



**REPORT OF COUNTY EMPLOYEE
SALARIES, HEALTH BENEFITS &
PENSIONS
FISCAL YEAR
2026**

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 2026.

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 2026 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	214,349	Mayor	1	
Baltimore County	192,000	County Executive	1	
Calvert				
Caroline				
Carroll				
Cecil	98,000		1	
Charles				
Dorchester				
Frederick	137,000		1	
Garrett				
Harford	171,107		1	
Howard	232,687		1	
Kent				
Montgomery	239,383	County Executive	1	
Prince George's	234,237	County Executive	1	vehicle allowance
Queen Anne's				
St. Mary's				
Somerset				
Talbot				
Washington				
Wicomico	107,000		1	
Worcester				
MNCPPC				
AVERAGE	185,529			

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	49,539	County Council Chairman	1	
Baltimore City	141,932	President City Council	1	
Baltimore County	77,000	Chairman, County Council	1	
Calvert				
Caroline				
Carroll				
Cecil	25,000		1	
Charles				
Dorchester	17,000		1	
Frederick	35,000		1	
Garrett				
Harford	57,385		1	
Howard	83,558	Council Chairperson	1	
Kent				
Montgomery	183,889	Council President	1	
Prince George's	148,255	Chairman, County Council	1	vehicle allowance
Queen Anne's				
St. Mary's				
Somerset				
Talbot	15,400			
Washington				
Wicomico	25,000		1	
Worcester				
MNCPPC				
AVERAGE	75,814			

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	37,953		1	
Anne Arundel	45,461	County Council Vice Chairman	1	
Baltimore City				
Baltimore County				
Calvert	50,500		1	Up to \$2,000 annual reimbursement for any reasonable costs
Caroline	16,000		1	
Carroll	49,998		1	
Cecil				
Charles	63,064	President, Brd of Commissioners	1	
Dorchester				
Frederick				
Garrett	32,500		1	
Harford				
Howard				
Kent	20,000		1	
Montgomery				
Prince George's				
Queen Anne's	25,000		1	
St. Mary's	56,662		1	
Somerset	22,000		1	
Talbot				
Washington	41,018	County Commissioner President	1	
Wicomico	23,000	Vice President, County Council	1	
Worcester	28,277	President, County Commissioners	1	
MNCPPC	\$261,181 & \$236,896	Planning Board Chair	2	take home vehicles
AVERAGE	36,531			

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	36,757		2	
Anne Arundel	44,296	Council Member	5	
Baltimore City	82,555	City Council Member	13	
Baltimore County	69,000	Member, County Council	6	
Calvert	48,000		4	Up to \$2,000 annual reimbursement for any reasonable costs
Caroline	15,000		2	
Carroll	49,998	County Commissioner	4	
Cecil	25,000		4	
Charles	51,957	Commissioners	4	
Dorchester	16,000		4	
Frederick	35,000		6	
Garrett	32,500		2	
Harford	53,112	Council Members	6	
Howard	80,058		4	
Kent	20,000		2	
Montgomery	167,172	Council Member	10	
Prince George's	141,548	County Council Member	10	
Queen Anne's	25,000		4	
St. Mary's	51,511		4	
Somerset	20,000		4	
Talbot	14,400		4	
Washington	38,002	County Commissioner	4	
Wicomico	21,000		5	
Worcester	28,277	County Commissioner	6	
MNCPPC	\$25,000 and \$30,000	Commissioners	8	
AVERAGE	49,615			

Treasurer

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments
Allegany				
Anne Arundel				
Baltimore City	141,932	Comptroller	1	
Baltimore County				
Calvert	57,500		1	
Caroline				
Carroll				
Cecil				
Charles				
Dorchester				
Frederick				
Garrett				
Harford				
Howard				
Kent				
Montgomery				
Prince George's				
Queen Anne's				
St. Mary's	51,511		1	
Somerset				
Talbot				
Washington	84,219	Treasurer	1	
Wicomico				
Worcester				
MNCPPC				
AVERAGE	83,791			

Sheriff

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments
Allegany				
Anne Arundel	132,999		1	Sheriff provides full service law enforcement
Baltimore City	210,070	Sheriff	1	
Baltimore County	90,000	County Sheriff	1	
Calvert	189,526		1	
Caroline	145,463		1	
Carroll	140,000		1	
Cecil	150,000		1	
Charles	202,199		1	Sheriff provides full service law enforcement
Dorchester	128,853		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	191,942		1	
Kent			1	
Montgomery	200,547		1	
Prince George's	204,443	Sheriff	1	
Queen Anne's	201,333		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	139,373		1	Sheriff provides full service law enforcement
Washington	126,630	Sheriff	1	Sheriff provides full service law enforcement
Wicomico	117,000		1	Sheriff provides full service law enforcement
Worcester	101,200		1	Sheriff provides full service law enforcement
MNCPPC				
AVERAGE	152,687			

State's Attorney

Elected Official

Jurisdiction	Actual Salary	Comparable Title in Your County	# of Emp	Comments
Allegany	181,200		1	
Anne Arundel	229,162		1	
Baltimore City	238,772	State's Attorney	1	
Baltimore County	218,916	State's Attorney	1	
Calvert	184,433		1	
Caroline	171,133		1	
Carroll	201,333		1	
Cecil	181,766		1	
Charles	229,541	States Attorney	1	
Dorchester	161,066		1	
Frederick	227,047		1	
Garrett	161,066		1	
Harford	191,333		1	
Howard	201,333		1	
Kent			1	
Montgomery	259,148		1	
Prince George's	199,000	State's Attonery	1	
Queen Anne's	201,333		1	
St. Mary's	214,433		1	
Somerset	161,066		1	
Talbot	161,066		1	
Washington	181,210	State's Attorney	1	
Wicomico	181,200		1	
Worcester	181,200		1	
MNCPPC				
AVERAGE	197,090			

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	\$95.95	40	199,596	199,596	199,596	+	County Administrator, Director of Finance	1	Dual Role, Contractual
Anne Arundel	\$128.16	40	266,575	157,830	301,709	=	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	\$144.51	35	263,000	221,340	341,970		County Administrative Officer	1	
Calvert	\$117.00	35	212,942	149,480	279,420	=	County Administrator	1	Contract/Salary Position
Caroline	\$76.07	40	158,231	158,231	158,231	=	County Administrator	1	Contractual
Carroll	\$93.01	40	193,469	127,504	265,200	=	County Administrator	1	
Cecil	\$90.90	40	189,076	131,851	209,274	=		1	
Charles	\$129.03	37.5	251,614	NA	NA		County Administrator	1	
Dorchester	\$67.59	40	140,595	140,595	140,595		County Manager	1	
Frederick	\$109.97	40	228,737	166,311	291,044	=	Chief Administrative Officer	1	
Garrett	\$81.22	40	168,946	144,529	202,340			1	
Harford	\$80.42	40	167,272	115,523	205,448	=	Director of Administration	1	
Howard	\$142.00	40	294,959	175,739	338,612	=	Chief Administrative Officer	1	
Kent	\$76.00	40	159,753	120,169	192,271	=	County Administrator	1	
Montgomery	\$154.81	40	322,000	200,489	340,831	=	Chief Administrative Officer	1	
Prince George's	\$132.21	40	275,000	136,160	293,711	=	Chief Administrative Officer	1	vehicle allowance
Queen Anne's	\$102.01	40	212,180				County Administrator	1	contract
St. Mary's	\$117.00	40	242,836	242,836	242,836	=	County Administrator	1	Contractual
Somerset	\$51.91	40	107,965					1	Interim County Administrator in role appointed by County Commissioners
Talbot	\$84.40	40	175,570	135,009	249,474	=	County Manager	1	Reports to County Council
Washington	\$108.00	40	224,598	127,234	333,424	=	County Administrator	1	
Wicomico	\$67.79	40	141,006	118,998	178,496			1	
Worcester	\$98.00	40	203,430	167,500	257,500	=	Chief Administrative Officer	1	County Take Home Vehicle
MNCPPC	\$113.20	40	235,450	235,450	235,450	=	Acting Executive Director	1	Appointed: Incumbent is currently acting and not appointed
AVERAGE	\$104.23		212,430	164,327	253,524				

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	\$95.50	40	198,639	121,992	233,210	=	Deputy Chief Admin	2	Appointed by County Executive
Baltimore City	\$138.01	36.7	263,156	171,683	283,405	=	Executive Director IV	1	
Baltimore County	\$123.73	34	218,763	166,260	256,872		Deputy County Administrative Officer	2	
Calvert	\$107.14	35	195,000	135,890	254,016	=	Deputy County Administrator	1	Contract/Salary Position
Caroline									
Carroll	\$85.50	40	177,835	127,504	265,200	=	Deputy County Administrator	1	
Cecil									
Charles		37.5		NA	NA		Deputy Co Administrator	1	Vacant
Dorchester									
Frederick	\$105.77	40	220,000	147,832	258,706	=	Deputy Chief Administrative Officer	1	
Garrett									
Harford									
Howard	\$112.00	40	233,816	143,129	275,927	=	Deputy Chief Administrative Officer	3	1 Vacant
Kent									
Montgomery	\$103.37	40	215,000	151,886	258,206	=	Assistant Chief Administrative Officer	3	
Prince George's	\$116.46	40	242,236	136,160	293,711	=	Deputy Chief Administrative Officer	5	
Queen Anne's									
St. Mary's	\$88.00	40	183,273	183,273	183,273	=	Deputy County Administrator	1	Contractual
Somerset		40		89,076	154,210			1	Vacant position
Talbot	\$66.26	40	137,826	122,457	226,280	=	Assistant County Manager	1	
Washington	\$46.20	40	96,054	57,158	149,760	-	Executive Office Assistant	1	
Wicomico	\$63.61	40	132,300	105,712	158,625			1	
Worcester	\$77.37	40	160,934	122,500	202,500	=	Deputy Chief Administrative Officer	1	
MNCPPC		40		128,155	216,656	=	Deputy Executive Director		Position is currently vacant as incumbent is currently in Acting Executive Director Position
AVERAGE	\$94.92		191,059	131,917	229,410				

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	\$73.03	40	151,923	151,923	151,923	=		1	Contractual
Anne Arundel	\$108.95	40	226,610	121,992	233,210	=	Personnel Officer	1	Appointed by County Executive
Baltimore City	\$120.41	36.7	229,609	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$123.47	35	224,708	179,520	277,358		Director of Human Resources	1	
Calvert	\$89.38	35	162,667	123,535	230,925	=	Human Resources Director	1	Contract/Salary Position
Caroline	\$54.92	40	114,228	114,228	114,228	=		1	
Carroll	\$73.75	40	153,392	127,504	265,200	=	Director, Human Resources	1	
Cecil	\$62.80	40	130,628	108,473	172,169	=		1	
Charles	\$96.32	37.5	187,815	127,470	206,501		Director of Human Resources	1	
Dorchester	\$45.83	40	95,323	95,323	95,323		Director of Human Resources	1	
Frederick	\$87.92	40	182,875	131,406	229,961	=	Division Director Human Resources	1	
Garrett	\$67.29	40	139,958	112,711	157,796			1	
Harford	\$79.53	40	165,430	100,113	189,114	=		1	
Howard	\$106.00	40	220,413	116,605	224,821	+	Human Resources Administrator	1	Role also directs/administers Risk Management & Workplace Safety, as well as Pension/Retirement programs
Kent		40		89,157	142,651	=	Director of Human Resources	1	Vacant
Montgomery	\$121.63	40	253,000	167,074	284,024	=	Director Office of Human Resources	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Office of Human Resources Management	1	Prince George's County uses generic Director class.
Queen Anne's	\$88.96	40	185,032	93,792	185,032			1	
St. Mary's	\$87.00	40	180,861	180,861	180,861	=		1	Contractual
Somerset	\$56.10	40	116,692	82,862	143,451			1	
Talbot	\$58.95	40	122,631	105,783	195,470	=	Director of Administrative Services	1	
Washington	\$77.00	40	165,485	101,005	264,555	=	Director of Human Resources	1	
Wicomico	\$54.32	40	112,995	105,712	158,625			1	
Worcester	\$68.00	40	140,862	92,500	182,500	=	HR Director	1	County Take Home Vehicle
MNCPPC	\$89.74	40	186,661	116,505	206,340	=	Corporate Human Resources Director	1	
AVERAGE	\$83.21		169,567	121,157	200,858				

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	\$91.49	40	190,297	121,992	233,210	=	Dir, Equity & Human Relations	1	Appointed by County Executive
Baltimore City	\$111.61	36.7	213,000	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$76.36	34	135,000	117,877	163,400		Chief of Diversity, Equity and Inclusion	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles	\$63.82	37.5	124,452	102,608	166,225		Chief Equity Officer	1	
Dorchester									
Frederick	\$59.42	40	123,600	103,827	181,697	=	Chief Equity and Inclusion Officer	1	
Garrett									
Harford									
Howard	\$96.00	40	198,823	105,308	202,800	=	Administrator, Office of Human Rights & Equity	1	
Kent									
Montgomery	\$105.77	40	220,000	138,078	234,733	=	Chief Equity Officer	1	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$86.35		172,167	121,295	206,440				

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	\$61.34	40	127,594	91,132	173,153	=		1	
Anne Arundel	\$104.25	40	216,850	121,992	233,210	=	Info Technology Officer	1	Appointed by County Executive
Baltimore City	\$110.67	36.7	211,196	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$116.58	35	212,180	179,520	277,358		Director of Information Technology	1	
Calvert	\$96.96	35	176,460	123,535	230,925	=	Technology Services Director	1	Contract/Salary Position
Caroline	\$65.31	40	135,852	135,852	135,852	=		1	
Carroll		40		127,504	265,200	=	Director, Technology Services	1	Vacant
Cecil	\$72.12	40	150,014	108,473	172,169	=		1	
Charles	\$78.85	37.5	153,754	110,304	178,692		Chief	1	
Dorchester	\$50.74	40	105,538	105,538	105,538		Director of IT	1	
Frederick	\$93.75	40	195,000	131,406	229,961	=	Division Director CIO IIT	1	
Garrett	\$72.80	40	151,425	112,711	157,796			1	
Harford	\$76.54	40	159,213	100,113	189,114	=	Director Information Technology	1	
Howard	\$130.00	40	269,861	175,739	338,612	=	Director, Technology & Communications Services	1	
Kent	\$64.00	40	132,655	89,157	142,651	=		1	
Montgomery	\$115.38	40	240,000	167,074	284,024	=	Director Department of Technology Services	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Office of Information Technology and Communications	1	Prince George's County uses generic Director class.
Queen Anne's	\$88.96	40	185,032	93,792	185,032			1	
St. Mary's	\$100.00	40	207,597	207,597	207,597	=	Chief Information Officer	1	Contractual
Somerset	\$56.20	40	116,905	95,757	165,776			1	
Talbot	\$60.27	40	125,369	82,883	247,427			1	
Washington	\$57.00	40	117,718	86,570	264,555	=	IT Director, Chief Technical Officer	2	
Wicomico	\$57.89	40	120,421	105,712	158,625			1	
Worcester	\$70.00	40	145,091	92,500	192,500	=		1	County Take Home Vehicle
MNCPPC	\$104.16	40	216,656	128,155	216,656	=	Chief Information Officer	1	
AVERAGE	\$83.73		170,508	122,236	211,274				

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	\$100.73	40	209,514	121,992	233,210	=	Controller	1	Appointed by County Executive
Baltimore City	\$122.30	36.7	233,398	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$139.12	35	253,203	179,520	277,358		Director of Budget and Finance	1	
Calvert		35		135,890	254,016	=	Finance & Budget Director	1	Contract/Salary Position/Vacant
Caroline	\$70.38	40	146,390	146,390	146,390	=	Also serves as Deputy County Administrator	1	Contractual
Carroll	\$80.37	40	167,177	127,504	265,200	=	Comptroller	1	
Cecil	\$81.95	40	170,454	125,572	199,308	=		1	
Charles	\$87.62	37.5	170,854	110,304	178,692		Acting Deputy Director	1	
Dorchester	\$58.34	40	121,344	121,344	121,344		Director of Finance	1	
Frederick	\$103.48	40	215,240	131,406	229,961	=	Division Director Finance	1	
Garrett	\$78.96	40	164,246	120,601	198,842			1	
Harford	\$87.71	40	182,444	100,113	189,114	=	Treasurer	1	
Howard	\$117.00	40	244,019	129,210	248,899	=	Director of Finance	1	
Kent	\$73.00	40	152,077	96,752	154,803	=	Chief Finance Officer	1	
Montgomery	\$122.60	40	255,000	167,074	284,024	=	Director Department of Finance	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Office of Finance	1	Prince George's County uses generic Director class.
Queen Anne's	\$90.31	40	187,851	100,358	197,985		Director, Budget & Finance	1	
St. Mary's	\$95.00	40	196,698	196,698	196,698	=	Chief Financial Officer	1	Contractual
Somerset	\$55.09	40	114,601	95,757	165,776			1	Interim Finance Director
Talbot	\$71.80	40	149,358	111,072	205,243			1	
Washington	\$81.80	40	170,144	109,075	285,771	=	Chief Financial Officer	1	
Wicomico	\$62.77	40	130,570	118,998	178,496			1	
Worcester	\$91.00	40	189,135	137,500	212,500	=	Finance Officer	1	
MNCPPC	\$121.23	40	252,156	252,156	252,156	=	Secretary/Treasurer	1	take home vehicle
AVERAGE	\$91.23		186,769	134,090	216,884				

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	\$73.66	40	153,224	91,132	173,153	=		1	
Anne Arundel	\$90.91	40	189,103	107,821	209,446	=	Assistant Controller	1	Classified position
Baltimore City	\$112.29	36.7	214,302	135,862	224,466	=	Operations Director III	1	
Baltimore County	\$106.71	34	188,654	153,019	218,692		Deputy Director of Budget and Finance	2	
Calvert	\$77.88	35	141,742	98,171	158,249	=	Deputy Director of Operations	1	Contract/Salary Position
Caroline									
Carroll	\$54.92	40	114,228	97,095	174,741	=	Division Manager, Accounting	1	
Cecil	\$71.46	40	148,627	98,389	156,162	=		1	
Charles	\$61.25	37.5	119,430	88,790	143,840		Assistant Chief	1	
Dorchester									
Frederick	\$73.34	40	152,555	128,866	206,186	=	Deputy Director Finance	1	
Garrett	\$62.73	40	130,489	98,446	137,825			1	
Harford	\$81.48	40	169,485	88,529	171,868	=	Deputy Treasurer	1	
Howard	\$86.00	40	179,247	116,605	224,821	=	Deputy Director, Finance	2	
Kent									
Montgomery	\$107.63	40	223,880	129,054	223,880	=	Chief Operating Officer	1	COO is working title - formal classification is MLS Manager I
Prince George's	\$97.81	40	203,440	106,685	230,130	=	Deputy Director, Office of Finance	1	Prince George's County uses generic Director class.
Queen Anne's									
St. Mary's	\$79.00	40	163,613	118,685	204,339	=		1	
Somerset		40		71,703	124,133		Finance Supervisor	1	Vacant position
Talbot	\$50.95	40	105,994	87,028	160,814	=	Assistant Finance Director	1	
Washington	\$47.00	40	97,947	86,570	226,845	=	Deputy Director of Budget & Finance	1	
Wicomico	\$46.64	40	97,008	89,021	124,675			1	
Worcester	\$60.00	40	125,000	122,500	192,500	=	Deputy Finance Officer	1	
MNCPPC	\$82.89	40	172,405	128,155	216,656	=	Deputy Finance Director	1	
AVERAGE	\$76.23		154,519	106,768	185,877				

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	\$66.28	40	137,854	137,854	263,526	=	County Auditor	1	Appointed by County Executive
Baltimore City	\$107.01	36.7	204,223	141,521	233,456	=	City Auditor	1	
Baltimore County	\$139.26	35	253,454	147,900	228,506		Deputy Auditor	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles	\$60.61	37.5	118,189	88,790	143,840		Sr Auditor	1	
Dorchester									
Frederick	\$90.70	40	188,664	116,805	204,409	=	Division Director Internal Audit	1	
Garrett									
Harford	\$69.35	40	144,256	88,529	171,868	=	County Auditor	1	
Howard	\$93.00	40	192,571	116,605	224,821	=	County Auditor	1	
Kent									
Montgomery	\$105.76	40	219,977	129,054	223,880	-	Controller	1	Controller is working title - formal classification is MLS Manager I
Prince George's	\$118.77	40	247,040	123,501	266,404	=	County Auditor	1	
Queen Anne's									
St. Mary's									
Somerset	\$67.61	40	140,623	95,757	165,776			1	
Talbot									
Washington									
Wicomico	\$47.83	40	99,498	97,991	137,165			1	
Worcester									
MNCPPC	\$104.22	40	216,771	216,771	216,771	=	Inspector General	1	
AVERAGE	\$89.20		180,260	125,090	206,702				

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	\$123.11	40	256,069	137,854	263,526	=	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	\$139.12	35	253,203	179,520	277,358		Director of Office of Budget and Finance	1	
Calvert	\$53.94	35	98,171	98,171	158,249	=	Budget Deputy Director	1	Contract/Salary Position/Employee Acting in Position
Caroline									
Carroll	\$118.84	40	247,179	127,504	265,200	=	Director, Mangement & Budget	1	
Cecil									
Charles	\$66.30	37.5	129,280	110,304	178,692		Chief	1	
Dorchester									
Frederick	\$90.67	40	188,602	116,805	204,409	=	Budget Director	1	
Garrett									
Harford	\$77.87	40	161,974	88,529	171,868	=	Chief of Budget & Management Research	1	
Howard	\$117.00	40	244,019	129,210	248,899	=	Budget Administrator	1	
Kent									
Montgomery	\$122.60	40	255,000	167,074	284,024	=	Director Office of Management and Budget	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Office of Management & Budget	1	Prince George's County uses generic Director class.
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$83.30	40	173,306	93,496	244,899	=	Budget & Finance Director	1	
Wicomico									
Worcester	\$69.00	40	144,544	92,500	192,500	=	Budget Officer	1	
MNCPPC	\$90.12	40	187,465	116,505	206,340	=	Corporate Budget Director	1	
AVERAGE	\$98.56		199,430	124,311	230,384				

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	\$63.81	40	132,729	91,132	173,153	=		1	
Anne Arundel	\$99.43	40	206,814	121,992	233,210	=	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	\$113.57	35	206,703	166,260	256,872		Director of Planning	1	
Calvert	\$97.53	35	177,500	135,890	254,016	=	Planning & Zoning Director	1	Contract/Salary Position
Caroline	\$56.41	40	117,328	117,328	117,328	=		1	Contractual
Carroll	\$77.86	40	161,951	127,504	265,200	=	Director, Planning & Land Management	1	
Cecil	\$62.80	40	130,628	108,473	172,169	+	Director of Land Use and Development Services	1	
Charles	\$100.22	37.5	195,429	127,470	206,501		Director of Planning & Growth Management	1	
Dorchester	\$50.27	40	104,566	104,566	104,566		Director of Planning and Zoning	1	
Frederick	\$90.65	40	188,550	131,406	229,961	=	Division Director Planning & Permitting	1	
Garrett	\$53.56	40	111,395	105,388	147,473		Director of Community Development	1	
Harford	\$74.52	40	155,000	100,113	189,114	=	Director Planning/Zoning	1	
Howard	\$107.00	40	223,311	129,210	248,899	=	Director, Planning & Zoning	1	
Kent	\$61.00	40	126,944	96,752	154,803	=	Director of Planning, Housing & Zoning	1	
Montgomery	\$112.98	40	235,000	167,074	284,024		Director Department of Permitting Services	1	
Prince George's	\$71.27	40	148,255	148,255	148,255	=	Chairman, County Council	1	E-scale no minimum or maximum
Queen Anne's	\$88.96	40	185,032	93,792	185,032			1	
St. Mary's	\$87.00	40	180,861	180,861	180,861		Director of Land Use and Growth Management	Direct	Contractual
Somerset	\$42.82	40	89,076	89,076	154,210			1	
Talbot	\$60.10	40	125,013	111,072	205,243	=	County Planning Officer	1	
Washington	\$67.00	40	138,778	93,496	244,899	=	Planning & Zoning Director	1	
Wicomico	\$63.10	40	131,250	105,712	158,625			1	
Worcester	\$66.00	40	136,453	92,500	182,500	+	Director of Development, Review and Permitting	1	County Take Home Vehicle. Also responsible for permits, inspections, and licenses.
MNCPPC	\$109.35	40	227,438	227,438	227,438	=	Planning Director	2	2 positions; one in PG and one in MC
AVERAGE	\$78.72		160,372	125,286	199,495				

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	\$89.51	40	186,177	100,121	194,489	=	Dep Planning & Zoning Officer	2	Classified position
Baltimore City	\$78.25	36.7	149,332	105,085	173,250	=	Operations Manager II	1	
Baltimore County	\$81.18	35	147,739	94,826	147,739		Deputy Director of Planning	1	
Calvert	\$77.78	35	141,560	107,016	172,554	=	Planning & Zoning Deputy Director	2	Contract/Salary Position
Caroline	\$45.84	40	95,335	91,789	98,881	=	Asst. Director Dev. Review (1 Employee)	2	
Carroll	\$63.31	40	131,688	106,788	192,213	=	Deputy Director, Planning & Land Management	1	
Cecil	\$42.74	40	88,900	77,090	122,358	=	Chief - Planning and Zoning	1	
Charles	\$87.02	37.5	169,690	118,576	192,094		Chief	1	
Dorchester									
Frederick	\$98.44	40	204,753	128,866	206,186	=	Deputy Director PPD	1	
Garrett	\$42.41	40	88,223	68,656	96,119		Assistant Director Planning	1	
Harford	\$67.85	40	141,136	88,529	171,868	=	Deputy Director Planning/Zoning	1	
Howard	\$84.00	40	174,555	105,308	202,800	=	Deputy Director, Planning & Zoning	2	
Kent	\$48.00	40	100,872	71,436	114,298	=	Deputy Director of Planning, Housing & Zoning	1	
Montgomery	\$107.63	40	223,880	129,054	223,880	+	Deputy Director Department of Permitting Services	1	
Prince George's	\$69.57	40	141,196	141,196	141,196	=	Vice Chairman, County Council	1	E-scale no minimum or maximum
Queen Anne's									
St. Mary's	\$53.00	40	111,155	103,210	177,736	=	Deputy Director of Land Use and Growth Management	2	
Somerset	\$35.33	40	73,495	71,703	124,133			1	
Talbot	\$46.00	40	96,085	82,883	153,156	=	Assistant Planning Officer	1	
Washington	\$60.10	40	125,029	80,163	209,976	=	Deputy Director Planning & Zoning	1	
Wicomico	\$48.92	40	101,758	89,021	124,675			1	
Worcester	\$50.00	40	105,000	82,500	150,000		Deputy Director of Development, Review, and Permitting	1	Also responsible for permits, inspections, and licenses.
MNCPPC	\$95.39	40	198,421	128,155	216,155	=	Deputy Planning Director	4	4 positions, 2 each from PG and MC
AVERAGE	\$66.92		136,181	98,726	163,898				

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	\$76.56	40	159,562	159,262	159,262	=		1	Contractual
Anne Arundel	\$116.48	40	242,268	137,854	263,526	=	Director of Public Works	1	Appointed by County Executive
Baltimore City	\$128.38	36.7	245,000	245,000	245,000	=	Director of Public Works	1	
Baltimore County	\$113.57	35	206,703	166,260	256,872		Director, Public Works		
Calvert	\$101.97	35	185,583	135,890	254,016	=	Public Works Director	1	Contract/Salary Position
Caroline	\$62.20	40	129,375	129,375	129,375	=		1	Contractual
Carroll	\$71.57	40	148,873	127,504	265,200	=		1	
Cecil	\$79.51	40	165,391	119,592	189,817	=		1	
Charles	\$104.58	37.5	203,929	127,470	206,501		Director of Public Works	1	
Dorchester	\$55.46	40	115,360	115,360	115,360			1	
Frederick	\$98.23	40	204,309	131,406	229,961	=	Division Director Public Works	1	
Garrett									
Harford	\$92.62	40	192,649	115,523	205,448	=	Director Public Works	1	
Howard	\$121.00	40	250,975	155,492	299,695	=	Director of Public Works	1	
Kent	\$71.00	40	148,652	96,752	154,803	=	Director of Public Works	1	
Montgomery	\$113.94	40	237,000	167,074	284,024	+	Director Department of Environmental Protection	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director Department of Public Works & Transportation	1	Prince George's County uses generic Director class.
Queen Anne's	\$95.19	40	197,985	100,358	197,985			1	
St. Mary's	\$178.00	40		180,000	190,000			1	Currently vacant, contractual
Somerset	\$56.60	40	123,974	110,659	191,575			1	
Talbot	\$67.66	40	140,744	111,072	205,243	=	County Engineer	1	
Washington	\$86.00	40	178,214	101,005	264,555	+	Public Works Director	1	
Wicomico		40		118,998	178,496			1	vacant
Worcester	\$92.00	40	191,557	142,500	222,500	=		1	County Take Home Vehicle. Certified Professional Engineer.
MNCPPC									
AVERAGE	\$94.92		185,139	135,561	216,331				

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	\$99.44	40	206,833	116,114	225,555	=	Deputy Director, Public Works	5	Classified position
Baltimore City	\$113.74	36.7	217,062	135,862	224,466	=	Operations Director III	1	
Baltimore County	\$102.63	34	181,448	136,637	206,873		Deputy Director, Public Works		
Calvert	\$81.47	35	148,275	107,016	172,554	=	Deputy Director (Construction, Enterprise Funds, General Services)	3	Contract/Salary Position
Caroline									
Carroll	\$65.84	40	136,944	106,788	192,213	=	Deputy Director, Public Works	3	
Cecil	\$69.20	40	143,942	93,703	148,726	=		1	
Charles	\$88.13	37.5	171,861	118,576	192,094		Deputy Director	2	
Dorchester									
Frederick	\$98.93	40	205,766	128,866	206,186	=	Deputy Director DPW Admin	1	
Garrett									
Harford	\$80.09	40	166,590	88,529	171,868	=	Deputy Director Public Works	2	
Howard	\$107.00	40	223,311	129,210	248,899	=	Deputy Director of Public Works	1	1 Vacant
Kent	\$58.00	40	120,750	89,157	142,651	=	Deputy Director of Public Works	1	
Montgomery	\$104.81	40	218,000	138,078	234,733	+	Deputy Director Department of Environmental Protection	1	
Prince George's	\$97.81	40	203,440	106,685	230,130	=	Deputy Director, Department of Public Works and Transportation	2	Prince George's County uses generic Director class.
Queen Anne's									
St. Mary's	\$76.00	40	158,288	136,490	234,998	=	Assistant Director of Public Works	1	
Somerset									
Talbot	\$56.58	40	117,695	82,883	153,156	=	Assistant County Engineer	1	
Washington	\$49.30	40	102,606	80,163	209,976	=	Deputy Director of Public Works-Buildings, Grounds & Facilities	1	
Wicomico	\$73.15	40	152,145	105,712	158,625			1	
Worcester	\$62.00	40	128,160	125,100	172,500	=		1	County Take Home Vehicle. Certified Professional Engineer.
MNCPPC									
AVERAGE	\$82.45		166,840	112,532	195,900				

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	\$108.95	40	226,610	121,992	233,210	=	Director Inspections and Permits	1	Appointed by County Executive
Baltimore City									
Baltimore County	\$128.46	35	233,804	166,260	256,872		Director, Permits, Approvals, and Inspections	1	
Calvert	\$79.79	35	145,218	90,072	145,218	=	Inspections & Enforcement Division Chief	1	Contract/Salary Position
Caroline									
Carroll	\$52.12	40	108,408	97,095	174,741	=	Division Manager, Permits	1	
Cecil	\$47.47	40	98,739	77,090	122,358	-	Chief - Permits & Insp	1	
Charles	\$79.42	37.5	154,869	102,608	166,225		Chief	1	
Dorchester									
Frederick	\$59.37	40	123,493	98,312	157,299	=	Director Permitting and Inspections	1	
Garrett	\$53.56	40	111,395	105,388	147,473		Director of Community Development	1	
Harford	\$74.04	40	154,001	100,113	189,114	=	Director Permits & Licenses	1	
Howard	\$111.00	40	230,013	126,676	244,019	=	Director, Inspection, Licenses & Permits	1	
Kent									
Montgomery	\$112.98	40	235,000	167,074	284,024	+	Director Department of Permitting Services	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director Department of Permitting, Inspections & Enforcement	1	Prince George's County uses generic Director class.
Queen Anne's									
St. Mary's									
Somerset									
Talbot	\$44.49	40	92,539	71,598	123,400	=	Building & Inspections Manager	1	
Washington	\$62.00	40	128,856	93,496	244,888	=	Director of Permits & Inspections	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$79.95		161,626	110,091	196,803				

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	\$108.95	40	226,610	121,992	233,210	=	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	\$117.74	35	214,287	166,260	256,872		Director of Recreation and Parks	1	
Calvert	\$89.38	35	162,667	135,890	254,016	=	Parks & Recreation Director	1	Contract/Salary Position
Caroline	\$59.02	40	122,760	122,760	122,760	=		1	Contractual
Carroll	\$71.74	40	149,215	127,504	265,200	=	Director, Recreation & Parks	1	
Cecil	\$64.13	40	133,398	108,473	172,169	=		1	
Charles	\$105.90	37.5	206,501	127,470	206,501		Director of Parks, Recreation and Tourism	1	
Dorchester	\$48.65	40	101,184	101,184	101,184			1	
Frederick	\$85.99	40	178,851	131,406	229,961	=	Division Director Parks & Recreation	1	
Garrett									
Harford	\$67.96	40	141,357	100,113	189,114	=	Director, Parks & Recreation	1	
Howard	\$107.00	40	223,311	126,676	244,019	=	Director, Recreation & Parks	1	
Kent	\$45.00	40	94,382	77,764	124,423	=		1	
Montgomery		40		167,074	284,024	-	Director Department of Recreation		Position currently vacant
Prince George's									
Queen Anne's	\$94.02	40	195,553	100,358	197,985			1	
St. Mary's	\$92.00	40	191,521	191,521	191,521	=		1	Contractual
Somerset	\$56.54	40	117,603	89,076	154,210		Director, Tourism, Parks & Rec	1	
Talbot	\$55.57	40	115,592	105,783	195,470			1	
Washington	\$66.60	40	138,424	86,570	226,845	=	Deputy Director of Parks & Recreation	1	
Wicomico	\$66.05	40	137,381	118,998	178,496			1	
Worcester	\$64.00	40	132,950	92,500	182,500	=		1	County Take Home Vehicle
MNCPPC	\$108.65	40	226,000	226,000	226,000	=	Parks and Recreation Director	2	1 PG Position = Parks and Rec and 1 MC Position = Parks only
AVERAGE	\$80.72		163,772	126,580	204,522				

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	\$60.09	40	125,000	125,000	125,000	=		1	Contractual
Anne Arundel	\$102.80	40	213,818	116,114	225,555	=	Emergency Management Director	1	Appointed by County Executive
Baltimore City	\$99.82	36.7	190,505	190,505	190,505	-	Deputy Fire Chief	10	flat salary; does not manage 911 communications
Baltimore County	\$86.12	35	156,734	106,732	169,510	=	Chief, Emergency Communications Center	1	
Calvert	\$90.57	35	164,832	123,535	230,925	=	Public Safety Director	1	Contract/Salary Position
Caroline	\$62.50	40	130,000	130,000	130,000	=		1	Contractual
Carroll	\$71.71	40	149,147	127,504	265,200	=	Director, Public Safety	1	
Cecil	\$76.12	40	158,323	108,473	172,169	=		1	
Charles	\$96.56	37.5	188,298	127,470	206,501	=	Director of Emergency Services	1	
Dorchester									
Frederick	\$78.25	40	162,750	116,805	204,409	=	Division Director Emergency Management	1	
Garrett	\$50.64	40	105,338	105,338	147,473	=	Director of Emergency Management	1	
Harford	\$81.71	40	169,950	100,113	189,114	=	Director, Emergency Services	1	
Howard	\$89.00	40	184,571	116,605	224,821	=	Administrator, Office of Emergency Management	1	
Kent	\$57.00	40	117,978	89,157	142,651	=	Director of Emergency Services	1	
Montgomery	\$107.63	40	223,880	129,054	223,880	=	Director, Office of Emergency Management and Homeland Security	1	Working Title - Class title is MLS Manager I
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Office of Homeland Security	2	Prince George's County uses generic Director class.
Queen Anne's	\$95.19	40	197,985	100,358	197,985	=	Director, Emergency Services	1	
St. Mary's	\$88.00	40	182,152	182,152	182,152	=	Director of Emergency Services	1	Contractual
Somerset	\$56.97	40	118,504	82,862	143,451	=	Director of Emergency Services	1	
Talbot	\$74.12	40	154,188	82,884	247,427	=	Director of Emergency Services	1	
Washington	\$72.00	40	149,448	93,496	244,899	=	Director of Emergency Management & Communication	1	
Wicomico	\$54.30	40	112,947	105,712	158,625	=		1	
Worcester	\$63.00	40	130,000	92,500	182,500	=	Director of Emergency Services	1	County Take Home Vehicle
MNCPPC									
AVERAGE	\$79.12		161,138	116,342	194,398				

