maintenance Technician II	3	
Dorchester	30,714	29,965	46,735	=	Mechanic	4	
Frederick	40,787	40,787	65,259	=	Vehicle Equip Tech II	1	
Garrett							
Harford							
Howard	38,688	38,688	57,544	=	Motor Equipment Mechanic I	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	45,331	37,128	58,662	=	Heavy Equipment/light truck Mechanic	3	
Montgomery	58,972	42,579	70,072	=	Autobody Repairer	4	
Prince George's	37,440	34,219	63,109	=	Equipment Mechanic I	1	
Queen Anne's	40,532	36,383	58,299	=	Mechanic II	1	
St. Mary's	65,053	32,094	47,923	=		4	
Somerset	28,821	27,432	44,951	=	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	40,816	34,683	59,348	=	Mechanic	2	
AVERAGE	42,707	35,210	53,240				

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Jobs with < 5 responses were omitted.

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

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	37,524	30,659	40,892	=		7	
Anne Arundel	53,167	39,541	66,810		Automotive Mechanic III	18	Max salary includes 15% longevity 16+ yrs
Baltimore City	54,538	41,196	47,423	=	Automotive Lead Mechanic	15	Maximum salary with longevities is \$54,538
Baltimore County	55,182	40,747	51,667	=	Automotive Specialist	9	Maximum salary with longevities is \$69,077
Calvert	53,934	42,370	62,858	=	Equipment Mechanic II	3	40/week
Caroline	37,351	34,874	46,125		Automotive Mechanic II/III	3	
Carroll	38,823	35,860	57,408	=	Mechanic II	4	
Cecil							NCC
Charles	61,967	47,173	75,897	=	Fleet Maintenance Technician III	3	
Dorchester	33,017	32,211	50,239	=	Mechanic II	1	
Frederick	53,327	46,752	74,804	=	Vehicle Equip Tech 4	6	
Garrett							
Harford							
Howard	56,637	43,825	65,146	=	Motor Equipment Mechanic II	22	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	71,811	48,824	80,663	=	Senior Mechanic Technician	2	
Prince George's	58,126	35,931	66,136	=	Equipment Mechanic II	28	
Queen Anne's	47,883	38,756	62,309	=	Mechanic III	3	
St. Mary's	46,141	34,611	53,352	=		3	
Somerset	39,554	34,960	57,286	=	Automotive Mechanic III	1	
Talbot	32,306	32,306	51,329		Mechanic II	1	
Washington	42,512	32,435	50,727	=	Auto Services Tech.	5	
Wicomico							
Worcester	44,433	32,409	53,105	=	Mechanic III	1	
MNCPPC	59,773	38,919	66,598	=	Senior Mechanic	36	
AVERAGE	48,900	38,218	59,039				

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Jobs with < 5 responses were omitted.

"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	38,230	38,230	38,230	=	Equipment Operator I	15	
Anne Arundel	40,327	30,867	52,187	+	Equipment Operator I	41	CDL required - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	32,417	28,609	29,905	=	Motor Vehicle Driver I	163	Maximum salary with longevities is \$30,420
Baltimore County	39,582	32,718	40,747	=	Equipment Operator	11	Maximum salary with longevities is \$54,184
Calvert	41,954	33,218	49,234	=	Highway Laborer/Operator	12	40/week
Caroline	29,365	26,636	34,654			8	
Carroll	31,000	30,181	48,319	=	Road Equipment Operator I	47	3 vacancies
Cecil							
Charles	43,037	34,661	55,878	=	Equipment Operator II	15	CDL Required
Dorchester	28,608	27,908	43,528	=	Motor Equipment Operator III	12	
Frederick		33,246	53,194	=	Equip Operator I		
Garrett						29	20.26 per hour/Union Contract
Harford	36,248	27,500	62,182	=	Chauffeur/Laborer	23	
Howard	39,582	32,656	46,072	=	Motor Equipment Operator I	44	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	32,674	28,111	42,729	=	MEO I	9	
Montgomery	46,828	37,497	60,926	=	Equipment Operator I	103	Include the average of FTE salaries
Prince George's	51,408	28,896	52,228	=	Equipment Operator II	10	
Queen Anne's	38,443	32,126	51,100	=	Equipment Operator I	12	
St. Mary's	42,309	29,328	43,638	=	Equipment Operator I	4	
Somerset	28,126	27,432	44,951	=	Motor Equipment Oper I	4	
Talbot	29,216	24,419	46,803		Motor Equipment Operator I	2	
Washington	37,156	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	51,475	34,683	59,348	=	Equipment Operator	10	
AVERAGE	37,119	30,169	47,000				

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Jobs with < 5 responses were omitted.

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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	40,893	40,893	40,893	=	Equipment Operator II	10	
Anne Arundel	46,482	35,859	60,486	=	Equipment Operator III	17	Max salary includes 15% longevity 16+ yrs
Baltimore City	42,629	36,128	40,603	=	Heavy Equipment Operator II	66	Maximum salary with longevities is \$46,693
Baltimore County	48,402	35,589	44,616	=	Heavy Equipment Operator	2	Maximum salary with longevities is \$59,696
Calvert	44,878	34,882	51,688	=	Highway Equipment Operator	5	40/week
Caroline	35,397	29,125	41,932		II & III	5	
Carroll	37,981	32,927	52,645	=	Road Equipment Operator II	8	1 Vacancy
Cecil	28,501	26,520	41,267		Equipment Operator I	8	
Charles	52,145	37,427	65,097	+	Equipment Operator III & IV	26	
Dorchester	38,289	32,211	50,239	=	Motor Equipment Operator IV	10	
Frederick	49,724	38,098	60,957	=	Equip Operator 2	2	
Garrett						57	20.78 per hour/Union Contract
Harford	38,806	33,100	71,290	=	Equipment Operator	24	
Howard	50,773	36,026	53,394	=	Motor Equipment Operator II	25	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	38,089	30,742	53,121		MEO II & III	10	
Montgomery	57,366	39,062	63,822	=	Equipment Operator II	24	Include the average of FTE salaries
Prince George's	57,085	34,219	63,109	=	Master Equipment Operator	3	
Queen Anne's	43,130	36,383	58,299	=	Equipment Operator III	5	
St. Mary's	47,087	32,094	47,923	=	Equipment Operator II	6	
Somerset	34,672	27,432	50,745	=	Motor Equip. Oper. II & III & Landfill Heavy Equip Oper	11	3 Pay Grades
Talbot	35,198	26,006	49,816		Motor Equipment Operator II & III	5	
Washington	43,440	32,435	50,727	=	Eq. Op. III	12	
Wicomico	30,430	23,456	43,399		Motor Equipment Operator II	8	
Worcester	32,266	43,202	50,336	=	Roads Worker V	11	
MNCPPC	56,805	38,919	66,598	=	Senior Equipment Operator	12	
AVERAGE	42,936	33,864	53,042				

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Jobs with < 5 responses were omitted.

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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	36,171	36,171	36,171	=	Utility Worker	21	
Anne Arundel	31,956	26,624	45,011	=	Maintenance Worker I	25	Roads division of Public Works - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	30,467	25,941	29,798	=	Laborer	590	Maximum salary with longevities is \$30,599
Baltimore County	31,990	26,728	32,718	=	Laborer I	4	Maximum salary with longevities is \$42,619
Calvert	39,840	31,595	46,883		Highway Maintenance Worker	5	40/week
Caroline	28,733	24,374	34,654		Maintenance Worker	2	Highway Marking Specialist (ASSISTANT)
Carroll	25,126	23,317	37,316	=	Road Maintenance Worker I	10	
Cecil	24,107	24,107	37,482	=	Laborer	4	
Charles	n/a						
Dorchester	26,691	26,040	40,613	=	Motor Equipment Operator II	3	
Frederick	29,138	25,338	40,541	=	Laborer I, Highway	4	
Garrett						4	19.71 per hour/Union Contract
Harford	38,309	22,600	52,986	=	Laborer	6	Please note: # of Laborers decreased due to Maryland Environmental Services/State of MD contracted by HarCo Gov to take over operations for DPW- Environmental Services division.
Howard	34,505	28,101	39,728	=	Utility Worker I	5	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	38,193	30,706	48,354	=	Public Service Worker II	26	Include the average of FTE salaries
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	15,473	24,300	39,818	=	Highway Worker II & I	2	2 Part-time Employees
Talbot	27,255	23,036	46,263		Roads Crew Members	3	
Washington	29,592	25,748	40,269	=	Eq. Op. I	20	
Wicomico					Convienience Center Attendant	26	8.25 hr.
Worcester	34,086	25,896	41,413	=	Roads Worker II	11	
MNCPPC							
AVERAGE	31,040	26,532	40,789				

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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	34,748	29,411	49,629	=	Maintenance Worker II	66	Parks division of Rec & Parks - max salary includes 15% longevity 16+ yrs
Baltimore City		25,941	29,798	=	Laborer		Maximum salary with longevities is \$30,599
Baltimore County	36,733	31,262	38,958	=	Property Management Grounds Maintenance Specialist I	20	Maximum salary with longevities is \$51,667
Calvert	35,472	29,320	43,534	=	Buildings & Grounds Worker II	6	35/week
Caroline							
Carroll	33,605	30,181	48,319	=	Maintenance Specialist	5	
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	29,965	26,040	50,239	=	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	4	
Garrett							
Harford	32,775	26,200	59,142	=	Maintenance Worker I	8	Maintenance Worker II = 9; (\$36,169 avg); min-\$30,200/max-\$67,608
Howard	40,183	32,656	46,072	=	Parks Maintenance Worker	34	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		30,706	48,354	=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	31,789	28,294	44,863	=	Maintenance Worker I/Parks	11	
St. Mary's	29,951	26,645	39,728	=		5	
Somerset	13,519	20,705	44,951	=/+	R & P Maint., Irriga. Spec. Groundskeep, Horticult.	6	3 Pay Grades, 1 Full-time/5 Part-time Emp.
Talbot	35,430	26,006	51,329		Maintenance Worker	4	
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	39,666	31,256	53,484	=	Park/General Maintenance Worker II	180	
AVERAGE	32,666	28,083	46,308				

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Jobs with < 5 responses were omitted.

"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	25,403	22,794	43,315	=	Building Maintenance Worker I	7	
Anne Arundel	33,149	25,334	42,890	=	Custodial Worker	29	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	32,282	26,728	32,718	=	Custodial Worker I	59	Maximum salary with longevities is \$42,619
Calvert	28,820	26,062	38,657	=		22	35/week
Caroline							
Carroll	26,062	25,439	40,664	=	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	22,926	22,926	36,758	=	Custodian/Maintenance	6	
Frederick	30,727	25,338	40,541	=	Custodian	15	
Garrett	24,462	20,325	30,098	=		9	
Harford	25,978	22,600	52,986	=	Custodial Worker I	2	Custodial Worker II = 19; \$34,959 avg; min-\$26,200/max\$59,142
Howard		26,811	37,835	=	Custodial Worker		\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	28,682	25,459	38,443	=	Custodian	1	
Montgomery	42,499	29,539	46,238	=	Building Services Worker II	18	Include the average of FTE salaries
Prince George's	36,686	26,179	43,288		Custodian II	11	
Queen Anne's	34,815	30,215	47,869	=	Facility Worker II	7	
St. Mary's	30,784	29,328	43,638			1	
Somerset	27,956	24,300	39,818	=	Building Custodian	6	
Talbot							
Washington							
Wicomico	35,340	23,456	43,399		Janitor	1	
Worcester	34,070	20,800	34,070	=		3	
MNCPPC	38,982	27,820	50,009	=	Parks/General Maintenance Worker I	17	
AVERAGE	30,897	25,202	41,201				

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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/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	47,561	90,380	=	Chief, 911 Joint Communications	1	Contractual
Anne Arundel	95,000	62,872	113,554	+	Police Lieutenant	1	Unit has civilian manager who works with the sworn officer in charge of the unit
Baltimore City	116,700	85,400	140,800	=	IT Division Manager	1	
Baltimore County	104,576	71,212	110,945	=	Chief, Emergency Communications Center	1	
Calvert	85,738	72,134	107,058	=	Communications Chief	1	40/week
Caroline	58,155	55,130	76,631			1	
Carroll	62,088	55,828	89,357	=	Emergency Communications Coordinator	1	
Cecil	68,182	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	44,389	43,308	67,543	=	911 Center Supervisor	1	
Frederick	118,425	80,859	129,375	=	Director, Emergency Comm	1	
Garrett	41,093	36,533	56,237	=	911 Operations Supv.	1	
Harford	123,500	91,600	146,606	=	Director, Emergency Services	1	appointed at will position
Howard							
Kent	58,968	56,160	89,856	=	Chief of Communications	1	
Montgomery	143,042	82,570	138,205	=	Fire/Rescue Assistant Chief	1	Actual Salary include longevity and other differentials
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	66,075	58,452	107,289	=	Chief of Communications	1	
St. Mary's	78,208	58,843	99,632	+	Manager, Grade 10	1	
Somerset	69,522	39,467	64,671	-	Communications Supervisor - 911	1	
Talbot	64,203	62,938	78,930		DES Division Chief - 911 Communications	1	reports to Director of Emergency Services
Washington	70,149	51,471	80,498	=	Dir., Dept. of Emerg. Communications	1	
Wicomico	72,614	56,657	113,314		Director, Emergency Services	1	
Worcester				=			
MNCPPC							
AVERAGE	83,623	62,923	103,278				

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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/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	48,858	47,561	90,380	+	Chief, Emergency Management	1	Provides county coordination of preparedness, response, recovery, and mitigation of man made and natural disasters.
Anne Arundel	104,609	71,234	132,517	=	Police Captain	1	
Baltimore City				=			
Baltimore County		83,429	115,946	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$170,765
Calvert		61,116	90,600	=	Emergency Management & Safety Division Chief		35/week/vacant
Caroline	62,171	50,247	67,532		Assistant Director Risk Management & Planning	1	
Carroll	51,959	51,210	81,994	=	Emergency Management Coordinator	1	
Cecil	49,483	49,483	77,043	=	Emergency Preparedness Manager	1	
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							
Harford	109,186	64,300	119,629	=	Deputy Manager, Emergency Operations	1	appointed at will position
Howard							
Kent	50,500	47,736	75,900		Emergency Preparedness Planner	1	
Montgomery	106,947	73,706	134,718	=	Manager III	1	Mgr I position currently vacant. Acting Mgr III, Office of EM&HS Operations and Planning
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	50,028	46,020	60,522		Emergency Management Coordinator	1	
Washington	59,653	40,859	63,902	=	Emerg. Mgmt. Coord.	1	
Wicomico	47,718	27,875	51,558		Emergency Management Planner	1	
Worcester							
MNCPPC							
AVERAGE	74,264	58,121	96,257				

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Jobs with < 5 responses were omitted.

