



**REPORT OF COUNTY EMPLOYEE
SALARIES, HEALTH BENEFITS & PENSIONS
FISCAL YEAR
2025**

prepared by

THE MARYLAND ASSOCIATION OF COUNTIES (MACo)

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INTRODUCTION & ACKNOWLEDGMENTS

The Maryland Association of Counties (MACo) is pleased to release the Report of County Employee Salaries, Health Benefits & Pensions for Fiscal Year 2025.

This survey is published annually 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 employees, 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.

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

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

Sincerely,

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Fiscal 2025 Survey

County Employee Salaries

The following definitions are provided for reference:

Average Hourly	The average rate per hour for the number of employees reported for the position.
Weekly Hours	The number of hours per work week.
Average Salary	The average of actual salaries for this position. In the case that one employee holds the position, this is the employee's actual salary.
Min	The minimum salary in the salary range for the position.
Max	The maximum salary in the salary range for the position. This may exclude longevity increases.
Match	The level of the county match to information provided for the title: (+) indicates the position includes additional or advanced level duties, (-) indicates the position includes fewer or less advanced duties, (=) indicates that the position duties are comparable.
Average	Calculated averages of the data included. Zeros do not affect the averages.

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County Executive

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany				
Anne Arundel	142,000		1	
Baltimore City	209,121	Mayor	1	
Baltimore County	192,000		1	
Calvert				
Caroline				
Carroll				
Cecil	98,000		1	
Charles				
Dorchester				
Frederick	137,000		1	
Garrett				
Harford	171,107		1	
Howard	227,012		1	
Kent				
Montgomery	231,915		1	
Prince George's	236,661		1	
Queen Anne's				
St. Mary's				
Somerset				
Talbot				
Washington				
Wicomico	107,000		1	healthcare, cell phone, vehicle, computer, pension
Worcester				
MNCPPC				
AVERAGE	175,182			

President, County Council

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany				
Anne Arundel	48,333	County Council Chairman	1	
Baltimore City	138,470	President City Council	1	
Baltimore County	77,000	Chairman, County Council	1	
Calvert				
Caroline				
Carroll				
Cecil	25,000		1	
Charles				
Dorchester	17,000		1	Healthcare
Frederick	35,000		1	
Garrett				
Harford	57,385		1	
Howard	80,361	Council Chairperson	1	
Kent				
Montgomery	178,153	Council Member	1	
Prince George's	145,412	Chairman County Council	1	
Queen Anne's				
St. Mary's				
Somerset				
Talbot	15,400		1	
Washington				
Wicomico	25,000		1	healthcare, cell phone, computer, pension, mileage
Worcester				
MNCPPC				
AVERAGE	70,209			

President, County Board of Commissioners

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany	37,209		1	healthcare, pension, life insurance, voluntary products, vehicle mileage
Anne Arundel	44,354	County Council Vice Chairman	1	
Baltimore City				
Baltimore County				
Calvert	50,500		1	Healthcare, Pension, Computer, Up to \$2,000 annual reimbursement for any reasonable costs
Caroline	16,000		1	
Carroll	49,998		1	
Cecil				
Charles	62,969		1	
Dorchester				
Frederick				
Garrett	32,510		1	
Harford				
Howard				
Kent	20,000		1	
Montgomery				
Prince George's				
Queen Anne's	25,000		1	
St. Mary's	55,825		1	
Somerset	22,000		1	
Talbot				
Washington	41,018		1	healthcare, pension, life insurance/AD&D
Wicomico	23,000	Vice President, County Council	1	healthcare, cell phone, computer, pension, mileage
Worcester	28,277	President, County Commissioners	1	Healthcare, MSRS, Cell Phone, Computer, Travel. Salary is same for 4 year term.
MNCPPC				
AVERAGE	36,333			

Member, County Council or Commissioners

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments and additional benefits (including but not limited to: healthcare, pension, cell phone, computer, vehicle, mileage)
Allegany	36,037		2	healthcare, pension, life insurance, voluntary products, vehicle mileage
Anne Arundel	43,214	Council Member	5	
Baltimore City	78,577	City Council Member	13	
Baltimore County	69,000	Member, County Council	6	
Calvert	48,000		4	Healthcare, Pension, Computer, Up to \$2,000 annual reimbursement for any reasonable costs
Caroline	15,000		2	
Carroll	49,998		4	
Cecil	25,000		4	
Charles	51,957		4	
Dorchester	16,000		4	Healthcare
Frederick	35,000		6	
Garrett	32,510		2	
Harford	53,112	Council Members	6	
Howard	76,861		4	
Kent	20,000		2	
Montgomery	161,957	Council Member	10	
Prince George's	138,488	County Council Member	10	
Queen Anne's	25,000		4	
St. Mary's	50,750		4	
Somerset	20,000		4	
Talbot	14,400		4	
Washington	38,002	County Commissioner	4	healthcare, pension, life insurance/AD&D
Wicomico	21,000		5	healthcare, cell phone, computer, pension, mileage
Worcester	28,277	County Commissioner	6	Healthcare, MSRS, Cell Phone, Computer, Travel. Salary is same for 4 year term.
MNCPPC				
AVERAGE	47,839			

Treasurer

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments
Allegany				
Anne Arundel				
Baltimore City	138,470	Comptroller	1	
Baltimore County				
Calvert	57,500		1	Healthcare, Pension, Computer
Caroline				
Carroll				
Cecil				
Charles				
Dorchester				
Frederick				
Garrett				
Harford				
Howard				
Kent				
Montgomery				
Prince George's				
Queen Anne's				
St. Mary's	89,000		1	
Somerset				
Talbot				
Washington	76,606		1	healthcare, pension, life insurance/AD&D
Wicomico				
Worcester				
MNCPPC				
AVERAGE	90,394			

Sheriff

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	100,000	healthcare, pension, life insurance, voluntary products, vehicle mileage, cell phone vehicle	1	Sheriff provides full service law enforcement
Anne Arundel	132,999		1	
Baltimore City	167,474		1	
Baltimore County	90,000		1	
Calvert	187,649	Healthcare, Pension, Computer	1	Healthcare, Pension, Computer
Caroline	138,238		1	Sheriff provides full service law enforcement
Carroll	140,000		1	Sheriff provided full service law enforcement
Cecil	127,000		1	Sheriff provides full service law enforcement
Charles	202,199		1	Sheriff provides full service law enforcement
Dorchester	109,700		1	Sheriff provides full service law enforcement
Frederick	125,000		1	Sheriff provides full service law enforcement
Garrett	85,000		1	Sheriff provides full service law enforcement
Harford	202,199		1	Sheriff provides full service law enforcement
Howard	165,693		1	
Kent	122,453		1	Sheriff provides full service law enforcement
Montgomery	194,291		1	
Prince George's	190,888		1	
Queen Anne's	191,333		1	Sheriff provides full service law enforcement
St. Mary's	187,649		1	Sheriff provides full service law enforcement
Somerset	85,000		1	Sheriff provides full service law enforcement
Talbot	132,013		1	Sheriff provides full service law enforcement
Washington	126,630	healthcare, pension, life insurance/AD&D	1	Sheriff provides full service law enforcement
Wicomico	117,000	healthcare, cell phone, computer, pension, mileage	1	Sheriff provides full service law enforcement
Worcester	101,200		1	Sheriff provides full service law enforcement
MNCPPC				
AVERAGE	142,567			

State's Attorney

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	172,200		1	healthcare, pension, life insurance, voluntary products, vehicle mileage, cell phone
Anne Arundel	222,487		1	
Baltimore City	238,772		1	
Baltimore County	218,916		1	
Calvert	184,433		1	Healthcare, Pension, Computer
Caroline	162,633		1	
Carroll	191,333		1	
Cecil	181,766		1	
Charles	204,433		1	
Dorchester	137,000		1	Healthcare, pension, pd leave (Vac, Sic, Pers), life ins, flex spending, vol 403b, vol life, vol AFLAC, 11 pd holidays
Frederick	219,369		1	
Garrett	153,067		1	
Harford	191,333		1	
Howard	191,333		1	
Kent	153,066		1	
Montgomery	251,064	State's Attorney	1	
Prince George's	205,968		1	
Queen Anne's	191,333		1	
St. Mary's	204,433		1	
Somerset	153,066		1	
Talbot	153,065		1	
Washington	172,203		1	healthcare, pension, life insurance/AD&D
Wicomico	172,200		1	healthcare, cell phone, computer, pension, mileage
Worcester	172,200		1	Healthcare, MSRS, Cell Phone, Computer. Salary changes based on state.
MNCPPC				
AVERAGE	187,403			

County Manager/Chief Administrator/Director of Administration

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$94.07	40	195,682	195,682	195,682	+	County Administrator, Director of Finance	1	Dual Role, Contractual
Anne Arundel	\$120.80	40	251,272	153,233	284,631	=	Chief Administrative Officer	1	Appointed by County Executive
Baltimore City	\$144.59	36.7	275,940	242,828	320,090	=	City Administrator	1	
Baltimore County	\$145.00	35	263,000	221,340	332,010		County Administrative Officer	1	
Calvert	\$122.78	35	223,465	148,000	276,653	=	County Administrator	1	Contract/Salary Position
Caroline	\$73.50	40	152,880	152,880	152,880	=	County Administrator	1	
Carroll	\$88.58	40	184,256	150,273	270,473	=	County Administrator	1	
Cecil	\$87.53	40	182,068	129,266	205,170	=		1	
Charles	\$127.13	37.5	247,897				County Administrator	1	No Range
Dorchester	\$65.63	40	136,500	136,500	136,500		County Manager	1	
Frederick	\$106.77	40	222,075	166,311	291,044	=	Chief Administrative Officer	1	
Garrett	\$78.86	40	164,028	140,320	196,447			1	
Harford	\$78.08	40	162,400	112,158	199,464	=	Director of Administration	1	
Howard	\$131.00	40	272,569	168,915	325,464	=	Chief Administrative Officer	1	
Kent	\$73.00	40	152,147	117,238	181,719	=	County Administrator	1	
Montgomery	\$147.55	40	306,900	182,263	309,846	=	Chief Administrative Officer	1	
Prince George's	\$130.18	40	280,253	280,253	280,253	=	Chief Administrative Officer	1	
Queen Anne's	\$99.04	40	206,000				County Administrator	1	contract
St. Mary's	\$113.00	40	234,568	234,568	234,568	=	County Administrator	1	Contractual
Somerset	\$70.20	40	146,030	146,030	146,030		County Administrator	1	Appointed by County Commissioners
Talbot	\$80.00	40	167,929	135,913	170,449	=	County Manager	1	Reports to County Council
Washington	\$97.40	40	202,571	117,645	308,214	=	County Administrator	1	
Wicomico	\$65.82	40	136,899	115,532	173,297			1	
Worcester	\$94.25	40	196,030	165,000	250,000	=	Chief Administrative Officer	1	County Take Home Vehicle
MNCPPC	\$109.37	40	227,488	227,488	227,488	=	Executive Director	1	Appointed; Incumbent is currently acting and not appointed.
AVERAGE	\$101.76		207,634	166,941	237,755				

Assistant/Deputy Administrator

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$90.02	40	187,236	118,438	220,009	=	Deputy Chief Admin	2	Appointed by County Executive
Baltimore City	\$119.52	36.7	228,093	171,683	283,405	=	Executive Director IV	1	
Baltimore County	\$129.00	34	226,265	166,260	249,390		Deputy County Administrative Officer	2	
Calvert	\$109.29	35	198,900	134,545	251,501	=	Deputy County Administrator	1	Contract/Salary Position
Caroline									
Carroll	\$81.41	40	169,337	137,753	247,938	=	Deputy County Administrator	1	
Cecil									
Charles	\$110.32	37.5	215,119				Dep County Administrator	1	No Range
Dorchester									
Frederick	\$103.59	40	215,460	147,832	258,706	=	Deputy Chief Administrative Officer	1	
Garrett									
Harford									
Howard	\$95.00	40	196,840	137,571	265,212	=	Deputy Chief Administrative Officer	4	
Kent									
Montgomery	\$100.00	40	207,999	119,900	207,999	=	Assistant Chief Administrative Officer	1	
Prince George's	\$113.07	40	243,412	130,232	243,614	=	Deputy Chief Administrative Officer	6	
Queen Anne's									
St. Mary's	\$85.00	40	177,032	177,032	177,032	=	Deputy County Administrator	1	Contractual
Somerset	\$41.78	40	86,904	86,903	137,687		Deputy County Administrator	1	
Talbot	\$61.00	40	127,786	111,170	139,418	=	Assistant County Manager	1	
Washington	\$44.00	40	91,541	55,848	146,370	-	Executive Office Assistant	1	
Wicomico	\$63.61	40	132,300	102,633	154,005			1	
Worcester	\$74.00	40	154,570	120,000	200,000	=	Deputy Chief Administrative Officer	1	
MNCPPC		40		128,155	216,656	=	Deputy Executive Director	1	Vacant
AVERAGE	\$88.79		178,675	127,872	212,434				

Director, Human Resources/Personnel

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$71.60	40	148,944	89,345	169,757	=		1	Contractual
Anne Arundel	\$105.00	40	218,523	118,438	220,009	=	Personnel Officer	1	Appointed by County Executive
Baltimore City	\$120.31	36.7	229,609	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$114.00	35	207,774	179,520	269,280		Director, Office of Human Resources	1	
Calvert	\$88.49		161,056	122,312	228,639	=	Human Resources Director	1	Contract/Salary Position
Caroline	\$53.06	40	110,365	110,365	110,365	=		1	
Carroll	\$70.23	40	146,088	125,232	225,403	=	Director, Human Resources	1	
Cecil	\$58.96	40	119,923	106,346	168,793	=		1	
Charles	\$87.22	37.5	170,082	121,944	197,550		Director of Human Resources	1	
Dorchester	\$36.04	40	74,970	74,970	74,970		Director of Human Resources	1	
Frederick	\$87.92	40	182,875	131,406	229,961	=	Division Director Human Resources	1	
Garrett	\$65.33	40	135,866	109,429	153,201			1	
Harford	\$70.86	40	147,380	97,197	183,606	=	Director of Human Resources	1	
Howard	\$101.00	40	209,797	112,077	216,091	+	Human Resources Administrator	1	Role also directs/administers Risk Management & Workplace Safety, as well as Pension/Retirement programs
Kent	\$65.00	40	134,832	86,982	134,823	=	Director of Human Resources	1	
Montgomery	\$114.42	40	238,000	151,885	258,204	=	Director Office of Human Resources	1	
Prince George's	\$110.91	40	238,776	118,124	238,776	=	Director, Office of Human Resources Management	1	
Queen Anne's	\$86.37	40	179,643	91,060	179,643			1	
St. Mary's	\$84.00	40	174,703	174,703	174,703	=		1	Contractual
Somerset	\$53.40	40	111,069	80,840	128,081			1	
Talbot	\$54.00	40	113,566	111,170	139,418	=	Director of Administrative Services	1	
Washington	\$71.80	40	149,323	93,392	244,650	=	Director of Human Resources	1	
Wicomico	\$51.99	40	108,129	102,633	154,005			1	
Worcester	\$64.90	40	134,988	90,000	180,000	=		1	County Take Home Vehicle
MNCPPC	\$86.71	40	180,349	116,505	206,340	=	Corporate Human Resources Director	1	
AVERAGE	\$78.94		161,065	115,010	189,971				

Director, Diversity, Equity and Inclusion

Manages and administers training and awareness programs, strategic plans, and initiatives that promote diversity, equity and inclusion within the workforce and externally with related committees/boards.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$88.82	40	184,754	118,438	220,009	=	Dir, Equity & Human Rel	1	Appointed by County Executive
Baltimore City	\$127.24	37	242,827	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$84.00	34	148,925	117,876	158,640		Chief Diversity and Inclusion officer	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles	\$59.07	37.5	115,195	98,160	159,020		DEI Officer	1	
Dorchester									
Frederick	\$59.42	40	123,600	103,827	181,697	=	Chief Equity and Inclusion Officer	1	
Garrett									
Harford									
Howard	\$86.00	40	178,385	101,219	194,925	=	Administrator, Office of Human Rights & Equity	1	
Kent									
Montgomery	\$100.96	40	210,000	125,525	213,394	=	Chief Equity Officer	1	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$86.50		171,955	117,775	198,671				

Director, Information Technology

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$57.27	40	119,136	89,345	169,757	=		1	
Anne Arundel	\$98.27	40	204,402	118,438	220,009	=	Info Technology Officer	1	Appointed by County Executive
Baltimore City	\$130.42	36.7	248,898	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$113.00	35	206,000	179,520	269,280		Director of Information Technology	1	
Calvert	\$96.96	35	176,460	122,312	228,639	=	Technology Services Director	1	Contract/Salary Position
Caroline	\$63.10	40	131,258	131,258	131,258	=	Chief Information Officer	1	
Carroll	\$79.99	40	166,389	125,232	225,403	=	Director, Technology Services	1	
Cecil	\$69.40	40	144,357	106,346	168,793	=		1	
Charles	\$83.25	37.5	162,329	121,944	197,550		Chief of IT	1	
Dorchester	\$43.61	40	90,704	90,704	90,704		Director of IT	1	
Frederick	\$93.75	40	195,000	131,406	229,961	=	Division Director CIO IIT	1	
Garrett	\$70.68	40	147,014	109,429	153,201			1	
Harford	\$71.57	40	148,860	97,197	183,606	=	Director Information Technology	1	
Howard	\$123.00	40	256,834	168,915	325,464	=	Director, Technology & Communications Services	1	
Kent	\$61.00	40	126,339	86,982	134,823	=	Director of Information Technology	1	
Montgomery	\$109.13	40	227,000	151,885	258,204	=	Director Department of Technology Services	1	
Prince George's	\$111.45	40	231,821	118,124	246,188	=	Director Office of Information Technology & Communications	1	
Queen Anne's	\$82.18	40	170,944	91,060	179,643			1	
St. Mary's	\$96.00	40	200,528	200,528	200,528	=	Chief Information Officer	1	Contractual
Somerset	\$53.49	40	111,272	93,421	148,014			1	
Talbot	\$56.00	40	118,178	104,877	131,526			1	
Washington	\$51.10	40	106,184	80,038	244,650	=	Information Technology Director, Chief Technical Officer	2	
Wicomico	\$53.11	40	110,478	102,633	154,005			1	
Worcester	\$66.88	40	139,113	90,000	190,000	=		1	County Take Home Vehicle
MNCPPC	\$104.16	40	216,656	128,155	216,656	=	Chief Information Technology Officer	1	
AVERAGE	\$81.55		166,246	119,965	198,435				

Director, Finance/Accounting

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$94.95	40	197,488	118,438	220,009	=	Controller	1	Appointed by County Executive
Baltimore City	\$122.30	36.7	233,398	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$129.00	35	234,112	179,520	269,280		Director of Budget and Finance	1	
Calvert	\$98.08	35	178,500	134,545	251,501	=	Finance & Budget Director	1	Contract/Salary Position
Caroline	\$68.00	40	141,440	141,440	141,440	=		1	Deputy County Administrator as well.
Carroll	\$76.55	40	159,216	125,232	225,403	=	Comptroller	1	
Cecil	\$78.83	40	163,969	123,110	195,400	=		1	
Charles	\$76.95	37.5	150,043	105,522	170,946		Chief of Accounting	1	
Dorchester	\$56.64	40	117,810	117,810	117,810		Director of Finance	1	
Frederick	\$103.48	40	215,240	131,406	229,961	=	Division Director Finance	1	
Garrett	\$76.66	40	159,452	117,089	163,925			1	
Harford	\$84.42	40	175,599	97,197	183,606	=	Treasurer	1	
Howard	\$112.00	40	232,269	124,193	239,235	=	Director of Finance	1	
Kent	\$70.00	40	144,836	120,350	146,308	=	Chief Financial Officer	1	
Montgomery	\$115.38	40	240,000	151,885	258,204	=	Director Department of Finance	1	
Prince George's	\$101.98	40	212,117	118,124	212,117	=	Director Office of Finance	1	
Queen Anne's	\$82.72	40	172,056	97,435	192,218		Director, Budget & Finance	1	
St. Mary's	\$88.00	40	182,500	175,000	190,000	=	Chief Financial Officer	1	currently vacant; contractual
Somerset	\$51.87	40	107,896	93,421	148,014			1	
Talbot	\$67.00	40	140,463	117,840	147,783			1	
Washington	\$73.80	40	153,462	100,859	264,222	=	Chief Financial Officer	1	
Wicomico	\$57.59	40	119,789	115,532	173,297			1	
Worcester	\$87.54	40	182,083	135,000	210,000	=	Finance Officer	1	
MNCPPC	\$94.96	40	197,507	116,505	206,340	=	Corporate Accounting Director	1	
AVERAGE	\$86.20		175,469	125,701	200,835				

Assistant/Deputy Director, Finance

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$72.22	40	150,219	89,345	169,757	=		1	
Anne Arundel	\$85.69	40	178,248	102,068	197,236	=	Assistant Controller	1	Classified position
Baltimore City	\$112.29	36.7	214,302	135,862	224,466	=	Operations Director III	1	
Baltimore County	\$100.00	34	177,272	130,071	212,319	=	Deputy Director Budget and Finance	2	
Calvert	\$68.32	35	124,342	97,206	156,684	=	Deputy Director of Operations	1	Contract/Salary Position
Caroline									
Carroll	\$52.30	40	108,789	85,826	154,487	=	Bureau Chief, Accounting	1	
Cecil	\$52.29	40	108,773	96,460	153,100	=		1	
Charles	\$56.88	37.5	110,911	84,941	137,605	=	Assistant Chief	1	
Dorchester	\$40.38	40	84,000	84,000	84,000	=	Deputy Finance Director	1	
Frederick	\$73.34	40	152,555	128,866	206,186	=	Deputy Director Finance	1	
Garrett	\$60.91	40	126,692	95,580	133,811	=		1	
Harford	\$79.11	40	164,549	85,950	166,862	=	Deputy Treasurer	1	
Howard	\$81.00	40	168,128	112,077	216,091	=	Deputy Director, Finance	2	
Kent									
Montgomery	\$100.00	40	207,999	119,900	207,999	=	Chief Operating Officer	1	
Prince George's	\$96.60	40	200,919	102,041	212,666	=	Deputy Director Office of Finance	1	
Queen Anne's									
St. Mary's	\$73.00	40	152,443	113,360	195,166	=		1	
Somerset	\$35.09	40	72,988	69,954	110,833	=	Finance & Accounting Supervisor	1	
Talbot	\$48.00	40	100,415	82,499	103,462	=		1	
Washington	\$42.50	40	88,358	80,038	209,685	=	Deputy Director of Budget & Finance	1	
Wicomico	\$42.79	40	88,998	86,428	121,044	=		1	
Worcester	\$82.42	40	171,431	120,000	190,000	=	Deputy Finance Officer	1	
MNCPPC									
AVERAGE	\$69.29		140,587	100,118	169,689				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$103.65	40	215,598	133,839	248,609	=		1	Appointed by County Executive
Baltimore City	\$107.01	36.7	204,223	141,521	233,456	=	City Auditor	1	
Baltimore County	\$118.30	40	246,072	195,840	293,760		County Auditor	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles	\$56.27	37.5	109,723	68,374	110,767		Senior Auditor	1	
Dorchester									
Frederick	\$90.70	40	188,664	116,805	204,409	=	Director Internal Audit	1	
Garrett									
Harford	\$67.33	40	140,054	85,950	166,862	=	County Auditor	1	
Howard		40		124,193	239,235	=	County Auditor		Currently Vacant
Kent									
Montgomery	\$94.93	40	197,462	119,900	207,999	-	Controller	1	
Prince George's	\$109.23	40	227,190	118,124	236,889	=	County Auditor	1	
Queen Anne's									
St. Mary's									
Somerset	\$64.35	40	133,847	93,421	141,844			1	
Talbot									
Washington									
Wicomico	\$46.44	40	96,600	95,137	133,170			1	
Worcester									
MNCPPC	\$100.69	40	209,440	209,440	209,440		Inspector General	1	Appointed
AVERAGE	\$87.17		178,988	125,212	202,203				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$116.45	40	242,226	133,839	248,609	=	Budget Officer	1	Appointed by County Executive
Baltimore City	\$122.30	36.7	233,398	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$129.00	34	234,112	179,520	269,280		Director Office of Budget and Finance	1	
Calvert	\$63.44	35	115,461	97,206	156,684	=	Budget Deputy Director	1	
Caroline									
Carroll	\$113.18	40	235,409	125,232	225,403	=	Director, Management & Budget	1	
Cecil									
Charles	\$81.73	37.5	159,376	105,522	170,946		Chief of Budgeting	1	
Dorchester									
Frederick	\$90.67	40	188,602	116,805	204,409	=	Budget Director	1	
Garrett									
Harford	\$75.60	40	157,256	85,950	166,862	=	Chief of Budget & Management Research	1	
Howard	\$112.00	40	232,269	124,193	239,235	=	Budget Administrator	1	
Kent									
Montgomery	\$115.38	40	240,000	151,885	258,204	=	Director Office of Management and Budget	1	
Prince George's	\$113.89	40	236,889	118,124	236,889	=	Director Office of Management & Budget	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$71.60	40	148,886	86,445	226,595	=	Budget & Finance Director	1	
Wicomico									
Worcester	\$66.63	40	138,580	90,000	190,000	=	Budget Officer	1	
MNCPPC	\$87.08	40	181,125	116,505	206,340	=	Corporate Budget Director	1	
AVERAGE	\$97.07		195,971	120,757	218,748				

Director, Planning/Zoning

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$62.56	40	130,126	89,345	169,757	=		1	
Anne Arundel	\$93.72	40	194,942	118,438	220,009	=	Planning & Zoning Officer	1	Appointed by County Executive
Baltimore City	\$90.80	36.7	173,285	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$110.00	35	200,682	166,260	249,390		Director of Planning	1	
Calvert	\$100.96	35	183,746	134,545	251,501	=	Planning & Zoning Director	1	Contract/Salary Position
Caroline	\$54.50	40	113,360	113,360	113,360	=		1	
Carroll	\$74.15	40	154,239	125,232	225,403	+	Director, Planning & Land Management	1	
Cecil	\$60.27	40	123,353	106,346	168,793	+	Director of Land Use & Development Services	1	
Charles	\$93.41	37.5	182,159	121,944	197,550		Director of PGM	1	
Dorchester	\$41.73	40	86,805	86,805	86,805		Director of Planning & Zoning	1	
Frederick	\$90.65	40	188,550	131,406	229,961	=	Division Director Planning & Permitting	1	
Garrett	\$52.00	40	108,160	102,270	143,178		Director of Community Development	1	
Harford	\$66.37	40	138,040	97,197	183,606	=	Director Planning/Zoning	1	
Howard	\$102.00	40	212,557	124,193	239,235	=	Director, Planning & Zoning	1	
Kent	\$58.00	40	120,899	94,392	146,308	=	Director of Planning, Housing and Zoning	1	
Montgomery	\$106.73	40	222,000	151,885	258,204	+	Director Department of Permitting Services	1	
Prince George's	\$68.58	40	142,655	142,655	142,655	=	Chairman County Council	1	
Queen Anne's	\$84.67	40	176,107	91,060	179,643			1	
St. Mary's	\$84.00	40	174,703	174,703	174,703	=	Director of Land Use and Growth Management	1	Contractual
Somerset	\$41.78	40	86,904	86,903	137,687			1	
Talbot	\$55.00	40	116,395	92,811	116,395	=	County Planning Officer	1	
Washington	\$55.90	40	116,314	86,445	226,595	=	Director of Planning & Zoning	1	
Wicomico	\$60.10	40	125,000	102,633	154,005			1	
Worcester	\$62.83	40	130,686	90,000	180,000	=	Director of Development Review, and Permitting	1	County Take Home Vehicle
MNCPPC	\$106.98	40	222,525	222,525	222,525	=	Planning Director	2	Appointed
AVERAGE	\$75.11		152,968	120,509	187,211				

Assistant/Deputy Director, Planning/Zoning

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$73.80	40	153,506	97,205	183,480	=	Dep Planning Zoning	2	Classified position
Baltimore City	\$78.25	37	149,332	105,085	173,250	=	Operations Manager II	1	
Baltimore County	\$79.00	35	143,436	92,064	143,436		Deputy Director of Planning	1	
Calvert	\$86.40	35	157,248	105,960	170,843	=	Planning & Zoning Deputy Director	2	Contract/Salary Position
Caroline	\$43.67	40	90,813	74,922	85,277	=	Asst. Director Dev. Review (1 Employee)	2	
Carroll	\$60.30	40	125,417	94,654	170,358	=	Deputy Director, Planning & Land Management	1	
Cecil	\$41.90	40	87,157	75,578	119,959	=	Chief - Planning and Zoning	1	
Charles	\$80.96	37.5	157,870	113,436	183,767		Deputy Director	1	
Dorchester									
Frederick	\$98.44	40	204,753	128,866	206,186	=	Deputy Director PPD	1	
Garrett	\$41.18	40	85,654	66,657	93,320			1	
Harford	\$65.88	40	137,025	85,950	166,862	=	Deputy Director Planning/Zoning	1	
Howard	\$73.00	40	151,603	101,219	194,925	=	Deputy Director, Planning & Zoning	2	
Kent	\$46.00	40	96,069	69,694	108,025	=	Deputy Director of Planning, Housing and Zoning	1	
Montgomery	\$100.00	40	207,999	119,900	207,999	+	Deputy Director Department of Permitting Services	1	
Prince George's	\$68.25	40	141,950	141,950	141,950	=	Vice Chairman, County Council		Vacant
Queen Anne's									
St. Mary's	\$50.00	40	103,542	98,592	169,749	=	Deputy Director of Land Use and Growth Management	1	
Somerset	\$36.42	40	75,759	69,954	110,833		Zoning Administrator/Assistant Director	1	
Talbot	\$42.00	40	89,334	82,499	103,462	=	Assistant Planning Officer	1	
Washington	\$54.70	40	113,714	74,734	195,832	=	Deputy Director Planning and Zoning	1	
Wicomico	\$46.59	40	96,911	86,428	121,044			1	
Worcester	\$42.87	40	89,160	80,000	120,000	=	Deputy Director of Development Review, and Permitting	1	
MNCPPC	\$92.36	40	192,102	128,155	216,656	=	Deputy Planning Director	4	Two positions classified as appointed and two classified as non-appointed.
AVERAGE	\$63.73		129,562	95,159	153,964				

Director, Public Works

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$75.06	40	156,139	89,345	169,757	=		1	Contractual
Anne Arundel	\$109.79	40	228,361	133,839	248,609	=	Director of Public Works	1	Appointed by County Executive
Baltimore City	\$132.23	37	252,351	252,351	252,351	=		1	
Baltimore County									
Calvert	\$100.96	35	183,746	134,545	251,501	=	Public Works Director	1	Contract/Salary Position
Caroline	\$60.10	40	125,000	125,000	125,000	=		1	
Carroll	\$68.17	40	141,784	125,232	225,403	=		1	
Cecil	\$76.52	40	159,154	117,247	186,095	=		1	
Charles	\$97.58	37.5	190,289	121,944	197,550		Director of Public Works	1	
Dorchester	\$57.69	40	120,000	120,000	120,000		Public Works Director	1	
Frederick	\$98.23	40	204,309	131,406	229,961	=	Division Director Public Works	1	
Garrett									
Harford	\$86.79	40	180,526	112,158	199,464	=	Director Public Works	1	
Howard	\$115.00	40	238,813	152,443	293,819	=	Director of Public Works	1	
Kent	\$68.00	40	141,574	94,392	146,308	=	Director of Public Works	1	
Montgomery	\$113.94	40	237,000	151,885	258,204	+	Director Department of Environmental Protection	1	
Prince George's	\$105.30	40	219,016	202,437	246,188	=	Director Department of Public Works & Transportation	1	
Queen Anne's	\$92.41	40	192,217	97,435	192,218			1	
St. Mary's	\$88.00	40	182,229	182,229	182,229	=		1	Contractual
									Will be replacing Director of Solid Waste/Maintenance/Drainage/Roads Director (once current incumbent retires)
Somerset	\$59.65	40	124,063	107,959	171,049			1	
Talbot	\$63.00	40	132,512	117,840	147,783	=	County Engineer	1	
Washington	\$75.40	40	156,874	93,392	244,650	+	Director of Public Works	1	
Wicomico		40		115,532	173,297			1	Vacant
Worcester	\$88.68	40	184,447	140,000	220,000	=		1	County Take Home Vehicle
MNCPPC									
AVERAGE	\$87.26		178,591	132,664	203,702				

Assistant/Deputy Director, Public Works

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$94.12	40	195,772	107,301	207,590	=	Deputy Director, Public Works	5	Classified positions
Baltimore City	\$108.40	37	206,875	135,862	224,466	=	Deputy Director	1	
Baltimore County	\$106.00	34	187,019	116,140	200,845		Deputy Director, Public Works	1	
Calvert	\$79.56	35	144,799	105,960	170,843	=	Deputy Director (Construction, Enterprise Funds, General Services)	3	Contract/Salary Position
Caroline									
Carroll	\$62.70	40	130,423	94,654	170,358	=	Deputy Director, Public Works	3	
Cecil	\$66.71	40	138,774	91,866	145,810	=		1	
Charles	\$77.35	37.5	150,838	113,436	183,767		Deputy Director	1	
Dorchester									
Frederick	\$98.93	40	205,766	128,866	206,186	=	Deputy Director DPW Admin	1	
Garrett									
Harford	\$77.76	40	161,738	85,950	166,862	=	Deputy Director Public Works	2	
Howard	\$102.00	40	212,557	124,193	239,235	=	Deputy Director of Public Works	1	
Kent	\$55.00	40	115,000	86,982	134,823	=	Deputy Director of Public Works	1	
Montgomery	\$99.04	40	206,000	125,525	213,394	+	Deputy Director Department of Environmental Protection	1	
Prince George's	\$82.81	40	172,241	102,041	212,666	=	Deputy Director Department of Public Works and Transportation	2	
Queen Anne's									
St. Mary's	\$71.00	40	147,493	130,354	224,453	=	Assistant Director of Public Works	1	
Somerset									
Talbot	\$53.00	40	112,126	92,811	116,395	=	Assistant County Engineer	1	
Washington	\$44.90	40	93,330	74,734	195,832	=	Deputy Director of Public Works-Buildings, Grounds & Facilities	1	
Wicomico	\$69.66	40	144,900	102,633	154,005			1	
Worcester	\$58.94	40	110,000	122,595	170,000	=		1	County Take Home Vehicle
MNCPPC									
AVERAGE	\$78.22		157,536	107,884	185,418				

Director, Permits/Inspections/Licenses

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$103.06	40	214,361	118,438	220,009	=	Director Inspections and Permits	1	Appointed by County Executive
Baltimore City									
Baltimore County	\$125.00	35	226,995	166,260	249,390		Director, Permits, Approvals, and Inspections	1	
Calvert	\$77.90	35	141,778	89,180	143,780	=	Inspections & Permits Division Chief	1	Salary Position
Caroline									
Carroll	\$49.64	40	103,246	85,826	154,487	=	Bureau Chief, Permits & Inspections	1	
Cecil	\$45.61	40	94,874	75,578	119,958	-	Chief- Permits	1	
Charles	\$74.00	37.5	144,293	98,160	159,020		Chief of Codes, Permits & Inspection Svc	1	
Dorchester									
Frederick	\$59.37	40	123,493	98,312	157,299	=	Director Permitting and Inspections	1	
Garrett	\$52.00	40	108,160	102,270	143,178		Director of Community Development	1	
Harford	\$65.88	40	137,025	97,197	183,606	=	Director Permits & Licenses	1	
Howard	\$105.00	40	218,932	124,193	239,235	=	Director, Inspection, Licenses & Permits	1	
Kent									
Montgomery	\$106.73	40	222,000	151,885	258,204	+	Director Department of Permitting Services	1	
Prince George's	\$105.49	40	219,420	118,124	246,188	=	Director Department of Permitting, Inspections & Enforcement	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot	\$60.00	40	126,702	104,877	131,526	=	Manager of Permits and Licensing	1	
Washington	\$54.60	40	113,485	86,445	226,595	=	Director of Permits & Inspections	1	
Wicomico									
Worcester									same as Director of Planning/Zoning listed above
MNCPPC									
AVERAGE	\$77.45		156,769	108,339	188,034				

Director, Parks and Recreation

Manages and administers the park system and recreation programs.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$103.06	40	214,361	118,438	220,009	=	Director of Recreation and Parks	1	Appointed by County Executive
Baltimore City	\$120.35	36.7	229,675	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$114.00	35	208,046	166,260	249,390		Director of Recreation and Parks	1	
Calvert	\$88.49	35	161,056	134,545	251,501	=	Parks & Recreation Director	1	Contract/Salary Position
Caroline	\$57.02	40	118,609	118,609	118,609	=		1	
Carroll	\$68.32	40	142,110	125,232	225,403	=	Director, Recreation & Parks	1	
Cecil	\$61.57	40	128,067	106,346	168,793	=		1	
Charles	\$100.05	37.5	195,100	121,944	197,550		Director of RPT	1	
Dorchester	\$36.04	40	74,970	74,970	74,970		Rec Parks Director	1	
Frederick	\$85.99	40	178,851	131,406	229,961	=	Division Director Parks & Recreation	1	
Garrett									
Harford	\$63.44	40	131,950	97,197	183,606	=	Director, Parks & Recreation	1	
Howard	\$91.00	40	188,795	124,193	239,235	=	Director, Recreation & Parks	1	
Kent	\$43.00	40	89,780	75,868	117,595	=	Director of Parks & Recreation	1	
Montgomery	\$109.13	40	227,000	151,885	258,204	-	Director Department of Recreation	1	
Prince George's									
Queen Anne's	\$87.77	40	182,555	97,435	192,218			1	
St. Mary's	\$88.00	40	182,564	182,564	182,564	=		1	Contractual
Somerset	\$53.82	40	111,936	86,903	137,687		Director, Tourism, Parks & Rec	1	
Talbot	\$51.00	40	107,751	92,811	116,395	=		1	
Washington	\$60.00	40	124,821	80,038	209,685	=	Deputy Director of Parks & Recreation	1	
Wicomico	\$62.90	40	130,838	115,532	173,297			1	
Worcester	\$61.19	40	127,268	90,000	180,000	=		1	County Take Home Vehicle
MNCPPC	\$116.91	40	243,175	243,175	243,175	=	Parks and Recreation Director	1	Appointed
AVERAGE	\$78.32		159,058	122,488	192,403				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$68.49	40	142,462	89,345	169,757	=		1	Contractual
Anne Arundel	\$97.24	40	202,261	107,300	207,590	=	Emergency Management Director	1	Appointed by County Executive
Baltimore City	\$89.97	37	171,457	190,505	190,505	-	Deputy Fire Chief	10	flat salary; does not manage 911 communications
Baltimore County	\$81.00	35	147,738	103,623	161,435	=	Chief, Emergency Communications Center	1	
Calvert	\$89.67	35	163,200	122,312	228,639	=	Public Safety Director	1	Contract/Salary Position
Caroline	\$54.50	40	113,360	113,360	113,360	=		1	
Carroll	\$68.29	40	142,045	125,232	225,403	=	Director, Public Safety	1	
Cecil	\$74.62	40	155,218	106,346	168,793	=		1	
Charles	\$89.92	37.5	175,337	121,944	197,550	=	Director of Fiscal & Admin Services	1	
Dorchester									
Frederick	\$78.25	40	162,750	116,805	204,409	=	Division Director Emergency Management	1	
Garrett	\$49.58	40	103,126	102,270	143,178	=	Director of Emergency Management Services	1	
Harford	\$79.33	40	165,000	97,197	183,606	=	Director, Emergency Services	1	
Howard	\$84.00	40	175,629	112,077	216,091	=	Administrator, Office of Emergency Management	1	
Kent	\$54.00	40	112,360	86,982	134,823	=	Director of Emergency Services	1	
Montgomery	\$100.00	40	207,999	119,900	207,999	=	Director, Office of Emergency Management and Homeland Security	1	
Prince George's	\$99.59	40	207,154	202,437	246,188	=	Director Office of Homeland Security	1	
Queen Anne's	\$88.11	40	183,274	97,435	192,218	=	Director, Emergency Services	1	
St. Mary's	\$85.00	40	175,950	175,950	175,950	=	Director of Emergency Services	1	Contractual
Somerset	\$54.23	40	112,794	80,840	128,081	=	Director of Emergency Services	1	
Talbot	\$68.00	40	143,256	120,962	151,699	=	Director of Emergency Services	1	
Washington	\$60.00	40	124,821	80,038	209,685	=	Director of Emergency Management & Communication	1	
Wicomico	\$49.82	40	103,621	102,633	154,005	=		1	
Worcester	\$80.88	40	168,228	90,000	190,000	+	Fire Marshal and Director of Emergency Services	1	3/24 combined Fire Marshall and Director of Emergency Services roles
MNCPPC									
AVERAGE	\$75.85		154,741	115,891	182,651				

Director, Economic Development

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$60.79	40	126,446	89,345	169,757	+		1	
Anne Arundel	\$104.43	40	217,221	133,839	248,609	=	Director of Programming	1	Appointed by County Executive
Baltimore City	\$119.11	36.7	227,033	171,683	283,405	=	Executive Director IV	1	
Baltimore County	\$114.00	35	207,774	166,260	249,390		Director of Economic Development	1	
Calvert	\$81.86	35	148,976	122,312	228,639	=	Economic Development Director	1	Contract/Salary Position
Caroline	\$45.00	40	93,600	93,600	93,600	=		1	
Carroll	\$74.36	40	154,673	125,232	225,403	=		1	
Cecil	\$65.49	40	136,212	106,346	168,793	=		1	
Charles	\$86.97	37.5	169,595	121,944	197,550		Director of Economic Development	1	
Dorchester	\$46.59	40	96,905	96,905	96,905		Director of Econ Development	1	
Frederick	\$98.76	40	205,419	131,406	229,961	+	Division Director Economic and Workforce Development	1	
Garrett	\$52.00	40	108,160	102,270	143,178		Director of Community Development	1	
Harford	\$65.88	40	137,025	97,197	183,606	=	Director, Economic Development	1	
Howard									
Kent	\$47.00	40	98,719	75,868	117,595	+	Director of Economic & Tourism Development	1	Position includes management of tourism development.
Montgomery									
Prince George's									
Queen Anne's	\$78.15	40	162,560	91,060	179,643		Director, Economic & Tourism Development	1	
St. Mary's	\$84.00	40	174,703	174,703	174,703	=		1	Contractual
Somerset									
Talbot	\$57.00	40	120,553	104,877	131,526	=	Director of Economic Development & Tourism	1	
Washington	\$48.20	40	100,277	86,445	226,595	=	Director of Business and Economic Development	1	
Wicomico									
Worcester	\$65.03	40	135,261	90,000	180,000	+	Director of Tourism and Economic Development	1	County Take Home Vehicle. Manages Tourism and Economic Development
MNCPPC									
AVERAGE	\$73.40		148,480	114,805	185,729				

