

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 2011



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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 FY2011 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.

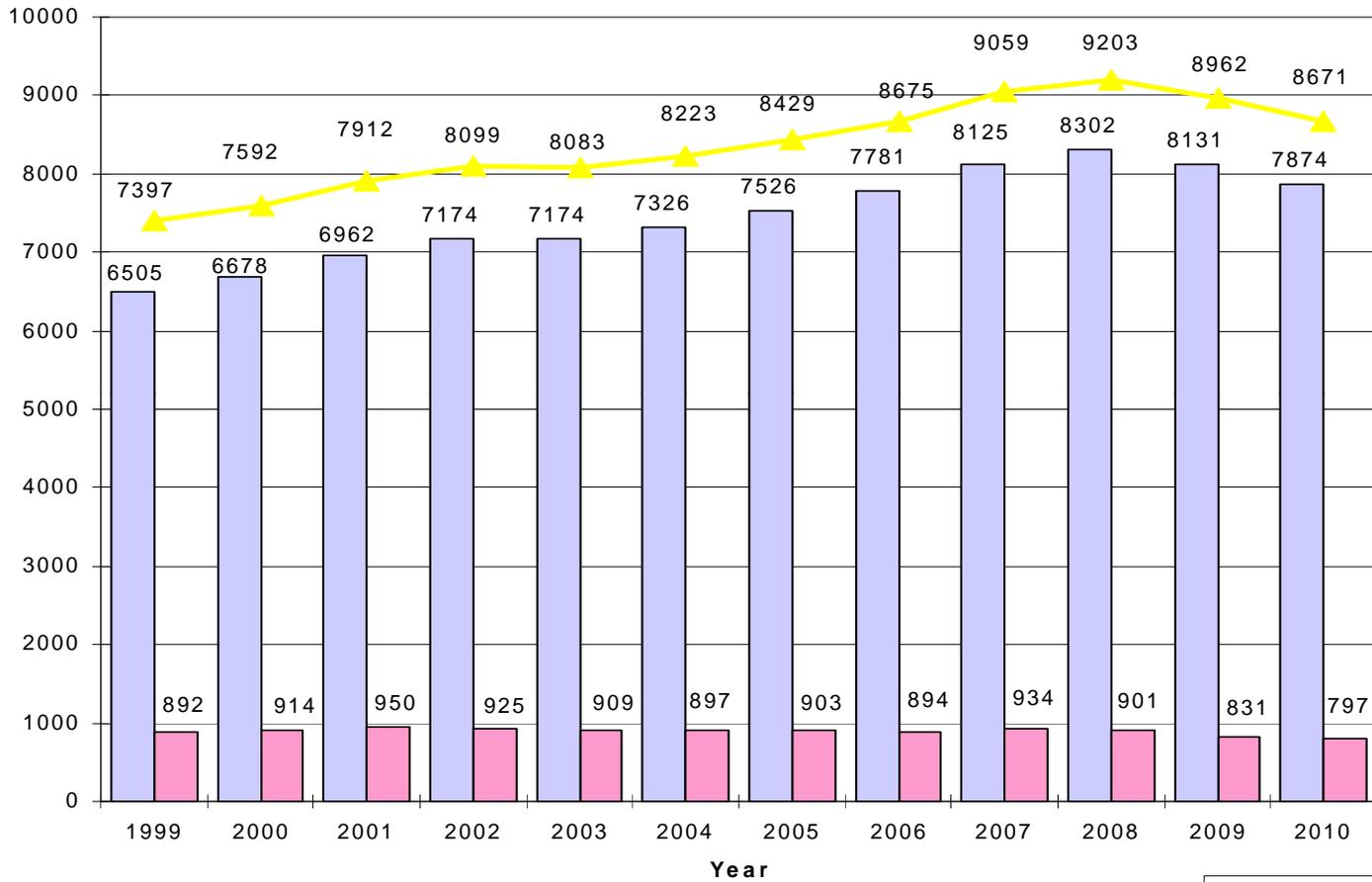
MERIT SYSTEM EMPLOYMENT PROFILE

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.

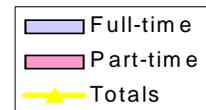
The reader is cautioned that the data in this profile are based on calendar year figures and reflect actual employee counts as of the end of calendar years 1999 through 2010. The recommended operating budget is fiscal-year based. Therefore, these data may not directly correlate to the FY11 recommended personnel complement.

Number of Employees

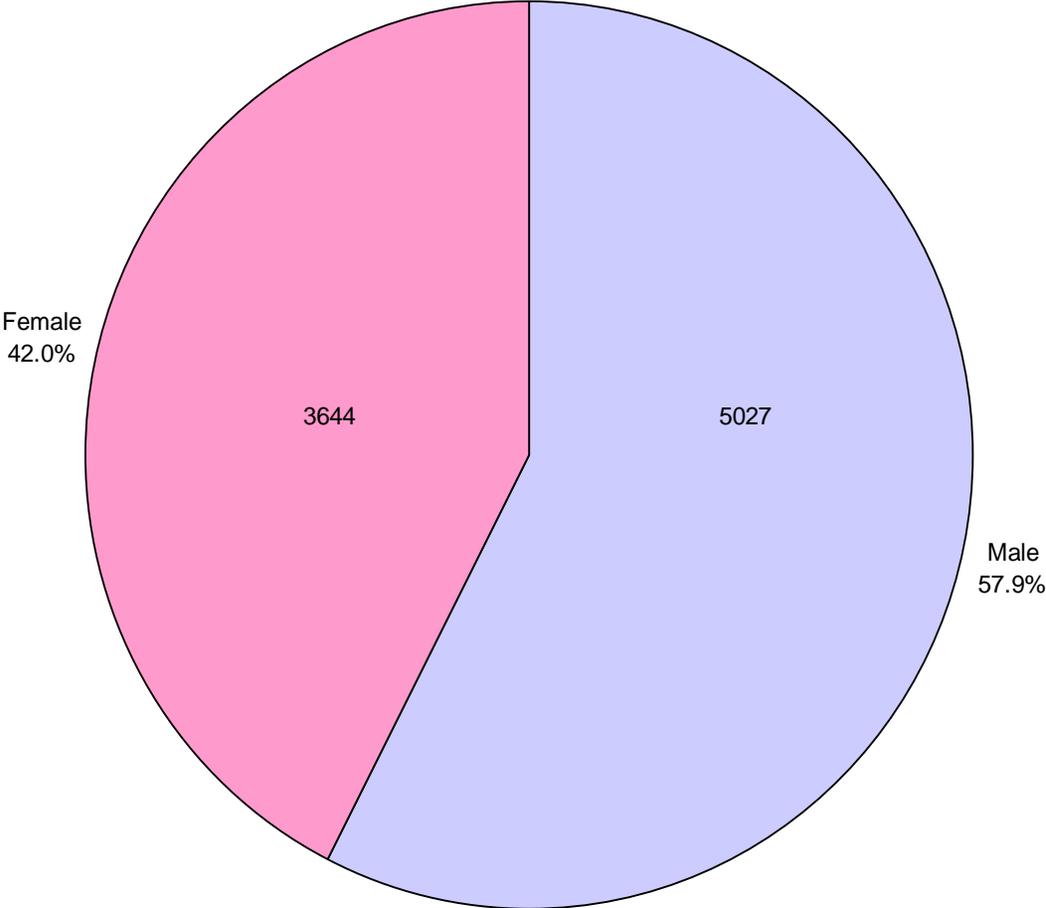
Merit System Permanent Employees 1999-2010