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

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	43,472	39,572	75,198	=	Emergency Services Shift Supervisor	4	
Anne Arundel	52,839	44,363	71,149	=	Police Communications Operator III	11	Shift supervisor
Baltimore City	57,612	43,026	52,239	=	Emergency Dispatch Supervisor	7	Maximum salary with longevities is \$61,119
Baltimore County	59,108	46,999	58,541	=	Emergency Communications Supervisor	10	Maximum salary with longevities is \$74,096
Calvert	53,622	46,696	69,306	=	Communications Supervisor	1	40/week
Caroline	44,480	37,655	52,340		PSD IV	4	
Carroll	50,378	46,988	75,213	=	Emergency Communications Specialist Supervisor	4	1 vacancy-interviewed and awaiting hire
Cecil	41,787	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	57,022	47,173	75,897	=	Communications Supervisor	5	
Dorchester	34,888	32,397	50,529			4	
Frederick	73,716	53,604	85,766	=	Emergency Comm Center Mgr	4	
Garrett	39,170	36,341	48,488	=	911 Chief Communications Dispatcher	3	
Harford	57,041	43,900	89,032	=	Public Safety Supervisor	8	
Howard	84,527	53,810	91,250	=	Emergency Communications Supervisor	5	
Kent	41,494	37,128	58,662	=	Emergency Services Shift Captain	4	
Montgomery	81,477	53,557	88,636	=	Public Safety Communication Supervisor	12	
Prince George's	67,721	43,968	91,477	=	Emergency Dispatcher III	21	
Queen Anne's	51,462	44,049	71,286	=	Public Dispatch Super	4	
St. Mary's	59,748	42,515	67,642	=	Communication Specialist IV	4	
Somerset	39,364	32,904	53,917	=	Shift Supervisor - 911	5	includes 1 Part-time Emp.
Talbot	36,334	35,052	53,128		Communications Specialist Supervisor	4	
Washington	43,129	37,833	59,169	=		3	
Wicomico	35,173	31,728	63,456		Communications Supervisor	3	
Worcester	47,158	44,000	53,000	=		1	
MNCPPC	82,024	49,941	85,458	=	Park Police Communications Supervisor	1	
AVERAGE	53,390	42,595	68,102				

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Jobs with < 5 responses were omitted.

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

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	34,923	30,030	62,565	=	Emergency Services Dispatcher I -IV	15	Two pay grades
Anne Arundel	44,149	37,648	63,565	=	Police Communications Operator II	54	Police Communications Operator I is calltaker only and does not dispatch. PCO II can do both functions. Max salary includes 15% longevity.
Baltimore City	49,042	39,701	47,990	=		68	Maximum salary with longevities is \$56,150
Baltimore County	46,874	38,879	49,047	=	Emergency Communications Technician I	61	Maximum salary with longevities is \$60,969
Calvert	46,581	40,352	59,821	=	Public Safety Dispatcher I	15	40/week
Caroline	33,003	28,291	47,582	=	Public Safety Dispatcher	8	I & II & III
Carroll	36,125	35,860	57,408	=	Emergency Communications Specialist I	15	
Cecil	28,988	28,988	45,092	=	Dispatcher I	16	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period).
Charles	42,815	37,427	65,097	=	Public Safety Dispatcher I & II	18	5 additional Dispatcher I positions approved & added in FY15
Dorchester	30,243	29,084	43,802	=	Dispatcher	16	
Frederick	44,468	40,787	65,259	=	Emerg Comm Spec 2	13	
Garrett	39,242	33,394	44,552	=		7	
Harford	47,357	39,900	81,190	=	Public Safety Dispatcher III	38	
Howard	49,887	42,916	68,927	=	Dispatcher	50	
Kent	33,275	30,742	53,121	=	Emergency Services Dispatcher I & II	8	
Montgomery	43,937	40,731	66,872	=	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	41,647	38,756	62,309	=	Public Safety Dispatcher II	6	
St. Mary's	32,094	32,094	47,923	=	Comm Specialist I, Gr 4	4	
Somerset	25,396	30,968	50,745	=	Emergency Communications Spec.	11	Includes 3 Part-time Emp.
Talbot	31,445	29,913	49,816	=	Communications Specialist I & Police Communication Officer	9	
Washington	35,947	30,033	50,727	=		48	
Wicomico	32,178	23,456	43,399	=	Communications Operator I & II	13	
Worcester	38,534	29,394	55,766	=		24	
MNCPPC	51,838	38,919	66,598	=	Senior Park Police Communications Technician	10	
AVERAGE	39,052	34,577	56,977				

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Jobs with < 5 responses were omitted.

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

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	70,000	70,000	70,000	=	Sheriff	1	
Anne Arundel	156,058	107,789	178,746	=	Chief of Police	1	Appointed by County Executive
Baltimore City	200,000	200,000	200,000	=	Police Commissioner	1	
Baltimore County	230,448	230,448	230,448	=	Chief of Police	1	Appointed position
Calvert	90,480	90,480	90,480	=	Sheriff	1	Elected
Caroline							
Carroll	90,001	90,001	90,001	=	Sheriff	1	By-Law - See page 1
Cecil							See Elected Section
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	125,000	125,000	125,000	=	Sheriff	1	Elected official
Garrett					Elected		
Harford	116,782	116,782	116,782	=	Sheriff	1	Elected; salary determined by legislation
Howard	191,298	118,518	202,966	=	Chief of Police	1	
Kent	85,000	85,000	85,000	=	Sheriff	1	Elected
Montgomery	239,566	239,566	239,566	=	Director Department of Police	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	100,000				Sheriff	1	
Wicomico	95,000				Sheriff	1	Elected, salary set by the Wicomico County Charter.
Worcester							
MNCPPC	154,824	95,145	152,161	=	Park Police Commander	2	
AVERAGE	136,713	128,823	152,871				

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Jobs with < 5 responses were omitted.

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

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	143,996	95,385	158,183	=	Deputy Police Chief	3	
Baltimore City	169,800	169,800	169,800		Deputy Police Commissioner	3	
Baltimore County	185,552	9,338	121,294	=	Colonel	2	Maximum salary with longevities is \$185,552
Calvert	117,790	117,790	117,790	+	Assistant Sheriff Major	1	Appointed 35/week
Caroline	74,127	63,249	103,854		Chief Deputy	1	CAPTAIN
Carroll	90,668	78,208	145,143		Colonel	1	
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	74,006	49,996	76,964	=	Chief Deputy	1	
Harford	130,562	100,069	134,472		Chief Deputy	1	
Howard	177,819	105,810	165,589	=	Police Major	3	
Kent	52,015	52,015	52,015	=	Chief Deputy		Appointed, Home code rule
Montgomery	174,166	174,166	174,166	=	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	113,754	69,752	129,010	=	Major	1	
St. Mary's	115,170	69,722	115,170	=	Major	1	
Somerset	68,919	52,054	80,508	=	Chief Deputy	1	
Talbot	81,021	62,676	126,627		Captain & Lieutenant	3	
Washington	110,810	90,135	122,850	=	Chief Deputy	1	
Wicomico	100,813				Deputy Sheriff/Captain	3	Flat salary/non-negotiable
Worcester	95,560	80,000	100,000	=	Chief Deputy	1	
MNCPPC	132,087	77,884	105,234	=	Park Police Captain	5	
AVERAGE	117,967	84,388	125,171				

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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	60,439	43,382	82,438	=	Lieutenant	4	
Anne Arundel	115,280	71,234	132,517	=	Police Captain	10	
Baltimore City	130,500	130,500	130,500	=	Police Lt. Colonel	5	
Baltimore County	141,668	79,129	101,665	=	Captain	24	Maximum salary with longevities is \$152,760
Calvert	114,431	74,568	122,470	+	Deputy Sheriff Captain	3	40/week
Caroline	63,516	53,833	89,427		Lieutenant	2	Administration & Investigations
Carroll	78,926	71,095	131,956	=	Major	2	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	3	
Garrett							
Harford	103,228	83,720	118,934	=	Captain	9	
Howard	156,618	94,058	147,181	=	Police Captain	7	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	145,032	90,065	136,073	=	Police Captain	19	Actual Salary include longevity and other differentials
Prince George's	119,425	72,411	123,665	=	Captain	29	
Queen Anne's	96,876	61,100	100,334	=	Lt.	3	
St. Mary's	102,076	65,125	107,515	=	Captain	4	
Somerset							
Talbot							
Washington	98,230	81,298	110,790	=	Major	2	
Wicomico	89,889				Deputy Sheriff/Lieutenant	3	Flat salary/non-negotiable. 1 Deputy Sheriff/1st Sergeant position with an average salary of \$69,931.
Worcester	90,897	75,000	95,000	=	Operations Officer	1	
MNCPPC	111,393	67,319	114,606	=	Park Police Lieutenant	19	
AVERAGE	105,953	75,264	114,631				

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Jobs with < 5 responses were omitted.

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Shift Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	52,983	39,572	75,198	=	Sergeant	3	
Anne Arundel	102,497	62,872	113,554	=	Police Lieutenant	33	
Baltimore City	117,200	117,200	117,200	=	Police Captain	55	
Baltimore County	123,073	68,119	91,008	=	Lieutenant	73	Maximum salary with longevities is \$138,865
Calvert	79,983	55,723	92,539	=	Deputy Sheriff Sergeant	14	40/week
Caroline	58,449	50,081	83,166		Deputy Sheriff SGT	5	Sergeant (DS IV)
Carroll	66,772	58,760	67,496	=	Lieutenant	5	Full service law enforcement.
Cecil	61,693	51,834	80,746	=	Sergeant, Law Enforcement	7	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	85,530	56,982	87,752	=	Sergeant	15	
Garrett	59,119	51,548	68,774	=	Lt.	3	
Harford	90,646	74,027	108,243	=	Lieutenant	12	
Howard	121,482	76,086	123,157	=	Police Lieutenant	26	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	122,600	79,083	119,117	=	Police Lieutenant	34	Actual Salary include longevity and other differentials
Prince George's	100,808	66,983	104,395	=	Lieutenant	78	
Queen Anne's	75,807	53,567	87,624	=	Sgt.	7	
St. Mary's	89,664	55,619	92,976	=	Lieutenant	9	
Somerset	60,926	44,645	68,367		1st Sgt.	5	
Talbot	63,465	50,874	102,168		Sergeant	5	
Washington	77,655	66,136	90,160	=	Lieutenant	7	
Wicomico	71,626				Deputy Sheriff/Sergeant	13	Flat salary/non-negotiable
Worcester	89,601	58,209	97,500		Lieutenant	5	
MNCPPC	90,842	57,748	97,250	=	Park Police Sergeant	25	
AVERAGE	84,656	61,698	93,733				

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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	47,734	36,095	68,592	=	Corporal	3	
Anne Arundel	88,810	56,441	101,939	=	Police Sergeant	74	
Baltimore City	107,823			=	Police Lieutenant/Sergeant	250	To check class/data
Baltimore County	105,305	60,440	80,219	=	Sergeant	181	Maximum salary with longevities is \$119,958
Calvert	70,615	51,854	86,070	+	Deputy Sheriff Corporal	15	40/week
Caroline	51,926	46,597	77,559		Deputy Sheriff CPL	11	Corporal (DS III)
Carroll	56,771	45,552	63,669	=	Corporal/Sergeant	27	Full service law enforcement.
Cecil	54,935	47,757	74,422	=	Corporal, Law Enforcement	8	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	73,946	51,801	79,774	=	Corporal	20	
Garrett	53,535	47,658	63,585	=	Sgt.	3	
Harford	71,041	59,363	91,894	=	Corporal	30	
Howard	106,230	68,661	90,397	=	Police Sergeant	61	4 LONGEVITY STEP AT 3.5% EACH
Kent							
Montgomery	101,902	63,623	102,991	=	Police Sergeant	145	
Prince George's	89,892	60,893	94,904	=	Sergeant	179	
Queen Anne's	61,366	50,162	81,781	=	Corporal	7	
St. Mary's	80,574	51,854	86,674	=	Sergeant	17	
Somerset	44,448	42,460	64,786	=	Deputy/Corporal	6	
Talbot	56,585	47,667	95,721		Corporal	4	
Washington	70,344	59,647	81,300	=	Sergeant	13	
Wicomico	65,391				Deputy Sheriff/Corporal	9	Flat salary/non-negotiable
Worcester	73,468	55,424	90,838	=	Sergeant	7	
MNCPPC	76,123	52,381	86,061		Park Police Officer IV	83	
AVERAGE	73,126	52,816	83,159				

