

MONTGOMERY COUNTY, MD

Personnel Management Review

**Merit System Employment Profile
Turnover Analysis
Wage and Salary Comparability**

**Montgomery County Government
Office of Human Resources
Classification and Compensation Team
101 Monroe Street, 8th floor
Rockville, MD 20850**

April 2009



(A1)

MONTGOMERY COUNTY GOVERNMENT

Personnel Management Review

Merit System Employment Profile
Turnover Analysis
Wage and Salary Comparability

Montgomery County Government
Office of Human Resources
Classification and Compensation Team
101 Monroe Street, 8th Floor
Rockville, Maryland 20850
(240) 777-5041 / TTY 777-5126

(A2)

Personnel Management Review

Table of Contents

	Page
Introduction	
Merit System Employment Profile	
General Workforce Statistics	1-1
Pay Grade and Salary Distribution	1-6
Collective Bargaining	1-8
Leave Usage and Balances	1-10
Tuition Assistance	1-11
Equal Employment Opportunity (EEO)	1-12
Temporary and Seasonal Employees	1-17
Turnover Analysis	
Summary - Turnover History	2-1
Separated Employee Analysis	2-2
Wage and Salary Comparability	
Comparison of Pay Increases to CPI	3-1
Comparison of Pay Increases to Private Sector	3-3
Eligibility for Service Increments	3-5
Wage and Salary Comparisons	3-6

Montgomery County Government
Office of Human Resources
Classification and Compensation Team
101 Monroe Street, 8th Floor
Rockville, Maryland 20850

INTRODUCTION

The Personnel Management Review is compiled by the Office of Human Resources. The purpose of this report is to provide the County Council and the public with general information concerning the size and composition of the County government workforce; employee turnover rates and reasons for turnover; and information concerning the comparability of County salary ranges with those of public and private sector organizations in the Washington/Baltimore metropolitan area.

Additional information concerning the County government workforce and employee compensation is presented in the County Executive's Recommended FY2009 Operating Budget and Public Services Program.

Any questions concerning information contained in this report may be directed to Kaye Beckley, Division Manager, Business Performance and Operations, Office of Human Resources at (240) 777-5041.

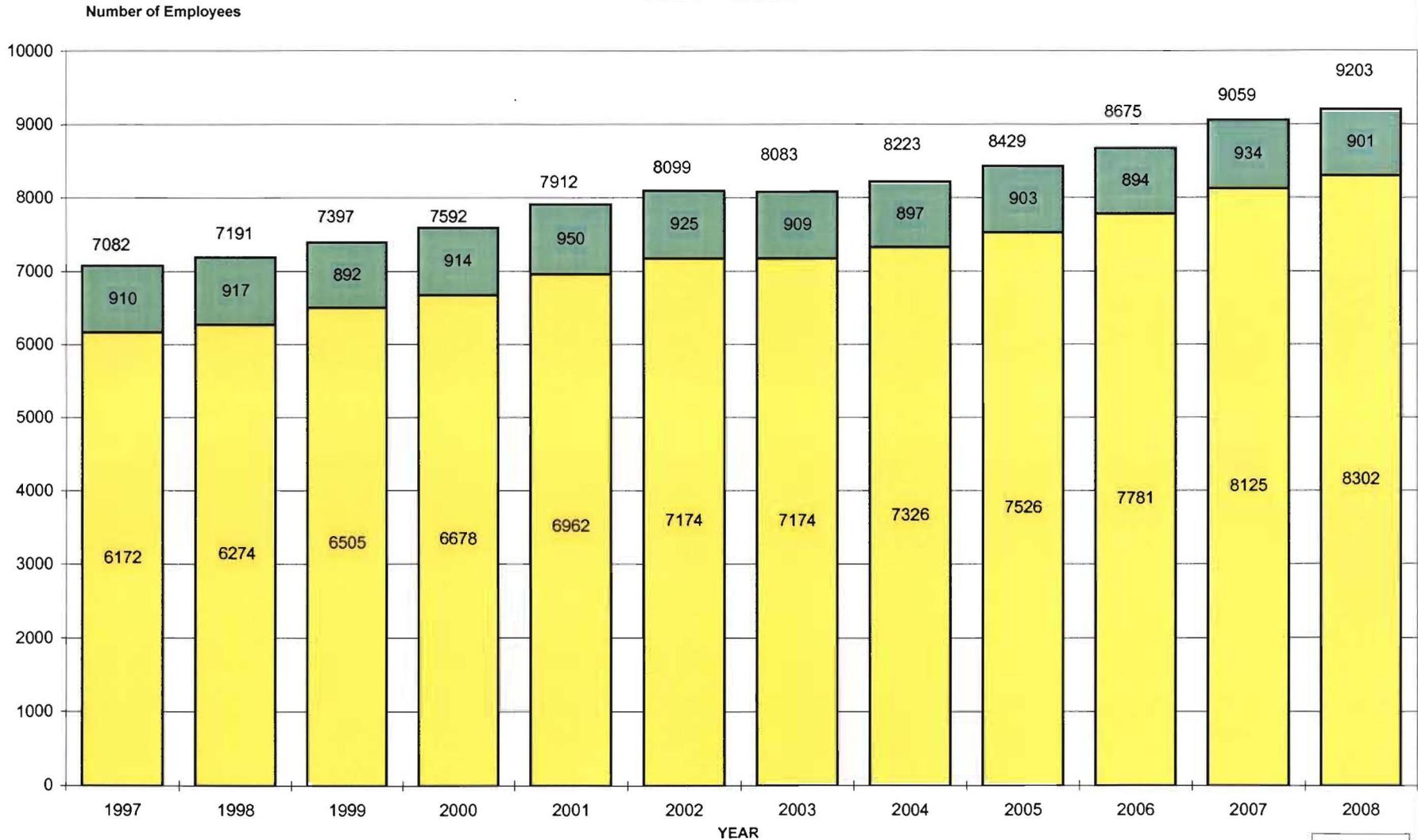
MERIT SYSTEM EMPLOYMENT PROFILE

Note: Data presented in this section on pages 1-1 through 1-12 are based on merit system permanent employees only. Data on temporary and seasonal employees are presented on pages 1-17 through 1-19. Elected and appointed officials, paid members of boards, committees, and commissions, and judicial branch employees are excluded from this analysis. Unless otherwise noted, the data reflect the employee population as of the final payroll of each calendar year.

The reader is cautioned that the data in this profile are based on calendar year figures and reflect actual employee counts as of the end of calendar years 1997 through 2008. The recommended operating budget is fiscal-year based. Therefore, these data may not directly correlate to the FY09 recommended personnel complement.

AS

Merit System Permanent Employees 1997 - 2008

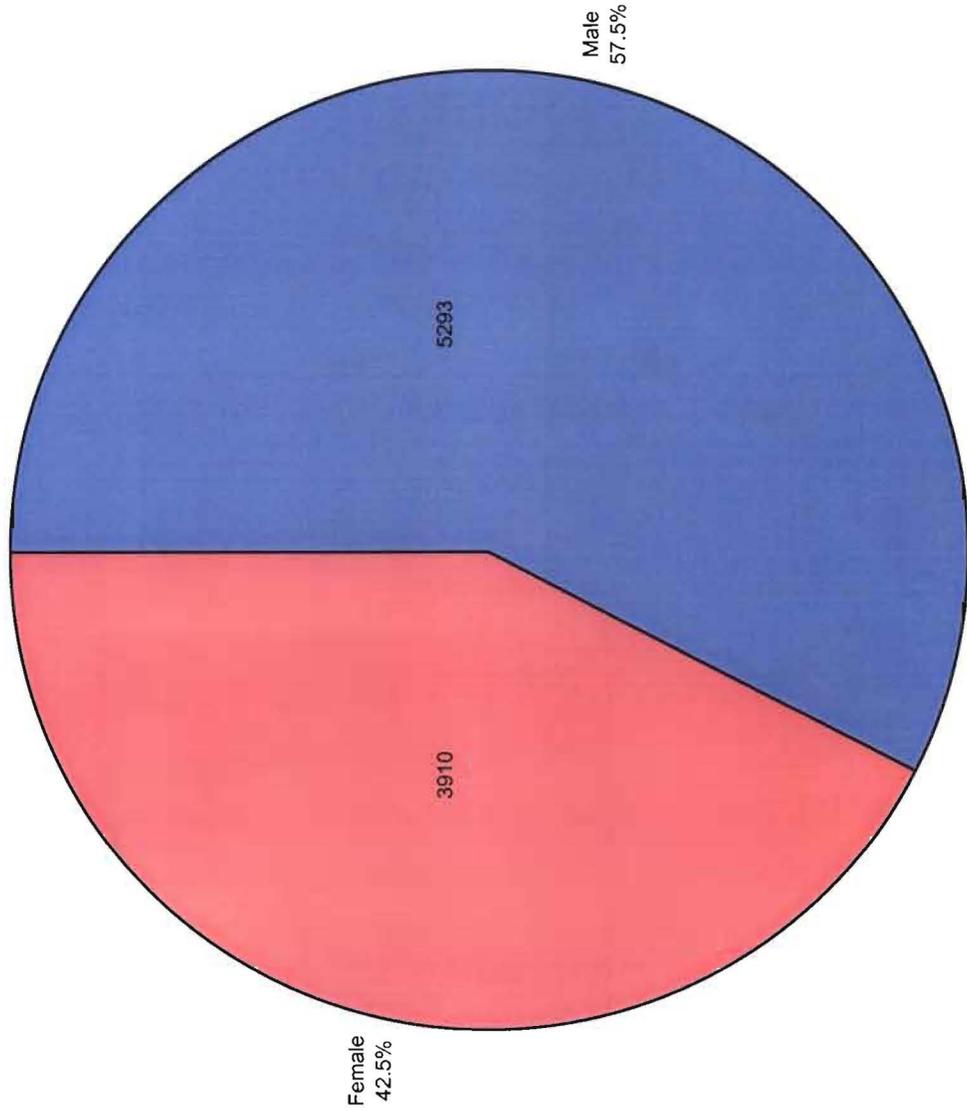


NOTE: Excludes temporary employees, elected and appointed officials, paid members of boards and commissions, and judicial branch employees

■ Part-time
■ Full-time

A-6

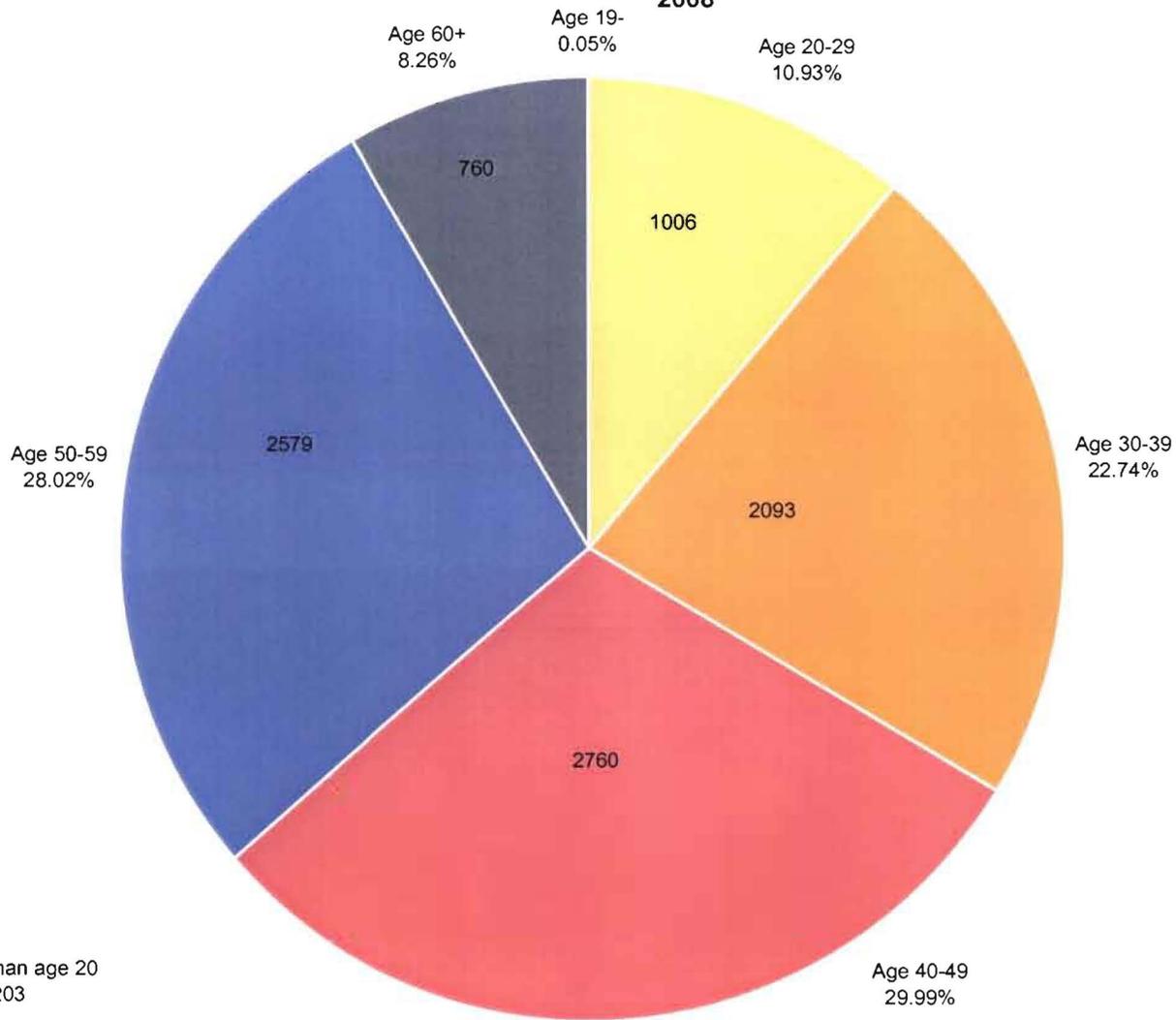
Permanent Employees by Gender
2008



Total employees: 9203

(A7)

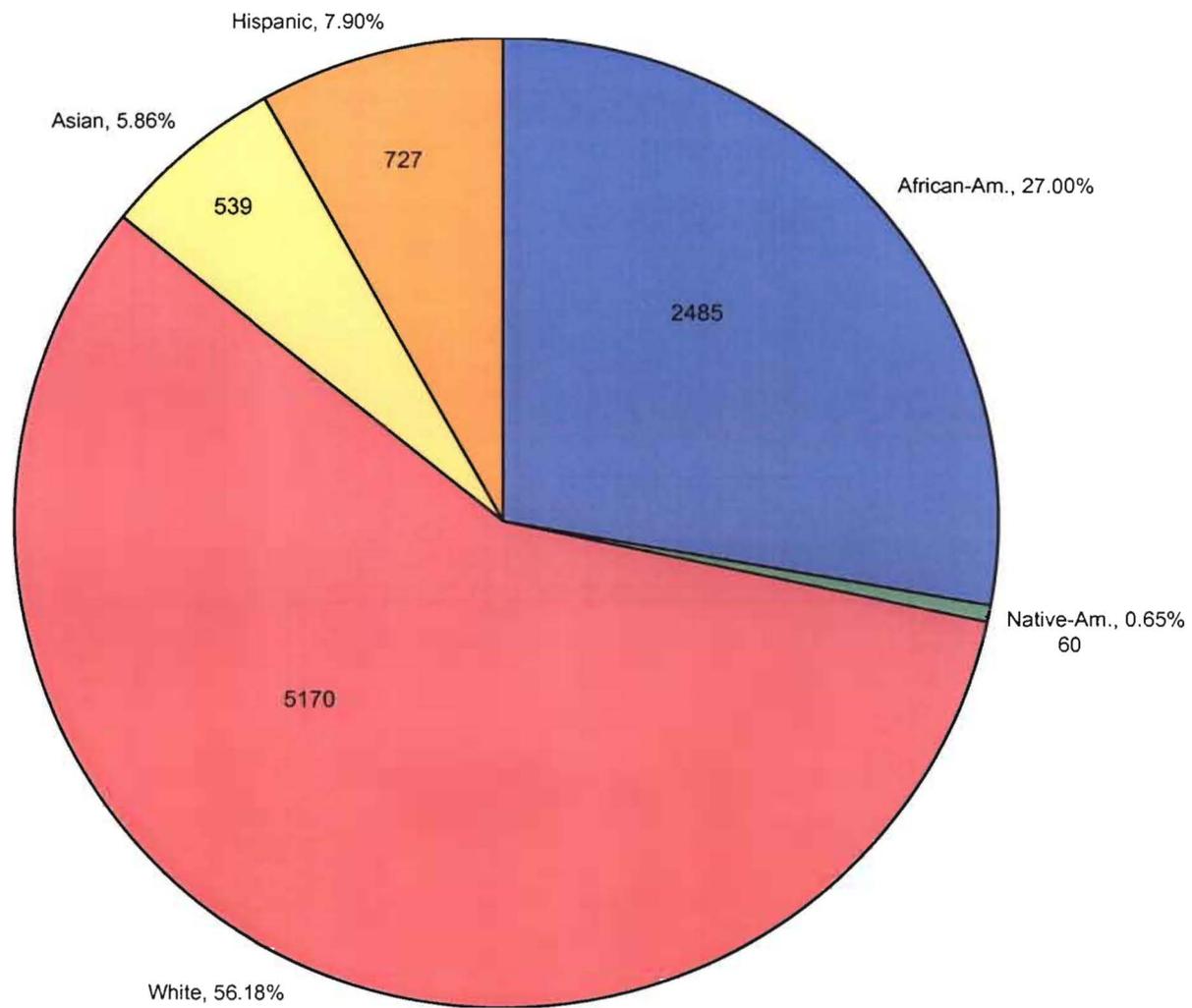
**Permanent Employees by Age
2008**



NOTE: Excludes temporary employees, elected and appointed officials, paid members of boards and commissions, and judicial branch employees

