

*Final December 31, 2021*

*City Union of Baltimore (CUB)  
Compensation Study*



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## 2021 CUB Compensation Study

### Final Report

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## 2021 CUB Compensation Study

### INTRODUCTION AND STUDY OBJECTIVES

#### Introduction

- ◆ A Classification and Compensation Study is primarily designed to focus on internal and external equity of both the structure by which employees are compensated as well as the way positions relate and compare to one another across the organization. Internal equity relates to the fairness of an organization's compensation practices among its current employees. Specifically, by reviewing the skills, capabilities, and duties of each position, it can be determined whether similar positions are being compensated in a similar manner within the organization. The Classification component of this study is aimed at resolving any inconsistencies related to job requirements for like classifications across City agencies and providing some clarity to the plan in place.

External equity deals with the differences between how an organization's classifications are valued and what compensation is available in the market place for the same skills, capabilities, and duties. As part of the study, the Department of Human Resources was tasked with:

- ✓ Collecting and reviewing current classification and compensation data present at the City.
- ✓ Conducting a market salary survey and providing feedback to senior stakeholders regarding current market competitiveness.
- ✓ Conducting a classification analysis to assess internal equity and the efficiency of the current classification plan for the identified benchmark classifications.

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- ✓ Developing and submitting draft and final reports summarizing findings and recommendations.
- ✓ Calculating implementation cost for moving employees into the proposed new ranges.

### Study Objectives

- ◆ To conduct a competitive market analysis for 36 priority benchmark classifications using published salary survey data and salary information from local municipal jurisdictions:
  - ✓ Assistant Park District Manager
  - ✓ Automotive Maintenance Supervisor I
  - ✓ Building Maintenance General Supervisor
  - ✓ Building Repairer Supervisor
  - ✓ Cable Inspection Supervisor
  - ✓ Conduit Maintenance Supervisor I
  - ✓ Construction Building Inspector I and II
  - ✓ Construction Building Inspector I and II DGS
  - ✓ Construction Electrical Inspector I and II
  - ✓ Construction Electrical Inspector I and II DGS
  - ✓ Construction Mechanical Inspector I and II
  - ✓ Construction Mechanical Inspector I and II DGS



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- ✓ Crossing Guard
- ✓ Electrical Maintenance Supervisor I
- ✓ Electrical Mechanic Supervisor
- ✓ Engineering Associate I, II, and III
- ✓ Forensic Scientist I
- ✓ Grounds Maintenance Supervisor
- ✓ Heating and Air Conditioning Technician Supervisor
- ✓ Highway Maintenance Supervisor
- ✓ Office Support Specialist I, II and III
- ✓ Office Services Assistant I and II SAO
- ✓ Office Supervisor
- ✓ Office Support Specialist I, II, and III
- ✓ Painter Supervisor
- ✓ Park Maintenance Supervisor
- ✓ Pipefitter Supervisor
- ✓ Public Health Representative I, II and III
- ✓ Safety Enforcement Officer I, II, and III
- ✓ Secretary I, II, and III
- ✓ Secretary SAO
- ✓ Tree Service Supervisor I and II



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- ✓ Utilities Installer Repairer Supervisor I and II
  - ✓ Water Treatment Technician Supervisor
  - ✓ Waste Water Technician Supervisor Pumping I and II
  - ✓ Waste Water Technician Supervisor Sanitary I and II
- ◆ To review all study positions for salary competitiveness and identify any positions out-of-line with the external marketplace;
  - ◆ To review and compare current salary scale minimums and maximums to the same data applicable to municipal jurisdictions and determine market competitiveness for each study position; and
  - ◆ To summarize the detailed market pricing and the study findings in a final report that would be made available to Management and Labor stakeholders.



## STUDY METHODOLOGY

### A. Definitions

**Base Salary:** the annual fixed rate that an individual is paid for performing a job, including any differential pay.

**Bonus/Annual Incentive:** the actual direct compensation paid under a bonus, commission, profit-sharing, or other short-term cash compensation plan that provides awards based on established criteria or management discretion, such as the overall performance of the organization or achievement of individual goals.

**Total Cash Compensation:** the sum of base salary and annual incentive compensation payments from variable pay programs.

**Employee Benefits:** non-cash compensation provided to an employee. Some benefits are required by law (e.g., payroll taxes, unemployment compensation, and workers compensation), while others may be provided at the discretion of an employer (e.g., life insurance, paid time off, retirement plans).

**Total Compensation:** the sum of total cash compensation and employee benefits.

#### Data Points:

– **25th percentile:** the value in an array that falls at the first quarter of the sampled data (75% or  $\frac{3}{4}$  of the values in the sample are greater than the 25th percentile value). In other words, the 25th percentile indicates that 25% of the market pays at or below this salary rate.

– **50th percentile:** the value in an array that falls in the middle or median of the sampled data (half of the values in the sample fall above this value and half fall below it). This is the data point of reference for the proposed pay grade assignments. In other words, the 50th percentile indicates that 50% of the market pays at or below this salary rate.

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– **75th percentile:** the value in an array that falls at the third quarter of the sampled data (25% or  $\frac{1}{4}$  of the values in the sample are greater than the 75th percentile value). In other words, the 75th percentile indicates that 75% of the market pays at or below this salary rate.

**Compa-ratio:** the employee's current salary divided by a market comparison point, which is usually the market 50th percentile or the midpoint of the salary range. An employee whose salary equals the 50th percentile of the market has a compa-ratio of 100%. A compa-ratio of less than 100% indicates that the employee's salary is less than the 50th percentile of the market, and a compa-ratio greater than 100% indicates that the employee's salary is greater than the 50th percentile of the market.