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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	40,630	32,924	62,565	=	Patrol Deputy/Deputy First Class	17	
Anne Arundel	63,173	44,156	91,511		Police Officer, Police Officer First Class, Police Corporal	597	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	68,760	48,971	83,881	=	Police Officer	1,746	
Baltimore County	77,292	51,823	68,119	=	Police Officer/Police Officer First Class	1,459	Maximum salary with longevities for Police Officer First Class is \$99,027
Calvert	50,086	45,094	74,547	=	Deputy Sheriff	23	40/week
Caroline	43,384	40,490	72,002		Deputy Sheriff DFC & DS	7	DFC and DS (DS I & II)
Carroll	46,000	38,980	56,660	=	Master Deputy- Deputy Sheriff 1st Class - Deputy Sheriff 1st Class Probationer	77	Full service law enforcement.
Cecil	40,560	40,560	63,149		Deputy	8	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	54,481	42,811	72,522	=	Deputy & Deputy First Class	121	
Garrett	40,611	40,738	54,352	=	Deputy	17	
Harford	60,111	45,718	87,090	=	Deputy First Class	185	
Howard	65,213	48,755	73,632	=	Officer/PFC	285	4 LONGEVITY STEP AT 3.5% EACH
Kent	53,329	43,451	113,415		All Deputies, regardless of rank	20	All Deputies, regardless of rank, Pay parody with MSP
Montgomery	73,114	49,961	89,174	=	Police Officer Candidate to Police Officer III	997	Include the average of FTE salaries
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	50,156	44,049	76,345	=	Deputy Sheriff/Deputy First Class	34	
St. Mary's	58,774	42,307	80,766	=		110	9 Vacant
Somerset	34,542	38,468	61,417	=	Deputy & Deputy 1st Class	10	Includes 6 Part-time & Covers 2 Pay Gr.
Talbot	44,086	38,375	85,654		Deputy & Deputy First Class	19	
Washington	49,781	38,141	61,740	=	Deputy and Deputy First Class	67	
Wicomico	59,229				Deputy Sheriff/Dep First Cl	50	Flat salary/non-negotiable
Worcester	53,728	43,736	80,383	=		32	
MNCPPC		48,338	97,250		Park Police Candidate, Park Police Graduate, Park Police Officer II, Park Police Officer III, Park Police Officer IV	142	
AVERAGE	53,669	43,384	76,930		<i>Jobs with < 5 responses were omitted.</i>		

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

Deputy Commander (Sheriff)

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	119,700	119,700	119,700	=	Chief Deputy	1	State authorized position appointed by Sheriff, #2 position in the department
Baltimore City				=	Asst. Sheriff		Vacant
Baltimore County		58,541	74,096	=	Chief Deputy Sheriff		Maximum salary with longevities is \$93,096
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	71,159	66,078	103,059		Captain	1	
Frederick							
Garrett							
Harford	130,562	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	103,418	64,106	109,699	=	Chief Deputy Sheriff	1	
Kent							
Montgomery	127,921	78,893	124,195	=	Deputy Sheriff Captain	4	Actual salary include Longevity & other differentials
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	118,036	91,835	117,240				

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Jobs with < 5 responses were omitted.

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

Unit Commander (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	70,176	57,027	89,353	=	Deputy Sheriff III (Lt.)	2	
Baltimore City	96,574	56,743	100,399	=	Deputy Sheriff, Major	3	
Baltimore County	75,995	49,047	60,969	=	Deputy Sheriff Lieutenant	2	Maximum salary with longevities is \$77894
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	69,303	61,253	95,543		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	86,725	57,845	98,987	=	Lieutenant Deputy Sheriff	2	
Kent							
Montgomery	105,919	65,743	102,834	=	Deputy Sheriff Lieutenant	11	Actual salary include Longevity & other differentials
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	92,894	70,460	99,093				

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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 (Sheriff)

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	59,700	50,812	79,920	=	Deputy Sheriff II (Sergeant)	8	
Baltimore City	60,939	44,017	77,432	=	Deputy Sheriff Sergeant	7	
Baltimore County	62,487	44,951	56,108	=	Deputy Sheriff Sergeant	5	Maximum salary with longevities is \$70,604
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	55,163	45,274	70,613		Corporal	9	
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	68,363	48,506	78,270		Sergeant Deputy Sheriff	3	
Kent							
Montgomery	94,795	59,766	93,478	=	Deputy Sheriff Sergeant	29	Actual salary include Longevity & other differentials
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	68,123	49,893	78,770				

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

Jobs with < 5 responses were omitted.

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

Deputy/Officer

Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	50,483	42,769	67,085	=	Deputy Sheriff I	62	
Baltimore City	48,957	38,880	67,984	=	Deputy Sheriff	102	
Baltimore County	53,975	38,879	51,656	=	Deputy Sheriff/Deputy Sheriff First Class	57	Deputy Sheriff salary is \$38,879 -4\$9,047; Deputy Sheriff 1st Class is \$40,857 -\$51,323, Maximum salary with longevities for DS 1st class is \$64,082
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	42,088	42,088	65,544		Patrol Deputy	18	
Frederick							
Garrett							
Harford							We are full-service LE not just Sheriff Constituional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	54,198	39,499	63,773	=	Deputy Sheriff	42	
Kent							
Montgomery	68,281	47,456	84,980	=	Deputy Sheriff Candidate to Deputy Sheriff III	96	
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	52,997	41,768	69,701				

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Jobs with < 5 responses were omitted.

"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	21,772	20,966	23,587	=		12	Hourly paid. Contractual. Salary annualized.
Anne Arundel					No Match		Deputy Sheriff provides courthouse security
Baltimore City	44,199	36,681	44,199	=	Officer, Court Security	38	Maximum salary with longevities is \$51,713
Baltimore County	45,642	30,761	38,879	=	Security Officer	9	Maximum salary with longevities is \$49,047
Calvert	34,936	16,440	41,101	=	Special Deputy	14	Contract/40/week/Some work part time
Caroline							
Carroll	34,508	31,076	42,611	=	Courthouse Security Deputy II	14	
Cecil	38,071	30,701	47,902		Court Bailiff	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	44,219	42,088	70,613	=	Court Security - Sworn	6	
Frederick	51,945	38,098	60,957	+	Courthouse Deputy II	1	
Garrett	37,213	26,144	38,716	=		1	Phasing out Sworn Deputies with Security Officers at salary range shown
Harford	19.61/hour				Contractual Deputy Position	15	
Howard	49,400	32,157	51,896	=	Security Officer II	3	
Kent	32,236					3	1 armed, 35,232, 1 civilian 26,126, 1 school resource officer, 35,350, all are contractual
Montgomery	51,477	39,062	63,822	=	Security Officer I	26	
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	39,845	30,777	47,964				

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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	10,961	9,474	10,341	=		242	Maximum salary with longevities is \$12,098
Baltimore County	5,012	5,012	5,012	=	Traffic Guard	200	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	12						Hourly non benefit position
Garrett							
Harford	31,491	30,618	31,491	=	School Crossing Guard	15	
Howard							
Kent							
Montgomery	42,011	31,938	50,637	=	Crossing Guard	162	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	16,256	18,737	24,943				

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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 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	82,539	57,162	108,624	=	Assistant Administrator, Detention Center	1	Sheriff is de jure Administrator.
Anne Arundel	157,558	107,789	178,746	=	Superintendent Detention Center	1	Appointed by County Executive
Baltimore City							
Baltimore County	169,950	169,950	169,950		Director, Department of Corrections	1	Appointed position
Calvert	106,634	79,115	117,354	=	Detention Center Administrator	1	Contract/35/week
Caroline	94,167	94,167	94,167		Warden	1	
Carroll	90,668	69,493	124,072	=	Correctional Colonel	1	
Cecil	79,508	70,346	109,678	=	Director, Detention Center Director, Community Corrections	2	
Charles							Not a part of the County-administered personnel system.
Dorchester	64,928			=	Warden	1	
Frederick	112,090	72,786	112,090	=	Lt. Colonel	1	
Garrett	58,788	47,658	63,585	=	Detention Center Administrator	1	
Harford	117,541	98,446	172,702	=	Warden	1	
Howard	146,786	96,554	165,256	=		1	
Kent	87,000	76,960	123,136	=	Warden	1	
Montgomery	206,000	206,000	206,000	=	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	132,558	76,349	141,524	=		1	
St. Mary's							
Somerset	60,921	59,435	94,174	=	Warden	1	
Talbot	84,180	79,301	99,452		Director	1	
Washington	81,390	70,926	96,670	=	Major	1	
Wicomico	93,360	64,249	128,499		Director, Corrections	1	
Worcester	115,561	95,000	125,000	=		1	
MNCPPC							
AVERAGE	109,671	89,883	131,842				

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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	105,380	78,270	132,489	=	Correctional Facility Administrator	2	
Baltimore City							
Baltimore County	110,945	75,546	117,701	=	Deputy Administrator of Corrections	1	Vacant
Calvert	85,738	72,134	107,058	=	Captain Deputy Administrator	1	40/week
Caroline	57,530	55,130	76,631		Captain	1	Captain
Carroll	82,639	59,156	108,764		Correctional Major	2	
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	66,170	101,901	=	Major	1	
Garrett							
Harford	95,763	77,875	107,786	=	Major	1	
Howard	116,126	78,686	134,659	=	Deputy Director of Corrections	1	
Kent							
Montgomery	142,131	85,795	155,746	=	Manager II	2	
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	89,324	58,452	107,289	=	Captain	1	
St. Mary's	107,515	65,125	107,515	=	Commander of Corrections	1	
Somerset	39,467	39,467	64,671	-	Assistant Warden	1	
Talbot	66,926	44,246	88,857		Correctional Officer V	1	
Washington	90,486	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	92,955	67,810	110,081				

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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	67,307	43,382	82,438	=	Lieutenant	3	
Anne Arundel	91,616	59,595	104,733	=	Detention Captain	3	
Baltimore City							
Baltimore County	86,255	58,541	74,096	=	Correctional Captain	6	Maximum salary with longevities is \$93,906
Calvert	85,249	63,918	94,869	+	Correctional Lieutenant	2	40/week
Caroline	48,846	45,562	63,332		Lieutenant	1	Correctional Officer V
Carroll	72,350	53,789	99,820	=	Correctional Captain	3	
Cecil	63,877	57,096	88,962	=	Lieutenant, Corrections	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	56,898	46,698	72,834	=	Captain	2	
Frederick	83,293	54,686	84,216	=	Lieutenant	8	
Garrett	56,527	44,063	58,788	=	Assistant DC Administrator	1	
Harford	84,240	69,680	98,925	=	Captain	2	
Howard	86,898	59,010	92,269	=	Correctional Captain	5	Add \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	58,066	49,920	79,872	=	Lieutenant	2	
Montgomery	113,512	68,077	110,206	=	Correctional Unit Commander - Captain	4	Actual salary include Longevity & other differentials
Prince George's	109,853	70,862	128,924	=	Correctional Officer, Major	2	
Queen Anne's	82,307	53,567	87,624	=	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	68,210	57,701	78,640	=	Lieutenant	5	
Wicomico		43,059	86,119		Correctional Officer/Major	Vacant	
Worcester	84,552	55,424	90,838	=		3	
MNCPPC							
AVERAGE	77,179	55,263	88,142				

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Jobs with < 5 responses were omitted.

"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	58,946	39,572	75,198	=	Sergeant	3	
Anne Arundel	81,633	54,174	95,209	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	71,185	51,323	64,082	=	Correctional Lieutenant	14	Maximum salary with longevities is \$81,690
Calvert	69,317	55,058	81,723	+	Correctional Sergeant	7	40/week
Caroline	45,217	41,420	57,574		Sergeant	6	Correctional Officer IV
Carroll	62,467	48,714	60,570	=	Correctional Lieutenant	5	
Cecil	52,383	46,342	72,176	=	Sergeant, Corrections	7	
Charles							Not a part of the County-administered personnel system.
Dorchester	45,611	37,435	58,386	=	Correctional Officer III	5	
Frederick	71,712	49,714	76,580	=	Sergeant	6	
Garrett		40,738	54,352	=	Correctional Sergeant		
Harford	72,270	62,899	91,915	=	Lieutenant	8	
Howard							
Kent	47,539	41,201	65,510	=	Sergeant	5	
Montgomery	100,075	61,887	100,187	=	Correctional Shift Commander - Lieutenant	19	Actual salary include Longevity & other differentials
Prince George's	95,898	58,345	106,117	=	Correctional Officer, Captain	5	
Queen Anne's	64,851	46,996	76,345	=	Sgt.	3	
St. Mary's	72,899	54,517	76,107	=	CO IV Lieutenant V05	5	
Somerset	44,955	36,654	61,036	=	Correctional Officer III & IV	7	2 pay grades
Talbot	54,192	38,009	76,331		Correctional Officer III	1	
Washington	63,400	52,046	70,940	=	Sergeant	14	
Wicomico	65,400	43,059	86,119		Correctional Officer/Captain	2	
Worcester	61,257	65,920	80,770	=		19	
MNCPPC							
AVERAGE	65,060	48,858	75,582				

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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 corrections work on an assigned shift.

