

**REPORT OF COUNTY EMPLOYEE  
SALARIES, HEALTH BENEFITS & PENSIONS  
FISCAL YEAR 2017**

prepared by

THE MARYLAND ASSOCIATION OF COUNTIES (MACo)

169 CONDUIT STREET

ANNAPOLIS, MD 21401

410.269.0043 (BALTIMORE METRO)

301.261.1140 (WASHINGTON METRO)

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

## INTRODUCTION & ACKNOWLEDGMENTS

The Maryland Association of Counties (MACo) is pleased to release the Report of County Employee Salaries, Health Benefits & Pensions for Fiscal Year 2017.

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 Kevin Kinnally, MACo's Policy Associate. Mr. Kinnally 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,

Robin Clark Eilenberg, Esq.  
Research Director  
Maryland Association of Counties  
[rclark@mdcounties.org](mailto:rclark@mdcounties.org)  
410-269-0043



## Section 1

# County Employee Salaries

### Summary Data

Jurisdiction	Total Number of County Employees	Full Time Employees	Part-Time Employees	Contract Employees
<b>Allegany</b>	448	383	55	10
<b>Anne Arundel</b>	6,424	4,340	38	2,046
<b>Baltimore City</b>	11,928	11,911	17	241
<b>Baltimore County</b>	7,433	6,049	1384	0
<b>Calvert</b>	1,051	721	309	21
<b>Caroline</b>	438	200	174	64
<b>Carroll</b>	1041.71 (includes governmental partners) 664.99 (excludes governmental partners)	952.55 (includes governmental partners) 601.55 (excludes governmental partners)	6.29 (includes governmental partners) 3.56 (excludes governmental partners)	82.88 (includes governmental partners) 59.88 (excludes governmental partners)
<b>Cecil</b>	644 active, 657 including elected, and 716 including vacancies	643 including elected and vacancies	20	38
<b>Charles</b>				
<b>Dorchester</b>	252	6	48	0
<b>Frederick</b>	3,055	1,995 (1.0 FTE)	1,060 (This includes some summer staff still)	0
<b>Garrett</b>	378	318	54	6
<b>Harford</b>	1,320 (Includes Harford County Sheriff's Office)	1320	0	77
<b>Howard</b>	2,759	2,659	100	636
<b>Kent</b>	222	206	13	0
<b>Montgomery</b>	12,298	8,418	3,380	0
<b>Prince George's</b>	8,077	5,364	138	66
<b>Queen Anne's</b>	631	473	5	153
<b>St. Mary's</b>	788	631	145	12
<b>Somerset</b>	270	228	38	4
<b>Talbot</b>	463	276	186	1
<b>Washington</b>	1,332	780	552	1
<b>Wicomico</b>	1,533	564	924	0
<b>Worcester</b>	668	547	104	17

# County Executive

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany						
Anne Arundel	136,000	136,000	136,000		1	
Baltimore City	171,635	171,635	171,635	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	189,567	25,000		County Administrator	1	Contract appointed position
Dorchester						
Frederick	95,000				1	moved to Charter Government 12/1/14
Garrett						
Harford	131,939	131,939	131,939		1	
Howard	178,000	178,000	178,000		1	
Kent						
Montgomery	190,728	190,728	190,728		1	Salary effective, 12/03/2015
Prince George's	206,998	206,998	206,998		1	
Queen Anne's						
St. Mary's						
Somerset						
Talbot						
Washington						
Wicomico	85,000	85,000	85,000		1	
Worcester						
MNCPPC						
AVERAGE	150,715	139,830	152,589			

*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	113,649	113,649	113,649	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	40,310	40,310	40,310		1	
Howard	64,949	64,949	64,949		1	Chair, Annual election by board
Kent						
Montgomery	132,743	132,743	132,743	Council President	1	Salary effective, 12/03/2015
Prince George's	120,064	120,064	120,064	Chairman, County Council	1	Vice Chair 117,206
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	56,676	59,783	59,783			

\* 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	43,864				1	
Somerset	17,000	17,000	17,000		1	Elected
Talbot						
Washington	33,000	33,000	33,000		1	
Wicomico						
Worcester	26,000	26,000	26,000		1	
MNCPPC						
AVERAGE	32,886	31,888	31,888			

\* 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.*

# 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		6	7 members including 1 Chair (\$40,500/yr) & 1 Vice Chair (\$37,000/yr), Member \$36K
Baltimore City	66,301	66,301	66,301	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	22,500				6	
Garrett	32,500	32,500	32,500		2	
Harford	36,750	36,750	36,750		6	
Howard	61,449	61,449	61,449		4	
Kent	20,000	20,000	20,000		2	
Montgomery	120,675	120,675	120,675	Council Member	8	Salary effective, 12/03/2015
Prince George's	114,347	114,347	114,347	Councilman	7	
Queen Anne's	25,000	25,000	25,000		4	
St. Mary's	38,764			Commissioner	4	
Somerset	15,000	15,000	15,000		4	Elected
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	40,076	40,935	40,935			

\* 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.*

# 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	82,922	133,106	Chief of Treasury	1	
Dorchester						Dorchester does not have a Treasurer
Frederick						
Garrett						
Harford	127,500	127,500	127,500		1	Appointed
Howard						
Kent						
Montgomery						Separate entity
Prince George's						
Queen Anne's						
St. Mary's	50,500				1	
Somerset						
Talbot						
Washington	68,333	55,589	86,939		1	
Wicomico						
Worcester						
MNCPPC						
AVERAGE	79,945	79,508	99,891			

\* 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.*

# 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	132,600	132,600	132,600		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	85,000	85,000		1	Set for 4 year term
Harford	117,645	117,645	117,645		1	
Howard	91,000	91,000	91,000		1	
Kent	85,000	85,000	85,000		1	
Montgomery	159,786	159,786	159,786		1	Salary effective 12/01/2015
Prince George's	154,333	154,333	154,333		1	
Queen Anne's	132,000	132,000	132,000		1	
St. Mary's	102,000				1	
Somerset	60,000	60,000	60,000		1	Elected
Talbot	79,567	79,567	79,567		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	101,557	99,333	99,333			

\* 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.*

# State's Attorney

*Elected Official*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	125,307	125,307	125,307		1	
Anne Arundel	175,634	175,634	175,634		1	\$170,518 effective 1/1/2015
Baltimore City	238,772	238,772	238,772		1	
Baltimore County	204,187	204,187	204,187		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	115,423	115,423	115,423		1	
Howard	141,333	141,333	141,333		1	
Kent	109,200	109,200	109,200		1	
Montgomery	206,476	206,476	206,476	States Attorney	1	Salary effective 01/06/2015
Prince George's	199,000	199,000	199,000		1	
Queen Anne's	132,000	132,000	132,000		1	
St. Mary's	127,200				1	
Somerset	98,000	98,000	98,000		1	Elected
Talbot	113,066	113,066	113,066		1	
Washington	114,527	114,527	114,527		1	
Wicomico	122,850	122,850	122,850		1	
Worcester	122,850	122,850	122,850		1	
MNCPPC						
AVERAGE	139,579	139,429	139,429			

\* 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 State's Attorney

*Assists State's Attorney*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	100,246	98,280	98,280			2	Contractual
Anne Arundel	142,045	55,745	158,070			2	
Baltimore City							
Baltimore County	138,902	138,902	138,902		Deputy State's Attorney	1	Operations & Administration
Calvert	102,411	116,501	116,501	=		1	Appointed/35/week
Caroline	66,214				Deputy States Attorney, Sr Assistant States Attorney	4	SAO sets salary
Carroll	104,146	96,596	173,868	=	Chief Deputy State's Attorney	1	
Cecil	87,021	87,021	87,021		Deputy State's Attorney	1	
Charles							
Dorchester	92,469					1	Flat rate salary
Frederick	139,746	99,348	158,957			2	
Garrett							
Harford	126,428	91,600	146,606			2	Office of the State's Attorney for Harford County classifications
Howard	158,132	96,554	165,256			2	
Kent	80,295	80,295	80,295	=		1	Appointed by Elected State's Attorney
Montgomery	168,741	111,299	165,432		Deputy State's Attorney	2	Montgomery County does not manage the State's Attorney's workforce. Base salary only: 165,432.
Prince George's	155,387	155,387	155,387	=	Principle Deputy State's Attorney	1	Exempt status, no min/max.
Queen Anne's	91,762	68,007	122,942	=		2	
St. Mary's							
Somerset	75,400	61,515	97,471	=		1	
Talbot	90,252	79,301	99,452			1	
Washington	106,539	64,839	101,406			2	
Wicomico		64,249	128,498			Vacant	
Worcester	88,733	75,000	100,000			2	
MNCPPC							
AVERAGE	111,309	91,136	127,464				

\* 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 2016  
Salary Survey of MD County Government FY 2017*

# 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	11,500	11,500	11,500		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	14,860	15,265	15,265			

\* 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.*

# 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	10,000	10,000	10,000		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	9,000				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	12,125	12,539	12,539			

\* 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, 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	9,880	9,880	9,880		1	
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; prior year data
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	3,000					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	12,436	9,949	15,883			

\* 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.*

# 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	3	
Baltimore City						State position
Baltimore County	8,494	8,494	8,494		5	
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; prior year data
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	3,000				3	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	3,565	3,522	3,640			

\* 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 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	113,886	113,886	113,886	=	County Administrator	1	Contractual
Anne Arundel	193,799	117,638	195,086	=	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	168,936	110,209	184,467	=	County Administrator	1	Contract/35/week
Caroline	113,129	113,129	113,129			1	
Carroll	102,898	88,609	159,495	=	County Administrator	1	
Cecil	123,273	123,273	123,273		Director, Administration	1	Appointed
Charles	189,567			=	County Administrator	1	
Dorchester	113,054			=		1	Flat rate salary
Frederick	179,229	136,891	219,026	=	Chief Administrative Officer	1	
Garrett	103,871	99,875	153,755	=	County Administrator	1	
Harford	131,500	105,700	172,464	=	Director of Administration	1	
Howard	218,275	131,331	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	174,250			+	County Administrator	1	Contract
Somerset	105,105	105,105	105,105	=	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	128,215	72,521	145,042			1	Appointed by the County Executive and confirmed by County Council (as are all department heads)
Worcester	151,500	130,000	155,000	=		1	
MNCPPC	198,419	198,419	198,419	=	Executive Director	1	
AVERAGE	157,045	130,834	173,116				

\* 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.*

## 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	79,851	79,851	134,557	-	Assistant to Chief Administrative Officer		Appointed by County Executive
Baltimore City							
Baltimore County	173,357	173,357	173,357	=	Deputy County Administrative Officer	1	Non-graded position (pay based on 34 hour work-week)
Calvert	Vacant	91,081	152,452	=	Deputy County Admin.	1	Contract/35/week *new position
Caroline	98,000	98,000	98,000		Chief of Staff	1	
Carroll							NCC
Cecil							NCC
Charles	152,517	96,955	155,557	+	Deputy County Administrator	1	Contractual appointed position
Dorchester							
Frederick	116,688	113,979	182,366	=	Administrative Director	1	
Garrett							
Harford							
Howard	140,130	106,954	183,206	=	Deputy Chief Administrative Officer	1	
Kent							
Montgomery	170,687	170,687	170,687	=	Assistant Chief Administrative Officer	3	Appointed to position
Prince George's	211,000	116,829	227,300	=	Deputy Chief Administrative Officer	5	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	85,872	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	107,028	85,000	110,000	=		1	
MNCPPC							
AVERAGE	130,052	103,160	147,449				

\* 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, 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	105,828	62,666	119,084	=	Director of Human Resources & Personnel Services	1	Contractual
Anne Arundel	159,180	97,293	161,347	=	Personnel Officer		Appointed by County Executive
Baltimore City	189,108	132,100	218,000	=	Executive Director III	1	
Baltimore County	173,349	173,349	173,349	=	Director of Human Resources	1	Appointed position
Calvert	130,340	82,802	138,591	=	Personnel Director	1	Contract/35/week
Caroline	86,047	74,210	100,848			1	
Carroll	102,898	88,609	159,495	=	Director, Human Resources	1	
Cecil	93,912	65,853	102,627	=	Director, Human Resources	1	
Charles	149,175	96,955	155,557	=		1	
Dorchester	57,701			=		1	Flat rate salary
Frederick	162,274	119,566	191,305	=		1	
Garrett	64,525	55,158	84,911	=		1	
Harford	132,066	91,600	146,606	=		1	
Howard	132,579	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	162,767	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	116,044	74,127	134,007	+		1	
St. Mary's	119,925			=		1	Contract. Director HR
Somerset	63,053	61,515	97,471	=		1	
Talbot	80,224	70,490	88,402		Director of Administrative Services	1	
Washington	79,704	64,839	101,406	=	Director of Health and Human Services	1	
Wicomico	88,148	64,249	128,499			1	
Worcester	83,948	78,000	95,000	=		1	
MNCPPC	134,896	78,833	134,896	=		1	
AVERAGE	118,720	91,572	139,570				

\* 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, 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	82,246	57,162	108,624	=		1	
Anne Arundel	158,142	97,293	161,347	=	Information Technology Officer	1	Appointed by County Executive
Baltimore City	166,464	132,100	218,000	=	Executive Director III	1	
Baltimore County	239,379	239,379	239,379	=	Director, Information Technology	1	Appointed position
Calvert	110,547	82,802	138,591	=	Technology Services Director	1	Contract/35/week
Caroline	85,738	74,210	100,848			1	
Carroll	100,714	88,609	159,495	=	Director, Technology Services	1	
Cecil	102,627	65,853	102,627	=	Director, Information Technology	1	
Charles	130,498	82,922	133,106	=	Chief of Information Technology	1	Reports to Director of Fiscal & Administrative Services
Dorchester	68,103			=		1	Flat rate salary
Frederick	157,720	119,566	191,305	=	CIO/Director, IIT Division	1	
Garrett	91,839	64,525	99,333	=		1	
Harford	120,000	91,600	146,606	=	Director of Information & Communication Technology	1	
Howard	205,691	131,331	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	162,767	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	131,408			+	Director, Public Safety and Information Systems	1	Contract
Somerset	61,515	61,515	97,471	=		1	
Talbot	91,155	79,301	99,452		Director of Information Technology	1	
Washington	112,255	70,026	109,518	=		1	
Wicomico	104,884	56,657	113,314		Director of Information Services	1	
Worcester	91,982	78,000	110,000		IT Manager	1	
MNCPPC	134,896	78,833	134,896	=	Finance Manager II	1	
AVERAGE	125,776	97,431	146,508				

\* 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, 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	107,963	75,321	143,132	=	Director of Finance	1	Contractual
Anne Arundel	148,570	97,293	161,347	=	Controller	1	Appointed by County Executive
Baltimore City	202,292	132,100	218,000	=	Executive Director III	1	
Baltimore County	217,159	217,159	217,159	+	Director of Budget and Finance	1	Position manages both budget and finance/appointed position
Calvert	133,172	100,190	167,697	=	Finance & Budget Director	1	Contract/35/week, also serves as Budget Director
Caroline	89,359	74,210	100,848			2	
Carroll	115,378	88,609	159,495	=	Comptroller	1	
Cecil	94,536	72,426	112,861		Director, Finance	1	
Charles	147,009	96,955	155,557	+	Director of Fiscal & Administrative Services	1	Contractual appointed position
Dorchester	88,372			=		1	Flat rate salary
Frederick	160,440	119,566	191,305	=		1	
Garrett	91,839	64,525	99,333	=		1	
Harford	98,713	71,400	123,934	=	Chief, Treasury Bureau	2	
Howard	151,216	96,554	165,256				
Kent	106,996	76,960	123,136	=	Chief Finance Officer	1	
Montgomery	200,000	200,000	200,000	=	Director, Department of Finance	1	Appointed to Position
Prince George's	162,767	105,968	206,168	=	Director, Office of Finance	1	Prince George's County uses the generic Director class. Actual \$183,600.
Queen Anne's	124,477	80,799	146,068	+		1	
St. Mary's	128,125			+	Chief Financial Officer	1	Contract
Somerset	97,851	71,089	112,640	-	Finance & Programs Coordinator	1	
Talbot	98,986	89,611	112,380		Finance Director	1	
Washington	94,663	75,629	118,281	=		1	
Wicomico	118,450	64,249	128,499		Director of Finance	1	
Worcester	119,036	95,000	125,000	=	Finance Officer	1	
MNCPPC	178,398	178,398	178,398	+	Secretary/Treasurer	1	Serves as officer of the Commission and also responsible for Information Technology
AVERAGE	131,031	101,914	150,717				

\* 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.*

## 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	88,736	62,666	119,084	=	Assistant Director of Finance		Vacant
Anne Arundel	132,415	83,845	144,645	=	Assistant Controller	2	Classified position
Baltimore City	160,497	108,800	179,600	=	Operations Director II	1	
Baltimore County	127,366	81,751	127,366	+	Deputy Director of Budget and Finance	1	Position assists with the management of both budget and finance
Calvert	108,967	108,967	108,967	=	Finance & Budget Deputy Director	1	Contract/35/week
Caroline							
Carroll	76,732	58,559	105,398	=	Bureau Chief, Accounting	1	
Cecil	91,166	65,853	102,627	=	Deputy Director, Finance	1	
Charles	n/a						
Dorchester	81,590			=		1	Flat rate salary
Frederick	130,547	86,602	138,563	=		1	
Garrett	69,789	55,158	84,911	=	Assistant Director of Finance	1	
Harford	119,781	81,000	129,862	=	Deputy Treasurer	1	
Howard	140,691	87,131	149,261	=		1	
Kent							
Montgomery	175,127	98,602	175,111	=	Manager I	1	
Prince George's	136,213	91,539	178,096	=	Deputy Director, Office of Finance	1	Prince George's County uses the generic Deputy Director class. Actual \$148,400
Queen Anne's							
St. Mary's	97,240	74,110	118,477	+		1	
Somerset	64,292	53,231	84,345	=	Finance & Accounting Officer	1	
Talbot	50,628	46,020	60,522		Office Supervisor	1	
Washington	62,137	60,036	93,894	=		2	
Wicomico	79,231	50,652	101,303			1	
Worcester	91,982	80,000	105,000	=	Assistant Finance Officer	1	
MNCPPC							
AVERAGE	104,256	75,501	121,423				

\* 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, 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	182,320	109,944	182,321	=	Budget Officer	1	Appointed by County Executive
Baltimore City	154,815	99,600	164,200	=	Operations Director I	1	Reports to Director of Finance
Baltimore County					NCC		
Calvert							
Caroline							
Carroll	146,703	88,609	159,495	=	Director, Management & Budget	1	
Cecil	85,946	65,853	102,627	=	Budget Manager	1	
Charles	102,120	82,922	133,106	=	Chief of Budget	1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	114,642	86,602	138,563	=	Budget Director	1	
Garrett							
Harford	110,905	81,000	129,862	=	Chief, Budget & Management Research	1	Not appointed / at will
Howard	155,792	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	162,767	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	115,586	74,110	118,477	+	Accounting Officer	1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester	87,730	65,000	85,000	=	Budget Officer	1	
MNCPPC	134,896	78,833	134,896	=	Budget Manager	1	
AVERAGE	136,197	96,256	148,947				

\* 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, 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	156,603	97,293	161,347	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	143,616	132,100	218,000	=	Executive Director III	1	
Baltimore County	173,349	173,349	173,349	-	Director of Planning	1	Responsibility for the Office of Planning/appointed position
Calvert	132,218	100,190	167,697	=	Community Planning & Building Director	1	Contract/35/week
Caroline	94,480					1	
Carroll	115,378/112,711	88,609	159,495	=	Director, Land & Resource Management/Director of Comprehensive Planning	2	
Cecil	109,595	72,426	112,861	=	Director, Planning & Zoning	1	
Charles	140,000	96,955	155,557	+	Director, Planning & Growth Management	1	Contractual appointed position. Salary is lower than last year due to turnover.
Dorchester	81,442			=		1	Flat rate salary
Frederick	150,440	119,566	191,305	+	Director, Planning & Permitting	1	
Garrett	64,525	64,525	99,333	=		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	120,064	120,064	120,064	=	Chairman, County Council	1	
Queen Anne's	110,480	74,127	134,007	=		1	
St. Mary's	134,275			+	Director, Land Use & Growth Management	1	Contract
Somerset	86,254	66,129	104,781	=	Director, Dept. Technical & Community Services	1	
Talbot	81,704	79,301	99,452		County Planning Officer	1	
Washington	91,461	64,839	101,406	=		1	
Wicomico	103,413	64,249	128,499		Director of Dept. of Planning, Zoning and Community Development	1	
Worcester	129,097	80,000	135,000				Same as Director of Permits, Inspections, etc.
MNCPPC	186,500	186,500	186,500	=	Director of Planning	2	Both positions are appointed.
<b>AVERAGE</b>	<b>123,334</b>	<b>102,642</b>	<b>147,323</b>				

\* 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.*

## 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	132,878	79,851	134,557	=	Assistant Planning & Zoning Officer	2	Classified position
Baltimore City	107,635	87,100	143,600	=	Operations Manager II	2	
Baltimore County	120,055	120,055	120,055	-	Deputy Director of Planning	1	Responsible for planning administration
Calvert	106,634	79,115	117,354	=	Community Planning & Building Deputy Director	1	35/week
Caroline	52,591	51,252	68,880		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	133,108	82,922	133,106	=	Planning Director	1	Reports to Director of Planning & Growth Management
Dorchester	62,419	49,980	77,952	=		1	
Frederick	152,301	99,348	158,957		Deputy Director, Planning Permitting Division	1	
Garrett							
Harford	101,500	81,000	129,862	=		1	
Howard	119,600	78,686	134,659	=		2	
Kent							
Montgomery	156,525	86,224	156,525	=	Manager II	1	
Prince George's	117,206	117,206	117,206	=	Vice Chairman, County Council	1	
Queen Anne's							
St. Mary's	94,869	74,110	118,477	+	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	78,149	50,652	101,303			1	
Worcester	88,230	65,000	100,000		Deputy Director DRP		
MNCPPC	163,623	95,620	163,624	=	Deputy Planning Director	1	
AVERAGE	107,162	77,084	116,773				

\* 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, 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	119,262	75,321	143,132	=		1	
Anne Arundel	175,695	109,944	182,321	=		1	Appointed by County Executive
Baltimore City	169,800	169,800	169,800	=	Director, Public Works	1	
Baltimore County	189,108	189,108	189,108	=	Director of Public Works	1	Appointed position
Calvert	157,644	100,190	167,697	=	Public Works Director	1	Contract/35/week
Caroline	84,594	84,115	92,349			1	
Carroll	92,706	88,609	159,495	=	Director of Public Works	1	
Cecil	113,610	79,706	124,176	=		1	
Charles	139,026	96,955	155,557	+		1	Contractual appointed position
Dorchester	94,192			=		1	Flat rate salary
Frederick	140,755	119,566	191,305	=		1	
Garrett	99,333	64,525	99,333	=		1	
Harford	150,000	105,700	172,464	=		1	does not manage refuse collection & disposal
Howard	202,966	118,518	202,966	=		1	
Kent				=			vacant
Montgomery							NCC
Prince George's	162,767	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	139,713	80,799	146,068	=		1	
St. Mary's	143,500			+	Director, Public Works & Transportation	1	Contract
Somerset	86,923	61,515	97,471	+	Director, Solid Waste, Maintenance & Drainage	1	No Public Works Department
Talbot	96,075	89,611	112,380		County Engineer	1	
Washington	105,814	75,629	118,281	=		1	Vacant (Advertising)
Wicomico	88,430	64,249	128,499			1	
Worcester	152,561	105,000	155,000	=		1	
MNCPPC							
AVERAGE	132,022	99,241	150,678				

\* 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.*

## 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	139,871	88,144	152,238	=	Deputy Director, Public Works & Assistant Director, Public Works	5	Classified positions - 4 Deputy Directors and 1 Assistant Director - same pay range
Baltimore City	124,848	108,800	179,600	=	Operations Director II	1	
Baltimore County		86,732	135,122	=	Deputy Director of Public Works		Vacant
Calvert	100,719	79,115	117,354	=	Enterprise Fund Operations Deputy Director, Deputy Director of Transportation & Deputy Director of Engineering and Highways	3	3 Contract positions/35/week *2 vacant
Caroline							
Carroll	89,683	64,565	116,220	=		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	109,016	89,661	143,887	=	Assistant Director	2	Both positions report to the Director of Public Works
Dorchester							
Frederick							
Garrett	72,583	64,525	99,333	=		1	
Harford	118,264	81,000	129,862	=	Deputy Director	2	
Howard	151,289	96,554	165,256	=		2	
Kent	79,678	61,360	98,176	-	Director of Water and Wastewater Services	1	
Montgomery							NCC
Prince George's	136,213	91,539	178,096	=	Deputy Director, Department of Public Works & Transportation.	2	Prince George's County uses the generic Deputy Director class. Actual average for 2 incumbents \$143,852.
Queen Anne's							
St. Mary's	128,586	98,010	156,686			1	
Somerset							
Talbot	81,837	70,490	88,402		Assistant County Engineer	1	
Washington	93,893	64,839	101,406		Deputy Dir., PW Eng. & Construction	1	
Wicomico	101,323	56,657	113,314			1	
Worcester	133,228	95,000	135,000	=		1	
MNCPPC							
AVERAGE	110,041	79,530	130,174				

\* 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, 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	70,661	47,561	90,380	=	Chief, Land Development Services	1	Zoning & building codes administration & enforcement
Anne Arundel	153,876	97,293	161,347	=	Director, Inspections & Permits	1	Appointed by County Executive
Baltimore City							
Baltimore County	225,879	225,879	225,879	=	Director of Permits, Approvals and Inspections	1	Appointed position
Calvert	88,507	66,576	98,753	-	Inspections & Permit Division Chief	1	35/week
Caroline	61,896	51,252	68,880		Assistant Codes Director	1	
Carrroll	76,732	59,559	105,398	-	Bureau Chief, Permits & Inspections	1	
Cecil	102,627	65,853	102,627	=	Director, Permits & Inspections	1	
Charles	125,306	76,695	123,144	+	Chief of Codes, Permits, & Inspection Services	1	Reports to Director of Planning & Growth Management
Dorchester							Director of Planning and Zoning handles permits, inspections, and licenses
Frederick							
Garrett							
Harford	111,000	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	144,212	86,224	156,525	=	Manager II	1	Division Chief, Building Construction Division
Prince George's	162,767	105,968	206,168	=	Director, Department of Permitting, Inspections & Enforcement.	1	Prince George's County uses the generic Director class. Actual \$200,000.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	54,521	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	125,000	=		1	
MNCPPC							
AVERAGE	117,689	85,660	129,950				

\* 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, 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	148,570	97,293	161,347	=	Director, Recreation & Parks	1	Appointed by County Executive
Baltimore City		132,100	218,000	=	Executive Director III (Vacant)		
Baltimore County	168,810	168,810	168,810	=	Director of Recreation and Parks	1	Appointed position
Calvert	111,147	79,115	117,354	=	Recreation Division Chief	1	35/week
Caroline	86,938	67,626	91,679			1	
Carroll	102,898	88,609	159,495	=	Director, Recreation & Parks	1	
Cecil	78,645	65,853	102,627	=	Director, Parks & Recreation	1	
Charles	141,712	96,955	155,557	=	Director of Recreation, Parks, & Tourism	1	Contractual appointed position.
Dorchester	58,355			=		1	Flat rate salary
Frederick	119,165	113,979	182,366	=		1	Acting Capacity
Garrett	64,525	59,657	91,839	-		1	
Harford	105,000	91,600	146,606	=			
Howard	146,786	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	110,480	74,127	134,007	=		1	
St. Mary's	117,016			+		1	Contract
Somerset	58,653	57,224	90,671	=		1	
Talbot	73,799	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	87,550	64,249	128,499		Director of Dept. of Recreation, Parks and Tourism	1	
Worcester	74,264	60,000	91,000	=		1	
MNCPPC	206,579	206,579	206,579	=	Director Prince George's County Dept of Parks & Rec	1	
AVERAGE	106,798	90,473	134,510				