### B. Methodology

- ◆ *Evaluate classifications listed under 2016 CUB Memorandum of Understanding*
- ◆ *Review supervisory classifications that may have been impacted as a result of the 2019 AFSCME Local 44 Salary Study*
- ◆ *The City of Baltimore Classification Specifications were matched to :*
  - ✓ *Position descriptions essential functions*
  - ✓ *Survey job descriptions essential functions*
  - ✓ *Job qualifications (e.g., minimum education, experience and training needed to qualify)*
  - ✓ *Job requirements (e.g., the knowledge, skills and abilities needed to perform the job)*
- ◆ *Competitive market data was collected from published survey sources:*
  - ✓ *Data points for salary compensation were compiled at the 25<sup>th</sup>, 50<sup>th</sup> and 75<sup>th</sup> percentiles*
  - ✓ *25<sup>th</sup> percentile indicates that 25% of the market pays at or below this salary rate*



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✓ 50<sup>th</sup> percentile indicates that 50% of the market pays at or below this salary rate

✓ 75<sup>th</sup> percentile indicates that 75% of the market pays at or below this salary rate

◆ *Local Government Personnel Association (LGPA)*

◆ *Maryland Association of Counties (MACO)*

◆ *Maryland State Government*

◆ *Economic Research Institute (ERI)*

✓ *Baltimore*

✓ *DC*

✓ *United States*

◆ *Bureau of Labor Statistics*

◆ *Surrounding MD Counties*

✓ *Anne Arundel*

✓ *Baltimore County*

✓ *Harford County*

✓ *Howard County*

✓ *Montgomery County*

✓ *Prince George's County*



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- ◆ Washington, DC
- ◆ Columbus, Ohio
- ◆ Indianapolis, Indiana
- ◆ Milwaukee, Wisconsin
- ◆ Philadelphia, Pennsylvania



**SUMMARY OF FINDINGS**

- A. The City of Baltimore has multiple classifications that are specific in nature whereas, most of the other jurisdiction's classifications are broad in scope which allows for flexibility in duties.
- B. In majority of the MD surrounding counties the crossing guards report to a police officer or police lieutenant.
- C. The Watershed Ranger classifications were upgraded in 2019.
- D. The Engineering Associate I, II and III classifications Hiring and Full Performance salary steps are competitive across the State of MD. The Experienced and Senior salary step falls slightly below the market average compared to other MD jurisdictions'.
- E. The Forensic Scientist I classification Hiring and Full Performance salary step is competitive across the State of MD. The Experienced and Senior salary step falls slightly below the market average compared to other MD jurisdictions'.
- F. Majority of the employees in CUB classes have been with the City of Baltimore for more than 9 years.
- G. *Appendix A provides a summary look at how the City of Baltimore salary midpoints compare to the market average which is used to determine external equity. The summary also shows that the full performance step for our salary ranges is falling below a competitive market rate*
  - ✓ 0 classes out of the studied midpoints are paying at a competitive rate
  - ✓ 4 classes out of the 14 studied midpoints fall between 80 – 89% of the market rate
  - ✓ 9 classes out of the 14 studied midpoints are below 79% of the market rate
- H. *Appendix B - provides a summary look at how the City of Baltimore salaries compare to our midpoints. Many City of Baltimore employees occupying the studied classifications*



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*are at the senior level step and have tenure with the City. The average years of service for employees in the study are 9 years.*

- I. Appendix C - provides a summary look at how the City of Baltimore average salaries compare to the salary grade midpoint/market (full performance step) which is used to determine internal equity. On average the City of Baltimore salaries compared to the market falls below 100% of market average (Appendix C). 90% - 100% of market is the competitive position that we would like to take which will help us to recruit and retain talented employees. We've made recommendations to address those classifications below 89% of the market average and hard to fill classifications.*
- J. Appendix D – Appendix I provides a comparison of the City of Baltimore salary ranges for the Office Support Specialist II, Park Maintenance Supervisor, Tree Service Supervisor I, Construction Building Inspector I, Engineering Associate II, and Forensic Scientist I classifications to MD surrounding jurisdictions.*
- K. Appendix J – Appendix O provides a comparison of the City of Baltimore salary ranges for Office Support Specialist II, Park Maintenance Supervisor, Tree Service Supervisor I, Construction Building Inspector I, Engineering Associate II, and Forensic Scientist I classifications to comparable municipalities outside of the Maryland area.*
- L. Appendix P – provides cost projections by classification*
- M. Appendix Q – provides cost projections by agency*



RECOMMENDATIONS

1. Upgrade the class of Assistant Park District Manager, grade 84 to grade 87. No change to the classification title.
2. Upgrade the class of Automotive Maintenance Supervisor I, grade 90 to grade 91. No change to the classification title.
3. Upgrade the class of Building Maintenance General Supervisor, grade 87 to grade 88. No change to the classification title.
4. Upgrade the class of Building Repairer Supervisor, grade 84 to grade 87. No change to the classification title.
5. Upgrade the class of Cable Inspection Supervisor, grade 88 to grade 89. No change to the classification title.
6. Upgrade the class of Conduit Maintenance Supervisor I, grade 85 to grade 87. No change to the classification title.
7. Upgrade the class of Construction Building Inspector I from grade 88 to 90. No change to the classification title.
8. Upgrade the class of Construction Building Inspector II, grade 91 to grade 92. No change to the classification title.
9. Upgrade the class of Construction Building Inspector I DGS, grade 85 to grade 87. No change to the classification title.
10. Upgrade the class of Construction Building Inspector II DGS, grade 90 to grade 91. No change to the classification title.
11. Upgrade the class of Construction Electrical Inspector I, grade 88 to grade 90. No change to the classification title.
12. Upgrade the class of Construction Electrical Inspector II, grade 91 to 92. No change to the classification title.
13. Upgrade the class of Construction Electrical Inspector I DGS, grade 85 to 87. No change to the classification title.