Director/Administrator, Department of Aging

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$90.40	40	188,026	118,438	220,009	=	Director of Aging/Disabilities	1	Appointed by County Executive
Baltimore City	\$87.56	36.7	167,105	105,085	173,250	=	Operations Manager II	1	
Baltimore County	\$119.00	35	217,084	166,260	249,390		Director of Aging	1	
Calvert	\$65.15	35	118,573	89,180	143,780	=	Aging Services Division Chief	1	Contract/Salary Position
Caroline									
Carroll	\$51.57	40	107,267	85,826	154,487	=	Bureau Chief, Aging & Disabilities	1	
Cecil									
Charles	\$69.63	37.5	135,770	98,160	159,020		Chief Aging & Human Svc	1	
Dorchester									
Frederick	\$85.80	40	178,464	131,406	229,961	=	Division Director Aging and Independence	1	
Garrett									
Harford	\$50.90	40	105,869	75,763	160,934	=		1	
Howard	\$64.00	40	132,511	101,219	194,925	=	Human Services Manager II	1	Division within DCRS.
Kent									
Montgomery	\$96.15	40	200,000	125,525	213,394	=	Chief Aging and Disability Services	1	
Prince George's	\$105.92	40	220,313	118,124	246,188	=	Director Family Services	1	
Queen Anne's									
St. Mary's	\$84.00	40	174,703	174,703	174,703	=	Director of Aging and Human Services	1	Contractual
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									This is a non profit - Worcester County Commission on Aging
MNCPPC									
AVERAGE	\$80.84		162,140	115,807	193,337				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City	\$55.27	37	105,477	85,660	136,935		Operations Officer IV	1	
Baltimore County	\$58.00	35	105,700	179,520	269,280		Deputy State and County Health Officer	1	
Calvert	\$88.49	35	161,056	111,195	207,851	=	Community Resources Director	1	Contract/Salary Position
Caroline									
Carroll	\$73.90	40	153,717	125,232	225,403	=	Director, Citizen Services	1	
Cecil	\$73.31	40	152,502	106,346	168,793	+	Director of Community Services	1	
Charles	\$95.58	37.5	186,387	121,944	197,550		Director of Community Services	1	
Dorchester									
Frederick	\$73.20	40	152,250	116,805	204,409	-	Division Director Family Services	1	
Garrett									
Harford	\$67.31	40	140,000	97,197	183,606	=	Director of Housing & Community Services	1	Departments of Housing & Community Services merged
Howard	\$108.00	40	225,503	124,193	239,235	=	Director, Community Resources & Services (DCRS)	1	The Department Head for DCRS
Kent									
Montgomery	\$120.19	40	250,000	151,885	258,204	+	Director Department of Health and Human Services	1	
Prince George's	\$97.60	40	203,018	118,124	246,188	=	Director Office of Community Relations	1	
Queen Anne's	\$86.37	40	179,643	91,060	179,643		Director, Community Services	1	
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									State employee
MNCPCC									
AVERAGE	\$83.10		167,938	119,097	209,758				

Director of 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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City	\$110.67	36.7	211,196	159,378	263,014	-	Executive Director III	1	Balto City Housing Authority handles sec 8 housing
Baltimore County	\$114.00	34	200,682	163,000	249,390		Director of Housing and Community Development	1	
Calvert	\$83.18	35	151,388	115,479	186,168	=	Executive Director (Housing Authority)	1	Salary Position (Calvert County is Payroll Agent)
Caroline									
Carroll	\$57.15	40	118,874	85,826	154,487	=	Bureau Chief, Housing & Community Connections	1	
Cecil	\$44.32	40	92,194	71,979	114,247	-	Chief - Housing	1	
Charles	\$73.21	37.5	142,767	98,160	159,020		Chief Housing Authority	1	
Dorchester									
Frederick	\$84.39	40	175,525	131,406	229,961	=	Division Director Housing	1	
Garrett									
Harford									
Howard	\$99.00	40	206,394	124,193	239,235	=	Director of Housing & Community Development	1	
Kent									
Montgomery	\$106.73	40	222,000	151,885	258,204	=	Director Department of Housing and Community Affairs	1	
Prince George's	\$74.67	40	155,309	118,124	246,188	=	Director Housing & Community Development	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$84.73		167,633	121,943	209,991				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel						=	Executive Director	1	Contract employment agreement - salary set by agreement, no salary range
Baltimore City									
Baltimore County									
Calvert	\$51.47	35	93,675	75,057	121,030	=	Family Network Coordinator	1	Salary Position
Caroline									
Carroll	\$46.07	40	95,834	75,255	135,471	=	Manager, Local Management Board	1	
Cecil	\$34.47	40	71,704	62,180	98,690	=	LMB Administrator	1	
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$65.00	40	134,871	91,329	176,003	=	Human Services Manager I	1	Division within DCRS
Kent	\$41.00	40	84,844	75,868	117,595	=	Director of Local Management Board	1	
Montgomery	\$97.12	40	202,000	125,525	213,394	-	Chief Children Youth and Family Services	1	
Prince George's									
Queen Anne's	\$79.23	40	164,800	85,103	167,891		Executive Director of Housing & Family Services	1	
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico	\$43.27	40	90,000	86,428	121,044			1	Vacant
Worcester									State employee that works for the Health Department
MNCPPC									
AVERAGE	\$57.20		117,216	84,593	143,890				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$45.29	40	94,223	66,902	127,114	=		1	
Anne Arundel	\$49.64	40	103,262	97,205	183,480	=	Public Information Officer	1	Appointed by County Executive
Baltimore City	\$99.56	37	190,000	150,089	247,691	=	Executive Director II	1	
Baltimore County	\$68.00	34	148,993	86,525	140,644	=	Press Secretary	1	
Calvert	\$79.39	35	144,495	122,312	228,639	=	Communications & Media Relations Director	1	Contract/Salary Position
Caroline	\$39.30	40	127,184	127,184	127,184	=		1	
Carroll	\$43.96	40	91,438	82,077	147,743	=	Communications Manager	1	
Cecil	\$52.10	40	108,381	75,578	119,958	=	Communications and Media Relations Administrator	1	
Charles	\$75.84	37.5	147,889	98,160	159,020		Chief of Media Services/ PIO	1	
Dorchester									
Frederick	\$71.57	40	148,855	98,312	157,299	=	Communications and Public Engagement Director	1	
Garrett									
Harford	\$58.56	40	121,800	97,197	183,606	=	Chief of Executive Staff	1	
Howard	\$101.00	40	209,797	112,077	216,091	=	Public Information Administrator	1	
Kent									
Montgomery	\$96.15	40	200,000	151,885	258,204	=	Director Office of Public Information	1	
Prince George's	\$91.07	40	189,415	92,554	192,894	=	Administrative Specialist III	22	
Queen Anne's									
St. Mary's	\$59.00	40	122,292	122,292	122,292	=	Communications Director	1	Contractual
Somerset									
Talbot	\$39.00	40	82,849	66,063	82,849	=	Communication Manager	1	
Washington	\$50.70	40	105,373	86,445	226,595	=	Director of Public Relations & Marketing	1	
Wicomico									
Worcester	\$48.76	40	101,417	75,000	130,000	=	Senior PIO	1	
MNCPPC	\$65.29	40	135,813	116,505	206,340	=	Public Affairs and Marketing Officer	1	
AVERAGE	\$64.96		135,446	101,282	171,455				

County Attorney/Solicitor

Oversees legal services for the jurisdiction.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$67.12	40	139,625	139,625	139,625			1	Contractual
Anne Arundel	\$116.45	40	242,226	133,839	248,609	=	County Attorney	1	Appointed by County Executive
Baltimore City	\$136.20	36.7	259,920			=	City Solicitor	1	
Baltimore County	\$152.00	34	268,664	221,340	332,010		County Attorney	1	
Calvert	\$106.19	35	193,258	134,545	251,501	=	County Attorney	1	Contract/Salary Position
Caroline	\$61.15	40	127,184	127,184	127,184	=		1	
Carroll	\$90.59	40	188,429	125,232	225,403	=	County Attorney	1	
Cecil	\$82.77	40	172,168	129,266	205,170	=		1	
Charles	\$109.33	37.5	213,188				County Attorney	1	No Range
Dorchester									
Frederick	\$106.51	40	221,550	147,832	258,706	=	County Attorney	1	
Garrett	\$46.15	40	95,992					1	
Harford	\$70.54	40	146,730	112,158	199,464	=	County Attorney	1	
Howard	\$124.00	40	257,487	137,571	265,212	=	County Solicitor	1	
Kent									
Montgomery	\$124.04	40	258,000	151,885	258,204	=	County Attorney	1	
Prince George's									
Queen Anne's									
St. Mary's	\$84.00	40	174,703	174,703	174,703	=		1	Contractual
Somerset									
Talbot									
Washington	\$81.40	40	169,395	100,859	264,222	=	County Attorney	1	
Wicomico									
Worcester	\$81.77	40	170,084	120,000	220,000	=	County Attorney	1	
MNCPPC	\$111.78	40	232,511	232,511	232,511	=	General Counsel	1	Appointed
AVERAGE	\$97.33		196,173	145,903	226,835				

Deputy County Attorney

Assists County Attorney

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$25.20	40	52,415	52,415	52,415			1	Contractual
Anne Arundel	\$98.52	40	204,926	107,301	207,590	=	Deputy County Attorney	2	Classified position
Baltimore City	\$111.18	36.7	212,180	131,267	216,684	=	Deputy City Solicitor	1	
Baltimore County	\$103.00	35	186,728	147,900	221,850		Assistant County Attorney	2	
Calvert	\$103.60	35	188,550	188,550	188,550	=	Deputy County Attorney	1	Contract/Salary Position
Caroline									
Carroll									
Cecil	\$61.08	40	127,047	91,866	145,810	=		1	
Charles	\$71.26	37.5	138,950	113,436	183,767		Deputy County Attorney	1	
Dorchester									
Frederick	\$65.60	40	136,446	128,866	206,186	=	Deputy County Attorney	1	
Garrett									
Harford	\$80.28	40	166,991	85,950	166,862	=	Deputy County Attorney	1	
Howard	\$94.00	40	195,151	124,193	239,235	=	Deputy Attorney	3	This classification is used for the Deputy County Solicitor as well as for the Deputy Administrator of the Office of Law. The specific role in question is filled by three employees two in the State's Attorney's Office and one in the Office of Law.
Kent									
Montgomery	\$100.00	40	207,999	119,900	207,999	=	General Counsel	1	
Prince George's									
Queen Anne's									
St. Mary's	\$55.00	40	113,755	113,360	195,166	=		1	
Somerset			78,050					1	Salary determined on a yearly basis
Talbot									
Washington	\$45.90	40	95,430	86,445	226,595	=	Deputy County Attorney	1	
Wicomico									
Worcester									
MNCPPC	\$104.16	40	216,656	128,155	216,656	=	Deputy General Counsel	1	
AVERAGE	\$79.91		154,752	115,686	191,098				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$66.94	40	139,244	107,300	207,590	=	Legislative Liaison Officer	1	Appointed by County Executive
Baltimore City	\$91.12	36.7	173,892	131,267	216,684	=	Operations Director II	1	
Baltimore County									
Calvert									
Caroline									
Carroll	\$39.00	40				=	Legislative Liaison		1 position total, 1 vacancy. Contract, 40 hours from January - April, 4 hours from April - January
Cecil									
Charles									
Dorchester									
Frederick	\$68.64	40	142,762	103,827	142,762	=	Legislative Director	1	appointed
Garrett									
Harford									
Howard	\$43.00	40	90,099	82,464	158,791	=	Sr Administrative Analyst	1	This classification is used for several general positions throughout both the Executive and the Legislative branches. The specific role in question is filled by one employee in the Executive's Office who acts as our Legislative Coordinator.
Kent									
Montgomery	\$111.54	40	232,000	151,885	258,204	=	Director Office of Intergovernmental Relations	1	
Prince George's				92,554	192,894	=			Vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$32.99	40	68,619	60,632	99,341	=		1	
MNCPPC									
AVERAGE	\$64.75		141,103	104,276	182,324				

Clerk to the County Council or 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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$31.78	40	66,109	57,893	109,996	=		1	
Anne Arundel									
Baltimore City									
Baltimore County	\$72.00	35	130,182	110,160	165,240		Council Administrator	1	
Calvert	\$52.74	35	95,987	75,057	121,030	=	Clerk to the Board of County Commissioners	1	Salary Position
Caroline									
Carroll									
Cecil	\$26.00	40	53,700	48,707	77,338	=	Council Assistant	1	County Council not Commissioners
Charles	\$44.48	37.5	86,738	68,374	110,767		Clerk to Commissioners	1	
Dorchester	\$33.27	40	69,202				Clerk to Council	1	
Frederick									
Garrett									
Harford									
Howard									
Kent	\$36.00	40	75,641	59,691	92,520	-	Clerk	1	Not appointed position.
Montgomery	\$49.64	40	103,254	71,299	113,906	-	Deputy Clerk County Council	2	
Prince George's									
Queen Anne's	\$42.93	40	89,293	79,536	156,907		Executive Assistant to County Commissioners & Administrator	1	
St. Mary's									
Somerset									
Talbot	\$32.00	40	66,751	48,964	67,519	=	Clerk to County Council	1	
Washington	\$43.30	40	90,147	59,197	155,230	=	County Clerk	1	
Wicomico	\$40.31	40	83,852	78,601	110,020		Council Admin	1	
Worcester									
MNCPPC									
AVERAGE	\$42.04		84,238	68,862	116,407				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$80.71	40	167,891	97,205	183,480	=	Purchasing Agent	1	
Baltimore City	\$108.54	36.7	206,875	131,267	216,684	=	Operations Director II	1	
Baltimore County	\$87.00	34	153,603	98,230	158,643		Chief of Procurement and Logistic Services		
Calvert		35		89,180	143,780	=	Procurement Division Chief		Contract/Salary Position (Vacant)
Caroline									
Carroll	\$44.04	40	91,596	82,077	147,743	=	Procurement Officer	1	
Cecil	\$39.12	40	81,368	75,578	119,959	=	Procurement Manager	1	
Charles	\$75.84	37.5	147,889	98,160	159,020		Chief of Purchasing	1	
Dorchester									
Frederick	\$77.69	40	141,397	120,436	192,697	=	Director Procurement & Contracting	1	
Garrett	\$49.46	40	102,876	73,489	102,885		Purchasing Agent	1	
Harford	\$67.31	40	140,000	97,197	183,606	=	Director of Procurement	1	
Howard	\$83.00	40	173,189	101,219	194,925	=	Purchasing Administrator	1	
Kent									
Montgomery	\$87.63	40	182,271	105,649	186,584	=	Division Chief, Office of Procurement	1	
Prince George's	\$53.79	40	111,874	69,066	143,942	=	Contractual Services Officer	3	
Queen Anne's									
St. Mary's	\$60.00	40	125,091	113,360	195,166	=	Procurement Manager	1	
Somerset									
Talbot									
Washington	\$52.00	40	108,243	74,734	195,832	=	Purchasing Director	1	
Wicomico	\$46.18	40	96,052	95,137	133,170		Purchasing Agent	1	
Worcester	\$53.45	40	111,172	90,000	150,000	=	Purchasing Officer	1	
MNCPPC	\$95.21	40	198,037	116,505	206,340		Corporate Procurement Director	1	
AVERAGE	\$86.71		137,613	96,027	167,470				

Buyer

Performs all aspects of procurement transactions.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$39.51	40	82,180	62,321	117,636	=	Buyer III	4	
Baltimore City	\$44.43	36.7	84,674	74,803	119,684	=	Procurement Specialist II	7	
Baltimore County	\$41.00	35	73,836	59,532	74,332		Staff Buyer	10	
Calvert	\$43.53	35	79,216	57,985	101,865	=	Procurement Specialist I & II	2	
Caroline	\$31.83	40	64,421	55,128	73,713	=	Purchasing Coordinator	1	
Carroll	\$27.90	40	58,032	57,471	91,978	=	Buyer/Senior Buyer	3	4 positions total, 1 current vacancy
Cecil	\$28.00	40	59,187	53,700	85,244	=		1	
Charles									
Dorchester	\$24.50	40	50,960	50,960	50,960		Fleet Inventory Technical II	1	
Frederick	\$29.57	40	61,507	57,218	91,549	=	Procurement Analyst I	3	
Garrett									
Harford	\$33.62	40	69,935	43,632	139,261	=	Procurement Agent Series I - III	4	
Howard	\$43.00	40	88,727	60,586	116,813	=	Administrative Analyst I	6	
Kent	\$32.67	40	67,954	62,285	96,541	-	Procurement Manager	1	No direct reports. Aids department in procurement guidelines. Not full cycle procurement.
Montgomery	\$65.56	40	136,359	84,599	136,359	=	Procurement Specialist IV	1	
Prince George's	\$46.50	40	96,715	51,537	107,410	=	Procurement Officer II	5	
Queen Anne's									
St. Mary's	\$36.00	40	75,712	59,717	115,086	=	Senior Buyer & Buyer	2	
Somerset									
Talbot									
Washington	\$38.60	40	80,288	62,754	164,362	=	Buyer	1	
Wicomico	\$20.19	40	42,000	40,348	56,443		SR Purchasing Assistant	1	
Worcester									
MNCPPC	\$57.76	40	119,943	73,523	132,614	=	Corporate Procurement Specialist III	5	
AVERAGE	\$38.01		77,314	59,339	103,992				

Accountant Journey-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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$42.38	40	88,142	67,112	126,678	=	Accountant II	2	
Baltimore City	\$42.06	36.7	80,175	70,338	93,216	=	Accountant II	41	
Baltimore County	\$45.00	35	81,328	62,265	78,114		Accountant II	10	
Calvert	\$52.95	35	96,369	63,172	101,865	=	Accountant I	1	Salary Position
Caroline									
Carroll	\$31.42	40	65,354	57,471	91,978	=	Accountant I	3	
Cecil	\$40.78	40	84,843	71,980	114,247	=	Senior Accountant	3.5	1 vacancy
Charles	\$56.88	37.5	110,911	84,941	137,605		Assistant Chief of Accounting	1	
Dorchester	\$22.62	40	63,267	47,042	90,739		Accountant, Grant Accountant	3	
Frederick	\$38.45	40	79,969	70,095	112,152	=	Accountant II	1	
Garrett	\$34.23	40	71,198	63,483	88,876			2	
Harford	\$27.84	40	57,912	43,632	118,190	=	Accountant I	2	
Howard	\$46.00	40	95,506	74,414	143,293	=	Fiscal Specialist II	22	
Kent									
Montgomery	\$47.70	40	99,225	65,551	104,210	=	Accountant/Auditor II	8	
Prince George's	\$40.20	40	83,623	51,537	107,410	=	Accountant II	18	
Queen Anne's	\$30.11	40	62,628	56,332	108,482		Accountant I	1	
St. Mary's	\$36.00	40	74,651	74,651	128,586	=	Senior Accountant	1	
Somerset	\$30.79	40	64,036	50,024	81,971		Accountant	1	
Talbot	\$33.00	40	68,745	66,063	82,849	=	Accountant II	2	
Washington	\$38.40	40	79,789	70,512	184,725	+	Senior Accountant	1	
Wicomico	\$28.85	40	60,000	53,687	75,184			2	
Worcester	\$40.56	40	84,362	60,632	99,341	+	Senior Accountant	1	
MNCPPC	\$50.45	40	104,944	63,891	113,151	=	Corporate Accountant II	4	
AVERAGE	\$38.94		79,863	63,128	108,312				

Budget Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$34.75	40	72,276	72,276	136,421	=	Budget Mgmt Analyst II		
Baltimore City	\$46.47	36.7	88,567	70,338	112,807	=	Budget Management Analyst I	5	
Baltimore County	\$57.00	35	103,283	81,802	127,441		Senior Budget and Management Analyst	4	
Calvert		35		63,172	101,865	=			Salary Position
Caroline	\$40.79	40	77,481	67,508	87,454	=	Finance Specialist & Grants Coordinator	2	
Carroll	\$33.56	40	69,799	68,994	124,197	=	Management & Budget Analyst	5	6 positions total, 1 current vacancy
Cecil									
Charles	\$45.24	37.5	88,215	63,604	103,039		Budget Analyst	2	
Dorchester	\$30.42	40	63,267	63,267	63,267		Financial Analyst	2	
Frederick		40		70,095	112,152	=	Budget Analyst II		no employee at this level, no vacancies
Garrett									
Harford	\$47.37	40	98,534	46,582	139,261	=	Budget Analyst/Senior Budget Analyst	4	
Howard	\$58.00	40	121,092	82,464	158,791	=	Fiscal Manager I	4	
Kent									
Montgomery	\$49.48	40	102,912	65,551	104,210	+	Accountant/Auditor II	5	
Prince George's	\$42.41	40	88,216	51,119	100,269	=	Budget Management Analyst II	14	
Queen Anne's	\$57.29	40	119,155	68,429	131,778		Accountant III	1	
St. Mary's	\$46.00	40	95,604	85,800	147,742	=		3	
Somerset									
Talbot									
Washington	\$34.10	40	70,970	62,754	164,362	+	Senior Budget Analyst	1	
Wicomico									
Worcester	\$40.21	40	83,637	60,632	99,341	+	Senior Budget Accountant	1	
MNCPPC		40		63,891	113,151	=	Corporate Budget Analyst II		
AVERAGE	\$44.21		89,534	67,127	118,197				

Management Analyst

Performs 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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegheny									
Anne Arundel	\$43.43	40	90,337	67,112	126,678	=	Management Assistant II	38	
Baltimore City	\$32.90	36.7	62,704	50,797	68,770	=	Administrative Analyst I	6	
Baltimore County	\$43.00	35	78,117	56,893	70,721		Management Analyst II	33	
Calvert	\$47.23	35	85,956	63,172	101,865	=	Executive Administrative Assistant II	6	
Caroline									
Carroll									
Cecil									
Charles	\$58.24	37.5	113,570	79,015	128,005		Operations Manager	1	
Dorchester									
Frederick	\$33.96	40	70,627	57,219	91,550	-	Administrative Coordinator	28	
Garrett									
Harford									
Howard	\$46.00	40	96,771	74,414	143,293	=	Administrative Analyst II	42	
Kent									
Montgomery	\$49.48	40	102,912	65,551	104,210	+	Accountant/Auditor II	5	
Prince George's	\$41.80	40	86,940	51,537	107,410	=	Administrative Assistant II	64	
Queen Anne's									
St. Mary's	\$49.00	40	102,346	59,717	115,086	=	Office Manager/Office Manager I	2	
Somerset									
Talbot									
Washington	\$36.90	40	76,648	59,197	155,230	=	Fiscal Analyst	2	
Wicomico									
Worcester									
MNCPPC		40		63,891	113,151	=	Corporate Management Analyst II		
AVERAGE	\$43.81		87,903	62,376	110,497				

Personnel/Human Resources Analyst

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$35.01	40	72,828	50,096	95,183	=	Benefits Coordinator	1	
Anne Arundel	\$41.02	40	85,325	67,112	126,678	=	Personnel Analyst II	2	
Baltimore City									
Baltimore County	\$42.00	35	76,279	59,532	74,332		Human Resources Analyst II	20	
Calvert	\$56.02	35	101,947	68,851	111,020	+	Human Resources Analyst II	2	Salary Position
Caroline	\$29.92	40	65,427	50,520	80,334	=	Human Resources Specialist & Personnel & Benefits Coordinator	2	
Carroll	\$27.28	40	56,738	52,708	84,324	=	Human Resources Specialist	6	
Cecil	\$35.00	40	72,788	65,288	103,625	=	HR Specialist	4	
Charles	\$27.24	37.5	53,110	50,360	81,616		Human Resources Assistant	1	
Dorchester	\$28.28	40	58,822	43,739	84,367		HR Generalist	1	
Frederick	\$30.95	40	64,382	57,218	91,549	=	Human Resources Analyst	5	
Garrett	\$28.56	40	59,404	54,839	76,774		HR Generalist	1	
Harford	\$34.52	40	71,809	50,296	132,230	=	Human Resources Generalist	2	
Howard	\$44.00	40	91,910	74,414	143,293	=	Administrative Analyst II	6	
Kent	\$30.00	40	62,662	51,931	80,493	=	HR Specialist	1	
Montgomery	\$56.10	40	116,680	77,629	124,575	=	Human Resources Specialist III	22	
Prince George's	\$43.60	40	90,692	51,537	107,410	=	Human Resources Analyst II	22	
Queen Anne's	\$28.48	40	59,231	49,478	95,284		Human Resource Generalist	1	
St. Mary's	\$30.45	40	63,336	53,394	91,874	=	Senior HR Specialist	3	
Somerset	\$29.24	40	60,815	56,473	92,537		Payroll/Benefit Specialist	1	
Talbot	\$35.00	40	72,974	66,063	82,849	=	Benefits Manager	1	
Washington	\$45.50	40	94,702	59,197	155,230	=	Human Resources Coordinator	1	
Wicomico	\$23.48	40	48,836	48,836	68,349			2	
Worcester	\$31.03	40	64,549	49,899	85,821	=	HR Specialist, Recruiter, Benefits Specialist	3	
MNCPPC	\$40.63	40	84,516	63,891	113,151	=	Corporate Human Resources Specialist II	9	
AVERAGE	\$37.37		72,907	57,221	99,287				

Staff Attorney

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$54.24	40	112,819	77,836	146,918	=	Attorney II	1	
Baltimore City	\$63.66	36.7	121,341	79,507	127,043	=	Assistant Solicitor	23	
Baltimore County	\$74.00	35	135,041	98,230	158,643	=	Assistant County Attorney	35	
Calvert	\$85.92	35	156,383	156,383	156,383	=	Associate County Attorney	1	Contract/Salary Position
Caroline	\$43.50	40	90,474	83,200	115,000	=	Asst. States Attorney & Deputy States Attorney	4	
Carroll	\$54.27	40	112,875	82,077	161,055	=	Assistant County Attorney I/II	1	2 positions total, 1 vacancy
Cecil	\$48.00	40	100,630	79,357	125,956	=	Asst. County Attorney	2	
Charles	\$41.04	37.5	80,030	73,502	119,074	=	Staff Attorney	3	
Dorchester									
Frederick	\$51.83	40	107,801	98,312	157,299	=	Assistant County Attorney	1	
Garrett									
Harford	\$57.70	40	120,023	68,230	159,629	=	Assistant County Attorney II	4	
Howard	\$51.00	40	103,019	91,329	176,003	=	Attorney	10	
Kent									
Montgomery	\$71.95	40	149,653	104,007	168,473	=	Assistant County Attorney III	2	
Prince George's	\$42.66	40	88,728	59,661	124,342	=	Attorney II	4	
Queen Anne's									
St. Mary's	\$65.00	40	134,171	98,592	169,749	=	Assistant County Attorney	1	1 currently vacant
Somerset									
Talbot									
Washington	\$42.48	40	88,358	80,038	209,685	=	Assistant County Attorney	2	
Wicomico									
Worcester									
MNCPPC	\$64.30	40	133,748	80,206	144,677	=	Associate General Counsel	5	
AVERAGE	\$56.97		114,693	88,154	151,246				

Planner

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$38.79	40	80,693	67,112	126,678	=	Planner II	16	
Baltimore City	\$44.52	36.7	84,857	74,803	119,684	=	City Planner II	28	
Baltimore County	\$36.00	35	65,103	60,350	70,721		Planner II	21	
Calvert	\$44.54	35	81,063	68,851	111,020	=	Planner II	5	Salary Position
Caroline									
Carroll	\$32.05	40	66,664	63,357	114,026	=	Comprehensive Planner II	1	
Cecil	\$28.00	40	58,732	53,700	98,690	=	Planner 1,2,3	3	
Charles	\$32.75	37.5	63,857	60,004	97,206		Planner I	8	
Dorchester	\$31.65	40	65,832	47,042	90,739		Planner	2	
Frederick	\$29.23	40	60,794	57,218	91,549	=	Planner I	3	
Garrett									
Harford	\$26.86	40	55,876	43,632	118,190	=	Planner I	4	
Howard	\$44.00	40	90,976	67,199	129,361	=	Planning Specialist II	17	
Kent	\$32.00	40	67,448	59,691	92,520	=	Associate Planner	2	Requires a Masters degree.
Montgomery	\$44.26	40	92,054	65,551	104,210	=	Planning Specialist II	2	
Prince George's	\$34.08	40	70,882	51,537	107,410	=	Planner II	6	
Queen Anne's	\$32.92	40	68,469	60,106	115,749		Associate Planner	1	
St. Mary's	\$36.00	40	73,983	59,717	147,742		Planner II-IV/Senior Planner	10	3 currently vacant
Somerset	\$30.58	40	63,598	60,533	91,909		Senior Planner	1	
Talbot									
Washington	\$34.70	40	72,259	59,197	155,230	=	Planner	2	
Wicomico									
Worcester	\$31.53	40	65,592	45,261	100,000	=	Zoning Administrator, DRP Specialist II & III, Planning Manager, Planner I, III & V	7	4 in Environmental Programs and 3 in DRP
MNCPPC	\$43.49	40	90,454	63,891	113,151	=	Planner II	45	
AVERAGE	\$35.40		71,959	59,438	109,789				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$62.93	40	130,895	83,112	157,913	=		1	
Anne Arundel	\$94.12	40	195,772	107,301	207,590	=	Deputy Director, Public Works	5	
Baltimore City	\$61.51	36.7	117,341	93,602	149,726	-	Engineer Supervisor	8	PE is not required
Baltimore County	\$84.00	35	148,718	130,773	175,947		Chief, Bureau of Engineering and Construction	1	
Calvert	\$70.01	35	127,418	97,206	156,684	=	Engineering Division Chief	1	Salary Position/Employee Acting in Position
Caroline									
Carroll	\$67.57	40	140,545	85,826	154,487	=	Bureau Chief, Engineering	1	
Cecil	\$62.00	40	129,932	87,491	138,866	=		1	
Charles	\$74.72	37.5	145,706	98,160	159,020		Chief of Infrastructure	1	
Dorchester									
Frederick	\$65.31	40	135,848	120,436	192,967	=	Deputy Head Eng and Planning	1	
Garrett									
Harford	\$67.16	40	139,702	75,763	160,934	=	Chief of Engineering	2	
Howard	\$94.00	40	194,488	124,193	239,235	=	Engineering Manager II	1	
Kent									
Montgomery	\$100.00	40	207,999	119,900	207,999	+	Deputy Director, Department of General Services	1	
Prince George's	\$78.14	40	162,531	88,147	183,709	=	Engineer V	15	
Queen Anne's	\$74.53	40	155,019	85,103	167,891		Chief of Engineering	1	
St. Mary's	\$72.00	40	150,166	113,360	195,166	=	Deputy Director of Public Works	2	
Somerset	\$58.42	40	121,511	93,421	148,014			1	
Talbot									
Washington	\$75.20	40	156,416	86,445	226,595	=	Director of Engineering	1	
Wicomico	\$50.73	40	105,525	78,601	110,020		Manager Civil Engineer	1	
Worcester	\$80.67	40	167,802	110,000	200,000	=	County Engineer	1	Take Home Vehicle
MNCPPC	\$71.33	40	148,364	89,092	157,697	=	Manager, Design and Construction	6	
AVERAGE	\$73.22		149,085	98,397	174,523				

Engineer

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$42.01	40	87,385	53,853	118,246	>.=	Engineer I - Engineer III	3	
Anne Arundel	\$43.55	40	90,591	67,112	126,678	=	Engineer II	9	
Baltimore City	\$51.12	36.7	97,429	82,283	126,454	=	Engineer II	25	
Baltimore County	\$42.00	35	77,000	62,265	78,114		Engineer II	3	
Calvert	\$65.01	35	118,322	89,180	143,780	+	Project Engineer II	5	Salary Position
Caroline									
Carroll	\$34.56	40	71,881	68,994	124,197	=	Project Engineer	1	
Cecil	\$52.00	40	107,985	71,980	125,956	=	Civil Engineer 2 or 3	4	
Charles	\$40.55	37.5	79,072	63,604	103,039		Engineer I	1	
Dorchester	\$70.94	40	147,555	147,555	147,555		Engineer	1	
Frederick	\$38.47	40	80,020	75,001	120,002	=	Engineer I	2	
Garrett	\$31.44	40	65,395	47,372	66,321			1	
Harford		40		46,282	126,032	=	Civil Engineer I		
Howard	\$58.00	40	120,878	82,464	158,791	=	Engineering Specialist II	18	
Kent									
Montgomery	\$52.37	40	108,935	68,350	108,935	=	Engineer II	1	
Prince George's	\$43.87	40	91,239	65,776	137,087	=	Engineer II	17	
Queen Anne's	\$40.11	40	83,428	60,106	115,749		Civil Engineer I	3	
St. Mary's	\$47.00	40	98,197	66,830	169,749	=	Engineer I/II/III	3	
Somerset									
Talbot	\$29.00	40	61,230	41,024	62,179	=	Project Manager	1	
Washington	\$38.90	40	80,933	70,512	184,725	=	Civil Engineer	2	
Wicomico	\$36.09	40	75,075	58,978	82,570			2	
Worcester									
MNCPPC	\$52.62	40	109,442	68,912	122,285	=	Design Construction Manager II	15	
AVERAGE	\$45.48		92,600	69,449	121,354				

Solid Waste and Recycling Manager

Manages the technical, administrative, promotional, educational, and planning components for all recycling and solid waste (landfill) management. May perform supervisory duties.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$79.23	40	164,801	107,301	207,590	=	Assistant Director, Public Works	1	
Baltimore City	\$83.49	37	190,962	120,166	198,106	=	Bureau Head Solid Waste	1	
Baltimore County	\$74.00	34	130,733	130,733	175,947		Chief, Bureau of Solid Waste Management	1	
Calvert	\$52.49	35	95,532	89,180	143,780	=	Solid Waste Division Chief	1	Contract/Salary Position
Caroline									
Carroll	\$46.89	40	97,529	85,826	154,487	=	Bureau Chief, Solid Waste	1	
Cecil	\$35.00	40	71,955	65,288	103,625	=	Asst. Chief - Landfill	1	
Charles	\$60.39	37.5	117,767	98,160	159,020		Chief of Environ Res	1	
Dorchester	\$37.02	40	77,002	43,739	84,367		Landfill Manager, Landfill Supervisor	2	
Frederick									
Garrett	\$39.37	40	81,890	66,657	93,320		Solid Waste Division Chief	1	
Harford									
Howard	\$91.00	40	188,795	124,193	239,235	=	Engineering Manager II	1	
Kent	\$33.00	40	68,313	51,931	80,493	-	Crew Leader - Solid Waste	1	Manages the day to day operations of the solid waste division. Has direct reports.
Montgomery	\$89.70	40	186,583	105,649	186,584	=	Chief, Division of Solid Waste Services	1	
Prince George's	\$87.00	40	180,968	92,554	192,894	=	Associate Director, Department of Environmental Resources	6	
Queen Anne's	\$56.90	40	118,346	64,133	123,504		Recycling & Refuse Manager	1	
St. Mary's	\$41.00	40	85,800	85,800	147,742	=	Manager II-Solid Waste	1	
Somerset	\$26.76	40	54,654	49,450	81,029		Sanitary/Landfill Superintendent	1	
Talbot	\$33.00	40	70,126	66,063	82,849	=	Project Manager	1	
Washington	\$71.40	48	148,408	80,038	209,685	=	Deputy Director Solid Waste & Watershed	1	
Wicomico	\$31.46	40	65,445	64,821	90,728			1	
Worcester	\$47.37	40	98,522	75,000	120,000	=	Solid Waste Superintendent	1	County Take Home Vehicle
MNCPPC									
AVERAGE	\$55.82		114,707	83,334	143,749				

Recycling Manager/Coordinator

Performs administrative and supervisory functions related to the development, implementation, and coordination of the County's recycling program.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.08	40	50,105	46,602	88,542	=		1	
Anne Arundel	\$75.24	40	156,493	83,821	158,214	=	Solid Waste Recycling Mgr	1	
Baltimore City	\$63.84	36.7	78,542	74,803	119,684	=	Recycling Coordinator	1	
Baltimore County	\$59.00	35	106,731	72,677	113,228		Recycling and waste Prevention Manager	1	
Calvert	\$42.69	35	77,696	75,057	121,030	=	Recycling Coordinator	1	Salary Position
Caroline									
Carroll	\$31.53	40	65,574	63,357	114,026	=	Recycling & Conservation Manager	1	
Cecil	\$31.09	40	64,674	53,700	85,244	=		1	
Charles	\$75.27	37.5	146,784	73,502	119,074		Recycling Superintendent	1	
Dorchester									
Frederick	\$38.87	40	80,842	80,252	128,402	=	Recycling Manager	1	
Garrett	\$25.29	40	52,603	38,973	54,562			1	
Harford									
Howard									
Kent									
Montgomery	\$78.01	40	162,254	91,663	162,254	+	Chief, Waste Reduction & Recycling Section	1	
Prince George's									
Queen Anne's									
St. Mary's	\$38.00	40	78,354	59,717	102,752	=	Solid Waste Recycling Foreman	1	
Somerset									
Talbot									
Washington	\$39.90	48	83,054	66,518	174,304	=	Recycling/Operations Coordinator	1	
Wicomico	\$28.73	40	59,761	53,687	75,184			1	
Worcester	\$30.77	40	64,002	55,000	85,000	=	Recycling Manager	1	County Take Home Vehicle. Recycling Coordinator \$49213
MNCPPC									
AVERAGE	\$45.49		88,498	65,955	113,433				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$28.85	40	50,096	60,008	95,183	=		1	Contractual, Detention Center
Anne Arundel									State funded county contractual
Baltimore City		37		62,454	76,048	=	Social Worker II		
Baltimore County	\$43.00	35	78,114	54,517	67,904		Social Worker I	1	
Calvert									
Caroline									
Carroll									
Cecil	\$26.80	40	55,744	55,744	55,744	=	Family Service Case Worker	2	Contract Employees
Charles									
Dorchester									
Frederick	\$34.87	40	63,459	49,977	79,963	=	Case Worker	5	
Garrett									
Harford									
Howard									
Kent									
Montgomery	\$45.33	40	94,288	71,299	113,906	=	Social Worker II	57	
Prince George's	\$48.53	40	100,948	51,119	100,269	=	Social Worker II	2	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									Health Department Position
MNCPPC									
AVERAGE	\$37.90		73,775	57,874	84,145				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									State funded county contractual
Baltimore City	\$34.35	36.7	65,468	62,454	76,048	=	Licensed Grad Social Worker	1	
Baltimore County	\$52.00	35	94,404	65,082	81,897		Social Worker II	28	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$30.80	40	64,074	57,218	91,549	=	Social Worker	2	
Garrett									
Harford									
Howard									
Kent									
Montgomery	\$53.52	40	111,323	74,390	119,104	=	Social Worker III	88	
Prince George's				59,661	124,342	=	Social Worker III		Vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									Health Department Position
MNCPPC									
AVERAGE	\$42.67		83,817	63,761	98,588				

Recreation Manager

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$46.73	40	97,205	97,205	183,480	=	Recreation Administrator	1	
Baltimore City	\$50.92	36.7	97,050	85,660	136,935	=	Recreation Manager	3	
Baltimore County	\$60.00	35	108,426	86,782	135,202		Chief of Recreation Services	2	
Calvert	\$66.04	35	120,193	89,180	143,780	=	Recreation Division Chief	1	Contract/Salary Position
Caroline	\$69.94	40	72,736	52,893	87,454	=	Program Services & Office Manager	2	
Carroll	\$49.07	40	102,072	85,826	154,487	=	Bureau Chief, Recreation	1	
Cecil	\$45.58	40	94,804	68,552	108,806	=	Chief Prog/ Sports Tourism	1	
Charles	\$53.79	37.5	104,899	98,160	159,020		Chief of Recreation	1	
Dorchester									
Frederick	\$47.73	40	99,271	75,001	120,002	=	Recreation Manager	2	
Garrett									
Harford	\$40.55	40	84,347	61,226	152,115	=	Recreation Specialist V	6	
Howard	\$70.00	40	144,968	101,219	194,925	=	Recreation and Parks Bureau Chief	1	
Kent	\$36.00	40	74,019	62,285	96,541	=	Deputy Director of Parks & Recreation	1	
Montgomery	\$52.83	40	109,881	71,299	113,906	=	Recreation Supervisor	19	
Prince George's									
Queen Anne's	\$33.70	40	70,097	60,106	115,749			1	
St. Mary's	\$42.00	40	87,922	85,800	147,742	=	Manager II-Parks Programs	1	
Somerset									
Talbot	\$33.00	40	68,453	59,516	74,639	=	Assistant Director for Parks & Recreation	1	
Washington	\$35.00	40	72,738	62,754	164,362	=	Recreation & Fitness Supervisor	1	
Wicomico	\$40.92	40	85,119	78,601	110,020		Superintendent of Recreation	1	
Worcester	\$26.93	40	56,010	49,899	90,147	=		6	Not included is Recreation or Facility Superintendent \$75,341 - 88,245.
MNCPPC	\$43.72	40	90,415	63,891	113,151	=	Recreation/Park Facility Manager II	77	Job title is based upon type of facility managed. This is intermediate level within job family
AVERAGE	\$47.22		92,031	74,793	130,123				

Manager of Parks

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$46.73	40	97,205	97,205	183,480	=	Parks Administrator	1	
Baltimore City	\$81.06	36.7	154,500	105,085	173,250	=	Operations Manager II	1	
Baltimore County	\$70.00	35	127,441	86,782	135,202		Chief of Recreation and Parks Capital Planning and Development	1	
Calvert	\$59.67	35	108,599	89,180	143,780	=	Park and Safety Division Chief	1	Contract/Salary Position
Caroline	\$41.38	40	77,481	67,508	87,454	=		1	
Carroll	\$61.78	40	128,502	85,826	154,487	=	Bureau Chief, Parks	1	
Cecil	\$39.69	40	82,553	68,552	108,806	=	Chief Park Operations	1	
Charles	\$73.52	37.5	143,369	98,160	159,020		Chief of Parks & Grounds	1	
Dorchester									
Frederick	\$48.70	40	101,301	65,509	104,815	=	Park Manager	2	
Garrett									
Harford	\$54.32	40	112,995	75,763	160,934	=	Chief of Parks & Recreation	1	
Howard	\$53.00	40	110,739	101,219	194,925	=	Recreation and Parks Bureau Chief	1	
Kent									
Montgomery									
Prince George's									
Queen Anne's	\$43.76	40	91,026	73,014	140,608		Parks Superintendent	1	
St. Mary's	\$46.00	40	94,682	85,800	147,742	=	Manager II	1	
Somerset									
Talbot	\$24.00	40	51,731	41,024	62,179	=	Landings Superintendent	1	
Washington	\$34.00	40	70,647	59,197	184,725	=	Parks Manager/Parks Supervisor	2	
Wicomico	\$44.77	40	93,121	78,601	110,020		Superintendent of Parks	1	
Worcester	\$32.45	40	67,500	60,000	85,000	=	Parks Superintendent	1	County Take Home Vehicle
MNCPPC	\$48.83	40	101,561	60,849	107,768	=	Park Manager II	23	Job title is based upon complexity of parks managed. This is intermediate level within job family
AVERAGE	\$50.20		100,831	77,737	135,789				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$43.96	40	91,451	91,451	91,451	=		1	Contractual
Anne Arundel									
Baltimore City									
Baltimore County									
Calvert	\$50.22	35	91,400	75,057	121,030	=	Tourism Program Specialist	1	Salary Position
Caroline	\$36.10	40	77,481	67,508	87,454	=	Tourism Manager	1	
Carroll	\$55.22	40	114,853	68,994	124,197	=	Tourism Manager	1	
Cecil	\$49.82	40	103,625	65,288	103,625	=	Tourism Coordinator	1	
Charles	\$57.01	37.5	111,174	98,160	159,020		Chief of Tourism	1	
Dorchester	\$37.31	40	77,609	77,609	77,609		Tourism Director	1	
Frederick									
Garrett									
Harford									
Howard									
Kent	\$31.00	40	65,115	59,691	92,520	-	Tourism Development Manager	1	No direct reports.
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico	\$38.15	40	79,357	78,601	110,020		Manager of Tourism	1	
Worcester									See Director of Economic Development
MNCPPC									
AVERAGE	\$44.31		90,230	75,818	107,436				

Network Manager

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$60.83	40	126,531	83,821	158,214	=	Systems Analyst	11	
Baltimore City									
Baltimore County	\$72.00	34	127,589	107,760	168,455		Network and Communications Manager	1	
Calvert	\$66.64	40	138,611	111,093	179,067	=	Technology Services Infrastructure Manager	1	Salary Position
Caroline	\$39.32	40	94,267	83,471	105,063	=	IT Systems Administrator	1	
Carroll	\$52.76	40	109,745	82,077	147,743	=		1	
Cecil	\$52.00	40	108,381	75,578	119,959	=	IT Mgr - Netops and Security	1	
Charles	\$69.74	37.5	135,984	84,941	137,605		Network Manager	1	
Dorchester	\$39.82	40	82,831	73,210	142,599		IT Network Specialist	1	
Frederick	\$49.17	40	102,265	80,252	128,402	=	Staff Network Engineer	3	
Garrett									
Harford									
Howard	\$65.00	40	134,871	91,329	176,003	=	Technical Services Manager I	1	
Kent	\$40.59	40	84,434	69,694	108,025	=	Network Engineer	2	
Montgomery	\$89.70	40	186,583	105,649	186,584	+	FiberNet Engineering & Operations Manager	1	
Prince George's	\$69.67	40	144,919	76,144	158,694	=	Information Technology Manager I	5	
Queen Anne's	\$56.95	40	118,450	77,906	150,030		IT Network Manager	1	
St. Mary's	\$63.00	40	131,280	98,592	169,749	=	WAN Administrator	2	
Somerset	\$46.61	40	96,593	80,840	128,081		Senior Systems Engineer	1	
Talbot	\$37.00	40	77,092	65,091	89,334	=	Emergency Technical Specialist, Technology Manager - Public Safety, System Network Tech, Technology Manager - Government,	4	
Washington	\$41.30	40	85,925	70,512	184,725	+	Systems Engineer	1	
Wicomico	\$40.16	40	85,537	78,601	110,020		Deputy Director of IT	1	
Worcester	\$51.92	40	108,001	80,000	130,000	+	Deputy IT Director	1	
MNCPPC	\$73.10	40	152,057	89,092	157,697	=	Information Technology Systems Manager	12	
AVERAGE	\$56.06		115,807	84,079	144,574				