\* 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	85,683	62,666	119,084			1	Contractual
Anne Arundel	132,600	88,144	152,238		Emergency Management Director	1	Appointed by County Executive
Baltimore City	146,166	142,300	234,900	=	Executive Dir IV	1	
Baltimore County		89,138	124,041	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$182,889
Calvert	105,646	91,081	152,452	=	Public Safety Director	1	Contract/35/week
Caroline	94,492	81,453	110,932			1	
Carroll	107,037	88,609	159,495	=	Director, Public Safety	1	
Cecil	114,691	78,104	121,680	=	Director, Emergency Services	1	
Charles	135,374	96,955	155,557	=		1	Contractual appointed position
Dorchester							Dorchester has separate departments
Frederick	145,102	113,979	182,366	=	Director, EP&M Division	1	
Garrett	88,307	64,525	99,333	=		1	
Harford	124,500	91,600	146,606	=	Director of Emergency Services	1	
Howard							
Kent	77,960	70,720	113,152	=	Director of Emergency Services	1	Contractual
Montgomery							NCC
Prince George's	162,767	105,968	206,168	+	Director, Office of Homeland Security	1	Prince George's County uses the generic Director class. Actual \$160,000.
Queen Anne's	113,794	74,127	134,007	+		1	
St. Mary's							
Somerset	71,955	57,224	90,671	=	Director, Emergency Services	1	
Talbot	106,126	89,611	112,380		Emergency Services Director/Assistant County Manager	1	
Washington	89,092	70,026	109,518	=	Dir., Fire/Emerg. Svcs.	1	
Wicomico	82,000	56,657	113,314		Director Dept. of Emergency Services	1	
Worcester	97,393	83,000	109,000	=		1	
MNCPPC							
AVERAGE	109,510	84,794	137,345				

\* 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		62,666	119,084	=			Vacant
Anne Arundel	109,944	109,944	182,321	=			Appointed by County Executive
Baltimore City							
Baltimore County	168,810	168,810	168,810	=	Director of Economic Development	1	Appointed position
Calvert	124,273	91,081	152,452	=	Economic Development Director	1	Contract/35/week
Caroline							
Carroll	111,821	88,609	159,495	=	Director	1	
Cecil	92,394	79,706	124,176	=	Director, Economic Development	1	
Charles	145,350	96,955	155,557	=		1	Contractual appointed position.
Dorchester	75,365			=		1	
Frederick	126,435	99,348	158,957	+	Director, Office of Econ Dev	1	
Garrett							
Harford	117,500	91,600	146,606	=		1	
Howard							
Kent	55,000	47,736	75,900	=	Economic Development Coordinator	1	
Montgomery				=			NCC
Prince George's							Economic Development Corp, - Non-County Agency
Queen Anne's		74,127	134,007	=	currently vacant		
St. Mary's	123,000			+	Director, Economic and Community Development		Vacant
Somerset							
Talbot	69,522	62,938	78,930		Director of Economic Development	1	
Washington	81,823	60,036	93,894	=	Director of Business Development	1	
Wicomico							
Worcester	82,737	70,000	100,000	=		1	
MNCPPC							
AVERAGE	105,998	85,968	132,156				

\* 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	70,180	51,980	83,221		Manager of Tourism	1	
Cecil							
Charles	130,500	76,695	123,144	=	Chief of Tourism & Special Events	1	
Dorchester	51,178					1	Flat rate salary
Frederick							
Garrett							
Harford							
Howard							
Kent	79,380	61,360	98,176	=		1	
Montgomery							NCC
Prince George's							Not in County Class Plan
Queen Anne's							
St. Mary's	94,078	85,218	136,240			1	At Will
Somerset	59,547	46,063	69,944	=		1	
Talbot	78,644	70,490	88,402			1	
Washington							
Wicomico							
Worcester	88,730	55,000	90,000			1	
MNCPPC							
AVERAGE	81,530	63,829	98,447				

\* 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	148,570	97,293	161,347	1	Director of Aging and Disabilities	1	Appointed by County Executive
Baltimore City	115,362	87,100	143,600	=	Operations Manager II	1	
Baltimore County	168,810	168,810	168,810	=	Director of Aging	1	Appointed position
Calvert	87,287	66,576	98,753	=	Aging Services Division Chief	1	35/week
Caroline							
Carroll	72,384	59,559	105,398	-	Bureau Chief, Aging	1	Reports to Director of Citizen Services, no transit management
Cecil	85,946	65,853	102,627		Director, Community Services	1	
Charles	103,621	82,922	133,106	=	Chief of Aging & Human Services	1	Reports to Director of Community Services
Dorchester							Dorchester does not have a Department of Aging
Frederick	99,537	65,826	105,322	=		1	
Garrett							
Harford	76,609	64,300	119,629	-	Administrator, Office of Aging	1	Does not oversee Transit Management
Howard	112,715	78,686	134,659	=		1	
Kent							
Montgomery	170,754	170,754	170,754		Chief, Aging & Disability Services	1	Appointed to position
Prince George's	162,767	105,968	206,168	+	Director, Family Services	1	Prince George's County uses the generic Director class. Actual \$157,000.
Queen Anne's							
St. Mary's	128,659			+	Director, Aging & Human Services	1	Contract
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	117,925	92,804	137,514				

\* 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		117,300	193,500	=	Exective Director I (Vacant)	1	
Baltimore County							NCC
Calvert	108,165	82,802	138,591	+	Community Resources Director	1	Contract/35/week
Caroline							
Carroll	95,348	88,609	159,495	=	Director Citizens Services	1	
Cecil							NCC
Charles		96,955	155,557	+	Director of Community Services	0 - Curren	Contractual appointed position
Dorchester							
Frederick	138,234	113,979	182,366	=		1	
Garrett							
Harford	106,000	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		96,554	165,256	=	Director of Community Resources and Services		
Kent							
Montgomery	228,383	228,383	228,383	=	Director, Department of Health & Human Services	1	Appointed to position
Prince George's	162,767	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	119,151	74,127	134,007	=	Director, Community Services	1	
St. Mary's				=			
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
<b>AVERAGE</b>	<b>136,864</b>	<b>109,628</b>	<b>170,993</b>				

\* 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 2016  
Salary Survey of MD County Government FY 2017*

## 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	157,498	132,100	218,000	=	Executive Director III	1	
Baltimore County	118,851	118,951	118,951	=	Director of Housing	1	Non-graded position. 34 hours
Calvert	104,959	119,501	119,501	=	Executive Director	1	Contract
Caroline							
Carroll	63,378	59,559	105,398	=	Bureau Chief, Housing	1	This is not an appointed position. Reports to Director Citizen Services
Cecil	102,627	65,853	102,627	=	Director, Housing	1	
Charles	103,462	76,695	123,144	=	Chief of Housing Authority	1	Reports to Director of Community Services
Dorchester							
Frederick	85,573	75,498	120,797	=	Housing Director	1	
Garrett							County Administrator acts in this capacity.
Harford	108,000	108,000	108,000	=	Director of Housing	1	Grant-Funded Position
Howard	122,741	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	162,767	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							
<b>AVERAGE</b>	<b>121,441</b>	<b>105,880</b>	<b>144,895</b>				

\* 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, 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	81,080	81,080	81,080	=	Local Management Board Program Administrator	1	Non-graded position
Calvert	41,444	20,007	29,686	=	Family Network Coordinator	1	PT/25/week
Caroline							
Carroll	49,816	47,695	76,336	-	Manager, LMB	1	This is not an appointed position. Reports to Director Citizen Services
Cecil							NCC
Charles	56,181	56,181	90,319	=	Local Management Board Coordinator	1	Reports to Director of Community Services; recent turnover in position.
Dorchester	63,016					1	Flat rate salary
Frederick	71,984	61,468	98,349		Director, Children & Family	1	
Garrett	125,000			=		1	Interim + \$6,000 travel reimbursement allowance
Harford	71,724	71,724	71,724	=	Local Management Board Director	1	Grant-Funded Position; FT position
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							
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	58,357	56,657	113,314		Director of Wicomico Partnership for Families and Children	1	
Worcester							
MNCPPC							
AVERAGE	77,134	69,327	90,403				

\* 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	53,515	47,561	90,380	=	Public Information Officer	1	
Anne Arundel	97,631	79,851	134,557	=	Public Information Officer	1	Appointed by County Executive
Baltimore City	105,000	76,100	121,700	=	Operations Officer V	1	
Baltimore County	189,105	189,105	189,105	=	Senior Administrative Assistant to the CAO	1	Non-graded position
Calvert	75,175	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	82,507	60,718	97,579	=	PIO/Chief of Media Services	1	
Dorchester							
Frederick	73,631	53,604	85,766	=		1	
Garrett	125,000			=		1	Interim + \$6,000 travel reimbursement allowance
Harford	105,000	91,600	146,606	=	Director of Government & Community Relations	1	
Howard	121,690	87,131	149,261	=	Public Information Administrator	2	
Kent							
Montgomery	187,757	187,757	187,757	=	Director, Officer of Public Information	1	Appointed to position
Prince George's	169,600	169,600	169,600	=	Administrative Specialist	1	Working Title: Manager, Communications Division. Exempt status, no min/max.
Queen Anne's							
St. Mary's	74,825			=		1	Contract
Somerset							
Talbot							
Washington	55,137	51,471	80,498	=	PR & Comm Affairs Manager	1	
Wicomico							
Worcester	59,518	44,201	72,550	=		1	
MNCPPC	128,446	78,833	134,896	=	Public Affairs and Marketing Officer	1	
AVERAGE	106,471	90,639	125,643				

\* 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	60,900			=		1	Part time
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							
St. Mary's							
Somerset							
Talbot							Board of Education Position
Washington							
Wicomico							
Worcester	164,300	164,300	164,300			1	
MNCPPC							
AVERAGE	171,394	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	60,740	59,549	59,549				Part-time, Contractual 0.50 FTE
Anne Arundel	169,420	109,944	182,321	=	County Attorney	1	Appointed by County Executive
Baltimore City		169,800	169,800	=	City Solicitor (Vacant)	1	
Baltimore County	190,365	190,365	190,365	=	County Attorney	1	Appointed position
Calvert	137,752	100,190	167,697	=	County Attorney	1	Contract/35/week
Caroline	93,585					1	
Carroll	115,378	88,609	159,495	=	County Attorney	1	
Cecil	95,160	79,706	124,176		County Attorney	1	
Charles	165,000			=		1	Contractual appointed position
Dorchester							
Frederick	188,777	127,936	204,697			1	
Garrett							
Harford	136,000	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	162,767	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	140,000			=		1	Contract
Somerset	66,350			=		1	Salary determined on a yearly basis
Talbot	124,389	124,389	124,389		County Attorney	1	
Washington	124,269	75,629	118,281		County Attorney	1	exceeds max range due to longevity
Wicomico						Vacant	Unclassified
Worcester	107,625	105,000	136,900	=		1	
MNCPPC	192,475	192,475	192,475	=	General Counsel	1	
AVERAGE	138,606	122,022	162,633				

\* 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 County Attorney

*Assists County Attorney*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	49,439	48,470	48,470				Part-time, Contractual 0.50 FTE
Anne Arundel	150,697	88,144	152,238			2	
Baltimore City							
Baltimore County	146,271	146,271	146,271		Deputy County Attorney	1	Non-graded position
Calvert	107,660	107,660	107,660	=	Associate County Attorney	1	Contract/35/week
Caroline							
Carroll	88,588	64,565	116,220	=	Deputy County Attorney	1	
Cecil							
Charles	90,965			=		1	
Dorchester							
Frederick							
Garrett	79,146			=		1	70% of State's Attorney's salary
Harford							
Howard	165,256	96,554	165,256			1	
Kent							
Montgomery	175,127	98,602	175,127	=	Manager I	1	
Prince George's	136,213	91,539	178,096	=	Deputy Director, Office of Law	3	Prince George's County uses the generic Deputy Director class.
Queen Anne's							
St. Mary's							
Somerset							
Talbot	75,283	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	113,838	83,658	124,634				

\* 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.*

## 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	116,733	88,144	152,238	=	Legislative Liaison Officer	1	Appointed by County Executive
Baltimore City	111,180	71,000	113,500	=	Director, Council Svcs	1	
Baltimore County	132,547	132,547	132,547	=	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	75,486	55,158	84,911	=		1	
Harford							
Howard	124,166	78,686	134,659	=	Executive Assistant II	4	
Kent							
Montgomery	212,556	212,556	212,556	=	Director, Office of Intergovernmental Relations	1	Appointed to position
Prince George's		83,029	161,537	=	Legislative Officer, County Council		Vacant
Queen Anne's							
St. Mary's	94,078	85,218	136,240			1	At Will
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							This is a function of the General Counsel.
AVERAGE	123,821	100,792	141,024				

\* 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 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	170,000	109,944	182,321				
Baltimore City	166,260	117,300	193,500			1	
Baltimore County	188,927	188,927	188,927		County Auditor	1	Non-graded position
Calvert							
Caroline							
Carroll							NCC
Cecil							
Charles							
Dorchester							
Frederick	130,185	113,979	182,366	=		1	
Garrett							
Harford	104,030	81,000	129,862			1	Exempt position
Howard	160,524	96,554	165,256			1	
Kent							
Montgomery	169,627	122,002	170,301	=	Inspector General	1	
Prince George's	173,822	105,968	206,168	=	County Auditor	1	Actual Salary listed.
Queen Anne's							
St. Mary's	44,283	40,123	64,147	=	Animal Warden	4	
Somerset	97,211	71,089	112,640	+	Internal Auditor	1	
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	140,487	104,689	159,549				

\* 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	114,999	79,851	134,557	=	Purchasing Agent	1	
Baltimore City	134,055	99,600	164,200	=	Operations Director I	1	
Baltimore County		77,057	120,055	=	Chief, Purchasing Services		Vacant
Calvert	78,114	61,116	90,600	=	Purchasing Officer	1	35/week
Caroline							
Carroll	68,869	59,559	105,398	=	Bureau Chief Purchasing		
Cecil	64,522	49,483	77,043	=	Purchasing Agent	1	
Charles	91,826	76,695	123,144	=		1	Reports to Director of Fiscal & Administrative Services
Dorchester							
Frederick	98,192	80,859	129,375	=	Dir, Procurement & Contracting	1	
Garrett	53,034	40,301	62,045	=		1	
Harford	116,376	91,600	146,606	+	Director of Procurement	1	Director of Procurement is appointed/at will; Position is also responsible for Land Acquisition
Howard	119,600	78,686	134,659	=	Purchasing Administrator	1	
Kent							
Montgomery	139,532	86,224	156,525	=	Manager II	1	
Prince George's	94,765	61,958	120,542	=	Contractual Services Officer	2	
Queen Anne's							
St. Mary's			111				
Somerset							
Talbot							
Washington	89,112	55,589	86,939	=	Purchasing Director	1	
Wicomico	60,000	56,657	113,314		Purchasing Agent	1	
Worcester							
MNCPPC	134,895	78,833	134,896	=	Finance Manager II-Purchasing	1	
AVERAGE	97,193	70,879	111,765				

\* 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	62,925	51,195	86,270	=	Buyer III	5	
Baltimore City	56,773	46,787	56,927	=	Procurement Specialist I	6	Maximum salary with longevities is \$66,606
Baltimore County	59,710	47,939	59,712	=	Staff Buyer	5	35 hour position, maximum salary with longevities is \$75,578.
Calvert	51,282	43,280	64,191	=	Purchasing Specialist	3	35/week
Caroline	47,398	35,571	47,046		Purchasing Agent II	1	
Carroll	72,478	47,695	76,336	+	Senior Buyer	2	Converted to 40 hours per week
Cecil	37,170	37,170	57,928	=	Buyer	1	
Charles	46,289	44,538	71,689	=	Procurement Specialist	2	
Dorchester							
Frederick	64,248	57,400	91,840	=	Procurement Analyst III	3	
Garrett	62,045	43,591	67,107	=		2	
Harford	65,358	52,800	102,261	=	Procurement Agent III	3	
Howard	60,977	47,112	80,683	=	Admin Analyst I	7	
Kent							
Montgomery	84,730	61,886	102,664	=	Procurement Specialist II	2	
Prince George's	60,090	45,858	83,969	=	Procurement Officer II	1	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	55,686	40,859	63,902	=		1	
Wicomico	34,000	27,875	51,558	+	Purchasing Specialist	1	
Worcester							
MNCPPC	91,531	56,559	96,970	=	Principal Admin Spec-Buyer	3	
AVERAGE	59,570	46,360	74,180				

\* 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.

## 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	75,000	47,561	90,380	+	Senior Accountant		Vacant. CPA required.
Anne Arundel	69,523	55,130	92,901	=	Accountant II	2	
Baltimore City	59,718	58,300	93,500	=	Accountant II	26	
Baltimore County	65,364	47,939	59,712	=	Accountant II	7	35 hour position, maximum salary with longevities is \$75,578.
Calvert	58,859	47,193	69,979	=	Accountant I	1	35/week
Caroline							
Carroll	64,584	47,695	76,336	=	Accountant II	1	Converted to 40 Hours per week
Cecil	47,726	44,990	70,117		Accountant	2	
Charles	66,817	56,181	90,319	=		1	
Dorchester							
Frederick	56,500	50,060	80,096	=	Accountant II	3	
Garrett							
Harford	86,090	57,700	115,115	=	Accountant III	5	
Howard	67,170	52,250	89,357	=	Fiscal Specialist I	6	
Kent	59,170	47,736	79,872	=		3	1-Senior Accountant, 1-Accounting Manager, 1 Treasury Supervisor
Montgomery	67,078	44,753	73,801	=	Accountant/Auditor I	3	Base salary only: 66,635
Prince George's	62,148	46,233	89,950	=	Accountant II	8	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's							
Somerset		34,055	55,803	-	Accountant	1	Position Open
Talbot	54,331	50,853	63,774		Accountant	2	
Washington	75,146	51,471	80,498	=	Accounting Supervisor	1	
Wicomico	51,500	43,059	86,119		Financial Analyst	1	
Worcester	52,874	40,000	55,000	=		3	
MNCPPC	68,725	49,941	85,458	=	Accountant II	5	
AVERAGE	63,596	48,655	79,904				

\* 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.*

# 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	59,174	59,374	100,046	+	Budget & Management Analyst II		No authorized positions at this level
Baltimore City	86,397	65,900	105,300	=	Budget Management Analyst II	1	
Baltimore County	87,677	64,535	100,544	=	Budget Analyst II	4	35 hour position
Calvert	69,961	56,020	83,119	+	Budget Analyst	1	35/week
Caroline							
Carroll	52,236	51,980	83,221	=	Management & Budget Analyst	3	1 vacancy
Cecil							NCC
Charles		51,989	83,611		Budget Analyst I		Budget Analyst I was promoted to II.
Dorchester							
Frederick		45,753	74,805	-			
Garrett							
Harford	76,591	52,800	102,261	=	Sr Budget Analyst	3	
Howard	77,875	64,106	109,699	+	Fiscal Manager I	3	
Kent							
Montgomery	79,981	53,825	89,079	=	Management & Budget Specialist II	3	
Prince George's	67,971	45,858	83,969	=	Budget Management Analyst II	3	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's	74,110	74,110	118,477	+	Procurement Manager	1	
Somerset							
Talbot							
Washington	48,134	37,833	59,169	=		1	
Wicomico	51,500	43,059	86,119	+	Financial Analyst	1	
Worcester	53,955	40,000	60,000			1	
MNCPPC		49,941	85,458	=	Budget Analyst		Vacant
AVERAGE	68,120	53,568	89,055				

\* 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.

## 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	72,584	55,130	92,901	=	Management Assistant II	29	
Baltimore City	59,797	58,300	93,500	=	Administrative Analyst II	4	
Baltimore County	56,484	47,939	59,712	=	Management Analyst II	18	35 hour position, maximum salary with longevities is \$75,578
Calvert							
Caroline							
Carroll							
Cecil							NCC
Charles	n/a						
Dorchester							
Frederick	71,336	50,060	80,096			2	
Garrett							
Harford	77,180	47,400	95,230	=	Management Assistant I	1	Management Assistant II (8) Avg \$77,662; Min \$52,800 / Max \$102,261
Howard	59,170	47,112	80,683	=	Administrative Analyst I	46	Admin Analysts function within specific areas
Kent							
Montgomery	79,448	51,394	84,974	=	Administrative Specialist II	63	Base salary only: 79,124
Prince George's	63,533	46,233	89,950	=	Administrative Assistant II	33	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	52,062	44,886	71,760	=	Buyer	1	
Somerset							
Talbot							
Washington							
Wicomico	87,631	56,657	113,314		County Internal Auditor	1	
Worcester							
MNCPPC	78,016	49,941	85,458	=	Senior Administrative Specialist	25	
AVERAGE	68,840	50,459	86,143				

\* 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.*

## 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	49,887	52,140	99,081	+	Benefits Specialist	1	
Anne Arundel	66,224	55,130	92,901		Personnel Analyst II	5	
Baltimore City	59,718	58,300	93,500	=	Accountant II	26	
Baltimore County	68,642	47,939	59,712	=	Personnel Analyst II	10	35 hour position, maximum salary with longevities is \$75,578
Calvert	46,355	43,280	64,191	=	Personnel Analyst I	1	35/week
Caroline	61,298	51,252	68,880		Assistant Director HR	1	
Carroll	43,264	43,264	69,202	=	Personnel Specialist	1	
Cecil	68,952	54,434	84,843		Senior HR Manager	1	
Charles	71,571	60,710	97,579	+	Recruitment & Retention Administrator, Benefits Administrator, HR Programs Manager	3	
Dorchester							
Frederick	66,813	57,400	91,840	=	HR Administrator	5	
Garrett	53,034	40,301	62,045	=		1	Planner II
Harford	63,123	47,400	95,230	=	Human Resources Analyst	1	
Howard	66,799	57,845	98,987	=	Administrative Analyst II	2	
Kent							
Montgomery	66,984	53,825	89,079	=	Human Resources Specialist II	4	
Prince George's	68,610	46,233	89,950	=	Personnel Analyst II	13	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	45,386	40,123	64,147	=	Accountant	1	
Somerset	46,841	38,445	62,996	+	Payroll/Benefits Specialist	1	
Talbot	43,327	38,207	55,239		Benefits Manager & Assistant Benefits Manager	2	
Washington							
Wicomico	42,539	31,728	63,456		HR Manager I	2	
Worcester	44,346	40,165	65,819	=		1	
MNCPPC	60,831	44,054	75,381	=	Human Resources Specialist	2	
AVERAGE	57,359	47,723	78,288				

\* 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.*

# Staff Attorney I

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	81,156	63,940	107,744		Attorney II	2	
Baltimore City	82,429	65,900	105,300	=	Assistant Solicitor	26	
Baltimore County	96,613	50,846	135,675	=	Assistant County Attorney	21	Non-graded position
Calvert							
Caroline	59,737	58,018	78,164		Assistant State's Attorney	2	
Carroll	68,100	61,776	98,821	=	Assistant County Attorney I	1	
Cecil							NCC
Charles	70,539	65,629	105,435	=	Associate County Attorney I & II	3	
Dorchester							
Frederick	107,815	80,859	129,375	=	Assistant County Attorney	2	
Garrett	53,034	40,301	62,045	=		1	Planner II
Harford	128,130	81,000	129,862	=	Sr. Assistant County Attorney	3	
Howard	86,663	71,011	121,576	=	Attorney	14	four are PT positions
Kent							
Montgomery	93,281	67,939	112,899	=	Assistant County Attorney II	8	
Prince George's	72,906	53,521	104,129	=	Attorney II	7	
Queen Anne's							
St. Mary's		64,501	103,106	=		3	
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	84,247	62,610	106,503				

\* 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.*

# 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	44,809	39,572	75,198	=	Planner II	1	
Anne Arundel	65,282	55,130	92,901		Planner II	17	
Baltimore City	67,976	62,000	99,200	=	City Planner II	27	
Baltimore County	64,520	47,939	59,712	=	Planner II	13	35 hour position, maximum salary with longevities is \$75,578
Calvert	60,606	51,415	76,258	=	Planner II	4	35/week
Caroline	47,718	40,193	53,387		Planner II & III	2	
Carroll	44,782	43,264	69,202	=	Comprehensive Planner I	1	
Cecil	37,170	37,170	57,928	=	Planner I	1	
Charles	56,181	51,989	83,611	=	Planner II	2	
Dorchester	38,166	37,235	58,074	=	Environmental Planner	1	
Frederick	51,960	46,753	74,805	=	Planner I	2	
Garrett							
Harford	58,294	47,400	95,230	=	Planner II	5	
Howard	70,360	52,250	89,357	=	Planning Specialist II	16	
Kent	60,300	47,736	75,900	=		2	2 planners: 1-environmental (vacant), and 1-Community
Montgomery	71,269	51,394	84,974	=	Planning Specialist II	4	Includes the average of FTE salaries.
Prince George's	59,050	45,858	83,969	=	Planner II	5	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's	62,774	44,886	80,351	=	Risk Analyst	1	
Somerset	58,789	46,063	72,986	=	Senior Planner	1	
Talbot	50,190	38,207	63,774		Long Range Planner & Environmental Planner & Planner I	3	
Washington	56,675	37,833	59,169		Sr. Planner	2	
Wicomico	56,975	31,728	63,456		Planner II	1	
Worcester	56,742	36,412	60,000	=		1	
MNCPPC	73,586	49,941	85,458	=	Senior Planner	52	
AVERAGE	57,138	45,320	74,561				

\* 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 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	90,319	62,666	119,084	=	County Engineer	1	
Anne Arundel	175,695	109,944	182,321	=	Deputy Director, Public Works	1	
Baltimore City	89,418	76,100	121,700		Engineer Supervisor PE	17	
Baltimore County		81,751	127,366	=	Chief, Bureau of Engineering and Construction		Vacant
Calvert	83,265	72,582	107,635	-	Engineering Division Chief	1	35/week/contract
Caroline							
Carroll	109,366	58,559	105,398	=	Bureau Chief Engineering	1	Converted to 40 hours
					Chief, Engineering & Construction		
Cecil	89,222	59,904	93,246	=	Chief, Development Services	2	
Charles	119,835	82,922	133,106	=	Chief of Capital Services	1	PE not required
Dorchester							
Frederick	107,775	75,498	120,797	=	Engineering Manager	1	
Garrett	67,170	47,147	72,583	=		3	
Harford	123,934	71,400	123,934	=	Chief, Engineering Division	1	
Howard	150,426	96,554	165,256	=	Engineering Manager II	4	
Kent	87,352	61,360	98,176	=		1	
Montgomery	185,000	185,000	185,000	-	Deputy Director, Transportation	1	Appointed Position
Prince George's	121,021	79,075	153,846	-	Engineer V	15	PE certification is not required but desirable
Queen Anne's	114,143	68,007	122,942	=	Chief of Engineering	1	
St. Mary's				=			
Somerset	67,782	66,129	104,781	-	Director, Co. Roads Dept.	1	
Talbot							
Washington	93,893	64,839	101,406	=	Deputy Dir., Eng.&Construction	1	
Wicomico					Chief Civil Engineer		
Worcester	116,516	75,000	125,000			1	
MNCPPC	114,726	65,829	114,726	=	Engineering Supervisor	2	
AVERAGE	110,887	78,013	123,915				

