

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 2010



(A1)

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101 Monroe Street, 8th Floor
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(240) 777-5041 / TTY 777-5126

Personnel Management Review

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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 FY2010 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.

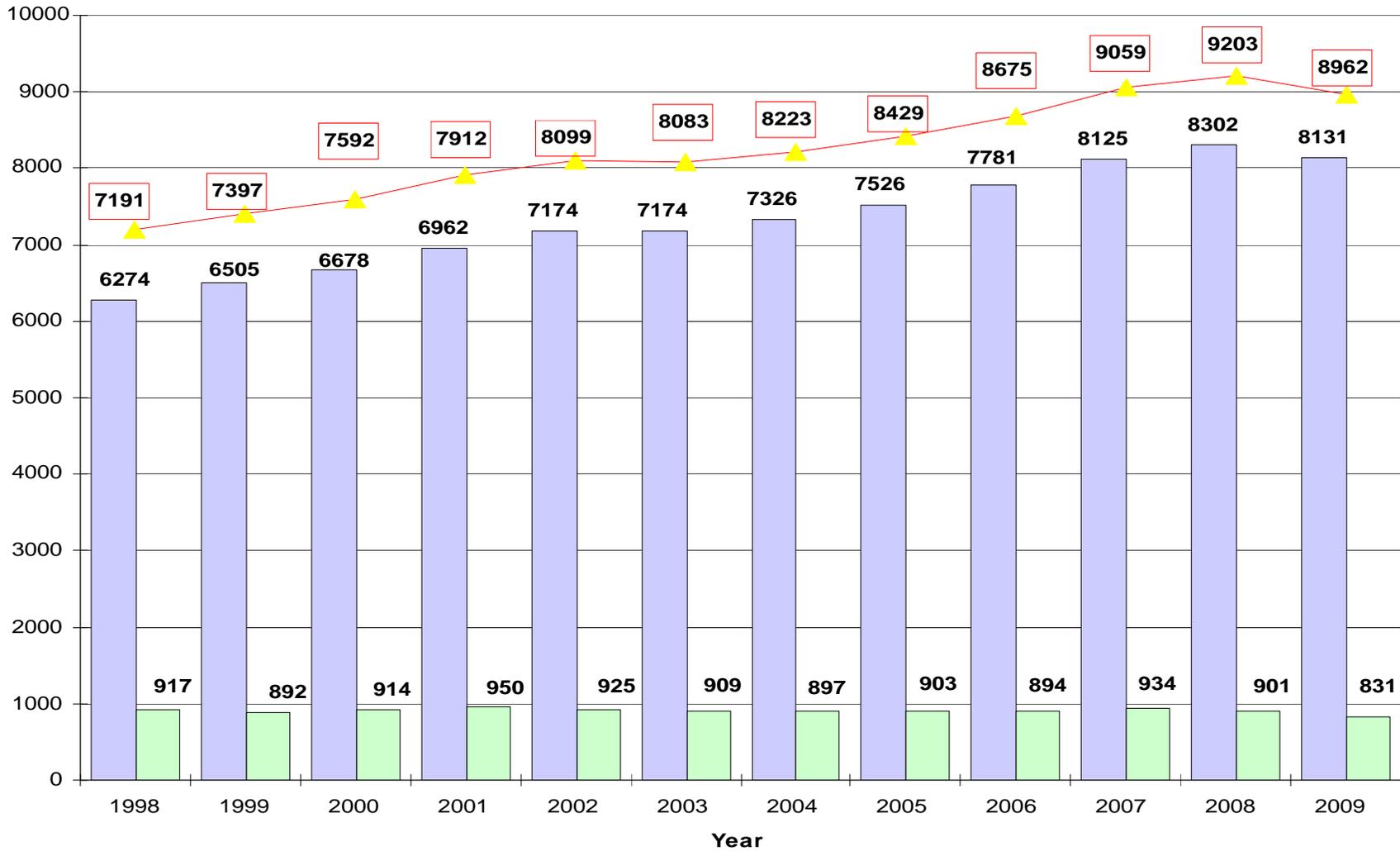
MERIT SYSTEM EMPLOYMENT PROFILE

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 1998 through 2009. The recommended operating budget is fiscal-year based. Therefore, these data may not directly correlate to the FY10 recommended personnel complement.

Merit System Permanent Employees 1998 - 2009

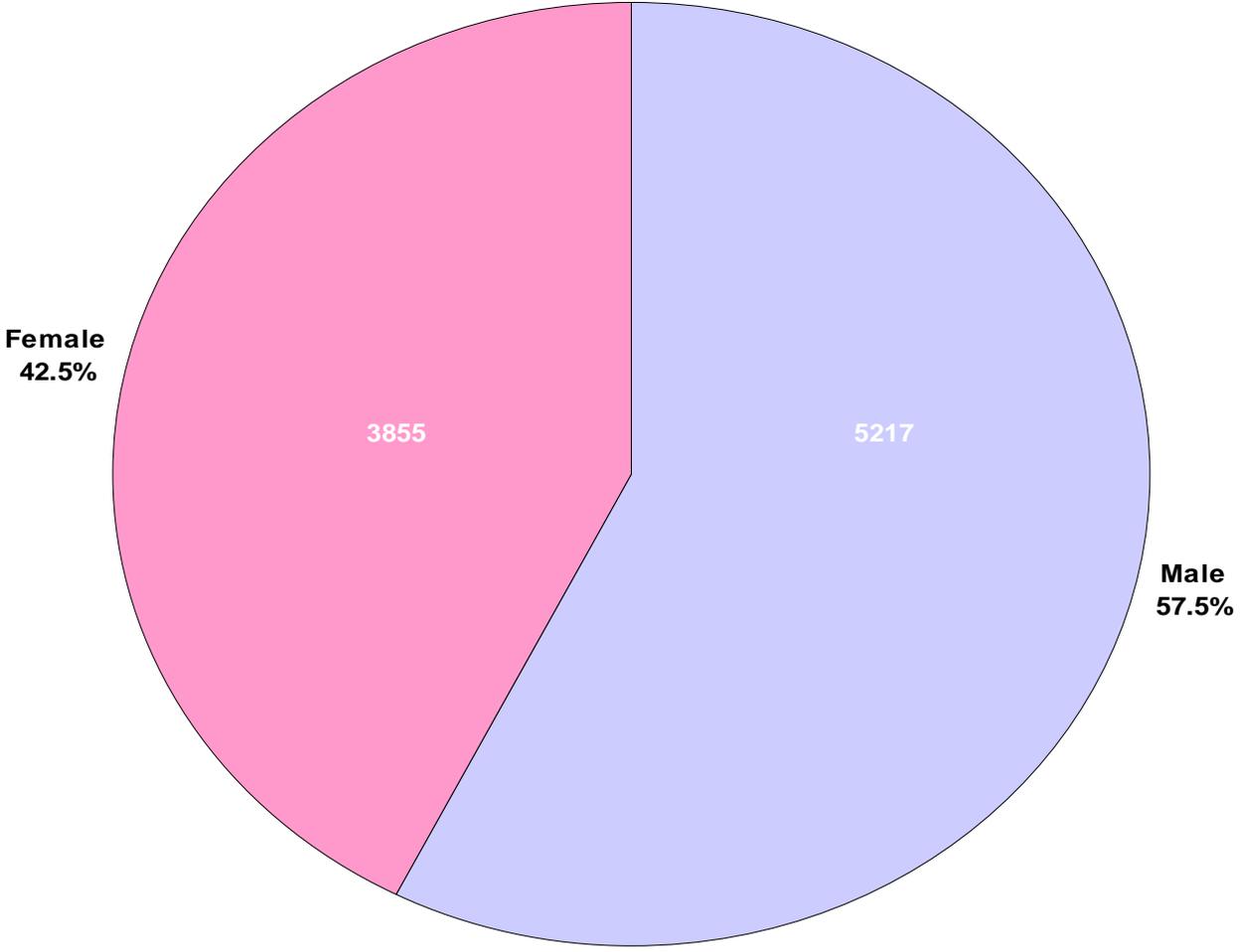
Number of Employees



NOTE: Number of employees not reporting: 110
Excludes temporary employees, elected and appointed officials, paid members of boards and commissions, and judicial branch employees.