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	\$62.00	40	128,975	128,975	128,975	=		1	Contractual
Anne Arundel	\$110.79	40	230,449	137,854	263,526	=	Director of Programming	1	Appointed by County Executive
Baltimore City	\$118.97	36.7	227,033	171,683	283,405	=	Executive Director IV	1	
Baltimore County	\$117.59	35	214,007	166,260	256,872		Director of Economic Development	1	
Calvert	\$81.86	35	148,976	123,535	230,925	=	Economic Development Director	1	Contract/Salary Position
Caroline	\$46.58	40	96,876	98,876	98,876	=		1	Contractual
Carroll	\$78.08	40	162,407	127,504	265,200	=		1	
Cecil	\$69.46	40	144,476	108,473	172,169	=		1	
Charles	\$98.21	37.5	191,500	127,470	206,501		Director of Economic Development	1	
Dorchester	\$49.36	40	102,662	102,662	102,662			1	
Frederick	\$98.76	40	205,419	131,406	229,961	+	Division Director Economic and Workforce Development	1	
Garrett	\$54.00	40	111,395	105,388	147,473		Director of Community Development	1	
Harford	\$70.54	40	146,715	100,113	189,114	=	Director, Economic Development	1	
Howard									
Kent	\$50.00	40	103,655	77,764	124,423	+	Director of Economic & Tourism Development	1	Position includes management of tourism development.
Montgomery									
Prince George's									Economic Development Corp., Non-County Agency
Queen Anne's	\$85.33	40	177,483	93,792	185,032		Director, Economic & Tourism Development	1	
St. Mary's	\$79.00	40	165,000	165,000	165,000	=		1	Currently vacant, contractual
Somerset									
Talbot	\$61.94	40	128,836	105,783	195,470	=	Director of Economic Development & Tourism	1	
Washington	\$79.00	40	164,965	93,496	244,899	=	Director of Business & Economic Development	1	
Wicomico									
Worcester	\$68.00	40	141,142	92,500	182,500	+	Director of Tourism and Economic Development	1	County Take Home Vehicle. Also manages Tourism and the Welcome Center,
MNCPPC									
AVERAGE	\$77.87		157,472	118,870	193,315				

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	\$95.90	40	199,476	121,992	233,210	=	Director of Aging/Disabilities	1	Appointed by County Executive
Baltimore City	\$53.70	36.7	102,485	99,053	163,237	=	Operations Manager I	1	
Baltimore County	\$113.57	35	206,703	16,260	256,872		Director of Aging	1	
Calvert	\$66.70	35	121,394	90,072	145,218	=	Aging Services Division Chief	1	Contract/Salary Position
Caroline									
Carroll	\$54.15	40	112,631	97,095	174,741	=	Division Manager, Aging & Disabilities	1	
Cecil									
Charles	\$102.51	37.5	199,899	127,470	206,501		Dir. Community Services	1	
Dorchester									
Frederick	\$103.90	40	216,109	131,406	229,961	=	Division Director Aging and Independence	1	
Garrett									
Harford	\$52.43	40	109,045	78,036	165,762	=		1	
Howard	\$67.00	40	139,329	105,308	202,800	=	Human Services Manager II	1	Division within DCRS.
Kent									
Montgomery	\$101.92	40	212,000	138,078	234,733	=	Chief Aging and Disability Services	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Family Services	1	Prince George's County uses generic Director class.
Queen Anne's									
St. Mary's	\$84.00	40	180,861	180,861	180,861	=	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	\$83.46		168,312	109,094	205,025				

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	36.7	105,477	85,660	136,935	=	Operations Officer IV	1	
Baltimore County	\$177.51	35	323,076	179,520	277,358		Deputy State and County Health Officer	1	Our jurisdiction provides a supplemental salary of \$51,500 in addition to the State's compensation. The average salary includes both state and county portion.
Calvert	\$89.38	35	162,667	112,307	209,930	=	Community Resources Director	1	Contract/Salary Position
Caroline									
Carroll	\$77.60	40	161,403	127,504	265,200	=	Director, Citizen Services	1	
Cecil	\$76.12	40	158,323	108,473	172,169	+	Director of Community Services	1	
Charles	\$74.85	37.5	145,960	102,608	166,225		Chief Aging & Human Services	1	
Dorchester									
Frederick	\$73.20	40	152,250	116,805	204,409	-	Division Director Family Services	1	
Garrett									
Harford	\$72.05	40	149,857	100,113	189,114	=	Director of Housing & Community Services	1	Depts of Housing & Community Services merged
Howard	\$117.00	40	244,019	129,210	248,899	=	Director, Citizens Services	1	Department Head for DCRS
Kent									
Montgomery	\$127.40	40	265,000	167,074	284,024	+	Director Department of Health and Human Services	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Office of Community Relations	1	Prince George's County uses generic Director class.
Queen Anne's	\$88.96	40	185,032	93,792	185,032		Director, Community Services	1	
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									State Employee at the Health Department
MNCPPC									
AVERAGE	\$94.58		189,407	120,547	217,142				

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	\$113.57	35	206,703	166,260	256,872		Director of Housing and Community Development	1	
Calvert	\$85.19	35	155,046	116,626	188,024	=	Executive Director (Housing Authority)	1	Salary Position (Calvert County is Payroll Agent)
Caroline									
Carroll	\$60.01	40	124,818	97,095	174,741	=	Division Manager, Housing & Community Connections	1	
Cecil	\$46.11	40	95,912	73,419	116,532	-	Chief - Housing	1	
Charles	\$78.60	37.5	153,274	102,608	166,225		Chief Housing Authority	1	
Dorchester									
Frederick	\$84.39	40	175,525	131,406	229,961	=	Division Director Housing	1	
Garrett									
Harford									
Howard	\$104.00	40	220,413	126,676	244,019	=	Director of Housing & Community Development	1	
Kent									
Montgomery	\$112.02	40	233,000	167,074	284,024	=	Director Department of Housing and Community Affairs	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Housing & Community Development	1	Prince George's County uses generic Director class.
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$90.02		179,570	126,404	218,982				

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	\$90.31	40	187,847	116,114	225,555	=	Executive Director, Partnership for Children, Youth and Families	1	
Baltimore City									
Baltimore County	\$70.04	35	127,473	101,797	144,872		Local Management Board Program Administrator	1	
Calvert	\$53.27	35	96,951	75,803	122,249	=	Family Network Coordinator	1	Salary Position
Caroline									
Carroll	\$48.38	40	100,626	80,247	144,415	=	Local Management Board Manager	1	
Cecil	\$35.94	40	74,757	63,423	100,664	=	LMB Administrator	1	
Charles	\$39.23	37.5	76,498	71,472	115,785		Supervisor	1	
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$93.00	40	193,032	105,308	202,800	=	Human Services Manager II	1	
Kent	\$43.00	40	89,086	77,764	124,423	=	Director of Local Management Board	1	
Montgomery	\$101.92	40	212,000	138,078	234,733	-	Chief Children Youth and Family Services	1	
Prince George's									
Queen Anne's	\$83.14	40	172,928	87,656	172,928		Executive Director, Housing & Family Services	1	
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico	\$45.43	40	94,500	89,021	124,675			1	
Worcester									State employee at the Health Department
MNCPPC									
AVERAGE	\$63.97		129,609	91,517	155,736				

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	\$46.20	40	96,108	68,241	129,657	=	Public Relations & Communications Manager	1	
Anne Arundel	\$49.52	40	103,000	100,121	194,489	=	Public Information Officer	1	Appointed by County Executive
Baltimore City	\$80.61	36.7	153,831	150,089	247,691	=	Executive Director II	1	
Baltimore County	\$76.36	34	135,000	122,400	189,108		Communications Director	1	
Calvert	\$79.39	35	144,495	123,535	230,925	=	Communications & Media Relations Director	1	Contract/Salary Position
Caroline	\$43.22	40	88,726	88,726	88,726	=		1	
Carroll	\$46.16	40	96,009	88,255	158,850	=	Public Relations Manager	1	
Cecil	\$44.63	40	92,835	77,090	122,358	=	Communications and Media Relations Administrator	1	
Charles	\$81.35	37.5	158,628	102,608	166,225		PIO/Chief of Media Services	1	
Dorchester									
Frederick	\$71.57	40	148,855	98,312	157,299	=	Communications and Public Engagement Director	1	
Garrett									
Harford	\$60.31	40	125,454	100,113	189,114	=	Chief of Executive Staff	1	
Howard		40		116,605	224,821				Vacant; reports to Deputy CAO
Kent									
Montgomery	\$105.77	40	220,000	167,074	284,024	=	Director Office of Public Information	1	
Prince George's	\$84.13	40	175,000	79,610	231,130	=	Administrative Specialist GEX	1	
Queen Anne's									
St. Mary's	\$61.00	40	126,603	126,603	126,603	=	Communications Director	1	Contractual
Somerset									
Talbot	\$42.05	40	87,465	58,904	108,845	=	Communications Manager	1	
Washington	\$58.00	40	119,662	93,496	244,889	=	Director of Public Relations & Marketing	1	
Wicomico									
Worcester	\$51.00	40	106,452	77,500	132,500	=	Senior PIO	1	
MNCPPC	\$76.65	40	159,426	116,505	206,340	=	Public Affairs and Marketing Programs Division Chief	3	
AVERAGE	\$64.33		129,864	102,936	180,715				

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	\$69.56	40	144,703	144,703	144,703	=		1	Contractual
Anne Arundel	\$123.11	40	256,069	137,854	263,526	=	County Attorney	1	Appointed by County Executive
Baltimore City	\$136.20	36.7	259,920	252,350	252,350	=	City Solicitor	1	
Baltimore County	\$152.05	35	276,724	221,340	341,970		County Attorney	1	
Calvert	\$107.25	35	195,191	135,890	254,016	=	County Attorney	1	Contract/Salary Position
Caroline	\$67.27	40	139,928	139,928	139,928	=		1	Contractual
Carroll	\$95.12	40	197,851	127,504	265,200	=	County Attorney	1	
Cecil	\$79.33	40	165,000	165,000	165,000	=		1	
Charles	\$117.71	37.5	229,541	NA	NA		County Attorney	1	
Dorchester									
Frederick	\$106.51	40	221,550	147,832	258,706	=	County Attorney	1	
Garrett	\$46.15	40	96,000	96,000	96,000			1	
Harford	\$83.42	40	173,509	115,523	205,448	=	County Attorney	1	
Howard	\$130.00	40	270,516	143,129	275,927	=	County Solicitor	1	
Kent									
Montgomery	\$131.73	40	274,000	167,074	284,024	=	County Attorney	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Office of Law	1	Prince George's County uses generic Director class.
Queen Anne's	\$79.23	40	164,800	100,358	197,985			1	
St. Mary's	\$87.00	40	180,861	180,861	180,861	=		1	Contractual
Somerset			51,025					1	Salary determined on a yearly basis
Talbot									
Washington	\$90.00	40	187,824	109,075	285,771	=	County Attorney	1	
Wicomico									
Worcester	\$85.00	40	176,837	122,500	222,500	=	County Attorney	1	
MNCPPC	\$119.75	40	249,071	249,071	249,071	=	General Counsel	1	Appointed
AVERAGE	\$100.60		196,702	151,552	228,915				

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									
Anne Arundel	\$102.80	40	213,818	116,114	225,555	=	Deputy County Attorney	2	Classified position
Baltimore City	\$111.18	36.7	212,180	131,267	216,684	=	Deputy City Solicitor	1	
Baltimore County	\$105.68	35	192,330	147,900	228,506		Deputy County Attorney	2	
Calvert	\$104.63	35	190,436	190,436	190,436	=	Deputy County Attorney	1	Contract/Salary Position
Caroline									
Carroll									
Cecil	\$63.45	40	131,980	93,704	148,726	=		1	
Charles	\$76.88	37.5	149,912	118,576	192,094		Deputy County Attorney	1	
Dorchester									
Frederick	\$65.60	40	136,446	128,866	206,186	=	Deputy County Attorney	1	
Garrett									
Harford	\$82.69	40	172,001	88,529	171,868	=	Deputy County Attorney	1	
Howard	\$99.00	40	205,051	129,210	248,899	=	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	\$107.63	40	223,880	129,054	223,880	=	General Counsel	1	Working Title - Class title is MLS Manager I
Prince George's	\$97.81	40	203,440	106,685	230,130	=	Deputy Director, Office Of Law	3	Prince George's County uses generic Director class.
Queen Anne's									
St. Mary's	\$61.00	40	127,795	118,685	204,339	=		1	
Somerset	\$60.61	40	126,075	89,076	154,210			1	
Talbot									
Washington	\$51.00	40	105,768	93,496	244,899	=	Deputy County Attorney	1	
Wicomico									
Worcester									
MNCPPC	\$104.16	40	216,656	128,155	216,656	=	Deputy General Counsel	1	
AVERAGE	\$86.27		173,851	120,650	206,871				

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	\$71.02	40	147,724	116,114	225,555	=	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	\$60.00	40				=	Legislative Liaison	1	Contract, 40 hours total from January - April, 4 hours from April - January
Cecil									
Charles	\$65.68	37.5	128,085	95,449	154,628		Associate Attorney	1	
Dorchester									
Frederick	\$68.64	40	142,762	103,827	142,762	=	Legislative Director	1	appointed
Garrett									
Harford									
Howard	\$90.00	40	187,412	105,308	202,800	=	Executive Assistant II	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	167,074	284,024	=	Director Office of Intergovernmental Relations	1	
Prince George's	\$74.52	40	149,032	46,546	155,761	=	Administrative Assistant GEX	1	Prince George's County uses generic Administrative Assistant class.
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$35.00	40	72,842	63,128	101,837	=		1	
MNCPPC									
AVERAGE	\$74.17		154,219	103,589	185,506				

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	\$32.41	40	67,432	59,051	112,196	=		1	
Anne Arundel									
Baltimore City									
Baltimore County	\$76.62	35	139,452	110,160	170,197		Council Administrator	1	
Calvert	\$54.63	35	99,427	75,803	122,249	=	Clerk to the Board of County Commissioners	1	Salary Position
Caroline									
Carroll	\$35.85	40	74,568	58,760	102,836	=	Executive Assistant II, County Clerk	1	
Cecil	\$29.02	40	60,371	54,774	86,949	=	Council Assistant	1	County Council not Commissioners
Charles	\$47.94	37.5	93,480	71,472	115,785		Clerk to the Co Comm	1	
Dorchester									
Frederick									
Garrett									
Harford									
Howard									
Kent	\$38.00	40	79,422	61,183	97,893	=	Clerk	1	Not appointed position.
Montgomery	\$55.14	40	114,688	76,742	122,603	-	Deputy Clerk County Council	2	
Prince George's	\$85.56	40	177,959	96,767	208,734	=	Clerk of the County Council	1	
Queen Anne's	\$46.87	40	97,490	81,922	161,614		Exec Asst. to Co Commissioners & Administrator	1	
St. Mary's									
Somerset									
Talbot	\$34.11	40	70,963	64,942	120,002	=	Clerk to County Council	1	
Washington	\$46.00	40	95,347	61,152	160,118	=	County Clerk	1	
Wicomico	\$42.33	40	88,045	80,959	113,321		Council Admin	1	
Worcester									
MNCPPC									
AVERAGE	\$48.04		96,819	73,361	130,346				

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	\$85.63	40	178,115	100,121	194,489	=	Purchasing Agent	1	
Baltimore City	\$108.40	36.7	206,876	131,267	216,684	=	Operations Director II	1	
Baltimore County	\$85.27	34	150,762	117,877	163,400		Chief of Procurement and Logistic Services	1	
Calvert		35		90,072	145,218	=	Procurement Division Chief	1	Contract/Salary Position (Vacant)
Caroline									
Carroll	\$48.05	40	99,940	97,095	174,741	=	Procurement Manager	1	
Cecil	\$45.58	40	94,804	77,090	122,358	=	Procurement Manager	1	
Charles	\$72.86	37.5	142,068	102,608	166,225		Chief of Purchasing	1	
Dorchester									
Frederick	\$67.98	40	141,397	120,436	192,697	=	Director Procurement & Contracting	1	
Garrett	\$33.18	40	69,010	62,273	87,183		Purchasing Specialist	1	
Harford	\$69.71	40	145,000	100,113	189,114	=	Acting, Director of Procurement	1	
Howard	\$90.00	40	187,412	105,308	202,800	=	Purchasing Administrator	1	
Kent									
Montgomery	\$96.21	40	200,111	113,715	200,829	=	Division Chief, Office of Procurement	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Office of Procurement	2	Prince George's County uses generic Director class.
Queen Anne's									
St. Mary's	\$65.00	40	134,285	118,685	204,339	=	Procurement Manager	1	
Somerset									
Talbot									
Washington	\$60.00	40	125,029	80,163	209,976	=	Purchasing Director	1	
Wicomico	\$48.49	40	100,856	97,991	137,165		Purchasing Agent	1	
Worcester	\$56.00	40	116,451	92,500	152,500		Procurement Officer	1	
MNCPPC	\$98.54	40	204,968	116,505	206,340	=	Corporate Procurement Director	1	
AVERAGE	\$86.71		148,053	102,629	179,581				

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	\$42.16	40	87,689	64,191	124,695	=	Buyer III	4	
Baltimore City	\$53.32	36.7	101,752	74,803	119,684	=	Procurement Specialist II	9	
Baltimore County	\$42.48	35	77,317	60,127	75,075		Staff Buyer	10	
Calvert	\$34.44	35	62,681	58,568	94,385	=	Procurement Specialist I & II	1	Procurement Specialist II Vacant
Caroline	\$33.42	40	69,514	69,514	69,514	=	Purchasing Coordinator	1	
Carroll	\$32.81	40	68,250	66,311	119,351	=		3	
Cecil	\$32.00	40	66,570	60,402	95,870	=	Puchasing Agent	1	
Charles	\$52.74	37.5	102,847	82,595	133,805		Asst. Chief	1	
Dorchester	\$25.23	40	52,478	38,076	69,000		Fleet Inventory Technician	2	
Frederick	\$28.32	40	58,901	57,218	91,549	=	Procurement Analyst I	4	
Garrett									
Harford	\$34.63	40	72,033	44,941	143,439	=	Procurement Agent Series I - III	4	
Howard	\$43.00	40	88,249	63,034	121,532	=	Administrative Analyst I	8	
Kent	\$34.00	40	71,342	63,842	102,147	-	Procurement Manager	1	No direct reports. Aids department in procurement guidelines. Not full cycle procurement.
Montgomery	\$68.35	40	142,178	91,058	146,770	=	Procurement Specialist IV	2	
Prince George's	\$44.11	40	91,746	53,883	116,231	=	Procurement Officer 2	3	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's									
St. Mary's	\$44.00	40	91,874	62,525	120,494	=	Senior Buyer & Buyer	2	1 currently vacant
Somerset									
Talbot									
Washington	\$34.70	40	72,259	65,437	171,475	=	Buyer	1	
Wicomico	\$23.27	40	48,395	41,558	58,126		SR Purchasing Assistant	1	
Worcester									
MNCPPC	\$58.96	40	122,638	73,523	132,614	=	Corporate Procurement Specialist III	4	
AVERAGE	\$40.10		81,511	62,716	110,829				

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	\$44.96	40	93,510	69,126	134,279	=	Accountant II	2	
Baltimore City	\$42.01	36.7	80,175	70,338	93,216	=	Accountant II	41	
Baltimore County	\$48.57	35	88,400	62,888	78,895	=	Accountant II	14	
Calvert	\$38.91	35	70,816	63,809	102,885	=	Accountant I	2	Salary Position
Caroline									
Carroll	\$33.99	40	70,689	66,311	119,351	=		3	
Cecil									
Charles	\$53.70	37.5	104,716	71,472	115,785		Lead Accountant	1	
Dorchester	\$31.73	40	65,993	62,025	75,626		Accountant, Grant Accountant, Accounting Manager	5	
Frederick	\$38.02	40	79,072	70,095	112,152	=	Accountant II	5	
Garrett									
Harford	\$28.68	40	59,649	44,941	121,736	=	Accountant I	2	
Howard	\$47.00	40	96,800	77,422	149,082	=	Fiscal Specialist II	24	
Kent	\$47.00	40	97,287	63,842	102,147	-	Senior Accountant	1	No payroll duties.
Montgomery	\$52.59	40	109,386	70,556	112,166	=	Accountant/Auditor II	8	
Prince George's	\$41.18	40	85,644	53,883	116,231	=	Accountant 2	12	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	\$32.87	40	68,377	58,022	111,736		Accountant I	1	
St. Mary's	\$38.00	40	80,205	78,166	134,638	=	Senior Accountant	1	
Somerset	\$30.78	40	64,035	51,275	84,020			1	
Talbot	\$38.74	40	80,588	61,849	114,287	=	Accountant II	2	
Washington	\$35.00	40	72,654	70,013	183,435	+	Accountant	2	
Wicomico	\$30.29	40	63,000	55,298	77,440			2	
Worcester	\$36.73	40	76,398	63,128	101,837	+	Senior Accountant	2	1 Vacancy
MNCPPC	\$51.50	40	107,119	63,891	113,151	=	Corporate Accountant II	3	
AVERAGE	\$40.11		81,644	64,207	112,100				

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	\$35.79	40	74,445	74,445	144,607	=	Budget Mgmt Analyst II		
Baltimore City	\$44.44	36.7	84,814	70,338	112,807	=	Budget Management Analyst I	8	
Baltimore County	\$59.70	35	108,655	84,256	131,264		Senior Budget and Management Analyst	4	
Calvert	\$40.24	35	73,237	63,809	102,885	=		1	Salary Position
Caroline	\$42.51	40	88,403	85,771	91,034	=	Finance Specialist & Grants Coordinator	2	
Carroll	\$36.10	40	75,087	72,946	131,290	=	Budget Analyst I	5	one of the positions is vacant
Cecil									
Charles	\$39.67	37.5	77,349	62,723	107,707		Budget Analyst I and II	5	
Dorchester	\$33.57	40	68,400	59,036	68,463		Financial Analyst, Grant Writer	2	
Frederick	\$42.90	40	89,232	70,095	112,152	=	Budget Analyst II	1	
Garrett									
Harford	\$48.79	40	101,490	47,979	143,439	=	Budget Analyst/Senior Budget Analyst	4	
Howard	\$55.00	40	114,955	95,019	183,113	=	Fiscal Manager I	26	
Kent									
Montgomery	\$53.93	40	112,166	70,556	112,166	+	Accountant/Auditor II	5	
Prince George's	\$42.88	40	89,194	53,970	109,566	=	Budget Management Analyst 2	8	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's	\$61.36	40	127,638	70,482	135,731			1	
St. Mary's	\$49.00	40	101,650	89,814	154,690	=		3	
Somerset		40		77,080	133,443		Budget Grants Administrator	1	Vacant Position
Talbot									
Washington	\$33.30	40	69,181	61,152	160,118	=	Fiscal Analyst	1	
Wicomico									
Worcester	\$38.00	40	78,801	63,128	101,837	+	Senior Budget Accountant	2	
MNCPPC		40		63,891	113,151	=	Corporate Budget Analyst II		
AVERAGE	\$44.54		90,276	70,342	123,656				

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
Allegany									
Anne Arundel	\$45.17	40	93,962	69,126	134,279	=	Management Assistant II	37	
Baltimore City	\$31.06	36.7	59,281	50,797	68,770	=	Administrative Analyst I	5	
Baltimore County	\$47.77	35	86,937	58,600	72,843		Management Analyst II	33	
Calvert	\$48.00	35	87,356	63,809	102,885	=	Executive Administrative Assistant II	5	1 Vacant
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$34.06	40	70,837	57,219	91,550	-	Administrative Coordinator	31	
Garrett									
Harford									
Howard	\$47.00	40	97,894	77,422	149,082	=	Administrative Analyst II	54	
Kent									
Montgomery	\$53.93	40	112,166	70,556	112,166	+	Accountant/Auditor II	5	
Prince George's	\$43.38	40	90,225	53,883	116,231	=	Administrative Assistant 2	37	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's									
St. Mary's	\$42.00	40	88,379	62,525	120,494	=	Office Manager/Office Manager I	2	
Somerset									
Talbot									
Washington	\$36.50	40	75,920	65,437	171,475	=	Senior Budget Analyst	1	
Wicomico									
Worcester									
MNCPPC		40		63,891	113,151	=	Corporate Management Analyst II		
AVERAGE	\$42.89		86,296	63,024	113,902				

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	\$35.71	40	74,285	51,098	97,087	=	Benefits Coordinator	1	
Anne Arundel	\$41.79	40	86,928	69,126	134,279	=	Personnel Analyst II	2	
Baltimore City									
Baltimore County	\$43.35	35	78,900	61,318	76,562		Human Resources Analyst II	20	
Calvert	\$56.93	35	103,613	69,542	112,130	+	Human Resources Analyst II	2	Salary Position
Caroline	\$32.08	40	66,732	57,949	75,514	=	Human Resources Specialist & Personnel & Benefits Coordinator	2	
Carroll	\$29.08	40	60,486	58,760	102,836	=	Human Resources Analyst	2	
Cecil	\$36.51	40	75,944	66,593	105,697	=	HR Specialist	4	
Charles	\$36.65	37.5	71,472	71,472	115,785		HR Generalist	1	
Dorchester	\$29.13	40	60,590	43,739	84,367		HR Generalist	1	
Frederick	\$30.95	40	64,382	57,218	91,549	=	Human Resources Analyst	5	
Garrett	\$29.42	40	61,194	56,483	79,077		HR Generalist	1	
Harford	\$35.56	40	73,963	51,805	136,197	=	Human Resources Generalist	2	
Howard	\$46.00	40	96,606	77,422	149,082	=	Administrative Analyst II	6	
Kent	\$32.00	40	65,795	53,229	85,167	=	HR Specialist	1	
Montgomery	\$56.23	40	116,962	83,556	134,086	=	Human Resources Specialist III	29	
Prince George's	\$43.51	40	90,492	53,883	116,231	=	Human Resources Analyst 2	16	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	\$31.09	40	64,668	50,962	98,143		HR Generalist	1	
St. Mary's	\$29.00	40	60,195	55,910	96,179	=	Senior HR Specialist	3	
Somerset	\$30.71	40	63,849	57,885	94,851		Payroll/Benefits Specialist	1	
Talbot	\$35.27	40	73,370	56,099	138,917	=	Benefit Manager, Benefit & Compensation Specialist	2	
Washington	\$48.00	40	100,173	61,152	160,118	=	Human Resources Coordinator	1	
Wicomico	\$24.65	40	51,279	50,301	70,399			2	
Worcester	\$33.00	40	68,626	52,395	88,317	+	HR Specialist, Recruiter, Benefits Specialist	3	
MNCPPC	\$50.83	40	105,722	63,891	113,151	=	Corporate Human Resources Specialist II	11	
AVERAGE	\$37.37		76,509	59,658	106,488				

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	\$52.44	40	109,072	80,171	155,733	=	Attorney II	5	
Baltimore City	\$63.70	36.7	121,560	79,507	127,043	=	Assistant Solicitor	24	
Baltimore County	\$65.19	35	118,654	95,880	148,135		Assistant County Attorney	33	
Calvert	\$85.92	35	156,383	156,383	156,383	=	Associate County Attorney	1	Contract/Salary Position
Caroline	\$46.52	40	96,757	83,135	125,682	=	Asst. States Attorney & Deputy States Attorney	4	
Carroll	\$49.94	40	103,884	80,247	158,850	=	Assistant County Attorney I/II	2	
Cecil	\$55.81	40	116,076	80,945	128,476	=	Asst. County Attorney	1	
Charles	\$46.76	37.5	91,178	76,833	154,628		Assoc Co Attny I & II	4	
Dorchester	\$46.05	40	95,776	65,000	125,000		Attorney, Asst States Attorney, Sr Assist St Attorney	4	
Frederick		40		98,312	157,299	=	Assistant County Attorney		no one assigned to classification at this time
Garrett									
Harford	\$59.43	40	123,624	70,277	164,418	=	Assistant County Attorney II	4	
Howard	\$54.00	39	108,243	95,019	183,113	=	Attorney	11	
Kent									
Montgomery	\$81.94	40	170,438	111,948	181,336	=	Assistant County Attorney III	37	
Prince George's	\$46.70	40	97,138	62,377	134,552	=	Attorney 2	3	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's									
St. Mary's	\$50.00	40	103,210	103,210	177,736	=	Assistant County Attorney	1	
Somerset									
Talbot									
Washington	\$47.09	40	97,947	86,570	226,845	=	Assistant County Attorney	2	
Wicomico									
Worcester									
MNCPPC	\$65.61	40	136,464	80,206	144,677	=	Associate General Counsel	5	
AVERAGE	\$57.32		115,400	88,589	155,877				

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	\$36.15	40	75,210	47,535	104,368	=		3	
Anne Arundel	\$40.62	40	84,496	69,126	134,279	=	Planner II	16	
Baltimore City	\$42.59	36.7	81,285	74,803	119,684	=	City Planner II	33	
Baltimore County	\$37.09	35	67,496	57,462	71,428		Planner II	21	
Calvert	\$46.54	35	84,703	69,542	112,130	=	Planner II	5	Salary Position
Caroline									
Carroll	\$35.66	40	74,180	66,311	119,351	=	Comprehensive Planner II	2	
Cecil	\$28.40	40	59,072	54,774	100,664	=	Planner 1,2,3	4	
Charles	\$41.98	37.5	81,854	62,723	115,785		Planner I, II, III	15	
Dorchester	\$33.33	40	69,326	68,473	70,179		Environmental Planner, Staff Planner	2	
Frederick	\$28.54	40	59,364	57,218	91,549	=	Planner I	5	
Garrett									
Harford	\$27.67	40	57,552	44,941	121,736	=	Planner I	4	
Howard	\$45.00	40	92,948	69,913	134,588	=	Planning Specialist II	16	
Kent	\$32.00	40	66,297	61,183	97,893	=	Associate Planner	2	Requires a masters degree.
Montgomery	\$50.84	40	105,755	70,556	112,166	=	Planning Specialist II	3	
Prince George's	\$41.19	40	85,677	53,970	109,566	=	Planner 2	7	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's									
St. Mary's	\$37.00	40	77,251	62,525	134,638	=	Planner II-IV	8	1 currently vacant
Somerset	\$32.12	40	66,818	62,047	107,416		Senior Planner/Zoning Specialist	1	
Talbot									
Washington	\$36.76	40	76,450	61,152	160,118	=	Planner	2	
Wicomico									
Worcester	\$34.65	40	72,076	54,870	102,500	+	Zoning Administrator, DRP Specialist III, IV; Planning Manager, Natural Resources Planner III & IV	7	4 in Environmental Programs and 3 in DRP
MNCPPC	\$43.31	40	90,085	63,891	113,151	=	Planner II	42	
AVERAGE	\$37.57		76,395	61,651	111,659				

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	\$64.18	40	133,513	133,513	133,513	=		1	Contractual
Anne Arundel	\$99.44	40	206,833	116,114	225,555	=	Deputy Director, Public Works	5	
Baltimore City	\$69.89	36.7	133,384	93,602	149,726	-	Engineer Supervisor	6	PE is not required
Baltimore County	\$93.33	34	165,000	130,733	181,266		Chief, Bureau of Engineering and Construction	1	
Calvert	\$70.71	35	128,692	98,171	158,249	=	Engineering Division Chief	1	Salary Position/Employee Acting in Position
Caroline									
Carroll	\$70.95	40	147,572	97,095	174,741	=	Division Manager, Engineering	1	
Cecil	\$64.8077	40	134,800	89,241	141,644	=		1	
Charles	\$69.29	37.5	135,124	88,790	143,840		Engineering Supervisor	2	
Dorchester									
Frederick	\$65.31	40	135,848	120,436	192,967	=	Deputy Head Eng and Planning	1	
Garrett									
Harford	\$69.18	40	143,893	78,036	165,762	=	Chief of Engineering	2	
Howard	\$98.27	40	204,397	126,676	244,019	=	Engineering Manager II	1	
Kent									
Montgomery	\$107.63	40	223,880	129,054	223,880	+	Deputy Director, Department of General Services	1	
Prince George's	\$87.56	40	182,122	96,767	208,734	=	Engineer 5	14	PE Certification required.
Queen Anne's	\$81.37	40	169,250	87,656	172,928		Chief of Engineering	1	
St. Mary's	\$77.00	40	159,598	118,685	204,339	=	Deputy Director of Public Works	2	
Somerset		40		89,076	154,210			1	Vacant position
Talbot									
Washington	\$85.00	40	177,632	93,496	244,899	=	Director of Engineering	1	
Wicomico	\$53.27	40	110,802	80,959	113,321		Manager Civil Engineer	1	
Worcester	\$83.89	40	174,497	112,500	202,500	+	County Engineer	1	Also manages Building Housing Inspectors and Plan Reviewers. Take Home Vehicle.
MNCPPC	\$72.94	40	151,717	89,092	157,697	=	Manager, Design and Construction	6	
AVERAGE	\$78.11		158,871	103,485	179,690				

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	\$49.52	40	103,008	59,051	120,611	=	Engineer II, Engineer III	2	
Anne Arundel	\$45.36	40	94,347	69,126	134,279	=	Engineer II	9	
Baltimore City	\$51.90	36.7	99,047	82,283	126,454	=	Engineer II	25	
Baltimore County	\$41.58	35	75,671	62,888	78,895		Engineer II	3	
Calvert	\$65.65	35	119,477	90,072	145,218	+	Project Engineer II	6	Salary Position
Caroline									
Carroll	\$39.71	40	82,599	80,247	144,415	=	Project Engineer	1	
Cecil	\$53.63	40	111,551	73,420	128,476	=	Civil Engineer 2 or 3	4	
Charles	\$48.21	37.5	94,002	66,486	115,707		Engineer I & II	8	
Dorchester	\$73.07	40	151,986	130,000	160,000			1	position is part time 20 hours weekly - converted to 40 hours for comparison purposes
Frederick	\$38.85	40	80,812	75,001	120,002	=	Engineer I	1	
Garrett	\$60.12	40	125,057	92,006	128,809		Civil Engineer	1	
Harford		40		47,670	129,813	=	Civil Engineer I		
Howard	\$60.86	40	126,590	84,113	161,968	=	Engineering Specialist II	20	
Kent									
Montgomery	\$56.37	40	117,252	73,569	117,252	=	Engineer II	1	
Prince George's	\$49.20	40	102,343	72,209	155,761	=	Engineer 2	12	
Queen Anne's	\$44.89	40	93,371	61,909	119,221		Civil Engineer I	2	
St. Mary's	\$51.00	40	105,768	69,971	177,736	=	Engineer I/II/III	3	
Somerset									
Talbot	\$67.66	40	140,744	111,072	205,243			1	
Washington	\$42.00	40	88,130	74,922	196,186	=	Civil Engineer	2	
Wicomico	\$39.67	40	82,508	66,766	93,450			1	
Worcester	\$55.60	40	115,653	110,000	160,000	=		2	In Public Works
MNCPPC	\$52.69	40	109,588	68,912	122,285	=	Design and Construction Manager II	19	
AVERAGE	\$51.79		105,691	78,259	138,263				

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	\$84.06	40	174,837	116,114	225,555	=	Assistant Director, Public Works	1	
Baltimore City	\$107.42	36.7	205,000	120,166	198,106	=	Bureau Head Solid Waste	1	
Baltimore County	\$77.74	34	137,448	130,733	181,226		Chief, Bureau of Solid Waste Management	1	
Calvert	\$54.88	35	99,882	90,072	145,218	=	Solid Waste Division Chief	1	Contract/Salary Position
Caroline									
Carroll	\$49.23	40	102,406	97,095	174,741	=	Division Manager, Solid Waste	1	
Cecil	\$41.01	40	85,295	66,593	105,697	+	Asst. Chief - Solid Waste	1	
Charles	\$45.41	37.5	88,547	76,833	124,469		Recycling Op Superintendent	1	
Dorchester	\$38.83	40	80,760	65,000	85,000		Landfill Manager, Landfill Supervisor	2	
Frederick									
Garrett	\$40.55	40	84,342	68,657	96,119		Solid Waste Division Chief	1	
Harford									
Howard	\$95.37	40	198,378	126,676	244,019	=	Engineering Manager II	1	
Kent	\$34.00	40	71,729	53,229	85,167	=	Crew Leader - Solid Waste	1	Has supervisory duties
Montgomery	\$96.55	40	200,829	113,715	200,829	=	Chief, Division of Solid Waste Services	1	
Prince George's	\$93.81	40	195,121	96,767	208,734	=	Associate Director, Department of the Environmental Resources	4	Prince George's County uses a generic Associate Director Class.
Queen Anne's	\$61.16	40	127,209	66,057	127,209		Recycling & Refuse Manager	1	
St. Mary's	\$43.00	40	89,814	89,814	154,690	=	Manager II-Solid Waste	1	
Somerset	\$43.71	40	90,923	77,080	133,433		Superintendent, Solid Waste & Off Rd Drainage	1	Director of Solid Waste eliminated
Talbot	\$35.30	20	36,713	32,800	60,608	=	CAD Operator / Recycling Coordinator	1	
Washington	\$79.00	40	164,549	86,570	226,845	=	Deputy Director Solid Waste & Watershed	1	
Wicomico		40		66,766	93,450		Superintendent Landfill	1	vacant
Worcester	\$50.00	40	103,485	85,000	122,500	=	Solid Waste Superintendent	1	Landfill, Recycling, and Home Owner's Convenience Centers. County Take Home Vehicle.
MNCPPC									
AVERAGE	\$61.63		123,014	86,287	149,681				