\* 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.*

# 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	72,071	55,130	92,901		Engineer II	9	
Baltimore City	76,648	65,900	105,300	=	Engineer II	34	
Baltimore County	63,776	50,028	62,188	=	Engineer II	6	35 hour position, maximum salary with longevities is \$79,452.
Calvert	77,150	66,576	98,753	=	Project Engineer II	7	35/week
Caroline							
Carroll	77,480	47,695	76,336	=	Project Engineer	1	Requires 4 years experience - converted to 40 hours
Cecil	75,910	49,483	77,043		Civil Engineer II	2	
Charles	62,459	60,718	97,579	+	Project Manager II	2	
Dorchester	80,291	62,783	87,827	=		1	
Frederick	86,224	61,468	98,349	=	Engineer II	4	
Garrett	59,657	47,147	72,583	=	Manager, Department of Solid Waste and Recycling	1	
Harford	65,390	47,400	95,230	=	Civil Engineer II	4	
Howard	99,353	64,106	109,699	=	Engineering Specialist II	12	
Kent							
Montgomery	86,293	53,825	89,079	=	Engineer II	3	Actual salary include Longevity & other differentials. Base salary only: 85,402
Prince George's	68,612	59,007	114,802	=	Engineer II	17	
Queen Anne's	62,991	49,843	79,989	=	Civil Engineer I	1	
St. Mary's	54,122	50,253	80,351	=	Same	4	
Somerset							
Talbot		56,446	70,789		Engineer/Project Mgr		vacant
Washington	56,238	51,471	80,498	=	Civil and Structural	4	
Wicomico	55,000	43,059	86,119		Civil Engineer II	1	
Worcester				=			
MNCPPC	75,979	49,941	85,458	=	Engineering Designer II	2	
AVERAGE	71,350	54,079	87,777				

\* 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, 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	148,410	88,144	152,238	=	Deputy Director, Public Works	1	
Baltimore City	146,166	92,400	152,400	=	Operations Mgr III	1	
Baltimore County	120,050	120,050	120,050	=	Chief of Solid Waste Management	1	Non-graded position
Calvert	76,404	66,576	98,753	=	Solid Waste Division Chief	1	35/week
Caroline							
Carroll	70,928	58,559	105,398	=	Bureau Chief Solid Waste	1	
Cecil	71,074	54,434	84,843	=	Chief, Solid Waste	1	
Charles	117,968	82,822	133,106	+	Chief of Environmental Resources	1	
Dorchester	62,419	49,980	77,952			1	
Frederick	103,935	80,859	129,375	=	Dept Head, SWM	1	
Garrett	41,463	31,509	48,506	=		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	131,101	83,029	161,537	=	Associate Director, Department of Environmental Resources	1	Prince George's County uses the generic Associate Director class. Actual \$139,230.
Queen Anne's							
St. Mary's							
Somerset	48,662	36,183	59,290	-	Sanitary Landfill Superintendent	1	
Talbot	81,030	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	63,738	43,059	86,119		Superintendent SW	1	
Worcester	75,919	60,000	85,000	=			
MNCPPC							
AVERAGE	96,725	74,978	110,287				

\* 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.*

## 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	35,781	36,095	68,592	=	Planner I	1	
Anne Arundel	104,027	68,856	116,027	=	Solid Waste Recycling Manager	1	
Baltimore City	79,458	62,000	99,200	=	Recycling Coordinator	1	
Baltimore County	89,332	57,340	89,332	=	Recycling and Waste Prevention Manager	1	
Calvert	65,775	51,415	76,258	-	Recycling Coordinator	1	35/week
Caroline							
Carroll	56,389	47,695	76,336	=		1	
Cecil	41,829	37,170	57,928	-	Recycling Program Manager	1	Does not have supervisory functions
Charles	63,093	60,718	97,579	=	Recycling/Litter Control Superintendent	1	
Dorchester							
Frederick	56,043	53,604	85,766	-		1	
Garrett							
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	94,577	64,106	109,699	=	Senior Administrative Analyst	1	
Kent							
Montgomery	175,127	98,602	175,127	=	Manager I	1	
Prince George's	105,358	68,307	132,897	=	Administrative Specialist I	1	Prince George's County uses the generic Administrative Specialist class. Actual \$102,328.
Queen Anne's	65,888	53,183	85,348		Recycling & Refuse Mgr	1	
St. Mary's	114,608	85,218	136,240	=	Senior Project Manager	1	
Somerset							
Talbot	60,225	50,853	63,774		CAD Operator/Recycling	1	
Washington	51,053	47,658	74,536	=	Recycling/Operations Coord	1	
Wicomico	32,627	27,875	51,558		Recycling Coordinator	1	
Worcester	47,500	45,000	75,000	=		1	
MNCPPC							
AVERAGE	74,372	56,427	92,844				

\* 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	52,239	43,026	52,239	=	Social Work Associate II	6	Maximum salary with longevities is \$61,119
Baltimore County	49,253	39,657	50,028	=	Social Work Associate	2	35 hour position. maximum salary with longevities is \$62,185
Calvert							
Caroline							
Carroll							NCC
Cecil	33,075	33,075	33,075	=	Contractual - Social Worker	8	Contractual Positions
Charles		60,718	97,579				Position is currently vacant.
Dorchester							
Frederick	50,872	40,786	65,258	=	Case Manager	3	
Garrett							
Harford							
Howard	66,530	52,250	89,357	=	Human Services Specialist II	24	
Kent							
Montgomery							NCC
Prince George's	79,574	45,858	83,969	=	Social Worker II	2	
Queen Anne's							
St. Mary's	78,582	64,501	103,106	=	Engineer II	1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	58,589	47,484	71,826				

\* 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 (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	58,795	48,812	59,437	=	Social Worker II	3	Maximum salary with longevities is \$69,541
Baltimore County	68,689	54,753	68,689	=	Social Worker II	34	35 hour position, maximum salary with longevities is \$87,194
Calvert							
Caroline							
Carroll							NCC
Cecil	75,837	59,904	93,246	=	Human Services Coordinator	1	
Charles	n/a						
Dorchester							
Frederick	69,512	53,604	85,766	=	Social Worker	1	
Garrett							
Harford							
Howard							
Kent							
Montgomery	72,845	56,387	93,396	=	Social Worker II	64	Base salary only: 71,847
Prince George's	75,821	53,086	96,884	=	Social Worker III	2	
Queen Anne's							
St. Mary's	60,486	56,160	89,794	=	Manager, Grade 9	1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	68,855	54,672	83,887				

\* 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.*

# 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	134,557	79,851	134,557	+	Recreation Administrator	1	Highest level of Manager for recreation activities
Baltimore City	74,321	71,000	113,500	=	Recreation Manager	2	
Baltimore County	92,011	64,535	100,544	=	Chief of Recreation Services	1	
Calvert	81,190	61,116	90,600	=	Recreation Supervisor	1	35/week
Caroline	51,791	38,950	51,751		Program Services Supervisor	1	
Carroll	65,624	58,559	105,398	=	Bureau Chief Recreation	1	Converted to 40 hours
Cecil	57,762	54,434	84,843	=	Recreation Superintendent	1	
Charles	78,098	60,718	97,579	+	Recreation Services Administrator	1	
Dorchester							
Frederick	81,616	65,826	105,322	=	Superintendent, Recreation	1	acting capacity
Garrett							
Harford	82,325	71,400	123,934		Chief of Parks & Recreation	1	
Howard	89,866	64,106	109,699	=	Recreation Services Manager	4	
Kent	51,078	47,736	75,900	=	Recreation Supervisor	1	
Montgomery	115,645	74,075	135,392	=	Manager III	6	
Prince George's							Not in County class plan
Queen Anne's	55,840	49,843	79,989			1	
St. Mary's							
Somerset							
Talbot	34,284	32,306	51,329		Recreation Program Coordinator	1	
Washington	75,762	55,589	86,939	=	Recreation & Fitness Dir.	1	
Wicomico	56,732	43,059	86,119		Recreation Superintendent	1	
Worcester	56,296	50,000	60,000	=		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	73,926	57,529	93,624				

\* 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.*

# 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	102,612	79,851	134,557	+	Parks Administrator	1	Highest level of Manager for park planning, construction & maintenance
Baltimore City	102,300	74,100	102,300	=		1	
Baltimore County		64,535	100,544	=	Chief of Park and Facility Maintenance		Vacant
Calvert	72,563	61,116	90,600	=	Park Supervisor	1	35/week
Caroline	55,487	52,906	71,059		Division Chief	1	
Carroll	79,456	58,559	105,398	=	Bureau Chief Parks	1	Converted to 40 hours
Cecil	42,120	40,914	63,690		Manager, Park Operations	1	
Charles	70,879	60,718	97,579	=	Park Manager	5	
Dorchester							
Frederick	73,751	65,826	105,322	=	Superintendent, Parks	1	
Garrett	62,045	43,591	67,107	=	Information Systems Engineer	1	
Harford	60,461	57,700	115,115		Superintendent of Maintenance	1	
Howard	110,670	78,686	134,659	=	Rec and Parks Bureau Chief	3	
Kent							
Montgomery							Position held in the Maryland National Capital Park and Planning
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's				+			
Somerset							
Talbot							
Washington		47,658	74,536	=	Field Operations Supv.	1	Currently Advertising for position
Wicomico	63,860	50,652	101,303		Superintendent of Parks	1	
Worcester	64,003	50,000	70,000	=		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	73,907	58,547	94,952				

\* 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.*

# 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	98,550	68,856	116,027	=	Systems Analyst	1	
Baltimore City	96,900	77,600	124,100	=	Network Systems Administrator	1	
Baltimore County							NCC
Calvert	88,379	72,582	107,635	=	Technology Services Infrastructure Manager	1	35/week
Caroline	56,163	51,252	68,880		Information Technology Coordinator	1	
Carrroll	83,866	56,660	90,688	=	Network Security Engineer	1	
Cecil	55,370	44,990	70,117	=	Network Specialist	1	
Charles	113,939	70,945	113,939	=		1	
Dorchester	55,169	49,980	77,952	=	IT Network Technician II	1	
Frederick	89,731	61,468	98,349	+	Network Engineer III	2	
Garrett							
Harford							
Howard	85,644	71,011	121,576	=	Technical Services Manager I	2	
Kent							
Montgomery	141,733	84,798	140,794	=	Technology Expert	6	Actual salary include Longevity and other differentials. Base salary only: 140,794
Prince George's	108,794	68,307	132,897	=	Information Technology Manager I	6	
Queen Anne's	77,968	56,746	91,006	-	Network Engineer	1	
St. Mary's							
Somerset	53,231	53,231	84,345	=	Senior Systems Engineer		
Talbot	53,435	41,837	63,774		System/Network Administrator & System/Network Technician & Communication Technologist	3	
Washington	72,605	51,471	80,498	=	Database Administrator	1	
Wicomico		31,728	63,456		Data Services Technician	Vacant	
Worcester	64,928	55,000	80,000		IT Specialist II		
MNCPPC	113,206	71,754	125,051	=	IT Systems Manager/Leader	18	
AVERAGE	83,867	60,011	97,425				

\* 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.*

# 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	97,897	68,856	116,027		Systems Analyst	13	
Baltimore City	75,971	60,800	97,300	=	Systems Analyst	14	
Baltimore County	95,062	64,535	100,544	=	Systems Analyst	7	
Calvert	70,583	64,535	83,119	=	Systems Analyst I & II	5	35/week
Caroline	38,421	38,950	51,751		Technology Specialist II	1	
Carroll	75,213	56,660	90,688	=	Senior Programmer Analyst	3	
Cecil	70,470	49,483	77,043		System Analyst	1	NCC
Charles	64,380	56,181	90,319	=	Systems Analyst I	2	
Dorchester							
Frederick	79,496	57,400	74,620	=	Software Integrator II	6	
Garrett	64,525	47,147	72,583	=	Software Developer	1	
Harford	86,715	57,700	115,115	=	Programmer Analyst II	5	
Howard	77,505	57,845	98,987	=	Technical Services Specialist III	10	
Kent	62,140	56,160	89,856	=	Network Engineer	2	
Montgomery	102,814	64,853	107,657		IT Specialist III	45	All Systems Analysts are classified as IT Specialist III, no role differentiation. Base salary only: 102,313
Prince George's	50,724	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	74,456	56,746	91,066	=	System Engineer	2	
St. Mary's							
Somerset	40,391	38,445	62,996	=	Network Technician	1	
Talbot							
Washington	58,584	47,658	74,536	=		1	
Wicomico	37,984	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	69,952	53,410	86,309				

\* 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.*

# 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	71,389	55,130	92,901		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		54,753	68,689	=	Programmer Analyst II		35 hour position, maximum salary with longevities \$87,194
Calvert	58,600	51,415	76,258	=	Network Admn. I	5	35/week
Caroline							
Carroll	55,744	51,980	83,221	=	Programmer Analyst	1	
Cecil							NCC
Charles	86,564	60,718	97,579	=	Systems Analyst II	4	
Dorchester							
Frederick							
Garrett	43,121	31,509	48,506	=	Support Specialist	1	
Harford	74,390	52,800	102,261	=	Programmer Analyst I	4	
Howard	68,790	52,250	89,357	=	Technical Services Specialist II	13	
Kent	52,416	49,920	79,872	=	System Administrator	2	
Montgomery	102,814	64,853	107,657		IT Specialist III	45	All Programmer Analysts are classified as IT Specialist III, no role differentiation. Base salary only: 102,313.
Prince George's		46,233	89,950	=	Information Technology Programming Engineer II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico	50,470	43,059	86,119		Sr. Network Engineer	1	
Worcester	48,270	39,208	64,230	=	IT Specialist and IT Technician	4	
MNCPPC	71,825	52,437	89,727	=	Programmer/Analyst II	8	Certain IT positions are in a special salary range
AVERAGE	65,003	50,338	82,384				

\* 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.*

## 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	44,016	36,095	68,592	=	Information Technology Support	1	
Anne Arundel	59,080	45,250	72,572		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	54,608	41,674	52,349		Office Automation Assistant	7	35 hour position, maximum salary with longevities \$65,364
Calvert	38,093	37,092	55,037	=	Computer Service Tech I	4	35/week
Caroline							
Carroll	54,583	47,695	76,336	=	Client Services Analyst	5	Converted to 40 Hours
Cecil	47,313	37,170	57,928	=	Help Desk Analyst	3	
Charles	60,280	44,538	71,689	=	Technology Support Specialist II	2	
Dorchester							
Frederick	54,855	33,336	53,338	=	Client Services Specialist I	1	
Garrett							
Harford	53,296	43,900	89,032	=	Computer Systems Engineer II	5	Computer Sys Engineer I - min-\$39,900/max-\$81,190; 0 employees;
Howard	62,782	47,112	80,683	=	Technical Services Specialist I	8	
Kent	43,150	41,201	65,510	+	Project Manager	1	
Montgomery	83,774	56,387	93,396		IT Specialist II	16	All Help Desk Analysts are classified as IT Specialist II, no role differentiation. Base salary only: 83,424.
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	38,455	38,455	61,712		Help Desk Specialist	1	
St. Mary's							
Somerset							
Talbot							
Washington	50,668	44,128	69,015		Tech. Support Analyst II	2	
Wicomico	32,680	31,728	63,456		Data Services Technician	1	
Worcester	67,288	50,045	81,994	=	Help Desk Coordinator	1	
MNCPPC	59,528	44,054	75,381	=	IT Support Specialist I	10	Certain IT positions are in a special salary range
AVERAGE	53,082	42,410	69,787				

\* 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.*

## 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	19,635	19,635	19,635	=	Central Receptionist/Telephone Operator	1	Contractual/hourly paid
Anne Arundel	35,739	25,792	52,042	+	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	36,527	27,602	34,472	=	Clerk	5	35 hour position, maximum salary with longevities is \$43,754
Calvert	31,541	28,228	41,805	=	Office Aide	4	35/week
Caroline							
Carroll	28,933	28,101	44,991	=	Information desk Receptionist	1	
Cecil							NCC
Charles	38,913	30,336	52,823	+	Office Associate II	7	These positions perform a wide variety of administrative functions.
Dorchester	28,304	24,406	38,066		Admin Associate	1	
Frederick	35,459	25,391	40,626	+	Admin Clerk	1	
Garrett							
Harford							Clerical Assistant I - min-\$23,700/max-\$56,002; 0 employees; Clerical Assistant II - min \$26,200/max \$59,142; 0 employees
Howard	33,914	30,493	48,360	=	Administrative Support Technician I	3	
Kent							
Montgomery	47,361	34,749	55,802	=	Administrative Aide	1	
Prince George's	26,088	24,518	47,702	=	General Clerk II	3	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	56,160	56,160	89,794	=	Programmer/Analyst	1	
Somerset							
Talbot							
Washington							
Wicomico							
Worcester	27,884	25,896	43,683	=		1	
MNCPPC	47,699	27,902	50,156	=	Office Clerk	2	
AVERAGE	35,297	29,229	47,140				

\* 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.*

## 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	32,763	32,121	32,121			1	Contractual
Anne Arundel	52,961	40,998	65,747	=		5	
Baltimore City	53,202	44,858	54,520	=		8	Maximum salary with longevities is \$63,790
Baltimore County	47,939	37,801	47,939	=	Legal Assistant	1	35 hour position, maximum salary with longevities is \$59,712
Calvert	65,411	47,193	69,979	=		1	35/week
Caroline							
Carroll							
Cecil							NCC
Charles		44,538	71,689	=		0 - Cu	
Dorchester							
Frederick	61,070	40,787	65,259	=	Legal Assistant	1	
Garrett							
Harford	58,867	43,900	89,032	=	Legal Specialist III	2	
Howard	62,598	47,112	80,683	=	Legal Support Services Specialist	6	
Kent							
Montgomery	81,674	56,669	93,863	=	Paralegal Specialist	6	
Prince George's	39,129	36,225	70,478	=	Paralegal Assistant II	11	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's	44,886	44,886	71,760	=	Help Desk Technician	2	
Somerset	39,940	36,183	59,290	=	Victim Witness Advocate/District Court Paralegal	1	
Talbot	47,375	38,207	55,239		Paralegal & Victim/Witness Director	2	
Washington	58,999	35,031	54,787		Legal Assistant	1	
Wicomico	49,258	31,728	63,456		Legal Assistant I	2	
Worcester							
MNCPPC	61,759	44,054	75,381	=	Paralegal Assistant	1	Requires paralegal certificate
AVERAGE	53,614	41,311	65,954				

\* 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.*

## 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	44,950	30,030	57,065	=		5	
Anne Arundel	54,157	37,139	59,572	=		6	
Baltimore City	41,046	35,564	42,446	=	Legal Assistant I	4	Maximum salary with longevities is \$49,660
Baltimore County	44,783	34,472	43,754	=	Legal Secretary	21	35 hour position, maximum salary with longevities is \$54,753
Calvert	46,688	34,307	50,887	=	Legal Secretary I	4	35/week
Caroline	39,776	29,708	61,455	=	Coordinators/Court Recorder/Admin Staff	7	Circuit Court/SAO Staff
Carroll	30,639	30,639	49,047	=	Legal Assistant I	1	vacant
Cecil	37,943	33,842	52,686	=	Legal Secretary	6	
Charles	58,062	44,538	71,689	+	Legal Assistant III	2	
Dorchester	47,738	34,630	58,074	=		1	
Frederick	47,022	40,787	65,259	-	Judicial Assistant	4	
Garrett	38,716	26,667	39,490	=		1	
Harford					Legal Specialist II		Legal Specialist II - min \$39,900 /max \$81,190; 0 employees
Howard	56,247	42,536	72,883	=	Administrative Technician	6	
Kent	52,809	52,809	52,809	=		1	
Montgomery	63,869	41,140	67,542	=	Legal Secretary II	7	Base salary only: 63,1402.
Prince George's							Not in County class plan
Queen Anne's	47,061	41,031	65,847		Legal Assistant	3	
St. Mary's							
Somerset	38,545	33,054	54,162	=	Legal Secretary/Legal Secretary - Supervisor	3	2 Pay Grades
Talbot	42,724	29,913	53,128		Legal Secretary, Legal Administrative Assistant & Victim/Witness Coordinator	3	
Washington	39,068	32,435	50,727	=		8	
Wicomico	40,042	23,456	43,399		Legal Office Associate III	6	
Worcester	47,923	35,000	50,000				
MNCPPC	66,562	38,899	66,562	=		1	
AVERAGE	46,653	35,573	55,840				

\* 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.*

# 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	34,431	30,030	57,065	=		2	Accounting Technician II
Anne Arundel	34,720	27,061	49,566	=	Cashier I	4	max salary includes 15% longevity 16+ yrs
Baltimore City	33,291	29,672	34,218	=	Cashier I	17	Maximum salary with longevities is \$40,037
Baltimore County	43,397	34,472	43,754	=	Cashier	6	35 hour position, maximum salary with longevities is \$54,753
Calvert	47,584	34,307	50,887	+	Treasurer Clerk I	2	35/week
Caroline							
Carroll	29,536	28,101	44,991	=	Collections Clerk I	1	
Cecil	36,747	33,842	52,686	=	Collections Specialist	6	
Charles	33,515	32,747	52,823	=	Revenue Specialist	5	
Dorchester	32,521	29,040	40,613	=	Fiscal Clerk	1	
Frederick		33,246	53,194	=	Collection Specialist I		
Garrett							
Harford	32,000	30,200	67,608	=	Accounting Clerk I	1	Accounting Clerk II - min-\$30,200/max-\$67,608; 8 employees; \$48,038 avg
Howard	38,834	31,283	53,498	=	Administrative Support Technician II	2	
Kent	38,179	34,052	53,121	=	Finance Associate	2	
Montgomery	59,564	40,935	67,206	=	Fiscal Assistant	33	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries. Base salary only: 59,258.
Prince George's							Not in County class plan
Queen Anne's	36,693	36,040	57,837	=	Collection Specialist I	2	
St. Mary's							
Somerset	36,275	32,052	52,520	+	Tax Collections Clerk II	2	
Talbot	36,951	26,006	48,568		Sanitary District Clerk & Tax Clerk	2	
Washington							
Wicomico							
Worcester	29,565	24,669	35,000	=		8	
MNCPPC							
AVERAGE	37,283	31,542	50,842				

\* 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	35,960	25,792	47,237	=	Office Support Assistant I	8	Max salary includes 15% longevity 16+ yrs
Baltimore City	27,064	26,221	29,311	=	Office Support Specialist I	8	Maximum salary with longivities is \$34,292
Baltimore County	36,527	27,602	34,472	=	Clerk	5	35 hour position, maximum salary with longivities is \$43,754
Calvert	32,335	30,521	45,227	=	Office Assistant I	3	35/week
Caroline	34,451	29,708	38,881	=	Administrative Assistant II	1	
Carroll	25,736	23,671	37,877	=	Office Associate I	3	Converted to 40 hours - 1 vacancy
Cecil	28,212	24,107	37,482	=	Office Services Assistant	9	
Charles		30,336	48,967	+	Office Associate I		
Dorchester							
Frederick	38,235	31,060	49,695	+	Admin Spec III	21	
Garrett	38,570	26,667	39,490	=		6	
Harford		27,500	62,182	=	Clerk Typist		
Howard	33,914	30,493	48,360	=	Administrative Support Technician I	3	
Kent	35,607	30,742	47,650	=	Administrative Assistant I	4	2.5 Adinistrative Assistant I, 1 Office Assistant
Montgomery	50,623	36,180	58,448	=	Principal Administrative Aide	124	Includes the average of FTE salaries. Base salary only: 50,207.
Prince George's	45,127	34,500	67,123	=	Administrative Aide II	45	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	32,919	29,668	47,612	=	Adm. Asst. I	3	
St. Mary's	37,898	32,677	52,250	=	Legal Assistant I	2	
Somerset	30,976	28,392	46,523	=	Office Assistant I	2	
Talbot	30,960	24,419	47,568		Administrative Assistant I & Staff Assistant	6	
Washington	29,173	25,748	40,269	=	Office Associate	6	
Wicomico	27,428	20,623	38,187		Office Associate	2	
Worcester	29,286	26,541	43,472	=	Office Assistant I	10	
MNCPPC		31,347	53,639	=	Administrative Assistant		Vacant
AVERAGE	34,050	28,062	45,748				

\* 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 - (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	32,417	27,394	52,056	=	Office Associate III	2	
Anne Arundel	35,720	28,350	52,042	=	Office Support Assistant II	92	Max salary includes 15% longevity 16+ yrs
Baltimore City	30,380	27,929	31,746	=	Office Asst/Supt Spec II	133	Maximum salary with longevities is \$37,141
Baltimore County	40,787	31,376	39,657	=	Office Assistant	117	35 hour position, maximum salary with longevities is \$50,028
Calvert	41,712	34,307	50,887	=	Office Specialist I	13	35/week
Caroline	39,069	32,500	47,046		Administrative Assistant, EMS Billing Coordinator, Board Administrator	6	
Carroll	32,527	28,101	44,991	=	Office Associate III	9	Converted to 40 hours-1 vacancy
Cecil	35,376	30,701	47,902	=	Office Services Specialist	17	
Charles	48,277	35,354	56,996	=	Office Associate III	10	
Dorchester	34,167	26,040	40,613	=	Administrative Associate	4	
Frederick	45,096	35,588	56,941	=	Admin Spec V	18	
Garrett	50,452	37,264	57,362	=		4	
Harford	44,753	33,100	71,290	=	Administrative Assistant I	8	
Howard	39,119	31,283	53,498	=	Administrative Support Technician II	93	
Kent	39,410	34,052	53,121	=	Administrative Assistant II	7	
Montgomery	62,029	40,935	67,206	-	Office Services Coordinator	208	Include the average of FTE salaries. Base salary only: 61,325.
Prince George's	55,202	38,035	74,002	=	Administrative Aide III	40	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's							
St. Mary's							
Somerset	34,984	30,166	49,431	=	Office Assistant II	1	
Talbot	35,298	27,826	51,329		Administrative Assistant II & Secretary	9	
Washington	37,943	30,033	46,971	=	Sr. Office Associate	27	
Wicomico	40,690	27,875	51,558		Administrative Office Associate II	1	
Worcester	36,538	29,245	47,923	=	Office Assistant III	11	
MNCPPC	49,307	34,683	59,349	=	Senior Administrative Assistant	43	
AVERAGE	40,924	31,832	52,344				

\* 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 - (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	48,970	32,924	62,565	=	Office Associate V	4	
Anne Arundel	40,991	31,138	57,221	=	Office Support Specialist	58	Max salary includes 15% longevity 16+ yrs
Baltimore City	33,586	29,672	34,218	=	Office Asst/Supt Spec III	307	Maximum salary with longevities is \$40,037
Baltimore County	50,160	37,801	47,939	=	Office Administrator	20	35 hour position, maximum salary with longevities is \$59,712
Calvert	57,647	43,280	69,979	=	Executive Administrative Assistant I & II	9	35/week
Caroline	44,890	35,571	56,925		Administrative Coordinator, Office Manager	3	
Carroll	40,862	33,426	53,436	=	Administrative Office Associate I	4	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	53,875	41,230	66,399	+	Administrative Associate	13	
Dorchester	35,555	32,211	50,239	=	Admin. Associate, Adv	3	
Frederick	53,545	40,787	65,259	=	Admin Asst	11	
Garrett							
Harford	50,087	37,300	71,198	=	Administrative Assistant II	43	
Howard	43,885	34,653	59,342	=	Administrative Support Technician III	60	
Kent	50,552	41,201	65,510	=	Office Manager	7	
Montgomery	62,029	40,935	67,206	-	Office Services Coordinator	208	Include the average of FTE salaries. Base salary only: 61,325.
Prince George's	62,638	41,935	81,588	=	Administrative Aide IV	43	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	45,905	33,777	54,205	=	Adm. Asst. III	9	
St. Mary's							
Somerset	42,450	32,052	52,520	=	Office Assistant III / Executive Secretary	5	
Talbot	47,504	29,913	57,691		Office Manager	4	
Washington	40,280	32,435	50,727	=	Admin. Assistant	13	
Wicomico	39,629	27,875	51,558		Executive Office Associate	2	
Worcester	45,514	30,722	52,874	=	Office Assistant IV+	3	
MNCPPC	57,954	37,135	63,544	=	Principal Administrative Assistant	55	
AVERAGE	47,286	35,296	58,471				