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	50,236	36,095	68,592	=	Corporal	10	
Anne Arundel	69,875	46,297	86,651	=	Detention Sergeant	24	
Baltimore City							
Baltimore County	63,406	46,999	58,541	=	Correctional Sergeant	25	Maximum salary with longevities is \$74,096
Calvert	58,675	50,045	74,214	+	Correctional Corporal	11	40/week
Caroline	40,358	37,655	52,340		Corporal	5	Correctional Officer III
Carroll	52,000	43,368	58,282	=	Correctional Sergeant/Correctional Corporal	15	
Cecil	45,919	41,766	65,021	=	Corporal, Corrections	12	
Charles							Not a part of the County-administered personnel system.
Dorchester	35,696	34,825	54,316		Correctional Officer II	9	
Frederick	63,160	45,195	69,601	=	Corporal	18	
Garrett	41,00	39,501	52,704	=	Correctional Corporal	3	
Harford	53,838	50,565	78,187	=	Corporal	14	
Howard	78,152	53,310	83,346	=	Correctional Lieutenant	7	Add \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	42,348	37,128	58,662	=	Corporal	6	
Montgomery	87,889	56,260	91,077	=	Correctional Supervisor - Sergeant	44	Actual salary include Longevity & other differentials
Prince George's	74,299	47,852	86,796	=	Correctional Officer, Sergeant	62	
Queen Anne's	54,688	44,049	71,286	=	Corporal	6	
St. Mary's	64,920	50,107	69,950	=	CI III Sergeant V04	10	
Somerset							
Talbot	44,566	34,208	68,669		Correctional Officer II	8	
Washington	53,797	46,937	63,970	=	Corporal	3	
Wicomico							
Worcester	50,364	55,837	61,594	=		19	
MNCPPC							
AVERAGE	57,062	44,900	68,690				

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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	40,055	32,924	62,565	=	Correctional Officer	52	
Anne Arundel	49,769	40,376	69,458	=	Detention Officer	203	
Baltimore City							
Baltimore County	49,968	40,857	51,656	=	Correctional Officer	233	Maximum salary with longevities is \$64,082
Calvert	41,803	40,893	60,653	=	Correctional Officer	21	40/week
Caroline	34,454	28,291	43,256		CO I & CO II	22	Correctional Officer I & II; average salary is an assumption of completion of the academy.
Carroll	40,845	34,986	53,976	=	Correctional Deputy I, II, III	66	
Cecil	34,065	33,883	52,790		Deputy - Corrections	11	
Charles							Not a part of the County-administered personnel system.
Dorchester	34,888	30,161	50,529	=	Correctional Officer I	37	
Frederick	44,209	37,351	63,271	=		79	
Garrett	36,415	33,394	44,552	=		14	
Harford	49,818	41,746	76,939	=	Officer	98	
Howard	48,582	39,749	62,150	=	Correctional Officer	84	Add \$.50 per hour paid after 10 consecutive years of Corrections service
Kent	39,274	34,052	53,121	=	Correctional Officer	14	
Montgomery	60,941	44,080	76,943	=	Correctional Officer I - Correctional Officer III	247	Actual salary include Longevity & other differentials
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	46,297	36,383	62,309	=	Correctional Officer I	27	
St. Mary's	46,493	39,728	65,374	=		63	3 vacant
Somerset	36,098	34,718	54,495	=	Correctional Officer II	21	
Talbot	34,954	29,518	61,065		Correctional Officer Trainee & Correctional Officer I	22	
Washington	44,101	33,279	53,850	=	Deputy and Deputy First Class	86	
Wicomico							
Worcester	42,397	38,621	63,265	=		46	
MNCPPC							
AVERAGE	42,771	36,403	60,234				

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Jobs with < 5 responses were omitted.

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

Jail Cook

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							Contracted service.
Anne Arundel							Contracted service-outside vendor
Baltimore City							
Baltimore County		40,857	51,323	=	Correctional Dietary Officer		Maximum salary with longevities is \$64,082. Function has been outsourced.
Calvert	51,688	34,882	51,688	=	Cook I	1	40/week
Caroline							
Carroll	30,721	29,661	33,426	=	Cook I	2	
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	43,667	35,588	56,941	=	Cook II	2	Moving to Correctional Officers
Garrett	23,994	22,116	32,750	=		2	
Harford							Contract Service
Howard	51,526	39,749	62,150	=	Correctional Dietary Officer	5	Add \$.50 per hour paid after 10 consecutive years of Corrections service
Kent							
Montgomery					NCC		
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							Contracted
Wicomico							
Worcester	45,279	39,399	64,550	=		4	
MNCPPC							
AVERAGE	41,146	34,607	50,404				

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Jobs with < 5 responses were omitted.

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

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	166,462	107,789	178,746	+		1	Appointed by County Executive; Fire Dept responsible for suppression & EMS/ALS
Baltimore City	183,500	183,500	183,500	=	Executive Director III	1	
Baltimore County	204,729	204,729	204,729		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	Director/Fire Chief, DFRS
Garrett							
Harford							Harford County has volunteer-based fire services.
Howard	185,661	118,518	202,966	=	Director of Fire and Rescue	1	
Kent							
Montgomery	206,000	206,000	206,000	=	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	167,284	129,356	170,706				

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Jobs with < 5 responses were omitted.

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

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	138,300	76,695	146,215	=	Fire Deputy Chief	2	
Baltimore City	146,500	146,500	146,500	=	Assistant Fire Chief	3	
Baltimore County	166,699	83,429	115,946	=	Assistant Chief, Fire Department	2	Maximum salary with longevities is \$170,765
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	119,833	99,348	158,957	=	Deputy Chief, DFRS	2	
Garrett							
Harford							
Howard	165,256	106,954	183,201	=	Deputy Chief	3	
Kent	64,428	61,360	98,176	=	Chief of Emergency Medical Services		
Montgomery	144,294	82,570	138,205	=	Fire/Rescue Assistant Chief	12	Actual salary include Longevity & other differentials
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	71,099	58,452	107,289		Asst. Chief Emer Services	2	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	130,509	89,650	141,398				

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

Jobs with < 5 responses were omitted.

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

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	120,836	65,793	127,141	=	Fire Division Chief	8	
Baltimore City	107,722	96,450	112,684	=	Battalion Fire Chief	31	
Baltimore County	134,127	72,790	100,519	=	Battalion Fire Chief	6	Maximum salary with longevities is \$147,514
Calvert							All volunteer
Caroline	75,628	60,643	84,294		EMS Operations Manager	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett	49,700	33,576	51,691	=	Emergency Medical Services Chief	1	
Harford							
Howard	140,913	93,621	138,133	=	Assistant Chief	6	
Kent							
Montgomery	164,302	94,386	156,704	=	Fire/Rescue Division Chief	3	Actual salary include Longevity & other differentials
Prince George's	136,507	72,082	143,873	=	Firefighter Major	10	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	116,217	73,668	114,380				

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

Jobs with < 5 responses were omitted.

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

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	92,038	54,329	106,537	+	Fire Captain	33	Suppression & EMS/ALS
Baltimore City	95,655	83,645	97,725	=	Fire Captain	53	
Baltimore County	113,206	61,726	83,949	=	Fire Captain	90	Maximum salary with longevities is \$122,372
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	85,096	57,400	101,312	+	Fire Captain	18	
Garrett							
Harford							
Howard	120,626	80,850	119,163	=	Battalion Chief	15	
Kent							
Montgomery	115,879	67,418	109,138	=	Fire/Rescue Captain	138	Actual salary include Longevity & other differentials
Prince George's	111,519	56,785	113,691	=	Firefighter Captain	9	
Queen Anne's	59,708	53,567	87,624	=	EMS/Lt.	4	
St. Mary's							
Somerset							
Talbot	51,254	46,020	60,522		EMS Supervisor	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	93,887	62,416	97,740				

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

Jobs with < 5 responses were omitted.

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

First Line Supervisor

Performs first-line supervisory, 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	74,807	51,346	101,464	+	Fire Lieutenant	136	Suppression & EMS/ALS
Baltimore City	81,313	71,306	86,247	=	Fire Lieutenant	126	
Baltimore County	91,635	54,296	73,508	=	Fire Lieutenant	114	Maximum salary with longevities is \$105,709
Calvert							All volunteer
Caroline	52,324	45,562	63,332		EMS Supervisor	4	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	79,369	53,604	94,610	=	Fire Lieutenant	44	
Garrett							
Harford							
Howard	108,444	72,883	107,599	=	Fire Captain	38	
Kent							
Montgomery	95,405	59,787	96,787	=	Fire/Rescue Lieutenant	119	Actual salary include Longevity & other differentials
Prince George's	100,544	51,905	101,966	=	Firefighter Lieutenant	17	
Queen Anne's	54,064	50,162	81,781		EMS/Sgt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	81,989	56,761	89,699				

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

Jobs with < 5 responses were omitted.

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

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	40,048	38,270	91,903	+	Fire Fighter II, Fire Fighter III (pump operator), Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	829	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	63,822	37,621	68,792	=	EMT Firefighter, Firefighter & Firefighter/Paramedic	614	Maximum salary with longevities is \$67,130
Baltimore County	77,149	35,125	59,120	=	Probationary FF/ Firefighter/Firefighter EMT	39	Career ladder is Probationary FF to FF or FF/EMT. Maximum salary with longevities is \$83,949
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	43,434	38,098	82,519	=	Fire Recruit, Fire 1, Fire 2, Fire 3	188	
Garrett							
Harford							
Howard	56,929	47,823	81,469	=	Firefighter	227	
Kent							
Montgomery	61,852	44,813	79,984	=	Firefighter (Recruit to III)	659	Actual salary include Longevity & other differentials
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	17.94/hr	16.84/hr	26.34/hr			13	PT Firefighters only
Wicomico							
Worcester							
MNCPPC							
AVERAGE	57,206	40,371	81,012				

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Jobs with < 5 responses were omitted.

"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	40,334	39,572	82,438	=	Advanced Life Support Provider II & III	4	Two grades.
Anne Arundel	56,619	45,374	91,903	+	Fire Fighter EMT-P	186	Trained in suppression and certified Paramedic (County has a lower ALS class of Fire Fighter EMT-Intermediate)
Baltimore City	57,569	42,832	67,014	=		70	Maximum salary with longevities is \$75,928
Baltimore County	62,403	49,861	67,340	=	Paramedic	107	Maximum salary with longevities is \$95,881
Calvert							All volunteer
Caroline	40,908	34,232	52,340		Paramedic & EMT-I	11	EMT-P & EMT-I
Carroll							NCC
Cecil	42,520	39,678	61,770		Paramedic	27	Work 1,976 hrs/year (3 12-hour shift & 4 12-hour shift in 2-week pay period)
Charles	52,059	47,173	75,897	=		38	Includes EMT-Is.
Dorchester	42,296	40,258	62,790	=	EMT - I or Paramedic	20	
Frederick	47,597	43,668	77,074	=	Paramedic I	1	
Garrett	35,500	28,383	43,696	=		5	
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 7,000
Kent				=		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	49,216	44,049	76,345	=	Paramedic I & II	19	
St. Mary's							
Somerset							
Talbot	40,668	38,207	55,239		Paramedic	21	
Washington	54,982	40,859	63,902		Advanced Life Support Tech II	8	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	50,903	41,861	69,980				

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

Jobs with < 5 responses were omitted.

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

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	49,603	38,270	83,285	+	Fire Fighter II & III	457	Trained in suppression & EMT-B certified. Range is FF II min and FF III max
Baltimore City	55,323	41,246	64,832	=	Paramedic CRT	102	Maximum salary with longevities is \$73,355
Baltimore County	59,806	44,085	59,120	=	Emergency Medical Technician	49	Maximum salary with longevities is \$83,949
Calvert							All volunteer
Caroline	31,097	28,291	39,324		EMT / B	10	
Carroll							NCC
Cecil	40,444	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	49,259	40,422	65,097	=		26	
Dorchester	32,480	30,161	47,041	=	EMT	20	
Frederick							
Garrett	37,559	26,144	38,716	=		4	
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	36,185	32,126	54,568	=	EMT I & II	14	
St. Mary's							
Somerset							
Talbot	30,618	27,826	48,568		EMT-B/EVO	16	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	43,073	35,193	57,988				

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Jobs with < 5 responses were omitted.

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

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	43,222	34,112	57,595	=		10	Max salary includes 15% longevity 16+ yrs
Baltimore City	47,214	39,701	47,990	=	Animal Control Investigator	1	Maximum salary with longevities is \$56,150
Baltimore County	41,849	33,796	42,896	=	Animal Control Officer I	7	Maximum salary with longevities is \$53,679
Calvert	43,403	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	27,516	26,190	43,802	=		3	
Frederick	46,392	38,098	60,957	=		6	
Garrett	47,790	33,576	51,691	+	Animal Control Officer	1	
Harford	50,549	41,995	69,784	=	Animal Control Officer II	4	
Howard	47,939	36,026	53,394	=	Animal Control Officer	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	48,325	44,530	73,434	=	Code Enforcement Inspector II	9	Assigned to the Police Department
Prince George's	45,390	31,038	57,385	=	Animal Control Officer II	10	
Queen Anne's	41,706	32,126	51,100	=		2	
St. Mary's	43,237	34,611	53,352	=	Animal Warden	4	
Somerset	31,868	29,147	57,286	+	Animal Control Officer I & II & Supervisor, Animal Contr.	3	2 Different Pay Grades
Talbot							
Washington							
Wicomico							
Worcester	42,022	30,872	61,487	=		4	
MNCPPC							
AVERAGE	43,904	35,121	56,268				

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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	178,747	107,789	178,746				
Baltimore City	171,806	103,603	171,805			1	
Baltimore County	171,751	171,751	171,751		County Auditor	1	Non-graded position
Calvert							
Caroline							
Carroll							NCC
Cecil							
Charles							
Dorchester							
Frederick	124,999	113,979	182,366	=			
Garrett							
Harford	94,000	71,400	123,934			1	
Howard	155,792	96,554	165,256			1	
Kent							
Montgomery	144,576	85,795	155,746	=	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	150,329	107,105	169,472				

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Jobs with < 5 responses were omitted.

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



Section 2

County Employee Health Benefits

FY 2016 Maryland County Government Health Benefits Survey

Allegany

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

Notes: All Rx copays after \$100 deductible for pre-65 retirees. Medicare retirees are in a private Medicare Exchange Plan.

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	Yes		CareFirst BC/BS	CBIZ
			Other	
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	Yes	Via Flexible Spending Plan	Yes	No
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	No	No	Voluntary	Voluntary
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	No	Voluntary	Included	
Opt-out offered for employees covered by other health insurance plans?	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Yes	16	600	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst Blue Cross/Blue Shield			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Potentially			
What options have been implemented to reduce retiree health care costs?	Private health care exchange for post-65 retirees.			