(AS)

Permanent Employees by Race/Ethnicity
2008



222 Employees unreported (2.41%)

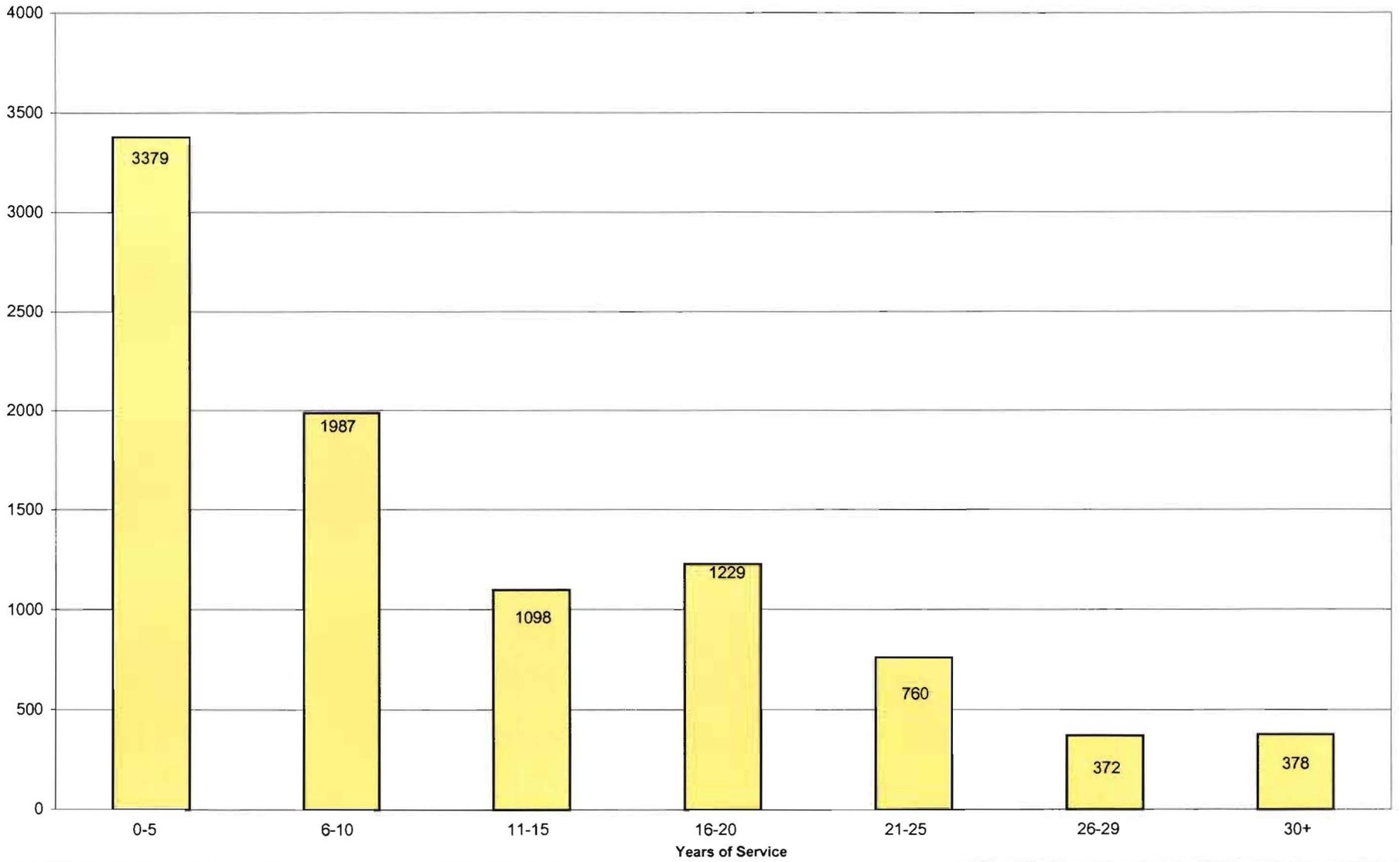
179

Length of Service

Permanent Employees - 2008

Total Employees: 9203

Number of employees



A10

**Average Annual Salary - 2008
Full-Time Employees**

<u>Grade</u>	<u>Number of Employees</u>	<u>Average Annual Salary*</u>	<u>Grade</u>	<u>Number of Employees</u>	<u>Average Annual Salary</u>
A1	137	\$97,772	P1	37	\$48,098
A2	32	\$116,657	P2	141	\$50,383
A3	20	\$134,959	P3	108	\$56,677
B1	111	\$86,881	P4	653	\$76,426
B2	129	\$105,448	P5	62	\$88,008
B3	28	\$122,764	5	4	\$36,771
B4	12	\$131,582	7	4	\$28,304
B6	4	\$153,014	8	25	\$37,998
C1	21	\$91,710	9	28	\$36,132
C2	5	\$107,522	10	43	\$36,145
C3	29	\$41,176	11	14	\$37,232
C4	79	\$48,780	12	57	\$43,914
C5	137	\$59,658	13	323	\$46,099
C6	44	\$79,168	14	187	\$43,341
D1	29	\$85,916	15	518	\$44,365
D2	11	\$96,377	16	475	\$54,004
D3	4	\$116,785	17	181	\$54,805
D4	1	\$135,715	18	491	\$59,827
F1	95	\$41,496	19	108	\$65,820
F2	284	\$48,331	20	283	\$64,420
F3	312	\$65,109	21	352	\$68,239
F4	213	\$79,603	22	162	\$71,297
G1	4	\$43,642	23	505	\$76,330
G2	19	\$43,186	24	360	\$81,227
G3	14	\$51,922	25	379	\$89,304
G4	61	\$68,752	26	96	\$92,724
H3	1	\$161,024	27	38	\$999,222
H4	1	\$191,682	28	118	\$103,821
J2	1	\$158,309	29	5	\$103,521
J3	2	\$162,359	31	1	\$125,010
J4	1	\$161,024	32	34	\$117,619
M1	23	\$145,944	34	1	\$136,495
M2	99	\$127,238			
M3	247	\$107,296			

Overall Weighted Ave.: \$68,669

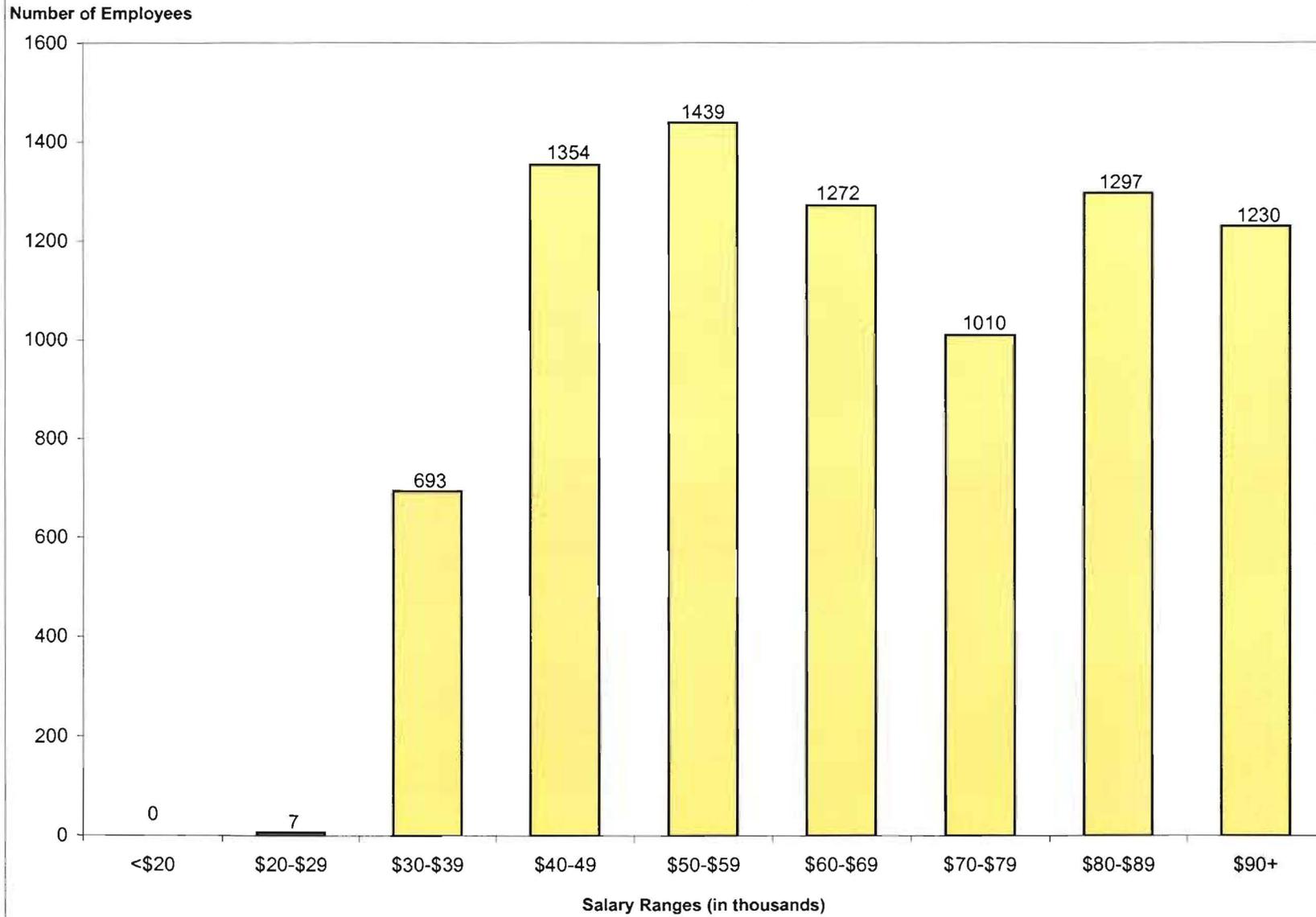
*Does not include overtime, shift or holiday pay

Note: A=Police Mgmt., B=Fire Mgmt., C=Corr. And Rehab. Mgmt., D=Deputy Sheriff Mgmt., F=Firefighter/Rescuer

G=Deputy Sheriff, H=Physician, J=Psychiatrist, M=Mgmt. Ldr. Svc., P=Police

(A11)

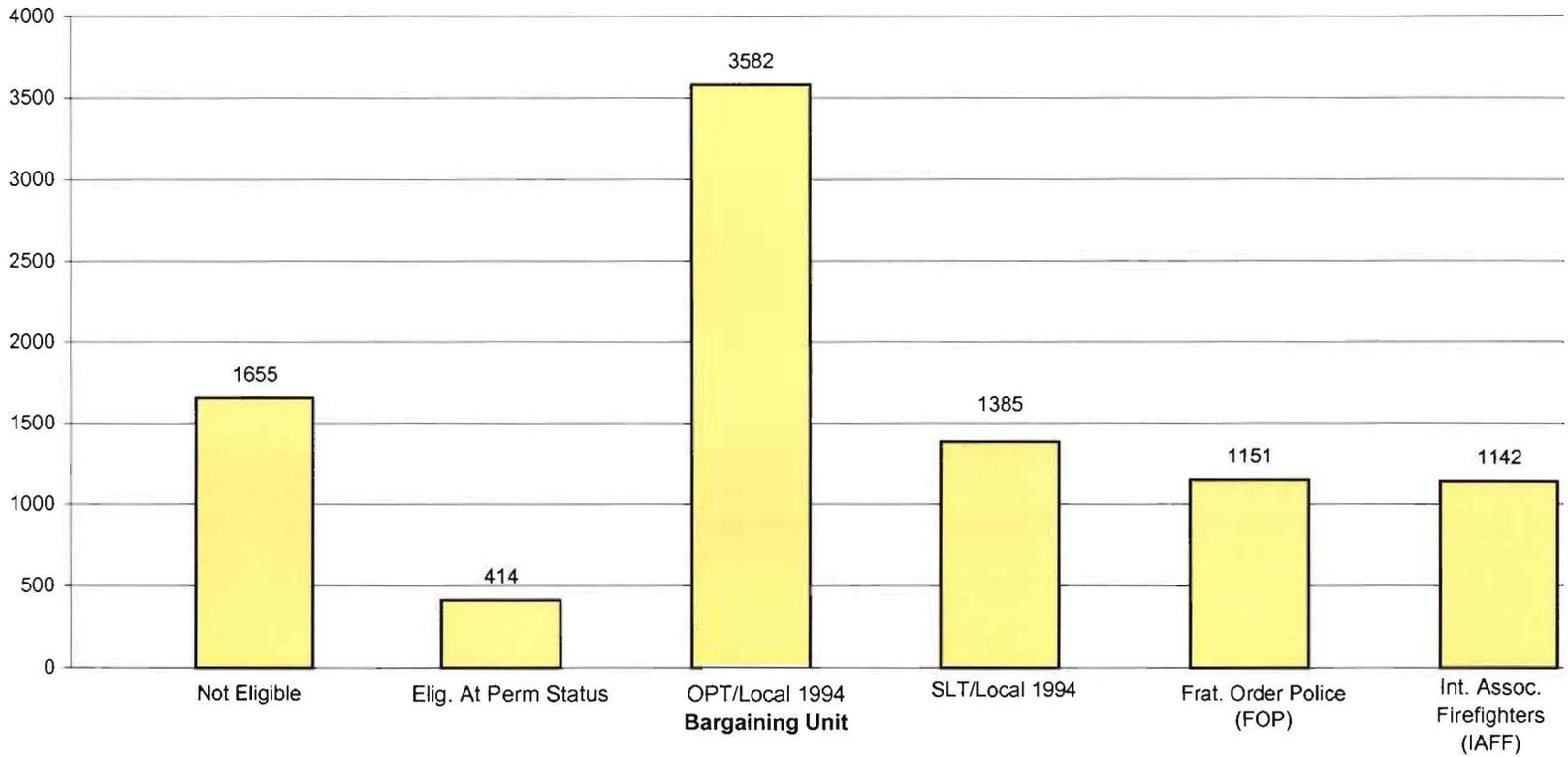
Employee Distribution by Annual Base Salary
Full-Time Employees as of December 2008