\* 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.*

## 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	64,483	63,573	63,573	=	Clerk to Commissioners	1	Contract/35/week
Caroline							
Carroll	68,349	47,695	76,336	=	Administrative Coordinator III	1	
Cecil	69,146	69,146	69,146	=	Council Manager	1	
Charles	66,790	60,718	97,579	=		1	Contractual appointed position
Dorchester	41,100	34,630	54,011	=	Administrative Specialist	1	
Frederick							
Garrett							
Harford	83,430	81,000	129,862	=	Council Administrator	Appoi	
Howard							
Kent	44,087	34,052	65,510	=	Clerk, Deputy Clerk	2	
Montgomery	90,050	56,669	93,863		Deputy Clerk of the County Council	2	
Prince George's		75,309	146,520	=	Clerk to the County Council		Encumbered by Administrative Specialist III. Actual \$119,125.
Queen Anne's	88,426			=	Exec. Asst. to Co. Com.	1	Contract
St. Mary's	27,456	27,456	40,914	+	Office Specialist (Gr 2)	1	
Somerset	46,063	46,063	72,986	=	Executive Aide-County Commissioners	1	
Talbot	46,759	41,837	57,691		Secretary/Clerk to County Council	1	
Washington	46,887	40,859	63,902	=		1	
Wicomico	76,632	56,657	113,314		County Council Administrator	1	
Worcester							
MNCPPC							
AVERAGE	61,404	52,547	81,801				

\* 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.*

## 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	39,221	31,803	54,829	=	Storekeeper II	9	
Baltimore City	32,511	29,019	33,262	=	Storekeeper I	19	Maximum salary with longevities is \$38,917
Baltimore County	36,642	28,810	36,095	=	Storekeeper I	7	40 hour position, maximum salary with longevities is \$45,850
Calvert							
Caroline	33,880	32,500	42,769		Purchasing Agent I	1	
Carroll	25,813	25,813	41,268	=	Parts Clerk	2	
Cecil				=			
Charles	58,477	32,747	52,823	=	Inventory Control Associate & Specialist	2	
Dorchester							
Frederick							
Garrett	41,495	31,509	48,506	=	Accounting Associate	2	
Harford		30,200	67,608	=	Storekeeper		Vacant
Howard	38,168	30,285	44,034	=	Stores Clerk	4	
Kent							
Montgomery	43,606	34,749	55,802	=	Supply Technician II	39	Base salary only: 43,435.
Prince George's	38,642	26,351	51,989	=	Supply/Property Clerk II	3	Covered by several different unions. Represents the largest group of this class of employees (Q).
Queen Anne's							
St. Mary's	31,242	29,723	47,528	=	Senior Office Specialist	2	
Somerset	33,674	32,052	52,520	=	Clerial/Inventory Operations Associate	1	
Talbot							
Washington							
Wicomico	27,316	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	38,025	29,795	48,173				

\* 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.*

# 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	46,167	32,677	60,008	=	Financial Clerk I	15	Max salary includes 15% longevity 16+ yrs
Baltimore City	32,987	29,672	34,218	=	Accounting Assistant II	14	Maximum salary with longevities is \$40,037
Baltimore County		28,810	36,095	=	Account Clerk I		35 hour position, maximum salary with longevities is \$45,850
Calvert	49,258	35,708	52,907	=	Account Technician I	2	35/week
Caroline	38,031	32,500	42,769		Account Clerk II	1	
Carroll		30,639	49,047	=	Accounts Technician I		
Cecil	35,350	33,842	52,686	=	Accounts Payable Specialist	2	
Charles	45,432	38,175	61,510	=	Accounting Technician	3	
Dorchester	31,242	26,040	40,613	=	Fiscal Clerk	3	
Frederick	36,264	33,246	53,194	=	Account Tech I	2	
Garrett							
Harford	32,000	30,200	67,608	=	Accounting Clerk I	2	*same as cashier
Howard	41,062	31,283	53,498	=	Administrative Support Technician II	9	
Kent							
Montgomery	59,564	40,935	67,206	=	Fiscal Assistant	33	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries. Base salary only: 59,258.
Prince George's	29,652	27,595	54,497	=	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	37,710	35,900	57,387	=	Senior Administrative Coordinator	10	
Somerset	40,028	32,052	52,520	=	Account Clerk I	1	
Talbot	40,024	27,826	51,329		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	32,754	23,456	43,399		Disbursement Coordinator	1	
Worcester							
MNCPPC	49,394	34,683	59,349	=	Accounting Technician I	1	
AVERAGE	39,819	31,855	52,097				

\* 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.*

## 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	54,172	32,924	62,565	=	Senior Accounting Technician	3	
Anne Arundel	50,031	39,023	62,582	=	Financial Clerk II	10	
Baltimore City	40,593	35,564	42,446	=	Accounting Assistant III	30	Maximum salary with longevities is \$49,660
Baltimore County	47,121	34,472	43,754	=	Account Clerk III	48	35 hour position, maximum salary with longevities is \$54,753
Calvert	46,810	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	2	
Carroll	48,090	33,426	53,436	=	Accounting Technician II	3	converted to 40 hours
Cecil	78,104	59,904	93,246	=	Accounting Manager	1	
Charles	75,979	60,718	97,579	=	Senior Accountant	1	
Dorchester	31,482	29,965	46,735	=	Fiscal Clerk Advanced	2	
Frederick	40,935	33,336	53,338	=	Account Tech II	3	
Garrett							
Harford	58,319	39,900	81,190	=	Accounting Technician II	4	
Howard	44,540	34,653	59,342	=	Administrative Support Technician III	3	
Kent							
Montgomery	59,564	40,935	67,206	=	Fiscal Assistant	37	Also reconcile accounts and maintain general ledgers in some departments. Includes the average of FTE salaries. Base salary only: 59,258.
Prince George's	54,067	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	50,253	50,253	80,351	=	Administrative Assistant to the BOCC	1	
Somerset							
Talbot							
Washington	34,121	30,033	46,971	=	Accounts Receivable Spec	2	
Wicomico	48,165	31,728	63,456	=	Accounting Specialist	1	
Worcester							
MNCPPC	61,748	38,919	66,598	=	Accounting Technician II	5	
<b>AVERAGE</b>	<b>50,853</b>	<b>38,724</b>	<b>63,176</b>				

\* 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.*

## 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	43,058	36,095	68,592	+	Payroll Supervisor		
Anne Arundel	52,239	37,139	65,749	+	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	39,338	31,376	39,657	=	Account Clerk II	24	35 hour position, maximum salary with longevities is \$50,028
Calvert	49,995	40,095	59,423	=	Payroll Specialist	1	35/week
Caroline	36,857	34,874	46,125		Account Clerk III/Payroll	1	
Carroll	37,731	33,426	53,436	=	Payroll Technician	1	Converted to 40 hours
Cecil	43,389	40,914	63,690	=	Payroll Coordinator	1	
Charles	49,980	48,116	77,415	=	Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett		55,158					
Harford	54,396	39,900	81,190	=	Accounting Technician II	3	
Howard	44,692	38,397	65,749	=	Administrative Aide	6	
Kent	55,860	37,128	58,662	=	Payroll Administrator	1	
Montgomery							NCC
Prince George's	51,669	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							
Somerset	32,853	32,052	52,520	-	Personnel Assistant	1	
Talbot	40,070	38,207	55,239		Payroll/Accounty Payable Manager	1	
Washington	36,257	35,031	54,787	=	Payroll Manager	1	
Wicomico	36,050	27,875	51,558		Human Resources Specialist II	1	
Worcester	43,368	32,261	52,874	=	Payroll Specialist	1	
MNCPPC	74,989	44,054	75,381	=	Payroll Specialist	1	
AVERAGE	45,711	37,608	59,559				

\* 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

*Supervises geographic region or program area.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	62,582	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	78,557	57,340	89,332	=	Utilities Superintendent/Solid Waste Superintendent	4	1M salary range is from 1-15 years
Calvert	62,153	56,020	83,119	=	Water & Sewer Infra Superintendent	1	35/week
Caroline	65,363	51,252	75,769		Roads Superintendent & Facilities Superintendent	2	
Carroll	84,324	58,559	105,398	=	Bureau Chief Roads	1	
Cecil	84,843	54,434	84,843	=	Chief, Roads	1	
Charles	80,070	51,989	83,611	+	Operations Mgr.; Project Mgr.	4	
Dorchester							
Frederick							
Garrett	47,245	34,248	52,725	=	Foreman	10	
Harford	67,630	64,300	119,629	=		5	
Howard	99,954	64,106	109,699	=	Operations Superintendent	9	
Kent	75,109	56,160	89,856		Superintendent-Water & WW	1	
Montgomery	68,373	43,006	70,774	=	Urban District Public Service and Maintenance Team Supervisor	4	Base salary only: 67,293
Prince George's	138,631	83,029	161,537	=	Associate Director	4	DPWT Only
Queen Anne's	78,836	53,183	85,348		Roads Superintendent	1	
St. Mary's	70,013	44,886	71,760	=	Fiscal Technician	1	
Somerset	64,441	49,517	78,460	-	Assist. Superintendent, Co. Rds. Dept.	1	
Talbot	70,273	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	77,793	56,450	90,826				

\* 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 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	43,376	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	32,042	30,411	32,584	=	Laborer Crew Leader I	34	Maximum salary with longevities is \$37,474
Baltimore County	57,321	41,674	52,349	=	Utilities Crew Chief/Landfill Crew Chief/Solid Waste Crew Chief/Highways Crew Chief	54	Maximum salary with longevities is \$65,364
Calvert	52,270	38,438	56,992	=	Highway Maintenance Crew Leader I	4	40/week
Caroline	42,058	32,500	51,751	=	Crew leader -Highway Marking Specialist	5	Weed Control
Carroll	46,050	39,666	63,482	=	Foreman	11	
Cecil	38,012	37,170	57,928	=	Crew Leader	4	
Charles	73,876	44,538	71,689	+	Supervisor; Supervisor I & II	25	
Dorchester							
Frederick	54,654	43,668	69,868	=	Foreman	3	
Garrett	56,939	47,147	72,583	=	Assistant Division Chief	5	
Harford	53,023	39,900	81,190	=	Crew Chief (Non CDL)	8	Crew Chief (CDL) = min-\$43,900/max-\$89,032; 6 employees; \$52,037 avg;
Howard	65,432	48,568	80,704	=	Operations Supervisor I	21	
Kent							
Montgomery							NCC
Prince George's		29,646	54,737	=	Crew Supervisor I		Vacant
Queen Anne's	45,346	43,780	70,259	=	Maintenance Supervisor	11	
St. Mary's	40,123	40,123	64,147	=	Fiscal Specialist IV, Payroll	1	
Somerset	41,493	34,055	55,803	=	Crew Leader, Rds. Dept.	1	
Talbot	46,632	35,052	53,128		Road Foreman	3	County Roads Department only
Washington	41,266	32,435	50,727	=	Lead Construction Spec.	1	
Wicomico	38,632	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	49,506	38,150	61,069				

\* 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	43,178	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	35,294	32,114	35,378	=	Laborer Crew Leader II	39	Maximum salary with longevities is \$40,683
Baltimore County	70,906	47,939	59,712	=	Utilities Supervisor I/Landfill Supervisor/Highways Superintendent	8	Maximum salary with longevities is \$75,578
Calvert	60,341	46,696	69,306	=	Highway Maint. Supervisor	2	40/week
Caroline							
Carroll	59,667	47,695	76,336	=	Area Roads Chief	5	
Cecil	44,678	37,170	57,928	=	Supervisor II	1	
Charles	75,934	60,718	97,579	+	Superintendent	12	
Dorchester							
Frederick	77,001	53,604	85,766		Main Sect Spvr	2	
Garrett	52,724	34,248	52,725			1	
Harford	58,222	52,800	102,261	=	Maintenance Supervisor	7	
Howard	76,301	53,810	89,336	=	Operations Supervisor II	18	
Kent							
Montgomery		59,367	98,402	=	Maintenance Renovation & Inspections Supervisor		Vacant
Prince George's	58,633	34,219	63,109	=	Crew Supervisor II	7	
Queen Anne's							
St. Mary's							
Somerset	57,844	36,183	59,290	=	Supervisor, Road Maint.	1	
Talbot	52,991	41,837	57,691		Roads Supervisor	1	County Roads Department only
Washington	60,664	44,128	69,015	=	Section Supervisor	5	
Wicomico	45,290	31,728	63,456		Crew Leader II	5	
Worcester							
MNCPPC	90,681	56,559	96,970	=	Trade Shop Supervisor II	9	
AVERAGE	60,021	44,652	72,381				

\* 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	47,718	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	50,817	43,026	52,239	=	Engineering Associate II	18	Maximum salary with longevities is \$61,119
Baltimore County	54,961	41,674	52,349	=	Engineering Associate II	13	35 hour position, maximum salary with longevities \$65,364
Calvert	58,022	56,020	83,119	=	Project Engineer I	1	35/wk
Caroline							
Carroll	48,745	36,400	58,261	=	Engineering Technician II	2	Converted to 40 hours
Cecil							NCC
Charles	70,947	60,718	97,579	+	Engineer II	3	
Dorchester							
Frederick	49,656	46,752	74,804	=	Engineering Tech II	2	
Garrett	57,362	43,591	67,107	=	GIS Specialist	1	
Harford	54,835	37,300	76,198	=	Engineering Associate II	4	
Howard	53,389	38,397	65,749	=	Engineering Support Technician I	6	
Kent							
Montgomery	72,143	44,753	73,401	=	Engineer Technician II	5	Base salary only: 71,700.
Prince George's	50,687	39,614	72,759	=	Engineering Technician II	6	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	47,086	37,833	59,169	=		3	
Wicomico							
Worcester							
MNCPPC		44,054	75,381	-	Senior Engineering Technician		Vacant
AVERAGE	55,105	42,869	69,765				

\* 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	44,941	36,095	75,198	=	Drafter/CADD Operator & Planner I	2	Covers two grades
Anne Arundel	61,434	47,543	76,248	=	GIS Specialist	16	
Baltimore City	47,990	39,701	47,990		GIS Technician	3	Maximum salary with longevities is \$56,150
Baltimore County	61,721	52,349	65,364	=	Geographic Information Systems Analyst	2	35 hour position. maximum salary with longevities is \$83,324
Calvert	58,204	47,193	76,258	=	GIS Analyst and GIS Mapping Technician	2	35/week
Caroline							
Carroll	55,016	43,264	69,202		GIS Analyst-Engineering	1	Converted to 40 hours
Cecil	74,131	65,853	102,627	=	GIS Coordinator	1	
Charles	61,382	41,230	66,399	=	Database Specialist (CAD or GIS)	2	
Dorchester	38,166	37,235	58,074	=	GIS Technician	1	
Frederick	40,500	38,098	60,957	+	GIS Specialist I	2	
Garrett	46,639	31,509	48,506	=		1	
Harford	66,708	52,800	102,261	=	GIS Analyst II	2	
Howard	48,686	38,397	65,749	=	Engineering Support Technician I	3	
Kent							
Montgomery	102,814	65,177	108,195		IT Specialist III	45	All CAD/GIS Analysts are classified as IT Specialist III, no role differentiation. Base salary only: 102,313.
Prince George's	63,867	48,151	88,037	=	Engineering Technician IV	2	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's	66,521	56,746	91,066	=	GIS Coordinator	1	
St. Mary's	70,013	44,886	71,760	=	Supervisor	1	1
Somerset	55,803	34,055	55,803	=	GIS Technician/Zoning Specialist	1	
Talbot	69,522	62,938	78,930		GIS Manager	1	
Washington	39,157	37,833	59,169	=	GIS Analyst	2	
Wicomico	82,387	43,059	86,119		Chief Technincal Services & Environmental Planning	1	
Worcester				=			
MNCPPC		34,666	59,319	=	CAD/GIS Technician II		Vacant
AVERAGE	59,791	45,399	73,329				

\* 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	56,151	42,786	73,715	=	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	50,887	44,858	54,520	=	Construction Building Inspector II	13	Maximum salary with longevities is \$63,790
Baltimore County	58,422	43,754	54,753	+	Code Inspection and Enforcement Officer II	34	35 hour position, maximum salary with longevities is \$68,689
Calvert	58,131	47,193	69,979	=	Building Inspector	2	35/week
Caroline							
Carroll	45,812	43,264	69,202	=	Building Inspector II	2	Converted to 40 hours
Cecil	40,373	33,842	52,686		Building Inspector I	1	
Charles	59,587	48,116	77,415	+	Code Inspection & Enforcement Officer	1	Also performs plumbing & electrical inspections.
Dorchester							
Frederick	59,677	40,908	65,453	+	Building Inspector 2	2	
Garrett							
Harford	44,696	43,900	89,032	=	Inspector II	2	Inspector I = min-\$37,300/max-\$76,198; 1 employee; \$39,450; Inspector III = min-\$52,800/max-\$102,261; 1 employee; \$61,598
Howard	61,214	42,536	72,883	=	Regulation Inspector I	3	
Kent							
Montgomery	69,145	49,068	81,066	=	Code Enforcement Inspector III	24	Full Performance Level. Base salary only: 68,436.
Prince George's	52,550	39,614	72,759	=	Construction Standards Inspector II	38	
Queen Anne's							
St. Mary's	93,413	64,501	103,106	=	Manager, Grade 10	1	
Somerset	32,052	32,052	52,520	=	Building Code Assist./ Field Inspector	1	
Talbot	48,004	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	40,943	27,875	63,456			2	
Worcester	54,226	37,336	61,194	=		4	Same as Plans Examiner/Reviewer
MNCPPC	57,743	44,054	75,381	=	Construction Inspector	1	
AVERAGE	53,931	41,977	68,294				

\* 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.*

# 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	54,291	44,858	54,520	=	Housing Inspector II	27	Maximum salary with longevities is \$63,790
Baltimore County	58,422	43,754	54,753	+	Code Inspection and Enforcement Officer II	34	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert							
Caroline							
Carroll							
Cecil	40,622	37,170	57,928	=	Code Compliance Inspector	1	
Charles	71,146	48,116	77,415	=		1	
Dorchester							
Frederick	60,890	38,209	61,134	=	Inspector 2, Housing	1	
Garrett							
Harford	47,124	39,900	81,190	=	Housing Inspector	1	
Howard	45,136	42,536	72,883	=	Regulation Inspector I	1	
Kent							
Montgomery	89,333	56,387	93,396	=	Housing Code Inspector III	9	Full Performance Level. Base salary only: 88,399.
Prince George's	40,123	32,590	60,176	=	Property Standards Inspector II	35	
Queen Anne's							
St. Mary's	49,546	44,886	71,760	+		1	
Somerset	32,052	32,052	52,520	=	Housing Rehab. Specialist/ Inspector	1	
Talbot							
Washington							
Wicomico							
Worcester				=			
MNCPPC							
AVERAGE	53,517	40,874	66,228				

\* 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.*

# 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	56,151	42,786	73,715	=	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	35,378	32,114	35,378	=	Pipefitter II	2	Maximum salary with longevities is \$40,683
Baltimore County	58,422	43,754	54,753	+	Code Inspection and Enforcement Officer II	34	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	69,014	47,193	69,979	=	Plumbing Inspector	2	35/week
Caroline							
Carroll	50,454	43,264	69,202	=	Plumbing Inspector II	3	Converted to 40 hours
Cecil	58,282	40,914	63,690		HVAC Inspector	1	
Charles	59,587	48,116	77,415	+	Code Inspection & Enforcement Officer	1	Also performs building & electrical inspections.
Dorchester							
Frederick	64,805	43,803	70,085	+	Plumbing Inspector 2	2	
Garrett							
Harford	46,247	43,900	89,032	=	Inspector II	1	Inspector I - min-\$37,300/max-\$76,198; 1 employee; \$41,200; Inspector III - min-\$52,800/max-\$102,261; 1; \$57,670;
Howard	63,141	42,536	72,883	=	Regulation Inspector I	3	
Kent							
Montgomery	69,145	48,824	80,663	=	Code Enforcement Inspector III	24	Full Performance Level. Base salary only: 68,436.
Prince George's	52,550	39,614	72,759	=	Construction Standards Inspector II	38	
Queen Anne's							
St. Mary's	59,571	40,123	64,147	=		1	
Somerset							
Talbot	53,103	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	62,785	36,261	72,521			1	
Worcester	46,935	41,184	67,654	=		2	35,589
MNCPPC							
AVERAGE	56,782	42,427	68,135				

\* 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 2016  
Salary Survey of MD County Government FY 2017

# 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	56,151	42,786	73,715	=	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	52,642	44,858	54,520	=	Construction Electrical Inspector II	4	Maximum salary with longevities is \$63,790
Baltimore County	58,422	43,754	54,753	+	Code Inspection and Enforcement Officer II	34	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	63,573	47,193	69,979	=	Electrical Inspector	2	35/week/1 vacancy
Caroline							
Carroll	49,504	43,264	69,202	=	Electrical Inspector II	1	Converted to 40 hours
Cecil							NCC
Charles	59,587	48,116	77,415	+	Code Inspection & Enforcement Officer	1	Also performs building & plumbing inspections.
Dorchester							
Frederick	63,968	43,803	70,085	+	Electrical Inspector 2	1	
Garrett							
Harford	48,074	43,900	84,032	=	Inspector II	1	Inspector I - min-\$37,300/max-\$76,198; 0 employees; Inspector III = min-\$52,800/max-\$102,261; 1 employee; (\$64,103)
Howard	66,101	42,536	72,883	=	Regulation Inspector I	3	
Kent							
Montgomery	69,145	49,068	81,066	=	Code Enforcement Inspector III	24	Full Performance Level. Electrical Inspector 68,436.
Prince George's	52,550	39,614	72,759	=	Construction Standards Inspector II	38	
Queen Anne's							
St. Mary's	47,694	40,123	64,147	=	Inspector II	3	
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							
MNCPPC							
AVERAGE	56,936	43,836	69,881				

\* 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.*

## 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	49,456	30,030	68,592			4	Covers two grades
Anne Arundel	56,151	42,786	73,715	=		21	Max salary includes 15% longevity 16+ yrs
Baltimore City	47,345	39,701	47,990	=	Public Works Inspector II	49	Maximum salary with longevities is \$56,150
Baltimore County							NCC
Calvert	69,306	46,696	69,306	-	Project Inspector I	1	40/week
Caroline							
Carroll	37,981	36,400	58,261	=	Construction Inspector I	1	
Cecil	47,486	40,914	63,690	=	Construction Inspection Representative	2	
Charles	49,231	48,116	77,415	+		3	
Dorchester							
Frederick	52,570	43,668	69,868	=	Inspector 2	3	
Garrett							
Harford	49,809	43,900	89,032	=	Inspector II	6	Inspector I - min \$37,300/max \$76,198; 2 employees; \$45,680 avg.
Howard	71,198	47,112	80,683	=	Regulation Inspector II	10	
Kent							
Montgomery	85,737	56,387	93,396	=	Permitting and Code Enforcement Inspector III	48	Advanced Level. Base salary only: 85,328.
Prince George's	52,550	39,614	72,759	=	Construction Standards Inspector II	38	
Queen Anne's	48,713	38,455	61,712	=		3	
St. Mary's							
Somerset	41,401	38,445	62,996	-	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	55,046	42,500	70,878				

\* 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	56,151	42,786	73,715	=	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	58,422	43,754	54,753	+	Code Inspection and Enforcement Officer II	34	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	67,740	61,116	90,600	+	Zoning Enforcement Chief	1	35/week
Caroline	48,443	35,571	47,046		Codes Enforcement Officer II	1	
Carroll	60,383	56,660	90,688	=	Deputy Code Official	1	
Cecil							NCC
Charles	59,587	48,116	77,415	=	Code Inspection & Enforcement Officer	1	Code Inspection & Enforcement Officer
Dorchester							
Frederick							
Garrett							
Harford							
Howard	66,595	47,112	80,683	=	Regulation Inspector II	22	
Kent	48,335	37,128	75,900	=		2	1-Chief Inspector & Enforcement Officer, 1- Enforcement Officer
Montgomery	69,145	49,068	81,066	=	Code Enforcement Inspector III	24	Full Performance Level. Base salary only: 68,436.
Prince George's	82,797	61,958	120,542	=	Property Standards Code Enforcement Officer	3	
Queen Anne's							
St. Mary's							
Somerset	45,699	36,183	59,290	=	Code Enforcement Officer/Housing Rehab Spvr.	1	
Talbot	54,521	50,853	63,774		Chief Code Compliance Officer	1	
Washington							
Wicomico	53,938	36,261	72,521			1	
Worcester				=			
MNCPPC							
AVERAGE	59,366	46,659	75,999				

\* 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	41,605	40,789	40,789	=	Code Enforcement Officer	1	Contractual
Anne Arundel	56,146	41,454	76,232	=		7	Max salary includes 15% longevity 16+ yrs
Baltimore City	47,990	39,701	47,990	=	Zoning Examiner II	1	Maximum salary with longevities is \$56,150
Baltimore County	58,422	43,754	54,753	+	Code Inspection and Enforcement Officer II	34	This classification performs inspections in all areas including Building, Plumbing, Electrical, Housing and Zoning.
Calvert	64,155	51,415	76,258	=	Zoning Code Enforcer	1	35/week
Caroline							
Carroll	39,770	36,400	58,261	=	Zoning Inspector	1	Converted to 40 hours
Cecil	59,030	49,483	77,043		Zoning Administrator	1	
Charles	66,652	48,116	77,415	=	Zoning Technician	3	One position is currently vacant.
Dorchester	33,842	32,211	50,239	=		1	
Frederick	93,362	65,826	105,322	+	Zoning Administrator	1	
Garrett							
Harford	56,852	39,900	81,190	=	Zoning Inspector II	3	Zoning Inspector I (\$37,300-\$76,198) -0- employees
Howard	62,920	42,536	72,883	=	Regulation Inspector I	2	
Kent							
Montgomery	75,409	53,825	89,079	=	Highway Inspector II	10	Lead Level. Base salary only: 74,875.
Prince George's	82,797	61,958	120,542	=	Property Standards Code Enforcement Officer	3	
Queen Anne's	38,318	36,040	57,837	+	Nuisance/Zoning Inspector	2	
St. Mary's							
Somerset	36,263	32,052	52,520	=	Zoning Specialist	1	
Talbot							
Washington	41,946	37,833	59,169	=		1	
Wicomico	62,271	36,261	72,521		Zoning Administrator	1	
Worcester	37,378	33,862	55,494			1	
MNCPPC							
AVERAGE	55,533	43,338	69,765				

\* 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.