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	\$26.32	40	54,748	47,535	90,313	=		1	
Anne Arundel	\$77.49	40	161,188	86,336	167,706	=	Solid Waste Recycling Mgr	1	
Baltimore City	\$47.33	36.7	90,324	74,803	119,684	=	Recycling Coordinator	1	
Baltimore County	\$62.21	35	113,226	74,857	116,625		Recycling and Waste Prevention Manager	1	
Calvert	\$44.60	35	81,172	75,803	122,249	=	Recycling Coordinator	1	Salary Position
Caroline									
Carroll	\$36.10	40	75,087	72,946	131,290	=	Program Manager, Recycling & Conservation	1	
Cecil	\$30.47	40	63,374	54,774	86,949	=		1	
Charles	\$41.36	37.5	80,647	62,723	101,611		Recycling Op Supervisor	2	
Dorchester									
Frederick	\$38.87	40	80,842	80,252	128,402	=	Recycling Manager	1	
Garrett	\$26.05	40	54,188	39,936	56,202			1	
Harford									
Howard									
Kent									
Montgomery	\$83.96	40	174,642	98,662	174,642	+	Chief, Waste Reduction & Recycling Section	1	
Prince George's	\$69.65	40	144,847	72,209	155,761	=	Administrative Specialist I	1	Prince George's County uses the generic Administrative Specialist class.
Queen Anne's									
St. Mary's	\$40.00	40	84,115	62,525	107,578	=	Solid Waste Recycling Foreman	1	
Somerset	\$26.28	40	54,654	54,480	89,271		Landfill Supervisor	1	
Talbot									
Washington	\$43.00	40	89,627	70,013	183,435	=	Recycling/Operations Coordinator	1	
Wicomico	\$25.00	40	52,002	45,760	64,040			1	
Worcester	\$33.00	40	68,102	57,500	87,500	=	Recycling Manager	1	Take Home Vehicle
MNCPPC									
AVERAGE	\$44.22		89,576	66,536	116,662				

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	\$29.42	40	61,209	51,098	97,087	=	Re-Entry Coordinator	1	Contractual, Detention Center
Anne Arundel									State funded county contractual
Baltimore City		36.7		62,454	76,048	=	Social Worker II		
Baltimore County	\$41.12	35	74,847	55,062	68,583		Social Worker I	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$30.51	40	63,459	49,977	79,963	=	Case Worker	5	
Garrett									
Harford									
Howard									
Kent									
Montgomery	\$51.80	40	107,736	76,742	122,603	=	Social Worker II	55	
Prince George's	\$52.68	40	109,566	53,970	109,566	=	Social Worker 2	2	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									Health Department Position
MNCPPC									
AVERAGE	\$41.11		83,363	58,217	92,308				

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	\$33.52	36.7	63,961	62,454	76,048	=	Licensed Grad Social Worker	2	
Baltimore County	\$51.95	35	94,550	65,733	82,716		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	\$58.75	40	122,191	80,070	128,198	=	Social Worker III	98	
Prince George's		40		62,377	134,552	=	Social Worker 3		Vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									Health Department Position
MNCPPC									
AVERAGE	\$43.75		86,194	65,570	102,613				

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	\$65.08	40	135,375	100,121	194,489	=	Recreation Administrator	1	
Baltimore City	\$51.63	36.7	98,532	85,660	136,935	=	Recreation Manager	3	
Baltimore County	\$63.20	35	115,029	89,385	139,258		Chief of Recreation Administration/ Chief of Parks Administration	2	
Calvert	\$67.64	35	123,105	90,072	145,218	=	Recreation Division Chief	1	Contract/Salary Position
Caroline	\$37.33	40	77,644	76,835	78,453	=	Program Services & Office Manager	2	
Carroll	\$51.53	40	107,176	97,095	174,741	=	Division Manager, Recreation	1	
Cecil	\$47.35	40	98,486	69,923	110,982	=	Chief Prog & Sports Tourism	1	
Charles	\$58.30	37.5	113,689	102,608	166,225		Chief	1	
Dorchester									
Frederick	\$47.73	40	99,271	75,001	120,002	=	Recreation Manager	2	
Garrett									
Harford	\$41.77	40	86,877	63,063	156,678	=	Recreation Specialist V	6	
Howard	\$73.25	40	152,360	103,243	198,823	=	Recreation and Parks Bureau Chief	1	
Kent	\$38.00	40	78,455	63,842	102,147	=	Deputy Director of Parks & Recreation	1	
Montgomery	\$57.13	40	118,836	76,742	122,603	=	Recreation Supervisor	20	
Prince George's									
Queen Anne's	\$34.71	40	72,200	61,909	119,221			1	
St. Mary's	\$45.00	40	94,349	89,814	154,690	=	Manager II-Parks Programs	1	
Somerset									
Talbot	\$39.08	40	81,305	78,937	145,863	=	Assistant Director of Parks & Recreation	1	
Washington	\$37.40	40	77,813	65,437	171,475	=	Recreation & Fitness Supervisor	1	
Wicomico	\$39.68	40	82,533	80,959	113,321		Superintendent of Recreation	1	
Worcester	\$41.50	40	86,337	58,500	95,000	+	Recreation Superintendent and Facility Superintendent	2	7 Recreation Program Managers. Average \$59,877. Min 53,581 - 97,136 Max
MNCPPC	\$44.58	40	92,722	63,891	113,151	=	Recreation/Park Facility Manager II	73	
AVERAGE	\$49.09		99,605	79,652	137,964				

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	\$75.29	40	156,605	100,121	194,489	=	Parks Administrator	1	
Baltimore City	\$80.96	36.7	154,500	105,085	173,250	=	Operations Manager II	1	
Baltimore County	\$74.29	35	135,203	89,385	139,258		Chief of Capital Planning and Development	1	
Calvert	\$61.76	35	112,403	90,072	145,218	=	Park and Safety Division Chief	1	Contract/Salary Position
Caroline	\$43.12	40	86,689	86,689	86,689	=		1	
Carroll	\$64.87	40	134,928	97,095	174,741	=	Division Manager, Parks	1	
Cecil	\$40.48	40	84,204	69,923	110,982	=	Chief - Park Operations	1	
Charles		37.5		102,608	166,225		Chief Parks & Grds	1	Vacant
Dorchester									
Frederick	\$48.70	40	101,301	65,509	104,815	=	Park Manager	2	
Garrett									
Harford	\$55.95	40	116,385	78,036	165,762	=	Chief of Parks & Recreation	1	
Howard	\$57.65	40	119,910	103,243	198,823	=	Recreation and Parks Bureau Chief	1	
Kent									
Montgomery									
Prince George's									
Queen Anne's	\$47.78	40	99,383	75,204	144,826		Parks Superintendent	1	
St. Mary's	\$50.00	40	101,650	89,814	154,690	=	Manager II	1	
Somerset									
Talbot	\$37.61	40	88,844	78,937	145,863	=	Facilities Division Manager	1	
Washington	\$35.15	40	73,102	61,152	196,186	=	Parks Supervisor, Assistant Parks Supervisor	2	
Wicomico	\$47.01	40	97,778	80,959	113,321		Superintendent of Parks	1	
Worcester	\$34.47	40	71,687	62,500	95,000	=	Parks Superintendent	1	Take Home Vehicle
MNCPPC	\$49.29	40	102,532	60,849	107,768	=	Park Manager II	21	
AVERAGE	\$53.20		108,065	83,177	145,439				

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	\$44.84	40	93,281	93,281	93,281	=		1	Contractual
Anne Arundel									
Baltimore City									
Baltimore County									
Calvert	\$51.98	35	94,604	75,803	122,249	=	Tourism Program Specialist	1	Salary Position
Caroline	\$34.89	40	72,571	72,571	72,571	=		1	
Carroll	\$57.98	40	120,596	72,946	131,290	=	Tourism Manager	1	
Cecil	\$50.82	40	105,697	66,593	105,697	=	Tourism Manager	1	
Charles	\$61.67	37.5	120,249	102,608	166,225		Chief	1	
Dorchester	\$38.43	40	79,937	79,937	79,937		Tourism Director	1	
Frederick									
Garrett									
Harford									
Howard									
Kent	\$33.00	40	68,371	61,183	97,893	=	Tourism Development Manager	1	No supervisory duties
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico	\$40.06	40	83,326	80,959	113,321		Manager of Tourism	1	
Worcester									Included in Director of Economic Development Role
MNCPPC									
AVERAGE	\$45.96		93,181	78,431	109,163				

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	\$64.98	40	135,164	86,336	167,706	=	Systems Analyst	11	
Baltimore City									
Baltimore County	\$87.82	34	155,265	123,607	199,034		Network & Communications Manager	1	
Calvert	\$69.00	40	143,520	112,195	180,856	=	Technology Services Infrastructure Manager	1	Salary Position
Caroline	\$46.66	40	97,057	89,859	104,254	=	IT Systems Administrator & GIS System Administrator	2	
Carroll	\$55.40	40	115,232	97,095	174,741	=	Division Manager, Network Systems	1	
Cecil	\$54.09	40	112,517	77,090	122,358		IT Manager - Netops & Security	1	
Charles	\$73.76	37.5	143,840	88,790	143,840		Network Manager	1	
Dorchester	\$41.02	40	85,316	73,597	91,876		IT Network Specialist	1	
Frederick	\$48.66	40	101,221	80,252	128,402	=	Staff Network Engineer	4	
Garrett	\$49.76	40	103,499	79,479	111,270		IT/Cyber Security Manager	1	
Harford									
Howard	\$68.12	40	141,688	93,155	179,523	=	Technical Services Manager I	1	
Kent	\$43.00	40	88,656	71,436	114,298	=	Network Engineer	2	
Montgomery	\$96.55	40	200,829	113,715	200,829	+	FiberNet Engineering & Operations Manager	1	
Prince George's	\$76.89	40	159,927	79,610	171,726	=	Information Technology Manager I	6	
Queen Anne's	\$62.17	40	129,323	80,243	154,531		IT Network Manager	1	
St. Mary's	\$68.00	40	142,230	103,210	177,736		WAN Administrator	2	
Somerset	\$48.78	40	101,483	82,862	143,451		Sr. Systems Engineer	1	
Talbot	\$39.77	40	82,734	68,188	126,002	=	Emergency Technical Specialist, Technology Manager - Public Safety, System Network Tech, Technology Manager - Government,	4	
Washington	\$45.00	40	93,558	74,922	196,186	+	Systems Engineer	1	
Wicomico	\$43.78	40	91,055	80,959	113,321		Deputy Director of IT	1	
Worcester	\$57.87	40	120,375	82,500	150,000	+	IT Deputy Director	1	
MNCPPC	\$74.02	40	153,972	89,092	157,697	=	Information Technology Systems Manager	13	
AVERAGE	\$59.78		122,657	87,645	150,438				

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	\$64.98	40	135,164	86,336	167,706	=	Systems Analyst	11	
Baltimore City		36.7		93,622	149,726	=	Systems Analyst Program Manager		
Baltimore County	\$50.58	35	92,063	79,417	123,729		Systems Analyst	1	
Calvert	\$47.54	40	98,873	79,477	139,714	=	Systems Analyst I & II	6	Salary Position
Caroline	\$31.84	40	66,217	60,819	71,614	=	Technology Specialist II	2	
Carroll	\$55.50	40	115,447	72,946	144,415	=	Programmer Analyst I/II	5	one of the positions vacant
Cecil	\$38.39	40	79,848	66,593	105,697	=	IT Sr Network Admin	2	
Charles	\$46.01	37.5	89,717	71,472	124,469		Systems Analyst I & II	8	
Dorchester									
Frederick	\$39.90	40	82,991	70,095	112,152	=	Software Integrator	8	
Garrett	\$35.70	40	74,263	65,387	91,542		IT System & Server Analyst	1	
Harford	\$41.60	40	86,535	47,979	143,439	=	Computer System Engineer & Computer System Engineer Senior	11	Min is Computer System Engineer and Max if Computer System Engineer Senior
Howard	\$63.92	40	132,958	84,113	161,968	=	Technical Services Support Specialist IV	4	
Kent	\$37.00	40	76,136	63,842	102,147	=	Systems Administrator	2	
Montgomery	\$54.76	40	113,897	76,742	122,603	+	Information Technology Specialist II	20	
Prince George's	\$31.00	40	64,665	44,329	95,624	=	Systems Analyst 2	3	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	\$42.33	40	88,052	70,482	135,731		Systems Engineer III	1	
St. Mary's	\$70.00	40	145,829	103,210	177,736	=	AS 400 Systems Analyst	1	
Somerset	\$37.12	40	77,217	71,703	124,133		Network Security Specialist	1	
Talbot									
Washington	\$41.00	40	85,280	65,437	183,435	=	Technical Support Analyst II/III, Cloud & Virtualization Support Engineer	3	Cloud Virtualization Support Engineer is vacant.
Wicomico	\$35.04	40	72,892	60,747	85,047		Principle Systems Admin	2	
Worcester	\$38.51	40	80,097	60,320	112,500	+	Security Analyst and Network Specialist	2	
MNCPPC	\$44.71	40	93,012	60,849	107,768	=	IT/Telecom Support Specialist II	32	
AVERAGE	\$45.12		92,912	70,724	126,495				

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
Allegany									
Anne Arundel	\$37.27	40	77,522	69,126	134,279	=	Programmer-Analyst I	3	P-A II is supervisory
Baltimore City		36.7		62,454	76,048	=	Analyst/Programmer II		
Baltimore County	\$46.48	34	82,183	86,393	139,110		Software Engineer	3	
Calvert	\$50.81	40	105,685	79,477	128,149	=	Network Administrator I	1	Salary Position
Caroline									
Carroll	\$31.88	40	66,311	66,311	119,351	=	Programmer	2	one of the positions vacant
Cecil									
Charles	\$53.06	37.5	103,460	71,472	124,469		Network Specialist I & II	8	
Dorchester	\$37.27	40	77,522	70,226	81,441		IT Comm Tech Specialist	1	
Frederick	\$39.90	40	82,991	70,095	112,152	=	Software Integrator	8	
Garrett	\$44.84	40	93,272	75,693	105,971		Software Developer	1	
Harford	\$27.38	40	56,952	47,979	136,197	=	Programmer & Programmer Analyst	7	Min is Programmer and Max is Programmer Analyst
Howard	\$53.23	40	110,714	84,113	161,968	=	Technical Services Support Specialist IV	3	
Kent									
Montgomery	\$54.76	40	113,897	76,742	122,603	+	Information Technology Specialist II	20	
Prince George's		40		44,329	95,624	=	Information Technology Programming Engineer 2		Vacant
Queen Anne's									
St. Mary's	\$53.00	40	111,155	78,166	177,736	=	Senior Application Programmer/AS 400 Programmer/Sr. Software Design-Developer	4	
Somerset									
Talbot									
Washington	\$41.44	40	86,195	61,152	183,345	=	Information Technologies Training Specialist, Senior IT Services Specialist	2	
Wicomico	\$34.32	40	71,395	60,747	85,047		Principle Network Engineer	1	
Worcester	\$36.31	40	75,525	66,269	106,850	+	Web Designer and Database Admin / Programmer	2	
MNCPPC	\$44.63	40	92,836	63,891	113,151	=	Information Systems Specialist II	7	
AVERAGE	\$42.91		87,976	68,591	122,416				

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	\$31.15	40	64,794	44,217	84,013	=	Info Tech Support	1	
Anne Arundel	\$36.75	40	76,448	56,737	104,895	=	Information System Support Specialist	21	
Baltimore City	\$46.48	36.7	88,704	74,083	119,684	=	End User Support Specialist II	11	
Baltimore County	\$24.58	34	43,452	37,082	59,710		IT Call Taker I	7	
Calvert	\$34.64	40	72,060	57,346	107,869	=	Computer Services Technician I & II	5	
Caroline									
Carroll	\$40.43	40	84,092	72,946	131,290	=	Client Services Analyst	6	one of the positions vacant
Cecil	\$27.06	40	56,286	47,321	82,811	=	IT Jr/Sr Support Specialist	5	
Charles	\$35.99	37.5	70,185	66,486	115,785		Tech Support Specialist	7	
Dorchester	\$31.30	40	65,104	60,463	70,120		IT Tech 2	1	
Frederick	\$27.26	40	56,708	53,476	85,561	=	Associate Client Services Specialist	1	
Garrett	\$27.16	40	56,484	56,493	67,787		Tech Support Specialist	1	
Harford	\$29.32	40	60,980	41,820	116,594	=	Computer Engineer	4	
Howard	\$38.21	40	79,482	68,524	131,949	=	Technical Services Support Specialist II	4	1 Vacant
Kent									
Montgomery	\$47.69	40	99,205	67,672	107,323	+	Information Technology Specialist I	9	
Prince George's		40	84,460	53,883	116,231	=	Information Technology Programming Engineer 2	8	Currently Prince George's County only has two merit employees in this class of work. This class is usually encumbered by contractors.
Queen Anne's	\$44.54	40	92,653	61,909	119,221		IT Support Specialist III	2	
St. Mary's	\$41.00	40	85,259	62,525	134,638	=	Help Desk Tech/PC Tech/Lead Tech	6	
Somerset									
Talbot									
Washington	\$34.00	40	70,075	50,856	133,141	=	Help Desk Support Analyst II	1	
Wicomico	\$30.80	40	64,063	55,298	77,440		SR Network Specialist	1	
Worcester	\$41.44	40	86,700	60,320	110,000	+	Help Desk Supervisor and Sr. IT Technician	2	
MNCPPC	\$34.74	40	72,255	53,675	95,060	=	IT/Telecom Support Specialist I	11	
AVERAGE	\$35.23		72,831	57,292	103,387				

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	\$20.93	40	43,550	43,550	43,550	=	MCIN Paralegal, Paralegal, Paralegal Specialist, Paralegal/Prosecution Support	5	Contractual
Anne Arundel	\$40.45	40	84,141	51,405	95,034	=		4	
Baltimore City	\$34.59	36.7	66,016	57,396	69,757	=		23	
Baltimore County	\$32.18	40	66,944	55,080	85,204		Paralegal	17	
Calvert	\$51.57	35	93,857	63,809	102,885	=		2	
Caroline									
Carroll	\$29.89	40	62,171	58,760	102,836	=	Legal Coordinator	2	
Cecil	\$27.08	40	56,335	49,681	78,886	=		12	
Charles	\$40.89	37.5	79,726	55,823	90,433		Paralegal	1	
Dorchester									
Frederick	\$25.04	40	52,088	49,977	79,964	=	Legal Office Associate II	6	
Garrett									
Harford	\$26.28	40	54,653	41,200	92,700	=		2	
Howard	\$35.46	40	73,754	55,808	107,615	=	Administrative Technician	42	1 Vacant
Kent									
Montgomery	\$57.49	40	119,576	76,742	122,603	=	Paralegal Specialist	7	
Prince George's	\$31.06	40	64,843	42,219	91,070	=	Paralegal 2	18	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's									
St. Mary's	\$41.00	40	84,261	78,166	134,638	=		8	
Somerset	\$32.27	40	67,128	57,885	94,851				
Talbot	\$30.12	40	62,647	50,883	94,024	=	Paralegal, Victim/Witness Director	2	
Washington	\$39.00	40	81,633	53,914	141,253	=	Legal Assistant	3	
Wicomico									
Worcester									
MNCPPC	\$45.10	40	93,817	56,358	99,814	=	Legal Assistant	6	
AVERAGE	\$35.58		72,619	55,481	95,951				

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	\$26.96	40	56,090	41,133	78,151	=		3	
Anne Arundel	\$36.87	40	76,684	46,568	86,105	=	Legal Admin Asst	6	
Baltimore City	\$29.86	36.7	56,985	50,797	61,402	=	Legal Assistant II	9	
Baltimore County	\$26.96	35	49,059	39,593	50,225	=	Legal Secretary	2	
Calvert	\$31.66	35	57,627	46,410	74,838	=	Legal Secretary I	3	
Caroline	\$29.19	40	60,360	40,123	78,957	=		12	
Carroll	\$24.88	40	51,750	49,463	86,549	=	Legal Assistant	1	
Cecil									
Charles	\$26.90	37.5	52,446	46,870	80,485		Legal Secretary	3	
Dorchester									
Frederick	\$28.13	40	58,505	49,977	79,964	=	Legal Assistant	7	
Garrett									
Harford	\$37.66	40	78,326	42,951	129,813	=	Legal Specialist I - III	2	
Howard	\$32.41	40	67,414	50,376	97,084	=	Legal Support Services Technician	5	
Kent									
Montgomery	\$42.30	40	87,983	57,596	90,149	=	Legal Secretary II	6	
Prince George's									
Queen Anne's	\$38.47	40	80,013	50,962	104,719		Legal Assistant I & II	5	
St. Mary's	\$30.00	40	63,253	50,003	107,578	=	Legal Asst I & II/Sr. Legal Asst. & I	14	1 currently vacant
Somerset	\$27.75	40	57,714	48,259	84,020		Legal Secretary/Supervisor	2	Includes 2 pay grades
Talbot	\$26.79	40	55,721	46,152	85,282	=	Legal Secretary, Legal Administrative Assistant, State's Attorney Office Manager	5	
Washington	\$30.00	40	62,837	50,856	133,141	=	Legal Secretary	3	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$30.99		63,104	47,535	88,733				

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	\$20.39	40	42,431	35,593	67,628	=	Office Associate II	1	
Anne Arundel	\$26.00	40	54,085	34,362	66,851	=	Office Support Assistant I	4	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$18.41	36.7	35,134	35,134	39,731	=	Office Support Specialist I	1	
Baltimore County	\$26.29	35	47,847	36,038	45,549		Office Assistant	120	
Calvert	\$29.00	35	52,780	41,296	66,521	=	Office Assistant I	1	
Caroline	\$22.83	40	47,486	47,486	47,486	=	Permit Technician	1	
Carroll	\$22.93	40	47,700	41,621	72,863	=	Administrative Associate	11	there are 2 part time positions not included in count or average salary
Cecil	\$18.38	40	38,232	35,305	56,047	=	Office Services Assistant	4	
Charles	\$23.38	37.5	45,593	39,353	67,577		Office Associate	8	
Dorchester	\$19.23	40	39,998	38,075	45,260		Administrative Assistant, Visitation Monitor	7	
Frederick	\$24.88	40	51,760	43,652	69,843	=	Administrative Specialist I	36	
Garrett									
Harford	\$27.57	40	57,342	41,820	111,539	=	Administrative Assistant I	2	
Howard	\$24.24	40	43,019	39,416	70,387	=	Administrative Support Technician I	3	
Kent									
Montgomery	\$35.23	40	73,270	51,703	79,296	=	Principal Administrative Aide	109	
Prince George's	\$24.29	40	49,435	36,470	78,670	=	Administrative Aide I	18	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	\$24.80	40	51,580	39,319	80,792		Admin Asst II & III	9	
St. Mary's	\$23.00	40	47,819	41,371	78,354	=	Senior Office Specialist/Administrative Coordinator	15	3 currently vacant
Somerset	\$22.94	40	47,719	45,420	74,426		Office Assistant II	2	1 Vacant position
Talbot	\$25.85	40	53,770	43,955	81,221	=	Administrative Assistant, Administrative Support Staff	6	
Washington	\$28.00	40	54,309	42,702	125,798	=	Office Associate, Sr. Office Associate	33	
Wicomico	\$16.38	40	34,085	31,200	46,808		Mailroom Clerk	2	
Worcester		40		37,939	60,570	=	Office Assistant III		
MNCPPC	\$25.27	40	52,570	38,195	69,840	=	Administrative Assistant I	2	+2 vacancies. Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$24.06		48,544	39,888	69,698				

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	\$24.41	40	50,786	38,264	78,151	=	Office Associate III, Office Associate IV	12	
Anne Arundel	\$22.25	40	46,286	37,877	73,611	=	Office Support Assistant II	66	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$21.23	36.7	40,523	37,129	42,558	=	Office Support Specialist II	42	
Baltimore County	\$30.05	35	54,683	39,593	50,255		Office Coordinator	40	
Calvert	\$34.81	35	63,354	46,410	74,838	=	Office Specialist I	10	
Caroline	\$26.16	40	54,420	43,680	62,899	=	Administrative Assistant II & III, EMS Billing Coord. , Program Specialist I & II, Program Svc Admin. Boards Admin., Police Records Tech, NCIC Clerk, Coordinator-Comm. Programs	15	2 Employees Contractual
Carroll	\$25.83	40	53,730	45,386	79,415	=	Administrative Technician	12	one of the positions is vacant
Cecil	\$22.87	40	47,561	40,875	64,880	=	Office Services Specialist	10	
Charles	\$32.79	37.5	63,931	4,968	80,485		Administrative Associate	47	
Dorchester	\$23.34	40	48,540	41,958	55,052		PCO DSO, Permit Tech, Program Coordinator, Admin Assoc Adv, Administrative Lead, Truancy Case Manager, Victim Witness Coordinator	22	
Frederick	\$25.88	40	53,831	40,869	65,390	=	Administrative Specialist II	29	
Garrett	\$27.62	40	57,456	44,262	61,963		Administrative Coordinator	5	
Harford	\$35.26	40	73,349	43,381	116,594	=	Administrative Assistant II	25	
Howard	\$26.50	40	54,507	41,043	78,966	=	Administrative Support Technician II	46	13 Vacant
Kent	\$25.00	40	46,742	44,528	69,019	=	Administrative Specialist I	6	
Montgomery	\$41.07	40	85,430	57,596	90,149	=	Office Services Coordinator	224	
Prince George's	\$33.75	40	70,194	44,329	95,624	=	Administrative Aide 3	58	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	\$29.16	40	60,643	47,763	91,981		Office Coordinator I & II	19	
St. Mary's	\$32.00	40	66,456	50,003	96,179	=	Senior Administrative Coordinator/Coordinator I	9	1 currently vacant
Somerset	\$26.78	40	55,708	48,259	79,077		Office Assistant III/Executive Secretary	7	
Talbot	\$27.12	40	56,408	53,427	98,725	=	Administrative Assistant II, Assistant Office Manager	2	
Washington	\$32.00	40	66,742	50,856	133,141	=	Administrative Assistant	8	Administrative Assstant for EMS Operations is vacant.
Wicomico	\$16.84	40	35,021	35,021	49,007		Department Assistant	20	
Worcester	\$25.59	40	52,824	39,749	66,560	=	Office Assistant IV-V, License Permit Clerk II, Records Specialist I and II	25	2 Vacancies
MNCPPC	\$31.00	40	64,494	42,260	77,277	=	Administrative Assistant II	20	+3 vacancies; Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$27.97		56,945	42,379	77,272				

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	\$32.02	40	66,610	44,217	97,087	=	Office Associate V, Office Manager I	8	
Anne Arundel	\$25.86	40	53,784	41,766	80,912	=	Office Support Specialist	70	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$23.98	36.7	45,760	39,846	46,872	=	Office Support Specialist III	141	
Baltimore County	\$32.92	35	59,908	43,418	55,062		Office Administrator	32	
Calvert	\$39.66	35	72,178	58,568	94,385	=	Executive Administrative Assistant I	5	
Caroline	\$34.99	40	70,411	58,198	81,350	=	Office Manager , Economic Dev Coord., Executive Office Manager, Data Administrator	7	Data Administrator-Contractual
Carroll	\$26.97	40	56,095	49,463	86,549	=	Administrative Assistant	14	
Cecil	\$26.01	40	54,102	45,065	71,538	=	Administrative Assistant	13	
Charles	\$39.59	37.5	77,197	55,823	124,469		Varies	29	
Dorchester	\$29.84	40	62,076	52,180	70,120		Incubator Manager, Exec Admin Specialist	2	
Frederick	\$34.06	40	70,837	57,219	91,550	-	Administrative Coordinator	31	
Garrett									
Harford	\$29.93	40	62,250	44,941	121,736	=	Administrative Specialist I	9	
Howard	\$27.17	40	56,274	45,465	87,622	=	Administrative Support Technician III	76	12 Vacant
Kent	\$31.00	40	64,224	48,272	74,821	=	Administrative Specialist II	10	
Montgomery	\$54.13	40	112,588	76,742	122,603	=	Administrative Specialist III	80	
Prince George's	\$37.38	40	74,763	48,874	105,426	=	Administrative Aide 4	45	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	\$34.44	40	71,626	54,378	104,719		Office Coordinator III	6	
St. Mary's	\$39.00	40	80,182	62,525	120,494	=	Coordinator II-III/Administrative Assisatnt	13	1 currently vacant
Somerset	\$32.23	40	67,032	48,259	84,020		Admin/Ops Manager & Executive Aide	2	2 pay grades
Talbot	\$30.79	40	64,038	56,099	103,661	=	Operations Manager, Business Manager, Executive Assistant, Office Manager	6	
Washington	\$33.00	40	59,514	53,914	141,253	=	Office Manager	8	
Wicomico	\$19.98	40	41,558	41,558	58,126		SR Department Assistant	6	
Worcester	\$29.06	40	60,437	43,493	69,742	=	Administrative Services Coordinator, Executive Admins to Command Staff, Financial Administrator, Executive Administrative Assistant, Judicial Assistant, Records Specialist III	18	
MNCPPC	\$35.21	40	73,256	47,419	83,983	=	Administrative Assistant III	59	+7 vacancies; Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$32.47		65,696	50,738	90,754				

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	\$27.94	40	58,125	41,933	79,456	=	Storekeeper II	9	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$20.74	36.7	39,571	37,129	42,558	=	Storekeeper I	5	
Baltimore County	\$26.10	35	47,505	33,091	41,458		Storekeeper I	8	
Calvert									
Caroline	\$26.07	40	54,226	54,226	54,226	=	Purchasing Agent I	1	
Carroll	\$23.33	40	48,526	45,386	79,415	=	Warehouse Technician	1	
Cecil									
Charles									
Dorchester									
Frederick	\$24.86	40	51,715	49,977	79,964	=	Inventory Specialist I	1	
Garrett									
Harford	\$25.01	40	52,012	40,260	107,746	=	Storekeeper	1	
Howard	\$30.13	40	62,660	46,842	75,982	=	Senior Stores Clerk	4	1 Vacant
Kent									
Montgomery	\$35.54	40	73,917	53,567	82,745	-	Liquor Store Clerk II	62	
Prince George's	\$26.07	40	54,226	31,824	67,958	=	Supply Property Clerk 2	2	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$29.81	40	62,005	41,600	66,560	=	Inventory Clerk IV	1	For Water and Wastewater
MNCPPC		40		38,195	69,840	=	Clerical/Inventory Technician		Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$26.87		54,953	42,836	70,659				

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	\$25.19	40	52,389	43,846	84,926	=	Financial Clerk I	16	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$21.28	36.7	40,618	35,734	40,618	=	Accounting Assistant I	1	
Baltimore County	\$29.01	35	52,795	37,724	47,865		Account Clerk II	11	
Calvert	\$37.91	35	68,990	50,177	80,935	=	Accounts Payable Technician/Accounts Receivable Technician I	3	
Caroline									
Carroll	\$25.90	40	53,872	45,386	79,415	=	Accounting Technician	3	
Cecil	\$25.82	40	53,699	45,065	71,538	=	Accounting/ Accounts Payable Specialist	2	
Charles	\$33.75	37.5	65,810	46,870	95,859		Accounting Specialist	8	
Dorchester	\$19.29	40	40,128	38,076	45,260		Fiscal Clerk	4	
Frederick	\$18.78	40	39,062	38,127	61,004	=	Accounting Technician I	1	
Garrett	\$32.84	40	68,310	48,734	68,307		Accounts Payable Specialist	1	
Harford	\$19.39	40	40,339	40,260	107,746	=	Accounting Clerk I	6	
Howard	\$23.04	40	47,927	45,465	87,622	=	Administrative Support Technician II	5	
Kent	\$26.50	40	55,165	48,272	74,821	=	Finance Associate	2	
Montgomery	\$42.16	40	87,685	57,596	90,149	+	Fiscal Assistant	46	
Prince George's	\$29.06	40	60,436	34,008	68,150	=	Account Clerk 2	2	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's									
St. Mary's	\$33.00	40	68,078	55,910	96,179	=	Fiscal Specialist IV	24	2 currently vacant
Somerset									
Talbot	\$26.70	40	55,528	56,099	103,661	=	A/P Specialist/Fiscal Clerk, Accounts Payable/Payroll Specialist	2	
Washington	\$30.00	40	62,792	50,856	149,760	=	Accounts Receivable/Accounts Payables Specialist/Technician, Accounts Payable Supervisor	6	
Wicomico	\$24.19	40	50,312	37,811	52,913		Accounting Assistant	1	
Worcester	\$28.39	40	59,051	45,614	73,112	+	AP Specialist	1	
MNCPPC		40		42,260	77,277	=	Corporate Accounting Technician I		Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$27.61		56,149	44,947	78,910				

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	\$23.43	40	48,749	38,264	72,699	=	Accounting Tech I	2	
Anne Arundel	\$22.76	40	47,331	36,067	70,179	=	Cashier I	2	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$21.68	36.7	41,371	37,695	43,781	=	Cashier I	16	
Baltimore County	\$31.58	35	57,468	41,458	52,622		Account Clerk III	43	
Calvert	\$36.43	35	66,297	46,410	74,838	=	Treasurer Clerk I	3	
Caroline									
Carroll	\$20.94	40	43,555	41,621	72,863	=	Collections Associate	2	
Cecil	\$24.86	40	51,717	45,065	75,119	=	Collections Specialist/ Sr. Collections Specialist	3	
Charles	\$31.52	37.5	61,467	44,217	71,631		Revenue/Billing Specialists	18	
Dorchester	\$18.84	40	39,618	35,696	46,836		Scales Attendant, Transfer Station Attendant	5	
Frederick		40		38,127	61,004	=	Collections Specialist I		no one assigned to classification at this time
Garrett	\$21.64	40	45,016	44,262	61,963		Collections & Acct Associate	1	
Harford									
Howard	\$23.04	40	47,927	45,465	87,622	=	Administrative Support Technician II	5	
Kent									
Montgomery	\$42.16	40	87,685	57,596	90,149	+	Fiscal Assistant	46	
Prince George's	\$26.13	40	50,991	31,824	67,958	=	General Clerk 3	7	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	\$30.04	40	62,479	47,763	98,143		Revenue Specialist I & II	2	
St. Mary's									
Somerset	\$27.25	40	56,679	45,420	84,020		Tax Collections Clk I, II & Specialist	4	3 pay grades
Talbot	\$23.63	40	49,145	53,904	98,725	=	Property Tax Clerk, Sanitary District Clerk, Finance Clerk, Taxes/Accounts Receivable Clerk	4	
Washington	\$43.00	40	89,190	57,158	149,760	=	Accounts Receivable Supervisor	1	
Wicomico	\$29.49	40	61,330	45,760	64,040		Tax Coordinator	1	
Worcester	\$25.63	40	54,000	43,576	73,112	=	Tax Specialist, Customer Service Specialist, Utility Billing Specialist, Room and Food Specialist, Accounting Clerk IV	10	
MNCPPC		40		42,260	77,277	=	Corporate Accounting Technician I		Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$27.58		55,896	43,791	75,921				

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	\$35.87	40	74,627	44,217	84,013	=	Senior Accounting Tech	4	
Anne Arundel	\$32.66	40	67,930	48,928	90,456	=	Financial Clerk II	11	
Baltimore City	\$27.72	36.7	52,901	45,503	54,309	=	Accounting Assistant III	20	
Baltimore County	\$50.23	35	91,414	84,256	131,264		Accountant III	3	
Calvert	\$44.47	35	80,935	50,177	80,935	=	Account Technician II	1	
Caroline	\$27.97	40	58,171	55,203	61,880	=	Account Clerk III	3	
Carroll	\$29.40	40	61,152	53,914	94,328	=	Accounting Specialist	1	
Cecil	\$29.78	40	61,944	60,402	95,870	=	Staff Accountant	3	2 vacancies
Charles	\$53.84	37.5	104,996	76,833	124,469		Varies	4	
Dorchester	\$32.09	40	66,740	65,113	75,511		Treasury Manager	1	
Frederick	\$27.31	40	56,811	43,652	69,843	=	Accounting Technician II	2	
Garrett									
Harford	\$33.33	40	69,328	43,381	121,736	=	Accounting Technician Series I & II	8	Min is Accounting Tech I and Max is Accounting Tech II
Howard	\$31.06	40	64,612	49,650	95,701	=	Administrative Aide	3	
Kent	\$48.00	40	99,432	63,842	102,147	=	Accounting Manager	1	No supervisory duties.
Montgomery	\$42.16	40	87,685	57,596	90,149	+	Fiscal Assistant	46	
Prince George's	\$37.63	40	78,274	44,329	95,624	=	Accounting Technician	5	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	\$40.53	40	84,307	66,057	127,209		Payroll & AP Specialist II	2	
St. Mary's	\$44.00	40	91,873	62,525	177,736	=	Accountant/Senior Accountant/Fiscal Technician/Accounting Officer	4	
Somerset	\$37.93	40	78,903	54,480	89,271		Accounting Clerk II	1	
Talbot	\$40.68	40	84,613	75,178	138,916	=	Treasury Manager	1	
Washington	\$54.00	40	112,871	74,922	196,186	=	Senior Accountant, Accounting Supervisor	2	
Wicomico	\$33.04	40	68,717	55,298	77,440		Principle Accountant	1	
Worcester	\$42.13	40	87,638	57,533	120,000	+	Recordation Specialist, Accounting and Tax Supervisor, Tax Manager	3	
MNCPPC	\$51.05	40	106,637	63,891	113,151	=	Corporate Accountant II	3	+1 vacancy
AVERAGE	\$38.62		78,855	58,203	104,506				