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

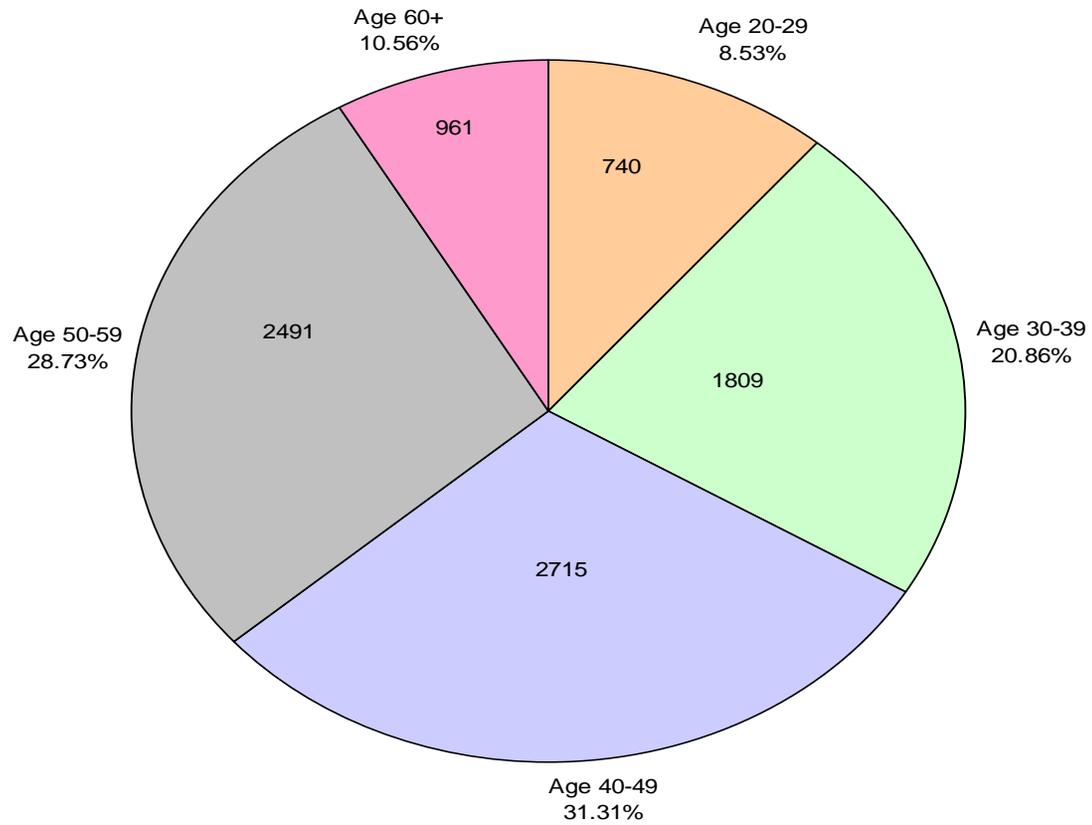


**Permanent Employees by Gender
2010**



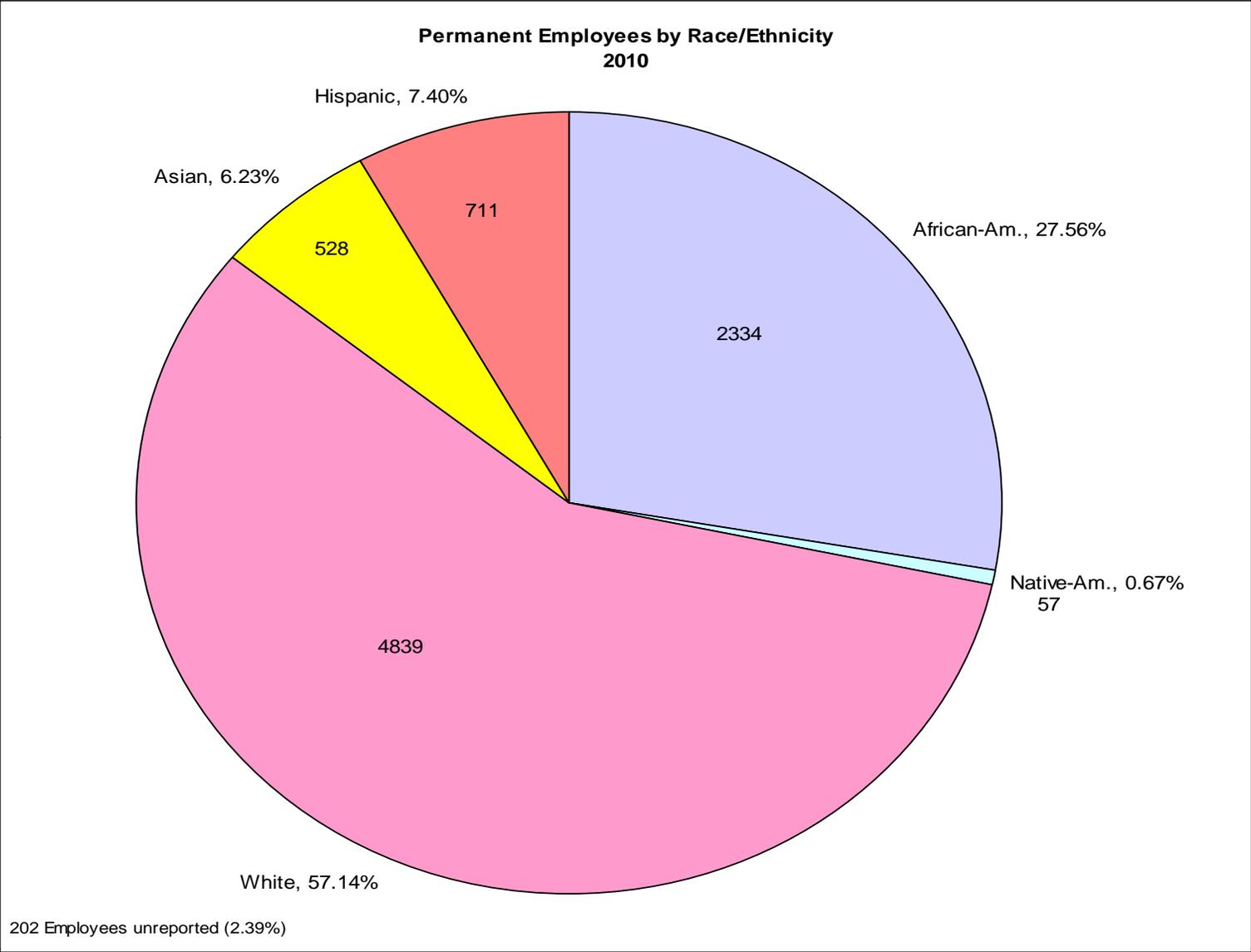
Total employees: 8671

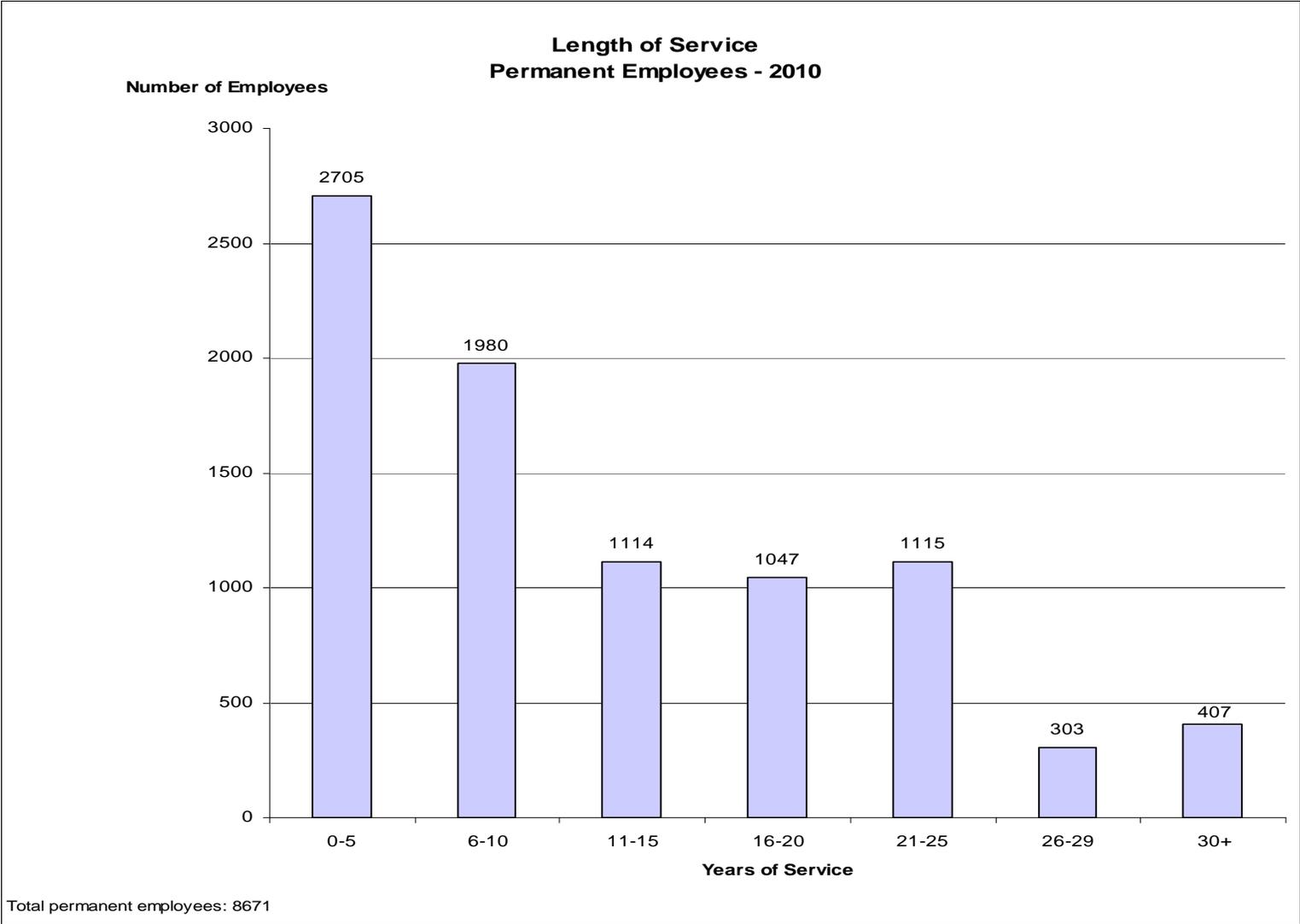
Permanent Employees by Age 2010



Total employees 8671

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





**Average Annual Salary - 2010
Full-Time Employees**

Grade	Number of Employees	Average Annual Salary*	Grade	Number of Employees	Average Annual Salary*
A1	133	\$98,460	P1	33	\$47,383
A2	32	\$116,167	P2	37	\$49,881
A3	21	\$135,961	P3	133	\$55,580
B1	100	\$88,382	P4	708	\$76,138
B2	139	\$108,553	P5	64	\$88,318
B3	24	\$123,606	5	4	\$37,534
B4	13	\$134,447	7	6	\$38,834
B6	3	\$152,308	8	23	\$38,997
C1	20	\$92,726	9	28	\$36,690
C2	3	\$103,377	10	39	\$36,586
C3	7	\$40,538	11	18	\$44,563
C4	65	\$50,176	12	36	\$45,770
C5	161	\$60,361	13	263	\$47,818
C6	43	\$80,379	14	187	\$44,180
D1	29	\$96,755	15	782	\$46,213
D2	11	\$97,409	16	438	\$54,684
D3	4	\$117,642	17	179	\$54,856
D4	0	\$135,715	18	469	\$61,041
F1	1	\$41,613	19	121	\$64,522
F2	254	\$50,493	20	254	\$65,404
F3	372	\$64,120	21	331	\$69,566
F4	206	\$81,618	22	132	\$72,243
G2	3	\$45,170	23	509	\$77,161
G3	20	\$50,990	24	345	\$82,105
G4	70	\$68,812	25	352	\$89,629
H3	0	\$166,660	26	88	\$93,738
H4	1	\$191,682	27	46	\$96,509
J3	2	\$173,732	28	123	\$105,075
J4	1	\$172,494	29	2	\$106,765
M1	20	\$146,679	31	1	\$127,511
M2	103	\$127,736	32	32	\$120,307
M3	226	\$107,093	34	2	\$119,754
			40	1	\$136,372

Overall Weighted Ave.: \$70,424

*Does not include overtime, shift or holiday pay

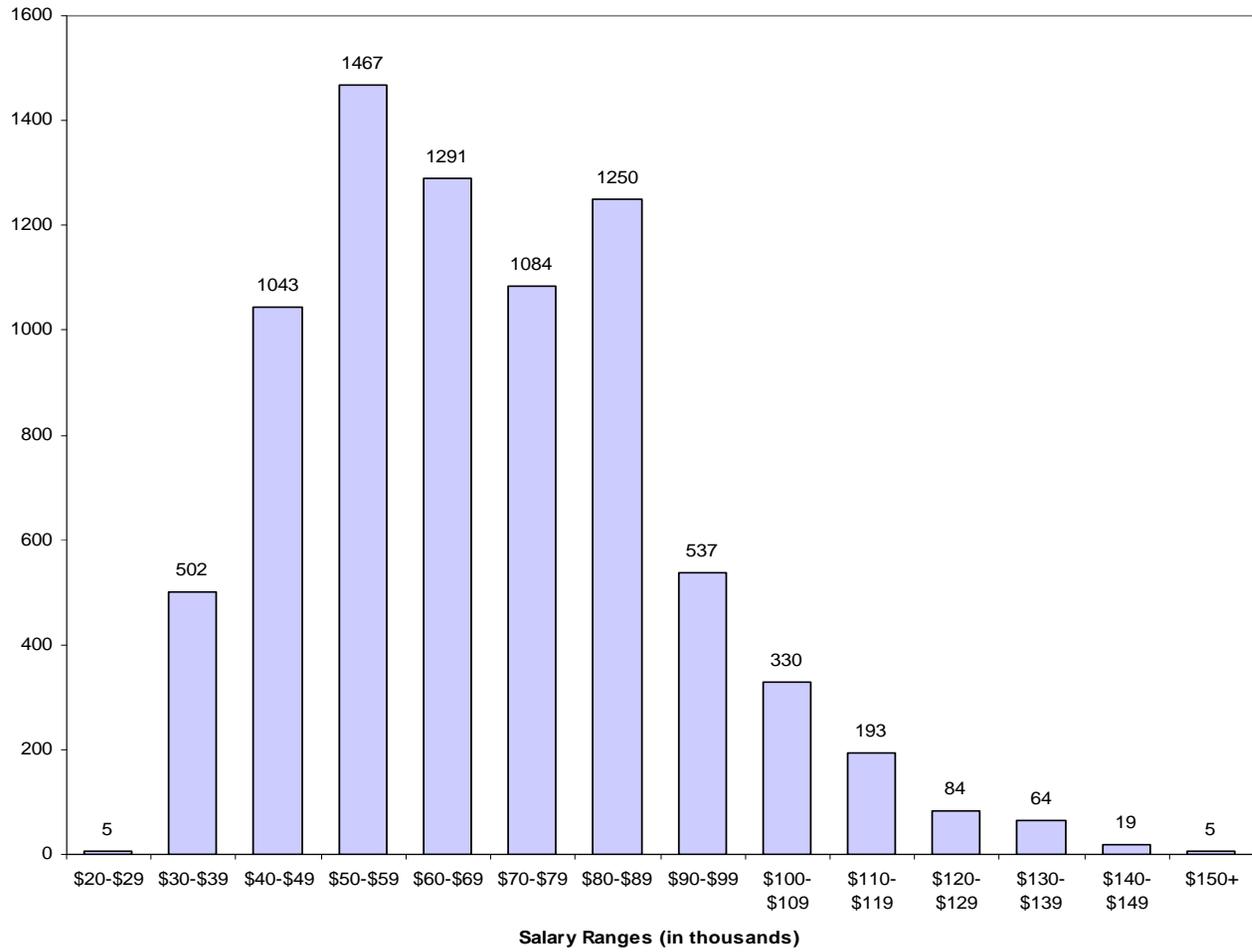
Note: A=Police Mgmt., B=Fire Mgmt., C=Corr. And Rehab. Mgmt., D=Deputy Sheriff Mgmt.,

F=Firefighter/Rescuer, G=Deputy Sheriff, H=Physician, J=Psychiatrist, M=Mgmt. Ldr. Svc.,

P=Police

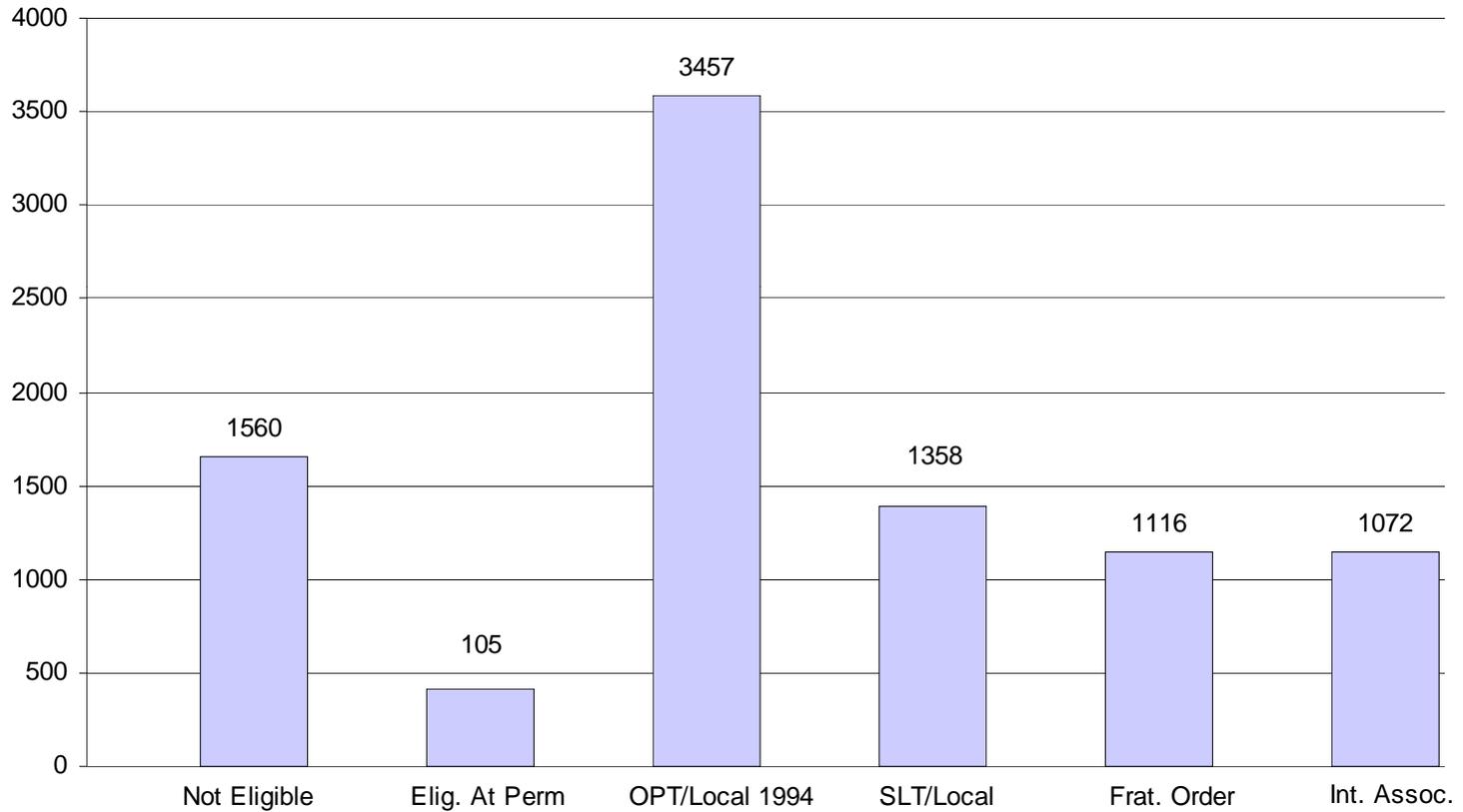
**Employee Distribution by Annual Base Salary
Full-Time Employees as of December 2010**