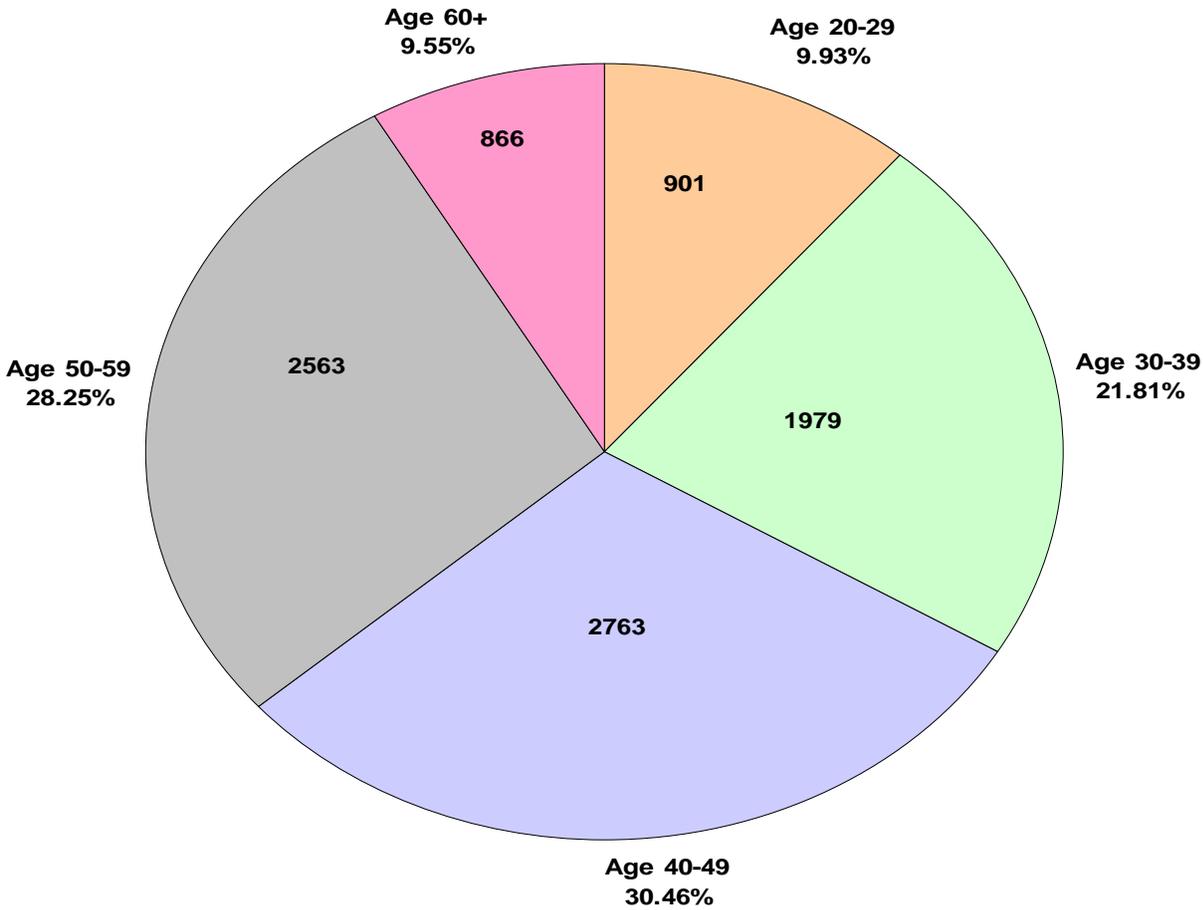


**Permanent Employees by Gender
2009**



Total employees: 9072

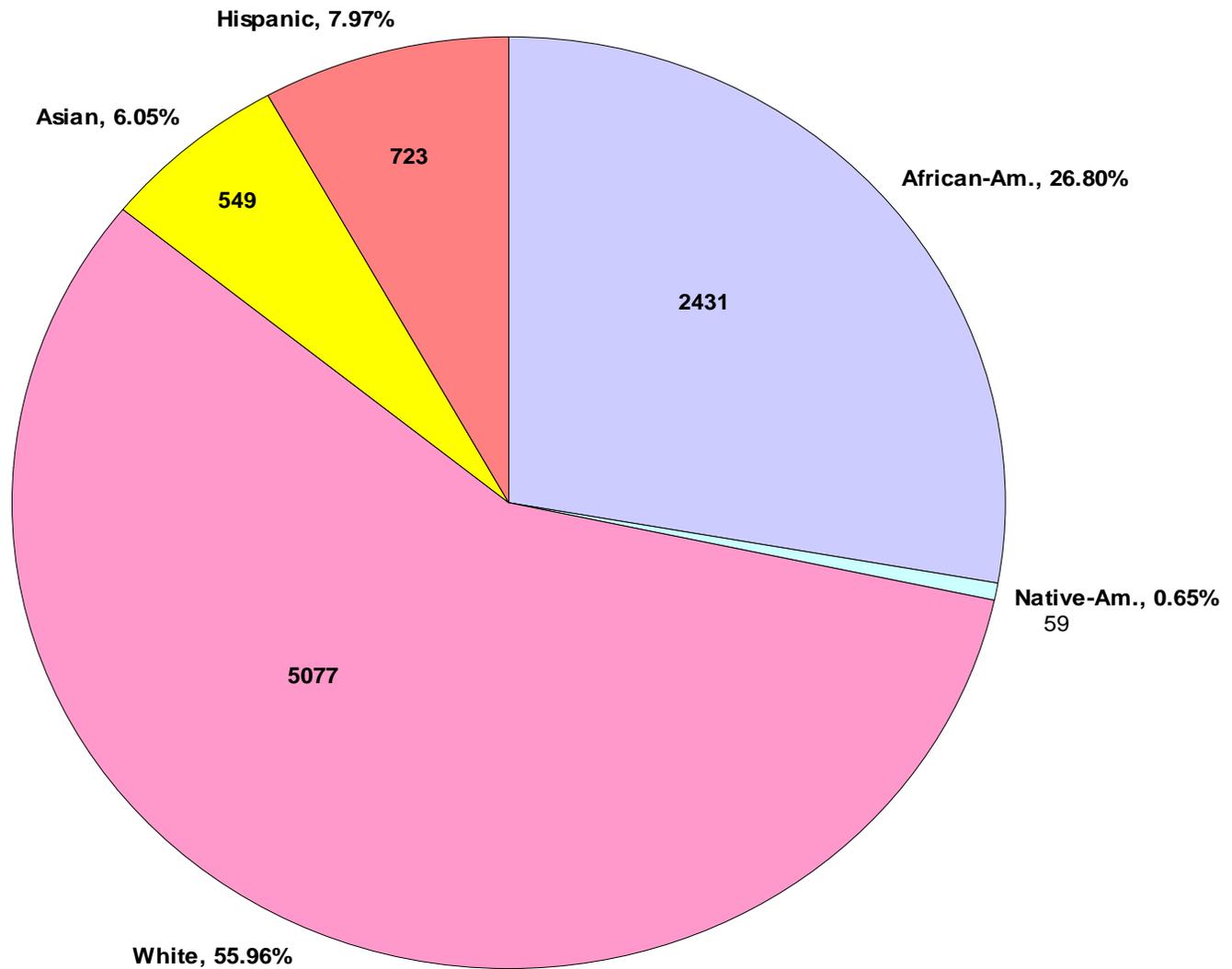
**Permanent Employees by Age
2009**



Total employees: 9072

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

**Permanent Employees by Race/Ethnicity
2009**

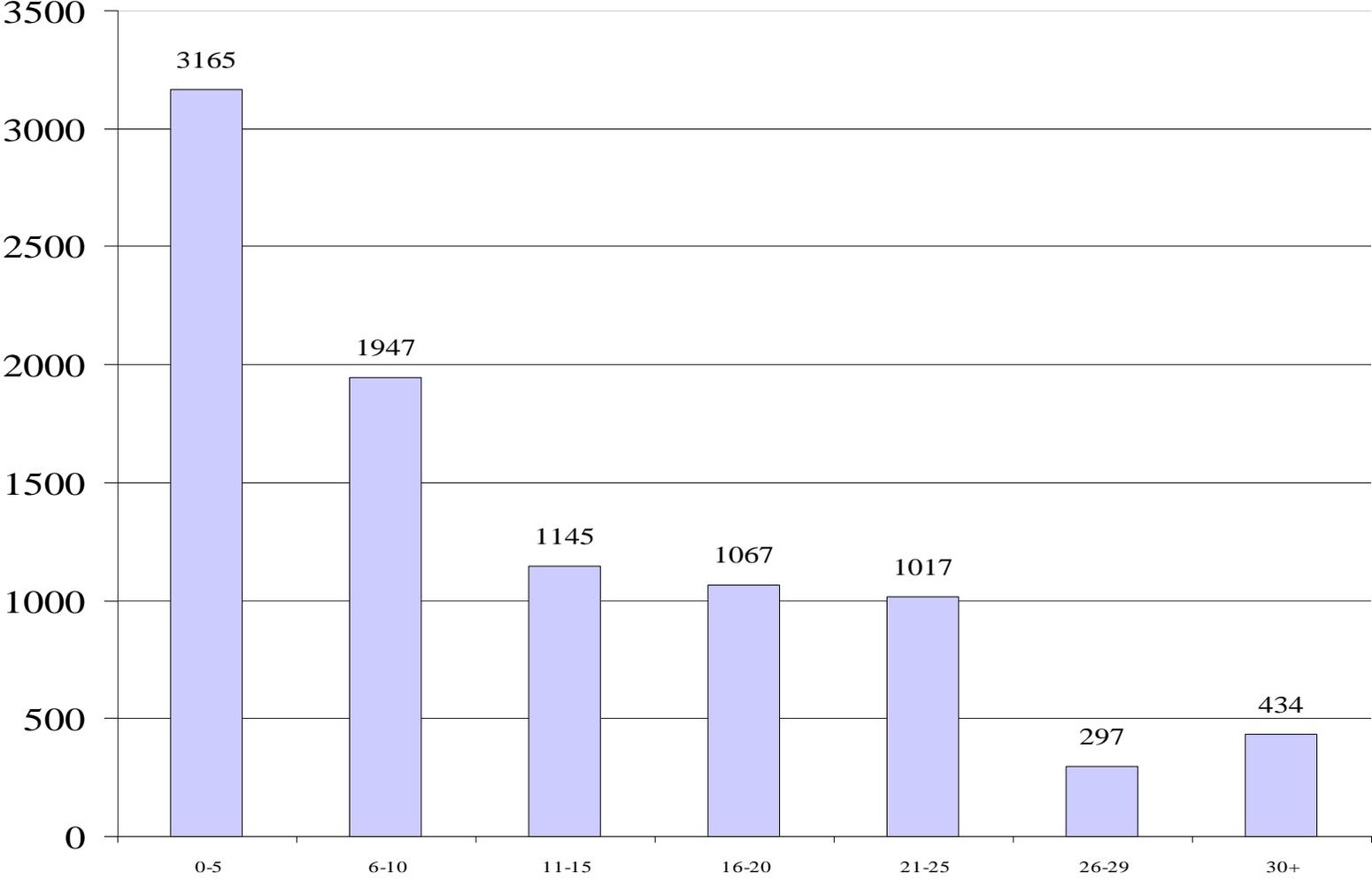


NOTE: Number of employees not reporting: 233 (2.57%)

Length of Service

Permanent Employees - 2009

Number of Employees



Total permanent employees: 9072

Years of Service

**Average Annual Salary - 2009
Full-Time Employees**

Grade	Number of Employees	Average Annual Salary*	Grade	Number of Employees	Average Annual Salary*
A1	139	\$98,176	P1	35	\$47,217
A2	32	\$116,066	P2	99	\$50,442
A3	21	\$135,256	P3	131	\$56,773
B1	107	\$89,390	P4	664	\$76,551
B2	132	\$108,936	P5	65	\$88,204
B3	27	\$126,282	5	4	\$37,253
B4	10	\$135,420	7	4	\$30,118
B6	4	\$154,130	8	24	\$38,767
C1	20	\$91,837	9	26	\$36,463
C2	4	\$107,001	10	45	\$37,580
C3	12	\$41,290	11	11	\$41,021
C4	77	\$49,328	12	43	\$46,370
C5	153	\$60,329	13	292	\$47,107
C6	44	\$79,881	14	184	\$43,909
D1	29	\$86,387	15	826	\$45,551
D2	11	\$96,377	16	457	\$54,474
D3	4	\$117,642	17	183	\$55,480
D4	1	\$135,715	18	497	\$60,557
F1	18	\$41,613	19	111	\$65,306
F2	313	\$49,726	20	270	\$65,563
F3	337	\$65,638	21	362	\$68,927
F4	217	\$82,070	22	145	\$71,132
G2	13	\$45,534	23	518	\$77,101
G3	17	\$51,892	24	374	\$82,033
G4	64	\$69,443	25	377	\$89,995
H3	1	\$166,660	26	95	\$93,133
H4	1	\$191,682	27	42	\$99,582
J3	1	\$167,948	28	126	\$104,667
J4	2	\$166,660	29	5	\$105,554
M1	23	\$145,194	31	1	\$127,511
M2	105	\$126,865	32	32	\$119,205
M3	246	\$105,982	34	1	\$136,495
			40	2	\$130,880

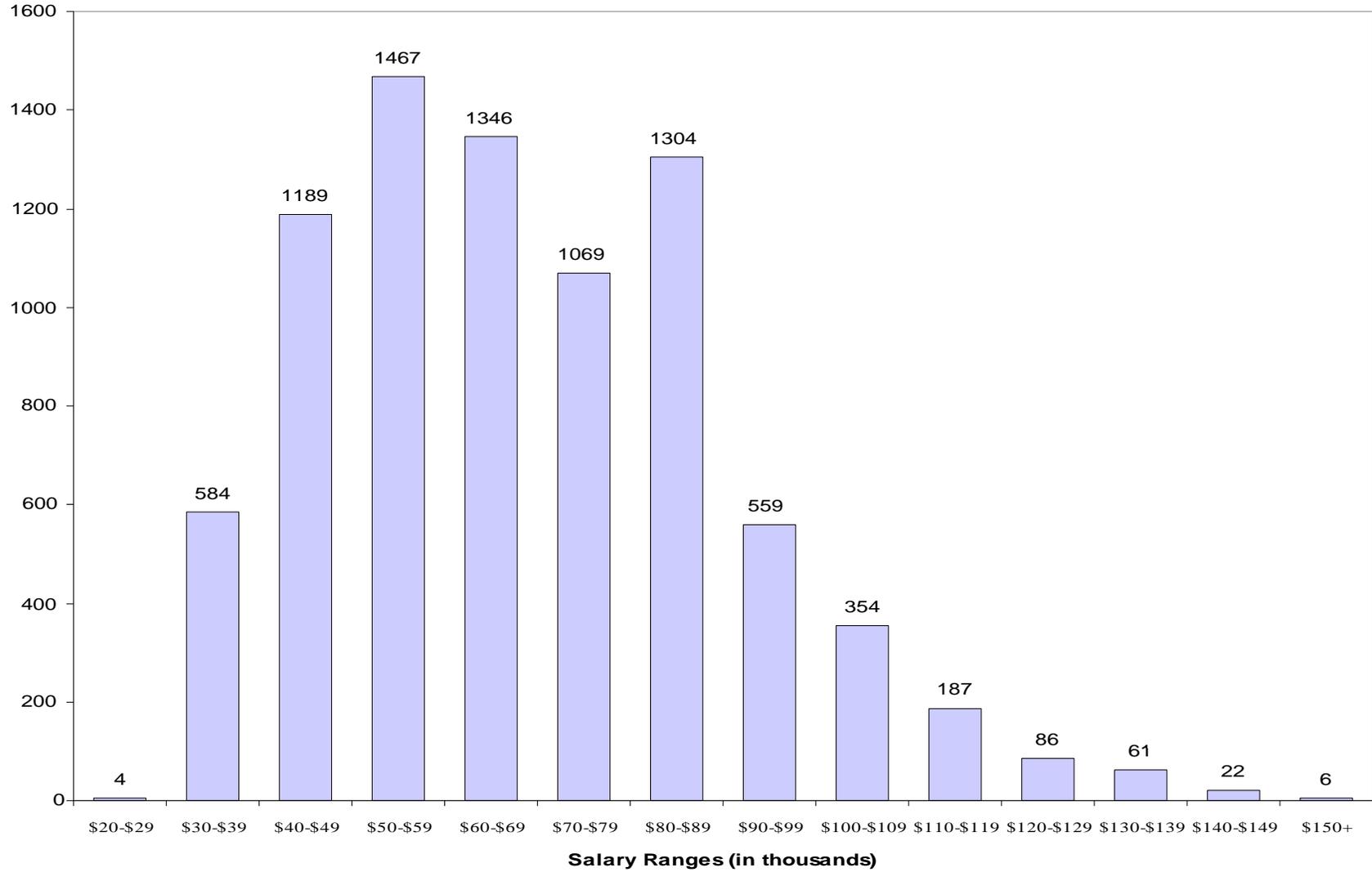
Overall Weighted Ave.: \$69,951

*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

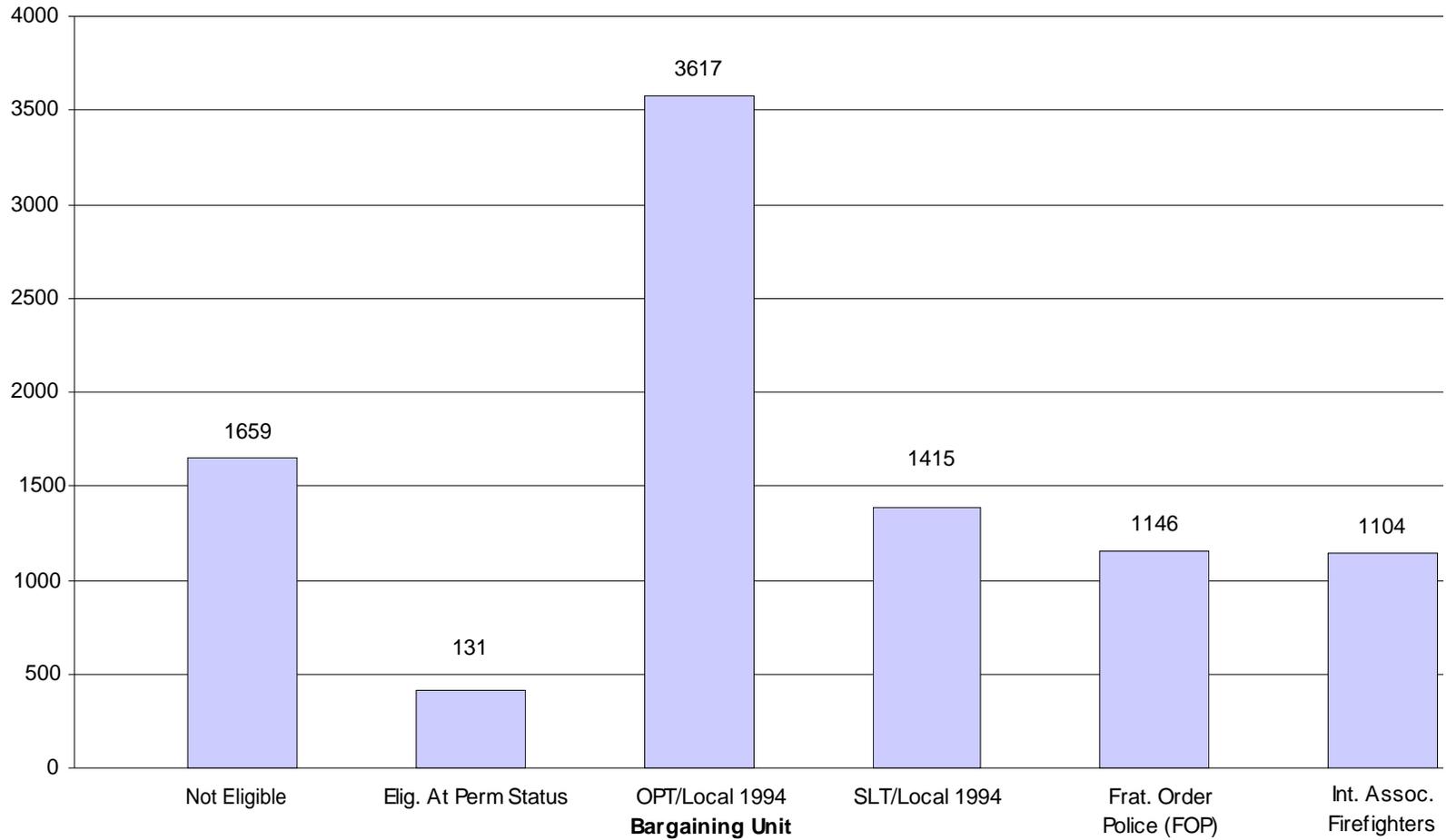
**Employee Distribution by Annual Base Salary
Full-Time Employees as of December 2009**