## 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	66,108	47,561	90,380	=	Land Use and Planning Engineer	1	Contractual. 80% appointment.
Anne Arundel	72,070	55,130	92,901	=	Engineer II	9	Planning & Zoning
Baltimore City	76,648	64,600	103,200	=	Engineer II	34	
Baltimore County	63,799	50,028	62,188	=	Engineer II	6	35 hour position, maximum salary with longevities is \$79,452
Calvert							
Caroline	52,591	51,252	68,880		Project Manager	1	
Carroll		51,980	83,221	=	Plans Reviewer-Engineering	1	Vacant
Cecil	46,030	40,914	63,690		Plans Reviewer I	1	
Charles	78,769	60,718	105,435	+	Engineer II & III; Planning Technician	9	
Dorchester							
Frederick	65,940	50,060	80,096		Building Plans Reviewer I	1	
Garrett							
Harford	55,414	52,800	102,261	=	Plans Reviewer II	1	Plans Reviewer I (\$43,900 - \$89,032) -0 employees; Sr Plans Reviewer min \$57,700/max \$115,115; 1 employee \$73,962
Howard	92,896	57,845	98,987	=	Engineering Specialist I	6	
Kent							
Montgomery	83,770	56,387	93,396	=	Planning Specialist III	22	Base salary only: 83,643.
Prince George's		41,595	76,307	=	Plans Examiner II		Vacant
Queen Anne's							
St. Mary's	65,021	44,886	71,760	+	Inspector III	4	
Somerset	34,055	34,055	55,803	-	Planner I	1	
Talbot							
Washington	52,752	47,658	74,536	=		4	
Wicomico	67,061	43,059	86,119		Planner III - Long Range	2	
Worcester	54,226	37,336	61,194	=		4	Same as Building Inspector
MNCPPC							
AVERAGE	64,197	49,326	81,686				

\* 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	35,662	30,030	57,065	+	Building Maintenance Worker III	2	Covers two grades
Anne Arundel	46,610	36,941	63,565	=	Facilities Maintenance Mechanic II	21	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	39,106	34,284	38,339	=	Electrical Mechanic II	6	Maximum salary with longevities is \$44,089
Baltimore County	47,445	36,296	45,508	-	Electrician I	12	Works under the guidance of an Electrician II. Maximum salary with longevities is \$60,881
Calvert							
Caroline							
Carroll	34,404	33,426	53,436	=		1	
Cecil							NCC
Charles	52,013	38,175	61,510	=		3	
Dorchester							
Frederick	41,024	38,098	60,957	+	Maintenance Tech 2	6	
Garrett							
Harford	52,000	43,900	89,032			1	Water & Sewer Plant Operations
Howard							
Kent	52,015	37,128	58,662	=	Assistant Electrician	1	
Montgomery	63,493	44,753	73,901	=	Electrician I	4	
Prince George's	53,068	31,038	57,385	-	Electrician II	1	
Queen Anne's							
St. Mary's	52,000	50,253	80,351	=	Zoning Compliance Supervisor		Vacant
Somerset							
Talbot							
Washington	41,970	37,833	59,169	=		2	
Wicomico							
Worcester							We have Building Maintenance Mechanics I-IV and pay id determined by skill, license, certification, and experience
MNCPPC	50,178	34,683	59,348	=	Electrician	4	
AVERAGE	47,213	37,631	61,302				

\* 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		39,701	47,990	=	Electrical Supervisor Licensed	Vacant	Maximum salary with longevities is \$56,150
Baltimore County	60,611	43,472	55,266	=	Electrician II	12	Maximum salary with longevities is 73,986
Calvert	52,516	43,280	64,191	+	Master Electrician	2	35/week
Caroline							
Carroll	39,614	36,400	58,261	=		2	
Cecil							NCC
Charles	57,192	41,230	66,399	=		4	
Dorchester							
Frederick	48,304	40,787	65,259	+	Maintenance Tech 3	7	
Garrett							
Harford	63,518	47,400	95,230	=	Sr Electrician W&S Operations	1	Water & Sewer Plant Operations
Howard	63,970	43,826	67,101	=	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	76,513	46,863	77,343	=	Electrician II	5	Base salary only: 75,645.
Prince George's	59,719	32,590	60,176	-	Electrician III	1	
Queen Anne's							
St. Mary's	47,694	40,123	64,147	=	Inspector II	3	
Somerset							
Talbot							
Washington							
Wicomico		31,728	63,456		Building Maintenance Technician III	Vacant	
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	70,191	44,054	75,381	=	Lead Electrician	2	
AVERAGE	58,320	40,808	66,578				

\* 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.*

# 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	56,929	38,771	66,789	=		2	Max salary includes 15% longevity 16+ yrs
Baltimore City	42,182	37,348	42,182	=		8	Macimum salary with longevities is \$48,507
Baltimore County	51,002	41,559	52,707		Welder Mechanic	4	Maximum salary with longevities is \$70,450
Calvert							
Caroline							
Carroll							NCC
Cecil	38,293	37,170	57,928	=	Welder Fabricator	1	
Charles	n/a						
Dorchester							
Frederick							
Garrett							
Harford	51,160	37,300	76,198	+	Equipment Repair Specialist	9	
Howard	40,068	38,688	59,280	=	Motor Equipment Mechanic/Welder	3	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	74,074	44,753	73,801	=	Welder	4	Base salary only: 72,967.
Prince George's		31,038	57,385	=	Welder II		Vacant
Queen Anne's							
St. Mary's	99,632	64,501	103,106	=	Senior Planner		Vacant
Somerset							
Talbot							
Washington	43,062	35,031	54,787	=		1	
Wicomico	42,688	23,456	43,399		Mechanic	3	
Worcester							
MNCPPC	61,221	38,919	66,598	=	Senior Welder	4	
AVERAGE	54,574	39,044	62,847				

\* 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	33,814	30,030	57,065	=	Building Maintenance Worker III	1	
Anne Arundel	46,610	36,941	63,565	=	Facilities Maintenance Mechanic II	21	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	35,378	32,114	35,378	=	Carpenter II	5	Maximum salary with longevities is \$40,683
Baltimore County	52,408	37,898	47,902	=	Carpenter II	8	Maximum salary with longevities is \$63,918
Calvert							
Caroline							
Carroll	36,459	33,426	53,436	=	Maintenance Technician II	5	
Cecil							NCC
Charles	60,943	41,230	66,399	+	Facilities Maintenance Technician II	9	Also performs other trades duties.
Dorchester							
Frederick		25,391	40,626	=	Maintenance Tech 1		
Garrett							
Harford							
Howard	50,814	38,688	59,280	=	Maintenance Mech II/Carpentry Option	1	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		42,792	70,422	=	Carpenter I		Vacant
Prince George's	44,641	31,038	57,385	=	Carpenter II	1	
Queen Anne's							
St. Mary's	32,822	29,723	47,528	=	Maintenance Mechanic	7	General class title which performs carpentry, painting, electrical work, plumbing, HVAC, and masonry.
Somerset							
Talbot							
Washington	44,667	30,033	46,971	=	Maintenance Tradeswkr	2	
Wicomico	60,000	31,728	63,456		Operations Maintenance Supervisor	1	
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	54,540	38,919	66,598	=	Senior Carpenter	17	
AVERAGE	46,091	34,282	55,429				

\* 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	46,610	36,941	63,565	=	Facilities Maintenance Mechanic II	21	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	35,378	32,114	35,378	=	Pipefitter II	2	Maximum salary with longevities is \$40,683
Baltimore County		36,296	45,508	=	Plumber I		Maximum salary with longevities is \$60,881
Calvert							
Caroline							
Carroll							NCC
Cecil							NCC
Charles	56,364	38,175	66,399	+	Facilities Maintenance Technician I & II	12	Also performs other trades duties.
Dorchester							
Frederick	41,024	38,098	60,957	+	Maintenance Tech 2	6	
Garrett							
Harford							
Howard	41,024	38,098	60,957	+	Maintenance Tech 2	6	
Kent							
Montgomery	56,607	42,792	70,422	=	Plumber I	1	
Prince George's	53,974	31,038	57,385	-	Plumber II	3	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	54,049	34,683	59,348	=	Plumber	2	
AVERAGE	48,129	35,827	57,698				

\* 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 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	56,761	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	63,960	43,472	55,266	=	Plumber II	3	Maximum salary with longevities is \$73,986
Calvert							
Caroline							
Carroll	45,532	39,666	63,482		Trades Specialist III	5	2 are vacant positions
Cecil							NCC
Charles	60,943	41,230	66,399	+	Facilities Maintenance Technician II	9	Also performs other trades duties.
Dorchester							
Frederick	48,304	40,787	65,259	=	Maintenance Tech 3	7	
Garrett							
Harford							
Howard	57,793	43,826	67,101	=	Plumber	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	74,801	46,863	77,343	=	Plumber II	4	Base salary only: 74,221.
Prince George's		32,590	60,176	-	Plumber III		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							Part of Building Maintenance Mechanic Role
MNCPPC	75,381	44,054	75,381	=	Lead Plumber	1	
AVERAGE	60,434	40,601	65,886				

\* 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 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	38,265	24,989	57,065	=	Utilities Worker I & II	17	Covers two pay grades.
Anne Arundel	36,816	31,803	54,829	=	Utilities Support Worker I	5	Max salary includes 15% longevity 16+ yrs. Max salary increase by 1.5%
Baltimore City	31,512	28,120	28,876	=	Utilities Installer and Repairer II	27	Maximum salary with longevities is \$29,734
Baltimore County	45,011	34,757	43,472	=	Masonry Mechanic	4	Maximum salary with longevities is \$57,990
Calvert	40,732	35,708	52,907	=	Water & Sewer Mechanical Maintenance Technician	2	35/week
Caroline	32,503	32,500	42,769		Utilities & Spraying Program Operator	1	
Carroll	31,610	30,639	49,047	=	Apprentice Operator I	6	Water/Wastewater are same grade both classes reported here; 2 are vacant positions
Cecil							NCC
Charles	48,528	32,747	52,823	=	Line Maintenance Worker	8	
Dorchester							
Frederick	36,601	31,060	49,695		Utility Systems Maint Tech I	4	
Garrett							
Harford	35,578	33,100	71,290	=	Utility Worker I (Hwys)	3	W/S Utility Worker I (min-\$26,200/max-\$59,142): 0 employees
Howard	30,181	29,994	40,914	=	Utility Worker I	8	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	38,301	30,860	48,596	=	Public Service Worker II	27	Base salary only: 38,139.
Prince George's	34,739	26,833	45,329	=	Laborer II	94	
Queen Anne's	30,901	31,656	50,802	=		10	
St. Mary's							
Somerset							
Talbot							
Washington	29,106	25,748	40,269	=		3	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	36,026	30,701	48,579				

\* 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 (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	38,187	35,402	47,674	=	Water/Wastewater Systems Technician I	17	Max salary includes 15% longevity 16+ yrs
Baltimore City	33,453	32,975	36,649	=	Operations Technician Apprentice	67	Maximum salary with longevities is \$42,144
Baltimore County	34,757	31,886	39,728	=	Treatment Plant Operator Trainee	1	certification within 3 years. Maximum salary w/longevities is \$52,707
Calvert	31,135	30,521	45,227	=	Water & Sewer Plant Operator Trainee	7	35/week
Caroline							
Carroll	35,153	33,426	53,436	=	Apprentice Operator II	5	Water/Wastewater are same grade both classes reported here.
Cecil	33,023	30,701	47,902	=	Operator Trainee	3	
Charles	41,596	32,747	52,823	=	Water/Wastewater Operator Trainee	8	
Dorchester							
Frederick	31,755	31,060	49,695	=	Water/Wastewater Trainee	10	
Garrett	37,832	26,027	41,981	=		10	
Harford	27,775	27,500	62,182	=	Plant Operator Trainee I (W or WW)	3	Plant Operator Tr II = min-\$33,100/max-\$71,290; 3 employees; \$34,436 (avg);
Howard	34,213	32,656	47,445	=	Plant Operator I	7	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent	33,509	30,742	47,650	=	Utility Technician	1	
Montgomery							NCC
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's							
Somerset							
Talbot	33,960	32,306	51,329		Environmental System Operator	2	
Washington	33,571	32,435	50,727	=	Plant Operator	1	
Wicomico							
Worcester	31,299	27,872	45,656		Plant Operator Trainee	2	
MNCPPC							
AVERAGE	34,081	31,217	48,007				

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

*Jobs with < 5 responses were omitted.*

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

## 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	42,141	32,924	75,198	=	Plant Operator I & II	4	Covers two pay grades.
Anne Arundel	60,403	47,902	73,611	=	Water/Wastewater Systems Technician II	48	Max salary includes 15% longevity 16+ yrs
Baltimore City	40,603	36,128	40,603	=	Water Treatment Technician II	17	Maximum salary with longevity is \$46,693
Baltimore County	47,902	37,898	47,902	=	Treatment Plant Operator I	1	Maximum salary with longevity is \$63,918
Calvert	44,463	35,708	52,907	+	Water & Sewer Plant Operator	3	35/week
Caroline							
Carroll	39,958	36,400	58,261	=	Water Treatment Plant Operator or Wastewater Treatment Plant Operator	6	Water/Wastewater are same grade both classes reported here
Cecil	47,403	40,914	63,690		Operator II	1	
Charles	50,947	38,175	61,510	=	Water Operator & Wastewater Operator II	24	
Dorchester							
Frederick	45,655	43,668	69,868	+	Water Treatment Plant Op 3	3	
Garrett	38,525	34,428	52,725	=		1	
Harford	45,470	37,300	76,198	=	Plant Operator (W or WW)	17	
Howard	37,773	36,026	54,995	=	Plant Operator II	2	\$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	35,074	38,455	61,712	=	Utility Tech II	6	
St. Mary's							
Somerset							
Talbot	40,690	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	=		16	
MNCPPC							
AVERAGE	45,107	37,380	61,639				

\* 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	31,449	28,829	49,691	=	Meter Technician I	5	Max salary includes 15% longevity 16+ yrs
Baltimore City	38,001	32,076	38,001	=	Utility Meter Reader II	11	Water only, maximum salary with longevities is \$44,461
Baltimore County							NCC
Calvert							Duties performed by Water & Sewer Plant Operator
Caroline							
Carroll				=			
Cecil							NCC
Charles	49,688	35,354	56,996	+	Meter Technician	5	
Dorchester							
Frederick							
Garrett	32,236	28,951	44,570	=		5	
Harford	42,060	27,500	62,182	=	Water Meter Mechanic I	2	Water Meter Mech II (\$33,100-\$71,290): 6 employees [\$43,979 avg].
Howard	38,176	30,285	44,034	=	Utility Worker II	5	\$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	38,602	28,851	47,359				

\* 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	28,684	24,989	47,486	=	Building Maintenance Worker II	4	Two pay grades
Anne Arundel	40,055	33,488	57,595	=	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	34,785	32,114	35,378	=	Building Repairer	22	Maximum salary with longevities is \$40,683
Baltimore County	50,003	37,898	47,902	=	Buildings Maintenance Mechanic II	9	Maximum salary with longevities is \$63,918
Calvert	43,671	31,741	47,047	=	Buildings & Ground Maintenance Worker I	2	35/week
Caroline	35,757	27,169	47,046		Maintenance Repairer & Building Maintenance Worker	2	
Carroll	31,124	30,639	49,047	=	Maintenance Technician I	6	Includes 1 vacancy
Cecil	26,905	26,520	41,267		Maintenance Worker I	2	
Charles	49,871	32,747	52,823	=	Facilities Maintenance Technician I	3	
Dorchester							
Frederick		25,391	40,626	=	Maintenance Tech 1		
Garrett	48,120	34,428	52,725	=		3	
Harford	34,815	26,200	59,142	=	Maintenance Worker I	3	Maintenance Worker II - min\$30,200/max \$67,608; 8 employees \$41,783 avg.
Howard	44,310	34,278	51,043	=	Maintenance Mechanic I	7	\$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	57,786	39,257	64,141	=	Public Service Craftsworker	35	Include the average of FTE salaries. Base salary only: 57,511.
Prince George's	62,997	34,219	63,109	=	Building Engineer II	7	
Queen Anne's	36,956	31,656	50,802	+	Maintenance Worker II	8	
St. Mary's							
Somerset	32,052	32,052	52,520	+	Maintenance Worker II	3	
Talbot	40,633	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	30,333	20,623	38,187		Maintenance Technician	6	
Worcester	43,327	27,872	45,656	=		2	
MNCPPC	39,666	31,256	53,484	=	Park/General Maintenance Worker II	180	
AVERAGE	40,154	30,482	49,921				

\* 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	47,392	43,382	82,438	=	Equipment & Maintenance Foreman	1	
Anne Arundel	67,524	47,543	76,248	=	Automotive Maintenance Supervisor	6	
Baltimore City	53,900	44,858	54,520	=	Automotive Maintenance Supervisor I	17	Maximum salary with longevities is \$63,790
Baltimore County	70,733	47,939	59,712	=	Heavy Equipment Supervisor	5	Maximum salary with longevities is \$75,578
Calvert	61,870	45,822	69,306	=	Fleet Maintenance Service Specialist and Equipment Repair Supervisor	2	40/week
Caroline	58,120	42,667	62,618		Chief Automotive Mechanic	1	
Carroll	62,328	43,264	69,202	=	Foreman, Fleet Management	2	
Cecil							NCC
Charles	69,864	51,989	83,611	=	Lead Mechanic & Fleet Maintenance Superintendent	2	
Dorchester	47,664	37,236	58,074		Mechanic Supervisor	1	
Frederick	74,356	53,604	85,766	=	Service Manager	3	
Garrett							
Harford							
Howard	69,122	53,810	89,336	=	Operations Supervisor II	6	
Kent	53,550	47,736	75,900	=	Automotive Services Supervisor	1	
Montgomery	76,517	53,825	89,079	=	Equipment Maintenance Crew Chief	21	Base salary only: 76,008.
Prince George's	80,142	59,007	114,802	=	Garage Supervisor	3	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	63,524	46,714	74,966	+	Vehicle Shop Supervisor	1	
St. Mary's							
Somerset	60,638	40,848	66,933	=	Automotive Service Supervisor	1	
Talbot	50,843	38,207	55,239		Shop Foreman	1	
Washington	67,227	47,658	74,536	=	Fleet Manager	1	
Wicomico	35,344	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	62,457	46,693	74,086				

\* 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.*

# 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	26,053	24,989	47,486	=	Mechanic Helper (Transit)	1	
Anne Arundel	44,897	30,285	52,146	=	Automotive Service Worker	2	Max salary includes 15% longevity 16+ yrs
Baltimore City	31,963	30,411	32,584	=	Automotive Maintenance Worker	7	Maximum salary with longevities is \$37,474
Baltimore County		27,269	33,363	=	Trades Helper		Maximum salary with longevities is \$43,472
Calvert							
Caroline							
Carroll	24,024	23,671	37,877		Service Worker	1	
Cecil							NCC
Charles	41,850	41,230	66,399	=	Fleet Maintenance Technician I	2	
Dorchester							
Frederick	47,114	38,098	60,957	=	Vehicle Equip Tech I	3	
Garrett							
Harford							
Howard							
Kent							
Montgomery		33,395	53,284	=	Autobody Repairer Apprentice		Vacant
Prince George's		29,646	54,737	+	Equipment Service Worker II		Vacant
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington	35,379	27,809	43,491	=	Auto Services Asst.	1	
Wicomico							
Worcester				=	Auto Mechanic I		
MNCPPC							
AVERAGE	35,897	30,680	48,232				

\* 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.*

# 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	39,000	38,230	38,230	+	Automotive Serviceman	2	
Anne Arundel	44,195	36,941	63,565	=	Automotive Mechanic II	23	Max salary includes 15% longevity 16+ yrs
Baltimore City	41,324	37,348	42,182	=	Automotive Mechanic	93	Maximum salary with longevities is \$48,507
Baltimore County	50,128	37,898	47,902	=	Automotive Mechanic	15	Maximum salary with longevities is \$63,918
Calvert	51,875	38,438	56,992	=	Equipment Mechanic I	2	40/week
Caroline	32,545	29,708	38,881			1	
Carroll	34,116	33,426	53,436	=	Mechanic I	6	Includes 1 vacancy
Cecil							NCC
Charles	68,131	44,538	71,689	=	Fleet Maintenance Technician II	3	
Dorchester	31,482	29,965	46,735	=	Mechanic	4	
Frederick	47,418	40,787	65,259	=	Vehicle Equip Tech II	2	
Garrett							
Harford							
Howard	40,068	38,688	59,280	=	Motor Equipment Mechanic I	3	\$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	60,724	42,792	70,422	=	Autobody Repairer	4	
Prince George's	45,979	34,219	63,109	=	Equipment Mechanic I	1	
Queen Anne's	35,600	33,777	54,205	=		1	
St. Mary's	47,700	34,611	53,352	=	Lead Maintenance Mechanic	5	
Somerset	29,829	28,392	46,523	=	Automotive Mechanic I	1	
Talbot	29,878	27,826	48,568		Mechanic I	1	
Washington							
Wicomico	42,688	23,456	43,399		Mechanic	1	
Worcester				=			
MNCPPC	40,816	34,683	59,348	=	Mechanic	2	
AVERAGE	42,941	35,143	54,087				

\* 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.*

## 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	41,711	41,711	41,711	=		7	
Anne Arundel	52,528	40,726	70,200		Automotive Mechanic III	19	Max salary includes 15% longevity 16+ yrs
Baltimore City	47,423	41,196	47,423	=	Automotive Lead Mechanic	16	Maximum salary with longevities is \$54,538
Baltimore County	56,576	41,559	52,707	=	Automotive Specialist	9	Maximum salary with longevities is \$70,450
Calvert	54,919	42,370	62,858	=	Equipment Mechanic II	3	40/week
Caroline	38,334	35,571	47,046		Automotive Mechanic II	3	
Carroll	38,044	36,400	58,261	=	Mechanic II	3	
Cecil							NCC
Charles	63,467	48,116	77,415	=	Fleet Maintenance Technician III	3	
Dorchester	33,842	32,211	50,239	=	Mechanic II	1	
Frederick	54,515	46,752	74,804	=	Vehicle Equip Tech 4	7	
Garrett							
Harford							
Howard	55,815	43,826	67,101	=	Motor Equipment Mechanic II	22	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	75,845	49,068	81,066	=	Senior Mechanic Technician	3	Base salary only: 75,034.
Prince George's	57,120	35,931	66,136	=	Equipment Mechanic II	25	
Queen Anne's	40,723	38,455	61,712	=		2	
St. Mary's	64,147	40,123	64,147	=		1	
Somerset	40,938	36,183	59,290	=	Automotive Mechanic III	1	
Talbot	33,611	32,306	51,329		Mechanic II	1	
Washington	42,512	32,435	50,727	=	Auto Services Tech.	5	
Wicomico							
Worcester	33,883	32,261	52,874	=	Mechanic II	1	We have 4 Mechanic III Min \$33,862 max \$55,494 avg \$37,414. We have 1 Mechanic IV Min \$35,568 Max 58,282 \$42,266
MNCPPC	59,773	38,919	66,598	=	Senior Mechanic	36	
<b>AVERAGE</b>	<b>49,286</b>	<b>39,306</b>	<b>60,182</b>				

\* 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.*

## 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	39,000	39,000	39,000	=	Equipment Operator I	15	
Anne Arundel	39,772	31,803	54,829	+	Equipment Operator I	41	CDL required - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	32,265	28,609	29,905	=	Motor Vehicle Driver I	152	Maximum salary with longevities is \$30,420
Baltimore County	41,642	33,363	41,558	=	Equipment Operator	11	Maximum salary with longevities is \$55,268
Calvert	42,753	33,218	49,234	=	Highway Laborer/Operator	12	40/week
Caroline	29,254	27,169	35,347			9	
Carroll	33,170	30,639	49,047	=	Road Equipment Operator I	50	Includes 4 vacancies
Cecil							
Charles	44,328	35,354	56,996	=	Equipment Operator II	13	CDL Required
Dorchester	28,321	27,908	43,528	=	Motor Equipment Operator III	12	
Frederick	39,406	33,246	53,194	=	Equip Operator I	6	
Garrett	44,096			=		55	21.20 per hour/Union Contract
Harford	38,335	27,500	62,182	=	Chauffeur/Laborer	23	
Howard	39,393	32,656	47,445	=	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	47,853	37,684	61,231	=	Equipment Operator I	92	Include the average of FTE salaries. Base salary only: 47,593.
Prince George's	51,408	28,896	52,228	=	Equipment Operator II	10	
Queen Anne's	39,049	33,777	54,205	=	Equipment Operator I	12	
St. Mary's	36,067	32,677	52,250	=		4	
Somerset	29,829	28,392	46,523	=	Motor Equipment Oper I	1	
Talbot							
Washington	37,156	27,809	43,491	=	Eq. Op. II	26	
Wicomico	28,681	20,623	38,187		Motor Equipment Operator I	9	
Worcester	29,296	26,541	43,472	=	Roads Worker III	4	
MNCPPC	51,475	34,683	59,348	=	Equipment Operator	10	
AVERAGE	38,053	30,894	47,997				

\* 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.*

# 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	41,704	41,704	41,704	=	Equipment Operator II	10	
Anne Arundel	48,401	36,941	63,565	=	Equipment Operator III	17	Max salary includes 15% longevity 16+ yrs
Baltimore City	39,821	36,128	40,603	=	Heavy Equipment Operator II	65	Maximum salary with longevities is \$46,693
Baltimore County	51,750	36,296	45,508	=	Heavy Equipment Operator	2	Maximum salary with longevities is \$60,881
Calvert	45,748	34,882	51,688	=	Highway Equipment Operator	5	40/week
Caroline	34,961	29,708	42,769		II & III	6	
Carroll	40,201	33,426	53,436	=	Road Equipment Operator II	7	
Cecil	28,501	26,520	41,267		Equipment Operator I	8	
Charles	53,710	38,175	61,510	+	Equipment Operator III & IV	26	
Dorchester	39,246	32,211	50,239	=	Motor Equipment Operator IV	8	
Frederick	47,550	38,098	60,957	=	Equip Operator 2	12	
Garrett	41,808			=		1	20.10 per hour/Union Contract
Harford	38,539	33,100	71,290	=	Equipment Operator	26	Sr. Equipment Operator - min \$37,300/max \$76,198; 14 employees \$45,528 avg
Howard	51,466	36,026	54,995	=	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	54,923	39,257	64,141	=	Equipment Operator II	24	Include the average of FTE salaries. Base Salar Only 54,522.
Prince George's	50,338	34,219	63,109	=	Master Equipment Operator	3	
Queen Anne's	45,106	38,455	61,712	=	Equipment Operator III	5	
St. Mary's	41,642	35,900	57,387	=		3	
Somerset	35,177	31,109	50,976	=	Motor Equipment Oper II & III	5	2 Pay Grades
Talbot	34,562	26,006	49,816		Motor Equipment Operator III	6	
Washington	43,440	32,435	50,727	=	Eq. Op. III	12	
Wicomico	32,753	23,456	43,399		Motor Equipment Operator II	7	
Worcester	43,659	30,722	50,336	=	Roads Worker V	3	We have 7 Roads Worker IV
MNCPPC	56,805	38,919	66,598	=	Senior Equipment Operator	12	
<b>AVERAGE</b>	<b>43,196</b>	<b>33,935</b>	<b>53,786</b>				