Number of Employees



Employee Representation by Bargaining Unit Permanent Employees - 2010

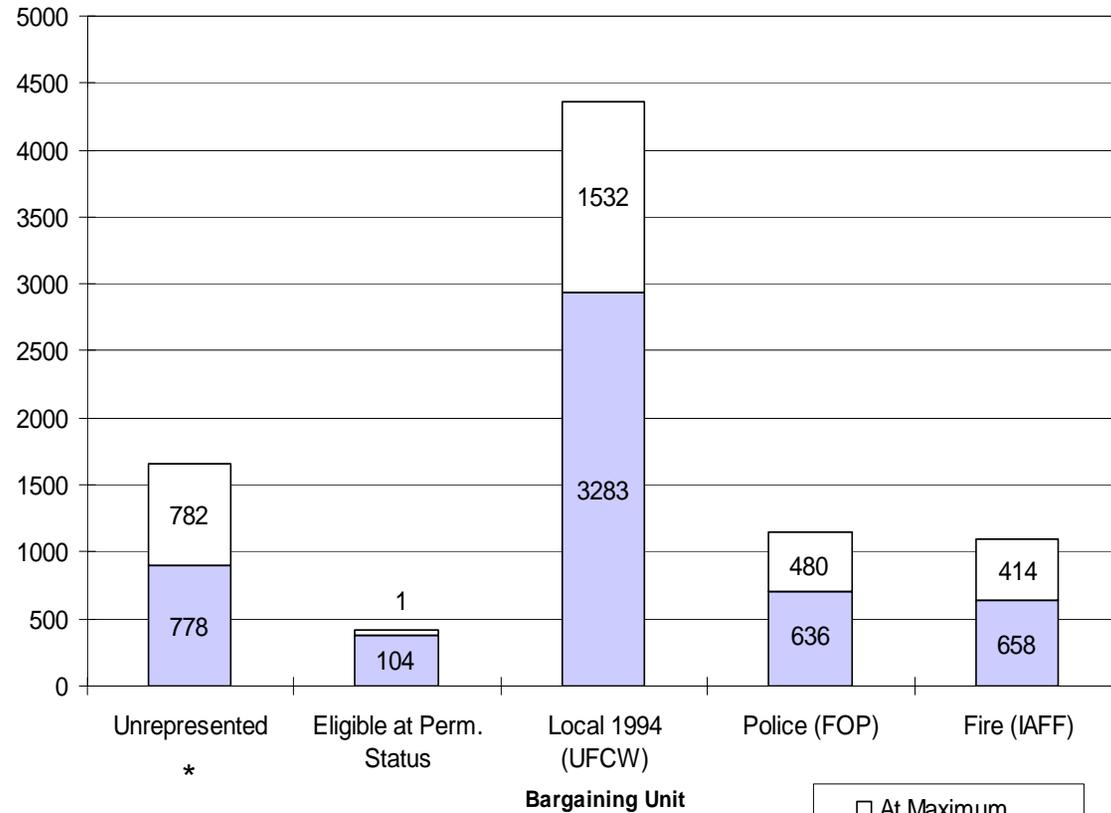
Number of All Employees



Total permanent employees: 8671
Count shows 8668 employees; missing 3 data records

**Eligibility for Service Increment
Permanent Employees - 2010**

Number of Employees

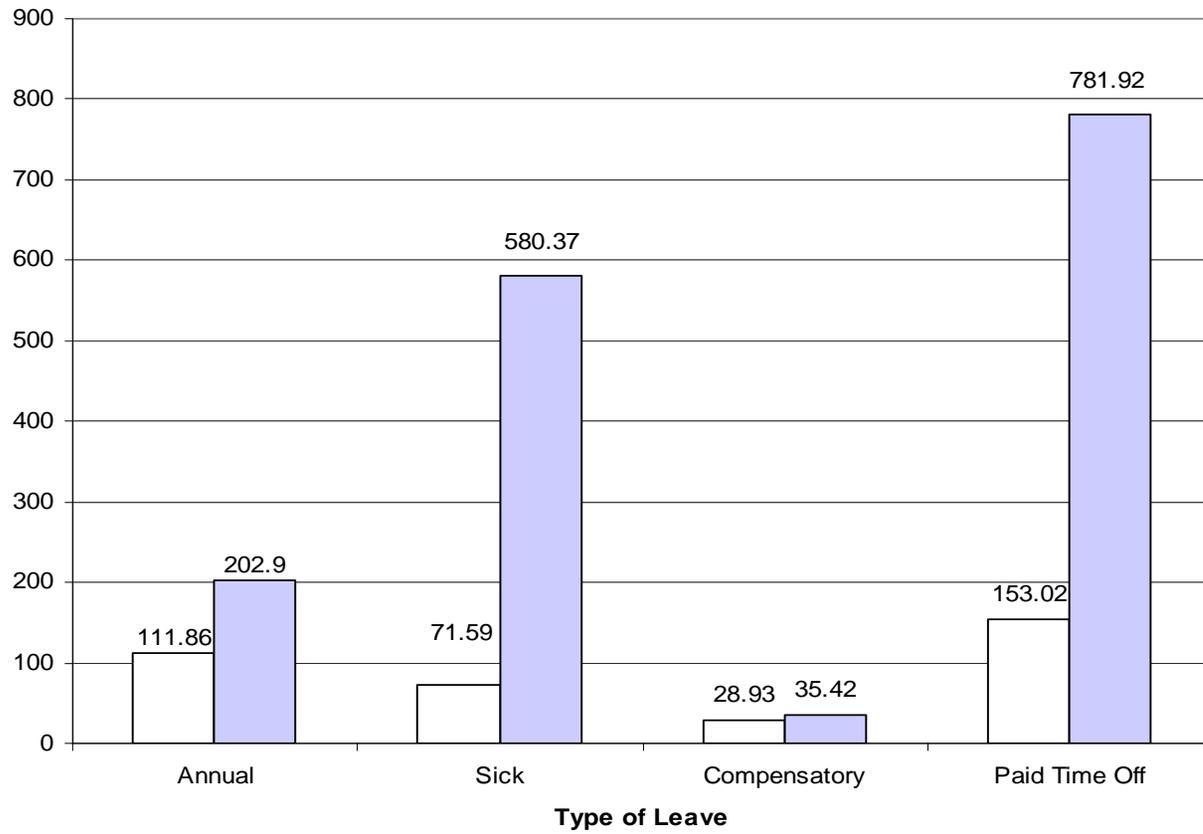


NOTE: *Includes employees in the Management Leadership Service who are not eligible to receive service increments, but may receive performance based pay.

□ At Maximum
 ■ Not at Maximum

Average Leave Taken / Average Leave Balances Hours for Permanent Employees - 2010

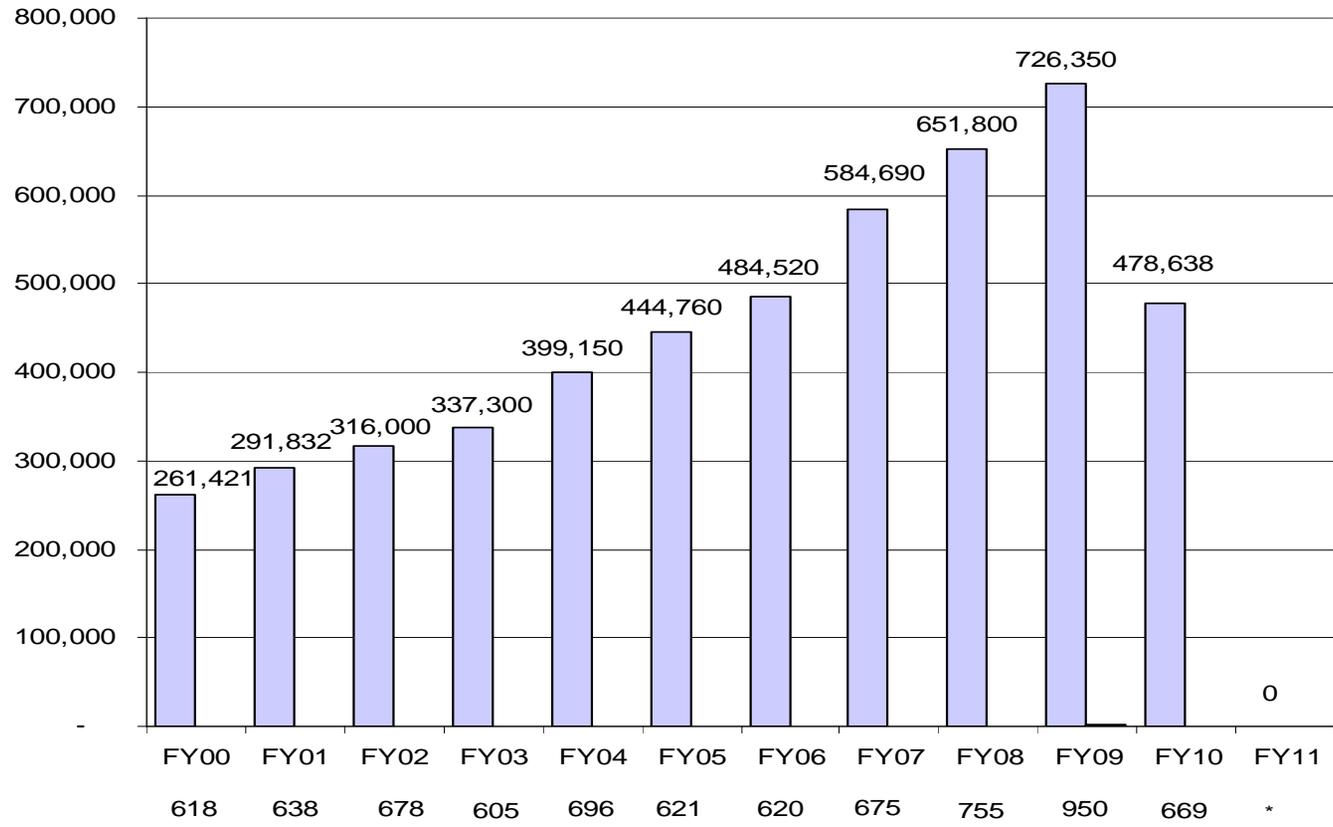
Number of Hours



□ Average Hours Taken □ Average Balance (Hours)

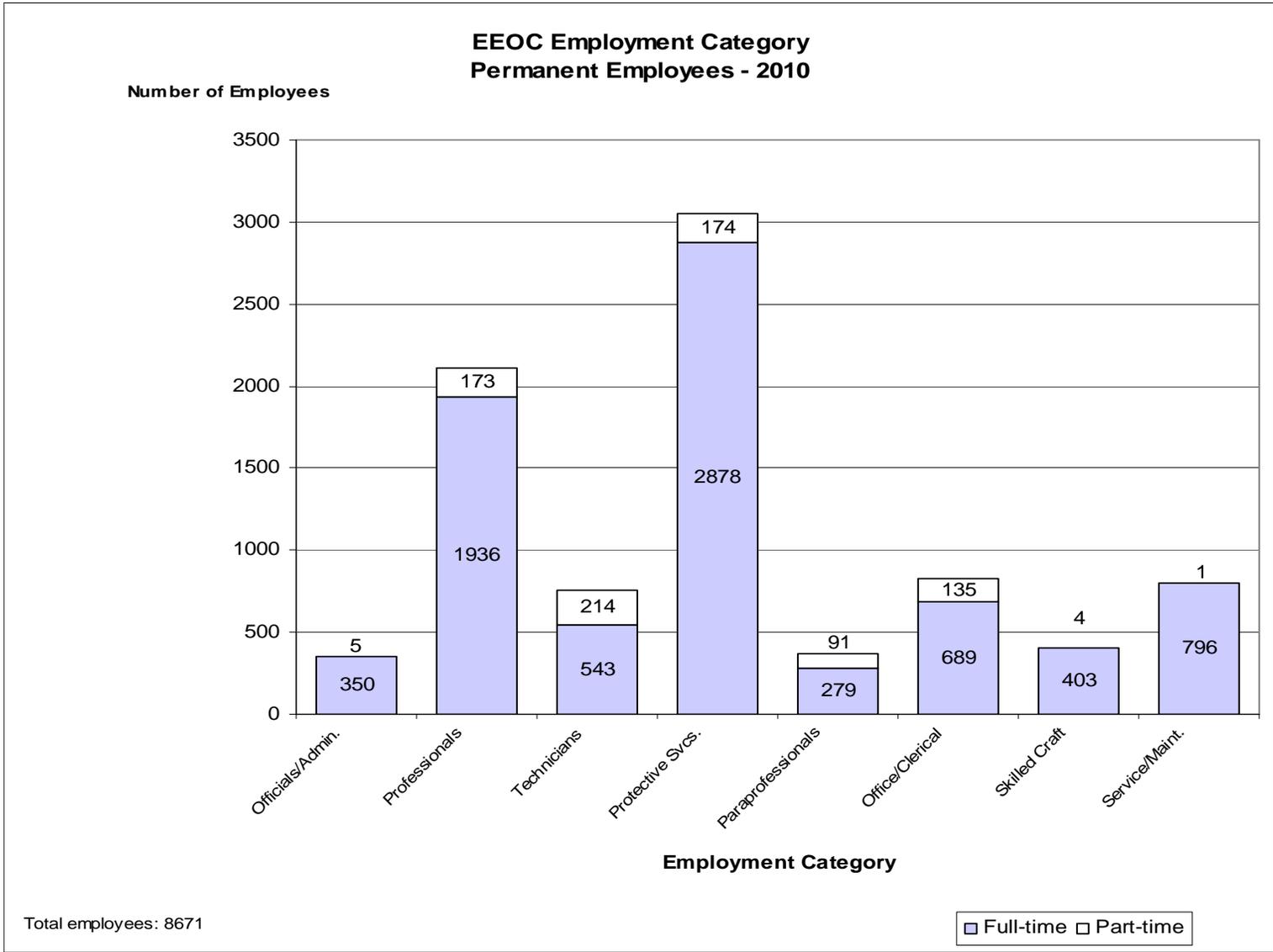
Tuition Assistance Program Expenditures and Participation FY00 - FY11