Number of Employees



Number of All Employees

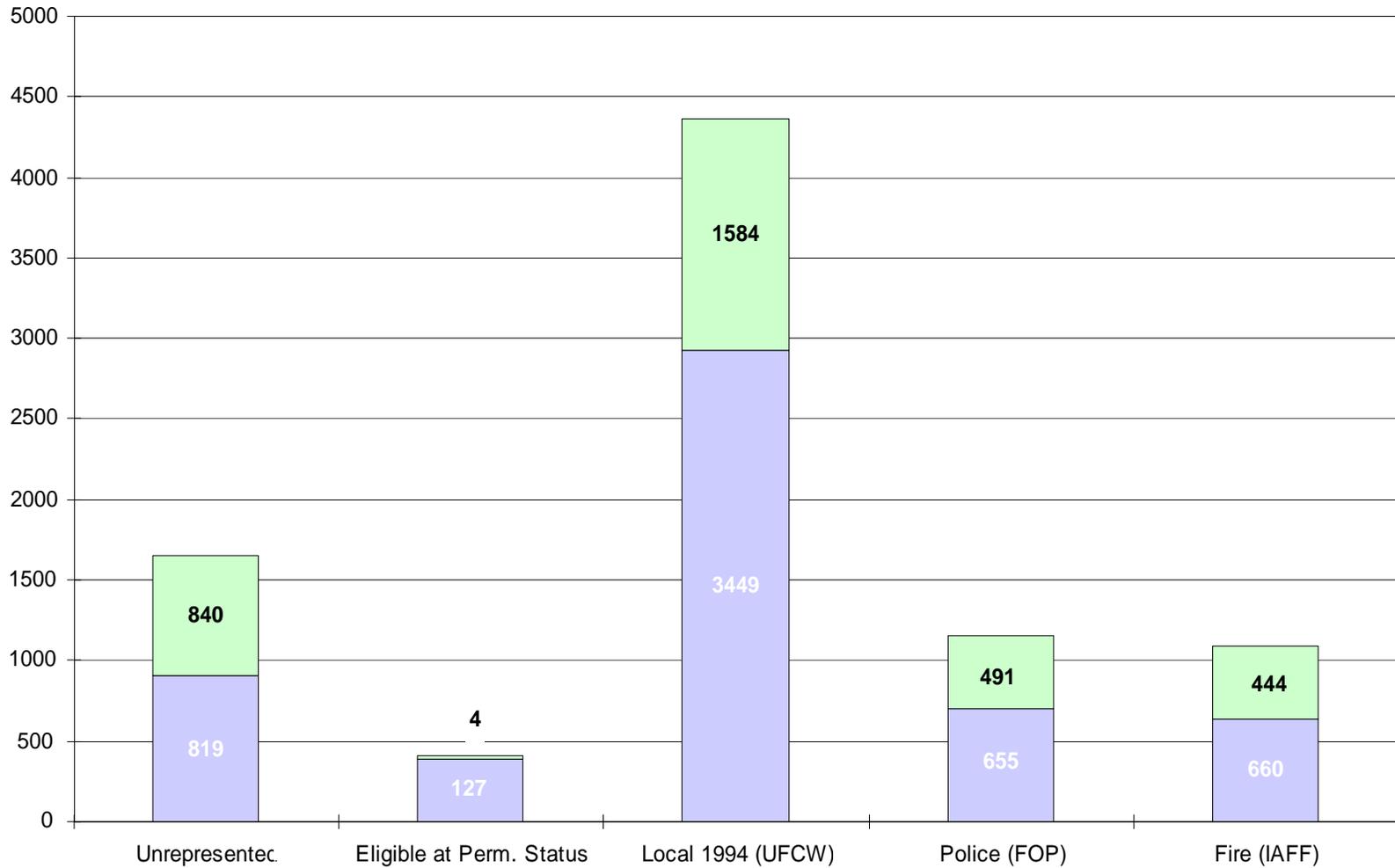
Employee Representation by Bargaining Unit
Permanent Employees - 2009



Total permanent employees: 9072

Eligibility for Service Increment Permanent Employees - 2009

Number of Employees



*

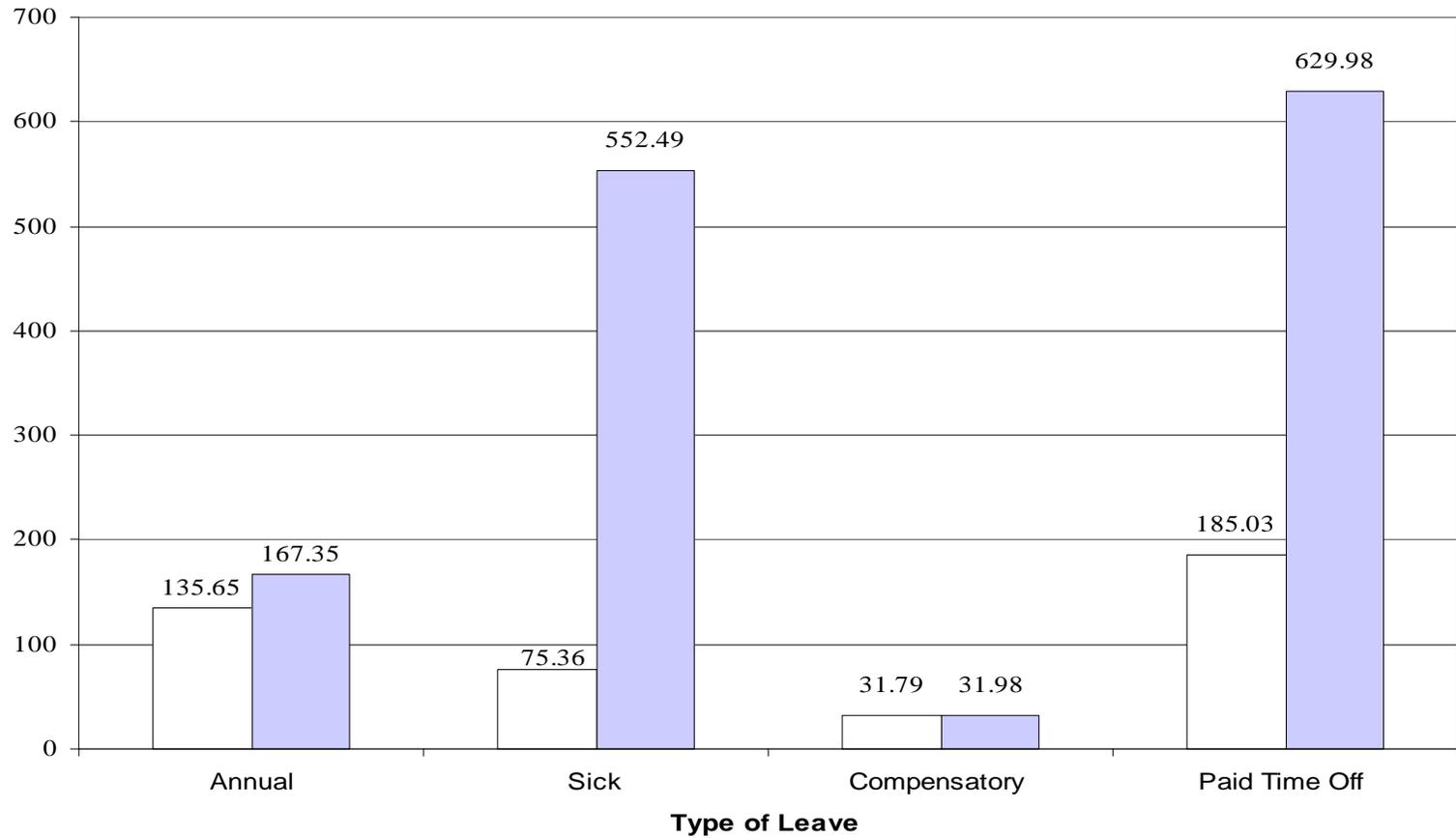
Bargaining Unit

■ Not at Maximum
 ■ At Maximum

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

Average Leave Taken / Average Leave Balances Hours for Permanent Employees - 2009

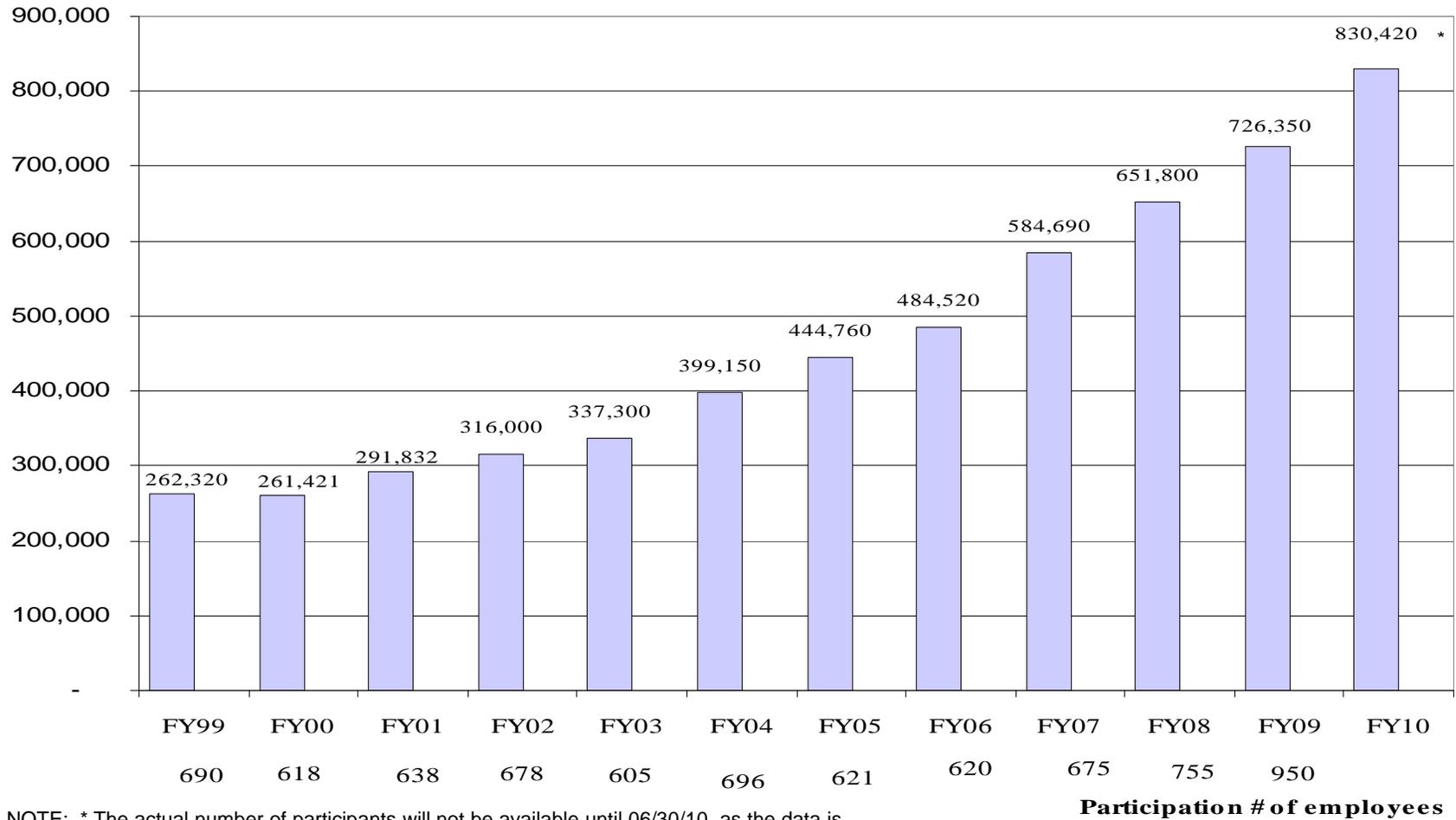
Number of Hours



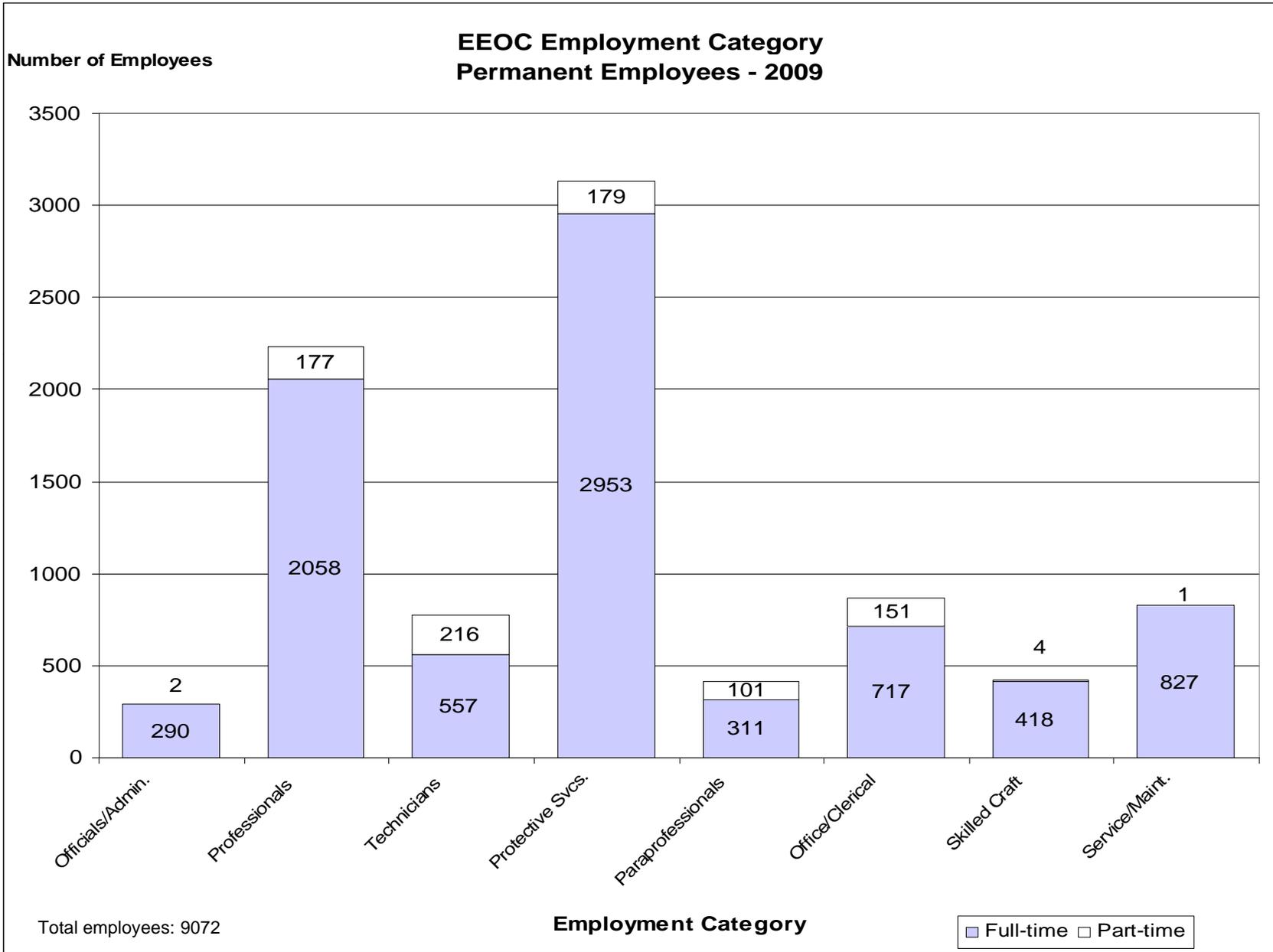
□ Average Hours Taken ■ Average Balance (Hours)