FY 2016 Maryland County Government Health Benefits Survey

Anne Arundel

County: Anne Arundel County Government

Person Responding: Douglas Hart

Title: Sr. Personnel Analyst

Phone: 410 222-7400

Email: pehart01@aacounty.org

Fax: 410 222-4512

	Active Employee and Pre-65 Retirees			Medicare Retirees
	Triple Option	Blue Choice HMO	CareFirst EPO 1/1/16	Aetna Medicare Advantage 1/1/16
Annual Deductible (Individual)	125/250/500	100	100	0
In-Network				
Out-of-Network				
Annual Deductible (Family)	250/500/1000	200	200	0
In-Network				
Out-of-Network				
Office Co-Pays (In-Network)	15/25/70%AB	15	15	10
ER Copay	\$75	\$75	\$75	\$50
Coinsurance (In-Network)	95/5, 85/15, 70/30	100%	100%	100%
Coinsurance (Out-of-Network)				
Out of Pocket Max. (Individual)	500/1000/1500	800	1100	2000
In-Network				
Out-of-Network				
Out of Pocket Max. (Family)	1000/2000/3000	1600	3600	4000
In-Network				
Out-of-Network				
Rx Plan: Retail Generic	5	5	5	5
Brand, Formulary	25	25	25	25
Brand, Non-Formulary	35	35	35	35
RX Plan: Mail Generic	10	10	10	10/ 25 Non-CVS
Brand, Formulary	50	50	50	50/ 65 Non-CVS
Brand, Non-Formulary	70	70	70	70/ 85 Non-CVS

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
		X		
Fully-Insured	Other			
	X	All Self -Insured except Aetna Medicare Advantage which is Fully-Insured		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	1307	1819	988	2763
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	Full Cost thru 3rd Party	X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	Full Cost thru 3rd Party		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	965	498-524-546-750	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N/A	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	N/A			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Possibly			
What options have been implemented to reduce retiree health care costs?	Establishment of OPEB Trust Fund. RX EGWP. Switch to Fully-Insured Medicare Advantage Plan			

FY 2016 Maryland County Government Health Benefits Survey

Baltimore City

BALTIMORE CITY

EDWARD LOPEZ

H.R. MANAGER

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410-545-1516

	Active Employee and Pre-65 Retirees				Medicare Retirees			
	PPO	PPN	POS	HMO	POS	Traditional BCBS	PPO	HMO
Annual Deductible (Individual)								
In-Network	N/A IN OR OUT	N/A	N/A	N/A	N/A IN OR OUT	N/A	N/A	N/A
Out-of-Network								
Annual Deductible (Family)					N/A IN OR OUT	N/A	N/A	
In-Network	N/A IN OR OUT	N/A	N/A	N/A				N/A
Out-of-Network								
Office Co-Pays (In-Network)	5	10	5	5	5	MAJOR MEDICAL	5	5
ER Copay	50	50	50	50	50	50	50	50
Coinsurance (In-Network)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Coinsurance (Out-of-Network)	50% OF R/C	50%	50%	NO OON	50% OF R/C	50% OF R/C	50% OF R/C	NO OON
Out of Pocket Max. (Individual)	N/A IN OR OUT	N/A	N/A	N/A	N/A IN OR OUT	N/A	N/A	N/A
In-Network								
Out-of-Network								
Out of Pocket Max. (Family)	N/A IN OR OUT	N/A	N/A	N/A	N/A IN OR OUT	N/A	N/A	N/A
In-Network								
Out-of-Network								
Rx Plan: Retail Generic	10				10	10	10	10
Brand, Formulary	20				20	20	20	20
Brand, Non-Formulary	30				30	30	30	30
RX Plan: Mail Generic	15				20	20	20	20
Brand, Formulary	25				40	40	40	40
Brand, Non-Formulary	35				60	60	60	60

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	415	650 - 2,500	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?				
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

FY 2016 Maryland County Government Health Benefits Survey

Baltimore County

County: Baltimore

Person Responding: Shelly Simon

Title: Personnel Analyst

Phone: 410-887-2004

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Fax: 410-887-8710

	Active Employee and Pre-65 Retirees			Medicare Retirees	
	CIGNA Open Access Plus HMO (OAPIN)	CIGNA Open Access Plus (OAP)	Kaiser HMO	Cigna Medicare Surround	Kaiser Medicare Plus
Annual Deductible (Individual)	N/A		None	Not Applicable	None
In-Network		200			
Out-of-Network		300			
Annual Deductible (Family)	N/A				None
In-Network		400	None		
Out-of-Network		600			
Office Co-Pays (In-Network)	15	15	10	medicare	5
ER Copay	50	50	50	medicare	50
Coinsurance (In-Network)	N/A	15/85	None		
Coinsurance (Out-of-Network)		25/75	None		
Out of Pocket Max. (Individual)				\$2,000, \$300,000 lifetime	None
In-Network	1,100	1,000			
Out-of-Network		1,500	None		
Out of Pocket Max. (Family)					
In-Network	3,600	2,000			
Out-of-Network		3,000	None		
Rx Plan: Retail Generic	12	12	12	Greater of \$10 or 20%	5
Brand, Formulary	30	30	30	Greater of \$10 or 30%	5
Brand, Non-Formulary	45	45	45		
RX Plan: Mail Generic	24	24	24	Greater of \$10 or 20%	3
Brand, Formulary	60	60	60	Greater of \$10 or 30%	3
Brand, Non-Formulary	90	90	90		

Note: Kaiser Rx plan covers one copay for 60 day supply. Copays listed are for Kaiser Facility pharmacies only. Cigna Rx plans are for one month supply per copay and are covered under Express Scripts. T

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker	
	x				
	Fully-Insured	Other			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees	
	263	2471	1442	6195	
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance	
	x	Limited through EAP	x		
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance	
			x	x	
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?	
	N	-	-	-	
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog		
	N	N/A	Y		

Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?
We offer limited incentives for different one time Wellness Events that are funded by our Cigna Wellness Fund.

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?
Cigna provides the stop loss for the Cigna plans. The specific attachment point is \$500,000, No aggregate.

Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?
Not sure.

What options have been implemented to reduce retiree health care costs?
Steps were taken for 2016 to encourage Medicare Retirees to find their own Medicare Part D plan, but it is not mandatory. Retirees subsidy was completely restructured for those retiring after 7/1/07 and for those hired after 7/1/07 have an even greater reduction in subsidy.

FY 2015 Maryland County Government Health Benefits Survey

Calvert

County: Calvert County

Person Responding: Tim Hayden

Title: Director of Finance & Budget

Phone: 410-535-1600 ext. 2435

Email: haydent@co.cal.md.us

Fax: 410-414-3720

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

FY 2016 Maryland County Government Health Benefits Survey

Caroline

County: Caroline County

Person Responding: Sherry Bratton

Title: Assistant Director of Human Resources

Phone: 410-479-4105

Email: sbratton@carolinemd.org

Fax: 410-479-4023

	Active Employee/ Pre-65 Retiree	Medicare Retirees		
	EPO/Active/Pre 65 Retiree	Medicare Supplement	N/A	N/A
Annual Deductible (Individual)			-	-
In-Network		N/A	-	-
Out-of-Network		N/A	-	-
Annual Deductible (Family)		Only individual	-	-
In-Network		N/A	-	-
Out-of-Network		N/A	-	-
Office Co-Pays (In-Network)	15 PRIM/30 SPEC	15	-	-
ER Copay	150	N/A	-	-
Coinsurance (In-Network)	None	N/A	-	-
Coinsurance (Out-of-Network)	None	N/A	-	-
Out of Pocket Max. (Individual)		N/A	-	-
In-Network	1500	N/A	-	-
Out-of-Network	3000	N/A	-	-
Out of Pocket Max. (Family)			-	-
In-Network	3000		-	-
Out-of-Network	6000		-	-
			-	-
Rx Plan: Retail Generic	10	N/A	-	-
Brand, Formulary	25	N/A	-	-
Brand, Non-Formulary	40	N/A	-	-
RX Plan: Mail Generic	20	N/A	-	-
Brand, Formulary	50	N/A	-	-
Brand, Non-Formulary	80	N/A	-	-

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
			X	
	Fully-Insured	Other		
		Medicare Supplement is Hartford Insurance		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	72	44	39	24
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X			X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
		X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	per emp.	2 years?
	Y	23	VARIES	stopped in 2013
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	no	no	no	

Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs? yes

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?

Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?

What options have been implemented to reduce retiree health care costs? going to Hartford Insurance Company

FY 2016 Maryland County Government Health Benefits Survey

Carroll

	Active Employee/Pre-65 Retiree		Medicare Retirees	
	Choice	Choice Plus	Medicare Supplemental	N/A
Annual Deductible (Individual)			200	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	200		-
Annual Deductible (Family)			400	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	400		-
Office Co-Pays (In-Network)	10	15	N/A	-
ER Copay	50	50	4	-
Coinsurance (In-Network)	N/A	N/A	80/20	-
Coinsurance (Out-of-Network)	N/A	80/20	80/20	-
Out of Pocket Max. (Individual)			1,700	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	1,700		-
Out of Pocket Max. (Family)			3,400	-
In-Network	N/A	N/A		-
Out-of-Network	N/A	3,400		-
Rx Plan: Retail Generic	10	10	10	-
Brand, Formulary	20	20	20	-
Brand, Non-Formulary	30	30	30	-
RX Plan: Mail Generic	10	10	10	-
Brand, Formulary	20	20	20	-
Brand, Non-Formulary	30	30	30	-

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

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	259	393ee's/1522 total	279ee's/558 total	392ee's/567 total
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	X	102	\$400-\$1200	no
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Yes	Yes		
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	United Healthcare Insurance Company-BP Stop Loss. Individual SL-\$300,000. Aggregate-125% of Claims			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	possibly			
What options have been implemented to reduce retiree health care costs?	Those employees hired after 2005 have a higher cost-sharing of premium. We have also increased the years of service requirement to 15 years as opposed to 10 with a hire date after 2005.			

FY 2016 Maryland County Government Health Benefits Survey

Cecil

	Active Employee/Pre-65 Retirement		Medicare Retirees	
	Carefirst PPO - High Option	Carefirst PPO - Standard Option	Carefirst PPO-Standard Option	N/A
Annual Deductible (Individual)	200	400	400	-
In-Network	200	400	400	-
Out-of-Network	200	400	400	-
Annual Deductible (Family)	600	1,200	1,200	-
In-Network	600	1,200	1,200	-
Out-of-Network	600	1,200	1,200	-
Office Co-Pays (In-Network)	20 / 30	20 / 30	20 / 30	-
ER Copay	90% of allowed benefit after deductible	75% of allowed benefit after deductible	75% of allowed benefit after deductible	-
Coinsurance (In-Network)	90% of allowed benefit	75% of allowed benefit	75% of allowed benefit	-
Coinsurance (Out-of-Network)	75% of allowed benefit after deductible	65% of allowed benefit after deductible	65% of allowed benefit after deductible	-
Out of Pocket Max. (Individual)	1,500	2,000	2,000	-
In-Network	1,500	2,000	2,000	-
Out-of-Network	1,500	2,000	2,000	-
Out of Pocket Max. (Family)	4,500	6,000	6,000	-
In-Network	4,500	6,000	6,000	-
Out-of-Network	4,500	6,000	6,000	-
				-
Rx Plan: Retail Generic	\$10 copay for 30-day supply	\$10 copay for 30-day supply	\$10 copay for 30-day supply	-
Brand, Formulary	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	-
Brand, Non-Formulary	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	25% copay up-to maximum of \$50 for 30-day supply	-
RX Plan: Mail Generic	\$10 copay for 90-day supply	\$10 copay for 90-day supply	\$10 copay for 90-day supply	-
Brand, Formulary	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	-
Brand, Non-Formulary	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	25% copay up-to maximum of \$75 for 90-day supply	-
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
		X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Sun Life Assurance Company			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

FY 2016 Maryland County Government Health Benefits Survey				
Charles				
County: Charles County				
Person Responding: Kim Pelczar				
Title: Benefits Coordinator				
Phone: 301-645-0585				
Email: pelczark@charlescountymd.gov				
Fax: 301-396-8862				
	Active Employee/Pre-65 Retiree		Medicare Retirees	
	Bluechoice Advantage	CareFirst BlueChoice HMO Open Access	CareFirst Standard over 65	HMO Open Access over 65
Annual Deductible (Individual)				
In-Network	N/A	N/A	300/Major Medical	N/A
Out-of-Network	200	N/A	N/A	N/A
Annual Deductible (Family)				
In-Network	N/A	N/A	N/A	N/A
Out-of-Network	400	N/A	N/A	N/A
Office Co-Pays (In-Network)	\$15 PCP/\$20 Spec	\$10 PCP/\$15 Spec	varies	\$10 PCP/\$15 Spec
ER Copay	\$75 /Waived admitted	\$50/Waived admitted	N/A	\$50/Waived admitted
Coinsurance (In-Network)	N/A	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Coinsurance (Out-of-Network)	80%/20%	N/A	A & B Services - C/F covers 20% that Medicare does not. Major Medical - C/F covers 80% of the 20% that Medicare does not.	N/A
Out of Pocket Max. (Individual)				
In-Network	1,000	2,000	200	2,000
Out-of-Network	1,000	N/A	N/A	N/A
Out of Pocket Max. (Family)				
In-Network	2,000	6,000	N/A	6,000
Out-of-Network	2,000	N/A	N/A	N/A
Rx Plan: Retail	Generic	5	5	5
	Brand, Formulary	20	20	20
	Brand, Non-Formulary	35	35	35
RX Plan: Mail/CVS Retail Pharmacy	Generic	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay
	Brand, Formulary	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay
	Brand, Non-Formulary	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	370	465	257	319
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst, Stop Loss Specific is \$150,000 and aggregate is 120%			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Would have to review.			
What options have been implemented to reduce retiree health care costs?	Higher copays, dropped the CareFirst PPO and added a Blue Choice Advantage plan, updated Rx formulary list			