\* 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.*

## 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	36,900	36,900	36,900	=	Utility Worker	21	
Anne Arundel	33,347	27,414	47,299	=	Maintenance Worker I	24	Roads division of Public Works - max salary includes 15% longevity 16+ yrs. Max increase by 1.5%
Baltimore City	30,295	25,941	29,798	=	Laborer	569	Maximum salary with longevities is \$30,599
Baltimore County	34,757	27,269	33,363	=	Laborer I	4	Maximum salary with longevities is \$43,472
Calvert	40,681	31,595	46,883		Highway Maintenance Worker	5	40/week
Caroline							
Carroll	26,269	23,671	37,877	=	Road Maintenance Worker I	9	
Cecil	24,107	24,107	37,482	=	Laborer	4	
Charles	n/a						
Dorchester	27,358	26,040	40,613	=	Motor Equipment Operator II	5	
Frederick	33,612	25,338	40,541	=	Laborer I, Highway	2	
Garrett							
Harford	38,209	22,600	52,986	=	Laborer	3	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, as of 8/30/15.
Howard	37,731	29,994	40,914	=	Utility Worker I	2	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	38,301	30,860	48,596	=	Public Service Worker II	27	Include the average of FTE salaries. Base salary only: 38,139.
Prince George's	34,739	26,833	45,239	=	Laborer II	94	
Queen Anne's							
St. Mary's							
Somerset	28,323	28,392	46,523	=	Highway Worker I	3	2 Part-time Employees not included
Talbot	28,915	23,036	46,263		Roads Crew Members	3	
Washington	29,592	25,748	40,269	=	Eq. Op. I	20	
Wicomico					Convienience Center Attendant	26	8.75 hr.
Worcester	34,086	24,086	41,413	=	Roads Worker I-II	11	
MNCPPC							
<b>AVERAGE</b>	<b>32,778</b>	<b>27,048</b>	<b>41,939</b>				

\* 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.*

## Groundskeeper and Parks Worker

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	35,285	30,285	52,146	=	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	40,060	31,886	39,728	=	Property Management Grounds Maintenance Specialist I	18	Maximum salary with longevities is \$52,707
Calvert	34,988	29,320	43,534	=	Buildings & Grounds Worker II	5	35/week
Caroline							
Carroll	34,620	30,639	49,047	=	Maintenance Specialist	5	
Cecil	31,658	30,701	47,902		Park Maintenance Worker	1	
Charles	46,190	32,747	52,823	=	Grounds Maintenance Worker I & II	6	CDL Required
Dorchester	30,953	26,040	50,239	=	Rec and Parks Maintenance Technician	2	Works in our Recreation and Parks Department - not part of Public Works
Frederick	26,202	25,338	40,541	=	Parks Maintenance Tech I	5	
Garrett	24,462	20,325	30,098	=		9	
Harford	30,277	26,200	59,142	=	Maintenance Worker I	4	Maintenance Worker II =min-\$30,200/max-\$67,608; 8 employees; (\$36,960 avg);
Howard	39,870	32,656	47,445	=	Parks Maintenance Worker	31	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery		30,860	48,596	=	General Maintenance Worker		Vacant
Prince George's							Not in County class plan
Queen Anne's	31,551	29,668	47,612	=	Maintenance Worker I	16	
St. Mary's	36,213	29,723	47,528	=	Equipment Operator I	4	
Somerset	22,278	22,278	36,505	=	R&P Grasscutter/ Maint.	1	4 PT Golf Course Groundskeepers not incl.
Talbot	37,123	26,006	51,329		Maintenance Worker	4	
Washington	31,726	25,748	40,269	=	Maintenance Worker	5	
Wicomico	26,537	27,875	51,558		Parks Facility Worker III	3	
Worcester	30,118	24,086	45,656	=	Parks Worker II-V	4	
MNCPPC	39,666	31,256	53,484	=	Park/General Maintenance Worker II	180	
AVERAGE	33,146	28,075	45,951				

\* 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.*

## 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	25,911	22,794	43,315	=	Building Maintenance Worker I	7	
Anne Arundel	33,926	26,104	45,074	=	Custodial Worker	29	Max salary includes 15% longevity 16+ yrs
Baltimore City							
Baltimore County	34,549	27,269	33,363	=	Custodial Worker I	54	Maximum salary with longevities is \$43,472
Calvert	28,270	26,062	38,657	=		21	35/week
Caroline							
Carroll	26,854	25,813	41,268	=	Custodian II	2	
Cecil	25,921	24,107	37,482	=	Janitor	5	
Charles	33,894	24,153	45,405	=	Custodial Worker I & II	21	
Dorchester	24,406	22,926	36,758	=	Custodian/Maintenance	6	
Frederick	29,216	25,338	40,541	=	Custodian	19	
Garrett							
Harford	28,279	22,600	52,986	=	Custodial Worker I	1	Custodial Worker II = min-\$26,200/max \$59,142; 5 employees; \$31,050 avg
Howard				=			
Kent	28,682	25,459	38,443	=	Custodian	1	
Montgomery	43,367	29,687	46,469	=	Building Services Worker II	22	Include the average of FTE salaries. Base salary only: 43,242.
Prince George's	36,964	26,179	43,288		Custodian II	10	
Queen Anne's							
St. Mary's	49,733	32,677	52,250	=	Equipment Operator II	6	
Somerset	28,934	25,150	41,211	=	Building Custodian	6	
Talbot							
Washington							
Wicomico	36,400	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	
<b>AVERAGE</b>	<b>32,687</b>	<b>25,466</b>	<b>42,444</b>				

\* 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/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	57,949	47,561	90,380	=	Chief, 911 Joint Communications	1	Contractual
Anne Arundel	118,890	64,802	118,890	+	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	109,868	77,057	120,055	=	Chief, Emergency Communications Center	1	
Calvert	87,880	72,134	107,058	=	Communications Chief	1	40/week
Caroline	59,563	51,252	68,880		Communications Manager	1	
Carroll	63,960	56,660	90,688	=	Emergency Communications Coordinator	1	
Cecil	68,182	57,096	88,962	=	Assistant Chief, Communications	1	
Charles	109,381	76,695	123,144	=	Chief of Fire/EMS Communications	1	Reports to Director of Emergency Services
Dorchester	45,498	43,308	67,543	=	911 Center Supervisor	1	
Frederick	122,105	80,859	129,375	=	Director, Emergency Comm	1	
Garrett							
Harford	124,500	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	144,473	83,396	139,587	=	Fire/Rescue Assistant Chief	1	Actual Salary include longevity and other differentials. Base salary only: 139,587.
Prince George's	133,263	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	68,070	62,391	112,791	=	Assistant Chief of Communications	1	
St. Mary's	29,890	27,081	43,306	=		6	
Somerset	60,638	40,848	66,933	=	Assistant Director	1	
Talbot	65,493	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	82,000	56,657	113,314		Director, Emergency Services	1	
Worcester				=			
MNCPPC							
AVERAGE	85,591	63,257	103,768				

\* 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.*

## 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	43,530	35,131	60,528	=		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	47,545	34,472	43,754	=	Animal Services Field Officer (40 hours)	6	Maximum salary with longevities is \$54,753
Calvert	44,470	34,307	50,887	=	Animal Control Officer	5	35/week
Caroline							
Carroll	44,517	34,528	53,768	=	Animal Control Officer	3	Not a County Agency but salary data is supplied - Converted to 40 hours
Cecil							NCC
Charles	63,226	44,538	71,689	=		4	
Dorchester	28,402	26,190	43,802	=		3	
Frederick	47,721	38,098	60,957	=		6	
Garrett							
Harford	38,917	38,542	64,002	=	Animal Control Officer I	3	Animal Control Officer II - min \$41,995/max \$69,784; 2 employees \$59,581 avg. As of 9/24/16, Animal Control classifications were transferred from HarCo Gov to Harford County Sheriff's Office
Howard	49,650	36,026	54,995	=	Animal Control Officer	4	\$1560 LONGEVITY AT 10 YRS, \$3,016 AT 15 YRS AND \$3,640 AT 20 YRS
Kent							
Montgomery	50,790	44,753	73,801	=	Code Enforcement Inspector II	3	Assigned to the Police Department
Prince George's	46,154	37,727	69,352	=	Animal Control Officer II	12	
Queen Anne's	43,076	33,777	54,205	=		2	
St. Mary's							
Somerset	30,930	30,166	49,431	=	Animal Control Officer II	2	
Talbot							
Washington							
Wicomico							
Worcester	43,764	30,872	61,487	=		4	
MNCPPC							
AVERAGE	44,660	35,922	57,377				

\* 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 2016  
Salary Survey of MD County Government FY 2017*

## 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	49,835	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	119,668	73,164	138,422	=	Police Captain	1	
Baltimore City				=			
Baltimore County		89,138	124,041	=	Director of Emergency Management		Vacant, maximum salary with longevities is \$182,889
Calvert	63,245	61,116	90,600	=	Emergency Management Division Chief	1	Contract/35/week
Caroline	63,680	51,252	68,880		Assistant Director Risk Management & Planning	1	
Carroll	53,498	51,980	83,221	=	Emergency Management Coordinator	1	
Cecil	49,483	49,483	77,043	=	Emergency Preparedness Manager	1	
Charles	82,688	56,181	90,319	=	Chief of Emergency Management	1	Reports to Director of Emergency Services
Dorchester							
Frederick		75,498	120,797	-	Director, Emerg Preparedness		
Garrett	40,065	34,248	52,725	=	911 Assistant Operations Chief	1	
Harford	111,686	81,000	129,862	=	Deputy Director, Emergency Operations	1	appointed; at will position
Howard							
Kent	50,500	47,736	75,900		Emergency Preparedness Planner	1	
Montgomery	126,630	98,602	175,127	=	Manager I	1	
Prince George's	136,213	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	34,341	32,677	52,250			1	
Somerset							
Talbot	51,236	46,020	60,522		Emergency Management Coordinator	1	
Washington	59,653	40,859	63,902	=	Emerg. Mgmt. Coord.	1	
Wicomico	46,350	27,875	51,558		Emergency Management Planner	1	
Worcester							
MNCPPC							
<b>AVERAGE</b>	<b>71,173</b>	<b>58,663</b>	<b>95,758</b>				

\* 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.*

# 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	44,341	39,572	75,198	=	Emergency Services Shift Supervisor	4	
Anne Arundel	53,987	45,250	72,572	=	Police Communications Operator III	11	Shift supervisor
Baltimore City	52,119	43,026	52,239	=	Emergency Dispatch Supervisor	7	Maximum salary with longevities is \$61,119
Baltimore County	66,281	50,568	62,986	=	Emergency Communications Supervisor	13	Maximum salary with longevities is \$79,722
Calvert	62,109	46,696	69,306	=	Communications Supervisor	1	40/week
Caroline	45,546	40,193	53,387		PSD IV	4	
Carroll	50,747	47,695	76,336	=	Emergency Communications Specialist Supervisor	4	
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	58,733	48,116	77,415	=	Public Safety Dispatch Lt.	5	
Dorchester	35,760	32,397	50,529			4	
Frederick	74,816	53,604	85,766	=	Emergency Comm Center Mgr	4	
Garrett	38,038	34,062	45,443	=		10	
Harford	58,753	43,900	89,032	=	Public Safety Supervisor	8	
Howard	89,956	55,952	95,306	=	Emergency Communications Supervisor	5	
Kent	41,494	37,128	58,662	=	Emergency Services Shift Captain	4	
Montgomery	78,587	53,825	89,079	=	Public Safety Communication Supervisor	16	Base salary only: 73,364.
Prince George's	72,134	43,968	91,477	=	Public Safety Emergency Dispatcher III	12	
Queen Anne's	52,500	46,714	74,966	=	Public Dispatch Super	4	
St. Mary's							
Somerset	43,089	34,055	55,803	=	Shift Supervisor - 911	4	1 PT Employee not incl.
Talbot	37,654	35,052	53,128		Communications Specialist Supervisor	4	
Washington	43,129	37,833	59,169	=		3	
Wicomico	36,160	31,728	63,456		Communications Supervisor	4	
Worcester	49,544	44,000	53,000	=		1	
MNCPPC	82,024	49,941	85,458	=	Park Police Communications Supervisor	1	
AVERAGE	54,554	43,123	68,812				

\* 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.*

# 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	35,621	30,030	62,565	=	Emergency Services Dispatcher I -IV	15	Two pay grades
Anne Arundel	45,440	38,771	66,789	=	Police Communications Operator II	55	Police Communications Operator I is calltaker only and does not dispatch. PCO II can do both functions. Max salary includes 15% longevity.
Baltimore City	46,831	39,701	47,990	=		65	Maximum salary with longevities is \$56,150
Baltimore County	53,997	41,832	52,771	=	Emergency Communications Technician I	41	84 Hours bi-weekly. Maximum salary with longevities is \$65,598
Calvert	47,204	40,352	59,821	=	Public Safety Dispatcher I	15	40/week
Caroline	33,880	30,642	48,534	=	Public Safety Dispatcher	8	I & II & III
Carroll	36,610	36,400	58,261	=	Emergency Communications Specialist I	18	
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	44,528	38,175	61,510	=	Public Safety Dispatcher I & II	19	
Dorchester	31,744	29,084	43,802	=	Dispatcher	16	
Frederick	45,982	40,787	65,259	=	Emerg Comm Spec 2	16	
Garrett							
Harford	49,021	39,900	81,190	=	Public Safety Dispatcher III	34	
Howard	49,713	40,872	69,950	=	Dispatcher	22	
Kent	33,275	30,742	53,121		Emergency Services Dispatcher I & II	8	
Montgomery	45,097	40,935	67,206		Public Safety Emergency Call-Taker II	3	Calculated using FTE salaries
Prince George's	36,555	36,173	75,259	=	Public Safety Emergency Dispatcher I	13	
Queen Anne's	43,474	41,031	65,847	=	Public Safety Dispatcher II	10	
St. Mary's	82,576	64,501	103,106	+	Manager, Grade 10	1	
Somerset	32,578	32,052	52,520	=	Emergency Communications Spec.	8	3 PT Employees not incl.
Talbot	32,769	29,913	49,816		Communications Specialist I & Police Communication Officer	15	
Washington	35,947	30,033	50,727	=		48	
Wicomico	32,048	23,456	43,399		Communications Operator I & II	12	
Worcester	38,434	29,245	55,494	=	Commication Clerk Trainee-III	25	
MNCPPC	51,838	38,919	66,598	=	Senior Park Police Communications Technician	10	
AVERAGE	42,256	36,356	60,276				

\* 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.*

## 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	170,327	109,944	182,321	=	Chief of Police	1	Appointed by County Executive
Baltimore City	212,000	212,000	212,000	=	Police Commissioner	1	
Baltimore County	254,214	254,214	254,214	=	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	75,486	50,996	78,503	=	Chief Deputy	1	
Harford	117,645	117,645	117,645	=	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	162,767	105,968	206,168	=	Director, Police Department	1	Prince George's County uses the generic Director class. Working title: Police Chief. Actual \$180,000.
Queen Anne's							
St. Mary's	54,704	44,886	71,760	=	Communication Specialist IV	4	
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	88,888	88,888	88,888		Sheriff	1	
MNCPPC	154,824	95,145	152,161	=	Park Police Commander	2	
AVERAGE	132,067	118,641	141,667				

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

*Jobs with < 5 responses were omitted.*

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

## Deputy Commander

*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	157,015	97,293	161,347	=	Deputy Police Chief	2	
Baltimore City	154,900	169,800	169,800		Deputy Police Commissioner	2	
Baltimore County	180,673	95,255	123,720	=	Colonel	3	Maximum salary with longevities is \$189,263
Calvert	120,120	120,120	120,120	+	Assistant Sheriff Major	1	Appointed 35/week
Caroline	75,610	64,514	105,931		Chief Deputy	1	CAPTAIN
Carroll	96,512	79,852	148,575		Colonel	1	
Cecil	94,536	79,144	123,344	=	Chief Deputy	1	
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	142,608	92,603	142,609	=	Lt. Colonel	1	
Garrett							
Harford	134,472	100,069	134,472		Chief Deputy	1	
Howard	184,933	114,442	184,933	=	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	Appointed to position
Prince George's	156,999	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	102,294				Under Sheriff	1	
St. Mary's	33,488	32,677	52,250	=	Comm Specialist I, Gr 4	3	
Somerset	72,512	52,057	85,302	=	Chief Deputy	1	
Talbot	85,113	62,676	126,627		Captain & Lieutenant	3	
Washington	110,810	90,135	122,850	=	Chief Deputy	1	
Wicomico	102,901				Deputy Sheriff/Captain	2	Flat salary/non-negotiable
Worcester				=			Retired
MNCPPC	132,087	77,884	105,234	=	Park Police Captain	5	
AVERAGE	118,188	91,458	128,411				

\* 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	60,439	43,382	82,438	=	Lieutenant	4	
Anne Arundel	124,059	73,164	138,422	=	Police Captain	10	
Baltimore City	130,500	130,500	130,500	=	Police Lt. Colonel	3	
Baltimore County	143,505	80,712	103,698	=	Captain	24	Maximum salary with longevities is \$155,315
Calvert	94,581	74,568	122,470	+	Deputy Sheriff Captain	5	40/week = 4, 7/week = 1
Caroline	64,786	54,909	91,215		Lieutenant	2	Administration & Investigations
Carroll	83,014	72,592	133,453	=	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	117,859	76,532	117,859	=	Captain	3	
Garrett	60,814	52,579	70,149	=	Lt.	4	
Harford	106,337	83,720	118,934	=	Captain	9	
Howard	164,362	101,733	164,362	=	Police Captain	7	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent							
Montgomery	145,213	90,515	136,753	=	Police Captain	20	Actual Salary include longevity and other differentials. Base salary only: 136,200.
Prince George's	128,641	72,411	130,080	=	Police Captain	24	
Queen Anne's	99,540	64,605	103,678	=	Lt.	3	
St. Mary's							
Somerset	71,786	48,995	80,284	=	Captain	1	
Talbot							
Washington	98,230	81,298	110,790	=	Major	2	
Wicomico	90,733				Deputy Sheriff/Lieutenant	3	Flat salary/non-negotiable. 1 Deputy Sheriff/1st Sergeant position with an average salary of \$69,931.
Worcester	95,498	75,000	100,000	=	Operations Officer	1	
MNCPPC	111,393	67,319	114,606	=	Park Police Lieutenant	19	
AVERAGE	103,990	74,553	113,779				

\* 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 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	14	
Baltimore County	127,280	69,481	92,828	=	Lieutenant	74	Maximum salary with longevities is \$141,642
Calvert	80,569	55,723	92,539	=	Deputy Sheriff Sergeant	14	40/week
Caroline	59,618	51,083	84,830		Deputy Sheriff SGT	5	Sergeant (DS IV)
Carroll	67,635	61,111	70,200	=	Lieutenant	6	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	92,382	63,250	97,405	=	Sergeant	17	
Garrett	53,080	48,611	64,857	=	Sgt.	3	
Harford	92,205	74,027	108,243	=	Lieutenant	12	
Howard	128,140	82,285	137,530	=	Police Lieutenant	25	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent							
Montgomery	123,246	79,478	119,713	=	Police Lieutenant	34	Actual Salary include longevity and other differentials. Base salary only: 119,436.
Prince George's	103,992	67,652	108,074	=	Police Lieutenant	87	
Queen Anne's	71,291	56,746	91,066	=	Sgt.	5	
St. Mary's	102,000			=	Sheriff	1	Elected
Somerset	70,664	43,400	71,117		Lieutenant	2	
Talbot	64,902	50,874	102,168		Sergeant	5	
Washington	77,655	66,136	90,160	=	Lieutenant	7	
Wicomico	73,974				Deputy Sheriff/Sergeant	11	Flat salary/non-negotiable
Worcester	92,690	57,928	97,500		Lieutenant	5	
MNCPPC	90,842	57,748	97,250	=	Park Police Sergeant	25	
AVERAGE	86,661	62,851	95,609				

\* 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 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	105,063	64,802	118,890	=	Police Sergeant	74	
Baltimore City	107,823			=	Police Lieutenant/Sergeant	250	To check class/data
Baltimore County	106,725	61,649	81,823	=	Sergeant	180	Maximum salary with longevities is \$122,357
Calvert	72,096	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	59,528	52,271	66,228	=	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	81,033	57,500	88,549	=	Corporal	21	
Garrett	43,749	41,553	55,439	=	Deputy	14	
Harford	74,884	61,152	94,661	=	Corporal	30	
Howard	110,573	74,256	122,408	=	Police Sergeant	63	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent							
Montgomery	102,605	63,941	103,506	=	Police Sergeant	147	Base salary only: 100,732.
Prince George's	90,232	61,502	98,250	=	Police Sergeant	200	
Queen Anne's	53,127	53,183	85,348	=	Corporal	7	
St. Mary's	126,464	76,565	126,464	=	Major	1	
Somerset	47,853	37,314	61,143	=	Sergeant/Corporal	9	2 Pay Grades
Talbot	58,013	47,667	95,721		Corporal	9	
Washington	70,344	59,647	81,300	=	Sergeant	13	
Wicomico	67,730				Deputy Sheriff/Corporal	7	Flat salary/non-negotiable
Worcester	76,098	55,162	90,418	=	Sergeant	7	
MNCPPC	76,123	52,381	86,061		Park Police Officer IV	83	
AVERAGE	76,575	55,142	88,143				

\* 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.

## 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	62,489	45,481	94,257		Police Officer, Police Officer First Class, Police Corporal	607	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	70,513	48,971	83,881	=	Police Officer	2,032	
Baltimore County	78,502	49,062	69,481	=	Police Officer/Police Officer First Class	1,458	Average salary is for POFC. Maximum salary with longevities for Police Officer First Class is \$101,008
Calvert	47,179	45,094	74,547	=	Deputy Sheriff	19	40/week
Caroline	43,384	40,490	72,002		Deputy Sheriff DFC & DS	7	DFC and DS (DS I & II)
Carroll	48,035	40,540	58,927	=	Master Deputy- Deputy Sheriff 1st Class - Deputy Sheriff 1st Class Probationer	73	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	56,473	47,521	80,499	=	Deputy & Deputy First Class	121	
Garrett							
Harford	63,025	45,718	92,331	=	Recruit, Deputy, Deputy First Class, Senior Deputy	188	
Howard	65,213	52,749	103,106	=	Officer/PFC	295	3.5% LONGEVITY YRS 16-20, 3.25% LONGEVITY AT 21 YRS
Kent	53,329	43,451	113,415		All Deputies, regardless of rank	20	All Deputies, regardless of rank, Pay parody with MSP
Montgomery	74,815	50,211	89,620	=	Police Officer Candidate to Police Officer III	975	Include the average of FTE salaries. Base salary only: 74,237.
Prince George's		47,076	89,318		Police Officer - 316, 49,727/ Police Officer First Class - 277, 57,473/Police Corporal - 752, 74,467		Range provided from entry-level to corporal.
Queen Anne's	52,791	46,714	79,989	=	Deputy Sheriff/Deputy First Class	32	
St. Mary's	118,062	71,510	118,061	=	Captain	4	
Somerset	40,554	40,554	61,662	=	Deputy & Deputy 1st Class	6	2 Pay Grades - 4 PT Employees not incl.
Talbot	43,876	38,375	85,654		Deputy & Deputy First Class	15	
Washington	49,781	38,141	61,740	=	Deputy and Deputy First Class	67	
Wicomico	61,171				Deputy Sheriff/Dep First Cl	50	Flat salary/non-negotiable
Worcester	53,728	43,736	80,383	=	Deputy Sheriff First Class or Corporal	29	
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	58,206	45,582	82,468				

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

## 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	107,159	61,754	107,159	=	Asst. Sheriff	1	
Baltimore County	91,367	59,712	75,578	=	Chief Deputy Sheriff	1	Maximum salary with longevities is \$95,784
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	72,938	66,078	103,059		Captain	1	
Frederick							
Garrett							
Harford	134,472	100,069	134,472	=	Chief Deputy	1	We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard		64,106	109,699	=	Chief Deputy Sheriff		
Kent							
Montgomery	128,560	79,287	124,816	=	Deputy Sheriff Captain	4	Actual salary include Longevity & other differentials. Base salary only: 124,816.
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	115,665	88,271	116,243				

\* 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 (Sheriff)

## Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	79,308	60,038	93,334	=	Deputy Sheriff III (Lt.)	2	
Baltimore City	107,159	61,754	107,159	=	Deputy Sheriff, Major	3	
Baltimore County	73,797	50,028	62,188	=	Deputy Sheriff Lieutenant	2	Maximum salary with longevities is \$79,452
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	71,035	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	81,650	55,390	91,978	=	Lieutenant Deputy Sheriff	4	
Kent							
Montgomery	106,448	66,072	103,348	=	Deputy Sheriff Lieutenant	11	Actual salary include Longevity & other differentials. Base Salary only 103,348.
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	94,994	71,443	99,873				

\* 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 (Sheriff)

## Constitutional Duties

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	60,921	47,642	81,107	=	Deputy Sheriff II (Sergeant)	8	
Baltimore City	68,532	44,017	77,432	=	Deputy Sheriff Sergeant	9	
Baltimore County	63,091	45,850	57,230	=	Deputy Sheriff Sergeant	6	Maximum salary with longevities is \$72,016
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	56,542	45,274	70,613		Corporal	10	
Frederick			39,490	=		1	Phasing out Sworn Deputies with Security Officers at salary range shown
Garrett							
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	72,308	49,962	83,034		Sergeant Deputy Sheriff	3	
Kent							
Montgomery	95,792	60,065	93,945	=	Deputy Sheriff Sergeant	29	Actual salary include Longevity & other differentials. Base salary only: 93,945.
Prince George's	81,941	56,485	96,526	=	Deputy Sheriff Sergeant	26	
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	71,304	49,899	74,922				

\* 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	52,966	45,352	70,398	=	Deputy Sheriff I	63	
Baltimore City	48,957	38,880	67,984	=	Deputy Sheriff	102	
Baltimore County	56,060	39,657	52,349	=	Deputy Sheriff/Deputy Sheriff First Class	62	Deputy Sheriff salary is \$39,657 - \$50,028; Deputy Sheriff 1st Class is \$41,674 - \$52,349, Maximum salary with longevities for DS 1st class is \$65,364
Calvert							
Caroline							
Carroll							See full service section
Cecil							NCC
Charles							Not a part of the County-administered personnel system.
Dorchester	43,141	42,088	65,544		Patrol Deputy	17	
Frederick							
Garrett	37,957	26,667	39,490	=		1	Phasing out Sworn Deputies with Security Officers at salary range shown
Harford							We are full-service LE not just Sheriff Constitutional duties - this section does not pertain to Harford County Sheriff's Office.
Howard	55,423	40,685	67,662	=	Deputy Sheriff	39	
Kent							
Montgomery	68,938	47,693	85,405	=	Deputy Sheriff Candidate to Deputy Sheriff III	102	Base salary only: 68,737.
Prince George's		43,235	87,751		Deputy Sheriff Private - 40, 46,010 Deputy Sheriff First Class - 25, 51,954 Deputy Sheriff Corporal - 118, 69,525		Range provided from entry-level to corporal.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	51,920	40,532	67,073				

\* 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.*

# 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	22,207	20,966	23,587	=		12	Hourly paid. Contractual. Salary annualized.
Anne Arundel					No Match		Deputy Sheriff provides courthouse security
Baltimore City	473,210	36,681	44,199	=	Officer, Court Security	39	Maximum salary with longevities is \$51,713
Baltimore County	46,218	31,376	39,657	=	Security Officer	9	Maximum salary with longevities is \$50,028
Calvert	32,937	16,440	41,101	=	Special Deputy	15	Contract/40/week/Some work part time
Caroline							
Carroll	36,175	31,679	43,930	=	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	45,325	42,088	70,613	=	Court Security - Sworn	6	
Frederick	53,679	38,098	60,957	+	Courthouse Deputy II	15	
Garrett							
Harford	20.20/hour				Contractual Deputy Position	20	
Howard	50,905	33,114	53,456	=	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	33,902	25,773	52,567	=	Security Officer II	18	Sheriff Only
Queen Anne's							
St. Mary's							
Somerset					Courtroom Security	2	PT Employees
Talbot							
Washington							
Wicomico					Court Security	5	23.81/hr
Worcester							
MNCPPC							
AVERAGE	76,362	31,453	49,254				