Tuition Assistance Program Expenditures and Participation FY99 - FY10

\$ Budgeted

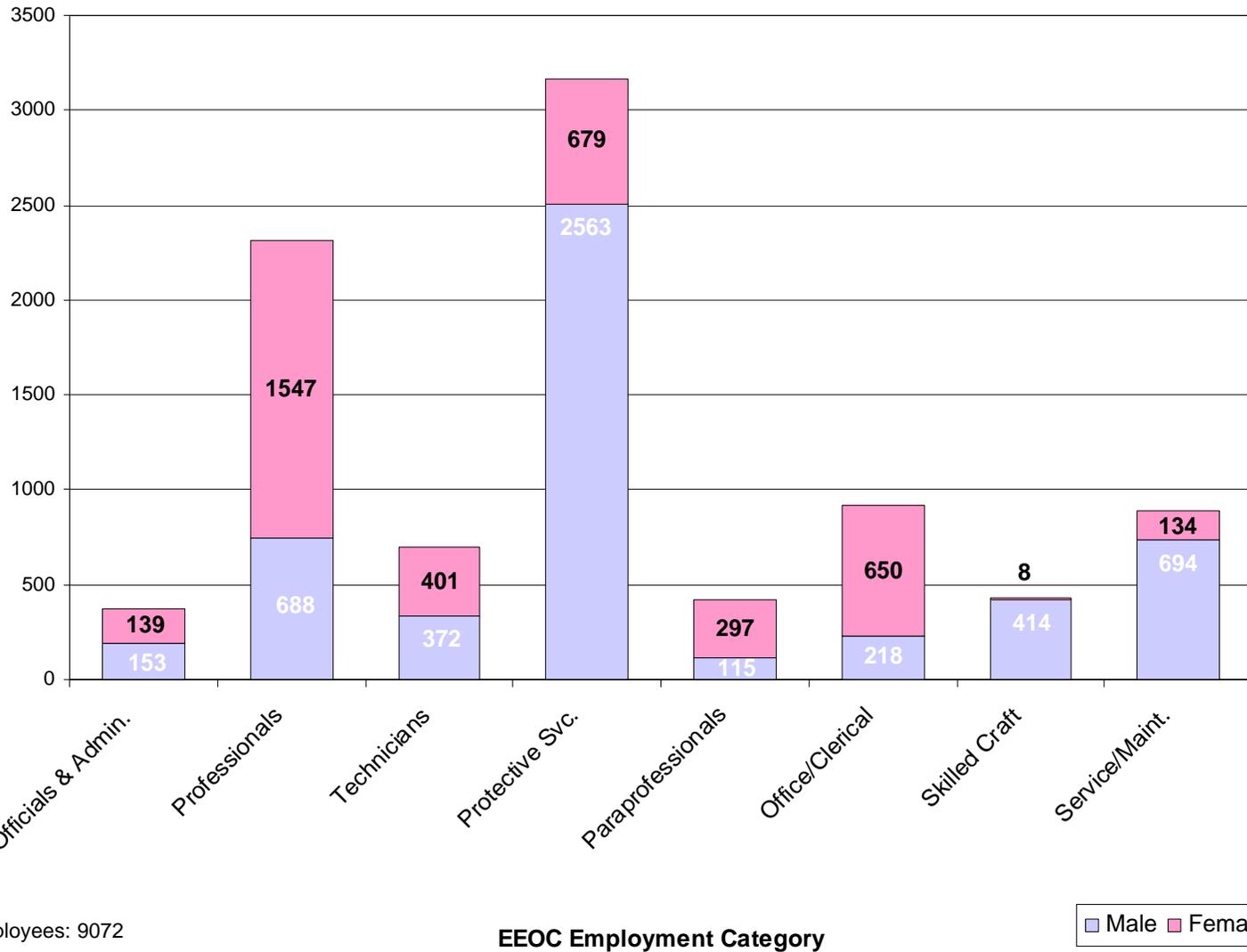


NOTE: * The actual number of participants will not be available until 06/30/10, as the data is maintained on a Fiscal Year basis. The \$830,420 represents funds appropriated for FY10.



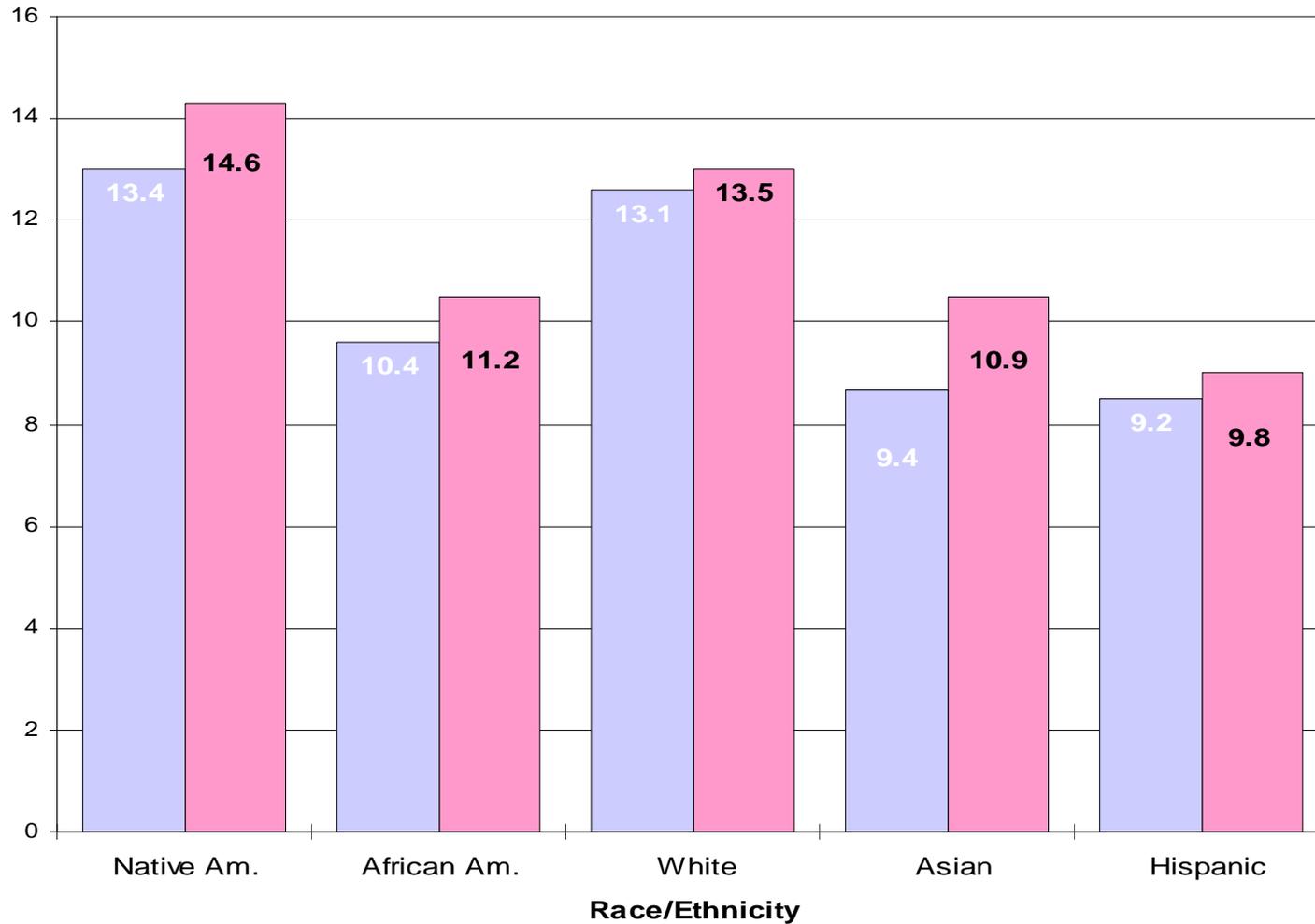
Distribution by EEOC Employment Category & Gender Permanent Employees - 2009

Number of Employees



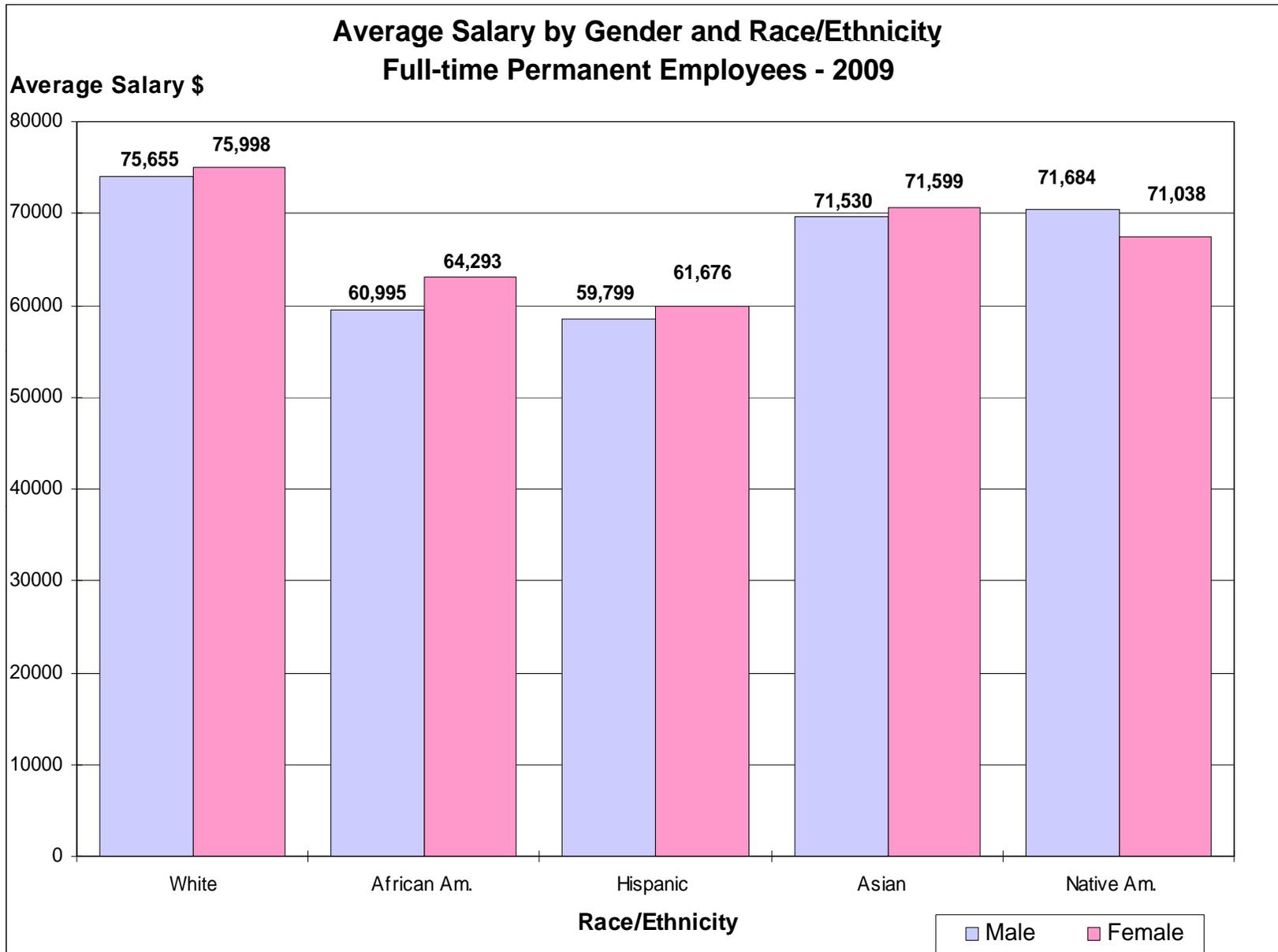
Average Length of Service by Gender and Race/Ethnicity - 2009

Length of Service (Years)