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	\$39.05	40	81,238	51,098	97,087	=		1	
Anne Arundel	\$32.14	40	66,854	51,405	95,034	=	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	\$27.72	36.7	52,901	45,503	54,309	=	Accounting Assistant III	20	
Baltimore County	\$41.50	35	75,538	50,255	62,888		Financial Operations Supervisor I	8	1 employee assigned to Payroll, other specialties also have a Financial Operations Supervisor
Calvert	\$43.98	35	80,044	58,568	94,385	=	Payroll Specialist	1	
Caroline	\$32.97	40	68,578	68,578	68,578	=	Payroll Specialist	1	
Carroll	\$26.68	40	55,494	53,914	94,328	+	Payroll Specialist	1	
Cecil	\$33.74	40	70,185	54,774	86,949	=	Payroll Coordinator	2	
Charles	\$37.03	37.5	72,209	66,486	115,785		Payroll Analyst I & II	2	
Dorchester	\$27.76	40	57,740	51,042	62,190		Payroll Specialist	1	
Frederick		40		49,977	79,964	=	Payroll Analyst I		no one assigned to classification at this time
Garrett									
Harford	\$33.61	40	69,914	44,941	121,736	=	Accounting Technician II	8	
Howard	\$35.65	40	74,154	60,923	117,458	=	Administrative Assistant	8	
Kent	\$43.00	40	89,981	53,229	85,167	=	Payroll Administrator	1	
Montgomery	\$42.16	40	87,685	57,596	90,149	+	Fiscal Assistant	46	
Prince George's	\$34.61	40	71,995	40,208	86,734	=	Account Clerk 4	9	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's									
St. Mary's	\$34.00	40	71,552	55,910	96,179	=	Fiscal Specialist IV-Payroll	2	
Somerset	\$24.37	40	50,702	48,259	79,077		HR Specialist	1	
Talbot	\$34.37	40	71,490	48,460	89,547	=	Accounting Manager, Accounts Payable/Payroll Specialist	2	
Washington	\$37.00	40	76,648	61,152	183,435	=	Payroll Manager, Payroll Analyst	2	
Wicomico	\$26.36	40	54,833	45,760	64,040		Disbursement Accountant	3	
Worcester	\$39.02	40	81,171	60,000	90,000	+	Payroll Manager	1	Also does accounting tasks
MNCPPC	\$43.38	40	90,237	60,849	107,768	=	Corporate Payroll Specialist	2	+1 vacancy
AVERAGE	\$35.01		71,416	53,865	92,295				

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	\$40.47	40	84,185	63,480	120,611	=	Roads Superintendent, Building Maintenance Superintendent, Utilities Area Supervisor	4	
Anne Arundel	\$99.44	40	206,833	116,114	225,555	=	Deputy Director, Public Works	5	
Baltimore City	\$40.33	36.7	76,964	70,338	112,807	=	Solid Waste Superintendent	8	
Baltimore County	\$75.52	35	137,448	130,733	181,226		Bureau Chief	1	
Calvert	\$67.17	35	122,249	75,803	122,249	=	Water & Sewer Operations Superintendent	1	Salary Position
Caroline	\$48.33	40	100,528	98,881	103,492	=	Project Manager & Superintendent Facility	3	
Carroll	\$56.48	40	117,469	97,095	174,741	=	Division Manager, Roads	1	
Cecil	\$56.90	40	118,353	80,945	134,899	=	Chief	4	
Charles	\$49.68	37.5	96,873	71,472	133,805		Superintendent	16	
Dorchester	\$44.57	40	92,700	92,700	92,700		Director of Water and Waste Water	1	
Frederick	\$67.49	40	140,377	112,557	180,091	=	Water Distribution Superintendent	1	
Garrett	\$51.78	40	107,702	98,447	137,826		Division Chief	2	
Harford	\$53.26	40	110,777	63,063	161,324	=	Superintendent W & S Facilities	9	
Howard	\$62.13	40	130,770	84,113	161,968	=	Operations Superintendent	11	1 Vacant
Kent	\$43.00	40	89,040	77,764	124,423	=	Division Chief of Roads	1	
Montgomery	\$60.72	40	126,296	83,556	134,086	=	Program Manager II	277	
Prince George's	\$93.81	40	195,121	96,767	208,734	=	Associate Director	5	DPW&T only. Prince George's County uses the generic Associate Director class.
Queen Anne's									
St. Mary's	\$77.00	40	159,598	118,685	204,339		Deputy Director	2	
Somerset	\$48.08	40	100,000	77,080	133,443			1	
Talbot	\$67.67	40	140,744	111,072	205,243	=	County Engineer	1	
Washington	\$46.00	40	95,888	74,922	196,186	=	Superintendant of Landfill Operations	1	
Wicomico	\$45.05	40	93,713	80,959	113,321		Roads Superintendent	1	Oversees All of Roads Department
Worcester	\$51.54	40	107,195	85,000	127,500	=	Solid Waste, Maintenance, Road, Fleet and Water and Wastewater Superintendent	5	Take Home Vehicle
MNCPPC									
AVERAGE	\$58.54		119,601	89,632	151,764				

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	\$29.88	40	62,157	47,535	104,368	=	Building Maint Supervisor I, Build Maint Supervisor II, Roads Foreman, Roads District Supervisor	12	
Anne Arundel	\$36.16	40	75,208	56,737	104,895	=	Roads Maintenance Supervisor	11	
Baltimore City	\$22.63	40	47,074	43,823	49,062	=	Laborer Crew Leader I	21	
Baltimore County	\$43.75	40	90,994	57,462	71,428		Crew Chief	72	
Calvert	\$35.94	40	74,748	51,958	83,782	=	Highway Maintenance Crew Leader I	3	2 Employees Acting in Position
Caroline	\$28.29	40	58,844	58,844	58,844	=	Crew Leader	1	
Carroll	\$33.85	40	70,406	58,760	102,836	=	Roads Foreman	11	
Cecil	\$36.26	40	75,416	49,681	105,697	=	Supervisor	9	
Charles	\$43.29	37.5	84,412	71,472	124,469		Supervisor	28	
Dorchester	\$27.35	40	55,140	51,207	60,869		Maintenance Supervisor, Assistant Airport Manager	1	
Frederick	\$43.36	40	90,194	65,510	104,816	=	Foreman Highway	10	
Garrett	\$31.14	40	64,773	53,789	75,317		Foreman	9	
Harford	\$34.86	40	72,511	47,979	129,813	=	Crew Chief	18	
Howard	\$40.58	40	84,411	64,688	117,312	=	Operations Supervisor I	35	4 Vacant
Kent	\$42.00	40	87,305	53,229	85,167	=	Crew Leader - Roads	2	
Montgomery	\$54.80	40	113,992	73,569	117,252	=	Equipment Maintenance Crew Chief	22	
Prince George's	\$41.68	40	86,702	44,401	90,494	=	Crew Supervisor I	9	
Queen Anne's									
St. Mary's	\$45.00	40	92,851	62,525	154,690	=	Building Services Manager/Supervisor II	3	
Somerset	\$35.69	40	74,230	54,480	89,271			2	
Talbot	\$31.00	40	64,475	58,904	108,844	=	Lead Operator - Wastewater	1	
Washington	\$39.81	40	82,799	50,856	196,186	=	Section Supervisors, Asst Section Supervisor	19	
Wicomico	\$21.84	40	45,423	37,811	52,913		Crew Leader	10	
Worcester	\$43.59	40	90,667	70,000	112,500	=	Water System Supervisor, Water Treatment Plant Supervisor, Service Area Supervisor, Construction Supervisor, Chief Plant Operator	5	Take Home Vehicle
MNCPPC	\$33.85	40	70,414	47,395	83,939	=	Park/Facilities Maintenance Leader	84	+7 vacancies
AVERAGE	\$36.52		75,631	55,526	99,365				

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	\$44.92	40	93,430	64,191	124,695	=	Road Operations Supervisor	3	
Baltimore City	\$21.97	40	45,700	41,485	45,700	=	Laborer Crew Leader II	1	
Baltimore County	\$50.56	40	105,164	67,034	84,354		Superintendent (Highways/Pumping/Solid Waste)	9	
Calvert	\$41.14	40	85,571	63,170	101,899	=	Highway Maintenance Supervisor	3	2 Employees Acting in Position
Caroline	\$32.50	40	67,600	65,582	69,618	=	Team Leader	2	
Carroll	\$44.24	40	92,011	69,805	122,159	=	Area Roads Manager	5	
Cecil	\$43.34	40	90,154	69,923	110,982	=	Manager	3	
Charles									
Dorchester	\$40.82	40	84,902	70,119	92,003		Roads Manager, Risk and Safety Manager	3	
Frederick	\$54.63	40	113,624	80,253	128,404	=	Maintenance Section Supervisor Highway	3	
Garrett	\$36.93	40	76,809	65,387	91,542		Assistant Division Chief	4	
Harford									
Howard	\$49.56	40	103,083	71,614	129,090	=	Operations Supervisor II	31	2 Vacant
Kent	\$39.00	40	81,531	53,229	85,167	=	Maintenance Supervisor - Bldgs & Grounds	1	
Montgomery	\$59.22	40	123,186	80,070	128,198	=	District Supervisor	5	
Prince George's	\$45.85	40	95,370	48,952	99,568	=	Crew Supervisor 2	11	
Queen Anne's									
St. Mary's	\$40.00	40	82,930	55,910	96,179	=	Road Foreman	5	
Somerset	\$46.34	40	96,382	66,700	110,659		Assistant Superintendent	1	
Talbot	\$51.88	40	107,908	100,745	186,161	=	Environmental Manager	1	
Washington	\$44.95	40	93,491	61,152	209,976	=	Supervisor Grounds & Facilities, Supervisor of Operations, Transit Operations Supervisor	8	
Wicomico	\$28.21	40	58,686	45,760	64,040		SR Crew Leader	5	
Worcester	\$48.51	40	100,914	70,000	122,500	=	Recycling Manager, Shared Facilities Supervisor, Roads Supervisor, Maintenance Supervisor, WWTP Supervisor	5	Take Home Vehicle
MNCPPC	\$57.51	40	119,612	73,523	132,614	=	Senior Trades Shop Supervisor	10	+2 vacancies
AVERAGE	\$43.91		91,336	65,934	111,215				

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	\$34.56	40	71,897	47,535	90,313	=		1	
Anne Arundel									
Baltimore City	\$29.79	36.7	56,852	55,052	66,838	=	Engineering Associate II	8	
Baltimore County	\$33.04	35	60,130	43,418	55,062	=	Engineering Associate I	4	
Calvert	\$51.22	35	93,220	75,803	122,249	=	Project Engineer I	2	Salary Position
Caroline									
Carroll	\$29.21	40	60,764	49,463	94,328	=	Engineering Technician I/II	3	
Cecil									
Charles									
Dorchester									
Frederick	\$30.08	40	62,575	61,224	97,959	=	Engineering Technician II	1	
Garrett									
Harford	\$40.25	40	83,725	41,820	143,439	=	Engineering Associate Series I - V	10	Min is Engineering Associate I and Max is Engineering Associate V
Howard	\$47.22	40	98,218	68,542	131,949	=	Engineering Support Technician III	2	
Kent									
Montgomery	\$42.84	40	89,100	62,328	98,322	=	Engineer Technician II	7	
Prince George's	\$36.57	40	76,065	46,621	94,939	=	Engineer Technician 2	16	Covered by several different unions. Represents the largest group of this class of employees (A).
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$42.00	40	87,511	57,158	171,475	+	Engineering Technician III, Engineering Tech II/ Capacity Management	4	
Wicomico	\$40.38	40	84,000	60,747	85,047			1	
Worcester									
MNCPPC	\$40.59	40	84,423	53,675	95,060	=	Design Technician II	3	+1 vacancy
AVERAGE	\$38.29		77,575	55,645	103,614				

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	\$34.26	40	71,279	47,535	90,313	=		1	
Anne Arundel	\$40.65	40	84,549	59,612	110,209	=	GIS Specialist I	10	
Baltimore City	\$29.40	36.7	56,100	50,797	61,402	=	GIS Technician	2	
Baltimore County	\$48.33	35	87,956	74,857	116,625		GIS Analyst	3	
Calvert	\$52.73	40	109,668	79,477	139,714	=	GIS Analyst I and GIS Analyst II	2	Salary Position
Caroline								1	Vacant Position
Carroll	\$31.54	40	65,593	58,760	102,836	=	GIS Analyst I, Planning & Land Management	2	
Cecil	\$57.55	40	119,710	84,992	137,899	=	IT Sr MGR (GIS /OSP)	1	
Charles	\$54.27	37.5	105,822	71,472	124,469		GIS Analyst I & II	2	
Dorchester	\$27.02	40	56,201	50,910	68,483		GIS Specialist	1	
Frederick	\$33.70	40	70,095	70,095	112,152	=	GIS Analyst	1	
Garrett									
Harford	\$37.46	40	77,908	51,805	143,439	=	GIS Analyst I & II	4	Min is GIS Analyst I and Max is GIS Analyst II
Howard	\$50.73	40	105,539	75,903	146,160	=	Engineering Support Technician IV	5	
Kent	\$26.00	40	53,943	48,272	74,821	=	GIS Specialist	1	
Montgomery	\$50.20	40	104,417	67,672	107,323	+	Civil Works Designer	2	
Prince George's	\$46.19	40	96,076	56,668	114,875	=	Engineering Technician 4	7	
Queen Anne's	\$45.78	40	95,214	66,057	127,209		GIS Program Specialist II	1	
St. Mary's	\$43.00	40	89,336	55,910	134,638	=		2	
Somerset	\$27.52	40	57,238	54,480	89,271		GIS Technician/Planner	1	
Talbot	\$40.80	40	84,851	75,178	138,916	=	CAD Operator, GIS Manager	2	
Washington	\$31.13	40	64,748	53,914	196,186	=	GIS Analyst, GIS Coordinator, GIS Technician, GIS Manager, GIS Administrator, CAD/IT Specialist	9	
Wicomico	\$36.62	40	76,171	60,747	85,047		GIS Specialist	1	
Worcester	\$34.30	40	71,334	47,757	92,643	=	GIS Analyst I and III	2	Not CAD but GIS, works in DRP
MNCPPC		40		47,395	83,939	=	Senior CADD/GIS Technician		
AVERAGE	\$39.96		81,989	61,316	112,981				

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	\$34.58	40	71,917	56,222	106,850	=	Construction Code Inspector	19	General class title but employees may inspect in more than one trade area and max salary includes 18% longevity 16+ yrs.
Baltimore City	\$39.11	36.7	74,637	62,454	76,048	=	Construction Building Inspector II	14	
Baltimore County	\$36.65	35	66,704	55,062	68,583		Trade Code Inspector	27	
Calvert	\$48.44	35	88,161	63,809	102,885	=		2	
Caroline									
Carroll	\$31.14	40	64,761	58,760	112,092	=	Building Inspector I/II	4	
Cecil	\$28.71	40	59,708	49,681	82,811	=	Building Insp 1 and 2	3	
Charles	\$34.05	37.5	66,390	59,172	101,611		Inspector I & II	10	
Dorchester	\$33.74	40	70,179	60,511	71,930		Chief Building Inspector	1	
Frederick	\$30.99	40	64,465	57,219	91,550	=	Building Inspector I	3	
Garrett	\$27.30	40	56,790	48,734	68,307		Code Inspector I/II	2	
Harford	\$33.48	40	69,646	43,381	156,678	=	Inspector Series I - III (DILP)	5	Min is Inspector I and Max is Inspector III
Howard	\$41.78	40	86,905	60,923	117,458	=	Regulation Inspector II	8	
Kent									
Montgomery	\$34.26	40	71,260	49,928	76,018	=	Building Services Inspector	3	
Prince George's	\$37.16	40	77,284	46,621	94,393	=	Construction Standards Inspector 2	37	
Queen Anne's									
St. Mary's									
Somerset	\$26.91	40	55,965	48,259	79,077		Building Code Assistant/Field Inspector	1	
Talbot	\$32.83	40	68,285	64,941	120,001	=	Compliance Officer Inspector	2	
Washington	\$30.77	40	64,002	57,158	149,760	=	Building Inspector I	2	
Wicomico	\$26.74	40	55,628	50,301	70,399		Building Inspector	2	
Worcester	\$36.07	40	75,025	54,850	97,136	=	Building, Housing, Zoning Inspector/Plan Review II-IV	6	
MNCPPC	\$37.82	40	78,670	53,675	95,060	=	Construction Representative	3	
AVERAGE	\$34.13		69,319	55,083	96,932				

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	\$36.46	36.7	69,583	57,396	69,757	=	Housing Inspector - Senior	13	
Baltimore County	\$36.00	35	65,513	50,255	62,888		Code Inspection & Enforcement Officer II	21	
Calvert									
Caroline									
Carroll	\$27.85	40	57,928	53,914	94,328	=		1	
Cecil	\$31.20	40	64,906	49,681	78,886	=	Code Compliance Inspector	1	
Charles	\$34.06	38	66,422	59,172	101,611		Inspector Technician	5	
Dorchester									
Frederick		40		49,977	79,964	=	Inspector II Housing		
Garrett									
Harford	\$33.72	40	70,133	43,381	121,736		Housing Inspector	1	
Howard	\$41.78	40	86,905	60,923	117,458	=	Regulation Inspector II	8	
Kent									
Montgomery	\$57.26	40	119,102	76,742	122,603	=	Housing Code Inspector III	15	
Prince George's	\$37.16	40	77,284	46,621	94,939	=	Construction Standards Inspector 2	37	
Queen Anne's									
St. Mary's									
Somerset	\$25.31	40	52,651	48,259	79,077		Housing Rehab Specialist/Inspector & Housing Loan Program Specialist	2	
Talbot									
Washington	\$52.56	40	109,314	65,437	196,186	+	Chief Building Inspector, Chief Site Inspector	2	
Wicomico	\$32.81	40	68,250	55,298	77,440		Sr Building Inspector	1	
Worcester									Merged into Building Inspector
MNCPPC									
AVERAGE	\$37.18		75,666	55,158	99,759				

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	\$34.58	40	71,917	56,222	106,850	=	Construction Code Inspector	19	General class title but employees may inspect in more than one trade area and max salary includes 18% longevity 16+ yrs.
Baltimore City	\$26.84	36.7	51,229	45,503	54,309	=	Public Works Inspector I	6	
Baltimore County	\$36.65	35	66,704	55,062	68,583		Trade Code Inspector	27	
Calvert	\$46.82	35	85,218	63,809	102,885	=	Plumbing Inspector & Electrical Inspector	3	
Caroline									
Carroll	\$37.52	40	78,042	58,760	112,092	=	Plumbing Inspector I/II	2	
Cecil	\$30.25	40	62,930	52,175	86,949	=	PMG Insp 1 and 2	2	
Charles									
Dorchester									
Frederick	\$35.88	40	74,630	61,224	97,959	=	Plumbing Inspector I	3	
Garrett									
Harford	\$37.13	40	77,234	43,381	156,678	=	Inspector Series I - III (DILP)	5	Min is Inspector I and Max is Inspector III
Howard	\$40.29	40	83,810	60,923	117,458		Regulation Inspector II	24	
Kent									
Montgomery	\$61.63	40	128,198	80,070	128,198	+	Plumber Supervisor	1	
Prince George's	\$37.16	40	77,284	46,621	94,939	=	Construction Standards Inspector 2	37	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$39.00	40	81,528	61,152	171,475	=	Electrical Inspector I/II, Plumbing Inspector I/II	5	
Wicomico	\$42.08	40	87,532	60,747	85,047		Sr Plumbing Inspector	1	
Worcester	\$33.03	40	68,692	57,533	92,643	=	Plumbing Inspector III	2	Electrical Inspection is done by Building Inspectors
MNCPPC									
AVERAGE	\$38.49		78,211	57,370	105,433				

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	\$37.78	40	78,576	56,222	106,850	=		19	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$31.97	36.7	61,016	50,797	61,402	=	Public Works Inspector II	24	
Baltimore County	\$64.69	35	117,729	69,941	88,526		Chief Building Inspector	1	
Calvert	\$50.45	40	104,941	72,925	139,714	+	Public Works Inspector I, II, and III	9	1 Employee Acting in Public Works Inspector II Position
Caroline	\$35.00	40	72,800	72,800	72,800	=	Construction Inspector/Utility Locator	1	
Carroll	\$28.83	40	59,962	53,914	102,836	=	Construction Inspector I/II	5	
Cecil	\$31.94	40	66,436	54,774	86,949	=	Construction Inspection Representative	3	
Charles									
Dorchester									
Frederick	\$26.50	40	55,126	49,977	79,964	=	Inspector I	6	
Garrett	\$34.14	40	71,019	59,308	83,031		Project Manager/Inspector	1	
Harford	\$36.21	40	75,309	43,381	136,197	=	Inspector Series I - III (DILP)	5	Min is Inspector I and Max is Inspector III
Howard	\$41.78	40	86,905	60,923	117,458	=	Regulation Inspector II	8	
Kent									
Montgomery	\$58.03	40	120,697	76,742	122,603	+	Permitting and Code Compliance Inspector III	43	
Prince George's	\$37.16	40	77,284	46,621	94,939	=	Construction Standards Inspector 2	37	
Queen Anne's	\$31.58	40	65,692	50,962	98,143		Construction Inspector II & III	5	
St. Mary's	\$35.00	40	72,488	62,525	107,578	=	Inspector III-DPWT	6	1 currently vacant
Somerset									
Talbot									
Washington	\$37.15	40	77,264	57,158	149,760	=	Construction Inspector CIP, Construction Inspector LDI	5	
Wicomico									
Worcester	\$38.16	40	79,375	75,000	97,500	+	Construction Supervisor	1	in Water and Wastewater
MNCPPC	\$50.48	40	105,002	60,849	107,768	=	Senior Construction Representative	6	
AVERAGE	\$39.27		80,423	59,712	103,001				

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	\$23.08	40	48,026	38,264	72,699	=		1	
Anne Arundel	\$34.58	40	71,917	56,222	106,850	=	Construction Code Inspector	19	General class title but employees may inspect in more than one trade area and max salary includes 18% longevity 16+ yrs.
Baltimore City	\$39.85	36.7	76,048	62,454	76,048	=	Code Enforcement Investigator II	3	
Baltimore County	\$36.00	35	65,513	50,255	62,888		Code Inspection and Enforcement Officer II	21	
Calvert	\$69.56	35	126,599	90,072	145,218	+	Zoning Code Enforcement Chief	1	Salary Position (position manages Code Enforcement Unit)
Caroline	\$26.54	40	55,203	55,203	55,203	=	Codes Enforcement Officer II	1	
Carroll	\$47.04	40	97,841	80,247	144,415	=	Deputy Code Official	1	
Cecil									
Charles	\$38.18	37.5	74,449	59,172	101,611		Code Inspec & Enfor Offic	3	
Dorchester									
Frederick									
Garrett									
Harford	\$52.13	40	108,429	61,226	152,115	=	Zoning Enforcement Officer	1	
Howard	\$40.29	40	83,810	60,923	117,458		Regulation Inspector II	24	
Kent	\$26.00	40	53,525	48,272	74,821	=	Enforcement Officer I	1	
Montgomery	\$44.32	40	92,177	67,672	107,323	=	Code Enforcement Inspector III	9	
Prince George's	\$61.94	40	128,836	75,819	163,549	=	Property Standards Code Enforcement Officer	4	
Queen Anne's									
St. Mary's									
Somerset	\$37.43	40	77,848	57,885	94,851		Code Enforcement Officer/Housing Rehab Supervisor	1	
Talbot	\$31.02	40	64,521	58,904	108,844	=	Chief Code Compliance Officer, Code Compliance Officer	3	
Washington	\$52.78	40	109,772	80,163	244,899	=	Deputy Code Official, Director of Permits & Inspections	2	
Wicomico	\$27.26	40	56,700	41,558	58,126		Nuisance Code Enforce Officer	1	
Worcester									This position is in Development, Review, and Permitting Department and is part of Building/Housing Inspector
MNCPPC									
AVERAGE	\$40.47		81,836	61,430	110,995				

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	\$34.99	40	72,773	55,952	107,890	=		7	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$32.17	36.7	61,402	50,797	61,402	=	Zoning Examiner II	1	
Baltimore County	\$66.00	35	120,125	89,385	139,258		Zoning Supervisor	1	
Calvert	\$59.11	35	107,580	69,542	112,130	=	Zoning Code Enforcer	1	
Caroline									
Carroll	\$27.73	40	57,678	53,914	102,836	=	Zoning Inspector I/II	2	
Cecil	\$27.69	40	57,586	54,774	86,949	=		1	
Charles	\$73.56	38	143,440	88,790	143,840		Zoning Administrator	1	
Dorchester	\$24.06	40	50,040	40,887	59,193		Planning Inspector	1	
Frederick	\$34.28	40	71,307	49,977	79,963	=	Inspector I Zoning	2	
Garrett	\$33.08	40	68,815	62,274	87,183		Zoning Administrator	1	
Harford	\$38.77	40	80,639	43,381	111,539	=	Zoning Inspector I & II	3	Min is Zoning Inspector I and Max is Zoning Inspector II
Howard	\$36.12	40	75,130	60,923	117,458	=	Regulation Inspector II	1	
Kent									
Montgomery	\$58.03	40	120,697	76,742	122,603	+	Permitting and Code Compliance Inspector III	43	
Prince George's	\$61.94	40	128,836	75,819	163,549	=	Property Standards Code Enforcement Officer	4	
Queen Anne's	\$22.84	40	47,497	44,764	86,206		Nuisance/Zoning Inspector	3	
St. Mary's	\$36.00	40	74,339	62,525	107,578	=	Inspector III-LUGM	4	
Somerset	\$27.27	40	56,718	48,259	84,020		Planning & Zoning Officer/Specialist	3	2 pay grades
Talbot	\$24.31	40	50,557	43,955	81,221	=	Zoning Technician	2	
Washington	\$43.00	40	89,426	57,158	244,899	=	Zoning Inspector, Zoning Coordinator, Planning & Zoning Director	3	
Wicomico	\$42.98	40	89,407	66,766	93,450		Zoning Admin	1	
Worcester	\$31.14	40	64,771	52,395	84,198	=		1	This position is in Development, Review, and Permitting Department
MNCPPC									
AVERAGE	\$39.77		80,417	59,475	108,446				

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									
Anne Arundel	\$42.55	40	88,494	69,126	134,279	=	Planner II	12	Planning & Zoning
Baltimore City	\$51.90	36.7	99,047	79,507	127,043	=	Engineer II	25	
Baltimore County	\$41.58	35	75,671	62,888	78,895		Engineer II	8	
Calvert	\$56.53	35	102,885	63,809	102,885	=	Plans Examiner	1	
Caroline									
Carroll	\$35.16	40	73,133	69,805	122,159	=	Plans Examiner	2	one of the positions is vacant
Cecil	\$32.62	40	67,851	54,774	91,299	=	Plans Reviewer 1 and 2	3	
Charles									
Dorchester									
Frederick	\$35.10	40	72,999	65,510	104,816	=	Building Plans Reviewer I	1	
Garrett									
Harford	\$39.74	40	82,660	47,979	156,678	=	Plans Reviewer Series I, II & Senior	3	Min is Plans Reviewer I and Max is Plans Reviewer Senior
Howard	\$60.87	40	126,600	75,903	146,160	=	Engineering Specialist I	6	
Kent									
Montgomery	\$58.03	40	120,697	76,742	122,603	+	Permitting and Code Compliance Inspector III	43	
Prince George's	\$48.07	40	99,978	72,209	155,761	=	Engineer Reviewer 2	6	This is a new class of work
Queen Anne's									
St. Mary's	\$46.00	40	96,699	89,814	154,690	=	Project Manager III	4	1 employee is part time 32 hours a week, the other 2 are 40 hours a week; 1 currently vacant
Somerset									
Talbot									
Washington	\$48.52	40	100,922	65,437	171,475	=	Plans Examiner II	2	
Wicomico	\$27.04	40	56,238	50,301	70,399		Planner Land Development	1	
Worcester									This position is in Development, Review, and Permitting Department and is part of Building/Housing Inspector
MNCPPC									
AVERAGE	\$44.55		90,277	67,415	124,224				

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	\$33.59	40	69,874	48,547	92,082	=	Facilities Maintenance Mechanic II	13	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$25.47	40	52,972	49,368	56,575	=	Electrical Mechanic II	2	
Baltimore County	\$27.46	40	57,114	44,221	55,474		Electrician I	11	Paid hourly, annualized figure
Calvert									
Caroline									
Carroll	\$27.92	40	58,079	53,914	94,328	=	Electrician	4	
Cecil									
Charles	\$30.87	37.5	60,195	46,870	85,314		Elec Technician I & II	2	
Dorchester									
Frederick	\$30.48	40	63,393	46,708	74,733	=	Maintenance Technician III	19	
Garrett	\$25.72	40	53,487	51,230	71,718		UT Electrician I	2	
Harford		40		45,168	129,813	=	Electrician W & S Operations		
Howard	\$27.89	40	58,011	55,224	89,565	=	Journey Skilled Trades	3	
Kent									
Montgomery	\$47.27	40	98,322	62,328	98,322	=	Electrician I	5	
Prince George's	\$34.31	40	71,358	48,952	99,568	=	Electrician 2	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$41.47	40	86,258	57,158	149,760	=	Electrician	2	
Wicomico									
Worcester	\$42.34	40	88,067	69,389	112,050	+	Building Maintenance Mechanic IV	1	HVAC Journeyman. 1 Vacancy.
MNCPPC		40		42,260	77,275	=	Electrician I		Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$32.90		68,094	51,524	91,898				

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									
Baltimore City		36.7		52,875	64,063	=	Electrical Supervisor, Licensed		
Baltimore County	\$35.04	40	72,876	52,978	67,330		Electrician II	10	Paid hourly, annualized figure
Calvert		35		58,568	94,385	=	Master Electrician	2	1 Vacant and 1 Acting in Another Position
Caroline									
Carroll	\$32.29	40	67,163	64,044	112,092	=	Master Electrician	1	
Cecil									
Charles	\$47.69	37.5	92,996	59,172	95,859		Elec Technician III	1	
Dorchester									
Frederick	\$33.29	40	69,243	61,224	97,959	=	Maintenance Technician IV	2	
Garrett									
Harford	\$44.34	40	92,234	51,805	136,197	=	Electrician W & S Operations	1	
Howard	\$42.23	40	87,836	59,093	95,930	=	Electrician	10	
Kent									
Montgomery	\$49.38	40	102,711	64,942	102,711	=	Electrician II	5	
Prince George's	\$44.48	40	92,523	51,400	104,444	=	Electrician 3	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$47.00	40	97,739	61,152	160,118	=	Senior Electrician	1	
Wicomico									
Worcester	\$44.41	40	92,373	72,696	117,562	+	Building Maintenance Mechanic V	1	Employee is a Master Electrician and HVAC Journeyman
MNCPPC	\$47.88	40	99,584	56,358	99,814	=	Electrician III	1	+1 vacancy
AVERAGE	\$42.55		87,934	58,947	103,728				

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	\$26.71	40	55,557	50,981	96,803	=		1	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$27.82	36.7	53,087	48,246	54,490	=	Welder	7	
Baltimore County	\$31.47	40	65,450	50,648	64,251		Welder Mechanic	3	Paid hourly, annualized figure
Calvert									
Caroline									
Carroll									
Cecil	\$27.55	40	57,294	49,681	78,886	=		1	
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$46.02	40	95,715	59,093	95,930	=	Motor Equipment Mechanic II	3	
Kent									
Montgomery	\$41.52	40	86,367	62,328	98,322	=	Welder	3	
Prince George's	\$17.56	40		36,529	74,878	=	Welder 2		Vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$39.40	40	82,035	53,914	141,253	=	Welder	1	
Wicomico									
Worcester									
MNCPPC	\$36.19	40	75,279	47,419	86,712	=	Welder II	5	+1 vacancy; max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$32.69		71,348	50,982	87,947				

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	\$24.86	40	51,705	36,234	68,536	=	Maintenance Worker I	17	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$20.24	40	42,093	39,285	42,093	=	Carpenter I	1	
Baltimore County	\$35.26	40	73,335	46,176	58,365		Carpenter II	5	Paid hourly, annualized figure
Calvert									
Caroline									
Carroll	\$27.87	40	57,970	53,914	94,328	=		1	
Cecil									
Charles	\$34.71	37.5	67,688	44,217	95,859		Maint Tech I, II, III	10	
Dorchester									
Frederick	\$26.01	40	54,100	49,977	79,964	=	Maintenance Technician II	8	
Garrett									
Harford									
Howard	\$33.47	40	69,621	52,603	85,301	=	Maintenance Mechanic II	12	3 Vacant
Kent									
Montgomery	\$45.10	40	93,817	59,897	94,134	+	Public Service Craftsworker II	6	
Prince George's	\$17.56	40		36,529	76,878	=	Carpenter 2		Vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$27.51	40	57,221	43,493	69,742	=	Carpenter II	3	
MNCPPC	\$34.10	40	70,927	47,419	86,712	=	Carpenter II	14	+1 vacancy; max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$29.70		63,848	46,340	77,447				

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									
Baltimore City	\$21.97	40	45,700	41,485	45,700	=	Pipefitter II	1	
Baltimore County		40		44,221	55,474		Plumber I		Paid hourly, annualized figure
Calvert									
Caroline									
Carroll	\$27.37	40	56,930	53,914	94,328	=	Plumber	1	
Cecil									
Charles									
Dorchester									
Frederick	\$30.48	40	63,393	46,708	74,733	=	Maintenance Technician III	19	
Garrett									
Harford									
Howard	\$35.59	40	74,027	55,224	89,565	=	Journey Skilled Trades	1	
Kent									
Montgomery	\$43.98	40	91,470	59,897	94,134	=	Plumber I	2	
Prince George's	\$31.19	40	64,871	36,529	74,878	=	Plumber 2	3	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC	\$31.91	40	66,364	38,195	67,641	=	Trades Apprentice	2	
AVERAGE	\$31.78		66,108	47,022	74,557				

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									
Baltimore City	\$30.85	36.7	58,881	48,814	58,881	-	Pipefitter Supervisor	1	Does not require Masters License.
Baltimore County	\$40.41	40	84,045	52,978	67,330		Plumber II	3	Paid hourly, annualized figure
Calvert									
Caroline									
Carroll	\$31.70	40	65,936	64,044	112,092	=	Master Plumber	1	
Cecil									
Charles									
Dorchester									
Frederick	\$33.29	40	69,243	61,224	97,959	=	Maintenance Technician IV	2	
Garrett									
Harford									
Howard	\$43.66	40	90,820	59,093	95,930	=	Plumber	3	
Kent									
Montgomery	\$61.63	40	128,198	80,070	128,198	+	Plumber Supervisor	1	
Prince George's	\$37.75	40	78,520	38,355	78,520	=	Plumber 3	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$44.45	40	92,456	69,389	112,050	=	Plumber/Gas Fitter	1	Journeyman
MNCPPC	\$47.99	40	99,814	56,358	99,814	=	Plumber III	2	
AVERAGE	\$41.30		85,324	58,925	94,530				

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	\$26.19	40	54,481	35,593	67,628	=		11	
Anne Arundel	\$22.42	40	46,633	41,933	79,456	=	Utilities Support Worker I	3	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$25.09	40	52,196	50,567	78,494	=	Utilities Installer and Repairer I	14	
Baltimore County	\$25.65	40	53,354	42,349	52,978		Public Works Technician I	35	Paid hourly, annualized figure
Calvert	\$31.24	35	56,852	48,303	77,787	=	Water & Sewer Mechanical Maintenance Technician	4	
Caroline									
Carroll									
Cecil	\$22.50	40	46,804	45,066	64,880	=	Maintenance Mechanic	2	
Charles	\$42.57	37.5	83,017	41,714	85,314		Line Maint Op Iii & IV	4	
Dorchester									
Frederick	\$39.25	40	81,646	40,796	65,274	=	Utility Systems Maintenance Tech I	1	
Garrett	\$23.33	40	48,517	42,141	59,010			11	
Harford	\$26.42	40	54,964	41,820	116,594	=	Utilities Worker Series I - IV	20	Min is Utility Worker I and Max is Utility Worker IV
Howard	\$22.21	40	46,197	42,474	68,931	=	Utility Worker II	24	10 Vacant
Kent	\$24.00	40	50,356	40,499	62,773	=	Utilities Technician	6	
Montgomery	\$45.00	40	93,817	59,897	94,134	+	Public Service Craftsworker II	6	
Prince George's	\$22.97	40	47,779	32,136	99,147	=	Laborer 2	60	
Queen Anne's	\$21.35	40	44,405	41,953	80,792		Utility Worker	14	
St. Mary's									
Somerset									
Talbot									
Washington	\$26.00	40	53,172	39,291	118,581	=	Utility Worker I/II	3	
Wicomico									
Worcester	\$23.22	40	48,302	38,875	63,461	=		9	
MNCPPC									
AVERAGE	\$27.61		56,617	42,671	78,543				