FY 2016 Maryland County Government Health Benefits Survey

Dorchester

County: Dorchester

Person Responding: Becky Dennis

Title: HR Director

Phone: 410-901-2406

Email: bdennis@docogonet.com

Fax: 410-228-6850

Active Employee, Pre-65 Retirees and Medicare Retirees*

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

Note: Use AARP as a Supplement

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	x		x	x
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
			x	
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			x	x
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			x	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-		-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Yes			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

FY 2016 Maryland County Government Health Benefits Survey					
Frederick					
	Active Employee and Pre-65 Retiree		Medicare Retirees		Active Ees Only
	In Network	Point of Service	In-Network	Point of Service (POS)	High Deductible w/HSA
Annual Deductible (Individual)					
In-Network	0	0	N/A	N/A	1300
Out-of-Network	N/A	300	N/A	300	2600
Annual Deductible (Family)					
In-Network	0	0	N/A	N/A	2600
Out-of-Network	N/A	600	N/A	600	5200
Office Co-Pays (In-Network)	15	15	15	15	n/a
ER Copay	150	150	150	150	n/a
Coinsurance (In-Network)	5%	5%	5%	5%	5%
Coinsurance (Out-of-Network)	N/A	20%	N/A	20%	20%
Out of Pocket Max. (Individual)					
In-Network	1250	1250	1250	1250	2500
Out-of-Network	N/A	2300	N/A	2300	5000
Out of Pocket Max. (Family)					
In-Network	2500	2300	2500	2300	5000
Out-of-Network	N/A	4600	N/A	4600	9600
					<u>IN</u> <u>OON</u>
Rx Plan: Retail Generic	10	10	10	10	10 20%
Brand, Formulary	30	30	30	30	30 20%
Brand, Non-Formulary	50	50	50	50	50 20%
RX Plan: Mail Generic	20	20	20	20	20 n/a
Brand, Formulary	60	60	60	60	60 n/a
Brand, Non-Formulary	100	100	100	100	100 n/a
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.					
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker	
	Fully-Insured	Other			
	X				
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees	
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance	
	X	X	X		
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance	
		X	X	X	
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other	
			X		
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?	
	N	-	-	-	
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog		
	N	N	Y		
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Yes				
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?					
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Not Currently				
What options have been implemented to reduce retiree health care costs?	Changes to subsidy of premiums, offering Medicare Supplement				

FY 2016 Maryland County Government Health Benefits Survey

Garrett

County: Garrett County

Person Responding: DaVina Griffith

Title: Director Human Resources

Phone: 301.334.1989

Email: dgriffith@garrettcountry.org

Fax: 301.334.5026

	Active Employee and Pre-65 Retirees		Medicare Retirees
	MPOS	PPN	Plan F for medical and Part D for Drug with United Healthcare
Annual Deductible (Individual)			
In-Network			N/A
Out-of-Network	200	300	N/A
Annual Deductible (Family)			
In-Network			N/A
Out-of-Network	400	900	N/A
Office Co-Pays (In-Network)	15	15	N/A
ER Copay	35	25	N/A
Coinsurance (In-Network)	90%	100%	N/A
Coinsurance (Out-of-Network)	70%	N/A	N/A
Out of Pocket Max. (Individual)			
In-Network	850	3,000	N/A
Out-of-Network	3,000	3,000	N/A
Out of Pocket Max. (Family)			
In-Network	2,550	6,000	N/A
Out-of-Network	6,000	6,000	N/A
Rx Plan: Retail Generic	10	10	10
Brand, Formulary	20	20	20
Brand, Non-Formulary	35	35	35
RX Plan: Mail Generic	20	20	20
Brand, Formulary	40	40	40
Brand, Non-Formulary	70	70	70

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	67	120 FAMILY + 6 PARENT & CHILDREN = 126	71 EMPLOYEE & SPOUSE + 15 PARENT & 1 CHILD = 86	UNDER 65 = 47 (38 INDIVIDUAL + 7 EMPLOYEE & SPOUSE + 2 FAMILY) OVER 65 = 105 IND
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
		X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
				-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	

Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs? No

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy? United Healthcare – BP. Specific Stop Loss - 36/12 (Monthly Premium Rate = \$22.54 Individual; \$65.72 Non-Individual). Specific Deductible - \$235,000. Aggregate Stop Loss – 36/12 (Monthly Premium Rate = \$5.14)

Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?

What options have been implemented to reduce retiree health care costs? None at this time. Considering private retiree exchange in future years.

FY 2016 Maryland County Government Health Benefits Survey

Harford

County: Harford County Government

Person Responding: Beth A. Griffith

Title: Benefits Program Manager

Phone: 410-638-3202

Email: bagriffith@harfordcountymd.gov

Fax: 410-879-3564

	Active Employee and Pre-65 Retiree				Medicare Retirees	
	HDHP (CDH)	PPO	MPOS	HMO	TRADITIONAL	HMO
Annual Deductible (Individual)						
In-Network		250		N/A	N/A	N/A
Out-of-Network		500		300	N/A	300
Annual Deductible (Family)						
In-Network		500		N/A	N/A	N/A
Out-of-Network		1,000		600	N/A	600
Office Co-Pays (In-Network)		30		15 PCP/25 SPEC	20% AFTR MEDICARE	15PCP/25 SPEC
ER Copay	PLAN NO LONGER	150	PLAN NO LONGER	150	20% AFTR MEDICARE	150
Coinsurance (In-Network)	OFFERED	N/A	OFFERED	N/A	20% AFTR MEDICARE	N/A
Coinsurance (Out-of-Network)		N/A		20%	20% AFTR MEDICARE	20%
Out of Pocket Max. (Individual)						
In-Network		N/A		N/A	N/A	N/A
Out-of-Network		2,000		2,000	N/A	2,000
Out of Pocket Max. (Family)						
In-Network		N/A		N/A	N/A	N/A
Out-of-Network		4,000		4,000	N/A	4,000
Rx Plan: Retail Generic		10		5	20% OF RX COST	5
Brand, Formulary		25		15	20% OF RX COST	15
Brand, Non-Formulary		45		35	20% OF RX COST	35
RX Plan: Mail Generic						
Brand, Formulary						
Brand, Non-Formulary						
	2 COPAYS FOR 90 DAY SUPPLY				\$20 COPAY/90 DAY	2 COPAY/90 DAY

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
		X		
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	405	721	498	713
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
		X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	X	159	1,200	
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	

Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Yes. The current carriers offer wellness funding that allow incentives to be given for participation in various wellness events and/or activities.
What options have been implemented to reduce retiree health care costs?	

FY 2016 Maryland County Government Health Benefits Survey

Howard

County: Howard County

Person Responding: Randy Zamzow

Title: Chief of Benefits

Phone: (410) 313-3237

Email: rzamzow@howardcountymd.gov

Fax: (410) 313-3237

Active Employee, Pre-65 Retirees, and Medicare Retirees

	Aetna Open Access (actives and pre-65 retirees)	Aetna PPO (actives and pre-65 retirees)	Kaiser HMO (actives and pre-65 retirees)	Kaisre Cost Plus plan (Medicare retirees)	Medicare Advantage 95 plan	Medicare Advantage 10 plan
Annual Deductible (Individual)						
In-Network	N/A	\$250	N/A	n/a	\$300	n/a
Out-of-Network	N/A	\$500	N/A	Medicare benefits schedule	\$300	n/a
Annual Deductible (Family)						
In-Network	N/A	\$500	N/A	n/a	\$300	n/a
Out-of-Network	N/A	\$1,000	N/A	Medicare benefits schedule	\$300	n/a
Office Co-Pays (In-Network)	10pcp 20 spec	\$20	10pcp 20 spec	\$10	\$0	\$10.00
ER Copay	\$100	\$100	\$100	\$50	\$50	\$50.00
Coinsurance (In-Network)	100%	90%	100%	n/a	5%	n/a
Coinsurance (Out-of-Network)	N/A	N/A	N/A	Medicare benefits schedule	5%	n/a
Out of Pocket Max. (Individual)						
In-Network	N/A	\$1,500	N/A	\$3,400	\$1,000.00	\$6,700.00
Out-of-Network	N/A	\$4,000	N/A	Medicare benefits schedule	\$1,000.00	\$6,700.00
Out of Pocket Max. (Family)						
In-Network	N/A	\$3,000	N/A	\$3,400	\$1,000.00	\$6,700.00
Out-of-Network	N/A	\$8,000	N/A	Medicare benefits schedule	\$1,000.00	\$6,700.00
Rx Plan: Retail Generic	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Brand, Formulary	\$30.00	\$30.00	\$30.00	\$10.00	\$30.00	\$30.00
Brand, Non-Formulary	\$50.00	\$50.00	\$50.00	\$10.00	\$50.00	\$50.00
RX Plan: Mail Generic	\$10.00	\$10.00	\$20.00	\$15.00	\$10.00	\$10.00
Brand, Formulary	\$30.00	\$30.00	\$60.00	\$15.00	\$30.00	\$30.00
Brand, Non-Formulary	\$50.00	\$50.00	\$100.00	\$15.00	\$50.00	\$50.00

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
Fully-Insured	Other			
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	809	870	612	703
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	431	\$900/year	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	ERRP no longer applicable	

Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Aetna is stop loss carrier. \$500,000 specific, no aggregate
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	
What options have been implemented to reduce retiree health care costs?	Implementation of Medicare Advantage plans for medicare-eligible retirees; increase in years of service required for retiree health insurance eligibility; change in algorithm for determining County contribution towards retiree health premium

FY 2016 Maryland County Government Health Benefits Survey

Kent

County: Kent County

Person Responding: S. Martin Hale

Title: HR Director

Phone: 410-778-7481

Email: mhale@kentgov.org

Fax: 410-778-3749

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

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X		X	X
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	106	77		
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	with pension			X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Everest Reinsurance Co., 60K specific, 60K aggregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	possibly			
What options have been implemented to reduce retiree health care costs?	> 65, retirees move to gap coverage around Medicare.			

FY 2016 Maryland County Government Health Benefits Survey

Maryland National Capital Park and Planning Commission

County: Montgomery and Prince George's County Maryland

Person Responding: Tikeetha Thomas

Title: Principal Benefits Specialist

Phone: 301-454-1685

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Fax:301-454-1687

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

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

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	731	682	416	992
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	125k-275k for all 3 plans			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No			
What options have been implemented to reduce retiree health care costs?	Added stop loss			

FY 2016 Maryland County Government Health Benefits Survey

Montgomery

County: Montgomery County, Maryland

Person Responding: Karen Bass

Title: Health Insurance Team Manager

Phone: 240-777-5054

Email: karen.bass@montgomerycountymd.gov

Fax: 240-777-5131

Active Employee, Pre-65 Retirees, and Medicare Retirees					
	BCBS CareFirst POS	United Healthcare HMO	Kaiser HMO	Caremark High Option Prescription Plan	Caremark Standard Option Prescription Plan
Annual Deductible (Individual)					
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	\$300	N/A	N/A	N/A	N/A
Annual Deductible (Family)					\$50
In-Network	N/A	N/A	N/A	N/A	N/A
Out-of-Network	\$600	N/A	N/A	N/A	N/A
Office Co-Pays (In-Network)	\$10	\$5	\$5	N/A	N/A
ER Copay	25 waived if admitted	25 waived if admitted	50 waived if admitted	N/A	N/A
Coinsurance (In-Network)	N/A	N/A	N/A	N/A	N/A
Coinsurance (Out-of-Network)	20% after deductible is met	N/A	N/A	N/A	N/A
Out of Pocket Max. (Individual)				N/A	N/A
In-Network				N/A	N/A
Out-of-Network				N/A	N/A
Out of Pocket Max. (Family)				N/A	N/A
In-Network	1,000 per person plus deductible	1,100 per person up to 3,600 for family		N/A	N/A
Out-of-Network			N/A	N/A	N/A
Rx Plan: Retail Generic	N/A	N/A	N/A	4 or 5	10
Brand, Formulary	N/A	N/A	N/A		20
Brand, Non-Formulary	N/A	N/A	N/A	8 or 10	35
RX Plan: Mail Generic	N/A	N/A	N/A	4 or 5	10
Brand, Formulary	N/A	N/A	N/A		20
Brand, Non-Formulary	N/A	N/A	N/A	8 or 10	35
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.					
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker	
	X				
	Fully-Insured	Other			
	X				
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees	
	2760	3603	1848	5124	
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance	
	X		X		
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance	
		X	X	X	
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other	
	X		X		
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?	
	N	-	-	-	
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog		
	Y	Y	Y		
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Carriers all offer Wellness dollars, but not necessarily incentives for participating				
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Only individual stop loss is offered by carrier CareFirst, \$500,000, UHC \$500,000				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No.				
What options have been implemented to reduce retiree health care costs?	Different cost share based on years of service.				

FY 2016 Maryland County Government Health Benefits Survey

Prince George's

County: Prince George's County Government

Person Responding: Julia D. Sanders

Title: Manager, Benefits Administration Division

Phone: (301) 883-6064

Email:

Fax: (301) 883-6192

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

Notes: The County's prescription plan is a carve out benefit and is administered by Express-Scripts (ESI). The plan has a mandatory generic and mail order provision. The maximum copayment at retail is \$50 and the maximum copayment for the mail order is \$100.

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	2,071	2,204	1,039	3,596
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	See below.	X	Supplemental Dental
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	1809	400 medical/ 200 Rx	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Yes. The current carriers offer wellness funding that allow incentives to be given for participation in various wellness events and/or activities.			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	No Stop Loss Insurance at this time.			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Not at this time.			
What options have been implemented to reduce retiree health care costs?	We are altering plan designs and checking for opportunities in the marketplace that will help offset retiree cost.			
Notes: The Legal Services, Accident, Critical Illness, Short-term Disability and Supplemental Dental plans are voluntary benefit plans. Coverage for invasive/non invasive cancer is covered under the Critical Illnes Insurance Plan.				