Total employees: 9072
Overall Average: 11.6 years

Male Female



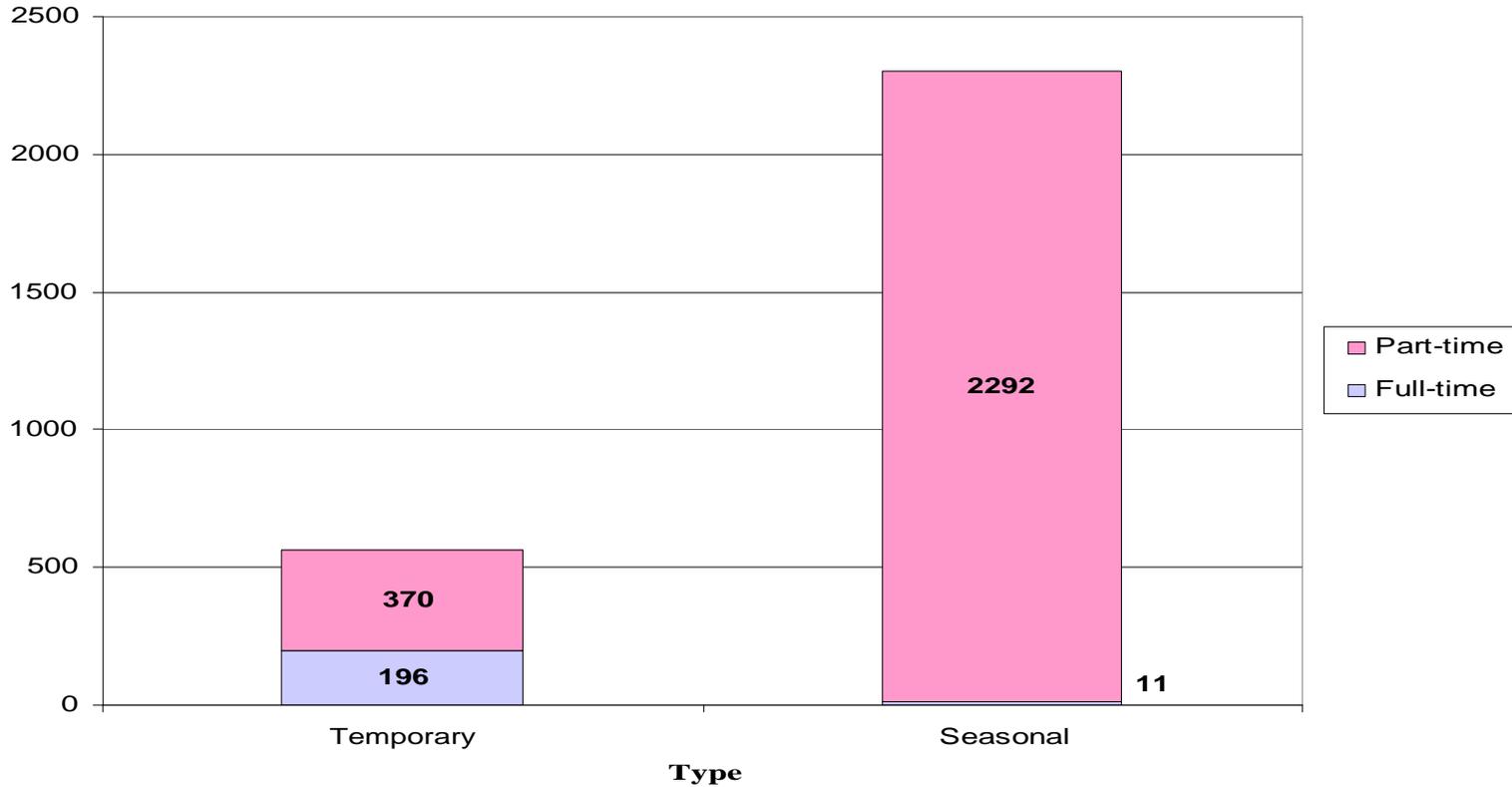
**Distribution by Employment Category and Race/Ethnicity
Permanent Employees - 2009**

Race/Ethnicity	Employment Category	# Empl.	Percent	Race/Ethnicity	Employment Category	# Empl.	Percent
American	Officials & Administrators	0	0.00	Asian	Officials & Administrators	17	0.19
Indian	Professional	13	0.15		Professional	167	1.91
	Technicians	3	0.03		Technicians	72	0.82
	Protective Services	27	0.31		Protective Services	83	0.95
	Paraprofessionals	2	0.02		Paraprofessionals	67	0.77
	Office/Clerical	2	0.02		Office/Clerical	90	1.03
	Skilled Craft	5	0.06		Skilled Craft	21	0.24
	Service/Maintenance	6	0.07		Service/Maintenance	25	0.29
	Total	58	0.66		Total	542	6.20
African	Officials & Administrators	51	0.58	Hispanic	Officials & Administrators	13	0.15
American	Professional	528	6.05		Professional	189	2.17
	Technicians	160	1.83		Technicians	61	0.70
	Protective Services	630	7.22		Protective Services	169	1.94
	Paraprofessionals	94	1.08		Paraprofessionals	64	0.73
	Office/Clerical	300	3.44		Office/Clerical	86	0.99
	Skilled Craft	127	1.45		Skilled Craft	36	0.41
	Service/Maintenance	522	5.98		Service/Maintenance	103	1.18
	Total	2412	27.63		Total	721	8.27
White	Officials & Administrators	207	2.37		Tot. Race/Ethnicity Not Avail	343	3.95%
	Professional	1284	14.71				
	Technicians	455	5.21		Tot. Employees	9072	100%
	Protective Services	2161	24.76				
	Paraprofessionals	178	2.04				
	Office/Clerical	372	4.26				
	Skilled Craft	212	2.43				
	Service/Maintenance	127	1.45				
	Total	4996	57.23				

NOTE: Percentages are rounded

Temporary and Seasonal Employees Full and Part-time - 2009

**Number of
Employees**



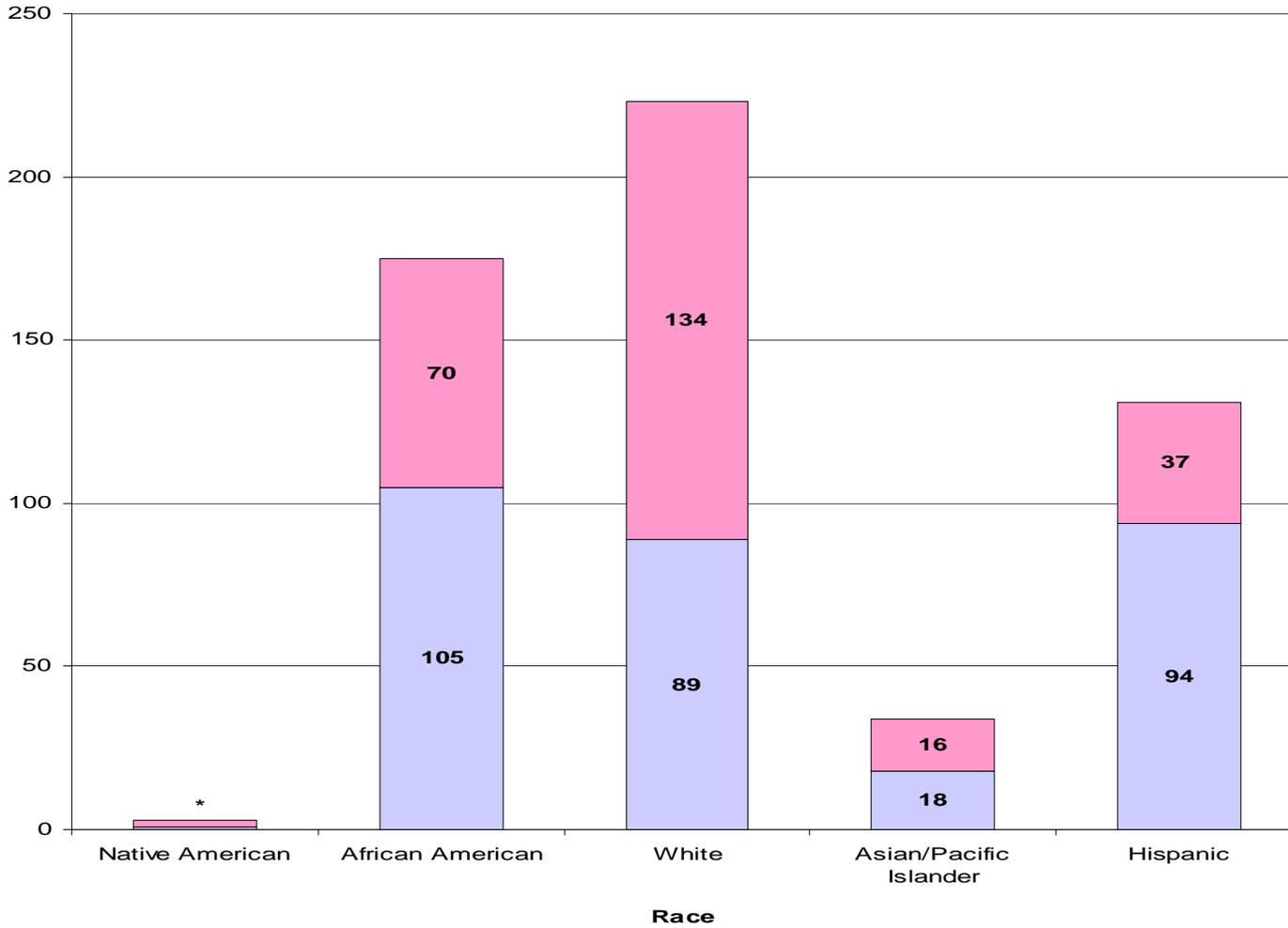
Total Temporary Employees = 566
 Average Annual Earnings = \$14,636.83
 Average Hours Worked = 651.07

Total Seasonal Employees = 2303
 Average Annual Earnings = \$3,136.85
 Average Hours Worked = 294

Number of employees not reported: 69

Temporary Employees by Gender and Race - 2009

Number of employees

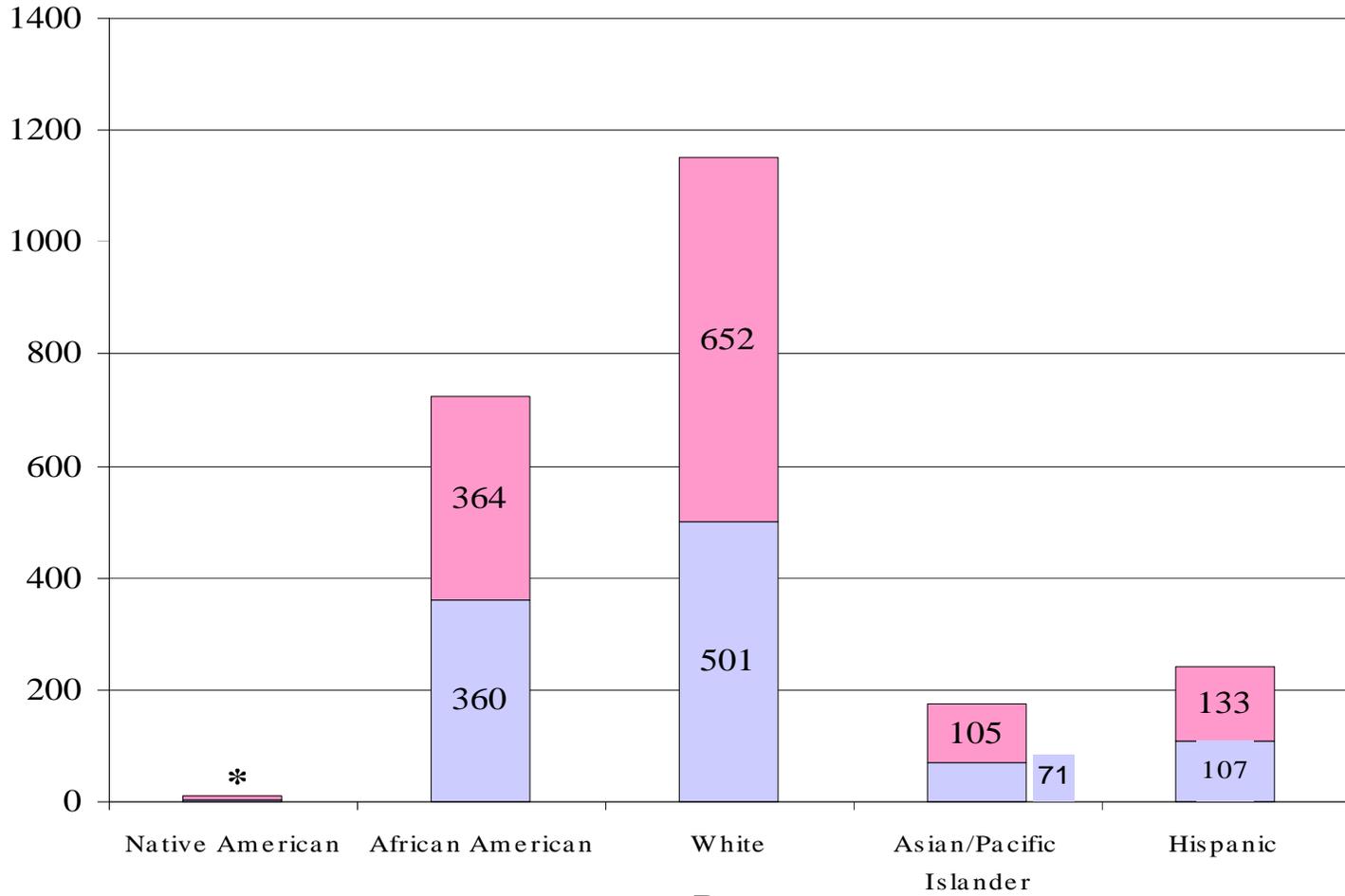


*Count reflects 1 Male, 2 Females
 Total Temporary Employees = 566
 Male = 307 (54.24%) Female = 259 (45.76%)

Female
 Male

Seasonal Employees by Gender and Race - 2009

Number of employees



* Count reflects 6 Females, 4 Males
 Total Seasonal Employees = 2303
 Male = 1043 (45.29%) - Female = 1260 (54.71%)
 Race/Ethnicity not Avail. = 88

Female
 Male

TURNOVER ANALYSIS

NUMBER OF SEPARATIONS BY REASON FOR SEPARATION CALENDAR YEARS 1999 - 2009

Separation Reason	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	%of 2009
Voluntary	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	total
No return LOA/LWOP	7	12	12	11	12	7	10	2	8	4	3	0.51%
AWOL	1	1	6	7	3	4	3	11	8	8	4	0.68%
New job	46	91	65	42	0	0	0	0	0	0	0	0.00%
Non-specified personal reasons	183	186	165	133	108	159	194	174	199	180	122	20.85%
Relocation out of area				4	16	24	28	27	36	18	11	1.88%
Family responsibilities				2	8	7	5	12	10	23	4	0.68%
Better compensation				7	23	17	22	25	18	0	0	0.00%
More flexible work schedule				2	1	0	1	6	1	2	0	0.00%
Better working conditions				2	1	2	1	3	1	2	1	0.17%
More opportunity for advancement				4	1	14	6	24	16	14	7	1.20%
Easier commute				4	5	8	4	9	6	3	1	0.17%
Return to School				0	1	6	5	3	4	4	3	0.51%
Quit - no notice	5	5	8	6	4	2	1	3	2	8	1	0.17%
Normal retirement	61	90	75	146	145	122	104	123	123	172	90	15.38%
Early retirement	20	20	22	26	34	30	40	32	32	54	28	4.79%
Sub Total	323	405	353	396	382	402	424	454	464	492	275	47.01%
Involuntary												
Disciplinary	4	1	1	0	0	0	0	0	0	0	0	0.00%
Unsatisfactory performance	9	6	2	2	2	4	2	3	2	0	1	0.17%
Misconduct	6	1	6	6	2	5	7	5	4	7	5	0.85%
Non-disciplinary	2	0	1	0	2	3	4	0	0	1	4	0.68%
Excess absences	6	3	5	0	3	0	1	1	0	1	0	0.00%
Failed Probation			22	23	19	23	16	22	37	28	13	2.22%
Sub Total	27	11	37	31	28	35	30	31	43	37	23	3.93%
Management/fiscal												
Discontinued service retirement	5	13	19	7	28	12	5	7	2	0	14	2.39%
Reduction-in-force	1	0	1	0	2	3	0	0	0	3	12	2.05%
Lack of funding	0	0	0	0	2	0	2	3	3	0	0	0.00%
Sub Total	6	13	20	7	32	15	7	10	5	3	26	4.44%
Medical/other												
Unknown/other	3	3	13	11	6	9	7	10	14	0	14	2.39%
Service-connected disability ret.	27	24	23	20	22	23	30	28	26	32	26	4.44%
Non-service con. disability ret.	13	19	17	14	11	12	10	21	16	9	10	1.71%
Other medical	1	0	0	1	7	3	3	13	2	5	14	2.39%
Death	9	19	10	10	10	7	4	8	14	7	9	1.54%
Sub Total	53	65	63	56	56	54	54	80	72	53	73	12.48%
TOTAL SEPARATIONS	409	494	473	490	498	506	515	575	584	585	397	
Total employees	7397	7592	7912	8099	8083	8223	8429	8675	9059	9203*	9072	
TURNOVER RATE	5.53%	6.51%	5.98%	6.05%	6.16%	6.15%	6.11%	6.63%	6.45%	6.36%	4.38%	