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	\$23.39	40	48,669	36,593	67,628	=		8	
Anne Arundel	\$25.92	40	53,919	46,904	68,016	=	Water/Wastewater System Technician I	18	Max salary includes 18% longevity 16+ yrs.
Baltimore City									
Baltimore County		40		38,875	48,402		Treatment Plant Operator Trainee		Paid hourly, annualized figure
Calvert	\$25.51	35	46,432	41,296	66,521	=	Water & Sewer Operator Trainee	10	
Caroline									
Carroll	\$21.78	40	45,292	41,621	79,415	=	Water Treatment Apprentice Operator I/II	3	one position is vacant
Cecil	\$20.75	40	43,150	40,875	64,880	=	Operator Trainee	6	1 vacancy
Charles	\$26.62	37.5	51,917	59,172	95,859		Line Maint Op I, II	18	
Dorchester									
Frederick	\$21.45	40	44,615	43,652	69,843	=	Water Treatment Plant Operator I FH	1	
Garrett									
Harford									
Howard	\$25.83	40	53,747	46,842	75,982	=	Water Reclamation Plant Operator I	10	2 Vacant
Kent									
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$23.40	40	48,734	45,261	118,581	=	Plant Operator Trainee	1	
Wicomico									
Worcester	\$21.55	40	44,823	40,726	63,461	=	Plant Operator Trainee	14	
MNCPPC									
AVERAGE	\$23.62		48,130	43,802	74,417				

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	\$36.83	40	76,614	51,098	97,087	=		4	
Anne Arundel	\$39.42	40	81,996	63,440	105,019	=	Water/Wastewater Systems Technician II	43	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$35.42	40	73,679	61,465	95,410	=	Water Treatment Technician III	4	WWW Pumping Tech, 6 - \$74,179
Baltimore County	\$31.92	40	66,386	50,648	64,251		Treatment Plant Operator I	3	Paid hourly, annualized figure
Calvert	\$33.91	35	61,716	48,303	77,787	=	Water & Sewer Plant Operator	1	
Caroline									
Carroll	\$27.27	40	56,715	49,463	86,549	=	Water Treatment Operator	3	
Cecil	\$31.14	40	64,763	49,681	95,870	=	Operator 1,2,3	8	
Charles	\$30.31	37.5	59,103	41,714	80,485		Environ Ope I & II	9	
Dorchester	\$31.80	40	66,144	63,655	77,557		Water & Wastewater Operator II	2	
Frederick		40		57,219	91,550	=	Water Treatment Plant Operator III		no one assigned to classification at this time
Garrett									
Harford	\$36.96	40	76,884	43,381	129,813	=	Series - Plant Operator (Water or Wastewater) & Plant Operator (Water or Wastewater) Senior	21	Min is Plant Operator and Max is Plant Operator Senior
Howard	\$29.33	40	61,066	52,224	89,565	=	Water Reclamation Plant Operator II	1	
Kent	\$33.00	40	68,842	61,183	97,893	+	Plant Operator III	2	
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot	\$23.79	40	49,480	43,955	81,221	=	Collection System Operator		
Washington	\$32.00	40	66,797	50,856	149,760	=	Plant Operator, Senior Plant Operator	15	
Wicomico									
Worcester	\$28.06	40	58,355	42,557	80,350	=	Plant Operator I-Plant Operator IV	17	
MNCPPC									
AVERAGE	\$32.08		65,903	51,928	93,760				

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	\$21.14	40	43,971	38,043	72,030	=	Meter Technician I	2	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$31.13	36.7	59,406	58,537	90,866	=	Utility Meter Tech II DPW	9	
Baltimore County									
Calvert	\$30.24	35	55,037	41,296	77,787	+	Water & Sewer Technician Trainee & Water & Sewer Technician	2	
Caroline									
Carroll									
Cecil									
Charles	\$25.40	37.5	49,526	41,714	67,577		Meter Technician	6	
Dorchester									
Frederick									
Garrett	\$29.59	40	61,547	56,493	67,787		Utilities Specialist	1	
Harford									
Howard	\$21.09	40	43,872	42,474	68,931	=	Utility Worker II	8	4 Vacant
Kent									
Montgomery									
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$22.63	40	47,062	40,726	73,112	=	Plant Operator Trainee-Plant Operator III	5	
MNCPPC									
AVERAGE	\$25.89		51,489	45,612	74,013				

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	\$25.97	40	54,025	38,264	78,151	=	Building Maintenance III & IV	10	
Anne Arundel	\$24.48	40	50,928	44,034	83,470	=	Facilities Maintenance Mechanic I	13	General class title which performs multiple trades - not necessarily specializing in one. Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$22.37	40	46,536	43,823	49,062	=	Buildng Repairer	18	
Baltimore County	\$27.83	40	57,883	46,176	58,365		Building Maintenance Mechanic II	13	Paid hourly, annualized figure
Calvert	\$39.46	35	71,808	50,177	80,935	=	Building Maintenance Mechanic	4	
Caroline	\$27.51	40	57,210	53,414	61,006	=		2	
Carroll	\$22.93	40	47,684	45,386	79,415	=	Building Technician II	3	one of the positions vacant
Cecil	\$27.98	40	58,202	42,917	91,299	=	Maintenance Worker/ Maintenance Mechanic/ Lead Mechanic- Facilities	9.50	5 vacancies
Charles	\$21.35	37.5	41,626	33,041	53,527		Building Maint Technician	21	
Dorchester	\$21.04	40	43,752	41,958	55,051		Maintenance Technician, Maintenance Technician II, Airport Maintenance	6	
Frederick	\$26.01	40	54,100	49,977	79,964	=	Maintenance Technician II	8	
Garrett	\$23.77	40	49,433	40,144	68,307			7	
Harford	\$25.38	40	52,788	37,139	107,746	=	Maintenance Worker Series I & II (Facilities & Operations)	13	Min is Maintenance Worker I and Max is Maintenance Worker II
Howard	\$28.71	40	59,723	46,842	75,982	=	Maintenance Mechanic I	7	
Kent	\$21.00	40	45,827	37,297	57,810	+	Maintenance Worker I	6	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	\$45.00	40	93,817	59,897	94,134	+	Public Service Craftworker II	6	
Prince George's	\$38.16	40	79,371	40,272	82,346	=	Building Engineer 2	2	
Queen Anne's	\$27.09	40	56,341	44,764	104,719		Facility Tech I, II & III	8	
St. Mary's	\$24.00	40	49,046	45,510	78,354	=	Maintenance Mechanic	8	1 currently vacant
Somerset	\$25.04	40	52,088	45,240	79,077		MW I & II	3	1 Vacant position; 2 pay grades
Talbot	\$35.80	40	74,430	46,152	145,863	=	Landscape & Maintenance Technician, Facilities Maintenance Technician, Facilities Division Manager, Superintendent of County Facilities	6	
Washington	\$29.00	40	61,024	45,261	141,253	=	Maintenance Leadworker, Maintenance Tradesworker, Maintenance Worker Facilities	6	
Wicomico	\$23.40	40	48,668	45,760	64,040		SR Facilities Maintenance Tech	4	
Worcester	\$31.64	40	65,807	37,939	106,850	+	Painter, Maintenance Worker III & IV, Building Maintenance Mechanic I-IV, Master HVACR	5	
MNCPPC	\$27.90	40	58,047	42,135	77,050	=	Principal Parks/Facilities Maintenance Worker	167	+31 vacancies Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$27.71		57,207	44,141	82,151				

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	\$30.76	40	63,987	47,535	104,368	=	Equip Maint Foreman, Equip Maint Super	2	
Anne Arundel	\$38.57	40	80,233	59,612	110,209	=	Automotive Maintenance Supervisor	6	
Baltimore City	\$34.72	40	72,209	59,863	72,835	=	Automotive Maintenance Supervisor I	18	
Baltimore County	\$37.59	40	78,197	55,474	70,658		Heavy Equipment Maintenance Center Team Lead	8	Paid hourly, annualized figure
Calvert	\$52.38	40	108,950	69,472	112,029	=	Fleet Maintenance & Repair Supervisor	1	
Caroline	\$36.29	40	75,483	75,483	75,483	=	Fleet Manager	1	
Carroll	\$44.23	40	91,988	64,044	112,092	=	Fleet Management Foreman	2	
Cecil									
Charles	\$51.94	37.5	101,290	71,472	115,785		Fleet Maint Supervisor	1	
Dorchester									
Frederick	\$47.48	40	98,752	75,001	120,002	=	Fleet Services Manager	3	
Garrett									
Harford									
Howard	\$53.74	40	111,779	71,614	129,875	=	Operations Supervisor II	4	1 Vacant
Kent	\$38.00	40	79,393	61,183	97,893	=	Automotive Services Supervisor	1	
Montgomery	\$52.00	40	107,323	67,672	107,323	=	Facilities and Equipment Maintenance Coordinator	1	
Prince George's	\$55.93	40	116,345	68,770	148,344	=	Garage Supervisor	3	Covered by several different unions. Represents the largest group of this class of employees (G).
Queen Anne's	\$53.99	40	112,305	70,482	135,731		Fleet Manager	1	
St. Mary's	\$37.00	40	77,043	55,910	96,179	=	Shop Foreman	1	
Somerset									
Talbot	\$32.30	40	67,106	64,942	120,002	=	Shop Foreman	2	
Washington	\$49.00	40	100,412	70,013	183,435	=	Fleet Manager	2	
Wicomico	\$39.31	40	81,760	55,298	77,440		Supervisor Shop	1	
Worcester	\$29.06	40	60,494	45,614	73,112	=	Inventory/Shop Foreman	1	1 Vacancy
MNCPPC	\$66.36	40	138,047	80,206	144,677	=	Fleet Services Manager	1	
AVERAGE	\$44.03		91,155	64,483	110,374				

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	\$26.19	40	54,465	39,936	75,587	=	Automotive Service Worker	2	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$34.70	40	72,172	40,699	44,233	=	Automotive Maintenance Worker	12	
Baltimore County		40		35,714	44,221		Trades Helper		Paid hourly, annualized figure
Calvert									
Caroline									
Carroll	\$24.56	40	51,085	49,463	86,549	=	Fleet Mechanic I	4	
Cecil									
Charles	\$37.61	37.5	73,333	59,172	95,859		Veh & Equip Technician	4	
Dorchester									
Frederick	\$24.20	40	50,345	49,977	79,964	=	Vehicle Equipment Technician I	1	
Garrett									
Harford									
Howard									
Kent									
Montgomery		40		49,928	76,018	=	Mechanic Technician Apprentice		Apprentice Class, no current incumbents
Prince George's		40		68,770	148,844	=	Equipment Service Worker 2		Vacant
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$34.00	40	70,616	45,261	118,581	=	Auto Services Assistant	1	
Wicomico	\$21.18	40	44,060	37,811	52,913		Maintenance Mechanic	4	
Worcester	\$16.66	12	10,200	10,200	10,200	=	Vehicle and Equipment Mechanic Intern	1	600 hours. 1 Vacancy.
MNCPPC									
AVERAGE	\$27.39		53,284	44,266	75,724				

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									
Anne Arundel	\$31.98	40	66,509	48,547	92,082	=	Automotive Mechanic II	11	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$26.34	40	54,786	49,581	56,618	=	Automotive Mechanic	69	
Baltimore County	\$30.52	40	63,479	50,648	64,251		Automotive Mechanic	12	Paid hourly, annualized figure
Calvert	\$28.65	40	59,592	51,958	83,782	=	Equipment Mechanic I	1	
Caroline	\$23.36	40	48,589	48,589	48,589	=	Vehicle and Equipment Technician I	1	
Carroll	\$29.96	40	62,320	53,914	94,328	=	Fleet Mechanic II	8	one position is vacant
Cecil									
Charles	\$35.04	37.5	68,335	59,172	95,859		Engine Technician	2	
Dorchester									
Frederick	\$41.13	40	85,561	53,476	85,561	=	Vehicle Equipment Technician II	1	
Garrett	\$27.82	40	57,857	57,395	58,631			4	Per union contract \$27.59-\$28.19
Harford	\$23.85	40	49,607	41,820	111,539	=	Maintenance Mechanic I	1	
Howard	\$26.92	40	55,994	52,603	85,301	=	Motor Equipment Mechanic I	2	1 Vacant
Kent									
Montgomery	\$35.00	40	72,753	57,596	90,149	=	Mechanic Technician I	12	
Prince George's	\$24.02	40	49,954	40,272	82,346	=	Equipment Mechanic I	1	
Queen Anne's	\$26.28	40	54,672	50,962	98,143		Mechanic II	3	
St. Mary's	\$22.00	40	46,613	45,510	78,354	=	Equipment Mechanic I	4	
Somerset	\$29.76	40	61,912	42,578	70,048			1	
Talbot	\$31.62	40	65,766	50,883	64,024	=	Mechanic I	1	
Washington									
Wicomico									
Worcester	\$23.53	40	48,942	41,600	66,560	=	Vehicle & Equipment Mechanic II	1	
MNCPPC		40		47,419	86,712	=	Automotive/Equipment Mechanic I		+1 vacancy; Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$28.77		59,624	49,712	79,625				

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	\$26.17	40	54,444	54,444	54,444	=		4	
Anne Arundel	\$35.30	40	73,422	53,539	101,754	=	Automotive Mechanic III	9	Max salary includes 18% longevity 16+ yrs.
Baltimore City	\$31.76	40	66,068	57,215	66,459	=	Automotive Lead Mechanic	18	
Baltimore County	\$36.92	40	76,789	55,474	70,658		Automotive Specialist	11	Paid hourly, annualized figure
Calvert	\$33.67	40	70,023	57,304	92,456	=	Equipment Mechanic II	2	
Caroline	\$29.27	40	60,882	60,278	61,485	=	Vehicle and Equipment Technician III	2	
Carroll	\$33.86	40	70,429	58,760	102,836	=	Lead Fleet Mechanic	2	
Cecil									
Charles	\$49.16	37.5	95,859	59,172	95,859		Auto Body Technician	1	
Dorchester	\$33.00	40	68,640	60,673	75,773		Mechanic II	2	
Frederick	\$33.82	40	70,348	57,219	91,550	=	Vehicle Equipment Technician III	5	
Garrett	\$27.99	40	58,219	58,014	58,631			3	Per union contract \$27.31-\$27.89
Harford	\$33.27	40	69,198	44,941	121,736	=	Maintenance Mechanic II	6	
Howard	\$38.13	40	79,330	59,093	95,930	=	Motor Equipment Mechanic II	27	
Kent	\$33.00	40	70,675	48,272	74,821	=	Heavy Equipment Truck Mechanic	3	
Montgomery	\$47.00	40	98,259	64,942	102,711	=	Mechanic Technician II	93	
Prince George's	\$34.92	40	72,625	42,287	86,297	=	Equipment Mechanic 2	18	
Queen Anne's	\$31.72	40	65,970	54,378	104,719		Mechanic III	4	
St. Mary's	\$28.00	40	57,990	50,003	86,091	=	Equipment Mechanic II	3	
Somerset	\$30.04	40	62,473	51,275	84,020			1	
Talbot									
Washington	\$29.00	40	60,498	53,914	141,253	=	Auto Services Technician	7	
Wicomico	\$27.16	40	56,490	45,760	64,040		SR Maintenance Mechanic	4	
Worcester	\$27.80	40	57,817	43,493	73,112	=	Vehicle & Equipment Mechanic III-IV	6	1 Vacancy
MNCPPC	\$36.99	40	76,960	51,235	93,690	=	Automotive/Equipment Mechanic II	37	+4 vacancies; Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$33.39		69,279	53,986	86,971				

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	\$24.47	40	50,900	50,900	50,900	=		14	
Anne Arundel	\$24.86	40	51,719	41,933	79,456	=	Equipment Operator I	37	CDL required - max salary includes 18% longevity 16+ yrs.
Baltimore City	\$22.53	40	46,869	44,963	49,191	=	CDL Driver I	117	
Baltimore County	\$24.66	40	51,290	40,664	50,648		Equipment Operator	17	Paid hourly, annualized figure
Calvert	\$31.28	40	65,059	44,928	72,384	=	Highway Equipment Operator II	7	2 Employees Acting in Another Position
Caroline	\$20.90	40	43,469	41,929	45,385	=	County Roads Worker	5	1 Vacant Position
Carroll	\$23.91	40	49,724	45,386	79,415	=	Truck Driver I	29	three positions vacant - CDL B required
Cecil	\$22.24	40	46,251	40,875	64,880	=	Equipment Operator 1	10	3 vacancies
Charles	\$35.04	37.5	68,335	59,172	95,859		Small Engine Technician	2	
Dorchester	\$20.81	40	43,284	42,230	48,973		Motor Equip Operator II	1	
Frederick	\$24.21	40	50,363	43,652	69,843	=	Equipment Operator I	4	
Garrett	\$23.60	40	49,081	38,480	54,269			27	Per Union Contract \$18.50-\$26.09
Harford									
Howard	\$25.58	40	53,218	44,595	72,363	=	Motor Equipment Operator I	34	10 Vacant
Kent	\$20.00	40	59,164	37,297	57,810	+	Motor Equipment Operator I	6	
Montgomery	\$32.00	40	66,910	55,517	86,352	=	Equipment Operator I	95	
Prince George's	\$33.30	40	69,264	69,264	82,346	=	Equipment Operator 2	57	
Queen Anne's	\$21.82	40	45,389	44,764	86,206		Equipment Operator I	6	
St. Mary's	\$29.00	40	61,173	45,510	78,354	=	Equipment Operator II	12	
Somerset	\$21.96	40	45,679	42,748	70,048		MEO I	3	
Talbot									
Washington	\$24.00	40	50,771	45,261	118,581	=	Equipment Operator II/Equipment Operator Crew Coordinator	48	
Wicomico	\$17.86	40	37,154	35,021	49,007		Associate Equipment Operator	15	
Worcester	\$20.46	40	42,555	38,854	57,824	=	Roads Worker II, Landfill Operator I, Maintenance Worker I&II	14	2 FT vacancies and 1 PT vacancy. 3 are part time. No CDL. Roads, Solid Waste, and Water and Wastewater
MNCPPC	\$29.43	40	61,242	42,260	77,275	=	Equipment Operator I	5	+1 vacancy; Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$24.95		52,559	45,052	69,451				

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	\$26.17	40	54,444	54,444	54,444	=		9	
Anne Arundel	\$31.02	40	64,514	48,547	92,082	=	Equipment Operator III	14	Max salary includes 18% longevity 16+ yrs
Baltimore City	\$26.41	40	54,930	49,368	56,575	=	CDL Driver II	148	
Baltimore County	\$31.83	40	66,216	44,221	55,474		Heavy Equipment Operator	2	Paid hourly, annualized figure
Calvert	\$30.01	40	62,414	47,195	76,024	=	Highway Equipment Operator III	3	2 Employees Acting in Position
Caroline	\$23.85	40	49,602	45,788	57,348	=	County Roads Operator/Master	14	2 Vacant Positions
Carroll	\$25.47	40	52,976	49,463	86,549	=	Truck Driver II	10	CDL A required.
Cecil	\$25.03	40	52,070	40,875	71,538	=		24.5	1 is PT contract
Charles	\$30.25	37.5	58,978	49,682	80,485		Equip Oper IV	3	
Dorchester	\$26.36	40	54,827	40,195	70,595		Landfill Operator 4, Landfill Operator 3, Motor Equip Operator 4, Motor Equip Operator 3	24	
Frederick		40		53,476	85,561	=	Equipment Operator III		no one assigned to classification at this time
Garrett	\$24.71	40	51,404	39,520	55,583			52	Per Union Contract \$19-\$26.72
Harford	\$30.11	40	62,622	41,820	111,539	=	Equipment Operator	28	
Howard	\$32.47	40	67,528	49,192	79,789	=	Motor Equipment Operator II	26	1 Vacant
Kent	\$25.00	40	52,752	40,499	69,019	=	Motor Equipment Operator II & III	11	
Montgomery	\$41.00	40	84,358	57,596	90,149	=	Equipment Operator II	24	
Prince George's	\$33.50	40	69,683	44,401	90,494	=	Equipment Operator 3	5	
Queen Anne's	\$40.08	40	83,376	50,962	98,143		Equipment Operator III	2	
St. Mary's	\$27.00	40	56,597	50,003	86,091	=	Equipment Operator III	8	3 currently vacant
Somerset	\$25.77	40	53,534	45,420	79,077		MEO II & III	13	2 pay grades
Talbot	\$25.40	40	52,841	50,884	94,024	=	Machine Equipment Operator II, Machine Equipment Operator III	10	
Washington	\$29.90	40-48	65,895	53,914	141,253	=	Equipment Operator III (40 hours), Solid Waste Equipment Operator (48 hours)	19	
Wicomico	\$22.21	40	46,200	45,760	64,040		Lead Equipment Operator	11	
Worcester	\$23.53	40	48,937	39,770	66,560	=	Roads Worker III-V, Landfill Operator II& III, Heavy Equipment Operator	34	2 are part time. 1 Vacancy. Roads, Solid Waste, and Water and Wastewater
MNCPPC	\$32.60	40	67,811	47,419	86,712	=	Equipment Operator II	20	+5 vacancies; Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$28.74		59,771	47,217	79,966				

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	\$23.15	40	48,158	48,158	48,158	=		18	
Anne Arundel	\$24.86	40	51,705	36,234	68,536	=	Maintenance Worker I	17	Roads division of Public Works - max salary includes 18% longevity 16+ yrs.
Baltimore City	\$19.90	40	41,392	39,285	49,248	=	Laborer	344	
Baltimore County	\$18.49	40	38,457	34,445	42,349		Laborer I	23	Paid hourly, annualized figure
Calvert	\$28.80	40	59,897	42,744	68,973	=	Highway Equipment Operator I	4	
Caroline	\$28.21	40	58,670	42,765	67,621	=	Highway Marking Specialist, Assistant Highway Marking Specialist & Weed Control Coordinator	3	
Carroll	\$19.55	40	40,668	38,189	66,831	=	Road Maintenance Worker	14	four positions vacant
Cecil	\$20.63	40	42,918	39,920	60,591	=		4	
Charles	\$25.51	37.5	49,737	41,714	67,577		Roads Equip Oper III	4	
Dorchester									
Frederick	\$17.74	40	36,890	36,890	59,025	=	Highway Worker I	1	
Garrett	\$19.89	40	41,371	38,480	47,154			3	Per Union Contract \$18.50-\$26.09
Harford	\$32.40	40	67,398	32,457	89,596	=	Laborer	1	
Howard	\$25.36	40	52,756	40,456	65,686	=	Utility Worker I	3	
Kent									
Montgomery	\$31.00	40	64,097	45,111	67,088	+	Public Service Worker II	21	
Prince George's	\$22.97	40	47,779	32,136	59,147	=	Laborer 2	60	
Queen Anne's	\$20.30	40	42,232	41,953	80,792		Highway Technician	3	
St. Mary's	\$22.00	40	45,718	41,371	71,282	=	Equipment Operator I	19	5 currently vacant
Somerset	\$21.06	40	43,817	42,478	70,048		Highway Workers	1	2 PT Highway Workers not included
Talbot	\$29.32	40	60,987	46,152	85,282	=	Road Foreman, Supervisor, Lead Roads Foreman	6	
Washington	\$23.00	40	47,133	42,702	111,904	=	Equipment Operator I	1	Part-Time position not eligible for Benefits
Wicomico	\$18.18	40	37,853	31,200	46,808		Facility/Grounds Worker	20	
Worcester	\$20.65	40	42,948	38,834	60,570	=	Roads Worker II and III	10	Only Roads Employees
MNCPPC	\$23.07	40	47,995	33,896	65,113	=	Parks/Facilities Maintenance Worker	9	+1 vacancy; Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$23.31		48,286	39,460	66,060				

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	\$21.62	40	44,978	39,936	75,587	=	Maintenance Worker II	60	Parks division of Rec & Parks - max salary includes 18% longevity 16+ yrs
Baltimore City	\$19.86	40	41,314	39,285	49,248	=	Laborer	28	
Baltimore County	\$22.47	40	46,737	40,664	50,648		Property Management Grounds Maintenance Specialist I	8	Paid hourly, annualized figure
Calvert	\$29.72	35	54,084	44,608	71,908	=	Park Maintenance Specialist II	6	
Caroline	\$25.98	40	54,036	52,596	60,921	=	Parks Maintenance Worker/Crew Leader	3	
Carroll	\$22.87	40	47,568	45,386	79,415	=	Maintenance Technician	11	one position is vacant
Cecil	\$24.01	40	49,950	40,875	78,886	=	Maintenance Worker 1, 2 and Lead Maintenance Worker	8	
Charles	\$25.55	37.5	49,820	41,714	67,577		Grds Maint Technician	5	
Dorchester	\$18.03	40	37,503	36,400	46,087		Airport Laborer	1	
Frederick	\$19.50	40	40,564	38,127	61,004	=	Parks Maintenance Technician II	5	requires CDL
Garrett									
Harford	\$26.19	40	54,476	37,139	107,746	=	Maintenance Worker Series I & II (Parks & Recreation)	5	Min is Maintenance Worker I and Max is Maintenance Worker II
Howard	\$25.69	40	53,431	44,595	72,363	=	Park Maintenance Worker	29	3 Vacant
Kent									
Montgomery									
Prince George's									
Queen Anne's	\$23.02	40	47,883	41,953	86,206		Park Technician I & II	22	
St. Mary's	\$23.00	40	46,862	41,371	71,282	=	Senior Groundskeeper	9	
Somerset	\$20.64	40	42,927	42,478	70,048		Rec & Parks Maintenance Workers	3	
Talbot	\$19.00	40	39,518	37,970	70,162	=	Landings Enforcement Officer	5	(2) Positions are Seasonal
Washington	\$18.00	40	36,378	34,382	96,741	=	Park Attendant I, Park Attendant II, Maintenance Worker - Parks	26	Part-time/Temporary not eligible for benefits and did not receive a COLA/step for FY26.
Wicomico	\$18.18	40	37,853	31,200	46,808		Facility/Grounds Worker	20	
Worcester	\$20.38	40	42,382	38,875	57,824	=	Parks Worker 1-IV, Grounds Worker II	12	2 part time; 1 vacancy
MNCPPC	\$23.96	40	49,837	38,083	69,640	=	Senior Parks/Facilities Maintenance Worker	138	+26 vacancies; Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$22.38		45,905	40,382	69,505				

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	\$18.31	40	38,086	35,593	67,628	=	Building Maintenance Worker I	8	
Anne Arundel	\$21.32	40	44,337	34,486	65,354	=	Custodial Worker	21	Max salary includes 18% longevity 16+ yrs
Baltimore City									
Baltimore County	\$25.39	40	52,802	37,209	46,176		Custodial Worker II	25	Paid hourly, annualized figure
Calvert	\$26.20	35	47,693	35,253	56,820	=	Custodian	12	
Caroline									
Carroll	\$20.28	40	42,182	38,189	66,831	=	Custodian	5	one position is vacant
Cecil	\$19.71	40	40,992	33,634	53,395	=		7	
Charles									
Dorchester	\$20.19	40	42,002	35,696	59,669		Custodian, Custodian Supervisor	6	
Frederick	\$17.74	40	36,890	36,890	59,025	=	Custodian I	6	
Garrett	\$19.66	40	40,892	36,400	50,981			7	
Harford	\$24.88	40	51,758	32,457	99,026	=	Custodial Worker Series I & II	6	Min is Custodial Worker I and Max is Custodial Worker II
Howard									
Kent									
Montgomery	\$31.00	40	63,542	43,969	64,452	=	Building Services Worker II	17	
Prince George's	\$22.22	40	46,217	32,136	56,484	=	Custodian 2	11	
Queen Anne's	\$21.85	40	45,456	39,319	75,719		Custodial Worker I & II	9	
St. Mary's	\$21.00	40	44,574	41,371	78,354	=	Building Maintenance II/III	12	1 currently vacant
Somerset	\$22.42	40	46,639	37,867	62,049			6	
Talbot									
Washington									
Wicomico	\$18.18	40	37,852	31,200	46,808		Facility/Grounds Worker	20	
Worcester	\$20.21	40	42,033	36,275	57,824		Custodial Worker II	5	2 in Circuit Court and 2 part time at Recreation. Chief Custodian earns \$32.72/\$68,057.
MNCPPC	\$23.07	40	47,995	33,896	65,113	=	Parks/Facilities Maintenance Worker	9	+1 vacancy; Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$21.87		45,108	36,213	62,873				

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	\$39.28	40	81,707	59,051	59,051	=		1	
Anne Arundel	\$78.22	40	162,696	86,336	167,706	=	Police Communications Manager	1	
Baltimore City	\$45.80	36.7	87,406	70,338	112,807	=	Call Center Operations Manager	2	
Baltimore County	\$86.12	35	156,734	106,732	169,510		Chief, Emergency Communications Center	1	
Calvert	\$64.15	40	133,432	97,594	157,394	=	Communications Chief	1	Contract/Salary Position
Caroline	\$42.66	40	88,726	88,726	88,726	=	Communications Division Chief	1	
Carroll	\$49.74	40	103,457	97,095	174,741	=	Emergency Communications Manager	1	
Cecil	\$43.41	40	90,290	73,419	116,532	=	Assistant Chief - Communications	1	
Charles	\$65.20	37.5	127,140	102,608	166,225		Director of 911 Communications	1	
Dorchester									
Frederick	\$80.33	40	167,076	105,193	168,309	=	Director Emergency Communications	1	
Garrett	\$33.86	40	70,422	50,516	77,767		Public Safety Communications Chief	1	
Harford	\$87.25	40	181,482	100,113	189,114	=	Director Emergency Services	1	
Howard									
Kent	\$42.00	40	87,844	77,764	124,423	=	Chief of Communications	1	
Montgomery	\$91.00	40	188,490	113,715	200,829	=	Division Chief, MSB Communications	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=			Same individual as Director of Homeland Security
Queen Anne's	\$56.95	40	118,450	81,922	161,614		Asst Chief of Comm	1	
St. Mary's	\$51.00	40	106,787	89,814	154,690	=	Communications Manager	1	
Somerset	\$43.94	40	91,404	71,703	124,133		Asst. Director Emergency Services	1	
Talbot	\$50.55	40	105,144	91,379	168,854	=	EMS Division Chief	1	
Washington	\$37.00	42	75,920	65,437	171,475	=	Emergency Communications Center - Operations Manger	1	
Wicomico	\$41.59	40	86,499	80,959	113,321		Deputy Director EMS	1	
Worcester	\$46.08	40	95,842	77,500	112,500	=	Assistant Chief -Communications	1	Reports to Deputy Director of Emergency Services
MNCPPC									
AVERAGE	\$58.26		119,398	86,882	147,551				

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	\$102.80	40	213,818	116,114	225,555	=	Emergency Management Director	1	
Baltimore City	\$87.23	36.7	166,464	105,085	173,250	=	Operations Manager II	1	Director Office of Emergency Management
Baltimore County	\$109.68	40	228,136	111,898	155,073		Director of Emergency Management	1	
Calvert	\$62.93	35	114,533	82,683	133,206	=	Emergency Management Division Chief	1	Contract/Salary Position
Caroline	\$33.44	40	69,552	52,478	84,503	=	Emergency Management Safety Coordinator & Emergency Management Specialist I	2	
Carroll	\$43.68	40	90,854	88,255	158,850	-	Assistant Manager, Emergency Management	1	
Cecil									
Charles	\$52.62	37.5	102,612	102,608	166,225		Emergency Manager	1	
Dorchester	\$38.48	40	80,031	70,000	85,000		HSGP Planner	1	
Frederick		40		98,312	157,299	=	Director Emergency Preparedness	1	vacant
Garrett									
Harford									
Howard	\$88.74	40	184,571	114,319	220,413	=	Administrator, Office of Emergency Management	1	
Kent	\$35.00	40	73,736	61,183	97,893	-	Emergency Preparedness Planner	1	Not a part of MD Resident Trooper Program. Coordinates
Montgomery	\$108.00	40	223,880	129,054	223,880	=	Director of Office of Emergency Management and Homeland Security	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Office of Homeland Security	1	Prince George's County uses generic Director class of work. Working title: Emergency Manager.
Queen Anne's									
St. Mary's	\$44.00	40	92,040	89,814	154,690	=	Emergency Management Manager	1	
Somerset									
Talbot									
Washington									See Director, Administrator Public Safety/Emergency Services
Wicomico									
Worcester	\$40.62	40	84,500	72,500	102,500	=	Assistant Chief -Emergency Manager	1	Director of Emergency Services lists above in top section
MNCPPC									
AVERAGE	\$68.06		138,896	94,520	160,316				

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	\$34.39	40	71,547	71,547	71,547	=		4	
Anne Arundel	\$43.46	40	90,389	55,650	103,337	=	Police Communications Operator III	11	
Baltimore City	\$35.18	36.7	67,132	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	\$45.82	42	100,077	60,005	74,591		Emergency Communications Supervisor	16	
Calvert	\$46.72	40	97,167	63,170	101,899	=	Communications Supervisor	2	
Caroline	\$31.92	40	66,388	63,663	70,657	=	Communications Lieutenant	4	
Carroll	\$38.59	40	80,267	69,805	122,159	=	Emergency Communications Specialist Supervisor	4	
Cecil	\$40.14	40	83,482	60,072	89,176	=	Dispatch Captain	4	
Charles	\$44.71	37.5	87,181	75,707	122,646		Public Safety Dispatcher Supervisor	5	
Dorchester	\$31.85	40	66,243	52,245	81,485		Shift Supervisor, Shift Center Supervisor	5	
Frederick	\$44.07	40	91,659	65,510	104,816	=	Emergency Communications Center Manager	12	
Garrett	\$30.23	40	62,877	62,877	62,877		Public Safety Assistant Communications Chief	1	
Harford	\$37.85	40	78,738	47,979	129,813	=	Public Safety Lieutenant	10	
Howard	\$58.94	40	128,721	75,213	131,934	=	Emergency Communications Supervisor	5	
Kent	\$34.00	44	77,184	67,301	107,682	=	911 Specialist Supervisor	4	
Montgomery	\$54.00	40	112,539	76,742	122,603	=	Public Safety Emergency Communications Supervisor	20	
Prince George's	\$50.60	40	105,246	64,170	158,568	=	Public Safety Emergency Shift Supervisor	13	
Queen Anne's	\$38.85	40	80,808	61,909	119,221		911 Specialist Lt	4	
St. Mary's	\$37.00	40	176,190	62,525	120,494	=	Public Safety Dispatch Supervisor/Asst Supervisor	8	1 currently vacant
Somerset	\$35.14	40	73,095	57,885	100,779			2	
Talbot	\$32.56	40	67,719	61,849	184,634	=	Sergeant	3	
Washington	\$51.00	42	105,165	80,163	209,976	=	Deputy Director of Emergency Communications Center	1	
Wicomico	\$35.98	40	74,836	66,766	93,450			1	
Worcester	\$35.93	40	74,727	60,320	92,643	=	Emergency Communications Lieutenant	4	Night Shift earns a 5% shift differential
MNCPPC	\$57.79	40	120,208	68,912	122,285	=	Public Safety Communications Supervisor	3	
AVERAGE	\$41.07		89,583	64,375	110,761				

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	\$25.45	40	52,949	52,949	52,949	=	Dispatcher I, II, III, IV	23	
Anne Arundel	\$29.40	40	61,156	50,981	82,035	=	Police Communications Operator I	25	
Baltimore City	\$32.02	36.7	61,113	52,875	64,063	-	Emergency Dispatcher	67	Only handles Police emergency calls. Fire Dispatcher - 31 emp - \$59,38 avg - \$51,705 - \$61,691
Baltimore County	\$27.32	42	59,661	52,481	65,674	=	Emergency Communications Technician I	71	
Calvert	\$32.87	40	68,361	54,600	87,963	=	Public Safety Dispatcher I	10	
Caroline	\$25.27	48	52,571	47,632	65,666	=	9-1-1 Specialist I, II, III	13	
Carroll	\$31.50	40	65,522	56,597	99,029	=	Emergency Communications Specialist III	11	two positions vacant, full position range from ECS Trainee - ECS V
Cecil	\$28.66	40	59,620	51,278	81,869	=	Dispatcher 1,2,3	33	6 vacancies
Charles	\$35.61	37.5	69,436	46,183	74,817	=	Public Safety Dispatch I&II	16	
Dorchester	\$26.70	40	55,537	43,867	79,323	=	ECS	14	
Frederick	\$27.66	40	57,524	53,476	85,561	=	Emergency Communications Specialist II	11	
Garrett	\$22.68	40	47,175	41,891	51,958	=	Public Safety Communications Officer	10	
Harford	\$31.28	40	65,064	41,820	121,736	=	Public Safety Emergency Communications Specialist I - III	61	Min is Public Safety Communications Specialist I and Max is Public Safety Communications Specialist III
Howard	\$37.90	42	82,779	54,101	112,965	=	Dispatcher, Dispatcher First Class, Senior Dispatcher	68	5 Vacant Positions
Kent	\$29.00	44	65,395	58,552	93,684	=	911 Specialist II	8	
Montgomery	\$48.00	40	100,589	70,556	112,166	=	Senior Public Safety Emergency Communications Specialist	17	
Prince George's	\$24.32	40	50,587	47,855	118,326	=	Public Safety Emergency Dispatcher I	25	
Queen Anne's	\$27.33	40	56,844	47,763	104,719	=	911 Spec I, II, III	15	
St. Mary's	\$26.00	40	53,851	50,003	96,179	=	Public Safety Dispatcher I/II	21	10 currently vacant
Somerset	\$24.22	40	50,385	48,259	89,271	=	ECS I, II & III	9	3 pay grades; 6 PT positions not included
Talbot	\$25.50	40	52,978	43,995	131,216	=	Communications Specialist I, II, III	18	
Washington	\$23.68	42	51,509	47,986	149,760	=	Emergency Communications Specialist Trainee/I/II/III	53	
Wicomico	\$21.59	40	44,900	41,558	58,126	=	911 Spec I	6	
Worcester	\$24.21	40	47,938	43,493	84,198	=	Emergency Communication Trainee - Specialist II	20	2 vacancies. Night Shift earns a 5% shift differential
MNCPPC	\$35.48	40	73,799	51,236	93,689	=	Senior Public Safety Communications Technician	8	+2 vacancies. Max salary includes 3.25% longevity after 17 years of service
AVERAGE	\$28.95		60,290	50,079	90,278				