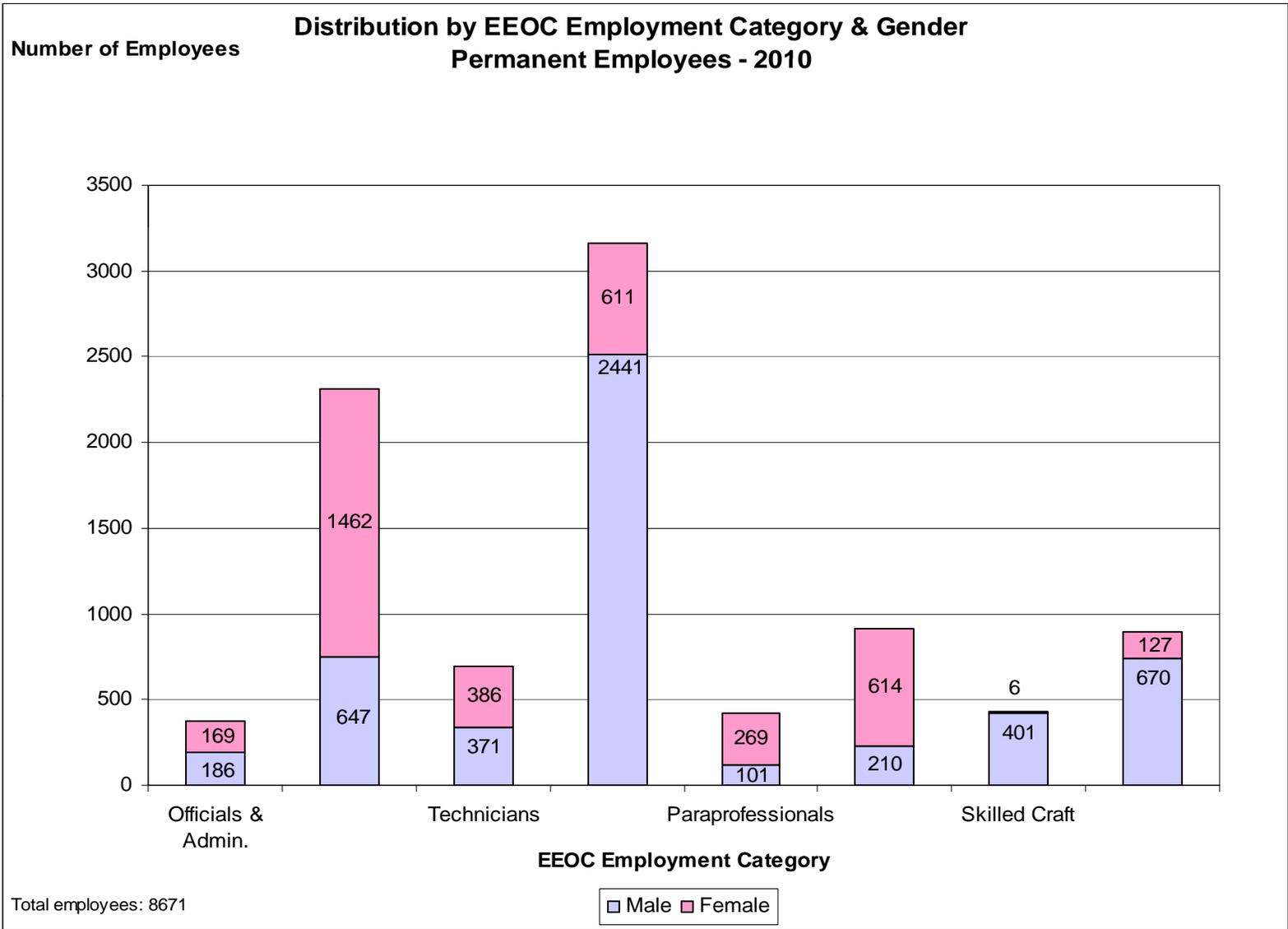
\$ Budgeted

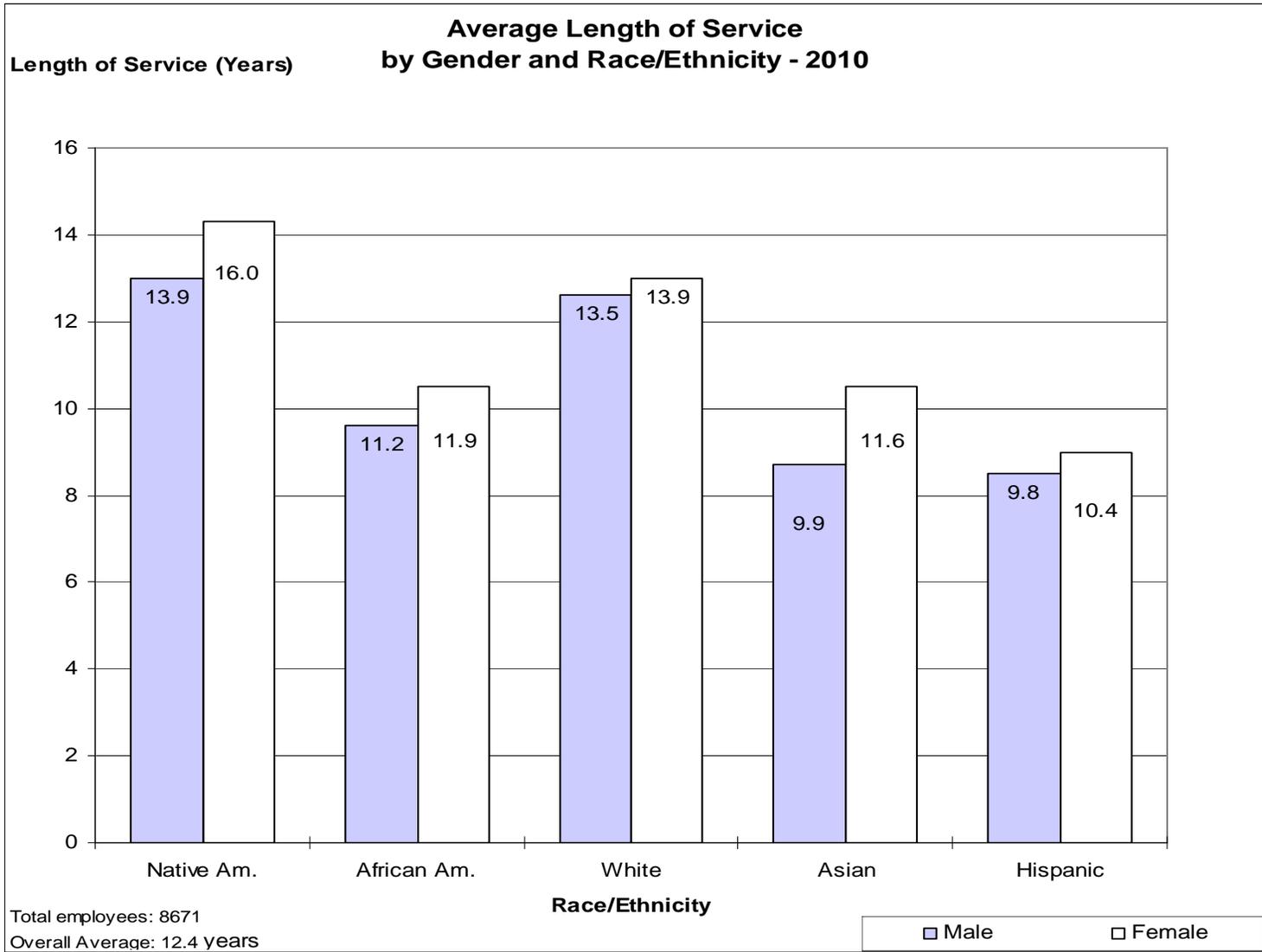


NOTE: * For FY11, the Tuition Assistance Program was not funded

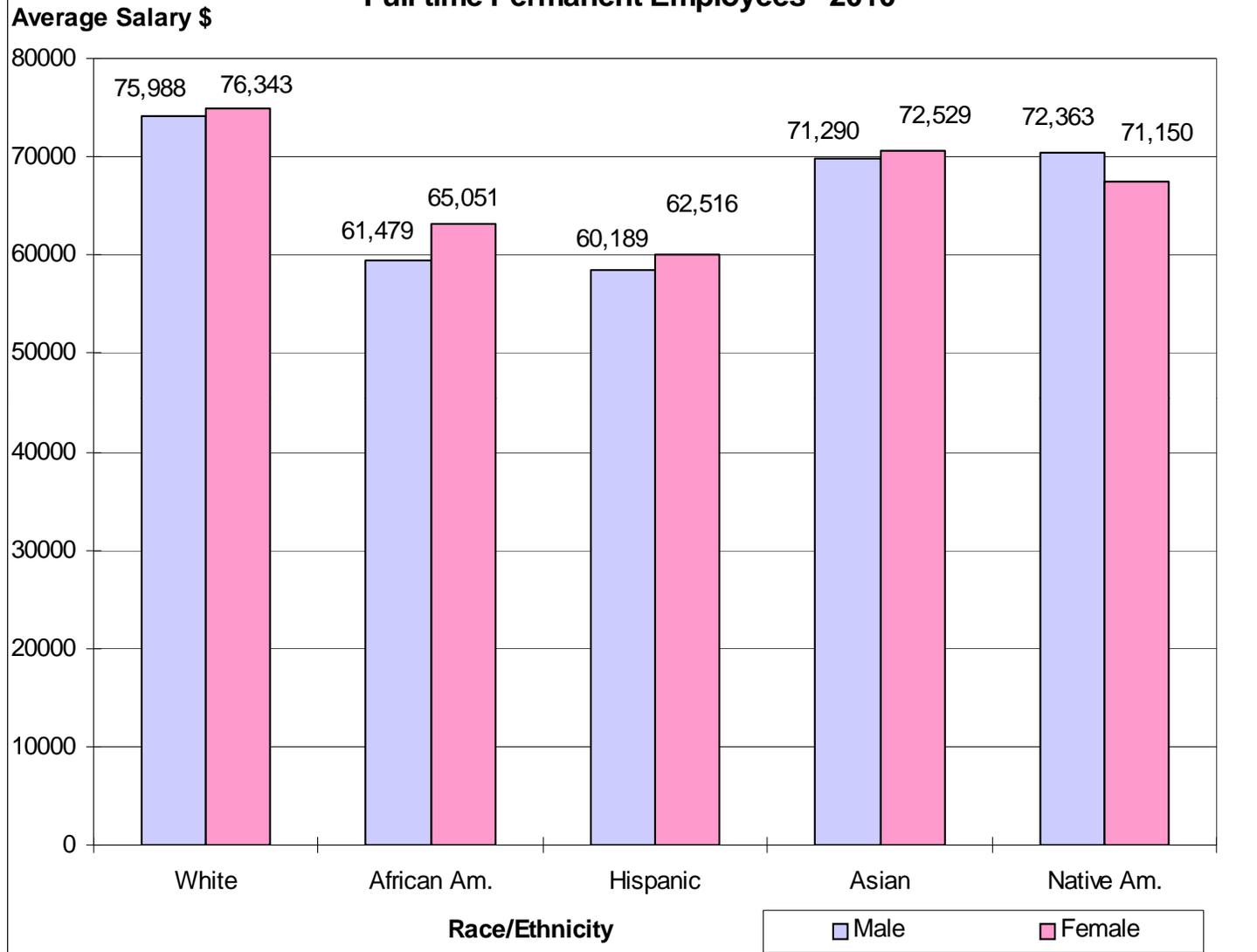
Participation # of employees







Average Salary by Gender and Race/Ethnicity Full-time Permanent Employees - 2010



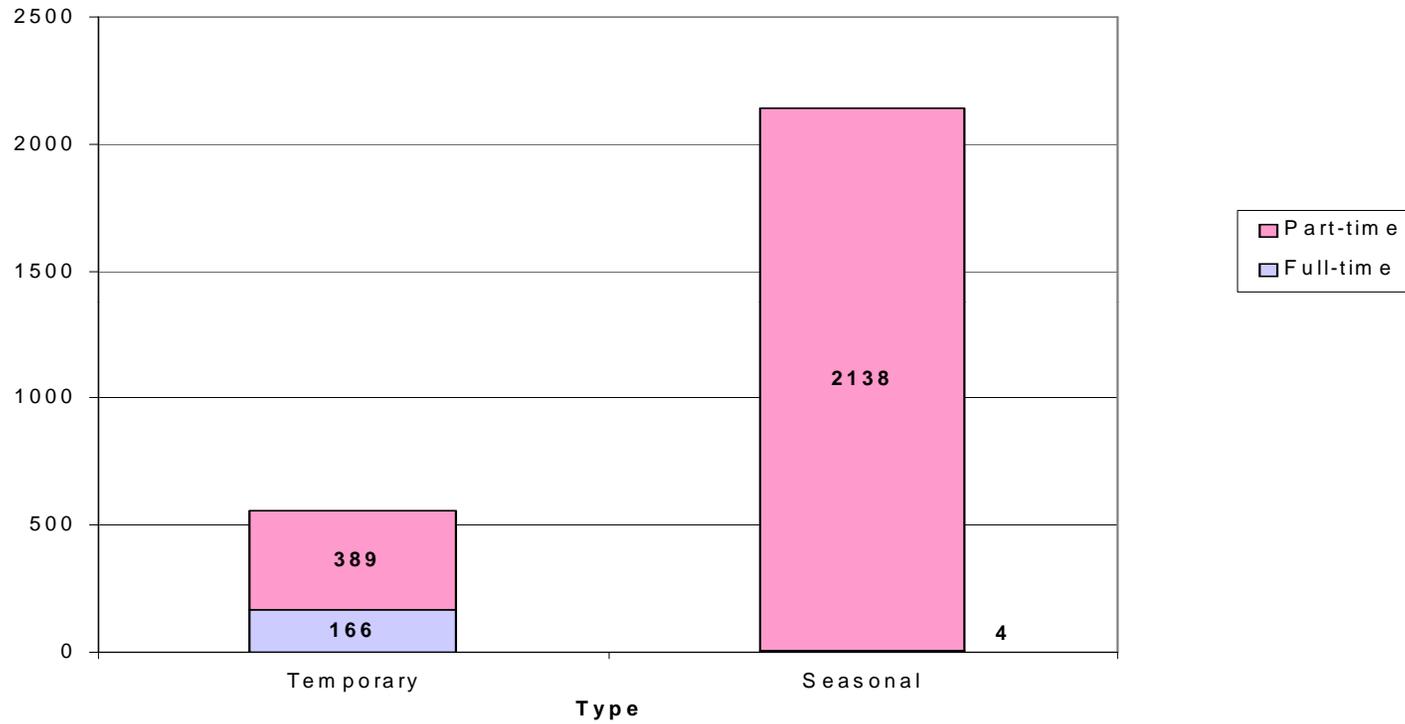
**Distribution by Employment Category and Race/Ethnicity
Permanent Employees - 2010**