Systems Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$61.00	40	126,531	83,821	158,214	=	Systems Analyst	11	
Baltimore City		37		93,622	149,726	=	Systems Analyst Program Manager		
Baltimore County	\$50.00	35	90,382	77,104	120,125		Systems Analyst	1	
Calvert	\$46.36	40	96,429	78,686	138,320	=	Systems Analyst I & II	4	Salary Position
Caroline	\$60.53	40	64,421	55,128	73,713	=	Technology Specialist II	2	
Carroll	\$58.23	40	121,125	75,255	135,471	=	Senior Programmer Analyst	3	
Cecil	\$40.00	40	83,823	59,218	93,990		IT Sr. Network Admin	1	
Charles	\$46.99	37.5	91,626	73,502	119,074		Systems Analyst II	4	
Dorchester									
Frederick	\$40.40	40	84,040	70,095	112,152	=	Software Integrator	10	
Garrett	\$34.66	40	72,093	63,483	88,876		IT Systems and Server Analyst	1	
Harford	\$40.39	40	84,015	46,582	139,261	=	Computer System Engineer & Computer System Engineer Senior	11	Min is Computer System Engineer and Max if Computer System Engineer Senior
Howard	\$50.00	40	104,252	82,464	158,791	=	Technical Service Support Specialist IV	3	
Kent	\$34.86	40	72,511	62,285	96,541	=	Systems Administrator	2	
Montgomery	\$52.52	40	109,236	71,299	113,906	+	Information Technology Specialist II	15	
Prince George's	\$31.06	40	64,597	42,399	-88,366	=	Systems Analyst II	3	
Queen Anne's	\$36.93	40	76,808	64,133	123,504		System Engineer II	1	
St. Mary's	\$65.00	40	135,866	98,592	169,749	=		1	
Somerset	\$35.33	40	73,496	69,954	110,833		Network Security Specialist	1	
Talbot									
Washington	\$38.20	40	79,470	62,754	174,304	=	Technical Support Analyst II/III	3	
Wicomico	\$31.28	40	65,082	58,978	82,570		Principle Systems Admin	2	
Worcester	\$43.65	40	90,784	70,000	110,000	=	IT Specialist	1	
MNCPPC	\$44.70	40	92,980	60,849	107,768	=	IT/Telecom Support Specialist II	30	
AVERAGE	\$44.86		89,503	69,100	113,115				

Computer Programmer/Analyst

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegheny									
Anne Arundel	\$33.83	40	70,366	67,112	126,678	=	Programmer-Analyst I	4	P-A II is supervisory
Baltimore City	\$39.90	37	76,048	62,454	76,048	=	Analyst/Programmer II	1	
Baltimore County	\$51.00	34	90,162	75,317	117,749		Software Engineer	3	
Calvert	\$49.59	40	103,147	78,686	126,880	=	Network Administrator I	1	Salary Position
Caroline									
Carroll	\$35.77	40	74,403	68,994	124,197	=	Programmer Analyst	2	3 positions total, 1 vacancy
Cecil									
Charles	\$67.25	37.5	131,134	91,312	147,925		Applications Mgr	1	
Dorchester	\$35.83	40	74,526	54,594	105,306		IT Comm Tech Specialist	1	
Frederick	\$40.40	40	84,040	70,095	112,152	=	Software Integrator	10	
Garrett	\$43.54	40	90,563	73,489	102,885		Software Developer	1	
Harford	\$26.58	40	55,293	46,582	132,230	=	Programmer & Programmer Analyst	7	Minis Programmer and Max is Programmer Analyst
Howard	\$54.00	40	113,046	82,464	158,791	=	Technical Services Support Specialist IV	4	
Kent									
Montgomery	\$52.52	40	109,236	71,299	113,906	+	Information Technology Specialist II	15	
Prince George's				51,537	107,410	=	Information Technology Programming Engineer II		Vacant
Queen Anne's									
St. Mary's	\$69.00	40	143,073	74,651	169,749	=		3	
Somerset									
Talbot									
Washington	\$36.00	40	74,901	46,904	184,725	=	Information Training Specialist, Senior IT Services Specialist, Systems Engineer	4	
Wicomico	\$30.64	40	63,745	58,978	82,570		Principle Network Engineer	1	
Worcester	\$31.07	40	64,626	52,354	94,460	=	IT Analyst and Database Administrator/Programmer	2	
MNCPPC	\$45.41	40	94,450	63,891	113,151	=	Information Systems Specialist II	6	
AVERAGE	\$43.67		88,986	66,151	122,045				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$30.53	40	63,523	43,350	82,365	=	Info Tech Support	1	
Anne Arundel	\$35.59	40	74,023	55,084	98,958	=	Information System Support Specialist	21	
Baltimore City	\$47.03	36.7	89,640	74,083	119,684	=	End User Support Specialist II	7	
Baltimore County	\$33.20	34	58,715	55,073	83,697	=	NOC Tier I	10	
Calvert	\$33.09	40	68,836	56,784	106,808	=	Computer Services Technician I & II	5	
Caroline									
Carroll	\$37.05	40	77,071	63,357	114,026	=	Client Services Analyst	5	6 positions total, 1 vacancy
Cecil	\$25.93	40	53,939	46,393	81,087	=	IT Jr/ Sr Support Specialist	5	
Charles	\$33.00	37.5	64,354	63,604	103,039	=	Tech Support Specialist	9	
Dorchester	\$26.26	40	54,621	43,739	84,367	=	IT Tech 1	1	
Frederick	\$27.88	40	57,988	53,476	85,561	=	Associate Client Services Specialist	1	
Garrett	\$26.36	40	54,829	54,839	76,774	=	Tech Support Specialist	1	
Harford	\$28.46	40	59,204	40,602	113,198	=	Computer Engineer	4	
Howard	\$38.00	40	78,478	67,199	129,361	=	Technical Services Support Specialist II	2	
Kent									
Montgomery	\$46.54	40	96,801	62,872	99,710	+	Information Technology Specialist I	9	
Prince George's	\$38.81	40	80,731	51,537	107,410	=	Information Technology Programming Engineer II		Vacant
Queen Anne's	\$42.00	40	87,367	60,106	115,749	=	IT Support Specialist III	2	
St. Mary's	\$40.00	40	83,104	59,717	128,586	=	Help Desk Tech/PC Tech/Lead Tech	6	
Somerset									
Talbot									
Washington	\$27.60	40	57,470	46,904	79,477	=	Help Desk Analyst I/II	2	
Wicomico	\$27.49	40	57,199	53,687	75,184	=	SR Network Specialist	1	
Worcester	\$34.17	40	71,067	47,507	99,341	=	Help Desk Coordinator, Senior IT Technician, IT Technician	3	
MNCPPC	\$34.03	40	70,790	53,675	95,060	=	IT/Telecom Support Specialist I	13	
AVERAGE	\$33.95		69,512	54,933	99,021				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.16	40	50,273	50,273	50,273	=	Paralegal, Paralegal Specialist, Paralegal/Prosecution Support	4	
Anne Arundel	\$36.17	40	79,388	49,908	89,655	=		4	
Baltimore City	\$33.17	36.7	63,234	57,396	69,757	=	Paralegal	20	
Baltimore County	\$40.48	35	73,688	55,080	82,620		Paralegal	10	
Calvert	\$50.74	35	92,347	63,172	101,865	=		2	
Caroline	\$43.75	40	91,000	91,000	91,000	=		1	
Carroll	\$28.08	40	58,396	52,708	84,324	=	Legal Specialist	2	
Cecil	\$28.00	40	58,168	48,707	77,339	=		5	
Charles	\$37.83	37.5	73,768	63,604	103,039		Paralegal	1	
Dorchester									
Frederick	\$25.09	40	52,193	49,977	79,964	=	Legal Office Associate II	6	
Garrett									
Harford	\$25.51	40	53,061	40,000	90,000	=		2	
Howard	\$34.00	40	70,196	54,714	105,506	=	Administrative Technician	39	
Kent									
Montgomery	\$52.65	40	109,518	71,299	113,906	=	Paralegal Specialist	7	
Prince George's	\$28.92	40	60,150	40,382	84,160	=	Paralegal II	22	
Queen Anne's									
St. Mary's	\$42.00	40	86,320	74,651	128,586	=		8	
Somerset	\$30.72	40	63,894	52,540	86,093		Executive Administrator	1	
Talbot	\$59.00	40	59,630	51,049	68,211	=	Paralegal, Victim/Witness Director	2	
Washington	\$37.40	40	77,799	52,686	137,987	=	Legal Assistant	3	
Wicomico									
Worcester									
MNCPPC	\$45.15	40	93,912	56,358	99,814	=	Legal Assistant	6	
AVERAGE	\$36.99		71,944	56,605	91,795				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$26.43	40	54,990	40,326	76,618	=		3	
Anne Arundel	\$36.69	40	76,312	45,211	81,231	=	Legal Admin Asst	6	
Baltimore City	\$29.68	37	56,578	50,797	61,402	=	Legal Assistant II	9	
Baltimore County	\$26.00	35	47,428	39,201	49,757	=	Legal Secretary	2	
Calvert	\$32.42	35	59,004	45,955	74,092	=	Legal Secretary I	3	
Caroline	\$27.08	40	56,326	37,856	57,500	=		11	
Carroll	\$23.70	40	49,296	48,360	77,376	=	Legal Assistant	1	
Cecil	\$24.00	40	49,346	44,182	70,135	=		7	
Charles	\$27.45	37.5	53,524	50,360	81,616		Legal Assistant	1	
Dorchester	\$21.78	40	45,302	35,185	67,869		Admin Asst Victim Witness, Administrative Lead	2	
Frederick	\$29.66	40	61,694	49,977	79,964	=	Legal Assistant	6	
Garrett									
Harford	\$36.56	40	76,045	41,700	126,032	=	Legal Specialist I - III	2	
Howard	\$31.00	40	64,128	49,388	95,181	=	Legal Support Services Technician	5	
Kent									
Montgomery	\$38.66	40	80,420	53,510	83,754	=	Legal Secretary II	6	
Prince George's									
Queen Anne's	\$35.23	40	73,286	49,478	101,669		Legal Assistant I & II	5	
St. Mary's	\$31.00	40	64,636	47,757	102,752	=	Legal Asst I & II/Sr. Legal Asst.	16	4 currently vacant
Somerset	\$27.10	40	56,366	43,803	76,203		Legal Secretary/Supervisor	2	
Talbot	\$26.00	40	56,008	49,036	62,895	=	Legal Secretary, Legal Administrative Assistant	3	
Washington	\$28.80	40	59,953	49,712	130,208	=	Legal Secretary	3	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$29.43		60,034	45,884	81,908				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$19.99	40	41,599	34,895	66,301	=	Office Associate I, II	1	
Anne Arundel	\$25.14	40	52,286	33,675	64,605	=	Office Support Assistant I	4	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$19.63	36.7	37,432	35,134	39,731	=	Office Support Specialist I	2	
Baltimore County	\$25.73	35	46,846	35,681	45,098	=	Office Assistant	121	
Calvert	\$28.02	35	50,996	40,895	65,866	=	Office Assistant I	1	
Caroline	\$21.22	40	45,777	37,625	53,928	=	Permit Technician	1	
Carroll	\$22.40	40	46,584	40,685	65,104	=	Office Associate	10	14 positions total, 3 current vacancies, 1 part-time 25 hours not included in averages
Cecil	\$18.00	40	37,707	34,613	54,948	=	Office Services Assistant	4	
Charles	\$22.02	37.5	42,943	35,516	57,536	=	Office Associate I	1	
Dorchester	\$18.67	40	38,834	35,185	67,869	=	Administrative Assistant	5	
Frederick	\$25.37	40	52,761	43,652	69,843	=	Administrative Specialist I	32	
Garrett									
Harford	\$26.77	40	55,672	40,602	108,290	=	Administrative Assistant I	2	
Howard	\$24.00	40	43,971	39,212	70,009	=	Administrative Support Tech I	2	
Kent									
Montgomery	\$32.54	40	67,677	48,035	73,671	=	Principal Administrative Aide	106	
Prince George's	\$28.44	40	59,161	38,457	80,152	=	Administrative Aide II	116	
Queen Anne's	\$22.34	40	46,475	38,174	78,439	=	Administrative Assistant II & III	11	
St. Mary's	\$26.00	40	53,217	43,472	74,838	=	Administrative Coordinator	12	1 currently vacant
Somerset	\$28.06	40	58,361	41,227	67,554	=	Office Assistant II	3	
Talbot	\$32.00	40	69,907	35,009	58,302	=	Staff Assistant, Administrative Support Staff	5	
Washington	\$27.50	40	57,268	46,904	122,907	=	Office Associate, Sr. Office Associate	33	
Wicomico	\$16.15	40	33,600	32,461	45,445	=	Mailroom Clerk	2	
Worcester		40		33,779	55,328	=	Office Assistant III		
MNCPPC	\$24.42	40	50,793	38,195	67,641	=	Administrative Assistant I	2	
AVERAGE	\$24.29		49,539	38,395	67,539				

Clerical/Administrative Support - (Intermediate Level)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.88	40	49,670	37,513	76,618	=	Office Associate III, IV	12	
Anne Arundel	\$22.02	40	45,806	37,128	71,136	=	Office Support Assistant II	78	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$21.42	36.7	40,839	37,129	42,558	=	Office Support Specialist II	53	
Baltimore County	\$28.70	35	52,238	39,201	41,840		Office Coordinator	37	
Calvert	\$33.86	35	61,627	45,955	74,092	=	Office Specialist I	12	
Caroline	\$25.93	40	53,484	40,734	66,233	=	Administrative Assistant II & III, EMS Billing Coord. , Program Specialist I & II, Program Svc Admin. Boards Admin., PAB, Police Records Tech, NCIC Clerk	13	
Carroll	\$25.60	40	53,240	44,388	71,012	=	Office Technician	8	
Cecil	\$24.00	40	45,686	40,074	63,608	=	Office Services Specialist	18	
Charles	\$25.20	37.5	49,148	37,647	60,988		Office Associate II	2	
Dorchester	\$20.86	40	43,950	37,827	72,964		PCO DSO, Permit Tech, Program Coordinator, Admin Assoc Adv, Administrative Lead	14	
Frederick	\$30.52	40	55,553	40,869	65,390	=	Administrative Specialist II	30	
Garrett	\$30.75	40	60,503	42,968	60,154		Administrative Coordinator	6	
Harford	\$34.24	40	71,213	42,117	113,198	=	Administrative Assistant II	25	
Howard	\$25.00	40	50,826	40,238	77,447	=	Administrative Support Tech II	63	
Kent	\$23.89	40	44,216	43,442	67,336	=	Administrative Specialist I	9	
Montgomery	\$37.29	40	77,566	53,510	83,754	=	Office Services Coordinator	221	
Prince George's	\$32.09	40	66,755	42,399	88,366	=	Administrative Aide II	116	
Queen Anne's	\$29.31	40	60,968	46,372	95,284		Office Coordinator I & II	19	
St. Mary's	\$29.00	40	59,332	47,757	82,222	=	Senior Administrative Coordinator	14	
Somerset	\$28.72	40	59,746	43,803	71,777		Office Assistant III	5	
Talbot	\$32.00	40	69,998	43,288	60,073	=	Administrative Assistant, Administrative Assistant I	9	
Washington	\$30.70	40	63,910	49,712	130,208	=	Administrative Assistant	8	
Wicomico	\$22.00	40	34,001	34,001	47,580		Department Assistant	21	
Worcester	\$23.82	40	49,549	37,253	64,064	=	Office Assistant IV-V	19	
MNCPPC	\$30.76	40	63,989	42,260	74,845	=	Administrative Assistant II	21	
AVERAGE	\$27.66		55,352	41,903	72,910				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$32.72	40	68,071	43,350	95,183	=	Office Associate V, Office Manager I	7	
Anne Arundel	\$25.33	40	52,683	40,934	78,187	=	Office Support Specialist	61	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$24.36	36.7	46,441	39,846	46,872	=	Office Support Specialist III	153	
Baltimore County	\$32.27	35	58,740	42,988	54,517	=	Office Administrator	29	
Calvert	\$41.79	35	76,053	57,985	93,457	=	Executive Administrative Assistant I	4	
Caroline	\$31.03	40	62,102	52,893	71,311	=	Office Manager , Economic Dev Coord., Executive Office Manager	6	
Carroll	\$25.75	40	53,563	48,360	77,376	=	Administrative Assistant	14	17 positions total, 3 current vacancies
Cecil	\$27.00	40	52,653	44,182	73,646	=	Administrative Assistant	16	
Charles	\$27.49	37.5	53,615	39,906	64,647	=	Office Associate III	9	
Dorchester	\$28.28	40	58,822	47,042	90,739	=	Incubator Manager, Exec Admin Specialist	2	
Frederick	\$33.96	40	70,627	57,219	91,550	-	Administrative Coordinator	28	
Garrett									
Harford	\$29.06	40	60,437	43,632	118,190	=	Administrative Specialist I	9	
Howard	\$26.00	40	54,407	44,572	85,904	=	Administrative Support Tech III	68	
Kent	\$30.14	40	62,692	47,094	72,996	=	Administrative Specialist II	10	
Montgomery	\$50.18	40	104,375	71,299	113,906	=	Administrative Specialist III	64	
Prince George's	\$37.56	40	78,128	46,746	97,426	=	Administrative Aide IV	80	
Queen Anne's	\$30.53	40	63,493	52,794	101,669	=	Office Coordinator III	7	
St. Mary's	\$32.00	40	66,258	53,394	91,874	=	Coordinator I	5	
Somerset	\$33.16	40	68,968	46,541	81,029	=	Admin/Ops Manager & Executive Aide	3	2 pay grades
Talbot	\$31.00	40	69,736	41,024	78,238	=	Assistant Office Manager, Office Manager	7	
Washington	\$32.60	40	67,823	52,686	137,987	=	Office Manager	7	
Wicomico	\$23.70	40	40,348	40,348	56,443	=	SR Department Assistant	6	
Worcester	\$26.24	40	54,583	40,997	67,246	=	Administrative Services Coordinator, Executive Admins to Command Staff, Financial Administrator, Executive Administrative Assistant, Office Assistant VI	6	
MNCPPC	\$35.17	40	73,144	47,419	83,983	=	Administrative Assistant III	60	
AVERAGE	\$31.14		63,240	47,635	84,349				

Stock Clerk/Storekeeper

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$26.94	40	56,026	41,122	76,586	=	Storekeeper II	9	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$21.08	36.7	40,182	37,129	42,558	=	Storekeeper I	4	
Baltimore County	\$24.10	35	43,876	32,763	41,048		Storekeeper I	8	
Calvert									
Caroline	\$24.98	40	49,270	40,734	57,806	=	Purchasing Agent I	1	
Carroll	\$22.22	40	46,218	40,685	65,104	=	Warehouse Technician	1	
Cecil									
Charles	\$33.76	37.5	65,832	56,607	91,704		Inventory Specialist	9	
Dorchester									
Frederick	\$33.76	40	70,228	49,977	79,964	=	Inventory Specialist I	1	
Garrett									
Harford	\$24.28	40	50,497	39,087	104,608	=	Storekeeper	1	
Howard	\$28.00	40	58,625	45,469	73,778	=	Senior Stores Clerk	4	
Kent									
Montgomery	\$33.15	40	68,961	49,767	76,876	-	Liquor Store Clerk II	52	
Prince George's	\$23.55	40	48,992	31,078	67,690	=	Supply/Property Clerk II	13	
Queen Anne's									
St. Mary's									
Somerset	\$26.91	40	55,965	43,803	71,777		Clerical/Inventory Operations	1	
Talbot									
Washington									
Wicomico									
Worcester	\$27.90	40	58,032	39,104	64,064	=	Inventory Clerk IV	1	For Water and Wastewater
MNCPPC		40		38,195	67,641	=	Clerical/Inventory Operations Assistant		
AVERAGE	\$26.97		54,823	41,823	70,086				

Account Clerk

Performs routine accounts receivable and accounts payable posting/processing.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$24.26	40	50,466	42,994	82,056	=	Financial Clerk I	16	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$21.31	36.7	40,618	35,734	40,618	=	Accounting Assistant I	2	
Baltimore County	\$25.85	35	47,050	37,350	47,391		Account Clerk II	11	
Calvert	\$36.80	35	66,982	49,686	80,135	=	Accounts Payable Technician/Accounts Receivable Technician I	3	
Caroline									
Carroll	\$33.54	37.50	65,394	44,388	71,012	=	Accounting Technician II	2	3 positions total, 1 current vacancy
Cecil	\$26.00	40	54,909	44,182	73,646	=	Accounting/ Accounts Payable Specialist	2	
Charles	\$29.30	37.5	57,129	44,838	72,638		Accounting Technician	2	
Dorchester	\$18.60	40	39,809	35,185	67,869		Fiscal Clerk	3	
Frederick	\$18.78	40	39,062	38,127	61,004	=	Accounting Technician I	1	
Garrett	\$29.21	40	60,757	47,362	66,310			1	
Harford	\$18.83	40	39,164	39,087	104,608	=	Accounting Clerk I	6	
Howard	\$25.00	40	52,463	40,238	77,447	=	Administrative Support Tech II	4	
Kent	\$25.26	40	52,538	47,094	72,996	=	Finance Associate	2	
Montgomery	\$38.25	40	79,570	53,510	83,754	+	Fiscal Assistant	42	
Prince George's	\$24.87	40	51,738	31,639	65,941	=	Account Clerk II	1	
Queen Anne's									
St. Mary's	\$26.00	40	54,049	53,394	91,874	=	Fiscal Technician IV- Finance	4	
Somerset									
Talbot	\$25.00	40	52,386	35,009	58,303	=	AP Specialist, Accounts Payable/Payroll Specialist	2	
Washington	\$26.40	40	54,858	49,712	130,208	=	Accounts Receivable/Accounts Payables Specialist/Technician, Accounts Payable Supervisor	5	
Wicomico	\$18.19	40	37,842	36,710	51,372		Accounting Assistant	2	
Worcester	\$26.53	40	55,182	43,118	70,616	=	AP Specialist	1	
MNCPPC		40		42,260	74,845	=	Corporate Accounting Technician I		
AVERAGE	\$25.90		52,598	42,458	73,554				

Collections Clerk

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$21.36	40	44,434	37,513	71,273	=	Accounting Tech I, Accounting Tech II	2	
Anne Arundel	\$23.25	40	48,360	35,360	67,787	=	Cashier I	2	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$21.78	36.7	41,515	37,965	43,781	=	Cashier I	16	
Baltimore County	\$29.56	35	53,806	41,048	52,141		Account Clerk III	42	
Calvert	\$38.33	35	69,761	45,955	74,092	=	Treasurer Clerk I	3	
Caroline									
Carroll	\$19.94	40	41,475	40,685	65,104	=		2	
Cecil	\$23.95	40	49,825	44,182	70,135	=	Collections Specialist	3	
Charles	\$24.33	37.5	47,436	42,300	68,526		Revenue Specialist	5	
Dorchester	\$18.02	40	37,482	31,690	51,928		Scales Attendant	4	
Frederick		40		38,127	61,004	=	Collections Specialist I		vacant
Garrett	\$21.01	40	43,701	42,973	60,154			1	
Harford									
Howard	\$25.00	40	52,463	40,238	77,447	=	Administrative Support Tech II	4	
Kent									
Montgomery	\$38.25	40	79,570	53,510	83,754	+	Fiscal Assistant	42	
Prince George's									
Queen Anne's	\$28.76	40	59,828	46,372	95,284		Revenue Specialist I & II	3	
St. Mary's									
Somerset	\$26.38	40	54,867	47,082	77,149		Tax Collections Clerk II	2	
Talbot	\$24.00	40	50,033	42,274	60,587	=	Taxes/Accounts Receivable, Sanitary District Clerk, Accounts Receivable Clerk, Finance Clerk for Rec Facilities	4	
Washington	\$41.00	40	85,010	55,848	146,370	=	Accounts Receivable Supervisor	1	
Wicomico	\$27.14	40	56,443	40,348	56,443		Tax Coordinator	1	
Worcester	\$26.66	40	55,444	43,118	70,616	=	Tax Specialist, Customer Service Specialist, Utility Billing Specialist, Room and Food Specialist	7	
MNCPPC		40		42,260	74,845		Corporate Accounting Technician I		
AVERAGE	\$26.60		53,970	42,442	71,421				

Account Technician

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$34.02	40	70,767	43,350	82,365	=	Senior Accounting Tech	4	
Anne Arundel	\$31.51	40	65,548	47,503	85,336	=	Financial Clerk II	11	
Baltimore City	\$27.90	36.7	53,180	45,503	54,309	=	Accounting Assistant III	21	
Baltimore County	\$48.24	35	87,803	81,802	127,441		Accountant III	3	
Calvert	\$43.42	35	79,024	49,686	80,135	=	Account Technician II	1	
Caroline	\$26.57	40	55,076	46,217	63,934	=	Account Clerk III	3	
Carroll	\$27.46	40	57,122	52,708	84,324	-	Accounting Specialist	2	
Cecil	\$40.78	40	84,843	71,980	114,247	=	Senior Accountant	4.5	
Charles	\$49.99	37.5	97,486	68,374	110,767		Lead Accountant	1	
Dorchester	\$31.15	40	64,797	50,619	97,639		Treasury Manager	1	
Frederick	\$27.31	40	56,811	43,652	69,843	=	Accounting Technician II	2	
Garrett									
Harford	\$32.36	40	67,309	42,117	118,190	=	Accounting Technician Series I & II	8	Min is Accounting Tech I and Max is Accounting Tech II
Howard	\$29.00	40	60,875	49,388	95,181	=	Administrative Aide	3	
Kent									
Montgomery	\$38.25	40	79,570	53,510	83,754	+	Fiscal Assistant	42	
Prince George's	\$33.53	40	69,746	42,399	88,366	=	Accounting Technician	5	
Queen Anne's	\$37.12	40	77,218	64,133	123,504		Payroll & AP Specialist II	2	
St. Mary's	\$33.00	40	67,600	59,717	102,752	=	Accountant	1	
Somerset	\$36.11	40	75,101	53,151	87,094		Accounting Clerk II	1	
Talbot									
Washington	\$36.20	40	75,317	59,197	184,725	=	Fiscal Analyst, Accountants, Senior Accountant	4	
Wicomico	\$31.46	40	65,444	53,687	75,184		Principle Accountant	2	
Worcester									
MNCPPC	\$51.27	40	106,637	63,891	113,151	=	Corporate Accountant II	4	
AVERAGE	\$35.56		72,251	54,409	97,250				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$36.46	40	75,853	50,096	95,183	=	Payroll Supervisor	1	
Anne Arundel	\$30.96	40	64,403	45,211	89,655	=	Personnel Assistant II	10	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	\$27.90	37	53,180	45,503	54,309	=	Accounting Assistant III	21	
Baltimore County	\$47.64	35	86,712	72,677	113,228	=	Management Analyst III	26	
Calvert	\$42.95	35	78,169	57,985	93,457	=	Payroll Specialist	1	
Caroline	\$31.25	40	59,607	50,520	68,693	=	Payroll Specialist	1	
Carroll	\$40.07	40	83,345	52,708	84,324	=	Payroll Assistant	1	
Cecil	\$32.00	40	67,430	53,700	85,244	=	Payroll Coordinator	2	
Charles	\$36.95	37.5	72,049	63,604	103,039	=	Payroll Analyst I	1	
Dorchester	\$26.44	40	55,000	40,673	78,452	=	Payroll Specialist	1	
Frederick		40		49,977	79,964	=	Payroll Analyst I		vacant
Garrett									
Harford	\$32.63	40	67,878	43,632	118,190	=	Accounting Technician II	8	
Howard	\$34.00	40	70,889	60,586	116,813	=	Administrative Assistant	6	
Kent	\$41.00	40	85,696	51,931	80,493	=	Payroll Administrator	1	
Montgomery	\$38.25	40	79,570	53,510	83,754	+	Fiscal Assistant	42	
Prince George's	\$34.37	40	71,485	38,457	80,152	=	Account Clerk IV	15	
Queen Anne's									
St. Mary's	\$32.00	40	66,737	53,394	91,874	=	Fiscal Specialist IV-Payroll	2	
Somerset	\$23.20	40	48,259	47,082	77,149	=	HR Specialist	1	
Talbot	\$32.00	40	67,740	60,295	75,185	=	Accounting Manager, Accounts Payable/Payroll Specialist	2	
Washington	\$34.40	40	71,614	59,197	174,304	=	Payroll Manager, Payroll Analyst	2	
Wicomico	\$21.77	40	45,280	40,348	56,443	=	Payroll Coordinator	1	
Worcester	\$36.90	40	76,752	50,000	85,000	+	Payroll Manager	1	Also does accounting tasks like Landfill tickets
MNCPPC		40		42,237	74,805	=	Corporate Payroll Technician I		
AVERAGE	\$33.96		68,936	51,449	89,553				

Superintendent (Other)

Manages a public works program area

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$37.92	40	78,890	62,235	118,246	=	Roads Superintendent, Building Maintenance Superintendent, Utilities Area Supervisor	4	
Anne Arundel	\$94.12	40	195,772	107,301	207,590	=	Deputy Director Public Works	5	
Baltimore City	\$37.84	37	78,710	70,338	112,807	=	Solid Waste Superintendent	6	
Baltimore County	\$81.71	35	148,718	130,733	175,947		Bureau Chief	1	
Calvert	\$66.50	35	121,030	75,057	121,030	=	Water & Sewer Operations Superintendent	1	Salary Position
Caroline	\$46.97	40	89,993	74,922	105,063	=		2	
Carroll	\$53.79	40	111,875	85,826	154,487	=	Bureau Chief, Roads	1	
Cecil	\$53.00	40	110,665	79,358	125,956	=	Chief	4	1 vacancy
Charles	\$44.47	37.5	86,721	73,502	119,074		Superintendent Roads	2	
Dorchester									
Frederick	\$67.49	40	140,377	112,557	180,091	=	Superintendent Purification & Distribution	1	
Garrett	\$50.27	40	104,561	95,580	133,811		Division Chief	2	
Harford	\$51.71	40	107,550	61,226	156,625	=	Superintendent W & S Facilities	9	
Howard	\$60.00	40	126,510	82,464	158,791	=	Operations Superintendent	10	
Kent	\$41.00	40	84,615	69,694	108,859	=	Water & Wastewater Superintendent	1	
Montgomery	\$56.33	40	117,175	77,629	124,575	=	Program Manager II	249	
Prince George's	\$77.64	40	161,492	92,554	192,894	=	Associate Director	5	
Queen Anne's									
St. Mary's	\$72.00	40	150,166	113,360	195,166	=	Deputy Director	2	
Somerset	\$44.10	40	91,738	65,073	103,100		Assistant Superintendent	1	
Talbot	\$60.00	40	126,702	104,877	131,526	=	Superintendent of Roads & County Buildings	1	
Washington	\$38.40	40	79,789	70,512	184,725	=	Superintendent of Landfill Operations	1	
Wicomico	\$42.91	40	89,250	78,601	110,020		Roads Superintendent	1	Oversees All of Roads Department
Worcester	\$48.27	40	100,400	75,000	125,000	=	Solid Waste, Maintenance, Road, and Water and Wastewater Superintendent	4	Take Home Vehicle
MNCPPC									
AVERAGE	\$55.75		113,759	84,473	142,972				

Supervisor (First Line)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$29.40	40	61,158	46,602	102,321	=	Build Maint Supervisor I, Build Maint Supervisor II, Roads Foreman, Roads District Supervisor, Utilities Foreman	12	
Anne Arundel	\$34.08	40	70,886	55,084	98,958	=	Roads Maintenance Supervisor	12	
Baltimore City	\$22.89	40	47,607	43,823	49,062	=	Laborer Crew Leader I	18	
Baltimore County	\$47.51	35	86,475	56,893	70,721		Crew Chief	75	
Calvert	\$36.20	40	75,303	51,548	82,950	=	Highway Maintenance Crew Leader I	3	
Caroline	\$30.05	40	57,265	48,297	66,233	=	Crew Leader	3	
Carroll	\$42.13	40	87,626	68,994	124,197	=	Area Roads Chief	5	
Cecil	\$34.00	40	70,435	48,707	93,990	=	Supervisor	9	
Charles	\$36.68	37.5	71,522	53,403	86,513		Team Leader	5	
Dorchester	\$25.74	40	53,539	35,185	67,869		Maintenance Supervisor	1	
Frederick	\$45.25	40	94,127	65,510	104,816	=	Foreman Highway	9	
Garrett	\$30.70	40	63,846	52,229	73,112		Foreman	8	
Harford	\$33.85	40	70,399	46,582	126,032	=	Crew Chief	18	
Howard	\$40.00	40	84,168	62,795	113,901	=	Operations Supervisor I	20	
Kent	\$37.00	40	77,649	51,931	80,493	=	Maintenance Supervisor	1	
Montgomery	\$50.98	40	106,039	68,350	108,935	=	Equipment Maintenance Crew Chief	21	
Prince George's	\$36.97	40	76,907	42,055	82,814	=	Crew Supervisor	10	
Queen Anne's									
St. Mary's	\$42.00	40	86,320	59,717	147,742	=	Building Services Manager/Supervisor II	3	
Somerset	\$35.23	40	73,269	53,151	87,094		Supervisor, Road Maintenance	1	
Talbot	\$29.00	40	60,938	59,516	74,639	=	Road Foreman, Shop Foreman	5	
Washington		40		59,197	195,832		Numerous Titles in this category	19	
Wicomico	\$20.19	40	42,000	36,710	51,372		Crew Leader	11	
Worcester	\$43.55	40	90,589	65,000	110,000	=	Water System Supervisor, Water Treatment Plant Supervisor, Service Area Supervisor, Construction Supervisor	4	Take Home Vehicle
MNCPPC	\$33.87	40	70,441	47,395	83,939	=	Park/Facilities Maintenance Leader	83	
AVERAGE	\$35.53		72,979	53,278	95,147				

Supervisor (Second Line)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$43.89	40	91,298	62,321	117,636	=	Road Operations Supervisor	4	
Baltimore City		40		41,485	45,700	=	Laborer Crew Leader II		
Baltimore County	\$54.20	35	98,657	65,082	81,897		Superintendent	10	
Calvert	\$45.34	40	94,314	62,546	100,880	=	Highway Maintenance Supervisor	3	One Employee Acting in Position
Caroline									
Carroll	\$42.13	40	87,626	68,994	124,197	=	Area Roads Chief	5	
Cecil	\$38.00	40	79,928	68,552	108,806	=	Manager - Wastewater	2	
Charles	\$44.47	37.5	86,721	68,374	110,767		Supervisor	2	
Dorchester	\$32.45	40	67,496	47,042	90,739			2	
Frederick	\$54.63	40	113,624	80,253	128,404	=	Maintenance Section Supervisor Highway	3	
Garrett	\$40.61	40	84,469	63,483	88,876		Assistant Division Chief	3	
Harford									
Howard	\$47.00	40	98,576	69,534	126,090	=	Operations Supervisor II	25	
Kent	\$40.00	40	83,149	62,285	96,541	=	Division Chief of Roads	1	
Montgomery	\$56.24	40	116,981	74,390	119,104	=	District Supervisor	5	
Prince George's	\$42.20	40	87,770	46,366	91,118	=	Crew Supervisor II	11	
Queen Anne's									
St. Mary's	\$35.00	40	72,124	53,394	91,874	=	Road Foreman	5	1 currently vacant
Somerset	\$32.71	40	68,038	53,151	87,094		Supervisor, Road Maintenance	1	
Talbot	\$42.00	40	88,976	66,751	116,394	=	Chief Roads Supervisor, Roads Office Manager, Facilities Division Manager, Environmental Manager, County Planning Officer	5	
Washington		40		62,754	209,685		Numerous Titles in this category	10	
Wicomico	\$26.09	40	54,262	44,427	62,175		SR Crew Leader	5	
Worcester	\$44.53	40	92,619	70,000	120,000	=	Recycling Manager, Shared Facilities Supervisor, Roads Supervisor, Maintenance Supervisor, WWTP Supervisor, Chief Plant Operator	6	Take Home Vehicle
MNCPPC	\$56.14	40	116,764	73,523	132,614	=	Senior Trades Shop Supervisor	11	
AVERAGE	\$43.03		88,600	62,129	107,171				

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. This position does not include GIS.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$33.77	40	70,487	46,602	88,542	=		1	
Anne Arundel									AA County has multiple titles (Survey Technician, GIS Technician, GIS Specialist, Management Assistant, etc.)
Baltimore City	\$33.48	36.7	63,892	55,052	66,838	=	Engineer Associate II	4	
Baltimore County	\$36.53	35	66,493	42,988	48,753		Engineering Associate I	2	
Calvert	\$49.24	35	89,617	75,057	121,030	=	Project Engineer I	2	Salary Position
Caroline									
Carroll	\$23.47	40	48,818	48,360	77,376	=	Engineering Technician I	1	2 positions total, 1 current vacancy
Cecil									
Charles	\$49.34	37.5	96,210	68,374	110,767		Engineer II	7	
Dorchester									
Frederick	\$30.08	40	62,575	61,224	97,959	=	Engineering Technician II	1	
Garrett									
Harford	\$39.08	40	81,286	40,602	139,261	=	Engineering Associate Series I - V	10	Min is Engineering Associate I and Max is Engineering Associate V
Howard	\$48.00	40	98,987	65,603	126,277	=	Engineering Support Tech III	3	
Kent									
Montgomery	\$38.50	40	80,072	57,907	91,347	=	Engineer Technician II	7	
Prince George's	\$32.52	40	67,639	44,158	86,883	=	Engineering Technician II	9	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$39.60	40	82,326	55,848	146,370	+	Engineering Technician III	5	
Wicomico	\$36.09	40	75,075	58,978	82,570			1	
Worcester									
MNCPPC	\$39.25	40	81,645	53,675	95,060	=	Design Technician II	4	
AVERAGE	\$37.78		76,080	55,316	98,502				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$38.35	40	79,774	57,876	103,971	=	GIS Specialist I	10	
Baltimore City	\$32.17	36.7	61,402	50,797	61,402	=	GIS Technician	1	
Baltimore County	\$46.50	35	84,646	72,677	113,228		GIS Analyst	3	
Calvert	\$51.26	40	106,610	78,686	138,320	=	GIS Analyst I and GIS Analyst II	2	Salary Position
Caroline	\$26.73	40	57,265	48,297	66,233	=		1	
Carroll	\$40.94	37.5	79,833	57,471	91,978	=	GIS Analyst I	1	
Cecil	\$54.38	40	113,108	83,826	132,254	=	GIS Broadband Manager	1	
Charles	\$56.80	37.5	110,767	68,374	110,767		GIS Analyst	1	
Dorchester	\$26.23	40	54,558	47,042	90,739		GIS Specialist	1	
Frederick	\$37.82	40	78,657	70,095	112,152	=	GIS Analyst	2	
Garrett									
Harford	\$36.36	40	75,639	50,296	139,261	=	GIS Analyst I & II	4	Min is GIS Analyst I and Max is GIS Analyst II
Howard	\$44.00	40	92,186	72,634	139,880	=	Engineering Support Tech IV	3	
Kent	\$25.00	40	51,374	47,094	72,996	=	GIS Specialist	1	
Montgomery	\$42.76	40	88,933	62,872	99,710	+	Civil Works Designer	2	
Prince George's	\$43.17	40	89,790	53,675	105,127	=	Engineering Technician IV	4	
Queen Anne's	\$39.93	40	83,056	60,106	115,749		GIS Program Specialist II	1	
St. Mary's	\$40.00	40	83,481	53,394	91,874	=		2	
Somerset	\$26.19	40	54,480	53,151	87,094		GIS Technician/Planner	1	
Talbot	\$36.00	40	75,140	73,660	92,377	=	CAD/GIS Specialist	1	
Washington	\$36.00	40	75,120	52,686	184,725	=	GIS Analyst, GIS Technician, GIS Coordinator, GIS Database Admin, GIS Manager	8	
Wicomico	\$36.90	40	76,755	48,836	68,349		GIS Specialist	1	
Worcester	\$32.82	40	68,266	45,261	90,147	=	GIS Analyst I and III	2	Not CAD and works in DRP
MNCPPC		40		47,395	83,939	=	Senior CADD/GIS Technician	1	
AVERAGE	\$38.65		79,129	58,965	104,012				

Building Inspector

Inspects structures and construction work and secures compliance with building codes and related regulations. Does not include highway construction or capital projects.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$32.49	40	67,594	55,120	102,981	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 18% longevity 16+ yrs.
Baltimore City	\$39.18	36.7	74,764	62,454	76,048	=	Construction Building Inspector II	14	
Baltimore County	\$59.84	35	108,926	67,904	85,948		Chief Building Instructor	1	
Calvert	\$47.10	35	85,713	63,172	101,865	=		2	
Caroline									
Carroll	\$28.22	40	58,703	57,471	91,978	=	Building Inspector I	4	
Cecil	\$29.00	40	59,642	51,151	81,187	=		3	
Charles	\$30.25	37.5	58,980	63,604	103,039		Inspector	1	
Dorchester	\$32.44	40	67,470	47,042	90,739		Chief Building Inspector	1	
Frederick	\$29.51	40	61,384	57,219	91,550	=	Building Inspector I	3	
Garrett	\$31.79	40	66,123	54,829	76,773			1	
Harford	\$32.51	40	67,617	42,117	152,115	=	Inspector Series I - III (DILP)	5	Min is Inspector I and Max is Inspector III
Howard	\$42.00	40	86,489	59,155	114,046	=	Regulations Inspector II	8	
Kent									
Montgomery	\$31.14	40	64,763	46,387	70,626	=	Building Services Inspector	3	
Prince George's	\$33.34	40	69,356	44,158	86,883	=	Construction Standards Inspector II	24	
Queen Anne's									
St. Mary's									
Somerset	\$25.61	40	53,269	47,082	77,149		Building Code Assistant/Field Inspector	1	
Talbot	\$30.00	40	62,895	48,964	67,519	=	Compliance Officer Inspector	2	
Washington	\$29.30	40	61,006	55,848	146,370	=	Building Inspector I	2	
Wicomico	\$25.47	40	52,979	48,836	68,349		Building Inspector	2	
Worcester	\$28.50	40	59,284	43,118	90,147	+	Building, Housing, Zoning Inspector/Plan Review I-IV	6	Also does electrical inspections and plan reviews
MNCPPC	\$39.60	40	82,359	53,675	95,060	=	Construction Representative	2	
AVERAGE	\$33.86		68,466	53,465	93,519				

Housing Inspector

Inspects and evaluates public and rental housing for compliance with codes and regulations.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City	\$36.55	36.7	69,757	57,396	69,757	=	Housing Inspector - Senior	11	
Baltimore County	\$59.05	35	10,776	77,104	120,125		Chief of Code Inspection and Enforcement	2	
Calvert									
Caroline									
Carroll	\$26.52	40	55,161	52,708	84,324	=		1	
Cecil	\$30.01	40	62,412	48,707	77,339	=	Code Compliance Inspector	1	
Charles									
Dorchester									
Frederick	\$31.70	40	65,926	49,977	79,964	=	Inspector II Housing	1	
Garrett									
Harford	\$32.74	40	68,090	42,117	118,190		Housing Inspector	1	
Howard	\$42.00	40	86,489	59,155	114,046	=	Regulations Inspector II	8	
Kent									
Montgomery	\$53.72	40	111,736	71,299	113,906	=	Housing Code Inspector III	15	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset	\$24.99	40	51,970	47,082	77,149		Housing Rehab Specialist/Inspector	1	
Talbot									
Washington	\$50.30	40	104,707	70,512	184,725	+	Chief Building Inspector	1	
Wicomico	\$31.25	40	65,000	53,687	75,184		Sr Building Inspector	1	
Worcester									Merged into Building Inspector above
MNCPPC									
AVERAGE	\$38.07		68,366	57,249	101,337				