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	\$131.73	40	273,996	147,502	281,976	=	Chief of Police	1	
Baltimore City	\$163.19	36.7	311,427	273,181	349,065	=	Police Commissioner	1	
Baltimore County	\$161.92	35	294,693	195,840	302,573		Chief of Police	1	
Calvert									See Sheriff in Elected Official Section
Caroline									
Carroll									See Sheriff in Elected Official section
Cecil									
Charles									See Sheriff in Elected Official Section
Dorchester									
Frederick									See Sheriff in Elected Official Section
Garrett									See Sheriff in Elected Official Section
Harford									See Sheriff in Elected Official Section
Howard	\$135.81	40	282,493	155,492	299,695	=	Chief of Police	1	
Kent									
Montgomery	\$128.00	40	266,000	167,074	284,024	=	Director Department of Police	1	
Prince George's	\$113.00	40	274,240	129,677	279,725	=	Police Chief	1	
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	\$96.82	40	201,382	123,025	210,762	=	Park Police Commander	2	
AVERAGE	\$132.92		272,033	170,256	286,831				

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	\$118.25	40	245,950	137,854	263,526	=	Deputy Police Chief	2	
Baltimore City	\$121.38	36.7	231,645	174,805	232,494	=	Deputy Police Commissioner	2	
Baltimore County	\$126.05	40	262,188	132,699	173,066		Colonel	3	
Calvert	\$102.17	40	212,520	212,520	212,520	+	Assistant Sheriff	1	Appointed Position
Caroline	\$60.37	40	125,579	125,579	125,579	=		1	
Carroll	\$92.32	40	192,026	155,314	292,781	=	Colonel	1	
Cecil	\$91.26	40	189,817	119,592	189,817	=		1	
Charles	\$108.25	40	225,155	124,922	236,554		Chief of Staff	1	
Dorchester									
Frederick	\$110.20	40	229,219	136,529	222,542	=	Chief Deputy	1	
Garrett	\$40.87	40	85,000					1	Salary recommended by salary review commission and approved by Board of County Commissioners. Salary for term of office.
Harford	\$109.31	40	227,373	172,658	227,910			1	
Howard									
Kent	\$50.00	44	114,973	101,546	162,474	=	Chief Deputy Captain	1	
Montgomery	\$119.00	40	248,000	151,886	258,206	=	Assistant Chief of Police (Sworn)	4	
Prince George's	\$113.89	40	236,898	112,019	241,636	=	Assistant Chief of Police	1	
Queen Anne's									
St. Mary's									
Somerset	\$49.88	40	103,769	85,168	139,558			1	
Talbot									
Washington	\$90.00	40	187,886	136,282	356,970	=	Colonel	1	
Wicomico	\$64.39	40	133,921				Chief Deputy	1	Collective Bargaining Agreement
Worcester	\$66.92	40	139,204	110,000	160,000	=	Chief Deputy	1	
MNCPPC									
AVERAGE	\$90.81		188,396	136,836	218,477				

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
Allegany	\$52.02	40	108,202	108,202	108,202	=		1	Contractual
Anne Arundel	\$108.95	40	226,610	116,114	225,555	=	Police Major	4	
Baltimore City	\$101.92	36.7	194,509	194,509	194,509	=	Police Lieutenant Colonel	6	
Baltimore County	\$112.95	40	234,946	121,765	158,061		Major	10	
Calvert	\$88.79	40	184,683	102,461	206,731	=	Deputy Sheriff Major	1	Salary Position
Caroline									
Carroll	\$84.38	40	175,501	141,191	267,988	=		2	
Cecil	\$82.77	40	172,169	108,473	172,169	=	Director - Law Enforcement	1	
Charles	\$101.17	40	210,430	116,750	221,084		Major	2	
Dorchester	\$61.55	40	128,224	86,000	157,000			1	
Frederick		40		112,834	183,919	=	Major FCSO Law Enforcement		no one assigned to classification at this time
Garrett	\$53.20	40	110,651	63,920	98,399		Chief Deputy/Major	1	
Harford	\$101.56	40	211,241	171,156	222,529			3	
Howard	\$105.90	40	220,272	140,754	227,475	=	Police Major	4	3 Vacant
Kent									
Montgomery									
Prince George's	\$102.45	40	213,094	111,037	220,186	=	Police Major	18	
Queen Anne's	\$76.43	40	158,968	93,792	185,032			2	
St. Mary's	\$100.00	40	207,022	114,858	207,022	=		1	
Somerset									
Talbot	\$70.60	40	146,846	105,783	315,787			1	
Washington	\$82.00	40	170,498	123,698	324,085	=	Deputy Sheriff Major	1	
Wicomico	\$63.06	40	131,163					1	Collective Bargaining Agreement
Worcester									
MNCPPC									
AVERAGE	\$86.09		178,057	118,517	205,319				

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	\$99.10	40	206,130	130,738	216,355	=	Police Captain	11	
Baltimore City	\$87.38	36.7	166,760	166,760	166,760	=	Police Captain	19	
Baltimore County	\$99.00	40	205,914	112,157	144,764		Captain	25	
Calvert	\$88.52	40	184,111	95,763	193,232	=	Deputy Sheriff Captain	4	Salary Position
Caroline									
Carroll	\$76.56	40	159,235	128,357	243,152	=		2	
Cecil	\$87.09	40	181,157	106,671	181,157	=		2	
Charles	\$94.55	40	196,660	109,114	206,617		Captain	10	
Dorchester	\$58.00	40	120,642	82,000	148,000			1	
Frederick	\$80.51	40	167,461	102,576	167,199	=	Captain FCSO Law Enforcement	4	
Garrett	\$46.26	40	96,218	59,097	90,973			2	
Harford	\$87.40	40	181,793	130,451	183,068			8	
Howard	\$96.16	40	200,010	125,166	202,160	=	Police Captain	9	2 Vacant
Kent									
Montgomery	\$102.00	40	211,622	118,040	212,580	=	Police Captain	21	
Prince George's	\$91.00	40	189,287	100,942	200,169	=	Police Captain	34	
Queen Anne's									
St. Mary's	\$93.00	40	193,440	107,370	193,440	=		5	
Somerset	\$48.13	40	100,107	80,158	131,349			1	
Talbot	\$67.24	40	139,853	100,745	300,749			1	
Washington	\$66.00	40	136,746	112,216	293,925	=	Deputy Sheriff Captain	3	
Wicomico	\$60.06	40	124,916					2	Collective Bargaining Agreement
Worcester	\$63.74	40	132,575	100,000	150,000	=		2	Non-Classified
MNCPPC	\$87.04	40	181,052	100,707	183,645	=	Park Police Captain	7	+1 vacancy
AVERAGE	\$79.94		165,509	108,451	190,465				

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	\$38.53	40	80,159	51,098	97,087	=		4	
Anne Arundel	\$84.38	40	175,513	103,804	177,468	=	Police Lieutenant	35	
Baltimore City	\$68.89	40	143,283	105,774	151,600	=	Police Lieutenant	101	
Baltimore County	\$79.82	40	166,018	91,677	121,201		Lieutenant	83	
Calvert	\$80.58	40	167,603	89,523	180,565	=	Deputy Sheriff Lieutenant	7	Salary Position
Caroline	\$53.16	40	110,570	108,928	112,221	=		3	
Carroll	\$73.32	40	152,497	113,589	167,440	=		7	
Cecil	\$66.66	40	138,645	97,858	165,563	=		4	
Charles	\$87.11	40	181,183	101,972	193,108		Lieutenant	23	
Dorchester	\$47.80	40	99,413	78,000	138,000			2	
Frederick	\$69.27	40	144,073	93,251	152,000	=	Lieutenant FCSO Law Enforcement	9	
Garrett	\$41.30	40	85,909	54,642	84,115			4	
Harford	\$79.56	40	165,475	114,555	166,100			15	
Howard	\$78.68	40	163,662	105,290	177,258	=	Police Lieutenant	27	1 Vacant
Kent	\$45.00	44	103,327	95,225	152,359	=	Lieutenant	2	
Montgomery	\$87.00	40	180,628	101,702	184,161	=	Police Lieutenant	36	
Prince George's	\$75.56	40	157,162	93,880	165,783	=	Police Lieutenant	97	
Queen Anne's	\$72.53	40	150,863	81,922	161,614			3	
St. Mary's	\$83.00	40	172,224	100,318	180,814	=		12	
Somerset	\$43.68	40	90,854	75,443	123,622			2	
Talbot	\$63.81	40	132,732	100,745	300,749			2	
Washington	\$60.00	40	125,421	101,858	266,968	=	Deputy Sheriff Lieutenant	7	
Wicomico	\$56.05	40	116,587					9	Collective Bargaining Agreement
Worcester	\$60.70	40	126,262	90,000	140,000	=		6	Non-Classified
MNCPPC	\$71.16	40	148,011	87,045	158,743	=	Park Police Lieutenant	20	
AVERAGE	\$66.70		139,123	93,254	163,272				

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	\$36.46	40	75,838	75,838	75,838	=		3	
Anne Arundel	\$69.88	40	145,351	94,368	157,399	=	Police Sergeant	87	
Baltimore City	\$57.67	40	119,952	90,966	134,060	=	Police Sergeant	340	
Baltimore County	\$67.37	40	140,124	82,235	107,800		Sergeant	187	
Calvert	\$67.40	40	140,184	74,693	161,242	=	Deputy Sheriff Sergeant and Deputy Sheriff First Sergeant	22	
Caroline	\$46.24	40	96,184	92,573	108,480	=		7	
Carroll	\$60.77	40	126,396	98,468	149,511	=		11	
Cecil	\$59.64	40	124,061	86,150	144,812	=		13	
Charles	\$73.83	40	153,556	91,052	172,419		Sergeant	50	
Dorchester	\$42.60	40	88,597	72,000	129,000			4	
Frederick	\$62.44	40	129,885	84,775	138,183	=	Sergeant FCSO	12	
Garrett	\$36.88	40	76,704	76,704	76,704			4	
Harford	\$68.69	40	142,868	100,800	150,654			38	
Howard	\$72.30	40	150,387	95,014	162,926	=	Police Sergeant	61	1 Vacant
Kent	\$41.00	44	94,081	82,498	131,997	=	Sergeant		
Montgomery	\$67.00	40	138,836	89,213	139,532	=	Police Sergeant	153	
Prince George's	\$65.24	40	135,695	83,449	147,363	=	Police Sergeant	207	
Queen Anne's	\$53.37	40	111,009	70,482	135,731			6	
St. Mary's	\$74.00	40	153,754	89,565	161,450	=		20	3 currently vacant
Somerset	\$38.87	40	80,849	66,829	116,350		also includes First Sergeant	4	2 pay grades
Talbot	\$53.04	40	110,325	95,948	286,428	=	First Sergeant, Sergeant, Detective Sergeant	10	
Washington	\$49.00	40	102,371	92,456	242,174	=	Deputy Sheriff Sergeant	15	
Wicomico	\$50.37	40	104,779	66,302	104,779			13	Collective Bargaining Agreement
Worcester	\$51.18	40	106,467	79,934	129,334	=		8	
MNCPPC	\$61.03	40	129,451	74,303	144,985	=	Park Police Sergeant	35	+2 vacancies; Eligible for longevity of 3.5% after 16, 18 and 21 years
AVERAGE	\$57.05		119,108	84,265	144,366				

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	\$33.14	40	68,943	68,943	68,943	=		5	
Anne Arundel	\$53.60	40	111,489	74,760	139,600	=	Police Corporal	489	
Baltimore City									
Baltimore County	\$57.49	40	119,577	76,690	99,855		Corporal	119	
Calvert	\$55.09	40	114,577	69,805	140,837	=	Deputy Sheriff Corporal	17	
Caroline	\$42.08	40	87,523	82,320	103,314	=		12	
Carroll	\$56.73	40	117,995	86,903	135,908	=		18	one position vacant
Cecil	\$51.79	40	107,725	80,895	135,539	=		16	
Charles	\$64.06	40	133,241	85,093	161,141		Corporal	56	
Dorchester	\$39.95	40	83,089	68,000	120,000		Sex Offender Registrar, Heroin Coordinator	8	
Frederick	\$62.89	40	130,802	77,067	125,620	=	Corporal FCSO	15	
Garrett	\$33.52	40	69,731	69,731	69,731			4	
Harford	\$55.93	40	116,325	84,111	130,172			35	
Howard	\$58.62	40	121,938	85,883	147,118	=	Police Corporal	57	
Kent	\$38.00	44	86,982	77,338	123,741	=	Corporal	3	
Montgomery									
Prince George's	\$55.48	40	115,408	74,177	130,989	=	Police Corporal	754	
Queen Anne's	\$45.94	40	95,562	66,057	127,209			7	
St. Mary's	\$64.00	40	133,432	83,741	150,883	=		40	
Somerset	\$34.80	40	72,384	62,897	103,065			4	
Talbot	\$48.68	40	101,263	87,028	259,798			9	
Washington									
Wicomico	\$47.52	40	98,848	60,662	98,848			5	Collective Bargaining Agreement
Worcester	\$45.21	40	94,045	72,696	123,302	=		12	1 Vacancy
MNCPPC	\$51.10	40	106,295	67,396	127,069	=	Corporal Park Police Officer IV	82	Eligible for longevity of 3.5% after 16,18 and 21 years
AVERAGE	\$49.80		103,962	75,554	128,304				

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	\$29.17	40	60,685	60,685	60,685	=		20	
Anne Arundel	\$39.66	40	82,486	71,200	132,953	=	Police Officer First Class	61	
Baltimore City									
Baltimore County	\$50.40	40	104,836	69,545	91,677		Police Officer First Class	1,119	
Calvert	\$41.02	40	85,317	65,125	131,394	=	Deputy Sheriff First Class	42	
Caroline	\$35.27	40	73,357	62,223	78,400	=		18	2 Vacant Positions
Carroll	\$33.37	40	69,417	63,836	98,010	=	Deputy Sheriff First Class	9	
Cecil	\$37.71	40	78,444	72,979	121,504	=		11	
Charles	\$53.71	40	111,716	79,527	150,600		PFC	107	
Dorchester									
Frederick	\$44.33	40	92,213	70,062	114,201	=	Deputy Sheriff 1st Class	92	
Garrett	\$26.30	40	54,708	51,106	55,806			2	
Harford	\$38.68	40	80,464	70,335	112,412			134	
Howard	\$52.12	40	108,418	77,501	137,405	=	Police Officer First Class	219	2 Vacant
Kent	\$33.00	44	76,010	72,652	112,611	=	Deputy First Class	5	
Montgomery	\$60.00	40	125,553	81,103	126,852	=	Master Police Officer	71	
Prince George's	\$40.66	40	84,568	69,245	122,280	=	Police Officer First Class	85	
Queen Anne's	\$40.00	40	83,201	61,909	119,221			40	
St. Mary's	\$46.00	40	95,098	78,229	141,024	=		22	
Somerset	\$30.93	40	64,325	55,715	91,296			12	
Talbot	\$39.90	40	82,985	75,178	224,423			15	
Washington	\$45.00	40	92,938	81,058	212,410	=	Deputy Sheriff First Class, Master Deputy Sheriff	58	
Wicomico	\$32.35	40	67,296	58,050	94,591			52	Collective Bargaining Agreement
Worcester	\$38.89	40	80,890	66,206	112,050	=	Deputy First Class	34	1 Vacancy
MNCPPC	\$36.42	40	75,757	64,213	115,247	=	Park Police Officer II	23	Eligible for longevity of 3.5% after 16,18 and 21 years
AVERAGE	\$40.21		83,943	68,595	119,872				

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	\$24.72	40	51,419	51,419	51,419	=		5	
Anne Arundel	\$36.50	40	75,922	71,200	132,953	=	Police Officer	73	
Baltimore City	\$44.16	40	91,858	64,416	117,145	=	Police Officer	1,325	
Baltimore County	\$34.78	40	72,343	69,545	91,677		Police Officer	201	
Calvert	\$33.73	40	70,151	60,882	122,803	=	Deputy Sheriff	23	
Caroline	\$31.78	40	66,113	64,500	67,725	=		2	
Carroll	\$29.52	40	61,406	60,986	91,292	=	Deputy Sheriff Probationer	9	
Cecil	\$33.95	40	70,624	67,295	111,422	=		12	12 vacancies
Charles	\$38.33	40	79,724	69,360	140,536		Patrolman I & II	47	
Dorchester	\$33.15	40	98,948	64,000	112,000			21	
Frederick	\$32.98	40	68,597	63,692	103,818	=	Deputy Sheriff	25	
Garrett	\$24.65	40	51,270	51,106	55,806			3	
Harford	\$33.41	40	69,484	66,993	107,098			34	
Howard	\$19.28	40	40,112	39,996	71,408	=	Police Cadets	3	1 Vacant
Kent									
Montgomery	\$53.00	40	109,307	77,239	120,811	=	Police Officer III	771	Police Officer includes I, II and III levels. III is full performance
Prince George's	\$32.96	40	68,548	64,641	114,149	=	Police Officer	181	
Queen Anne's	\$31.70	40	65,938	58,022	111,736		Deputy Sheriff	13	
St. Mary's	\$38.00	40	78,957	68,425	123,011	=		64	13 currently vacant
Somerset									
Talbot	\$32.93	40	68,492	56,099	167,468			5	
Washington	\$27.00	40	56,321	62,192	77,730	=	Deputy Sheriff	31	
Wicomico	\$27.50	40	57,200	57,200	90,518			20	Collective Bargaining Agreement
Worcester	\$35.14	40	69,695	63,128	106,850	=	Deputy Sheriff Certified	26	1 FT vacancy and 1 PT vacancy
MNCPPC	\$30.87	40	64,213	64,213	64,213	=	Park Police Academy Graduate	15	
AVERAGE	\$33.05		69,854	62,459	102,330				

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									
Baltimore City	\$18.19	40	37,845	37,845	37,845	=	Police Cadet	23	
Baltimore County									Hired as a Police Officer while training in Academy
Calvert									
Caroline									
Carroll		40		58,948	81,536	=	Deputy Sheriff Recruit		
Cecil									
Charles									
Dorchester									
Frederick		40		63,692	63,692				hired as Deputy Sheriff, Step 1
Garrett									
Harford									
Howard									
Kent									
Montgomery	\$35.00	40	73,282	70,056	109,580	=	Police Officer Candidate	30	
Prince George's	\$16.03	40	33,352	31,824	58,385	=	Police Cadet	4	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$30.35	40	63,128	63,128	64,626	=	Deputy Sheriff Trainee	2	
MNCPPC									
AVERAGE	\$24.89		51,902	54,249	69,277				

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	\$71.59	40	148,907			=	Chief Deputy	1	Flat rate
Baltimore City	\$101.00	40	210,070	89,913	210,070	=	Program Manager IV	1	
Baltimore County	\$53.40	40	111,073	83,510	105,950		Undersheriff	10	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$60.17	40	125,154	80,309	140,873	=	Administrative Manager	1	Position was classified as Chief Deputy Sheriff was reclassified to a higher level classification due to compensation inequity
Kent									
Montgomery	\$92.00	40	191,541	119,857	212,365	=	Chief Deputy Sheriff (Colonel)	1	
Prince George's	\$99.29	40	206,526			=	Assistant Sheriff	3	Working title: Chief Assistant Sheriff, rank of Colonel E Scale No Salary Scale
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$79.57		165,545	93,397	167,315				

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	\$86.59	40	180,101	78,919	108,101	=	Deputy Sheriff Major	3	
Baltimore County	\$67.79	40	140,997	79,652	101,111		Chief Deputy Sheriff	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard									
Kent									
Montgomery									
Prince George's	\$87.22	40	181,418	104,930	196,022	=	Deputy Sheriff Major	3	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$80.53		167,505	87,834	135,078				

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	\$69.84	40	145,265	82,644	155,923	=	Deputy Sheriff IV ("Captain")	3	
Baltimore City	\$78.63	40	163,554	73,957	166,760	=	Deputy Sheriff Captain	3	
Baltimore County	\$56.04	40	116,553	72,115	92,133		Deputy Sheriff Captain	1	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$62.62	40	130,243	77,979	136,739	=	Captain Deputy Sheriff	3	
Kent									
Montgomery	\$78.00	40	161,559	105,120	185,101	=	Deputy Sheriff Captain	4	
Prince George's	\$76.77	40	159,688	95,174	177,798	=	Deputy Sheriff Captain	8	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$70.32		146,144	84,498	152,409				

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	\$45.73	40	95,120	78,873	126,568	=	Deputy Sheriff III ("Lieutenant")	3	
Baltimore City	\$54.27	40	112,880	70,121	119,557	=	Deputy Sheriff Lieutenant	3	
Baltimore County	\$53.64	40	111,577	62,142	77,833		Deputy Sheriff Lieutenant	2	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$57.20	40	118,971	70,366	123,365	=	Lieutenant Deputy Sheriff	4	
Kent									
Montgomery	\$67.00	40	138,677	88,744	154,574	=	Deputy Sheriff Lieutenant	11	
Prince George's	\$61.17	40	127,224	78,754	147,122	=	Deputy Sheriff Lieutenant	18	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$56.50		117,408	74,833	124,837				

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	\$41.69	40	86,711	75,117	120,541	=	Deputy Sheriff II ("Sergeant")	6	
Baltimore City	\$45.54	40	94,720	61,817	104,903	=	Deputy Sheriff Sergeant	8	
Baltimore County	\$44.91	40	93,404	56,824	70,514		Deputy Sheriff Sergeant	6	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$44.89	40	93,369	63,440	111,238	=	Sergeant Deputy Sheriff	8	
Kent									
Montgomery	\$58.00	40	120,563	81,299	127,357	=	Deputy Sheriff Sergeant	28	
Prince George's	\$51.11	40	106,304	71,594	133,748	=	Deputy Sheriff Sergeant	30	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$47.69		99,179	68,349	111,384				

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	\$41.84	40	87,022	61,905	106,179	=	Deputy Sheriff Corporal	33	
Baltimore City									
Baltimore County									
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$38.52	40	80,126	60,133	101,456	=	Corporal Deputy Sheriff	5	
Kent									
Montgomery									
Prince George's	\$43.88	40	91,267	65,085	121,588	=	Deputy Sheriff Corporal	94	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$41.41		86,138	62,374	109,741				

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	3	
Baltimore County	\$37.94	40	78,919	52,119	64,932		Deputy Sheriff First Class	32	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$35.86	40	74,585	61,984	102,419	=	Deputy First Class	35	
Kent									
Montgomery									
Prince George's	\$32.69	40	67,991	58,704	97,402	=	Deputy Sheriff First Class	23	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$38.03		79,092	60,732	96,078				

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	\$33.30	40	69,258	59,524	102,095	=	Deputy Sheriff I	34	
Baltimore City	\$35.97	40	74,827	54,581	92,107	=	Deputy Sheriff	75	
Baltimore County	\$29.48	40	61,319	52,119	64,932		Deputy Sheriff	10	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford									
Howard	\$29.00	40	60,325	57,262	100,422	=	Deputy Sheriff	12	
Kent									
Montgomery	\$46.00	40	95,374	74,534	116,404	=	Deputy Sheriff III	73	Deputy Sheriff includes I, II and III levels. III is full performance
Prince George's	\$32.69	40	67,991	58,704	97,402	=	Deputy Sheriff First Class	23	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$34.41		71,516	59,454	95,560				

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									
Anne Arundel									
Baltimore City	\$29.31	36.7	55,926	49,270	59,369	=	Officer Court Security	11	
Baltimore County	\$27.56	40	57,316	36,038	45,549		Security Officer	3	
Calvert	\$35.55	40	73,935	60,882	131,394	=	Court Security Deputy & Court Security Deputy Supervisor	17	
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	\$32.34	40	67,271	67,271	67,271	=	Temporary Deputy	1	non-classified position does not have a pay range but a flat salary
Howard	\$34.33	40	71,420	48,131	77,771	=	Security Officer	6	
Kent	\$28.00	40	58,763			=	Security Officer or Courthouse Security Officer	3	No range
Montgomery	\$39.00	40	80,910	55,517	86,352	=	Security Officer I	27	
Prince George's	\$25.60	40	53,145	43,240	77,839	=	Security Officer	24	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC		40		38,176	67,609	=	Park Police Public Safety Aide		
AVERAGE	\$31.85		65,704	50,222	77,013				

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	\$21.00	10	20,814			=	School Crossing Guard	165	
Baltimore City			14,258	13,478	14,789	=		226	Transportation Enforcement Officer, +, \$51,228, 12 employees
Baltimore County	\$23.33	15	18,200	18,200	18,200		Traffic Guard	272	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick									
Garrett									
Harford	\$21.92	40	45,598	38,739	65,714	=	Crossing Guard	15	All are part time positions. Average salary based on full time hours to show place in range
Howard									
Kent									
Montgomery	\$29.00	40	59,994	46,644	69,930	=	Crossing Guard	181	Part-time Regular for all staff
Prince George's	\$21.64	30.79		42,744	62,671	=	School Crossing Guards	133	Prince George's County Crossing Guards are with Police Department
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester	\$22.47	10	24,268	22,583	28,184	=			Part time for 1080 annual hours and is part of the Sheriff's Office
MNCPPC									
AVERAGE	\$23.23		30,522	30,398	43,248				

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	\$50.80	40	105,677	68,241	129,657	=	Jail Assistant Administrator	1	Reports directly to the Sheriff
Anne Arundel	\$114.06	40	237,241	137,854	263,526	=	Superintendent Detention Center	1	
Baltimore City									
Baltimore County	\$121.81	35	221,690	195,840	302,573		Director, Department of Corrections	1	
Calvert	\$94.80	35	172,532	172,532	172,532	=	Detention Center Administrator/Major	1	Contract/Salary Position
Caroline	\$63.14	40	131,325	131,325	131,325	=		1	Contractual
Carroll	\$92.32	40	192,026	134,826	250,536	=	Correctional Colonel (Warden)	1	
Cecil	\$76.30	40	158,696	103,309	163,971	=		1	
Charles	\$73.42	40	152,710	116,359	203,629		Director of Corrections	1	
Dorchester	\$51.86	40	107,863	107,863	107,863		Warden	1	
Frederick	\$85.83	40	178,528	106,336	173,328	=	Lieutenant Colonel FCSO Corrections	1	
Garrett									
Harford	\$104.45	40	217,261	171,907	225,220			1	
Howard	\$101.21	40	210,523	126,676	244,019	=	Director of Corrections	1	
Kent	\$45.00	40	93,914	77,764	124,423	=	Director of Operations	1	
Montgomery	\$119.00	40	247,000	167,074	284,024	=	Director Department of Correction and Rehabilitation	1	
Prince George's	\$105.68	40	219,817	123,501	266,404	=	Director, Department of Corrections	1	Prince George's County uses generic Director class.
Queen Anne's	\$95.19	40	197,985	100,358	197,985		Director, Correctional Services	1	
St. Mary's	\$95.00	40	197,704	136,490	234,998	=	Detention and Rehabilitation Warden	1	
Somerset	\$47.23	40	98,325	89,076	154,210		Warden	1	
Talbot	\$63.94	40	133,004	100,745	300,749	=	Director of the Department of Corrections	1	
Washington	\$74.00	40	154,586	112,133	293,738	=	Detention Major/Warden	1	
Wicomico	\$65.03	40	135,263	124,962	153,297			1	
Worcester	\$66.87	40	139,081	92,500	182,500	=	Warden	1	
MNCPPC									
AVERAGE	\$82.13		168,307	122,621	207,296				

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	\$80.57	40	167,588	101,084	197,244	=	Correctional Facility Administrator	2	
Baltimore City									
Baltimore County	\$98.78	35	179,784	153,019	218,692		Deputy Director of Corrections	2	
Calvert	\$75.68	40	157,414	87,672	157,414	=	Captain Deputy Administrator	1	Contract/Salary Position
Caroline	\$47.70	40	99,211	99,211	99,211	=		1	
Carroll	\$80.53	40	167,502	97,906	191,818	=	Correctional Major	2	
Cecil	\$75.03	40	156,059	103,309	163,971	=		1	
Charles	\$74.94	40	155,879	101,182	177,069		Deputy Dir Corrections	1	
Dorchester	\$42.71	40	88,836	78,000	116,000		Major	1	
Frederick	\$78.03	40	162,299	96,670	157,572	=	Major FCADC	1	
Garrett									
Harford									
Howard	\$77.74	40	161,697	103,243	198,823	=	Deputy Director of Corrections	1	
Kent									
Montgomery	\$92.00	40	190,702	113,715	200,829	=	Division Chief - Warden/MCCF	1	
Prince George's	\$97.80	40	203,440	106,685	230,130	=	Deputy Director, Department of Corrections	2	Prince George's County uses generic Director class.
Queen Anne's	\$84.44	40	175,626	87,656	172,928		Major	1	
St. Mary's	\$71.00	40	148,637	95,846	156,166	=		1	
Somerset	\$40.78	40	84,830	71,703	124,133		Asst. Warden	1	
Talbot	\$56.89	40	118,341	87,028	259,798	=	Deputy Director of the Department of Corrections	1	
Washington									
Wicomico	\$56.55	40	117,620	108,662	133,719			2	
Worcester	\$54.11	40	112,557	90,000	150,000	=	Assistant Warden	2	
MNCPPC									
AVERAGE	\$71.40		147,112	99,033	172,529				

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	\$73.00	40	151,847	78,659	157,874	=	Detention Captain	3	
Baltimore City									
Baltimore County	\$61.26	40	127,421	75,795	96,624		Correctional Captain	8	
Calvert									
Caroline									
Carroll	\$61.26	40	127,421	89,004	174,388	=		3	
Cecil	\$57.70	40	120,019	93,703	148,726	=	Asst Deputy Warden	1	
Charles	\$65.67	40	136,593	93,687	163,953		Captain	3	
Dorchester	\$41.86	40	87,068	71,460	109,000			1	
Frederick	\$69.63	40	144,829	87,881	143,247	=	Captain FCSO Corrections	3	
Garrett	\$40.52	40	84,273	84,273	84,273			1	
Harford	\$69.51	40	144,579	104,442	146,626			2	
Howard	\$64.02	40	133,175	78,416	142,750	=	Correctional Captain	6	
Kent	\$42.00	40	88,260	71,436	114,297	=	Captain	1	
Montgomery	\$69.00	40	144,116	91,650	159,784	=	Correctional Team Leader - Captain	3	
Prince George's	\$63.45	40	131,972	74,397	150,022	=	Correctional Officer Captain	8	
Queen Anne's	\$41.83	40	87,000	81,922	161,614		Captain	1	
St. Mary's	\$62.00	40	145,787	93,475	145,787	=		3	1 currently vacant
Somerset									
Talbot	\$40.00	40	82,266	71,598	213,737			2	
Washington	\$68.00	40	141,097	101,774	266,698	=	Detention Captain	2	
Wicomico	\$44.38	40	92,315	83,612	102,892			2	
Worcester	\$58.28	40	121,232	82,500	127,500	=	Major	1	No Captains
MNCPPC									
AVERAGE	\$57.55		120,593	84,720	147,884				

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	\$42.33	40	88,053	51,098	97,087	=		3	
Anne Arundel	\$60.89	40	126,651	71,657	143,694	=	Detention Lieutenant	10	
Baltimore City									
Baltimore County	\$53.34	40	110,957	65,076	81,889		Correctional Lieutenant	18	
Calvert	\$59.57	40	123,906	82,742	148,512	=		2	
Caroline	\$43.77	40	91,034	91,034	91,034	=		1	
Carroll	\$54.77	40	113,926	78,770	123,178	=		5	
Cecil	\$62.15	40	129,263	85,411	168,567	=		5	
Charles	\$59.86	40	124,513	86,747	151,808		Lieutenant	9	
Dorchester	\$35.84	40	74,536	65,067	101,500			2	
Frederick	\$85.83	40	178,528	79,892	130,224	=	Lieutenant FCADC	1	
Garrett	\$36.18	40	75,244	50,516	77,767			1	
Harford	\$63.05	40	131,152	91,780	133,021			9	
Howard	\$54.93	40	114,266	71,282	129,750	=	Correctional Lieutenant	9	
Kent									
Montgomery	\$62.00	40	128,553	83,941	145,948	=	Correctional Shift Commander (Lieutenant)	21	
Prince George's	\$58.85	40	122,399	75,732	139,525	=	Correctional Officer Lieutenant	19	
Queen Anne's	\$42.87	40	89,172	70,482	135,731		Lieutenant	1	
St. Mary's	\$62.00	40	135,720	83,678	135,720	=		5	
Somerset	\$35.61	40	74,074	61,303	100,468		Lieutenant	1	
Talbot	\$36.91	40	76,764	64,941	193,865			4	
Washington	\$57.00	40	117,786	92,331	242,050	=	Detention Lieutenant	5	
Wicomico	\$38.17	40	79,390	73,344	90,256			4	
Worcester	\$48.69	40	101,280	78,187	112,050	=	Lieutenant	4	
MNCPPC									
AVERAGE	\$52.48		109,417	75,228	130,620				

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	\$36.66	40	76,258	76,258	76,258	=	Staff Sergeant	4	
Anne Arundel	\$49.55	40	103,067	69,736	122,283	=	Detention Sergeant	32	
Baltimore City									
Baltimore County	\$44.69	40	92,963	59,526	74,325		Correctional Sergeant	42	
Calvert	\$55.32	40	115,055	73,861	132,579	=		8	
Caroline	\$33.68	40	70,055	63,861	72,997	=	Also Compliance Supervisor & Classification Supervisor	6	
Carroll	\$45.12	40	93,854	70,325	113,277	=		5	
Cecil	\$46.55	40	96,815	74,195	146,430	=		7	
Charles	\$51.74	40	107,614	75,432	132,007		Sergeant	14	
Dorchester	\$31.27	40	65,039	54,300	88,900			8	
Frederick	\$54.36	40	113,062	72,629	118,385	=	Sergeant FCSO Corrections	11	
Garrett	\$32.30	40	67,182	67,182	67,182			3	
Harford		40		80,683	120,617				
Howard	\$51.48	40	107,086	67,350	123,219	=	Correctional Sergeant	13	
Kent	\$33.00	44	73,936	67,301	107,682	=	Sergeant	3	
Montgomery	\$55.00	40	115,413	76,933	120,293	=	Correctional Supervisor (Sergeant)	35	
Prince George's	\$48.25	40	97,689	68,691	126,687	=	Correctional Officer Sergeant	48	
Queen Anne's	\$41.14	40	85,564	66,057	127,209		Sergeant	3	
St. Mary's	\$52.00	40	108,555	74,963	116,938	=		10	
Somerset									
Talbot	\$34.15	40	71,037	58,904	175,842			8	
Washington	\$50.00	40	103,724	83,824	219,565	=	Detention Sergeant	15	
Wicomico	\$32.18	40	66,936	64,337	79,172			11	
Worcester	\$42.41	40	88,208	69,451	106,850	=	Sergeant	20	2 vacancies
MNCPPC									
AVERAGE	\$43.85		91,386	69,809	116,759				

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	\$31.39	40	65,302	65,302	65,302	=	Sergeant	9	
Anne Arundel	\$39.86	40	82,914	59,575	107,599	=	Detention Corporal	55	
Baltimore City									
Baltimore County	\$44.69	40	92,963	54,511	67,898		Correctional Corporal	2	
Calvert	\$49.90	40	103,790	67,662	122,158	=		12	
Caroline	\$32.59	40	67,784	61,763	79,818	=	Also Pre Trial-Home Detention Coordinator & Corr. Maintenance Supervisor	8	
Carroll	\$41.53	40	86,389	63,940	106,080	=		10	
Cecil	\$40.71	40	84,679	69,346	136,860	=		13	
Charles	\$46.89	40	97,533	69,845	122,229		Corporal	17	
Dorchester	\$27.07	40	55,630	49,700	83,000			9	
Frederick	\$46.61	40	96,943	66,027	107,625	=	Corporal FCSO Corrections	22	
Garrett	\$29.36	40	61,075	61,075	61,075			4	
Harford	\$42.19	40	87,759	65,214	104,206			10	
Howard	\$42.15	40	87,686	61,776	109,803	=	Correctional Corporal	15	
Kent	\$31.00	44	68,356	58,552	93,684	=	Corporal	7	
Montgomery									
Prince George's	\$38.47	40	80,017	62,305	115,046	=	Correctional Officer Corporal	83	
Queen Anne's	\$37.92	40	78,874	61,909	119,221		Corporal	7	
St. Mary's	\$46.00	40	96,450	67,288	109,096	=		15	
Somerset	\$31.34	40	65,197	54,312	88,996		Corrections Officer III	6	
Talbot	\$26.92	40	56,001	46,152	137,776			20	
Washington									
Wicomico	\$27.09	40	56,339	54,151	66,638			31	Master Correctional Officer
Worcester	\$36.41	40	75,742	61,797	97,136	=	Corporal and Senior Corporal	35	21 Senior Corporals average \$37.99/\$79,015; 14 Corporals average \$34.05/\$70,834
MNCPPC									
AVERAGE	\$37.62		78,449	61,057	100,059				