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14. Upgrade the class of Construction Electrical Inspector II DGS, grade 90 to 91. No change to the classification title.
15. Upgrade the class of Construction Mechanical Inspector I, grade 88 to grade 90. No change to the classification title.
16. Upgrade the class of Construction Mechanical Inspector II, grade 91 to grade 92. No change to the classification title.
17. Upgrade the class of Construction Mechanical Inspector I DGS, grade 85 to grade 87. No change to the classification title.
18. Upgrade the class of Construction Mechanical Inspector II DGS, grade 90 to 91. No change to the classification title.
19. Upgrade the class of Electrical Maintenance Technical Supervisor I, grade 88 to grade 93. No change to the classification title.
20. Upgrade the class of Electrical Mechanic Supervisor, grade 87, to grade 90. No change to the classification title.
21. Upgrade the class of Grounds Maintenance Supervisor, grade 84, to grade 87. No change to the classification title.
22. Upgrade the class of Heating and Air Conditioning Technician Supervisor I, grade 87, to grade 90. No change to the classification title.
23. Upgrade the class of Highway Maintenance Supervisor, grade 87, to grade 90. No change to the classification title.
24. Combine the class of Office Assistant I, grade 71, with the class of Office Support Specialist I, grade 71 and upgrade to grade 74. Change the class title to Office Support Specialist I.
25. Combine the class of Office Assistant II, grade 75, with the class of Office Support Specialist II, grade 75 and upgrade to grade 77. Change the class title to Office Support Specialist II.
26. Combine the class of Office Assistant III, grade 78, with the class of Office Support Specialist III, grade 78 and upgrade to grade 80. Change the class title to Office Support Specialist III.
27. Upgrade the class of Office Services Assistant I SAO, grade 76, to grade 78. No change to the classification title.
28. Upgrade the class of Office Services Assistant II SAO, grade 80, to grade 82. No change to the classification title.





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29. Upgrade the class of Office Supervisor, grade 84, to grade 85. No change to the classification title.
30. Upgrade the class of Office Support Specialist I, grade 71 to grade 74. No change to the classification title.
31. Upgrade the class of Office Support Specialist II, grade 75 to grade 77. No change to the classification title.
32. Upgrade the class of Office Support Specialist III, grade 78 to grade 80. No change to the classification title.
33. Upgrade the class of Painter Supervisor, grade 84, to grade 89. No change to the classification title.
34. Upgrade the class of Park Maintenance Supervisor, grade 78, to grade 86. No change to the classification title.
35. Upgrade the class of Pipefitter Supervisor, grade 84, to grade 86. No change to the classification title.
36. Upgrade the class of Public Health Representative I, grade 85 to 87. No change to the classification title.
37. Upgrade the class of Public Health Representative II, grade 87 to grade 90. No change to the classification title.
38. Upgrade the class of Public Health Representative III, grade 90 to grade 92. No change to the classification title.
39. Upgrade the class of Safety Enforcement Officer I, grade 85 to grade 88. No change to the classification title.
40. Upgrade the class of Safety Enforcement Officer II, grade 88 to grade 92. No change to the classification title.
41. Upgrade the class of Safety Enforcement Officer III, grade 90 to grade 93. No change to the classification title.
42. Upgrade the class of Secretary I, grade 75, to grade 77. No change to the classification title.
43. Upgrade the class of Secretary II, grade 78, to grade 80. No change to the classification title.



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44. Upgrade the class of Secretary III, grade 84, to grade 85. No change to the classification title.
45. Upgrade the class of Secretary SAO, grade 82, to grade 84. No change to the classification title.
46. Upgrade the class of Tree Service Supervisor I, grade 81, to grade 86. No change to the classification title.
47. Upgrade the class of Tree Service Supervisor II, grade 84, to grade 89. No change to the classification title.
48. Upgrade the class of Utilities Installer Repairer Supervisor I, grade 82, to grade 87. No change to the classification title.
49. Upgrade the class of Utilities Installer Repairer Supervisor II, grade 87, to grade 90. No change to the classification title.
50. Upgrade the class of Water Treatment Technical Supervisor, grade 88, to grade 92. No change to the classification title.
51. Upgrade the class of WW Technician Supervisor I, Pumping, grade 87, to grade 90. No change to the classification title.
52. Upgrade the class of WW Technician Supervisor II, Pumping, grade 90, to grade 93. No change to the classification title.
53. Upgrade the class of WW Technician Supervisor I, Sanitary, grade 87, to grade 90. No change to the classification title.
54. Upgrade the class of WW Technician Supervisor II, Sanitary, grade 90, to grade 93. No change to the classification title.
55. Upgrade the class of Building Operations Supervisor, grade 84, to grade 89. No change to the classification title.
56. Upgrade the class of Carpenter Supervisor, grade 84, to grade 89. No change to the classification title.



**COST IMPACT**

*Cost to increase the employee salaries for upgraded classes*

<i>Varied classes</i>	<i>752 employees</i>	<i>\$2,621,972.53</i>
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DHR may propose action necessary to align the classification with the competitive marketplace for implementation in the next fiscal year or sooner, **if financially feasible.**



**City of Baltimore Salary Midpoints Compared to the Market Average**

<b><i>Job Class Title</i></b>	<b><i>Grade</i></b>	<b>CoB Midpoints vs. Market Average</b>
Crossing Guard	060	32%
Construction Building Inspector I	088	85%
Construction Building Inspector II	091	86%
Office Support Specialist I	071	84%
Office Support Specialist II	075	84%
Office Support Specialist III	078	74%
Park Maintenance Supervisor	078	61%
Tree Service Supervisor I	081	73%
Tree Service Supervisor II	084	71%
Waste Water Technician Supervisor I Pumping	087	70%
Waste Water Technician Supervisor I Sanitary	087	70%
Waste Water Technician Supervisor II Pumping	090	76%
Waste Water Technician Supervisor II Sanitary	090	76%

The chart provides a summary look at how The City of Baltimore salary midpoints compare to the market average which is used to determine external equity. How does the organization compare to other jurisdictions?