Plumbing/Electrical Inspector

Ensures compliance with ordinances, codes, and regulations relating to plumbing and electrical installations. Typically requires a masters license.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$32.49	40	67,594	55,120	102,981	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 18% longevity 16+ yrs.
Baltimore City	\$27.52	36.7	52,516	45,503	54,309	=	Public Works Inspector I	5	
Baltimore County	\$49.64	35	90,353	67,904	85,948		Chief Plumbing/ Electrical Inspector	2	
Calvert	\$44.74	35	81,418	63,172	101,865	=	Plumbing Inspector & Electrical Inspector	4	
Caroline									
Carroll	\$34.29	40	71,324	57,471	114,026	=	Plumbing Inspector I/II	2	3 positions total, 1 vacancy
Cecil	\$29.00	40	60,371	51,151	85,244	=	PMG Inspector 1 and 2	2	
Charles									
Dorchester									
Frederick	\$35.88	40	74,630	61,224	97,959	=	Plumbing Inspector I	3	
Garrett									
Harford	\$36.05	40	74,984	42,117	152,115	=	Inspector Series I - III (DILP)	5	Min is Inspector I and Max is Inspector III
Howard	\$40.00	40	82,325	59,155	114,046	=	Regulation Inspector II	14	
Kent									
Montgomery	\$57.26	40	119,104	74,390	119,104	+	Plumber Supervisor	1	
Prince George's	\$33.34	40	69,356	44,158	86,883	=	Construction Standards Inspector II	24	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$36.90	40	76,664	59,197	155,230	=	Electrical Inspector I/II, Plumbing Inspector I/II	5	
Wicomico	\$40.08	40	83,364	58,978	82,570		Sr Plumbing Inspector	2	
Worcester	\$29.56	40	61,485	52,354	85,821	-	Plumbing Inspector III	2	Electrical Inspection is done by Building Inspectors
MNCPPC									
AVERAGE	\$37.62		76,106	56,564	102,722				

Construction Inspector

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$36.35	40	75,606	55,120	102,981	=		20	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$31.95	36.7	60,899	50,797	61,402	=	Public Works Inspector II	27	
Baltimore County	\$59.75	35	108,926	67,904	85,948		Chief Building Inspector	1	
Calvert	\$50.20	40	104,424	72,197	126,880	+	Public Works Inspector I, II, and III	8	
Caroline									
Carroll	\$26.40	40	54,920	52,708	91,978	=	Construction Inspector I/II	5	6 positions total, 1 vacancy
Cecil	\$32.63	40	67,881	53,700	85,244	=	Construction Inspection Representative	3	1 vacancy
Charles	\$47.03	37.5	91,704	56,607	91,704		Road Construction Inspector	1	
Dorchester									
Frederick	\$26.35	40	54,816	49,977	79,964	=	Inspector I	7	
Garrett	\$32.19	40	66,955	60,460	84,644		Project Coordinator	1	
Harford	\$35.15	40	73,116	42,117	132,230	=	Inspector Series I - III (DILP)	5	Min is Inspector I and Max is Inspector III
Howard	\$42.00	40	86,489	59,155	110,698	=	Regulations Inspector II	8	
Kent									
Montgomery	\$54.15	40	112,642	71,299	113,906	+	Permitting and Code Compliance Inspector III	42	
Prince George's	\$33.34	40	69,356	44,158	86,883	=	Construction Standards Inspector II	24	
Queen Anne's	\$29.35	40	61,049	49,478	101,669		Construction Inspect II & III	6	
St. Mary's	\$37.00	40	77,574	59,717	102,752	=	Inspector III-DPWT	6	
Somerset	\$35.62	40	74,097	56,473	92,537		Code Enforcement Officer/Housing Rehab Supervisor	1	
Talbot									
Washington	\$35.40	40	73,648	55,848	146,370	=	Construction Inspector	5	
Wicomico									
Worcester	\$42.27	40	87,917	70,000	95,000	+	Construction Supervisor		in Water and Wastewater
MNCPPC	\$47.61	40	99,024	60,849	107,768	=	Senior Construction Representative	7	
AVERAGE	\$38.67		79,002	57,293	100,029				

Code Enforcement Officer

Enforces compliance with municipal or county codes and related regulations.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$22.63	40	47,084	37,513	71,273	=		1	
Anne Arundel	\$32.50	40	67,594	55,120	102,981	=	Construction Code Inspector	21	General class title but employees may inspect in more than one trade area and max salary includes 18% longevity 16+ yrs.
Baltimore City	\$39.89	36.7	76,048	62,454	76,048	=	Code Enforcement Investigator II	4	
Baltimore County	\$34.13	35	62,117	49,757	62,265		Code Inspection and Enforcement Officer II	23	
Calvert	\$67.91	35	123,596	89,180	143,780	+	Zoning Code Enforcement Chief	1	Salary Position (position manages Code Enforcement Unit)
Caroline	\$25.22	40	55,076	46,217	63,934	=	Codes Enforcement Officer II	1	
Carroll	\$44.80	40	93,182	75,255	135,471	=	Deputy Code Official	1	
Cecil	\$30.00	40	62,412	48,707	77,339	=	Code Compliance Insp	1	
Charles	\$31.54	37.5	61,509	56,607	91,704		Code Inspection Enforcement Officer	3	
Dorchester									
Frederick	\$38.44	40	79,964	49,977	79,963	=	Inspector I (zoning)	1	
Garrett									
Harford	\$52.13	40	108,429	61,226	152,115	=	Zoning Enforcement Officer	1	
Howard	\$38.00	40	78,153	59,155	110,698	=	Regulation Inspector II	20	
Kent	\$29.00	40	59,590	47,094	72,996	=	Enforcement Officer I	1	
Montgomery	\$40.32	40	83,866	62,872	99,710	=	Code Enforcement Inspector III	9	
Prince George's	\$55.03	40	114,456	72,518	151,138	=	Property Standards Code Enforcement Officer	4	
Queen Anne's									
St. Mary's									
Somerset	\$22.64	40	47,082	47,082	77,149			1	
Talbot	\$31.00	40	65,742	48,964	67,519	=	Chief Code Compliance Officer	1	
Washington	\$47.10	40	97,998	86,445	226,595	=	Deputy Code Official, Director of Permits & Inspections	2	
Wicomico	\$23.49	40	48,861	40,348	56,443		Nuisance Code Enforce Officer	1	
Worcester									This position is in Development, Review, and Permitting Department and is part of Building/Housing Inspector
MNCPPC									
AVERAGE	\$37.15		75,408	57,710	101,006				

Zoning Inspector

Inspects existing lands and buildings for compliance with zoning designations.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$32.65	40	67,921	54,870	104,270	=		7	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$32.22	36.7	61,402	50,797	61,402	=	Zoning Examiner II	1	
Baltimore County	\$62.21	35	113,228	86,781	135,202		Zoning Supervisor	1	
Calvert	\$57.70	35	105,014	68,851	111,020	=	Zoning Code Enforcer	1	
Caroline									
Carroll	\$26.38	40	54,860	52,708	84,324	=		2	
Cecil									
Charles									
Dorchester	\$25.74	40	53,539	35,185	67,869		Inspector I PZ	1	
Frederick	\$30.32	40	63,073	53,476	85,561	=	Inspector I Zoning & Nuisance	1	
Garrett	\$32.12	40	66,810	60,460	84,644		Zoning Administrator	1	
Harford	\$37.64	40	78,290	42,117	108,290	=	Zoning Inspector I & II	3	Min is Zoning Inspector I and Max is Zoning Inspector II
Howard	\$49.00	40	101,317	59,155	110,698	=	Regulation Inspector II	1	
Kent									
Montgomery	\$54.15	40	112,642	71,299	113,906	+	Permitting and Code Compliance Inspector III	42	
Prince George's	\$55.03	40	114,457	72,518	151,138	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	\$21.74	40	45,221	43,460	83,695		Nuisance/Zoning Inspector	3	
St. Mary's	\$33.00	40	68,828	59,717	102,752	=	Inspector III-LUGM	4	
Somerset	\$25.78	40	53,620	43,803	71,777		Zoning Specialist	1	
Talbot									
Washington	\$45.40	40	61,422	55,848	155,230	=	Zoning Inspector, Zoning Coordinator	1	
Wicomico	\$40.94	40	85,149	64,821	90,728		Zoning Admin	1	
Worcester	\$24.03	40	49,982	40,997	67,246	=		1	This position is in Development, Review, and Permitting Department
MNCPPC									
AVERAGE	\$38.11		75,376	56,492	99,431				

Plans Examiner/Reviewer

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$29.05	31	48,344	48,344	48,344	=		1	Contractual
Anne Arundel	\$38.79	40	80,693	67,112	126,678	=	Planner II	16	Planning & Zoning
Baltimore City	\$51.16	36.7	97,524	79,507	127,043	=	Engineer II	24	
Baltimore County	\$40.28	35	73,317	62,265	78,114		Engineer II	4	
Calvert	\$55.97	35	101,865	63,172	101,865	=	Plans Examiner	1	
Caroline									
Carroll	\$34.36	40	71,459	68,994	124,197	=	Plans Examiner	2	
Cecil	\$31.00	40	64,622	53,700	89,509	=	Plans Reviewer 1 and 2	3	
Charles	\$34.23	37.5	66,749	56,607	91,704		Utilities Plan Reviewer	1	
Dorchester									
Frederick		40		65,510	104,816	=	Building Plans Reviewer I		1 vacancy
Garrett									
Harford	\$38.58	40	80,252	46,582	152,115	=	Plans Reviewer Series I, II & Senior	3	Min is Plans Reviewer I and Max is Plans Reviewer Senior
Howard	\$58.00	40	120,685	74,414	143,293	=	Engineering Specialist I	6	
Kent									
Montgomery	\$54.15	40	112,642	71,299	113,906	+	Permitting and Code Compliance Inspector III	42	
Prince George's				46,366	91,118	=	Plans Examiner II		Vacant
Queen Anne's									
St. Mary's	\$45.00	40	92,652	85,800	147,742	=	Project Manager III	4	1 employee is part time 32 hours a week, the other 3 are 40 hours a week.
Somerset									
Talbot									
Washington	\$45.40	40	94,348	62,754	164,362	=	Plans Examiner II	2	
Wicomico	\$25.75	40	53,559	48,836	68,349		Planner Land Development	1	
Worcester									This position is in Development, Review, and Permitting Department and is part of Building/Housing Inspector
MNCPPC									
AVERAGE	\$41.55		82,765	62,579	110,822				

Electrician I

Performs journeyman level electrical work.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$28.50	40	59,281	47,590	88,774	=	Facilities Maintenance Mechanic II	15	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$27.19	40	56,575	49,368	56,575	=	Electrical Mechanic II	1	
Baltimore County	\$26.18	40	54,460	43,347	54,371		Electrician I	12	
Calvert									
Caroline									
Carroll	\$26.98	40	56,125	52,708	84,324	=	Electrician II	3	
Cecil									
Charles									
Dorchester									
Frederick	\$26.47	40	55,064	46,708	74,733	=	Maintenance Technician III	16	
Garrett									
Harford		40		43,852	126,032	=	Electrician W & S Operations		
Howard	\$28.00	40	59,197	53,622	86,965	=	Journey Skilled Trades	1	Journey Skilled Trades Electrician option
Kent									
Montgomery	\$43.59	40	90,669	57,907	91,347	=	Electrician I	4	
Prince George's	\$30.19	40	62,790	46,366	91,118	=	Electrician II	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$39.50	40	82,222	55,848	146,370	=	Electrician	2	
Wicomico									
Worcester	\$40.16	40	83,534	63,710	104,354	+	Building Maintenance Mechanic IV	1	HVAC Journeyman
MNCPPC	\$40.16	40	83,534	63,710	104,354	=	Electrician I	1	Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$32.45		67,586	52,061	92,443				

Electrician II

Performs master level electrical work. Master Electrician License.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel							No Match		Minor electrical work performed by Facilities Maintenance Mech II who may not possess Master Electrician License
Baltimore City		36.7		52,875	64,063	=	Electrical Supervisor, Licensed		
Baltimore County	\$34.67	40	72,114	51,938	66,019		Electrician II	9	
Calvert	\$43.54	35	79,243	57,985	93,457	=	Master Electrician	1	1 Vacant
Caroline									
Carroll	\$30.75	40	63,960	63,357	114,026	=	Master Electrician	1	
Cecil									
Charles									
Dorchester									
Frederick	\$29.72	40	61,824	61,224	97,959	=	Maintenance Technician IV	1	
Garrett									
Harford	\$43.05	40	89,548	50,296	132,230	=	Electrician W & S Operations	1	
Howard	\$42.00	40	86,748	57,366	93,142	=	Electrician	7	
Kent									
Montgomery	\$45.88	40	95,425	60,335	95,425	=	Electrician II	5	
Prince George's	\$37.77	40	78,560	48,684	95,581	=	Electrician III	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$44.40	40	92,394	59,197	155,230	=	Senior Electrician	1	
Wicomico									
Worcester	\$42.14	40	87,651	70,200	115,066	+	Building Maintenance Mechanic V	1	Employee is a Master Electrician and HVAC Journeyman
MNCPPC	\$47.12	40	98,015	56,358	99,814		Electrician III	2	
AVERAGE	\$40.10		82,316	57,485	101,834				

Welder

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$25.75	40	53,560	49,982	93,288	=		1	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$25.23	40	52,482	48,246	54,490	=	Welder	8	
Baltimore County	\$36.03	40	74,942	49,650	62,982		Welder Mechanic	3	
Calvert									
Caroline									
Carroll									
Cecil	\$26.42	40	54,948	48,707	77,339	=		1	
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$43.00	40	89,204	58,448	94,266	=	Motor Equipment Mechanic II	3	Specialized Welder
Kent									
Montgomery	\$37.77	40	78,556	57,907	91,347	=	Welder	3	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$37.60	40	78,187	52,686	137,987	=	Welder	1	
Wicomico									
Worcester									
MNCPPC	\$36.39	40	75,681	47,419	83,983		Welder II	6	
AVERAGE	\$33.52		69,695	51,631	86,960				

Carpenter

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$23.83	40	49,569	35,526	66,040	=	Maintenance Worker I	19	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$19.75	40	41,098	39,285	42,093	=	Carpenter I	2	
Baltimore County	\$33.15	40	68,964	45,282	57,221		Carpenter II	5	
Calvert									
Caroline									
Carroll	\$27.21	40	56,597	52,708	84,324	=	Lead Carpenter	1	
Cecil									
Charles									
Dorchester									
Frederick	\$26.26	40	54,616	49,977	79,964	=	Maintenance Technician II	11	
Garrett									
Harford									
Howard	\$32.00	40	67,248	51,064	82,826	=	Maintenance Mechanic II	12	
Kent									
Montgomery	\$41.67	40	86,679	55,648	87,456	+	Public Service Craftworker II	6	
Prince George's				34,599	68,524	=	Carpenter II		Vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									No Comparable Class
Wicomico									
Worcester	\$27.90	40	58,032	40,997	67,246	=	Carpenter II	2	
MNCPPC	\$35.65	40	74,162	47,419	83,983		Carpenter II	14	
AVERAGE	\$29.71		61,885	45,251	71,968				

Plumber I

Performs journeyman level plumbing work. Non-licensed.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel							No Match		Minor plumbing work performed by Facilities Maintenance Mech II who may not possess Master Plumbers License
Baltimore City	\$21.97	40	45,700	41,485	45,700	=	Pipefitter II	2	
Baltimore County		40		43,347	54,371		Plumber I		
Calvert									
Caroline									
Carroll		40		48,360	77,376	=	Plumber I		1 position total, 1 current vacancy
Cecil									
Charles									
Dorchester									
Frederick	\$26.47	40	55,064	46,708	74,733	=	Maintenance Technician III	16	
Garrett									
Harford									
Howard	\$31.00	40	63,752	53,622	86,965	=	Journey Skilled Trades	1	Journey Skilled Trades Electrician Option
Kent									
Montgomery	\$39.48	40	82,108	55,648	87,456	=	Plumber I	1	
Prince George's	\$27.44	40	57,081	34,599	68,524	=	Plumber II	3	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$29.27		60,741	46,253	70,732				

Plumber II

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel							No Match		Minor plumbing work performed by Facilities Maintenance Mech II who may not possess Master Plumbers License
Baltimore City	\$30.89	36.7	58,881	48,814	58,881	-	Pipefitter Supervisor	1	Does not require Masters License.
Baltimore County	\$39.13	40	81,390	51,938	66,019		Plumber II	3	
Calvert									
Caroline									
Carroll	\$27.90	40	58,032	57,471	91,978	=	Master Plumber	1	
Cecil									
Charles									
Dorchester									
Frederick	\$29.72	40	61,824	61,224	97,959	=	Maintenance Technician IV	1	
Garrett									
Harford									
Howard	\$42.00	40	87,558	57,366	93,142	=	Plumber	2	
Kent									
Montgomery	\$57.26	40	119,104	74,390	119,104	+	Plumber Supervisor	1	
Prince George's	\$33.47	40	69,616	36,329	71,857	=	Plumber III	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$40.23	40	83,678	57,762	94,640	=		1	
MNCPPC	\$47.99	40	99,814	56,358	99,814		Plumber III	2	
AVERAGE	\$38.73		79,989	55,739	88,155				

Utilities Worker

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.99	40	51,982	34,895	66,301	=	Utility Worker I	11	
Anne Arundel	\$20.13	40	41,862	41,122	76,586	=	Utilities Support Worker I	5	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$24.63	40	51,231	50,567	78,494	=	Utilities Installer and Repairer I	16	
Baltimore County	\$23.17	40	48,194	41,517	51,938	=	Public Works Technician I	30	
Calvert	\$30.08	35	54,737	47,830	77,022	=	Water & Sewer Mechanical Maintenance Technician	4	
Caroline									
Carroll									
Cecil	\$22.00	40	44,754	44,182	70,135	=	Maintenance Mechanic	2	
Charles	\$20.05	37.5	39,089	37,647	60,988		Environ Oper Trainee	6	
Dorchester									
Frederick	\$21.40	40	44,512	40,796	65,274	=	Utility Systems Maintenance Tech I	2	
Garrett	\$21.05	40	43,784	40,914	57,283			9	
Harford	\$25.66	40	53,363	40,602	113,198	=	Utilities Worker Series I - IV	20	Min is Utility Worker I and Max is Utility Worker IV
Howard	\$25.00	40	46,567	41,246	66,914	=	Utility Worker II	25	
Kent									
Montgomery	\$41.67	40	86,679	55,648	87,456	+	Public Service Craftworker II	6	
Prince George's	\$20.13	40	41,880	29,912	54,127	=	Laborer II	75	
Queen Anne's	\$20.61	40	42,866	40,731	78,439		Utility Worker	13	
St. Mary's									
Somerset									
Talbot									
Washington	\$26.00	40	54,111	38,605	115,918	=	Utility Worker I, Utility Worker II	2	
Wicomico									
Worcester	\$21.56	40	44,857	36,379	60,965	=	Maintenance Worker I -IV	10	Water and Waste Water, Maintenance, and Recreation
MNCPPC									

Treatment Plant Operator (Non-Licensed)

Performs non-licensed entry level utilities work.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.17	40	48,205	34,895	66,301	=		6	
Anne Arundel	\$25.44	40	52,918	45,302	65,707	=	Water/Wastewater System Technician I	17	Max salary includes 18% longevity 16+ yrs.
Baltimore City									
Baltimore County		40		38,106	47,445		Treatment Plant Operator Trainee		
Calvert	\$27.06	35	49,243	40,895	65,866	=	Water & Sewer Operator Trainee	6	
Caroline									
Carroll	\$19.75	40	41,080	40,685	65,104	=	Water Treatment Apprentice Operator I	2	
Cecil	\$20.91	40	43,493	40,074	63,608	=	Operator Trainee	6	
Charles	\$23.48	37.5	45,794	39,906	64,647		Line Maintenance Op II	39	
Dorchester									
Frederick	\$21.45	40	44,615	43,652	69,843	=	Water Treatment Plant Operator I FH	1	
Garrett									
Harford									
Howard	\$25.00	40	52,553	45,469	73,778	=	Water Reclamation Plant Operator I	7	
Kent	\$22.09	40	45,948	39,511	61,242	=	Utilities Workers	8	
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot	\$19.00	40	40,124	37,810	60,074	=	Collections Trainee	1	
Washington	\$22.10	40	45,916	44,242	115,918	=	Plant Operator Trainee	4	
Wicomico									
Worcester	\$20.54	40	42,715	38,320	58,074	=	Plant Operator Trainee	10	Water and Waste Water
MNCPPC									
AVERAGE	\$22.50		46,050	40,682	67,508				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$34.06	40	70,863	50,096	95,183	=		4	
Anne Arundel	\$37.22	40	77,422	61,277	101,442	=	Water/Wastewater Systems Technician II	47	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$36.04	40	74,963	61,465	95,410		Water Treatment Technician III	4	WWW Pumping Tech, 4 - \$63,088
Baltimore County	\$30.35	40	63,128	49,650	62,982		Treatment Plant Operator	3	
Calvert	\$30.94	35	56,302	47,830	77,022	=	Water & Sewer Plant Operator	2	
Caroline									
Carroll	\$25.97	40	54,016	48,360	77,376	=	Water Treatment Operator	3	
Cecil	\$30.13	40	62,660	48,707	93,990	=	Operator 1,2,3	9	
Charles	\$43.07	37.5	83,988	56,607	91,704		Line Maintenance Op IV	4	
Dorchester									
Frederick	\$29.13	40	60,585	57,219	91,550	=	Water Treatment Plant Operator III	2	Operator II and III are licensed. Operator II is vacant.
Garrett									
Harford	\$35.89	40	74,645	42,117	126,032	=	Series - Plant Operator (Water or Wastewater) & Plant Operator (Water or Wastewater) Senior	21	Min is Plant Operator and Max is Plant Operator Senior
Howard	\$31.00	40	65,395	51,064	82,826	=	Water Reclamation Plant Operator II	1	
Kent	\$31.53	40	65,564	59,691	92,520	+	Plant Operator III	2	Intermediate experience, trains new staff.
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot	\$26.00	40	57,531	42,514	99,668	=	Wastewater Treatment Operator, Collection Systems Operator, Lead Operator, Project Manager, Environmental Manager	10	
Washington	\$32.20	40	67,070	49,712	146,370	=	Plant Operator, Senior Plant Operator	12	
Wicomico									
Worcester	\$26.72	40	55,579	40,061	77,854	=	Plant Operator I-IV	20	Water and Waste Water
MNCPPC									
AVERAGE	\$32.02		65,981	51,091	94,129				

Utilities Meter Reader

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$19.94	40	41,468	37,294	69,430	=	Meter Technician I	3	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$30.49	40.0	63,409	58,537	90,866	=	Utility Meter Tech II DPW	20	
Baltimore County									Treatment Plant Operator duties
Calvert	\$29.06	35	52,889	40,895	77,022	+	Water & Sewer Technician Trainee & Water & Sewer Technician	2	
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett	\$24.99	40	51,979	49,733	69,638			1	
Harford									
Howard	\$22.00	40	46,032	41,246	66,914	=	Utility Worker II	12	
Kent									
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$20.29	40	42,193	36,379	67,246	=	Plant Operator Trainee - Plant Operator III	6	Water Meter Readers no electrical readings
MNCPPC									
AVERAGE	\$24.46		49,662	44,014	73,519				

Building Maintenance Worker

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$25.46	40	52,965	37,513	76,618	=	Building Maintenance II & III	10	
Anne Arundel	\$22.65	40	47,115	43,181	80,454	=	Facilities Maintenance Mechanic I	16	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$22.44	40	46,677	43,823	49,062	=	Building Repairer	18	
Baltimore County	\$27.73	40	57,678	45,282	57,221		Building Maintenance Mechanic II	11	
Calvert	\$38.43	35	69,943	49,686	80,135	=	Building Maintenance Mechanic	4	
Caroline	\$26.15	40	49,611	37,625	61,596	=		3	
Carroll	\$18.11	40	37,669	37,316	59,696	=	Building Maintenance Worker I	3	
Cecil	\$27.00	40	51,737	44,182	77,339	=	Maintenance Worker/ Maintenance Mechanic/ Lead Mechanic - Facilities	8	
Charles	\$40.42	37.5	78,824	50,380	81,616		Maint Tech II	1	
Dorchester	\$22.39	40	46,571	32,986	55,403		Maintenance Technician, Maintenance Technician II	3	
Frederick	\$26.26	40	54,616	49,977	79,964	=	Maintenance Technician II	11	
Garrett	\$22.89	40	47,545	38,979	60,154			5	
Harford	\$24.64	40	51,250	36,057	104,608	=	Maintenance Worker Series I & II (Facilities & Operations)	13	Min is Maintenance Worker I and Max is Maintenance Worker II
Howard	\$29.00	40	59,488	45,469	73,778	=	Maintenance Mechanic I	7	
Kent	\$19.82	40	34,878	36,387	56,400	+	Maintenance Worker I	8	Also does groundskeeping and maintaining 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.
Montgomery	\$41.67	40	86,679	55,648	87,456	+		6	
Prince George's	\$34.40	40	71,561	38,145	75,358	=	Building Engineer II	3	
Queen Anne's	\$25.30	40	52,624	43,460	101,669		Facility Technician I, II & III	8	
St. Mary's	\$22.00	40	46,353	43,472	74,838	=	Maintenance Mechanic	8	
Somerset	\$24.28	40	50,501	44,312	77,149		Maintenance Worker I & II	4	2 pay grades
Talbot	\$26.00	40	55,350	45,893	65,864	=	Facilities Maintenance Technician, Land & Maintenance Technician, Correctional Facility Technician I, Correctional Facility Technician II	6	
Washington	\$27.80	40	57,855	44,242	137,987	=	Maintenance Leadworker, Maintenance Tradesworker, Maintenance Worker Facilities	6	
Wicomico	\$21.63	40	45,000	44,427	62,175		SR Facilities Maintenance Tech	4	
Worcester	\$31.55	40	65,630	36,338	109,554	+	Painter, Maintenance Worker III & IV, Building Maintenance Mechanic I-IV, Master HVACR	6	
MNCPPC	\$23.70	40	57,618	42,135	77,050	=	Principal Parks/Facilities Maintenance Worker	151	Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$26.87		55,030	42,677	76,926				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$30.15	40	62,732	46,602	102,321	=	Equip Maint Foreman, Equip Maint Supervisor	2	
Anne Arundel	\$35.86	40	74,581	57,876	103,971	=	Automotive Maintenance Supervisor	6	
Baltimore City	\$34.20	40.0	71,131	59,863	72,835	=	Automotive Maintenance Supervisor I	17	
Baltimore County	\$40.28	40	83,798	54,371	69,285		Heavy Equipment Maintenance Center Team Lead	4	
Calvert	\$51.17	40	106,434	68,786	110,926	=	Fleet Maintenance & Repair Supervisor	1	
Caroline	\$32.59	40	64,421	55,128	73,713	=		1	
Carroll	\$42.13	40	87,631	63,357	114,026	=	Foreman, Fleet Management	2	
Cecil									
Charles	\$39.13	37.5	76,306	63,604	103,039		Fleet Maint Supervisor	1	
Dorchester									
Frederick	\$47.48	40	98,752	75,001	120,002	=	Service Manager	3	
Garrett									
Harford									
Howard	\$47.00	40	98,576	69,534	126,090	=	Operations Supervisor II	25	
Kent	\$36.00	40	75,612	59,691	92,520	=	Automotive Services Supervisor	1	
Montgomery	\$47.94	40	99,710	62,872	99,710	=	Facilities and Equipment Maintenance Coordinator	2	
Prince George's	\$49.72	40	103,414	65,776	137,087	=	Garage Supervisor	4	
Queen Anne's	\$49.45	40	102,862	68,429	131,778		Fleet Manager	1	
St. Mary's	\$35.00	40	71,781	53,394	91,874	=	Shop Foreman	1	
Somerset									
Talbot	\$30.00	40	63,793	59,375	68,211	=	Shop Foreman	2	
Washington	\$52.40	40	109,013	66,518	174,304	=	Fleet Manager	1	
Wicomico	\$37.44	40	77,866	53,687	75,184		Supervisor Shop	1	
Worcester	\$42.83	40	89,105	50,000	100,000	+	Fleet Superintendent	1	Fleet Maintenance/ Also handles fuel stations and Gov Deals
MNCPPC	\$61.82	40	128,590	80,206	144,677	=	Fleet Services Manager	2	
AVERAGE	\$42.13		87,305	61,704	105,578				

Automotive Mechanic Helper

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$25.10	40	52,218	39,166	72,842	=	Automotive Service Worker	2	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$20.20	40	42,011	40,699	44,233	=	Automotive Maintenance Worker	9	
Baltimore County		40		35,006	43,347		Trades Helper		
Calvert									
Caroline									
Carroll	\$23.47	40	48,823	48,360	77,376	=	Mechanic I	3	
Cecil									
Charles									
Dorchester									
Frederick	\$25.45	40	52,942	49,977	79,964	=	Vehicle Equipment Technician I	2	
Garrett									
Harford									
Howard									
Kent									
Montgomery				46,387	70,626	=	Mechanic Technician Apprentice		Apprentice Class, no current incumbents
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$32.40	40	67,330	44,242	115,918	=	Auto Services Assistant	1	
Wicomico	\$20.33	40	42,294	36,710	51,372		Maintenance Mechanic	4	
Worcester									
MNCPPC									
AVERAGE	\$24.49		50,936	42,568	69,460				

Automotive/Equipment Mechanic I

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.06	40	47,978	47,978	47,978	=		2	
Anne Arundel	\$30.51	40	63,461	47,590	88,774	=	Automotive Mechanic II	13	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$27.22	40	53,997	49,581	56,618	=	Automotive Mechanic	69	
Baltimore County	\$30.07	40	62,546	47,445	60,050	=	Automotive Mechanic	11	
Calvert	\$32.29	40	67,163	51,438	82,950	=	Equipment Mechanic I	2	
Caroline	\$44.81	40	49,270	40,734	57,806	=		2	1 Vacant
Carroll	\$29.04	40	60,403	52,708	84,324	=	Mechanic II	8	
Cecil									
Charles	\$35.25	37.5	68,731	56,607	91,704		Veh & Equip Tech	10	
Dorchester									
Frederick	\$36.86	40	76,674	53,476	85,561	=	Vehicle Equipment Technician II	2	
Garrett	\$27.01	40	56,176					4	Per Union Contract \$25.74-\$26.29
Harford	\$23.15	40	48,162	40,602	108,290	=	Maintenance Mechanic I	1	
Howard	\$26.00	40	55,071	51,064	82,826	=	Motor Equipment Mechanic I	3	
Kent									
Montgomery	\$30.33	40	63,080	53,510	83,754	=	Mechanic Technician I	10	
Prince George's	\$23.96	40	49,832	38,145	75,358	=	Equipment Mechanic I	1	
Queen Anne's	\$27.25	40	56,680	49,478	95,284		Mechanic II	3	
St. Mary's	\$21.00	40	43,472	43,472	74,838	=	Equipment Mechanic I	4	2 currently vacant
Somerset	\$28.33	40	58,929	41,706	68,340		Automotive Mechanic I	1	
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC	\$25.24	40	52,500	47,419	83,983	=	Automotive/Equipment Mechanic I	1	Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$28.97		57,451	47,821	78,143				

Automotive/Equipment Mechanic II

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.67	40	51,318	51,318	51,318	=		3	
Anne Arundel	\$34.16	40	71,054	52,478	98,072	=	Automotive Mechanic III	14	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$30.56	40	63,557	57,215	66,459	=	Automotive Lead	17	
Baltimore County	\$36.90	40	76,752	51,938	66,019	=	Automotive Specialist	12	
Calvert	\$33.08	40	68,796	56,742	91,541	=	Equipment Mechanic II	2	
Caroline	\$27.92	40	57,265	48,297	66,233	=	Automotive Mechanic III	1	
Carroll	\$43.65	40	90,792	57,471	91,978	=	Mechanic III	1	
Cecil									
Charles	\$37.47	37.5	73,075	56,607	91,704		Small Engine Tech	5	
Dorchester	\$31.32	40	65,146	40,672	78,452		Mechanic II	3	
Frederick	\$34.66	40	72,088	57,219	91,550	=	Vehicle Equipment Technician III	3	
Garrett	\$27.18	40	56,527					3	Per Union Contract \$25.74-\$26.29
Harford	\$32.30	40	67,183	43,632	118,190	=	Maintenance Mechanic II	6	
Howard	\$36.00	40	75,911	57,366	93,142	=	Motor Equipment Mechanic II	22	
Kent	\$31.36	40	65,237	47,094	72,996	=	Heavy Equipment Truck Mechanic	3	
Montgomery	\$44.46	40	92,471	60,335	95,425	=	Mechanic Technician II	92	
Prince George's	\$32.86	40	68,359	40,053	78,974	=	Equipment Mechanic II	21	
Queen Anne's	\$29.11	40	60,546	52,794	101,669		Mechanic III	2	
St. Mary's	\$26.00	40	53,414	47,757	82,222	=	Equipment Mechanic II	3	
Somerset	\$28.59	40	59,463	50,024	81,971		Automotive Mechanic II	1	
Talbot	\$28.00	40	60,295	41,024	62,179	=	Mechanic I	1	
Washington	\$30.20	40	69,846	52,686	137,987	=	Auto Services Technician/Specialist	9	
Wicomico	\$26.37	40	54,844	44,427	62,175		SR Maintenance Mechanic	4	
Worcester	\$25.13	40	55,496	40,997	70,616		Vehicle and Equipment Mechanic II-IV	10	Fleet Maintenance, Roads, Solid Waste, and Water and Wastewater
MNCPPC	\$37.12	40	77,217	51,235	93,690	=	Automotive/Equipment Mechanic II	35	Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$32.04		66,944	50,408	84,546				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.06	40	47,978	47,978	47,978	=	Equipment Operator I	15	
Anne Arundel	\$23.55	40	48,987	41,122	76,586	=	Equipment Operator I	39	CDL required - max salary includes 18% longevity 16+ yrs.
Baltimore City	\$24.89	40	47,443	44,963	57,553	=	CDL Driver I	114	
Baltimore County	\$24.44	40	50,835	39,853	49,650		Equipment Operator	17	
Calvert	\$31.69	40	65,915	44,491	71,677	=	Highway Equipment Operator II	8	
Caroline	\$20.11	40	47,607	39,129	56,084	=	County Roads Worker	11	
Carroll	\$22.38	40	46,558	40,685	65,104	=	Truck Driver I	22	27 total positions, 5 current vacancies. CDL B required
Cecil	\$21.00	40	44,007	40,073	63,607	=	Equipment Operator 1	12	3 vacancies
Charles		37.5		na	na		Equip Operator II		Vacant
Dorchester	\$20.20	40	42,016	32,732	63,755		Motor Equip Operator II	1	
Frederick	\$24.21	40	50,363	43,652	69,843	=	Equipment Operator I	4	
Garrett	\$23.48	40	48,825	38,480	51,147			25	Per Union Contract \$18.50-\$24.59
Harford									
Howard	\$25.00	40	51,295	43,306	70,262	=	Motor Equipment Operator I	35	
Kent	\$19.00	40	38,841	36,387	56,400	=	Motor Equipment Operator I	5	
Montgomery	\$22.57	40	46,951	46,387	70,626	=	Equipment Operator I	9	
Prince George's	\$29.02	40	60,363	38,145	75,358	=	Equipment Operator II	72	
Queen Anne's	\$21.63	40	44,982	43,460	83,695		Equipment Operator I	9	
St. Mary's	\$28.00	40	57,596	43,472	74,838	=	Equipment Operator II	12	
Somerset	\$20.55	40	42,748	41,706	68,340		Motor Equipment Operator I	1	
Talbot									
Washington	\$24.80	40	51,633	46,904	122,907	=	Equipment Operator II	43	
Wicomico	\$17.34	40	36,071	34,001	47,580		Associate Equipment Operator	17	
Worcester	\$19.88	40	41,351	39,187	55,328	=	Roads Worker III and Landfill Operator II	18	Roads, Solid Waste, and Water and Wastewater
MNCPPC	\$29.06	40	60,450	42,260	77,275	=	Equipment Operator I	6	Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$23.45		48,764	41,290	67,072				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.67	40	51,318	51,318	51,318	=	Equipment Operator II	10	
Anne Arundel	\$29.29	40	60,915	47,590	88,774	=	Equipment Operator III	18	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$30.54	40	58,216	49,368	66,192	=	CDL Driver II	146	
Baltimore County	\$30.68	40	63,814	43,347	54,371		Heavy Equipment Operator	2	
Calvert	\$31.79	40	66,128	46,738	75,275	=	Highway Equipment Operator III	4	
Caroline	\$25.02	40	50,188	40,734	59,642	=	County Roads Operator	3	3 Vacancies
Carroll	\$24.50	40	50,952	44,388	71,012	=	Truck Driver II	8	10 positions total, 2 vacancies. CDL A required
Cecil	\$24.00	40	50,018	44,182	70,135	=		24	
Charles	\$24.28	37.5	47,350	44,838	72,638		Equip Operator III	2	
Dorchester	\$25.43	40	52,894	40,673	78,453		Landfill Operator 4, Landfill Operator 3, Motor Equip Operator 4, Motor Equip Operator 3	21	
Frederick	\$31.19	40	64,872	53,476	85,561	=	Equipment Operator III	3	
Garrett	\$24.19	40	50,298	39,520	52,396			53	Per Union Contract \$19-\$25.19
Harford	\$29.23	40	60,798	40,602	108,290	=	Equipment Operator	28	
Howard	\$32.00	40	66,106	47,757	77,459	=	Motor Equipment Operator II	26	
Kent	\$23.93	40	49,781	39,511	61,242	=	Motor Equipment Operator II		
Montgomery	\$30.89	40	64,249	51,579	80,227	=	Equipment Operator II	87	
Prince George's	\$31.48	40	65,471	42,055	82,814	=	Equipment Operator III	5	
Queen Anne's	\$32.98	40	68,592	49,478	95,284		Equipment Operator III	3	
St. Mary's	\$28.00	40	58,625	47,757	82,222	=	Equipment Operator III	9	4 currently vacant
Somerset	\$24.91	40	51,804	44,312	72,611		Motor Equipment Operator II & III	12	2 pay grades
Talbot	\$23.00	40	48,771	37,810	60,074	=	MEO I, MEO II, MEO III	10	
Washington	\$31.90	40	71,134	52,686	137,987	=	Equipment Operator III (40 hours), Solid Waste Equipment Operator (48 hours)	20	
Wicomico	\$21.56	40	44,854	44,427	62,175		Lead Equipment Operator	11	
Worcester	\$23.43	40	48,742	44,283	64,064	=	Roads Worker IV-V, Landfill Operator III, Heavy Equipment Operator	16	Roads, Solid Waste, and Water and Wastewater
MNCPPC	\$32.62	40	67,854	47,419	86,712	=	Equipment Operator II	17	Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$27.66		57,350	45,434	75,877				

Laborer (Road Maintenance)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$21.82	40	45,393	45,393	45,393	=	Utility Worker	23	
Anne Arundel	\$23.83	40	49,569	35,526	66,040	=	Maintenance Worker I	19	Roads division of Public Works - max salary includes 18% longevity 16+ yrs.
Baltimore City	\$22.55	40	42,977	39,285	49,248	=	Laborer	340	
Baltimore County	\$18.96	40	39,437	33,779	41,517		Laborer I	16	
Calvert	\$28.47	40	59,223	42,328	68,286	=	Highway Equipment Operator I	4	
Caroline	\$26.85	40	52,681	39,129	66,233	=	Highway Marking Specialist, Assistant Highway Marking Specialist & Weed Control Coordinator	3	
Carroll	\$17.76	40	36,946	34,320	54,892	=	Road Maintenance Worker I	11	17 positions total, 8 total vacancies
Cecil	\$19.00	40	38,656	38,175	60,591	=		2	
Charles		37.5		na	na				Vacant
Dorchester									
Frederick	\$18.13	40	37,708	36,890	59,025	=	Highway Worker I	3	
Garrett	\$19.55	40	40,664	38,480	51,147			4	Per Union Contract \$18.50-\$24.59
Harford	\$31.46	40	65,435	31,512	86,986	=	Laborer	1	
Howard	\$22.00	40	46,779	39,270	63,773	=	Utility Worker I	4	
Kent									
Montgomery	\$28.41	40	59,085	41,911	62,329	+	Public Service Worker II	20	
Prince George's	\$20.74	40	43,136	29,912	54,127	=	Laborer II	75	
Queen Anne's	\$19.97	40	41,545	40,731	78,439		Highway Technician	2	
St. Mary's	\$25.00	40	51,366	39,520	68,078	=	Equipment Operator I	19	1 currently vacant
Somerset	\$17.98	40	37,405	36,943	60,536		Highway Worker I	1	2 part-time employees not included
Talbot									
Washington	\$21.60	40	44,949	41,746	109,283	=	Equipment Operator I	1	
Wicomico	\$17.67	40	36,750	32,461	45,445		Facility/Grounds Worker	21	
Worcester	\$17.93	40	37,294	36,338	52,707	=	Roads Worker II and Landfill Operator I	7	Roads, Solid Waste, and Water and Wastewater
MNCPPC	\$25.50	40	53,032	33,896	65,113		Parks/Facilities Maintenance Worker	8	Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$22.15		45,716	37,502	62,342				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$20.65	40	42,962	39,166	72,842	=	Maintenance Worker II	70	Parks division of Rec & Parks - max salary includes 18% longevity 16+ yrs
Baltimore City	\$19.54	40	40,644	39,285	49,248		Laborer	26	
Baltimore County	\$20.89	40	43,449	39,853	49,650		Property Management Grounds Maintenance Specialist I	9	
Calvert	\$31.73	35	57,749	44,171	71,198	=	Park Maintenance Specialist II	3	
Caroline	\$22.68	40	51,044	42,445	59,642	=		3	
Carroll	\$20.85	40	43,376	40,685	65,104	=	Maintenance Specialist	10	
Cecil	\$23.12	40	48,092	40,074	77,339	=	Maintenance Worker 1, 2 and Lead Maintenance Worker	7	
Charles	\$24.44	37.5	47,656	39,906	64,647		Grounds Maint Tech II	5	
Dorchester	\$17.85	40	37,128	31,247	59,379			1	
Frederick	\$19.96	40	41,524	38,127	61,004	=	Parks Maintenance Technician II	9	requires CDL
Garrett									
Harford	\$25.43	40	52,889	36,057	104,608	=	Maintenance Worker Series I & II (Parks & Recreation)	5	Min is Maintenance Worker I and Max is Maintenance Worker II
Howard	\$25.00	40	51,087	43,306	70,262	=	Parks Maintenance Worker	39	
Kent									
Montgomery									
Prince George's									
Queen Anne's	\$22.59	40	46,987	40,731	83,695		Park Technician I & II	21	
St. Mary's	\$24.00	40	50,138	39,520	68,078	=	Senior Groundskeeper	7	1 currently vacant
Somerset	\$22.13	40	46,035	41,706	68,340		Recs & Parks Maintenance Worker I	1	
Talbot	\$24.00	40	50,915	37,810	60,074	=	Landings Enforcement Officer, Landings Superintendent, Land & Maintenance Tech	3	
Washington	\$17.50	40	36,378	34,382	96,741	=	Park Attendant I, Park Attendant II, Maintenance Worker	26	
Wicomico	\$17.67	40	36,750	32,461	45,445		Facility/Grounds Worker	21	
Worcester	\$21.45	40	44,623	33,779	70,616	=	Parks Worker II-VI, Parks Crew Leader	11	
MNCPPC	\$23.70	40	49,293	38,083	67,448	=	Senior Parks/Facilities Maintenance Worker	139	
AVERAGE	\$22.26		45,936	38,640	68,268				