A12

Number of All Employees

Employee Representation by Bargaining Unit
Permanent Employees - 2008

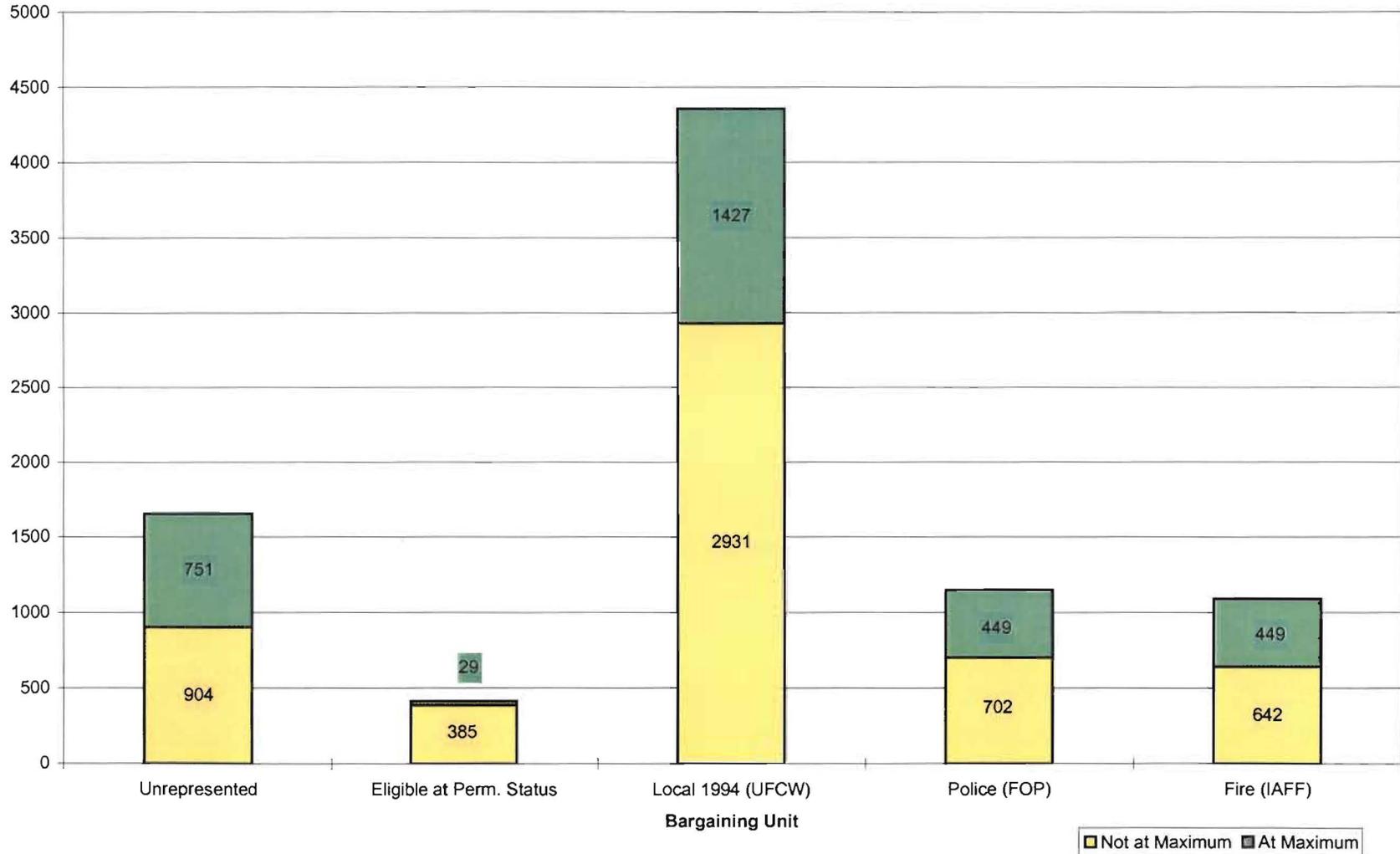


Total permanent employees: 9203

A13

Number of Employees

Eligibility for Service Increment Permanent Employees - 2008

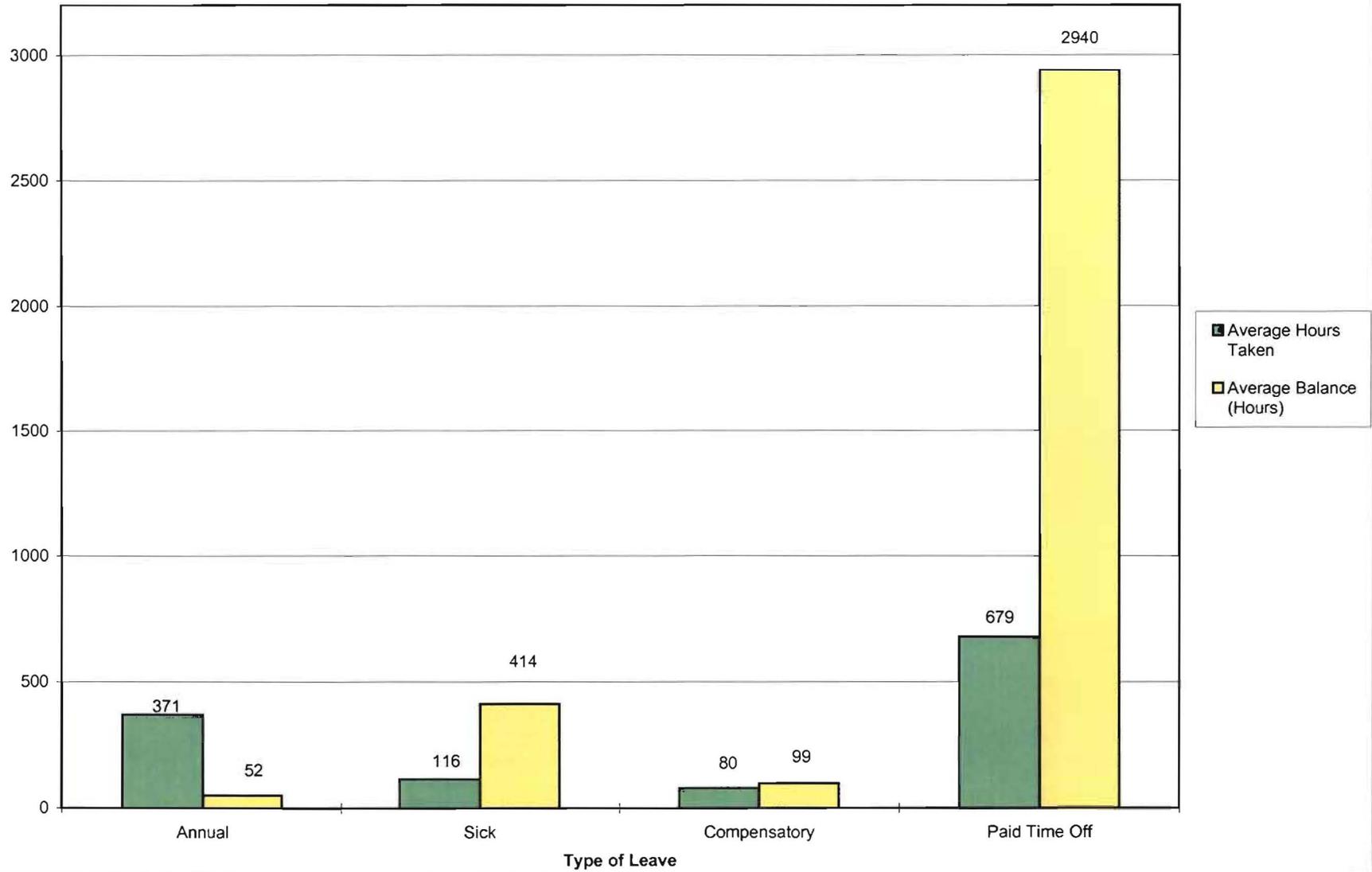


*Includes employees in the Management Leadership Service who are not eligible to receive service increments, but may receive performance based pay.

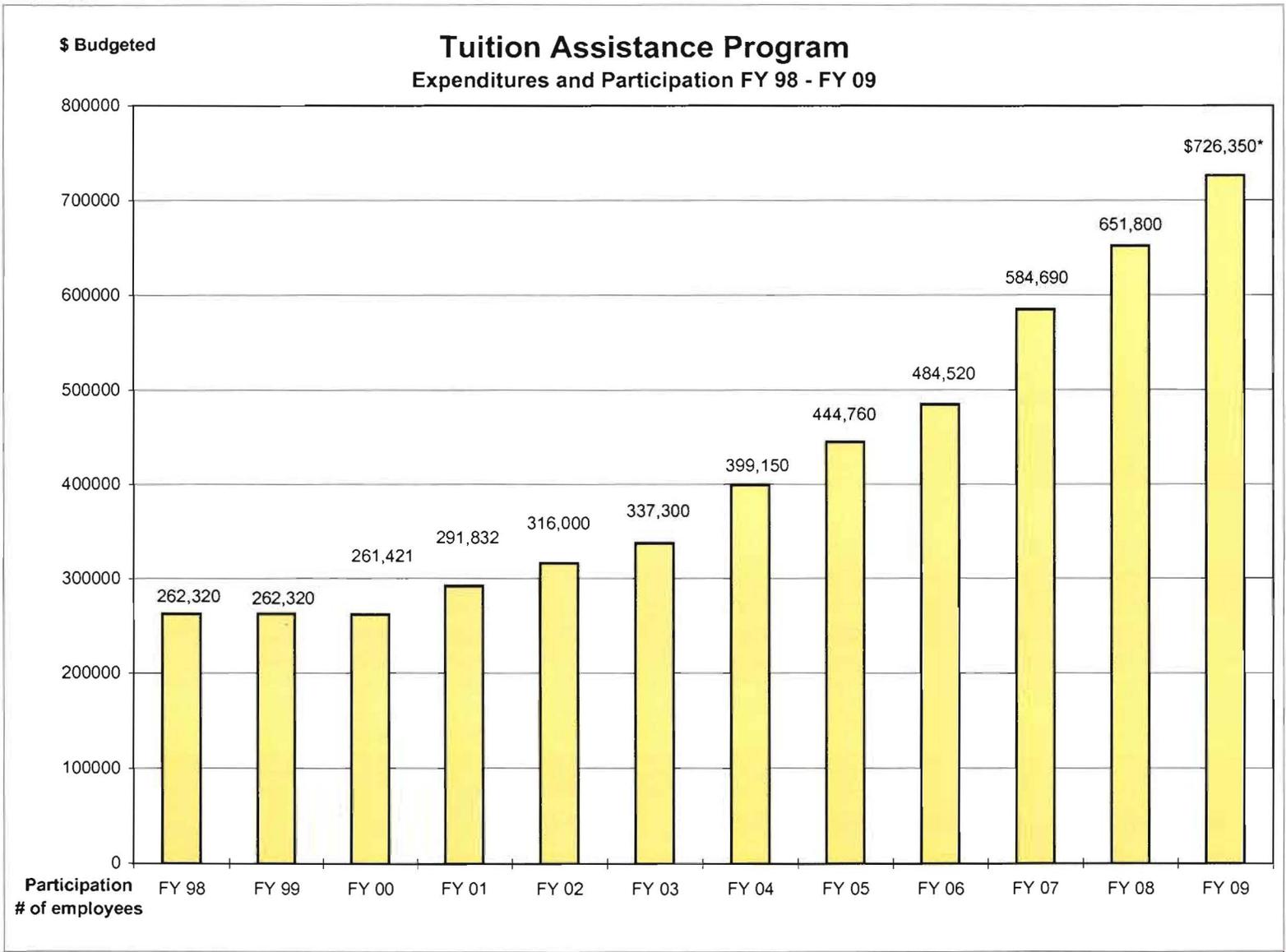
A14

Number of Hours

Average Leave Taken/Average Leave Balances Hours for Permanent Employees - 2008



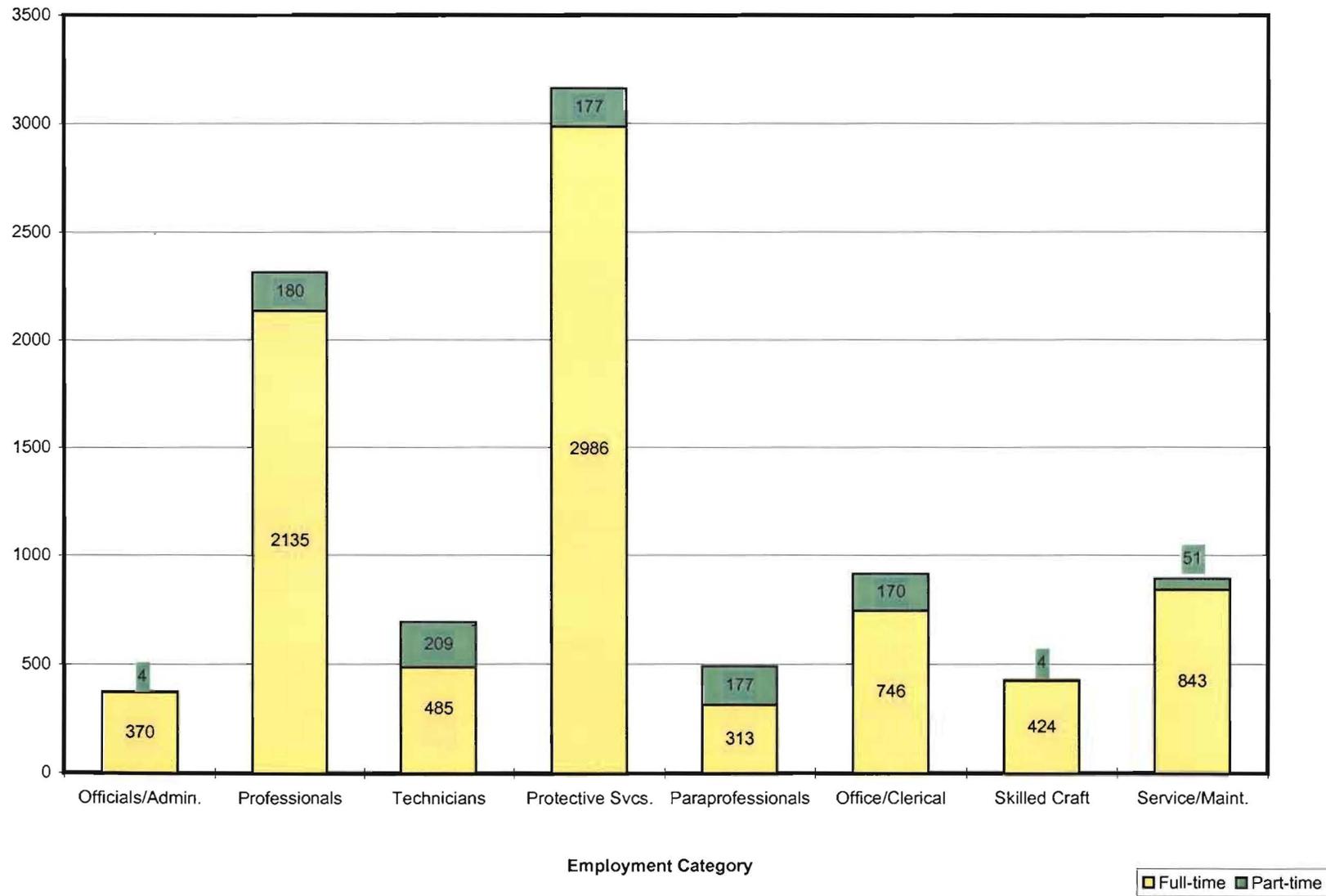
AIS



*Note: The actual number of participants will not be available until 6/30/09, as the data is maintained on a Fiscal Year basis. The \$726,350 represents funds appropriated for FY 09.