**City of Baltimore Average Salary compared to The City of Baltimore Midpoints (Full Performance)**

<i>Job Class Title</i>	<i>Grade</i>	<b>CoB Average Salary vs. CoB Midpoints</b>
Crossing Guard	060	106%
Construction Building Inspector I	088	115%
Construction Building Inspector II	091	115%
Office Support Specialist I	071	103%
Office Support Specialist II	075	106%
Office Support Specialist III	078	110%
Park Maintenance Supervisor	078	98%
Tree Service Supervisor I	081	113%
Tree Service Supervisor II	084	115%
Waste Water Technician Supervisor I Pumping	087	116%
Waste Water Technician Supervisor I Sanitary	087	115%
Waste Water Technician Supervisor II Pumping	090	116%
Waste Water Technician Supervisor II Sanitary	090	114%

The chart provides a summary look at how The City of Baltimore average salaries compare to the salary grade midpoint (full performance level). This is an indicator used to assess how competitive our salaries are to the market average. The market average represents 100%. The chart shows that our employee salaries are above the market average which can be attributed to step movement every 18 months and longer tenured employees in position.



**City of Baltimore Average Salary compared to the Market Average**

<b><i>Job Class Title</i></b>	<b><i>Grade</i></b>	<b>CoB Average Salary vs. Market Average (50th%ile)</b>
Crossing Guard	060	34%
Construction Building Inspector I	088	98%
Construction Building Inspector II	091	98%
Office Support Specialist I	071	87%
Office Support Specialist II	075	89%
Office Support Specialist III	078	81%
Park Maintenance Supervisor	078	60%
Tree Service Supervisor I	081	83%
Tree Service Supervisor II	084	81%
Waste Water Technician Supervisor I Pumping	087	81%
Waste Water Technician Supervisor I Sanitary	087	81%
Waste Water Technician Supervisor II Pumping	090	88%
Waste Water Technician Supervisor II Sanitary	090	87%



**BALTIMORE CITY SALARY RANGE COMPARED TO MD SURROUNDING JURISDICTIONS SALARY RANGES  
(OFFICE SUPPORT SPECIALIST II)**

Jurisdiction	Baltimore City	Anne Arundel County	Baltimore County	Howard County	Montgomery County	Prince George's County
Job Title	Office Support Specialist II	Office Support Assistant II	Office Assistant	Office Assistant II	Office Clerk	General Clerk II
Salary Range	\$31,138 - \$35,394	\$30,680 - \$50,315	\$33,623 - \$42,497	\$32,926 - \$47,382	\$32,008 - \$43,748	\$26,407 - \$51,377
Hrly Rate	\$16.32 - \$18.56	\$16.08 - \$26.38	\$17.63 - \$22.28	\$17.26 - \$24.84	\$16.78 - \$22.94	\$13.84 - \$26.94

**Proposed Rate Change For Baltimore City**

Jurisdiction	Baltimore City	Anne Arundel County	Baltimore County	Howard County	Montgomery County	Prince George's County
Job Title	Office Support Specialist II	Office Support Assistant II	Office Assistant	Office Assistant II	Office Clerk	General Clerk II
Salary Range	\$32,353 - \$37,084	\$30,680 - \$50,315	\$33,623 - \$42,497	\$32,926 - \$47,382	\$32,008 - \$43,748	\$26,407 - \$51,377
Hrly Rate	\$16.97 - \$19.45	\$16.08 - \$26.38	\$17.63 - \$22.28	\$17.26 - \$24.84	\$16.78 - \$22.94	\$13.84 - \$26.94



**BALTIMORE CITY SALARY RANGE COMPARED TO MD SURROUNDING JURISDICTIONS  
SALARY RANGES  
(PARK MAINTENANCE SUPERVISOR)**

Jurisdiction	Baltimore City	Anne Arundel County	Baltimore County	Howard County	Montgomery County
Job Title	Park Maintenance Supervisor	Park Maintenance Supervisor	Property Management Grounds Maintenance	Operations Supervisor I	Parks Supervisor
Salary Range	\$33,082 - \$38,149	\$45,704 - \$77,671	\$56,098 - \$70,044	\$52,603 - \$87,360	\$37,731 - \$46,238
Hrly Rate	\$17.34 - \$20.00	\$23.96 - \$40.72	\$29.43 - \$36.72	\$27.58 - \$45.81	\$19.78 - \$24.24

**Proposed Rate Change For Baltimore City**

Jurisdiction	Baltimore City	Anne Arundel County	Baltimore County	Howard County	Montgomery County
Job Title	Park Maintenance Supervisor	Park Maintenance Supervisor	Property Management Grounds Maintenance Supervisor	Operations Supervisor I	Parks Supervisor
Salary Range	\$42,536 - \$51,307	\$45,704 - \$77,671	\$56,098 - \$70,044	\$52,603 - \$87,360	\$37,731 - \$46,238
Hrly Rate	\$22.31 - \$26.91	\$23.96 - \$40.72	\$29.43 - \$36.72	\$27.58 - \$45.81	\$19.78 - \$24.24





**BALTIMORE CITY SALARY RANGE COMPARED TO MD SURROUNDING  
JURISDICTIONS SALARY RANGES  
(Tree Service Supervisor I)**

Jurisdiction	Baltimore City	Baltimore County	Prince George's County
Job Title	Tree Service Supervisor I	County Arborist	Tree Trimmer III
Salary Range	\$35,761 - \$42,368	\$46,887 - \$58,673	\$36,310 - \$66,965
Hrly Rate	\$18.76 - \$22.22	\$24.58 - \$30.76	\$19.04 - \$35.11

**Proposed Rate Change For Baltimore City**

Jurisdiction	Baltimore City	Baltimore County	Prince George's County
Job Title	Tree Service Supervisor I	County Arborist	Tree Trimmer III
Salary Range	\$42,536 - \$51,307	\$46,887 - \$58,673	\$36,310 - \$66,965
Hrly Rate	\$22.31 - \$26.91	\$24.58 - \$30.76	\$19.04 - \$35.11



**BALTIMORE CITY SALARY RANGE COMPARED TO MD SURROUNDING JURISDICTIONS  
SALARY RANGES  
(CONSTRUCTION BUILDING INSPECTOR I)**