Custodian/Janitor

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$17.57	40	36,546	34,895	66,301	=	Building Maintenance I	9	
Anne Arundel	\$19.92	40	41,429	33,821	63,003	=	Custodial Worker	25	Max salary includes 18% longevity 16+ yrs
Baltimore City									
Baltimore County	\$25.06	40	52,125	36,483	45,282		Custodial Worker II	23	
Calvert	\$26.86	35	48,877	34,908	56,256	=	Custodian	11	
Caroline									
Carroll	\$18.73	40	38,950	34,320	59,696	=	Custodian I/II	5	
Cecil	\$18.00	40	37,306	32,974	52,348	=		7	
Charles	\$20.22	37.5	39,423	31,609	51,207		Building Serv Tech	19	
Dorchester	\$18.66	40	38,813	32,986	55,403		Custodian, Custodian Supervisor	6	
Frederick	\$18.23	40	37,917	36,890	59,025	=	Custodian I	6	
Garrett	\$19.39	40	40,331	35,360	49,483			7	
Harford	\$24.16	40	50,250	31,512	96,142	=	Custodial Worker Series I & II	6	Min is Custodial Worker I and Max is Custodial Worker II
Howard									N/A - Role is filled by Contingent/Temporary Workers
Kent									
Montgomery	\$28.51	40	59,310	40,850	59,880		Building Services Worker II	16	
Prince George's	\$21.28	40	44,264	29,182	51,691	=	Custodian II	9	
Queen Anne's	\$20.48	40	42,593	38,174	78,439		Custodial Worker I & II	9	
St. Mary's	\$21.00	40	43,753	39,520	74,838	=	Building Maintenance II/III	12	1 currently vacant
Somerset									
Talbot									
Washington									
Wicomico	\$17.67	40	36,750	32,461	45,445		Facility/Grounds Worker	21	
									2 are in Circuit Court and 3 are part time at the Recreation Center. A 3rd party does all the other buildings.
Worcester	\$19.08	40	39,686	36,379	55,328	=	Custodial Worker II	5	
MNCPPC	\$25.48	40	52,990	33,896	63,064	=	Parks/Facilities Maintenance Worker	7	
AVERAGE	\$21.13		43,406	34,790	60,157				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$36.67	40	76,291	57,893	109,996	=		1	
Anne Arundel	\$73.73	40	153,356	83,821	158,214	=	Police Communications Manager	1	
Baltimore City	\$46.86	36.7	89,317	70,338	112,807	=	Call Center Operations Manager	2	
Baltimore County	\$81.17	35	147,738	103,623	161,435	=	Chief, Emergency Communications Center	1	
Calvert	\$62.65	40	130,312	96,637	155,834	=	Communications Chief	1	Contract/Salary Position
Caroline	\$40.78	40	81,242	71,085	91,398	=		1	
Carroll	\$53.41	40	111,093	82,077	147,743	=	Emergency Communications Manager	1	
Cecil	\$43.00	40	88,519	71,980	114,247	=	Assistant Chief- Communications	1	
Charles	\$60.39	37.5	117,767	98,160	159,020	=	Chief	1	
Dorchester									
Frederick	\$80.33	40	167,076	105,193	168,309	=	Director Emergency Communications	1	
Garrett	\$32.87	40	68,370	61,546	61,546	=	Public Safety Communications Chief	1	
Harford	\$84.24	40	175,225	97,197	183,606	=	Director Emergency Services	1	
Howard									
Kent	\$40.00	40	83,661	75,868	117,595	=	Chief of Communications	1	
Montgomery	\$89.70	40	186,583	105,649	186,584	=	Division Chief, MSB Communications	1	
Prince George's									
Queen Anne's	\$51.36	40	106,832	79,536	156,907	=	Asst Chief of Communications	1	
St. Mary's	\$48.00	40	99,486	85,800	147,742	=	Communications Manager	1	
Somerset	\$46.06	40	95,802	69,954	110,833	=	Assistant Director/Emergency Services	1	
Talbot	\$51.00	40	107,220	95,152	119,330	=	DES Division Chief - 911 Communications	1	
Washington	\$38.00	42	79,061	66,518	174,304	=	Emergency Communications Center - Operations Manager	1	
Wicomico	\$49.82	40	103,621	102,633	154,005	=	Deputy Director EMS	1	
Worcester	\$43.78	40	91,065	75,000	110,000	=	Public Safety Communications Manager	1	Reports to Deputy Director of Emergency Services
MNCPPC									
AVERAGE	\$54.94		112,364	83,603	138,165				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$97.24	40	202,261	107,300	207,590	=	Emergency Management Director	1	
Baltimore City	\$87.43	37	166,646	105,085	173,250	=	Operations Manager II	1	Director Office of Emergency Management
Baltimore County	\$106.24	40	220,982	108,639	150,556		Director of Emergency Management	1	
Calvert	\$61.44	35	111,821	81,864	131,895	=	Emergency Management Division Chief	1	Contract/Salary Position
Caroline	\$39.00	40	77,481	67,508	87,454	=	EM/Safety Coordinator	1	
Carroll	\$34.15	40	71,033	68,994	124,197	-	Assistant Emergency Manager	1	
Cecil									
Charles	\$50.34	37.5	98,160	98,160	159,020		Emergency Manager	1	
Dorchester	\$37.36	40	77,700	77,700	77,700		HSGP Planner	1	
Frederick		40		98,312	157,299	=	Director Emergency Preparedness	1	1 vacancy
Garrett									
Harford									
Howard	\$84.00	40	175,629	112,077	216,091	=	Administrator, Office of Emergency Management	1	
Kent	\$34.00	40	70,224	59,691	92,520	-	Emergency Preparedness Planner	1	Not apart of MD Resident Trooper Program. Coordinates
Montgomery	\$100.00	40	207,999	119,900	207,999	=	Director of Office of Emergency Management and Homeland Security	1	
Prince George's									
Queen Anne's									
St. Mary's	\$41.00	40	85,800	85,800	147,742	=	Emergency Management Manager	1	
Somerset									
Talbot	\$31.00	40	65,939	62,121	81,696	=	Emergency Management Coordinator	1	
Washington									See Director, Administrator Public Safety/Emergency Services
Wicomico									
Worcester	\$35.87	40	74,612	70,000	100,000	=	Emergency Preparedness Manager	1	Director of Emergency Services lists above in top section
MNCPPC									
AVERAGE	\$59.93		121,878	88,210	141,001				

Emergency Dispatcher Supervisor

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$33.48	40	69,654	69,654	69,654	=		4	
Anne Arundel	\$39.33	40	81,815	54,293	92,265	=	Police Communications Operator III	11	
Baltimore City	\$36.59	36.7	69,757	57,396	69,757	-	Emergency Dispatch Supervisor	5	Only handles Police emergency calls. Fire Dispatcher Supervisor, 4 emp - \$93,825 avg - \$76,135 - \$93,825
Baltimore County	\$53.46	35	97,304	59,411	73,852		Emergency Communications Supervisor	16	
Calvert	\$45.63	40	94,900	62,546	100,880	=	Communications Supervisor	2	
Caroline	\$30.51	48	59,607	50,520	68,693	=	Communications Lieutenant	4	
Carroll	\$37.55	40	78,109	63,357	114,026	=	Emergency Communications Specialist Supervisor	4	
Cecil	\$41.00	40	81,212	58,894	87,428	=	Captain	4	
Charles	\$40.30	37.5	78,582	73,502	119,074		Pub Safety Comm Sup	9	
Dorchester	\$28.77	40	59,842	40,673	78,453		Shift Supervisor, Shift Center Supervisor	4	
Frederick	\$46.70	40	97,138	65,510	104,816	=	Emergency Communications Center Manager	12	
Garrett	\$29.35	40	61,048	55,496	55,496		Public Safety Assistant Communications Chief	1	
Harford	\$36.75	40	76,445	46,582	126,032	=	Public Safety Lieutenant	10	
Howard	\$59.00	42	128,752	74,453	130,603	=	Emergency Communications Supervisor	4	
Kent	\$32.13	44	73,508	59,691	92,520	=	911 Specialist Supervisor	4	
Montgomery	\$50.06	40	104,120	71,299	113,906	=	Public Safety Emergency Communications Supervisor	20	
Prince George's									
Queen Anne's	\$35.58	40	74,014	60,106	115,749		911 Specialist Lieutenant	4	
St. Mary's	\$37.00	40	75,920	59,717	115,086	=	Public Safety Dispatch Supervisor/Asst Supervisor	8	1 currently vacant
Somerset	\$31.90	40	66,343	56,473	98,321		Shift Supervisor/ Chief Communications Supervisor	4	2 pay grades
Talbot	\$33.00	40	69,081	62,121	81,696	=	Communication Specialist Supervisor	5	
Washington	\$46.00	42	95,659	74,734	195,832	=	Deputy Director of Emergency Communications Center	1	
Wicomico	\$29.97	40	68,561	64,821	90,728			1	
Worcester	\$33.26	40	69,189	52,354	90,147	=	Emergency Communications Supervisor	5	
MNCPPC	\$56.33	40	117,165	68,912	122,285	=	Public Safety Communications Supervisor	3	
AVERAGE	\$39.32		81,155	60,938	100,304				

Emergency Dispatcher

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.93	40	51,864	51,864	51,864	=	Dispatcher II, Dispatcher III, Dispatcher IV	23	1 Open Position
Anne Arundel	\$27.63	40	57,474	49,982	79,061	=	Police Communications Operator I	28	
Baltimore City	\$32.47	36.7	61,890	52,875	64,063	-	Emergency Dispatch	61	Only handles Police emergency calls. Fire Dispatcher - 35 emp - \$58,944 avg - \$51,705 - \$61,691
Baltimore County	\$27.02	42	59,021	51,961	65,023	=	Emergency Communications Technician I	72	
Calvert	\$32.05	40	66,655	54,059	87,090	=	Public Safety Dispatcher I	11	
Caroline	\$24.28	48	51,532	39,129	63,934	=	9-1-1 Specialist I, II, III	12	
Carroll	\$24.65	40	51,272	48,360	77,376	=	Emergency Communications Specialist I	6	10 positions total, 4 vacancies
Cecil	\$28.00	40	54,811	50,272	80,264	=	Dispatcher 1,2,3	33	4 vacancies
Charles	\$29.44	37.5	57,404	44,838	72,638	=	Pub Safety Disp I, II, III	14	
Dorchester	\$22.73	40	47,278	35,185	67,869	=	Dispatcher	12	
Frederick	\$28.59	40	59,476	53,476	85,561	=	Emergency Communications Specialist II	8	
Garrett	\$21.40	40	44,512	40,668	48,048	=	Public Safety Communications Officer	11	
Harford	\$30.37	40	63,169	40,602	118,190	=	Public Safety Emergency Communications Specialist I - III	61	Min is Public Safety Communications Specialist I and Max is Public Safety Communications Specialist III
Howard	\$37.00	42	80,446	52,021	108,618	=	Dispatcher, Dispatcher First Class, Senior Dispatcher	68	
Kent	\$27.05	44	61,896	51,931	80,493	=	911 Specialist II	9	
Montgomery	\$45.73	40	95,111	65,551	104,210	=	Senior Public Safety Emergency Communications Specialist	8	
Prince George's									
Queen Anne's	\$26.24	40	54,571	46,372	101,669	=	911 Specialist I, II & III	15	
St. Mary's	\$25.00	40	51,917	47,757	91,874	=	Public Safety Dispatch I/II	20	7 currently vacant
Somerset	\$25.46	40	52,962	47,082	81,971	=	Emergency Communications Specialist II & III	7	2 pay grades/doesn't include 5 part-timers
Talbot	\$25.00	40	53,229	44,481	62,946	=	Communications Specialist I & Communications Specialist II	15	
Washington	\$29.70	42	64,134	49,712	146,370	=	Emergency Communications Specialist I/II/III, Trainee	41	
Wicomico	\$20.14	40	41,900	40,348	56,443	=	911 Spec I	6	
Worcester	\$21.26	40	46,494	40,997	81,702	=	Emergency Communication Trainee - Specialist II	20	
MNCPPC	\$35.38	40	73,598	51,236	90,739	=	Senior Public Safety Communications Technician	5	
AVERAGE	\$27.98		58,442	47,948	82,001				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									See Sheriff in Elected Official Section
Anne Arundel	\$124.61	40	259,183	143,206	266,016	=	Chief of Police	1	
Baltimore City	\$163.23	36.7	311,123	273,181	349,065	=	Police Commissioner	1	
Baltimore County	\$157.20	35	286,110	195,840	293,760		Chief of Police	1	
Calvert									See Sheriff in Elected Official Section
Caroline									
Carroll									See Sheriff in Elected Officials Section
Cecil									See Sheriff in Elected Officials Section
Charles									See Sheriff in Elected Official Section
Dorchester									See Sheriff in Elected Official Section
Frederick									See Sheriff in Elected Official Section
Garrett									See Sheriff in Elected Official Section
Harford									See Sheriff in Elected Officials Section
Howard	\$129.00	40	268,888	152,443	293,819	=	Chief Of Police	1	
Kent									See Sheriff in Elected Official Section.
Montgomery	\$93.41	40	194,291	258,000	151,885	=	Director Department of Police	1	
Prince George's									
Queen Anne's									See Sheriff in Elected Official Section
St. Mary's									See Sheriff in Elected Official Section
Somerset									See Sheriff in Elected Official Section
Talbot									See Sheriff in Elected Official Section
Washington									See Sheriff in Elected Official Section
Wicomico									See Sheriff in Elected Official Section
Worcester									See Sheriff in Elected Official Section
MNCPPC	\$93.53	40	194,538	121,207	207,647	=	Park Police Commander	2	
AVERAGE	\$126.83		252,355	190,646	260,365				

Chief Deputy/Colonel - (If full service law enforcement function)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$111.46	40	231,831	133,839	248,609	=	Deputy Police Chief	2	
Baltimore City	\$121.53	36.7	231,494	174,805	232,494	=	Deputy Police Commissioner	2	
Baltimore County	\$119.52	40	248,597	128,834	168,025		Colonel	4	
Calvert	\$101.16	40	210,416	210,416	210,416	+	Assistant Sheriff	1	Appointed Position
Caroline									
Carroll				148,637	278,554				min and max salary scales from Carroll County website; no other data reported
Cecil	\$75.00	40	156,161	117,247	186,095	=		1	
Charles	\$114.32	40	222,925	na	na		Chief of Staff	1	
Dorchester									
Frederick	\$106.99	40	222,543	136,529	222,542	=	Chief Deputy	1	
Garrett	\$51.65	40	107,432				Chief Deputy/Major	1	
Harford	\$106.13	40	220,750	167,629	221,272			1	
Howard									
Kent	\$48.00	44	109,498	99,069	158,511	=	Chief Deputy Captain	1	
Montgomery	\$82.70	40	172,018	138,078	234,733	=	Assistant Chief of Police (Sworn)	2	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset	\$47.49	40	98,769	83,091	136,154		Chief Deputy	1	
Talbot									
Washington	\$83.10	40	172,910	128,565	336,835	=	Colonel	1	
Wicomico	\$64.39	40	133,921				Chief Deputy	1	Collective Bargaining Agreement
Worcester	\$59.01	40	122,736	95,000	140,000		Chief Deputy	1	
MNCPPC									
AVERAGE	\$86.16		177,467	135,518	213,403				

Major - (If full service law enforcement function)

Performs advanced administrative police operations work under executive level direction from Chief of Police or Colonel.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegheny	\$51.00	40	106,080	106,080	106,080	=		1	
Anne Arundel	\$105.77	40	220,009	118,438	220,009	=	Police Major	4	
Baltimore City	\$89.26	36.7	170,131	170,131	170,131	=	Police Lieutenant Colonel	6	
Baltimore County	\$108.74	40	226,188	118,218	153,457		Major	10	
Calvert	\$83.72	40	174,138	101,442	204,693	=	Deputy Sheriff Major	1	Salary Position
Caroline									
Carroll				135,117	253,240				min and max salary scales from Carroll County website; no other data reported
Cecil	\$71.00	40	147,073	106,346	168,793	=	Director - Law Enforcement	1	
Charles	\$106.84	40	208,346	115,594	198,422		Major	3	
Dorchester									
Frederick	\$88.42	40	183,919	112,834	183,919	=	Major FCSO Law Enforcement	1	
Garrett									
Harford	\$98.60	40	205,088	166,171	216,048			3	
Howard	\$103.00	40	214,838	139,360	225,222	=	Police Major	4	
Kent									
Montgomery									
Prince George's									
Queen Anne's	\$70.00	40	145,601	91,060	179,643			2	
St. Mary's	\$96.00	40	198,994	110,406	198,994	=		1	
Somerset									
Talbot	\$65.00	40	137,035	90,258	160,812			1	
Washington	\$75.50	40	156,957	116,688	305,739	=	Deputy Sheriff Major	1	
Wicomico	\$63.06	40	131,163				Major	1	Collective Bargaining Agreement
Worcester									
MNCPPC									
AVERAGE	\$85.06		175,037	119,876	196,347				

Captain - (If full service law enforcement function)

Performs mid-management level and advanced police operations work under administrative direction.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$94.12	40	195,768	125,348	207,436	=	Police Captain	11	
Baltimore City	\$81.31	36.7	151,983	152,852	157,352	=	Police Captain	19	
Baltimore County	\$96.37	40	200,441	108,890	140,548		Captain	26	
Calvert	\$90.71	40	188,666	94,806	191,318	=	Deputy Sheriff Captain	4	Salary Position
Caroline	\$58.89	40	122,490	122,490	122,490	=		1	
Carroll				122,824	230,215				min and max salary scales from Carroll County website; no other data reported
Cecil	\$65.00	40	137,191	90,820	138,221	=		2	
Charles	\$99.85	40	194,712	108,031	185,439		Captain	11	
Dorchester	\$56.31	40	117,125	117,125	117,125			1	
Frederick	\$77.06	40	160,275	102,576	167,199	=	Captain FCSO Law Enforcement	4	
Garrett	\$44.91	40	93,413	74,470	74,470			2	
Harford	\$84.86	40	176,498	126,651	177,736			8	
Howard	\$95.00	40	198,554	123,926	200,158	=	Police Captain	8	
Kent									
Montgomery	\$97.20	40	202,179	112,580	202,747	=	Police Captain	21	
Prince George's									
Queen Anne's									
St. Mary's	\$89.00	40	185,852	103,210	185,952	=		5	
Somerset	\$45.81	40	95,283	78,203	128,145			1	
Talbot	\$62.00	40	129,471	85,344	151,903			1	
Washington	\$60.50	40	125,861	105,872	277,306	=	Deputy Sheriff Captain	3	
Wicomico	\$60.06	40	124,916					2	Collective Bargaining Agreement
Worcester	\$53.39	40	111,053	90,000	130,000		Captain	2	
MNCPPC	\$80.76	40	167,982	99,219	180,931	=	Park Police Captain	8	
AVERAGE	\$74.65		153,986	107,262	168,335				

Lieutenant - (If full service law enforcement function)

Performs senior supervisory level and advanced police operations work under general supervision from an administrative or technical superior.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$37.39	40	77,780	77,780	77,780	=		3	
Anne Arundel	\$80.55	40	167,541	98,396	171,097	=	Police Lieutenant	35	
Baltimore City	\$67.88	40.0	129,382	105,774	131,916	=	Police Lieutenant	103	
Baltimore County	\$77.29	40	160,772	87,677	117,201		Lieutenant	84	
Calvert	\$79.10	40	164,518	88,629	178,776	=	Deputy Sheriff Lieutenant	6	Salary Position
Caroline	\$49.53	40	103,659	101,758	104,302	=		3	
Carroll				108,701	160,244				min and max salary scales from Carroll County website; no other data reported
Cecil	\$54.00	40	111,363	83,316	126,323	=		4	
Charles	\$91.88	40	179,166	100,962	173,316		Lieutenant	24	
Dorchester	\$48.81	40	101,525	95,472	109,346			3	
Frederick	\$69.71	40	145,006	93,251	152,000	=	Lieutenant FCSO Law Enforcement	9	
Garrett	\$40.10	40	83,408	67,700	74,470			4	
Harford	\$77.24	40	160,655	111,218	161,262			15	
Howard	\$74.00	40	154,715	101,213	170,394	=	Police Lieutenant	25	
Kent	\$42.90	44	98,407	92,902	148,643	=	Lieutenant	2	
Montgomery	\$81.99	40	170,530	96,998	175,642	=	Police Lieutenant	38	
Prince George's									
Queen Anne's	\$66.43	40	138,178	79,536	156,907			3	
St. Mary's	\$78.00	40	161,866	96,450	173,805	=		12	2 currently vacant
Somerset	\$41.58	40	86,476	73,603	120,607			2	
Talbot	\$46.00	40	96,577	69,991	128,346			5	
Washington	\$55.50	40	115,419	90,096	251,659	=	Deputy Sheriff Lieutenant	7	
Wicomico	\$56.05	40	116,587					9	Collective Bargaining Agreement
Worcester	\$50.31	40	104,641	85,467	120,806		Lieutenant	5	
MNCPPC	\$68.03	40	141,503	85,759	156,397	=	Park Police Lieutenant	19	
AVERAGE	\$62.36		129,116	90,985	145,271				

Sergeant - (If full service law enforcement function)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$35.74	40	74,351	74,351	74,351	=		4	
Anne Arundel	\$66.87	40	139,099	89,541	151,380	=	Police Sergeant	87	
Baltimore City	\$57.31	40.0	109,238	90,966	117,663	=	Police Sergeant	350	
Baltimore County	\$64.86	40	134,905	78,235	91,018		Sergeant	179	
Calvert	\$65.36	40	135,943	73,944	159,640	=	Deputy Sheriff Sergeant and Deputy Sheriff First Sergeant	23	
Caroline	\$23.78	40	93,083	86,249	99,916	=		6	
Carroll				94,224	143,063				min and max salary scales from Carroll County website; no other data reported
Cecil	\$49.00	40	101,608	73,349	110,490			12	
Charles	\$77.71	40	151,528	90,150	154,746		Sergeant	47	
Dorchester	\$41.73	40	86,798	55,554	107,157			3	
Frederick	\$60.47	40	125,784	84,775	138,183	=	Sergeant FCSO	16	
Garrett	\$35.80	40	74,464	74,470	74,470			3	
Harford	\$66.69	40	138,707	97,864	146,266			38	
Howard	\$69.00	40	143,038	91,333	156,603	=	Police Sergeant	61	
Kent	\$39.00	44	89,674	80,486	128,778	=	Sergeant	5	
Montgomery	\$63.43	40	131,937	85,086	133,078	=	Police Sergeant	157	
Prince George's									
Queen Anne's	\$51.14	40	106,374	68,429	131,778			6	
St. Mary's	\$69.00	40	144,550	86,112	155,189	=		21	3 currently vacant
Somerset	\$38.53	40	80,140	65,199	106,835			2	
Talbot	\$51.00	40	106,405	92,756	122,936			9	
Washington	\$48.80	40	101,467	87,214	228,613	=	Deputy Sheriff Sergeant	15	
Wicomico	\$50.37	40	104,779	64,231	104,779			13	
Worcester	\$44.75	40	93,071	83,429	120,806		Sergeant	9	Eligible for 5% shift differential
MNCPPC	\$57.37	40	119,338	73,205	128,835	=	Park Police Sergeant	35	Eligible for longevity of 3.5% after 16, 18, and 21 years of service
AVERAGE	\$53.38		112,447	80,881	128,607				

Corporal - (If full service law enforcement function)

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$32.49	40	67,591	67,591	67,591	=		2	
Anne Arundel	\$50.81	40	105,684	73,500	133,935	=	Police Corporal	497	
Baltimore City									
Baltimore County	\$55.40	40	115,237	72,690	95,855		Corporal	122	
Calvert	\$55.21	40	114,836	69,118	139,443	=	Deputy Sheriff Corporal	17	
Caroline	\$41.07	40	88,298	79,114	97,481	=		7	
Carroll				83,159	130,063				min and max salary scales from Carroll County website; no other data reported
Cecil	\$43.00	40	89,522	68,874	103,414	=		16	
Charles	\$66.56	40	129,798	84,250	144,621		Corporal	57	
Dorchester	\$40.41	40	84,053	51,848	100,010			5	
Frederick	\$53.17	40	110,592	77,067	125,620	=	Corporal FCSO	24	
Garrett	\$32.55	40	67,704	67,700	67,700			5	
Harford	\$54.30	40	112,937	81,661	126,381			35	
Howard	\$58.00	40	120,914	85,030	145,662	=	Police Corporal	57	
Kent	\$37.00	44	84,187	75,452	120,723	=	Corporal	6	
Montgomery									
Prince George's									
Queen Anne's	\$44.20	40	91,938	64,133	123,504			8	
St. Mary's	\$61.00	40	126,474	80,496	145,038	=		35	
Somerset	\$33.38	40	69,427	61,363	100,551			5	
Talbot	\$46.00	40	95,875	83,384	118,740			9	
Washington									
Wicomico	\$46.60	40	96,935	62,662	98,848			5	
Worcester	\$40.00	40	80,894	73,882	109,554		Corporal	13	Eligible for 5% shift differential
MNCPPC	\$49.69	40	103,346	66,400	112,915		Corporal	80	Eligible for longevity of 3.25% after 16, 18, and 21 years of service
AVERAGE	\$47.04		97,812	72,827	114,650				

Police Officer First Class/Deputy First Class - (If full service law enforcement function)

Provides criminal and traffic law enforcement services. Maryland certified police officer with two years experience.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$28.56	40	59,418	59,418	59,418	=	Deputy First Class, Senior Deputy, Master Deputy	21	
Anne Arundel	\$37.02	40	76,997	70,000	127,557	=	Police Officer First Class	81	
Baltimore City									
Baltimore County	\$48.43	40	100,734	65,545	87,677		Police Officer First Class	1,115	
Calvert	\$40.14	40	83,498	64,480	130,083	=	Deputy Sheriff First Class	40	
Caroline	\$33.36	40	72,282	67,001	77,562	=		20	
Carroll				61,215	93,788				min and max salary scales from Carroll County website; no other data reported
Cecil	\$32.00	40	66,502	62,134	92,706	=		7	
Charles	\$56.56	40	110,287	78,739	135,163		PFC	94	
Dorchester									
Frederick	\$43.01	40	89,453	70,062	114,201	=	Deputy Sheriff 1st Class	93	
Garrett	\$26.05	40	54,184	49,612	54,182			4	
Harford	\$37.56	40	78,120	68,286	109,138			134	
Howard	\$50.00	40	103,107	76,731	136,053			234	
Kent	\$32.42	44	74,917	70,880	109,864	=	Deputy First Class	8	
Montgomery	\$57.13	40	118,837	74,735	116,893	=	Master Police Officer	72	
Prince George's									
Queen Anne's	\$37.80	40	78,615	60,106	115,749			37	
St. Mary's	\$52.00	40	108,680	75,192	135,574	=		23	
Somerset	\$28.71	40	59,720	54,356	89,069			5	
Talbot	\$38.00	40	79,342	71,009	96,963			17	
Washington	\$41.90	40	87,100	76,461	200,366	=	Deputy Sheriff First Class, Master Deputy Sheriff	54	
Wicomico	\$31.88	40	66,310	58,050	94,591			47	
Worcester	\$33.48	40	69,639	63,773	99,341		Deputy First Class	27	Eligible for 5% shift differential
MNCPPC	\$31.48	40	65,484	65,484	102,411	=	Park Police Officer II	24	Eligible for longevity of 3.25% after 16, 18, and 21 years of service
AVERAGE	\$38.93		81,106	66,512	108,107				

Police Officer/Deputy - (If full service law enforcement function)

Entry level police officer that has graduated from a recognized police academy.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.36	40	50,679	50,679	50,679	=		3	4 Open Positions
Anne Arundel	\$34.66	40	72,099	70,000	127,557	=	Police Officer	90	
Baltimore City	\$44.96	40	85,694	61,349	102,955	=	Police Officer	1,387	
Baltimore County	\$32.79	40	68,205	65,545	87,677	=	Police Officer	185	
Calvert	\$31.83	40	66,209	60,278	121,597	=	Deputy Sheriff	25	
Caroline	\$24.35	40	49,312	32,875	65,749	=		4	
Carroll				58,344	87,360		Deputy Sheriff Probationer		min and max salary scales from Carroll County website; no other data reported
Cecil	\$29.00	40	59,883	57,295	85,014	=		30	12 vacancies
Charles	\$42.90	40	83,657	73,482	126,131		Patrolman	55	
Dorchester	\$32.92	40	68,474	48,519	93,589			21	
Frederick	\$32.14	40	66,860	63,692	103,818	=	Deputy Sheriff	19	
Garrett	\$24.09	40	50,107	49,612	54,182			3	
Harford	\$32.43	40	67,461	65,042	103,979			34	
Howard	\$34.00	40	69,772	66,851	131,394	=	Police Officers	84	
Kent									
Montgomery	\$52.04	40	108,242	73,666	115,223	=	Police Officer III	671	Police Officer includes I, II and III levels. III is full performance
Prince George's									
Queen Anne's	\$30.78	40	64,018	56,332	108,482			17	
St. Mary's	\$37.00	40	76,752	65,582	118,248			61	13 currently vacant
Somerset									
Talbot	\$29.00	40	62,337	61,249	63,970			5	
Washington	\$29.20	40	60,254	58,677	73,299	=	Deputy Sheriff	26	
Wicomico	\$27.50	40	57,200	57,200	90,518			18	
Worcester	\$30.79	40	63,820	60,694	94,640		Deputy Sheriff Certified	30	12 are part time, eligible for shift differential
MNCPPC	\$30.42	40	63,264	63,264	63,264	=	Park Police Academy Graduate	8	
AVERAGE	\$32.72		67,348	60,010	94,060				

Police Recruit/Deputy Recruit - (If full service law enforcement function)

Enrolled in recognized police academy.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									No Comparable Class
Baltimore City	\$19.86	40	37,845	37,845	37,845	=	Police Cadet	6	
Baltimore County		40							Hired as a Police Officer while training in Academy
Calvert									
Caroline	\$29.60	40	61,568	61,568	61,568	=		2	base pay while in academy
Carroll				56,410	78,021				min and max salary scales from Carroll County website; no other data reported
Cecil									
Charles									
Dorchester									
Frederick									hired as Deputy Sheriff, Step 1
Garrett									
Harford									
Howard	\$19.00	40	39,212	39,212	70,009	=	Police Cadets	4	
Kent									
Montgomery	\$32.76	40	68,149	66,815	104,511	=	Police Officer Candidate	15	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset	\$25.21	40	52,438	51,159	83,830			4	
Talbot									
Washington									No Comparable Class
Wicomico									
Worcester	\$26.62	40	55,375	55,375	59,259		Deputy Sheriff Trainee	4	
MNCPPC	\$30.42	40	63,264	63,264	63,264	=	Park Police Officer Candidate	13	
AVERAGE	\$26.21		53,979	53,956	69,788				

Chief Deputy/Colonel (Sheriff)

Performs advanced administrative sheriff operations work under executive level direction. Constitutional duties.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$65.08	40	135,371			=	Chief Deputy	1	Flat rate
Baltimore City	\$77.06	40.0	160,282	84,047	160,282	=	Program Manager IV	1	
Baltimore County	\$49.45	40	102,864	81,077	102,864		Undersheriff	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$74.00	40	154,168	82,464	158,791	=	Chief Deputy Sheriff	1	
Kent									
Montgomery	\$85.55	40	177,954	111,355	177,954	=	Chief Deputy Sheriff (Colonel)	1	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$70.23		146,128	89,736	149,973				

Major (Sheriff)

Performs advanced administrative sheriff operations work under executive level direction from Sheriff or Colonel. Consitutional duties.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City	\$69.04	40.0	143,612	150,793	150,793	=	Deputy Sheriff Major	3	
Baltimore County	\$62.68	40	130,371	77,332	98,166		Chief Deputy Sheriff	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard									
Kent									
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$65.86		136,992	114,063	124,480				

Captain (Sheriff)

Performs senior supervisory and advanced level sheriff operations work under general supervision from an administrative or technical superior. Constitutional duties.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$61.88	40	128,705	80,237	147,097	=	Deputy Sheriff IV	4	
Baltimore City	\$63.46	40	131,988	69,159	135,920	=	Deputy Sheriff Captain	3	
Baltimore County	\$54.40	40	113,158	70,014	89,449		Deputy Sheriff Captain	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$60.00	40	124,127	75,712	132,766	=	Captain Deputy Sheriff	3	
Kent									
Montgomery	\$71.86	40	149,463	97,663	155,108	=	Deputy Sheriff Captain	5	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$62.32		129,488	78,557	132,068				

Lieutenant (Sheriff)

Performs intermediate supervisory and advanced level sheriff operations work under general supervision from an administrative or technical superior. Constitutional duties.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$43.10	40	89,652	78,092	125,315	=	Deputy Sheriff III	3	
Baltimore City	\$54.96	40	114,324	70,121	119,557	=	Deputy Sheriff Lieutenant	3	
Baltimore County	\$51.09	40	106,264	61,642	77,333		Deputy Sheriff Lieutenant	2	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$54.00	40	112,986	68,307	119,766	=	Lieutenant Deputy Sheriff	3	
Kent									
Montgomery	\$62.27	40	129,528	82,449	129,527	=	Deputy Sheriff Lieutenant	9	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$53.09		110,551	72,122	114,300				

Sergeant (Sheriff)

Performs administrative and supervisory sheriff operations requiring detailed or specialized knowledge. Shift supervisor. Constitutional duties.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$38.49	40	80,062	68,062	119,348	=	Deputy Sheriff II	7	
Baltimore City	\$45.55	40	94,734	61,817	104,903	=	Deputy Sheriff Sergeant	9	
Baltimore County	\$42.72	40	88,849	56,324	70,014		Deputy Sheriff Sergeant	6	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$48.00	40	99,466	61,589	107,994	=	Sergeant Deputy Sheriff	6	
Kent									
Montgomery	\$54.80	40	113,992	75,532	118,323	=	Deputy Sheriff Sergeant	27	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$45.91		95,421	64,665	104,116				

Corporal - (Sheriff)

Performs advanced level sheriff operations work under general supervision from an administrative or technical superior. Constitutional duties.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$39.61	40	82,934	60,840	103,576	=	Deputy Sheriff Corporal	37	
Baltimore City									
Baltimore County									
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$37.00	40	76,244	58,386	102,378	=	Corporal Deputy Sheriff	7	
Kent									
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$38.31		79,589	59,613	102,977				

Deputy First Class/Officer (Sheriff)

Performs advanced technical level sheriff operations work under general supervision from an administrative or technical superior. Constitutional duties.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City	\$45.61	40	94,874	70,121	119,557		Lieutenant Court Security	1	
Baltimore County	\$36.11	40	75,122	51,619	64,432		Deputy Sheriff First Class	35	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$35.00	40	73,194	60,174	99,445	=	Deputy First Class	27	
Kent									
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$38.91		81,063	60,638	94,478				

Deputy/Officer (Sheriff)

Performs technical level sheriff operations under general supervision from a technical superior. Constitutional duties.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$30.58	40	63,600	58,500	99,592	=	Deputy Sheriff I	35	
Baltimore City	\$36.54	40	75,995	54,581	92,107	=	Deputy Sheriff	77	
Baltimore County	\$29.35	40	61,058	51,619	64,432		Deputy Sheriff	10	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$29.00	40	59,725	55,598	97,490	=	Deputy Sheriff	17	
Kent									
Montgomery	\$45.29	40	94,206	69,247	108,147	=	Deputy Sheriff III	71	Deputy Sheriff includes I, II and III levels. III is full performance
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$34.15		70,917	57,909	92,354				

Security Officer

Provides courthouse and county building security

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$18.27	28	18,308	18,308	18,308	=		9	Contractual
Anne Arundel									
Baltimore City	\$29.50	37	56,301	49,270	59,369	=	Officer Court Security	14	
Baltimore County	\$26.32	40	54,752	35,681	45,098		Security Officer	3	
Calvert	\$36.24	40	75,372	60,278	130,083	=	Court Security Deputy & Court Security Deputy Supervisor	15	
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$34.93	40	72,652	53,475	79,963	+	Special Police Officer II	9	two levels - SPO I is vacant
Garrett									
Harford	\$31.40	40	65,312	65,312	65,312	=	Temporary Deputy	1	non-classified position does not have a pay range but a flat salary
Howard	\$33.00	40	67,628	47,195	76,253	=	Security Officer	6	
Kent	\$26.91	40	50,116	60,533	N/A	=	Courthouse Security Office and Security Officer	3	
Montgomery	\$35.82	40	74,506	51,579	80,227	=	Security Officer I	26	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset	\$26.79	40	55,715	54,356	89,069			1	5 part-time Court Security Officers
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC		40		38,176	67,609	=	Park Police Public Safety Aide		
AVERAGE	\$29.92		59,066	48,560	71,129				

Crossing Guard

Directs vehicle and pedestrian traffic at an assigned intersection.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$19.55	10	20,722			=	School Crossing Guard	151	
Baltimore City			12,873	13,478	14,789	=	Crossing Guards	212	Transportation Enforcement Officer, +, \$51,228, 12 employees
Baltimore County	\$22.50	10	11,700	11,700	11,700		Traffic Guard	272	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford	\$21.28	40	44,270	37,611	63,800	=	Crossing Guard	15	All are part time positions. Average salary based on full time hours to show place in range
Howard									N/A - Role is filled by Contingent/Temporary workers
Kent									
Montgomery	\$26.79	40	55,714	43,335	64,969	=	Crossing Guard	174	Parttime Regular for all staff
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$22.53		29,056	26,531	38,815				

Director of Corrections/Warden

Performs executive level corrections operations work under executive direction.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$49.80	40	103,604	66,902	127,114	=	Jail Assistant Administrator	1	
Anne Arundel	\$107.51	40	223,621	133,839	248,609	=	Superintendent Detention Center	1	
Baltimore City									
Baltimore County	\$114.82	35	208,964	195,840	293,760		Director, Department of Corrections	1	
Calvert	\$93.86	35	170,824	170,824	170,824	=	Detention Center Administrator/Major	1	Contract/Salary Position
Caroline	\$61.00	40	126,884	126,884	126,884	=		1	
Carroll				130,312	240,760				min and max salary scales from Carroll County website; no other data reported
Cecil	\$61.08	40	127,047	91,866	145,810	=		1	
Charles	\$72.56	40	141,493	111,311	194,795		Director of Corrections	1	
Dorchester	\$41.14	40	85,573	85,573	85,573		Director of Corrections	1	
Frederick	\$59.73	40	124,232	106,336	173,328	=	Lieutenant Colonel FCSO Corrections	1	
Garrett									
Harford	\$101.41	40	210,933	166,900	218,660			1	
Howard	\$96.00	40	200,389	124,193	239,235	=	Director of Corrections	1	
Kent		40		86,982	134,823	=	Director of Operations	1	Position is currently vacant.
Montgomery	\$112.02	40	233,000	151,885	258,204	=	Director Department of Correction and Rehabilitation	1	
Prince George's									
Queen Anne's	\$92.41	40	192,217	97,435	192,218		Director of Correctional Services	1	
St. Mary's	\$89.00	40	184,226	130,354	224,453	=	Detention and Rehabilitation Warden	1	
Somerset	\$44.99	40	93,587	86,903	137,687		Warden	1	
Talbot	\$55.00	40	116,394	90,736	130,588	=	Director	1	
Washington	\$68.40	40	142,272	105,789	277,098	=	Detention Major/Warden	1	
Wicomico	\$60.68	40	126,223	121,322	149,297			1	
Worcester	\$64.06	40	133,250	120,000	180,000		Warden	1	
MNCPPC									
AVERAGE	\$76.08		154,986	119,152	188,082				

Deputy Corrections Commander/Deputy Warden

Performs advanced administrative corrections operations work under executive level direction. Work includes administrative correctional, custodial, and programming. Assists the Director of Corrections/Warden in daily operational activities.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$75.95	40	157,967	98,140	186,080	=	Correctional Facility Administrator	2	
Baltimore City									
Baltimore County	\$100.12	35	182,218	92,064	143,436		Deputy Director of Corrections	1	
Calvert	\$70.85	40	147,368	86,798	155,854	=	Captain Deputy Administrator	1	Contract/Salary Position
Caroline	\$45.32	40	94,267	83,471	105,063	=		1	
Carroll				93,684	182,500		Major		min and max salary scales from Carroll County website; no other data reported
Cecil	\$50.93	40	105,939	91,866	145,810	=		1	
Charles	\$73.68	40	143,668	96,792	169,387		Deputy Dir of Corrections	1	
Dorchester	\$35.41	40	73,653	59,550	114,866		Correctional Officer 7	1	
Frederick	\$75.76	40	157,572	96,670	157,572	=	Major FCADC	1	
Garrett									
Harford									
Howard	\$74.00	40	153,833	101,219	194,925	=	Deputy Director of Corrections	1	
Kent									
Montgomery	\$82.14	40	170,853	105,649	178,490	=	Division Chief - Warden/MCCF	1	
Prince George's									
Queen Anne's	\$78.07	40	162,391	85,103	167,891		Major	1	
St. Mary's	\$67.00	40	139,381	92,144	150,114	=		1	
Somerset	\$33.82	40	80,742	69,954	110,833		Assistant Warden	1	
Talbot	\$54.00	40	112,646	57,904	112,646	=	Deputy Director	1	
Washington									
Wicomico	\$52.77	40	109,759	105,497	129,824			2	
Worcester	\$52.76	40	109,745	80,000	125,000		Assistant Warden	1	
MNCPPC									
AVERAGE	\$63.91		131,375	88,030	148,841				

Correctional Captain

Performs supervisory and advanced level corrections operations work under general supervision from an administrative superior. Work includes assigning and supervising the activities of a shift of correctional officers.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$69.58	40	144,721	76,368	148,938	=	Detention Captain	3	
Baltimore City									
Baltimore County	\$58.09	40	120,822	73,588	93,809		Correctional Captain	8	
Calvert									
Caroline									
Carroll				85,176	165,922				min and max salary scales from Carroll County website; no other data reported
Cecil	\$44.00	40	91,835	83,326	132,253	=	Asst Deputy Warden	1	
Charles	\$66.72	40	130,099	89,623	156,840		Captain	3	
Dorchester	\$39.26	40	81,661	55,554	104,544		Correctional Officer 6	1	
Frederick	\$68.87	40	143,247	87,881	143,247	=	Captain FCSO Corrections	2	
Garrett	\$39.34	40	81,827	67,700	67,700			1	
Harford	\$67.48	40	140,368	101,400	142,355			2	
Howard	\$60.00	40	124,835	75,400	137,259	=	Correctional Captain	6	
Kent	\$40.00	40	84,058	69,694	108,025	=	Captain	1	
Montgomery	\$64.37	40	133,893	85,149	133,893	=	Correctional Team Leader - Captain	5	
Prince George's									
Queen Anne's	\$39.77	40	82,717	79,536	156,907		Captain	1	
St. Mary's	\$67.00	40	140,150	89,856	140,150	=		3	1 currently vacant
Somerset									
Talbot	\$46.00	40	96,050	54,916	106,646	=	Correctional Officer IV	1	
Washington	\$62.40	40	129,813	96,013	251,493	=	Detention Captain	2	
Wicomico	\$39.03	40	81,177	81,177	99,895			2	
Worcester		40		83,491	109,554		Captain		No Captain positions at this time. We have 1 Major that is earning \$55.64 or \$115,836 which is above a captain and below Assistant Warden.
MNCPPC									

Correctional Lieutenant

Performs supervisory and advanced level corrections operations work under general supervision from an administrative or technical superior.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$41.50	40	86,326	50,096	95,183	=		3	
Anne Arundel	\$58.23	40	121,122	69,570	135,561	=	Detention Lieutenant	10	
Baltimore City									
Baltimore County	\$53.68	40	111,656	64,432	81,078		Correctional Lieutenant	19	
Calvert	\$67.37	40	140,119	81,931	147,035	=		2	
Caroline	\$42.05	40	77,481	67,508	87,454	=		1	
Carroll				75,380	117,874				min and max salary scales from Carroll County website; no other data reported
Cecil	\$39.00	40	80,517	73,411	110,558	=		5	
Charles	\$60.31	40	117,603	82,984	145,222		Lieutenant	10	
Dorchester	\$31.46	40	65,437	48,519	93,589		Correctional Officer 4	2	
Frederick	\$59.73	40	124,232	79,892	130,224	=	Lieutenant FCADC	6	
Garrett	\$35.12	40	73,050	61,546	64,546			1	
Harford	\$61.22	40	127,332	89,107	129,147			9	
Howard	\$52.00	40	108,135	68,536	124,758	=	Correctional Lieutenant	9	
Kent									
Montgomery	\$58.21	40	121,078	77,987	122,299	=	Correctional Shift Commander (Lieutenant)	18	
Prince George's									
Queen Anne's									
St. Mary's	\$60.00	40	125,799	80,434	130,458	=		5	
Somerset	\$34.18	40	71,104	59,817	98,017		Correctional Officer IV/Lieutenant	1	
Talbot	\$35.00	40	73,709	47,996	90,316	=	Correctional Officer III	4	
Washington	\$53.80	40	111,852	87,110	228,155	=	Detention Lieutenant	6	
Wicomico	\$34.46	40	71,677	71,208	87,627			4	
Worcester	\$46.30	40	96,310	75,754	104,354		Lieutenant	3	
MNCPPC									