FY 2016 Maryland County Government Health Benefits Survey

Queen Anne's

County: Queen Anne's County

Person Responding: Beverly Churchill

Title: Director of Human Resources

Phone: 410-758-4406

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Fax: 410-758-6913

Active Employee, Pre-65 Retirees, and Medicare Retirees

	PPO	EPO	BCA	N/A
Annual Deductible (Individual)				-
In-Network	N/A	N/A	100	-
Out-of-Network	200	N/A	500	-
Annual Deductible (Family)				-
In-Network	N/A	N/A	200	-
Out-of-Network	600	N/A	1,000	-
Office Co-Pays (In-Network)	20	20	20	-
ER Copay	50	50	100	-
Coinsurance (In-Network)	N/A	N/A	10%	-
Coinsurance (Out-of-Network)	80/20	N/A	40%	-
Out of Pocket Max. (Individual)				-
In-Network	800	6,350	1,500	-
Out-of-Network	800	12,700	3,000	-
Out of Pocket Max. (Family)				-
In-Network	2,400	N/A	3,000	-
Out-of-Network	2,400	N/A	6,000	-
				-
Rx Plan: Retail Generic	7	7	8	-
Brand, Formulary	24	24	30	-
Brand, Non-Formulary	24	24	45	-
RX Plan: Mail Generic	7	7	16 (90 day supply)	-
Brand, Formulary	24	24	60 (90 day supply)	-
Brand, Non-Formulary	24	24	90 (90 day supply)	-

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	119	180	75	190
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	65	1,200 annual	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	Y	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	Y			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst. Specific \$150,000.			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Depends on the benefits			
What options have been implemented to reduce retiree health care costs?	N/A			

FY 2016 Maryland County Government Health Benefits Survey

St. Mary's

County: St. Mary's County

Person Responding: Karen Gates

Title: Benefits Coordinator

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Fax: 301-475-4082

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

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
		x		
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	x	x	x	x
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	x	x	x	x
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			x	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	511	VARIES	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	Y	

Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Unknown
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	No
What options have been implemented to reduce retiree health care costs?	None this year

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Somerset

County: SOMERSET

Person Responding: ERICA QUILLEN

Title: HUMAN RESOURCES DIRECTOR

Phone: 410-651-5131

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Fax: 410-651-3559

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	HMO CAREFIRST BLUE CHOICE	N/A	INTEGRA/MEDICARE PRIMARY/SELF INS.	N/A
Annual Deductible (Individual)				
In-Network				
Out-of-Network				
Annual Deductible (Family)				
In-Network				
Out-of-Network				
Office Co-Pays (In-Network)	30/PCP- 40 Specialist		10	
ER Copay	50		10	
Coinsurance (In-Network)				
Coinsurance (Out-of-Network)				
Out of Pocket Max. (Individual)				
In-Network	1,300			
Out-of-Network				
Out of Pocket Max. (Family)				
In-Network	2,600			
Out-of-Network				
Rx Plan: Retail Generic	15		10	
Brand, Formulary	35		25	
Brand, Non-Formulary	60		40	
RX Plan: Mail Generic	30		25	
Brand, Formulary	70		60	
Brand, Non-Formulary	120		98	

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	Fully-Insured	Other		
	X			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
			X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	195	610-1535	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				

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Talbot

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	Integra Administrative Group - PPO	N/A	Medicare Supp Coverage	N/A
Annual Deductible (Individual)		-		-
In-Network	N/A	-	N/A	-
Out-of-Network	300	-	N/A	-
Annual Deductible (Family)		-		-
In-Network	N/A	-	N/A	-
Out-of-Network	600	-		-
Office Co-Pays (In-Network)	15	-	N/A	-
ER Copay	125	-		-
Coinsurance (In-Network)	N/A	-		-
Coinsurance (Out-of-Network)	80/20	-		-
Out of Pocket Max. (Individual)		-	N/A	-
In-Network	500	-		-
Out-of-Network	1,000	-		-
Out of Pocket Max. (Family)		-	N/A	-
In-Network	1,000	-		-
Out-of-Network	2,000	-		-
		-		-
Rx Plan: Retail Generic	10	-	10	-
Brand, Formulary	30	-	25	-
Brand, Non-Formulary	50	-	40	-
RX Plan: Mail Generic	20	-	25	-
Brand, Formulary	60	-	50	-
Brand, Non-Formulary	100	-	88	-
Notes:				
1) Medicare Supp Coverage - \$8,000 annual maximum for prescription drugs				
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	94	71	88	34
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	Aflac
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	41	2,000	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Carrier: Unimerica. \$90,000 individual \$3,279,043 aggregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Would be interested in information			
What options have been implemented to reduce retiree health care costs?	None at this time			

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Washington

County: Washington County, Maryland

Person Responding: Debra I. Peyton

Title: Benefits Manager

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Fax: 240-313-2351

Active Employee and Pre-65 Retirees

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

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

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	X	X	X	X
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X		X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X		X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	109	VARIES	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	incentives to be given for	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Highmark \$175,000 Specific, 15.9 Million or 125% of Claims			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Maybe			
What options have been implemented to reduce retiree health care costs?	They pay 50% of cost			

FY 2016 Maryland County Government Health Benefits Survey

Wicomico

County: Wicomico

Person Responding: Michele Ennis

Title: Director of Human Resources

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Fax: 410-334-3111

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	PPO	EPO	Medicare Primary	N/A
Annual Deductible (Individual)				-
In-Network	N/A	N/A	N/A	-
Out-of-Network	200	N/A	N/A	-
Annual Deductible (Family)				-
In-Network	N/A	N/A	N/A	-
Out-of-Network	600	N/A	N/A	-
Office Co-Pays (In-Network)	15	15	15	-
ER Copay	25 phy/ 50 facility	25 phy/ 50 facility	25 phy/ 50 facility	-
Coinsurance (In-Network)	N/A	N/A	Medicare	-
Coinsurance (Out-of-Network)	N/A	N/A	Medicare	-
Out of Pocket Max. (Individual)				-
In-Network	1,200	1,200	500	-
Out-of-Network	1,200	1,200	500	-
Out of Pocket Max. (Family)			N/A	-
In-Network	3,600	3,600	N/A	-
Out-of-Network	3,600	3,600	N/A	-
Rx Plan: Retail Generic	5	5	5	-
Brand Formulary	30	30	30	-
Brand, Non-Formulary	45	45	45	-
RX Plan:Mail Generic	5	5	5	-
Brand, Formulary	30	30	30	-
Brand, Non-Formulary	45	45	45	-

Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.

Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
		X		
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	244	165	140	196
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	745	85%emp/75%dep	-
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	N	N	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No.			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst of MD, Inc. \$250,000			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Yes, if cost savings to retirees & network coverage.			
What options have been implemented to reduce retiree health care costs?	Offer to subsidize other national plans.			

FY 2016 Maryland County Government Health Benefits Survey

Worcester

Worcester County Government

Stacey Norton

Human Resources Director

410-632-0090

snorton@co.worcester.md.us

410-632-5614

Note: for New hires after 7/1/15 it is a 80/20% cost sharing; same coverage for retirees

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	Traditional	N/A	Traditional	N/A
Annual Deductible (Individual)		-		-
In-Network	0	-	0	-
Out-of-Network	\$250	-	\$250	-
Annual Deductible (Family)		-		-
In-Network	0	-	0	-
Out-of-Network	\$500	-	\$500	-
Office Co-Pays (In-Network)	\$20	-	\$20	-
ER Copay	\$100 (waived if admitted)	-	\$100 (waived if admitted)	-
Coinsurance (In-Network)		-		-
Coinsurance (Out-of-Network)		-		-
Out of Pocket Max. (Individual)		-		-
In-Network	\$1,000	-	\$1,000	-
Out-of-Network	\$2,000	-	\$2,000	-
Out of Pocket Max. (Family)		-		-
In-Network	\$2,000	-	\$2,000	-
Out-of-Network	\$4,000	-	\$4,000	-
		-		-
Rx Plan: Retail Generic	\$10	-	\$10	-
Brand, Formulary	\$20	-	\$20	-
Brand, Non-Formulary	\$35	-	\$35	-
RX Plan: Mail Generic	\$10	-	\$10	-
Brand, Formulary	\$20	-	\$20	-
Brand, Non-Formulary	\$35	-	\$35	-
Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.				
Method Used to Insure	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
	Fully-Insured	Other		
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X		X	X
Which of the following do you offer?	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
Which of the following do you offer?	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
Opt-out offered for employees covered by other health insurance plans	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	47	0	N
Health Care Reform	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	N	
Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?	No			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?				
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?				
What options have been implemented to reduce retiree health care costs?				



Section 3

County Employee Pensions

The following abbreviations are used throughout this Section:

CPI consumer price index, often used to determine cost of living adjustments

CS credited service, credited service includes regular service, purchased service, transferred service, military service and unused sick leave up to a certain limit. The maximum years of credited service allowed is determined by retirement plan.

AFC/AFE average final earnings or average final compensation, includes all eligible wages an employee has earned, excluding overtime wages but including any applicable differentials for a certain period of time prior to retiring.

SS social security, the amount of social security that a retiree receives

SSCCL social security covered compensation level, used to calculate payments in plan with a social security adjustment once the retiree reaches to age of receiving social security. The SSCCL is determined by the IRS.

COLA cost of living adjustment, often used to adjust disability benefits annually

Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	Yes	2% x AFC x CS, Maximum: 60% x AFC	Base Pay	Highest 3	30 yrs of service or age 60 with 10 yrs	4%	60% CPI to a maximum of 2.5%
Baltimore City	Yes	1.6% x (AFC up SS Integration Level) x CS up to 30 plus 1.85% x (AFC above SS Integration Level) x CS up to 30 plus 1.85%x AFC xCS above 30 yrs	Base Pay	Highest 3 yrs (January 1 rates)	30 yrs of service or age 65 with 5 yrs	None	Minimum of 1.5% - increases depend on investment performance
Baltimore	Yes	Plan A: 1/55xAFCxCS for years pre-7/1/07 and 1/70 for years earned post 7/1/07 except if employee reaches Normal Retirement, all years are at 1/55 Plan B: 1/70xAFCxCS	Base Pay	Plan A: Full Time Highest 12, Part Time Highest 36 Plan B: All at Highest 36 months	Plan A: 30 yrs of CS w/o reference to age or age 65 with 5 years. Plan B: 35 years of CS w/o reference to age or age 67 with 10 yrs.	Plan A - Based on entry age Plan B - 7%	Depends on investment performance, up to 3% max based on the CPI-U for the 12 mths ending in December (0% if service <20 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.
Calvert	Yes	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%	Base Pay	NA	NA	3% of pay	NA
Caroline	Yes	1.6% x AFC x CS 30 yrs	Base Pay	Rate of pay as of first day of each month during highest consecutive 60 months 36 months until July 1, 2015	30 yrs of service or age 60 with 30 yrs beginning July 1, 2013	New Employees 5.00% of salary over 10,000 existing employee .05% each year up to 5.00% Salary over 10,000	Determined annually during budget deliberations

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

Benefit Comparison of County Pension Systems - General Employees

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Carroll	Yes	1.6% x AFC x CS (.7% x AFC x CS for service before 10-01-09)	Base Pay	Highest 3 consecutive yrs	30 yrs of service or age 62 with 3 yrs	5%	Up to a maximum of 2%
Charles	Yes	Yrs 1-5 = 1.5% x AFC x CS, Yrs 6-10 = 1.75% x AFC x CS, Yrs 11 - 15 = 2.0% x AFC x CS, Yrs 16 - 20 = 2.25% x AFC x CS, Yrs 20+ = 2.50% x AFC x CS	Base Pay	Highest 3 of last 10 yrs	Age 62 with 5 yrs or age 60 with 20 yrs	4%	100% CPI up to a max of 4%
Frederick	Yes	2% x AFC x CS up to 30 yrs; hired on or after 7/1/2011 1.67% X AFC X CS up to 36	Base Pay	Highest 36 consecutive months	25 yrs of service or age 60 with 5 yrs tiered to age 65 with 2 yrs; hired on or after 7/1/2011 30 yrs of service or age 65 yrs w/5 yrs	6%	1% compounded annually
Garrett	Yes	1.67% x AFC x CS not to exceed 35 years	Base Pay	36 calendar months out of most recent 120 months that = the highest average	Earlier of: 30 years of service or attain age 62 with 5 years of service	3.3875%	Determined annually during budget deliberations
Howard	Yes	1.66% x AFC x CS (1.55% for service prior to 7/1/12)	Base Pay	Highest 36 months	Earliest of: 30 yrs of service, OR age 62/5 yrs, OR age 63/ 4 yrs, OR age 64/3 yrs, OR age 65/2 yrs	3% of pay	100% CPI up to a maximum of 3%

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

Benefit Comparison of County Pension Systems - General Employees

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

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

Benefit Comparison of County Pension Systems - General Employees

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

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

Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	No	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	Base Pay	Highest 3	20 yrs of service or Age 50 with 5 yrs	7.25%	60% CPI to a maximum of 2.5%
Baltimore City	No	Yrs 1-20 = 2.5% x AFC x CS; Over 20 yrs = 2% x AFC x CS	Base Pay	Highest 36 consecutive months	Age 55 with at least 15 yrs of service as a contributing member; or regardless of age, 25 yrs of service with at least 15 yrs as a contributing member	8% currently; 9% effective July 1, 2012; 10% effective July 1, 2013	Retirees who have not attained age 55 as of the June 30 determination date will not receive an increase payable the following January. Retirees age 55 to 65 will receive a 1% increase payable the following January. Retiree age 65 or over will receive a 2% increase payable the following January.
Baltimore	Pre-4/1/86 - No Post 4/1/86 Medicare only	Plan A - If YOS=>20 then 50% AFC + 2% x AFC xCS (yrs>20 and <=30 yrs) plus 3% (years >30). If YOS <20 and age 60 w/5 yrs CS, then 2%/ yr. Plan B - If YOS=>20 then 50% AFC + 2% x AFC xCS (yrs>20). If YOS <20 and age 60 w/10 yrs CS, then 2%/ yr.	Base Pay	Plan A: Full Time Highest 12, Plan B: All at Highest 12 months	Plan A: Age 50 With 20 yrs of CS or 25 yrs of CS w/o reference to age Plan B: 30 yrs of CS or age 60 with 10 yrs of CS	Plan A - Based on entry age Plan B - 8.5% if hired <7/1/11 or 10% if hired >6/30/11	Depends on investment performance, up to 3% max based on the CPI-U for the 12 mths ending in December (0% if service <20 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.
Calvert	Yes	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Base Pay	Highest 3 of last 5	Age 55 or 25 yrs of service	8% of pay	3% or CPI - whichever is less
Carroll	Yes	1.9 x AFC x cs (1st 15 yrs). 2.2% x AFC x cs (next 10 years). 2.0% x AFC x cs (additional yrs.). Max 60%.	Base Pay	Highest 3 consecutive yrs	25 yrs of service or age 55 with 15 yrs	8%	Up to a maximum of 2%