\* 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.*

# 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	121	Part-time/11.51/hr
Baltimore City	10,338	9,474	10,341	=		246	Maximum salary with longevities is \$12,098
Baltimore County	5,112	5,112	5,112	=	Traffic Guard	199	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	14						Hourly non benefit position
Garrett							
Harford	32,406	30,618	32,406	=	School Crossing Guard	15	
Howard							
Kent							
Montgomery	42,939	32,098	50,890	=	Crossing Guard	161	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. Base salary only: 42,702.
Prince George's	13,443	25,540	39,937	=	School Crossing Guard	98	Part-time positions.
Queen Anne's							
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico						12	10.81/hr
Worcester	10,354	9,841	12,237	=		7	
MNCPPC							
AVERAGE	16,372	18,781	25,154				

\* 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 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	84,190	57,162	108,624	=	Assistant Administrator, Detention Center	1	Sheriff is de jure Administrator.
Anne Arundel	160,700	109,944	182,321	=	Superintendent Detention Center	1	Appointed by County Executive
Baltimore City							
Baltimore County	173,349	173,349	173,349		Director, Department of Corrections	1	Appointed position
Calvert	108,108	79,115	117,354	=	Detention Center Administrator	1	Contract/35/week
Caroline	96,479	96,479	96,479		Warden	1	
Carroll	96,512	70,949	127,005	=	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	66,552			=	Warden	1	
Frederick	122,178	79,337	122,179	=	Lt. Colonel	1	
Garrett							
Harford	121,077	98,446	172,702	=	Warden	1	
Howard	151,216	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	162,767	105,968	206,168	=	Director, Department of Corrections	1	Prince George's County uses the generic Director class. Actual \$160,218.
Queen Anne's	137,901	80,799	146,068	=		1	
St. Mary's							
Somerset	67,782	66,129	104,781	=	Warden	1	
Talbot	85,872	79,301	99,452		Director	1	
Washington	81,390	70,926	96,670	=	Major	1	
Wicomico	96,161	64,249	128,499		Director, Corrections	1	
Worcester	121,411	95,000	125,000	=		1	
MNCPPC							
AVERAGE	115,308	93,527	137,406				

\* 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 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	123,652	80,618	136,463	=	Correctional Facility Administrator	2	
Baltimore City							
Baltimore County	116,557	77,057	120,055	=	Deputy Director of Corrections	1	
Calvert	87,880	72,134	107,058	=	Captain Deputy Administrator	1	40/week
Caroline	58,923	58,018	78,164		Captain	1	Captain
Carroll	79,883	60,362	110,968		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	111,072	72,125	111,072	=	Major	1	
Garrett	57,658	44,944	59,964	=	Assistant DC Administrator	1	
Harford	98,634	77,875	107,786	=	Major	1	
Howard	119,600	78,686	134,659	=	Deputy Director of Corrections	1	
Kent							
Montgomery	155,699	86,224	156,525	=	Manager II	2	Two Manager II employees who work as wardens
Prince George's	136,213	91,539	178,096	=	Deputy Director, Department of Corrections	2	Prince George's County uses the generic Deputy Director class. Actual average for 2 incumbents \$127,500.
Queen Anne's	92,924	62,391	112,791	=	Captain	1	
St. Mary's							
Somerset	53,231	53,231	84,345	=	Assistant Warden	1	
Talbot	71,002	44,246	88,857		Correctional Officer V	1	
Washington	90,486	63,973	87,190	=	Captain	2	
Wicomico	76,196	50,652	101,303		Deputy Director, Corrections	2	
Worcester	101,602	95,000	105,000	=	Assistant Warden	2	
MNCPPC							
AVERAGE	94,251	68,468	109,950				

\* 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	68,653	43,382	82,438	=	Lieutenant	3	
Anne Arundel	95,714	62,733	109,225	=	Detention Captain	3	
Baltimore City							
Baltimore County	89,321	59,712	75,578	=	Correctional Captain	6	Maximum salary with longevities is \$95,784
Calvert	86,902	63,918	94,869	+	Correctional Lieutenant	2	40/week
Caroline	50,021	48,258	64,599		Lieutenant	1	Correctional Officer V
Carroll	76,766	54,871	101,858	=	Correctional Captain	3	
Cecil	63,877	57,096	88,962	=	Lieutenant, Corrections	3	
Charles							Not a part of the County-administered personnel system.
Dorchester	58,033	46,698	72,834	=	Captain	2	
Frederick	90,789	59,607	91,795	=	Lieutenant	8	
Garrett	43,444	41,553	55,439	=	Correctional Sergeant	1	
Harford	86,736	69,680	98,925	=	Captain	2	
Howard	91,599	59,010	97,573	=	Correctional Captain	5	
Kent	58,066	49,920	79,872	=	Lieutenant	2	
Montgomery	116,932	68,417	110,757	=	Correctional Unit Commander - Captain	4	Actual salary include Longevity & other differentials. Base salary only: 110,757.
Prince George's	121,208	72,988	132,791	=	Correctional Officer, Major	2	
Queen Anne's	85,624	56,746	91,066	=	Lt.	1	
St. Mary's							
Somerset							
Talbot	61,418	41,811	83,966		Correctional Officer IV	3	
Washington	68,210	57,701	78,640	=	Lieutenant	5	
Wicomico		43,059	86,119		Correctional Officer/Major	Vacant	
Worcester	87,391	55,162	90,418	=	Captain	2	
MNCPPC							
AVERAGE	78,984	55,616	89,386				

\* 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.*

## 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	60,125	39,572	75,198	=	Sergeant	3	
Anne Arundel	86,220	57,149	99,415	=	Detention Lieutenant	9	
Baltimore City							
Baltimore County	73,914	52,349	65,364	=	Correctional Lieutenant	14	Maximum salary with longevities is \$83,324
Calvert	67,356	55,058	81,723	+	Correctional Sergeant	7	40/week
Caroline	45,601	44,033	58,726	=	Sergeant	6	Correctional Officer IV
Carroll	61,306	50,170	62,400	=	Correctional Lieutenant	5	
Cecil	52,383	46,342	72,176	=	Sergeant, Corrections	7	
Charles							Not a part of the County-administered personnel system.
Dorchester	46,521	37,435	58,386	=	Correctional Officer III	6	
Frederick	78,747	54,188	83,450	=	Sergeant	10	
Garrett	41,819	40,291	53,758	=	Correctional Corporal	3	
Harford	74,407	62,899	91,915	=	Lieutenant	8	
Howard							
Kent	47,539	41,201	65,510	=	Sergeant	5	
Montgomery	100,732	62,507	101,191	=	Correctional Shift Commander - Lieutenant	21	Actual salary include Longevity & other differentials. Base salary only: 99,150.
Prince George's	106,400	60,096	109,300	=	Correctional Officer, Captain	5	
Queen Anne's	60,891	49,843	79,989	=	Sgt.	3	
St. Mary's	118,061	71,510	118,061		Commander of Corrections	1	
Somerset	55,454	42,195	66,746	=	Correctional Officer IV	1	
Talbot	60,993	38,009	76,331		Correctional Officer III	1	
Washington	63,400	52,046	70,940	=	Sergeant	14	
Wicomico	67,269	43,059	86,119		Correctional Officer/Captain	3	
Worcester	76,100	52,541	86,112	=	Lieutenant	3	
MNCPPC							
<b>AVERAGE</b>	<b>68,821</b>	<b>50,119</b>	<b>79,181</b>				

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

*Jobs with < 5 responses were omitted.*

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

## First-Line Supervisor

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

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - =	Comparable Title in Your County	# of Emp	Comments
Allegany	51,241	36,095	68,592	=	Corporal	10	
Anne Arundel	73,502	49,036	90,601	=	Detention Sergeant	24	
Baltimore City							
Baltimore County	62,692	47,939	59,712		Correctional Sergeant	35	Maximum salary with longevities is \$75,578
Calvert	59,150	50,045	74,214	+	Correctional Corporal	12	40/week
Caroline	41,300	40,193	53,387		Corporal	5	Correctional Officer III
Carroll	53,483	44,658	60,029	=	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	36,588	34,825	54,316		Correctional Officer II	9	
Frederick	71,509	49,263	75,865	=	Corporal	22	
Garrett	34,795	34,062	45,443	=		14	
Harford	56,459	50,565	78,187	=	Corporal	14	
Howard	82,517	53,310	88,338	=	Correctional Lieutenant	7	
Kent	42,348	37,128	58,662	=	Corporal	6	
Montgomery	88,794	56,824	91,990	=	Correctional Supervisor - Sergeant	44	Actual salary include Longevity & other differentials. Base salary only: 87,800.
Prince George's	76,970	49,287	89,400	=	Correctional Officer, Sergeant	59	
Queen Anne's	56,551	46,714	74,966	=	Corporal	6	
St. Mary's				=			
Somerset	45,228	37,805	59,553	=	Correctional Officer III	6	
Talbot	47,654	34,208	68,669		Correctional Officer II	6	
Washington	53,797	46,937	63,970	=	Corporal	3	
Wicomico							
Worcester	50,364	50,045	81,994	=	Sergeant	19	
MNCPPC							
<b>AVERAGE</b>	<b>56,543</b>	<b>44,535</b>	<b>70,145</b>				

\* 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.*

## 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	40,856	32,924	62,565	=	Correctional Officer	52	
Anne Arundel	50,360	40,578	71,154	=	Detention Officer	202	
Baltimore City							
Baltimore County	50,023	41,674	52,349	=	Correctional Officer	263	Maximum salary with longevities is \$65,364
Calvert	41,921	40,893	60,653	=	Correctional Officer	17	40/week
Caroline	35,105	33,527	44,122		CO I & CO II	23	Correctional Officer I & II; average salary is an assumption of completion of the academy.
Carroll	45,532	36,047	55,599	=	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	35,852	30,161	50,529	=	Correctional Officer I	36	
Frederick	55,305	44,783	68,966	=		77	includes Correctional Officers and Correctional Officer First Class
Garrett	24,474	22,558	33,405	=		2	
Harford	51,039	41,746	76,939	=	Recruit, Officer, Officer First Class, Senior Deputy	97	
Howard	50,863	42,494	66,102	=	Correctional Officer	80	
Kent	39,274	34,052	53,121	=	Correctional Officer	14	
Montgomery	62,870	44,300	77,328	=	Correctional Officer I - Correctional Officer III	230	Actual salary include Longevity & other differentials. Base salary only: 62,780.
Prince George's		40,647	85,169		Correctional Officer Private - 27, 40,776 Correctional Officer First Class - 28, 50,347 Corporal - 185, 58,161, Master Corporal - 84, 77,790		Range provided from entry-level to master corporal.
Queen Anne's	49,495	41,031	65,847	=	Correctional Officer I	19	
St. Mary's	85,717	68,578	95,763	=	COV Captain V07	3	
Somerset	36,845	35,802	56,270	=	Correctional Officer II	21	
Talbot	38,481	29,518	61,065		Correctional Officer Trainee & Correctional Officer I	23	
Washington	44,101	33,279	53,850	=	Deputy and Deputy First Class	86	
Wicomico							
Worcester	42,397	38,621	63,265	=		46	
MNCPPC							
AVERAGE	45,729	38,433	62,231				<i>Jobs with &lt; 5 responses were omitted.</i>

\* Charles County Government is an 37.5 hour work week, unless otherwise indicated. "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		41,674	52,349	=	Correctional Dietary Officer		Maximum salary with longevities is \$65,364. Function currently outsourced.
Calvert	51,688	34,882	51,688	=	Cook I	1	40/week
Caroline							
Carroll	32,428	30,556	34,424	=	Cook I	1	
Cecil							
Charles							Not a part of the County-administered personnel system.
Dorchester							
Frederick	48,534	35,588	56,941	=	Cook II	1	Moving to Correctional Officers
Garrett							
Harford							Contract Service
Howard	53,689	42,494	66,102	=	Correctional Dietary Officer	5	
Kent							
Montgomery					NCC		
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's	74,090	58,323	81,432	=	CO IV Lieutenant V05	5	
Somerset							
Talbot							
Washington							Contracted
Wicomico							
Worcester	45,279	39,399	64,550	=		4	
MNCPPC							
AVERAGE	50,951	40,417	58,212				

\* 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.*

# 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	174,886	109,944	182,321	+		1	Appointed by County Executive; Fire Dept responsible for suppression & EMS/ALS
Baltimore City	187,170	187,170	187,170	=	Executive Director III	1	
Baltimore County	221,353	221,353	221,353		Chief of Fire Department	1	Appointed position
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							All volunteer
Frederick	163,773	119,556	191,305	=	Director/Fire Chief, DFRS	1	
Garrett							
Harford							Harford County has volunteer-based fire services.
Howard	191,298	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	162,767	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	50,086	42,515	69,950	=	Correctional Officer/ Correctional Officer First Class/Corporal	62	4 vacant
Somerset							
Talbot							
Washington		47,658	74,536				Airport Fire Chief only - No Fire Dept. Current vacant
Wicomico							
Worcester							
MNCPPC							
<b>AVERAGE</b>	<b>169,667</b>	<b>128,742</b>	<b>171,308</b>				

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

*Jobs with < 5 responses were omitted.*

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

## Deputy Commander/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	138,933	78,996	150,601	=	Fire Deputy Chief	2	
Baltimore City	146,500	146,500	146,500	=	Assistant Fire Chief	3	
Baltimore County	165,886	89,138	124,041	=	Assistant Chief, Fire Department	1	Maximum salary with longevities is \$182,889
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	124,353	99,348	158,957	=	Deputy Chief, DFRS	2	
Garrett	50,694	34,248	52,725	=	Emergency Medical Services Chief	1	
Harford							
Howard	165,256	96,554	165,256	=	Deputy Chief	3	
Kent	64,428	61,360	98,176	=	Chief of Emergency Medical Services		
Montgomery	146,579	83,396	139,587	=	Fire/Rescue Assistant Chief	12	Actual salary include Longevity & other differentials. Base salary only: 139,587.
Prince George's	155,925	91,539	178,096	=	Deputy Director, Fire/EMS	5	Prince George's County uses the generic Deputy Director class. Rank of Lieutenant Colonel.
Queen Anne's	79,193	62,391	112,791		Asst. Chief Emer Services	1	
St. Mary's							
Somerset							
Talbot	78,644	70,490	88,402		DES Deputy Director	1	EMS only - (no paid fire) - reports to Director of Emergency Services
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	119,672	83,087	128,648				

\* 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	112,203	67,767	130,955	=	Fire Division Chief	7	
Baltimore City	95,779	77,581	96,927	=	Battalion Fire Chief	37	
Baltimore County	143,413	77,696	107,523	=	Battalion Fire Chief	6	Maximum salary with longevities is \$157,987
Calvert							All volunteer
Caroline	77,475	63,641	85,981		EMS Operations Manager	1	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick							
Garrett							
Harford							
Howard	147,222	101,259	149,412	=	Assistant Chief	6	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	167,633	95,330	158,271	=	Fire/Rescue Division Chief	3	Actual salary include Longevity & other differentials. Base salary only: 158,271.
Prince George's	141,494	72,082	143,873	=	Firefighter Major & Firefighter/Medic Major	9	
Queen Anne's							
St. Mary's							
Somerset							
Talbot	52,492	46,020	60,522		EMS Captain	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	117,214	75,172	116,683				

\* 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	92,581	50,308	111,750	+	Fire Captain	33	Suppression & EMS/ALS
Baltimore City	82,724	68,150	84,059	=	Fire Captain	87	
Baltimore County	115,308	65,783	89,582	=	Fire Captain	98	Maximum salary with longevities is \$131,060
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	86,920	57,400	101,312	+	Fire Captain	14	does not include fire captain medic
Garrett							
Harford							
Howard	126,362	87,458	128,883	=	Battalion Chief	16	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	117,633	68,092	110,229	=	Fire/Rescue Captain	143	Actual salary include Longevity & other differentials. Base salary only: 110,125.
Prince George's	107,096	57,352	114,828	=	Firefighter Captain & Firefighter/Medic Captain	40	
Queen Anne's	62,534	56,746	91,066	=	EMS/Lt.	4	
St. Mary's							
Somerset							
Talbot	52,492	41,837	57,691		EMS Lieutenant	4	EMS only - no paid fire
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	93,739	61,458	98,822				

\* 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	75,889	47,913	106,428	+	Fire Lieutenant	136	Suppression & EMS/ALS
Baltimore City	73,789	62,564	75,996	=	Fire Lieutenant	199	
Baltimore County	90,034	57,797	78,364	=	Fire Lieutenant	121	Maximum salary with longevities is \$113,215
Calvert							All volunteer
Caroline	53,586	48,258	64,599		EMS Supervisor	4	
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	79,666	53,604	94,610	=	Fire Lieutenant	41	does not include fire lieutenant medic
Garrett							
Harford							
Howard	112,145	78,827	116,380	=	Fire Captain	39	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	96,241	60,385	97,755	=	Fire/Rescue Lieutenant	122	Actual salary include Longevity & other differentials. Base salary only: 92,101.
Prince George's	90,696	52,424	102,986	=	Firefighter Lieutenant & Firefighter/Medic Lieutenant	111	
Queen Anne's	57,730	53,183	85,348		EMS/Sgt.	4	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC							
<b>AVERAGE</b>	<b>81,086</b>	<b>57,217</b>	<b>91,385</b>				

\* 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	54,287	39,418	95,542	+	Fire Fighter II, Fire Fighter III (pump operator), Fire Fighter EMT-Intermediate, Fire Fighter EMT-Paramedic	680	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	63,107	35,705	63,728	=	EMT Firefighter, Firefighter & Firefighter/Paramedic	575	Maximum salary with longevities is \$67,130
Baltimore County	80,629	35,828	60,302	=	Probationary FF/ Firefighter/Firefighter EMT	63	Career ladder is Probationary FF to FF or FF/EMT. Maximum salary with longevities is \$85,628
Calvert							All volunteer
Caroline							
Carroll							NCC
Cecil							NCC
Charles							
Dorchester							
Frederick	50,728	38,098	82,519	=	Fire Recruit, Fire 1, Fire 2, Fire 3	187	
Garrett	34,575	28,951	44,570	=	Advanced Life Support Providers	15	
Harford							
Howard	68,627	57,458	84,739	=	Firefighter	208	\$2,500 LONGEVITY AT 21 YR
Kent							
Montgomery	64,560	45,261	80,784	=	Firefighter (Recruit to III)	612	Actual salary include Longevity & other differentials. Base salary only: 62,377.
Prince George's		41,257	104,330		Firefighter I - 104, 41,263, Firefighter II - 379, 54,943, Firefighter III - 15, 94,565		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	59,502	40,247	77,064				

\* 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.*

# 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	59,420	45,651	95,542	+	Fire Fighter EMT-P	175	Trained in suppression and certified Paramedic (County has a lower ALS class of Fire Fighter EMT-Intermediate)
Baltimore City	59,579	44,545	67,605	=		78	Maximum salary with longevities is \$75,928
Baltimore County	65,785	50,858	68,687	=	Paramedic	96	Maximum salary with longevities is \$97,779
Calvert							All volunteer
Caroline	40,886	40,193	53,387		Paramedic & EMT-I	14	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	53,621	48,116	77,415	=		37	
Dorchester	43,682	40,258	62,790	=	EMT - I or Paramedic	20	
Frederick	48,133	46,168	79,574	=	Fire Medic 1	2	does not include fire Medic 2 and fire medic 3
Garrett	28,932	26,667	39,490	=	Basic Life Support Providers	2	
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	89,431	52,424	102,986	=	Paramedic Lieutenant	6	
Queen Anne's	52,303	46,714	79,989	=	Paramedic I & II	23	
St. Mary's							
Somerset							
Talbot	41,782	38,207	55,239		Paramedic	19	
Washington	54,982	40,859	63,902		Advanced Life Support Tech II	8	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	51,528	42,851	70,772				

\* 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	49,495	39,418	86,659	+	Fire Fighter II & III	481	Trained in suppression & EMT-B certified. Range is FF II min and FF III max
Baltimore City	63,980	42,896	64,832	=	Paramedic CRT	97	Maximum salary with longevities is \$73,355
Baltimore County	59,502	44,967	60,302	=	Emergency Medical Technician	57	Maximum salary with longevities is \$85,628
Calvert							All volunteer
Caroline	31,520	30,642	40,111		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	50,737	41,230	66,399	=		29	
Dorchester	33,292	30,161	47,041	=	EMT	20	
Frederick							
Garrett							
Harford							
Howard							NO SEPARATE CLASS - CERTIFIED OFFICERS RECEIVE AN ADDITIONAL 2,500
Kent							
Montgomery							Work as firefighters. Receive pay differential based on certification
Prince George's		43,277	82,467	=	Paramedic Trainee II		Vacant
Queen Anne's	38,787	33,777	57,837	=	EMT I & II	10	
St. Mary's							
Somerset							
Talbot	33,731	27,826	48,568		EMT-B/EVO	17	
Washington							
Wicomico							
Worcester							
MNCPPC							
AVERAGE	44,610	36,990	60,988				

\* 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.*



## **Section 2**

# **County Employee Health Benefits**

**FY 2017 Maryland County Government Health Benefits Survey**

**Allegany**

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

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

**FY 2017 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	Aetna Medicare Advantage
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
	1271	1722	892	3398
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	884	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 2017 Maryland County Government Health Benefits Survey**

**Baltimore City**

**BALTIMORE CITY**

**EDWARD LOPEZ**

**H.R. MANAGER**

**410-396-7285**

[edward.lopez@baltimorecity.gov](mailto:edward.lopez@baltimorecity.gov)

**410-545-1516**

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

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

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

**FY 2017 Maryland County Government Health Benefits Survey**

**Baltimore**

County: Baltimore

Person Responding: Shelly Simon

Title: Personnel Analyst

Phone: 410-887-2004

Email: [ssimon@baltimorecountymd.gov](mailto:ssimon@baltimorecountymd.gov)

Fax: 410-887-8710

	Active Employee and Pre-65 Retirees			Medicare Retirees	
	CIGNA Open Access Plus HMO (OAPIN)	CIGNA Open Access Plus (OAP)	Kaiser HMO	Cigna Medicare Surround	Kaiser Medicare Plus
Annual Deductible (Individual)	N/A		None	Not Applicable	None
In-Network		200			
Out-of-Network		300			
Annual Deductible (Family)	N/A				None
In-Network		400	None		
Out-of-Network		600			
Office Co-Pays (In-Network)	15	15	10	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. There

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	
	per HMO & Cigna Dental			
How many people does your county insure on:	Single plans	Family plans	Two-person plans	Retirees
	Not available	Not available	Not available	Not available
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?	e 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?	a 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 2016 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
<b>Annual Deductible (Individual)</b>					
<b>In-Network</b>	N/A	N/A	N/A	N/A	N/A
<b>Out-of-Network</b>	N/A	200	N/A	200	300
<b>Annual Deductible (Family)</b>					
<b>In-Network</b>	N/A	N/A	N/A	N/A	N/A
<b>Out-of-Network</b>	N/A	400	N/A	400	300 pp
<b>Office Co-Pays (In-Network)</b>	5	10	5	10	NA
<b>ER Copay</b>	25	N/A	25	N/A	N/A
<b>Coinsurance (In-Network)</b>	100%	100%	N/A	100%	N/A
<b>Coinsurance (Out-of-Network)</b>	N/A	80%	N/A	80%	N/A
<b>Out of Pocket Max. (Individual)</b>					
<b>In-Network</b>	N/A	800	N/A	800	300
<b>Out-of-Network</b>	N/A	800	N/A	800	N/A
<b>Out of Pocket Max. (Family)</b>					
<b>In-Network</b>	N/A	1600	N/A	1600	300 pp
<b>Out-of-Network</b>	N/A	1600	N/A	1600	N/A
<b>Rx Plan: Retail Generic</b>	8	10	8	10	10
<b>Brand, Formulary</b>	15	20	15	20	20
<b>Brand, Non-Formulary</b>	30	35	30	35	35
<b>RX Plan: Mail Generic</b>	8	10	8	10	10
<b>Brand, Formulary</b>	15	20	15	20	20
<b>Brand, Non-Formulary</b>	30	35	30	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
	300	260	200	130
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	
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	151	850	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?	ing to implement some care first Initiatives			
If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	st \$200,000 specific / No Agregate			
Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?	Don't know			
What options have been implemented to reduce retiree health care costs?	Lowered County Contribution (90 to 75%)			

**FY 2017 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.	past 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 2017 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	80/20	-
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
	331	407ee's/1597 total	318ee's/636 total	312ee's/443 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	94	\$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 2017 Maryland County Government Health Benefits Survey**

**Cecil**

	Active Employee/Pre-65 Retirement		Medicare Retirees	N/A
	Carefirst PPO - High Option	Carefirst PPO - Standard Option	Carefirst PPO - Standard Option	
<b>Annual Deductible (Individual)</b>	200	400	400	-
<b>In-Network</b>	200	400	400	-
<b>Out-of-Network</b>	200	400	400	-
<b>Annual Deductible (Family)</b>	600	1,200	1,200	-
<b>In-Network</b>	600	1,200	1,200	-
<b>Out-of-Network</b>	600	1,200	1,200	-
<b>Office Co-Pays (In-Network)</b>	20 / 30	20 / 30	20 / 30	-
<b>ER Copay</b>	90% of allowed benefit after deductible	75% of allowed benefit after deductible	75% of allowed benefit after deductible	-
<b>Coinsurance (In-Network)</b>	90% of allowed benefit	75% of allowed benefit	75% of allowed benefit	-
<b>Coinsurance (Out-of-Network)</b>	75% of allowed benefit after deductible	65% of allowed benefit after deductible	65% of allowed benefit after deductible	-
<b>Out of Pocket Max. (Individual)</b>	1,500	2,000	2,000	-
<b>In-Network</b>	1,500	2,000	2,000	-
<b>Out-of-Network</b>	1,500	2,000	2,000	-
<b>Out of Pocket Max. (Family)</b>	4,500	6,000	6,000	-
<b>In-Network</b>	4,500	6,000	6,000	-
<b>Out-of-Network</b>	4,500	6,000	6,000	-
<b>Rx Plan: Retail Generic</b>	\$10 copay for 30-day supply	\$10 copay for 30-day supply	\$10 copay for 30-day supply	-
<b>Brand, Formulary</b>	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	-
<b>Brand, Non-Formulary</b>	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	-
<b>RX Plan: Mail Generic</b>	\$10 copay for 90-day supply	\$10 copay for 90-day supply	\$10 copay for 90-day supply	-
<b>Brand, Formulary</b>	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	-
<b>Brand, Non-Formulary</b>	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	-
<b>Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.</b>				
<b>Method Used to Insure</b>	<b>Self-insured</b>	<b>State Insurance</b>	<b>Third Party Carrier</b>	<b>Broker</b>
	X			
	<b>Fully-Insured</b>	<b>Other</b>		
<b>How many people does your county insure on:</b>	<b>Single plans</b>	<b>Family plans</b>	<b>Two-person plans</b>	<b>Retirees</b>
<b>Which of the following do you offer?</b>	<b>Life Insurance</b>	<b>Legal Services</b>	<b>Flexible Spending Accounts</b>	<b>Long-term Disability Income Insurance</b>
	X		X	
<b>Which of the following do you offer?</b>	<b>Accident-Only Insurance</b>	<b>Critical Illness Insurance</b>	<b>Dental Insurance</b>	<b>Vision Insurance</b>
	X	X	X	X
<b>Which of the following do you offer?</b>	<b>Short-term Disability Income Insurance</b>	<b>Cancer Insurance</b>	<b>Prescriptions</b>	<b>Other</b>
		X	X	
<b>Opt-out offered for employees covered by other health insurance plans</b>	<b>Opt-out offered?</b>	<b>Number participating</b>	<b>Amount county pays per emp.</b>	<b>Opt-out changed in past 2 years?</b>
	N	-	-	-
<b>Health Care Reform</b>	<b>Are plans grandfathered in?</b>	<b>Intend to grandfather longterm?</b>	<b>Participate in Early Retiree Ins Prog</b>	
	N	N	N	
<b>Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?</b>	N			
<b>If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?</b>	Sun Life Assurance Company			
<b>Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?</b>				
<b>What options have been implemented to reduce retiree health care costs?</b>				