Correctional Sergeant

Performs senior level corrections operations work, which includes supervisory responsibility, under general supervision from an administrative or technical superior on assigned shift.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$35.23	40	73,297	73,297	73,297	=	Staff Sergeant	4	
Anne Arundel	\$49.42	40	102,795	67,705	118,721	=	Detention Sergeant	32	
Baltimore City									
Baltimore County	\$43.56	40	90,600	58,937	73,589		Correctional Sergeant	45	
Calvert	\$53.00	40	110,230	73,133	131,269	=		8	
Caroline	\$32.63	40	67,846	58,148	77,544	=		7	
Carroll				67,309	108,410				min and max salary scales from Carroll County website; no other data reported
Cecil	\$34.00	40	70,737	62,195	92,756	=		7	
Charles	\$60.88	40	118,725	72,160	126,280		Sergeant	3	
Dorchester	\$29.19	40	60,715	45,435	87,639		Correctional Officer 3	7	
Frederick	\$52.20	40	108,581	72,629	118,385	=	Sergeant FCSO Corrections	11	
Garrett	\$31.36	40	65,299	64,225	65,225			3	
Harford		40		78,333	117,104				
Howard	\$47.00	40	96,819	64,750	118,477	=	Correctional Sergeant	13	
Kent	\$32.00	44	72,157	59,691	92,520	=	Sergeant	4	
Montgomery	\$51.11	40	106,309	71,476	111,760	=	Correctional Supervisor (Sergeant)	43	
Prince George's									
Queen Anne's	\$38.50	40	80,075	64,133	123,504			3	
St. Mary's	\$49.00	40	102,326	72,051	112,403	=		10	
Somerset	\$28.49	40	59,255	52,987	86,825		Correctional Officer III	6	
Talbot									
Washington	\$46.30	40	96,328	79,082	207,230	=	Detention Sergeant	14	
Wicomico	\$31.21	40	64,907	62,463	76,866			11	
Worcester	\$41.23	40	85,752	66,955	104,354		Sergeant	17	
MNCPPC									
AVERAGE	\$41.38		85,934	66,052	105,912				

Correctional Corporal

Performs advanced technical level corrections operations work, which may include supervisory responsibility, under general supervision from a technical superior.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$30.52	40	63,497	63,497	63,497	=	Sergeant	10	
Anne Arundel	\$37.86	40	78,750	58,401	105,479	=	Detention Corporal	56	
Baltimore City									
Baltimore County	\$43.00	40	89,449	53,972	67,225		Correctional Corporal	2	
Calvert	\$48.73	40	101,350	66,997	120,952	=		12	
Caroline	\$30.57	40	62,102	52,893	71,311	=		6	
Carroll				61,173	101,504				min and max salary scales from Carroll County website; no other data reported
Cecil	\$31.00	40	64,346	57,346	85,069	=		10	
Charles	\$47.29	40	92,222	66,815	116,926		Corporal	19	
Dorchester	\$23.83	40	49,566	42,585	82,141		Correctional Officer 2	11	
Frederick	\$44.67	40	92,904	66,027	107,625	=	Corporal FCSO Corrections	22	
Garrett	\$28.51	40	59,301	59,296	59,296			4	
Harford	\$40.96	40	85,203	63,315	101,171			10	
Howard	\$40.00	40	83,308	59,405	105,581	=	Correctional Corporal	15	
Kent	\$29.00	44	65,300	51,931	80,493	=	Corporal	6	
Montgomery									
Prince George's									
Queen Anne's	\$35.41	40	73,646	60,106	115,749			8	
St. Mary's	\$43.00	40	88,848	64,688	104,874	=		15	
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$34.57	40	71,876	60,694	94,640	=	Corporal and Senior Corporal	36	16 Corporals (\$60,694-\$68,682) and 23 Senior Corporals (\$65,354-\$94,640)
MNCPPC									
AVERAGE	\$36.81		76,354	59,361	93,149				

Correctional Officer II

Performs technical level corrections operations work in the maintenance of order and discipline and supervises the activities of inmates on an assigned shift under general supervision.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$29.90	40	62,212	62,212	62,212	=	Corporal (Non-Supervisory)	16	
Anne Arundel	\$31.22	40	64,931	54,000	100,456	=	Detention Officer	196	
Baltimore City									
Baltimore County									
Calvert	\$36.30	40	75,506	61,277	110,885	=	Correctional Deputy First Class	22	
Caroline	\$25.70	40	55,076	46,217	63,934	=		17	
Carroll				52,437	92,269				min and max salary scales from Carroll County website; no other data reported
Cecil	\$27.00	40	55,848	52,958	78,121	=	Deputy First Class - Corrections	11	
Charles	\$31.52	40	61,467	57,283	100,245		CO II	15	
Dorchester									
Frederick	\$35.35	40	73,529	60,024	97,838	=	Correctional Officer FC	54	
Garrett	\$22.37	40	46,530	43,453	57,456			7	
Harford	\$29.63	40	61,623	57,387	91,790		Deputy First Class (Corrections)	26	
Howard	\$31.00	40	64,650	55,182	97,198	=	Correctional Officer	71	
Kent									
Montgomery	\$42.98	40	89,394	65,290	101,769	=	Correctional Officer III	108	
Prince George's									
Queen Anne's	\$38.75	40	80,605	56,332	108,482			4	
St. Mary's	\$31.00	40	65,395	58,885	95,950	=	Correctional Officer First Class	5	
Somerset	\$27.48	40	57,167	49,870	81,718			23	
Talbot	\$31.00	40	65,993	59,190	83,726			8	
Washington	\$29.70	40	61,870	59,987	157,165	=	Detention Officer First Class	4	
Wicomico	\$23.62	40	49,134					37	No Range
Worcester	\$29.44	40	61,228	57,824	63,814		Private First Class	3	Normal shift is 8.25 hours. Work 5 days off and get 2 days off and then work 5 days on and get 3 days off. Shifts are 7:45am-4pm; 3:45pm-midnight, and 11:45pm-8am
MNCPPC									
AVERAGE	\$30.78		64,009	56,100	91,390				

Correctional Officer I

Performs entry level correctional work in the maintenance of order and discipline and supervises the activities of inmates on an assigned shift. Has completed corrections academy.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$22.56	40	46,929	46,929	46,929	=	Correctional Officer	38	4 Open Positions
Anne Arundel									
Baltimore City									
Baltimore County	\$28.60	40	59,484	51,620	64,432		Correctional Officer	219	
Calvert	\$27.93	40	58,087	55,307	100,901	=	Correctional Deputy	17	
Caroline	\$20.82	40	51,044	42,445	59,642	=		2	3 Vacancies
Carroll				50,898	53,997		Correctional Deputy Probationer		min and max salary scales from Carroll County website; no other data reported
Cecil	\$24.00	40	49,158	48,981	71,790	=	Deputy - Corrections	17	26 vacancies
Charles	\$28.14	40	54,878	53,040	92,820		CO I	16	
Dorchester	\$21.99	40	45,739	39,933	77,026		Correctional Officer 1	10	
Frederick	\$26.61	40	55,356	54,567	88,944	=	Correctional Officer	28	
Garrett	\$20.97	40	43,615	43,453	57,456			8	
Harford	\$26.87	40	55,883	54,642	87,381		Deputy (Corrections)	38	
Howard	\$31.00	40	64,650	55,182	97,198	=	Correctional Officer	71	
Kent	\$26.00	44	59,516	47,094	72,996	=	Correctional Officer I	11	
Montgomery	\$33.31	40	69,281	59,936	90,151	+	Correctional Officer II	72	
Prince George's									
Queen Anne's	\$27.86	40	57,953	52,794	101,669			24	
St. Mary's	\$31.00	40	63,721	54,517	88,837	=		62	23 currently vacant
Somerset	\$24.58	40	51,117	49,870	81,718			2	
Talbot	\$25.00	40	53,719	49,273	62,457			19	
Washington	\$25.90	40	53,806	51,896	64,813	+	Detention Officer	31	
Wicomico	\$21.63	40	45,000					40	No Range
Worcester	\$26.83	40	55,797	52,354	59,259	=	Correctional Officer Certified		Certified after completion of academy.
MNCPPC									
AVERAGE	\$26.08		54,737	50,737	76,021				

Correctional Officer Recruit

Enrolled in corrections academy. Entry level.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City									
Baltimore County									
Calvert									
Caroline									
Carroll				49,421	89,586		Correctional Deputy I		min and max salary scales from Carroll County website; no other data reported
Cecil									
Charles									
Dorchester	\$19.41	40	40,373	40,373	40,373		Correctional Officer 1	10	
Frederick									hired as Correctional Officer, Step 1
Garrett									
Harford									
Howard									
Kent									
Montgomery	\$27.70	40	57,620	57,384	80,851	=	Correctional Officer I	46	
Prince George's									
Queen Anne's	\$23.79	40	49,478	49,478	95,284		Correctional Officer	1	
St. Mary's									
Somerset									
Talbot	\$21.00	40	45,603	43,330	48,014			4	
Washington									
Wicomico									
Worcester	\$24.36	40	50,660	49,899	53,706	=	Correctional Officer Trainee	5	Normal shift is 8.25 hours. Work 5 days off and get 2 days off and then work 5 days on and get 3 days off. Shifts are 7:45am-4pm; 3:45pm-midnight, and 11:45pm-8am
MNCPPC									
AVERAGE	\$23.25		48,747	48,314	67,969				

Jail Cook

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City									
Baltimore County									
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett	\$20.46	40	42,557	37,102	51,958			1	
Harford									
Howard	\$37.00	40	77,763	55,182	118,447	=	Correctional Dietary Officer/Sergeant - Dietary	5	4 Correctional Dietary Ofc, and 1 Correctional Sergeant - Dietary
Kent									
Montgomery	\$38.93	40	80,971	57,907	91,347		Correctional Dietary Officer II	14	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$35.10	40	73,004	60,694	104,354	=	Title is by Rank	5	2 Corporals, 2 Senior Corporals, 1 Sergeant. Work a 12 hour shift.
MNCPPC									
AVERAGE	\$32.87		68,574	52,721	91,527				

Chief Fire & Rescue

Performs executive level operations work involving the protection of life and property from fires and in the direction of a program for fire prevention.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$124.61	40	259,183	143,206	266,016	=	Fire Chief	1	
Baltimore City	\$117.76	37	224,540	224,540	224,540	=	Executive Director III	1	
Baltimore County	\$126.80	35	230,782	192,000	288,000		Fire Chief	1	Currently Acting Fire Chief
Calvert									
Caroline									
Carroll	\$69.48	40	144,523	125,232	225,403	=	Director, FEMS (Fire & Emergency Medical Services)	1	
Cecil									
Charles									
Dorchester									
Frederick	\$100.21	40	208,443	131,406	229,961	=	Division Director Fire Chief Fire and Rescue Services	1	
Garrett									
Harford									
Howard	\$129.00	40	268,888	152,443	293,819	=	Chief, Fire & Rescue Services	1	
Kent									
Montgomery	\$115.38	40	240,000	151,885	258,204	=	Fire Chief, Fire/Rescue Service	1	
Prince George's									
Queen Anne's									
St. Mary's	\$50.00	40	105,000	100,000	110,000	=	Chief, EMS Career Operators	1	1 currently vacant- Contractual
Somerset									
Talbot									
Washington	\$61.90	40	128,731	93,392	244,650	=	Director of Fire & Rescue	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$99.46		201,121	146,012	237,844				

Deputy Chief Fire & Rescue

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$99.04	40	206,003	96,165	214,337	=	Fire Deputy Chief	2	
Baltimore City	\$99.91	37	190,505	190,505	190,505	=	Deputy Fire Chief	1	
Baltimore County	\$110.96	35	201,955	108,639	150,556		Assistant Chief, Fire Department	1	
Calvert									
Caroline									
Carroll	\$53.85	40	112,000	94,654	170,358	=	Deputy Director, Deputy Chief of Operations	1	
Cecil									
Charles									
Dorchester									
Frederick	\$88.80	40	184,698	120,436	192,967	=	Deputy Chief DFRS	2	
Garrett	\$40.11	40	83,429	60,460	84,644		EMS Chief	1	
Harford									
Howard	\$103.00	40	214,818	124,193	239,235	=	Deputy Chief, Fire & Rescue Services	3	
Kent									
Montgomery	\$94.39	40	196,339	118,259	196,339	=	Fire/Rescue Division Chief	3	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$51.80	40	107,640	80,038	209,685	=	Deputy Director Fire & EMS	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$82.43		166,376	110,372	183,181				

Assistant Chief (Fire)

Performs mid-management and advanced level fire and rescue operations under general supervision from an administrative or technical superior. Work includes responsibility for the efficient operation of a major bureau within the department.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$109.97	40	228,224	133,839	248,609	=	Assistant Fire Chief	1	
Baltimore City	\$108.59	37	207,071	207,071	207,071	=	Assistant Fire Chief	4	
Baltimore County	\$89.72	42	195,964	99,375	137,092		Division Fire Chief	4	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$67.69	40	140,787	105,193	168,309		Assistant Chief	2	
Garrett									
Harford									
Howard	\$84.00	40	174,580	122,741	183,871	=	Assistant Chief	8	
Kent									
Montgomery	\$83.25	40	173,161	103,454	173,161	=	Fire/Rescue Assistant Chief	13	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$38.70	40	80,475	74,734	195,832	=	Assistant Director - Field Operations	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$83.13		171,466	120,915	187,706				

Battalion Chief (Fire)

Performs senior supervisory and advanced level fire and rescue operations work under general supervision from an administrative or technical superior. Typically supervises one or more major units in the department.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$80.51	40	167,463	112,674	174,952	=	Fire Battalion Chief	20	
Baltimore City	\$55.97	42	122,587	97,148	122,587	=	Battalion Fire Chief	30	Some have ALS certification
Baltimore County	\$79.35	42	173,311	95,086	112,961		Battalion Fire Chief/ Fire Bureau Chief	15	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$59.35	48	148,125	89,232	149,464	=	Battalion Chief	6	Could also be 40 hours
Garrett									
Harford									
Howard	\$69.00	48	156,151	108,131	162,211	=	Battalion Chief	19	
Kent									
Montgomery	\$62.76	40, 48	156,652	94,734	157,431	=	Fire/Rescue Battalion Chief	27	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$67.82		154,048	99,501	146,601				

Captain (Fire)

Performs supervisory and advanced level fire and rescue operations work under general supervision from an administrative or technical superior. Shift commander.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$65.94	40	137,147	88,945	143,975	=	Fire Captain	18	
Baltimore City	\$48.54	42	106,312	85,339	106,312	=	Fire Captain	67	some have ALS certification
Baltimore County	\$65.13	42	142,233	80,304	106,317		Fire Captain	94	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$52.10	48	130,035	81,120	135,876	=	Fire Captain	20	Could also be 40 hours
Garrett									
Harford									
Howard	\$58.00	48	136,272	97,439	151,091	=	Fire Captain	43	
Kent									
Montgomery	\$54.76	40, 48	136,678	90,488	136,743	=	Fire/Rescue Captain	143	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$39.00	40	97,444	67,317	176,268	=	Fire Captain	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$54.78		126,589	84,422	136,655				

Lieutenant (Fire)

Performs senior technical level fire and rescue operations work, which includes supervisory responsibility, under general supervision from an administrative or technical superior.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$54.53	40	113,432	77,239	133,931	=	Fire Lieutenant	87	
Baltimore City	\$42.84	42	93,826	76,135	93,826	=	Fire Lieutenant	167	Some have ALS certification
Baltimore County	\$52.11	42	113,814	71,575	94,056		Fire Lieutenant	108	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$46.61	48	116,344	73,745	123,524	=	Fire Lieutenant	55	Could also be 40 hours
Garrett									
Harford									
Howard	\$50.00	48	117,065	85,438	134,834	=	Firefighter Lieutenant	89	
Kent									
Montgomery	\$48.09	40, 48	120,028	80,247	121,266	=	Fire/Rescue Lieutenant	134	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$49.03		112,418	77,397	116,906				

Heavy Apparatus Driver

Performs skilled work in fighting fires. Operates fire and rescue vehicles and participates in fire prevention activities

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City	\$35.34	46	85,129	54,346	85,129	=	Fire Emergency Vehicle Driver, Suppression, ALS	27	
Baltimore County	\$42.12	42	91,994	62,781	81,304		Fire Apparatus Driver/Operator	163	
Calvert									
Caroline									
Carroll	\$26.04	42	56,879	55,343	88,539		Fire Apparatus Driver/Operator	16	18 positions total, 2 vacancies. Salary information includes regular and lateral pay
Cecil									
Charles									
Dorchester									
Frederick	\$40.57	48	101,267	67,041	112,294	=	Firefighter Technician	58	Could also be 40 hours
Garrett									
Harford									
Howard	\$39.00	48	97,063	70,638	107,654	=	Firefighter/HVO	48	
Kent									
Montgomery	\$43.39	40, 48	108,294	72,946	110,232	=	Master Firefighter/Rescuer	204	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									Duties combined with Firefighter FAO (Fire Apparatus Operator)
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$37.74		90,104	63,849	97,525				

Firefighter II

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$31.01	42	64,495	53,595	106,643	=		356	
Baltimore City									
Baltimore County	\$42.39	42	92,580	62,781	81,304		Fire Specialist	135	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$26.25	48	65,518	56,960	95,407	=	Firefighter II	59	Could also be 40 hours
Garrett									
Harford									
Howard	\$49.00	48	118,037	77,126	118,036	=	Master Firefighter	15	
Kent									
Montgomery	\$36.16	40, 42, 48	90,260	66,314	100,215	=	Firefighter/Rescuer III	469	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$29.60	48	63,449	58,257	152,531	=	Firefighter II	12	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$35.74		82,390	62,505	109,023				

Firefighter I

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

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									No Comparable Class
Baltimore City	\$33.19	46	79,969	49,741	79,969	+	Firefighter Suppression	14	
Baltimore County	\$31.20	42	68,143	59,666	68,442		Emergency Medical Technician/Firefighter	147	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$22.56	48	56,317	53,233	89,166	=	Firefighter I	94	Could also be 40 hours
Garrett									
Harford									
Howard	\$34.00	48	81,986	69,638	106,654	=	Firefighter	281	
Kent									
Montgomery	\$29.26	40, 42, 48	73,026	63,155	95,441	=	Firefighter/Rescuer II	207	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$23.50	48	57,595	54,438	142,596	=	Firefighter - FAO (Fire Apparatus Operator)	44	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$28.95		69,506	58,312	97,045				

Firefighter Recruit

Attends fire academy and trains to perform fire and rescue operations.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									No Comparable Class
Baltimore City									
Baltimore County									
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$24.15	40	50,233	50,233	50,233	=	Firefighter Recruit	40	no range for recruit, one salary
Garrett									
Harford									
Howard	\$25.00	48	62,799	62,799	93,325	=	Firefighter Recruit	35	
Kent									
Montgomery	\$24.48	40, 48	61,097	60,147	90,894	=	Firefighter Rescuer I	90	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									No Comparable Class
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$24.54		58,043	57,726	78,151				

Assistant Chief EMS

Oversees the operations, strategic planning, and administration of the department's EMS division.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$36.67	40	76,291	66,902	127,114	=	EMS Chief	1	
Anne Arundel	\$86.81	40	180,564	82,495	186,380	=	Fire Division Chief	8	
Baltimore City	\$97.74	37	186,366	186,366	186,366	=	Assistant Chief of EMS	1	
Baltimore County									
Calvert	\$61.15	35	111,293	89,180	143,780	=	Career EMS Division Chief	1	Contract/Salary Position
Caroline	\$54.50	40	113,360	113,360	113,360	=	Director of Emergency Services	1	
Carroll	\$41.66	40	86,661	85,826	154,487			1	
Cecil	\$51.00	40	105,057	71,980	114,247	=		1	
Charles	\$83.45	40	162,726	113,436	183,767		Deputy Director	1	
Dorchester	\$41.77	40	86,889	86,889	86,889		EMS Manager	1	
Frederick									
Garrett									
Harford									
Howard	\$79.00	40	165,173	122,741	183,871	=	Assistant Chief	3	
Kent	\$43.00	44	89,382	75,868	117,595	=	Chief of EMS	1	
Montgomery	\$83.25	40	173,161	103,454	173,161	=	Fire/Rescue Assistant Chief	13	
Prince George's									
Queen Anne's	\$54.06	40	112,455	79,536	156,907			1	
St. Mary's	\$36.00	40	74,651	74,651	128,586	=		1	
Somerset									
Talbot	\$53.00	40	111,573	95,152	119,330	=	Division Chief - EMS	1	
Washington	\$54.10	40	112,611	59,197	155,230	=	EMS Captain - Quality Assurance	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$59.82		121,763	94,190	145,692				

EMS Captain

Provides supervision to emergency medical services personnel and supervisors that staff multiple locations on an assigned shift.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$67.39	40	140,180	93,639	148,669	=	Fire Captain/Emergency Medical Technician-Paramedic	22	
Baltimore City	\$50.09	42	109,700	88,693	109,700	=	Fire Captain, EMS, EMT-P	12	
Baltimore County	\$66.12	42	144,416	83,304	109,317		Emergency Medical Services Captain	12	
Calvert									
Caroline	\$48.76	40	94,267	83,471	105,063	=	EMS Division Chief	1	
Carroll	\$39.65	42	86,596	86,181	155,130	+	Captain, Shift Commander	4	Equal responsibility for Fire and EMS. Salary information includes regular and lateral pay
Cecil	\$49.00	40	97,618	70,288	104,952	=		4	
Charles	\$53.35	40	104,034	76,434	123,824		Captain	4	
Dorchester									
Frederick	\$55.15	48	137,663	91,120	145,876	=	Fire Captain Medic	4	Could also be 40 hours
Garrett									
Harford	\$36.30	40	75,507	50,296	132,230			8	
Howard	\$66.00	48	138,195	97,439	151,091	=	Fire Captain	3	
Kent									
Montgomery	\$54.76	40, 48	136,678	90,488	136,743	=	Fire/Rescue Captain	143	
Prince George's									
Queen Anne's	\$47.48	40	98,762	73,014	140,608			4	
St. Mary's	\$49.00	40		74,651	128,586	=		1	1 currently vacant
Somerset									
Talbot	\$41.00	40	85,557	80,490	92,742			4	
Washington	\$35.90	40	89,701	67,317	176,268	=	Captain EMS Field Operations	10	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$50.66		109,920	80,455	130,720				

EMS Lieutenant

Supervises staff and manages programs engaged in delivery of emergency medical services.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegheny	\$30.51	40	63,468	50,096	95,183	=		4	
Anne Arundel	\$58.05	40	120,740	81,932	138,624	=	Fire Lieutenant/Emergency Medical Technician-Paramedic	81	
Baltimore City	\$44.38	42	97,213	79,489	97,213	=	Fire Lieutenant, EMS, EMT-P	27	
Baltimore County	\$53.76	42	117,423	74,575	97,056	=	Emergency Medical Lieutenant	27	
Calvert	\$41.91	40	87,181	68,786	110,926	=	Career EMS Shift Supervisor	5	
Caroline	\$37.60	40	70,696	61,058	80,334	=	Also Training Coordinator	5	
Carroll	\$34.10	42	74,482	72,444	130,407	+	Lieutenant, Station	11	12 positions total, 1 vacancy. Salary information includes regular and lateral pay. Equal responsibility for Fire and EMS
Cecil	\$40.00	40	78,270	67,977	101,307	=		4	
Charles	\$47.42	40	92,477	66,464	107,673		Lieutenant	12	
Dorchester									
Frederick	\$49.17	48	122,731	83,745	133,524	=	Fire Lieutenant Medic	10	Could also be 40 hours
Garrett	\$31.30	40	65,109	57,581	80,613			4	
Harford	\$33.65	40	70,000	46,285	126,032			1	
Howard									
Kent	\$32.00	44	73,992	59,691	92,520	=	Lieutenant or Paramedic Shift Supervisor	4	
Montgomery	\$48.09	40, 48	120,028	80,247	121,266	=	Fire/Rescue Lieutenant	134	
Prince George's									
Queen Anne's	\$45.16	40	93,940	68,429	131,778			4	
St. Mary's	\$33.00	40	68,546	66,830	115,086	=	Paramedic Supervisor	6	2 currently vacant
Somerset									
Talbot	\$37.00	40	78,215	69,991	86,732			3	
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$41.01		87,912	67,978	108,604				

EMS Sergeant

Entry level supervisor and assists the assigned shift officer with the implementation of programs engaged in delivery of emergency medical services or other assigned program areas.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$24.65	40	51,276	51,276	51,276	=		4	
Anne Arundel									
Baltimore City									
Baltimore County									
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard									
Kent									
Montgomery									
Prince George's									
Queen Anne's	\$39.50	40	82,150	64,133	123,504			4	
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$32.07		66,713	57,705	87,390				

Paramedic II (BLS/ALS)

Experienced level position provides a range of emergency basic life support (BLS) and advanced life support (ALS) to persons that require services as a result of illness or trauma.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$23.55	40	48,993	48,993	48,993	=	ALSII, FF/ALSII, PT ALSII, PT ALSII/FF	23	
Anne Arundel	\$46.62	40	96,977	65,189	125,067	=	Fire Fighter/Emergency Medical Technician-Paramedic	223	
Baltimore City	\$39.83	42	87,238	59,757	87,340	+	Paramedic, CRT	53	has CRT certification
Baltimore County	\$46.50	42	101,557	71,933	93,354		Paramedic First Class	54	
Calvert	\$35.10	40	73,009	59,592	96,054	=	Career Paramedic	20	
Caroline	\$30.82	48	64,032	50,520	77,544	=	Paramedic II and III	16	
Carroll	\$28.41	42	62,056	60,344	95,576	=	Paramedic	21	23 positions total, 2 current vacancies. Salary information includes regular and lateral pay
Cecil	\$39.00	40	77,687	63,697	94,559	=	Sr. Paramedic	9	
Charles									
Dorchester									
Frederick	\$30.16	48	75,290	66,960	105,407	=	Fire Medic II	8	Could also be 40 hours
Garrett	\$24.72	40	57,416	49,123	62,694			10	
Harford									
Howard									
Kent	\$30.00	44	68,614	51,931	80,493	=	Paramedic	7	
Montgomery	\$43.39	40, 48	108,294	72,946	110,232	-	Master Firefighter/Rescuer	204	
Prince George's									
Queen Anne's	\$33.12	40	68,896	60,106	115,749			16	
St. Mary's									
Somerset									
Talbot	\$31.00	40	65,231	57,264	81,696			22	
Washington	\$25.00	48	59,704	58,257	152,531	+	Firefighter-Paramedic	2	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$33.82		74,333	59,774	95,153				

Paramedic I (BLS/ALS)

Entry level position provides a range of emergency basic life support (BLS) and advanced life support (ALS) to persons that require services as a result of illness or trauma.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$21.91	40	45,575	45,575	45,575	=	ALSI, FF/ALSI, PT ALSI, PT ALSI/FF	6	
Anne Arundel		40		51,783	99,553	=			
Baltimore City	\$40.60	42	88,934	61,885	90,890	-	Paramedic, EMT-P	63	Does not have CRT certification
Baltimore County	\$41.25	42	90,089	69,458	89,833		Paramedic	62	
Calvert									
Caroline	\$25.06	48	59,607	50,520	68,693	=	Paramedic I	3	
Carroll									
Cecil	\$31.00	40	62,082	58,414	86,229	=	Paramedic	20	
Charles	\$36.98	40	72,114	63,299	102,545		Paramedic	48	
Dorchester	\$28.39	40	59,051	48,519	93,589		Paramedic	14	
Frederick		48		63,233	99,166	=	Fire Medic I		vacant- Could also be 40 hours
Garrett	\$23.86	40	49,629	44,901	57,306			3	
Harford	\$29.41	40	61,172	43,632	118,190			61	
Howard									
Kent									
Montgomery	\$36.16	40, 42, 48	90,260	66,314	100,215	-	Firefighter/Rescuer III	469	
Prince George's									
Queen Anne's	\$28.92	40	60,145	56,332	108,482			14	
St. Mary's	\$29.00	40	59,717	59,717	102,752	=	Paramedic	8	
Somerset									
Talbot									
Washington	\$23.40	48	58,431	47,549	124,650	=	Paramedic	11	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$30.46		65,908	55,409	92,511				

EMT II (BLS)

Experienced level position provides emergency basic life support services (BLS) to persons who require services as a result of illness or trauma.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	\$19.29	40	40,127	40,127	40,127	=	BLS, BLS/FF, PT BLS, PT BLS/FF	34	Some Full-Time, Some Part-Time (Contractual)
Anne Arundel									
Baltimore City									
Baltimore County	\$34.33	42	74,980	53,862	68,933		Emergency Medical Technician	96	
Calvert	\$32.66	40	67,935	54,059	87,090	=	Career Emergency Medical Technician	25	
Caroline	\$24.22	48	50,188	40,734	59,642	=	EMT II and III	12	
Carroll	\$31.35	42	68,469	66,525	119,727	+	Firefighter/Paramedic	36	43 positions total, 7 current vacancies. Salary information includes regular and lateral pay. Equal responsibility for Fire and EMS
Cecil	\$28.00	40	55,875	49,314	71,879	=	EMT	6	
Charles									
Dorchester	\$28.37	40	59,010	45,435	87,639		EMT I	4	
Frederick									
Garrett									
Harford									
Howard									
Kent	\$22.38	44	51,200	43,442	67,336	=	EMT-B	10	
Montgomery	\$29.26	40, 42, 48	73,026	63,155	95,441	=	Firefighter/Rescuer II	207	
Prince George's									
Queen Anne's	\$25.57	40	53,194	46,372	89,302			13	
St. Mary's									
Somerset									
Talbot	\$25.00	40	52,128	44,481	69,287			26	
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$27.31		58,739	49,773	77,855				

EMT I (BLS)

Entry level position provides emergency basic life support services (BLS) to persons who require services as a result of illness or trauma.

Jurisdiction	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel									
Baltimore City	\$30.43	46	73,322	50,461	79,969	=	EMT Firefighter	437	
Baltimore County									
Calvert									
Caroline	\$19.61	48	47,607	39,129	56,084	=		7	
Carroll	\$23.77	42	51,917	50,778	81,245	+	Firefighter/EMT	47	55 positions total, 8 current vacancies. Salary information includes regular and lateral pay. Equal responsibility for Fire and EMS
Cecil									
Charles	\$30.80	40	60,063	50,249	81,404		EMT I	70	
Dorchester	\$23.18	40	48,214	37,490	72,314		EMT	20	
Frederick									
Garrett	\$19.74	40	41,059	41,050	52,391			5	
Harford	\$25.22	40	52,458	42,117	113,198			80	
Howard									
Kent									
Montgomery	\$24.48	40, 48	61,097	60,147	90,894	=	Firefighter Rescuer I	90	
Prince George's									
Queen Anne's	\$21.42	40	44,557	43,460	83,695			10	
St. Mary's	\$24.00	40	48,964	47,757	82,222	=	EMT	48	10 currently vacant
Somerset									
Talbot									
Washington	\$19.80	48	48,648	47,549	124,650	=	Emergency Medical Technician (Single Role)	10	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$23.86		52,537	46,381	83,461				

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	Average Hourly	Weekly Hours	Average Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany									
Anne Arundel	\$26.08	40	54,246	47,590	75,234	=		10	
Baltimore City	\$25.68	40	53,419	48,246	54,490	=	Animal Enforcement Officer	15	
Baltimore County	\$30.63	40	63,718	39,201	49,757		Animal Services Field Officer	2	
Calvert	\$29.13	35	53,008	47,830	77,022	=		4	
Caroline	\$23.75	40	49,234	47,819	50,648	=		3	
Carroll									
Cecil	\$22.00	40	44,936	44,182	70,135	=	Animal Enforcement Officer	3	
Charles	\$32.46	40	63,293	53,403	86,513		Animal Control Officer	4	
Dorchester	\$17.80	40	37,024	33,152	64,573			3	
Frederick	\$23.63	40	49,154	46,708	74,733	=	Animal Control Officer I	5	
Garrett									Deputies from Sheriff Dept are Animal Control Officers
Harford	\$25.35	40	52,736	47,358	83,209	=	Animal Control Officer Series I & II	5	Min is Animal Control Officer I and Max is Animal Control Officer II
Howard	\$31.33	40	65,166	51,064	82,826	=	Animal Control Officer	5	
Kent									
Montgomery	\$41.66	40	86,659	62,872	99,710	=	Animal Services Officer III	9	
Prince George's									
Queen Anne's	\$21.64	40	45,017	43,460	83,695			3	
St. Mary's	\$31.00	40	65,468	53,394	91,874	=	Supervisor III/Animal Control Officer	5	
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$22.72	40	47,250	45,261	74,131	=		4	Chief Animal Control \$31.46 or \$65,437. Non sworn positions.
MNCPCC									
AVERAGE	\$26.99		55,355	47,436	74,570				

Fiscal 2025 Maryland Association of Counties Salary Survey

Summary Employment Data - Employees on County Payroll Only

Jurisdiction	Total Number of County Employees	Full Time Employees	Part-Time Employees	Contract Employees	Total Number of Sheriff Employees	Full Time Employees	Part-Time Employees	Contract Employees	Total Number of Circuit Court Employees	Full Time Employees	Part-Time Employees	Contract Employees	Total Number of State's Attorney Employees	Full Time Employees	Part-Time Employees	Contract Employees
Allegany	421.325	375	8.475	37.85	57.91	44	0.5	13.41	6.35	6	0	0.35	29.5	18	1.5	10
Anne Arundel	8,591	4,390	214	3,987	103	100	0	3	77	59	0	18	139	122	5	12
Baltimore City	14,081	13,133	818	130	174	174	0	0	118	116	0	2	361	346	0	15
Baltimore County	7,220	6,953	267	1389	70	64	6	0	91	91	0	0	142	142	0	0
Calvert	1,048	642	358	48	252	220	0	32	22.5	19	3.5	0	23	23	0	0
Caroline	227	184	35	8	45	40	0	5	9	4	2	3	10	10	0	0
Carroll	843	786	24	33	255	251	0	4	69	39	0	30	54	54	0	0
Cecil	492	446	13	33	199	189	0	10	33	23	1	9	36	35	0	1
Charles	2943	885	2058	0	690	657	33	0	54	54	0	0	122	122	0	0
Dorchester	355	261	94	0	48	48	0	0	12	12	0	0	11	11	0	0
Frederick	3,452	2587	865	0	395	382	13	0	26	25	1	0	84	83	1	0
Garrett	406	327	53	26	85	79	1	5	8	5	2	1	8	8	0	0
Harford	1168	1007	161	0	653	594	59	0	51	51	0	0	81	81	0	0
Howard	5,409	2,851	68	2487	87	86	1	1	48	36	12	12	91	90	1	0
Kent	279	213	65	1	28	27	1	0	5	5	0	0	9	8	1	0
Montgomery	16,309	9,449	6,860	0	171	167	4	0	128	125	3	0	170	153	17	0
Prince George's	7,159	6,652	299	208	333	333	0	0	223	168	42	13	206	193	8	5
Queen Anne's	644	508	3	133	111	102	0	9	10	8	0	2	14	13	0	1
St. Mary's	555.4	505.4	33	17	382	371	0	11	18	14	4	0	54.75	54	1	0
Somerset	257	230	27	0	43	36	7	0	4	2	2	0	12	12	0	0
Talbot	443	319	124	0	56	50	6	0	3	3	0	0	12	12	0	0
Washington	1,899	853	1036	0	280	266	14	0	31	25	6	0	43	41	2	0
Wicomico	1,228	566	662	0	134	116	18	0	23	23	0	0	39	39	0	0
Worcester	723	594	129	0	119	95	24	0	21	17	4	0	37	35	2	0
MNCPPC	2375	2320	30	25	0	0	0	0	0	0	0	0	0	0	0	0

Please describe any new pay practices and recruitment/retention efforts that have been enacted (ex: sign on bonus, referral bonus, compressed work weeks, on-call pay,etc)

Jurisdiction	
Allegany	
Anne Arundel	
Baltimore City	
Baltimore County	Our Police Department has a sign on bonus for new Police Officers/Recruits as well as a one-time payment for physical fitness . Our Corrections Department has a sign on bonus and referral bonus for Correctional Officers. AFSMCE union members will receive a retention bonus based on MOU verbiage.
Calvert	
Caroline	
Carroll	Employee referral bonus program
Cecil	
Charles	
Dorchester	
Frederick	
Garrett	
Harford	
Howard	
Kent	
Montgomery	
Prince George's	
Queen Anne's	
St. Mary's	We offer a sign on bonus for difficult to fill positions - dispatch, positions requiring commercial driver's license, skilled trades, sworn deputy and corrections positions. We offer in house referral bonuses for any position. Compressed work schedules, telework, flex time have always been available as has call back pay and on-call pay.
Somerset	
Talbot	Referral Bonus of \$500 to be paid to referring employees as outlined below:- Referred employee must be hired and in position for six months- Referring employee should still be actively employed
Washington	
Wicomico	
Worcester	
MNCPPC	



Fiscal 2025 Survey

County Health Benefits

The following definitions are provided for reference:

HMO	A type of health insurance plan that usually limits coverage to care from doctors who work for or contract with the Health Maintenance Organization. It generally will not cover out-of-network care except in an emergency.
PPO	A type of health insurance plan that contracts with medical providers, such as hospitals and doctors, to create a network of participating providers.
Fully-Insured	Refers to a group health plan in which the employer purchases health, prescription, dental, vision, life, and/or long-term disability insurance from a commercial insurer in order to provide coverage to employees/dependents.
Self-Insured	The employer itself collects premiums from enrollees and takes on the responsibility of paying employees' and dependents' health, prescription, dental, vision, life, and/or long-term disability insurance claims.
Single Plan	Employee or Retiree only coverage.
Two Person Plan	Employee or Retiree and one dependent coverage.
Family Plan	Employee or Retiree and all eligible dependents.
Stop-Loss	<p>Specific or Individual stop-loss is the form of excess risk coverage that provides protection for the employer against a high claim on any one individual. This is protection against abnormal severity of a single claim.</p> <p>Aggregate stop-loss provides a ceiling on the dollar amount of eligible expenses that an employer would pay, in total, during a contract period. The carrier reimburses the employer after the end of the contract period for aggregate claims.</p>

FY 2025 Maryland County Government Health Benefits Survey

Allegany

Person Responding:	Jennifer Howell
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Email:	jhowell@alleganygov.org

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	PPO	Self Insured	166	123	166
Prescription	CareFirst	PPO	Self Insured	166	123	166
Dental	CareFirst	PPO	Self Insured	133	125	124
Vision	Vision Benefits of America	PPO	Self Insured	109	100	123
Life	MetLife	Full-Time Employees and Part-Time Employees in certain positions provided coverage by County	Self Insured	476		
Long-term Disability	American Fidelity	Employee has option to purchase at 100% cost.	Self Insured	242		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	PPO	Self Insured	29	34	10
Prescription	CareFirst	PPO	Self Insured	29	34	10
Dental	CareFirst	18 months of Cobra eligibility	Self Insured	N/A		
Vision	Vision Benefits of America	18 months of Cobra eligibility	Self Insured	N/A		
Life	MetLife	\$6,000 Policy for Full Retirees, \$4,000 for Early Retirees	Self Insured	331*		
Long-term Disability	American Fidelity	Option to take policy after termination at 100% cost	Self Insured	305		

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Via Benefits	\$150 monthly Medicare supplement	Self Insured	1		
Prescription	n/a	n/a	Self Insured	1		
Dental	CareFirst	18 months of Cobra eligibility	Self Insured	N/A		
Vision	Vision Benefits of America	18 months of Cobra eligibility	Self Insured	N/A		
Life	MetLife	\$6,000 Policy for Full Retirees, \$4,000 for Early Retirees	Self Insured	included in under 65 data		
Long-term Disability	American Fidelity	Option to take policy after termination at 100% cost	Self Insured	included in under 65 data		

Additional Health Benefits Questions

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 deductible is \$200,000. Aggregate is \$1,000,000.
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months lenses/24 months frames
Does the medical/prescription plan maintain grandfathered status under ACA?	No.
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	County promotes and provides access to wellness resources, such as EatRightNow, Burnalong, and Noom, to promote health living in the mindset that a healthier lifestyle can help prevent some chronic illnesses which would incur higher medical costs. County had Spring Health and Wellness Fair to promote healthy living and resources to employees.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	County promotes and provides access to wellness resources, such as EatRightNow, Burnalong, and Noom, to promote health living in the mindset that a healthier lifestyle can help prevent some chronic illnesses which would incur higher medical costs. County had Spring Health and Wellness Fair to promote healthy living and resources to employees.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	County provides all full-time employees, selected part-time employees, and retirees with life insurance coverage through MetLife. All retirees of Medicare age are eligible for a \$150 Medicare supplement through Via Benefits.