Jurisdiction	Baltimore City	Anne Arundel County	Howard County	Prince George's County
Job Title	Construction Building Inspector I	Construction Code Inspector	Regulation Inspector I/ License & Permits, Inspection & Enforcement	Construction Standards Inspector I
Salary Range	\$46,074 - \$55,823	\$46,322 - \$72,842	\$43,555 - \$73,902	\$37,009 - \$68,120
Hrly Rate	\$24.16 - \$29.27	\$24.29 - \$38.19	\$22.83 - \$38.75	\$19.40 - \$35.72

**Proposed Rate Change For Baltimore City**

Jurisdiction	Baltimore City	Anne Arundel	Howard County	Prince George's County
Job Title	Construction Building Inspector I	Construction Code Inspector	Regulation Inspector I/ License & Permits, Inspection & Enforcement	Construction Standards Inspector I
Salary Range	\$50,013 - \$60,785	\$46,322 - \$72,842	\$43,555 - \$73,902	\$37,009 - \$68,120
Hrly Rate	\$26.23 - \$31.89	\$24.29 - \$38.19	\$22.83 - \$38.75	\$19.40 - \$35.72



**BALTIMORE CITY SALARY RANGE COMPARED TO MD SURROUNDING JURISDICTIONS SALARY RANGES (ENGINEERING ASSOCIATE II)**

Jurisdiction	Baltimore City	Anne Arundel County	Baltimore County	Howard County	Montgomery County	Prince George's County
Job Title	Engineering Associate II	N/A	Engineering Associate II	Engineering Support Technician II	Engineering Technician II	Engineering Technician 2A
Salary Range	\$47,971 - \$58,241		\$45,551 - \$57,220	\$53,123 - \$94,765	\$48,566 - \$80,086	\$42,665 - \$81,106
Hrly Rate	\$25.16 - \$30.55		\$23.89 - \$30.02	\$27.87 - \$49.71	\$25.48 - \$42.01	\$22.38 - \$42.55

\*We are not proposing a salary change to the Engineering Associate classifications



**BALTIMORE CITY SALARY RANGE COMPARED TO MD SURROUNDING JURISDICTIONS SALARY RANGES  
(Forensic Scientist I)**

Jurisdiction	Baltimore City	Anne Arundel County	Baltimore County	Howard County	Montgomery County	Prince George's County
Job Title	Forensic Scientist I	Forensic Chemist I	Forensic Services Technician I	Police Services Support Specialist I	Forensic Specialist I	Forensic Chemist 1P
Salary Range	\$52,164 - \$63,467	\$55,143 - \$98,461	\$47,825 - \$59,847	\$58,842 - \$106,773	\$53,246 - \$87,969	\$51,357 - \$118,466
Hrly Rate	\$27.36 - \$33.29	\$28.93 - \$51.65	\$25.09 - \$31.39	\$27.87 - \$49.71	\$27.93 - \$46.15	\$26.94 - \$62.15

\*We are not proposing a salary change to the Forensic Scientist I classification



**BALTIMORE CITY SALARY RANGE COMPARED TO COMPARABLE MUNICIPALITY SALARY RANGES  
(OFFICE SUPPORT SPECIALIST II)**

<b>Jurisdiction</b>	<b>Baltimore City</b>	<b>Columbus, OH</b>	<b>Philadelphia, PA</b>	<b>Milwaukee, WI</b>
<b>Job Title</b>	Office Support Specialist II	Office Assistant II	Office Clerk II	Office Assistant II
<b>Salary Range</b>	\$31,138 - \$35,394	\$34,631 - \$54,364	\$34,342 - \$37,130	\$30,259
<b>Hrly Rate</b>	\$16.32 - \$18.56	\$18.16 - \$28.50	\$18.00 - \$19.47	\$15.86

**Proposed Rate Change For Baltimore City**

<b>Jurisdiction</b>	<b>Baltimore City</b>	<b>Columbus, OH</b>	<b>Philadelphia, PA</b>	<b>Milwaukee, WI</b>
<b>Job Title</b>	Office Support Specialist II	Office Assistant II	Office Clerk II	Office Assistant II
<b>Salary Range</b>	\$32,353 - \$37,084	\$34,631 - \$54,364	\$34,342 - \$37,130	\$30,259
<b>Hrly Rate</b>	\$16.97 - \$19.45	\$18.16 - \$28.50	\$18.00 - \$19.47	\$15.86



**BALTIMORE CITY SALARY RANGE COMPARED TO COMPARABLE MUNICIPALITY SALARY RANGES  
(PARK MAINTENANCE SUPERVISOR)**

Jurisdiction	Baltimore City	Columbus, OH	Philadelphia, PA
Job Title	Park Maintenance Supervisor	Park Maintenance Supervisor	Grounds Maintenance Supervisor
Salary Range	\$33,082 - \$38,149	\$43,571 - \$53,787	\$48,023 - \$61,745
Hrly Rate	\$17.34 - \$20.00	\$22.84 - \$28.20	\$25.18 - \$32.37

**Proposed Rate Change For Baltimore City**

Jurisdiction	Baltimore City	Columbus, OH	Philadelphia, PA
Job Title	Park Maintenance Supervisor	Park Maintenance Supervisor	Grounds Maintenance Supervisor
Salary Range	\$42,536 - \$51,307	\$43,571 - \$53,787	\$48,023 - \$61,745
Hrly Rate	\$22.31 - \$26.91	\$22.84 - \$28.20	\$25.18 - \$32.37



**BALTIMORE CITY SALARY RANGE COMPARED TO COMPARABLE MUNICIPALITY  
SALARY RANGES  
(TREE SERVICE SUPERVISOR I)**

Jurisdiction	Baltimore City	Columbus, OH	Philadelphia, PA
Job Title	Tree Service Supervisor I	Tree Trimmer Supervisor	Tree Maintenance Crew Chief
Salary Range	\$35,761 - \$42,368	\$43,571 - \$56,365	\$45,931 - \$50,469
Hrly Rate	\$18.76 - \$22.22	\$22.84 - \$29.55	\$24.08 - \$26.47