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	\$30.55	40	63,556	63,556	63,556	=	Corporal (Non-Supervisory)	19	
Anne Arundel	\$32.01	40	66,584	54,540	102,475	=	Detention Officer	169	
Baltimore City									
Baltimore County									
Calvert	\$36.97	40	76,892	61,680	111,987	=	Correctional Deputy First Class	21	
Caroline	\$25.92	40	53,904	49,021	63,743	=		20	3 Vacant Positions
Carroll	\$26.81	40	55,773	54,788	96,429	=	Correctional Deputy II	5	
Cecil	\$32.92	40	68,466	64,958	128,200	=	Deputy First Class - Corrections	17	
Charles	\$31.10	40	64,685	59,880	104,791		CO II	10	
Dorchester									
Frederick	\$36.34	40	75,591	60,024	97,838	=	Correctional Officer FC	58	
Garrett	\$21.61	40	44,955	44,756	48,879			9	
Harford	\$30.52	40	63,472	59,109	94,544		Deputy First Class (Corrections)	26	
Howard	\$32.94	40	68,508	57,387	123,219	=	Correctional Officer	70	
Kent									
Montgomery	\$39.00	40	80,324	70,275	109,539	=	Correctional Officer III	107	
Prince George's	\$31.04	40	64,564	59,338	109,632	=	Correctional Officer Private First Class	13	
Queen Anne's	\$41.69	40	86,709	58,022	111,736			4	
St. Mary's	\$32.00	40	66,955	61,256	99,819	=	Correctional Officer First Class	14	
Somerset	\$26.59	40	55,304	51,117	83,761			22	
Talbot									
Washington	\$32.00	40	65,862	63,586	166,400	=	Detention Officer First Class	7	
Wicomico	\$24.33	40	50,608					46	No Range
Worcester	\$30.79	40	64,045	54,850	92,643	=	Private First Class	9	
MNCPPC									
AVERAGE	\$31.32		65,092	58,230	100,511				

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	\$23.64	40	49,186	49,186	49,186	=	Correctional Officer	32	
Anne Arundel									
Baltimore City									
Baltimore County	\$29.11	40	60,541	52,136	65,076		Correctional Officer	226	
Calvert	\$28.13	40	58,519	55,869	101,920	=	Correctional Deputy	21	
Caroline									
Carroll	\$25.57	40	53,186	53,186	56,431	=	Correctional Deputy Probationer	1	
Cecil	\$29.44	40	61,228	60,981	120,351	=	Deputy - Corrections	15	17 vacancies
Charles	\$27.91	40	58,059	55,445	97,029		CO I	14	
Dorchester	\$22.24	40	46,259	45,400	78,160			7	
Frederick	\$27.54	40	57,274	54,567	88,944	=	Correctional Officer	26	
Garrett	\$23.15	40	48,156	44,756	48,879			6	
Harford	\$27.67	40	57,559	56,281	90,002		Deputy (Corrections)	38	
Howard	\$32.94	40	68,508	57,387	101,088	=	Correctional Officer	70	
Kent	\$27.00	44	62,401	53,099	82,303	=	Correctional Officer I	8	
Montgomery	\$35.00	40	73,786	64,512	97,034	+	Correctional Officer II	80	
Prince George's	\$27.73	40	57,682	56,513	104,480	=	Correctional Officer Private	94	
Queen Anne's	\$29.75	40	61,885	54,378	104,719			24	
St. Mary's	\$29.00	40	60,195	56,701	92,414	=		53	21 currently vacant
Somerset	\$25.19	40	52,395	NA	NA			2	Move to Correctional Officer II once training is completed
Talbot									
Washington	\$27.00	40	55,998	55,016	68,723	=	Detention Officer	38	Lateral Salary for correctional officer with 2 or more years of experience.
Wicomico	\$22.28	40	46,350					32	No Range
Worcester	\$27.43	40	57,054	54,850	92,643	=	Correctional Officer Certified	11	Certified after completion of academy.
MNCPPC									
AVERAGE	\$27.39		57,311	54,459	85,521				

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	\$25.10	40	52,206	51,647	93,621	=	Correctional Deputy I	11	
Cecil									
Charles									
Dorchester	\$20.68	40	42,159	42,159	44,293			10	
Frederick		40		54,567	54,567				hired as Correctional Officer, Step 1
Garrett									
Harford									
Howard									
Kent									
Montgomery	\$30.00	40	61,948	61,765	87,024	=	Correctional Officer I	64	
Prince George's									
Queen Anne's	\$24.50	40	50,962	50,962	98,143			1	
St. Mary's									
Somerset									
Talbot	\$23.10	40	48,058	41,862	124,967			3	
Washington									
Wicomico									
Worcester	\$25.90	40	53,876	52,395	53,581	=	Correctional Officer Trainee	10	
MNCPPC									
AVERAGE	\$24.88		51,535	50,765	79,457				

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	\$21.07	40	43,831	38,230	53,518			1	
Harford									
Howard	\$40.49	40	84,232	57,387	123,219	=	Correctional Dietary Officer/Sergeant - Dietary	5	4 Correctional Dietary Officers, and 1 Correctional Sergeant - Dietary
Kent									
Montgomery	\$42.00	40	88,118	62,328	98,322		Correctional Dietary Officer II	15	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester		40					Title is by Rank	5	Sworn Officers that work a 12 hour shift. 1 Sergeant, 2 Senior Corporal, 2 Corporal
MNCPPC									
AVERAGE	\$34.52		72,060	52,648	91,686				

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	\$131.73	40	273,996	147,502	281,976	=	Fire Chief	1	
Baltimore City	\$117.66	36.7	224,540	159,378	263,014	=	Executive Director III	1	
Baltimore County	\$141.48	35	257,500	195,840	302,593		Chief of Fire Department	1	
Calvert									
Caroline									
Carroll	\$72.96	40	151,749	127,504	265,200	=	Director, 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	\$140.00	40	290,967	158,608	290,967	=	Chief, Fire & Rescue Services	1	
Kent									
Montgomery	\$123.00	40	255,000	167,074	284,024	=	Fire Chief, Fire/Rescue Service	1	
Prince George's	\$120.19	40	250,000	129,677	279,725	=	Fire Chief	1	
Queen Anne's									
St. Mary's	\$50.00	40	105,000	100,000	113,850	=	Chief, EMS Career Operations	1	Currently vacant; contractual
Somerset	\$50.26	40	104,550	89,076	154,210		EMS Chief		
Talbot									
Washington	\$72.00	40	149,926	101,005	264,555	=	Director of Fire & Rescue	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$101.77		206,516	137,006	248,189				

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	\$105.07	40	218,548	99,050	227,197	=	Fire Deputy Chief	2	
Baltimore City	\$99.82	36.7	190,505	190,505	190,505	=	Deputy Fire Chief	10	
Baltimore County	\$113.86	35	207,225	111,898	155,073		Assistant Chief, Fire Department	1	
Calvert									
Caroline									
Carroll	\$56.54	40	117,600	106,788	192,213	=	Deputy Chief of Operations, Fire & Emergency Medical Services	1	
Cecil									
Charles									
Dorchester									
Frederick	\$88.80	40	184,698	120,436	192,967	=	Deputy Chief DFRS	2	
Garrett	\$34.80	40	72,375	62,274	87,183		EMS Chief	1	
Harford									
Howard	\$105.00	40	219,320	126,676	244,019	=	Deputy Chief, Fire & Rescue Services	3	
Kent									
Montgomery	\$97.00	40	202,720	122,102	224,760	=	Fire/Rescue Division Chief	3	
Prince George's	\$113.89	40	236,897	112,019	241,636	=	Deputy Chief, Fire/EMS	1	
Queen Anne's									
St. Mary's									
Somerset	\$43.27	40	90,000	82,862	143,451		EMS Deputy Chief	1	
Talbot									
Washington	\$57.00	40	119,371	86,570	226,845	=	Deputy Director Fire & EMS	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$83.19		169,024	111,016	193,259				

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	\$113.01	40	235,071	137,854	263,526	=	Assistant Fire Chief	1	
Baltimore City	\$108.51	36.7	207,071	207,071	207,071	=	Assistant Fire Chief	4	
Baltimore County	\$91.31	42	199,413	102,356	141,205		Deputy Fire Chief	4	
Calvert									
Caroline									
Carroll	\$48.05	40	99,940	97,095	174,741	=	Assistant Chief, Training, Health, & Safety	1	
Cecil									
Charles									
Dorchester									
Frederick	\$67.69	40	140,787	105,193	168,309	=	Assistant Chief	2	
Garrett									
Harford									
Howard	\$82.00	43	180,491	127,687	191,281	=	Assistant Chief	8	
Kent									
Montgomery	\$86.00	40, 48	178,789	106,816	178,789	=	Fire/Rescue Assistant Chief	13	
Prince George's	\$83.14	40	172,936	84,796	202,269	=	Firefighter Major	1	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$42.50	40	88,483	80,163	209,976	=	Assistant Director - Field Operations	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$80.24		166,998	116,559	193,019				

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	\$83.80	40	174,307	116,054	175,366	=	Fire Battalion Chief	11	
Baltimore City	\$55.97	42.1	122,587	97,148	122,587	=	Battalion Fire Chief	23	Some have ALS certification
Baltimore County	\$81.00	42	176,895	97,939	134,761		Battalion Chief	8	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$61.38	48	153,200	89,232	149,464	=	Battalion Chief	6	Could also be 40 hours
Garrett									
Harford									
Howard	\$71.00	44	160,792	114,739	172,123	=	Battalion Chief	19	
Kent									
Montgomery	\$78.00	40, 48	161,902	97,813	162,548	=	Fire/Rescue Battalion Chief	28	
Prince George's	\$81.16	40	168,803	75,243	179,908	=	Firefighter-Medic Battalion Chief	33	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$73.19		159,784	98,310	156,680				

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	\$68.78	40	143,069	92,972	148,471	=	Fire Captain	18	
Baltimore City	\$48.54	42.1	106,312	85,339	106,312	=	Fire Captain	85	Some have ALS certification
Baltimore County	\$67.78	42	148,030	83,516	110,570		Fire Captain	96	
Calvert									
Caroline									
Carroll	\$41.64	42	90,931	86,181	150,828	=	Captain, Shift Commander	4	
Cecil									
Charles									
Dorchester									
Frederick	\$53.32	48	133,099	81,120	135,876	=	Fire Captain	20	Could also be 40 hours
Garrett									
Harford									
Howard	\$61.00	44	141,955	103,393	160,324	=	Fire Captain	44	
Kent									
Montgomery	\$68.00	40, 42, 48	141,153	93,429	141,187	=	Fire/Rescue Captain	141	
Prince George's	\$59.66	40	124,111	68,651	179,571	=	Firefighter-Medic Captain	50	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$43.00	40	107,927	72,708	190,420	=	Fire Captain	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$56.86		126,287	85,257	147,062				

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	\$56.94	40	118,431	80,892	138,112	=	Fire Lieutenant	89	
Baltimore City	\$42.84	42.1	93,826	76,135	93,826	=	Fire Lieutenant	206	Some have ALS certification
Baltimore County	\$54.38	42	118,760	74,438	97,818		Fire Lieutenant	114	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$48.03	48	119,871	73,745	123,524	=	Fire Lieutenant	54	Could also be 40 hours
Garrett									
Harford									
Howard	\$51.00	46	121,725	92,472	145,935	=	Firefighter Lieutenant	64	
Kent									
Montgomery	\$60.00	40, 42, 48	124,016	82,855	125,207	=	Fire/Rescue Lieutenant	135	
Prince George's	\$57.61	40	119,832	62,752	146,411	=	Firefighter-Medic Lieutenant	118	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$52.97		116,637	77,613	124,405				

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	46.3	85,129	54,346	85,129	=	Fire Emergency Vehicle Driver, Suppression, ALS	26	
Baltimore County	\$44.27	42	96,682	65,292	84,556		Fire Apparatus Driver/Operator	159	
Calvert									
Caroline									
Carroll		42	59,728	55,496	97,123	=	Fire Apparatus Driver/Operator	52	one position vacant - schedule 24 hours on, 72 hours off
Cecil									
Charles									
Dorchester									
Frederick	\$41.77	48	104,252	67,041	112,294	=	Firefighter Technician	59	Could also be 40 hours
Garrett									
Harford									
Howard	\$44.00	47	106,820	77,372	129,754	=	Firefighter/HVO and/or Master Firefighter/HVO	61	
Kent									
Montgomery	\$54.00	40, 42, 48	112,156	75,317	113,815	=	Master Firefighter/Rescuer	204	
Prince George's	\$64.83	40	105,129	54,219	154,687		Firefighter Technician	50	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									Duties combined with Firefighter FAO (Fire Apparatus Operator)
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$47.37		95,699	64,155	111,051				

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	\$32.59	40	67,793	56,402	110,079	=		366	
Baltimore City									
Baltimore County	\$44.24	42	96,620	65,292	84,556		Fire Specialist	137	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$26.83	48	66,978	56,960	95,407	=	Firefighter II	59	Could also be 40 hours
Garrett									
Harford									
Howard	\$50.00	47	124,027	83,476	127,754	=	Master Firefighter	15	
Kent									
Montgomery	\$45.00	20, 40, 42, 48	93,531	68,469	103,472	=	Firefighter/Rescuer III	474	
Prince George's	\$37.15	40	77,265	51,802	117,240	=	Firefighter 2	433	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$33.00	48	69,872	62,924	164,911	=	Firefighter II	11	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$38.40		85,155	63,618	114,774				

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									
Baltimore City	\$33.19	46.3	79,969	49,741	79,969	=	Firefighter Suppresion	26	
Baltimore County	\$32.94	42	71,935	62,053	80,308		Emergency Medical Technician/Firefighter	132	
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$23.45	48	58,534	53,233	89,166	=	Firefighter I	107	Could also be 40 hours
Garrett									
Harford									
Howard	\$35.00	47	85,281	75,372	115,435	=	Firefighter	326	
Kent									
Montgomery	\$36.00	24, 40, 42, 48	74,176	65,207	98,543	=	Firefighter/Rescuer II	239	
Prince George's	\$27.02	40	56,196	55,485	105,585	=	Firefighter 1	151	
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington	\$25.00	48	59,195	54,937	153,928	=	Firefighter/FAO	53	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$30.37		69,327	59,433	103,276				

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									
Baltimore City									
Baltimore County									
Calvert									
Caroline									
Carroll									
Cecil									
Charles									
Dorchester									
Frederick	\$24.79	40	51,564	50,233	50,233	=	Firefighter Recruit	44	no range for recruit, one salary
Garrett									
Harford									
Howard	\$27.00	47	65,995	65,267	101,009	=	Firefighter Recruit	30	
Kent									
Montgomery	\$30.00	48	63,011	62,102	93,848	=	Firefighter Rescuer I	63	
Prince George's									
Queen Anne's									
St. Mary's									
Somerset									
Talbot									
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$27.26		60,190	59,201	81,697				

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	\$39.28	40	81,707	59,051	112,196	+	EMS Chief	1	
Anne Arundel	\$91.78	40	190,905	84,969	197,562	=	Fire Division Chief	8	
Baltimore City	\$97.66	36.7	186,366	186,366	186,366	=	Assistant Fire Chief of EMS	1	
Baltimore County									
Calvert	\$63.32	35	115,242	90,072	145,218	+	Career EMS Division Chief	1	Contract/Salary Position
Caroline	\$62.50	40	130,000	130,000	130,000	=	Director Emergency Services	1	
Carroll	\$48.05	40	99,940	97,095	174,741	=		1	
Cecil	\$52.42	40	109,033	73,419	116,532	=		1	
Charles									
Dorchester	\$48.76	40	101,420	90,000	110,000		EMS Manager	1	
Frederick									
Garrett									
Harford									
Howard	\$81.48	43	180,491	123,968	185,283	=	Assistant Chief	8	
Kent	\$45.00	44	93,851	77,764	124,423	=	Chief of EMS	1	
Montgomery	\$86.00	40, 48	178,789	106,816	178,789	=	Fire/Rescue Assistant Chief	13	
Prince George's	\$93.95	40	195,429	84,796	202,269	=	Paramedic Major	1	Prince George's County uses generic Deputy Director class.
Queen Anne's	\$59.42	40	123,600	81,922	161,614			1	
St. Mary's	\$44.00	40	89,814	89,814	154,690	=		1	currently vacant
Somerset									4 EMS Asst. Chief vacancies - in process of setting up EMS Department
Talbot	\$56.90	40	118,341	71,598	213,737	=	EMS Division Chief	1	
Washington	\$57.00	40	119,059	61,152	160,118	=	EMS Captain - Quality Assurance	1	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$64.22		132,124	94,300	159,596				

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	\$71.15	40	148,000	98,309	153,807	=	Fire Captain/Emergency Medical Technician-Paramedic	22	
Baltimore City	\$50.09	42.1	109,700	88,693	109,700	=	Fire Captain, EMS, EMT-P	12	
Baltimore County	\$70.06	42	153,001	86,636	113,690		Emergency Medical Services Captain	12	
Calvert									
Caroline	\$50.87	40	105,818	105,818	105,818	=	EMS Division Chief	1	
Carroll									
Cecil	\$38.57	48	96,273	70,991	106,001	=		5	
Charles	\$49.30	42	107,681	83,893	109,900			4	
Dorchester	\$40.95	40	85,183	80,000	90,000		EMS Deputy Manager		
Frederick	\$56.43	48	140,854	91,120	145,876	=	Fire Captain Medic	4	Could also be 40 hours
Garrett									
Harford	\$37.39	40	77,772	51,805	136,197			8	
Howard	\$60.84	45	141,955	100,382	155,654	=	Fire Captain	44	
Kent									
Montgomery	\$68.00	40, 42, 48	141,153	93,429	141,187	=	Fire/Rescue Captain	141	
Prince George's	\$70.16	40	145,940	68,651	163,246	=	Paramedic Captain	3	
Queen Anne's	\$51.03	40	106,143	75,204	144,826			4	
St. Mary's	\$38.00	40	78,166	78,166	134,638	=		1	currently vacant
Somerset									
Talbot	\$44.05	40	91,629	61,849	184,634			4	
Washington	\$37.00	40	93,026	67,642	177,316	=	Captain EMS Field Operations, Captain Field Operations	11	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$52.12		113,893	81,412	135,781				

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
Allegany	\$31.12	40	64,738	51,098	97,087	=		4	
Anne Arundel	\$61.16	40	127,216	86,228	143,449	=	Fire Lieutenant/Emergency Medical Technician-Paramedic	78	
Baltimore City	\$44.38	42.1	97,213	79,489	97,213	=	Fire Lieutenant, EMS, EMT-P	26	
Baltimore County	\$56.49	42	123,366	77,558	100,938	=	Emergency Medical Lieutenant	27	
Calvert	\$42.75	40	88,928	69,472	112,029	=	Career EMS Shift Supervisor	5	
Caroline	\$40.02	48	83,574	76,918	96,886	=	EMS Supervisor / Training Coordinator	5	
Carroll	\$35.73	42	78,031	72,444	123,178	=	Lieutenant, Station	12	
Cecil	\$30.83	48	76,959	68,657	102,321	=		8	
Charles	\$45.09	42	98,473	79,898	104,667			12	
Dorchester									
Frederick	\$51.11	48	127,569	83,745	133,524	=	Fire Lieutenant Medic	12	Could also be 40 hours
Garrett	\$32.24	40	67,059	59,301	83,034			4	
Harford	\$34.66	40	72,100	47,674	129,813			1	
Howard	\$51.21	46	121,725	73,177	114,073		Firefighter Lieutenant	64	
Kent	\$34.00	44	77,355	67,301	107,682	=	Lieutenant or Paramedic Shift Supervisor	4	
Montgomery	\$60.00	40, 42, 48	124,016	82,855	125,207	=	Fire/Rescue Lieutenant	135	
Prince George's	\$57.50	40	119,602	62,752	146,411	=	Paramedic Lieutenant	2	
Queen Anne's	\$48.26	40	100,377	70,482	135,731			3	
St. Mary's	\$38.00	40	79,165	69,971	120,494	=	Paramedic Supervisor	6	
Somerset									
Talbot	\$39.79	40	82,767	58,904	175,842			3	
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$43.91		95,275	70,417	118,399				

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	\$25.19	40	52,413	52,413	52,413	=		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	\$42.06	40	87,480	66,057	127,209			4	
St. Mary's									
Somerset									
Talbot	\$37.63	40	78,272	56,099	167,468			11	
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$34.96		72,722	58,190	115,697				

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	\$23.84	40	49,587	49,587	49,587	=	ALSII, Firefighter/ALSII	27	Some FT, Some PT (Contractual)
Anne Arundel	\$49.47	40	102,904	69,000	129,588	=	Fire Fighter/Emergency Medical Technician-Paramedic	220	
Baltimore City	\$39.83	42.1	87,239	59,757	87,340	+	Paramedic, CRT	47	has CRT certification
Baltimore County	\$49.18	42	107,404	74,810	97,088		Paramedic First Class	54	
Calvert	\$35.95	40	74,775	60,195	97,011	=	Career Paramedic	18	
Caroline	\$32.29	48	67,164	53,061	75,203	=	Paramedic II and III	15	
Carroll						=	Paramedic		
Cecil	\$30.88	48	77,074	64,334	95,505	=	Sr. Paramedic	11	3 vacancies
Charles									
Dorchester	\$32.41	40	67,403	58,950	99,000		Paramedic II	9	
Frederick	\$30.94	48	77,220	66,960	105,407	=	Fire Medic II	11	Could also be 40 hours
Garrett	\$25.39	40	52,811	49,123	62,694			13	
Harford									
Howard									
Kent	\$30.00	44	68,593	58,552	93,684	=	Paramedic	4	
Montgomery	\$54.00	40, 42, 48	112,156	75,317	113,815	=	Master Firefighter/Rescuer	204	
Prince George's									This is a dual role under FireFighter 3
Queen Anne's	\$35.19	40	73,188	61,909	119,221			18	
St. Mary's									
Somerset									
Talbot	\$32.32	40	67,216	53,427	159,493			7	
Washington	\$27.00	48	66,124	62,924	177,316	=	Firefighter-Paramedic	5	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$35.25		76,724	61,194	104,130				

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	\$21.92	40	45,593	45,593	45,593	=	ALSI, Firefighter/ALSI	5	Some FT, Some PT (Contractual)
Anne Arundel									
Baltimore City	\$38.83	42.1	85,037	61,885	90,890	-	Paramedic, EMT-P	68	does not have CRT certification
Baltimore County	\$43.24	42	94,428	72,236	73,426		Paramedic	64	
Calvert									
Caroline	\$26.00	48	54,089	53,061	54,603	=	Paramedic I and CRT	3	2 Vacant Position
Carroll	\$30.37	42	66,336	66,244	108,938	=	Paramedic	32	
Cecil	\$24.75	48	61,778	58,998	87,091	=	Paramedic	15	
Charles	\$34.99	42	76,418	64,330	84,273			49	
Dorchester	\$28.88	40	60,060	55,163	95,000		Medic, Paramedic I	6	
Frederick		48		63,233	99,166	=	Fire Medic I		no one assigned to classification at this time - could also be 40 hours
Garrett	\$23.93	40	49,774	44,901	57,306			2	
Harford	\$30.29	40	63,007	44,941	121,736			61	
Howard									
Kent									
Montgomery	\$45.00	20, 40, 42, 48	93,531	68,469	103,472	=	Firefighter/Rescuer III	474	
Prince George's									
Queen Anne's	\$29.96	40	62,315	58,022	111,736			13	
St. Mary's	\$33.00	40	68,973	62,525	107,578	=	Paramedic	12	4 currently vacant
Somerset	\$32.32	40	67,234	60,504	99,143			8	5 PT Paramedics
Talbot	\$30.12	40	62,645	48,460	144,665			3	
Washington	\$41.00	48	102,980	58,781	153,928	=	Paramedic	11	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$32.16		69,637	58,079	96,385				

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	\$19.62	40	40,809	40,809	40,809	=	BLS, Firefighter/BLS	32	
Anne Arundel									
Baltimore City									
Baltimore County	\$36.16	42	78,977	62,053	80,308		Emergency Medical Technician	94	
Calvert	\$33.77	40	70,246	54,600	87,963	=	Career Emergency Medical Technician	24	
Caroline	\$24.55	48	51,074	44,051	57,511	=	EMT II and III	14	
Carroll									
Cecil	\$22.04	48	55,017	49,807	72,598	=		5	
Charles	\$35.98	42	78,586	59,565	78,030			7	
Dorchester	\$27.40	40	56,989	54,778	83,350		EMT II	21	
Frederick									
Garrett									
Harford									
Howard									
Kent	\$23.00	44	52,914	48,981	75,921	=	EMT-B	12	
Montgomery	\$36.00	24, 40, 42, 48	74,176	65,207	98,543	=	Firefighter/Rescuer II	239	
Prince George's									
Queen Anne's	\$27.12	40	56,404	47,763	91,981			11	
St. Mary's	\$28.00	40	57,262	55,910	96,179	=	EMT	48	10 currently vacant
Somerset									
Talbot	\$30.12	40	62,646	46,152	137,776			13	
Washington									
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$28.65		61,258	52,473	83,414				

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	\$30.36	46.3	73,134	50,461	79,969	=	EMT Firefighter	496	
Baltimore County									
Calvert									
Caroline	\$20.56	48	42,768	42,768	42,768	=		6	1 Vacant Position
Carroll	\$24.78	42	54,115	50,910	89,086	=	Firefighter/Emergency Medical Technician	71	
Cecil									
Charles	\$28.69	42	62,663	55,153	72,250			64	
Dorchester	\$22.93	40	47,694	46,535	78,160		EMT I	5	
Frederick									
Garrett	\$20.33	40	42,286	41,050	52,391			5	
Harford	\$25.98	40	54,032	43,381	116,594			80	
Howard									
Kent									
Montgomery	\$30.00	48	63,011	62,102	93,848	=	Firefighter Rescuer I	63	
Prince George's									All Firefighters have this certification
Queen Anne's	\$22.18	40	46,126	44,764	86,206			11	
St. Mary's									
Somerset	\$27.66	40	57,535	53,595	87,822			12	2 PT EMT's
Talbot	\$22.71	40	47,245	43,955	131,216			15	
Washington	\$24.45	48	39,849	51,343	134,410	=	Emergency Medical Technician (Single-Role)	16	
Wicomico									
Worcester									
MNCPPC									
AVERAGE	\$25.05		52,538	48,835	88,727				

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	\$28.00	40	57,629	48,547	78,042	=		10	
Baltimore City	\$25.74	40	53,529	48,246	54,490	=	Animal Enforcement Officer	13	
Baltimore County	\$32.97	40	68,580	39,593	50,255		Animal Services Field Officer I	2	
Calvert	\$28.75	35	52,319	48,303	77,787	=		3	
Caroline	\$25.48	40	52,999	52,603	53,394	=		2	
Carroll									
Cecil	\$22.50	40	46,790	45,065	71,538	=	Animal Enforcement Officer and Animal Welfare Supervisor	3	2 vacancies
Charles	\$27.97	40	58,187	55,823	90,433		Animal Control Officer	8	
Dorchester	\$22.57	40	46,946	42,159	78,160			3	
Frederick	\$23.08	40	48,006	46,708	74,733	=	Animal Control Officer I	5	
Garrett									Deputies from Sheriff Dept are Animal Control Officers
Harford	\$26.11	40	54,318	48,779	85,705	=	Animal Control Officer Series I & II	5	Min is Animal Control Officer I and Max is Animal Control Officer II
Howard	\$34.00	40	70,104	54,181	87,860	=	Animal Control Officer	5	
Kent									
Montgomery	\$45.00	40	93,911	67,672	107,323	=	Animal Services Officer III	7	
Prince George's	\$31.49	40	65,491	44,401	90,494	=	Animal Control Officer 2	5	
Queen Anne's	\$22.77	40	47,357	44,764	86,206			4	
St. Mary's	\$33.00	40	68,078	57,262	85,010	=	Supervisor III/Animal Control Officer	5	1 currently vacant
Somerset	\$22.27	40	46,313	40,234	74,426		Dog Control Officer 1 & II	2	2 pay grades
Talbot									
Washington									
Wicomico									
Worcester	\$25.67	40	53,394	43,493	84,198	=		5	Non Sworn positions. 4 Animal Control Officers (\$\$221.43/\$44,574-\$69,742), 1 Assistant Chief ACO. (\$29.05/\$60,424), 1 Chief Animal Control Officer (\$33.46/\$69,597)
MNCPPC									
AVERAGE	\$28.08		57,879	48,696	78,238				

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	Multilingual differential pay for language services
Calvert	
Caroline	
Carroll	Referral Bonus, on-call pay, telework (ongoing or situational), flexible work schedules, compressed work weeks
Cecil	
Charles	
Dorchester	
Frederick	Salary study was done in FY25. However, Salary increases will not occur until January 1st 2026 for our merit employees and some appointed staff.
Garrett	
Harford	
Howard	
Kent	
Montgomery	
Prince George's	
Queen Anne's	We started a paid internship program to establish a workforce pipeline to fill critical need positions.
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 to Employee after 6 months, provided the referred employee has a satisfactory review. Bi-lingual annual stipend. Emergency Management moved to 24 hour shifts. Increased shift differential for Detention Center.
Washington	FTE Summary below: We have grants that help pay for positions, but their positions are not dependent on the grant for a job within the county. All of our positions are county funded with grants that reimburse partial salary and benefits.
Wicomico	
Worcester	
MNCPPC	

Fiscal 2026 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	426	405	0	21	65	58	0.5	6.5	20	18	0	2	32	20	2	10
Anne Arundel	7,046	5,068	937	1,041	121	109	0	6	63	62	0	17	139	129	5	18
Baltimore City	12,369	12,000	232	137	177	177	0	0	130	129	0	1	393	374	0	19
Baltimore County	7,694	7,235	459	1228	64	61	2	1	94	94	0	0	142	142	0	0
Calvert	1,049	638	360	51	254	222	0	32	21.5	18	3.5	0	38	38	0	0
Caroline	318	183	18	117	47	43	0	4	10	6	1	3	10	10	0	0
Carroll	908	848	18	42	254	250	0	4	70	40	0	30	54	54	0	0
Cecil	494	463	8	23	210	199	0	11	34	25	1	8	38	37	0	1
Charles	1347	947	400	0	621	585	36	0	30	30	0	0	64	63	1	0
Dorchester	356.00	263	93.00	0.00	47	47	0	0	12	12	0	0	11	11	0	0
Frederick	3,691	2783	908	0	395	384	11	0	31	30	1	0	83	82	1	0
Garrett	427	345	60	22	95	88	3	4	9	6	2	1	11	11	0	0
Harford	1168	1007	161	0	653	594	59	0	51	51	0	0	81	81	0	0
Howard	3,877	3,132	72	673	91	90	1	0	55	37	9	9	96	94	1	1
Kent	192	166	26	0	21	20	1	0	4	4	0	0	9	8	1	0
Montgomery	16,939	9,711	7,228	0	167	162	5	0	125	122	3	0	181	165	16	0
Prince George's	7,162	6,521	221	417	332	331	1	0	235	176	40	19	197	169	3	25
Queen Anne's	687	532	3	152	91	85	0	6	11	8	0	3	13	13	0	0
St. Mary's	572	524	32	16	383	365	0	18	27	14	13	0	55	55	0	0
Somerset	220	190	30	0	42	31	4	7	4	3	1	0	12	12	0	0
Talbot	455	455	0	0	55	55	0	0	7	7	0	0	12	12	0	0
Washington	2,203	948	1255	0	304	288	16	0	34	25	9	0	43	40	3	0
Wicomico	1,355	580.00	775	0	140	120	20	0	24	17	7	0	38	34	4	0
Worcester	738	618	120	0	118	102	16	0	23	23	0	0	35	33	2	0
MNCPPC	7167	2320	30	4817	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA



Fiscal 2026 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 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.

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.

FY 2026 Maryland County Government Health Benefits Survey

Allegany

Person Responding:	Jennifer Howell
Title:	Benefits Coordinator
Phone:	301-876-9532
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	190	131	168
Prescription	CareFirst	PPO	Self Insured	190	131	168
Dental	CareFirst	PPO	Fully Insured	132	115	118
Vision	Vision Benefits of America	PPO	Fully Insured	131	88	123
Life	MetLife	Full-Time Employees and Part-Time Employees in certain positions provided coverage by County	Fully Insured	453		
Long-term Disability	American Fidelity	Employee has option to purchase at 100% cost				

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	32	10, 10	3, 8
Prescription	CareFirst	PPO	Self Insured	32	10, 10	3, 8
Dental	CareFirst	18 months of Cobra eligibility	Fully Insured			
Vision	Vision Benefits of America	18 months of Cobra eligibility	Fully Insured			
Life	MetLife	\$6,000 policy for full retirees, \$4,000 for early retirees	Fully Insured	45		
Long-term Disability	American Fidelity	Option to take policy after termination at 100% cost				

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 Medicare supplement	n/a	182		
Prescription		n/a	n/a			
Dental		18 months of Cobra eligibility	Self Insured			
Vision		18 months of Cobra eligibility	Self Insured			
Life	MetLife	\$6,000 policy for full retirees, \$4,000 for early retirees	Self Insured	305, 26		
Long-term Disability	American Fidelity	Option to take policy after termination at 100% cost	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. Specific deductible is \$250,000. Aggregate is \$1,000,000.
What is the maximum dental benefit per member per year?	\$1,500 Dental Basic, \$2,000 Dental Plus.
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 healthy 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 healthy 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 2026 Maryland County Government Health Benefits Survey

Anne Arundel

Person Responding:	Shaquisha Bishop
Title:	Benefits Manager
Phone:	410-222-7400
Email:	pebish99@aacounty.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	Aetna	Aetna Open Choice PPO & Open Access Aetna Select HMO-EPO	Self Insured	1,614	847	1,700
Prescription	CVS Caremark		Self Insured	1,614	847	1,700
Dental	CIGNA		Self Insured	1,702	892	1,785
Vision	EyeMed		Self Insured	1,728	893	1,790
Life	MetLife		Self Insured	4,498		
Long-term Disability	MetLife		Self Insured	1,229		

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	374	273	250
Prescription	CVS Caremark		Self Insured	374	273	250
Dental	CIGNA		Self Insured	320	320	251
Vision	EyeMed		Self Insured	315	308	238
Life	MetLife		Self Insured	467		
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	1,292	840	1
Prescription	SilverScript		Self Insured	1,292	840	1
Dental	CIGNA		Self Insured	990	921	50
Vision	EyeMed		Self Insured	995	925	50
Life	MetLife		Self Insured	769		
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 and seperate lifetime maximum orthodontia allowance of \$2500 for both in-network & out-of-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 2026 Maryland County Government Health Benefits Survey

Baltimore City

Person Responding:	Ray Gulhar
Title:	Chief, Office of Employee Benefits
Phone#	443-571-3089 - Cell
Email:	rajesh.gulhar@baltimorecity.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)	On Family Plans (#employees)
Medical	CareFirst	PPO - High Option	Self Insured	2,084	1,145	966
	CareFirst	PPO - Standard Option	Self Insured	650	201	153
	Aetna	HMO	Self Insured	1,977	1,091	1,151
	Kaiser	HMO	Fully Insured	741	236	225
Prescription	CVS	High Option	Self Insured	4,802	2,472	2,342
	CVS	Standard Option	Self Insured	650	201	153
Dental	CareFirst	DHMO	Fully Insured	1,719	677	407
	CareFirst	DPPO	Self Insured	3,466	2,103	1,995
Vision	National Vision Adm (NVA)	In-Network/Out-of-Network	Fully Insured	5,405	2,650	2,474
Life	MetLife	Basic Life & AD&D	Fully Insured	11,724		
	MetLife	Optional Life & AD&D	Fully Insured	5,534		
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)	On Family Plans (#employees)
Medical	CareFirst	PPO - High Option	Self Insured	577	275	208
	CareFirst	PPO - Standard Option	Self Insured	124	34	29
	Aetna	PPO	Self Insured	134	22	1
	Kaiser	HMO	Fully Insured	29	37	4
Prescription	CVS	High Option	Self Insured	740	334	213
	CVS	Standard Option	Self Insured	124	34	29
Dental	CareFirst	DHMO	Fully Insured	645	566	235
	CareFirst	DPPO	Self Insured	129	55	45
Vision	National Vision Adm (NVA)	In-network/Out-of-Network	Fully Insured	3,471	1,478	972
Life	MetLife	Basic Life & AD&D	Fully Insured	11,561		
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)	On Family Plans (#employees)
Medical	Aetna	Medicare Advantage (includes Prescription Drug Plan)	Fully Insured	9,507	3,415	87
	Kaiser	Medicare Advantage (includes Prescription Drug Plan)	Fully Insured	499	215	1
Prescription	Included with MAPD plan					
Dental	NA					
Vision	NA					
Life	NA					
Long-term Disability	NA					

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 2026 Maryland County Government Health Benefits Survey