Race/ Ethnicity	Employment Category	# Empl.	Percent	Race/ Ethnicity	Employment Category	# Empl.	Percent
American Indian	Officials & Administrators	1	0.01	Asian	Officials & Administrators	23	0.27
	Professional	13	0.15		Professional	157	1.91
	Technicians	3	0.14		Technicians	70	0.83
	Protective Services	26	0.31		Protective Services	81	0.96
	Paraprofessionals	2	0.02		Paraprofessionals	63	0.74
	Office/Clerical	2	0.02		Office/Clerical	89	1.05
	Skilled Craft	4	0.15		Skilled Craft	20	0.24
	Service/Maintenance	6	0.07		Service/Maintenance	25	0.30
	Total	57	0.67		Total	528	1.23
African American	Officials & Administrators	60	0.71	Hispanic	Officials & Administrators	15	0.18
	Professional	507	5.99		Professional	179	2.11
	Technicians	160	1.89		Technicians	65	0.77
	Protective Services	625	7.38		Protective Services	167	1.97
	Paraprofessionals	81	0.96		Paraprofessionals	63	0.74
	Office/Clerical	286	3.38		Office/Clerical	82	0.97
	Skilled Craft	127	1.45		Skilled Craft	34	0.40
	Service/Maintenance	492	5.81		Service/Maintenance	106	1.20
Total	2334	27.56	Total	711	8.40		
White	Officials & Administrators	252	2.98	Tot. Race/Ethnicity Not Avail		202	2.41%
	Professional	1192	14.07	Tot. Employees		8671	100%
	Technicians	442	5.22				
	Protective Services	2121	25.04				
	Paraprofessionals	155	1.83				
	Office/Clerical	349	4.12				
	Skilled Craft	204	2.43				
	Service/Maintenance	124	1.46				
Total	4839	57.14					

NOTE: Percentages are rounded

**Temporary and Seasonal Employees
Full and Part-time - 2010**

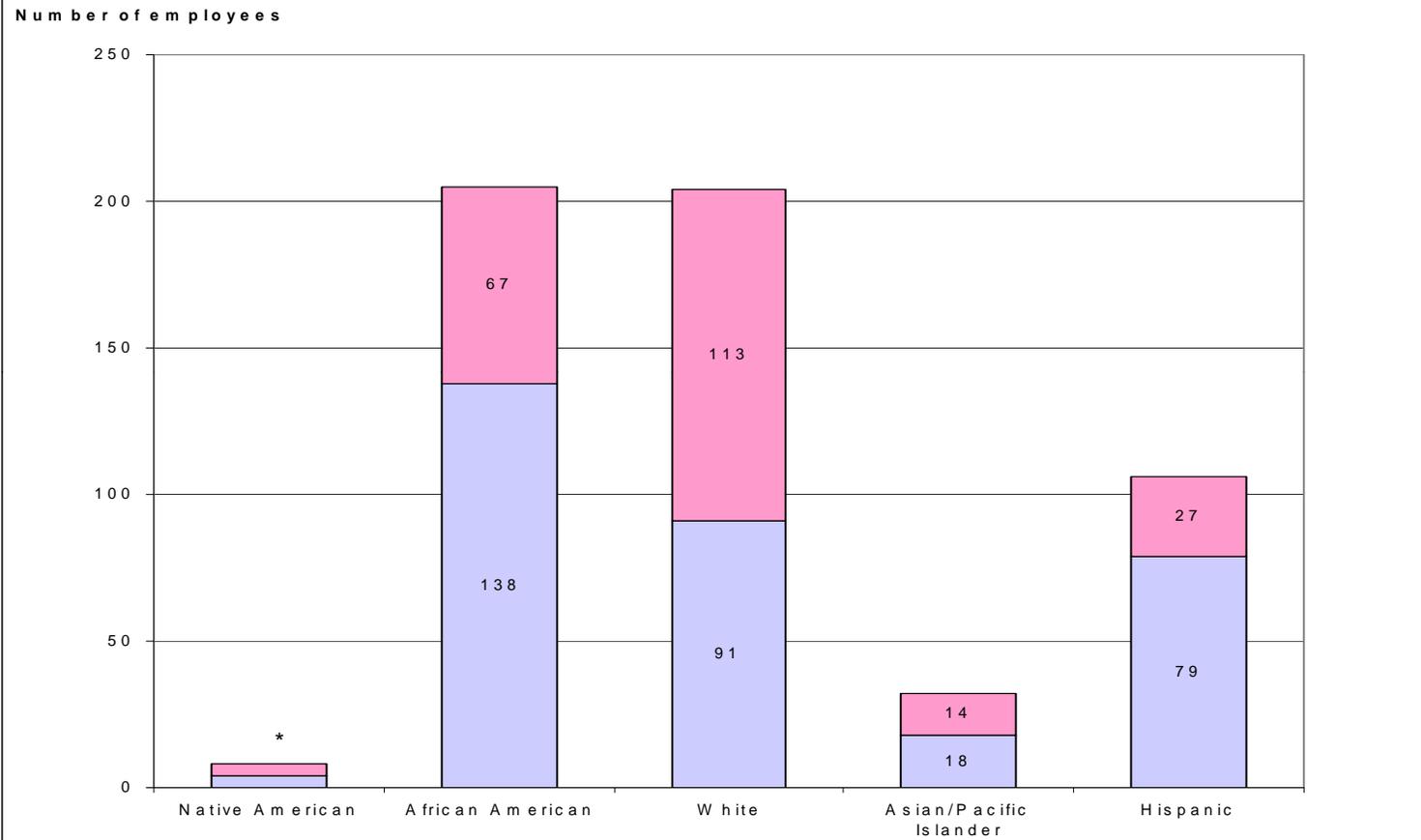
**Number of
Employees**



Total Temporary Employees = 555
 Average Annual Earnings = \$13,905.36
 Average Hours Worked = 673.09
 Number of employees not reported = 73

Total Seasonal Employees = 2142
 Average Annual Earnings = \$3,096.00
 Average Hours Worked = 284.95
 Number of employees not reported = 58

Temporary Employees by Gender and Race - 2010

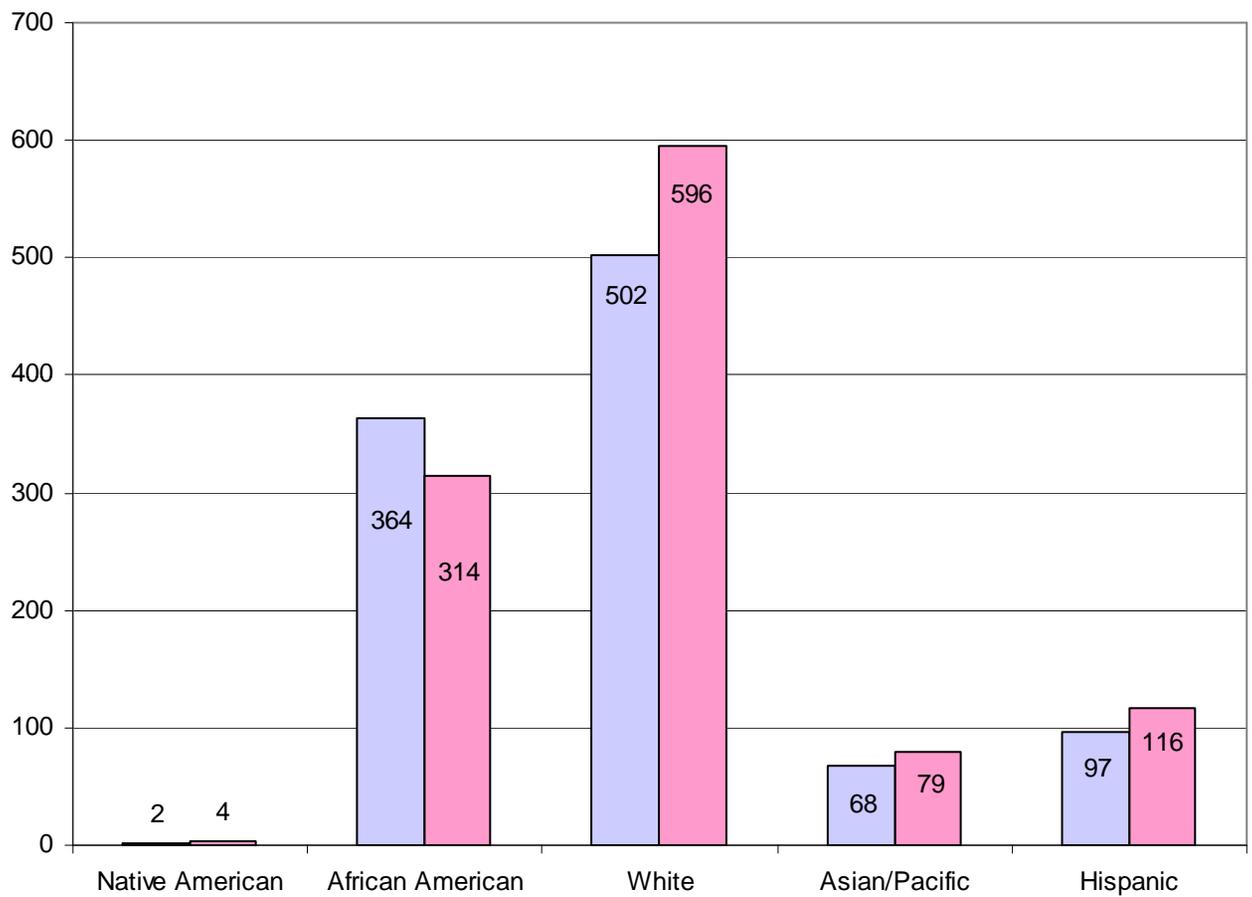


*Count reflects 4 Males, 4 Females
 Total Temporary Employees = 555
 Male = 330 (59.46%) Female = 225 (40.54%)
 Number of Employees Not Reported = 73

Female
 Male

Number of employees

Seasonal Employees by Gender and Race - 2010



* Count reflects 4 Males, 4 Females

Total Seasonal Employees = 2142

Male = 1033 (48.23%) - Female = 1109 (51.77%)

Race/Ethnicity not Avail. = 58

Race

Male
Female

TURNOVER ANALYSIS

**NUMBER OF SEPARATIONS BY REASON FOR SEPARATION
CALENDAR YEARS 2000 - 2010**

Separation	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	% of 2010
Voluntary	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	total
No return LOA/LWOP	12	12	11	12	7	10	2	8	4	3	6	1.09%
AWOL	1	6	7	3	4	3	11	8	8	4	5	0.91%
New job	91	65	42	0	0	0	0	0	0	0	0	0.00%
Non-specified personal reasons	186	165	133	108	159	194	174	199	180	122	157	28.65%
Relocation out of area			4	16	24	28	27	36	18	11	18	3.28%
Family responsibilities			2	8	7	5	12	10	23	4	3	0.55%
Better compensation			7	23	17	22	25	18	0	0	0	0.00%
More flexible work schedule			2	1	0	1	6	1	2	0	0	0.00%
Better working conditions			2	1	2	1	3	1	2	1	0	0.00%
More opportunity for advancement			4	21	14	6	24	16	14	7	3	0.55%
Easier commute			4	5	8	4	9	6	3	1	4	0.73%
Return to School			0	1	6	5	3	4	4	3	3	0.55%
Quit - no notice	5	8	6	4	2	1	3	2	8	1	1	0.18%
Normal retirement	90	75	146	145	122	104	123	123	172	90	162	29.56%
Early retirement	20	22	26	34	30	40	32	32	54	28	17	3.10%
Sub Total	405	353	396	382	402	424	454	464	492	275	379	69.16%
Involuntary												
Disciplinary	1	1	0	0	0	0	0	0	0	0	0	0.00%
Unsatisfactory performance	6	2	2	2	4	2	3	2	0	1	2	0.36%
Misconduct	1	6	6	2	5	7	5	4	7	5	4	0.73%
Non-disciplinary	0	1	0	2	3	4	0	0	1	4	9	1.64%
Excess absences	3	5	0	3	0	1	1	0	1	0	1	0.18%
Failed Probation		22	23	19	23	16	22	37	28	13	21	3.83%
Sub Total	11	37	31	28	35	30	31	43	37	23	37	6.75%
Management/fiscal												
Discontinued service retirement	13	19	7	28	12	5	7	2	0	14	46	8.39%
Reduction-in-force	0	1	0	2	3	0	0	0	3	12	15	2.74%
Lack of funding	0	0	0	2	0	2	3	3	0	0	0	0.00%
Sub Total	13	20	7	32	15	7	10	5	3	26	61	11.13%
Medical/other												
Unknown/other	3	13	11	6	9	7	10	14	0	14	0	0.00%
Service-connected disability ret.	24	23	20	22	23	30	28	26	32	26	32	5.84%
on-service connected disability ret.	19	17	14	11	12	10	21	16	9	10	8	1.46%
Other medical	0	0	1	7	3	3	13	2	5	14	20	3.65%
Death	19	10	10	10	7	4	8	14	7	9	11	2.01%
Sub Total	65	63	56	56	54	54	80	72	53	73	71	12.96%
TOTAL SEPARATIONS	494	473	490	498	506	515	575	584	585	397	548	
Total Employees	7592	7912	8099	8083	8223	8429	8675	9059	9203	9072	8671	
TURNOVER RATE	6.51%	5.98%	6.05%	6.16%	6.15%	6.11%	6.63%	6.45%	6.36%	4.38%	6.32%	

**Turnover - Separations by Employment Category
Permanent Employees- 2010**

<u>Employment Category</u>	<u># of Separations</u>	<u>Percent of Total</u>
Officials & Administrators	31	10.26%
Professionals	180	27.56%
Technicians	42	8.97%
Protective Services	125	22.92%
Paraprofessionals	27	4.17%
Office/Clerical	62	10.26%
Skilled Craft	16	5.77%
Service Maintenance	64	9.94%
Category Unreported	1	<u>0.16%</u>
	548	100.00%

**Turnover - Separations by Race/Ethnicity
Permanent Employees- 2010**

<u>EEO Category</u>	<u># of Separations</u>	<u>Percent of Total</u>
White	316	49.91%
African American	151	29.74%
Hispanic	27	7.69%
Asian	34	7.35%
Native American	2	0.68%
Race/Ethnicity Unreported	18	4.62%
	548	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
FY08-FY11 Compounded Change:			<u>20.50%</u>	<u>10.57%</u>	<u>9.93%</u>	
2010 (FY11)	0.00%	0.00%	--	1.60%	--	11-09 - 11-10
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
FY04-FY07 Compounded Change:			<u>28.70%</u>	<u>13.42%</u>	<u>15.28%</u>	
2006 (FY07) ⁽⁵⁾	4.00%	3.50%	--	3.10%	--	11-05 - 11-06
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
FY00-FY03 Compounded Change:			<u>29.59%</u>	<u>11.24%</u>	<u>18.35%</u>	
2002 (FY03)	3.50%	3.50%	--	2.80%	--	11-01 - 11-02
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
FY96-FY99 Compounded Change:			<u>27.53%</u>	<u>7.79%</u>	<u>19.74%</u>	
FY92-FY95 Compounded Change: ⁽⁷⁾			<u>18.19%</u>	<u>10.48%</u>	<u>7.71%</u>	

(1) Excludes police and fire bargaining unit employees.