A/6

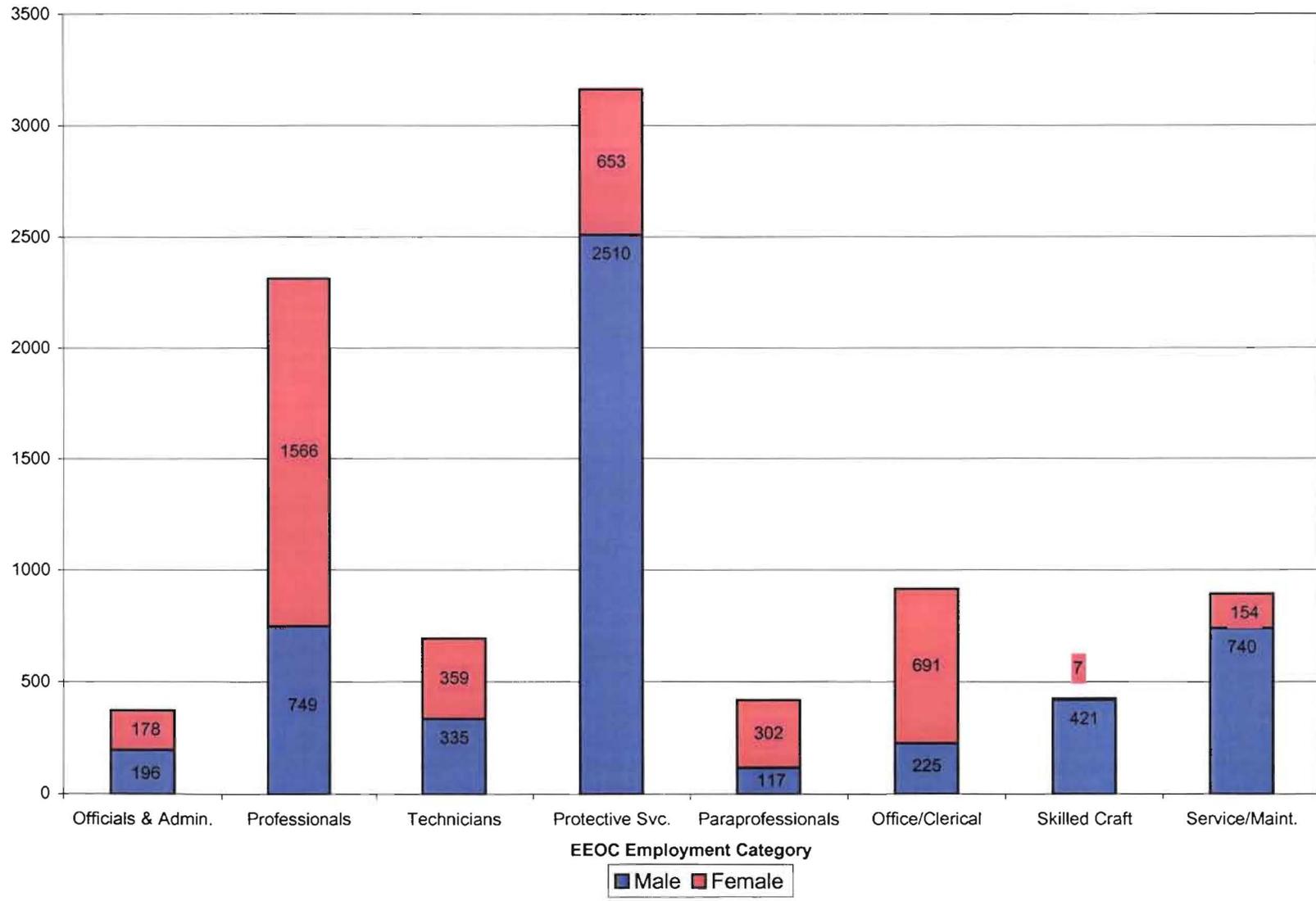
EEOC Employment Category
Permanent Employees - 2008



1917

Distribution by EEOC Employment Category & Gender Permanent Employees - 2008

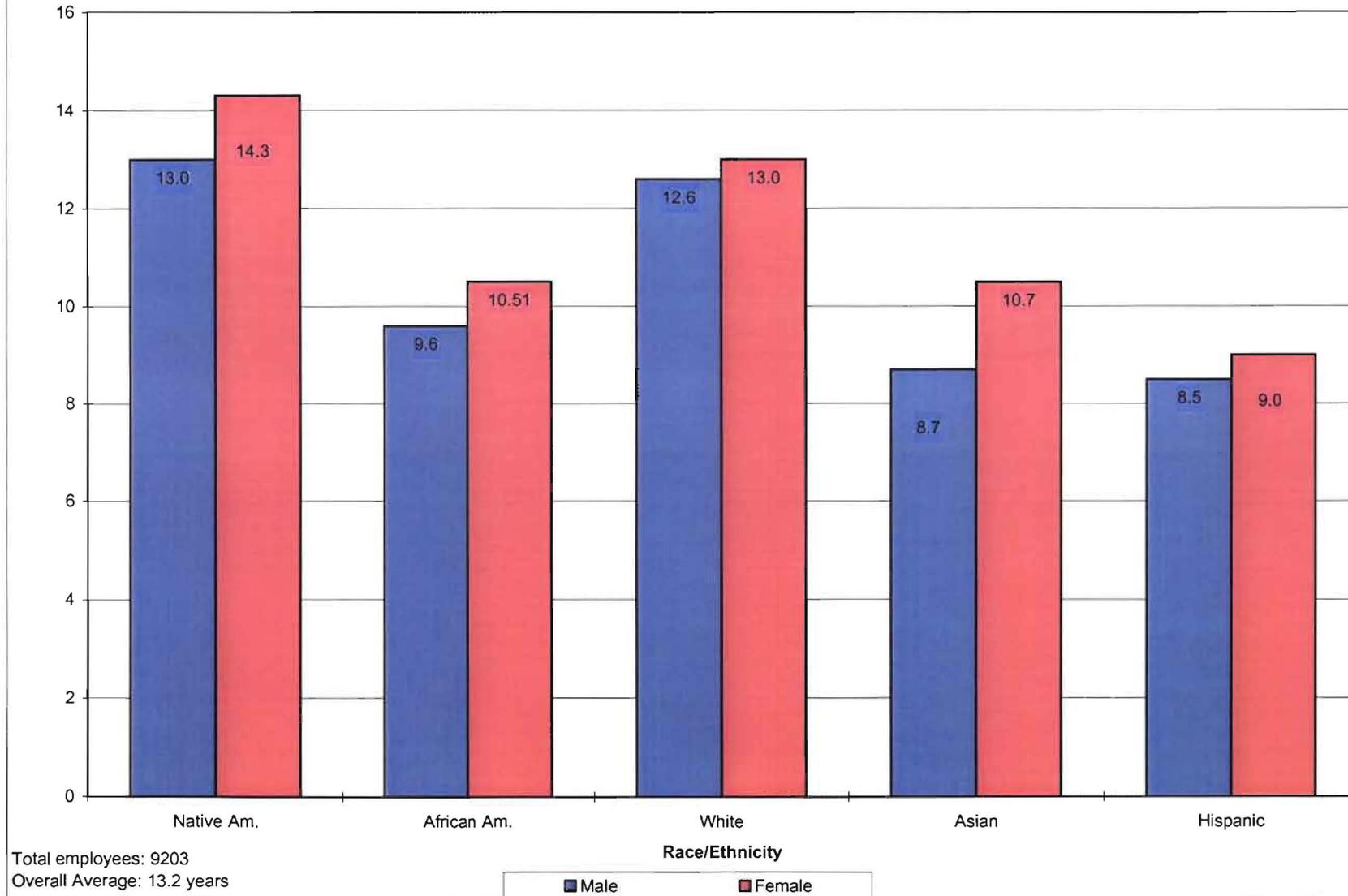
Number of employees



AHS

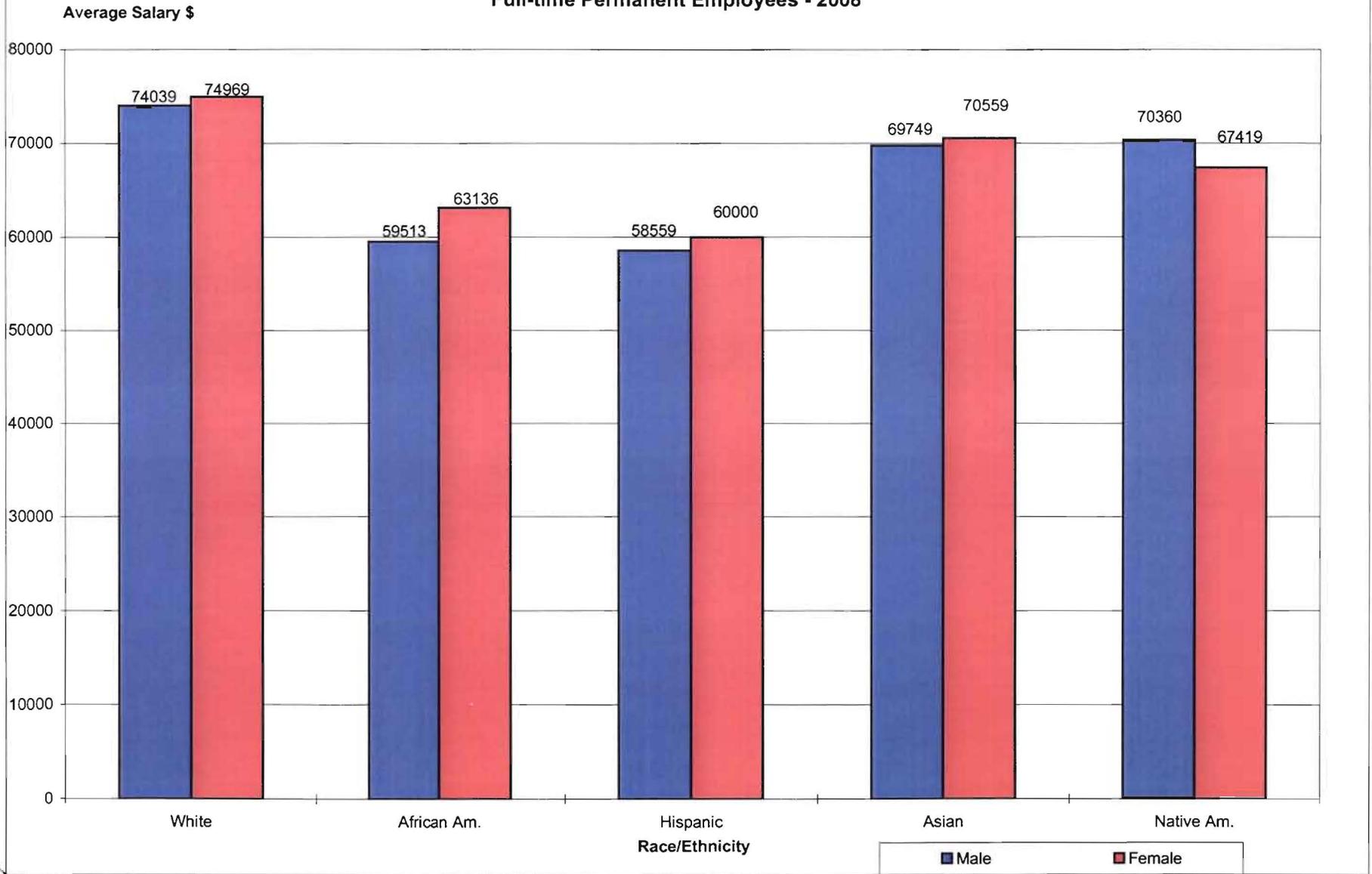
Average Length of Service by Gender and Race/Ethnicity - 2008

Length of Service (Years)



(A19)

Average Salary by Gender and Race/Ethnicity Full-time Permanent Employees - 2008



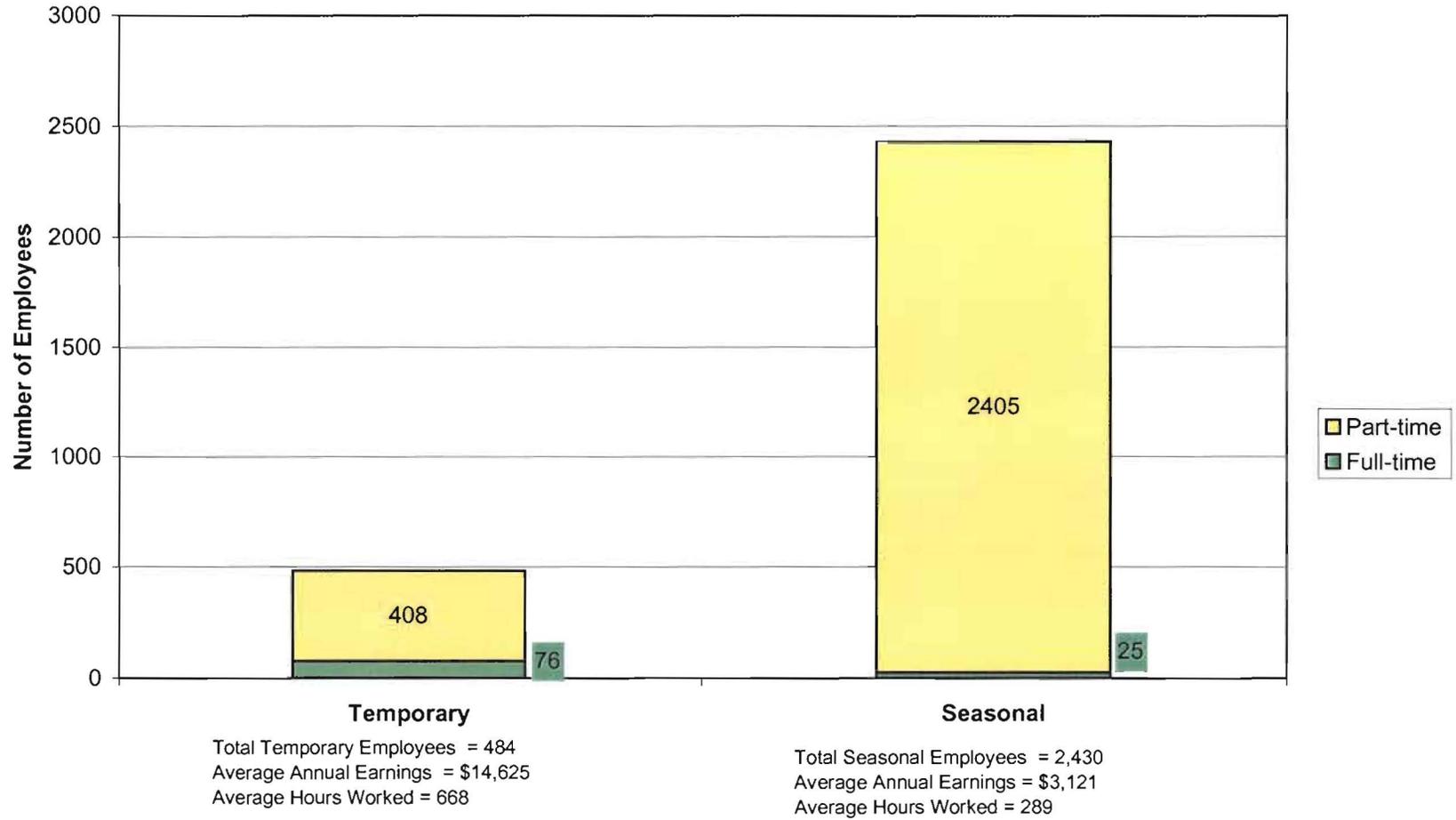
1720

**Distribution by Employment Category and Race/Ethnicity
Permanent Employees - 2008**

Race/Ethnicity	Employment Category	# Empl.	Percent	Race/Ethnicity	Employment Category	# Empl.	Percent
American	Officials & Administrators	1	0.02	Asian	Officials & Administrators	23	0.04
Indian	Professional	13	0.22		Professional	192	0.36
	Technicians	4	0.07		Technicians	36	0.07
	Protective Services	26	0.43		Protective Services	81	0.15
	Paraprofessionals	2	0.03		Paraprofessionals	70	0.13
	Office/Clerical	2	0.03		Office/Clerical	90	0.17
	Skilled Craft	5	0.08		Skilled Craft	22	0.04
	Service/Maintenance	7	0.12		Service/Maintenance	25	0.05
	Total	60	0.65		Total	539	5.90
African	Officials & Administrators	63	0.03	Hispanic	Officials & Administrators	12	0.02
American	Professional	533	0.21		Professional	187	0.26
	Technicians	150	0.06		Technicians	53	0.07
	Protective Services	650	0.26		Protective Services	169	0.23
	Paraprofessionals	96	0.04		Paraprofessionals	65	0.09
	Office/Clerical	301	0.12		Office/Clerical	91	0.13
	Skilled Craft	129	0.05		Skilled Craft	35	0.05
	Service/Maintenance	563	0.23		Service/Maintenance	112	0.15
	Total	2485	27.00		Total	727	7.90
White	Officials & Administrators	267	0.05		Tot. Race/Ethnicity Not Avail.	222	2.41%
	Professional	1335	0.26				
	Technicians	430	0.08				
	Protective Services	2197	0.42		Tot. Employees	9203	100%
	Paraprofessionals	178	0.03				
	Office/Clerical	411	0.08				
	Skilled Craft	218	0.04				
	Service/Maintenance	135	0.03				
	Total	5170	56.00				