NOTE* = # Total employees corrected

**Turnover - Separations by Employment Category
Permanent Employees- 2009**

<u>Employment Category</u>	<u># of Separations</u>	<u>Percent of Total</u>
Officials & Administrators	24	6.05%
Professionals	118	29.72%
Technicians	25	6.30%
Protective Services	108	27.20%
Paraprofessionals	14	3.53%
Office/Clerical	45	11.34%
Skilled Craft	17	4.28%
Service Maintenance	46	11.59%
Category Unreported	0	<u>0.00%</u>
	397	100.00%

**Turnover - Separations by Race/Ethnicity
Permanent Employees- 2009**

<u>EEO Category</u>	<u># of Separations</u>	<u>Percent of Total</u>
White	212	53.40%
African American	111	27.96%
Hispanic	36	9.07%
Asian	21	5.29%
Native American	3	0.76%
Race/Ethnicity Unreported	14	3.53%
	397	100.00%

WAGE & SALARY COMPARABILITY

PAY INCREASES - MONTGOMERY COUNTY GOVERNMENT EMPLOYEE NOT AT MAXIMUM SALARY ⁽¹⁾
vs.
CONSUMER PRICE INDEX (CPI)

Year	MCG GWA ⁽²⁾	MCG Service Increment ⁽³⁾	Total MCG Pay Increase	CPI Change ⁽⁴⁾	Difference MCG vs. CPI Change	Date of CPI Changes
FY07-FY10 Compounded Change:			<u>29.70%</u>	<u>12.20%</u>	<u>17.50%</u>	
2009 (FY10)	0.00%	3.50%	--	1.60%	--	11-08 - 11-09
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) ⁽⁵⁾	4.00%	3.50%	--	3.10%	--	11-05 - 11-06
FY03-FY06 Compounded Change:			<u>28.09%</u>	<u>13.09%</u>	<u>14.99%</u>	
2005 (FY06)	2.75%	3.50%	--	3.70%	--	11-04 - 11-05
2004 (FY05)	2.00%	3.50%	--	3.60%	--	11-03 - 11-04
2003 (FY04) ⁽⁶⁾	2.90%	3.50%	--	2.40%	--	11-02 - 11-03
2002 (FY03)	3.50%	3.50%	--	2.80%	--	11-01 - 11-02
FY99-FY02 Compounded Change:			<u>27.71%</u>	<u>10.27%</u>	<u>17.45%</u>	
2001 (FY02)	3.25%	3.50%	--	2.20%	--	11-00 - 11-01
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
FY95-FY98 Compounded Change:			<u>28.78%</u>	<u>7.26%</u>	<u>21.52%</u>	
FY92-FY94 Compounded Change: ⁽⁷⁾			<u>10.87%</u>	<u>8.95%</u>	<u>1.92%</u>	

(1) Excludes police and fire bargaining unit employees.

(2) MCG did not provide a GWA in FY10.

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

Approximately 37.1% of permanent employees are at maximum as of 12/1/09.

(4) 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.

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

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

(7) 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.)

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

Year	MCG GWA ⁽²⁾	MCG Service Increment ⁽³⁾	Total MCG Pay Increase	CPI Change ⁽⁴⁾	Difference MCG vs. CPI Change	Date of CPI Changes
FY07-FY10 Compounded Change:			<u>13.03%</u>	<u>12.20%</u>	<u>0.83%</u>	
2009 (FY10)	0.00%	0.00%	--	1.60%	--	11-08 - 11-09
2008 (FY09)	4.50%	0.00%	--	2.50%	--	11-07 - 11-08
2007 (FY08)	4.00%	0.00%	--	4.50%	--	11-06 - 11-07
2006 (FY07) ⁽⁵⁾	4.00%	0.00%	--	3.10%	--	11-05 - 11-06
FY03-FY06 Compounded Change:			<u>11.62%</u>	<u>13.09%</u>	<u>-1.47%</u>	
2005 (FY06)	2.75%	0.00%	--	3.70%	--	11-04 - 11-05
2004 (FY05)	2.00%	0.00%	--	3.60%	--	11-03 - 11-04
2003 (FY04) ⁽⁶⁾	2.90%	0.00%	--	2.40%	--	11-02 - 11-03
2002 (FY03)	3.50%	0.00%	--	2.80%	--	11-01 - 11-02
FY99-FY02 Compounded Change:			<u>11.29%</u>	<u>10.27%</u>	<u>1.03%</u>	
2001 (FY02)	3.25%	0.00%	--	2.20%	--	11-00 - 11-01
2000 (FY01)	3.00%	0.00%	--	3.30%	--	11-99 - 11-00
1999 (FY00)	2.60%	0.00%	--	2.50%	--	11-98 - 11-99
1998 (FY99)	2.00%	0.00%	--	1.90%	--	11-97 - 11-98
FY95-FY98 Compounded Change:			<u>12.22%</u>	<u>7.26%</u>	<u>4.96%</u>	
FY92-FY94 Compounded Change: ⁽⁷⁾			<u>0.00%</u>	<u>8.95%</u>	<u>-8.95%</u>	

(1) Excludes police and fire bargaining unit employees.

(2) MCG did not provide a GWA in FY10

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

Approximately 37.1% of permanent employees are at maximum as of 12/1/09

(4) 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.

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

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

(7) 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.)

**PAY INCREASES - MONTGOMERY COUNTY GOVERNMENT EMPLOYEE NOT AT MAXIMUM SALARY ⁽¹⁾
vs.
PRIVATE SECTOR**

Year	MCG GWA ⁽²⁾	MCG Service Increment ⁽³⁾	Total MCG Pay Increase	Private Sector Pay Increase ⁽⁴⁾	Difference MCG vs. Private Sector
FY07-FY10 Compounded Change:			<u>29.70%</u>	<u>14.22%</u>	<u>15.48%</u>
2009 (FY10)	0.00%	3.50%	--	2.20%	--
2008 (FY09)	4.50%	3.50%	--	3.90%	--
2007 (FY08)	4.00%	3.50%	--	3.80%	--
2006 (FY07) ⁽⁵⁾	4.00%	3.50%	--	3.63%	--
FY03-FY06 Compounded Change:			<u>28.09%</u>	<u>15.03%</u>	<u>13.06%</u>
2005 (FY06)	2.75%	3.50%	--	3.65%	--
2004 (FY05)	2.00%	3.50%	--	3.45%	--
2003 (FY04) ⁽⁶⁾	2.90%	3.50%	--	3.40%	--
2002 (FY03)	3.50%	3.50%	--	3.75%	--
FY99-FY02 Compounded Change:			<u>27.71%</u>	<u>18.80%</u>	<u>8.92%</u>
2001 (FY02)	3.25%	3.50%	--	4.55%	--
2000 (FY01)	3.00%	3.50%	--	4.45%	--
1999 (FY00)	2.60%	3.50%	--	4.35%	--
1998 (FY99)	2.00%	3.50%	--	4.25%	--
FY95-FY98 Compounded Change:			<u>28.78%</u>	<u>17.10%</u>	<u>11.68%</u>
FY92-FY94 Compounded Change: ⁽⁷⁾			<u>10.87%</u>	<u>14.50%</u>	<u>-3.63%</u>

(1) Excludes police and fire bargaining unit employees.

(2) MCG did not provide a GWA in FY10.

(3) Employees at the maximum of their assigned grade are not eligible for a service increment.
Approximately 37.1% of permanent employees are at maximum as of 12/1/09.

(4) Source: World At Work Salary Budget Survey. Pay increase is average for non-exempt and exempt employees in Eastern Region and includes cost-of-living adjustments, general wage increases, and merit raises.

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

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

(7) 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.)

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

Year	MCG GWA ⁽²⁾	MCG Service Increment ⁽³⁾	Total MCG Pay Increase	Private Sector Pay Increase ⁽⁴⁾	Difference MCG vs. Private Sector
FY07-FY10 Compounded Change:			13.03%	14.22%	-1.19%
2009 (FY10)	0.00%	0.00%	--	2.20%	--
2008 (FY09)	4.50%	0.00%	--	3.90%	--
2007 (FY08)	4.00%	0.00%	--	3.80%	--
2006 (FY07) ⁽⁵⁾	4.00%	0.00%	--	3.63%	--
FY03-FY06 Compounded Change:			11.62%	15.03%	-3.41%
2005 (FY06)	2.75%	0.00%	--	3.65%	--
2004 (FY05)	2.00%	0.00%	--	3.45%	--
2003 (FY04) ⁽⁶⁾	2.90%	0.00%	--	3.40%	--
2002 (FY03)	3.50%	0.00%	--	3.75%	--
FY99-FY02 Compounded Change:			11.29%	18.80%	-7.50%
2001 (FY02)	3.25%	0.00%	--	4.55%	--
2000 (FY01)	3.00%	0.00%	--	4.45%	--
1999 (FY00)	2.60%	0.00%	--	4.35%	--
1998 (FY99)	2.00%	0.00%	--	4.25%	--
1994 (FY95)	3.00%	0.00%	--	4.00%	--
1990 (FY91)					

(1) Excludes police and fire bargaining unit employees.

(2) MCG did not provide a GWA in FY10.

(3) Employees at the maximum of their assigned grade are not eligible for a service increment.
 Approximately 37.1% of permanent employees are at maximum as of 12/1/09.

(4) Source: World At Work Salary Budget Survey. Pay increase is average for non-exempt and exempt employees in Eastern Region and includes cost-of-living adjustments, general wage increases, and merit raises.

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

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

(7) 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.)

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

Bargaining Unit		At Maximum	Not at Maximum	TOTAL

Police Bargaining Unit (FOP)	Number	491	655	1146
	Percent	42.8%	57.2%	100%
Fire Bargaining Unit (IAFF)	Number	444	660	1104
	Percent	40.2%	59.8%	100%
MCGEO, UFCW Local 1994 (2)	Number	1584	3449	5033
	Percent	31.5%	68.5%	100%
Eligible at Permanent Status (Local 1994 and IAFF)	Number	3	127	130
	Percent	<u>2.3%</u>	<u>97.7%</u>	<u>100%</u>

Total Represented	Number	2522	4891	7413
	Percent	34.0%	66.0%	100%

Total Unrepresented (1)	Number	840	819	1659
	Percent	50.6%	49.4%	100%
ALL EMPLOYEES	Number	3362	5710	9072
	Percent	37.1%	62.9%	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

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

FEDERAL GOVERNMENT ⁽¹⁾ Effective January 2010			MONTGOMERY COUNTY GOVERNMENT ⁽²⁾ Effective January 2010					
Federal Grade	Minimum	Maximum	MCG Grade	Permanent FT Emp.	Minimum	Maximum (2)	% Diff. At Min	% Diff. At Max
GS-11	\$62,467	\$81,204	21	383	\$47,028	\$77,756	-32.8%	-4.4%
GS-12	\$74,872	\$97,333	23	523	\$51,598	\$85,463	-45.1%	-13.9%
			24	366	\$54,054	\$89,596	-38.5%	-8.6%
			25	391	\$56,631	\$93,944	-32.2%	-3.6%
GS-13	\$89,033	\$115,742	24	366	\$54,054	\$89,596	-64.7%	-29.2%
			25	391	\$56,631	\$93,944	-57.2%	-23.2%
			26	109	\$59,345	\$98,513	-50.0%	-17.5%
			27	75	\$62,168	\$103,309	-43.2%	-12.0%
			M3	254	\$63,411	\$115,901	-40.4%	0.1%
GS-14	\$105,211	\$136,771	28	126	\$64,960	\$108,343	-62.0%	-26.2%
			29	8	\$67,890	\$113,628	-55.0%	-20.4%
			31	2	\$74,206	\$125,010	-41.8%	-9.4%
			M2	102	\$73,811	\$133,992	-42.5%	-2.1%
GS-15	\$123,758	\$155,500	M2	102	\$73,811	\$133,992	-67.7%	-16.1%
			M1	23	\$84,407	\$149,917	-46.6%	-3.7%

(1) Locality Pay for Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA
Source: <http://www.opm.gov/oca/10tables/html/dcb.asp>

(2) Salary maximums listed for Montgomery County Government do not include the longevity maximum. Additionally, in FY2010 Montgomery County Employees did not receive a GWA. As such the minimum and maximums have not changed from the 2009 report.