(2) MCG did not provide a GWA in FY11.

(3) Employees at the maximum of their assigned grade are not eligible for a service increment.
 Approximately 37.0% (3,209 of 8,668) of permanent employees are at maximum as of 12/1/10.

(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
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
FY08-FY11 Compounded Change:			<u>8.68%</u>	<u>10.57%</u>	<u>-1.89%</u>	
2010 (FY11)	0.00%	0.00%	--	1.60%	--	11-10 - 11-11
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
FY04-FY07 Compounded Change:			<u>12.16%</u>	<u>13.42%</u>	<u>-1.26%</u>	
2006 (FY07) ⁽⁵⁾	4.00%	0.00%	--	3.10%	--	11-05 - 11-06
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
FY00-FY03 Compounded Change:			<u>12.93%</u>	<u>11.24%</u>	<u>1.69%</u>	
2002 (FY03)	3.50%	0.00%	--	2.80%	--	11-01 - 11-02
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
FY96-FY99 Compounded Change:			<u>11.13%</u>	<u>7.79%</u>	<u>3.34%</u>	
FY92-FY95 Compounded Change: ⁽⁷⁾			<u>3.00%</u>	<u>10.48%</u>	<u>-7.48%</u>	

(1) Excludes police and fire bargaining unit employees.

(2) MCG did not provide a GWA in FY11.

(3) Employees at the maximum of their assigned grade are not eligible for a service increment.
Approximately 37.0% (3,209 of 8,668) of permanent employees are at maximum as of 12/1/10.

(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
<u>FY08-FY11 Compounded Change:</u>			<u>20.50%</u>	<u>13.01%</u>	<u>7.49%</u>
2010 (FY11)	0.00%	0.00%	--	2.53%	--
2009 (FY10)	0.00%	3.50%	--	2.20%	--
2008 (FY09)	4.50%	3.50%	--	3.90%	--
2007 (FY08)	4.00%	3.50%	--	3.80%	--
<u>FY04-FY07 Compounded Change:</u>			<u>28.70%</u>	<u>14.90%</u>	<u>13.80%</u>
2006 (FY07) ⁽⁵⁾	4.00%	3.50%	--	3.63%	--
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%	--
<u>FY00-FY03 Compounded Change:</u>			<u>29.59%</u>	<u>18.23%</u>	<u>11.36%</u>
2002 (FY03)	3.50%	3.50%	--	3.75%	--
2001 (FY02)	3.25%	3.50%	--	4.55%	--
2000 (FY01)	3.00%	3.50%	--	4.45%	--
1999 (FY00)	2.60%	3.50%	--	4.35%	--
<u>FY96-FY99 Compounded Change:</u>			<u>27.53%</u>	<u>17.38%</u>	<u>10.15%</u>
<u>FY92-FY95 Compounded Change: ⁽⁷⁾</u>			<u>18.19%</u>	<u>19.08%</u>	<u>-0.88%</u>

(1) Excludes police and fire bargaining unit employees.

(2) MCG did not provide a GWA in FY11.

(3) Employees at the maximum of their assigned grade are not eligible for a service increment. No service increments provided in FY11. Approximately 37.0 % (3,209 of 8,668) of permanent employees are at maximum as of 12/1/10.

(4) Source: World At Work Salary Budget Survey. Pay increase is average for non-exempt and exempt employees in the 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
<u>FY08-FY11 Compounded Change:</u>			<u>8.68%</u>	<u>13.01%</u>	<u>-4.33%</u>
2010 (FY11)	0.00%	0.00%	--	2.53%	--
2009 (FY10)	0.00%	0.00%	--	2.20%	--
2008 (FY09)	4.50%	0.00%	--	3.90%	--
2007 (FY08)	4.00%	0.00%	--	3.80%	--
<u>FY04-FY07 Compounded Change:</u>			<u>12.16%</u>	<u>14.90%</u>	<u>-2.74%</u>
2006 (FY07) ⁽⁵⁾	4.00%	0.00%	--	3.63%	--
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%	--
<u>FY00-FY03 Compounded Change:</u>			<u>12.93%</u>	<u>18.23%</u>	<u>-5.30%</u>
2002 (FY03)	3.50%	0.00%	--	3.75%	--
2001 (FY02)	3.25%	0.00%	--	4.55%	--
2000 (FY01)	3.00%	0.00%	--	4.45%	--
1999 (FY00)	2.60%	0.00%	--	4.35%	--
<u>FY96-FY99 Compounded Change:</u>			<u>11.13%</u>	<u>17.38%</u>	<u>-6.25%</u>
<u>FY92-FY95 Compounded Change:</u> ⁽⁷⁾			<u>3.00%</u>	<u>19.08%</u>	<u>-16.08%</u>

(1) Excludes police and fire bargaining unit employees.

(2) MCG did not provide a GWA in FY11.

(3) Employees at the maximum of their assigned grade are not eligible for a service increment.
Approximately 37.0% (3,209 of 8,668) of permanent employees are at maximum as of 12/1/10.

(4) Source: World At Work Salary Budget Survey. Pay increase is average for non-exempt and exempt employees in the 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 <u>Maximum</u>	Not at <u>Maximum</u>	<u>TOTAL</u>

Police Bargaining Unit (FOP)	Number	480	636	1116
	Percent	43.0%	57.0%	100%
Fire Bargaining Unit (IAFF)	Number	414	658	1072
	Percent	38.6%	61.4%	100%
MCGEO, UFCW Local 1994 (2)	Number	1532	3283	4815
	Percent	31.8%	68.2%	100%
Eligible at Permanent Status (Local 1994 and IAFF)	Number	1	104	105
	Percent	<u>1.0%</u>	<u>99.0%</u>	<u>100%</u>

Total Represented	Number	2427	4681	7108
	Percent	34.1%	65.9%	100%

Total Unrepresented (1)	Number	782	778	1560
	Percent	50.1%	49.9%	100%

ALL EMPLOYEES	Number	3209	5459	8668 ⁽³⁾
	Percent	37.0%	63.0%	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.
- (3) Count shows 8668 employees; missing 3 data records: Total count = 8,671 employees

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

FEDERAL GOVERNMENT (1) (2)
Effective January 2011

MONTGOMERY COUNTY GOVERNMENT (3) (4)
Effective January 2011

<u>Federal Grade</u>	<u>Minimum</u>	<u>Maximum</u>	<u>MCG Grade</u>	<u># Permanent FT Emp.</u>	<u>Minimum</u>	<u>Maximum (2)</u>	<u>% Diff. At Min</u>	<u>% Diff At Max</u>
GS-11	\$62,467	\$81,204	21	362	\$47,028	\$77,756	-32.8%	-4.4%
GS-12	\$74,872	\$97,333	23	518	\$51,598	\$85,463	-45.1%	-13.9%
			24	374	\$54,054	\$89,596	-38.5%	-8.6%
			25	377	\$56,631	\$93,944	-32.2%	-3.6%
GS-13	\$89,033	\$92,001	24	374	\$54,054	\$89,596	-64.7%	-2.7%
			25	377	\$56,631	\$93,944	-57.2%	2.1%
			26	95	\$59,345	\$98,513	-50.0%	6.6%
			27	42	\$62,168	\$103,309	-43.2%	10.9%
			M3	246	\$63,411	\$115,901	-40.4%	20.6%
GS-14	\$105,211	\$108,717	28	126	\$64,960	\$108,343	-62.0%	-0.3%
			29	5	\$67,890	\$90,759	-55.0%	-19.8%
			31	1	\$74,206	\$125,010	-41.8%	13.0%
			M2	105	\$73,811	\$133,992	-42.5%	18.9%
GS-15	\$123,758	\$155,500	M2	105	\$73,811	\$133,992	-67.7%	-16.1%
			M1	23	\$84,407	\$149,917	-46.6%	-3.7%

(1) Locality Pay for Washington - Baltimore (DC-MD-VA-WV and St. Marys County-MD).

(2) Federal Government salaries obtained from <http://www.opm/oca/11tables/html/dcb.asp>.

(3) Does not include longevity.

(4) Montgomery County Government employees did not receive a GWA in FY2010 as such the minimum and maximum have not changed from the 2010 report.

**SALARY COMPARISONS
WASHINGTON-BALTIMORE METROPOLITAN REGION Vs MONTGOMERY COUNTY GOVERNMENT
BASED ON HUMAN RESOURCES ASSOCIATION 2010 COMPENSATION SURVEY REPORT
AND MCG FY11 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	\$30,600	-11.3%	12.7%	\$56,030	\$46,100	-17.7%	21.5%
Computer Oper. II	IT Technician II	\$37,457	\$35,300	-5.8%	6.1%	\$61,498	\$58,000	-5.7%	6.0%
Analyst/Developer III	IT Specialist III	\$59,345	\$72,400	22.0%	-18.0%	\$98,513	\$119,400	21.2%	-17.5%
Analyst/Developer IV	Sr. IT Specialist	\$64,960	\$73,200	12.7%	-11.3%	\$108,343	\$113,800	5.0%	-4.8%
Sr. Systems Programmer	Sr. IT Specialist	\$64,960	\$61,700	-5.0%	5.3%	\$108,343	\$99,300	-8.3%	9.1%
Sr. PC Network Supp. Spec.	IT Specialist I	\$44,900	\$49,300	9.8%	-8.9%	\$74,181	\$81,500	9.9%	-9.0%
Sr Computer Sys. Admin.	Sr. IT Specialist	\$64,960	\$62,100	-4.4%	4.6%	\$108,343	\$105,800	-2.3%	2.4%
Accounting. Clerk I	Principal Admin. Aide	\$33,107	\$28,200	-14.8%	17.4%	\$53,483	\$47,200	-11.7%	13.3%
Accounting. Clerk II	Office Services Coordinator	\$37,457	\$32,300	-13.8%	16.0%	\$61,498	\$52,000	-15.4%	18.3%
Accounting Clerk III	Fiscal Assistant	\$37,457	\$35,400	-5.5%	5.8%	\$61,498	\$54,900	-10.7%	12.0%
Payroll Clerk	Office Services Cord.	\$37,457	\$33,400	-10.8%	12.1%	\$61,498	\$52,600	-14.5%	16.9%
Accountant I	Accountant/Auditor I	\$40,952	\$38,600	-5.7%	6.1%	\$67,533	\$62,600	-7.3%	7.9%
Accountant III	Accountant/Auditor III	\$51,598	\$53,800	4.3%	-4.1%	\$85,463	\$91,400	6.9%	-6.5%
Budget Analyst	Mgmt. & Budget Spec. II	\$49,253	\$48,300	-1.9%	2.0%	\$81,513	\$75,800	-7.0%	7.5%
Senior Budget Analyst	Sr. Mgmt. & Budget Spec.	\$62,168	\$57,500	-7.5%	8.1%	\$103,309	\$92,300	-10.7%	11.9%
Buyer/Estimator	Procurement Spec. II	\$49,253	\$45,900	-6.8%	7.3%	\$81,513	\$74,100	-9.1%	10.0%
Sr. Benefits Specialist	Human Resources Spec. III	\$55,900	\$55,900	-1.3%	1.3%	\$93,944	\$91,500	-2.6%	2.7%
Employment Manager	Manager III	\$63,411	\$75,400	18.9%	-15.9%	\$115,901	\$134,100	15.7%	-13.6%
Library Assistant	Library Assistant I	\$33,107	\$30,200	-8.8%	9.6%	\$53,483	\$49,400	-7.6%	8.3%
Janitor/Custodian	Bldg. Svc. Wkr. II	\$27,165	\$21,400	-21.2%	26.9%	\$42,522	\$33,900	-20.3%	25.4%
Mail Clerk	Mail Clerk	\$30,558	\$26,300	-13.9%	16.2%	\$48,758	\$42,100	-13.7%	15.8%
Mail Clerk Supvr.	Mail Services Supervisor	\$39,157	\$38,000	-3.0%	3.0%	\$64,441	\$59,600	-7.5%	8.1%
Security Guard I	Security Officer I	\$35,923	\$25,100	-30.1%	43.1%	\$58,693	\$43,500	-25.9%	34.9%
Security Guard Supvr.	Security Officer III (Sgt.)	\$47,028	\$36,100	-23.2%	30.3%	\$77,756	\$56,900	-26.8%	36.7%
Admin. Asst./Secretary I	Administrative Aide	\$31,797	\$28,900	-9.1%	10.0%	\$51,062	\$47,000	-8.0%	8.6%
Admin. Asst./Secretary II	Principal Admin. Aide	\$33,107	\$32,000	-3.3%	3.5%	\$53,483	\$51,800	-3.1%	3.2%
Admin. Asst./Secretary III	Office Services Coordinator	\$37,457	\$35,100	-6.3%	6.7%	\$61,498	\$57,700	-6.2%	6.6%
Executive Assist/Secretary	Senior Executive Admin. Aid	\$40,952	\$43,100	5.2%	-5.0%	\$67,533	\$72,300	7.1%	-6.6%
Admin Assist/Scrtry to the Chief Exe	Exec. Admin. Aide to CAO	\$44,900	\$51,700	15.1%	-13.2%	\$74,181	\$82,000	10.5%	-9.5%
Office Manager	Administrative Specialist II	\$47,028	\$45,000	-4.3%	4.5%	\$77,756	\$68,900	-11.4%	12.9%
Public Relations Rep.	Public Information Officer II	\$56,631	\$48,000	-15.2%	18.0%	\$93,944	\$73,300	-22.0%	28.2%
Graphic Designer	Graphics Artist	\$42,883	\$48,700	13.6%	-11.9%	\$70,773	\$82,400	16.4%	-14.1%
Legal Secretary	Legal Secretary II	\$37,457	\$44,600	19.1%	-16.0%	\$61,498	\$89,300	45.2%	-31.1%
Sr. Legal Assist/Paralegal	Paralegal Specialist	\$51,598	\$56,900	10.3%	-9.3%	\$85,463	\$98,600	15.4%	-13.3%
In-House Attorney III	Asst. County Attorney II	\$62,168	\$118,800	91.1%	-47.7%	\$103,309	\$175,000	69.4%	-41.0%
In-House Attorney IV	Asst. County Atty. III	\$77,596	\$142,200	83.3%	-45.4%	\$128,836	\$254,400	97.5%	-49.4%
Social Worker	Social Worker II	\$51,598	\$44,000	-14.7%	17.3%	\$85,463	\$75,200	-12.0%	13.6%
Staff Nurse (RN)	Community Health Nurse II	\$51,598	\$51,500	-0.2%	0.2%	\$85,463	\$87,800	2.7%	-2.7%
Nurse Practitioner	Nurse Practitioner	\$56,631	\$70,200	24.0%	-19.3%	\$93,944	\$120,500	28.3%	-22.0%
Occupational Health Nurse	Community Health Nurse II	\$51,598	\$59,100	14.5%	-12.7%	\$85,463	\$92,500	8.2%	-7.6%
Marketing Coordinator	Transit Mktng. Specialist	\$47,028	\$40,500	-13.9%	16.1%	\$77,756	\$68,100	-12.4%	14.2%
Laborer (Heavy)	Public Service Worker II	\$28,238				\$44,468			
Plumber	Plumber I	\$39,157	\$42,800	9.3%	-8.5%	\$64,441	\$61,500	-4.6%	4.8%
Avg % Change FY09:				2.17%				1.31%	
Avg % Difference FY09:					1.50%				2.67%