Baltimore County

Person Responding:	Becky Ellis & Kristen Evans
Title:	County Insurance Administrator & County Benefits & Wellness Engagement Manager
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Email:	bellis@baltimorecountymd.gov & 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	1,975	2,295	7,681
Medical/ Prescription	Cigna	PPO	Self Insured	313	236	351
Medical/ Prescription	Cigna	HDHP	Self Insured	93	25	74
Medical/ Prescription	Kaiser	HMO	Fully Insured	232	173	365
Dental	CareFirst	PPO- Traditional	Self Insured	1,437	1,829	6,109
Dental	CareFirst	PPO- Preferred	Self Insured	827	676	2,116
Dental	Cigna	HMO	Fully Insured	353	307	758
Vision	National Vision Administrators	Vision	Self Insured	2,504	2,737	8,666
Life	MetLife	Basic Life	Fully Insured	7,188	N/A	N/A
Long-term Disability	New York Life	60% Salary	Fully Insured	1,062	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	721	1,121	1,256
Medical/ Prescription	Cigna	PPO	Self Insured	86	54	72
Medical/ Prescription	Cigna	HDHP	Self Insured	1	4	4
Medical/ Prescription	Kaiser	HMO	Fully Insured	30	38	33
Dental	CareFirst	PPO- Traditional All Retirees (Retiree Pays 100%, No County Contribution)	Self Insured	850	1,407	527
Dental	CareFirst	PPO- Preferred	Self Insured	282	790	803
Dental	Cigna	HMO	Fully Insured	72	115	98
Vision	National Vision Administrators	Vision	Self Insured	499	1,155	1,385
Life	MetLife	Basic Life 2 x salary at Retirement to max of \$200K for those hired prior to 07/01/1997	Fully Insured	4,709	N/A	N/A
Long-term Disability	N/A	NA	NA	N/A	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/Prescription	Administered by Third Party, Retiree First	Private Medicare Exchange	N/A	11,294	N/A	N/A
Dental	CareFirst	PPO- Traditional (Retiree Pays 100%, No County Contribution)	Self Insured	Included in under age 65 retiree counts (same plan, same price)		
Dental	CareFirst	PPO- Preferred (Retiree Pays 100%, No County Contribution)	Self Insured	831	1,870	83
Dental	Cigna	HMO (Retiree Pays 100%, No County Contribution)	Fully Insured	307	466	25
Vision	National Vision Administrators	Vision (Retiree Pays 100%, No County Contribution)	Self Insured	1,880	3,616	196
Life	MetLife	Basic Life 2 x salary at Retirement to max of \$200K for those hired prior to 07/01/1997	Fully Insured	Included in retiree # above	N/A	N/A
Long-term Disability	N/A	NA	N/A	NA	N/A	NA

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).	Effective 01/01/2026, upgraded Medical Management from "almost none" to Cigna's moderate option, "Basic Standard", adding prior authorization and/or review for potentially high cost care to ensure appropriate and effective delivery while enhancing member support.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Effective 01/01/2026, upgraded Medical Management from "almost none" to Cigna's moderate option, "Basic Standard", adding prior authorization and/or review for potentially high cost care to ensure appropriate and effective delivery while enhancing member support.
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, Pre- tax Parking and Transit benefits, as well as a variety of plans offered through third party partners MWE and SF&C

FY 2026 Maryland County Government Health Benefits Survey

Calvert

Person Responding:	Nicole Harrod
Title:	Benefits Manager
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Email:	Nicole.Harrod@calvertcountymd.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, Advantage PPO	Self Insured	HMO - 215 Adv - 136	HMO - 132 Adv - 97	HMO - 143 Adv - 121
Prescription	CareFirst, included in medical		Self Insured	351	229	264
Dental	CareFirst		Self Insured	371	264	285
Vision	CareFirst/Davis Vision		Self Insured	360	249	
Life	Dearborn		Fully Insured	746		
Long-term Disability	Dearborn		Fully Insured	716		

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-36 ADV-32	HMO-7 ADV-11	HMO-4 ADV-3
Prescription	Carefirst, included with medical		Self Insured			
Dental	Carefirst	PPO	Self Insured	194	134	16
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-76 Advantage-151	HMO-16 Advantage-29	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 Disaility Income Insurance, Term Life Insurance, Whole Life Insurance, Hospitalization Insurance, Flexible Spending Accounts, 529 College Savings Plan, Retirement 457(b)

FY 2026 Maryland County Government Health Benefits Survey

Caroline

Person Responding:	Audrey Jenkins
Title:	Payroll Specialist
Phone:	410-479-4090
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	CareFirst Administrators		Self Insured	107	42/42	47/141
Prescription	CareFirst Administrators		Self Insured	107	42/42	47/141
Dental	Sun Life PPO		Self Insured	109	43/43	46/137
Vision	EyeMed		Self Insured	97	40/40	47/141
Life	Mutual of Omaha		Self Insured	25	21/21	20/61
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	CareFlex	HRA/Medicare Supplement	Self Insured	2		
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		Medicare Supplement Plan	Fully Insured	29	6/6	
Prescription						
Dental	Sun Life PPO		Fully Insured	13	13/13	
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 included with health
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	HRA \$600 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, Vision, Supplemental life insurance, FSA

FY 2026 Maryland County Government Health Benefits Survey

Carroll

Person Responding:	Robin Hooper
Title:	Division Manager - Employee Well-being
Phone:	410-386-2124
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	423	315/315	431/1254
Prescription	UHC/Optum Rx		self insured	423	315/315	431/1254
Dental	Delta	Basic and Enhanced	self insured	418	313/313	428/1249
Vision	VSP		self insured	414	315/315	423/1227
Life	Standard		fully insured	1,301		
Long-term Disability	Standard		fully insured	1,183		

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	45	39/39	1/5
Prescription	UHC/Optum Rx		self insured	45	39/39	1/5
Dental	Delta	Basic	self insured	44	27/27	
Vision	VSP		self insured	40	28/28	
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	183	234/234	
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?	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).	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 2026 Maryland County Government Health Benefits Survey

Cecil

Person Responding:	Loren Anderson
Title:	Benefits Specialist
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Email:	landerson@cecilcountymd.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 BCBS	Offer Standard PPO and High Deductible	Self Insured	264	122	202
Prescription	CareFirst (CVS)	Combined with Medical	Self Insured	264	122	202
Dental	Delta Dental	PPO	Self Insured	253	118	212
Vision	EyeMed	PPO	Self Insured	249	122	204
Life	Minnesota Life	Basic Life / AD&D; 1 year salary; Provided by the County	Fully Insured	696	0	0
Long-term Disability	N/A	N/A	N/A	N/A	N/A	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 BCBS	Standard PPO	Self Insured	1	0	0
Prescription	CareFirst (CVS)	Combined with Medical	Self Insured	1	0	0
Dental	Delta Dental	PPO	Self Insured	1	0	0
Vision	EyeMed	PPO	Self Insured	1	0	0
Life	N/A	N/A	N/A	N/A	N/A	N/A
Long-term Disability	N/A	N/A	N/A	N/A	N/A	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 BCBS	Standard PPO	Self Insured	22	5	1
Prescription	CareFirst (CVS)	Combined with Medical	Self Insured	22	5	1
Dental	Delta Dental	PPO	Self Insured	15	5	1
Vision	EyeMed	PPO	Self Insured	19	3	1
Life	N/A	N/A	N/A	N/A	N/A	N/A
Long-term Disability	N/A	N/A	N/A	N/A	N/A	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; \$250,000 Individual Stop Loss
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?	N/A
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 2026 Maryland County Government Health Benefits Survey

Charles

Person Responding:	Nancy Bowling
Title:	Benefits Compliance Administrator
Phone:	301.885.2764
Email:	bowlingn@charlescountymd.gov

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	219	113	266
Prescription	CareFirst	\$5.00/ for generic; \$25 for brand on formulary; \$50 brand non-formulary	Self Insured	219	113	266
Dental	CareFirst	\$2000 cal yr max; Preventive 100%; Basic 80%; Major 50%	Self Insured	331	167	327
Vision	included with medical	PPO and HMO	Self Insured	219	113	266
Life	The Hartford	Basic; supplemental; dependent	Insured	1,611	482	
Long-term Disability	The Hartford	60% of salary after 120 day out of work	Insured	1,611		

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	306	143	198
Prescription	CareFirst	\$5.00/ for generic; \$25 for brand on formulary; \$50 brand non-formulary	Self insured	306	143	198
Dental	Delta Dental	\$2000 cal yr max; Preventive 100%; Basic 80%; Major 50%	Self insured	200	126	186
Vision	included with medical	PPO and HMO	Self insured	306	143	198
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	431	184	208
Prescription	CareFirst	\$5.00/ for generic; \$25 for brand on formulary; \$50 brand non-formulary	self insured	431	184	208
Dental	CareFirst/Delta Dental	\$2000 cal yr max; Preventive 100%; Basic 80%; Major 50%	self insured	535	196	202
Vision	included with medical	PPO and HMO	self insured	431	184	208
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?	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).	
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.)	supplemental life, dependent life, whole life with long term care rider, accident, hospital indemnity, critical illness, legal resources, FSA - medical and dependent

FY 2026 Maryland County Government Health Benefits Survey

Dorchester

Person Responding:	Kristin Budd
Title:	HR Director
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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	111	67	38
Prescription	Medtipster		Self Insured	111	67	38
Dental	Delta Dental		Fully Insured	109	68	39
Vision	VSP		Fully Insured	111	67	38
Life	OneAmerica & The Standard		Fully Insured	268	0	0
Long-term Disability	NA					

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	15	9	2
Prescription	Medtipster		Self Insured	15	9	2
Dental	Delta Dental		Fully Insured	10	8	2
Vision	VSP		Fully Insured	15	9	2
Life	OneAmerica & The Standard		Fully Insured	0	0	0
Long-term Disability	NA					

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	AARP	Medicare Supplement Plans, A, F, G	Self Insured	54	34	0
Prescription	Medtipster		Self Insured			
Dental	Delta Dental		Fully Insured	47	20	1
Vision	VSP		Fully Insured			
Life	OneAmerica & The Standard		Fully Insured	0	0	0
Long-term Disability	NA					

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, Aggregating 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 2026 Maryland County Government Health Benefits Survey

Frederick

Person Responding:	Fran Grisier
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Email:	fgrisier@frederickcountymd.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	PPO and HDP	Self Insured	862	578	844
Prescription	Cigna	PPO and HDP	Self Insured	862	578	844
Dental	Cigna	PPO and HMO	Fully Insured	862	586	765
Vision	VSP	HMO	Fully Insured	488	378	404
Life	The Standard	Basic Term Life	No	2,755		
Long-term Disability	NA					

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	188	65	54
Prescription	Cigna	PPO and HDP	Self Insured	188	65	54
Dental	Cigna	PPO and HMO	Fully Insured	88	71	50
Vision	VSP	HMO	Fully Insured	54	48	33
Life	NA					
Long-term Disability	NA					

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	Fully Insured	676	223	N/A
Prescription	CareFirst	Medicare Advantage	Fully Insured	676	223	N/A
Dental	Cigna	PPO and HMO	Fully Insured	263	217	6
Vision	VSP	HMO	Fully Insured	107	102	2
Life	NA					
Long-term Disability	NA					

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).	Effective 7/1/2025, we have preferred care management with Cigna. This includes prior authorizations and quantity limits on specific drugs and high-cost medical services. We also educate and push the usage of generics and utilization of Cigna coaching and nurse advocate programs.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Effective 7/1/2025, we have preferred care management with Cigna. This includes prior authorizations and quantity limits on specific drugs and high-cost medical services. We also educate and push the usage of generics and utilization of Cigna coaching and nurse advocate programs.
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 2026 Maryland County Government Health Benefits Survey

Garrett

Person Responding:	Ashlee Thomas
Title:	Benefits Coordinator
Phone:	301-334-8980
Email:	anthomas@garrettcourtymd.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 BlueCross BlueShield	PPO, POS, High Deductible	Self Insured	138	88	64
Prescription	CVS		Self Insured	138	88	64
Dental	Delta Dental		Self Insured	127	89	79
Vision	National Vision Administrators		Self Insured	125	88	78
Life	One America			342		
Long-term Disability	One America			342		

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	35	3	1
Prescription	CVS		Self Insured	35	3	1
Dental	Delta Dental		Self Insured	19	10	2
Vision	National Vision Administrators		Self Insured	17	9	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	57	26	0
Vision	National Vision Administrators		Self Insured	70	36	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?	CareFirst. 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 2026 Maryland County Government Health Benefits Survey

Harford

Person Responding:	Tiffany Stephens
Title:	Director of Human Resources
Phone:	410-638-4869
Email:	tstephens@harfordcountymd.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/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	Fully-insured	473	Individual Plans Only	Individual Plans Only
Prescription	INCLUDED IN MEDICAL					
Dental	CAREFIRST			148	216	2
Vision	CAREFIRST			87	135	1
Life	METLIFE			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).	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.)	N/A

FY 2026 Maryland County Government Health Benefits Survey

Howard

Person Responding:	Lisa Schaefer
Title:	Health & Benefits Manager
Phone:	410-313-3455
Email:	lschaefer@howardcountymd.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	Aetna	EPO	Self insured	934	524	1,093
Medical	Aetna	PPO	Self insured	300	142	226
Medical	Kaiser	HMO	Fully insured	153	35	40
Prescription	CVS Caremark	EPO, PPO	Self insured	1,234	666	1,319
Dental	Delta Dental	DPPO	Self insured	1,194	510	1,500
Dental	Delta Care	DHMO	Fully insured	127	28	48
Vision	VSP	PPO	Self insured	1,234	666	1,319
Life	The Standard	Basic (2x salary, up to \$500k), Supplemental (1x, 2x, 3x up to \$500k)	Fully insured	3,894		
Long-term Disability	The Standard	60% up to \$4k per month	Fully insured	3,261		

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	218	58	37
Medical	Aetna	PPO	Self insured	33	7	4
Medical	Kaiser	HMO	Fully insured	8	0	1
Prescription	CVS Caremark	EPO, PPO	Self insured	251	65	41
Dental	Delta Dental	DPPO	Self insured	186	88	39
Dental	Delta Care	DHMO	Fully insured	7	4	0
Vision	VSP	PPO	Self insured	251	65	41
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	437	140	0
Medical	Aetna	Medicare Advantage PPO	Fully insured	148	35	0
Medical	Kaiser	Medicare Advantage HMO	Fully insured	30	3	0
Prescription						
Dental	Delta Dental	DPPO	Self insured	613	324	8
Dental	Delta Care	DHMO	Fully insured	19	16	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 \$650,000
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 2026 Maryland County Government Health Benefits Survey

Kent

Person Responding:	
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	84	50 / 50	44 / 126
Prescription	CIGNA	PPO	Self Insured	84	50 / 50	44 / 126
Dental	CIGNA	PPO	Self Insured	121	64 / 64	50 / 143
Vision	National Vision Administrator	PPO	Self Insured	120	61 / 61	43 / 130
Life	Supplemental Plan					
Long-term Disability	Lincoln Financial			233	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	7	2 / 2	0
Prescription	CIGNA	PPO	Self Insured	7	2 / 2	0
Dental	CIGNA	PPO	Self Insured	7	2 / 2	0
Vision	National Vision Administrator	PPO	Self Insured	7	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			21	12 / 12	0
Prescription	Medicare			21	12 / 12	0
Dental	CIGNA	PPO		18	12 / 12	0
Vision	National Vision Administrator	PPO		18	13 / 13	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 2026 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	963	440/440	665/903
Prescription	Caremark CVS	Tier/Co-Pay	Self-Insured	638	358/358	577/1579
Dental	Delta Dental	HMO and PPO	Fully Insured	821	415/415	668/1250
Vision	EyeMed		Fully Insured	792	427/427	664/1889
Life	Securian Financial		Fully Insured	2,400		
Long-term Disability	MetLife		Fully Insured	2,400		

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	157	114/114	60/220
Prescription	Caremark CVS	Tier/Co-Pay	Self-Insured	121	119/119	75/218
Dental	Delta Dental	HMO and PPO	Fully Insured	128	133/133	60/135
Vision	EyeMed		Fully Insured	698*	649/649*	104/247*
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	589	437/437	27/60
Prescription	SilverScript	EGWP	Self-Insured	1350		
Dental	Delta Dental	HMO and PPO	Fully Insured	571	504/504	40/108
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?	BCS: 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

FY 2026 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	2,061	1,334	2,357
Medical	United HealthCare	HMO	Self Insured	616	357	616
Medical	Kaiser Permanente	HMO	Fully Insured	752	362	528
Prescription	CVS Caremark		Self Insured	2,455	1,575	2,733
Dental	CIGNA	PPO	Self Insured	3,158	2,017	3,536
Dental	CIGNA	DHMO	Fully Insured	276	91	138
Vision			Self Insured	3,219	2,045	3,464
Life	MetLife	Mandatory Benefit, all benefit eligible employees have 1x salary up to \$200,000.	Fully Insured	10,418		
Optional Life	MetLife		Fully Insured	6,253		
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	1,151	1,047	848
Medical	Carefirst	Indemnity	Self Insured	3	2	0
Medical	United HealthCare	HMO	Self Insured	241	374	241
Medical	Kaiser Permanente	HMO	Fully Insured	527	315	66
Prescription	CVS Caremark		Self Insured	1,265	1,300	1,051
Dental	CIGNA	PPO	Self Insured	2,491	2,241	1,226
Vision	Eyemed		Fully Insured	859	847	626
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	1,504	1,333	71
Medical	Carefirst	Indemnity	Self Insured	272	88	1
Medical	United HealthCare	HMO	Self Insured	315	373	26
Medical	Kaiser Permanente	HMO	Fully Insured	181	121	4
Prescription	Silver Script		Self Insured	1,852	1,701	92
Dental	CIGNA	PPO	Self Insured	2,012	1,895	101
Vision	Eyemed		Fully Insured	388	540	34
Life	MetLife	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 each with insurance carrier, CareFirst and United HealthCare
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
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

FY 2026 Maryland County Government Health Benefits Survey

Prince George's

Person Responding:	Paula Polson
Title:	Benefits Administrator
Phone:	301-883-6380
Email:	

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	2,407	1,044	1,748
Prescription	Express Scripts		Self Insured	2,157	961	1,698
Dental	Aetna	PPO,HMO	self Insured	2,403	1,077	1,765
Vision	VSP		Self Insured	2,298	1,073	1,758
Life	Metlife		self Insured	6,400		
Long-term Disability	Metlife		Fully Insured	1,200		

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	510	522	552
Prescription	Express Scripts		Self Insured	565	580	620
Dental	Aetna	PPO,HMO	Self Insured	534	550	610
Vision	VSP		self Insured	547	570	655
Life	Metlife		Self Insured	2,200		
Long-term Disability	NA					

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	1,370	1,039	59
Prescription	Express Scripts		Self Insured	1,400	1,035	57
Dental	Aetna	PPO,HMO	Self Insured	1,251	990	58
Vision	VSP		Self Insured	1,530	1,190	59
Life	Metlife		Self Insured	2,310		
Long-term Disability	NA					

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?	NA
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
Does the vision benefit provide for an eyeglasses/contacts every 12 or 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).	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; 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; critical illness/accident/whole life insurance, Legal plans, 457 deferred comp saving program, short and long term disability, paid family leave, flexibl spending accounts.

FY 2026 Maryland County Government Health Benefits Survey

Queen Anne's

Person Responding:	Beverly Churchill
Title:	Director, Human Resources
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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	216	122	187
Prescription	CareFirst CVS					
Dental	CareFirst					
Vision	DavisVision					
Life	Lincoln	Term Life	Fully Insured	636	NA	NA
Long-term Disability	The Standard	Voluntary Benefit	Fully Insured	231	NA	NA

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	EPO/PPO	Self Insured	32	18	15
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	100	52	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, conduct onsite Vision & dental Clinics for employees. For prescription, added PrudentRx and Rx Cost Saver through PMB.
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Added speciality benefits to health care to include Hello Heart, Cancer Navigator, Accarent Health, Simply Better Health (one stop shop app)
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, DCFSA, Identity Theft, YMCA Membership Discount, and EAP

FY 2026 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	94	17	17
Prescription						
Dental	Integra			126	26	18
Vision	Integra			4	4	
Life	OneAmerica/TransAmerica			67		
Short-term Disability	Colonial Life			47		

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	6	2	
Prescription	Medtipster					
Dental	Integra					
Vision	Integra					
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		Partially self insured	39	19	
Prescription	Medtipster					
Dental	Integra			28	12	
Vision	Integra			11	4	
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, TransAmerica, Colonial Life, AFLAC

FY 2026 Maryland County Government Health Benefits Survey

St. Mary's

Person Responding:	Heather Schrader
Title:	Benefits Administrator
Phone:	301-475-4200 ext. 1111
Email:	heather.schrader@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	365	338	984
Prescription	CareFirst	Covered under medical	Self Insured	365	338	984
Dental	CareFirst	PPO and Traditional Plan	Self Insured	356	125	315
Vision	CareFirst Blue Vision		Self Insured	550	237	606
Life	Minnesota Life			862	0	0
Long-term Disability	Madison Life			862	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	82	133
Prescription	CareFirst	Covered under medical	Self Insured	63	82	133
Dental	CareFirst	PPO and Traditional Plan	Self Insured	43	43	43
Vision	CareFirst Blue Vision		Self Insured	37	41	46
Life	Minnesota Life			105	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	298	0	0
Prescription	CareFirst	Covered under medical	Self Insured	298	0	0
Dental	CareFirst	PPO and Traditional Plan	Self Insured	86	81	4
Vision	CareFirst Blue Vision		Self Insured	146	91	6
Life	Minnesota Life			231	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: \$250,000 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).	Sponsored Marathon Health Clinic for employees, retirees and their dependents Prudent RX, Good RX
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	Sponsored Marathon Health Clinic for employees, retirees and their dependents Prudent RX, Good RX
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 (health & dependent), 457(b) deferred comp., identity theft protection

FY 2026 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	108	66	93
Prescription	Cigna	Open Access Plus	Self Insured	108	66	93
Dental	UnitedHealthcare	PPO	Self Insured	110	50	110
Vision	UnitedHealthcare	PPO	Self Insured	107	62	74
Life	Mutual of Omaha		Fully Insured	328		
Long-term Disability	Mutual of Omaha		Fully Insured	143		

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				9	17	3
Prescription				9	17	3
Dental				9	17	3
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				43	35	4
Prescription				43	35	4
Dental				35	34	2
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?	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?	None at this time
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, critical illness, hospital indemnity, accident insurance

FY 2026 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	254	172/172	335/900
Prescription	CVS Caremark	One Plan (grouped with Medical)	Self Insured	254	172/172	335/900
Dental	Delta Dental	PPO, Flex	Self Insured	243	167/167	322/862
Vision	EyeMed	12 Month, 24 Month	Fully Insured	226	164/164	311/836
Life	The Hartford	1 X Annual Salary with Max of \$100,000	Fully Insured	890		
Long-term Disability	The Hartford	Base Plan 40%	Fully Insured	890		

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	27	28/28	15/31
Prescription	CVS Caremark	One Plan (grouped with Medical)	Self Insured	27	28/28	15/31
Dental	Delta Dental	PPO, Flex	Self Insured	28	31/31	15/29
Vision	EyeMed	12 Month, 24 Month	Fully Insured	31	32/32	14/26
Life	The Hartford	If taking any Health Coverages above, they receive coverage thru	Fully Insured	78	Offered on the retiree only	Offered on the retiree only
Long-term Disability	NA					

1

	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	NA					
Prescription	NA					
Dental	NA					
Vision	NA					
Life	NA					
Long-term Disability	NA					

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?	PPO: \$2,000, Flex: \$1,500
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 (Traditional & Roth Options)

FY 2026 Maryland County Government Health Benefits Survey

Wicomico

Person Responding:	Kaitlin Garvin
Title:	Human Resources Manager - Benefits
Phone:	410-334-3105
Email:	kgarvin@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 of MD	EPO & PPO	self insured	278	105	107
Prescription	CareFirst of MD	PPO	self insured	278	105	107
Dental	CareFirst of MD	PPO	self insured	278	105	107
Vision	CareFirst of MD/ Davis Vision	PPO	self insured	278	105	107
Life	American Fidelity & Mutual of Omaha	Whole Life & Term	fully insured	231	95	49
Long-term Disability	Mutual of Omaha		fully insured	583	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 of MD	EPO & PPO	self insured	58	19	14
Prescription	CareFirst of MD	PPO	self insured	58	19	14
Dental	CareFirst of MD	PPO	self insured	58	19	14
Vision	CareFirst of MD/ Davis Vision	PPO	self insured	58	19	14
Life	NA					
Long-term Disability	NA					

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	272	N/A	N/A
Prescription	United Healthcare	PPO	fully insured	272	N/A	N/A
Dental	CareFirst of MD	PPO	self insured	258	N/A	N/A
Vision	CareFirst of MD/ Davis Vision	PPO	self insured	260	N/A	N/A
Life	NA					
Long-term Disability	NA					

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?	No
Please describe any innovative measures enacted for medical/prescription cost control for active employees and their dependent(s).	participate in a consortium group, implimented a Marathon Health Center for those enrolled in coverage, hosted a benefit fair with onsite biometrics, & hosted onsite dental & vision exams
Please describe any innovative measures enacted for medical/prescription cost control for retirees and their dependent(s).	participate in a consortium group, transitioned to a Medicare Advantage plan with no copays or deductibles for medicare covered services.
Please list any voluntary benefits offered to employees (ex: supplemental life insurance, long term care insurance, cancer insurance, pet care insurance, financial/legal, etc.)	Group & Individual life insurance, long-term care, cancer, accident, short-term disability, hospital indemnity, critical illness, FSA, 457b (pre & post tax), pet insurance

FY 2026 Maryland County Government Health Benefits Survey

Worcester

Person Responding:	Stacey Norton
Title:	Human Resources Director
Phone:	410-632-0090 ext. 1401
Email:	snorton@worcestermhd.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 Blue Cross/Blue Shield	Blue Choice Advantage with PPO Overlay	Self Insured	680	422	687
Prescription	CVS/Caremark		Self Insured	680	422	687
Dental	Carefirst Blue Cross/Blue Shield		Self Insured	823	611	654
Vision	VSP		Fully Insured	808	661	495
Life	Guardian	Full time employees only & 100% funded by county	Self Insured	All the same plan		
Long-term Disability	Guardian	Full time employees only & 100% funded by county	Self Insured	All the same plan		

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 Choice Advantage with PPO Overlay	Self Insured	active numbers above		
Prescription	CVS/Caremark		Self Insured			
Dental	Carefirst Blue Cross/Blue Shield		Self Insured			
Vision	VSP		Fully insured			
Life	NA					
Long-term Disability	NA					

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	1,211	0	0
Prescription	CVS/Caremark		Self Insured	1,211	0	0
Dental	Carefirst Blue Cross/Blue Shield		Self Insured			
Vision	VSP		Self Insured			
Life	NA					
Long-term Disability	NA					

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).	We utilize Prudent Rx for specialty medications as a cost savings program and also Good Rx.
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.



Fiscal 2026 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 2026 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 2026 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%, increasing after 01/01/2026 to 8.25%	6.75%	7.25%. For classifications represented by IAFF only, increasing to 8.00% after 01/01/2026
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. In addition to the changes made in FY2025, the County passed Bill 59-25 which made the following plan changes: Extended DROP participation for a seventh year for classifications of CPS/CJPS in Corrections plan. Increased the number of participants represented by IAFF who may go into the DROP each month from 4 per month to 20 per calendar quarter (with a FY cap of 72). In the Police Plan, increased the annual interest rate earned on a participant's account during the DROP period from 4.25% to 5.00% for those going into DROP on or after July 1, 2025. In the Fire Plan, increased the annual interest rate earned on DROP account for participants in IAFF who enter DROP after July 1, 2025 from 4.25% to 5.00%. The remaining participants in that plan (Battalion Chiefs up through Chief) who enter DROP after July 1, 2025, will have an annual interest increase to 4.75%. Starting January 1, 2026, employee pension contribution for IAFF members will increase from 7.25% to 8.00%. Participants in the Fire Plan who are not represented by IAFF will continue to contribute 7.25% of their annual basic pay. Effective January 1, 2026, employee pension contributions for all participants in Police Plan will increase from 7.25% to 8.25%.

FY 2026 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)	Yes	Yes	Yes	No
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.	
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 2026 Maryland County Government Pension Survey

Baltimore County

Person Responding:	Patricia Razo
Title:	Retirement Administrator
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	1/70th 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. Except for members on Pay schedule I-E; Emergency Communications Managers on pay schedule VI-P, and the Emergency Communications Chief and Assistant Chief on pay schedule XII. This is effective 7/1/2026 (Bill 33-25).	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%	10.87% if hired <7/1/14 or 11.37% 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.

Baltimore County cont'd

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

Bill 33-25: Deferred Retirement Option Program – Police Hired on or After July 1, 2007. (c) Subject to the time limitation in subsection (d) of this section, a member may select the following DROP period: 3 YEARS IF THE MEMBER HAS 28 YEARS OR MORE OF QUALIFYING SERVICE. **Beginning July 1, 2026**, emergency communications members on pay schedule I-e, emergency communications managers on pay schedule VI-P and the emergency communications Chief and assistant Chief on pay schedule XII are eligible for normal service retirement after thirty (30) years of creditable service or at age sixty-seven (67) and completion of ten (10) years of creditable service. **Average Final Compensation.** (a) (3) beginning July 1, 2026, members hired on or after July 1, 2007 on pay schedule I-E, Emergency Communications Managers on pay schedule VI-P, and the Emergency Communications Chief and Assistant Chief on pay schedule XII shall have their average final compensation based on the twelve (12) consecutive calendar months affording the highest average. **An employee of the Fire Department who is a member, beginning January 1, 2015, an employee of the Police Department on pay schedule VII who is a member, [and] beginning on June 30, 2018, an employee on pay schedule I-E, AND BEGINNING ON JULY 1, 2025, EMERGENCY COMMUNICATIONS MANAGERS ON PAY SCHEDULE VI-P AND THE EMERGENCY COMMUNICATIONS CHIEF AND ASSISTANT CHIEF ON PAY SCHEDULE XII,** at the time of retirement shall receive membership service for unused sick leave in accordance with the formula that sixteen (16) days of unused sick leave are equal to one (1) month of membership service. One (1) additional month of membership service shall be granted if fractional days totaling eight (8) or more result from the application of this formula.

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 2026 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.

FY 2026 Maryland County Government Pension Survey

Caroline

Person Responding:	Audrey L. Jenkins
Title:	Payroll Specialist
Phone:	410-479-4090
Email:	ajenkins@carolinemd.org

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

Benefit	General/Civilian	Law Enforcement	Corrections	Fire/EMS
Social Security (employees subject to withholding)				
Plan Formula	2.0%	2.0%	2.0%	2.0%
Disability Provision	N/A	Yes	N/A	N/A
Earnings Include	Base Salary	Base Salary	Base Salary	Base Salary
Average Period for AFC	5 Years	3 Years or 5 Years depending on hire date	5 Years	5 Years
Normal Retirement Age	25 Years of Service or reaches age 62 with 5 Years of Eligibility Service.	Age 50, regardless of service; or 25 years of eligibilty service, regardless of age.	25 Years of Service or reaches age 62 with 5 Years of Eligibility Service.	25 Years of Service or reaches age 62 with 5 Years of Eligibility Service.
Employee Contributions	7%	7%	7%	7%
Cost-of-Living Increases	Yes	Yes	Yes	Yes

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

FY 2026 Maryland County Government Pension Survey

Carroll

Person Responding:	Robin Hooper
Title:	Division Manager
Phone:	410-386-2124
Email:	rhooper@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, plus Cred. Service after 07/1/2025 x2.5%xAFC	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, plus Cred. Service after 07/1/2025 x2.5%xAFC	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, plus Cred. Service after 07/1/2025 x2.5%xAFC
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.	9% of base pay.	9% of base pay.	9% 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.

Public Safety Pension Plan - Added new multiplier 2.5% for creditable service on or after 07/1/2025

FY 2026 Maryland County Government Pension Survey

Cecil

Person Responding:	Loren Anderson
Title:	Benefits Specialist
Phone:	410-996-8478
Email:	landerson@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 a maximum of 25 years of service.	2% of AFC x creditable service, up to a maximum of 25 years of service.	2% of AFC x creditable service, up to a maximum of 25 years of service.
Disability Provision		Non-Service-Connected (5 years of service) 35%; Service-Connected 66%	Non-Service-Connected (5 years of service) 35%; Service-Connected 66%	Non-Service-Connected (5 years of service) 35%; Service-Connected 66%
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		Maximum of 2%	Maximum of 2%	Maximum of 2%

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

Public Safety Pension Plan (Law Enforcement, Corrections, EMS and 911 Dispatch), Amendment 10: Deferred Retirement Option Plan approved on January 22, 2025

FY 2026 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.

FY 2026 Maryland County Government Pension Survey

Frederick

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

Does your jurisdiction participate in the State pension system as a participating governmental unit? **Yes - Librarians & Soil Conservation employees 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.

DROP Plan for Corrections/Sheriffs 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 2026 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?

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 55 with 5 years of service	Earlier of: 25 years of services or attain age 55 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 2026 Maryland County Government Pension Survey

Harford

Person Responding:	Tiffany Stephens
Title:	Director of Human Resources
Phone:	410-638-4869
Email:	tsstephens@harfordcountymd.gov

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

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% x AFC x Years	State Pension Plan
Disability Provision			ORDINARY - same formula with service projected to age 62	
Earnings Include			REGULAR EARNINGS	
Average Period for AFC			before 2011 - highest three years after 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 2026 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 2026 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>No</p>

FY 2026 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? No

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)]	2.6% x average final earnings x your years of credited service up to 25 years +2.4% x average final earnings x 26 – 34 years of credited including any sick leave credits (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 26-31) +5% of average final earnings*sick leave credit up to 2 years
Disability Provision	Non-service-connected disability: 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. Service-connected disability: (partial disability) 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; (total disability) if greater than regular pension formula, participant receives 70% of final earnings.	Non-service-connected disability: 2.4%*Average Final Earnings*years of credited service up to 34 years include sick leave credits (up to 2 years). Benefit will be no less than 33 1/3% of your final earnings. Service-Connected Disability: (partial disability) 2.4%*greater of final earnings or average final earnings*years of credited service up to 34 years, including sick leave credits (up to 2 years), but no less than 52 1/2% of final earnings. Total disability: if greater than the regular pension formula, the participant receives 70% of final earnings.	Non-service-connected disability: 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% for sick leave credits used for up to 25 years; 2% for sick leave credits used for over 25 years); no less than 33 1/3% of final earnings. Service-connected: (partial disability) 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% for sick leave credits used for up to 25 years; 2% for sick leave credits used for over 25 years), no less than 52 1/2% of final earnings. Total Disability: if greater than regular pension formula, participant receives 70% of final earnings.	Non-service-connected disability: greater of amount calculated under regular pension or 33 1/3% of final earnings. Service-connected disability: (partial) greater of 52 1/2% of final earnings or amount calculated under regular pension. Total disability: 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 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 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.

Police: The benefit formula has changed effective 1/1/2025. The new formula is 2.6% x average final earnings x your years of credited service up to 25 years +2.4% x average final earnings x 26 – 34 years of credited, including any sick leave credits (up to 2 years)

FY 2026 Maryland County Government Pension Survey

Prince George's

Person Responding:	Xanvia Smith
Title:	Retirement Services Manager
Phone:	301-883-4713
Email:	xvsmith@co.pg.md.us pensions@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 (Police) No Deputy Sheriffs Yes	Yes	Yes
Plan Formula	State Pension Plan Provision County Pension Plan= 0 – 30 Years x FAS x 1% = Maximum 30%	Sworn Officers 0-20 Years Of Service x FAS (Final Average Salary) X 3%= Maximum 60% 21-30 Years Of Service x FAS (Final Average Salary) x 2.5% = Maximum 85% Deputy Sheriffs 0-20 Years Of Service x FAS (Final Average Salary) x 3% = Maximum 50% 21-30 Years Of Service x FAS (Final Average Salary) x 2.5% = Maximum 75%	0 – 20 Years of Service x FAS (Final Average Salary) x 3% = 60% Maximum 21 – 30 Years of Service x FAS (Final Average Salary) x 2.5% = 85% Maximum	0 – 20 Years of Service x FAS (Final Average Salary) x 2.5% = 50% Maximum 21 – 30 Years of Service x FAS (Final Average Salary) x 2.5% = 75% Maximum
Disability Provision	State Pension Plan (MSRA) provisions County Plan-No Disability Provision	<i>Sworn Officers</i> <i>Service Connected Disability 55% of average salary</i> <i>Non-Service Connected Disability 50% of average salary</i> <i>Note: Must have completed 5 years of continuous service.</i> <i>Deputy Sheriffs</i> <i>Service Connected Disability 70% for the 1st year (60% thereafter)</i> <i>Non-Service Connected Disability Based on years but no less than 30%</i> <i>Note: Must have completed 5 years of continuous service as a Prince George's County Deputy Sheriff to be eligible</i>	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	Base Salary
Average Period for AFC	AFC- five (5) highest earnings over five (5) consecutive years	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	County/MSRA- Age 60 with 15 or more years of eligibility service Age 65 with 10 or more years of eligibility service RULE OF 90—the sum of your age and years eligibility service equals 90 30 years of service	25 Years of Service or Age 55	25 Years of Service or Age 55	25 Years of Service or Age 55
Employee Contributions	County Plans- rates range between 1.67% -7.85% of base salary based upon department and position. Rates are determined by actuaries and updated annually. MSRA-Non-Contributory	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	County Plan -No MSRA-yes as regulated by the provisions on their website.	Yes	Yes	Yes

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

FY 2026 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 2026 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 Fiscal Years	3 Highest Fiscal Years	3 Highest Fiscal Years	3 Highest Fiscal Years
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

FY 2026 Maryland County Government Pension Survey

Wicomico

Person Responding:	Kaitlin Garvin
Title:	Human Resources Manager - Benefits
Phone:	410-334-3105
Email:	kgarvin@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)	Yes	yes	yes	n/a
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	n/a
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)	n/a
Earnings Include	Highest 36 months of salary	Highest 36 months of salary OR 66 2/3% of salary for accidental disability	Highest 36 months of salary	n/a
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	n/a
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	n/a
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	n/a
Cost-of-Living Increases	N/A	Yes - 2.5% as of 1st of fiscal year following 1 full calendar year of retirement	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