SALARY COMPARISONS
WASHINGTON-BALTIMORE METROPOLITAN REGION Vs MONTGOMERY COUNTY GOVERNMENT
BASED ON HUMAN RESOURCES ASSOCIATION 2009 COMPENSATION SURVEY REPORT
AND MCG FY10 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		MCG Maximum	HRA Avg. Range Maximum	% Change Req. to Reach	
				HRA Avg. Minimum	% Dif. & HRA Minimum			HRA Avg. Maximum	% Dif. & HRA Maximum
Computer Oper. I	IT Technician I	\$34,484	\$28,600	-17.1%	20.6%	\$56,030	\$47,900	-14.5%	17.0%
Computer Oper. II	IT Technician II	\$37,457	\$34,800	-7.1%	7.6%	\$61,498	\$60,400	-1.8%	1.8%
Analyst/Developer III	IT Specialist III	\$59,345	\$62,800	5.8%	-5.5%	\$98,513	\$99,300	0.8%	-0.8%
Analyst/Developer IV	Sr. IT Specialist	\$64,960	\$66,900	3.0%	-2.9%	\$108,343	\$107,800	-0.5%	0.5%
Sr. Systems Programmer	Sr. IT Specialist	\$64,960	\$59,700	-8.1%	8.8%	\$108,343	\$101,900	-5.9%	6.3%
Sr. PC Network Supp. Spec.	IT Specialist I	\$44,900	\$45,600	1.6%	-1.5%	\$74,181	\$76,400	3.0%	-2.9%
Sr Computer Sys. Admin.	Sr. IT Specialist	\$64,960	\$60,800	-6.4%	6.8%	\$108,343	\$104,700	-3.4%	3.5%
Accounting. Clerk I	Principal Admin. Aide	\$33,107	\$29,100	-12.1%	13.8%	\$61,498	\$54,900	-13.2%	15.3%
Accounting. Clerk II	Office Services Coordinator	\$37,457	\$32,000	-14.6%	17.1%	\$61,498	\$50,600	-17.7%	21.5%
Accounting Clerk III	Fiscal Assistant	\$37,457	\$33,900	-9.5%	10.5%	\$61,498	\$55,200	-10.2%	11.4%
Payroll Clerk	Office Services Cord.	\$37,457	\$33,400	-10.8%	12.1%	\$61,498	\$49,900	-10.7%	12.0%
Accountant I	Accountant/Auditor I	\$40,952	\$38,200	-6.7%	7.2%	\$67,533	\$66,000	-2.3%	2.3%
Accountant III	Accountant/Auditor III	\$51,598	\$52,100	1.0%	-1.0%	\$85,463	\$87,900	2.9%	-2.8%
Budget Analyst	Mgmt. & Budget Spec. II	\$49,253	\$44,400	-9.9%	10.9%	\$81,513	\$73,900	-9.3%	10.3%
Senior Budget Analyst	Sr. Mgmt. & Budget Spec.	\$62,168	\$57,800	-7.0%	7.6%	\$103,309	\$93,900	-9.1%	10.0%
Buyer/Estimator	Procurement Spec. II	\$49,253	\$45,400	-7.8%	8.5%	\$81,513	\$77,800	-4.6%	4.8%
Sr. Benefits Specialist	Human Resources Spec. III	\$56,631	\$54,100	-4.5%	4.7%	\$93,944	\$88,500	-5.8%	6.2%
Employment Manager	Manager III	\$63,411	\$72,400	14.2%	-12.4%	\$115,901	\$119,000	2.7%	-2.6%
Library Assistant	Library Assistant I	\$33,107	\$30,600	-7.6%	8.2%	\$53,483	\$59,600	11.4%	-10.3%
Janitor/Custodian	Bldg. Svc. Wkr. II	\$27,165	\$23,500	-13.5%	15.6%	\$42,522	\$39,900	-6.2%	6.6%
Mail Clerk	Mail Clerk	\$30,558	\$25,200	-17.5%	21.3%	\$48,758	\$43,400	-11.0%	12.3%
Mail Clerk Supvr.	Mail Services Supervisor	\$39,157	\$39,000	-0.4%	0.4%	\$64,441	\$60,200	-6.6%	7.0%
Security Guard I	Security Officer I	\$35,923	\$25,500	-29.0%	40.9%	\$58,693	\$44,500	-24.2%	31.9%
Security Guard Supvr.	Security Officer III (Sgt.)	\$47,028	\$38,300	-18.6%	22.8%	\$77,756	\$59,800	-23.1%	30.0%
Admin. Asst./Secretary I	Administrative Aide	\$31,797	\$28,700	-9.7%	10.8%	\$51,062	\$47,000	-8.0%	8.6%
Admin. Asst./Secretary II	Principal Admin. Aide	\$33,107	\$31,400	-5.2%	5.4%	\$53,483	\$51,200	-4.3%	4.5%
Admin. Asst./Secretary III	Office Services Coordinator	\$37,457	\$33,500	-10.6%	11.8%	\$61,498	\$56,500	-8.1%	8.8%
Executive Assist/Secretary	Senior Executive Admin. Aide	\$40,952	\$41,500	1.3%	-1.3%	\$67,533	\$70,800	4.8%	-4.6%
Admin Assist/Secretary to the Chief Exec.	Exec. Admin. Aide to CAO	\$44,900	\$47,400	5.6%	-5.3%	\$74,181	\$78,900	6.4%	-6.0%
Office Manager	Administrative Specialist II	\$47,028	\$41,500	-11.8%	13.3%	\$77,756	\$76,200	-2.0%	2.0%
Public Relations Rep.	Public Information Officer II	\$56,631	\$42,100	-25.7%	34.5%	\$93,944	\$74,800	-20.4%	25.6%
Graphic Designer	Graphics Artist	\$42,883	\$46,400	8.2%	-7.6%	\$70,773	\$79,800	12.8%	-11.3%
Legal Secretary	Legal Secretary II	\$37,457	\$36,400	-2.8%	2.9%	\$61,498	\$83,000	35.0%	-25.9%
Sr. Legal Assist/Paralegal	Paralegal Specialist	\$51,598	\$48,000	-7.0%	7.5%	\$85,463	\$81,200	-5.0%	5.3%
In-House Attorney III	Asst. County Attorney II	\$62,168	\$127,600	105.3%	-51.3%	\$103,309	\$184,500	78.6%	-44.0%
In-House Attorney IV	Asst. County Atty. III	\$77,596	\$153,400	97.7%	-49.4%	\$128,836	\$279,500	116.9%	-53.9%
Social Worker	Social Worker II	\$51,598	\$43,900	-14.9%	17.5%	\$85,463	\$74,500	-12.8%	14.7%
Staff Nurse (RN)	Community Health Nurse II	\$51,598	\$50,000	-3.1%	3.2%	\$85,463	\$82,600	-3.3%	3.5%
Nurse Practitioner	Nurse Practitioner	\$56,631	\$63,800	12.7%	-11.2%	\$93,944	\$109,800	16.9%	-14.4%
Occupational Health Nurse	Community Health Nurse II	\$51,598	\$60,700	17.6%	-15.0%	\$85,463	\$98,000	14.7%	-12.8%
Marketing Coordinator	Transit Mktng. Specialist	\$47,028	\$41,300	-12.2%	13.9%	\$77,756	\$66,200	-14.9%	17.5%
Laborer (Heavy)	Public Service Worker II	\$28,238				\$44,468			
Plumber	Plumber I	\$39,157	\$40,100	2.4%	-2.4%	\$64,441	\$62,800	-2.5%	2.6%

Avg % Change FY08: -0.83% **Avg % Difference FY08:** 4.75%

NOTES:

- o 2009 HRA Compensation Survey Report includes data on 337 survey jobs from 324 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.

**FY '10 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	HOWAR D CO GOVT	MNCPPC	PG CO GOVT	WSSC	MONT CO GOVT MEDIAN	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	43.1	46.5	46.6	51.6	9.7%	10.8%
BUILDING SERVICE WORKER II	8	27.9	23.9	26.5		24.8	23.3		26.5	21.6	24.9	24.8	27.2	8.6%	9.4%
CARPENTER I	17			30.9	29.7	33.9	35.1	36.5	37.1	29.0	38.6	34.5	39.2	11.9%	13.5%
COMMUNITY HEALTH NURSE II	23	49.1		43.4	55.7	48.9	48.6			42.8		48.7	51.6	5.6%	5.9%
CORRECTIONAL SHIFT COMMANDER - LT	C1	55.7	43.6	53.6		44.7	52.1	49.7		44.4		49.7	51.7	3.9%	4.0%
CORRECTIONAL OFFICER I	C3	43.6		43.7						38.5		43.6	40.5	-7.6%	-7.1%
CORRECTIONAL OFFICER III	C5	50.5	38.1	46.3		38.9	47.4	37.1		40.4		40.4	46.8	13.8%	16.0%
DATA ENTRY OPERATOR	10	27.9		27.6	27.4	26.9	0.0	24.2	29.9	29.2		27.5	29.4	6.3%	6.7%
ELECTRICIAN I	18			30.9	32.3	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	55.1	49.7	52.6	56.6	7.1%	7.6%
ENGINEER TECHNICIAN II	18	33.4		34.0	39.5	38.9	38.5	36.5	41.9	37.0	38.5	38.5	41.0	6.0%	6.4%
EQUIPMENT OPERATOR I	14	27.8	29.1	26.5	28.4	28.5	32.1	30.8	33.1	26.3		28.5	34.5	17.4%	21.0%
EQUIPMENT OPERATOR III	16	33.4	33.8	30.9	33.4	33.9	36.8	34.0	37.1	29.0	30.8	33.6	37.5	10.3%	11.5%
FIRE/RESCUER LIEUTENANT	B1	55.7	48.4	54.8	50.3	51.7	58.9	63.6		51.9		53.4	55.5	3.9%	4.1%
FIREFIGHTER/RESCUER I	F1	43.6	36.1	44.6	33.5	33.4		40.1		40.8		40.1	41.6	3.5%	3.7%
FIREFIGHTER/RESCUER III	F3	45.8	36.1	44.6	33.0	42.0	48.9	46.4		42.8		43.7	45.9	4.7%	4.9%
HIGHWAY CONSTRUCTION INSPECTOR II	22	42.4	39.2	43.4	36.7	38.9	44.3	40.5		37.0	40.8	40.5	49.3	17.8%	21.7%
HUMAN RESOURCES SPECIALIST III	25	49.1	49.9	39.7	46.7	44.7	51.1	55.1	47.5	43.1	49.7	48.3	56.6	14.7%	17.3%
HVAC MECHANIC I	18	39.6		42.8	32.3	38.8	40.3	41.3	37.1	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	59.3	49.5	49.3	39.2	-25.8%	-20.5%
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny Lvl)	26	54.1	49.9	48.3	45.1	51.1		55.1	49.9	45.3		49.9	59.3	15.9%	18.9%
IT TECHNICIAN II	16				31.7	30.6				29.2		30.6	37.5	18.2%	22.2%
LIBRARIAN I	21	40.4		43.4	41.4	30.9	42.3		41.9			41.7	47.0	11.4%	12.8%
MANAGEMENT & BUDGET SPECIALIST III	25	49.1	62.4	40.3	56.0	67.8	51.1	49.7	53.8	43.1	53.1	52.1	56.6	8.0%	8.7%
MECHANIC TECHNICIAN II	18	38.4	33.8	35.7	34.5	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	25.8	24.7	25.5	24.3	26.6	22.9	22.6	25.1	24.2	-3.5%	-3.4%
PERMITTING SERVICES INSPECTOR III	23	38.4	39.2	43.4	33.9	40.8	42.3	40.5		37.0		39.8	51.6	22.8%	29.6%
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	41.6	45.3	41.1	45.8	47.1	45.9	47.9	46.6		45.8	47.0	2.5%	2.6%
POLICE SERGEANT	A1	55.7	57.0	55.7	60.4	57.5	56.9	64.7	55.4	72.7	40.8	56.9	59.8	4.8%	5.0%
PUBLIC SAFETY COMMUNICATION SPECIALIST III	19	38.4	33.8	40.3	36.7	35.3	45.4	37.7	37.1	39.1		37.7	42.9	12.2%	13.8%
PRINCIPAL ADMINISTRATIVE AIDE	13	26.5	25.9	24.9	25.8	29.3	30.6	26.8	33.1	24.6		26.5	33.1	19.8%	24.8%
PRINTING TECHNICIAN II	15	34.9		34.0	38.2	32.2	33.6		37.1	32.2	29.1	33.8	35.9	6.0%	6.3%
PROCUREMENT SPECIALIST II	22	46.7	46.4	49.8	43.2	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	25.1	26.5	27.1	24.8	26.6	26.5	26.5	22.7		26.5	28.2	6.1%	6.5%
RECREATION SPECIALIST	21		48.0	40.3	41.4	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	45.1	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%	13.6%

NOTES:

- o Salary data from local sources, including FY2010 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
- MCG = Montgomery County Government
- WSSC = Washington Suburban Sanitary Commission