NOTES:
o 2010 HRA Compensation Survey Report includes data on 336 survey jobs from 341 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 '11 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	43.1	47.0	40.0	45.6	51.1	49.7	47.5	43.1	46.5	46.8	51.6	9.3%	10.3%
BUILDING SERVICE WORKER II	8	27.9	23.9	26.5		25.3	23.3		26.5	21.6	24.9	25.1	27.2	7.7%	8.3%
CARPENTER I	17			31.2	29.7	34.5	35.1	36.5	37.1	29.0	38.6	34.8	39.2	11.0%	12.4%
COMMUNITY HEALTH NURSE II	23	49.1		43.8	55.7	49.8	48.6	0.0		42.8		48.6	51.6	5.8%	6.1%
CORRECTIONAL SHIFT COMMANDER - LT	C1	55.7	43.6	54.1		44.7	52.1	49.7		44.4		49.7	51.7	3.9%	4.0%
CORRECTIONAL OFFICER I	C3	43.6	38.1	46.8		39.7	47.4	37.1		40.4		40.4	46.8	13.8%	16.0%
CORRECTIONAL OFFICER III	C5	43.6		44.1						38.5		43.6	40.5	-7.6%	-7.1%
DATA ENTRY OPERATOR	10	27.9			27.4	27.4		24.2	29.9	29.2		27.6	29.4	5.9%	6.3%
ELECTRICIAN I	18				32.3	39.6	38.5	41.3	37.1	29.0	38.5	38.5	41.0	6.0%	6.4%
ENGINEER III	25	51.5	53.8	47.0	46.7	47.6	58.8	61.0	53.8	55.1	49.7	52.6	56.6	7.1%	7.6%
ENGINEERING TECHNICIAN II	18	33.4		34.3	39.5	39.7	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	29.1	32.1	30.8	33.1	26.3		29.1	34.5	15.7%	18.7%
EQUIPMENT OPERATOR III	16	33.4	33.8	31.2	33.4	34.5	36.8	34.0	37.1	29.0	30.8	33.6	37.5	10.3%	11.5%
FIRE/RESCUE LIEUTENANT	B1	55.7	48.4	55.3	50.3	52.7	58.9	63.6		51.9		54.0	55.5	2.7%	2.8%
FIREFIGHTER/RESCUER I	F1	43.6	36.1	45.1	33.5	34.1		40.1		40.8		40.1	41.6	3.5%	3.7%
FIREFIGHTER/RESCUER III	F3	45.8	36.1	45.1	33.0	42.8	48.9	46.4		42.8		44.0	45.9	4.2%	4.4%
HIGHWAY CONSTRUCTION INSPECTOR II	22	42.4	39.2	43.8	36.7	39.7	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	40.7	46.7	45.6	51.1	55.1	47.5	43.1	49.7	48.3	56.6	14.7%	17.3%
HVAC MECHANIC I	18	36.6		48.8	32.3	39.6	40.3	41.3	37.1	29.0	38.5	38.5	39.2	1.6%	1.7%
IT SPECIALIST III (LGPA Title: Autm Sysrms Spcl)	26	49.1		54.1	41.7	45.6		44.8	56.5	49.5		49.1	59.3	17.3%	21.0%
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny)	26	54.1	49.9	48.8	45.1	52.1		55.1	49.9	45.3		49.9	59.3	15.9%	18.9%
IT TECHNICIAN II	16				31.7	31.3				29.2		31.3	37.5	16.5%	19.8%
LIBRARIAN I	21	40.4		43.8	41.4	31.6	42.3		41.9	0.0		41.4	47.0	11.9%	13.5%
MANAGEMENT & BUDGET SPECIALIST III	25	49.1	62.4	40.7	56.0	69.1	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	36.0	34.5	37.8	36.8	41.3	37.1	33.5	38.6	37.0	41.0	9.7%	10.7%
OFFICE CLERK	5	28.1	23.6	26.5	25.8	25.2	25.5	24.3	26.6	22.9	22.6	25.3	24.2	-4.5%	-4.3%
PERMITTING SERVICES INSPECTOR III	23	40.4	39.2	43.8	33.9	41.6	42.3	40.5	41.9	37.0		40.5	51.6	21.6%	27.5%
PLANNING SPECIALIST III	23	49.1	49.9	47.0	46.7	45.6	51.1	49.7	47.5	42.8		47.5	51.6	7.9%	8.5%
POLICE OFFICER I	P2	43.6	41.6	45.7	41.1	46.7	47.1	45.9	47.9	46.6	24.8	45.8	47.0	2.4%	2.5%
POLICE SERGEANT	A1	55.7	57.0	56.3	60.4	58.7	56.9	64.7	55.4	72.7	40.8	56.9	59.8	4.8%	5.0%
PUBLIC SAFETY COMMUNICATIONS	20	38.4	35.5	40.7	36.7	36.0	45.4	37.7	37.1	39.1		37.7	42.9	12.2%	13.8%
PRINCIPAL ADMINISTRATIVE AIDE	13	27.9	25.9	26.5	25.8	29.9	30.6	26.8	33.1	24.6		26.8	33.1	19.0%	23.4%
PRINTING TECHNICIAN II	15			34.3	38.2	32.8	35.1		37.1	32.2	30.8	34.3	35.9	4.5%	4.7%
PROCUREMENT SPECIALIST II	22	46.7	46.4	47.0	43.2	45.6	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	25.3	26.6	26.5	26.5	22.7		26.5	28.2	6.1%	6.5%
RECREATION SPECIALIST	21		49.9	40.7	41.4	45.6	44.3	40.5	47.5	42.8		43.6	47.0	7.4%	8.0%
SOCIAL WORKER II	23	51.5		47.0	45.1	49.8	48.6	49.7		42.8		48.6	51.6	5.8%	6.1%
THERAPIST II	24	42.4		47.0			48.6			49.5		47.8	54.1	11.5%	13.0%

NOTES:

- o Salary data from local sources, including FY2011 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.
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MCG = Montgomery County Government.
WSSC = Washington Suburban Sanitary Commission.

**FY '11 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 COGO VT	FAIR CO GOVT	HOWARD CO GOVT	MNCPPC	PG CO GOVT	WSSC	MEDIAN	MONT CO GOVT	MCG Vs MEDIAN	% DIFF FROM MEDIAN TO MCG
ACCOUNTANT/AUDITOR III	23	83.0	68.0	77.8	48.9	56.8	85.1	80.2	81.3	83.9	78.7	79.4	85.5	7.0%	7.6%
BUILDING SERVICE WORKER II	8	37.5	34.1	37.0		30.3	38.8		47.7	40.4	42.8	38.1	42.5	10.3%	11.5%
CARPENTER I	17			51.5	32.7	43.3	58.5	54.2	63.5	53.5	65.5	53.9	64.4	16.4%	19.6%
COMMUNITY HEALTH NURSE II	23	83.0		72.4	63.5	62.2	81.0			78.4		75.4	85.5	11.8%	13.4%
CORRECTIONAL SHIFT COMMANDER - LT	C1	94.2	81.7	89.5		55.7	77.0	77.8		77.9		77.9	83.8	7.0%	7.6%
CORRECTIONAL OFFICER I	C3	73.8		72.9						67.3		72.9	59.2	-23.2%	-18.9%
CORRECTIONAL OFFICER III	C5	73.8	65.5	77.3		49.8	70.0	58.0		70.7		70.0	70.8	1.1%	1.1%
DATA ENTRY OPERATOR	10	44.9			31.6	34.4	0.0	39.1	51.2	58.6		39.1	46.6	15.9%	19.0%
ELECTRICIAN I	18				36.1	50.2	64.2	61.4	63.5	53.5	65.4	61.4	67.5	9.1%	10.0%
ENGINEER III	25	87.2	89.3	77.8	56.5	59.2	98.0	98.4	92.3	107.1	84.0	88.2	93.9	6.1%	6.5%
ENGINEERING TECHNICIAN II	18	56.5		56.7	48.3	49.8	64.2	59.0	71.8	67.9	65.4	59.0	67.5	12.7%	14.5%
EQUIPMENT OPERATOR I	14	56.5	48.1	51.5	37.5	43.3	61.4	50.3	63.5	53.5	52.6	52.1	61.5	15.3%	18.1%
EQUIPMENT OPERATOR III	16	447.0	41.5	41.6	30.7	36.1	53.4	43.4	56.6	48.7		43.4	56.0	22.5%	29.1%
FIRE/RESCUE LIEUTENANT	B1	94.2	95.6	91.5	61.3	71.4	87.0	93.9		98.5		92.7	89.9	-3.1%	-3.1%
FIREFIGHTER/RESCUER I	F1	73.8	74.8	74.5	53.5	46.5	0.0	41.4		71.0		62.3	67.4	7.6%	8.2%
FIREFIGHTER/RESCUER III	F3	77.5	74.8	74.5	53.5	57.4	72.2	75.8		78.9		74.6	74.3	-0.5%	-0.5%
HIGHWAY CONSTRUCTION INSPECTOR II	22	71.7	55.8	72.4	44.3	49.8	73.9	65.4		67.9	69.2	67.9	81.5	16.7%	20.1%
HUMAN RESOURCES SPECIALIST III	25	83.0	82.9	93.0	56.5	56.8	85.1	88.8	81.3	83.9	89.6	83.5	93.9	11.1%	12.5%
HVAC MECHANIC I	18	61.4		80.7	36.1	50.2	67.2	61.4	63.5	53.5	65.4	61.4	64.6	5.0%	5.3%
IT SPECIALIST III (LGPA Title: Autm Systms Spcl)	26	83.0		89.5	52.2	56.8		72.4	93.6	90.4		83.0	98.5	15.7%	18.7%
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny)	26	91.5	82.9	80.7	54.9	65.4		88.8	85.4	91.0		84.2	98.5	14.6%	17.1%
IT TECHNICIAN	16			37.7	39.7					56.8		39.7	53.5	25.8%	34.8%
LIBRARIAN I	21	68.3		72.4	50.4	49.0	70.4		71.8	0.0		68.3	77.8	12.2%	13.8%
MANAGEMENT & BUDGET SPECIALIST III	25	83.0	103.5	93.0	68.5	107.7	85.1	80.2	92.3	83.9	89.6	87.4	93.9	7.0%	7.5%
MECHANIC TECHNICIAN II	18	65.1	48.1	59.5	39.0	47.9	61.4	61.4	63.5	61.7	65.5	61.4	67.5	9.1%	10.0%
OFFICE CLERK	5	41.1	35.0	37.0	29.3	31.3	42.5	39.1	47.9	44.5	39.0	39.1	37.4	-4.3%	-4.1%
PERMITTING SERVICES INSPECTOR III	23	68.3	55.8	72.5	40.8	52.1	70.4	65.4	71.8	67.9		67.9	85.5	20.6%	25.9%
PLANNING SPECIALIST III	23	83.0	82.9	77.8	56.5	56.8	85.1	80.2	81.3	78.4		80.2	85.5	6.2%	6.6%
POLICE OFFICER I	P2	73.8	79.4	75.6		61.0	69.6	69.4	74.8	64.5	42.6	69.6	76.0	8.5%	9.3%
POLICE SERGEANT	A1	94.2	95.6	93.0	79.5	77.9	84.0	85.2	93.2	94.9	69.2	89.1	96.8	8.0%	8.7%
PRINCIPAL ADMINISTRATIVE AIDE	20	44.9	38.6	41.6	29.3	37.7	51.0	43.4	56.6	47.9		43.4	53.5	18.9%	23.3%
PRINTING TECHNICIAN II	13			56.7	46.3	41.6	58.5		63.5	62.6	52.5	56.7	58.7	3.4%	3.5%
PROCUREMENT SPECIALIST II	15	79.1	77.0	97.4	52.6	56.8	85.1	72.4	92.3	67.4	78.7	77.8	81.5	4.5%	4.7%
PUBLIC SAFETY COMMUNICATIONS	22	65.1	50.6	67.2	44.3	45.6	67.0	62.9	63.5	78.6		63.5	70.8	10.2%	11.4%
PUBLIC SERVICE WORKER II	9	43.0	35.8	37.0	28.1	30.3	44.4	37.4	47.7	42.3		37.4	44.5	15.8%	18.8%
RECREATION SPECIALIST	21		82.9	67.2	50.4	56.8	73.9	65.4	81.3	78.4		70.6	77.8	9.3%	10.2%
SOCIAL WORKER II	23	87.2		77.8	54.9	62.2	81.0	80.2		78.4		78.4	85.5	8.3%	9.1%
THERAPIST II	24	71.7		77.8			81.0			90.4		79.4	89.6	11.4%	12.8%