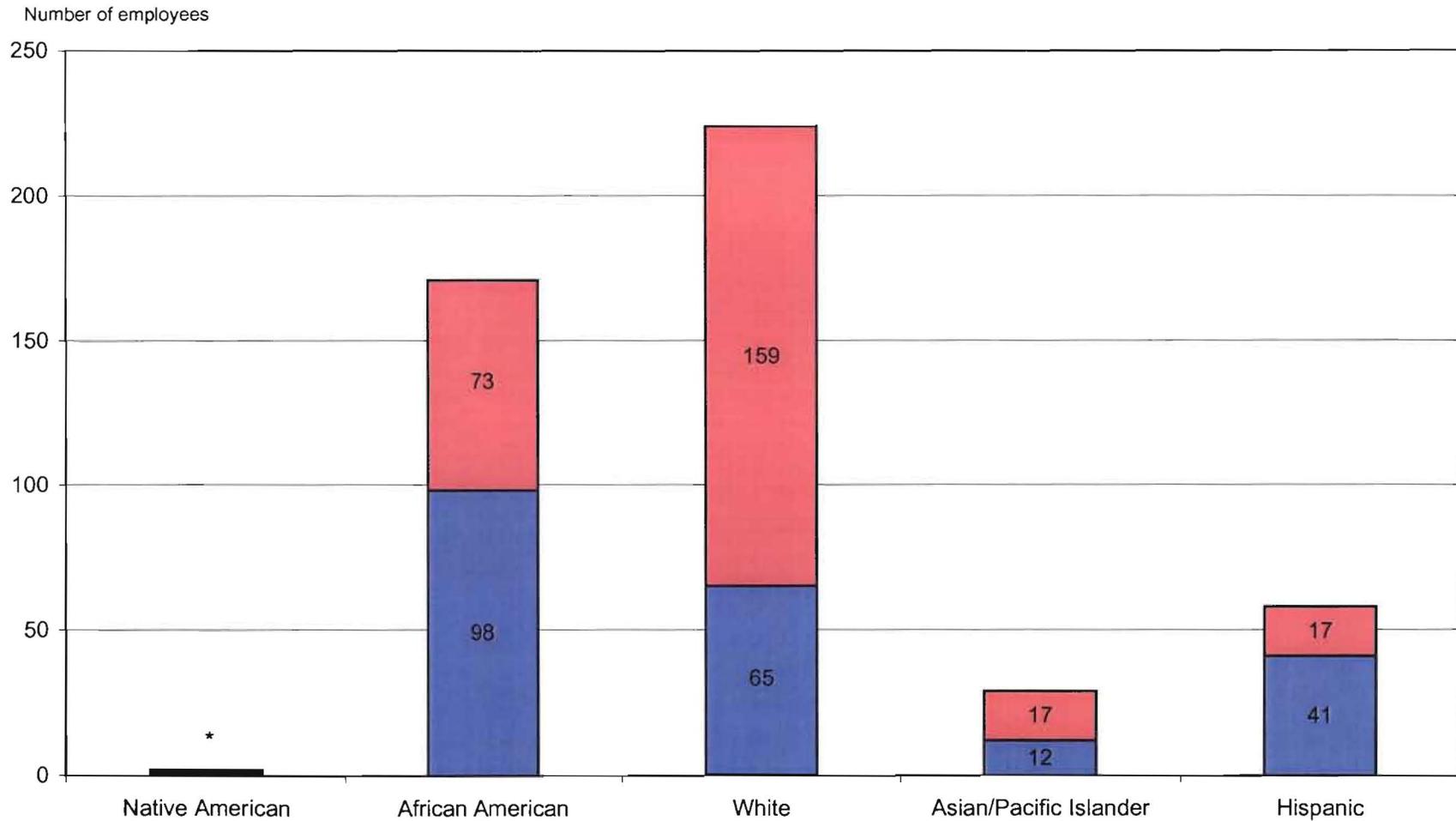
A21

Temporary and Seasonal Employees Full and Part-time - 2008



A22

Temporary Employees by Gender and Race - 2008



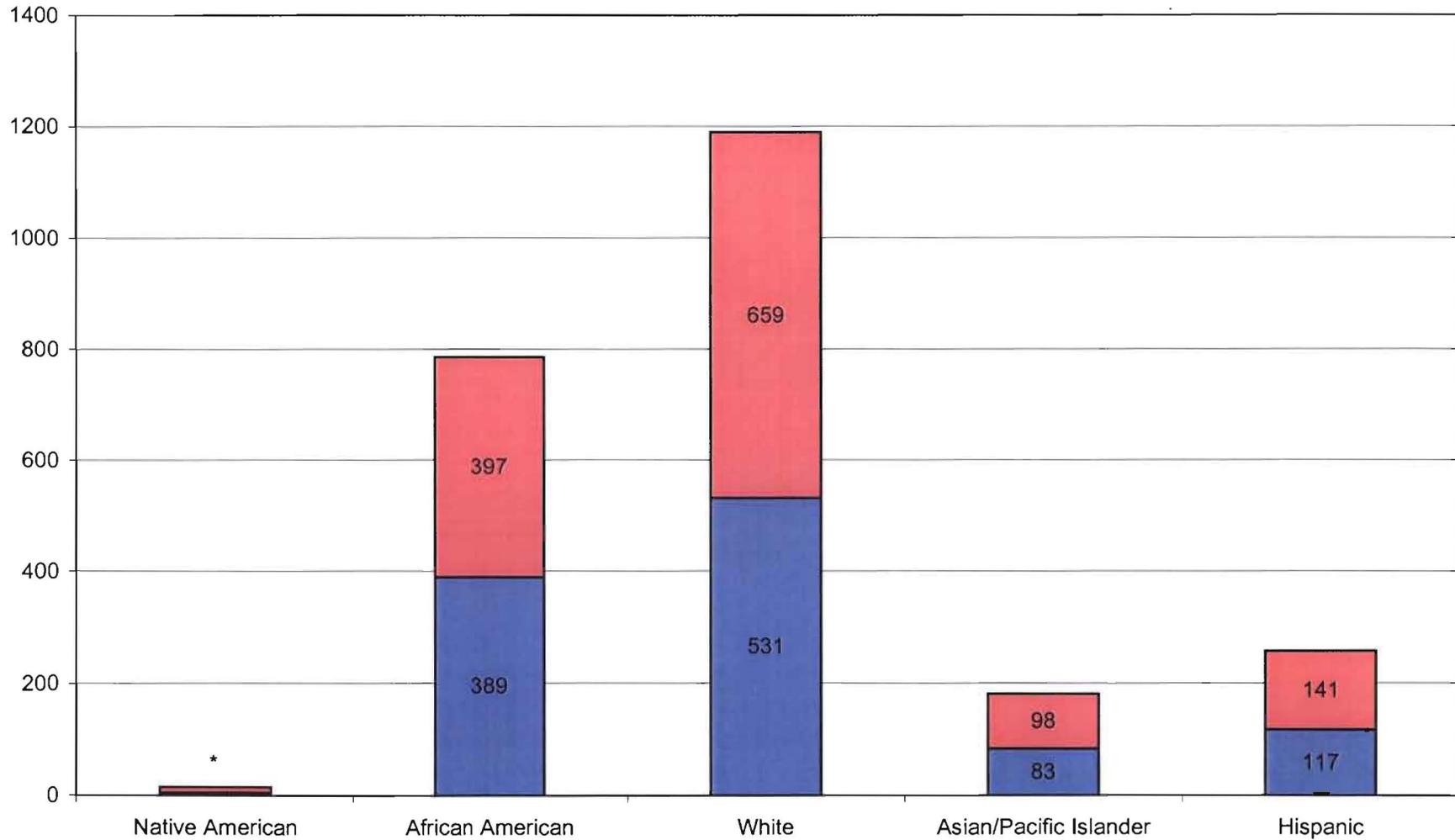
*Count reflects 1 Male, 1 Female
 Total Temporary Employees = 484
 Male = 217 (44.83%) Female = 267 (55.17%)
 Race/Ethnicity not avail. = 36

Female
 Male

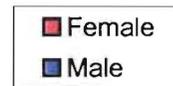
A23

Seasonal Employees by Gender and Race - 2008

Number of employees



*Count reflects 5 male, 10 female
 Total Seasonal = 2430
 Male = 1125 (46.30%) Female = 1305 (53.70%)
 Race/Ethnicity not avail. = 97



A24

TURNOVER ANALYSIS

A25

NUMBER OF SEPARATIONS BY REASON FOR SEPARATION CALENDAR YEARS 1998 - 2008

Separation Reason	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	% of 2008 total
Voluntary	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	
No return LOA/LWOP	9	7	12	12	11	12	7	10	2	8	4	0.68%
AWOL	0	1	1	6	7	3	4	3	11	8	8	1.37%
New job	62	46	91	65	42	0	0	0	0	0	0	0.00%
Non-specified personal reasons	141	183	186	165	133	108	159	194	174	199	180	30.77%
Relocation out of area					4	16	24	28	27	36	18	3.08%
Family responsibilities					2	8	7	5	12	10	23	3.93%
Better compensation					7	23	17	22	25	18	0	0.00%
More flexible work schedule					2	1	0	1	6	1	2	0.34%
Better working conditions					2	1	2	1	3	1	2	0.34%
More opportunity for advancement					4	21	14	6	24	16	14	2.39%
Easier commute					4	5	8	4	9	6	3	0.51%
Return to School					0	1	6	5	3	4	4	0.68%
Quit - no notice	0	5	5	8	6	4	2	1	3	2	8	1.37%
Normal retirement	87	61	90	75	146	145	122	104	123	123	172	29.40%
Early retirement	<u>19</u>	<u>20</u>	<u>20</u>	<u>22</u>	<u>26</u>	<u>34</u>	<u>30</u>	<u>40</u>	<u>32</u>	<u>32</u>	<u>54</u>	9.23%
Sub Total	318	323	405	353	396	382	402	424	454	464	492	84.10%
Involuntary												
Disciplinary	3	4	1	1	0	0	0	0	0	0	0	0.00%
Unsatisfactory performance	3	9	6	2	2	2	4	2	3	2	0	0.00%
Misconduct	8	6	1	6	6	2	5	7	5	4	7	1.20%
Non-disciplinary	11	2	0	1	0	2	3	4	0	0	1	0.17%
Excess absences	<u>3</u>	<u>6</u>	<u>3</u>	<u>5</u>	<u>0</u>	<u>3</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>0</u>	<u>1</u>	0.17%
Failed Probation				<u>22</u>	<u>23</u>	<u>19</u>	<u>23</u>	<u>16</u>	<u>22</u>	<u>37</u>	<u>28</u>	4.79%
Sub Total	28	27	11	37	31	28	35	30	31	43	37	6.32%
Management/fiscal												
Discontinued service retirement	14	5	13	19	7	28	12	5	7	2	0	0.00%
Reduction-in-force	3	1	0	1	0	2	3	0	0	0	3	0.51%
Lack of funding	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>	<u>2</u>	<u>3</u>	<u>3</u>	<u>0</u>	0.00%
Sub Total	17	6	13	20	7	32	15	7	10	5	3	0.51%
Medical/other												
Unknown/other	0	3	3	13	11	6	9	7	10	14	0	0.00%
Service-connected disability ret.	31	27	24	23	20	22	23	30	28	26	32	5.47%
Non-service con. disability ret.	13	13	19	17	14	11	12	10	21	16	9	1.54%
Other medical	5	1	0	0	1	7	3	3	13	2	5	0.85%
Death	<u>6</u>	<u>9</u>	<u>19</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>7</u>	<u>4</u>	<u>8</u>	<u>14</u>	<u>7</u>	1.20%
Sub Total	55	53	65	63	56	56	54	54	80	72	53	9.06%
TOTAL SEPARATIONS	418	409	494	473	490	498	506	515	575	584	585	
Total employees	7191	7397	7592	7912	8099	8083	8223	8429	8675	9059	9059	
TURNOVER RATE	5.81%	5.53%	6.51%	5.98%	6.05%	6.16%	6.15%	6.11%	6.63%	6.45%	6.46%	

A26

Turnover - Separations by Employment Category Permanent Employees- 2008

<u>Employment Category</u>	<u># of Separations</u>	<u>Percent of Total</u>
Officials & Administrators	25	10.26%
Professionals	172	27.56%
Technicians	56	8.97%
Protective Services	143	22.92%
Paraprofessionals	26	4.17%
Office/Clerical	64	10.26%
Skilled Craft	36	5.77%
Service Maintenance	62	9.94%
Category Unreported	<u>1</u>	<u>0.16%</u>
	585	100.00%

A217

Turnover - Separations by Race/Ethnicity Permanent Employees - 2008

<u>EEO Category</u>	<u># of Separations</u>	<u>Percent of Total</u>
White	292	49.91%
African American	174	29.74%
Hispanic	45	7.69%
Asian	43	7.35%
Native American	4	0.68%
Race/Ethnicity Unreported	27	4.62%
	585	100.00%

A28

WAGE & SALARY COMPARABILITY

PAY INCREASES - MONTGOMERY COUNTY GOVERNMENT EMPLOYEE NOT AT MAXIMUM SALARY (1)

**vs.
CONSUMER PRICE INDEX (CPI)**

Year	MCG GWA	MCG Service Increment (2)	Total MCG Pay Increase	CPI Change (3)	Difference MCG vs. CPI Change	Date of CPI Changes
<u>FY06-FY09 Compounded Change:</u>			<u>33.26%</u>	<u>14.51%</u>	<u>18.75%</u>	
2008(FY09)	4.50%	3.50%	--	2.50%	--	11-07 - 11-08
2007(FY08)	4.00%	3.50%	--	4.50%	--	11-06 - 11-07
2006(FY07)	4.00% (4)	3.50%	--	3.10%	--	11-05 - 11-06
2005(FY06)	2.75%	3.50%	--	3.70%	--	11-04 - 11-05
<u>FY02-FY05 Compounded Change:</u>			<u>28.70%</u>	<u>11.45%</u>	<u>17.25%</u>	
2004(FY05)	2.00%	3.50%	--	3.60%	--	11-03 - 11-04
2003(FY04)	2.90% (6)	3.50%	--	2.40%	--	11-02 - 11-03
2002(FY03)	3.50%	3.50%	--	2.80%	--	11-01 - 11-02
2001(FY02)	3.25%	3.50%	--	2.20%	--	11-00 - 11-01
<u>FY98-FY01 Compounded Change:</u>			<u>27.03%</u>	<u>8.43%</u>	<u>18.60%</u>	
2000(FY01)	3.00%	3.50%	--	3.30%	--	11-99 - 11-00
1999(FY00)	2.60%	3.50%	--	2.50%	--	11-98 - 11-99
1998(FY99)	2.00%	3.50%	--	1.90%	--	11-97 - 11-98
1997(FY98)	2.70%	3.50%	--	0.50%	--	11-96 - 11-97
<u>FY92-FY95 Compounded Change:</u>			<u>18.19% (6)</u>	<u>10.48%</u>	<u>+7.71%</u>	11-91 - 11-94
<u>FY88-FY91 Compounded Change:</u>			<u>33.19%</u>	<u>22.46%</u>	<u>+10.73%</u>	11-87 - 11-90

(1) Excludes police and fire bargaining unit employees.

(2) Employees at the maximum of their assigned grade are not eligible for a service increment.

Approximately 30% of permanent employees are at maximum as of
December 2008.

(3) CPI(u) change (FY88-97) for all Urban Consumers, Washington, D.C., area. CPI(u) change (FY98 to date) all urban Consumers,
Washington/Baltimore area.

(4) GWAs of 3% effective 7/9/06 and 1% effective 1/7/07

(5) For FY94 employees received a \$250 lump sum payment (not added to base salary) in August 1993.

(Note: This amount is not included in the reported data.)

(6) Average of non-represented (2.0% effective 7/13/03) and MCGEO (3.75% effective 11/30/03) adjustments.

(7) 4.5% GWA effective 7/6/2008

1430

**PAY INCREASES - MONTGOMERY COUNTY GOVERNMENT EMPLOYEE AT MAXIMUM SALARY (1)
vs.
CONSUMER PRICE INDEX (CPI)**

Year	MCG GWA	MCG Service Increment (2)	Total MCG Pay Increase	CPI Change (3)	Difference MCG vs. CPI Change	Date of CPI Changes
<u>FY06-FY09 Compounded Change:</u>			<u>16.13%</u>	<u>14.51%</u>	<u>1.62%</u>	
2008(FY09)	4.5% (7)	0.00%	--	2.50%	--	11-07 - 11-08
2007(FY08)	4.00%	0.00%	--	4.50%	--	11-06 - 11-07
2006(FY07)	4.00% (5)	0.00%	--	3.10%	--	11-05 - 11-06
2005(FY06)	2.75%	0.0%	--	3.70%	--	11-04 - 11-05
<u>FY02-FY05 Compounded Change:</u>			<u>12.16%</u>	<u>11.23%</u>	<u>0.93%</u>	
2004(FY05)	2.00%	0.0%	--	3.60%	--	11-03 - 11-04
2003(FY04)	2.90% (5)	0.0%	--	2.40%	--	11-02 - 11-03
2002(FY03)	3.50%	0.0%	--	2.80%	--	11-01 - 11-02
2001(FY02)	3.25%	0.0%	--	2.20%	--	11-00 - 11-01
<u>FY98-FY01 Compounded Change:</u>			<u>10.70%</u>	<u>8.43%</u>	<u>2.27%</u>	
2000(FY01)	3.00%	0.0%	--	3.30%	--	11-99 - 11-00
1999(FY00)	2.60%	0.0%	--	2.50%	--	11-98 - 11-99
1998(FY99)	2.00%	0.0%	--	1.90%	--	11-97 - 11-98
1997(FY98)	2.70%	0.0%	--	0.50%	--	11-96 - 11-97
FY93-FY96 Compounded Change:			<u>3.0% (4)</u>	<u>10.48%</u>	<u>-7.48%</u>	11-91 - 11-94
FY88-FY91 Compounded Change:			<u>24.73%</u>	<u>22.46%</u>	<u>+2.27%</u>	11-87 - 11-90

(1) Excludes police and fire bargaining unit employees.