**FY '10 MAXIMUM 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	HOWAR D CO GOVT	MNCPPC	PG CO GOVT	WSSC	MEDIAN	MONT CO GOVT (MCG)	MCG Vs MEDIAN	% DIFF FROM MEDIAN TO MCG
ACCOUNTANT/AUDITOR III	23	81.2	68.0	77.0	48.9	55.7	85.1	80.2	81.3	83.9	78.7	79.4	85.5	7.0%	7.6%
BUILDING SERVICE WORKER II	8	36.7	34.1	36.7		29.7	38.8		47.7	40.4	42.8	37.7	42.5	11.3%	12.7%
CARPENTER I	17			51.0	32.7	42.5	58.5	54.2	63.5	53.5	65.5	53.9	64.4	16.4%	19.6%
COMMUNITY HEALTH NURSE II	23	81.2		71.7	63.5	61.0	81.0			78.4		75.0	85.5	12.2%	13.9%
CORRECTIONAL SHIFT COMMANDER - LT	C1	92.1	81.7	88.6		55.7	77.0	77.8		77.9		77.9	83.8	7.0%	7.6%
CORRECTIONAL OFFICER I	C3	72.2		72.2						67.3		72.2	59.2	-21.9%	-18.0%
CORRECTIONAL OFFICER III	C5	72.2	62.9	76.6		48.9	70.0	58.0		70.7		70.0	70.8	1.1%	1.1%
DATA ENTRY OPERATOR	10	43.9		45.7	31.6	33.7		39.1	51.2	58.6		43.9	46.6	5.7%	6.1%
ELECTRICIAN I	18			51.0	36.1	49.2	61.4	61.4	63.5	53.5	65.4	57.5	67.5	14.9%	17.5%
ENGINEER III	25	85.2	89.3	77.0	56.5	58.0	98.0	98.4	92.3	107.1	84.0	87.2	93.9	7.1%	7.7%
ENGINEER TECHNICIAN II	18	55.2		56.1	48.3	48.9	64.2	59.0	71.8	67.9	65.4	59.0	67.5	12.7%	14.5%
EQUIPMENT OPERATOR I	14	46.0	41.5	41.2	30.7	35.4	53.4	43.4	56.6	48.7		43.4	56.0	22.5%	29.1%
EQUIPMENT OPERATOR III	16	55.2	48.1	51.0	37.5	42.5	61.4	50.3	63.5	53.5	52.6	51.8	61.5	15.7%	18.7%
FIRE/RESCUER LIEUTENANT	B1	92.1	95.6	90.6	61.3	70.0	87.0	93.9		98.5		91.4	89.9	-1.7%	-1.6%
FIREFIGHTER/RESCUER I	F1	72.2	74.8	73.8	53.5	45.6		41.4		71.0		71.0	67.4	-5.5%	-5.2%
FIREFIGHTER/RESCUER III	F3	75.8	74.8	73.8	53.5	56.3	72.2	75.8		78.9		74.3	74.3	0.0%	0.0%
HIGHWAY CONSTRUCTION INSPECTOR II	22	70.1	55.8	71.7	44.3	48.9	73.9	65.4		67.9	69.2	67.9	81.5	16.7%	20.1%
HUMAN RESOURCES SPECIALIST III	25	81.2	82.9	92.1	56.5	55.7	85.1	88.8	81.3	83.9	89.6	83.4	93.9	11.2%	12.6%
HVAC MECHANIC I	18	60.5		70.7	36.1	49.2	67.2	61.4	63.5	53.5	65.4	61.4	64.6	5.0%	5.3%
IT SPECIALIST III (LGPA Title: Autm Sysms Spcl)	26	81.2		88.6	52.2	55.7	72.4	93.6		98.5	90.4	84.9	64.6	-31.4%	-23.9%
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny Lvl)	26	89.5	82.9	79.9	54.9	64.1		88.8	85.4	91.0		84.2	98.5	14.6%	17.1%
IT TECHNICIAN II	16			0.0	37.7	38.9				56.8		38.3	61.5	37.7%	60.6%
LIBRARIAN I	21	66.8		71.7	50.4	48.0	70.4		71.8			68.6	77.8	11.8%	13.4%
MANAGEMENT & BUDGET SPECIALIST III	25	81.2	103.5	92.1	68.5	105.6	85.1	80.2	92.3	83.9	89.6	87.4	93.9	7.0%	7.5%
MECHANIC TECHNICIAN II	18	63.6	48.1	58.9	39.0	46.9	61.4	61.4	63.5	61.7	65.5	61.4	67.5	9.1%	10.0%
OFFICE CLERK	5	40.1	35.0	36.7	29.3	30.6	42.5	39.1	47.9	44.5	39.0	39.1	37.4	-4.3%	-4.1%
PERMITTING SERVICES INSPECTOR III	23	63.6	55.8	71.7	40.8	51.1	70.4	65.4	0.0	67.9		63.6	85.5	25.6%	34.4%
PLANNING SPECIALIST III	23	81.2	82.9	77.0	56.5	55.7	85.1	80.2	81.3	78.4		80.2	85.5	6.2%	6.6%
POLICE OFFICER I	P2	72.2	79.4	74.9		59.8	69.6	69.4	74.8	64.5		70.9	76.0	6.8%	7.3%
POLICE SERGEANT	A1	92.1	95.6	92.1	79.5	76.4	84.0	85.2	93.2	94.9	69.2	88.6	96.8	8.5%	9.3%
PUBLIC SAFETY COMMUNICATION SPECIALIST III	19	63.6	48.1	66.6	44.3	44.7	67.0	62.9	63.5	78.6		63.5	70.8	10.2%	11.4%
PRINCIPAL ADMINISTRATIVE AIDE	13	43.9	38.6	41.2	29.3	37.0	51.0	43.4	56.6	47.9		43.4	53.5	18.9%	23.3%
PRINTING TECHNICIAN II	15	57.8	0.0	56.1	46.3	40.8	56.0		63.5	62.6	49.7	56.0	58.7	4.6%	4.8%
PROCUREMENT SPECIALIST II	22	77.3	77.0	82.4	52.6	55.7	85.1	72.4	92.3	67.4	78.7	77.1	81.5	5.4%	5.7%
PUBLIC SERVICE WORKER II	9	42.0	35.8	36.7	28.1	29.7	44.4	37.4	47.7	42.3		37.4	44.5	15.8%	18.8%
RECREATION SPECIALIST	21		77.3	66.6	50.4	55.7	73.9	65.4	81.3	78.4		70.2	77.8	9.7%	10.7%
SOCIAL WORKER II	23	85.2		77.0	54.9	61.0	81.0	80.2		78.4		78.4	85.5	8.3%	9.1%
THERAPIST II	24	70.1		77.0			81.0			90.4		79.0	89.6	11.8%	13.4%

NOTES:

- o Salary data from local sources, including FY 2010 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
MCG = Montgomery County Government
WSSC = Washington Suburban Sanitary Commission

**PERCENT DIFFERENCE FROM MEDIAN SALARY
FY '10 MINIMUM 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	HOWAR D CO GOVT	MNCPP C	MONT CO GOVT	PG CO GOVT	WSSC
ACCOUNTANT/AUDITOR III	23	46.6	5%	-8%		-14%		10%	7%		11%	-7%	
BUILDING SERVICE WORKER II	8	24.9	12%		7%			-7%		7%	9%	-13%	
CARPENTER I	17	35.1			-12%	-16%				6%	11%	-18%	10%
COMMUNITY HEALTH NURSE II	23	48.9			-11%	14%					6%	-12%	
CORRECTIONAL SHIFT COMMANDER - LT	C1	50.7	10%	-14%	6%		-12%					-12%	
CORRECTIONAL OFFICER I	C3	42.1										-9%	
CORRECTIONAL OFFICER III	C5	43.3	17%	-12%	7%		-10%	9%	-14%		8%	-7%	
DATA ENTRY OPERATOR	10	27.6							-12%	8%	6%	6%	
ELECTRICIAN I	18	37.1			-17%	-13%			11%		10%	-22%	
ENGINEER III	25	53.8		0%	-13%	-13%	-13%	9%	13%		5%		-8%
ENGINEER TECHNICIAN II	18	38.5	-13%		-12%				-5%	9%	6%		
EQUIPMENT OPERATOR I	14	28.8			-8%			11%	7%	15%	20%	-9%	
EQUIPMENT OPERATOR III	16	33.8			-9%			9%	0%	10%	11%	-14%	-9%
FIRE/RESCUER LIEUTENANT	B1	54.8		-12%		-8%	-6%	7%	16%			-5%	
FIREFIGHTER/RESCUER I	F1	40.5	8%	-11%	10%	-17%	-17%						
FIREFIGHTER/RESCUER III	F3	44.6		-19%		-26%	-6%	10%					
HIGHWAY CONSTRUCTION INSPECTOR II	22	40.6			7%	-10%		9%			21%	-9%	
HUMAN RESOURCES SPECIALIST III	25	49.1			-19%		-9%		12%		15%	-12%	
HVAC MECHANIC I	18	39.0			10%	-17%			6%			-26%	
IT SPECIALIST III (LGPA Title: Autm Systms Spcl)	26	49.1			9%	-15%	-9%		-9%	15%	-20%	21%	
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny Lvl)	26	49.9	8%			-10%			10%		19%	-9%	
IT TECHNICIAN II	16	31.2									20%	-6%	
LIBRARIAN I	21	41.9					-26%				12%	-100%	
MANAGEMENT & BUDGET SPECIALIST III	25	53.1	-8%	17%	-24%	5%	28%		-6%		7%	-19%	
MECHANIC TECHNICIAN II	18	37.1		-9%		-7%			11%		10%	-10%	
OFFICE CLERK	5	24.7	14%		7%					8%		-7%	-8%
PERMITTING SERVICES INSPECTOR III	23	40.5	-5%		7%	-16%					27%	-9%	
PLANNING SPECIALIST III	23	48.3					-7%	6%			7%	-11%	
POLICE OFFICER I	P2	45.9		-9%		-10%							
POLICE SERGEANT	A1	57.0		0%		6%			14%			28%	-28%
PUBLIC SAFETY COMMUNICATION SPECIALIST III	19	38.1		-11%	6%		-7%	19%			13%		
PRINCIPAL ADMINISTRATIVE AIDE	13	26.7			-7%			15%		24%	24%	-8%	
PRINTING TECHNICIAN II	15	34.0				12%	-5%			9%	6%	-5%	-14%
PROCUREMENT SPECIALIST II	22	46.5			7%	-7%		10%		16%	6%	-26%	
PUBLIC SERVICE WORKER II	9	26.5	5%	-5%			-7%				6%	-14%	
RECREATION SPECIALIST	21	44.3		8%	-9%	-7%			-9%	7%	6%		
SOCIAL WORKER II	23	48.7	6%			-7%					6%	-12%	
THERAPIST II	24	48.6	-13%								11%		
AVG % DIFF FROM MEDIAN:			3.5%	-6.0%	-2.7%	-8.4%	-6.5%	9.0%	3.1%	11.1%	10.4%	-11.9%	-9.6%
# OF CLASSES MATCHED:			13	14	22	21	15	13	17	12	29	30	6

NOTES:

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- o MNCPPC = Maryland-National Capital Park & Planning Commission
MCG = Montgomery County Government
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**PERCENT DIFFERENCE FROM MEDIAN SALARY
FY '10 MAXIMUM 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	80.2		-15%		-39%	-30%	6%			7%		
BUILDING SERVICE WORKER II	8	38.8	-5%	-12%	-5%		-23%			23%	10%		10%
CARPENTER I	17	54.2			-6%	-40%		8%		17%	19%		21%
COMMUNITY HEALTH NURSE II	23	78.4			-8%	-19%	-22%				9%		
CORRECTIONAL SHIFT COMMANDER - LT	C1	79.8	15%		11%		-30%				5%		
CORRECTIONAL OFFICER I	C3	69.8									-15%		
CORRECTIONAL OFFICER III	C5	70.3		-11%	9%		-31%		-18%				
DATA ENTRY OPERATOR	10	44.8				-29%	-25%		-13%	14%		31%	
ELECTRICIAN I	18	61.4			-17%	-41%	-20%				10%	-13%	7%
ENGINEER III	25	89.3			-14%	-37%	-35%	10%	10%		5%	20%	-6%
ENGINEER TECHNICIAN II	18	61.6	-10%		-9%	-22%	-21%			17%	10%	10%	6%
EQUIPMENT OPERATOR I	14	44.7		-7%	-8%	-31%	-21%	20%		27%	25%	9%	
EQUIPMENT OPERATOR III	16	52.6		-9%		-29%	-19%	17%		21%	17%		
FIRE/RESCUER LIEUTENANT	B1	90.6		6%		-32%	-23%					9%	
FIREFIGHTER/RESCUER I	F1	69.2		8%	7%	-23%	-34%		-40%			3%	
FIREFIGHTER/RESCUER III	F3	74.3				-28%	-24%					6%	
HIGHWAY CONSTRUCTION INSPECTOR II	22	68.5		-19%		-35%	-29%	8%			19%		
HUMAN RESOURCES SPECIALIST III	25	83.9			10%	-33%	-34%		6%		12%		7%
HVAC MECHANIC I	18	62.5			13%	-42%	-21%	8%				-14%	
IT SPECIALIST III (LGPA Title: Autm Systms Spcl)	26	81.2			9%	-36%	-31%		-11%	15%	-20%	21%	11%
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny Lvl)	26	85.4			-6%	-36%	-25%			0%	15%	7%	
IT TECHNICIAN II	16	38.9				-3%	0%				58%	46%	
LIBRARIAN I	21	70.4	-5%			-28%	-32%				10%		
MANAGEMENT & BUDGET SPECIALIST III	25	89.6	-9%	15%		-24%	18%	-5%	-11%			-6%	
MECHANIC TECHNICIAN II	18	61.4		-22%		-37%	-24%				10%		7%
OFFICE CLERK	5	39.0		-10%	-6%	-25%	-21%	9%		23%		14%	
PERMITTING SERVICES INSPECTOR III	23	64.5		-13%	11%	-37%	-21%	9%			33%	5%	
PLANNING SPECIALIST III	23	80.7				-30%	-31%	6%			6%		
POLICE OFFICER I	P2	72.2		10%			-17%				5%	-11%	
POLICE SERGEANT	A1	92.1				-14%	-17%	-9%	-7%		5%		-25%
PUBLIC SAFETY COMMUNICATION SPECIALIST III	19	63.6		-24%		-30%	-30%	5%			11%	24%	
PRINCIPAL ADMINISTRATIVE AIDE	13	43.6		-12%	-6%	-33%	-15%	17%		30%	23%	10%	
PRINTING TECHNICIAN II	15	56.1				-18%	-27%			13%		12%	-11%
PROCUREMENT SPECIALIST II	22	77.3			7%	-32%	-28%	10%	-6%	19%	5%	-13%	
PUBLIC SERVICE WORKER II	9	39.7	6%	-10%	-8%	-29%	-25%	12%	-6%	20%	12%	7%	
RECREATION SPECIALIST	21	73.9			-10%	-32%	-25%		-11%	10%	5%	6%	
SOCIAL WORKER II	23	79.3	8%			-31%	-23%				8%		
THERAPIST II	24	81.0	-13%								11%	12%	
AVG % DIFF FROM MEDIAN:			-1.9%	-7.7%	-1.3%	-29.8%	-23.3%	8.1%	-9.7%	17.8%	11.4%	8.4%	2.7%
# OF CLASSES MATCHED:			8	16	20	32	36	16	11	14	29	23	10

NOTES:

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- o MNCPPC = Maryland-National Capital Park & Planning Commission
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**PROJECTED TOTAL PAY INCREASES
2009 - 2010
SALARY BUDGET SURVEYS**

<u>Survey Name</u>	Number of Organizations Participating <u>in Survey</u>	Geographic Area of <u>Survey</u>	Average Total Pay Increase (1)		
			Survey - Actual <u>2009</u>	MCG - Average <u>2009 (2)</u>	Survey - Budgeted <u>2010</u>
World At Work 2009-2010 Salary Budget Survey (April 2009)	2,644 1,419	National Eastern U.S.	2.20% 2.10%	2.75%	2.80% 2.86%
Mercer- 2009-2010 U.S. Compensation Planning Survey	over 1,100	National	2.30%	2.75%	2.60%
Hewitt Associates-Salary Survey (Press Release published August 11, 2009)	1,156	National Washington D.C.	1.97% 3.00%	2.75%	2.67% 3.00%
Human Resource Association of the National Capital Area (HRANCA) Compensation Survey Report (August 2009)	324	Washington/Baltimore Metropolitan Area	3.05%	2.75%	4.20%
2010 Local Gov't Personnel Association (LGPA) Benchmark Salary and Comprehensive Benefits Survey- Cost of Living Adjustments (COLAs) Report (September 2009)	29 jurisdictions	Washington/Baltimore Metropolitan Area	0.81% (avg. increases of 29 jurisdictions surveyed)	2.75%	N/A

(1) Average salary increase (e.g., cost of living, merit, general wage adjustment, etc.) reported for non-exempt (union and non-union) and exempt (union and non-union) salaried employees in 2009.
(2) 62.9% (5,710) employees eligible to receive a service increment in 2009 received a 3.5% service increment in calendar year 2009; 8% (781) of General Salary Schedule employees received a performance based pay average amount of 1.4% in July 2009; 2.63% (255) of Management Leadership Service (MLS) employees received performance based pay averaging 1.9% in 2009; 75.19% (6,823) of employees comprising civilian unrepresented, represented, and the Management Leadership Service (MLS) did not receive a general wage adjustment in July 2009; 11.81% (1,146) employees-Uniform Police and Uniform Police Management) did not receive a general wage adjustment in July 2009; and 11.38% (1,104) employees-Fire/Rescue Firefighters and Uniform Fire/Rescue Management) received a cost of living increment of 2% in January 2009 but did not receive any general wage adjustment in July 2009.