**Proposed Rate Change For Baltimore City**

Jurisdiction	Baltimore City	Columbus, OH	Philadelphia, PA
Job Title	Tree Service Supervisor I	Tree Trimmer Supervisor	Tree Maintenance Crew Chief
Salary Range	\$42,536 - \$51,307	\$43,571 - \$56,365	\$45,931 - \$50,469
Hrly Rate	\$22.31 - \$26.91	\$22.84 - \$29.55	\$24.08 - \$26.47



**BALTIMORE CITY SALARY RANGE COMPARED TO COMPARABLE MUNICIPALITY SALARY RANGES  
(CONSTRUCTION BUILDING INSPECTOR I)**

Jurisdiction	Baltimore City	Columbus, OH	Philadelphia, PA	Milwaukee, WI
Job Title	Construction Building Inspector I	Building Inspector I	L&I Building Inspector	Building Construction Inspector
Salary Range	\$46,074 - \$55,823	\$49,994 - \$79,785	\$53,124 - \$63,960	\$60,627
Hrly Rate	\$24.16 - \$29.27	\$26.21 - \$41.84	\$27.85 - \$33.53	\$31.79

Proposed Rate Change For Baltimore City

Jurisdiction	Baltimore City	Columbus, OH	Philadelphia, PA	Milwaukee, WI
Job Title	Construction Building Inspector I	Building Inspector I	L&I Building Inspector	Building Construction Inspector
Salary Range	\$50,013 - \$60,785	\$49,994 - \$79,785	\$53,124 - \$63,960	\$60,627
Hrly Rate	\$26.23 - \$31.89	\$26.21 - \$41.84	\$27.85 - \$33.53	\$31.79





**BALTIMORE CITY SALARY RANGE COMPARED TO COMPARABLE MUNICIPALITY SALARY RANGES  
(ENGINEERING ASSOCIATE II)**

Jurisdiction	Baltimore City	Columbus, OH	Indianapolis, IN	Philadelphia, PA
Job Title	Engineering Associate II	Engineering Associate II	N/A	Engineering Associate II
Salary Range	\$47,971 - \$58,241	\$49,994 - \$60,420		\$41,604 - \$45,396
Hrly Rate	\$25.16 - \$30.55	\$26.23 - \$31.70		\$21.82 - \$23.81

\*We are not proposing a salary change to the Engineering Associate classifications



**BALTIMORE CITY SALARY RANGE COMPARED TO COMPARABLE MUNICIPALITY SALARY RANGES  
(Forensic Scientist I)**

Jurisdiction	Baltimore City	Columbus, OH	Indianapolis, IN	Philadelphia, PA
Job Title	Forensic Scientist I	Forensic Scientist I	Forensic Scientist I	Forensic Scientist I
Salary Range	\$52,164 - \$63,467	\$49,994 - \$72,599	\$45,000 - \$72,250	\$42,933 - \$55,194
Hrly Rate	\$27.36 - \$33.29	\$26.23 - \$38.09	\$23.60 - \$37.90	\$22.52 - \$28.95

\*We are not proposing a salary change to the Forensic Scientist I classification



**Cost Projections by Classification**

Job Title	Proposed Title	# of Ees	Current Grade	Proposed Grade	Cost
Assistant Park District Mgr		5	84	87	\$31,147.48
Automotive Maintenance Supv I		16	90	91	\$46,947.80
Building Maint General Supv		3	87	88	\$7,237.00
Building Repairer Supervisor		1	84	87	\$6,552.00
Cable Inspection Supervisor		1	88	89	\$2,780.42
Conduit Maintenance Supv I		1	85	87	\$4,188.74
Const Bldg Inspector I		9	88	90	\$44,955.42
Const Bldg Inspector I DGS		1	85	87	\$4,153.00
Const Bldg Inspector II		11	91	92	\$32,292.92
Const Bldg Inspector II DGS		2	90	91	\$5,318.00
Const Elect Inspector I		4	88	90	\$19,773.00
Const Elect Inspector II		2	91	92	\$5,808.00
Const Elect Inspector II DGS		1	90	91	\$3,003.80
Const Mech Inspector I		5	88	90	\$24,810.00
Const Mech Inspector II		3	91	92	\$8,859.00
Const Mech Inspector II DGS		1	90	91	\$2,682.00
Electrical Maint Tech Supv I		8	88	93	\$94,197.96
Electrical Mech Supv		1	87	90	\$1,736.52
Grounds Maintenance Supervisor		2	84	87	\$13,289.00
Heating & Air Cond Tech Supv I		1	87	90	\$8,375.00
Highway Maintenance Supervisor		18	87	90	\$145,728.56
Office Assistant II	Office Support Specialist II	54	75	77	\$85,610.91
Office Assistant III	Office Support Specialist III	34	78	80	\$95,789.29
Office Services Asst I SAO		3	76	78	\$5,412.30
Office Services Asst II SAO		30	80	82	\$86,866.52
Office Supervisor		52	84	85	\$109,958.01
Office Support Specialist I		3	71	74	\$5,069.73
Office Support Specialist II		93	75	77	\$148,009.29
Office Support Specialist III		240	78	80	\$659,560.79
Park Maintenance Supervisor		1	78	86	\$9,454.00
Pipefitter Supervisor		1	84	86	\$4,461.24
Public Health Rep II		12	87	90	\$87,872.08



**Cost Projections by Classification**

Job Title	Proposed Title	# of Ees	Current Grade	Proposed Grade	Cost
Safety Enforcement Officer II		2	88	92	\$20,886.00
Safety Enforcement Officer III		2	90	93	\$16,892.00
Secretary I		4	75	77	\$6,679.00
Secretary II		20	78	80	\$52,590.66
Secretary III		25	84	85	\$50,110.24
Secretary SAO		7	82	84	\$23,863.28
Tree Service Supv I		2	81	86	\$19,067.00
Tree Service Supv II		1	84	89	\$12,554.77
Utilities Inst Repair Supv I		11	82	87	\$114,376.92
Utilities Inst Repair Supv II		13	87	90	\$77,824.52
Water Treatment Tech Supv		8	88	92	\$91,691.24
WW Tech Supv I Pump		7	87	90	\$59,710.52
WW Tech Supv II Pump		1	90	93	\$9,206.00
WW Tech Supv II Sanitary		8	87	90	\$75,899.60
WW Techn Supv I Sanitary		22	90	93	\$178,721.00
<b>Totals</b>		<b>752</b>			<b>\$2,621,972.53</b>