(2) Employees at the maximum of their assigned grade are not eligible for a service increment.

Approximately 30% of permanent employees are at maximum as of December 2008.

(3) CPI(u) change (FY88-97) for all Urban Consumers, Washington, D.C., area. CPI(u) change (FY98 to date) all urban Consumers, Washington/Baltimore area.

(4) GWAs of 3% effective 7/9/06 and 1% effective 1/7/07

(5) For FY 94 employees received a \$250 lump sum payment (not added to base salary) in August 1993.

(Note: This amount is not included in the reported data.)

(6) Average of non-represented (2.0% effective 7/13/03) and MCGEO (3.75% effective 11/30/03) adjustments.

(7) 4.5 % GWA effective 7/6/08

1731

PAY INCREASES - MONTGOMERY COUNTY GOVERNMENT EMPLOYEE NOT AT MAXIMUM SALARY (1)

vs.
PRIVATE SECTOR

YEAR	MCG GWA	MCG Service Increment ⁽²⁾	Total MCG Pay Increase	Private Sector Pay Increase ⁽³⁾	Difference MCG vs. Private Sector
<u>FY06-FY09 Compounded Change:</u>			<u>33.26%</u>	<u>22.09%</u>	<u>11.17%</u>
2008(FY09)	4.5% ⁽⁷⁾	3.50%	--	3.90%	--
2007(FY08)	4.00%	3.50%	--	3.80%	--
2006(FY07)	4.00% ⁽⁴⁾	3.50%	--	3.63%	--
2005(FY06)	2.75%	3.50%	--	3.65%	--
--					
<u>FY02-FY05 Compounded Change:</u>			<u>28.70%</u>	<u>16.02%</u>	<u>12.68%</u>
2004(FY05)	2.00%	3.50%	--	3.45%	--
2003(FY04)	2.90% ⁽⁵⁾	3.50%	--	3.40%	--
2002(FY03)	3.50%	3.50%	--	3.75%	--
2001(FY02)	3.25%	3.50%	--	4.55%	--
<u>FY98-FY01 Compounded Change:</u>			<u>27.03%</u>	<u>18.39%</u>	<u>8.64%</u>
2000(FY01)	3.00%	3.50%	--	4.45%	--
1999(FY00)	2.60%	3.50%	--	4.35%	--
1998(FY99)	2.00%	3.50%	--	4.25%	--
1997(FY98)	2.70%	3.50%	--	4.20%	--
<u>FY93-FY96 Compounded Change:</u>			<u>18.19% ⁽⁴⁾</u>	<u>19.07%</u>	<u>-0.88%</u>
<u>FY89-FY92 Compounded Change:</u>			<u>33.19%</u>	<u>23.76%</u>	<u>+9.43%</u>

(1) Excludes police and fire bargaining unit employees.

(2) Employees at the maximum of their assigned grade are not eligible for a service increment.

Approximately 30% of permanent employees

are at maximum as of December 2008.

(3) Source: World At Work Salary Budget Survey.

Pay increase is average for non-exempt employees and exempt employees in Eastern Region

and includes cost-of-living adjustments, general wage increases, and merit raises.

(4) GWAs of 3% effective 7/9/06 and 1% effective 1/7/07

(5) For FY 94 employees received a \$250 lump sum payment (not added to base salary) in August 1993.

(Note: This amount is not included in the reported data.)

(6) Average of non-represented (2.0% effective 7/13/03) and MCGEO (3.75% effective 11/30/03) adjustments

(7) 4.5% GWA effective 7/6/08

1432

**PAY INCREASES - MONTGOMERY COUNTY GOVERNMENT EMPLOYEE AT MAXIMUM SALARY (1)
vs.
PRIVATE SECTOR**

YEAR	MCG Amount of COLA %	MCG Service Increment % ⁽²⁾	Total MCG Pay Increase%	Private Sector Pay Increase ⁽³⁾	Difference MCG vs. Private Sector
<u>FY06-FY09 Compounded Change:</u>			<u>11.13%</u>	<u>15.84%</u>	<u>-4.71%</u>
2008(FY09)	0.00%	0.00%	--	3.90%	--
2007(FY08)	4.00%	0.00%	--	3.80%	--
2006(FY07)	4.00% ⁽⁴⁾	0.00%	--	3.63%	--
2005(FY06)	2.75%	0.00%	--	3.65%	--
<u>FY02-FY05 Compounded Change:</u>			<u>12.16%</u>	<u>16.02%</u>	<u>-3.86%</u>
2004(FY05)	2.00%	0.0%	--	3.45%	--
2003(FY04)	2.90% ⁽⁶⁾	0.0%	--	3.40%	--
2002(FY03)	3.50%	0.0%	--	3.75%	--
2001(FY02)	3.25%	0.0%	--	4.55%	--
<u>FY98-FY01 Compounded Change:</u>			<u>10.70%</u>	<u>18.45%</u>	<u>-7.75%</u>
2000(FY01)	3.00%	0.00%	--	4.45%	--
1999(FY00)	2.60%	0.00%	--	4.35%	--
1998(FY99)	2.00%	0.00%	--	4.25%	--
1997(FY98)	2.70%	0.00%	--	4.20%	--
<u>FY93-FY96 Compounded Change:</u>			<u>3.00% ⁽⁵⁾</u>	<u>19.07%</u>	<u>-16.07%</u>
<u>FY89-FY92 Compounded Change:</u>			<u>24.73%</u>	<u>23.76%</u>	<u>+0.97%</u>

(1) Does not include police and fire bargaining unit employees.

(2) Employees at the maximum of their assigned grade are not eligible for a service increment.
Approximately 30% of permanent employees
are at maximum as of December 2008.

(3) Source: World At Work Salary Budget Survey. Percent increase is the average for non-exempt salaried and exempt employees (Eastern Region) and includes all salary increases (e.g., COLA, general wage increases and merit raises.)

(4) GWAs of 3% effective 7/9/06 and 1% effective 1/7/07

(5) For FY 94 employees received a \$250 lump sum payment (not added to base salary) in August 1993.

(Note: This amount is not included in the reported data.)

(6) Average of non-represented (2.0% effective 7/13/03) and MCGEO (3.75% effective 11/30/03) adjustments.

(7) GWA of 4.5% effective 7/6/08

1433

**ELIGIBILITY OF PERMANENT EMPLOYEES FOR SERVICE INCREMENT
(If at Maximum Salary, NOT Eligible; If Not at Maximum Salary, Eligible)**

Bargaining Unit		<u>At Maximum</u>	<u>Not at Maximum</u>	<u>TOTAL</u>
<hr/>				
Police Bargaining Unit (FOP)	Number	449	702	1151
	Percent	39.0%	61.0%	100%
Fire Bargaining Unit (IAFF)	Number	448	642	1090
	Percent	41.1%	58.9%	100%
MCGEO, UFCW Local 1994 (2)	Number	1427	2931	4358
	Percent	32.7%	67.3%	100%
Eligible at Permanent Status (Local 1994 and IAFF)	Number	29	385	414
	Percent	<u>7.0%</u>	<u>93.0%</u>	<u>100%</u>
<hr/>				
Total Represented	Number	2353	4660	7013
	Percent	33.6%	66.4%	100%
<hr/>				
Total Unrepresented (1)	Number	1373	929	2302
	Percent	59.6%	40.4%	100%
<hr/>				
ALL EMPLOYEES	Number	3726	5589	9315
	Percent	40.0%	60.0%	100%

(1) Includes employees in the Management Leadership Service who are not eligible to receive service increments, but may receive performance based pay.

(2) Data extrapolated from page 1-9 of this report

(134)

**COMPARISON OF SALARIES FOR MIDDLE MANAGEMENT AND PROFESSIONAL POSITIONS
FEDERAL GOVERNMENT VS. MONTGOMERY COUNTY GOVERNMENT**

FEDERAL GOVERNMENT ⁽¹⁾ Effective January 2009			MONTGOMERY COUNTY GOVERNMENT ⁽²⁾ Effective January 2009					
Federal Grade	Minimum	Maximum	MCG # Permanent Grade	FT Emp.	Minimum	Maximum ⁽²⁾	% Diff. At Min	% Diff. At Max
GS-11	\$60,989	\$79,280	21	370	\$47,028	\$77,756	-29.7%	-2.0%
GS-12	\$73,100	\$95,026	23	509	\$51,598	\$85,463	-41.7%	-11.2%
			24	363	\$54,054	\$89,596	-35.2%	-6.1%
			25	392	\$56,631	\$93,944	-29.1%	-1.2%
GS-13	\$86,927	\$113,007	24	363	\$54,054	\$89,596	-60.8%	-26.1%
			25	392	\$56,631	\$93,944	-53.5%	-20.3%
			26	104	\$59,345	\$98,513	-46.5%	-14.7%
			27	71	\$62,168	\$103,309	-39.8%	-9.4%
			M3	247	\$63,411	\$115,901	-37.1%	2.5%
GS-14	\$102,721	\$133,543	28	119	\$64,960	\$108,343	-58.1%	-23.3%
			29	8	\$67,890	\$90,759	-51.3%	-47.1%
			31	2	\$74,206	\$125,010	-38.4%	-6.8%
			M2	99	\$73,811	\$133,992	-39.2%	0.3%
GS-15	\$120,830	\$153,200	M2	99	\$73,811	\$133,992	-63.7%	-14.3%
			M1	23	\$84,407	\$149,917	-43.2%	-2.2%

A35

(1) Locality Pay for Washington - Baltimore (DC-MD-VA-WV and St. Marys County-MD)
 (2) Does not include longevity

SALARY COMPARISONS
WASHINGTON-BALTIMORE METROPOLITAN REGION vs MONTGOMERY COUNTY GOVERNMENT
BASED ON HUMAN RESOURCES ASSOCIATION 2008 COMPENSATION SURVEY REPORT
AND MCG FY09 SALARY SCHEDULES

Human Resources Association (HRA) Job Title	Montgomery County Government (MCG) Job Title	MCG Range Minimum	HRA Avg. Range Minimum	% Change Req. to Reach HRA Avg. Minimum	% Dif. Bet. MCG & HRA Minimum		MCG Range Maximum	HRA Avg. Range Maximum	% Change Req. to Reach HRA Avg. Maximum	% Dif. Bet. MCG & HRA Maximum
Computer Oper. I	IT Technician I	\$34,484	\$29,100	-15.6%	18.5%	I	\$56,030	\$51,400	-8.3%	9.0%
Computer Oper. II	IT Technician II	\$37,457	\$36,700	-2.0%	2.1%	I	\$61,498	\$58,400	-5.0%	5.3%
Analyst/Developer III	IT Specialist III	\$59,345	\$61,100	3.0%	-2.9%	I	\$98,513	\$98,800	0.3%	-0.3%
Analyst/Developer IV	Sr. IT Specialist	\$64,960	\$70,800	9.0%	-8.2%	I	\$108,343	\$108,200	-0.1%	0.1%
Sr. Systems Programmer	Sr. IT Specialist	\$64,960	\$54,200	-16.6%	19.9%	I	\$108,343	\$91,700	-15.4%	18.1%
Sr. PC Network Supp. Spec.	IT Specialist I	\$44,900	\$45,300	0.9%	-0.9%	I	\$74,181	\$78,200	5.4%	-5.1%
Sr Computer Sys. Admin.	Sr. IT Specialist	\$64,960	\$55,800	-14.1%	16.4%	I	\$108,343	\$101,800	-6.0%	6.4%
Accounting Clerk I	Principal Admin. Aide	\$33,107	\$27,900	-15.7%	18.7%	I	\$53,483	\$43,700	-18.3%	22.4%
Accounting Clerk II	Office Services Coordinator	\$37,457	\$30,200	-19.4%	24.0%	I	\$61,498	\$49,400	-19.7%	24.5%
Accounting Clerk III	Fiscal Assistant	\$37,457	\$33,800	-9.8%	10.8%	I	\$61,498	\$54,200	-11.9%	13.5%
Payroll Clerk	Office Services Coord.	\$37,457	\$33,300	-11.1%	12.5%	I	\$61,498	\$53,300	-13.3%	15.4%
Accountant I	Accountant/Auditor I	\$40,952	\$36,200	-11.6%	13.1%	I	\$67,533	\$59,800	-11.5%	12.9%
Accountant III	Accountant/Auditor III	\$51,598	\$50,500	-2.1%	2.2%	I	\$85,463	\$85,100	-0.4%	0.4%
Budget Analyst	Mgmt. & Budget Spec. II	\$49,253	\$43,000	-12.7%	14.5%	I	\$81,513	\$70,800	-13.1%	15.1%
Senior Budget Analyst	Sr. Mgmt. & Budget Spec.	\$62,168	\$57,600	-7.3%	7.9%	I	\$103,309	\$91,600	-11.3%	12.8%
Buyer/Estimator	Procurement Spec. II	\$49,253	\$43,200	-12.3%	14.0%	I	\$81,513	\$72,700	-10.8%	12.1%
Sr. Benefits Specialist	Human Resources Spec. III	\$56,631	\$51,700	-8.7%	9.5%	I	\$93,944	\$82,600	-12.1%	13.7%
Employment Manager	Manager III	\$63,411	\$73,200	15.4%	-13.4%	I	\$115,901	\$123,000	6.1%	-5.8%
Library Assistant	Library Assistant I	\$33,107	\$30,500	-7.9%	8.5%	I	\$53,483	\$56,900	6.4%	-6.0%
Janitor/Custodian	Bldg. Svc. Wkr. II	\$27,165	\$22,200	-18.3%	22.4%	I	\$42,522	\$38,800	-8.8%	9.6%
Mail Clerk	Mail Clerk	\$30,558	\$25,000	-18.2%	22.2%	I	\$48,758	\$40,600	-16.7%	20.1%
Mail Clerk Supvr.	Mail Services Supervisor	\$39,157	\$36,100	-7.8%	8.5%	I	\$64,441	\$54,500	-15.4%	18.2%
Security Guard I	Security Officer I	\$35,923	\$23,600	-34.3%	52.2%	I	\$58,693	\$41,700	-29.0%	40.8%
Security Guard Supvr.	Security Officer IV (LT.)	\$51,598	\$32,900	-36.2%	56.8%	I	\$85,463	\$55,200	-35.4%	54.8%
Admin. Asst./Secretary I	Administrative Aide	\$31,797	\$27,200	-14.5%	16.9%	I	\$51,062	\$45,500	-10.9%	12.2%
Admin. Asst./Secretary II	Principal Admin. Aide	\$33,107	\$31,000	-6.4%	6.8%	I	\$53,483	\$51,300	-4.1%	4.3%
Admin. Asst./Secretary III	Office Services Coordinator	\$37,457	\$33,600	-10.3%	11.5%	I	\$61,498	\$67,300	9.4%	-8.6%
Executive Assist/Secretary	Senior Executive Admin. Aide	\$40,952	\$41,600	1.6%	-1.6%	I	\$67,533	\$71,000	5.1%	-4.9%
Admin Assist/Secretary to the Chief Exec.	Exec. Admin. Aide to CAO	\$44,900	\$48,100	7.1%	-6.7%	I	\$74,181	\$80,600	8.7%	-8.0%
Office Manager	Administrative Specialist II	\$47,028	\$42,800	-9.0%	9.9%	I	\$77,756	\$69,500	-10.6%	11.9%
Public Relations Rep.	Public Information Officer II	\$56,631	\$41,000	-27.6%	38.1%	I	\$93,944	\$72,900	-22.4%	28.9%
Graphic Designer	Graphics Artist II	\$42,883	\$43,400	1.2%	-1.2%	I	\$70,773	\$74,500	5.3%	-5.0%
Legal Secretary	Legal Secretary II	\$37,457	\$38,400	2.5%	-2.5%	I	\$61,498	\$61,000	-0.8%	0.8%
Sr. Legal Assist/Paralegal	Paralegal Specialist	\$51,598	\$51,200	-0.8%	0.8%	I	\$85,463	\$80,700	-5.6%	5.9%
In-House Attorney III	Asst. County Attorney II	\$62,168	\$93,200	49.9%	-33.3%	I	\$103,309	\$166,500	61.2%	-38.0%
In-House Attorney IV	Asst. County Atty. III	\$77,596	\$106,100	36.7%	-26.9%	I	\$128,836	\$276,600	114.7%	-53.4%
Social Worker	Social Worker II	\$51,598	\$43,100	-16.5%	19.7%	I	\$85,463	\$74,000	-13.4%	15.5%
Staff Nurse (RN)	Community Health Nurse II	\$51,598	\$48,500	-6.0%	6.4%	I	\$85,463	\$84,500	-1.1%	1.1%
Nurse Practitioner	Nurse Practitioner	\$56,631	\$60,000	5.9%	-5.6%	I	\$93,944	\$100,400	6.9%	-6.4%
Occupational Health Nurse	Community Health Nurse II	\$51,598	\$57,100	10.7%	-9.6%	I	\$85,463	\$88,300	3.3%	-3.2%
Marketing Coordinator	Transit Mktng. Specialist	\$47,028	\$36,400	-22.6%	29.2%	I	\$77,756	\$61,100	-21.4%	27.3%
Laborer (Heavy)	Public Service Worker II	\$28,238	\$25,300	-10.4%	11.6%	I	\$44,468	\$45,000	1.2%	-1.2%
Plumber	Plumber I	\$39,157	\$42,200	7.8%	-7.2%	I	\$64,441	\$61,500	-4.6%	4.8%
Avg % Change FY09:				-5.91%					-2.87%	
Avg % Difference FY09:				8.97%					6.79%	

NOTES:

- o 2008 HRA Compensation Survey Report includes data on 337 survey jobs from 339 participating employers in the Washington-Baltimore Consolidated Metropolitan Statistical Area. The survey provides useful data on current salaries in the area but is not a reliable measure of salary changes over time, as survey participants, jobs, and job matches change from year to year.
- o Percent change required for MCG salary to reach HRA average salary was calculated by dividing dollar difference by MCG salary.
- o Percent difference between MCG salary and HRA average salary was calculated by dividing dollar difference by HRA salary.