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

Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Cecil	Yes	2% x Average Pay x 1st 25 years of Creditable Service	Base rate of Pay	highest 36 consecutive months	25 years of service regardless of age; or	8% of base pay	2% Cap
Charles	Yes	Years 1 - 20 = 3% x AFC x CS, Yrs 20+ = 2% x AFC x CS	Base Pay	Highest 3 of last 5 yrs	25 yrs of service or age 60	8%	100% CPI up to a max of 4%
Frederick	-	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs	-	-	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service	9%	1% Compounded annually
Garrett	Yes	2% x AFC x CS not to exceed 30 years	Base Pay	36 calendar months out of most recent 120 months that = the highest average	Earlier of: 25 years of services or attain age 62 with 5 years of service	7.585%	Determined annually during budget deliberations
Howard	Yes	% of AFC based on yrs of svc: 20 = 50%, 21 = 53%, 22 = 57%, 23 = 62%, 24 = 68%, 25 = 75%; max is 80% for yr 30 and over	Base Pay	36 highest consecutive months	20 yrs of service (or age 62 with 5 ys if earlier)	11.6% of pay	100% CPI up to a maximum of 2%
MD-National Park/Planning Commission	No	60% of High-3 + 2% of High-3 for each yr in excess of 25 yrs	Base Pay Only	High-3	Age 55 w/ at least 5 yrs of Credited Service or 25 yrs of Credited Service	8.5% of base pay	Portion of member's benefit attributable to service earned after 7/1/12 will be subject to a maximum COLA of 2.5%.

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Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Montgomery	Yes	Police/Sheriff 2.4% x AFE x CS	Base Pay + specific differentials; does not include overtime	Highest 36 months	Sheirff - Normal - 15 yrs/age 55 or 25 yrs/age 46; Police - Normal - 15 yrs/age 55 or 25 yrs/any age;	Police/Sheriff - 6.75% ee contributions - 10.5% over SSWB	100% CPI for Washington Metro Area up to 3%; and 60% of any change in the CPI greater than 3%, not to exceed a total of 7.5%. The max 7.5% does not apply to disability retirees or retirees over age 65. Effective 7/1/2011, capped at 2.5% for benefits paid for service after June 30, 2011
Prince George's	Police Officers- No Sheriffs- Yes	3% x AFC x 20 yrs; 2.5% x AFC x srv credit over 20	Base Pay	Highest 24 consecutive months	20 Yrs or Age 55	Police Officers - 9% Sheriff - 11%	\$35 Guaranteed Annual Increase Funds must meet 8% return to provide for anything above \$35. Maximum \$135
St. Mary's	Yes	Sheriff's Office Retirement Plan - 2.% of average pay prior to Jul 1, 2010 and 2.5% for years after Jul 1, 2010, multiplied by yrs of service.	Base earnings only.	Average of the highest 36 months of base compensation.	Age 62 or when EE has earned 25 yrs of service; which ever comes first.	8% of base pay.	3% each July 1st
Washington	Yes	2% x Avg/Highest x CS	Base Pay	Highest 3 yrs	25 yrs of service or age 50 with 5 yrs	6%	Not annual, determined during budget deliberations
Wicomico	Yes	2% x AFC x CS	Base Pay + Clothing allowance two times a year.	Highest 36 consecutive months.	5 yrs vested and 25 yrs service in the plan or 5 yrs vested and Age 55 whichever comes first.	5.625%	Not annual, determined during budget deliberations

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Benefit Comparison of County Pension Systems - Law Enforcement

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
State System*	Yes	2.0% x AFC x CS	Base Pay	3 highest consecutive yrs; New hires after 7/1/2011 - 5 highest consecutive yrs	25 yrs of service or age 50	6% for FY 2012; 7% for FY 2013 and beyond	100% CPI up to max of 3%; All employees after 7/1/2011 - 100% CPI up to a max of 2.5% if rate of return is achieved; 1% if investment target not met
*State Law Enforcement Officers Pension System (LEOPS) Deferred Retirement Option Program (DROP) - applies to all employees after 7/1/2011 - accounts earn interest at rate of 4% compounded annually							

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

Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Anne Arundel	Yes	2.5% x AFC x CS Up to 20 yrs then 2% x AFC x CS, Maximum: 70% x AFC	Base Pay	Highest 3	20 yrs of service or Age 50 with 5 yrs	6.75%	60% CPI to a maximum of 2.5%
Baltimore	Yes	50% minimum AFC at normal retirement + 2% AFC for CS >20 yrs	Base Pay	Plan A: Full Time Highest 12, Plan B: All at Highest 36 months	Plan A: Age 65 With 5 yrs of CS or 20 yrs of CS w/o reference to age Plan B: Age 67 With 10 yrs of CS or 25 yrs of CS	Plan A - Based on entry age Plan B - 8% if hired <7/1/11 or 10% if hired >6/30/11	Depends on investment performance, up to 3% max based on the CPI-U for the 12 mths ending in December (0% if service <20 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.
Calvert	Yes	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Base Pay	Highest 3 of last 5	Age 55 or 25 yrs of service	8% of pay	3% or CPI - whichever is less
Caroline	Yes	1.6% x AFC x CS	Base Pay	Rate of pay as of first day of each month during highest consecutive 60 months	25 yrs service or age 55 with 25 yrs service begins July 1, 2013	New Employees 5.00% of salary over 10,000 existing employee .05% each year up to 5.00% Salary over 10,000	Determined annually during budget deliberations
Carroll	Yes	1.8% x AFC x CS (.7% x AFC x CS for service before 10-01-09)	Base Pay	Highest 3 consecutive yrs	30 yrs of service or age 62 with 3 yrs	5%	Up to a maximum of 2%
Cecil	Yes	2% x Average Pay x 1st 25 years of Creditable Service	Base rate of Pay	highest 36 consecutive months	25 years of service regardless of age; or	8% of base pay	2% Cap
Charles	Yes	2.25% x AFC x CS	Base Pay	Highest 3 of last 5 yrs	25 yrs of service or age 60	7%	100% CPI up to a max of 4%

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Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Frederick	-	2.5% X AFC X CS up to 20 yrs, 2% X AFC X CS from 20-25 yrs	-	-	20 yrs of service or age 50 with 5 yrs; hired on or after 7/1/2011 25 yrs of service or age 55 w/5 yrs of service	9%	1% Compounded annually
Garrett	Yes	2% x AFC x CS not to exceed 30 years	Base Pay	36 calendar months out of most recent 120 months that = the highest average	62	7.585%	Determined annually during budget deliberations
Harford	Yes	2% up 25 yrs/1% up to total of 55%	Base salary	Highest 3 consecutive yrs.	62	7%	Determined by Board of Trustees
Howard	Yes	(2.5% x AFC x CS up to 20) PLUS (1% x AFC x CS greater than 20 and less than 30)	Base Pay	Highest 36 months	Earliest of: 20 yrs of service, OR age 62/5 yrs, OR age 63/4 yrs, OR age 64/3 yrs, OR age 65/2 yrs	8.5% of pay	100% CPI up to a maximum of 3%
Montgomery	Yes	2.4% x AFE x CS	Base Pay + specific differentials; does not include overtime	Highest 36 months	Normal - 15 yrs/age 55 or 25 yrs/age 46;	6.75% ee contributions - 10.5% over SSWB	100% CPI for Washington Metro Area up to max of 3%; and 60% of any change in the CPI greater than 3%, not to exceed a total of 7.5%. The max 7.5% does not apply to disability retirees or retirees over age 65. Effective 7/1/2011, capped at 2.5% for benefits paid for service after June 30, 2011
Prince George's	Yes	3% x AFC x 20 yrs; 2.5% x AFC x srv credit over 20	Base Pay	Highest 24 consecutive months	20 Yrs or Age 55/w 5 yrs service	13%	Funds must meet 8% return to provide post-retirement increase. Min \$10 - Max \$100

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Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
St. Mary's	Yes	Sheriff's Office Retirement Plan - 2.% of average pay prior to Jul 1, 2010 and 2.5% for years after Jul 1, 2010, multiplied by yrs of service.	Base earnings only.	Average of the highest 36 months of base compensation.	Age 62 or when EE has earned 25 yrs of service; which ever comes first.	8% of base pay.	3% each July 1st
Washington	Yes	2% x Avg/Highest x CS	Base Pay	Highest 3 yrs	25 yrs of service or age 50 with 5 yrs	6%	Not annual, determined during budget deliberations
Wicomico	yes	2% x AFC x CS	Base Pay includes Hazardous Duty Pay	Highest 36 consecutive months.	5 yrs vested and 25 yrs service in the plan or 5 yrs vested and Age 55 whichever comes first.	5.625%	Not annual, determined during budget deliberations.
State System	Yes	1.8% x AFC x CS	Base Pay	3 highest yrs; new hires after 7/1/2011 - 5 highest yrs	20 yrs of service with at least last 5 as a correctional officer	5.00%	Unlimited annual compound linked to CPI; All employees after 7/1/2011 - 100% CPI up to a max of 2.5% if rate of return is achieved; 1% if investment target not met

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

Benefit Comparison of County Pension Systems - Additional Question

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

Jurisdiction	Response
Allegany	Yes. Changes in State Retirement System apply to county employees.
Anne Arundel	Vesting requirements increased for new members of the General Plan and certain employees of the Corrections hired on or after July 1, 2015.
Baltimore City	0
Baltimore	Yes. Bill 46-13 Clarified the members and beneficiaries nonforfeitability clause to comply with Section 411 of the IRS code. Bill 59-13 provided a line of duty death benefit for children up to five years after reaching age 18 provided the child attends school on a full-time basis and the school offers an educational or vocational program accredited or approved by the State. Bill 61-13 Requires eligible employee to join System within 60 days of hire rather than 2 yrs. Mandatory join for full-time staff while part-time who fail to join during the window can not join. Bill 25-14 Established a contribution rate for unionized police officers hired on or after July 1, 2014 at 10% of earable compensation. Bill 46-14 Allows former members of the Baltimore County Public Library who were members of the state retirement system to transfer all service credit to the county retirement system and be deemed to have joined on the date the employee joined the state retirement system. Bill 51-14 allowed members who began service before July 1, 2010 to purchase eligible creditable service prior to joining the retirement system. The member had to indicate an intent to purchase credit for service not later than March 31, 2015 and pay the contributions due plus interest in a single lump sum payment not later than June 30, 2015. Bill 3-15 repealed the prohibition on the continued payment of a line of duty death benefit to a deceased member's surviving spouse if the surviving spouse remarries. Bill 11-15 expanded the membership of the Board of Trustees by allowing the County Council to appoint trustees and the County Executive to appoint one trustee for a term of 4 years beginning July 1, 2015. The appointees cannot hold an elective or appointed office or other employment with the County or State, cannot be a member, retired member or beneficiary of the system and cannot be an employee or member of a public or private sector employee union.
Calvert	No.
Caroline	Yes - New Employee contributes 5% - Existing employees .05% per year up to 5% afer the first 10k. July 2013 effect. Date * Reduction of benefit after 30 years of service effective July 1, 2016. (1.00%) Average earning based on 5 year period (previous 3 year service)
Carroll	No.
Cecil	No.
Charles	The Charles County Pension Plan Committee has updated its membership by adding two new members to the Committee. A citizen at large and a Retiree representative have been added to the Committee. Additionally, the cost of living adjustment (COLA) provision was amended for retirees. Currently, a COLA may be + or - 4% based on the CPI. The new amendment states that if there is a year when the COLA is negative, the County will keep the retiree whole and realize the negative COLA in future years (when the COLA is positive).
Frederick	Made changes for employees hired after July 1, 2012 as detailed above
Garrett	No.
Harford	No.
Howard	Effective January 1, 2014, the plan was changed for civilian/general employees. The multiplier, which had been 1.55% for all years of service, was changed to: 1.55% for service before 7/1/12 and 1.66% for service after 7/1/12. Also on January 1, 2014, the employee contribution rate increased from 2% to 3%.
MNCPPC	Effective December 31, 2012, plan for general/civilian employees closed. New plan opened effective January 1, 2013. Info above in rows 12-18. Employee contributions were increased and the COLA was revised prior to closing the old plan. Effective March 1, 2015, the employee contributions changed from 8% to 8.5%.
Montgomery	Corrections and Sheriff have a DROP plan similar to Police which became effective 7/1/09.
Prince George's	No.
St. Mary's	No.
Washington	Yes. Washington County has made two changes in the last year: 1) Put into place the In-Service Retirement Plan where an employee can enter the DROP plan and instead of the monthly being placed in an interest bearing fund, the employee can choose to receive that monthly pension as a monthly payout while they continue to work at least 1 year and retire in 5 years. 2) All employees may now retire at 25 years with no penalty (just as uniformed employees have been able to do.
Wicomico	No.