**Cost Projections by Agency**

Agency and Classifications	Cost	Number of Employees
<b>Baltimore City Office of Information and Technology</b>	<b>\$2,019.00</b>	<b>1</b>
33213 - Office Support Specialist III	\$2,019.00	1
<b>Comptroller - Audits</b>	<b>\$5,021.00</b>	<b>2</b>
33213 - Office Support Specialist III	\$2,775.00	1
33233 - Secretary III	\$2,246.00	1
<b>Convention Center</b>	<b>\$4,585.05</b>	<b>2</b>
00710 - Secretary II	\$2,631.05	1
00711 - Secretary III (Non-CSC)	\$1,954.00	1
<b>Courts - Circuit Court</b>	<b>\$1,792.00</b>	<b>1</b>
00707 - Office Assistant II	\$1,792.00	1
<b>Enoch Pratt Free Library</b>	<b>\$220,121.50</b>	<b>105</b>
00704 - Office Support Specialist III (Non-CSC)	\$12,732.05	5
00705 - Secretary I	\$6,679.00	4
00707 - Office Assistant II	\$83,818.91	53
00708 - Office Assistant III	\$93,158.29	33
00710 - Secretary II	\$8,557.00	3
00712 - Office Supervisor (Non-CSC)	\$15,176.25	7
<b>Environmental Control Board</b>	<b>\$4,020.00</b>	<b>2</b>
33213 - Office Support Specialist III	\$2,775.00	1
33233 - Secretary III	\$1,245.00	1
<b>Finance - Accounting &amp; Payroll</b>	<b>\$2,631.00</b>	<b>1</b>
33213 - Office Support Specialist III	\$2,631.00	1
<b>Finance - Administration &amp; Budgets</b>	<b>\$1,690.00</b>	<b>1</b>
33212 - Office Support Specialist II	\$1,690.00	1
<b>Finance - Collections</b>	<b>\$75,325.12</b>	<b>29</b>
33212 - Office Support Specialist II	\$2,905.00	2
33213 - Office Support Specialist III	\$70,764.12	26
33233 - Secretary III	\$1,656.00	1



**Cost Projections by Agency**

Agency and Classifications	Cost	Number of Employees
<b>Finance - Purchasing</b>	<b>\$8,244.00</b>	<b>3</b>
33213 - Office Support Specialist III	\$8,244.00	3
<b>Finance - Risk Management</b>	<b>\$17,422.00</b>	<b>5</b>
33212 - Office Support Specialist II	\$1,378.00	1
33213 - Office Support Specialist III	\$5,469.00	2
33233 - Secretary III	\$2,129.00	1
33643 - Safety Enforcement Officer III	\$8,446.00	1
<b>Finance - Treasury</b>	<b>\$3,298.00</b>	<b>2</b>
33212 - Office Support Specialist II	\$1,378.00	1
33233 - Secretary III	\$1,920.00	1
<b>Fire Department</b>	<b>\$17,156.00</b>	<b>8</b>
33212 - Office Support Specialist II	\$1,215.00	1
33213 - Office Support Specialist III	\$7,366.00	3
33215 - Office Supervisor	\$2,246.00	1
33233 - Secretary III	\$6,329.00	3
<b>General Services</b>	<b>\$117,484.48</b>	<b>42</b>
33212 - Office Support Specialist II	\$5,512.00	4
33213 - Office Support Specialist III	\$30,407.12	11
33215 - Office Supervisor	\$4,322.00	2
42263 - Const Bldg Inspector I DGS	\$4,153.00	1
42264 - Const Bldg Inspector II DGS	\$5,318.00	2
42274 - Const Elect Inspector II DGS	\$3,003.80	1
42284 - Const Mech Inspector II DGS	\$2,682.00	1
52115 - Automotive Maintenance Supv I	\$46,947.80	16
52215 - Electrical Mech Supv	\$1,736.52	1
52285 - Pipefitter Supervisor	\$4,461.24	1
52991 - Building Maint General Supv	\$2,389.00	1
53115 - Building Repairer Supervisor	\$6,552.00	1
<b>Health Department</b>	<b>\$176,555.17</b>	<b>50</b>
33211 - Office Support Specialist I (civil service)	\$2,951.73	2
33212 - Office Support Specialist II	\$18,763.00	11
33213 - Office Support Specialist III	\$61,048.36	22
33215 - Office Supervisor	\$5,920.00	3
42561 - Public Health Rep II	\$87,872.08	12



**Cost Projections by Agency**

Agency and Classifications	Cost	Number of Employees
<b>Housing &amp; Community Development</b>	<b>\$212,849.50</b>	<b>69</b>
33212 - Office Support Specialist II	\$16,421.55	11
33213 - Office Support Specialist III	\$38,759.00	15
33215 - Office Supervisor	\$1,954.00	1
33232 - Secretary II (Civil Service)	\$16,931.61	7
33233 - Secretary III	\$2,285.00	1
42261 - Const Bldg Inspector I	\$44,955.42	9
42262 - Const Bldg Inspector II	\$32,292.92	11
42271 - Const Elect Inspector I	\$19,773.00	4
42272 - Const Elect Inspector II	\$5,808.00	2
42281 - Const Mech Inspector I	\$24,810.00	5
42282 - Const Mech Inspector II	\$8,859.00	3
<b>Human Resources</b>	<b>\$10,264.00</b>	<b>4</b>
33212 - Office Support Specialist II	\$1,215.00	1
33213 - Office Support Specialist III	\$9,049.00	3
<b>Labor Commissioner's Office</b>	<b>\$2,631.00</b>	<b>1</b>
00708 - Office Assistant III	\$2,631.00	1
<b>Law Department</b>	<b>\$14,486.00</b>	<b>6</b>
33232 - Secretary II (Civil Service)	\$5,872.00	2
33233 - Secretary III	\$8,614.00	4
<b>Mayor's Office of Homeless Services</b>	<b>\$2,631.00</b>	<b>1</b>
33213 - Office Support Specialist III	\$2,631.00	1
<b>MOCFS</b>	<b>\$23,089.00</b>	<b>10</b>
33212 - Office Support Specialist II	\$6,754.00	4
33213 - Office Support Specialist III	\$14,679.00	5
33233 - Secretary III	\$1,656.00	1
<b>Police Department</b>	<b>\$174,675.46</b>	<b>71</b>
33212 - Office Support Specialist II	\$18,884.73	11
33213 - Office Support Specialist III	\$115,409.49	41
33215 - Office Supervisor	\$33,896.24	16
33233 - Secretary III	\$6,485.00	3