1736

FY '09 MINIMUM SALARY COMPARISONS
SELECTED LOCAL JURISDICTIONS - SELECTED CLASSES
(IN THOUSANDS)

MCG TITLE	MONT CO GOVT GRADE	ALEX CITY GOVT	ANNE AR CO GOVT	ARL CO GOVT	BALT CITY GOVT	BALT CO GOVT	FAIR CO GOVT	HOWARD CO GOVT	MNCPPC	PG CO GOVT	WSSC	MEDIAN	MONT CO GOVT (MCG)	MCG Vs MEDIAN	% DIFF FROM MEDIAN TO MCG
ACCOUNTANT/AUDITOR III	23	49.1	43.1	46.6	40.0	44.7	51.1	49.7	47.5	42.1	46.5	46.6	51.6	9.7%	10.8%
BUILDING SERVICE WORKER II	8	27.9	23.7	26.5		24.8	23.3	26.5	21.6	24.9	24.8	27.2	27.2	8.6%	9.4%
CARPENTER I	17	333.4		30.9	28.2	33.9	35.1	36.5	37.1	29.0	38.6	35.1	39.2	10.3%	11.5%
COMMUNITY HEALTH NURSE II	23	49.1		43.4	53.0	48.9	48.6			42.8		48.7	51.6	5.6%	5.9%
CORRECTION SHIFT COMMANDER - LT	C1	55.7	43.6	53.6		44.7	52.1	49.7		42.1		49.7	56.9	12.6%	14.4%
CORRECTIONAL OFFICER I	C3	43.6		43.7						36.4		43.6	40.5	-7.6%	-7.1%
CORRECTIONAL OFFICER III	C5	50.5	37.7	46.3		38.9	47.4	37.1		38.2		38.9	46.8	16.9%	20.4%
DATA ENTRY OPERATOR	10	27.9		27.6	26.1	26.9		24.2	29.9	27.1		27.1	29.4	7.7%	8.3%
ELECTRICIAN I	18			30.9	30.8	38.8	36.8	41.3	37.1	29.0	38.5	37.0	41.0	9.7%	10.7%
ENGINEER III	25	51.5	53.8	46.6	46.7	46.7	58.8	61.0	53.8	53.7	49.7	52.6	56.6	7.1%	7.6%
ENGINEER TECHNICIAN II	18	33.4	0.0	34.0	37.8	38.9	38.5	36.5	41.9	37.0	38.5	37.4	41.0	8.7%	9.5%
EQUIPMENT OPERATOR I	14	27.8	28.8	26.5	27.0	28.5	32.1	30.8	33.1	26.3	0.0	28.1	34.5	18.4%	22.6%
EQUIPMENT OPERATOR III	16	33.4	33.5	30.9	31.8	33.9	36.8	34.0	37.1	29.0	30.8	33.4	37.5	10.8%	12.1%
FIRE/RESCUER LIEUTENANT	B1	55.7	48.4	54.8	50.3	51.7	58.9	63.6		50.6		53.2	55.5	4.1%	4.3%
FIREFIGHTER/RESCUER I	F1	43.6	36.1	44.6	33.4	33.4	0.0	37.9		39.9		37.0	41.6	11.2%	12.6%
FIREFIGHTER/RESCUER III	F3	45.8	36.1	44.6	33.0	42.0	48.9	46.4		41.8		43.3	45.9	5.6%	6.0%
HIGHWAY CONSTRUCTION INSPECTOR II	22	42.4	38.8	43.4	32.3	38.9	44.3	40.5		37.0	40.8	40.5	49.3	17.8%	21.7%
HUMAN RESOURCE SPECIALIST III	25	49.1	49.9	39.7	46.7	44.7	51.1	55.1	47.5	42.1	49.7	48.3	56.6	14.7%	17.3%
HVAC MECHANIC I	18	39.6		42.8	30.8	38.8	40.3	41.3	36.0	29.0	38.5	38.8	39.2	1.0%	1.0%
IT SPECIALIST III (LGPA Title: Autm Sysms Spcl)	26	49.1		53.6	41.7	44.7	44.8	56.5	49.5	49.1		49.1	59.3	17.3%	21.0%
IT SPECIALIST III (LGPA Title: Prog Anal - Jmy Lvl)	26	54.1	49.9	48.3	42.9	51.1	55.1	49.9		42.1		49.9	59.3	15.9%	18.9%
IT TECHNICIAN II	16			30.2	30.6					28.5		30.2	37.5	19.5%	24.2%
LIBRARIAN I	21	40.4		43.4	39.4	30.9	42.3		41.9			41.1	47.0	12.5%	14.3%
MANAGEMENT & BUDGET SPECIALIST III	25	49.1	62.4	40.3	56.0	67.8	51.1	49.7	53.8	42.8	46.5	50.4	56.6	-8.3%	-7.6%
MECHANIC TECHNICIAN II	18	38.4	33.5	35.7	32.8	37.1	36.8	41.3	37.1	33.5	38.6	36.9	41.0	9.8%	10.9%
OFFICE CLERK	5	28.1	23.6	26.5	24.6	24.7	25.5	24.3	26.6	22.3	22.6	24.6	24.2	-1.6%	-1.6%
PERMITTING SERVICES INSPECTOR III	23	38.4	38.8	43.4	32.3	40.8	42.3	40.5		37.0		39.6	51.6	23.2%	30.2%
PLANNING SPECIALIST III	23	49.1	49.9	46.6	46.7	44.7	51.1	49.7	47.5	42.8		47.5	51.6	7.9%	8.5%
POLICE OFFICER I	P2	43.6	41.2	45.3	41.1	45.8	47.1	45.9	46.1	45.3		45.3	47.0	3.6%	3.7%
POLICE SERGEANT	A1	55.7	57.0	55.7	58.6	57.5	56.9	62.5	53.4	70.6	40.8	56.9	59.8	4.8%	5.0%
PUBLIC SAFETY COMMUNICATION SPECIALIST III	20	38.4	35.1	40.3	34.9	35.3	45.4	37.7	37.1	38.1		37.7	42.9	12.2%	13.8%
PRINCIPAL ADMIN AIDE	13	31.9	25.9	30.9	26.1	32.2	30.6	29.8	33.1	30.4	34.4	30.7	33.1	7.2%	7.7%
PRINTING TECHNICIAN II	15	34.9		34.0	36.3	32.2	33.6		37.1	31.4	29.1	33.8	35.9	6.0%	6.3%
PROCUREMENT SPECIALIST II	22	46.7	46.4	49.8	41.1	44.7	51.1	44.8	53.8	34.6	46.5	46.5	49.3	5.7%	6.0%
PUBLIC SERVICE WORKER II	9	28.0	24.9	26.5	25.4	24.8	26.6	26.5	26.5	22.7		26.5	28.2	6.2%	6.6%
RECREATION SPECIALIST	21		48.0	40.3	39.4	44.7	44.3	40.5	47.5	42.8		43.6	47.0	7.4%	8.0%
SOCIAL WORKER II	23	51.5		46.6	42.9	48.9	48.6	49.7		42.8		48.6	51.6	5.8%	6.1%
THERAPIST II	24	42.4		46.6			48.6			49.5		47.6	54.1	11.9%	

NOTES:

- o Salary data from local sources, including FY 2009 Local Government Personnel Association Salary Survey. Survey includes data from 31 public sector organizations in the national capital area. 38 of 96 non-school jobs have been matched.
- o Median salary does not include Montgomery County (MCG)
- o The percent difference between MCG Vs Median is calculated by dividing dollar difference between MCG salary and median by the MCG salary.
- o Fiscal Assistant job title not surveyed this year
- o MNCPPC = Maryland-National Capital Park & Planning Commission
- o MCG = Montgomery County Government
- o WSSC = Washington Suburban Sanitary Commission

1437

**PERCENT DIFFERENCE FROM MEDIAN SALARY
FY '09 MAXIMUM SALARY COMPARISONS
SELECTED LOCAL JURISDICTIONS - SELECTED CLASSES**

MCG TITLE	MONT CO GOVT GRADE	MONT CO MEDIAN	ALEX CITY GOVT	ANNE AR CO GOVT	ARL CO GOVT	BALT CITY GOVT	BALT CO GOVT	FAIR CO GOVT	HOWARD CO GOVT	MNCPPC	MONT CO GOVT (MCG)	PG CO GOVT	WSSC
ACCOUNTANT/AUDITOR III	23	80.2	1.2%	-15.1%		-39.0%	-30.5%	6.2%		1.5%	6.6%	2.2%	-1.8%
BUILDING SERVICE WORKER II	8	38.8	-5.4%	-16.3%	-5.4%		-23.3%			23.1%	9.7%	4.2%	4.2%
CARPENTER I	17	53.9	2.5%		-5.4%	-42.3%	-21.2%	8.6%	0.6%	17.9%	19.6%	-0.6%	-0.6%
COMMUNITY HEALTH NURSE II	23	78.4	3.6%		-8.5%	-22.9%	-22.2%	3.4%			9.1%		
CORRECTION SHIFT COMMANDER - LT	C1	77.7	18.5%		13.9%		-28.3%	-1.0%			18.5%	-8.3%	
CORRECTIONAL OFFICER I	C3	61.6	17.1%		17.2%				-100.0%		-4.0%		
CORRECTIONAL OFFICER III	C5	64.7	11.6%	-3.7%	18.4%		-24.5%	8.2%	-10.4%		9.4%		
DATA ENTRY OPERATOR	10	45.7	-3.9%			-34.1%	-26.3%		-14.3%	12.0%	1.9%	19.3%	
ELECTRICIAN I	18	53.5			-4.8%	-35.8%	-8.1%	14.6%		18.7%	26.1%		
ENGINEER III	25	92.3	-7.7%		-16.5%	-38.8%	-37.1%	6.2%	6.6%		1.8%	13.2%	13.2%
ENGINEER TECHNICIAN II	18	61.6	-10.4%		-8.8%	-25.4%	-20.7%	4.2%	-4.2%	16.5%	9.7%	10.3%	10.3%
EQUIPMENT OPERATOR I	14	46.0		-14.0%	-10.4%	-36.4%	-23.1%	16.3%	-5.5%	23.2%	21.9%	6.1%	6.1%
EQUIPMENT OPERATOR III	16	53.5	3.1%	-14.4%	-4.8%	-33.3%	-20.7%	14.6%	-6.0%	18.7%	14.8%		
FIRE/RESCUER LIEUTENANT	B1	90.9	1.4%	0.3%	-0.3%	-32.5%	-23.0%	-4.2%	3.3%			5.8%	
FIREFIGHTER/RESCUER I	F1	69.3	4.1%	2.7%	6.4%	-22.8%	-34.3%		-42.1%		-2.8%	0.0%	
FIREFIGHTER/RESCUER III	F3	74.0	2.4%	-3.8%	-0.3%	-27.7%	-24.0%	-2.4%	2.4%			4.0%	
HIGHWAY CONSTRUCTION INSPECTOR II	22	67.9	3.3%	-21.7%	5.6%	-42.8%	-28.0%	8.8%	-3.7%		20.1%		
HUMAN RESOURCE SPECIALIST III	25	81.9	-0.9%	1.2%	12.4%	-31.0%	-32.0%	3.9%	8.4%	-0.7%	14.7%		
HVAC MECHANIC I	18	61.0											
IT SPECIALIST III (LGPA Title Autm Sysms Spcl)	26	88.6	-8.4%			-41.1%	-37.1%		-18.3%	5.7%	11.2%	2.0%	
IT SPECIALIST III (LGPA Title Prog Anal - Jmy Lvl)	26	82.2	8.8%	0.8%		-36.4%	-22.0%		8.0%		19.8%	-0.4%	
IT TECHNICIAN II	16	55.4	-100.0%			-35.3%	-29.8%		-100.0%	-100.0%	11.0%		
LIBRARIAN I	21	70.4	-5.2%		1.8%	-31.9%					1.9%	10.4%	
MANAGEMENT & BUDGET SPECIALIST III	25	85.1	-4.6%	21.7%	8.2%	-19.5%	24.1%		-5.8%	8.4%	10.4%	-7.9%	-7.9%
MECHANIC TECHNICIAN II	18	61.4	3.6%	-25.3%	-4.0%	-39.6%	-23.6%			3.5%	10.0%	0.5%	0.5%
OFFICE CLERK	5	39.1	2.5%	-14.8%		-28.7%	-21.7%	8.5%		22.3%	-4.3%	10.9%	10.9%
PERMITTING SERVICES INSPECTOR III	23	66.6	-4.6%	-20.3%	7.6%	-41.7%	-23.3%	5.7%			28.2%	1.9%	
PLANNING SPECIALIST III	P3	80.2	1.2%		-3.9%	-29.5%	-30.5%	6.2%		1.5%	6.6%	-2.3%	
POLICE OFFICER I	P2	69.5	3.9%	10.9%	7.8%	-13.9%	0.1%	-0.1%			9.4%		
POLICE SERGEANT	A1	92.1		0.8%	0.0%	-16.2%	-17.1%	-8.7%	-7.5%	-2.9%	5.2%	0.1%	0.1%
PUBLIC SAFETY COMMUNICATION SPECIALIST III	20	63.6		-24.3%	4.7%	-33.7%	-29.7%	5.3%		-0.1%	11.3%	20.6%	
PRINCIPAL ADMIN AIDE	13	51.0	3.3%	-30.9%		-41.0%	-20.0%		-5.9%	11.0%	4.8%		9.9%
PRINTING TECHNICIAN II	15	57.8			-2.9%	-23.8%	-29.4%		-100.0%	9.9%	1.5%	5.7%	5.7%
PROCUREMENT SPECIALIST II	22	77.0	0.4%		7.0%	-35.0%	-27.6%	10.6%	-6.0%	19.9%	5.9%	-12.5%	
PUBLIC SERVICE WORKER II	9	42.0		-18.8%		-36.2%	-29.2%	5.7%	-10.8%	13.7%	5.9%	0.7%	
RECREATION SPECIALIST	21	75.6		2.3%		-36.6%	-26.3%	-2.3%	-13.5%	7.6%	2.8%		
SOCIAL WORKER II	23	78.4	8.8%		-1.7%	-33.3%	-22.2%	3.4%	2.3%		9.1%		
THERAPIST II	24	85.3	-17.8%		-9.7%						5.0%	6.0%	
AVG % DIFF FROM MEDIAN- # OF CLASSES MATCHED:			-2.3% 30	-8.7% 21	0.9% 26	-33.0% 31	-23.7% 34	5.1% 24	-16.9% 25	5.8% 23	9.8% 35	3.4% 24	4.2% 12

NOTES:

- o Salary data from local sources, including FY 2009 Local Government Personnel Association Salary Survey. Survey includes data from 31 public sector organizations in the national capital area. 38 of 96 non-school jobs have been matched.
- o Median salary includes MCG. The percent difference from the median is calculated by dividing dollar difference between the respective jurisdiction/agency salary and median by the median salary.
- o Fiscal Assistant job title not surveyed this fiscal year
- o MNCPPC = Maryland-National Capital Park & Planning Commission
- o MCG = Montgomery County Government
- o WSSC = Washington Suburban Sanitary Commission