FY 2025 Maryland County Government Health Benefits Survey

Anne Arundel

Person Responding:	Shaquisha Bishop
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Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	Aetna Open Choice PPO & Open Access Aetna Select HMO-EPO	Self Insured	1,569	832	1,681
Prescription	CVS Caremark		Self Insured	1,569	832	1,681
Dental	CIGNA		Self Insured	1,663	866	1,765
Vision	EyeMed		Self Insured	1,678	867	1,770
Life	MetLife		Self Insured	4,391		
Long-term Disability	MetLife		Self Insured	1,190		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	Aetna Open Choice PPO & Open Access Aetna Select HMO-EPO	Self Insured	349	280	253
Prescription	CVS Caremark		Self Insured	349	280	253
Dental	CIGNA		Self Insured	311	334	260
Vision	EyeMed		Self Insured	309	314	248
Life	MetLife		Self Insured	480		
Long-term Disability	MetLife		Self Insured	0		

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	Aetna Medicare Advantage PPO ESA	Fully Insured	1,276	819	1
Prescription	SilverScript		Self Insured	1,276	819	1
Dental	CIGNA		Self Insured	974	887	48
Vision	EyeMed		Self Insured	981	894	49
Life	MetLife		Self Insured	721		
Long-term Disability	MetLife		Self Insured	0		

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	The County does not have a stop-loss carrier.
What is the maximum dental benefit per member per year?	Up to \$2000 for an in-network provider
Does the vision benefit provide for an eye exam every 12 or 24 months?	Once every 12 months from the date of service
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Once every 12 months from the date of service
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	The County has an EAP program and our members have access to a Wellness Program, Hinge Health, Teledoc, CVS HealthHub, Minute Clinic, 24 hour Nurse line, Transform Diabetes, and preventative care services.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	The County moved to the insured Medicare Advantage Plan from the self insured Medicare Wrap Plan and moved to the EGWP SilverScript RX plan. Also, we have health insurance subsidy split based on years of service that was passed in 2013. The insurance carrier offers some incentives like Silver Sneakers, Resources For Living, Meal delivery, transportation, home visits, and tele-health to our members.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental Life, Short & Long-Term Disability, Legal Services, FSA

FY 2025 Maryland County Government Health Benefits Survey

Baltimore City

Person Responding:	Ray Gulhar
Title:	Chief, Office of Employee Benefits
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Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees)	On Family Plans (#employees)
Medical	CareFirst	PPO - High Option	Self Insured	2,068	1,174	978
	CareFirst	PPO - Standard Option	Self Insured	539	186	137
	Aetna	HMO	Self Insured	1,833	1,062	1,134
	Kaiser	HMO	Fully Insured	622	207	202
Prescription	CVS	High Option	Self Insured	4,339	1,939	2,740
	CVS	Standard Option	Self Insured	579	175	194
Dental	United Concordia	DHMO (moving to CareFirst Dental 1/1/25)	Fully Insured	1,719	677	407
	United Concordia	DPPO (moving to CareFirst Dental 1/1/25)	Self Insured	3,466	2,103	1,995
Vision	National Vision Adm (NVA)	In-Network/Out-of-Network	Fully Insured	10,455 (total employees)		
Life	MetLife	Basic Life & AD&D	Fully Insured	10,340 (total employees)		
	MetLife	Optional Life & AD&D	Fully Insured	4,772 (total employees)		
Long-term Disability	n/a					

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees)	On Family Plans (#employees)
Medical	CareFirst	PPO - High Option	Self Insured	611	294	213
	CareFirst	PPO - Standard Option	Self Insured	126	39	31
	Aetna	PPO	Self Insured	131	23	2
	Kaiser	HMO	Fully Insured	34	12	2
Prescription	CVS	High Option	Self Insured	1,047	415	260
	CVS	Standard Option	Self Insured	127	37	36
Dental	United Concordia	DHMO (moving to CareFirst Dental 1/1/25)	Fully Insured	645	566	235
	United Concordia	DPPO (moving to CareFirst Dental 1/1/25)	Fully Insured	129	55	45
Vision	National Vision Adm (NVA)	In-network/Out-of-Network	Fully Insured	5,907 (total employees)		
Life	MetLife	Basic Life & AD&D	Fully Insured	11,612 (total retirees)		
Long-term Disability	n/a					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees)	On Family Plans (#employees)
Medical	Aetna	Medicare Advantage (includes Prescription Drug Plan)	Fully Insured	13,100- (# of retirees only - not total members)	0	0
Prescription	Kaiser	Medicare Advantage (includes Prescription Drug Plan)	Fully Insured	413	326	1
		Included with MAPD plan				
Dental	n/a					
Vision	n/a					
Life	n/a					
Long-term Disability	n/a					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	None
What is the maximum dental benefit per member per year?	DPPO: Actives \$1,500 and Retirees \$1,000 DHMO is unlimited (based on fee schedule)
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every 12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Every 12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	The City is only providing GLP-1s if there is a confirmed diabetic diagnosis, and the City is not offering weight loss drugs as a covered benefit.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	The City is only providing GLP-1s if there is a confirmed diabetic diagnosis, and the City is not offering weight loss drugs as a covered benefit.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Option for additional life/AD&D coverage for Actives, prepaid legal, pet insurance, critical illness, permanent life insurance with long term care rider

FY 2025 Maryland County Government Health Benefits Survey

Baltimore County

Person Responding:	Kristen Evans
Title:	County Benefits & Wellness Engagement Manager
Phone:	410-887-2568
Email:	kkevans@baltimorecountymd.gov

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical/ Prescription	Cigna	EPO	Self Insured	1,872	2,268	7,445
Medical/ Prescription	Cigna	PPO	Self Insured	291	265	333
Medical/ Prescription	Cigna	HDHP	Self Insured	77	21	68
Medical/ Prescription	Kaiser	HMO	Fully Insured	205	174	380
Dental	CareFirst	PPO- Traditional	Self Insured	1,362	6,152	1,866
Dental	CareFirst	PPO- Preferred	Self Insured	732	647	1,953
Dental	Cigna	HMO	Fully Insured	335	328	723
Vision	National Vision Administrators		Self Insured	2,323	2,756	8,544
Life	MetLife	Basic Life	Fully Insured	6,978	N/A	N/A
Long-term Disability	New York Life	60% Salary	Fully Insured	875	N/A	N/A

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical/ Prescription	Cigna	EPO	Self Insured	734	1,144	1,244
Medical/ Prescription	Cigna	PPO	Self Insured	94	62	81
Medical/ Prescription	Cigna	HDHP	Self Insured	1	4	4
Medical/ Prescription	Kaiser	HMO	Fully Insured	38	39	30
Dental	CareFirst	PPO- Traditional	Self Insured	824	1,362	488
Dental	CareFirst	PPO- Preferred	Self Insured	1,076	2,588	928
Dental	Cigna	HMO	Fully Insured	383	617	136
Vision	National Vision Administrators		Self Insured	2,320	4,691	1,592
Life	MetLife	Basic Life	Fully Insured	4,743	N/A	N/A
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical/Prescription	Administered by Third Party, Retiree First	Private Medicare Exchange	N/A	11,155	N/A	N/A
Dental	CareFirst	PPO- Traditional	Self Insured	Included in retiree counts above		
Dental	CareFirst	PPO- Preferred	Self Insured	Included in retiree counts above		
Dental	Cigna	HMO	Fully Insured	Included in retiree counts above		
Vision	National Vision Administrators		Self Insured	Included in retiree counts above		
Life	MetLife	Basic Life	Fully Insured	Included in retiree # above	N/A	N/A
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Cigna provides the stop loss for the Cigna plans. The specific attachment point is \$1,000,000, No aggregate.
What is the maximum dental benefit per member per year?	CareFirst Traditional- \$2,000 CareFirst Preferred PPO- \$1,500 Cigna DHMO- Unlimited
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	24 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Active subsidy for dependents was completely restructured for those hired after 7/1/07 however, this bifurcated rate structure will no longer be in place effective 1/1/25.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Retiree 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.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Additional Life, Spouse Life, Child Life, Health Flexible Spending, Dependent Flexible Spending, Health Savings Account, Pre- tax Parking and Transit benefits (variety of plans offered through third parties MWE and SF&C).

FY 2025 Maryland County Government Health Benefits Survey

Calvert

Person Responding:	Nicole Harrod
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Phone:	410-535-1600 Ext. 2802
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Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	HMO Open Access, Advantage PPO	Self Insured	HMO-208 Adv-129	HMO-128 Adv-97	HMO-128 Adv-116
Prescription	CareFirst, included in medical		Self Insured	337	225	244
Dental	CareFirst		Self Insured	515	364	301
Vision	CareFirst/Davis Vision		Self Insured	375	251	272
Life	Dearborn		Fully Insured	717		
Long-term Disability	Dearborn		Fully Insured	678		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	HMO Open Access, Advantage PPO	Self Insured	HMO-29 ADV-26	HMO-4 ADV-11	HMO-8 ADV-3
Prescription	Carefirst, included with medical		Self Insured	55		
Dental	Carefirst	PPO	Self Insured	162	128	17
Vision	Carefirst, included with medical		Self Insured			
Life	N/A	N/A				
Long-term Disability	N/A	N/A				

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical		HMO Open Access, Advantage PPO	Self Insured	HMO-84 Advantage-161	HMO-16 Advantage-30	0
Prescription	Carefirst, included with medical		Self Insured			0
Dental	Carefirst	We do not separate over 65 participants-all retirees included above		N/A	N/A	N/A
Vision	Carefirst, included with medical		Self Insured			
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst \$250,000
What is the maximum dental benefit per member per year?	\$1,800.00 calendar year max, \$1,500 orthodontal Lifetime Max
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every 12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 month benefit period
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	CareMark CVS on maintance drugs
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	CareMark CVS on maintance drugs
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Legal Services, ID Services, Accident Insurance, Critical Illness Insurance, Cancer Insurance, Gunshot Wound Insurance, Short - term Disability Income Insurance, Term Life Insurance, Whole Life Insurance, Hospitalization Insurance, Flexible Spending Accounts, 529 College Savings Plan, Retirement 457(b)

FY 2025 Maryland County Government Health Benefits Survey

Caroline

Person Responding:	Audrey Jenkins
Title:	Payroll Specialist
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Email:	ajenkins@carolinemd.org

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	State Insurance		Self Insured	102	39 Emp. 40 Dep.	53 Emp. 149 Dep.
Prescription Dental			Self Insured	88	38 Emp. 38 Dep.	43 Emp. 128 Dep.
Vision			Self Insured	53	18 Emp. 18 Dep.	22 Emp. 70 Dep.
Life			Self Insured	175	36 Emp. 36 Dep.	23 Emp. 46 Dep.
Long-term Disability			Self Insured	19		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFlex	HRA	Fully Insured	21		
Prescription Dental						
Vision						
Life						
Long-term Disability						

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical			Fully Insured	32		
Prescription Dental			Fully Insured	14	14 Emp. 14 Dep.	
Vision						
Life						
Long-term Disability						

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	
What is the maximum dental benefit per member per year?	
Does the vision benefit provide for an eye exam every 12 or 24 months?	Yes (Voluntary Ins.)
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Yes
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Prescription coverage cost is include with health
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	HRA \$550 Rembursement; Part D Reimbursement up to \$100
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Dental, Eye, Supplemental life insurance, long term care insurance, cancer insurance, FSA, and DCA

FY 2025 Maryland County Government Health Benefits Survey

Carroll

Person Responding:	Robin Hooper
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Email:	rhooper@carrollcountymd.gov

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	United Healthcare (UHC)	EPO /PPO	self insured	393	308/308	409/1212
Prescription	UHC/Optum Rx		self insured	393	308/308	409/1212
Dental	Delta	Basic and Enhanced	self insured	381	347/347	371/1185
Vision	VSP		self insured	393	308/308	409/1212
Life	Standard		fully insured	1,243		
Long-term Disability	Standard		fully insured	1,128		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	United Healthcare	EPO/PPO	self insured	73	40/40	1/5
Prescription	UHC/Optum Rx		self insured	73	40/40	1/5
Dental	Delta	Basic	self insured	48	26/26	
Vision	VSP		self insured	45	24/24	
Life						
Long-term Disability						

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	United Healthcare	Medicare Advantage	fully insured	182	203/203	
Prescription						
Dental						
Vision						
Life						
Long-term Disability						

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	United Healthcare BP Individual stop loss - \$450,000
What is the maximum dental benefit per member per year?	Basic \$1,500 and Enhanced \$2,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	every 12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	every 12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	yes until 12/31/2024
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Those employees hired after 2005 have a higher cost-sharing of premium. We also increased the years of services requirement to 15 years as opposed to 10.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	

FY 2025 Maryland County Government Health Benefits Survey

Cecil

Person Responding:	Sandy Biggs
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Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	Offer Standard PPO and High Deductible	Self Insured	259	121	201
Prescription	CareFirst (CVS)	Combined with Medical	Self Insured	259	121	201
Dental	Delta Dental	PPO	Self Insured	250	116	210
Vision	EyeMed	PPO	Self Insured	252	116	202
Life	Minnesota Life	Basic Life + AD&D - 1 years of salary - Provided by County	Fully Insured	659	0	0
Long-term Disability	N/A					

Retirees - under age 65 - This plan was sunset on 1/1/2019 - members that were enrolled as of 12/31/2018 were grandfathered in. 1/1/2019 Cecil County started offering Health Reimbursement Accounts to retirees with 15 years of service or more.

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BC/BS	Standard PPO only	Self Insured	2		
Prescription	CareFirst BC/BS - CVS	Combined with Medical	Self Insured	2		
Dental	Delta Dental	PPO	Self Insured	2		
Vision	EyeMed	PPO	Self Insured	2		
Life	N/A					
Long-term Disability	N/A					

Retirees - over 65 - This plan was sunset on 1/1/2019 - members that were enrolled as of 12/31/2018 were grandfathered in. 1/1/2019 Cecil County started offering Health Reimbursement Accounts to retirees with 15 years of service or more.

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BC/BS	Standard PPO only	Self Insured	25	5	1
Prescription	CareFirst BC/BS - CVS	Combined with Medical	Self Insured	25	5	1
Dental	Delta Dental	PPO	Self Insured	18	5	1
Vision	EyeMed	PPO	Self Insured	23	3	1
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	VOYA Financial - \$225,000 specific stop loss per enrollee.
What is the maximum dental benefit per member per year?	\$1,500.00
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	PrudentRX works with drug manufacturers to get covered specialty medications that are on the County plan's "Exclusive Specialty Drug List", as well as select high-cost specialty limited distribution drugs for a \$0 out-of-pocket cost for participants and reduced fee for County.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	PrudentRX works with drug manufacturers to get covered specialty medications that are on the County plan's "Exclusive Specialty Drug List", as well as select high-cost specialty limited distribution drugs for a \$0 out-of-pocket cost for participants and reduced fee for County.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life insurance for employee, spouse and dependent children under age 26; accident coverage, hospital indemnity coverage, critical illness, universal life insurance, and ID Theft coverage.

FY 2025 Maryland County Government Health Benefits Survey

Charles

Person Responding:	Nancy Bowling
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Active Employees ADVANTAGE PLAN

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	PPO and HMO	Self Insured	217	109	258
Prescription	CareFirst	\$5.00/ for generic; \$25 for brand on formulary; \$50 brand non-formulary	Self Insured	217	109	258
Dental	CareFirst	\$2000 cal yr max; Preventive 100%; Basic 80%; Major 50%	Self Insured	313	166	327
Vision	included with medical	PPO and HMO	Self Insured	217	109	258
Life	The Hartford	Basic; supplemental; dependent	Insured	1575 basic	689 supplemental	538 dependent
Long-term Disability	The Hartford	60% of salary after 120 day out of work	Insured	1,575	N/A	N/A

Active Employees OPEN ACCESS

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	PPO and HMO	Self insured	294	148	205
Prescription	CareFirst	\$5.00/ for generic; \$25 for brand on formulary; \$50 brand non-formulary	Self insured	294	148	205
Dental	Delta Dental	\$2000 cal yr max; Preventive 100%; Basic 80%; Major 50%	Self insured	205	127	186
Vision	included with medical	PPO and HMO	Self insured	294	148	205
Life		See above - Active Employees Advantage Plan				
Long-term Disability		See above - Active Employees Advantage Plan				

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	PPO and HMO	self insured	380	7	0
Prescription	CareFirst	\$5.00/ for generic; \$25 for brand on formulary; \$50 brand non-formulary	self insured	380	7	0
Dental	CareFirst/Delta Dental	\$2000 cal yr max; Preventive 100%; Basic 80%; Major 50%	self insured	3	5	0
Vision	included with medical	PPO and HMO	self insured	380	7	0
Life				15 basic/10 supp	0	0
Long-term Disability						

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst - \$275,000
What is the maximum dental benefit per member per year?	\$2,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	no
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Post Employment Health Program
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Post Employment Health Program
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	supplemental life, dependent life, whole life with long term care rider, accident, hospital indemnity, critical illness, legal resources, FSA - medical and dependent

FY 2025 Maryland County Government Health Benefits Survey

Dorchester

Person Responding:	Kristin Budd
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Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	SELF- INSURED		Self Insured	106	64	37
Prescription	MEDTIPSTER		Self Insured	106	64	37
Dental	DELTA DENTAL		Fully Insured	99	70	39
Vision	VSP		Fully Insured	106	64	37
Life	ONEAMERICA & THE STANDARD		Fully Insured	261		
Long-term Disability	N/A					

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	SELF- INSURED		Self Insured	19	9	4
Prescription	MEDTIPSTER		Self Insured	19	9	4
Dental	DELTA DENTAL		Fully Insured	14	8	3
Vision	VSP		Fully Insured	19	9	4
Life	N/A					
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Medicare	Medicare Supplement Plans, A, F, G	Fully Insured	39	33	
Prescription	n/a					
Dental	DELTA DENTAL		Fully Insured	44	19	1
Vision	N/A					
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Sirius American: Specific \$175,000; Agregating Specific Deductible \$35,000, Agregating Attachment Point \$4,739,169
What is the maximum dental benefit per member per year?	\$1,250
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Pillar Rx, Wellness Incentive
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Pillar Rx - Under 65 Retirees
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Voluntary Life through OneAmerica, various voluntary plans through AFLAC

FY 2025 Maryland County Government Health Benefits Survey

Frederick

Person Responding:	Fran Grisier
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Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	PPO and HDP	Self Insured	798	543	817
Prescription	Cigna	PPO and HDP	Self Insured	798	543	817
Dental	Cigna	PPO and HMO	Fully Insured	864	557	773
Vision	VSP	HMO	Fully Insured	644	491	517
Life	The Standard	Basic Term Life	No	2,627		
Long-term Disability	N/A					

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	PPO and HDP	Self Insured	105	88	34
Prescription	Cigna	PPO and HDP	Self Insured	105	88	34
Dental	Cigna	PPO and HMO	Fully Insured	78	76	46
Vision	VSP	HMO	Fully Insured	46	53	26
Life	N/A					
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	PPO and Medicare Advantage	Self/Full Insure	400	134	11
Prescription	Cigna	PPO and Medicare Advantage	Self/Full Insure	400	134	11
Dental	Cigna	PPO and HMO	Fully Insured	245	180	9
Vision	VSP	HMO	Fully Insured	93	113	5
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Cigna is our stop loss carrier. \$500,000 specific
What is the maximum dental benefit per member per year?	Enhanced Dental \$2000, Basic Dental \$1200, HMO no maximum
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every calendar year
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Every calendar year
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	We have essential restriction with Cigna. This includes prior authorizations and quantity limits on specific drugs. We also educate and push the usage of generics.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	We have essential restriction with Cigna. This includes prior authorizations and quantity limits on specific drugs. We also educate and push the usage of generics.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life, Short-term disability, Long-term care (lifetime benefit), accident, hospital indemnity, critical illness, medical and dependent care flexible spending, legal

FY 2025 Maryland County Government Health Benefits Survey

Garrett

Person Responding:	Ashlee Thomas
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Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BlueCross BlueShield	PPO, POS, High Deductible	Self Insured	127	86	55
Prescription	CVS		Self Insured	127	86	55
Dental	Delta Dental		Self Insured	115	88	69
Vision	National Vision Administrators		Self Insured	114	88	68
Life	One America					
Long-term Disability	One America					

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BlueCross BlueShield	PPO, POS, High Deductible	Self Insured	29	2	1
Prescription	CVS		Self Insured	29	2	1
Dental	Delta Dental		Self Insured	28	10	2
Vision	National Vision Administrators		Self Insured	29	10	2
Life						
Long-term Disability						

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst BlueCross BlueShield	PPO, POS, High Deductible	Self Insured	0	0	0
Prescription	CVS		Self Insured	0	0	0
Dental	Delta Dental		Self Insured	51	22	0
Vision	National Vision Administrators		Self Insured	48	30	0
Life						
Long-term Disability						

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Care Frist. Specific is \$275,000 and aggregate is \$100,000
What is the maximum dental benefit per member per year?	\$1,200
Does the vision benefit provide for an eye exam every 12 or 24 months?	24
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	24
Does the medical/prescription plan maintain grandfathered status under ACA?	NO
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	\$600/year discount for employees who qualify for our wellbeing incentive. This also applies to employee spouses. There is a \$600/year surcharge for employee tobacco use. This can be waived if they complete three classes on quitting their tobacco use. This also applies to employee spouses.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	\$600/year discount for retirees who qualify for our wellbeing incentive. This also applies to retiree spouses. There is a \$600/year surcharge for retiree tobacco use. This can be waived if they complete three classes on quitting their tobacco use. This also applies to retiree spouses.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Healthcare FSA, Critical Illness, Disability Income Insurance, Life Insurance, Accident, Cancer

FY 2025 Maryland County Government Health Benefits Survey

Harford

Person Responding:	Beth Griffith
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Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CAREFIRST/ KAISER	TRIPLE OPTION/HMO	Self/Fully Insured	483	392	648
Prescription	INCLUDED IN MEDICAL					
Dental	CAREFIRST		Self Insured	451	390	636
Vision	CAREFIRST		Self Insured	369	333	497
Life	METLIFE			1,755		
Long-term Disability	METLIFE			640		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CAREFIRST/KAISER	TRIPLE OPTION/HMO	Self/Fully Insured	133	95	54
Prescription	INCLUDED IN MEDICAL					
Dental	CAREFIRST		Self Insured	36	68	33
Vision	CAREFIRST		Self Insured	12	17	6
Life	METLIFE	(RETIREE ONLY)		68		
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	UNITED HEALTH CARE/KAISER	HMO	Full	473	INDIVIDUAL PLANS ONLY	INDIVIDUAL PLANS ONLY
Prescription	INCLUDED IN MEDICAL					
Dental	CAREFIRST			148	216	2
Vision	CAREFIRST			87	135	1
Life	METLIFE	(RETIREE ONLY)		441	RETIREE PLAN ONLY	RETIREE PLAN ONLY
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	\$500,000
What is the maximum dental benefit per member per year?	\$2,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 Months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 Months
Does the medical/prescription plan maintain grandfathered status under ACA?	Yes
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Plan Design changed from co-pays to co-insurance (CAREFIRST PLANS ONLY)
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Plan Design changed from co-pays to co-insurance (CAREFIRST PLANS ONLY)
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life, Long-term disability, Legal insurance, Cancer, Accident, Short-term disability and specified health coverage

FY 2025 Maryland County Government Health Benefits Survey

Howard

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Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	EPO	Self insured	917	531	1,066
Medical	Aetna	PPO	Self insured	291	128	213
Medical	Kaiser	HMO	Fully insured	122	31	48
Prescription	CVS Caremark	EPO, PPO	Self insured	1,208	659	1,279
Dental	Delta Dental	DPPO	Self insured	1,158	669	1,237
Dental	Delta Care	DHMO	Fully insured	161	50	44
Vision	VSP	PPO	Self insured	1,208	659	1,279
Life	The Standard	Basic (2x salary, up to \$500k), Supplemental (1x, 2x, 3x up to \$500k)	Fully insured	3,809		
Long-term Disability	The Standard	60% up to \$4k per month	Fully insured	3,181		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	EPO	Self insured	214	62	45
Medical	Aetna	PPO	Self insured	35	5	5
Medical	Kaiser	HMO	Fully insured	12	0	0
Prescription	CVS Caremark	EPO, PPO	Self insured	249	67	50
Dental	Delta Dental	DPPO	Self insured	199	93	56
Dental	Delta Care	DHMO	Fully insured	8	3	0
Vision	VSP	PPO	Self insured	249	67	50
Life						
Long-term Disability						

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	Medicare Advantage HMO	Fully insured	514	149	0
Medical	Aetna	Medicare Advantage PPO	Fully insured	190	43	0
Medical	Kaiser	Medicare Advantage HMO	Fully insured	45	1	0
Prescription						
Dental	Delta Dental	DPPO	Self insured	748	409	48
Dental	Delta Care	DHMO	Fully insured	20	19	0
Vision						
Life						
Long-term Disability						

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Aetna Individual Stop Loss Limit \$600,000
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	Yes
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Prior authorization and step therapy (prescription drug clinical management strategies); Leverage copay assistance program to reduce Specialty Rx expenses
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Prior authorization and step therapy (prescription drug clinical management strategies); Leverage copay assistance program to reduce Specialty Rx expenses
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Voluntary Short Term Disability, Accident, Critical Illness, Hospital Indemnity, Pre-Paid Legal, Supplemental Term Life Insurance, Supplemental Permanent Life Insurance, Pet Insurance

FY 2025 Maryland County Government Health Benefits Survey

Kent

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Title:	HR Business Partner
Phone:	410-810-2209
Email:	jwhite@kentgov.org

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	Cigna	PPO	Self Insured	93	44, 44	39, 111
Prescription	Cigna	PPO	Self Insured	93	45, 45	39, 111
Dental	Cigna	PPO	Self Insured	97	51, 51	44, 121
Vision	National Vision Administrators	PPO	Self Insured	96	47, 47	46, 129
Life	**Supplemental Plan**	**Supplemental Plan**				
Long-term Disability	Lincoln Financial			210	0	0

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	Cigna	PPO	Self Insured	9	2, 2	0
Prescription	Cigna	PPO	Self Insured	9	2, 2	0
Dental	Cigna	PPO	Self Insured	9	2, 2	0
Vision	National Vision Administrators	PPO	Self Insured	9	2, 2	0
Life	N/A					
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	Medicare			18	8, 8	0
Prescription	Medicare			18	8, 8	0
Dental	Cigna			19	10	0
Vision	National Vision Administrators			18	11	0
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	FAIRCO; Max. Aggregate Benefit: \$1,000,000; Min. Annual Attachment Point: No Min.; Claim Limit Per Covered Person/Family: \$85,000
What is the maximum dental benefit per member per year?	\$1,200
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every 12 months.
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Every 12 months.
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	N/A
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	N/A
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life insurance (whole & term), cancer insurance, FSA & HSA accounts, STD insurance, group critical illness insurance, hospital indemnity insurance, accident only insurance, and deferred compensation plan.

FY 2025 Maryland County Government Health Benefits Survey

Montgomery

Person Responding:	Karen Bass
Title:	Health Insurance Manager
Phone:	240-777-5054
Email:	Karen.bass@montgomerycountymd.gov

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst	Point of Service (POS)	Self Insured	1,944	1,242	2,318
Medical	United HealthCare	HMO	Self Insured	613	343	650
Medical	Kaiser Permanene	HMO	Fully Insured	732	361	520
Prescription	CVS Caremark		Self Insured	2,349	1,504	2,740
Dental	CIGNA	PPO	Self Insured	3,039	1,927	3,492
Dental	CIGNA	DHMO	Fully Insured	271	103	135
Vision	Eyemed		Self Insured	3,077	1,985	3,422
Life	MetLife	Mandatory Benefit, all benefits eligible employees have 1x salary up to \$200,000	Fully Insured			
Optional Life	MetLife		Fully Insured	6045 have elected optional life		
Long-term Disability	MetLife		Fully Insured			

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst	Point of Service (POS)	Self Insured	333	387	399
Medical	Carefirst	Indemnity	Self Insured	5	1	0
Medical	United Health	HMO	Self Insured	123	137	106
Medical	Kaiser	HMO	Fully Insured	46	25	23
Prescription	CVS Caremark		Self Insured	412	479	475
Dental	CIGNA	PPO	Self Insured	526	580	553
Vision	Eyemed	Vision Discount Plan - All retirees have access to this free discount plan		156	231	224
Life	MetLife	A reduced benefit from when they were active, all retirees with benefits have some life insurance.	Fully Insured			
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst	Point of Service (POS)	Self Insured	1,656	1,410	79
Medical	Carefirst	Indemnity	Self Insured	282	97	1
Medical	United Health	HMO	Self Insured	362	409	21
Medical	Kaiser	HMO	Fully Insured	179	126	10
Prescription	SilverScript		Self Insured	1,927	1,762	94
Dental	CIGNA	PPO	Self Insured	2,590	2,371	124
Vision	Eyemed	Vision Discount Plan - All retirees have access to this free discount plan. Vision Insured plan		1,941	1,348	27
Life		A reduced benefit from when they were active, all retirees with benefits have some life insurance.				
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	\$1,000,000 and stop loss is with each insurance carrier (Carefirst and UnitedHealth Care).
What is the maximum dental benefit per member per year?	\$2,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	24 months for frames, 12 months for lenses
Does the medical/prescription plan maintain grandfathered status under ACA?	Yes
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	None
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	None
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Optional Life Insurance. Short-Term Disability and Critical Illness through AFLAC for unrepresented and IAFF employees only (terminating 10/1/24 per collective bargaining)

FY 2025 Maryland County Government Health Benefits Survey

Prince George's

Person Responding:	Paula Polson
Title:	Sr. HR Analyst
Phone:	301-883-6380
Email:	BENEFITS@co.pg.md.us

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna, Kaiser	PPO, HMO	Self Insured	2,306	1,018	1,749
Prescription	Express Scripts		Self Insured	2,076	949	1,700
Dental	Aetna	PPO, HMO	Self Insured	2,313	1,061	1,742
Vision	VSP		Self Insured	2,215	1,036	1,763
Life	Metlife		Fully Insured	6,335	N/A	N/A
Long-term Disability	Metlife		Fully Insured	1,321	N/A	N/A

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna, Kaiser	PPO, HMO	Self Insured	504	513	557
Prescription	Express Scripts		Self Insured	562	579	623
Dental	Aetna	PPO, HMO	Self Insured	532	546	613
Vision	VSP		Self Insured	545	572	658
Life	Metlife		Fully Insured	2,100	N/A	N/A
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna, Kaiser	PPO, HMO	Self Insured	1,288	950	61
Prescription	Express Scripts		Self Insured	1,392	1,040	59
Dental	Aetna	PPO, HMO	Self Insured	1,217	985	60
Vision	VSP		Self Insured	1,525	1,195	74
Life	Metlife		Fully Insured	2,300	N/A	N/A
Long-term Disability	N/A					

Additional Health Benefits Questions

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
What is the maximum dental benefit per member per year?	HMO: no max PPO: \$1500/person
Does the vision benefit provide for an eye exam every 12 or 24 months?	12
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Frames: 24 Lenses: 12
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Mandatory Generic drugs, Robust wellness/preventative care benefits
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Medicare Advantage plans (Kaiser), EGWP
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	supplemental life insurance; spouse and dependent life; extra life supplemental; critical incident/accident/whole life insurance, financial/legal plan; 457 deferred comp savings program; short term disability; paid family leave; flexible spending accounts

FY 2025 Maryland County Government Health Benefits Survey

Queen Anne's

Person Responding:	Beverly Churchill
Title:	Director, Human Resources
Phone:	410-758-4406
Email:	bchurchill@gac.org

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	CareFirst	EPO/PPO	Self Insured	214	113	182
Prescription	CareFirst CVS					
Dental	CareFirst					
Vision	DavisVision					
Life	Lincoln	Term Life	Fully Insured	629	n/a	n/a
Long-term Disability	The Standard	Voluntary Benefit	Fully Insured	232	n/a	n/a

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	CareFirst	EPPO/PPO	Self Insured	31	18	14
Prescription	CareFirst CVS					
Dental	CareFirst					
Vision	DavisVision					
Life	N/A					
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	CareFirst	Medicare Advantage	Self Insured	93	53	0
Prescription	Express Scripts					
Dental	CareFirst					
Vision	DavisVision					
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst, \$250,000
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	July 2023 Opened Primary Care Health Center, & started onsite Vision Clinic for employee
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	July 2023 Opened Primary Care Health Center retirees on our health plan can use
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Accident Insurance, Hospital Indemnity, Critical Illness, Whole Life, Long-term Disability. Short-term Disability, FSA, Identity Theft

FY 2025 Maryland County Government Health Benefits Survey

St. Mary's

Person Responding:	Heather Schrader
Title:	Benefits Administrator
Phone:	301-475-4200 ext. 1111
Email:	Benefits@stmaryscountymd.gov

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	HMO Open Access and BlueChoice Advantage	Self Insured	357	365	972
Prescription	CareFirst	covered under medical	Self Insured	357	365	972
Dental	CareFirst	PPO and Traditional Plan	Self Insured	409	312	1,192
Vision	CareFirst Blue Vision		Self Insured	364	296	1,176
Life	Minnesota Life			824	0	0
Long-term Disability	Madison Life			824	0	0

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	HMO Open Access and BlueChoice Advantage	Self Insured	63	88	141
Prescription	CareFirst	covered under medical	Self Insured	63	88	141
Dental	CareFirst	PPO and Traditional Plan	Self Insured	106	220	107
Vision	CareFirst Blue Vision		Self Insured	126	246	114
Life	Minnesota Life			334 retirees total (including age 65+)	0	0
Long-term Disability	Madison Life			0	0	0

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	HMO Open Access and BlueChoice Advantage	Self Insured	287	0	0
Prescription	CareFirst	covered under medical	Self Insured	287	0	0
Dental	CareFirst	PPO and Traditional Plan	Self Insured	included above	included above	included above
Vision	CareFirst Blue Vision		Self Insured	included above	included above	included above
Life				334 retirees total (including age 65+)	0	0
Long-term Disability	Madison Life			0	0	0

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst: \$250 Specific
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Sponosred Everside health clinic for employees, retirees and their dependents
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Sponosred Everside health clinic for employees, retirees and their dependents
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental life, whole life with chronic care rider, accident, hospitalization, critical illness, Employee Assistance Program, Flexible Spending account, 457b deferred comp., identity theft protection

FY 2025 Maryland County Government Health Benefits Survey

Somerset

Person Responding:	Jamie Manaia
Title:	HR Director
Phone:	410-651-5131
Email:	Jmanaia@somersetmd.us

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst BCBS	HMO	Fully insured	107	24	14
Prescription						
Dental	Integra			116	24	13
Vision	Integra			99	23	8
Life	OneAmerica/TransAmerica				12	
Long-term Disability						

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst BCBS	HMO	Partially Self Insured	8	4	
Prescription						
Dental	Integra			1	1	
Vision	Integra			2	2	
Life						
Long-term Disability						

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst BCBS	HMO	Partially Self Insured	40	16	
Prescription						
Dental	Integra			17	5	
Vision	Integra			14	5	
Life						
Long-term Disability						

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	
What is the maximum dental benefit per member per year?	
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	OneAmerica and TransAmerica Life Insurance, AFLAC

FY 2025 Maryland County Government Health Benefits Survey

Talbot

Person Responding:	Shari Bobb
Title:	Benefits Manager
Phone:	410-770-8014
Email:	sbibb@talbotcountymd.gov

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	Open Access Plus	Self Insured	103	66	88
Prescription	Cigna	Open Access Plus	Self Insured	103	66	88
Dental	SunLife Dental	PPO	Self Insured	104	67	87
Vision	UnitedHealthcare	PPO	Self Insured	97	63	72
Life	SunLife		Fully Insured	313		
Long-term Disability	SunLife		Fully Insured	137		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Cigna	Open Access Plus	Self Insured	9	9	3
Prescription	Cigna	Open Access Plus	Self Insured	9	9	3
Dental	SunLife Dental	PPO	Self Insured	12	9	3
Vision	N/A					
Life				*		
Long-term Disability						

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Integra			51	29	4
Prescription	Integra			51	29	4
Dental	SunLife Dental	PPO		34	28	3
Vision	N/A					
Life				*104 Combined total with U65		
Long-term Disability						

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	Cigna - \$150,000 deductible, under \$50,000 \$1,821
What is the maximum dental benefit per member per year?	\$1,500
Does the vision benefit provide for an eye exam every 12 or 24 months?	12
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Eyeglass Lenses Once every 12 months Frames Once every 24 months Contact Lenses instead of Eyeglasses Once every 12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	no
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	None at this time
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	None at this time
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	supplemental life (EE, Spouse, Child) insurance, long term care insurance, cancer insurance

FY 2025 Maryland County Government Health Benefits Survey

Washington

Person Responding:	Brittany Price
Title:	Retirement Coordinator
Phone:	240-313-2358
Email:	bprice@washco-md.net

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	HMO, PPO	Self Insured	238	171/342	341/909
Prescription	CVS Caremark	One Plan (grouped with Medical)	Self Insured	238	171/342	341/909
Dental	Delta Dental	PPO, Flex	Self Insured	236	168/336	321/856
Vision	EyeMed	12 Month, 24 Month	Fully Insured	221	165/330	313/837
Life	The Hartford	1 X Annual Salary with Max of \$100,000	Fully Insured	862		
Long-term Disability	The Hartford	Base Plan 40%	Fully Insured	862		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Aetna	HMO, PPO	Self Insured	29	26/52	16/39
Prescription	CVS Caremark	One Plan (grouped with Medical)	Self Insured	29	26/52	16/39
Dental	Delta Dental	PPO, Flex	Self Insured	30	29/58	16/35
Vision	EyeMed	12 Month, 24 Month	Fully Insured	32	29/58	16/35
Life	The Hartford	If taking any Health Coverages above, they receive coverage through	Fully Insured	78	Offered on the retiree only	Offered on the retiree only
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	N/A					
Prescription	N/A					
Dental	N/A					
Vision	N/A					
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	HM Insurance- \$175,000
What is the maximum dental benefit per member per year?	\$1,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	We have both options to choose from.
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	We have both options to choose from.
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	Have incorporated strategies recommended by our prescription plan CVS Caremark and benefit consultant, CBIZ
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Have incorporated strategies recommended by our prescription plan CVS Caremark and benefit consultant, CBIZ
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Long Term Disability Buy-Up Coverage, Nationwide 457 Plan

FY 2025 Maryland County Government Health Benefits Survey

Wicomico

Person Responding:	Donna O'Hara
Title:	Director of Human Resources
Phone:	410-334-3105
Email:	dohara@wicomicocounty.org

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	PPO	Self Insured	266	104	98
Prescription	CareFirst	PPO	Self Insured	266	104	98
Dental	CareFirst	PPO	Self Insured	266	104	98
Vision	CareFirst	PPO	Self Insured	266	104	98
Life	Mutual of Omaha & American Fidelity	Voluntary group life insurance & whole life	Fully Insured		n/a	n/a
Long-term Disability	Mutual of Omaha		Fully Insured	568	n/a	n/a

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	CareFirst	PPO	Self Insured	52	21	11
Prescription	CareFirst	PPO	Self Insured	52	21	11
Dental	CareFirst	PPO	Self Insured	52	21	11
Vision	CareFirst	PPO	Self Insured	52	21	11
Life	N/A					
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	United healthCare	PPO	Fully Insured	254	N/A	N/A
Prescription	United healthCare	PPO	Fully Insured	254	N/A	N/A
Dental	CareFirst	PPO	Self Insured	241	N/A	N/A
Vision	CareFirst	PPO	Self Insured	241	N/A	N/A
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst BlueCross BlueShield - stop loss - \$225,000
What is the maximum dental benefit per member per year?	\$1,000/ per member
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	12 months
Does the medical/prescription plan maintain grandfathered status under ACA?	yes
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	participate in a consortium group
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	participate in a consortium group
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	American Fidelity - supplemental life, long-term care, cancer, accident, short-term disability, hospital indemnity, critical illness, 457b, FSA

FY 2025 Maryland County Government Health Benefits Survey

Worcester

Person Responding:	Stacey Norton
Title:	Human Resources Director
Phone:	410-632-0090 ext 1401
Email:	snorton@co.worcester.md.us

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst Blue Cross/Blue Shield	Blue Preferred PPO	Self Insured	555	386	656
Prescription	CVS/Caremark		Self Insured	555	386	656
Dental	Carefirst Blue Cross/Blue Shield		Self Insured	763	534	622
Vision	VSP		Fully Insured	191	129	122
Life	Guardian		Self Insured			
Long-term Disability	Guardian		Self Insured			

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst Blue Cross/Blue Shield	Blue Preferred PPO	Self Insured	132	64	46
Prescription	CVS/Caremark		Self Insured	132	64	46
Dental	Carefirst Blue Cross/Blue Shield		Self Insured	61	71	113
Vision	VSP		Fully insured	21	18	18
Life	N/A					
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/#dependents)	On Family Plans (#employees/#dependents)
Medical	Carefirst Blue Cross/Blue Shield	Carefirst Blue Cross/Blue Shield Medicare Advantage plan-only individual coverage	Self Insured	1,197	0	0
Prescription	CVS/Caremark		Self Insured	1,197	0	0
Dental	Carefirst Blue Cross/Blue Shield		Self Insured	246	185	10
Vision	VSP		Self Insured	61	69	6
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	CareFirst Blue Cross Blue Shield is the stop-loss carrier.
What is the maximum dental benefit per member per year?	We have 2 plans - a \$1,000 annual plan and a \$1,500 annual plan
Does the vision benefit provide for an eye exam every 12 or 24 months?	12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	eyeglasses every 24 months
Does the medical/prescription plan maintain grandfathered status under ACA?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	We offer voluntary AFLAC plans by payroll deduction, supplemental life insurance, free financial advisors, and for FY 24, a \$1K match to deferred compensation/Roth IRA plans for county active employees only
Additional Comments:	Our plan includes actives and retirees for Worcester County Government and the Board of Education. We also include active employees for the Worcester County Commission on Aging (we don't cover their retirees). The plans is the same for actives and retirees under 65. We don't offer a HMO or High Deductible plans. Dental and Vision costs are paid 100% by the employees and are not funded by the County at all. Employees hired after 7/1/15 have a 80/20 cost share and those hired prior to 6/30/15 have a 90/10 cost share. New hires after 11/1/07 need 15 years of service to stay on the health care when they retire. Those hired 10/31/07 or before, need 5 years of service to remain on the health care at retirement. New hires after 10/1/17 can have dependents remain on their insurance at retirement but the dependents have to pay 100% of the cost share.

FY 2025 Maryland County Government Health Benefits Survey

MNCPPC

Person Responding:	Cynthia Henderson
Title:	Corporate Benefits Specialist III
Phone:	301-454-1685
Email:	cynthia.henderson@mncppc.org

Active Employees

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	1- UnitedHealthcare 2- Kaiser Permanente	1- EPO and POS 2- HMO	1- Self-Insured 2- Fully Insured	897	411/411	649/882
Prescription	Caremark CVS	Tier/Co-Pay	Self-Insured	622	337/337	580/1588
Dental	Delta Dental	HMO and PPO	Fully Insured	764	390/390	659/1234
Vision	EyeMed		Fully Insured	792	419/419	591/1682
Life	Securian Financial		Fully Insured	2,340		
Long-term Disability	MetLife		Fully Insured	2,340		

Retirees - under age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	1- UnitedHealthcare 2- Kaiser Permanente	1- EPO and POS 2- HMO	1- Self-Insured 2- Fully Insured	150	138/138	75/275
Prescription	Caremark CVS	Tier/Co-Pay	Self-Insured	117	111/111	83/224
Dental	Delta Dental	HMO and PPO	Fully Insured	121	135/135	78/198
Vision	EyeMed		Fully Insured	666*	600/600*	96/238*
Life	N/A					
Long-term Disability	N/A					

Retirees - over age 65

	Provider	Type of Plan (HMO, PPO, High Deductible, etc.)	Are Plans Fully Insured or Self Insured?	On Single Plans (#employees)	On Two-person Plans (#employees/# dependents)	On Family Plans (#employees/# dependents)
Medical	1- UnitedHealthcare 2- Kaiser Permanente	1- EPO and POS 2- HMO	1- Self-Insured 2- Fully Insured	569	432/432	17/38
Prescription	SilverScript	EGWP	Self-Insured	1352		
Dental	Delta Dental	HMO and PPO	Fully Insured	565	498/498	30/91
Vision	EyeMed		Fully Insured	* All Retirees Included above	* All Retirees Included above	* All Retirees Included above
Life	N/A					
Long-term Disability	N/A					

Additional Health Benefits Questions

If your county self-insures, who is your stop-loss carrier and what are the specific and aggregate attachment points of your policy?	UnitedHealthcare: Specific- \$450,000 Aggregate: 125%
What is the maximum dental benefit per member per year?	\$2,000
Does the vision benefit provide for an eye exam every 12 or 24 months?	Every 12 months
Does the vision benefit provide for an eyeglasses/contacts every 12 or 24 months?	Every 12 months under the Moderate and High Level Plans. Every 24 months under the Low Level Plan.
Does the medical/prescription plan maintain grandfathered status under ACA?	No.
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	PrudentRx: Uses copay optimization to reduce employer spend on specialty drugs (average 25%), while simultaneously using manufacturer copay coupon cards to reduce plan participant's out-of-pocket cost (\$0.00) if the participant is enrolled in the plan. If the participant is not enrolled in the plan they will pay 30% coinsurance. Participant must get prescriptions filled at Exclusive Caremark Specialty pharmacies. Applies to specialty medications such as those for Hepatitis C, Autoimmune Conditions, Oncology and Multiple Sclerosis.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Supplemental Life Insurance (1,2,3,4,5,6,7,8 times base annual salary, maximum \$750,000), Dependent Life Insurance (Spouse/Child - \$10,000/ \$5,000, \$20,000/\$10,000,\$30,000/\$15,000), Legal Resources Pre-Paid Legal Plan



Fiscal 2025 Survey

County Employee Retirement Plans and Pensions

The following county pension programs are profiled in this survey:

Anne Arundel County
Baltimore City
Baltimore County
Calvert County
Caroline County
Carroll County
Cecil County
Charles County
Frederick County
Garrett County
Harford County
Howard County
Maryland National Capital Parks & Planning Commission
Montgomery County
Prince George's County
St. Mary's County
Washington County
Wicomico County

The following counties participate exclusively in the Maryland State Pension System plans:

Allegany County
Dorchester County
Kent County
Queen Anne's County
Somerset County
Talbot County
Worcester County

The following definitions provided for reference:

Social Security	The employees of the county contribute to Social Security.
Plan Formula	How the pension calculation is established.
Creditable Service	Credited service. Credited service includes regular service, purchased service, transferred and unused sick leave up to a certain limit. The maximum years of credited service allowed is retirement plan.
Disability Provision Earnings	Pension benefit for employees that become disabled during employment.
Earnings Include	The types of pay included in the pension calculation.
AFC	Average final compensation
Average Period for AFC	The number of earnings years included in the calculation.
Normal Retirement Age	The parameters that must be met to qualify for a pension benefit.
Employee Contributions	The amount per payroll period the employee contributes to the pension.
Cost-of-Living Increases	Annual adjustment of pension benefit based on changes to the Consumer Price Index (CPI). Cost-of-Living Increases may be capped as provided by the pension plan document.