**Cost Projections by Agency**

Agency and Classifications	Cost	Number of Employees
<b>Public Works - Administration</b>	<b>\$48,352.24</b>	<b>12</b>
33212 - Office Support Specialist II	\$3,533.00	2
33213 - Office Support Specialist III	\$4,332.00	2
33215 - Office Supervisor	\$2,285.00	1
33232 - Secretary II (Civil Service)	\$2,775.00	1
33233 - Secretary III	\$6,095.24	3
33642 - Safety Enforcement Officer II	\$20,886.00	2
33643 - Safety Enforcement Officer III	\$8,446.00	1
<b>Public Works - Solid Waste</b>	<b>\$51,878.22</b>	<b>22</b>
33212 - Office Support Specialist II	\$11,980.72	7
33213 - Office Support Specialist III	\$32,430.26	12
33215 - Office Supervisor	\$4,316.24	2
33232 - Secretary II (Civil Service)	\$3,151.00	1
<b>Public Works - Water &amp; Waste Water</b>	<b>\$868,373.12</b>	<b>140</b>
33211 - Office Support Specialist I (civil service)	\$2,118.00	1
33212 - Office Support Specialist II	\$18,895.74	12
33213 - Office Support Specialist III	\$93,558.61	33
33215 - Office Supervisor	\$12,988.01	6
33232 - Secretary II (Civil Service)	\$12,673.00	5
52991 - Building Maint General Supv	\$4,848.00	2
53515 - Utilities Inst Repair Supv I	\$114,376.92	11
53516 - Utilities Inst Repair Supv II	\$77,824.52	13
53675 - Grounds Maintenance Supervisor	\$13,289.00	2
54215 - Heating & Air Cond Tech Supv I	\$8,375.00	1
54315 - Water Treatment Tech Supv	\$91,691.24	8
54334 - WW Techn Supv I Sanitary	\$178,721.00	22
54335 - WW Tech Supv I Pump	\$59,710.52	7
54336 - WW Tech Supv II Pump	\$9,206.00	1
54338 - WW Tech Supv II Sanitary	\$75,899.60	8
54355 - Electrical Maint Tech Supv I	\$94,197.96	8





**Cost Projections by Agency**

Agency and Classifications	Cost	Number of Employees
<b>Recreation &amp; Parks - Administration</b>	<b>\$12,973.00</b>	<b>5</b>
33213 - Office Support Specialist III	\$10,961.00	4
33233 - Secretary III	\$2,012.00	1
<b>Recreation &amp; Parks - Parks</b>	<b>\$82,506.25</b>	<b>14</b>
33213 - Office Support Specialist III	\$7,026.00	3
33215 - Office Supervisor	\$2,012.00	1
33233 - Secretary III	\$1,245.00	1
53621 - Park Maintenance Supervisor	\$9,454.00	1
53622 - Assistant Park District Mgr	\$31,147.48	5
53655 - Tree Service Supv I	\$19,067.00	2
53656 - Tree Service Supv II	\$12,554.77	1
<b>Retire - ERS/EOS</b>	<b>\$12,417.00</b>	<b>5</b>
33213 - Office Support Specialist III	\$8,807.00	3
33215 - Office Supervisor	\$1,656.00	1
33233 - Secretary III	\$1,954.00	1
<b>Retire - Fire &amp; Police</b>	<b>\$9,381.00</b>	<b>4</b>
33212 - Office Support Specialist II	\$1,980.00	1
33213 - Office Support Specialist III	\$5,116.00	2
33233 - Secretary III	\$2,285.00	1
<b>State's Attorney's Office</b>	<b>\$116,142.10</b>	<b>40</b>
01970 - Secretary SAO	\$23,863.28	7
01971 - Office Services Asst I SAO	\$5,412.30	3
01972 - Office Services Asst II SAO	\$86,866.52	30



**Cost Projections by Agency**

Agency and Classifications	Cost	Number of Employees
<b>Transportation - Highways</b>	<b>\$261,810.89</b>	<b>71</b>
33212 - Office Support Specialist II	\$25,986.55	17
33213 - Office Support Specialist III	\$70,706.61	26
33215 - Office Supervisor	\$19,195.01	9
42325 - Cable Inspection Supervisor	\$2,780.42	1
53331 - Highway Maintenance Supervisor	\$138,953.56	17
53555 - Conduit Maintenance Supv I	\$4,188.74	1
<b>Transportation - Towing</b>	<b>\$10,408.00</b>	<b>5</b>
33212 - Office Support Specialist II	\$5,020.00	3
33213 - Office Support Specialist III	\$5,388.00	2
<b>Transportation - Traffic</b>	<b>\$49,740.43</b>	<b>18</b>
33212 - Office Support Specialist II	\$4,497.00	3
33213 - Office Support Specialist III	\$34,477.17	12
33215 - Office Supervisor	\$3,991.26	2
53331 - Highway Maintenance Supervisor	\$6,775.00	1
<b>Totals</b>	<b>\$2,621,972.53</b>	<b>752</b>