A38

**PERCENT DIFFERENCE FROM MEDIAN SALARY
FY '09 MINIMUM SALARY COMPARISONS
SELECTED LOCAL JURISDICTIONS - SELECTED CLASSES**

MCG TITLE	MONT CO GOVT GRADE	MEDIAN	ALEX CITY GOVT	ANNE AR CO GOVT	ARL CO GOVT	BALT CITY GOVT	BALT CO GOVT	FAIR CO GOVT	HOWARD CO GOVT	MNCPPC	MONT CO GOVT (MCG)	PG CO GOVT	WSSC
ACCOUNTANT/AUDITOR III	23	46.6	5.3%	-7.6%		-14.1%	-4.0%	9.6%	6.7%	2.0%	10.7%	-9.7%	-0.1%
BUILDING SERVICE WORKER II	8	24.9	12.0%	-4.9%	6.5%		-0.5%	-6.6%		6.6%	9.1%	-13.2%	
CARPENTER I	17	35.8	831.3%		-13.8%	-21.1%	-5.4%	-1.9%	1.9%	3.7%	9.4%	-19.1%	7.9%
COMMUNITY HEALTH NURSE II	23	48.9	0.4%		-11.2%	8.5%		-0.5%			5.6%	-12.4%	
CORRECTION SHIFT COMMANDER - LT	C1	50.9	9.3%	-14.3%	5.2%		-12.1%	2.3%	-2.3%		11.8%	-17.3%	
CORRECTIONAL OFFICER I	C3	42.1	3.7%		3.9%						-3.7%	-13.4%	
CORRECTIONAL OFFICER III	C5	42.6	18.5%	-11.6%	8.7%		-8.7%	11.2%	-12.9%		9.9%	-10.3%	
DATA ENTRY OPERATOR	10	27.4	1.8%	-100.0%	1.0%	-4.7%	-1.8%	-100.0%	-11.5%	9.3%	7.3%		
ELECTRICIAN I	18	37.1			-16.9%	-17.2%	4.5%	-0.8%	11.2%		10.3%	-22.0%	3.8%
ENGINEER III	25	53.7	-4.1%	0.1%	-13.3%	-13.1%		9.5%	13.6%	0.2%	5.4%		-7.4%
ENGINEER TECHNICIAN II	18	37.8	-11.8%		-10.2%		2.8%	1.8%	-3.4%	10.8%	8.2%	-2.3%	1.9%
EQUIPMENT OPERATOR I	14	28.5	-2.5%	1.1%	-6.9%	-5.1%		12.5%	8.0%	16.1%	21.0%	-7.8%	
EQUIPMENT OPERATOR III	16	33.5	-0.3%		-7.8%	-5.1%	1.2%	10.0%	1.5%	11.0%	11.9%	-13.5%	-7.9%
FIRE/RESCUER LIEUTENANT	B1	54.8	1.6%	-11.7%		-8.3%	-5.7%	7.5%	16.0%		1.3%	-7.6%	
FIREFIGHTER/RESCUER I	F1	37.9	15.2%	-4.7%	17.9%	-11.7%					9.9%	5.3%	
FIREFIGHTER/RESCUER III	F3	44.6	2.6%	-19.2%		-26.1%	-6.0%	9.5%	3.8%		2.8%	-6.3%	
HIGHWAY CONSTRUCTION INSPECTOR II	22	40.6	4.3%	-4.6%	6.7%	-20.6%	-4.3%	9.1%	-0.4%		21.2%	-9.0%	0.4%
HUMAN RESOURCE SPECIALIST III	25	49.1		1.8%	-19.1%	-4.8%	-8.8%	4.1%	12.2%	-3.1%	15.5%	-14.2%	1.4%
HVAC MECHANIC I	18	39.0	1.5%		9.7%	-21.1%	-0.5%	3.5%	5.9%	-7.8%	0.5%		-1.1%
IT SPECIALIST III (LGPA Title: Autm Sysms Spcl)	26	49.3	-0.5%		8.7%	-15.4%	-9.2%		-9.0%	14.7%	20.4%	0.5%	
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny Lvl)	26	49.9	8.3%		-3.2%	-14.0%	2.3%		10.3%		18.9%	-15.7%	
IT TECHNICIAN II	16	30.4	-100.0%		-100.0%	-0.8%	0.8%		-100.0%	-100.0%	23.2%	-6.3%	
LIBRARIAN I	21	41.9	-3.8%		3.4%	-5.9%	-26.2%	0.8%			12.2%		
MANAGEMENT & BUDGET SPECIALIST III	25	51.1	-3.9%	22.1%	-21.1%	9.7%	32.7%		-2.6%	5.4%	10.9%	-16.2%	-8.9%
MECHANIC TECHNICIAN II	18	37.1	3.7%	-9.7%	-3.8%	-11.4%		-0.7%	11.4%	0.2%	10.5%	-9.5%	4.2%
OFFICE CLERK	5	24.6	14.3%	-3.9%	8.0%		0.6%	3.8%	-0.9%	8.4%	-1.3%	-9.1%	-7.9%
PERMITTING SERVICES INSPECTOR III	23	40.5	-5.0%	-4.2%	7.1%	-20.3%	0.9%	4.4%			27.5%	-8.7%	
PLANNING SPECIALIST III	23	48.3	1.6%	3.4%	-3.5%	-3.3%	-7.4%	5.7%	3.0%	-1.6%	6.8%	-11.4%	
POLICE OFFICER I	P2	45.5	-4.2%	-9.5%	-0.5%	-9.8%	0.5%	3.4%	0.8%	1.3%	3.1%		
POLICE SERGEANT	A1	57.0	-2.4%		-2.3%	2.8%	0.9%	-0.2%	9.6%	-6.4%	4.9%	23.8%	-28.4%
PUBLIC SAFETY COMMUNICATION SPECIALIST III	20	37.9	1.4%	-7.3%	6.2%	-7.9%	-6.9%	19.7%	-0.6%	-2.0%	13.1%	0.6%	
PRINCIPAL ADMIN AIDE	13	30.9	3.2%	-16.0%		-15.5%	4.2%	-0.8%	-3.6%	7.2%	7.3%		11.5%
PRINTING TECHNICIAN II	15	34.0	2.9%			7.0%	-5.3%	-1.1%	-100.0%	9.3%	5.8%	-7.5%	-14.4%
PROCUREMENT SPECIALIST II	22	46.5	0.4%	-0.4%	7.0%	-11.6%	-3.9%	9.7%	-3.7%	15.7%	5.8%	-25.6%	0.0%
PUBLIC SERVICE WORKER II	9	26.5	5.6%	-6.2%	0.1%	-4.2%	-6.5%	0.5%	-0.1%	0.2%	6.6%	-14.4%	
RECREATION SPECIALIST	21	44.3		8.3%	-9.2%	-11.0%	0.9%		-8.7%	7.2%	6.1%		
SOCIAL WORKER II	23	48.7	5.7%		-4.4%	-11.9%	0.2%	-0.2%	2.1%		5.9%	-12.2%	
THERAPIST II	24	48.6	-12.8%		-4.2%						11.2%	1.9%	
AVG % DIFF FROM MEDIAN:			22.9%	-8.7%	-4.6%	-9.3%	-2.9%	0.9%	-4.6%	0.4%	9.7%	-9.1%	-2.8%
# OF CLASSES MATCHED:			35	23	33	31	33	30	31	24	38	31	16

NOTES:

- o Salary data from local sources, including FY 2009 Local Government Personnel Association Salary Survey. Survey includes data from 31 public sector organizations in the national capital area. 38 of 96 non-school jobs have been matched.
- o Median salary includes MCG. The percent difference from the median is calculated by dividing dollar difference between the respective jurisdiction/agency salary and median by the median salary.
- o Fiscal Assistant job title not surveyed this fiscal year
- o MNCPPC = Maryland-National Capital Park & Planning Commission
- o MCG = Montgomery County Government
- o WSSC = Washington Suburban Sanitary Commission

1939

**PERCENT DIFFERENCE FROM MEDIAN SALARY
FY '09 MAXIMUM SALARY COMPARISONS
SELECTED LOCAL JURISDICTIONS - SELECTED CLASSES**

MCG TITLE	MONT CO GOVT GRADE	MONT CO GOVT MEDIAN	ALEX CITY GOVT	ANNE AR CO GOVT	ARL CO GOVT	BALT CITY GOVT	BALT CO GOVT	FAIR CO GOVT	HOWARD CO GOVT	MNCPPC	MONT CO GOVT (MCG)	PG CO GOVT	WSSC
ACCOUNTANT/AUDITOR III	23	80.2	1.2%	-15.1%		-39.0%	-30.5%	6.2%		1.5%	6.6%	2.2%	-1.8%
BUILDING SERVICE WORKER II	8	38.8	-5.4%	-16.3%	-5.4%		-23.3%			23.1%	9.7%	4.2%	4.2%
CARPENTER I	17	53.9	2.5%		-5.4%	-42.3%	-21.2%	8.6%	0.6%	17.9%	19.6%	-0.6%	-0.6%
COMMUNITY HEALTH NURSE II	23	78.4	3.6%		-8.5%	-22.9%	-22.2%	3.4%			9.1%		
CORRECTION SHIFT COMMANDER - LT	C1	77.7	18.5%		13.9%		-28.3%	-1.0%			18.5%	-8.3%	
CORRECTIONAL OFFICER I	C3	61.6	17.1%		17.2%				-100.0%		-4.0%		
CORRECTIONAL OFFICER III	C5	64.7	11.6%	-3.7%	18.4%		-24.5%	8.2%	-10.4%		9.4%		
DATA ENTRY OPERATOR	10	45.7	-3.9%			-34.1%	-26.3%		-14.3%	12.0%	1.9%	19.3%	
ELECTRICIAN I	18	53.5			-4.8%	-35.8%	-8.1%	14.6%		18.7%	26.1%		
ENGINEER III	25	92.3	-7.7%		-16.5%	-38.8%	-37.1%	6.2%	6.6%		1.8%	13.2%	13.2%
ENGINEER TECHNICIAN II	18	61.6	-10.4%		-8.8%	-25.4%	-20.7%	4.2%	-4.2%	16.5%	9.7%	10.3%	10.3%
EQUIPMENT OPERATOR I	14	46.0		-14.0%	-10.4%	-36.4%	-23.1%	16.3%	-5.5%	23.2%	21.9%	6.1%	6.1%
EQUIPMENT OPERATOR III	16	53.5	3.1%	-14.4%	-4.8%	-33.3%	-20.7%	14.6%	-6.0%	18.7%	14.8%		
FIRE/RESCUER LIEUTENANT	B1	90.9	1.4%	0.3%	-0.3%	-32.5%	-23.0%	-4.2%	3.3%			5.8%	
FIREFIGHTER/RESCUER I	F1	69.3	4.1%	2.7%	6.4%	-22.8%	-34.3%		-42.1%		-2.8%	0.0%	
FIREFIGHTER/RESCUER III	F3	74.0	2.4%	-3.8%	-0.3%	-27.7%	-24.0%	-2.4%	2.4%			4.0%	
HIGHWAY CONSTRUCTION INSPECTOR II	22	67.9	3.3%	-21.7%	5.6%	-42.8%	-28.0%	8.8%	-3.7%		20.1%		
HUMAN RESOURCE SPECIALIST III	25	81.9	-0.9%	1.2%	12.4%	-31.0%	-32.0%	3.9%	8.4%	-0.7%	14.7%		
HVAC MECHANIC I	18	61.0											
IT SPECIALIST III (LGPA Title: Autm Sysms Spcl)	26	88.6	-8.4%			-41.1%	-37.1%		-18.3%	5.7%	11.2%	2.0%	
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny Lvl)	26	82.2	8.8%	0.8%		-36.4%	-22.0%		8.0%		19.8%	-0.4%	
IT TECHNICIAN II	16	55.4	-100.0%			-35.3%	-29.8%		-100.0%	-100.0%	11.0%		
LIBRARIAN I	21	70.4	-5.2%		1.8%	-31.9%					1.9%	10.4%	
MANAGEMENT & BUDGET SPECIALIST III	25	85.1	-4.6%	21.7%	8.2%	-19.5%	24.1%		-5.8%	8.4%	10.4%	-7.9%	-7.9%
MECHANIC TECHNICIAN II	18	61.4	3.6%	-25.3%	-4.0%	-39.6%	-23.6%			3.5%	10.0%	0.5%	0.5%
OFFICE CLERK	5	39.1	2.5%	-14.8%		-28.7%	-21.7%	8.5%		22.3%	-4.3%	10.9%	10.9%
PERMITTING SERVICES INSPECTOR III	23	66.6	-4.6%	-20.3%	7.6%	-41.7%	-23.3%	5.7%			28.2%	1.9%	
PLANNING SPECIALIST III	23	80.2	1.2%		-3.9%	-29.5%	-30.5%	6.2%		1.5%	6.6%	-2.3%	
POLICE OFFICER I	P2	69.5	3.9%	10.9%	7.8%		-13.9%	0.1%	-0.1%		9.4%		
POLICE SERGEANT	A1	92.1	0.8%	0.0%		-16.2%	-17.1%	-8.7%	-7.5%	-2.9%	5.2%	0.1%	0.1%
PUBLIC SAFETY COMMUNICATION SPECIALIST III	20	63.6		-24.3%	4.7%	-33.7%	-29.7%	5.3%		-0.1%	11.3%	20.6%	
PRINCIPAL ADMIN AIDE	13	51.0	3.3%	-30.9%		-41.0%	-20.0%		-5.9%	11.0%	4.8%		9.9%
PRINTING TECHNICIAN II	15	57.8		-2.9%	-2.9%	-23.8%	-29.4%		-100.0%	9.9%	1.5%	5.7%	5.7%
PROCUREMENT SPECIALIST II	22	77.0	0.4%		7.0%	-35.0%	-27.6%	10.6%	-6.0%	19.9%	5.9%	-12.5%	
PUBLIC SERVICE WORKER II	9	42.0		-18.8%		-36.2%	-29.2%	5.7%	-10.8%	13.7%	5.9%	0.7%	
RECREATION SPECIALIST	21	75.6		2.3%		-36.6%	-26.3%	-2.3%	-13.5%	7.6%	2.8%		
SOCIAL WORKER II	23	78.4	8.8%		-1.7%	-33.3%	-22.2%	3.4%	2.3%		9.1%		
THERAPIST II	24	85.3	-17.8%		-9.7%						5.0%	6.0%	
			AVG % DIFF FROM MEDIAN, # OF CLASSES MATCHED:	-2.3%	-8.7%	0.9%	-33.0%	-23.7%	5.1%	-16.9%	9.8%	3.4%	4.2%
				30	21	28	31	34	24	25	23	35	24

NOTES:

- o Salary data from local sources, including FY 2009 Local Government Personnel Association Salary Survey. Survey includes data from 31 public sector organizations in the national capital area. 38 of 96 non-school jobs have been matched.
- o Median salary includes MCG. The percent difference from the median is calculated by dividing dollar difference between the respective jurisdiction/agency salary and median by the median salary.
- o Fiscal Assistant job title not surveyed this fiscal year.
- o MNCPPC = Maryland-National Capital Park & Planning Commission
- o MCG = Montgomery County Government
- o WSSC = Washington Suburban Sanitary Commission

440

**PROJECTED TOTAL PAY INCREASES
2008 - 2009
SALARY BUDGET SURVEYS**

<u>Survey Name</u>	Number of Organizations Participating in Survey	Geographic Area of Survey	Average Total Pay Increase (1)		
			Survey - Actual <u>2008</u>	MCG - Average <u>2008 (2)</u>	Survey - Budgeted <u>2009</u>
World At Work	2479	National	3.85%	3.40%	3.10%
	1169	Eastern U.S.	3.78%		3.10%
Mercer	over 1,230	National	3.20%	3.40%	3.80%
Hewitt Associates	2000	National	3.00%	3.40%	2.50%
		Washington D.C.	3.00%		3.10%
Human Resource Association of the National Capital Area	339	Washington D.C.	4.50%	3.40%	4.40%
Local Gov't Personnel Assoc.	32 jurisdictions	Wash/Balt area	2.35%	3.40%	N/A
			(ave. of jurisdictions participating)		

(1) Average salary increase (e.g., cost of living, merit, general wage adjustment, etc.) reported for non-exempt and exempt salaried employees.

(2) Approximately 60% of employees (5,589) received a 3.5% service increment in calendar year 2008; approximately 11.6% of employees (1079) received performance based pay averaging 1.09%; approximately 76% (7074) received a 4.5% general wage adjustment; and approximately 12. % (1,151) received a 4.00% general wage adjustment; and approximately 12%(1,141) received a 2.00% general wage adjustment.

(3) Salaried exempt employees

A41