**FY 2017 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
<b>Annual Deductible (Individual)</b>				
<b>In-Network</b>	N/A	N/A	300/Major Medical	N/A
<b>Out-of-Network</b>	200	N/A	N/A	N/A
<b>Annual Deductible (Family)</b>				
<b>In-Network</b>	N/A	N/A	N/A	N/A
<b>Out-of-Network</b>	400	N/A	N/A	N/A
<b>Office Co-Pays (In-Network)</b>	\$15 PCP/\$20 Spec	\$10 PCP/\$15 Spec	varies	\$10 PCP/\$15 Spec
<b>ER Copay</b>	\$75 /Waived admitted	\$50/Waived admitted	N/A	\$50/Waived admitted
<b>Coinsurance (In-Network)</b>	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
<b>Coinsurance (Out-of-Network)</b>	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
<b>Out of Pocket Max. (Individual)</b>				
<b>In-Network</b>	1,000	2,000	200	2,000
<b>Out-of-Network</b>	1,000	N/A	N/A	N/A
<b>Out of Pocket Max. (Family)</b>				
<b>In-Network</b>	2,000	6,000	N/A	6,000
<b>Out-of-Network</b>	2,000	N/A	N/A	N/A
<b>Rx Plan: Retail Generic</b>	5	5	5	5
<b>Brand, Formulary</b>	20	20	20	20
<b>Brand, Non-Formulary</b>	35	35	35	35
<b>RX Plan: Mail/CVS Retail Pharmacy Generic</b>	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay	Disc with maint meds 2 copays for 3 mth supply. \$5/copay
<b>Brand, Formulary</b>	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay	Disc with maint meds 2 copays for 3 mth supply. \$20/copay
<b>Brand, Non-Formulary</b>	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay	Disc with maint meds 2 copays for 3 mth supply. \$35/copay

**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		
<b>How many people does your county insure on:</b>	Single plans	Family plans	Two-person plans	Retirees
	370	465	257	319
<b>Which of the following do you offer?</b>	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
<b>Which of the following do you offer?</b>	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
<b>Which of the following do you offer?</b>	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
			X	
<b>Opt-out offered for employees covered by other health insurance plans</b>	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	N	-	-	-
<b>Health Care Reform</b>	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	Y	
<b>Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?</b>	N			
<b>If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?</b>	CareFirst, Stop Loss Specific is \$150,000 and aggregate is 120%			
<b>Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?</b>	Would have to review.			
<b>What options have been implemented to reduce retiree health care costs?</b>	Higher copays, dropped the CareFirst PPO and added a Blue Choice Advantage plan, updated Rx formulary list			

**FY 2017 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?	Y			
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 2017 Maryland County Government Health Benefits Survey**

**Frederick**

Active Ees Only  
High Deductible  
w/HSA

1300

2600

2600

5200

n/a

n/a

5%

20%

2500

5000

5000

9600

IN OON

10 20%

30 20%

50 20%

20 n/a

60 n/a

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?	Y			
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 2017 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	January 1, 2017 moving from Group Plan with United Healthcare to Individual HRA Subsidy
<b>Annual Deductible (Individual)</b>			
In-Network	200	0	N/A
Out-of-Network	400	300	N/A
<b>Annual Deductible (Family)</b>			
In-Network	400	0	N/A
Out-of-Network	800	900	N/A
Office Co-Pays (In-Network)	25	15	N/A
ER Copay	75	25	N/A
Coinsurance (In-Network)	90%	100%	N/A
Coinsurance (Out-of-Network)	70%	80%	N/A
<b>Out of Pocket Max. (Individual)</b>			
In-Network	3,000	3,000	N/A
Out-of-Network	4,000	3,000	N/A
<b>Out of Pocket Max. (Family)</b>			
In-Network	6,000	6,000	N/A
Out-of-Network	8,000	6,000	N/A
Rx Plan: Retail Generic	10	10	
Brand, Formulary	30	20	
Brand, Non-Formulary	50	35	
RX Plan: Mail Generic	20	20	
Brand, Formulary	60	40	
Brand, Non-Formulary	100	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
	76	121 FAMILY + 6 PARENT & CHILDREN = 127	77 EMPLOYEE & SPOUSE + 19 PARENT & 1 CHILD = 88	UNDER 65 = 42 (36 INDIVIDUAL + 4 EMPLOYEE & SPOUSE + 2 FAMILY) OVER 65 = 112 IND
Which of the following do you offer?	Life Insurance	Legal Services	Flexible Spending Accounts	
	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 long-term?	Participate in Early Retiree Ins Prog	
	X	X	X	
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 Financial	Specific Stop Loss - 24/12 (Monthly Premium Rate = \$26.74 Individual; \$68.44 Non-Individual)	Specific Deductible - \$250,000	Aggregate Stop Loss - 24/12 (Monthly Premium Rate = \$2.45)
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?	January 1, 2017 moving over 65 retirees to HRA	subsidy for individual plans on Medicare Exchange		

**FY 2017 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)	Offered under Triple Option - PPO/Level 2	MPOS	Blue Choice Opt Out Plus - 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)		20%		20%	20% AFTR MEDICARE	20%
Out of Pocket Max. (Individual)						
In-Network		N/A		N/A	N/A	N/A
Out-of-Network		2,000		2,000	N/A	2,000
Out of Pocket Max. (Family)						
In-Network		N/A		N/A	N/A	N/A
Out-of-Network		4,000		4,000	N/A	4,000
Rx Plan: Retail Generic		10		5	20% OF RX COST	5
Brand, Formulary		25		15	20% OF RX COST	15
Brand, Non-Formulary		45		35	20% OF RX COST	35
RX Plan: Mail Generic						
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
	377	706	431	684
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?	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?	Yes			
What options have been implemented to reduce retiree health care costs?	PEHP Plan			

**FY 2017 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
<b>Annual Deductible (Individual)</b>						
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
<b>Annual Deductible (Family)</b>						
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
<b>Office Co-Pays (In-Network)</b>	10pcp 20 spec	\$20	10pcp 20 spec	\$10	\$0	\$10.00
ER Copay	\$100	\$100	\$100	\$50	\$50	\$50.00
Coinsurance (In-Network)	100%	90%	100%	n/a	5%	n/a
Coinsurance (Out-of-Network)	N/A	70%	N/A	Medicare benefits schedule	5%	n/a
<b>Out of Pocket Max. (Individual)</b>						
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
<b>Out of Pocket Max. (Family)</b>						
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
<b>Rx Plan: Retail Generic</b>	\$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
<b>RX Plan: Mail Generic</b>	\$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.**

<b>Method Used to Insure</b>	Self-insured	State Insurance	Third Party Carrier	Broker
	X			
<b>How many people does your county insure on:</b>	Fully-Insured	Other		
	X			
<b>Which of the following do you offer?</b>	Single plans	Family plans	Two-person plans	Retirees
	809	870	612	703
<b>Which of the following do you offer?</b>	Life Insurance	Legal Services	Flexible Spending Accounts	Long-term Disability Income Insurance
	X	X	X	X
<b>Which of the following do you offer?</b>	Accident-Only Insurance	Critical Illness Insurance	Dental Insurance	Vision Insurance
	X	X	X	X
<b>Which of the following do you offer?</b>	Short-term Disability Income Insurance	Cancer Insurance	Prescriptions	Other
	X	X	X	
<b>Opt-out offered for employees covered by other health insurance plans</b>	Opt-out offered?	Number participating	Amount county pays per emp.	Opt-out changed in past 2 years?
	Y	431	\$900/year	N
<b>Health Care Reform</b>	Are plans grandfathered in?	Intend to grandfather longterm?	Participate in Early Retiree Ins Prog	
	Y	Y	ERRP no longer applicable	
<b>Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?</b>	No			
<b>If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?</b>	Aetna is stop loss carrier. \$500,000 specific, no aggregate			
<b>Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?</b>				
<b>What options have been implemented to reduce retiree health care costs?</b>	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 2017 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	-		-
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
	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
				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?	N			
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 2017 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

Email:tikeetha.thomas@mncppc.org

Fax:301-454-1687

	Active Employee and Pre-65 Retiree			Medicare Retirees		
	UnitedHealthcare POS	UnitedHealthcare EPO	CIGNA EPO	*UnitedHealthcare Medicare Complement	UnitedHealthcare EPO	CIGNA EPO
Annual Deductible (Individual)	N/A	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 2017 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)					
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)					
In-Network				N/A	N/A
Out-of-Network				N/A	N/A
Out of Pocket Max. (Family)					
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 Brand, Formulary	N/A	N/A	N/A	\$4 or \$5	\$10
Brand, Non-Formulary	N/A	N/A	N/A		\$20
Rx Plan: Mail Generic Brand, Formulary	N/A	N/A	N/A	\$8 or \$10	\$35
Brand, Non-Formulary	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					
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	
	2850	3713	1898	5274	
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	
	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/A	-	-	-	
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. EGWP plus Wrap for Medicare Eligible retirees and dependents				

**FY 2017 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:** jdsanders@co.pg.md.us

**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
<b>Annual Deductible (Individual)</b>					
<b>In-Network</b>	50	N/A	50	N/A	N/A
<b>Out-of-Network</b>	N/A	N/A	300	N/A	300
<b>Annual Deductible (Family)</b>					
<b>In-Network</b>	50(per family member)	N/A	50 (per family member)	N/A	N/A
<b>Out-of-Network</b>	N/A	N/A	550	N/A	550
<b>Office Co-Pays (In-Network)</b>	30 -PCP, 35-SPEC	15-PCP, 15-SPEC	30-PCP, 35-SPEC	N/A	N/A
<b>ER Copay</b>	150	50	150	N/A	N/A
<b>Coinsurance (In-Network)</b>	100%	100%	100%	N/A	100%
<b>Coinsurance (Out-of-Network)</b>	N/A	N/A	20%	N/A	20%
<b>Out of Pocket Max. (Individual)</b>					
<b>In-Network</b>	2,000	3,500	2,000	N/A	N/A
<b>Out-of-Network</b>	N/A	N/A	2,000	N/A	2,000
<b>Out of Pocket Max. (Family)</b>					
<b>In-Network</b>	4,000	9,400	4,000	N/A	N/A
<b>Out-of-Network</b>	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)
<b>Rx Plan: Retail Generic</b>	10	10	10	10	10
<b>Brand, Formulary</b>	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
<b>Brand, Non-Formulary</b>	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
<b>RX Plan: Mail Generic</b>	20	20	20	20	20
<b>Brand, Formulary</b>	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
<b>Brand, Non-Formulary</b>	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
	2,060	1,921	1,064	3,767
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	1727	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. *See below.			
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?	Effective January 1, 2017, the County will implement the Employer Group Waiver Plan (EGWP) under the prescription plan for Medicare eligibles.			

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 Illness Insurance Plan.

\*Gift cards and wellness items are offered to employees for participation in certain wellness events.

**FY 2017 Maryland County Government Health Benefits Survey**

**Queen Anne's**

County: Queen Anne's County

Person Responding: Beverly Churchill

Title: Director of Human Resources

Phone: 410-758-4406

Email: bchurchill@qac.org

Fax: 410-758-6913

**Active Employee, Pre-65 Retirees, and Medicare Retirees**

	PPO	EPO	BCA	N/A
Annual Deductible (Individual)				-
In-Network	N/A	N/A	100	-
Out-of-Network	200	N/A	500	-
Annual Deductible (Family)				-
In-Network	N/A	N/A	200	-
Out-of-Network	600	N/A	1,000	-
Office Co-Pays (In-Network)	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
	118	164	106	182
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	68	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 2017 Maryland County Government Health Benefits Survey**

**St. Mary's**

County: St. Mary's County

Person Responding: Karen Gates

Title: Benefits Coordinator

Phone: 301-475-4200, ext \*1104

Email: karen.gates@stmarysmd.com

Fax: 301-475-4082

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	BlueChoice Advantage	HMO Open Access	BlueChoice Advantage	HMO Open Access
<b>Annual Deductible (Individual)</b>				
<b>In-Network</b>	250	N/A	250	N/A
<b>Out-of-Network</b>	500	N/A	500	N/A
<b>Annual Deductible (Family)</b>				
<b>In-Network</b>	500	N/A	500	N/A
<b>Out-of-Network</b>	1,000	N/A	1,000	N/A
<b>Office Co-Pays (In-Network)</b>	20 PCP / 20 Spec	10 PCP / 20 Spec	20 PCP / 20 Spec	10 PCP / 20 Spec
<b>ER Copay</b>	100	75	100	75
<b>Coinsurance (In-Network)</b>	100% AB	N/A	100% AB	No charge
<b>Coinsurance (Out-of-Network)</b>	80% AB	N/A	80% AB	N/A
<b>Out of Pocket Max. (Individual)</b>				
<b>In-Network</b>	1,000	2,000	1,000	2,000
<b>Out-of-Network</b>	1,000	N/A	1,000	N/A
<b>Out of Pocket Max. (Family)</b>				
<b>In-Network</b>	2,000	6,000	2,000	6,000
<b>Out-of-Network</b>	2,000	N/A	2,000	N/A
<b>Rx Plan: Retail Generic</b>	10	10	10	10
<b>Brand, Formulary</b>	20	20	20	20
<b>Brand, Non-Formulary</b>	35	35	35	35
<b>RX Plan: Mail Generic</b>	20	20	20	20
<b>Brand, Formulary</b>	40	40	40	40
<b>Brand, Non-Formulary</b>	70	70	70	70
<b>Self-Administered Injectables (excluding insulin)</b>	50% coinsurance up to a max payment of \$75	50% coinsurance up to a max payment of \$75	50% coinsurance up to a max payment of \$75	50% coinsurance up to a max payment of \$75
<b>Additional Insurance Questions: Enter 'X' below applicable category, or if "other," please describe.</b>				
<b>Method Used to Insure</b>	<b>Self-insured</b>	<b>State Insurance</b>	<b>Third Party Carrier</b>	<b>Broker</b>
	x			
	<b>Fully-Insured</b>		<b>Other</b>	
<b>How many people does your county insure on:</b>	<b>Single plans</b>	<b>Family plans</b>	<b>Two-person plans</b>	<b>Retirees</b>
	157	223	139	229
<b>Which of the following do you offer?</b>	<b>Life Insurance</b>	<b>Legal Services</b>	<b>Flexible Spending Accounts</b>	<b>Long-term Disability Income Insurance</b>
	x	x	x	x
<b>Which of the following do you offer?</b>	<b>Accident-Only Insurance</b>	<b>Critical Illness Insurance</b>	<b>Dental Insurance</b>	<b>Vision Insurance</b>
	x	x	x	x
<b>Which of the following do you offer?</b>	<b>Short-term Disability Income Insurance</b>	<b>Cancer Insurance</b>	<b>Prescriptions</b>	<b>Other</b>
	x	x	x	
<b>Opt-out offered for employees covered by other health insurance plans</b>	<b>Opt-out offered?</b>	<b>Number participating</b>	<b>Amount county pays per emp.</b>	<b>Opt-out changed in past 2 years?</b>
	N		VARIES	-
<b>Health Care Reform</b>	<b>Are plans grandfathered in?</b>	<b>Intend to grandfather longterm?</b>	<b>Participate in Early Retiree Ins Prog</b>	
	N	N	Y	
<b>Does your current health insurance carrier offer any premium reductions or other incentives for participation in wellness programs?</b>	No			
<b>If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?</b>	CareFirst: \$150 Specific, 115% Aggregate			
<b>Would your county be interested in adopting a nationally sponsored private health care exchange for retirees?</b>	No			
<b>What options have been implemented to reduce retiree health care costs?</b>	Effective 7/1/16 - switched from PPO to BlueChoice Advantage plan, increased emergency room copays, increased HMO prescripion drug copays, added deductible for in-patient hospitalization, added 4th Tier to prescription drug plan, will change drug formulary effective 1/1/17			

**FY 2017 Maryland County Government Health Benefits Survey**

**Somerset**

County: SOMERSET

Person Responding: ERICA RUIZ

Title: HUMAN RESOURCES DIRECTOR

Phone: 410-651-5131

Email: eruiz@somersetmd.us

Fax: 410-651-3559

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	HMO CAREFIRST BLUE CHOICE	N/A	INTEGRA/MEDICARE PRIMARY/SELF INS.	N/A
Annual Deductible (Individual)			-	-
In-Network			-	-
Out-of-Network			-	-
Annual Deductible (Family)			-	-
In-Network			-	-
Out-of-Network			-	-
Office Co-Pays (In-Network)	30/PCP- 40 Specialist		10	-
ER Copay	50		10	-
Coinsurance (In-Network)			-	-
Coinsurance (Out-of-Network)			-	-
Out of Pocket Max. (Individual)			-	-
In-Network	1,300		-	-
Out-of-Network			-	-
Out of Pocket Max. (Family)			-	-
In-Network	2,600		-	-
Out-of-Network			-	-
Rx Plan: Retail Generic	15		10	-
Brand, Formulary	35		25	-
Brand, Non-Formulary	60		50	-
RX Plan: Mail Generic	30		25	-
Brand, Formulary	70		60	-
Brand, Non-Formulary	120		110	-

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
	98	19	59	40
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	0	0	-
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?				

**FY 2017 Maryland County Government Health Benefits Survey**

**Talbot**

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	Integra Administrative Group - PPO	N/A	Medicare Supp Coverage	N/A
<b>Annual Deductible (Individual)</b>		-		-
<b>In-Network</b>	N/A	-	N/A	-
<b>Out-of-Network</b>	300	-	N/A	-
<b>Annual Deductible (Family)</b>	N/A	-	N/A	-
<b>In-Network</b>	N/A	-		-
<b>Out-of-Network</b>	600	-		-
<b>Office Co-Pays (In-Network)</b>	15	-	N/A	-
<b>ER Copay</b>	125	-		-
<b>Coinsurance (In-Network)</b>	N/A	-		-
<b>Coinsurance (Out-of-Network)</b>	80/20	-		-
<b>Out of Pocket Max. (Individual)</b>		-	N/A	-
<b>In-Network</b>	500	-		-
<b>Out-of-Network</b>	1,000	-		-
<b>Out of Pocket Max. (Family)</b>		-	N/A	-
<b>In-Network</b>	1,000	-		-
<b>Out-of-Network</b>	2,000	-		-
		-		-
<b>Rx Plan: Retail Generic</b>	10	-	10	-
<b>Brand, Formulary</b>	30	-	25	-
<b>Brand, Non-Formulary</b>	50	-	40	-
<b>RX Plan: Mail Generic</b>	20	-	25	-
<b>Brand, Formulary</b>	60	-	50	-
<b>Brand, Non-Formulary</b>	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
	96	72	87	36
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	48	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 \$4,890,000 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			

**FY 2017 Maryland County Government Health Benefits Survey**

**Washington**

County: Washington County, Maryland

Person Responding: Debra I. Peyton

Title: Benefits Manager

Phone: 240-313-2356

Email: dpeyton@washco-md.net

Fax: 240-313-2351

**Active Employee and Pre-65 Retirees**

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

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

**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	VARIABLE	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	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	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	Maybe		
What options have been implemented to reduce retiree health care costs?	They pay 50% of cost	They pay 50% of cost		

**FY 2017 Maryland County Government Health Benefits Survey**

**Wicomico**

County: Wicomico

Person Responding: Michele Ennis

Title: Director of Human Resources

Phone: 410-334-3125

Email: mennis@wicomicocounty.org

Fax: 410-334-3111

	Active Employee and Pre-65 Retirees		Medicare Retirees	
	PPO	EPO	Medicare Primary	N/A
<b>Annual Deductible (Individual)</b>				-
<b>In-Network</b>	N/A	N/A	N/A	-
<b>Out-of-Network</b>	200	N/A	N/A	-
<b>Annual Deductible (Family)</b>			N/A	-
<b>In-Network</b>	N/A	N/A	N/A	-
<b>Out-of-Network</b>	600	N/A	N/A	-
<b>Office Co-Pays (In-Network)</b>	15	15	N/A	-
<b>ER Copay</b>	25 phy/ 100 facility	25 phy/ 100 facility	N/A	-
<b>Coinsurance (In-Network)</b>	N/A	N/A	Medicare	-
<b>Coinsurance (Out-of-Network)</b>	N/A	N/A	Medicare	-
<b>Out of Pocket Max. (Individual)</b>				-
<b>In-Network</b>	1,200	1,200	N/A	-
<b>Out-of-Network</b>	1,200	1,200	N/A	-
<b>Out of Pocket Max. (Family)</b>			N/A	-
<b>In-Network</b>	3,600	3,600	N/A	-
<b>Out-of-Network</b>	3,600	3,600	N/A	-
<b>Rx Plan: Retail Generic</b>	5	5	5	-
<b>Brand Formulary</b>	30	30	30	-
<b>Brand, Non-Formulary</b>	45	45	45	-
<b>RX Plan:Mail Generic</b>	5	5	5	-
<b>Brand, Formulary</b>	30	30	30	-
<b>Brand, Non-Formulary</b>	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?	N	N	N	
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 2017 Maryland County Government Health Benefits Survey**

**Worcester**

Worcester County Government

Stacey Norton

Human Resources Director

410-632-0090

[snorton@co.worcester.md.us](mailto:snorton@co.worcester.md.us)

410-632-5614

Note: Hired before 7/1/15 it is a 90/10 cost sharing; 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: 34 day supply Retail Generic	\$10	-	\$10	-
Brand, Formulary	\$20	-	\$20	-
Brand, Non-Formulary	\$35	-	\$35	-
RX Plan: Mail 90 day supply Generic	\$10	-	\$10	-
Brand, Formulary	\$20	-	\$20	-
Brand, Non-Formulary	\$35	-	\$35	-
Retail Rx Plan: 90 day supply Generic	\$20	-	\$20	-
Brand, Formulary	\$40	-	\$40	-
Brand, No Formulary	\$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
	1528	592	EE + Spouse = 324	Included in other numbers
			EE + Child = 103	Under 65 = 255
			EE+ Children =54	Over 65 = 864
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		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?	Care First Blue Cross Blue Shield Stop Loss of \$250,000 for medical and prescription			
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?	Free carotid artery and bone density screenings; blood pressure checks, lifestyle balance classes onsite			



## **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
<b>Anne Arundel</b>	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%
<b>Baltimore City</b>	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
<b>Baltimore</b>	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 - 6.25% - 7.25%, 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.
<b>Calvert</b>	Yes	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%	Base Pay	NA	7 year vesting schedule Age 65 considered normal retirement used for OPEB purposes	3% of pay	NA

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
<b>Caroline</b>	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
<b>Carroll</b>	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%
<b>Charles</b>	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%
<b>Frederick</b>	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
<b>Garrett</b>	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

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
<b>Howard</b>	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%
<b>Maryland-National Park and Planning Commission</b>	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%
<b>Montgomery</b>	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
<b>Prince George's</b>	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.
<b>Washington</b>	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

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
<b>Wicomico</b>	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
<b>State System</b>	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
<b>Anne Arundel</b>	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%
<b>Baltimore City</b>	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.
<b>Baltimore</b>	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 - 8.65% 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.
<b>Calvert</b>	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
<b>Carroll</b>	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
<b>Cecil</b>	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 Age 55 with 5 years of service	8% of base pay	2% Cap
<b>Charles</b>	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%
<b>Frederick</b>	-	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
<b>Garrett</b>	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
<b>Howard</b>	Yes	% of AFC based on yrs of svc: 20 = 50%, 21 = 53%, 22 = 57%, 23 = 62%, 24 = 68%, 25 = 75%; max is 80% for yrs 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%
<b>MD-National Park/Planning Commission</b>	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%.

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
<b>Montgomery</b>	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
<b>Prince George's</b>	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 (Sheriffs after 7/1/2013 25 Yrs) (Police after 1/1/2016 25 years)	Police Officers - 9% Sheriff - 11%	\$35 Guaranteed Annual Increase Funds must meet 8% return to provide for anything above \$35. Maximum \$135
<b>St. Mary's</b>	Yes	Sheriff's Office Retirement Plan - 2.0% 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
<b>Washington</b>	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
<b>Wicomico</b>	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

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
<b>State System*</b>	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 (category I) or Age 50 with 10 years (Category II)	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 - 6.50% -7.50%, 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 Age 55 with 5 years of service	8% of base pay	2% Cap
Charles	Yes	2.25% x AFC x CS	Base Pay	Highest 3 of last 5 yrs	25 yrs of service or age 60	7%	100% CPI up to a max of 4%

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

## Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
<b>Frederick</b>	-	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
<b>Garrett</b>	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
<b>Harford</b>	Yes	2% up 25 yrs/1% up to total of 55%	Base salary	Highest 3 consecutive yrs.	62	7%	Determined by Board of Trustees
<b>Howard</b>	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%
<b>Montgomery</b>	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

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

## Benefit Comparison of County Pension Systems - Corrections

Jurisdiction	Social Security	Plan Formula	Earnings Include	Avg Period for AFC	Normal Retirement Age	Employee Contributions	Cost of Living Increases
Prince George's	Yes	3% x AFC x 20 yrs; 2.5% x AFC x srv credit over 20	Base Pay	Highest 24 consecutive months	20 Yrs or Age 55/w 5 yrs service	13%	Funds must meet 8% return to provide post-retirement increase. Min \$10 - Max \$100
St. Mary's	Yes	Sheriff's Office Retirement Plan - 2.% 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
<b>Allegany</b>	Sheriff Department enrolled in LEOPS.
<b>Anne Arundel</b>	Vesting requirements increased for new members of the General Plan and certain employees of the Corrections hired on or after July 1, 2015.  PLEASE NOTE: ANNE ARUNDEL COUNTY HAS A SEPARATE PENSION PLAN FOR UNIFORMED FIRE EMPLOYEES. THESE EMPLOYEES PARTICIPATE IN SOCIAL SECURITY. ONLY THE POLICE PLAN DOES NOT PARTICIPATE IN SOCIAL SECURITY.
<b>Baltimore City</b>	(No response)
<b>Baltimore</b>	Bill 25-14 Established a contribution rate for unionized police officers hired on or after July 1, 2014 at 10% of earable compensation.
<b>Calvert</b>	No.
<b>Caroline</b>	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)
<b>Carroll</b>	No.
<b>Cecil</b>	No.
<b>Charles</b>	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).
<b>Frederick</b>	Made changes for employees hired after July 1, 2012 as detailed above
<b>Garrett</b>	Yes, Law Enforcement Reitrees received a 2% COLA effective August 1, 2016.
<b>Harford</b>	0
<b>Howard</b>	Effective January 1, 2015, significant changes to DROP program offered to Law Enforcement -- more flexible entry and exit date; DROP period maximum increased to 5 years.
<b>MNCPPC</b>	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%.
<b>Montgomery</b>	Corrections and Sheriff have a DROP plan similar to Police which became effective 7/1/09.
<b>Prince George's</b>	Increased years of service for retirement eligibility.
<b>St. Mary's</b>	No.
<b>Washington</b>	(No response)
<b>Wicomico</b>	No.