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**PERCENT DIFFERENCE FROM MEDIAN SALARY
FY '11 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	PG CO GOVT	WSSC
ACCOUNTANT/AUDITOR III	23	47.0	4%	-8%		-15%	-3%	9%	6%	1%	10%	-8%	-1%
BUILDING SERVICE WORKER II	8	25.3	10%	-5%	5%		0%	-8%		5%	7%	-14%	-1%
CARPENTER I	17	35.1			-11%	-16%	-2%	0%	4%	6%	11%	-18%	10%
COMMUNITY HEALTH NURSE II	23	48.8	0%		-10%	14%	2%	0%			6%	-12%	
CORRECTIONAL SHIFT COMMANDER - LT	C1	50.7	10%	-14%	7%		-12%	3%	-2%		2%	-12%	
CORRECTIONAL OFFICER I	C3	42.0	4%	-9%	11%		-6%	13%	-12%		12%	-4%	
CORRECTIONAL OFFICER III	C5	42.1	4%		5%						-4%	-9%	
DATA ENTRY OPERATOR	10	27.9	0%			-2%	-2%		-13%	7%	5%	5%	
ELECTRICIAN I	18	38.5				-16%	3%	0%	7%	-4%	6%	-25%	0%
ENGINEER III	25	53.8	-4%	0%	-13%	-13%	-11%	9%	13%	0%	5%	2%	-8%
ENGINEER TECHNICIAN II	18	38.5	-13%		-11%	2%	3%	0%	-5%	9%	6%	-4%	0%
EQUIPMENT OPERATOR I	14	29.1	-4%	0%	-9%	-2%	0%	10%	6%	14%	19%	-10%	
EQUIPMENT OPERATOR III	16	33.8	-1%	0%	-8%	-1%	2%	9%	0%	10%	11%	-14%	-9%
FIRE/RESCUER LIEUTENANT	B1	55.3	1%	-13%	0%	-9%	-5%	6%	15%		0%	-6%	
FIREFIGHTER/RESCUER I	F1	40.5	8%	-11%	11%	-17%	-16%		-1%		3%	1%	
FIREFIGHTER/RESCUER III	F3	45.1	2%	-20%	0%	-27%	-5%	8%	3%		2%	-5%	
HIGHWAY CONSTRUCTION INSPECTOR II	22	40.6	4%	-4%	8%	-10%	-2%	9%	0%		21%	-9%	0%
HUMAN RESOURCES SPECIALIST III	25	49.1	0%	2%	-17%	-5%	-7%	4%	12%	-3%	15%	-12%	1%
HVAC MECHANIC I	18	38.9	-6%		26%	-17%	2%	4%	6%	-4%	1%	-25%	-1%
IT SPECIALIST III (LGPA Title: Autm Systms Spcl)	26	49.3	0%		10%	-15%	-7%		-9%	15%	20%	0%	
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny Lvl)	26	49.9	8%	0%	-2%	-10%	4%		10%	0%	19%	-9%	
IT TECHNICIAN II	16	31.5				1%	-1%				19%	-7%	
LIBRARIAN I	21	41.7	-3%		5%	-1%	-24%	1%		1%	13%		
MANAGEMENT & BUDGET SPECIALIST III	25	53.1	-8%	17%	-23%	5%	30%	-4%	-6%	1%	7%	-19%	0%
MECHANIC TECHNICIAN II	18	37.1	4%	-9%	-3%	-7%	2%	-1%	11%	0%	10%	-10%	4%
OFFICE CLERK	5	25.2	11%	-6%	5%	2%	0%	1%	-3%	6%	-4%	-9%	-10%
PERMITTING SERVICES INSPECTOR III	23	41.1	-2%	-5%	7%	-17%	1%	3%	-1%	2%	26%	-10%	
PLANNING SPECIALIST III	23	48.3	2%	3%	-3%	-3%	-6%	6%	3%	-2%	7%	-11%	
POLICE OFFICER I	P2	45.9	-5%	-9%	0%	-11%	2%	3%	0%	4%	2%	1%	-46%
POLICE SERGEANT	A1	57.0	-2%	0%	-1%	6%	3%	0%	14%	-3%	5%	28%	-28%
PUBLIC SAFETY COMMUNICATION SPECIALIST	19	38.1	1%	-7%	7%	-4%	-5%	19%	-1%	-2%	13%	3%	
PRINCIPAL ADMINISTRATIVE AIDE	13	27.3	2%	-5%	-3%	-6%	9%	12%	-2%	21%	21%	-10%	
PRINTING TECHNICIAN II	15	34.7			-1%	10%	-5%	1%		7%	3%	-7%	-11%
PROCUREMENT SPECIALIST II	22	46.5	0%	0%	1%	-7%	-2%	10%	-4%	16%	6%	-26%	0%
PUBLIC SERVICE WORKER II	9	26.5	5%	-5%	0%	2%	-5%	0%	0%	0%	6%	-14%	
RECREATION SPECIALIST	21	44.3		13%	-8%	-7%	3%	0%	-9%	7%	6%	-3%	
SOCIAL WORKER II	23	49.2	5%		-4%	-8%	1%	-1%	1%		5%	-13%	
THERAPIST II	24	48.6	-13%		-3%			0%			11%	2%	
AVG % DIFF FROM MEDIAN:			0.7%	-3.8%	-0.7%	-6.1%	-1.6%	3.9%	1.4%	4.2%	8.8%	-8.0%	-5.9%
# OF CLASSES MATCHED:			33	25	34	33	36	32	31	27	38	37	17

NOTES:

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ACCOUNTANT/AUDITOR III	23	80.2	4%	-15%	-3%	-39%	-29%	6%	0%	1%	7%	5%	-2%
BUILDING SERVICE WORKER II	8	38.8	-3%	-12%	-4%	-22%	0%	23%	10%	4%	10%		10%
CARPENTER I	17	54.2			-5%	-40%	-20%	8%	0%	17%	19%	-1%	21%
COMMUNITY HEALTH NURSE II	23	78.4	6%		-8%	-19%	-21%	3%			9%	0%	
CORRECTIONAL SHIFT COMMANDER - LT	C1	79.8	18%	2%	12%		-30%	-4%	-3%		5%	-2%	
CORRECTIONAL OFFICER I	C3	70.1	5%		4%						-16%	-4%	
CORRECTIONAL OFFICER III	C5	70.3	5%	-7%	10%			-1%	-18%		1%	1%	
DATA ENTRY OPERATOR	10	42.0	7%			-25%	-18%			22%	11%	40%	
ELECTRICIAN I	18	62.5				-42%	-20%	3%	-2%	2%	8%	-14%	5%
ENGINEER III	25	89.3	-2%	0%	-13%	-37%	-34%	10%	10%	3%	5%	20%	-6%
ENGINEER TECHNICIAN II	18	61.6	-8%		-8%	-22%	-19%	4%	-4%	17%	10%	10%	6%
EQUIPMENT OPERATOR I	14	52.6	7%	-9%	-2%	-29%	-18%	17%	-4%	21%	17%	2%	0%
EQUIPMENT OPERATOR III	16	46.1	870%	-10%	-10%	-33%	-22%	16%	-6%	23%	22%	6%	
FIRE/RESCUER LIEUTENANT	B1	91.5	3%	4%	0%	-33%	-22%	-5%	3%		-2%	8%	
FIREFIGHTER/RESCUER I	F1	67.4	10%	11%	11%	-21%	-31%		-39%		0%	5%	
FIREFIGHTER/RESCUER III	F3	74.5	4%	0%	0%	-28%	-23%	-3%	2%		0%	6%	
HIGHWAY CONSTRUCTION INSPECTOR II	22	68.5	5%	-19%	6%	-35%	-27%	8%	-5%		19%	-1%	1%
HUMAN RESOURCES SPECIALIST III	25	83.9	-1%	-1%	11%	-33%	-32%	1%	6%	-3%	12%	0%	7%
HVAC MECHANIC I	18	62.5	-2%		29%	-42%	-20%	8%	-2%	2%	3%	-14%	5%
IT SPECIALIST III (LGPA Title: Autm Sysms Spcl	26	86.3	-4%		4%	-39%	-34%		-16%	9%	14%	5%	
IT SPECIALIST III (LGPA Title: Prog Anal - Jrny L	26	85.4	7%	-3%	-6%	-36%	-23%		4%	0%	15%	7%	
IT TECHNICIAN II	16	46.6				-19%	-15%				15%	22%	
LIBRARIAN I	21	69.4	-2%		4%	-27%	-29%	2%		3%	12%		
MANAGEMENT & BUDGET SPECIALIST III	25	89.6	-7%	15%	4%	-24%	20%	-5%	-11%	3%	5%	-6%	0%
MECHANIC TECHNICIAN II	18	61.4	6%	-22%	-3%	-37%	-22%	0%	0%	4%	10%	1%	7%
OFFICE CLERK	5	39.0	5%	-10%	-5%	-25%	-20%	9%	0%	23%	-4%	14%	0%
PERMITTING SERVICES INSPECTOR III	23	68.1	0%	-18%	6%	-40%	-23%	3%	-4%	5%	25%	0%	
PLANNING SPECIALIST III	23	80.8	3%	3%	-4%	-30%	-30%	5%	-1%	1%	6%	-3%	
POLICE OFFICER I	P2	71.7	3%	11%	5%	-15%	-15%	-3%	-3%	4%	6%	-10%	-41%
POLICE SERGEANT	A1	93.0	1%	3%	0%	-15%	-16%	-10%	-8%	0%	4%	2%	-26%
PUBLIC SAFETY COMMUNICATION SPECIALIS'	19	44.2	2%	-13%	-6%	-34%	-15%	16%	-2%	28%	21%	8%	
PRINCIPAL ADMINISTRATIVE AIDE	13	57.6		-2%	-2%	-20%	-28%	2%		10%	2%	9%	-9%
PRINTING TECHNICIAN II	15	78.7	0%	-2%	24%	-33%	-28%	8%	-8%	17%	4%	-14%	0%
PROCUREMENT SPECIALIST II	22	64.3	1%	-21%	5%	-31%	-29%	4%	-2%	-1%	10%	22%	
PUBLIC SERVICE WORKER II	9	39.9	8%	-10%	-7%	-30%	-24%	11%	-6%	20%	12%	6%	
RECREATION SPECIALIST	21	73.9		12%	-9%	-32%	-23%	0%	-11%	10%	5%	6%	
SOCIAL WORKER II	23	79.3	10%		-2%	-31%	-22%	2%	1%		8%	-1%	
THERAPIST II	24	81.0	-11%		-4%			0%			11%	12%	
AVG % DIFF FROM MEDIAN:			28.8%	-4.4%	1.0%	-30.6%	-22.5%	3.6%	-4.3%	9.8%	8.4%	4.0%	-1.3%
# OF CLASSES MATCHED:			33	25	35	32	36	32	31	27	38	37	17

NOTES:

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**PROJECTED TOTAL PAY INCREASES
2010 - 2011
SALARY BUDGET SURVEYS**

<u>Survey Name</u>	Number of Organizations Participating in Survey	Geographic Area of Survey	Average Total Pay Increase ⁽¹⁾		
			Survey - Actual 2010	MCG - Average 2010 ⁽²⁾	Survey - Budgeted 2011
World At Work 2010-2011 Salary Budget Survey (April 2010)	2,497	National	2.50%	1.75%	2.90%
	1,383	Eastern U.S.	2.53%		2.52%
Mercer- 2010-2011 U.S. Compensation Planning Survey	over 1,100	National	2.30%	1.75%	2.90%
Hewitt Associates-Salary Survey (Press Release published August 30, 2010)	1,450	National	2.43%	1.75%	2.85%
		Washington D.C.	3.00%	1.75%	3.40%
Human Resource Association of the National Capital Area (HRA-NCA) Compensation Survey Report (August 2010)	341	Washington/Baltimore Metropolitan Area	2.75%	1.75%	3.40%
2011 Local Gov't Personnel Association (LGPA) Benchmark Salary and Comprehensive Benefits Survey- Cost of Living Adjustments (COLAs) Report (September 2010)	27	Washington/Baltimore Metropolitan Area	1.11% (average increases used from 17 of the 27 jurisdictions surveyed) ⁽³⁾	1.75%	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) 65.9% (4,681) employees eligible to receive a service increment in FY2010 received a 3.5% service increment in FY2010. Performance based pay and General wage adjustments (GWAs) were not approved for FY2010, therefore General Salary Schedule employees, who comprise 17.99% (1,560 employees) of all employees, did not receive any performance based pay or GWA in FY2010; Management Leadership Service (MLS) employees, who comprise 2.82% (255 employees) of all employees did not receive any performance based pay or a GWA in FY2010; Uniformed Firefighters and Uniformed Fire/Rescue Management, who comprise 12.36% (1,072 employees) of all employees, did not receive any performance based pay or a GWA in FY2010; Uniformed Police and Uniformed Police Management, who comprise 12.87% (1,116 employees) of all employees did not receive performance based pay or a GWA in JulyFY2010.

(3) Averages totaled from the following 17 locations: Alexandria City, Annapolis City, Anne Arundel County, Arlington, Baltimore City, Baltimore County, Carroll County, District of Columbia, Fairfax City, Fairfax County, Falls church, Frederick County, Howard County, MD National Pk & Planning, Prince Georges County, Washington Suburban Sanitary Commission, and Washington Metro Transit Authority.