FY 2025 Summary of Maryland State Pension Plans

Benefit	Employees' Pension System	Law Enforcement Officers' Pension System (LEOPS)	Correctional Officers' Pension System (CORS)
Social Security (employees subject to withholding)	Yes	Yes	Yes
Plan Formula	EE's hired prior to 7/1/2011: 1.2% x AFC x Years of Service prior to 7/1/1998 + 1.8% AFC x Years of Service on or after 7/1/1998. EE's hired on or after 7/1/2011: 1.5% x AFC x Years of Service.	2% up to 32.5 years - 65% maximum	1/55 x AFC x Years of Service
Disability Provision	Yes	Yes	Yes
Earnings Include	Base Earnings	Base Earnings	Base Earnings
Average Period for AFC	EE's hired prior to 7/1/2011: average of highest 3 consecutive years. EE's hired on or after 7/1/2011: average of highest 5 consecutive years.	EE's hired prior to 7/1/2011: average of highest 3 consecutive years. EE's hired on or after 7/1/2011: average of highest 5 consecutive years.	EE's hired prior to 7/1/2011: average of highest 3 consecutive years. EE's hired on or after 7/1/2011: average of highest 5 consecutive years.
Normal Retirement Age	EE's hired prior to 7/1/2011: 30 years of service, regardless of age, or age 62 with 5 years of service. EE's hired on or after 7/1/2011: Rule of 90 (age and years of service must equal 90) or age 65 with 10 years of service.	Age 50 or 25 years of service. Includes a DROP plan option.	20 years of service, regardless of age, or age 55 with 5 years of service.
Employee Contributions	7%	7%	5%
Cost-of-Living Increases	For service earned prior to 7/1/2011: up to 3% compounded annually. For service earned on or after 7/1/2011: up to 2.5%, compounded annually, if the SRPS meets its assumed rate of return on investments; up to 1% if the SRPS does not meet its assumed rate of return.	For service earned prior to 7/1/2011: up to 3% compounded annually. For service earned on or after 7/1/2011: up to 2.5%, compounded annually, if the SRPS meets its assumed rate of return on investments; up to 1% if the SRPS does not meet its assumed rate of return.	For service earned prior to 7/1/2011: unlimited COLA compounded annually. For service earned on or after 7/1/2011: up to 2.5%, compounded annually, if the SRPS meets its assumed rate of return on investments; up to 1% if the SRPS does not meet its assumed rate of return.

FY 2025 Maryland County Government Pension Survey

Anne Arundel

Person Responding:	Kelly Lovett
Title:	Assistant Personnel Officer, Pension and Benefits
Phone:	(410) 222-7595
Email:	pelove23@aacounty.org

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No**

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)	Yes	No	Yes	Yes
Plan Formula	2% x AFC x Cred. Svc., Maximum: 60% x AFC	2.5% x AFC x Cred. Svc. up to 20 years, then 2.0% x AFC x Cred. Svc., Maximum: 70% x AFC	2.5% x AFC x Cred. Svc. up to 20 years, then 2.0% x AFC x Cred. Svc., Maximum: 70% x AFC	2.5% x AFC x Cred. Svc. up to 20 years, then 2.0% x AFC x Cred. Svc., Maximum: 70% x AFC
Disability Provision	Service-Connected and Non-Service Connected	Service-Connected and Non-Service Connected	Service-Connected and Non-Service Connected	Service-Connected and Non-Service Connected
Earnings Include	Base Pay	Base Pay	Base Pay	Base Pay
Average Period for AFC	Highest 3	Highest 3	Highest 3	Highest 3
Normal Retirement Age	30 years of service, or age 60 with 5 years (10 years if hired after 7/1/2015)	20 years of service, or age 50 with 5 years	20 years of service, or age 50 with 5 years	20 years of service, or age 50 with 5 years
Employee Contributions	4%	7.25%	6.27%	7.25%
Cost-of-Living Increases	60% CPI to a maximum of 2.5%	60% CPI to a maximum of 2.5%	60% CPI to a maximum of 2.5%	60% CPI to a maximum of 2.5%

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Yes. Extended the DROP participation period for a seventh year for participants in the Police plan. For Fire and Police plans, DROP participants who exit DROP prior to their initial DROP term to pay contributions missed during their DROP participation period (i) through an offset to their monthly pension benefit until the full amount of missed contributions is paid; (ii) through payroll deductions for a period of up to three years; or (iii) in a lump sum at the time of DROP exit or retirement, whichever is later. Participants who receive disability retirement during their DROP participation period will have the option to pay missed contributions (i) through an offset to their monthly pension benefit until the full amount of missed contributions is paid; or (ii) in a lump sum at the time of retirement. For Fire and Police plans, employees who terminated employment and return within a 12 month period are now permitted to redeposit the pension contributions that they were repaid at termination and keep pre-termination service credit. For general/civilian pension plan, employees who terminate while eligible for early retirement, but before NRA, to elect to keep contributions in plan until NRA. For all plans, allow retirees from classified service who, after 90 day break in service, are rehired in another classified position than the one from which they retired, or for public safety retirees rehired into a civilian classified position or in a position in another department, to continue receiving their pension benefit and earn a second pension benefit during the period of re-employment.

**FY 2025 Maryland County Government Pension Survey
Baltimore City**

Person Responding:	David A Randall
Title:	Executive Director
Phone:	443-984-3180
Email:	drandall@bcers.org

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No**

Benefit	General/Civilian- Pension Class C	General/Civilian- Hybrid (Pension Class D & 401(a))	General/Civilian- Non Hybrid 401(a)	Law Enforcement & Fire/EMS
Social Security (employees subject to withholding)	Eligible	Eligible	Eligible	N/A
Plan Formula	Class C: 1.6% x AFC x YOS up 30 years / 1.85% x AFC x YOS beyond 30 years	Class D: 1% x AFC x YOS / 1.1% x AFC x YOS if age 62 or older with at least 20 YOS & 401a: Members receive a 3% employer contribution each pay period into a 401(a) account that they have the ability to choose how to invest. As long as the member is vested when separating service, they are able to access their account proceeds through many different distribution options.	The Non-Hybrid plan consists of a 5% employee contribution, a 4% employer contribution, and a possible additional employer contribution up to 1% each pay period that members have the ability to choose how to invest. As long as the member is vested when separating service, they are able to access their account proceeds through many different distribution options.	2.5 % X AFC X first 20 years of service plus 2% X AFC X years of service over 20 (*AFC = Average Final Compensation)
Disability Provision	LOD: Member's injury on job sustains 50% total anatomical loss of one body part or functions or 25% loss of 2 body parts or functions- Benefit= 66 2/3% x AFC NLOD: Member with 5 YOS credit for permanent mental/physical disability non work related - Benefit = The greater of 15% x AFC or 1.6% x AFC x YOS	Class D - LOD: Member's injury on job sustains 50% total anatomical loss of one body part or functions or 25% loss of 2 body parts or functions- Benefit= 66 2/3% x AFC Class D - NLOD: Member with 5 YOS credit for permanent mental/physical disability non work related - Benefit = The greater of 15% x AFC or 1% x AFC x YOS 401(a): Members become fully vested in any employer contributions received, regardless of length of service, if they provide a Social Security Administration determination of disability letter. The disability has to have occurred while they were an active employee.	Members become fully vested in any employer contributions received, regardless of length of service, if they provide a Social Security Administration determination of disability letter. The disability has to have occurred while they were an active employee.	Yes. Various types and requirements
Earnings Include	Pensionable Annual Salary	Class D: Pensionable Annual Salary 401(a): Annual Earnable Compensation	Earnable Compensation per pay period. Earnable Compensation consists of all the payroll elements that would constitute an employee's annual salary.	N/A
Average Period for AFC	Average of Highest 3 Consecutive January 1 Annual Salaries	Class D: Average of Highest 3 Consecutive January 1 Annual Salaries 401(a): N/A, AFC is not used for defined contribution plans.	N/A- AFC is not used for the Non-Hybrid 401(a) as it is a defined contribution plan.	36 Months
Normal Retirement Age	Age 65 with at least 5 years of membership service or 30 years of membership service regardless of age	Class D: Age 65 with at least 5 years of membership service or 30 years of membership service regardless of age 401(a): Age 65. Employees become vested in the employer contributions received in their 401(a) after being credited with 5 years of service or upon reaching age 65.	Age 65. Employees become vested in the employer contributions after being credited with 5 years of service or upon reaching age 65	Varies depending on years of service
Employee Contributions	5% of Annual Pensionable Earnings	Class D: 5% of Annual Pensionable Earnings 401(a): 5% of Annual Earnable Compensation	5% of Earnable Compensation per pay period	10%

Baltimore City cont'd

<p>Cost-of-Living Increases</p>	<p>Retiree/Beneficiary Under Age 65: 1.5% Annual Increase on January 1 after one year of retirement - Retiree/Beneficiary Age 65 & Older: 2% Annual Increase on January 1 after one year of retirement</p>	<p>Class D: Retiree/Beneficiary Under Age 65: 1.5% Annual Increase on January 1 after one year of retirement - Class D: Retiree/Beneficiary Age 65 & Older: 2% Annual Increase on January 1 after one year of retirement 401(a): N/A, no cost of living increases for defined contribution plans.</p>	<p>N/A- The Non-Hybrid 401(a) is a defined contribution plan and does not have cost of living increases.</p>	<p>Age 0-55 - 0% Age 55-65 - 1% Over 65 - 2%</p>
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Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

No changes.

**FY 2025 Maryland County Government Pension Survey
Baltimore County**

Person Responding:	Patricia Razo
Title:	Financial Operations Supervisor
Phone:	410-887-8246
Email:	privas-razo@baltimorecountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No**

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)	Yes	Post 4/1/86 Health only	Post 4/1/86 Health only	Yes
Plan Formula	1/70 the AFC x CS	If YOS=>20 then 50% AFC + 2% x AFC xCS (yrs>20 and less than 25 yrs) and 3% AFC for CS>25. If YOS <20 and age 60 w/10 yrs CS, then 2%/ yr	50% minimum AFC at normal retirement + 2% AFC for CS >20 yrs and <25 + 3% AFC for CS>25	If YOS=>20 then 50% AFC + 2% x AFC xCS (yrs>20 but less than 30 yrs) + 3% of AFC for CS >30 yrs. If YOS <20 and age 60 w/10 yrs CS, then 2%/ yr.
Disability Provision	Ordinary - 10 years of CS Accidental - immediate	Ordinary - 10 yrs of CS Accidental - immediate	Ordinary - 10 yrs of CS Accidental - immediate	Ordinary - 10 yrs of CS Accidental - immediate
Earnings Include	Base Pay	Base Pay	Base Pay	Base Pay
Average Period for AFC	All at Highest 36 full consecutive months	All at Highest 12 consecutive months	All at Highest 36 consecutive months	All at Highest 12 consecutive months
Normal Retirement Age	35 yrs of CS without reference to age or age 67 with a minimum of 10 years of CS	25 yrs of CS without reference to age or Age 60 with minimum of 10 years of CS	25 yrs of CS without reference to age or age 67 with minimum 10 years of CS	30 yrs of CS without reference to age or Age 60 with a minimum of 10 years of CS
Employee Contributions	7.00%	10.8% if hired <7/1/14 or 11.3% if hired >6/30/14	1-C 9.5% hired between <6/30/2011 or 11% if hired after 7/1/2011 VI 8.5% hired <6/30/2011 or 10% if hired after 7/1/2011	10.28% if hired <7/1/11 or 10.78% if hired >6/30/11
Cost-of-Living Increases	Depends on investment performance, up to 3% max based on the CPI-U for the 12 months ending in December (0% if service <25 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.	Depends on investment performance, up to 3% max based on the CPI-U for the 12 months ending in December (0% if service <25 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.	Depends on investment performance, up to 3% max based on the CPI-U for the 12 months ending in December (0% if service <25 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.	Depends on investment performance, up to 3% max based on the CPI-U for the 12 months ending in December (0% if service <25 yrs). Not eligible for 5 years for non-DROP retirees or 4 years for DROP retirees.

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Bill 42-24 Beginning July 1, 2024, the minimum retirement allowance for a Police Officer on PS IV shall be equal to sixty-six and two thirds ($66 \frac{2}{3}$) percent of the member's average final compensation plus one-fiftieth (1.50) of the member's average final compensation multiplied by the number of years of creditable service in excess of twenty-eight years and four months.

FY 2025 Maryland County Government Pension Survey

Calvert

Person Responding:	Sherrie Myers
Title:	Benefits Specialist II
Phone:	410-535-1600 ext. 2257
Email:	sherrie.myers@calvertcountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No**

Benefit	General/Civilian	Sheriff's Office Pension Plan	Corrections (under the Sheriff's Office Pension Plan)	EMS (No Fire)
Social Security (employees subject to withholding)	Yes	Yes	Yes	Yes
Plan Formula	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Yrs 1-20 = 2.4% x AFC x CS; Yrs 21-27 = 2% x AFC x CS	Defined Contribution Plan - Employer contributes 5% and Employee contributes 3%
Disability Provision	Must be awarded Social Security Disability, used for OPEB purposes	Active Members who incur a Total Disability in the line of active duty after June 30, 2005 shall equal 70% of Final Average Earnings as of the date of Total Disability for the first twenty-four months and 58% of Final Average Earnings as of the date of Total Disability after the first twenty-four months. Any Active Member who applies for and receives a Disability Retirement Pension and subsequently becomes eligible for total and permanent disability benefits under the Federal Social Security Act may apply for and begin receiving a Disability Retirement benefit (70%).	Active Members who incur a Total Disability in the line of active duty after June 30, 2005 shall equal 70% of Final Average Earnings as of the date of Total Disability for the first twenty-four months and 58% of Final Average Earnings as of the date of Total Disability after the first twenty-four months. Any Active Member who applies for and receives a Disability Retirement Pension and subsequently becomes eligible for total and permanent disability benefits under the Federal Social Security Act may apply for and begin receiving a Disability Retirement benefit (70%).	Must be awarded Social Security Disability, used for OPEB purposes
Earnings Include	Base Pay	Base Pay	Base Pay	Base Pay
Average Period for AFC	N/A	Highest 3 of last 5	Highest 3 of last 5	N/A
Normal Retirement Age	Rule of 80: Must be age 55 with 10 years of service, minimum. Age and years of service must equal 80, used for OPEB purposes	Age 55 or 25 yrs of service	Age 55 or 25 yrs of service	Rule of 80: Must be age 55 with 10 years of service, minimum. Age and years of service must equal 80, used for OPEB purposes
Employee Contributions	3% of pay	8% of pay	8% of pay	3% of pay
Cost-of-Living Increases	N/A	3% or CPI - whichever is less	3% or CPI - whichever is less	N/A

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

No

**FY 2025 Maryland County Government Pension Survey
Carroll**

Person Responding:	Werner Mueller
Title:	Retirement Plans Manager
Phone:	410-386-2129
Email:	wmueller@carrollcountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No**

Benefit	General/Civilian	Law Enforcement & Corrections	Corrections	Fire/EMS
Social Security (employees subject to withholding)	Yes	Yes	Yes	Yes
Plan Formula	Cred. Svce X 1.6% X Avg. Final Comp. (AFC)	Cred. Svce X 1.9% (yrs. 1-15) X AFC, plus Cred. Svce X 2.2% (yrs. 16-25) X AFC, plus Cred. Svce X 2.0% (26 yrs+) X AFC.	Cred. Svce X 1.9% (yrs. 1-15) X AFC, plus Cred. Svce X 2.2% (yrs. 16-25) X AFC, plus Cred. Svce X 2.0% (26 yrs+) X AFC.	Cred. Svce X 1.9% (yrs. 1-15) X AFC, plus Cred. Svce X 2.2% (yrs. 16-25) X AFC, plus Cred. Svce X 2.0% (26 yrs+) X AFC.
Earnings Include	Base salary.	Base salary.	Base salary.	Base salary.
Average Period for AFC	Average of highest 3 consecutive years	Average of highest 3 consecutive years	Average of highest 3 consecutive years	Average of highest 3 consecutive years
Normal Retirement Age	Earlier of 30 years of Eligible Service, or Age 62 with 7 years of Eligible Service	Earlier of 25 years of Eligible Service, or Age 55 with 15 years of Eligible Service	Earlier of 25 years of Eligible Service, or Age 55 with 15 years of Eligible Service	Earlier of 25 years of Eligible Service, or Age 55 with 15 years of Eligible Service
Employee Contributions	5% of base pay.	8% of base pay.	8% of base pay.	8% of base pay.
Cost-of-Living Increases	Maximum of 2% per year.	Maximum of 2% per year.	Maximum of 2% per year.	Maximum of 2% per year.

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

No changes.

FY 2025 Maryland County Government Pension Survey

Cecil

Person Responding:	Sandy Biggs
Title:	Benefits Coordinator
Phone:	410.996.8480
Email:	sbiggs@cecilcountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes (general /civilian only)

Benefit	General/Civilian	Law Enforcement	Corrections	EMS and 911 Dispatch - No Fire
Social Security (employees subject to withholding)	Yes	Yes	Yes	Yes
Plan Formula	State Pension	2% of AFC x creditable service, up to maximum of 25 years of service.	2% of AFC x creditable service, up to maximum of 25 years of service.	2% of AFC x creditable service, up to maximum of 25 years of service.
Disability Provision		Ordinary (5 yes of services) 35%; accidental 66 2/3%.	Ordinary (5 yes of services) 35%; accidental 66 2/3%.	Ordinary (5 yes of services) 35%; accidental 66 2/3%.
Earnings Include		Base Salary	Base Salary	Base Salary
Average Period for AFC		3 highest consecutive years of earnings	3 highest consecutive years of earnings	3 highest consecutive years of earnings
Normal Retirement Age		Age 55 with 5 years of service, or 25 years of service	Age 55 with 5 years of service, or 25 years of service	Age 55 with 5 years of service, or 25 years of service
Employee Contributions		8%	8%	8%
Cost-of-Living Increases		Up to 2%	Up to 2%	Up to 2%

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

FY 2025 Maryland County Government Pension Survey
Charles

Person Responding:	Kim Pelczar
Title:	Benefits Administrator
Phone:	
Email:	pelczark@charlescountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No**

Benefit	General/Civilian	Law Enforcement	Corrections	EMS ONLY
Social Security (employees subject to withholding)	Yes	Yes	Yes	Yes
Plan Formula	1.5% of FAE times number years 1-5; 1.75% for years 6-10; 2.0% for years 11-15; 2.25% for years 16-20; and 2.5% of FAE multiplied by numbers of years over 20	3% of FAE times years of service up to 20 years, plus 2% of FAE times years of service in excess of 20 but less than 30	2.25% of FAE x years of service	2.50% of FAE x years of service
Disability Provision	No	See Attachment	See Attachment	See Attachment
Earnings Include	Base Salary	Base Salary	Base Salary	Base Salary
Average Period for AFC	3 highest consecutive July 1 salaries for 10 years prior to retirement	3 highest consecutive July 1 salaries for 5 years prior to retirement	3 highest consecutive July 1 salaries for 5 years prior to retirement	3 highest consecutive July 1 salaries for 5 years prior to retirement
Normal Retirement Age	Age 60 w/20 years of service or age 62 with 5 years	25 years of service or age 60	25 years of service or age 60	25 years of service or age 60
Employee Contributions	4%	8%	7%	8%
Cost-of-Living Increases	After you have been retired for at least 12 months prior to May 1	After you have been retired for at least 12 months prior to May 1	After you have been retired for at least 12 months prior to May 1	After you have been retired for at least 12 months prior to May 1

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

YES --- Added Animal Control Services to EMS Public Safety Plan; Added DROP to Corrections Plan

FY 2025 Maryland County Government Pension Survey

Frederick

Person Responding:	Robert Goff
Title:	HR Administrator
Phone:	301-600-1625
Email:	rgoff@frederickcountymd.gov
Fax:	301-600-2314

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes - Librarians Only

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)	Yes	Yes	Yes	Yes
Plan Formula	1.67% x HAC x service (36 year max) + sick leave (2 year max)	2.5% x HAC x service (up to 20 years) + 2.0% x HAC x service (up to next 8 years) + sick leave (2 year max)	2.5% x HAC x service (up to 20 years) + 2.0% x HAC x service (up to next 8 years) + sick leave (2 year max)	2.5% x HAC x service (up to 20 years) + 2.0% x HAC x service (up to next 8 years) + sick leave (2 year max)
Disability Provision	Ordinary (non-job related) - Must be vested. Benefit based on amount at Normal Retirement (NR). Line of Duty (job related) - Do not need to be vested. Injury compensable by Worker's Comp. Benefit 66 2/3% of HAC until NR and then based on amount at NR.	Ordinary (non-job related) - Must be vested. Benefit based on amount at Normal Retirement (NR). Line of Duty (job related) - Do not need to be vested. Injury compensable by Worker's Comp. Benefit 66 2/3% of HAC until NR and then based on amount at NR.	Ordinary (non-job related) - Must be vested. Benefit based on amount at Normal Retirement (NR). Line of Duty (job related) - Do not need to be vested. Injury compensable by Worker's Comp. Benefit 66 2/3% of HAC until NR and then based on amount at NR.	Ordinary (non-job related) - Must be vested. Benefit based on amount at Normal Retirement (NR). Line of Duty (job related) - Do not need to be vested. Injury compensable by Worker's Comp. Benefit 66 2/3% of HAC until NR and then based on amount at NR.
Earnings Include	Base earnings	Base earnings	Base earnings	Base earnings
Average Period for AFC	Highest consecutive 36 month average (HAC)			
Normal Retirement Age	65	55	55	55
Employee Contributions	6%	9%	9%	9%
Cost-of-Living Increases	Based on change in CPI as of March 1st with minimum of 1% and maximum of 3%	Based on change in CPI as of March 1st with minimum of 1% and maximum of 3%	Based on change in CPI as of March 1st with minimum of 1% and maximum of 3%	Based on change in CPI as of March 1st with minimum of 1% and maximum of 3%

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Vesting for the General/Civilian employees was reduced from 10 years to 5 years effective 7/1/24. DROP Plan for Fire/EMS changed where 5% of their 9% retirement contribution goes into their DROP account along with the monthly contribution and early exit penalty changed to a forfeit of employees DROP contributions.

FY 2025 Maryland County Government Pension Survey
Garrett

Person Responding:	Ashlee Thomas
Title:	Benefits Coordinator
Phone:	301-334-8980
Email:	anthomas@garrettcounty.md.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No**

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)	YES	YES	YES	YES
Plan Formula	1.67% x AFC x CS not to exceed 35 years	2% x AFC x CS not to exceed 30 years	2% x AFC x CS not to exceed 30 years	1.67% x AFC x CS not to exceed 35 years
Disability Provision				
Earnings Include	Base Pay	Base Pay	Base Pay	Base Pay
Average Period for AFC	36 calendar months out of most recent 120 months that = the highest average	36 calendar months out of most recent 120 months that = the highest average	36 calendar months out of most recent 120 months that = the highest average	36 calendar months out of most recent 120 months that = the highest average
Normal Retirement Age	Earlier of: 30 years of service or attain age 62 with 5 years of service	Earlier of: 25 years of services or attain age 62 with 5 years of service	Earlier of: 25 years of services or attain age 62 with 5 years of service	Earlier of: 30 years of service or attain age 62 with 5 years of service
Employee Contributions	3.39%	7.59%	7.59%	3.39%
Cost-of-Living Increases	Determined annually during budget deliberations			

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

No

FY 2025 Maryland County Government Pension Survey

Harford

Person Responding:	BETH GRIFFITH
Title:	BENEFITS MANAGER
Phone:	410-638-3202
Email:	bagriffith@harfordcountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? **Yes**

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)	Yes	Yes	Yes	Yes
Plan Formula	State Pension Plan	State Pension Plan LEOPS	2%xAFCxYRS	State Pension Plan
Disability Provision			ORDINARY - same formula with service projected to age 62	
Earnings Include			REGULAR EARNINGS	
Average Period for AFC			<2011 - highest three years >2011 - highest five years	
Normal Retirement Age			62	
Employee Contributions			9%	
Cost-of-Living Increases			Determined by Board of Trustees	

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

FY 2025 Maryland County Government Pension Survey

Howard

Person Responding:	Scott Southern
Title:	Retirement Coordinator
Phone:	410-313-2363
Email:	ssouthern@howardcountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No** (some limited exceptions)

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)				
Plan Formula	Average Compensation × 1.55% × Years of Creditable Service before 6/30/2012 PLUS Average Compensation × 1.66% × Years of Creditable Service after 7/1/2012	% of AFC based on years of svc: 20 = 50%, 21 = 53%, 22 = 57%, 23 = 62%, 24 = 68%, 25 = 75%; max is 80% for year 30 and over	Average Compensation × 2.5% × Creditable Service up to 20 years PLUS Average Compensation × 1.0% × Creditable Service between 20-30 years	% of AFC based on years of svc: 20 = 50%, 21 = 53%, 22 = 56%, 23 = 59%, 24 = 62%, 25 = 65%; max is 70% for year 30 and over
Disability Provision	Ordinary Disability if qualified, pays 33 1/3% of Final Average Compensation until age 65 or 5 years and then recalculated.	Ordinary Disability if qualified, is calculated the same as normal retirement benefits. The minimum disability benefit is 20% of AFC.	Ordinary Disability if qualified, pays 33 1/3% of Final Average Compensation until age 65 or 5 years and then recalculated.	Ordinary Disability if qualified, is calculated the same as normal retirement benefits. The minimum disability benefit is 20% of AFC.
Earnings Include	Base Salary	Base Salary	Base Salary	Base Salary
Average Period for AFC	Highest consecutive 36 months	Highest consecutive 36 months	Highest consecutive 36 months	Highest consecutive 36 months
Normal Retirement Age	62 or 30 Years of service	62 or 20 years of service	62 or 20 years of service	62 or 20 years of service
Employee Contributions	3%	11.60%	8.50%	7.70%
Cost-of-Living Increases	Up to 3% after being in retirement status for 1 full year. Awarded on July 1.	Up to 2% after being in retirement status for 1 full year. Awarded on July 1.	Up to 3% after being in retirement status for 1 full year. Awarded on July 1.	Up to 2% after being in retirement status for 1 full year. Awarded on July 1.

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Emergency communications dispatchers' Normal retirement date is now 25 years after 7/1/2027. Dispatcher contributions increased to 10%.

FY 2025 Maryland County Government Pension Survey
Montgomery

Person Responding:	Jameil Robinson
Title:	Retirement Analyst
Phone:	240-777-8234
Email:	jameil.robinson@montgomerycountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? **Yes (only non-public safety employees)**

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security				
Plan Formula	2% of Average Final Earnings * [years of credited service (up to 36 years) + sick leave credit (up to 2 years)]	2.4%*Average Final Earnings* years of credited service up to 36 years including sick leave credit up to 2 years.	2.6%*Average Final Earnings*credited service (up to 25 years)+2.25%*Average Final Earnings*credited service (for years 26-30)+2%*Average Final Earnings*sick leave (up to 2 years)	2.6%*Average Final Earnings*credited service (years 1-25) +1.25%*Average Final Earnings*credited service (years 25-31) +5% of average final earnings*sick leave credit up to 2 years
Disability Provision	<u>Non-service-connected disability:</u> 2% of Average Final Earnings * [years of credited service (up to 36 years) + sick leave credits (up to 2 years)]. Benefit will not be less than 33 1/3% of your final earnings. <u>Service-connected disability: (partial disability)</u> 2%* final earnings* years of credited service up to 36 years + 2%*final earnings*sick leave (up to 2 years); no less than 52 1/2% of final earnings; <u>(total disability)</u> if greater than regular pension formula, participant receives 70% of final earnings.	<u>Non-service-connected disability:</u> 2.4%*Average Final Earnings*years of credited service up to 36 years include sick leave credits (up to 2 years). Benefit will be no less than 33 1/3% of your final earnings. <u>Service-Connected Disability: (partial disability)</u> 2.4%*greater of final earnings or average final earnings*years of credited service up to 36 years including sick leave credits (up to 2 years), but no less than 52 1/2% of final earnings. <u>Total disability:</u> if greater than regular pension formula, participant receives 70% of final earnings.	<u>Non-service-connected disability:</u> 2.6%*Average Final Earnings*credited service (up to 25 years) +2.25%*Average Final Earnings*credited service (for years 26-30) +2%*Average Final Earnings*sick leave (up to 2 years); <i>(2.6% for sick leave credits used for up to 25 years; 2% for sick leave credits used for over 25 years)</i> ; no less than 33 1/3% of final earnings. <u>Service-connected: (partial disability)</u> 2.6%*Average Final Earnings*credited service (up to 25 years) +2.25%*Average Final Earnings*credited service (for years 26-30) +2%*Average Final Earnings*sick leave (up to 2 years); <i>(2.6% for sick leave credits used for up to 25 years; 2% for sick leave credits used for over 25 years)</i> , no less than 52 1/2% of final earnings. <u>Total Disability:</u> if greater than regular pension formula, participant receives 70% of final earnings.	<u>Non-service-connected disability:</u> greater of amount calculated under regular pension or 33 1/3% of final earnings. <u>Service-connected disability: (partial)</u> greater of 52 1/2% of final earnings or amount calculated under regular pension. <u>Total disability:</u> If greater than the regular pension formula, you will receive 70% of your final earnings
Earnings Include	Earnings include all hours for which a participant is paid, including applicable differentials, but excluding overtime.	Earnings include all hours for which a participant is paid, including applicable differentials, but excluding overtime.	Earnings include all hours for which a participant is paid, including applicable differentials, but excluding overtime.	Earnings include all hours for which a participant is paid, including applicable differentials, but excluding overtime.
Average Period for AFC	Average of annual earnings for 36-month period before participant retires (or any consecutive 36-month period, if greater), excluding overtime.	Average of annual earnings for 36-month period before participant retires (or any consecutive 36-month period, if greater), excluding overtime.	Average of annual earnings for 36-month period before participant retires (or any consecutive 36-month period, if greater), excluding overtime.	Average of annual earnings for 36-month period before participant retires (or any consecutive 36-month period, if greater), excluding overtime.
Normal Retirement Age	5 years of credited service and at least age 60 or 30 years of credited service at at least age 55	15 years of credited service and at least age 55 or 25 years of credited service at any age	15 years of credited service at at least age 55 or 25 years of credited service and at least age 46	15 years of credited service and at least age 55 or 20 years of credited service at any age.

Montgomery cont'd

Employee Contributions	Membership after June 30, 2012: 6% of regular earnings up to the maximum Social Security wage base, plus 8% of earnings above that.	Membership after June 30, 2012: 6.75% of your regular earnings up to the maximum Social Security wage base*, plus 10.5% of your earnings above that	Membership as of July 1, 2012: 6.75% of regular earnings up to the maximum Social Security wage base, plus 10.5% of earnings above that.	Membership after June 30, 2012: 7.5% of regular earnings up to the maximum Social Security wage base, plus 11.5% of earnings above that amount; upon 25th year of service, 6.75% of regular earnings up to the maximum Social Security wage base, plus 10.5% of earnings above that amount.
Cost-of-Living Increases	Benefit adjusted each year to reflect increased or decreased cost-of-living as determined by CPI (all Urban Consumers, Washington-Arlington-Alexandria, DC-VA-WVA. Percentage depends on plan and date of retirement.	Benefit adjusted each year to reflect increased or decreased cost-of-living as determined by CPI (all Urban Consumers, Washington-Arlington-Alexandria, DC-VA-WVA. Percentage depends on plan and date of retirement.	Benefit adjusted each year to reflect increased or decreased cost-of-living as determined by CPI (all Urban Consumers, Washington-Arlington-Alexandria, DC-VA-WVA. Percentage depends on plan and date of retirement.	Benefit adjusted each year to reflect increased or decreased cost-of-living as determined by CPI (all Urban Consumers, Washington-Arlington-Alexandria, DC-VA-WVA. Percentage depends on plan and date of retirement.

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Corrections: Effective 8/7/23, Group EK, after 5 years of service in the ERS, can be credited with 2 years of free military service. Effective 7/1/2024 benefits with the County will reduce on Social Security maximum retirement age. Effective 8/7/2023 calculation of benefits has changed to $2.6\% \times \text{Average Final Earnings} \times \text{credited service (up to 25 years)} + 2.25\% \times \text{Average Final Earnings} \times \text{credited service (for years 26-30)} + 2\% \times \text{Average Final Earnings} \times \text{sick leave (up to 2 years)}$. Police: the benefit formula will change effective 1/1/2025.

FY 2025 Maryland County Government Pension Survey

Prince George's

Person Responding:	Xanvia Smith
Title:	Retirement Services Manager
Phone:	301-883-4713
Email:	xysmith@co.pg.md.us

Does your jurisdiction participate in the State pension system as a participating governmental unit? Yes (civilian employees only)

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security	Yes	Sworn Officers and Deputy Sheriffs No	Yes	Yes
Plan Formula	State Pension Plan	<i>Sworn Officers</i> 0-20 Years Of Service $\frac{x \text{ FAS (Final Average Salary)}}{100} \times 3\% =$ Maximum 60% 21-30 Years Of Service $\frac{x \text{ FAS (Final Average Salary)}}{100} \times 2.5\% =$ Maximum 85% <i>Deputy Sheriffs</i> 0-20 Years Of Service $\frac{x \text{ FAS (Final Average Salary)}}{100} \times 3\% =$ Maximum 50% 21-30 Years Of Service $\frac{x \text{ FAS (Final Average Salary)}}{100} \times 2.5\% =$ Maximum 75%	0 – 20 Years of Service $\frac{x \text{ FAS (Final Average Salary)}}{100} \times 3\% = 60\%$ Maximum 21 – 30 Years of Service $\frac{x \text{ FAS (Final Average Salary)}}{100} \times 2.5\% = 85\%$ Maximum	0 – 20 Years of Service $\frac{x \text{ FAS (Final Average Salary)}}{100} \times 2.5\% = 50\%$ Maximum 21 – 30 Years of Service $\frac{x \text{ FAS (Final Average Salary)}}{100} \times 2.5\% = 75\%$ Maximum
Disability Provision		<i>Sworn Officers</i> Service Connected Disability 55% of average salary Non-Service Connected Disability 50% of average salary Note: Must have completed 5 years of continuous service. <i>Deputy Sheriffs</i> Service Connected Disability 70% for the 1st year (60% thereafter) Non-Service Connected Disability Based on years but no less than 30% Note: Must have completed 5 years of continuous service as a Prince George's County Deputy Sheriff to be eligible	Service Connected Disability 60% Effective July 1, 2001 Non- Service Connected Disability 30% Effective July 1, 2001	Service Connected Disability 55% of average salary Non- Service Connected Disability 50% average salary
Earnings Include		Base Salary	Base Salary	Base Salary
Average Period for AFC		AFC- two(2) highest consecutive earnings over 24 months	AFC- two(2) highest consecutive earnings over 24 months	AFC- two(2) highest consecutive earnings over 24 months

Prince George's cont'd

Normal Retirement Age		25 Years of Service or Age 55	25 Years of Service or Age 55	25 Years of Service or Age 55
Employee Contributions		Sworn Officers- Employee Contributions Rate is 10% of base salary rate varies on pension plan enrollment Deputy Sheriff- Employee Contribution Rate is 11% of base salary rate	Employee Contribution Rate is 13% of base salary rate	Employee Contribution Rate is 10% of base salary rate varies based on pension plan enrollment
Cost-of-Living Increases		N/A	N/A	N/A

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

N/A

FY 2025 Maryland County Government Pension Survey

St. Mary's

Person Responding:	Heather Schrader
Title:	Benefits Administrator
Phone:	301-475-4200 ext. 1111
Email:	Benefits@stmaryscountymd.gov

Does your jurisdiction participate in the State pension system as a participating governmental unit? **Yes for general county employees. Law Enforcement and Corrections are on a County Pension plan.**

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)	YES	YES	YES	
Plan Formula	State Pension Plan	Sheriff's Office Retirement Plan 2% of average pay prior to July 1, 2008 and 2.5% for years after July 1, 2009, multiplied by years of service.	Sheriff's Office Retirement Plan 2% of average pay prior to July 1, 2008 and 2.5% for years after July 1, 2009, multiplied by years of service.	
Disability Provision		Line of Duty Disability and Ordinary Disability	Line of Duty Disability and Ordinary Disability	
Earnings Include		Base earnings only	Base earnings only	
Average Period for AFC		Average of the highest 36 months of base compensation.	Average of the highest 36 months of base compensation.	
Normal Retirement Age		The earlier of 25 years of service or age 62	The earlier of 25 years of service or age 62	
Employee Contributions		8% of base pay	8% of base pay	
Cost-of-Living Increases		3% each July 1st	3% each July 1st	

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Sheriff's Office Retirement Plan: **17th Amendment** was added in 2023 wherein the DROP (Deferred Retirement Option Program) was modified to reflect that to be eligible to participate in the Plan, the total years of creditable service earned by the Participant following the conclusion of the elected DROP period is no more than thirty years. In addition, a second provision was made in this Amendment with regard to continuation of employment following DROP participation: payment of the Participant's DROP account will be made and the monthly retirement benefit will begin being paid following the DROP Participant's termination date. In addition, in the event a DROP participant elected to the office of Sheriff continues in service to the County following the end of the Sheriff's DROP Participation period, no additional accruals of the calculated monthly retirement income or pick-up contributions will be added to the Sheriff's DROP account after the conclusion of the Sheriff's first term in office. **18th Plan Amendment** - Jan 2024 provided a one-time "correction" for participants who were not notified of the provision to repay the trust within 90 days of their rehire, the withdrawn contributions plus interest.

**FY 2025 Maryland County Government Pension Survey
Washington**

Person Responding:	Brittany Price
Title:	Retirement Coordinator
Phone:	240-313-2358
Email:	bprice@washco-md.net

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No**

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)	Yes	Yes	Yes	Yes
Plan Formula	Monthly Pension= (2% X AFC X Years of Service)/12	Monthly Pension= (2% X AFC X Years of Service)/12	Monthly Pension= (2% X AFC X Years of Service)/12	Monthly Pension= (2% X AFC X Years of Service)/12
Disability Provision	Yes	Yes	Yes	Yes
Earnings Include	Base Pay	Base Pay	Base Pay	Base Pay
Average Period for AFC	3 Highest	3 Highest	3 Highest	3 Highest
Normal Retirement Age	Age 60- Hired prior to 7/1/2019 or Age 62- Hired on or after 7/1/2019	Age 50	Age 50	Age 50
Employee Contributions	6%	6%	6%	6%
Cost-of-Living Increases	1%	1%	1%	1%

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

No changes have been made

FY 2025 Maryland County Government Pension Survey

Wicomico

Person Responding:	Donna O'Hara
Title:	Director, Human Resources
Phone:	410-334-3105
Email:	dohara@wicomicocounty.org

Does your jurisdiction participate in the State pension system as a participating governmental unit? No

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)				
Plan Formula	Final Average Earnings(highest 36 months salary) x 2% x Service in the Plan	Final Average Earnings(highest 36 months salary) x 2% x Service in the Plan	Final Average Earnings(highest 36 months salary) x 2% x Service in the Plan	Final Average Earnings(highest 36 months salary) x 2% x Service in the Plan
Disability Provision	Job Related or Ordinary Disability (approved illness/injury not job related)	FOP-Accidental Disability or Ordinary Disability	Job Related or Ordinary Disability (approved illness/injury not job related)	Job Related or Ordinary Disability (approved illness/injury not job related)
Earnings Include	Highest 36 months of salary	66 2/3% of salary for accidental disability	Highest 36 months of salary	Highest 36 months of salary
Average Period for AFC	Defined Benefit Pension Retirement for lifetime	Defined Benefit Pension Retirement for lifetime. FOP-AD may elect to continue after normal retirement date until anytime in future	Defined Benefit Pension Retirement for lifetime	Defined Benefit Pension Retirement for lifetime
Normal Retirement Age	sooner of Age 55 with 5 years vested service in the plan or 25 years in the plan	sooner of Age 55 with 5 years vested service in the plan or 25 years in the plan	sooner of Age 55 with 5 years vested service in the plan or 25 years in the plan	sooner of Age 55 with 5 years vested service in the plan or 25 years in the plan
Employee Contributions	5.625% of annual salary divided into bi-weekly pre-tax deductions	6.6% of annual salary & FOP-AD is 1.4% of annual salary divided into bi-weekly pre-tax deductions	5.625% of annual salary divided into bi-weekly pre-tax deductions	5.625% of annual salary divided into bi-weekly pre-tax deductions
Cost-of-Living Increases	N/A	Yes	N/A	N/A

Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

Collective Bargaining Agreement including FOP-Accidental Disability: Increased pension deduction to 6.6% of annual salary to fund a 2.5% COLA in retirement for those under the CBA

FY 2025 Maryland County Government Pension Survey
Maryland National Capital Parks & Planning Commission (MNCPPC)

Person Responding:	Cynthia Henderson
Title:	Senior Corporate Benefit Specialist III
Phone:	301-454-1685
Email:	cynthia.henderson@mncppc.org

Does your jurisdiction participate in the State pension system as a participating governmental unit? **No**

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)	N/A - No Social Security Offset	N/A - No Social Security Offset		
Plan Formula	-Prior to eligibility for full Social Security retirement benefits equal to 2% of average annual earnings, multiplied by years of credited service. After the date of eligibility for full Social Security retirement benefits, the annual benefit equals 1.5% of average annual earnings up to the Social Security Covered Compensation Level (SSCCL), plus 2% of average annual earnings in excess of the SSCCL, multiplied by years of credited service.	Annual benefit equal 2.4% of average annual earnings, multiplied by years of credited service up to 25 years. For a member who retires with exactly 25 years of credited service, the annual benefit equals 60% of average annual earnings. The annual amount of benefits payable to a member who retires with more than 25 years of credited service equals 60% of average annual earnings plus 2% of average annual earnings for each year in excess of 25 years.		
Disability Provision	N/A	N/A		
Earnings Include	The established rate of gross earnable compensation at which a participant is employed by the Commission, exclusive of any overtime pay or additional compensation of any kind.	The established rate of gross earnable compensation at which a participant is employed by the Commission, exclusive of any overtime pay or additional compensation of any kind.		
Average Period for AFC	The average of the annual base pay of a participant while an employee of the Commission during the five consecutive years of credited service that produce the highest total earnings prior to the participant's actual retirement date; or prior to the date on which the participant qualifies for and begins receiving benefits under the Commission's Long-Term Disability Plan.	The average of the annual base pay of a participant while an employee of the Commission during the three consecutive years of credited service that produce the highest total earnings prior to the participant's actual retirement date; or prior to the date on which the participant qualifies for and begins receiving benefits under the Commission's LTD Plan or the Commission's Comprehensive Disability Benefits Program for Park Police; or if less than three years of credited service with the Commission, the average of the annual base pay for the period of credited service with the Commission.		
Normal Retirement Age	• Attainment of age 62, with at least ten years of credited service • Completion of 30 years of credited service, regardless of age	• Attainment of age 55, with at least five years of credited service • Completion of 25 years of credited service, regardless of age		
Employee Contributions	4% of base salary up to maximum Social Security Wage Base (SSWB) and 8% in excess of SSWB	9.5% of base salary		

Maryland National Capital Parks & Planning Commission (MNCPPC) cont'd

<p>Cost-of-Living Increases</p>	<p>Retirees and survivors who have been receiving an annuity for at least six months may have a cost-of-living adjustment (COLA) applied to their retirement benefit as of each July 1st. It is based on the annualized change in the Consumer Price Index (CPI), as of the preceding December 31st – All Items Annual Average, Urban Index for Major U.S. Cities.</p>	<p>There are cost-of-living adjustments (COLAs) for retirees and beneficiaries who have been receiving a benefit for at least six months. The COLA is applied each July 1st and is based on the change in the Consumer Price Index (CPI). COLAs are provided at 100% of the change in the CPI up to 3%, plus half of the change in the CPI in excess of 3%, up to a maximum of 5%. A maximum COLA of 2.5% applies to retirement benefits attributable to credited service credited after July 1, 2012 and earned and unused sick leave credited after January 1, 2013.</p>		
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Additional Question: Has your county made changes to pension programs in the past two years? If yes, please specify what has changed below.

<p>The employee contribution for Law Enforcement was increased from 9% to 9.5% of base annual salary. Effective 4/1/2023.</p>
